With an increased demand for veterinary services, practices look for new ways to stay competitive.
Just like many of you, we’re looking for a little extra help. With a staff of only six at MVMA, we rely heavily on our volunteers to help us achieve our goals and work on behalf of the profession. Volunteers are the heart of MVMA. Without your help, dedication, and passion, we wouldn’t be the organization we are today. We have many exciting initiatives on the way, and we need more volunteers to help make these visions a reality.

In 2022, we’re revamping our volunteer program to make it more equitable and more inclusive. We’re a stronger organization when we include different thoughts, opinions, and viewpoints. MVMA’s Leadership Development Committee is facilitating the process. They are currently working to streamline committee standard operating procedures, so they’re more closely aligned to each other, and the work of MVMA. Our member-driven committees have always been and will continue to be crucial to MVMA’s success. We will build upon that past success by having our committees work in conjunction with MVMA and closely follow the Association’s strategic plan.

Committees will set goals at the beginning of the year that will help MVMA continue to modernize the organization and improve the veterinary profession. Whether its proactively crafting legislation to move the industry forward, or sharing zoonotic information to improve community health, or improving animal welfare in Michigan, the work of our committees will be more important than ever.

As we move forward with this revamped model, we will be looking for volunteers with various experiences, backgrounds, and careers. This winter, we’ll be sending out a call for volunteers to our membership. Do you have a particular interest? Advocacy? Public Health? DEI? We have multiple standing committees, task forces, and boards—many of which will have vacancies available. There will be a diverse set of opportunities and we encourage you to respond to our call next month.

In the meantime, feel free to contact us with any of your interests. We are always looking for members who want to be more involved with MVMA. For those who have given their time and expertise, we can’t thank you enough for everything you have done for MVMA. We hope you’ll continue to stay involved as we rebuild our program. These updates will allow for greater access to MVMA leadership opportunities which will only strengthen our organization. We wish you all a joyous and peaceful holiday season, and we look forward to working with you in the new year.

CEO MESSAGE

Volunteer Opportunities Abound at MVMA

By John Tramontana, MS, CAE

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PRESIDENT’S LETTER

An Attitude of Gratitude to Conclude the Year

By Christian Ast, DVM

The weather has turned cold, and we are in the middle of the holiday season. During this time, I find myself reflecting and feeling grateful for all I have received, learned, and experienced throughout the year. I know, this year has brought unique challenges, and many of us are feeling a bit worn down. As this year concludes, I want you to know just how proud I am of the MVMA community. Your perseverance, ingenuity, and dedication that has helped you served your communities during this pandemic has truly been inspiring. As my term as MVMA President comes to an end, I would like to personally thank all MVMA members this year for their continued support. Thank you for your uplifting calls and emails, and for those who joined us virtually or in person at our continuing education events. It is a privilege to serve this community and MVMA does not take that for granted. We will continue to research, listen, and evolve our offerings to better serve the needs of our growing and diverse community. For those who plan to join us in person, we look forward to welcoming you back for the familiar collegial and social aspects of live in-person events.

As my final note, I can’t express enough how much I have appreciated this opportunity to serve as your MVMA President. This experience has truly been an honor and a privilege. My predecessors have done a phenomenal job building the legacy of our Association. My hope is the work we have accomplished together makes a profound and lasting impact on the lives of our members and our communities. I am confident that 2022 will start on the right foot as Dr. Erin Howard will be your incoming MVMA President. She brings with her a wealth of experience in the areas of both large animal and education. Her passion for veterinary medicine and for tackling current issues facing our profession has been felt by those in her community and beyond. That being said, I know for a fact that she will be a fearless advocate for members and the profession. She is prepared to serve in a new capacity as she has already done for many years on the MVMA Board and Executive Committee. Please help me in welcoming your new MVMA President, Dr. Erin Howard. Erin, I know you will do great things for our members and the Association.

Next on the list, I would like to thank the MVMA Board of Directors, committee members, and MVMA staff. Between Zoom meetings and schedule changes, everyone has been so flexible and accommodating. I know we have all been extremely busy, and your time is valuable. Thank you for providing the one asset we all have struggled to find more of. I sincerely appreciate the commitment and dedication you have displayed throughout my term. Your efforts have kept the MVMA moving forward even during the challenges we have faced together. Because of you, the MVMA is ready to tackle whatever 2022 has in store for us.

As my term as MVMA President comes to an end, I would like to personally thank all MVMA members this year for their continued support. Your efforts have kept the MVMA moving forward even during the challenges we have faced together. Because of you, the MVMA is ready to tackle whatever 2022 has in store for us.

And finally, I wish everyone a year filled with new and exciting experiences that will help us continue to grow both personally and professionally. Cheers and happy holidays!

Dr. Christian Ast
Christian Ast, DVM, is the MVMA’s 2021 President, and can be reached at astchrist@yahoo.com.
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Member Spotlight
Bethany Steele, DVM
Caring Animal Hospital

EDUCATION: Michigan State University College of Veterinary Medicine
CAREER: Small Animal Veterinarian | Practicing 23+ Years

The love for animals of all kinds came at an early age for Dr. Bethany Steele. With curious eyes and a calm demeanor, no animal phased Dr. Steele as a young client. Her family quickly noticed she would interact with them in ways other children would not. According to Dr. Steele, her family knew she would work with animals in the future. “My family had a feeling when I was young that I was going to work with animals,” she said. “They just assumed it was going to be veterinary medicine.” Focused on her career goal, Dr. Steele worked very hard and would later graduate from the Michigan State University College of Veterinary Medicine (MSU CVM) in 1998.

After graduating, Dr. Steele took her first job at a veterinary practice in Houghton Lake, MI. During her two-year tenure, she found her experiences to be enjoyable and enlightening. Inspired to advance her career, she took the brave step of becoming a practice owner of Caring Animal Hospital in Holt, MI. “I had the opportunity to open a practice in either Grand Rapids or Holt and I chose Holt,” said Dr. Steele. “I liked the idea of having MSU nearby as they offer so many resources. From radiology, orthopedics, or ophthalmology, it’s great to know I have access to these specialties close by.” As the practice owner, Dr. Steele has served in multiple capacities. She has managed the operations, marketing, finance, and human resources components of her practice. “My early experiences as a practice owner have required me to expand my professional knowledge in order to run my practice,” she said. “I’ve done everything from payroll to ordering supplies, and that essential knowledge has helped my practice flourish. It is not easy, but well worth the effort for any new practice owner. Your time investment will provide a crucial understanding of how your practice operates. I did it until I could afford to pass those responsibilities on to a staff member, but the time will vary from person to person.”

Part of the equation to having a successful veterinary practice is having a team that works well together and who can depend on each other. Over the years, Dr. Steele has been fortunate to have developed bonds with her staff, getting to know them like family. She has staff who have served with her for over 20 years. “I find immense joy in the fact that every day is going to be something new,” she said. “It might be a puppy one appointment and then a 15-year-old dog with a urinary problem the next. That is what I love about it. However, I would not find this enjoyable if I did not have such a wonderful and talented team. They are simply the best. Together we are focused on providing the best care possible, and it takes a quality team to do that. About four years ago, my practice manager joined the team, and I could not be more pleased. With expanding demand, I needed someone who I could trust to take care of my staff.”

Right now, veterinary practices are competing for talent as demand for veterinary services continues to increase. In such a competitive marketplace, Dr. Steele was asked, how do you retain and attract talented professionals as a practice owner? “Well, I would say it came down to me answering several questions. What am I doing to build trust with my employees? Am I having consistent and open dialogue to address any issues? Am I offering an incentive to keep staff accountable, not just providing expectations without reward? Lastly, am I developing a workplace culture that truly values my employees? The answer is simply that it is an ongoing process, but every day I hope to do right by my staff.”

“We support our staff during poor client interactions, communicate any concerns in a respectful manner, offer competitive compensation, add quality staff members, and support initiatives that build a healthy workplace culture. Some of the new fun initiatives by our practice manager have included using social media to create videos involving staff and patients, developing an incentive program, coordinating employee appreciation events, and surprising staff with little gestures of appreciation throughout the year. All I can say is that I feel extremely blessed to have such a wonderful team, and I can’t thank them enough for all they do to provide quality care for our patients and clients.”

Bethany Steele, DVM, is a veterinarian and practice owner of Caring Animal Hospital, and she can be reached at info@caringanimalhospital.net.
A RE-EMERGED DISEASE MARCHES ON – WHAT CAN WE DO TO STOP IT?

Canine brucellosis is a reportable disease in Michigan with a regulatory program for control of spread and protection of public health. Despite this safety net for protecting dogs and the people around them, canine brucellosis continues to spread, and cases continue to result in culling of breeding animals and euthanasia or lifelong quarantine of purchased and adopted pets.

For the 20 or so years prior to 2006, Michigan was nearly free from cases of canine brucellosis. This is especially thanks to Brucella canis surveillance and control programs implemented in the purebred dog breeding industry and effective stray animal control efforts. Around 2006, something changed and canine brucellosis re-emerged and spread in Michigan. A collaborative retrospective study of Michigan cases from 2007-2016 was done and published in JAVMA (J Am Vet Med Assoc 2018;253:322–336). The conclusion and clinical relevance section of the abstract states: “B canis was uncommon in purebred dogs being bred by noncommercial breeders but endemic in Michigan commercial facilities producing dogs destined to become household pets. Infected pet dogs caused human B canis exposure, and several pet dogs had debilitating disease not associated with the reproductive system.” Since this time, the Michigan Department of Agriculture and Rural Development (MDARD) has continued to receive case reports and conduct follow-up investigations. As veterinarians, we are continually now reminded about the impacts of this disease to dogs which include discospondylitis, uveitis, and reproductive problems, as well as the zoonotic potential of Brucella canis.

Michigan is not alone in dealing with this disease resurgence. While some states do not track cases of B canis, other states have reasonably robust control programs. Indiana State Board of Animal Health developed a comprehensive guidance document that includes information about the disease, tables of testing options, and guidelines for disease prevention and control. In Michigan, MDARD follows up on positive cases and uses education and regulatory tools, such as quarantines, to stop the spread of disease.

While there is still more science needed when it comes to diagnostics, understanding of the organism, treatment paradigms, and vaccine development, a big part of the problem in addressing the continued spread of canine brucellosis seems to be related to communication and misinformation about this disease. Perhaps this is because the population of dogs being impacted now and the dynamics of their movements between states and countries is different than when the disease was first noted in the US in 1966. The breeding and puppy industry today looks much different. Now, there seems to be more commercial breeders without screening programs, and more dogs and puppies crossing state lines and country borders without being screened for disease. There is substantial documentation regarding rescue groups and shelters obtaining dogs from other states and countries. For example, in 2019, based on Certificates of Veterinary Inspection, 12,630 dogs were imported to Michigan. In 2020, despite the pandemic, 11,577 dogs were imported. Perhaps now it is just more difficult to educate disparate breeders and rescue/shelter groups than it was to educate the purebred dog industry in the 1970s. The American Kennel Club, with its specific target audience, appears to still be watching out for their constituents by keeping canine brucellosis education front and center. On their website, you can find veterinarian produced articles, blogs, webinars, and briefings on canine brucellosis. Hopefully this effort is making a health difference for that sector of the dog industry. Other organizations such as AVMA and CDC have limited information on canine brucellosis.

Besides trying to find the right target audience to receive reliable information, misinformation on the internet is rampant causing confusion with reliable messaging from animal health experts. One of the common misstatements I see is that canine brucellosis is curable with antibiotics. Another inaccurate statement I have come across is from an animal shelter group in a neighboring state opposing their state’s recommended control program because “it could eliminate our state’s ability to save puppies and dogs from overcrowded shelters or natural disaster zones” and “it does not affect lifespan or long-term quality of life for dogs, but it can cause an infection of the reproductive system (i.e. sexually transmitted disease).”

In our state, the stories behind the cases are the stories of the disease and the impacts on pets and people. For example, cases in Michigan include a dog imported from another state to an animal shelter and then adopted out to a new owner without recognizing the dog was pregnant and positive for canine brucellosis; a Michigan breeder with an infected kennel who shipped puppies to other states with a resulting impact on 14 states and multiple breeding females and litters of puppies; and a case where a new puppy owner enrolled in a training class, not knowing her puppy was infected, and exposed the other puppies in the class.

What can be done to get canine brucellosis back under control? A concluding remark in the 2018 JAVMA article on canine brucellosis remains relevant today: “It seems prudent for veterinarians to include B canis screening in their recommendations to clients with newly acquired dogs of any age or breed, whether neutered or sexually intact, especially those obtained from commercial dog producers, pet shops, shelters, or rescue agencies.”

The conclusion in a 2018 article from Emerging Infectious Diseases titled “Brucellosis in Dogs and Public Health Risk” says “In conclusion, brucellosis in dogs remains endemic to many parts of the world and without stronger intervention measures will probably remain an unrecognized threat to human health and animal welfare. Future work is required to improve diagnostic assays for humans and animals and to generate policies to prevent the spread of disease.”


As a veterinarian, you can educate your clients, recommend testing, and share biosafety guidelines with kennel owners. While this is not a disease you will see every day, it is a disease you should have in mind when working with breeders, animal shelters, rescues, and pet shops; and owners of puppies/dogs acquired from a breeder or organization without a testing program. Pay special attention to shelters and rescue groups importing dogs from other states or engaged in confiscation of animals from kennels or home breeding situations. Don’t forget any dog you diagnose with discospondylitis – test it for B canis.

Finally, your best source for current information about canine brucellosis in Michigan is the Michigan Department of Agriculture and Rural Development. Cases (even suspect cases) are reportable to MDARD and MDARD can help guide you with testing and biosafety protocols. Let’s all stop to help our clients and neighbors better understand this disease and how it impacts dogs and the people around them.

Nancy Frank, DVM, MPH, DACVP, is MVMA’s Staff Veterinarian, and can be reached at frank@michvma.org or 517.347.4720.

Dr Nancy Frank is a current member of the Board of Veterinary Medicine. Her viewpoints do not necessarily represent the viewpoints of the Board.
PANDEMIC PIGS: WHY EVERYONE SHOULD CARE ABOUT AFRICAN SWINE FEVER

By Kimberly Dodd, DVM, PhD, MS

The Michigan State University Veterinary Diagnostic Laboratory (MSU VDL) is among those fighting diseases on the front lines. And that work requires both preparation and collaboration. When it comes to foreign animal diseases (FADs), it’s like preparing for a potential invasion—defenses are put in place and in the case of a laboratory, that means ensuring sufficient testing capability and capacity, just in case. Recently, much attention has been focused on one FAD in particular: African swine fever (ASF).

ASF is a viral disease that affects domestic and wild pigs. It is both highly contagious and deadly, with a fatality rate up to 100 percent. Worldwide attention focused on ASF in 2018 and 2019 due to its emergence and rapid spread through Asia (notably China and Vietnam) and subsequently through parts of the European Union. There is no treatment or licensed vaccine for ASF in the United States. Instead, slowing its spread requires a robust surveillance network and diagnostic testing capabilities to guide response measures, including the depopulation of affected herds. In 2020, while the globe turned its attention to SARS-CoV-2, the virus that causes COVID-19, the guardians of animal health enhanced global vigilance for ASF. This summer, that vigilance intensified as ASF was confirmed in the Western Hemisphere first in the Dominican Republic and then in Haiti. With this devastating disease on our doorstep, the United States is on high alert.

According to the Food and Agriculture Organization of the United Nations and World Organization for Animal Health in the Global Control of African Swine Fever 2020 Annual Report, “African swine fever virus is having a devastating effect on animal health and welfare, food security and rural development worldwide. National and global economies have been severely affected. The disease has had a huge impact on the supply of pork and pork products globally. There is also a knock-on effect on other sectors, such as the pharmaceutical industry and the global grain and feed market.”

At least eight million pigs have died worldwide since 2018 because of ASF infection or depopulation to control the spread. Due to suspected underreporting, we may never know the true number of pig mortalities in China. Recent research published in Nature Food estimates that 43.46 million pigs died or were culled in China during the first year of the outbreaks there.

If the ASF virus were found in the United States, the economic impact on livestock producers, their families and communities, and the U.S. economy would be in the tens of billions. The mental and emotional impact would be immeasurable. The United States Department of Agriculture (USDA) is leading efforts across federal and state agencies, the swine industry, and producers to take action to prevent the introduction of ASF into the United States.

Although ASF is not a food safety concern and is not transmissible to people, humans who have had contact with the virus can inadvertently spread it. The virus is hardy; it can stay on clothing, shoes or equipment and survive for months in pork products. In addition to coordinated strategies, such as employing detector dog teams at key ports of entry to sniff out illegal products, the USDA also has expanded the diagnostic testing capabilities and capacity of the National Animal Health Laboratory Network (NAHLN).

A cooperative effort between two USDA agencies and the American Association of Veterinary Laboratory Diagnosticians, the NAHLN is a nationally coordinated network of federal, state, and university-associated laboratories that provide animal health diagnostic testing to detect threats to the nation’s food animals. Laboratories must be approved to test for specific diseases and follow NAHLN standard operating procedures. In addition, laboratories must successfully complete proficiency testing administered by the National Association of Veterinary Laboratory Diagnosticians (NAHLN).

Timeliness is essential to preventing the spread of ASF.

VETERINARY PRACTITIONERS WHO WORK WITH PIGS SHOULD BE FAMILIAR WITH THE SIGNS OF ASF:

- High fever
- Decreased appetite and weakness
- Red, blotchy skin or skin lesions
- Diarrhea and vomiting
- Coughing and difficulty breathing

Immediately report animals with any of these signs to MDARD’s animal health officials at 800-292-3939 (daytime) or 517-373-0440 (after-hours) or call USDA’s toll-free number at 1-866-536-7593 for appropriate testing and investigation.

INTERNATIONAL TRAVELERS SHOULD TAKE PRECAUTIONS TO AVOID BRINGING ASF INTO THE COUNTRY:

- Do not bring back pork or pork products
- Declare international farm visits to U.S. Customs and Border Protection upon return
- Thoroughly clean and disinfect, or dispose of, any clothing or shoes that you wore around pigs, before returning to the U.S.
- Do not visit a farm, premises with pigs, livestock market, sale barn, zoo, circus, pet store with pot-bellied pigs, or any other animal facility with pigs for at least 5 days after you return

REFERENCES:


Kimberly Dodd, DVM, PhD, MS, is the Director of the MSU VDL, and can be reached at doddkim@msu.edu.
A NEW VACCINE IS AVAILABLE FOR RHDV2, BUT HOW DID WE GET HERE?

By Nora Wineland, DVM, MS, DACVPM

On Oct. 20, 2021, the Michigan Department of Agriculture and Rural Development (MDARD) authorized the use of a new vaccine for rabbit hemorrhagic disease virus type 2 (RHDV2), which must be administered by a Michigan-licensed veterinarian.

RHDV2 is an extremely contagious, fatal disease for rabbits and hares. While RHDV2 does not affect people or other species of animals, virtually all rabbits and hares contracting the disease will die. At this time, there have been no reported cases of RHDV2 in Michigan; however, cases have been confirmed in other states.

The new RHDV2 vaccine developed by the South Dakota-based company, Medgene Labs, adds a critical line of defense in keeping this deadly disease out of Michigan. The vaccine is an inactivated (killed) recombinant subunit vaccine given subcutaneously in two doses, 21 days apart. Full immunity develops 14 days after the second dose.

Prior to its development, the only options for vaccination involved importing one of the two killed vaccines licensed for use in the European Union. However, these vaccines were only allowed to be imported for emergency use in states with confirmed cases of RHDV2 and only under the direction of State Animal Health Officials.

The development and release of this United States-based vaccine is pivotal to combating the spread of this disease.

HOW CAN I OBTAIN THE NEW RHDV2 VACCINE FOR MY CLIENTS?

If you are a veterinarian and interested in obtaining the vaccine, please contact Medgene Labs at 605-697-2600. For more information on the vaccine, including a list of frequently asked questions, visit the Medgene Labs website.

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.

A full license means the vaccine can be widely sold and used without any conditional restrictions.

Due to this type of approval, the vaccine is only available to, and must be administered by, licensed veterinarians in the State of Michigan. Additional notifications to MDARD are also required to know how much of the vaccine is coming into, and being used, in the state. Specifically, MDARD requires notification of shipment of the vaccine within five days of its being sent and notification of any adverse reactions with five days of its discovery.

Since the approval of the vaccine in October, MDARD has received notification of one shipment of the vaccine. If USDA-CVB later decides there is enough safety and efficacy data on the vaccine to issue a conditional license, this would also require approval from MDARD before it can be sold within the state. Once granted, the approval will generally last for one year, and it can be renewed. There would also be a reporting requirement (often involving quarterly or annual reports) in order to establish a record of how much vaccine is being used and administered throughout the state.

If a full license is given by the USDA-CVB, no additional approvals or records are required by the state.
ABOVE & BEYOND: EFFECTIVE RECRUITING AND RETENTION IN THIS CHALLENGING VETERINARY JOB MARKET

For the last several years, I have written articles and made presentations about the shortage of qualified candidates in the veterinary profession. That is because there has been a lack of such candidates for quite some time. However, as challenging as those conditions might have been, they paled in comparison to what veterinary employers have been facing during the past year. I have been a recruiter for nearly 25 years, and I can say with confidence that this is the tightest labor market for talent that I have ever witnessed.

In the past, one of the points I attempted to get across to veterinary practice owners and other hiring managers was that candidates, especially top candidates, hold the majority of leverage in hiring situations. Now, though, I no longer have to “bang the drum” quite as much regarding the reality of the marketplace: The glaring lack of qualified candidates over a protracted period of time has done an adequate job of educating employers about the circumstances surrounding the current employment marketplace.

However, the challenge remains the same. Successfully recruiting, hiring, and then retaining top veterinary talent is extraordinarily difficult right now. And that challenge does not appear to be going away in the near future.

So, the question is this: what can veterinary employers do to meet this challenge and hire and retain the talent they need to thrive?
By and large, veterinary professionals make the decision to leave their employer because the reason or reasons that they decided to join the organization no longer exist, at least not enough to compel them to stay.

What professionals do NOT want are bean bag chairs and ping-pong tables. In the early stages of company culture emerging as a factor in workforce dynamics, some employers believed that providing these amenities was the answer. However, top candidates want more than a snack cart or an espresso machine. They want things of substance, and I have outlined five of the most important ones:

#1 — RESPECT THAT PERMEATES THROUGHOUT THE ENTIRE ORGANIZATION

Professionals expect to be treated with respect by everyone all of the time. This means employees expect to be treated with respect by both their boss and their co-workers. In fact, even if an employee feels respected by their employer, but then they see a co-worker disrespected in some fashion, it will lessen their opinion of the organization overall and the company culture.

#2 — THE FREEDOM TO TAKE RISKS IN THE PURSUIT OF EXCELLENCE

Employees want to feel as though they have the freedom and flexibility to do their job in a way that will challenge and fulfill them. In other words, they don’t want to be micro-managed. They want to feel as though their employer trusts them to do what they think is best to accomplish both their individual goals and the organization’s overall goals.

#3 — ORGANIZATIONAL TRANSPARENCY AND ACCOUNTABILITY FROM THE TOP DOWN

Basically, this means that if you want your employees to be open and honest with you and also be accountable for their words and actions, then the members of management must do that, too. In fact, the members of management should be modeling that behavior for everyone. That’s what leadership does.

#4 — A FUN COMPANY CULTURE AND WORKPLACE ATMOSPHERE

However, you can have fun without having to install arcade games in the break room. Fun is just as much an atmosphere as it is an activity, and the first step is not taking yourself too seriously. Employees are almost always more productive when they feel as though they’re having fun in the process.

#5 — AN EMPLOYER THAT THEY CAN TRULY TRUST

If you want to create the best company culture that you possibly can and improve your hiring efforts, then candidates and employees must trust your organization. And it’s important to realize that trust within this scope is the same as trust in any other relationship between human beings: it’s difficult to build and easy to destroy.

Consistently promising and then delivering on the five items listed above is not easy. Neither is consistently communicating your employer brand and effectively engaging with both candidates and employees in a high-level way. However, that is what is required. As I mentioned earlier, this is the tightest market for talent that I have ever witnessed in my nearly 25 years as a recruiter.

That is why, as an employer, you must go above and beyond in your recruiting and retention efforts in this challenging veterinary job market.

Stacy Pursell is the Founder and CEO of The VET Recruiter®, and can be reached at stacy@thevetrecruiter.com or (800) 436-0490.
Winter in Michigan is both glorious and brutal — glorious in the beauty of the glistening snow on the trees and landscape as you gaze out the window from your warm cozy home; brutal in its frigid temperatures and stinging winds as you travel to work, grocery shop, or put gas in your car. This winter may be more brutal in that we are still neck-deep in worker shortages and increased client demands ushered in by the pandemic. Last winter, we believed that things would change come spring, but there has been little change going into our second winter.

Our veterinary team morale has suffered as the pandemic work challenges drag on. In a recent poll by Ginger.com, a mental health provider for business leaders, nearly seven in 10 workers claim the coronavirus pandemic is the most stressful time in their professional career. Almost 70% of us are experiencing record stress at home and work. Now more than ever, we need to tune into our team’s needs and work to care for them physically, mentally, and emotionally.

To keep our teams whole, we need to create innovative ways to help them cope with their increased stress and fatigue. There are many ways to do this, but at the root, I think the primary thing is to help them feel like family. Treat them like the family who you actually love, not your crazy Uncle Pete. By wrapping them up in support and care, your team will feel protected from the harsh realities of the world.

It has been my experience from talking to practice owners and managers throughout the country that each veterinary practice has its own unique culture. The culture of a practice influences the type of medicine they provide, the clarity of their communication, and the morale of their team. Creating a culture with your family values will allow you to care for your team uniquely.

There are things in our practices that we can do to make the team feel safe “at home” with us. One is to listen to their needs, even the silly ones. Our team kept joking about getting a margarita machine so they could drink on the hard days at work. Our manager heard them and decided to surprise them with a margarita machine at a team meeting. It started as a joke, but when our manager made it a reality, the team was so excited they spent days coming up with fruity drink recipes (no alcohol, of course). Now we drink fresh fruit “margaritas” of varying flavors for lunch.

We keep a puzzle in our break room. When people need some mental downtime, they can spend a few minutes working on the puzzle. It is a quiet, calming activity that does not involve clients, so it brings a few minutes of relief during a stressful day. You can also provide coloring materials, crafts, and other games for your team. Games are great for building teamwork and positivity. We have built lego structures, done scavenger hunts, pumpkin painting, and even Zumba classes after work. Anything to make the team feel at home and involved with each other will help. If you have no downtime during the day, you can play light-hearted movies in the break room or reception area to add a homey feel to the background noise.

Help them balance their work and home life. We preach it often, but now more than ever, we need to create balance for our teams. Balance means different things to different people, so our job as managers is to ask them what they need and then provide for their needs. Allow your team members to determine their schedule as much as possible. If children are at home, allow the parent to get home as needed to attend meals, school events, and care for sick children. It may be challenging to work without a team member for an afternoon, but they will be more willing to cover for another team member when needed.

Provide for physical and mental health. Remind your people to care for themselves physically by allowing them days off as needed for illness. Please encourage them to care for themselves mentally by getting help from a coach, counselor, or therapist without judgment. We all need help at times, so understanding and support from our veterinary family will allow people to avoid the stigma of mental illness. Keeping your work family happy and healthy and it will trickle down to your clients and patients.

Advocate for your team’s safety. Clients may become bullying when they can no longer get in to see us at the drop of a hat. Previously lovely clients turn into ogres when they call for a same-day appointment and are turned away. When clients get ugly or abusive, the hospital’s job is to draw the boundaries for their behavior. Team members will feel safe if you back them up and support healthy boundaries. Empathetic people like us feel bad when we can’t help, but bullying cannot be tolerated.

There are many ways to create a family atmosphere in your practice, and this winter is an excellent time to work on that bond. Make your hospital a place that people want to stay and hide from the cold, cruel, Michigan winter outside.

“The bond that links your true family is not one of blood, but of respect and joy in each other’s life.” —Richard Bach

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 jacappel100@gmail.com. Also, join Dr. Cappel weekly on her podcast, “The Veterinary Life Coach Podcast”, available on iTunes and Spotify.
MENTAL HEALTH FIRST AID: WHAT IS IT AND WHY DOES IT MATTER TO YOU AND YOUR PRACTICE?

By Samuel Florio

As a veterinary professional, you probably wear many hats depending on the day. From patient to client, client to patient, you are dealing with a rollercoaster of emotions, all while efficiently managing the medical and administrative duties placed on you. Now add COVID protocols, staffing issues, supply shortages, potential undesirable outcomes, client tension, and you might find yourself feeling overwhelmed. This is a valid way to feel. The pressures on the veterinary profession throughout the pandemic have further exposed critical issues such as staffing, mental health, and the effects of supply chain disruption.

So, how have these issues affected you and your practice staff this year? And what resources have you found in your community to be helpful?

As the community finds new and innovative ways to address these issues, the hope is that more resources, education, and training will become available to address the current and future needs within the profession.

Well, thanks to a collaborative effort between the Michigan Department of Agriculture & Rural Development (MDARD), Department of Agriculture (USDA), National Institute of Food and Agriculture (NIFA), North Central Farm and Ranch Stress Assistance Center, and Michigan State University Extension (MSU Extension), Michigan now has access to an international, evidence-based training called Mental Health First Aid (MHFA).

WHAT IS MENTAL HEALTH FIRST AID?

Mental Health First Aid was adopted by the National Council for Mental Wellbeing (NCMW). MHFA teaches participants how to recognize the signs and symptoms of a mental health crisis and help someone who may be experiencing one. Grounded in messages of hope and recovery, this program helps break down the misinformation surrounding mental health and helps trainees understand how they can play a role in the “first response” to mental health issues.

MHFA is included in the Substance Abuse and Mental Health Services Administration’s National Registry of Evidence-based Programs and Practices (NREPP).

According to the Mental Health First Aid USA website, “More than 2.5 million people across the United States have been trained in Mental Health First Aid by a dedicated base of more than 15,000 instructors, and more are being added each year. Mental Health First Aid takes the fear and hesitation out of starting conversations about mental health and substance use problems by improving understanding and providing an action plan that teaches people to safely and responsibly identify and address a potential mental illness or substance use disorder. When more people are equipped with the tools they need to start a dialogue, more people can get the help they need.”

HOW CAN IT BENEFIT YOUR VETERINARY PRACTICE?

Empower yourself and your staff with knowledge that can help changes someone’s life. Like CPR, Mental Health First Aid prepares participants to interact with a person in crisis and connect the person with help. First Aiders do not take on the role of professionals — they do not diagnose or provide any counseling or therapy.

Instead, the program offers concrete tools and answers key questions, like “what do I do?” and “where can someone find help?” Certified Mental Health First Aid instructors provide national resources and online tools for finding treatment and support. Additionally, trainees will receive a program manual with online access for three years of certification.

FREE UPCOMING TRAINING SESSION PROVIDED TO MVMA MEMBERS

Since 2017, MSU Extension has been offering Mental Health First Aid training to both its staff and external organizations. As of 2021, around 450 MSU Extension staff and over 1,000 Michigan residents have been trained in Mental Health First Aid by their team.

According to MSU Extension’s website, “participants are taught how to use a five-step action plan to help people experiencing mental health issues and connect them to the care and resources they need to recover. After taking Mental Health First Aid training, 97% of participants say they can better recognize signs of a mental health crisis.”

To learn more about Mental Health First Aid, please visit www.michvma.org/MentalHealthFirstAid or scan the QR code. New training dates will soon be available and MVMA members are eligible to have their participant fee covered by grant funding. The class size will be limited to 30 slots and registration will be on a first-come, first-serve basis.

References:
1. https://www.mentalhealthfirstaid.org/about/

Samuel Florio is MVMA’s Director of Communications and Digital Strategy and can be reached at florio@michvma.org or 517.347.4710.

“The instructors taking their time to explain everything, gave me time to really think and absorb the information.”
— MI Libraries participant

“The most helpful part of the course was “the engagement within the course and with the instructors.”
— Community participant

“Learning ALGEE - it’s a great mental reminder of where to start when it comes to having these hard conversations with someone who is struggling”
— Virgin Pulse participant

“I think the most helpful part of the course (especially because it was completely virtual) was the opportunity to engage in scenarios and provide answers/feedback for situations after learning how to handle them.”
— MSU Extension participant

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Michigan Veterinary Rules have venue specific requirements for 12 of the 45 hours of CE mandated in the three years prior to renewal of your veterinary license. There were some temporary modifications in the requirements during part of the coronavirus pandemic. It can be challenging to sort through strategies to meet the requirements, so here is a summary of what you need to know. Before you begin reading, though, check your veterinary license renewal date. If you will be renewing after June 21, 2024, you can just skim this article because the modifications allowed by the Michigan Department of Licensing and Regulatory Affairs (LARA) ended on June 22, 2021, and any CE prior to this date could not be used for your CE credits. Early renewals are allowed, however, so if you want to strategize on how to potentially count your live and in person hours to take advantage of the pandemic modifications, continue reading.

Current LARA Rules, as of April 15, 2021, mandate that for 12 of the 45 CE hours required in the three years prior to when you renew your veterinary license, at least six hours be completed live and in person. The Rules also say that up to six hours of CE that requires or permits synchronous, live interaction with the presenter, other participants, or both during the activity can be used toward the 12 hours. In other words, the rules allow you to use 12 hours of live and in person CE to satisfy the 12-hour venue requirement or you can mix-and-match live and in person CE with up to six hours of synchronous, live, interactive virtual CE and still comply. As a modification of this, for about eight months during the pandemic, LARA had a policy allowing synchronous, live, interactive virtual CE to be a substitute for live and in person CE. MVMA’s understanding is that from Oct. 9, 2020, through June 21, 2021, synchronous, live, interactive virtual CE counted as live and in person CE.

MVMA recommends that you check the CE you earned from Oct. 9, 2020, through June 21, 2021, and note how many hours you have that were permitted to be counted as live and in person. Depending on when your veterinary license renews, you may be able to take advantage of LARA’s limited time policy allowing virtual hours to count as in person hours of CE. Virtual CE hours after June 21, 2021, do not count as live and in person CE but they could still count as virtual CE hours or just CE hours as long as the sessions meet the LARA CE requirements. To see all the CE requirements, scan the QR code below or go to LARA’s website.

As a quick reference, here are the MVMA provided virtual CE sessions from October 9, 2020, through June 21, 2021, that, if they fit the timeframe for your renewal, can count as live and in person CE.

<table>
<thead>
<tr>
<th>DATE</th>
<th>TITLE</th>
<th>SPEAKER(S)</th>
<th>CE HOURS</th>
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</thead>
<tbody>
<tr>
<td>October 21, 2020</td>
<td>Veterinary Life Hacks</td>
<td>Karlene Belyea, MBA</td>
<td>6</td>
</tr>
<tr>
<td>November 4, 2020</td>
<td>Respiratory Disease</td>
<td>Dr. Elizabeth Rozonski</td>
<td>6</td>
</tr>
<tr>
<td>December 9, 2020</td>
<td>Advances in Oncology</td>
<td>Dr. Philip Bergman</td>
<td>6</td>
</tr>
<tr>
<td>March 3, 2021</td>
<td>Ultrasound</td>
<td>Drs. Lauro Weber and Ari Jutkowitz</td>
<td>6</td>
</tr>
<tr>
<td>April 14, 2021</td>
<td>Internal Emergency Medicine</td>
<td>Dr. Christopher Byer</td>
<td>6</td>
</tr>
<tr>
<td>May 12, 2021</td>
<td>Unburdened: Change how you react to “those” clients</td>
<td>Mary Beth Spitznagel, PhD</td>
<td>6</td>
</tr>
<tr>
<td>May 20, 2021</td>
<td>David vs Goliath: How to out-hustle and out-hire the competition</td>
<td>Stacy Pursell, CPC, CERS</td>
<td>1</td>
</tr>
<tr>
<td>June 9, 2021</td>
<td>Feline Medicine</td>
<td>Dr. Steven Bailey</td>
<td>6</td>
</tr>
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ARE WE IN A VETERINARY WORKFORCE CRISIS?

As we question the current and future need for qualified workers, this would be an excellent opportunity to revisit an article published in the Sept. 15, 2021, JAVMA. In that issue, the AVMA’s Matthew Salois, PhD, Chief Economist, and Gail Golab, PhD, DVM, MANZCVS, DACAW, Chief Veterinary Officer offered data and insights to answer the following question, Are we in a veterinary workforce crisis? Their analysis offers insight and a slightly different perspective to our practice experience during the early days of the COVID-19 pandemic. Let us examine some key points with excerpts and graphs from this article. Direct excerpts from the article will be in quotations.

“Our practices aren’t running in quite the same way as before the pandemic. New workflows, operating procedures, and safety protocols have been implemented. Many hospitals are operating with fewer team members and dealing with higher turnover. Emergency clinics appear to be having an especially difficult time remaining fully staffed as they are inundated with a continuous stream of patients—both urgent and nonurgent cases. Pet owners, too, are feeling the crunch. They’re having to wait longer to get appointments and to be seen for emergencies. To determine where we go from here, it’s crucial to let the data inform us. Where is this busyness coming from? Is it an aftereffect of the pet adoption boom suggested to have occurred during the pandemic? Are our teams truly seeing more patients than ever before? Or are other things happening that make it feel this way?”

QUESTION - WAS THERE REALLY A ‘PANDEMIC PET’ ADOPTION BOOM?

“The number of pets adopted from shelters in 2020 was the lowest in five years, based on data from over 4,000 shelters across the country... The reason for this decrease is simply there was a smaller pool of animals available. Shelters saw 32% fewer dog intakes and 23% fewer cat intakes. Fewer people were relinquishing their pets, and animal control was less active in picking up strays... The result: The actual number of pets adopted was down substantially. "

"Various media outlets have reported a substantial increase in demand for veterinary services, hypothesizing that it is because of the suggested adoption boom of pandemic pets. This has led to concerns voiced about a shortage of veterinary personnel and a workforce crisis. While it’s true that demand for veterinary services has increased since the pandemic, transactional data, once again, show a more balanced picture. According to national data on 4,000-plus veterinary practices from analytics company VetSuccess, the average number of appointments booked increased 4.5% from 2019 to 2020. Appointments increased 6.5% between January and June 2021, compared with the same period in 2020."

QUESTION - VETERINARY DEMAND: IS IT SKYROCKETING?

"These numbers demonstrate healthy and encouraging growth but aren’t consistent with what is being reported in the media. Recognizing that emergency and urgent care clinics appear to have taken on substantial additional demands from clients and patients, the AVMA is conducting a deeper analysis of the data for this practice segment. However, looking at the summary data currently available, which includes emergency and urgent care clinics, it’s difficult to conclude that an increase in visits—albeit strong—is the only reason for the stress the veterinary workforce is currently experiencing."

QUESTION - WHAT ABOUT PRACTICE PRODUCTIVITY AND STAFF ATTRITION?

“The uptick in veterinary appointments described above is just one factor contributing to veterinary teams’ increased busyness. Taken alone, it doesn’t seem to be enough to explain why practices are facing such difficulty serving clients and meeting demand for services. The article goes on to offer additional insights, links to tools that the AVMA has developed to help practices increase productivity, and AVMA resources to support mental health and well-being. This is a must read for anyone who wants a better understanding of the veterinary COVID19 experience with the ambition of future success. Scan the QR code to view the article online.

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

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

Stephen Steep, DVM, is the MVMA’s Delegate to the AVMA, and can be reached at steepdvm@umich.edu or 248-628-3092.

Jill Lynn, DVM, is the MVMA’s Alternate Delegate to the AVMA and can be reached at jill.lynnmd@yahoo.com or 517-331-2009.
Animal Clinic of Holland, MI, PLLC, veterinarian staffresumes@gmail.com. FT, PT available, New grads welcomed. No emergencies. Small animal private practice in Holland, MI. We have a great support staff, some of whom have been with us for many years. We believe in team spirit, both at work and away from work, and prioritize a healthy work/life balance. Our practice equipment includes Avinmark software, Pet-Pro client communication, digital radiography, ultrasound, therapy laser, Tonovet, in-house IDEXX CBC, chemistry and urinalysis analyzers and more. The right candidate will be a motivated, team-oriented individual with good communication skills and a good work ethic. A strong interest in surgery is a plus. Mentoring is offered and encouraged. Pay is competitive, based upon experience. Licensing fees and a yearly CE stipend are also included. A $20,000 signing bonus is being offered, half available upon signing and the remainder to be paid throughout the year. This can be discussed in detail upon inquiry and submission of a resume.

Looking for an associate veterinarian for a busy, small animal hospital in Livonia Michigan. Brand new, well-equipped facility with a fun, talented, motivated support staff. We are dedicated to maintaining work/life balance with a fun, supportive work environment and no weekend or holiday hours. Preference given to those applicants with an interest in integrative, holistic medicine and/or surgery. Applicants can submit their interest in learning more about us and showing us why you need to work with us! Consider the excellent work/life harmony AND the income to enjoy it!

Our pay structure is significantly higher than typical for our area (which also offers a standard of care? Warren Woods Veterinary Hospital is an AAHA Accredited, small animal hospital 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 hear from you! 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 friends care, in-house labs, and modern surgical suite. All experience levels welcome to apply. In addition to a competitive compensation package, we also offer up to $75,000 student loan assistance! Visit our website at www.warrenwoodsveterinaryhospital.com and for more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com and for more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or 404/772-8367.

Dr. Todd L. Smith (Temperance Animal Medicine & Critical Care Hospitals to ensure our doctors have ample evening and weekend free-time away from the practice. Our goal will be to help you achieve an excellent work/life harmony AND the income to enjoy it!

Our team of doctors? A team with a high standard of care? Warren Woods Veterinary Hospital is an AAHA Accredited, small animal hospital 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 hear from you! 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 friends care, in-house labs, and modern surgical suite. All experience levels welcome to apply. In addition to a competitive compensation package, we also offer up to $75,000 student loan assistance! Visit our website at www.warrenwoodsveterinaryhospital.com and for more information or to apply, please contact Megan Nolan at Megan.Nolan@nva.com or 404/772-8367.

Have you dreamed of growing as 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. You will have direct access to several area veterinary clients & pets in Kalamaazoo and the surrounding areas for over 30 years. Doctors at Oakwood are detail-oriented, providing the best possible care in a collaborative team-focused work environment. We strongly value work/life balance and offer incredibly flexible scheduling options to include both full-time (conventional or block schedules) or part-time hours. With a 1:1 doctor to LVTH ratio and 30-minute appointment intervals, our doctors have the time and support needed to provide thorough exams, plan treatments, and practice at the top of their license. Our hospital is well-equipped with extensive in-house labs, digital x-ray with floating table, digital dental x-ray, ultrasonography with cardiac probe, tonopen, surgical monitoring equipment run by licensed technicians, and full-in-house pharmacy. All experience levels are welcome, including new graduates seeking mentorship! Visit our website at www.oakwoodvet.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@mva.com or 404/772-8337.

Oakwood Animal Hospital is a freshy remodeled, full-service, small animal practice 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 compensation and medical benefits, our ideal candidate is also capable of performing general surgeries and would have a strong interest in dentistry and small animal orthopedics. Our hospital offers Avimark Software, Digital X-ray, Digital Dental Radiographs, Separate Dental Suite, Dedicated Surgical Suite, Complete In-house & Referral IDEXX Laboratory, Ultrasounds by Licensed Traveling Sonographer, and close proximity to 2 Emergency B Specialty Referral Centers. We offer a competitive salary and full benefits along with a great work schedule! All experience levels, including new graduates seeking mentorship are welcome to apply. Visit our website at www.oakwoodanimalhospital.com or call 216-881-0600. Please contact Megan Nolan at Megan.Nolan@mva.com or 404/772-8337.

Come join our thriving small animal practice as we continue to grow and flourish along the beautiful West Michigan shoreline! Northside Veterinary Hospital (Muskegon, MI) is looking for a dedicated and caring small animal veterinarian who has a passion for building long-lasting relationships with the clients and patients we serve. All experience levels are welcome to apply, with strong and supportive mentorship readily available to new and newer graduates! In addition, the hospital is located within a short drive of the “City of Lights” in Holland, Michigan, and we have worked hard to cultivate a positive work environment and as such, we perform full mouth radiographs on all dental patients. One of our veterinarians is board certified in internal medicine and another is Chin Institute Acupuncture certified. In addition to our work in the clinic, we participate in multiple community events throughout the year and several of our local rescue! We sponsor Pooch in the Pool, work with the local Humane Society doing neuters and spays, and have regularly been winners in the local Roadie B’s game community. In addition, our practice is host to many volunteered or paid externs, including new graduates seeking mentorship or experienced veterinarians looking for additional training especially in ultrasonic and/or dentistry, are encouraged to apply. Visit our website at www.fowlervilleanimalclinic.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@mva.com or 404/772-8337.

Lilly Veterinary Medical Center is a full-service veterinary medical facility that has been serving the Canton, Michigan area since 1975. We are seeking a passionate and energetic Associate to join our team of 2 doctors and 4 support staff. Please visit our website at www.lillyvet.com or contact Megan Nolan at Megan.Nolan@mva.com or 404/772-8337.

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 compensation and medical benefits, our ideal candidate is also capable of performing general surgeries and would have a strong interest in dentistry and small animal orthopedics. Our hospital offers Avimark Software, Digital X-ray, Digital Dental Radiographs, Separate Dental Suite, Dedicated Surgical Suite, Complete In-house & Referral IDEXX Laboratory, Ultrasounds by Licensed Traveling Sonographer, and close proximity to 2 Emergency B Specialty Referral Centers. We offer a competitive salary and full benefits along with a great work schedule! All experience levels, including new graduates seeking mentorship are welcome to apply. Visit our website at www.northside-vet.com or call 216-881-0600. Please contact Megan Nolan at Megan.Nolan@mva.com or 404/772-8337.

Midland Animal Clinic located in Midland, MI is an AAHA accredited, full service, small animal general practice. We are in the heart of Midland, Michigan. Besides being paperless we have a large array of diagnostic and therapeutic tools which include digital x-ray, digital dental x-ray, IDEXX in-house laboratory, SediVue urinalysis, ultrasound with real time telemetry to boarded radiologist, companion laser, surgical monitoring equipment, ECG, and thermal camera. Dentistry is one of our hospital’s signature services. As such, we perform full mouth radiographs on all dental patients. One of our veterinarians is board certified in internal medicine and another is Chin Institute Acupuncture certified. In addition to our work in the clinic, we regularly participate in multiple community events throughout the year and several of our local rescue! We sponsor Pooch in the Pool, work with the local Humane Society doing neuters and spays, and have regularly been winners in the local Roadie B’s game community. In addition, our practice is host to many volunteered or paid externs, including new graduates seeking mentorship or experienced veterinarians looking for additional training especially in ultrasonic and/or dentistry, are encouraged to apply. Visit our website at midlandanimalclinic.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@mva.com or 404/772-8337.

Do you want to become a better veterinarian? Do you want to be part of a team where there is true collaboration with experienced clinicians? Do you want to work with awesome support staff in a modern well equipped facility? Then consider joining the team at Lakeview Animal Hospital! We have 5 experienced Veterinarians, 1 of them internship trained. We practice high standard of care with advanced digital radiology, in-house lab, ultrasound, and so much more! We are looking for a strong clinical leader with a Board Certified colleague that can work alongside them and lead the team.

Great Lakes Hospital for Animals in the Grand Rapids area is looking for a full time Managing Veterinarian (Medical Director) to lead our team of 4 Associate Veterinarians and highly skilled Veterinary team. We have an established progressive, animal hospital committed to providing exceptional medical care, service, and compassion to our clients and their pets. We are highly focused on dentistry/ultrasound, nutrition, and quality of care. We offer digital radiology, an in-house lab, and ultrasound to name a few. Our ideal candidate will have a passion for serving others, strong clinical & surgical skills, and a desire to support our hospital manager to foster a supportive working environment in which our team will be able to continue to learn and grow. We offer a highly competitive salary with production and milestone bonuses with hospital growth as well as a comprehensive benefits package and 401(k) match! Visit our website at greatlakeshospital.com. For more information or to apply, please contact Megan Nolan at Megan.Nolan@mva.com or 404/772-8337.

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). Our small animal practice specializes in orthopedics and soft tissue surgery who works in our facility when needed and is a Board-Certified surgeon that specializes in orthopedics and soft tissue surgery who works in our facility when needed and is a Board-Certified surgeon that specializes in orthopedics and soft tissue surgery who works in our facility when needed and is a Board-Certified surgeon that.

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Generous hiring bonus for full-time candidates!

Are you looking for a unique and fulfilling career that allows you to make a meaningful impact on the lives of animals? At Northwood Animal Hospital, we are a multi-doctor practice focused on providing exceptional care for pets in the Traverse City, MI area.

Our practice is located on the N. side of Dexter, MI, 15 min drive from the popular Sleeping Bear National Lakeshore. Our practice offers many amenities, including proximity to beautiful beaches, trails, hunting, fishing, and much more. We have plenty of opportunity for mentorship. We look for candidates who are motivated and enthusiastic. A unique opportunity awaits you at our practice.

Our hospital is privately owned, offering a relaxed and attentive environment. Our hospital is privately owned, offering a relaxed and attentive environment. Our hospital is privately owned, offering a relaxed and attentive environment. Our hospital is privately owned, offering a relaxed and attentive environment. Our hospital is privately owned, offering a relaxed and attentive environment.

Come and make your home in beautiful Traverse City! Our practice offers an excellent work-life balance, a family-like team culture, and dedication to providing the highest quality medicine. We value family and friends. Our hospital is located in Traverse City, MI. The right candidate is always open to new ideas/niches if you have a strong interest in a particular field.

We are seeking an associate veterinarian with a minimum of 1-2 years’ experience. We encourage graduates or any level of experience, with a strong interest in a particular field, to apply. The facility is always open to new ideas/niches if you have a strong interest in a particular field.

We are an active participant in the Michigan Veterinary Medical Association (MVMA) and the American Animal Hospital Association (AAHA) and are AAHA accredited small animal practice located in Traverse City, MI. The right candidate is one that possesses compassion and the ability to provide exceptional care for their pets and clients. They must possess excellent communication skills and the desire to practice without restrictions. Our facility is a multi-doctor practice with a potential of 6 figures for full time.

Our practice is currently seeking a full-time associate veterinarian who is looking for a relaxing and manageable work environment. Our practice offers many amenities, including proximity to beautiful beaches, trails, hunting, fishing, and much more. We have plenty of opportunity for mentorship. We look for candidates who are motivated and enthusiastic. A unique opportunity awaits you at our practice.

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If you are interested in joining our team, we’ve fostered with our clients. Our clinic is well equipped with digital x-ray, dental x-ray and ultrasound. We offer a competitive salary and benefits package that helps maintain a positive work/life balance, with a short drive to Lake Michigan and no after hour or weekend emergencies. We would love the opportunity to share with you what’s more about our practices and the community we serve! All experience levels are welcome. Please reach out to Robert at 616/667-6700 or visit https://www.cottonwoodvetcenter.com for more details about our practice. If you are interested in joining our team, please send your resume to claire24@hotmail.com.

Kalamazoo Animal Hospital strives to provide a workplace with a positive work culture and work-life balance. If you are seeking this type of culture our clinic is the place for you! We are currently seeking a full-time associate (2 days/week) to perform routine surgeries and offer exemplary care. Salary commensurate with experience. Flexible schedule and knowledgeable staff. Please email jfreiddvm@aol.com.

Clarke Animal Hospital is seeking a Medical Director to join their team and provide leadership along with driving high medical standards. We are a full service, 4-doctor companion animal practice providing comprehensive care. We strive to make our work environment fun and family oriented by offering flexible hours and outstanding benefits. Our hospital offers a dedicated surgery suite, comprehensive digital x-rays and digital dental x-rays, ultrasound, and in-house labs. Our hospital is only minutes away from scenic Lake Michigan, with many state parks offering hiking, biking, boating, fishing, cross country skiing, and much more. Additionally, we are within an hour’s drive of Grand Rapids and all of the amenities it has to offer! Please visit our website at clarkeanimalhospital.com. For more information or to apply, please contact Megan Nolan at 616/772-8367 or visit https://www.kalamazooanimalhospital.com for more details about our practice. If you are interested in joining our team, please send your resume to kzoanimalhospitalmanager@gmail.com.

Clarke Animal Hospital is seeking a Medical Director to join our team here in centrally located Jackson, MI! We are a two doctor, small animal and exotic practice that focuses on building long term, collaborative relationships with our clients. We have a beautiful facility with in-house bloodwork, ultrasound, dental/digital x-ray, paperless record keeping and an AMAZING support staff with 5 licensed technicians to help you shine! We pride ourselves in providing great work/life balance and having a no drama, fun, family-like atmosphere with no after hour emergencies and rotating every 3rd Saturday morning for our associates. Benefits include new associates options available. Health insurance, retirement plan, paid holidays off, are just a few of our benefits. If you are looking for a positive, supportive work environment for your practice, to grow, please contact us at info@countygardenvet@gmail.com.

At Gull Lake Animal Hospital (Richland, MI), you have the freedom to practice high quality medicine in a progressive and constantly evolving facility. Perhaps you aspire to one day manage, develop protocols, and lead a team that is eager to learn? If so, we offer future leadership opportunities which include possible practice buy-in! If not, we are expanding our team associates and we are finalizing plans to move into a brand new, state-of-the-art, facility later this year! We offer a highly competitive salary with excellent benefits package, and 401(k) match. Please visit our website at alleganveterinary.com or 404/772-8367. 

Bay Pines Veterinary Clinic (Harbor Springs, MI) is in the heart of beautiful northern Michigan. We are a busy, two-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 practicing a high quality of medicine. We strive to grow, please contact us at info@countrygardenvet@gmail.com.
Our doctors do not practice medicine in their “own lanes”, but instead value team work and often collaborate and share knowledge with each other throughout the day. The practice sees a wide variety of small animal cases ranging from sick/ wellness exams, day time emergencies (no after-hours calls), soft tissue surgeries, and much more. The hospital is equipped with digital radiographs, in-house diagnostic labs, EKG, ultrasound, full pharmacy, and cream. Kidd & Lake is welcoming to apply. $100,000 base salary with production, full benefits, and up to $50,000 student loan assistance. Visit our website at alleganveterinaryclinic.com. For more information or to apply, please contact Megan Nolan at Megan.nolan@mvma.com or 404-772-8367.

Sunrise Side Veterinary Hospital is seeking an associate veterinarian to join our family owned, progressive two doctor AAHA accredited practice in East Tawas, Michigan. We are a companion animal practice which focuses on quality medicine, compassionate care, and open client communication. Kidd & Lake has a staff who make our practice a family. 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 professional growth. We are focused on trying to find a healthy work life balance while maintaining a high quality of care and still have a good time doing it. New graduates with an interest in learning and growing welcome. East Tawas is located along Lake Huron and has a multitude of outdoor activities with many cross country ski and snowmobiling trails in the area as well as hunting, fishing, power boating, canoeing along the Ausable River, hiking, and many outdoor activities. Competitive salary and benefits package. You will work to provide a flexible schedule. We are willing to assist the right candidate in pursuing their area of specialty interest. Signing/relocation bonus. Check out our hospital at www.srivh.com. Feel free to contact us at kingj@ yahoo.com.

Are you seeking a workplace that offers a positive work culture and emphasizes work-life balance? Maple Veterinary Hospital is seeking a full-time associate to join our team. We are a well-established and growing 3-doctor small animal practice in metro Detroit, Michigan, focusing on preventive health care and building lasting relationships with our clients and their pets. Our staff practices high-quality medicine, surgery and dentistry. Our hospital is well equipped with in hospital lab, digital x-ray and digital dental x-ray. We offer a competitive salary and benefits package, including a signing bonus and a schedule that helps maintain a positive work/life balance. We would love the opportunity to share with you more about our practice and the community we serve! Please reach out to Dr. Mike at 248/556-6613 or email at drmkivey@mvfvet.com. If you are interested in joining our team, please send your resume to drmkivey@mvfvet.com.

Seeking a full-time mixed animal Associate Veterinarian to join our team at Animal Health Associates in Mt. Pleasant. We are a busy, fast paced mixed animal practice (70% small animal, 20% food animal and 10% equine) serving the Central Michigan area for over 30 years. Our practice includes 4 full-time veterinarians, 2 LVTs and roughly 15 support staff. The schedule is 4 days per week, up to 2 Saturdays a month, and on-call every 4th weekend as well as 1.2 nights per week. Duties include surgery, appointments and farm calls. Candidate should possess a positive attitude, have a good work ethic, be a team player and have excellent communication skills. Please send resume to Kris Wilson at aha3434@gmail.com.

Full-time or part-time position available for an experienced veterinarian at our well established modern and fully equipped hospital located in Southfield, Michigan. Candidates must have great surgical and medical skills and have the ability to communicate well with clients. No weekend and flexible work schedule 9-5 on MWF and 9-6 on Tu-Th. We offer competitive salary (125K base + Commission), 10K sign on bonus, medical insurance and other benefits. Please send resume to michig anvet@hotmail.com.

At Forest Hills Veterinary Clinic, located in Grand Rapids, MI, we are looking for an Associate Veterinarian who is looking for the opportunity to join our multi-doctor practice that focuses on educating clients on the highest quality care and building lifelong relationships with our patients. The best part of our practice is that you will be supported by a skilled and collaborative team in a relaxed environment! We routinely update our facility and equipment, including our right large surgery suite to continually provide an excellent experience for our doctors, clients, and patients. Our veterinarians are excited to add an associate to the team to continue our legacy of providing quality care to our patients and the community. We are seeking a veterinarian of all experience levels, as our doctors are enthusiastic to share their knowledge and mentor a recent graduate in all aspects of general practice! Please send resumes to: twatson@heartlandvetpartners.com.

Athens Veterinary Services/Beadle Lake Veterinary Clinic is seeking a part or full-time associate veterinarian to provide high quality care and great client service in a general small animal and/or mixed animal medicine. We are looking for a motivated, enthusiastic individual with excellent communication skills who loves it all. We are located in a rural community and raise a family farm. We are only 45 minutes from beautiful Lake Michigan, we have 4 seasons to enjoy, and we are a suburb of Grand Rapids which was named one of the top 100 best places to live in 2020! If you are ready to have a happy work and life in a fun, yet professional environment, send us your information. New or experienced veterinarians are welcome to apply by sending a resume to clypedarkat@beadleglobal.net or faxing it to 816-531-1459. Check us out at www.clypedarkat.com.

Riverview Animal Hospital seeks FT or PT associate for busy, well established private practice in Riverview, MI. Excellent client communication and low stress pets handling a must. Surgical experience and interest in dentistry preferred. Hospital is well equipped with digital dental and ultrasound machine and is a referral facility in Green Bay to which we send needed cases. A new owner can expect to clear your name, fill your belly, and pay for staff. Riverview Animal Hospital offers a signing bonus and a schedule that helps maintain a healthy work-life balance. There is a fantastic emergency vet practice high-quality medicine and surgery. We offer a highly competitive salary and benefits including 401k, and a flexible schedule with no after-hour emergencies. If you have a friendly, positive outlook and want to join a great team, please email your resume to riv18761aol.com.

Donaldson Animal Hospital is looking for an experienced part-time small animal veterinarian interested in working with healthy and happy pets. Our small family-oriented clinic is located in southeastern Lower Michigan. We have been serving the Lake Orion area for over 50 years. We are progressive and practice high-quality medicine and surgery. Weekends and holidays off. No late nights. Competitive salary. Please contact us at 248/391-2000 or send a resume to Donaldsonanimalhospital@gmail.com.

Animal Health Associates in Mt. Pleasant is seeking a motivated, positive, energetic, and compassionate associate veterinarian who has good medical, surgical, and digital dental x-ray skills and is looking forward to joining our multi-doctor, small animal practice. We are looking forward to providing our doctors, clients, and patients with the best medicine possible. Our practice is centrally located in the U.P. We have 7 support staff members, who do 80% of the work on each case. The practice has 2 Vetscan blood chemistry analyzers, isotofurane anesthesia, digital radiography, new cervices, autoclave and microscope, and much more. There is new central air conditioning, ample parking, and a motivated client base who are willing to pay for excellent care. There is an excellent emergency referral facility in Green Bay to which we refer weekend and after hour emergencies. The practice grossed just under $1,000,000 last year. A new owner can expect to exceed $200,000 after debt service. The office is 1/4 mile from beautiful Little Bay de Noc on Lake Michigan. If you enjoy ice fishing, snowmobiling, riding the ORV trails, hunting, kayaking, and just being surrounded by nature, this is the perfect spot for you! If you would like more information, call Dr. Laskaska at 906-789-1878 during regular hours, or 989-789-6202 after hours. 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 Hospital 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 near numerous hiking trails, inland lakes, and Lake Michigan. We are an independently owned practice that has been serving the community for over 30 years. We are a team-oriented practice that is dedicated to providing quality care to our patients while providing excellent care and compensation for our patients and clients. The ideal candidate would be compassionate, detail oriented and highly motivated. New graduates are welcome, as well as experienced doctors. We offer a highly competitive salary and benefits package including, medical, dental and vision, retirement plan, PTO, a continuing education stipend, and more. Please submit your resume to Dr. Kristin Knisk at tcvhs@gmail.com.

We’re searching high and low for the right veterinarian to join our hospital! Here at Clio Animal Hospital we believe our clients are special and that everyone who works at our hospital is always treated like family. Our staff members are fabulous and strive to improve themselves through continuing education. We consider ourselves to be a great group of cooks as well, and really enjoy putting out food. We are offering a signing bonus of up to $16,000 to be paid over the first 4 years of employment with us. We also offer IRA, flexible schedules, insurance benefits, and more! Experienced and new graduates are welcome to apply. There are no emergency hours and all major holidays off. Impress every client, every time. That’s our motto. And if you play your cards right, it could be yours too. If you’re interested in learning more, contact Aubrey Pettey by fax: 810/687-2324 or email: Animalhospital3474@yahoo.com.

LOOKING FOR ONLY THE BEST: Do you laugh and have fun at work? Do you enjoy encouraging your staff to be their best? Do you have a passion for your work? Would you enjoy a 4-day work week with only working 2 Saturday mornings a month? If you said NO
Bay Animal Hospital, located in Essexville, MI, is looking for a full or part-time credentialed Veterinary Technician to join our busy 5 doctor companion animal hospital! We want you to be respected as the highly-trained medical professional that you are. Our practice is an environment where your opinions & ideas are not only valued, but heard & often implemented. Do you want to work somewhere that utilizes all the skills you have developed in your career? We have a hard working, warm & friendly licensed veterinary technician opening for a sensitive work schedule. Competitive salary, benefits, continuing education, and flexible hours are available. Come join a team who are partners in all of your technical skills. We are a full-service hospital providing current, state of the art, small animal & exotic care. Looking for a self-motivated, detail-oriented team player with great communication skills. Contact Laura or Nancy at levanvet@levanvet.com.

**OFFICE STAFF**

**PRACTICE MANAGER:** We are looking for a positive, motivated individual to lead our practice during a time of growth. Privately owned, East Bay Animal Hospital is located on East Grand Traverse Bay in Acme, MI. Our region is an absolutely beautiful place to live and relocate to! Our hospital is a small animal exclusive general practice. We are moving into a newly renovated hospital in Fall 2021 and are looking forward to the growth this will allow us. If you have 2+ years of experience in management, have a passion for veterinary medicine, and are looking to join an incredible team, this could be the position for you. Competitive salary, health benefits, tuition reimbursement, paid vacation/sick time and more. We are committed to continuous education. There are numerous in-house CE opportunities available, as well as an opportunity to pursue in and out of state continuing education.

We’d love the chance to speak & meet with you about this opportunity. You can contact us at 989-893-4549 or email info@ayanimalhospital.com. (MSU 06, MVMA Member)

Bay Animal Hospital (855-490-2558)

**COURTESY CLINIC:**

**Cortney Chapin, DVM** - 260/541-0739 (MSU 09, MVMA Member)

Available for SA practice or part-time work in Southeast MI.

Cortneychapin@hotmail.com

**WESTERN MICHIGAN VETERINARY HOSPITAL FOR SALE:** Motivated seller looking for buyer in western Michigan. $767K in collections for YR 2020. High potential property also for sale. Contact Corey Young, Broker with OMNI at corey@omni-vepcom or 616-450-0933 for more information. (MVMA 102)

AGFA2VET CR30 CR web-based digital x-ray system available, includes all hardware and opal web software system. In excellent condition. For further details contact Dr. Singh, 248/882-1963, or bsnow@gmail.com.

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

Small animal veterinary clinic for rent, close to East Lansing. Clinic contains digital x-ray, gurney, table, surgical, and comprehensive health care. 90% of lab work and minor surgery performed. For further details, contact Dr. Kurt Liblieberg for a free consultation. thermervetclinic.com. (MVMA 102)

**Upper Peninsula. Small animal practice near Marquette grossing $67K. Practice is offered at $410K, real estate offered at $100K. (MI-3006) Contact Total Prac- tice Solutions Group, Dr. Kurt Liblieberg, 440/933-4522, or kurt@tpsgales.com.**

Central Upper Peninsula Area. Long standing small animal practice, 1.5 FTE DVM, grossing $69K. Practice is offered at $600K, real estate offered at $165K. (MI-3068) Contact Total Practice Solutions Group, Dr. Kurt Liblieberg, 440/933-4522, or kurt@tpsgales.com.

Central Michigan, west of Midland. Long standing small animal practice, two DVM, grossing $1.2M. Practice is offered at $650K, real estate offered at $850K. (MI-7070) Contact Total Practice Solutions Group, Dr. Kurt Liblieberg, 440/933-4522, or kurt@tpsgales.com.

Are you ready to buy or sell a veterinary practice? Valuations, consultations, buying or selling, I can help. Call or text Dr. Fred Zyczek, Broker, at 248-891-3934 or email fyczek@xsl.com.

Privately owned veterinary practice located in the Lansing: Ann Arbor corridor. Practice includes everything needed to practice high quality medicine. Grossing $440,000 prac- tice and real estate offered for $200,000. Land contract is available. Email klimper@ yahoo.com or call 517/404-7183 for more information.

**EXPERIENCE RATES GROUP:**

Dr. Kurt Liljeberg, 440/933-4522, kurt@tpsgales.com.

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Small animal veterinary clinic for rent, close to East Lansing. Clinic contains digital x-ray, gurney, tohed care table at the same time, residential housing and outbuildings avail- able. Call or text 517/899-3903 or email harri0560@att.net.

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Bay Animal Hospital (855-490-2558)
Linda Vanasseche, DVM - 517/896-9086
(MSU 90, MVMA Member)
SA medicine, surgery and emergency; excelling in dermatology and internal med. Travel negotiable more than 1 ½ hours from Lansing. Excellent written/verbal communication and record keeping. dmvma0879@sol.com

Amy Wildrose, DVM - 517/420-5891
(MSU 00, MVMA Member)
Experienced, proficient, dependable, and conscientious. Available for SA relief or part-time. Based in Lansing. Willing 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

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

Amy Puck, 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. apockdvm@gmail.com

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

Jim Sharp, DVM - 810/533-3598
(MSU 71, MVMA Member)
SA relief, SE Michigan. Former practice owner. Proficient in sophisticated dentist and medical work. Excellent communicator. veterinaryanimal@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@gmail.com

Delta Leeper, DVM, MBA - 248/396-7625
(MSU 2003, MVMA Member)
SA relief or part-time in Grand Haven/Muskegon, Michigan area. Excellent client relations. References. djmontagnadvm@charter.net

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

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

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

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

BethAnne (Hauersmann) Townsend, DVM, of Hosperia, and formerly Northern Muskogen, passed away on October 21; she was just 57 years old. She was born on December 21, 1963, in Evanston, Illinois. She received her Doctorate degree from Michigan State University School of Veterinary Medicine in 2005. She practiced at Northside Veterinary Hospital and was an outstanding and compassionate veterinarian. BethAnne had many hobbies and was a loving mother and wife. She is survived by her husband, Mark, daughter, Kari Beth and son, Kyle as well as two stepdaughters Desha and Markaya.

David L. Roberts, DVM, of Franklin, MI passed away peacefully at his home on October 11, 2021, at the age of 88. He graduated from MSU CVM in 1957 and remained close to his classmates throughout the years. He was an exceptional large and small animal practitioner. He was a man of many talents including a published author; he also wrote, directed, and starred in multiple community theater projects. His loving wife of 66 years, Jane, survives him. Robert and Jane had two sons, Gary and Daniel.
No practice is totally free from slips and trips, unexpected business interruptions, or extreme weather. When risk strikes, are you prepared?

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

DEA: Detroit office
(313) 234-4000

DEA: Toll-free
(800) 230-6844

MDARD State Veterinarian
(800) 292-3939

MI Dept. of Health & Human Services
(800) 241-3740

State of MI Health Certificates
(517) 284-5767

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

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