VETERINARY EXAMINING BOARD
October 27, 2026
9:00am
Contact: Melissa Mace 608-279-3861

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

Internet Access via Teams: **Pre-registration is required to access the meeting, register here:** **https://events.gcc.teams.microsoft.com/event/14f75d26-980a-409e-a63f-adc9cb61b9f9@f4e2d11c-fae4-453b-b6c0-2964663779aa?source=copyLinkLegacyShareLinkDialog**

Via Telephone Access: 1-608-571-2209 Phone conference ID 477 843 070#

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 Monday October 26, 2026

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 (action items)
- A. July 28, 2026, Quarterly Board Meeting
- B. August 18, 2026, Ad Hoc Board Meeting

IV. Introductions, Announcements and Recognition (informational)
- A. Yeshi Abebe, Board Counsel
- B. Levi Keeku, Disciplinary Counsel

V. Public Comments
Each speaker is limited to five minutes or less, depending on the number of speakers. If you pre-registered to speak today, you will be called on you when it is your turn to speak. If attending virtually, please ensure your name online matches the name you registered under. Your mic and video will be available to you for you to turn on during your five minutes.

If you did not pre-register to speak but you would like to provide comments, you will be provided the opportunity after registered speakers. Instructions will be given during meeting

VI. Topics in Practice (discussion)

A. CVT Utilization & VPA/MLP

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

A. AAVSB Annual Meeting & Conference; Providence, Rhode Island September 24-26, 2026, Recap
B. VCPR Educational Material.

VIII. Administrative Items (informational)

A. VPAP Quarterly Report
B. Member Terms Review
C. Mandatory Training

IX. Guidance Document

X. Licensing/Exam/Complaints (discussion)

A. Screening meetings

XI. Administrative Code

A. Rulemaking Scope Statements (action)
B. VE 2 Corrected Link

XII. Legislative and Policy

A. 16.505/515 (Informational)

XIII. Strategic Goals

A. 2026/2027 Strategic Goals (informational)

XIV. Future Meeting Dates and Times

A. Set 2027 quarterly meeting dates.

XV. 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.).

XVI. Deliberation on Licenses and Certificates (action items)

A. Educational Equivalency

1. EB
2. SP
3. HK

XVII. Deliberation on Compliance Matters (action items)

A. Penalties

B. Proposed Administrative Warnings
   1. 25 VET 041 LW
   2. 26 TECH 003 WB

C. Proposed Stipulations, Final Decisions and Orders
   1. 26 TECH 001 DD
   2. 26 VET 019 MA
   3. 26 VET 020 KS

D. Orders Granting Full Licensures
   1. 23 VET 129 AE
   2. 26 VET 037 EN
   3. 26 VET 075 SL

E. Investigations Recommended for Closure
   1. 26 VET 065 LK

F. Suspension Orders

XVIII. Review of Veterinary Examining Board Cases

A. Licenses Returned to Full Status (Informational)
B. Pending Case Status Report (informational)

XIX. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

XX. Open Session Items Noticed Above Not Completed in the Initial Open Session

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

XXII. ADJOURNMENT

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

VETERINARY EXAMINING BOARD
July 28, 2026
9:00am

MEMBERS PRESENT: In person: Alan Holter, DVM; Stephanie Miesen, DVM; Chad Landes, DVM; Tony Centracchio; Heather Wulff, CVT Virtual: Karl Solverson, DVM; Jessica Pritchard, DVM.

STAFF PRESENT, Department of Agriculture, Trade and Consumer Protection (DATCP): Melissa Mace, VEB Executive Director; Sheri Walz, DATCP Attorney; Erin Carter, Regulatory Specialist; Dustin Boyd, Regulatory Specialist; Beatriz A. Contreras, Licensing Associate; Angela Fisher, Program and Policy Analyst; Liz Kennebeck, Disciplinary Attorney.

Alan Holter, Chairperson, called the meeting to order at 9:01am. A quorum of seven (7) members was confirmed.

AGENDA

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

II. Approval of the Agenda (action item)

Dr. Holter proposed amending the agenda's order, and completing closed session items immediately following public comment**.**

MOTION: Karl Solverson moved, seconded by Jessica Pritchard, to approve the agenda as amended. Motion carried unanimously.

III. Approval of Board Meeting Minutes (action items)

A. April 28, 2026 Quarterly Board Meeting

MOTION: Karl Solverson moved, seconded by Stephanie Miesen, to approve the April 28, 2026, quarterly board meeting minutes. Motion carried unanimously.

IV. Introductions, Announcements and Recognition (informational)

A. Appreciation for Lynn Schuh
B. Attorney Liz Kennebeck last meeting
C. Welcome Heather Wulff, CVT
D. Welcome Beatriz Contreras

The Board recognized Lynn Schuh for her service, acknowledged that Attorney Liz Kennebeck was attending her final regularly scheduled meeting with the Board, and welcomed Heather Wulff, CVT, and Beatriz Contreras. Board members and staff introduced themselves.

V. Public Comments

Each speaker is limited to five minutes or less, depending on the number of speakers. If you pre-registered to speak today, you will be called on you when it is your turn to speak. If attending virtually, please ensure your name online matches the name you registered under. Your mic and video will be available to you for you to turn on during your five minutes.

If you did not pre-register to speak but you would like to provide comments, you will be provided the opportunity after registered speakers. Instructions will be given during meeting

- Amy Van Aartsen, representing a Wisconsin-based animal organization, spoke regarding Dr. Richard Van Domelen/Ridgeland Farms and urged the Board to permanently revoke the veterinarian's license.
- Dr. Sarah Lautzenhiser spoke regarding veterinary workforce shortages, internationally trained veterinarians, supervised practice pathways, ECVFG/CPE testing barriers, and transparency related to the NAVLE audit.
- Kim Ann Dodd spoke regarding the medical and behavioral condition of an adopted dog formerly from Ridgeland Farms and the cost of ongoing veterinary care.
- Dr. Keith Poulsen provided comments regarding the ICVA/NAVLE process, stated that there were no active lawsuits against ICVA, and described regular exam review and audit processes.
- Jill, a Madison resident and observer, spoke in support of permanent revocation in the Ridgeland Farms matter.
- Susan Chana Lask, a New York attorney and animal rights advocate, spoke in support of license revocation and cited Wisconsin statutory provisions relating to professional conduct and discipline.

The Board noted that it had received more than 100 public communications regarding Dr. Van Domelen's continued licensure. No further public comments were received.

VI. 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: Stefanie Miesen moved, seconded by Tony Centracchio 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.). Roll Call Vote: Alan Holter – yes; Stephanie Miesen – yes; Chad Landes – yes; Tony Centracchio – yes; Heather Wulff –yes; Karl Solverson – yes; Jessica Pritchard – yes.

VII. Deliberation on Licenses and Certificates (action items)

During closed session, the Board considered deliberation on licenses and certificates, compliance matters, proposed administrative warnings, proposed stipulations and final decisions and orders, orders granting full licensure, investigations recommended for closure, suspension orders, and case status reports as noticed on the agenda

VIII. Deliberation on Compliance Matters (action items)

A. Proposed Administrative Warnings
    1. 26 VET 013 JS

B. Proposed Stipulations, Final Decisions and Orders
    1. 25 VET 103 SS
    2. 24 VET 135 PB
    3. 25 VET 110 SLB
    4. 24 VET 158 RV
    5. 26 VET 036 DM
    6. 26 VET 046 AM
    7. 24 VET 107 24 VET 146 25 VET 081 26 VET 022 JE
    8. 25 VET 068 RM
    9. 26 VET 037 EN
    10. 26 VET 005 AM
    11. 26 VET 029 JM
    12. 25 VET 108 DV

C. Orders Granting Full Licensures
    1. 25 VET 056 CA

D. Investigations Recommended for Closure
    1. 25 VET 115 EH
    2. 26 VET 025 TO
    3. 26 VET 014 CS

E. Suspension Orders

IX. Review of Veterinary Examining Board Cases

A. Licenses Returned to Full Status (Informational)
B. Pending Case Status Report (informational)

X. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

MOTION: Alan Holter moved, seconded by Karl Solverson to reconvene to Open Session. Motion carried unanimously.

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

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

MOTION: Tonny Centracchio moved, seconded by Stephanie Miesen to issue warning notices in the case of: 26 VET 013 JS. Motion carried unanimously.

MOTION: Stephanie Miesen moved, seconded by Heather Wulff, to accept stipulations and final decision orders in the cases of:
25 VET 103 SS; 24 VET 135 PB; 25 VET 110 SLB; 24 VET 158 RV; 26 VET 036 DM; 26 VET 046 AM; 24 VET 107 24 VET 146 25 VET 081 26 VET 022 JE; 25 VET 068 RM; 26 VET 037 EN; 26 VET 005 AM; 26 VET 029 JM; 25 VET 108 DV. Motion carried unanimously.

MOTION: Chad Landes moved, seconded by Tony Centraccio to grant full licensure in case: 25 VET 056 CA. Motion carried unanimously.

MOTION: Stephanie Miesen moved, seconded by Tony Centracchio to close cases: 25 VET 115 EH; 26 VET 025 TO; 26 VET 014 CS. Motion carried unanimously.

XIII. Administrative Items (informational)

A. Appointment: Credentialing committee
Heather Wulff was appointed to the Credentialing Committee. The Board also discussed the role of a certified veterinary technician representative in credentialing and case-adviser matters.

B. VPAP Quarterly Report
Melissa Mace reported 206 total activities for the year. The top categories included health, life, work, and money. A suicide prevention webinar is scheduled for September 23. The Board acknowledged outreach efforts and collaboration with WVMA.

C. Per Diems and Mileage reports
Board members were informed that per diem and mileage reports should be submitted electronically moving forward to improve tracking, processing, and reimbursement timelines**.**

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

A. AAVSB Annual Meeting & Conference; Providence, Rhode Island
The Board discussed the AAVSB Annual Meeting and Conference scheduled for September 24–26, 2026, in Providence, Rhode Island. Board members discussed delegate attendance,

registration deadlines, and the possibility of an August ad hoc meeting to review AAVSB matters.

XV. Topics in Practice

A. Admittance and veterinary care requirements
The Board discussed when an animal is considered admitted or under the care of a clinic or veterinarian, including the role of a clinic's medical director, the need for appropriate procedures, and expectations for minimal observation or assessment after an animal is accepted into a clinic's care.

B. Vaccination exam requirements
The Board discussed vaccination clinics, rabies vaccination requirements, the veterinary-client-patient relationship, physical assessment expectations, informed consent, documentation, and species-appropriate considerations.

XVI. Guidance Document (action item)

There were no guidance documents to discuss at this meeting.

XVII. Licensing/Exam Inquiries (informational)

A. ECVFG enrollees
The Board discussed the Educational Commission for Foreign Veterinary Graduates, the CPE and the current wait-list concerns, statutory limitations. Current limitations are Statutory, so there are no rule pathways available to allow supervised practice for internationally trained veterinarians.

B. NAVLE Audit
The Board discussed the NAVLE audit, the Board's role in reviewing audit information when available, the requirement for a nationally recognized examination, and the importance of transparency. Karl Solverson provided information regarding AAVSB and NAVLE-related matters.

C. Enforcement Guidelines CE
The Board discussed continuing education enforcement guidelines, including how CE documentation is requested after complaints, how deficiencies are handled, and circumstances that may require proof of CE in a future licensing period. The Board noted that compliance trends appear to be improving.

XVIII. Administrative Code

There were no administrative code items to discuss at this meeting.

XIX. Legislative and Policy

The Board noted that the next legislative session will begin in January 2027.

XX. Strategic Goals Stephnie and Tony

A. 2025/26 Goals and summary (informational)

The Board reviewed progress on strategic goals, including transparency, communication, outreach, AAVSB involvement, licensing forms, public access to discipline information, topics in practice, quarterly reports, outreach positions, administrative rule work, VPAP webinars, and outreach to credential holders.

B. 2026/2027 Strategic Goals (action)

The Board discussed proposed goals for 2026/2027, including improving public access to final decision orders, reviewing whether license numbers should appear on public-facing websites, outreach to the School of Veterinary Medicine and veterinary technician programs, continued collaboration with WVMA, VPAP outreach, AAVSB data-sharing opportunities, and licensing-process improvements.

MOTION: Alan moved, seconded by Stephanie Miesen, to approve the 2026/2027 strategic goals as discussed. Motion carried unanimously

XXI. Future Meeting Dates and Times

A. Next Board Meeting

The next quarterly Board meeting is scheduled for October 27, 2026. The Board also discussed holding an ad hoc meeting on August 18, 2026, at 1:00 p.m. for a brief discussion regarding AAVSB matters.

Meeting adjourned at 12:46pm

XXII. ADJOURNMENT

MOTION: Chad moved, seconded by Stephanie to adjourn Motion carried unanimously.

VETERINARY EXAMINING BOARD
August 18, 2026
12:00 pm
Contact: Melissa Mace 608-279-3861

MEMBERS PRESENT: Virtual only: Alan Holter, DVM; Stephanie Miesen, DVM; Tony Centracchio; Karl Solverson, DVM;; Chad Landes, DVM, Heather Wulff, CVT.

STAFF PRESENT, Department of Agriculture, Trade and Consumer Protection (DATCP): Melissa Mace, VEB Executive Director; Yeshi Abebe, DATCP Attorney; Hiedi Ulteig, Regulatory Specialist; and Glen Gray Regulatory Specialist.

Alan Holter, Chairperson, called the meeting to order at 12:05 pm. A quorum of five (5) members was confirmed. (Chad Landes joined at 12:06 pm)

AGENDA

I. 12:00 pm OPEN SESSION – CALL TO ORDER – ROLL CALL

II. Approval of the Agenda (action item)

MOTION Stephanie Miesen moved, seconded by Tony Centracchio, to approve the agenda. Motion carried unanimously

III. American Association of Veterinary State Boards (AAVSB) (action)

A. Bylaws Amendments

Board members agreed to support the recommendations of the AAVSB BOD, with some reservations specifically to the remake of the VTNE committee and the lack of understanding of how the new structure will work and who will be on Sub committees; lack of an open comment period at the BOD meetings, and ability of the Director to review a contract upon request. Pending discussion during the AMC Dr. Holter, as the Board's delegate, may vote differently.

B. Resolutions
Support adoption

C. Proclamations
Support Adoption

D. Regulatory Policy PAM
Discussed there were areas where WI regulations were not in agreement with the PAM, but no significant concerns were expressed. Support adoption.

E. Elections
Support Dr. Holly Lundsford for AAVSB President.

Support Amy Haywood for AAVSB Treasurer.

Support Jennifer Pedigo, Mark Chmielewicz and Roby Jaynes for AAVSB Directors. (Concern was expressed over the fact that Mark's resume indicates he is not currently serving on a member board.)

Support Kristi Pawlowski for AAVSB nominating committee.

Support Dr. Steven Manyak for AAVSB veterinarian representative, to ICVA.

IV. Future Meeting Dates and Times

A. Next Board Meeting – October 28, 2026

V. ADJOURNMENT

MOTION: Chad Landes moved, seconded by Stephanie Miesen to adjourn. Motion carried unanimously

Meeting adjourned at 12:55pm

Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	CVT utilization & Midlevel Practitioner/Veterinary Professional Assistant
Should this be in Open or Closed Session?	open
Is this an Action Item or for Information Only?	Discussion
Are there Attachments? (If yes, include file names)	AAVSB-Veterinary-Team-Survey_-Understanding-the-Results_Updated-Who-We-Are-Section
Is a Public Appearance Anticipated?	Presenter Dr. Beth Venit, CVO AAVSB

Description of the Agenda Item

Dr. Beth Venit, VMD, MPH, DACVPM, is the first Chief Veterinary Officer of the American Association of Veterinary State Boards (AAVSB). Her work focuses on providing regulatory and licensure support to AAVSB members, performing outreach to all stakeholders within the veterinary profession, and supporting the safe integration of artificial intelligence into veterinary practice. Before joining AAVSB, Dr. Venit practiced emergency and general veterinary medicine for over a decade and held an AAAS Fellowship with the U.S. Department of State, where she specialized in global biorisk management. Through her work at AAVSB, she continues to participate in critical conversations at the intersection of veterinary care, public protection, and the future of the profession.

Dr. Venit will be joining the board for a discussion on CVT utilization to include some discussion on the AAVSB CVT task force, delegation to veterinary technician specialists and MLP/VPAs

Included is:

The AAVSBs white paper on the results of a 2023 Veterinary Team Survey. This was a survey conducted by the AAVSB of veterinarians and veterinary technicians to explore the potential expansion of roles within veterinary teams.

Notification of Nevada's board soliciting comment on adding veterinary technician specialists explicitly to their practice act.

Articles regarding the Colorado VPA program

- CSU students are training for a veterinary job Colorado still hasn't fully defined - CBS Colorado
- About the veterinary professional associate (VPA) – College of Veterinary Medicine & Biomedical Sciences

Come prepared to discuss.
Possible discussion topics if time allows:

- Options to add/change CVT responsibilities in rules?
- Shelter medicine rule changes to help DVM shortages?
- What are proactive steps VEB can do now?

PROPOSED REGULATIONS OF THE STATE BOARD OF VETERINARY MEDICAL EXAMINERS

The State of Nevada Board of Veterinary Medical Examiners is proposing amendments of regulations in chapter 638 of Nevada Administrative Code.

A workshop has been scheduled for 8:00AM on Thursday, April 30, 2026, at:

Kietzke Plaza Suites
4600 Kietzke Ln.
G "Conference Room"
Reno, NV 89502

Videoconference Link: *(Click the link above or scan the QR code using your phone to join)*
Meeting Link: https://tinyurl.com/54pjzaup
Meeting ID: 226 131 379 265 13

Telephone Attendance (*Dial the phone number and then enter the 'Conference ID' to join)*
Teleconference: +1 (929) 229-5741
Conference ID: 949 080 172 #

The purpose of the workshops is to solicit comments from interested people on the following general topics that may be addressed in the proposed regulations:

- Added definitions for ***"Veterinary Technician Specialist", "Surgery", and "Veterinary Technician-in-Training Specialist".***
- Added language for scope of practice, licensure, and renewal of a Veterinary Technician Specialist (VTS) and Veterinary Technician Specialist-in-Training (VTS-IT)**.**
- Updated language related to advertising.
- Prohibition on the terms 'board eligible' and 'board qualified'.
- Updated language for definition and expectations of "Supervising Veterinarian."
- Updated fee schedule.

A physical copy of all materials relating to the proposal may be obtained at the workshop or by contacting board staff at:

State of Nevada Board of Veterinary Medical Examiners
4600 Kietzke Ln. Suite O-265
Reno, NV 89502
(775) 688-1788.
vetbdinfo@vetboard.nv.gov

The Notice of Workshop to Solicit Comments on Proposed Regulation has been sent the agency's mailing list, all individual licensees, veterinary facilities, and the following locations:

- The Legislative Council Bureau
- nvvetboard.nv.gov
- Clark County Library
- notice.nv.gov
- Sierra View Library (Old Town Mall)
- Nevada Board of Veterinary Medical Examiner's Office

Date posted: 4-7-2026
Amendment Posted: 4-13-2026

PROPOSED REGULATION OF THE NEVADA STATE BOARD

OF VETERINARY MEDICAL EXAMINERS

LCB File No. R*-26**

April 30, 2026

EXPLANATION – Matter in ***italics*** is new; matter in brackets [~~omitted material~~] is material to be omitted.

AUTHORITY: NRS 638.070.

A REGULATION relating to veterinary medicine. . .

Legislative Counsel's Digest:

Existing law. . .

Section. 1 Chapter 638 of NAC is hereby amended by adding thereto the provisions set forth in sections 2 through 14 of this regulation.

Sec. 2. NAC ch. 638 shall be amended by adding the following new language:

1. "Veterinary Technician Specialist" means a licensed veterinary technician who has obtained advanced education, training, and certification in a recognized area of veterinary specialty practice through a veterinary technician specialty organization accredited by the National Association of Veterinary Technicians in America (NAVTA) Committee on Veterinary Technician Specialties (CVTS).

2. A Veterinary Technician Specialist may perform advanced nursing care, diagnostic procedures, and technical skills within the individual's specialty area under the direct supervision of a licensed veterinarian.

3. "Surgery" means the treatment or correction of disease, injury, deformity, or other physical condition of a living animal by an operative procedure that involves the following:

(a) Incision into living tissue for the purpose of exposing, removing, repairing, or altering anatomical structures;

(b) Excision, resection, or removal of tissue, organs, masses, that materially alter anatomical structures;

(c) Entry into a sterile body cavity or compartment;

(d) Dissection, transection, or reconstruction of tissue or anatomical structures;

(e) Implantation, fixation, or removal of orthopedic devices, prosthetics, or other medical implants;

(f) Oral surgery, including but not limited to exodontics, endodontics, orthodontics, prosthodontics, and periodontics; and

(g) Any operative procedure that materially alters anatomical structure beyond superficial tissues.

Nothing in this definition shall be construed to prohibit any licensee from performing duties that are otherwise authorized by statute or regulation.

Sec. 3. NAC ch. 638 shall be amended by adding the following new language:

"Veterinary Technician Specialist-in-Training" means a licensed veterinary technician who has applied to and is enrolled in a veterinary technician specialty academy accredited by NAVTA-CVTS and is completing required skills verification. All specialty skills must be performed under the direct supervision of a licensed veterinarian or a Veterinary Technician Specialist credentialed in the same specialty.

Sec. 4. NAC ch. 638 shall be amended by adding the following new language:

1. In addition to the requirements of NRS 638.122, an applicant for a license to practice as a veterinary technician specialist must submit to the Board an application on a form prescribed by the Board.

2. The application must be accompanied by satisfactory proof that the applicant:

(a) Be 18 years of age or older;

(b) Is of good moral character;

(c) Holds a current license in good standing as a veterinary technician; and

(d) Is certified and in good standing in a veterinary technician specialty from an organization accredited by the National Association of Veterinary Technicians in America Committee on Veterinary Technician Specialties;

3. Only a person who is a licensed veterinary technician specialist from an approved specialty of the National Association of Veterinary Technicians in America Committee on Veterinary Technician Specialties may use the title "veterinary technician specialist."

Sec. 5: NAC ch 638 shall be amended by adding the following new language:

1. Each license issued pursuant to NAC 638. or renewed pursuant to this section expires on June 30 of each odd-numbered year.***

2. Each application for renewal of a certificate of registration must be:

(a) Submitted in the form established by the Board;

(b) Signed by the licensed veterinary technician specialist;

(c) Accompanied by proof that the licensed veterinary technician specialist has completed:

(1) Proof of that his or her membership in their designated veterinary technician specialty accrediting body is current and in good standing; and

(2) Renewal of his or her veterinary technician license.

3. A licensed veterinary technician specialist who fails to renew his or her license before it expires forfeits the certificate of registration.

4. Except as otherwise provided in NAC 638., upon receipt of the application for renewal and the information required by subsection 2 and payment of the renewal fee the Board will renew the license of the veterinary technician specialist.***

Sec. 6: NAC ch 638 shall be amended by adding the following new language:

1. Veterinary technician specialists shall:

(a) Collaborate with the supervising veterinarian to ensure safe and quality health care

services for all animals.

(b) Assume accountability for individual professional actions and judgments.

(c) Ensure that do not accept or perform any task, responsibility, or activity that is outside of the appropriate scope of practice for his or her license, knowledge, and skill level.

(d) Communicate concerns or refuse tasks, responsibilities, or activities for which they are unprepared or unqualified.

(f) Shall ensure that all registrants and licensees under his or her supervision are performing tasks only within their designated scope of practice.

(g) Shall not unduly pressure or require any individual under his or her supervision to perform tasks for which he or she is not qualified.

(g) Shall facilitate open communication with those under their supervision and allow, without fear of reprisal, to express concerns or to refuse tasks, responsibilities, or activities for which they feel unprepared or unqualified.

Sec. 7. NAC ch 638 shall be amended by adding the following new language:

1. The following tasks are to be provided solely by a veterinarian. A licensed veterinary technician specialist shall ~~may~~ not perform the following tasks of animal health care:

(a) Surgery;

(b) Diagnosis and prognosis; ~~of animal diseases.~~

(c) Prescribe; and ~~Except as authorized by a veterinarian, administer, prepare to dispense or dispense drugs, medicines or appliances.~~

(d) Any other activity ~~which represents the practice of veterinary medicine, or~~ which requires the education, skills, and knowledge of a veterinarian.

2. A licensed veterinary technician specialist, under the direct supervision of a veterinarian, may:

(a) Perform veterinary tasks within the scope his or her license designated specialty.

(b) Perform such tasks in accordance with the knowledge and skills acquired through his or her approved specialty.

(c) Provide immediate supervision of tasks within his or her scope of practice to a veterinary technician specialist-in-training or veterinary technician, provided the supervising veterinarian authorizes such supervision.

Sec. 8. ***NAC chapter 638 shall be amended to add the following new language:***

1. Advertising by a veterinarian shall not contain any false, deceptive, or misleading statements or claims. A false, deceptive, misleading statement, or claim in which false information is communicated or is intended, through a material omission, to leave a false impression.

2. Testimonials or endorsements are advertising, and a veterinarian must comply with applicable law and guidelines issued by the Federal Trade Commission on the use of endorsements and testimonials in advertising.

Sec. 9. NAC.016 is hereby amended to read as follows:

"Supervising veterinarian" means a veterinarian licensed to practice in this State who employs, supervises, or employs and supervises ***a registered veterinary student, a veterinary technician specialist, a veterinary technician specialist-in-training,*** a veterinary extern, a veterinary graduate awaiting licensure, a licensed veterinary technician, a veterinary technician in training or a veterinary assistant.

Sec. 10. NAC 638.035 is hereby amended to read as follows:

1. The Board will charge and collect the following fees:

For an application and examination for a license to practice veterinary medicine $500

For an application for a license by endorsement to practice veterinary medicine..... 500

For an application for a license to practice veterinary medicine as a diplomate..... 500

For an application for a license to practice as a veterinary technician.....~~[220]~~ ***250***

For an application for a license to practice as a veterinary technician specialist.....100

For an application for a license to practice as a veterinary technician specialist-in-training-

…….....60

For an application or examination for a license to practice as a euthanasia technician..... 500

For a 2-year registration to practice as a veterinary technician in training.....~~[60]~~ ***70***

For a registration to practice as a registered veterinary student.....100

For a permit to operate a facility owned by a licensed veterinarian, other than a mobile clinic

.....~~[500]~~ ***575***

For a permit to operate a facility not owned by a licensed veterinarian, other than a mobile

Clinic..... ..... ~~[700]~~ ***840***

For a permit to operate a mobile clinic ..... ~~***[150]***~~ ***180***

For a permit to operate a nonprofit facility 200

For a registration to practice animal chiropractic ..... ~~[200]~~ ***240***

For a registration to practice animal physical therapy ..... ~~200~~ ***240***

For a registration to practice as an equine dental provider ..... ~~220~~ ***240***

For a temporary license to practice veterinary medicine ..... ~~[150]~~ ***200***

For the reinstatement of a veterinary or diplomate license..... ~~525~~ ***640***

For the reinstatement of a veterinary technician license ..... ~~[200]~~ ***220***

For the biennial renewal of an active license to practice veterinary medicine , including, without limitation, a license by endorsement and a Diplomate License.....…….....~~[500]~~ ***600***

For the biennial renewal of an inactive license to practice veterinary medicine..... ~~***[275]***~~ ***330***

For the biennial renewal of a license to practice as a veterinary technician.....……..…~~[150]~~ ***180***

For the biennial renewal of a license to practice as a veterinary technician specialist..... 75

For the biennial renewal of a license to practice as a euthanasia technician.....~~[250]~~ ***300***

For the biennial renewal of a registration to practice as an animal physical therapist.....~~[200]~~ ***240***

For the biennial renewal of a registration to practice as an animal chiropractor..... ~~[200]~~ ***240***

For the biennial renewal of a registration to practice as an equine dental provider…... ~~[200]~~ ***240***

For the biennial renewal of a permit for a facility owned by a licensed veterinarian, other than a mobile clinic..... ~~[400]~~ ***480***

For the biennial renewal of a permit for a facility not owned by a licensed veterinarian, other than a mobile clinic ..... ~~[700]~~ ***840***

For the biennial renewal of a permit to operate a mobile clinic..... ~~[100]~~ ***120***

For the biennial renewal of a permit for a nonprofit facility..... 200

For a duplicate of a license, registration or permit described in this section ..... ~~[20]~~ ***25***

2. For the purposes of this section, a facility is "owned by a licensed veterinarian" if one or more licensed veterinarians hold at least 10 percent of the total ownership interest, solely or jointly, of the facility.

Sec. 11 NAC 638.041 is hereby amended to read as follows:

1. As a prerequisite for each renewal of his or her license to practice veterinary medicine or to practice veterinary medicine as a diplomate licensed pursuant to NRS 638.105, a licensee must complete:

(a) Except as otherwise provided in paragraph (b), at least 40 hours of continuing education approved by the Board, not more than 20 hours of which may be completed in distance learning or correspondence courses, during the 24-month period immediately preceding the beginning of the new period of licensing; or

(b) If his or her license was issued after October 1 of the immediately preceding even numbered year, at least 20 hours of continuing education approved by the Board, not more than 10 hours of which may be completed in distance learning or correspondence courses, during the 12-month period immediately preceding the beginning of the new period of licensing.

2. As a prerequisite for each renewal of his or her license to practice as a veterinary technician, a licensed veterinary technician must complete:

(a) Except as otherwise provided in paragraph (b), at least 20 hours of continuing education approved by the Board, not more than 10 hours of which may be completed in distance learning or correspondence courses, during the 24-month period immediately preceding the beginning of the new period of licensing; or

(b) If his or her license was issued after October 1 of the immediately preceding even numbered year, at least 10 hours of continuing education approved by the Board, not more than 5 hours of which may be completed in distance learning or correspondence courses, during the 12-month period immediately preceding the beginning of the new period of licensing.

3. As a prerequisite for each renewal of his or her license to practice as a veterinary technician specialist, a licensed veterinary technician specialist must complete:

(a) Except as otherwise provided in paragraph (b), at least 10 hours of continuing education approved by the Board, not more than 5 hours of which may be completed in distance learning or correspondence courses, during the 24-month period immediately preceding the beginning of the new period of licensing; or

(b) If his or her license was issued after October 1 of the immediately preceding even numbered year, at least 10 hours of continuing education approved by the Board, not more than 5 hours of which may be completed in distance learning or correspondence courses, during the 12-month period immediately preceding the beginning of the new period of licensing.

(c) The continuing education required in paragraph (a) are in addition to the continuing education hours required for renewal of the veterinary technician license.

4. ~~[3.]~~ A licensee who does not comply with the requirements of this section may be subject to disciplinary action

Sec. 12 NAC 638.057 is hereby amended to read as follows:

1. The supervising veterinarian:

(a) Is responsible for determining the competency of the licensed veterinary technician, veterinary technician in training or veterinary assistant under his or her supervision to perform delegated tasks of animal health care.

(b) Shall ensure that the licensed veterinary technician, veterinary technician in training or veterinary assistant performs the tasks of animal health care delegated to the licensed veterinary technician, veterinary technician in training or veterinary assistant in a manner which is consistent with good veterinary medical practice.

(c) Shall make all decisions relating to the diagnosis, treatment, management and future disposition of an animal.

(d) Shall examine an animal before delegating any tasks to the licensed veterinary technician, veterinary technician in training or veterinary assistant. The examination must be conducted at such time as good veterinary medical practice requires, consistent with the particular task of animal health care which is delegated.

(e) Shall not direct or assign any task, responsibility, or activity to any individual under his or her supervision that is outside of the appropriate scope of practice for that individual to perform.

(f) Shall ensure that all registrants and licensees are performing tasks only within their designated scope of practice.

(f) Shall not unduly pressure or require any individual under his or her supervision to perform tasks for which he or she is not qualified.

(g) Shall facilitate open communication with those under their supervision and allow, without fear of reprisal, to express concerns or to refuse tasks, responsibilities, or activities for which they feel unprepared or unqualified.

~~[(1) Unlicensed personnel do not perform duties that are specific to licensed veterinary technicians or licensed veterinarians;~~

~~(2) A person does not perform tasks as a veterinary technician in training unless the person is registered pursuant to NAC 638.0525; and~~

~~(3) A person does not perform tasks as a veterinary assistant except as provided in NAC 638.0602 and 638.06025.]~~

2. A supervising veterinarian who ***violates*** ~~[does not comply with]~~ the requirements of this section may be subject to disciplinary action.

Sec. 13. NAC 638.0505 is hereby amended to read as follows:

1. Except for a person described in subsection 3 of NRS 638.015, only a person who is a diplomate from an approved specialty board of the American Veterinary Medical Association and is licensed to practice veterinary medicine pursuant to subsection 2 of NRS 638.105 may use the title "veterinary specialist."

2. The terms "board eligible" or "board qualified" shall not be used in advertising.

Sec. 14. NAC 638.0607 is hereby amended to read as follows:

1. The licensed veterinarian who is in charge of a veterinary facility is responsible for any violation of:

(a) A state or local law, regulation or ordinance related to the practice of veterinary medicine at the veterinary facility or the care, safety or maintenance of animals at the veterinary facility; or

(b) A state or federal law or regulation related to controlled substances and dangerous drugs at the veterinary facility.

~~***2. The licensed veterinarian who is in charge of a veterinary facility shall ensure that at any time he or she is not present at the facility and is open to the public, a supervising veterinarian is present at the facility.***~~

3. ~~***[2]***~~ Each person who has a direct or indirect ownership interest of 10 percent or more in a business which practices veterinary medicine shall ensure that the facility maintains the minimum standard of practice of veterinary medicine established by this chapter.

AAVSB
AMERICAN ASSOCIATION OF VETERINARY STATE BOARDS

AAVSB Veterinary Team Survey: Understanding the Results

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Who We Are

The American Association of Veterinary State Boards (AAVSB) is a 501(c)(3) nonprofit corporation headquartered in Overland Park, Kansas. We are an association of veterinary medicine regulatory boards whose membership includes licensing bodies in 62 jurisdictions, including all of the United States, District of Columbia, Puerto Rico, U.S. Virgin Islands, and nine of the Canadian provinces.

Vision: The AAVSB provides comprehensive information and services to enhance the efficiency of veterinary regulation.

Mission: To support and advance the regulation of veterinary medicine.

We value:
Protection of the public
Reliability & accuracy
Ethics & integrity
Service excellence
Active inclusion, participation, & collaboration
Stewardship of resources

Who You Are

This paper is presented to aid and inform our Member Board members as you engage in conversations both within your Board and also with legislators. It explains our justification for the AAVSB's strategic path forward as approved by the Board of Directors.

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Executive Summary

In 2023, the American Association of Veterinary State Boards (AAVSB) surveyed veterinarians and veterinary technicians to explore the potential expansion of roles within veterinary teams.

The main objective was to research solutions to veterinary workforce shortages. The survey aimed to assess the current roles and responsibilities of veterinary technicians and to explore the potential for expanding their scope of practice. Additionally, the survey sought to determine if a new role, the Advanced Animal Healthcare Provider (AAHP), was both necessary within the veterinary team and desired by current veterinary professionals.

The results indicate that most veterinarians and veterinary technicians support expanding the scope of practice of credentialed veterinary technicians rather than creating a new role within the veterinary team. Therefore, the AAVSB will focus on determining what tasks could be most appropriate for delegation, with the goal of aiding you, our Member Boards, as you work to ensure public protection and safe access to veterinary care.

The following data are the combined results from across North America and is presented for informative purposes only. It is not meant to dictate practices for individual jurisdictions. The AAVSB respects the varying needs within each jurisdiction and the expertise of individuals Boards to determine their best course of action.

Background

In 2013, the National Academies of Science documented critical workforce shortages within certain sectors of the veterinary profession. Despite current efforts, the trend has continued. In response, an increasing number of legislators are introducing bills to address the problem of limited access to veterinary care in unique ways, such as the creation of a midlevel practitioner or expanding the roles of veterinary technicians into a traditionally veterinarian-exclusive scope of practice.



AR 2023

New law permits veterinary technician specialists to prescribe medication for a limited duration as part of a collaborative practice agreement with a licensed veterinarian.



CA 2023

New law allows registered veterinary technicians to establish a VCPR to administer vaccinations and prescribe ecto- and endoparasite treatments.



FL 2024

Bill introduced to create a veterinary practitioner associate. It passed the House but failed in the Senate.

Regarding a new practitioner, these conversations lack consistency when referring to what the role could look like and what tasks that individual could perform. Some assume that this new role would work independently from a veterinarian. In contrast, others maintain the supervisory role of the veterinarian over their team. Any assumption of any form would be an error, as this role has no consistent definition or standard scope of practice. The AAVSB, therefore, conducted a survey study to explore the level of interest within the North American veterinary community on these issues. The following results are presented to allow AAVSB Member Boards to understand the level of consensus for task delegation across North America and the veterinary profession.

The AAVSB's commitment is public protection.

We believe that allowing a veterinary shortage to continue with no solution is not public protection.

The public is not protected if the animal care is inadequate or unavailable. The public is not protected if the practitioner is not properly trained or credentialed.

Methodology

Our Steps

1) The AAVSB assembled a survey study task force with selected subject matter experts.

2) The task force developed relevant demographic questions, definitions, research questions, and a list of 100+ tasks.

3) A unique link was sent to approximately 190,000 veterinarians and veterinary technicians.

4) A third-party data scientist filtered and analyzed the data

Our Task Force



- Regulatory Boards
- Private Practice
- Academia
- State Government
- Professional Associations
- Psychometricians

Main Categories of Tasks within the survey



Tasks that are traditionally reserved for veterinarians but could potentially be delegated to another team member with additional training, education, and experience under a veterinarian's supervision.



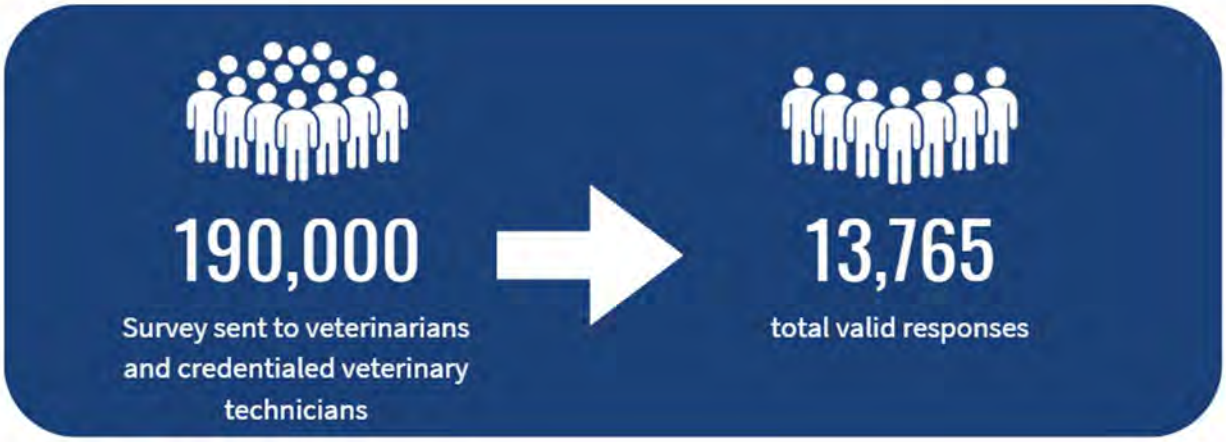
Tasks that veterinary technicians can perform now under direct or immediate supervision, per the AAVSB Veterinary Technicians Scope of Practice Model Regulations, but could potentially be performed under lower supervision.

New Hypothetical Position: Advanced Animal Healthcare Provider (AAHP)

This is a hypothetical position that has received additional education and training beyond an associate's or bachelor's program and could include a Veterinary Technician and/or another individual that has received advanced training, education, and clinical experience outside of a current veterinary technician degree program. An accredited program and credentialing exam beyond those that currently exist would be required.

Survey assumptions retained the role of the veterinarian in establishing and maintaining a VCPR, delegation of tasks, and supervision of team members.

Key Findings



Demographics

United States: Population of respondents closely correlated to that of Veterinarians and Veterinary Technicians and the response rate was robust.

Canada: Low response rate indicates that Canadian data should not be evaluated separately.

Tasks Delegated to Veterinary Technicians

Both Veterinarians and Veterinary Technicians are largely supportive of broadening the veterinary technician scope of practice

Feasibility of Advanced Animal Healthcare Provider Role

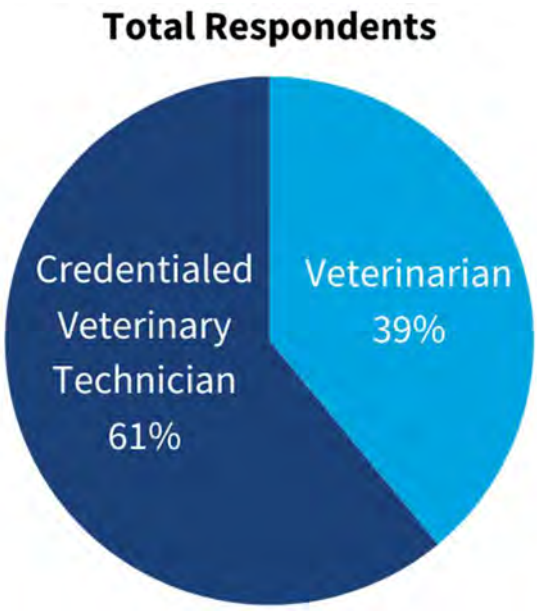
While there was some interest in the concept of an AAHP, the results indicated that now is not the right time for its introduction. If it is ever developed, it should come from a veterinary technician background.

AAVSB Model Regulations: Scope of Practice for Veterinary Technicians and Veterinary Technologists

Majority of survey respondents agreed with the level of supervisions to the tasks currently in the AAVSB Model Regulation for Scope of Practice.

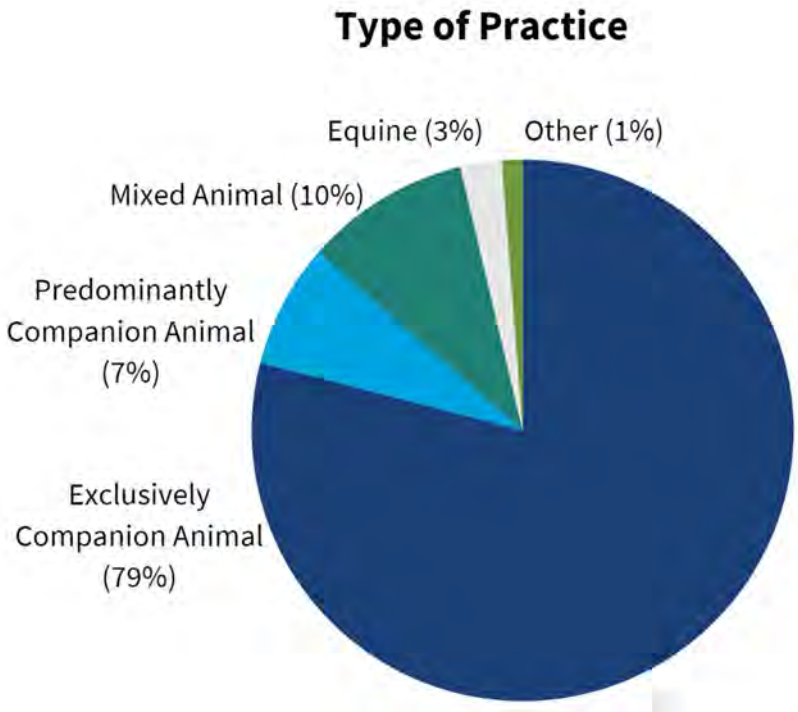
Demographics

Total responses from the United States, and the United States and Canada combined, far exceeded the requirements to achieve statistical significance. The same holds when comparing results from veterinarian vs veterinary technician populations.



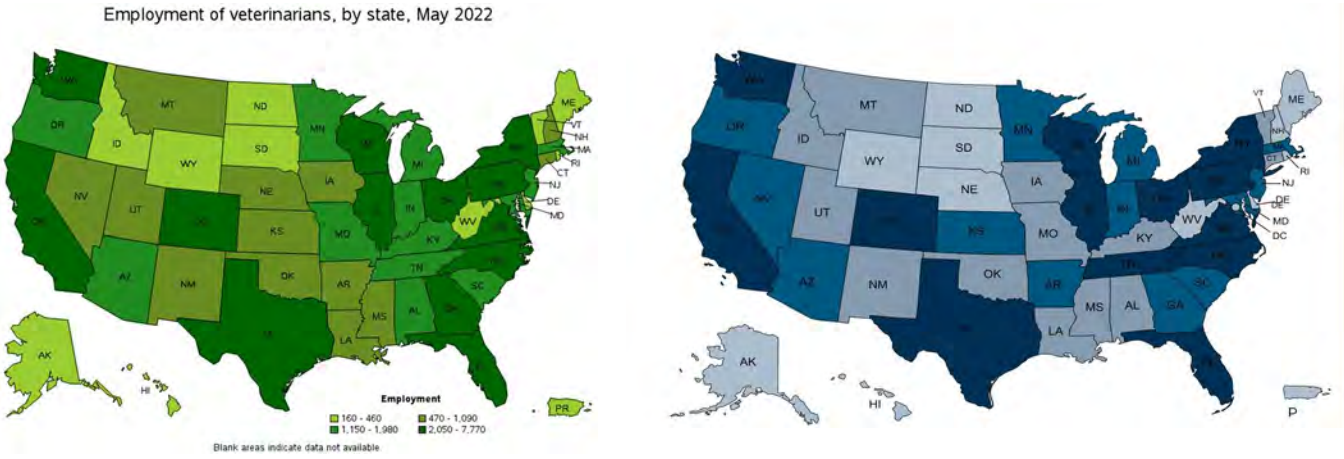
Unfortunately, due to a low response rate from Canadian licensees, Canada could not be robustly evaluated as a separate population within this study. The likely reason for this was that licensee email addresses were sourced from the AAVSB database and Member Board contributions. Most Canadian provinces and some U.S. jurisdictions could not provide these email addresses, thus narrowing the pool of potential respondents as the AAVSB's access to the licensee population was limited.

Robust publicly available data for populations within the U.S., allowed for comparison of the demographics of survey respondents against the U.S. veterinarian and veterinary technician population at large. Comparing vital demographic data from U.S. respondents to the most recent demographics reported by both the AVMA and US Bureau of Labor Statistics (BLS) reveal close correlation with primary jurisdiction of practice, primary work setting, and type of practice.

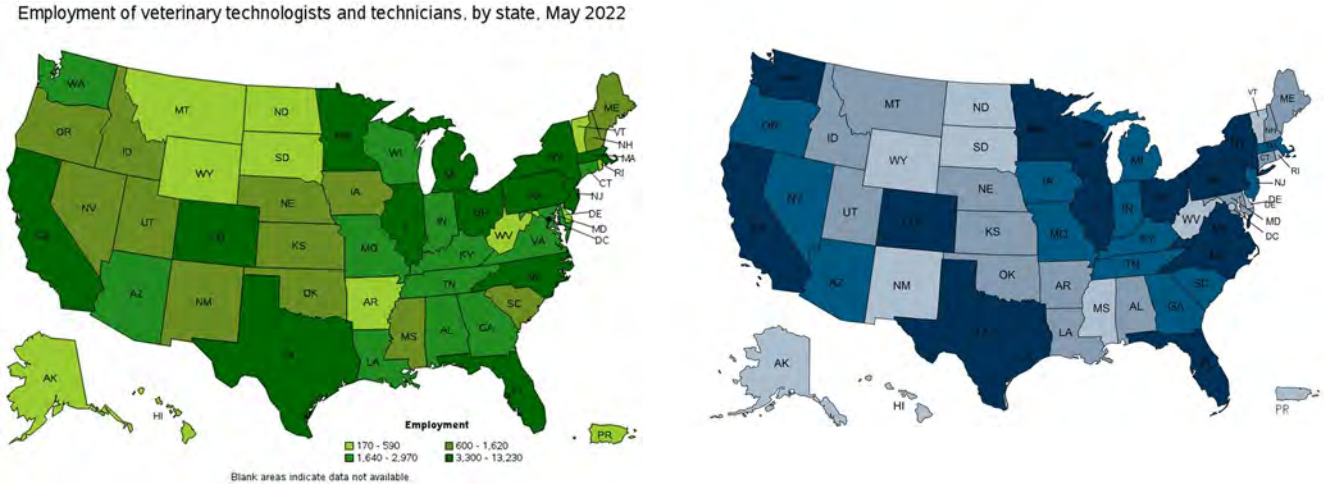


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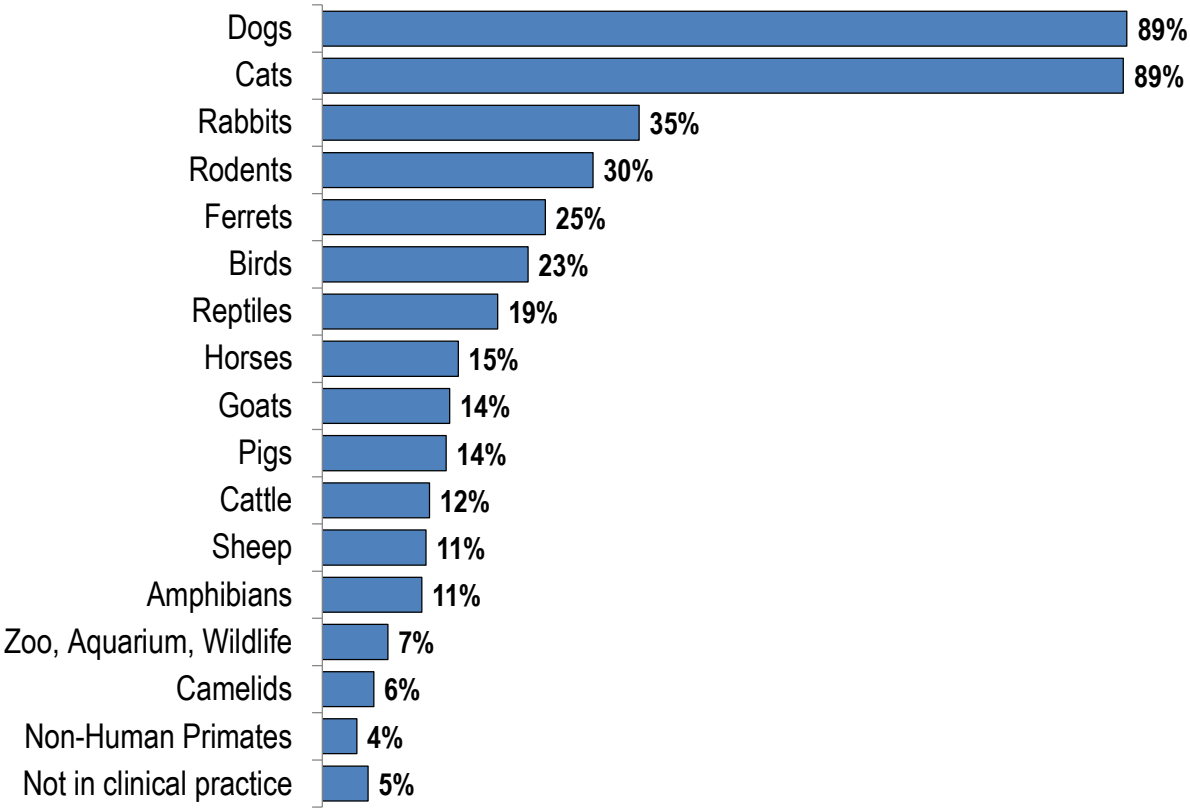
U.S. BLS Data vs Survey Respondents: Veterinarians



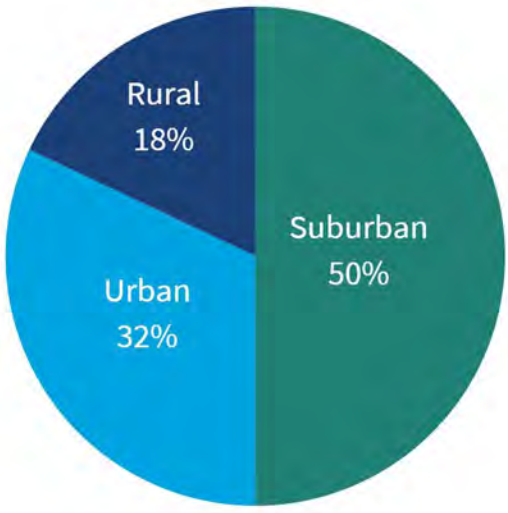
U.S. BLS Data vs Survey Respondents: Veterinary Technicians



Primary Species of Practice of Survey Respondents



Primary Location of Practice of Survey Respondents



Tasks Delegated to Veterinary Technicians

Participants were asked to select solutions to *specifically* address Veterinary workforce shortages:

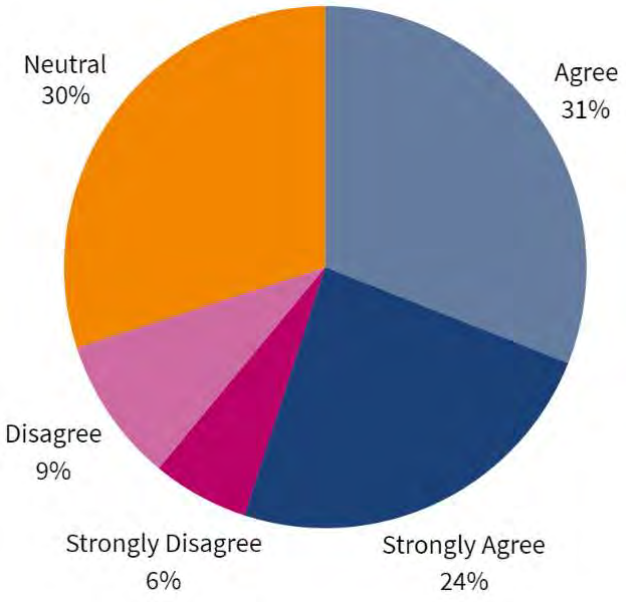
77% of respondents agreed that veterinary technicians could take on additional responsibilities with additional training and education.

62% felt that the scope of practice should be expanded for all credentialed veterinary technicians.

When asked *generally* if there should be a change in delegation or supervision, 55% of respondents either strongly agreed or agreed; only 15% disagreed or strongly disagreed. In the commentary section, many felt there was significant untapped potential within the veterinary technician profession, and the focus should be on expanding their scope of practice.

Survey participants were also asked to assign the minimum level of training and supervision required to complete a task. Respondents were clear that veterinarians should be the only professionals allowed to perform major surgeries, even routine ones such as canine or feline ovariohysterectomies. This aligns with current Veterinary Practice Acts.

Should There Be A Change In Task Delegation of Supervision?



Interestingly, some tasks received a majority of support for veterinary technicians to perform that may not be permitted under some Veterinary Practice Acts. These include:



Administer Rabies Vaccination



Implant Microchips



Identify Normal/Abnormal Clinical Laboratory Tests Or Physical Exam Findings For Conditions With Pre-Established Treatment And Management Protocols To Dispense Treatments For Ecto- And Endo-Parasites



Collect Semen And Evaluate Semen Motility and Concentration - Equine



Collect And Prepare Cellular Or Microbiological Samples By Fine Needle Aspirate



Perform Single Root Extractions Not Requiring A Gingival Flap, Sectioning Of The Tooth, Or Sectioning Of The Bone



Administer Regional Anesthesia, Including Paravertebral Blocks, Epidurals, Or Local Blocks



Perform Artificial Insemination In Cattle

Feasibility of Advanced Animal Healthcare Provider Role

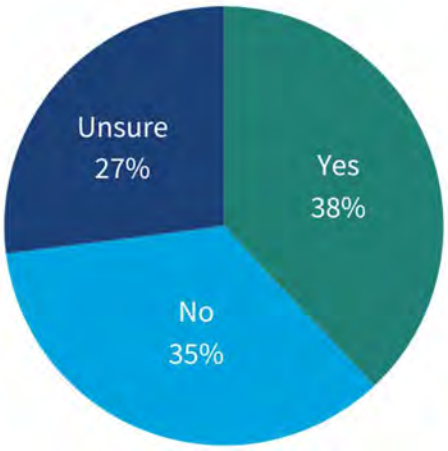
The survey explored the feasibility of introducing a new role within the veterinary team, the Advanced Animal Healthcare Provider (AAHP). While there was some interest in the concept of an AAHP, the results indicated that now is not the right time for its introduction.

When given the opportunity to comment, respondents expressed concern regarding the creation of a new profession when veterinary technicians are currently not being utilized to their greatest extent.

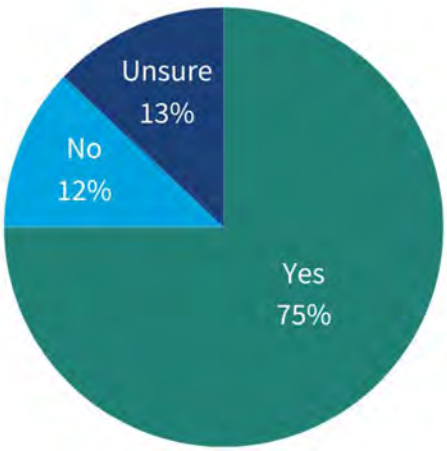
A little over a third of total respondents expressed support for introducing an AAHP when asked this question in broad terms. Veterinary technicians were much more supportive of the potential new role, with 45% indicating yes, compared to veterinarians with 27% indicating yes.

The most straightforward response was that among those who felt there was a need for an AAHP, 75% thought that the AAHP must initially receive veterinary technician education, training, and credentialing.

Is There A Need For The New Roles of An Advanced Animal Healthcare Provider?

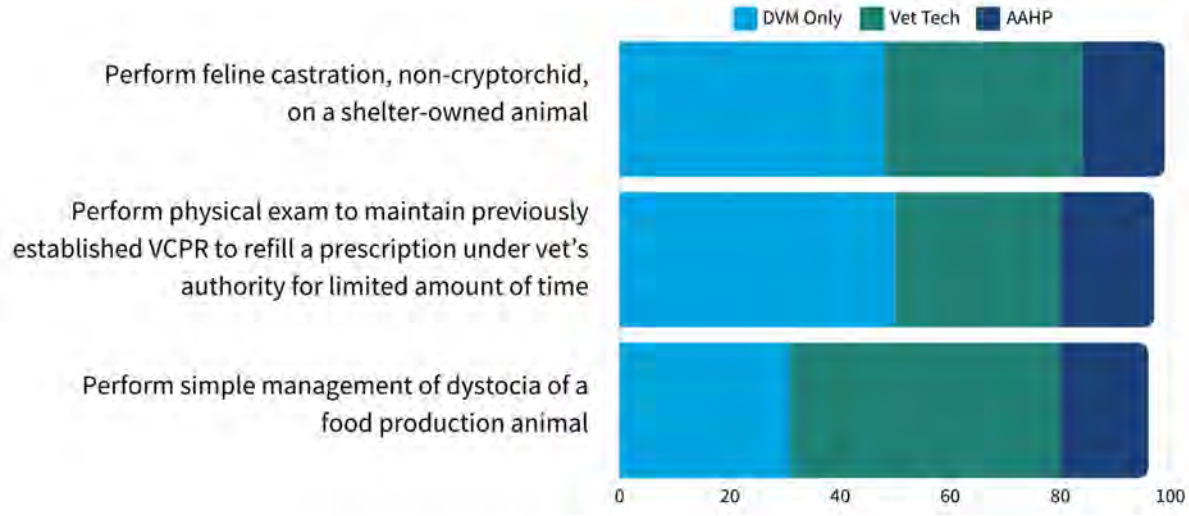


If Yes, Do You Think An AAHP Must Initially Receive Veterinary Technician Education, Training, and Credentialing?

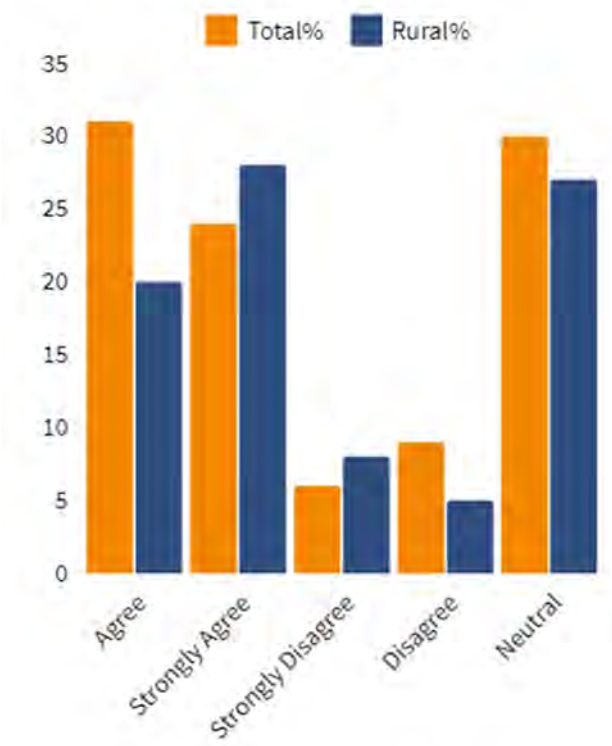


Despite the fact that a third of respondents felt there was a need for an AAHP, when assigning a team member to a task, most participants were more likely to prefer that a task be performed by either a veterinary technician or a veterinarian. This trend held true even among those who answered that there was a need for an AAHP. More complicated tasks that one might predict would be assigned to an AAHP were instead delegated to a veterinarian or veterinary technician. Among the entire task list, the support for an AAHP to perform any task never exceeded 18%. Often, the support for a credentialed veterinary technician to perform the same task was more than double that, such as the tasks below:

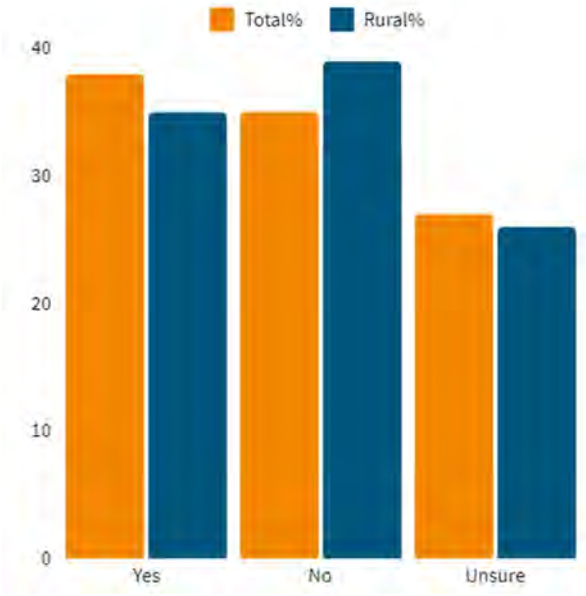
What Is the Minimum Level Of Education and Training And Supervision You Think Should Be Required To Perform The Following Tasks?



Should There Be A Change in Task Delegation or Supervision?

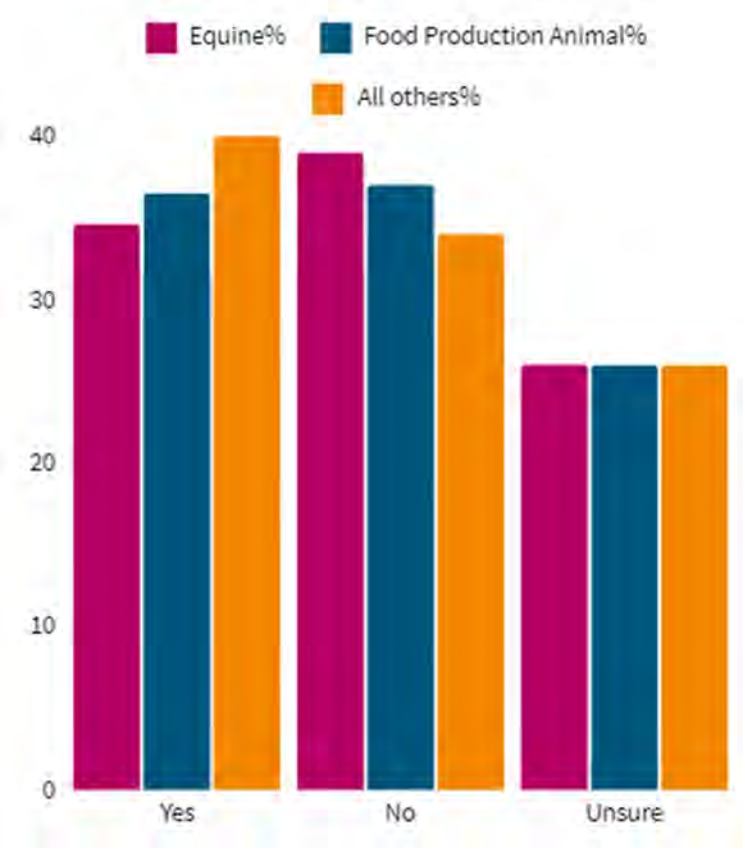


Is There A Need For An Advanced Animal Healthcare Provider (AAHP)?



The veterinary workforce shortage is felt more acutely in rural areas than in urban or suburban areas. Although rural areas were more or as likely to support a broadening of task delegation, rural respondents were less likely to support the creation of an AAHP.

Is There A Need For An Advanced Animal Healthcare Provider (AAHP)?



Respondents who work with equine or food production species, arguably the areas with the most significant shortage, were less likely to indicate a need for an AAHP, compared to those who work with all other species combined.

AAVSB Model Regulations: Scope of Practice for Veterinary Technicians

Survey respondents agreed with the level of supervisions outlined in the AAVSB Model Regulation for Scope of Practice

The AAVSB Model Regulations for the Scope of Practice for Veterinary Technicians and Veterinary Technologists provides a comprehensive framework for defining the scope of practice for veterinary technicians and veterinary technologists. It is available for use by Member Boards when developing their regulations, should that resource be desired.

The survey included tasks from this model regulation for which the AAVSB recommended direct or immediate supervision. When asked about these tasks, survey respondents largely agreed with the supervision levels as outlined in that document.



Discussion

The survey results highlight the potential for expanding the roles of veterinary technicians within veterinary teams. By delegating more tasks to veterinary technicians with additional training and education, veterinary practices can improve efficiency and provide more patient care.

> Further research and collaboration within the veterinary community will be necessary to determine the feasibility of introducing a new role such as the AAHP

However, introducing new roles, such as the Advanced Animal Healthcare Provider, requires careful consideration. While there may be a future need for additional providers to address workforce shortages and improve access to veterinary care in the future, the survey results suggest that now is not the appropriate time. There is an overall lack of support, especially in the areas with the greatest need such as rural practice. If veterinarians disagree with the necessity of a role, then they will not employ that individual. The AAVSB believes that it is critical to find acceptable solutions that will be used by all.

It is essential to prioritize maximizing the veterinary technician role. This involves ensuring that veterinary technicians are utilized to their fullest extent and exploring opportunities to expand their scope of practice within current statutory limitations. By investing in the development and training of veterinary technicians, the veterinary profession can address its challenges and ensure the delivery of high-quality veterinary care to all animals. The AAVSB believes that not only credentialing and regulating veterinary technicians but also protecting the title of Veterinary Technician are crucial steps to full utilization of this critical role.

Concern over how a task may be classified by the regulatory board may be contributing to the reluctance to delegate tasks. For example, 67% of respondents said that a veterinary technician could perform chemical pregnancy testing on a food production animal, yet that action may be interpreted as providing a *diagnosis* of pregnancy. Likewise, 65% of respondents felt that veterinary technicians could dispense treatment for parasites per protocols pre-established by the supervising veterinarian, yet this might be seen as *prescribing* by the regulatory board.

Confusion about a task's classification, and fear of disciplinary action by the regulatory board, may prevent veterinarians from delegating tasks.

This uncertainty about the classification, and fear of disciplinary action by the regulatory board, may prevent veterinarians from delegating the task when they might otherwise be willing to do so. In the interest of public protection, some veterinary regulatory boards may consider these tasks to be *diagnosing* and *prescribing*. However, another board in another jurisdiction may consider those same tasks to be *providing the results of a test* and *dispensing per the orders of a veterinarian.*

All tasks are listed in the Appendix for review. The first set of charts in the Appendix provide the results for task designation solely to veterinary technicians, to allow for improved focus on these. The second set of charts in the Appendix provides all the results for every task. The second chart illustrates an interesting finding: for many tasks that are traditionally thought of as within the veterinarian's scope of practice, a majority answered that this background was not essential. For example, while the plurality of respondents answered that only a veterinarian should perform recheck examinations (43%), the total responses for all non-veterinarians combined to perform this task were greater (56%). It is unknown what the response would be if the AAHP role was not an option.

Most responses to the AAVSB survey indicate that while a midlevel practitioner such as the AAHP may be a solution in the future, the first critical step is to ensure that veterinary technicians are used to the greatest extent of their scope of practice.

The AAVSB recognizes that this survey did not seek the opinion of most Executive Directors and Registrars of the AAVSB Member Boards. As the Regulatory Policy Committee revises the Model Regulations for the Scope of Practice for Veterinary Technicians and Veterinary Technologists, they will seek commentary from this population.

Next Steps

The survey results suggest that the focus should be on maximizing the role of veterinary technicians within veterinary teams rather than creating a midlevel veterinary professional.

AAVSB Member Boards may wish to take action on the following items:



Educate both veterinarians and veterinary technicians on the veterinary technician scope within your jurisdiction. Your Board may wish to highlight your jurisdiction's veterinary technician scope of practice through newsletters, webinars, or jurisprudence exams.



Research and explore opportunities to expand the scope of practice for veterinary technicians, lower supervision requirements, or more clearly define your veterinary technician's scope of practice.



Consider veterinary technician credentialing and strong title protection to allow non-veterinarian team members to perform more tasks, ensure the competency of those completing the tasks, and build trust both within the veterinary team and with the public.

The AAVSB has commenced next steps:

The AAVSB Regulatory Policy Committee (RPC) will utilize results from this survey in the forthcoming update of the AAVSB Model Regulations for the Scope of Practice for Veterinary Technicians and Veterinary Technologists. The RPC will consider what additional tasks can be added for veterinary technicians to perform and under what supervision. This document can serve as a resource to Boards reviewing scope of practice within that jurisdiction.

Additional Information

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Appendix

Survey participants were asked to select the MINIMUM level of education/training and supervision required to perform each task. The following results are the percentages of survey participants who answered that a veterinary technician could perform each task.

All Species

Description/Question Text	Indirect Supervision	Direct Supervision	Vet Tech Capable (Total)
Perform a non-emergency endotracheal intubation	40%	51%	91%
Induce and maintain general anesthesia	25%	66%	91%
Administer intravenous fluids	50%	38%	88%
Provide sedation	37%	52%	89%
Implant microchips	55%	31%	86%
Collect, prepare, and administer blood or blood component for transfusion or blood-banking purposes	41%	44%	85%
Administer controlled substances	35%	48%	83%
Administer vaccinations for zoonotic diseases such as equine encephalitis, anthrax, leptospirosis	41%	36%	77%
Administer rabies vaccination	33%	35%	68%
Collect and prepare cellular or microbiological samples by fine needle aspirate	34%	33%	67%
Place orogastric, nasogastric, or nasoesophageal tube	21%	43%	64%
Provide immediate emergency management of illness / injuries outside of a VCPR until veterinarian can be present	28%	35%	63%
Administer regional anesthesia, including paravertebral blocks, epidurals, or local blocks	16%	45%	61%
Monitor splints and slings for long-term immobilization of fractures or joint disorders	22%	38%	60%
Suture, staple, or glue an existing surgical skin incision	16%	44%	60%
Treat skin lesions and wounds without surgical procedure	23%	33%	56%
Suture, staple, or glue a superficial laceration	14%	41%	55%
Monitor casts for long-term immobilization of fractures or joint disorders	20%	35%	55%
Place esophageal tube	17%	35%	52%
Perform initial evaluation of superficial skin lesions	25%	27%	52%
Apply splints and slings for long-term immobilization of fractures or joint disorders	12%	39%	51%
Perform euthanasia of privately-owned animal with vet evaluation at presentation	21%	30%	51%
Lance and drain abscess	14%	36%	50%

Description/Question Text	Indirect Supervision	Direct Supervision	Vet Tech Capable (Total)
Place nasolacrimal catheter	13%	31%	44%
Apply casts for long-term immobilization of fractures or joint disorders	10%	34%	44%
Place epidural catheter	8%	32%	40%
Perform recheck examinations	16%	23%	39%
Perform abdominocentesis	5%	29%	34%
Collect and prepare cellular or microbiological samples by punch biopsy (epidermal and dermal with closure)	11%	23%	34%
Perform necropsy and collect and submit routine samples and images for pathologist review	15%	18%	33%
Perform physical exam to maintain a previously established VCPR to refill a prescription under veterinarian's authority for limited amount of time	11%	20%	31%
Perform wellness physical exams within a VCPR	12%	19%	31%
Place subcutaneous drain	7%	22%	29%
Perform thoracocentesis	3%	20%	23%
Perform euthanasia of privately-owned animal without vet evaluation at presentation	7%	14%	21%
Place abdominal drain	4%	16%	20%
Perform epidermal cryosurgery	5%	14%	19%
Remove uncomplicated small dermal mass	3%	14%	17%
Place thoracic drain	3%	13%	16%

Identify normal /abnormal physical exam findings for conditions with pre-established treatment and management protocols within the practice to:

Description/Question Text	Indirect Supervision	Direct Supervision	Vet Tech Capable (Total)
dispense treatments for ecto- and endo- parasites	31%	34%	65%
dispense treatments for basic illnesses	17%	24%	41%
recommend testing for abnormal physical exam findings	12%	22%	34%
approve any pending procedures or treatments	9%	17%	26%

Identify normal /abnormal clinical laboratory tests results for conditions with preestablished treatment and management protocols within the practice to:

Description/Question Text	Indirect Supervision	Direct Supervision	Vet Tech Capable (Total)
dispense treatments for ecto- and endo- parasites	30%	35%	65%
dispense treatments for basic illnesses	18%	25%	43%
approve any pending procedures or treatments	9%	18%	27%
recommend further testing for abnormal laboratory results	9%	18%	27%

Equine

Description/Question Text	Indirect Supervision	Direct Supervision	Vet Tech Capable (Total)
Administer standing sedation	23%	51%	74%
Collect semen and assess motility and concentration	28%	39%	67%
Evaluate semen morphology and motility	32%	34%	66%
Pass nasogastric tube for therapeutic purposes	20%	38%	58%
Pass nasogastric tube for diagnostic purposes	14%	36%	50%
Evaluate teeth and perform equilibration / tooth filing with hand instruments and sedation	15%	33%	48%
Perform artificial insemination: cooled, fresh, frozen AI	18%	28%	46%
Pass nasogastric tube in a foal (diagnostic or therapeutic)	11%	34%	45%
Evaluate teeth and perform equilibration / tooth filing with mechanical instruments and sedation	12%	31%	43%
Perform procedures to treat for colic	12%	30%	42%
Evaluate teeth and extract wolf teeth with sedation	6%	19%	25%
Perform Caslick's placement and removal	8%	17%	25%
Perform an initial colic evaluation, including rectal exam	8%	16%	24%
Evaluate teeth and extract non-wolf teeth with sedation	4%	14%	18%

Food Production Animal

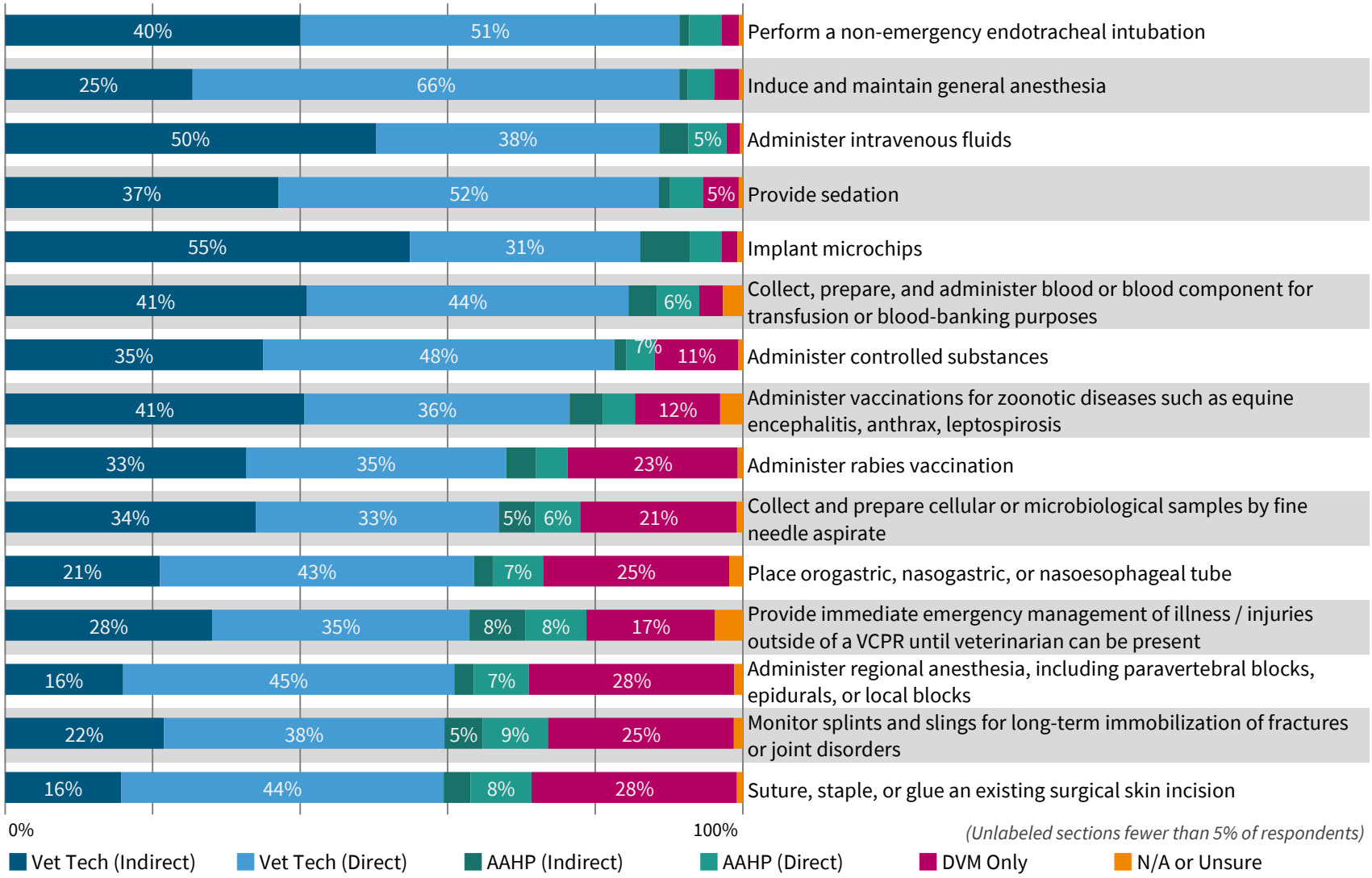
Description/Question Text	Indirect Supervision	Direct Supervision	Vet Tech Capable (Total)
Process calves (vaccinate, implant, deworm, etc.	38%	39%	77%
Collect semen	31%	37%	68%
Perform chemical pregnancy testing	35%	33%	68%
Evaluate semen morphology and motility	31%	30%	61%
Perform artificial insemination for cattle	30%	27%	57%
Perform debudding / dehorning / disbudding procedures	23%	33%	56%
Perform nonsurgical castration	21%	34%	55%
Perform artificial insemination for small ruminants	25%	25%	50%
Perform simple management of dystocia	20%	29%	49%
Collect oocytes per veterinarian's written protocol	20%	28%	48%
Perform correction/delivery of nonsurgical dystocia	16%	25%	41%
Perform simple management of rectal or vaginal prolapse	13%	27%	40%
Conduct pregnancy exam by transrectal ultrasound	18%	21%	39%
Conduct pregnancy examination by rectal palpation	20%	20%	40%
Evaluate rectal or vaginal prolapse	14%	23%	37%
Perform simple management of uterine prolapse	10%	21%	31%
Collect embryos	11%	19%	30%
Evaluate uterine prolapse	11%	18%	29%
Perform heifer breeding soundness exam	13%	16%	29%
Perform bull breeding soundness exam	12%	16%	28%
Implant embryos	11%	18%	29%
Perform surgical castration	7%	14%	21%
Perform complex case management of rectal or vaginal prolapse	2%	6%	8%
Perform complex case management of uterine prolapse	1%	5%	6%
Perform LDA surgery	1%	3%	4%
Perform c-section	1%	2%	3%

Companion Animal

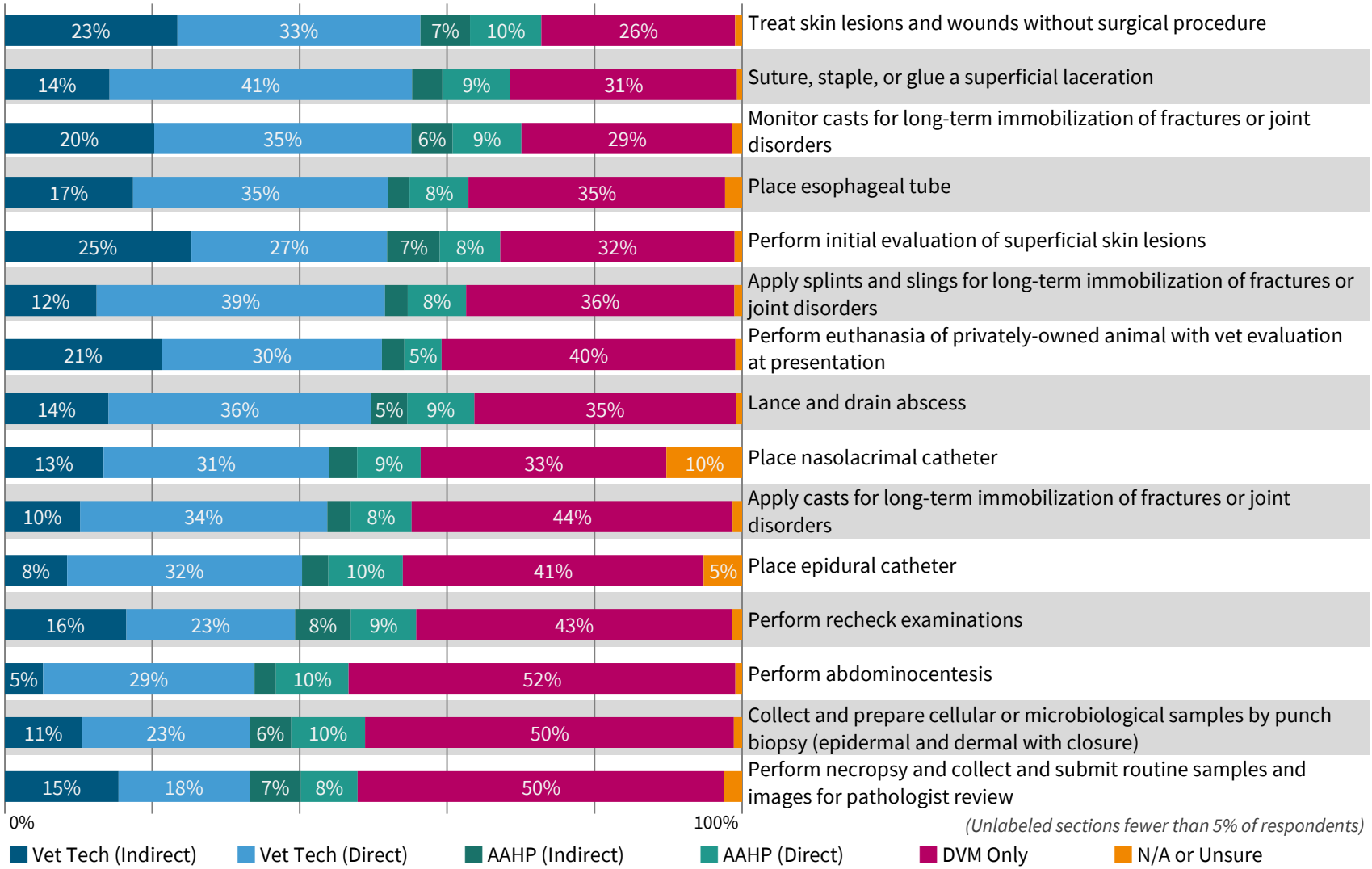
Description/Question Text	Indirect Supervision	Direct Supervision	Vet Tech Capable (Total)
Remove calculus, soft deposits, plaque, and dental stains	39%	52%	91%
Perform cystocentesis	38%	49%	87%
Collect semen	29%	37%	66%
Perform single root extractions not requiring a gingival flap, sectioning of the tooth, or sectioning of the bone	18%	47%	65%
Evaluate semen morphology and motility	29%	34%	63%
Perform ear flushing with pressure or suction	20%	42%	62%
Suture gingiva	13%	40%	53%
Place intraosseous catheter	10%	39%	49%
Perform feline urinary unblockage procedure	7%	31%	38%
Perform feline castration, non-cryptorchid, on a shelter-owned animal	6%	30%	36%
Perform artificial insemination	12%	23%	35%
Evaluate and perform nonsurgical management of canine / feline dystocia	7%	23%	30%
Perform surgical / multiroot extractions	3%	18%	21%
Perform feline castration, non-cryptorchid, on a privately-owned animal	3%	17%	20%
Place percutaneous endoscopic gastrotomy (PEG tube)	2%	14%	16%
Perform canine castration, non-cryptorchid, on a shelter-owned animal	2%	11%	13%
Perform canine castration, non-cryptorchid, on a privately-owned animal	1%	6%	7%
Perform feline ovariohysterectomy on a shelter-owned animal	1%	4%	5%
Perform canine ovariohysterectomy on a shelter-owned animal	1%	3%	4%
Perform feline ovariohysterectomy on a privately-owned animal	0%	2%	2%
Perform canine ovariohysterectomy on a privately-owned animal	0%	1%	2%

All Species (page 1 of 4)

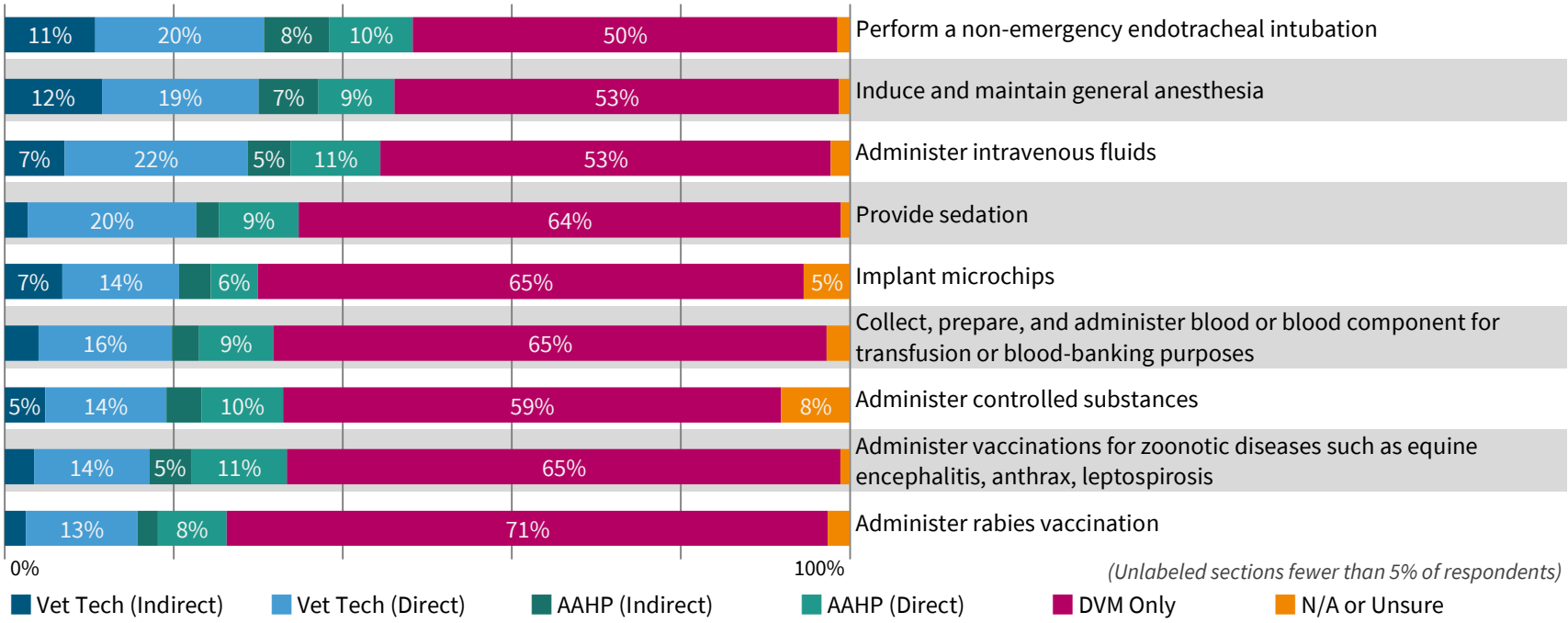
Survey participants were asked to select the MINIMUM level of education/training and supervision required to perform the following tasks. The following contains all the results for every level of the veterinary team.



All Species (page 2 of 4)

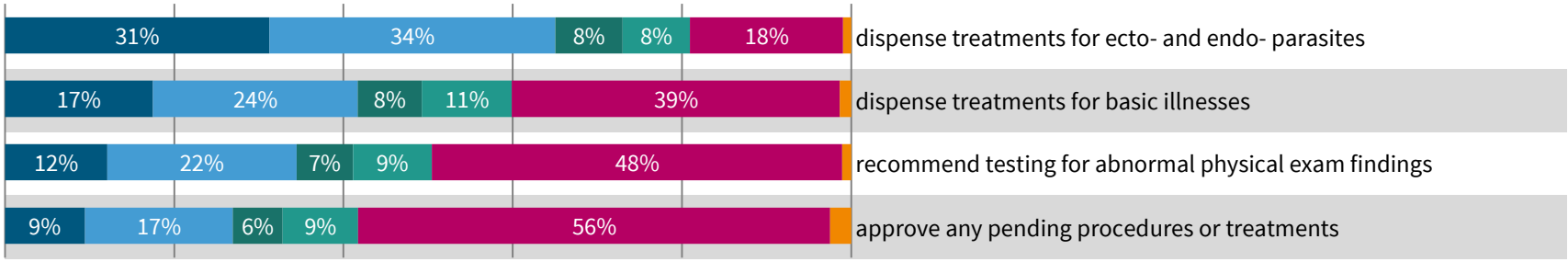


All Species (page 3 of 4)

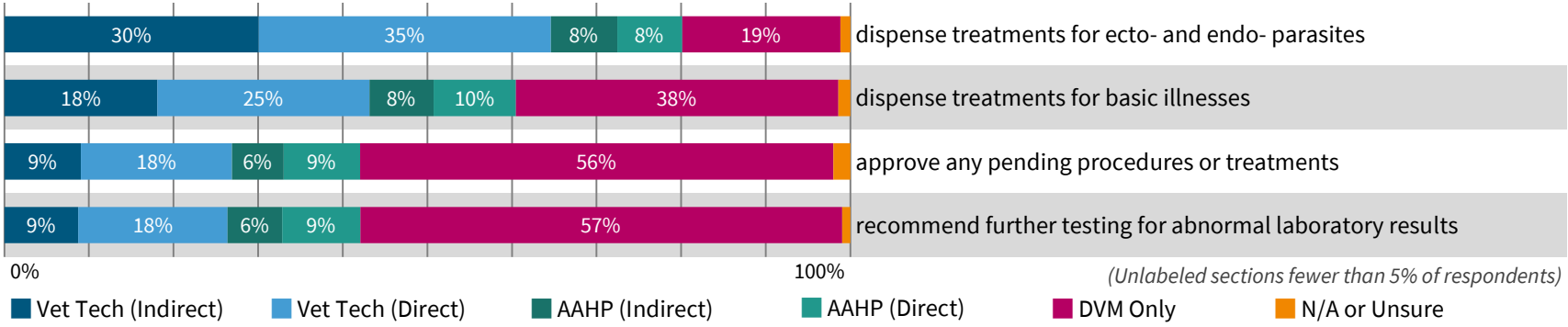


All Species (page 4 of 4)

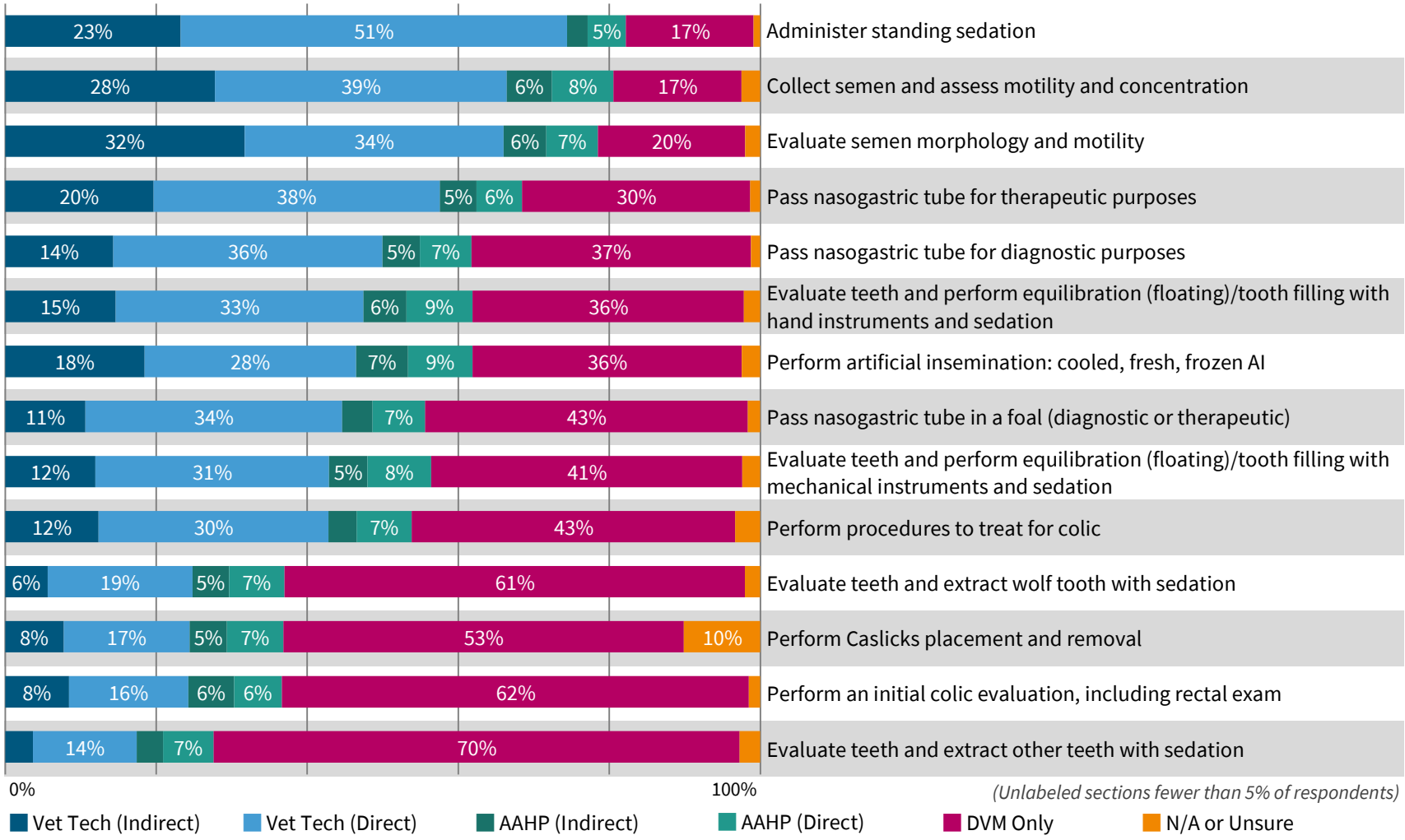
Identify normal/abnormal physical exam findings for conditions with pre-established treatment and management protocols within the practice to:



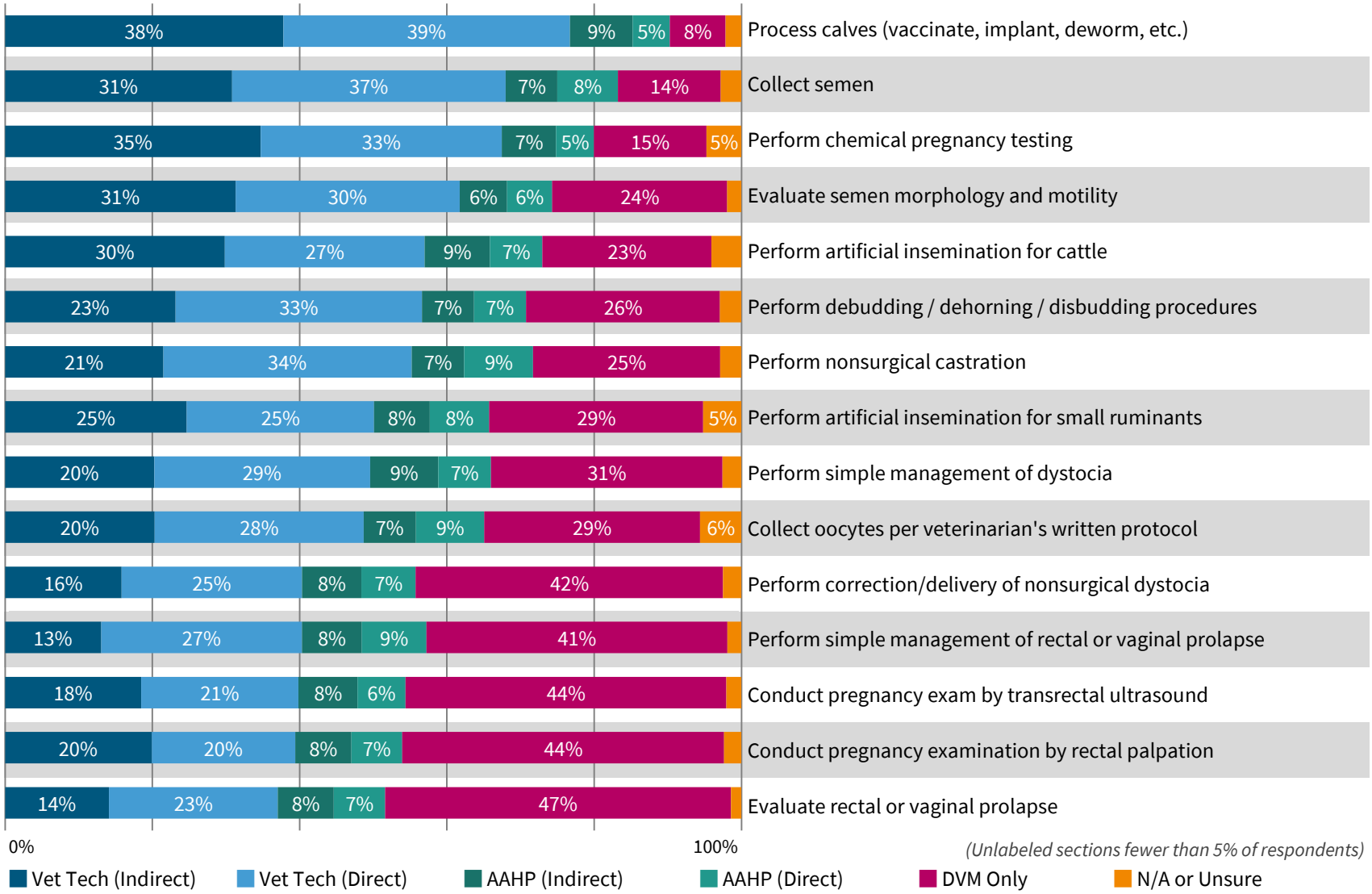
Identify normal/abnormal clinical laboratory tests results for conditions with preestablished treatment and management protocols within the practice to:



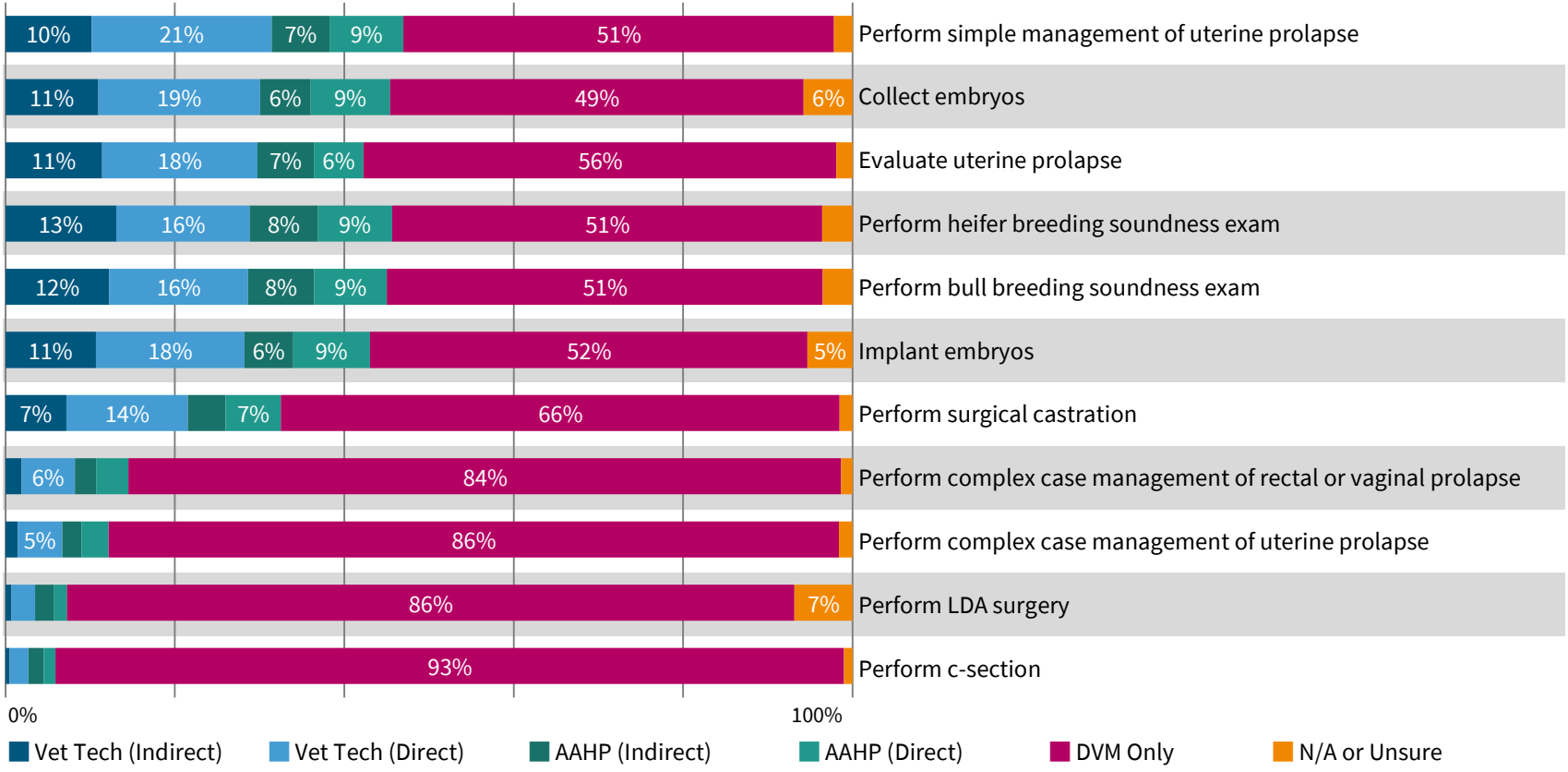
Equine


23% 51% 5% 17%
Administer standing sedation
28% 39% 6% 8% 17%
Collect semen and assess motility and concentration
32% 34% 6% 7% 20%
Evaluate semen morphology and motility
20% 38% 5% 6% 30%
Pass nasogastric tube for therapeutic purposes
14% 36% 5% 7% 37%
Pass nasogastric tube for diagnostic purposes
15% 33% 6% 9% 36%
Evaluate teeth and perform equilibration (floating)/tooth filling with hand instruments and sedation
18% 28% 7% 9% 36%
Perform artificial insemination: cooled, fresh, frozen AI
11% 34% 7% 43%
Pass nasogastric tube in a foal (diagnostic or therapeutic)
12% 31% 5% 8% 41%
Evaluate teeth and perform equilibration (floating)/tooth filling with mechanical instruments and sedation
12% 30% 7% 43%
Perform procedures to treat for colic
6% 19% 5% 7% 61%
Evaluate teeth and extract wolf tooth with sedation
8% 17% 5% 7% 53% 10%
Perform Caslicks placement and removal
8% 16% 6% 6% 62%
Perform an initial colic evaluation, including rectal exam
14% 7% 70%
Evaluate teeth and extract other teeth with sedation
0%
100%
(Unlabeled sections fewer than 5% of respondents)
Vet Tech (Indirect)
Vet Tech (Direct)
AAHP (Indirect)
AAHP (Direct)
DVM Only
N/A or Unsure

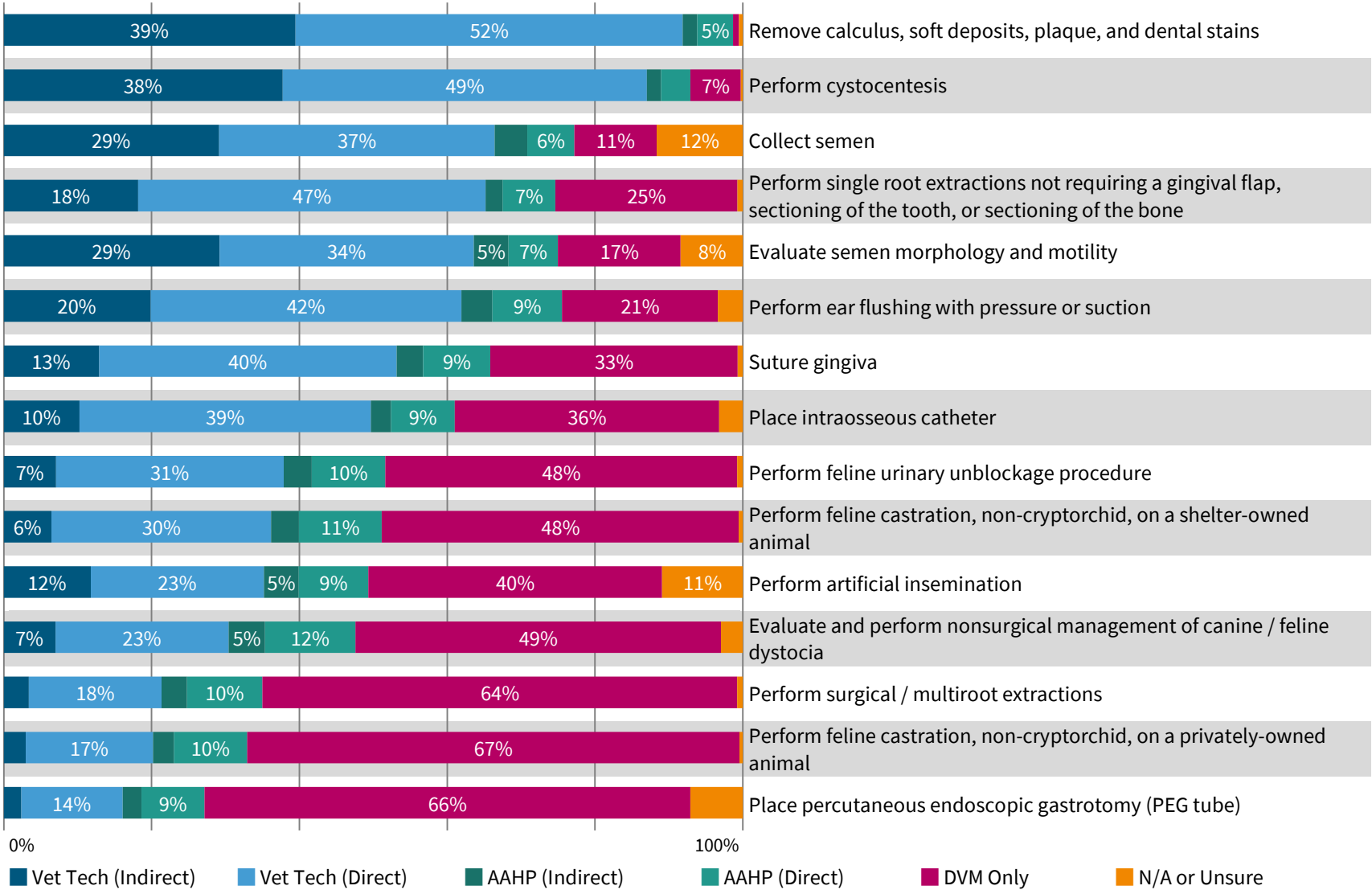
Food Production Animal (page 1 of 2)



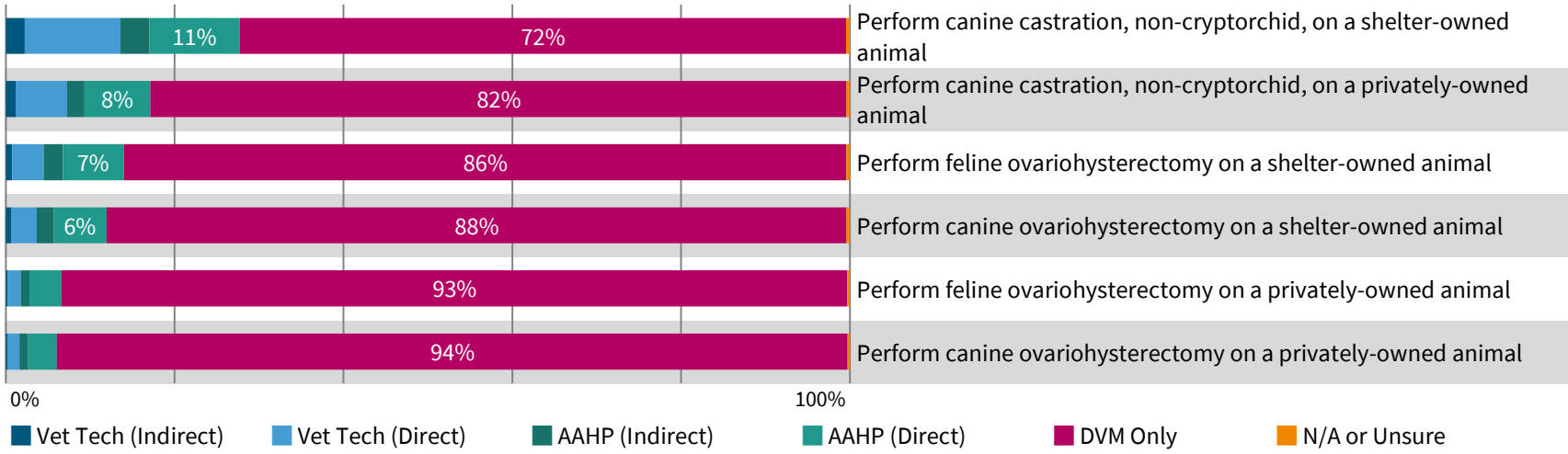
Food Production Animal (page 2 of 2)



Companion Animal (page 1 of 2)



Companion Animal (page 2 of 2)



Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	AAVSB Matters
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Information
Are there Attachments? (If yes, include file names)	AAVMC_AVMACOE
Is a Public Appearance Anticipated?	No

Description of the Agenda Item

Melissa Mace and Dr. Alan Holter attended the AAVSB Annual Meeting & Conference. they will recap top highlights.
Full agenda for your reference: AMC 2026 Agenda

Affiliate Member Highlights:

- AI Workshop
- Regulation of delegation to veterinary technician specialists (VTS)
- AAVMC led discussion on Dept of Education changes to the accrediting bodies. (AAVMC_AVMCOE ppt)

Delegate Assembly and education session:

- How veterinary boards can collect data to assist in enhancing the veterinary workforce.
- AI for complaint triage.

Elections, Bylaws and Resolutions and Proclamations:





Thank you for attending the AAVSB's 2026 Annual Meeting & Conference in Providence, Rhode Island!

Introducing the 2026 - 2027 AAVSB Board of Directors



The AAVSB is pleased to announce its new President and members of the **2026-2027 Board of Directors**. Elections were held at the 2026 Delegate Assembly Meeting at the Annual Meeting & Conference in Providence, Rhode Island, on Saturday, September 26, 2026.

Officers and Executive Committee

- Immediate Past President - Timothy Kolb, DVM (Ohio)
- President - Sheila Dodson, DVM (Kansas)
- President-Elect - Holly Lunsford, DVM (Oklahoma)

- Treasurer - Amy Haywood, LVT (District of Columbia)
- Secretary - James Penrod, CEO

Directors

- Jennifer Pedigo, EMBA, Affiliate Member (Nevada)
- Christina Bradbury, DVM (California)
- Robin Lazaro, RVT (North Carolina)
- Michael Pfander, DVM (Missouri)
- Amy Holleman, CPM, Affiliate Member (South Carolina)
- Robyn Jaynes, DVM (Arizona)

AAVSB Bylaws

On Saturday, September 26, the AAVSB Bylaws were amended and passed at the 2026 Delegate Assembly Meeting to include many of the proposed comprehensive revisions proposed by the AAVSB Bylaws and Resolution Committee and the AAVSB Representative to the ICVA amendment proposed by the AAVSB Board of Directors.

The Delegate Assembly also approved a revision to the proposed amendment from the West Virginia Board of Veterinary Medicine in the comprehensive revision on **Article VII. Board of Directors and Officers, Section 1. Composition**: The Board of Directors shall be comprised of at least five Licensed Veterinarians, one Credentialed Veterinary Technician, and two Affiliate Members.

To view the updated 2026-2027 Bylaws in their entirety, visit **the AAVSB's Governance Page**.

Article II. Purpose did not change after discussion with the Delegate Assembly. A motion was approved for the Bylaws and Resolution Committee to review Purpose and suggested revisions by Member Boards.

Proposed Amendments by the Kentucky Board of Veterinary Examiners on **Article VIII. Board of Directors Meetings, Section 4. Participating, Article IX. Transparency (new article), and Article XI, Finances, Section 4. Contracts** was discussed and the Delegate Assembly approved a motion for the Board of Directors to discuss for consideration in policies and procedures.

AAVSB Resolutions

On Saturday, September 26, the following resolution submitted by the AAVSB Board of Directors was passed at the 2026 Delegate Assembly Meeting:

RESOLUTION 2026-1
Association Support for Member Boards

THEREFORE BE IT RESOLVED, that the American Association of Veterinary State Boards (AAVSB) Member Boards reaffirm that AAVSB be encouraged to provide programs and services to an AAVSB Member Board individually and/or AAVSB Member Boards...

THEREFORE BE IT FURTHER RESOLVED, that the AAVSB Member Boards acknowledge and respect the fact that one Member Board may be mandated to enforce laws that may not be consistent with the laws or opinions of another Member Board...

To view the full list of passed Resolutions, visit **the AAVSB's Governance Page.**

AAVSB Practice Act Model and Model Regulations

On Saturday, September 26, changes to the following were passed at the Delegate Assembly Meeting:

- Practice Act Model
- Model Regulation: Scope of Practice for Veterinary Technicians
- Model Regulations: Appropriate Prescribing and Use of Controlled Substances (Will be available November 2026)

To view the updated Practice Act Model and Model Regulations, **visit the AAVSB's website**.

Save the Date: AMC 2027

Be sure to join us next year in Omaha, Nebraska.

Join the AAVSB and fellow members as we continue to educate, collaborate, and conduct business in early October 2027.

Registration opens May 1, 2027.



AAVSB
AMERICAN ASSOCIATION OF VETERINARY STATE BOARDS

Strengthening the Veterinary Regulatory Community

AAVMC
American Association of Veterinary Medical Colleges

TRUSTED LEADER
VALUED PARTNER
ADVANCING HEALTH

Accreditation and Licensing

September 2026

E. Read, DVM, MVSc, DACVS
Chief Executive Officer

Negotiated Rule Making - AIM

AAVMC
American Association of Veterinary Medical Colleges

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VALUED PARTNER
ADVANCING HEALTH

Notice of Proposed Rulemaking – in response to EO 14279

NPRM



April 23, 2025
Executive Order 14279

April –May 2026
AIM negotiated rule-making committee

August 19 2026
NPRM published in Federal Register

September 21 2026
Deadline for public comments

November 1 2026
Finalize rules

July 1 2027
Implement rules

July 1 2028
Physical separation required

aavmc.org

Proposed Regulations

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ADVANCING HEALTH



federal register

aavmc.org

NPRM Accreditation Reform

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American Association of Veterinary Medical Colleges

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1. Streamline Recognition of new accreditors
2. Reduce barriers to accrediting agency change – encourage competition
3. Focus on student outcomes
4. Create accrediting agency independence
5. Eliminate allegedly discriminatory standards and promote intellectual diversity, research integrity
6. Reduce regulatory burden

Who is CHEA and does vet med need DE recognition?

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American Association of Veterinary Medical Colleges

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- **CHEA = Council for Higher Education Accreditation**
  - A non-profit membership organization, not affiliated with the DE
  - Reviews accrediting organizations — not individual schools — and grants them "CHEA recognition" when their standards and processes meet CHEA's quality, improvement, and accountability benchmarks.
  - Currently recognizes ~60 accrediting bodies across U.S. higher education, spanning both institutional accreditors (ie. HLC) and programmatic/specialized accreditors (ie. AVMA COE)
  - Provides proof of legitimacy – peer recognition of worthiness

  - COE recognition

DE recognition and Title IV Funds

American Association of Veterinary Medical Colleges

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ADVANCING HEALTH

- Recognition by the Department of Education (DE) ensures access to title IV funds (federal student loans) – "gatekeeper function"
- Some veterinary programs also have access because of institutional recognition
- International accreditors are recognized via a separate process – RCVS, AVBC, AVMA, EAEVE

The challenge with current practice acts

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American Association of Veterinary Medical Colleges

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- As the oversight bodies for the 53 US jurisdictions (50 states, DC, Puerto Rico, U.S. Virgin Islands) then you must be aware which states mention “AVMA” or “AVMA COE” in their state practice acts.
- Found that 49 jurisdictions have this phrasing. Correct?
- Of the 4 that don’t, the wording seems to be only generic language like "approved by the board" or "recognized by the U.S. Department of Education," without naming AVMA specifically: Maine, New York, the District of Columbia, and North Dakota
- Need to change the wording in the 49 to something similar so that no matter who the accreditor is, or when the transition takes place from COE 1.0 to COE 2.0 or others, the graduates are assured that they will be eligible for licensure

Suggestions

AAVMC
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- Maine: “Holds a doctorate degree in veterinary medicine from an approved veterinary medicine program that is recognized by the United States Department of Education and by the board.”
- New York: “Acceptable accrediting organization” means one accepted by the department, “such as an agency recognized for these purposes by the United States Department of Education.”
- District of Columbia: A domestic applicant must be “a graduate of a school of veterinary medicine approved by the Board”; a foreign graduate needs a school “accredited by the jurisdiction in which it is located.”
- North Dakota: An “approved college of veterinary medicine” is one that “conforms to the standards required for accreditation by an accrediting entity approved by the board.”

Practice Act Model

American Association of Veterinary Medical Colleges

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ADVANCING HEALTH

Practice Act Model with Commentary | Article III. Licensing and Veterinary Facility Registration.

Section 302. Qualifications for Licensure by Examination.

(a) To obtain a license to practice Veterinary Medicine, an Applicant for licensure by Examination shall bear the burden of substantiating to the Board that the following criteria have been met:

(1) Submission of a completed application in the form approved by the Board;

(2) Attainment of twenty-one (21) years of age;

(3) Is of good moral character. As one element of good moral character, the Board shall require each Applicant for licensure to submit a full set of fingerprints for the purpose of obtaining criminal records checks, pursuant to _____ (insert authorizing Jurisdiction's statute) and applicable federal law. All good moral character information, including the information obtained through the criminal background checks, shall be relevant to licensure eligibility determinations to the extent permitted by law.

(4) Graduation and receipt of a doctorate degree in Veterinary Medicine from an Approved Veterinary Medical Program;

(5) Successful completion, within the X years preceding application, of an Examination(s) approved by the Board; and

(6) Payment of all applicable fees specified by the Board relative to the licensure process.

Critical Points

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American Association of Veterinary Medical Colleges

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- Must act to avoid an accreditation gap – where AVMA COE is no longer recognized and the newly formed accreditor(s) are not in place and recognized
- Need to ensure the pipeline of US graduates (from US schools and International schools) is flowing and can sit the NAVLE/be licensed
- Is there another way to define who can sit the NAVLE? What do you suggest for changing the wording with ICVA so that international students are able to sit the NAVLE?

Questions? Comments?

AAVMC
American Association of Veterinary Medical Colleges

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VALUED PARTNER
ADVANCING HEALTH

Thanks so much for listening and being willing to discuss!

Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	AAVSB Matters – VCPR educational materials feedback
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Discussion
Are there Attachments? (If yes, include file names)	no
Is a Public Appearance Anticipated?	no

Description of the Agenda Item

VCPR Feedback

Per Resolution 2025-3, the AAVSB created Veterinary-Client-Patient Relationship (VCPR) **education materials**. Now we'd like to hear from you. Please review and provide all feedback via email to **evenit@aavsb.org**.



We appreciate your participation.

Feedback can come from individual board members or be directed thru me to submit as Board comments.

Mark Your Calendars

Case Conversations - October

Join attorney Dale Atkinson for October's Case Conversation!

Case Conversations is a free monthly member benefit available to Affiliate Members, Member Board Members, and Member Board Attorneys. Each presentation includes an engaging review of a real regulatory case, including discussion or relevant judicial opinions and their implications for boards.

October Date: Tuesday, October 13 at 4:00 pm EST

October Topic: Judge Disrobed

Case Citation: In re Detsoi, 2026 N.M. LEXIS 127*| 2026 LX 324386| 2026 WL 20168

Click below to register for October's conversation and gain access to a library of previously recorded sessions. To remove the $45 fee at checkout, use code, **AAVSB26**.

Register Now

VCPR Feedback

Per Resolution 2025-3, the AAVSB created Veterinary-Client-Patient Relationship (VCPR) **education materials**. Now we'd like to hear from you. Please review and provide all feedback

undefined

via email to **evenit@aavsb.org**.

We appreciate your participation.

Looking to Engage With the Next Generation of Licensees?

Visit a veterinary program to introduce your Board and present on the regulatory process. Not sure what to say? The AAVSB Student Outreach Task Force (SOTF) recently put together a few tips and tricks for presenting to students.

Curious what works? Read our expert advice **here**!

Our leadership team is always on the move, visiting Member Boards, speaking at conferences, attending industry events, and more.
Each month, we'll share where they're headed next. If you see them in the wild, don't hesitate to stop and say hi. They're always happy to connect.

October Events

Certification Network Group Virtual: Interpreting Data Forensics: Triggers, Investigation, and Remedies

October 7

Virtual
12:00 - 1:30 pm (EST)

The AAVSB Staff member attending the virtual event:

- Channing Benson - Exams Program Manager

Channing will be joining the panel to discuss how data forensics is used in real-world practice.

Institute for Credentialing Excellence Exchange

October 19 - 22

2026

AAVSB Staff members attending the Exchange include:

- Chrissy Bagby - CSO
- Katie Koch - Senior Manager of Programs
- Channing Benson - Exams Program Manager

Providence, Rhode Island

Veterinary Medical Association Executives Fall Conference

October 22 - 24

AAVSB Staff members attending the conference include:

- Jim Penrod - CEO
- Beth Venit - CVO

Lexington, Kentucky



Strengthing the Veterinary Regulatory Community

Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	VPAP update
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Information Only.
Are there Attachments? (If yes, include file names)	No
Is a Public Appearance Anticipated?	No

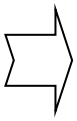
Description of the Agenda Item

Jan 2026 – Sept 2026: 235 total activities and 7 cases initiated by members

Top categories in order: Health, Life, Work, Family

2026 Wednesday wellness webinars:

Seminar	Date	Attendees
Setting and achieving your goals	Jan 21	19
Creating a resilient mindset	Feb 25	32
Eating Well to Optimize Performance	April 29	23
Unlock the secret to Financial Wellbeing	May 27	20
Suicide Prevention/Opioid or Addiction	Sept 23	11
Care for the Care giver	Oct 28	
Unlocking the secret to financial Wellbeing	Nov 19	

Utilization when taking all above factors into consideration  **5%**

Summary (January 2026 to September 2026)

Utilization Overview

We are pleased to present you with the key indicators relating to usage of your program for eligible participants by:

Veterinary Professional Assistance Program

The period covered is from: January 2026 to September 2026

During this reporting period, the program covered a population of **7,027**, resulting in a utilization rate of **0.07%** and an annualized utilization of **0.09%** . This is below the same period twelve months prior with **0.46%**.

Utilization	Annualized Utilization	Industry Utilization	National Utilization
0.07%	0.09%	2.62%	3.00%

View Utilization Breakdown

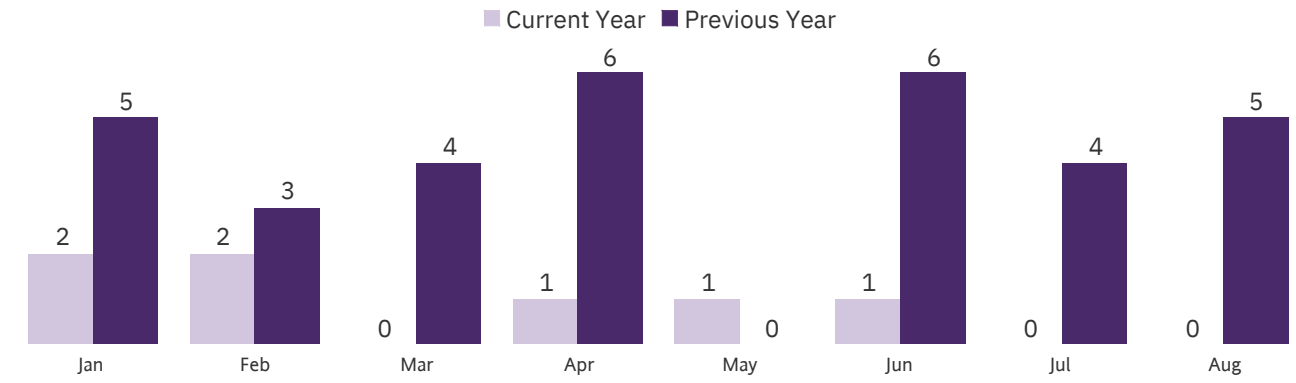
Counseling Services	Work/Life Services
0.07%	0.00%

Organizational Cases

Management Consultations	Critical Incident Services	Workplace Support Programs
0	0	0

Comparative Prior Year vs. Current Year

Cases by Month



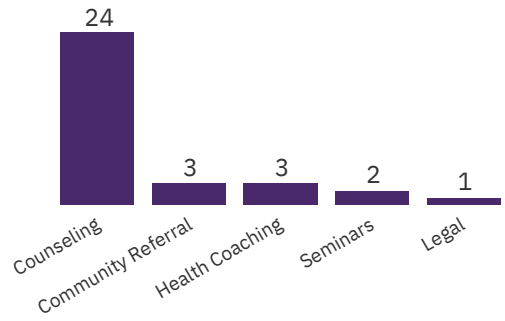
Case totals by top services

Current year



Case totals by top services

Previous Year



Participant (January 2026 to September 2026)

Total number of unique participants

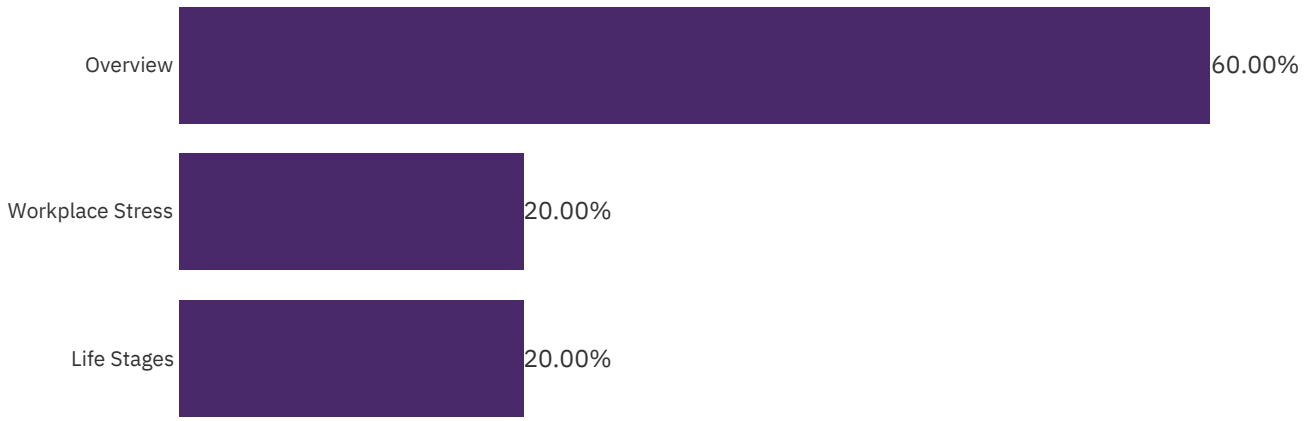
5

New
5

Reaccess
0

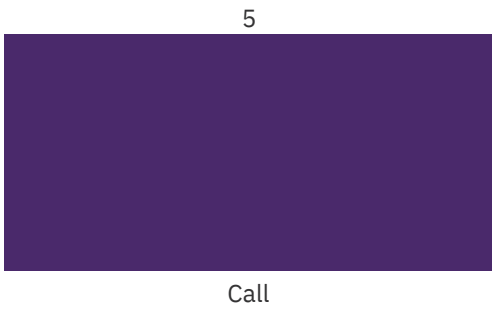
Participant Services	Q1	Q2	Q3	Q4	Current Total
General Counseling	**2**	**3**	**0**	**0**	**5**
Counseling	1	1	0	0	2
General Assistance Clinical	1	2	0	0	3
Total	**2**	**3**	**0**	**0**	**5**

Issues



Cases by intake type

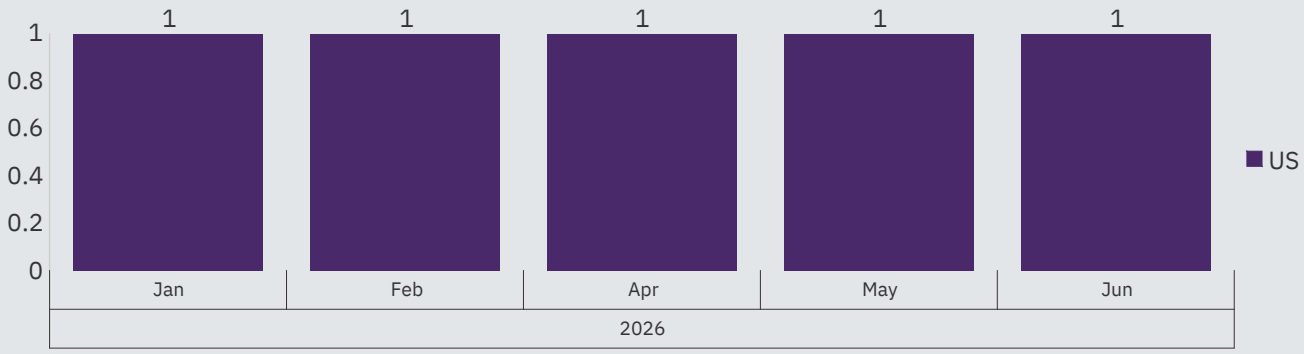
5



Service inquiries by intake type

No Data Available

Participant cases by month

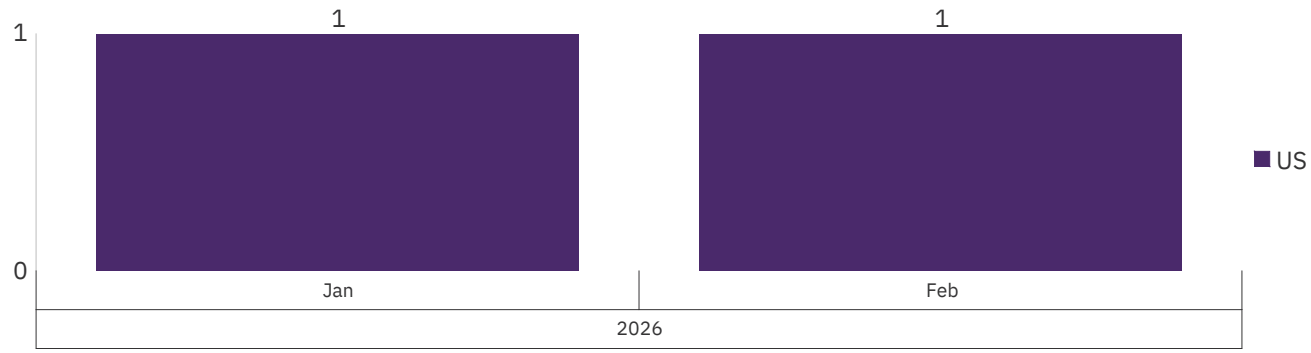


Organization (January 2026 to September 2026)

Organizational Solutions	Q1	Q2	Q3	Q4	Current Total
Training	2	0	0	0	2
Total	**2**	**0**	**0**	**0**	**2**

View Organizational Services Breakdown

Organization cases by month

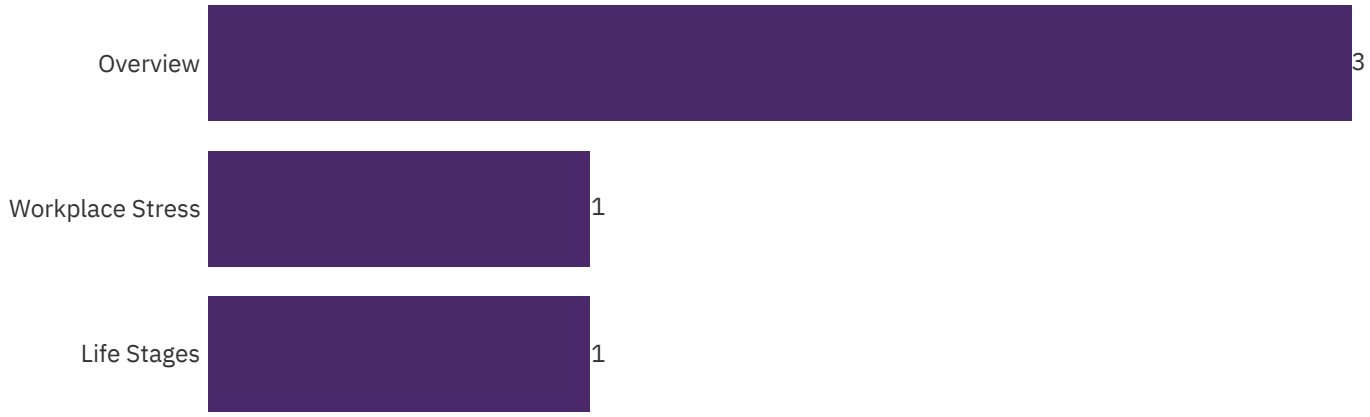


*Country assignment unavailable or service provided virtually across multiple countries.

Emerging Issues (January 2026 to September 2026)

General Counseling

Top Issues



Top Modalities



Couple/Relationship	Q1	Q2	Q3	Q4	Current Total		Previous Year	
Relationship - General	0	0	0	0	0	0.00%	2	7.41%
Total	**0**	**0**	**0**	**0**	**0**	**0.00%**	**2**	**7.41%**

Family	Q1	Q2	Q3	Q4	Current Total		Previous Year	
Communication	0	0	0	0	0	0.00%	1	3.70%
Total	**0**	**0**	**0**	**0**	**0**	**0.00%**	**1**	**3.70%**

General Assistance Clinical	Q1	Q2	Q3	Q4	Current Total		Previous Year	
Overview	1	2	0	0	3	60.00%	0	0.00%
Total	**1**	**2**	**0**	**0**	**3**	**60.00%**	**0**	**0.00%**

Personal/Emotional	Q1	Q2	Q3	Q4	Current Total		Previous Year	
Life Stages	0	1	0	0	1	20.00%	1	3.70%
Anxiety	0	0	0	0	0	0.00%	3	11.11%
Depression	0	0	0	0	0	0.00%	1	3.70%
Grief	0	0	0	0	0	0.00%	1	3.70%
Mental Health Condition	0	0	0	0	0	0.00%	1	3.70%
Other	0	0	0	0	0	0.00%	7	25.93%
Post Trauma	0	0	0	0	0	0.00%	3	11.11%
Stress	0	0	0	0	0	0.00%	6	22.22%
Total	**0**	**1**	**0**	**0**	**1**	**20.00%**	**23**	**85.19%**

Work Related	Q1	Q2	Q3	Q4	Current Total		Previous Year	
Workplace Stress	1	0	0	0	1	20.00%	1	3.70%
Total	**1**	**0**	**0**	**0**	**1**	**20.00%**	**1**	**3.70%**

	Q1	Q2	Q3	Q4	Current Total		Previous Year	
General Counseling	2	3	0	0	5	100.00%	27	100.00%

Work/Life

Top Issues

No Data Available

Top Modalities

No Data Available

Legal	Q1	Q2	Q3	Q4	Current Total	Previous Year	
Small Claims	0	0	0	0	0	1	25.00%
Total	**0**	**0**	**0**	**0**	**0**	**1**	**25.00%**

Personal Health and Well Being	Q1	Q2	Q3	Q4	Current Total	Previous Year	
Health Coaching	0	0	0	0	0	3	75.00%
Total	**0**	**0**	**0**	**0**	**0**	**3**	**75.00%**

	Q1	Q2	Q3	Q4	Current Total	Previous Year	
Work/Life	0	0	0	0	0	4	100.00%

Utilization (January 2026 to September 2026)

Weighted population for the report period was: 7,027

Back to Summary

Case Utilization	Q1	Q2	Q3	Q4	Current Quarter Utilization	Current Total	Utilization	Annualized Utilization
Population	*7,568*	*6,756*	*6,756*	*0*		*7,027*		
General Counseling	2	3	0	0	0.00%	5	0.07%	0.09%
Total	**2**	**3**	**0**	**0**		**5**		

For any services that are counted at a ratio other than 1:1, the utilization above has been calculated based on the ratio. Population reflects the weighted average population of each quarter.

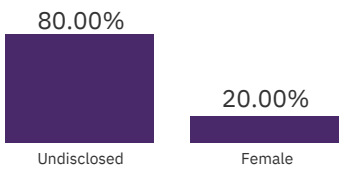
Utilization by Region

Region	Population	Q1	Q2	Q3	Q4	Current Total	Utilization
North America	7,027	2	3	0	0	5	0.07%
Overall	**7,027**	**2**	**3**	**0**	**0**	**5**	

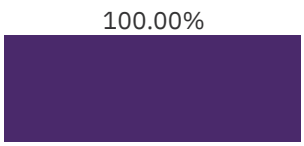
North America	Population	Current Total	Current Utilization	Previous Year Utilization
UNITED STATES OF AMERICA	7,027	5	0.07%	0.46%
Overall	**7,027**	**5**		

Demographic (January 2026 to September 2026)

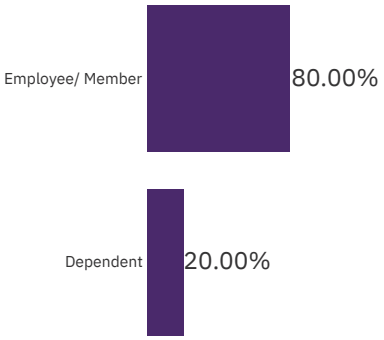
Gender



Language



Category

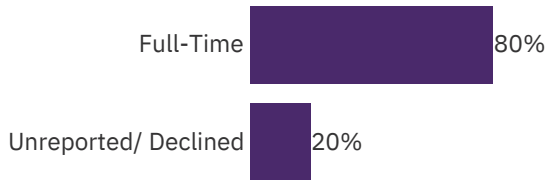


Age



Profile

Employee/Member Status



How did you hear about us?

Are you calling us as a result of COVID-19?



Years of Service



Cases by State/Province



Province/State Legend

Province/State	Cases
Undisclosed	5

Report Information (January 2026 to September 2026)

Organization:	Veterinary Professional Assistance Program/184050563
Report Run Date	Oct 14, 2026

Organization in Detail (January 2026 to September 2026)

Back to Organization

Management Consultations

No Data Available

Critical Incident Service

No Data Available

Critical incident events

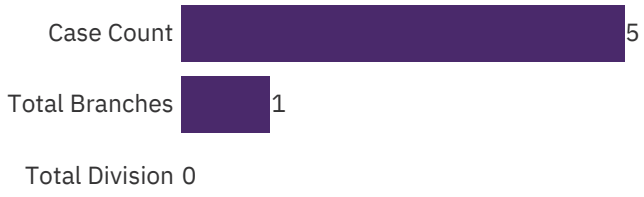
No Data Available

Training name	Training type	Date	City	Country
Setting and Achieving Your Goals	Career and Workplace	Jan 21, 2026	MADISON	US
Global	Career and Workplace	Feb 25, 2026	MADISON	US
Eating Well To Optimize Performance	Global	Apr 29, 2026	DUNWOODY	US
Global	Global	May 27, 2026	DUNWOODY	US
Understanding Suicide	Global	Sep 23, 2026	DUNWOODY	US
Care for the Caregiver	Global	Oct 28, 2026	DUNWOODY	US
Global	Global	Nov 25, 2026	DUNWOODY	US

Organizational Units Breakdown (January 2026 to September 2026)

Any divisions/ branches/ offices that have population below the reporting threshold will not be displayed

Overview



Company : Veterinary Professional Assistance Program

Branch	Division			Population	Cases	Utilization
Veterinary Professional Assistance Program	~	~	~	7,027	5	0.07%
Total				**7,027**	**5**	**0.07%**

Glossary (January 2026 to September 2026)

Some features defined below may not be applicable to your program.

Overall Summary

Summary

Participants & Participant Cases	Participants are eligible individuals who have accessed services within the reporting period. Participant cases includes: Counseling, Work/Life (i.e. legal, financial), Community Services. Except where explicity stated as closed cases, the counts are based on cases opened during the reporting period.
Organization & Organization Cases	The number of organizational cases (including Critical incidents, trainings, workplace support programs, management consults) and other organization authorized services. Except where explicity stated as closed cases, the counts are based on cases opened during the reporting period.
Population	Total lives that are covered within the reporting period. Population is averaged over time.
Utilization (%)	This is a measure to capture program usage by taking the total of cases as a proportion of the overall covered population. This reflects all cases contracted to count toward utilization. Calculated As: SUM =(number of cases/Population)*100
Annualized Utilization (%)	This is the projected annualized utilization if the reporting period selected is less than 12 months. Calculated As: SUM=(%of case utilization/the number of months in the reporting period)*12
EMEA	Europe, Middle East & Africa
NA	North America
APAC	Asia-Pacific
LATAM	Latin America
Country, Region, Global Benchmark	Overall benchmarking utilization percentages. Country benchmark is displayed if report is run for an individual country. Region benchmarks is displayed if report is run for countries only within the same region. Global benchmarks is displayed if report is run for more than one country in different regions. Calculated As: SUM=(total cases/total covered population)*100
Industry Benchmarks (Country, Region & Global)	Industry Benchmarks (Country, Region & Global)

Participant

Total number of unique participants	The number of distinct participants who have accessed services during the reporting period.
New participants	This is the number of unique participants who accessed services in the defined reporting period and have not previously accessed services within the reporting period.
Reaccess Participants	This is the number of unique participants who have reaccessed services within the reporting period. In other words, total participants who have accessed the services more than once within the reporting period.
Cases by intake type	The method by which the participant contacted the program to access services.
Service inquiries by intake type	Service inquiries are brief calls that do not result in a case as no service was delivered. Intake type is the method by which a participant initiated a service inquiry.

Organization & Organization Cases	The number of organizational cases (including Critical incidents, trainings, workplace support programs, management consults) and other organization authorized services. Except where explicity

	stated as closed cases, the counts are based on cases opened during the reporting period.
Workplace Support Programs	Workplace Support Programs
Critical Incident Services	In the aftermath of an incident, our experts will design an immediate, global response that takes care of your people and your organization.
Management Consultations	Service delivered to the organization's people leaders to support with participant issues and how to have difficult conversations. The service is delivered by the program's clinical staff.
Training	Total training sessions conducted. Sessions can be short seminars, longer workshops offered onsite, online and self-directed. Topics can include mental health, resiliency, retirement/finances, nutrition/fitness and more.

Trends

Emerging Issues	Provides details on the counseling and work/life services opened during the reporting period. The presenting issues are self-identified by the participant at the time of intake.
Benchmarks	Provides comparative benchmarks between the organizational case distribution and the experience of other organizations within the same country, industry, or region. If the report is run for multiple countries, global benchmark comparison will also be available.
Modalities	The method by which the participant received their service.

Demographic

Gender	This is a breakdown of participant self-identified gender during the intake process. This information is only collected from covered participants and not family member participants.
Language	This is a breakdown of participant self-identified preferred language for service delivery purposes.
Category	This is a breakdown of participant self-identified category during the intake process.
Age	This is a breakdown of participant self-identified age group during the intake process. This information is only collected from covered participants and not family member participants.
Employee/Member Status	This is a breakdown of employe/member self-identified status during the intake process. This information is only collected from covered participants and not family member participants.
Management Status	This is a breakdown of participant self-identified job category during the intake process.
How did you hear about us?	This is a breakdown of participant self-reported detail on how they heard about the program.
Are you calling us as a result of COVID-19?	This is a breakdown of participant self-reported to identify those who were calling as a result of the Covid-19 pandemic.
Years of Service	This is a breakdown of participant self-reported detail on how long the participant has been part of the organization. This information is only collected from covered participants and not family member participants.
Cases by Country	This is a map of the world to showcase the breakdown of case percentages by country.

Appendix

Report Information

Organization	The name of one or more organizations for the report run. Data on the report is aggregated for all selected organizations.
Report Run Date	The date that the report was generated.

Country	Name of one or more countries represented in the report. Data on the report is aggregated for all selected countries.
Region	Name of one or more regions represented in the report. Data on the report is aggregated for all selected regions.
Participant Category	Name of one of more participant category represented in the report. Data on the report is aggregated for all selected participant categories.
Optional Answers	List of one or more custom answer options represented in the report. Data on the report is aggregated for all selected answer options.
Consortium or Partner Name	Name of the Alliance Partner, Group, or Consortium name represented in the report.

Organizational Units Breakdown

Association, Companies, Branches & Divisions	Organizations for the program can be set up in hierarchical manner to support with breaking down utilization data at more granular levels. Services and cases are booked at the lowest level. The four possible levels in descending order are Association, Company, Branch and Division. Though cases are booked at the lowest level, they are also rolled up to the higher levels to provide aggregated organizational usage details.
Partner/Group	Partner is the name of the Alliance Partner for which the report was run. Group is the name of the group for which the report was run.

Overall Summary (Jan 1, 2026 to Sep 30, 2026)

User



Overall Engagement

Adoption

Activities by Feature



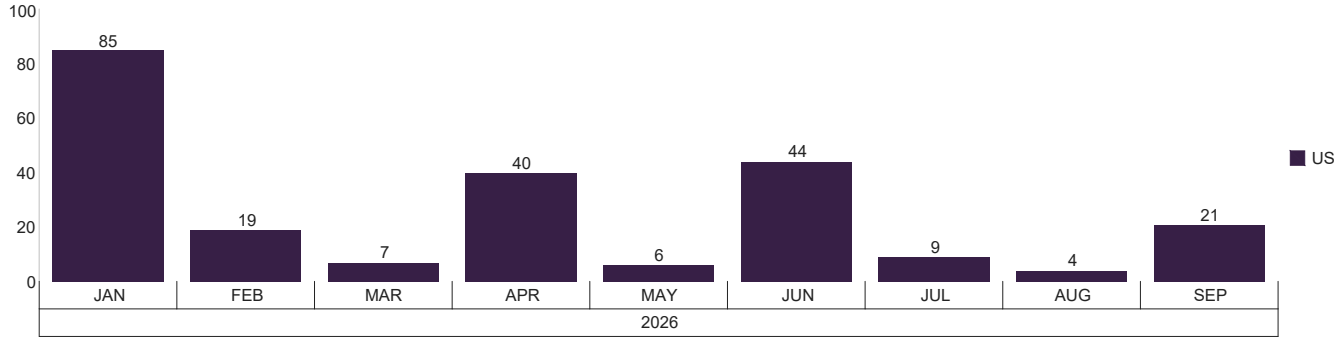
Total Activities

235

Compared to the same period 12 months prior

289 (Jan 1, 2025 to Sep 30, 2025)

Total Activities by Month



Total Activities by Country



Activities by Group

Company & News Feed Posts

Number of company posts

9

CareNow (Jan 1, 2026 to Sep 30, 2026)

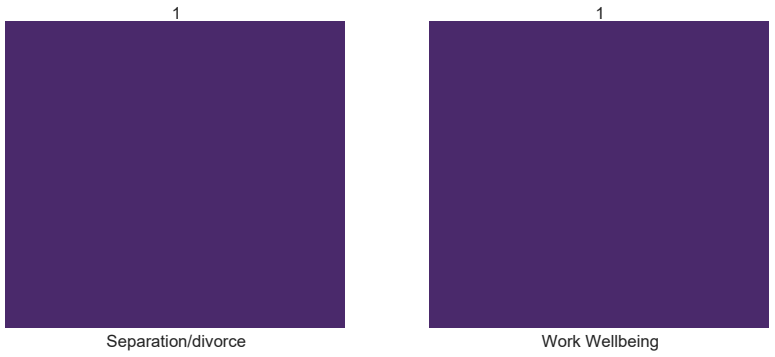
Adoption
Total users who started a program
2

Adoption
Average # of programs started per user
1

Task success
Total users who completed a module
1

Task success
Average # of modules completed per user
2

Adoption
Total programs started



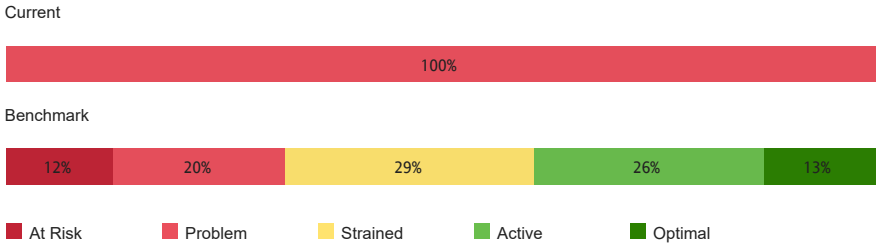
Total Wellbeing Index (Jan 1, 2026 to Sep 30, 2026)

TWI Score

55

This is your Total Wellbeing Index score
The median benchmark score is: 63
The top performing score is: 76

Distribution of Risk



Mental

38

Median benchmark: 56
Top performing score: 72

Physical

66

Median benchmark: 59
Top performing score: 69

Social

55

Median benchmark: 68
Top performing score: 79

Financial

95

Median benchmark: 71
Top performing score: 85

Total Participation

3 of 160
2%
of Registered Users

Completions by Assessment



Number of Assessment Completed per Person



Age Bands



Gender



Tenure



See All

How to improve my score?

- This report is designed to provide your organisation with a simple viewpoint to: i) describe the wellbeing of your people; and ii) provide ongoing monitoring and knowledge of important wellbeing indicators. The results provide directional information, which can be used to focus on planning, evaluation and measurement of wellbeing programs that target the needs of your people.
- Your Mental health score indicates that your people's mental wellbeing is the greatest risk area.
- Your Financial score indicates that your people's financial wellbeing is the greatest strength.
- Your scores demonstrate the organisation’s investment in the value of wellbeing. Continue to engage your people across the continuum of wellbeing by investing in tools that help them maintain and manage their health.

Challenges (Jan 1, 2026 to Sep 30, 2026)

No data available. Feature is not turned on or if feature is turned on, there is no usage. Contact your Customer Success Manager for support.

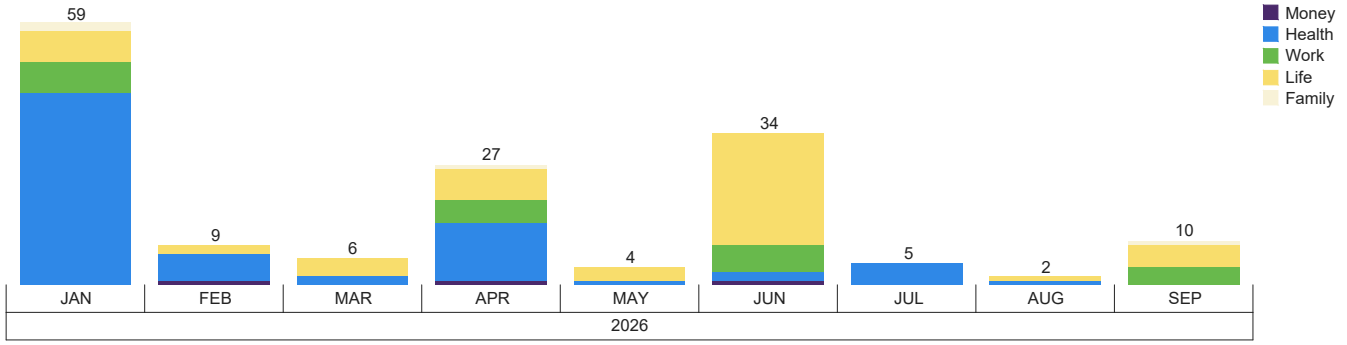
Tiering (Jan 1, 2026 to Sep 30, 2026)

No data available. Feature is not turned on or if feature is turned on, there is no usage. Contact your Customer Success Manager for support.

Support & Resources (Jan 1, 2026 to Sep 30, 2026)

Support & Resource Activities

* Other resources are not included in this total



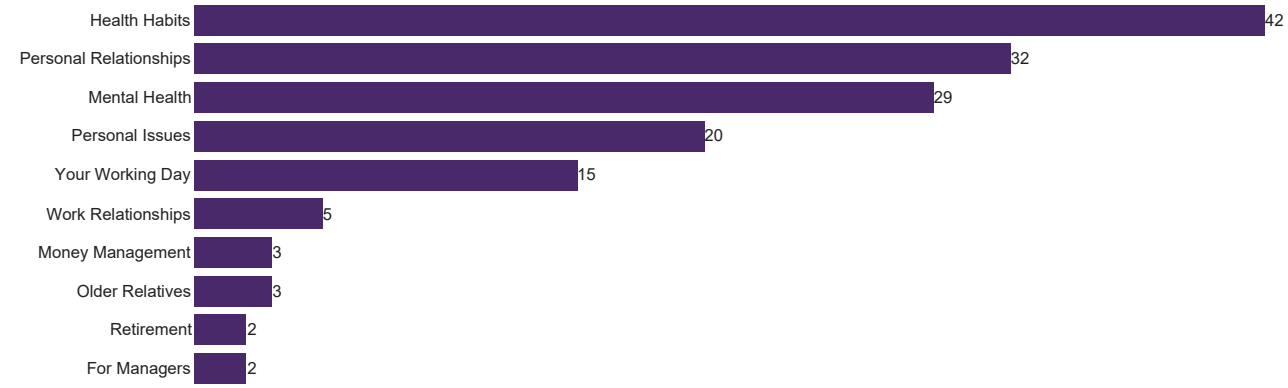
Top Categories

Total Activities **156**
* Other resources are not included in this total



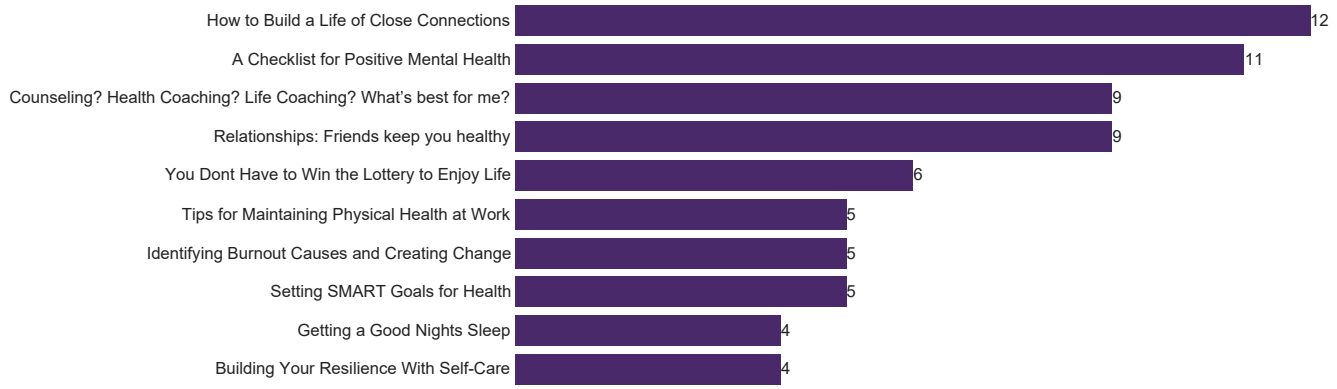
Top Subcategories

Total Activities **156**
* Other resources are not included in this total



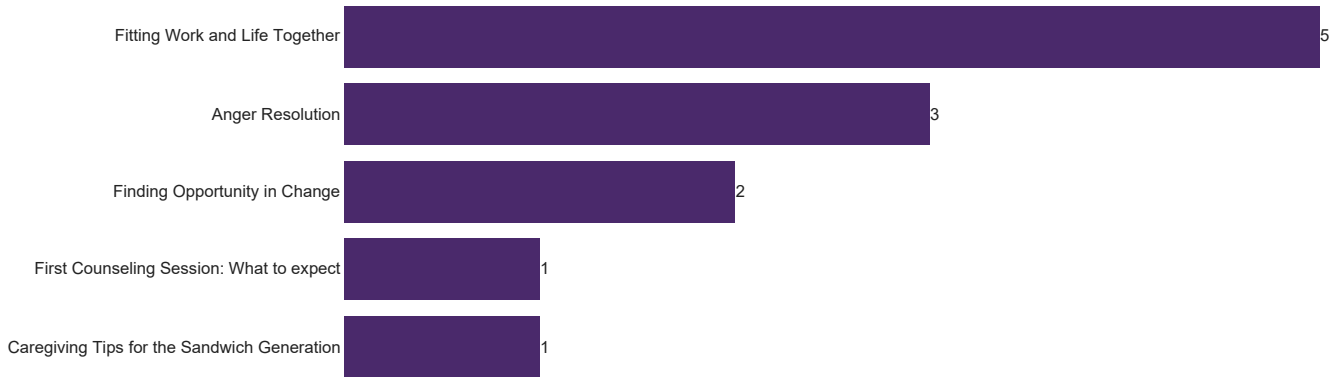
Top Articles

Total Activities **139** of **156**



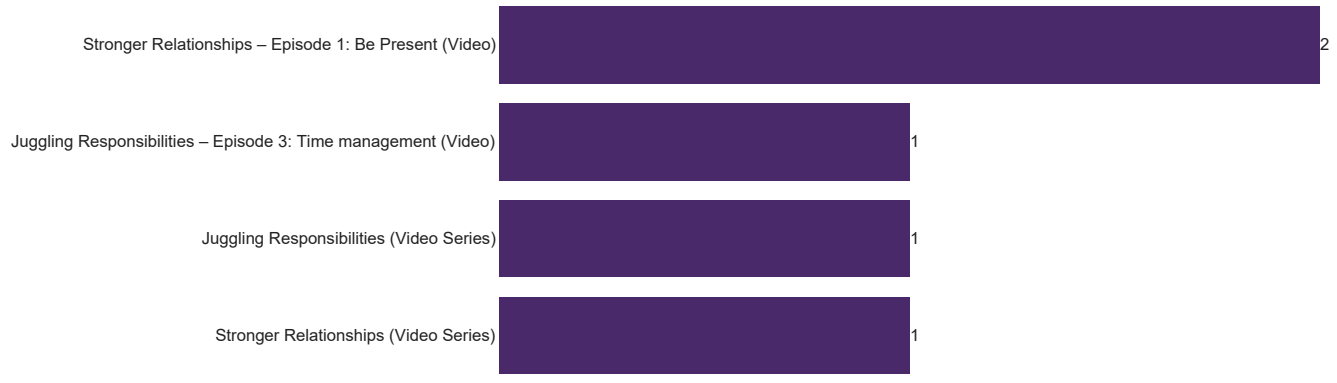
Top Audios

Total Activities **12** of **156**



Top Videos

Total Activities **5** of **156**



Top Manager Resources

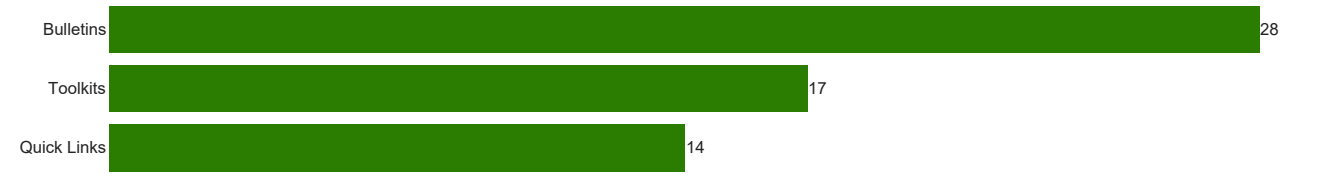
Total Activities 2
* Total reflects a subset of the top categories.



Other Resources

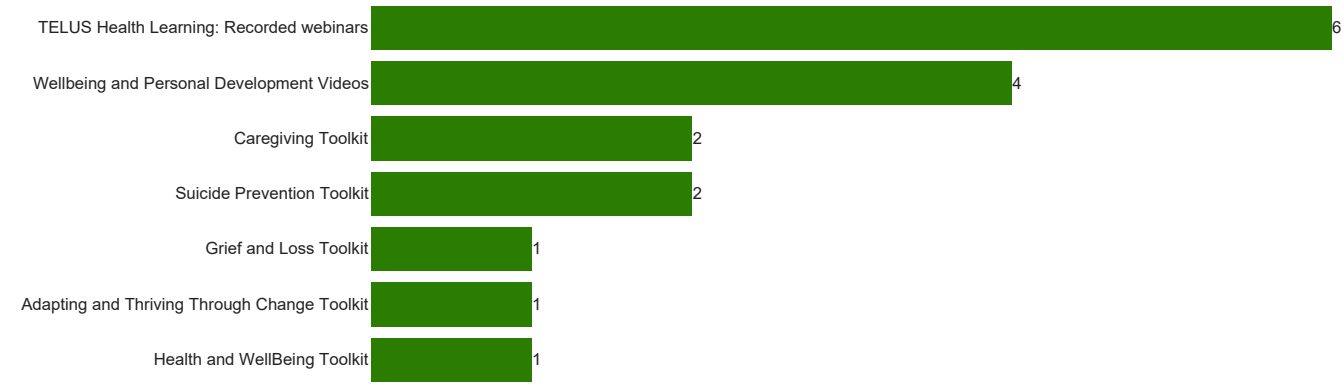
Other resources accessed

Total Activities 59



Top Toolkits

Total Activities 17 of 59



Appendix (Jan 1, 2026 to Sep 30, 2026)

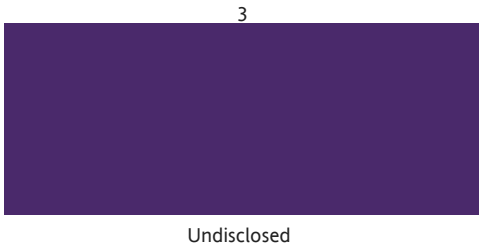
Organization:	WI Veterinary Professionals
Report Run Date:	Oct 15, 2026

Activities by Group (Jan 1, 2026 to Sep 30, 2026)

Group Name	Registered User Count	CareNow	News Feed	Support & resources	Total Wellbeing Index
VPAP	4	4		198	5
WI Veterinary	1	0	9	17	2

TWI Demographics (Jan 1, 2026 to Sep 30, 2026)

Location



Company Group



Glossary (Jan 1, 2026 to Sep 30, 2026)

Some features defined below may not be applicable to your program.

Overall Summary

Adoption	
Registration	A user creates an account and accepts the terms and conditions for using the TELUS Health platform.
User	All individuals who have created an account and accepted the terms and conditions for using the TELUS Health platform. This can include a participant, family, admin or personal account.
Participant	The user is invited to the platform by the Admin or signed up via CSV by our onboarding team. The user completes the sign up process and creates a profile on the platform.
Family	These accounts are friends or family members invited to the platform by a Participant via the "Family" feature in the Profile section. The user completes the sign up process and creates a profile on the platform.
Admin	The designated platform Administrators are granted access to certain features beyond those associated with a user. Administrators have access to the Admin Panel — the organization's dashboard and administrator tools – which will include an overview of recent activities and summary statistics.
Personal	A personal account is created when a participant who has logged into the platform under a shared/group login creates a personal profile to access certain features requiring registration.
Pending	These accounts are individuals who have been invited to join the platform but have yet to register, either from an eligibility list or through an invitation from an admin.
Overall Engagement	Measuring the general depth of use of the platform.
Activities	The sum total of user activities on the platform. Activities include: -viewing content (e.g. articles) -liking company posts -creating newsfeed posts -posting a recognition -purchases made using Perks -views and participation in wellbeing activities including: -joining a challenge -tracking your habitude or steps -completing assessments -completing a module or program, or starting a program within CareNow
% of users with at least one activity	The percentage of users that have had an activity on the platform, out of all of the users who have completed the registration and profile creation process.
Compared to the same period 12 months prior	
Compared to the same period 12 months prior	Where available the footnote number in the bottom left corner showcases the data from the same time period twelve months prior. Example 1: If report period is March 2020 then the data showcased in the bottom left corner is for March 2019. Example 2: If report period is November 2019 to January 2020 then the data showcased n the bottom left corner is for November 2018 to January 2019.
Company & News Feed Posts	News Feed posts that are created by a platform Admin
Average likes per company posts	The average number of likes for all company posts.
Average comments per company posts	The average number of comments on all posts.
Recognitions	
Recognitions	Posting a recognition (submitting text and selecting a badge) for one or more other users that is posted to your company's News Feed.
Total number of initial recognitions received	This represents the users receiving an initial recognition.
Total Initial Recognitions	This represents the process of creating a recognition (submitting a story and selection a badge) for one or more other users that will be posted to your company's News Feed.
Users Who Gave Recognitions	This represents the users giving an initial recognition.
Re-recognitions	Number of recognitions given by using the 'Re-recognize' button in the News Feed section of the platform.

Wellbeing

CareNow	
Modules Completed	Each CareNow program has multiple modules or chapters to complete. Each module focuses on a specific area. A

	module is completed when all content is viewed within the module.
Total programs started	Total number of times a CareNow program was started.
Total Wellbeing Index	The scores reported for each pillar are based on those that completed that pillar's assessment; however, all TWI related scores require completion of all four assessments. The Total Wellbeing Index (TWI) is a scale aggregating behavioral assessment data from the four pillars of total health: Mental, Physical, Social and Finance.
Mental:	This pillar includes questions covering various areas of mental health, including anxiety, depression, coping skills, burnout, and general mental health.
Physical:	This pillar includes questions covering various areas of physical health, including physical activity, medical health, biometric awareness, lifestyle choices, sleep, and nutrition.
Social:	This pillar includes questions covering various areas of work-life, relationships, and work.
Financial	This pillar includes questions covering various areas of financial health, including debt, savings, and general financial behavior.
Score:	A number from 0 to 100, which represents the average of all employee responses in a particular area.
Risk distributions:	Individuals completing the full TWI assessment and each pillar assessment are categorized into different risk groups (below). The percentage of the population falling into each category is displayed in the risk distributions.
Optimal Health (score from 81-100)	Individuals in this category are doing well in balancing the demands of life and work. Their Total Wellbeing (Mental, Physical, Social and Finance) collectively is quite good. Based on the information reported, individuals in this group should focus on sustaining optimal health.
Active Health (score from 71-80)	Individuals who fall in this category are doing reasonably well overall. In general, their total well-being is not an issue; however, there are areas upon which focus can help improve the individual's overall quality of life.
Strained Health (score from 61-70)	Individuals who fall in this category are currently experiencing some level of strain in one or more of the four total wellbeing areas. The challenge is to help and support these individuals in the areas they are feeling strain so that they can be improved into Active or Optimal Health and avoid dipping into Problem or At Risk Health.
Problem Health (score from 51-60)	Individuals who fall into this category are typically experiencing some physical, psychological, or financial symptoms that are having a negative impact on their total wellbeing and productivity. Individuals in this group typically require support to make changes that improve their total wellbeing.
At Risk Health (score from 0-50)	Individuals in this category are at risk for significant health issues in many or all of the key pillars of wellbeing: Mental, Physical, Social and Finance. These individuals are often off work or on the verge of being off work. Access to support services is essential to get them back on the right track.
Benchmark:	A standard or point of reference against which scores can be compared. The value of benchmarking is to measure the organization's performance/results against the standard. The benchmark/standard is based on the 50th percentile (middle value of all organizations) of collective scores of all organizations that have completed the TWI.
Top Performing (Employers) score:	Refers to scores at or above 90 per cent of the total TWI completions; only 10 per cent of total scores are above this threshold.
Generation:	Generations are defined by birth year. Regardless of age, individuals always belong to the generation into which they were born. Generations tend to experience similar life issues. By reporting on generations, organizations are able to compare results against other generations at a different place in the life cycle. Generation breakdown Generation Z: born in 1996 or later Millennials: born from 1980 to 1995 Generation X: born from 1965 to 1979 Baby boomers: born from 1946 to 1964 Traditionalists: born in 1945 or earlier
Assessments	
Assessments	A thematic assessment available in the wellbeing section of the platform.
Outcome	The calculated level of risk or impact pertaining to that area of the user's health, as determined by the overall score of their responses to the assessment.
Full HRA	The HRA (health risk assessment) is the completion of all the health and biometric assessments.
Precontemplation	User is not ready to engage in change and does not intend to take action in the next six months.
Contemplation	User is ready to consider change and does not intend to take action in the next six months.
Preparation	User is preparing to change and ready to take action within the next 30 days.

Action	User has started to engage in change.
Maintenance	User is continuing to engage in change after six months.

Challenges

Challenges	A personal or organization program that promotes activities related to improved health. This may include step and habitude challenges.
Personal	Challenges available to users to earn platform points as they progress towards long term healthy lifestyle choices. These challenges do not have a public leaderboard.
Corporate	Challenges created on behalf of your organization to promote engagement and health.
Habit	A specific behavior that a user is looking to improve.
Step	A measurement of the action of taking a step.
Started or joined	The number of users who accepted or joined a personal or organization challenge.
Goal attained	This represents the number of users who have completed a challenge and met the target goal of the challenge.

Wellness Tiers

Points	Users earn points by completing various activities on the platform or by taking actions outside of the platform (that are tracked within the TELUS Health platform) to positively influence their overall wellbeing.
Tiers	There are 4 tiers that can be achieved by earning platform points. Within each tier, users can access specially-curated wellness rewards. These tiers are: Bronze (5), Silver (2,500), Gold (5,000), and Platinum (10,000)

Promoted Activities

Promoted Activity	An activity selected to promote to your user population. These include: Biometric Screening, Medical Event or Check-up, Preventive Screening, Training or Benefit Event, Competition or Athletic Event, Volunteering, Fitness or Sports, Gym or Workout, LIFT Challenge.

Support & Resources

Support & Resource Activities	The platform's Support & Resources section includes 1,800+ articles, podcasts, and toolkits. This report section shows the content viewed and which categories, subcategories, and specific content items are most popular. Viewing content counts as an activity.
Top Categories	There are five categories within Support & Resources: Family, Health, Life, Money, Work.
Top Subcategories	The subset of categories from within the five categories from Support & Resources feature.
Total Activities	Total content views for each modality. The charts display up to ten most popular resources.

Perks

Summary

Total Perks transactions	Number of individual transactions completed on the Perks section of the platform.

Gift Cards

Gift cards transactions	Purchase of a single gift card through the Perks section of the platform.
Total gift card value	The redeemable value of the gift cards purchased.
Total gift card spend	The purchase price of the gift card paid by the user.
Gift card savings	The total savings divided by the total value of the gift cards purchased.

Cashback

Cashback Transactions	A single purchase (regardless of the # of products involved) from a partnered vendor's site.
Total cashback spend	The pre-tax purchase value of the transaction made with the vendor.
Total cashback	The total currency returned to the user who made the purchase, which is credited to the user's platform wallet. Upon confirmation from the vendor, the amount is eligible to be withdrawn by the user.
Average savings %	The portion of the total spending that is credited to the user's platform wallet.
Merchants	A 3rd party company that has an agreement with TELUS Health to provide cashback to TELUS Health' users

Cinemas

Cinema Transactions	Purchase of cinema tickets at a discount through the Perks section of the platform.
Cinema Value	The redeemable value of the cinema tickets purchased.
Cinema Spend	The purchase price of the cinema tickets paid by the user.
Cinema Saving	The difference between the value and the purchase price of the cinema tickets

Appendix

Report Information

Organization	Name of one or more organizations for the report run. Data on the report is aggregated for all selected organizations.
Country	Name of one or more countries represented in the report. Data on the report is aggregated for all selected countries.
Group	Name of one or more groups selected for the report run. Data on the report is aggregated for all selected groups.
Report Run Date	Name of one or more groups selected for the report run. Data on the report is aggregated for all selected groups.

Veterinary Examining Board
Agenda Request Form

Meeting Date	October 27, 2026
Requestor Name	Mace
Item Title for the Agenda	Review of Board Terms
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Info
Are there Attachments? (If yes, include file names)	No
Is a Public Appearance Anticipated?	No

Description of the Agenda Item

Member	Office	Member Type	Term Expiration	Term#	Notes
VACANT (Reese)	Member	Public Member	07/01/2028		
Tony Centracchio	Member	Public Member	07/01/2027	1	May be reappointed
Chad Landes	Secretary	Veterinary Member	07/01/2027	1	May be reappointed
Alan N. Holter (608) 574-9711	Chair	Veterinarian Member	07/01/2028	2	May not be reappointed
Jessica Pritchard	Member	Veterinarian Member	07/01/2029	1	May be reappointed
Dr. Karl Solverson	Member	Veterinarian Member	07/01/2029	2	May not be reappointed.
Stephanie Miesen	Vice Chair	Veterinarian Member	07/01/2030	2	May be reappointed.
Heather Wulff	Member	Veterinary Technician	07/01/2030	1	May be reappointed.

Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	Mandatory Training
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Information
Are there Attachments? (If yes, include file names)	Use LearnCenter; Search_for_Training
Is a Public Appearance Anticipated?	No

Description of the Agenda Item

1. Members need to complete the ***Wisconsin Public Records Law (2026)*** training due by **Friday, November 13, 2026.**
    a. Members with active accounts can reference page 5 of the attached guide (*Use LearnCenter – WI Board Members – Job Aid*) for instructions on resetting a password.
2. All new members will need to follow attached guide (*Use LearnCenter – WI Board Members – Job Aid*) and create an account. Please provide this information to the members that need to create an account.
    a. Current State of Wisconsin employees should **not** create/have an external boards account in the LearnCenter. Anyone in this situation should complete all mandatory training in their regular employee account. If you require proof of completion, the employee can provide a completion certificate.
    b. All members that currently do not have an active account will automatically be assigned the course within 24 hours of creating the account or they can follow the attached search for training job aid to assign the training to self.
4. Any board members also required to take the ***Ethics for Public Officials (2026)*** training will be assigned and will be due by Friday, November 13, 2026.
    a. All members that will be required to complete the course and do not have an active account will need to follow the "Search for Training" guide to add and complete the required training once they create the account.

Search for Training

Cornerstone has a robust search feature. You can search for training by the name of the training (partial or full name), type of training, subject, keyword, etc. You can also browse the training catalog.

Global Search

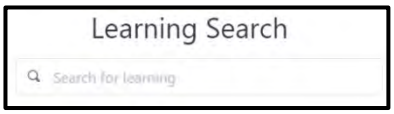


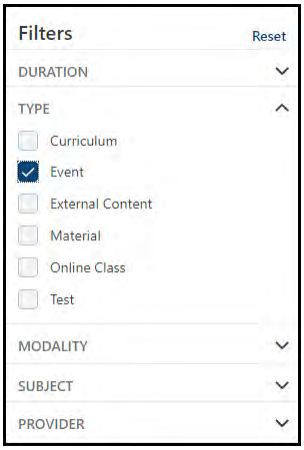
1. Select the **search landmark button** (magnifying glass icon) beside the menu. Type a search term, such as the training title or keyword(s). Search results appear for each category where there are relevant results. A maximum of five relevant results appear for each category.
2. If the training you are searching for appears, select the training title and you will be taken to the Training Details page for that item.
3. If the training does not appear, press the **Enter** key on your keyboard within the search field and you will be taken to a Global Search page, which will display additional search results.
4. On the Global Search page, you can filter the search results by selecting **Show all**, **Training**, or **People.**
5. In **Training**, you can toggle results by training type. For example, choose the calendar "events" icon to see only classroom trainings.
6. To access one of the training items that displays in the results, select the training title and you will be taken to the Training Details page for that item.



Learning Search

1. From the menu, under Learning, select **Search**.
2. To search for a specific training by name or key phrase, enter a search term into the search field and press the **Enter** key on your keyboard.
3. You can filter the search results by using the different types of filters on the left side of the page. To filter by training types, select **Type** and a list of training types appears. For example, select the **Event** training type to show only classroom training.
4. After you find a training you are interested in, select the training title and you will be taken to the Training Details page for that item.

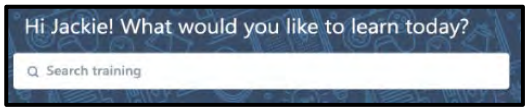




Search for Training

Learner Home

1. From the menu, under Learning, select **Learner Home**.
2. Enter a search term or phrase into the search field.
3. Up to ten training titles most relevant to your search term display.



4. To access one of the training items, select the training title and you will be taken to the Training Details page for that item.
5. If the training you are searching for was not included in the list of ten results, press the **Enter** key to receive more search results on the Learning Search page.

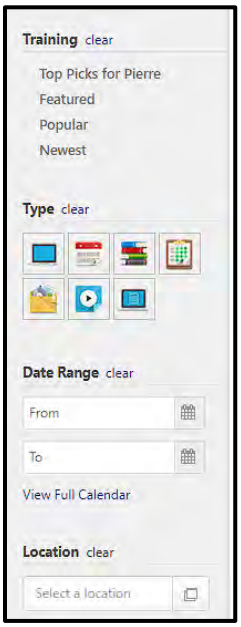
Events Calendar

1. From the menu, under Learning, select **Events Calendar**. A calendar appears for the current month.
2. If you are searching for a training you know is going to be held on a specific date, use the calendar navigation arrows on the top to page forward through the months.
3. The calendar shows classroom training sessions that have been scheduled. Hover over the Event name to view more information. Select the **Event name** and you will be taken to the Training Details page for that particular training, where you can view additional information and see if there are seats available.



Browse for Training

1. From the menu, under Learning, select **Browse for Training**.
2. A list of all available training in the catalog appears.
3. Use the tools on the page to sort or filter the catalog.
    a. From the training menu, filter by **Featured**, **Popular**, or **Newest.**
    b. Use the Type list to toggle search results by training type. For example, select the calendar "**Events**" icon to see only classroom training.
    c. Use the Date Range to specify trainings occurring in a certain period.
    d. Use the Location filter to select trainings occurring in a predefined location.
    e. Toggle between the **Tile** and **List** views using the buttons at the top of the results.



Using the LearnCenter to complete required training as a State of WI Board, Council, or Committee Member

To facilitate your Wisconsin Public Records training, we have opened some space on the State of Wisconsin learning management system, called LearnCenter.

You can use the Learn Center to-

- Launch and complete training
- View or print your transcript of courses
- Print a completion certificate for a course

This document will give you the instructions for creating an ID on this system, and then using that ID to log in. Another document will follow after you have registered to show you how to find and start the training itself. This guide contains three parts:

1. Setting up your account for the first time – follow these instructions for your first visit to the account creation page. You only do this once.
2. Using your account in the LearnCenter – follow these instructions for every visit after you have set up your account for the first time.
3. Reset your password for your LearnCenter account – follow these instructions only if you need to reset your password.

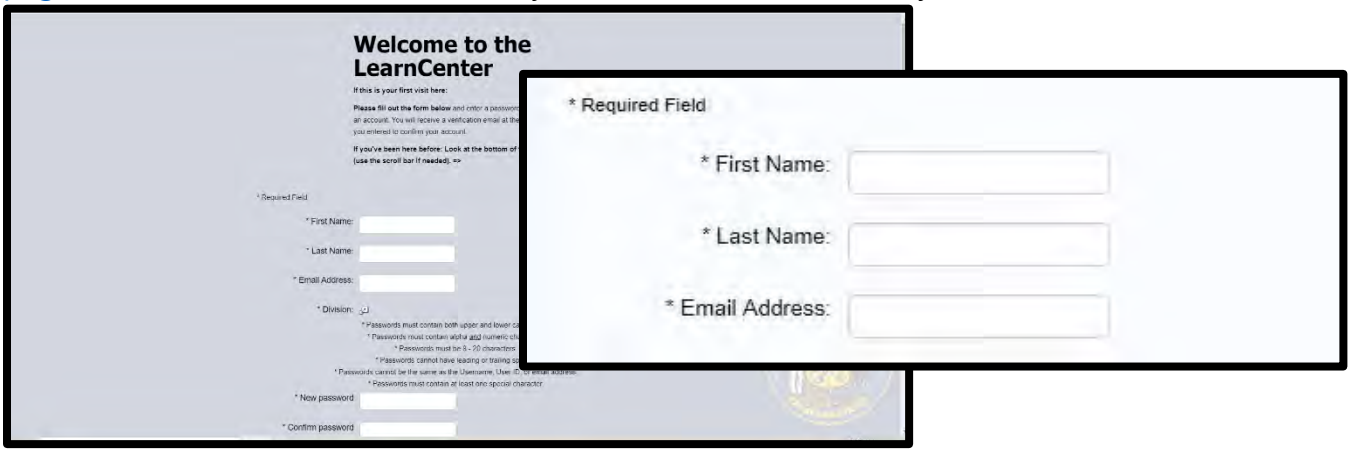
If you have any questions, please contact your Training Team at the LearnCenter Help Desk by emailing DOABTDRegion1Training@wisconsin.gov. We'll be happy to help!

⚠ If you have already created an account on the LearnCenter, do not create another one. Proceed to Part 2, with instructions to log in.

Setting up your account for the first time

To set up your account on the LearnCenter for the first time, you will use the online self-registration system to select the appropriate board, council, or commission of which you are a member. If you already have an account on the LearnCenter, skip to the next section; otherwise, use the following steps to create an account:

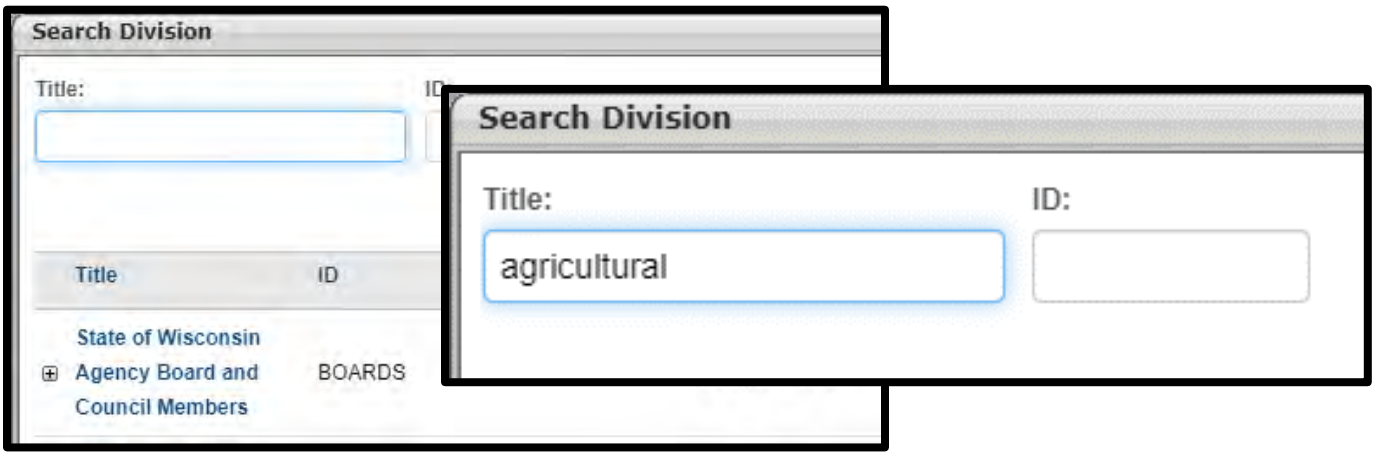
1. Select the link to open the State of Wisconsin Agency Board and Council Member registration page on the LearnCenter. You will only use this link the first time you create an account.



2. Fill in your first name, last name, and email address. **Remember your email** address; it will be your username in the future.
3. Select the Division selection button to choose your organization.



4. In the Search Division window, select the **Plus button** ⊞ to expand the list of State of Wisconsin Agency Board and Council Members.
5. In the next Search Division window, type part of the name of your organization in the Title field, then press the **Search** button.

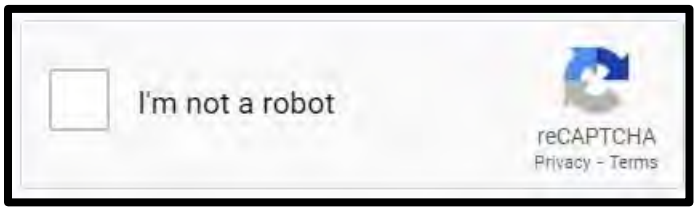


6. Find your organization's name in the resulting list and select its title. Your organization will now be listed in the Division line of the registration page.





7. Type in a strong password for this account. Confirm that password by typing it again.
8. Select the checkbox next to the words, "I'm not a robot".

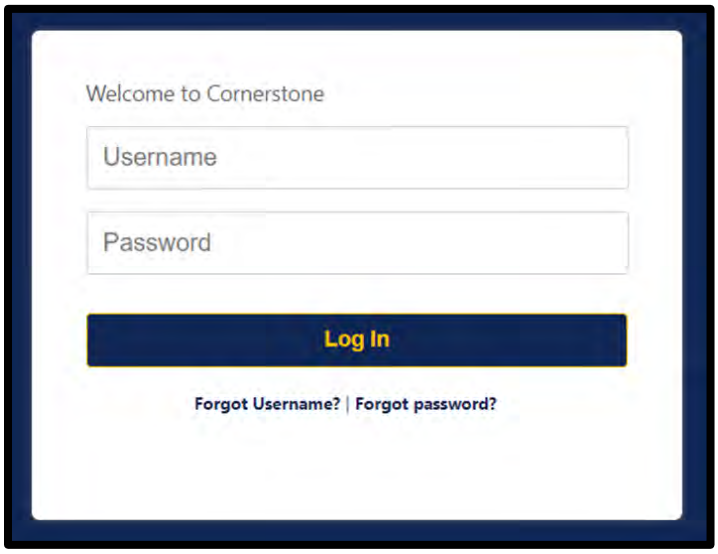


9. When the reCAPTCHA confirms with a green check mark, select the Log In button.
10. You have successfully registered, and your account is set up. You do not need to repeat these steps again. To access the portal in the future, refer to the instructions to log in.

Using your account in the LearnCenter

Once your account has been created, you can access your profile in the LearnCenter using a simple login process.

1. Open the LearnCenter login page.
2. Enter your **username** and **password** into the login fields. For your username, enter the email address you used to create your account. For the password, enter the password you used when you created your account (or the password you used when you changed the password).
3. Select the **Log In** button.

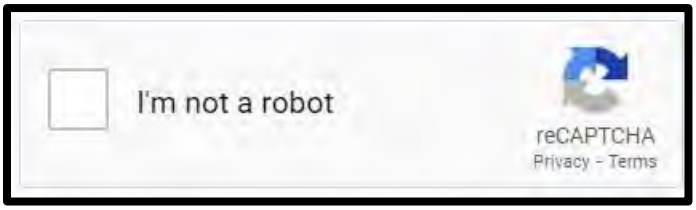


Reset your password for your LearnCenter account

1. If you can't remember your password, from the LearnCenter login page, select the **Forgot password?** link.



2. On the Forgot password page, enter your email address (the one you used to create your account on the LearnCenter) in the **Login Credential** field.
3. Select the checkbox next to the words, "I'm not a robot".
4. If prompted, complete the reCAPTCHA image challenge, then press **VERIFY**. There is also an audio challenge option.



5. When the reCAPTCHA confirms with a green check mark, press the **Submit** button.
6. You will receive an email within 5-10 minutes that contains a unique link allowing you to manually reset your LearnCenter password. Open the link from your email and follow the instructions to reset your password. Once your password is reset, return to the instructions to use your account in the LearnCenter to complete login.

⚠ If you can't remember your username (the email address you used to create your account), do not create a new account. Please contact your Training Team at the LearnCenter Help Desk by emailing DOABTDRegion1Training@wisconsin.gov.

Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	Screening Committee Meetings
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Action
Are there Attachments? (If yes, include file names)	No
Is a Public Appearance Anticipated?	No

Description of the Agenda Item

It has been proposed to limit the duration of screening meetings to 1.5 hours.

Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	Rulemaking Scope Statements
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Action
Are there Attachments? (If yes, include file names)	AAVMC_AVMACOE
Is a Public Appearance Anticipated?	Yes

Description of the Agenda Item

Anticipated public comment on ECFVG.

The Board cannot discuss making rule changes without a published and approved scope (approved by both the Governor and the Board). The only activity the Board can do is discuss whether to draft a scope, and what to include in the scope.

There are multiple areas for consideration of rule changes:
VE 1:

- Examining authority to evaluate whether to create of a veterinary permit that would allow for foreign graduates enrolled in PAVE or ECFVG to practice in WI under the supervision of a licensed veterinarian.
- DOE Accreditation rule changes. (see AAVMC_AVMACOE power point under AAVSB recap)
- Delegation of Veterinary Medical Acts

VE 2

- Certification of Veterinary Technicians
- Delegation of Veterinary Medical Acts

Action needed if the Board chooses to proceed with scopes for rules:
Motion to proceed with drafting scope statements regarding VE 1 and VE 2.

Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	Angela Fisher
Item Title for the Agenda	VE 2 Corrected Link
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Information Only
Are there Attachments? (If yes, include file names)	No
Is a Public Appearance Anticipated?	No

Description of the Agenda Item

The Legislative Reference Bureau (LRB) corrected a broken link at the end of s. VE 2.12 (2).

The last sentence of s. VE 2.12 (2) states: “Notwithstanding any presumptions of competency under this subsection, the board shall require each applicant under this subsection to pass the examination specified under s. VE 2.04 (1) (d).” The reference at the end had previously said s. VE 2.04 (2), which does not refer to an examination. Section VE 2.04 (1) (d) refers to the examination.

The VE 2 rule chapter online and in the OnBoard Resources folder has been updated.

Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	16.505/515
Should this be in Open or Closed Session?	open
Is this an Action Item or for Information Only?	Information
Are there Attachments? (If yes, include file names)	16505 515 JCF Transmittal Memo to DATCP 2.0 FTE Vet Exam Board 09.25.2026 WVMA Letter in Support of VEB Position Request - Oct 2026
Is a Public Appearance Anticipated?	No

Description of the Agenda Item

The DATCP submitted a 16.515/505 request for 2.0 FTE to support the VEB. The request was sent to the Joint Committee on Finance on Sept 25, 2026. The Committee had until Oct 16, 2026 to file an objection. No objections were filed. DATCP will proceed with the position development and recruitment process.

State of Wisconsin Department of Administration

Tony Evers, Governor
Kathy Blumenfeld, Secretary
Brian Pahnke, Administrator

Date: September 25, 2026

To: Randy Romanski, Secretary
Department of Agriculture, Trade and Consumer Protection

From: Brian Pahnke
State Budget Director

Subject: s. 16.505/16.515 Request(s)

The Department of Administration has reviewed your department's recent request(s) under s. 16.505/515 and forwarded our recommendation to the Joint Committee on Finance (see attached analysis).

The Department of Administration recommendation will be approved on **October 16, 2026**, unless the Joint Committee on Finance voices an objection to the recommendation and schedules a meeting to discuss the item.

Please contact your assigned state budget analyst if you have any questions on this process.

cc: Waylon Hurlburt
Aileen Switzer
Jason Gherke
Kimberly Chase
Mike Strigel
Melissa Mace

Attachments

Docusign Envelope ID: 9AC63938-29A7-83B6-8129-D0097956C370

State of Wisconsin Department of Administration

Tony Evers, Governor
Kathy Blumenfeld, Secretary

Date: September 25, 2026

To: The Honorable Howard Marklein, Co-Chair
Joint Committee on Finance

The Honorable Mark Born, Co-Chair
Joint Committee on Finance

From: Kathy K. Blumenfeld, Secretary
Department of Administration

DS

Subject: s. 16.515/16.505(2) Request(s)

Enclosed are request(s) that have been approved by this department under the authority granted in s. 16.515 and s. 16.505(2). The explanation for each request is included in the attached materials. Listed below is a summary of each item:

Agency	Appropriation Title	2025-26 $ Amount	2025-26 FTE	2026-27 $ Amount	2026-27 FTE
DATCP 20.115(2)(jm)	Veterinary examining board				2.0*

* Permanent positions.

As provided in s. 16.515, the request(s) will be approved on October 16, 2026, unless we are notified prior to that time that the Joint Committee on Finance wishes to meet in formal session about any of the requests.

Please contact Kirsten Grinde at (608) 266-1353, or the analyst who reviewed the request in the Division of Executive Budget and Finance, if you have any additional questions.

Attachments

Docusign Envelope ID: B0CD27D6-6E59-87F3-813C-C0F1DF69C129

State of Wisconsin Department of Administration

Tony Evers, Governor
Kathy Blumenfeld, Secretary
Brian Pahnke, Administrator

Date: September 25, 2026

To: Kathy Blumenfeld, Secretary
Department of Administration

From: Andrew R. Potts, Executive Policy and Budget Manager
Division of Executive Budget and Finance

Subject: Request under s. 16.505(2) from the Department of Agriculture, Trade and Consumer Protection to create 2.0 FTE permanent positions.

Request:

The Department of Agriculture, Trade and Consumer Protection requests the creation of 2.0 FTE permanent positions in fiscal year 2026-27 to serve as staff for the Veterinary Examining Board.

Revenue Sources for Appropriation(s):

The revenue source for the positions is the veterinary examining board appropriation under s. 20.115(2)(jm). The appropriation is a program revenue, all moneys received appropriation. The funding is derived from issuing and renewing credentials for veterinarians and veterinary technicians. The department's request demonstrates there is sufficient revenue to support the permanent position ongoing.

Background:

The 2015-17 biennial budget, 2015 Wisconsin Act 55, transferred the Veterinary Examining Board from the Department of Safety and Professional Services to the Department of Agriculture, Trade and Consumer Protection. The board is responsible for defining licensing standards and regulatory policies for veterinarians and veterinary technicians. The board also sets the educational and experience requirements for obtaining these credentials and enforces professional conduct standards.

With the transfer of the board, the Department of Agriculture, Trade and Consumer Protection became responsible for staffing quarterly board meetings, setting fees for initial and renewed veterinary and veterinary technician credentials, and establishing administrative rules on professional conduct. In addition, the department conducts investigations into instances of

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practicing as a veterinarian or veterinary technician without a license. Individuals found engaging in a practice without the proper credentials may be subject to criminal prosecution by the Attorney General or the appropriate district attorney.

The Act 55 budget provision transferring the board created an appropriation to collect money received from issuing and renewing credentials. The provision did not transfer or provide any positions to the department for administration of the program. A two-year project position was created in November 2015 and renewed for an additional two years in November 2017. The position was classified as a regulatory specialist-senior. After the position reached its four-year statutory limit, the tasks were transferred to three LTE positions. The 2021-23 biennial budget, 2021 Wisconsin Act 58, created a permanent 1.0 FTE regulatory specialist-senior position. The department continues to utilize three LTE positions in addition to the permanent position.

Analysis:

The requested positions would be classified as a regulatory specialist and a regulatory specialist-senior. The positions would be in the Division of Animal Health.

The regulatory specialist-senior position would provide administrative, investigative, and monitoring services in support of the board and is critical to the complaint review process. In addition to those functions, the position would draft enforcement documents and monitor compliance with disciplinary orders issued from the board. When the board was initially transferred, the department estimated approximately 50 complaints annually with half requiring an investigation, based on the experience of the Department of Safety and Professional Services. These complaints must be reviewed, even in cases that do not result in an enforcement action. In calendar year 2017, the department received 70 complaints, prompting the department to request the extension of its existing project position. Complaints have continued to increase, reaching 212 complaints in calendar year 2024 and 153 complaints in calendar year 2025, more than three times the number anticipated when the board was transferred.

The regulatory specialist position would provide administrative support for the board, including reviewing credential applications, identifying efficiencies in the application process, modifying forms, maintaining online licensing and disciplinary information, and providing support for administrative rules and guidance documents. The position would also support the Veterinary Professional Assistance Program, which provides mental health and substance abuse assistance to veterinary credential holders. The department indicates the additional position would allow it to expand education and outreach associated with the program.

The estimated annual cost of the requested positions is $188,800 PR, including $105,800 for the regulatory specialist-senior position and $83,000 for the regulatory specialist position. These amounts include salary, fringe benefits, and supplies and services. The department currently utilizes three LTE positions to support the board. If the request is approved, the department would discontinue the three LTE positions and reduce the amount of time other permanent staff charge to the veterinary examining board appropriation. The department estimates these changes would reduce costs by approximately $140,000 PR annually, partially offsetting the cost of the requested positions. The department projects the appropriation will maintain a positive cash balance including an estimated $550,867 at the end of fiscal year 2028-29. As noted above, the appropriation is an

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all moneys received appropriation, and an increase in budget authority can be handled administratively.

The additional positions would increase the efficiency of the department to regulate the practice of veterinary medicine in the state, as well as provide further resources for both veterinarians and Wisconsin residents.

Recommendation:

Approve the request.

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State of Wisconsin Department of Administration

Tony Evers, Governor
Kathy Blumenfeld, Secretary
Brian Pahnke, Administrator

Date: September 25, 2026

To: Brian Pahnke, Administrator
Division of Executive Budget and Finance

From: Andrew R. Potts
Division of Executive Budget and Finance

Subject: Section 16.515/16.505(2) Request(s)

Attached is a s. 16.515/505(2) request analysis for your approval and processing. Listed below is a summary of each item.

DOA RECOMMENDATION:

Agency	Description	2025-26 $ Amount	2025-26 FTE	2026-27 $ Amount	2026-27 FTE
DATCP 20.115(2)(jm)	Veterinary examining board				2.0*

* Permanent positions.

AGENCY REQUEST:

Agency	Description	2025-26 $ Amount	2025-26 FTE	2026-27 $ Amount	2026-27 FTE
DATCP 20.115(2)(jm)	Veterinary examining board				2.0*

* Permanent positions.

BP Approval Initial BP

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State of Wisconsin
Governor Tony Evers

Department of Agriculture, Trade and Consumer Protection
Secretary Randy Romanski

DATE: June 16, 2026

TO: Brian Pahnke, State Budget Director
Department of Administration

FROM: Randy Romanski, Secretary
Department of Agriculture, Trade and Consumer Protection

SUBJECT: Request for Position Authority Under s.16.505 for 2.0 FTE PR for the Veterinary Examining Board (VEB)

REQUEST:

The Department of Agriculture, Trade and Consumer Protection (DATCP) requests 2.0 FTE PR permanent positions. The 2.0 full-time equivalent (FTE) PR, Regulatory Specialist-Senior and Regulatory Specialist positions, would be authorized under s.20.115(2)(jm), veterinary examining board. This is a continuing, all monies received appropriation estimated to collect $1,260,000 in revenue in fiscal years 2026-27 and 2027-28 from issuing and renewing credentials for veterinarians and veterinary technicians. The cash balance in the appropriation is estimated to be $1,383,200 at the end of fiscal year 2025-26.

BACKGROUND:

2015 Wisconsin Act 55 transferred the VEB from the Department of Safety and Professional Services (DSPS) to DATCP. The Act did not transfer any positions for administration of the program. Initially, the work related to the VEB was conducted by a project position created in 2015 which has since expired. Tasks were then moved to three limited-term employee (LTE) positions. 2021 Wisconsin Act 58, the biennial budget, added 1.0 FTE PR Regulatory Specialist-Senior position. The 2025-27 biennial budget included a recommendation by the Governor to create 1.0 FTE PR position for the VEB; however, this position was not included in the final budget Act. A separate provision in the 2025-27 biennial budget realigned 1.0 FTE PR to the VEB. This position had already been performing VEB related duties and had been paid from VEB funds. This action aligned the position and its authorized funding but did not increase capacity for VEB to perform additional work. In addition, DATCP continues to use three LTEs due to the large workload.

ANALYSIS:

The VEB meets quarterly and is authorized to promulgate administrative rules defining the professional standards and the regulatory policies governing the occupation and activities of veterinarians and veterinary technicians. In addition, the VEB determines the education and

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experience required to obtain a credential, develop, and evaluate credential examinations and establish and enforce standards of professional conduct.

The VEB is authorized to conduct investigations, hold hearings and make findings as to whether a person has engaged in a practice or used a title without a required credential. Disciplinary options include reprimand, limited license, testing/competency determination, treatment, supervision or monitoring/auditing, suspensions, fines, forfeitures, revocation, surrender with a finding and summary suspensions. Other examples of violations requiring investigation and monitoring include, but are not limited to, negligence, the abuse or misuse of controlled substances, lack of quality care and unprofessional conduct.

Investigations are initiated with DATCP receiving a complaint. Complaint investigations are extremely time-consuming. For example, what would be considered an "easy" investigation which would require no on-site visit and no extra resources, where no violations are found takes an average of 60-70 days. When violations are found and further action is required, cases have taken an average of 184 days in the last 3-year span, and it is not uncommon to have cases expand beyond one year. In the event where the respondent challenges the VEB's decision on a case, requesting a hearing, all other complaint investigations are halted due to the extensive labor requirements of a contested case hearing. One such case in 2025 took 879 combined hours and is still pending.

The number of veterinary-related complaints is anticipated to remain steady or continue increasing, necessitating two additional positions. If approved, the new FTEs would allow DATCP to discontinue three LTE positions. Also, other permanent staff working for the VEB would charge fewer hours to the VEB. These actions would result in savings to the VEB appropriation.

CY	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Complaints Received	25	59	71	94	148	111 (COVID Closures)	151	152	162	212	153

This position request would allow DATCP to hire full-time staff, train them, and allow them to build relationships within the industry. In contrast, an LTE is occasionally seeking full-time work and leaves when an opportunity arises. This causes turnover in the program, an ongoing need to train staff, and the inability of the industry to get familiar with DATCP regulators.

A new 1.0 FTE PR Regulatory Specialist-Senior would allow DATCP to support the VEB more effectively and address complaints regarding the practice of veterinary medicine. Additional capacity for administrative, investigative, and monitoring services that support effective enforcement actions by the board are all necessary. The position will review intake complaints, begin investigation of the complaints, prepare files for review by VEB, assist with drafting enforcement documents and preparation for hearings, and monitor compliance with VEB disciplinary orders. The outcome of these investigations can result in setting the standards of practice in the professions affected, on a statewide basis.

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An additional 1.0 FTE PR Regulatory Specialist would work on communications for the Veterinary Professional Assistance Program (VPAP), participate in the Wisconsin Veterinary Medical Association mental health group and scheduled webinars, provide support for VEB rules, legislation, and other guidance creation. The VEB is statutorily required to do a rule review every five years (s.89.03(1)). The position would assist in the review of application processes and identifying efficiencies to process applications quicker. The position would modify forms, get all application types online, develop a more user-friendly online licensing list and discipline list. These tasks are essential to assist consumers in making informed decisions regarding veterinary care for their animals. Additionally, it provides a service for veterinarians by providing information to pharmacies so the pharmacies can quickly obtain copies of any disciplinary actions against a veterinarian, reducing any delay in getting necessary drugs for their practice.

The VEB is required under s. 89.03(3) to have a system to provide support to credential holders with substance abuse or mental health issues. In November of 2020, the VEB introduced VPAP, which provides mental health assistance and crisis intervention to credential holders. The program is an employee assistance program, offering services in addition to base level support and evaluation for mental health issues and substance abuse. This new Regulatory Specialist position will further advance the VPAP to achieve its full potential for supporting VEB credential holders and expand education/outreach on the program to increase participation in the programs designed to help manage life to avoid a crisis point. As previously mentioned, this position will also participate in the Wisconsin Veterinary Medical Association mental health group, and other groups dedicated to ensuring that veterinary professionals receive the support they need.

FUNDING:

FTE	Position	Hourly Rate	Annual Salary	Fringe Benefits	Supplies & Services	Total
1.0	Regulatory Specialist-Senior	$28.23	$58,800	$25,500	$21,500	$105,800
1.0	Regulatory Specialist	$21.70	$45,200	$19,600	$18,200	$83,000

Projected revenues combined with beginning fiscal year projected opening balances in s.20.115(2)(jm), veterinary examining board (numeric 23700), will be sufficient to fund current expenditures and the requested positions. Savings from no longer needing three LTEs and some reduction in permanent staff time charged to s.20.115(2)(jm) would total approximately $140,000 PR annually.

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Appropriation Projections for Four Fiscal Years s.20.115(2)(jm):

	FY26	FY27	FY28	FY29
Revenues				
Opening Balance*	$895,357	$1,383,214	$796,967	$1,170,917
Projected Revenues**	$1,164,985	$140,000	$1,120,000	$140,000
Total Available Funding	$2,060,342	$1,523,214	$1,916,967	$1,310,917
Projected Expenditures	$677,128	$726,247	$746,050	$760,050
Projected Cash Balance	$1,383,214	$796,967	$1,170,917	$550,867

* In FY22, $450,000 in revenue was transferred to appropriation s.20.115(2)(j), Dog licenses, rabies control, and related services pursuant to 2021 Wisconsin Act 58.
** Veterinary licenses and veterinary technician certifications are renewed every other year.

The VEB is statutorily required to determine fees based on DATCP's administrative and enforcement costs (s.89.063). Any adjustment in fees would be determined via the rulemaking process. Current fees are in Admin. Code. VE 1 and 2.

SUMMARY:

DATCP requests 2.0 FTE PR permanent positions beginning in fiscal year 2026-27.

If you have questions, please feel free to reach out to Jason Gherke, Jason.Gherke@wisconsin.gov. Thank you for your consideration of DATCP's request.

WISCONSIN VETERINARY MEDICAL ASSOCIATION

5133 W. Terrace Drive
Suite 104
Madison, WI 53718
(608) 257-3665
wvma@wvma.org

wvma.org

October 14, 2026

VIA EMAIL ONLY TO joe.malkasian@legis.wisconsin.gov

Members of the Joint Committee on Finance
c/o Joe Malkasian, Committee Clerk
Wisconsin State Legislature
State Capitol
Madison, Wisconsin 53702

RE: **WVMA's Support for DATCP's Request for 2.0 FTE Positions for the Veterinary Examining Board**

Dear Members of the Joint Committee on Finance:

On behalf of the Wisconsin Veterinary Medical Association (WVMA), we strongly support the Department of Agriculture, Trade and Consumer Protection's (DATCP's) request to create 2.0 full-time equivalent permanent positions to serve the Veterinary Examining Board (VEB). We respectfully urge the Committee to support the Department of Administration's recommendation and allow this request to proceed without objection.

The VEB plays a critical role in protecting animal health and Wisconsin consumers by overseeing the licensure and professional standards of veterinarians and veterinary technicians. The Board's responsibilities include reviewing potential license violations, enforcing veterinary practice requirements, and protecting the public against unlicensed practice. Adequate staffing is essential to ensure these responsibilities are carried out promptly, consistently, and fairly.

The workload supporting the VEB has grown substantially in recent years. According to the Department of Administration's analysis, DATCP initially anticipated approximately 50 complaints annually when the Board transferred to DATCP in 2015. However, DATCP received 212 complaints in 2024 and 153 in 2025. Every complaint requires review, even when it does not ultimately warrant enforcement. Permanent staff are necessary to support thorough investigations and timely complaint resolution as well as to monitor compliance with disciplinary orders.

The requested positions would strengthen both enforcement and licensing services. One position would provide investigative and regulatory support, including preparing enforcement documents and monitoring disciplinary compliance. The other would support credential application review, improve licensing processes, maintain public licensing and disciplinary information, and assist with administrative rules and guidance. It would also support the Veterinary Professional Assistance Program, which provides mental health and substance abuse assistance to veterinary credential holders.

WVMA
WISCONSIN VETERINARY
MEDICAL ASSOCIATION

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This request provides a sustainable staffing structure supported by Wisconsin veterinarians and veterinary technicians through credential revenues (i.e., program revenue). The positions would replace three limited-term employee positions and reduce the time other permanent staff charge to the VEB appropriation. The department estimates these changes would offset approximately $140,000 of the positions' $188,800 annual cost. The Department of Administration's analysis confirms that sufficient program revenue is available to support the positions on an ongoing basis.

Wisconsin's veterinary community and the public share an interest in a fully staffed, effective Veterinary Examining Board. Reliable licensing services help qualified professionals enter and remain in practice, while timely and fair enforcement protects consumers, animal patients, and the integrity of the profession.

WVMA strongly supports this request and asks the Joint Committee on Finance to allow approval of the two permanent positions to proceed as scheduled on October 16, 2026. Thank you for your consideration and your support for animal health and consumer protection in Wisconsin.

Respectfully submitted,

Brian Darkow, DVM
Board President, WVMA

Jo-ell Carson
Executive Director, WVMA

cc: Jordan Lamb, WVMA Legislative Counsel

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

VEB Strategic Plan: July 2026-June 2027

Core Strategy	Key Performance Objective (KPO)
Transparency/Communication: Current Issues facing Veterinary Medicine	Discuss a significant topic that is facing the veterinary profession at each quarterly meeting
Transparency/Communication	Explore value of credential numbers on public facing websites.
Communication; noncompliance trends	Board report on violations, trends
Board Development and Continuous Improvement	Seek up to 2.0 FTE to support investigations, VPAP, and Admin rule development
Board Development and Continuous Improvement	Streamline licensing Improved process for Board per diem and milage reports submittal and processing.
Outreach	Connect with SVM and CVT program regarding Board presentations
Outreach	Participate in WVMA webinars and provide information for their newsletter
Outreach	Annual Newsletter Ask AAVSB for topics
VPAP	Host 6 VPAP specific webinars
VPAP	Send a monthly outreach to credentialing holders on VPAP services and the focus of the month.
AAVSB	Explore API transfer
AAVSB	New Board member attendance at Board Basics and Beyond

		July thru Sept 2026
Current Lead	**Status**	**Status Notes**
Dr. Holter	On going	July Admittance and Standard of Care
Mace	not started	
Boyd	On going	
Mace	Started	At JCF for review
Mace/Contreas	started	Automated renewal
Mace	started	Email prompts Exploring entry options.
Mace/Holter	started	Dr Holter, Dr. Landes, & Mace presented to 2nd year students at the SVM
Mace	On going	TIPS article Sept Voice
Mace		Bienial report completed.
Mace	On going	Sept Suicide prevention
Mace	On going	Monthly newslettes sent
Mace	not started	
Mace	not started	

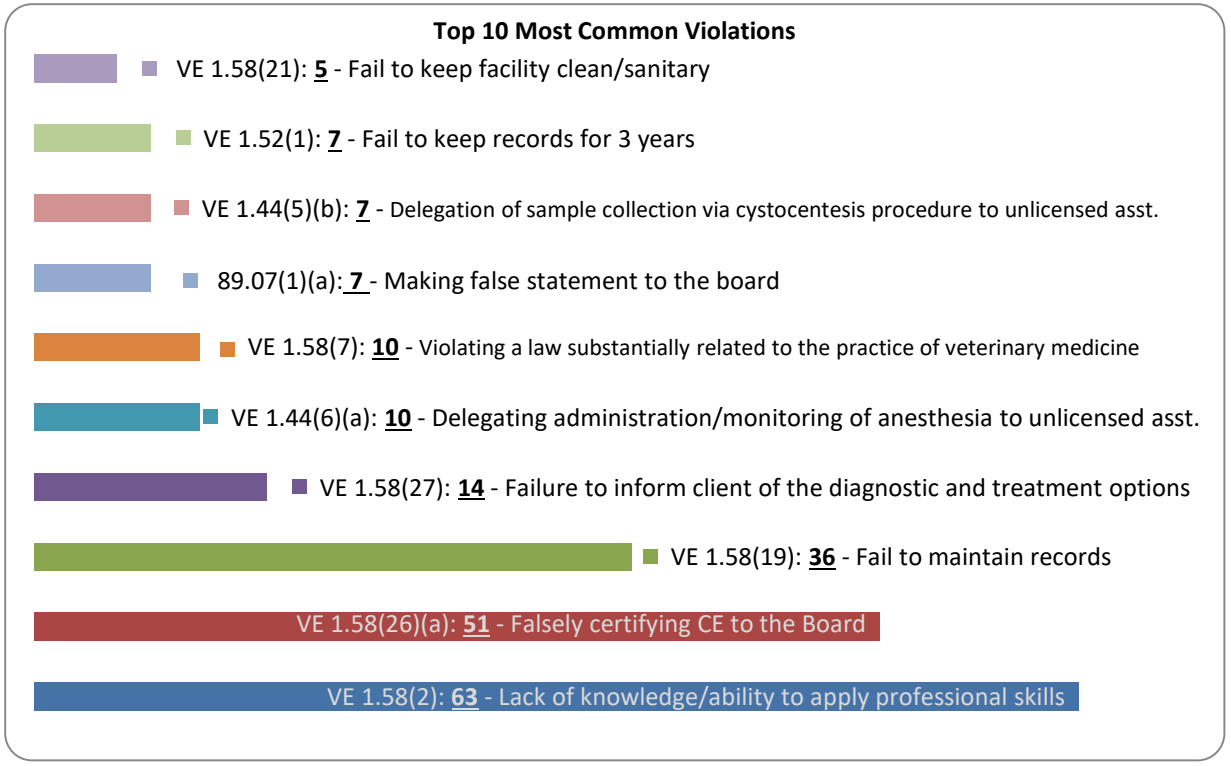
VEB Violations | 5-Year Dashboard

Calendar years 2022–2026

5-Year Total	Most Common Violation	2026 Total
344	VE 1.58(2)	69

Year	Total
2022	70
2023	58
2024	73
2025	74
2026	69

Violation	5-Year Total
VE 1.58(2)	63
VE 1.58(26)(a)	51
VE 1.58(19)	36
VE 1.58(27)	14
VE 1.44(6)(a)	10
VE 1.58(7)	10
89.07(1)(a)	7
VE 1.44(5)(b)	7
VE 1.52(1)	7
VE 1.58(21)	5



**Note: There were 70 total violations cited in 2022, however those are not reflected in the top 10 list as they were under the old rule numbers (VE 7 & VE 9)*

Veterinary Examining Board
Agenda Request Form

Meeting Date	Oct 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	2027 Quarterly Meeting dates
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Action
Are there Attachments? (If yes, include file names)	No
Is a Public Appearance Anticipated?	No

Description of the Agenda Item

In keeping with current practice of quarterly meetings, being the first month of the quarter on the 4th Tuesday the following dates are proposed:

January 26, 2027
April 27, 2027
July 27, 2027
October 26, 2027

Meetings are proposed to start at 9am and be offered in a hybrid format; Teams webinar and at POSOB (2811 Agriculture Drive Madison)

Motion:

Approved the 2027 quarterly board meeting dates, times, and locations as proposed.