Veterinary care is becoming more expensive as time goes on. Read to learn about some possible solutions.

### The Rising Cost of Providing Veterinary Care

...and what you can do about it

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

The monthly webinar series will consist of one-hour CE sessions that will cover in-demand industry topics. Each event will be held live virtually and will also be available on-demand. Allowing you to attend at your leisure without any worries of missed opportunities due to schedule changes. Our goal with the Lunch and Learn Series is to help you as a professional stay up-to-date with industry trends and advancements, and ultimately improve the care that you provide to your patients.

UPCOMING LUNCH AND LEARN SESSIONS

**NOON - 1:00 PM | THURSDAY, APRIL 27, 2023**
Dermatology with
Annette Peterson, DVM, MED, DAVCD

**NOON - 1:00 PM | WEDNESDAY, MAY 17, 2023**
Unlocking the Full Veterinary Technician Potential in Practice with
Shannon Gerrie, RVT

**NOON - 1:00 PM | WEDNESDAY, JUNE 7, 2023**
Veterinarian of Record: Working with Your Local Animal Rescue or Shelter with
Kathy Anderson, DVM and Pollyanne McKillop, MDARD-AID

**NOON - 1:00 PM | WEDNESDAY, JULY 12, 2023**
Transfusion Medicine with
Kevin and Yogi, BS, RVT, VTS (CEC, SAIM)

**NOON - 1:00 PM | WEDNESDAY, AUGUST 16, 2023**
Hot Topic Discussion with MSU Veterinary Diagnostic Laboratory with
MSU VDL

**NOON - 1:00 PM | WEDNESDAY, SEPTEMBER 20, 2023**
Cardiology with
Jared Olen, DVM, DACVIM (Cardiology)

**NOON - 1:00 PM | THURSDAY, OCTOBER 12, 2023**
Anesthetic Reducing Morbidity and Mortality with
Andrewen F de Carvalho, DVM, MS, DACVA

**NOON - 1:00 PM | WEDNESDAY, NOVEMBER 15, 2023**
Veterinary Practice Finance with Cory Fenderson and Matt Lave

**NOON - 1:00 PM | WEDNESDAY, DECEMBER 20, 2023**
What Veterinarians Should Know about Therapy Animals with
Zamitow Ng, DVM, MS, DABVP
Oakland Veterinary Referral Services (OVRS) is one of the most comprehensive veterinary specialty facilities in the country. Our Veterinary Specialists are board-certified in their area of expertise, and they are supported by a highly trained staff of licensed veterinary technicians.

Our expert professionals, state-of-the-art technology and wide range of treatment options all contribute to excellent veterinary care. 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.

When 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 those 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.
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 VMAs 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.

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

Dr. Larry Letsche
Larry Letsche, DVM, is the MVMA’s 2023 President, and can be reached at remrock02@aol.com.
For future owners: here are a few of our listings in the Great Lakes Region...

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N: �� �� �� �� (OH905)
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S �� E �� �� (MI708)
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W �� C �� �� (IN805)
S: �� �� �� (IN808)
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SOLD!! I: �� �� �� (IN827)

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Q + A

Member Spotlight
Matthew Kuhn, DVM, PhD

EDUCATION: Michigan State University, 2018
CAREER: Federal Policy  •  Practicing 5 Years

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.

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 Biodiversity 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.

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

Q + A

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.

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Blitzing Your Student Loans: A Lesser-Discussed Strategy

**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) = $180,960
- 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.

**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.**

**My Story: The “Blitz.”**

In 2013, 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 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.

**My Timeline:**

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. 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 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. Unfortunately, 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 “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 indescribable 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.

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**Alex Strauch, DVM** is the Staff Veterinarian for MVMA and can be reached at alex.strauch@mvma.com. **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 Vet” (not an endorsement).**

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**MVMA | THE MICHIGAN VETERINARIAN**
Are you looking for an enjoyable way to get some CE done this summer? If so, then join us at Great Wolf Lodge on June 25-27, 2023 for expert speakers, delicious food, entertainment, and some much-needed relaxation. The 2023 Great Lakes Veterinary Conference (GLVC) has something for everyone. Bring your friends, colleagues, and family, all are welcome to enjoy the many amenities that the Great Wolf Lodge has to offer.

GREAT WOLF LODGE  ·  TRAVERSE CITY, MI  ·  JUNE 25-27, 2023

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SPRING 2023
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.

**Inventory Turnover Ratio** = Cost of Goods Sold / Avg. Inventory

**Average Inventory** = (beginning inventory + 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 need to be monitored. These items may require monthly monitoring with slightly higher re-order points to accommodate a lower level of oversight.

The practice’s ‘B’ items may require 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:

1. **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.

2. **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.

3. **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.
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.

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.

Federal funding opportunities can help support your mixed or large animal practice.
Know Your Practice Numbers
and Bring Your Money Home

By Julie Cappel, DVM

W hen 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 knowing your business well.

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 some basics. 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.

By 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.
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."

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**

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.

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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.

**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:

1. **Grant scholarships and make loans directly to veterinary students and postgraduate students.**
2. **Provide assistance to the development, execution, and validating of research projects.**
3. **Provide assistance to educational and scientific organizations and institutions according to Section 501(c)3 of the IRS.**
4. **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
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 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:

- Legislative efforts to support student loan repayment options and strategies
- Video modules on loan repayment strategies
- Quarterly podcasts of “Vet Debt Session” episodes where veterinarians share how they are managing their educational debt
- Video modules on loan repayment strategies
- Personal Financial Planning Tool
- Re-examining your existing loans. This is a no-cost presentation to members available on AVMA Axon.

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.

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 those individuals by allowing borrowers to split their debt.

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.

AVMA collective voice of the veterinary profession

PROTECT
PROMOTE
ADVANCE
the veterinary profession

100,000+ members

Not-for-profit founded in 1863

Government
Private/Corporate Practice
Academia
Industry
Upformed Services

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 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 members and for the profession.

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

Stephen Steep, DVM, is the MVMA’s Delegate to the AVMA, and can be reached at steepstevemichigan.edu or 248.628.3092.

Jill Lynn, DVM, is the MVMA’s Alternate Delegate to the AVMA and can be reached at jill.lynnmichigan.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 hardworking and conscientious 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 level-$180,000 - experienced), and a 10,000 sign on bonus. Please send a cover letter and resume to wlvhsvet@gmail.com.

Prairie Creek Veterinary Services in Belding, Michigan is looking for an Associate Veterinarian to join our established mixed animal practice. Prairie Creek Vet is a 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 surgical 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 x-rays, digital dental x-rays, 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 edethvet@sbcglobal.net. Visit us at sjvet.com or facebook.com/stjvet.

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 renovated 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.kalamazoonimalhospital.com for more details about our practice. If you are interested in joining our team, please send your resume to kaloanimalhospitalmanager@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 us to thoroughly 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 much more. What better place to live and work than wherever 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 and paid holiday. Send your resume to hartfordarrow@gmail.com.

South Shore Animal Hospital in Houghton Lake, MI is seeking a FT or PT companion animal veterinarian. We welcome experienced and newly graduated veterinarians. We are a one doctor, well established practice located in a quiet lake front community. If you are looking for a low key environment where you have the ability to work at a slower pace, while building a strong client relationship we would love to hear from you. Please send resumes to hfortier@gmail.com.
Thorp Animal Hospital is seeking a FTPT 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 declare or perform cosmetic surgeries. We have recently remodeled and made structural upgrades to become AAHA and Fear Free certified to go along with our Feline Friendly Certification. Thorp Animal Hospital offers a full suite of specialty equipment and enforces advancements of surgical and diagnostic skills. Equipped with digital x-ray, digital dental x-ray, ultrasound, endoscopy, 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 medicine. Benefits include a competitive salary, $100,000 base plus monthly Pro-Sal. Our benefits package includes health/exercise 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 ttthorpevet.com.

The Black River Veterinary Clinic in Port Huron, Michigan is looking to hire a part-time associate veterinarian. Full time consists of four days per week (open Mon-Fri 8 to 5), averaging 32 to 35 hours per week. No 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 practice, and a true family practice is a priority to us. We are very flexible with schedule, family life commitments, and unforseen 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 routine preventive care. Our clients tend to be very grateful, respectful, 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 blackrivervetmanager@gmail.com.

Privately owned and well-established 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 after-hour 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 inquiries and resume to standalev@ hotmail.com.

Town and Country Animal Clinic is looking for a small animal veterinarian to fill a part-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 benefits. 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 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 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 graduate school in this high-tech world. This is about getting new graduates acquainted to small animal medicine with the least stress and most enjoyment possible. For more information visit patternsmentorship.com.

Associate Veterinarian wanted to join our small animal hospital in beautiful North ern 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 or part-time position 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 treat our ER medicine and surgery clients as if they were our own. We DO NOT do declaw or perform cosmetic surgeries. 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 right candidate. Please email resume to thpetvets@southshoreanimalhospital.com or call 989-366-7399 Attn: Elizabeth.
Associate veterinarian wanted. Downtown Birmingham Veterinary Clinic, full or part-time, new graduate 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 in small animal surgery? Would you be interested in working in a small animal practice that 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 in Rochester Hills, Michigan. Contact Dr. Casey Ion at colbert@wvetspartners.com to learn more.

Parkview Animal Hospital (Warren, MI) is a full-service, small animal practice serving clients & pets in Kalamazoo and the surrounding areas for over 30 years. For more information or to apply, please contact Emily Rappold at Em raffold@warrenwoodsveterinaryhospital.com. 248/642-1902.

Oakwood Animal Hospital is a freshly restructured, full-service small animal practice serving clients & pets in Kalamaazoo and the surrounding areas for over 30 years. For more information or to apply, please contact Emily Rappold at Em raffold@warrenwoodsveterinaryhospital.com. 248/642-1902.

Come join our thriving small animal practice in a fun and friendly work environment in a beautiful setting along the beautiful Michigan shore line! 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 surgical and orthopedic surgical center and Holton Road has been optimized to provide high quality dental care. Features include digital dental radiology, digital radiography, ultrasonography, cryoprobe therapy, soft tissue & orthopedic surgical suite, advanced anesthetic monitoring equipment, telemedicine capabilties, tenured & highly trained support staff, strong relationship with the local veterinary technician school, and no emergency care. strongly value work/life balance and offer incredible flexibility scheduling options including both full-time (conventional or block schedules) or part-time hours. With a 1:1 doctor to LVT ratio and 30-minute appointment times, 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, cryoprobe therapy, and advanced anesthetic 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.northsideveterinary.com for more information or to apply, please contact Emily Rappold at Em raffold@warrenwoodsveterinaryhospital.com. 248/642-1902.

Are you looking for the right fit at work? A low stress, drama-free environment with great pay, where you have time to practice 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 location in Stevensville, Michigan and we will be opening our second wellness clinic in downtown St. Joe next summer. When you work for Village Vet, with top tier benefits including competitive compensation and benefits. Contact in con...
ultrasound, cold laser therapy, a dedicated digital dental x-rays, in-house diagnostics, wants to collaborate with their team for AAHA since 1954. Our team considers our location and name has changed a few times since. We are a proud member of Nickerson Animal Health Center was seeking mentorship are welcome to apply. All experience levels, including new graduates 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 located 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, ultrasound, dental equipment, 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 Accredutate 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 also “pool” 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. For more information or to apply, please contact Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

Clarke Animal Hospital is 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 the all 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 confide 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.

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Allegan Veterinary Clinic has been serving the Canton, Michigan area since 1975. We are seeking a passionate and energetic Associate to join our 3 Veterans and highly skilled team! Our professional and courteous staff at Allegan Veterinary Medical Center seeks to provide the best possible medical, surgical, and dental care for our highly valued patients. We currently have a positive work environment and, as a result, take pride in our long tenured staff, some of whom have worked here for 15+ years. Our hospital was recently renovat- ed with separate dog and cat wards and we also have digital x-rays, digital dental x-rays, all new equipment for oral surgery and dental prophylaxis! More! We are just 8 miles from Detroit and Ann Arbor and Canton offers more from 300 shops along the ADA District off Ford Road alone! Please visit our website at alleganveterinarycenter.com. For more infor- mation or to apply, please contact Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

COUNTRY GARDEN VETERINARY CLINIC in Jackson, is looking for a veterinary assistant! We are a two doctor, small animal 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.alleganveterinarycenter.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 downtown 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 prac- tice 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 bal- ance. Our practice equipment includes Avi- mark software, PetPro client communica- tion, digital radiography, ultrasound, and great beaches. In addition to compet- itive salary and full benefits, we offer a brand new, state-of-the-art facility this summer and continue providing high qual- ity care! Our doctors do not practice medi- cine in their “own lanes”, but instead value teamwork and often collaborate and share knowledge with each other throughout the day. Because of this, the Managing Veter- inarian will aid in the mentorship of our future doctors and be the person to bring in new procedures/protocols. Our hospi- tal 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, comprehen- sive benefits package, and $ 401(k) match. Please visit our website at: www.allegan- veterinarycenter.com. For more information or to apply, please contact Emily Rappold at Emily.Rappold@nva.com or (773) 682-1902.

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Hidden Gem of a hospital on Lake Huron, north of Ann Arbor, and we are adding additional associates as we are growing and thriving. Owner’s practice style is incredibly positive culture. 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, anal/ or turnkey practice with ability 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@hynoveterinary- nclinic.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 emergency and internal medicine cases 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 brachyoccephalic 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, anal/ or turnkey practice with ability 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@hynoveterinary- nclinic.com.

VETERINARY TECHNICIANS WANTED

South Shore Animal Hospital in Houghton Lake, MI is looking for a FT, Euthanasia Specialist and 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, contrast, endoscopy, integrative and rehabilitation services. We are open M-F with NO nights, weekends or emergencies. Full-time is considered 4-6 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 petvet@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 Heika analyzers, ultrasound, Quatto x-ray and Avinark 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.

Full-time licensed veterinary technician needed at our busy small animal (canine and feline only) clinic in Sturgis, Michigan. Are a AAHA-certified small animal hospital with an incredibly positive culture. You 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 spoilt as much in any other hospital I’ve worked at!” Our town has never been so spoiled as much in any other hospital I’ve worked at!” Our town has an amazing quality of life surrounded by 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 dental, arthritis, nutrition, 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. Compensaa:

Our low cost of living and great schools makes it a wonderful family paradise.

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 tech- nicians 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@countrygarden- vet@gmail.com.
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, woodland corridor communities. Contact Dr. Andrea Smires 248-288-1554.

Relief Veterinarians

Anvita Bawa, DVM
517/927-6883 (MSU 08, MVMA Member)
Available for SA GP or general surgery in southern MI/metro Detroit. bawaavi@gmail.com

Sharisse Berk, DVM
248/881-0739 (MSU 95, MVMA Member)
Available for SA relief or part-time work in Southeast MI.

Courtney 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. corychapin@hotmail.com

Catherine Collins, DVM
517/988-0526 (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 or cortneychapin@hotmail.com

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 askanne@postal.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 $680K. Custom Facility with 2 Exam Rooms. 3-5 Year Seller Transition! (Listing MB) Contact: PS Broker 800-636-4740, info@psbroker.com, https://go.psbroker.com/MB

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

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

Sean D. Hughes, DVM
517/572-5993 (MSU 76, MVMA Member)
SE Michigan SA relief since 1999. Part time, prefer SE; will travel for the right circumstances. hughesdvm@aol.com

Small animal relief work. SE Michigan and surgery. corndvm@aol.com

Bryan Cornwall, DVM, MBA
248/227-0062 (MSU 89, MVMA Member)
SA medicine and general surgery in southern Michigan; practice owner for 24 years. Great with clients and staff. bcornwallvm@gmail.com

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Cindy Kalicki, DVM
313/291-2466 (MSU 94, MVMA Member)
Eight years full-time, two years relief in SA medicine/gynecology. MI, part-time 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
248/207-3628 (MSU 14, MVMA Member)
Exceptional medicine when you need it most. SA/evotech/emergency relief. Based in Southeast Michigan. References available. MyReliefVet.com

Amy Peck, DVM
231/657-4423 (MSU 97, MVMA Member)
Available for relief in West Michigan/LakeShore area. SA medicine. Excellent communication skills, experienced and reliable. apecvdvm@gmail.com

Katherine O’Connor, DVM
248/207-3628 (MSU 14, MVMA Member)
Exceptional medicine when you need it most. SA/evotech/emergency relief. Based in Southeast Michigan. References available. MyReliefVet.com

Hollie Rebo, DVM
517/673-8291 (MSU 06, MVMA Member)
SA relief in metro Detroit/Downriver. Will consider travel. Excellent client education and surgery skills. PawstForReliefPC@gmail.com

Jim Sharp, DVM
810/533-3598 (MSU 97, MVMA Member)
SA relief, SE Michigan. Former practice owner. Proficient in sophisticated dentistry and medicine. Excellent communicator. vetseanarian@comcast.net

Morgan Sudkeven, DVM -
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.
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mnts, Meetings & Events

Great Lakes Veterinary Conference (GLVC)
Jun. 25-27, 2023
Great Wolf Lodge
Traverse City, MI

Michigan Veterinary Conference (MiVetCon)
Sept. 26-Oct. 1, 2023
Suburban Collection Showplace
Novi, MI

2022-2023 AVMA Small Animal Seminars
All meetings will be at Greater Lansing Association of Realtors (GLAR)
from 9 a.m. – 4:30 p.m.

Radiology
Lynn Ganesh, DVM, PhD, DECVD
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 Pietrowski, DVM, MED-VET., DACVD
April 27, 2023 | noon - 1:00 p.m.

MVMA Executive Committee
Meet on Wednesday afternoons at 2 p.m. and Thursday evenings at 7 p.m. in the Lansing area. Sept. 24, Oct. 27 and Nov. 19. Contact sarah@mdxvet.com

Mid-State VMA
Meet on Wednesday afternoons at 2 p.m. and Thursday evenings at 7 p.m. in the Lansing area. Sept. 24, Oct. 27 and Nov. 19. Contact sarah@mdxvet.com

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. 9, 2023 - Virtual Meeting

Legislative Advisory Committee (Dr. Larry Letsche, 2023 Chair)
All meetings will be held at 3:00 p.m.
Jul. 26, 2023 - Virtual Meeting
Oct. 11, 2023 - Virtual Meeting

Public Health Committee (Dr. Joseph Kline, 2023 Chair)
All meetings will be held at 1:30 p.m.
Jun. 7, 2023 - Virtual Meeting
Sept. 6, 2023 - Virtual Meeting
Dec. 6, 2023 - Virtual Meeting

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 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.vet/.

MVMA Board of Directors
Jun. 23, 2023 - Held with GLVC
Sep. 28, 2023 - Held at MiVetCon
Dec. 15, 2023 - Held at GLAR
MICHIGAN VETERINARY MEDICAL ASSOCIATION
2144 Commons Parkway, Okemos, MI 48864-3986

IMPORTANT PHONE NUMBERS

LARA Bureau of Professional Licensing
(517) 241-0199

Michigan Automated Prescription System (MAPS)
(517) 241-0166

DEA: Detroit office
(313) 234-4000

DEA: toll-free
(800) 230-6844

MDARD State Veterinarian
(800) 292-3939

MI Dept. of Health & Human Services
(517) 241-3740

State of MI Health Certificates
(517) 284-5767

USDA, APHIS, VS-Accreditation & International Health Certificates
(517) 337-4700

ENDORSED INSURANCE PLANS
FOR MVMA MEMBERS

BLUE CROSS BLUE SHIELD
Blue Care Network, Health Savings Accounts, PPO, and HMO

CITIZENS/HANOVER INSURANCE
Business Owners, Worker’s Compensation, Umbrella Professional Liability, Auto, and Homeowners

DISABILITY INCOME INSURANCE
Protect yourself and your family. MVMA members are guaranteed association discounts.

DENTAL PLANS & LONG-TERM CARE

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PROUDLY SUPPORTING THE MVMA COMMUNITY SINCE 1991