



State of Wisconsin
Veterinary Examining Board

Governor Tony Evers
Dr. Hunter Lang, DVM, Chair

VETERINARY EXAMINING BOARD
January 25, 2023
9:00am
Contact: Melissa Mace 608-279-3861

In Person: Boardroom CR 106, 2811 Agriculture Drive, Madison, WI 53708

Via Internet Access: <https://www.zoomgov.com/j/1613359386?pwd=UnJ0SzFZMkYvNUVjNHljekZRaEsxdz09>

Via Telephone Access: Dial 1-669-254-5252, Meeting ID: 161 335 9386 and participant code: 650524

If you would like to speak during the public comment time please send your name, address, who you are representing (if other than yourself), and the topic of your comments to Melissa Mace at Melissa.Mace@wisconsin.gov or (608) 279-3861 by 4:30 p.m. Tuesday, January 24, 2022

The following agenda describes the issues that the Board plans to consider at the meeting. At the time of the meeting, items may be removed from the agenda. Please consult the meeting minutes for a record of the actions of the Board.

AGENDA

I. 9:00 A.M. OPEN SESSION – CALL TO ORDER – ROLL CALL

II. Approval of the Agenda (action item)

III. Approval of Board Meeting Minutes

- A. October 19, 2022 Full Board Meeting (action item)
- B. January 3 Ad Hoc Board Meeting (action item)

IV. Introductions, Announcements and Recognition (informational)

- A. Axel Candelaria Rivera VEB disciplinary legal counsel.

V. Public Comments

Each speaker is limited to five minutes or less, depending on the number of speakers. Each speaker must fill out and submit an appearance card to the Board clerk.

VI. Administrative Items

- A. Board member terms (informational)
- B. Election of Officers (Current office holders) (action item)
 - 1. Chair (Dr. Lang)
 - 2. Vice Chair (Dr. Alan Holter)
 - 3. Secretary (Amanda Reese)

- C. Appointments of Liaisons, Alternates, and Delegates (**action item**)
 - 1. Continuing Education and Exams Liaison (Primary: Dr. Lang/ Alternate: Schuh)
 - 2. Screening Panel (Dr. Holter, Schuh, Dr. Estelle, Dr. Nesson, Sherpe)
 - 3. Credentialing Committee (Dr. Lang, Dr. Nesson, Schuh)
 - 4. Administrative Rules Committee (Dr. Estelle, Dr. Nesson, Reese)
- D. Delegated Authority Motions (**action item**)
 - 1. Urgent Matters
 - 2. Screening Committee
 - 3. Credentialing Committee
 - 4. Document Signatures
 - 5. Roles and Authorities Delegated to the Case Advisor and Department Monitor
- E. VPAP status (informational)

VII. Licensing/Exam Inquiries

- A. Renewal of a Credential 5 or More Years After Expiration (Action)

VIII. American Association of Veterinary State Boards (AAVSB) Matters (informational)

- A. Board Basics & Beyond Training, Kansas City MO April 14-15
- B. AAVSB Annual Meeting & Conference, Kansas City MO Sept. 28-30

IX. Administrative Code

- A. Administrative Rule Committee referral for Rule/Statute review (**action**)
- B. AVMA Veterinary Information Forum – Mid level technicians

X. Legislative and Policy

- A. Legislative update (informational)

XI. Strategic Goals

- A. 2022 Goals (informational)

XII. Future Meeting Dates and Times

- A. Next Board Meeting – April ##, 2023 (9a.m.) (**action**)

XIII. CONVENE TO CLOSED SESSION (ROLL CALL)

CONVENE TO CLOSED SESSION to deliberate on cases following hearing (§ 19.85 (1) (a), Stats.); to consider licensure or certification of individuals (§ 19.85 (1) (b), Stats.); to consider closing disciplinary investigations with administrative warnings (§ 19.85 (1) (b), Stats.); to consider individual histories or disciplinary data (§ 19.85 (1) (f), Stats.); and to confer with legal counsel (§ 19.85 (1) (g), Stats.).

XIV. Deliberation on Licenses and Certificates (action items)

XV. Deliberation on Compliance Matters (action items)

- A. Proposed Administrative Warnings
- B. Proposed Stipulations, Final Decisions and Orders
 - 1. 19 VET 080 SK
 - 2. 22 VET 082 ZR
 - 3. 22 VET 074 WN
 - 4. 22 TECH 004 BK
 - 5. 19 VET 055, 19 VET 090, 20 VET 041RG
 - 6. 22 VET 013 HW
 - 7. 22 VET 007JR
 - 8. 22 VET 085 KM
 - 9. 22VET 105 BH
 - 10. 22VET 092 MS
 - 11. 22 VET 035 SS
 - 12. 22VET 055 EB
 - 13. 22 VET 109 BK
- C. Orders Granting Full Licensures
- D. Suspension Orders

XVI. Review of Veterinary Examining Board Cases

- A. Pending Case Status Report (Informational)
- B. Pending Case Status Report (informational)

XVII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

XVIII. Open Session Items Noticed Above not Completed in the Initial Open Session

XIX. Vote on Items Considered or Deliberated Upon in Closed Session, if Voting is Appropriate

XX. Ratification of Licenses and Certificates

To delegate ratification of examination results to DATCP staff and to ratify all licenses and certificates as issued.

XXI. ADJOURNMENT

The Board may break for lunch sometime during the meeting and reconvene shortly thereafter.



VETERINARY EXAMINING BOARD

MEETING MINUTES

Wednesday, October 19, 2022

MEMBERS PRESENT: Amanda Reese; Hunter Lang, DVM; Alan Holter, DVM; Lyn Schuh; Arden Sherpe (arrived at 9:25AM); Karl Solverson, DVM; Lisa Weisensel Nesson, DVM.

STAFF PRESENT, Department of Agriculture, Trade and Consumer Protection (DATCP): Melissa Mace, VEB Executive Director; Aaron O'Neil, DATCP Attorney; Erin Carter and Robert Van Lanen, Investigators; Liz Kennebeck, Investigator and Disciplinary Council; Dustin Boyd, Compliance Supervisor; Angela Fisher, Program and Policy Analyst; Karen Torvell, Program Assistant Supervisor; Darlene Konkle, State Veterinarian; Introductions and Discussion.

Alan Holter, Vice Chair, called the meeting to order at 9:00AM. A quorum of six (6) members was confirmed.

AGENDA

I. 9:00 A.M. OPEN SESSION – CALL TO ORDER – ROLL CALL

II. Approval of the Agenda

MOTION: Amanda Reese moved, seconded by Hunter Lang, to approve the agenda. Motion carried unanimously.

III. Approval of Board Meeting Minutes

A. July 20, 2022 Full Board Meeting (Action Item)

MOTION: Hunter Lang moved, seconded by Amanda Reese, to approve the July 20, 2022 Board minutes. Motion carried unanimously.

IV. Introductions, Announcements and Recognition

A. New VEB member Dr. Karl Solverson
VEB members and DATCP staff introduced themselves.

V. Public Comments

There were no speakers.

VI. American Association of Veterinary State Boards (AAVSB) Matters (informational)

A. 2022 Annual Meeting & Conference, Sept 15-17, Charlotte NC. Reports from attendee's Alan Holter and Melissa Mace reported out highlights of the conference. AAVSB would like to go to state board meetings to give presentations. Key discussions at the conference included the

AAVSB practice act, the potential for a mid-level position between veterinary technicians and veterinarians in the future, and portability of credentials to make it easier to license between jurisdictions. Leslie Estelle also attended the conference.

- B. Board Basic's and Beyond, April 14-15, 2023 Kansas City, MO.
In January, the Board will need to make a decision about if anyone will attend the April Board Basics and Beyond.
- C. 2023 Annual Meeting & Conference, Sept 28-30 Kansas City, MO
Next year's annual meeting and conference will be September 28-30, 2023.

VII. Statutory/Rule Considerations

- A. Statute vs Rule (Informational)
Aaron O'Neil gave a presentation explaining statutes and rules, and the processes for changes to statutes and rules.
- B. Certified Veterinary Technician Regulations (Action Item)
The Board discussed Certified Veterinary Technician (CVT) certification processes. Wisconsin is one of the few states that will allow CVTs to become certified through on-the-job training instead of an educational degree. There are discussions nationally and at AAVSB about the potential for a third, mid-level category between a CVT and a veterinarian. The statute does not currently allow veterinary technician students to train while going to school; there is language in the statute regarding veterinary students, but not veterinary technician students.
Under current statutes, the Board can only regulate veterinarians and CVTs. The Board cannot develop a third, mid-level category without a change to statutes.
Rule drafting cannot occur unless there is an active statement of scope.

MOTION: Lisa Weisensel Nesson moved, seconded by Amanda Reese, to ask the Administrative Rules Committee to start looking at the rules and statutes pertaining to certified veterinary technicians. Motion carried unanimously.

- C. Diagnostic Labs and VCPRs. (informational)
The Board received questions about diagnostic labs and the Veterinary-Client-Patient Relationship (VCPR). The Board does not give legal advice. The Board refers credential holders and members of the public to the statutes and administrative rules.

VIII. Administrative Items

- A. Board Appointments (informational)
Five Board members have terms that expire July 1, 2023, one of which cannot be reappointed.
- B. VPAP Update (informational)
Humana, the current company contracted for the Veterinary Professional Assistance Program (VPAP), will no longer be offering Employee Assistance Program (EAP) services. The contract expires 10/29/2022.

Current VPAP utilization is around 2%. For programs of this type, 3.5% utilization is a standard goal.

C. VEB Meeting Attendance options

The Board will continue as-is with hybrid meetings combining in person and virtual attendance.

IX. Licensing/Exam Inquiries

A. Summary of credentials issued.

Melissa Mace presented a summary of the number of credential holders by category.

X. Administrative Code Update

A. Admin Rule status'

The rule, VE 1-4, was published and effective August 1, 2022.

B. Telehealth guidance VEB-GD-003

The new rule includes a telehealth section which makes Guidance Document VEB-GD-003 regarding telehealth no longer necessary.

MOTION: Amanda Reese moved, seconded by Hunter Lang, to rescind guidance document VEB-GD-003. Motion carried unanimously.

XI. Legislative and Policy Update

There were no legislative and policy updates.

XII. Strategic Goals

A. Updates

The Board reviewed the 2022 strategic plan goals.

XIII. Future Meeting Dates and Times

A. Set future board meeting dates for 2023.

The 2023 quarterly Board meeting dates are planned for: January 25, April 19, July 19, and October 18.

XIV. CONVENE TO CLOSED SESSION (ROLL CALL)

MOTION: Karl Solverson moved, seconded by Hunter Lang to convene to closed session to deliberate on cases following hearing (§ 19.85 (1) (a), Stats.); to consider licensure or certification of individuals (§ 19.85 (1) (b), Stats.); to consider closing disciplinary investigations with administrative warnings (§ 19.85 (1) (b), Stats.); to consider individual histories or disciplinary data (§ 19.85 (1) (f), Stats.); and to confer with legal counsel (§ 19.85 (1) (g), Stats.). Alan Holter read the language of the motion. The vote of each member by was ascertained by voice vote. Roll Call Vote Amanda Reese – yes; Alan Holter – yes; Arden Sherpe – yes; Karl Solverson – yes; Hunter Lang – yes; Lisa Weisensel Nesson – yes; Lyn Schuh – yes; Motion carried unanimously.

XV. Deliberation on Licenses and Certificates (Action Items)

XVI. Deliberation on Compliance Matters (Action Items)

- A. Proposed Administrative Warnings
- B. Proposed Stipulations, Final Decisions and Orders
 - 1. 21 VET 037 and 21 VET 100 KK
 - 2. 22 VET 079 MN
 - 3. 20 VET 089 RB
 - 4. 21 VET 099 BB
 - 5. 22 VET 062 KK
 - 6. 21 VET 107 KB
 - 7. 22 VET 045 CM
 - 8. 22 TECH 002 MT
 - 9. 22 VET 057 CB
- C. Proposed Orders of Suspension
- D. Investigations Recommended for Closure
 - 1. 22 VET 033 JD

XVII. Review of Veterinary Examining Board Cases

- A. Licenses returned to Full Status (Informational)
- B. Pending Case Status Report (Informational)

XVIII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

MOTION: Hunter Lang moved, seconded by Amanda Reese, to reconvene to open session. Motion carried unanimously.

XIX. Open Session Items Noticed Above not Completed in the Initial Open Session

XX. Vote on Items Considered or Deliberated Upon in Closed Session, if Voting is Appropriate

MOTION: Hunter Lang moved, seconded by Amanda Reese, to accept stipulations and final decision orders in the cases of 21 VET 037 and 21 VET 100 KK; 22 VET 079 MN; 20 VET 089 RB; 21 VET 099 BB; 22 VET 062 KK; 21 VET 107 KB; 22 VET 045 CM; 22 TECH 002 MT; and 22 VET 057 CB. Motion carried unanimously.

MOTION: Hunter Lang moved, seconded by Amanda Reese, to close investigations in the case of 22 VET 033 JD. Motion carried unanimously.

XXI. Ratification of Licenses and Certificates

MOTION: Hunter Lang moved, seconded by Karl Solverson, to delegate ratification of examination results to DATCP staff and to ratify all licenses and certificates as issued. Motion carried unanimously.

XXII. ADJOURNMENT

MOTION: Lisa Weisensel Nesson moved, seconded by Hunter Lang, to adjourn. Motion carried unanimously.

The meeting adjourned at 11:30AM.



**VETERINARY EXAMINING BOARD
MEETING MINUTES DRAFT TEMPLATE
Tuesday January 3, 2023**

MEMBERS PRESENT: Amanda Reese; Hunter Lang, DVM; Alan Holter, DVM; Karl Solverson, DVM; Lisa Weisensel Nesson, DVM, Leslie Estelle, DVM, Lyn Schuh, CVT.

STAFF PRESENT, Department of Agriculture, Trade and Consumer Protection (DATCP): Melissa Mace, VEB Executive Director; Aaron O'Neil, DATCP Attorney; Liz Kennebeck Attorney; Erin Carter, Regulatory Specialist; Dustin Boyd, Compliance Supervisor; Karen Torvell, Program Assistant Supervisor.

Hunter Lang, Chair, called the meeting to order at 9:32 am. A quorum of seven (7) members was confirmed.

AGENDA

I. 9:30 A.M. OPEN SESSION – CALL TO ORDER – ROLL CALL

II. Approval of the Agenda

MOTION: Amanda Reese moved, seconded by Leslie Estelle, to approve the agenda. Motion carried unanimously.

III. Public Comments

Each speaker is limited to five minutes or less, depending on the number of speakers.

Dr. Overturf was present and indicated that she had provided her comments/response in writing. Kim Jennings was present but indicated they did not wish to comment.

IV. Future Meeting Dates and Times

A. January 25, 2023

Dr. Lang reminded members to forward any agenda items to Melissa Mace, as directed via email, for the Jan 25 meeting.

V. CONVENE TO CLOSED SESSION (ROLL CALL)

CONVENE TO CLOSED SESSION to deliberate on cases following hearing (§ 19.85 (1) (a), Stats.); to consider licensure or certification of individuals (§ 19.85 (1) (b), Stats.); to consider closing disciplinary investigations with administrative warnings (§ 19.85 (1) (b), Stats.); to consider individual histories or disciplinary data (§ 19.85 (1) (f), Stats.); and to confer with legal counsel (§ 19.85 (1) (g), Stats.).

MOTION: Alan Holter moved, seconded by Lisa Weisensel Nesson to convene to closed session to deliberate on cases following hearing (§ 19.85 (1) (a), Stats.); to consider licensure or certification of individuals (§ 19.85

(1) (b), Stats.); to consider closing disciplinary investigations with administrative warnings (§ 19.85 (1) (b), Stats.); to consider individual histories or disciplinary data (§ 19.85 (1) (f), Stats.); and to confer with legal counsel (§ 19.85 (1) (g), Stats.). Hunter Lang read the language of the motion. The vote of each member by was ascertained by voice vote. Roll Call Vote Amanda Reese – yes; Alan Holter – yes; Karl Solverson – yes; Hunter Lang – yes; Leslie Estelle – yes; Lisa Weisensel Nesson – yes; Lyn Schuh – yes; Motion carried unanimously

VI. Deliberation on Compliance Matters (Action Items)

A. Proposed Orders of Summary Suspension

1. 22 VET 122 DO

VII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

MOTION: Alan Holter moved, seconded by Leslie Estelle to reconvene to open session. Motion carried unanimously

VIII. Open Session Items Noticed Above not Completed in the Initial Open Session

IX. Vote on Items Considered or Deliberated Upon in Closed Session, if Voting is Appropriate

MOTION: Lisa Weisensel Nesson moved, seconded by Amanda Reese, to issue an order of summary suspension with amendment to number 17 adding the word not adequately, in the case of 22 VET 122 DO. The vote of each member by was ascertained by voice vote. Roll Call Vote Amanda Reese – yes; Alan Holter – yes; Karl Solverson – yes; Hunter Lang – yes; Leslie Estelle – yes; Lisa Weisensel Nesson – yes; Lyn Schuh – yes. Motion carried unanimously

X. Ratification of Licenses and Certificates

To delegate ratification of examination results to DATCP staff and to ratify all licenses and certificates as issued.

MOTION: Alan Holter moved, seconded by Leslie Estelle, to delegate ratification of examination results to DATCP staff and to ratify all licenses and certificates as issued. Motion carried unanimously.

XI. ADJOURNMENT

MOTION: Amanda Reese moved, seconded by Lisa Weisensel Nesson, to adjourn. Motion carried unanimously.

The meeting adjourned at 9:54am.

Veterinary Examining Board Agenda Request Form

1) Meeting Date	Jan. 25, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Board member terms
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	No
6) Is a Public Appearance Anticipated?	no
7) Description of the Agenda Item	<p>Review of any Board member terms and expirations.</p> <p>Terms are four years – may serve in roll over capacity if appointment not made upon term expiration.</p> <p>Second Term (may not be reappointed): Dr. Lisa Weisensel Nesson – Equine Veterinarian – 07/01/23</p> <p>First Term (may reappoint) Dr. Hunter Lang – Large Animal Veterinarian – 07/01/23 Lyn Schuh – CVT – 07/01/23 Arden Sherpe – Public – 07/01/23 Dr. Karl Solverson – Mixed Animal Veterinarian - 07/01/23 Amanda Reese – Public – 07/01/24 Dr. Alan Holter – Small Animal Veterinarian – 07/01/24 Dr. Leslie Estelle – Small Animal Veterinarian – 07/01/25</p>

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	Jan. 25, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Election of Officers Appointment of Liaisons Appointment of Committees
4) Should the Item be in Open or Closed Session?	Open Session
5) Are there Attachments? (If yes, include file names)	“2023 Elections & Appointments”
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>Per s. 15.08(2), Wis Stat. (2) SELECTION OF OFFICERS. At its first meeting in each year, every examining board shall elect from among its members a chairperson, vice chairperson and, unless otherwise provided by law, a secretary. Any officer may be reelected to succeed himself or herself.</p> <p>The Board decided at the October 2021 meeting that while elections and appointments will be held at the first meeting of the year, the transition of officers and appointees will not take effect until the July meeting.</p> <p>The full Board elects the chair, vice chair, and secretary. Then the Board discusses and the chair appoints the liaisons and committees.</p> <p>The attachment lists the offices, liaisons, and committees that have been used in past years with descriptions of what these roles have been used for.</p>



State of Wisconsin

Veterinary Examining Board

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2022 Elections and Appointments (effective July 1, 2022)

2022 Election Results		
Office	Description of Role	Member Name
Board Chair	Highest ranking officer. Manages meetings. Delegated authority to sign documents on behalf of the Board. In order to carry out duties of the Board, the Chair has the ability to delegate this signature authority to the Board's Executive Director for purposes of facilitating the completion of assignments during or between meetings.	Dr. Hunter Lang
Vice Chair	Serves as backup for the Board Chair.	Dr. Alan Holter
Secretary	Serves as secondary backup for the Board Chair.	Amanda Reese

2022 Liaison Appointments		
Liaison	Description of Role	Member Name
Continuing Education and Exams Liaison	Consultation on CE questions (type of CE, acceptable as CE, etc.) Review and consult on questions regarding adequacy of Exams and Exam questions as appropriate.	Primary: Dr. Hunter Lang
		Alternate: Lyn Schuh

2022 Committee Appointments		
Committee	Description of Role	Member Name
Screening Committee	Delegated authority to open cases for investigation or closes cases inappropriate for further action. Delegated authority to consider questions related to scope of practice of veterinary medicine and veterinary technicians. The Committee may	Dr. Alan Holter
		Lyn Schuh
		Dr. Leslie Estelle
		Dr. Lisa Weisensel Nesson

	<p>choose to approve or reject a particular practice, or bring the matter to the full Board.</p> <p>Chair manages Committee meetings.</p>	Arden Sherpe
Credentialing Committee	<p>Delegated authority to address all issues related to credentialing matters, except potential denial decisions should be referred to the full Board for final determination.</p> <p>Delegated authority to employ a “passive review” process for background checks, whereby if no Committee member requests a meeting on the materials within five business days after receiving them, the application would be considered cleared to proceed through the process.</p> <p>Chair manages Committee meetings.</p>	Dr. Hunter Lang
		Lyn Schuh
		Dr. Lisa Weisensel Nesson
Administrative Rules Committee	<p>Meet in between quarterly meetings to discuss administrative rules and guidance documents. The Committee’s role is to expedite the process of drafting documents. Final drafts will go to the full Board for approval.</p> <p>Chair manages committee meetings and is the primary contact for simpler administrative rule questions.</p>	Chair: Dr. Leslie Estelle
		Member: Dr. Lisa Nesson
		Member: Amanda Reese

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	1/20/23
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Delegation of Authority
4) Should the Item be in Open or Closed Session?	Open Session
5) Are there Attachments? (If yes, include file names)	“Delegated Authority Motions” “Roles and Authorities Delegated to the Case Advisor and Department Monitor”
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	These are motions to delegate VEB authority to officers, liaisons, and department staff. These motions occur at the first Board meeting of every calendar year.

DELEGATED AUTHORITY MOTIONS

Delegated Authority – Urgent Matters

MOTION: _____ moved, seconded by _____: In order to facilitate the completion of assignments between meetings, the Board delegates authority by order of succession to the Chair, highest ranking officer, or longest serving member of the Board, to appoint liaisons to the Department to act in urgent matters, to fill vacant appointment positions, where knowledge or experience in the profession is required to carry out the duties of the Board in accordance with the law.

Delegated Authority - Screening Committee

MOTION: _____ moved, seconded by _____, that the Board delegates authority to the Screening Committee to open cases for investigation or close cases inappropriate for further action.

MOTION _____ moved, seconded by _____, that the Board delegates authority to the Screening Committee to consider questions related to scope of practice of veterinary medicine and veterinary technicians. The Screening Committee may choose to approve or reject a particular practice, or bring the matter to the full Board.

Delegated Authority - Credentialing Committee

MOTION: _____ moved, seconded by _____, that the Board delegates authority to the Credentialing Committee to address all issues related to credentialing matters, except potential denial decisions should be referred to the full Board for final determination.

MOTION _____ moved, seconded by _____, that the Board delegates authority to the Credentialing Committee to employ a “passive review” process for issues related to credentialing matters, whereby if no Committee member requests a Committee meeting on the materials within five (5) business days after receiving them, the application would be considered cleared to proceed through the process, except for credentialing matters involving applicants that are:

- Currently under investigation or has been disciplined by the licensing authority in the other state, territory or country,

- A party in pending litigation in which it is alleged that the applicant is liable for damages for acts committed in the course of practice or,
- Where the applicant has been found liable for damages for acts committed in the course of practice which evidenced a lack of ability or fitness to practice.

Delegated Authority - Document Signatures

MOTION: _____, seconded by _____, that the Board delegates authority to the Chair to sign documents on behalf of the Board. In order to carry out duties of the Board, the Chair has the ability to delegate this signature authority to the Board's Executive Director for purposes of facilitating the completion of assignments during or between meetings.

Delegated Authority – Case Advisor and Department Monitor

MOTION: _____ moved, seconded by _____, to adopt the “Roles and Authorities Delegated to the Case Advisor and Department Monitor” document.



State of Wisconsin

Veterinary Examining Board

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Roles and Authorities Delegated to the Case Advisor and Department Monitor

Definitions:

Case Advisor: Veterinary Examining Board (VEB) member that served as the case advisor on the original investigation, or is appointed as case advisor due to the prior case advisor being unavailable to complete the duty. (Example no longer serving on the VEB)

Department Monitor: Department of Agriculture Trade and Consumer Protection staff that work with the VEB to manage investigations and Final Decision Orders (FDO); Primary Department Monitors are the VEB Investigators. In their absence the Investigator Supervisor, Board attorneys, or Executive Director may act in their stead.

The Case Advisor is a board designee who works with Department Monitor(s) to enforce the Board's orders as explained below.

Authorities Delegated to the Case Advisor

The Case Advisor may take the following actions on behalf of the Board:

1. Grant a temporary reduction in random drug screen frequency upon Respondent's request if he/she is unemployed and is otherwise compliant with Board order. The Department Monitor will draft an order and sign on behalf of the Case Advisor. The temporary reduction will be in effect until Respondent secures employment in the profession.
2. Grant a stay of suspension if Respondent is eligible per the Board order. The Department Monitor will draft an order and sign on behalf of the Case Advisor.
3. Remove the stay of suspension if there are repeated violations or a substantial violation(s) of the Board order. The Department Monitor will draft an order and sign on behalf of the Case Advisor.
4. Grant or deny approval when Respondent proposes treatment providers, mentors, supervisors, etc. unless the order specifically requires full-Board approval. The Department Monitor will notify Respondent of the Case Advisor's decision

Authorities Delegated to the Department Monitor

The Department Monitor may take the following actions on behalf of the Board, draft an order and sign:

1. Grant full reinstatement of licensure if CE and payment of costs are the sole conditions of the limitation and Respondent has submitted the required proof of completion for approved courses and full payment of costs.
2. Grant a maximum 90-day extension, if warranted and requested in writing by Respondent, to complete

Board-ordered CE, pay proceeding costs, and/or pay forfeitures upon Respondent's request.

3. Suspend the license if Respondent has not completed Board-ordered CE and/or paid costs and forfeitures within the time specified by the Board order. The Department Monitor may remove the suspension and issue an order when proof completion and/or payment have been received.
4. Grant or deny approval when Respondent proposes continuing/remedial education courses, or change of employment unless the order specifically requires full-Board approval. The Department Monitoring will work with the Case Advisor as appropriate when requests are unusual and/or seek to take courses that are not clearly related to the topics required in the FDO.

Clarification

1. In conjunction with removal of any stay of suspension, the Case Advisor may prohibit Respondent from seeking reinstatement of the stay for a specified period of time.

Updated January 2022

EAP & Work-Life Compass

for WI Veterinary Professionals

Reporting Period:
01/01/2022 - 12/31/2022



Humana



Total Services Overview - WI Veterinary Professionals

Reporting Period: 01/01/2022 - 12/31/2022

The Total Services information that is displayed on this page provides a view into all the services that both your organization and members are using. The utilization rate is included for the current report period as well as for an annualized period of time.

Total Services	Current	Prior	Period Utilization	Annualized Utilization
EAP Services	45	40	0.7%	0.7%
Work-Life Services	5	1	0.1%	0.1%
Web Logins	184	323	2.8%	2.8%
Trainings/Seminars	3 / 79	6 / 73	1.2%	1.2%
Employee/Supervisor Program Orientations	2 / 6	6 / 96	0.1%	0.1%
Manager Consultations	5	1	0.1%	0.1%
Life Coach	0	2	0.0%	0.0%
Total Services	5 / 324	12 / 536	5.0%	5.0%

Total Services entries containing a single number represent the number of members using the service, entries containing two numbers separated by a slash represent the number of events that occurred for the service / the number of members using the service. All utilization rates are based on the number of members using the service.



Program Overview - WI Veterinary Professionals

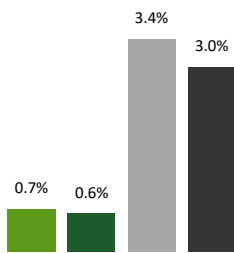
Reporting Period: 01/01/2022 - 12/31/2022

The information contained on this page is intended to provide a summary of your program's key use components, as well as demographic information to help describe the population utilizing the program services.

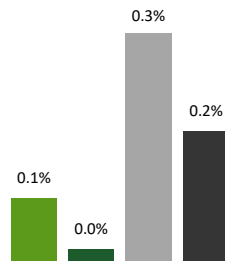
The Utilization – Peer Comparison provides a comparison of your program's utilization to a peer group. The Key Indicators table provides an overview of the general demographics of the population engaging with the program, as well as the number of unique members using the service.

Utilization - Peer Comparison

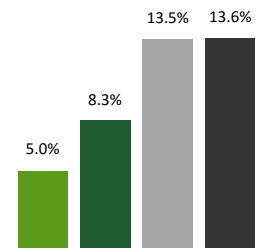
EAP Service Requests



Work-Life Service Requests



Total Services



Current

Prior

Humana Book of Business

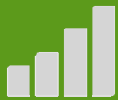
Industry Book of Business

Key Indicators

	Current	Prior
Average Employee Population	6,475	6,475
Total Unique EAP Users	39	32
Total Unique Work-Life Users	2	1
Male/Female Ratio	13/87	27/73
Employee/Household Member Ratio	90/10	100/0

Utilization Distribution

Tenure	Value	Top 5 Divisions	Value
0-1 Years	26%	1. Department of Agriculture Trade and Consumer Protection	100%
2-5 Years	19%		
6-10 Years	7%		
11-15 Years	7%		
16+ Years	41%		

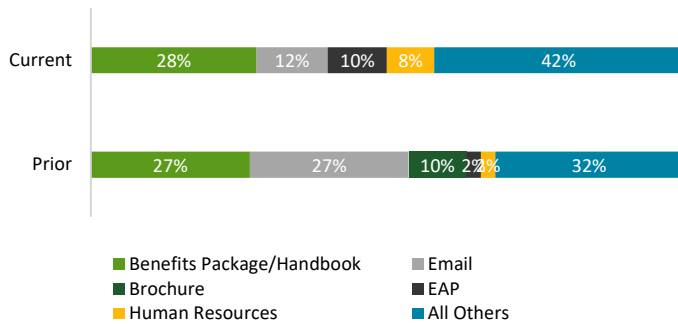


EAP Utilization - WI Veterinary Professionals

Reporting Period: 01/01/2022 - 12/31/2022

This page provides a view into the details regarding how the EAP program services are being utilized. The How Learned About Program chart breaks out the most commonly reported ways people are learning about the program. The Modality Distribution table provides insight on how members are working with their provider. The EAP Utilization by Request Type chart displays the most common reasons people are accessing the program.

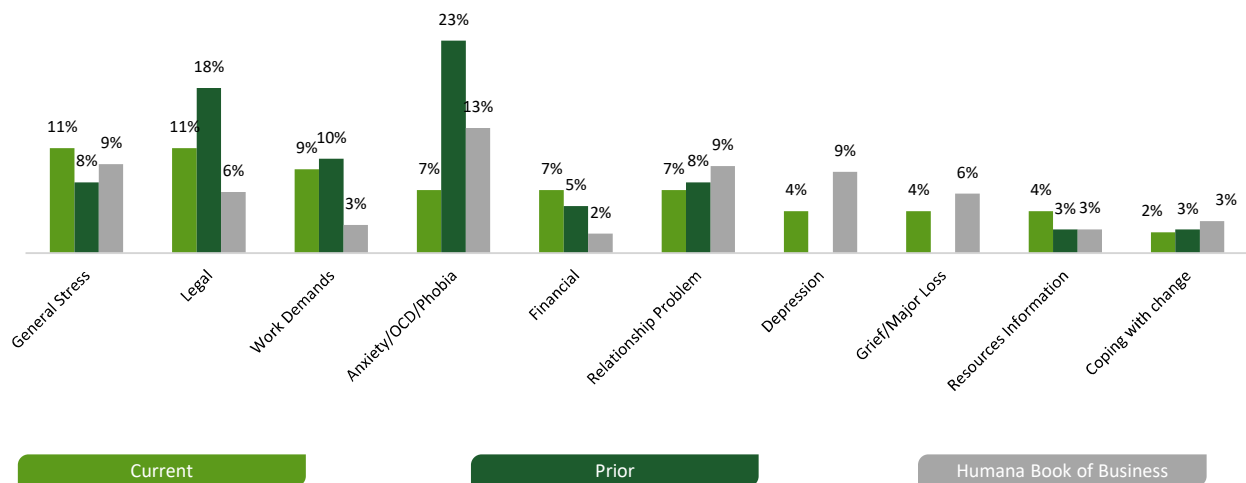
How Learned About Program



Modality Distribution

	Current	Prior
In-House Provider	0.0%	0.0%
Face-to-Face Network Provider	50.0%	15.0%
Telephonic Network Provider	13.6%	30.0%
Text network Provider	0.0%	0.0%
Video Network Provider	36.4%	55.0%

EAP Utilization by Request Type



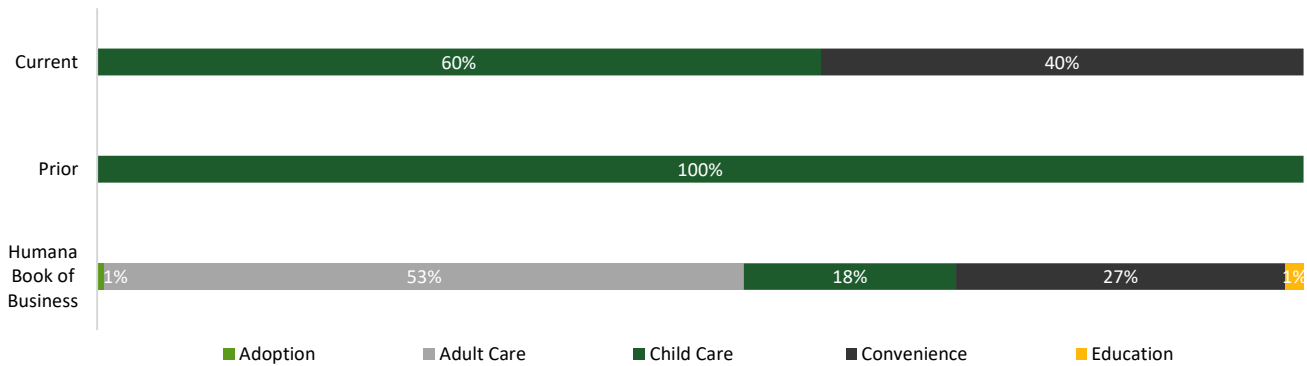


Work-Life Utilization - WI Veterinary Professionals

Reporting Period: 01/01/2022 - 12/31/2022

This page displays details about the utilization of the Work-Life program services. The Work-Life Utilization by Request Type chart provides a break out of the reasons people are using the Work-Life program. The Work-Life Utilization by Request Type Breakout includes a deeper look into the types of topics within each reason category that people are selecting when engaging with the Work-Life program.

Work-Life Utilization by Request Type



Work-Life Utilization by Request Type Breakout

Convenience		Current	Prior
1	Career Resources	100.0%	0.0%

Education		Current	Prior
-----------	--	---------	-------

Adult Care		Current	Prior
------------	--	---------	-------

Adoption		Current	Prior
----------	--	---------	-------

Child Care		Current	Prior
1	Center-Based Care	33.3%	0.0%
2	Family Day Care	33.3%	0.0%
3	In-Home Placement Agencies	33.3%	0.0%
4	Health Care Providers	0.0%	100.0%



Additional Program Utilization - WI Veterinary Professionals

Reporting Period: 01/01/2022 - 12/31/2022

The information included on this page is intended to provide details on additional aspects of the program's utilization. The Referred by Source table provides a break out of how members are being referred to the program. The Management Consultation Provided table displays the types of consultations that the program is providing to your organization. The Legal/Financial Utilization table provides information on the utilization people are having with the legal and financial program components.

Referred By Source

	Current	Prior
Self	95.6%	97.5%
Fitness for Duty	0.0%	2.5%
Performance-based	4.4%	0.0%

Management Consultation Provided

	Current	Prior
Performance Concern	0.0%	100.0%
Employee's emotional/personal health.	40.0%	0.0%
All Others	60.0%	0.0%

Legal/Financial Utilization

	Current	Prior
Legal Cases	5	7
Financial Cases	3	2



Website Utilization - WI Veterinary Professionals

Reporting Period: 01/01/2022 - 12/31/2022

This page provides details around the utilization of the program website. The Website Usage table breaks out the activity occurring on the website. The Top Ten Website Sections lists the top website sections being visited and the Top Ten Website Articles lists the top website articles being accessed.

Website Usage

	Current	Prior
Visits	184	323
Page Hits	1,370	2,394
Ask the Expert Services	0	0
Chat with Us Services	5	4
Self-Service Resources	5	18

Top Ten Website Sections

	Page Hits
1. Marketing_Authorization_Page	50
2. Online-tools-and-resources	46
3. Services	31
4. Connection-Hub	23
5. Emotional well-being	20
6. Financial-and-legal	20
7. talkspace	19
8. Emotional-well-being	18
9. ProviderSearch	17
10. Health and wellness	12

Top Ten Website Articles

	Page Hits
1. Your whole-person edition: 10 tips for starting the year off right	19
2. A helpful dozen: Simple ways to boost your mental health	12
3. Effective, strategic and caring: 5 ways to support your team's mental health	4
4. You and your finances. How well do you know each other?	4
5. 5 workplace safety tips for leaders of work from home or hybrid teams	3
6. Be a better leader, 5 ways your EAP can help	3
7. Be a safety hero	3
8. Managing Other People's Anger	3
9. Not easy, but essential: Bravely discussing race with your team	3
10. Start 2022 off right	3

Glossary - WI Veterinary Professionals

Reporting Period: 01/01/2022 - 12/31/2022

Age Range

Age of employee/household member expressed within a numerical range.

Annualized Utilization

Total number of services requested during the report period expressed as a percentage of the total population, stated as an

Case

A case is recorded when contact by an employee/household member generates any EAP clinical intervention of any type.

Critical Incident Response

Mobilization of clinical resources for defusing, debriefing, or addressing grief with employees after a traumatic event or natural disaster.

EAP

Employee Assistance Program, short-term counseling to help with the management of everyday life issues.

EAP Annualized Utilization

Total number of employees/household family members who received in-person or telephonic counseling sessions, divided by the total number of employees, and then annualized.

EAP Request Type

Assessment of problem(s) by the EAP professional during initial intake.

Gender

Sex of the eligible employee/household member receiving a service.

Humana Book of Business

Utilization for the rest of the Humana clients.

Legal

Cases referred for Legal support and/or consultation.

Manager Consultations

Professional consultations provided to/with Human Resources, Employee Relations, Wellness, and/or managers regarding sensitive employee performance issues.

Manager Referrals

Cases referred to the EAP by Human Resources, Employee Relations, Wellness, and/or managers regarding sensitive employee performance issues.

Modality Distribution

The methods by which a member can receive EAP counseling: face-to-face, telephonic, video-based, and text-based

Glossary Cont. - WI Veterinary Professionals

Reporting Period: 01/01/2022 - 12/31/2022

Period Utilization

Utilization for the time period indicated.

Reason for Call

Concern(s) and issue(s) presented to EAP by employee/household member at intake/assessment.

Referral Source

Self=self-initiated; performance-based=Job performance issues; suggested by manager, HR and union=referral by manager, HR or union

Relationship to Employee

Identifies caller as employee or household member.

Return-to-Work Evaluation

Cases involving the need for forensic psychiatric evaluations (e.g., threat of violence, threat to self or others). Formerly referred to as Fitness-for-Duty Evaluations.

Seminars/Trainings

Number of seminars/training conducted.

Source of Information

How the employee/household member learned of the service.

Total Services

Total of all services provided to employees/household members: includes EAP cases, attendance at seminars, CIR trainings, and web log-in activity.

Unique Individuals Served

Captures distinct employees/household members who access program services.

Web Usage/Log-ins

Number of log-ins to the website from employees/household members.

Work-Life

Assistance, information, and support to help you achieve a better balance between work, life, and family to help make life easier.

Years of Service

Length of service at the company.

Veterinary Examining Board Agenda Request Form

1) Meeting Date	Jan. 25 2023																																				
2) Requestor Name	Mace																																				
3) Item Title for the Agenda	VPAP update																																				
4) Should the Item be in Open or Closed Session?	Open																																				
5) Are there Attachments? (If yes, include file names)	Yes																																				
6) Is a Public Appearance Anticipated?	No																																				
7) Description of the Agenda Item	<p>Informational – no action needed. Humana contract was extended thru Nov 30, 2022. Member using services continued thru Dec 31, 2022</p> <p>4th Qtr 2022</p> <p>Seminars held (Oct – Dec):</p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 10px 0;"> <thead> <tr> <th style="width: 60%;">Topic</th> <th style="width: 15%;">Date</th> <th style="width: 15%;">Time</th> <th style="width: 10%;">Attendance</th> </tr> </thead> <tbody> <tr> <td>Enhancing Resilience in Yourself and Your Family</td> <td>20- Oct</td> <td>7pm</td> <td>21</td> </tr> </tbody> </table> <p>VPAP Bulletins sent (Oct – Dec):</p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 10px 0;"> <thead> <tr style="background-color: #f4a460;"> <th style="width: 15%;">Sent Date</th> <th style="width: 55%;">Bulletin Subject</th> <th style="width: 15%;">Recipients</th> <th style="width: 15%;">Unique Open %</th> </tr> </thead> <tbody> <tr> <td>11/9/2022</td> <td>Resources from the Veterinary Professional Assistance Program</td> <td>6,221</td> <td>50.90%</td> </tr> <tr> <td>11/3/2022</td> <td>VPAP Provider Extends Services Through November</td> <td>6,226</td> <td>52.50%</td> </tr> <tr> <td>10/27/2022</td> <td>Reminder of Veterinary Professional Assistance Program Services</td> <td>6,231</td> <td>56.40%</td> </tr> <tr> <td>10/18/2022</td> <td>Veterinary Professional Assistance Program Services Update</td> <td>6,232</td> <td>56.80%</td> </tr> <tr> <td>10/18/2022</td> <td>VPAP Webinar on Thursday: Enhancing Your Resilience</td> <td>6,233</td> <td>48.20%</td> </tr> <tr> <td>10/10/2022</td> <td>New Webinar and Veterinary Professional Assistance Program Resources</td> <td>6,234</td> <td>48.60%</td> </tr> </tbody> </table>	Topic	Date	Time	Attendance	Enhancing Resilience in Yourself and Your Family	20- Oct	7pm	21	Sent Date	Bulletin Subject	Recipients	Unique Open %	11/9/2022	Resources from the Veterinary Professional Assistance Program	6,221	50.90%	11/3/2022	VPAP Provider Extends Services Through November	6,226	52.50%	10/27/2022	Reminder of Veterinary Professional Assistance Program Services	6,231	56.40%	10/18/2022	Veterinary Professional Assistance Program Services Update	6,232	56.80%	10/18/2022	VPAP Webinar on Thursday: Enhancing Your Resilience	6,233	48.20%	10/10/2022	New Webinar and Veterinary Professional Assistance Program Resources	6,234	48.60%
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2022 Summary:

5% annualized utilization for 2022! VPAP annual usage report from Humana attached

2022 Webinars Summary:

Topic	Date	Time	Attendance
Meeting Your Personal Wellness Goals	20-Jan	7pm	23
Finding Purpose: The Gateway to well-being	10-Mar	7pm	37
New credential holder orientation	7-Apr	7pm	3
New credential holder orientation	7-Jun	7pm	4
Dealing with Compassion Fatigue and Burnout	23-Jun	7pm	19
Eat Better: Stay Healthier and Strategies for Healthy Eating	21-Jul	12:00 PM	30
De-escalation thru WVMA	14-Sep		80
Suicide Prevention for the Veterinary Community	29-Sep	7pm	Canceled Technical Difficulties
Enhancing Resilience in Yourself and Your Family	20-Oct	7pm	21

2023 – Contract with Lifeworks. Working on request for bid process for 2024.

Veterinary Examining Board Agenda Request Form

1) Meeting Date	Jan. 25, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Renewal of a Credential 5 or more years after expiration
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	Request for renewal of Veterinary Credential
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>After five years a credential holder cannot simply renew, the board shall assess competency to practice and shall impose reasonable conditions to bolster/assess competency.</p> <p>VE 1.28 (2) If the licensee applies for renewal of the license 5 or more years after its expiration, in addition to requiring the licensee to pay the renewal fee and late fee, and to fulfill the continuing education hours required under s. VE 1.30 completed before the license renewal, the board shall inquire as to whether the applicant is competent to practice as a veterinarian in this state and shall impose any reasonable conditions on reinstatement of the license, including reexamination, as the board deems appropriate. An applicant under this subsection is presumed to be competent to practice as a veterinarian in this state if at the time of application for renewal the applicant holds a full unexpired license issued by a similar licensing board of another state or territory of the United States or of a foreign country or province whose standards, in the opinion of the board, are equivalent to or higher than the requirements for licensure in this state. Notwithstanding any presumption of competency under this subsection, the board shall require each applicant under this subsection to pass the examination specified under s. VE 1.14 (2).</p> <p>Guidance applied for WI renewals of greater than 5 years for CVTs: Total CE that would have been required to be completed had they continued to be credentialed, divide by 2, but not less than 30. 60% of that number of hours of CE must be completed in person. Same breakout of CE scientific/non-scientific.</p> <p>History with veterinarians: Ceased practicing in 2008, requested information on reapplication in late 2019 (11 yr lapse) Per this meeting the committee is requiring that prior to licensing, you must do the following:</p> <ul style="list-style-type: none"> • Present evidence to the Board of having taken 75 hours of continuing education, of which 40 hours shall be completed in person. • Passed the International Council for Veterinary Assessment

(ICVA) species-specific companion animals' examination. Details on that exam are available at: <https://www.icva.net/species-specific-exams/>

From: [Torvell, Karen M - DATCP](#)
To: [Mace, Melissa A - DATCP](#)
Subject: Credentialing Committee
Date: Friday, November 25, 2022 2:58:18 PM
Attachments: [Thornborrow Danny ltr.pdf](#)

Melissa,

Dr. Thornborrow sent the attached letter asking what he would need to do to become licensed again. He retired in 2012 and looks like notes from DSPTS indicating no longer practicing as of 2016. He is marked as denied in CRM but I think only because we cleaned up records in 2019 and anything that was not renewed or did not reply was marked as denied as we don't have an option for retired or out of business.

Thank you,

Karen Torvell
Program Assistant Supervisor
Bureau of Animal Disease Control/Division of Animal Health
Wisconsin Department of Agriculture, Trade and Consumer Protection
Phone: 608-982-6444
Fax: 608-224-4871
Karen.torvell@Wisconsin.gov

Please complete this [brief survey](#) to help us improve our customer service. Thank you for your feedback!

Danny Raymond Thornborrow
W5695 County Road E
Shawano, WI 54166
(920) 676-7195
dthornborrow@hotmail.com

OCTOBER 30, 2022

Veterinary Examining Board
DATCP/VEB P.O. Box 8911
Madison, WI 53708-8911

Dear Veterinary Examining Board,

I'd like to get my license to practice veterinary medicine reinstated.

I practiced small animal medicine in Wisconsin for nearly 40 years. In 1979 I founded the Animal Hospital of Howard in Green Bay. The practice was awarded the Hospital Of The Year for veterinary excellence. The hospital was built into a successful 4-6 DVM practice. Unfortunately burn out took its toll and in 2012 I decided to retire, surrendering my license in January of 2016. Thinking I would never practice again I've taken no documented continuing education credits since, something I loved to do during my career.

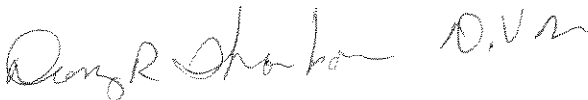
In the nearly 40 years of practice, I had no complaints to the Veterinary Examining Board.

Returning to practice would be beneficial to me physically and emotionally as I miss the clients, staff and pets. I have realized this feeling of loss when I am asked to consult on veterinary cases.

The Doctors and staff at the Animal Hospital of Howard would like me to return to practice. I feel that with my experience I would be an asset not only to the clinic but to Veterinary Medicine in general.

My intentions are to practice strictly small animal medicine. Please consider my renewal request and let me know what I need to do to accomplish this (fees, continuing education etc.) Thank you for your consideration.

Warm regards,



Danny R. Thornborrow DVM

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	Jan 25 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	AAVSB Matters
4) Should the Item be in Open or Closed Session?	No
5) Are there Attachments? (If yes, include file names)	No
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>AAVSB host a training for board members; Board Basics and Beyond annually, in Kansas City, MO April 14-15.</p> <p>Registration closes on Feb 28.</p> <p>If you are interested in attending, Melissa Mace needs to know at the Board meeting.</p> <p>More details are available at Board Services AAVSB (aavsb.org/board-services/member-board-resourses/trainings/)</p>

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	Jan. 25, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Referral to Administrative Rules Committee (ARC)
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	No
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>At the October Board meeting the Board passed a motion to have the Administrative Rules Committee (ARC) convene and look into rules and Statutes pertaining to CVTs. We are requesting the board broaden that request out to have to have the ARC discuss aspects of rules to be considered for possible inclusion in a rule scope related to the promulgation of rule changes in VE 1-3. Additionally the Committee may discuss potential statutory changes that would enhance the practice of veterinary medicine is WI.</p>

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	1/25/23
2) Requestor Name	Hunter Lang, DVM
3) Item Title for the Agenda	Mid-Level Technician
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	Yes AVMAVIFWI
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>AAVSB meeting topic on a mid-level technician program was presented. This was a topic at the most recent AVMA House of Delegates meeting and comments were solicited from members. The comments from Wisconsin are presented here. The topic generated the most comments ever on a Veterinary Information Forum (VIF) since the inception of the VIF's. Overall, approximately 65% of the respondents nationwide did NOT support the idea. There were over 1000 comments submitted.</p>

Wisconsin

Name Kate Alucard

Comment Currently CVTs and VTS are being inappropriately utilized across multiple forms of vet med. For instance, CVTs are being used for assistant or kennel duty needs, instead of delegating tasks that are for CVTs only. VTS can function within their specialty to bridge the gap, but before we create a new position, we should be appropriately utilizing our certified team members more appropriately.

Name Anonymous

Comment I do not support the development of a new mid-level position between CVTs and veterinarians. We need the AVMA to help spread awareness about what credentialed VTs are already trained to do (per AVMA requirements), which could ease the workload of veterinarians thus allowing them to perform the tasks we are trained to do. I believe VTSs already serve some of the roles of a mid-level position and are underutilized in clinical practice. I also believe that the higher salaries needed for this mid-level position could lower the salaries of CVTs or make the CVT salaries closer to VA salaries. For example, if I hire a mid-level position CVT, I would need to pay them more than the CVT and would expect them to be busy all the time to "earn" their salary. If they did not have enough "higher level work" to do, would they do "lower level work"? Would they also need to be a manager or some designation to be at a level above the other techs or would they be more like a veterinarian? What would the people in the mid-level position be able to do (diagnose, surgery, etc)? I don't know if these positions would make practices more efficient or clients more confused as to which person in the practice has the final word (especially in the case of relief veterinarians vs this mid-level

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position person). I think the under-utilization of CVTs is more of the problem for delivery of quality veterinary care.

Name Wesley Elford

Comment Keep the professionalism of vet med as high as you can. Please do not dumb down the

people in the profession. Allow more students into the schools, keep the schools affordable for the students, accept good quality students into the vet schools. Perhaps use a tracking system to produce LA and SA oriented graduates.

Name Anonymous

Comment I do not support the idea of a mid-level practitioner. There are so many states that technicians aren't even credentialed that it wouldn't make sense to add another practitioner level inbetween CVTs and DVMs when many states aren't even utilizing CVTs appropriately. Additionally, these mid level practitioners wouldn't be covered under practice acts and would be having degrees that don't have state statues supporting their newly obtained license.

AVMA instead should support states that don't have registered/licensed technicians to standardize this. This would likely encompass a lot of legal support given this would often involve state law/statue modifications.

Name Jessica Kowaleski

Comment Liability! Would the veterinarian be somehow responsible for medical decisions, mistakes, etc. made by a mid level practitioner under their "supervision"?

Staffing - we have as much or more of a shortage of trained lower level support staff as we do vets. Adding mid level practitioners would require even more support staff per shift.

Broad exam/diagnosing ability - if a mid level practitioner sees a shih tzu for a "simple ear infection" will they be adequate to answer their questions on the pets slowly progressing heart murmur, and the 2 new lumps the owner noted last week? Will they notice the red eyes and slight mucoid discharge and recognize possible dry eye and know what to do next? I just think that even many of my simple appointments are still too complex to expect a less trained practitioner to adequately handle.

Name Kimberly Kratt

Comment Hello!

No, I don't think a mid level practitioner is the answer to what our current professional challenges are. We have a work force shortage led by the lack of available credentialed

veterinary technicians. There are fewer CVTs coming out of school in WI (with the closure of I think 8 schools in the last 10 years) with a higher rate of CVTs leaving the profession. This has required DVMs to look more toward unlicensed veterinary assistants. I think it is a relative shortage in this area, and is now affecting reception staff as well. Although a mid level practitioner would help a pure veterinarian shortage, and this may develop in the next 20 years, it would not address our biggest challenges. If we utilized our CVTs to their maximum, it would keep them in practice longer and free up DVM hours. This should be done anyway; there is no need for a mid level practitioner here if DVMs are still anesthetizing patients and drawing blood. Let's get our CVTs doing all these things.

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Yes, we can more fully utilize our VTs - we can and we should. More CVTs in the trenches is the biggest need, here, in my opinion.

To consider before a mid-level practitioner is contemplated: if we aren't using our CVTs to their potential, how will we utilize our mid-level practitioner to their fullest potential? Who should accredit mid level practitioners? The COE does DVMs and the CVTEA does CVTs. Perhaps neither entity should take it on and it should be its own entity.

Name Leah Martin

Comment This is a terrible idea - we need to utilize and train more CVT/RVT not add more layers of hierarchy. I have zero interest in any model that follows the human health care system, it is not a path we should be pursuing

Name Anonymous

Comment CVTs are underutilized in many locations. An intermediary position is not the appropriate fix. It is already clear the few things cvts can't do (diagnose, prescribe) they can counsel owners on many aspects of pet health and being the middle ground to drs if treatments aren't working. I think every state should be doing their ce conference with equal hours of cvt approved hours. I feel quite a few courses can be appropriate for dvms and cvts.

Name Jennifer Bloss

Comment Must be a credentialed CVT

2-3 years on the job then further study

Program part time with remote and in person classes

As a mid level able to perform wellness exams, minor procedures, urgent care, etc similar to human medicine

I strongly recommend this!! I would be happy to serve on a formation committee in some way to get this started

Name Anonymous

Comment Hi Steve!

I think the biggest problem is that veterinarians themselves are not having enough mentoring. I am a member of NOMV and many other veterinary Facebook groups and what I see and hear multiple times per day is that there is never enough mentoring. Maybe retired veterinarians can help out in this way, by listening to young vets and offering advice and help. Adding more mid-level positions in the mix is not going to help and more likely will sow dissent as non-veterinarians won't have enough knowledge to recognize atypical presentations and these cases will not be referred correctly with more distress for the patient, owners and vets/staff. Technicians can be trained to spend more time with clients before and after appointments which will help them understand treatments recommended for their animals. No mid level positions need to be trained to do this. This seems like a cop out on the part of corporations who want to work veterinarians too hard without mentoring and without support. Many technicians want further training to be able to help our patients and clients, and this is already available. And increasing technician salaries can go a long way to having retention of staff.

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Name Cynthia Farris

Comment I believe you should support the CVTs. Some how that career is little thought about as

you can train uncertified people to do their jobs and this get paid less. The CVTs I know do this as a career not for the pay or benefits but because they like what they do. Most have another support in the household.

I believe the answer is better education for the CVTs and better pay. I know in the end it would mean the cost of veterinary services would increase.

Name Brittany Bloch

Comment I'm 100000% against a mid level position. We need more DVMs, not mid level. This proposal is ridiculous and opens the door for corporate clinics to cheapen/under appreciate DVM positions. I would likely leave the field for good if this position was created.

And in a referral setting, yes, having specialized techs would be of great benefit.

Name Anonymous

Comment Let's definitely focus on empowering our CVTs before we consider another level of care in our profession. I currently have an employee in an online only program for a CVT. I feel the requirements and grading criteria for this program are unreasonable in many aspects as compared to a traditional program. Can we consider lessening the clinical requirements for large animal if focusing on small animals and vice versa? It's obviously still important to learn about both. It is apparent in today's society there is no longer the work ethic of years ago. We are in desperate need of support staff and if we can streamline their training this may help. Of course the general lower wages of the support staff is a serious issue that we end up losing talent to other professions.

Name Anonymous

Comment A mid-level position would be very helpful to me. As a rural general practice, I have not been successful in attracting like-minded associates and CVTs. I use my veterinary assistants like techs and sometimes as a mid-level tech. This allows me to squeeze in more urgent care appointments when necessary. They will look at emailed photos or take photos of patients in question, consult with me and take my questions and/or recommendations back to the clients.

My assistants aspire to be DVMs some day, so they usually enjoy how we work.

Name Joseph Richter

Comment Simple supply and demand. This will harm the next generation of veterinarians.

Midlevel support will improve "access to care" but will eventually allow savvy employers/corporations to reduce total number of DVMs needed which will reduce demand and thus compensation for our young debt burdened colleagues. A sad day. Best to invest in technology. Devise ways to improve the providers time and avoid burnout. Start with medical records and the process of record keeping. It is antiquated and should be replaced by AI scribe technology. Scrutinize vaccine protocols and reduce frequency. I could go on.

Name Anonymous

Comment First, we need to use CVTs to the top of their license (and likely adjust the veterinary practice acts so CVTs can do more themselves, rather than create a new position). A

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DVM should be able to work with multiple CVTs and allow them more duties. A VTS technician (under DVM supervision) could see many patients directly if practice acts allowed it. I find the WI practice act limiting as a veterinarian to what I can delegate to qualified assistants and CVTs...we could do more if this was expanded.

Name Anonymous

Comment Allow expansion of duties performed by a CVT under the direction of a veterinarian.

Educate veterinary practices and the public about existing (and newly allowed) capabilities of CVTs. No new level is needed, just allow CVTs to function more like NPs or PAs on the human side. Allow Veterinary Assistants to function like CNAs/CMAs on the human side. Have a national set of standards/allowable duties for CVTs so that it's not state by state so much.

Name Bob McClellan

Comment The idea is fine. In our practice area, we need more educational systems to create CVTs.

There is a need for more schools, therefore a severe lack of veterinary technicians (2yr. or 4 yr.) to fill the need. Focusing on advanced training of technicians may be a good

future need, but we need more technicians, period, in order to fill the demand need in our profession. Veterinarians could do more, and our practice could grow, if we had more technicians.

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	1/25/23
2) Requestor Name	Angela Fisher
3) Item Title for the Agenda	Legislative Update
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	“Legislative Update” “LRB-0470/P1”
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>This is informational. No Board action is required.</p> <p>Attached is a legislative update summary related to the VEB, as well as the draft bill referenced in the summary.</p>



State of Wisconsin
2023 - 2024 LEGISLATURE

LRB-0470/P1
JPC:emw

PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION

1 **AN ACT** *to create* 13.527 of the statutes; **relating to:** the Joint Review
2 Committee on Occupational Credentials.

Analysis by the Legislative Reference Bureau

This bill is explained in the NOTES provided by the Joint Legislative Council in the bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

3 **SECTION 1.** 13.527 of the statutes is created to read:
4 **13.527 Joint review committee on occupational credentials. (1)**
5 DEFINITIONS. In this section:
6 (a) "Certification" means a credential awarded under a voluntary program to
7 which all of the following apply:
8 1. A private organization or the state grants a nontransferable recognition to
9 an individual who meets certain personal qualifications established by the private
10 organization or by law.

1 2. Upon approval, the individual may use “certified” as a designated title.

2 3. A noncertified individual may perform the occupation for compensation but
3 may not use the title “certified.”

4 (b) “License” means a credential awarded under a program to which all of the
5 following apply:

6 1. The state grants a nontransferable authorization to an individual who meets
7 certain personal qualifications established by law in order to perform an occupation
8 for compensation.

9 2. It is unlawful for an individual who does not possess the requisite
10 authorization to perform the occupation for compensation.

11 (c) “Occupational credential” means any of the following:

12 1. A license, permit, certification, registration, or other approval granted under
13 s. 167.10 (6m), ch. 101 or 145, or chs. 440 to 480.

14 2. A license, permit, certification, registration, or other approval not included
15 under subd. 1., if it is granted to an individual by this state so that the individual may
16 engage in a profession, occupation, or trade in this state or so that the individual may
17 use one or more titles in association with his or her profession, occupation, or trade.

18 (d) “Registration” means a credential awarded under a program to which all
19 of the following apply:

20 1. It requires an individual to provide notice to the state that may include the
21 individual’s name and address, the individual’s agent for service of process, the
22 location of the activity to be performed, and a description of the service the individual
23 provides.

24 2. It does not require certain personal qualifications to be satisfied but may
25 require a bond or insurance.

1 3. Upon registering, the individual may use “registered” as a designated title.

2 4. A nonregistered individual may not perform the occupation for
3 compensation or use “registered” as a designated title.

4 **(2) CREATION.** There is created a joint review committee on occupational
5 credentials composed of the following members:

6 (a) All of the following members appointed as are the members of standing
7 committees in their respective houses:

8 1. Two majority party senators.

9 2. One minority party senator.

10 3. Two majority party representatives to the assembly.

11 4. One minority party representative to the assembly.

12 (b) The secretary of safety and professional services or his or her designee.

13 (c) The secretary of agriculture, trade and consumer protection or his or her
14 designee.

15 (d) An individual selected by the governor who does not possess an occupational
16 credential. The member appointed under this paragraph shall represent the
17 interests of the public.

18 **(3) TERMS OF COMMITTEE MEMBERS.** Each appointment under sub. (2) (a) and (d)
19 shall be for a period of 4 years and until a successor is appointed and qualified. Any
20 member ceases to be a member of the joint review committee on occupational
21 credentials upon losing the status upon which the appointment was based.

22 **(4) MEMBERSHIP COMPATIBLE WITH OTHER PUBLIC OFFICE.** Membership on the joint
23 review committee on occupational credentials is not incompatible with any other
24 public office.

1 **(5) STAFF.** The legislative council staff shall provide staff to assist the joint
2 review committee on occupational credentials in the performance of its functions.

3 **(6) COMMITTEE ACTION.** All actions of the joint review committee on occupational
4 credentials require the approval of a majority of all the members.

5 **(7) POWERS AND DUTIES.** (a) No bill or amendment creating a new occupational
6 credential may be acted upon by the legislature until it has been referred to the joint
7 review committee on occupational credentials and the committee has submitted a
8 written report on the bill or amendment. The report shall contain all of the following:

9 1. A description of the occupation proposed for regulation, including a list of
10 associations, organizations, and other groups that represent practitioners of the
11 occupation proposed for regulation and an estimate of the number of practitioners
12 that may be affected.

13 2. A description of the problem to be solved by regulation and the reasons why
14 regulation is necessary, including any physical, emotional, or financial harm to
15 clients that may occur from a failure to provide service at an appropriate standard,
16 or from the provision of erroneous or incompetent service, within the usual practice
17 of the occupation.

18 3. Whether requiring a license, certification, or registration is the least
19 restrictive form of regulation that is necessary to protect the public health, safety,
20 and welfare.

21 4. The anticipated benefit to the public that would result from the proposed
22 regulation.

23 5. A comparison between the proposed regulation and regulations of the
24 occupation in neighboring states.

DAH Relevant Bills

2023-2024 Legislative Session

Last Updated: 1/5/22

Agency	Ch.	Citation	Topic	Description	LRB #	Bill #	Recent Status Notes
VEB	13	13.527	Occupational Licenses	Would create a new section 13.527 and a Joint Review Committee on Occupational Credentials. The definition of occupational license under s. 13.527 (1) (c) 2. would include VEB credentials, which would mean that the powers and duties of the committee under s. 13.527 (7) would include VEB credentials.	LRB-0470/P1		11/15: Preliminary draft considered by Study Committee on Occupational Licenses

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	Jan 25 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	2022 Strategic Plan
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	2022 Strategic Goals
6) Is a Public Appearance Anticipated?	N
7) Description of the Agenda Item	Informational: 2022 Strategic Goals reviewed



VEB

VISION: Setting the standard of forward thinking veterinary regulation.

MISSION: To protect the public through a fair regulatory process that instills public confidence in our licensees while remaining agile to the constant advancement of veterinary medicine.

CORE VALUES

ProteCting the public

TrAnsparency

IntegRity

HonEsty



2021 VEB Strategic Goals

July 20, 2022 VEB Full Board Meeting

1. Implement rules for the safe practice of telehealth in Wisconsin by the end of 2022.

- a. Update all forms and documents
- b. Update website materials
- c. Send notification of rule changes to all credential holders.

D o n e

2. Elevate the awareness and utilization of the VPAP program:

- a. Transition to a new VPAP provider in a timely and as seamless of fashion as possible.
- b. Work closely with the WVMA mental health task force to provide focus for, and promotion of, the VEBs veterinary professional assistance program (VPAP)

Update 1.25.23:

Transition will be complete on Feb 1

Lyn Schuh is on the Mental Health Task Force

At the next meeting of the MHTF a LifeWorks representative will present on the VPAP.

3. Streamline Complaint process by ensuring that new complaints are addressed as quickly and simple cases are expedited as follows:

- a. Initiate the initial contact with the respondent within five business days of complaint receipt, on 90% of cases. This would not include cases where DEA is involved or a site-visit must be made, as those tasks normally exceed 5 days.
- b. Respondents have up to 30 days to respond to the initial request. After that, the investigators must compile the materials and build the case. Cases that are presented to screening must be completed roughly two weeks prior to the committee meeting. Because of these timelines, our goal is to have the committee review every case within 90 days of the initial contact. This excludes cases where the respondent obtains legal counsel.
- c. **Send final stip/FDO for all "CE Only" cases to the Respondent within 60 days of screening review.** "CE Only" cases are cases where there were no violations found, except that the respondent failed to complete the proper number of CE hours in the prior licensing year. These cases are relatively "templated" and should be quick to process. Our goal is to get the respondent the final version of the stipulation within 60 days of the screening committee deciding to open the case.

Update 1.25.23:

Calendar year 2022:

- A. INITIAL CONTACT: 89.5% CONTACTED WITHIN 5 BUSINESS DAYS WHERE APPROPRIATE
- B. SCREENING: 98% SENT TO SCREENING WITHIN 90 DAYS
- C. CE ONLY CASES: 100% SENT TO RESP. WITHIN 60 DAYS (LONGEST WAS 28 DAYS)

4. Increase outreach to credential holders.

- a. Complete a biennial report that is distributed to credential holders and available on the website.

Would this be best in first quarter 2024 after renewals

- b. Create newsletter that includes: complaint process, race track information, and biennial statistics for licensing/complaints. Distribution Goal: November 2022.

Pending - want to include new VPAP information.

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	1/25/23
2) Requestor Name	Angela Fisher
3) Item Title for the Agenda	Future Meeting Dates and Times
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	No
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	At the October VEB meeting, the Board set the April meeting for April 19 th . The Boardroom at POSOB is not available April 19 th , but is available the following Wednesday, April 26 th .