WHAT'S LURKING?
EMERGING DISEASES AND TOPICS IN VETERINARY MEDICINE
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 | WEDNESDAY, JULY 12, 2023
Transfusion Medicine with Kenichiro Yagi, BS, RVT, VTS (ECC, SACVIM)

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 Jason Olson, DVM, DACVIM (Cardiology)

NOON - 1:00 PM | THURSDAY, OCTOBER 12, 2023
Anesthetic Reducing Mortality and Mortality with Andrew E. de Camara, DVM, MS, DACVAA

NOON - 1:00 PM | WEDNESDAY, NOVEMBER 15, 2023
Veterinary Practice Finance with Cory Fondsmith and Matt Lowe

NOON - 1:00 PM | WEDNESDAY, DECEMBER 20, 2023
What Veterinarians Should Know About Therapy Animals with Zinthwain Ng, DVM, MS, DABVP

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CEO MESSAGE

Delivering Timely and Topical Content to our Members

By John Tramontana, MS, CAE

These past few years have brought about many changes in the ways we communicate with our members. Whether it’s this publication, emails, e-newsletters, social media, or live events, we are always trying to evolve and improve the ways we engage our members.

In 2019, we revamped this award-winning publication to give it a more modern design with more articles and more information. In 2020, we brought you The Weekly Paws Button, our weekly e-newsletter to provide even more content from the veterinary profession.

This year, we’ve created a new Editorial Committee comprised of three long-time MVMA members whose knowledge and experience can help us bring our communications and publications to the next level. This Committee will be responsible for brainstorming magazine themes and articles, providing feedback to MVMA staff and guest authors on content, and ensuring your voices are heard throughout the process.

So, what types of articles and information are important to you? Why do you choose to read one article over another? How often do you engage with our publications and communication channels? In order for MVMA to enhance that engagement and ensure we’re delivering the content you need when you need it, we need to hear from you.

We’ve launched a survey to get your feedback on the current state of our communication channels, including the frequency of delivery, relevant and timely content, future story ideas, and more. All you need to do is scan the QR code embedded in this article and take a few short minutes to complete the survey. The results will inform future decision-making and communications strategies at MVMA. This formal evaluation will take place every other year, but there are still ways for you to provide instant feedback. Tell us how we’re doing by commenting on a social media post, sending us an email, or even calling the office. And if you want to get more involved? You can always volunteer for a committee, become an advocate for the profession, or write an article for us to publish.

We strive to create original content that is timely, relevant, and impactful to the veterinary profession. Let us know how we’re doing, and how we can improve in the future.
Giving Back

By Larry Letsche, DVM

Many years ago, my first veterinary mentor, Dr. Kenneth McKersie, told me that you could be the smartest and hardest working person in the world but if you did not give back to the profession you have failed as a veterinarian. I have tried to do this over my entire career and have enjoyed becoming a veterinary advocate. I would like to let you know about two recent activities that I have been a part of that can show you how working together can have a direct effect on the future of veterinary medicine.

The first was the Michigan Veterinary Medical Association Legislative Day. This is an event that we hold every year at our lobbyist office, Karoub and Associates in Lansing. Led by the MVMA staff and Matt Breslin, our chief lobbyist, they made arrangements for MVMA members to meet with their state senators and representatives. This is by far the most important way to educate and introduce them to what we do in our daily jobs. Most legislators think that veterinarians only work in clinics and on farms. By having a cross section of the profession present, we have been able to educate them that the field is very diverse and that we have significant impacts on human health, research and the food supply.

Perhaps the most important thing that we discussed with the legislators was the MVMA’s continued effort to update Michigan’s Veterinary Practice Act (VPA). This has been an ongoing collaborative effort for the last 10 years or so. It has been over 40 years since a major update has occurred to the VPA. The MVMA hopes to introduce legislation in the next couple of months to rectify this shortcoming.

The second event that I participated in was the American Veterinary Medical Association’s Fly-In. Dr. Henry Reinhart and I were the two veterinarians who represented the state of Michigan in Washington, D.C. Henry and I were able to meet both Sen. Gary Peters and Rep. Bill Huizenga and their staffs. We also had meetings with the staff of Sen. Debbie Stabenow and Rep. Debbie Dingell.

The topics discussed included the update to the farm bill, the Healthy Dog Importation Act, the Combating Illicit Xylazine Act and reauthorization of the Farm Animal Residue Avoidance Databank. Over 100 veterinarians and veterinary students from 37 states participated. It was an extraordinary event to stand on the steps of the U.S. Capitol for a group picture and meet our legislators in the Congressional offices and hallways.

I would encourage anybody who would like to impact the future of veterinary medicine to participate in these events in the future. Becoming a veterinary advocate, meeting with legislators, and crafting legislation to protect the profession are vital for the profession’s future. If you are interested in helping in any aspect of organized veterinary medicine, I would recommend that you reach out to both the MVMA and AVMA offices to see how you can make an impact. You can contact the MVMA at mvma@michvma.org.
Q + A

EDUCATION:

Kimberly Dodd, DVM, PhD, MS

Michigan State University Veterinary Diagnostic Laboratory

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

I grew up on Long Island, NY, and originally planned to pursue a career as an elementary school teacher or child psychologist (I have a BA in psychology from the University of Virginia). During college I worked as an exercise rider at a training track in Virginia. In my junior year, I took a serious fall and fractured my back in three places, leading me to give up my jockey saddle and to take a part-time job working as a vet assistant at an emergency clinic.

There, I fell in love infectious diseases and decided to pursue a Masters in disease ecology, which subsequently led to the decision to go to veterinary school, so I could better understand disease pathogenesis and transmission, and I enrolled in the UC Davis combined degree (DVM/PhD) program. For my graduate work, my advisor offered me a once-in-a-lifetime opportunity to work with agents like Ebola, Rift Valley fever, and Lassa fever viruses. While much of my PhD was research completed in a lab at the CDC, where I had an opportunity to support agents with public health labs to provide national surge capacity by performing testing on human samples ourselves. With our focus on herd health, veterinary diagnostics labs are continually preparing to respond to large-scale outbreaks – with COVID, we had a chance to demonstrate our expertise and capability.

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 been extraordinarily lucky to visit and work in laboratories around the world, and to understand the different ways the veterinary laboratories can support human and animal health. During the early days of the COVID pandemic, it was exciting to see veterinary diagnostic labs around the world step up to support testing human samples – from sharing technicians, equipment, and reagents with public health labs to providing national surge capacity by performing testing on human samples ourselves. With our focus on herd health, veterinary diagnostic labs are continually preparing to respond to large-scale outbreaks – with COVID, we had a chance to demonstrate our expertise and capability.

Keep an open mind and don’t be afraid to step out of your comfort zone. As vets, we’re uniquely trained to solve problems and build collaborations – as a profession, we’ll continue to play a critical role in One Health, promoting the health of humans, animals, plants, and the environment.

What has your approach to veterinary medicine changed over the years?

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For future owners: Here are a few of our listings in the Great Lakes Region...

MI: South East - West of Detroit, Solo, mixed practice of in-home and clinic, facility treatment. Solo support staff expected to stay. Owner is ready to retire and will help with the transition. (MI522)

MI: Central - Established, support, small animal hospital with revenues over $1M. Well equipped facility for surgery. Both the practice and real estate are for sale. (MI522)

MI: Western - Small animal practice located just north of Grand Rapids, Michigan. Well equipped with a solid reputation and a balanced workload. Both the practice and real estate are for sale. (MI700)

OH: North East - Solo, small animal practice with nice balanced work schedule and excellent growth opportunity. This well-equipped practice & the real estate is for sale. (OH500)

OH: Southern - Solo, small animal practice (not northeast of Cleveland). Owner is ready to retire and both the practice and real estate are for sale. (OH710)

OH: North East - Solo small animal practice for sale. Great location with solid visibility. Both practice and real estate are for sale. (OH552)

IN: Western Central - Practice and real estate for about $1M. Solo, small animal practice, well equipped with auxiliary businesses and a solid client base. The property is expected to stay. (IN521)

IN: South - Solo, small animal practice. Operates in an attractive well-equipped, first floor building with solid visibility and plenty of parking. Both practice and real estate for sale. (IN585)

IN: North West - Practice in the western part of Indiana border. Small animal practice and real estate with room to expand Practice and RE for sale. (IN600)

To learn more about any of these ownership opportunities, you can complete the confidentiality agreement on the Simmons website.
Considerations for HPAI Vaccination of US Commercial Poultry

As the current outbreak of highly pathogenic avian influenza (HPAI) continues to threaten the poultry industry, there is growing interest in the potential use of vaccines as an additional measure to combat the virus. Fortunately, vaccination has been shown to increase resistance to infection and reduce viral shedding, which can help decrease environmental contamination and transmission. However, vaccination cannot replace biosecurity. Unfortunately, at this time, depopulation would still be required if a vaccinated bird or flock becomes infected.

Approved vaccines for the 2022-2023 HPAI outbreak strain are not currently available in the US. And while there are commercially-produced avian influenza vaccines available, none are an exact match for the currently circulating HPAI H5N1 virus strain. Development of new HPAI vaccines that match the current virus strains is underway and preliminary trials have identified the HVT-H5 vaccines from Ceva Sante Animale and Boehringer Ingelheim Animal Health as effective under laboratory conditions (Wageningen, 2023). Dr. Nancy Beerens, Senior Scientist at Wageningen Bioveterinary Research, reports that “our study shows that both HVT-H5 vaccines are effective under laboratory conditions and prevent both disease and virus spread. These vaccines comply with the DIVA principle and are therefore good candidates for further research in practice.” Yet even with an effective vaccine, there are several logistical, regulatory, trade, and licensing considerations that need to be addressed before USDA approval. Discussions and negotiations with trade partners are also necessary to ensure that international trade can continue without disruption.

One challenge of vaccination is its potential impact on testing and surveillance programs. Current surveillance programs rely mainly on serology testing, which detects antibodies in the blood. Birds produce antibodies in response to the virus or to vaccination, thus making it difficult to differentiate vaccinated birds from naturally infected birds. Therefore, reliable testing methodology that differentiates infected from vaccinated animals (DIVA) is needed. Several approaches for DIVA exist, but the options may vary depending on the type of vaccine used.

It is important to note that vaccination is not a stand-alone solution for controlling HPAI. Enhanced biosecurity measures, such as strict control of movement, proper cleaning and disinfection, and effective rodent and pest control, are essential in preventing virus introduction into domestic birds. Vaccination should be considered as PART of an integrated approach for HPAI control and not as a silver bullet against this dynamic virus.

In conclusion, vaccination has the potential to be an additional “tool in the toolbox” to combat HPAI, but there are several challenges that need to be addressed before vaccines can be widely used. Development of vaccines that match the current HPAI virus strains, regulatory approval, development of production and distribution capabilities, trade negotiations, and DIVA testing methods are among the considerations that need to be addressed. Continued research, collaboration, and coordination among stakeholders are necessary to determine the feasibility and effectiveness of vaccination in managing the future of HPAI control. So while it may be at least 2-3 years before the US decides to adopt HPAI vaccination strategies, farm biosecurity remains the most critical measure for prevention.
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By: Kimberly Dodd, DVM, PhD, MS

At the Michigan State University Veterinary Diagnostic Laboratory, our experts constantly monitor the disease landscape to ensure we’re prepared to address emerging and reemerging diseases and animal health issues. Whether it’s confirming that the cause of a “mystery illness” in dogs is the commonly occurring canine parvovirus 2C, or testing animal samples for SARS-CoV-2, we are your laboratory and ready to respond to the issues of animal and public health. We want to provide Michigan practitioners a birds-eye view of the issues and diseases our experts are tracking.

#1: Ticks and Tick-borne Diseases—They’re Here and More Could Be on the Way

As ticks expand their range and numbers in Michigan, we are seeing more tick-borne diseases in our pets and livestock. The Clinical Pathology Section notes an increase in canine and equine blood samples infected with *Anaplasma phagocytophilum*, an organism transmitted by *Ixodes* ticks. Patients often present with nonspecific signs including fever and lethargy. Thrombocytopenia is a common laboratory finding. Examination of a blood film, included as part of all CBCs submitted to the VDL, provides a quick diagnosis when typical morulae are found in neutrophils. The VDL also offers molecular and serologic testing for several tick-borne diseases in the VDL’s Immunodiagnostics & Parasitology Section.

The *Asian longhorned tick*, native to East Asia, was discovered in New Jersey in 2017 and subsequently spread through eastern states. In other countries, this tick is associated with the spread of several livestock and human diseases, including anaplasmosis, babesiosis, ehrlichiosis, theileriosis, and rickettsiosis. In the U.S., the tick is a known vector for the virulent Ikeda strain of *Theileria orientalis*. *Theileria orientalis* Ikeda causes anaerobic infections in cattle that may be fatal in cattle. The MSU VDL provides tick identification services, including for the longhorned tick, and in response to the potential risk to Michigan cattle, we plan to add testing for *Theileria orientalis* Ikeda to our test catalog in the coming months.

#2: Canine Distemper and Highly Pathogenic Avian Influenza—Two Viruses with Potential to Affect Wildlife and Domestic Animals

The MSU VDL Virology Section provides routine diagnostic testing for canine distemper virus (CDV) and CDV antibodies in dogs. We also collaborate with the Michigan Department of Natural Resources Wildlife Disease Laboratory to better understand the epidemiology of this pathogen in wildlife. A recently published study showed that CDV is most frequently detected in raccoons, striped skunks, and gray fox, as well as other less common wildlife species, and the virus is now found in wildlife across the Upper Peninsula. In these wild mammals, clinical signs may include fever, nasal and ocular discharge, weight loss, and neurologic signs. The virus continues to evolve in wildlife species, and three unique wildlife virus strains were identified in Michigan. Our Virology Section has diagnostic testing capabilities to rapidly identify known variants. Although there is currently no documentation that wildlife strains are a danger to well-vaccinated dogs, continuing surveillance is important.

Another cause of neurologic or respiratory disease in wild mammals is the currently circulating *highly pathogenic avian influenza* (HPAI) virus. The current HPAI outbreak is now in its...
second year and is the largest in U.S. history. In addition to the high morbidity and mortality in poultry, a defining feature of HPAI outbreaks, this strain causes devastating disease in other birds, including diverse species of waterfowl, songbirds, raptors, scavengers, and other peridomestic birds/avian species. The most unique characteristic of this outbreak is infection of several mammalian wildlife species.

The MSU VDL is partnering with other diagnostic laboratories to publish a report describing the pathogenesis of HPAI virus in wild mammals. The paper finds that infected mammals primarily exhibited neurological signs and most common lesions were necrotizing meningoencephalitis, interstitial pneumonia, and myocardial necrosis. Affected species included red fox, striped skunks, raccoons, bobcats, opossums, coyotes, fishers, and gray fox. Analysis of sequence data to characterize virus detected in 48 HPAI-infected animals indicates these cases represent spillover infections from wild birds.

As we continue to provide HPAI testing for foreign animal disease investigations in domestic poultry and wild bird surveillance for Michigan and neighboring states—the MSU VDL is the only laboratory in Michigan authorized by USDA to perform this testing—we continue to monitor the virus in mammals through our partnership with the Michigan Department of Natural Resources. We are also tracking reported HPAI infections and mortality in domestic animals—several cats here in the U.S. and a dog in Otago, New Zealand. We’re prepared to work in coordination with the state veterinarian’s office to address any potential HPAI cases in domestic animals.

#3: Vitamins and Minerals—Too Much of a Good Thing is a Bad Thing

The MSU VDL Endocrinology Section continues to see periodic increases in vitamin D toxicity in dogs and cats due to recurrent issues with animal diets and exposures to vitamin D-based rodenticides. Vitamin D in correct amounts is necessary to move calcium into the bloodstream. However, excessive vitamin D results in hypercalcemia and can lead to poor health for multiple reasons including kidney damage. Our laboratory measures vitamin D metabolites, as well as related pathways controlling calcium regulation in the body (parathyroid hormone, ionized and total calcium, parathyroid hormone-related protein). We will soon be offering measurement of 25-hydroxyvitamin D and calcitriol by LC-MS/MS, performed in the Nutrition & Toxicology Section, to refine our diagnostics in this area. This new technology allows simultaneous assessment of multiple vitamin D metabolites with increased specificity.

In the MSU VDL Nutrition & Toxicology Section, mineral panels support diagnosis of a range of diseases. Canine copper-associated hepatitis (CAH) is a chronic liver disease of dogs that, while some breeds may be genetically predisposed, a clear etiology is unclear for others. This condition often presents clinically with elevated liver enzymes, and we can evaluate the copper levels in liver biopsy specimens. Our biopsy service offers a liver biopsy panel that includes histologic evaluation by a pathologist who specializes in liver disease, and additional special testing to obtain an accurate diagnosis. This panel can be performed on any liver biopsy, but is especially recommended for suspected cases of CAH, including any liver biopsy from breeds known to be at increased risk for CAH (e.g., Bedlington Terriers, West Highland White Terriers, Labrador Retrievers, Doberman Pinschers, Dalmatians). Liver mineral analysis is included in this panel when deemed necessary by the pathologist, based on results of the special stains.

There is debate in the veterinary community as to whether copper levels in canine diets may be associated with development of CAH. A statement from the Association of American Feed Control Officials maintains that there is no need to restrict copper in canine diets at this time; however, many veterinarians with experience in management of copper-associated hepatitis believe excess dietary copper is a major cause of this disease in dogs.

Whatever the disease, condition, or animal health issue—new, old, or new again—the team at the MSU VDL is ready to protect, investigate, educate, and collaborate. We are here to be your laboratory, your partner in protecting the health of Michigan animals. Please reach out if you have questions or simply would like additional information.

Contributors: Shrew Bolin, Immunodiagnostics & Parasitology Section Chief; John Buchweitz, Nutrition & Toxicology Section Chief; Roger Maes, Virology Section Chief; Brian Powell, Endocrinology Section Chief; Rebecca Swierenga, Anatomic & Surgical Pathology Associate Section Chief and Biopsy Coordinator; Jennifer Thomas, Clinical Pathology Section Chief


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SUMMER 2023
“When you hear hoof-beats, think of horses - not zebras.”

As veterinarians, we often hear this phrase as a reminder to be pragmatic in our assessments and diagnoses. It is similar to the concept of Ockham’s razor, which asserts that the simplest answer and diagnoses. It is similar to the concept of Occam’s razor, which

This is why our vigilance is so important to continue protecting not only animal health but also public and environmental health. Often, you will be the first to recognize an emerging disease or an invasive species, and your partnership and engagement with the Michigan Department of Agriculture and Rural Development (MDARD) is invaluable. Your perspectives let us know where and how these changes may be occurring, helping us keep animal health professionals more informed and better plan our response efforts.

Emerging Diseases

Emerging diseases are not always novel, but something about their expression or discovery could be inherently unique or different. Identifying these cases could reveal a notable shift in the general pattern of a disease or reflect more subtle, long-term changes.

An example of a more notable disease shift is the current outbreak of highly pathogenic avian influenza (HPAI). The virus is no longer being found exclusively in avian species. It has been detected in domestic animals (a dog from Canada and cats from the United States) and various species of wild mammals— including foxes, raccoons, and skunks. A complete list of the detections in wild mammals can be found on the United States Department of Agriculture’s Animal and Plant Health Inspection Service’s (USDA APHIS) website (www.aphis.usda.gov).

According to USDA APHIS, the finding of HPAI in mammals is not unexpected given that many species are susceptible to influenza viruses and mammals often come into contact with wild birds. Many of these species were likely infected after consuming dead birds that were infected with HPAI. While most mammals appear to be dead-end hosts, meaning they do not spread HPAI to other susceptible species, it is important to note and follow these trends as the situation evolves.

In terms of more subtle changes, shifts in climate and general weather patterns can adjust not only where certain diseases and/or their vectors are regularly seen but also when the “season” for a particular disease might begin and end. As an example, with the recent mild winters in Michigan, arbovirus cases are being detected later into the year because it is taking longer to achieve a hard freeze where temperatures fall below 28 degrees Fahrenheit. In the past two years, the last arbovirus cases of the season in Michigan were reported in December. A shift like this means there should be a broader set of considerations when assessing a new case.

Listening for All Possibilities

As veterinarians, we cannot let common answers and roles overtake what could be possible. Being open to the unexpected can help us all be more adaptive and responsive as our understanding of animal health continues to evolve along with the field.

We all have a role in collectively maintaining our awareness, identifying trends, and educating others. If you ever notice something new about a disease, encounter a unique situation, or want to learn more about invasive species, please contact MDARD’s Animal Industry Division at 800-292-3939.

First, being aware of the species on the “Prohibited and Restricted Species List” is crucial, especially if there is the chance to educate aquarium and pond enthusiasts before they make their latest addition. The list can be found at www.michigan.gov/invasives. Clients can also be counseled regarding responsible stewardship and rehomolog resources if there is ever a need to part with an aquatic pet. Simply releasing these animals into nature is not the best option for the animal or the environment.

Lastly, when writing a Certificate of Veterinary Inspection for some of these animals to move out-of-state, be sure to always check import requirements for the destination state. By doing so, you could be the safety net that prevents the next crisis.

Invasive Species

Invasive species are non-native species whose introduction could cause harm to Michigan’s economy, environment, or human health. Invasive aquaculture species that may enter the state through importation is an area of interest for MDARD.

MDARD is part of the Michigan Invasive Species Program, a joint program involving the Michigan Departments of Natural Resources and Environment, Great Lakes, and Energy. Together, the agencies have developed a “Prohibited and Restricted Species List” that identifies the species of greatest concern. While many of these species could enter the state through ways outside of the scope of veterinary medicine, there are still opportunities where your willingness to step into a more unexpected role and your vigilance can make a positive impact.

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The more we work together to keep each other informed, the better we can protect the health of Michigan’s animals.

More information: www.michigan.gov/invasives

Nora Wineland, DVM, MS, DACVP, is the Aquaculture, Emerging Contaminants, and Invasive Species Program Manager for the Michigan Department of Agriculture and Rural Development and can be reached at ThomeM1@Michigan.gov or 517-284-5685.

Michael Thome, DVM, is the Aquaculture, Emerging Contaminants, and Invasive Species Program Manager for the Michigan Department of Agriculture and Rural Development and can be reached at ThomeM1@Michigan.gov or 517-284-5685.

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Invasive species are non-native species whose introduction could cause harm to Michigan’s economy, environment, or human health. Invasive aquaculture species that may enter the state through importation is an area of interest for MDARD.

MDARD is part of the Michigan Invasive Species Program, a joint program involving the Michigan Departments of Natural Resources and Environment, Great Lakes, and Energy. Together, the agencies have developed a “Prohibited and Restricted Species List” that identifies the species of greatest concern. While many of these species could enter the state through ways outside of the scope of veterinary medicine, there are still opportunities where your willingness to step into a more unexpected role and your vigilance can make a positive impact.

First, being aware of the species on the “Prohibited and Restricted Species List” is crucial, especially if there is the chance to educate aquarium and pond enthusiasts before they make their latest addition. The list can be found at www.michigan.gov/invasives. Clients can also be counseled regarding responsible stewardship and rehomolog resources if there is ever a need to part with an aquatic pet. Simply releasing these animals into nature is not the best option for the animal or the environment.
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

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

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.
So many things have been written about the struggles, difficulties, heartbreak, stress, anxiety, and burnout we face in the veterinary industry. These are all significant concerns, and we need to continue focusing on our problems to develop better, more creative solutions.

That being said, today, I want to focus on the best parts of what we do.

Studies show that attitudes are changed when our brains are trained to focus on the positive. A positive focus is not meant to downplay the seriousness of our mental struggles, we definitely have those in veterinary medicine. Focusing on positive thinking strengthens our immune system, reduces anxiety, and increases positive emotions such as contentment and happiness. If we intentionally look for the positive, we may help heal our troubled souls.

So, what are the best parts of what we do?

Veterinary professionals are privileged to work with and for animals every day. Most of us chose this profession because we are “animal people.” We adopted strays as children and brought them home to our parents, begging them to allow us to keep or treat them. I rehabilitated injured birds, raised stray kittens and bottle-fed baby rabbits, and even once took a lost turtle. I was born with a love and desire to help animals, and now I have spent most of my life in this career doing it. That is the best.

In veterinary practice, we often see puppies, kittens, and other small adorable creatures. There are so many opportunities to smile or laugh. Have you ever sat on the exam room floor with a litter of puppies, chewing your shoes, jumping on you, their little waggly tails pumping furiously, all trying to get your attention? Do kittens climb up the leg of your scrub pants (ouch!), to get into your arms? Joyful experiences are the best.

Veterinarians serve our communities and make a difference in the everyday lives of people, including our pet owners. There is a unique feeling of satisfaction in healing pets and addressing the pet owner’s concerns. We have a front-row seat to witness the love that bonds humans with animals - we are keepers of that human-animal bond. Have you experienced the look of relief on an owner’s face when you told them their pet would survive an accident? Has a client sent you a gift or thank you note after you treated their pet? The outcome does not always matter; most people admire and appreciate what we do. Admiration and appreciation is the best.

Veterinarians have various career options, including private practice, government work, specialization, emergency medicine, corporation work, entrepreneurship, shelter medicine, house call practice, etc. Our veterinary experience and training allow us to change direction if we are inclined to do so. We may also choose to work a wide variety of hours: Part-time, full-time, and overtime are all available to us. We are even starting to get the opportunity to work from home in certain instances via telemedicine. Career options are the best.

Veterinarians create deep interpersonal bonds. Working in a stressful, busy, complicated work environment forces us to bond with the other humans we work with. Many people I have worked with over the years have become lifelong friends. We are bonded by shared experience and have each other’s backs. This is true even with colleagues we do not personally know, but associate with on social media. Veterinary professionals are the only individuals that truly understand what we experience and how difficult it is to do this job. Those personal bonds and connections are the best.

What other “bests” can you think of? For the next several weeks, come up with your own list of best experiences in your daily work. Look for the positives and it will help dilute out the negative experiences when they occur. Share your list with one of your colleagues that needs a lift. If we work together we can all be better.

Your work in veterinary medicine makes you the best!
“We’ll be highlighting the pros and cons, wins and losses, failures and successes we face every day. In this discussion, we will be reminded why we all decided to become veterinarians, and sometimes why we wish we had done something else.”

Be prepared to be moved by the exciting and comical words of...

REGISTRATION OPEN JULY 2023

SUBURBAN COLLECTION SHOWPLACE

SEPT. 29 – OCT. 1

SEPT. 29 NOON

Dr. Diarra Blue
A Peak BEHIND THE CURTAIN OF THE STATE LICENSING BOARD

By: Sarah Babcock, DVM, JD

While veterinarians are familiar with the potential for a client to file a complaint for malpractice or professional negligence, they may not be familiar with the authority of the Michigan Board of Veterinary Medicine to impact an individual licensee’s ability to practice. Veterinarians licensed in the State of Michigan are required to comply with the Public Health Code. The Public Health Code mandates certain responsibilities and authorities for a health professional licensing board. It is the responsibility of the Michigan Board of Veterinary Medicine (BVM) to promote and protect the public’s health, safety, and welfare. While one may assume by its name that the BVM primarily serves the veterinary professionals in the state, it does not. Rather, the BVM serves a consumer protection function which does have secondary benefits of the profession such as preventing unlicensed individuals from attempting to practice veterinary medicine.

The Board has the obligation to take disciplinary action against licensees who have adversely affected the public’s health, safety, and welfare. On March 31, 2023 a report titled, “Health Professional Disciplinary Reform FY 2022: Report to the Legislature” was published summarizing actions taken from Oct. 1, 2021 to Sept. 30, 2022. In fiscal year 2022, there were a total of 5,313 complaints on health professionals. Veterinary professionals made up 2.9% of all complaints. During this timeframe, there were a total of 936 actions taken by all health professional boards/disciplinary subcommittees with veterinarians consisting of 2.5% of these actions.

The Department of Licensing and Regulatory Affairs (LARA) is the principal department that oversees professional licensing, including health facilities and providers. The requirements for licensure vary by profession and provider type. The Licensing Division, in conjunction with state licensing boards, regulates 26 health professions in Michigan under the Michigan Public Health Code. LARA’s Bureau of Professional Licensing (BPL) issues state licenses for health professionals.

The BPL received and processed a total of 157 new complaints or allegations related to a veterinary professional. The BPL conducted 98 investigations, issued 23 administrative complaints, dismissed or withdrew three administrative complaints, and denied one reinstatement for veterinary medicine licensees.

The allegations received were categorized by the Bureau for all health professionals. The categories of deficient conduct include: criminal conviction, drug diversion, failure to meet licensing requirements, lack of good moral character, negligence (incompetence), no jurisdiction, refusal to release patient records, sister state disciplinary action, substance abuse, and unlicensed persons.

Specifically, veterinarian complaints resulted in 53 total final orders (Consent Order and Stipulation and Final Orders) for the following violations: alcohol related conviction (1); criminal conviction (1); drug diversion (1); failure to report of comply (2); incompetence (14); lack of good moral character (4); MAPS violation (1); mental/physical impairment (1); negligence (13); negligence impaired conduct, practice of condition (1); order violation (1); practice outside scope of license (1); substance use disorder (1); and technical violation of the Michigan Public Health Code (1).

There are various disciplinary actions that the board can take in response to allegations of misconduct. During this time period, the actions included: reprimand (2); fines imposed (3); license denied, limited or restrictions on a license (1); probation (13); probation upon reinstatement, reprimand, suspension (0) and voluntary suspension of a license (4) and summary suspension dissolved (1).

Among the disciplinary actions, the following deficiencies were noted: clinical mistakes (medical, surgical, and performing an unauthorized procedure); client communication and consent (failure to offer diagnostics, failure to communicate options, referral); failure to comply with a board order (reporting convictions, sister state action); inappropriate delegation (allowing an assistant to perform a dental procedure, administer a rabies vaccine); medical records violations; inappropriate handing, storage, and disposal of medications; and controlled substances violations including MAPS.

Unlike a claim for malpractice, in a veterinary license disciplinary action no damages or actual harm needs to occur for a board to take actions against a licensee. Similarly, the individual who files the complaint does not need to be personally impacted by the
action being complained about. There is no monetary award or equitable award for the individual who complains, but consequences are aimed at improving consumer protection. In some of the instances, the Board did use an expert to review the situation, but this is not always the case.

Overall, in a review of the veterinary cases from FY 2022, the author made the following inferences for you to consider as you work to improve your professional capabilities:

- 40% of the cases include written communication deficiencies reflected in medical record-keeping gaps

- Four out of 22 cases related to fracture repair issues; three involved a femoral head osteotomy

- Five out of 22 cases include steroid and non-steroid medication concerns (wrong dose, concurrent dose, lack of client consent)

- 25% of allegations claims did NOT originate from a client/owner (assumption staff member or colleague; other state regulatory agency)

- Many actions centered on a failure to communicate and offer diagnostics to clients as part of the diagnostic and treatment plan; including referrals

- 28% of the cases include written communication deficiencies reflecting in medical record-keeping gaps

- 30% of allegations claims did NOT originate from a client/owner (assumption staff member or colleague; other state regulatory agency)

- We will review several examples of allegations from this report and subsequent disciplinary action in upcoming issues of The Michigan Veterinarian.

- To learn more, go to www.animalandveterinarylaw.com for a review of the Michigan FY 22 veterinary license disciplinary actions and recommendations for steps you can take to avoid common pitfalls related to common medical records deficiencies; client consent and communications; regulation of the profession, ethics and controlled substance awareness.

Sarah Babcock, DVM, JD is the Founder and President of Animal & Veterinary Legal Services and can be reached at www.animalandveterinarylaw.com.

Join MVMA for 6 hours of Board of Veterinary Medicine approved CE - complete your mandatory continuing education and Opioid training for your Michigan Controlled Substance License.
PASSING THE TORCH

By Stephen Steep, DVM

Your AVMA/Michigan representation is about to undergo a change in leadership. This transition occurs every 4 years when your Delegate to the AVMA House of Delegates “passed the torch” to the current Alternate Delegate and a new Alternate Delegate is selected. Jill and I have shared with you the AVMA leadership organization in past articles in the Michigan Veterinarian; the bottom line - the House of Delegates is the forum to address current events and YOUR concerns. I have had the privilege to serve as your Alternate Delegate and then as your Delegate for the past 8 years. Prior to my experience, it was easy to think of the AVMA as a remote entity, out of touch with the “Veterinary Medicine” that I knew and loved. But I have been educated and come away with a new respect for the practice, government, industry, academia, and uniformed services. The AVMA acts as a collective voice for its member veterinarians working in private and corporate practice, government, industry, academia, and uniformed services. The AVMA acts as a collective voice for its membership and for the profession.

Respectfully,
Stephen C. Steep, DVM

Now it’s time for you to meet your new AVMA/Michigan Delegates.

Major Jill M. Lynn, DVM - Delegate

When I considered applying to be MVMA’s alternate delegate to the AVMA House of Delegates (HOD) in 2019, I reached out to Dr. Stephen Steep, who was the current alternate delegate, now delegate who wraps up his 8-year term in July. While I served in the Student AVMA as a delegate and alternate delegate in vet school and had an awareness of how the HOD operated, I wanted to hear about this position from someone who has done the job. Steve was welcoming and receptive to my questions and it was obvious he would be an excellent mentor. He was excited to hear a “Yooper” was interested in this position and asked about my experience as a house call veterinarian in Sault Ste. Marie and my roles in the U.S. Army Reserve Veterinary Corps.

We talked about the responsibilities and commitment of the job, to include two national meetings per year, serving on an AVMA reference committee and attending MVMA’s board of director meetings to foster communications between the two entities. Most importantly, our roles included representing Michigan Veterinarians and communicating relevant topics, issues of debate within our profession, and listening to feedback. Consistent sharing of information through MVMA channels, to include a regular column in this journal, MVMA emails and through social media was key. I was thrilled when the MVMA board of directors selected me for this position.

When Steve passes the torch to me as the next delegate following July’s HOD meeting, Dr. Larry Letsche (our next alternate delegate) and I will maintain the excellent standards of service, as well as welcome new ideas. Fellow Michigan Veterinarians, please reach out to us with any questions or concerns, and let us know if you are interested in serving on an AVMA council or committee, we are happy to facilitate the process and mentor you!

Larry Letsche, DVM - Alternate Delegate

Twenty-five years ago, I had the opportunity to start my career in organized veterinary medicine when I was appointed to the Michigan Board of Veterinary Medicine by Governor Granholm. After two terms, I was lucky enough to join the MVMA Board of Directors and have thoroughly enjoyed working with my fellow veterinarians on the board to improve the MVMA. My thoughts have recently turned to thinking about organized veterinary medicine at the national level and of course the AVMA was the best place to start.

Last month, I had the honor of being selected by the MVMA’s Board of Directors as Michigan’s new Alternate Delegate to the AVMA’s House of Delegates. My interest in assuming this position occurred after I was appointed to the AVMA’s PAC board two years ago. The PAC board is responsible for raising money to donate to Congressional members to aid in the advancement of veterinary issues in Washington D.C. Currently we are working on the Combating Illicit Xylazine and Healthy Dog Importation Acts. As a member of the PAC board, I have had the opportunity to learn how the House of Delegates functions and works. I am looking forward to beginning this additional AVMA work in the coming months.

I have had the chance to get to know Jill Lynn our upcoming delegate to the AVMA the last four to five years. I am in awe of her dedication to our country as a member of the Army Reserve and as a veterinarian from the Upper Peninsula. I am extremely excited to work with her over the next four years. I hope that we can continue to represent all of the MVMA members and continue the legacy that Stephen and Jill have established.

We are here to serve you and you can always reach us at AVMA_Delegate_MI@avma.org

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

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

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

Jill Lynn, DVM, is the MVMA’s Alternate Delegate to the AVMA and can be reached at jilllynn20@yahoo.com or 517.331.2009.
Associate Veterinarian - Veterinary Medicine - Milford, MI are looking for an experienced DVM or new graduate to join our wonderful team! Our beautiful newly renovated facility was originally established in 1994, and provides high quality medicine to the Milford, MI area. We are AAHA accredited and are Fear Free! We want to hire caring, self-motivated individuals with long-term career goals and who will enjoy interacting with clients and fellow staff. We are a group of highly trained, experienced animal lovers devoted to giving our patients the best care possible by treating them with the same love & attention that we offer our own pets. We offer radology, in-house lab, ultrasonography, and surgical specialties. Check us out here: https://vcsmilford.com. Employer funded HSA? Paid vacation? Paid sick time? Family Culture -Veterinary Care Services is a hospital where you come to stay and build your career. Our hospital has been a part of the community for over 25 years! We foster a learning environment while providing opportunities for our team members to expand their skillset and nurture individual growth and development. Benefits that support you - We offer a competitive wage, generous paid time-off, medical, dental, vision, life insurance, paid sick time, paid family leave, 401k + company match, continuing education allowance, pet care benefits, and so much more! Schedule flexibility and Resources for your well-being -We are looking for a full-time or part-time Veterinarian. We also have resources to support you for whatever life throws at you whether that’s growing your family, student debt assistance, or taking yoga classes! Career Advancement Opportunities- We pride ourselves on growing from within! We are proud to be a partner with Encore Vet Group - see what that means for you: https://encorevet.com/

Are you looking for a small animal practice that meets not just your professional needs but also your personal needs? If you value working for an independent, veterinarian-owned and operated veterinary hospital with a team that is not only talented but is kind, dedicated, and fun, then Greenville Animal Hospital may be for you. We place heavy emphasis on a healthy working environment; while no pet parent is perfect, we do our best to ensure that negativity and drama do not have a place here. We are looking for a like-minded individual to join our team as a full or part time associate veterinarian. We are located in Greenville, Michigan which is about 30 minutes northeast of Grand Rapids. Our facility was built in 2022. We have digital radiography and digital dental radiography, high-speed dental unit, ultrasound, brand new Companion Therapy Laser, ToNoVet, Doppler blood pressure, CardiOdag, UMF, and fullIDX in-house laboratory! We are 2.75 FTE veterinarians and growing with a rock-star staff of about 20 including our LVTS on the floor as well as our practice manager and lead CSR are both LVTS. Our well-trained staff allows you to focus on doctor duties: we believe everyone is happier when they are working to their full potential. Benefits include: competitive base salary, health insurance, dental insurance, paid time off, cell phone plan, paid veterinary care for pet, flexible schedule, CE, and a $10,000 sign on bonus.

Thorpe Animal Hospital is seeking a FT/PFT veterinarian to join our team of patient advocates! Exceptional, full-time/schedule flex-time schedule for work-life balance in a rapidly growing practice. Being a privately owned business, teamwork is essential, and every patient is treated as if they were our own. We do not declare or perform unnecessary cosmetic surgeries. We recently remodeled and are AAHA accredited, along with our Feline-Friendly certification. All staff maintain individual Fear Free certification. Thorpe Animal Hospital offers a full suite of surgical and diagnostic services in the highest environments advancement of surgical and diagnostic skills. Equipped with digital x-ray, digital dental x-ray, endoscopy, ultrasound, surgical laser, therapy laser, and a full in-house laboratory, we provide our clients and state-of-the-art medicine. The staff, which includes five LVTS, are hardworking, dedicated, passionate, motivated, and love keeping current on veterinary education. We offer a competitive salary with a brand new dedicated dental suite. Flexible scheduling is available so that all team members can have a positive work-life balance. Responsibilities include the care of patients, access to board certified internists, and providing outstanding veterinary care and personal care for our patients. We are located in beautiful Traverse City, 15 miles east of beautiful Petoskey, 15 miles north from Lake Michigan, and within Elk Rapids highly rated school district! Williamsburg has the best of Northern Michigan with a wonderful community, beautiful beaches, and great schools! Our PRIVATELY owned (by a DVM Mom) practice is seeking a FT/PFT veterinarian. Please apply if you are interested! We support you with a great work-life balance (NO weekends or after hours and we work to make your schedule what you want!), plus we understand when life throws you curve balls! We started the clinic in September 2022 with a new-ly renovated facility (Cloud based EMR, digital radios, digital dental x-rays, full in-house lab, dental suite with hydraulic lift table). We have an amazing staff who have worked together for over 20 years (2 LVTS, 2 VA, 1 CSR, and 1 KA). Ideally, the candidate would have at least 2 years’ experience, and if surgery is not your thing, that’s okay! FT Salary $100K-$150K depending on experience, competitive benefits. Email inquiries to Rachel@laneanimalhospital.com. Visit WilliamsburgAnimalHospital.com and check out our FB!

Come join our amazing, fun team at our AAHA accredited veterinary hospital! Our office is located in beautiful Traverse Town, MI (near Milford, Novi, West Bloomfield which is surrounded by beautiful lakes and parks! We offer 3-day weekend rotations! We are closed Sundays! No on-call, NO weekends, NO after-hours shifts or emergency calls or emergency calls! We welcome new graduates! We are willing to mentor you and help you develop your interests and skills. If you are an established veterinarian we are also interested in you getting to know our practice! Come in to tour our amazing facility! We have been certified in Fear Free certification. Thorpe Animal Hospital - Williamsburg Animal Hospital - Williamsburg, MI is 15 minutes east of beautiful Traverse City, 10 miles south from Lake Michigan, and within Elk Rapids highly rated school district!
through the AVMA for workplace wellbeing! We offer FREE LUNCH with our monthly team meetings that cover anything from team building to the newest products in the veterinary industry! We put our team first by offering flexible scheduling, Employee Assistance Program, professional coaching, and continuing education. We have created a very fun yet professional working environment! We offer team outings to help with team building and morale by going to wood working and painting classes. Our next outing will hopefully be goat yoga! We have an Integrative and Rehabilitation Center which includes an underwater treadmill, digitim, land treadmill, laser therapy, many tools for kinesiology exercises, and acupuncture. All of our technicians are licensed, highly educated and utilized! Our small animal hospital offers an incredible variety of services which include therapeutic laser therapy, surgical laser, ultrasound, digital radiography, digital dental radiographs, in house and out house laboratory and soft tissue, dental and orthopedic surgery. We also offer an outstanding compensation package! Reach out to Erika at office@commercevillagelvet.com.

Grand River Veterinary Hospital is a fast-paced, small animal veterinary hospital looking to add to our wonderful team. We have been under the same private ownership since 1996 and our current facility was built in 2006. We are located in Lowell, known for the friendly, small-town atmosphere and excellent schools. We are proud of our environment. We are located in Grand Rapids, where you can find shopping malls, museums, local wineries or breweries, beautiful parks, historical locations, and great hiking trails. We are looking for a full-time associate veterinarian who is enthusiastic, responsible, friendly, passionate, family-focused, and a personable veterinarian. Do you have a special interest? There are opportunities to expand surgical interests, practice alternative medicine, or add exotic! Interested in owning a practice? Both senior partners will be retiring in the next few years. Our team includes three full time veterinarians (two of which are owners). We have three LVT’s, as well as a wonderful team of assistants, receptionists, and managers. We utilize Cornerstone software, in-house IDEXX labs, digital x-ray, digital dental x-ray, dental dental cart, ultrasound, therapy laser, surgical laser, surgical suite, blood pressure monitor, pulse oximetry, and more! This full-time position offers competitive wages, CE yearly allowance, IRA, health insurance, vacation, weekly payroll, direct deposit, some insurance, licensing, and dues fees paid or reimbursed, and more! The weekday schedule is a set and consistent schedule, which includes one day off throughout the week. Our Saturday schedules are rotated, which are about 1 or 2 per month.

Send your resume to grvh.lowell@gmail.com with the subject line “Join the team”! We look forward to hearing from you!

ReliefRetriever.com is an interactive online scheduling platform connecting veterinary employers with professionals. Hospitals find who they want when they want to work, when they want to work, they want to work. FREE for Relief Vets Al-WAYS! $49/month for Hospitals!

Busy, well established 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 insurance and profit-sharing plan. Flexible scheduling for full or part-time. If interested, please send a resume to georgia@milfordveterinaryclinic.com.

Located in downtown Plymouth, Michigan, we are a family friendly privately owned practice looking for a full-time associate veterinarian for small animal medicine and surgery. We have no on call or after-hours emergency. We strive to maintain a healthy work life balance for all staff while maintaining high quality medicine and caring relationships with all our clients and patients. Our practice has digital x-ray, dental x-ray, ultrasound, and in house labs. Benefits include paid time off, uniform allowance, continuing education, retirement, and more. Please email resume and cover letter to our hospital manager Emily at emily@colonialvetclinic.com.

Plymouth Veterinary Hospital has served the local Plymouth and surrounding communities for over 35 years. We are independently owned and operated. Do you want to work as a Veterinary Associate in a beautiful Southeast Michigan community? Do you want to work with a top-notch practice? Methods for their patients? Do you need or enjoy mentorship or wish to work independently? Do you want the potential for growth and or partnership? Do you want to work for an independent veterinary practice? Do you want to work four days a week? Do you want to have Saturdays and Sundays off? Do you want or need scheduling flexibility and ample vacation time? Do you want to start retirement savings with a company matching your reirement contributions? Do you want a veterinary practice with local emergency clinics where you don’t have to be on call or work after hours? If you answer YES to any of these questions, let’s schedule a lunch or dinner meeting so we can get to know each other. Our ideal candidate is: Genuinely passionate about Veterinary Medicine; Open; new graduates and experienced veterinarians are encouraged to apply; they bring something unique to our veterinary practice (i.e., exotics, pocket pets, reptile experience, ultrasound, rehabilitation, small animal cards, emergency skills, or others). Values a diverse environment and a diverse group of individuals to work with. About our hospital: Progressive small animal practice offering state-of-the-art medical care, 100% paperless electronic records with computers in every room, four modern exam rooms, a dedicated surgical suite, a fully equipped dental suite, Digital dental radiography, a spacious treatment area with parge, imaging, and dentistry. We encourage doctors of all levels of experience to apply as we offer a formal mentoring program for a new/recent graduate and plenty of support to help an experienced DVM build on their clinical interests. We are an under 5000 patient practice, but see other constantly which makes working here enjoyable and not isolating. We are a 14-doctor practice that has over 90 support staff members. We have an imaging suite, radiology and ultrasound, our own in house lab, and a state of the art equipment, a staff of dedicated and experienced veterinarians, technicians, and assistants that provide compassionate care and quality medicine. We provide a flexible schedule that includes weekday hours and only one in four Saturdays - no Sunday or after-hours call! We offer a signing bonus, and a highly competitive salary with production and milestone bonuses, based on the candidate’s experience. Benefits include vacation and sick pay, annual contributions for medical, dental and vision insurance, retirement plan and reimbursements for professional licensure, membership dues (including VIN), continuing education with paid time off. If you have a passion for medicine and pets, want to practice excellent veterinary medicine, and think pet owners deserve to be seen as people, not just as pets - then Cascade Hospital for Animals and Breton Village Animal Clinic is looking for you! Our practices are growing! Check out our website for more information and to submit your resume to customerservice@chavet.com, Attn: Dr. Doug Angel.

Cascade Hospital for Animals in Grand Rapids, Michigan is looking for a DVM to join our team! We are a privately owned, multi-doctor practice that offers full time or part time associate. We offer a wide range of services that include wellness care, soft tissue and orthopedic surgery, rehabilitation, ultrasound, endoscopy, and dentistry. We encourage doctors of all levels of experience to apply as we offer a formal mentoring program for a new/recent graduate and plenty of support to help an experienced DVM build on their clinical interests. We are a well established small animal practice that has over 90 support staff members. We offer an under 5000 patient practice, but see other constantly which makes working here enjoyable and not isolating. We are a 14-doctor practice that has over 90 support staff members. We have an imaging suite, radiology and ultrasound, our own in house lab, and a state of the art equipment, a staff of dedicated and experienced veterinarians, technicians, and assistants that provide compassionate care and quality medicine. We provide a flexible schedule that includes weekday hours and only one in four Saturdays - no Sunday or after-hours call! We offer a signing bonus, and a highly competitive salary with production and milestone bonuses, based on the candidate’s experience. Benefits include vacation and sick pay, annual contributions for medical, dental and vision insurance, retirement plan and reimbursements for professional licensure, membership dues (including VIN), continuing education with paid time off. If you have a passion for medicine and pets, want to practice excellent veterinary medicine, and think pet owners deserve to be seen as people, not just as pets - then Cascade Hospital for Animals and Breton Village Animal Clinic is looking for you! Our practices are growing! Check out our website for more information and to submit your resume to customerservice@chavet.com, Attn: Dr. Doug Angel.

Red Bull gives you wings, we give you a work-life BALANCE. Arbor Hills Veterinary Clinic is looking to expand to a two-doctor practice and add to our upbeat, positive and fun filled clinic! No weekends, no emergency on call, deluxe sign-on package filled with benefits and more. arborhills.vet will give you a tour of our remodeled facility and have our founders, Drs. Marc and Karen Brothers, or @arborhillsvet (IG and Tiktok) will show us off more. Love the idea of working with us? Then please send your resume and cover letter to dmiller@arbor- hillsvet.vet.

We are seeking to associate veterinarian for our small animal
Our doctors do not practice medicine in a silo. In our "oasis" but in a steady value teamwork and often collaborate and share knowledge with each other throughout the day. The practice sees a wide variety of small animal cases ranging from sick/wellness exams, day-time emergencies (No after-hours on call!), soft tissue surgeries, and other services. The hospital is equipped with digital radiographs, in-house diagnostic labs, EKGs, ultrasound, full pharmacy, and more. An experience levels welcome to apply. $100,000 base salary with production, full benefits, and up to $50,000 in bonuses. Visit our website at https://www.alleganveterinaryclinic.com. For more information or to apply, please contact Emily Rappold at Emily.Rappold@inva.com or 773-682-1902.

Dentistry is among the fastest growing elements in veterinary medicine and Harbortown Hospital. We are a small animal clinic in western Oakland County looking for a licensed veterinary technician to join our team. We offer salary commiserative with experience, continuing education budget, health insurance and profit-sharing plan. Full or part time available. If interested, please send a resume to georgia@milfordveterinaryclinic.com.

**VETERINARY TECHNICIANS NEEDED**

Busy, well established small animal clinic in western Oakland County seeking for a licensed veterinary technician to join our team. We offer salary commiserative with experience, continuing education budget, health insurance and profit-sharing plan. Full or part time available. If interested, please send a resume to georgia@milfordveterinaryclinic.com.

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**PRACTICES AND EQUIPMENT FOR SALE**

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IN MEMORIAM

Dr. Dennis Pinkston
Dr. Dennis Pinkston, age 82, passed away on December 9, 2022. He was a graduate of MSU CVM class of 1964. Denny served two years in the U.S. Army stationed in Cedar Rapids, Iowa; while there he purchased and inspected meat and poultry shipped to soldiers fighting in Vietnam. After his military service, he practiced veterinary medicine in Swartz Creek for many years. Denny made many trips to the Dominican Republic delivering baseball equipment to children in need and organizing free spay and neuter clinics for the stray island street dogs. He was active in his community and devoted to veterinary medicine. He is survived by his wife of 58 years, Karan, and his son Dr. Jeffrey Pinkston and daughter Wendy Godfrey. Denny was a life member of the MVMA.

Dr. Jacqueline Walsh Carmona
Dr. Jacqueline Walsh Carmona, age 60, passed away on April 9, after a battle with pancreatic cancer. Jackie was born and raised in Fredonia, NY, and moved to Michigan to attend Michigan State University. She graduated from MSU CVM in 1989. She served as a volunteer for Beaumont Hospice for over 15 years and trained her therapy dog, Wesley, for hospital hospice services. Jackie had a knack for excelling at almost anything. Jackie was a frequent and excited to attend an MVMA conference or summer meeting and would cheerfully say it was the best meeting she had ever attended. Her enthusiasm and energy were infectious. Harold was a life member of the MVMA. He was a devoted veterinarian and loved by many people. He is survived by his wife, Phyllis, and his children Karen, Gary, and Anne.

Dr. Harold Duchan
Dr. Harold Duchan, MSU CVM class of 1953, passed away on April 8. Harold practiced veterinary medicine for many years at Center Line Veterinary Hospital. His son, Gary, followed in his footsteps and took over operating the practice when his dad retired. Dr. Duchan was always excited to attend an MVMA conference or summer meeting and would cheerfully say it was the best meeting he had ever attended. His enthusiasm and energy were infectious. Harold was a life member of the MVMA. He was a devoted veterinarian and loved by many people. He is survived by his wife, Phyllis, and his children Karen, Gary, and Anne.

The MVMA extends its sympathy to the friends and families of departed members. In memory of deceased members, the MVMA contributes $50 to the Michigan Animal Health Foundation in the name of memorial contributors. A memorial section is dedicated to the Foundation. When contributions reach $500, the member’s name is entered on a memorial plaque displayed in the MVMA office. The MVMA staff thanks those thoughtful members who take time to notify the office and send obituaries of our recently deceased members.
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