



State of Wisconsin

Veterinary Examining Board

Governor Tony Evers

Dr. Hunter Lang, DVM, Chair

**VETERINARY EXAMINING BOARD**

**April 22, 2025**

**9:00am**

**Contact: Melissa Mace 608-279-3861**

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

Via Internet Access: <https://www.zoomgov.com/j/1615264017?pwd=Oko65Bm4W2HqvTXjab97KfsLAqgGmu.1>

Via Telephone Access: Dial 1-669-254-5252, Meeting ID: 161 526 4017 and participant code: 159835

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](mailto:Melissa.Mace@wisconsin.gov) or (608) 279-3861 by 4:30 p.m. Monday, April 21, 2025

*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. January 28, 2025 Full Board Meeting
- B. March 11, 2025 Ad Hoc Full board Meeting

**IV. Introductions, Announcements and Recognition (informational)**

- A. Moment of silence for Dr. Hunter Lang
- B. Recognition of outgoing board members: Dr. Leslie Estelle & Amanda Reese

**V. Public Comments**

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

**VI. Administrative Items**

- A. Election of Officers (Current office holders) (action item)
  - 1. Chair (Vacant)
  - 2. Vice Chair (Dr. Alan Holter)
  - 3. Secretary (Amanda Reese)

- B. Appointments of Liaisons, Alternates, and Delegates (Current appointees) (**action item**)
  - 1. Continuing Education and Exams Liaison (Primary: Vacant/ Alternate: Schuh)
  - 2. Screening Panel (Dr. Holter, Schuh, Dr. Miesen, Dr. Solverson, Public member vacancy July 1 [Reese], Veterinary vacancy July 1[Estelle] )
  - 3. Credentialing Committee (Vacant, Dr. Solverson, Schuh)
  - 4. Administrative Rules Committee (Veterinary vacancy July 1[Estelle], Public member vacancy July 1 [Reese], Vacant)
- C. VPAP Quarterly Report
- D. Discipline: Administrative Warning vs. Final Decision & Order

**VII. Guidance & Reference Documents (action item)**

- A. Anesthesia Monitoring
- B. Animal Massage
- C. Regional Anesthesia
- D. UW SVM Medical Services Delegation

**VIII. Licensing/Exam Inquiries**

- A. Credential Holder Summary

**IX. American Association of Veterinary State Boards (AAVSB) Matters**

- A. Recap AAVSB Spring Executive Directors Meeting Kansas City MO
- B. AAVSB Annual Meeting & Conference, Cincinnati, OH September 17-18 preconference sessions September 19-20 Annual Meeting and conference.
- C. AAVSB call for nominations
- D. AI Whitepaper

**X. Administrative Code**

- A. VE 1 Final Draft (**action item**)

**XI. Legislative and Policy**

- A. Legislative update
- B. Biennial Budget

**XII. Strategic Goals**

- A. 2024-25 strategic accomplishments

**XIII. Future Meeting Dates and Times**

- A. Next Board Meeting – July 22, 2025

**XIV. 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.).*

**XV. Deliberation on Licenses and Certificates (action items)**

**XVI. Deliberation on Compliance Matters (action items)**

A. Proposed Administrative Warnings

1. 24 TECH 011 KM
2. 24 TECH 019 JH
3. 24 TECH 026 NP
4. 24 VET 092 CS
5. 24 VET 137 HF

B. Proposed Stipulations, Final Decisions and Orders

1. 24 VET 011 AC
2. 24 VET 049 LR
3. 24 VET 055 EN, 24 VET 106 EN, 24 VET 136 EN and 24 VET 152 EN
4. 24 VET 066 CR
5. 24 VET 118 AJ
6. 24 VET 132 KS
7. 24 VET 156 TM
8. 24 VET 094 PG
9. 24 VET 151 MH
10. 25 VET 144 TH
11. 24 VET 165 RS
12. 24 VET 119 JJ

C. Orders Granting Full Licensure

1. 21 VET 128, 22 VET 011, 22 VET 059 and 23 VET 008 CR

D. Investigations Recommended for Closure

1. 24 VET 125 SR
2. 24 VET 134 AL

E. Suspension Orders

**XVII. Review of Veterinary Examining Board Cases**

- A. Licenses Returned to Full Status
- B. Pending Case Status Report

**XVIII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION**

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

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

**XXI. Ratification of Licenses and Certificates**

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

**XXII. ADJOURNMENT**

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



State of Wisconsin

Governor Tony Evers

Veterinary Examining Board

Dr. Hunter Lang, DVM, Chair

**VETERINARY EXAMINING BOARD**

**January 22, 2025**

**9:00am**

**Contact: Melissa Mace 608-279-3861**

**MEMBERS PRESENT:** In person: Hunter Lang, DVM; Alan Holter, DVM; Stephanie Miesen, DVM.  
Virtual: Lyn Schuh, CVT; Karl Solverson, DVM; Leslie Estelle, DVM.

**STAFF PRESENT,** Department of Agriculture, Trade and Consumer Protection (DATCP): Melissa Mace, VEB Executive Director; Aaron O'Neil, DATCP Attorney; Erin Carter, Regulatory Specialist; Dustin Boyd, Compliance Supervisor; Heidi Ulteig, Regulatory Specialist; Liz Kennebeck, Regulatory Specialist; Angela Fisher, Program and Policy Analyst; Jonathan Bent, Licensing Associate.

Hunter Lang, Chair, called the meeting to order at 9:07am. A quorum of six (6) members was confirmed.

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

**II. Approval of the Agenda**

**MOTION** Stephanie Miesen: moved, seconded by Alan Holter, to approve the agenda. Motion carried unanimously

**III. Approval of Board Meeting Minutes**

A. October 16, 2024 Full Board Meeting

**MOTION** Leslie Estelle: moved, seconded by Stephanie Miesen, to approve the October 16, 2024 board meeting minutes. Motion carried unanimously

**IV. Introductions, Announcements and Recognition**

**V. Public Comments**

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

**VI. Administrative Items Chair requests The Exec Director to run nominations and election of officers**

A. Election of Officers (Current office holders)

1. Chair (Dr. Lang)

Melissa Mace called for nominations three times.

**NOMINATION:** Hunter Lang has been nominated for the Office of Chair.

**VOTE:**

Hunter Lang was elected as Chair by unanimous vote

2. Vice Chair (Dr. Alan Holter)

Melissa Mace called for nominations three times.

**NOMINATION:** Alan Holter has been nominated for the Office of Vice Chair.

**VOTE:**

Alan Holter was elected as Vice-Chair by unanimous vote

3. Secretary (Amanda Reese)

Melissa Mace called for nominations three times.

**NOMINATION:** Amanda Reese has been nominated for the Office of Secretary.

**VOTE:**

Amanda Reese was elected as Secretary by unanimous vote

B. Appointments of Liaisons, Alternates, and Delegates

1. Continuing Education and Exams Liaison (Primary: Dr. Lang/ Alternate: Schuh)

**MOTION:** Alan Holter moved, seconded by Stephanie Miesen: , to affirm the Chair's appointment of liaisons. Motion carried unanimously

2. Screening Panel (Dr. Holter, Schuh, , Dr. Solverson, , Dr. Miesen)

- a. Add newly appointed member replacing Dr. Estelle, and public member when received.

**MOTION:** Stephanie Miesen: moved, seconded by Alan Holter, to affirm the Chair's appointment of the Screening Committee. Motion carried unanimously.

3. Credentialing Committee (Dr. Lang, Dr. Solverson, Schuh)

**MOTION:** Stephanie Miesen: moved, seconded by Leslie Estelle, to affirm the Chair's appointment of the Credentialing Committee. Motion carried unanimously.

4. Administrative Rules Committee (, Reese, Dr. Lang)

- a. Add newly appointed member in July

a.b.

**MOTION:** Alan Holter moved, seconded by Stephanie Miesen: , to affirm the Chair's appointment of the Administrative Rules Committee. Motion carried unanimously.

C. Delegated Authority Motions

### 1. Urgent Matters

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

### 2. Screening Committee

**MOTION** Stephanie Miesen: moved, seconded by Alan Holter, that the Board delegates to the Screening Committee the authority to consult with Department staff concerning complaints against persons who may be engaged in the practice of veterinary medicine or veterinary technology without holding a credential. As part of this delegation, the committee may consider questions regarding the scope of practice of veterinary medicine and veterinary technology. The Screening Committee may also determine that a particular practice is or is not the practice of veterinary medicine or veterinary technology or refer the matter to the full Board for its consideration.

### 3. Credentialing Committee

**MOTION:** Alan Holter moved, seconded by Stephanie Miesen:, that the Board delegates authority to the Credentialing Committee to address all issues related to credentialing matters, except potential denial decisions should be referred to the full Board for final determination. Motion carried unanimously.

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

- Currently under investigation or has been disciplined by the licensing authority in the other state, territory or country,
- A party in pending litigation in which it is alleged that the applicant is liable for damages for acts committed in the course of practice or,
- Where the applicant has been found liable for damages for acts committed in the course of practice which evidenced a lack of ability or fitness to practice.

Motion carried unanimously.

### 4. Document Signatures

**MOTION:** Stephanie Miesen moved, seconded by Alan Holter, that the Board delegates authority to the Chair to sign documents on behalf of the Board. In order to carry out duties of the Board, the Chair has the ability to

delegate this signature authority to the Board's Executive Director for purposes of facilitating the completion of assignments during or between meetings. Motion carried unanimously.

#### 5. Roles and Authorities Delegated to the Case Advisor and Department Monitor

**MOTION:** Alan Holter moved, seconded by Leslie Estelle, to adopt the "Roles and Authorities Delegated to the Monitoring Liaison and Department Monitor" document. Motion carried unanimously.

- D. VPAP Quarterly Report (informational) – Melissa Mace delivered the quarterly report to the board.
- E. Anesthesia Monitoring (discussion) – Multiple complaints have been received by the VEB regarding unlicensed veterinary assistants adjusting anesthesia as directed by a licensed veterinarian, leading the Board to question what qualifies as monitoring anesthesia and when direct monitoring of anesthesia required. After discussion lead to further questions, the matter was referred to the Administrative Rules Committee for creation of a guidance document. Drs. Lang, Holter, Solverson, and Estelle have expressed interest in involvement.
- F. Animal Massage (discussion) – Board members shared their individual experience with animal massage, with Dr. Miesen noting that she has not dealt with practitioners trying to diagnose or behave in a manner that crosses into unlicensed veterinary practice. The Board agreed that a guidance document is needed on the subject; Melissa Mace and Angela Fisher will prepare a draft for the Board.
- G. AVMA ECFVG Committee (informational) – Dr. Lang reported that the American Veterinary Medical Association (AVMA) is looking for an additional member with current or past board experience for their Educational Commission for Foreign Veterinary Graduates Committee.

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

- A. AAVSB call for nominations – Interested Board members should contact Melissa Mace for a letter of recommendation
- B. Board Basics & Beyond Training, Kansas City MO March 28-29 - Interested Board members should contact Melissa Mace as soon as possible.
- C. AAVSB Annual Meeting & Conference, Cincinnati, OH September 17-18 preconference sessions September 19-20 Annual Meeting and conference.
- D. Medical Recordkeeping Model Regulations – The Board discussed whether the AAVSB's model practice act could be used in the creation of the proposed guidance document on anesthesia monitoring.

#### **VIII. Guidance Document (action item)**

- A. Regional Anesthesia

**MOTION:** Stephanie Miesen moved, seconded by Alan Holter, to approve guidance document VEB-GD-008 regarding regional anesthesia. Motion carried unanimously.



- B. Cannabis revision request – The Board received a request to review their guidance document for possible updates. Melissa Mace noted that any VEB guidance would need to remain in accordance with state and federal guidelines.

## **IX. Licensing/Exam Inquiries (informational)**

- A. Unique CE requirements – The Board received CE certificates from a credential holder that took the same course within a year, with the second listed as a “refresher course”. The Board considers this to be unethical.

## **X. Administrative Code**

- A. VE 1 (**action item**) – Angela Fisher reported that the rule change is proceeding as expected.

**MOTION:** Alan Holter moved, seconded by Hunter Lang, to approve the VE1 hearing draft rule, DATCP Docket number 23-R-03, to go to hearing and receive public comments as set forth in the public hearing notice. Motion carried unanimously.

## **XI. Legislative and Policy**

- A. Legislative update (informational) – Angela Fisher reported that the legislative session began on January 6, with no relevant bills yet introduced.
- B. Biennial Budget (informational) – Angela Fisher reported that the governor’s budget is expected on February 18<sup>th</sup>. We will not know if the VEB positions requested are included before then.

## **XII. Strategic Goals**

- A. 2024 Goals – Melissa Mace reviewed the 2024 goals and progress/completion of them.
  1. Making the licensing process more efficient: the state exam has been updated and split into separate tests for veterinarians and veterinary technicians.
  2. Licensure forms: forms have been updated with accurate rule citations. A more comprehensive update will follow when the VE 1 rule change is in effect.
  3. Increased transparency for disciplinary actions: Dustin Boyd reported meeting with a software developer that worked with the Department of Safety and Professional Services on their website in hopes of developing a more accessible listing of VEB disciplinary actions and the related public documents. The current website lists discipline, but public documents must be individually requested.
  4. Increasing communication between the Board and veterinary credential holders: the Board had expressed interest in meeting with students in veterinary technician programs, similar to their meeting at the University of Wisconsin’s School of Veterinary Medicine last year; no schools showed interest in this meeting, either virtual or in-person.
  5. Annual Newsletter: the 2024-25 newsletter remains on the agenda. The VEB did submit an article to the Wisconsin Veterinary Medical Association regarding upholding the standard of care in veterinary clinics owned by non-credential holders; state requirements must be maintained regardless of practice policies.

Dustin Boyd also presented a summary of veterinary complaints received in 2024: 209 total complaints received (highest recorded), 56 investigations opened (highest recorded), and an average investigation time of 194 days (trending downward).

### **XIII. Future Meeting Dates and Times**

A. Next Board Meeting – April 22, 2025

### **XIV. CONVENE TO CLOSED SESSION (ROLL CALL VOTE)**

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

**MOTION:** Alan Holter moved, seconded by Hunter Lang 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: Leslie Estelle – yes; Alan Holter – yes; Karl Solverson – yes; Hunter Lang – yes; Lyn Schuh – yes; Stephanie Miesen – yes

### **XV. Deliberation on Licenses and Certificates**

### **XVI. Deliberation on Compliance Matters**

#### **A. Proposed Administrative Warnings**

1. 24 VET 052 AK
2. 24 TECH 024 JC
3. 24 VET 112 EE

#### **B. Proposed Stipulations, Final Decisions and Orders**

1. 23 VET 058 and 23 VET 113 RM
2. 24 VET 093 CJ
3. 24 VET 053 MS
4. 24 VET 085 BM
5. 24 VET 065 KH
6. 24 VET 072 BS
7. 24 VET 098 TO
8. 24 VET 130 TA
9. 24 VET 113 KA

#### **C. Orders Granting Full Licensures**

1. 23 VET 124 JSR
2. 24 VET 017 and 24 VET 042 JSR

D. Suspension Orders

**XVII. Review of Veterinary Examining Board Cases**

- A. Licenses Returned to Full Status
- B. Pending Case Status Report

**XVIII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION**

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

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

1. **MOTION:** Alan Holter moved, seconded by Lyn Schuh, to accept administrative warnings in the cases of: 24 VET 052 AK; 24 TECH 024 JC; 24 VET 112 EE
2. **MOTION:** Stephanie Miesen moved, seconded by Hunter Lang to accept stipulations and final decision orders in the cases of: 23 VET 058 and 23 VET 113 RM; 24 VET 093 CJ; 24 VET 053 MS; 24 VET 085 BM; 24 VET 065 KH; 24 VET 072 BS; 24 VET 098 TO; 24 VET 130 TA; 24 VET 113 KA
3. **MOTION:** Alan Holter moved, seconded by Stephanie Miesen, to accept orders granting full licensure in the cases of: 23 VET 124 JSR; 24 VET 017 and 24 VET 042 JSR

**XXI. Ratification of Licenses and Certificates**

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

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

**XXII. ADJOURNMENT**

**MOTION:** Stephanie Miesen moved, seconded by Alan Holter to adjourn. Motion carried unanimously.

The meeting adjourned at 11:10 am.



State of Wisconsin

Governor Tony Evers

Veterinary Examining Board

Dr. Hunter Lang, DVM, Chair

**VETERINARY EXAMINING BOARD**

**March 11, 2025**

**12:00pm**

**Contact: Melissa Mace 608-279-3861**

**Online only, no in person option**

Via Internet Access: <https://www.zoomgov.com/j/1604609012?pwd=TrAcioOuSv7JsrMhDqmC6amEsUmCXy.1>

Via Telephone Access: Dial 1-669-254-5252, Meeting ID: 160 460 9012 and participant code: 090857

**MEMBERS PRESENT:** Dr. Alan Holter, Dr. Leslie Estelle, Dr. Karl Solverson, Dr. Stephanie Miesen, Lyn Schuh, Amanda Reese

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

(reminder: turn on voice recorder)

Dr. Alan Holter, called the meeting to order at 12:01. A quorum of six (6) members was confirmed.

**AGENDA**

**A. 12:00 P.M. OPEN SESSION – CALL TO ORDER – ROLL CALL**

**II. Approval of the Agenda (action item)**

**MOTION** Leslie Estelle: moved, seconded by Stephanie Miesen, to approve the agenda. Motion carried unanimously

**III. Public Comments**

*Each speaker is limited to five minutes or less. The Board may further limit the time for each speaker depending on the number of speakers. Each speaker must state their name, address, who they are representing (if other than themselves), and the topic of their comments*

Public comments were given by: Rebekah Robertson, Kim Dennis, Atty Eric McLeod

**IV. Future Meeting Dates and Times**

**A.** Next Board Meeting – April 22, 2025

**V. CONVENE TO CLOSED SESSION (ROLL CALL)**

*CONVENE TO CLOSED SESSION to deliberate on cases following hearing (§ 19.85 (1) (a), Stats.); to consider licensure or certification of individuals (§ 19.85 (1) (b), Stats.); to consider closing disciplinary investigations with administrative warnings (§ 19.85 (1) (b), Stats.); to consider individual*

*histories or disciplinary data (§ 19.85 (1) (f), Stats.); and to confer with legal counsel (§ 19.85 (1) (g), Stats.).*

**MOTION:** Amanda Reese moved, seconded by Karl Solverson 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: Amanda Reese – yes; Alan Holter – yes; Karl Solverson – yes; Leslie Estelle – yes; Lyn Schuh – yes; Stephanie Meisner – yes;

A. Suspension Orders

1. 24 VET 158 RV

B. Other Orders

1. 24 VET 158 RV

**VI. Review of Veterinary Examining Board Cases**

**VII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION**

**MOTION:** Amanda Reese moved, seconded by Leslie Estelle, to reconvene to open session. Motion carried unanimously.

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

**MOTION:** Stephanie Miesen moved, seconded by Amanda Reese, to deny the petition for summary suspension in the case of 24 VET 158 RV. Motion carried unanimously

**MOTION:** Stephanie Miesen moved, seconded by Amanda Reese, to accept the stipulation in the case of 24 VET 158 RV. Motion carried unanimously.

**IX. Ratification of Licenses and Certificates**

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

**MOTION:** Karl Solverson moved, seconded by Leslie Estelle To delegate ratification of examination results to DATCP staff and to ratify all licenses and certificates as issued.

**X. ADJOURNMENT**

**MOTION:** Karl Solverson moved, seconded by Leslie Estelle to adjourn. Motion carried unanimously.

Meeting adjourned at: 12:50pm

**Veterinary Examining Board  
Agenda Request Form**

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	M. Mace
<b>Item Title for the Agenda</b>	Elections and of Liaisons, Alternates, and Delegates
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Action
<b>Are there Attachments?</b> (If yes, include file names)	Yes,
<b>Is a Public Appearance Anticipated?</b>	No
<b>Description of the Agenda Item</b>  Election for Chair  New Chair reappoint committee's recognizing; <ul style="list-style-type: none"><li>• Dr. Estelle's term expires July 1, 2025</li><li>• Amanda Reese has notified that she will be resigning effective July 1, 2025.</li></ul> Currently vacant: <ul style="list-style-type: none"><li>• Large Animal Veterinarian member</li><li>• Public member</li></ul>	



## State of Wisconsin

### Veterinary Examining Board

2811 Agriculture Drive • PO Box 8911 • Madison, WI 53708-8911 • Wisconsin.gov

#### 2025 Elections and Appointments (effective July 1, 2025)

2024 Election Results		
Office	Description of Role	Member Name
Board Chair	Highest ranking officer. Manages meetings. Delegated authority to sign documents on behalf of the Board. In order to carry out duties of the Board, the Chair has the ability to delegate this signature authority to the Board's Executive Director for purposes of facilitating the completion of assignments during or between meetings.	Vacant
Vice Chair	Serves as backup for the Board Chair.	Dr. Alan Holter
Secretary	Serves as secondary backup for the Board Chair.	Amanda Reese – Resigning July 1

2024 Liaison Appointments		
Liaison	Description of Role	Member Name
Continuing Education and Exams Liaison	Consultation on CE questions (type of CE, acceptable as CE, etc.) Review and consult on questions regarding adequacy of Exams and Exam questions as appropriate.	Primary: Vacant
		Alternate: Lyn Schuh

2023 Committee Appointments		
Committee	Description of Role	Member Name
Screening Committee	Delegated authority to open cases for investigation or closes cases inappropriate for further action. Delegated authority to consider questions related to scope of practice of veterinary medicine and veterinary technicians. The Committee may choose	Dr. Alan Holter
		Dr. Miesen
		Lyn Schuh
		Dr. Estelle – Resigning July 1



	to approve or reject a particular practice, or bring the matter to the full Board. Chair manages Committee meetings.	Dr. Karl Solverson
		Vacant 6 <sup>th</sup> position needed?
Credentialing Committee	Delegated authority to address all issues related to credentialing matters, except potential denial decisions should be referred to the full Board for final determination. Delegated authority to employ a “passive review” process for background checks, whereby if no Committee member requests a meeting on the materials within five business days after receiving them, the application would be considered cleared to proceed through the process. Chair manages Committee meetings.	Vacant
		Lyn Schuh
		Dr. Karl Solverson
Administrative Rules Committee	Meet in between quarterly meetings to discuss administrative rules and guidance documents. The Committee’s role is to expedite the process of drafting documents. Final drafts will go to the full Board for approval. Chair manages committee meetings and is the primary contact for simpler administrative rule questions.	Vacant
		Dr. Leslie Estelle – Resigning July 1
		Amanda Reese- Resigning July 1

## Veterinary Examining Board Agenda Request Form

<b>Meeting Date</b>	April 22 2025																																																
<b>Requestor Name</b>	M. Mace																																																
<b>Item Title for the Agenda</b>	VPAP update																																																
<b>Should this be in Open or Closed Session?</b>	Open																																																
<b>Is this an Action Item or for Information Only?</b>	Information																																																
<b>Are there Attachments?</b> (If yes, include file names)																																																	
<b>Is a Public Appearance Anticipated?</b>	No																																																
<b>Description of the Agenda Item</b>																																																	
<p><b>Seminars held 2025:</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 45%;">Seminar</th><th style="width: 15%;">Date</th><th style="width: 20%;">Request Status</th><th style="width: 20%;">Attendees</th></tr> </thead> <tbody> <tr> <td>Conflict resolution in the workplace</td><td>15-Jan</td><td>complete</td><td>23</td></tr> <tr> <td></td><td></td><td></td><td></td></tr> <tr> <td>Substance abuse/Addiction (Specialized)</td><td>23-Apr</td><td>Scheduled</td><td></td></tr> <tr> <td>Making time work for you</td><td>14-May</td><td>In process</td><td></td></tr> <tr> <td>Welcoming Change into your life</td><td>13-Aug</td><td>In process</td><td></td></tr> <tr> <td></td><td></td><td></td><td></td></tr> <tr> <td>Suicide awareness and prevention (Specialized)</td><td>TBD</td><td></td><td></td></tr> <tr> <td></td><td></td><td></td><td></td></tr> <tr> <td>Understanding different personalities for better collaboration</td><td>8-Oct</td><td>Inprocess</td><td></td></tr> <tr> <td>Creating Balance</td><td>12-Nov</td><td>Inprocess</td><td></td></tr> <tr> <td>Gratitude/Seasonal Stress/Other YE type of webinar</td><td>TBD</td><td></td><td></td></tr> </tbody> </table> <p><b>New Orientation video:</b> <a href="https://www.youtube.com/watch?v=T-Q42s5onmc&amp;feature=youtu.be">youtube.com/watch?v=T-Q42s5onmc&amp;feature=youtu.be</a></p> <p>Overall 2% utilization rate (not counting webinar attendance)</p>		Seminar	Date	Request Status	Attendees	Conflict resolution in the workplace	15-Jan	complete	23					Substance abuse/Addiction (Specialized)	23-Apr	Scheduled		Making time work for you	14-May	In process		Welcoming Change into your life	13-Aug	In process						Suicide awareness and prevention (Specialized)	TBD							Understanding different personalities for better collaboration	8-Oct	Inprocess		Creating Balance	12-Nov	Inprocess		Gratitude/Seasonal Stress/Other YE type of webinar	TBD		
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Overall Summary

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Summary

Participant

Organization

## Summary (January 2025 to March 2025)

### 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 2025 to March 2025**

During this reporting period, the program covered a population of **6,773**, resulting in a utilization rate of **0.16%** and an annualized utilization of **0.65%**. This is above the same period twelve months prior with **0.04%**.

Utilization

Annualized Utilization

**0.16%** **0.65%**

[View Utilization Breakdown](#)

Counselling Services

**0.16%**

Work/Life Services

**0.00%**

### Organizational Cases

Management Consultations

**0**

Critical Incident Services

**0**

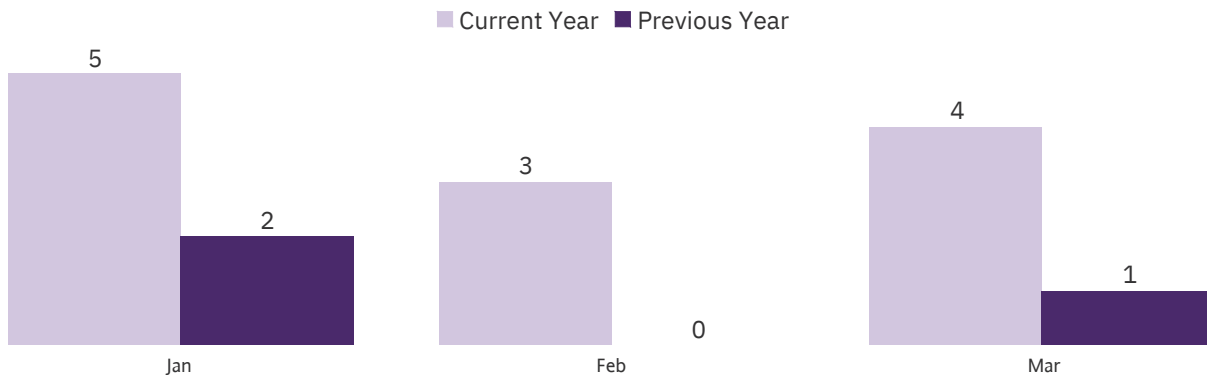
Workplace Support Programs

**0**

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[Trends](#)
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[Summary](#)
[Participant](#)
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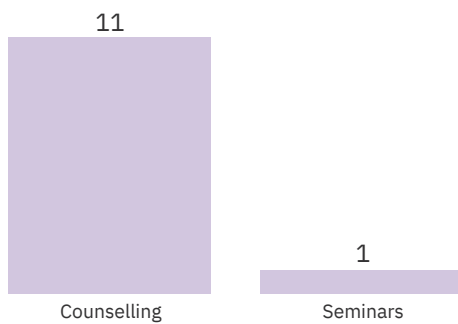
## Comparative Prior Year vs. Current Year

### Cases by Month



### Case totals by top services

Current year



### Case totals by top services

Previous Year



Participant (January 2025 to March 2025)

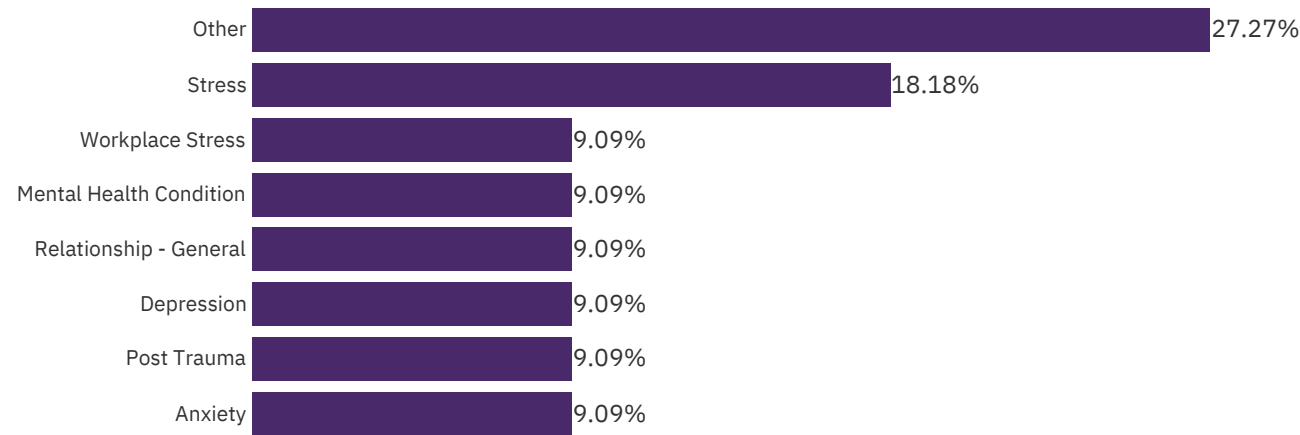
Total number of unique participants

8

New   Re-access  
5   3

Participant Services	Q1	Q2	Q3	Q4	Current Total
General Counselling	11	0	0	0	11
Counselling	11	0	0	0	11
Total	11	0	0	0	11

Issues



Overall Summary

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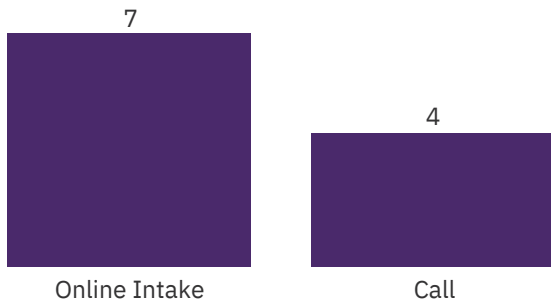
Summary

Participant

Organization

### Cases by intake type

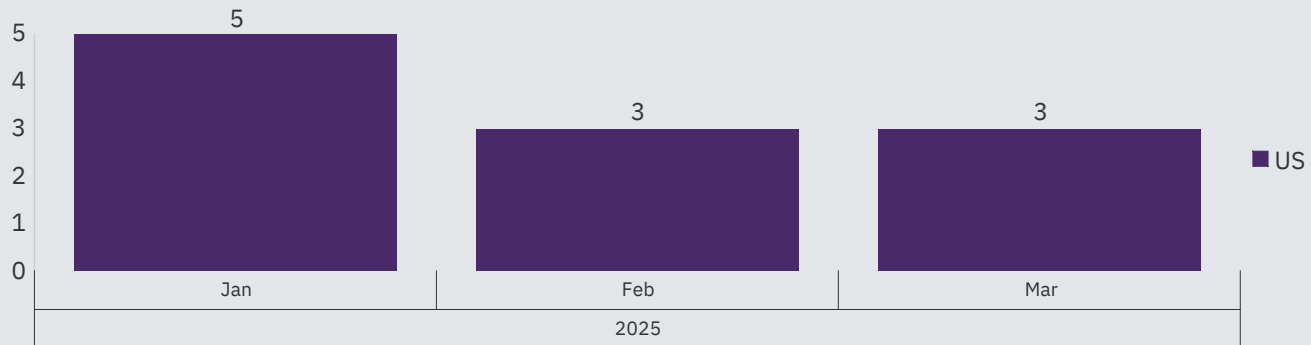
11



### Service inquiries by intake type

No Data Available

### Participant cases by month

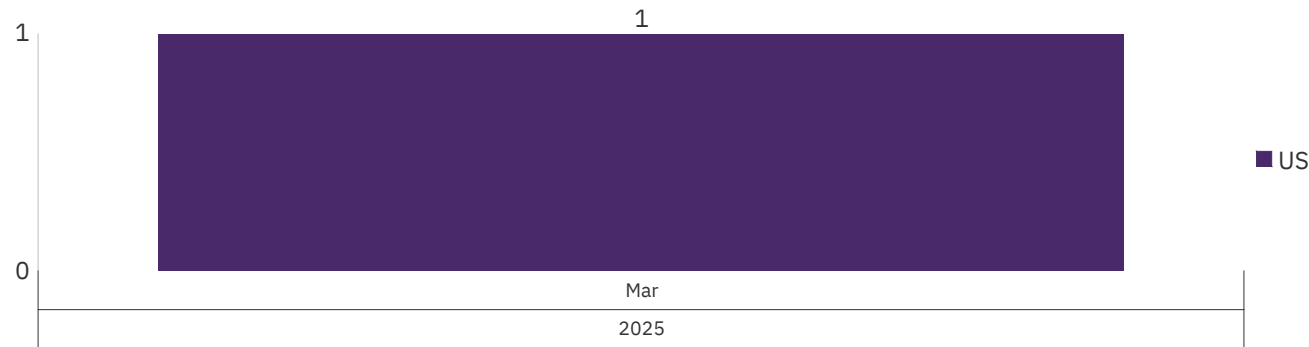


Organization (January 2025 to March 2025)

Organizational Solutions	Q1	Q2	Q3	Q4	Current Total
Training	1	0	0	0	1
Total	1	0	0	0	1

View Organizational Services Breakdown

Organization cases by month

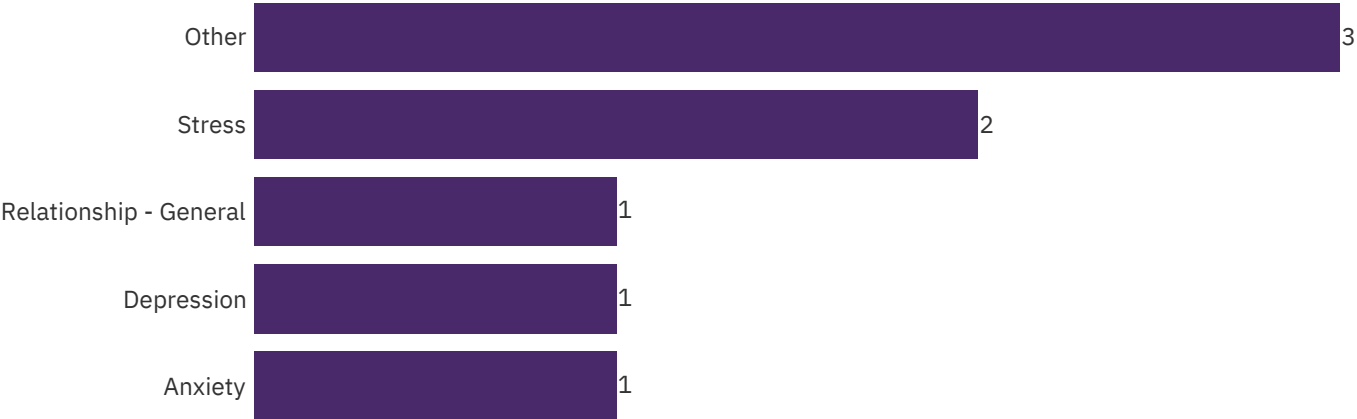


\*Country assignment unavailable or service provided virtually across multiple countries.

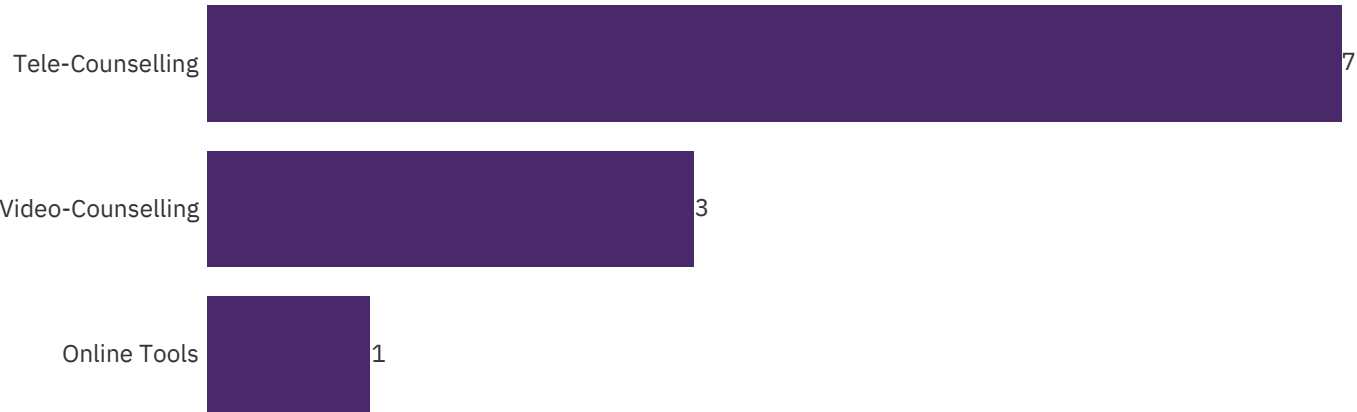
Emerging Issues (January 2025 to March 2025)

General Counselling

Top Issues



Top Modalities



Couple/Relationship	Q1	Q2	Q3	Q4	Current Total		Previous Year	
Relationship - General	1	0	0	0	1	9.09%	0	0.00%
Total	1	0	0	0	1	9.09%	0	0.00%



Personal/Emotional	Q1	Q2	Q3	Q4	Current Total		Previous Year	
Other	3	0	0	0	3	27.27%	0	0.00%
Stress	2	0	0	0	2	18.18%	1	33.33%
Anxiety	1	0	0	0	1	9.09%	1	33.33%
Depression	1	0	0	0	1	9.09%	1	33.33%
Mental Health Condition	1	0	0	0	1	9.09%	0	0.00%
Post Trauma	1	0	0	0	1	9.09%	0	0.00%
Total	9	0	0	0	9	81.82%	3	100.00%

Work Related	Q1	Q2	Q3	Q4	Current Total		Previous Year	
Workplace Stress	1	0	0	0	1	9.09%	0	0.00%
Total	1	0	0	0	1	9.09%	0	0.00%

	Q1	Q2	Q3	Q4	Current Total		Previous Year	
General Counselling	11	0	0	0	11	100.00%	3	100.00%

Utilization (January 2025 to March 2025)

Weighted population for the report period was: 6,773

Back to Summary

Case Utilization	Q1	Q2	Q3	Q4	Current Quarter Utilization	Current Total	Utilization	Annualized Utilization
Population	6,773	0	0	0		6,773		
General Counselling	11	0	0	0	0.16%	11	0.16%	0.65%
Total	11	0	0	0		11		

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.

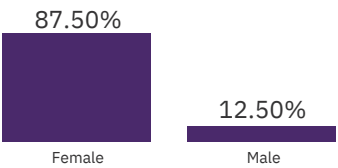
Utilization by Region

Region	Population	Q1	Q2	Q3	Q4	Current Total	Utilization
North America	6,773	11	0	0	0	11	0.16%
Overall	6,773	11	0	0	0	11	

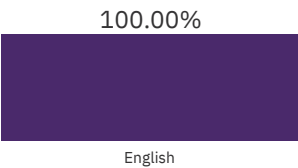
North America	Population	Current Total	Current Utilization	Previous Year Utilization
UNITED STATES OF AMERICA	6,773	11	0.16%	0.04%
Overall	6,773	11		

Demographic (January 2025 to March 2025)

Gender



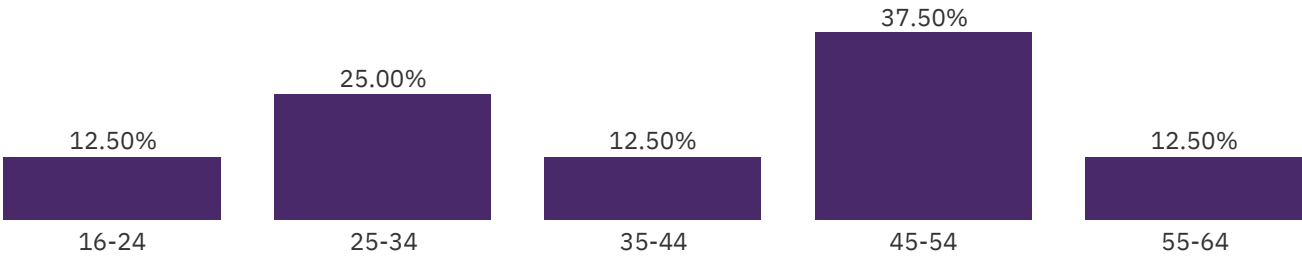
Language



Category



Age

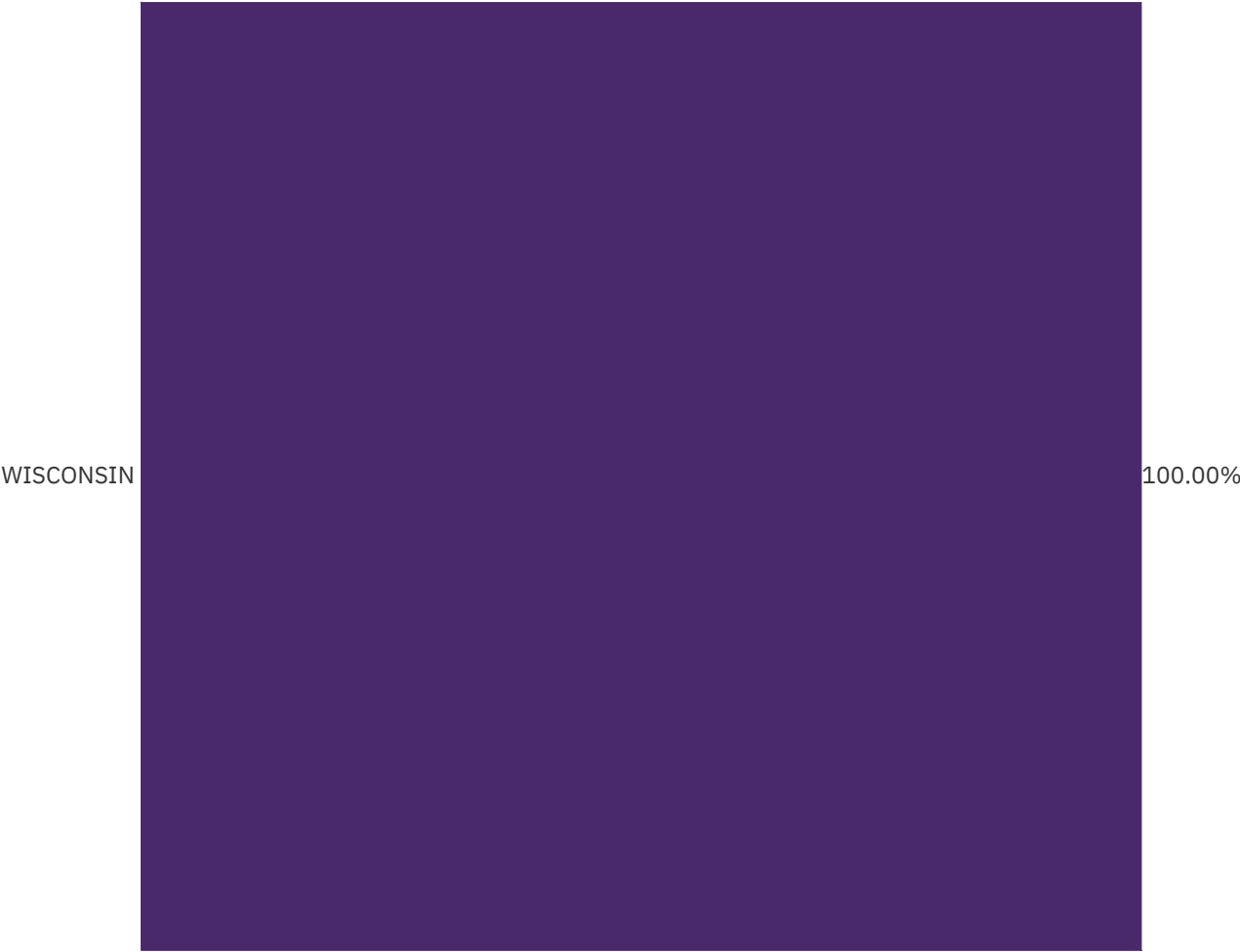


Profile

Employee/Member Status



Cases by State/Province



Province/State Legend

Province/State	Cases
WISCONSIN	11

Report Information (January 2025 to March 2025)

Organization: Veterinary Professional Assistance Program/184050563

Report Run Date Apr 6, 2025

Organization in Detail (January 2025 to March 2025)

Back to Organization

Management Consultations

No Data Available

Critical Incident Service

No Data Available

Critical incident events

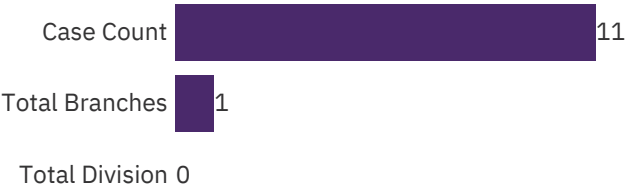
No Data Available

Training name	Training type	Date	City	Country
Content Development & Customization	Custom	Mar 25, 2025	MADISON	US
Custom Seminar	Custom	Apr 30, 2025	MADISON	US

Organizational Units Breakdown (January 2025 to March 2025)

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

Overview



Company Veterinary Professional Assistance  
:

Branch	Division			Population	Cases	Utilization
Veterinary Professional Assistance Program	~	~	~	6,773	11	0.16%
Total				6,773	11	0.16%

## Glossary (January 2025 to March 2025)

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: Counselling, Work/Life (i.e. legal, financial), Community Services. Except where explicitly 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 explicitly 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 towards 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.
Re-access Participants	This is the number of unique participants who have re-accessed 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 explicitly



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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 counselling 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 employee/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 Covid19?

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 or 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.

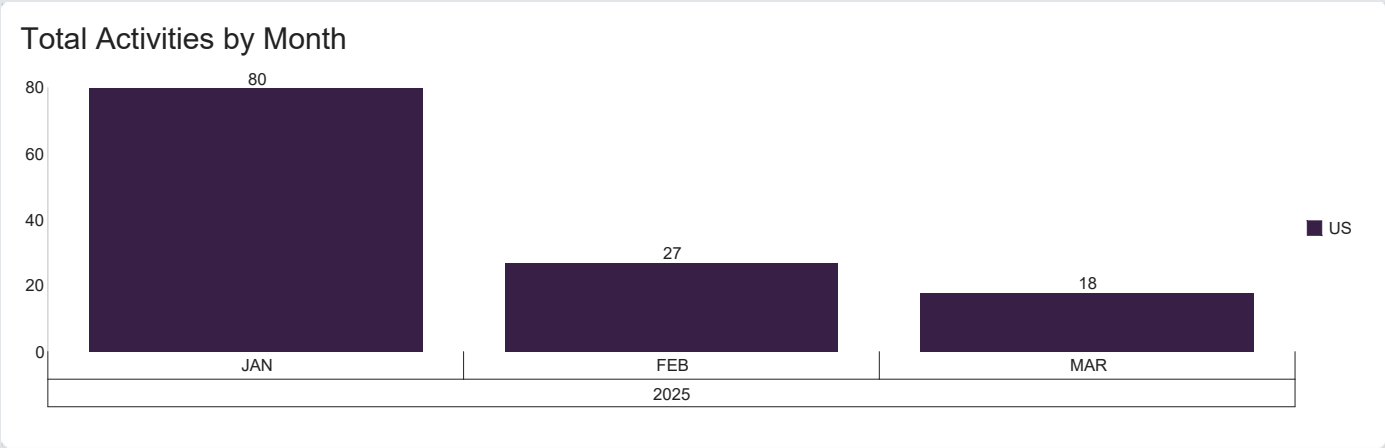
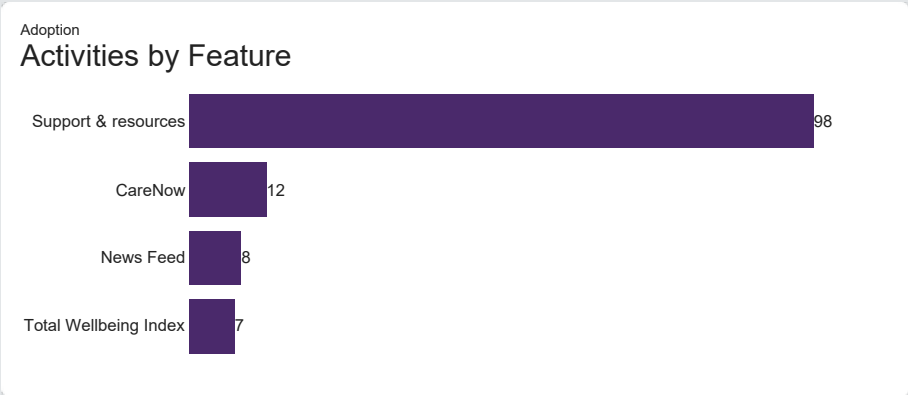
Organizational Units Breakdown

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, 2025 to Mar 31, 2025)



Overall Engagement



Total Activities by Country



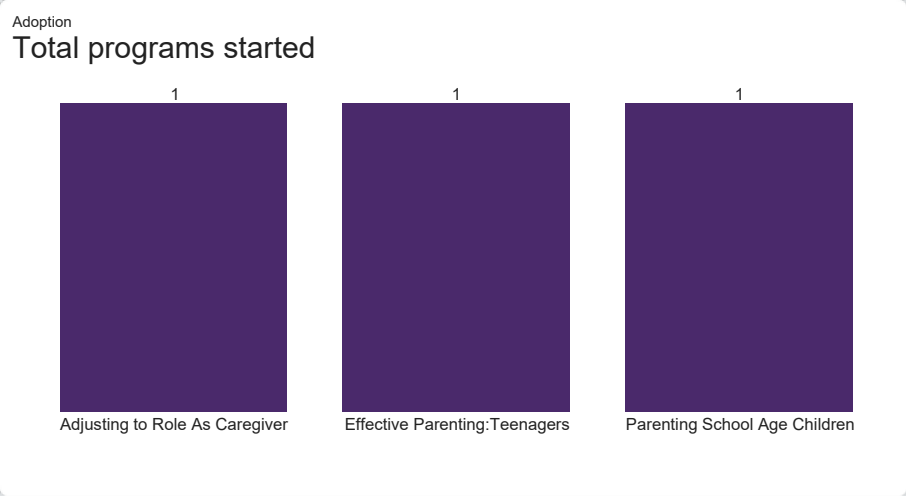
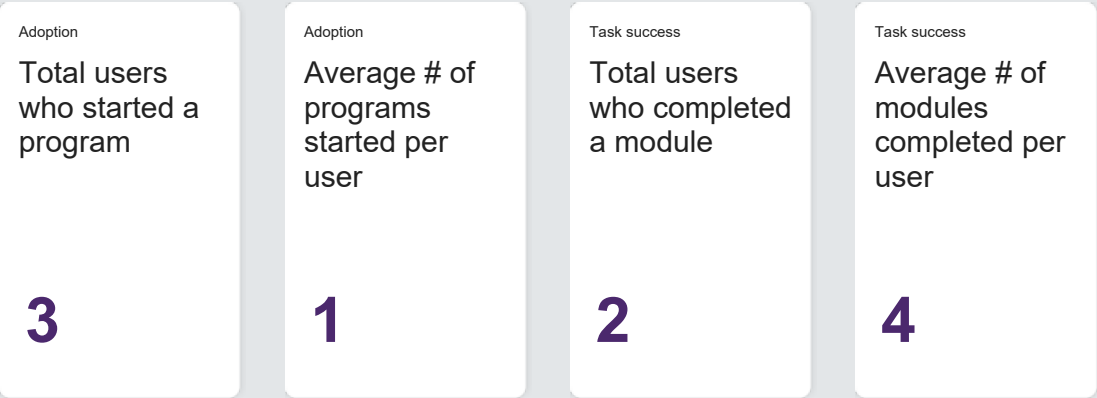
Activities by Group

Company & News Feed Posts

Number of  
company posts

8

CareNow (Jan 1, 2025 to Mar 31, 2025)



Total Wellbeing Index (Jan 1, 2025 to Mar 31, 2025)

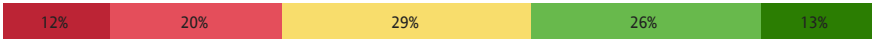
TWI Score

0

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

Distribution of Risk

Current  
No Data Available  
Benchmark



At RiskProblemStrainedActiveOptimal

Mental

52

Median benchmark: 56  
Top performing score: 72

Physical

57

Median benchmark: 59  
Top performing score: 69

Social

35

Median benchmark: 68  
Top performing score: 79

Financial

63

Median benchmark: 71  
Top performing score: 85

Total Participation

3 of 121  
2%

of Registered Users

Completions by Assessment



Number of Assessment Completed per Person



Age Bands



Generation



Gender



Tenure

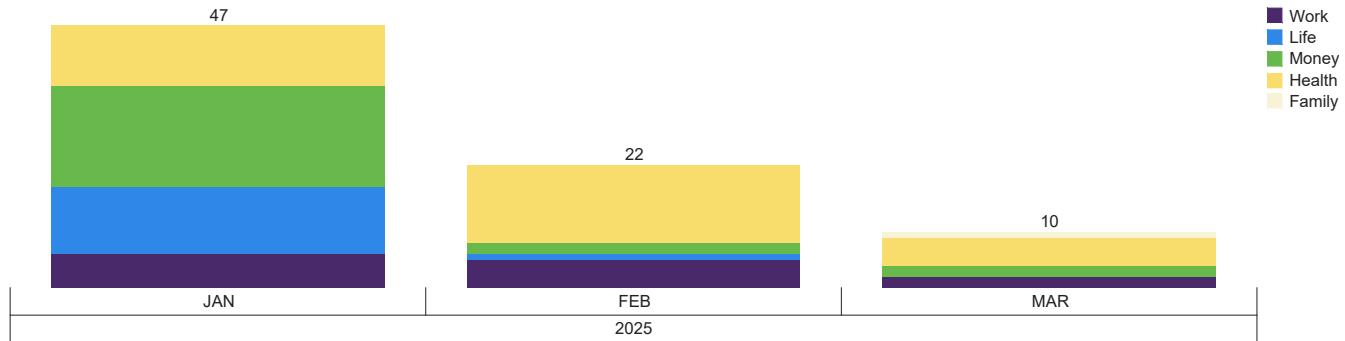


See All

## Support & Resources (Jan 1, 2025 to Mar 31, 2025)

### Support & Resource Activities

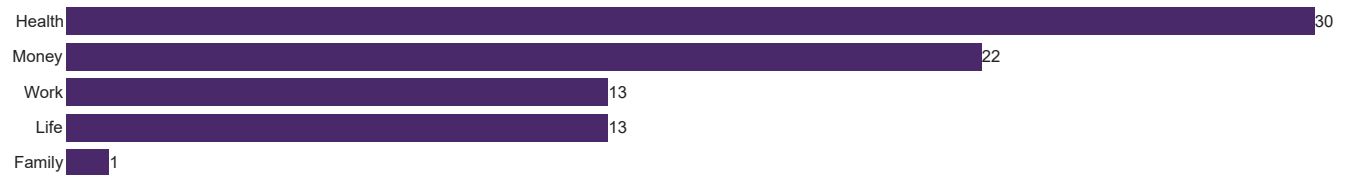
\* Other resources are not included in this total



### Top Categories

Total Activities **79**

\* Other resources are not included in this total



### Top Subcategories

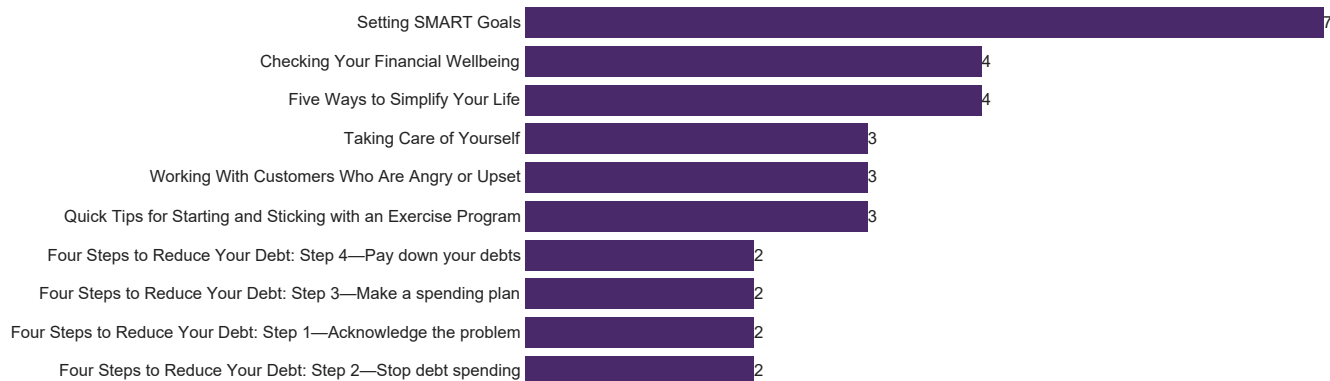
Total Activities **79**

\* Other resources are not included in this total



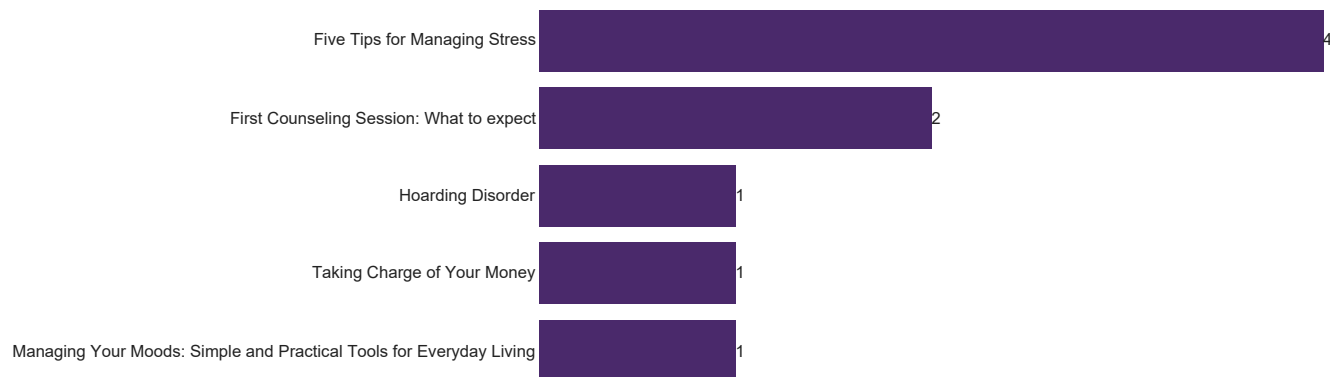
## Top Articles

Total Activities **65** of **79**



## Top Audios

Total Activities **9** of **79**



## Top Videos

Total Activities **5** of **79**





Top Manager Resources

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

Supporting Neurodiversity at Work

2

Other Resources

Other resources accessed

Total Activities 19

Toolkits

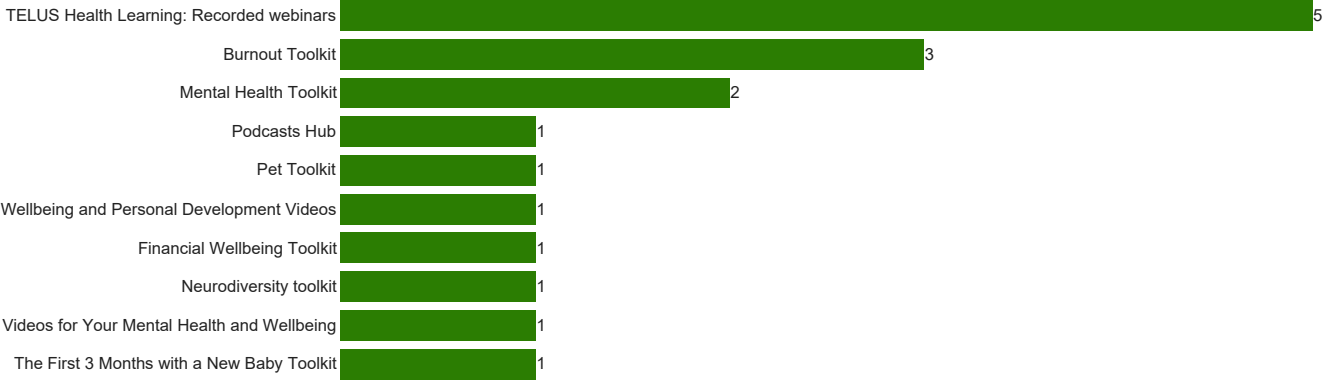
17

Quick Links

2

Top Toolkits

Total Activities 17 of 19



Appendix (Jan 1, 2025 to Mar 31, 2025)

Organization : WI Veterinary Professionals

Report Run Date: Apr 6, 2025

Activities by Group (Jan 1, 2025 to Mar 31, 2025)

Group Name	Registered User Count	CareNow	News Feed	Support & resources	Total Wellbeing Index
WI Veterinary	3	11	8	27	7
VPAP	2	1		71	

## Glossary (Jan 1, 2025 to Mar 31, 2025)

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

Activities	Measuring the general depth of use of the platform.  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

	Where available the footnote number in the bottom left corner showcases the data from the same time period twelve months prior.
Compared to the same period 12 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 in 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
-------------------	--

Total programs started	<p>module is completed when all content is viewed within the module.</p> <p>Total number of times a CareNow program was started.</p>
<b>Total Wellbeing Index</b>	<p>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.</p> <p>The Total Wellbeing Index (TWI) is a scale aggregating behavioural assessment data from the four pillars of total health: Mental, Physical, Social and Finance.</p>
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 behaviour.
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:	<p>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.</p> <p>Generation breakdown</p> <p>Generation Z: born in 1996 or later</p> <p>Millennials: born from 1980 to 1995</p> <p>Generation X: born from 1965 to 1979</p> <p>Baby boomers: born from 1946 to 1964</p> <p>Traditionalists: born in 1945 or earlier</p>
<b>Assessments</b>	
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.

## Overall Summary

## Wellbeing

## Support &amp; Resources

## Appendix

## Glossary

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	Specific behaviour 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 &amp; 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 in 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

**Veterinary Examining Board  
Agenda Request Form**

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	Dustin Boyd
<b>Item Title for the Agenda</b>	Administrative Warnings vs. Final Decision and Orders
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Information only
<b>Are there Attachments?</b> (If yes, include file names)	No. Data is below
<b>Is a Public Appearance Anticipated?</b>	
<b>Description of the Agenda Item</b>  For cases closed in 2024 there were: <ul style="list-style-type: none"><li>• 10 Administrative Warnings (3 in 2023)</li><li>• 35 FDOs (43 in 2023)</li></ul>	

**Veterinary Examining Board  
Agenda Request Form**

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	Angela Fisher
<b>Item Title for the Agenda</b>	Guidance Document: Anesthesia Monitoring
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Action
<b>Are there Attachments?</b> (If yes, include file names)	VEB-GD-009 Anesthesia Monitoring
<b>Is a Public Appearance Anticipated?</b>	No
<b>Description of the Agenda Item</b>  A guidance document was drafted based on the discussion at the January VEB meeting. The attached document is ready for the VEB's discussion and revision.  If no revisions are needed and the guidance document is approved at the meeting, the draft motion would be: Motion to approve guidance document VEB-GD-009 regarding anesthesia monitoring.	





## State of Wisconsin

### Veterinary Examining Board

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#### Guidance Document VEB-GD-009 Anesthesia Monitoring

Wis. Stat. § 89.07

Wis. Admin. Code § VE 1.44 and 1.58

3/6/25 DRAFT

#### **Topic**

This guidance document clarifies expectations for anesthesia monitoring.

#### **Relevant Statutes and Administrative Code**

Wisconsin Stat. § 89.07 (1) (b) provides that “unprofessional conduct” includes violating Chapter 89 of the Wisconsin Statutes or any federal or state statute or rule that substantially relates to the practice of veterinary medicine.

Wisconsin Stat. § 89.07 (1) (f) provides that “unprofessional conduct” includes engaging in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.

Wisconsin Stat. § 89.07 (2) (a) authorizes the board to, by order, reprimand any person holding a license, certificate, or permit under the chapter or deny, revoke, suspend, limit, or any combination thereof, the person’s license, certification, or permit if the person has engaged in unprofessional conduct.

Wisconsin Admin. Code § VE 1.44 (6) (a) allows a veterinarian to delegate the administration of local or general anesthesia, including induction and monitoring, to a certified veterinary technician under the supervision of the veterinarian when the veterinarian is personally present on the premises where the services are provided.

Wisconsin Admin. Code § VE 1.44 (9) allows, notwithstanding subs. (1) to (8), a veterinary student, certified veterinary technician or unlicensed assistant employed by a veterinarian to, under the supervision of the veterinarian and pursuant to mutually acceptable written protocols, perform evaluative and treatment procedures necessary to provide an appropriate response to life-threatening emergency situations for the purpose of stabilizing the patient pending further treatment.

Wisconsin Admin. Code § VE 1.02 (14) defines “supervision” to mean available at all times for consultation, either in person or within 15 minutes of contact by telephone, by video conference or by electronic communications device, except where other provisions are specified in rule.

Wisconsin Admin. Code § VE 1.58 (2) provides that “unprofessional conduct” includes conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.

Wisconsin Admin. Code § VE 1.58 (7) provides that “unprofessional conduct” includes violating or aiding and abetting the violation of any law or administrative rule or regulation substantially related to the practice of veterinary medicine.

### **Board Position**

A veterinarian may not delegate anesthesia monitoring to an unlicensed assistant, unless necessary to provide an appropriate response to life-threatening emergency situations for the purpose of stabilizing the patient pending further treatment, pursuant to Wisconsin Admin. Code § VE 1.44 (9). Delegations in this situation must be made pursuant to mutually acceptable protocols and under supervision as defined in Wis. Admin. Code § VE 1.02 (14).

If a veterinarian monitors anesthesia, delegates anesthesia monitoring to a certified veterinary technician, or delegates anesthesia monitoring to an unlicensed assistant when necessary to provide an appropriate response to life-threatening emergency situations for the purpose of stabilizing the patient pending further treatment, the veterinarian must ensure a standard of care that does not evidence a lack of knowledge or ability to apply professional principles or skills, pursuant to Wisconsin Stat. § 89.07 (1) (f) and Wisconsin Admin. Code § VE 1.58 (2).

When reviewing cases involving anesthesia, the VEB may consider whether the veterinarian wrongfully delegated anesthesia monitoring to an unlicensed assistant, and whether the delegation evidenced a lack of knowledge or ability to apply professional principles or skills. For example, the VEB may consider who was present, the complexity of the surgery, whether the anesthesia was intubated gas anesthesia or injectable anesthesia, how anesthesia records were made, and other relevant information specific to the case.

The VEB may also consider whether the situation was an emergency or the result of inadequate planning. The veterinarian is responsible for ensuring appropriate staff (a certified veterinary technician or another veterinarian) are present to monitor anesthesia for surgeries in which the veterinarian could not readily stop the surgery and make adjustments to anesthesia without endangering the patient. In general, if the surgery itself is not necessary to provide an appropriate response to a life-threatening emergency situation for the purpose of stabilizing the patient pending further treatment, then anesthesia monitoring cannot be delegated to an unlicensed assistant.

**Veterinary Examining Board  
Agenda Request Form**

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	Angela Fisher
<b>Item Title for the Agenda</b>	Guidance Document: Animal Massage
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Action
<b>Are there Attachments?</b> (If yes, include file names)	VEB-GD-010 Animal Massage
<b>Is a Public Appearance Anticipated?</b>	No
<b>Description of the Agenda Item</b>  A guidance document was drafted based on the discussion at the January VEB meeting. The attached document is ready for the VEB's discussion and revision.  If no revisions are needed and the guidance document is approved at the meeting, the draft motion would be: Motion to approve guidance document VEB-GD-010 regarding animal massage.	



## State of Wisconsin

### Veterinary Examining Board

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#### Guidance Document VEB-GD-010 Animal Massage

Wis. Stat. § 89.02

Wis. Admin. Code § VE 1.44 and 1.48

3/6/25 DRAFT

#### **Topic**

This guidance document clarifies activities regarding animal massage.

#### **Relevant Statutes and Administrative Code**

Wisconsin Stat. § 89.02 (6) defines the practice of veterinary medicine as to examine into the fact or cause of animal health, disease or physical condition, or to treat, operate, prescribe or advise for the same, or to undertake, offer, advertise, announce, or hold out in any manner to do any of said acts, for compensation, direct or indirect, or in the expectation thereof.

Wisconsin Admin. Code § VE 1.44 (4) (a) allows a veterinarian to delegate the provision of nonsurgical treatment of animal diseases and conditions to certified veterinary technicians under the supervision of the veterinarian.

Wisconsin Admin. Code § VE 1.44 (8) allows a veterinarian to delegate the provision of nonsurgical veterinary treatment of animal diseases and conditions to an unlicensed assistance under the supervision of the veterinarian when the veterinarian is personally present on the premises where the services are provided.

Wisconsin Admin. Code § VE 1.48 (1) defines “Complementary, alternative, and integrative therapies” as a heterogeneous group of preventive, diagnostic, and therapeutic philosophies and practices. These therapies include:

- (a) Veterinary acupuncture, acutheraPy, and acupressure.
- (b) Veterinary homeopathy.
- (c) Veterinary manual or manipulative therapy, meaning therapies based on techniques practiced in osteopathy, chiropractic medicine, or physical medicine and therapy.
- (d) Veterinary nutraceutical therapy.
- (e) Veterinary phytotherapy.

Wisconsin Admin. Code § VE 1.48 (2) allows a veterinarian to make a referral to a client, for treatment of a patient by a license holder in another profession, using complimentary, alternative, or integrative therapies, as defined in Wisconsin Admin. Code § VE 1.48 (1) if the license holder, to whom the client and patient are referred, provides all of the following evidence to the veterinarian for performing the type of therapy for which the referral is being made:

- (a) The license holder's current licensing in good standing, with the applicable board through the department of safety and professional services.
- (b) The license holder's education, training, and experience in performing the therapy on an animal.

Wisconsin Admin. Code § VE 1.48 (3) provides that the VCPR, as defined in Wisconsin Stat. § 89.02 (8) does not extend to the provision of any complementary, alternative, or integrative therapy performed on a veterinarian's patient, under either of the following circumstances:

- (a) The therapy is performed by a license holder in another profession, where the veterinarian demonstrates meeting the requirements, in Wisconsin Admin. Code § VE 1.48 (2) , for making the referral to the license holder.
- (b) The veterinarian's client obtains any complementary, alternative, or integrative therapy services for a veterinarian's patient without a referral by the veterinarian.

### **Board Position**

The practice of animal massage, when it includes activities that are considered the practice of veterinary medicine as defined under Wisconsin Stat. § 89.02 (6), is considered a complementary, alternative, and integrative therapy (CAITS). CAITS are veterinary services that can be delegated in accordance with Wisconsin Admin. Code § VE 1.44 (4) (a) or VE 1.44 (8), or the client may be referred to a licensed massage therapist in accordance with Wisconsin Admin. Code § VE 1.48.

The practice of massage, when it does not include any activities that are the practice of veterinary medicine (for example, the massage therapist does not align, adjust, manipulate, offer animal rehabilitation services, use needles, apply any product, diagnose or prescribe), would not need to be delegated or referred in accordance with Wisconsin Stat. ch. 89 or Wisconsin Admin. Code ch. VE 1.

**Veterinary Examining Board  
Agenda Request Form**

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	Angela Fisher
<b>Item Title for the Agenda</b>	Guidance Document: Regional Anesthesia
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Action
<b>Are there Attachments?</b> (If yes, include file names)	VEB-GD-008 Regional Anesthesia
<b>Is a Public Appearance Anticipated?</b>	No
<b>Description of the Agenda Item</b>  Guidance document VEB-GD-008 regarding regional anesthesia was approved at the January 28, 2025, VEB meeting. A typo has been identified in the guidance document's text of Wis. Admin. Code s. VE 1.44 (6) (a), which is corrected on the attached draft. The attached draft is ready for VEB review and approval.  If no further revisions are needed and the guidance document is approved at the meeting, the draft motion would be: Motion to approve guidance document VEB-GD-008 regarding regional anesthesia.	



## State of Wisconsin

### Veterinary Examining Board

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#### Guidance Document VEB-GD-008 Regional Anesthesia

Wis. Stat. § 89.03 (1)  
Wis. Admin. Code § VE 1.44  
1/28/254/10/25 DRAFT

#### Topic

This guidance document clarifies when a veterinarian may delegate the administration of regional anesthesia.

#### Relevant Statutes and Administrative Code

Wisconsin Stat. § 89.02 (6) defines the practice of veterinary medicine as to examine into the fact or cause of animal health, disease or physical condition, or to treat, operate, prescribe or advise for the same, or to undertake, offer, advertise, announce, or hold out in any manner to do any of said acts, for compensation, direct or indirect, or in the expectation thereof.

Wisconsin Stat. § 89.03 (1) authorizes the board to promulgate rules to establish the scope of the practice permitted for veterinarians and veterinary technicians, within the limits of the definition under Wis. Stat. § 89.02 (6).

Wisconsin Admin. Code § VE 1.44 (2) (c). limits performing surgery to those holding a license under Wis. Stat. §§ 89.06 (1), 89.06 (2m) (a), or 89.072, a permit under Wis. Admin. Code §§ VE 1.36, 1.38, or 1.40, or active status as a student at a college of veterinary medicine approved by the board. Under Wis. Admin. Code § VE 1.44(2) (c) 2. the administration of injections, including local and general anesthesia, is excluded from the definition of “performing surgery” because it may be delegated to a certified veterinary technician.

Wisconsin Admin. Code § VE 1.44 (6) (a) allows a veterinarian to delegate the administration of local or general anesthesia, including induction and monitoring, to a certified veterinary technician under the supervision of the veterinarian when ~~the veterinarian is available to communicate via telehealth technologies within 5 minutes or~~ the veterinarian is personally present on the premises where the services are provided.

#### Board Position

For the purposes of Wis. Admin. Code §§ VE 1.44 (2) (c) 2. b. and (6) (a), the Board considers “local or general anesthesia” to include regional anesthesia. Local, regional, and general anesthesia are on a spectrum from local to general, with regional in between.

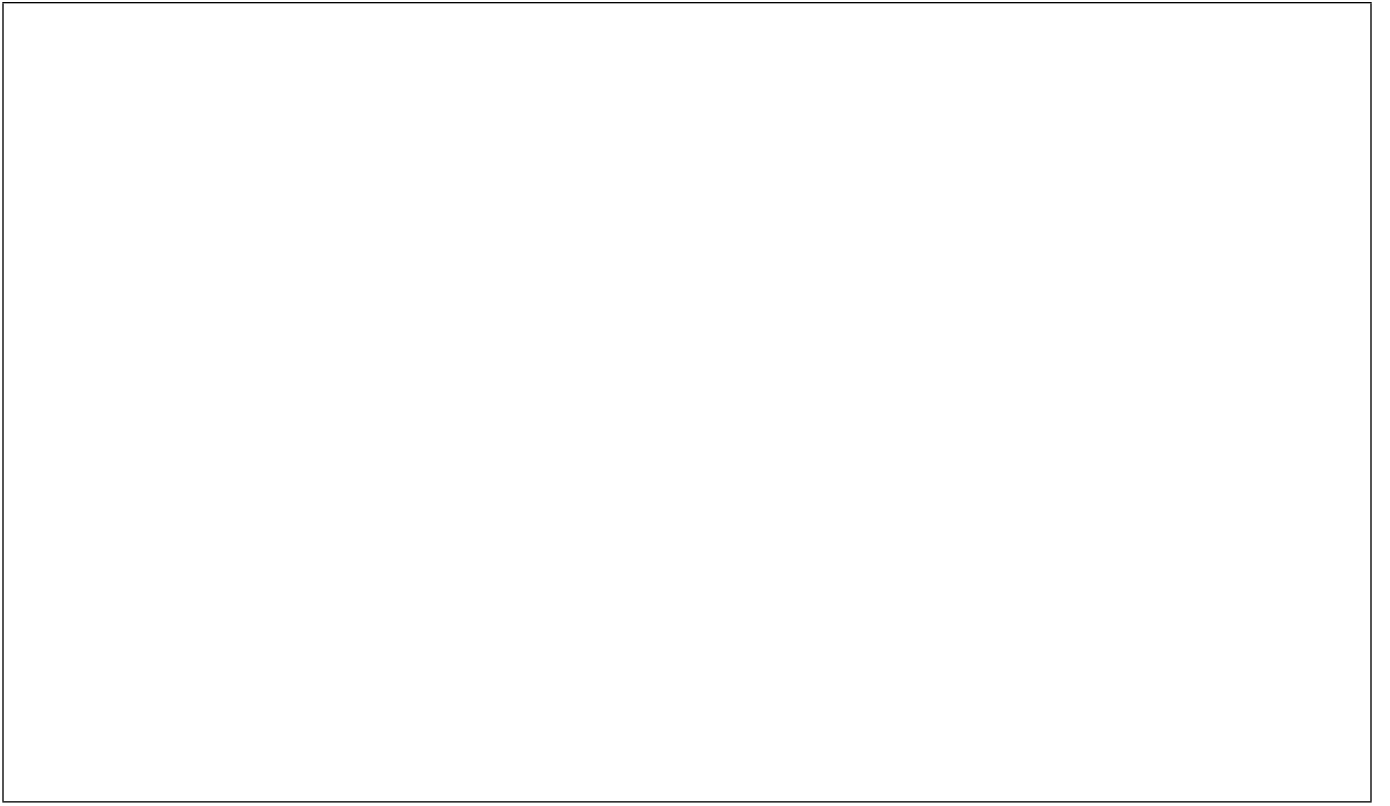
**Veterinary Examining Board  
Agenda Request Form**

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	M. Mace
<b>Item Title for the Agenda</b>	UW SVM Medical Services Delegation
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Discussion/Information only
<b>Are there Attachments?</b> (If yes, include file names)	No
<b>Is a Public Appearance Anticipated?</b>	No
<b>Description of the Agenda Item</b>  The UW SVM requested a meeting to discuss delegation of medical services to radiological technicians and ultrasonographers.  Dr. Holter, Aaron O’Neil and Melissa Mace met with UW SVM representatives to discuss their questions. Summary of meeting to be presented.	



## Veterinary Examining Board Agenda Request Form

<b>Meeting Date</b>	April 22, 2025																			
<b>Requestor Name</b>	Routine																			
<b>Item Title for the Agenda</b>	Credential Holder Summary																			
<b>Should this be in Open or Closed Session?</b>	Open																			
<b>Is this an Action Item or for Information Only?</b>	Information																			
<b>Are there Attachments?</b> (If yes, include file names)	No																			
<b>Is a Public Appearance Anticipated?</b>	No																			
<b>Description of the Agenda Item</b>																				
<table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 30%; text-align: center;">Credential</th> <th style="width: 35%; text-align: center;">2025</th> <th style="width: 35%; text-align: center;">2024</th> </tr> </thead> <tbody> <tr> <td>Exam/Endorsement</td> <td style="text-align: center;">2119</td> <td style="text-align: center;">1,937</td> </tr> <tr> <td>OTJ</td> <td style="text-align: center;">1025</td> <td style="text-align: center;">720</td> </tr> <tr> <td style="text-align: center;"><u>CVT Total</u></td> <td style="text-align: center;"><u>3144</u></td> <td style="text-align: center;"><u>2,657</u></td> </tr> <tr> <td> </td> <td> </td> <td> </td> </tr> <tr> <td>Veterinarian</td> <td style="text-align: center;">4077</td> <td style="text-align: center;">3,789</td> </tr> </tbody> </table>			Credential	2025	2024	Exam/Endorsement	2119	1,937	OTJ	1025	720	<u>CVT Total</u>	<u>3144</u>	<u>2,657</u>				Veterinarian	4077	3,789
Credential	2025	2024																		
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<u>CVT Total</u>	<u>3144</u>	<u>2,657</u>																		
Veterinarian	4077	3,789																		



## Veterinary Examining Board Agenda Request Form

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	
<b>Item Title for the Agenda</b>	AAVSB Matters
<b>Should this be in Open or Closed Session?</b>	open
<b>Is this an Action Item or for Information Only?</b>	informational
<b>Are there Attachments?</b> (If yes, include file names)	New Opportunities – AAVSB 2025 Call for Nominations
<b>Is a Public Appearance Anticipated?</b>	No

**Description of the Agenda Item**

- Annual meeting: Cincinnati Ohio
  - Sept 17 -18 preconference meetings
  - Sept 19-20 annual meeting & conference
- AAVSB Opportunities to join leadership.  
**The following positions are open for nominations:**

**President-Elect (1 Position with a 3-year term)**  
 Serves as President-Elect, President, and Immediate Past President; approximately 18 days of travel (travel expenses paid by the AAVSB)

**Director (3 positions with 2-year terms)**  
 Approximately 14 days of travel (travel expenses paid by the AAVSB)

**Nominating Committee Member (1 Position with a 2-year term)**  
 Four days of travel to attend the AAVSB Annual Meeting (travel expenses paid by the AAVSB)

**ICVA Representative (1 Licensed Veterinarian Position with a 3-year term)**  
 Travel to two ICVA Board meetings and the AAVSB Annual Meeting (travel expenses paid by the ICVA).

The [AAVSB Call for Nominations for 2025 Document](#) is available and provides detailed information on the open positions and criteria for each.  
 All nominations require a nomination application (which can be completed online), a short bio (as described in the Call for Nominations), and a letter from the sponsor.

**NOMINATION DEADLINE: May 22, 2025**

**How to Submit a Nomination Packet:**

  - ONLINE: [Submit Nomination Application Here](#)
  - EMAIL: [nominations@aavsb.org](mailto:nominations@aavsb.org)
  - FAX: 816.931.1604

Voting on the slate of candidates will take place at the 2025 AAVSB Annual Meeting & Conference, being held in Cincinnati, Ohio, during the Delegate Assembly portions **on September 19 - 20**.

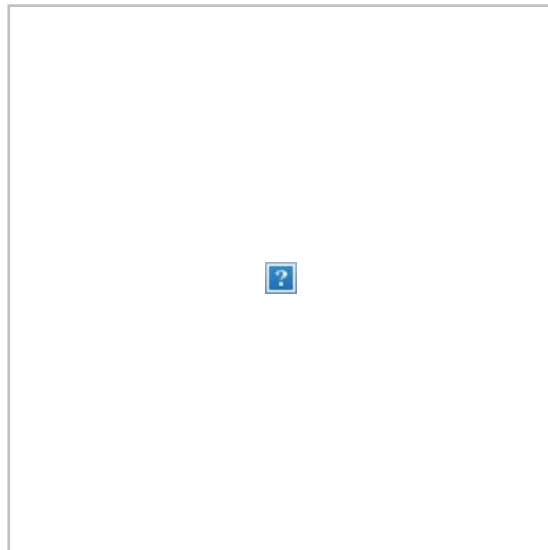
- White paper on AI – summary attached
  - Full Document: [b56f19e0-1d52-4b2c-ab60-1b9502fb5c15.pdf](#)

**From:** [AAVSB](#)  
**To:** [Mace, Melissa A - DATCP](#)  
**Subject:** AAVSB Releases White Paper on AI Guidance  
**Date:** Monday, March 24, 2025 2:48:12 PM

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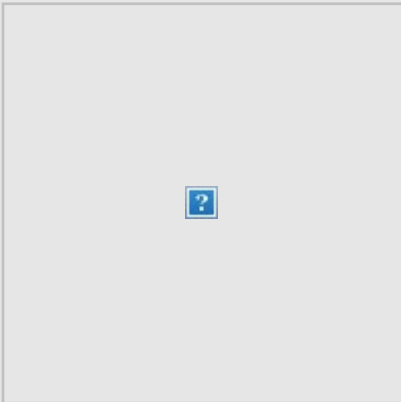





**Dear AAVSB Member Board Members, Executive Directors, and Registrars,**

Over the past year and at the request of several AAVSB Members, the AAVSB has engaged with dozens of subject matter experts, regulatory board members and staff, federal agencies, and veterinary practitioners to create this white paper: "Regulatory Considerations of the Use of Artificial Intelligence in Veterinary Medicine."

You will see the attached white paper and the sample of a shorter summary document. The summary document was created for you to distribute to your licensees, if desired. If you would like to distribute it, please let me know and I will finalize it and work with you to modify the summary document to meet the specific regulatory language within your jurisdiction.

	
<a href="#"><b>Download Document</b></a>	<a href="#"><b>Download Summary</b></a>

I am also happy to attend any of your meetings to discuss either document in greater depth. If you have any questions or need assistance, please don't hesitate to reach out to me at [evenit@aavsb.org](mailto:evenit@aavsb.org).



Best regards,  
**Beth Venit, VMD, MPH, DACVPM**  
**AAVSB Chief Veterinary Officer**

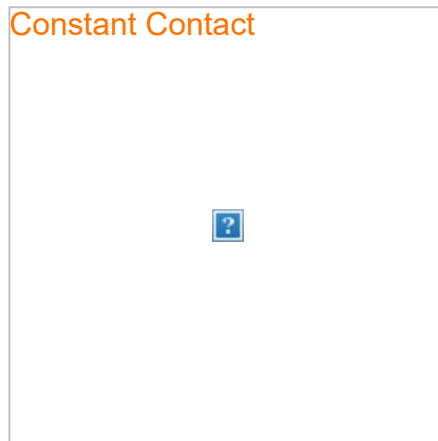
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# REGULATORY CONSIDERATIONS OF THE USE OF Artificial Intelligence in Veterinary Medicine



*Artificial Intelligence (AI) and other emerging technologies may benefit the veterinary profession. Many use cases have the potential to reduce non-clinical workloads, improve diagnostic accuracy, improve patient outcomes, and reduce burnout. However, licensees must understand the risks and limitations of AI to maintain a standard of care, prevent unlicensed practices, and maintain client confidentiality and data security standards.*

*Veterinary professionals must understand that as of the drafting of this document, AI tools and devices do not require premarket approval. Yet veterinary professionals are responsible for using AI in a manner that meets the requirements of current jurisdictional and federal regulations.*

*Below, we examine the key regulatory considerations associated with the use of AI-enabled tools.*

## Introduction to Regulatory Considerations

Veterinary professionals must comply with federal, state/provincial, and local regulations. While most practice acts do not regulate the specific tools used in veterinary medicine (e.g., AI), they do regulate how the tools are used.

Navigating compliance considerations with AI is made more difficult by the lack of transparency within the tools. Licensees should understand AI programming, performance, or methodologies prior to use.

The AAVSB believes there are five primary regulatory principles to consider:

1. Unlicensed practice of veterinary medicine
2. Standards of practice
3. Medical record keeping
4. Data storage and client confidentiality
5. Appropriate informed consent.

## Unlicensed Practice of Veterinary Medicine

Most North American practice acts dictate that veterinary medicine should only be practiced by licensees within their jurisdiction. Many practice acts also prohibit aiding an unlicensed individual to practice veterinary medicine, and may contain “duty to report” clauses.

The management of these risks is twofold. First, AI-enabled tools may augment but must never replace a licensee’s clinical judgment. The AI tool is not a licensed professional. So, relying on it for clinical decisions — imaging interpretation, diagnoses, prognoses, treatment plans — may be considered unlicensed activity. Second, some emerging technologies allow licensees to practice remotely. It’s important to consider whether a license is required in the jurisdiction where the treatment is physically taking place, and how that may impact liability.

## Standards of Practice

AI use does not automatically improve patient care. In fact, a lack of standardized benchmarking in AI could lead to substandard care. AI devices could fabricate information, conversations, and medical summary information. These errors can only be identified and corrected by a licensee’s expertise.

In addition, high degrees of variation between animal species may not be accounted for in an AI tool’s training data. Nor is it guaranteed that a trained, experienced, licensed professional contributed to the tool’s development or testing. Responsibility for clinical judgment rests solely with a licensee. It’s up to veterinary professionals to practice due diligence when augmenting their practice with an AI-enabled tool.



While it's unreasonable to expect a licensee to perfectly understand every tool — its dataset, known flaws, and other limitations — the veterinary professional should perform due diligence to understand these factors prior to using an AI tool.

## Medical Recordkeeping

AI tools use Natural Language Processing (NLP) to assess written text. They can transcribe, summarize, rewrite, and learn patterns specific to each licensee's record keeping. Unfortunately, this introduces possible bias and/or inaccuracies that must be accounted for by a licensee.

An AI tool may not know to distinguish between discharge instructions for a healthy one-year-old dog versus a twelve-year-old cat. Or, it may mimic content from a previous client communication that was for a different species of patient. It's important to check all outputs for accuracy as it relates to record keeping and client communications.

## Proper Data Storage and Confidentiality

Data privacy and security are cornerstones of the ethical practice of veterinary medicine. Unfortunately, not all AI tools meet the legal requirements of data protection laws. Some tools may incorporate a client's sensitive or personal identifying information into its training data. Similarly, some tools do not have robust encryption protocols that safeguard its data in case of a security breach.

To protect their clients and their careers, veterinary professionals and facilities should implement robust security measures that ensure compliance with federal or jurisdictional data storage, security, and privacy

requirements. This applies to onsite and cloud-based storage. Software that does not have clearly stated safeguards for privacy, security, and encryption should be avoided. Ultimately, due diligence and staying informed is the responsibility of a licensee.

## Appropriate Informed Consent

When the above considerations are understood and met, licensees still need to obtain Informed Consent before using AI. This means explaining the benefits, risks, and limitations of these technologies, and how they may be used. High-risk use cases — e.g., diagnostic support, augment clinical decision-making, etc. — may require more in-depth consent. Low-risk use cases—e.g., administrative tasks, reminder emails, etc. — may require little or no consent.

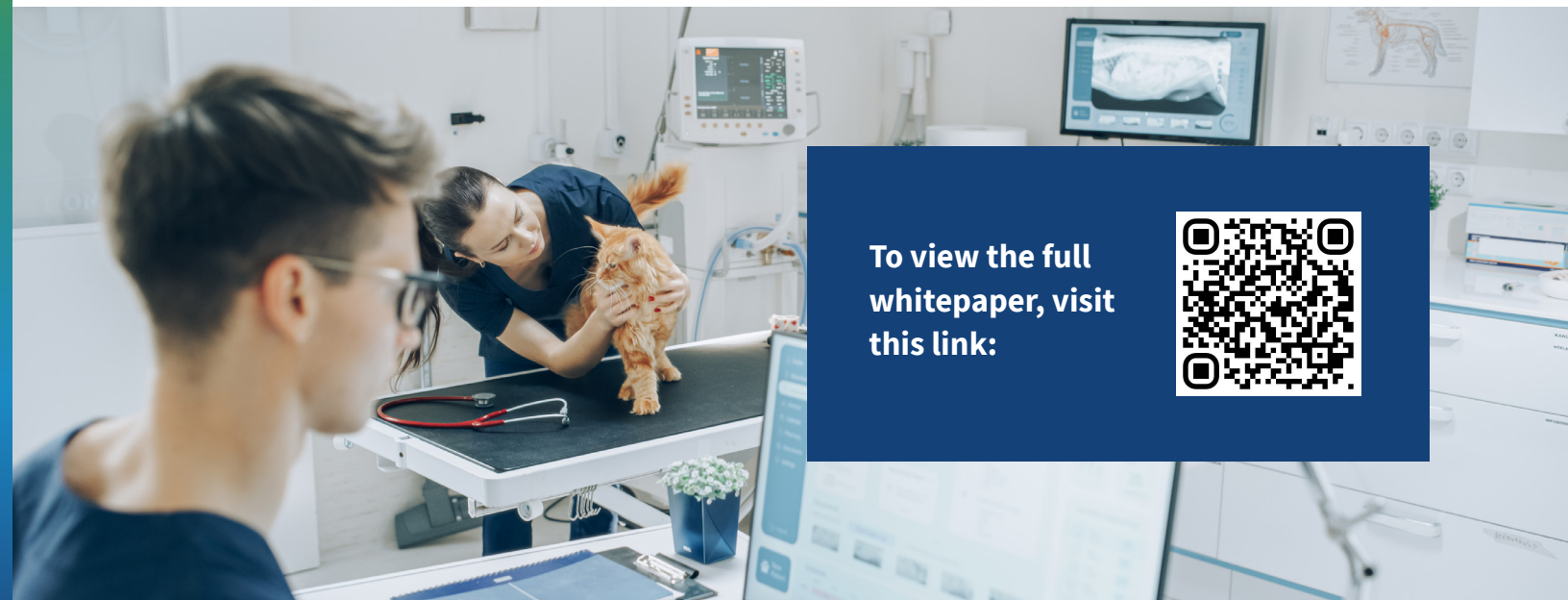
At a minimum, Informed Consent should be obtained when AI assists in writing or summarizing medical records, transmits unencrypted/unprotected Client data, or augments clinical decision-making, diagnostics, or treatment.

As in other regulatory considerations, transparency and due diligence are key. Licensees should be able to show that they have made a reasonable effort to inform clients how AI may be used, how their information will be protected, the limitations of AI, and that they may opt out of AI use.

## Conclusion

It is important for veterinary professionals to carefully weigh the benefits against the risks of using AI, and should consider client consent before doing so.

To view the full  
whitepaper, visit  
this link:



## Veterinary Examining Board Agenda Request Form

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	Angela Fisher
<b>Item Title for the Agenda</b>	VE 1 Final Draft
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Action
<b>Are there Attachments?</b> (If yes, include file names)	Final Rule Draft Regulatory Flexibility Analysis Fiscal Estimate and Economic Impact Analysis Clearinghouse Comments Summary of Public Comments Estimated Rule Timeline
<b>Is a Public Appearance Anticipated?</b>	No
<b>Description of the Agenda Item</b>  <p>The VE 1 final draft is ready for the VEB's approval.</p> <p>After the VEB's approval, the final draft will be referred to the Governor. After the Governor's approval, the final draft will be referred to the Legislature.</p> <p>Draft Motion: Move to approve the VE 1 final rule draft, regarding Wis. Admin. Code ch. VE 1, relating to veterinary licensing processes.</p>	

## THE VETERINARY EXAMINING BOARD'S PROPOSED ORDER TO ADOPT PERMANENT RULES

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### PROPOSED ORDER

The Wisconsin Veterinary Examining Board proposes an order *to repeal and recreate* VE 1.16 (1) and 1.18 (3), and *to amend* VE 1.14 (intro.) and (6), 1.16 (title) and (intro.), 1.18 (2) and (6), 1.20 (intro.) and (2), and 1.28 (intro.) and (2), *relating to* veterinary licensing processes.

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### Analysis Prepared by the Veterinary Examining Board

***Statutes Interpreted:*** Wis. Stat. §§ 89.03, 89.06, and 89.072

***Statutory Authority:*** Wis. Stat. §§ 89.03 (1) and (2) and 15.08 (5) (b)

### ***Explanation of Agency Authority***

Wis. Stat. § 89.03 (1) authorizes the Veterinary Examining Board (Board) to promulgate rules establishing the scope of practice permitted for veterinarians and rules relating to veterinary licensure qualifications and denial of a license. Wis. Stat. § 89.03 (2) authorizes the Board to promulgate rules requiring training and continuing education sufficient to assure competency of veterinarians in the practice of veterinary medicine. Wis. Stat. § 15.08 (5) (b) authorizes the Board to promulgate rules for its own guidance and for the guidance of the veterinary profession.

### ***Related Statutes and Rules***

Wis. Stat. ch. 89 and Wis. Admin. Code chs. VE 1 to 4.

### ***Plain Language Analysis***

The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. Without these changes, there would continue to be unintentional gaps preventing applicants with unique circumstances from having a path to licensure. The rule draft makes the following changes:

The rule draft removes language in s. VE 1.14 (6) that limits who must apply by examination or endorsement. The language was added in 2022 and created problems by limiting the licensing processes available to applicants. Removing this language allows applicants who cannot apply

by endorsement to instead apply by examination. This change also removes an inconsistency that currently says a Wisconsin licensee must apply by endorsement.

The rule draft adds language to ss. VE 1.14, VE 1.16, and VE 1.28 to make it clear that the Board may review an application for items listed under s. VE 1.20. This clarification addresses the concerns that led to the limitations under s. VE 1.14 (6) that were created in 2022. For example, an applicant with discipline in another jurisdiction applying by examination is still subject to review under s. VE 1.20.

The rule draft adds language to s. VE 1.20 to make it clear that the section applies to both new applicants for licensure and applicants for renewal. This clarification addresses the concerns that led to the limitations under s. VE 1.14 (6) that were created in 2022. For example, an applicant who was previously licensed in Wisconsin, then licensed in another jurisdiction, and received discipline from the other jurisdiction, is still subject to review under s. VE 1.20.

The rule draft adds language to s. VE 1.16 (1) to create a process for applicants based on examination who have not passed the North American Veterinary Licensing Examination (NAVLE) in the past 5 years. This addition includes language consistent with s. VE 1.28 (2) regarding the Board inquiring as to whether the applicant is competent to practice and imposing reasonable conditions.

The rule draft adds language to s. VE 1.18 (3) to create a process for applicants by endorsement who have neither passed the NAVLE within the last 5 years nor actively practiced for 4,000 hours during the 5 years preceding application. This addition includes language consistent with s. VE 1.28 (2) regarding the Board inquiring as to whether the applicant is competent to practice and imposing reasonable conditions.

The rule draft makes minor edits throughout the licensing processes to consistently use the term “jurisdiction”.

### ***Summary of, and Comparison with, Existing or Proposed Federal Statutes and Regulations***

Licensure requirements to practice veterinary medicine are established by each state and are not established by federal statutes or regulations.

Pursuant to 9 CFR 160 to 162, a veterinarian must be specifically authorized by the United States Department of Agriculture – Animal and Plant Health Inspection Service to perform animal disease eradication and control functions under federal animal health laws.

### ***Summary of Comments Received***

#### **Preliminary Public Hearing and Comment Period on the Statement of Scope**

The Board held a preliminary hearing on the statement of scope (SS 109-23) on February 13, 2024, with comments open through February 15, 2024. The hearing offered a combination of in-

person access and remote access. There were no attendees at the hearing, in-person or remote, and no written comments were received.

### **Comment Period on the Economic Impact Analysis**

The economic impact analysis was posted for 14 days, with comments accepted through December 24, 2024. No comments were received.

### **Public Hearing and Comment Period on the Preliminary Rule Draft**

The Board held a hearing on the preliminary rule draft on March 4, 2025, with comments open through March 18, 2025. The hearing offered a combination of in-person access and remote access. There were two commenters at the hearing, and two written comments received. Three of the commenters expressed support of the preliminary rule draft and also recommended removing the 4,000 hours requirement under the current s. VE 1.18 (3). One commenter asked if the Board was going to address situations of people practicing veterinary medicine without a license.

The statement of scope for this rule package (SS 109-23) is specific to just evaluating veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. The Board is unable to evaluate more substantive changes to existing licensing requirements, such as the 4,000 hours requirement under the current s. VE 1.18 (3), within this current rule scope.

Situations of people practicing veterinary medicine without a license is currently a violation under s. 89.05 (1), Wis. Stat. If members of the public have evidence of this occurring, a complaint can be filed with the Board.

### **Rules Clearinghouse**

The Board made changes to address all Clearinghouse comments. Within the rule text, references to s. VE 1.20 were rearranged to be more clear and concise. The title for VE 1.16 was renamed for clarity. The provisions in ss. VE 1.16 (1) and 1.18 (3) were broken into multiple paragraphs for clarity.

### ***Comparison with Rules in Adjacent States***

The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. These changes are specific to Wisconsin rules and address unintentional gaps in current licensing processes. Adjacent states also have veterinary boards that license veterinarians.

### **Illinois**

Illinois veterinary licenses are issued by the Illinois Veterinary Licensing and Disciplinary Board, attached to the Illinois Department of Financial and Professional Regulation.

### **Iowa**

Iowa veterinary licenses are issued by the Iowa Board of Veterinary Medicine, attached to the Iowa Department of Agriculture and Land Stewardship.

### **Michigan**

Michigan veterinary licenses are issued by the Michigan Board of Veterinary Medicine, attached to the Michigan Department of Licensing and Regulatory Affairs.

### **Minnesota**

Minnesota veterinary licenses are issued by the Minnesota Board of Veterinary Medicine.

### ***Summary of Factual Data and Analytical Methodologies***

There are unintentional gaps and inconsistencies in current veterinary licensing processes. The Board reviewed veterinary licensing processes, assessed what process would apply to each applicant type, and identified unintentional gaps preventing applicants with unique circumstances from being able to apply. The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types.

### ***Analysis and Supporting Documents used to Determine Effect on Small Business or in Preparation of an Economic Impact Analysis***

Most veterinary practices are small businesses. The Board expects the proposed rule to have minimal to no economic impact. Under the current rules, there are unintentional gaps preventing some applicants with unique circumstances from applying. The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. The proposed rule would have a positive impact on those applicants who do not currently have an application process, and would not impact other applicants or licensees.

### ***Fiscal Estimate and Economic Impact Analysis***

The Fiscal Estimate and Economic Impact Analysis is attached.

### ***Effect on Small Business***

Most veterinary practices are small businesses. The Board expects the proposed rule to have minimal to no economic impact. Under the current rules, there are unintentional gaps preventing some applicants with unique circumstances from applying. The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. The proposed rule would have a positive impact on those applicants who do not currently have an application process, and would not impact other applicants or licensees.

The Department's Regulatory Review Coordinator, Bradford Steine, may be contacted by:  
Email at [Bradford.Steine1@wisconsin.gov](mailto:Bradford.Steine1@wisconsin.gov)  
Telephone at (608) 405-0370

The Regulatory Flexibility Analysis is attached.

***Department Contact Person***

Angela Fisher  
Division of Animal Health  
Department of Agriculture, Trade and Consumer Protection  
P.O. Box 8911  
Madison, WI 53708-8911  
(608) 224-5051  
[Angela.Fisher1@wisconsin.gov](mailto:Angela.Fisher1@wisconsin.gov)

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RULE TEXT

**SECTION 1.** VE 1.14 (intro.) and (6) are amended to read:

**VE 1.14 (intro.)** ~~The~~ Subject to s. VE 1.20, the board may issue a license to practice veterinary medicine to an applicant who satisfies all of the following:

**(6)** Satisfies the requirements for either licensure ~~by~~ based on examination or licensure by endorsement. ~~Applicants who have never previously been licensed in any jurisdiction must apply by examination. Applicants who have previously been licensed in Wisconsin or any other jurisdiction must apply by endorsement.~~

**SECTION 2.** VE 1.16 (title) and (intro.), are amended to read:

**VE 1.16 Qualifications for licensure** ~~by~~ based on examination. ~~Applicants~~ Subject to s. VE 1.20, applicants for licensure ~~by~~ based on examination shall satisfy all of the following:

**SECTION 3.** VE 1.16 (1) is repealed and recreated to read:

**(1)** The applicant has satisfied at least one of the following:

(a) Passed the NAVLE within the last five years.

(b) Passed the NAVLE more than five years prior to application and satisfies at least one of the following:

1. Currently holds a full unexpired license issued by a similar licensing board of another jurisdiction whose standards, in the opinion of the board, are equivalent to or higher than the requirements for licensure in this state.

2. Previously held a license issued by a similar licensing board of another jurisdiction whose standards, in the opinion of the board, are equivalent to or higher than the requirements for licensure in this state, and has been deemed competent to practice by the board, including satisfying any reasonable conditions imposed by the board. The board shall inquire as to whether the applicant is competent to practice as a veterinarian in this state and may impose any reasonable conditions on instatement of the license, including reexamination, as the board deems appropriate.

**SECTION 4.** VE 1.18 (2) is amended to read:

**VE 1.18 (2)** The applicant holds a current license to practice veterinary medicine in ~~another state or U.S. territory or province of~~ a jurisdiction of the United States or Canada.

**SECTION 5.** VE 1.18 (3) is repealed and recreated to read:

**(3)** The applicant has satisfied at least one of the following:

(a) Passed the NAVLE within the last five years.

(b) Actively practiced for 4000 hours during the 5 years preceding application.

(c) Has been deemed competent to practice by the board, including satisfying any reasonable conditions imposed by the board. The board shall inquire as to whether the applicant is competent to practice as a veterinarian in this state and may impose any reasonable conditions on instatement of the license, including reexamination, as the board deems appropriate. An applicant under this paragraph is presumed to be competent to practice as a veterinarian in this state if at the time of application the applicant holds a full unexpired license issued by a similar



licensing board of another jurisdiction whose standards, in the opinion of the board, are equivalent to or higher than the requirements for licensure in this state.

**SECTION 6.** VE 1.18 (6) is amended to read:

**(6)** Provides verification of licensure records and status which has been provided directly to the board by every ~~state or country~~ jurisdiction in which the applicant has ever held a license or certificate to practice veterinary medicine or by the AAVSB.

**SECTION 7.** VE 1.20 (intro.) and (2) are amended to read:

**VE 1.20 (intro.)** The board may determine that an applicant is not eligible for licensure, or a licensee is not eligible for renewal, if any of the following apply:

**(2)** The applicant has been disciplined by the veterinary licensing authority in any other ~~state, territory or country~~ jurisdiction.

**SECTION 8.** VE 1.28 (intro.) and (2) are amended to read:

**VE 1.28 (intro.)** A license expires if not renewed by January 1 of even-numbered years. A Subject to s. VE 1.20, a licensee who allows the license to expire may apply to the board for renewal of the license as follows:

**(2)** If the licensee applies for renewal of the license 5 or more years after its expiration, in addition to requiring the licensee to pay the renewal fee and late fee, and to fulfill the continuing education hours required under s. VE 1.30 completed before the license renewal, the board shall inquire as to whether the applicant is competent to practice as a veterinarian in this state and shall impose any reasonable conditions on reinstatement of the license, including reexamination, as the board deems appropriate. An applicant under this subsection is presumed to be competent to practice as a veterinarian in this state if at the time of application for renewal the applicant holds a full unexpired license issued by a similar licensing board of another ~~state or territory of~~

62 ~~the United States or of a foreign country or province~~ jurisdiction whose standards, in the opinion  
63 of the board, are equivalent to or higher than the requirements for licensure in this state.  
64 Notwithstanding any presumption of competency under this subsection, the board shall require  
65 each applicant under this subsection to pass the examination specified under s. VE 1.14 (2).

66 **SECTION 9. EFFECTIVE DATE.** This rule takes effect on the first day of the month following  
67 publication in the Wisconsin Administrative Register as provided in s. 227.22 (2) (intro.), Stats.

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(END OF RULE TEXT)

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Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2025

WISCONSIN VETERINARY EXAMINING  
BOARD

By: \_\_\_\_\_, Chair

## Wisconsin Veterinary Examining Board

### Regulatory Flexibility Analysis

***Rule Subject:*** Veterinarians

***Adm. Code Reference:*** VE 1

***Rules Clearinghouse #:*** CR 25-006

***DATCP Docket #:*** 23-R-03

#### *Rule Summary*

The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. Without these changes, there would continue to be unintentional gaps preventing applicants with unique circumstances from having a path to licensure. The rule draft makes the following changes:

The rule draft removes language in s. VE 1.14 (6) that limits who must apply by examination or endorsement. The language was added in 2022 and created problems by limiting the licensing processes available to applicants. Removing this language allows applicants who cannot apply by endorsement to instead apply by examination. This change also removes an inconsistency that currently says a Wisconsin licensee must apply by endorsement.

The rule draft adds language to ss. VE 1.14, VE 1.16, and VE 1.28 to make it clear that the Board may review the application for items listed under s. VE 1.20. This clarification addresses the concerns that led to the limitations under s. VE 1.14 (6) that were created in 2022. For example, an applicant with discipline in another jurisdiction applying by examination is still subject to review under s. VE 1.20.

The rule draft adds language to s. VE 1.20 to make it clear that the section applies to both new applicants for licensure and applicants for renewal. This clarification addresses the concerns that led to the limitations under s. VE 1.14 (6) that were created in 2022. For example, an applicant who was previously licensed in Wisconsin, then licensed in another jurisdiction, and received discipline from the other jurisdiction, is still subject to review under s. VE 1.20.

The rule draft adds language to s. VE 1.16 (1) to create a process for applicants based on examination who have not passed the North American Veterinary Licensing Examination (NAVLE) in the past 5 years. This addition includes language consistent with s. VE 1.28 (2) regarding the Board inquiring as to whether the applicant is competent to practice and imposing reasonable conditions.

The rule draft adds language to s. VE 1.18 (3) to create a process for applicants by endorsement who have neither passed the NAVLE within the last 5 years nor actively practiced for 4,000 hours during the 5 years preceding application. This addition includes language consistent with s. VE 1.28 (2) regarding the Board inquiring as to whether the applicant is competent to practice and imposing reasonable conditions.

The rule draft makes minor edits throughout the licensing processes to consistently use the term “jurisdiction.”

### ***Small Businesses Affected***

Most veterinary practices are small businesses. The Board expects the proposed rule to have minimal to no economic impact. Under the current rules, there are unintentional gaps preventing some applicants with unique circumstances from applying. The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. The proposed rule would have a positive impact on those applicants who do not currently have an application process, and would not impact other applicants or licensees.

### ***Reporting, Bookkeeping and other Procedures***

The proposed rule does not create any new reporting or bookkeeping requirements.

### ***Professional Skills Required***

The proposed rule does not create any new professional skills requirements.

### ***Accommodation for Small Business***

No accommodation for small business will be necessary for the proposed rule. The Board expects the proposed rule to have minimal to no economic impact. The proposed rule would have a positive impact on those applicants who do not currently have an application process, and would not impact other applicants or licensees.

### ***Conclusion***

The Board expects the proposed rule to have minimal to no economic impact.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

WISCONSIN VETERINARY EXAMINING BOARD

By \_\_\_\_\_

Chair  
Veterinary Examining Board

## ADMINISTRATIVE RULES

### Fiscal Estimate & Economic Impact Analysis

<b>1. Type of Estimate and Analysis</b> <input checked="" type="checkbox"/> Original <input type="checkbox"/> Updated <input type="checkbox"/> Corrected	<b>2. Date</b> 12/5/24								
<b>3. Administrative Rule Chapter, Title and Number (and Clearinghouse Number if applicable)</b> VE 1, Veterinarians									
<b>4. Subject</b> Veterinarians									
<b>5. Fund Sources Affected</b> <input type="checkbox"/> GPR <input type="checkbox"/> FED <input checked="" type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S	<b>6. Chapter 20, Stats. Appropriations Affected</b> 20.115 (2) (jm)								
<b>7. Fiscal Effect of Implementing the Rule</b> <table style="width: 100%;"><tr><td><input checked="" type="checkbox"/> No Fiscal Effect</td><td><input type="checkbox"/> Increase Existing Revenues</td><td><input type="checkbox"/> Increase Costs</td><td><input type="checkbox"/> Decrease Costs</td></tr><tr><td><input type="checkbox"/> Indeterminate</td><td><input type="checkbox"/> Decrease Existing Revenues</td><td colspan="2"><input type="checkbox"/> Could Absorb Within Agency's Budget</td></tr></table>		<input checked="" type="checkbox"/> No Fiscal Effect	<input type="checkbox"/> Increase Existing Revenues	<input type="checkbox"/> Increase Costs	<input type="checkbox"/> Decrease Costs	<input type="checkbox"/> Indeterminate	<input type="checkbox"/> Decrease Existing Revenues	<input type="checkbox"/> Could Absorb Within Agency's Budget	
<input checked="" type="checkbox"/> No Fiscal Effect	<input type="checkbox"/> Increase Existing Revenues	<input type="checkbox"/> Increase Costs	<input type="checkbox"/> Decrease Costs						
<input type="checkbox"/> Indeterminate	<input type="checkbox"/> Decrease Existing Revenues	<input type="checkbox"/> Could Absorb Within Agency's Budget							
<b>8. The Rule Will Impact the Following (Check All That Apply)</b> <table style="width: 100%;"><tr><td><input type="checkbox"/> State's Economy</td><td><input type="checkbox"/> Specific Businesses/Sectors</td></tr><tr><td><input type="checkbox"/> Local Government Units</td><td><input type="checkbox"/> Public Utility Rate Payers</td></tr><tr><td colspan="2"><input checked="" type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b></td></tr></table>		<input type="checkbox"/> State's Economy	<input type="checkbox"/> Specific Businesses/Sectors	<input type="checkbox"/> Local Government Units	<input type="checkbox"/> Public Utility Rate Payers	<input checked="" type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b>			
<input type="checkbox"/> State's Economy	<input type="checkbox"/> Specific Businesses/Sectors								
<input type="checkbox"/> Local Government Units	<input type="checkbox"/> Public Utility Rate Payers								
<input checked="" type="checkbox"/> Small Businesses <b>(if checked, complete Attachment A)</b>									
<b>9. Estimate of Implementation and Compliance to Businesses, Local Governmental Units and Individuals, per s. 227.137(3)(b)(1).</b> \$0									
<b>10. Would Implementation and Compliance Costs Businesses, Local Governmental Units and Individuals Be \$10 Million or more Over Any 2-year Period, per s. 227.137(3)(b)(2)?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No									
<b>11. Policy Problem Addressed by the Rule</b> The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. Without these changes, there would continue to be unintentional gaps preventing applicants with unique circumstances from having a path to licensure.									
<b>12. Summary of the Businesses, Business Sectors, Associations Representing Business, Local Governmental Units, and Individuals that may be Affected by the Proposed Rule that were Contacted for Comments.</b> The Board held a preliminary hearing on the statement of scope (SS 109-23) on February 13, 2024, with comments open until February 15, 2024. The hearing offered a combination of in-person access and remote access. There were no attendees at the hearing, in-person or remote, and no written comments were received.									
<b>13. Identify the Local Governmental Units that Participated in the Development of this EIA.</b> Not applicable.									
<b>14. Summary of Rule's Economic and Fiscal Impact on Specific Businesses, Business Sectors, Public Utility Rate Payers, Local Governmental Units and the State's Economy as a Whole (Include Implementation and Compliance Costs Expected to be Incurred)</b> Most veterinary practices are small businesses. The Board expects the proposed rule to have minimal to no economic impact. Under the current rules, there are unintentional gaps preventing some applicants with unique circumstances from applying. The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. The proposed rule would have a positive impact on those applicants who do not currently have an application process, and would not impact other applicants or licensees. )									
<b>15. Benefits of Implementing the Rule and Alternative(s) to Implementing the Rule</b> The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. Without these changes, there would continue to be unintentional gaps preventing applicants with unique circumstances from being able to apply.									
<b>16. Long Range Implications of Implementing the Rule</b>									

## ADMINISTRATIVE RULES

### Fiscal Estimate & Economic Impact Analysis

The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. Without these changes, there would continue to be unintentional gaps preventing applicants with unique circumstances from being able to apply.

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**17. Compare With Approaches Being Used by Federal Government**

Licensure requirements to practice veterinary medicine are established by each state and are not established by federal statutes or regulations.

Pursuant to 9 CFR 160 to 162, a veterinarian must be specifically authorized by the United States Department of Agriculture – Animal and Plant Health Inspection Service to perform animal disease eradication and control functions under federal animal health laws.

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**18. Compare With Approaches Being Used by Neighboring States (Illinois, Iowa, Michigan and Minnesota)**

The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. These changes are specific to Wisconsin rules and address unintentional gaps in current licensing processes. Adjacent states also have veterinary boards that license veterinarians.

**Illinois**

Illinois veterinary licenses are issued by the Illinois Veterinary Licensing and Disciplinary Board, attached to the Illinois Department of Financial and Professional Regulation.

**Iowa**

Iowa veterinary licenses are issued by the Iowa Board of Veterinary Medicine, attached to the Iowa Department of Agriculture and Land Stewardship.

**Michigan**

Michigan veterinary licenses are issued by the Michigan Board of Veterinary Medicine, attached to the Michigan Department of Licensing and Regulatory Affairs.

**Minnesota**

Minnesota veterinary licenses are issued by the Minnesota Board of Veterinary Medicine.

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**19. Contact Name**

Angela Fisher

**20. Contact Phone Number**

608-219-5761

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This document can be made available in alternate formats to individuals with disabilities upon request.

**ADMINISTRATIVE RULES**  
**Fiscal Estimate & Economic Impact Analysis**

**ATTACHMENT A**

- 
1. Summary of Rule's Economic and Fiscal Impact on Small Businesses (Separately for each Small Business Sector, Include Implementation and Compliance Costs Expected to be Incurred)

Most veterinary practices are small businesses. The Board expects the proposed rule to have minimal to no economic impact. Under the current rules, there are unintentional gaps preventing some applicants with unique circumstances from applying. The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types. The proposed rule would have a positive impact on those applicants who do not currently have an application process, and would not impact other applicants or licensees.

- 
2. Summary of the data sources used to measure the Rule's impact on Small Businesses

There are unintentional gaps and inconsistencies in current veterinary licensing processes. The Board reviewed veterinary licensing processes, assessed what process would apply to each applicant type, and identified unintentional gaps preventing applicants with unique circumstances from having a path to licensure. The proposed rule modifies veterinary licensing processes for clarity, consistency, and to ensure there are processes for all applicant types.

- 
3. Did the agency consider the following methods to reduce the impact of the Rule on Small Businesses?

- ☐ Less Stringent Compliance or Reporting Requirements  
☐ Less Stringent Schedules or Deadlines for Compliance or Reporting  
☐ Consolidation or Simplification of Reporting Requirements  
☐ Establishment of performance standards in lieu of Design or Operational Standards  
☐ Exemption of Small Businesses from some or all requirements  
☐ Other, describe:

- 
4. Describe the methods incorporated into the Rule that will reduce its impact on Small Businesses

The proposed rule would have a positive impact on those applicants who do not currently have an application process, and would not impact other applicants or licensees.

- 
5. Describe the Rule's Enforcement Provisions

The proposed rule does not makes changes to enforcement.

- 
6. Did the Agency prepare a Cost Benefit Analysis (if Yes, attach to form)

☐ Yes ☒ No

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# Wisconsin Legislative Council

## RULES CLEARINGHOUSE

**Scott Grosz**  
Clearinghouse Director

**Margit Kelley**  
Clearinghouse Assistant Director

**Anne Sappenfield**  
Legislative Council Director

### CLEARINGHOUSE REPORT TO AGENCY

[THIS REPORT HAS BEEN PREPARED PURSUANT TO S. 227.15, STATS. THIS IS A REPORT ON A RULE AS ORIGINALLY PROPOSED BY THE AGENCY; THE REPORT MAY NOT REFLECT THE FINAL CONTENT OF THE RULE IN FINAL DRAFT FORM AS IT WILL BE SUBMITTED TO THE LEGISLATURE. THIS REPORT CONSTITUTES A REVIEW OF, BUT NOT APPROVAL OR DISAPPROVAL OF, THE SUBSTANTIVE CONTENT AND TECHNICAL ACCURACY OF THE RULE.]

#### CLEARINGHOUSE RULE **25-006**

AN ORDER to amend VE 1.14 (1) and (6), 1.16 (1), 1.18 (2), (3), and (6), 1.20 (intro.) and (2), and 1.28 (1) and (2), relating to veterinarians.

Submitted by **DEPARTMENT OF VETERINARY EXAMINING BOARD**

01-31-2025 RECEIVED BY LEGISLATIVE COUNCIL.

02-26-2025 REPORT SENT TO AGENCY.

MSK:PW



**LEGISLATIVE COUNCIL RULES CLEARINGHOUSE REPORT**

This rule has been reviewed by the Rules Clearinghouse. Based on that review, comments are reported as noted below:

1. STATUTORY AUTHORITY [s. 227.15 (2) (a)]

Comment Attached YES ☒ NO ☐

2. FORM, STYLE AND PLACEMENT IN ADMINISTRATIVE CODE [s. 227.15 (2) (c)]

Comment Attached YES ☒ NO ☐

3. CONFLICT WITH OR DUPLICATION OF EXISTING RULES [s. 227.15 (2) (d)]

Comment Attached YES ☐ NO ☒

4. ADEQUACY OF REFERENCES TO RELATED STATUTES, RULES AND FORMS  
[s. 227.15 (2) (e)]

Comment Attached YES ☐ NO ☒

5. CLARITY, GRAMMAR, PUNCTUATION AND USE OF PLAIN LANGUAGE [s. 227.15 (2) (f)]

Comment Attached YES ☒ NO ☐

6. POTENTIAL CONFLICTS WITH, AND COMPARABILITY TO, RELATED FEDERAL  
REGULATIONS [s. 227.15 (2) (g)]

Comment Attached YES ☐ NO ☒

7. COMPLIANCE WITH PERMIT ACTION DEADLINE REQUIREMENTS [s. 227.15 (2) (h)]

Comment Attached YES ☐ NO ☒



# Wisconsin Legislative Council

## RULES CLEARINGHOUSE

**Scott Grosz**  
Clearinghouse Director

**Margit Kelley**  
Clearinghouse Assistant Director

**Anne Sappenfield**  
Legislative Council Director

### CLEARINGHOUSE RULE 25-006

#### Comments

**[NOTE: All citations to “Manual” in the comments below are to the Administrative Rules Procedures Manual, prepared by the Legislative Council Staff and the Legislative Reference Bureau, dated November 2020.]**

#### 1. Statutory Authority

In the board’s analysis for the proposed rule, consider identifying which subsection of s. 89.03, Stats., is relied on for statutory authority, in order to be more precise. Also, the current text of s. VE 1.01 additionally identifies s. 15.08 (5), Stats., as a source of statutory authority; should that citation be added to the board’s analysis? [s. 1.01 (2) (c), Manual.]

#### 2. Form, Style and Placement in Administrative Code

a. In the caption for the proposed rule, consider being more specific in the relating clause. The relating clause should concisely state the subject matter of the proposed order. [s. 1.01 (1) (a), Manual.]

b. In the board’s analysis for the proposed rule, consider being more precise in what statutes are being interpreted. For example, the analysis cites s. 89.06, Stats., but it appears that only sub. (1) of that provision is interpreted in the proposed rule.

c. In the plain language analysis for the proposed rule, consider whether s. VE 1.16 (1) should be added to the cited provisions at the beginning of the third paragraph.

d. In the board’s analysis for the proposed rule, an entry should be inserted under the “Effect on Small Business” header.

#### 5. Clarity, Grammar, Punctuation and Use of Plain Language

a. In SECTION 1 of the proposed rule, in s. VE 1.14 (1), instead of the inserted language, consider adding “Subject to s. VE 1.20,” or something similar, at the beginning of s. VE 1.14 (intro.). This same comment generally applies to the last sentences in ss. VE 1.16 (1) and 1.28 (1) and (2).

b. In SECTION 2 of the proposed rule, in s. VE 1.16 (1), it is not clear what activities satisfy the requirements in sub. (1). If an applicant must pass the NAVLE within the last five years, then

the purpose of the second and third sentences is unclear. Alternatively, if an applicant may satisfy sub. (1) by either having passed the NAVLE within the last five years *or* by being deemed competent to practice or by satisfying reasonable conditions imposed by the board, then sub. (1) should be revised to make that clear.

- (1) To address this, consider revising the first sentence to require either having passed the NAVLE within the last five years *or*, if the applicant has not passed the NAVLE within the last five years, having been deemed competent to practice by the board, including satisfying any reasonable conditions imposed by the board.
- (2) Additionally, it is not clear what the effect is of being presumed competent to practice in Wisconsin or whether the board is required to impose reasonable conditions on an applicant who is presumed competent, but who has not passed the NAVLE in the last five years.
- (3) This same comment generally applies to s. VE 1.18 (3).

c. Consider revising the current title for s. VE 1.16, which refers to “qualifications for licensure by examination”, to reflect the alternative licensure pathways provided in SECTION 2 of the proposed rule.

d. In SECTION 3 of the proposed rule, in s. VE 1.18 (3), consider whether the commas around “in s. VE 1.16” are necessary.

**Summary of Public Comments  
Statement of Scope SS 109-23  
Chapter VE 1  
Permanent Rule Regarding Veterinary Licensing Processes**

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**Statement of Scope Preliminary Public Hearing**

**In-Person in Madison and Remotely via Zoom and Telephone, 9:00 am, February 13, 2024**

There were no attendees, in-person or remote.

**Statement of Scope Preliminary Public Comment Period**

**Written Comments Received through February 15, 2024**

No written comments were received.

**Economic Impact Analysis Public Comment Period**

**14 Days, Written Comments Received through December 24, 2024**

No written comments were received.

**Preliminary Rule Draft Public Hearing**

**In-Person in Madison and Remotely via Zoom and Telephone, 9:00 am, March 4, 2025**

<b>Name/Organization</b>	<b>Position</b>	<b>Summary of Comments</b>
Loren Breen, Director of Policy, Research & Governmental Relations, Animal Policy Group	Support	<ul style="list-style-type: none"><li>- Thanked and congratulated the Board for joining the 18 other states who already ease access to licensing for out-of-state veterinarians.</li><li>- Expressed that, with recent AVMA house of delegates unanimous support of this type of position, the Group hopes that other states will follow Wisconsin and adopt these kinds of changes.</li><li>- Recommended removing from s. VE 1.18 the 4,000 hours over 5 years language to further remove any administrative burdens.</li></ul>
Marie Gilbertson	Support	<ul style="list-style-type: none"><li>- Expressed that glad this change is being made.</li><li>- Is an alternative path veterinarian and found the existing rules quite confusing.</li><li>- Asked if the 4,000 hours language only applies if the applicant doesn't meet the requirements under VE 1.16.</li><li>- Agreed with Loren's comments that the 4,000 hours language is challenging, and expressed that the 4,000 hours language is confusing, particularly because what it means to practice is not well defined. For example, work in wildlife research is different from a small or large animal practitioner, but still uses veterinary skills and requires a veterinary license. Encouraged further assessment of the 4,000 language.</li></ul>

**Preliminary Rule Draft Public Comment Period**

**Written Comments Received through March 18, 2025**

<b>Name/Organization</b>	<b>Position</b>	<b>Summary of Comments</b>
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Lynne M Dzuba, DVM, Bovine Veterinary Service SC		<ul style="list-style-type: none"> <li>- Asked if the Board was going to address situations where people are practicing veterinary medicine without a license.</li> </ul>
Jennifer Hobgood, Ph.D., Senior Director, Access to Care Policy, American Society for the Prevention of Cruelty to Animals (ASPCA)	Support	<ul style="list-style-type: none"> <li>- Provided a summary of ASPCA.</li> <li>- Described barriers to veterinary care, including a veterinary shortage.</li> <li>- Expressed support of the rule change to enable the Board the discretion to grant licensure through endorsement without the applicant having met the prior service requirement.</li> <li>- Recommended removing the language relating to the 4,000 hours over 5 years altogether.</li> <li>- Explained that eighteen other states recognize licensed veterinarians from other jurisdictions.</li> </ul>

DAH Rules Estimated Timelines

Future dates are estimates for the purposes of work planning.  
Last Updated: 4/3/25

Key	
White	Estimated date
Blue	Actual date
Yellow	Estimated date requires revision
Red	Projection exceeds deadline (scope expires)

Rule	Topic	Scope #	DATCP Docket #	Clearing- house #	Statement of Scope												Hearing Draft										Final Draft										Deadline to Refer to Legis. (Scope Expires)	Rule Effective Date		
					Initiate				Governor			Preliminary Hearing <sup>1</sup>					Board		Info	Board		EIA <sup>2</sup>		Clearinghouse		Hearing			Board		Governor		Legislature <sup>3</sup>						Adopt	
					Begin Scope	Materials to OS Review 1	Meeting with OS	Materials to OS Review 2	Scope to Governor	Governor Approve Scope	Scope Publish in Register	Materials to OS	Board Approve Hearing	Notice Publish in Register	Hearing Date(s)	Record Open Until	Materials to OS	Board Approve Scope	Commit. Meetings	Materials to OS	Board Approve Draft	Posted for Comment	Record Open Until	Refer to CH	Receive CH Comment	Notice Publish in Register	Hearing Date(s)	Record Open Until	Materials to OS	Board Approve Final	Final to Governor	Governor Approve Final	Refer to Legis.	Refer to Commit.	Commit. Review Ends	Refer to JCRAR			JCRAR Review Ends	Rule to LRB
VE 1	Vet Licensing	SS 109-23	23-R-03	CR 25-006	7/19/23	8/24/23	9/8/23	9/8/23	10/23/23	11/8/23	12/4/23	12/22/23	1/17/24	1/29/24	2/13/24	2/15/24	3/19/24	4/17/24	8/26/24	12/6/24	1/28/25	12/6/24	12/23/24	1/31/25	2/26/25	2/10/25	3/4/25	3/18/25	4/3/25	4/22/25	4/29/25	5/20/25	6/3/25	6/13/25	8/12/25	8/22/25	10/21/25	11/4/25	6/4/26	1/1/26

Rule Process Step:	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Expiration	Step 35
General Projection Assumptions: (specific projections may vary)	Begin process of drafting scope	60 days after Step 1	14 days after Step 2	7 days after Step 3	30 days after Step 4	30 days after Step 5	14 days after Step 6	23 days before Step 9	23 days after Step 7	11 days after Step 9	7 days after Step 10	2 days after Step 11	23 days before Step 14	30 days after Step 12	90 days after Step 14	23 days before Step 17	270 days after Step 14	7 days after Step 17	60 days after Step 18	7 days after Step 17	30 days after Step 20	10 days before Step 23	30 days after Step 20	14 days after Step 23	23 days before Step 26	60 days after Step 24	7 days after Step 26	21 days after Step 27	14 days after Step 28	10 days after Step 29	60 days after Step 29	10 days after Step 30	60 days after Step 32	14 days after Step 33	30 months after Step 7	1-2 months after Step 34
Notes:							Must be submitted for publish within 30 days of Gov approve	7 days OS + 14 days Board	Or next Board meeting, at least 11 days after publish in register	Monday after DATCP submits to publish	At least 3 days after publish in register	Or later	7 days OS + 14 days Board	Or next Board meeting, no sooner than 11th day after scope publish	Only some rule packages will have	7 days OS + 14 days Board	Or next Board meeting	Or later if additional meetings or complex rule	14, 30, or 60 days	20 working days after refer to CH		At least 10 days after publish in register, and 20 working days after refer to CH	Or date EIA record open until, whichever is later	7 days OS + 14 days Board	Or next Board meeting				Or next session if referred to Legis after February in even year	30 days, can be extended to 60 days (+ more if hearing)		30 days, can be extended to 60 days (+ more if hearing)	Need to wait for official "no action taken" from legis		1st of month after 1 full month (+3mo small bus.)	

<sup>1</sup>JCRAR may require a preliminary public hearing for the scope statement.  
<sup>2</sup>JCRAR may require a separate, independent economic analysis any time between the EIA posting and the Governor’s approval of the final draft.  
<sup>3</sup>The standing committees and/or JCRAR may take actions, including requiring a meeting/hearing, making germane changes, recalling the rule, and introducing legislation.

**Veterinary Examining Board  
Agenda Request Form**

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	Angela Fisher
<b>Item Title for the Agenda</b>	Legislative
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Information
<b>Are there Attachments?</b> (If yes, include file names)	No
<b>Is a Public Appearance Anticipated?</b>	No
<b>Description of the Agenda Item</b>  The 2024-2025 legislative session began in January 2025.	

## Veterinary Examining Board Agenda Request Form

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	Angela Fisher
<b>Item Title for the Agenda</b>	Biennial Budget
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Information
<b>Are there Attachments?</b> (If yes, include file names)	No
<b>Is a Public Appearance Anticipated?</b>	No
<p><b>Description of the Agenda Item</b></p> <p>The Governor released his biennial budget recommendations on February 18<sup>th</sup>, and included the following item related to VEB:</p> <ul style="list-style-type: none"> <li>• <b><i>Veterinary Examining Board Positions.</i></b> The Governor recommends creating 1.0 PR FTE for the Veterinary Examining Board. The position will assist with investigations, monitoring, and enforcement for the board. Also, 0.75 PR FTE would be transferred from the dog sellers program to better align funding sources. The board appropriation would be changed to allow funds to be used to provide dog license tags and forms, perform other activities related to regulation of dogs, administer rabies control, and carry out activities related to humane officers.</li> </ul> <p>The Joint Committee on Finance (JFC) in the Legislature has begun their biennial budget process. JFC might decide to create a similar item in their budget, or they might not.</p> <p>Items may be added, removed, and changed throughout the biennial budget process. The budget will not be final until it is approved by the Legislature and signed by the Governor.</p>	



**Veterinary Examining Board  
Agenda Request Form**

<b>Meeting Date</b>	April 22, 2025
<b>Requestor Name</b>	M. mace
<b>Item Title for the Agenda</b>	Strategic plan report
<b>Should this be in Open or Closed Session?</b>	Open
<b>Is this an Action Item or for Information Only?</b>	Information
<b>Are there Attachments?</b> (If yes, include file names)	Yes 2024 Strategic Plan KPOs
<b>Is a Public Appearance Anticipated?</b>	No
<b>Description of the Agenda Item</b>  Update on Strategic Plan Goals  Begin discussion on 2025-2026 Strategic goals.	

**VEB Strategic Plan: July 2024-June 2025**

Core Strategy	Key Performance Objective (KPO)	Current Lead	Status	July to September, 2024	October to December, 2024
				Status Notes	Status Notes
Licensure Process	Update the State Exams	Melissa Mace	Completed		State exam split to be one exam for CVTs and one for Veterinarians. <u>Both updated</u>
Licensure Process	Update the licensure forms	Jonathan Bent	in process		Citations have been updated. Further updating will need to be done after rule package.
Licensure Process	Update VE 1 rules to create efficient licensing paths for veterinarians	Melissa Mace	in process		
Transparency with public and credential holders: Discipline	Review the current discipline list's format to determine if there is a presentation that provides clearer information to the public. Current list contains the issuance of the FDO (no definitions included) and FLO (again no definitions), terminology is used inconsistently, it is also not sortable, or easily searchable	Dustin Boyd	in process		October 2024 - Initiated contact with BITS to add definitions to list, defining FDO and FLO.  Definitions of acronyms added to public website as a temporary solution until below KPO is completed (creating a portal)
Transparency with public and credential holders: Discipline	Assess the viability of creating a portal where the public can easily download the referenced discipline.	Dustin Boyd	ongoing		October 2024 – Met with DSPS for demo of their portal. Met with software rep who created DSPS's portal to discuss feasibility of making similar software work with DATCP's current CRM system  Met w/BITS on 10/31, saw demo of other Division's licensed displays. Think this internal solution will work.
Communication with Board/public and credential holders; non compliance trends	Provide a report at the 1/4ly board meetings on the top 5 violation resulting in discipline prior quarter.	Dustin Boyd	ongoing	a. (6) violations of VE 1.58(26)(a) – Falsely certifying to have completed 30 hours of CE. b. (3) violations of VE 1.58(2) - Lack of knowledge or ability to apply professional principles or skills. c. (1) violation of each of the following: i. VE 1.58(11) - The personal use, misuse, or sale (other than to a patient) of controlled substances ii. VE 1.58(20) - Refusal, upon request, to cooperate in a timely manner with the board's investigation iii. VE 1.58(27) - Failure to inform a client prior to treatment of the diagnostic and treatment options consistent with the veterinary profession's standard of care iv. VE 1.58(3)(b) - The making of false claims regarding testing, inspecting, reporting or issuing of inter-state, intra-state or export health certificates v. VE 1.58(5)(a) - Claiming to have performed an act or given a treatment which has not in fact been performed or given. vi. VE 1.58(7) - Violating or aiding and abetting the violation of any law or administrative rule or regulation substantially related to the practice of veterinary medicine. vii. VE 2.26(13)(a) - Falsely certifying to have completed 15 hours of CE	(7) violations of VE 1.58(2) - Lack of knowledge or ability to apply professional principles or skills.  (3) violations of VE 1.58(26)(a) - Falsely certifying to have completed 30 hours of CE.  (3) violations of VE 1.58(27) - Failure to inform a client prior to treatment of the diagnostic and treatment options consistent with the veterinary profession's standard of care  (2) violations of VE 1.44(5)(b) – Improper delegation of sample collection via cystocentesis procedure.  (2) violations of VE 1.58(19) - Failure to maintain records as required.
Communication with Board, public and credential holders; non compliance trends	CVT program outreach	Jonathan Bent	in process		Met with WTCS on new VTNE process on Jan 13. Offered to do a webinar with students to 'introduce' the VEB and go over licensing and complaint processes, they were not interested.  Jonathon is working on updating the website and creating licensing 'check list' for CVTs.
Communication with Board, public and credential holders; General information	Annual newsletter for distribution.	Melissa Mace			
Workload Management/Budget	Work with DATCP to create and support a budget request for 2.0 FTE to support the VEB in investigations, VPAP administrations, and policy and rule development	Melissa Mace/Angela Fisher	in process	White Paper on position submitted to Secretary's office	No position requested in the DATCP budget. Hopefully in Governors budget.
VPAP	Complete RFP process, secure a 2025-2026 provider	Melissa Mace	Completed		TELUS Health contract is signed for service thru 2026 with option for further years.
VPAP	Host 6 VPAP specific webinars	Melissa Mace	in process	Living Well With Stress: 12 attendees	Seasonal Stress; 15 attendees.
VPAP	Send a monthly outreach to credentialing holders on VPAP services and the focus of the month.		ongoing	Monthly VPAP newsletters sent.	Monthly Newsletters sent.
AAVSB	Attend the Annual Conference	Melissa Mace	Completed	Drs. Holter and Solverson attended conference along with ED Mace.	
AAVSB	Include Racetrack information in VEB newsletter	Melissa Mace			