



State of Wisconsin
Veterinary Examining Board

Governor Tony Evers
Dr. Alan Holter, DVM, Chair

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

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

Internet Access via Teams: **Pre-registration is required in order to access the meeting, register here:**
<https://events.gcc.teams.microsoft.com/event/61481b2f-714c-49a7-a89d-0f541d4f55ab@f4e2d11c-fae4-453b-b6c0-2964663779aa>

Via Telephone Access: 1-608-571-2209 Phone conference ID 399 596 920#

If you would like to speak during the public comment time please send your name, address, who you are representing (if other than yourself), and the topic of your comments to Melissa Mace at Melissa.Mace@wisconsin.gov or (608) 279-3861 by Monday January 26, 2026

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

AGENDA

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

II. Approval of the Agenda (action item)

III. Approval of Board Meeting Minutes (action items)

- A. October 28, 2025 Quarterly Board Meeting
- B. November 19, 2025 Ad Hoc Board Meeting

IV. Introductions, Announcements and Recognition (informational)

V. Public Comments

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

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

VI. Administrative Items

- A. Election of Officers (Current office holders) (**action item**)
 - 1. Chair (Dr. Holter)
 - 2. Vice Chair (Dr. Miesen)
 - 3. Secretary (Lynn Schuh)
- B. Appointments of Liaisons, Alternates, and Delegates (Current appointees) (**action item**)
 - 1. Continuing Education and Exams Liaison (Primary: Dr. Miesen/Alternate: Schuh)
 - 2. Screening Panel (Dr. Holter, Schuh, Dr. Miesen, Dr. Solverson, Centracchio)
 - 3. Credentialing Committee (Dr. Miesen, Dr. Solverson, Schuh)
 - 4. Administrative Rules Committee (Dr. Holter, Centracchio, Dr. Solverson)
- C. Delegated Authority Motions (**action item**)
 - 1. Urgent Matters
 - 2. Screening Committee
 - 3. Credentialing Committee
 - 4. Document Signatures
 - 5. Roles and Authorities Delegated to the Case Advisor and Department Monitor
- D. VPAP Quarterly Report (informational)

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

- A. Board Basics & Beyond Training, Kansas City MO April 24-25, 2026
- B. AAVSB Annual Meeting & Conference; Providence, Rhode Island September 24-26, 2026.

VIII. Topics in Practice

- A. Artificial Intelligence
- B. WVMA article

IX. Guidance Document (action item)

- A. Vaccinations in Shelters

X. Licensing/Exam Inquiries (informational)

- A. Credentialing update

XI. Administrative Code

- A. VE 1

XII. Legislative and Policy

- A. Legislative update

XIII. Strategic Goals

- A. 2025/26 Goals (informational)

XIV. Future Meeting Dates and Times

- A. Next Board Meeting – April 28, 2026

XV. CONVENE TO CLOSED SESSION (ROLL CALL)

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

XVI. Deliberation on Licenses and Certificates (action items)

A.

XVII. Deliberation on Compliance Matters (action items)

A. Proposed Administrative Warnings

1. 24 VET 138 AD
2. 24 VET 140 AS
3. 24 VET 141 KN
4. 24 VET 142 MT
5. 24 VET 143 AL
6. 25 VET 066 TS
7. 25 VET 080 TM
8. 25 VET 070 DW
9. 25 VET 085 PM

B. Proposed Stipulations, Final Decisions and Orders

1. 25 TECH 001 LP
2. 25 VET 065 KS
3. 22 VET 073 and 22 VET 076 WA
4. 24 VET 167 HS
5. 25 VET 048 EG
6. 24 TECH 027 GH
7. 25 VET 059 JN
8. 25 VET 049 BB
9. 25 VET 069 AD
10. 25 VET 072 EH

C. Orders Granting Full Licensures

1. 23 VET 120 SR

D. Investigations Recommended for Closure

1. 25 VET 087 DT
2. 23 TECH 006 AD
3. 23 TECH 007 AD

- E. Suspension Orders
 - 1. 24 VET 094 PG

XVIII. Review of Veterinary Examining Board Cases

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

XIX. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

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

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

XXII. Ratification of Licenses and Certificates

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

XXIII. ADJOURNMENT

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



State of Wisconsin
Veterinary Examining Board

Governor Tony Evers
Dr. Alan Holter, DVM, Chair

VETERINARY EXAMINING BOARD
October 28, 2025
9:00am
Contact: Melissa Mace 608-279-3861

MEMBERS PRESENT: In person: Alan Holter, DVM; Stephanie Miesen, DVM; Tony Centracchio. Virtual: Karl Solverson, DVM; Jessica Pritchard, DVM; Lyn Schuh, CVT.

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; Glenn Gray, Regulatory Specialist; Heidi Ulteig, Regulatory Specialist; Jacob Baer, Lead Disciplinary Attorney; Liz Kennebeck, Disciplinary Attorney; Angela Fisher, Program and Policy Analyst; Jonathan Bent, Licensing Associate.

Alan Holter, Chairperson, called the meeting to order at 9:02 am. A quorum of six (6) members was confirmed.

AGENDA

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

II. Approval of the Agenda (action item)

MOTION Stephanie Miesen: moved, seconded by Karl Solverson, to approve the agenda. Motion carried unanimously

III. Introductions, Announcements and Recognition (informational)

A. New Veterinary Members – Dr. Jessica Pritchard (Estelle)

Dr. Jessica Pritchard is a clinical instructor at the University of Madison – School of Veterinary Medicine with a focus on infectious diseases.

B. Current Board members – Other Board members present introduced themselves to Dr. Pritchard.

IV. Approval of Board Meeting Minutes (action items)

A. August 19, 2025 Full Board Meeting

MOTION: Stephanie Miesen moved, seconded by Tony Centracchio to approve the August 19, 2025 board meeting minutes. Motion carried unanimously

B. September 30, 2025 Ad Hoc Board Meeting

MOTION: Stephanie Miesen moved, seconded by Tony Centracchio to approve the September 30, 2025 ad hoc board meeting minutes. Motion carried unanimously

V. Public Comments

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

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

Dr. Sandra Newbury, UW Shelter Medicine – Dr. Newbury spoke on shelter medicine, supporting allowance of shelter workers to administer “core vaccines” (those for panleukopenia, distemper, parvovirus, and Bordetella) without a veterinarian on premises.

VI. Topics in Practice

- A. Shelter Medicine – Dr. Newbury discussed her comments with the Board, addressing concerns on animal ownership, creation of protocols/standard operating procedure documents by shelter veterinarians, and inclusion of animal welfare organizations. All parties agreed that creation of a guidance document would be helpful.

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

- A. AAVSB Annual Meeting & Conference, Cincinnati, OH Sept 17 – Sept 20, recap
Congratulations to Dr. Karl Solverson on his election to the ICVA Board! As VEB delegate to the annual meeting, Dr. Solverson relayed the announcement of expanding test windows for the VTNE and NAVLE, the ICVA’s intent to add a food-animal species specific exam by 2027, and an AAVSB-led discussion on use of artificial intelligence in veterinary medicine and differences in jurisdictional regulations. He also noted that a proposed addition of a virtual VCPR to the AAVSB’s model practice act was voted down in session.
- B. AAVSB Board Basics and Beyond, Kansas City, MO
Dates have not yet been announced for the training, but Melissa Mace encourages all new Board members to attend.
- C. New Model Documents (discussion) – Additions to the AAVSB’s model documents include a suggested “don’t” list for unlicensed veterinary assistants. This would not necessarily be compatible with Wisconsin rules and statutes, but Melissa Mace encourages Board members to review the suggestions and discuss/comment; the model documents have national impact.

VIII. Administrative Items

- A. VPAP Quarterly Report
Melissa Mace reports that attendance was strong for VPAP webinars between January and September of this year, with 191 attending. She thanks the WVMA for including announcements of webinars in their newsletter. Usage of the VPAP website is also up, with a reported rate of 7%.
- B. Per Diem reports/Equipment lists
Melissa Mace reminded Board members that Per Diem reports should be submitted quarterly, and that late submissions may not be accepted.

- C. Required Training
All Board members must complete mandatory trainings by November 14.
- D. Review of Board Terms – Melissa Mace reviewed the term expiration dates of each Board member.

IX. Guidance Document (action item)

A. Training CVTs

MOTION: Karl Solverson moved, seconded by Stephanie Miesen approve guidance document VEB-GD-012 regarding training CVTs. Motion carried unanimously

- B. Anesthesia monitoring (informational) – The Board discussed the complexity of anesthesia monitoring vs adjusting at the direction of a veterinarian, and when self-monitoring is acceptable, noting that cases will need to be reviewed by the Screening Committee on an individual basis.

X. Administrative Code (informational)

A. VE 1 update

Angela Fisher reports that the rule change has been approved by the Governor’s office and has been sent to the legislature.

XI. Legislative and Policy (informational)

A. Legislative update

MOTION: Karl Solverson moved, seconded by Stephanie Miesen to register in favor of bill SB-501/AB-505. Motion carried unanimously

In the interest of transparency, Dr. Solverson noted that he participated in the task force that helped author the bill.

XII. Strategic Plan

A. 2025-26 Goals

Melissa Mace reviewed the VEB’s 2025-2026 goals. Dustin Boyd presented the top violations for 3rd quarter closed cases, with the most common being “Conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.” (VE 1.58(2)). He was pleased to report that violations for incomplete continuing education hours are trending downward.

XIII. Future Meeting Dates and Times

A. Set 2026 quarterly meeting schedule

2026 meeting dates are: January 27th, April 28th, July 28th, and October 27th.

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: Stephanie Miesen moved, seconded by Tony Centracchio to deliberate on cases following hearing (§ 19.85 (1) (a), Stats.); to consider licensure or certification of individuals (§ 19.85 (1) (b), Stats.); to consider closing disciplinary investigations with administrative warnings (§ 19.85 (1) (b), Stats.); to consider individual histories or disciplinary data (§ 19.85 (1) (f), Stats.); and to confer with legal counsel (§ 19.85 (1) (g), Stats.).

Roll Call Vote:

Alan Holter – yes; Stephanie Miesen – yes; Tony Centracchio – yes; Karl Solverson – yes; Lyn Schuh – yes; Jessica Pritchard - yes

XV. Deliberation on Licenses and Certificates (action items)

- A. CE Waiver request for renewal applicant
- B. 12 VET 031 KZ

XVI. Deliberation on Compliance Matters (action items)

- A. Proposed Administrative Warnings
 - 1. 24 VET 163 DR
 - 2. 23 VET 055 BW
 - 3. 25 VET 046 RR
 - 4. 25 VET 057 LT
 - 5. 25 VET 034 KH
- B. Proposed Stipulations, Final Decisions and Orders
 - 1. 24 VET 135 PB
 - 2. 25 TECH 001 LP
 - 3. 24 VET 076 EP
 - 4. 25 VET 037 DK
 - 5. 23 VET 036 BW
 - 6. 25 VET 031 AB
- C. Orders Granting Full Licensure
 - 1.
- D. Investigations Recommended for Closure
 - 1. 24 VET 169 JB
 - 2. 24 VET 159 DW
- E. Suspension Orders

XVII. Review of Veterinary Examining Board Cases

- A. Licenses Returned to Full Status (Informational)
- B. Pending Case Status Report (discussion/information)

XVIII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

MOTION: Stephanie Miesen moved, seconded by Tony Centracchio to reconvene to Open Session. Motion carried unanimously

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

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

MOTION: Stephanie Miesen moved, seconded by Tony Centracchio to approve CE waiver with future CE requirements for renewal applicant. Motion carried unanimously

MOTION: Tony Centracchio moved, seconded by Stephanie Miesen to deny request for reinstatement of license for 12 Vet 031 KZ. Motion carried unanimously

MOTION: Stephanie Miesen moved, seconded by Tony Centracchio to issue warning notices in the cases of: 24 VET 163 DR; 23 VET 055 BW; 25 VET 046 RR; 25 VET 057 LT; 25 VET 034 KH
Motion carried unanimously

MOTION: Tony Centracchio moved, seconded by Stephanie Miesen to accept stipulations and final decision orders in the cases of: 24 VET 135 PB; 24 VET 076 EP; 25 VET 037 DK; 23 VET 036 BW; 25 VET 031 AB
Motion carried unanimously

MOTION: Karl Solverson moved, seconded by Stephanie Miesen to close cases: 24 VET 169 JB; 24 VET 159 DW
Motion carried unanimously

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 Tony Centracchio 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 Karl Solverson to adjourn. Motion carried unanimously

Meeting adjourned at: 11:24am



State of Wisconsin
Veterinary Examining Board

Governor Tony Evers
Dr. Alan Holter, DVM, Chair

VETERINARY EXAMINING BOARD
November 19, 2025
11:30 am

MEMBERS PRESENT: In person: none. Virtual: Alan Holter, DVM; Stephanie Miesen, DVM; Karl Solverson, DVM; Chad Landes, DVM; Jessica Pritchard, DVM; Tony Centracchio; Lyn Schuh, CVT.

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; Jacob Baer, Lead Disciplinary Attorney; Liz Kennebeck, Disciplinary Attorney; Jonathan Bent, Licensing Associate.

Alan Holter, Chairperson, called the meeting to order at 11:31 am. A quorum of seven (7) members was confirmed.

AGENDA

I. 11:30 am OPEN SESSION – CALL TO ORDER – ROLL CALL

II. Approval of the Agenda (action item)

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

III. Future Meeting Dates and Times

A. Next Board Meeting – January 27, 2026

IV. 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: Tony Centracchio moved, seconded by Stephanie Miesen to deliberate on cases following hearing (§ 19.85 (1) (a), Stats.); to consider licensure or certification of individuals (§ 19.85 (1) (b), Stats.); to consider closing disciplinary investigations with administrative warnings (§ 19.85 (1) (b), Stats.); to consider individual histories or disciplinary data (§ 19.85 (1) (f), Stats.); and to confer with legal counsel (§ 19.85 (1) (g), Stats.). Roll Call Vote: Alan Holter – yes; Karl Solverson – yes; Tony Centracchio – yes; Stephanie Miesen – yes; Lyn Schuh – yes; Jessica Pritchard – yes; Chad Landes – yes

V. Deliberation on Compliance Matters (action items)

A. Proposed Hearing Decision 24 VET 158 RV

VI. Review of Veterinary Examining Board Cases

A. Pending Case Status Report (discussion/information)

VII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

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

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

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

MOTION: Chad Landes moved, seconded by Stephanie Miesen, to adopt decision of the ALJ for the show cause hearing on the summary suspension in case 24 VET 158 RV and approving the proposed order 159333B. Motion carried

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

X. ADJOURNMENT

MOTION: Stephanie Miesen moved, seconded by Karl Solverson to adjourn. Motion carried unanimously

Meeting adjourned at: 11:50 am

Veterinary Examining Board Agenda Request Form

1) Meeting Date	Jan. 27, 2026
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Election of Officers Appointment of Liaisons Appointment of Committees
4) Should the Item be in Open or Closed Session?	Open Session
5) Are there Attachments? (If yes, include file names)	“2025 Elections & Appointments”
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>Per s. 15.08(2), Wis Stat. (2) SELECTION OF OFFICERS. At its first meeting in each year, every examining board shall elect from among its members a chairperson, vice chairperson and, unless otherwise provided by law, a secretary. Any officer may be reelected to succeed himself or herself.</p> <p>The Board decided at the October 2021 meeting that while elections and appointments will be held at the first meeting of the year, the transition of officers and appointees will not take effect until the July meeting.</p> <p>The full Board elects the chair, vice chair, and secretary. Then the Board discusses and the chair appoints the liaisons and committees.</p> <p>The attachment lists the offices, liaisons, and committees that have been used in past years with descriptions of what these roles have been used for.</p>



State of Wisconsin

Veterinary Examining Board

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

2025 Elections and Appointments (effective July 1, 2025)

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

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

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



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)

Yellow Highlight: Board members concluding their second term in July 2026 (not eligible for reappointment)

Aqua Highlight: Board members concluding their first term in July 2026 (eligible for appointment to 2nd term)

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

Liaison Appointments		
Liaison	Description of Role	Member Name
Continuing Education and Exams Liaison	Consultation on CE questions (type of CE, acceptable as CE, etc.) Review and consult on questions regarding adequacy of Exams and Exam questions as appropriate.	Primary: Dr. Stephanie Miesen
		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	Dr. Alan Holter
		Dr. Stephanie Miesen

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

Veterinary Examining Board Agenda Request Form

1) Meeting Date	Jan. 27, 2026
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Election of Officers Appointment of Liaisons Appointment of Committees
4) Should the Item be in Open or Closed Session?	Open Session
5) Are there Attachments? (If yes, include file names)	“2025 Elections & Appointments”
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>Per s. 15.08(2), Wis Stat. (2) SELECTION OF OFFICERS. At its first meeting in each year, every examining board shall elect from among its members a chairperson, vice chairperson and, unless otherwise provided by law, a secretary. Any officer may be reelected to succeed himself or herself.</p> <p>The Board decided at the October 2021 meeting that while elections and appointments will be held at the first meeting of the year, the transition of officers and appointees will not take effect until the July meeting.</p> <p>The full Board elects the chair, vice chair, and secretary. Then the Board discusses and the chair appoints the liaisons and committees.</p> <p>The attachment lists the offices, liaisons, and committees that have been used in past years with descriptions of what these roles have been used for.</p>



State of Wisconsin

Veterinary Examining Board

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

2025 Elections and Appointments (effective July 1, 2025)

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

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

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



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)

Yellow Highlight: Board members concluding their second term in July 2026 (not eligible for reappointment)

Aqua Highlight: Board members concluding their first term in July 2026 (eligible for appointment to 2nd term)

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

Liaison Appointments		
Liaison	Description of Role	Member Name
Continuing Education and Exams Liaison	Consultation on CE questions (type of CE, acceptable as CE, etc.) Review and consult on questions regarding adequacy of Exams and Exam questions as appropriate.	Primary: Dr. Stephanie Miesen
		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	Dr. Alan Holter
		Dr. Stephanie Miesen

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

Veterinary Examining Board Agenda Request Form

1) Meeting Date	Jan. 28, 2025
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Delegation of Authority
4) Should the Item be in Open or Closed Session?	Open Session
5) Are there Attachments? (If yes, include file names)	“Delegated Authority Motions” “Roles and Authorities Delegated to the Case Advisor and Department Monitor”
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>These are motions to delegate VEB authority to officers, liaisons, committees and department staff. These motions occur at the first Board meeting of every calendar year.</p> <p>Question from Dr. Holter for discussion RE: Roles and Authorities Delegated to the Case Advisor and Department Monitor”</p> <p style="text-align: center;"><u>Authorities Delegated to the Case Advisor</u> The Case Advisor may take the following actions on behalf of the Board:</p> <p>3. Remove the stay of suspension if there are repeated violations or a substantial violation(s) of the Board order. The Department Monitor will draft an order and sign on behalf of the Case Advisor.</p> <p style="text-align: center;"><i>Can a case advisor lift a stay of suspension without a Board vote?</i></p>

DELEGATED AUTHORITY MOTIONS

Delegated Authority – Urgent Matters

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

Delegated Authority - Screening Committee

MOTION _____ moved, seconded by _____, that the Board delegates 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.

Delegated Authority - Credentialing Committee

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

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

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

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

Delegated Authority - Document Signatures

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

Delegated Authority – Case Advisor and Department Monitor

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



State of Wisconsin

Veterinary Examining Board

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

Roles and Authorities Delegated to the Case Advisor and Department Monitor

Definitions:

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

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

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

Authorities Delegated to the Case Advisor

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

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

Authorities Delegated to the Department Monitor

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

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

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

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

Clarification

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

Updated January 2022

Veterinary Examining Board Agenda Request Form

Meeting Date	Jan. 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	VPAP update
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Information Only. Not discussion at the meeting for your independent review.
Are there Attachments? (If yes, include file names)	No
Is a Public Appearance Anticipated?	No

Description of the Agenda Item
January 2025 – December 2025

309 total activities by members (291 in 2024)
Health, Money, Life, Work, and Family were the top categories in that order

Seminar	Date	Request Status
Conflict resolution in the workplace	15-Jan	Complete
Substance abuse/Addiction (Specialized)	23-Apr	Complete
Making time work for you	14-May	Complete
Welcoming Change into your life	13-Aug	Complete
Suicide awareness and prevention (Specialized)	Sept 10	Complete
Understanding different personalities for better collaboration	8-Oct	Complete
Creating Balance	12-Nov	Complete

Utilization when taking all above factors into consideration



7.23%

2026 Wednesday wellness webinars:

Seminar	Request Status	Date	Attendees
Setting and achieving your goals	scheduled	21-Jan	
Creating a resilient mindset	requested	Feb/March	
Eating Well to optimize performance		April	
Unlock the secret to Financial Wellbeing		May	
Suicide Prevention/Opioid or addiction		Sept	
Recover From Compassion fatigue		Oct	

Budgeting / Gratitude		Nov	
-----------------------	--	-----	--

Summary (January 2025 to December 2025)

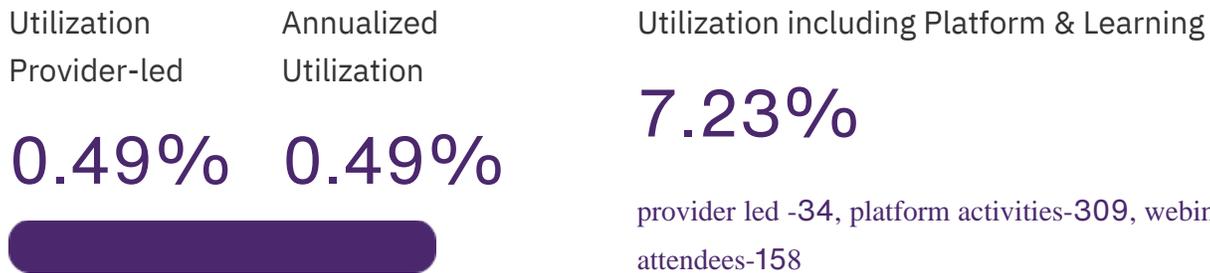
Utilization Overview

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 December 2025

During this reporting period, the program covered a population of **6,927**, resulting in a utilization rate of **0.49%** and an annualized utilization of **0.49%**. This is below the same period twelve months prior with **0.62%**.



[View Utilization Breakdown](#)

Counselling Services

0.43%

Work/Life Services

0.06%

Organizational Cases

Management Consultations

0

Critical Incident Services

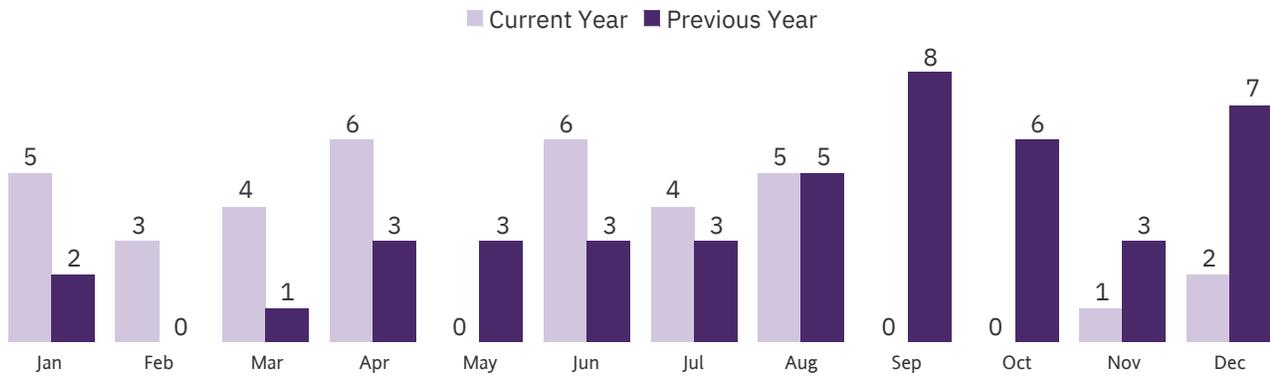
0

Workplace Support Programs

0

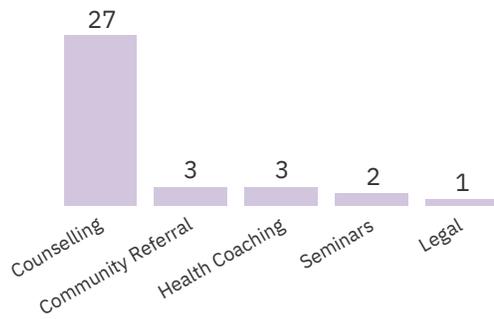
Comparative Prior Year vs. Current Year

Cases by Month



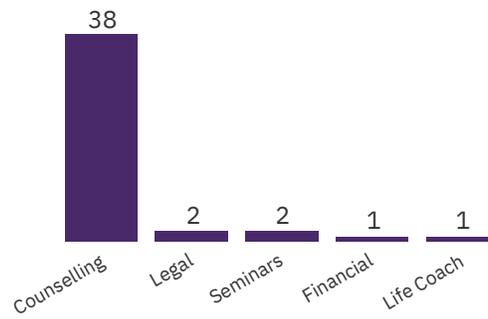
Case totals by top services

Current year



Case totals by top services

Previous Year



Participant (January 2025 to December 2025)

Total number of unique participants

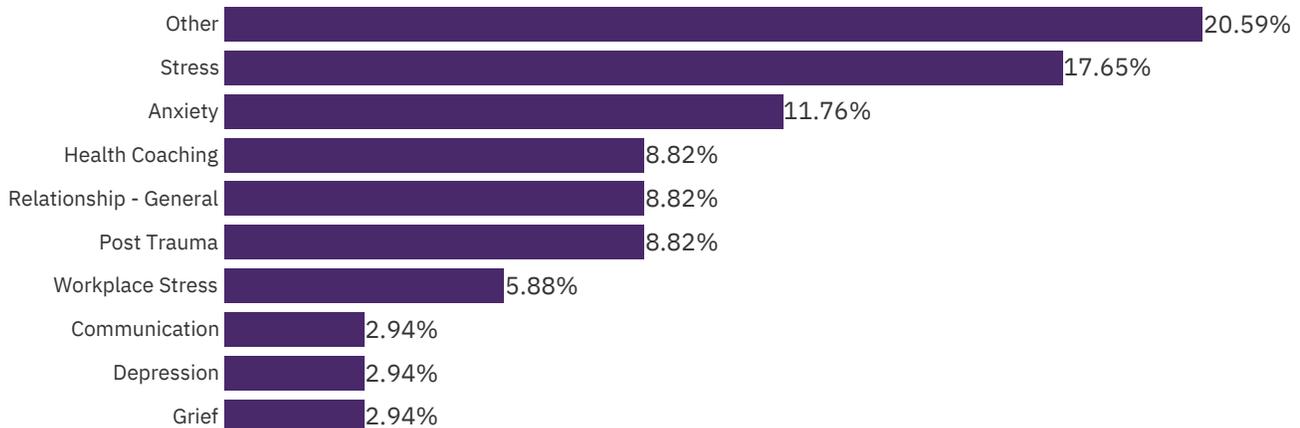
23

New
18

Re-access
5

Participant Services	Q1	Q2	Q3	Q4	Current Total
General Counselling	11	8	8	3	30
Community Referral	0	0	3	0	3
Counselling	11	8	5	3	27
Work/Life	0	3	1	0	4
Health Coaching	0	2	1	0	3
Legal	0	1	0	0	1
Total	11	11	9	3	34

Issues



[Overall Summary](#)

[Trends](#)

[Demographic](#)

[Appendix](#)

[Glossary](#)

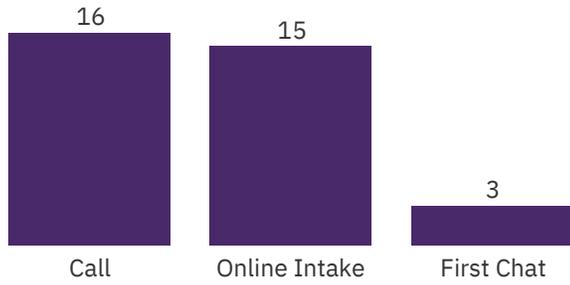
[Summary](#)

[Participant](#)

[Organization](#)

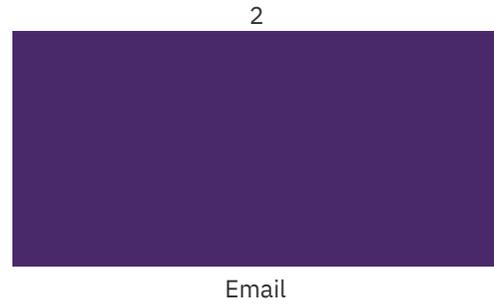
Cases by intake type

34

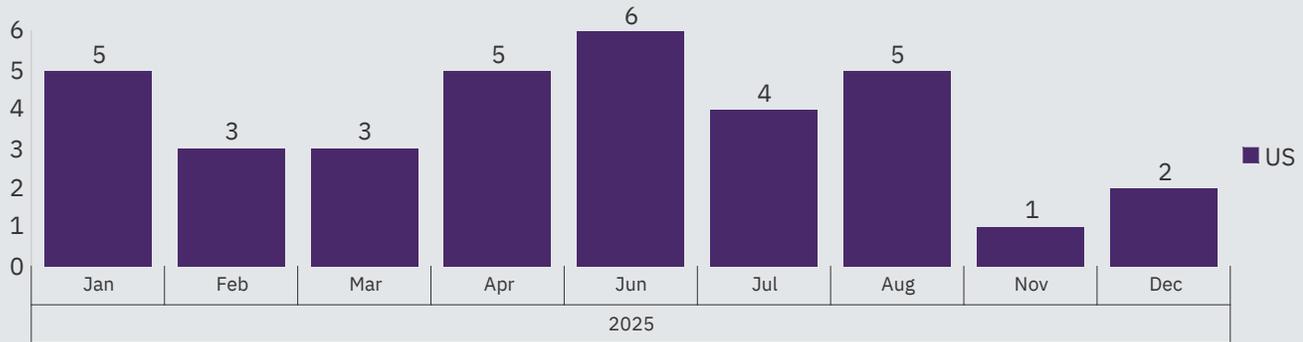


Service inquiries by intake type

2



Participant cases by month



[Overall Summary](#)

[Trends](#)

[Demographic](#)

[Appendix](#)

[Glossary](#)

[Summary](#)

[Participant](#)

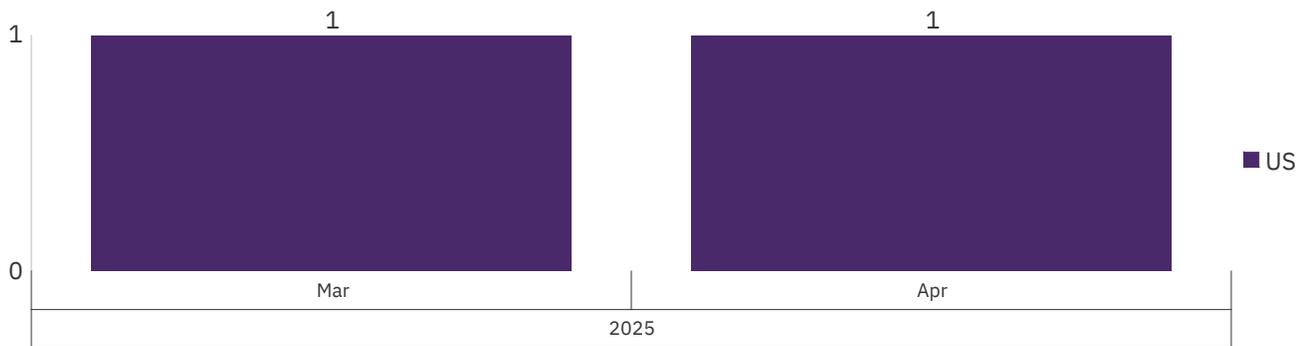
[Organization](#)

Organization (January 2025 to December 2025)

Organizational Solutions	Q1	Q2	Q3	Q4	Current Total
Training	1	1	0	0	2
Total	1	1	0	0	2

[View Organizational Services Breakdown](#)

Organization cases by month

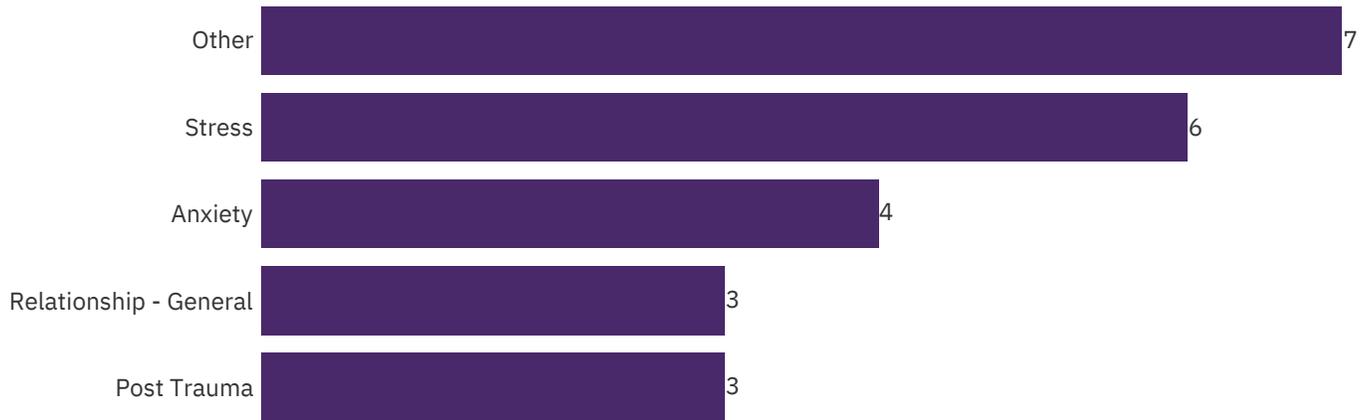


*Country assignment unavailable or service provided virtually across multiple countries.

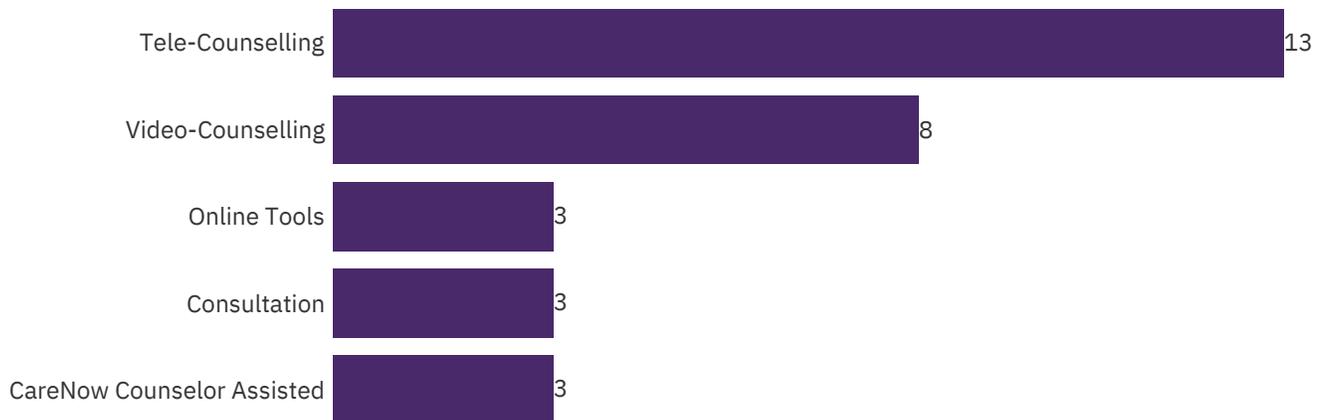
Emerging Issues (January 2025 to December 2025)

General Counselling

Top Issues



Top Modalities



Couple/Relationship	Q1	Q2	Q3	Q4	Current Total	Previous Year
Relationship - General	1	1	0	1	3	10.00%
Communication/Conflict Resolution	0	0	0	0	0	0.00%

[Overall Summary](#)
[Trends](#)
[Demographic](#)
[Appendix](#)
[Glossary](#)
[Emerging Issues](#)
[Utilization](#)

Total	1	1	0	1	3	10.00%	2	5.13%
--------------	----------	----------	----------	----------	----------	---------------	----------	--------------

Family	Q1	Q2	Q3	Q4	Current Total		Previous Year	
--------	----	----	----	----	---------------	--	---------------	--

Communication	0	0	1	0	1	3.33%	1	2.56%
---------------	---	---	---	---	---	-------	---	-------

Adolescent Behaviour	0	0	0	0	0	0.00%	2	5.13%
----------------------	---	---	---	---	---	-------	---	-------

Total	0	0	1	0	1	3.33%	3	7.69%
--------------	----------	----------	----------	----------	----------	--------------	----------	--------------

Personal/Emotional	Q1	Q2	Q3	Q4	Current Total		Previous Year	
--------------------	----	----	----	----	---------------	--	---------------	--

Other	3	1	3	0	7	23.33%	0	0.00%
-------	---	---	---	---	---	--------	---	-------

Stress	2	2	2	0	6	20.00%	14	35.90%
--------	---	---	---	---	---	--------	----	--------

Anxiety	1	2	0	1	4	13.33%	8	20.51%
---------	---	---	---	---	---	--------	---	--------

Post Trauma	1	0	2	0	3	10.00%	1	2.56%
-------------	---	---	---	---	---	--------	---	-------

Depression	1	0	0	0	1	3.33%	2	5.13%
------------	---	---	---	---	---	-------	---	-------

Grief	0	1	0	0	1	3.33%	1	2.56%
-------	---	---	---	---	---	-------	---	-------

Life Stages	0	1	0	0	1	3.33%	5	12.82%
-------------	---	---	---	---	---	-------	---	--------

Mental Health Condition	1	0	0	0	1	3.33%	1	2.56%
-------------------------	---	---	---	---	---	-------	---	-------

Total	9	7	7	1	24	80.00%	32	82.05%
--------------	----------	----------	----------	----------	-----------	---------------	-----------	---------------

Work Related	Q1	Q2	Q3	Q4	Current Total		Previous Year	
--------------	----	----	----	----	---------------	--	---------------	--

Workplace Stress	1	0	0	1	2	6.67%	2	5.13%
------------------	---	---	---	---	---	-------	---	-------

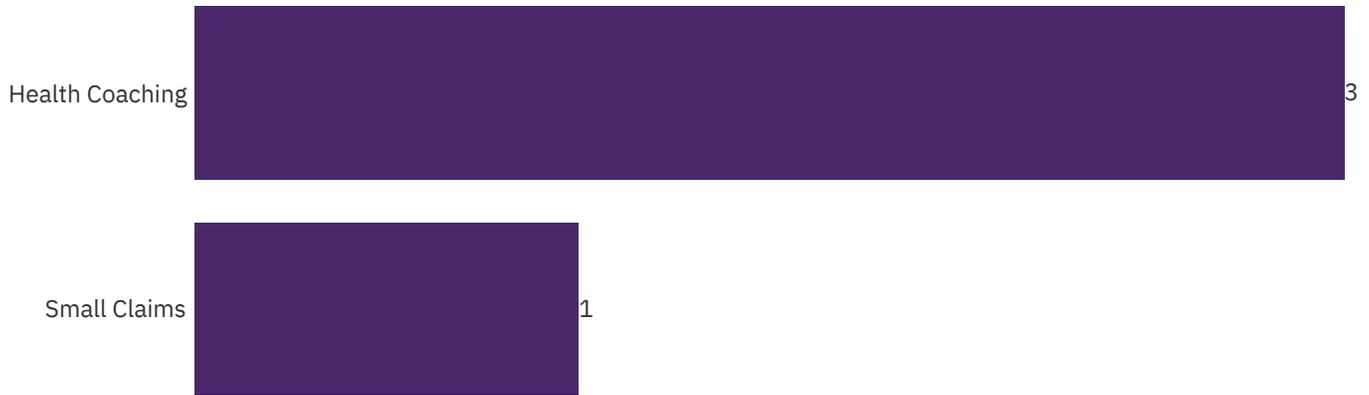
Total	1	0	0	1	2	6.67%	2	5.13%
--------------	----------	----------	----------	----------	----------	--------------	----------	--------------

	Q1	Q2	Q3	Q4	Current Total		Previous Year	
--	----	----	----	----	---------------	--	---------------	--

General Counselling	11	8	8	3	30	100.00%	39	100.00%
----------------------------	----	---	---	---	----	---------	----	---------

Work/Life

Top Issues



Top Modalities



Financial	Q1	Q2	Q3	Q4	Current Total	Previous Year
Investment Planning	0	0	0	0	0	0.00%
Total	0	0	0	0	0	0.00%

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

[Overall Summary](#)

[Trends](#)

[Demographic](#)

[Appendix](#)

[Glossary](#)

[Emerging Issues](#)

[Utilization](#)

Contracts	0	0	0	0	0	0.00%	1	33.33%
Total	0	1	0	0	1	25.00%	2	66.67%

Personal Health and Well Being	Q1	Q2	Q3	Q4	Current Total	Previous Year		
Health Coaching	0	2	1	0	3	75.00%		
Total	0	2	1	0	3	75.00%	0	0.00%

	Q1	Q2	Q3	Q4	Current Total	Previous Year		
Work/Life	0	3	1	0	4	100.00%	3	100.00%

Utilization (January 2025 to December 2025)

Weighted population for the report period was: 6,927

[Back to Summary](#)

Case Utilization	Q1	Q2	Q3	Q4	Current Quarter Utilization	Current Total	Utilization	Annualized Utilization
<i>Population</i>	6,773	6,773	6,773	7,390		6,927		
<i>General Counselling</i>	11	8	8	3	0.04%	30	0.43%	0.43%
<i>Work/Life</i>	0	3	1	0	0.00%	4	0.06%	0.06%
Total	11	11	9	3		34		

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.

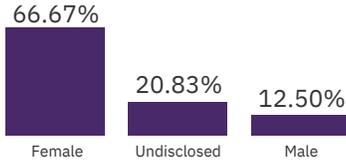
Utilization by Region

Region	Population	Q1	Q2	Q3	Q4	Current Total	Utilization
North America	6,927	11	11	9	3	34	0.49%
Overall	6,927	11	11	9	3	34	

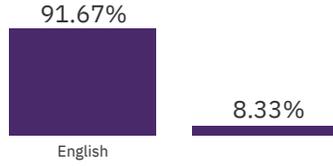
North America	Population	Current Total	Current Utilization	Previous Year Utilization
UNITED STATES OF AMERICA	6,927	34	0.49%	0.62%
Overall	6,927	34		

Demographic (January 2025 to December 2025)

Gender



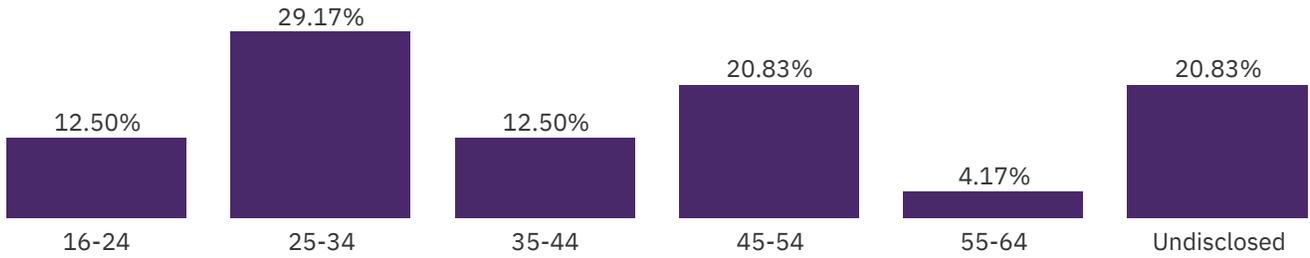
Language



Category

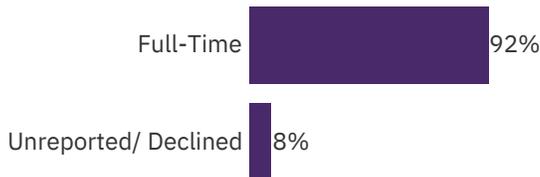


Age

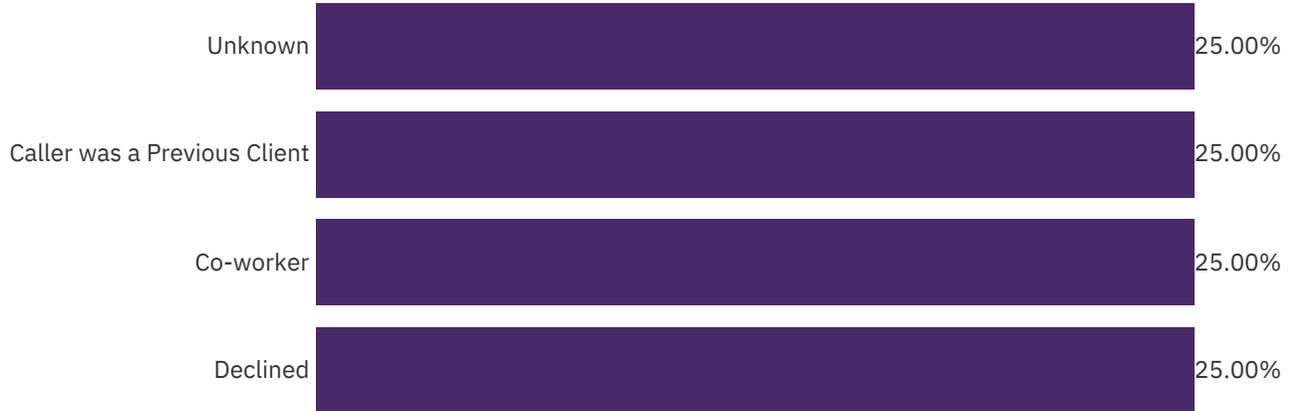


Profile

Employee/Member Status



How did you hear about us?



Years of Service



Glossary (January 2025 to December 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

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.

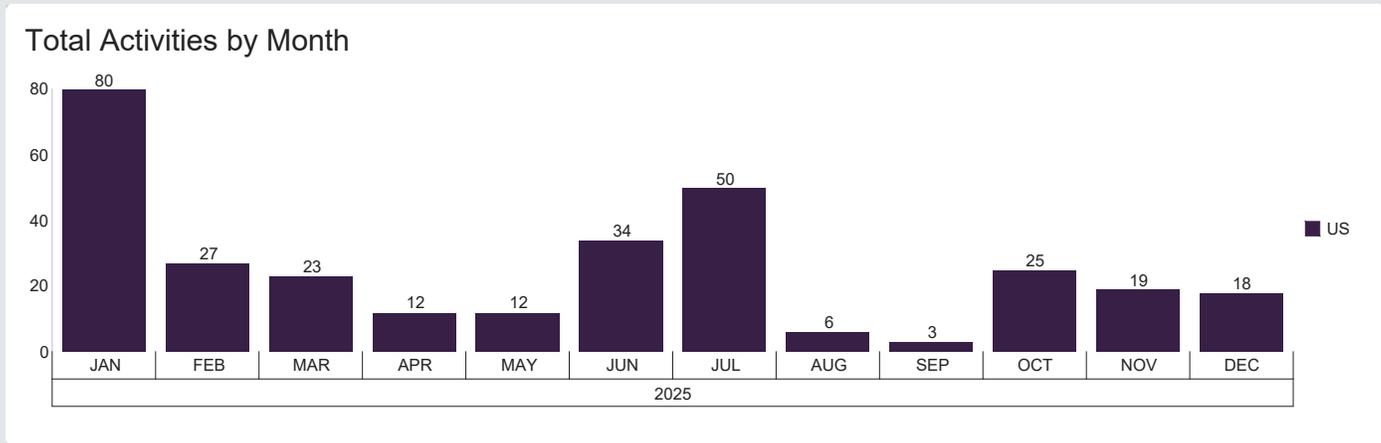
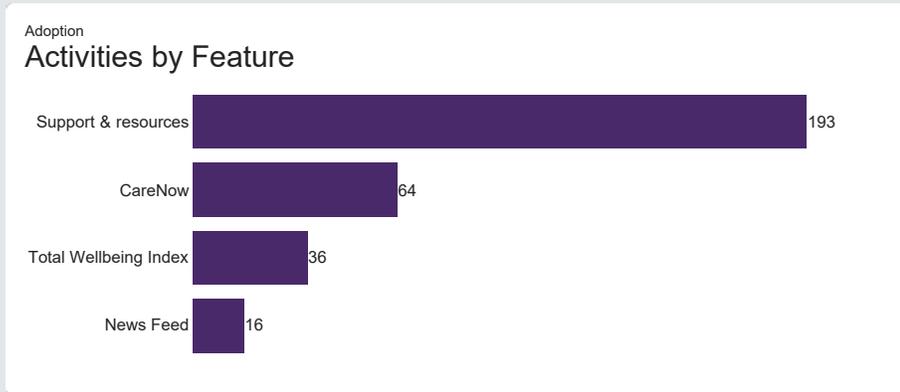
Organizational Units Breakdown

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.

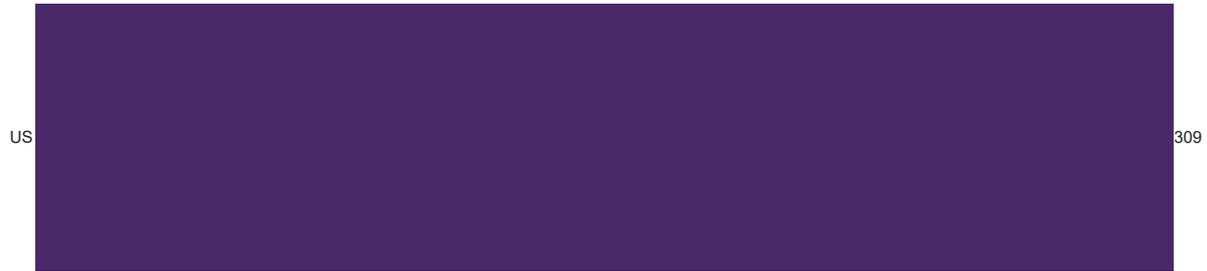
Overall Summary (Jan 1, 2025 to Dec 31, 2025)



Overall Engagement



Total Activities by Country



Activities by Group

Company & News Feed Posts

Number of
company posts

16

CareNow

Total Wellbeing Index

Challenges

Tiering

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

Adoption

Total users who started a program

11

Adoption

Average # of programs started per user

2

Task success

Total users who completed a module

7

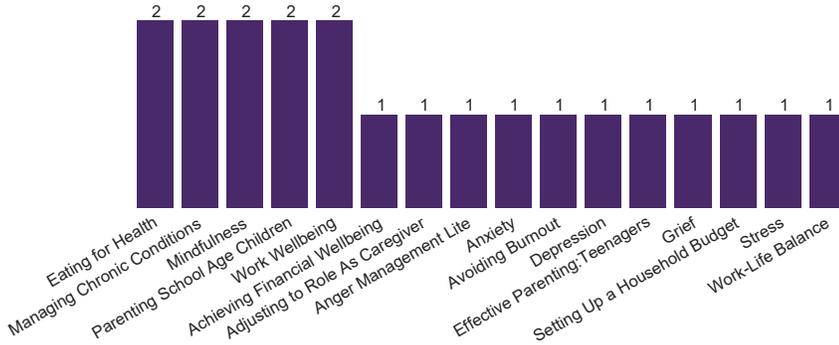
Task success

Average # of modules completed per user

6

Adoption

Total programs started



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

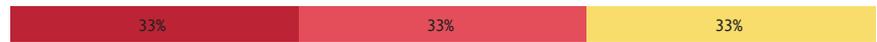
TWI Score

55

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

Distribution of Risk

Current



Benchmark



■ At Risk ■ Problem ■ Strained ■ Active ■ Optimal

Mental

45

Median benchmark: 56
 Top performing score: 72

Physical

54

Median benchmark: 59
 Top performing score: 69

Social

58

Median benchmark: 68
 Top performing score: 79

Financial

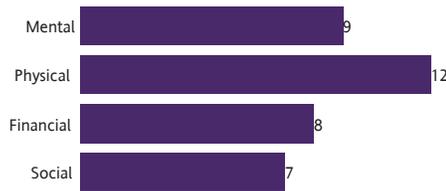
63

Median benchmark: 71
 Top performing score: 85

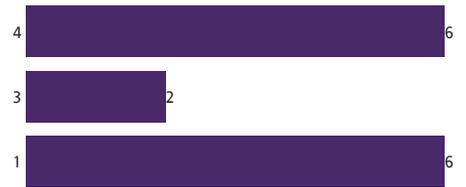
Total Participation

14 of 144
10%
 of Registered Users

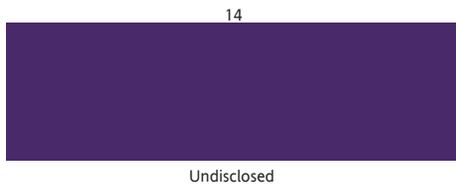
Completions by Assessment



Number of Assessment Completed per Person



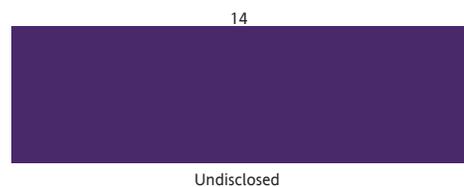
Age Bands



Gender



Tenure

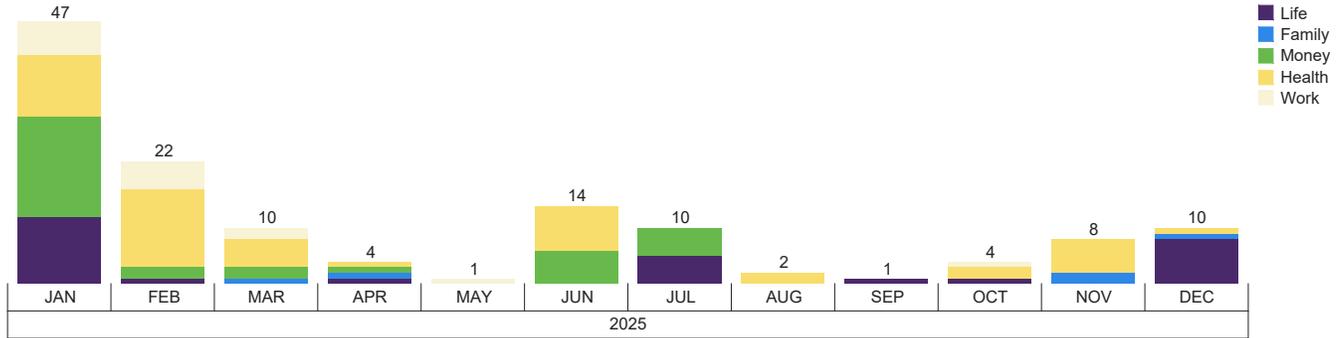


See All

Support & Resources (Jan 1, 2025 to Dec 31, 2025)

Support & Resource Activities

* Other resources are not included in this total



Top Categories

Total Activities 133

* Other resources are not included in this total



Top Subcategories

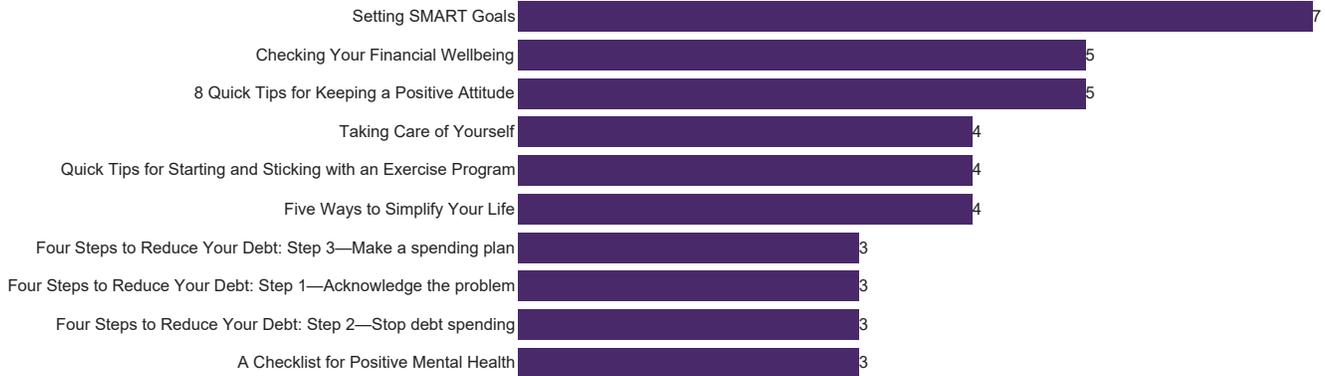
Total Activities 133

* Other resources are not included in this total



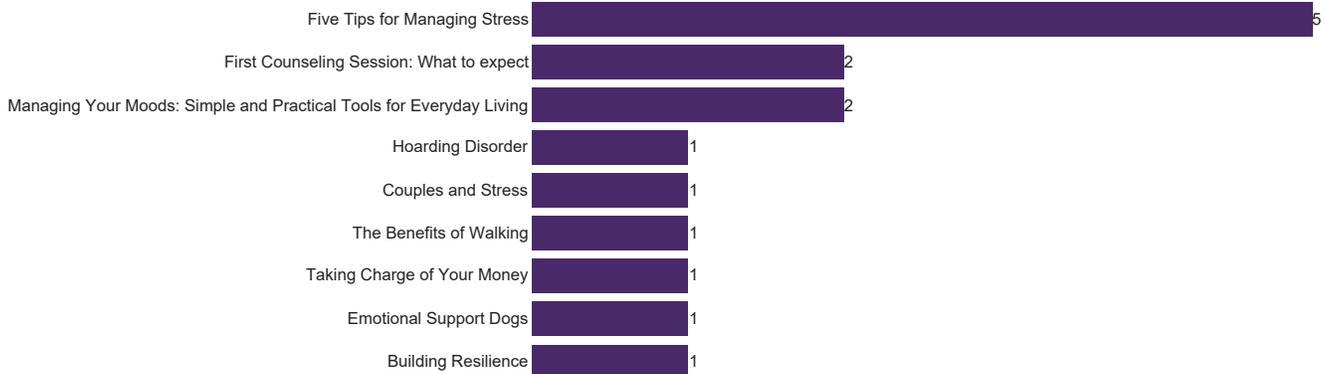
Top Articles

Total Activities **112** of **133**



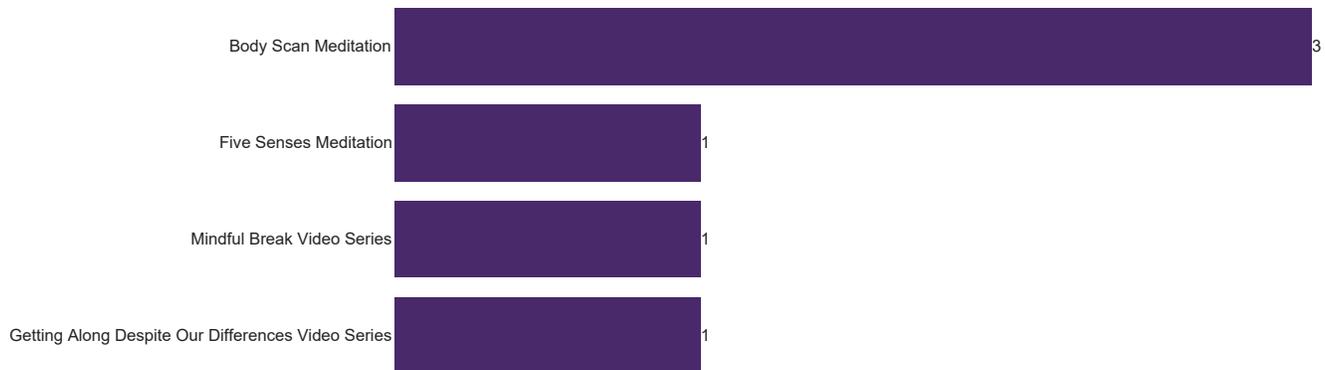
Top Audios

Total Activities **15** of **133**



Top Videos

Total Activities **6** of **133**



Top Manager Resources

Total Activities **3**

* Total reflects a subset of the top categories.



Other Resources

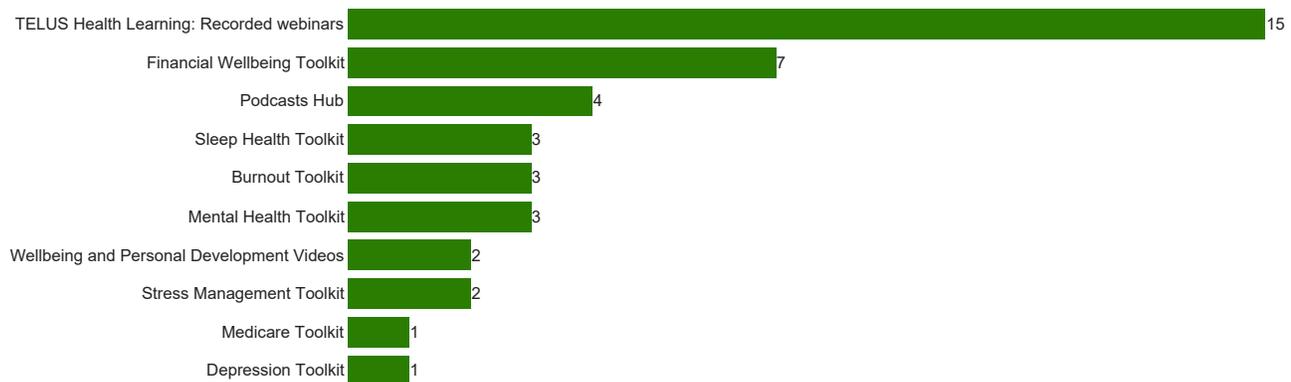
Other resources accessed

Total Activities **60**



Top Toolkits

Total Activities **49 of 60**



Glossary (Jan 1, 2025 to Dec 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
-------------------	--

module is completed when all content is viewed within the module.

Total programs started

Total number of times a CareNow program was started.

Total Wellbeing Index

The scores reported for each pillar are based on those that completed that pillar's assessment; however, all TWI related scores require completion of all four assessments.

The Total Wellbeing Index (TWI) is a scale aggregating behavioural assessment data from the four pillars of total health: Mental, Physical, Social and Finance.

Mental:

This pillar includes questions covering various areas of mental health, including anxiety, depression, coping skills, burnout, and general mental health.

Physical:

This pillar includes questions covering various areas of physical health, including physical activity, medical health, biometric awareness, lifestyle choices, sleep, and nutrition.

Social:

This pillar includes questions covering various areas of work-life, relationships, and work.

Financial

This pillar includes questions covering various areas of financial health, including debt, savings, and general financial 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:

Generations are defined by birth year. Regardless of age, individuals always belong to the generation into which they were born. Generations tend to experience similar life issues. By reporting on generations, organizations are able to compare results against other generations at a different place in the life cycle.

Generation breakdown
 Generation Z: born in 1996 or later
 Millennials: born from 1980 to 1995
 Generation X: born from 1965 to 1979
 Baby boomers: born from 1946 to 1964
 Traditionalists: born in 1945 or earlier

Assessments

Assessments

A thematic assessment available in the wellbeing section of the platform.

Outcome

The calculated level of risk or impact pertaining to that area of the user's health, as determined by the overall score of their responses to the assessment.

Full HRA

The HRA (health risk assessment) is the completion of all the health and biometric assessments.

Precontemplation

User is not ready to engage in change and does not intend to take action in the next six months.

Contemplation

User is ready to consider change and does not intend to take action in the next six months.

Preparation

User is preparing to change and ready to take action within the next 30 days.

Action	User has started to engage in change.
Maintenance	User is continuing to engage in change after six months.
Challenges	
Challenges	A personal or organization program that promotes activities related to improved health. This may include step and habitude challenges.
Personal	Challenges available to users to earn platform points as they progress towards long term healthy lifestyle choices. These challenges do not have a public leaderboard.
Corporate	Challenges created on behalf of your organization to promote engagement and health.
Habit	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 & 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**

Meeting Date	Jan 27, 2026
Requestor Name	
Item Title for the Agenda	AAVSB Matters
Should this be in Open or Closed Session?	open
Is this an Action Item or for Information Only?	informational
Are there Attachments? (If yes, include file names)	Board Basics and Beyond Agenda
Is a Public Appearance Anticipated?	No
Description of the Agenda Item	
<p>Board Basics & Beyond April 24 &25</p> <p>Designed for new and seasoned board members alike, offering foundational governance education alongside deeper dives into regulatory trends, ethics, and strategic leadership.</p> <p>Agenda attached</p>	



**Board
Basics &
Beyond**
Kansas City, MO

2026 Schedule for the AAVSB Spring Board Training

Friday, April 24, 2026

7:00 am - 8:30 am	Breakfast for Board Basics & Beyond Attendees and Committee Volunteers	McCoy B
8:30 am - 8:35 am	Welcome & Introductions	Nichols
8:35 am - 9:30 am	Behind the Scenes at the AAVSB	Nichols
9:30 am - 9:35 am	Objectives and Terminology	Nichols
9:35 am - 10:00 am	Lightning Rounds	Nichols
10:00 am - 10:30 am	Break	Foyer
10:30 am - 11:45 am	Lightning Rounds	Nichols
11:45 am - 12:00 pm	AAVSB Practice Act Model, Statutes, Rules and Regulations	Nichols
12:00 pm - 1:15 pm	Lunch for Board Basics & Beyond Attendees and Committee Volunteers	McCoy B
1:15 pm - 1:40 pm	AAVSB Services & Strategic Updates	Nichols
1:40 pm - 3:00 pm	Table Exercises	Nichols
3:00 pm - 3:30 pm	Break	Foyer
3:30 pm - 3:40 pm	AAVSB Programs	Nichols
3:40 pm - 4:55 pm	Table Exercises	Nichols
4:55 pm - 5:00 pm	Catch-up and Reminders	Nichols
5:00 pm	Recess	Nichols
5:45 pm	Meet in Hotel Lobby for Dinner with Future Friends	Lobby



**Board
Basics &
Beyond**
Kansas City, MO

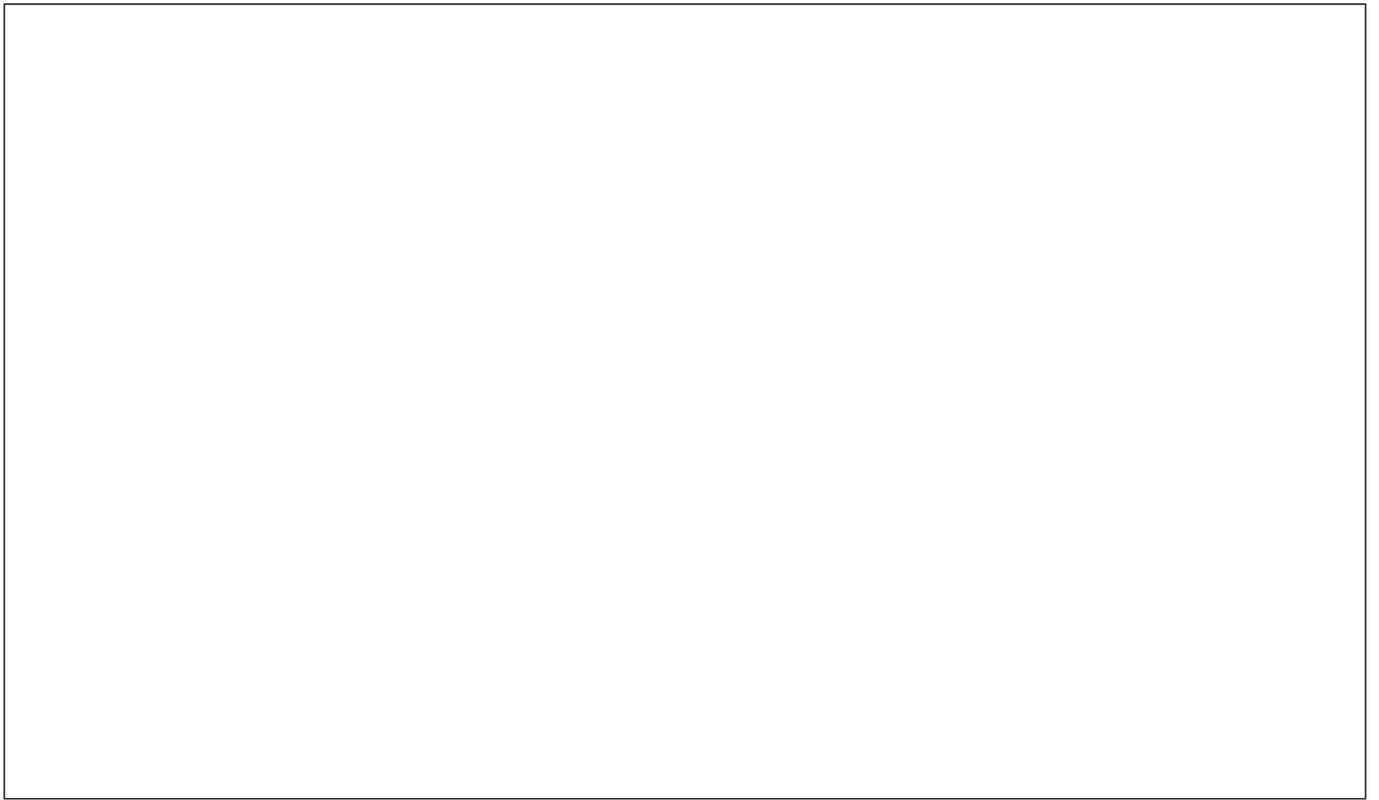
2026 Schedule for the AAVSB Spring Board Training

Saturday, April 25, 2026

7:00 am - 8:30 am	Breakfast for Board Basics & Beyond Attendees and Committee Volunteers	McCoy B
8:30 am - 8:35 am	Welcome Back	Nichols
8:35 am - 9:15 am	Lightning Rounds - Part II	Nichols
9:15 am - 10:00 am	Table Exercises	Nichols
10:00 am - 10:30 am	Break	Foyer
10:30 am - 12:00 pm	Table Exercises	Nichols
12:00 pm - 1:15 pm	Lunch for Board Basics & Beyond Attendees and Committee Volunteers	McCoy B
1:15 pm - 1:25 pm	The Value of Volunteering with the AAVSB	Nichols
1:25 pm - 2:00 pm	Table Exercises	Nichols
2:00 pm - 3:00 pm	Legal Nuts and Bolts: Potpourri	Nichols
3:00 pm - 3:30 pm	Break	Foyer
3:30 pm - 4:35 pm	Table Exercises	Nichols
4:35 pm - 4:45 pm	Member Board Resources	Nichols
4:45 pm - 5:00 pm	Final Questions and Closing Remarks	Nichols
5:00 pm	Adjournment	Nichols
5:45 pm	Meet in Hotel Lobby for Dinner with Future Friends	Lobby

Veterinary Examining Board Agenda Request Form

Meeting Date	January 27,2026
Requestor Name	Dr. Alan Holter
Item Title for the Agenda	Artificial Intelligence (AI) - How regulation of DVM's and CVT's applies to the use of artificial intelligence.
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Discussion
Are there Attachments? (If yes, include file names)	
Is a Public Appearance Anticipated?	No
Description of the Agenda Item	
<ol style="list-style-type: none"> 1. Imaging reports: Radiology. Cytology, Histopathology, etc. <ol style="list-style-type: none"> a. Report from 'specialist' b. Report from AI 2. Diagnosis based on history and/or exam findings performed by AI? 3. Receiving medical recommendations based on AI conversation between owner and computer? 4. Medical notes generated by AI and accuracy? 5. others? <p>Choose topic for April board discussion at conclusion of this discussion:</p>	



**Veterinary Examining Board
Agenda Request Form**

Meeting Date	Jan 27, 2026
Requestor Name	WVMA
Item Title for the Agenda	Article for the Voice
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Action/Discussion
Are there Attachments? (If yes, include file names)	Nope
Is a Public Appearance Anticipated?	Nope
Description of the Agenda Item	
<p>WVMA would like to know if we have a topic for an Article in the Voice.</p> <p>Potential topics:</p> <p>A case study going thru a case and the process Why are regulations are not specific</p> <p>Others?</p>	

**Veterinary Examining Board
Agenda Request Form**

Meeting Date	January 27, 2026
Requestor Name	Angela Fisher
Item Title for the Agenda	Guidance Document: Vaccination by Shelters
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Action
Are there Attachments? (If yes, include file names)	VEB-GD-013 Vaccination Shelters
Is a Public Appearance Anticipated?	No
Description of the Agenda Item The draft guidance document (VEB-GD-013) was drafted based on the discussion at the October VEB meeting. The attached updated document is ready for the VEB's discussion, revision, and approval. 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-013 regarding vaccination by shelters.	



State of Wisconsin

Veterinary Examining Board

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

Guidance Document VEB-GD-013 Vaccination by Animal Shelters

Wis. Stat. §§ 89.02 (6), 95.21 (2) (a), 173.41 (1) (b), 173.41 (10m)
12/29/25 DRAFT

Topic

At many shelters core vaccinations (such as distemper, parvo, feline viral rhinotracheitis, panleukopenia, bordetella, and parainfluenza virus) are administered by shelter staff upon intake of the animal. These vaccinations are not administered by a veterinarian or under the supervision of a veterinarian, as most shelters do not have a full-time veterinarian on staff that is available to administer or supervise the administration of these core vaccinations.

These vaccinations are administered to animals brought into shelters to prevent severe disease outbreaks in the shelters. Shelter animals are at an increased risk of infectious disease due to risk factors that include stressors, exposure to other animals, age, previous preventive care, and pathogen levels in the environment.

Administering these vaccinations upon intake is supported by:

- The Association of Shelter Veterinarians (ASV), <https://jsmcah.org/index.php/jasv/article/view/42/19>
- The American Animal Hospital Association (AAHA) <https://www.aaha.org/resources/2022-aaha-canine-vaccination-guidelines/>, AAFP <https://www.aaha.org/resources/2020-aahaaafp-feline-vaccination-guidelines/>
- The World Small Animal Veterinary Association (WSAVA) <https://wsava.org/wp-content/uploads/2024/04/WSAVA-Vaccination-guidelines-2024.pdf>

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. §95.21 (2) (a) requires that a dog be vaccinated against rabies by a veterinarian or, if a veterinarian is physically present at the location the vaccine is administered, by a certified veterinary technician.

Wisconsin Stat. § 173.41 (10m) allows an entity licensed under ch. ATCP 16, Wis. Admin. Code, to have a dog kept by the licensee vaccinated by an individual that is not a veterinarian, unless prohibited by law (rabies).

Under Wis. Stat. § 173.41 (1) (b), “Animal shelter” means a facility that is operated for the purpose of providing for and promoting the welfare, protection, and humane treatment of animals, that is used to shelter at

least 25 dogs a year, and that is operated by a humane society, animal welfare society, animal rescue group, or other nonprofit group. For the purposes of this guidance, a facility is considered a shelter regardless of whether it shelters at least 25 dogs a year.

Board Position

The practice of shelter staff administering vaccinations, with the exception of the rabies vaccination, upon intake to an animal shelter, is not consider the practice of veterinary medicine due to the following reason:

- The shelter staff are not administering the vaccinations for compensation, either direct or indirect. The administration of vaccines is done strictly to ensure health of the animals being taken in, and of the animals in the current population, and is a best practice for shelter medicine.
- The shelter staff administer the vaccinations to animals they either have ownership of or they have custody and control over when the ownership is unknown.

Shelter staff may not administer vaccinations to animals they do not have ownership of, unless the ownership is unknown and they have custody and control of the animal.

Shelters may not charge for the vaccinations.

Shelter staff may not administer a rabies vaccination unless done in compliance with Wis. Stat. § 95.21 (2) (a).

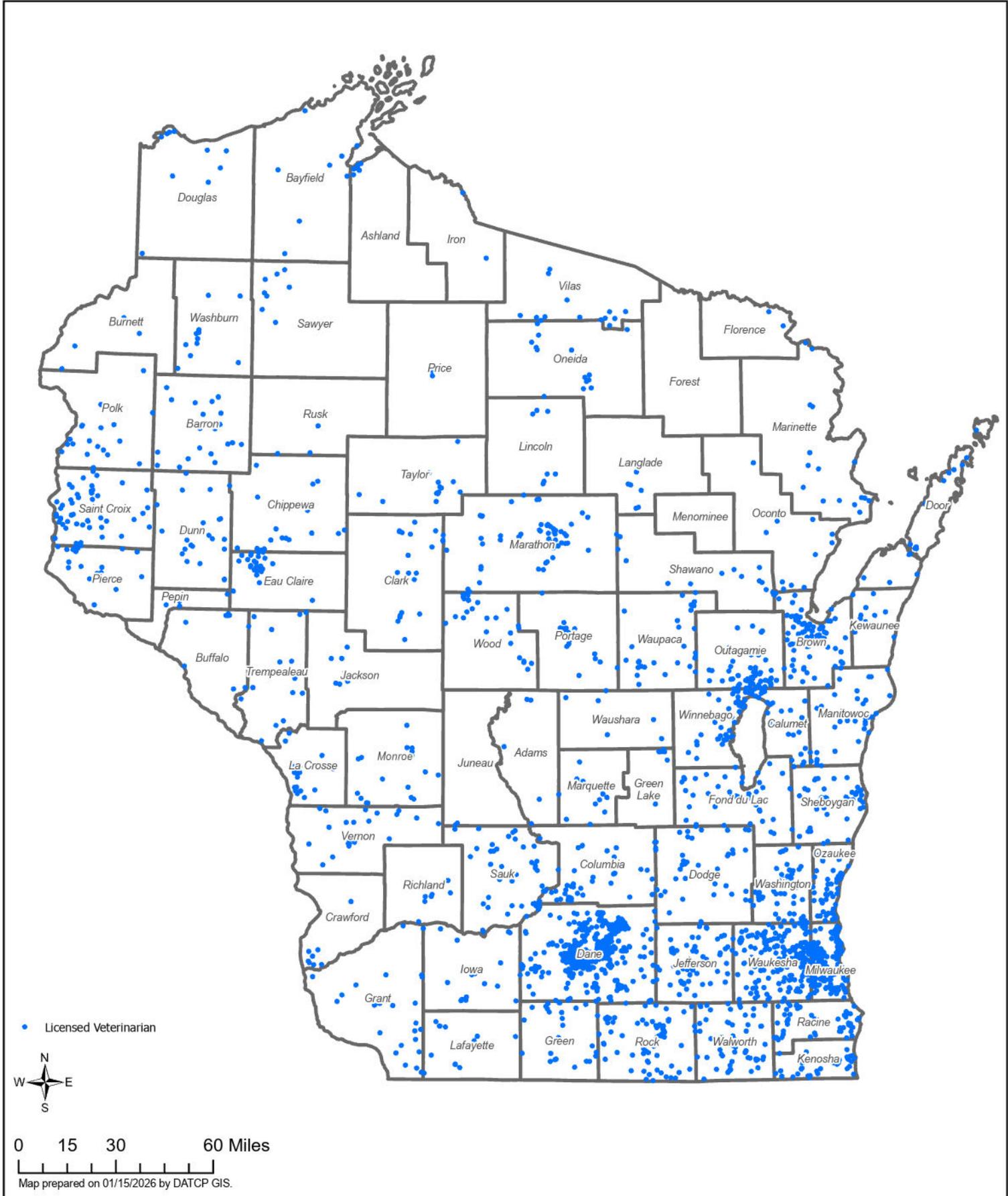
**Veterinary Examining Board
Agenda Request Form**

Meeting Date	Jan 27, 2026
Requestor Name	M. Mace
Item Title for the Agenda	Credentialing update
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Information
Are there Attachments? (If yes, include file names)	Yes – Licensed Veterinarian Map
Is a Public Appearance Anticipated?	No
Description of the Agenda Item	
<p>Renewals update, Jonathan will have information to share on numbers of licensed credential holders, and number of credential holders with their renewals still pending</p> <p>Included is a map illustrating the geographic dispersion of currently licensed veterinarians.</p>	



State of Wisconsin
Department of Agriculture, Trade, and Consumer Protection
Division of Animal Health

Licensed Veterinarians Across Wisconsin



**Veterinary Examining Board
Agenda Request Form**

Meeting Date	January 27, 2026
Requestor Name	Angela Fisher
Item Title for the Agenda	VE 1 Final Draft
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Information
Are there Attachments? (If yes, include file names)	No
Is a Public Appearance Anticipated?	No
Description of the Agenda Item The VE 1 (CR 25-006) final draft rule was filed with LRB for publication, and is anticipated to be published and effective on March 1, 2026. CR 25-006 Status Page: https://docs.legis.wisconsin.gov/code/chr/all/cr_25_006	

Veterinary Examining Board Agenda Request Form

Meeting Date	January 27, 2026
Requestor Name	Angela Fisher
Item Title for the Agenda	Legislative
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Information
Are there Attachments? (If yes, include file names)	SB-501 AB-717 AB-717-ASA1 LRB-5624_1
Is a Public Appearance Anticipated?	No
Description of the Agenda Item	
<p>Information regarding bills relevant to VEB:</p> <p>SB-501/AB-505: An Act to create 39.389 and 71.05 (6) (b) 58. of the statutes; relating to: creating a veterinary loan repayment grant program administered by the Higher Educational Aids Board and exempting from taxation amounts received from such a grant program.</p> <ul style="list-style-type: none"> - SB-501 Bill Status Page: https://docs.legis.wisconsin.gov/2025/proposals/sb501 - AB-505 Bill Status Page: https://docs.legis.wisconsin.gov/2025/proposals/ab505 - Recent Status: public hearings (10/15, 11/13); passage recommended by Senate Committee on Universities and Technical Colleges (10/24); passage recommended by Assembly Committee on Colleges and Universities; report by Joint Survey Committee on Tax Exemptions (1/12) <p>AB-717/SB-692: An Act to renumber 961.16 (3) (cm) of the statutes; relating to: listing of carfentanil under the Uniform Controlled Substances Act and providing a penalty.</p> <ul style="list-style-type: none"> - Substitute Amendment 1: An Act to amend 961.41 (1) (a), 961.41 (1r), 961.49 (1m) (intro.), 971.365 (1) (a), 971.365 (1) (b), and 971.365 (2); to create 961.41 (1) (dn) and 961.41 (1m) (dn) of the statutes; relating to: penalties for controlled substance offenses involving carfentanil and providing a penalty. - AB-717 Bill Status Page: https://docs.legis.wisconsin.gov/2025/proposals/ab717 - SB-692 Bill Status Page: https://docs.legis.wisconsin.gov/2025/proposals/sb692 - Recent Status: introduced (12/3), substitute amendment 1 offered (1/14), public hearing (1/14) <p>LRB-5624/1: An Act to create 628.34 (16), 628.349 and 632.105 of the statutes; relating to: pet insurance and granting rule-making authority.</p> <ul style="list-style-type: none"> - Recent Status: Co-sponsorships due 1/23/26 	



State of Wisconsin
2025 - 2026 LEGISLATURE

LRB-4982/1
ARG:amn/wlj/skw

2025 SENATE BILL 501

October 2, 2025 - Introduced by Senators CABRAL-GUEVARA, STAFSHOLT, MARKLEIN and PFAFF, cosponsored by Representatives KITCHENS, TRANEL, KREIBICH, MELOTIK, MIRESE, MURSAU, NOVAK, O'CONNOR, PIWOWARCZYK, RIVERA-WAGNER, SHEEHAN, STEFFEN and STROUD. Referred to Committee on Universities and Technical Colleges.

1 **AN ACT** *to create* 39.389 and 71.05 (6) (b) 58. of the statutes; **relating to:**
2 creating a veterinary loan repayment grant program administered by the
3 Higher Educational Aids Board and exempting from taxation amounts
4 received from such a grant program.

Analysis by the Legislative Reference Bureau

This bill establishes a veterinary loan repayment grant program administered by the Higher Educational Aids Board to provide financial assistance to veterinarians employed in rural counties in repaying educational loan obligations incurred to become qualified to practice veterinary medicine. For purposes of the program, an “eligible applicant” is an individual who 1) is enrolled in an accredited school of veterinary medicine and is in his or her final year leading to a doctor of veterinary medicine (DVM) degree or 2) was awarded a DVM degree from an accredited school of veterinary medicine in the preceding seven years.

Under the bill, HEAB may award grants to eligible applicants if, at the time the grant is awarded, the eligible applicant has 1) an outstanding balance of at least \$25,000 in educational debt incurred to pursue or obtain a DVM degree; and 2) secured or committed to secure full-time employment as a Wisconsin-licensed veterinarian for at least one year in a rural county. A grant award may be used only to repay educational debt incurred to pursue or obtain a DVM degree. The total amount of a grant awarded may not exceed the lesser of the outstanding balance of

SENATE BILL 501**SECTION 1**

this educational debt or \$25,000 for each year that the eligible applicant secured or committed to secure qualifying employment, not exceeding \$100,000 in total. HEAB must pay grant awards annually until the total amount of the grant awarded has been paid, with no annual payment exceeding \$25,000. HEAB may not make an annual payment of a grant award unless the eligible applicant completed the year of full-time employment as a veterinarian in a rural county and, during this year, provided at least 25 percent of his or her employed veterinary care to farm animals.

Under the bill, the grant amounts that a veterinarian receives under the program are exempt from taxation.

Because this bill relates to an exemption from state or local taxes, it may be referred to the Joint Survey Committee on Tax Exemptions for a report to be printed as an appendix to the bill.

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

1 **SECTION 1.** 39.389 of the statutes is created to read:

2 **39.389 Veterinary loan repayment grant program.** (1) DEFINITIONS. In
3 this section:

4 (a) "Eligible applicant" means an individual to whom, at the time of
5 application for the grant program, any of the following applies:

6 1. The individual is enrolled in an accredited school of veterinary medicine
7 and has completed sufficient credits in a program leading to the degree of doctor of
8 veterinary medicine to be in the final year of the program.

9 2. The individual was awarded the degree of doctor of veterinary medicine
10 from an accredited school of veterinary medicine within the immediately preceding
11 7-year period.

12 (b) "Farm animal" means any warm-blooded animal normally raised on farms
13 in the United States and used or intended for use as food or fiber.

SENATE BILL 501**SECTION 1**

1 (c) “Grant program” means the veterinary loan repayment grant program
2 under this section.

3 (d) “Rural county” has the meaning given in s. 39.399 (1g) (a).

4 (e) “Veterinarian” has the meaning given in s. 89.02 (7).

5 **(2) ESTABLISHMENT OF PROGRAM.** There is established, to be administered by
6 the board, a veterinary loan repayment grant program to provide financial
7 assistance to veterinarians employed in rural counties in repaying educational loan
8 obligations incurred to become qualified to practice veterinary medicine in this
9 state.

10 **(3) GRANT AWARDS.** (a) Subject to pars. (b) and (c) and sub. (4), the board may
11 award grants under this section to eligible applicants if all of the following apply at
12 the time the grant is awarded:

13 1. The eligible applicant has an outstanding balance of at least \$25,000 in
14 educational debt incurred in connection with pursuing or obtaining the degree of
15 doctor of veterinary medicine.

16 2. The eligible applicant has secured or committed to secure full-time
17 employment as a veterinarian for at least one year in a rural county.

18 (b) Subject to sub. (4), the total amount of a grant awarded under this section
19 may not exceed the lesser of the following:

20 1. The total outstanding balance of the educational debt that the eligible
21 applicant incurred in connection with pursuing or obtaining the degree of doctor of
22 veterinary medicine.

23 2. For each year that the eligible applicant has secured or committed to secure

SENATE BILL 501**SECTION 1**

1 full-time employment as a veterinarian in a rural county, \$25,000, but not
2 exceeding a total grant award of \$100,000.

3 (c) Grants awarded under this section may be used only to repay educational
4 debt incurred in connection with pursuing or obtaining the degree of doctor of
5 veterinary medicine.

6 (4) GRANT PAYMENTS. The board shall pay grant awards annually until the
7 total amount of the grant awarded under sub. (3) (b) has been paid, with no annual
8 payment exceeding \$25,000. The board may not make an annual payment of a
9 grant award unless the eligible applicant has satisfied all of the following
10 requirements:

11 (a) The eligible applicant completed the year of full-time employment as a
12 veterinarian in a rural county.

13 (b) During the year described in par. (a), the eligible applicant provided at
14 least 25 percent of his or her employed veterinary care to farm animals.

15 **SECTION 2.** 71.05 (6) (b) 58. of the statutes is created to read:

16 71.05 (6) (b) 58. For taxable years beginning after December 31, 2024, any
17 amount received by an individual, in the taxable year to which the subtraction
18 relates, from the veterinary loan repayment grant program under s. 39.389.

19 **SECTION 3. Initial applicability.**

20 (1) VETERINARY LOAN REPAYMENT GRANT PROGRAM. This act first applies to
21 an individual who graduates from a school of veterinary medicine in 2025.

22 (END)



2025 ASSEMBLY BILL 717

December 3, 2025 - Introduced by Representatives PIWOWARCZYK, BRILL, DITTRICH, KREIBICH, MELOTIK, MURPHY and WICHGERS, cosponsored by Senators JACQUE and NASS. Referred to Committee on Criminal Justice and Public Safety.

1 **AN ACT** *to renumber* 961.16 (3) (cm) of the statutes; **relating to:** listing of
2 carfentanil under the Uniform Controlled Substances Act and providing a
3 penalty.

Analysis by the Legislative Reference Bureau

Under current law in the Uniform Controlled Substances Act, carfentanil is listed as a synthetic opiate under Schedule II. Under this bill, carfentanil is listed as a fentanyl analog under Schedule I. A person who manufactures, distributes, or delivers, or possesses with the intent to manufacture, distribute, or deliver, a fentanyl analog is guilty of a felony, the classification of which is based on the amount involved. If the amount is 10 grams or less, the person is guilty of a Class E felony; if the amount is more than 10 grams but not more than 50, the person is guilty of a Class D felony; and if the amount is more than 50 grams, the person is guilty of a Class C felony.

Because this bill creates a new crime or revises a penalty for an existing crime, the Joint Review Committee on Criminal Penalties may be requested to prepare a report.

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



State of Wisconsin
2025 - 2026 LEGISLATURE

LRBs0242/1
CMH:skw

**ASSEMBLY SUBSTITUTE AMENDMENT 1,
TO ASSEMBLY BILL 717**

January 14, 2026 - Offered by Representative PIWOWARCZYK.

1 **AN ACT to amend** 961.41 (1) (a), 961.41 (1r), 961.49 (1m) (intro.), 971.365 (1)
2 (a), 971.365 (1) (b) and 971.365 (2); **to create** 961.41 (1) (dn) and 961.41 (1m)
3 (dn) of the statutes; **relating to:** penalties for controlled substance offenses
4 involving carfentanil and providing a penalty.

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

5 **SECTION 1.** 961.41 (1) (a) of the statutes is amended to read:
6 961.41 (1) (a) *Schedule I and II narcotic drugs generally.* Except as provided
7 in par. (d) ~~or~~ (dm), or (dn), if a person violates this subsection with respect to a
8 controlled substance included in schedule I or II which is a narcotic drug, or a
9 controlled substance analog of a controlled substance included in schedule I or II
10 which is a narcotic drug, the person is guilty of a Class E felony.

1 **SECTION 2.** 961.41 (1) (dn) of the statutes is created to read:

2 961.41 (1) (dn) *Carfentanil*. If the person violates this subsection with respect
3 to carfentanil and the amount manufactured, distributed, or delivered is:

4 1. Ten grams or less, the person is guilty of a Class E felony.

5 2. More than 10 grams but not more than 50 grams, the person is guilty of a
6 Class D felony.

7 3. More than 50 grams, the person is guilty of a Class C felony.

8 **SECTION 3.** 961.41 (1m) (dn) of the statutes is created to read:

9 961.41 (1m) (dn) *Carfentanil*. If the person violates this subsection with
10 respect to carfentanil and the amount possessed, with intent to manufacture,
11 distribute, or deliver, is:

12 1. Ten grams or less, the person is guilty of a Class E felony.

13 2. More than 10 grams but not more than 50 grams, the person is guilty of a
14 Class D felony.

15 3. More than 50 grams, the person is guilty of a Class C felony.

16 **SECTION 4.** 961.41 (1r) of the statutes is amended to read:

17 961.41 (1r) DETERMINING WEIGHT OF SUBSTANCE. In determining amounts
18 under s. 961.49 (2) (b), 1999 stats., and subs. (1) and (1m), an amount includes the
19 weight of cocaine, cocaine base, fentanyl, a fentanyl analog, carfentanil, heroin,
20 phencyclidine, lysergic acid diethylamide, psilocin, psilocybin, amphetamine,
21 methamphetamine, tetrahydrocannabinols, synthetic cannabinoids, or substituted
22 cathinones, or any controlled substance analog of any of these substances together
23 with any compound, mixture, diluent, plant material or other substance mixed or
24 combined with the controlled substance or controlled substance analog. In

1 addition, in determining amounts under subs. (1) (h) and (1m) (h), the amount of
2 tetrahydrocannabinols means anything included under s. 961.14 (4) (t) and includes
3 the weight of any marijuana.

4 **SECTION 5.** 961.49 (1m) (intro.) of the statutes is amended to read:

5 961.49 **(1m)** (intro.) If any person violates s. 961.41 (1) (cm), (d), (dm), (dn),
6 (e), (f), (g) or (h) by delivering or distributing, or violates s. 961.41 (1m) (cm), (d),
7 (dm), (dn), (e), (f), (g) or (h) by possessing with intent to deliver or distribute,
8 cocaine, cocaine base, fentanyl, a fentanyl analog, carfentanil, heroin,
9 phencyclidine, lysergic acid diethylamide, psilocin, psilocybin, amphetamine,
10 methamphetamine, methcathinone or any form of tetrahydrocannabinols or a
11 controlled substance analog of any of these substances and the delivery,
12 distribution or possession takes place under any of the following circumstances, the
13 maximum term of imprisonment prescribed by law for that crime may be increased
14 by 5 years:

15 **SECTION 6.** 971.365 (1) (a) of the statutes is amended to read:

16 971.365 **(1)** (a) In any case under s. 961.41 (1) (em), 1999 stats., or s. 961.41 (1)
17 (cm), (d), (dm), (dn), (e), (f), (g),₁ or (h) involving more than one violation, all
18 violations may be prosecuted as a single crime if the violations were pursuant to a
19 single intent and design.

20 **SECTION 7.** 971.365 (1) (b) of the statutes is amended to read:

21 971.365 **(1)** (b) In any case under s. 961.41 (1m) (em), 1999 stats., or s. 961.41
22 (1m) (cm), (d), (dm), (dn), (e), (f), (g),₁ or (h) involving more than one violation, all
23 violations may be prosecuted as a single crime if the violations were pursuant to a
24 single intent and design.



State of Wisconsin
2025 - 2026 LEGISLATURE

LRB-5624/1
EKL:skw

2025 BILL

1 **AN ACT** *to create* 628.34 (16), 628.349 and 632.105 of the statutes; **relating to:**
2 pet insurance and granting rule-making authority.

Analysis by the Legislative Reference Bureau

This bill generally adopts the provisions in the model Pet Insurance Act approved by the National Association of Insurance Commissioners.

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

3 **SECTION 1.** 628.34 (16) of the statutes is created to read:
4 628.34 (16) PET INSURANCE. (a) In this subsection:
5 1. “Pet insurance” has the meaning in s. 632.105 (1) (e).
6 2. “Pet wellness program” has the meaning in s. 632.105 (1) (f).
7 (b) No person may do any of the following:
8 1. Market a pet wellness program as pet insurance.

BILL**SECTION 1**

1 2. Market a pet wellness program during the sale, solicitation, or negotiation
2 of pet insurance.

3 (c) If a pet wellness program is sold by an insurer or intermediary that sells
4 pet insurance policies, all of the following apply:

5 1. The purchase of the pet wellness program may not be a requirement for the
6 purchase of a pet insurance policy.

7 2. The costs of the pet wellness program must be separate and identifiable
8 from any pet insurance policy sold by the insurer or intermediary.

9 3. The terms and conditions for the pet wellness program must be separate
10 from any pet insurance policy sold by the insurer or intermediary.

11 4. The products or coverage available through the pet wellness program may
12 not duplicate products or coverage available through a pet insurance policy sold by
13 the insurer or intermediary.

14 5. The advertising of the pet wellness program may not be misleading.

15 6. The insurer or intermediary must clearly disclose all of the following,
16 printed in 12-point boldface type:

17 a. A statement that pet wellness programs are not insurance.

18 b. The mailing address and customer service telephone number of the insurer
19 or intermediary.

20 c. The mailing address, telephone number, and website address of the office of
21 the commissioner of insurance.

22 **SECTION 2.** 628.349 of the statutes is created to read:

23 **628.349 Pet insurance. (1) DEFINITIONS.** In this section:

24 (a) "Chronic condition" has the meaning in s. 632.105 (1) (a).

BILL**SECTION 2**

1 (b) “Congenital anomaly or disorder” has the meaning in s. 632.105 (1) (b).

2 (c) “Hereditary disorder” has the meaning in s. 632.105 (1) (c).

3 (d) “Pet insurance” has the meaning in s. 632.105 (1) (e).

4 (e) “Pet wellness program” has the meaning in s. 632.105 (1) (f).

5 (f) “Preexisting condition” has the meaning in s. 632.105 (1) (g).

6 (g) “Waiting period” has the meaning in s. 632.105 (1) (j).

7 **(2) REQUIRED TRAINING.** (a) Except as provided in par. (b), no person may sell,
8 solicit, or negotiate a pet insurance product unless the person is a licensed
9 intermediary and has completed training that covers all of the following topics:

10 1. Preexisting conditions and waiting periods under a pet insurance policy.

11 2. The differences between pet insurance and pet wellness programs.

12 3. Hereditary disorders, congenital anomalies or disorders, and chronic
13 conditions and how a pet insurance policy interacts with them.

14 4. Rating, underwriting, renewal, and other insurance administrative topics.

15 (b) The commissioner may determine that the satisfaction of a substantially
16 similar training requirement of another state satisfies the requirement of par. (a).

17 **(3) INSURER VERIFICATION.** Insurers providing pet insurance shall do all of
18 the following:

19 (a) Obtain from each intermediary selling pet insurance policies on the
20 insurer’s behalf verification that the intermediary is in compliance with the
21 training requirement under sub. (2).

22 (b) Maintain records related to the verifications obtained under par. (a) and
23 make the records available to the commissioner upon request.

24 **SECTION 3.** 632.105 of the statutes is created to read:

BILL**SECTION 3**

1 **632.105 Pet insurance.** (1) DEFINITIONS. In this section:

2 (a) “Chronic condition” means a condition that can be treated or managed, but
3 not cured.

4 (b) “Congenital anomaly or disorder” means a condition that is present from
5 birth, whether inherited or caused by the environment, and that may cause or
6 contribute to illness or disease.

7 (c) “Hereditary disorder” means an abnormality that is genetically
8 transmitted from parent to offspring and may cause illness or disease.

9 (d) “Orthopedic condition” means a condition affecting bones, skeletal muscle,
10 cartilage, tendons, ligaments, or joints, or any combination thereof, including elbow
11 or hip dysplasia, intervertebral disc degeneration, patellar luxation, and ruptured
12 cranial cruciate ligaments. “Orthopedic condition” does not include cancer or a
13 metabolic, hemopoietic, or autoimmune disease.

14 (e) “Pet insurance” means a property insurance policy issued in this state that
15 provides coverage for accidents and illnesses of a pet.

16 (f) “Pet wellness program” means a subscription or reimbursement program
17 that provides goods and services to promote the general health, safety, and well-
18 being of a pet and that is separate from a pet insurance policy, is not included on a
19 pet insurance policy form, and does not shift the risk of loss in exchange for
20 premiums.

21 (g) “Preexisting condition” means a condition of a pet for which any of the
22 following is true prior to the effective date of, or during any waiting period required
23 under, a pet insurance policy:

24 1. A veterinarian provided medical advice.

BILL**SECTION 3**

1 2. The pet received treatment.

2 3. Based on information from a verifiable source, the pet had signs or
3 symptoms directly related to the condition.

4 (h) “Veterinarian” means a practitioner of veterinary medicine who is duly
5 licensed by the veterinary examining board under ch. 89 or who holds a valid
6 license to practice veterinary medicine from a licensing entity in the state in which
7 he or she practices.

8 (i) “Veterinary expenses” means the costs associated with medical advice,
9 diagnosis, care, or treatment provided by a veterinarian, including the cost of drugs
10 prescribed by the veterinarian.

11 (j) “Waiting period” means the period of time specified in a pet insurance
12 policy that is required to transpire before coverage under the policy begins.

13 **(2) USE OF DEFINITIONS.** If an insurer uses a term defined in sub. (1) in a pet
14 insurance policy, the insurer shall use the term as the term is defined in sub. (1) in
15 the policy and shall make the definition available through a clear and conspicuous
16 link on the main page of the insurer’s website.

17 **(3) DISCLOSURES.** An insurer issuing pet insurance coverage shall disclose all
18 of the following to policyholders and to individuals inquiring about about a pet
19 insurance policy:

20 (a) Any exclusion from coverage under the policy for a preexisting condition,
21 hereditary disorder, congenital anomaly or disorder, or chronic condition. If the
22 policy includes any other exclusions, the policy shall include the following
23 statement: “Other exclusions may apply. Please refer to the exclusions section of
24 the policy for more information.”

BILL**SECTION 3**

1 (b) Any policy provision that is subject to a waiting period. Waiting periods
2 shall be clearly and prominently disclosed.

3 (c) Deductibles, coinsurance, and lifetime or annual policy limits.

4 (d) Whether the insurer limits coverage, or increases premiums, based on the
5 policyholder's claim history, the age of the covered pet, or a change in the
6 geographic location of the policyholder.

7 (e) The name of the underwriting company if different from the name used to
8 market and sell the pet insurance policy.

9 (f) If a medical examination by a veterinarian is required to effectuate
10 coverage, the aspects of the examination that must be completed prior to the policy's
11 purchase and a notice that examination documentation may result in a preexisting
12 condition exclusion.

13 **(4) RIGHT TO EXAMINE AND RETURN THE POLICY.** A policyholder shall have the
14 right to examine and return a pet insurance policy, certificate, or rider to the
15 insurer or intermediary within 15 days of receiving the policy and to have the
16 premium refunded if, after examination of the policy, certificate, or rider, the
17 policyholder is not satisfied for any reason and so long as the policyholder has not
18 filed a claim. Pet insurance policies, certificates, and riders shall have the following
19 notice, or similar language, prominently printed on the first page: "You have 15
20 days from the day you receive this policy, certificate, or rider to review it and return
21 it to the company if you decide not to keep it. You do not have to tell the company
22 why you are returning it. If you decide not to keep it, simply return it to the
23 company at its administrative office or you may return it to the agent, also known as
24 an intermediary, that you bought it from so long as you have not filed a claim. You

BILL**SECTION 3**

1 must return it within 15 days of the day you first received it. The company will
2 refund the full amount of any premium paid within 30 days after it receives the
3 returned policy, certificate, or rider. The premium refund will be sent directly to
4 the person who paid it. The policy, certificate, or rider will be void as if it had never
5 been issued.”

6 (5) CLAIM PAYMENTS. (a) An insurer shall clearly disclose, in the policy and
7 through a clear and conspicuous link on the main page of the insurer’s website, a
8 summary description of the basis or formula on which the insurer determines
9 claims payment under a pet insurance policy.

10 (b) An insurer that uses a benefit schedule to determine claims payment
11 under a pet insurance policy shall do all of the following:

- 12 1. Clearly disclose the applicable benefit schedule in the policy.
- 13 2. Disclose all benefit schedules used by the insurer under its pet insurance
14 policies through a clear and conspicuous link on the main page of the insurer’s
15 website.

16 (c) An insurer that determines claim payments under a pet insurance policy
17 based on usual and customary veterinary fees, or any other reimbursement
18 limitation based on prevailing veterinary service provider charges, shall do all of
19 the following:

- 20 1. Include a usual and customary fee limitation provision in the policy that
21 clearly describes the basis for determining usual and customary fees and how that
22 basis is applied in calculating claim payments.
- 23 2. Disclose the basis for determining usual and customary fees through a clear
24 and conspicuous link on the main page of the insurer’s website.

BILL**SECTION 3**

1 **(6) SUMMARY DISCLOSURE.** (a) An insurer shall provide a summary of all
2 policy provisions required under subs. (3) to (5) in a document titled “Insurer
3 Disclosure of Important Policy Provisions.” The insurer shall post the document
4 through a clear and conspicuous link on the main page of the insurer’s website and
5 shall provide a policyholder with a copy of the document, printed in at least 12-
6 point type, when a pet insurance policy is issued or renewed.

7 (b) At the time a pet insurance policy is issued or renewed, the insurer shall
8 include a disclosure with all of the following information, printed in 12-point
9 boldface type:

10 1. The mailing address, toll-free telephone number, and website address for
11 the office of the commissioner of insurance.

12 2. The address and customer service telephone number of the insurer or
13 intermediary.

14 3. If the policy was sold, solicited, or negotiated by an intermediary, a
15 statement advising the policyholder to contact the intermediary for assistance.

16 **(7) POLICY CONDITIONS.** (a) *Preexisting conditions.* An insurer may issue a
17 pet insurance policy that excludes coverage on the basis of a preexisting condition if
18 disclosure is made under sub. (3). The insurer has the burden of proving that a
19 preexisting condition exclusion applies to the condition for which a claim is made.

20 (b) *Waiting periods.* An insurer may issue a pet insurance policy that imposes
21 a waiting period upon effectuation of the policy, subject to all of the following
22 conditions and limitations:

23 1. Disclosure is made under sub. (3).

24 2. The policy allows a waiting period to be waived upon completion of a

BILL**SECTION 3**

1 medical examination. The insurer may require the examination to be conducted by
2 a veterinarian after the policy's purchase, may require documentation of the
3 examination, and may specify elements to be included in the examination so long as
4 the specifications do not unreasonably restrict a policyholder's ability to waive the
5 waiting period. The medical examination shall be paid for by the policyholder
6 unless the policy specifies that the insurer will pay.

7 3. A waiting period for accidents is prohibited.

8 4. A waiting period for illness or orthopedic conditions not resulting from an
9 accident may not exceed 30 days.

10 5. A waiting period may not be applied to renewal of existing coverage.

11 (c) *Policy renewals.* 1. An insurer may not require a veterinary examination
12 of a covered pet as a condition for a pet insurance policy to be renewed.

13 2. A condition for which coverage is provided under a pet insurance policy may
14 not be considered a preexisting condition for any renewal of the policy.

15 (d) *Pet wellness programs and other benefits.* 1. If an insurer includes a pet
16 wellness program benefit or any other noninsurance benefit in a pet insurance
17 policy form, the benefit shall be made part of the pet insurance policy contract and
18 regulated as insurance.

19 2. A policyholder's ability to purchase a pet insurance policy may not be
20 conditioned on whether the policyholder participates in a pet wellness program.

21 (8) RULES. The commissioner may promulgate rules to administer this
22 section.

23

(END)

**Veterinary Examining Board
Agenda Request Form**

Meeting Date	Jan 27, 2026
Requestor Name	M. mace
Item Title for the Agenda	Strategic plan report
Should this be in Open or Closed Session?	Open
Is this an Action Item or for Information Only?	Information and Action
Are there Attachments? (If yes, include file names)	Yes Strategic Plan KPOs 2025-26
Is a Public Appearance Anticipated?	No
Description of the Agenda Item Update on 2025-26 Strategic Plan Goals .	

VEB Strategic Plan: July 2025-June 2026

Core Strategy	Key Performance Objective (KPO)	Current Lead		October to December, 2025	July to September, 2025
			Status	Status Notes	Status Notes
Transparency: Licensure Process	Update the licensure forms	Jonathan Bent	in progress	In approval process	Initial draft changes made.
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	in progress	As of 11/11/2025 Everything given to BITS for enhancement request. Awaiting on BITS/ITSC approval; and then prioritization after that if approved.	Have recruited Lynn Finley to assist with working with BITS to get this project moving.
Communication: Current Issues facing Veterinary Medicine	Discuss a significant topic that is facing the veterinary profession at each quarterly meeting	Holter	ongoing	Shelter Medicine	Kicks off at October meeting w/Shelter Medicine
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	See Violation Report.	See Violation report.
Outreach	Work with DATCP to explore getting a project position to support VPAP and admin rule work	Melissa Mace	Not started		
Outreach	Connect with SVM on presentations	Jonathan Bent	Not started		
Outreach	Participate in WVMA webinars and provide information for their newsletter	Melissa Mace	Not started		
Outreach	Annual Newsletter Ask AAVSB for topics	Melissa Mace	Not started		Target newsletter/biennial report is late April with biennial
VPAP	Host 6 VPAP specific webinars	Melissa Mace	ongoing	Understanding different personalities for better collaboration (Oct 8) Creating Balance (nov 12)	Aug - Welcomeing Change into your life; Sept - Suicide awareness
VPAP	Send a monthly outreach to credentialing holders on VPAP services and the focus of the month.		ongoing	Monthly newsletter sent. Above 50% open rate	Monthly VPAP newsletters sent.
AAVSB	Attend the Annual Conference	Melissa Mace	Completed		Dr. Solverson attended AAVSB AMC
AAVSB	New Board member attendance at Board Basics and Beyond	Melissa Mace/Holter	Not started		

VEB Closed Cases Violation Report

Reporting Period: October 1, 2025 – December 31, 2025

Top 5 violations cited in administrative warnings and FDOs. 11 total violations cited in this reporting period.

1. (3) violations of VE 1.58(19): Failure to maintain records as required by s. VE 1.52.
2. (3) violations of VE 1.58(2): Conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.
3.
 - a. (2) violations of VE 1.58(26)(a): Falsely certifying to the board under s. VE 1.30 (5) that the veterinarian has completed the 30 hours of continuing education required under s. VE 1.30 (1).
 - b. (2) 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, meaning diagnostic procedures and modes of treatment considered by the veterinary profession to be within the scope of current, acceptable veterinary medical practice, and the associated benefits and risks of those options.
4. (1) violation of VE 1.58(10): Practicing or attempting to practice, while the veterinarian has a physical or mental impairment, including impairment related to drugs or alcohol which is reasonably related to the applicant's ability to adequately undertake the practice of veterinary medicine in a manner consistent with the safety of a patient or the public.

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: ADMINISTRATIVE WARNING
ALLISON DUNLOP, D.V.M., :
RESPONDENT. : ORDER: 172539
:

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 138

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact, Conclusions of Law and issues this Administrative Warning.

PARTIES

1. The Board is created within the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).

2. Allison Dunlop, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 405182, first issued on May 20, 2013 and current through December 31, 2027.

The Respondent's most recent address on file with the Department is in Brookfield, Wisconsin.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Integrative Veterinary Services (IVS), located at 21180 W Capitol Drive, Brookfield, Wisconsin 53702.

5. On or about November 3, 2024, the Board received a complaint regarding Respondent delegating certain veterinary acts to unlicensed assistants. The complaint alleged that Respondent and other veterinarians at IVS, were delegating and requiring unlicensed assistants to administer anesthesia, intubate patients, maintain patients on anesthetic gases, and perform cystocentesis.

6. On April 17, 2025 staff investigators interviewed unlicensed staff at IVS, and were told the unlicensed staff had done a cystocentesis, drawn up anesthesia meds, given IM injections, performed anesthesia monitoring, placed a catheter, and did intubations.

CONCLUSIONS OF LAW

7. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58 (2) *Conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.*

a. As a licensed veterinarian, Respondent must be aware of what veterinary acts may lawfully be delegated, and to whom the acts can be delegated.

8. The Board has the authority to issue an administrative warning pursuant to Wis. Stat. § 89.071 when misconduct is committed such as that described above. Disciplinary action beyond an administrative warning is not warranted as the complaint involves a first occurrence of a minor violation. The issuance of an administrative warning adequately protects the public.

ADMINISTRATIVE WARNING

9. The Board issues this administrative warning and hereby puts Respondent on notice that any similar violation may result in disciplinary action.

10. Pursuant to Wis. Stat. § 89.071(4), the record that an administrative warning was issued shall be a public record. The contents of the administrative warning shall be private and confidential.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: ADMINISTRATIVE WARNING
AMANDA STOWELL, D.V.M., :
RESPONDENT. : ORDER: 172745
:

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 140

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact, Conclusions of Law and issues this Administrative Warning.

PARTIES

1. The Board is created within the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).

2. Amanda Stowell, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 408750, first issued on August 26, 2010 and current through December 31, 2025.

The Respondent's most recent address on file with the Department is in Port Washington, Wisconsin.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Integrative Veterinary Services (IVS), located at 21180 W Capitol Drive, Brookfield, Wisconsin 53702.

5. On or about November 3, 2024, the Board received a complaint regarding Respondent delegating certain veterinary acts to unlicensed assistants. The complaint alleged that Respondent and other veterinarians at IVS, were delegating and requiring unlicensed assistants to administer anesthesia, intubate patients, maintain patients on anesthetic gases, and perform cystocentesis.

6. On April 17, 2025 staff investigators interviewed unlicensed staff at IVS, and were told the unlicensed staff had done a cystocentesis, drawn up anesthesia meds, given IM injections, performed anesthesia monitoring, placed a catheter, and did intubations.

CONCLUSIONS OF LAW

7. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58 (2) *Conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.*

a. As a licensed veterinarian, Respondent must be aware of what veterinary acts may lawfully be delegated, and to whom the acts can be delegated.

8. The Board has the authority to issue an administrative warning pursuant to Wis. Stat. § 89.071 when misconduct is committed such as that described above. Disciplinary action beyond an administrative warning is not warranted as the complaint involves a first occurrence of a minor violation. The issuance of an administrative warning adequately protects the public.

ADMINISTRATIVE WARNING

9. The Board issues this administrative warning and hereby puts Respondent on notice that any similar violation may result in disciplinary action.

10. Pursuant to Wis. Stat. § 89.071(4), the record that an administrative warning was issued shall be a public record. The contents of the administrative warning shall be private and confidential.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: ADMINISTRATIVE WARNING
KRISTIN NYREN, D.V.M., :
RESPONDENT. : ORDER: 172764
:

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 141

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact, Conclusions of Law and issues this Administrative Warning.

PARTIES

1. The Board is created within the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).

2. Kristin Nyren, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 405183, first issued on May 20, 2013 and current through December 31, 2025.

The Respondent's most recent address on file with the Department is in Brookfield, Wisconsin.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Integrative Veterinary Services (IVS), located at 21180 W Capitol Drive, Brookfield, Wisconsin 53702.

5. On or about November 3, 2024, the Board received a complaint regarding Respondent delegating certain veterinary acts to unlicensed assistants. The complaint alleged that Respondent and other veterinarians at IVS, were delegating and requiring unlicensed assistants to administer anesthesia, intubate patients, maintain patients on anesthetic gases, and perform cystocentesis.

6. On April 17, 2025 staff investigators interviewed unlicensed staff at IVS, and were told the unlicensed staff had done a cystocentesis, drawn up anesthesia meds, given IM injections, performed anesthesia monitoring, placed a catheter, and did intubations.

CONCLUSIONS OF LAW

7. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58 (2) *Conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.*

a. As a licensed veterinarian, Respondent must be aware of what veterinary acts may lawfully delegated, and to whom the acts can be delegated.

8. The Board has the authority to issue an administrative warning pursuant to Wis. Stat. § 89.071 when misconduct is committed such as that described above. Disciplinary action beyond an administrative warning is not warranted as the complaint involves a first occurrence of a minor violation. The issuance of an administrative warning adequately protects the public.

ADMINISTRATIVE WARNING

9. The Board issues this administrative warning and hereby puts Respondent on notice that any similar violation may result in disciplinary action.

10. Pursuant to Wis. Stat. § 89.071(4), the record that an administrative warning was issued shall be a public record. The contents of the administrative warning shall be private and confidential.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : ADMINISTRATIVE WARNING
MEGAN THEISEN, D.V.M., :
RESPONDENT. : ORDER: 173184
 :

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 142

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact, Conclusions of Law and issues this Administrative Warning.

PARTIES

1. The Board is created within the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).

2. Megan Theisen, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 481922, first issued on May 14, 2019 and current through December 31, 2025.

The Respondent's most recent address on file with the Department is in Rubicon, Wisconsin.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Integrative Veterinary Services (IVS), located at 21180 W Capitol Drive, Brookfield, Wisconsin 53702.

5. On or about November 3, 2024, the Board received a complaint regarding Respondent delegating certain veterinary acts to unlicensed assistants. The complaint alleged that Respondent and other veterinarians at IVS, were delegating and requiring unlicensed assistants to administer anesthesia, intubate patients, maintain patients on anesthetic gases, and perform cystocentesis.

6. On April 17, 2025 staff investigators interviewed unlicensed staff at IVS, and were told the unlicensed staff had done a cystocentesis, drawn up anesthesia meds, given IM injections, performed anesthesia monitoring, placed a catheter, and did intubations.

CONCLUSIONS OF LAW

7. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58 (2) *Conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.*

a. As a licensed veterinarian, Respondent must be aware of what veterinary acts may lawfully be delegated, and to whom the acts can be delegated.

8. The Board has the authority to issue an administrative warning pursuant to Wis. Stat. § 89.071 when misconduct is committed such as that described above. Disciplinary action beyond an administrative warning is not warranted as the complaint involves a first occurrence of a minor violation. The issuance of an administrative warning adequately protects the public.

ADMINISTRATIVE WARNING

9. The Board issues this administrative warning and hereby puts Respondent on notice that any similar violation may result in disciplinary action.

10. Pursuant to Wis. Stat. § 89.071(4), the record that an administrative warning was issued shall be a public record. The contents of the administrative warning shall be private and confidential.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: ADMINISTRATIVE WARNING
AUBREY LYON, D.V.M., :
RESPONDENT. : ORDER: 173229
:

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 143

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact, Conclusions of Law and issues this Administrative Warning.

PARTIES

1. The Board is created within the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).

2. Aubrey Lyon, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 470733, first issued on June 11, 2018 and current through December 31, 2025.

The Respondent's most recent address on file with the Department is in Greendale, Wisconsin.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Integrative Veterinary Services (IVS), located at 21180 W Capitol Drive, Brookfield, Wisconsin 53702.

5. On or about November 3, 2024, the Board received a complaint regarding Respondent delegating certain veterinary acts to unlicensed assistants. The complaint alleged that Respondent and other veterinarians at IVS, were delegating and requiring unlicensed assistants to administer anesthesia, intubate patients, maintain patients on anesthetic gases, and perform cystocentesis.

6. On April 17, 2025 staff investigators interviewed unlicensed staff at IVS, and were told the unlicensed staff had done a cystocentesis, drawn up anesthesia meds, given IM injections, performed anesthesia monitoring, placed a catheter, and did intubations.

CONCLUSIONS OF LAW

7. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58 (2) *Conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.*

a. As a licensed veterinarian, Respondent must be aware of what veterinary acts may lawfully be delegated, and to whom the acts can be delegated.

8. The Board has the authority to issue an administrative warning pursuant to Wis. Stat. § 89.071 when misconduct is committed such as that described above. Disciplinary action beyond an administrative warning is not warranted as the complaint involves a first occurrence of a minor violation. The issuance of an administrative warning adequately protects the public.

ADMINISTRATIVE WARNING

9. The Board issues this administrative warning and hereby puts Respondent on notice that any similar violation may result in disciplinary action.

10. Pursuant to Wis. Stat. § 89.071(4), the record that an administrative warning was issued shall be a public record. The contents of the administrative warning shall be private and confidential.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : ADMINISTRATIVE WARNING
TRINA STEFFENS, D.V.M., :
RESPONDENT. : ORDER: 174773
 :

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 066

The Wisconsin Veterinary Examining Board (Board) makes the following Findings of Fact, Conclusions of Law and issues this Administrative Warning.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (Department) pursuant to Wis. Stat. § 15.135(5).

2. Trina Steffens, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having practiced under license number 408732, first issued on May 18, 2010 and current through December 31, 2025.

The Respondent's most recent address on file with the Department is West Allis, WI.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at the West Allis Animal Hospital, 1736 S 82nd Street, West Allis, WI 53214.

5. On July 28, 2025, the Board received a complaint regarding a July 28, 2025 phone call with Complainant about billing concerns for July 22, 2025 dental services performed on Complainant's dog by a different veterinarian at the clinic.

i. The allegations in the complaint were unsubstantiated.

6. As part of the investigation, Respondent was asked to provide continuing education credits for the 2022-2023 biennial renewal period. Respondent submitted 28 continuing education credits.

7. Respondent certified that she had completed 30 credits for the 2022-2023 reporting period when she applied for renewal of her license for the 2024-2025 period.

8. On November 14, 2025, Respondent submitted two (2) hours of additional continuing education.

CONCLUSIONS OF LAW

9. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58 (26), *Falsely certifying to the board under s. VE 1.30 (5) that the veterinarian: (a) has completed the 30 hours of continuing education required under s. VE 1.30 (1).*

a. Respondent completed only 28 of the required 30 credits for the 2022-2023 licensing period.

10. The Board has authority to issue an administrative warning pursuant to Wis. Stat. § 89.071 when misconduct is committed such as that described above. Disciplinary action beyond an administrative warning is not warranted as the complaint involves a first occurrence of a minor violation. Respondent has made up the lacking two (2) hours of continuing education credit. The issuance of an administrative warning adequately protects the public.

ADMINISTRATIVE WARNING

11. The Board issues this Administrative Warning and hereby puts Respondent on notice that any subsequent similar violation may result in disciplinary action.

12. Pursuant to Wis. Stat. § 89.071(4), the record that an administrative warning was issued shall be a public record. The contents of the administrative warning shall be private and confidential.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: _____

Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: ADMINISTRATIVE WARNING
TAYLOR MARQUARDT, D.V.M., :
RESPONDENT. : ORDER: 175772
:

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 080

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact, Conclusions of Law and issues this Administrative Warning.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).

2. Taylor Marquardt, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 403996, first issued on June 17, 2010 and current through December 31, 2027.

The Respondent's most recent address on file with the Department is Edgar, WI.

FINDINGS OF FACT

3. Respondent has previous disciplinary history.

- a. In 24 VET 156, Respondent was found in violation of falsely certifying to the board that the veterinarian completed the 30 hours of continuing education required. FDO 158142 was issued on April 22, 2025, and required the Respondent to complete 11.25 hours of continuing education, provide verification of continuing education for the next licensing biennium, and pay costs.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Athens Veterinary Service, 625 W. Village Limits Road, Athens, WI 54411.

5. On September 25, 2025, the Board received a complaint regarding the Complainant bringing her dog Macy to the clinic for a laboratory test which required Macy to stay all day at the clinic. The test was completed, and the Complainant was not contacted with the results of the test. When the Complainant called and emailed the clinic, she received no response from the Respondent.

6. On July 3, 2024, the Complainant took her dog Macy in for her annual exam. Due to abnormal bloodwork results, the Respondent recommended Macy to be seen the following week for a laboratory test which required Macy to stay all day at the clinic. The test was completed on July 9, 2024. The Complainant waited two weeks for the results. The Complainant then called the clinic and was told if the results were back, the doctor would have called her. The Complainant waited another two weeks and then sent an email; the reply noted the diagnosing doctor would be given the message and call her back. The Complainant waited for one week and received no call. The Complainant also sent a letter to the clinic's senior doctor, and she received no response. Due to the Complainant being upset with the way she was treated, she asked for Macy's records to be transferred to another clinic.

7. Respondent provided response noting a low dose dexamethasone suppression test was recommended to rule out Cushing's disease based on annual exam findings. The test was performed on July 9, 2024, and the laboratory samples were sent to Zoetis for analysis. The Respondent received the test results the week of July 15, 2024, and she attempted to call the Complainant on July 17, 2024, and on July 18, 2024, but was unable to leave a voicemail message either time. The Respondent decided to wait for the Complainant to call for the results. The Respondent noted she never received an email nor notification that the Complainant contacted reception staff. Respondent provided medical records which indicated the attempted calls to the Complainant on July 17, 2024, and on July 18, 2024, with notes of phone ringing multiple times and then it would hang up with no ability to leave a voicemail message on either day. Medical records provided contained no information on what the July 9, 2024, low dose dexamethasone suppression test ruled out or confirmed.

CONCLUSIONS OF LAW

8. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58(19), *Failure to maintain records as required by s. VE 1.52*.

- a. Failure to maintain a complete medical record with no interpretation of the laboratory results included in the record. While the lab results were received on July 12, 2024, the medical record contains no information on what the low dose dexamethasone suppression test ruled out or confirmed.

9. The Board has authority to issue an administrative warning pursuant to Wis. Stat. § 89.071 when misconduct is committed such as that described above. Disciplinary action beyond an administrative warning is not warranted as the complaint involves a first occurrence of a minor violation. The issuance of an administrative warning adequately protects the public.

ADMINISTRATIVE WARNING

10. The Board issues this administrative warning and hereby puts Respondent on notice that any subsequent similar violation may result in disciplinary action.

11. Pursuant to Wis. Stat. § 89.071(4), the record that an administrative warning was issued shall be a public record. The contents of the administrative warning shall be private and confidential.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : ADMINISTRATIVE WARNING
DEREK WILLIAMSON, D.V.M., :
RESPONDENT. : ORDER: 176039
 :

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 070

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact, Conclusions of Law and issues this Administrative Warning.

PARTIES

1. The Board is created and attached to the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).

2. Derek Williamson, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 408299, first issued on June 3, 2003 and current through December 31, 2027.

The Respondent's most recent address on file with the Department is Milwaukee Wisconsin.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Crawford Animal Hospital, Milwaukee, Wisconsin.

5. On August 7, 2025, the Board received a complaint regarding Respondent's care of a dog, Charlie.

6. Charlie received treatment from Respondent at Crawford Animal Hospital on August 27th 2024, during which blood tests were taken and revealed abnormally low platelet levels. This information was not disclosed to the owner. On September 13th, 2025, Charlie suffered a hemorrhage and was taken back to

Crawford Animal Hospital. Upon arrival, Charlie's owner was told by the attending veterinarian that Charlie had low blood platelets. At the previous appointment, Respondent told Charlie's owner that everything looked good. Charlie's owner requested a copy of the blood results and saw, in bold letters, "Low Blood Platelets." Charlie was transferred to an Emergency Hospital. Charlie's owner believes that Respondent's omission of these findings resulted in significant emotional distress, medical costs, and continued trauma for both herself and Charlie. Crawford Animal Hospital offered her \$1200.00 to sign a non-disclosure agreement.

7. Respondent admits he forgot to discuss Charlie's low platelet count with the owner. Respondent asserts he did not do so intentionally.

CONCLUSIONS OF LAW

8. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58(2), *Conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.*

a. Respondent's failure to advise Charlie's owner of the low platelet count fell below the standard of care.

9. The Board has authority to issue an administrative warning pursuant to Wis. Stat. § 89.071 when misconduct is committed such as that described above. Disciplinary action beyond an administrative warning is not warranted as the complaint involves a first occurrence of a minor violation. The issuance of this administrative warning adequately protects the public.

ADMINISTRATIVE WARNING

10. The Board issues this administrative warning and hereby puts Respondent on notice that any subsequent similar violation may result in disciplinary action.

11. Pursuant to Wis. Stat. § 89.071(4), the record that an administrative warning was issued shall be a public record. The contents of the administrative warning shall be private and confidential.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: _____

Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: ADMINISTRATIVE WARNING
PETER MORROW, D.V.M., :
RESPONDENT. : ORDER: 177741
:

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 085

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact, Conclusions of Law and issues this Administrative Warning.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).

2. Peter Morrow, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 408151, first issued on May 22, 2001 and current through December 31, 2027.

The Respondent's most recent address on file with the Department is Eau Claire, WI.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Ark Animal Hospital, 2914 Mondovi Road, Eau Claire, WI 54701.

5. On September 29, 2025, the Board received a complaint regarding the Complainant not receiving her pet's records after requesting the records on nine separate dates beginning on August 2, 2025, with no records received as of September 29, 2025.

6. The Complainant reported her dog, Oscar, was deceased as of August 1, 2025. Oscar reportedly had a growth removed, did not recover, and was

euthanized. The Complainant said she contacted Ark Animal Hospital repeatedly requesting a copy of her pet's records. From August 2, 2025, to August 29, 2025, the Complainant requested records on nine separate dates; as of September 29, 2025, she had received no records. On October 22, 2025, the Complainant informed the Department that her new clinic requested her pet's records including Oscar's. Ark Animal Hospital sent the new clinic all records except for Oscar's records. The Complainant advised she was told the only way records will be released is if her lawyer requested the records. The Complainant noted she did not have a lawyer and never said she did have a lawyer adding that she does not need a lawyer to have records sent. On December 15, 2025, the Complainant stated she had received her pet's records. The Complainant further reported she found it highly unusual for a veterinarian to schedule an operation without doing bloodwork noting bloodwork was never discussed with her. The Complainant advised her complaint is not just their refusal to give her the records but about negligence which resulted in her pet's death.

7. Respondent provided response stating Oscar was a 13-year-old male dog seen at Ark Animal Hospital his entire life. On July 30, 2025, Oscar was seen for the removal of a small skin tumor that was removed without incident. On August 1, 2025, Oscar returned to the clinic for gastrointestinal upset and general malaise for 24 hours; the Complainant refused to pay for any diagnostics or therapy for Oscar because the clinic had performed surgery two days prior and considered the clinic responsible for Oscar's maladies. The Respondent advised the Complainant that the clinic would cover the costs as Oscar's condition was serious and needed attention. A complete blood count and serum chemistry analysis were performed, and it was determined Oscar was hypoglycemic, suffered from chronic kidney failure, a low white blood cell count and some mild liver enzyme elevations. The Respondent was very upset Oscar's kidney disease was not noted prior to surgery. The Respondent reported the Complainant became belligerent when it was pointed out she turned down pre-anesthetic blood testing on the day of diagnosis and the morning of surgery. The Complainant said she was never told about it though the clinic has a signature on the consent form declining it. After the Complainant declined referral to a local emergency clinic for further diagnostics and care, the Respondent offered to perform euthanasia and cremation at no cost instead of Oscar being taken home to die without care. Oscar was euthanized. A few days passed and the Complainant returned to pick up Oscar's cremains when she became belligerent in the waiting area saying she was not told about pre-anesthetic testing, and she was going to sue the clinic. The Complainant was told she was no longer welcome at the clinic and that she needed to find other care for her pets. When leaving the parking lot, the Complainant spun her tires and showered their practice manager and front window with rocks. The Respondent stated when the Complainant called to request records, she was told because of prior abuse of their staff and the threat to sue the clinic, she would need to have her attorney contact the clinic for any requests. The clinic was

never contacted by her attorney. The Respondent noted a complete copy of records has been provided to the Complainant including Oscar's records.

CONCLUSIONS OF LAW

8. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58(28), *Failure to release a patient's medical records as required by Wis. Stat. § 89.075, which states The Owner of any animal patient of a veterinarian, or any other person who submits to the veterinarian a statement of written informed consent signed by the owner, may, upon request to the veterinarian: (1) Receive a copy of the animal patient's health care records upon payment of reasonable costs.*

- a. Respondent failed to provide patient's medical records to Complainant when records were requested.

9. The Board has authority to issue an administrative warning pursuant to Wis. Stat. § 89.071 when misconduct is committed such as that described above. Disciplinary action beyond an administrative warning is not warranted as the complaint involves a first occurrence of a minor violation. The issuance of an administrative warning adequately protects the public.

ADMINISTRATIVE WARNING

10. The Board issues this administrative warning and hereby puts Respondent on notice that any subsequent similar violation may result in disciplinary action.

11. Pursuant to Wis. Stat. § 89.071(4), the record that an administrative warning was issued shall be a public record. The contents of the administrative warning shall be private and confidential.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY	:	
PROCEEDINGS AGAINST	:	
	:	STIPULATION
LESLIE PARR, CVT	:	
RESPONDENT.	:	ORDER: 163296

Department of Agriculture, Trade and Consumer Protection Case No. 25 TECH 001

Leslie Parr, CVT (Respondent) and the Wisconsin Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.
2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:
 - a) The right to a hearing on the allegations against Respondent;
 - b) The right to confront and cross-examine the witnesses against Respondent;
 - c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
 - d) The right to testify on Respondent's own behalf;
 - e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
 - f) The right to petition for rehearing; and
 - g) All other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.
3. Respondent is not represented by an Attorney.
4. Respondent agrees to the adoption by the Board of the Final Decision and Order, incorporated by reference as if fully set forth herein. The parties to the Stipulation consent to the filing of the Final Decision and Order as the final and official disposition of this matter, such filing to be done without further notice, pleading,

appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.

8. This Order may be executed in multiple originals, which together shall constitute a single document. The parties agree to accept a handwritten signature or an electronic signature that complies with Wis. Stat. ch. 137 to execute this Order.



Leslie Parr, CVT
Mount Horeb, WI 53572

10/30/25

Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____

Date

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : FINAL DECISION AND ORDER
LESLIE PARR, CVT, :
RESPONDENT. : ORDER: 163296
 :

Department of Agriculture, Trade and Consumer Protection Case No. 25 TECH 001

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (the Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department), pursuant to Wis. Stat. § 15.135(5).
2. Leslie Parr, CVT (Respondent), is certified in the State of Wisconsin to practice veterinary technology, having certificate number 405415, first issued on September 27, 1978, and current through December 31, 2025.
3. The Respondent's most recent municipality of residence on file with the Department is Mount Horeb, WI.

FINDINGS OF FACT

4. Respondent has no previous disciplinary history.
5. At all times relevant to this proceeding, Respondent was working as a CVT/owner at Black Earth Veterinary Clinic (BEVC), 1940 Blue Mounds Street, Black Earth, WI 53515.
6. On January 4, 2025, the Board received a complaint regarding the Respondent.
 - i. Allegations in the complaint were unsubstantiated.

7. As part of the investigation, the Respondent was requested to provide continuing education (CE) certificates for the 2022-2023 licensing period.

- i. Respondent provided five-and-one-fifth (9.2) hours of the 15 hours of CE required for the licensing period. Five-and-four-fifths (5.8) hours of which were scientific and three-and-two-fifths (3.4) hours of non-scientific.

8. Respondent certified during the subsequent licensing renewal period that they had completed the required credits.

CONCLUSIONS OF LAW

9. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

10. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

11. The Board has authority to assess costs of the proceeding, pursuant to Wis. Stat. § 89.0715(2).

12. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 2.26 (13)(a): *Falsely certifying to the board under § VE 2.14 (5) that the veterinary technician: (a) has completed the 15 hours of continuing education required under § VE 2.14 (1).*

- i. Respondent submitted only nine-and-one-fifth (9.2) hours of the 15 hours of CE required for the licensing period. Five-and-four-fifths (5.8) hours of which were scientific and three-and-two-fifths (3.4) hours of non-scientific. See par. 7(i).

13. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license pursuant to Wis. Admin. Code § VE 1.60.

ORDER

14. The Stipulation is accepted.

15. Respondent's certificate to practice veterinary technology is limited as follows:

16. Within 90 days of the date of this Order, Respondent shall, at Respondent's expense, take and successfully complete 8.7 total hours of continuing education as required under Wis. Admin. Code § VE 2.14 (1), to fulfill requirements for the 2022-2023 licensing period at a rate of one-and-a-half (1.5) hours per one (1) hour missed.

- a. Fear-Free individual veterinary professional certification. (<https://fearfreepets.com/fear-free-certification-overview/>) shall be completed to meet requirements in paragraph 16.
- b. If the Stipulation and Order are accepted by the Board, the Board will accept continuing education hours taken after Respondent has signed the stipulation in this matter. Regardless of when the continuing education begins, it must be completed within 90 days of the date of the Order.
- c. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Board at the address stated below.
- d. Any education completed pursuant to this Order may not be used to satisfy any continuing education requirements for any license period outside of 2022-2023.
- e. Proof of successful course(s) completion shall be sent to:

DATCP
Division of Animal Health
Attn: Veterinary Examining Board Monitor
P.O. Box 8911
Madison, WI 53708-8911

Or via email to:
erin.carter@wisconsin.gov

17. Within 14 days of the effective date of this Order, Respondent shall pay costs of this matter in the amount of \$814.20 by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection.

18. Upon application submission for the next licensing biennium, Respondent shall submit proof of completed continuing education as required in Wis. Admin. Code § VE 2.14 (1). Proof shall be sent to the address/email in paragraph 16.

19. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent's license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

20. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : STIPULATION
KAREN C. SELBERT, D.V.M., :
RESPONDENT. : ORDER: 174775

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 065

Karen C. Selbert, D.V.M. (Respondent) and the Wisconsin Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- a) The right to a hearing on the allegations against Respondent;
- b) The right to confront and cross-examine the witnesses against Respondent;
- c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- d) The right to testify on Respondent's own behalf;
- e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- f) The right to petition for rehearing; and
- g) All other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.

3. Respondent is represented by an Attorney.

4. Respondent agrees to the adoption by the Board of the Final Decision and Order, incorporated by reference as if fully set forth herein. The parties to the Stipulation consent to the filing of the Final Decision and Order as the final and official disposition of this matter, such filing to be done without further notice, pleading,

appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

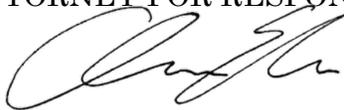
7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.

8. This Order may be executed in multiple originals, which together shall constitute a single document. The parties agree to accept a handwritten signature or an electronic signature that complies with Wis. Stat. ch. 137 to execute this Order.

Electronically signed by Karen C. Selbert, DVM
Karen C. Selbert, D.V.M.,
West Allis, WI

11/26/2025
Date

ATTORNEY FOR RESPONDENT



Amanda E. Melrood
WIRTH + BAYNARD
9898 W. Bluemound Road, Suite 2
Wauwatosa, WI 53226-7979

11/26/2025
Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: FINAL DECISION AND ORDER
KAREN C. SELBERT, D.V.M., :
RESPONDENT. : ORDER: 174775
:

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 065

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (the Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department), pursuant to Wis. Stat. § 15.135(5).
2. Karen C. Selbert, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 404101, first issued on July 25, 2012, and current through December 31, 2025.
3. The Respondent's most recent municipality of residence on file with the Department is West Allis, WI.

FINDINGS OF FACT

4. Respondent has no previous disciplinary history.
5. At all times relevant to this proceeding, Respondent was working as a veterinarian at West Allis Animal Hospital (WAAH), 1736 2 82nd Street, West Allis, WI 53214.
6. On July 28, 2025, the Board received a complaint regarding the Respondent.
 - i. Allegations in the complaint were unsubstantiated.

7. As part of the investigation, the Respondent was requested to provide continuing education (CE) certificates for the 2022-2023 licensing period.

i. Respondent provided zero hours of the 30 hours of CE required for the licensing period.

8. Respondent certified during the subsequent licensing renewal period that they had completed the required credits.

CONCLUSIONS OF LAW

9. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

10. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

11. The Board has authority to assess costs of the proceeding, pursuant to Wis. Stat. § 89.0715(2).

12. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58 (26): *Falsely certifying to the board under § VE 1.30 (5) that the veterinarian: (a) has completed the 30 hours of continuing education required under § VE 1.30 (1).*

13. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license pursuant to Wis. Admin. Code § VE 1.60.

ORDER

14. The Stipulation is accepted.

15. Respondent's license to practice veterinary medicine is limited as follows:

16. Within 180 days of the date of this Order, Respondent shall, at Respondent's expense, take and successfully complete 45 hours of continuing education, at least 37.5 hours of which must be scientific, pertinent to veterinary medicine in topics of Respondent's choosing, at a rate of one-and-a-half (1.5) hours per one (1) hour missed, as required under Wis. Admin. Code § VE 1.30 (1), to fulfill requirements for the 2022-2023 licensing period.

- a. If the Stipulation and Order are accepted by the Board, the Board will accept continuing education hours taken after Respondent has signed the stipulation in this matter. Regardless of when the continuing education begins, it must be completed within 180 days of the date of the Order.
 - b. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Board at the address stated below.
 - c. Any education completed pursuant to this Order may not be used to satisfy any continuing education requirements for any license period outside of 2022-2023.
17. Proof of successful course(s) completion shall be sent to:

DATCP
Division of Animal Health
Attn: Veterinary Examining Board Monitor
P.O. Box 8911
Madison, WI 53708-8911

Or via email to:
Erin.Carter@wisconsin.gov

18. Within 14 days of the effective date of this Order, Respondent shall pay costs of this matter in the amount of \$290.31 by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection.

19. Upon application submission for the next licensing biennium, Respondent shall submit proof of completed continuing education as required in Wis. Admin. Code § VE 1.30 (1). Proof shall be sent to the address/email in paragraph 17.

20. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent's license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

21. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

WESLEY ARNETT, D.V.M.,
RESPONDENT.

STIPULATION

ORDER: 102420

Department of Agriculture, Trade and Consumer Protection Cases No. 22 VET 073 and
22 VET 076

Dr. Wesley Arnett, D.V.M. (Respondent) and the Wisconsin
Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation
by the Board. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation,
Respondent voluntarily and knowingly waives the following rights:

- The right to a hearing on the allegations against
Respondent, at which time the Board has the burden of proving those
allegations by a preponderance of the evidence;
- The right to confront and cross-examine the
witnesses against Respondent;
- The right to call witnesses on Respondent's behalf and to compel
their attendance by subpoena;
- The right to testify on Respondent's own behalf;
- The right to file objections to any proposed decision
and to present briefs or oral arguments to the officials who are to render
the final decision;
- The right to petition for rehearing; and
- All other applicable rights afforded to Respondent under the
United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes,
the Wisconsin Administrative Code, and other provisions of state or federal law.

3. Respondent is aware of his right to seek legal counsel before signing
this Stipulation and other documents related to these cases. Respondent is represented
by Attorney Joseph Wirth.

4. Respondent does not contest the allegations of unprofessional conduct set forth in the Final Decision and Order, and agrees to the adoption of the Final Decision and Order, incorporated herein, by the Board. The parties consent to the entry of the Final Decision and Order without further notice, pleading, appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order, if adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution.

6. The parties agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.

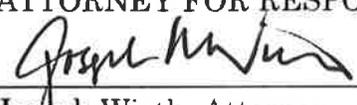


Wesley Arnett, D.V.M.,
303 Jenna Drive
Verona, WI 53593
arnett@uwalumni.com

12/10/25

Date

ATTORNEY FOR RESPONDENT



Joseph Wirth, Attorney
Wirth and Baynard
9898 W. Bluemound Rd
Suite 2
Wauwatosa, WI 53226
jmw@wbattys.com

12/11/25

Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

FINAL DECISION & ORDER

WESLEY ARNETT, D.V.M.,
RESPONDENT.

ORDER # 102420

Department of Agriculture, Trade and Consumer Protection Case No. 22 VET 073 and
22 VET 076

The parties in this matter agree to the terms and conditions of the Stipulation, incorporated herein, as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (the Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (Department) pursuant to Wis. Stat. § 15.135(5).

2. Dr. Wesley Arnett, D.V.M. (Respondent) has Wisconsin veterinary license number 408471. He was first issued a license to practice veterinary medicine in the State of Wisconsin on October 10, 2011. Respondent's license to practice veterinary medicine is currently **SUSPENDED**.

JURISDICTION

The Veterinary Examining Board has jurisdiction in this matter pursuant to Wis. Stat. § 89.07(2).

FINDINGS OF FACT

1. Dr. Wesley Arnett, D.V.M. (Respondent) was first issued a license to practice veterinary medicine in the State of Wisconsin (license number 404562) on October 10, 2011. Respondent's license is currently **SUSPENDED**. The most recent address on file with the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) for Respondent is 303 Jenna Drive, Verona Wisconsin 53593.

2. At all times relevant to this proceeding, Respondent was practicing veterinary medicine as an owner and veterinarian at Waunakee Vet Clinic, Waunakee Wisconsin.

3. On or about July 7, 2022, the Board received an anonymous complaint (Complaint 1) that read: *Dr. Arnett has been physically abusive to several patients of his. It has escalated over the last month and I feel the board needs to know about what acts he is committing at work. He has hit dogs in the face on multiple occasions. He needs to take a step away from practicing and seeing patients.*

4. On July 13, 2022, the Board received a second anonymous complaint (Complaint 2) that read: *On 5/11/2020, a Great Dane from the Upper Midwest Great Dane Rescue (Doris) presenting for OHE surgery was slammed into a wall by Dr. Wesley Arnett. On 4/30/2021 myself and another technician were restraining a fractious terrier mix (Murphy G). The dog was in lateral on the floor, sedated and muzzled. Dr. Wesley Arnett was examining skin on the neck of the dog when the dog attempted to struggle and roll. Dr. Wesley Arnett slammed the dogs head into the floor several times and screamed in his face. On 5/7/2021 the same patient (Murphy G) returned for a recheck. The dog was muzzled and restrained by another technician, and again became fractious as Dr. Wesley Arnett attempted to examine. Dr. Wesley Arnett hit the dog in the head with a pair Oster clippers. On 10/28/2021 a cat named Onyx K. presented for possible cystitis/bladder issue/potential blockage. The patient was painful, and during examination hissed and became fractious. Dr. Wesley Arnett hit the patient in the head with his fist and screamed in his face. (I did not witness this but was told of the event by another technician who had witnessed this.) On 6/2/2022 a Chihuahua mix named Simba H. was dragged across the floor by leash and then kicked by Dr. Wesley Arnett. On 6/8/22, Dr Wesley Arnett hit a Maltese mix named Poppy V. on the head several times with his hand after taking her out of the exam room. (I did not witness but was told of this by another technician who had witnessed the event.) On 6/14/2022, (I was not present but heard of this occurrence from several technicians and another D.V.M.) Bonnie S. (a young German shepherd) presenting for OHE surgery began to panic and urinated in fear after being restrained for a blood draw. The dog [sic] picked up off of the floor by the neck by Dr. Wesley Arnett, suspended in the air, and punched in the face with his fist. In June of 2022, (I cannot remember the exact date) a shepherd mix named Louie S. was being restrained by myself and another technician for a broken nail, and when the patient struggled, Dr. Wesley Arnett hit the patient in the head with his hand.*

5. On July 12, 2022, questionnaires were sent to several staff at the Waunakee Veterinary Clinic (WVC) identified in the anonymous complaints for follow-up information. Staff responses included the following information:

a. From Employee H. Hellenbrand:

- *Murphy Giese, a younger and very nervous dog in to the clinic. He was*

fractious, and was attempting to bite, so a muzzle was placed. Ultimately, Dr. Arnett decided to sedate the patient. Even under sedation, the dog was worked up. Dr. Arnett was attempting to shave the dog for what he was there for with a pair of clippers. When the dog continued to not cooperate because he was painful, Dr. Arnett hit him on the head very hard several times with the clippers, while yelling at the dog and getting very worked up. This happened at Waunakee Vet Clinic in the treatment area, 4/30/21. Murphy was in for another visit a few weeks later, I believe, where just about the same thing happened. CVT Rael Howes witnessed this event with me, as well as CVT Kim Sweno.

- *Onyx Karimi was an adult, painful cat that came in for urinary issues. He was also fractious due to how painful he was, and was allowing pets and being sweet but anytime his abdomen was palpated, would vocalize and try to get away. I was restraining this patient for Dr. Arnett, and when he became for [sic] fractious, Dr. Arnett hit him on the head with a closed fist several times. This happened in the treatment area of WVC on 10/28/21. As far as I remember, nobody else witnessed this as we were in the dental room.*
- *Poppy Van De Wiel was a small dog presenting for a routine wellness exam. Poppy was very nervous, but sweet, and had no cautions in her chart. Dr. Arnett was attempting to bring Poppy back to the treatment area, and when she did not cooperate he started to drag her, even in front of the owner. When she got to the doorway of the exam room, she was obviously very nervous and upset, and Dr. Arnett reached out to her to grab her and pick her up. She looked at his hand and looked as if she was going to bite, but I do not believe she did. Once he had her in his arms, he walked towards the treatment area and hit her on the head several times with a closed fist. This event occurred right outside of our exam room D1, and the entry way of the treatment area on 6/8/22. Nobody but Dr. Arnett and I were involved in this situation.*
- *Several other technicians and assistants have brought abuse to my attention, especially in the last month. Dr. Arnett was not seeing patients on a routine basis up until this summer again, and that's when things have escalated, but he had been physically too rough with patients before. Events that I am aware of but I did not witness:*
- *Bonnie Salas was a dog in her for spay. She was nervous, but super sweet and has always done well as long as we go slow with her. We were short staffed that day and while I was there, I did not witness this event, just heard it from several people that did. Dr. Arnett had to hold Bonnie for her blood draw (pre-anesthetic blood work for her spay). She got worked up, was nervous, and urinated on the floor. Dr. Arnett did not like how she was acting and grabbed her by the scruff, and lifted her into the air and off the ground. He also punched her/hit her hard in the face at one point. This happened in the WVC treatment area on 6/14/22. Witnesses are- CVT Rael Howes, CVT Kim*

Sweno, vet tech student Bobby Witt (here for his internship), DVM Stacy Skoraczewski.

- *Simba Hnilicka is an anxious dog that was in for a routine wellness exam. The dog attempted to nip at Dr. Arnett while doing the exam in the room; per Dr. Arnett. When he brought the dog back to the treatment area, he kicked the dog for attempting to bite him. This happened in the treatment area of WVC on 6/2/22. Witnesses are CVT Sophie Weck, and CVT assistant Aubrie Anna Patrick.*
- *Doris was one of the Upper Midwest Great Dane Rescue dogs that was here at the clinic for a visit with Dr. Arnett. Her being a rescue Great Dane, was naturally very nervous. I saw video of what he did to this dog. She would not come out of the kennel run for him, so instead he hit her, kicked her MULTIPLE times, and was very aggressive while she was still back into the kennel run and had nowhere to go. I also heard that he ran her into a wall and was rough with her once she was out. CVT Rael Howes witnessed this event. I do not believe anyone else saw it when it was happening- but I know several of us saw it on the camera recording afterwards. This event occurred in the kennel runs near our treatment area, close to our X-ray room, on 5/11/20. [Correction. The Great Dane in question was not Doris, and instead was a Great Dane named Meeko. Events were exactly as I mentioned, but happened on 5/10/21].*
- *After I witnessed him hit Poppy Van De Wiel on the head on 6/8/22, he could see I was very visibly upset, and trying to console the dog afterwards. Once the appointment was gone, he still saw I was upset, and in treatment area in front of several others apologized to me for his behavior and that it was the wrong thing to do. I told him very sternly that it was not okay at any point to do that, and does not help the situation at all. I told him I would put alerts in the dogs chart that she is nervous and does better getting handed off from the owner to the technician.*
- *After we had all heard what had happened to the spay dog, Bonnie, we were all incredibly upset. I did not witness it, but seeing those that did have tears in their eyes discussing it, made me sick. We had a quick meeting the next day with Dr. Stacy Skoraczewski, who acknowledged our concerns, and let us know she was also quite upset with what had happened and did not want him seeing patients anymore. I believe she emailed Dr. Arnett that night expressing our concerns and how upset as a staff we were regarding his behavior. Shortly after, Dr. Arnett announced he would only see 1-2 days of appointments per week for his mental health. So far, he has not followed up with this at all. He is scheduled to see three days of appointments this upcoming week.*

b. FROM EMPLOYEE K. SWENO:

- *I have witnessed Dr. Arnett engage in physically inappropriate and abusive behavior with his patients. First was with "Murphy," owned by Matt and Lindsay Giese on 4/30/21 and 5/7/21 witnessed by Presley Campbell. He hit the sedated dog with a hand held clipper in the head numerous times due to frustration. Second was "Bonnie" owned by Kenia Salas on 6/14/22 witnessed by Rael Gilmore and Dr. Stacy Skoraczewski. He dragged her in the treatment area, yelled, and hit her on the head just because she was trying to get away.*
- *I have knowledge of Dr. Arnett engaging in physically inappropriate and abusive behavior with his patients that others have brought to my attention. First was with "Simba" owned by Clarica Hnilcika on 6/2/22. Simba can be sassy and bite Dr. Arnett. He kicked Simba in the treatment area. Second was "Louie" owned by Cheyenne Sphatt on 12/8/21. He was being seen for a torn toe nail and with [sic] being painful he was moving around a lot. Again, Dr. Arnett got frustrated and hit Louie.*
- *Dr. Stacy Skoraczewski has stepped up to talk to Dr. Arnett recently at the end of June about the manner in which he has treated his patients.*

c. FROM EMPLOYEE S. WECK :

- *i. I have personally witnessed Dr. Arnett engage in acts of abusive behavior towards patients. On June 2nd 2022, I was working with Dr. Arnett on a routine canine wellness appointment for a dog named Simba Hnilicka. I warned Dr. Arnett that Simba has attempted to bite on several previous occasions and to use caution. Dr. Arnett was in the exam room performing the exam with the client present and was bitten in the hand by Simba. While bringing Simba to the treatment area so we could perform vaccines and anal gland expression Simba was unwilling to walk through the doorway. Dr. Arnett yanked hard on the leash, dragging the patient by the collar for several feet and then kicked him in the hind end hard enough to make Simba yelp loudly. The kick was hard enough to move the patient at least two feet across the flood [sic]. I immediately took the leash away from Dr. Arnett and carried the patient to another part of the treatment area. This was witnessed by my coworker Zach Zimbal and possibly several others.*
- *I have however heard from coworkers of several disturbing situations. The only one I can personally recall specific details of is an incident that happened on June 14th, 2022. There was a dog named Bonnie Salas that came in for a spay procedure with Dr. Arnett. My coworker Rael Gilmore was drawing blood for pre anesthetic bloodwork and Dr. Arnett was restraining the patient. The patient was very nervous and may have*

urinated, Dr. Arnett lifted the patient, either by the scruff of the neck, or possibly her collar, off the ground and struck her in the head several times. I did not personally witness this behavior, but I believe it was caught on camera and was seen by Rael, another coworker named Bobby Wit.

- *After the incident with Bonnie Salas on June 14th, myself [sic] and several other technicians spoke with Dr. Stacy Skoraczewski about our extreme discomfort regarding his behavior. I spoke with several coworkers, and we were not comfortable bringing our feelings to Dr. Arnett directly as he does not take criticism well and tends to become angry quickly. Dr. Skoraczewski sent him an email detailing how inappropriate the situation was and that the staff was upset about his overall behavior with patients. I did not actually read this email. In situations where a patient is becoming difficult, I tend to have other coworkers help me instead of Dr. Arnett as a means of avoiding him becoming frustrated and behaving inappropriately.*

d. FROM EMPLOYEE R. GILMORE:

- *The three I personally witnessed all happened at the Waunakee vet clinic on Quinn drive where I have worked the last 11 years as a veterinary technician. *The first (4/30/21) was a small dog named Murphy that was fighting restraint because Dr. Arnett was attempting to shave an area near his face (hot spot maybe?) – Dr. Arnett, who was already in a bad mood, got extremely irritated that Murphy wasn't allowing it and hit him in the face at least a few times with the heavy hair clippers. I remember saying - while stunned - that he wasn't helping the situation. There were at least 3 of us present, all I remember for sure was Haley and myself though I think VTA Presley might have been there as well. *The second happened less than a month later on 5/10/21 and the assault was on a scared Great Dane named Meeko. He didn't trust easily and would growl and resist if you didn't approach him calmly. He was dropped off for the day and Wes was trying to get him out of the kennel run for exam. Meeko got scared, backed up and growled - instead of being patient or asking me to help since he was great with me - he instead got angry at Meeko for making things difficult and very aggressively got his leg into the run and kicked him several times. I was horrified, when Wes backed up a [sic] I bent down and asked Meeko to come out, which he did and we got a slip leash on. He later rammed Meeko's head/shoulder into the wall (on purpose) when walking around the corner. This was only witnessed by me but was caught on video. *The third incident was the last one and happened on 6/14/22. Dr. Arnett was in a very bad mood as both the other vets were out with Covid (among other staff which left us pretty short with a full schedule), which forced him to take over the surgery schedule which he clearly didn't want to do. One of our surgeries was a spay named Bonnie. She is a sweet girl but VERY high anxiety, it was really difficult to even get her into the clinic with her mom helping. She is*

just very skittish and too big to easily carry (~40-50lb). I went slow with her and got her to trust me enough to get to the treatment area where I now had to get blood for her pre anesthetic panel. The only one available to help was Dr. Arnett - given his current mood and that I knew he had no patience for dogs like her I really didn't want his help but I had to get things moving and he didn't ask - he just took her from me. She of course tried to get away from him when he pulled her, he got upset and lifted her by just her neck over to a corner. Slumped her down, she peed all over his shoes and the floor terrified, which made him even more upset. He close fist punched her in the face. I don't remember what I said exactly - something like no or stop but he wasn't listening. I drew blood and she was placed in a run. I did not allow any further contact with her outside of him doing the actual spay the rest of the day. He said he needed to take a walk immediately after and left the clinic for awhile. Later apologized to me personally only for a 'bad attitude.' I finished out the day as level headed as I could, but spent the night crying. Aside from myself this one was witnessed by a tech intern named Bobby and Dr. Stacy who was also in the room. Also on video.

- *Other staff informed me they had witnessed other abuse incidents as well that I was not present for. Onyx Karimi on 10/28/21, Poppy on 6/8/22, and Simba on 6/2/22. I can't speak on the details as I wasn't there and don't remember exactly what was said by those who witnessed (Haley, Presley and Sophie), but I do know they all involved physical retaliation to patients that showed aggression or resistance. All of these also took place at WVC.*
- *As far as I'm aware no clients have ever witnessed this behavior. The other incidents were widely discussed among the technicians, doctors, and assistants when they happened and after as all of us were panicked and horrified. He is our boss and the owner of the clinic, there is no one above him to go to.*
- *Head tech Brittany and office manager Ann after meeting with me and others said they had spoke with him about it personally when this first started in 2021. This last time with Bonnie the discussion was much more heated and urgent - we were all ready to report him. There is video of several of the incidents and Dr. Stacy wrote an email asking him to step down from seeing appointments. He reportedly said Bonnie was the only time this happened and has never addressed to the staff as a whole what he did - just that he needs to step down from seeing patients for mental and business reasons. I have known this man for over a decade, he has done so much good and used to be such a great boss and vet, but these last 4ish years he has spiraled into something I don't recognize. He needs help, but there is no defense, he did this to himself. I want to protect my clinic and all I've poured of myself into it, but my patients and clients are more important,*

so I'm glad you were made aware of what has been happening. I wish I would have done it myself sooner.

e. FROM EMPLOYEE A. PATRICK:

- *Yes. Simba Hnilicka was seen on 6/2/22 for a wellness appointment. I witnessed Dr. Wesley Arnett kick the patient after supposedly attempting to nip him while carrying [sic] into treatment from the exam room. Dr. Wesley Arnett seemed to be frustrated with [sic] patient while coming into treatment and took his frustrations out on Simba. This event happened at Waunakee Vet Clinic in the back treatment area. CVT Sophie Weck, and CVT Haley Hellenbrand also witnessed this behavior.*
- *I have knowledge of Dr. Arnett engaging in physically abusive behaviors with his patients. An event that I did not witness, but have knowledge of is:*
- *Bonnie Salas, who was presenting for a spay procedure on 6/14/22. She is a sweet, but nervous dog. I heard from multiple staff members that Dr. Arnett was restraining [sic] patient so a CVT to [sic] get pre-aesthetic blood work completed. Patient got nervous and had urinated. Dr. Arnett proceeded to lift her off of the ground by only holding the scruff and punched her hard in the face. CVT Rael Howes, CVT Kim Sweno, tech student Bobby Witt, and DVM Stacy Skoraczewski. I have seen this patient after the event for a technician appointment to remove sutures and patient was very fearful. Patient would not walk into treatment area for a while and had to have owner attempt to walk patient back. Patient seems to be very afraid if any movement happens near her. It is not all from this event, but I imagine this has increased her fear and anxiety. It was very difficult to see patient in this state knowing the situation that took place on 6/14/22.*
- *Though I do not have more specific names, I know that there are multiple more that have happened, before I came or even when I first started. There should be video footage, since we have cameras placed throughout the clinic.*
- *I have knowledge that Dr. Stacy Skoraczewski has discussed with Dr. Wesley Arnett that he needs to take a step back from seeing appointments to which he sent out a mass message to employees that he will be taking a step back due to the tole seeing appointments 4-5 days a week has taken on his mental health. He has absolutely not followed through with this, and is still seeing appointments quite frequently. Correction to my witness, it was Sophie Weck and I who had seen Simba.*

f. FROM EMPLOYEE B. SCHUTZ :

- *I have witnessed Dr. Arnett be physically abusive in times past. Times past referring to way over a year ago. The incident that stands out the most in my memory is when he hit, closed fist, a chocolate lab, in the thorax multiple times, very aggressively. Dr. Arnett became very frustrated when this dog was resisting our restrain while Dr. Arnett and myself[sic] were attempting to take a radiograph to evaluate fetal development.*
- *As the former lead CVT, there have been multiple times that fellow staff members have approached me with concerns of how Dr. Arnett had treated a patient. The following is a list of patients that had been mistreated and the incident was [sic] brought to my attention.*
- *4/30/2021 - Patient's name was Murphy, Rael was restraining Murphy for Dr. Arnett, while attempting to shave some hair from on Murphy's face. Murphy was attempting to bite and was being very wiggly. Due [sic] how Murphy was acting, Dr. Arnett hit Murphy in the face multiple time with the clippers.*
- *5/10/2021 - Patient named Meeko from the Upper Midwest Great Dane Rescue, Dr. Arnett became very frustrated when attempting to take Meeko out of his hospital run. Meeko started barking at [sic] growling at Dr. Arnett when Dr. Arnett was attempting to place a leash on him to bring Meeko from his kennel to the treatment area. Once Rael had noticed that Meeko was being like that towards Dr. Arnett, she went to assist and was able to get Meeko calmed down and out of his kennel to complete the procedure that needing to be completed. Dr. Arnett told Rael he would take Meeko back to his kennel for her. Once Dr. Arnett was able to get him back into the kennel, Dr. Arnett kicked Meeko multiple times aggressively.*
- *6/2/2022 - Patient named Simba. Dr. Arnett was doing an exam on Simba in the exam room with the owner present. During the exam Simba nipped at Dr. Arnett. Due to this behavior, Dr. Arnett brought Simba back to the treatment area where Dr. Arnett stated that he was going to tech [sic] Simba not to nip at him by pulling him around by his leash as Simba did not want to walk. Simba was a small dog so when Dr. Arnett would turn, Simba would slide across the floor like a dry mop into the cabinets. The staff working with Dr. Arnett and Simba were Sophie and Aubrie Anna.*
- *6/14/2022 - Patient named Bonnie. Bonnie was admitted for the day as she was scheduled to have her spay procedure. Bonnie is a rescue dog and was very nervous from the start. While attempting to restrain Bonnie for her pre-anesthetic blood draw, Bonnie began to resist Dr. Arnett's restraint. Due to Dr. Arnett already being very frustrated before even restraining Bonnie, and Bonnie resisting Dr. Arnett, Dr. Arnett picked Bonnie by her head and carried her to corner of some cabinets so Bonnie could not back away from him. After getting Bonnie over to the corner, Dr. Arnett, with a*

closed fist, punched Bonnie aggressively in the face multiple times. Rael was the CVT working with Dr. Arnett along with the vet tech intern.

- *While in the act, in the past, if Dr. Arnett became abusive towards a patient I was assisting him with, I would ask him to stop and walk away and I would tell him I would find someone else to assist me if it was a task that could be completed by another CVT or assistant (i.e blood draws, vaccine administration etc).*
- *If staff members came to me regarding Dr. Arnett being physically inappropriate or abusive towards a patient, I would highly recommend that they talk to Dr. Arnett about the situation themselves. Many times, staff members would not approach him to discuss the situation due to how Dr. Arnett would often respond to them in an inappropriate manner, becoming upset and raising his voice or using foul language.*
- *Regarding the latest event, Rael was the CVT working directly with him. Rael did state to me that she told him multiple times to stop.*
- *On Wednesday, June 15, 2022, Dr. Stacy asked to me [sic] review some camera footage from our camera system (we have an account with Watch Me Grow). The office manager, Dr. Arnett, and I were the only staff members that had access to the camera system and could review past camera history. Dr. Stacy and I felt the best course of action was to save that camera footage from June 14, 2022. I had saved that video to the desktop of my computer at work in my office. I then sent the footage, via my personal email to Dr. Stacy. On Thursday, June 16, 2022 at 6:32 p.m., Dr. Arnett attempted to call my personal cell phone. I was not available to answer when he first called so at 6:39 p.m., I returned his call. Dr. Arnett asked me for the password to log into my computer in my office. I gave Dr. Arnett the password and then asked him what he may have been needing off of my office computer that couldn't wait until the next day when we were back in the office. Once Dr. Arnett had logged into my computer, my personal email was still open and signed into. On any normal basis I would have completely closed out of my personal email account but on that evening, I was not in my office as I was assisting boarding and daycare staff when I had to leave in a fast manner due to me having obligations with my children. Dr. Arnett, proceeded to go through my personal emails until he located the email that had been sent to Dr. Stacy where he then permanently deleted it from my email. That evening he also changed the password to the Watch Me Grow account, so I was unable to check in on boarding patients if needed. While on the phone with Dr. Arnett, I informed him that many staff members were upset with him and how he treated Bonnie and they were not wanting to approach him regarding it due to fear of how he would respond. I also stated to him that I was concerned about this continuing and it was my duty to help protect other patients. I felt like as his former lead CVT I still have dedication to help the other vet staff in situations like*

these as they still view me as a leader and have entrusted me to help in situations such as these. Thereafter, the conversation ended. The following day, Friday June 17th, 2022, I had approached Dr. Arnett, inquiring why I was no longer able to have access to the cameras and that I was needing access in order to determine which boarding dog may have been vomiting over night. The kennel that was needing to be reviewed was a kennel that obtained 2 dogs, so I was unsure of which dog was vomiting until being able to review past camera footage. I stated to him that by him taking away my access to the cameras that he was affecting how I was able to do my job. The cameras are very helpful when trying to determine issues with boarding patients that have occurred when staff were not directly with them or to review behavioral issues with daycare dogs when at play. They are also very helpful when having to review situations involving staff members when myself [sic] or my assistant boarding and daycare manager are not in the building. Dr. Arnett did grant back my access to the camera system, but I am now, no longer able to view cameras that are located throughout the entire clinic. I have only been granted access to the boarding and daycare areas and I am also no longer able to review any past camera footage. At this time, I have been unsuccessful at recovering that email and I'm unsure if it's even possible to do so.

g. FROM S. THORNBERG, DVM :

- *I have not witnessed Dr. Arnett engage in physical inappropriate or abusive behavior toward a patient. I was made aware of two different times where Dr. Arnett engaged in physical inappropriate behavior towards a patient. It was brought to my attention by my coworkers.*
- *Incident occurred, between June 14th to June 17th, 2022, at Waunakee Veterinary Clinic. I was absent from work due to family Covid. Dr. Stacy Skoraczewski informed me of the following: Dr. Arnett was restraining a patient for a blood draw when the patient backed through his legs and escaped his restraint. Dr. Arnett scruffed the dog (a medium to large size) and carried her to the corner of the treatment room. He struck the dog either before or after scruffing (sorry I do not recall the detail to this). Dr. Skoraczewski informed me that she talked with Dr. Arnett and our manager in a meeting shortly after this incident occurred. She asked him to stop seeing patients. Dr. Arnett stepped back from covering patients at that time and made an announcement to the tech and doctor staff about stopping his patient care time. I was told only a few people witnessed this event (Dr. Skoraczewski, Bobby our externship tech, and possibly one more coworker).*
- *In spring of 2021 at Waunakee Veterinary Clinic, I was informed of Dr. Arnett hitting or smacking a dog after being bitten by the dog. I did not witness this event. I was informed by several staff members (tech and*

assistant). I apologize for not recalling the specific coworkers who saw this happen.

- *I have experienced complaints from staff that Dr. Arnett would mistreat a patient after being bitten by them. They complained that Dr. Arnett would be too rough with handling. They complained that he hit or smacked the patient.*
- *I know that Dr. Skoraczewski responded and commented on the inappropriateness and inexcusable behavior during the June 2022 event. From this conversation/confrontation, Dr. Arnett reduced his patient care to almost zero.*

h. FROM EMPLOYEE E. ABRAMS, D.V.M. :

- *I have not personally seen Dr. Arnett physically abuse a patient. I was made aware of three incidences [sic] of abuse by Haley Hellenbrand on June 18th. She let me know that she had witnessed the following three occurrences:*
- *“A” Dr. Arnett hit a dog on the head that had bit him or tried to bite him. Haley used the words “punched repeatedly.” This occurred in the treatment area of the clinic. I am unsure of the date of the incident and am unsure if there were other witnesses aside from Haley.*
- *“B” Dr. Arnett repeatedly kicked a Great Dane in the upstairs clinic kennel area meant for large dogs. I am unsure of the date of this occurrence. Zach Zimbal may have also been a witness to this incident.*
- *“C” Dr. Arnett repeatedly hit a dog that peed on him. This occurred in the treatment area of the clinic. I am unsure of the date of this incident. To my knowledge Haley and Dr. Stacy Skoraczewski witnessed the abuse and there may have been other technicians present as well. If I recall correctly, Rael was working with Dr. Arnett on that case. I was not in the building during any of these incidents, and all information was given to me originally by Haley. I asked Zack Zimbal on July 16 if these things had happened to his knowledge and he verified incident B and C and let me know that Dr. Stacy has a copy of the video related to incident C. I don’t recall if he was witness to incident A.*
- *My understanding is that Dr. Stacy did talk to Dr. Arnett about his behavior during incident C specifically. Ann Kabele, the office manager, may have been a part of that discussion as well. Wes sent out a message to the clinic employees stating that he’s decreasing his days taking clinic appointments due to the stress of running the clinic and also seeing appointments. I believe this message was sent out shortly after the meeting with Stacy and Ann. Additionally, I heard mention of some staff, potentially Aubrie Ann, Presley, and maybe Haley, that had said they no longer wanted to work with*

Dr. Arnett. Though I'm not sure that this was ever actually discussed with the clinic manager or with Wes.

i. FROM EMPLOYEE N. PROSEK :

- *I have witnessed Dr. Arnett engage in physically abusive behavior on one account. The date was 12/20/21 at the Waunakee Veterinary Clinic. The patient was Ella, a Great Dane from the Midwest Great Dane Rescue. Ella had an eye problem, and as she was getting her eye checked, she snapped at Dr. Arnett. Ella was basket muzzled, and no one was hurt. After the second snap at Dr. Arnett, Dr. Arnett hit her on her forehead. I was helping restrain the dog with Haley Hellenbrand.*

j. FROM EMPLOYEE S. SKORACZEWSKI, D.V.M.:

- *Yes, I witnessed an abusive behavior with a surgery patient on Tuesday, June 14th. She was a black dog in for a spay procedure. The surgery patient was being held by Dr. Arnett for a jugular blood draw for preoperative bloodwork. Real Gilmore, CVT, was about to draw blood when the dog attempted to back up and through Dr. Arnett's legs, trying to get away (a normal behavior for some attempting to evade a blood draw). Dr. Arnett reacted aggressively because of this dog's behavior, and he picked the dog up by the neck and collar, and carried the dog to a corner space to restrain her. This was not an acceptable way to carry a patient - by the neck, and all four legs off the floor, while the dog was struggling. When he reached the corner, he yelled at her, "NO" and hit the side of her head. This happened in the treatment area of our clinic, where we normally draw blood, give vaccines, and generally work with all patients. Others that witnessed the behavior included Real Gilmore CVT, Kim Sweno CVT, and our intern, Bobby (I actually do not know Bobby's last name, but he is a newer employee training with us to then potentially stay on as a technician). We were all basically shocked. Later that day, I had asked the kennel manager to see camera footage of the incident as we have cameras on at all times on the treatment floor. I just wanted to understand what happened, to see if the dog was aggressive towards him, and to confirm the account of the other techs too. On the footage, the dog did not attempt to bite him or get aggressive, and I also confirmed this with Real Gilmore CVT, the technician that was working with him at that time.*
- *The day after it happened, on June 15th, at the end of the day, about 5 p.m., multiple staff members (Kim Sweno CVT, Haley Hellenbrand CVT, Presley Campbell- veterinary assistant, Sophie Weck CVT) came to me to have a meeting and discuss what happened - the specific incident listed above. They were all visibly upset, some crying, and we all discussed what happened. Other reports of hitting animals in the treatment area, in front of an owner, and in the kennel area were brought to my attention. I do not have specific*

dates however. They requested that I have a meeting with him, and attempt to discuss it as they felt he may listen to me. We also discussed this being a reportable incident, and they had collectively expressed wanting to report him. I informed them that I was also struggling with this incident, and that fact too. I promised them I would reach out to Dr. Arnett and at least attempt to discuss it.

- *On the night of Wednesday, June 15th, I sent Dr. Arnett an email letting him know that staff was upset about what happened. On Thursday, June 16th, the office manager, Ann Kaeble, and I met with him about the incident. He was visibly upset, said he felt terrible, and he reported that immediately after the incident happened, he said he went outside to vomit. He said that he had “snapped” and that it was inappropriate for him to take action like that. He had also said that the dog attempted to bite him, but even with that, he admitted his reaction was too much, and that was not an excuse. Ann and I discussed with him that he seemed overwhelmed doing both the jobs of a practicing veterinarian and business owner (we recently had a veterinarian leave the practice, therefore he’s been taking more on, and seeing appointments on a regular basis, which he hadn’t for a couple years). He was more irritable and emotional at times. I expressed that I felt it would be better for him to fill in when needed, and suggested to also change the appointment schedule to return to two doctor days so that he didn’t feel overwhelmed (two doctor days meaning that my colleague, Sarah Thornberg, DVM and I were the veterinarians on the floor). He stressed that he felt he still needed to be on the floor in general, so we agreed on Wednesdays only to fulfill the two doctor days. Lastly, he also denied being overly physical or abusive towards any other patients. At the end of the conversation, he said he didn’t plan on addressing the incident with the staff.*

k. FROM EMPLOYEE Z. ZIMBAL :

- *Yes, I have witnessed Dr. Arnett physically hit a patient. I don’t remember exact dates, but the first incident I witnessed was late 2021 and more recent was probably about 1 month ago. All incidents happened in our treatment or kennel area, which is away from the clients and only employees are allowed in these areas. All the times I witnessed Dr. Arnett being physically inappropriate with patients I was with fellow technician(s).*
- *I have knowledge of Dr. Arnett engaging in physically inappropriate behavior with patients. Yes, other technicians and assistants have brought to my attention more incidents of Dr. Arnett behaving this way with patients that I didn’t witness myself. As stated above I don’t remember exact dates of these incidents with Dr. Arnett, but I know there have been a few over the last several months and as recent as a few weeks ago. The technicians that*

witnessed this behavior were Haley, Presley, Rael, Sophie, Kim, and Dr. Stacy.

j. FROM EMPLOYEE P. CAMPBELL:

- *In 2020, a Great Dane from the Upper Midwest Great Dane Rescue (Doris) presenting for OHE surgery was slammed into a wall by Dr. Wesley Arnett.*
- *On 4/30/2021, myself [sic] and another technician were restraining a fractious terrier mix (Murphy G). The dog was in lateral on the floor, sedated and muzzled. Dr. Wesley Arnett was examining skin on the neck of the dog when the dog attempted to struggle and roll. Dr. Wesley Arnett slammed the dogs head into the floor several times and screamed in his face.*
- *On 5/7/2021, the same patient (Murphy G) returned for a recheck. The dog was muzzled and restrained by another technician, and again became fractious as Dr. Wesley Arnett attempted to examine. Dr. Wesley Arnett hit the dog in the head with a pair Oster clippers.*
- *In June of 2022 (I cannot remember the exact date), a shepherd mix named Louie S. was being restrained by myself and another technician for a broken nail, and when the patient struggled Dr. Wesley Arnett hit the patient in the head with hit [sic] hand.*
- *Events others have witnessed that I have been made aware of: On 10/28/2021, a cat named Onyx K. presented for possible cystitis/bladder issue/potential blockage. The patient was painful, and during examination hissed and became fractious. Dr. Wesley Arnett hit the patient in the head with his fist and screamed in his face. (I did not witness this, but was told of the event by another technician who had witnessed this.)*
- *On 6/2/2022, a Chihuahua mix named Simba H. was dragged across the floor by leash and then kicked by Dr. Wesley Arnett*
- *On 6/8/22, Dr. Wesley Arnett hit a Maltese mix named Poppy V. on the head several times with his hand after taking her out of the exam room. (I did not witness but was told of this by another technician who had witnessed the event.)*
- *On 6/14/2022, (I was not present but heard of this occurrence from several technicians and another DVM) Bonnie S. (a young German shepherd) presenting for OHE surgery began to panic and urinated in fear after being restrained for a blood draw. The dog was picked up off of the floor by the neck by Dr. Wesley Arnett, suspended in the air, and punched in the face with his fist.*

- *I am aware of staff members commenting on Dr. Arnett's behavior, asking him to stop when events were occurring, and meetings have occurred with the DVMs on staff.*

6. Information provided to the board included a video that shows Respondent becoming frustrated and picking up "Bonnie" by the head and carrying her to a corner where, using a closed fist, he struck Bonnie in the head. This conduct was recorded on the clinic's video-monitoring system.

7. After the incident with "Bonnie," staff held a quick meeting (outside of Respondent's presence) to discuss Respondent's behavior. After the staff meeting, Dr. Stacy Skoraczewski communicated the concerns of staff members to Respondent. Dr. Skoraczewski indicated that Respondent was visibly upset, said he felt terrible, and that immediately after the incident with Bonnie, he went outside to vomit. Respondent told Dr. Skoraczewski that he had "snapped" and that it was inappropriate for him to react as he did. Dr. Skoraczewski reported that she told Respondent that he seemed overwhelmed doing both jobs of a practicing veterinarian and business owner, and that he was more irritable and emotional.

8. Within a couple of days of the conversation with Dr. Skoraczewski, Respondent sent an electronic communication to all staff informing them of changes taking place, for his personal and mental health reasons. Respondent wrote that he needed to take a step back from being in the exam room and surgeries every day. Respondent wrote that the schedule was taking a toll on him in ways that were not fair or right to himself, to the staff and to their clients and patients. Respondent apologized for needing to make the change. Respondent wrote, "While words like failure, guilt, and shame are continually running through my head, I know I need to make this change for my own personal well-being."

9. On or about June 17, 2022, Respondent sent a message to staff, explaining that some changes were needed as he could not continue running the business as well as practicing veterinary medicine as much as he was. Part of his message includes, "It is taking a toll on me in ways that is not fair or right to myself, to you, and to our clients and patients." And, "I apologize for having to make this change but it is necessary. While words like failure, guilt, and shame are continually running through my head, I know I need to make this change for my own personal wellbeing." The entire message from Respondent reads as follows:

"I wanted to make you all aware of some initial changes to the schedule that we will be making. I will be looking at the upcoming weeks, and start to make some adjustments today. For personal and mental health reasons, I need to step back from four and five day weeks being in the exam room and surgeries. Even in just the three to four ish weeks I have been back to doing that, it has been very difficult on me emotionally and mentally. Trying to run the business as an owner in between appointments that many days of the week, in the evenings, and on weekends, is something that I realize I just cannot do. It is taking a toll on me in ways that is not fair or right to myself, to you, and to our clients and patients. You and they deserve the best version of me, and so I need to find a way to get back to that ASAP, hence the changes that I am not going

to delay making. In talking with Stacy and Ann, we believe that two doctor days while busy, are less stressful and more manageable for everyone given current staffing levels, as opposed to three doctor days. So we are going to remove me from Tuesdays and Thursdays, so they will be two doctor days, and allow me the time to do the business things I need to accomplish. My one set day for appointments will be Wednesdays, working alongside Sarah. Friday will be a doctor Foley and doctor Sarah day, and I will assist doctor Foley as she gets settled in. For the time being I will still do surgery on Monday given the upcoming schedule but that is a day will we will be looking at changing from a three doctor day. When that transition happens, that would mean Monday through Friday would be two doctor days, with me on Wednesday in exam room. I will fill in when the other doctors are on vacation, are sick etc, and Stacy has assured me that if help is needed on any day with drop off appointments, emergencies, etc, that I would be called upon for help. I apologize for having to make this change but it is necessary while words like failure, guilt, and shame are continually running through my head, I know I need to make this change for my own personal well-being. I hope and trust that all of you know how deeply I care for each of your own well-being, and ask for your understanding as we make this change this schedule to help my own. We have such an amazing and caring team, each of you being one huge part and I hope that this change is seen as a positive thing period it may take a week or two to see and experience what the days will be like, and we can always evaluate and adjust if needed. Please feel free to reach out to me, Stacy, or Ann if you have any questions or comments or concerns.”

10. On September 20, 2022, Respondent provided a response to the Board regarding the allegations made about his behavior and conceded his conduct toward Bonnie was “too reactionary.”

11. On December 10, 2025, Respondent, in writing, voluntarily and permanently surrendered his license, number 408471, to practice veterinary medicine to the Wisconsin Veterinary Examining Board, understanding the Board will accept his surrender and permanently revoke said license.

CONCLUSIONS OF LAW

12. The Board has jurisdiction in this matter pursuant to Wis. Stat. § 89.07(2).

13. The Board is authorized to enter into the Stipulation pursuant to Wis. Stat. § 227.44(5).

14. By the conduct described in the Findings of Fact, Respondent engaged in UNPROFESSIONAL CONDUCT by engaging in conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply

professional principles or skills, in violation of Wis. Stat. § 89.07(1)(f).

15. The Board has the authority to reprimand the Respondent or deny, suspend, limit or revoke the Respondent's veterinary license pursuant to Wis. Admin. Code § VE 7.07.

16. The Board has authority to assess costs of the proceeding pursuant to Wis. Stat. § 89.0715(2).

17. The Wisconsin Veterinary Examining Board has jurisdiction to act in this matter, and is authorized to enter into the attached Stipulation pursuant to Wis. Stat. § 227.44(5), and make the following Order.

ORDER

18. The attached Stipulation is accepted.

19. Based on the serious instances of unprofessional conduct, and Respondent's voluntary and permanent surrender of his veterinary license, the Board hereby PERMANENTLY REVOKES Respondent's license to practice veterinary medicine in the State of Wisconsin.

20. Respondent shall not engage in the practice of veterinary medicine. Respondent shall not examine into the fact or cause of animal health, disease or physical condition, or treat, operate, prescribe or advise for the same, or 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, per Wis. Stat. § 89.02 (6).

21. Respondent shall not seek to obtain a license to practice veterinary medicine at any time, in any jurisdiction.

22. Respondent shall pay \$2627.89 costs within 30 days of the effective date of this order. Payments shall be submitted to:

Department Monitor
Veterinary Examining Board
Department of Agriculture, Trade and Consumer Protection
P.O. Box 8911, Madison, WI 53708-8911
Email: helen.kennebeck@wisconsin.gov

24. This Order is effective the date of its signing.

WISCONSIN VETERINARY EXAMINING BOARD

By: _____

Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : STIPULATION
HARMINDER SINGH, D.V.M., :
RESPONDENT. : ORDER: 168510

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 167

Harminder Singh, D.V.M. (Respondent) and the Wisconsin Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- a) The right to a hearing on the allegations against Respondent;
- b) The right to confront and cross-examine the witnesses against Respondent;
- c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- d) The right to testify on Respondent's own behalf;
- e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- f) The right to petition for rehearing; and
- g) All other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.

3. Respondent is represented by an Attorney.

4. Respondent agrees to the adoption by the Board of the Final Decision and Order, incorporated by reference as if fully set forth herein. The parties to the Stipulation consent to the filing of the Final Decision and Order as the final and official disposition of this matter, such filing to be done without further notice, pleading,

appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.

8. This Order may be executed in multiple originals, which together shall constitute a single document. The parties agree to accept a handwritten signature or an electronic signature that complies with Wis. Stat. ch. 137 to execute this Order.

Electronically signed by Harminder Singh, DVM

12/10/2025

Harminder Singh, D.V.M.,
Beaver Dam, Wisconsin

Date

ATTORNEY FOR RESPONDENT



12/10/2025

Amanda E. Melrood
Wirth and Baynard
9898 W. Bluemound Road, Suite 2
Wauwatosa, WI 53226
aem@wbattys.com

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: FINAL DECISION AND ORDER
HARMINDER SINGH, D.V.M., :
RESPONDENT. : ORDER: 168510
:

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 167

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (Department), pursuant to Wis. Stat. § 15.135(5).

2. Dr. Harminder Singh (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 404066, first issued on October 31, 2011, and current through December 31, 2025.

The Respondent's most recent municipality of residence on file with the Department is Beaver Dam, Wisconsin.

FINDINGS OF FACT

3. Respondent was disciplined previously. In 21 VET 038 and 21 GEN 010, a Final Decision and Order (FDO) was issued requiring Respondent to complete 3 hours of continuing education on the topic of record keeping and 2 hours of continuing education on the subject of controlled substance inventory management, and costs.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Beaver Dam clinic.

5. On December 30, 2024, the Board received a complaint against the Respondent regarding aftercare of a dog, Koda.

6. Respondent's colleague, Dr. Jacqueline Fredricks, performed surgery on Koda on August 12, 2024. Respondent provided aftercare. The Board requested copies of the medical records relating to Koda. Respondent's colleague's medical records were legible. The records of August 13 – August 16 of Respondent's aftercare are completely illegible, mostly looking like scratch marks on the paper. There is one legible note on August 19, 2024 which appears to be by another's hand. The Board found the records submitted by Respondent to be incomplete and illegible. The illegibility of the records hindered the Board in determining the appropriateness of the aftercare. The Board found the poor medical records particularly problematic given Respondent's recent requirement that he complete 3 continuing education credits on medical record-keeping in case 21 VET 038.

CONCLUSIONS OF LAW

7. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

8. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

9. The Board has authority to assess costs of the proceeding, pursuant to Wis. Stat. § 89.0715(2).

10. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58 (19), *Failure to maintain records as required by § VE 1.52*.

a. Respondent's completely illegible records prevented the board from determining appropriate care.

11. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license, pursuant to Wis. Admin. Code § VE 1.60.

ORDER

12. The Stipulation is accepted.

13. Respondent shall abide by all rules, laws and regulations pertaining to the practice of veterinary medicine. A failure to abide by the rules, laws and regulations pertaining to the practice of veterinary medicine may be considered a violation of this order.

14. Respondent's license to practice veterinary medicine is limited as follows:

15. Within 30 days of the date of this Order, Respondent shall, at Respondent's expense, take and successfully complete 3 hours of continuing education on the topic of medical record-keeping.

- a. If the Stipulation and Order are accepted by the Board, the Board will accept continuing education hours taken after Respondent has signed the stipulation in this matter. Regardless of when the continuing education begins, it must be completed within 30 days of the date of the Order.
- b. Each course attended in satisfaction of this Order must be pre-approved by the Board or its designee. Respondent shall be responsible for locating course(s) satisfactory to the Board and for obtaining the required approval of the course(s) from the Board or its designee. Respondent must take and pass any exam offered for the course(s).
- c. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Board at the address stated below.
- d. Any education completed pursuant to this Order may not be used to satisfy any continuing education requirements that have been or may be instituted by the Board or Department.

16. Proof of successful course(s) completion shall be sent to:

DATCP
Division of Animal Health
Attn: Veterinary Examining Board Monitor
P.O. Box 8911
Madison, WI 53708-8911

Or via email to:
Helen.Kennebeck@wisconsin.gov

17. Within 14 days of the effective date of this Order, Respondent shall pay costs of this matter in the amount of \$534.71, by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection.

18. Violation of any of the terms of this Order may be construed as

conduct imperiling public health, safety and welfare, and may result in a summary suspension of Respondent's license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board, in its discretion, may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

19. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : STIPULATION
ERIKA GIBBS, D.V.M., :
RESPONDENT. : ORDER: 172217

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 048

Erika Gibbs, D.V.M. (Respondent) and the Wisconsin Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- a) The right to a hearing on the allegations against Respondent;
- b) The right to confront and cross-examine the witnesses against Respondent;
- c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- d) The right to testify on Respondent's own behalf;
- e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- f) The right to petition for rehearing; and
- g) All other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.

3. Respondent is represented by an Attorney.

4. Respondent agrees to the adoption by the Board of the Final Decision and Order, incorporated by reference as if fully set forth herein. The parties to the Stipulation consent to the filing of the Final Decision and Order as the final and official disposition of this matter, such filing to be done without further notice, pleading,

appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.

8. This Order may be executed in multiple originals, which together shall constitute a single document. The parties agree to accept a handwritten signature or an electronic signature that complies with Wis. Stat. ch. 137 to execute this Order.

Electronically signed by Erika Gibbs, DVM

Erika Gibbs, D.V.M.,
Lake Geneva, WI 53147

1/6/26

Date

ATTORNEY FOR RESPONDENT



Amanda Melrood, Attorney
Wirth + Baynard Law Firm
9898 West Bluemound Road Suite 2
Wauwatosa, WI 53226

1/6/26

Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____

_____ Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : FINAL DECISION AND ORDER
ERIKA GIBBS, D.V.M., :
RESPONDENT. : ORDER: 172217
 :

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 048

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (Department), pursuant to Wis. Stat. § 15.135(5).

2. Erika Gibbs (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 404681, first issued on July 9, 1991, and current through December 31, 2025.

The Respondent's most recent municipality of residence on file with the Department is Lake Geneva, WI.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Westosha Veterinary Hospital, 26851 75th Street, Salem, WI 53168.

5. On June 3, 2025, the Board received a complaint against the Respondent regarding the Complainant's cat Cheddar being given Claro Otic solution for his ears but the Complainant not being told all the possible side effects and that the manufacturer label indicates it is not for cats.

6. On May 13, 2025, the Complainant brought Cheddar to Westosha Veterinary Hospital for symptoms of respiratory and/or congestion issues which the Respondent diagnosed as a virus stating it would have to run its course.

7. On May 13, 2025, Cheddar was given Claro Otic solution for his ears (infections) by the Respondent, but the Complainant alleged she was not told of the side effects also noting the manufacturer label states “not for cats.” The Complainant stated the only information she was given was that she would not have to touch Cheddar’s ears for about a month.

8. On May 16, 2025, the Complainant asked for Cheddar to be seen at Westosha Veterinary Hospital as soon as possible due to his condition but was told there were no open appointments. Symptoms the Complainant identified included Cheddar being scared, unable to stand or walk, pupils dilated, eyes bouncing back and forth, head tilted to the left, drooling, and disoriented.

9. On May 16, 2025, Cheddar was taken to Bristol Veterinary where the veterinarian was concerned about the medication used for Cheddar’s ears and informed the Complainant of the side effects to which the Complainant noted Cheddar was experiencing every symptom.

10. On May 19, 2025, the Complainant returned Cheddar to Bristol Veterinary due to him not drinking or eating much; the veterinarian administered another round of fluids for hydration along with steroids.

11. On June 2, 2025, the Complainant returned Cheddar to Bristol Veterinary due to his left ear having dried blood lining the inside of the ear as well as signs of dehydration. Bristol Veterinary believed Cheddar’s ear drum had ruptured and did not feel Cheddar would recover from surgery they were considering for nasal polyps because of issues he now has with his ears. The Complainant chose euthanasia.

12. Respondent provided medical records to the investigator from the examination. Respondent performed an examination on Cheddar, and an upper respiratory virus was suspected, a likely double ear infection, and perhaps an unknown intestinal parasite infection with recommendations made and medications prescribed (Panacur and Onsior). Cytology results revealed cocci bacteria and yeast in both ears but no mites. Long-term ear treatment (One half tube of Claro Otic solution into each ear after cleaning) was recommended which was directed to be given by the technician to help address his otitis externa.

13. The records contained no information regarding the Respondent informing the Complainant of the possible side effects of Claro Otic solution.

CONCLUSIONS OF LAW

14. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

15. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

16. The Board has authority to assess costs of the proceeding, pursuant to Wis. Stat. § 89.0715(2).

17. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § 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, meaning diagnostic procedures and modes of treatment considered by the veterinary profession to be within the scope of current, acceptable veterinary medical practice, and the associated benefits and risks of those options as required by § VE 1.58(27).*

- a. Medical records provided in response to the complaint had no communications with the Complainant annotated regarding the possible side effects of using Claro Otic solution on her cat's ears.
- b. Respondent did not clearly communicate or otherwise provide Complainant with information on potential risks of Claro Otic solution, resulting in Complainant's inability to provide true informed consent.

18. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license, pursuant to Wis. Admin. Code § VE 1.60.

ORDER

19. The Stipulation is accepted.

20. Respondent shall abide by all rules, laws and regulations pertaining to the practice of veterinary medicine. A failure to abide by the rules, laws and regulations pertaining to the practice of veterinary medicine may be considered a violation of this order.

21. Respondent's license to practice veterinary medicine is limited as follows:

22. Within 90 days of the date of this Order, Respondent shall, at Respondent's expense, take and successfully complete two (2) hours of continuing education on the topic of informed consent and one (1) hour of continuing education on the topic of client communication.

- a. If the Stipulation and Order are accepted by the Board, the Board will accept continuing education hours taken after Respondent has signed the stipulation in this matter. Regardless of when the continuing education begins, it must be completed within 90 days of the date of the Order.
- b. Each course attended in satisfaction of this Order must be pre-approved by the Board or its designee. Respondent shall be responsible for locating course(s) satisfactory to the Board and for obtaining the required approval of the course(s) from the Board or its designee. Respondent must take and pass any exam offered for the course(s).
- c. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Board at the address stated below.
- d. Any education completed pursuant to this Order may not be used to satisfy any continuing education requirements that have been or may be instituted by the Board or Department.

23. Proof of successful course(s) completion shall be sent to:

DATCP
Division of Animal Health
Attn: Veterinary Examining Board Monitor
P.O. Box 8911
Madison, WI 53708-8911

Or via email to:
heidi.ulteig@wisconsin.gov

24. Within 14 days of the effective date of this Order, Respondent shall pay costs of this matter in the amount of \$335.29, by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection.

25. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare, and may result in a summary suspension of Respondent's license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board, in its

discretion, may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

26. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

GEORGIA J. HELLER, CVT,
RESPONDENT.

STIPULATION

ORDER: 165869

Department of Agriculture, Trade and Consumer Protection Case No. 24 TECH 027

Georgia J. Heller, CVT (Respondent) and the Wisconsin Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- a) The right to a hearing on the allegations against Respondent;
- b) The right to confront and cross-examine the witnesses against Respondent;
- c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- d) The right to testify on Respondent's own behalf;
- e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- f) The right *to* petition for rehearing; and
- g) *All* other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.

3. Respondent is represented by Attorney Eric McLeod at Husch Blackwell, Madison, WI.

4. Respondent does NOT CONTEST the six (6) counts of unprofessional conduct in the Final Decision and Order. Respondent agrees to voluntarily surrender her certification to practice veterinary technology. If Respondent should choose to re-apply in the future, this case will be resolved prior to issuance of any license. Respondent agrees to the adoption by the Board of the Final

Decision and Order, incorporated by reference as if fully set forth herein. The parties to the Stipulation consent to the filing of the Final Decision and Order as the final and official disposition of this matter, such filing to be done without further notice, pleading, appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.

8. This Order may be executed in multiple originals, which together shall constitute a single document. The parties agree to accept a handwritten signature or an electronic signature that complies with Wis. Stat. ch. 137 to execute this Order.


Georgia J. Heller, CVT
Blanchardville, WI 53516


Date

ATTORNEY FOR RESPONDENT

Eric McLeod
Husch Blackwell
33 East Main Street, Suite 300
Madison, WI 53703

Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____

Date

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : FINAL DECISION AND ORDER
GEORGIA J. HELLER, CVT, :
RESPONDENT. : ORDER: 165869
 :

Department of Agriculture, Trade and Consumer Protection Case No. 24 TECH 027

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (Department), pursuant to Wis. Stat. § 15.135(5).

2. Georgia J. Heller, CVT (Respondent), is licensed in the State of Wisconsin to practice veterinary technology, having certificate number 406269, first issued on September 9, 1992, and current through December 31, 2025.

The Respondent's most recent municipality of residence on file with the Department is Blanchardville, WI.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a Certified Veterinary Technician (CVT) at Ridglan Farms, Inc. (Ridglan), 10489 W Blue Mounds Road, Blue Mounds, WI 53517.

5. On December 5, 2024, the Board received a complaint against Ridglan stating that unlicensed employees were performing "cherry eye" (nictitans gland prolapse repair) surgeries as well as "devocalization" (canine non-therapeutic ventriculocordectomy) surgeries as delegated by Ridglan's veterinarian.

6. On February 5, 2025, Erin Carter (Investigator for the Board) and WDATCP employees conducted an unannounced inspection and investigation at Ridglan (Respondent's workplace).

7. During the February 5, 2025 inspection, Carter interviewed Ridglan employee Taylor Brown (Brown). Brown was seen by Carter working in one of the buildings prior to Carter's interview.

- a. Brown stated that she has assisted Respondent with cherry-eye surgeries at Ridglan Farms.
- b. Brown stated that Ridglan employee Heather Sutcliffe (Sutcliffe) also performs these surgeries. She stated that "guys in the breeding barn" assist with the surgeries and described them as mid to older age.
- c. Brown described the surgery to start with an eye drop, and then she would hold the dog's head so their face doesn't move, the eye gland would be clamped, the gland would be cut with scissors, another eye drop would be applied, the eye could be held closed for 15-20 seconds, and then the dog is put back into the cage.
- d. Brown said that there is no anesthetic, pain control, or after-care administered.

8. During the February 5, 2025 inspection, Carter interviewed Respondent. Respondent was working in one of the buildings prior to Carter's interview. Before asking Respondent any questions, Carter provided her full name and job title, explaining to Respondent that she was an Investigator for the Veterinary Examining Board (VEB).

- a. Respondent told Carter her name was "Georgia" and did not provide her last name when Carter requested it, stating "I don't know who I am speaking with". Carter responded by again stating her full name and job title. Respondent again did not provide her last name.
- b. Respondent stated her job title was "Animal Caretaker" and that she had worked at Ridglan "for a few years".
- c. Carter asked Respondent if she had ever been involved with, witnessed, or heard of "cherry eye" surgeries performed on dogs at Ridglan, she stated, "They are surgically removed" by "the vet".
- d. Respondent stated that cherry eye surgeries are performed in the surgery room and that "any animal caretaker" can assist.
- e. Respondent further stated that she had never seen cherry eye surgery performed and that anesthesia and pain medication are used.

9. Respondent was interviewed a second time by Dustin Boyd (Boyd).

- a. When Boyd asked Heller if she was a CVT, Heller stated she was not.

- b. When Boyd pointed to her Veterinary Technician Certificate hanging on the wall, she then said she was retiring at the end of the week.
- c. Respondent told Boyd she had already been interviewed and Boyd did not ask further questions.

11. On February 5, 2025, Heidi Ulteig (Ulteig) interviewed current Ridgland Farms employee Heather Sutcliffe (Sutcliffe). Sutcliffe was seen working in one of the buildings prior to the interview.

- a. Sutcliffe stated that Respondent performs cherry eye surgeries.
- b. Sutcliffe explained that staff will help to hold the dogs while the surgery is performed.
- c. Sutcliffe said that numbing drops are used on the eye that surgery is being performed on. If a dog is squirmy, she will “knock that one out” with a combination mixture of Ketamine and “dexta-something”. She will take the forceps, grab a hold of the eye gland, and then cut the eye gland with scissors.
- d. Sutcliffe stated that the only anesthetic/pain control/after-care administered is a triple antibiotic eye ointment if it red afterwards.

12. Respondent sent a letter to the Department which was received on February 17, 2025. The letter stated, “*I am writing to withdraw my veterinary technician license #406269 for Georgia Heller. Thought it was expired in 2023? Thank you.*” The Department acknowledged receipt of Respondent’s letter. The Department informed Respondent via email that she may simply let her certification lapse at the end of 2025.

13. As part of the investigation, the Respondent was requested to provide continuing education (CE) certificates for the 2022-2023 licensing period.

- a. Respondent provided zero (0) hours of the 15 hours of CE required for the licensing period. Zero (0) hours of which were scientific and zero (0) hours of non-scientific.

14. Respondent certified during the subsequent licensing renewal period that she had completed the required credits.

15. Respondent’s March 6, 2025 response confirms she is a CVT but denies all other allegations.

CONCLUSIONS OF LAW

16. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

17. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

18. The Board has authority to assess costs of the proceeding, pursuant to Wis. Stat. § 89.0715(2).

19. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 2.26 (13) (a): *Falsely certifying to the board under § VE 2.14 (5) that the veterinarian: (a) has completed the 15 hours of continuing education required under Wis. Admin. Code § VE 2.14 (1).*

- a. Respondent completed zero (0) hours of the 15 required hours for the 2022-2023 licensing period. See par. 13.

20. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as prohibited by Wis. Admin. Code § VE 2.26 (1) and Wis. Stat. § 89.07(1)(a): *Making any materially false statement or giving any materially false information in connection with an application for a license or for renewal or reinstatement of a license or in making a report to the examining board.*

- a. Respondent is a certified veterinary technician (CVT) and has been since 1992.
- b. Respondent told Erin Carter, an Investigator for the VEB, the regulatory authority for CVTs, that the Ridgland veterinarian [Dr. Richard VanDomelen] performed nictitans gland prolapse repair surgeries.
- c. Respondent neglected to inform Carter that she herself performs nictitans gland prolapse repair surgeries, as stated by two other Ridgland employees –Brown and Sutcliffe.
- d. Boyd asked Respondent directly if she was a CVT. Respondent replied that she was not.
- e. Respondent refused to provide necessary information (providing last name) to the board representative (Carter) when Carter was there on official business.
- f. Respondent lied when she told Carter that she had never seen cherry eye surgeries performed.

21. By the conduct described in the Findings of Fact, Respondent failed to meet standards of practice as defined by Wis. Admin. Code § VE 2.24 (1): *Veterinary technicians may perform delegated veterinary acts as set forth under s. VE 1.44 (4), (5), (6), and (9).*

- a. Respondent is a CVT.
- b. Respondent performed nictitans gland prolapse repair surgeries, as confirmed by two other Ridgland employees, Brown and Sutcliffe.
- c. Nictitans gland repair surgery or any surgery is not a veterinary act which may be delegated to veterinary technicians under §§ VE 1.44 (4), (5), (6), and (9).

22. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 2.26 (4): *Conduct in the practice of veterinary technology which evidences a lack of knowledge or ability to apply professional principles or skills.*

- a. As a CVT, Respondent is responsible for knowing what veterinary medical acts may be delegated to a CVT, and if Respondent did not know or was unsure, is responsible for consulting the applicable administrative code or reaching out to the Board for clarification.
- b. Respondent demonstrated a lack of knowledge and ability to apply skills expected of a CVT by performing nictitans gland prolapse repair surgeries while employed at Ridgland, which meets the definition of “surgery” provided under Wis. Admin. Code § VE 1.44 (2) (c), and may not be delegated to a CVT.

23. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 2.26 (5): *Gross, serious, or grave negligence, as compared to less serious or more ordinary acts of negligence, while performing as a veterinary technician.*

- a. Respondent demonstrated gross, serious, or grave negligence by performing nictitans gland prolapse repair surgeries while employed at Ridgland, which meets the definition of “surgery” provided under Wis. Admin. Code § VE 1.44 (2) (c), and may not be delegated to a CVT.
- b. Nictitans gland prolapse repair surgeries were not performed to meet current veterinary standard of care. No anesthetics or pain medication were used and no aftercare was provided.

24. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Stat. § 89.07(1)(b): *Violating this chapter or any federal or state statute or rule that substantially relates to the practice of veterinary medicine.*

- a. See pars. 21-23.

25. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license, pursuant to Wis. Admin. Code § VE 1.60.

ORDER

26. The Stipulation is accepted. The Board hereby accepts Respondent's voluntary surrender of her license to practice veterinary technology.

27. Respondent shall not engage in the practice of veterinary technology.

28. Within 14 days of the effective date of this Order, Respondent shall pay the costs of this matter in the amount of \$695.96, by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection. Payment shall be submitted to:

DATCP
Division of Animal Health
Attn: Erin Carter
P.O. Box 8911 Madison, WI 53708-8911

29. Respondent shall mail or physically deliver all indicia of Respondent's license to practice veterinary technology in the state of Wisconsin to the Department Monitor within 14 days of the effective date of this Order to the address above.

30. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____
Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: STIPULATION
JENNIFER NIEMCZYK, D.V.M., :
RESPONDENT. : ORDER: 170231

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 59

Jennifer Niemczyk, D.V.M. (Respondent) and the Wisconsin Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- a) The right to a hearing on the allegations against Respondent;
- b) The right to confront and cross-examine the witnesses against Respondent;
- c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- d) The right to testify on Respondent's own behalf;
- e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- f) The right to petition for rehearing; and
- g) All other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.

3. Respondent is not represented by an Attorney.

4. Respondent agrees to the adoption by the Board of the Final Decision and Order, incorporated by reference as if fully set forth herein. The parties to the Stipulation consent to the filing of the Final Decision and Order as the final and official disposition of this matter, such filing to be done without further notice, pleading, appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.



Jennifer Niemczyk, D.V.M..
W2725 Kiel Road
Malone, WI 53049

10-22-25

Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____

Date

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: FINAL DECISION AND ORDER
JENNIFER NIEMCZYK, D.V.M., :
RESPONDENT. : ORDER: 170231
:

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 059

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (Department), pursuant to Wis. Stat. § 15.135(5).

2. Jennifer Niemczyk (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 408315, first issued on July 21, 2003, and current through December 31, 2025.

The Respondent's most recent municipality of residence on file with the Department is Malone, WI.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Kettle Moraine Veterinary Clinic, 2712 Eastern Avenue Plymouth, WI 53073.

5. On July 11, 2025, the Board received a complaint against the Respondent regarding Respondent being deficient in the treatment of Complainant's three-year-old dog, "Harley," which compromised Harley's well-being and contributed to his death.

6. September 30, 2024 medical records at Kettle Moraine

Veterinary Clinic (KMVC) indicate an examination of Harley could not be completed because Harley was not good with restraint and a muzzle was not available.

7. February 13, 2025 KMVC medical records indicate Respondent performed an orthopedic examination of Harley due to intermittent lameness.

- a. Respondent stated in her response “I did not attempt to restrain him as he reacted inappropriately last time.”

8. February 19, 2025 KMVC medical records indicate Respondent was informed over the phone by Complainant that Harley was not eating, tired, panting, and shivering.

- a. Respondent stated in her response “I thought it sounded like a fever.”

9. February 20, 2025 KMVC medical records indicate Respondent performed a blood draw on Harley and found Harley to have a very high white blood cell count, increased heart rate, and increased respiratory rate.

- a. Respondent stated in her response “Fever could explain the respiratory rate and tachycardia.”
- b. Relative to not taking Harley’s temperature, Respondent stated in her response “I did not feel comfortable doing so.”

10. February 20, 2025 KMVC medical records further indicate Respondent prescribed Doxycycline for suspected respiratory disease.

- a. Respondent stated in her response “I would have liked to take a chest radiograph of Harley to assess his lungs, but he was too sick to safely sedate and I did not trust him to not harm myself.”

11. February 21, 2025 KMVC medical records indicate Respondent was informed over the phone by Complainant that Harley was not improving and struggling to breathe.

- a. Respondent stated in her response “The only thing I could offer was a second antibiotic – there were no diagnostics I could safely perform – but recommended he be seen at an emergency clinic.”

12. February 21, 2025 medical records at Wisconsin Veterinary Referral Clinic (WVRC) indicate examination of Harley showed difficulty breathing and harsh lung sounds; and an ultrasound showed a large amount of fluid in the chest cavity.

13. February 21, 2025 WVRC medical records further indicate Harley went into cardiopulmonary arrest while prepping for an emergent tap; and despite initiating CPR, administering multiple rounds of emergency drugs, and removing a large portion of fluid from the chest cavity, resuscitation was unsuccessful, and Harley died.

14. February 21, 2025 WVRC medical records further indicate Harley had pyothorax – an accumulation of fluid in the chest cavity.

CONCLUSIONS OF LAW

15. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

16. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

17. The Board has authority to assess costs of the proceeding, pursuant to Wis. Stat. § 89.0715(2).

18. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct, as defined by Wis. Admin. Code § 1.58 (2) *Engaging in conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills.*

- a. February 20, 2025 Respondent did not have a muzzle at Kettle Moraine Veterinary Clinic for use on Harley, a dog with a known history of poor behavior.
- b. February 20, 2025 Respondent believed Harley had a fever and a respiratory infection. Respondent's examination of Harley revealed a very high white blood cell count, increased heart rate, and increased respiratory rate.
- c. February 20, 2025 Respondent did not take Harley's temperature to determine if Harley had a fever, and Respondent did not take a chest radiograph to assess Harley's lungs.

19. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license, pursuant to Wis. Admin. Code § VE 1.60.

ORDER

20. The Stipulation is accepted.

21. Respondent shall abide by all rules, laws and regulations pertaining to the practice of veterinary medicine. A failure to abide by the rules, laws and regulations pertaining to the practice of veterinary medicine may be considered a violation of this order.

22. Respondent's license to practice veterinary medicine is limited as follows:

23. Within 90 days of the date of this Order, Respondent shall, at Respondent's expense, take and successfully complete three (3) hours of continuing education: one (1) hour in respiratory disease in canines, one (1) hour in sedation/anesthesia protocols, and one (1) hour in medical record keeping.

- a. If the Stipulation and Order are accepted by the Board, the Board will accept continuing education hours taken after Respondent has signed the stipulation in this matter. Regardless of when the continuing education begins, it must be completed within 90 days of the date of the Order.
- b. Each course attended in satisfaction of this Order must be pre-approved by the Board or its designee. Respondent shall be responsible for locating course(s) satisfactory to the Board and for obtaining the required approval of the course(s) from the Board or its designee. Respondent must take and pass any exam offered for the course(s).
- c. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Board at the address stated below.
- d. Any education completed pursuant to this Order may not be used to satisfy any continuing education requirements that have been or may be instituted by the Board or Department.

24. Proof of successful course(s) completion shall be sent to:

DATCP
Division of Animal Health
Attn: Veterinary Examining Board Monitor

P.O. Box 8911
Madison, WI 53708-8911

Or via email to:
Glenn.Gray@wisconsin.gov

25. Within 14 days of the effective date of this Order, Respondent shall pay costs of this matter in the amount of \$341.03, by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection.

26. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare, and may result in a summary suspension of Respondent's license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board, in its discretion, may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

27. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY
PROCEEDINGS AGAINST

BRITTANY BAHL, D.V.M.,
RESPONDENT.

STIPULATION

ORDER: 172218

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 049

Brittany Bahl, D.V.M. (Respondent) and the Wisconsin Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- a) The right to a hearing on the allegations against Respondent;
- b) The right to confront and cross-examine the witnesses against Respondent;
- c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- d) The right to testify on Respondent's own behalf;
- e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- f) The right to petition for rehearing; and
- g) All other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.

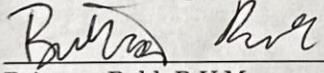
3. Respondent is not represented by an Attorney.

4. Respondent agrees to the adoption by the Board of the Final Decision and Order, incorporated by reference as if fully set forth herein. The parties to the Stipulation consent to the filing of the Final Decision and Order as the final and official disposition of this matter, such filing to be done without further notice, pleading, appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.



Brittany Bahl, D.V.M.,
8135 Slabtown Road
Lancaster, WI 53813

10/28/25

Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____
Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : FINAL DECISION AND ORDER
BRITTANY BAHL, D.V.M., :
RESPONDENT. : ORDER: 172218
 :

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 049

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (Department), pursuant to Wis. Stat. § 15.135(5).

2. Brittany Bahl (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 507522, first issued on May 20, 2022, and current through December 31, 2025.

The Respondent's most recent municipality of residence on file with the Department is Lancaster, WI.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Platteville Veterinary Clinic, 945 E. Mineral Street, Platteville, WI 53818.

5. On June 4, 2025, the Board received a complaint against the Respondent regarding: a) Respondent's treatment of Complainant's dog, "Halle," which compromised Halle's well-being and contributed to her death; and b) the lack of sanitation at the Respondent's clinic - Platteville Veterinary Clinic (PVC).

6. PVC medical records confirm that Respondent treated Halle, on

May 23, 2025.

- a. Respondent recommended and administered an injection of Librela for the pain, stiffness and weakness Halle was experiencing in her hindlimbs due to age; and Respondent noted that Librela is a fairly new medication in the U.S. and likewise may have side effects not yet known.

7. On May 26, 2025, three days after receiving the injection of Librela, Halle experienced a loss of mobility and seizures, which she had not experienced before, and subsequently Halle was euthanized.

- a. After Halle was euthanized Complainant informed Respondent that she learned online Librela can have adverse effects, including neurological symptoms such as ataxia, seizures, paresis; and Respondent acknowledged to Complainant that she was unaware of the serious side effects associated with Librela.

8. On July 29, 2025, VEB Investigators Erin Carter (Carter) and Glenn Gray (Gray) conducted an unannounced inspection of PVC. Carter and Gray found the facility to be clean, sanitary, organized, well-lit, temperature appropriate, and well ventilated.

9. During inspection of PVC, Dr. Molita Carroll, D.V.M. stated to Carter and Gray: a) unlicensed assistants monitor patients during surgery and if a problem is noted the veterinarian performing the surgery advises the assistant how to adjust anesthesia; b) one (1) CVT, formerly licensed Rachel Langmeier, is employed at PVC, however her license lapsed; and c) Langmeier is responsible for monitoring during most surgeries at PVC.

CONCLUSIONS OF LAW

15. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

16. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

17. The Board has authority to assess costs of the proceeding pursuant to Wis. Stat. § 89.0715(2).

18. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct, as defined by:

- a. Wis. Admin. Code § VE 1.58 (19) by violating the requirements of § VE 1.52 (2) and 1.52 (2) (i) which requires that *The individual patient record shall contain clinical information pertaining to patients other than food and fiber patients and equine patients with sufficient information to justify the diagnosis and warrant treatment, including information regarding each of the following matters which apply [...] Record of client's informed consent by signature and date or other specified means.*
 - i. Described in the Findings of Fact, on May 23, 2025, Respondent failed to secure client's informed consent by signature related to administering a Librela injection; a medication Respondent acknowledged is a fairly new medication in the U.S. and likewise may have side effects not yet known.
 - ii. Described in the Findings of Fact, after Halle was euthanized Complainant informed Respondent that she learned online Librela can have adverse effects, including neurological symptoms such as ataxia, seizures, paresis, and death; and Respondent acknowledged to Complainant that she was unaware of the serious side effects associated with Librela.
- b. Wis. Admin. Code § VE 1.58 (19) by violating the requirements of § VE 1.44 (6) (a) *Delegation of Veterinary medical acts which requires that Veterinarians may delegate to certified veterinary technicians the provision of the following veterinary medical services under the supervision of the veterinarian when the veterinarian is personally present on the premises where the services are provided [...] Administration of local or general anesthesia, including induction and monitoring.*
 - i. Described in the Findings of Fact, during an inspection of Respondent's clinic on July 29, 2025, Dr. Molita Carroll, D.V.M., stated to Carter and Gray: a) unlicensed assistants monitor patients during surgery and if a problem is noted the veterinarian performing the surgery advises the assistant how to adjust anesthesia; b) one (1) CVT, formerly licensed Rachel Langmeier, is employed at PVC, however her license lapsed; and c) Langmeier is responsible for monitoring during most surgeries at PVC.

19. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license, pursuant to Wis. Admin. Code § VE 1.60.

ORDER

20. The Stipulation is accepted.

21. Respondent shall abide by all rules, laws and regulations pertaining to the practice of veterinary medicine. A failure to abide by the rules, laws and regulations pertaining to the practice of veterinary medicine may be considered a violation of this order.

22. Respondent's license to practice veterinary medicine is limited as follows:

23. Within 90 days of the date of this Order, Respondent shall, at Respondent's expense, take and successfully complete four (4) hours of continuing education: two (2) hours in informed consent, and two (2) hours in delegation of veterinary medical acts.

- a. If the Stipulation and Order are accepted by the Board, the Board will accept continuing education hours taken after Respondent has signed the stipulation in this matter. Regardless of when the continuing education begins, it must be completed within 90 days of the date of the Order.
- b. Each course attended in satisfaction of this Order must be pre-approved by the Board or its designee. Respondent shall be responsible for locating course(s) satisfactory to the Board and for obtaining the required approval of the course(s) from the Board or its designee. Respondent must take and pass any exam offered for the course(s).
- c. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Board at the address stated below.
- d. Any education completed pursuant to this Order may not be used to satisfy any continuing education requirements that have been or may be instituted by the Board or Department.

24. Proof of successful course(s) completion shall be sent to:

DATCP

Division of Animal Health
Attn: Veterinary Examining Board Monitor
P.O. Box 8911
Madison, WI 53708-8911

Or via email to:
Glenn.Gray@wisconsin.gov

25. Within 14 days of the effective date of this Order, Respondent shall pay costs of this matter in the amount of \$746.49, by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection.

26. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare, and may result in a summary suspension of Respondent's license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board, in its discretion, may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

27. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY	:	
PROCEEDINGS AGAINST	:	
	:	STIPULATION
ALLEN DUNBAR, D.V.M.,	:	
RESPONDENT.	:	ORDER: 172426

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 069

Allen Dunbar, D.V.M. (Respondent) and the Wisconsin Veterinary Exam Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation Respondent voluntarily and knowingly waives the following rights:

- a) The right to a hearing on the allegations against Respondent;
- b) The right to confront and cross-examine the witnesses against Respondent;
- c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- d) The right to testify on Respondent's own behalf;
- e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- f) The right to petition for rehearing; and
- g) All other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.

3. Respondent is not represented by an Attorney.

4. Respondent agrees to the adoption by the Board of the Final Decision and Order, incorporated by reference as if fully set forth herein. The parties to this Stipulation consent to the filing of the Final Decision and Order as the final and only disposition of this matter, such filing to be done without further notice, please

appearance or consent of the parties. Respondent waives all rights to any appeal Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall be returned to the Board for further proceedings. In the event that the Stipulation is accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation shall appear before the Board in open or closed session, without the presence of Respondent for purposes of speaking in support of this agreement and answering questions that may be asked by a member of the Board. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.

8. This Order may be executed in multiple originals, which together constitute a single document. The parties agree to accept a handwritten signature or an electronic signature that complies with Wis. Stat. ch. 137 to execute this Order.


Allen Dunbar, D.V.M.,
Oconto, WI 54153

1/7/2026
Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____

Date

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: FINAL DECISION AND ORDER
ALLEN DUNBAR, D.V.M., :
RESPONDENT. : ORDER: 172426
:

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 069

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (Department), pursuant to Wis. Stat. § 15.135(5).

2. Allen Dunbar (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 409790, first issued on June 19, 1980, and current through December 31, 2025.

The Respondent's most recent municipality of residence on file with the Department is Oconto, WI.

FINDINGS OF FACT

3. Respondent has no previous disciplinary history.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian at Packerland Veterinary Center, 121 Packerland Drive, Green Bay, WI 54303.

5. On August 4, 2025, the Board received a complaint against the Respondent regarding CORA Based Leveling Osteotomy (CBLO) surgery performed on March 3, 2025 following the diagnosis of an anterior cruciate ligament (ACL) tear though Complainant's dog Prince did not improve significantly after surgery. Another

veterinarian (Dr. Briley) from Packerland Veterinary Center advised on July 19, 2025 that osteosarcoma was missed on the original radiographs.

6. On March 3, 2025, Respondent performed CBLO surgery with no known post-operative medical complications.

7. On March 18, 2025, suture removal and an incision check were completed with Prince starting to use his leg well, though not completely which Respondent noted was normal at that stage.

8. On April 23, 2025, Complainant returned Prince to Packerland Veterinary Center for a planned progress visit with Dr. Briley and radiographs were taken showing progress but incomplete healing of the osteotomy. Implants appeared stable, the rest of the leg showed no suggestion of issues visually or clinically. Prince had fractured the fibula in the seven weeks from the time of surgery, and it was healing well.

9. On July 19, 2025, Complainant returned Prince to Packerland Veterinary Center as Complainant was concerned about Prince's swollen ankle.

10. On July 19, 2025, Dr. Briley at Packerland Veterinary Center examined Prince and radiographs were taken of the area. An extremely aggressive osteolytic was found to involve the entire hock with the most likely cause being osteosarcoma with an overall poor prognosis given.

11. On July 19, 2025, Complainant stated Dr. Briley at Packerland Veterinary Center advised her Prince had osteosarcoma which was missed on the original radiographs.

12. On July 25, 2025, Complainant sought a second opinion of options and advice from Heritage Animal Hospital with an examination and radiographs completed. Treatment options included continued pain management with Gabapentin added for palliative care, amputation to remove the primary tumor, referral for a consult with an oncologist to discuss additional diagnostics and possibly chemotherapy, and humane euthanasia. Complainant chose continued pain management with added Gabapentin with likely euthanasia the following week.

13. On July 28, 2025, Prince was humanely euthanized.

14. Respondent provided medical records to the investigator. The records contained no information regarding differential diagnosis.

15. Medical records contained no physical examination notes for February 26, 2025.

16. Medical records contained no pre-surgical examination findings for March 3, 2025.

17. Medical records (radiographs) indicate boney abnormalities were not noted when reading the pre-surgical radiographs.

CONCLUSIONS OF LAW

18. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

19. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

20. The Board has authority to assess costs of the proceeding, pursuant to Wis. Stat. § 89.0715(2).

21. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58(19) *Failure to maintain records as required by § VE 1.52.*

- a. Medical records provided in response to the complaint had no information of a differential diagnosis.
- b. Medical records had no physical examination notes for February 26, 2025.
- c. Medical records had no information of a pre-surgical examination for March 3, 2025.

22. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58(2) *Conduct in the practice of veterinary medicine which evidences a lack of knowledge or ability to apply professional principles or skills required by § VE 1.58(2).*

- a. Medical records and radiographs provided in response to the complaint indicate osteosarcoma was unnoticed by the Respondent when reading the pre-surgical radiographs.

23. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license, pursuant to Wis. Admin. Code § VE 1.60.

ORDER

24. The Stipulation is accepted.

25. Respondent shall abide by all rules, laws and regulations pertaining to the practice of veterinary medicine. A failure to abide by the rules, laws and regulations pertaining to the practice of veterinary medicine may be considered a violation of this order.

26. Respondent's license to practice veterinary medicine is limited as follows:

27. Within 120 days of the date of this Order, Respondent shall, at Respondent's expense, take and successfully complete three (3) hours of continuing education on the topic of medical records and five (5) hours of continuing education on the topic of radiographic interpretation which will include at least two (2) hours on radiographic interpretation of neoplasia of bones.

- a. If the Stipulation and Order are accepted by the Board, the Board will accept continuing education hours taken after Respondent has signed the stipulation in this matter. Regardless of when the continuing education begins, it must be completed within 120 days of the date of the Order.
- b. Each course attended in satisfaction of this Order must be pre-approved by the Board or its designee. Respondent shall be responsible for locating course(s) satisfactory to the Board and for obtaining the required approval of the course(s) from the Board or its designee. Respondent must take and pass any exam offered for the course(s).
- c. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Board at the address stated below.
- d. Any education completed pursuant to this Order may not be used to satisfy any continuing education requirements that have been or may be instituted by the Board or Department.

28. Proof of successful course(s) completion shall be sent to:

DATCP
Division of Animal Health
Attn: Veterinary Examining Board Monitor
P.O. Box 8911
Madison, WI 53708-8911

Or via email to:
heidi.ulteig@wisconsin.gov

29. Within 14 days of the effective date of this Order, Respondent shall pay costs of this matter in the amount of \$374.64, by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection.

30. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare, and may result in a summary suspension of Respondent's license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board, in its discretion, may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

31. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : STIPULATION
ERIK HAUKAAS, D.V.M., :
RESPONDENT. : ORDER: 172273

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 072

Erik Haukaas, D.V.M. (Respondent) and the Wisconsin Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.
2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:
 - a) The right to a hearing on the allegations against Respondent;
 - b) The right to confront and cross-examine the witnesses against Respondent;
 - c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
 - d) The right to testify on Respondent's own behalf;
 - e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
 - f) The right to petition for rehearing; and
 - g) All other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.
3. Respondent is not represented by an Attorney.
4. Respondent agrees to the adoption by the Board of the Final Decision and Order, incorporated by reference as if fully set forth herein. The parties to the Stipulation consent to the filing of the Final Decision and Order as the final and official disposition of this matter, such filing to be done without further notice, pleading,

appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.

8. This Order may be executed in multiple originals, which together shall constitute a single document. The parties agree to accept a handwritten signature or an electronic signature that complies with Wis. Stat. ch. 137 to execute this Order.



Erik Haukaas, D.V.M.,
Ashland, WI

1/14/26

Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: _____

Date

Print name: _____

A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : FINAL DECISION AND ORDER
ERIK HAUKAAS, D.V.M., :
RESPONDENT. : ORDER: 172273
 :

Department of Agriculture, Trade and Consumer Protection Case No. 25 VET 072

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (Department), pursuant to Wis. Stat. § 15.135(5).

2. Erik Haukaas (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 404656, first issued on August 7, 1990, and current through December 31, 2025.

The Respondent's most recent municipality of residence on file with the Department is Ashland, WI.

FINDINGS OF FACT

3. Respondent has previous disciplinary history.
- a. In 92 VET 026, Respondent failed to recognize the presence of osteosarcoma of the distal femur on a radiograph and symptoms of the progressing bone tumors. On June 19, 1997, the FDO was issued with unknown details.
 - b. In 07 VET 031, Respondent failed to maintain minimally adequate patient medical records. On February 16, 2011, the FDO was issued requiring two hours continuing education (CE) in medical record keeping, four hours CE in completing a thorough physical examination of companion animals, and to pay costs.

- c. In 19 VET 046, Respondent was found to have engaged in unprofessional conduct which evidenced a lack of knowledge or the ability to apply professional principles. Improper surgical technique resulted in three spays having surgical dehiscence within a day or two post-surgeries. On April 26, 2021, the FDO was issued which required three hours CE on the topic of surgical technique and to pay costs.
- d. In 21 VET 020, Respondent was found to have engaged in unprofessional conduct by falsely certifying to the board that he completed the 30 hours of continuing education required. On January 19, 2022, the FDO issued which required three hours of scientific CE on the topic of fear free handling and one-half hour of any other scientific CE and to pay costs.

4. At all times relevant to this proceeding, Respondent was working as a veterinarian/owner at Bay Area Animal Hospital, 3601 US Highway 2, Ashland, WI 54806.

5. On August 13, 2025, the Board received a complaint against the Respondent regarding the Complainant's cat, Tonka, being issued a sedative, having a small growth removed from under the right front paw, and then Tonka displaying alarming symptoms which lasted for six days. The Complainant reported only a small portion of the growth was removed, said she was lied to about the growth being removed, and lied to about the use of Zorbium.

6. On August 5, 2025, Complainant agreed with the Respondent's plan for Tonka of sedation, removal of growth by electrocautery (the mass appeared to be a polyp growing between the carpal pad and toe pad), and for the tissue to be sent to pathology.

7. On August 5, 2025, Complainant stated Tonka began displaying symptoms after arriving home which lasted for six days. Symptoms included hallucinations, dilated pupils, excessive drinking, not sleeping for three days and then ten-minute naps for three more days, restlessness, not meowing, facial twitching and tics, staring with mouth open, unresponsive, and not grooming himself.

8. On August 6, 2025, Complainant called Respondent about the symptoms; the Respondent was not alarmed per the Complainant and stated the symptoms were caused by the Ketamine used.

9. Complainant stated she knew these were not common symptoms of Ketamine recovery. Complainant found these were the symptoms of Zorbium. Complainant was not told Tonka would be given Zorbium nor informed of the symptoms of Zorbium.

10. Complainant was able to hold Tonka in her lap after six days and inspected the wound. Complainant stated the growth was still there and only a small

portion had been removed. Complainant reported Tonka's foot was not properly cleaned, trimmed, and sanitized before or after the procedure.

11. On August 13, 2025, Complainant called Respondent, was told Respondent was out of town and was hung up on by Respondent's assistant when Complainant asked if anyone has complained about Respondent in the past.

12. Respondent provided medical records to the investigator along with his written response.

13. Medical records from August 5, 2025, Medical History section states, "Induction 0.45 cc Kitty Magic IM" and Objective Section states "Kitty Magic SubQ". The medical records contained no information regarding which drugs were used and what drug doses were used to create "Kitty Magic".

14. On August 5, 2025, Respondent's written response states he surgically scrubbed the foot but did not shave the hair to prevent clipper burn in such a tight area. The medical record indicates this information was added to the record on August 25, 2025, after Complainant contacted the clinic on August 13, 2025, about this issue and after the Board complaint was filed.

15. On August 5, 2025, Respondent removed the mass and controlled bleeding with cautery.

16. On August 5, 2025, Respondent applied Zorbium to skin between the shoulder blades for pain management.

17. Medical records from August 5, 2025, contained no information of informed consent on what drugs were being administered and the potential side effects, namely Zorbium.

18. On August 6, 2025, Respondent spoke with Complainant about Tonka acting abnormally after anesthesia. Respondent suspected it was due to Ketamine in the anesthesia, his obesity, or the stress of multiple visits in a few months. Respondent advised Complainant to monitor for another 24-48 hours and call again if not returning to normal. Medical records contained no information regarding Ketamine other than the telephone comment on August 6, 2025, noting suspected Ketamine as the cause of behaviors.

19. On August 13, 2025, Respondent reported Complainant called about Tonka's bad experience and was rude and verbally abusive to staff to which he has instructed his staff to hang up the phone.

20. Respondent provided written response which stated this does sound like an adverse reaction to Zorbium which their clinic has routinely used for the past few years with no other problems.

CONCLUSIONS OF LAW

21. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

22. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

23. The Board has authority to assess costs of the proceeding, pursuant to Wis. Stat. § 89.0715(2).

24. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58(19) *Failure to maintain records as required by § VE 1.52.*

- a. Medical records provided in response to the complaint had no information regarding which drugs were used and what drug doses were used to create “Kitty Magic”. Medical records cite “Kitty Magic IM” in one section and “Kitty Magic SubQ” in another section.
- b. Medical records provided in response to the complaint had no information on scrubbing the foot and shaving the hair until it was added to the record on August 25, 2025, after Complainant contacted the clinic on August 13, 2025, about this issue and after the Board complaint was filed.
- c. Medical records provided in response to the complaint had no information regarding Ketamine other than the telephone comment of suspected Ketamine when Complainant advised Tonka was acting abnormally after anesthesia.

25. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § 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, meaning diagnostic procedures and modes of treatment considered by the veterinary profession to be within the scope of current, acceptable veterinary medical practice, and the associated benefits and risks of those options.*

- a. August 5, 2025, medical records do not indicate Complainant was informed of the use of Zorbium.
- b. August 5, 2025, medical records do not indicate Complainant was informed of the potential side effects of Zorbium.
- c. Respondent did not clearly communicate or provide Complainant with information on the use of Zorbium and the potential risks of

Zorbium, resulting in Complainant's inability to provide informed consent.

26. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license, pursuant to Wis. Admin. Code § VE 1.60.

ORDER

27. The Stipulation is accepted.

28. Respondent shall abide by all rules, laws and regulations pertaining to the practice of veterinary medicine. A failure to abide by the rules, laws and regulations pertaining to the practice of veterinary medicine may be considered a violation of this order.

29. Respondent's license to practice veterinary medicine is limited as follows:

30. Within 90 days of the date of this Order, Respondent shall, at Respondent's expense, take and successfully complete three (3) hours of continuing education on the topic of medical record keeping and two (2) hours of continuing education on the topic of informed consent.

- a. If the Stipulation and Order are accepted by the Board, the Board will accept continuing education hours taken after Respondent has signed the stipulation in this matter. Regardless of when the continuing education begins, it must be completed within 90 days of the date of the Order.
- b. Each course attended in satisfaction of this Order must be pre-approved by the Board or its designee. Respondent shall be responsible for locating course(s) satisfactory to the Board and for obtaining the required approval of the course(s) from the Board or its designee. Respondent must take and pass any exam offered for the course(s).
- c. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Board at the address stated below.
- d. Any education completed pursuant to this Order may not be used to satisfy any continuing education requirements that have been or may be instituted by the Board or Department.

31. Proof of successful course(s) completion shall be sent to:

DATCP
Division of Animal Health
Attn: Veterinary Examining Board Monitor
P.O. Box 8911
Madison, WI 53708-8911

Or via email to:
heidi.ulteig@wisconsin.gov

32. Within 14 days of the effective date of this Order, Respondent shall pay costs of this matter in the amount of \$413.99, by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection.

33. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare, and may result in a summary suspension of Respondent's license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board, in its discretion, may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

34. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY PROCEEDINGS AGAINST STEVEN RAABE, D.V.M., RESPONDENT.	ORDER GRANTING FULL LICENSURE ORDER: 145387
--	---

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact and Order.

PARTIES

1. The Board is created and attached to the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).
2. Steven Raabe (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 407401, first issued on June 18, 1976, and current through December 31, 2025.
3. The Respondent's most recent municipality of residence on file with the Department is Waukesha, Wisconsin.

FINDINGS OF FACT

4. On July 17, 2024, the Board issued a Final Decision and Order 133065, case number 23 VET 120 limiting Respondent's license to practice veterinary medicine.
5. Pursuant to the terms of the Order, Respondent was required to complete three hours of continuing education on the topic of proper dispensation of medications and controlled substances; for 12 months, provide a copy of the discipline order to any employer; and, pay costs of \$630.91
6. Respondent has completed the terms of the Order.

ORDER

7. Respondent's license to practice veterinary medicine is returned to full, unrestricted status.

8. This Order is effective the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____

_____ Date

Print name: _____

A Member of the Board



State of Wisconsin

Veterinary Examining Board

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

December 29, 2025

Veterinary Examining Board members,

This case was opened at a screening committee meeting for the below mentioned reasons. After further investigation/research/consultation, it was determined by the case advisor that this case should be closed with no action.

The full board must vote to close any case opened by the screening committee. Please consider this letter as a recommendation by the case advisor to close the case with no action. The case details are as follows:

Case Name & Number: Dr. David Texeira, 25 VET 087

VEB Investigator: Heidi Ulteig

Date Opened: November 18, 2025

Reason for Opening: Case opened for no follow-up on anaplasma results and it appeared the June 9, 2025 exam was completed by another veterinarian (Dr. Andy Lucyshyn); DATCP to request additional information from Dr. Texeira.

Case Advisor: Dr. Stephanie Miesen

Reason for Recommending Closing: Dr. Texeira provided responses to the follow-up questions. Dr. Miesen stated Dr. Texeira's responses make sense and agrees that the rest of the medical records supports him performing the exam versus Dr. Lucyshyn. Dr. Miesen does not think there was any wrongdoing in regards to the original complaint. With the additional information and the fact that Dr. Texeira has had no other complaints, Dr. Miesen recommends closing the case (with a recommendation for Dr. Texeira to ensure he is logged in under the correct user name so there is no confusion on who performed the exam).

Other Comments: None.



State of Wisconsin

Veterinary Examining Board

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

January 14, 2026

Veterinary Examining Board members,

This case was opened at a screening committee meeting for the below mentioned reasons. After further investigation/research/consultation, it was determined by the case advisor that this case should be closed with no action.

The full board must vote to close any case opened by the screening committee. Please consider this letter as a recommendation by the case advisor to close the case with no action. The case details are as follows:

Case Name & Number: 23 TECH 006 Allison Davies

VEB Investigator: Erin Carter

Date Opened: September 27, 2023

Reason for Opening: Further investigation

Case Advisor: Holter

Reason for Recommending Closing: Upon further investigation, no evidence was found to prove allegations in the complaint. Other complaints screened and opened at the same time were also investigated and remain open (23 GENERAL 002, 23 TECH 009) with a pending FDO.

Other Comments: [Click or tap here to enter text.](#)



State of Wisconsin

Veterinary Examining Board

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

January 14, 2026

Veterinary Examining Board members,

This case was opened at a screening committee meeting for the below mentioned reasons. After further investigation/research/consultation, it was determined by the case advisor that this case should be closed with no action.

The full board must vote to close any case opened by the screening committee. Please consider this letter as a recommendation by the case advisor to close the case with no action. The case details are as follows:

Case Name & Number: 23 TECH 006 Allison Davies

VEB Investigator: Erin Carter

Date Opened: September 27, 2023

Reason for Opening: Further investigation

Case Advisor: Holter

Reason for Recommending Closing: Upon further investigation, no evidence was found to prove allegations in the complaint. Other complaints screened and opened at the same time were also investigated and remain open (23 GENERAL 002, 23 TECH 009) with a pending FDO.

Other Comments: [Click or tap here to enter text.](#)

January 27, 2026

To: Veterinary Examining Board

From: Liz Kennebeck

Re: Dr Peter Gasper, case 24 VET 094 – synopsis and update

1. Dr. Gasper was originally put on an order on April 22, 2025, after the Board found he had violated rules including diagnosing disease and prescribing medications on the Vetster platform, without having established a proper Veterinarian-Client-Patient relationship (VCPR). He was also short a significant number of required CE credits. The board, in the FDO, #148940 required that he comply with a number of conditions. A copy of the original order/FDO is attached for convenience.

2. Dr. Gasper failed to comply with a number of the requirements in the FDO even after being reminded more than once.

The paragraphs below outline violations with the FDO:

20. Respondent failed to comply with Order # 148940, paragraph 20 when you failed to submit VETSTER records for May, June, July as required.

21. Respondent failed to comply with Order # 148940, paragraph 17, when you diagnosed an animal's condition or disease on an animal with whom you had not established a valid VCPR.

22. Respondent failed to comply with Order # 148940, paragraph 17, when you prescribed medication to an animal with whom you had not established a valid VCPR.

23. Respondent failed to comply with Order # 148940, paragraph 21 when you failed to submit proof of 24.6 continuing education credits by July 22, 2025.

24. Respondent failed to comply with Order # 148940, paragraph 21 when you failed to submit proof of 3 continuing education credits on the topic of establishing a valid VCPR by July 22, 2025.

3. Because of his lack of compliance the board took further action against his license on August 19, 2025, and suspended it, but immediately stayed the suspension, (Stayed Suspension Order, #148940-A) as long as Dr. Gasper complied with the requirements in a 60-day time frame. A copy of the Stayed Suspension Order is attached as well.

*b. Respondent shall provide proof by **October 19, 2025** that Respondent completed 24.6 continuing education credits; and,*

*c. Respondent shall provide proof by **October 19, 2025** that Respondent completed an additional 3 continuing education credits on the topic of establishing a proper VCPR; and,*

d. Respondent shall submit all patient records from each VETSTER appointment to the board monitor. The records shall be provided on the last day of each month, beginning August 31, 2025. If Respondent has not had any VETSTER appointments within the reporting month, Respondent shall send the board monitor an email, affirmatively stating you have not had VETSTER appointments during the reporting month; and,

e. Respondent shall cease and desist from prescribing medication on the VETSTER platform unless Respondent has established a valid VCPR; and,

f. Respondent shall cease and desist from diagnosing disease and conditions on the VETSTER platform unless Respondent has established a valid VCPR; and,

27. Upon Respondent remaining in compliance with all parts and conditions of this order as well as Order # 148940, and committing no violations relating to veterinary medicine, said suspension shall remain stayed.

28. Any failure of Respondent to comply with this order or Order # 148940 will cause said suspension to go into effect.

29. Any violation by Respondent of a law or rule relating to veterinary medicine will cause said suspension to go into effect.

4. Dr. Gasper was made aware of the 60 day time limit to complete the items in paragraphs (a) – (f). Immediately after the order was signed, he called and spoke with me regarding courses that would satisfy the 3 CE VCPR requirement. By August 25, 2025, Respondent had several courses to choose from to satisfy the three- credit VCPR requirement.

5. On September 2, 2025, Respondent was already in violation of the suspension order for failing to provide information regarding Vetster appointments, regardless of whether he had any. Rather than propose the suspension going into effect, I emailed Dr. Gasper and, again, spelled out the requirements of the order. Dr. Gasper later removed himself from the Vetster platform.

6. On October 15, 2025, four days before Dr. Gasper's deadline to complete all conditions, Dr. Gasper emailed me indicating he was unsure how to proceed to take the Wisconsin state laws and rules exam. His email indicated that if I didn't respond by the next morning he would call me for instructions. As I was in the midst of preparing for the VanDomelen/Ridglan Farms hearing, and had just spent a good deal of time on the phone with him, I only had time to send a quick email with a link that I thought might work for the exam. I also commented in my email to him that perhaps this should have been started earlier as he had only 4 days to complete the requirements. Dr. Gasper did, ultimately, figure out the test issue, took the test, and passed it on October 16, 2025.

7. On **October 19, 2025** the date by which Dr. Gasper was to have completed all of the requirements, Dr. Gasper wrote and asked for an extension. He sought an additional 21 days because his ex-wife had gone into hospice and died in Colorado. I did not oppose this extension. **Thus, his 24.6 CEs were now due November 10, 2025.** In the email of October 19, 2025, requesting additional time, he wrote that he had only completed a portion of the remaining continuing education credits (24.6) at that point. However, when Respondent submitted his 24.6 CE certificates on December 21, 2025, it was clear he had not yet begun any of the 24.6 credits: the date of his earliest certificate was **November 19, 2025**, a month after he had claimed he had been working on them. November 19 is also nearly 10 days after the extension had ended.

8. On **December 9, 2025 (30 days late)** Dr. Gasper finally submitted a spreadsheet of the CEs, but did not include certificates. Shortly after receiving the spreadsheet, I asked for the certificates. On **December 18, 2025**, he sent an email explaining how it was taking longer to get that done. At this point, he was 2 months past the deadline the board had given him. Dr. Gasper finally sent the certificates **December 21, 2025**. The certificates showed the CE courses were completed between November 19, 2025 and December 4, 2025. There seemed to be no sense of urgency, timelines or deadlines. On top of this, Dr. Gasper only submitted CE certificates totaling 22.5, when 24.6 were due.

9. On December 30, 2025, after consultation and explanation to case-advisor, Dr. Holter, it was decided to lift the stay of suspension. Dr. Gasper was notified his license was suspended:

*Dr. Gasper, paragraph 28 of the Order for suspension, order number 148940-A, reads, “**Any failure of Respondent to comply with this order or Order #148940 will cause said suspension to go into effect.**”*

Based on the failures to comply, as of December 30, 2025, Respondent’s license, license # 403990 is suspended. You are prohibited from practicing veterinary medicine until the board has determined the failures have been remedied. Please refer to the order for information regarding contesting or appealing.

10. Finally, as part of his original FDO, Dr. Gasper was required to provide proof that he had sufficient CEs to renew his license this coming licensing period. At the end of December, 2025, Dr. Gasper had presented 0 certificates toward that requirement. Licensing flagged his account for renewal.

11. Dr. Gasper has now completed the conditions in the FDO as well as the suspension order.

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF THE :
REQUEST FOR SUMMARY SUSPENSION :
OF THE VETERINARY LICENSE OF: : ORDER FOR
: SUMMARY SUSPENSION
: WITH CONDITIONS
PETER GASPER, D.V.M., :
 RESPONDENT. : ORDER: 148940-A

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 094

The State of Wisconsin, Veterinary Examining Board (the Board), having reviewed the below findings, and, it appearing based on the matter that public health, safety, or welfare imperatively requires emergency action, makes the following Findings of Fact, Conclusions of Law, and Order of Summary Suspension.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department), pursuant to Wis. Stat. § 15.135(5).
2. Dr. Peter Gasper, D.V.M. (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 403990, first issued on April 14, 2010, and current through December 31, 2025.
3. The most recent municipality of residence on file with the Department is Fremont, Wisconsin.

FINDINGS OF FACT

4. On January 25, 2025 the Respondent signed and stipulated to Final Decision and Order #148940.
5. On April 22, 2025 the Board entered the stipulated Final Decision and Order, #148940, after determining Respondent had been diagnosing disease and prescribing medication without having established a proper Veterinary-Client-Patient Relationship. (VCPR.)
 - i. The portions of Final Decision & Order # 148940 relevant to this Suspension Order state:

“...17. Respondent shall not diagnose disease or other conditions on VETSTER, unless he has established a valid VCPR, which can only be done by an in-person visit. Similarly, Respondent shall not prescribe medication on VETSTER.

...20. For 12 months following the issuance of this order, Respondent shall provide all patient records from each VETSTER appointment to the board at the address in paragraph 22. The records shall be provided on the last day of each month from each Vetster appointment during that month. For example, on July 1 Respondent must send all Vetster records for the month of June. If an appointment overlaps two months, Respondent shall send the record the following month.

...21. Within 90 days of the date of this Order, Respondent shall, at Respondent’s expense, take and successfully complete 24.6 hours of continuing education as required under Wis. Admin. Code § VE 1.30 (1). Three (3) credits shall be in the category of establishing a valid VCPR in Wisconsin.

...24. Upon application submission for the next licensing biennium, Respondent shall submit proof of completed continuing education as required in Wis. Admin. Code § VE 1.30 (1). Proof shall be sent to the address/email in paragraph 22.

...25. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent’s license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

6. Respondent did not send in records of his May, 2025 appointments by June 1, 2025.

7. Respondent did not send in records of his June, 2025 appointments by July 1, 2025.

8. On July 3, 2025, VEB monitor, H. E. Kennebeck, sent an email to Respondent advising of his non-compliance with paragraph 20 of Order # 148940 and requiring that he submit the VETSTER records for May and June by July 8, 2025.

9. Respondent did not submit the required records by July 8, 2025.

10. Respondent submitted four records on July 14, 2025, of appointments in May, 2025.

11. During May, 2025, Respondent prescribed medications to an animal on the VETSTER platform with whom he had not established a valid VCPR.

a. On May 4, 2025, Respondent wrote to client, “John” about patient, “Gibby,” *“[G]ood morning John & Gibby, I apologize. Friday and Saturday we're too full for me. While I called the K. Vet Clinic (and they're happy to fill the ear-med prescription for Giggy), I was unable to email them an official history and prescription in time--they were only open until noon yesterday and they were busy. I will email them Gibby's history and prescription today. They will call you when Gibby's meds are ready to pick up...”*

12. During May, 2025, Respondent diagnosed animal disease and conditions on the VETSTER platform on an animal with whom he had not established a valid VCPR.

a. On May 3, 2025, Respondent’s record for treating Callie, a cat owned by Dodi, reads, *“Chronic Rhinitis advanced to what I assume is an ear infection causing equilibrium issues.”*

13. Respondent did not submit July, 2025 records by August 1, 2025.

14. Respondent did not submit 24.6 continuing education credits by July 22, 2025. Respondent has not submitted proof of completion of any continuing education courses.

15. Respondent did not submit three (3) continuing education credits on the topic of establishing a valid VCPR by July 22, 2025.

16. Respondent’s conduct imperatively requires emergency action to protect public health, safety, or welfare.

CONCLUSIONS OF LAW

17. The Veterinary Examining Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07 (2).

18. Respondent is subject to paragraph 25 of Order # 148940, *“Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent’s license without further notice or hearing, until Respondent has complied*

with the relevant portion of this Order. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.”

19. Through the conduct described in the Findings of Fact, Respondent has violated Final Decision and Order # 148940 and requires emergency suspension of Respondent’s license. Respondent’s conduct imperatively requires emergency action to protect public health, safety, or welfare.

20. Respondent failed to comply with Order # 148940, paragraph 20 when he failed to submit VETSTER records for May, June, July as required. [Paragraphs 6, 7, 8, 9, and 13]

21. Respondent failed to comply with Order # 148940, paragraph 17, when he diagnosed an animal’s condition or disease on an animal with whom he had not established a valid VCPR. [Paragraph 12(a)]

22. Respondent failed to comply with Order # 148940, paragraph 17, when he prescribed medication to an animal with whom he had not established a valid VCPR. [Paragraph 11(a)]

23. Respondent failed to comply with Order # 148940, paragraph 21 when he failed to submit proof of 24.6 continuing education credits by July 22, 2025. [Paragraph 14]

24. Respondent failed to comply with Order # 148940, paragraph 21 when he failed to submit proof of 3 continuing education credits on the topic of establishing a valid VCPR by July 22, 2025. [Paragraph 14]

A summary suspension is warranted as Respondent’s failure to abide by Order # 148940 requires emergency action to protect the public health, safety, and welfare.

ORDER

25. Respondent’s license to practice veterinary medicine, license number 403990, issued by the Wisconsin Veterinary Examining Board to Peter Gasper, D.V.M., is hereby **immediately summarily suspended effective upon signing of this order.**

26. Notwithstanding paragraph 25, suspension is **immediately stayed** until October 20, 2025, pending compliance with the following paragraphs (a) – (f):

a. Respondent shall provide proof of Respondent taking and passing the Wisconsin State Laws and Rules Examination prior to **October 19, 2025**; and,

b. Respondent shall provide proof by **October 19, 2025** that Respondent completed 24.6 continuing education credits; and,

c. Respondent shall provide proof by **October 19, 2025** that Respondent completed an additional 3 continuing education credits on the topic of establishing a proper VCPR; and,

d. Respondent shall submit all patient records from each VETSTER appointment to the board monitor. The records shall be provided on the last day of each month, beginning August 31, 2025. If Respondent has not had any VETSTER appointments within the reporting month, Respondent shall send the board monitor an email, affirmatively stating he has not had VETSTER appointments during the reporting month; and,

e. Respondent shall cease and desist from prescribing medication on the VETSTER platform unless Respondent has established a valid VCPR; and,

f. Respondent shall cease and desist from diagnosing disease and conditions on the VETSTER platform unless Respondent has established a valid VCPR; and,

27. Upon Respondent remaining in compliance with all parts and conditions of this order as well as Order # 148940, and committing no violations relating to veterinary medicine, said suspension shall remain stayed.

28. Any failure of Respondent to comply with this order or Order # 148940 will cause said suspension to go into effect.

29. Any violation by Respondent of a law or rule relating to veterinary medicine will cause said suspension to go into effect.

30. This Order shall be served upon Respondent by regular mail, as well as by electronic mail.

IT IS FURTHER ORDERED that:

31. The conditions listed above shall remain in effect for the period of any stay of suspension unless modified by further written Order of the Board.

32. The Board or its designee may reinstate the suspension without hearing, if provided with sufficient information that it is appropriate for the suspension to be reinstated. Whether to reinstate the suspension shall be wholly in the discretion of the Board or its designee.

33. Respondent may request a hearing contesting this Order, under

Wis. Stat. § 227.51. A request for formal hearing does not stay this Order pending the hearing, per Wis. Stat. § 227.54.

34. This Order is effective on the date of its signing.

FOR WISCONSIN VETERINARY EXAMINING BOARD:

by: Alan Holter DVM
Alan Holter DVM (Aug 19, 2025 15:18:31 CDT)

Aug 19, 2025

Print name: Alan Holter DVM

Date

A Member of the Board

Signature for 24 VET 094 P Gasper - Suspension Order

Final Audit Report

2025-08-19

Created:	2025-08-18
By:	Dustin Boyd (dustin.boyd@wisconsin.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAAvWa-qwf-W3oxVTIdTvoXWYyYk9PYLOU3s

"Signature for 24 VET 094 P Gasper - Suspension Order" History

-  Document created by Dustin Boyd (dustin.boyd@wisconsin.gov)
2025-08-18 - 7:55:08 PM GMT
-  Document emailed to alanholverveb@gmail.com for signature
2025-08-18 - 7:55:31 PM GMT
-  Email viewed by alanholverveb@gmail.com
2025-08-19 - 8:17:54 PM GMT
-  Signer alanholverveb@gmail.com entered name at signing as Alan Holter DVM
2025-08-19 - 8:18:29 PM GMT
-  Document e-signed by Alan Holter DVM (alanholverveb@gmail.com)
Signature Date: 2025-08-19 - 8:18:31 PM GMT - Time Source: server
-  Agreement completed.
2025-08-19 - 8:18:31 PM GMT

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
 : STIPULATION
PETER GASPER, D.V.M., :
RESPONDENT. : ORDER: 148940

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 094

Peter Gasper, D.V.M. (Respondent) and the Wisconsin Veterinary Examining Board (the Board) stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Board. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- a) The right to a hearing on the allegations against Respondent;
- b) The right to confront and cross-examine the witnesses against Respondent;
- c) The right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- d) The right to testify on Respondent's own behalf;
- e) The right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- f) The right to petition for rehearing; and
- g) All other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code and any other applicable provision of state or federal law.

3. Respondent is not represented by an Attorney.

4. Respondent agrees to the adoption by the Board of the Final Decision and Order, incorporated by reference as if fully set forth herein. The parties to the Stipulation consent to the filing of the Final Decision and Order as the final and official disposition of this matter, such filing to be done without further notice, pleading,

appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order should it be adopted in the proposed form.

5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Board for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution. Further, if this stipulation is not accepted, any continuing education completed in anticipation of the resolution may not be credited toward the final disposition of this matter.

6. The parties to this Stipulation agree that the attorney or other employee of the Wisconsin Department of Agriculture, Trade and Consumer Protection and any member of the Board assigned as the case advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, the case advisor may, as a member of the Board, vote on whether the Board should accept this Stipulation and issue the Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be available to the public.

8. This Order may be executed in multiple originals, which together shall constitute a single document. The parties agree to accept a handwritten signature or an electronic signature that complies with Wis. Stat. ch. 137 to execute this Order.

Peter Gasper, D.V.M.,
Fremont, Wisconsin

1.25.25
Date

FOR WISCONSIN VETERINARY EXAMINING BOARD:

By: Alan Waite DVM

1.22.25
Date

Print name: Alan Waite DVM
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY :
PROCEEDINGS AGAINST :
: FINAL DECISION AND ORDER
PETER GASPER, D.V.M., :
RESPONDENT. : ORDER: 148940
:

Department of Agriculture, Trade and Consumer Protection Case No. 24 VET 094

The parties, pursuant to the Stipulation, incorporated herein, agree to the terms and conditions in this Final Decision and Order as the final disposition of this matter.

Accordingly, the Wisconsin Veterinary Examining Board (the Board) adopts the Stipulation and makes the following Findings of Fact, Conclusions of Law, and Order.

PARTIES

1. The Board is created in the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department), pursuant to Wis. Stat. § 15.135(5).
2. Dr. Peter Gasper (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 403990, first issued on April 14, 2010, and current through December 31, 2025.
3. The Respondent's most recent municipality of residence on file with the Department is Fremont, Wisconsin.

FINDINGS OF FACT

4. Respondent has no previous disciplinary history.
5. At all times relevant to this proceeding, Respondent was working as a veterinarian at the online platform, VETSTER.
6. On August 5, 2024, the Board received a complaint regarding the Respondent that he was diagnosing conditions and diseases, and prescribing medicine via telehealth without having established a valid Veterinarian – Client – Patient relationship. (VCPR). Respondent provided records from his VETSTER clients. The records show Respondent diagnosed and prescribed medicines to animals

he had not met in person. Establishing a valid VCPR in Wisconsin cannot be done via telemedicine. Wis. Admin. Code s. VE 1.50 (4).

a. On or about August 11, 2024, Respondent prescribed Clavamox on the VETSTER platform for Lilly, a cat he had not seen in person; owner Thearesa Lima.

b. On or about November 21, 2023, Respondent prescribed Clavamox and eye drops on the VETSTER platform for Hilda, a cat he had not seen in person; owner Marena Erickson.

c. On or about April 15, 2024, Respondent prescribed Ronidazole on the VETSTER platform for Indigo, a cat he had not seen in person; owner Jennifer Schultz.

d. On or about April 22, 2024, Respondent prescribed Amoxicillin on the VETSTER platform for Albus, a cat he had not seen in person; owner Kelly Richards.

e. On or about June 7, 2024, Respondent diagnosed Chester with idiopathic cystitis and prescribed antibiotics on the VETSTER platform for Chester, a cat he had not seen in person; owner Amy Johaneck.

7. As part of the investigation, the Respondent was requested to provide continuing education (CE) certificates for the 2022-2023 licensing period.

i. Respondent provided 13.6 hours of the 30 hours of CE required for the licensing period; 11.6 hours were scientific and 2.0 hours of non-scientific.

8. Respondent certified during the subsequent licensing renewal period that he had completed the required credits.

CONCLUSIONS OF LAW

9. The Board has jurisdiction in this matter, pursuant to Wis. Stat. § 89.07(2).

10. The Board is authorized to enter into the Stipulation, pursuant to Wis. Stat. § 227.44(5).

11. The Board has authority to assess costs of the proceeding, pursuant to Wis. Stat. § 89.0715(2).

12. By the conduct described in the Findings Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § 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.

a. Respondent violated Wis. Admin. Code s. VE 1.50 (4): *Except as provided under subs. (6) and (7) and s. VE 1.46, the veterinarian must have an established VCPR with the client. The VCPR must be established via an in-person physical exam, or timely medically appropriate visits to the premises on which the patient is kept. The VCPR may not be established by telehealth technologies.*

13. By the conduct described in the Findings of Fact, Respondent engaged in unprofessional conduct as defined by Wis. Admin. Code § VE 1.58 (26): *Falsely certifying to the board under § VE 1.30 (5) that the veterinarian: (a) has completed the 30 hours of continuing education required under § VE 1.30 (1).*

a. Respondent completed 13.6 of the required 30 hours.

14. The Board has authority to reprimand the Respondent or deny, suspend, limit, or revoke the Respondent's veterinary license pursuant to Wis. Admin. Code § VE 1.60.

ORDER

15. The Stipulation is accepted.

16. Respondent's license to practice veterinary medicine is limited as follows:

17. Respondent shall not diagnose disease or other conditions on VETSTER, unless he has established a valid VCPR, which can only be done by an in-person visit. Similarly, Respondent shall not prescribe medication on VETSTER.

18. Respondent shall immediately place the following language at the top of the landing page on VETSTER, in size 14 Arial, or similar, font. "UNDER CURRENT WISCONSIN LAW, I AM ONLY ABLE TO GIVE MY OPINION. I CANNOT DIAGNOSE AND I CANNOT PROVIDE PRESCRIPTION MEDICATIONS THROUGH THIS PLATFORM." This language should be the first thing one sees on Respondent's page. This is the page searchers will come to first when seeking an appointment. This language shall immediately precede "I've been a veterinarian for over 40 years." Respondent shall also place this same language on his profile page on VETSTER.

19. Respondent shall keep records in accordance with Wis. Admin. Code Ch. VE 1.

20. For 12 months following the issuance of this order, Respondent shall provide all patient records from each VETSTER appointment to the board at the address in paragraph 22. The records shall be provided on the first day of each month for the preceding month. For example, on July 1 Respondent must send all Vetster records for the month of June. If an appointment overlaps two months, Respondent shall send the record the following month.

21. Within 90 days of the date of this Order, Respondent shall, at Respondent's expense, take and successfully complete 24.6 hours of continuing education as required under Wis. Admin. Code § VE 1.30 (1). Three (3) credits shall be in the category of establishing a valid VCPR in Wisconsin.

- a. If the Stipulation and Order are accepted by the Board, the Board will accept continuing education hours taken after Respondent has signed the stipulation in this matter. Regardless of when the continuing education begins, it must be completed within 90 days of the date of the Order.
- b. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Board at the address stated below.
- c. Any education completed pursuant to this Order may not be used to satisfy any continuing education requirements for any license period outside of 2022-2023.

22. Proof of successful course(s) completion shall be sent to:

DATCP
Division of Animal Health
Attn: Veterinary Examining Board Monitor
P.O. Box 8911
Madison, WI 53708-8911

Or via email to:
Helen.Kennebeck@wisconsin.gov

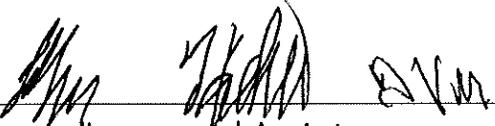
23. Within 14 days of the effective date of this Order, Respondent shall pay costs of this matter in the amount of \$662.11 by check or money order payable to the Wisconsin Department of Agriculture, Trade and Consumer Protection.

24. Upon application submission for the next licensing biennium, Respondent shall submit proof of completed continuing education as required in Wis. Admin. Code § VE 1.30 (1). Proof shall be sent to the address/email in paragraph 22.

25. Violation of any of the terms of this Order may be construed as conduct imperiling public health, safety and welfare and may result in a summary suspension of Respondent's license without further notice or hearing, until Respondent has complied with the relevant portion of this Order. The Board in its discretion may in the alternative impose additional conditions and limitations or other additional discipline for a violation of any of the terms of this Order.

26. This Order is effective on the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By:  11-22-25
Date
Print name: Alan Hightower DVM
A Member of the Board

STATE OF WISCONSIN
BEFORE THE VETERINARY EXAMINING BOARD

IN THE MATTER OF DISCIPLINARY PROCEEDINGS AGAINST PETER GASPER, D.V.M., RESPONDENT.	ORDER LIFTING LICENSE SUSPENSION ORDER: 148940-B
--	--

The Wisconsin Veterinary Examining Board (the Board) makes the following Findings of Fact and Order.

PARTIES

1. The Board is created and attached to the Wisconsin Department of Agriculture, Trade and Consumer Protection (the Department) pursuant to Wis. Stat. § 15.135(5).

2. Peter Gasper (Respondent), is licensed in the State of Wisconsin to practice veterinary medicine, having license number 403990, first issued on April 14, 2010, and current through December 31, 2025.

3. The Respondent's most recent municipality of residence on file with the Department is Fremont, Wisconsin.

FINDINGS OF FACT

4. On April 22, 2025, the Board issued a Final Decision and Order 148940, case number 24 VET 094 limiting Respondent's license to practice veterinary medicine.

5. For Respondent's failures to comply with many of the conditions set forth in Order number 148940, the Board entered a Suspension Order on August 19, 2025, which was stayed immediately. This order, number 148940-A, provided Respondent 60 days to complete several conditions; if he did not do so, the suspension would go into effect. When Respondent failed to comply with the conditions, Respondent's license was suspended on December 30, 2025.

6. Pursuant to the terms of the Orders, Respondent was required to:

- submit VETSTER records for May, June, July as required.
- Cease diagnosing an animal's condition or disease on an animal with whom you had not established a valid VCPR.

- Cease prescribing medication to an animal with whom you had not established a valid VCPR.
- Provide proof of having completed of 24.6 continuing education credits by July 22, 2025.
- Provide proof of having completed 3 continuing education credits on the topic of establishing a valid VCPR by July 22, 2025.
- Provide proof of taking and passing the Wisconsin State Laws and Rules Examination prior to October 19, 2025.

7. Respondent has completed the terms of the Orders.

ORDER

- 7. Respondent's license suspension is lifted.
- 8. This Order is effective the date of its signing.

FOR THE WISCONSIN VETERINARY EXAMINING BOARD:

By: _____ Date _____

Print name: _____
A Member of the Board



Licenses Returned to Full Status by Department Monitor

Authorities Delegated to the Department Monitor

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

1. Grant full reinstatement of licensure if CE and payment of costs are the sole conditions of the limitation and Respondent has submitted the required proof of completion for approved courses and full payment of costs.

The following licenses have been returned to full status by the Department Monitor in the previous quarter:

CASE #	RESPONDENT	DATE RETURNED TO FULL STATUS
25 VET 031	Dr. Anna Bovitz	12-1-2025
24 VET 156	Dr. Taylor Marquardt	12-3-2025
24 VET 037	Dr. Douglas Keen	10-28-2025

PENDING VEB CASE UPDATE LIST

Legend:	Update Since Last Bi-Weekly Meeting	Waiting on Response	Documents Need to be Written	Cases Set for Full Board Consideration
----------------	-------------------------------------	---------------------	------------------------------	--

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
22VET073 and 22VET076	130804 131140	Wesley Arnett	Wirth	Holter	Liz

- a. 8/16/22 – opened at screening
- b. Dr. Holter approved removing the stay of Respondent’s suspension in 19VET091
- c. 12.10.25 received voluntary surrender of license and signed stip
- d. On for board signature for January 2026

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
23 TECH 006, 23 TECH 007, 23 TECH 009, 24 TECH 025, 23 GEN 002, 24 TECH 016	128503	Davies, Allison	Barker, April	Holter	Erin

- a. 9.27.23 Opened at screening for further investigation. Combined with 23 GEN 002, 23 TECH 007, AND 23 TECH 009.
- b. 2.19.25 24 TECH 025 opened at screening. Added to existing case.
- c. 1.14.26 Working on FDO. 23 TECH 006 AND 23 TECH 007 requests to close on agenda for 1/27/26.

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 036	136977	Gidlund, Clifford		Holter (Lang)	Erin

- a. 3.6.24 Opened case
- 2.27.25 conversation with CA. Delegation CE (1-2 hours), retake WI laws and regs open-book exam

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 037	136979	Jorgenson Kohn		Holter (Lang)	Erin

- a. 3.6.24 Opened case
- 2.27.25 conversation with CA. Delegation CE (1-2 hours), retake WI laws and regs open-book exam

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 080	145425	Treichel, Erika		Holter (Lang)	Erin

- a. 7.29.24 Opened investigation based on interview with Dr. Jorgenson Kohn 7.26.24
- b. 2.27.25 conversation with CA. Delegation CE (1-2 hours), retake WI laws and regs open-book exam
- c.

CASE#	CRM#	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 158	159333	VanDomelen	McLeod	Holter	Erin

- a. 2.19.25 Opened at screening
- b. 3.11.25 Order signed in lieu of suspension
- c. 7.7.25 Meeting with Respondent, Dr. Ballmer, Atty. McLeod, Dustin, Melissa, Liz, Aaron, Dr. Holter. McLeod wants to submit something for review; deadline 7/18/25.
- d. 8/29/25 Liz sent proposed resolution documents to Atty. McLeod. Response due 9/15/25.
- e. 9.8.25 Dustin and Erin went to Ridglan to obtain records for cherry eye and dental extraction surgeries to ensure compliance with Order signed 3/11/25. Also to see what anesthesia is being used. Obtained copy of anesthesia log, left request with secretary of records we wanted. Liz received call from EMM that afternoon; was upset and asked questions about why we were there. Liz explained it was a compliance check, authority.
- f. 9.30.25 Board voted to summarily suspend license.
- g. 10.3.25 Summary Suspension Order was served via USPS mail.
- h. 10.6.25 Atty McLeod requested hearing to show cause
- i. 11.5.25 Hearing. ALJ upheld VEB decision, suspension continues.
- j. 11.19.25 Ad Hoc meeting, Board formally adopts ALJ decision.
- k. 12.22.2025 Liz sent FDO to EMM, deadline for response 1.5.26
- l. 01.05.2025 - Extension granted until 01/19/2025.
- m. 1.9.25 EMM requests phone conversation with Liz to discuss "procedural/logistical issues" with FDO.
- n. 1.13.26 Liz spoke with EMM re: questions. Liz emailed CA for answers. Liz forwarded CA response to EMM. Liz asked if Respondent would sign, if the changes/issues in the FDO were addressed. If so, Erin will go ahead and revise the FDO.
- o. 1.20.26 Liz sent email to EMM requesting response by 1.30.26.

CASE#	CRM#	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 TECH 001	163296	Parr, Leslie		Schuh	Erin

- a. Opened at screening for CE (will include Fear Free certification, ethics component, up to CA)
- b. 10.28.25 Error noticed at Full Board; "licensed to practice vet med" instead of "veterinary technology". Documents edited and ready for signature at January 2026 Full Board. Respondent has been notified. Payment of costs and CE have been received, FLO can be issued.

CASE#	CRM#	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 107, 24 VET 146, 25 VET 081	165449	Elmer, Jean	Melrood	Miesen	Erin

- a. 5.27.25 Both cases opened at screening
- b. 12.15.25 Started FDO
- c. 12.17.25 Case 25 VET 081 opened at screening.
- d. 1.14.26 Working on FDO

CASE#	CRM#	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 TECH 027		Heller, Georgia	McLeod	Holter	Erin
<p>a. 4.22.25 screened. Unlicensed practice portion undetermined, refer to DATCP. Open for multiple violations, including zero hours of CE submitted for 2022-2023.</p> <p>a. 1.7.26 On agenda for 1.27.26 Full Board</p>					

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 167	168510	Singh, Harminder	Melrood	Solverson	Liz
<p>a. 6.17.25 screened, opened for records, possible failure to adequately treat post-op; also what are protocols for sterilization of instruments and surgery.</p> <p>b. 7.24.25 email CA for dispo recs</p> <p>c. 12/22/2025 – Stip signed, on for Jan board meeting.</p>					

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 048	172217	Gibbs, Erika	Melrood	Solverson	Heidi
<p>a. 8.19.25 Opened at screening for informed consent/communication</p> <p>b. 1.6.26 Stip/FDO loaded for Jan. Full board</p>					

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 060	170395	Pape, James		Centracchio	Erin
<p>a. 8.19.25 Opened at screening for informed consent.</p> <p>b. 9.8.25 Order requiring 2 hour client communication and 1 hour informed consent.</p> <p>c. 10.10.25 Sent documents to Respondent. 10/24/25 deadline for response. Ext. requested.</p> <p>d. 11/24/25 Sent email to Atty. Re status of response – drafting a proposal, would like AW instead of FDO. Has completed CE in proposed Order.</p> <p>e. 1.5.26 Sent email requesting proposal and documents no later than 1.19.26</p>					

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 059	166460	Niemczyk, Jennifer		Miesen	Glenn
<p>a. 8.19.25 Case opened at screening.</p> <p>b. 12.3.25 Verification of completing 3 CE hours and payment of costs (\$341.03) received.</p> <p>c. 1.27.26 Signed Stip & FDO submitted for Board consideration.</p>					

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 069	172426	Dunbar, Allen		Holter	Heidi
<p>a. 9.16.25 Opened at screening</p> <p>b. 1.12.26 Stip/FDO loaded for Jan. Full Board</p>					

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
--------	-------	------------	----------	--------------	-------------

25 VET 072	172273	Haukaas, Erik		Centracchio	Heidi
<ul style="list-style-type: none"> a. 9.16.25 Opened at screening b. 1.14.26 Stip/FDO loaded for January Full Board 					
CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 049	172218	Bahl, Brittany		Solverson	Glenn
<ul style="list-style-type: none"> a. 9.16.25 Case opened at screening. b. 1.27.26 Signed Stip & FDO submitted for Board consideration (4 CE hours and \$746.49). 					
CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 138	158419	Dunlop, Allison	Melrood	Miesen	Liz
<ul style="list-style-type: none"> a. 9.16.25 Opened at screening for improper delegation b. 9.17. 25 –9.21.25 email conversation with CA regarding dispo; recommends Admin Warnings for all c. Liz to write Admin warning d. 12/22/2025 – Done and set for Jan meeting. 					
CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 140	158669	Stowell, Amanda	Melrood	Miesen	Liz
<ul style="list-style-type: none"> a. 9.16.25 Opened at screening for improper delegation b. 9.17. 25 –9.21.25 email conversation with CA regarding dispo; recommends Admin Warnings for all c. Liz to write Admin warning d. 12/22/2025 – Done and set for Jan meeting. 					
CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 141	158670	Nyren, Kristin	Melrood	Miesen	Liz
<ul style="list-style-type: none"> a. 9.16.25 Opened at screening for improper delegation b. 9.17. 25 –9.21.25 email conversation with CA regarding dispo; recommends Admin Warnings for all c. Liz to write Admin warning d. 12/22/2025 – Done and set for Jan meeting. 					
CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 142	158671	Theisen, Megan	Melrood	Miesen	Liz
<ul style="list-style-type: none"> a. 9.16.25 Opened at screening for improper delegation b. 9.17. 25 –9.21.25 email conversation with CA regarding dispo; recommends Admin Warnings for all c. Liz to write Admin warning d. 12/22/2025 – Done and set for Jan meeting. 					
CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
24 VET 143	158672	Lyon, Aubrey	Melrood	Miesen	Liz
<ul style="list-style-type: none"> a. 9.16.25 Opened at screening for improper delegation b. 9.17. 25 –9.21.25 email conversation with CA regarding dispo; recommends Admin Warnings for all c. Liz to write Admin warning d. 12/22/2025 – Done and set for Jan meeting. 					

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 041	172563	Wagner, Laura	Melrood	Miesen/Solverson	Erin

- a. 9.16.25 case opened at screening

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 068	172560	Myszka, Rebecca		Miesen	Erin

- a. 9.16.25 opened at screening

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 056	175707	Anderson, Cole		Miesen	Heidi

- a. 10.28.25 Opened at screening for accreditation/VCPR
b. 1.12.26 Respondent emailed asking for more time to decide + had some questions
c. 1.12.26 Email to Respondent with answers to questions and a new due date of 1.28.26

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 080	175772	Marquardt, Taylor		Centracchio	Heidi

- a. 10.28.25 Opened at screening for medical notes-nothing in MR stating what the test ruled out or confirmed
b. 1.2.26 Admin Warning loaded for Jan. Full Board

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 065	174775	Selbert, Karen	Melrood	Schuh	Erin

- a. 10.28.25 opened at screening for CE, zero hours 2022-2023. Need to ask for CE for 2020-2021.
b. 11.25.25 Received signed Stip. On agenda for 1.27.26 Full Board

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 066	167086	Steffen, Trina	Melrood	Schuh	Erin

- a. 10.28.25 Opened at screening for CE. Missing two hours. Propose admin warning if two hours CE completed
b. 11.25.25 Sent proposed resolution documents to atty. On agenda for 1.27.26 Full Board

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 064	174820	Singh, Jagmohan		Holter	Glenn

- a. 10.28.25 Case opened at screening (electronic audit of medical records software to identify any changes in patient's medical record).

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 087	176116	Texeira, David		Miesen	Heidi

- a. 11.18.25 Opened at screening; get more info as it appears exam was done by another vet on 6.9.25. No follow up on results (positive test results)/lack of calling back is biggest issue
b. 12.5.25 CA recommends closing case-when closing letter done after Jan. Board meeting, advise of importance of making sure he is logged in under the correct user on the computer so there is no confusion as to who performed the exam

c. Case closing form in N drive for January full Board

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 090	176117	Germano, Julie	Melrood	Solverson	Heidi

- a. 11.18.25 Opened at screening for lack of knowledge/skill
- b. 1.2.26 FDO docs emailed to Respondent with requested due date of 1.14.26
- c. 1.7.26 Atty Melrood hired and sent email stating they will respond when a decision is made
- d. 1.14.26 Email to Atty advising I have updated due date to 1.28.26; if more time needed, please request it

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 085	177741	Morrow, Peter		Holter	Heidi

- a. 12.17.25 Opened at screening; refusing to provide records. Some discussion of owner/responsible party declining bloodwork.
- b. 1.6.26 Admin Warning loaded for Jan. Full Board

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 GENERAL 008	177806	Meyer, Kolleen		Centracchio	Heidi

- a. 12.17.25 Opened at screening; short 4 hours of scientific CE. Open and wait until guidance document is created regarding vaccines at shelters.
- b. 12.18.25 Email to CA-just that case is assigned but is ON HOLD until guidance document is created.

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 089	177987	Baenen, Mark	Melrood	Solverson	Glenn

- a. 12.17.25 Case opened at screening (CE - medical Rx record keeping).

CASE #	CRM #	RESPONDENT	ATTORNEY	CASE ADVISOR	ASSIGNED TO
25 VET 070	176039	Williamson, Derek	Melrood	Solverson	Liz

- a. 10.28.25 Opened at screening (failed to relate blood test results to owner in a timely fashion)
- b. 11.24.25 Email to CA; admin warning appropriate
- c. Admin warning on for January meeting