ADAPTING AT THE SPEED OF INNOVATION

Challenges facing the profession provide enlightenment to the benefits of community.
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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The Michigan Veterinarian is published quarterly in March, June, September, and December. Deadlines are the first of the preceding month.
While the COVID-19 pandemic will eventually subside, the innovation from the last 18 months is here to stay. The pandemic forced us to be more nimble, more embracing of change. We took on projects and solved problems we might not have otherwise faced.

Veterinarians have been working throughout this pandemic. You didn’t have the luxury to shelter at home to better protect you and your families. You were on the front lines of animal and public health. And Michigan is better for it.

I have heard from so many of you about the influx of clients/patients, the mental health of you and your staff, and the sheer exhaustion you have and continue to experience. We hope those things will eventually change as we turn a corner. But how you adapted the way you practice, research, and teach may be permanent fixtures in veterinary medicine.

Telehealth and telemedicine have helped to treat patients and maintain safety in clinics. MVMA is working to ensure those tools become permanent with our update to the Veterinary Practice Act. Telehealth would be permitted once an initial physical examination of the animal is in place to establish a Veterinary Client Patient Relationship (VCPR). The physical examination helps to protect Michigan veterinarians from outside entities and organizations hoping to poach your clients and business. MVMA will continue to work to protect your practices and your bottom line. We are hopeful this modern treatment tool will be permanent law in Michigan in the coming months.

While you have innovated in the field, we have been working on innovative projects at MVMA, too. We’re always looking for more efficient and effective ways to serve our members. Next year, we plan to launch an additional membership model that would cover organizations. Whether you’re a one-doctor operation or have dozens of veterinarians, the organizational membership model brings all staff under MVMA’s umbrella, for a reduced rate, so we can become the go-to resource for all things veterinary medicine in Michigan. Along with you, your veterinary technicians and office staff will be served by MVMA through content, education, and programs. We believe this new approach will help to strengthen your teams and help to better promote the profession.

We wouldn’t be able to accomplish this work without engagement from our members. Our volunteers continue to drive progress at MVMA. If you haven’t gotten involved with us yet, I would encourage you to do so. We’re creating new volunteer opportunities to fit your needs, whether long or short-term. Join a Committee or a Task Force, fill out a survey, participate in a focus group, attend an event, send an email or give us a call—all are ways for you to engage with your Association and MVMA staff.

Our members are driving innovation both inside and outside of MVMA. These changes are just beginning, and we expect more to come in the years ahead.

By John Tramontana, MS, CAE

Innovation is Here to Stay

CEO MESSAGE
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As I write this letter, the weather is still very warm, but I can just start to see a few trees beginning to change color. The first sign that summer is growing short, and fall is approaching. Like many around the nation, my home is focused on buying backpacks, school supplies, and back-to-school clothes. This is a time of year I much enjoy sharing with my family, friends, and colleagues as it reminds me to slow down and appreciate each moment as this year comes closer to an end.

I suspect our clinic is like many of yours; work has been demanding to say the least. In the busyness of day-to-day practice, it can be easy to lose track of some of the larger challenges our profession faces. During the past year, the Michigan Veterinary Medical Association (MVMA) has continued to work diligently to support and protect the veterinary profession. As you will later read in this issue, the MVMA has not been timid, nor slowed down. We adapted and pushed forward to ensure your operations and the profession could, too. Our efforts have resulted in awards for communications, new member benefits, enhanced CE offerings, new MVMA initiatives, influenced changes to veterinary rules and so much more. The MVMA isn’t stopping there. With a strategic focus, MVMA’s Board of Directors, Legislative Advisory Committee (LAC), staff, and consultants are working toward getting HB 4912, the Veterinary Practice Act, passed by the Michigan House of Representatives. This legislation will help to address the Veterinary Client Patient Relationship and other legal issues that have been an issue for veterinarians in Michigan for many years. I am proud that MVMA members and MVMA staff were directly involved in drafting this legislation. Having MVMA membership involved directly in this effort and others in the past has been a critical component to making sure that our legislative efforts support the needs of our members and the veterinary profession. If you are not involved, I encourage you to reach out to MVMA to learn more.

Member engagement is crucial to MVMA because it impacts every area of how we serve you and address the needs of the profession. The MVMA Board, committees, and volunteers are all dedicated members who want you to join them in promoting and protecting the profession. As 2021 comes to an end, I encourage you to draft a goal for 2022 related to volunteering within the profession. If that is serving with the MVMA or with another organization, I know you will make a positive impact. And for that I am grateful.

Lastly, for those seeking quality CE to satisfy your upcoming license renewal, the MVMA just announced a multitude of in-person and online continuing education events scheduled for 2021 and 2022. With the recent announcement of the 2021 Michigan Veterinary Conference (MVC), the MVMA is excited to welcome you back to the largest veterinary conference in Michigan. Other events include the Mandatory Continuing Education Day, Small Animal Series, and the new Mackinac Island Conference. If you missed the Great Lakes Veterinary Conference (GLVC), join us at the MVC Dec. 2-5, 2021. With its recent state-of-the-art expansion, the Suburban Collection Showcase in Novi will offer an experience unlike any you’ve seen before. It’s going to be an event you will be glad you attended.

I wish you an enjoyable fall season and look forward to seeing you at the MVC. Take care and be well.

By Christian Ast, DVM

Christian Ast, DVM, is the MVMA’s 2021 President, and can be reached at astchrist@yahoo.com.
Dr. Melissa Dyson is an exceptional example of a veterinary professional and community volunteer who is passionate about caring for both humans and animals. During her high school and college years, Dr. Dyson was fortunate to work in field biology and ecology, understanding how to monitor animals as indicators of environmental health. “I loved doing field research, but I knew that I wanted some more diverse opportunities.”

“I really enjoyed ecological and environmental science settings in those environmental science settings and veterinarians who cared for wildlife species or with biology. My opportunities to work with veterinarians who cared for wildlife species or with animals and teach my staff what needs to be accomplished to ensure optimal care is provided.”

This motivated Dr. Dyson to enroll in veterinary school. She would later graduate from the University of Tennessee College of Veterinary Medicine. Dr. Dyson would then go on to acquire a Master of Science degree in Veterinary Pathobiology and complete a comparative medicine residency program at the University of Missouri where she specialized in laboratory animal medicine.

Dr. Dyson currently serves as the Senior Associate Attending Veterinarian, Deputy Director of the Unit for Laboratory Animal Medicine (ULAM), and the Director of the ULAM Training Core at the University of Michigan (U-M). Her department is responsible for providing clinical care to all the research animals, as well as oversight for animal welfare and health concerns. “As a veterinarian, it’s fundamental important to me that the lived experiences of animals used in research are positive.” She said. “I want to make sure that these animals are cared for properly and enriched, and that any concerns are immediately addressed. I think research is incredibly important to both human and animal health. As a veterinarian, I can be an advocate for the animals and teach my staff what needs to be accomplished to ensure optimal care is provided.”

When asked what her most memorable research was thus far, Dr. Dyson replied, “Many come to mind, but I would like to share an experience I had to work with a laboratory group at Michigan who studies Extracorporeal Membrane Oxygenation (ECMO). This research became personal several years ago when it helped save the life of my friend’s child who had a cardiac defect. This technology is also capable of keeping organs destined for transplant healthy, saving premature babies, and assisting people who suffer from respiratory disease.” The lab used sheep in their studies and Dr. Dyson’s department cared for those sheep during the research. Having a full circle event that created a personal connection to the science made a profound impact on her.

With all of the unique experiences that Dr. Dyson has acquired over the years, she was asked what important lessons do you now share with others? “Take the road less traveled. You find growth, are more diverse, and ultimately more valuable as a professional. Veterinary medicine truly offers so many exciting careers paths that work together to protect both animals and humans.”
VETERINARY TECHNICIANS - WHAT'S IN THE FUTURE FOR YOUR PRACTICE?

There has been increased discussion in recent years about the role of veterinary technicians on the veterinary health care team. The National Association of Veterinary Technicians in America (NAVTA) has especially been looking at this issue. They conducted a study in 2016 which found “Veterinary technicians tend to leave the field due to lack of re-spect from the public and the veterinary profession, low wages, frustration from lack of proper utilization, burnout, com-passion fatigue, and a variety of other reasons.” Findings led to the Veterinary Nurse Initiative (VNI). This initiative has four goals, one of which is “Expanding Career Potentials – Defining the role of our profession in all areas of practice to maximize potentials.” AVMA took on the discussion with a Task Force on Veterinary Technician Utilization led by MVMA member Dr. Stephen Steep. A variety of other sources from the public and veterinary profession pointed out the importance of staff roles and responsibilities are different and there is room for both.

Veterinary technicians in Michigan are credentialed and licensed. Requirements for formal education and standard-ized examination assures uniform basic knowledge and competencies. Michigan licensed veterinary technicians have successfully completed an AVMA Committee on Veterinary Technician Educa-tion and Activities (CVTEA) approved program (or been endorsed through another state). Michigan LVTs have also passed the Veterinary Technician National Exam. They have required CE, just as veterinarians do. Even specialty acad-emies for veterinary technicians wishing to show additional credentialing for advanced training are available. Unlike assistants, LVTs have some legal protections, too. They have both work and title protections. This means non-licensees may not do what they do as a licensee, nor can a non-licensee have a title such as “animal technician” or “animal tech-nologist.” Also, just like veterinarians, LVTs have some legal protections when treating certain emergencies and when reporting animal abuse.

When looking at the role of an LVT on the veterinary health care team, consider that “Practice as a veterinary technician in Michigan is a profession of income needed for basic living needs. For example, statistics on Indeed show a Michigan LVT salary average of $16.56 per hour ($33,782.40 annual salary). United Way’s ALICE Report shows an individual needed on average an annual income of $23,400 for a Household Survival Budget in 2019 and a family of 2 adults, an infant and a preschooler needed on average an annual income of $64,116. Note that student debt payments are not included as part of a household survival budget, nor is there a line item for pet ownership.

While the global COVID-19 pandemic is not over people are actively seeking veterinary care for their animals. There appears to be no lack of business for veterinarians in the near future. To help with the work overload so many veterinarians are experiencing, consider the roles of your current staff. In your practice, are there things a veterinarian is doing that could be done by an LVT? Is an LVT doing some things an assistant could do? How input from your staff. It is no secret that veterinarians are facing challenges and reports of veterinarians succumbing to substance and alcohol abuse and even suicide continue to be of concern. The stress veterinarians face affects veterinary staff, too. At the end of the day, addressing the well-being and morale of all your staff is good for everyone’s mental health, your patient care, your client satisfaction, and your bottom line.

Sources used for this article can also be found at www.michvma.org/People/PetsandPractice

Nancy Frank, DVM, MPH, DACVPM, is MVMA’s Staff Veterinarian, and can be reached at frank@michvma.org or 517.347.4710.

Dr. Nancy Frank is a current member of the Board of Veterinary Medicine. Her viewpoints do not necessarily represent the viewpoints of the Board.
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For future owners, here are a few of our listings in the Great Lakes Region...

MI: Southeast - West of Detroit. Solo, mixed practice of in-home and clinic facility treatment. Solid support staff expected to stick. Owner is ready to retire and will help with the transition. (MI321)

MI: Central - Established, vibrant, small animal hospital with revenues over $1M. Well-equipped facility with room for growth. Both the practice and real estate are for sale. (MI208)

MI: Southeast - 1 doc, companion animal hospital, well-potential for growth and terrific cash flow. The owner will help with transition. (MI925)

MI: West of Detroit, Solo, mixed practice of in-home and clinic facility treatment. Owner is nearly ready to retire and will help with the transition. (MI222)

MI: Southeast - 1 doc, companion animal hospital, well-equipped with room for growth and terrific cash flow. The facility is located in a great neighborhood and is well-equipped. The owner will help with transition. (MI320)

OH: Northeast - Solo, small animal practice. With busy bankers more schedule and excellent growth opportunity. This well-equipped practice & the real estate is for sale. (OH710)

OH: Southeast - Solo, small animal practice just northeast of Columbus. Owner is ready to retire and both the practice and real estate are for sale (OH710)

IN: Western Central - Practice and real estate for sale!! Solo, mixed practice, well-equipped with healthy revenues and a solid client base (IN404)

IN: Northeast - Solo, SA practice. CHRishes in an attractive well-equipped, free standing building. Both Practice and Real estate for sale (IN368)

IN: Northwest - Practice and real estate for sale!! Near Miamisburg. Well-equipped and busy practice with room to grow. Practice and RE for sale. (IN405)

IN: Central - Established, vibrant, small animal hospital with revenues over $1M. Well-equipped facility with room for growth. Both the practice and real estate are for sale. (IN808)

IN: Western - Solo, small animal practice, well-equipped with healthy revenues and a solid client base (IN914)

IN: Indy - Established, one doctor, companion animal hospital. The practice is located in a free standing, leased facility that is well maintained and well equipped. (IN914)

W. KENNETH MCKERRIE SERVICE AWARD:
Established in 1999. It is conferred upon a member of the Michigan VMA for cumulative service and accomplishments benefiting the profession of veterinary medicine, the community, and the Association. The Distinguished Life Membership Award ranks above it in significance of recognition by one’s peers as members of the Michigan VMA.

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W. KENNETH MCKERRIE SERVICE AWARD:
Established in 1996 as the MVMA Service Award, the award was renamed in memory of the late Dr. McKerrie in 1999. It is conferred upon a member of the Michigan VMA for cumulative service and accomplishments benefiting the profession of veterinary medicine, the community, and the Association. The Distinguished Life Membership Award ranks above it in significance of recognition by one’s peers as members of the Michigan VMA.

MVMA DISTINGUISHED LIFETIME ACHIEVEMENT AWARD:
Established in 1970 as the Distinguished Life Membership Award, it was retired in 1992. The award is conferred upon only a few individuals of the highest professional caliber who have completed 35 consecutive years of active membership and have partaken actively in association obligations and otherwise served the veterinary profession in an exemplary fashion at the state and/or national levels. This is the highest award conferred by the Michigan VMA.

MVMA Business Service Award:
This award is conferred upon a company that, by its efforts and activities, has promoted the profession of veterinary medicine in any of its many facets in a way that qualifies for an award.

MVMA Public Service Award:
To qualify for this award, the nominee must be a political official or organization whose efforts have significantly benefited the veterinary profession.

MVMA Community Service Award:
This award is to honor an animal-related organization or individual, who is not a veterinarian, for contributions that have significantly benefited society, MVMA or animal welfare.

MVMA Merit Award:
This award may be presented to any person who has devoted an extraordinary amount of time and effort to a project or activity of benefit to the Michigan VMA and/or the veterinary profession.

The MVMA Awards Committee is requesting nominations for 2021 MVMA awards. This is the association’s opportunity to recognize someone who has contributed significantly to the veterinary profession or the animals and clients s/he serves. Nominations should be accompanied by supporting information. MVMA awards include:

Nominations should be sent to the MVMA office by Nov. 1, 2021. Additional information and a nomination form can be found at https://michvma.org/awards.
As veterinarians, our role is crucial for ensuring not only healthy animals but also healthy communities. This role is strengthened through our collaboration. Without a strong partnership with veterinarians across the state of Michigan, it would be impossible to achieve the mission of the Michigan Department of Agriculture and Rural Development’s Animal Industry Division to protect, promote, and regulate animal health.

For our partnership and collective contribution to the One Health approach to be fully realized, each Michigan county needs enough veterinarians to provide the necessary care for the communities they serve. Rural practices and those who practice large animal medicine may lack the ability to compete with salaries offered by clinics in more populous areas.

Recognizing this challenge, the U.S. Department of Agriculture’s National Institute of Food and Agriculture offers solutions through programs such as the Veterinary Medicine Loan Repayment Program (VMLRP) and the Veterinary Services Grant Program (VSGP). These programs financially support veterinarians working on food supply medicine within veterinarian shortage areas, which are updated annually.

The VMLRP is a loan repayment program designed to help any veterinarian with qualifying educational loan debt and whose work includes food supply medicine in designated high-priority shortage areas. The program compensates veterinarians by providing DVM-related loan repayment of up to $25,000 per year, as long as 30 percent of their work is dedicated to food supply medicine in a designated shortage area for three years. While VMLRP primarily provides compensation for student loans, it also accommodates loans used for educational materials or housing during a veterinarian’s time of study.

The VSGP goes a step further. It is a competitive grant program expanding the government’s scope of financial assistance to veterinarians in designated shortage areas by funding solutions to combat the veterinarian shortage situation. With a budget of nearly $3 million, the VSGP offers Rural Practice Enhancement grants of up to $125,000 for project proposals from veterinarians that expand rural practices through new equipment and compensation for overhead costs, which can include salaries.

Both programs depend on designated shortage areas to determine where the programs can be offered. In all, Michigan can nominate up to six shortage areas. It is crucial they are accurately and appropriately identified. To have Michigan veterinarians earn more of these awards, I need your insights to help define these areas. With your feedback, we can maximize the potential for veterinarians to benefit from these opportunities and strengthen the profession as a whole.

Also, these programs will not be effective at helping Michigan veterinarians unless we spread the word and get veterinarians to apply. Last year, the state of Michigan saw very few veterinarians apply for VMLRP and VSGP. Whether this was caused by inaccurate designations of shortage areas or a lack of awareness in these programs, this year, we can do better.

If you are struggling to meet the demand in the rural communities you serve or attract other veterinarians into your practice, I must hear from you. As the State Veterinarian, I need to submit shortage area designations by November 1, 2021, and your feedback is crucial. Please respond to the survey or directly email me at WinelandN@Michigan.gov to begin a conversation on strengthening the veterinary profession in Michigan’s rural communities.

Protecting animal health throughout Michigan is an objective that can only be achieved when we work together to utilize all available resources. Once the shortage areas are officially identified, we will share these results with you, so you can help spread the word.

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.
VETERINARY DIAGNOSTIC LABORATORIES:
EXTINCTION OR EVOLUTION?

By Courtney D. Chapin

There’s no arguing that veterinary medicine, like human medicine, has seen exponential growth in technologies that have led to improved treatment and diagnostic options. From imaging to pharmaceuticals to point-of-care instruments, new tools are added to the veterinary toolbox almost constantly. In particular, in-house analyzers have become increasingly common. If point-of-care testing is ubiquitous, will we still need laboratories? The Michigan State University Veterinary Diagnostic Laboratory has some ideas about why laboratories are going to stick around.

HIGHLY TRAINED TEAMS DEDICATED TO QUALITY

Point-of-care analyzers are only as good and accurate as the staff using and maintaining them. We know clinics have great teams, but using these instruments is just one of the many tasks that must be done every day. How well trained are the staff on using these instruments? Are staff maintaining them, running quality control material, and making sure quality control is within range? Do they recognize when a sample should not be used (clotted, hemolyzed, lysed, too lipemic, too old, improperly stored)? Do they know how sample quality issues can impact the results and the diagnosis/treatment plan? Can they identify when the instrument isn’t running properly or if there is a trend or shift happening with results?

In a laboratory, like the MSU VDL, the staff are trained for all of this. We perform quality control procedures regularly to assure equipment and reagents are performing properly prior to reporting patient values. If/when there are analytical errors that may affect data reliability and patient management, those are documented. We recognize compromised or problematic samples and what effects these will have on results. In many instances, staff must successfully complete proficiency tests to be able to perform certain assays. Laboratories also regularly participate in external proficiency programs to assure results are comparable to other diagnostic laboratories.

And we can’t forget the importance of a personal connection. Subject matter experts are available for consultation and explanation of results or to recommend the best test to perform for a specific case.

TIPS FOR WHEN TO CONSIDER USING A LABORATORY:

1. Anytime and for any sample that does not require very rapid processing or turnaround time – quality diagnostic laboratories like the MSU VDL, provide reliable results for all appropriate samples.
2. For high volume testing, high volume testing, regulatory testing, and export testing
3. When analysis by in-house analyzers provides error messages that cannot be explained or resolved
4. When results from the in-house analyzer do not make sense in context with other findings in the case or to verify test results
5. For unique tests or when tests are not available on in-house analyzers (e.g., serum protein electrophoresis, ANA, BHB, NEFAs, phenobarbital, progesterone and many other endocrine tests) or are not validated on the in-house analyzer for the species of interest
6. Potentially for consistent and comparable data when monitoring values in a patient over time; one cannot necessarily interpret changes in many chemistry values when the values are obtained from different analyzers or with different methods
7. For tests with higher sensitivity and specificity, tests that take a long time to process, and for tests that require an interpretation

We’re not saying you should throw out point-of-care testing! But laboratory diagnosticians are here and ready to help you solve cases big and small. In many instances, we have equipment and supplies to perform assays that would be cost prohibitive in clinics. And just like you love the work you do with your patients, we love our work helping you get the right diagnosis for the animals entrusted to your care. Please don’t hesitate to call when you have questions or need testing recommendations.

Courtney D. Chapin, is the Communications Manager for MSU VDL, and can be reached at chapinco@msu.edu or 517.432.5832.

A BACTERIOLOGY PERSPECTIVE

Point-of-care tests for leptospirosis will detect antibodies from vaccination causing false positives. They also are unable to differentiate between serovars. Our leptospirosis MAT is reported as a panel of titers and comes with an interpretation based on the client provided history of the patient.

A CLINICAL PATHOLOGY PERSPECTIVE

In the MSU VDL Clinical Pathology Laboratory, all CBCs include microscopic review of blood smears to verify automated results from hematology analyzer. Blood smears and analyzer data from CBC samples with significant abnormalities are automatically reviewed by a pathologist. Feedback from trained laboratory scientists and clinical pathologists can be particularly useful for CBCs from sick animals (despite the longer turnaround time).

A NUTRITION AND TOXICOLOGY PERSPECTIVE:

Point-of-care options for nutrition and toxicology are limited and diagnostic laboratories have highly specialized, “gold-standard” equipment for these tests that can assure proper specificity and diagnostic sensitivity. Even when point-of-care screens are possible, it is still important to consider submitting “positive” samples to the diagnostic laboratory for confirmation and quantitative determination.

AN ENDOCRINOLOGY PERSPECTIVE

In-clinic analyzers are often fine for screening purposes. However, expanded testing at a diagnostic laboratory is always a good idea to reach a confident diagnosis.
Everyone has faced challenges with COVID-19 whether it be work location, ability to work, not enough work, or too much work. While MVMA staff like to think we have moved through the pandemic with the fluidity and elegance of a dressage horse at the Tokyo Olympics, a better analogy might be mules hauling down and back up the Grand Canyon— at least steady and sure footed. Diligence prevailed and association activities continued, though venues definitely changed. Since the Governor’s Office Emergency Order 2020-04 declaring the COVID-19 pandemic was issued on March 10, 2020, here is an overview of what your association has been doing for you:

- Reviewed all 212 Executive Orders, Executive Directives, MDHHS Epidemic Orders, and MIOSHA Emergency Rules and let you know which ones applied to you and why.
- Consulted endlessly with our lobbyist, Matt Reslin of Karoub Associates, to help assure the voice of the veterinary profession is heard by elected officials in state government.
- Successfully influenced an early return to veterinary services during the coronavirus pandemic by working with the Governor’s Office.
- Maintained a strong working relationship with the Governor’s office which assisted with favorable clarification and interpretation of pandemic related emergency orders for the veterinary profession.
- Hosted a special Zoom session with State Representative Davis, and Staff Veterinarian, Nancy Frank, DVM, and can be reached at mvma@michvma.org or 517.347.4710.
- Kept you updated on the Department of Licensing and Regulatory Affairs (LARA) change in policy to allow live, synchronous CE to count as in-person CE during the Emergency Order declaring the pandemic.
- Answered hundreds of questions about practice during the pandemic and provided multiple webinars to explain Orders, Directives, and Rules impacting practice.

MVMA’s staff members include Chief Executive Officer, John Tramontana MS, CAE, Chief Operating Officer, Sheri Fandel, Director of Learning and Strategic Partnerships, Kara Henrys, Director of Communications and Digital Strategy, Samuel Flores, Director of Meeting & Events, Angel Davis, and Staff Veterinarian, Nancy Frank, DVM, and can be reached at mvma@michvma.org or 517.347.4710.

- Amended the Public Health Code to allow veterinarians to consult with owners about marihuana and industrial hemp products related to their animals.
- Continued the initiative to update the Veterinary Practice Act (part of the Michigan Public Health Code).
- Strengthened and grew the VET-PAC to assist MVMA in becoming a stronger legislative influencer.
- Updated you and explained changes to the LARA Board of Veterinary Medicine Veterinary General Rules.
- Helped you sort through LARA CE requirements and timing for license renewal.
- Successfully influenced the LARA Board of Pharmacy to revise their proposed updates to the Animal Euthanasia and Sedation Rules.
- Adapted continuing education offerings from in-person to virtual (a major feat!)
- Embraced Zoom communication to continue Board of Directors meetings, Executive Committee meetings, committee meetings, staff meetings, and Power of Ten Leadership classes. Coffee Hours were added to promote communication.
- Added Zoom sessions and webinars to focus on wellness, DEI, and human resource management.
- Hosted a special Zoom session with State Representative Hank Vaupel DVM to provide an update on the inner workings of government at a critical time in the pandemic.
- Continued the Small Animal CE series and added a Lunch and Learn series.
- Overall planned, arranged, and hosted nearly 90 hours of CE and Zoom information sessions.
- Kept the office running, books balanced and finances in order.
- Supported MVMA’s members ability to provide care to underserved clients through the Companion Animal Fund.
- Still planning for MVC 2021 to be held in-person Dec. 2-5 at the Suburban Collection Showcase in Novi. A shelter medicine track has been added this year with more to come in the future.
- Added a staff person to focus on meeting and event planning.
- Maintained quarterly publication of the revamped Michigan Veterinarian magazine and celebrated receiving the 2021 Pinnacl Award from the Public Relations Society of America Central Michigan Chapter - the top award!
- Initiated a weekly E-newsletter, the Weekly Paws Button, in June 2020.
- Maintained communication with MSU CVM students and provided wellness support through grants and a coffee program.
- Added a new member-exclusive Retirement Multiple Employer Plan designed to help members offer an affordable retirement solution for their employees.
- Created the Member Webinar Center, a new online portal where members can access recordings of MVMA webinars they have attended.
- Initiated a Diversity, Equity, and Inclusion (DEI) committee and initiative to foster enhanced diversity, equity, and inclusion within the association and beyond.
- Awarded over $20,000 worth of grants to research projects through the Michigan Animal Health Foundation and implemented fundraising events to strengthen the Foundation.

We feel positive about the veterinary profession and about MVMA despite the recent pandemic challenges. We look forward to continuing to support you, advocate for you, provide you with CE and overall serve your professional needs. We hope to see you in person soon!
Most in the profession have likely heard of the dramatic increase in applicants to veterinary school during the 2020 application cycle. It was the largest and most diverse cohort of applicants ever seen in the profession. Last year, 10,253 young adults applied to veterinary school; more than 26% of the applicants were people of color. One in five applicants were from rural backgrounds, more than 17% identified as LGBTQ+ and 30% identified as first-generation college attendees and/or from low-income backgrounds. Applicants also presented with a wide array of career interests, though mixed and companion animal practice areas remain the dominant interest.

The current 2021 application cycle is trending similarly. During economic downturns, students close to completing undergraduate education often apply to a graduate program as it provides a sense of stability. As we emerge from the pandemic, we can expect to see the veterinary school applicant pool return to a slower rate of growth.

It is important to note, that the return to normal is likely to be hampered by reduced racial, economic, geographic, and gender diversity in the applicant pool because of the COVID pandemic. BIPOC (Black, Indigenous, People of Color), low-income students and men have been most impacted by the pandemic and have experienced the greatest losses in undergraduate enrollment. Without concerted efforts, we stand to lose further grounds in our ability to recruit men into the profession, and we stand to lose much sought-after growth among applicants from racially and economically diverse backgrounds.

The reality is that the profession has historically not needed to recruit because of a natural high interest among the dominant student population. A history of exclusion and marginalization also limited more expansive recruiting opportunities, all of which resulted in potential students of color being successfully recruited to other disciplines. Continued challenges such as comparatively low salaries and increasing student debt have not helped the profession improve overall recruiting efforts. Now that the profession faces a potential decline in applicants; it is essential to think bigger and more broadly about recruiting a more diverse student profile.

Moreover, diversity is simply good for the profession. Research shows that diversity is correlated with better performance and decision-making, the ability to reach a broader client profile and higher profit margins. Learning and practicing in diverse environments lead to professionals with wider perspectives, improved complex problem-solving skills and a much more developed communication skill set. These are all attributes we want to see in future generations of veterinarians.

WHAT WE ALL CAN DO TO MEET CURRENT AND FUTURE NEEDS OF THE PROFESSION

At a minimum, collectively, we can help with raising the profession’s visibility, especially among underrepresented and historically marginalized populations. Building awareness and pathways for students is essential in nurturing their passion for veterinary medicine. You are advocates for the veterinary profession, and your role and visibility position you to be an influential recruiter of future professionals. Develop partnerships with youth organizations in your local area by participating in local school events and fairs and be intentional about working in and with communities where you want to see representative growth. If you have a clinic, offer opportunities to shadow or volunteer. Participate in veterinary school open houses and events.

More personally, be a mentor. Encourage, support, and mentor prospective students from underrepresented or marginalized backgrounds in their veterinary medicine journey. And take the extra step to be a sponsor. While mentorship is essential, sponsorship can make a difference in someone’s career trajectory. Use your position, experience, and influence to create new opportunities that would be out of reach for your mentees; use your connections and network on their behalf.

CONCLUSION

These activities alone will not be enough to make real systemic change, but it is an important start. It will take everyone from individual veterinarians to veterinary schools to state and national organizations working intentionally to make the long-term changes necessary to meet the future demands of the profession. If we continue to study population trends, create opportunities for systemic change, and intentionally lean into the dramatic population shifts to identify future talent, we can contribute to the long-term strength and sustainability of the profession.

WHY EXPEND THE EFFORT?

This is a frequent question fielded by the staff of the American Association of Veterinary Medical Colleges (AAVMC). There are many reasons why it is important. First, the population in the United States is rapidly changing. According to a 2021 US Census Bureau report, the number of White Americans will decline by roughly 10% over the next 40 years, while population growth is expected to grow by as much as 25% over the same period through birth and immigration. This represents a major demographic shift; one that has been projected for decades. Additionally, birth rates are declining; 2020 is projected to produce a smaller cohort of potential applicants due to dramatic birth rate drops since the 2008 recession. Our ability to intentionally market the profession more broadly is key to maintaining the sustainability of the profession during such extraordinary demographic shifts.

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Sources referenced in this article can be found at www.michvma.org/stfovmfall21.

Lisa M. Greenhill, MPA, EdD, is the American Association of Veterinary Medical Colleges’ Senior Director for Institutional Research & Diversity, and can be reached at lgreenhill@aavmc.org or 202.371.9195.

Diana L. Dabdub is the American Association of Veterinary Medical Colleges’ Director for Admissions & Recruitment Affairs, and can be reached at ddabdub@aavmc.org or 202.371.9195.
I went paddleboarding for the first time in Glen Canyon National Park, Lake Powell, Arizona. There were four of us, two were experienced, and two were novice - I am a novice. The area that I chose was about a mile of choppy water with a sheer rock coast into a narrow canyon for a second mile, where the water smoothed out so you could stand on the board. It could not have been more beautiful, but the first mile sitting on my board fighting the waves as they pushed against me was anything but relaxing. The 105-degree desert heat was beating on my head, making the trip all the more challenging. On top of all that, the trip was out and back, so the choppy water portion had to be done twice - the second time when I was already completely worn out from the trip. It was breathtakingly beautiful, emotionally exhilarating, physically exhausting, mentally challenging, and extraordinarily enriching all at the same time — a bit like veterinary practice.

I learned to focus on myself. Paddleboarding is something that you essentially do alone. No one is on your board to help you paddle, and if you fall off, you must hoist your wet body back on the board to recover from your fall. Other boarders can cheer you on, but it is up to you to paddle and recover. This is similar to our mental and physical health while in our profession. No one knows your mind or body better than you, so you have to know yourself first to feel better. Thought work is something that I do for myself and work on with my coaching clients. We start by taking stock of how we feel and what changes and goals we want to work toward. Getting in touch with the feelings that keep you stuck is a significant first step to setting goals and boundaries for your time and emotions. If you have ever tried to cheer someone when you are miserable yourself, you know that it does not work. If you do not practice learning about yourself, you will be unable to care for yourself, your veterinary teams, or your clients’ pets.

I learned that difficult things can be rewarding. If you have ever been in a physical or emotional challenge that seemed impossible, you know how great it feels when you are on the other side. The paddleboarding trip was brutal, but we were so proud of our accomplishment when we made it back to our launching point. "No pain, no gain," my high school volleyball coach used to say. When we have a tough day at work, we can reflect on the ups and downs, looking for the beauty in the rough. Focusing on some small victory in your day will help you balance the mess and feel more accomplished. Overall, we do so much good, but we let ugly clients spoil it for us. If a client wants to offer you their anger or frustration, kindly turn them down. You do not have to own their emotion. You must focus on your fantastic job and do your best to serve the most. You cannot and should not try to please everyone.

I learned that having others in the water with you is the best way to problem-solve. Although paddleboarding is a singular sport, there were others on the water with me. My family, kayaking strangers, and even the wake-making boaters cheered us along on our way. Some offered drinking water, physical help, and some just waved and said "hello," but we knew we were not alone. Veterinary medicine is like that. We are a profession of helpers - this is our superpower. We have a wide variety of skills, experiences, personalities, and strengths that we can use to help each other solve our problems. There is no competition between practices when we are in crisis mode. We need to help each other deliver services and brainstorm together for each practitioner to live their best life. I see this as the only way we are to survive and thrive. We need to share ideas, cross-train teams, and work together to balance hospital hours between practices. We may even work on job sharing, collaborating ideas, and coaching each other. Together we can take care of the pet-owning public no matter how demanding and frustrating they get.

I know that we can change this profession’s outlook if we start to work together. Veterinarians are brilliant, and I am blessed to have many great veterinary colleagues. These great minds are capable of changing the work that we do to make it more efficient. We are capable of creating fun balance while offering exceptional care.

Julie Cappel, DVM, is the director of Warren Woods Veterinary Hospital and a certified life coach. Dr. Cappel can be reached at jacappeldvm@gmail.com or 586.751.3358. Also, join Dr. Cappel weekly on her podcast, “The Veterinary Life Coach Podcast”, available on iTunes and Spotify.
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Lunch & Learn
What happened to that simple dream of pre-veterinary students to get into vet school, graduate and enjoy a successful and prosperous career? As students, our focus was personal and our goal was graduation. As licensed professionals, we still seek a successful career and financial security, but our responsibilities have expanded. Our obligations are global and our goals are less well defined. The acquired veterinary knowledge and well-honed skills that enable us to work in health care teams does not serve us in the bureaucratic and political world that threatens our professional existence. Monumental challenges that we have faced in the past and the yet-to-be-seen challenges of the future must be met with a collaborative effort. Where would we be without our AVMA, MVMA and our Vet PACs (Political Action Committees)? Let’s look at a few past challenges and appreciate how our participation in state and national associations have enabled us to prevail.

MODEL VETERINARY PRACTICE ACT

One of the most important documents governing the practice of veterinary medicine. The American Veterinary Medical Association (AVMA) Model Veterinary Practice Act (MVPA) is intended to serve as a set of guiding principles that are referenced by every State Board of Licensing and Regulation. Because the MVPA is intended to evolve as technology, the veterinary profession, and societal needs change, it is under constant review and you are given the opportunity to provide your input directly to the AVMA.

COUNCIL ON EDUCATION

The AVMA Council on Education (COE) accredits DVM or equivalent educational programs. The AVMA COE assures that minimum standards in veterinary medical education are met by all AVMA-accredited colleges of veterinary medicine, and that students enrolled in those colleges receive an education which will prepare them for entry-level positions in the profession.

DO THESE AND OTHER ISSUES KEEP YOU UP AT NIGHT?

Staff Turnover, Student Debt, COVID Restrictions on Essential Services, Masks, Vaccines, Curbside Service, Antimicrobial Resistance, Telemedicine, Pentobarbital Shortages, VCPR

...By Stephen Steep, DVM & Jill Lynn, DVM

CYBERBULLYING

Social media has been a fantastic tool to promote veterinary medicine and individual practices, however, the downside has been situations where veterinarians are unfairly targeted or criticized. Cyberbullying has become a cause for concern among veterinarians and other veterinary professionals. Approximately 1 in 5 veterinarians surveyed by the AVMA in fall 2014 reported that they had themselves been victims or knew colleagues who had been victims of cyberbullying. They reported bullying incidents ranging from the posting of false online reviews to threats of physical or financial harm. This concern was discussed in the AVMA House of Delegates in 2016. A hotline (626-531-1140) with 24/7 availability where members can get 30 minutes of consulting time for free that is completely confidential. If additional guidance is needed, a discounted rate is offered.

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East River Veterinary Clinic is a fast-growing, reputable small animal clinic located in Essexville, MI looking to add an associate veterinarian to its professional team. Located in a quiet corner of the thriving bay-area community, East River Veterinary Clinic is friendly and well-trained, and we work together as a strong team to achieve our mission. Our clinic adheres to strict, high-quality protocols to ensure the highest degree of patient safety and facility cleanliness. Our salaries are competitive ($300-$450/day), and we offer an allowance each year towards your licenses, memberships, or continuing education. The ideal candidate can safely perform 20+ surgeries per day, with a goal of 30+ surgeries per day over time. Sound like you? Contact Kris at kris@thepawscamp.com.

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East River Veterinary Clinic is a fast-growing, reputable small animal clinic located in Essexville, MI looking to add an associate veterinarian to its professional team. Located in a quiet corner of the thriving bay-area community, East River Veterinary Clinic is friendly and well-trained, and we work together as a strong team to achieve our mission. Our clinic adheres to strict, high-quality protocols to ensure the highest degree of patient safety and facility cleanliness. Our salaries are competitive ($300-$450/day), and we offer an allowance each year towards your licenses, memberships, or continuing education. The ideal candidate can safely perform 20+ surgeries per day, with a goal of 30+ surgeries per day over time. Sound like you? Contact Kris at kris@thepawscamp.com.
is equipped with a full range of Heska and IDEXX in-house lab equipment, digital radiog- raphy, digital dental radiology and ultrasound equipment. In addition to our wide spectrum of modern diagnostic technology, East Riv- er Veterinary Clinic utilizes Active-Chart, our off- line management software as well as IDEXX Pet HealthNetwork Pro. East River Veterinary Clinic is seeking an associate veterinarian for a full or part-time position. Applicants should have a minimum of one year experience with medicine. Benefits include IRA, CE allow- ances, paid vacation, paid uniform expenses, health care stipend and liability insurance. We are offering a signing bonus and competit- ible salary commensurate with experience. Part-time wages will be based on experience. Contact Dr. Anne Shuff or Shelley Hialeah, LVT/Manager at 888426-8118 or m1veterinary@yahoo.com.

Looking for a new adventure? Come live, work, and play minutes from the stunning West Shore of Lake Michigan! Teams at the Animal Hospital is looking for an associate Veterinarian to join our team. We are a privately owned clinic proud- ly serving the Grand Haven area since 1962. Our dedicated support staff of 5 licensed vet- erinary technicians and 5 receptionists help keep our paperless clinic running smoothly. We offer a wide range of animal services for dogs and cats that includes general surgery, dentistry, digital ultrasonography, laser therapy, and more. Our philosophy is to provide high-quality veterinary care in a companionate manner so that all pets may enjoy long and healthy lives. Our team works hard and plays hard. Our broccoli table is always full of delicious goodies. Our staff and appreciative clients and a weekly Starbucks run is common. Our team enjoys any excuse to have some fun so dust off your dancing shoes and join us at our holiday Sweater Day! Excellence in services is our goal and we strive to provide the best possible care for every patient. Licensing fees and yearly CE expenses included. A $10,000, signing bonus will be offered to qualified candidates. Please email your resume to betinarvestevet@ hotmail.com. We look forward to meeting you!

Are you a fresh graduate, looking for mentor- ship, looking for good pay and excellent ben- efits? For suitable candidate we will even pay for your move to Michigan! Veterinary Doctor in the first-year. We practice high quality medicine and have excellent support staff. Friendly cli- ents. Vibrant city with lots of restaurants, bars, and young friendly crowds. Send re- sume to michiganvetd@gmail.com.

As a new graduate, you will be part of a highly trained, passionate team in a fully equipped clinic in beautiful Mid-Michigan! Would you like to work 9-5 Monday through Friday with- out any after-hours emergencies, weekends, or holidays? We are looking for an energetic, positive, and confident veterinarian willing to work full or part-time, at our small animal veterinary clinic located in Gladwin, Michi- gan. We pride ourselves in being a practice that focuses on comprehensive and person- alized veterinary care and are well known for our exceptional customer service and life- style. We are a supportive practice that focuses on individualized care for pets. We utilize cedaredge LVT’s to assist with sur- gical preparation, patient recovery, and pa- tient care. Our LVT’s are fully utilized as case- liaisons and focus on client communication and assisting the veterinarian. North M-18 Veterinary Clinic is equipped with modern equipment such as a new digital radiography system, hematology system, digital dental radiography, Dermalex dental machine, Auto- mark software, new ultrasound, and surgical monitoring equipment. We are looking for someone who is confident in surgery and internal medicine. Benefits include an IRA, CE allowance, paid vacation time, paid uni- form expenses, health care stipend, liability insurance paid and a healthy worklife bal- ance. We offer a signing bonus and competi- tive salary commensurate with experience. Are you ready for a great opportunity? We are hiring a full or part-time small animal veterin- arian who has effective communication skills for a busy, non-corporate, established practice in Howell, MI. Are you a young vet looking to learn about our clinic by visiting: www .maysfairvet.com. *Recent Graduates and Relief Veterinarians Encouraged to Ap- ply****

Looking for a new adventure? Come live, work, and play minutes from the stunning West Shore of Lake Michigan! Teams at the Animal Hospital is looking for an associate Veterinarian to join our team. We are a privately owned clinic proud- ly serving the Grand Haven area since 1962. Our dedicated support staff of 5 licensed vet- erinary technicians and 5 receptionists help keep our paperless clinic running smoothly. We offer a wide range of animal services for dogs and cats that includes general surgery, dentistry, digital ultrasonography, laser therapy, and more. Our philosophy is to provide high-quality veterinary care in a companionate manner so that all pets may enjoy long and healthy lives. Our team works hard and plays hard. Our broccoli table is always full of delicious goodies. Our staff and appreciative clients and a weekly Starbucks run is common. Our team enjoys any excuse to have some fun so dust off your dancing shoes and join us at our holiday Sweater Day! Excellence in services is our goal and we strive to provide the best possible care for every patient. Licensing fees and yearly CE expenses included. A $10,000, signing bonus will be offered to qualified candidates. Please email your resume to betinarvestevet@ hotmail.com. We look forward to meeting you!

Clarke Animal Hospital is seeking a Med- ical Director to join our team. We are a fully equipped, full-service hospital with an in-house lab equipment, digital x-ray, dental x-ray, and ultrasound. We en- courage all veterinarians of all experience levels with an interest in surgery, exotics, dental, and ultrasonography to apply. We offer the opportunity to work with a competent and experienced support staff including multiple LVT’s. Looking for a new opportunity? Are you looking for a diverse caseload that allows you to pursue interest- ing workshops and treatment plans. We have up-to-date equipment including ultrasound, surgical laser, digital radiography, highspeed dental equipment, and a complete IDEXX in- house lab suite. At East River Veterinary Clinic our mission is to improve the lives of our veteri- narians by providing you with comprehen- sive support and an exciting work environment. About Clarkston: Clarkston is small-town suburb of Detroit, Michigan. Made up of many local businesses and an abundant population, Clarkston has something for everyone. Whether you are looking for an outdoor adventure or an indoor space, Clarkston is the place to be! Located 20 miles north of Lake Michigan, and we are central to the cities of Holland, Grand Rapids, and Kalamazoo. We practice high quality medicine and surgery in a small-town family atmosphere. We are a full-service hospital with diagnostic equip- ment (both in house and portable,) ultrasound (both in house and portable, ) in house Abaxis laboratory, as well as offsite lab services. Consistent winner of the MVMA Practice of the Year Award, Claroke Animal Hospital offers a dedicated surgery suite, soft tissue and orthopedic surgery, digital x-rays and digital dental x-rays, ultrasound, and in-house labs. Our hospital is only minutes away from scenic Lake Michigan. We are located in the Great Lakes state parks offering hiking, boating, fishing, cross country skiing, and much more. In addi- tionally, we are within an hour’s drive of Grand Rapids and all of the amenities it has to offer! Please visit our website at: www .clarokeanimalhospital. com. For more infor- mation or to apply, please contact Megan Nolan at Megan.Nolan@mva.com or 404/772-8367.

The doctors’ schedules allow plenty of time to enjoy the surrounding areas and commu- nity activities, as there are no weekend hours or after-hours on-call duty. We encourage doctors to decide if all levels of experience to apply as we would happily support and mentor a new graduate or help an experienced DVM expand their clinical interests. We see predominantly companion animals as well as confident and new graduates. New graduates are always treated like family. Our staff mem- bers are fabulous and strive to improve themselves through continuing education. We consider ourselves to be a great group of cooks as well, and really enjoy potlucks. We are offering a signing bonus of up to $16,000 to be paid over the first 4 years of employ- ment with us. We also offer IRA, flexible spending accounts, malpractice insurance, and a 3% company match. Generous compensation package, no after- hours or on-call duties, generous vacation days, and more! We are extremely excited about the opportunity to add an additional veterinarian to our team. We appreciate and support new graduates to help an experienced and new graduates are welcome to apply. There are no emergency hours and all major holidays off. Impress every client, every time. That’s our motto, and if you know how to make important clients happy, you’ll fit in well here! If you are interested, please contact Aubrey Petley by fax: 810/687-2324 or email: Animalhospital3474@yahoo.com.

Are you a fresh graduate, looking for mentor- ship, looking for good pay and excellent ben- efits? For suitable candidate we will even pay for your move to Michigan! Veterinary Doctor in the first-year. We practice high quality medicine and have excellent support staff. Friendly cli- ents. Vibrant city with lots of restaurants, bars, and young friendly crowds. Send re- sume to michiganvetd@gmail.com.

Are you a fresh graduate, looking for mentor- ship, looking for good pay and excellent ben- efits? For suitable candidate we will even pay for your move to Michigan! Veterinary Doctor in the first-year. We practice high quality medicine and have excellent support staff. Friendly cli- ents. Vibrant city with lots of restaurants, bars, and young friendly crowds. Send re- sume to michiganvetd@gmail.com.
Well-established and still growing veterinary practice seeking skilled veterinarian to join our family. We are looking for a veterinarian to practice in our beautiful, 12,600 square foot state-of-the-art facility in Westland, Michigan. We have digital X-ray, in-house IDEXX blood machines, large surgical suite, ultrasound, 6 exam rooms and grooming days! We are looking for 1 full or 2 part-time veterinarians. We encourage new graduates and digital dental x-rays! We would be a fabulous opportunity with excellent mentorship. We offer high base pay with pro sal bonuses, Health Insurance, CE Allowance, IRA with 3% matching, generous signing bonus, paid vacation and even a 4-day work week is possible! Did I mention the signing bonus? A hard working, diligent associate can make between $50,000-$200,000 annually. We are proud to work closely with numerous local rescues in our community and around Michigan. Our doctors, technicians, assistants, and receptionists are knowledgeable, supportive, and form an amazing work team. We are a busy small animal practice with outstanding mentorship and a genuine family atmosphere. We have wonderful support staff and great clientele. If you are a dedicated, caring veterinarian who wants to help promote our clinic values of great communication, strong client relationships, and exceptional veterinary care, please consider joining our team! Please email your resume to stephenmm59@comcast.net or call Dr. Steve at 734/873-1669.

The Michigan Gaming Control Board is seeking applicants for part-time veterinary positions at a horse racetrack located in Northville. Contact Al Ernst, Horse Racing Section Manager, at 313/456-4130 or horse racing@micogr.gov.

River Raisin Veterinary Clinic is a 3-dCTOR team focused on compassionate care for our patients and empathy for our clients. We are offering a 4-day work week with no weekends or evenings. Salary based on experience. Mentoring, CEA, IRA plan, production bonus, membership dues and licensing fees are also available. Please send inquiries and resume to revxoo@yahoo.com.

Managing Veterinarian (DVM) with Future Practice Buy-In Options: Have you always dreamed of building your own 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. We are seeking a Medical Director to join the practice and build a team of doctors around you. You will work to build an entire practice culture, grow your team of doctors, 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 will have the support of an established team and the NVA Community. Warren Woods is one of 5 individual hospitals within the local NVA Community. You will have direct access to several hospitals for guidance and collaboration: Parkview Animal Hospital (Warren, MI), Rochester Vet Hospital (Rochester Hills, MI), North Main Animal Hospital (Royal Oak, MI) and Advanced PetCare of Oakland (Clarkston, MI). Additionally, our current MDVM who has been with the practice since 1991, Dr. Capell, will fully support the MDVM as she transitions to an Associate role with the practice. Our progressive hospital promotes the practice growth model of the team of 16 Techs & CSRs, Acupuncture, Companion Therapy Laser, Ultrasound, Allergy Testing, Advanced Dental Care, In-house Labs, Modern Surgical Suite. Visit our website at alleganveterinaryclinic.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

Managing Veterinarian (DVM) – Practice Buy-In Options: Allegan Veterinary Clinic is a growing, team-focused, full-service small animal practice situated along the Kalamazoo River in the charming downtown area of Allegan, MI. If you are looking for an energizing place to practice medicine and continue to learn, this is the place for you! Our doctors are true practitioners in “their own lanes”, but instead value teamwork and often collaborate with their team for best practices. If you are looking to build your own team, our goal is to provide a supportive environment where you can focus on compassionate care for our patients and empathy for our clients. We are offering a 4-day work week with no weekends or evenings. Experience levels welcome to apply. $100,000 base salary with production and production milestone bonuses including additional management compensation - Up to $50,000 student loan repayment - Comprehensive benefits package & 401(k) match. Please visit our website at: alleganveterinaryclinic.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.
At Gull Lake Animal Hospital (Richland, MI), you have the freedom to practice high-quality medicine in a progressive and constantly evolving facility. Perhaps you aspire to one day manage, develop protocols, and lead a team that is eager to learn? If so, we offer leadership opportunities which include a competitive benefits package! If you're not yet dedicated to helping you become well established in the community as a leader in medicine and surgery, at Gull Lake, we work hard and make plenty of time to enjoy our families and friends, as well as our beautiful outdoor surroundings. Richland is a safe area with great schools and tons of nearby outdoor activities. In fact, we are just down the road from a gorgeous lake with some of the cleanest water you’ve ever seen! Our ideal candidate is a community-minded individual who is passionate about their craft. We strongly encourage and support professional growth and are looking for someone with the drive to expand their knowledge base and skill set. All experience levels are welcome to apply! We are able to offer either Full or Part-Time Hours! Visit our website at gulllakeanimal.com for more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

Bay Pines Veterinary Hospital (Harbor Springs, MI) is in the heart of beautiful northern Michigan. We are a busy, two-doctor, practice that treats most small animals and exotic pets (exotic pet care not required). Our ideal candidate is confident, skilled, and can work effectively with fellow team members in a large group environment. Our family of veterinarians, a spacious practice facility with all the diagnostic tools to thrive professionally, and a supportive practice environment. As we continue to grow and flourish along the Grand Traverse Bay, a competitive salary, with a highly competitive salary, and benefits package are available! The area is a perfect place to raise a family! For more information or to apply, please visit our website at baysidevet.net. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

Great Lakes Hospital for Animals is a AAHA-accredited small animal practice located in Belmont, MI (Only 15 minutes north of downtown Grand Rapids). We are looking for someone either full or part-time to join our team. We offer competitive compensation and our highly skilled veterinary team. Our multi-doctor practice provides a collaborative work environment and allows ample time to fulfill interests outside of the practice with a monthly Saturday shift rotation (once per month) and no Sunday or after-hours call. Our hospital offers digital x-ray & digital dental x-ray, complete in-house labs, surgical, ultrasound, and our team is a small animal clinic in Milford, Michigan looking for a veterinarian to join our team. We have in house blood and urine laboratory equipment, digital radiography and dental, cold laser therapy and portable ultrasound. We offer base salary with production percentage, continuing education budget, health care plan, K, CE, license fees and paid sick days off. Our interest in surgery preferred but not required. We have an experienced support staff and team approach. Please send resume to j-travikim@milfordveterinary.com.

Immediate opening! Busy, well established small animal clinic in Milford, Michigan looking for a veterinarian to join our team while providing the best possible care for our patients. We have in house blood and urine laboratory equipment, digital radiography and dental, laser therapy and portable ultrasound. We offer base salary with production percentage, continuing education budget, health care plan, K, CE, license fees and paid sick days off. Our interest in surgery preferred but not required. We have an experienced support staff and team approach. Please send resume to j-travikim@milfordveterinary.com.

Valley Animal Clinic-Auburn is seeking a full or part-time veterinarian to join our well established, busy, privately owned, 2-doctor small animal practice. Auburn has small-town charm. It is a great place to raise a family and is the perfect location for those looking for a high quality medical environment and surgery. We focus on providing out. standing customer service and high-quality compassionate patient care. Our hospital is equipped with in-house laboratory equipment, digital x-ray and dental x-ray.
We are looking for an Associate Veterinarian who is looking for the opportunity to join our 2-doctor practice that focuses on educating clients on the highest quality care and building lifelong relationships with pet owners. Our experienced staff will allow you to focus on patient care and provide an excellent client experience. We routinely update our equipment and online presence to continually provide an excellent experience for our doctors, clients, and patients. We welcome veterinarians of all experience levels to apply. Please send resumes to hwatson@heartlandveterinarians.com.

PT at FT Veterinary, Traverse City, MI: About Companion Animal Hospital: Our team consists of 2 full-time general practitioners and a part-time veterinarian of integrative medicine. We are a part-time, seasonal, or full-time veterinarian to join us. We want to help our new veterinary colleagues practice progressive medicine. We routinely see dogs, cats, rabbits, and exotic animals. If you have an interest in dentistry, surgery, ultrasonography, or exotics, please consider our practice. Please send your resume to hwatson@heartlandveterinarians.com.

Midland Animal Clinic (Midland, MI) is an AAHA accredited, full service, small animal general practice located in the beautiful Great Lakes Bay Region of Michigan. We are paperless with a large array of diagnostic and therapeutic tools which include digital x-ray, digital dental x-ray, IDEXX in-house laboratory, Sed/Plex ultrasound with real time telemetry to bearded rollerdog, companion laser, acupuncture, surgical monitoring equipment, EKG, and thermal camera. Dentistry is one of our hospital’s signature services. As such, we perform full mouth radiography on all dental patients and are an official member of the Academy of Veterinary Dental Technician technician. We even have a board-certified Internal Medicine specialist on staff. In addition to our work in the clinic, we have fun partnering with numerous community volunteer events throughout the year and several of our local rescues! All experience levels, including new graduates seeking mentorship or experienced veterinarians looking for additional training, are encouraged to apply. Visit our website at midlandanimalclinic.com for more information or to apply, please contact Aaron Edens at Aaron.Edens@mva.org or 805-921-2188.

Pytal Veterinary Clinic in Goodrich is seeking an associate veterinarian for a full-time position with the busy small animal (some mixed if interested) practice. If work/life balance is a priority this may be the perfect fit! We have state-of-the-art equipment (digital x-ray, ultrasound, IDEXX Lab, GE Logical ultrasound machine), and a full pharmacy. We provide all aspects of patient care-related, diagnostic, surgical, and dental. The ideal candidate can be of any experience level, as this environment lends itself well to mentorship. Comprehensive benefits and salary package includes medical/dental/vision, paid holidays, vaca- tion, professional memberships, licenses, and 401K. Great community to be a part of! Interested in joining our experienced, enthusiasm team working toward a common goal of excellent patient care, please send cover letter and resume to Pytalvet@ymail.com.

At Forest Hills Veterinary Clinic, we are seeking a part-time, seasonal, or full-time veterinarian to join our team. We want to help our new veterinary colleagues practice progressive medicine. We routinely see dogs, cats, rabbits, and exotic animals. If you have an interest in dentistry, surgery, ultrasonography, or exotics, please consider our practice. Please send your resume to hwatson@heartlandveterinarians.com.

LVT wanted - Growing progressive small animal/equine/integrative practice southeast of Ann Arbor, MI seeks a Part/TIme-Licensed Veterinary Technician(s) and experienced Veterinary Assistant who is personable, en- thusiastic, and compassionate to join our hard-working team. Paperless, with digital whole body d x-ray, d-exposure, in-house Abaxis lab, ultrasound, Cardiopulmonary (EKG/CO2) monitor, Companion therapy laser & new VetScalpel CO2 surgical laser. We have a culture that strives for excellence, is optimis- tic, collaborative and supportive. Busy, fun – come be part of our family. Competitive salary & benefits. Please preferred. Please email cover letter and resumé to rocky@noahsarkpethospital.com or call 734/740-1678.

Let’s have fun and make a difference in a pet’s life! Arbor Hills Veterinary Clinic, in Jackson, is looking for a technician that will maximize their potential. Want to do aspirates, calculations, drugs, give injec- tions, place IV catheters and do everything you were trained to do while having fun? We want a new grad, experienced LVT or assis- tant to join our team. We offer competitive wages based on experience with potential for raises based on merits. Dental, Health, Eye insur- ance, IRA with match and lots more. Newly renovated in 2018 with full DR/dental ra-
Looking for full or part-time LVT who has effective communication skills for a busy, non-corporate, established practice in Howell, MI. Recent grads welcome. We offer surgical procedures, dental, laser therapy, acupuncture, TCVM, ultrasonography and digital x-ray. No after-hours emergency. Compensation includes salary, healthcare, professional dues, paid vacation, and 1 week paid CE. Please send resume to howellanimalhospi@gmail.com attention: Dr. Katz.

Animal-loving licensed veterinary technician Wanted! If great benefits like competitive wage, health & vision insurance, matching Simple IRA, Paid Time Off, and a uniform all allowance are important to you then this is where you need to be. Opportunity is pawning at the door of Robbins Road Animal Clinic for a part-time or full-time veterinary technician. Licensed to work in Michigan. We are a busy, three-doctor clinic providing top-notch care in routine exams, dentistry, radiology, laser therapy, surgery, and much more. What a beautiful place to live and work! We are located in the quaint and picturesque community of Grand Haven, MI, near the beautiful shores of Lake Michigan. Robbins Road Animal Clinic opened its doors over 59 years ago as the first veterinary office in Grand Haven. We prove to our clients and community every day that we are compassionate about taking care of their pets. Work ethic and a positive attitude are incredibly important to our team. If that speaks to you as well, email your cover letter, resume and references to Hospital Manager - Betina Cochran at betinaac@gmail.com. We look forward to meeting you!

Areacat Bay Veterinary Services is seeking a full-time licensed veterinary technician to join our team. We are a fast-paced, 4-doctor practice serving small, large and exotic animals in the mid-Michigan area. Our clinic provides a wide variety of services from routine vaccines and health exams to performing advanced orthopedic procedures. Responsibilities will include monitoring anesthetized patients, surgical preparation and assisting, medication calculations and filling prescriptions, venipuncture, placing of venous catheters, animal restraint, laboratory procedures including fecal, urinalysis, cytologies, etc. Clinic has in-house Heska lab including CBC, chemistry analyzer and blood gas, full digital radiology, Tonopen, high-speed dental unit, surgical suite with multiple full-parameter monitors, and more. We offer employees a highly competitive salary starting at least $15/hour, along with paid vacation, membership dues, retirement, health insurance, continuing education and uniform allowances. All levels of education and expertise will be considered and new graduates are encouraged to apply. Please email to areacatbayvet@gmail.com or mail to 4366 W. M-61, St. Ignace, MI 49689.

PRACTICES AND EQUIPMENT FOR SALE

Buyingselling 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: 404/393-4522 or kurt@tpsgales.com.

Upper Peninsula. Small animal practice near Marquette grossing $67K. Practice is offered at $410K, real estate offered at $100K. (MI-3060) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 440933-4522, or kurt@tpsgales.com.

Bay City Area. Small animal practice grossing $73K. Practice is offered at $445K, real estate offered at $390K. (MI-3000) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 440933-4522, or kurt@tpsgales.com.

Upper Peninsula, near Escanaba. Small animal practice grossing $69K. Practice is offered at $445K, real estate offered at $390K. (MI-3000) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 440933-4522, or kurt@tpsgales.com.

Central Upper Peninsula Area. Long standing small animal practice, 1.5 FTE DVML, grossing $691K. Practice is offered at $600K, real estate offered at $165K. (MI-5060) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 440933-4522, or kurt@tpsgales.com.

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

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


RELIET VETERINARIANS

Norman Bayne, DVML, MS - 248/856-1104 (MI 81, MVMA Member) SA Relief work in SE Michigan area. Will travel. Friendly, excellent client communications skills. normanbaynevet.com

Cari Bedore, DVML - 810/965-8350 (MI 99, MVMA Member) Small animal work within an hour of Flint. caribedore@yahoo.com

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

Allison Birndorf, DVML - 248/459-8974 (MSU 2012, MVMA Member) SA relief in SE Michigan. Will travel. Friendly and reliable. abirndorf@gmail.com

Rebecca Lein Burke, DVML - 414/243-4245 (UWVM 08, MVMA Member) SA and emergency medicine; internship trained. Eleven years in emergency medicine. Grand Rapids and surrounding areas, dirnburke@gmail.com

Tama Cathers, DVML, MS - 260/203-6800. (IN 96, MVMA Member) SA relief in SW Michigan/Kalamazoo area. Friendly, experienced, reliable. tcathears@gmail.com

Gurpreet Kaur, DVML - 248/519-3194 (MI 15, MVMA Member) Providing service in small animal general practice and surgery in the southeast Michigan area. gkaur99@gmail.com

Selena Lucas, DVML 734/330-5048 (MI 90, MVMA Member) SA medicine and general surgery in SE Michigan. 24 years. Great with clients and staff. bcwalledmdv@gmail.com

Julie K. Eberly, DVML - 616/218-8105 (MSU 93, MVMA Member) 13 years mixed practice. SA relief since 2016. Soft tissue, spayneuter, dentistry, good communication and guiding skills. W. Michigan/Lakeshore/Holland/GRC. drjocelieb@gmail.com

Jennifer M. Dec, DVML - 248/224-1990 (MI 04, MVMA Member) Small animal general practice and emergency medicine. SA refresher in veterinary communications skills. drkrostbac@gmail.com

Sarah Fidler, DVML - 260/441-6002 (MSU 97, MVMA Member) Small animal relief practice providing small animal relief services to the Grand Rapids and surrounding areas. Excellent bedside manner. Proficient and thorough. sfidler818@gmail.com

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

Sean D. Hughes, DVML - 517/7592-0993 (MSU 70, MVMA Member) SE Michigan SA relief since 1999. Part-time, prefer SE; will travel for the right circumstances. hughedsdvm@aol.com

Cindy Kalicki, DVML - 313/291-2466 (NSU 98, MVMA Member) Eight years full-time, two years relief in SA general medicine/surgical staffing. SE MI, part-time or relief.

Geri Van Thienen, DVML - 810/336-1845. (MI 97, MVMA Member) SA relief in SE Michigan. Excellent client education and surgery skills. gwvanthienen@gmail.com

Jon Sharp, DVML - 810/533-3598 (MI 71, MVMA Member) SA relief, SE Michigan. Former practice owner. Excellent in soft tissue dentistry and medicine. Excellent communicator. vetsianar@comcast.net

Margaret Sudekum, DVML - 616/976-2720 (MI 89, MVMA Member) Available for relief work in Grand Rapids and the surrounding areas. Good client communication skills. msvmd@gmail.com

Linda Vanasseche, DVML - 517/896-9086 (MI 90, MVMA Member) SA medicine, surgery and emergency; excellent 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, DVML - 517/420-5891 (MSU 00, MVMA Member) Experienced, proficient, dependable, and confidential. Available for SA relief or part-time. Based in Lansing. Willing to travel. a_wilrose@hotmail.com

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

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Buying 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: 404/393-4522 or kurt@tpsgales.com.

Expr. and reliability. apeckdvm@gmail.com

Exceptional medicine when you need it most. Small animal relief in the southeast Michigan area. gpkaur06@gmail.com

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COMMITTEES, MEETINGS & EVENTS

MICHIGAN VETERINARY CONFERENCE (MVC)
Dec. 2-5, 2021
Suburban Collection Showcase
Novi, MI

WAGS TO RICHES 2022 CASINO NIGHT
Dec. 2, 2021
Suburban Collection Showcase
Novi, MI

2020-2021 MVMA SMALL ANIMAL SEMINARS
All Small Animal Seminars will be hosted as a hybrid event; you may attend virtually via Zoom or in-person at The Meeting Space, 48W Legacy Pkwy, Lansing, MI 48911. Please note, the hybrid event is subject to change based on COVID-19 protocols by MVMA, CLC, MDHHS, and MDEHS.

Dermatology
Sandra Diaz Vergara, DVM, MS, Diplomate ACVD
Sept. 8, 2021 | 9 a.m. - 4:30 p.m.

Honoring Ourselves as We Honor the Veterinary Oath¹
Kimberly Pope Robinson, DVM, CCFP
October 6, 2021 | 9 a.m. - 4:30 p.m.

Hospice and Euthanasia
Mary Gardner, DVM
November 10, 2021 | 9 a.m. - 4:30 p.m.

Behavior
Theresa DePorter, DVM, MRCVS Diplomate, ACVB and European College of Animal Welfare and Behavioral Medicine
March 9, 2022 | 9 a.m. - 4:30 p.m.

Internal Medicine
Jessica M. Quimby, DVM, PhD, DACVIM
April 20, 2022 | 9 a.m. - 4:30 p.m.

Neurology
Heidi Barnes Heller, DVM, Dipl. ACVIM
May 31, 2022 | 9 a.m. - 4:30 p.m.

Mandatory Continuing Education Full Day
Sept. 23, 2021
Virtual Event
Virtually via Zoom

MVMA BOARD OF DIRECTORS
Sept. 14, 2021 - Karoub Office (in conjunction with Legislative Day)
Dec. 15, 2021 - GLAR

MVMA EXECUTIVE COMMITTEE
Nov. 17, 2021 - MVMA Office

MVMA COMMITTEES
Animal Welfare Committee
(Chair: Marcie Barber, DVM)
Oct. 7, 2021 - MVMA Office

Legislative Advisory Committee
(Chair: Kathy Anderson, DVM)
Sept. 14, 2021 - Karoub Office
(In conjunction with Legislative Day)
Nov. 10, 2021 - MVMA Office

Public Health Committee
(Chair: Joseph Kline, DVM)
Sept. 22, 2021 - MVMA Office
Dec. 8, 2021 - MVMA Office

SOUTHEASTERN MICHIGAN VMA
Information pertaining to SEMVMA and their CE events can be found online at https://www.semvma.vet/.

MID-STATE VMA
Mandated on Wednesday afternooons at 1 p.m.
and Thursday evenings at 7 p.m. in the Lansing area.
Sept. 24th, Oct 21st and Nov 19th.
Contact muktuk@me.com

SAGINAW VALLEY VMA
4th Wednesday of each month, February-May and September-October, with occasional additional meetings at 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 Audette, DVM, to be added to the email list. 616-975-3779 or margaret.audette@mvma.org.

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