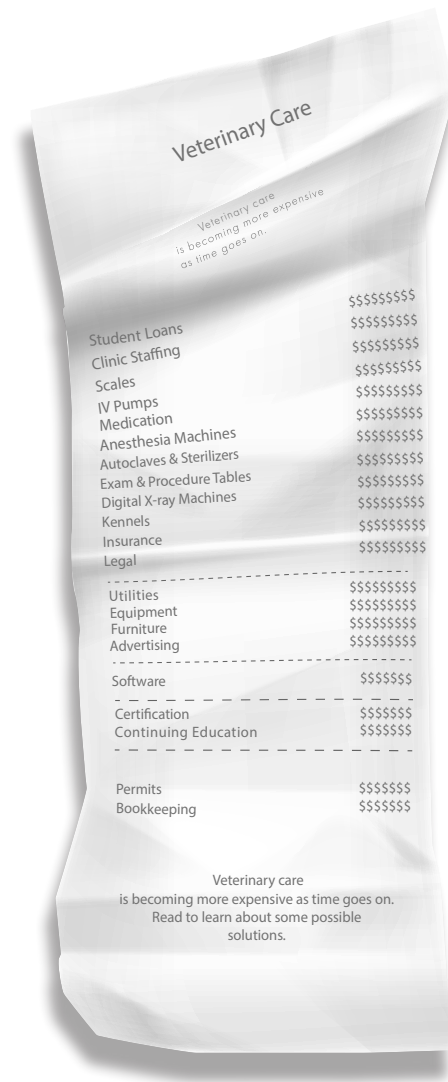


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*Veterinarian of Record: Working with Your Local Animal Rescue or Shelter with
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The Michigan Veterinary Medical Association represents the veterinary profession in Michigan, advances the knowledge and standards of its membership, and promotes the science, practice, and value of veterinary medicine for the benefit of animal and human health.

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CEO MESSAGE

Working to Keep Our Costs Lower for Members

By John Tramontana, MS, CAE

Inflation has been brutal. We all have fewer dollars in our pockets. Our money isn't stretching as far as it once did—forcing us to focus more on our priorities both at home and at work. We know our members are facing the same issues. Rising costs of utilities, medication, staff, and more are challenges we're all working to overcome.

We're working to ensure there isn't a dramatic rise in the cost of your membership and the services MVMA provides. At its December meeting, our Board of Directors made the decision to raise our dues just 3%. MVMA's long-standing policy has been to raise dues each year by the Consumer Price Index. Had we followed that policy in 2023, dues would have increased anywhere from 7-10%. The Board did not feel that was appropriate given the squeeze many of our members are feeling.

We're also trying to keep our continuing education and programming fees affordable for all. We slightly raised fees this year for the first time in more than a decade. Despite those increased fees, it still isn't enough to cover the rising costs of hosting in-person events. Properties are charging more for room space, food, exhibit halls, audio-visual equipment, hotel rooms and more. It's not fair for us to push all of those added costs onto our membership.

Like many of you who run your own business, we are working to combat these costs with smarter decisions and strategic investments to soften the blow and not impact the quality of our programs and services. Venue selection, menus, and equipment rental to just name a few, will be areas we'll look at to become more efficient. Signing contracts further in advance can help us

lock in lower rates to save money. But that won't mean sacrificing quality. We are very fortunate to have a team of staff members at MVMA who are experts in their fields.

We will also continue to offer lower-cost virtual programming to help you attain you needed continuing education hours. Our monthly Lunch & Learn webinars are a great way to get an hour of content at a low cost at a time that's convenient for you. By diversifying our offerings and providing a wide range of options to meet members' needs, we are able to keep your costs down. Your annual dues subsidize those offerings, and we continue to be grateful for your support of MVMA and the profession.

The good news is our budget and our fund balance both remain strong at MVMA. We plan to keep them that way. At some point, inflation will subside. Our commitment to you, to your career, and to the veterinary profession never will.

*John Tramontana, MS, CAE, is MVMA's CEO
and can be reached at 517.347.4710
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PRESIDENT'S LETTER

Looking Out for Each Other Now and Beyond

By Larry Letsche, DVM

I would like to take this time to introduce myself, my name is Larry Letsche and I am the 2023 MVMA President. I am a 1984 graduate of Michigan State University's College of Veterinary Medicine, and I own a small animal practice in Salem Township. In addition to practicing, I have had the pleasure of serving in organized veterinary medicine at the local, state, and federal levels. I am honored to serve in this role.

I would like to give a shout out to our Immediate Past President, Dr. Erin Howard. She has been an inspirational leader and has helped the MVMA to become one of the best VMA's in the country. Her dedication and hard work are second to none. Thank you, Erin.

It is also important to recognize the MVMA staff led by our CEO John Tramontana and the team of Sheri, Kara, Angel, Alex, and Matt. They work hard every day to help the organization function and prosper. I would also like to thank, Dr. Nancy Frank, the MVMA's first staff veterinarian, and wish her well on her recent retirement.

I was going to devote my first President's column to a review of our strategic plan and give you an update on the MVMA's progress. That all changed on Feb. 13 with the tragic event on the campus of Michigan State. The loss of three lives and the injuries to five others have shaken us to our core. The Spartan community is grieving and hurt. Our idyllic view of the campus and our memories of our time there have been shattered. It is hard to believe that gun violence has become such a part of our everyday lives. With so many of us being part of the Spartan family it is hard to fathom.

families. We must wish for a speedy recovery for those still in the hospital. We must be thankful for the first responders, police officers, and medical personnel who worked so hard to bring this tragic event to an end. We must be there for each other, comfort each other, become better listeners, and seek help when needed. We must remain SPARTAN STRONG.

I had the honor of speaking at the MSU College of Veterinary Medicine's Transition Ceremony. This was one of the first events to happen on campus and was only four days removed from the shooting. For many years, MVMA has been the sponsor of the white coats that the veterinary students and nurses receive. The students could have cancelled this event, but they overwhelmingly wanted to hold it.

I must say that I was apprehensive to attend because I did not know what to expect. What did I find? I found a remarkable night full of hugs, tears, laughs, smiles, and common good. The speeches were uplifting and seeing the students walking across the stage with their families was inspirational. The moments of sadness were heartfelt. The crowd size at the Wharton Center was the highest ever filling most of the lower bowl. I think everyone felt the need to be there. I was truly blessed to be there and will remember this event for the rest of my life.

While our Spartan family is hurting and suffering, we are strong and all belong to one of the greatest families on the planet. We need time to heal, to reflect, and to regain our purposes. It will not be an easy road ahead, but it can be accomplished.

Please consider donating to the new MSU Spartan Strong Fund or the College of Veterinary Medicine. Please send someone a note, give someone a hug, take care of yourselves, and seek professional help if needed. We all must remain SPARTAN STRONG.



We must honor and remember those bright Spartan stars we have lost and help their

Dr. Larry Letsche

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



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Member Spotlight

Matthew Kuhn, DVM, PhD

Department of Defense

EDUCATION: Michigan State University, 2018

CAREER: Federal Policy | Practicing 5 Years



Can you tell us about your background and how you became a veterinarian?

When I first came to Michigan State as a freshman, I thought I wanted to be a small animal veterinarian for no particular reason that I can remember. After taking Animal Science 110, I fell in love with the animal agriculture sector, especially dairy cattle. This reinforced my desire to become a veterinarian, albeit with a different goal. Over the course of my undergrad studies, I focused on clinical research as a career, and while in vet school began a concurrent PhD. Throughout vet school and grad school my passion for research slowly dwindled and I eventually found myself graduating and heading to D.C. to enter the science policy space - which is where I continue to work today.

What do you enjoy most about your job?

I love that science policy pulls together knowledge from a broad range of fields to solve complex problems. It requires consideration of science, politics, economics, law, and personal connections to forge a productive conversation and develop a valuable product. That challenge and the need for constant learning both inside and outside of the sciences is very exciting to me.

Can you discuss a particularly memorable or challenging case you have dealt with in your career?

I don't manage cases, but I do manage a portfolio of issues. This past year I was fortunate enough to contribute to the development of the recently released National Biodefense Strategy from the Biden Administration. It was an effort that was years in the making and took an extreme amount of cooperation among federal agencies to put together. I'm really proud of the work that went into that strategy and the recognition of animal health as a critical component of our nation's public health infrastructure.

What advice do you have for individuals considering a career in veterinary medicine and what do you see as the future of the field?

I've made a career of being a generalist in the science world and always encourage students to take every opportunity to learn about a new subject or new discipline. With how wide-ranging the veterinary field is, a broad veterinary education can be applied to different careers, and the opportunities are endless to try new fields and to be the conduit that connects disparate industries. As public health continues to recognize the interconnectedness between human and animal health, the need for veterinarians in more typically human-focused fields will continue to grow.

Matthew Kuhn, DVM, PhD, is a contractor for the Department of Defense's Joint Program Executive Office in support of a human vaccine development program.



Blitzing Your Student Loans: A Lesser-Discussed Strategy

PERSONAL FINANCE

No one-size-fits-all approach works whether it be for family budgeting or student loan repayment – but it is my hope that sharing a deeply personal experience will broaden the collective creativity of our profession as we dissect the dynamic issue that is the veterinary student loan situation.



Student loans continue to be a timely and relevant topic. The cost of college can be expensive – and veterinary education has suffered a meteoric rise over the last couple decades that outpaces inflation.

Fast facts provided by the '2021 – 2022 AAVMC Annual Report:'

Average veterinary student indebtedness upon graduation (US & Caribbean) = \$176,541

Average veterinary student indebtedness upon graduation (MSU) = \$186,960

And while there are multiple, official repayment plans available such as IBR, PAYE, RE-PAYE, PSLF, & VMLRP - there are some unofficial payback strategies that recent graduates have explored as well.

My Story: The “Blitz.”

In essence, blitzing your student loans just means paying off the owed balance as quickly as possible. One benefit of this strategy is that a shorter payback period reduces the total amount paid out as interest rates are not left to compound over a longer period of time. It is worth noting upfront though that this route is not for everybody.

The upper limit threshold for aggressive pay-down strategies for each person is dependent upon multiple variables such as debt-to-income ratio, other financial liabilities, and family dynamics. Anecdotally, the limit for this strategy seems to be around \$150,000, but I've been seeing more and more success stories of other recent graduates decimating \$200,000+ within 2 – 5 years post-graduation.

My Timeline:

As a 2017 DVM graduate, I entered the profession with a 1.1:1 debt-to-income ratio and was able to graduate with ~\$110,000 worth of total student loan debt. All-in-all, I was able to pay off this amount in just under 4 years (though I'll elaborate below on how it could've been paid off within 2 years). This total student loan debt was less than average compared to my 2017 classmates for various reasons: in-state public college attendance for undergrad and vet school, paternal assistance for undergrad, part-time work, scholarships, and a very low cost of living.

In Hindsight:

There were two wrinkles to this story, both of which actually cost me money in the interim. The first being that I discovered a federal program known as the Veterinary Medicine Loan

Repayment Program (VMLRP) after I had already graduated and started working. The VMLRP Program exists within the USDA framework as a 3-year loan repayment contract encouraging veterinarians to work in rural, underserved communities in need of livestock veterinary support. Unbeknownst to me, I had missed the VMLRP application deadline for my first year of work, thus missing a full year of loan compensation opportunity for an eligible region that I was already serving. Unfortunate, but at least I was able to apply and execute the duties of this program – albeit for

a substantially lesser amount and a later completion date.

The second wrinkle is this story involves the Covid-19 Pandemic and the subsequent student loan interest rate freeze that followed. Seeing as I had already paid off the vast majority of my loans by the time the Trump administration enacted temporary financial relief measures for student loan holders, I was not able to capitalize on the 0% student loan interest rates and the repayment moratorium.

While personally unfortunate, a pandemic was very much outside my locus of control and unpredictable from a financial standpoint. On the other hand, not having had knowledge of the VMLRP program before I graduated was a significant misstep. In total, it's hard to say exactly how much I “overpaid”, but at least it's all paid off and I've been completely debt-free for the last 2 years.

Overall, I'm glad I knocked out my student loan debt as quickly as possible. I was able to do this by continuing to

I entered the profession with a 1.1:1 debt-to-income ratio and was able to graduate with ~\$110,000 worth of total student loan debt.

2017 DVM Graduate

“live like a student” for a couple years post-graduation and adhering to a tightly-managed budget. This mindset also allowed me to continue my aggressive savings rate for the last 2 years and “catch up” my retirement contributions to a personally acceptable level. The psychological freedom that comes with being debt free is an in-

describable feeling – it truly is freedom – freedom to invest, the freedom to spend without guilt, and the freedom to take some risks (like starting my own company). In the end, I received a veterinary education and my lenders receive their loans paid back in full – within 4 years.

** Interested in connecting with fellow veterinary graduates and students who are passionate about personal finance and becoming debt-free? Consider joining the online Facebook group 'Debt-Free Vets' (not an endorsement). **

Alex Strauch, DVM, is the Staff Veterinarian for MVMA and can be reached at alex.strauch.dvm@gmail.com

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REVENUE STREAM OR PROFIT DRAIN?

BY DAVID MCCORMICK AND SHERRY EVERHART

The cost of providing medical services has increased dramatically. Historically, the costs of the drugs and medical supplies were 18 to 21% of revenues. Now, it is increasingly common for those costs to be 25-30% of revenues. This can have a significant, negative impact on a practice's financial health. Here are some suggestions that might help.



Inventory Levels

One ongoing pharmacy struggle is deciding the appropriate quantities of each drug to have on hand. Having too much inventory incurs added costs of waste, obsolescence, and risk of theft. Plus, it ties up capital that could otherwise be invested to generate an income. These 'holding' costs can easily add an additional 8-20% of a product's unit cost.

Conversely, there are costs to having little inventory, including staff time to place frequent re-orders and time to deal with multiple incoming shipments. There is also the added risk of lost sales or dissatisfied clients when medications are not available to treat their pet. These ordering costs can add an additional 15-20% of a product's unit cost.

Calculating **Inventory Turnover Ratios** can be helpful in assessing the efficiency of a practice's inventory system and whether or not the practice has an appropriate level of inventory.

A product's inventory turnover ratio is calculated by dividing the costs of a product sold over a particular period by the average value (in \$) of the inventory that was on hand for that same period. A product's average inventory on hand is calculated by averaging the value of the inventory at the beginning and end of the period in question.

$$\text{Inventory Turnover Ratio} = \text{Cost of Goods Sold} / \text{Avg. Inventory}$$

$$\text{Average Inventory} = (\text{beginning inventory} + \text{ending inventory}) / 2$$

The target inventory turnover ratio for most products in veterinary practices is 8 to 12 times. This means that the average inventory does not sit on the shelf for more than 30-45 days before being sold.

Generally speaking, a lower inventory turnover ratio indicates excess inventory or weak sales. A higher ratio may indicate strong sales, but could also mean too little inventory. However, the ease in getting the product ordered and received in a timely manner should be a consideration when evaluating the inventory turnover ratio.



Time Management

Another element to controlling inventory costs is minimizing the amount of time required in managing a practice's inventory. Applying **ABC management principles** can help prioritize the effort applied to managing the inventory. This takes into account a product's contribution to the practice's overall performance.

The practice's 'A' inventory items are the most heavily used and/or have high costs. While they are typically responsible for about 70-80% of a practice's product sales, they are often only about 20-30% of the practice's total inventory items. These items should be monitored with high frequency and have defined re-order points to ensure stock is always available.

"C" inventory items are used infrequently and/or are the low-cost items that contribute a minimal amount to the practice's overall revenues. These items require little monitoring and have re-order points that are set at low levels or on an as-needed basis. Checking expiration dates is a key element to monitoring them.

The "B" items are the ones that do not fit in A or C. They may not be consumed as quickly as the "A" items but are still essential products that are needed in sufficient quantities for optimum patient service. These items may require only monthly monitoring with slightly higher re-order points to accommodate a lower level of oversight.

Reduce Costs

In addition to improved inventory management, there are several measures that can be taken to reduce inventory costs on a per unit basis:

\$ Purchasing groups

This can help practices that do not purchase significant levels of inventory required to receive optimum pricing. It is important to find the right group(s) and to consider the projected savings relative to any applicable membership fees.

\$ Bulk buying

This can be advantageous when it involves a practice's "A" inventory items. However, advantages gained through the special pricing need to be greater than the risks associated with tying up cash reserves, storing the excess, the increased opportunity for theft, waste or obsolescence, and the greater chance of product expiring.

\$ Use of a central purchasing service

There are services that allow a practice to compare pricing and place orders from multiple veterinary vendors from one centralized platform. The concept is similar to Amazon but exclusive to veterinary vendors.

Pricing

Tracking **Income to Expense ratios** can help ensure that the practice is receiving an adequate return for the costs that were expended in providing the service or product.

These ratios are particularly important for product categories with low profit margins such as prescription diets and flea/heartworm medications. It is also useful for services that require significant investment, such as imaging or in-house laboratory equipment.

To calculate an income to expense ratio, divide a service or product's income by its respective operational costs. The lower the income to expense ratio, the lower the profits. The practice's pricing policy plays a big role in the ratio.

A low ratio can indicate a problem with the pricing. However, it can also mean that the product is being used without any revenues associated with it, e.g. missed charges, discounts, or theft. An unexpected low ratio can indicate problems with how the inventory is managed or that theft is occurring.

Internal Supplies

Also consider the subtle cost increases of disposable/consumable items, i.e. pill vials, syringes, needles, applicators, reconstituting fluids, etc. How does a practice account for the increase in these foundational pharmacy costs?

One relatively quick (and simple once it is set up) process for practices is to create a **Practice Price Index (PPI)**. The PPI captures changes to the pricing of the disposable/consumable items used in the practice.

Start with a spreadsheet that contains a list of the top 50 items used internally. In the next column, record the amount typically ordered, followed by the cost as if that amount was ordered today, and total at the bottom. At least annually or semi-annually, price check these 50 items. Compare the new total to the previous check point. If there is an increase, calculate the percent increase over the prior period. Apply this percent increase to all applicable services, treatments and products. Tracking the PPI will help keep the practice's fees current with these rising costs.

Well balanced sales and effective inventory management are essential to a practice's financial health. An efficient inventory management system ensures that the practice has the right products on hand to provide the highest level of patient care with the practice receiving a fair return on investment.

David McCormick and Sherry Everhart are veterinary practice appraisers and practice management consultants at Simmons Great Lakes. They can be reached at 888.746.3717 and by email at DMcCormick@TMCcG.com and SEverhart@TMCcG.com.

THE

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SCAN TO LEARN MORE



GROWING AS A PROFESSIONAL WITH POWER OF 10 LEADERSHIP ACADEMY

LOOKING ^{FOR} MORE FUNDING?

Consider Applying for Federal Funds *By: Nora Wineland, DVM, MS, DACVPM*

Federal funding opportunities can help support your mixed or large animal practice

As veterinarians, we are trained to quickly assess and address whatever challenge is presented before us. These challenges can often push us to find creative solutions, develop new ways of thinking, and grow as professionals. In this way, challenges are opportunities rather than limitations.

This opportunistic mindset is exactly what we need to apply to the challenge of the rising costs of veterinary care. Grant opportunities, especially those offered at the federal level, are often overlooked as a source for additional funding and can serve to strengthen one's clinical practice business.

The U.S. Department of Agriculture's National Institute of Food and Agriculture provides funding to veterinarians through programs such as the Veterinary Medicine Loan Repayment Program (VMLRP) and the Veterinary Services Grant Program (VSGP). These programs financially support veterinarians working in food/large animal medicine within veterinary service shortage areas, which are updated annually.

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 area. 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 can accommodate loans used for educational materials or housing during a veterinarian's time of study.

Also, if funding is awarded through this program, it can be renewed by the recipient for an additional three years.

The VSGP serves to compliment the support offered by the VMLRP through two types of grants: education, extension, and training grants and rural practice enhancement grants. The purpose of these grants is to help develop and sustain practices providing large animal veterinary services in the designated shortage areas across the United States.

The education, extension, and training grants can provide up to \$250,000 in funding for veterinary professionals to gain specialized skills through formal coursework, clinical trainings, and more. The rural practice enhancement grants can provide funding for proposals up to \$125,000, which can be applied to equipment purchases, overhead costs (including salaries for veterinarians and other support personnel), and the establishment of mobile veterinary services.



2023 Veterinary Service Shortage Areas

The foundation for both the VMLRP and VSGP are the designated veterinary service shortage areas, which define where these programs can be offered. Every year, I gather feedback from Michigan's veterinarians in early fall to nominate up to six shortage areas in November. These nominations are then reviewed and finalized by the U.S. Department of Agriculture's National Institute of Food and Agriculture (NIFA).

NIFA recently released their official list of 2023 Veterinary Service Shortage Situations designations, opening the application period for qualifying veterinarians.

For Michigan, the shortage areas include:

Type II Shortage: Private Practice – Rural Area Food Animal Medicine:

- ✓ Alger, Chippewa, Luce, Mackinac, and Schoolcraft counties
- ✓ Clinton, Genesee, Gratiot, Ingham, Livingston, Saginaw, and Shiawassee counties
- ✓ Baraga, Delta, Dickinson, Houghton, Marquette, Menominee, and Ontonagon counties
- ✓ Antrim, Benzie, Charlevoix, Grand Traverse, Kalkaska, Leelanau, Manistee, Missaukee, and Wexford counties
- ✓ Huron, Lapeer, Macomb, Sanilac, St. Clair, and Tuscola counties

Type III Shortage: Public Practice

- ✓ State of Michigan

Applications for the VMLRP must now be submitted in a two-step process. First, a Letter of Intent is submitted by April 3, 2023, and then, the application itself is due by April 17, 2023. Applying for the VSGP is still a one-step process; applications for this program are due March 29, 2023. More details on these programs, the shortage areas, and the application processes can be found on NIFA's website.

NIFA also hosts free webinars or live FAQ events for both programs, so interested veterinarians can learn more about how these programs work and how they can help one's practice. In fact, registration is currently open for a number of live FAQ events for these programs, allowing veterinarians to ask questions and improve their chances of being awarded funding for their practice.



NIFA



VSGP
LIVE FAQ



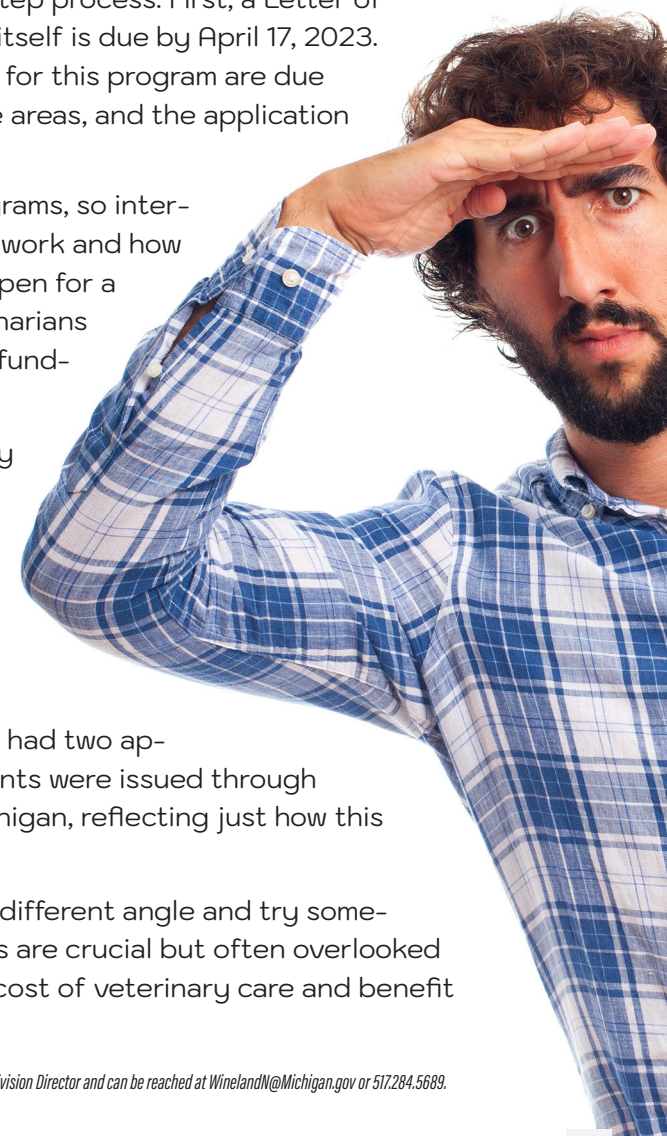
VMLRP
LIVE FAQ

I highly encourage every qualifying veterinarian to apply for a chance at obtaining some additional funding because this can be an opportunity to expand on the variety and quality of services being offered through local practices.

Also, while these programs are competitive, last year Michigan had two applicants offered awards through VMLRP. Unfortunately, no grants were issued through VSGP because there were no applications submitted from Michigan, reflecting just how this funding opportunity is underutilized.

To overcome a challenge, we often need to approach it from a different angle and try something new. Grant programs like the VMLRP and VSGP or others are crucial but often overlooked resources that can make a substantial, positive impact on the cost of veterinary care and benefit animal health in any local community.

Nora Wineland, DVM, MS, DACVPM is the State Veterinarian and the Michigan Department of Agriculture and Rural Development's Animal Industry Division Director and can be reached at WinelandN@Michigan.gov or 517.284.5689.



Know Your Practice Numbers and Bring Your Money Home

By Julie Cappel, DVM

When most of us think of financial management, we begin to experience feelings of anxiety and stress. Our palms get sweaty, our heart beats faster, and the last thing we want to do is think clearly, budget, and work. Does it involve math? Ugh!

Learning to manage money successfully is something that we need to do personally and professionally to live the life that we desire. Financial management includes balancing a budget, tax planning, tracking expenses, and paying off debt. All things that only sound fun if you are a business nerd that enjoys thinking about numbers: most of us do not enjoy the management part,

but we do love having the freedom that money provides, so we must understand some basics.

How can we manage our practice finances to ensure that we can support ourselves personally? Here are some simple ways to manage your practice finances that will reduce stress and help you create personal financial success.

Tom Seeko, Founder and Owner of Florida Veterinary Advisors says, "Every practice owner needs to know the revenues and profits of their veterinary practice. This lets you understand how your practice is doing financially and how much money is readily available to you to

build personal wealth."

Step number one is making friends with your feelings regarding money. If you feel overwhelmed when you think about finances, you will not have the ability to concentrate when you sit down to look at your numbers. Be aware that those uncomfortable feelings are normal. You are reacting to the fear of discovering that your business is not doing as well as you think. Numbers do not lie, but knowing the truth about your finances is the first step in planning for your future and making changes to your financial plan. You must do the work while feeling uncomfortable to get to know your business well.

Learn basic bookkeeping and financials so you can understand and create your profit and loss statements. Even if you have a bookkeeper, practice manager, or accountant, you should be proficient in understanding your financial statements to oversee where the money is being spent. I heard a speaker years ago that gave two sage pieces of advice that I always remembered. He said never let anyone access your checking account (sign checks/pay bills) and never let anyone open your practice mail (now this also means bills via e-mail). These are two easy rules to help you prevent embezzlement from your practice.

Be sure to know your short-term and long-term financial goals for your practice and your personal life. You need an idea of where you are going to get there. Create a hospital budget and stick to it. The most challenging thing to do in practice is to control the day-to-day events that affect you financially. A well-thought-out budget allows you to exercise control over the cash flow out of the practice.

That brings me to cash flow. Tom Seeko says, "The ideal amount of money that you should keep inside the practice checking account is one to three times your monthly expenses." You may also, "keep a line of credit on the sideline in the event the practice needs extra cash".



Stay on top of your practice finances by scheduling time to budget and examine your financial statements often.

Waiting until the end of the month may cause you to miss something simple that could be remedied quickly if you are paying attention. As a practice owner, I had many surprises over the years with my practice team. Even those employees that you trust the most will make silly mistakes that cost you money. Pay attention to catch mistakes quickly to avoid lost cash.

To enjoy a successful practice, you have to bring money home. Money comes home in the form of salary, personal retirement saving, and profits. Tom recommends, "A practice owner should be actively saving 20% of their wages and profits from the practice each year." In order to fund and save for your retirement and provide for your family, you must manage your practice finances to provide for your living expenses now and in the future.

When you successfully manage your practice budget and finances, you reduce stress and begin to build wealth for your future. You will be well on your way to building the practice and life of your dreams.

Julie Cappel, DVM, is the director of Warren Woods Veterinary Hospital and a certified life coach and can be reached at jacappeldvm@gmail.com or 586.751.3350. Also, join Dr. Cappel weekly on her podcast, "The Veterinary Life Coach Podcast," available on iTunes and Spotify.



DiSC

Build Stronger Veterinary Teams

Over-stressed? Over-tired? Over-worked? How do we overcome these obstacles to build strong veterinary teams and work more cohesively?

Let MVMA's trained professionals help you. We offer various workshops and assessments to help you;

- Overcome miscommunications in the workplace
- Focus on your individual areas of growth
- Identify your behaviors under stress
- Understand each member's role in the veterinary team
- Improve efficiency through communication and understanding

DiSC is designed to improve communication skills for the whole team! Along with the workshops, you will receive a personalized assessment to use in both your professional and personal life.

Call us today to learn more, or email MVMA CEO John Tramontana at tramontana@michvma.org.

MVMA WELCOMES DR. MATTHEW HYNES AS SECOND VICE PRESIDENT

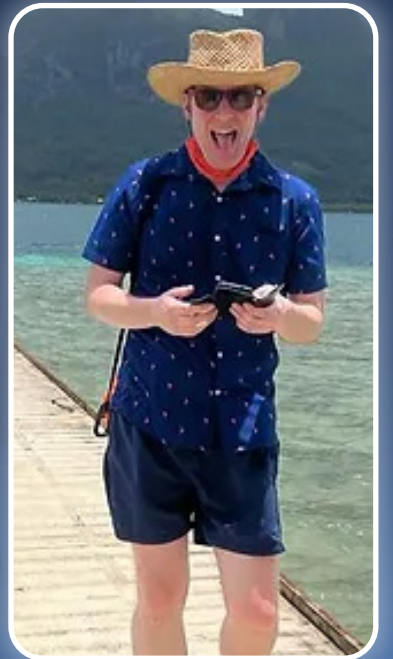
By Matthew Eleweke

The Michigan Veterinary Medical Association is pleased to welcome Matthew Hynes, DVM, to the Executive Committee as its Second Vice President. Dr. Hynes brings a wealth of knowledge and experience to the role, having dedicated his career to the field of veterinary medicine.

Dr. Hynes earned his undergraduate degree in Honors Microbiology and Molecular Genetics from Michigan State University. He then went on to pursue his passion for veterinary medicine, earning his degree from the Michigan State University College of Veterinary Medicine. He is a highly-skilled veterinarian with a special interest in critical and surgical care, long-term wound management, and respiratory therapy.

As Vice President of the MVMA, Dr. Hynes will play a vital role in advancing the organization's mission to promote excellence in veterinary medicine and advance the health and welfare of animals in Michigan. He will work closely with the MVMA's leadership team to develop strategies and programs that support the professional development of Michigan's veterinarians and enhance the quality of veterinary care across the state.

Dr. Hynes is known for his compassionate, patient-centered approach to veterinary care, and his dedication to the field of veterinary medicine is second to none. The MVMA is honored to have Dr. Hynes as its Vice President, and looks forward to the many contributions he will make to the organization in the years to come.



As the new Second VP, Dr. Hynes was asked the following:

What motivated you to take on this leadership role with MVMA?

"Let me first say I was honored and surprised to be nominated for Second Vice President. I think given this very tumultuous time we've all been through, a consensus builder like me might be of some value to the MVMA and the membership. In the next few years I hope to visit some county/regional meetings around Michigan and listen to concerns. Only by lifting each other will we all rise as a profession."

What do you hope to contribute as the new Second Vice President?

"I hope to learn the process of working more closely with the fantastic MVMA staff to organize and present thorough recommendations to the MVMA board and the members, as well as voice and further our aims politically on behalf of our members. Specifically, I staunchly support the codification of the revised Veterinary Practice Act in Michigan into law in the next year or two."

What are your hopes for the future with the MVMA Executive Committee?

"First, to learn how best to help each of my co-members work most easily with me in our general aims as a board, and be a cheer-leader for our DEI efforts. Further, I hope my intuition, empathy, and experience as a veterinarian in various and sundry roles over the years (most recently private ER hospital owner) will bring added value to the board's decisions. I hope to further my efforts to be a better listener."

Matthew Hynes, DVM is a veterinarian at Advanced Animal Emergency in Clinton Township, MI, and can be reached at Hynes@advancedanimalemergency.com.

Your Michigan Animal Health Foundation



By Mike Chaddock, DVM, EML

According to the IRS, every section 501(c)3 organization is classified as either a private foundation or a public charity—the main difference being primarily by the level of public involvement in their activities. Organizations that qualify for public charity status include churches, schools, hospitals, medical research organizations, publicly supported organizations (i.e., organizations that receive a specific portion of their total support from public sources), and certain supporting organizations. Public charities must be supported by the general public and a significant amount of revenue, at least 33%, must come from relatively small donors, from other public charities, and/or the government—and not limited to a few individuals or families. The charity uses the publicly collected funds to directly support its initiatives.



Public charities are understood to perform charitable work and are not organized nor operated for the benefit of private interests. The IRS definition of “charitable” includes relief of the poor, the distressed, or the underprivileged, and the advancement of education or science.

From an individual perspective, giving to public charities is desirable due to the flexibility accorded in making donations. Public charities generally have higher donor tax-deductible giving limits and are more likely to allow for a fair market value deduction rather than tax basis which private foundation giving allows. This allows for the customization of tax strategies to personal preference.

Taxes can be deferred or reduced through charitable giving in many ways:

- 1 Income Tax Strategies—Donations to 501(c)3 public charities qualify for an itemized deduction from income taxes.
- 2 Capital Gains Tax Strategies—Public charity contributions to reduce can be used to reduce capital gains deduction from income.
- 3 Estate Tax Strategies—Money donated is not included in a donor’s estate, thus making donated assets free from state or federal estate taxes.

Founded in 1969 by the Michigan Veterinary Medical Association (MVMA), the Michigan Animal Health Foundation (MAHF), a public charity, was created to allow those who love animals an opportunity to donate money to assist in improving animal health and well-being through tax-exempt contributions. MAHF may receive donations from individuals and organizations including private foundations.

The purpose and mission of the MAHF is to provide financial assistance to individuals and institutions for educational and scientific purposes to advance science to benefit the health and welfare of animals, including to subsidize the cost of veterinary care for those individuals who cannot afford veterinary care.

A public charity must represent the public interest by having a diversified board of directors. More than 50% of the board must be unrelated by blood, marriage, or outside business co-ownership, and not be compensated as employees of the organization. MVMA Board of Directors appoints the eleven-member governing trustees and advisory members of the MAHF. Five governing trustees are MVMA members, two are members of the faculty of Michigan State University College of Veterinary Medicine, and four trustees are members of the public who are not licensed to practice veterinary medicine.

The most important responsibilities of the MAHF governing trustees are to invest and reinvest all money received in securities and/or property under the laws of the state of Michigan, retain all real and personal property that comes into its hands, and allocate all receipts and disbursements in accordance with sound accounting principles. MVMA Board of Directors also annually appoints a Fund Development Committee which is responsible for planning, implementing, and monitoring; along with making recommendations for investing the principal and income funds received by the MAHF.

MAHF governing trustees determine the disposition of the principal and income of the MAHF pursuant to its purpose and mission. Such disbursements are made only as follows:

- Grant scholarships and make loans directly to veterinary students and postgraduate students.
- Provide assistance to the development, execution, and validating of research projects.
- Provide assistance to educational and scientific organizations and institutions according to Section 501(c)3 of the IRS.
- Provide grants to individuals, or to individuals’ veterinarians to subsidize the cost of veterinary care for those individuals who cannot afford veterinary care.

In future articles we will explore more in depth the MAHF mission’s programs including historical context, programs and ideas for the future, and creative ways to support and become involved in the MAHF. For more information concerning the MAHF, including how you can donate now, please visit www.michanimalhealthfoundation.org

Mike Chaddock, DVM, EML, is Chair of the Michigan Animal Health Foundation, and can be reached at statedvm@aol.com.

AVMA UPDATE

YOUR AVMA - SERVING YOU & OFFERING SOMETHING FOR EVERYONE

By Stephen Steep, DVM

In July 2022, your AVMA grew to over 101,000 members. Considering that there are over 124,000 veterinarians in the United States, that means over 80% of us have joined together to advance our profession through volunteer efforts. That is a phenomenal level of participation.

AVMA collective voice of the veterinary profession

Government Private/Corporate Practice
Industry Academia
Uniformed Services

100,000+ members

Not-for-profit founded in 1863

PROTECT PROMOTE ADVANCE the veterinary profession

Representing this large, diverse group is challenging for AVMA Leadership, but we have dedicated staff in Schaumburg, Illinois and we have a cadre of colleagues volunteering to serve on the AVMA Board of Directors, House of Delegates, and on numerous committees. What follows is a short sample of the many resources available to you from your AVMA.

STUDENTS/RECENT GRADS

Student Loan Repayment Options and Strategies

This presentation by Dr. Bridgette Bain, Dr. Caroline Cantner, AVMA assistant director for student initiatives, and Dr. Tony Bartels, VIN student loan expert will help you explore options for establishing your loans or for re-examining your existing loans. This is a no cost presentation to members available on AVMA Axon.



My Veterinary Life

This website offers numerous financial resources for students, recent grads and rising professionals. These resources include:

- Veterinary Salary Estimator
- Personal Financial Planning Tool
- Videos on money management and financial wellbeing
- Video modules on loan repayment strategies
- Quarterly podcasts of "Vet Debt Session" episodes where veterinarians share how they are managing their educational debt.



Legislation to Support Student Debt Efforts

This is an often unrecognized, but extremely important benefit. Your AVMA, through its governmental division and the support of the AVMA PAC, maintains continuous efforts to advance legislation to ease student debt. These include:

- Veterinary Medicine Loan Repayment Program (VMLRP) that offers educational loan repayment to veterinarians serving in USDA designated shortage areas in rural areas or public practice.
- The VMLRP Enhancement Act that would exclude VMLRP awards from gross income, thus ending the federal taxation of these awards.
- U.S. Department of Education's Student Loan Debt Relief - your AVMA continues to monitor and report on the status of this program that is currently being settled in the courts.
- The Joint Consolidation Loan Separation Act was supported by the AVMA and was signed into law in October 2022. This law allows for an individual with a joint consolidation loan to file to sever the loan in the event of domestic or economic abuse from the other individual borrower. This legislation provides relief to these individuals by allowing borrowers to split their debt.

PRACTICING VETERINARIANS

AVMA Industry Tracker

This resource provides updates from thousands of veterinary practices, showing year over year comparisons for practice revenue and visits, on a weekly and yearly comparison basis. Data is available at a national and state level. Keep up to date on the pulse of practice with this powerful tool.

Visit - <https://www.avma.org/resources-tools/veterinary-economics/veterinary-industry-tracker>



Cyberbullying

Although we have yet to find a cure for Dr. Google and we may soon have to contend with chatgpt providing instructions on "how to spay your cat", the AVMA is here to help with cyberbullying. While in Chicago for the VLC, Jill and I heard these startling statistics from the AVMA,

"From a recent AVMA survey of its members, 40 percent say that they or someone they work with have been a victim of cyberbullying in the workplace. Further, cyberbullying for companion animal veterinarians has increased nearly 20 percent since 2014. More than 50 percent of respondents said cyberbullying had an impact on their mental health and 47 percent said it contributed to workplace tension."



Your AVMA has resources to help you with Cyberbullying. Visit - www.avma.org/REPUTATION

In the event you are a victim of cyberbullying, you have access to a half-hour of free consultation and advice from crisis management experts at Bernstein Crisis Management. For more information click this QR code.



Wellness

While we continue to face staffing issues, struggle to maintain a healthy practice environment and culture, the AVMA is here to help with "Our Workplace Wellbeing Certificate Program". You will find this program on AVMA Axon website, it is free to AVMA and SAVMA members and is accessible to all members of the veterinary team.

EDUCATORS

At the very heart of our profession are our veterinary educators. Their challenges lie in different areas than the general practitioner. The Online Educator Community was created in 2021 to support all faculty with advanced degrees (DVMs and non-DVMs, AVMA members and non-AVMA members). This resource allows faculty members to interact with their peers, participate in faculty-specific discussion topics, and to access resources such as curriculum; workplace culture; and diversity, equity, and inclusion. Veterinary faculty members interested in joining the Online Educator Community can sign up at: avma.org/education/veterinary-faculty-resources.

EVERYONE

Here are two opportunities available to everyone regardless of your professional area of expertise...

The 2023 AVMA Convention is being held July 14-18 in Denver, Colorado.

- More than 600 hours of high-quality CE, including hands-on labs and workshops, panel discussions, and lectures by the leading experts in veterinary medicine.
- An exhibit hall featuring more than 300 exhibitors offering today's latest products and solutions to help us better care for our patients.
- Also housed in the exhibit hall will be the Digital District, where we will host a JAVMA Art Jubilee that showcases the 181 pieces of art that have graced the covers of JAVMA over the years, along with interviews with some of the most impactful minds in our profession.
- To register and for more information, please visit avmaconvention.org.

Volunteer

Yes, we are all busy, overworked, and struggling to keep up with day-to-day activities, but consider giving back just a little to this wonderful profession. The AVMA has many opportunities available for you to become involved and influence the future of veterinary medicine. Visit avma.org/volunteer or contact your Michigan AVMA Delegates.

For assistance with volunteer applications or with other questions and concerns please contact us, Stephen Steep and Jill Lynn, your AVMA Delegates at AVMA_Delegate_MI@avma.org.

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.

For sources used in this article and for more information on the AVMA, please visit <https://www.michvma.org/AVMA>.

Stephen Steep, DVM, is the MVMA's Delegate to the AVMA, and can be reached at steepdvm@umich.edu or 248.628.3092.

Jill Lynn, DVM, is the MVMA's Alternate Delegate to the AVMA and can be reached at jill.lynn@dvm@yahoo.com or 517-331-2009.



NEW CLASSIFIEDS & RELIEF VETS

VETERINARIANS WANTED



The Willoughby Veterinary Hospital in Holt, MI is looking to hire a full-time or part-time associate veterinarian. Full time will consist of four full days per week, averaging 34-36 hours per week. No after hours or on call. If you enjoy surgery, there are many opportunities to learn. If you do not prefer to do surgery, the current owner will accommodate. We have a large and awesome team of support staff that are efficient and cheerful. We are a compassionate, friendly, and easy-going veterinary clinic where work life balance is a top priority. We are very flexible with schedule, family life commitments, and unforeseen circumstances. We love to teach and to learn and would be happy to mentor a new grad or to work with a vet with experience. The current owner has owned the clinic for the past 4 years and would love to find the right motivated individual to expand not only the size of the practice but services as well. In addition to an associate, we are also looking for the right person to be a partner in the business. Benefits include health insurance, 401K with employee match, CE allowance, PTO, paid license. Competitive and negotiable salary depending on experience (\$115,000- entry-180,000 -experienced), and a 10,000 sign on bonus. Please send a cover letter and resume to willoughbyvetholt@gmail.com.

Prairie Creek Veterinary Services in Belding, Michigan is looking for an Associate Veterinarian to join our established mixed animal established practice. Prairie Creek Vet is a busy, full service mixed animal practice. We primarily see cats, dogs, horses and small ruminants. We offer farm calls and in clinic appointments on a daily basis Monday-Friday. We are a friendly, passionate group that loves what we do. We are seeking a part time or full-time veterinarian to better serve our growing clientele. The position we are looking to fill is primarily for the small animal office. The position would require knowledge of small animal general medicine and routine surger-

ies. Also necessary is the knowledge and willingness to handle limited large animal emergencies. The weekly schedule is negotiable with no in clinic weekend hours and limited equine and small ruminant emergency coverage when the owner is gone. With the right person more farm calls and emergency hours are negotiable. The ideal candidate is someone who is looking to build long-term relationships with their patients and clients. Strong communication skills towards our clients is a must and willingness to educate. We pride ourselves on helping our clients understand what's going on with their pet and discuss all options to help guide them to the right decision for their family. We want someone that is looking for a great place to practice medicine and share their love of veterinary medicine! The applicant must hold a current veterinary license in the state of Michigan. The full-time offer includes all the needed accommodations for the position and are negotiable; competitive salary, medical insurance, liability coverage, license renewal/DEA/Controlled substance, CE allowance, vacation, etc. Send basic questions, resumes and cover letters to vetchiroacuservices@gmail.com. Details of employment benefits will be discussed during interviews for serious applicants only.

100% Veterinary Practice Ownership is within your reach! PetSmart Veterinary Services is a true ownership model that is unique to the veterinary profession. It is a simple, but powerful solution that provides a space for veterinarians to open their practice for significantly lower startup costs. In this model the veterinarian retains 100% of the ownership. The doctor determines the business model, practice type, medical decisions, staffing, and even days and hours of operation. Additionally, PVS helps with certain back-office support allowing veterinarians to make the practice a success! DISCLAIMER: The franchisor is PetSmart Veterinary Services, LLC. This website and the franchise sales information on this site do not constitute an offer to sell a franchise. The offer of a franchise can be

made only through the delivery of a Franchise Disclosure Document (FDD). Certain states require that we register the FDD in those states. The communications on this website are not directed by us to the residents of any of those states. Moreover, we will not offer or sell franchises in those states until we have registered the franchise (or obtained an applicable exemption from registration) and delivered the FDD to the prospective franchisee in compliance with applicable law. Contact Jennifer Bruns, DVM, jebruns@petsmart.com or 480-296-3907 (cell).

Seeking a full-time veterinarian - new grads welcome! Meyer Veterinary Clinic is a privately owned, busy and growing five-doctor small animal practice in Cadillac, Michigan. We provide a high-quality standard of care, accompanied by new technologies, and a small-town atmosphere. We have fully equipped in-house lab, with digital radiographs and ultrasound technologies. We are open Monday through Saturday and take after-hour emergencies until 10 pm. Cadillac is a city known for four-season fun. We have two lakes for boating and fishing, numerous hiking and snowmobile trails and a quaint downtown area. We are within an hour of Lake Michigan and 45 minutes from bustling Traverse City. We are 90 miles north of Grand Rapids.

Competitive salary with retirement plan. Veterinarians work 4 days per week, with a rotating weekend schedule. Email resume to meyeretvetclinic@gmail.com.

Small, affordable spay-neuter clinic looking for doctors interested in FT or regular relief shifts. Experienced efficient staff, including FT licensed technician. Limited public interaction (staff deals with most of the client education and post-op care). Flexible scheduling (1 day/month to 5 days/week depending on your preference). No minimum quotas. Willing to pay by the hour or by the day, drive time is offered in some cases. Work with several rescues and the local community's pets. (Including TNR and local shelter animals) Primarily

surgery cases--we do offer more than spay/neuter depending on doctor comfort. Limited medical cases. In house blood work, plus outside lab. Open to discussion of benefits for FT DVM. Contact Deborah at 313-740-0856.

St. Joseph, Michigan is a beautiful vacation destination. Live where there are great schools, beaches, and tourist 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, therapy laser, full in-house labs) Ultrasound skills a plus. COMPETITIVE BENEFITS (Base wage with production potential, retention bonuses) Join our team! Contact us at edthetvet@sbcglobal.net. Visit us at sjvet.com or facebook.com/stjomivet.

Kalamazoo Animal Hospital 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 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 Amber 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.

Enjoy calming views of Grand Traverse Bay

from your new office! East Bay Pet Hospital is seeking a FT veterinarian to join our team as we have moved into our new hospital (construction completed January 2023)! We have truly amazing support staff who embody our mission: treat every patient as if they are our own. We maintain a focus of patient advocacy, educating owners with compassion and empathy. We utilize a stress reducing approach for our patients. If a visit cannot safely be completed, our clients will be asked to start medication at home and come back another day with gabapentin +/- trazodone on board. Our hospital amenities include a beautiful new facility, digital radiography, dental radiography, ultrasound, in-house laboratory (Heska), and in-house and online pharmacy. We want you to enjoy life outside of work as well and offer a 3 or 4-day work week. Our 30-minute appointments allow thorough exams, diagnostics, and client education. You can trust your knowledgeable and compassionate staff to help educate clients and address follow up questions so you can focus on your duties and leave work on time. Northern Michigan boasts a multitude of outdoor activities including boating, hiking, skiing, kayaking, and many more. What better place to live and work than where others come to vacation! Salary is competitive (\$120k-150k based on experience and surgical proficiency), \$15,000 sign on bonus, 401-k match, full medical, dental and vision benefits, generous PTO and CE allowances as well as tuition reimbursement. Visit us at www.eastbayvets.com and then send your resume to Emily@eastbayvets.com.

If you are looking for a healthy work environment with boundaries, please consider our hospital! We are a newly renovated small animal (and some exotics) practice in SW Michigan looking for full-time or part-time associate veterinarian. Willing to adjust schedule (4x10 hr. or 5x9 hr. shifts). Well established practice, very busy, looking to expand staff. Small town, friendly feel with loyal staff and clients, relaxed atmosphere practicing excellent up-to-date medicine. Full-time hours preferred, but part-time options available.

Minimal emergency/on-call schedule for our clients only. No weekend clinical hours. Advanced tech includes therapy laser, cutting laser, ultrasound and (new!) digital x-ray, Avimark computer program, Cryotherapy pen, Tonopen. Salary competitive and great benefits include health and dental insurance, IRA plan, vacation and holidays, paid CE. Please send resumes to hartfordarrow@gmail.com.

Creekside Animal Hospital is a privately owned small animal practice located in Macomb, MI. We provide old fashioned TLC enhanced by modern technology and strive to expand our knowledge of veterinary medicine while upholding a high level of compassion and dedication toward animals and their families. In the area of Macomb, you can find any kind of retail therapy you may need or within 20 minutes, find yourself at one of our beautiful Great Lakes for some time with nature or a beach day. We have Metro parks available for hiking/biking/skating/kayaking and more. Our clinic is 5000 sqf, with digital radiology, dental x-ray, laser therapy, ultrasound, in hospital laboratory (IDEXX) and pharmacy, with paperless practice manager software. We see dogs and cats, but if you are interested in learning about pocket pet or avian medicine, the owner can help you expand your interests. Our team is like extended family, frequently seeing each other outside of the office. We hold routine staff outings and monthly staff meetings throughout the year sponsored by the clinic or our close-knit vendor representatives. Looking for full or part time associate DVM. Full time benefits include medical/dental, 401k matching, vacation/sick time, 4-day work week with every other Saturday. 20-minute well visits, 40-minute sick visits. New graduates welcome. Support staff is highly trained. Creeksideah@outlook.com.

South Shore Animal Hospital in Houghton Lake, MI is seeking a FT or PT companion animal Veterinarian. We welcome experienced doctors and new graduates. Come to live where other people play! Enjoy a multitude of 4 season activities! Our well es-

tablished two doctor hospital has been in operation for over 30 years and our loyal clients have come to expect quality medicine. We are equipped with Digital Radiographs, Digital Dental Radiographs, state of the art anesthesia and surgical monitoring equipment. We offer great 9 to 5 schedule with NO weekend, afterhours or emergency shifts, simple IRA, paid dues, paid CE and signing bonus. Help with relocation expenses or temporary housing available to the right candidate. Please email resume to petvets@southshoreanimalhosp.com or fax to 989-366-7399 Attn: Elizabeth.

Emergency Veterinarian: Full or part-time position, \$10,000 signing bonus. Full or part-time position in 24-hour ER hospital located in Metro Detroit. Experienced candidates or new to ER candidates welcome to apply (strong mentorship available). Our hospital: 7,000 sq ft up-to-date facility with all the tools to practice exceptional ER medicine including Logiq S8 Ultrasound, double unit oxygen chamber and a feline only ICU. Surgical case load is kept in house when appropriate - lots of opportunity to grow in this area! Compassionate, motivated, and skilled technician and assistant team. Privately (veterinarian) owned. Average 3 shifts a week (approximately 36 hrs) for FT and two shifts a week for PT (approximately 24 hrs). Hours can be customized. 8 experienced FT/PT DVMs on staff to help transition to ER medicine if this. Hourly pay with production bonus. A guaranteed annual income starting at \$125,000 for full-time with earning potential greater than \$200,000 depending on experience and hours. 100% paid health insurance (BCBS), dental, and vision. 100% covered memberships, professional dues, and licenses. 100% covered annual continuing education. Short-term disability insurance and professional liability reimbursement. Matching 401k plan. Compensated time off (4 weeks/year). Personal pet care fees waived. Interested candidates please contact Dr. Morgan Henninger morganpetermandvm@gmail.com or call/text 231-373-5873.

Thorpe Animal Hospital is seeking a FT/PT veterinarian with optional flex-time schedule for work-life balance. Being a privately owned and rapidly growing practice, teamwork is essential, and every patient is treated as if they were our own. We DO NOT declaw or perform cosmetic surgeries. We recently remodeled and made structural upgrades to become AAHA and Fear Free certified to go along with our Feline Friendly Certification. 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, ultrasound, endoscope, surgical laser, therapy laser, and a full in-house laboratory, TAH provides their clients with state-of-the-art medicine at a reasonable price all in one place. The staff, which includes 4 LVTs, are hardworking, dedicated, passionate, motivated, and love keeping current on veterinary education. Benefits include a competitive salary, \$100,000 base plus monthly Pro-Sal. Our benefits package includes health/vision insurance, pet insurance, pet discounts, profit sharing, retirement plan, CE and uniform allowances, licensing fees, PTO and MORE including a \$10,000 sign-on bonus. Future leadership & ownership possibilities in a thriving area. We do not have after-hour shifts or emergency rotations. Lapeer has a wonderful mix of small-town country and city life and provides a perfect place to grow a healthy and thriving clientele. Please submit resume to tthorpe@thorpevet.com.

The Black River Veterinary Clinic in Port Huron, Michigan is looking to hire a part-time or full-time associate veterinarian. Full time consists of four full days per week (open Mon-Fri 8 to 5), averaging 32 to 35 hours per week. No on call or weekends. We have a large and awesome team of support staff that are efficient and cheerful. We are a compassionate, friendly and easy-going veterinary clinic where quality of life of staff is a priority to us. We are very flexible with schedule, family life commitments, and un-

foreseen circumstances. Appointments are scheduled every half hour so that staff are not overwhelmed, and we can give each client our full attention. We pride ourselves on forming lasting relationships with clients through our commitments to client communication, compassionate animal handling and lifelong learning. As a result, our clients tend to be very respectful, grateful, and willing to listen to veterinarian recommendations. We love to teach and to learn and would be happy to mentor a new grad or to work with a vet with experience. We have all the usual bells and whistles. Benefits include health insurance, Simple IRA, generous CE allowance, PTO, paid licenses and dues. Competitive and negotiable salary depending on experience. Please send a cover letter and resume to blackriverveterinarymanager@gmail.com.

Privately owned and well-established companion animal clinic in Standale, Michigan is seeking a PT veterinarian to join our team. We are currently a 1-doctor practice with an amazing support staff and focus on patient advocacy and client education. We are family friendly and encourage a healthy work-life balance. We are open M-F with no afterhours emergencies, referring to our local Animal Emergency Hospitals. We have digital x-ray and digital dental x-ray, surgical laser and therapy laser and use IDEXX for in-house and referral laboratory. Please send inquires and resume to standalevet@hotmail.com.

Town and Country Animal Clinic is looking for a small animal veterinarian to fill a full-time position. We take pride in providing high quality, state-of-the-art care in a picturesque town just 25 minutes from Grand Rapids. Our practice sees a variety of medical and surgical cases in addition to providing wellness care for the pets in our amazing community. We offer a competitive salary with profit sharing bonuses and a 4-day work week. Generous benefits package including health, dental, vision, life insurance, matched retirement savings,

professional dues, licensing fees, paid time off, clothing and CE allowances and a signing bonus to assist with moving expenses. We have a strong support staff, electronic medical records, full in-house laboratory, ultrasound, endoscopy, in-clinic rehabilitation services, digital imaging and a brand new dedicated dental suite. Flexible scheduling is available so that all team members can have a positive work-life balance. Responsibilities include out-patient wellness, out-patient sick and injured care and general surgery and dentistry. No on-call or afterhours duties required. We really do love mentorship and would be happy to help a new graduate develop the skills needed to practice with confidence and independence. Candidates must have graduated from an accredited College of Veterinary Medicine with a current or pending State of Michigan Veterinary License. Please submit CV or resume to applytotownandcountry@gmail.com or call Dr. Maureen Austin at 616-754-4992.

Attention new or recent graduates! If you are feeling stressed about your transition from school to general practice, this is YOUR program! Start your professional path on the right foot! Patterson Veterinary Hospital in Clinton Township, Michigan, is looking for a new or recent graduate to beta test our pilot mentorship program. We believe there is a better way to start veterinarians on a solid career path that is an alternative to a low paying internship or a high paying "trial by fire". This is not an internship or an externship. This is a full-time position with competitive salary and benefits. This is a job offer with an initial two-year contract. The new associate will be working one on one with an instructing veterinarian. The mentorship program includes access to an exclusive Google classroom, daily one-hour coaching sessions with the mentor, a structured but flexible custom curriculum, and a weekly debriefing lunch. This is a unique opportunity for a new graduate to make a smooth and low stress transition into the working world of veterinary medicine. The program

is designed to take away any guesswork for job applicants wondering what is really meant by "mentorship" in the myriad of job postings out there. This is NOT 12 months of micromanaged babysitting. This IS 12 months of coaching and direct access to a senior veterinarian to help you cut through the information overload that comes with graduation in this high-tech world. This IS about getting new graduates acclimated to small animal medicine with the least stress and most enjoyment possible. For more information visit pattersonmentorship.com.

Associate Veterinarian wanted to join our small animal hospital in beautiful Northern Michigan. Potential future buy-in for the right candidate. Minutes from Torch Lake, Lake Bellaire and Lake Michigan and some of the best ski, mountain bike and snowmobile trails that Michigan has to offer. Enjoy practicing high quality medicine and surgery with a terrific support staff and wonderful clients. All in a small town setting just 45 minutes from Traverse City, Petoskey and Gaylord. Enjoy all that Michigan has to offer with ample time off to enjoy it. Full-time (3-4 day work week) or part-time considered with no emergency duty and flexible scheduling. Enjoy a good work-life balance. We are a full-service clinic equipped with digital radiography, IDEXX in-house lab equipment, laser therapy and digital dental x-rays. We strive to provide high quality medical and surgical care. Looking for a team player with great communication skills, medical skills and surgical skills. We offer a generous base salary with possible production-based bonus, 401K match, medical benefits, liability coverage, CE allowance and professional dues paid. No after-hours emergency and flexible schedule. Contact Dr. Loretta Pantenburg, 110 S Division Road, Bellaire, MI 49615, 231-533-6522, BellaireAnimalHospital@gmail.com.

Associate positions - new grads welcome! Flexible full/part-time can accommodate childcare/school, 4-day work week, no on-call or after-hour emergency/hospitaliza-

tion and rotating 4-hour Saturdays. Guaranteed base + production 100k+, health insurance, vision, dental, 401k w/match, uniform and CE allowances, licenses/dues/malpractice/VIN covered. PTO available upon hiring with annual increases. We are an AAHA-accredited small animal practice with IDEXX digital radiology, high-speed dental and digital dental x-ray, in-house IDEXX Lab, EMR, surgical laser and surgical monitoring. Senior associate (MSU CVM 2002) purchased the practice in 2019 and created a family-centered culture with work-life balance, good mentoring, and cooperative, supportive atmosphere. We have been in the community for over 40 years. Excellent relationship with local specialists and emergency clinics. LVTs employed for 6-19 years, practice manager for 20, and reception supervisor for 12. We work together happily with cross-trained support staff. Normal full-day staffing is 2 DVMs, 3 LVTs, 1-2 tech assistants and 3 receptionists. Our clients trust and value our work, and many families have been with the practice for decades and with multiple pets. If you're looking for clients who prefer to see the same doctor every time, know the staff by name, and refer their friends and family - they're here! Problem solving and changes include the input of the entire team from planning to conclusion. Personal and professional growth is a must, so we encourage education and development opportunities. Our loyal team is ready and dedicated to making sure your years of training and education are respected and valued. We're looking for fresh ideas, new perspectives, and evolution. Waterford borders the Southeastern Michigan area, within reach of any lifestyle: city, suburban, country. Good schools, outdoor activities, and safe communities are easy to find. Dr. Tyler Hutchinson, thutchdvm@gmail.com, or text 248-249-5676.

The team at South Arbor Animal Hospital in Ypsilanti, Michigan is looking for our next full-time or part-time associate veterinarian. We have an immense sense of comradery on our team, and we are ded-

icated to fostering great relationships with our patients and clients. Our doctors are supported by a robust team including three CSRs, three LVTs, three VTs, and three VA's, which creates a 1:4 DVM to staff ratio. Almost half of our staff has been there for five years or longer. Our goal at South Arbor is to provide a safe and respectful work environment for our staff and provide a great experience for our clients. Please send resumes and inquires to jnoeldvm@southarborvet.com.

Bloomfield Hills & West Bloomfield Practice - We are looking for a DVM who wants to be a part of a fun loving, and super AMAZING team. We have all the tools you look for in terms of equipment (including CT Scan). We do offer flexible schedules up to 4 days a week and our DVM's are making up to \$200,000 a year. We have health insurance, dental, vision and a 401k. Most important is a good fit in our team as culture is everything! Apply at animalhospitalmapleorchard@gmail.com and be a part of a great vet clinic.

Associate veterinarian wanted. Downtown Birmingham Veterinary Clinic, full or part-time, new graduates welcome. Contact Dr. David Schwartz (MSU 1977) at 248/642-6144, dave@serious-sounds.com.

Are you an excellent surgeon with at least 5 years of experience? Do you like bone surgeries? Would you be interested in surgery-only practice? No weekends, no night shifts? Are you interested in a very exciting new project that is all about surgery? Advanced training will be provided. Excellent compensation and benefits. Contact in confidence at vetsurgeon102@gmail.com.

Plymouth Veterinary Hospital has served the local Plymouth and surrounding communities for over 35 years. 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 saving for retirement with a company that matches 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 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, Dedicated surgical suite, Fully equipped dental suite, Digital dental radiography, 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 at 734-645-0147 or vjgorbea@gmail.com.

Paws & Claws Animal Hospital is searching for a DVM (or two!) to join our Lambertville team! Our community would benefit from an Associate who prioritizes client education and will fully utilize our support staff team (includes multiple RVTs/LVTs). Flexible 4-day schedule + NO weekends, on-call, or after-hour emergencies! Contact London to learn more about the role/benefits: LColbert@westernvetpartners.com.

Are you looking for the right fit at work? A low stress, drama-free environment with great pay, where you have time to prac-

tice good medicine with friendly and highly skilled coworkers? Village Vet is looking for a full or part time veterinarian to join our 3-doctor team! We have a beautiful new main location in Stevensville, Michigan and we will be opening our second wellness clinic in downtown St. Joe next summer. Whether you thrive with preventive care visits, internal medicine, and/or surgery, this is the job for you. We practice integrative and traditional medicine, and we have all of the latest, high-quality equipment: dental radiography, new surgical equipment, therapeutic laser, and we have plans to open our canine rehab facility in late 2023. No on call, plenty of paid CE, mentorship if desired, and a 4-day work week, where 36 hours is considered full time! There is so much to offer in the St Joe area: sandy beaches, sunsets on Lake Michigan, delicious restaurants, shopping, wineries, breweries, and distilleries. With us, you will have the time and energy to enjoy it all! Please contact Dr. Dawn or Laura at villagevetmi@gmail.com or 269-235-9380.

The Animal Medical Center of Troy is searching for a DVM who prioritizes client communication, has a positive attitude & enjoys evidence-based medicine. Open to all experience levels! Join our 2-doctor practice & enjoy flexible scheduling, competitive benefits & medical freedom! AMC-Troy is an AAHA-accredited, small animal hospital based in Rochester Hills. Contact London at LColbert@westernvetpartners.com to learn more.

Looking to add mixed or small animal veterinarian to our 3-doctor mixed animal practice. New grads are encouraged to apply and will be considered for the position. Our practice is located in mid-Michigan and consists of 75% small animal, 20% dairy and 5% equine, beef cattle, small ruminants, and exotics – we love the variety that veterinary medicine has to provide. Small animal cases range from yearly exams and vaccines all the way to advanced soft-tissue and orthopedic surgeries. Our small animal facility includes

5 exam rooms, a surgery suite with 3 gas anesthetic machines and full parameter monitors, full digital radiography including dental, brand new Sonoscape P40 ultrasound, full in-house lab, Tonopen, and Avimark computer software and a large support staff to assist with cases. Our dairy work involves providing herd health using ultrasound to dairies that range from 50 to 1,700 milk cows, along with individual sick cow cases, and troubleshooting herd-wide reproductive and metabolic issues. We will also supply a fully stocked truck and coveralls for farm call use. Our clinic believes in the importance of mentoring and new grads will always have an associate working with them and available for advice and assistance. Benefits will include competitive salary starting at least \$90,000 but more with experience, paid vacation, licensing, generous CE allowance, health insurance and 401K retirement plan. Please send resume to Dr. Jon Schwab at Arenac Bay Veterinary Services, 4366 M-61, Standish, MI 48658 or email schwabj1@yahoo.com.

Have you always dreamed of growing a team of doctors? A team with a high standard of care? Warren Woods Veterinary Hospital (Warren, MI), an AAHA accredited practice, is looking for a leader to do just that! As the Managing Veterinarian, you will have the freedom to build an engaging culture and drive high medical standards. While you and the Hospital Manager will have the autonomy to make these types of decisions for the practice, you have the support of an established team and the NVA Community. Warren Woods is one of 5 individual hospitals within the local NVA community, and you will have direct access to them for guidance and collaboration. Additionally, our existing MDVM who has been with the practice since 1991, Dr. Cappel, will fully support the MDVM as she transitions to an Associate role with the practice. Our progressive hospital is well-equipped with: Robust support team of 12 Techs & CSRs, Companion Therapy La-

ser, Ultrasound, Allergy Testing, Advanced Dental Care, In-house Labs, and Modern Surgical Suite. Visit our website at www.warrenwoodsveterinaryhospital.com. For more information or to apply, please contact Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

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 Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

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 Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902..

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 Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

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 Emily Rappold at Emily.Rappold@nva.com (773) 682-1902.



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 Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

Midland Animal Clinic located in Midland, MI is an AAHA accredited, full service, small animal general practice. We are in the beautiful Great Lakes Bay Region of Michigan. Besides being paperless we have a large array of diagnostic and therapeutic tools which include digital x-ray, digital dental x-ray, IDEXX in-house laboratory, SediVue urinalysis, ultrasound with real time telemetry to boarded radiologist, companion laser, surgical monitoring equipment, ECG, and thermal camera. Dentistry is one of our signature services. As such, we perform full mouth radiographs on all dental patients. One of our veterinarians is board certified in internal medicine and another is Chi Institute Acupuncture certified. In addition to our work in the clinic, we partner with numerous community volunteer events throughout the year and several of our local rescues! We sponsor Pooch in the Pool, work with the local Humane Society doing neuters and spays, and have regularly been winners in the local Reader's Choice Awards. All experience levels, including new graduates seeking mentorship or experienced veterinarians looking for additional training especially in ultrasound and/or dentistry, are encouraged to apply. Visit our website at www.midlandanimalclinic.com. For more information or to apply, please contact Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

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 Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.



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 Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

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/Day-care/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 Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

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.allegan-veterinaryclinic.com>. For more information or to apply, please contact Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

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 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 year. Because of this, the Managing Veterinarian will aide 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.allegan-veterinaryclinic.com. For more information or to apply, please contact Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

Animal Clinic of Holland is looking for an associate veterinarian, either part time, full-time or relief help, 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, privately-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, PetPro client communication, 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. 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. Animalclinicofholland.com, veterinarianstaffresumes@gmail.com, suevetdogcat@gmail.com (alternate email), 616-396-6543 attn Dr. Sue Vanderjagt, Cell 616-886-9452. Business location: 1106 Washington Ave., Holland, MI 49423, animalclinicofholland.com.



COUNTRY GARDEN VETERINARY CLINIC in Jackson, is looking for a veterinarian! We are a two doctor, small animal and

exotic practice that focuses on building long term relationships with our clients. We have a beautiful facility with in-house bloodwork, ultrasound, dental/digital x-ray, paperless record keeping, and an AMAZING support staff w/5 licensed technicians to help make your day easier! We pride ourselves in providing great work/life balance and having a no-drama, fun, family-like atmosphere with no after-hour emergencies and no weekends. Salary or production-based pay options available. Health insurance, retirement plan, paid holidays off, are just a few of our benefits. If you are looking for a positive, supportive, work environment for you to grow, please reach out: info@countrygardenvet@gmail.com.

Hidden Gem of a hospital on Lake Huron, no weekends, incredible culture, to \$150K. KINDNESS IS OUR SUPERPOWER!!! Tawas Animal Hospital is a hidden gem on Lake Huron in Tawas City, a spectacular beach town located on the east side of Michigan. We are an AAHA-certified small animal hospital with an incredibly positive culture. We are looking to add a new graduate or experienced veterinarian to our team. Recently, a staff member shared, "It feels like a group of friends instead of just co-workers...I've never been so spoiled as much in any other hospital I've worked at!" Our town is a historic shipping town, known for its wealth of beautiful beaches and parks. Our low cost of living and great schools makes it a wonderful family paradise. About Us: We value everyone no matter their role, Schedule: 4 days/week, NO WEEKENDS, and out by 6:30 pm, 2 assistants/DVM, Fear free, We serve over 7,200 clients, Recently updated our 6,200 square feet with 4 exam rooms, surgical and dental suites, Dr. Harrison is an expert at ultrasound, both abdominal and cardiac, and we see referrals from other hospitals, Equipment: digital whole body and dental, anesthesia monitoring, IDEXX, etc. Our owners are very empathetic to

family issues and do their very best to schedule things that work for families and employees. About You: Comfortable with 20-minute – 40-minute appointments, Team Player, Passionate about veterinary medicine and enjoys teaching clients and staff, Lifelong learner. Compensation and Benefits: Sign-on bonus (\$5K), guaranteed compensation and production \$100K-\$150K, Full health insurance (BC/BS), Dental (Priority Dental), HSA, \$2500 Continuing Medical Education Stipend and time off, IRA with 3% match, Licenses & professional organizational dues, 2-week vacation, national holidays, sick leave. For more information, please send your resume to Victoria L. Travis, MS at victoria@veterinarianrecruiters.com or call 720-535-6433.

Full-time, part-time, or relief veterinarian (must have current Michigan license and USDA accreditation) wanted for a busy single doctor small animal (canine and feline only) practice in Sturgis, Michigan. We have a complete IDEXX laboratory suite, computer radiography, ultrasound, Midmark dental delivery system, digital dental radiography, Companion laser therapy and cloud-based practice management software. We offer competitive salary and benefits and are willing to negotiate. Sturgis is a vibrant community with an excellent school system located midway between Detroit and Chicago in the beautiful St. Joseph River basin. If you like the small-town atmosphere, dislike corporate business structures, want to know your employer personally, and would like to work with a small close-knit team, we would like to speak with you. If you dream of owning a practice of your own someday, this may also be the opportunity you seek. If you want to know more, please send us an email at sturgisvethospital@frontier.com.

Great mentorship. Beautiful area. Progressive medicine. Excellent work-life balance. Our practice is located 30 minutes

north of Ann Arbor, and we are adding additional associates as we are growing and thriving. Owner's practice style is very collaborative, with strong mentoring capabilities. While the practice is mainly composed of dog and cat patients, we also treat small pocket pets, and welcome expansion into other areas if an associate has an interest. We focus on preventive medicine and high-quality management of chronic conditions. Routine surgeries/dentals performed daily, as well as laparotomies, mass removals, and brachycephalic airway procedures. We have relationships with local emergency and referral hospitals, so there are no on-call hours. Our area has a large amount of population growth, and we are looking for an individual who can help expand the practice further to become the premier hospital in our area. Practice expansion planned in 2023 to provide additional and specialized practice space. Help us tailor a space for you and your practice goals. Professional and friendly staff, and committed clients make for an environment where high-quality medicine is the standard. Our area has a small-town feel, with easy access to Ann Arbor, Novi, and Brighton. A wonderful school system for your family and year-round recreational opportunities. Compensation method is negotiable, including pro-sal, production based, or salary. Signing or retention bonuses, and/or tuition assistance can all be negotiated to create a tailored package for any applicant. Benefits include paid holidays/sick/vacation time, health insurance including dental and vision, maternity/paternity leave, professional liability insurance and licensing, professional dues, continuing education stipend, and retirement plan with match. Interested applicants should send resume to ehenderson@lyonveterinaryclinic.com.

Come join our amazing, fun team at our AAHA accredited veterinary hospital! Our office is located in beautiful Commerce Twp, MI (near Milford, Novi, West Bloom-

field) which is surrounded by beautiful lakes and parks! We offer 3-day weekend rotations! We are closed Sundays! No on-call, after-hours calls or emergency calls! We welcome new graduates! We are willing to mentor you and help you develop your interest and skills. If you are an established veterinarian but looking for a change, reach out to us! Come in to tour our amazing facility! We have been certified through the AVMA for workplace wellbeing! We offer FREE LUNCH with our monthly team meetings that cover anything from team building to the newest products in the veterinary industry! We put our team first by offering flexible scheduling, Employee Assistance Program, professional coaching, and continuing education. We have created a very fun yet professional working environment! We offer team outings to help with team building and morale by going to wood working and painting classes. Our next outing will hopefully be goat yoga!! We have an Integrative and Rehabilitation Center which includes an underwater treadmill, digitherm, land treadmill, laser therapy, many tools for floor exercises, and acupuncture! All of our technicians are licensed, highly educated and utilized! Our small animal hospital offers an incredible variety of services which include therapeutic laser therapy, surgical laser, ultrasound, digital radiographs, digital dental radiographs, in house and out house laboratory and soft tissue, dental and orthopedic surgery. We also offer an outstanding compensation package! Reach out to Erika at office@commercevillagevet.com.

NO CORPORATE HERE! Privately owned small animal practice located in the center of Macomb County Michigan. We are small in size hospital but BIG in old fashioned personalized service, client education and personalized relationships with our clients. AAHA certified so well equipped with all the modern technology and expanded knowledge of veterinary medicine. We are 12 minutes from the

shores of Lake St. Clair, the doorsteps of delicious restaurants as well as numerous shopping centers! Need a place to ride your bike, take a long walk, enjoy music in the park? All within minutes from our hospital. Our hospital is only 1500 sq ft. with room to expand. Hospital is equipped with digital radiology, dental x-ray, laser surgery, in house laboratory (IDEXX) pharmacy, paperless practice manager software. We care for cats and dogs as well as rabbits, rats, guinea pigs and ferrets. (Don't worry about handling pocket pets, we will mentor you on their care). Our team consists of 4 LVT's, 3 full-time receptionists, one full-time doctor and one part time. We encourage continuing education for our entire staff and hold monthly staff meetings to keep everyone up to date on new procedures. Your work week would be schedule as follows: 20-minute well visits, up to 40-minute sick visit, 50 minutes for new puppies/kittens. Flexible scheduled days with a work week consisting of 32-40 hours (full-time), every other half day Saturday. Benefits include competitive salary with 22% Pro-Sal Production with base draw paid every 2 weeks, medical/dental insurance, 401k with employer matching, CE allowance, uniform allowance, memberships and dues paid. Buy in/Buy out is definitely an option. Please email resumes to gwilliamsdvm@pets-ahoy.com.

VETERINARY TECHNICIANS WANTED

South Shore Animal Hospital in Houghton Lake, MI is looking for a FT/PT Licensed Veterinary Technician. We are a privately owned 1-2 doctor practice that enjoys having a fun and professional working environment, connecting with our clients and providing quality medical care to our patients. We have full in-house IDEXX lab equipment along with digital radiography, digital dental radiography and surgical monitoring equipment. We are open M-F with NO nights, weekends or emergencies. Full-time is considered 4-days per week. Come live where others move to vacation and retire!

Competitive salary and benefits. Help with relocation expenses or temporary housing available to the right candidate. Please contact Elizabeth at petvets@southshore-animalhosp.com or fax resume and cover letter to 989-366-7399.

Privately owned two-doctor small animal practice in the Central Michigan area looking for a licensed veterinary technician to join our team. Recently updated facility with four exam rooms, in house Heska analyzers, ultrasound, Quattro x-ray and Avimark practice software. No on call. Work hours are Monday-Friday with one Saturday a month. Health insurance, license fees, CE and IRA eligible. Interested candidates email resume to [Emily at mtpanimalhospital@gmail.com](mailto:mtpanimalhospital@gmail.com).

Full-time licensed veterinary technician needed at our busy small animal (canine and feline only) clinic in Sturgis, Michigan. Midmark dental delivery system, digital dental radiology, computer radiology, Companion Laser Therapy and competitive compensation. Sturgis is a vibrant community with an excellent public school system located midway between Detroit and Chicago in the beautiful St. Joseph River basin. If you like a small-town atmosphere, don't like big corporate business structure, want to know your employer personally, and would like to work with a small and close-knit team, please let us know. Our email address is sturgisvethospital@frontier.com.

PRACTICES AND EQUIPMENT FOR SALE

Buying or selling a veterinary practice? Confused about corporate consolidators? Rely on the expertise of Total Practice Solutions Group. See display ad this issue. Even if you plan to sell your practice yourself, contact Dr. Kurt Liljeberg for a free consultation. We are happy to help. (440) 933-4522 or kurt@tpsgsales.com.

PRICE DECREASE – MOTIVATED SELLER

- Upper Peninsula near Marquette. Gross \$782K. Practice and real estate are offered at \$400K - 50% of gross revenue! Seller is motivated for an easy and profitable purchase for the buyer. (MI-3060) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, (440) 933-4522, or kurt@tpsgsales.com.

SE Michigan: Son-Mate dental scaler/polisher \$1500, PetMaps BP monitor \$2300, VetScan VS2 chemistry analyzer \$6800, IDEXX SediVue urine analyzer \$15000, Summit Innovet Select x-ray machine \$10000, Acuity CR processor \$16000, 2-14 X 17"x-ray cassettes \$50, 2 sets of lead gloves \$220, 1 speed centrifuge \$300, Kenmore countertop refrigerator \$200, Surgery scrub sink \$555, oak magazine rack \$100. Contact saltrogge56@gmail.com for details.

Established in 1989 small animal practice for sale in Jackson County Michigan near US-127 and 1-94 interchange. Includes nearly 4,000 sf on main floor for business and upstairs 1,344 sf 3-bedroom apartment and all Veterinary equipment. Grossing nearly \$400,000.00 and open just M-F, 40 hours per week no weekends and no emergency calls. All located on 2.69 acres. To view, call 517-206-4577 or email billwhite@howardhanna.com. Offered by Howard Hanna Real Estate, 2131 Ferguson Road, Jackson, MI 49203. PRICED AT \$399,900.00.

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.

Part-time house call practice/client list for sale. Appointments 2 days per week, but potential for growth by adding more days. Ideal for working moms, allowing flexibility in hours. Practice is 20+ years with good reputation covering Oakland County, Woodward corridor communities. Contact Dr. Andrea Smirnes 248-288-1554.

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.

Small town veterinary clinic for sale by owner in Northwest Michigan. Steady growth sales have tripled over the last 8 years, owner (66) wishing to work less, has been valued by brokers and had a corporate offer for 875K, gross over 1M the last two years with great potential for a younger veterinarian to double the gross again! Any reasonable offer will be most certainly evaluated, this is the opportunity to own your own clinic in beautiful Northern Michigan! Please contact me via email (jpowers@powershardware.com) or via cell (231-881-4408).

For Sale: New (never used) HD video endoscope, ideal for small and large animal. High quality and affordable endoscope for upper and lower GI exams. Automatic air/

water and suction improves the ease and efficiency of procedures. Includes: Biopsy Forceps, Graspers, Case, light source and 4 shelf cart. Asking \$16,000. If interested, please contact Anne Shuff by email at akshuff4@yahoo.com or by phone at 989-426-8118.

Livingston County, Michigan - Small Animal Veterinary Practice: 2,800 SF Facility. Includes Real Estate. 2021 Gross Revenue \$700K. Custom Facility with 2 Exam Rooms. 3-5 Year Seller Transition! (Listing MI8) Contact: PS Broker 800-636-4740, info@psbroker.com, <https://go.psbroker.com/MI8>

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.

Cortney Chapin, DVM

616/901-5660
(MSU 09, MVMA Member)
Emergency medicine and small animal general practice. Twelve years of experience. Grand Rapids and surrounding area. cortneychapin@hotmail.com

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. presspawsplc@gmail.com

Kenneth Corino, DVM

248/217-5235
(MSU 94, MVMA Member)

Small animal relief work. SE Michigan, medicine and surgery. corinodvm@aol.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. bcornwalldvm@gmail.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 cir-

cumstances. hughesdvm@aol.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, willing to travel. lynnlawitzkedvm82@gmail.com or lynnlawitzkedvm.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 1 1/2 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 Zaboltny, DVM

517/896-9146
(MSU 97, MVMA Member)
Experienced SA relief for SE and mid-Michigan. References. drzaboltny@gmail.com

THE MICHIGAN VETERINARIAN

MICHIGAN VETERINARY MEDICAL ASSOCIATION

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.

DISPLAY ADVERTISING

Eighth-page.....3.625" x 2.25"
Quarter-page.....3.625" x 4.833"
Half-page (horizontal).....7.5" x 4.833"
Full-page.....7.5" x 10"

CALL THE MVMA OFFICE FOR CURRENT ADVERTISING RATES AND SPECIFICATIONS FOR ARTWORK.



In Memoriam

Dr. Peter A. Prescott

Oct. 19, 1933 - Feb. 17, 2023

The MVMA is saddened to announce that former CEO, Dr. Peter A. Prescott, passed away on Feb. 17 after a lengthy illness. Pete, as he was so fondly referred to by his friends, was the consummate professional. He was fully devoted to the best interests of the veterinary profession and the MVMA. He served, with honor, dignity, integrity, and a true sense of caring. He was a mentor to many former MVMA presidents who say his words of wisdom guided them throughout their careers. The world was a better place when he was with us, but his illness took a big part of who he was from us; we know he is now in a better place having a good time with the great class of 1957. Thank you, Pete, for all you did for MVMA and the veterinary profession!

A celebration of Pete's life will be held at a later date. Donations in memory of Dr. Prescott can be made to the Michigan Animal Health Foundation, 2144 Commons Pkwy, Okemos, MI 48864. Contributions to the MAHF are tax deductible.



SMALL

ANIMAL

Wednesday, April 10, 2023

RADIOLOGY

- 🐾 Improve your interpretive skills of the feline abdomen: What's normal, What's not?
- 🐾 Obstructed or not? Interpreting GI Radiography in vomiting cats
- 🐾 Making a diagnosis of intestinal disease in cats with ultrasonography
- 🐾 Radiography and ultrasound of feline hepatobiliary disease
- 🐾 Current approach to examination of the feline pancreas using ultrasonography
- 🐾 Interpreting pulmonary patterns in cats



Wednesday, May 10, 2023

TOXICOLOGY

- » Decontamination
- » Rodenticides
- » Part 1 THC (delta 8, delta 9, synthetics) / CBD
- » Part 2 THC (delta 8, delta 9, synthetics) / CBD
- » Anti-anxiety/Anxiolytics
- » Unknown Neurotoxins

SERIES

The 2022-2023 Small Animal Seminar Series (SAS) series is 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

COMMITTEES, MEETINGS & EVENTS

GREAT LAKES VETERINARY CONFERENCE (GLVC)

Jun. 25-27, 2023
Great Wolf Lodge
Traverse City, MI

MICHIGAN VETERINARY CONFERENCE (MiVetCon)

Sept. 28-Oct. 1, 2023
Suburban Collection Showplace
Novi, MI

2022-2023 MVMA SMALL ANIMAL SEMINARS

All meetings will be at Greater Lansing Association of Realtors (GLAR) from 9 a.m. - 4:30 p.m.

Radiology
Lorrie Gaschen, DVM, PhD, DECVDI
Apr. 05, 2023

Toxicology
Holly Hommerding, DVM, DABT
May 10, 2023

MANDATORY CE DAY

Aug. 24, 2023
Live via Zoom

LUNCH AND LEARN SERIES

Dermatology
Annette Petersen, DR.MED.VET., DACVD
April 27, 2023 | noon - 1:00 p.m.

MVMA BOARD OF DIRECTORS

Jun. 25, 2023 - Held with GLVC
Sep. 28, 2023 - Held at MiVetCon
Dec. 13, 2023 - Held at GLAR

MVMA EXECUTIVE COMMITTEE

All meetings will be 6:30 - 9:00 p.m.
May 17, 2023 - Virtual Meeting
Sep. 6, 2023 - Virtual Meeting
Nov. 29, 2023 - Virtual Meeting

MVMA COMMITTEES

Animal Welfare Committee (Dr. *John Parker, 2023 Chair*)

All meetings will be held at 10:00 a.m.
Apr. 20, 2023 - Karoub Associates (3 p.m.)
Jul. 13, 2023 - Virtual Meeting
Nov. 09, 2023 - Virtual Meeting

Legislative Advisory Committee
(Dr. *Larry Letsche, 2023 Chair*)

All meetings will be held at 1:30 p.m.
Jul. 26, 2023 - Virtual Meeting
Oct. 11, 2023 - Virtual Meeting

Public Health Committee
(Dr. *Joseph Kline, 2023 Chair*)

All meetings will be at 1:30 p.m.
Jun. 7, 2023 - Virtual Meeting
Sept. 6, 2023 - Virtual Meeting
Dec. 6, 2023 - Virtual Meeting

MID-STATE VMA

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

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

<https://www.semvma.net/>.

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