THE ELEPHANT IN THE ROOM

Is 2022 a year for change? How a healthier workplace affects both the professionals and the communities they serve.
Are you looking for an enjoyable way to get some CE done this summer? If so, then join us at Grand Hotel on June 15-17, 2022 for expert speakers, delicious food, entertainment, and some much-needed relaxation. The 2022 Great Lakes Veterinary Conference (GLVC) has something for everyone. Bring your friends, colleagues, and family, all are welcome to enjoy the many amenities that Grand Hotel has to offer.

Our expert speakers will provide engaging, timely, and insightful content that they look forward to sharing with you. The 2022 GLVC will offer up to 15 hours of CE on Radiography, Leadership, Preventative Medicine, Hematology and so much more!

To learn more & register, please visit: WWW.MICHVMA.ORG/GLVC
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Our expert professionals, state-of-the-art technology and wide range of treatment options all contribute to excellent veterinary care. We are proud to have earned the confidence, trust and respect of thousands of local veterinarians and pet owners alike by offering exceptional care and outstanding services in a nurturing environment.

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Oakland Veterinary Referral Services

Expanding our Tent to Treat the Entire Profession

By John Tramontana, MS, CAE

The One Health approach is focused on collaboration—working together at all levels to achieve optimal health outcomes while recognizing and understanding the interconnection between people, animals, plants and their shared environment. Running an association shouldn’t be any different. As we continue our path to modernizing MVMA, we need to take a more holistic approach.

What does that mean exactly? It means, we need to be focusing on the entire veterinary profession and not just certain aspects of it. How can MVMA improve the veterinary profession and strengthen veterinary teams? The first step is bringing more people and more veterinary professionals under our tent. Our Board of Directors recognized this issue and made it a key component of its strategic plan in early 2020.

As part of our goal to “Enhance Governance and Become Strategic” at the Board level, our Directors knew we need to expand our reach. This summer, we will offer a new membership option—an organizational membership. This offering won’t replace our current model. There won’t even be changes to it. You can still continue to support MVMA and the profession through an individual membership. But what the organizational model offers is an opportunity for any veterinary workplace to be a part of MVMA. Everyone in the organization would be a member from the veterinarians to veterinary technicians/nurses to veterinary assistants to support staff and so on. When we strengthen veterinary teams and workplaces, we strengthen the veterinary profession.

So how will it all work? Those interested can check out our pricing chart which will be released later this spring. The more potential members you have, the more you’ll save. But this isn’t just for larger entities, smaller organizations can take advantage, too.

For example, a one-doctor practice with three other staff members can pay a modest increase in their annual dues and cover all four under the membership. Those additional staff members now have access to MVMA resources, continuing education and networking opportunities that will be provided. The staff and I are excited to help create new opportunities geared toward specific employees in veterinary medicine. You’ll see more education for technicians/nurses, training for office staff, workshops focused on the entire veterinary team and much more.

We are YOUR Association and this plan will help us further our commitment to promote, produce and protect. We’ll protect your ability to practice through advocacy and relationships with elected officials. We’ll promote the profession by working to ensure veterinarians are considered by all to be the foremost authority on animal health. And we’ll produce results for you and your teams through continuing education and resources to increase your bottom lines.

If you’d like to learn more about this opportunity, please give me a call or send me an email. The staff and I will be more than happy to give you a cost comparison and show you how this offering will enhance your membership and build stronger teams. More details will be announced soon so be sure to keep an eye on your email. It’s time for us to treat the entire profession. We hope you’ll join us in this exciting new endeavor.
I find this quote by Theodore Roosevelt very apt for what we, as a collective group in the veterinary profession have faced over the past two years. For those who remember, I’m a fan of Roosevelt and I feel that many of his musings were ahead of their time.

I thought I’d do something a little different with my introduction as the new MVMA President. While many of you already know who I am, you may or may not know how I think or feel. I believe that those in positions of leadership are oftentimes at their most vulnerable. Embracing this vulnerability is scary because it exposes parts of one’s self that feel best hidden away. However, I feel knowing that others share similar feelings and experiences is what ultimately cements relationships and partnerships. So here goes nothing.

When New Year’s Eve arrived a couple of months ago, I found myself having mixed feelings about the year that was ending and the new one that was about to start. I’m sure that I wasn’t the only one to think that the ending of 2021 was almost bittersweet. On the plus side, we were slowly but surely digging out of the crater that COVID-19 left in our personal and professional lives. On the many hands of leadership of the MVMA Board of Directors in early 2020. Part of that plan includes the implementation of Diversity, Equity, and Inclusion initiatives, which are moving along quite well. 2021 also included a grueling fall semester of teaching, but on the plus side, I was able to deliver instruction face to face with my students. And, to end the year, I was about to gain a new title as the 2022 MVMA President. How much better can you get?

As I reflected on all the good things that came out of 2021, I still had underlying feelings of anxiety, apprehension, and insecurity. I couldn’t identify where these feelings were coming from and it frustrated me. I was supposed to be excited for a new year to start. The more that I thought about it, the more I realized that I am now conditioned to anticipate the next “bad thing” lingering around the corner. This way of thinking battered any optimism that I once had held. How much better can you get?”
For future owners: here are a few of our listings in the Great Lakes Region…

OH:
- *** *** *** *** �� *** �� *** *** (OH710)

MI:
- *** *** *** *** �� *** �� *** ***. (MI925)

IN:
- *** *** *** *** �� *** �� *** ***. (IN805)

WMI:
- *** *** *** *** �� *** �� *** ***. (IN808)

NMI:
- *** *** *** *** �� *** �� *** ***. (IN826)

As a Detroit native, Dr. Marcy McKeithen is familiar with “Motor City.” As a young child, she was exposed to a grade school experience that was geared toward engineering. At the time, working for the “Big Three,” General Motors, Ford Motor Company, and Chrysler Stellantis North America, was a route that was sought after by many around her. However, Dr. McKeithen knew she wanted to follow a different direction. It was in her high school years that a desire to pursue veterinary medicine came into focus. “I had the opportunity to sit down with my high school counselor and have a candid conversation about my future,” said Dr. McKeithen. “During our conversations, I expressed my love for animals and after reviewing my grades and extracurricular activities, we both agreed a career in the veterinary profession was a strong possibility in my future.” Several years later, she accomplished just that by graduating from the University of Florida College of Veterinary Medicine.

After graduation, Dr. McKeithen worked in the private-sector and would continue to do so for over 11 years. Her most recent venture was a route that was sought by many around her. However, Dr. McKeithen knew she would continue to do so for over 11 years. Her most recent venture was one focused on accessibility. She saw a need in her community and decided it was time to do something about it. Last year, Dr. McKeithen took the brave step during the pandemic of opening a new house-call-only veterinary practice that serves pets in Detroit, MI, and surrounding areas called, Motor City Vet Care. “Despite Detroit being an exceptionally large city, Detroit proper does not have a lot of veterinarians,” said Dr. McKeithen. “Over the years we have lost practices for whatever reason. With the influx of newcomers to downtown Detroit and the lack of practices, I’ve heard that many are driving close to 45 minutes to receive care for their pets.” After looking at both options of a brick and mortar or mobile practice, Dr. McKeithen decided a mobile practice would best serve her community right now. “I want to make sure everybody has access to the care they need. I took into consideration my elderly and disabled clients and pets who would benefit from this kind of care. I want to offer them the comfort of knowing they don’t have to travel or place their pet in an environment that may stress them out,” she said.

As a new practice, she is currently accepting new clients and looks forward to further serving her community. Over the next 5 to 10 years, Dr. McKeithen’s goal is to become a trusted source for veterinary services in her community and work with community partners to enhance her offerings. As a long-term goal, she would like to improve how veterinary medicine is administered in her city, resulting in a new standard of care and improved accessibility.

With her years of experience, Dr. McKeithen was asked how does she manage her work-life balance and take care of her well-being, especially now that she is a practice owner, community volunteer, wife, and mother. “This profession is very demanding and as a person who is very empathetic and compassionate, it can be hard to turn off,” said Dr. McKeithen. “However, I have found that setting my intentions and priorities has helped me address this area of my life. Being a wife and mom is paramount to me. So, everything I do has to allow me to be present for them. And by following that, everything else in my life seems to fall in line, allowing me to operate at my best self when I am serving my clients, patients, and the community.” Dr. McKeithen is also an advocate for self-care when it comes to safeguarding her mental and physical well-being. “I find it’s essential in my week to take time to fill my cup. I do this by exercising, eating healthy whenever possible, spending time with family, sharing gratitude with others, and reminding myself to have grace because I am just human.”

Dr. McKeithen encourages those in the profession to remember that you are not alone and that each day is a new opportunity to do good in this world.
The AVMA’s American Board of Veterinary Specialties (ABVS) recognizes veterinary specialties and specialty organizations. AVMA has trademarked the terms AVMA-Recognized Veterinary Specialties and AVMA-Recognized Veterinary Specialty Organizations. Specialty Colleges may have trademarked terms, as well. In other words, a veterinarian may only be called a specialist if they have met all the requirements and been accepted into their specialty organization. As stated on AVMA’s website, “There are 22 AVMA-Recognized Veterinary Specialty Organizations comprising 46 distinct AVMA-Recognized Veterinary Specialties. More than 16,500 veterinarians have been awarded Diplomate status in one or more of these specialty organizations after completing rigorous postgraduate training, education, and examination requirements. Board-certified veterinary specialists serve animals and the public through collaboration and teamwork with primary care veterinarians, human medical professionals, research scientists, and public health officials.” A complete listing of specialties and the number of specialists in each specialty can be found on the AVMA website.

A summary chart of the total numbers of active specialists and the approximate number of specialists in Michigan can be found on the MVMA website. Determining the number of specialists in Michigan was not an easy task and the results in this article are probably underestimated for some specialty areas. A particular challenge is that for some specialty areas, a public search on a specialty organization website only shows individuals who volunteer to have their information posted. What is obvious, though, and perhaps unexpected, is the limited number of specialists in Michigan, especially in the clinical pet-related, patient-seeing specialties. In early February 2022, specific contact with some Specialty Organizations, and LARA data as of 2/1/22. Sources used for this article can also be found at www.michvma.org/PeoplePetsandPractice.

### Approximate number Board-Certified Diplomates in Michigan for 14 selected specialty areas

<table>
<thead>
<tr>
<th>Specialty Organization</th>
<th>Number of Diplomates</th>
<th>Number in Specialty</th>
<th>Number in Michigan</th>
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<tbody>
<tr>
<td>American Veterinary Dental College (AVDC) Equine</td>
<td>9</td>
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<td>American Veterinary Dental College (AVDC) Non-species specific</td>
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<tr>
<td>American College of Veterinary Surgeons (ACVS) Total</td>
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<td>29</td>
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<tr>
<td>American College of Veterinary Behaviorists (ACVB)</td>
<td>85</td>
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<td>2</td>
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<tr>
<td>American College of Veterinary Dermatology (ACVD)</td>
<td>335</td>
<td>3</td>
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<td>American College of Veterinary Emergency &amp; Critical Care (ACVECC)</td>
<td>792</td>
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<tr>
<td>American College of Veterinary Internal Medicine (ACVIM) Total</td>
<td>3,211</td>
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<tr>
<td>American College of Veterinary Nutrition (ACVN) (Now part of ACVIM)</td>
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<tr>
<td>American College of Veterinary Ophthalmologists (ACVO)</td>
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<td>American Veterinary Dental College (AVDC) Equine</td>
<td>21</td>
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*Some members belong to more than one specialty.

### Notes

1. The Specialty Organization websites are refreshingly positive in nature, there is a wide array of specialists in Michigan, and some of these areas are really struggling due to the pandemic and high demand for all veterinary services. Howev-

2. Here are some specific takeaways and options to consider related to specialty care in Michigan, especially when it comes to referrals, second opinion, and consultation in small animal practice.

3. When it comes to consultations, keep in mind the specialists at diagnostic laboratories such as MSU Veterinary Diagnostic Laboratory. They can assist with information on diagnostic testing options. If a reportable disease is on your rule out list, staff at MIDARD, while not all are board-certified specialists, may have the most up-to-date information on clinical signs and diagnostics.

4. Consultation may be a first step option pending getting a referral appointment with a specialist or it may be all you need for some cases. Can you get case guidance from your preferred specialist prior to a referral appointment? Expanding your network of specialist contacts could be helpful. An email request to a specialist you have met at a conference or on a Zoom CE session may get you an opportunity for input. Purdue College of Veterinary Medicine has a consultation service for veterinarians-ans though, like others, when checked in February, they have a heavy workload and the wait time for a return call may be 2-3 months. Asking a specialist on the Veterinary Information Network (VIN) is another potential option for gaining input.

5. How far is your client willing to travel? Veterinary colleges and private specialty practices in other states or even Canada (in non-pandemic times) may have an available appointment. Veterinary schools in Indiana, Ohio, and Ontario are all less than 300 miles away as measured from the MVMA office.

6. Consider specialties you may not be as familiar with when facing a challenging case or situation. Nutrition, animal behavior, and animal welfare all have specialty colleges. Check out the websites of these and other specialty colleges to see what they have to offer. Some are especially amenable to consultation. For example, ACVB advises “If you are unable to find a Diplomate in your state/province, please-search adjoining states/provinces.” Many Diplomates will consult over the phone with your local veterinarian.”

7. In some cases, you and your client may decide that seeking assistance from a veterinarian who has a practice limited to, a special interest in, extensive experience in, or additional training in an area of need, is a good solution and in the best interest of the animal patient, rather than a specialist. MVMA’s Find a Vet allows anyone to search for MVMA members who have provided information on their area(s) of practice. Some may be board-certified, others offer a special interest in, years of experience, and/or additional training in a given area.

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**VETERINARY SPECIALISTS**

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Nancy Frank, DVM, MPH, DACVP, is MVMA’s Staff Veterinarian, and can be reached at frank@michvma.org or 517.347.4710. Dr. Nancy Frank is a current member of the Board of Veterinary Medicine. Her viewpoints do not necessarily represent the viewpoints of the Board.

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**In collaboration with: The Michigan Veterinary Medical Association (MVMA)**

**By Nancy Frank, DVM, MPH, DACVP**

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**PEOPLE, PETS AND PRACTICE: YOUR VETERINARY QUESTIONS ANSWERED**

**SPRING 2022**

**MVMA | THE MICHIGAN VETERINARIAN**

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**SPRING 2022**

**MVMA | THE MICHIGAN VETERINARIAN**
In late 2021, a highly pathogenic avian influenza virus (HPAI) H5N1 virus was detected in domestic poultry in North America, first in an exhibition poultry flock in Newfoundland and Labrador. By mid-January, the virus was found in a backyard flock in Newfoundland and Labrador, and in hunter harvested waterfowl in North and South Carolina, Virginia, Maryland, and Florida. By February 2022, the same virus was detected in a small flock and a commercial turkey flock in Nova Scotia. Days later, the United States confirmed this same Eurasian H5N1 virus in a commercial turkey flock in southwestern Indiana. Within just 30 days, it was subsequently found in commercial broiler chickens in Kentucky, and backyard flocks in Virginia, New York, and Maine. This is a rapidly evolving situation and new detections are likely as waterfowl currently seem to be migrating south. With the virus established in the Atlantic and detected in the Central flyway, there is a possibility that we could see this virus in Michigan poultry.

As backyard flocks have grown in popularity, many veterinary practices in suburban and urban areas now have clients who have poultry at home. While these clients may not seek care for their birds, veterinary professionals have an opportunity to share information about biosecurity practices and diseases of concern. As the saying goes, knowledge is power, and veterinary practitioners can help share these important messages with clients, family, friends, and their community to support early detection and response to an incursion of HPAI into Michigan.

**AVIAN INFLUENZA: IMPORTANT OF UNDERSTANDING THE GENETICS**

In poultry, avian influenza viruses are referred to as either low pathogenic avian influenza (LPAI) or highly pathogenic avian influenza (HPAI), depending on the severity of disease the virus causes in domestic poultry. Avian influenza was not considered a major public health concern until 1997, when a novel H5N1 strain caused significant disease in both poultry and humans in Hong Kong. The emergence of this virus raised awareness of the potential human health impact of HPAI outbreaks in poultry. It is important to note that no human cases of these avian influenza viruses have been detected in the United States.

Avian influenza viruses are classified by two surface proteins, the hemagglutinin protein (H) and neuraminidase protein (N). Currently, 18 H types (of which 16 can infect birds) and 11 N types are recognized, creating the possibility of 18×11=198 different avian influenza viruses. Most, if not all, of these viruses will cycle among migratory waterfowl, with little or no indication of causing disease in those species although infected animals may shed the virus in feces for extended periods. However, a subset of viruses with the H5 or H7 protein can cause significant disease if introduced to domestic poultry; these viruses are given the designation of HPAI. Importantly, not all H7 or H5 viruses prove to be highly pathogenic in poultry and are subsequently classified as LPAI. However, LPAI H5 and H7 viruses can switch from LPAI to HPAI and in some cases, develop the capability to cause catastrophic poultry disease almost overnight, in a phenomenon referred to as antigenic shift.

Antigenic shift occurs when an animal is infected with multiple influenza viruses that subsequently reassort, creating novel strains. Historically, it was believed that swine serve as the required “mixing vessel,” as swine are susceptible to swine, human and avian influenza viruses, creating the greatest opportunity for emergence of a novel virus with capability to cause disease in multiple species. The emergence of the 1997 HPAI in Hong Kong directly demonstrated that genome reassortment is common in waterfowl which is believed to be the source of that virus. Viruses that arise from reassortment or antigenic shift are particularly concerning as they have the potential to cause pandemics, because affected populations that may have little natural immunity or existing vaccines to confer protection.

Antigenic drift, in contrast, is a slower process driven by mutations to H, and less commonly N, and is often caused by vaccination pressures. Progressive changes to the H protein can shift virus behavior, leading to enhanced disease-causing capabilities, and in some cases to transition a virus classified as LPAI to HPAI. The emergence and spread of avian influenza viruses, both LPAI and HPAI, is closely linked to the movement of migratory waterfowl along flyways analogous to highways in the sky for birds. The flyways that cross the United States of America from north to south are the Pacific, Central, Mississippi, and Atlantic. Birds on the Pacific flyway mix with birds from the East Asia/Australia flyway in Alaska. Birds on the Atlantic flyway mix with the East Atlantic flyway which originate in eastern Europe and western Africa. Migratory birds on Central and Mississippi flyways do not mix with those on the European or Asian origin flyways directly but indirectly through exposure to birds on the Atlantic and Pacific flyways, respectively. Michigan is within the Central and Mississippi flyways.

Michigan has seen its fair share of avian influenza, particularly near Lake Michigan in western Michigan. In 2002, LPAI H5N1 was discovered in a turkey flock during routine pre-slaughter blood testing and again in 2006, during routine testing of wild Mallard ducks. The same LPAI H5N1 was found later in a Michigan raise for-release domesticated Mallard duck flock.

Michigan was not affected when a Eurasian H5 virus carried by migratory waterfowl combined with a North American N2 and caused a severe outbreak of HPAI in midwestern poultry in 2014-2015. It was first detected in British Columbia and subsequently spread through Washington and northern California along the Pacific flyway. During early and late spring 2015, the virus arrived in Missouri and spread to Minnesota, Iowa, and Wisconsin along the Mississippi and Central flyways. That devastating outbreak resulted in 46 million dead or depopulated poultry on 160 turkey farms, 46 egg laying chicken farms, and 21 backyard flocks. Of the affected egg laying farms, seven had over 3.5 million chickens each. Initial introduction was from infected migratory waterfowl, but later spread was due to human activity. The only detection in Michigan during that outbreak was a similar HPAI H5N1 found in a flock of Canada geese in the Detroit suburbs.

**WHAT SHOULD POULTRY OWNERS DO?**

- Keep birds inside the coop when waterfowl are migrating. Be aware though that Michigan has resident Canada goose flocks that do not migrate.
- Observe flocks for signs of illness. HPAI causes many birds to die at the same time and those remaining in the flock will appear sick. An individual bird coughing or sneezing is not a cause for worry. Sick birds will be inactive, act sleepy, and quit eating.
- If a sudden death loss occurs in a flock (2 to 3 dead birds out of a flock of 10), multiple birds paralyzed at the same time or with twisted necks, immediately contact the Michigan Department of Agriculture and Rural Development at 800.292.3939.
- Always practice good biosecurity. Basically, biosecurity means keeping disease away from your flock by keeping the outside out and the inside in.
- Have dedicated clothing and footwear to wear only when taking care of birds. At a minimum change shoes before entering the coop.
- If owners hunt migratory waterfowl or golf, have someone else take care of the flock for a period of 72 hours.
- For more information on protecting flocks with biosecurity measures, visit USDA’s Defend the Flock site for tools, resources, and more.

The Michigan State University Veterinary Diagnostic Laboratory assists state and federal agencies in disease investigations by providing testing for diseases such as avian influenza. The Laboratory also performs post-mortem examinations to help identify health issues in flocks. Veterinarians or owners experiencing limited losses can contact the Laboratory at 517.353.1683 for information on how to submit an animal for a post-mortem examination.

**REFERENCES**


R. M. Fulton, DVM, PhD, DACVP, is Professor of Avian Diseases at the MSU VDL, and can be reached at FultonRM@msu.edu
What if you get lost in a desert? What if you were trapped in quicksand? Survival guides can prepare us for the worst by providing the specific instructions needed to live through a variety of perilous situations.

Regardless of the likelihood one of these scenarios would actually happen, asking “what if” helps us to plan for “how to.”

In the midst of a pandemic and all of its challenges, it may be difficult to shift focus and ask those fundamental “what if” questions about other worst-case scenarios. However, with some foreign animal diseases recently being found too close to home, we need to pivot.

In the summer of 2021, African swine fever (ASF) was detected on the Caribbean island of Hispaniola, the first time the disease had been found in the Western Hemisphere in 40 years. Highly pathogenic avian influenza (HPAI) was identified in the Canadian provinces of Newfoundland, Labrador and Nova Scotia in late 2021 and early 2022. Also in 2022, HPAI was confirmed in commercial flocks, backyard flocks, and wild waterfowl from several U.S. states.

These detections should prompt us all to ask: What if a foreign animal disease was found in one of my clients’ animals?

If a foreign animal disease (like ASF, HPAI, classical swine fever, or foot and mouth disease) was detected in U.S. livestock, regulatory officials would limit the movement of animals and animal products to contain the disease.

Secure food supply plans help livestock producers to prepare for a foreign animal disease outbreak by providing guidance about protecting their herds. In general, these plans outline how having a National Premises Identification Number (PIN), a site-specific biosecurity plan (which should also include a map of the producer’s premises), knowledge of the signs/symptoms for these major diseases, and thorough movement records will increase the possibility of regulatory officials granting movement permits.

Only animals showing no sign of disease would be able to move under a movement permit, allowing producers to maintain business continuity and survive the disruptions caused by the disease. Secure food supply plans are available for beef, pork, milk, poultry, and sheep and wool.

WHAT IF I WANT TO HELP MY CLIENT PREPARE A SECURE FOOD SUPPLY PLAN?

When it comes to secure food supply planning, veterinarians have these vital roles:

• Helping producers understand the benefits of secure food supply plans
• Helping them establish their enhanced biosecurity measures
• Educating clients on how to spot and report foreign animal diseases

First, the risks posed by foreign animal diseases, the preventative steps taken to plan for them, and the benefits of having a feasible, functional secure food supply plan are not common knowledge. Therefore, it is important to discuss this with clients and direct them to resources to build awareness.

Second, biosecurity is essential to the prevention and control of disease. Defining normal protocols versus those needed for enhanced biosecurity can provide additional flexibility to producers. But, neither will work if they are not clear, feasible, and complete.

Veterinarians should work with producers to emphasize the importance of biosecurity and discover what type of practices are already being taken. Then, recommendations can be made for how these measures can be improved on a day-to-day basis and how they can be enhanced should a foreign animal disease event occur.

Finally, since not every threat is as obvious as the scorching desert sun or one’s quickly sinking feet, teaching producers to recognize the signs and symptoms of foreign animal diseases and what to do next if they suspect something is critical to limiting the spread and impact of these diseases.

The commodity-specific websites for secure food supply planning all offer one-page handouts that describe the key signs of the diseases, show images of those signs, and outline how the disease can be transmitted to other animals. Reviewing this (or other similar handouts) with producers and giving them the opportunity to ask questions will equip them with the basic knowledge they need to recognize when something is wrong.

After identifying a potential problem, producers should be calling BOTH their veterinarian and the Michigan Department of Agriculture and Rural Development (MDARD). All foreign animal diseases are reportable, and they must be reported to MDARD IMMEDIATELY upon suspicion by calling 800-292-3939 (daytime) or 517-373-0440 (after-hours). Anyone can report a reportable disease; a person does not have to be a veterinarian. When reporting, always speak with a staff member; do not leave a voicemail message.

WHAT IF EVERY PRODUCER HAD AN INFORMED, COMPLETE SECURE FOOD SUPPLY PLAN?

The survival guides have taught us that survival begins with preparedness, and secure food supply plans have provided a general roadmap that can help producers be prepared for those worst-case scenarios.

However, a plan will only be as good as the knowledge, time, and care that went into creating it. Helping producers recognize a foreign animal disease, know what enhanced biosecurity measures they should take, and understand who they need to contact in those emergencies is key to protecting animal health and the continuity of Michigan’s food and agricultural economy and supply chains.

But, this resiliency can only be built if we first make time to ask: What if . . . ?

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.
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. As we all start to get back to “the new normal”, we’ve seen the importance of community and investing in your future, 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 (< 8 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 five informal and highly interactive sessions designed to increase your comfort with communication and teamwork. Each session will focus on a different aspect of veterinary life facilitated by MVMA leadership or an industry expert who is excited to work with you on topics like emotional intelligence and developing your passion, conflict resolution and communication, client and colleague diversity, advocacy and regulation, and work/life balance and avoiding burnout.

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. Send all completed forms and required identification to 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 or call 517-347-4710. Only MVMA members are eligible to participate. Concerned about getting time off to participate? Contact us and we can help!

Kara Henrys is MVMA’s Director of Learning and Strategic Partnerships, and can be reached at henrys@michvma.org or 517-347-4710.
Lunch & Learn

Veterinary professionals are busier than ever. Do you find it difficult to take a day or even an afternoon off to attend CE sessions? Are affordable and flexible options part of your decision-making process when considering CE sessions?

If so, the MVMA can help! MVMA’s new Lunch and Learn Series is a monthly webinar series for the busy professional that you don’t want to miss! Each month in 2022, the MVMA will offer a one-hour CE session on in-demand industry topics. These sessions will be live virtual events that will also be available on-demand. So, no need to worry anymore if your schedule changes. You can view the session at your leisure. The new Lunch and Learn Series is your flexible quality education, on your terms.

UPCOMING LUNCH AND LEARN SESSIONS

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<th>NOON - 1:00 PM</th>
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<td>Extralabel Drug Use in Veterinary Medicine with the United States Food and Drug Administration (FDA)</td>
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<td>Speak the Same Language: Strategies to Help Clients Understand Recommendations with Wendy Hauser, DVM</td>
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<td>Rethinking Suicide Prevention, Intervention, and Postvention with Jen Brandt LISW-S, PhD</td>
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<td>Fear Free with Marty Becker, DVM, Founder of Fear Free</td>
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<td>Conflict Resolution in the Workplace with Debra Vey Voda-Hamilton</td>
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<td>All About Assistance Animals with Zenithson Ng, DVM, MS, DABVP</td>
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NOON - 1:00 PM | THURSDAY, DECEMBER 1, 2022

For more information and to register, please visit us at www.michvma.org/lunch-and-learn-series

MVMA WELCOMES DR. SRINAND SREEVATSAN AS SECOND VICE PRESIDENT

By Samuel Florio

The Michigan Veterinary Medical Association is proud to announce that Dr. Srinand Sreevatsan has joined the MVMA Executive Committee as the Second Vice President. Dr. Sreevatsan has volunteered with the MVMA for many years and previously served on the MVMA Board of Directors before taking on this new role.

“Dr. Sreevatsan has committed his knowledge and time to help MVMA make crucial decisions for our membership, and we are extremely grateful for that,” said MVMA CEO John Tramontana. “We are delighted to have Dr. Sreevatsan on the Executive Committee and look forward to his contributions in this new leadership role.”

Dr. Sreevatsan is a veterinarian and a scientist with a passion for scientific investigations that contribute to the health of animals, humans, and the environment. He has dedicated his career as a veterinarian-scientist to zoonotic disease investigations. He is committed to the profession of Veterinary Medicine and has strived to enhance animal health and well-being by developing an interdisciplinary and international program on animal and human infectious diseases.

Dr. Sreevatsan is committed to an integrated approach to clinical and scientific education that engages stakeholders, policymakers, and scientists representing multiple disciplines critical to achieving the highest quality of future generation veterinarians and veterinary-scientists.

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

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

“I seek to make my journey as a veterinarian and a scientist more impactful through this leadership opportunity by providing a vision as we build a bridge across disciplines to train future veterinary clinicians and clinician-scientists.”

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

“I care about the health of animals, the health of humans, and the health of the environment. I see the profession of veterinary medicine (be it small/pet animal health or in ensuring safe, nutritious and high-quality animal protein production using responsible agricultural practices, or the health of wildlife that maintains homoeostasis of our ecosystems) as sitting right in the middle of the animal-human-ecosystem continuum. I look at veterinary medical education and research in a college invigorating as it stimulates new ideas, develops a new generation of clinicians, scientists, and biomedical professionals, and is continuously evolving with discoveries. Discoveries that radically change the responsible practice of medicine, educational modalities for new DVMs, improvements to Agri practice or enhancement of the quality of our environment. I strive to develop these strategic directions relevant to current state-of-the-knowledge and technology to aid in elevating the profession of Vet Med to set a rhythm on how medicine is practiced.”

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

“In this significant role as Second VP of MVMA, I hope to instill the idea of innovation in medical practice, the applications of expertise veterinarians bring to the concept of One Health-One Medicine, and enhance the diversity of the profession through intentional training and education of our leadership and incoming professionals.”

Dr. Srinand Sreevatsan is Michigan State University’s College of Veterinary Medicine Associate Dean of Research and the Graduate Studies Professor of Pathobiology and Diagnostic Investigation, and can be reached at sreevats@msu.edu.

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I recently realized that the stress that we have been working under for the past several years is showing up in our physical health—we are weary of veterinary medicine. Low-level anxiety, emotional fatigue, health issues, and physical exhaustion are the things that have been showing up in my coaching clients, my colleagues, and myself in a way more recently than I have ever experienced before. The chronicity of these challenges in the profession is building. If we don’t discover how to care for our mental and physical health, we will lose the magic of this career and continue to lose many of the fantastic people that share the veterinary life with us.

**HERE ARE FIVE WAYS WE BECOME LESS WEARY.**

1. **Revisit your purpose and mission.**

On a recent podcast, I spent some time with a dynamo business coach, Pete Mohr. Pete had many things to say about creating your business mission and your purpose for doing the work that you love to do. Being well versed and grounded with your life and work purpose keeps you fresh and enjoying your work. He offered something that I thought was interesting in calling part of the equation your “promise.” What are your promises to your practice, your team, and yourself? Can you say that each moment you spend at work and home is helping you deliver on your promise? When you are feeling weary, revisit those things that got you into veterinary medicine in the first place. Reminding yourself of your purpose, mission, and promise will help you feel energized and focused on the life and career you desire.

2. **Seek to find something daily that you love about your job.**

Recently, I was excited to see a patient of mine. He is a 28-year-old Quaker Parrot (Monk Parakeet) that has been suffering from heart failure for over two years. His lovely and kind “Dad” brought him in for his annual wellness checkup with me to discuss his progress and give him the OK to continue enjoying his work. He offered something that I thought was interesting in calling part of the equation your “promise.” What are your promises to your practice, your team, and yourself? Can you say that each moment you spend at work and home is helping you deliver on your promise? When you are feeling weary, revisit those things that got you into veterinary medicine in the first place. Reminding yourself of your purpose, mission, and promise will help you feel energized and focused on the life and career you desire.

3. **When you are feeling weary, revisit those things that got you into veterinary medicine in the first place.**

Reminding yourself of your purpose, mission, and promise will help you feel energized and focused on the life and career you desire.

4. **Set some small goals for yourself each day to encourage personal growth.**

We all have dreams, and nothing feels better than accomplishing one of those dreams. Reflect on what you did last year and ask yourself if you want more. If there are things that you have been procrastinating on, working those steps into your day will help you avoid the weariness of monotony. Set your intentions and honor yourself by carving out a few minutes in your day to work on a goal or dream. If you want to learn more about dental medicine, spend 10-15 minutes of your workday studying that subject. Not only will that small study session push you towards your goal, but it will also make you feel more energized about your workday. Small chunks of time will reap small benefits. The reward is the bigger benefit of feeling more energized and accomplished.

5. **Feed your body and soul to combat weariness.**

It takes a sound body to carry a sound mind. There is often little time to eat and relax on a veterinary workday. Take short breaks throughout the day to drink water, eat a healthy snack, or even meditate or exercise for a few minutes. Stretch with a team member to relieve tension and build a bond. Recently at my hospital, two of our technicians were doing jumping jacks in the pharmacy and stretching out each other’s backs. It took less than two minutes, but they were both laughing and working on their health. Adding some moments in your day to focus on yourself will help you feel more energized and less stressed. You can even send a short text to your family just to check in. Sometimes that little connection to your home life helps to create more balance.

If you feel weary at work or home, you have the power to change it. Keep yourself and those around you healthy, and keep good people in our profession. Try some of these steps to begin your journey away from weariness and toward joy.

*Julie Cappel, DVM,* is the director of Warren Woods Veterinary Hospital and a certified life coach. Dr. Cappel can be reached at 586.751.3350 or jacappeldvm@gmail.com. Also, join Dr. Cappel weekly on her podcast, “The Veterinary Life Coach Podcast,” available on iTunes and Spotify.
A common challenge experienced by veterinary hospitals of all types is the inability to hire and retain veterinary team members. A 2020 Compensation and Benefits survey reported that veterinary employee turnover rate was 23%. It was highest for receptionists (32.5%) and veterinary technicians (23.4%). Nearly 40% of veterinarians surveyed for a 2021 AVMA economic study stated that they had explored leaving the profession.

What is driving dedicated animal care providers to walk away from the veterinary profession? In a recent AVMA report, the top three reasons impacting veterinarians’ decisions to leave are work-life balance (75%), workplace culture (47%), and the desire to earn a higher compensation (34%). Factors influencing veterinary technicians to change careers include excessive workloads, lack of autonomy, and financial compensation.

Research highlighted in a 2021 McKinsey article found that veterinary medicine is not alone in high rates of employee turnover; four in 10 employees from five countries and a variety of industries reported that they were likely to leave their current jobs within the next six months. Because employers are failing to provide healthy workplaces, 40% of US employees who had quit their jobs in the six months preceding the survey did not have another job lined up. How can veterinary hospitals become the employer of choice? We must create healthy environments for our teams; otherwise, why would they stay?

THREE COMPONENTS OF HEALTHY WORKPLACES TO HELP EMPLOYEES “STICK”

As discussed in the McKinsey article, employees want workplaces that provide and support purposeful work, meaningful relationships with colleagues, shared values, and a sense of community. Employees want the autonomy to create impactful work, flexibility in how they work, and better work-life balance. Consider how well your hospital delivers in the following three areas:

1. Psychological Safety
   - In cultures of psychological safety ‘companionate love’ (the degree of affection, caring, and compassion that team members feel and express toward one another) is high. Based on warmth and connection, companionate love in the workplace results in higher employee satisfaction and teamwork, improved patient care, and lessened emotional exhaustion. If this emotion is missing in the workplace, team members are indifferent or callous toward one another. When things aren’t going well in the hospital, there is a sense of ‘every person for themselves.’ Fearing negative reprisals, employees cover up mistakes. This negatively impacts job performance, increases stress and emotional exhaustion, and negatively impacts patient outcomes.

2. Autonomy
   - Why is autonomy important in employee retention? The work done by medical professionals, including those in veterinary medicine, brings a significant sense of purpose to their lives. One study found that human physicians who spend more than 20% of their time on work that is most meaningful to them are at lower risk of burnout, had higher career satisfaction, and decreased rates of turnover.

3. Create Learning Cultures
   - Psychological safety is present when teams share the belief that the group is safe for interpersonal risk-taking. This allows team members to feel safe in their workplace, they are more likely to continue in their current jobs, with their current co-workers. Those who feel safe with each other trust one another and are supportive.

   In cultures of psychological safety ‘companionate love’ (the degree of affection, caring, and compassion that team members feel and express toward one another) is high. Based on warmth and connection, companionate love in the workplace results in higher employee satisfaction and teamwork, improved patient care, and lessened emotional exhaustion. If this emotion is missing in the workplace, team members are indifferent or callous toward one another. When things aren’t going well in the hospital, there is a sense of ‘every person for themselves.’ Fearing negative reprisals, employees cover up mistakes. This negatively impacts job performance, increases stress and emotional exhaustion, and negatively impacts patient outcomes.

   Another way to foster psychological safety is by creating alignment in the workplace through shared purpose and common identity. This is a collective effort, with the entire team providing input. Start by asking questions like “Why do we come to work each day?”, “Why does what we do matter and who does it matter to?”, “What is the role each of us plays in the shared purpose of our hospital?”, and “How do we work together to deliver our shared purpose?” When teams find the answers to these questions, the outcome is a shared belief in workplace vision and the responsibility to uphold it.

   Why is autonomy important in employee retention? The work done by medical professionals, including those in veterinary medicine, brings a significant sense of purpose to their lives. One study found that human physicians who spend more than 20% of their time on work that is most meaningful to them are at lower risk of burnout, had higher career satisfaction, and decreased rates of turnover.

   When talented veterinary team members cannot engage in purpose-driven work, they often choose to leave the profession. In veterinary medicine, we hire for a position and expect the employee to carry out the tasks within that position, without tailoring the work to match their preferences. When employees have the latitude to shape their jobs to their needs, abilities and preferences, the outcomes are improved engagement, well-being, and job performance. Observe your team members at work; when are they most engaged? This is one way to identify what motivates them. Another is to ask them how they would like to craft their jobs. The answers might surprise you. One team member might want to take ownership of creating protocols and procedures; another may prefer to create client education videos that can be housed on your website and a third might be passionate about creating safety programs for both patients and people. Provide dedicated time during the workweek for employees to focus on passion projects.

   Another way to increase autonomy in veterinary hospitals is to provide employees more control over their work schedules. Ask employees what schedules work best for them. For some, it will be a compressed schedule where the employee works three consecutive 12-hour days. For others, it might be midday hours that align with school schedules, so the employee is available for childcare before and after school. What positions can be done off-site, such as answering phones, follow-up calls, and cultivating client retention? The days of non-customizable work are over; employers need to be flexible and creative in meeting the needs of their employees.

   How do we work together to deliver our shared purpose?” When teams find the answers to these questions, the outcome is a shared belief in workplace vision and the responsibility to uphold it.
CREATE LEARNING CULTURES

Studies have found that employees with opportunities to learn, grow and develop in organizations are less likely to leave. As stated in the McKinsey article, “Employees are looking for jobs with better, stronger career trajectories. They desire both recognition and development. Smart companies find ways to reward people by promoting them not only into new roles but also into additional levels within their existing ones.”

Traditionally, private practice veterinary medicine is a stagnant career path. An employee is hired to do the work in a particular position, and there is no advancement opportunity. There is a lack of transparency regarding pay and benefits, with the most tenured employees often receiving the highest salary. Due to a lack of differentiation within positions, there is no incentive to develop new competencies. The perception that their efforts make a difference decreases, job satisfaction declines, and turnover increases.

The solution to this problem is to create tiered levels within each position. The expectations for each level are clearly outlined, as is the pay and benefit package for each position. For example, a tiered program for veterinary technicians could look like the following:

- Veterinary Technician Level 1 is a graduate of an accredited two- or four-year technology program who can perform basic technical, computer, and client interaction skills as defined by the hospital. When the employee has mastered competencies in this level, they can progress to Veterinary Technician Level 2.
- Veterinary Technician Level 2 meets all the qualifications of Level 1, plus it is a credentialed technician.
- Veterinary Technician 3 meets all qualification of the preceding levels, and will develop competency in advanced technical, computer, client interaction, and basic leadership skills as defined by the hospital. When these skills have been mastered, the credentialed technician can opt to pursue the next level.
- Veterinary Technician 4 meets all qualifications of the preceding levels. Within this level, the master becomes the teacher, taking an active role in mentoring new hires, team training, and developing advanced leadership skills. Level 4 Veterinary Technicians may pursue Veterinary Technician Specialist (VTS) certifications.
- Veterinary Technician 5 meets all qualifications of the preceding levels and is certified as a VTS in a specific area of focus.

When each position within a hospital, from kennel attendant through veterinarian, has tiered systems in place the outcomes are increased workplace engagement, improved job satisfaction, a greater level of trust in hospital leadership and individual investment in hospital success. The employee has the autonomy to manage their career and the choice to either pursue new levels or not. Longevity is no longer the criteria for higher salaries; hospital leadership can recruit new talent into the appropriate level based on the skills of the applicant, with proper compensation.

Dialog within the veterinary industry about workforce shortages is focused on training more employees, such as veterinarians, veterinary technicians, and perhaps an advanced care technician with an expanded scope of practice. While there is likely a need for more trained professionals, this solution alone will not solve the staff shortages plaguing the veterinary profession. Retaining talent...aka making them “sticky”, is the new recruitment. Until veterinary hospitals create healthy workplaces, talented professionals will continue their exodus; the costs to the individual are too high for them to stay.

Wendy Hauser, DVM is the founder of Peak Veterinary Consulting and has practiced for 30+ years as an associate, practice owner, and relief veterinarian. She has worked in the animal health industry as a pet health insurance executive and as a technical services veterinarian. Dr. Hauser, passionate about education and innovation, partners with both industry partners and individual veterinary hospitals. She is a regular presenter at veterinary conferences, facilitating workshops on hospital culture, associate development, leadership, client relations, and operations. Frequently published, she is the co-author of “The Veterinarian’s Guide to Healthy Pet Plans.”

Wendy Hauser, DVM, is the founder of Peak Veterinary Consulting, and she can be reached at drhauser@peakveterinaryconsulting.com or (303) 819-1899.

This article was originally written for ASPCA® Pet Health Insurance. It is reprinted here with permission.

References:
1. AAHA Compensation and Benefits, Ninth Edition. AAHA Press 2020
ECONOMICS - DEMAND FOR SERVICES IS COOLING BUT PROFESSIONAL BURNOUT IS HEATING UP

AVMA Economist, Matt Solois, shared his projections for veterinary medicine.

The increase in demand for veterinary services is moving to pre-pandemic levels.

There is an increase in GDP, but we are faced with concerns over the supply chain, inflation, and workforce.

Inflation is a major consideration. Pre-COVID year-over-year price increases for veterinary care averaged about 4%, however, by the end of this year the average increase will be near 7%.

“At a 7% price increase growth rate, the average cost of veterinary care to a pet owner will double in about 10 years. So clearly, we have an affordability challenge that needs to be on our minds.”

“Other reasons come down to issues of mental health and work-life balance—a desire to better manage stress, anxiety, and depression.”

To face these challenges, Dr. Solois states our solutions must be focused on the long run, based on evidence, and centered on root causes. To meet the demands of the future, he suggests:

- Leverage Technology - inventory, accounting, financial standardization
- Foster Talent - empower employees to perform the full range of work they’ve been trained and are qualified to do.
- Support your team - create an inclusive, healthy workplace that prioritizes individual and workplace well-being.

Dr. Solois pointed out that stress affects staff to a greater extent and reminded us “we are better together”.

The AVMA has tools to help us and those include the Veterinary Technician Utilization, Veterinary Workforce Dashboard, and Veterinary Industry Tracker. You may access them by visiting the AVMA website at www.avma.org/resources-tools.

WELL BEING

Perhaps the greatest resources are those that deal with mental health and well-being. Jen Brandt, Ph.D., AVMA director of well-being, diversity, and inclusion initiatives, detailed us an exciting new project.

Dr. Brandt explained, “Effective communication is a cornerstone of healthy workplaces, and yet it is often an afterthought. By learning how to communicate more effectively, we can solve problems from occurring or escalating and help improve employee happiness, loyalty, mental health, and well-being.”

The Train-the-Trainer Wellbeing Program offers participants 5.25 hours of continuing education. Participants will learn:

- The link between effective communication and workplace well-being
- Core communication skills that build trust, increase support, and facilitate open, candid dialogue
- How to conduct communication- and relationship-centered training in live and virtual settings

You can learn more by going to www.avma.org/blog/are-you-passionate-about-communication-become-wellbeing-educator.

AVMA CANDIDATES FOR PRESIDENT-ELECT

There were other key initiatives and discussions/voting on resolutions at the VLC, but we want to familiarize you with the two individuals seeking the position of President-Elect of the AVMA. Drs. Grace Brandford and Rena Carlson have announced their candidacy for this important leadership position. The election will take place at the AVMA Annual Convention to be held in Philadelphia from July 29th through August 2nd. Please take a moment to visit their websites and reach out to your MVMA representative or Jill and Steve with your impressions, questions, or candidate preference.

You can learn more by going to www.michvma.org/avma.

The number of DVMs thinking about leaving the profession increased from 38% in 2020 to 44% in 2022.

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

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

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

Jill Lynn, DVM, is the MVMA’s Alternate Delegate to the AVMA and can be reached at jill.lynndvm@yahoo.com or 517-331-2009.
VETERINARIANS WANTED

Do you have a passion for Low Stress Veterinary Visits, and want to become an integral part of our forward-thinking team? Thorpe Animal Hospital is looking to find a strong associate to fill a part-time or full-time role. We recently finished a full clinic remodel to utilize our space efficiently and enable us to become AAHA, Fear Free certified and feline friendly. Candidates must have a passion for growth and team spirit, be able to offer excellence in surgical skill, patient care and education. We utilize digital x-ray, digital dental x-ray, ultrasound, endoscopy, surgical laser, therapy laser and a full in-house laboratory. Orthopedic experience would be a bonus! Help us elevate our team to the next level. Benefits include a competitive salary and benefits package including Pro-Sal and signing/relocation bonus. No after-hours emergency or on call rotation means that you get to experience all that Lappeer Michigan has to offer to ensure a work/life balance. A background of beautiful architecture, outstanding scenery and a small-town feel offer a great place to call home. Send all inquiries to jwaterman@thorpevet.com.

John Ball Zoo is looking for an associate veterinarian. They will work closely with our onsite veterinarian in the development and implementation of a quality, comprehensive preventive and remedial health care programs to protect and preserve the health of the animal collection at John Ball Zoo. This person will implement and monitor quarantine and pre-shipment testing procedures for incoming and outgoing animals to protect and preserve the health of the animal collection, prevent transmission of diseases and parasites, and comply with federal and state rules and regulations. The associate veterinarian will also be responsible for diagnoses of animal illnesses, give medical care to the animals, administer vaccines, and perform emergency and elective surgeries. Apply at jjzoo.org/careers.

LOOKING FOR ONLY THE BEST: Do you laugh and have fun at work? Do you enjoy working with people that are just as passionate as you? Do you enjoy having a 4-day work week with only working 2 Saturday mornings a month? If you said NO to any of these questions, we highly recommend you do NOT apply to Sterner Veterinary Clinic. Our small animal practice is located just outside the Greater Grand Rapids Area in Ionia, MI. We are growing exponentially and we are looking for a small animal veterinarian that wants to be part of a team of remarkable Veterinary Professionals that are committed to medical and surgical excellence in a fun and vibrant environment. Do you still think you can hack it with this elite crew? If so, please read on to learn more…

Sterner Veterinary Clinic has been open for over 77 years and recently built a 6,000 square foot, state of the art, small animal clinic. We have 5 small animal veterinarians on staff that encompass over 90 years of experience and are ready to mentor, partner, and collaborate with a passionate, driven individual who is looking to take their skills to the next level. Benefits include a competitive salary and benefits package including Pro-Sal and signing/relocation bonus. No after-hours emergency or on call rotation means that you get to experience all that Lappeer Michigan has to offer to ensure a work/life balance. A background of beautiful architecture, outstanding scenery and a small-town feel offer a great place to call home. Send all inquiries to jwaterman@thorpevet.com.

Have you always dreamed of growing a team of doctors? A team with a high standard of care? Warren Woods Veterinary Hospital (Warren, MI), an AAHA accredited practice, is looking for a leader to do just that! As the Managing Veterinarian, you will have the freedom to build an engaging culture and drive high medical standards. While you and the Hospital Manager will have the autonomy to make these types of decisions for the practice, you have the support of an established team and the NVA Community. Warren Woods is one of 5 individual hospitals within the local NVA Community who you can collaborate with and have support from. Additionally, our existing MDVM, Dr. Cappel, who has been with the practice since 1991 will fully support the MDVM as she transitions to an Associate role with the practice. Our progressive hospital is well-equipped with: Robust support team of 12 Techs & CSR’s, Companion Therapy Laser, Ultrasound, Allergy Testing, Advanced Dental Care, In-house Labs, and Modern Surgical Suite. Visit our website at www.warrenwoodsветinaryhospital.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8587.

Warren Woods Veterinary Hospital is an AAHA Accredited, small animal hospital located in the Greater Detroit area of Southeast Michigan (Warren, MI). If you are seeking a rewarding career with a team that has over 200 years of experience, we would love to have you join our team! We offer flexible schedules and generous benefits in a family friendly atmosphere. Our ideal candidate would have a personable bed-side manner, possess excellent communication skills, and be able to promote healthcare services in the best interest of our patients and clients. Our hospital offers companion therapy laser, ultrasound, allergy testing, advanced dental care, exotic wildlife care, in-house labs, and modern surgical suite.
North Main Animal Hospital, in Royal Oak, MI, is a well-established, small animal clinic founded in 1950 that has built a solid reputation on excellent service and quality medical care. We are looking for a full-time or part-time Associate Veterinarian to join our busy 4 doctor practice. Along with excellent communication and medical skills, our ideal candidate would be comfortable performing general surgeries and would have a strong interest in dentistry. Our hospital offers Avmark Software, Digital X-Ray, Digital Dental Radiographs, Separate Surgical Suite, Dedicated Recovery Room, In-House Laboratory, Ultrasound, Soft Tissue & Orthopedic Surgery Center, CT Scan, and Full In-House Dental Suite. We offer a competitive salary and full benefits along with a great work schedule! All experience levels are welcome, including new graduates seeking mentorship are welcome to apply. Visit our website at www.northmainanimal.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

Great Lakes Hospital for Animals is a multi-doctor, AAHA-accredited small animal practice located in Belmont, MI (only 15 minutes north of downtown Grand Rapids). We are looking for either a full or part time associate to join our 4 veterinarians and our highly skilled veterinary team. We mentor, support and provide high quality medical care in a location that offers a competitive salary, in-house and DVM ratio of at least 4 to 1. Compensation includes a competitive guaranteed base, commensurate with experience, in addition to a monthly production bonus. We are able to offer a generous signing bonus and relocation allowance to qualified candidates. All experience levels, including new graduates, are welcome to apply! Please visit our website for additional information: www.greatlakeshospitalpc.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

Haven Animal Hospital is seeking an As sociate Veterinarian to join our 4-doctor team! We are a full-service hospital located only 30 minutes west of Grand Rapids along the beautiful shores of Lake Michigan. Our doctors treat a wide variety of animals including dogs, cats, pocket pets, birds and other small exotic animals. Our modern hospital is well-equipped with ultrasound, digital radiology, therapy laser, digital dental radiology, up-to-date dentistry equipment, in-house laboratory, and fully-stocked surgical suite. We are proud to employ a well-trained and highly-skilled support staff with a DVM at all times. Please visit our website at www.northmainanimal.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

quette Animal Hospital is a freshly refi nished, full service, small animal prac tice serving clients & pets in Kalamazoo and the surrounding areas for over 30 years. Doctors at Oakwood are detail-ori ented, providing the best possible care in a collaborative/teamm-focu ed work envi ronment. We strongly value work-life bal ance and encourage full-time, part-time, and flextime options to include both full-time (conventional or block schedules) or part-time positions in a welcoming team with a positive work environment. We strongly value work/life bal ance and encourage family members. Our practice is located in Benton Harbor, MI which is a lovely town with a great family atmosphere, plenty of cultural activities, and easy access to beautiful beaches, parks, and hiking trails. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

Parkview Animal Hospital (Warren, MI) is a well-established small animal clinic that focuses on providing compassionate care for our patients and their owners while providing the highest standards of care. Our ideal candidate is confident, caring, and can work effectively with fellow team members in a large group environment. In addition to small animals, we are also equipped to welcome exotic pets for our Associates interested in providing care (not required). Our family of veterinarians are enthusiastic and well-prepared to share their knowledge and discuss cases with our new associate. The entire team is happy to assist when asked, while still encouraging individual growth and independence. Our clinic offers exam rooms, large treatment room, digital den tal x-rays, spacious 4-table surgical suite, in-house & IDEXX referral labs, collabora tion with an Orthopedic Surgeon to perform surgeries in our hospital, and no on-call or after-hours responsibilities! All experience levels are welcome to apply. Visit our website at www.parkviewanimalhospital.com or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

Visit our website at www.oakwoodvet.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

North Main Animal Hospital, in Royal Oak, MI, is a well-established, small animal clinic founded in 1950 that has built a solid reputation on excellent service and quality medical care. We are looking for a full-time or part-time Associate Veterinarian to join our busy 4 doctor practice. Along with excellent communication and medical skills, our ideal candidate would be comfortable performing general surgeries and would have a strong interest in dentistry. Our hospital offers Avmark Software, Digital X-Ray, Digital Dental Radiographs, Separate Surgical Suite, Dedicated Recovery Room, In-House Laboratory, Ultrasound, Soft Tissue & Orthopedic Surgery Center, CT Scan, and Full In-House Dental Suite. We offer a competitive salary and full benefits along with a great work schedule! All experience levels are welcome, including new graduates seeking mentorship are welcome to apply. Visit our website at www.northmainanimal.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or (404) 772-8367.

Nickerson Animal Health Center was established in 1878 in Benton Harbor and has remained in the area, although the location and name has changed a few times since. We are a part of the AAHA since 1954. Our team considers our clients and their pets apart of our growing family. We strive to educate our team, as well as our clients, of the newest and best practices for their furry family members. Our practice offers digital x-rays and digital dental x-rays, in-house diagnostics, ultrasound, cold laser therapy, a dedicated surgery suite and dental suite, and so much more! We collaborate with a Board-Certified surgeon that specializes in orthopedics and soft tissue and orthopedic surgery. Our practice is located in Benton Harbor, MI which is a beautiful town along the beautiful West Michigan shoreline! Northside Veterinary Hospital (Mus-
practicing a high level of medicine. Our ideal candidate will demonstrate strong communication skills and have an interest in soft tissue surgery. If you also have an interest in orthopedics, we are happy to teach! Our clients are very motivated to do most of what we would recommend, making practice at Bay Pines very rewarding. In addition, we have an exceptional support team in place which makes work both efficient and enjoyable. We offer great benefits, CE, and vacation days, with a highly competitive salary negotiable upon experience. All 6 doctors work 4 days per week, rotating equally for emergency work, weekends, and holidays. Our hospital features Digital Radiography, Digital Dental Radiography, High-speed Dental Equipment, Ultrasound, Cutting CO2 Laser, Côté Therapy Laser, Complete In-house Laboratory, Dedicated Surgical Suite, and a busy attached Boarding/Daycare/Grooming Facility. Visit our website at www.baypinesvet.net. For more information or to apply, please contact Megan Nolan at Megan.Nolan@mva.com or (404) 772-8367.

Allegan Veterinary Clinic is a bustling small animal practice situated along the Kalamazoo River in the charming downtown area of Allegan, MI. Our growing practice will be moving to a brand new, state-of-the-art, facility later this Spring! We are looking for a well-trained, dedicated, and motivated small animal veterinarian to join our team and continue to learn, this is the place for you! Our doctors do not practice medicine in their “own lanes”, but instead value teamwork and often collaborate and share knowledge with each other throughout the day. Because of this, the Managing Veterinarian will aid in the mentorship of our future doctors and be the person to bring in new procedures/protocols. Our hospital offers: No after hours emergency call, Digital Radiographs, In-House Diagnostic Labs, EKG, Ultrasound, Full pharmacy, and more. We offer a highly competitive salary with production and milestone bonuses with hospital growth. Additional-ly, we offer up to $50,000 in incentives, an excellent vacation package with 3 weeks off each year, a 401(k) match. Please visit our website at: www.alleganveterinaryclinic.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@mva.com or (404) 772-8367.

Advanced Pet Care of Oakland is busy, small animal AHA practice located in Clarkston, MI, just 1 hour north of Detroit. We are seeking an Associate Veterinarian to join our growing 5 doctor team. We have an active dentistry program, pet wellness plans, digital radiography, and more. All experience levels welcome to apply. $100,000 base salary with production, full benefits, and up to $50,000 in bonuses. Visit our website at alleganvet- erinaryclinic.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@mva.com or (404) 772-8367.

Managing Veterinarian (DVM) Opportunity! Allegan Veterinary Clinic is looking for an enthusiastic, well-experienced veterinarian to join our growing practice. Candidate must possess strong communication skills and have an interest in soft tissue and orthopedic medicine. We are seeking veterinarians who are interested in working with us and possible future ownership opportunities. Visit our website at www.ad- vanced-petcare.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@mva.com or (404) 772-8367.

Generous hiring bonus for full-time candidates! Need more work/life balance? Do you love surgery? Do you want to truly make a difference in the animal welfare field by helping to reduce animal over-population? The PAWS Clinic, a non-profit, affordable spay/neuter clinic in Taylor, Michigan, is seeking to add a full-time (4 days per week) or part-time veterinary surgeon to our talented, mission-driven staff. A typical day is 7:30am-4:30pm. No evening, weekend, or holiday work is required. We are looking for someone who enjoys working with a highly competitive salary negotiation, low overhead costs, and is interested in building a successful practice. Please visit our website at www.paws-clinic.com for more information or to apply. Send your resume to Terra at terra@thepawsclinic.com.

Sunrise Side Veterinary Hospital is seeking an associate veterinarian to join our family owned, progressive two doctor AHA-accredited practice in East Tawas, Michigan. We are a companion animal practice which focuses on quality medicine, compassionate care, and open client communications. We have an experienced dedicated staff who make our practice a veterinary family. Our hospital amenities include a full lab as well as digital radiography, digital dental radiography, a rigid and flexible endoscope, ECG with blood pressure monitoring, Pulse Ox, a high-speed dental unit and therapy laser and utilize Improved Infirmary software. We do both soft tissue and orthopedic surgeries in house. We are looking for a full-time veterinarian with a positive attitude and good interpersonal skills to join our veterinary family for the long term. This position will allow you to combine your passion for medicine and compassion for pets with a commitment to offering high quality care and still have a good time doing it. New graduates with an interest in learning and growth welcome. East Tawas is located along Lake Huron and has a population of just 1,564. We offer attentive care and offer pay time. We are currently looking for a full-time veterinarian to join our four doctor practice. Our position as a walk-in clinic has allowed us to bridge the gap in veterinary care that so many families have experienced during the past two years. Would you like to work in a fast-paced, engaging clinic with excellent pay, no on-call, a 2.5 to 1 assistant to doctor ratio and an excellent working relationship with nearby referral facilities? In order to attract talented veterinary professionals like you, we have a flexible approach to remuneration based on your expertise, years of experience, and each candidate’s particular needs. Please contact us at kingham17@yahoo.com.

Bay Pines Veterinary Clinic (Harbor Springs, MI) is in the heart of beautiful northern Michigan. We are a busy two-vet clinic, practice that treats most small animals and exotic pets (exotic pet care not required). We are seeking an eager Associate Veterinarian that is interested in problem solving, making a positive impact on our community, and is interested in providing the highest quality of care to our clients. Although we are a small practice, we are a family practice and have ongoing growth opportunities. Our practice is fast paced, but our staff is well-trained, friendly, and efficient. We offer a very competitive compensation package with a $50,000 base salary, a 4-hour call schedule, 90 days paid time off, and a 401(k) match. Please visit our website at alleganvet-hospital.com. For more information or to apply, please contact Meghan Nolan at meghan.nolan@mva.com or (404) 772-8367.

The PAWS Clinic, a non-profit, affordable spay/neuter clinic in Taylor, Michigan, is seeking to add a full-time (4 days per week) or part-time veterinary surgeon to our talented, mission-driven staff. A typical day is 7:30am-4:30pm. No evening, weekend, or holiday work is required. We are looking for someone who enjoys working with a highly competitive salary negotiation, low overhead costs, and is interested in building a successful practice. Please visit our website at www.paws-clinic.com for more information or to apply. Send your resume to Terra at terra@thepawsclinic.com.
sign-on bonus after a qualifying period, 15 days paid vacation and a continuing education allocation to assist with career growth. We are also happy to explore other remuneration alternatives that may better suit your needs. By now you will have realized that the Red Barn Veterinary Clinic is a genuinely unique environment and a leader in providing medicine in this changing veterinary environment. It is time for you to take the next step in your career. Please apply by sending your resume and cover letter to annmdvm8@gmail.com.

FT/PT Associate Veterinarian, Pet Vet Family Pet Care Center, Mentorship Available. After an adventurous four years of veterinary school, you are ready to get your paws on the ground. As a veterinarian for the first time you may seem daunting. We understand the importance of mentorship, collaboration and a strong support team is imperative to your growth and success. Pet Vet Family Pet Care Center, Farmington Hills, MI. At Advanced Veterinary Medical Center, we are excited to add another doctor to our two-doctor practice. Why are we adding another doctor? Because we have a passion to serve others and to give back. We are all working hard with shifts, simple IRA, paid dues, paid CE and signing bonus. Please email resume to sahshoughtonlake@gmail.com or fax to 989/366-7399 Attn: Elizabeth.

Come join our team! At Orion Oakes Animal Hospital we are committed to providing the best quality care to our patients and clients. We are looking for a part time or full-time associate. We are a one doctor practice with a strong support staff including multiple LVTs. We all work hard but have fun doing it. We are extremely excited about the opportunity to add an additional veterinarian to our team. We are a fully equipped, full-service hospital with in-house lab equipment, digital x-ray, digital dental x-ray, and ultrasound. We encourage veterinarians of all experience levels with an interest in surgery, exotics, dental, and ultrasound to apply. We love new graduates and the opportunity to provide mentorship and learn from recent graduates. We provide the following comprehensive benefits: Generous compensation package, No after hours or on-call duties, Generous vacation time, Medical and dental insurance, CE Allowances, Licensing Fees/Dues, and a Family friendly environment. About Clarkson: Clarkson is small-town suburb of Detroit, Michi- gan. Made up of many local businesses and embattled with a quaint downtown, Clarkson has something to offer for everyone. Whether you are looking for an outdoor adventure on Deer Lake, or a summer concert at DTE Music Theater, Clarkson is packet with lots of activities in every season. Clarkson offers a suburban feel fit for families and people of all ages. Please submit resumes to orionok-sarinanimalhospital@gmail.com or call 248-693-1025.

Veterinarian, Surgery, Dentistry, Recent Grad Welcome! Farmington Hills, MI. At Advanced Veterinary Medical Center, we are excited to add another doctor to our two-doctor practice. Why are we adding another doctor? Because we have a passion to serve others and to give back. We are all working hard with shifts, simple IRA, paid dues, paid CE and signing bonus. Please email resume to sahshoughtonlake@gmail.com or fax to 989/366-7399 Attn: Elizabeth.

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Calling all Parma, OH veterinarians! Up to $100K Sign-On Bonus! Are you looking for industry leading compensation and benefits, cooperative and collaborative teams, comprehensive coaching and mentorship, and tremendous growth opportunities? Look no further, because Banfield Pet Hospital is hiring! Contact Gregory.Spunt@banfield.com today to learn more!

Calling all Atin Arbor veterinarians! Up to $100K Sign-On Bonus! Are you looking for industry leading compensation and benefits, cooperative and collaborative teams, comprehensive coaching and mentorship, and tremendous growth opportunities? Look no further, because Banfield Pet Hospital is hiring! Contact Gregory.Spunt@banfield.com today to learn more!

Banfield Pet Hospital is hiring throughout Michigan! Up to $100K Sign-On! 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 in between; where 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 #hereand#happy. Your dream job is waiting, why are you? Mixed animal practice looking for associate to join our 4-doctor staff. New grads are encouraged to apply and will be considered for the position. Our practice is located in mid-Michigan and consists of 70% small animal, 25% dairy and 5% equine, beef cattle, small ruminants, and exotics – we love the variety that veterinary medicine has to provide. Small animal cases range from calves, to dairy cows, to small animals. Equine practice includes all the way to advanced soft-tissue and orthopedic surgeries. Our small animal facility includes 5 exam rooms, a surgery suite with 3 gas anesthetic machines and full parameter monitors, full digital radiography including dental, ultrasound, in-house lab, tonopen, and Avimark computer software and a large support staff to assist with tasks. Our dairy work involves providing herd health using ultrasound to dairy that range from 50 to 1,200 milk cows, along with individudal sick cow cases, and troubleshooting herd-wide reproductive and metabolic issues. We will also supply a fully stocked truck and coveralls for farm call use. Our clinic believes in the importance of mentoring and new grads will be provided with back-up when needed for both routine cases and emergencies. Benefits will include competitive salary starting at least $90,000 but more with experience, paid vacation, licensing, health insurance and 401K retirement plan. Please send resume to Dr. Jon Schwab at Arenac Bay Veterinary Services, 4386 M-61, Standish, MI 48658 or email to arenacbayvet@gmail.com. Charlotte Veterinary Hospital is a part-time companion animal practitioner. We are a small animal general medicine, general surgery practice, open 8 am – 5 pm, Monday through Friday. No after-hours emergency. Compensation: $75-80 per hour, or 22% of gross personal production, whichever is greater for the pay period. Please contact Robert Nelson, DVM, at dvmpactice@gmail.com or 231/293-0208. Are you tired of working for a corpora-
tion? Are you sick of working late nights and weekends with no work life balance? Are you a new or recent graduate looking for a clinic with strong mentorship and collaboration? Schoolcraft Veterinary Clinic is a privately owned four-doctor full service small animal practice that has provided veterinary care to the Southwest Michigan area for more than 60 years. We are currently seeking additional veter-
inarriors to join our team to help meet the needs of our thriving Veterinary Clinic. We strive to provide exemplary medical, diagnostic, therapeutic and surgical care to our patients. Most of our diagnostics are performed in-house so that we can provide our clients timely information and the most beneficial treatment plans for their pets, all while being cognizant of their economic concerns. We believe strongly in teamwork and work life balance. Our practice is not just a job; it is a career path where everyone is valued as a person, not a commodity. We strive to provide a fun but professional work environment where employees can learn and collaborate while feeling respected and appreciated. To promote work life balance, we no longer offer late night or Saturday office hours and we do not see after hours emergencies. We offer a generous benefits package and a flexible work schedule. Compensation will be based on experience and number of work hours per week. We motivate and appreciate compassionate people who love working in and contributing to a team focused, positive environment. Our dedi-
cation to the clients and their pets shines through in everything we do. If you sound like a good fit for you, please contact Jane at jane@johnes246@yahoo.com. North M-18 Veterinary Clinic is expanding! We are looking for an energetic, positive and confident associate veterinarian to work alongside our veterinary staff. Would you like to be part of a team consisting of 4 doctors, consisting of 4-doctor team in a fully equipped clinic in beautiful mid-Michigan? Would you like to work 9.5 Monday-Friday without any afterhours emergencies, weekends or holidays? We are looking for a full-time or part-time veterinarian for our small animal clinic in Gladwin, Michigan. We pride ourselves in being a practice that focuses on comprehensive and personal-
ized veterinary care and are well known for our exceptional customer service and life-long veterinary-client-patient rela-
tionships focusing on individualized care for pets. We utilize credentialed LVT’s to assist with surgical preparation, patient recovery, and patient care. Our LVT’s are fully utilized as case liaisons and focus on client communication and assisting the veterinarian. North M-18 Veterinary Clinic is equipped with modern equipment such as digital radiography, digital dental radi-
ography, hematology systems, Dentalore dental machine, new ultrasonography, surgical monitoring equipment, and Avimark soft-
ware. We are looking for someone who is confident in surgery and internal medi-
cine. Benefits include IRA, CE allowance, paid vacation time, paid uniform expense, health care stipend, liability insurance paid, and a healthy work life balance. We offer a signing bonus and competitive salary commensurate with experience. Part-time wages will be based on experi-
ence. Contact Dr. Anne Shuff or Shelby Halvstead, LVT/BA at 989/468-8118 or m18veterinary@yahoo.com.

We are growing! Our current building can no longer contain our awesome staff and amazing clients. We will be remodel-
ing and relocating to a larger space with State-of-the-Art equipment and tools! Please help us ring in the New Year with this beautiful, brand-new facility by join-
ing our team! Staff will benefit from larger working areas and a gorgeous breakroom while doctors get to enjoy a beautiful of-
fice designed to enhance teamwork and collaboration. Every square inch of Griffith Animal Hospital will be newly designed to offer a more efficient workflow and comfortable working environment.

You are a passionate veterinarian who be-
lieves in empowering and educating your clients to be informed pet owners and providing your patients with the highest level of care. You are seeking a practice that believes having a good work/life bal-
ance is not only important but vital part of practicing high-quality medicine. For the new grad, we offer a remarkable mentor-
ship program designed to equip you with ample veterinary skills and strong guid-
ance. If this is you, we encourage you to apply! Please send resumes to: fwatson@heartlandvetpartners.com.

At Northwoods Animal Hospital, we are a 2-doctor practice utilizing multiple Certi-
ﬁed Veterinary Technicians and veterinary assistants to serve our busy practices in three locations. Our growing, small ani-
mal practice is fortunate to support services at our main practice in Minocqua and satellite ofﬁces in Manitowoc Wa-
ters and Eagle River. And although our specialty is companion animals, we are the sponsoring veterinary practice for the Northwoods Wildlife Center, so you can see the occasional fox, deer, or owl. We welcome doctors of all levels of experi-
ence, ideally also with an interest in client communcation, surgery, and dentistry. And while our preference is a full-time associate, we would consider a seasonal associate. Please send resumes to: kfried-
ichts@heartlandvetpartners.com.

PT or FT Veterinarian, Traverse City, MI. About Companion Animal Hospital: Our team consists of 2 full-time general prac-
titioners and a part-time veterinarian of integrative medicine. We are seeking a part-time, seasonal, or full-time veterin-
arian to join our team. We want to help our new veterinary colleague practice pro-
gressive medicine. We routinely see dogs, cats, rabbits, and pocket pets. If you have an interest in dentistry, surgery, ultrasound, or radiology, we will be very interested in your practice. Please send resumes to: jwatson@heartlandvetpartners.com.
At Town and Country Veterinary Clinic, our multi-doctor practice is excited to add another veterinarian to our team! We see a diverse range of medical and surgical cases, specializing in wellness and dental care. In addition, our surgery, dentistry, and chiropractic services are supported by updated equipment including digital radiography, digital dental, and laser therapy. And did we mention that besides dogs and cats, we also treat exotic, avian, and pocket pets! We encourage doctors of all experience levels to apply, but will gladly mentor new grads and young doctors. Please send resumes to: kfriedrich@heartlandvetpartners.com.

At Hall Veterinary Clinic, located in Gaylord MI, we see predominantly companion animals as well as some exotic species and enjoy a diverse caseload that allows us to pursue interesting workups and treatment plans. There are no week-end hours or after-hours on-call duty. We encourage doctors of all levels of experience to apply as we would happily support and mentor a new/recent graduate or help an experienced DVM expand their clinical interests. Please send resumes to: fwtson@heartlandvetpartners.com.

Are you seeking a positive work culture that emphasizes work-life balance? Are you seeking to focus on practicing individualized care? Town and Country Veterinary Clinic, located in Allegan, MI is seeking a full-time or part-time veterinarian for our small animal hospital. We are nestled between Grand Rapids, Kalamazoo and Holland. We are ideally situated by numerous hiking trails, inland lakes, and Lake Michigan. We are an independent owned practice that has been serving the community for over 30 years. We are a team-oriented practice that strives to provide customer service, while providing excellent care and compassion for our patients and clients. The ideal candidate would be compassionate, detail oriented and highly motivated. New graduates are welcome, and mentorship is available. We offer a highly competitive salary and benefits package including, medical, dental and vision, retirement plan, PTO, a continuing education stipend, tuition reimbursement, and more. Please submit your resume to Dr. Kristin Kink at tkovsh@msu.edu.

Busy, well established small animal clinic in Milford, Michigan looking for a veterinarian to join our team; full or part-time. We have in house blood and urine laboratory equipment, digital radiography and dental, cold laser therapy and portable ultrasound. We offer base salary with production percentage, continuing education budget, health insurance and profit-sharing plan. If interested, please send a resume to georgia@milfordveterinaryclinic.com.

Small animal clinic located in Howell is seeking a part-time associate (2 days/week) to perform routine surgeries and dentistry. Salary commensurate with experience. Flexible schedule and knowledgeable staff. Please email jlfreiddvm@aol.com.

Central Michigan, west of Midland. Long standing small animal practice, two DVMs, grossing $1.2M. Practice is offered at $650K, real estate offered at $850K. (MI-1701) Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, (440) 933-4522, or kurt@tpsgsales.com.

Small animal practice in nice growing suburb on the west side of Detroit, only 15 minutes from Ann Arbor. Well established, well equipped. Grossing almost $500,000, owner ready to retire, yours for only $475,000. Call or text Dr. Fred Zydeck, Broker at 248/891-3934 or email frydeck@aol.com.

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

Practice for sale in Ann Arbor, MI. Solo owner limited practice due to health and now must sell. Great opportunity for vet seeking relaxed work/life balance. Or welcome the dozens of new families calling each week eager to join the practice and watch your profits soar. Gross 2021 over $400,000. Only $300,000. Email today: westgatea@gmail.com.


Practice and equipment for sale Southern Genesee County. Rural setting. Great lab, digital x-ray and surgery. Easy going practice will gross $400k this year on a 4-day week. Great potential for growth. Time to retire. Call Michael Merrithew, DVM, 810/516-6661 evenings and weekends.

RETAIL VETERINARIANS

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

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

Catherine Collins, DVM 517/980-0528 (MSU 06, MVMA member) Offering care by case soft tissue & orthopedic surgical services as well as general surgical relief. Based in the greater Lansing area, travel negotiable. presspawsplc@gmail.com

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

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. docjulie@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. drockstarbio@gmail.com

Sarah Fidler, DVM 560/441-6002 (Mississippi State 15, MVMA member) Providing small animal relief services to the Grand Rapids and surrounding areas. Excellent bedside manner. Proficient and thorough. sfidler818@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. dharris18@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. Hughesdvm@aol.com
Exceptional medicine when you need it
Katherine O’Connor, DVM

vm82@gmail.com or lynnlawitzkedvm@gmail.com
Small animal relief work. Based in Jackson (MSU 82, MVMA Member)

Exceptional small animal medicine. Travel negotiable more than 1 ½ hours. Based in Lansing. Excellent client education and surgical skills. Fluent Spanish. catdrdelta@hotmail.com
Denise Jorgensen Montagna, DVM
(906) 88, MVMA Member

SA Relief in SE Michigan. Organized, efficient, excellent client communications skills. Experienced SA relief or part-time in Grand Haven/ Muskegon, Michigan area. Excellent client relations.References. djmontagnadvmd@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. lynnlawitzkedvm@gmail.com or lynnlawitzkedvm.com

Katherine O’Connor, DVM
248/207-3528
(MSU 14, MVMA Member)

Exceptional medicine when you need it most. SA/Exotics/emergency relief. Based in Southeastern, Michigan. References available. MyReliefVet.com

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

Hollie Rebo, DVM
517/673-8281
(MSU 06, MVMA Member)
SA relief in metro Detroit/Drumraver. Will consider travel. Excellent client education and surgery skills. PawstFurReliefPC@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. msvmd@stdm.us

Linda Vanasseche, DVM
517/896-5086
(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. Wiling to travel. a_wildrose@hotmail.com

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

DR. JOHN RICHARDSON OF NOVI, MICHIGAN PASSED AWAY ON JANUARY 1, 2022. HE GRADUATED FROM MSU CVM IN 1972. HE BECAME A PRACTicing VETERINARIAN IN ZEBB A-NIMAL HOSPITAL. IN 1973, HE MOVED TO ST. JUDE AND WORKED AS A VETERINARIAN UNTIL HE STARTED HIS OWN SOLO PRACTICE IN 1977. JEFFREY MENTORED MANY STUDENTS, SEVERAL WHO WENT ON TO BECOME VETERINARIANS THEMSELVES. HE WAS VERY ACTIVE IN HIS COMMUNITY SERVING IN SEVERAL DIFFERENT CAPACITIES. HE IS SURVIVED BY HIS WIFE SHIRLEY AND STEPCHILDREN, MAX, ANNA AND ROSS.
COMMITTEES, MEETINGS & EVENTS

GREAT LAKES VETERINARY CONFERENCE (GLVC)
June 15-17, 2022
Grand Hotel
Mackinac Island, MI

MICHIGAN VETERINARY CONFERENCE (MVC)
Oct. 6-9, 2022
Amway Grand Plaza Hotel & DeVos Place
Grand Rapids, MI

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

Animal Welfare Committee
(2022 Chair: Dr. John Parker)
Jan. 27, 2022 - Virtual Meeting
Additional Meetings to be Announced

Legislative Advisory Committee
(2022 Chair: Dr. Larry Letsche)
April 13, 2022 - Virtual Meeting
July 13, 2022 - Virtual Meeting
Oct. 4, 2022 - Virtual Meeting

Public Health Committee
(2022 Chair: Dr. Joseph Kline)
June 8, 2022 - Virtual Meeting
Sept. 7, 2022 - Virtual Meeting
Dec. 7, 2022 - Virtual Meeting

LUNCH AND LEARN SERIES
Rabies and Other Reportable Diseases
Michigan Department of Agriculture & Rural Development (MDARD)
March 20, 2022 | noon - 1:00 p.m.

Antimicrobial Resistance
Michigan State University Veterinary Diagnostic Laboratory (MSU VDL)
April 6, 2022 | noon - 1:00 p.m.

Team Building
Kimberly Pope Bohmert, DVM, CVT
May 20, 2022 | noon - 1:00 p.m.

MVMA BOARD OF DIRECTORS
Greater Lansing Association of Realtors (GLAR)
March 16, 2022 - GLAR
June 15, 2022 - In conjunction with GLVC
Oct. 6, 2022 - In conjunction with MVC
Dec. 24, 2022 - GLAR

MVMA EXECUTIVE COMMITTEE
All meetings will be 6:30 - 9:00 p.m.
June 1, 2022 - Virtual Meeting
Sept. 1, 2022 - Virtual Meeting
Nov. 30, 2022 - Virtual Meeting

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(2022 Chair: Dr. John Parker)
Jan. 27, 2022 - Virtual Meeting
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June 8, 2022 - Virtual Meeting
Sept. 7, 2022 - Virtual Meeting
Dec. 7, 2022 - Virtual Meeting

MID-STATE VWA
Meet on Wednesday afternoons at 3 p.m.
and Thursday evenings at 7 p.m. in the Lansing area:
Sept. 28th, Oct 27th and Nov 19th
Contact mvma2022@gmail.com

SAGINAW VALLEY VMA
4th Wednesday of each month, February-May and September-October, with occasional additional meetings on 7 p.m.
The Brewery, Frankenmuth
Contact mvma2022@gmail.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 Hulind, DVM, to be added to the email list, email: 616-272-3799 or margaret.hulind@wmvma.org

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

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IMPORTANT PHONE NUMBERS

LARA Bureau of Professional Licensing
(517) 241-0199

Michigan Automated Prescription System (MAPS)
(517) 241-0146

DEA: Detroit office
(313) 234-4000

DEA: Toll-free
(800) 250-6844

MDARD State Veterinarian
(800) 292-3939

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

State of MI Health Certificates
(517) 284-5767

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

ENDORSED INSURANCE PLANS FOR MVMA MEMBERS

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

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

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

DENTAL PLANS & LONG-TERM CARE

(800) 638-1174 WWW.RCWA.NET
Proudly supporting the MVMA community since 1991