TEXAS BOARD OF VETERINARY MEDICAL EXAMINERS

Texas Department of Licensing and Regulation
TEXAS BOARD OF VETERINARY MEDICAL EXAMINERS MEETING

Summary of Board Meeting
Thursday, February 20, 2025, at 9:00 a.m.

Board President, Dr. Steven Golla, called the meeting to order at 9:01 a.m.

President, Dr. Steven Golla, moved to agenda item 1., Full Board Call to Order, Roll Call Vote on Absences. Board Secretary, Victoria Whitehead called roll. Board Members Dr. Steven Golla, Dr. Lynn Criner, Mrs. Victoria Whitehead, Dr. Randall Skaggs, Mr. Keith Pardue, Mrs. Sue Allen, Ms. Raquel Olivier, Dr. Stacey McLeod and Dr. Larry Moczygemba were present. A quorum was seated.

President, Dr. Steven Golla, moved to agenda item 2., Consideration and Approval of October 24, 2024, Minutes. Board Member, Dr. Lynn Criner, seconded by Ms. Raquel Olivier, made a motion to approve the minutes. The motion passed.

President, Dr. Steven Golla, moved to agenda item 3., Public Comments. Anita Ross, Heather Kutyba, Aaron Lopez, Michael Juliano and Troy Alexander gave public comment. The Board also received four emailed public comments.

President, Dr. Steven Golla, moved to agenda item 4., Executive Session. The Board adjourned at 9:18 a.m. The Board returned at 9:50 a.m.

President, Dr. Steven Golla, moved to agenda item 5., Discussion and Possible Action on Items discussed in Executive Session. No action was taken.

President, Dr. Steven Golla, moved to agenda item 6., Director Reports. Executive Director, Brittany Sharkey, presented the Executive Director Report. Licensing Supervisor, Wendy Womack, presented the Licensing Report. Executive Director, Brittany Sharkey, presented the Enforcement Report on behalf of the Enforcement Director, Mike Tacker. General Counsel, Kelly Phelps, presented the Legal Report. Compliance Director, Jerod Honrath, presented the Compliance Report. Finance Director, Kandace Van Vlerah, presented the Finance Report.

President, Dr. Steven Golla, moved to agenda item 7., Director Committee Reports. President, Dr. Steven Golla, introduced the newly appointed Board Members, Dr. Stacey McLeod and Dr. Larry Moczygemba, before presenting the Executive Committee Report. Board Member, Dr. Randall Skaggs, presented the Finance Committee Report. No additional reports were presented.

President, Dr. Steven Golla, moved to agenda item 8., Discussion, Recommendation and Possible Action regarding Election of the Executive Committee. President, Dr. Steven Golla, opened the floor for nominees. Board Member, Mrs. Victoria Whitehead, seconded by Ms. Raquel

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Olivier, made a motion to appoint Board Member, Dr. Lynn Criner, as Vice-Chair. The motion passed. Board Member, Dr. Lynn Criner, seconded by Ms. Raquel Olivier, made a motion to appoint Board Member, Mrs. Victoria Whitehead, as Secretary. The motion passed.

President, Dr. Steven Golla, moved to agenda item 9., Discussion, Recommendation and Possible Action regarding appointment of Standing Committees. President, Dr. Steven Golla, introduced the committees. The Enforcement Committee made up by Dr. Steven Golla as Chair, Dr. Lynn Criner and Mrs. Victoria Whitehead. The Licensing Committee made up of Mrs. Sue Allen as Chair, Dr. Randall Skaggs and Mr. Keith Pardue. The Finance Committee made up of Mrs. Victoria Whitehead as Chair, Ms. Raquel Olivier and Dr. Stacey McLeod. The Rules Committee made up by Dr. Larry Moczygemba as Chair, Dr. Steven Golla and Mr. Keith Pardue.

President, Dr. Steven Golla, moved to agenda item 10., Discussion, Recommendation, and Possible Action regarding adoption of Rule 571.7, Veterinary Licensing Eligibility. The rule would be amended to elongate the period of 60 days to 120 for graduating students to take the State Board Exam. The rule was published to the Texas Register and there were no public comments, making the rule eligible for adoption. Board Member, Dr. Lynn Criner, seconded by Mrs. Victoria Whitehead, made a motion to adopt Rule 571.7, Veterinary Licensing Eligibility. The motion passed.

President, Dr. Steven Golla, moved to agenda item 11., Discussion regarding statutory definition of livestock. General Counsel, Kelly Phelps, spoke on this item. Ms. Phelps presented Section 1000.3 of the Agriculture Code and Section 36.1 of the Texas Administrative Code as examples for definitions of livestock.

President, Dr. Steven Golla, moved to agenda item 12., Discussion regarding individual licensee responsibility in corporate owned veterinary practices. General Counsel, Kelly Phelps, spoke on this item. Ms. Phelps presented Section 801.506 of the Texas Occupations Code and Rule 573.6, Restriction of Partnerships to the Veterinary Profession.

President, Dr. Steven Golla, moved to agenda item 13., Discussion regarding the scope of practice for Equine Dental Providers. General Counsel, Kelly Phelps, spoke on this item. Ms. Phelps presented Section 801.262 of the Texas Occupations Code and Rule 573.19, Dentistry.

President, Dr. Steven Golla, moved to agenda item 14., Discussion regarding other state's approaches to mid-level practitioners in veterinary medicine. Executive Director, Brittany Sharkey, spoke on this item. Board Member, Mrs. Victoria Whitehead, left the meeting during this item at 11:07 a.m.

President, Dr. Steven Golla, moved to agenda item 15., Contested Cases --consideration and possible recommendation to the Texas Commission of Licensing and Regulation regarding contested cases heard before State Office of Administrative Hearings.

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Docket Number LA24-002/578-24-19083; Staff Attorney, Kristin Stavrou, spoke on this item. Dr. Catherine Pampiglione's attorney, Theresa Byrd, spoke for Dr. Pampiglione. Board Member, Dr. Randall Skaggs, seconded by Dr. Lynn Criner made a motion to approve the Proposal for Decision. The motion passed.

President, Dr. Steven Golla, moved to agenda item 16., Consideration and approval of agreed orders. General Counsel, Kelly Phelps, spoke on this item. Board Member, Dr. Lynn Criner, seconded by Ms. Raquel Olivier, made a motion to approve the agreed orders. The motion passed.

Case #	Name	License #	Practice City
CP20-382	Johnny Taylor, D.V.M.	3652	Weatherford
CP21-413	J. Randell Bridges, D.V.M.	5162	Dallas
CP21-416	Tamra Walthall. D.V.M.	5363	Waco
CP22-039	Shay Hanson	-	La Marque
CP23-016	Phillip Henderson, D.V.M.	3761	Ponder
CP23-029	Justin Fraser, D.V.M.	16685	Katy
CP23-126	Autumn Gillespie, D.V.M.	16288	Angleton
CP23-225	Kevin Washburn, D.V.M.	10930	College Station
CP23-285	Meghan McCarville, D.V.M.	13237	Bonham
CP23-360	Amy Davenport, D.V.M.	11353	Houston
CP23-366	Robin Sechrest-Lang, D.V.M.	15444	New Braunfels
CP23-453	Monte White, D.V.M.	11101	Alvarado
CP24-016	Marlon Hobbs, D.V.M.	7262	Stephenville
CP24-021	Kayla Swanberg, D.V.M.	15701	Elkhart
CP24-410	Robert Garcia	-	Corsicana
CP24-428	Marissa Martin	-	Spring
CP24-429, CP24-329, CP24-321 & CP24-320	Caleb Witcher, D.V.M.	16888	Lufkin
CP24-557	Sarah Luce	-	Dunlin
CP24-604	Jenny Corral	-	Georgetown

Mrs. Sue Allen and Dr. Steven Golla were recused from CP21-416. Dr. Randall Skaggs was recused from CP23-126.

President, Dr. Steven Golla, moved to agenda item 17. Consideration and approval of cases recommended for dismissal from Informal Conference. General Counsel, Kelly Phelps, spoke on this item. Board Member, Ms. Raquel Olivier, seconded by Dr. Lynn Criner, made a motion to approve the cases for dismissal from Informal Conference. The motion passed.

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President, Dr. Steven Golla, moved to agenda item 18., Consideration and approval of cases recommended for dismissal from Staff Conference. General Counsel, Kelly Phelps, spoke on this item. Board Member, Mrs. Sue Allen, seconded by Dr. Lynn Criner, made a motion to approve the cases for dismissal from Staff Conference. The motion passed.

Dr. Steven Golla was recused from CP25-050.

President, Dr. Steven Golla, moved to agenda item 19. Consideration and approval of cases recommended for dismissal from Medical Review. General Counsel, Kelly Phelps, spoke on this item. Board Member, Dr. Lynn Criner, seconded by Mrs. Sue Allen, made a motion to approve the cases for dismissal from Medical Review. The motion passed.

President, Dr. Steven Golla, moved to agenda item 20., Executive Session. This was not an original agenda item. The Board did not go into Executive Session.

President, Dr. Steven Golla, moved to agenda item 21., Discussion of possible agenda items for future Board Meetings. President, Dr. Steven Golla, proposed a discussion on Rule 573.44, Compounding Drugs. Board Member, Dr. Randall Skaggs, proposed a discussion about Inspections with Enforcement.

President, Dr. Steven Golla, moved to agenda item 22., Adjourn. The meeting was adjourned at 11:32 a.m.

Dr. Steven Golla, Presiding Officer
Texas Board of Veterinary Medical Examiners

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Executive Director's Report
January 21, 2025

Dear Members of the Board and Public,

I hope everyone is feeling rested and recharged after the holiday season and is ready to tackle the upcoming challenges of 2025.

2025 Legislative Session

The 89th Legislative Session kicks off on January 14th. On January 15th, the Sunset Advisory Commission will hear testimony and updates on the implementation of SB1414, or the TBVME Sunset Bill. I have attached a copy of the most recent Sunset report to this update. I will begin meeting with legislators and their staff this month to discuss our appropriation requests and provide updates on the agency.

New Board Members

Please join me in welcoming new board members, Dr. Stacy McLeod, DVM and Dr. Larry Moczygemba, DVM to the Board. The new board members were appointed Governor Abbott on October 31st, 2024. They have attended an initial board training and we are looking forward to working with them further!

Strategic Plan and Legislative Appropriations Request Timeline

Per the discussion at the previous board meeting, I wanted to share our new projected timeline for the development of both the agency's strategic plan and legislative appropriations request.

Going forward in even numbered years:

-January Board Meeting: Announcement of focus groups, town halls and other information gathering opportunities to help inform the strategic plan

-April Board Meeting: Presentation, discussion and approval of draft of the agency's strategic plan

-July Board Meeting: Presentation, discussion and approval of draft of the agency's Legislative Appropriations Request, prepared in conjunction with the finance committee

-October Board Meeting: Final review and discussion of submitted versions of the strategic plan and legislative appropriations request

Diligent – Board Effect Software Implementation

Earlier this fiscal year, the agency acquired a subscription to BoardEffect, a software to better manage information for board members. This is the first meeting where we are using BoardEffect and I want to commend our legal team for their diligence and efforts in navigating and learning this software. While any technological change has its hiccups and false starts, we appreciate the board's patience navigating this transition and welcome feedback on its usage.

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Attachments:

Please find attached each department's update and a list of complaints dismissed by staff in the first quarter of FY 2025 pursuant to Tex. Occ. Code 801.205 and a copy of the Sunset Advisory Commission's Implementation Status Report.

Sincerely,

Brittany Sharkey, JD

Brittany Sharkey, JD
Executive Director

DIR

Texas Department of Information Resources

Transforming How Texas Government Serves Texans

2024 Information Security Plan
Benchmark Report

Prepared for: 578 – Texas State Board of Veterinary Medical Examiners

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Introduction

[Government Code Section 2054.133](#) requires state agencies, institutions of higher education, and public junior colleges to submit an [Information Security Plan](#) to the Texas Department of Information Resources (DIR) by June 1 of each even-numbered year. In addition, DIR must produce a report to state leadership summarizing those Information Security Plans by November 15 of each even-numbered year.

Process Overview

In October 2023, DIR provided state agencies with the 2024 standardized Information Security Plan template within the [Statewide Portal for Enterprise Cybersecurity Threat, Risk, and Incident Management (SPECTRIM)](#).

The Information Security Plan template included three primary sections: Security Objectives, a Vulnerability Report, and an Executive Written Acknowledgement of Risk. The Security Objectives portion includes the Texas Cybersecurity Framework's 42 security objectives, which are organized into five broad functional areas: **Identify**, **Protect**, **Detect**, **Respond**, and **Recover**.

As shown in **Table 1 | Texas Cybersecurity Framework Functional Areas**, each functional area contains specific security control objectives to help agencies identify, assess, and manage cybersecurity risks necessary to a mature security program.

Table 1 | Texas Cybersecurity Framework Functional Areas

Functional Area	Description
Identify	Develop an organizational understanding of business context and resources to manage cybersecurity risk to systems, people, assets, data, and capabilities.
Protect	Develop and implement proactive measures and appropriate safeguards to defend against cybersecurity threats and ensure the delivery of critical services.
Detect	Develop and implement appropriate measures to recognize and detect a cybersecurity event as it is happening.
Respond	Develop and implement appropriate response activities for when a cybersecurity incident is detected.
Recover	Develop and implement resources to maintain recovery plans for resilience and restore services and capabilities impaired due to a cybersecurity incident.

Agencies must evaluate their security maturity in each functional area based on the degree of implementation and level of optimization of processes and security controls within a security maturity scale ranging from 0.00 (**Non-existent**) to 5.00 (**Optimized**), as shown in **Table 2 | Texas Cybersecurity Framework Security Maturity Model**.

Table 2 | Texas Cybersecurity Framework Security Maturity Model

Security Maturity Level	Information Security Plan Score	Security Maturity Definition	Risk Value	Risk Definition
Level 0: Non-existent	0.00-0.99	There is no evidence of the organization meeting the objective.	Very high risk (very likely)	No cyber hygiene is being performed.
Level 1: Initial	1.00-1.99	The organization has an ad hoc, inconsistent, or reactive approach to meeting the objective.	High risk (highly likely)	Basic cyber hygiene is being performed.
Level 2: Repeatable	2.00-2.99	The organization has a consistent overall approach to meeting the objective, but it is still mostly reactive and undocumented and does not routinely measure or enforce policy compliance.	Moderate risk (likely)	Intermediate cyber hygiene is being performed.
Level 3: Defined	3.00-3.99	The organization has a documented, detailed approach to meeting the objective and regularly measures its compliance.	Low risk (possible)	Good cyber hygiene is being performed.
Level 4: Managed	4.00-4.99	The organization uses an established risk management framework to measure and evaluate risk and integrate improvements beyond the requirements of applicable regulations.	Low risk (unlikely)	Proactive cyber hygiene is being performed.
Level 5: Optimized	5.00	The organization has refined its standards and practices focusing on ways to improve its capabilities in the most efficient and cost-effective manner.	Low risk (very unlikely)	Advanced or proactive cyber hygiene is being performed.

Statewide Overview

Figure 1 | 2016–2024 Overall Functional Area Security Maturity

Identify, 2.89
Protect, 2.96
Recover, 2.93
Respond, 2.81
Detect, 3.03

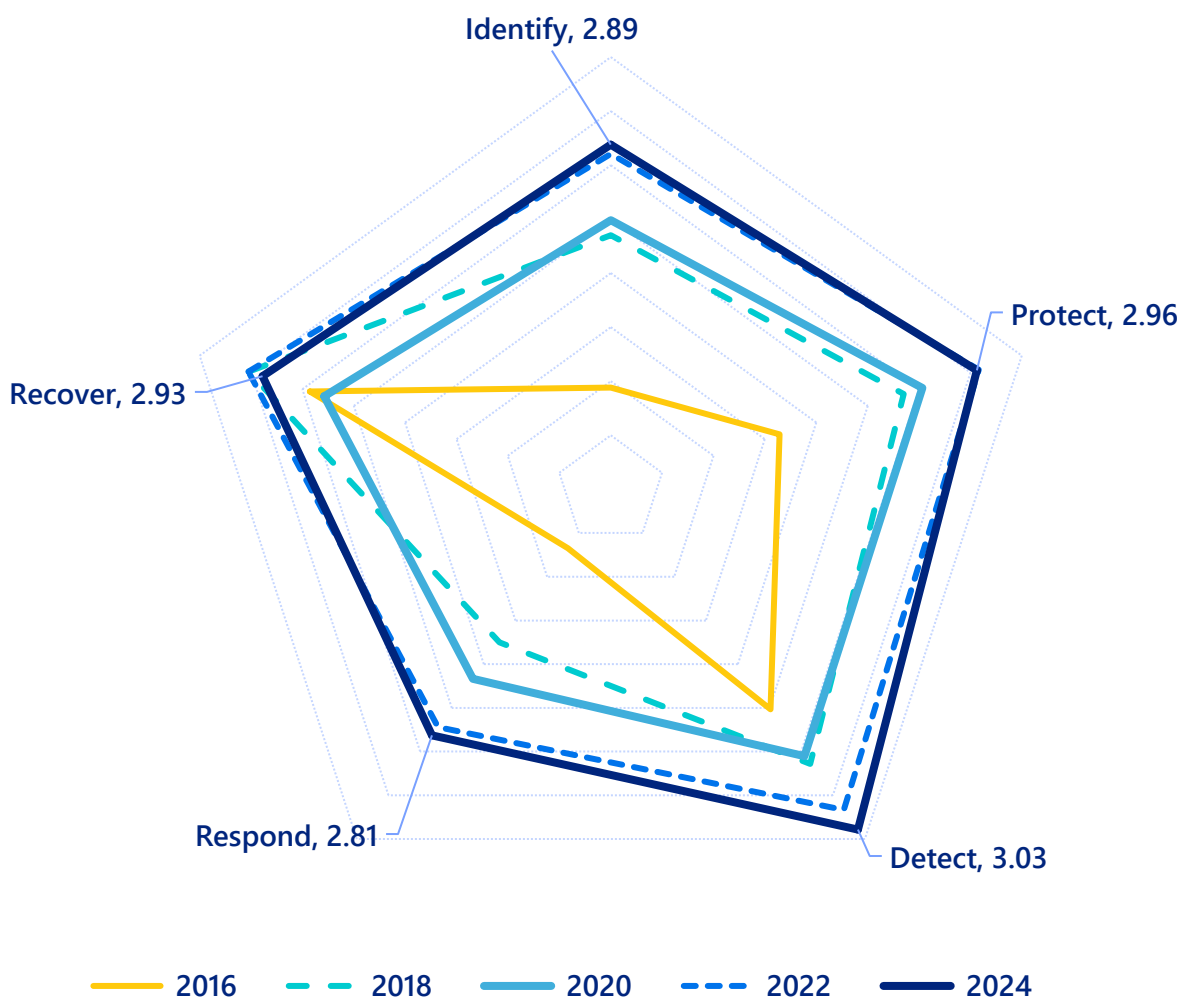—— 2016   – – 2018   —— 2020   – – 2022   —— 2024

Figure 2 | 2016–2024 Average Security Maturity by Security Objective provides a visual representation of the average security maturity for each security objective over time. The closer a value is to the exterior of the chart, the higher the security maturity.

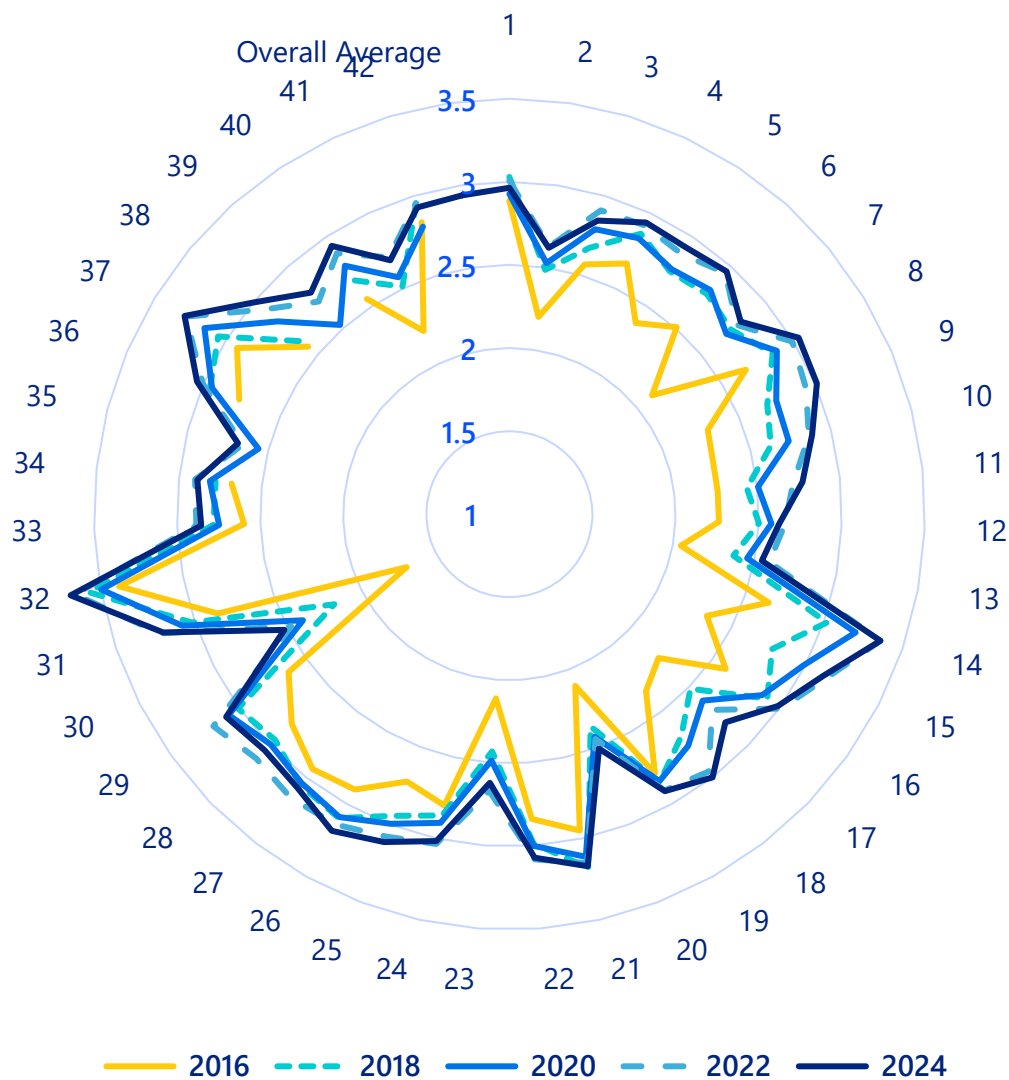## Figure 2 | 2016–2024 Average Security Maturity by Security Objective

Figure 3 | 2016-2024 Average Statewide Security Maturity by Security Objective provides a visual representation of the average security maturity for each security objective from most to least mature.

Figure 3 | 2024 Average Statewide Security Maturity by Security Objective

Security Objective	Maturity
Spam Filtering	3.69
Security Awareness and Training	3.36
Malware Protection	3.29
Identification and Authentication	3.2
Account Management	3.18
Physical and Environmental Protection	3.17
Privacy Awareness and Training	3.13
Access Control	3.11
Internet Content Filtering	3.1
Security Systems Management	3.08
Personnel Security	3.07
Network Access and Perimeter Controls	3.05
Vulnerability Assessment	3.04
Compliance and Regulatory Requirements	3.04
Configuration Hardening and Patch Mgmt.	3.02
Cloud Usage and Security	3.01
Change Management	3
Security Monitoring and Event Analysis	2.99
Cryptography	2.99
Information Security Risk Management	2.96
Privacy and Confidentiality	2.96
Overall Statewide Average	2.94
Cybersecurity Incident Response	2.94
Policy, Standards and Guidelines	2.94
Disaster Recovery Procedures	2.93
Control Oversight and Safeguard Assurance	2.92
Contingency Planning	2.91
System Communications Protection	2.89
Assessment and Authorization / Technology Risk...	2.88
Portable and Remote Computing	2.86
Critical Information Asset Inventory	2.85
Security Oversight and Governance	2.81
Secure Configuration Management	2.8
Audit Logging and Accountability	2.79
External Vendors and Third-Party Providers	2.77
Privacy Incident Response	2.69
Information Systems Currency	2.69
Third-Party Personnel Security	2.62
Architecture, Roadmap/ Emerging Tech	2.62
Data Classification	2.62
Services, Acquisition and Development	2.55
Data Loss Prevention	2.52
Media	2.51

Overall Maturity

Table 3 | Average Security Maturity compares your agency's security maturity with the average security maturity levels for each objective recorded since 2016. Figure 4 | Agency Comparison to State Averages compares your agency's average security maturity with the overall 2024 security maturity average.

Table 3 | Average Security Maturity

#	Security Objective	2016	2018	2020	2022	2024	Your Org
1	Privacy and Confidentiality	2.89	3.03	2.93	3.01	2.96	**3.50**
2	Data Classification	2.20	2.49	2.53	2.63	2.62	**3.50**
3	Critical Information Asset Inventory	2.57	2.67	2.79	2.91	2.85	**3.50**
4	Policy, Standards and Guidelines	2.67	2.86	2.83	2.92	2.94	**3.00**
5	Control Oversight and Safeguard Assurance	2.38	2.75	2.77	2.88	2.92	**3.50**
6	Information Security Risk Management	2.51	2.78	2.81	2.95	2.96	**3.50**
7	Security Oversight and Governance	2.12	2.74	2.70	2.78	2.81	**3.00**
8	Compliance and Regulatory Requirements	2.67	2.86	2.89	2.99	3.04	**3.00**
9	Cloud Usage and Security	2.30	2.69	2.75	2.94	3.01	**3.00**
10	Assessment and Authorization / Technology Risk Assessment	2.27	2.63	2.74	2.86	2.88	**3.00**
11	External Vendors and Third-Party Providers	2.26	2.44	2.50	2.72	2.77	**2.50**
12	Architecture, Roadmap/ Emerging Tech	2.26	2.50	2.58	2.66	2.62	**3.00**
13	Services, Acquisition and Development	2.05	2.37	2.45	2.59	2.55	**3.00**
14	Security Awareness and Training	2.65	3.02	3.20	3.36	3.36	**3.00**
15	Privacy Awareness and Training	2.34	2.78	2.99	3.15	3.13	**3.00**
16	Cryptography	2.60	2.91	2.87	3.01	2.99	**3.00**
17	Secure Configuration Management	2.25	2.51	2.62	2.70	2.80	**3.00**
18	Change Management	2.35	2.69	2.76	2.96	3.00	**3.00**
19	Contingency Planning	2.79	2.85	2.84	2.91	2.91	**3.00**
20	Media	2.11	2.37	2.43	2.45	2.51	**3.50**
21	Physical and Environmental Protection	2.95	3.18	3.11	3.15	3.17	**3.50**
22	Personnel Security	2.84	2.99	3.00	3.08	3.07	**3.00**
23	Third-Party Personnel Security	2.11	2.43	2.49	2.67	2.62	**3.00**
24	Configuration Hardening and Patch Mgmt.	2.80	2.86	2.90	3.03	3.02	**2.50**
25	Access Control	2.72	2.94	2.99	3.08	3.11	**3.00**

26	Account Management	2.90	3.10	3.09	3.14	3.18	**3.00**
27	Security Systems Management	2.94	3.06	3.05	3.16	3.08	**3.00**
28	Network Access and Perimeter Controls	2.82	2.96	3.00	3.12	3.05	**3.00**
29	Internet Content Filtering	2.63	3.01	3.08	3.19	3.10	**3.00**
30	Data Loss Prevention	1.70	2.19	2.40	2.48	2.52	**3.00**
31	Identification and Authentication	2.85	3.02	3.08	3.22	3.20	**3.00**
32	Spam Filtering	3.39	3.58	3.50	3.66	3.69	**3.00**
33	Portable and Remote Computing	2.60	2.78	2.75	2.88	2.86	**3.00**
34	System Communications Protection	2.68	2.78	2.81	2.90	2.89	**3.00**
35	Information Systems Currency			2.56	2.66	2.69	**3.00**
36	Vulnerability Assessment	2.77	2.96	2.94	3.01	3.04	**2.50**
37	Malware Protection	2.92	3.05	3.15	3.28	3.29	**3.50**
38	Security Monitoring and Event Analysis	2.58	2.63	2.81	2.93	2.99	**3.50**
39	Audit Logging and Accountability			2.53	2.72	2.79	**2.50**
40	Cyber-Security Incident Response	2.55	2.69	2.79	2.88	2.94	**3.00**
41	Privacy Incident Response	2.22	2.51	2.57	2.71	2.69	**3.00**
42	Disaster Recovery Procedures	2.84	2.95	2.81	2.96	2.93	**3.00**
	Overall Average	2.55	2.79	2.82	2.93	2.94	**3.06**

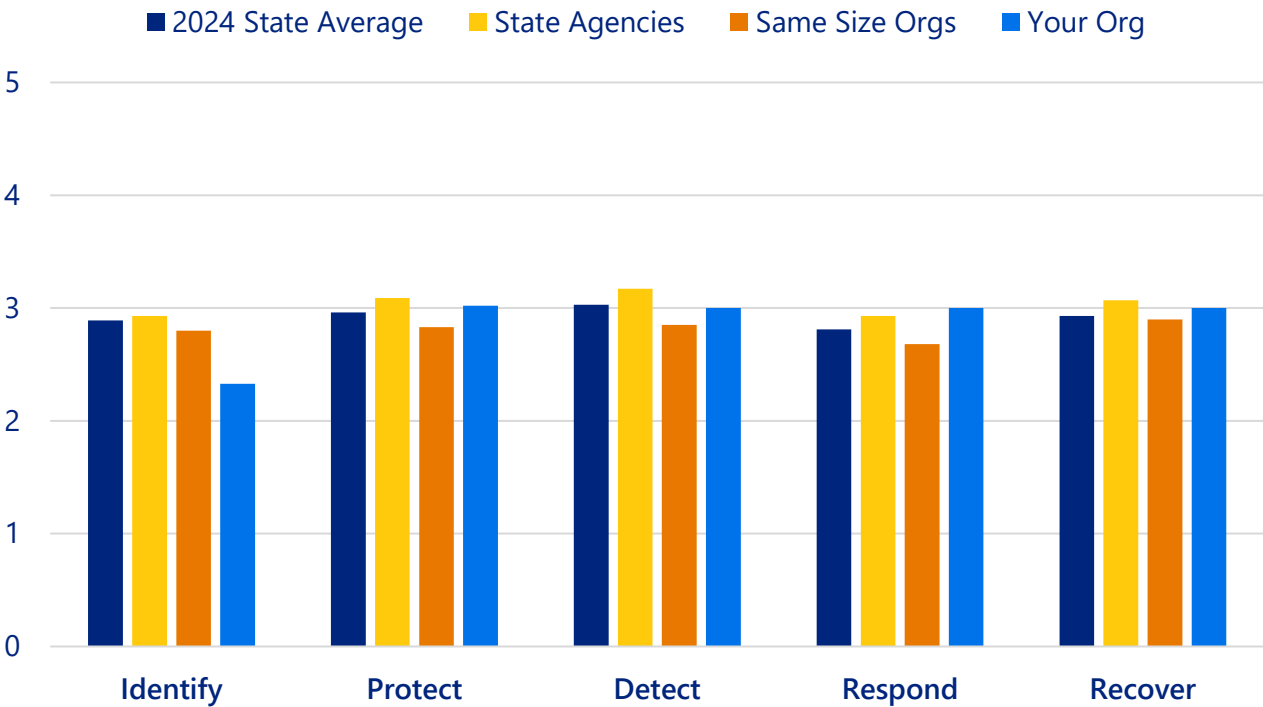## Figure 4 | Agency Comparison to State Averages
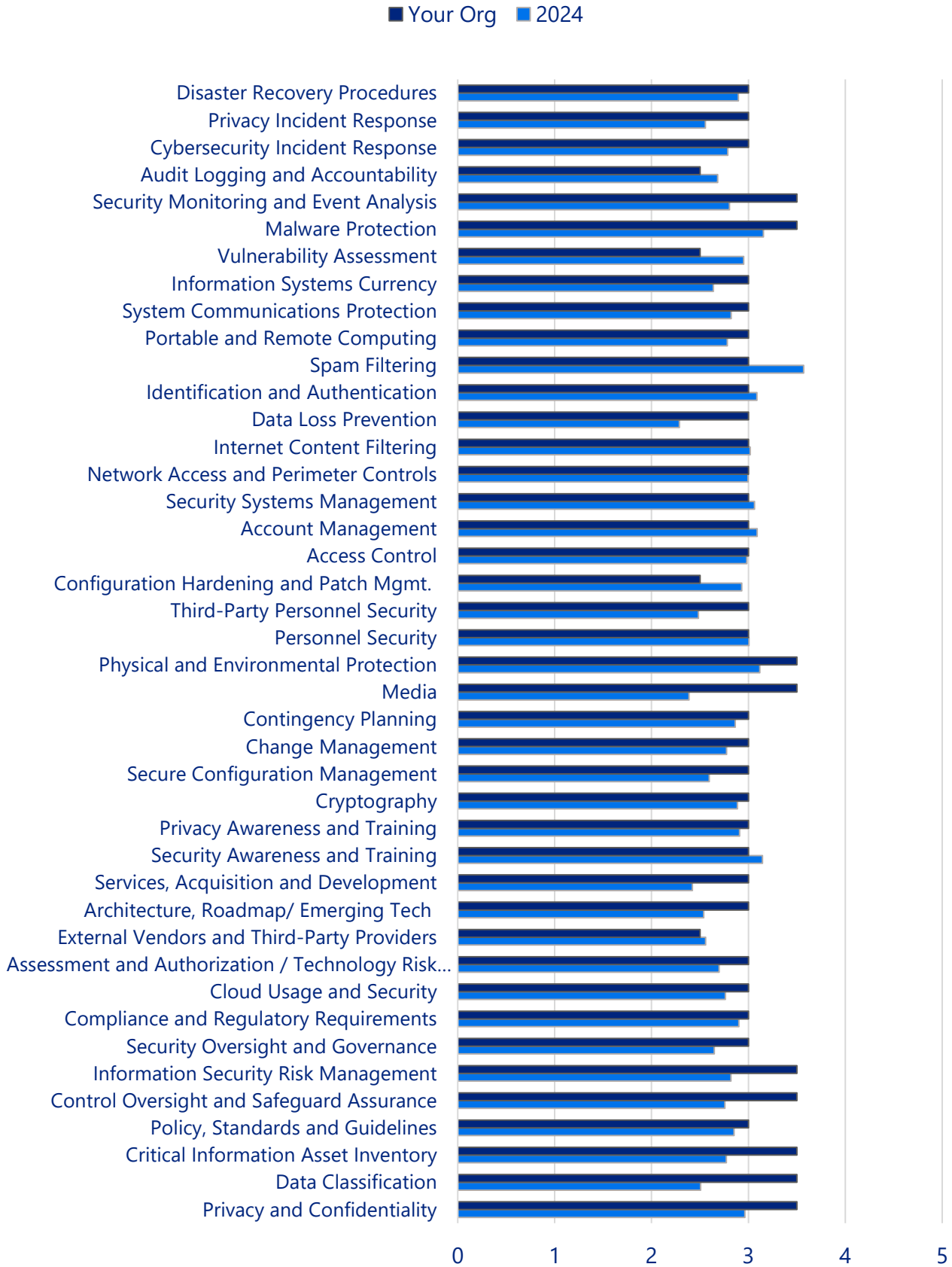
■ Your Org ■ 2024

Functional Area Peer Group Comparison

The following sections contain key metrics that show how your organization compares to similar organizations in the state by functional area.

Table 4 | 2016-2024 Comparison by Functional Area

Functional Area	2016	2018	2020	2022	2024	Org Type: State Agency	Org Size[1]: Small	Your Org
Identify	2.44	2.72	2.75	2.87	2.89	2.93	2.80	**2.33**
Protect	2.58	2.82	2.86	2.97	2.96	3.09	2.83	**3.02**
Detect	2.75	2.88	2.86	2.98	3.03	3.17	2.85	**3.00**
Respond	2.39	2.60	2.68	2.79	2.81	2.93	2.68	**3.00**
Recover	2.84	2.95	2.81	2.96	2.93	3.07	2.90	**3.00**

Figure 3 | Comparison by Functional Area

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[1] For the purposes of this report, a small agency is defined as less than 100 full-time equivalent employees, a medium agency is defined as 100 to 999 full-time equivalent employees, a large agency is defined as 1,000 to 1,999 full-time equivalent employees, and an extra-large agency is defined as 2,000 or more full-time equivalent employees.

Security Maturity Analysis by Functional Area

For the security objectives in each functional area, the following sections contain key metrics that show how your organization compares to similar organizations in the state.

Identify

The **Identify** functional area focuses on understanding the business context, the resources that support critical functions, and the related cybersecurity risks. State entities must understand what they are protecting and the various protections required.

Table 5 | Security Maturity Comparison for Identify

Security Objective	2024 Overall Average	Org Type: State Agency	Org Size: Small	Your Org
Privacy and Confidentiality	2.96	3.00	3.07	**3.50**
Data Classification	2.62	2.72	2.64	**3.50**
Critical Information Asset Inventory	2.85	2.98	2.97	**3.50**
Enterprise Security Policy, Standards and Guidelines	2.94	2.94	2.80	**3.00**
Control Oversight and Safeguard Assurance	2.92	2.97	2.88	**3.50**
Information Security Risk Management	2.96	3.04	2.92	**3.50**
Security Oversight and Governance	2.81	2.86	2.77	**3.00**
Security Compliance and Regulatory Requirements	3.04	3.04	2.76	**3.00**
Cloud Usage and Security	3.01	2.97	2.76	**3.00**
Security Assessment and Authorization / Technology Risk Assessments	2.88	2.98	2.75	**3.00**
External Vendors and Third-Party Providers	2.77	2.78	2.52	**2.50**

Figure 4 | Security Maturity Comparison for Identify

IDENTIFY

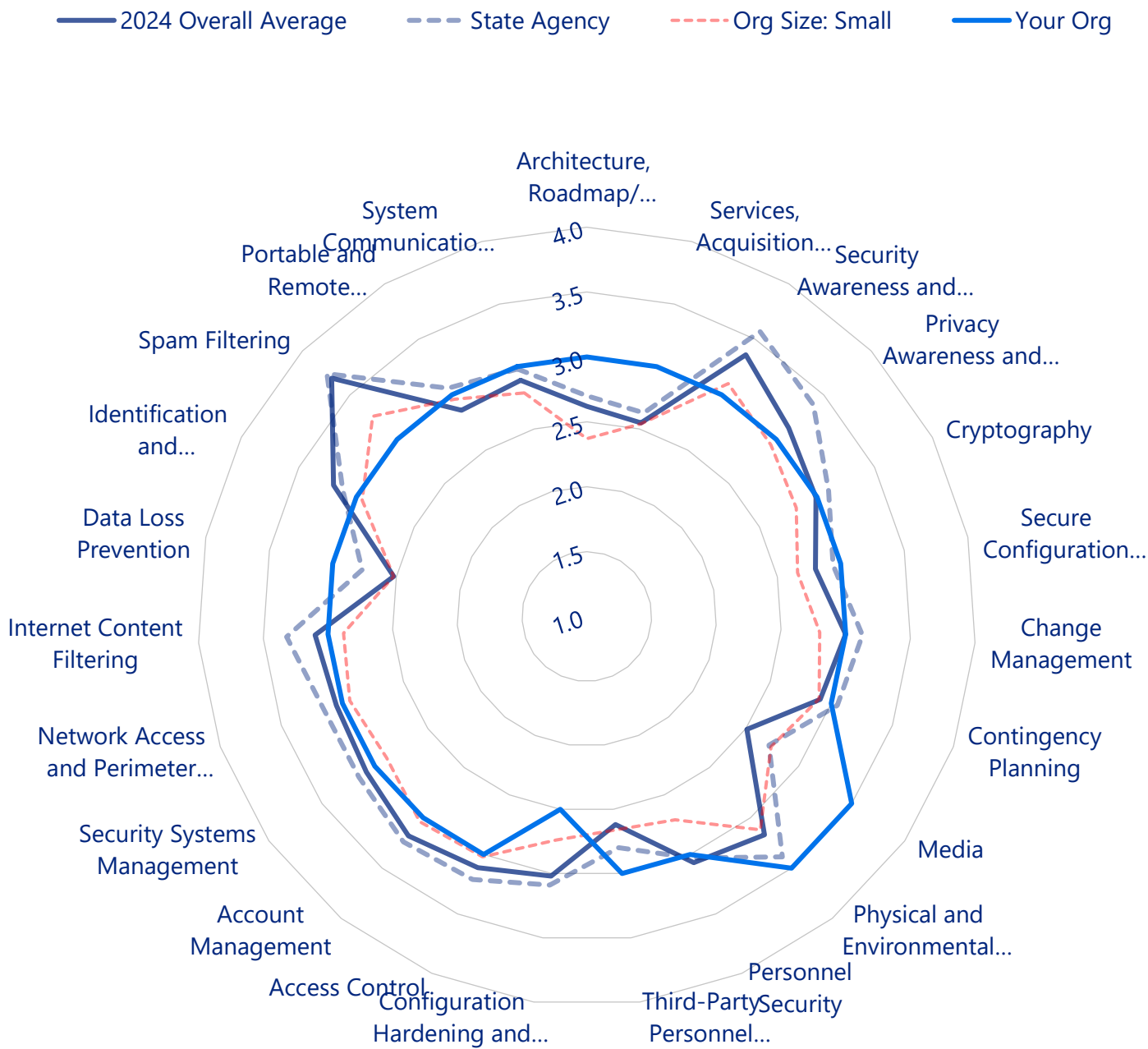2024 Overall Average — State Agency — Org Size: Small — Your Org
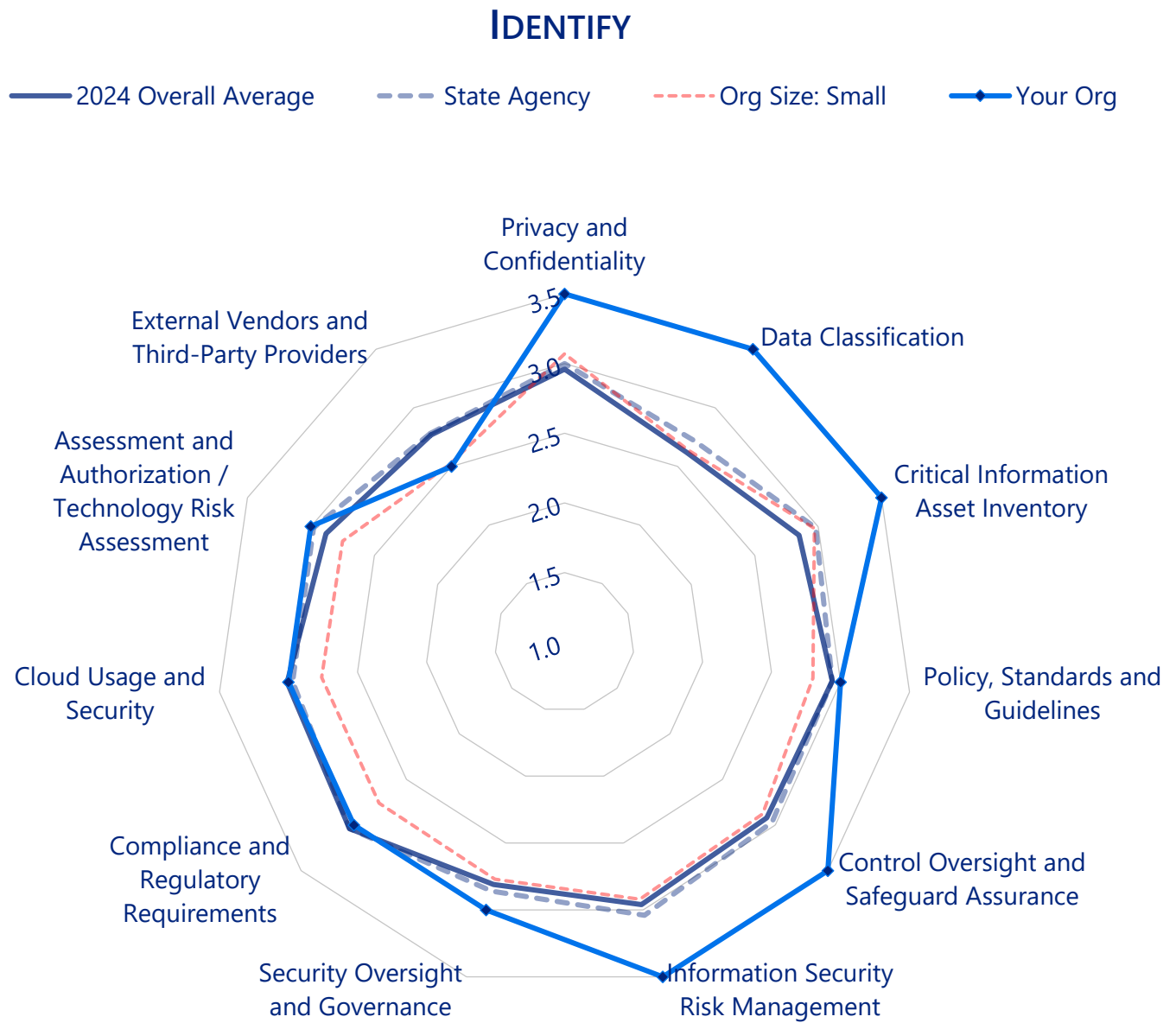
Protect

The **Protect** functional area supports the ability to limit or contain the impact of a potential cybersecurity event.

Table 6 | Security Maturity Comparison for Protect

Security Objective	2024 Overall Average	Org Type: State Agency	Org Size: Small	Your Org
Architecture, Roadmap/ Emerging Tech	2.62	2.70	2.37	**3.00**
Services, Acquisition and Development	2.55	2.63	2.54	**3.00**
Security Awareness and Training	3.36	3.57	3.10	**3.00**
Privacy Awareness and Training	3.13	3.39	2.94	**3.00**
Cryptography	2.99	3.10	2.82	**3.00**
Secure Configuration Management	2.80	2.94	2.66	**3.00**
Change Management	3.00	3.13	2.80	**3.00**
Contingency Planning	2.91	3.05	2.90	**3.00**
Media	2.51	2.72	2.74	**3.50**
Physical and Environmental Protection	3.17	3.39	3.12	**3.50**
Personnel Security	3.07	3.03	2.71	**3.00**
Third-Party Personnel Security	2.62	2.80	2.66	**3.00**
Configuration Hardening and Patch Mgmt.	3.02	3.09	2.74	**2.50**
Access Control	3.11	3.21	3.02	**3.00**
Account Management	3.18	3.24	3.04	**3.00**
Security Systems Management	3.08	3.15	2.89	**3.00**
Network Access and Perimeter Controls	3.05	3.15	2.94	**3.00**
Internet Content Filtering	3.10	3.32	2.88	**3.00**
Data Loss Prevention	2.52	2.77	2.52	**3.00**
Identification and Authentication	3.20	3.12	2.95	**3.00**
Spam Filtering	3.69	3.74	3.26	**3.00**
Portable and Remote Computing	2.86	3.06	2.96	**3.00**
System Communications Protection	2.89	2.98	2.79	**3.00**

Figure 5 | Security Maturity Comparison for Protect

PROTECT

Legend: —— 2024 Overall Average   - - - State Agency   ······ Org Size: Small   —— Your Org
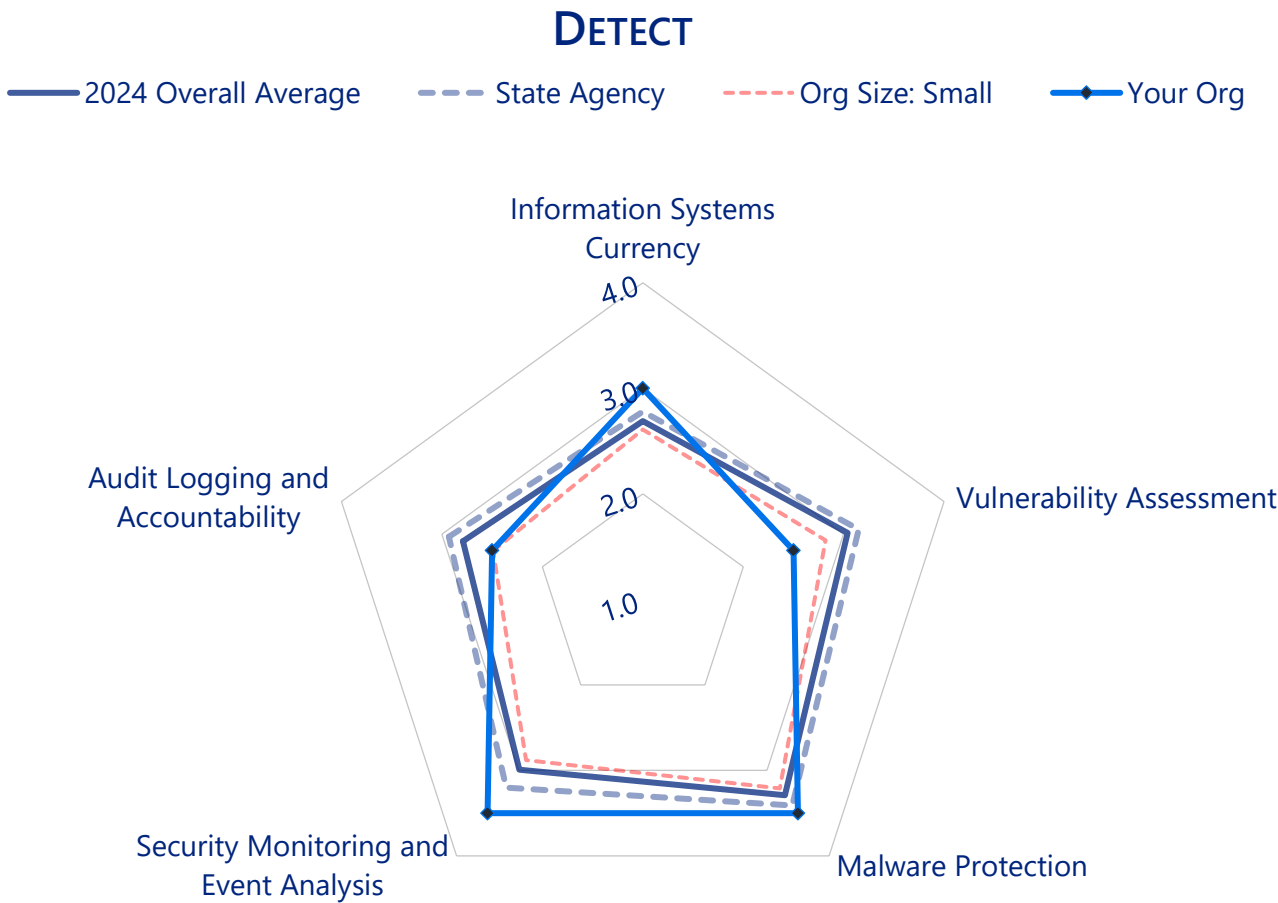
Detect

The **Detect** function enables timely discovery of cybersecurity incidents.

Table 7 | Security Maturity Comparison for Detect

Security Objective	2024 Overall Average	Org Type: State Agency	Org Size: Small	Your Org
Information Systems Currency	2.69	2.78	2.61	**3.00**
Vulnerability Assessment	3.04	3.15	2.82	**2.50**
Malware Protection	3.29	3.41	3.21	**3.50**
Security Monitoring and Event Analysis	2.99	3.20	2.88	**3.50**
Audit Logging and Accountability	2.79	2.93	2.49	**2.50**

Figure 6 | Security Maturity Comparison for Detect

Respond and Recover

The **Respond** function supports the ability to contain the impact of a potential cybersecurity incident. The **Recover** function supports timely recovery to return to normal operations, reducing the impact of a cybersecurity incident. The **Respond** and the **Recover** security objectives are presented together as they are closely related and often addressed within a single plan.

Table 8 | Security Maturity Comparison for Respond and Recover

Security Objective	2024 Overall Average	Org Type: State Agency	Org Size: Small	Your Org
Cybersecurity Incident Response	2.94	3.02	2.77	**3.00**
Privacy Incident Response	2.69	2.85	2.59	**3.00**
Disaster Recovery Procedures	2.93	3.07	2.90	**3.00**

Figure 7 | Security Maturity Comparison for Respond and Recover
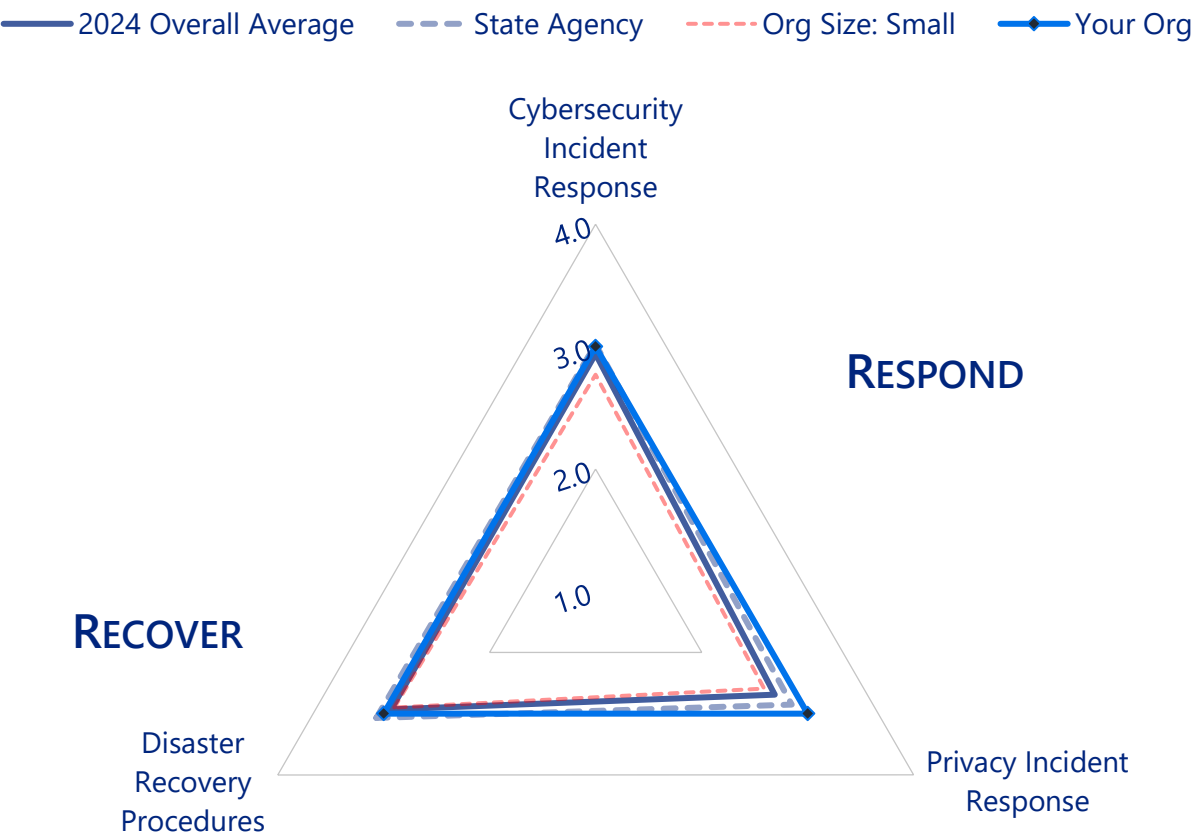
Case Number:	Date Opened:	Date Closed:
CP24-403	5/13/2024	6/16/2024
CP23-407	8/8/2023	6/18/2024
CP24-424	5/28/2024	6/26/2024
CP24-174	2/5/2024	6/26/2024
CP24-175	2/5/2024	6/26/2024
CP24-457	6/24/2024	6/30/2024
CP24-442	6/10/2024	6/30/2024
CP24-473	6/28/2024	7/15/2024
CP24-342	4/17/2024	7/22/2024
CP24-343	4/17/2024	7/22/2024
CP24-344	4/17/2024	7/22/2024
CP24-345	4/17/2024	7/22/2024
CP24-347	4/17/2024	7/22/2024
CP24-348	4/17/2024	7/22/2024
CP24-349	4/17/2024	7/22/2024
CP24-350	4/17/2024	7/22/2024
CP24-351	4/17/2024	7/22/2024
CP24-352	4/17/2024	7/22/2024
CP24-091	11/10/2023	7/24/2024
CP24-283	4/3/2024	7/25/2024
CP24-284	4/3/2024	7/25/2024
CP24-285	4/3/2024	7/25/2024
CP24-286	4/3/2024	7/25/2024
CP24-287	4/3/2024	7/25/2024
CP24-288	4/3/2024	7/25/2024
CP24-289	4/3/2024	7/25/2024
CP24-290	4/3/2024	7/25/2024
CP24-293	4/3/2024	7/25/2024
CP24-294	4/3/2024	7/25/2024
CP24-295	4/3/2024	7/25/2024

CP24-296	4/3/2024	7/25/2024
CP24-297	4/3/2024	7/25/2024
CP24-298	4/3/2024	7/25/2024
CP24-299	4/3/2024	7/25/2024
CP24-300	4/3/2024	7/25/2024
CP24-301	4/3/2024	7/25/2024
CP24-302	4/3/2024	7/25/2024
CP24-303	4/3/2024	7/25/2024
CP24-304	4/3/2024	7/25/2024
CP24-305	4/3/2024	7/25/2024
CP24-306	4/3/2024	7/25/2024
CP24-307	4/3/2024	7/25/2024
CP24-497	7/16/2024	7/25/2024
CP24-482	7/6/2024	7/25/2024
CP24-195	2/13/2024	7/25/2024
CP24-270	3/27/2024	8/7/2024
CP24-544	8/6/2024	8/7/2024
CP24-526	7/31/2024	8/8/2024
CP24-449	6/16/2024	8/15/2024
CP24-542	8/2/2024	8/20/2024
CP24-547	8/5/2024	8/21/2024
CP24-548	8/5/2024	8/21/2024
CP24-549	8/5/2024	8/21/2024
CP24-550	8/5/2024	8/21/2024
CP24-551	8/5/2024	8/21/2024
CP24-585	8/20/2024	8/22/2024
CP24-586	8/20/2024	8/22/2024
CP24-240	3/10/2024	8/22/2024
CP24-577	8/19/2024	8/22/2024
CP24-282	4/3/2024	8/22/2024
CP24-003	9/7/2023	8/26/2024

CP24-582   8/20/2024   8/27/2024

Case Number:	Date Opended:	Date Closed:
CP24-598	8/26/2024	9/9/2024
CP24-183	2/7/2024	9/11/2024
CP24-584	8/20/2024	9/11/2024
CP24-504	7/19/2024	9/11/2024
CP24-602	8/26/2024	9/20/2024
CP24-467	6/28/2024	9/20/2024
CP24-488	7/8/2024	9/23/2024
CP24-252	3/15/2024	9/25/2024
CP25-032	9/18/2024	9/27/2024
CP25-017	9/11/2024	10/1/2024
CP25-039	9/23/2024	10/3/2024
CP25-053	9/27/2024	10/7/2024
CP24-592	8/22/2024	10/7/2024
CP25-014	9/8/2024	10/11/2024
CP24-466	6/28/2024	10/11/2024
CP25-074	10/10/2024	10/16/2024
CP25-088	10/16/2024	10/22/2024
CP24-493	7/10/2024	11/13/2024
CP24-007	9/8/2023	11/19/2024
CP24-005	9/7/2023	11/19/2024

Licensing Update Report
January 21, 2025, Board Meeting

The licensing team is reporting for the first quarter (September – November):
NEW LICENSES ISSUED:

- 102 DVM licenses
- 96 LVT licenses
- 1 EDP licenses

FOR A TOTAL OF **199** NEW LICENSES ISSUED IN THE FIRST QUARTER

NOTE: "ACTIVE" LICENSEE NUMBERS REPORTED BELOW ARE COUNTED AS THOSE WHOSE LICENSE IS IN ONE OF THE FOLLOWING STATUSES: ACTIVE, EXPIRED, INACTIVE, SUSPENDED, AND PROBATED SUSPENDED
NOT COUNTED AS ACTIVE: REVOKED, RETIRED, SURRENDERED, DECEASED, CANCELLED.

THE TOTAL ACTIVE AGENCY LICENSE COUNTS AS OF November 30, 2024, WERE:

- 11,432 DVM Licenses
- 2,828 LVT Licenses
- 66 EDP Licenses

FOR A First Quarter End TOTAL OF **14,326** LICENSES

THIS CONCLUDES THE LICENSING REPORT. ARE THERE ANY QUESTIONS?

The chart below can help answer any questions.

AGENCY LICENSE COUNT BREAKDOWN BY STATUS AS OF 11/30/24:

License Status →	-	Active	Expired	Inactive	Suspended	Revoked	Retired	Surrendered	Deceased	Cancelled	Probated Suspension	Total
Profession ↑	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count
Doctor of Veterinary Medicine (DVM)	1	10,357	585	476	5	13	493	34	985	5,954	9	18,912
Licensed Veterinary Technician (LVT)	0	2,381	249	195	2	1	9	2	6	716	1	3,562
Equine Dental Provider (EDP)	0	58	8	0	0	0	0	0	0	22	0	88
Total	1	12,796	842	671	7	14	502	36	991	6,692	10	22,562

FY25

Enforcement

First Quarter - September – November

By: Mike Tacker

Complaints

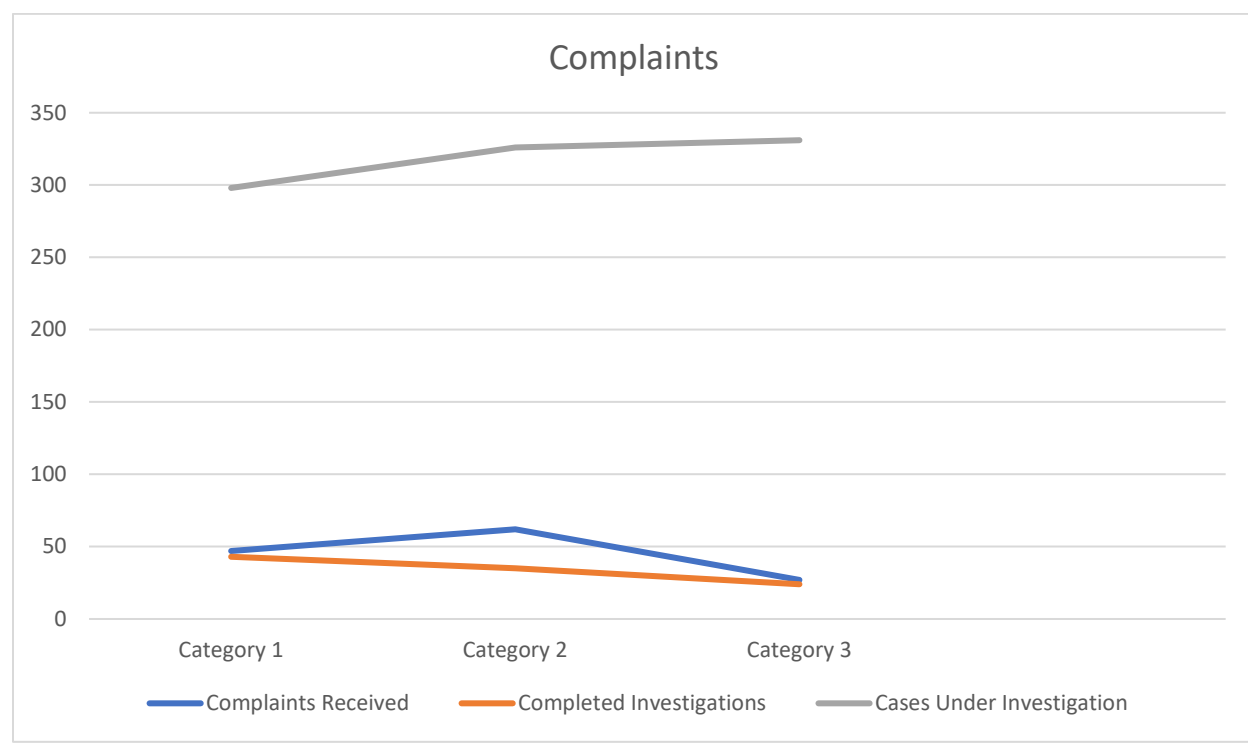|	September
Total number of complaints received	47
Number of complaints found to be non-jurisdictional	9
Completed Investigations	43
Cases Under Investigation	298

	October
Total number of complaints received	64
Number of complaints found to be non-jurisdictional	8
Completed Investigations	35
Cases Under Investigation	326

	November
Total number of complaints received	27
Number of complaints found to be non-jurisdictional	3

	November
Completed Investigations	24
Cases Under Investigation	331

Top Categories

Standard of Care	Practicing Without License	Honesty, Integrity, Fair Dealing	Adherence to Law
75	17	3	3

Compliance Inspections

Total Inspections - 420

Total Complaints Opened – 29

	September
Inspectons Performed	153
Complaints Opened from Inspections	14

	October
Inspectons Performed	170
Complaints Opened from Inspections	10

	November
Inspectons Performed	97
Complaints Opened from Inspections	5

Top Complaint Openings From Inspections

Controlled Substances Records Keeping for Drugs on Hand	Veterinarian Patient Record Keeping	Responsibility for Unlicensed Employee
17	3	3
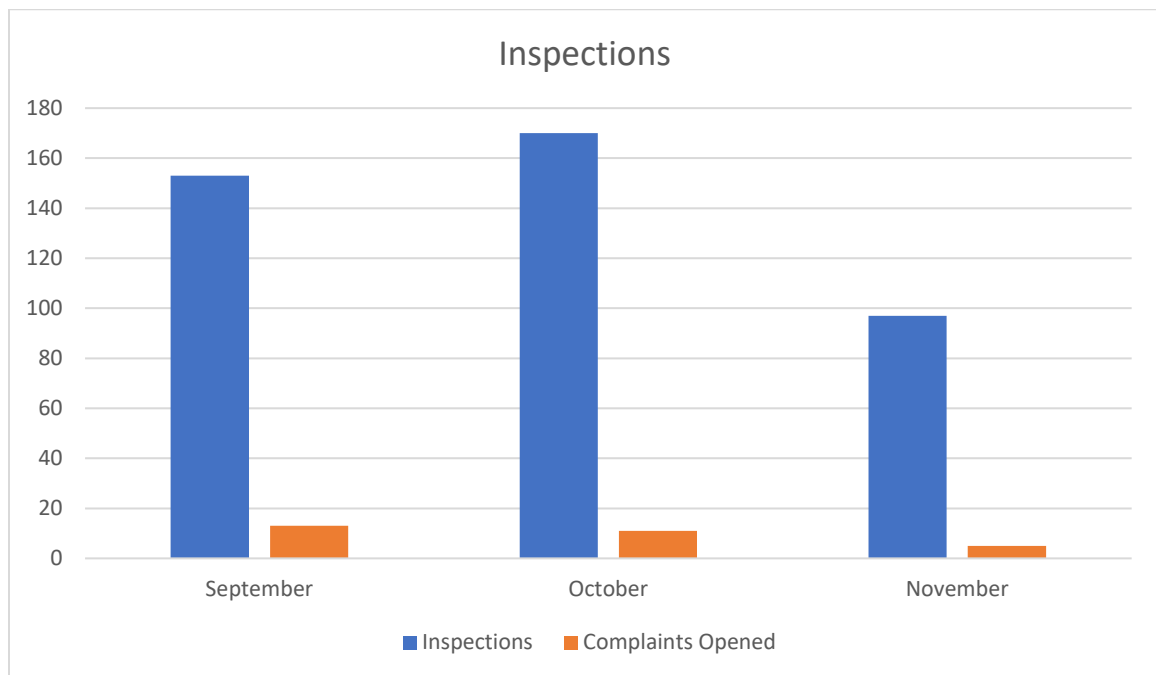
Legal Update Report
January 21, 2025, Board Meeting

- **167 complaints** – below numbers are projections
  - ➢ Pending Board ICs – 10
  - ➢ Pending Board action – 64
  - ➢ Pending Board approval of orders – 22
  - ➢ ON HOLD – pending civil/criminal proceedings – 7
  - ➢ Pending staff conference – 8
  - ➢ Filed at SOAH – 10
  - ➢ Pending SOAH filing – 10
  - ➢ Pending cease and desist – 5
  - ➢ Pending agreed order – 31

- **After Board Meeting** – projected complaints remaining – approximately 84

TEXAS BOARD OF
VETERINARY MEDICAL EXAMINERS

Compliance Statistics Fiscal Year 2025
January 21, 2025, Board Meeting

-Criminal History Evaluations/Reviews/Calls--- 4

-CE and General Compliance Related Phone Calls Answered/Returned-- 148

-Hardships Granted for CE's--- 8

-Opioid Presentations and Course Material Reviews--- 4

-Outside Agency Requests/Assistance--- 3

-Background Investigations--- 1

-Current Open Compliance Cases--- 48

-Fingerprints Reviewed--- 235

-CE Audits Performed--- 8

-CE Audit Follow-Up--- 3

-Legal/Enforcement/Finance/Licensing Division Requests Performed--- 38

-Failure to Report Warning Letters--- 3

-TDLR Meetings--- 4

-Audit Meetings--- 1

-Other Meetings--- 3

TEXAS BOARD OF
VETERINARY MEDICAL EXAMINERS

Compliance Department Update for January 21, 2025, Board Meeting

The Compliance Department currently has 48 licenses that are being monitored regarding Board Orders. Compliance has seen requests for CE Hardship Extensions during the fiscal year decline. This is attributed to CE's being able to be obtained online and more avenues for learning that way. The task of DPS Fingerprint validations is continuing to be done daily and will continue for years to come. Every licensee will have their fingerprints validated after 5 years to make sure they are still an active licensee per state and federal guidelines. Staying on the fingerprint topic, 235 total new fingerprints have been reviewed for applicants in the 2025 FY. Lastly, DPS has begun auditing our fingerprint program again as it is done every 3-4 years.

The Compliance Department (Director Honrath) has fielded 148 phone calls for compliance, licensing, fingerprints, CE, and general agency related questions from licensees and applicants so far in FY 2025. The number of calls is declining as more information is now on our website and employees are getting well versed in our agency's rules and regulations. The Compliance Department has also assisted with 38 agency-related requests from the various departments within our agency in FY 2025.

Finally, CEs are required to be updated upon renewal and if not, an extension may be granted with auditing taking place when extension due dates are lapsed. This is being tracked through our new database, and compliance so far with these CEs extensions has been impressive so far.

** Overall Compliance Statistics attached for FY 2025**
** Statistics are as of Dec 22nd, 2024 **

TEXAS BOARD OF
VETERINARY MEDICAL EXAMINERS

TBVME Finance Division Board Report
January 21, 2025, Board Meeting

       The Agency has entered its 2nd Quarter of Fiscal Year 2025 as of December 1st. We are about 42% of our way through the Fiscal Year and have spent approximately 31% of our budget so far.

Texas Board of Veterinary Medical Examiners

Budget Analysis for Fiscal Year 2025 as of January 8, 2025

	Licensure	Complaints	Indirect-Licensure	Indirect-Compliance	Acq. Of Inform Resource Tech.	
Appropriation Number	13001	13002	13800	13801	58001	
Appropriations - GR	$ 443,171.00	$ 1,766,659.00	$ 83,965.00	$ 84,064.00	$ -	$ 2,377,859.00
Excess Collected Revenue						
Appropriation Transfers Out	$ 33,277.00	$ 33,277.00				$ 66,554.00
Cash Revenue	$ 5,607.00					$ 5,607.00
Est Col Rev Posted	$ 5,527.00					$ 5,527.00
Appropriation Transfers In	$ 11,578.00	$ 129,000.00			$ 36,000.00	$ 176,578.00
Unexpended Balance In					$ 200,552.93	
Lapsed Appropriations	$ -					
Cash Rsrvd - Payroll	$ -					
Total Receipts	**$ 432,606.00**	**$ 1,862,382.00**	**$ 83,965.00**	**$ 84,064.00**	**$ 236,552.93**	**$ 2,699,569.93**
Total Expenditures	$ 150,702.53	$ 479,414.16	$ 3,506.33	$ 3,726.34	$ 135,763.57	$ 773,112.93
Cash Budget Balance	$ 270,769.47	$ 1,382,967.84	$ 80,458.67	$ 80,337.66	$ 100,789.36	$ 1,915,323.00
APPN Cash Available	$ 270,849.47	$ 1,382,967.84	$ 80,458.67	$ 80,337.66	$ 100,789.36	$ 1,915,403.00
Total Budget Available (Not includ. 58001)						$ 1,814,533.64