

OVMEB BOARD MEETING PUBLIC SESSION	July 16-17, 2026,	8:30 AM
	Zoom Conference: https://us06web.zoom.us/j/87081987845?pwd=ujyPaa4eHmbuX9sRhgSWGtcIoZbCSj.1	
	Meeting ID: 870 8198 7845 Passcode: KVSr4W	
	Phone 971-673-0224 Fax 971-673-0226	
Board President: Max Rinaldi, DVM		

July 16-17, 2026, 8:30 AM

Convene Public Session

1. CALL TO ORDER

Public Session is scheduled to start at 8:30AM and will continue until the end of business. Executive Session (closed to the public) will follow, continuing until the end of business. The Board expects to come out of Executive Session and into Public Session for the purpose of voting on the cases discussed during Executive Session and other applicable Board business.

2. Roll Call

3. OVMEB BOARD CHAIR’S COMMENTS

a. Welcome comments from Max Rinaldi, OVMEB Board Chair

4. PUBLIC COMMENTS – For Items Not on the Agenda (Comments must be limited to 3-5 minutes, limited to 1 hour for the full comment period. For planning and scheduling purposes, the Board requests public participants to notify the office in advance if you wish to address the Board.)

5. CONSENT AGENDA

- a. Today’s Agenda
- b. May 7-8, 2026- Public Board Meeting Minutes

6. UPDATE FROM STATE VETERINARIAN – Dr. Ryan Scholz

7. EXECUTIVE DIRECTOR REPORT – OVMEB Peter Burns

8. DISCUSSION AND ACTION ITEMS

- i. CVT Workgroup Update - OVMEB Director Pete Burns and Dr. Emilio DeBess
- ii. Well-Being Support – Dr. Charles Hurty and Director Pete Burns

- iii. SB-1539 Rules Advisory Committee Update – Director Pete Burns
- iv. Board Member Training – Director Pete Burns and AAG Joanna Tucker Davis
- v. Complaint Investigation Process, Comparison with other Jurisdictions – Director Pete Burns
- vi. Applicants- OVMEB Licensing Administrator Brooke Walker
- vii. Regional Disease Test Revision- OVMEB Licensing Administrator Brooke Walker

9. Next Board Meeting- September 1-2, 2026

10. EXECUTIVE SESSION: The Oregon Veterinary Medical Examining Board will now go into Executive Session pursuant to ORS 192.660(2)(L), ORS 192.660(2)(f), ORS 192.660(2)(h), and 676.175(1) concerning discipline, litigation, and exempt public records. Representatives of the news media and designated staff will be allowed to attend the Executive Session. All other members of the audience are asked to leave the room. Representatives of the news media are specifically directed not to report on any of the deliberations during the Executive Session except to state the general subject of the session as previously announced. No decision will be made in Executive Session. At the end of the Executive Session, we will return to open session and welcome the audience back into the room.

11. IN THE MATTERS OF (following Executive Session)

5. Consent Agenda

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MEETING SUMMARY

**2026 Month Board Meeting
May 7-8, 2026, 8:30AM**

Virtual Meeting

Please see the Teams video on the Board Meeting Agendas/Minutes webpage and the correlating timestamps below.

Board Members

- Max Rinaldi, DVM, President
- Brett Hamilton, DVM
- Brian Wadyka, Public Member
- Katy Wallace, DVM
- Karen Pate, Public Member
- Ragan Borzcik, DVM
- Natalie Mair-Williamson, CVT

Agency Staff

- Peter Burns, Executive Director
- Bertina Grajo, Investigator
- Janine Holland, Investigator
- Brooke Walker, Licensing Administrator
- Ingrid Nye, Inspector

Timestamps for Teams Video

Teams Video Part #1

**May 7-8, 2026,
OPEN SESSION – PUBLIC MAY ATTEND**

- i. President Rinaldi called the meeting to order at 8:33 PM.
- ii. Roll Call

Board Members	Here	Absent
Board President Max Rinaldi	x	
Board Member Brett Hamilton		x
Board Member Brian Wadyka	x	
Board Member Katy Wallace	x	
Board Member Karen Pate	x	
Board Member Ragan Borzcik	x	
Board Member Natalie Mair-Williamson	x	
Agency Staff Members	Here	Absent

Executive Director Peter Burns	x	
Investigator Bertina Grajo	x	
Licensing Administrator Brooke Walker	x	
Investigator Janine Holland	x	
Inspector Charlie Esparza	x	
AAG Joanna Tucker-Davis	x	

Public Member
Dr. Ryan Shultz
Glenn Kolb
David Mickulas
Kristine Carter
James Penrod
Beth Venit
Erissa Jeffries
Bonnie Wilson
Christina Keef

0:00:27
0:04:43

- iii. Public Comment
 - Matt Raminiak- Flea medication/VCPR
 - Erissa Jeffries- Dr. Koller
 - David Mickulas- CVT Renewal

0:06:53

iv. Agenda review and approval

0:08:41

v. Update from State Veterinarian- Dr. Ryan Shultz

0:17:13

vi. Executive Director Report

0:30:20

vii. Discussion and Action Items

i. CVT Workgroup Update - OVMEB Director Peter Burns

ii. Well-Being in Oregon- Dr. Charles Hurty

02:03:33	<p>iii. Rulemaking Update- OVMEB Director Peter Burns</p> <p>Dr. Rinaldi announced to move into Executive Session for the purpose of legal advice, review and discussion of investigations and disciplinary cases.</p> <p>EXECUTIVE SESSION – NOT OPEN TO THE PUBLIC, pursuant to ORS 192.660(2)(L), ORS 192.600(2)(f), ORS 192.660 (2)(h), ORS 676.175(1)</p> <ul style="list-style-type: none">• Legal Advice pursuant to ORS 192.660(2)(f)• Deliberation on Disciplinary Cases and Investigations <p>Contested Case Deliberation ORS 192.690(1)</p>
	<p>MOTIONS RELATED TO DISCIPLINARY ACTIONS</p> <p><u>Close the following cases:</u></p> <p>In case 2023-0165, I Max Rinaldi, move to assess a proposed \$250 civil penalty and costs for a violation of OAR 875-015-0020(8). Wallace second. All in favor. Motion passes.</p> <p>In case 2025-0111, I Max Rinaldi move to close case. Ragan second. All in favor. Motion passes.</p> <p>In case 2025-0113, I Max Rinaldi move to close case. Pate second. All in favor. Motion passes.</p> <p>In case 2025-0123, I Max Rinaldi move to close case. Wallace second. All in favor. Motion passes.</p> <p>In case 2025-0143, I Max Rinaldi move to close case. Pate second. All in favor. Motion passes.</p> <p>In case 2025-0151, I Max Rinaldi move to assess a proposed \$500 civil penalty and costs for a violation of OAR 875-011-0010(7). Borzick second. All in favor. Motion passes.</p> <p>In case 2025-0153, I Max Rinaldi move to close case. Pate second. All in favor. Motion passes.</p> <p>In case 2025-0167ABCD, I Max Rinaldi, move to close case. Borzick second. All in favor. Motion passes.</p>

In case 2025-0173, I Max Rinaldi, move to close case. Wallace second. All in favor. Motion passes.

In case 2025-0191A, I Max Rinaldi, move to assess a proposed civil penalty of \$250 and costs for a violation of ORS 686.130(4). Pate second. All in favor. Motion passes.

In case 2025-0191B, I Max Rinaldi move to assess a proposed civil penalty of \$250 and costs for a violation of ORS 686.130(4). Borzick second. All in favor. Motion passes.

In case 2025-0193, I Max Rinaldi move to close case. Brian second. All in favor. Motion passes.

In case 2025-0195, I Max Rinaldi move to close case. Borzick second. All in favor. Motion passes.

In case 2025-0196, I Max Rinaldi move to assess a proposed civil penalty of \$750 for three violations of OAR 875-011-0010(7). Wallace second. All in favor. Motion passes.

In case 2026-0001, I Max Rinaldi move to close case. Borzick second. All in favor. Motion passes.

In case 2026-0004AB, I Max Rinaldi move to close case. Pate second. All in favor. Motion passes.

In case 2026-0009, I Max Rinaldi move to close case. Pate second. All in favor. Motion passes.

In case 2026-0017, I Max Rinaldi move to move close case. Borzick second. All in favor. Motion passes.

In case 2026-0024, I Max Rinaldi move to close case. Wallace second. All in favor. Motion passes.

In case 2026-0030A, I Max Rinaldi move to offer a \$1000 civil penalty and 2 years probation with evidence of successful completion of a board approved anger management classes, and assessment from a counselor and completion of any recommendations from the counselor for a violation of OAR 875-011-0010(10). Pate second. All in favor. Motion passes.

In case 2026-0040, I Max Rinaldi move to assess a proposed \$1000 civil penalty and costs for violations of OAR 875-010-0010(7). Borzick second. All in favor. Motion passes.

In case 2026-0042, I Max Rinaldi, move to close the case. Borzick second. All in favor. Motion passes.

In case 2026-0046, I Max Rinaldi move to assess a proposed \$750 civil penalty and costs for a violation of OAR 875-011-0010(7). Pate second. All in favor. Motion passes.

In case 2026-0050A, I Max Rinaldi move to close case. Borzick second. All in favor. Motion passes.

❖ ADJOURN

Adjourn at 12:57 PM.

PLEASE NOTE: The BOARD MEETING SUMMARY IS CONSIDERED DRAFT UNTIL APPROVED BY THE BOARD AT THE NEXT SCHEDULED BOARD MEETING.

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7. EXECUTIVE DIRECTOR REPORT

Executive Director Report July 2026 Board

To: Oregon Veterinary Medical Examining Board From:
Peter J. Burns, Executive Director

Board Meeting Details: July 16-17, 2026

Executive Director's Introduction

Dear Board Members, Licensees, and Members of the Public,

Thank you for your continued engagement with the Oregon Veterinary Medical Examining Board. As we move further into the 2025–2027 biennium, I want to take a moment to reflect more broadly on the important work we are doing together to support veterinary professionals, protect Oregon's animals, and serve communities across the state. Our progress this year demonstrates not only the strength of our programs, but also the resilience and dedication of the veterinary profession statewide.

We remain firmly committed to transparency, accountability, and open communication. The agency continues to publish our full meeting calendar, agendas, minutes, disciplinary actions, and rulemaking updates to ensure meaningful access for licensees, stakeholders, and the public. Maintaining a transparent regulatory environment helps reinforce public trust and ensures that veterinarians and veterinary professionals have the information they need to practice confidently and ethically within Oregon's framework.

This year, we reintroduced our quarterly newsletter, which has received positive feedback from veterinary licensees and partners. The newsletter offers timely compliance guidance, highlights emerging national regulatory trends, and provides updates from our licensing, investigations, and inspection programs. We developed this resource to help support busy practitioners—particularly those in rural communities where access to regulatory assistance and professional networks can be more limited. Our hope is that these communications serve as a practical tool to help veterinary teams navigate regulatory requirements with clarity and confidence.

Collaboration continues to be a cornerstone of our approach. We remain actively engaged with the American Association of Veterinary State Boards, the Oregon Veterinary Medical Association, and the Portland Veterinary Medical Association. These partnerships ensure that Oregon remains aligned with national standards, benefits from shared expertise, and is well-positioned to respond proactively to emerging issues in the profession. Through these relationships, we gain access to valuable insights, data, and best practices that help strengthen our regulatory programs.

In June, Agency Inspector Charlie Esparza and I traveled to the Medford region to conduct on-site inspections and to meet directly with area licensees. This was an opportunity not only to observe facility operations firsthand, but also to learn about the challenges and successes veterinary professionals are experiencing in southern Oregon. These conversations highlighted the strong commitment practitioners have to animal health and public safety, and they reinforced the importance of maintaining a visible and supportive presence across all regions of the state. Field

visits like this help inform our work, promote consistent standards, and strengthen relationships with OVMEB licensees.

As always, I want to express my appreciation for your continued support and for the essential role you play in protecting animal health, public safety, and the integrity of the veterinary profession in Oregon. Your engagement remains central to the work we do, and I look forward to continuing to advance our mission together.

In partnership,

Peter J. Burns,
Executive Director Oregon Veterinary Medical Examining Board

2025-2027 Budget

25-27 BIENNIUM BUDGET VS. ACTUAL PERFORMANCE
Actuals to Budget through most current closed period (February 2026)

	Actuals (to date)	Budget (to date)	\$ Variance	% of Budget (to date)
Revenue	\$1,035,898	\$2,879,879	-\$1,843,981	36%
Expenditure	\$902,000	\$2,007,202	-\$1,105,202	46%

Revenue and Expenditure Variance Summary

Actuals through May 2026

Revenue to date totals \$1,035,898, or 36% of budgeted biennial revenue. This reflects the normal timing of license renewals and the impact of the recent fee increase.

Expenditures to date total \$902,000, approximately 45% of the biennial expenditure budget. This favorable variance is primarily due to phased spending, timing of contractual and operational costs, and uneven expenditure patterns across the biennium.

The agency's current ending cash balance is \$473,665. This equates to roughly 5.7 months of available cash.

Application Fee Sustainability

I also want to provide an upfront update on fee sustainability.

In 2025, the agency implemented a **50 percent fee increase**, which at the time was projected to sustain operations to **2029**.

Due to increases in DOJ legal costs and DAS shared services costs, we now project that this fee structure will only sustain operations until **2028**.

We are working closely with DAS Shared Financial Services to evaluate options and ensure long-term stability.

I want to state clearly and transparently:

It is likely that another fee adjustment will need to be considered in 2028 rather than 2029.

We will factor this into the Annual Request Budget for the 2028–29 biennium, and we will share additional details as soon as they are available.

Fiscal Oversight

- The Executive Director meets monthly—and as needed—with DAS Shared Financial Services (SFS) to monitor revenue, expenditures, and cash flow.
- DAS-SFS reports that OVMEB’s financial position remains stable moving into the second year of the biennium.
- The full 2025–2027 Legislatively Adopted Budget is available on the [OVMEB website](#).

Board Access to Financial Materials

Board Members have access to detailed fiscal documents on their meeting iPads, including:

- Monthly expenditure reports
- Revenue tracking summaries
- Cash flow statements
- Budget-to-actuals detail

Please contact the Executive Director with any questions or requests for additional information.

2026 Board Meeting Calendar

January: 21-22 | March 11-12 | May 7-8 | July 16-17 | Sept 1-2 | Nov 16-17

Agency Administration

Board Officer Update:

We are still looking for nominations for a current Board Member to serve as Vice Chair. This is a supportive role primarily to learn the role of the Board Chair and potentially lead meetings, in the absence of the Board Chair. If any Board Member would like to know more, please feel free to contact the agency director.

Recruitment Update:

Three new OVMEB Board Members were sworn in to serve during the June Legislative Session. I would like to introduce and welcome them to the Board.

- **Stuart Eckmann**, Public Member – a retired life-sciences specialist with deep involvement in canine genetic research, including work on Batten Disease, and extensive service with national canine-health organizations.

- **Dr. Cheryl Roth**, DVM Member – An ABVP-certified veterinary specialist in canine and feline practice, she brings over two decades of experience in general practice and emergency/critical care. As co-owner of Guardian Veterinary Care, she serves the Sherwood, Oregon community and contributes to the profession through mentorship and volunteer leadership at state and national levels. She remains committed to innovation, strong standards, and supporting the future

of veterinary medicine.

• **Dr. Mark Norman**, DVM Member – a long-time Oregon practitioner, Navy veteran, and co-founder of Bethany Family Pet Clinic with extensive leadership and volunteer experience in the veterinary field.

Customer Service Update

OVMEB continues to make strong progress in delivering timely, responsive, and accessible customer service. Over the past year, staff have consistently upheld our **acknowledgment standard** for phone and email inquiries and maintained our **weekly in-office availability**, both of which are now reinforced in the updated [Customer Service Policy](#) (effective April 1, 2025). These practices have significantly improved communication with licensees, complainants, and the public, while also contributing to greater operational efficiency. Our streamlined licensing workflow has reduced processing times from five days to three, and customer feedback reflects increased satisfaction with clarity, timeliness, and professionalism. I want to recognize and thank staff for their continued dedication to these standards— their work is directly strengthening public trust and the overall effectiveness of the agency.

Agency Program Areas

- 1. Licensing Administration:** Issuance of Licenses | Conducting Background Checks | Reviewing Continuing Education Requirements
- 2. Compliance:** Handling Complaints and Investigations | Taking Board Action | Providing Educational Resources
- 3. Facility Inspections:** On-Site Inspections | Self-Inspections | Investigation Support

Licensing Administration

The 2026 renewal cycle has concluded successfully, with strong compliance and timely processing across license types. During renewals, a total of 179 licenses were not renewed, including 96 DVMs and 85 CVTs. With renewals now complete, our focus has shifted toward preparing for an anticipated increase in new graduates applying for licensure. We continue to actively review internal processes to ensure efficient application handling and continued support for incoming licensees.

OVMEB Licenses by the Numbers (June 2026)	
Total Individual Licenses	4,817
DVM Licenses	2,959
Intern licenses	102
CVT Licenses	1,629
CET Licenses	127
New Individual Licenses	
Licenses added from May to June	338
DVM Licenses	49
DVM Interns	48
CVT Licenses	27
CET Licenses	11
Total facilities statewide (April 2026)	715

Investigations

Open Cases Report	January	April	June
OVMEB Open Cases	141	115	149
Presenting to the Board at Board Meeting	50	58	37
Post Board Meeting (Notice/Hearing Process)	37	14	40

Investigations Overview

Overall complaint volume has been continued to rise steadily since 2019. Over the past year, OVMEB has received an average of 25 complaints per month, consistent with the elevated volume identified in August of 2025. Last year, the agency received approximately 250 complaints—about 21 per month—and we are currently on track for approximately 300 complaints in 2026. Every

complaint received is statutorily required to be investigated and presented to the Board. Investigators continue to manage the high caseload and have improved closing times.

Complaint Characteristics and Violation Rates

Despite the steady intake of complaints, only approximately 20 percent of investigated complaints result in a violation. While all complaints are presented to the Board as investigative reports, the majority are either unsubstantiated or are outside of OVMEB jurisdiction and referred elsewhere when appropriate. The cases that do result in Board action are most often lower level violations resulting usually in civil penalties.

Caseload Management and Processing Improvements

Investigators continue to manage intake efficiently while reducing the longstanding backlog that exceeded 200 cases in 2024. Since November, the number of ongoing open investigations has steadily declined from 174 to 115—a 34 percent reduction. During the same period, the number of cases prepared for Board presentation has continued to grow, and post-Board case processing has accelerated significantly: cases in the post-Board notice and hearing phase have decreased from 26 in November to 14 in April.

This reflects improved coordination between Investigations staff and the Assistant Attorneys General and demonstrates that cases are not only being moved forward at a strong pace but are also being resolved more quickly after Board action.

Inspections

There are currently 717 registered Oregon Facilities. A Board Inspection Report detailing inspections since the last Board meeting has been provided for Board review in Executive Session.

OVMEB Inspector has continued conducting scheduled, routine and unannounced inspections, maintaining steady progress in meeting the Board’s oversight responsibilities. To date, the Inspector has completed **147 inspections for 2026**, reflecting consistent follow-through on the annual inspection plan. Notably, **46 of these inspections have been completed since the last board meeting**, demonstrating an accelerated pace of activity in May and June. This ongoing work supports the Board’s commitment to ensuring compliance and will be further detailed in the upcoming Board Inspection Report.

Looking Ahead

OVMEB will continue advancing consistent, transparent, and effective regulatory oversight as we move into the second half of the biennium. Our focus remains on strengthening core functions while proactively preparing for emerging needs and long-term sustainability. Key priorities include:

- **Maintaining fiscal stability** through close monitoring of revenue trends, expenditure pacing, and cash flow, in partnership with DAS Shared Financial Services. This includes continued evaluation of long-term revenue sustainability and operational needs.
- **Ensuring timely and efficient licensing**, particularly as new graduates enter the profession. We will continue refining internal workflows to support rapid application processing and a smooth onboarding experience for new licensees.

- **Managing elevated complaint volume** by sustaining strong investigative throughput, coordinating closely with the Attorney General’s Office, and continuing progress toward reducing the remaining backlog.
- **Expanding statewide inspection coverage**, including steady completion of scheduled facility inspections and strengthening our emphasis on compliance education to support practitioners and improve overall regulatory alignment.
- **Enhancing communication and stakeholder engagement**, with ongoing collaboration with professional associations, licensees, and national partners to stay aligned with evolving standards and best practices.
- **Supporting strong Board governance**, including continued recruitment for Board vacancies and the successful onboarding of newly appointed Board Members.

As we continue our work, OVMEB remains committed to responsive service, clear communication, and maintaining public trust. We will remain attentive to the needs of the profession and the public as we carry out our mission to protect animal health and public safety throughout Oregon.

8. Discussion and Action Items

OVMEB Workgroup on Certified Veterinary Technician (CVT) Scope of Practice, Overview and Mission Document

Purpose

The Oregon Veterinary Medical Examining Board (OVMEB) is convening a new workgroup to conduct a comprehensive review and modernization of the Certified Veterinary Technician (CVT) Scope of Practice as defined in Oregon Administrative Rules (OAR Chapter 875, Division 30). This effort builds upon the year-long work of the previous Certified Veterinary Technician (CVT) Rule Review Workgroup, whose detailed recommendations and rule-language cleanup will serve as foundational material for this expanded project.

Background

- OVMEB regulates veterinary medicine under the Veterinary Practice Act (ORS Chapter 686) and associated administrative rules (OAR Chapter 875).
- Division 30 of the OAR outlines requirements, supervision standards, and practice limitations for Certified Veterinary Technicians.
- The previous workgroup completed an extensive review of rule language related to Certified Veterinary Technicians (CVTs), identifying inconsistencies, outdated terminology, and opportunities for clarity.
- After reviewing that work, the Board determined that a broader, more strategic review is needed—one that examines the full CVT Scope of Practice, aligns with contemporary veterinary practice, and incorporates national standards.
- The American Association of Veterinary State Boards (AAVSB) has recently updated its Model Veterinary Practice Act and related guidance on veterinary technician scope of practice. The Board intends for this workgroup to evaluate and integrate relevant AAVSB model language where appropriate.

Mission Statement

The mission of the OVMEB CVT Scope of Practice Workgroup is to evaluate, modernize, and recommend updates to Oregon's CVT-related administrative rules to ensure they:

1. Reflect current veterinary medical standards and workforce realities;
2. Support safe, effective delegation and utilization of veterinary technicians;
3. Align, where appropriate, with AAVSB's updated Model Practice Act;
4. Promote clarity, consistency, and enforceability within OAR Chapter 875, Division 30;
5. Maintain OVMEB's statutory mandate to protect animal health and welfare, public health, and consumers of veterinary services.

Scope of Work

The workgroup will:

- Conduct a full review of OAR 875-030, including supervision requirements, permitted duties, limitations, and definitions.
- Compare Oregon's rules with AAVSB's Model Practice Act and identify areas for alignment or divergence.
- Review the previous CVA Workgroup's recommendations and incorporate relevant findings.
- Identify gaps, ambiguities, or outdated provisions in current rules.
- Consider stakeholder input from veterinarians, CVTs, CVAs, veterinary employers, educators, and the public.
- Develop recommended rule revisions or new rule concepts for Board consideration.
- Provide a written report summarizing findings, rationale, and proposed rule language.

Deliverables

1. **Annotated review of current OAR 875-030**
2. **Comparative analysis** with AAVSB Model Practice Act
3. **Draft rule concepts and/or proposed rule language**
4. **Final report** summarizing recommendations and stakeholder feedback

Workgroup Composition

The Board intends to include:

- Licensed veterinarians (mixed practice types)
- Certified Veterinary Technicians
- Members of the previous CVA Rule Review Workgroup
- Representatives from veterinary education programs
- Public member(s)
- OVMEB staff (facilitation and administrative support)

Timeline

- **Kickoff:** Upon Board approval
- **Meetings:** Monthly or as needed
- **Draft recommendations:** Within 6–9 months
- **Final report:** Within 12 months of kickoff
- **Rulemaking:** To follow Board review and approval, consistent with OAR 875-001 procedural requirements.

Board Packet Version – PRE-LICENSURE MODULE

Proposed Oregon Pre-Licensure Veterinary Well-Being, Burnout, and Suicide Awareness Module

Draft for discussion. Not final agency language. Charles Hurty/GRIT+LOVE

Executive summary

This packet proposes a focused rule concept for an Oregon pre-licensure veterinary well-being, burnout, and suicide awareness module. The rule would require each applicant for initial veterinary or certified veterinary technician licensure to complete a brief Board-approved educational module before licensure. The intent is preventive, educational, and profession-specific.

Policy rationale

Veterinary professionals face persistent emotional, cognitive, ethical, and operational strain. A brief pre-licensure module provides an upstream point of intervention before professionals enter Oregon practice. It introduces shared language around burnout, compassion fatigue, moral distress, psychological safety, suicide awareness, and help-seeking behavior.

Precedent

Washington State has adopted veterinary-specific suicide prevention training language in RCW 18.92.280. Oregon can use that precedent while developing a broader, prevention-oriented framework that includes well-being, burnout, sustainability, psychological safety, and suicide awareness.

Implementation concept

The module could be approximately one hour in length, delivered as a recorded webinar or online module, followed by a short attestation or brief assessment. This would keep the requirement scalable, low-cost, and administratively feasible.

Proposed Rule with Board Explanation

Layout note: Each proposed rule segment is followed by a lightly shaded explanatory paragraph for Board discussion. The shaded material is not proposed rule text.

Rule segment 1: Purpose

(1) Purpose. The purpose of this rule is to establish a standardized pre-licensure educational requirement for applicants for veterinary and certified veterinary technician licensure in Oregon regarding professional well-being, burnout, occupational distress, suicide awareness, crisis resources, and help-seeking behavior within the veterinary profession.

Board explanation: This frames the requirement as an upstream, preventive educational touchpoint. It is broader than a crisis-only suicide prevention rule, while still including suicide awareness and crisis resources. The goal is professional sustainability, public protection, and early normalization of help-seeking.

Rule segment 2: Applicability

(2) Applicability. This rule applies to each applicant for initial licensure as a veterinarian or certified veterinary technician in Oregon.

Board explanation: This keeps the requirement focused and administratively simple. It applies at the entry point into Oregon licensure and reaches both veterinarians and certified veterinary technicians.

Rule segment 3: Required module

(3) Required module. Prior to issuance of an initial Oregon license, each applicant described in section (2) of this rule must complete a Board-approved pre-licensure veterinary well-being, burnout, and suicide awareness module.

Board explanation: This creates a clear condition of initial licensure without adding a recurring burden. It signals that occupational well-being is part of professional readiness in Oregon.

Rule segment 4: Content

(4) Content. The module must include introductory education regarding all of the following: (a) The occupational demands of veterinary medicine, including emotional, cognitive, ethical, and operational stressors; (b) Burnout, compassion fatigue, moral distress, psychological distress, anxiety, depression, and suicide risk in veterinary professional settings; (c) The relationship between workplace culture, psychological safety, communication, perfectionism, workload pressure, staffing limitations, client conflict, euthanasia exposure, documentation burden, and professional well-being; (d) Recognition of early warning signs of professional distress in oneself and others; (e) Practical prevention strategies, including rest, recovery, boundaries, peer support, team communication, help-seeking behavior, and referral to appropriate professional resources; (f) Timely access to crisis resources, mental health resources, and confidential support services; and (g) The shared role of individuals, teams, employers, educators, professional organizations, and regulatory bodies in supporting a sustainable veterinary workforce.

Board explanation: The content categories are intentionally practical. They connect individual well-being to culture, communication, workload, and systems. The language avoids turning the module into therapy training or a disciplinary standard.

Rule segment 5: Veterinary-specific design

(5) Veterinary-specific design. The module must recognize that veterinary professionals provide care for animal patients, communicate with animal owners or caretakers, and practice within a professional environment that includes unique occupational risks, including animal suffering, euthanasia exposure, moral distress, client financial limitations, access-to-care challenges, public health responsibilities, animal welfare responsibilities, and access to controlled substances.

Board explanation: Washington provides precedent for veterinary-specific suicide prevention training. Oregon can build on that precedent by naming the unique occupational risks in veterinary practice, including euthanasia exposure, moral distress, client constraints, animal welfare responsibility, and access to controlled substances.

Rule segment 6: Format

(6) Format. The module may be delivered by recorded webinar, online learning module, live webinar, facilitated discussion, or another format approved by the Board.

Board explanation: This allows the Board to choose a recorded module, live training, or another feasible format. A recorded webinar with simple visuals and basic assessment is likely the lowest-burden implementation pathway.

Rule segment 7: Length and assessment

(7) Length and assessment. The module must be approximately one hour in length and must include a brief assessment, attestation, certificate of completion, or other documentation sufficient to verify completion. The Board may require multiple-choice questions or other low-burden methods of confirming completion.

Board explanation: The one-hour length keeps the requirement proportionate. A short attestation or five-question assessment can document completion without making the requirement punitive or complex.

Rule segment 8: Approval and development

(8) Approval and development. The Board may develop the module directly or may approve a module developed in consultation with veterinarians, certified veterinary technicians, veterinary educators, mental health professionals, veterinary social workers, professional associations, public health professionals, or other subject matter experts.

Board explanation: This gives the Board flexibility. It also invites collaboration with veterinary professionals, CVTs, educators, mental health experts, veterinary social workers, and associations, which increases credibility and practical relevance.

Rule segment 9: Cost and access

(9) Cost and access. The Board should make reasonable efforts to ensure that the module is low-cost, accessible, and administratively feasible for applicants.

Board explanation: The policy goal is prevention and awareness, not financial or administrative friction. Low-cost access will be important for new graduates, out-of-state applicants, and early-career professionals. Looking for no financial costs to potential licensees.

Rule segment 10: Documentation

(10) Documentation. An applicant must provide documentation of completion in the manner prescribed by the Board. The Board may retain completion records through its licensing system.

Board explanation: The documentation requirement should be simple enough to integrate into the existing licensing workflow. A certificate upload or electronic attestation would likely be sufficient.

Rule segment 11: Equivalent education

(11) Equivalent education. The Board may accept substantially equivalent education completed within the three years preceding the application date if the education satisfies the content requirements of this rule and is documented in a manner acceptable to the Board. {MAYBE – Can be an extra burden for the team; debate...}

Board explanation: This prevents unnecessary duplication for applicants who recently completed substantially similar training. The three-year window mirrors the logic of recent, relevant educational completion.

Rule segment 12: Relationship to continuing education

(12) Relationship to continuing education. Completion of the pre-licensure module under this rule does not replace any continuing education requirement for license renewal unless otherwise authorized by the Board. If the Board determines that the module qualifies as continuing education, the completed hour may be counted toward applicable continuing education requirements.

Board explanation: This avoids confusion between pre-licensure education and renewal CE. The Board can still allow the hour to count as CE if it chooses.

Rule segment 13: Non-disciplinary purpose and scope of practice

(13) Non-disciplinary purpose and scope of practice. The module is educational and preventive in nature. Completion of the module does not create a clinical duty to diagnose or treat mental health conditions and may not be interpreted to expand or limit the scope of practice of a veterinarian or certified veterinary technician.

Board explanation: This language is important. It protects the rule from being misread as a mental health practice requirement, a diagnostic obligation, or an expansion of professional scope.

Rule segment 14: Implementation date

(14) Implementation date. This rule applies to applications for initial licensure submitted on or after [DATE]. The Board may establish temporary implementation procedures, including delayed enforcement or provisional completion timelines, to allow orderly administration of the requirement.

Board explanation: This gives the Board room to phase in the requirement and avoid disruption during launch.

Suggested Board Action

The Board could direct staff or a rules advisory group to review this concept, assess administrative feasibility, identify appropriate subject matter contributors, and return with refined rule language and implementation options.

Reference Sources

Oregon Secretary of State, OAR Chapter 875, Division 10, Permits and Licenses:

<https://secure.sos.state.or.us/oard/displayDivisionRules.action?selectedDivision=4111>

Oregon Secretary of State, OAR 875-010-0090, Continuing Education Requirements:

<https://secure.sos.state.or.us/oard/view.action?ruleNumber=875-010-0090>

ORS Chapter 686, Veterinarians; Veterinary Technicians: https://oregon.public.law/statutes/ors_chapter_686

ORS 686.410, Continuing education required; rules: https://oregon.public.law/statutes/ors_686.410

Washington RCW 18.92.280, Suicide prevention training program, Required education:

<https://app.leg.wa.gov/rcw/default.aspx?cite=18.92.280>

Board Packet Version – FACILITY SAFEGUARDS

Level 3: Facility-Based Well-Being and Suicide Prevention Safeguards

Proposed annual facility safeguards for Oregon veterinary practices/Charles Hurty/GRIT+LOVE

Purpose	Mechanism	Burden	Reach
Improve awareness before crisis	Posting, protocol, annual review	Low cost and self-inspection compatible	Full clinic team, not only licensees

Bottom line: This proposal uses an existing regulatory model: facility registration, written protocols, self-certification, and inspection readiness. It adds a small mental health and suicide prevention safeguard to the same practical framework already used for public health, medication security, and other facility responsibilities.

Why this proposal fits the Board’s existing framework

- Oregon already regulates veterinary facilities through registration, managing veterinarian responsibilities, minimum facility standards, self-certification, and inspection.
- Oregon already requires written policies, annual self-inspection, and inspection readiness in the drug and pharmacy context.
- Veterinary suicide prevention is not only an individual licensee issue. Clinic culture, access to lethal means, isolation, fear of stigma, and help-seeking pathways are facility-level conditions.
- The proposed requirement is narrow. It asks clinics to post resources, maintain a short protocol, conduct a brief annual staff review, and document compliance.

Proposed rule language with explanatory notes

875-015-00XX Facility-Based Well-Being and Suicide Prevention Safeguards

Placement recommendation: Division 15 is a strong fit because it already houses minimum standards for veterinary medical facilities and veterinary practice. A conforming amendment to OAR 875-010-0031 could connect compliance to facility registration renewal or self-certification.

(1) Purpose. The purpose of this rule is to establish limited, facility-based safeguards to improve awareness of mental health resources, occupational mental health risks, suicide prevention resources, and help-seeking pathways in Oregon veterinary medical facilities.

Board note: This frames the proposal as a small occupational safety and public health safeguard. The language stays preventive, practical, and facility-based. It does not regulate private medical decisions or require clinics to become mental health providers.

(2) Applicability. This rule applies to each veterinary medical facility registered by the Board and to the Managing Veterinarian responsible for the facility under OAR 875-010-0031.

Board note: This extends the touchpoint beyond individual licensees. That is the central function of Lever 3. The facility environment reaches the whole team, including non-licensee staff who may share the same occupational exposure and crisis risk.

(3) Facility resource posting. Each registered veterinary medical facility must display Board-approved crisis support and mental health resource information in at least one staff-facing location that is reasonably accessible to veterinary licensees, certified veterinary technicians, veterinary assistants, reception staff, kennel staff, and other employees or agents of the facility.

Board note: This borrows the logic of required facility postings and safety information. The requirement is intentionally simple: make crisis information visible where staff can actually see it, not only in a policy binder.

(4) Minimum resource information. The posted information must include, at minimum: (a) the 988 Suicide & Crisis Lifeline; (b) one or more Oregon or national mental health or crisis support resources approved by the Board; and (c) a brief statement encouraging early help-seeking for professional distress, suicidal thoughts, substance use concerns, or concern about a colleague.

Board note: The Board can keep this flexible by approving resource language rather than embedding every resource in rule. 988 is the anchor because it is free, national, confidential, and available by call, text, or chat.

(5) Written protocol. Each registered veterinary medical facility must maintain a brief written well-being and suicide prevention awareness protocol. The protocol must identify: (a) where crisis support and mental health resource information is posted; (b) the facility role or position responsible for maintaining the information; (c) general internal steps for responding when a team member reports concern for self-harm, suicidal ideation, or serious professional distress; (d) emergency response options, including 988, emergency medical services, and local crisis resources when available; and (e) general post-crisis follow-up considerations for the facility team.

Board note: This mirrors existing regulatory expectations for written facility policies and procedures, especially around high-risk areas such as drugs and controlled substances. The protocol is not a therapy plan. It is a practical awareness and response map.

(6) Annual staff review. At least once each calendar year, the Managing Veterinarian or the Managing Veterinarian’s designee must conduct or cause to be conducted a brief review of the facility’s posted resources and written protocol with facility staff. The annual review may occur during a staff meeting, onboarding session, safety meeting, electronic training, or other low-burden format selected by the facility.

Board note: This creates an annual exposure point for the full team. It can be done in ten to fifteen minutes and can be folded into an existing staff meeting, safety meeting, onboarding process, or self-inspection workflow.

(7) Documentation. Each registered veterinary medical facility must maintain documentation of compliance with this rule. Documentation may include a completed Board checklist, facility self-inspection form, meeting record, training log, protocol copy, attestation, or other record approved by the Board. Documentation must be retained for not less than three years and must be available to the Board upon request or inspection.

Board note: The documentation requirement is designed to be low burden and inspection-compatible. A one-page Board checklist or attestation would be enough. The three-year retention period parallels other regulatory recordkeeping concepts.

(8) Board materials. The Board may publish or approve template materials to support compliance with this rule, including a 988 resource poster, model protocol, and annual review checklist.

Board note: This is where the Board can reduce friction. A standardized 988 poster, model protocol, and one-page annual review checklist would improve consistency while limiting administrative burden for small practices.

(9) Non-disciplinary and non-clinical purpose. This rule is preventive and educational in nature. Nothing in this rule requires a veterinary facility, Managing Veterinarian, licensee, certified veterinary technician, or staff member to diagnose, treat, counsel, or otherwise provide mental health care outside the person’s lawful scope of practice.

Board note: This guardrail is important. The rule should not be read as requiring clinic leaders to practice mental health care. It simply asks facilities to maintain basic awareness tools and escalation pathways.

(10) Scope of practice. Nothing in this rule may be interpreted to expand or limit the scope of practice of a veterinarian, certified veterinary technician, or any other person employed by or associated with a veterinary medical facility.

Board note: This follows the same protective logic used in Washington’s veterinary suicide prevention statute. The safeguard supports awareness without expanding or narrowing professional scope.

(11) Implementation. This rule applies to facility registration renewals submitted on or after [DATE]. The Board may establish temporary implementation procedures, including delayed enforcement, technical assistance, or use of a self-attestation process during the first renewal cycle after adoption of this rule.

Board note: A delayed implementation date and first-cycle technical assistance period would make adoption more realistic, especially for smaller and rural clinics.

Implementation concept

Board provides	Facility completes	Inspection or renewal verifies
988 poster or approved resource sheet	Post resource information in a staff-facing location	Attestation or visual confirmation during inspection
Model protocol template	Maintain a brief written protocol	Protocol available upon request
One-page annual review checklist	Review resources and protocol with staff yearly	Checklist or meeting record retained for three years

Selected source notes

- OAR 875-010-0031 currently governs facility registration, managing veterinarian responsibilities, denial, suspension, revocation, and inspection. It requires application materials to include inspector or self-certification of compliance with minimum standards and describes inspection authority.
- OAR 875-015-0040 currently requires veterinary facilities and managing veterinarians to maintain written policies and procedures for drug procurement and management, to annually complete the pharmacy self-inspection form, and to make drug records and storage areas available for inspection.
- CDC and NIOSH publications identify elevated suicide risk among veterinarians and veterinary technicians, including concern related to access to euthanasia drugs and other lethal means.
- CDC suicide prevention materials identify stigma around help-seeking and easy access to lethal means as societal risk factors, while connection to others and access to care are protective factors.
- 988 Suicide & Crisis Lifeline resources describe 988 as confidential, free, and available 24/7/365 by call, text, or chat.

Source links: Oregon Secretary of State OAR Chapter 875, Divisions 10 and 15; CDC/NIOSH suicide risk resources for veterinarians and veterinary technicians; CDC suicide risk and protective factors; 988 Suicide & Crisis Lifeline/SAMHSA resources.

Proposed OVMEB CE Requirement - Lever 1 – BOARD PACKET

Veterinary well-being, burnout prevention, suicide awareness, and workforce sustainability

A practical proposal to require two hours of continuing education every two years for Oregon veterinarians and certified veterinary technicians in veterinary well-being and related workforce-risk topics.

2 hours	Every 2 years	Low burden
Targeted CE requirement	Applies to DVMs and CVTs	Flexible approved content

<p>Why this is needed</p> <ul style="list-style-type: none"> • Veterinary medicine carries significant psychological strain, including burnout, compassion fatigue, moral distress, anxiety, depression, and suicide risk. • This does not label professionals as unwell. It builds baseline awareness, early recognition, and prevention. • Early-career professionals are a priority because they represent the rising workforce and often face high psychological strain. • These pressures can affect patient care, client experience, team stability, access to care, and retention. 	<p>What would count</p> <ul style="list-style-type: none"> • Burnout awareness and prevention. • Suicide awareness, crisis recognition, prevention, and referral pathways. • Compassion fatigue, grief, euthanasia exposure, and moral distress. • Communication, conflict, psychological safety, and workplace culture. • Perfectionism, impostor phenomenon, anxiety, depression, and mental health literacy. • Resilience, boundaries, recovery habits, mentorship, leadership, retention, and support. • This is not an exhaustive list. Content can expand and adapt to current topics and needs.
<p>Why OVMEB can act</p> <ul style="list-style-type: none"> • Oregon law authorizes the Board to prescribe criteria and procedures for CE for veterinarians and technicians. • Current Oregon CE rules already include targeted requirements in antibiotic use and analgesic and anesthetic methods. • Those topics reflect a public-health and professional-risk approach. Well-being and sustainability also affect animal care, public health, access to care, and consumer protection. • The proposal aligns with the Board's role in animal health and welfare, public health, and consumer protection. 	<p>Why this approach is strong</p> <ul style="list-style-type: none"> • It is upstream. It builds literacy before crisis. • It is light. Two hours every two years is a modest ask. • It is flexible. Content can come from multiple approved sources. • It is financially approachable. Low cost and low burden are built in. • It may improve retention, team stability, patient care, and help-seeking.

Bottom line: This proposal is practical, low cost, and aligned with Oregon precedent. A modest increase in awareness, earlier intervention, or reduced workforce loss would justify a light, targeted CE requirement.

Sources: ORS 686.410; ORS 686.420; OAR 875-010-0090; Oregon Veterinary Medical Examining Board mission and regulatory framework; veterinary well-being and burnout literature.

Board Packet Rule Draft (CE REQUIREMENT)

Proposed amendment to OAR 875-010-0090 with explanatory notes

Source note: This draft is structured as a proposed amendment to OAR 875-010-0090. The Oregon CE authority is ORS 686.410 and ORS 686.420. Current OAR 875-010-0090 already requires veterinarians to complete CE in judicious antibiotic use and appropriate analgesic and anesthetic methods as part of the renewal framework.

Proposed Rule Name

OAR 875-010-0090 Continuing Education Requirements (CE)

Proposed amendment: Veterinary Well-Being, Burnout Prevention, Suicide Awareness, and Workforce Sustainability Continuing Education Requirement

Proposed Rule Text

(1) All active licensees, including veterinarians and certified veterinary technicians, must comply with the continuing education requirements, as defined in OAR 875-005-0005 and as provided in this rule, in order to renew their licenses.

(2) Licensees wishing to renew their license must complete the minimum required number of continuing education hours every two years. Veterinarians shall report 30 hours of continuing education to the Board with license renewals for every odd-numbered year. Certified veterinary technicians shall report 15 hours of continuing education to the Board for every even-numbered year. The required hours may be obtained online and may be satisfied with any combination of the continuing education activities approved under this rule.

Board packet note: This preserves Oregon's existing CE structure. It does not create a new reporting cycle. It places well-being education inside the same renewal framework that already governs veterinarians and certified veterinary technicians.

(3) In addition to any other continuing education required by this rule, each active veterinarian and certified veterinary technician shall complete a minimum of two hours of Board-approved continuing education during each two-year reporting period in veterinary well-being, burnout prevention, suicide awareness, mental health literacy, psychological safety, or workforce sustainability.

Board packet note: The requirement is intentionally modest: two hours every two years. This is large enough to establish recurring awareness and literacy, but small enough to be low burden, low cost, and achievable through existing CE channels.

(4) Continuing education completed under section (3) of this rule must relate to the practice of veterinary medicine, the duties of a certified veterinary technician, veterinary team function, veterinary workplace conditions, or occupational risks affecting animal care, client service, public health, professional conduct, or retention in the veterinary workforce.

Board packet note: This section anchors the requirement to the Board's regulatory lane. It avoids a broad personal wellness mandate. The CE must connect to practice, workforce risk, professional function, patient care, client service, public health, or team stability.

(5) Approved subject areas may include, but are not limited to:

- (a) Burnout awareness, prevention, and recovery;
- (b) Suicide awareness, prevention, crisis recognition, and referral to appropriate resources;
- (c) Compassion fatigue, moral distress, grief, euthanasia-related stress, and cumulative occupational exposure;
- (d) Mental health literacy, anxiety, depression, impairment awareness, substance use risk, and early help-seeking behavior;
- (e) Communication, conflict management, psychological safety, team dynamics, and workplace culture;
- (f) Perfectionism, impostor phenomenon, professional identity stress, and resilience;
- (g) Workload pressure, time poverty, staffing limitations, documentation burden, and operational contributors to professional distress;
- (h) Leadership practices, supervision, mentorship, boundaries, recovery habits, and retention strategies that support a sustainable veterinary workforce; and
- (i) Other veterinary well-being or workforce-risk topics approved by the Board.

Board packet note: The listed topics mirror the risks identified across veterinary well-being literature and are broad enough to adapt as needs change. This also allows CE from veterinary associations, schools, RACE-approved providers, public health partners, and other Board-approved sources.

(6) Continuing education under section (3) of this rule may be provided by veterinarians, certified veterinary technicians, veterinary educators, mental health professionals, veterinary social workers, public health professionals, organizational psychologists, human resources professionals, attorneys, practice management professionals, or other individuals or entities approved by the Board, provided the content is pertinent or complementary to veterinary medicine.

Board packet note: This section follows the existing Oregon concept that CE may include non-scientific subjects and may be presented by non-veterinarians when pertinent or complementary to veterinary medicine. It is important because well-being education often requires interdisciplinary expertise.

(7) Continuing education completed under section (3) of this rule may count toward the total continuing education hours required for renewal. It does not increase the total number of hours required under this rule unless the licensee has otherwise failed to meet the minimum required hours.

Board packet note: This is the low-burden clause. The proposal does not add two hours on top of the current 30-hour veterinarian requirement or 15-hour certified veterinary technician requirement. It designates two existing hours for a targeted public-health and workforce-risk topic.

(8) Proof of completion must be maintained and provided in the same manner as other continuing education records required under this rule. The Board may audit compliance with this requirement through renewal certification, certificates of completion, attendance records, sponsor documentation, or other documentation approved by the Board.

(9) The Board may approve equivalent education that substantially satisfies the subject areas described in this rule, including education completed through veterinary medical associations, veterinary technician associations, veterinary schools, accredited veterinary technology programs, public health entities, RACE-approved programs, or other Board-approved sources.

(10) This requirement is educational and preventive in nature. Nothing in this rule may be interpreted to require a veterinarian or certified veterinary technician to diagnose or treat a mental health condition, to provide mental health counseling, or to expand or limit the scope of practice of a veterinarian or certified veterinary technician.

Board packet note: This protects scope of practice and reduces confusion. The rule requires awareness and literacy, not mental health diagnosis or treatment by veterinary licensees.

(11) This requirement applies to renewal applications submitted on or after [DATE]. The Board may establish temporary implementation procedures, including a delayed enforcement period or transitional guidance, to allow orderly administration of the requirement.

Formal Rule Text – FACILITY SAFEGUARDS

Proposed Facility-Based Well-Being and Suicide Prevention Safeguards

Proposed OAR 875-015-00XX | Regulatory Framework for Veterinary Well-Being in Oregon/Charles Hurty/GRIT+LOVE

Draft concept: Add a small set of facility-level safeguards to the veterinary facility registration and inspection framework. The proposal is low-cost, preventive, and compatible with existing Board approaches to facility self-certification, inspection, written protocols, and pharmacy self-inspection.

Proposed Rule

875-015-00XX Facility-Based Well-Being and Suicide Prevention Safeguards

(1) Purpose. The purpose of this rule is to establish limited, facility-based safeguards to improve awareness of mental health resources, occupational mental health risks, suicide prevention resources, and help-seeking pathways in Oregon veterinary medical facilities.

(2) Applicability. This rule applies to each veterinary medical facility registered by the Board and to the Managing Veterinarian responsible for the facility under OAR 875-010-0031.

(3) Facility resource posting. Each registered veterinary medical facility must display Board-approved crisis support and mental health resource information in at least one staff-facing location that is reasonably accessible to veterinary licensees, certified veterinary technicians, veterinary assistants, reception staff, kennel staff, and other employees or agents of the facility.

(4) Minimum resource information. The posted information must include, at minimum: (a) the 988 Suicide & Crisis Lifeline; (b) one or more Oregon or national mental health or crisis support resources approved by the Board; and (c) a brief statement encouraging early help-seeking for professional distress, suicidal thoughts, substance use concerns, or concern about a colleague.

(5) Written protocol. Each registered veterinary medical facility must maintain a brief written well-being and suicide prevention awareness protocol. The protocol must identify: (a) where crisis support and mental health resource information is posted; (b) the facility role or position responsible for maintaining the information; (c) general internal steps for responding when a team member reports concern for self-harm, suicidal ideation, or serious professional distress; (d) emergency response options, including 988, emergency medical services, and local crisis resources when available; and (e) general post-crisis follow-up considerations for the facility team.

(6) Annual staff review. At least once each calendar year, the Managing Veterinarian or the Managing Veterinarian's designee must conduct or cause to be conducted a brief review of the facility's posted resources and written protocol with facility staff. The annual review may occur during a staff meeting, onboarding session, safety meeting, electronic training, or other low-burden format selected by the facility.

(7) Documentation. Each registered veterinary medical facility must maintain documentation of compliance with this rule. Documentation may include a completed Board checklist, facility self-inspection form, meeting record, training log, protocol copy, attestation, or other record approved by the Board. Documentation must be retained for not less than three years and must be available to the Board upon request or inspection.

(8) Board materials. The Board may publish or approve template materials to support compliance with this rule, including a 988 resource poster, model protocol, and annual review checklist.

(9) Non-disciplinary and non-clinical purpose. This rule is preventive and educational in nature. Nothing in this rule requires a veterinary facility, Managing Veterinarian, licensee, certified veterinary technician, or staff member to diagnose, treat, counsel, or otherwise provide mental health care outside the person’s lawful scope of practice.

(10) Scope of practice. Nothing in this rule may be interpreted to expand or limit the scope of practice of a veterinarian, certified veterinary technician, or any other person employed by or associated with a veterinary medical facility.

(11) Implementation. This rule applies to facility registration renewals submitted on or after [DATE]. The Board may establish temporary implementation procedures, including delayed enforcement, technical assistance, or use of a self-attestation process during the first renewal cycle after adoption of this rule.

Optional conforming amendment

OAR 875-010-0031 Registration of Veterinary Facilities; Managing Veterinarian; Registration Denial, Suspension, Revocation; Inspection

Potential conforming sentence for Board review: A completed application for facility registration or renewal may include attestation or self-certification of compliance with OAR 875-015-00XX in a manner prescribed by the Board.

Reason for optional amendment: OAR 875-010-0031 already links facility registration and renewal to inspection or self-certification of minimum standards. A conforming sentence would make the compliance pathway clearer without overloading the main facility standards rule.

Selected source notes

- OAR 875-010-0031 currently governs facility registration, managing veterinarian responsibilities, denial, suspension, revocation, and inspection. It requires application materials to include inspector or self-certification of compliance with minimum standards and describes inspection authority.
- OAR 875-015-0040 currently requires veterinary facilities and managing veterinarians to maintain written policies and procedures for drug procurement and management, to annually complete the pharmacy self-inspection form, and to make drug records and storage areas available for inspection.
- CDC and NIOSH publications identify elevated suicide risk among veterinarians and veterinary technicians, including concern related to access to euthanasia drugs and other lethal means.
- CDC suicide prevention materials identify stigma around help-seeking and easy access to lethal means as societal risk factors, while connection to others and access to care are protective factors.
- 988 Suicide & Crisis Lifeline resources describe 988 as confidential, free, and available 24/7/365 by call, text, or chat.

Source links: Oregon Secretary of State OAR Chapter 875, Divisions 10 and 15; CDC/NIOSH suicide risk resources for veterinarians and veterinary technicians; CDC suicide risk and protective factors; 988 Suicide & Crisis Lifeline/SAMHSA resources.

Formal Rule Text for CE REQUIREMENT

Veterinary Well-Being and Workforce Sustainability **Continuing Education (CE)** Requirement

Source note: This draft is structured as a proposed amendment to OAR 875-010-0090. The Oregon CE authority is ORS 686.410 and ORS 686.420. Current OAR 875-010-0090 already requires veterinarians to complete CE in judicious antibiotic use and appropriate analgesic and anesthetic methods as part of the renewal framework.

Proposed Rule Name

OAR 875-010-0090 Continuing Education Requirements (CE)

Proposed amendment: Veterinary Well-Being, Burnout Prevention, Suicide Awareness, and Workforce Sustainability Continuing Education Requirement

Proposed Rule Text

(1) All active licensees, including veterinarians and certified veterinary technicians, must comply with the continuing education requirements, as defined in OAR 875-005-0005 and as provided in this rule, in order to renew their licenses.

(2) Licensees wishing to renew their license must complete the minimum required number of continuing education hours every two years. Veterinarians shall report 30 hours of continuing education to the Board with license renewals for every odd-numbered year. Certified veterinary technicians shall report 15 hours of continuing education to the Board for every even-numbered year. The required hours may be obtained online and may be satisfied with any combination of the continuing education activities approved under this rule.

(3) In addition to any other continuing education required by this rule, each active veterinarian and certified veterinary technician shall complete a minimum of two hours of Board-approved continuing education during each two-year reporting period in veterinary well-being, burnout prevention, occupational mental health risk, suicide awareness, mental health literacy, psychological safety, or workforce sustainability.

(4) Continuing education completed under section (3) of this rule must relate to the practice of veterinary medicine, the duties of a certified veterinary technician, veterinary team function, veterinary workplace conditions, or occupational risks affecting animal care, client service, public health, professional conduct, or retention in the veterinary workforce.

(5) Approved subject areas may include, but are not limited to:

(a) Burnout awareness, prevention, and recovery;

(b) Suicide awareness, prevention, crisis recognition, and referral to appropriate resources;

(c) Compassion fatigue, moral distress, grief, euthanasia-related stress, and cumulative occupational exposure;

(d) Mental health literacy, anxiety, depression, impairment awareness, substance use risk, and early help-seeking behavior;

(e) Communication, conflict management, psychological safety, team dynamics, and workplace culture;

(f) Perfectionism, impostor phenomenon, professional identity stress, and resilience;

(g) Workload pressure, time poverty, staffing limitations, documentation burden, and operational contributors to professional distress;

(h) Leadership practices, supervision, mentorship, boundaries, recovery habits, and retention strategies that support a sustainable veterinary workforce; and

(i) Other veterinary well-being or workforce-risk topics approved by the Board.

(6) Continuing education under section (3) of this rule may be provided by veterinarians, certified veterinary technicians, veterinary educators, mental health professionals, veterinary social workers, public health professionals, organizational

psychologists, human resources professionals, attorneys, practice management professionals, or other individuals or entities approved by the Board, provided the content is pertinent or complementary to veterinary medicine.

(7) Continuing education completed under section (3) of this rule may count toward the total continuing education hours required for renewal. It does not increase the total number of hours required under this rule unless the licensee has otherwise failed to meet the minimum required hours.

(8) Proof of completion must be maintained and provided in the same manner as other continuing education records required under this rule. The Board may audit compliance with this requirement through renewal certification, certificates of completion, attendance records, sponsor documentation, or other documentation approved by the Board.

(9) The Board may approve equivalent education that substantially satisfies the subject areas described in this rule, including education completed through veterinary medical associations, veterinary technician associations, veterinary schools, accredited veterinary technology programs, public health entities, RACE-approved programs, or other Board-approved sources.

(10) This requirement is educational and preventive in nature. Nothing in this rule may be interpreted to require a veterinarian or certified veterinary technician to diagnose or treat a mental health condition, to provide mental health counseling, or to expand or limit the scope of practice of a veterinarian or certified veterinary technician.

(11) This requirement applies to renewal applications submitted on or after [DATE]. The Board may establish temporary implementation procedures, including a delayed enforcement period or transitional guidance, to allow orderly administration of the requirement.

Implementation Notes for Drafting Review

- **Placement:** This draft is written as an amendment to OAR 875-010-0090 rather than as a freestanding rule. That appears to be the cleanest placement because the rule already governs renewal CE reporting, approved activities, required topic areas, documentation, and Board approval.
- **Terminology:** Oregon rules use the term certified veterinary technician. The draft uses that term rather than licensed veterinary technician, even though LVT is commonly used in other jurisdictions.
- **Burden:** The draft designates two existing CE hours per reporting period. It does not increase the total number of CE hours unless the Board chooses to revise that approach.
- **Scope protection:** The final section clarifies that the rule does not require veterinary licensees to diagnose, treat, or counsel mental health conditions.
- **Policy frame:** The strongest regulatory argument is not personal wellness alone. It is public health, professional risk, workforce sustainability, patient care, team function, and consumer protection.

Formal Rule Text

Proposed OAR 875-010-00XX: Pre-Licensure Veterinary Well-Being, Burnout, and Suicide Awareness Module

Draft for discussion. Not final agency language.

Recommended placement: OAR Chapter 875, Division 10, Permits and Licenses, or another licensing division selected by the Oregon Veterinary Medical Examining Board.

Proposed OAR 875-010-00XX: Pre-Licensure Veterinary Well-Being, Burnout, and Suicide Awareness Module

(1) Purpose. The purpose of this rule is to establish a standardized pre-licensure educational requirement for applicants for veterinary and certified veterinary technician licensure in Oregon regarding professional well-being, burnout, occupational distress, suicide awareness, crisis resources, and help-seeking behavior within the veterinary profession.

(2) Applicability. This rule applies to each applicant for initial licensure as a veterinarian or certified veterinary technician in Oregon.

(3) Required module. Prior to issuance of an initial Oregon license, each applicant described in section (2) of this rule must complete a Board-approved pre-licensure veterinary well-being, burnout, and suicide awareness module.

(4) Content. The module must include introductory education regarding all of the following: (a) The occupational demands of veterinary medicine, including emotional, cognitive, ethical, and operational stressors; (b) Burnout, compassion fatigue, moral distress, psychological distress, anxiety, depression, and suicide risk in veterinary professional settings; (c) The relationship between workplace culture, psychological safety, communication, perfectionism, workload pressure, staffing limitations, client conflict, euthanasia exposure, documentation burden, and professional well-being; (d) Recognition of early warning signs of professional distress in oneself and others; (e) Practical prevention strategies, including rest, recovery, boundaries, peer support, team communication, help-seeking behavior, and referral to appropriate professional resources; (f) Timely access to crisis resources, mental health resources, and confidential support services; and (g) The shared role of individuals, teams, employers, educators, professional organizations, and regulatory bodies in supporting a sustainable veterinary workforce.

(5) Veterinary-specific design. The module must recognize that veterinary professionals provide care for animal patients, communicate with animal owners or caretakers, and practice within a professional environment that includes unique occupational risks, including animal suffering, euthanasia exposure, moral distress, client financial limitations, access-to-care challenges, public health responsibilities, animal welfare responsibilities, and access to controlled substances.

(6) Format. The module may be delivered by recorded webinar, online learning module, live webinar, facilitated discussion, or another format approved by the Board.

(7) Length and assessment. The module must be approximately one hour in length and must include a brief assessment, attestation, certificate of completion, or other documentation sufficient to verify completion. The Board may require multiple-choice questions or other low-burden methods of confirming completion.

(8) Approval and development. The Board may develop the module directly or may approve a module developed in consultation with veterinarians, certified veterinary technicians, veterinary educators, mental

health professionals, veterinary social workers, professional associations, public health professionals, or other subject matter experts.

(9) Cost and access. The Board should make reasonable efforts to ensure that the module is low-cost (*no-cost*), accessible, and administratively feasible for applicants.

(10) Documentation. An applicant must provide documentation of completion in the manner prescribed by the Board. The Board may retain completion records through its licensing system.

(11) Equivalent education. The Board may accept substantially equivalent education completed within the three years preceding the application date if the education satisfies the content requirements of this rule and is documented in a manner acceptable to the Board. *{MAYBE – This may get tedious for Board personnel/debate.}*

(12) Relationship to continuing education. Completion of the pre-licensure module under this rule does not replace any continuing education requirement for license renewal unless otherwise authorized by the Board. If the Board determines that the module qualifies as continuing education, the completed hour may be counted toward applicable continuing education requirements.

(13) Non-disciplinary purpose and scope of practice. The module is educational and preventive in nature. Completion of the module does not create a clinical duty to diagnose or treat mental health conditions and may not be interpreted to expand or limit the scope of practice of a veterinarian or certified veterinary technician.

(14) Implementation date. This rule applies to applications for initial licensure submitted on or after [DATE]. The Board may establish temporary implementation procedures, including delayed enforcement or provisional completion timelines, to allow orderly administration of the requirement.

Reference Sources

Oregon Secretary of State, OAR Chapter 875, Division 10, Permits and Licenses:

<https://secure.sos.state.or.us/oard/displayDivisionRules.action?selectedDivision=4111>

Oregon Secretary of State, OAR 875-010-0090, Continuing Education Requirements:

<https://secure.sos.state.or.us/oard/view.action?ruleNumber=875-010-0090>

ORS Chapter 686, Veterinarians; Veterinary Technicians: https://oregon.public.law/statutes/ors_chapter_686

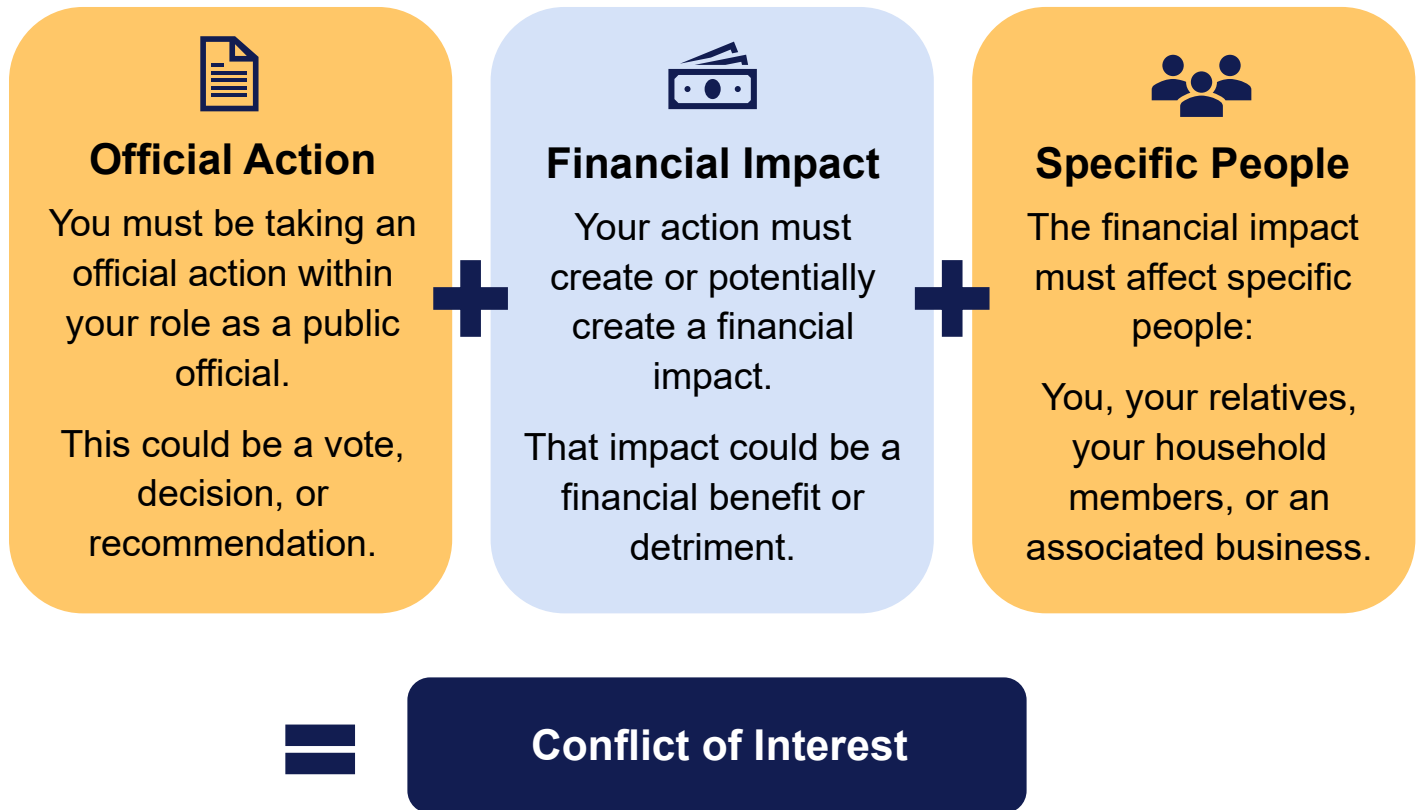
ORS 686.410, Continuing education required; rules: https://oregon.public.law/statutes/ors_686.410

Washington RCW 18.92.280, Suicide prevention training program, Required education:

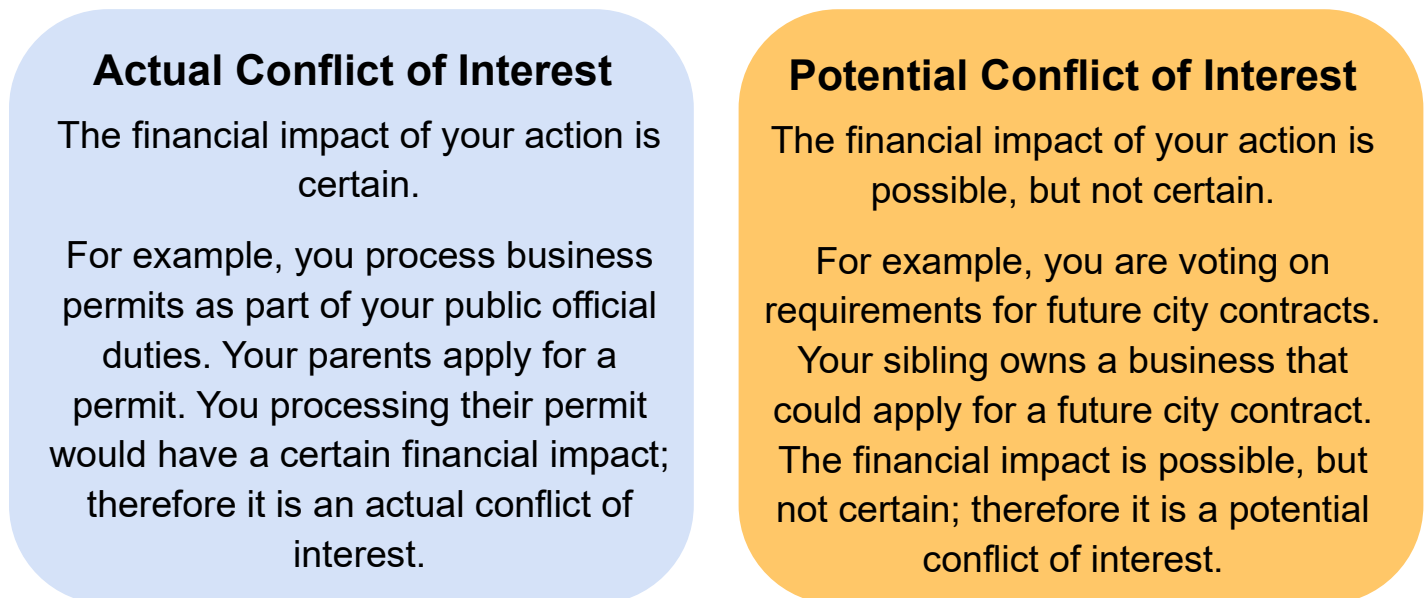
<https://app.leg.wa.gov/rcw/default.aspx?cite=18.92.280>

Identifying Conflicts of Interest

For something to be a conflict of interest under Oregon Government Ethics Law, it must meet three criteria [ORS 244.020(1) & (13)]:



Once you've recognized that something meets these criteria and is a conflict of interest, you need to further analyze if it is an **actual conflict of interest** or **potential conflict of interest**.



What do you do once you know you have a conflict? Flip the paper over to find out!

Disclosing Conflicts of Interest

When met with a conflict of interest, there are different disclosure requirements depending on the nature of the public official's position.



**Members of the
Legislative Assembly**

- Must announce the nature of the conflict publicly.
- Announcement must be according to the rules of the house of which they are a member, before taking any action on the matter [ORS 244.120(1)(a)].



**Other elected officials or
appointed board and
commission members**

Announce publicly the nature of the conflict of interest.

- Announcement during the **public session** of a public meeting.

Then:

- If it is a **potential conflict of interest**, they may continue to participate in the discussion debate or vote on the matter.
- If it is an **actual conflict of interest**, they must refrain from participating in any discussion, debate or vote on the matter [ORS 244.120(2)].

Have questions? Contact us!
Email mail@ogec.oregon.gov
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Must notify their appointing authority (supervisor, director, etc.) in writing. It must:

- Describe the nature of the conflict.
- Request the authority dispose of the matter.

The authority will respond with how to handle the matter. They will either have someone else handle it or give specific instructions on how to proceed. [ORS 244.120(1)(c)].



**Any other appointed
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- Must be removed from the case giving rise to the conflict.
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Judges

Minimum Votes Exception: An elected public official (or one serving on a board/commission) may be able to vote with an actual conflict of interest. This exception only applies when their vote is needed to meet the minimum number of votes to take official action. They would still need to make their public disclosure and would not be able to participate in any discussion or debate [ORS 244.120(2)(b)(B)].

Oregon Veterinary Medical Examining Board

Complaint Investigation Process: Comparative Analysis and System Update

1. Introduction

This report offers an updated, comprehensive analysis of the Oregon Veterinary Medical Examining Board's (OVMEB) complaint investigation system. It describes how Oregon's processes compare with those in California, Washington, and Idaho; identifies strengths already present within the existing regulatory structure; and details system improvements that are currently underway or under consideration. While Oregon's system is already strong, compliant with statute, and accessible to the public, the Board recognizes that modernization and clearer communication can further enhance public confidence and regulatory transparency.

2. Oregon's Existing System: A Strong and Well-Established Framework

In recent months, public comments have raised questions about complaint-system clarity, trauma-informed communication, and navigation of multi-agency reporting pathways. These discussions have been constructive; however, several comments did not fully reflect the strengths already embedded in Oregon's regulatory structure. The following summarizes Oregon's established capabilities.

2.1 Multiple Complaint Submission Pathways (Including Phone Support)

Oregon provides a broad range of complaint-submission options, including: online complaint portal, email, fax, postal mail, and direct phone support for clarification or procedural questions. This level of accessibility exceeds that of several neighboring jurisdictions. For example, Idaho requires online submissions to be completed in a single session with no option to save and return later.

2.2 Clearly Published Jurisdictional Guidance

OVMEB clearly outlines the types of conduct it can investigate under the Veterinary Practice Act, as well as issues outside its authority such as fees, business practices, and communication concerns. These published limitations align with accepted national standards for veterinary regulatory agencies.

2.3 Balance of Confidentiality and Transparency

Under ORS 676.176, OVMEB is legally prohibited from disclosing investigative details while a case is active. Despite this statutory confidentiality, Oregon maintains robust transparency through permanent online availability of all public disciplinary orders, searchable public records, and documents describing violations, findings, and sanctions.

2.4 Legal Oversight Throughout Investigations

All OVMEB investigations are guided by an Assistant Attorney General. This ensures due process, consistency with administrative law, and legally sound decision-making.

2.5 Direct Communication With Complainants

OVMEB routinely acknowledges receipt of complaints, requests additional information when needed, and informs individuals when a complaint falls outside jurisdiction. This level of communicative engagement is not universal among veterinary regulatory boards.

3. Detailed Jurisdictional Comparison

The following analysis compares complaint-intake and investigative processes across multiple neighboring jurisdictions including California, Washington, and Idaho.

Category	Oregon	California (DCA/BreEZe)	Washington (DOH)	Idaho (IDOPL)
Complaint Submission Methods	Online portal; email; fax; mail; phone support	Primarily portal-based	Online form; email; mail; phone/interpreter support	Online only; one-session completion
Jurisdiction Clarity	Published limits	General clarity	Explicit 'do/do not regulate' lists	Strong disclaimers
Confidentiality Requirements	ORS 676.176	Statutory confidentiality	Strong confidentiality	Strong confidentiality
Public Discipline Transparency	All orders posted online	Varies by board	Public orders available	Orders + detailed documentation

User Education Tools	Auto-confirmation in progress	Video tutorials	Written guidance; multilingual	Detailed process diagrams
Multilingual Materials	Not offered	Not documented	12+ languages	None
Process Visibility	Written guidance only	Limited detail	Moderate detail	Extensive flowchart
Legal Oversight	AAG-guided	Varies by board	Multi-department	Legal counsel
Overall Accessibility	High flexibility	Strong digital platform	High accessibility	Transparent; limited flexibility

4. Updated Oregon Response and Path Forward

Oregon’s regulatory system is strong, accessible, and statutorily compliant. The Board continues to implement improvements that enhance clarity, efficiency, and public trust.

4.1 Improvements Already Underway

The Board has contracted with its online portal vendor to add automated confirmation emails, ensuring complainants receive immediate verification. OVMEB is also updating public-facing materials to better explain statutory confidentiality requirements and limits on discussing open investigations.

4.2 Additional Enhancements Under Review

OVMEB is evaluating jurisdiction navigation tools, short educational tutorials, multilingual access, simplified flowcharts, and trauma-informed language enhancements.

4.3 Resource-Aligned Decision Making

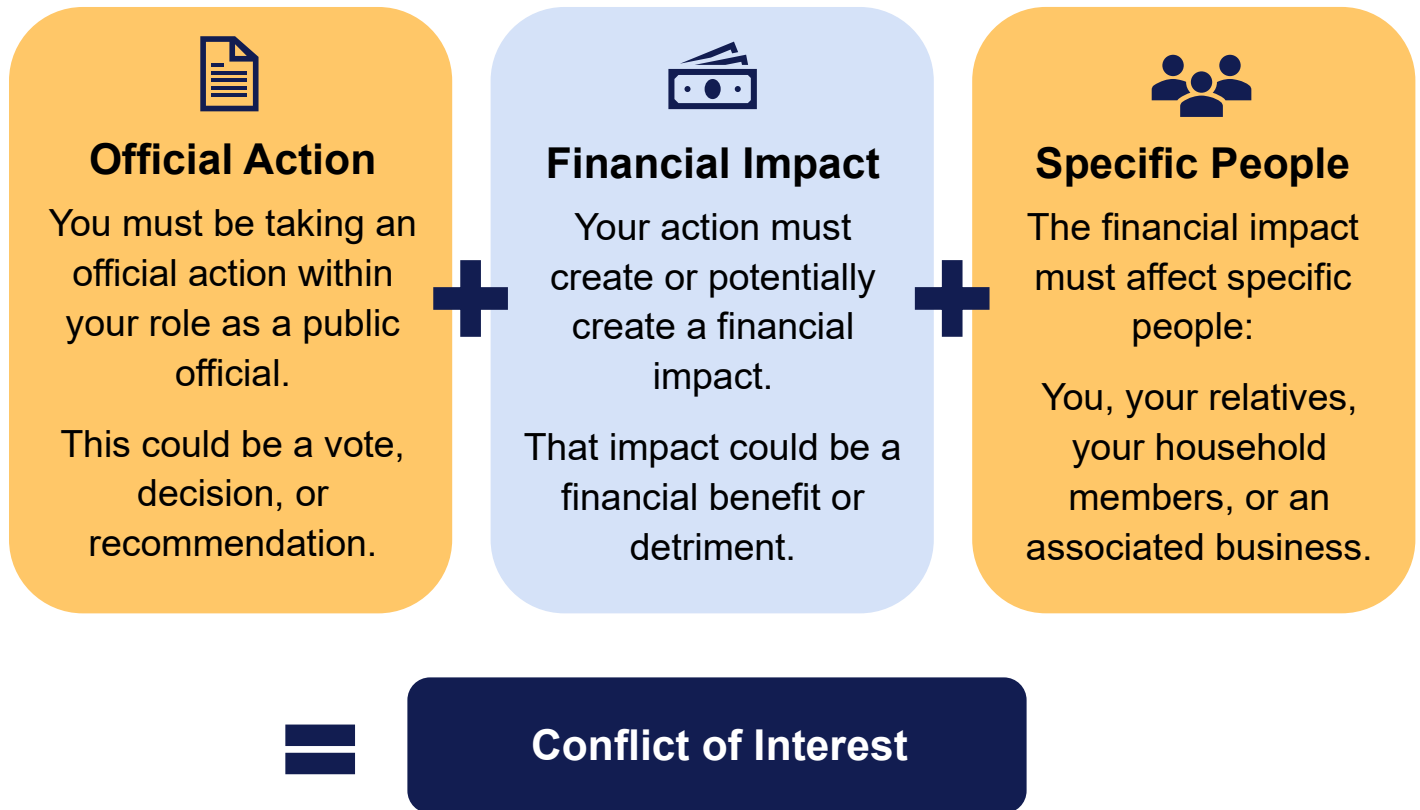
As a small regulatory board, OVMEB will implement improvements in alignment with staffing and budget capacity, consistent with statutory requirements, and prioritized for public benefit.

5. Closing Summary

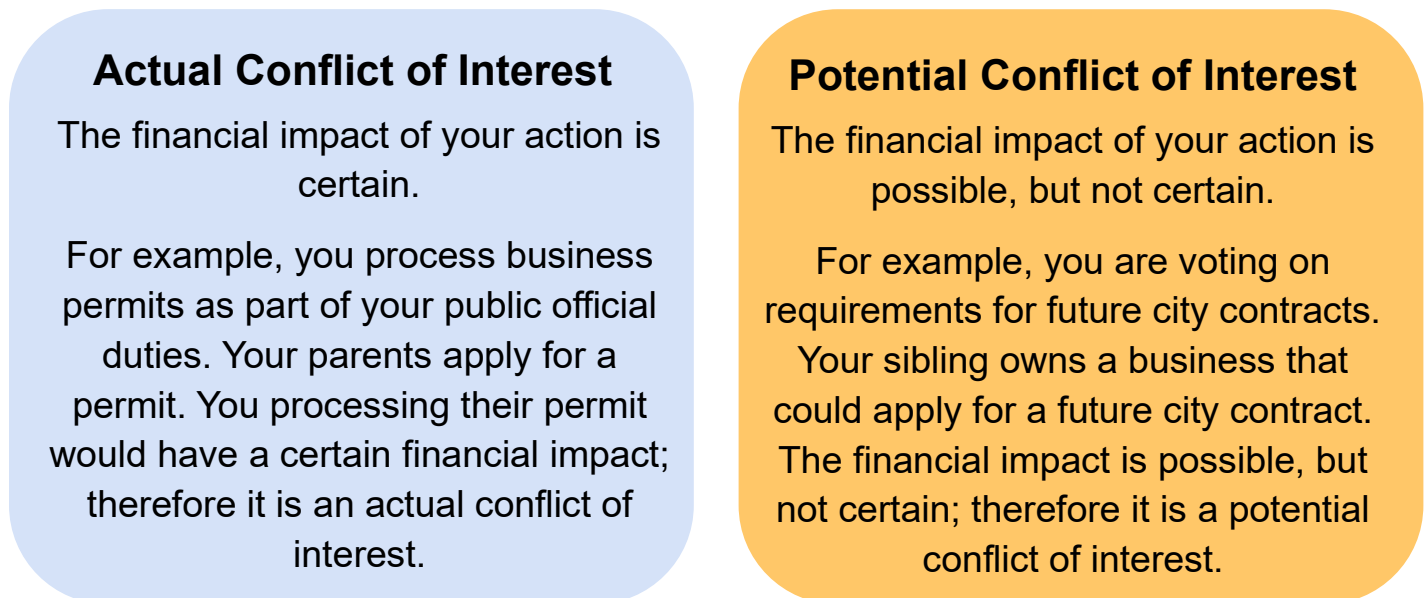
Oregon’s complaint system is functioning effectively and remains accessible and transparent. The Board has begun implementing meaningful improvements and will continue to evaluate potential updates that strengthen clarity, public understanding, and regulatory trust while maintaining statutory compliance and operational integrity.

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