



State of Wisconsin
Veterinary Examining Board

Governor Tony Evers
Dr. Hunter Lang, DVM, Chair

VETERINARY EXAMINING BOARD
April 19, 2023
9:00am
Contact: Melissa Mace 608-279-3861

Meeting Location is Virtual Only Internet Access: Join ZoomGov Meeting
<https://www.zoomgov.com/j/1605981975?pwd=cGV5Z1diYVVo3NmhzSGYxUTlyZEVsdz09>

Via Telephone Access: Dial 1 669 254 5252 Meeting ID: 160 598 1975 and participant code: 010765

If you would like to provide comment to the board during the public comment time please send your name, address, who you are representing (if other than yourself), and the topic of your comments to Melissa Mace at Melissa.Mace@wisconsin.gov or (608) 279-3861 by 4:30 p.m. Tuesday, April 18, 2023

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**
- III. Approval of Board Meeting Minutes**
 - A. January 25, 2022 Full Board Meeting (**Action Item**)
- IV. Introductions, Announcements and Recognition**
 - A. Introduction: Jonathon Bent, new VEB licensing associate.
 - B. Recognition of service: Dr. Lisa Weisensel Nesson and Mr. Arden Sherpe
- V. Public Comments**

Each speaker is limited to five minutes or less, depending on the number of speakers your name, address, who you are representing (if other than yourself), and the topic of your comments.
- VI. Administrative Items (informational)**
 - A. VPAP Quarterly/Annual report informational
 - B. Board officers and committee appointments changeover
 - C. Complaints: Annualized Summary
 - D. Discipline: Administrative Warning vs. Final Decision & Order
 - E. Complaint confidentiality and conflicts of interest

VII. Licensing/Exam Inquiries (informational)

- A. Credential Holder Summary

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

- A. AAVSB Annual Meeting & Conference, Kansas City MO Sept. 28-30
- B. Recap AAVSB Spring Executive Directors Meeting Kansas City MO April 13, 2023
- C. AAVSB Program & Services Think Tank Ad-hoc Committee Request for Information on NAVLE Streamlining Eligibility
- D. Military Portability

IX. Administrative Code Updates

X. Legislative and Policy Update

- A. Legislative update (informational)

XI. Strategic Goals

- A. 2022 Review (informational)
- B. 2023 Changes (action item)

XII. Future Meeting Dates and Times

- A. Screening Committee Meeting - April 19 11am (or after conclusion of 1/4ly if later)
- B. Credentialing Committee Meeting (TBD)
- C. Next Board Meeting – July 19, 2023 (9a.m.)

XIII. CONVENE TO CLOSED SESSION (ROLL CALL)

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

XIV. Deliberation on Licenses and Certificates (Action Items)

XV. Deliberation on Compliance Matters (Action Items)

- A. Proposed Administrative Warnings
- B. Proposed Stipulations, Final Decisions and Orders
 - 1. 22 VET 114 KS
 - 2. 22 VET 116 AS
 - 3. 22 VET 084 CG
 - 4. 22 VET 118 NK

5. 22 VET 117 NJ
6. 22 VET 018 GG
7. 22 VET 107 MK
8. 22 VET 012 LR
9. 22 VET 120 AL
10. 22 VET 087 PM

C. Proposed Orders of Suspension

D. Investigations Recommended for Closure

1. 22 VET 031 RG
2. 22 GENERAL 003 HS
3. 23 GENERAL 001 AWC
4. 22 TECH 007 SZ
5. 22 VET 090 SB

XVI. Review of Veterinary Examining Board Cases

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

XVII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

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

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

XX. Ratification of Licenses and Certificates

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

XXI. ADJOURNMENT

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



State of Wisconsin
Veterinary Examining Board

Governor Tony Evers
Dr. Hunter Lang, DVM, Chair

VETERINARY EXAMINING BOARD

MEETING MINUTES

Wednesday, January 25, 2023

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

STAFF PRESENT, Department of Agriculture, Trade and Consumer Protection (DATCP): Melissa Mace, VEB Executive Director; Aaron O'Neil, Attorney; Axel Candelaria Rivera, Disciplinary Counsel; Erin Carter and Liz Kennebeck, Investigators; Keri Spaeth, Compliance Specialist; Dustin Boyd, Compliance Supervisor; Angela Fisher, Program and Policy Analyst; Karen Torvell, Program Assistant Supervisor.

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

AGENDA

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

II. Approval of the Agenda (action item)

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

III. Approval of Board Meeting Minutes

A. October 19, 2022 Full Board Meeting (**action item**)

MOTION: Lisa Weisensel Nesson moved, seconded by Alan Holter, to approve the October 19, 2022 Board minutes. Motion carried unanimously.

B. January 3, 2023 Ad Hoc Board Meeting (**action Item**)

MOTION: Leslie Estelle moved, seconded by Lyn Schuh, to approve the January 3, 2023 Board minutes. Motion carried unanimously.

IV. Introductions, Announcements and Recognition (informational)

A. Axel F. Candelaria Rivera is the new VEB disciplinary legal counsel.

V. Public Comments

Danny Thornborrow, DVM, introduced himself and answered questions from Board members related to agenda item VII. A. Thornborrow indicated that he is open to doing continuing education and a subject matter competency exam.

VI. Administrative Items

A. Board member terms (informational)

Melissa Mace gave an update reminding the Board members about term limits. Lisa Weisensel Nesson's second term expires in July, 2023, but she can choose to continue to serve until a new appointment is made. If any Board member does not want to serve a second term, they should communicate with Melissa Mace.

B. Election of Officers (Current office holders) (action item)

The elections are taking place now in January, but the changes will take place in July, 2023.

1. Chair (current: Hunter Lang)

Melissa Mace called for nominations three times.

NOMINATION: Alan Holter nominated Hunter Lang for the Office of Chair. Hunter Lang was elected as Chair by unanimous vote.

2. Vice Chair (current: Alan Holter)

Melissa Mace called for nominations three times.

NOMINATION: Hunter Lang nominated Alan Holter for the Office of Vice Chair. Alan Holter was elected as Vice Chair by unanimous vote.

3. Secretary (current: Amanda Reese)

Melissa Mace called for nominations three times.

NOMINATION: Hunter Lang nominated Amanda Reese for the Office of Secretary. Amanda Reese was elected as Secretary by unanimous vote.

C. Appointments of Liaisons, Alternates, and Delegates (**action item**)

The appointments are taking place now in January, but the changes will take place in July, 2023.

1. Continuing Education and Exams Liaison (current: Primary: Hunter Lang, Alternate: Lyn Schuh)

Hunter Lang appointed Hunter Lang as the primary Continuing Education and Exams Liaison and Lyn Shuh as the secondary Continuing Education and Exams Liaison.

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

2. Screening Committee (current: Alan Holter, Lyn Schuh, Leslie Estelle, Lisa Weisensel Nesson, Arden Sherpe)

Hunter Lang appointed Alan Holter, Lyn Schuh, Leslie Estelle, Amanda Reese, and Karl Solverson to the Screening Committee.

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

3. Credentialing Committee (current: Hunter Lang, Lisa Weisensel Nesson, Lyn Schuh)
Hunter Lang appointed Karl Solverson, Hunter Lang, and Lyn Schuh to the Credentialing Committee.

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

4. Administrative Rules Committee (current: Leslie Estelle, Lisa Weisensel Nesson, Amanda Reese)
Hunter Lang appointed Leslie Estelle, Arden Sherpe, and Hunter Lang.

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

D. Delegated Authority Motions (**action item**)

1. Urgent Matters

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

2. Screening Committee

MOTION: Alan Holter moved, seconded by Karl Solverson, that the Board delegates authority to the Screening Committee to open cases for investigation or close cases inappropriate for further action. Motion carried unanimously.

MOTION: Leslie Estelle moved, seconded by Karl Solverson, that the Board delegates authority to the Screening Panel to consider questions related to scope of practice of veterinary medicine and veterinary technicians. The Screening Committee may choose to approve or reject a particular practice, or bring the matter to the full Board. Motion carried unanimously.

3. Credentialing Committee

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

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

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

Motion carried unanimously.

4. Document Signatures

MOTION: Leslie Estelle moved, seconded by Karl Solverson, that the Board delegates authority to the Chair to sign documents on behalf of the Board. In order to carry out duties of the Board, the Chair has the ability to delegate this signature authority to the Board’s Executive Director for purposes of facilitating the completion of assignments during or between meetings. Motion carried unanimously.

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

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

E. VPAP Status (informational)

LifeWorks is the new Veterinary Professional Assistance Program (VPAP) provider beginning February 1, 2023.

VII. Licensing/Exam Inquiries

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

Dr. Danny Thornborrow, DVM, retired in 2012 and is applying for a veterinary license renewal.

MOTION: Alan Holter moved, seconded by Lisa Weisensel Nesson, to require Dr. Thornborrow to complete 30 hours of continuing education to include; at least 25 hours of the 30 hours of continuing education shall be related to scientific topics pertinent to veterinary medicine; all 30 hours shall be documented; a minimum of 25 of those hours of continuing education shall be documented by an approved program provider; 12 hours of the 30 hours of continuing education shall be in person or live online. All continuing education taken to satisfy this requirement must be taken after January 25, 2023. Take and pass the ICVA species specific companion animal exam. All conditions must be satisfied prior to renewal and renewal must take place prior to December 1, 2023. No continuing education taken for this renewal may count towards the 2024 renewal. Motion carried unanimously.

MOTION: Karl Solverson moved, seconded by Lisa Weisensel Nesson, to have the credentialing committee create a guidance to follow for the renewal of credential holders that apply to renew their credentials after a lapse five years or more. Motion carried unanimously.

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

- A. Board Basics & Beyond Training, Kansas City MO April 14-15
Board members who would like to attend the training should communicate with Melissa Mace.
- B. AAVSB Annual Meeting & Conference, Kansas City MO Sept. 28-30
Board members who would like to attend the meeting should communicate with Melissa Mace.

IX. Administrative Code Updates

- A. Administrative Rule Committee referral for Rule/Statute review (**action**)

MOTION: Alan Holter moved, seconded by Lisa Weisensel Nesson, to convene the Administrative Rules Committee to discuss aspects of rules to be considered for possible inclusion in a rule scope related to the promulgation of rule changes in VE 1-3. Additionally, the Administrative Rules Committee may discuss potential statutory changes that would enhance the practice of veterinary medicine in Wisconsin. Motion carried unanimously.

- B. AVMA Veterinary Information Forum – Mid level technicians
Hunter Lang summarized AVMA leadership conference discussions regarding the possibility to create a mid-level technician category or modify the roles of veterinary technicians.

X. Legislative and Policy Update

- A. Legislative update (informational)
Angela Fisher gave an update about the beginning of the legislative session and a bill related to the Board.

XI. Strategic Goals

- A. 2022 Goals (informational)
Melissa Mace gave an update about the status of 2022 strategic plan goals.

XII. Future Meeting Dates and Times

- A. Next Board Meeting – April ##, 2023 (9a.m.)
The Boardroom is not available on April 19, 2023. The Board will keep the April 19, 2023, meeting date and will hold a fully virtual meeting.

XIII. CONVENE TO CLOSED SESSION (ROLL CALL)

MOTION: Leslie Estelle moved, seconded by Lisa Weisensel Nesson, 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; Hunter Lang – yes; Karl Solverson – yes; Leslie Estelle – yes; Lyn Schuh – yes; Lisa Weisensel Nesson – yes;

XIV. Deliberation on Licenses and Certificates (action items)

XV. Deliberation on Compliance Matters (action items)

A. Proposed Administrative Warnings

B. Proposed Stipulations, Final Decisions and Orders

1. 19 VET 080 SK
2. 22 VET 082 ZR
3. 22 VET 074 WN
4. 22 TECH 004 BK
5. 19 VET 055, 19 VET 090, 20 VET 041RG
6. 22 VET 013 HW
7. 22 VET 007JR
8. 22 VET 085 KM
9. 22VET 105 BH
10. 22VET 092 MS
11. 22 VET 035 SS
12. 22VET 055 EB
13. 22 VET 109 BK

C. Orders Granting Full Licensures

D. Suspension Orders

XVI. Review of Veterinary Examining Board Pending Cases Status Report

A. Pending Case Status Report (Informational)

XVII. RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

MOTION: Lisa Weisensel Nesson moved, seconded by Leslie Estelle, to reconvene to open session. Motion carried unanimously.

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

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

MOTION: Alan Holter moved, seconded by Karl Solverson, to accept stipulations and final decision orders in the cases of: 19 VET 080 SK, 22 VET 082 ZR, 22 VET 074 WN, 22 TECH 004 BK, 19 VET 055, 19 VET 090, 20 VET 041RG, 22 VET 013 HW, 22 VET 007JR, 22 VET 085 KM, 22VET 105 BH, 22VET 092 MS, 22 VET 035 SS, 22VET 055 EB, 22 VET 109 BK. Motion carried unanimously.

XX. Ratification of Licenses and Certificates

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

XXI. ADJOURNMENT

MOTION: Lyn Schuh moved, seconded by Lisa Weisensel Nesson, to adjourn. Motion carried unanimously.

The meeting adjourned at 11:10AM.

Veterinary Examining Board Agenda Request Form

1) Meeting Date	April 4, 2023																												
2) Requestor Name	Mace																												
3) Item Title for the Agenda	VPAP update																												
4) Should the Item be in Open or Closed Session?	Open																												
5) Are there Attachments? (If yes, include file names)	Yes																												
6) Is a Public Appearance Anticipated?	No																												
7) Description of the Agenda Item	<p>Informational – no action needed.</p> <p>2023 – Contract with Lifeworks. Working on request for bid process for 2024 and beyond.</p> <p>1st Qtr 2023 Summary:</p> <p>1st Quarter (partial) Utilization rate:</p> <p>Seminars held (Oct – Dec):</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr style="background-color: #d9ead3;"> <th style="text-align: center;">Topic</th> <th style="text-align: center;">Date</th> <th style="text-align: center;">Time</th> <th style="text-align: center;">Attendance</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Lifeworks VPAP specific Orientation</td> <td style="text-align: center;">1/31/2023</td> <td style="text-align: center;">12pm</td> <td style="text-align: center;">2</td> </tr> <tr> <td style="text-align: center;">Lifeworks Orientation/discussion WVMA Mental Health Task Force</td> <td style="text-align: center;">2/7/2023</td> <td style="text-align: center;">7pm</td> <td></td> </tr> <tr> <td style="text-align: center;">Lifeworks VPAP specific Orientation</td> <td style="text-align: center;">2/21/2023</td> <td style="text-align: center;">7pm</td> <td style="text-align: center;">6</td> </tr> </tbody> </table> <p>VPAP Bulletins sent (Jan - March):</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9ead3;"> <th style="text-align: center;">Sent Date</th> <th style="text-align: center;">Bulletin Subject</th> <th style="text-align: center;">Total Recipients</th> <th style="text-align: center;">Unique Email Open Rate</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">3/27/2023</td> <td>Live FAQ on the Veterinary Medicine Loan Repayment Program</td> <td style="text-align: center;">3,697</td> <td style="text-align: center;">52.70%</td> </tr> <tr> <td style="text-align: center;">3/15/2023</td> <td>Applications Open for Two Veterinary Examining Board Seats</td> <td style="text-align: center;">3,698</td> <td style="text-align: center;">59.80%</td> </tr> </tbody> </table>	Topic	Date	Time	Attendance	Lifeworks VPAP specific Orientation	1/31/2023	12pm	2	Lifeworks Orientation/discussion WVMA Mental Health Task Force	2/7/2023	7pm		Lifeworks VPAP specific Orientation	2/21/2023	7pm	6	Sent Date	Bulletin Subject	Total Recipients	Unique Email Open Rate	3/27/2023	Live FAQ on the Veterinary Medicine Loan Repayment Program	3,697	52.70%	3/15/2023	Applications Open for Two Veterinary Examining Board Seats	3,698	59.80%
Topic	Date	Time	Attendance																										
Lifeworks VPAP specific Orientation	1/31/2023	12pm	2																										
Lifeworks Orientation/discussion WVMA Mental Health Task Force	2/7/2023	7pm																											
Lifeworks VPAP specific Orientation	2/21/2023	7pm	6																										
Sent Date	Bulletin Subject	Total Recipients	Unique Email Open Rate																										
3/27/2023	Live FAQ on the Veterinary Medicine Loan Repayment Program	3,697	52.70%																										
3/15/2023	Applications Open for Two Veterinary Examining Board Seats	3,698	59.80%																										

3/2/2023	March Newsletter from the VPAP: Supporting Others	8,093	48.10%
2/21/2023	VPAP Orientation Webinar Tonight at 7 p.m.	8,101	49.00%
2/16/2023	VPAP Orientation Webinar on Tuesday, Feb. 21	8,192	54.70%
1/27/2023	Veterinary Examining Board News and Updates	6,235	59.30%

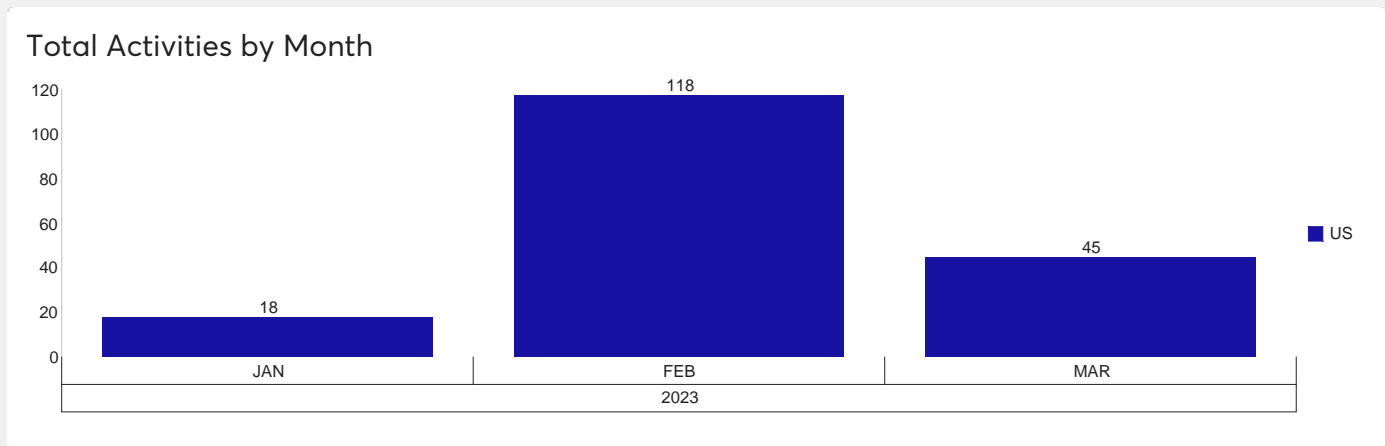
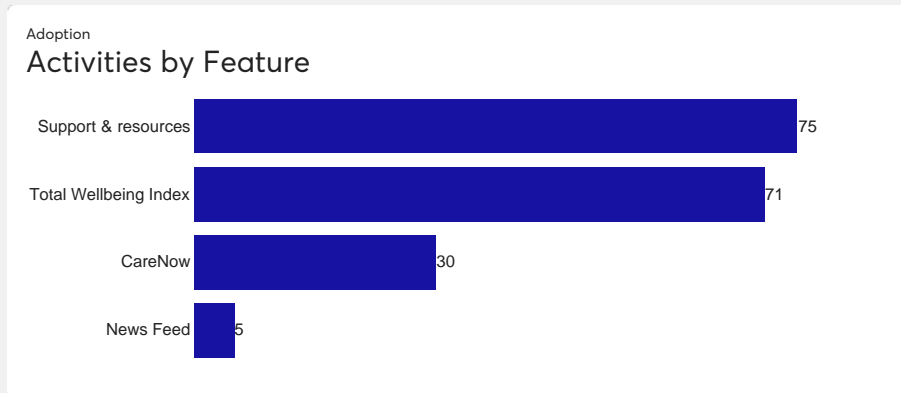
Upcoming events:

Topic	Date	Time
Stress Relaxation Techniques	5/11/2023	12pm
Overcoming Burnout for Employees	6/8/2023	12pm
Lifeworks VPAP Specific Orientation	6/15/2023	12pm

Overall Summary (1-Jan-2023 to 31-Mar-2023)



Overall Engagement



Total Activities by Country



Company & News Feed Posts

Number of company posts

5

CareNow

Total Wellbeing Index

Challenges

Tiering

CareNow (1-Jan-2023 to 31-Mar-2023)

Adoption

Total users who started a program

14

Adoption

Average # of programs started per user

1

Task success

Total users who completed a module

7

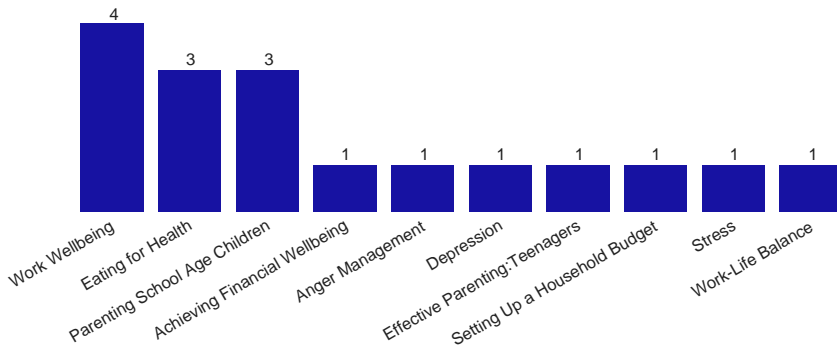
Task success

Average # of modules completed per user

2

Adoption

Total programs started



Total Wellbeing Index (1-Jan-2023 to 31-Mar-2023)

TWI Score

62

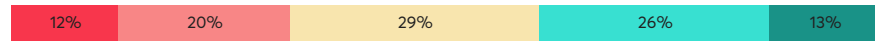
This is your Total Wellbeing Index score
The median benchmark score is: 63
The top performing score is: 76

Distribution of Risk

Current



Benchmark



At Risk Problem Strained Active Optimal

Mental

50

Median benchmark: 56
Top performing score: 72

Physical

64

Median benchmark: 59
Top performing score: 69

Social

61

Median benchmark: 68
Top performing score: 79

Financial

70

Median benchmark: 71
Top performing score: 85

Total Participation

21 of 47

45%
of Registered Users

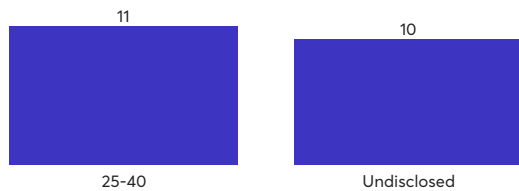
Completions by Assessment



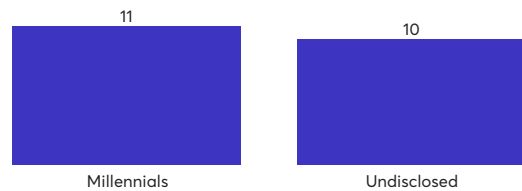
Number of Assessment Completed per Person



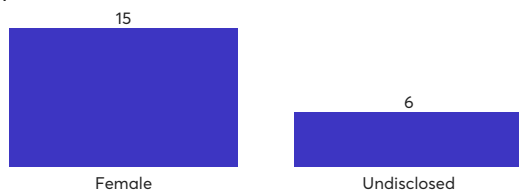
Age Bands



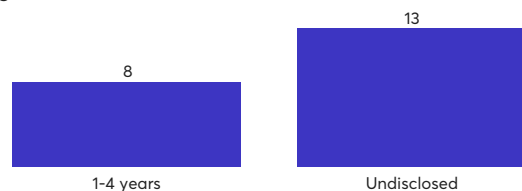
Generation



Gender



Tenure



See All

How to improve my score?

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

Challenges (1-Jan-2023 to 31-Mar-2023)

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

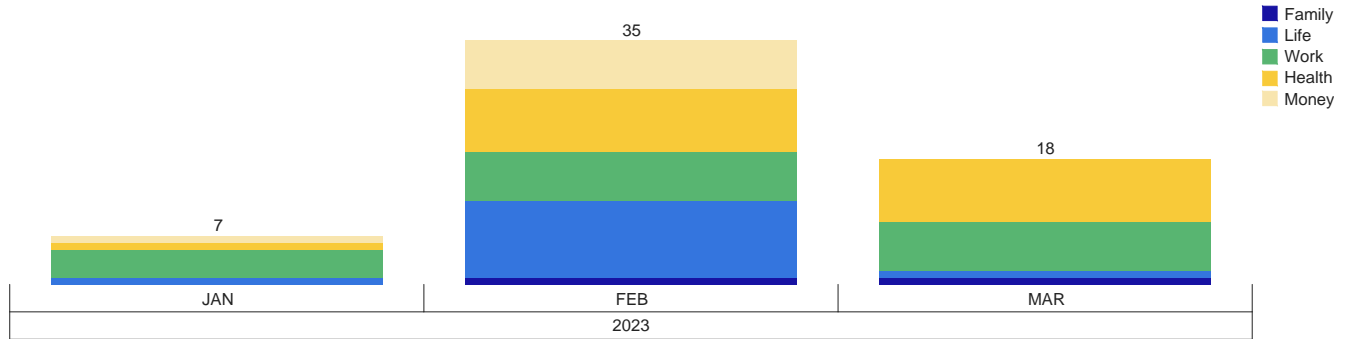
Tiering (1-Jan-2023 to 31-Mar-2023)

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

Support & Resources (1-Jan-2023 to 31-Mar-2023)

Support & Resource Activities

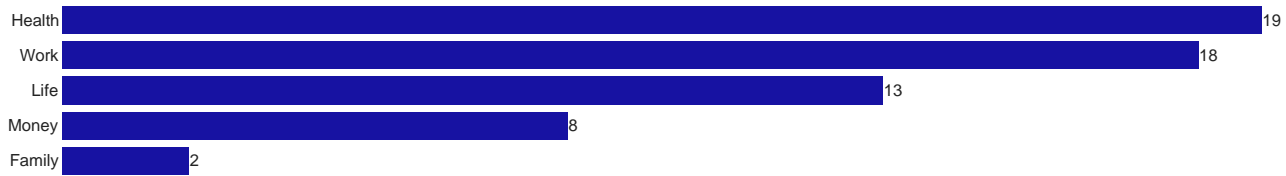
* Other resources are not included in this total



Top Categories

Total Activities 60

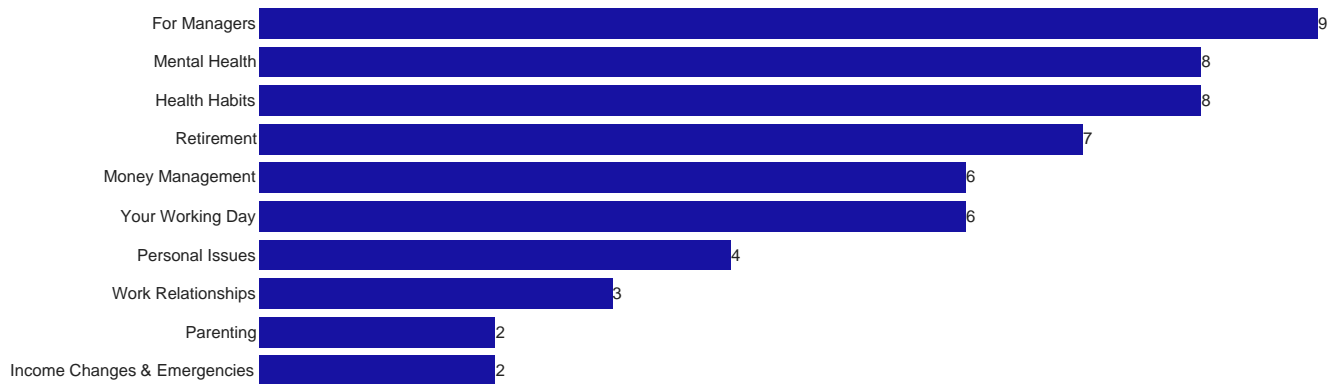
* Other resources are not included in this total



Top Subcategories

Total Activities 60

* Other resources are not included in this total



Top Articles

Total Activities 58 of 60



Top Audios

Total Activities 2 of 60



Top Videos

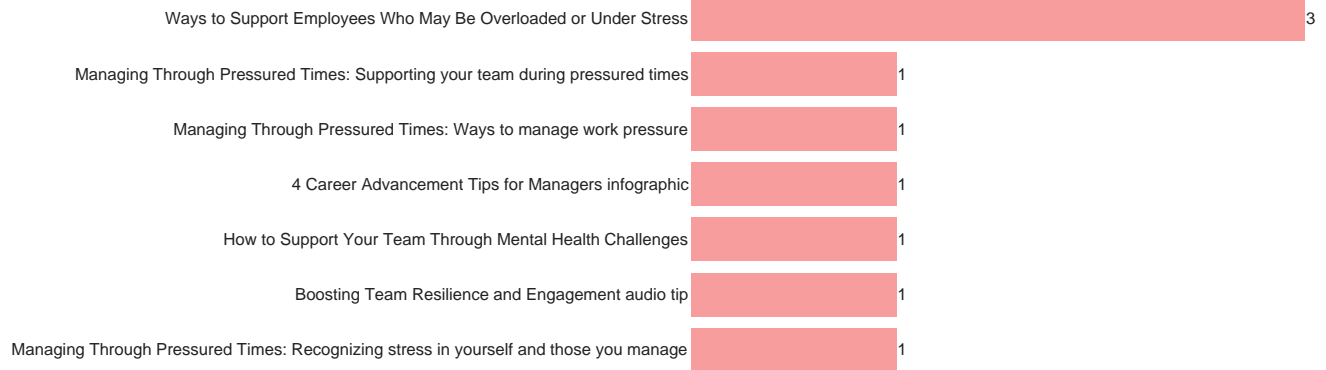
Total Activities 0 of 60

No Data Available

Top Manager Resources

Total Activities **9**

* Total reflects a subset of the top categories.



Other Resources

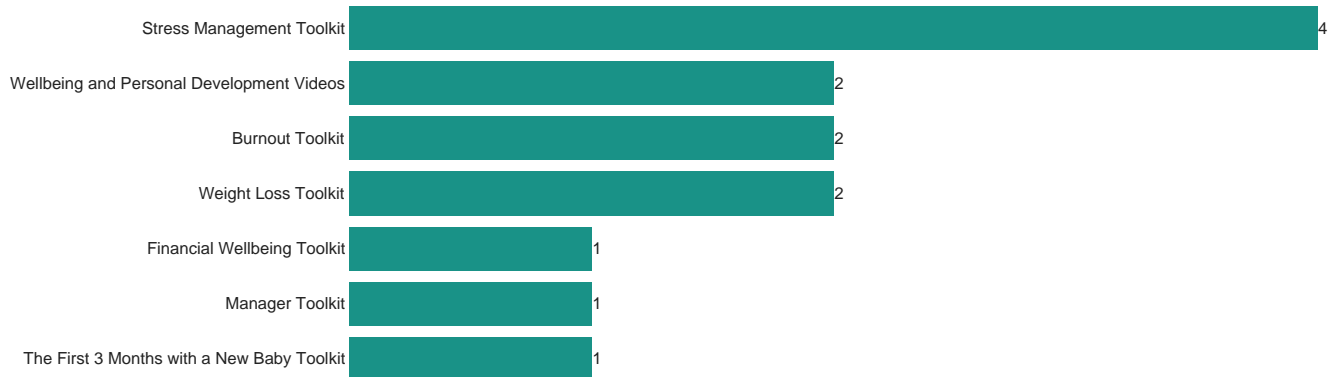
Other resources accessed

Total Activities **15**



Top Toolkits

Total Activities **13 of 15**



Appendix (1-Jan-2023 to 31-Mar-2023)

Organization: WI Veterinary Professionals

Report Run Date: 5-Apr-23

Report Information

TWI Demographics

TWI Demographics (1-Jan-2023 to 31-Mar-2023)

Location

21



United States

Company Group

WI Veterinary

21

Glossary (1-Jan-2023 to 31-Mar-2023)

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 LifeWorks platform.
User	All individuals who have created an account and accepted the terms and conditions for using the LifeWorks 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 n the bottom left corner is for November 2018 to January 2019.

Company & News Feed Posts

	News Feed posts that are created by a platform Admin
Average likes per company posts	The average number of likes for all company posts.
Average comments per company posts	The average number of comments on all posts.

Recognitions

Recognitions	Posting a recognition (submitting text and selecting a badge) for one or more other users that is posted to your company's News Feed.
Total number of initial recognitions received	This represents the users receiving an initial recognition.
Total Initial Recognitions	This represents the process of creating a recognition (submitting a story and selection a badge) for one or more other users that will be posted to your company's News Feed.
Users Who Gave Recognitions	This represents the users giving an initial recognition.
Re-recognitions	Number of recognitions given by using the 'Re-recognize' button in the News Feed section of the platform.

Wellbeing

CareNow

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

	module is completed when all content is viewed within the module.
Total programs started	Total number of times a CareNow program was started.
Total Wellbeing Index:	The scores reported for each pillar are based on those that completed that pillar's assessment; however, all TWI related scores require completion of all four assessments.
	The Total Wellbeing Index (TWI) is a scale aggregating 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 habit 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 LifeWorks 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 LifeWorks to provide cashback to LifeWorks' users

Cinemas

Cinema Transactions

Purchase of cinema tickets at a discount through the Perks section of the platform.

Cinema Value

The redeemable value of the cinema tickets purchased.

Cinema Spend

The purchase price of the cinema tickets paid by the user.

Cinema Saving

The difference between the value and the purchase price of the cinema tickets

Appendix

Report Information

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

Summary (January 2023 to March 2023)

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 2023 to March 2023**

During this reporting period, the program covered a population of **6,475**, resulting in a utilization rate of **0.14%** and an annualized utilization of **0.56%**. This is above the same period twelve months prior with **0.00%**.

Utilization

0.14%

Annualized Utilization

0.56%

[View Utilization Breakdown](#)

Counselling Services

0.11%

Work/Life Services

0.03%

Organizational Cases

Management Consultations

3

Critical Incident Services

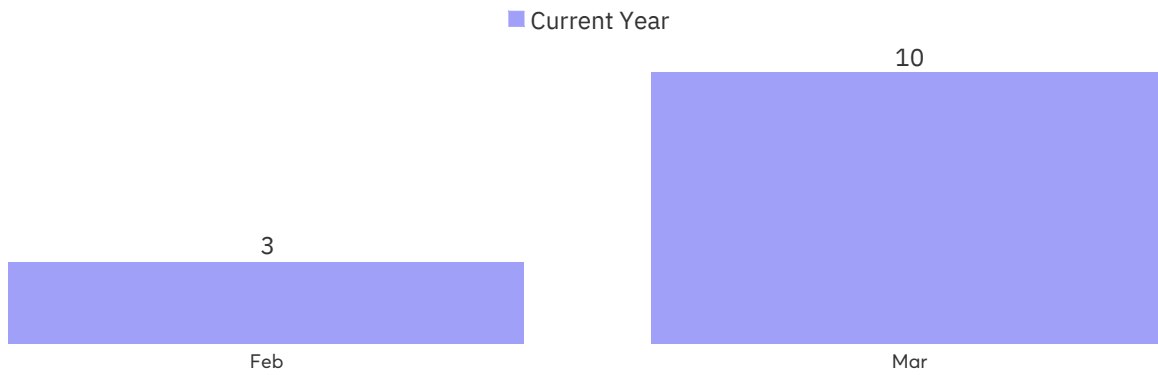
0

Workplace Support Programs

0

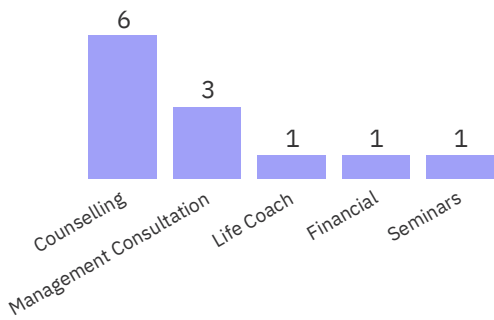
Comparative Prior Year vs. Current Year

Cases by Month



Case totals by top 5 services

Current year



Case totals by top 5 services

Previous Year



Participant (January 2023 to March 2023)

Total number of unique participants

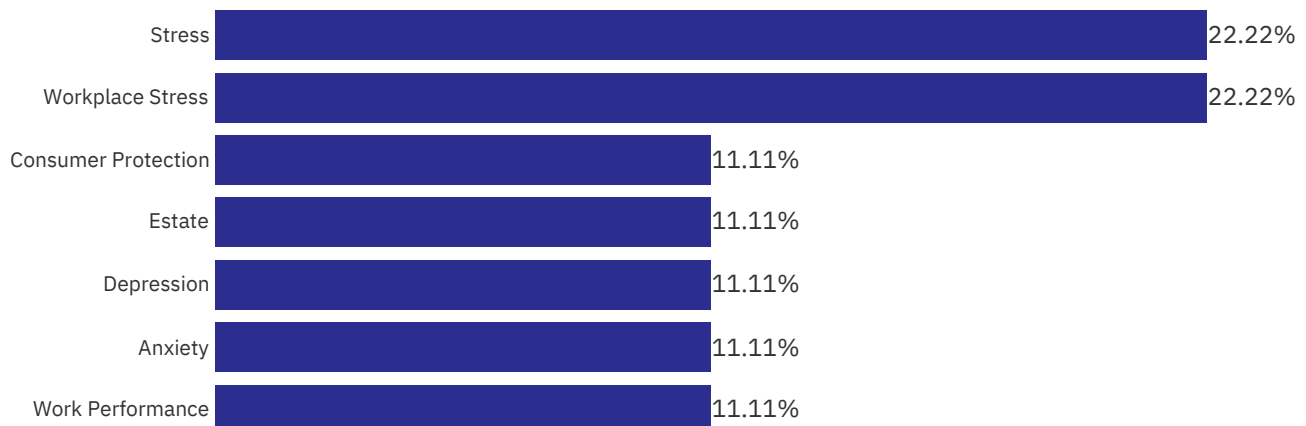
7

New
7

Re-access
0

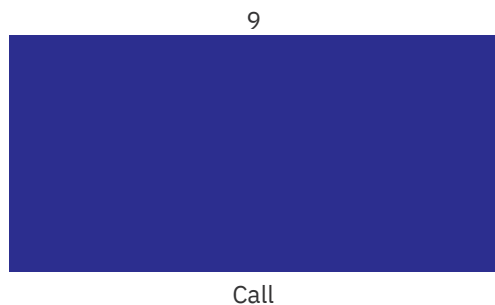
Participant Services	Q1	Q2	Q3	Q4	Current Total
General Counselling	7	0	0	0	7
Life Coach	1	0	0	0	1
Counselling	6	0	0	0	6
Work/Life	2	0	0	0	2
Legal	1	0	0	0	1
Financial	1	0	0	0	1
Total	9	0	0	0	9

Issues



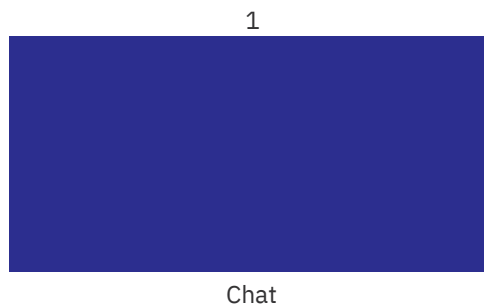
Cases by intake type

9

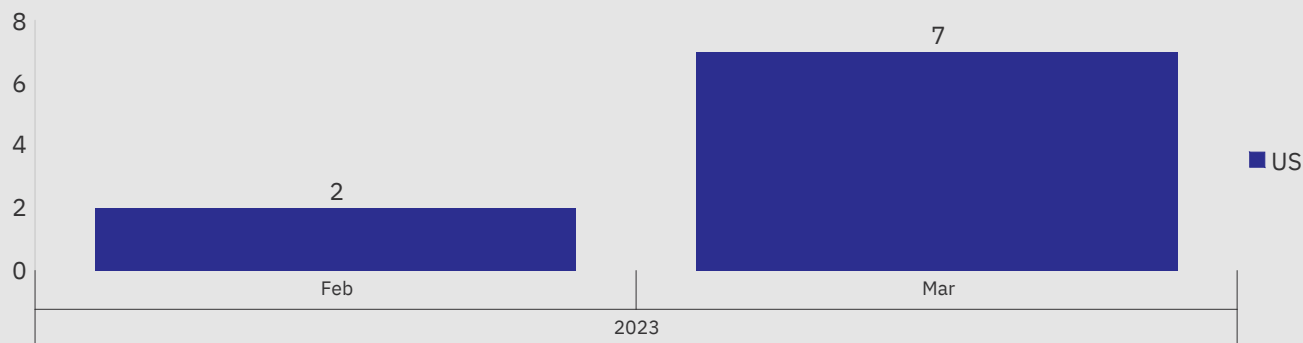


Service inquiries by intake type

1



Participant cases by month

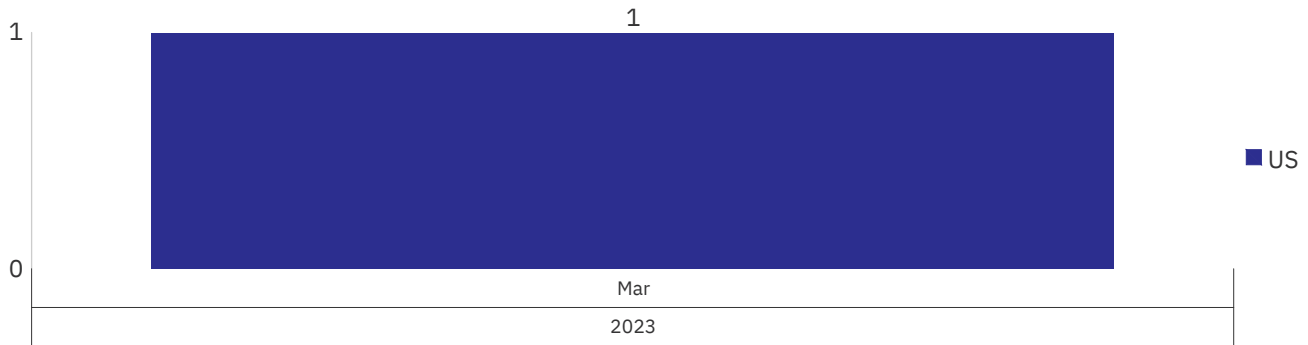


Organization (January 2023 to March 2023)

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

[View Organizational Services Breakdown](#)

Organization cases by month

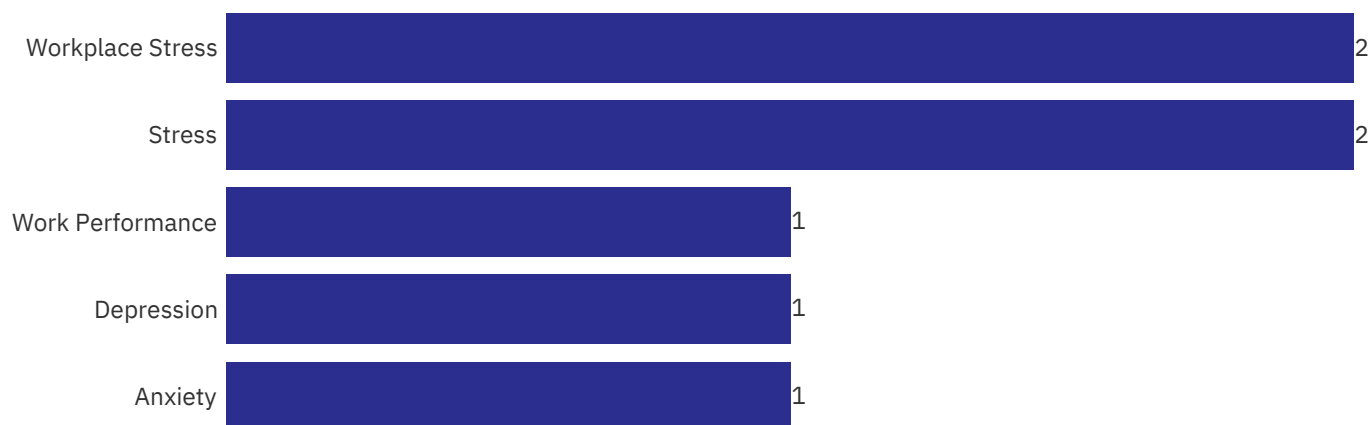


*Country assignment unavailable or service provided virtually across multiple countries.

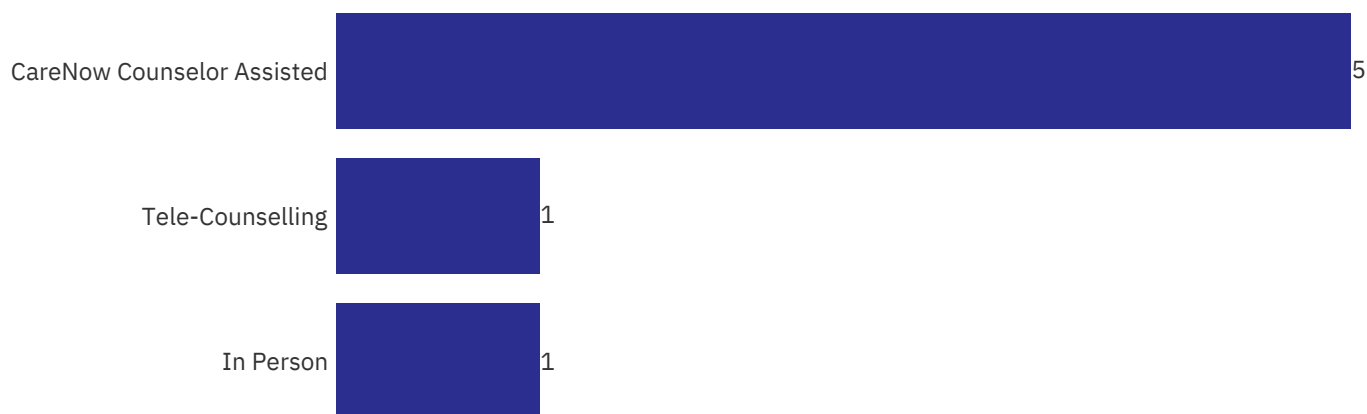
Emerging Issues (January 2023 to March 2023)

General Counselling

Top 5 Issues



Top 5 Modalities



Personal/Emotional	Q1	Q2	Q3	Q4	Current Total	Previous Year	
Stress	2	0	0	0	2	28.57%	0
Depression	1	0	0	0	1	14.29%	0
Anxiety	1	0	0	0	1	14.29%	0

Total	4	0	0	0	4	57.14%	0
Work Related	Q1	Q2	Q3	Q4	Current Total		Previous Year
Workplace Stress	2	0	0	0	2	28.57%	0
Total	2	0	0	0	2	28.57%	0
Work-Related	Q1	Q2	Q3	Q4	Current Total		Previous Year
Work Performance	1	0	0	0	1	14.29%	0
Total	1	0	0	0	1	14.29%	0

	Q1	Q2	Q3	Q4	Current Total		Previous Year
General Counselling	7	0	0	0	7	100.00%	0

Work/Life

Top 5 Issues



Top 5 Modalities



Financial	Q1	Q2	Q3	Q4	Current Total	Previous Year
Estate	1	0	0	0	1	0
Total	1	0	0	0	1	0

Legal	Q1	Q2	Q3	Q4	Current Total	Previous Year
Consumer Protection	1	0	0	0	1	0

[Overall Summary](#)

[Trends](#)

[Demographic](#)

[Appendix](#)

[Glossary](#)

[Emerging Issues](#)

[Benchmarks](#)

[Utilization](#)

Total	1	0	0	0	1	50.00%	0
--------------	---	---	---	---	---	--------	---

	Q1	Q2	Q3	Q4	Current Total	Previous Year
Work/Life	2	0	0	0	2	100.00%

Utilization (January 2023 to March 2023)

Weighted population for the report period was: 6,475

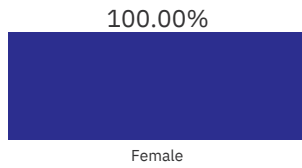
[Back to Summary](#)

Case Utilization	Q1	Q2	Q3	Q4	Current Quarter Utilization	Current Total	Utilization	Annualized Utilization
<i>Population</i>	6,475	0	0	0		6,475		
<i>General Counselling</i>	7	0	0	0	0.11%	7	0.11%	0.43%
<i>Work/Life</i>	2	0	0	0	0.03%	2	0.03%	0.12%
Total	9	0	0	0		9		

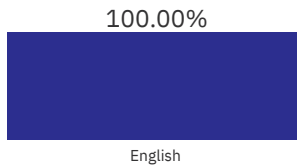
For any services that are counted at a ratio other than 1:1, the utilization above has been calculated based on the ratio. Population reflects the weighted average population of each quarter.

Demographic (January 2023 to March 2023)

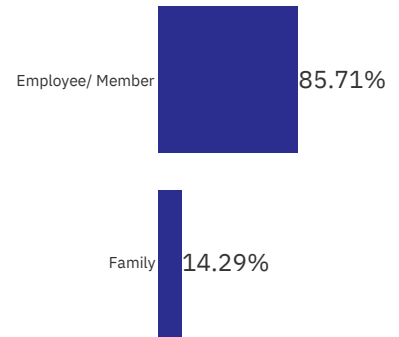
Gender



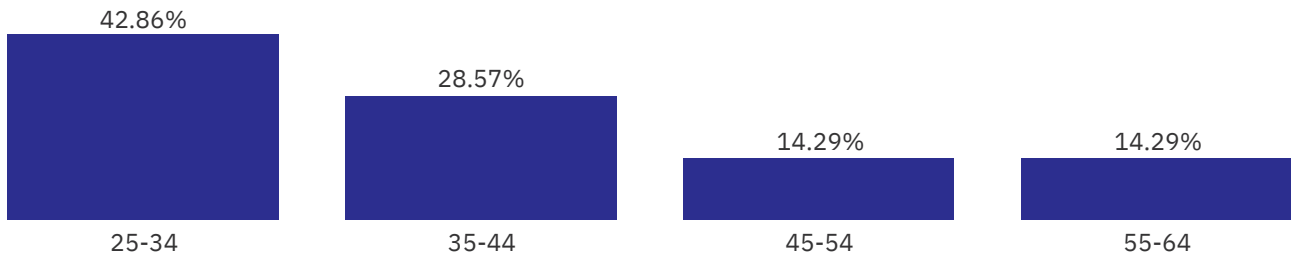
Language



Category

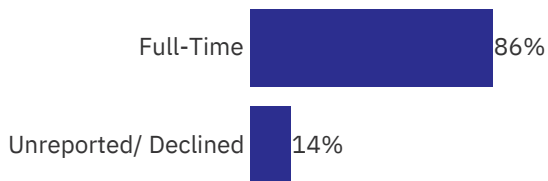


Age



Profile

Employee/Member Status



How did you hear about us?



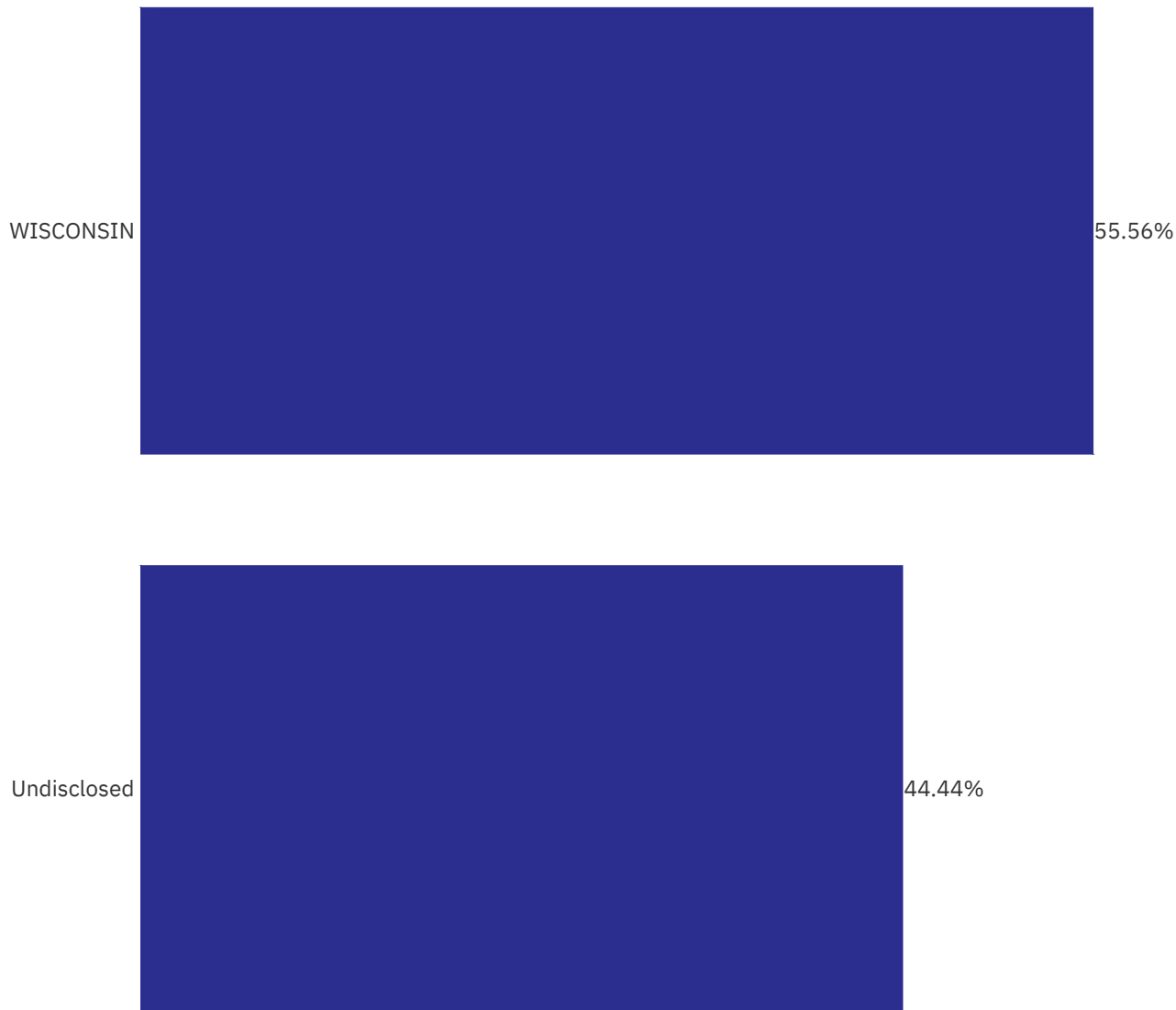
Are you calling us as a result of Covid19?



Years of Service



Cases by State/Province



Province/State Legend

Province/State	Cases
Undisclosed	4
WISCONSIN	5

[Overall Summary](#)

[Trends](#)

[Demographic](#)

[Appendix](#)

[Glossary](#)

[Report Information](#)

[Organization in Detail](#)

[Organizational Units Breakdown](#)

Report Information (January 2023 to March 2023)

Organization: Veterinary Professional Assistance Program/184050563

Report Run Date 5-Apr-23

Organization in Detail (January 2023 to March 2023)

[Back to Organization](#)

Management Consultations	Q1	Q2	Q3	Q4	Current Total	Previous Year
Work Related	3	0	0	0	3	100.00%
Total	3	0	0	0	3	100%

Critical Incident Service

No Data Available

Critical incident events

No Data Available

Training name	Training type	Date	City	Country
Stress Relaxation Techniques	Stress Management	11-May-23	MADISON	US

Organizational Units Breakdown (January 2023 to March 2023)

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

Overview

Case Count  9

Total Branches  1

Total Division 0

Company Veterinary Professional Assistance Program

Branch	Division	Population	Cases	Utilization
Veterinary Professional Assistance Program	~ ~ ~	6,475	9	0.14%
Total		6,475	9	0.14%

Glossary (January 2023 to March 2023)

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: $SUM = (\text{number of cases} / \text{Population}) * 100$
Annualized Utilization (%)	This is the projected annualized utilization if the reporting period selected is less than 12 months. Calculated As: $SUM = (\% \text{ of case utilization} / \text{the number of months in the reporting period}) * 12$
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: $SUM = (\text{total cases} / \text{total covered population}) * 100$
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.
---------------	--

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	April 19, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	VEB members appointments and 2023 Officers and Liaisons
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	Yes: Officers and Liaisons July 1, 2023 Roster with Appointment Timeframes
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>Reminder of Officer and Appointment change overs effective July 1, 2023</p> <p>Reminder of Appointment expirations. If your appointment expires July 1, 2023, final expiration and initial expiration, you may serve until a new appointment is made. If you are NOT able to continue in service past July 1, 2023, let Melissa know so she can let the Governor's office know.</p>



State of Wisconsin

Veterinary Examining Board

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

2023 Elections and Appointments (effective July 1, 2023)

2023 Election Results		
Office	Description of Role	Member Name
Board Chair	Highest ranking officer. Manages meetings. Delegated authority to sign documents on behalf of the Board. In order to carry out duties of the Board, the Chair has the ability to delegate this signature authority to the Board's Executive Director for purposes of facilitating the completion of assignments during or between meetings.	Dr. Hunter Lang
Vice Chair	Serves as backup for the Board Chair.	Dr. Alan Holter
Secretary	Serves as secondary backup for the Board Chair.	Amanda Reese

2023 Liaison Appointments		
Liaison	Description of Role	Member Name
Continuing Education and Exams Liaison	Consultation on CE questions (type of CE, acceptable as CE, etc.) Review and consult on questions regarding adequacy of Exams and Exam questions as appropriate.	Primary: Dr. Hunter Lang
		Alternate: Lyn Schuh

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	Dr. Alan Holter
		Lyn Schuh
		Dr. Leslie Estelle
		Amanda Reese

	<p>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>Dr. Karl Solverson</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. Hunter Lang</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. Leslie Estelle</p>
		<p>Dr. Hunter Lang</p>
		<p>#####</p>

Veterinary Examining Board (VEB) Members

Member	Office	City of Residence	Member Type	Practice type	Term Expiration	Notes
Weisensel Nesson, Lisa M.	Member	Madison, WI	Veterinarian Member	Equine	07/01/2023	May not be reappointed, but may continue to serve until a new appointment is made.
Arden Sherpe	Member	Westby	Public Member	Select Sires	07/01/2023	May be reappointed Choosing to NOT be reappointed
Dr. Karl Solverson		La Crosse, WI	Veterinarian Member	Mixed	07/01/2023	May be reappointed.
Lang, Hunter	Chair	Prairie Du Sac, WI	Veterinarian Member	Large animal (retired)	07/01/2023	May be reappointed.
Lyn Schuh	Member	Oshkosh, WI	Veterinary Technician	Emergency	07/01/2023	May be reappointed.
Reese, Amanda	Secretary	Fitchburg, WI	Public Member	Legal	07/01/2024	May be reappointed.
Holter, Alan N.	Member	Dodgeville, WI	Veterinarian Member	Small animal/certified Animal Chiropractic	07/01/2024	Maybe reappointed
Estelle, Leslie	Member	Madson, WI	Veterinarian Member	Royal Canin Marketing – small animal practice	07/01/2025	May be reappointed..

2023 – 5 terms expire (four may be reappointed) – Arden does not wish to be reappointed. Dr. Nesson has served two full terms and may not be reappointed.

2024 – 2 terms expire (all may be reappointed)

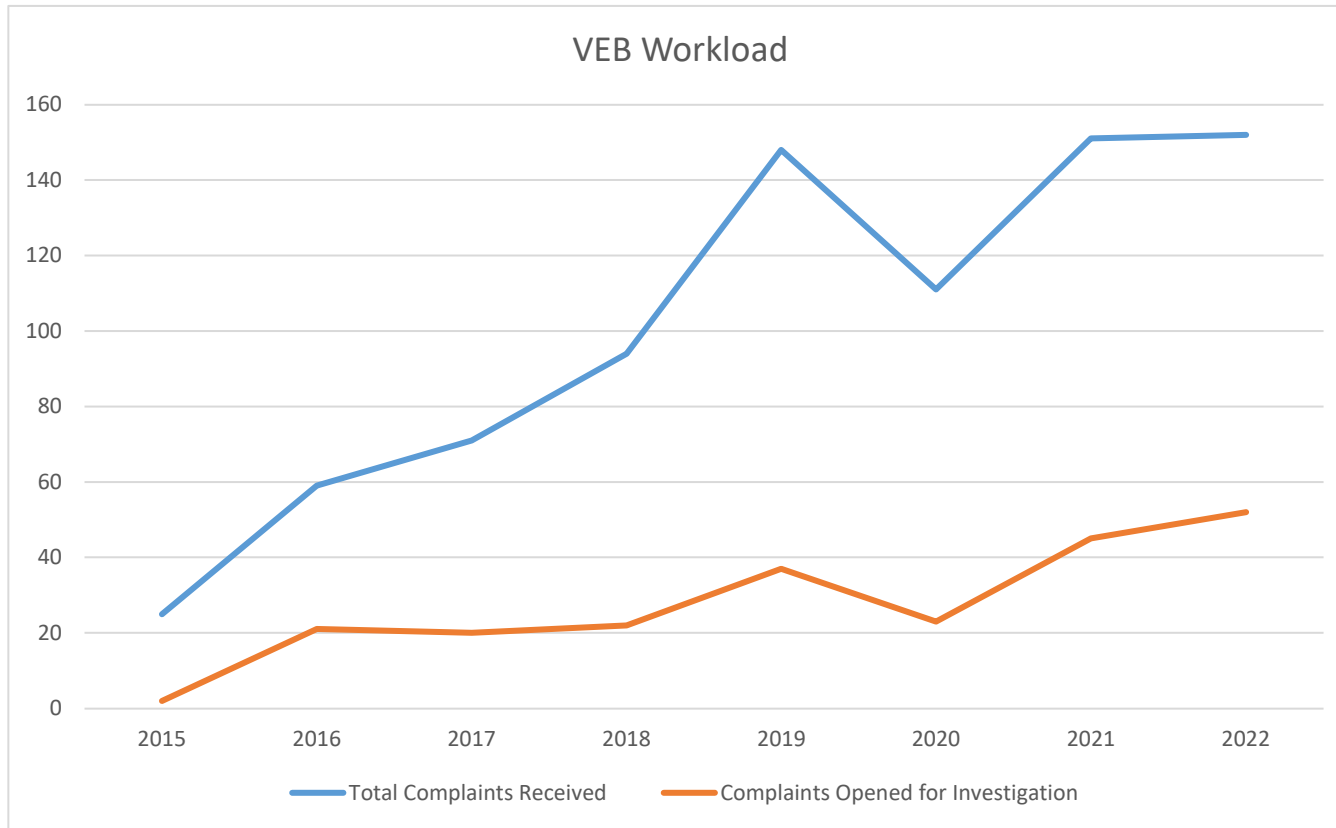
2025 – 1 term expire (may be reappointed)

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	April 19, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Complaints: Annual Summary
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>Summary of number of complaints received by the VEB in 2022 to include how many were opened to investigation.</p> <p>Same annual information since 2015.</p>

	2015	2016	2017	2018	2019	2020	2021	2022
Total Complaints Received	25	59	71	94	148	111	151	152
Complaints Opened for Investigation	2	21	20	22	37	23	45	52
Investigations Closed in CY	26	17	27	15	14	27	44	72
Average Days Investigation Open for Investigations Closed in CY	166	285	220	182	327	413	414	320

***this is the average number of days the case was open from the date the investigation was opened (not the date the complaint was received)**



**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	April 19, 2023
2) Requestor Name	Dustin Boyd
3) Item Title for the Agenda	Discipline: Administrative Warning vs. Final Decision & Order
4) Should the Item be in Open or Closed Session?	Closed
5) Are there Attachments? (If yes, include file names)	Yes. VEB Admin Warning Discussion.pdf
6) Is a Public Appearance Anticipated?	
7) Description of the Agenda Item	This is to start discussion among the VEB board members/case advisors as to consider when an administrative warning vs. a FDO may be appropriate.



Discipline: Administrative Warning vs. Final Decision & Order

*VEB Closed Session
No action needed. For discussion only.*

Members of the board,

This topic is being put before the entire board as any board member has the potential of being assigned to a case-advisor role on a discipline case. No formal action needs to be taken on this topic today, but rather, the outcome of today's discussion should be considered when determining appropriate action to take on future disciplinary cases.

- Wis. Stat. § 89.071(1) allows the board to dispose of a disciplinary case with an Administrative Warning under certain circumstances: *“If the examining board determines during an investigation of a complaint against a person holding a license, certification, or permit issued under s. 89.06, 89.072, or 89.073 that there is evidence that the credential holder committed misconduct, the examining board may close the investigation by issuing an administrative warning to the credential holder if the examining board determines that no further disciplinary action is warranted, the complaint involves a first occurrence of a minor violation, and the issuance of an administrative warning adequately protects the public.”*
- Wis. Stat. § 89.07(2) allows the board to dispose of a disciplinary case with a “Final Decision & Order”: *“Subject to subch. II of ch. 111, the examining board may, by order, reprimand any person holding a license, certificate, or permit under this chapter or deny, revoke, suspend, limit, or any combination thereof, the person's license, certification, or permit if the person has:*
 - (a) Engaged in unprofessional conduct.*
 - (b) Been adjudicated mentally incompetent by a court.*
 - (c) Been found guilty of an offense the circumstances of which substantially relate to the practice of veterinary medicine.”*

In regard to disciplinary cases, the board, along with the VEB investigation team, wants to provide the best service to protect the public and their animals through a fair regulatory process. We want to remain consistent in the discipline of like cases to be as fair as possible to the professionals regulated by the VEB.

With that said, through the natural turnover of board members and VEB investigation staff alike, come new perspectives, new ideas, and new questions that previously may not have been considered. After several meaningful and productive discussions both inside screening committee meetings and outside (between DATCP VEB staff only), we feel that it may be beneficial for the board to discuss the types of violations where an administrative warning may be appropriate, rather than a final decision and order (FDO). Depending on the case, a change to issuing an administrative warning rather than a FDO would not be consistent with prior practice, but it would set a new standard for consistency to follow.

One recent example follows: We had a case where a veterinarian falsely certified to the board that they had completed all 30 hours of continuing education for the prior licensing period. They only completed 29.5 hours. The unwritten consistent standard that we follow would require a final decision and order because falsely

certifying to the board is not a minor offense. However, it is reasonable to believe that the veterinarian truly did think that they had completed all 30 hours, or, they did complete 30+ hours and couldn't find the last certificate. In this case, the false certification to the board likely wasn't malicious or intentional. Would this have been a case where an administrative warning was more appropriate (after the veterinarian completes the missing CE)?

As case advisors, you are aware there are several other examples for all types of cases.

While each case is unique and will always be handled on a case-by-case basis, some general written guidance to follow could be developed. E.g. any case where the veterinarian's actions or lack of action caused the death of an animal will result in a FDO. Or, e.g. for a first-time, minor record keeping violation, an administrative warning should be considered.

The goal of the proposal to consider administrative warnings more often is to provide a better service to the public & their animals in Wisconsin by enabling VEB staff to move through "minor" cases quicker and thus creating more time to focus on the more serious cases that need prompt attention. As a result of a trickle-down effect, these more serious cases would theoretically also be addressed more quickly.

Finally, it is important to acknowledge case advisors that have drawn attention to this issue. There have been cases in the past where newer case advisors with a fresh set of eyes, untainted by the "*that's how we've always done things*" mindset, have suggested administrative warnings for certain violations that they may have considered minor. However, as that resolution normally wasn't consistent with past practice, we typically moved forward with a FDO. After several occurrences of this over the past several years, we believe it is worth further discussion amongst the board today.

Thank you

A handwritten signature in black ink, appearing to read "Dustin Boyd", written in a cursive style.

Dustin Boyd

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	April 19, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Complaint Confidentiality and conflicts of interest
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	No
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	Legal review of Board items that must remain confidential to the Board and conflicts of interest and when to recusals

Veterinary Examining Board Agenda Request Form

1) Meeting Date	April 19, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Credential Holder Summary
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	No
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>Total Current VEB credential holders:</p> <ul style="list-style-type: none"> • CVT - 2927 Exam/Endorsement –2055 OJT – 872 • Veterinarians – 3951 <p>Credentials issued since January meeting</p> <ul style="list-style-type: none"> • CVT – 66 Exam/Endorsement - 29 OJT - 37 • Veterinarians - 39

Veterinary Examining Board Agenda Request Form

1) Meeting Date	April 19, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	AAVSB Matters
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	Yes – <ul style="list-style-type: none"> • AAVSB Program & Services Think Tank Ad-hoc Committee Request for Information on NAVLE Streamlining Eligibility • AAVSB The Link - Military Portability
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>(Informational)</p> <p>A. AAVSB Annual Meeting & Conference on Sept 28-30 in Kansas City MO:</p> <ul style="list-style-type: none"> • AAVSB pays travel and hotel costs for 2 WI VEB delegates to attend • Registration will open in May and Close Early Aug. <p>B. AAVSB held a Spring Executive Director Meeting April 12, 2023 in Kansas City, MO. Melissa Mace attended and will provided a brief recap.</p> <p>C. AAVSB Program & Services Think Tank Ad-hoc Committee Request for Information on NAVLE Streamlining Eligibility: See attachment for details, summary: AAVSB is looking to de couple eligible for and taking of, the NAVLE, from applying for licensure in a specific state.</p> <p>D. AAVSB The Link - Military Portability (see Attachment)</p>

From: [Nancy Grittman](#)
To: [Mace, Melissa A - DATCP](#)
Subject: AAVSB Program & Services Think Tank Ad-hoc Committee Request for Information on NAVLE Streamlining Eligibility - Please reply by Wednesday, April 12
Date: Monday, April 3, 2023 1:11:24 PM
Attachments: [AAVSB Resolution 2022-1.pdf](#)

**CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Hi Melissa,

Hope you are doing well! I hope you can assist in providing Wisconsin's information to the questions below.

On behalf of Dr. Mark Olson, AAVSB Program & Services Think Tank Ad-hoc Committee Chair

Dear AAVSB Member Board Executive Directors and Registrars,

The AAVSB Program & Services Think Tank Ad-hoc Committee's overall responsibility is to review existing and proposed programs and services utilized by AAVSB Member Boards that are provided by both the AAVSB and the ICVA and recommend improvements in the interest of public and animal protection. The Program & Services Think Tank Ad-hoc Committee includes Member Board members, Executive Directors, and an ICVA representative.

The Committee is asking for input from AAVSB Member Board Executive Directors and Registrars who haven't had an opportunity to respond to previous email requests.

Most recently at the AAVSB Annual Meeting in September 2022, the AAVSB Member Board Delegates passed the attached Resolution 2022-01, to provide any concerns or statutory, regulatory, or policy language that would prohibit a Member Board from recognizing and accepting from the AAVSB North American Veterinary Licensing Examination (NAVLE) scores from applicants who have been pre-approved for access to the NAVLE by the International Council for Veterinary Assessment (ICVA).

The Committee introduced this concept to streamline the NAVLE eligibility process allowing the ICVA to review exam eligibility without submitting a state or provincial application at the September 2019 AAVSB Annual Meeting. At the September 2021 AAVSB Annual Meeting Dr. Mark Olson provided an overview of the NAVLE streamlining concept to the Member Board Members at the Business Session.

The current process outlined below can be seen as an additional financial burden to the veterinarian graduate and can be a burden to Member Board staff who review and process applications for veterinarian applicants who may never seek licensure in their jurisdiction.

The current process includes the following:

1. Most jurisdictions allow veterinary students to take the NAVLE 8 months prior to graduation and the ICVA reviews exam eligibility for most jurisdictions.
2. At the time they submit their NAVLE application with the ICVA and state or provincial licensure application, many veterinary students do not know what or where they will be relocating for their initial job or residency.
3. Many veterinary students have to submit an AAVSB VAULT Transfer for Veterinarians prior to taking the NAVLE or immediately after they finalize their initial job or residency in a different state or province, never completing their initial licensure application requirements.
4. Official NAVLE scores are made available to the jurisdictions in a secure, online portal.

The AAVSB Program & Services Think Tank Ad-hoc Committee and the ICVA are looking to streamline this process to make it more efficient for NAVLE candidates.

The streamlined process for the NAVLE application and exam eligibility process initially being discussed is the following:

1. The ICVA will review and approve NAVLE eligibility for all candidates.
 - a. PAVE and ECFVG eligibility will continue to be provided to the ICVA by the AAVSB and AVMA for their respective program candidates.
2. NAVLE candidates will not be required to complete and submit a state or provincial license application prior to taking the NAVLE.
3. The AAVSB and the ICVA will work together on identifying the most efficient system to transfer NAVLE candidate data between the organizations to start the new veterinarian AAVSB VIVA record prior to the NAVLE administration.
4. NAVLE candidates will have the ability to complete an AAVSB VAULT Transfer for First-Time License Application, selecting the specific state or province once they know where they will be working.
5. Upon AAVSB receiving the NAVLE score import from the ICVA, the AAVSB staff will process an Application Programming Interface (API) data transfer of the NAVLE score directly to the designated state or province or process the application generating a report to the designated state or province in the AAVSB Member Board portal.
6. With the API data transfer of the NAVLE score, the state or province will have the ability to return an API data transfer of the license information to the AAVSB to update the AAVSB's VIVA comprehensive database.

As the AAVSB and ICVA staff begin discussions on this process, the Committee is asking Executive Directors and Registrars to provide input to the following questions:

1. Does the ICVA currently review NAVLE eligibility in your state or province?
2. Is the NAVLE eligibility review process in your state or provincial statutes, rules, or regulations?
 - a. What length of time would it take to change the NAVLE eligibility review process in

your state or province?

3. What specific questions or input do you have in streamlining the NAVLE eligibility review process?
4. Do you see any issues with streamlining the NAVLE application and exam eligibility process?

On behalf of the AAVSB Program & Services Think Tank Ad-hoc Committee, thank you for taking the time to provide input and ask questions on this concept. Please reply by Wednesday, April 12.

We look forward to hearing from you!

Regards,
Nancy

Nancy B. Grittman, MBA

Chief Risk Management Officer
American Association of Veterinary State Boards
12101 W. 110th Street, Suite 300
Overland Park, KS 66210
Direct: 816-301-7192
[1.816.931.1504](tel:18169311504), ext. 226
[1.877.698.8482](tel:18776988482)
Fax: [1.816.931.1604](tel:18169311604)
Email: ngrittman@aavsb.org
Web: www.aavsb.org
Facebook: <https://www.facebook.com/aavsb>
Twitter: <https://twitter.com/aavsb>

Strengthening the Veterinary Regulatory Community

CONFIDENTIALITY NOTE:

This email is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this email message is not the intended recipient, or the employee or agent responsible for delivery of the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is prohibited. If you have received this email in error, please notify us immediately by telephone at [\(816\) 931-1504](tel:8169311504). Thank you.

From: [Jim Penrod, AAVSB CEO](#)
To: [Mace, Melissa A - DATCP](#)
Subject: AAVSB The Link - Military Portability
Date: Friday, March 31, 2023 3:40:23 PM

**CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you recognize the sender and know the content is safe.**





Military Portability

Dear Melissa,

The mobility of military personnel and their spouses has long been discussed in the context of professional licensure in a state-based regulatory system. The requirement to relocate is typically out of the control of military personnel, as it can come on short notice through military orders and occurs more frequently than in the general population. Addressing state-based professional licensure for these mobile military personnel and spouses can be a frustrating undertaking and, in fact, some inefficiencies of state-based licensure of all veterinarians and veterinary technicians has contributed to scrutiny of the licensure process.

The recent enactment of federal legislation affecting military personnel and their spouses is of particular interest. In January of 2023, President Biden signed into law the Veterans Auto and Education Improvements Act (Act) which, in part, requires recognition of a state-issued professional license in additional states under identified circumstances. Essentially, the Act states that military personnel and their spouses licensed in any profession (excluding law) can automatically practice in another jurisdiction when relocated pursuant to military orders. The license must be and must remain in good standing with the issuing board, and any other licensing body with which the military personnel and/or spouse holds a license in the same

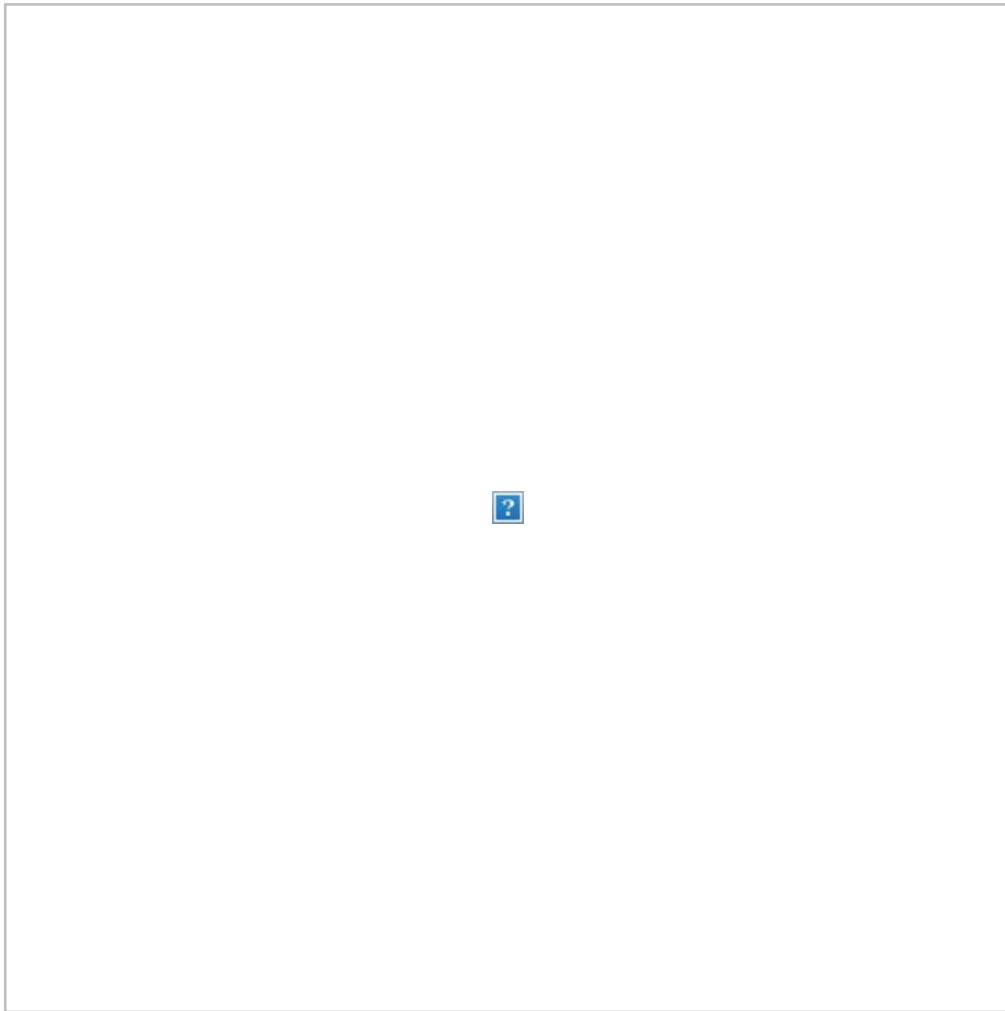
profession. Additionally, the licensee must agree to abide by the relocation state's practice act and regulations, and generally submit to the relocation state board's (Board) jurisdiction. Military personnel and/or spouse must provide the Board with a copy of the military order and their right to practice is limited to the period of that order.

Several provisions of the Act are unclear and subject to interpretation. First, the Act states that the original license "shall be considered valid at a similar scope of practice" by the relocation state but fails to clarify whether the Board should issue a separate license, recognize the licensee's right to practice without a Board-issued license, or engage in some other process. Also, the entity authorized to interpret "similar scope of practice" is not specified. Additionally, "good standing" is a term that has always been subject to debate, and the new law does not offer guidance. From a legal perspective, the federalism questions to be potentially challenged will undoubtedly focus on the ability of the federal government to impose such requirements on the states. Each jurisdiction should consult with their legal counsel to address these issues.

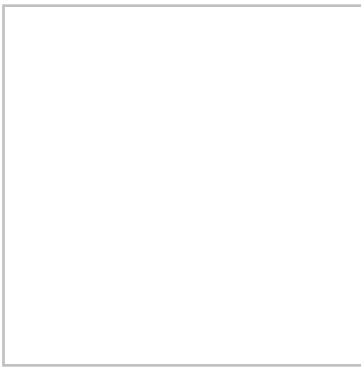
Part of the impetus behind the enactment of the Act was that approximately 39% of military personnel and/or spouses engage in professions that require a license. Further, over 20% of these licensees, for all professions and not limited to those in the veterinary profession, waited more than 10 months to receive their licenses in the jurisdiction into which they were transferred. These delays are a valid measure of regulatory board performance. The American Association of Veterinary State Boards (AAVSB) fully supports its Member Boards, the public protected by state-based licensure systems, and military personnel and spouses. The AAVSB serves its Member Boards by providing programs and services intended to increase veterinary board effectiveness and efficiencies and lessen burdens on state government. Many years ago, and consistent with these important goals, the AAVSB implemented its Veterinary Information Verification Agency (VIVA) service. Housed within the VIVA program are the Veterinary Care Elite and Veterinary Application for Uniform Licensure Transfer (VAULT) programs. In short, these programs securely gather and store primary source documents related to veterinarians' and technicians' education, experience, continuing education, and licensure information. This information is securely held on behalf of and for the sole benefit of the AAVSB Member Boards, which can use it as an efficient verification databank to make timely licensure eligibility determinations. Licensees, including those in the military community, also benefit through the storage of their verified information housed in VIVA and VIVA's additional programs.

To support those affected, namely the eligible military licensees or their spouses and the verifying Boards, the AAVSB will expand its offering of the recently created Certificate of Compliance beyond its use in some existing VAULT programs. The Certificate of Compliance is a verification of the foundational licensure documents required by all the AAVSB's Member

Boards. Upon request and on behalf of the licensee at no cost to either party, affected Boards will receive the Certificate of Compliance along with the credential history of the licensee. This will assist the Board in providing an expedited license and in complying with the Act.

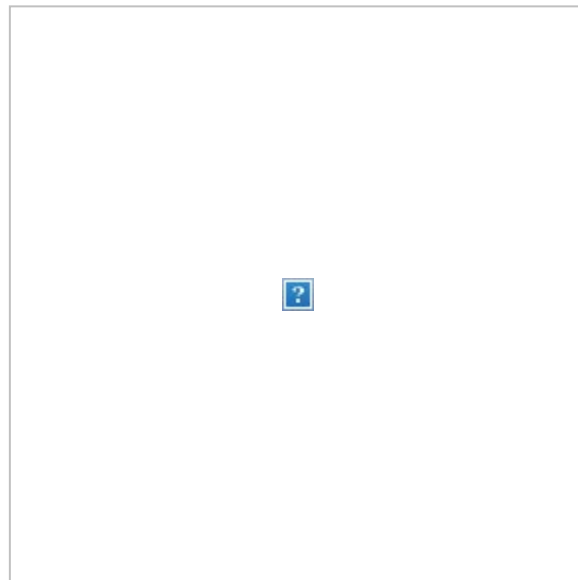


The AAVSB encourages its Member Boards to explore, understand, and use the VIVA Data Exchange Program and benefit from the efficiencies of a comprehensive portal for essential licensure eligibility information and documents. For more information, please visit our [Vault Transfers Overview page](#).



James T. Penrod, CAE, FASLA

Chief Executive Officer
American Association of Veterinary State Boards
12101 W 110th Street, Suite 300
Overland Park, KS 66210
1.816.931.1504, ext. 224
1.877.698.8482, ext. 224
Fax: 1.816.931.1604
Email: jpenrod@aavsb.org
Web: <https://www.aavsb.org>
Facebook: <https://www.facebook.com/aavsb>
Twitter: <https://twitter.com/aavsb>



Strengthening the Veterinary Regulatory Community

Connect with us



[Unsubscribe melissa.mace@wisconsin.gov](#)

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by jpenrod@aavsb.org powered by



Try email marketing for free today!

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	4/19/23
2) Requestor Name	Angela Fisher
3) Item Title for the Agenda	Legislative Update
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	“Legislative Update” “LRB-0470/P1” “SB-135”
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>This is informational. No Board action is required.</p> <p>Attached is a legislative update summary related to the VEB, as well as the draft bill referenced in the summary.</p>

DAH Relevant Bills

2023-2024 Legislative Session

Last Updated: 4/4/23

Agency	Ch.	Citation	Topic	Description	LRB #	Bill #	Recent Status Notes
VEB	13	13.527	Occupational Licenses	Would create a new section 13.527 and a Joint Review Committee on Occupational Credentials. The definition of occupational license under s. 13.527 (1) (c) 2. would include VEB credentials, which would mean that the powers and duties of the committee under s. 13.527 (7) would include VEB credentials.	LRB-0470/P1		12/13/22: Chair stated that the bill draft would not be voted on because of the number of questions
	89	89.073	Reciprocal Credentials	Would expand section related to reciprocal credentials for service members, former service members, and their spouses to include anyone credentialed by another jurisdiction.	LRB-0117/1	SB-135, AB-135	3/31/23: AB introduced and referred to Committee on Regulatory Licensing Reform 3/23/23: SB introduced and referred to Committee on Licensing, Constitution and Federalism



State of Wisconsin
2023 - 2024 LEGISLATURE

LRB-0470/P1
JPC:emw

PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION

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

Analysis by the Legislative Reference Bureau

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

8 1. Two majority party senators.

9 2. One minority party senator.

10 3. Two majority party representatives to the assembly.

11 4. One minority party representative to the assembly.

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

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

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

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

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

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

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

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

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

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

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

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

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



State of Wisconsin
2023 - 2024 LEGISLATURE

LRB-0117/1
JPC:cdc

2023 SENATE BILL 135

March 23, 2023 - Introduced by Senators JACQUE, FELZKOWSKI, QUINN, ROYS, STROEBEL and TOMCZYK, cosponsored by Representatives MURPHY, ALLEN, BODDEN, BRANDTJEN, BROOKS, DITTRICH, MURSAU, NEYLON, PENTERMAN, TUSLER, WICHGERS and BEHNKE. Referred to Committee on Licensing, Constitution and Federalism.

1 **AN ACT** *to repeal* 89.073 (1), 89.073 (2m), 440.09 (1) and 440.09 (2m); *to amend*
2 89.073 (title), 89.073 (2) (b), 440.09 (title) and 440.09 (2) (b); and *to create*
3 440.09 (6) of the statutes; **relating to:** reciprocal credentials.

Analysis by the Legislative Reference Bureau

This bill creates a process for certain individuals who hold a license, certification, registration, or permit that was granted by another state to apply for and receive a reciprocal credential in this state. Under current law, an individual may not engage in certain professions or assume certain titles in this state unless the individual holds a credential issued by a department, examining board, or credentialing board with authority to oversee the profession or practice. Current law requires the Department of Safety and Professional Services, the Veterinary Examining Board, and any credentialing board attached to DSPS, with certain exceptions, to issue a reciprocal credential to a service member, former service member, or the spouse of a service member or former service member who resides in this state if certain conditions are met. This bill expands who may apply for reciprocal credentials to include all individuals. The bill does not allow individuals to receive a reciprocal credential from the Accounting Examining Board or the Real Estate Examining Board that would grant the holder of the credential a limited right to practice law in this state, unless the applicant is licensed to practice law in this state.

SENATE BILL 135

For further information see the state fiscal estimate, which will be printed as an appendix to this bill.

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

1 **SECTION 1.** 89.073 (title) of the statutes is amended to read:

2 **89.073** (title) **Reciprocal credentials for service members, former**
3 **service members, and their spouses.**

4 **SECTION 2.** 89.073 (1) of the statutes is repealed.

5 **SECTION 3.** 89.073 (2) (b) of the statutes is amended to read:

6 89.073 (2) (b) The individual ~~is a service member, a former service member, or~~
7 ~~the spouse of a service member or former service member~~ and resides in this state.

8 **SECTION 4.** 89.073 (2m) of the statutes is repealed.

9 **SECTION 5.** 440.09 (title) of the statutes is amended to read:

10 **440.09** (title) **Reciprocal credentials for service members, former**
11 **service members, and their spouses.**

12 **SECTION 6.** 440.09 (1) of the statutes is repealed.

13 **SECTION 7.** 440.09 (2) (b) of the statutes is amended to read:

14 440.09 (2) (b) The individual ~~is a service member, a former service member, or~~
15 ~~the spouse of a service member or former service member~~ and resides in this state.

16 **SECTION 8.** 440.09 (2m) of the statutes is repealed.

17 **SECTION 9.** 440.09 (6) of the statutes is created to read:

18 440.09 (6) This section does not apply to a reciprocal credential issued by the
19 accounting examining board or the real estate examining board that grants the

SENATE BILL 135

1 holder a limited right to practice law in this state, unless the applicant is licensed
2 to practice law in this state.

3 (END)

Veterinary Examining Board Agenda Request Form

1) Meeting Date	April 19 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	2022 Strategic Plan
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	2022 Strategic Goals
6) Is a Public Appearance Anticipated?	N
7) Description of the Agenda Item	<p>Informational:</p> <p>2022 Strategic Goals progress reviewed. See next page.</p> <p>Discussion of potential changes to the VEB Strategic Plan for 2023 and setting of Strategic goals.</p> <p>Suggestions submitted to date:</p> <ol style="list-style-type: none"> 1. Have a Board presentation from the AAVSB. 2. Maintain the Complaint/Investigation goals with minor change: <ul style="list-style-type: none"> Process new complaints within the following timeframes: <ol style="list-style-type: none"> a. <u>Initiate the initial contact with the respondent within five business days of complaint receipt, on 90% of cases. This would not include cases where DEA is involved or a site- visit must be made, as those tasks normally exceed 5 days.</u> b. <u>Have all complaints reviewed by the screening committee within 90 days of the initial contact with the respondent. This excludes cases where the respondent obtains legal counsel. Respondents have up to 30 days to respond to the initial request. After that, the investigators must compile the materials and build the case. Cases that are presented to screening must be completed roughly two weeks prior to the committee meeting.</u>

c. Send final stip/FDO for all "CE Only" cases to the Respondent within 60 days of screening committee opening the case. *"CE Only" cases are cases where there were no violations found, except that the respondent failed to complete the proper number of CE hours in the prior licensing year.*

3. Create and publish a biennial report

4. Bulletin/Newsletter to credential holder addressing delegation of medical services, s. VE 1.44.



VEB

VISION: Setting the standard of forward thinking veterinary regulation.

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

CORE VALUES

ProteCting the public

TrAnsparency

IntegRity

HonEsty



2022 VEB Strategic Goals

July 20, 2022 VEB Full Board Meeting

Done

Consider for Continuing and/or Rolling to 2023

Progress thru March 2023

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

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

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

- a. Transition to a new VPAP provider in a timely and as seamless of fashion as possible.
Transition completed February 1, 2023
- b. Work closely with the WVMA mental health task force (MHTF) to provide focus for, and promotion of, the VEBs veterinary professional assistance program (VPAP)

WVMA has been provided the following resources to utilize in identifying ways the VPAP program can be used to assist the mission of the MHTF:

- Access to review types of presentations/trainings available thru LifeWorks,
- an orientation to the program specifically for the WVMA mental health taskforce, presented by LifeWorks consultant Shelly Gilmore,
- a link to the recorded VPAP orientation

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

- a. Initiate the initial contact with the respondent within five business days of complaint receipt, on 90% of cases. This would not include cases where DEA is involved or a site- visit must be made, as those tasks normally exceed 5 days.
109 Cases – 10 intentionally not contacted right away (clinic visits, not enough info from complainant, and DEA investigations) = 99 cases. 85 met goal, for a total of 86%.
- b. Respondents have up to 30 days to respond to the initial request. After that, the investigators must compile the materials and build the case. Cases that are presented to screening must be completed roughly two weeks prior to the committee meeting. Because of these timelines, our goal is to have the committee review every case within 90 days of the initial contact. This excludes cases where the respondent obtains legal counsel.
74 cases – 9 extensions given or respondent attorney held up = 65 cases. 62 screened within 90 days for a total of 95%.
- c. **Send final stip/FDO for all “CE Only” cases to the Respondent within 60 days of screening review.** “CE Only” cases are cases where there were no violations found, except that the respondent failed to complete the proper number of CE hours in the prior licensing year. These cases are relatively “templated” and should be quick to process. Our goal is to get the respondent the final version of the stipulation within 60 days of the screening committee deciding to open the case.

4 CE only cases opened so far in 2023. All of them had stips & FDO's sent to the respondent within 60 days (longest one was 23 days).

4. Increase outreach to credential holders.

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

Move forward to 2023 Plan, will complete after renewals in 2024

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

Newsletter published January 27, 2023.

**Veterinary Examining Board
Agenda Request Form**

1) Meeting Date	April 19, 2023
2) Requestor Name	M. Mace
3) Item Title for the Agenda	Credential committee meeting
4) Should the Item be in Open or Closed Session?	Open
5) Are there Attachments? (If yes, include file names)	No
6) Is a Public Appearance Anticipated?	No
7) Description of the Agenda Item	<p>The Credentialing committee (Dr. Nesson, Lyn Schuh, and Dr Lang, Dr. Solverson observing will be on the committee as of July 1) is being convened to discuss guidance on what is required to prove competency for renewals after 5 years of not practicing.</p> <p>Plan for an hour discussion Available dates & times:</p> <p>May 8 – Start times between 11am – 4pm May 9 – Start times: between 8am – 1pm, 4pm May 10 – Start time between 8am – 11am; 3:30pm May 15 – Start time between 12pm – 4pm</p>