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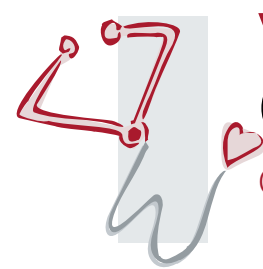
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The Michigan Veterinarian is published quarterly in  
**March, June, September, and December.**

*Deadlines are the first of the preceding month.*

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

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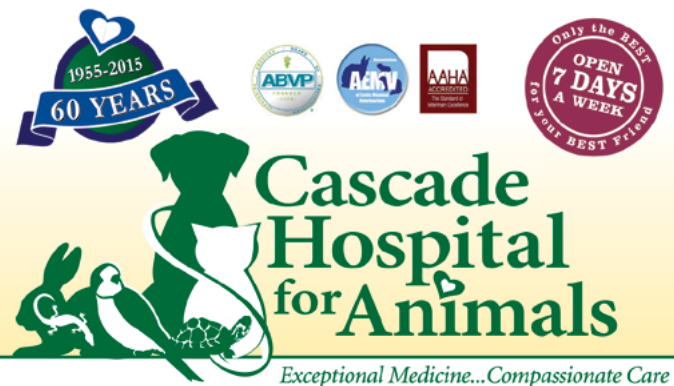


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# CEO MESSAGE

## Creating a Healthy and Sustainable Organization

By John Tramontana, MS, CAE

It's been just over a year since the COVID-19 pandemic began and things have changed drastically. When MVMA's Board of Directors gathered for a strategic planning retreat in early March of 2020, we had no idea what was on the horizon, how long it would last, and how it would change our organization.

I want to take the opportunity to thank our Board, our staff, and you, our members, for coming together this past year under these circumstances. We know it hasn't been easy, but better days are ahead.

In the coming months, we will finally have the opportunity to roll out our new strategic plan. The plan has four main components that will be worked on over a three-year period.

First, we will work to create a stronger voice for veterinarians through public advocacy; diversity; equity and inclusion; and proactive position statements on issues that matter to you. Second, we will make legislative advocacy a key cornerstone of what we do. We will raise more money for the VET-PAC, increase our visibility with lawmakers, and begin to develop a grassroots infrastructure to strengthen our influence in Lansing.

Our third priority goal is to enhance governance and maximize the time our Board has together. Discussions will be more strategic and will help us to widen our reach—bringing more people into our organization. Finally, we will create an emotional connection between MVMA and its members. We can do that by creating a wellness initiative, building a leadership pipeline, and ensuring all our members maximize the value from their MVMA membership. These are aggressive goals that will be enacted over the next three years and will help to create a healthy and sustainable organization well into the future.

We're also making changes when it comes to staffing at MVMA. We have hired Angel Davis as our Director of Meetings & Events.

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

Angel will be responsible for all the planning and logistics of our conferences, CE events, fundraisers for the foundation and the PAC, and much more. She brings a wealth of knowledge and expertise that will help to further engage our members and enhance the member experience.

Sheri Fandel is being promoted to Chief Operations Officer. Sheri has been with MVMA for 32 years and is highly respected by members, staff, and industry partners. This new title better reflects her commitment to MVMA and to veterinary medicine. Kara Henrys is now our Director of Learning and Strategic Partnerships. Kara has continued to plan and provide quality CE programming for our members. She has her finger on the pulse of veterinary medicine and constantly delivers exactly what our members need. She will continue to excel in this position. She will also continue developing our relationships with students, sponsors and advertisers, and volunteers.

Samuel Florio continues to expand his role as Director of Communications & Digital Strategy. Sam has done a great job revitalizing our magazine, creating a new weekly e-newsletter, and enhancing the quality of all our communications tools.

We are also incredibly lucky to have Dr. Nancy Frank as our Staff Veterinarian. Nancy is such an asset to our organization and our members in terms of her knowledge and experience. She is highly respected in the field and rounds out our team.

I am excited to get to work on our strategic plan, and to continue to evolve our organization. Please do not hesitate to reach out to the staff or myself for anything you may need. We are your Association, and we are here for you.





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# PRESIDENT'S LETTER

*Challenges can help us define our strength and provide new opportunities*

By Christian Ast, DVM

It comes as a great honor to write my first President's Letter to the MVMA community. As I have served in my various roles, I have met many of you over the years. However, I suspect that some may not know me very well and I would like to change that. So, here is a little background information about me. I am a small animal veterinarian from Farmington, MI, and I have had the pleasure of working at Plaza Veterinary Hospital for 18 years. And yes, that was my first job out of college and I never left. I love what I do and the people I serve. As a fun fact, in the history of MVMA presidents, I am actually the fourth president to have worked at this veterinary practice. Others have included John Richardson, Steve Steep and David Carron.

In addition to serving with the MVMA, I have also volunteered with the Southeastern Michigan Veterinary Medical Association (SEMVMA). During my time with SEMVMA, I was elected president. During my time, I worked on several initiatives, which included the Small Animal Ultrasound CE events held at Wayne State University. Prior to becoming an officer with MVMA, I represented Wayne and Oakland County on the MVMA Board of Directors. I currently live in Farmington Hills with my wife, Lisa, and my two children, Connor and Natalie.

As your new MVMA President, I would like to start by sharing my thoughts about this pandemic, the efforts made by the MVMA, and my future aspirations for this Association. I believe this pandemic has challenged each of us in ways we could not

have imagined, making us reassess where we place value, and the goals we would like to accomplish moving forward.

During this challenging period, I am very proud of the way the MVMA has handled the challenges brought forth by this pandemic. Our members have benefitted from various communications, resources and advocacy efforts that allowed veterinarians to stay open for business during a period when most businesses were closed. Last year, the MVMA did not waver and moved forward with new initiatives to prepare for when we enter into the "new normal." A couple initiatives I am particularly excited about include MVMA's Diversity, Equity, and Inclusion Committee (DEI) and a new membership initiative. The DEI Committee is currently meeting and will provide updates for members this year. The membership initiative is ramping up and will begin very soon. The goal will be to evaluate our membership



*Dr. Christian Ast*

model and service structure to make sure MVMA is representing veterinarians in all areas of practice. This reflects our mission and will enhance our offerings as we move forward. We know 2021 will come with challenges, but I promise to work hard with the EC, Board and MVMA staff as we move forward and embark on new strategic initiatives that will best serve you, our appreciated member.

In this issue of The Michigan Veterinarian, you will find an array of articles focused on One Health. One health has become a prevalent topic in recent years as public awareness of zoonotic diseases grows. This topic is of course not new to veterinarians. Everyday veterinarians address vital tasks that support public health. Even simple things like antibiotic stewardship and educating clients about preventing animal bites have a benefit to public health. Another example is Rabies vaccinations. This is an area where veterinarians continue to save lives and prevent zoonotic disease. Globally, more than 50,000 people die from rabies annually. Yet, in the United States, there are often no rabies deaths in a given year. This is because of the continued work of veterinarians. Those simple vaccinations you give every day make a difference. As new diseases develop, remember that veterinarians have been practicing 'one health' medicine for decades. We continue to protect humans, animals, and the food supply that nourishes all of us. Veterinary professionals all play a vital role in One Health and we will continue to be ready when called upon to protect our communities.

Christian Ast, DVM, is the MVMA's 2021 President, and can be reached at [astchris@yahoo.com](mailto:astchris@yahoo.com).





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# THE POWER OF TEN LEADERSHIP ACADEMY

## GROWING AS A PROFESSIONAL WITH POWER OF 10 LEADERSHIP ACADEMY

By Kara Henrys

As veterinarians, you already understand that often collaborative care is the way to provide your patient with the best medicine. I've heard members say that veterinary medicine is a small community. COVID-19 has shown a light on the importance of community in ways we never considered before, not just in practice but in our everyday lives. Building a community of progressive and leadership-driven practitioners is the main purpose of MVMA's Power of 10 Leadership Academy (POTL). If you are interested in becoming a part of an active learning community, this opportunity is for you!

Many of the skills needed to become a successful and fulfilled practitioner aren't taught in school. Finding a new way to network while getting the chance to discover a better understanding of yourself as a professional and your ability to make critical business decisions is a way the POTL can offer support. Participating in the MVMA POTL will enable you to develop skills—strengthening your ability to effectively communicate with your team, address issues facing your practice and personal development, and incorporate ways to create a thriving workplace culture. Participants also earn CE credit for all hours completed.

The Power of 10 Leadership Academy is a completely free, real-world, highly interactive program designed to provide 10 recent (< 10 years from a college of veterinary medicine) veterinary graduates with transformative experiences that will help empower and educate them on veterinary best practices. The program consists of four leadership development sessions that occur over a one-year period. During each session, MVMA provides an industry expert who covers topics like team building, effective communication and public speaking, personality assessments, generational differences, human resources, impacts of legislation on veterinary medicine, work/life balance and personal wellness.

To enroll in the next Power of 10 Leadership Academy, complete the Power of 10 Leadership Academy application form that can be found by going to [www.michvma.org/POTL](http://www.michvma.org/POTL). Send all completed forms and required identification to [mvma@michvma.org](mailto:mvma@michvma.org). Completed forms may also be dropped off at the MVMA office during normal business hours. If you have any questions regarding the program, send an email to [mvma@michvma.org](mailto:mvma@michvma.org) or call 517-347-4710. Only MVMA members are eligible to participate.

Kara Henrys is MVMA's Director of Learning and Strategic Partnerships, and can be reached at [henrys@michvma.org](mailto:henrys@michvma.org) or 517.347.4710.







# PEOPLE, PETS AND PRACTICE:

## YOUR VETERINARY QUESTIONS ANSWERED

By Nancy Frank, DVM, MPH, DACVPM

*This article covers the latest updates on CE required to renew your veterinarian license.*

### WHEN DO I HAVE TO START KEEPING TRACK OF CE FOR RENEWAL OF MY VETERINARIAN LICENSE?

Look at the expiration date on your veterinarian license. If your license expires on or after December 31, 2022, count back three years from the expiration date. If you renew on your expiration date, that date, three years back, is when you need to start tracking your CE. If you do not like waiting until the last minute to re-

new your license, just remember your CE must be taken within three years of when you renew, so you can adjust your date to start tracking CE accordingly. For example, let's say I just renewed my license at the end of 2020 and it now expires on June 14, 2024. Going back three years would be June 14, 2021. If I plan to

wait until the last day to renew in 2024, I can start tracking and documenting my CE on June 13, 2021. This means when I attend the 2021 Great Lakes Veterinary Conference this summer, I can get started tracking and documenting my CE.



### HOW MUCH CE DO I NEED?

Veterinarians are required to complete 45 hours of approved CE to renew licenses that expire on or after December 31, 2022. The CE must be earned within three years of license renewal. Thirty hours must be scientific in nature and 10 hours must be live and in person.



### ARE MORE CHANGES COMING?

Yes, we anticipate more changes coming in CE requirements and we expect the changes to be positive. The Veterinary Rules are in the process of being updated. When changes are adopted, we will be sure to let you know.

### WHAT DOES LIVE AND IN PERSON MEAN?

According to the Michigan Department of Licensing and Regulatory Affairs (LARA), “live” and “in-person,” attendance requires physical presence at the program with real-time interaction with the program instructor and delivery of the course materials. However, LARA has issued a clarification document that modifies this during the pandemic emergency. For now, so long as the CE is earned through technology solutions that allow for synchronously/real-time exchange or interaction with the program instructor and delivery of course materials such as a live webinar or virtual session that allows for real-time interaction the CE will count toward “live” and “in-person.” Pre-recorded webinars or pre-recorded e-learning opportunities will not be accepted to meet this requirement. This clarification took place at the start of the pandemic with Emergency Orders and, according to LARA, will be in place as long as there are Michigan Department of Health and Human Services Epidemic Order(s) in effect to help curb the spread of COVID-19.

This is good news because it means MVMA CE such as the summer 2020 live virtual Great Lakes Veterinary Conference, the 2020 live virtual Small Animal Series as well as other live webinars and virtual sessions qualify as “live” and “in person” as long as you attended these sessions in real-time. Recordings of these sessions that you watch later will not qualify as “live” and “in person.” MVMA is continuing with real-time virtual programming until it is safe to get together in-person again.

### HOW DO I KNOW IF MY CE ACTIVITY COUNTS AND WHAT PROOF DO I NEED TO KEEP?

Major CE providers including MVMA, AVMA, Michigan local VMAs, and RACE are all approved providers. There are more approved providers, though, so check the Veterinary Rules for details. The rules also specify activities besides attending lectures that may count as CE. Remember you need at least one hour of CE on medical records and at least one hour that relates to state veterinary law and/or federal or state controlled substance laws. Be careful that you do not claim credit for taking the same program

twice or even a program that is “substantially identical” as that is not allowed.

What you need to keep as proof of your CE credits is detailed in the Veterinary Rules. You must keep your CE documentation for four years after you renew your license. You only need to submit documentation when asked to do so by LARA. Routine submission when you renew your license is not required.

#### KEY FACTS AND HIGHLIGHTS



Veterinarians are required to complete 45 hours of approved CE to renew licenses that expire on or after December 31, 2022.



Pre-recorded webinars or pre-recorded e-learning opportunities do not qualify for credit toward the live and in person requirement.



MVMA, AVMA, Michigan local VMAs, and RACE are all approved providers. Check the Veterinary Rules for other approved providers and for details.



You must keep your CE documentation for 4 years after you renew your license. You only need to submit your CE to LARA if they request proof.





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## Member Spotlight

**Dana Tatman-Lilly, DVM, MS**

Lincoln Memorial University College of Veterinary Medicine



**EDUCATION:** Michigan State University College of Veterinary Medicine

**CAREER:** Associate Veterinarian | Clinical Course Mentor Veterinarian

In this special edition of the Member Spotlight, we will be highlighting the newest member of the Executive Committee (EC), Dr. Dana Tatman-Lilly.

Dr. Tatman-Lilly determined by age 6 that she wanted to pursue a career in medicine. However, it was not until later in her life when she was volunteering at an animal shelter in Ithaca, NY, that a board member there encouraged her to shadow at his clinic. After volunteering at the office, she “fell in love” with veterinary medicine. “In retrospect, it makes sense since I grew up with many different species of animals, and I loved caring for them all,” she recalled. “I just never knew all the things that veterinarians did until I was much older.” In 2008, Dr. Tatman-Lilly graduated from MSU’s College of Veterinary Medicine with her Doctorate of Veterinary Medicine (DVM). “I find being a veterinarian rewarding because I get to strengthen the human-animal bond, help sculpt future colleagues, and improve my patient’s quality of life,” said Dr. Tatman-Lilly. “I love solving problems and in veterinary medicine, you will find unique problems to solve.”

Dr. Tatman-Lilly is a long-time member and supporter of the Michigan Veterinary Medical Association (MVMA). Over the years, she has participated in many MVMA programs serving in various capacities. Dr. Tatman-Lilly graduated from

the Power of 10 Leadership Academy, and was part of the inaugural class. She has served on the MVMA Board of Directors for four years as the Mid-State representative. In addition, Dr. Tatman-Lilly has been on various task forces, and serves on the Small Animal Series Committee and Student Committee as chair.

Besides being a member of the MVMA, she also belongs to the Mid-State VMA, American Veterinary Medical Association (AVMA) and American Association of Feline Practitioners (AAFP). With the AAFP, she is active member, participating in two task forces and other volunteer projects. Dr. Tatman-Lilly also enjoys participating in various charitable races whenever time allows.

As Dr. Tatman-Lilly moves into this next chapter as 2nd Vice President, she was asked to share her past experience and aspirations for the future as she continues to serve MVMA members.

What do you hope to contribute while serving on the EC? “This new role and set of responsibilities provide an opportunity for me to contribute the knowledge I have acquired from previous MVMA training programs, such as the Power of 10 Leadership Academy, and other professional experiences. In addition, it will be an honor to work alongside each of the Executive Committee members as we tackle issues

facing our members and the profession.” Why did you decide to pursue a leadership role with the MVMA EC and how will it help you as a professional? “Over the years, I have had the pleasure of volunteering with the MVMA in a variety of ways. I have been able to serve on task forces, assist with planning continuing education events, and serve on the Board. This unique opportunity to serve on the Executive Committee seemed like a natural next step. It would allow me to use what I have learned from my other volunteer experiences and further contribute to the veterinary profession.

In your journey to becoming the MVMA 2nd VP, what has been the most rewarding aspect and why should others consider volunteering with the MVMA? “My time with the MVMA has given me the ability to work with an amazing group of like-minded professionals who care about the profession and the communities we serve. I have been able to network with veterinarians from across Michigan. We have been able to share ideas and wonderful learning experiences over the years. In addition, new opportunities have become available and I have found myself learning so much professionally from participating in various opportunities that I otherwise would have not been able to do. Volunteering with the MVMA has resulted in so many rewarding experiences and a decision that I’m grateful I made.”

*Dana Tatman-Lilly, DVM, MS, is a Small Animal Associate in Lansing, MI, and a Clinical Course Mentor Veterinarian at Lincoln Memorial University College of Veterinary Medicine, and can be reached at [tatmanlilly@gmail.com](mailto:tatmanlilly@gmail.com).*



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# OPPORTUNITY IN DIFFICULTY

By Julie Cappel, DVM

Winston Churchill once said, "A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty."

I think that we can all agree that we have experienced great difficulties this past year. Many of us have lost friends and family members, experienced illness and recovery, and we have struggled to keep our hospitals running whilst attempting to protect our teams physically and emotionally. We worked to make sense of the changing government regulations and follow rules that did not always make sense to us. Then the public adopted additional pets — oodles of new puppies and kittens — and spent more time noticing problems with their animals as they worked from home. The increased demand for our services has been great for increased business but has added big pressure to an already stressed out profession.

## It has been one heck of a difficult year.

Some of the frustrations that we have experienced are beginning to fade with time and with the development of the COVID-19 vaccines, but many challenges will continue to follow us into this second year. As we attempt to get back to "normal" we will need to embrace the lessons that we have learned and overcome pessimism to see our many challenges and difficulties as opportunities for personal and professional growth.

## What are the "take-aways" that we will carry into 2021?

We must improve self-care. The pandemic has given us the opportunity to see how poorly we take care of ourselves. We are the profession of long hours, skipped lunches, over scheduling, and even working while we are ill. How many times have you worked while experiencing a cold or flu? I would bet that if you are like me, it has been many times. The pandemic is shining a light on our poor self-care habits. If we are to truly embrace the lessons that we were given by this pandemic, we must set boundaries to care for ourselves and our teams above all else. Business cannot thrive without healthy people and pets cannot be saved without a mentally solid team. We need to take time to eat better, exercise, relax, nurture relationships, and create balance. Take care of yourself first, your family and team second, and the patients and clients third. Only through self-care can we really create a new and better normal for this profession.

We must continue developing better, more efficient communication. The pandemic has offered us the opportunity to practice different communication techniques with clients and our teams. Masks, social distancing, and phone communication has stripped us of many of the non-verbal cues that help us communicate our ideas. We need to practice expressing empathy and sympathy without the benefit of face-to-face interaction and without physical touch. We can continue to learn how to embrace emerging technologies without losing the critical personal connection with our fellow humans.

We must hang on to our optimism. I believe that we are generally a profession of optimists, spending our days with patients that cannot speak or point us toward their area of pain or disease. We have the added challenge of meeting both patient and client needs. Patients that often bite us or lash out attempting to harm us and clients who are often emotional, demanding, and push us to our limits. Only an optimist would enjoy veterinary medicine. We must continue to nurture our strength as a profession through our natural optimism — learning to see the opportunity in each challenge that we face.

The last 12 months have been the most personally and professionally challenging in many of our lives. We will continue to move on and push through by supporting one another. Together we will find the opportunity in our difficulty.

Julie Cappel, DVM, is the director of Warren Woods Veterinary Hospital and a certified life coach. Dr. Cappel can be reached at [jacappeldvm@gmail.com](mailto: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.





# ONE HEALTH

## RECOGNIZING OUR NEED FOR A COLLABORATIVE APPROACH

By Melinda Wilkins, DVM, MPH, PHD

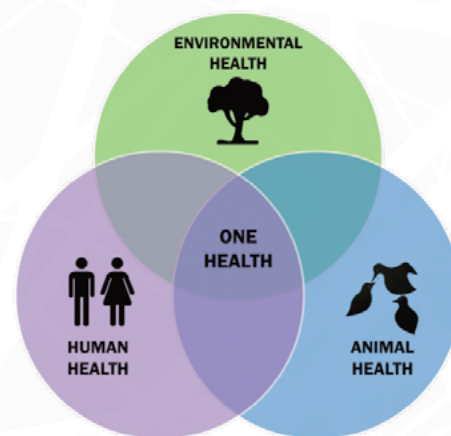
The term “One Health” is being used more and more often and most veterinarians have a decent concept of what it means. It can be challenging to define because it is more of an “approach” than a particular discipline and it is usually used when addressing complicated problems of varying scope. The Centers for Disease Control and Prevention (CDC) offers a reasonable definition:

One Health is “a collaborative, multisectoral, and transdisciplinary approach—working at the local, regional, national, and global levels—with the goal of achieving optimal health outcomes recognizing the interconnection between people, animals, plants, and their shared environment”.

Most of our health-related agencies at the national (USDA, CDC, and FDA) and global level (WHO, FAO, and OIE) now have One Health offices or agency directives. The jurisdiction of One Health is traditionally described as where human health, animal health and environmental health intersect or overlap.

Veterinarians have long taken the lead in recognizing the need for closer collaboration with our human health partners and pushed for adoption of the One Health approach. As veterinarians, we also recognize the impacts that animals experience due to their environments (secondhand smoke exposure, poor ventilation in a confinement operation), and the impacts animals can have on the health of the environment (fecal parasites, overgrazing). The role of the environment is especially obvious during times of natural disasters (wildfires, floods) and where wildlife is involved (Bovine TB, Lyme Disease).

From a veterinary perspective, zoonotic diseases are the most obvious issue demanding a One Health approach to prevention and response efforts, as 75% of emerging infectious diseases have originated in animals or animal products. In addition to zoonotic diseases, food safety and antimicrobial resistance top the priority list for veterinarians. However, the list of One Health issues also includes vector-borne disease, food security, agricultural sustainability, water quality, chronic diseases, mental health and occupational health, to name only a few.



Source: Wikimedia Commons



The current COVID-19 pandemic is only the latest in a series of pandemics or outbreaks that make headlines and disrupt lives. These outbreaks are the result of pathogens jumping species barriers from animals to humans, usually as a direct result of human disruption of the natural transmission cycles and new pressures placed on ecological niches – think about E. coli O157, Lyme Disease, West Nile Virus, MERS, Ebola, and Nipah virus. The 2009 H1N1 influenza A virus, which rapidly spread to 213 countries, contained genetic material from birds, swine and humans. The 2009 H1N1 pandemic was a wake-up call for the global community and led to the formation of One Health collaborations at many levels of government and international bodies. The H1N1 outbreak elevated the One Health approach as the interconnected nature of health became more apparent to our human health counterparts. The benefit of controlling influenza outbreaks in animals to reduce the likelihood of those virus strains acquiring the ability to infect humans became clear along with the value of animals as sentinels and the need for sharing surveillance data across agencies. Further, when emerging zoonotic diseases are detected in domestic animal populations, food security may be jeopardized because the approach to control transmission is often rapid depopulation.

Veterinarians have contributed to the current COVID-19 response efforts in numerous capacities. Veterinarians in public health roles are working on COVID-19 testing, surveillance, and contact tracing efforts. Veterinarians are exploring the animal origin of the virus, tracking transmission between people and their pets, people and zoo animals and outbreaks on mink farms. Regulatory veterinarians are assessing the risk of COVID-19 to our animal agriculture and dealing with food safety and animal welfare issues arising from disruption to our animal processing capacity. Our own MSU Veterinary Diagnostic Laboratory is testing human samples for the virus. Private practitioners have continued to provide excellent care by rapidly adapting to enhanced cleaning and disinfecting regimens and social distancing requirements. We are all responsible for staying up to date on the pandemic and offering educated, scientific, evidence-based advice to our clients and stakeholders.

As MSU College of Veterinary Medicine began its curriculum redesign process, the importance of producing graduates fluent in the One Health approach was recognized by college leaders. There is no national or international consensus on competencies for One Health professionals, but an attempt to consolidate the results of several working groups was made (Ref 1). This consensus list was used as the basis for course development. Any One Health competencies not already covered in the DVM curriculum were incorporated into the One Health Courses, in addition to core topic content.

All students now take a series of four One Health courses, one per semester for their first four semesters. The focus of the four courses are: 1. Role of Government (including human, animal and environmental health), 2. Food Safety and Security, 3. Zoonoses and Disaster Response, and 4. Antimicrobial Resistance and Systems Thinking. USDA’s initial accreditation

training is incorporated into these courses and the role of policy is also highlighted. Students are encouraged to become policy advocates.

In so many ways, veterinarians are the ultimate One Health practitioners. Our education is broad. We know multiple species. It is our nature to think within and between species. We are expert interpreters of non-verbal, behavioral communication. Humans are just one more species to us and population health a natural extension of individual health. As the One Health approach to global health becomes widely adopted, be patient with other medical and environmental professionals and encourage them to remember how connected we all are. Only by working together can we tackle the pressing issues we face in our cities, states, country, and especially the complicated “wicked problems” facing our world today.

### References:

1. Rebekah Frankson, William Hueston, Kira Christian, Debra Olson, Mary Lee, Linda Valeri, Raymond Hyatt, Joseph Anelli, and Carol Rubin (2016) One Health Core Competency Domains. *Front Public Health* 4(192). doi: 10.3389/fpubh.2016.00192

Melinda Wilkins, DVM, MPH, PHD, is MSU CVM’s Associate Professor of One Health, Public Health, and Global Health Education, and can be reached at wilkinsm@msu.edu.



## MAINTAINING THE MOMENTUM OF PROGRESS:

### *The Importance of the One Health Approach in the Eradication of Bovine Tuberculosis*

..... By Nora Wineland, DVM, MS, DACVPM

In these unprecedented times, the interconnectedness of human, animal, and environmental health has become abundantly clear. The shared risks associated with COVID-19 underscore the need for shared knowledge and increased collaboration.

However, while the current pandemic has brought a heightened awareness to the shared vulnerabilities of multiple species, this concept has long been at the center of bovine tuberculosis (TB) eradication efforts in Michigan. As part of these efforts, veterinarians play a central role in ensuring the safety and marketability of the state's beef and dairy products.

#### CONTEXT:

Bovine TB is one of the oldest diseases known to man, and it is caused by the bacteria *Mycobacterium bovis*. These bacteria are hardy and can survive on surfaces in the environment for long periods of time, which makes the disease difficult to eradicate. While this disease is found primarily in cattle, it has also been found in cervids (deer and elk), bison, goats, and carnivores such as coyotes. In fact, any warm-blooded animal, including humans, can be affected by the disease.

People can contract bovine TB by coming into direct or indirect contact with an infected animal, such as field dressing an infected deer, drinking unpasteurized milk from infected cows, or consuming raw or undercooked meat from infected animals.

In Michigan, bovine TB is not a new issue. The disease was frequently found in dairy and beef cattle throughout the mid-20th Century. Today, the disease is known to be present in the free-ranging white-tailed deer population in specific areas of northeastern lower Michigan, and the disease can be transmitted between deer and cattle.

As a result, there are currently two TB zones within the state: a four-county area in northern lower Michigan called the Modified Accredited Zone (MAZ) and the remainder of the state is referred to as the Accredited Free Zone (AFZ).

Due to the potential impact on public health and on Michigan's agricultural economy, the adoption of a One Health approach has allowed the United States Department of Agriculture Veterinary Services and Wildlife Services (USDA APHIS VS and WS), the Michigan Department of Agriculture and Rural Development (MDARD), the Michigan Department of Natural Resources (DNR), stakeholder groups, local health departments, hunters and cattle producers, and local communities to work in partnership to make steady progress toward the eradication of the disease.

## ROLE OF VETERINARIANS:

Within this collaborative network, veterinarians have a vital role in surveillance for the disease. These surveillance efforts take the form of live animal testing and slaughter surveillance for cattle and testing samples from the free-ranging white-tailed deer population. The purpose of this testing is to identify any new cases of the disease, ensure that the level of disease remains stable, and monitor that the disease is not spreading beyond a defined geographical area.

More specifically, for livestock, state, federal, or accredited private veterinarians routinely complete annual whole herd bovine TB testing on all herds located in the four-county MAZ area (Alcona, Alpena, Montmorency, and Oscoda counties) and Presque Isle County. This testing includes all cattle and bison 12 months of age and older, all non-natural additions of any age, and privately-owned cervids that are in contact with a herd, which helps to monitor the health of herds.

Also, for these same counties, veterinarians may need to conduct bovine TB testing on individual animals prior to their movement from their home premises to decrease the possibility of disease transmission.

Further, there is a concerted effort to assess whether bovine TB has spread outside of the MAZ. Therefore, 150 cattle herds from the other counties that immediately surround the MAZ (Cheboygan, Crawford, Iosco, Ogemaw, Otsego, and Roscommon) are currently selected at random each year for the same type of whole herd testing.

In addition to the state's efforts, the USDA's Food Safety and Inspection Service (FSIS) includes veterinarians who oversee and conduct inspections at slaughter facilities and ensure that animals are healthy prior to their movement into the food chain.

While these surveillance measures are taken for livestock, surveillance is also conducted in wildlife. MDARD and the USDA work in partnership with the DNR to establish surveillance quotas for the MAZ and its buffer counties to detect changes in the occurrence of bovine TB in free-ranging white-tailed deer. Most of these samples are provided by local hunters at the DNR's deer check stations and drop boxes. Wildlife veterinarians then test these samples for the presence of the disease.

Beyond surveillance, veterinarians at the state level also oversee the activities of the Wildlife Risk Mitigation (WRM) program. This program works with individual producers to create biosecurity

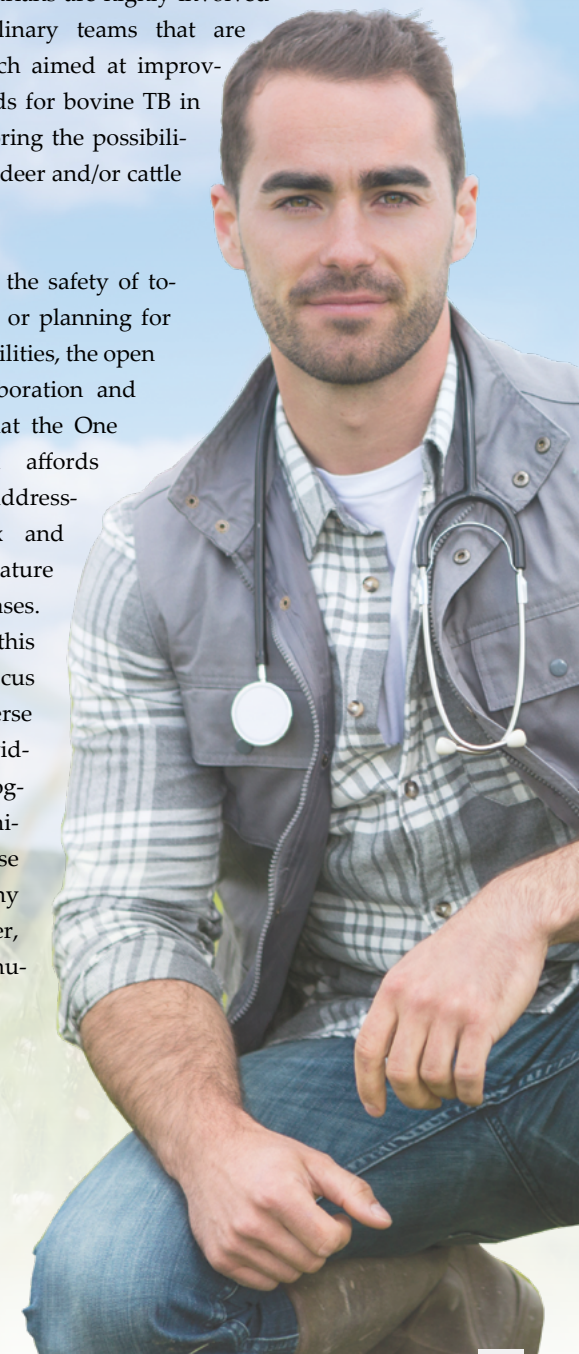
*Nora Wineland, DVM, MS, DACVPM is the State Veterinarian and the Michigan Department of Agriculture and Rural Development's Animal Industry Division Director and can be reached at WinelandN@Michigan.gov or 517.284.5689.*

plans that aim to protect herds and their feed and water from contact with deer, thus, reducing the likelihood of cattle becoming infected with TB.

Overall, with more than 12,000 cattle producers in the state who maintain more than 1.2 million cattle, the efforts of veterinarians at the local, state, and federal level are crucial in maintaining market access for Michigan cattle, meat, and milk products. However, even with the multifaceted approach that the state is using to monitor and combat the disease, the bacteria that causes bovine TB has proven its resilience throughout the centuries, which necessitates that One Health-based efforts must go even further for the disease to be eradicated.

Currently, veterinarians are highly involved with multi-disciplinary teams that are conducting research aimed at improving testing methods for bovine TB in animals and exploring the possibilities of vaccinating deer and/or cattle herds.

Whether ensuring the safety of today's marketplace or planning for tomorrow's possibilities, the open avenues for collaboration and communication that the One Health approach affords are essential in addressing the complex and comprehensive nature of zoonotic diseases. With bovine TB, this approach helps focus the efforts of a diverse collection of individuals to make progress toward eliminating the disease and creating healthy cattle, healthy deer, and healthy communities.





# MICHIGAN STATE UNIVERSITY VETERINARY DIAGNOSTIC LABORATORY PIVOTS TO HUMAN TESTING

By Courtney D. Chapin

Diagnostics at the Michigan State University Veterinary Diagnostic Laboratory can test both animal and human samples for SARS-CoV-2, the virus that causes COVID-19 in humans. The Laboratory began testing samples collected by the MSU Health Care team at on-campus sites in mid-September and provides results within 24 hours or less.

As of mid-February 2021, the VDL has tested more than 12,000 human samples. The Laboratory has the capacity to conduct 1,000 COVID tests per day.

“The Laboratory has proven invaluable to the State of Michigan when we have faced threats to animal health. Now, we can provide support as we face perhaps the greatest human health threat of our lifetimes,” said VDL’s interim director, Dr. James Averill. “We’re here and we’re ready.”

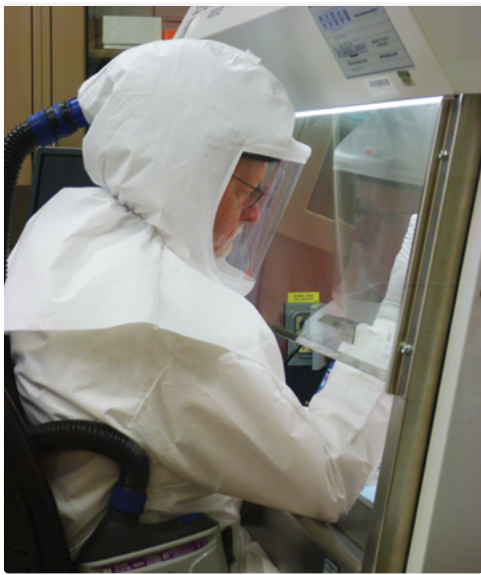
Veterinary medicine might not be the first line of defense against COVID-19, but these healthcare professionals have the skills, knowledge, and competency to make an impact. MSU veterinary medicine experts began monitoring SARS-CoV-2 in late January 2020 and soon developed a test for animals. At the same time, they used protocols from the Centers for Disease Control and Prevention to set up and validate a diagnostic test for human samples so that the VDL would be prepared if additional testing capacity were needed. In late July, the MSU re-opening task force reviewed the VDL’s capabilities and asked for expanded capacity to help protect the campus community.

The Laboratory – fully accredited by the American Association of Veterinary Laboratory Diagnosticians – is uniquely positioned to step in and support COVID-19 testing during the current health crisis when laboratory capacity and rapid turnaround time is crucial for identifying and controlling community spread.

“The Laboratory is well-versed in processing infectious disease samples, including those with potential to infect humans. In fact, the building was designed to facilitate testing for a zoonotic disease outbreak, with enhanced biosafety spaces for safe handling and containment of high-consequence diseases,” said Dr. Steven Bolin, professor and MSU VDL associate director.

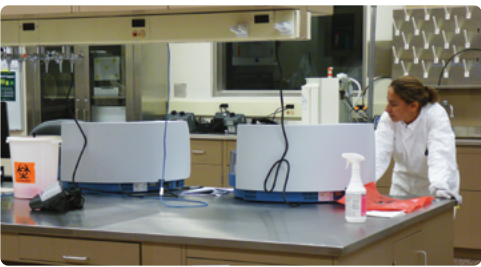
Bolin and a team of six laboratory technologists in the VDL’s immunodiagnostics section were responsible for setting up and conducting SARS-CoV-2 testing.

“What we did not expect when designing those features was that we would be called upon by our human health colleagues to respond to a human health crisis of this magnitude. Over the course of four months, we spent hundreds of hours creating, obtaining, and evaluating methods, reagents, and equipment for diagnostic use in animals and humans to detect SARS-CoV-2.”



Testing human samples for SARS-CoV-2 begins in the Veterinary Diagnostic Laboratory’s Biosafety Level 3 Laboratory. Samples are handled in biosafety cabinets by personnel wearing a powered air purifying respirator.

Dr. Steve Bolin processes samples in a biosafety cabinet.



Nicole Grosjean, immunodiagnostics laboratory manager, waits for the RNA extraction step to finish so samples can move the next phase of testing. At this point in the process the samples are no longer infectious so respirators and eye protection are no longer required. The two instruments on the benchtop were among the new equipment purchased to increase human testing capacity at the VDL.

The VDL diagnosticians faced a challenge switching from animal samples to human samples. While the processes, procedures, supplies, and equipment are similar for each, human testing is regulated by the Centers for Medicare and Medicaid Services through the Clinical Laboratory Improvement Amendments, or CLIA. Establishing standard operating procedures for human testing and securing supplies were only part of the process.

“One of the strengths of the VDL is our quality program. The commitment to quality is shared across all levels of the laboratory and enables us to stand behind our processes and test results. For us, quality assurance is more than just a requirement for accreditation. It’s a promise to our clients,” said Averill.

The diagnostic team partnered with Dr. John Gerlach, Olin Student Health Center laboratory director and program director of MSU’s Biomedical Laboratory Diagnostics program, to oversee testing of human samples at the VDL. Samples are collected by MSU Health Care and transferred to the VDL for testing.

“It was a very short hurdle to have the VDL CLIA ready. The accrediting body they already work under has many of the same goals and similar regulations. It was really a matter of aligning documentation of compliance with Olin’s process. The VDL has a great group of dedicated laboratory professionals,” Gerlach said.

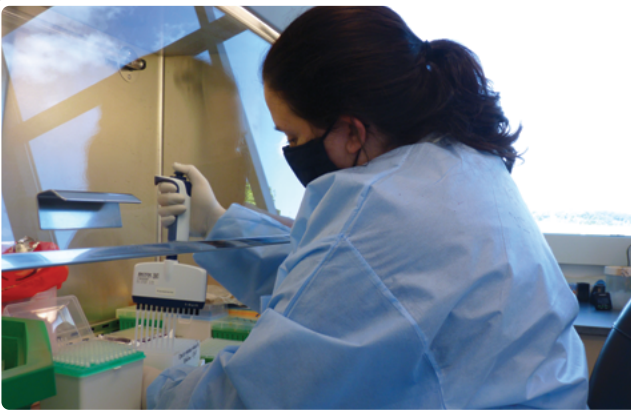
Bolin and others at the Laboratory worked closely with both Gerlach and officials at the Michigan Department of Health and Human Services, or MDHHS, especially those at the MDHHS laboratory, to ensure that the MSU VDL was prepared to begin testing when needed.

To help the MSU VDL increase potential test capacity from 100 samples per day to 1,000 samples per day by September, MDHHS provided a test kit for the VDL team to adapt and verify a procedure that can run three times more samples than the standard CDC format. MSU President Samuel L. Stanley, Jr., M.D. prioritized funding to cover start-up costs for additional resources to achieve capacity goals. Despite supply chain challenges, the new instruments arrived days before the first samples were delivered for testing.

While the MSU VDL can test animals for SARS-CoV-2, this test is not available for routine testing. Appropriate authorization is required. For more information, please visit [animalhealth.msu.edu](http://animalhealth.msu.edu).

The MSU VDL, a service unit in the College of Veterinary Medicine, is a premier, full-service, fully accredited veterinary diagnostic laboratory for all species. On average, the lab performs one million tests per year on approximately 200,000 cases for more than 300,000 animals. The MSU VDL is a member of key federal networks charged with protecting human and animal health, and their core diagnostics, innovative solutions, and expert service have earned them clients in all 50 states, U.S. territories, and more than 20 foreign countries. The lab serves approximately 11,000 clients per year.

Courtney D. Chapin, is the Communications Manager for MSU VDL, and can be reached at [chapinco@msu.edu](mailto:chapinco@msu.edu) or 517.432.5832



Lindsay Hengesbach, immunodiagnostics academic specialist, uses a pipette to add reagent to the sample plate to prepare samples for the next phase of testing.



Bolin and Grosjean discuss the testing process in the Laboratory.



Grosjean and Hengesbach review instrument output and the new laboratory information system that transfers those results to MSU Health Care.

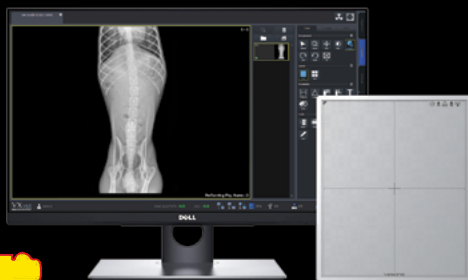


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In an effort to keep our attendees, speakers and sponsors safe, MVMA and MSU CVM have made the decision to postpone MVC 2021, originally scheduled for late January, to Dec. 2-5, 2021. **Please save these dates on your calendar.**

# COVID-19 AND ANIMAL WELFARE

By John Parker, DVM, MBA, MA

One important aspect of One Health with which we veterinarians are intimately involved is that of animal welfare (AW), regardless of which career path we've chosen: private practice or corporate, small, large or mixed animal, shelter, research, zoo/exotic, industry, production, education or government. The COVID-19 pandemic has affected all our efforts in enhancing AW, both negatively and positively. My familiarity with the COVID-19 effects is mainly through my work in small animal practice, referrals to specialist and emergency clinics, and with research through the University of Michigan Institutional Animal Care and Use Committee.

In the early months of 2020, stay-at-home mandates and the uncertainty of the course of the pandemic in Michigan left many practitioners unable to adequately attend to routine care, preventive visits and non-critical surgeries. In my area of Southeast Michigan, emergency and specialist centers were overwhelmed with cases, and general practices were backed up with the inefficiency of curbside care and our efforts to limit human contact to protect our staff, doctors, and clients.

Veterinarians in research have dealt with the challenge of research protocols being delayed or put on hold due to staffing and distancing restrictions, which have affected countless numbers of research animals. Backups have occurred at food animal slaughter and processing facilities and interfered with production cycles. Every aspect of our collective efforts to positively impact AW have been affected.

Once the number of COVID-19 cases began to ease in June, we all began to chip away at backed up routine care and have been very busy ever since. This, of course, has taken both a visible and invisible toll on all of us in the profession. Like most of my colleagues in SE Michigan, I'm not sure when we can return to a degree of "normal". We veterinarians have responded very well to the challenge

of adapting our SOPs to maximize our curbside service efficiency while protecting ourselves and our staffs from COVID-19 exposure. However, we must not overlook the negative stress effects on the veterinary community.

One positive effect of COVID-19 is the increased number of families looking to add a pet to the family, many by adoption. On the plus side, many pets that would have spent stressful time in shelters are now in good homes with many family members working from home. On the negative side, I've witnessed clients making poor choices in terms of dog breeds for their particular family situation, and I'm wondering how many of these and other pets will experience separation anxiety when their owners start going back to work at the office. Only time will tell how many work-at-home jobs will remain at home.

Another positive has been the increasing familiarity with and usage of telemedicine, witnessed by the number of commercial offerings for veterinary telemedicine "visit" platforms. Clients concerned with COVID exposure and time/scheduling difficulties getting patients into the office have been somewhat mitigated by telemedicine use. Telemedicine has been used successfully to evaluate fractious animals for minor problems as well. The continued usefulness of post-pandemic telemedicine for veterinarians will be interesting to follow.

We've now moved into the early stages of COVID-19 vaccination. As we now complete a year of dealing with COVID-19, the stressful effects on our profession of avoiding exposure, dealing with the backup in cases and the numerous other pandemic-driven factors affecting our collective ability to positively affect the AW under our care are still very real. Recognition of the dangers of chronic stress and burnout while maintaining cautious optimism as we navigate 2021 would seem like a wise course.

*John Parker, DVM, MBA, MA, is a private practitioner, and can be reached at [bpvet@sbcglobal.net](mailto:bpvet@sbcglobal.net) or 248.449.7447*



# WORKING TOGETHER

## MICHIGAN'S DEPARTMENT OF NATURAL RESOURCES AND THE ONE HEALTH APPROACH

By Samuel Florio

Around the globe, the collective efforts by governmental agencies, non-profits, educational institutions, and other various health-related organizations have played a vital role in researching, informing, and protecting animals and humans against deadly diseases such as COVID-19. Here in Michigan, this is echoed as organizations such as the Michigan Department of Health and Humans Services (MDHHS), Michigan State University (MSU), and the Michigan Department of Natural Resources (MDNR), to name a few, provide essential resources that help keep both animals and humans safe.

The COVID-19 pandemic and past outbreaks around the world have provided strong evidence as to why the One Health approach needs to be further integrated at all levels. We can all hope that this period in history continues to spark important conversations, and Michigan becomes a safer place to live as more collaboration evolves, and institutional barriers to One Health are overcome.

Among others, one Michigan agency participating in this collaborative effort is the MDNR. The MDNR currently operates with eight divisions and two offices, all of which support MDNR's mission. According to the MDNR website, "The MDNR is committed to the conservation, protection, management, use and enjoyment of the state's natural and cultural resources for current and future generations. The MDNR strives to protect natural and cultural resources, ensures sustainable recreation use and enjoyment, enables strong natural resource-based economies, improves and builds strong relationships and partnerships, and fosters effective business practices and good governance." As an example, the MDNR currently manages about 12% of all the land in the state of Michigan. This includes one of the largest state park systems east of the Mississippi River.

In a recent interview with Dr. Daniel J. O'Brien, the MVMA gained insightful information about MDNR's response to COVID-19 and examples of how the One Health approach has and continues to protect Michigan's natural resources and Michigan's residents. Dr. O'Brien is a wildlife veterinarian and the epidemiologist for MDNR. Among other responsibilities, he currently supports the Fisheries and Wildlife Divisions. Dr. O'Brien has worked with the MDNR for 30 years and takes great pride in contributing to the well-being of Michigan.

"Michigan is my home and I've always felt that the natural resources of this state are incredibly valuable," said Dr. O'Brien. "Ultimately, I care about what happens to this place. I find it rewarding each day to have the opportunity to play a small part in protecting and conserving that home so that it can be enjoyed by future generations."

Like all of Michigan's state government, the MDNR has responded to the pandemic on a multitude of levels so that essential activities have safely continued to operate. Throughout the pandemic, the MDNR has produced various communications that informed residents about new safety protocols, necessary closures, and reopening information. Activities affected by the pandemic include boating, parks, hunting and fishing, historic sites and museums, shooting ranges, trails, campgrounds, fish hatcheries, and visitor centers. Dr. O'Brien reported that this past summer the MDNR had record activity at the state parks.

"It was vital that MDNR was prepared to handle this influx so that folks could safely enjoy Michigan's natural resources," he said. You can learn more about MDNR's COVID-19 response by visiting [www.michigan.gov/DNR](http://www.michigan.gov/DNR) and clicking on the orange 'DNR Covid-19 Response' tab at the top of the page.

As a Veterinary Specialist, Dr. O'Brien has studied and participated in numerous projects involving infectious diseases and invasive species in Michigan. COVID-19 may have taken the spotlight of late, but MDNR also monitors other potential ecological threats. To tackle these threats, the MDNR and Dr. O'Brien have participated in One Health initiatives that have allowed them to collaborate with various federal and state government agencies, universities around the country and abroad, non-governmental organizations, and non-profits. Dr. O'Brien also participates in a One Health monthly call. This call was the brainchild of veterinarian Dr. Kimberly Signs, the zoonotic disease epidemiologist for MDHHS. On these calls, you will find members of the MDHHS, Michigan Department of Agriculture and Rural Development (MDARD), United States Department of Agriculture (USDA), MDNR, Michigan State University Veterinary Diagnostic Laboratory (MSU VDL), and three Michigan zoos discussing news and updates relating to COVID-19 and other zoonotic diseases currently impacting animals and people in Michigan. Other recent examples of collabora-

Another example is EEE. This disease has affected Michigan's equine and livestock populations, wildlife, and the health of the public. EEE is vectored by mosquitos. So, actions were taken by MDHHS last summer to control the spread of disease in high-risk areas. MDNR assisted by being the first wildlife disease laboratory to describe an outbreak of EEE in white-tailed deer. The MDNR also monitors cases in several other species throughout Michigan. Most recently, the MDNR has partnered with the states of Minnesota and Wisconsin to regionally investigate ruffed grouse as a reservoir for EEE and the effect EEE might be having on that population of birds.

"Those are just two examples and I have many more. Both of those diseases stretch broadly across One Health as it relates to wildlife health, domestic livestock health, and human health," said Dr. O'Brien. "MDNR is committed to its mission and we look forward to future partnerships that will help protect and benefit the natural resources and people of Michigan."

For those interested in learning more about the MDNR, you may visit them online at [www.michigan.gov/dnr](http://www.michigan.gov/dnr) or at one of their 13 MDNR Customer Service Centers located throughout Michigan (DNR Customer Service Guide ([michigan.gov](http://michigan.gov))).

*Daniel J. O'Brien, DVM, PhD, is a Veterinary Specialist for MDNR, and can be reached at [obriend@michigan.gov](mailto:obriend@michigan.gov).*

ative efforts by MDNR include research on bovine tuberculosis (bovine TB) in white-tailed deer, eastern equine encephalitis (EEE) in ruffed grouse, lead poisoning in bald eagles, and others.

Research on bovine TB by MDNR's Wildlife Disease Laboratory has contributed to a global partnership combating the disease. The efforts by the MDNR and partners such as MDHHS, the Universities of Glasgow and Minnesota, Cornell University and USDA's National Veterinary Services Laboratory contributed to the acquisition of a grant from the National Science Foundation (NSF). This grant allowed the collaborators to do whole-genome sequencing of all of the isolates of *Mycobacterium bovis* from Michigan wildlife and livestock to date. This research has now become a resource for the USDA's TB Eradication Program and allowed the MDNR and partners at MDHHS, local health departments, Beaumont Health and the University of Michigan School of Public Health to attribute at least five human cases of *M. bovis* to strains of the bacteria that circulate in wild Michigan deer.



# DETECTOR DOGS & DOCS: HELPING EACH OTHER

By Susan Stejskal LVT, PhD

**What do homeland security, law enforcement, pandemics, and veterinary medicine have in common? Detector dogs!**

Dogs provide a service to mankind in many ways. Dogs and their olfactory capabilities are used to locate the living and deceased in natural and manmade disasters or to sniff out potential explosives. Dual-purpose law enforcement (LE) dogs are trained for patrol and detection, and may be used to find explosives, narcotics, missing persons, firearms, human remains, or forensic evidence. Agricultural detector dogs are used to locate bee hives with colony collapse or to locate the newly invasive spotted lantern fly. Cimex detector dogs are used to locate bed bugs in housing, medical facilities, and crime scenes. The Center for Conservation Biology University of Washington (Seattle) has deployed dogs on boats on the Puget Sound to collect Orca whale scat which has been used to study genetics and nutritional status of whale pods. Environmental detector dogs are used to detect leaking pipelines, sewage lines, and to track oil spills. Medical alert dogs serve people with diabetes and seizure disorders and research is on-

going using dogs to sniff out various types of cancer. Detector dogs and pandemics? Dogs are being utilized to screen passengers for COVID-19 in airports in Finland and Dubai as well as fans entering a major sport arena in the US. The utilization of canine olfaction for different reasons continues to grow!

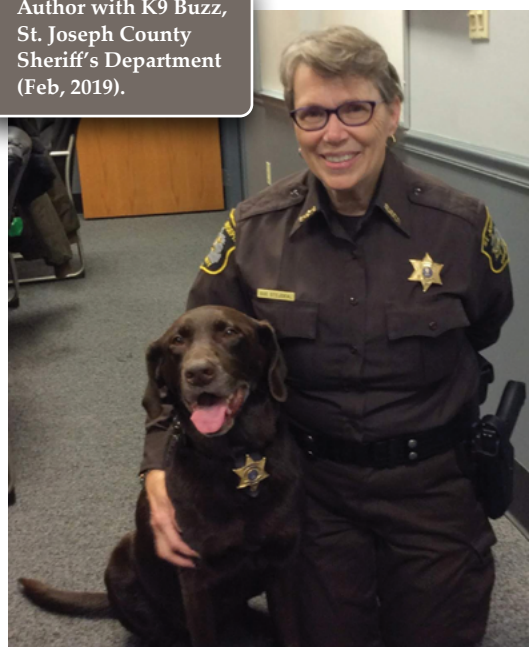
With increasing threats of international security, the global demand for high quality, purpose-bred working dogs has grown. Countries all over the world are competing to buy the best, driving prices up and the quality of working dogs down. At this time, it is estimated that approximately 80 – 90% of dogs used by the United States military and law enforcement agencies come from Europe, resulting in a national shortage of working dogs. Untrained dogs from commercial vendors can command prices of \$10 - \$15K and often many of these dogs are unfit for work, either due to physical or behavioral reasons. Detector dogs are valuable resource assets.

This resource shortage is being addressed at the federal level by a consortium of key players. Two of these are the veterinary schools at Auburn University (Canine Performance Science) and University of Pennsylvania (PennVet Working Dog Center). Both centers have made a major commitment to improving 'biosensors' through a better understanding of canine olfaction, genetics, puppy development, training, canine performance, and health. PennVet and the US Armed Services are using dogs to identify the unique odors associated with COVID-19 infections in the human. This novel chemical signature may be used to develop electronic detectors for rapid screening of people. A large early prototype has already been built at UPenn which shows 92% sensitivity and 87% specificity when differentiating between samples from COVID positive and negative people. Although very promising, more work must be done before it can be used in large scale screening.

K9 Sheriff Woody (1-year old miniature wirehaired dachshund in training for HRD) and K9 Maple (5-year old English Springer Spaniel; forensic evidence detector dog), partners of the author. (Photo by Cathy Kirbach)



Author with K9 Buzz, St. Joseph County Sheriff's Department (Feb, 2019).



Probably the most important role that veterinary medicine continually plays is keeping individual detector dogs healthy and working. I experienced this first hand with my human remains detector (HRD) dog K9 Buzz. Buzz and I first met at Auburn University in 2009 and then he became my partner with the St. Joseph County Sheriff's Department. We spent almost a decade together continuously training, certifying annually with the United States Police Canine Association (USPCA), and most importantly, locating the missing. Buzz and I worked homicides, suicides, drownings, and cold cases in Michigan, midwestern USA, and Ontario. Buzz had my back and I had his – he was truly my partner and was happiest when he was working.

Routine health care through Buzz's life was provided by Dr. Christopher Rohwer and the staff at Sprinkle Road Veterinary Clinic, Kalamazoo. Although the clinic cared for my other pets, the relationship that Buzz had with the staff seemed different. Buzz would literally drag me in so he could greet everyone at the clinic. In 2016, there was a decline in Buzz's health and after an extensive investigation by Dr. Kristopher Sharpe (Blue Pearl Veterinary Partners), Buzz was diagnosed with Inflammatory Bowel

Disease. Under the care of Drs. Sharpe and Rohwer, Buzz was able to return to work, doing what made him happy. In early 2018, Dr. Christine Swanson came into Buzz's life with a diagnosis of canine lymphoma. At that point, I was devastated, thinking his career and life was over. The staff at Blue Pearl became our extended family with his frequent treatments. Again, under the care of Drs. Swanson and Rohwer, Buzz was able to keep working and living each day full of life and joy. Until his death in March, 2019, Buzz continued to work on case deployments and uplifted the hearts of everyone who came in contact with him.

On Sept. 7, 2019, K9 Buzz was interred at the Michigan War Dog Memorial in South Lyon, MI. In attendance were members from our department, several Michigan police departments, New York City Police Department, Toronto Police Service, family, friends, and many members of Buzz's health care team. We were honored to know that K9 Buzz was important to so many people. His quantity and quality of life of service was due to the care and commitment of his medical team – veterinarians, veterinary technicians, and care staff. For this, I will always be grateful.



Orca scat detector dog.  
(Photo courtesy of UW Center for Conservation Biology)



K9 Cruise – a LE patrol/narcotics detector dog during a training session.



US Capitol Police K9 Handler Tim Cullen with K9 Oakley (retired) and K9 Apacs. K9 Oakley is a full-brother of K9 Buzz, both from Auburn University.

## FOR MORE INFORMATION:

**American Kennel Club Detection Dog Task Force:** <https://www.akc.org/akc-detection-dog-task-force/akc-detection-dog-task-force-facts/>

**Auburn University Canine Performance Sciences:** <https://www.vetmed.auburn.edu/research/cps/>

**PennVet Working Dog Center:** <https://www.vet.upenn.edu/research/centers-laboratories/center/penn-vet-working-dog-center>

**United States Police Canine Association:** <https://www.uspcak9.com/>

*Susan Stejskal LVT, PhD, is a Special Deputy/Canine Unit Trainer with the St. Joseph County Sheriff's Department and a Forensic K9 Handler of K9 Maple and K9 Sheriff Woody, and can be reached at [sue.stejskal@gmail.com](mailto:sue.stejskal@gmail.com).*



# TACKLING CORONAVIRUS FROM AN UNEXPECTED ANGLE

..... By *F. Claire Hankenson, DVM, MS, DACLAM*

A March 2020 proposition to possibly sanitize human medical devices, using a decontamination agent common in animal housing facilities, led to unexpected collaborations and creativity during the coronavirus pandemic.

Dr. Claire Hankenson, director of Campus Animal Resources (CAR), University attending veterinarian, and professor in the College of Veterinary Medicine, along with the team of supervisory, veterinary, and training staff within CAR, repurposed an empty animal holding building into a regional decontamination center for medical-grade face masks. Typically, the CAR group has responsibility for the oversight of the husbandry, care, and welfare of all biomedical animals at MSU. For this project, they applied their specialty knowledge in collaboration with health teams from regional hospitals, campus biosafety professionals, and logistics experts at the Broad School of Business to finalize an efficient and safe decontamination protocol.

In brief, vaporized hydrogen peroxide (VHP) is delivered using dedicated portable devices into rooms that hold N95 masks, previously worn as personal protective equipment (PPE) by health care providers during delivery of patient care. After the VHP fog disperses and dwells within the room, it is evacuated actively from the area and biological indicators are collected for culture to confirm the VHP exposure resulted in the eradication of any potential pathogens from the masks.

The protocol was formalized into an application to the FDA for Emergency Use Authorization, which permits the use of this decontamination practice for N95s only during the ongoing pandemic. Between April and July 2020, the CAR team addressed numerous FDA requests for process details, safety procedures, and pilot test outcomes to support the application. N95 masks were the focus of the FDA, as they are the piece of medical equipment most critical for the prevention of exposure to pathogenic airborne particulates. VHP sanitation extends mask life, which is typically permitted as one-time use, for wearing up to 3 additional times by the original frontline worker. The hope was to return N95s back into use during shortages, as well as to mitigate stressors on the health care systems when PPE supply chains were interrupted over the last year.

On July 24, 2020, the MSU VHP Decontamination process was granted exclusive FDA Emergency Use Authorization, as the first and only public institution to date to achieve this approval. “Over the early winter and spring, with a potential surge of COVID-19 cases related to the existing and new variant strains, the MSU VHP decontamination process has capacity to recycle hundreds of PPE devices back into the supply for the state of Michigan,” said Hankenson.

After several months of developing the tracking forms, templates, and communication links within the MSU Office of Regulatory Affairs, all steps intended to comply with the FDA Letter of Authorization, the CAR team was prepared to begin mask decontaminations at the start of the year. Specifically, in partnership with Dr. Aimee Leisure-Martins, Medical Director at the Cristo Rey Family Health Center in Lansing, the MSU VHP decontamination process was initiated in January 2021. This partnership was particularly rewarding given the mission of Cristo Rey, which is to provide high-quality primary care services to people of all ages (newborns, children, teens, adults, and the elderly), regardless of their insurance status or ability to pay for services. Their team, much like the animal care and resources staff at MSU, worked tirelessly throughout the entire pandemic to care for patients, many of whom are among the most vulnerable groups in the diverse Lansing community. “By collaborating with MSU, Cristo Rey staff are able to extend the uses of our N95 masks, keep our staff safe, and keep our doors open to all of our patients, sick or well,” Leisure-Martins shared.

In addition to the Cristo Rey clinic, MSU CAR hopes to partner with clinics that provide hospice care and with locations across the State of Michigan in the overall response to the pandemic. “While we do expect to convert the building back to animal housing in the future,” says Hankenson, “we plan to have the System operational while demand for N95s remains high. Through the months of dedicated effort and teamwork, we now have, essentially, an instruction manual for how to set up the System again should the need arise for a future public health threat.”

Michigan State University leadership provided the support to leverage its resources, including professional veterinary, medical and logistics experts, to fill a gap in the State’s response to the COVID-19 pandemic and help to ensure the safety of essential personnel providing direct patient care during this unprecedented time.

*F. Claire Hankenson, DVM, MS, DACLAM, is MSU’s Director of Campus Animal Resources and Attending Veterinarian, she also serves on the MVMA Board of Directors, and can be reached at [fclaire@msu.edu](mailto:fclaire@msu.edu).*





# MICHIGAN ANIMAL HEALTH FOUNDATION

## HELPING LOW-INCOME PET OWNERS, FUNDING RESEARCH

By Jean Hudson, DVM

A ferret needing a work-up for a potential exploratory laparotomy, a Toy Fox Terrier needing surgery for a necrotic mammary tumor, a cat with a urinary blockage—these are just some of the treatments the Companion Animal Fund helped pay for over the past year. The fund is part of the Michigan Animal Health Foundation and allows low-income pet owners to get financial assistance for veterinary care.

It's just some of the good being done by MAHF, and more is on the horizon. I wanted to take the opportunity to share with you a little bit about what we're doing at MAHF, how we're helping the veterinary profession, and how you can get involved.

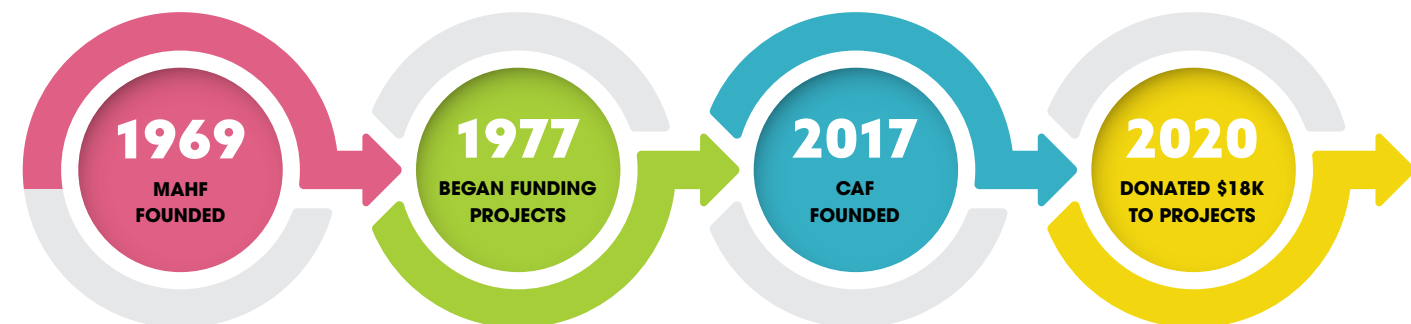
MAHF was founded in 1969 by MVMA as a way to improve animal health. Since 1977, MAHF has provided grants to help fund almost 50 research and educational projects through individuals and institutions to improve the health and welfare of all animals. These grants have improved veterinary care, animal housing, and medical techniques for all species of animals.

For the past few decades, MAHF has mostly focused on awarding grants, until the Companion Animal Fund (CAF) was estab-

lished in 2017. Beginning this year, we hope to expand our reach even further. We'll be putting a stronger emphasis on fundraising so we can continue to support grants, low-income pet owners, and help to tackle other issues facing the profession. One of those issues is the growing student debt crisis.

As veterinarians, many of us are or have been saddled with debt at some point. Veterinary school is expensive and oftentimes salaries right out of school are not high enough to make a dent. It's our hope to be a leader in tackling this problem. With additional funds raised, we can begin to provide scholarships for students in veterinary school, and relief for those just entering the profession.

This spring, we'll also begin taking applications for research grants. The MAHF considers all types of proposals concerning animal education, animal health, and disease. Those of an applied nature that will rapidly solve problems seen in clinical practice are preferred. This past year, three projects were funded totaling roughly \$18,000. We also expect to see an increase in the need for the Companion Animal Fund given the hardships many are facing during the pandemic.



**How can MAHF help you and your clients?** It's easy to access the Companion Animal Fund. First, you need to be a member of MVMA in good standing. Next, you need to obtain proof of eligibility from your client, which can fall into one of two categories.

- Individuals whose income is less than the Federal Poverty Level: Client must provide a copy of his or her most recent Federal Form 1040 as proof. Current poverty guidelines can be found at <https://aspe.hhs.gov/poverty-guidelines>.
- Individuals on Medicaid or WIC (Women Infants & Children): Client must provide a copy of his or her Bridge Card as proof.

The maximum amount of assistance available is \$500 per veterinary clinic per year. This grant can be used all on one patient or divided up to use with multiple patients. Over the past three years, the Companion Animal Fund has helped pet owners pay over \$20,000 in veterinary services.

MAHF provides us all with an opportunity to give back to the profession that has given us so much. Whether it's helping a client in need, helping a future colleague with tuition costs, or helping to find new and better ways to treat animals, MAHF is here to support and advance our profession. If you'd like to learn more, visit [www.michanimalhealthfoundation.org/](http://www.michanimalhealthfoundation.org/).

*Jean Hudson, DVM, is the Chair of the Michigan Animal Health Foundation, and can be reached at [jhudsondvm@gmail.com](mailto:jhudsondvm@gmail.com).*





# MVMA ANNOUNCES NEW MULTIPLE EMPLOYER PLAN FOR MEMBERS

Do you have trouble finding and retaining talented employees? Are you interested in offering and benefitting from your retirement plan? Does the cost of offering a retirement plan simply put it out of reach? If you said yes to any of those questions, you are not alone. Many small and mid-sized Michigan employers face significant challenges when it comes to offering a competitive retirement plan to their employees. Nearly 55 million people across the nation, employed by companies with fewer than 100 employees, do not have access to a corporate retirement plan. Well, today that all changes as the MVMA is ready to help you provide a viable retirement solution for you and your employees. The MVMA is proud to announce our newest member benefit, the MVMA Retirement Multiple Employer Plan (MEP).

## WHAT IS A MULTIPLE EMPLOYER PLAN (MEP) AND HOW WILL IT BENEFIT ME?

In 2019, the SECURE Act provided a way for more small and medium business owners to set up retirement plans that are less expensive and easier to administer. The Multiple Employer Plan (MEP) was one of those plans. A MEP allows multiple employers with common business interest to join together and receive benefits based on the utilization of their participant volume. Employer benefits include lower fees, reduced fiduciary and legal risk, access to the same low-cost investment funds as larger employers, and the competitive advantage of competing with larger companies in recruiting and retaining employees.

## MEET YOUR MEP TEAM

As a member of the MVMA, you are now eligible to participate in this new low cost, more efficient, and lower risk retirement plan option. This is possible because MVMA has negotiated lower rates and is taking on the responsibilities of the Plan Sponsor, thus reducing your financial burden and liability as an employer. The MVMA has partnered with respected industry leaders, such as UBS Financial Services Inc. and Newport Group to help us navigate the future as we get closer to reaching our retirement goals.

## MEET YOUR INVESTMENT FIDUCIARY, UBS.

Boeckman Cotter Spitzer Wealth Partners is a UBS Financial Services Inc. provider and part of UBS, one of the world’s largest global wealth managers. Their award-winning, multigenerational advisory retirement team offers over 90 years of combined retirement planning experience. With access to global resources and their comprehensive financial strategies will help you organize your financial life into three key strategies: Liquidity—to help provide cash flow for short-term expenses, Longevity—for longer-term needs and Legacy—for needs that go beyond your own. To learn more about UBS Financial Services, Inc. and their Financial Advisors, please visit their website: <https://financialservicesinc.ubs.com/team/bcs/>

## MEET YOUR ADMINISTRATIVE FIDUCIARY, NEWPORT.

For more than 35 years, Newport Group has helped companies provide a more secure financial future through retirement plans, insurance, and consulting services. The combination of award-winning service and consist of growth has enabled Newport to become a leader in comprehensive plan solutions and consulting expertise to plan sponsors and advisors. Today, Newport has over 120 billion in retirement assets under its administration, securing more than 22,000 plans and 1.4 million plan participants. To learn more about Newport, please visit their website: [www.Newportgroup.com](http://www.Newportgroup.com).

## WANT TO LEARN MORE ABOUT THE NEW BENEFIT?

Take advantage of this new benefit today and be a part of this competitive, cost-savings plan by visiting us at [www.michvma.org/MEP](http://www.michvma.org/MEP), emailing [MVMA@michvma.org](mailto:MVMA@michvma.org), or calling our plan advisors **Brad Boeckman** or **Brandon Spitzer** at (440) 414-2762 today!



**Walter Raymond Harthun, DVM**, 85, of Bear Lake passed away peacefully Sunday, July 19, 2020. He was the tenth of 12 children. He earned his Doctorate in Veterinary Medicine in 1958 from MSC (University). “Doc,” as he was referred to in those days, began his career inspecting beef for the USDA. He later opened the Bear Lake Animal Clinic which he operated until 2003. He was a compassionate man and a staple in his community. Dr. Harthun is survived by his two children, Jeffrey and Lisa.

**Robert M. Muir, DVM**, passed on Dec. 12, 2020 at the age of 95. He graduated from MSC (University) in 1952 and joined the MVMA in 1953; he was a life member of the MVMA having been a member for 68 years. He founded Deckerville Veterinary Clinic in Sanilac growing the practice from one to six veterinarians. He later went on to become Michigan’s Assistant State Veterinarian. He was involved in his community and his church. His genuine caring and friendship will be missed by all who knew him. He is survived by his second wife, Sharon, and his children. He loved the MSU community and was an avid sports fan.

**Richard P. Reid, DVM**, passed away on Oct. 5, 2020 at the age of 75. He graduated from MSU CVM in 1968. He practiced veterinary medicine in Grand Ledge and Bay City, and in 1973, started his own practice in Caro where he worked until 2005. He joined the MVMA in 1970 and was a life member. He is survived by his wife, Pam, his daughter, Tamara, and a son Paul.



**Harold “Gus” Braeutigam, DVM** of Frankenmuth, MI, died on Dec. 9, 2020 at the age of 92. He graduated from MSC (University) in 1951 and joined the MVMA. He was a life member of the MVMA and served as president in 1981. He ran his veterinary practice in Frankenmuth from 1951 to 1996. He was a 1st Lieutenant in the U.S. Army Veterinary Corps from 1953-1955. He served on the State Board of Veterinary Medicine and was very active in his community and church having served on many local boards and foundations. “Gus” as he was known by to family and friends, received many awards including the MVMA Service Award and the MSU College of Veterinary Medicine Alumni Award. He is survived by his second wife, Jeanne, and his children. Many of you may know his son, Kim, an equine veterinarian in Bridgeport, MI.



**J. Frederick “Fred” Walton DVM**, age 83, of Deckerville, MI, passed away on Dec. 17, 2020. He graduated from Purdue University School of Veterinary Medicine in 1964; he was proud to say he was a member of the second graduating class of Purdue CVM. He was a life member of the MVMA having joined after graduation; he served as MVMA president in 1983. Upon graduation from veterinary school, he joined Dr. Arnie Hentschl’s practice in Harbor Beach, MI. Later he became a partner at Deckerville Veterinary Clinic specializing in large animal medicine until his retirement. He was active in his community having served at the Sanilac Humane Society for several years after his retirement. Dr. Walton is survived by his second wife, Carol, and his children. Ironically, Dr. Walton and Dr. Muir were partners in the Deckerville practice, formerly married to sisters, and died just a few days apart.

*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. Friends of deceased members may send memorial contributions 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.*



## PROFESSION GATHERS FOR FIRST-EVER VIRTUAL VETERINARY LEADERSHIP CONFERENCE

By Stephen Steep, DVM & Jill Lynn, DVM



Pictured above is AVMA President-Elect Jose Arce, and Janet Donlin, AVMA Executive Vice President and Chief Executive Officer

### AVMA HOUSE OF DELEGATES APPROVES POLICIES, ACTS ON RESOLUTIONS

AVMA's Veterinary Leadership Conference (VLC) was held Jan. 7-9 virtually for the first time due to the ongoing COVID-19 pandemic. The 2021 VLC attracted more than 600 attendees who gathered to expand and hone their leadership skills with a mix of continuing education sessions, AVMA governance meetings, featured speakers, and networking over the course of three days. If you're interested in seeing what this year's VLC had to offer, you can still register and view all education sessions on demand through March.

Attendees included the members of the AVMA House of Delegates (HOD), representatives from state and allied veterinary medical associations, veterinarians from across the profession, veterinary students, and AVMA staff members and volunteers. Michigan was represented by Dr. Stephen Steep (Delegate) and Dr. Jill Lynn (Alternate Delegate).

When your HOD gathers twice a year to conduct association business and consider policies, the interests of members drive the conversation, deliberation, and action.

A highlight of the HOD's leadership conference meeting is the AVMA's Veterinary Information Forum (VIF), where

delegates address issues of concern in the profession. Thank you to the hundreds of members who answered our call for input on the topics addressed during this year's forum: Veterinary medicine during the COVID-19 pandemic and the timing of canine spay/neuter.

Delegates held constructive discussions on both topics during the full HOD meeting and smaller committee meetings. While no formal action was taken on either topic, delegates were able to share a wide variety of experiences and opinions, which helps the AVMA's ongoing efforts to ensure that the Association is providing the resources, education, and guidance that AVMA's more than 97,000 members need and expect.

HOD members also heard updates on many of the AVMA's member-focused initiatives in 2020. These included the popular digital education platform AVMA Axon; the success of veterinary economics initiatives, including record-setting attendance for the 2020 Economic Summit; and new products and services launched this year by the AVMA Trust (AVMA LIFE and AVMA PLIT). Representatives from the AVMA Political Action Committee, American Veterinary Medical Foundation, and Student AVMA also provided 2020 updates and a look ahead at 2021.

## POLICIES AND RESOLUTIONS

The HOD took the following actions on AVMA resolutions and policies:

- **Resolution 1**—*Rules for officer election campaigns: The HOD referred the resolution to the House Advisory Committee for clarification of provisions relating to campaigning and endorsements.*
- **Resolution 2**—*Expansion of dues reduction for newer graduates: The HOD referred the resolution to the Board of Directors for consideration by the Strategy Management Committee and the Budget and Financial Review Committee.*
- **Resolution 3**—*AVMA policy on advocating for necessary veterinary medical therapy: The HOD approved this new policy.*
- **Resolution 4**—*AVMA revised policy on exempt biologics: The HOD approved the revised policy.*
- **Resolution 5**—*AVMA revised policy on guidelines for use of autogenous biologics: The HOD approved the revised policy.*
- **Resolution 6**—*AVMA revised policy on veterinary dentistry: The HOD approved the revised policy.*
- **Resolution 7**—*AVMA revised Model Veterinary Practice Act: The HOD approved the revised model practice act.*
- **Resolution 8**—*Reclassifying ventilation shutdown methods: This resolution was presented late and failed to receive the necessary waiver of prior notice to be heard before the House of Delegates at this meeting. Discussion for this resolution is expected at the summer meeting of the House of Delegates. This policy seeks to revise the AVMA Guidelines for the Depopulation of Animals: 2019 Edition.*

The AVMA is a not-for-profit association representing more than 97,000 veterinarians working in private and corporate practice, government, industry, academia, and uniformed services. The AVMA acts as a collective voice for its membership and for the profession.

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

**Stephen Steep, DVM**, is the MVMA's Delegate to the AVMA, and can be reached at [steepdvm@umich.edu](mailto:steepdvm@umich.edu) or 248.628.3092.

**Jill Lynn, DVM**, is the MVMA's Alternate Delegate to the AVMA and can be reached at [jill.lynnndvm@yahoo.com](mailto:jill.lynnndvm@yahoo.com) or 517-331-2009.





# NEW CLASSIFIEDS & RELIEF VETS

## VETERINARIANS WANTED



**SIGNING BONUS AVAILABLE!** Friendship Animal Hospital in Kalamazoo, MI is hiring a full or part-time veterinary technician for our two-doctor private practice. We are looking for someone committed to providing high quality care while utilizing low stress handling techniques. We utilize Avimark software, Antech and DCPAH laboratories, digital x-ray, digital dental x-ray, ultrasound, and more. Must be an excellent communicator and possess a problem-solving attitude with the ability to multitask. **NO EMERGENCY, WEEKEND, OR HOLIDAY HOURS AND WE END EACH NIGHT ON TIME!** Benefits include PTO, health stipend to assist with finding own health insurance, scrub allowance, Simple IRA with match and discount on personal pet care. Please submit cover letter and resume to drbillings@friendshipanimaldoc.com.

We are looking to add to our growing practice an associate veterinarian. We offer benefits such as 401k (with matching), paid vacations, health insurance, dental insurance, and vision insurance. This position will be full time, with rotating Saturday mornings, and one day off during the week. No emergency work, salary is negotiable. Our team is very positive and upbeat! We strive for customer satisfaction and offer a full line of in-house lab work (IDEXX), doppler ultrasound, and digital radiographs. Denney Vet has been in practice over 30 years with an established customer base. We are locally owned and operated. New graduates are welcome, and we are a family friendly practice! Vicksburg is a small (growing) town that is just south of Kalamazoo. This historical, friendly town offers beautiful parks, award winning schools, and great community support. Please email resume: denneyvet2020@gmail.com.

Associate veterinarian needed for a small animal practice in Mason, Michigan. F/T or P/T position available. Wonderful clients and support staff, IDEXX blood machines, IDEXX digital x-ray, Avimark software, and a comfortable, casual, country environment to work in. Contact Cheryl DeSilva, DVM at 517/694-7599, or send resume to csanimalclinic@att.net.

Associate veterinarian wanted for our mixed practice in beautiful rural Allegan County. We practice high quality medicine and surgery in a small-town family atmosphere. Looking for a team player with great communication skills, medical skills and surgical skills. Associate will spend approximately fifty percent of the time in clinic practicing small animal medicine and surgery, and fifty percent of the time in mobile practice treating food animal, equine, and

small animal patients. New graduates are welcome to apply - we enjoy mentoring! Salary commensurate with experience and generous benefit package will be offered. Please contact drhludlam@gmail.com for more information.

**NEW GRADUATE OR ASSOCIATE DVM Wanted:** Currently a multi-doctor practice with DVMs on staff who are trained in Acupuncture, Ultrasound, Endoscopy and CT Machine. EMR and digital dental radiographs are good examples of the progressive nature of the practice. Join an engaging team of technicians and find the mentorship and support your looking for a tech savvy practice. Additional Salary Information: 401k, Health Insurance, Dental, Vision, 4 % match CE covered. Contact us at 248/851-6645 or timothyguild@gmail.com.

Northern Animal Clinic in Midland, Michigan is a 3-doctor canine/feline practice, looking to add a Full-time LVT to our team of 2 LVTs and 3 assistants. Part-time considered. We have IDEXX in-house lab equipment, digital radiography, including dental, and a therapy laser. All surgery patients get IV fluids, BP, temp, ECG and pulse-ox monitoring. Responsibilities include: Client education, anesthesia induction and monitoring, placing IV catheters, drawing blood, running lab work, restraint, administering injections, prescription refills, radiology positioning, dental x-rays and cleanings, reading cytology, urine and fecal samples, and laser therapy treatments. Send resume and/or inquiries to nacpetvet@gmail.com.

Eascor Animal Hospital, a well-established AAHA-accredited hospital in Flint is seeking full and a part-time veterinarian immediately. We have well trained support staff including LVTs and offer competitive salary, CE, paid vacation, licensing, health insurance and a generous signing bonus. Please send a resume to bsnovi@gmail.com.

We're searching high and low for the right veterinarian to join our hospital! Here at Clio Animal Hospital we believe our clients deserve the best service and our patients are always treated like family. Our staff members are fabulous and strive to improve themselves through continuing education. We consider ourselves to be a great group of cooks as well, and really enjoy potlucks. We offer competitive wages, IRA, flexible schedules and insurance benefits. Experienced and new graduates are welcome to apply. There are no emergency hours and all major holidays off. Impress every client, every time. That's our motto and if you play your cards right it could be yours too! If you are interested please contact Aubrey Pettey by fax 810/687-2324 or email animalhospital3474@yahoo.com.

Companion Animal Clinic in Tecumseh, MI has a position available for a full or part-time Associate Veterinarian to join our seasoned team. We are a busy, progressive, and technologically advanced small animal exclusive practice. Companion Animal Clinic is well established in the community; having cared for patients and giving excellent client service for 40 years. Competitive compensation and benefits package. Experienced Veterinarians as well as new graduates are welcome to apply. Please send your resume to Jackie at cacjpy@yahoo.com.

Banfield Pet Hospital is hiring at practices throughout Michigan! Are you looking to flourish in an environment that emphasizes personal and professional growth? Do you believe in practicing high quality, solution-oriented medicine? Does the thought of being supported by a team of dedicated professionals and given the freedom to practice at the top of your license excite you? Do you want to push yourself, take the lead on growing your career, and have the opportunity to affect change at the hospital level and beyond? If you answered "yes!" to any of the above, we want to talk to you today! Whether you're an experienced doctor looking for your next adventure, a new graduate seeking to find the perfect fit as you begin your career, or you're anywhere else along your veterinary journey, the opportunity to grow with Banfield has never been better. Offering structured mentorship, outstanding benefits, powerful scheduling flexibility, and a dedicated focus on the health and wellbeing of our team, Banfield is committed to your success! Sound good? Let's chat! Reach out to Gregory.Spunt@Banfield.com or call/text 360/823-3526 today to learn more about how you can #bhere and #bhappy. Your dream job is waiting, why are you?

Need more work/life balance? Do you love surgery? The PAWS Clinic spay/neuter clinic in Taylor is seeking to add a FT/PT surgeon to our talented staff. No evening, weekend, or holiday work is required at The PAWS Clinic. You can also earn Public Service Loan Forgiveness credit working at a non-profit. Our lifesaving mission is to reduce pet overpopulation. We work with members of the public, shelters/rescues, and feral cat caregivers to make sterilization affordable and accessible. The environment is fast-paced, but our staff is low-drama, friendly, well-trained, and we work together as a strong team to achieve our mission. Our clinic adheres to strict, high-quality protocols to ensure the highest degree of patient safety and cleanliness. Our salary is competitive, and we offer an allowance each year towards your licenses, memberships, or continuing education. The ideal candidate can perform 30+ surgeries per day, with training provided to

achieve this goal. We do not offer wellness services or treat ill animals, so there is very limited direct contact with clients. Interested? Contact Kris at kris@thepawsclinic.com.

Charlotte Veterinary Hospital is looking for part-time or full-time, energetic, compassionate, companion animal veterinarians to join our team! The clinic has a "home-town" feel yet offers exceptional medical and surgical care to our patients. It is well equipped with an in-house laboratory, digital radiography, surgical suite, and pharmacy. After-hours emergencies are referred elsewhere. Exceptional compensation packages include high base guarantee, CE, professional insurance, retirement plan; or we can tailor a package to meet your specific needs! Entrepreneurially minded individuals with great ideas for expanding or improving our services are most welcomed and rewarded. We look forward to you joining us soon! Please contact Robert Nelson at dvmpractice@gmail.com or call 231/290-0208.

Why did you become a veterinarian? Don't get stuck in a position that limits you! Practice your dream at Kingdom Animal Hospital in Holland, Michigan. We offer flexibility, support, and opportunity. Currently we provide high quality general practice medicine for dogs, cats, parrots and exotic small mammals - even a monkey! If you want to specialize, we can purchase necessary equipment and have the space you need. \$20,000 signing bonus. Kingdom Animal Hospital's motto is, "Kingdom Cares", and we truly DO care - about our staff, our patients, and our clients. We are a thriving companion animal hospital with friendly clientele. Rapid growth means we are looking to add third and fourth DVM's to a team of well trained and hard-working LVT's and assistants that are passionate about high quality patient care. The hospital is a well-equipped spacious facility with 6+ exam rooms, Cuattro HD radiology, Cuattro US10 Ultrasound, Midmark Dental Radiology, IM3 Pro2000 Dental Cart, and Heska/Abaxis in house laboratory, and more. We perform on site diagnostics when possible and operate using Impromed software. Holland, Michigan is a beautiful small city which boasts a strong local economy. Located on the shores of Lake Michigan, 30-40 minutes west of Grand Rapids. Flexible full or part time schedule with no on-call so you can focus on life balance and enjoy the Holland lakeshore lifestyle. The ideal candidate has the confidence to "jump right in" and participate in patient care and case management in a high-paced environment. New graduates encouraged to apply. Mentorship, and guidance available under Dr. Kendra Wolk. DVM degree and Michigan Veterinary license as well as excellent communication skills are required. We would love to meet you! Competitive salary and benefits. Email resume to: Tom@KingdomAH.com.

Easthaven Animal Hospital - Ann Arbor, MI: VETERINARIAN needed at our growing multi DVM animal hospital in sunny Ann Arbor, Michigan. Part-time to full-time. Looking for a high-quality practice where you can learn and grow? That is well-staffed? where you are supported on all sides by colleagues, owners, and the team? and where the work culture is healthy, positive, hard-working, and forward-thinking? Our practice has an outstanding reputation in our community because of our awesome team members and has grown significantly in the last few years. We have multiple local owners and managers involved in supporting the operations of our family's two hospitals, plus a high team member per DVM ratio so our 9 veterinarians between the two can focus on medicine and our patients. If you are current and looking for an engaging place to expand your career, maybe you should call us. :) Terry McCarthy 248-790-6800 (call/text) terry.mccarthy@yahoo.com in confidence.

Dandy Acres Animal Hospital - South Lyon, MI: Are you looking for a high-quality, family-owned practice where you can learn and grow? Where the work culture is healthy, positive, hard-working, and forward-thinking? We are looking for a full-time doctor for our Ann Arbor (Easthaven Animal Hospital) and South Lyon (Dandy Acres Animal Hospital) practices. Our practices are well-staffed with a high doctor to support ratio; and well equipped with digital radiography, digital dental radiography, ultrasound, cold laser therapy, blood pressure, ultrasonic dental machine, tonometry, and in-house lab equipment. We cater primarily to dogs and cats with some exotic and pocket pet patients. On top of our high medical standards, we are also a very team-oriented practice, and enjoy team building events throughout the year (such as renting out a movie theatre for all team members, their family and friends, for the Star Wars movies each year!). Looking for someone who is like-minded and would fit in with our family-type atmosphere. Comprehensive benefits including health insurance and CE. Most of our doctors' average about \$10K/year in benefits above their salary. Terry McCarthy 248-790-6800 (call/text) terry.mccarthy@yahoo.com in confidence.

Well established and still growing veterinary practice seeking skilled veterinarian to join our family. We are looking for a veterinarian to practice in our beautiful, 12,600 square foot state-of-the-art facility in Westland, Michigan. We have digital x-ray, in house IDEXX blood machines, large surgical suite, ultrasound, 6 exam rooms and grooming/daycare! We are looking for 1 full or 2 part-time veterinarians. We encourage new graduates to apply as well, this would be a fabulous opportunity with excellent mentorship. We offer high pay, health insurance, CE allowance, IRA with 3% matching, generous

signing bonus, paid vacation and even a 4-day work week is possible! Did I mention the signing bonus! We are proud to work closely with numerous local rescues in our community and around Michigan. Our doctors, technicians, assistants, and receptionists are knowledgeable, supportive, and form an amazing work team. This would be a fantastic opportunity with outstanding mentorship and a genuine family atmosphere. We have Wonderful support staff and great clientele. If you are a dedicated, caring veterinarian who wants to help promote our clinic values of great communication, strong client relationships, and exceptional veterinary care, please consider joining our team! please email your resume to stephenm50@comcast.net, or call/text Dr. Steve at 734/673-1569.

Veterinarian: Surgeon's Dream! Grand Rapids. At Forest Hills Veterinary Clinic, we are seeking an Associate Veterinarian who's looking for the opportunity to join our multi-doctor practice, where you will be supported by a skilled and collaborative team in a relaxed environment! We have an experienced and tenured support staff, and our clientele is highly invested in their pet's health and follow through with your recommendations. We routinely update our facility and equipment. We welcome veterinarians of all experience levels, as our doctors are enthusiastic to share their knowledge and mentor a recent graduate! Please send resumes to fwatson@heartlandvetpartners.com.

Veterinarian: Recent Graduates Welcome! Farmington Hills, MI. At Advanced Veterinary Medical Center, we are currently a 2-doctor practice. We see a diverse range of medical and surgical cases, and you would be welcome to perform whatever procedures you are comfortable with. We have digital radiography, dental radiography, ultrasound, surgical laser, and full IDEXX in-house lab. Doctors of all experience levels are welcome, especially those with an interest in surgery, dentistry, and client communication. Please send resumes to fwatson@heartlandvetpartners.com.

Veterinarian: Recent Graduates Welcome! Detroit area. About Griffith Veterinary Hospital: We are seeking an Associate Veterinarian who is looking for the opportunity to join our 2-doctor practice that focuses on educating clients on the highest quality care and building lifelong relationships with pets and pet owners. Our experienced support staff will allow you to focus on patient care and provide an excellent client experience. We routinely update our equipment and online presence to continually provide an excellent experience for our doctors, clients, and patients. We welcome veterinarians of all experience levels to apply. Please send resumes to: fwatson@heartlandvetpartners.com.



About Companion Animal Hospital: Our team consists of 2 full-time general practitioners and a part-time veterinarian of integrative medicine. We are seeking a part-time, seasonal, or full-time veterinarian to join our team. We want to help our new veterinary colleague practice progressive medicine. We routinely see dogs, cats, rabbits, and pocket pets. If you have an interest in dentistry, surgery, ultrasonography, or exotics, please consider our practice. Please send resumes to fwatson@heartlandvetpartners.com.

Patterson Dog & Cat Hospital is searching for the right candidate for our DVM team. We are small animal exclusive, located in the Woodbridge neighborhood of Detroit. We have been in continuous operation since 1844 and are proud to be the oldest veterinary hospital in the country! We are fortunate to have several full-service ER & specialty clinics within a short drive and we refer patients to them frequently. We have a well-established clientele - some families have trusted us for generations. Our dedicated and empowered support staff do their jobs well so you can focus on yours. We are equipped with digital radiography (dental & regular), a portable ultrasound unit, and in-house labs. No on-call or emergency hours required. Looking for a part-time associate (2.5 days a week with a set schedule). May grow into a full-time position. The right candidate has excellent client care & communication skills and is a team player. We have a collegial and collaborative environment, often sharing cases and developing treatment plans together. Your schedule would be a mix of appointments and surgeries- we do a fair amount of dentistry, so comfort with that is a must. Other surgeries beyond the routine lumps, bumps, spays and neuters are up to your comfort level & desire. We have a welcoming and diverse clientele and staff - BIPOC and LGBTQ individuals are encouraged to apply. Applicants with experience are desired but new graduates will be considered as well. Interested applicants please contact Dr. Amanda Lee at drlee@pattersondog-andcat.com. I'd be happy to chat with you about the position & the wonderful city of Detroit!

Associate positions open - new grads welcome! Flexible full and part time scheduling; negotiable corporate-competitive benefits package for salary or Pro-Sal; no emergency; rotating half-day Saturdays; highly skilled LVT team provide incredible support. We are an AAHA-accredited small animal practice with brand new digital radiology, full dental equipment, in-house IDEXX Lab, EMR, surgical laser and monitoring equipment. Long-term associate became owner in 2019 and created a family-centered work culture with an understanding of work-life balance, good mentoring, and cooperative, supportive practice. No corporate hierarchy to stress over! Hospital has been in the community for over 38 years. Excellent relationship with local specialists including visiting boarded surgeon.

Waterford borders the Southeastern Michigan area, within reach of any lifestyle: city, suburban, country. Good schools, outdoor activities, and safe communities. For COVID-19 we are curbside only, mask-mandatory, and maintain compliance with MI/CDC essential workplace regulations. Tons to offer team-oriented veterinarians! Contact info: Tyler Hutchinson 248/249-5676 (call or text), thutchdvm@gmail.com.

Managing Veterinarian (DVM) with Future Practice Buy-In Options: Have you always dreamed of building your own team of doctors? A team with a high standard of care? Warren Woods Veterinary Hospital (Warren, MI), an AAHA accredited practice, is looking for a leader to do just that. We are seeking a Managing Veterinarian to join the practice and build a team of doctors around them. You will have the freedom to build an engaging culture, grow your team of doctors, and drive high medical standards. While you and the Hospital Manager will have the autonomy to make these types of decisions for the practice, you have the support of an established team and the NVA Community. Warren Woods is one of 5 individual hospitals within the local NVA Community. You will have direct access to several hospitals for guidance and collaboration: Parkview Animal Hospital (Warren, MI), Rochester Vet Hospital (Rochester Hills, MI), North Main Animal Hospital (Royal Oak, MI) and Advanced PetCare of Oakland (Clarkston, MI). Additionally, our existing MDVM who has been with the practice since 1991, Dr. Cappel, will fully support the MDVM as she transitions to an Associate role with the practice. Our progressive hospital is well-equipped with: Support team of 16 Techs & CSRs, Acupuncture, Companion Therapy Laser, Ultrasound, Allergy Testing, Advanced Dental Care, In-house Labs, Modern Surgical Suite. www.warrenwoodsveterinaryhospital.com Please email Aaron Edens for more information or to apply: aaron.edens@nva.com.

Cascade Hospital for Animals in Grand Rapids, Michigan - We are a locally owned, multi-doctor small animal hospital, looking for a full or part time associate veterinarian (experience preferred) to join our AAHA accredited facility. We believe in a healthy work life balance with 40-hour work weeks and no after-hours call. We work hard to maintain a positive, collaborative, and supportive environment for all employees. We are equipped with a full in-house lab and imaging abilities (digital radiography, digital dental radiography, ultrasound, and endoscopy). We routinely work-up and treat many challenging internal medicine, surgery, and dental cases. We also offer physical rehabilitation, a double board-certified exotic specialist, and a large staff of licensed and non-licensed technicians. We strive to provide caring, competent, and cutting-edge care. We enjoy frequent referrals from nearby clinics. Check out our website at www.chfa.

net. Pay commensurate with skills and experience, no after-hours call, formal mentoring program and excellent benefit package. Mail or email resume to Cascade Hospital for Animals, 6730 Cascade Rd. SE, Grand Rapids, MI 49546; email thertel@chfa.net.

Open to new grads or experienced veterinarians; looking for 2 veterinarians. You'll thrive at our practice if you value healthy life/work balance, a family-like team culture, and dedication to providing the best possible medical care to patients and their owners. Tri-City Veterinary Hospital in Bay City, MI is seeking a small animal veterinarian to join our growing team. Our established practice is equipped with digital radiology (including dental), IDEXX in-house lab suite, as well as a dedicated staff including licensed technicians. We pride ourselves on providing high quality medicine and are fortunate to have a client base who allows us to use our full diagnostic capacities, thus making our daily practice very rewarding. We highly value fear free methods and continuing education. During this especially stressful time, we are doing everything we can to keep our team safe, including exclusively curbside service and all employees wearing masks at all times. Our ideal candidates should be an enthusiastic team player with excellent communication skills and passion for caring for pets and their people. We offer a competitive salary, benefit package and relocation assistance. If you are interested in joining our team, please send a resume and letter of interest to tricityanimalmi@gmail.com.

Royal Oak is a very vibrant city with lots of activities, wonderful restaurants and peaceful neighborhood with lots of love for pets. Blue Cross Animal Hospital is a two vet practice and is looking for our third F/T or P/T veterinarian with an excellent track record. We can train dedicated new graduates. Excellent salary, retirement benefits, health insurance and many other perks. We have an excellent team and believe in quality medicine. No on call. Sunday closed. Full confidentiality. Please include at least 3 references: tsharma\_au@yahoo.com

The Department of Small Animal Clinical Sciences in the College of Veterinary Medicine, Michigan State University, invites applications for a faculty appointment in Emergency and Critical Care Medicine. The position available is for a full-time (negotiable 50-100%), Assistant Professor, Fixed-Term, (12 month) appointment. Responsibilities will include management of ECCM cases, and clinical instruction of students. A minimum of two years of clinical experience in the field of small animal emergency care is required. Must have a (DVM) or equivalent degree and be eligible for licensure to practice veterinary medicine in Michigan. To apply or obtain additional information, visit <https://careers.msu.edu/en-us/job/503833/assistant-professorfixedterm>

We are searching for an associate veterinarian (FT or PT) to join our, family owned and AAHA accredited small animal practice located in Traverse City, MI. The right candidate is a veterinarian that complements our staff, services and clientele. We will tailor the position to fit your strengths and interests. Our practice is team and family focused with newly renovated facilities, digital radiograph (including full body and dental), IDEXX lab equipment and AVImark software. Our hospital is committed to practicing the highest quality veterinary medicine, as well as providing compassionate care to our patients and excellent customer service to their families. The facility has been a part of the community for over 40 years. At Northwood Animal Hospital we value a healthy work life balance and value time spent with family and friends. With close access to Sleeping Bear National Lakeshore in addition to abundant lakes, rivers and trails, our location will satisfy every outdoor enthusiast. There are countless opportunities for outdoor recreation including skiing, hiking, biking, ORV & snowmobile trails, hunting, fishing and much more. All inquiries kept strictly confidential. Contact: clint@northwoodpet.com. Please visit [www.northwoodpet.com](http://www.northwoodpet.com) or <https://www.facebook.com/Northwoodpet> to learn more about our hospital and staff.

Full-time associate veterinarian (or part time initially, with full time permanently) needed at a busy, progressive, computerized, privately owned AAHA practice on the west side of Ann Arbor. A full service, small animal Veterinary hospital with a very lucrative dental referral client base, interest in dentistry is welcome, but not required. We are a hospital whose focus is on the highest level of medical care and education for our clients and their pets. We pride ourselves on having a professional, collaborative, supportive environment that consists of LVT only patient care staff and experienced client care staff. We work hard to foster a healthy work/life balance for our very valued employees. Base salary plus production, Simple IRA with 3% match, dental/vision and life insurance as well as a stipend for health care premiums, Aflac Insurance, liability insurance, CE and uniform, dues and licensing fees paid as well as employee discount on veterinary services. Please email resume to [shedding@westarbor.com](mailto:shedding@westarbor.com).

Live where everyone comes to play in all 4 seasons. South Shore Animal Hospital in Houghton Lake, MI is seeking a FT companion animal Veterinarian. Our well established two doctor hospital has been in operation for over 30 years and our loyal clients have come to expect quality medicine. We are equipped with Digital Radiographs, Digital Dental Radiographs, state of the art anesthesia and surgical monitoring equipment. We offer a great schedule with rotating 3-day weekends and NO emergencies, simple IRA, paid dues, paid CE and signing bonus. New Graduates are welcome! Please email

resume and cover letter to [ssah.houghtonlake@gmail.com](mailto:ssah.houghtonlake@gmail.com), or fax to 989/366-7399 Attn: Elizabeth.

Bangor Veterinary Clinic in Bay City, Michigan is seeking a full or part-time veterinarian to join our staff. We are a privately owned, family-oriented clinic. We practice "team medicine," enabling our staff to perform their duties while maintaining good communication and excellent patient care. The clinic offers digital radiography, digital dental radiography, IDEXX Procyte, Catalyst chemistry, and Sedivue urine machines, as well as Companion laser therapy. Two licensed vet techs are on staff to assist daily operations also. The salary will be based on experience. Paid vacation/sick time available after 90 days, eligibility for 401k and company match after 2 years. All licenses, dues to professional organizations, as well as continuing education paid for by employer. If you would like to be part of our team and team atmosphere, please email your resume and contact information to [bangorvetclinic@charter.net](mailto:bangorvetclinic@charter.net). New graduates welcome to apply.

MidMichigan Veterinary Hospital in Saginaw, MI is seeking a third small animal veterinarian to join our growing team. Our well-established practice is equipped with digital radiology (including dental), ultrasound, IDEXX in-house lab, and therapy laser, as well as a dedicated staff including licensed technicians. We pride ourselves on providing high quality medicine and are fortunate to have a client base who allows us to use our full diagnostic capacities, thus making our daily practice very rewarding. Our ideal candidate is an enthusiastic team player with excellent communication skills and passion for caring for pets and their people. We offer a competitive salary and benefit package and refer weekend and evening emergencies. If you are interested in joining our team, please send a resume and letter of interest to [midmichveterinary@gmail.com](mailto:midmichveterinary@gmail.com).

Animal Health Care of Chesaning is a progressive veterinary practice located in a small-town atmosphere. Chesaning is a beautiful small town where you live among friends but close enough to visit Flint, Saginaw, or Lansing. We have digital x-ray, in house blood analyzers, four vet techs, and have a team approach that is above average in client service. We have spent 23 years building a practice that has clients that want the best care possible for their companions. We are staffed with very qualified assistants and vet techs so there is potential to make a very good income for the right person. Clinic grosses 1.5 million per year. Purchase potential within the next 2 years. Our practice is 20% food animal (mostly dairy) and 80% small animal. Looking for another veterinarian to do mixed animal OR companion animal medicine. No weekends, no emergencies, 4 day work week, salary with percent of gross. We offer mentoring if needed, regular staff meetings, continuing education, health insurance, retirement plan. Must be compassionate

and outgoing, with good communication skills. Any questions and resumes send to [ahcofchesaning@gmail.com](mailto:ahcofchesaning@gmail.com) attention Dr. Tim Weisenberger. May also text or call 989/284-0538.

Experienced small animal veterinarian needed for privately owned mixed practice in beautiful Lakeview, MI. We offer flexibility and a great work life balance. No emergencies. We currently have three large animal veterinarians. The position involves general medicine and surgery and could have the opportunity for small ruminants and exotics. Please send resume to [kpetersondvm@gmail.com](mailto:kpetersondvm@gmail.com).

Veterinarians and LVT's! Are you looking for a place of work that values a work/life balance? Where you feel part of a family? Then come join our team at Blackman Animal Clinic! We are looking for candidates that enjoy a fun, family-oriented atmosphere, strive to practice high quality medicine, have great client communication skills and a commitment to the team and clientele. We utilize IDEXX Cornerstone management software with integrated in-house lab and digital x-ray; along with ultrasound, dental and laser equipment. Working hours do include some Saturdays from 8 am – 12 pm; but all after hour emergencies are referred. Full time position offers a competitive salary with profit sharing, health insurance, uniforms, Simple IRA w/ 3% company match, paid vacation, C.E, licenses and all membership dues. We ask applicants to send a cover letter with resume to [blackmananimalclinic@tds.net](mailto:blackmananimalclinic@tds.net).

You'll thrive at our practice if you value healthy life/work balance, a family-like team culture, and dedication to providing the best possible medical care to your patients. Our small animal clinic is looking for a part or full-time veterinarian to provide surgical and outpatient services at our growing hospital. We highly value fear free methods, continuing education, and compassion fatigue awareness. During this especially stressful time, we are doing everything we can to keep our team safe, including exclusively curbside service and all employees wearing masks at all times. Located in Clawson, Kimball Animal Hospital is close to everything! Please contact us and we can start talking about why you'll feel at home at Kimball Animal Hospital. Please contact [kimballanimalhospital@gmail.com](mailto:kimballanimalhospital@gmail.com).

Looking for something non corporate? Busy, well-established small animal practice in Marquette, MI seeking full time veterinarian who is hardworking, dedicated, and experienced and wants to embrace everything the beautiful Upper Peninsula offers. Live where you want to vacation. Integrated hospital with in-house lab, digital radiography, orthopedic surgery, and ultrasound. Competitive salary/benefits. new facility just built. Marquette has been recognized as one of the most desirable places to live in the USA. Come be part



of what Lake Superior, the culture and the wonderful people have to offer. A regional human hospital and a university are also located in Marquette which brings a great deal of diversity and learning to the population. Lots of outdoor activities, bike trails, boating, fishing, skiing and northern lights can be yours here in the Marquette area. This is a beautiful, low key place to live and practice medicine. Get away from the busy city scene and get back to some medicine that is enjoyable again. Contact drtim@drtims.com for more information or to apply.

Companion Animal Clinic in Tecumseh, MI has a position available for a full or part-time Associate Veterinarian to join our seasoned team. We are a busy, progressive and technologically advanced small animal exclusive practice. Companion Animal Clinic is well established in the community; having cared for patients and giving excellent client service for 40 years. Competitive compensation and benefits package. Experienced Veterinarians as well as new graduates are welcome to apply. Please send your resume to Jackie at cacjpy@yahoo.com.

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

Veterinary General is a low stress 2-doctor practice looking for PT or FT experienced associate to join our team in Shelby/Macomb. We have a loyal client base and a mature, licensed support staff, IDEXX lab machines, digital x-ray and offer a very flexible schedule in a fun, happy and comfortable work environment. Email resume to patty.vetgen@gmail.com.

Small animal veterinary surgeon needed. Want to be your own boss and not have to look for a house? Want to have the staff do most of the paperwork and surgery prep, pay back your loans and still have \$ left? Fieldstone Veterinary Care is providing an option of a brick house (3 fireplaces) on 14 acres. Just a 7-minute pasture walk to work. Call or text 406-778-2078. Email allcreaturessmallhillsdale@gmail.com.

VETERINARY TECHNICIANS WANTED

Bayne Mobile Veterinary Services: Seeking application for a licensed veterinary technician for a house call veterinary practice in Oakland and Macomb counties. Looking for part-time employee (12-15 hours per week). Pay commensurate with experience. Duties include riding on mobile veterinary calls for dogs and cats, plus some administrative work such as calling clients on the telephone for follow-up and entering data into the computer.

Applicant must be certified as an LVT, be computer literate, and have excellent client communication skills with clients. Please send resume to bmv3005@gmail.com and/or call 248/506-1104.

Licensed veterinary technician needed for busy two- and one-half doctor facility in Bay City. We practice "team medicine," enabling techs to perform their duties while maintaining good communication and excellent patient care. Digital radiography, digital dental radiography, IDEXX Procyte, Catalyst chemistry, and Sedivue machine, as well as Companion laser therapy are all performed routinely. We believe strongly in client education, with which our technicians are heavily involved. We are currently looking to fill a full/part time position. Typical schedule would include one Saturday per month (Half Day). Paid vacation/sick time available after 90 days, eligibility for 401k and company match after 2 years. All licenses, dues to professional organizations, as well as continuing education paid for by employer. If you would like to be part of our team please email your resume and contact information to bangorvetclinic@charter.net. New graduates welcome to apply.

Animal Health Care of Chesaning is a progressive veterinary practice located in a small-town atmosphere. We have digital x-ray, in house blood analyzers, four vet techs, and have a team approach that is above average in client service. We have spent 23 years building a practice that has clients that want the best care possible for their companions. Our practice is 20% food animal (mostly dairy) and 80% small animal. We are currently looking for another Veterinary Technician to do companion animal medicine. No weekends, no emergencies. We offer mentoring if needed, regular staff meetings, continuing education, health insurance, retirement plan. Must be compassionate and outgoing, with good communication skills. Any questions and resumes send to ahcofchesaning@gmail.com attention Dr. Tim Weisenberger. May also text or call 989/284-0538.

PRACTICES AND EQUIPMENT FOR SALE

When buying or selling a veterinary practice, rely on the expertise of Total Practice Solutions Group. See display ad this issue. Even if you plan to sell your practice yourself, contact Dr. Kurt Liljeberg for a free consultation. We are happy to help. 440/933-4522 or kurt@tpsgsales.com.

Upper Peninsula. Small animal practice near Marquette grossing \$624K. Practice is offered at \$410K, real estate offered at \$100K. (MI-3060) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 440/933-4522, or kurt@tpsgsales.com.

Saginaw Area. Small animal practice grossing

\$785K. Practice is offered at \$445K, real estate offered at \$390K. (MI-5000) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 440/933-4522, or kurt@tpsgsales.com.

Upper Peninsula, near Escanaba. Small animal practice grossing over \$950K. Well-equipped. Call for more information. (MI-5030) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 440/933-4522, or kurt@tpsgsales.com.

NEW! Central Upper Peninsula Area. Long standing small animal practice, 1.5 FTE DVM, grossing \$800K. Practice is offered at \$600K, real estate offered at \$165K. (MI-5060) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 440/933-4522, or kurt@tpsgsales.com.

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

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Small animal practice, southeast of E. Lansing, within easy driving distance of MSU. Grossing over \$400,000 despite the pandemic. Well-equipped to practice a high level of medicine in 1800 sq. ft. clinic with good off-street parking. Own it all, clinic and nice house to live in for only \$650,000. Seller financing a possibility. Call or text Dr. Fred Zydeck at 248/891-3934 or email fzydeck@aol.com.

RELIEF VETERINARIANS

**Norman Bayne, DVM, MS** - 248/506-1104 (MSU 81, MVMA Member)  
SA Relief work in SE Michigan area. Will travel. Friendly, excellent client communications skills. norman@baynevet.com

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

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

**Rhonda Bierl, DVM** - 248/467-1987 (MSU 00, MVMA Member)  
SA/Emergency relief within 1 hr of Highland. General medicine/Soft tissue surgery/ultrasound experience. rhondabierl@gmail.com

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

**Rebecca Lein Burke, DVM** - 414/243-4254 (UWM 08, MVMA Member)  
SA and emergency medicine; internship trained. Eleven years in emergency medicine. Grand Rapids and surrounding areas. drleinburke@gmail.com

**Tama Cathers, DVM, MS** - 269/203-6800. (NCSU 96, MVMA member)  
SA relief in SW Michigan/Kalamazoo area. Friendly, experienced, reliable. tcathers@gmail.com

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

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

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

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

**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. drlharris@gmail.com

**Sean D. Hughes, DVM** - 517/552-0993 (MSU 76, MVMA Member)  
SE Michigan SA relief since 1999. Part-time, prefer SE; will travel for the right circumstances. hughes-dvm@aol.com

**Cindy Kalicki, DVM** - 313/291-2466 (MSU 94, MVMA Member)  
Eight years full-time, two years relief in SA general medicine/soft tissue surgery. SE MI, part-time or relief.

**Gurpreet Kaur, DVM** - 248/519-3194 (MSU 15, MVMA Member)  
Providing service in small animal general practice and surgery in the southeast Michigan area. gp-kaur06@gmail.com

**Selena Lucas, DVM** - 734/330-5048 (KSU 90, MVMA Member)  
Flexible and friendly, excellent client communication skills. Proficient in surgery, medicine and dentistry. Available in SE Michigan. slucasdvm@gmail.com

**Denise Jorgensen Montagna, DVM** 231/557-1536 (CSU 90, MVMA member)  
SA relief or part-time in Grand Haven/Muskegon, Michigan area. Excellent client relations. References. djmontagnadvm@charter.net

**Lynn A. Lawitzke, DVM, DABVP** (Canine and Feline Practice) - 517/474-3811 (MSU 82, MVMA Member)  
Small animal relief work. Based in Jackson, willing to travel. lynnlawitzkedvm82@gmail.com or lynnlawitzkedvm.com

**Katherine O'Connor, DVM** - 248/207-3528 (MSU 14, MVMA Member)  
Exceptional medicine when you need it most. SA/exotics/emergency relief. Based in Southeastern, Michigan. References available. MyReliefVet.com

**Kris Parnell, DVM** - 517/881-2845 (MSU 91, MVMA Member)  
Available for SA relief or part-time. Will travel 1 hour of Lansing area. References. klparnelldvm@comcast.net

**Amy Peck, DVM** - 231/557-4423 (MSU 97, MVMA Member)  
Available for relief in West MI/Grand Rapids/Lakeshore area. SA general medicine. Excellent communication skills, experienced and reliable. apeckdvm@gmail.com

**Hollie Rebo, DVM** - 517/673-8281 (MSU 06, MVMA Member)  
SA relief in metro Detroit/Downriver. Will consider travel. Excellent client education and surgery skills. PawsForReliefPC@gmail.com

**Jim Sharp, DVM** - 810/533-3598 (MSU 71, MVMA Member)  
SA relief, SE Michigan. Former practice owner. Proficient in sophisticated dentistry and medicine. Excellent communicator. vetseanarian@comcast.net

**Margaret Sudekum, DVM** - 616/676-2720 (MSU 89, MVMA Member)  
Available for part-time SA relief work in Grand Rapids and the surrounding areas. Good client communication skills. msdvm@sdkm.us

**Caitlin Szurek, DVM** - 734/218-1914 (MSU 14, MVMA Member)  
SA/exotic relief in SE Michigan. Reliable, professional, authentic client communication skills. Low stress handling certified. Will travel within 1 hour of Brighton. www.reliefvetMI.com

**Linda Vanassche, DVM** - 517/896-9086 (MSU 90, MVMA Member)  
SA medicine, surgery and emergency; excelling in dermatology and internal med. Travel negotiable more than 1 ½ hours from Lansing. Excellent written/verbal communication and record keeping. drmomma789@aol.com

**Amy Wildrose, DVM** - 517/420-5891 (MSU 00, MVMA Member)  
Experienced, proficient, dependable, and convivial. Available for SA relief or part-time. Based in Lansing. Willing to travel. a\_wildrose@hotmail.com

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

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

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

**RELIEF VET ADS**  
25 words or less. No charge for MVMA members.  
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**CALL THE MVMA OFFICE FOR CURRENT ADVERTISING RATES AND SPECIFICATIONS FOR ARTWORK.**



#### EVENT NOTICE:

In an effort to keep our attendees, speakers and sponsors safe, MVMA and MSU CVM have made the decision to postpone MVC 2021, originally scheduled for late January, to Dec. 2-5, 2021. Please save these dates on your calendar.

## COMMITTEES, MEETINGS & EVENTS

### GREAT LAKES VETERINARY CONFERENCE (GLVC)

Aug. 22-24, 2021  
Boyne Highlands  
Harbor Springs, MI

### MICHIGAN VETERINARY CONFERENCE (MVC)

Dec. 2-5, 2021  
Suburban Collection Showcase  
Novi, MI

### 2020-2021 MVMA SMALL ANIMAL SEMINARS

Internal Emergency Medicine<sup>1</sup>  
Christopher G. Byers, DVM, DACVECC,  
DACVIM (SAIM), CVJ  
April 14, 2021 | 9 a.m. - 4:30 p.m.

Unburdened: Change how you  
react to "those" clients<sup>1</sup>  
Mary Beth Spitznagel, PhD  
May 12, 2021 | 9 a.m. - 4:30 p.m.

Feline Medicine<sup>2</sup>  
Steven Bailey, DVM, DABVP  
June 9, 2021 | 9 a.m. to 4:30 p.m.

<sup>1</sup>Live virtual seminars will not be recorded  
and only available to live participants.

<sup>2</sup>Hybrid Event: Attend Virtual via Zoom or  
In-Person at The Meeting Space, 4039 Legacy  
Pkwy, Lansing, MI 48911.

Registrants who attend in-person will need  
to follow safety regulations provided by the  
CDC, MIOSHA and MDHHS.

Please note, the hybrid event is subject to  
change based on COVID-19 protocols.

### MVMA BOARD OF DIRECTORS

June or July 2021 - TBD  
Sept. 15, 2021 - Karoub Office  
(In conjunction with Legislative Day)  
Dec. 15, 2021 - TBD

### MVMA EXECUTIVE COMMITTEE

June 2, 2021 - Virtual Meeting  
Sept. 1, 2021 - MVMA Office  
Nov. 17, 2021 - MVMA Office

### MVMA COMMITTEES

Animal Welfare Committee  
(Dr. Marcie Barber, Chair)  
April 8, 2021 - Virtual Meeting  
July 15, 2021 - MVMA Office  
Oct. 7, 2021 - MVMA Office

Legislative Advisory Committee  
(Dr. Cathy Anderson, Chair)  
June 3, 2020 - Virtual and In-Person Hybrid  
Sept. 15, 2021 - Karoub Office  
(In conjunction with Legislative Day)  
Nov. 10, 2021 - MVMA Office

Public Health Committee  
(Dr. Joseph Kline, Chair)  
June 16, 2021 - Virtual Meeting  
Sept. 22, 2021 - MVMA Office  
Dec. 8, 2021 - MVMA Office

### MID-STATE VMA

Meets on Wednesday afternoons at 1 p.m.  
and Thursday evenings at 7 p.m in the Lan-  
sing area: April 29th, May 28th, Aug 26th,  
Sept. 24th, Oct 21st and Nov 19th.  
Contact mail@redcedarvet.com

### SAGINAW VALLEY VMA

4th Wednesday of each month, Febru-  
ary-May and September-October, with  
occasional additional meetings @ 7 p.m. /  
The Brewery, Frankenmuth  
Contact muktuk@me.com

### WESTERN MICHIGAN VMA

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

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

### SOUTHEASTERN MICHIGAN VMA

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

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\*Bold indicates MI Mandatory CE

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#### CONTROLLED SUBSTANCES AWARENESS (3-CE)

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Amanda Bisol, VMD, JD Candidate  
Animal Medical Clinic, Skowhegan, Maine  
American Veterinary Medical Association Opioid Work Group Member



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not optional it is indispensable."

John B. Smith, DVM  
Petcare Animal Clinic  
Ann Arbor, Michigan



### 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



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