



Veterinary Examining Board Credentialing Committee

May 9, 2023 4pm

Join Zoom Gov Meeting:

<https://www.zoomgov.com/j/1614522613?pwd=ZkxJQzh3QTA5M0dwZVc5SFh4TEtqQT09>

or Call in 1-669-254-5252 Meeting ID: 161 452 2613, Passcode: 087555

For those wishing to make public comments to the credentialing committee contact Melissa Mace at Melissa.mace@wisconsin.gov or 608-279-3861 by 4pm on May 8, 2023

AGENDA

- I. OPEN SESSION – ROLL CALL – CALL TO ORDER**
- II. APPROVAL OF THE AGENDA**
- II. PUBLIC COMMENTS** – (5 min./speaker is allocated, committee may further limit speaker time if necessary to allow for all public comments to be heard)
- III. CREDENTIALING**
 - A. Renewal after greater than 5 years of non-practice and AAVSB RACEback program discussion
- IX. ADJOURNMENT**

VEB CREDENTIALING COMMITTEE BRIEFING PAPER

Topic:

Renewal of licensure or certification after more than 5 years of non-practice

Purpose:

Credentialing committee discussion and potential drafting of a basic guideline, regarding assessment of competency of applicants for renewal of a credential that have not practiced in more than 5 years, and what reasonable conditions should be imposed to ensure competency allowing for the renewal of the credential.

Legal Requirements:

After more than five years of not practicing, a holder of a credential to practice as a veterinarian or as a veterinary technician cannot simply renew. For applicants seeking to renew their credentials after more than 5 years without practicing, in any State or jurisdiction, the board shall inquire as to whether the applicant is competent to practice as a veterinarian or veterinary technician in this state and shall impose any reasonable conditions on reinstatement of the license, including reexamination, as the board deems appropriate.

***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 \(2\)](#).*

CVT requirements are identical, see [VE 2.12\(2\)](#)

Prior credentialing committee requirements:

CVT

Guidance applied for WI renewals of greater than 5 years for CVTs: Total CE that would

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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.

Veterinarians

- 1) Ceased practicing in 2008, requested information on reapplication in late 2019 (11 yr lapse) Credentialing committee required the following:
 - Present evidence to the Board of having taken 75 hours of continuing education, of which 40 hours shall be completed in person. (Roughly the same calculation for CE as done for CVTs)
 - 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/>

- 2) Let license expired end of 2015. Inquired about reinstatement end of 2022, (7yr lapse) Board required:
 - a. Completion of 30 hours of continuing education to include;
 - At least 25 hours of the 30 hours of continuing education shall be related to scientific topics pertinent to veterinary medicine.
 - All 30 hours shall be documented; a minimum of 25 of those hours of continuing education shall be documented by an approved program provider
 - 12 hours of the 30 hours of continuing education shall be in person or live online.
 - All continuing education taken to satisfy this requirement must be taken after Jan. 25, 2023.
 - No CE taken for this renewal may count towards the 2024 renewal.

 - b. Take and pass the ICVA species specific companion animal exam. To learn more about this exam: [Species Specific Exams | ICVA](#)

 - c. All conditions must be satisfied prior to renewal, and renewal must take place prior to Dec. 1, 2023.

Other Resources:

Attached are the results of a survey completed by the AAVSB in 2019, AAVSB asked whether states/provinces license veterinarians who have been out of practice for several years but they have maintained a license in another state and are in good standing, and asked if so what the criteria used to evaluate those applicants is. 20 states, the District of Columbia, and 1 province responded.

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Main themes from the responses include:

- Some jurisdictions have requirements for practice, and procedures for applicants who have been out of practice. Some ask if the applicant has practiced a certain number of hours, such as 5,000 hours over the past 5 years. If an applicant does not have that number of hours, the jurisdiction may require additional continuing education.
- Some jurisdictions do not consider whether an applicant has been in or out of practice. Many stated that the main criteria an applicant must meet is that the license is maintained in good standing.
- Some jurisdictions do not ask about whether the applicant is in or out of practice, but if an applicant voluntarily offers that information, the jurisdiction may review the applicant further to ensure competency.
- Some of the responses only referred to lapses in licensure and not situations in which a licensed person has been out of practice. The procedures are for licensure lapses greater than a certain number of years, with 3 or 5 years being the most common.



A Query from an AAVSB Member Board

Veterinarians Out of Practice for a While

On February 1, 2019 Vanessa Orlando, Executive Director, Maryland State Board of Veterinary Medical Examiners, asked whether states/provinces license veterinarians who have been out of practice for several years (maybe because they were having children or overseas, etc.) but they have maintained a license in another state and are in good standing. If so, what is the criteria you use to evaluate those applicants?

Alberta –

- A veterinarian that is out of practice for up to five years that was previously registered in Alberta can apply to have their registration reinstated. The main requirement is that they must have the appropriate amount of Continuing Education hours for the entire time that they were not registered. They also must disclose any criminal convictions or discipline sanctions from another jurisdiction.
 - A veterinarian that was previously registered in Alberta and has been out of practice for over 5 years must make a new application for registration.
 - A veterinarian that has not worked in clinical practice for over five years may be restricted to working under supervision for the first year back in practice.
 - A veterinarian that has maintained a license in another province, and is in good standing, can apply for registration under Labour Mobility in Canada, and can move from one registration category to an equal category in another province, as long as good moral character is satisfied.
 - A veterinarian licensed in good standing in a state may apply to register in Alberta as a new applicant, and meet the new applicant requirements.
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Arizona – Licensees can "reinstate" their license if they do so within 3 years of the license lapsing. To reinstate, it involves paying the back renewal fees they missed + penalty fees and they still have to have done the required CE hours for the most previous renewal period.

If the license is lapsed more than 3 years, they must completely re-apply. Those who have an Active license in another state will find it easier to re-apply, but applying for Licensure by Endorsement, which saves them from having to re-take the NAVLE if their NAVLE score is over 5 years old.

Arkansas – Yes, Arkansas does. As long as you apply for a license and provide your NBE, CCT or NAVLE score, copy of diploma, official transcript and license verifications, you are eligible for licensure. We do not look at what your work situation has been. Also, once you've passed your national exam, that will always be good for us. No need to retake it.

California – The California Veterinary Medical Board does provide reciprocity provisions, pursuant to Business and Professions Code (BPC) Section [4848](#) (b). However, the out-of-state licensed applicant must have practiced clinical veterinary medicine for a minimum of two years and completed a minimum of 2,944 clinical hours within three years immediately preceding the application (BPC § 4848 (b)(1)).

If the out-of-state licensed applicant has not met the minimum practice requirement, then the standard application requirements apply.

Please feel free to reach out to us with any follow up questions.

Colorado – For the State of Colorado, see our [Rule II.B.2.c.](#), (page 6) for how an applicant would demonstrate clinical competency to practice. This rule also covers military service (if practicing as veterinarian).

District of Columbia – In the District of Columbia a veterinarian can have their license reinstated for up to five years as long as they have maintained the correct number of CE hours for each year that they have been without a license. After the fifth year, they must reapply for a new license.

Georgia – Georgia State Board of Veterinary Medicine does not have a rule or policy addressing the length of time one has been out of practice. The Board typically issues the license as long as all as is in good standing and in compliance with their requirements.

Hawaii – The Hawaii Board of Veterinary Medicine (“Board”) may restore an expired license within three years of the date of expiration if the individual submits a restoration application with the required fees. These applications do not have to be taken to a scheduled Board meeting provided the application is in order.

Should an individual submit a restoration application after the three year period of expiration, the individual needs to submit a restoration application with the required fees and an explanation to establish that the individual is qualified to practice. The individual’s application and supporting documents would be taken to a scheduled Board meeting for Board review.

Ref: Hawaii Administrative Rules chapter 16-101-22

Kentucky – In Kentucky, the Board of Veterinary Examiners allows reinstatement of an expired license (within five years) and – with the Board’s upcoming regulation revisions – also reactivation of inactive licenses (no time limit). To reinstate after five years, the applicant must simply reapply. The Board also allows licensure by endorsement.

For reinstatement and reactivations, we require the following:

- Complete application on a form provided by the Board
- A check made payable to the Kentucky State Treasurer, either \$400 for reinstatement, or (soon to be offered) \$200 for reactivation
- Proof (i.e., certificates of completion) of 30 hours of CEU in the last 24 months

- If applicable, copies of all court documents related to felony or misdemeanor (other than minor traffic violations) charges
- If applicable, copies of any disciplinary actions from other veterinary Boards
- With revised regulations coming later this year, the Board will require fingerprinting & a background check
- An official copy of a Licensure Verification Letter sent directly to KBVE from all jurisdiction(s) in which the applicant has ever been licensed.

A new application or endorsement application requires:

- A check for \$200 made payable to the Kentucky State Treasurer (\$100 for the Application Fee, and \$100 for the State Exam Fee)
- Copy of the applicant's diploma, or official transcripts sent from the school of graduation
- Complete State Exam Answer Sheet
- COLOR photograph of applicant taken within the last 6-months
- If applicable, copies of all court documents related to felony or misdemeanor (other than minor traffic violations) charges
- If applicable, copies of any disciplinary actions from other veterinary Boards
- With revised regulations coming later this year, the Board will require fingerprinting & a background check
- An official copy of a Licensure Verification Letter sent directly to KBVE from all jurisdiction(s) in which the applicant has ever been licensed
- An official copy of the applicant's NAVLE Score Report, or NBE & CCT Score Reports sent directly to KBVE. Please visit <https://www.aavsb.org/licensure-assistance/score-transfer-services> for more information on score transfers
- For foreign graduates, proof of successful completion of the ECFVG program is required

Please let me know if you have any questions.

Louisiana – DVM applicant must meet all standard requirements.

If NAVLE score is over 5 years, must show active license in good standing

AND 5 years full time hands-on clinical veterinary practice.

If not, must retake of the NAVLE and complete LA 8-week Preceptorship requirement.

Mississippi – As long as they have maintained a license they would be eligible to apply for licensure in our state.

New Jersey – In New Jersey, if an applicant holds an active license in good standing in another state, and meets the other requirements (education/exams), we would likely issue a license. HOWEVER, if the applicant voluntarily offered information that they had not been in practice for a number of years, we may “flag” that application packet for the Board to review. The Board may ask to see what kind and volume of continuing education has been completed, ask what their plans to practice may be (solo vs. group practice), and, if they deem it necessary, request them to prove their competency through an additional exam or supervised work.

New Mexico – In New Mexico, the applicant would have to go through the application process and would be handled as if a new graduate veterinarian.

Montana – Montana does not have statutory authority to take active practice into consideration for licensing veterinarians. As long as they are licensed and/or have the requisite education/exams that is all the board can consider.

The board has discussed potentially looking at proposing legislation in coming years to allow it to factor in actively being in practice. However, that is only hypothetical at this point.

North Carolina –

90-187.3. Applicants licensed in other states.

(a) The Board may issue a license without written examination, other than the written North Carolina license examination, to applicants already licensed in another state provided the applicant presents evidence satisfactory to the Board that:

- (1) The applicant is currently an active, competent practitioner in good standing.
- (2) The applicant has practiced at least three of the five years immediately preceding filing the application.
- (3) The applicant currently holds an active license in another state.
- (4) There is no disciplinary proceeding or unresolved complaint pending against the applicant at the time a license is to be issued by this State.
- (4a) Any disciplinary actions taken against the applicant or his or her license by the other state in which he or she is licensed will not affect the applicant's competency to practice veterinary medicine as provided in this Article or any rules adopted by the Board.
- (5) The licensure requirements in the other state are substantially equivalent to those required by this State.
- (6) The applicant has achieved a passing score on the written North Carolina license examination. (a1) Expired.

(b) The Board may issue a license without a written examination, other than the written North Carolina license examination, to an applicant who meets the requirements of G.S. 90-187(c). (c) The Board may at its discretion orally or practically examine any person qualifying for licensure under this section, by administering a nationally recognized clinical competency test as well as the North Carolina license examination.

(d) The Board may issue a limited license to practice veterinary medicine to an applicant who is not otherwise eligible for a license to practice veterinary medicine under this Article, without examination, if the applicant meets the criteria established in subdivisions (1) through (6) of subsection (a) of this section.

North Dakota – In North Dakota, veterinarians who are licensed in another state can be licensed here without having to retake the NAVLE, if they have been practicing for at least the previous five years, or have passed the NAVLE within three years, or hold specialty board certification. The application requires them to list the states where they are licensed, and those states have to verify their licensure status to our board using a form available on our website. Our practice act includes the words

“substantially equivalent” which, in my opinion, assumes that they have kept up with the continuing education requirements in the states where they are licensed. Our CE requirement is 24 hours every two years.

Regardless of whether they are licensed in any other state, all licensure candidates must come to ND, take the state board examination, and complete an oral interview with the board.

Oklahoma – We ask this question: Have you been actively engaged in the clinical practice of veterinary medicine in another state, territory or district or province of the United States or Canada for a period of at least 5,000 hours during the five (5) consecutive years immediately prior to making this application? If yes Full Time Part Time

If they haven't had 5,000 hours the last 5 years then we could require them to have additional continuing education - typically we haven't had a scenario tht they haven't had the required minimum hours.

Tennessee – Tennessee recently had two people appear before our Board at the December meeting because of this.

To start, TN defines active practice by working 3 out of the last 5 years for an average of 25 hours per week. Our rules state that if an applicant hasn't been actively practicing then they must appear before our board for an applicant interview. Our board members are allowed to ask anything they deem necessary at these interviews but usually just ask for an explanation and if they have a job lined up; rarely do they ask any practice questions.

Both of these applicants had maintained their continuing education, one hadn't worked in the field for about 20 years and the other hadn't worked in just over two years but held an active license in another state.

The applicant whom hadn't practiced in the field for about 20 years was granted a conditional license; the conditions of this license was that he practice under the supervision of a license veterinarian for 6 months and the supervising vet report to the board every two months with status updates. As long as he meets the conditions of his license then he will be granted a full unencumbered license to practice in TN.

The other applicant whom wasn't actively practicing for a little over two years was just asked some general questions by the board and they granted her a full license at the meeting.

I will say that the reporting system of actively practicing is solely self-reporting. Because if they hold an active license in another state and then lie and put on their application that they've been employed somewhere during the period they really weren't working, we would never know unless something tips us off to further investigate their employment and call their employers to verify.

Let me know if you need further explanation.

Vermont – The only time Vermont requires verification of active practice is when a Vermont license has lapsed more than five years.

3.3 Reinstatement

- (a) A lapsed license may be reinstated within five years of expiration upon payment of the renewal fee and late renewal penalty, and documentation of 24 hours of acceptable continuing education within two years of the application.
- (b) A license which has lapsed for five years or longer may be reinstated upon:
- (1) successful completion of national board licensing examinations within the previous two years, or
 - (2) proof that the licensee has **actively** practiced licensed clinical veterinary medicine for 3,000 hours during the preceding three years in another United States or Canadian jurisdiction. The Board will require a sworn statement from the applicant and require that the applicant provide additional documentary proof of the 3,000 practice hours.

Virginia – If the person has an expired Virginia license, he/she would be eligible for reinstatement and would need to meet the following requirements:

18VAC150-20-75. Expired license; reinstatement; practice with an expired or lapsed license not permitted.

B. Reinstatement of licenses expired for more than one year shall be at the discretion of the board. To reinstate a license, the licensee shall pay the reinstatement fee as prescribed in 18VAC150-20-100 and submit evidence of completion of continuing education hours as required by § 54.1-3805.2 of the Code of Virginia and 18VAC150-20-70 equal to the number of years in which the license has been expired, for a maximum of two years. The board may require additional documentation of clinical competency and professional activities.

If the person never held a Virginia license, he/she could come in either by examination or endorsement. If the person did not have active practice the only option would be by examination which requires submission of transcripts and NAVLE.

18VAC150-20-110. Requirements for licensure by examination as a veterinarian.

A. The applicant, in order to be licensed by the board to practice veterinary medicine, shall:

- 1. Have received a degree in veterinary medicine from a college or school of veterinary medicine accredited by the AVMA, as verified by an official transcript from the applicant's college or school, indicating completion of the veterinary degree. In lieu of a degree from an accredited college or school, an applicant may submit verification that he has fulfilled the requirements of the Educational Commission of Foreign Veterinary Graduates of the AVMA or the Program for the Assessment of Veterinary Education Equivalence of the AAVSB or any other substantially equivalent credentialing body as determined by the board; and*
- 2. Have passed the North American Veterinary License Examination (since the fall of 2000) or the National Board Examination and the Clinical Competency Test (prior to the fall of 2000) of the ICVA or any other substantially equivalent national examination as approved by the board with a score acceptable to the board.*

B. All applicants shall also:

- 1. Submit the application fee specified in 18VAC150-20-100 and a complete application on a form obtained from the board;*

2. Provide verification that any license to practice veterinary medicine issued by a board of veterinary medicine in another state or United States jurisdiction is in good standing;
3. Sign a statement attesting that the applicant has read, understands, and will abide by the statutes and regulations governing the practice of veterinary medicine in Virginia; and
4. Have committed no acts that would constitute a violation of § 54.1-3807 of the Code of Virginia.

18VAC150-20-120. Requirements for licensure by endorsement as a veterinarian.

The board may, in its discretion, grant a license by endorsement to an applicant who is licensed to practice veterinary medicine in another jurisdiction of the United States, provided that the applicant:

1. Holds at least one current, unrestricted license in another jurisdiction of the United States and is not a respondent in any pending or unresolved board action in any jurisdiction;
2. Provides documentation of having been regularly engaged in clinical practice for at least two of the past four years immediately preceding application;
3. Provides documentation of completion of at least 30 hours of continuing education requirements during the preceding four years;
4. Submits the application fee specified in 18VAC150-20-100 and a complete application on a form obtained from the board;
5. Signs a statement attesting that the applicant has read, understands, and will abide by the statutes and regulations governing the practice of veterinary medicine in Virginia; and
6. Has committed no acts that would constitute a violation of § 54.1-3807 of the Code of Virginia.

Washington – The board adopted this rule a few years ago to address this question.

WAC 246-933-275

Reactivation of an expired veterinary license.

(1) To reactivate a veterinary license that has been expired for three years or less, the veterinarian must meet the requirements of chapter 246-12 WAC, Part 2.

(2) To reactivate a veterinary license that has been expired for more than three years, the practitioner must:

(a) Submit verification of unrestricted licensure in another state or jurisdiction; and

(b) Submit documentation of two hundred hours of active practice within each of the previous three years within that state or jurisdiction.

For purposes of this subsection, documentation of licensure and active practice in a foreign country is acceptable if there is an American Veterinary Medical Association accredited school or college of veterinary medicine in that country.

(3) To reactivate a veterinary license that has been expired for more than three years, when the veterinarian has not held an unrestricted license and has not been in active practice, the veterinarian must:

(a) Successfully complete the current North American Veterinary Licensing Examination as provided in WAC 246-933-250(1); and

(b) Meet the continuing education requirements of WAC 246-12-040 and chapter 246-933 WAC.

West Virginia – We do not qualify applicants based on their experience only their education.
