

THE MICHIGAN VETERINARIAN

MICHIGAN VETERINARY MEDICAL ASSOCIATION

**DECODING
BEHAVIOR**



VOLUME XXXII · NUMBER 3 · FALL 2023



MVMA recognizes that continuing education is important in the veterinary profession, and wants to ensure that everyone has access to quality education through the Lunch and Learn Series. With busy schedules making it difficult to take time off to attend CE sessions, MVMA is providing an affordable and flexible option to combat this issue.

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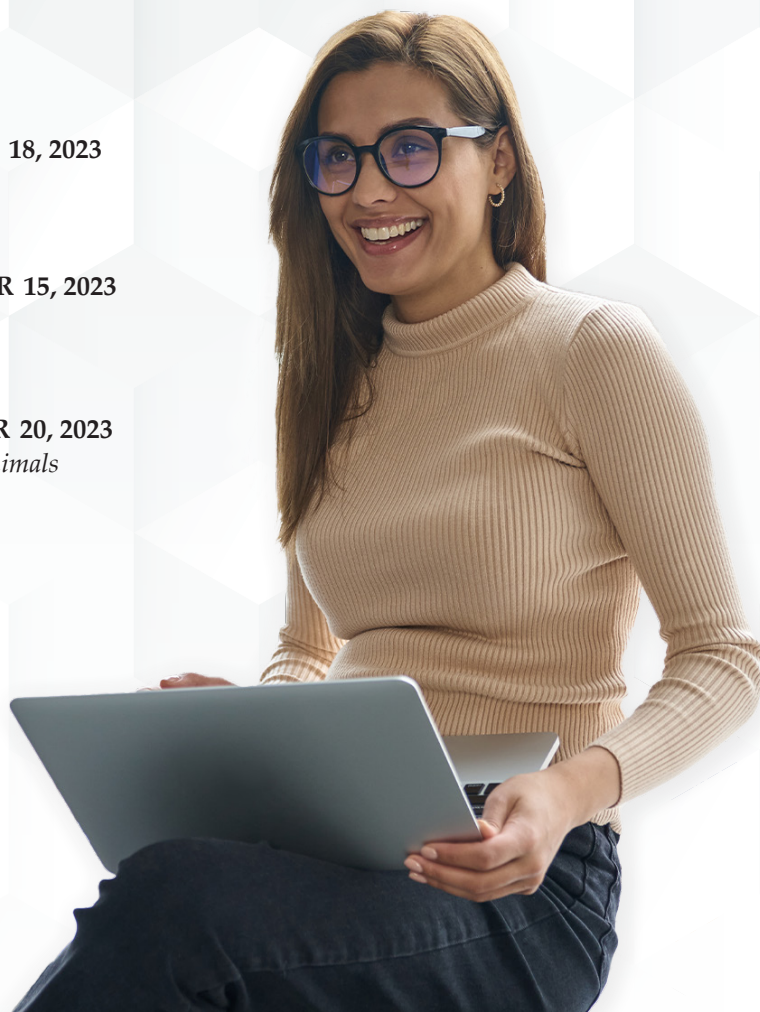
Anesthesia: Reducing Morbidity and Mortality
Anderson F da Cunha, DVM, MS, DACVAA

NOON - 1:00 PM | WEDNESDAY, NOVEMBER 15, 2023

Corey Fondersmith and Matt Lowe
The Huntington National Bank

NOON - 1:00 PM | WEDNESDAY, DECEMBER 20, 2023

What Veterinarians Should Know About Therapy Animals
Zenithson Ng, DVM, MS, DABVP



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The Michigan Veterinary Medical Association represents the veterinary profession in Michigan, advances the knowledge and standards of its membership, and promotes the science, practice, and value of veterinary medicine for the benefit of animal and human health.

TABLE OF CONTENTS

05 DECODING TEAM BEHAVIOR THROUGH DATA DRIVEN INSIGHTS

By John Tramontana, MS, CAE

07 EXAMINING BEHAVIOR IN THE ANIMAL KINGDOM

By Larry Letsche, DVM

09 MEMBER SPOTLIGHT: SUSAN COOK, DVM, DACLAM

By John Tramontana, MS, CAE

12 CHICKEN PSYCHOLOGY: CATERING TO COMPLEX RELATIONSHIPS WITHIN CAGE FREE FLOCKS

By Alex Strauch, DVM



16 MSU VETERINARY DIAGNOSTIC LABORATORY: UNUSUAL MORBIDITY/MORTALITY EVENTS

By Kimberly Dodd, DVM, PhD, MS



22 WHAT HAPPENED TO THE HAPPY, NORMAL PUPPY?

By Marie Hopfensperger, DVM, MBA, DACVB



18 COOPERATIVE CARE: WHAT IT IS AND WHY IT MATTERS

By Nancy Frank, DVM, MPH



26 CAN WE MAKE OUR CLIENTS BEHAVE?

By Julie Cappel, DVM



30 AVMA ANNUAL CONFERENCE

By Jill Lynn, DVM



32 NEW CLASSIFIEDS & RELIEF VETS

42 COMMITTEES, MEETINGS & EVENTS



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- 2. Cut back on expenses now!** Banks and groups look at three years of finances. Start game planning now where you can cut back, without effecting operations.
- 3. Define your goal!** Exiting means something different to everyone. What are your goals, what do you want to do, how long do you want to work?
- 4. Get your practice appraised!** Whether its payroll or cost of goods sold (COGS), you need to know where you have room for improvement.



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Decoding Team Behavior Through Data-Driven Insights

By John Tramontana, MS, CAE

Have you ever found yourself curious about a colleague's decision-making process or their unique behaviors? Predicting behavior can sometimes be challenging and contribute to workplace tension. But what if there was a way to understand and decode those behaviors? What if you could gain valuable insights into how your colleagues might respond in different situations?

Fostering a deeper understanding of both you and your team members can create a more harmonious work environment and alleviate stress. At MVMA, we're here to support you in building stronger veterinary teams by utilizing the DISC assessment. DISC evaluates four distinct aspects of behavior: Dominance, Influence, Steadiness, and Compliance. In simple terms, it examines the "how" behind a person's actions. This assessment provides a shared vocabulary to describe observable behaviors, thereby enhancing communication, engagement, and personal growth. It unveils the unique behavioral characteristics of each individual. How do we approach challenges and obstacles? How do we handle interactions and relationships? How do we handle pace and consistency? And what's our approach to rules and procedures? DISC holds the key to answering these questions and unlocking these insights.

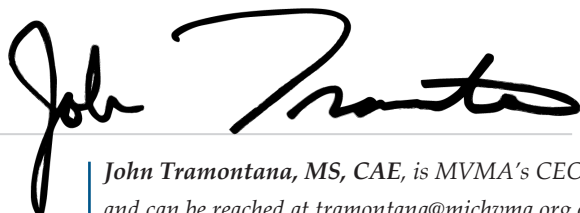
For instance, a DISC assessment empowers individuals to reduce unnecessary conflicts, boost productivity and engagement, refine communication, leverage strengths, and cultivate self-awareness. I've personally utilized this assessment multiple times with my teams, leading to positive cultural enhancements. Understanding these visible behaviors is pivotal in comprehending how fellow team members prefer to collaborate, address issues, and communicate.

In my experience, I've been fortunate to collaborate with various veterinary teams to enhance workplace dynamics. Through facilitated discussions, we can analyze your assessment outcomes and embark on a journey to enhance comprehension, streamline processes, and refine communication.

This approach is grounded in research and leverages predictive analytics to provide tailored insights, ultimately leading to heightened employee satisfaction.

Deciphering human behavior might seem intricate, but it's far from insurmountable. Eliminate the guesswork. The more you comprehend about your team members, the greater the potential for collaborative success.

To delve deeper into DISC and other behavioral assessments available to our members, feel free to reach out to me via email at tramontana@michvma.org.



John Tramontana, MS, CAE, is MVMA's CEO, and can be reached at tramontana@michvma.org or 517.347.4710.





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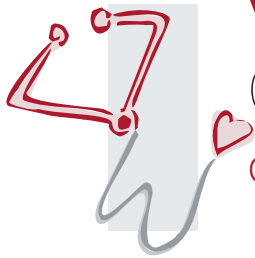
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NOTICE & AGENDA OF MVMA ANNUAL BUSINESS MEETING

The Annual Business Meeting of the Michigan Veterinary Medical Association will be held on Wednesday, December 13, 2023, at 3:00 PM at the Greater Lansing Association of Realtors in Lansing, Michigan. The Agenda is as follows:

- Call to Order
- Introduction and Welcome of Guests
- Michigan Animal Health Foundation Report
- MVMA's President's Report

If you plan to attend, please RSVP to Sheri Fandel at fandel@michvma.org.



Examining behaviors in the animal kingdom

By Larry Letsche, DVM

This edition of the Michigan Veterinarian delves into the topic of behavior. Behavior has been defined as the way in which an animal or person acts in response to a particular situation or stimulus. Our veterinary education is highly focused on medical and health issues but lacks a lot in behavioral training. We deal with behavior and its consequences every day during our interactions with clients, patients, and staff.

Every day in exam rooms and on farms clients ask us about all types of behavior problems including aggression, anxiety, inappropriate house training, hyperactivity, shyness, etc. We are expected to be both clinician and psychologist. Most of us have become good at balancing these parts of our profession. The recent advances in behavioral pharmaceuticals and the establishment of the American College of Veterinary Behaviorists provide us many new options to help solve behavioral disorders. In the past, euthanasia may have been the only choice, so having options allows us to better serve our patients and clients.

Personally, I have found observing animal behavior in the wild to be both exciting and rewarding. On my recent trip to Uganda, I had the wonderful opportunity to go both gorilla and chimpanzee trekking. We share

close to 98 percent of the same DNA with these species. Observing a silverback walking past you, young gorillas wrestling, and chimpanzees fighting over territories and mates really makes you think a lot about human and animal behavior. In my opinion, there is nothing more thrilling than looking into the eyes of a great ape. If you ever have the opportunity to travel to Africa, I highly recommend adding these activities to your itinerary. I have also found that spending time on cultural exchanges greatly enhances one's perception of human behavior. Spending a day at a secondary school in Kampala, walking with the Batwa (pygmy) people, attending performances at the Ndere Cultural Center and interacting with veterinarians at a chimpanzee rescue center greatly enhanced my experiences in Uganda. I believe that learning about a foreign culture makes you a much more rounded individual.

On a side note, I would like to congratulate John Tramontana, the MVMA's CEO, on his recent award as the Veterinary Medical Association Executives' "Executive of the Year." John received this honor at the VMAE luncheon in Denver, Colorado. Next time you see John, please congratulate him and thank him and the staff for making the MVMA one of the best VMAs in the country.



Dr. Larry Letsche

Larry Letsche, DVM, is the MVMA's 2023 President, and can be reached at remrock02@aol.com.



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- MI:** CENTRAL - ESTABLISHED, VIBRANT, SMALL ANIMAL HOSPITAL WITH REVENUES OVER 1M. WELL-EQUIPPED FACILITY WITH ROOM FOR GROWTH! BOTH THE PRACTICE AND REAL ESTATE ARE FOR SALE. (MI222)
- MI:** EASTERN - A GROWING, SMALL ANIMAL CLINIC LOCATED NORTH OF DETROIT. HOUSED IN A 1,200 SQ. FT. FACILITY WITH GOOD VISIBILITY AND EASY PARKING. BOTH THE PRACTICE AND REAL ESTATE ARE FOR SALE. (MI235)
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- IN:** WESTERN CENTRAL - PRACTICE AND REAL ESTATE FOR SALE!!! SOLO, SMALL ANIMAL PRACTICE, WELL-EQUIPPED WITH HEALTHY REVENUES AND A SOLID CLIENT BASE. THE EMPLOYEES ARE EXPECTED TO STAY. (IN826)
- IN:** SOUTHERN - SMALL ANIMAL HOSPITAL LOCATED IN LOUISVILLE, KY AREA, BUT ON THE INDIANA SIDE OF THE RIVER! SOLID, GROWING PRACTICE HOUSED IN A 2,600 SQ. FT. FACILITY. OWNER IS READY TO RETIRE SO BOTH THE PRACTICE AND REAL ESTATE ARE FOR SALE. (IN309)
- IN:** SOUTH-WESTERN - BUSY AND GROWING SOLO, SMALL ANIMAL PRACTICE LOCATED IN THE EVANSVILLE, IN AREA. WELL-EQUIPPED WITH ROOM FOR FUTURE EXPANSION. OWNER IS READY TO RETIRE SO BOTH PRACTICE AND REAL ESTATE ARE FOR SALE. (IN315)

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Member Spotlight

Susan Cook, DVM, DACLAM

Veterinarian



EDUCATION: Michigan State University, 1974, MS 1979

PRACTICE OF DISCIPLINE: Laboratory Animal Veterinarian, DACLAM

YEARS OF MVMA MEMBERSHIP: 34

Q + A

Why did you become a veterinarian?

I have always been fascinated by animals. The ability to contribute to animal health and welfare was/is a driving factor.

What do you enjoy most about your job?

The variety of species—from mice to pigs, venomous reptiles, fish, goats, the list goes on. Learning new skills and witnessing discoveries that can improve animal and human health. And I work with a superb team of veterinary technicians.

Any Committees and Volunteer experience at MVMA?

I served on the Board of Directors 2000-2005, the Legislative Advisory, Animal Welfare, and Public Health Committees, and received the W. Kenneth McKersie Service Award in 2007. I also served in the AVMA House of Delegates for eight years representing Laboratory Animal Medicine.

What do you enjoy about volunteering with MVMA?

I enjoy the opportunity to exchange information with colleagues in different fields of veterinary practice. An example is the dialogue at the Animal Welfare Committee meetings. We share methods of enrichment and welfare ideas that can be adapted to meet the needs of animals in various locations and housing situations.

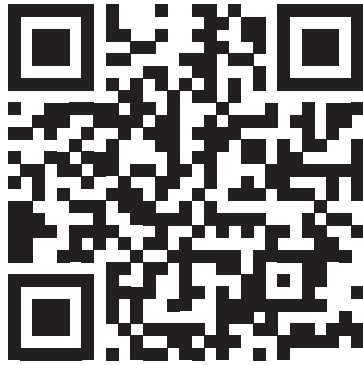
Talk about the importance of MVMA's Public Health Committee and the role it plays in veterinary medicine.

While animal welfare has become a very visible, highly discussed, and applied concept within and outside the veterinary community, public health receives sporadic attention during times of crisis. The MVMA Public Health Committee works to stay current on emerging and re-emerging animal diseases and zoonoses. The committee discusses and creates ways to share this information with the MVMA Board and the membership. Public memory is short so concerns about rabies, Brucellosis, West Nile, Lyme Disease- to name a few- fade from view until appearing on the evening news. One of our goals is to refresh the message about pathogens and environmental hazards so Michigan veterinarians can educate their clients. Membership on the committee includes representation from MDARD, MDHHS, and USDA providing accurate and current information on public health issues.

Why should others consider volunteer opportunities or getting more involved with MVMA?

Veterinary medicine is constantly changing. The challenges of keeping up with new diagnostics, pharmaceuticals, business practices, and regulatory requirements demand considerable time and effort. Having an association to offer continuing education opportunities, lobby for the profession, monitor regulatory changes and listen to individual concerns is important. Guiding the future of the profession in the state requires organizational skills and positive messaging.

Susan S. Cook, DVM, MS, DACLAM, is a Laboratory Animal Veterinarian, and can be reached at steins@msu.edu.



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CHICKEN PSYCHOLOGY

CATERING TO COMPLEX RELATIONSHIPS WITHIN CAGE-FREE FLOCKS



With the continued transition from conventional, caged layer farms towards alternative egg production systems, veterinarians, researchers, and farmers have been heavily scrutinizing the behavioral needs of chickens in their new group-housed environments.

Historically, poultry farms optimized the ability of laying hens to be efficient and prolific egg layers in multi-level battery cages – where a hen would share her small environment with a few “roommates” for the entirety of her laying cycle. However, various political, societal, and technological pressures have fueled a significant shift in the U.S. laying hen industry towards cage-free egg farming. Phasing out of fad territory, this shift is here to stay and expected to expand.

And unfortunately, it’s not as simple as just erecting an aviary, filling it with birds, and then counting your eggs. Conversely, caretakers must systematically re-work their entire husbandry and health programs in order to have a chance at being successful. It is paramount that a holistic approach is thoroughly researched ahead of time on how to best support the mental and physical needs of the commercial laying hen BEFORE she is placed into a “jungle gym” with thousands of other flock mates. What I’ve seen over the last 10 years is that those who collaborated with industry colleagues, got an early start on their transition process, and thorough-

ly trained their staff ahead of time have fared far better during the cage-free learning curve compared to their peers.

Colloquially, “cage-free” is used by many consumers as a catch-all phrase that encompasses the spectrum of alternative production systems that don’t use conventional cages. Yet, within the industry itself, there are vastly different systems in which to house cage-free birds. Simply put, the most popular alternative production classes are as follows:

- Cage-free – group housed flocks in an indoor, climate-controlled barn
- Free-range – group housed flocks with access to the outdoors
- Pasture-Raised – group housed flocks with access to a lot of the outdoors
- Organic – group housed flocks with access to the outdoors and in compliance with the USDA’s National Organic Program concerning organic feed, supplements, and medications

The dynamics of group housed laying hens are extraordinarily different and comparatively more complex than those required of caged birds. Mathematically speaking, a single hen now has the ability to interact with an exponentially larg-



er number of conspecifics on a daily basis. While obviously more mentally stimulating than living next to her same five roommates for her entire laying cycle, this can exacerbate some undesirable tendencies. Specifically related to bird behavior, some flocks can experience excessive pecking, cannibalism, piling, mislaid eggs, and feather pulling – and if not proactively accounted for, these issues are far more difficult to correct than they are to prevent.

Concerning pecking, cannibalism, and feather pulling, a multi-system approach must be considered when identifying potential root causes and

corrective actions. This can include investigations into lighting, stocking density, and nutrition. Seeing as chickens perceive light through the tops of their heads in addition to their eyes, excessively high light intensity can result in irritation and aggression. Light dimming technologies are useful in these instances as long as the dimming doesn’t result in light flicker. Additionally, excessively high stocking densities can cause intense competition surrounding resource access to feed troughs, water nipples, and nest boxes. And regarding nutrition, deficiencies in methionine and insoluble fiber can leave the birds unsatiated to the point that they violently seek out each other’s tail and back feathers. Early

identification of intra-flock aggression is valuable, as there are a large number of potential flock mates that can “gang up” on submissive hens in group housing systems.

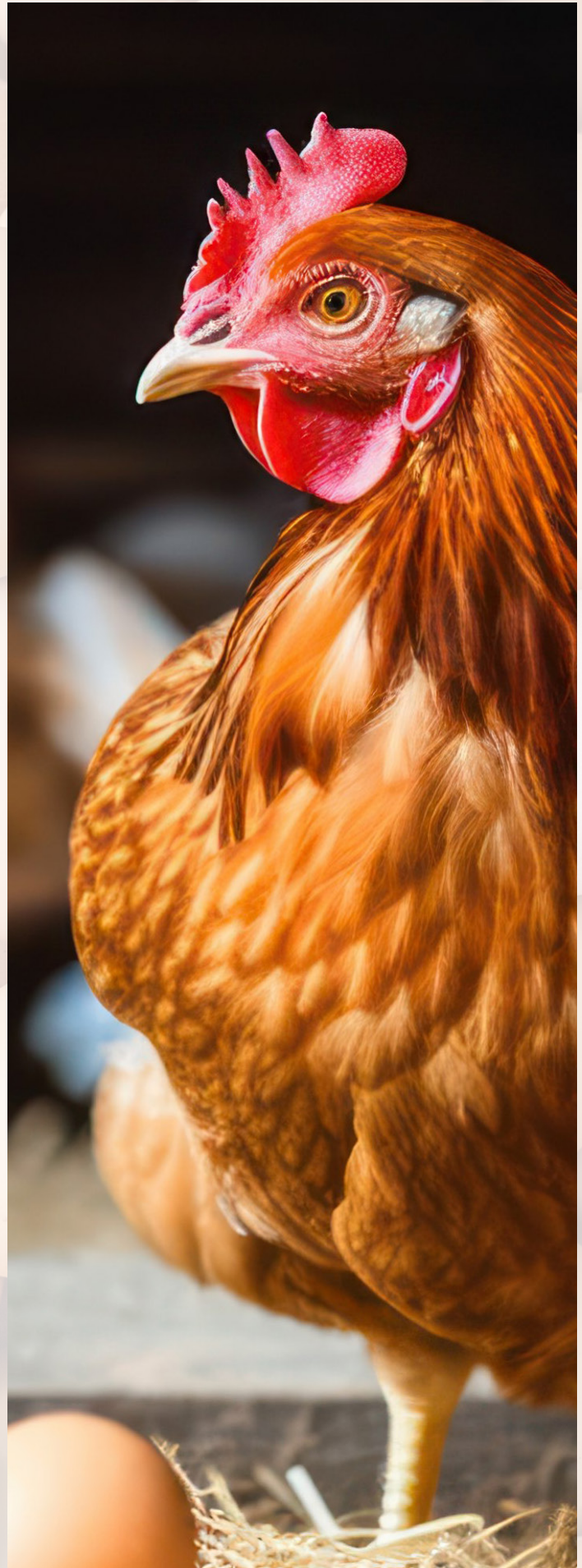
Concerning mislaid eggs, this unique issue to cage-free egg farming can be mitigated with an emphasis on pullet training and environmental management. As young birds, the ability to consistently ascend and descend the aviary tiers must be taught and encouraged through lighting, system design, and human intervention if necessary. It should come as no surprise that an untrained pullet will not be a consistent nest layer and will have to have her eggs hand-picked off the ground and placed onto the egg belt. Additionally excessively dark floors with high litter depths can actually encourage birds to spend too much time on the ground as opposed to their nest boxes. The best nest boxes are abundantly available, dark, and provide visual barriers from the general population.

Concerning piling, great care should be taken when walking in a cage-free barn so as to not startle the birds into a state of stampede. This is accomplished by desensitizing the pullets to human noise and movement during the rearing phase and by proper, supervised training of new employees during the onboarding process.

And while the commercial poultry industry’s story of continually improving the bird’s experience will inevitably be that of a journey as opposed to a destination, I find it heartening to have witnessed first-hand the tangible progress being made year over year. It is wildly fulfilling to re-visit historically problematic farms only to observe thousands of calm, healthy birds exhibiting normal behaviors and going about their daily business in a peaceful manner. This allows me to remain optimistic that one day we’ll be able to consistently achieve the same flock production metrics in cage-free aviaries as we’ve done in conventional, caged systems - or better.

AUTHOR BIO

Dr. Alexander W. Strauch, DVM is the Staff Veterinarian for MVMA and can be reached at alex.strauch.dmv@gmail.com



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MSU VETERINARY DIAGNOSTIC LABORATORY SUPPORTING ADDITIONAL DIAGNOSTICS FOR UNUSUAL MORBIDITY/MORTALITY EVENTS

By Kimberly Dodd, DVM, PhD, MS

As laboratory director, my priority is to ensure that we provide clinicians with timely, high-quality diagnostic test results to inform the treatment of the animals in their care. At the MSU Veterinary Diagnostic Laboratory, we're focused on harnessing new technologies and capabilities to continually enhance and expand our testing services in all areas including clinical pathology and endocrinology, cancer diagnostics, toxicology and nutrition, and infectious diseases. As a profession, after the yearslong COVID pandemic we're even more cognizant of the real risks posed by emerging infectious diseases, those that impact animal health as well as those with zoonotic potential.

The MSU VDL receives cases from all species of animals for infectious disease testing and while it's relatively rare that we are unable to detect and identify a cause, we know those cases are frustrating for you—they are for us as diagnosticians too! It happens at veterinary diagnostic laboratories across the country, usually for one of two reasons: (i) funding limitations for additional testing, or (ii) the testing laboratory has exhausted all available testing options. For the latter, the MSU VDL recently established a new section, Next Generation Diagnostics (NGD), focused on building new capabilities for infectious disease diagnostics. We look forward to sharing more about NGD in a future article!

In the meantime, we're excited to be the implementing partner for the United States

Department of Agriculture's (USDA) new Unusual Morbidity/Mortality Event (UME) program, established to address the need for additional funding and capacity to work up unusual disease events. This program was borne out of discussions between the MSU VDL, the Michigan Department of Agriculture and Rural Development (MDARD), and USDA Animal and Plant Health Inspection Service (APHIS) following the canine parvovirus outbreaks last summer.

As you may recall, in August 2022, reports of a fatal "unknown, parvo-like" illness in Michigan dogs appeared in local, regional, and national mainstream and veterinary media outlets. The possibility of a new threat to animal health is a priority for not only practitioners and pet owners, but also for state and federal officials. We worked with MDARD to investigate the outbreaks and prepared to address a novel pathogen if our initial diagnostics failed to reveal a clear cause of disease. Although point-of-care (SNAP) tests were initially negative, once we received samples at the MSU VDL, we quickly determined that it was a well-known threat to unvaccinated or incompletely vaccinated dogs—canine parvovirus.

During our response to the disease event, we started discussions with USDA APHIS officials about the potential ways APHIS could support work-up of these unusual morbidity/mortality events, or UMEs, at veterinary diagnostic laboratories around the country. The resulting program will directly support

laboratories in the National Animal Health Laboratory Network (NAHLN) working to diagnose UMEs.

A UME is currently defined as a situation when routine diagnostic investigation fails to identify a cause in (i) an unusual or atypical manifestation of disease, including high morbidity, mortality and/or rate of spread; or (ii) an investigation suggests a possible effect on trade, public health, or the viability of an industry or region; or a genuine suspicion of an exotic or emergency animal disease that is not otherwise being investigated by APHIS as a Foreign Animal Disease. Disease investigations in any animal species may qualify as a UME.

When a UME is found in an animal population and diagnostics performed by a NAHLN lab are negative, the diagnostic laboratory or clinician can request UME support from USDA and either receive funding to support further testing at their home laboratory or transfer samples to another NAHLN laboratory with additional diagnostic capabilities or expertise in a particular disease syndrome. The USDA UME team will approve requests and facilitate diagnostic planning and, if not already involved in the investigation, the State Animal Health Official will be notified. The MSU VDL's role will be to administer and distribute funds or, as a NAHLN laboratory, to perform testing if requested. Pursuing diagnostics for UMEs may help veterinarians and diagnosticians

detect changes in the behavior of known pathogens, identify new strains of or new species affected by SARS CoV-2, or detect an entirely new pathogen.

As a diagnostician, the potential to detect or identify an emerging threat is core to our mission to protect and promote animal and public health. The UME program will allow veterinary diagnostic laboratories to chase down diagnoses in complicated cases, through funding to pursue further diagnostics, utilize new technologies such as next generation sequencing or digital PCR, and leverage the expertise across our laboratory network.

While our first goal will always be to minimize animal disease events through preventative medicine and vaccination, the SARS-CoV-2 pandemic reminds us

that new infectious diseases will continue to emerge, not only in humans, but in animal populations as well. The MSU VDL is honored to be an implementing partner in USDA's new UME initiative to enhance our ability to detect and identify infectious disease agents in our pets, livestock, horses, wildlife, and zoo animals.

Know of a UME? Contact the MSU VDL (517.353.1683) or USDA (aphis.ume@usda.gov).

Kimberly Dodd, DVM, PhD, MS, is the Director of the MSU VDL, and can be reached at doddkimb@msu.edu.

As a diagnostician, the potential to detect or identify an emerging threat is core to our mission to protect and promote animal and public health.

WHAT HAPPENED TO THE

Before I became a veterinary behaviorist, I was a primary care provider in private practice and spent five years teaching primary care medicine to veterinary students. I have distant but delightful memories of first puppy visits. Neurotypical puppies are social and oh so wiggly, just as the development research describes. Most puppies in their socialization phase should approach and investigate humans and other animals (Flint et al., 2019; Reimer et al., 2013). They also *should* be active.

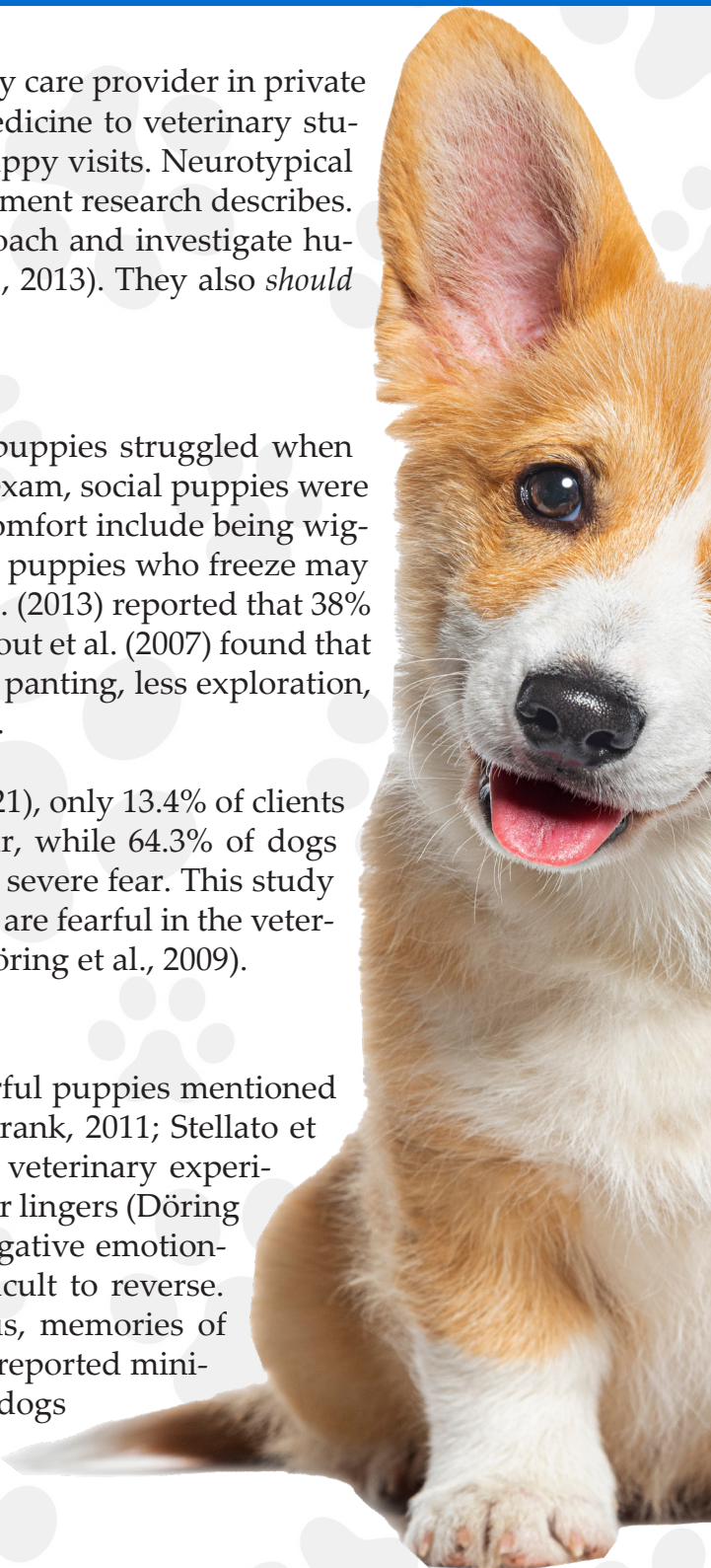
THE FIRST VETERINARY VISIT

Reimer et al. (2013) observed that all but two of 134 puppies struggled when gently cradled in dorsal recumbency. During physical exam, social puppies were mouthing and licking. Thus, indications of a puppy's comfort include being wiggly, mouthy, and playful with staff. On the other hand, puppies who freeze may be easy to handle but actually quite fearful. Reimer et al. (2013) reported that 38% of puppies were passive during examination, and Godbout et al. (2007) found that about 10% of puppies exhibited social avoidance, more panting, less exploration, and more vocalization during their first veterinary visit.

For adult dogs, the data is flipped. Per Stellato et al. (2021), only 13.4% of clients reported that their dogs have no veterinary-related fear, while 64.3% of dogs were reported to have mild to moderate fear and 22.4% severe fear. This study added to the consensus that most adult dogs (41-78.5%) are fearful in the veterinary setting (Edwards et al., 2019; Mariti et al., 2017; Döring et al., 2009).

FEARFUL PUPPIES, FEARFUL DOGS

Why is fear so ubiquitous? One factor is that those fearful puppies mentioned previously grow up to be fearful adults (Godbout & Frank, 2011; Stellato et al., 2021). And, presumably, most dogs have negative veterinary experiences during puppyhood and adolescence, and their fear lingers (Döring et al., 2009). Moreover, once dogs have developed a negative emotional association with the veterinary clinic, it can be difficult to reverse. Fear conditioning serves as self-preservation, and thus, memories of fear-provoking events tend to be rock solid. One study reported minimal improvement from weekly "happy visits" for adult dogs with preexisting veterinary-related anxiety (Stellato et al., 2019). Thus, the onus is upon veterinary professionals to make puppy appointments as positive as possible.



NORMAL, HAPPY PUPPY?

By Marie Hopfensperger, DVM, MBA, DACVB

ble. Prevention may have a more profound impact than trying to overcome past negative veterinary experiences.

To top it off, when dogs reach social maturity (at 18 to 36 months of age), clinical evidence suggests that their responses to fearful stimuli may transition from avoidant manifestations in puppyhood to fear-motivated aggression in adulthood. Stellato et al. (2021) found a tight correlation between fear and aggression in the veterinary setting, supporting the presumption that veterinary-related aggression is indeed fear motivated. In that same study, 29% of adult dogs were reported to bark, growl, and/or bare their teeth during veterinary care and 8.1% snapped, lunged, bit, or attempted to bite.

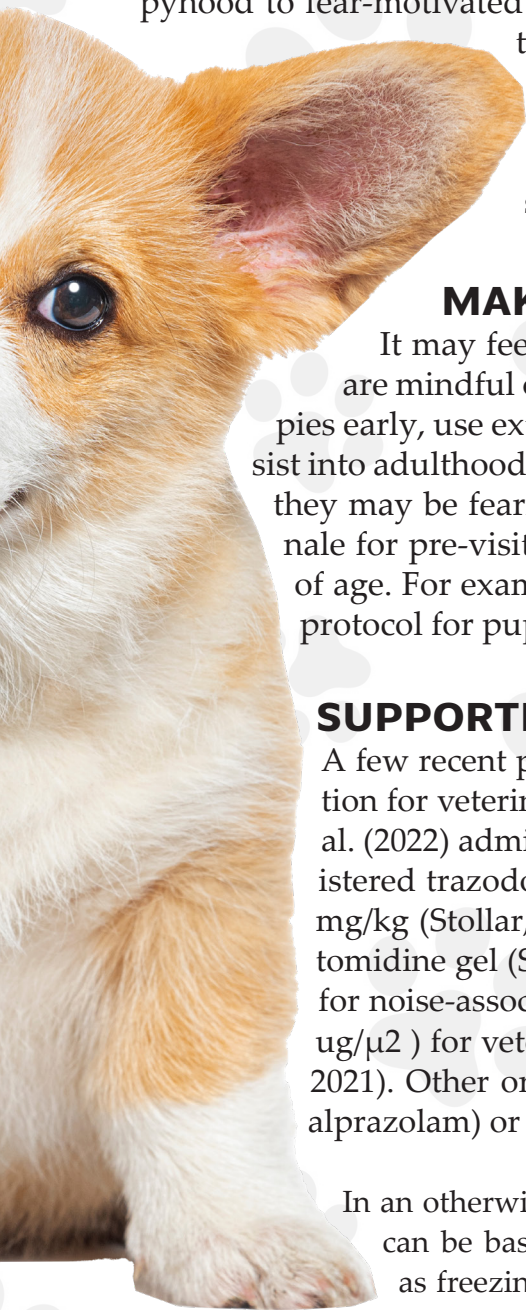
MAKING DATA DRIVEN DECISIONS

It may feel like we are stuck between a rock and a hard place. However, if we are mindful of this data, we have a few opportunities. We can identify outlier puppies early, use extra care in their handling, and be prepared for their challenges to persist into adulthood. We can approach each adult dog patient under the presumption that they may be fearful and interact with them accordingly. The data also provide rationale for pre-visit anxiolytic medication in addition to low-stress handling regardless of age. For example, oral premedication might be worth consideration as a standard protocol for puppies coming in to be spayed or neutered.

SUPPORTING PUPPY PATIENTS

A few recent papers have evaluated trazodone and gabapentin alone or in combination for veterinary visit stress and at higher than previously published doses. Kim et al. (2022) administered trazodone at 9 to 12 mg/kg, while Violette et al. (2022) administered trazodone at 5 or 20 mg/kg. Gabapentin has been evaluated at 20, 30, and 50 mg/kg (Stollar, et al., 2022; Violette et al., 2022). Oral transmucosal (OTM) dexmedetomidine gel (Sileo®, Zoetis Inc., Kalamazoo, MI) is approved at sub-sedative dosing for noise-associated anxiety in dogs. Sileo® has been evaluated at a higher dose (250 ug/ μ 2) for veterinary visit stress in patients as young as 16 weeks (Korpivaara et al., 2021). Other oral medications to consider include benzodiazepines (e.g., lorazepam, alprazolam) or clonidine, which is an alpha-2 agonist akin to dexmedetomidine.

In an otherwise physical healthy puppy or adult dog, selection of PRN veterinary agents can be based on the patient's clinical signs of stress. Patients whose fear manifests as freezing or avoidant behaviors may be well suited for gabapentin (20-50 mg/kg)





or a benzodiazepine, such as lorazepam (0.05-0.2 mg/kg). Dogs with hyperactive manifestations may benefit from trazodone (5-15 mg/kg) and/or an alpha-2 agonist (either clonidine, 0.01-0.05 mg/kg, or Sileo®). When selecting a Sileo® gel dose, it is important to consider whether your goal is anxiolysis versus sedation. Dosing at 125 and 250 ug/ μ 2 provides anxiolysis but not consistent sedation (Hauser, 2020; Korpivaara et al., 2021). Typically, OTM administration tends to yield less profound sedation than that same dose delivered via intramuscular (IM) injection. Therefore, you may be able to extrapolate a sedative dose based on previous experiences with IM dexmedetomidine. For sedative effects, the author utilizes equine detomidine gel (Dormosedan®, Zoetis Inc., Kalamazoo, MI) in dogs at 8-10 mg/ μ 2. This Dormosedan® gel dose is substantially higher than published dosing (Hopfensperger et al., 2013; Messenger et al., 2016; Kasten et al., 2018).

LIMITING VETERINARY VISIT STRESS

For dogs exhibiting aggression in the veterinary setting, it is important to attenuate anxiety given the evidence that veterinary-related aggression is fear motivated. Trazodone can be a complicated agent for dogs with fear motivated aggression because it may be more sedating than anxiolytic. In the author's clinical experience, trazodone monotherapy may have unintended paranoia-like consequences. As such, the author tends to reach for gabapentin (20-50 mg/kg) as a relatively predictable anxiolytic agent in dogs who exhibit low-grade veterinary-related aggression. Gabapentin may be administered in combination with trazodone (5-15 mg/kg) in these patients. For dogs exhibiting moderate to severe levels of veterinary-related aggression, the author prescribes oral premedication with the intent to top off with injectable sedation in hospital. Sedative dosing of Sileo® or Dormosedan® gel may make IM injection less stressful and safer for the animal and veterinary staff.

In summary, veterinary-related fear is prevalent and persistent. Early identification and treatment with anxiolytic medication may support our puppy patients as they transition into adolescence and adulthood.

AUTHOR BIO

Marie Hopfensperger, DVM, DACVB, MBA, is one of three clinical board-certified veterinary behaviorists in the state of Michigan, and can be reached at hopfens1@msu.edu.

KEY TAKEAWAYS

- Some puppies and most adult dogs exhibit fear in the veterinary setting.
- Previous negative veterinary experiences are difficult to overcome.
- The onus is on veterinary staff to try to prevent fear provoking veterinary experiences.
- Consider pre-veterinary visit anxiolytic medications for puppies, not just adult dogs.

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CAN WE MAKE OUR CLIENTS BEHAVE?

By Julie Cappel, DVM

We can all agree that managing client behavior is one of the most challenging and frustrating parts of a veterinary professional's job. It is not the animals who stress us out and cause us to lose sleep. Animal behavior is something that we deal with and are trained to anticipate. We expect to handle stressed dogs, angry cats, skittish horses, and flighty birds. Humans are the species that drive us to insanity. The people are the least predictable and the variable in our work we struggle with the most.

The client relationship is the thing that drives our profession; the human-animal-veterinary bond is indeed how we make a living. We must connect with our clients as much as they feel connected with their animals. If we neglect the veterinary-human bond, we lose the ability to care for the patients. The patients can only benefit from our recommendations if we win over their owners.

So, let's talk about human relationships.

A relationship is simply our thoughts about another person. Have you ever had your best friend forget to call you back, but you just let it go because they are your "best friend?" If a clerk at a store or doctor's office forgets to call you back, you have a different and perhaps more negative reaction, right? It is because you have kinder thoughts about your friend than the clerk. If you accept this premise, you will realize you can control your reaction to clients' behavior by changing your thoughts about

them. Not at all easy, but possible. You can accept and understand their behavior no matter what it is.

Start by learning about your behavior preferences, values, and morals. How do you respond to stress? What are your triggers, and how would you like to respond?

To build some trust with a client, you must start with your behavior preferences and then be open and accepting of their preferences. Self-development is critical. What are your core values, and how does that influence your opinion of your clients? What are your boundaries, and how do you want to show up to be the best veterinarian or veterinary professional that you can be? Learning about yourself and your behavior is the first step in managing your thoughts about your client's behavior.

There are many ways to work on your development, so start with personality assessment tools like DISC or Meyers-Briggs. Read some self-development books or do some self-analysis with a therapist or coach. Once you understand your behavior better, you will recognize that clients control their behavior; you do not. The only person that you have control over is you.

When clients become demanding or unreasonable, it usually comes from their pain. These folks want what is best for their pets,

"We must connect with our clients as much as they feel connected to their animals."

but their stress causes them to lash out. Some of them are actual bullies, but most are just reacting to their feelings of helplessness or grief. With these people, you have the power to set boundaries in a firm but kind manner. It would help if you chose to think that their behavior is not targeting you but their situation. Staying strong in your values and morals will help you believe compassionately about them, like any stressed animal.

Unfortunately, we cannot treat our human clients, but we can manage them with our kind thoughts, words, and actions.

If you have a script of expectations about how clients "should" act, you will frequently be disappointed. Much of the stress you experience when dealing with clients is your expectation that they will respond to you in a certain way. You expect them to arrive on time, listen and agree with your diagnostic recommendations, follow your go-home instructions, and return for their scheduled recheck appointment. Clients rarely follow all your rules, so why do you expect them to? With our scripts of expectation, we are indeed setting ourselves up for disappointment - if not stress and burnout.

Human beings have their own set of beliefs, values, and needs. Trust that people do their best with their resources, time, and energy. They have a different personality than you

do so they will act differently in any given situation. Assume they are doing their best and try to be fascinated by their emotions and behavior. If you remain fascinated and appreciative of human behavior, it will help you overcome your need to control them.

Control your thoughts about the humans, and you will fight against them less. Please take a deep breath when you want to challenge them and allow their feelings to be present without you taking them on. Your feelings are yours, and theirs are theirs. When you start to feel the need to argue with people, pause and let it go. Fighting them will not change the circumstances for their pet, but it will bring on more stress and anger for both of you. Allow their feelings to be in the room but leave them there when you walk away.

Let's think of our clients as just another animal with unique behaviors, fears, and needs. Opening yourself up to thinking differently about clients will improve your career. Opening yourself to their needs will create a beautiful, long-lasting client relationship that will endure over the years. The clients who leave you are not meant to be, and those who love you are open to your veterinary-client bond.

Think yourself into stronger client relationships, and everything gets more manageable for you and your team.

"My happiness grows in direct proportion to my acceptance and in inverse proportion to my expectations."

- Michael J. Fox.

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COOPERATIVE CARE

WHAT IT IS AND WHY IT MATTERS

By Nancy Frank, DVM, MPH, DACVPM, Hon. DAVOHS

As veterinarians, we need to stay current on best practice animal handling techniques. Likely, everyone in the veterinary profession has heard of positive reinforcement training, Low-Stress Handling® and Fear Free® handling. While at the AVMA conference this year, I picked up a copy of Dr. Sophia Yin's 2009 book, *Low Stress Handling, Restraint and Behavior Modification of Dogs & Cats* (updated with QR codes for the videos). Dr. Yin's work is foundational in reframing animal handling away from techniques using aversive practices and negative reinforcement to techniques that are based on the science of how animals learn. Dr. Marty Becker branded his Fear Free® strategy and methodology in 2016. The organization's logo succinctly says, "Taking the 'pet' out of 'petrified'." Both *Low-Stress Handling*® and *Fear Free*® offer training in their methods and a variety of certification programs. Many animal health professionals in Michigan have taken advantage of such training. So how does cooperative care fit in? Cooperative care is not a new concept and is routine in some sectors of animal care. Consider for example, teams of zoo veterinarians and animal care staff who train primates to offer an arm for a blood draw. What is relatively new is cooperative care in the context of a collaboration between an owner, a trainer, a veterinarian, and a dog (or other pet) trained to willingly consent to a variety of veterinary procedures.

Two books on cooperative care were published in 2018. The first was *Cooperative Veterinary Care* by Alicea Howell and Monique Feyrecilde, both credentialed

veterinary technicians with specialist recognition in behavior. Their focus is to take low stress handling to the next level. In the introduction to their book, they say, in part, "This guide will help the veterinary team take low-stress, compassionate, patient-centered handling to the next level. Mirroring the pediatric model for patient comfort, developing training programs for fearful patients, and embracing the techniques used by progressive zoos and aquariums in their husbandry training programs will all be taught in this guide." The book covers cooperative care for both dogs and cats. Several months after *Cooperative Veterinary Care*, a book titled *Cooperative Care: Seven Steps to Stress-Free Husbandry* by Deborah Jones, PhD, was published. This book is aimed at dog owners and describes a training protocol to prepare dogs for handling related to veterinary care, grooming, and day to day care such as nail trimming and removing burrs from a dog's coat. The training and handling techniques are based on the dog's voluntary cooperation, not on force or pressure.

To find out what cooperative care looks like in real life, I visited an entry level class called *Cooperative Care for Better Veterinary and Grooming Visits* at Click! Paw-sitive Family Pet Center in Okemos. The first week of class, trainer Sheyenne Ridenour, BS, CPDT-KA explained that Cooperative Care is a recently introduced course to their training curriculum. Even though zoos have practiced cooperative care for a long time, cooperative care is a newer but important topic in the field of canine train-

-ing. She explained that the training teaches dogs to actively participate in their care and learn consent based skills. In other words, the dog learns, over time, to signal yes, go ahead with a given procedure by maintaining, for example, a chin rest behavior. At the same time the dog also learns to signal “stop” with a safe, nonaggressive behavior such as lifting its head up from the chin rest. A critical point is that stop signals be respected. A dog’s or any animal’s ability to say “stop” helps the dog feel safe by providing a level of autonomy. Being safe leads to trust and more willingness to cooperate in the procedure at hand. Training starts with learning consent cues. Procedures introduced during the 6-week class typically include body handling, nail trim, administration of oral medication with a syringe, physical exam, getting on a scale, wearing a muzzle, and restraint practice. Vaccinations are introduced in a more advanced class. As Ms. Ridenour explained, “Our ultimate goal is to have dogs that are relaxed and calm for procedures that will benefit their health and wellbeing.” She also emphasized that cooperative care is for procedures where the dog can have a choice of signaling to stop. When this is not an option, such as urgent or emergency situations, Low Stress Handling® and Fear Free® techniques can be used.

So, what does this mean to veterinary practices? Cooperative care is gaining acceptance among dog owners. Qualified trainers are teaching these skills in at least the Grand Rapids, Lansing, and Ann Arbor areas. Cooperative care is good for the dog because it limits fear. Cooperative care is good for the owner and veterinary team because a calm, nonaggressive patient is safer and more easily examined and treated. This is training for all dogs and owners. It is not specifically targeted at dogs with behavior problems. Sooner or later, you will likely have a client tell you their dog is trained in cooperative care. You may even want to collaborate with a qualified local trainer and refer clients for training in cooperative care.

Cooperative care skills are tools in the toolbox to assess and use as appropriate to make your and your teams jobs easier and to enhance the comfort level of both your canine patient and your client. I learned a lot by visiting a class to observe the training. The training is complex for both the dog and the owner. The equipment used is procedure specific. Experienced dogs may be used to demonstrate skills to help the owners see the possibility of what might seem impossible on day 1. Dogs start from their own base of trust levels and progress at their own pace. When I visited the last class of the 6-week course, one dog, which was barely able to be touched on day 1, was voluntarily still for considerable body touching by its owner. Another was making progress on voluntarily approaching a syringe and accepting pseudo oral medication. One takeaway is that cooperative care is specific for a named procedure and a dog may have skills for one or many different procedures. There is substantial effort by the owner to pursue cooperative care training and any skills their dog has learned over the months or years are worth considering when they come to you for veterinary services. On one level, your patient may be well groomed and already have their nails trimmed because the owner invested time in cooperative care training for these at home day to day procedures. On another level, you might have improved confidence that the owner can easily give their pet the liquid oral medication you prescribe because the pet has learned the oral syringe medication cooperative care skill. At a higher level, it is pretty amazing when a dog in your office can offer consent for a “poke” and be safely vaccinated with no physical restraint.

Nancy Frank, DVM, MPH, DACVPM, Hon. DAVOHS, is MVMA’s former Staff Veterinarian and past member of the Board of Veterinary Medicine, and can be reached at nancyfrankdom@att.net.

IMPORTANT REMINDERS

FROM THE STATE VETERINARIAN'S OFFICE

Nora Wineland, DVM, MS, DACVPM



As the fall season begins, the Michigan Department of Agriculture and Rural Development's State Veterinarian's Office would like to offer a few reminders.

NOTICING ODD BEHAVIORS? CONSIDER RABIES.

A person brings in a young, stray kitten to your veterinary clinic. The person says the kitten was healthy when he first took in the stray; but now, the animal is lethargic, vomiting, and beginning to act more aggressively. What should be on your list of rule outs?

If an animal could have been exposed to rabid wildlife and is exhibiting neurologic symptoms, remember to always consider rabies as a potential diagnosis. The symptoms described in the example scenario reflect the actual early signs exhibited in the latest reported case of the disease in a domestic animal from Michigan. The kitten in that case eventually displayed more characteristic signs of rabies (biting and tremors) within another day or two of being brought into the clinic.

Rabies is a viral disease most commonly transmitted by a rabid animal bite. The disease is regularly detected in Michigan's wildlife—particularly in bats and skunks. In fact, rabies is endemic in skunks from southeast Michigan. As of August 10, 2023, a total of 25 rabid animals have been detected in Michigan for the year, including the kitten mentioned previously—which was also the second kitten found in the past 12 months to be positive for rabies from Oakland County. Both kittens were determined to be infected with the North Central skunk strain of the disease. The other detections for 2023 include 17 bats and seven skunks that were found in 11 different counties throughout the Lower Peninsula.

Rabies test kits and submittal forms are available through the Michigan Department of Health and Human Services (MDHHS). To submit a sample, package it up using the Clinical Collection kits available for free from the MDHHS Bureau of Laboratories. It is a good idea to ensure there is at least one kit available for use in your practice. Complete the rabies test requisition form (DCH-1053) to include with the specimen and ship the package to the lab by overnight delivery. Results are usually available within two to three days. As a reminder, the State of Michigan does not charge a fee for the rabies test.

Rabies is reportable to the State Veterinarian's Office.

For more information on rabies, please visit www.michigan.gov/rabies.

SUSPECTING A MOSQUITO-BORNE ILLNESS? FUNDING IS AVAILABLE FOR TESTING.

Funding to cover the costs of testing suspect animals for eastern equine encephalitis (EEE) and West Nile virus (WNV) continues for 2023. The funding is open to anyone in Michigan provided:

1. The animal for testing resides in Michigan.
2. The animal is (or was recently) showing signs of neurological disease or suddenly died.
3. The testing is pre-approved by MDARD.
4. The samples are submitted to the Michigan State University Veterinary Diagnostic Laboratory.
5. The grant aims to test any Michigan animal suspected of having a mosquito-borne illness, especially equids.

Last year, there were four cases of mosquito-borne diseases found in domestic animals in Michigan—three EEE cases and one WNV case.

The grant funding helped to identify all these cases.

Testing animals for mosquito-borne diseases provides valuable information to help further protect animal and public

health. To take advantage of this opportunity, please contact MDARD at 800-292-3939 to learn how to initiate this process.

WILLING TO SHARE YOUR OPINION? HELP DEFINE THE 2024 DESIGNATED VETERINARIAN SHORTAGE SITUATIONS.

Michigan needs more veterinarians—especially in rural areas and in large animal medicine. Your feedback is vital to help define the 2024 designated veterinarian shortage situations, which are the foundation of two federal programs that support veterinarians.

The U.S. Department of Agriculture’s National Institute of Food and Agriculture created the Veterinary Medicine Loan Repayment Program (VMLRP) and the Veterinary Services Grant Program (VSGP) to financially support veterinarians working on food supply medicine within designated shortage situations, which are updated annually and informed by feedback.

The VMLRP is a loan repayment program designed to help any veterinarian who has qualifying educational loan debt and provides service in a designated high-priority shortage situation. The program compensates veterinarians by providing DVM-related loan repayment of up to \$25,000 per year for three years. While VMLRP primarily provides compensation for student loans, it also accommodates loans used for educational materials or housing during a veterinarian’s time of study.

The VSGP goes a step further. This competitive grant program provides grants to those within designated shortage situations who want to establish or expand their veterinary practices by equipping veterinary offices, sharing in overhead costs, and/or establishing mobile veterinary facilities.

Overall, the benefit and impact of these two programs hinges on how effectively the veterinarian shortage situations are defined. Being able to identify these areas accurately and appropriately is necessary to take full advantage of these funding opportunities. This is why your feedback and insights are so crucial.

Please take a moment to follow the QR code and fill out a brief survey on designated shortage areas or send an email directly to me (WinelandN@Michigan.gov), by October 27, 2023.

Sharing your insights will be pivotal to strengthen the veterinary profession in Michigan’s rural communities.

QUESTIONS? CONTACT US

If there are ever any animal health-related questions, please feel free to contact MDARD at 800-292-3939 for assistance.

FEEDBACK ON DESIGNATED SHORTAGE SITUATIONS FOR 2024



2023-24 SMALL ANIMAL SERIES

Wednesday, Oct. 11, 2023

GI & Related Disorders

with Alyssa Sullivant, DVM, MS, DACVIM (SAIM)

- Dr. Sullivant is a faculty member in the small animal internal medicine department at Mississippi State University, where she earned her DVM and completed a specialty internship in internal medicine and oncology and a residency in small animal internal medicine. Her clinical interests include gastroenterology and oncology.

Wednesday, Nov. 8, 2023

Respiratory Disease

with Elizabeth Rozanski, DVM, DACVIM, DACVECC

- Dr. Rozanski graduated from the University of Illinois College of Veterinary Medicine with her DVM degree, then completed a rotating internship at the University of Minnesota and residency at the University of Pennsylvania. She currently teaches and works in the critical care section at the Cummings School of Veterinary Medicine at Tufts University.

Wednesday, Dec. 6, 2023

Behavior

with Marie Hopfensperger, DVM, DACVB

- Dr. Hopfensperger runs the MSU Veterinary Medical Center's Behavior Service. She is one of four board-certified behaviorists in the state of Michigan, and she is a Fear Free Certified Professional. Dr. Hopfensperger's clinical interests include humane handling of cats and dogs, aggression, psychopharmacology, and feline inappropriate elimination. Her current research is focused on animal-assisted therapy for trauma survivors. Dr. Hopfensperger is also a registered yoga teacher and is passionate about veterinary professional wellbeing.

Wednesday, March 6, 2024

Nutrition

with Maryanne Murphy, DVM, PhD, DACVN

- Dr. Murphy is a Diplomate and current President of the American College of Veterinary Nutrition. Dr. Murphy received her dual BS in animal sciences and biological sciences from Rutgers University and her DVM from Iowa State University. She then completed a rotating general medicine and surgery internship at Fifth Avenue Veterinary Specialists in New York City. Dr. Murphy's clinical nutrition residency and PhD were completed at the University of Tennessee and the focus of her dissertation research was energy metabolism and satiety in lean and obese dogs. She joined the staff of Red Bank Veterinary Hospital in Tinton Falls, NJ as a clinical nutritionist for a few years and then transitioned back to academia at the University of Tennessee as a Clinical Assistant Professor of Nutrition. Dr. Murphy's major professional interests include obesity prevention and management and veterinary nutrition education.

Wednesday, April 10, 2024

Orthopedics for General Practice

with Clara S.S. Goh, BVSc, MS, DACVS (Small Animal), ACVS Founding Fellow (Surgical Oncology)

- Dr. Goh is a faculty orthopedic surgeon at Colorado State University. Her research interests include stem-cell therapy and sports medicine and rehabilitation. She completed an internship, surgery residency, and surgical oncology training at Colorado State University. Dr. Goh presents and instructs numerous seminars and laboratories throughout the United States on soft-tissue, oncologic, and orthopedic surgery.

Wednesday, May 8, 2024

Practice Management

with Wendy S. Myers, CVJ

- Best known as the "Queen of Scripts," Wendy S. Myers, CVJ, has taught communication and client service skills for more than two decades. As founder of Communication Solutions for Veterinarians, she shares practical skills through online courses, onsite hospital consulting, and conferences. Wendy was a partner in a specialty and emergency practice for 5 years. She's authored 6 books and a column for Veterinary Practice News magazine for 10 years. Wendy is a RACE CE provider. She can present keynote and customized seminars. Wendy offers both in-person and virtual training. Teams praise her solutions for today's challenges.



GI & RELATED DISORDERS | RESPIRATORY DISEASE | BEHAVIOR | NUTRITION | ORTHOPEDICS | PRACTICE MANAGEMENT

The 2023-2024 Small Animal Seminar Series (SAS) series is around the corner, and packed with quality CE for you and your staff. Our expert speakers from around the country will provide 6 hours of CE during each seminar. That's a total of 36 hours of CE if you join us for the entire series! Visit www.michvma.org/small-animal-series

AVMA UPDATE

AVMA ANNUAL CONVENTION

By Jill Lynn, DVM

The AVMA Annual Convention was held July 13-15 in Denver, Colorado. More than 7,500 people attended the five-day convention which included top-notch education, an inspiring keynote and general session, new solutions in the exhibit hall, and fun for everyone. New this year, veterinary professionals can purchase a package of 50 recorded CE sessions from AVMA Convention. Convention on demand is available for purchase on AVMA Axon® (axon.avma.org). Resolutions and proposed bylaw amendments considered by the House of Delegates (HOD) were:

- **Resolution 10** – Safeguarding care for animals with veterinarian-led teams *Action: Adopted as amended*
- **Resolution 11** – Supersede policy on canine devocalization *Action: Adopted*
- **Resolution 12** – Revised policy on docking of lambs' tails *Action: Adopted as amended*
- **Resolution 13** – Revised policy on tail docking of cattle *Action: Adopted*
- **Resolution 14** – New policy on sheep and goat castration *Action: Referred back to the board of directors for further consideration by the Animal Welfare Committee*
- **Resolution 15** – New policy on sheep and goat disbudding and dehorning *Action: Referred back to the board of directors for further consideration by the Animal Welfare Committee*
- **Resolution 16** – Revised policy on physical restraint of animals *Action: Adopted as amended*
- **Resolution 17** – New policy on canine hybrids *Action: Adopted as amended*
- **Resolution 18** – Statement to the profession in support of public practice veterinarians *Action: Adopted as amended*



For additional information on the amendments, visit this website:
<https://www.avma.org/about/house-delegates/hod-resolutions-and-proposed-bylaw-amendments>

Thank you to all of you who provided feedback on the Veterinary Information Forum – topics of discussion included:

- *Spectrum of care: The why and barriers to implementation*
- *Sustainability in veterinary medicine: The greening of veterinary workplaces.*

These topics were discussed in reference committees and the HOD. Action was taken to refer both topics to the board of directors to consider creation of a task force for further investigation.

DR. SANDRA FAEH ELECTED AVMA PRESIDENT-ELECT



On Friday, the AVMA HOD elected Dr. Sandra Faeh of River Forest, Illinois, as the 2023-24 AVMA president-elect.

She will succeed Dr. Rena Carlson, who was installed as AVMA president. Three candidates spent the past year campaigning for that honor: Dr. Faeh, outgoing AVMA Treasurer Dr. Arnold Goldman, and Dr. Robert Murtaugh, a former chair of the AVMA American Board of Veterinary Specialties.

Dr. Faeh is chief veterinary officer for National Veterinary Associates (NVA), where she is also helping the company build a clinical mentorship program.

Before joining NVA, Dr. Faeh was part owner of four small animal hospitals in the Chicago suburbs.

She is a 1996 veterinary graduate of the University of Illinois, previously serving as president of the Student AVMA (SAVMA). Dr. Faeh has also served as president of the Illinois State and Chicago VMAs. Additionally, Dr. Faeh represented Illinois as an alternate delegate and delegate to the AVMA HOD from 2012-20, including a term as chair of the AVMA House Advisory Committee (HAC). She served as AVMA vice president from 2020-22.

BAILEY ANNOUNCES CANDIDACY FOR AVMA PRESIDENT-ELECT, BOGGIER, MARSHALL VIE FOR 2024-26 VICE PRESIDENCY

Dr. Michael Q. Bailey, a board-certified veterinary radiologist and outgoing member of the AVMA Board of Directors (BOD), launched his campaign for 2024-25 AVMA president-elect during AVMA House of Delegates (HOD) session. So far, he is the only candidate to declare for the position.



In addition, two members of the HOD announced their candidacies for 2024-2026 AVMA vice president: New Jersey delegate Dr. Elizabeth Boggier and Washington state delegate Dr. Gary Marshall.

The AVMA vice president is elected to a two-year term and is responsible for building stronger ties between the AVMA and veterinary college deans and faculty as well as veterinary student leadership.

The elections will take place next June during the AVMA Convention in Austin, Texas. Candidates will have the year to campaign.

IN OTHER NEWS

The Michigan delegation was proud to attend a luncheon honoring our very own CEO John Tramontana. He was awarded VMAE's prestigious award, Executive of the Year.



AVMA PAC UPDATE

Incoming Alternate AVMA Delegate Dr. Larry Letsche was busy during the convention working with the AVMA PAC as a member of the PAC Board. The PAC collected donations during the HOD Meeting and on the convention floor. Much of the time was spent educating our fellow professionals on the importance of advocacy. The PAC Board also hosted a happy hour for donors. Donations are used in our efforts in Washington, D.C., to protect the veterinary profession. This work has paid off with the advancement of the Combating Illicit Xylazine Act out of its current subcommittee. Please consider donating to both the AVMA (pac.avma.org) and MVMA (mivetpac.org) PACS.



The AVMA is a not-for-profit association representing more than 99,000 veterinarians working in private and corporate practice, government, industry, academia, and uniformed services. The AVMA acts as a collective voice for its membership and for the profession.

Jill Lynn, DVM, is the MVMA's Delegate to the AVMA, and can be reached at jill.lynn@dvm@yahoo.com or 517.331.2009.

Larry Letsche, DVM, is the MVMA's Alternate Delegate to the AVMA, and can be reached at remrock02@aol.com.

NEW CLASSIFIEDS & RELIEF VETS

VETERINARIANS WANTED



Kalamazoo Animal Hospital strives to provide a workplace with a positive work culture and work-life balance. If you are seeking his type of culture our clinic is the place for you! We are currently seeking a full-time associate to join our team. We are a well-established and growing 3-doctor small animal practice in Southwest Michigan focusing on preventative health care and building lasting relationships with our clients and their pets. Our veterinary team prides themselves on practicing high-quality veterinary medicine, surgery and dentistry and our newly remodeled hospital is well equipped with in-hospital lab, digital x-ray and digital dental x-ray. We offer a competitive salary and benefits package, including a signing bonus and a schedule that helps maintain a positive work/life balance. We would love the opportunity to share with you more about our practice and the community we serve! Please reach out to Alyse at 269-381-1570 or visit www.kalamazooanimalhospital.com for more details about our practice. If you are interested in joining our team, please send your resume to kzooanimalhospitalmanager@gmail.com.

Thorpe Animal Hospital is seeking a FT/PT veterinarian to join our team of patient advocates! Optional flex-time schedule for work-life balance in a rapidly growing practice. Being a privately owned business, teamwork is essential, and every patient is treated as if they were our own. We do not declaw or perform unnecessary cosmetic surgeries. All staff maintain individual Fear Free certification. We are AAHA accredited, along with our Feline-Friendly certification and soon to move into a larger newlyremodeled facility with a therapy pool. Thorpe Animal Hospital offers a full suite of specialty equipment and encourages advancement of surgical and diagnostic skills. Equipped with digital x-ray, digital dental x-ray,

endoscope, ultrasound, surgical laser, therapy laser, and a full in-house laboratory, we provide our clients with state-of-the-art medicine. The staff, which includes four LVTs, are hard-working, dedicated, passionate, motivated, and love keeping current on veterinary education. We offer a competitive salary ranging from \$100,000 to \$150,000 Pro-Sal with much more possible depending on experience, motivation, and work ethic. Also offered are a \$10,000 sign-on bonus, and benefits package. Benefits include health, dental, and vision insurance, pet insurance, pet discounts, profit-sharing, 401K retirement plan with up to a 3.5% match, CE and uniform allowances, paid licensing fees, professional membership fees, paid vacations, paid holidays, and more. Future leadership and ownership possibilities in a thriving area are here for the right individual. We do not have after-hours shifts or emergency rotations, which allows for a work-life balance and time for family and friends. Lapeer has a wonderful mix of small-town country and city life and provides a perfect place to grow a healthy and thriving clientele. If you would like to meet us and see how Thorpe Animal Hospital does things differently, please submit your resume to jwaterman@thorpevet.com.

MedVet has an opportunity for a strong Medical Director (MD) at our Commerce, MI hospital. Everything Starts with Our Caregivers. Our doctors are eligible to become shareholders - a rare opportunity to have ownership and share in the growth and success of MedVet & VEI hospitals across the country. We offer all the benefits you expect, plus a Generous Signing Bonus, Competitive Compensation, Shareholder Opportunity, Student Loan Repayment Program and Paid Parental Leave. For more information about MedVet, please visit our website at www.medvet.com or to submit a confidential CV, email Carolyn Luther, DVM at Carolyn.Luther@medvet.com.

We are looking for a veterinarian to join our team! Here at Groesbeck animal hospital, we are a modern, fast-paced, state-of-the-art facility. We provide up to date preventative medicine, laser therapy, diagnostics, treatments and surgical procedures. We take pride in having a positive work atmosphere and focus on working together. We offer a wide range of soft tissue, orthopedic and elective surgeries. We have a full in-house IDEXX lab, digital x-rays, high speed dental machine and many other toys. We take pride in providing mentorship for new veterinary graduates. We provide good doctor to tech ratio for stress free work environment. We are seeking a passionate and energetic associate to join our current veterinarians and skilled team! We welcome all levels of experience! We offer: \$10,000 Sign on BONUS, 2 weeks Paid vacation, schedule is 4 days a week and offer \$2,500 in CE allowance! Starting pay: \$140,000. Contact Dr. Chadha at dixah2016@gmail.com or 313-888-4006.

St. Joseph, Michigan is a beautiful vacation destination. Southwest Michigan has it all: great schools, beaches, and other attractions. Our INDEPENDENTLY-OWNED practice is seeking a FT/PT veterinarian. WORK/LIFE BALANCE (No weekends, no after-hour emergencies, 2-4 day work week) WELL-EQUIPPED (Digital rads, digital dental rads, Vscan ultrasound, full in-house labs). COMPETITIVE BENEFITS (Base wage with production potential, retention bonuses) Join our team! Contact us at edthevet@sbcglobal.net. Visit us at sjvet.com or facebook.com/stjomivet.

Relief Veterinarians for Preventive Care: Our mobile preventive care community clinics will give you the opportunity to practice quality preventive care that is affordable for our pet parents. We provide vaccinations, Heartworm and FeLV/FIV testing, intestinal parasite screening, microchips, and Heartworm and Flea & Tick preventives. Our

mobile preventive care clinics operate within retail stores during designated days and hours throughout the month. We do this to better address the evolving need for access to care for our pet parents, and to enrich the communities that we serve. If you would like to join our caring and compassionate team of Relief Veterinarians, please email angela.butler@petiq.com. For more information, visit our website at <https://www.vippetcare.com/>.

Associate Veterinarian: Come live and work in beautiful, quiet Northwest Lower Michigan. Meyer Veterinary Clinic is located in Cadillac, a town of 10,000 people and just 45 miles from Traverse City. Cadillac is located on two lakes, with ski areas nearby. Enjoy four seasons of fun with hiking and biking trails, snowmobile access and water-sports. The practice has five veterinarians and a number of LVTs and trained 3 assistants, full in-house lab, digital radiology and ultrasound. We are the largest general practice within the county and surrounding areas. Signing bonus is being offered with a competitive salary. Contact us at meyervetclinic@gmail.com.

Want to have a voice that is heard vs. working for an impersonal corporation? Want to have a leader who genuinely cares about your well-being and works just as hard right alongside you? Want to make a difference in the lives of pets and their people? We would like to talk with you! Eastown Veterinary Clinic is a growing AAHA-accredited small animal practice with a supportive, collaborative DVM team and support staff who are passionate about helping pets and pet parents make the most of every moment. About Us - Eastown Veterinary Clinic (EVC) is unique not only in its culture but also in the medicine that is practiced. We take pride in our use of fear-free handling as well as being proactive in the overall wellness of our patients. We are independently woman owned small animal clinic. Located in the vibrant and bustling urban community of Eastown, just minutes from downtown Grand Rapids. We are thorough, knowledgeable, and progressive;

focused on educating pet parents, addressing the needs of our patients, and having genuine relationships with pet owners. We look forward to finding the right candidate who shares our core values and our passion for helping pets and owners make the most of every moment. If this sounds like you, we would love to meet you! Contact Annah at amiller@eastownvet.com with questions or submissions.

Generous Hiring bonus for full-time candidates! Need more work/life balance? Do you love surgery? Do you want to truly make a difference in the animal welfare field by helping to reduce animal overpopulation? The PAWS Clinic, a non-profit, affordable spay/neuter clinic in Taylor, Michigan, is seeking to add a full-time (4 days per week) or part-time veterinary surgeon to our talented, mission-driven staff. A typical day is 7:30am - 4:30pm. No evenings, weekend, or holiday work is required, and our veterinarians have very little direct contact with clients. You can also earn Public Service Loan Forgiveness credit working at our non-profit. Our lifesaving mission is to reduce pet overpopulation. We work with the public, shelter/rescues, and feral cat caregivers to make sterilization affordable and accessible. The environment is fast-paced, but our staff is well-trained (intubation, placing IV caths, testicular blocks, basic CPR, etc.), friendly, supportive, and work together as a strong team to achieve our mission. Our support staff to doctor ratio is a minimum 3:1. Our clinic adheres to strict, high-quality protocols to ensure the highest degree of patient safety and facility cleanliness. Our salary is competitive (up to \$450/day), we offer an allowance each year towards licenses, memberships, or continuing education. Employee medical paid at 80% for full-time employees, PTO and wonderful work/life balance working Monday - Thursday. The ideal candidate can perform 25+ spay/neuter surgeries per day, with a goal of 30+ over time. Interested? Contact Terra - terra@thepawclinic.com.

Are you tired of working for a corpo-

ration? Are you sick of working late nights and weekends with no work life balance? Are you a new or recent graduate looking for a clinic with strong mentorship and collaboration? Schoolcraft Veterinary Clinic in Schoolcraft, Michigan is a privately owned four-doctor, full service small animal practice that has provided care to clients in the Southwest Michigan area for more than 30 years. We are currently seeking additional veterinarians to join our team to help meet the needs of our thriving Veterinary Clinic. We strive to provide exemplary medical, diagnostic, therapeutic and surgical care to our patients. Most of our diagnostics are performed in-house so that we can provide our clients with timely information and the most beneficial treatment plans for their pets, all while being cognizant of their economic concerns. We believe strongly in teamwork and work life balance. Our practice is not just a job site; it is a career path where everyone is valued as a person, not a commodity. We strive to provide a fun, but professional work environment where employees can learn and collaborate while feeling respected and appreciated. To promote work life balance, we no longer offer late night appointments, we do not offer Saturday office hours and we do not see after-hour emergencies. We offer a generous benefits package and a flexible work schedule. Compensation will be based on experience and number of work hours per week. We are looking for motivated, compassionate, people persons who love working in and contributing to a team-focused, positive environment. Our dedication to the clients and their pets shines through in everything we do. If we sound like a good fit for you, please email Dr. Paula Sauer at office@schoolcraftvet.com.

Heaven at Home Pet Hospice is seeking a part- or full-time veterinarian to add to our team. We are a locally-owned, independent, in-home provider of end-of-life services in West Michigan. The desire to say goodbye to furry family members at home continues to grow in the West Michigan area and we want to be able to keep up with this increasing

demand. We offer a competitive salary and flexible scheduling with an average of 3 to 5 appointments per day, 1 to 3 days per week, plus one weekend a month – perfect for a healthy work-life balance. If you are looking for a change of pace, to grow your career in a new and rewarding way or have a passion for helping families with end-of-life care for their pets, this could be just the opportunity for you! We welcome new grads and seasoned veterinarians, offering supportive mentoring and training to those who have limited Hospice/Palliative Care experience. Benefits for both part and full-time doctors include a retirement plan, license fees, and CE, with health insurance available for full-time employees. Our doctors are backed up by our well-trained Care Coordinators who handle all screening, scheduling, and pre-visit communication with clients. We offer environmentally friendly aqua-cremation at our on-site Aftercare Center, which puts clients at ease, knowing their dear friend will be in our loving care every step of the way. Our clients express their gratitude for us daily with letters, calls, and emails. Our team of Care Coordinators and Veterinarians are like family, always looking out for each other, sharing laughs, and providing support for one another. Come join our team! For more information about our practice, please visit our website at www.pethospicevet.com. Contact Dr. Amy Hoss, ahoss@pethospicevet.com, with questions or to submit a confidential CV.

Griffith Veterinary Hospital is growing! Our current building can no longer accommodate our awesome staff and clients so we are well under way with building our new environmentally-friendly facility next door. This will give us a larger space with State-of-the-Art equipment, tools and medicine! Our staff will get to work in larger areas, while doctors get to enjoy a beautiful office designed to enhance teamwork and collaboration. Every square inch of Griffith Veterinary Hospital is newly redesigned to offer a more efficient work-flow and comfortable working environment. We practice

high-quality medicine which includes the latest trends in traditional veterinary medicine, as well as integrative modalities including ozone therapy, Chinese herbs, and acupuncture. If you have a specific area of medicine that you're particularly interested in, we're here to support your continued growth! Our clientele is highly invested in their pet's health and will follow through with your recommendations. We are focused on educating our clients and strengthening our lifelong relationships with pets and pet owners. If you are seeking a practice that believes having a good work/life balance is not only important, but a vital part of practicing high-quality medicine (we're closed on the weekends!), then we're the place for you! We welcome doctors of all experience levels and will offer a strong mentorship program to new graduates. To apply and learn more about the comprehensive benefits this position offers, please contact Libby Wallace at lwallace@heartlandvetpartners.com or (630) 470-8248.

Ashland Area Veterinary Clinic strives to provide a workplace with a positive work culture and work-life balance. If you are seeking this type of culture our clinic is the place for you! We are currently seeking a full-time certified veterinarian technician to join our team. We are a well-established and growing 5-doctor mixed animal practice in Northern Wisconsin, along Lake Superior. We focus on preventative health care and building lasting relationships with our clients and their pets. Our veterinary team prides themselves on practicing high-quality veterinary medicine, surgery and dentistry and our newly built clinic is well equipped with in-hospital lab, digital x-ray and digital dental x-ray. We offer a competitive wage and benefits package and a schedule that helps maintain a positive work/life balance. We would love the opportunity to share with you more about our practice and the community we serve! Please reach out to Jim at 715-682-4199 or visit www.ashlandareavet.com for more details about our practice. If you are interested in joining our team, please send your re-

sume to inv@ashlandareavet.com.

****\$50,000 bonus package**** Paws & Claws Animal Hospital is searching for a third small animal DVM to join our Lambertville team! Open to all experience levels! Great team dynamic + flexible FT/PT schedule + NO weekends, on-call, or after-hour emergencies! Contact Megan to learn more about the role/benefits: Mhenry@westernvetpartners.com.

Animal Medical Center in Midland MI is looking for a full-time licensed veterinarian. New graduates are welcome. We are a privately owned two doctor practice established in 1985. Our practice is located central to many outdoor attractions including national and state parks, lakes, and trails and the option of country or city living. Our newly built hospital utilizes Cornerstone software with in-house IDEXX digital radiography and IDEXX lab equipment. We have a full dental suite with adjustable dental wet-table, digital radiography, and dental machine. We also offer in-house licensed ultrasounds. Employees are expected to work 40-hour weeks with NO nights or on-call. Competitive salary. Benefits include BCBS health insurance, 3-week paid maternity, 2 week paid personal leave with additional six paid holidays, IRA with 3% match program, and paid CE and licensing. Please contact Dr David White at amcmidlandmi@gmail.com if you are interested.

MedVet has an opportunity for a strong Medical Director (MD) at our Commerce, MI hospital. Everything Starts with Our Caregivers. Our doctors are eligible to become shareholders - a rare opportunity to have ownership and share in the growth and success of MedVet & VEI hospitals across the country. We offer all the benefits you expect, plus a Generous Signing Bonus, Competitive Compensation, Shareholder Opportunity, Student Loan Repayment Program and Paid Parental Leave. For more information about MedVet, please visit our website at www.medvet.com or to submit a confidential CV, email Carolyn Luther, DVM at Carolyn.Luther@medvet.com.

Busy, well-established, small animal practice in Tekonsha, Michigan is seeking an associate veterinarian to join our team. Tekonsha is located midway between Detroit and Chicago and is a small community with many great outdoor activities to offer. We offer flexible scheduling and a full benefits package. For more information or to apply, please contact manager@tekonshaanimalhospital.com. Contact info: Tekonsha Animal Hospital, Carla Leonard, Office Manager, 517-767-3011.

Are you looking for your "Unicorn" Clinic? The clinic that everyone wishes they worked at and tries to find it their whole career??? The clinic that values continuing education and professional growth, but you still have a nice work/life balance?! The clinic where you get out on time with no on-call or weekends?! Yes, you read that right NO WEEKENDS! A clinic that has all the gadgets, and allows you to practice proper medicine in addition to being laid back and flexible? The clinic that has an amazing owner, amazing management and a positive work environment that you actually enjoy going to work everyday?! Well, look NO further! Harvey Animal Hospital is that Unicorn Clinic! Harvey Animal Hospital is a small animal and exotic practice that is privately owned in the Grosse Pointe/Detroit Michigan area. We believe in Fear Free and Low Stress Handling so our patients are excited to visit us! We have a wonderful team, wonderful clients and state-of-the-art equipment! We offer a great benefit package, pay structure, and schedule flexibility. This is the clinic you have been looking for! Send your resume now! You will be so glad you did! Pay rate to be negotiated based on number of shifts worked per week. Guaranteed base with production bonuses available. Willing to partner with the right person and put it in writing. Please send resume to hwdogdok@aol.com.

Plymouth Veterinary Hospital has served the local Plymouth and surrounding communities for over 35 years. We are independently owned and operated. Do you want to work as

a Veterinary Associate in a beautiful Southeast Michigan community? Do you want to work for a practice that uses Fear Free Methods for their patients? Do you need or enjoy mentorship or wish to work independently? Do you want the potential for growth and or partnership? Do you want to work for an independent veterinary practice? Do you want to work four days a week? Do you want to have Saturdays and Sundays off? Do you want or need scheduling flexibility and ample vacation time? Do you want to start retirement savings with a company matching your retirement contributions? Do you want a veterinary practice with local emergency clinics where you don't have to be on call or work after hours? If you answer YES to any of these questions, let's schedule a lunch or dinner meeting so we can get to know each other. Our ideal candidate is: Compassionate, Honest, and Open; new graduates and experienced veterinarians are encouraged to apply; they bring something unique to our veterinary practice (i.e., exotics, pocket pets, reptile experience, ultrasound, rehabilitation services, surgery skills, or others), Values a diverse environment and a diverse group of individuals to work with. About our hospital: Progressive small animal practice offering state-of-the-art medical care, 100% paperless electronic records with computers in every room, four modern exam rooms, a dedicated surgical suite, a Fully equipped dental suite, Digital dental radiography, a spacious treatment area with three wet-tables, Digital radiographs, and radiology consults are available, Complete in-house laboratory and Antech referral lab. If interested, contact Dr. Vyvian Gorbea-Oppliger at 734-645-0147 or vjgorbea@gmail.com.

We Welcome You to a New Adventure! This is an opportunity to choose your own adventure and practice the medicine that interests you most! Whether it is small animal general practice, large animal and farms, or holistic options – we are here to help you reach your dreams! Our practice is transforming, and we invite you to join in our adventure! About us: we are compassionate,

supportive, encouraging, and dare I say FUN! Truly a family-like culture. It is as important to us as it is to you to create work/life balance for all our staff. Our location is in the Upper Peninsula of Michigan. Here you will find a rich and interesting history as well as fun activities all year round – there is always somewhere to go, something to do or to see! If you are interested in learning more about our opportunity, please contact Emily at powersveterinary@gmail.com or 906-498-2239.

Allegan Veterinary Clinic is a bustling small animal practice situated along the Kalamazoo River in the charming downtown area of Allegan, MI. As our practice continues to grow and evolve, we are excited to announce that we moved into a brand new, state-of-the-art facility this summer! If you are looking for an energizing place to practice medicine and continue to learn, this is the place for you! Our doctors do not practice medicine in their "own lanes," but instead value teamwork and often collaborate and share knowledge with each other throughout the day. The practice sees a wide variety of small animal cases ranging from sick/wellness exams, daytime emergencies (No after-hours on call!), soft tissue surgeries, and other services. The hospital is equipped with digital radiographs, in-house diagnostic labs, EKG, ultrasound, full pharmacy, and more. All experience levels welcome to apply. \$100,000 base salary with production, full benefits, and up to \$50,000 in bonuses. Visit our website at <https://www.alleganveterinaryclinic.com>. For more information or to apply, please contact Allison Huggins at Allison.Huggins@nva.com or 828-273-0326.

Associate Veterinarian – Sign-On Bonus \$10,000: Bay Pines Veterinary Clinic is in the heart of beautiful northern Michigan. We are a busy, two-clinic, practice that treats most small animals and exotic pets (exotic pet care not required). Our ideal candidate will demonstrate strong communication skills and have an interest in soft tissue surgery. If you also have an interest in orthopedics, we are happy to teach! Our clients are

very motivated to do most of what we would recommend, making practice at Bay Pines very rewarding. In addition, we have an exceptional support team in place which makes work both efficient and enjoyable. All 6 doctors work 4 days per week, rotating equally for emergency work, weekends, and holidays. Our hospital features Digital Radiography, Digital Dental Radiography, High-speed Dental Equipment, Ultrasound, Cutting CO2 Laser, Cold Therapy Laser, Complete In-house Laboratory, Dedicated Surgical Suite, and a busy attached Boarding/Daycare/Grooming Facility. We offer great benefits, CE, vacation days, and highly competitive salary negotiated upon experience. Visit our website at www.baypinesvet.net. For more information or to apply, please contact Allison Huggins at Allison.Huggins@nva.com or 828-273-0326.

Clarke Animal Hospital is a full service, 4-doctor companion animal practice providing comprehensive medical, surgical, and dental care. We strive to make our work environment fun and family oriented by offering flexible hours and outstanding benefits. Our practice offers a dedicated surgery suite, soft tissue & orthopedic surgery, in-house digital x-rays and digital dental x-rays, all new equipment for oral surgery and dental prophylaxis, ultrasound, in-house labs, Tonovet, and state-of-the-art anesthetic monitoring equipment. Our hospital is only minutes away from scenic Lake Michigan, with many state parks offering hiking, boating, fishing, cross country skiing, and much more. Additionally, we are within an hour's drive of Grand Rapids and all the amenities it has to offer! The ideal candidate for this position will possess excellent client communication skills, the ability to work effectively with fellow team members, and is committed to providing the highest standards of veterinary care. All levels of experience, including confident new graduates, are welcome to apply! Please visit our website for additional information: www.clarkeanimalhospital.net. For more information or to apply, please contact Allison Huggins

at Allison.Huggins@nva.com or 828-273-0326.

Lilley Veterinary Medical Center is a full-service veterinary medical facility that has been serving the Canton, Michigan area since 1975. We are seeking a passionate and energetic Associate to join our 3 Veterinarians and highly skilled team! Our professional and courteous staff at Lilley Veterinary Medical Center seeks to provide the best possible medical, surgical, and dental care for our highly valued patients. We have worked hard to cultivate a positive work environment and, as a result, take pride in our long tenured staff, some whom have worked here for 15+ years. Our hospital was recently renovated with separate dog and cat wards and we also have digital x-rays, digital dental x-rays, an in-house lab, ultrasound, and more! We are just 8 miles from Detroit and Ann Arbor and Canton offers more than 300 shops along the DDA District off Ford Road alone! Please visit our website at lilleyvetmedcenter.com. For more information or to apply, please contact Allison Huggins at Allison.Huggins@nva.com or 828-273-0326.

Nickerson Animal Health Center was established in 1878 in Benton Harbor and has remained in the area, although the location and name has changed a few times since. We are a proud member of AAHA since 1954. Our team considers our clients and their pets apart of our growing family. We strive to educate our team, as well as our clients, of the newest and best practices for their furry family members. The ideal candidate believes in the client patient bond as strongly as we do and wants to collaborate with their team for best practices. We offer digital x-rays and digital dental x-rays, in-house diagnostics, ultrasound, cold laser therapy, a dedicated surgery suite and dental suite, and more! We collaborate with a Board-Certified surgeon that specializes in orthopedics and soft tissue surgery who works in our facility when scheduled. Our clinic is in Benton Harbor, MI which is considered a twin city with close proximity to St. Joseph and

great beaches. In addition to competitive compensation and full benefits, we are offering \$50,000 in retention bonuses! Please visit our website for additional information: www.nickersonanimalhealthcenter.com. For more information or to apply, please contact Allison Huggins at Alison.Huggins@nva.com or 828-273-0326.

North Main Animal Hospital, in Royal Oak, MI, is a well-established, small animal clinic founded in 1950 that has built a solid reputation on excellent service and quality medical care. We are looking for a full-time or part-time Associate Veterinarian to join our busy 3 doctor practice. Along with excellent communication and medical skills, our ideal candidate would be comfortable performing general surgeries and would have a strong interest in dentistry. Our hospital offers Avimark Software, Digital X-ray, Digital Dental Radiographs, Separate Dental Suite, Dedicated Surgical Suite, Complete In-house & Referral IDEXX Laboratory, Ultrasounds by Licensed Traveling Sonographer, and close proximity to 2 Emergency & Specialty Referral Centers. We offer a competitive salary and full benefits along with a great work schedule! All experience levels, including new graduates seeking mentorship are welcome to apply. Visit our website at www.northmainanimal.com. For more information or to apply, please contact Allison Huggins at Allison.Huggins@nva.com or 828-273-0326.

Come join our thriving small animal practice as we continue to grow and flourish along the beautiful West Michigan shoreline! Northside Veterinary Hospital (Muskegon, MI) is looking for a dedicated and caring veterinarian who has a passion for building long-lasting relationships with the clients and patients we serve. All experience levels are welcome to apply, with strong and supportive mentorship readily available to new graduates! In addition to Northside, our associates also work out of our sister location, which is located only 2.5 miles down the road. While both locations are set up to provide primary outpatient care (complete

with in-house diagnostics), Northside is our designated soft tissue and orthopedic surgical center and Holton Road has been optimized to provide high quality dental care. Features include digital dental radiology, digital radiography, ultrasound, cryoprobe therapy, soft tissue & orthopedic surgical suite, advanced anesthetic monitoring equipment, telemedicine capabilities, tenured & highly trained support staff, strong relationship with the local veterinary technician school, and no emergency care duties! We offer competitive salary, full benefits, and up to \$50,000 in bonuses! Visit our website at www.northside-vet.com. For more information or to apply, please contact Allison Huggins at Allison.Huggins@nva.com or 828-273-0326.

Oakwood Animal Hospital is a freshly remodeled, full service, small animal practice serving clients & pets in Kalamazoo and the surrounding areas for over 30 years. Doctors at Oakwood are detail-oriented, providing the best possible care in a collaborative/team-focused work environment. We strongly value work/life balance and offer incredibly flexible scheduling options to include both full-time (conventional or block schedules) or part-time hours. With a 1:1 doctor to LVT ratio and 30-minute appointments, our doctors have the time and support needed to provide thorough exams, plan treatments, and practice at the top of their license. Our hospital is well-equipped with extensive in-house labs, digital x-ray with floating table, digital dental x-ray, ultrasound with cardiac probe, Tonopen, surgical monitoring equipment run by licensed technicians, and full in-house pharmacy. All experience levels are welcome, including new graduates seeking mentorship! We offer competitive compensation, full benefits, and up to \$25,000 in bonuses! Visit our website at www.oakwoodvet.com. For more information or to apply, please contact Allison Huggins at Allison.Huggins@nva.com or 828-273-0326.

Parkview Animal Hospital (Warren, MI) is a well-established small animal clinic

that focuses on showing compassion for our patients and their owners while providing the highest standards of care. Our ideal candidate is confident, caring, and can work effectively with fellow team members in a large group environment. In addition to small animals, we are also equipped to welcome exotic pets for those interested in providing care (not required). Our family of 4 veterinarians are enthusiastic and well-prepared to share their knowledge and discuss cases with our new associate. The entire team is happy to assist when asked, while still encouraging individual growth and independence. Work-life balance is very important to us and we are open to a flexible schedule that works for you with either part-time or full-time hours. Our clinic offers 8 exam rooms, large treatment room, digital dental x-rays, spacious 4-table surgical suite, surgical CO2 laser, ultrasound, complete in-house & IDEXX referral labs, collaboration with an Orthopedic Surgeon to perform surgeries in our hospital, and no on-call or after-hours responsibilities! We offer competitive compensation, full benefits, and \$35,000 in retention bonuses! All experience levels are welcome to apply. Visit our website at www.parkviewanimalhospital.com. For more information or to apply, please contact Allison Huggins at Allison.Huggins@nva.com or 828-273-0326.

Haven Animal Hospital is seeking an Associate Veterinarian to join our 2-doctor team! We are a full-service hospital located only 30 minutes west of Grand Rapids along the beautiful shores of Lake Michigan. Our doctors primarily treat dogs and cats, and we would welcome someone who also has experience with exotics if desired. Our modern hospital is well-equipped with ultrasound, digital radiology, therapy laser, digital dental radiology, up-to-date dentistry equipment, in-house laboratory, and fully-stocked surgical suite. We are proud to employ a well-trained & fully-leveraged support staff with a staff to DVM ratio of at least 4 to 1. Compensation includes a competitive guaranteed base, commensurate with experience, in addition to a monthly production bonus. We are able to offer a generous signing bonus and relocation allowance to qualified candidates along with \$25,000 in retention bonuses. All experience levels, including new graduates, are welcome to apply! Please visit our website for additional information: www.havenanimal.com. For more information or to apply, please contact Allison Huggins at Allison.Huggins@nva.com or 828-273-0326.

Managing Veterinarian Opportunity! Allegan Veterinary Clinic has been serving the West Michigan community for the past 40 years. We are excited to have moved into a brand new, state-of-the-art facility this summer and continue providing high quality care! Our doctors do not practice medicine in their "own lanes," but instead value teamwork and often collaborate and share knowledge with each other throughout the day. Because of this, the Managing Veterinarian will aid in the mentorship of our future doctors and be the person to bring in new procedures/protocols. Our hospital offers: No after-hours emergency call, Digital Radiographs, In-house Diagnostic Labs, EKG, Ultrasound, Full pharmacy, and more. We offer a highly competitive salary with production and milestone bonuses with hospital growth. Additionally, we offer up to \$50,000 in incentives, comprehensive benefits package and 401(k) match. Please visit our website at: www.alleganveterinary-clinic.com. For more information or to apply, please contact Allison Huggins at Allison.Huggins@nva.com or 828-273-0326.

Animal Clinic of Holland is looking for an associate veterinarian, either full-time or part-time to join our team. We love to learn, collaborate, have a good time, while also striving to enjoy a good work/life balance. New graduates welcome! We are located in the beautiful town of Holland, MI, just minutes from the shores of Lake Michigan. The practice is a long-standing member of the community with an excellent reputation. We are a 3.5 doctor, private-

ly-owned small animal practice working almost exclusively with dogs and cats. No emergency work required. Two of our current doctors are looking to reduce their hours in the future. We have a great support staff, some of whom have been with us for many years. We believe in team spirit, both at work and away from work, and prioritize a healthy work/life balance. Our practice equipment includes Avimark software, Imagyst, client communication platform, digital radiography, ultrasound, new therapy laser, Tonovet, in-house IDEXX CBC, chemistry and urine analyzers and more. The right candidate will be a motivated, team-oriented individual with good communication skills and a good work ethic. A strong interest in surgery is a plus. Mentoring is offered and encouraged. Pay is competitive, based upon experience. Salary range \$100-130,000, negotiable based upon experience. Salary or Pro-Sal considered. Licensing fees and a yearly CE stipend are also included. A \$20,000 signing bonus is being offered, half available upon signing and the remainder to be paid throughout the year. This can be discussed in detail upon inquiry and submission of a resume. Please submit inquiries to suevetdogcat@gmail.com, 616-396-6543, Attn Dr. Sue Vanderjagt, cell 616-886-9452, business location: 1106 Washington Ave, Holland, MI 49423, animalclinicofholland.com.

LVTS AND VETERINARY ASSISTANTS

Sunrise Side Veterinary Hospital is seeking a Licensed Veterinary Technician to join our AAHA accredited practice in East Tawas, Michigan. We are a companion animal practice which focuses on quality medicine and client communication in a rural setting. We have a well-equipped lab as well as digital radiography, ultrasound, a rigid and flexible endoscope, ECG with blood pressure monitoring, Pulse Ox, a high-speed dental unit and therapy laser. We have a dedicated staff focused on maintaining high quality patient care. We do both soft tissue and orthopedic surgeries in-house. Check out our

hospital at www.srsvh.com. East Tawas is located along Lake Huron and has a multitude of outdoor activities. We are looking for a full-time technician with a positive attitude and good personal skills to join our veterinary family for the long term. New graduates with an interest in learning and growth welcome. Feel free to contact us at kingjam1@yahoo.com.

We are a busy, progressive and technologically advanced private small animal exclusive practice in Tecumseh, MI looking for a full or part-time LVT to join our team. We are well established in the community; having cared for patients and giving excellent client service for over 40 years. We offer competitive compensation including health insurance, retirement plan with company match, continuing education, flexible scheduling and paid vacation. If interested, please send your resume to cacjpy@yahoo.com.

Looking for self-motivated fulltime LVT or experienced veterinary assistant looking for good work-life balance at a privately owned, family-oriented small animal practice. Email contact@warrenanimalclinic.com.

PRACTICES & EQUIPMENT FOR SALE

Buying or selling a veterinary practice? Rely on the expertise of Total Practice Solutions Group. See display ad in the printed issue. Contact us for a free consultation. We are happy to help. Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or kurt@tpsgsales.com.

Southern Michigan in Kalamazoo/Jackson Area. Gross \$1.3M. Long standing practice with strong staff. Call for more information. (MI-9350) Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or kurt@tpsgsales.com.

Small Animal Practice in Kalamazoo Area. Gross almost \$1.4M. Well-equipped, computerized practice in an excellent facility. Staff includes as-

sociate DVMs, an LVT, assistants, receptionists, and an office manager. Practice and real estate are offered at \$1,365,000. Call for more information. (MI-9310) Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or kurt@tpsgsales.com.

Northwest Detroit Suburbs. Gross almost \$988K. Long standing and well-equipped practice in an excellent location. Facilities are well-maintained and practice is well staffed. Call for more information. (MI-9330) Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or kurt@tpsgsales.com.

Practice for sale; owner health problems. Semi-rural setting western Genesee County. Practice hours have been limited for quality of life, lots of room to grow in this fast-growing area, which is predicted to be the new center of commerce. Grossed over 400K in 2022. Well equipped: most types of surgery, digital x-ray including a dental, running of Avimark. \$165K Owner will finance for right person and down payment: 810-516-6661.

For sale in Mid-2024: 40-year-established surgical practice in the Grand Rapids (MI) area. Owned and operated by Dr. Rick Rinzler, who has been practicing almost exclusively orthopedic surgery and medicine for nearly 40 years. This is not a general hospital. We have acquired a very strong referral base throughout western and central Michigan over the decades, offering a vast array of orthopedic (and sometimes soft-tissue) surgical procedures. As a result, this has been a very lucrative single- or double-practitioner facility, just waiting for someone with surgical aptitude, desire, experience, interests, or even certification, to walk in and take it over, including the real estate and equipment. An incredible and extraordinary turn-key opportunity, at a very, very affordable price. In addition, Dr. Rinzler, who intends to enter semi-retirement in Mid-2024, would be available to aid in the training of new staff and clinicians, as well as be

available for the new owner's time off for vacations, conferences, sick-leave, etc.; with Dr. Rinzler's license to practice valid through 2027; and does not plan to leave the area. Surely, you have questions, so please don't hesitate to call our office at 616-364-3333, or my personal cell phone at 616-443-0034.

A very nice small animal practice for sale located on a heavily traveled 4 lane road (Van Dyke Ave.) in the highly populated city of Warren, Michigan is for sale. The owner who has practiced there for 23 years is ready to retire. You can own this well-established practice in a 2,112 sq. ft. brick building with an 8-car parking lot for only \$400,000.00. Don't wait! Contact me today to make an appointment to see this one as this practice will sell quickly. Contact Dr. Fred Zydeck, Broker, at 248-891-3934 (call or text) or email at fzydeck@aol.com.

Are you ready to buy or sell a veterinary practice? Valuations, consultations. Buying or selling, I can help. Call or text Dr. Fred Zydeck, Broker, at 248-891-3934 or email fzydeck@aol.com.

Southwest Michigan - Full medical, diagnostic & surgical practice that is well-equipped and housed in a 2,000 sq. ft. facility. Both the practice and real estate are for sale. For more information, contact www.simmonsinc.com or 888-746-3717 (MI108)

Eastern Michigan - Small animal clinic located north of the Detroit metropolis. Has a balanced work/life schedule with room to grow quickly. Housed in a 1,200 sq. ft. facility with good visibility. For more information, contact www.simmonsinc.com or 888-746-3717. (MI235)

Central Michigan - Established 2 doctor practice with revenues over \$1.5 million! Housed in a large, well-equipped facility with room for expansion. Both practice and real estate are for sale. For more information, contact www.simmonsinc.com or 888-746-3717 (MI222)

South-east Michigan - Solo companion animal practice located in a charming community on the Detroit periphery with a balanced work schedule. The practice is well-equipped with 3 exam rooms. For more information, contact www.simmonsinc.com or 888-746-3717 (MI248)

South-central Michigan - Solo, small animal practice between Ann Arbor and Lansing. Housed in a well-equipped 2,000 sq. ft. facility with 2 exam rooms. Both practice and real estate are for sale. For more information, contact www.simmonsinc.com or 888-746-3717. (MI249)

Well-established small animal hospital and real estate for sale in Shiawassee County. A 30-minute drive from Lansing or Flint. The practice collects \$1 million a year. Call Brian Goldman at 248-333-0500 or goldmangroup2000@aol.com.

RELIEF VETERINARIANS

Anvita Bawa, DVM
517-927-6863
(MSU 08, MVMA Member)
Available for SA GP or general surgery in southeast MI/metro Detroit.
bawaanvi@gmail.com

Sharisse Berk, DVM
248/851-0739
(MSU 95, MVMA Member)
Available for SA relief or part-time work in Southeast MI.

Catherine Collins, DVM
517/980-0528
(MSU 06, MVMA member)
Offering case by case soft tissue & orthopedic surgical services as well as general surgery relief. Based in the greater Lansing area, travel negotiable.
presspawspc@gmail.com

Kenneth Corino, DVM
248/217-5235
(MSU 94, MVMA Member)
Small animal relief work. SE Michigan, medicine and surgery. corinodvm@aol.com

com

Bryan Cornwall, DVM, MBA
248/227-0562
(MSU 89, MVMA Member)
SA medicine and general surgery in SE Michigan; practice owner for 24 years. Great with clients and staff. bcornwall-dvm@gmail.com

Sandra Danes, DVM
734-649-8622
(MSU 97, MVMA Member)
Available for SA general surgical relief services. Ann Arbor area. danesvet@outlook.com

Jennifer M. Dec, DVM
248/224-1990
(MSU 04, MVMA Member)
Small animal general practice and emergency relief. Surgery, ultrasound, and excellent communication skills.
drrockstarbc@gmail.com

Julie K. Eberly, DVM
616/218-8105
(MSU 93, MVMA Member)
13 years mixed practice. SA relief since 2016. Soft tissue, spay/neuter, dentistry, good communication and charting skills. W. Michigan/Lakeshore/Holland/GR. docjulie5@msn.com

Heather Ferguson, DVM
734/260-3098
(MSU 90, MVMA Member)
General SA medicine and surgery. Practice owner 25 years. SE Michigan. Excellent client and staff communication.
fergdvm90@gmail.com

Lisa Harris, DVM
616/204-2670
(MSU 89, MVMA Member)
Available for relief in Grand Rapids/Lakeshore area. Experienced SA medicine and surgery, avian, exotics. Friendly, good communicator. drllharris@gmail.com

Sean D. Hughes, DVM
517/552-0993
(MSU 76, MVMA Member)
SE Michigan SA relief since 1999. Part-

time, prefer SE; will travel for the right circumstances. hughesdvm@aol.com

Sarah Jones, DVM

248-910-1329

(Tuskegee University 12, MVMA Member)

SA/urgent care relief in SE Metro Detroit area. 11 years of experience. Great with staff, communication, and record keeping. Will travel up to an hour from the Detroit area. sarah.hopkins12@yahoo.com

Cindy Kalicki, DVM

313/291-2466

(MSU 94, MVMA Member)

Eight years full-time, two years relief in SA general medicine/soft tissue surgery. SE MI, part-time or relief.

Lynn A. Lawitzke, DVM, DABVP

(Canine and Feline Practice)

517/474-3811

(MSU 82, MVMA Member)

Small animal relief work. Based in Jackson. lynnlawitzkedvm82@gmail.com or lynnlawitzkedvm.com

Amy Lin, DVM

269/888-4288

(MSU 97, MVMA Member)

Quality SA relief medicine, surgery, and dentistry. High-volume S/N proficient. Excellent communication, adaptable, amiable. SW MI - Kalamazoo, Lake shore area. dramyvetrelief.com, dramyvetrelief@gmail.com

Sean Nowicki DVM

517-960-3151

(MSU 08, MVMA Member)

SA surgical, have own orthopedic tools and supplies on hand. seannowickidvm@gmail.com

Katherine O'Connor, DVM

248/207-3528

(MSU 14, MVMA Member)

Exceptional medicine when you need it most. SA/exotics/emergency relief. Based in Southeastern, Michigan. References available. MyReliefVet.com

Amy Peck, DVM

231/557-4423

(MSU 97, MVMA Member)

Available for relief in West MI/Grand Rapids/Lakeshore area. SA general medicine. Excellent communication skills, experienced and reliable. apeckdvm@gmail.com

Hollie Rebo, DVM

517/673-8281

(MSU 06, MVMA Member)

SA relief in metro Detroit/Downriver. Will consider travel. Excellent client education and surgery skills. PawsForReliefPC@gmail.com

Jim Sharp, DVM

810/533-3598

(MSU 71, MVMA Member)

SA relief, SE Michigan. Former practice owner. Proficient in sophisticated dentistry and medicine. Excellent communicator.

vetseanarian@comcast.net

Margaret Sudekum, DVM

616/676-2720

(MSU 89, MVMA Member)

Available for part-time SA relief work in Grand Rapids and the surrounding areas. Good client communication skills. msdvm@sdkm.us

Linda Vanassche, DVM

517/896-9086

(MSU 90, MVMA Member)

SA medicine, surgery and emergency; excelling in dermatology and internal med. Travel negotiable more than 1½ hours from Lansing. Excellent written/verbal communication and record keeping. drmomma789@aol.com

Amy Wildrose, DVM

517/420-5891

(MSU 00, MVMA Member)

Experienced, proficient, dependable, and convivial. Available for SA relief or part-time. Based in Lansing. Willing to travel. a_wildrose@hotmail.com

Jennifer Zablontny, DVM

517/896-9146

(MSU 97, MVMA Member)

Experienced SA relief for SE and mid-Michigan. References. drzablontny@gmail.com

THE MICHIGAN VETERINARIAN

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NOTE: Completion of a form is required to place a classified or relief vet ad in The Michigan Veterinarian. Please contact the MVMA to obtain a copy of the form.

CLASSIFIED AD POLICY

The Michigan Veterinarian is published quarterly in March, June, September, and December. The deadline for submission of ads is the first of the preceding month. Ads must be submitted in writing and will be published once. Ads may be resubmitted as often as desired with accompanying payment. The editors reserve the right to edit copy. Checks must accompany all ads submitted, make payable to "Michigan Veterinary Medical Association."

RELIEF VET ADS

25 words or less. No charge for MVMA members. Not available for nonmembers.

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COMMITTEES, MEETINGS & EVENTS

GREAT LAKES VETERINARY CONFERENCE (GLVC)

June 11-13, 2024
Mission Point Resort
Mackinac Island, MI

MVMA SMALL ANIMAL SEMINARS

GI & Related Disorders
Alyssa Sullivant, DVM, MS, DACVIM (SAIM)
Oct. 11, 2023 | 9 a.m. - 4:30 p.m.

Respiratory Disease
Elizabeth Rozanski, DVM, DACVIM, DACVECC
Nov. 8, 2023 | 9 a.m. - 4:30 p.m.

Behavior
Marie Hopfensperger, DVM, DACVB
Dec. 6, 2023 | 9 a.m. - 4:30 p.m.

Nutrition
Maryanne Murphy, DVM, PhD, DACVN
March 6, 2024 | 9 a.m. - 4:30 p.m.

Orthopedics for General Practice
Clara S.S. Goh, BVSc, MS
April 10, 2024 | 9 a.m. - 4:30 p.m.

Practice Management
Wendy S. Myers, CVJ
May 8, 2024 | 9 a.m. - 4:30 p.m.

MVMA BOARD OF DIRECTORS

Sept. 28, 2023 - In conjunction with MiVetCon
(Novi)

Dec. 13, 2023 GLAR

Greater Lansing Association of Realtors (GLAR)

MVMA EXECUTIVE COMMITTEE

All meetings will be 6:30 - 9:00 p.m.

Nov. 29, 2023 - Virtual Meeting

MVMA COMMITTEES

Animal Welfare Committee

(Dr. John Parker, 2023 Chair)

Nov. 9, 2023 - Virtual Meeting

Legislative Advisory Committee

(Dr. Robert Fisher, 2023 Chair)

Oct. 18, 2023 - Virtual Meeting

Public Health Committee

(Dr. Joseph Kline, 2023 Chair)

Dec. Date TBD

MID-STATE VMA

Meets on Wednesday afternoons at 1 p.m.
and Thursday evenings at 7 p.m. in the Lan-
sing area: Sept. 24th, Oct 21st and Nov 19th.

Contact mail@redcedarvet.com

SAGINAW VALLEY VMA

4th Wednesday of each month,
February–May and September–October,
with occasional additional meetings @ 7
p.m. / The Brewery, Frankenmuth

Contact muktuk@me.com

WESTERN MICHIGAN VMA

3rd Thursday of each month, January–May
and September–November in Grand Rapids
on various topics. In addition, there will be
a second meeting each month, usually the
1st Tuesday or Wednesday, February–May
and October–December.

Contact *Margaret Sudekum, DVM*, to be
added to the email list. (616) 676-2720 or
margaret.sudekum@wmvma.org.

SOUTHEASTERN MICHIGAN VMA

Information pertaining to SEMVMA and
their CE events can be found online at

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