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**THE AMERICAN COLLEGE OF POULTRY
VETERINARIANS' FIVE YEAR IN DEPTH
REPORT TO THE AMERICAN BOARD OF
VETERINARY SPECIALTIES**

FY 2015

Submitted November 1, 2015

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HISTORY AND PROGRESS OF ACPV

History and progress of ACPV

A BRIEF BACKGROUND

The American College of Poultry Veterinarians was established in 1991 following provisional approval by the American Board on Veterinary Specialties (ABVS), and subsequent recognition of the College by the AVMA. Four Founder and fifteen Charter Diplomates initiated operation of the College. The College received full accreditation from the AVMA in 1996. The college was incorporated in the State of Pennsylvania and functions under Section 501(c)3 of the IRS code. The business office for the American College of Poultry Veterinarians is registered in the state of Florida. There are currently 297 Diplomates in ACPV; 259 Diplomates, 34 Emeritus Diplomates and 4 Honorary Diplomates.

The College was formed exclusively for charitable, scientific and educational purposes within the meaning of section 501(c)(3) of the Internal Revenue Code of 1986 as amended ("Code"), and particularly to: Further educational and scientific progress in the field of poultry veterinary medicine; promote the development of poultry veterinary medicine as a science; improve and strengthen the instruction in poultry veterinary medicine; establish publication, testing, and continuing education requirements for the certification of poultry veterinarians to enhance the quality of poultry veterinary medicine; provide an incentive for research, publication, improvement of residency and other educational programs and continuing education in the field of poultry veterinary medicine; provide guidance on the quality of and desirable levels of pre- and post-professional training, experience and continuing education for potential and current students and specialists in poultry veterinary medicine.

Governance of the College consists of a President, President-Elect, Past President, Executive Vice President, and six governors all elected by the membership. In addition, an ABVS representative selected from the ACPV members in good standing and an AAAP representative selected by the American Association of Avian Pathologists (AAAP), serve on the Board of Governors. The College has seven standing committees which accomplish much of the work of the College. They are the: Nominating Committee, Examinations Committee, Credentials Review Committee, Training Program Review Committee, Continuing Education Committee, Recertification Committee and Appeals Committee.

Since 2008, ACPV has been managed by BK Association Management under the supervision of the Executive Vice President. BKAM is responsible for the financial management, communications including the website, committee support and management, application management, meeting organization and logistics, record keeping and day to day office management.

HISTORY AND PROGRESS OF ACPV

ACPV ENSURES IMPROVED VETERINARY MEDICAL SERVICES ARE OFFERED TO THE PUBLIC.

The American College of Poultry Veterinarians ensures that its diplomates are qualified to practice in one of the many facets of intensive poultry production. This is a highly specialized field, with very little overlap into other food animal or avian species. Because commercial poultry production is relatively “mature” as an intensive farming practice, very specialized biosecurity, husbandry, vaccination, diagnostics, and food safety procedures have been developed. These practices focus almost exclusively on disease prevention and optimization of flock performance. The board certified poultry veterinarian is expected to be sufficiently knowledgeable to advise sophisticated clients (primarily made up of integrated poultry management teams) on existing and novel practices. With the transition to Veterinary Feed Directive regulations for antibiotic use as well as the specialized marketing programs, it is increasingly difficult for non-specialized veterinarians to provide preventative veterinary care that meets the standard of care expected by the US Poultry Industry, regulatory officials, and the public.

ACPV HAS A NECESSARY NUMBER OF POTENTIAL DIPLOMATES TO SERVE A CLEARLY DEMONSTRABLE NEED WITHIN THE PROFESSION.

The number of potential diplomates in existing residency programs or undertaking non-traditional study programs does not appear to exceed expected employment needs. Existing diplomates in the American College of Poultry Veterinarians enjoy near 100% employment and there are currently 5 open positions being advertised. Board certified poultry veterinarians work in academia, government, vaccine & biologics industries, diagnostic laboratories, as well as commercial chicken, turkey, and egg farming enterprises.

ACPV REPRESENTS A DISTINCT AND IDENTIFIABLE SPECIALTY OF VETERINARY MEDICINE.

The American College of Poultry Veterinarians represents the veterinarians that focus on integrated poultry farming and slaughter as well as public health and food safety related to the production of poultry products. It is a highly specialized field, requiring knowledge of disease control methodology unique to farmed poultry with limited crossover to other fields of veterinary medicine.

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

Candidate education, qualification, and evaluation

CRITICAL STANDARDS FOR ADMISSION TO MEMBERSHIP

The candidates for Diplomate status must have capabilities extending over the broad area encompassed by poultry medicine. The candidates must be well informed in relevant aspects of microbiology, immunology, pathology, parasitological, physiology, management, toxicology, epidemiology and preventative medicine. Candidates shall also have knowledge of infectious diseases, including the zoonoses of poultry, with emphasis on etiology, pathogenesis, transmission, diagnosis, prevention and control.

The candidate must be qualified to assume responsibility for the basic or applied aspects of poultry veterinary medicine relating to one or more activities including but not limited to research, teaching, service, or diagnostic poultry medicine.

ELIGIBILITY FOR CERTIFICATION EXAMINATION

The following prerequisites must be met to the satisfactions of the Board of Governors before the applicant is determined eligible to take the Board Examination:

1. Have graduated from a college or school of veterinary medicine accredited or approved by the AVMA, or possess an Educational Commission for Foreign Veterinary Graduates (ECFVG) certificate, or be legally qualified to practice veterinary medicine in some state, province, territory or possession of the United States, Canada or other country.
2. The applicant must supply a copy of his/her veterinary license or some other notarized documentation that demonstrates legal qualification to practice veterinary medicine. Applicants who graduate from a foreign veterinary college where a diploma, rather than a formal license, qualifies one to practice veterinary medicine must submit a notarized statement from an official of that country stating such. All such documents must be translated into English for consideration.
3. Have satisfactory moral and ethical standing in the veterinary profession.
4. Be sponsored by three (3) Diplomates of the College.

Academic training and experience

In addition to having earned the DVM degree or equivalent, the applicant must satisfy one of the following requirements:

A. Have earned the M.S. degree or an equivalent or higher post-graduate degree with major emphasis in poultry veterinary medicine before or after obtaining the DVM or equivalent degree. Transcripts from such a program must be included in the application to allow determination of a sufficient degree of poultry emphasis.

Or:

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

B. Have successfully completed a training program in Poultry Veterinary Medicine approved by the Training Program Review Committee. Applicants currently enrolled in an educational or training program which will be completed prior to the examination must submit transcripts or other proof of enrollment with their application. Proof of successful completion of the program must be submitted prior to taking the examination.

Or:

C. Have at least five (5) years professional experience beginning after receiving a DVM, relevant to Poultry Veterinary Medicine in one or more activities including, but not limited to, teaching, research, service or diagnostics with increasing responsibilities over this period of time. This is confirmed by the nominating sponsors. Knowledge and experience in Poultry Veterinary Medicine should be interpreted as competence in the disciplines associated with poultry health diagnostics and disease control, such as microbiology, pathology, epidemiology, disease prevention, nutrition, and environmental management.

Publications

The applicant shall have authored as first author three case, research or technical reports of a standard suitable for publication or that make a significant contribution to the field of poultry veterinary medicine. In all cases, the applicant must submit to the Examination Committee Chair for submission to the Credentials Committee a copy of the relevant article and/or reports. These articles must be translated into English. Abstracts or outlines of presentation will not be accepted.

Summary of deficiencies in credentials that have led to failure to qualify for examination.

The following are the most common reasons an application is denied:

1. License not valid/out of date.
2. Veterinary school does not meet criteria.
3. Not the first author on publications submitted.
4. Publications do not meet the criteria set out in the policy on credentialing.
5. Experience of the applicant does not meet the scope required of an ACPV Diplomate. In other words, the applicant's area of expertise is too narrow.

Time limit for notifying candidates of acceptance or denial of credentials required for examination and how unsuccessful candidates are advised of deficiencies.

ACPV policy states that the applicant will be notified 60 days after submitting their application. The Credentials Review Committee chair emails the applicants once a decision has been made. An unsuccessful applicant is advised of credential insufficiencies and ways to rectify them. This is followed by a letter mailed to all the applicants from the Executive Vice President.

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

EDUCATIONAL PROGRAMS AVAILABLE TO POTENTIAL CANDIDATES AND ACTIVITIES SUPPORTED AND ENCOURAGED BY ACPV

The American College of Poultry Veterinarians supports two distinct areas of educational programs. One includes residency training programs at graduate schools throughout the United States and continuing education programs at national and international meetings.

ACPV Approved Training Programs

ACPV has established requirements for training programs in poultry veterinary medicine. Besides the initial approval of these programs, ACPV also annually reviews and verifies that these programs meet qualifications. The review is conducted by the ACPV Training Program Review Committee.

Program Qualifications: The standards for ACPV poultry veterinary medicine training programs include:

1. The training program must be formally affiliated with and administered by an accredited college or university.
2. Missions, goals, objectives and outcomes must be clearly defined. There must be an effective system (assessment plan) for evaluating outcomes of the program relative to its missions, goals and objectives.
3. There must be at least 3 resident or affiliated faculty members who are Diplomates of the American College of Poultry Veterinarians with credentials/experience in poultry medicine.
4. Resident recruitment, admissions and selection criteria must be clearly defined and practiced.
5. A written curriculum statement must have structure and include course descriptions and field exposure. An outline of the educational objectives and learning activities is required.
6. The program must include a minimum of 12 months of formal education (training). Formal courses must be included in the curriculum for the program.
7. There must be demonstration of a significant link or relationship with the formal training that involves direct contact with the poultry industry as reflected by case load/accessions, companies served, industry problems solved, and externship/internship arrangements with companies and ACPV poultry veterinarians. There must be a method for assessing field training and experience for each student.
8. There must be evidence of adequate financial support, staff, and facilities, including equipment consistent with internship/residency post-DVM education.
9. Participants of each program are expected to be eligible to sit for the ACPV examination and successfully complete the requirements for ACPV Diplomate.
10. As part of the training, students should be afforded the opportunity and encouraged to participate as presenters at scientific meetings, as well as opportunity for continuing education while in the program.

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

In 2015 ACPV approved eight training programs:

Avian Diagnostics and Production Medicine

University of California-CAHFS
Davis, Tulare and Turlock
PO Box 1522
Turlock, CA 95381
Dr. Gabriel Senties
209-634-5837
gsenties@cahfs.ucdavis.edu

Master of Avian Medicine

University of Georgia
953 College Station Road
Athens, GA 30602
Dr. Charles Hofacre
706-542-5653
cofacre@uga.edu

Master of Avian Health and Medicine

University of Georgia
953 College Station Road
Athens, GA 30602
Dr. Karen Grogan
770-561-0026
poultryvet@comcast.net

Master of Veterinary Science, Poultry

Mississippi State University
P.O. Box 9825
Mississippi State, MS 39762
Dr. Danny Magee
601-932-6771
dmagee@mvrld.msstate.edu

Master of Specialized Veterinary Medicine

North Carolina State University
4700 Hillsborough St.
Raleigh, NC 27606
Dr. Michael Martin
919-513-6249
mpmartin@ncsu.edu

Residency Avian Medicine and Pathology

University of Pennsylvania
New Bolton Center
Lab of Avian Med and Pathology
382 West Street Road
Kennett Square, PA 19348
Dr. Sherrill Davison
610-444-4282
sdavison@vet.upenn.edu

Ohio State University Avian Medicine Program

Ohio State University
1900 Colfey Road
Columbus, Ohio 43210
Dr. Mohamed El-Gazzar
330-263-3743
el-gazzar.1@osu.edu

Master of Poultry Diagnostic Medicine

Purdue University
406 S. University St.
West Lafayette, IN 47907
Dr. Pat Wakenell
765-496-3347
pwakenel@purdue.edu

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

ACPV Sponsored Workshops

Potential candidates can also avail themselves of continuing education workshops organized and implemented by the ACPV Continuing Education Committee. Workshops are offered once or twice each year. The following workshops were given from 2011 through 2015:

Maximizing Performance: Is the Poultry Industry Ready for Current Challenges?

2015 ACPV Sponsored Workshop

March 22, 2015

Sacramento, California

From Eggs to Meat: Production of Quality Poultry Products

2014 ACPV Sponsored Workshop

October 5-6, 2014

Clarion Resort Fontainebleau Hotel

Ocean City, Maryland

Raising Poultry in an Economically Challenged Environment

2013 ACPV Sponsored Workshop

Sunday, March 24, 2013

Holiday Inn Capital Plaza

Sacramento, California USA

Food Safety Challenges in the Poultry Industry: Current regulations and practical field experiences.

2012 ACPV Sponsored Workshop

Sunday, April 1, 2012

DoubleTree Resort by Hilton Hotel Paradise Valley

Scottsdale, Arizona, USA

From basics to field applications: poultry vaccination & immunity

2011 ACPV Sponsored Workshop

March 20, 2011

Sacramento, California

ACPV EXAMINATION PROCEDURES AND POLICIES

The Nature and Scope of the Examination

The ACPV Certification Examination consists of three parts:

The Basic Examination, consisting of multiple-choice questions, tests the candidate's knowledge of a broad range of topics involved in clinical poultry medicine.

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

The Applied Examination in 2 parts (projected images and written questions) is a practical examination dealing with diagnostic recognition and problem solving. Questions may require written response to exhibits, such as photographs showing gross or microscopic lesions, figures, laboratory findings, production history and data, descriptions of clinical signs and lesions. Questions requiring short answers involve diagnoses, recommending therapeutic, preventive or management action. Content of the examination includes the following subject areas with an emphasis on diagnosis and production: Anatomy and Physiology 4% ; Biosecurity 12% ; Diagnosis 34% ; Food Safety 5% ; Production 20% ; Professional Skills including oral, written and interpersonal communications 11% ; U.S. Regulations regarding poultry 9% ; Research Skills 5%.

All new candidates are required to sit for all three parts in their entirety. There are no provisions for subspecialty examination. Returning candidates sit for the only the part of the examination in which they did not earn a passing grade.

All candidates receive information in the form of email and then followed by regular mail, of the place, time of the examination and their examination number. They are informed of the passing score before they take the exam. In addition, they are advised of the scope of the questions, examples of questions and reference material for preparation for the examination. There are detailed descriptions regarding the credentialing policies, examination instructions, examination content and study materials listed on the Exam Application/Policy page of the ACPV website. www.acpv.info.

ACPV Ensures that the examination questions reflect the professional activities expected of diplomates

In January 2013, ACPV contracted with Witt Measurement Consulting to design and implement a job analysis in support of the validation of the examination program. An ACPV ad hoc committee was formed, made up of members working in various aspects of poultry medicine and from a diversity of locales. The Job Analysis Committee met for the purpose of creating a survey to gather information about the current practice of poultry veterinarians. They began by discussing the purpose of the certification examination and agreeing on a definition of the work of poultry veterinarians. They created a survey containing basic demographic questions and a **list of tasks** performed by poultry veterinarians. The survey was administered to all ACPV Diplomates, who were asked to rate each task in terms of the importance of being able to perform the task at the time of certification and the frequency with which they performed the task in their work.

The Committee also identified the major knowledge areas, skills, and abilities (KSAs) necessary to do each task. Survey responses were analyzed to obtain a weight for each task; task weights were distributed across the KSAs assigned to each task, and a draft content outline was thus created based on the survey results. The Committee reviewed this content outline along with the ratings and demographics from the survey, made revisions where appropriate, grouped the KSAs into broader content areas, and approved the final content outline.

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

How examination questions are developed, reviewed, graded, and evaluated

In 2014 and 2015, ACPV revised their examination using the new content outline. They also conducted a standard setting analysis with the help of Witt Measurement Consulting. An ad hoc Exam Revision Committee was formed, made up of ACPV members with diverse expertise and from diverse locales. The committee assigned KSAs to each question in the existing exam, and using the exam blueprint, identified new questions to be written. The decision was made to develop two forms of the exam, so in addition to writing new questions to adhere to the blueprint, the committee went to work writing 300+ new questions for a second exam form. Next, another ACPV committee sat for both forms of the exam and the ACPV Exam Committee (a separate committee from the Exam Revision Committee) graded them. The Exam Committee then made revisions to both forms and a Cut Score Analysis Committee took both forms of the new exam as a preliminary exercise to a standard setting study. The ACPV Exam Committee scored that committee's exams as well.

The ACPV Cut Score Analysis Committee held a standard setting study in Athens, Georgia on March 12-13, 2015. The purpose of this meeting was to establish a standard and passing scores for the new ACPV certification exam. The outcome was six passing scores, one for each of three sections on each of two forms of the certification exam. Passing scores were set separately for each section and form of the new exam, using a combination of a modified bookmark and a modified Angoff method. The final passing scores are shown in following table:

Section and Form	Passing Score		Consistency		
	Raw Score	As Percent	SE	Cut-1SE	Cut+1SE
Multiple-Choice Form A	51	51%	2.3	48	53
Multiple-Choice Form A	50	50%	2.8	47	53
Slide/Image Form A	62	62%	3.3	59	65
Slide/Image Form B	61	61%	2.6	59	64
Practical Form A	57	57%	2.3	55	60
Practical Form B	55	55%	1.6	53	57

The newly revised exam form A was given in July 2015. Previous to the 2015 examination, approximately 20% of each portion of the examination was replaced yearly with newly developed questions. ACPV will no longer do this as it would invalidate the passing scores established in the standard setting study. Instead, ACPV will alternate the two forms of the exam each year, using each three times. Another jobs analysis, exam revision and standard setting study are planned so that the work is completed by 2021.

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

The Grading Process

To insure accuracy, each section of the examination is graded by multiple members of the committee. Answer keys were revised along with the revision of the examination and will remain unchanged until the next revision of the examination so as not to invalidate the passing score.

The Exam Committee uses the following guidelines when grading the examination:

- a. Grading is done on the day of the exam as each section is completed.
- b. Grading must be completed by 1:00 pm on following the day of the exam.
- c. Practical section – Rubrics were developed to score the practical section. Practice sessions are planned for Exam Committee members who are unfamiliar with rubric scoring.
- d. Multiple choices – answer template available to ease correction
- e. Projected images - corrected in a round table format to discuss answers.
- f. All sections of the exam are accounted for and are re-assembled in the correct order. All examination material goes back to the ACPV business office.
- g. No rounding of scores is done. A grade of 69.5% is not rounded up to 70%.

The committee chairperson reports the exam results first to the Board of Governors who make the final decision as to the acceptance of candidates as Diplomates in the College. The Board of Governors meets on Sunday of the Annual Meeting. The examination is held the Friday before, so the candidates are notified of results two days after taking the examination. Pass/fail letters are distributed to all candidates. Passing candidates are informed that they passed. Failing candidates are informed that they failed the exam and given their score for each section of the examination. The College membership is notified during the Annual Meeting. Passing candidates are invited to the annual meeting/breakfast where they receive their certificates and are welcomed by the membership.

Primary reasons candidates fail the examination

The primary reason candidates fail is because they have limited practical experience or their experience is limited to one area of poultry medicine. In many cases, candidates that fail the exam fail more than one section of the exam which implies that they are not adequately prepared for the exam and lack knowledge in many fundamentals of clinical poultry medicine.

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

2005 to 2015 pass/fail rates of ACPV examination candidates:

YEAR	TOTAL # OF CANDIDATES	# PASS	# FAIL	% PASS
2005	7	7	0	100
2006	11	8	3	72
2007	9	4	5	44
2008	11	8	3	73
2009	10	7	3	70
2010	9	6	3	67
2011	8	3	5	38
2012	12	8	4	66
2013	9	5	4	55
2014	15	8	7	53
2015	15	8	7	53

APPEAL PROCEDURES

Adverse decision by the American College of Poultry Veterinarians (ACPV) may include, but are not limited to:

Denial of certification of an individual

Denial of adequacy of credentials

Denial of approval of a residency program

Suspension of certification

In the event of adverse decisions, the ACPV shall advise the affected person (s) of the procedure for appealing the adverse decision. The affected party desiring to appeal the ACPV's adverse decision must adhere to the following attached procedure:

Complaints against a Diplomate or a College / Board

When a complaint is registered against a Diplomate of a recognized veterinary specialty organization (ACPV) the complaint will be referred to the Executive Vice President and the person making the complaint will be notified of that referral. The complaint will be considered by the governing body of the ACPV. The ACPV will respond directly to the person issuing the complaint, with a copy of the response sent to the AVMA for ABVS records. A tally of complaints will be part of the annual report of the ACPV.

CANDIDATE EDUCATION, QUALIFICATION, AND EVALUATION

Mediation Procedures and Implementation

A. Mediation is defined as “friendly intervention, usually by consent or invitation, between conflicting parties to promote reconciliation, settlement, or compromise.” The AVMA American Board of Veterinary Specialties (ABVS) may accommodate requests to facilitate mediation between candidates or applicants for specialty board certification and the ACPV.

B. When a dispute between a candidate / applicant for specialty certification and ACPV remains unresolved after full use of the appeal procedure established by ACPV, either party may request AVMA ABVS mediation facilitation by contracting the AVMA ABVS staff consultant.

C. The ABVS Executive Committee (EC) will review the request for facilitation, adhering to the principle that relationships between candidates / applicants and ACPV should be fair and reasonable. The EC will determine whether, in the EC’s judgment, the dispute is worthy of further discussion in mediation, according to the following guidelines:

1. The complaint is germane to established criteria in the policies of the ABVS, and either party disregarded established criteria for certification or approval, or
2. Either party disregarded established criteria for certification or approval, or
3. Either party failed to follow stated procedures, or
4. Either party failed to consider relevant evidence and documentation presented in the initial appeal of the adverse decision or the response to that appeal.

The members of the EC will, after review of pertinent information, determine whether the facilitation request meets the above criteria.

D. The mediation shall be conducted by a professional mediator, selected by mutual agreement between the parties with the assistance of AVMA ABVS staff. The mediation shall take place at AVMA Headquarters in Schaumburg, Illinois.

E. The procedures to be used for mediation shall be at the discretion of the professional mediator.

F. Each party will pay its own expenses. All other mediation costs, including the costs of the professional mediator, shall be split equally between the parties and paid in advance. Final financial obligations may be determined by mediation but will not obligate the AVMA ABVS.

G. In the event the AVMA ABVS recommends mediation, both parties must be willing to execute and unconditional waiver and release of all liability and claims against the AVMA and ABVS in order for AVMA ABVS to facilitate the mediation.

PROCEDURES FOR RECERTIFICATION OF DIPLOMATES

Procedures for recertification of diplomates

POLICY FOR RECERTIFICATION

ACPV certificates are issued for a period of 10 years and expire at that time. In order to maintain Diplomate status, members must submit evidence of undertaking approved annual continuing education programs. Diplomates must meet the annual recertification requirements for at least 8 years out of a 10 consecutive year period (based on their admittance to the College). A Diplomate failing to meet the eight out of ten year requirement is required to retake the current ACPV examination.

CE REVIEW PROCESS

In 2014, ACPV implemented a new process for reviewing Diplomate CE submissions. A new Recertification Committee was formed whose task it is to review and approve ACPV Diplomate CE submissions yearly. The following is the process and timeline for the committee's work:

Process and Timeline:

March 1st	ACPV office sends CE information to the committee.
March	Each committee member reviews a portion of the CE submitted.
April	Committee meets via conference call to discuss questionable CE submissions.
April 30th	Committee Chair sends ACPV office a list of Diplomates and CE issues that needs to be addressed.
May	ACPV office contacts Diplomates from list and gives 30 days for them to respond to issues of concern.
June	Committee makes final decision for questionable CE submissions. Choices: <ol style="list-style-type: none">1. CE will be counted.2. Diplomate must use the year as an exempt year.3. Diplomate must ask for a waiver.

CONTINUING EDUCATION REQUIREMENTS

Continuing education (CE) requirements for annual and 10 - year recertification:

Annual Recertification Requirements:

1. Each diplomate must obtain **24 CE contact hours** by attendance at educational activities.
2. A minimum of **18 CE contact hours** must be from an educational activity devoted to poultry.

PROCEDURES FOR RECERTIFICATION OF DIPLOMATES

CE credits must be submitted on a 1:1 basis (1 CE credit per contact hour of educational activity). CE submissions must be from a scientific/educational activity that develops or enhances the Diplomate's knowledge and abilities as a poultry veterinarian.

Meetings List. Below is the 2015 ACPV Preapproved Meetings established by the ACPV Recertification Committee. The list allows the Diplomate to find the maximum number of CE hours that can be claimed for attending ACPV preapproved meetings. To preapprove a meeting, Diplomates send a meeting agenda or program to the ACPV office. This is distributed to the Recertification Committee and if the meeting is approved it is added to the list. Decisions are made within 30 days of submission.

Unlisted Meetings. Poultry related meetings not listed may also be claimed for CE. The Diplomate must submit an agenda or program to obtain credit. Agendas or programs can be uploaded with CE and dues in the online form for dues renewal/CE submission on the ACPV website. Unlisted meetings are considered on a case-by-case basis and may not be approved.

Seminars. Organized poultry-related seminars, such as those at a university, can be submitted for CE. If the Diplomate is claiming more than 3 CE hours for a seminar, a seminar agenda or a summary of topics must be uploaded as part of the yearly CE submission. Seminars are considered on a case-by-case basis and may not be approved.

Company-sponsored educational meetings. If the Diplomate is claiming CE hours from a company-sponsored meeting, the seminar agenda/program must be uploaded with the CE submission form. These types of activities are considered on a case-by-case basis and may not be approved.

3. CE hours are awarded for organizing poultry related meetings and/or presenting poultry related topics. (See Additional CE Credit).

4. The above annual requirements may be waived for individuals based on medical or other disability. Claim for a waiver must be submitted with annual renewal.

5. Diplomates may also petition the ACPV Board if they have used other recognized means to satisfy CE requirements.

Additional CE hours may be obtained by uploading documentation regarding any of the following:

6 CE hours: 1) Six CE hours may also be obtained by organizing an ACPV workshop, wetlab, or symposium.

2 CE hours: 2) Two CE hours may also be obtained by the following activities:

a. Senior authors in refereed scientific avian journals, newsletters, trade magazines, company technical bulletins, books and manuals, or production of education videos or continuing education study sets;

b. Presenting at a meeting, poster session, workshop, wetlab, or symposium;

1 CE hour: 1) One CE hour may be obtained by the following activities:

PROCEDURES FOR RECERTIFICATION OF DIPLOMATES

a. Co-authors in refereed scientific avian journals, newsletters, trade magazines, poster session, company technical bulletins, books and manuals, or production of education videos or continuing education study sets;

b. Peer review of scientific journal article for scientific avian journal;

2015 ACPV Preapproved Meetings and Maximum CE Credits Allowed

AAAP/AVMA Annual Convention	30
ACPV Workshops	8
Alabama VMA (state meeting)	4
Arkansas VMA (state meeting)	4
Depl AVICOLE 2014 Final web	5
Emerald Coast Veterinary Conference	15
Georgia VMA (state meeting)	8
Intestinal Health Summit, Hilton Hotel, Memphis, TN 5/19-21/2015	8
Mississippi VMA (state meeting)	4
National Meeting on Poultry Health and Processing (“Condemns”)	13
North Central Avian Disease Conference (NCADC)	12
North East Conference on Avian Diseases (NECAD)	10
North Carolina VMA (state meeting)	6
NPIP Biennial Conference	20
Ontario Association of Poultry Practitioners Meeting June 3, 2014	3.5
Poultry Service Industry Workshop, British Columbia, Canada	8.5
Revised Agenda for OAPP Meeting, Nov 27, 2014	3.75
Southern Conference on Avian Diseases (SCAD)	12
Western Association of Poultry Veterinarians Scientific Seminar	5.25
Western Meeting of Poultry Veterinarians and Clinicians (“WestVet”)	3
World Veterinary Poultry Association Conference (WVPA)	20
Western Poultry Diseases Conference (WPDC)	18

ACPV INCORPORATION AND LIABILITY INSURANCE

ACPV incorporation and liability insurance

The College was formed exclusively for charitable, scientific and educational purposes within the meaning of section 501(c)(3) of the Internal Revenue Code of 1988 as amended ("Code") and is incorporated in Pennsylvania.

The ACPV has purchased directors and officers (D & O) insurance and errors and omission (E &O) insurance through HUB International Midwest Limited

See Additional Information (ACPV Articles of Incorporation)

See Additional Information (Certificate of Insurance Policies - Directors and Officers and Errors and Omissions Insurance Policies)

EMPLOYMENT DISTRIBUTION OF DIPLOMATES

Employment distribution of diplomates

Information collected with 2014 dues payments showed the following employment distribution for ACPV Diplomates. (This does not include Emeritus members or Honorary Diplomates.)

College or University	64
State or Regional Diagnostic Lab	13
Federal Government Agency	13
State or Local Government Agency	5
Pharmaceutical/Biological Industry	64
Primary Breeder Companies	19
Broiler Producer Companies	34
Turkey Producer Companies	12
Commercial Egg Producer Companies	3
Private Practice	32

MAJOR CHANGES IN CONCEPTS OR POLICIES DURING THE PAST FIVE YEARS

Major changes in concepts or policies during the past five years

In 2011, ACPV made a concerted effort to collect past dues by putting new policies in place and notifying members repeatedly that those not current in their dues payments would be removed from the College. Some ACPV members opted to leave the College, but most members in arrears paid, bringing in just under \$20,000 to the College. The effort also brought the College's roles up to date and has improved member's awareness of paying dues. In the past three years dues payments have been around 95%. (Up from 51% in 2009.)

Since November 2013, ACPV has allowed only online submission of continuing education through the ACPV website. The change was made easily by Diplomates and the ACPV office has received no complaints. CE submissions can now be electronically exported onto an excel spreadsheet which is particularly beneficial for the work of the Recertification Committee.

Applications for the examination have increased in the last two years and recent graduates from ACPV approved training programs are enjoying many job offers as more and more jobs become available due in part to changes in government regulations. Companies are also eager to have their employees be members of the College. This is because specialty-level competence has become the standard of care for intensive poultry practice and the ACPV Diplomate status is readily accepted evidence of this. ACPV has had two inactive training programs become active again and two new training programs approved since 2010.

Since 2012, the major thrust of the College has been the jobs analysis which led to the revision of the examination. This led to the standard setting study, which resulted in a revised examination in two forms with six new passing scores. Over forty members of the College, representing 16% of the active members, participated in some way in this effort, a few spending a herculean amount of time on the project. Other ACPV committee members continued with the "normal" committee work of the College and the members are grateful our committees are high functioning so that all our processes continued to proceed smoothly. The revised examination was given for the first time in July 2015. Feedback was generally positive and the statistics for the exam were much the same as in previous years. ACPV is now exploring electronic delivery of the exam.

In 2014, the Recertification Committee was formed and in 2015 members approved a bylaws change to make it a new standing committee. This committee allows ACPV to evaluate the variety of CE obtained by members while maintaining high standards. It also reviews CE yearly, giving each Diplomate feedback on their CE status before their 10 year review.

PROBLEMS PERCEIVED AND PROPOSED SOLUTIONS

Problems perceived and proposed solutions

The College recently completed an exhaustive process of job-task analysis and revision of our exam. Delivery of the exam is currently in paper form during our annual meeting. In order to move forward with technology and ease of administration, we are examining electronic delivery. An ad-hoc committee has been formed.

ACTIVITIES OUTSIDE THE SCOPE OF THE STATED OBJECTIVES OF ACPV, INCLUDING CONTRACTS AND AGREEMENTS

Activities outside the scope of the stated objectives of ACPV, including contracts and agreements

ACPV is currently exploring a proposal for a management alignment with the American Association of Avian Pathologists (AAAP). ACPV would be under the umbrella of the AAAP in much the same way the ABVS is under the umbrella of the AVMA. The two associations would remain separate financially, with separate governing bodies, committees, bylaws and procedure manuals (SOPs.)

Two primary benefits would come with a closer alignment:

1. A closer alignment would allow for one voice regarding issues on poultry health. It is confusing to the public, consumers and politicians to have two organizations serve as poultry experts, especially since membership in the two groups overlap. All (but four) members of ACPV are also AAAP members.
2. There would be a cost savings for both organizations, especially in website and communication expenses. Alignment would also allow for ACPV and AAAP to share the same database improving accuracy and efficiency.

Future Plans

ACPV has formed an ad hoc committee to explore options for electronic delivery of the examination with a proposal to be presented to the ACPV Board of Governors in February 2016.

REACTIONS OF THE PROFESSION AND PUBLIC TO ACPV

Reactions of the profession and public to ACPV

ACPV is well respected in the poultry veterinarian profession as demonstrated in the following anecdotal evidence: In 2011 several ACPV Diplomates opted to leave the College rather than become current in outstanding dues payments. Since then one of the Diplomates sat for and passed the exam again. (Another past Diplomat is scheduled to take the exam in 2016.) When asked why he decided to take the exam again, he stated that it was at the request of his employer. “[They] just like to be able to state that we are all Diplomates of ACPV—professional pride,” he said.

ACPV FINANCIAL REPORT

ACPV Financial Report

ACPV Balance Sheets for 2014 and 2015 YTD

	2013	2014	2015 YTD (6/30/15)
ASSETS			
Checking Account	\$18,688.95	\$22,627.38	\$28,116.33
Money Market Acct	\$66,856.84	\$71,924.30	\$61,952.79
Total Assets	\$85,545.79	\$94,551.68	\$90,069.12
Liabilities	\$0.00	\$0.00	\$0.00
FUND BALANCE			
Beginning Fund Balance	\$107,594.56	\$85,545.79	\$94,551.68
Current Earnings	-\$22,048.77	\$9,005.89	-\$4,482.56
Total Fund Balance	\$85,545.79	\$94,551.68	\$90,069.12

ACPV maintains its checking and money market account at Wells Fargo

ACPV maintains a calendar year for its fiscal year (January 1-December 31st)

ACPV FINANCIAL REPORT

2014 & 2015 Budgets

Income Sources	2014 Year End Results	2014 Annual Budget	2015 Annual Budget
Exam Eligibility Fees	\$1,740	\$1,000	\$800
Examination Fees	\$6,625.00	\$4,000	\$5,000
Dues	\$34,885	\$29,250	\$29,875
Annual Meeting Contribution	\$5,000	\$5,000	\$5,000
Workshop Contributions	\$7,500	\$5,000	\$5,000
Workshop Income	\$3,047	\$5,000	\$6,000
Interest	\$67	\$150	\$100
TOTAL INCOME	\$58,864	\$49,400	\$51,775

Expense Sources	2014 Year End Results	2014 Annual Budget	2015 Annual Budget
Honorarium	\$3,500	\$3,500	\$3,500
Management Fees	\$12,939	\$12,950	\$17,950
Office Support	\$5,000	\$5,000	\$2,000
Office Lease & Utilities	\$1,694	\$1,620	\$1,800
Accounting/Legal Fees	\$495	\$550	\$600
Annual Meeting	\$5,760	\$5,600	\$5,700
Bank/Credit Card Fees	\$2,001	\$1,500	\$1,700
Board Meeting	\$969	\$900	\$1,000
Business Registration	\$61	\$65	\$65
Consultant Fee	\$0	\$0	\$6,500
Contributions/Support	\$500	\$500	\$500
Copy Expense	\$439	\$300	\$300
Exam Preparation	\$683	\$300	\$1,500
Insurance	\$5,929	\$5,000	\$5,200
Job Analysis Other Exp.	\$4,299	\$1,500	\$0
Miscellaneous	\$0	\$500	\$200
Office Supplies	\$22	\$400	\$400
Online Presence	\$3,174	\$3,500	\$3,600
Postage	\$120	\$300	\$350
Travel	\$0	\$1,400	\$1,500
Workshop	\$3,939	\$4,000	\$4,500
TOTAL EXPENSES	\$51,523	\$49,385	\$58,865

ACPV FINANCIAL REPORT

2015 & 2016 Budgets

Income Sources	2015 YTD Results	2015 Annual Budget	2016 Annual Budget
Exam Eligibility Fees	\$0	\$800	\$800
Examination Fees	\$7,375	\$5,000	\$5,000
Dues	\$10,125	\$29,875	\$31,250
Annual Meeting Contribution	\$0	\$5,000	\$5,000
Workshop Contributions	\$6,100	\$5,000	\$5,000
Workshop Income	\$5,425	\$6,000	\$5,000
Interest	\$24	\$100	\$30
TOTAL INCOME	\$29,050	\$51,775	\$52,080

\$5,000

Expense Sources	2015 YTD Results	2015 Annual Budget	2016 Annual Budget
Honorarium	\$0	\$3,500	\$3,500
Management Fees	\$9,975	\$19,950	\$21,950
Office Support	\$0	\$2,000	\$0
Office Lease & Utilities	\$900	\$1,800	\$1,800
Accounting/Legal Fees	\$535	\$600	\$600
Annual Meeting	\$0	\$5,700	\$6,000
Bank/Credit Card Fees	\$523	\$1,700	\$1,700
Board Meeting	\$0	\$1,000	\$1,000
Business Registration	\$61	\$65	\$65
Consultant Fee	\$5,227	\$6,500	\$0
Contributions/Support	\$0	\$500	\$500
Copy Expense	\$0	\$300	\$500
Exam Preparation	\$20	\$1,500	\$1,500
Insurance	\$0	\$5,200	\$5,400
Job Analysis Other Exp.	\$2,589	\$0	\$0
Miscellaneous	\$0	\$200	\$200
Office Supplies	\$177	\$400	\$400
Online Presence	\$2,260	\$3,600	\$3,800
Postage	\$55	\$350	\$350
Travel	\$0	\$1,500	\$1,500
Workshop	\$8,840	\$4,500	\$6,000
TOTAL EXPENSES	\$31,163	\$60,865	\$56,765

-\$4,685

COMPANY INFORMATION

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Additional Materials:

ACPV bylaws showing changes

ACPV bylaws

Procedural Manual

ACPV exam application

ACPV unsuccessful applicant, example 1

ACPV exam results failed letter, example 2

ACPV proof of insurance

ACPV articles of incorporation