Hello from rural mid-Michigan! I’m Mike Thome, and I’m honored, and a little nervous, to serve as your president for 2019. My large animal practice focuses on horses and cattle, especially dairy cows. Lots and lots of cows!

My leadership journey with MVMA started when the Michigan Equine Practitioners Association elected me as their representative to MVMA’s Board of Directors. I was clueless when I arrived, and I probably spent the whole first year just listening, trying to figure out what was going on! By the time I saw my term limit approaching I was sorely disappointed to be leaving the Board. Dr. Melissa Wilcox, our current President-Elect, was gracious enough to pause her journey through the Executive Committee for one year so that I would not have to leave. Missy, I am grateful.

In the beginning of my tenure, the powers that be assigned me to the Leadership Development Committee. Until then, I did not even know that leadership was a discipline of study, and I had no idea of the tools that are available to help us in our organizations, our practices, and our interpersonal relationships, even those at home. The MVMA, and the AVMA, offer numerous opportunities for leadership and soft skills training. I urge all of you to spend a few minutes on their websites to find something that inspires you.

I also urge all of you to consider volunteering local or on one of MVMA’s committees or task forces. My professional maturity was stagnant when MEPA sent me to the Board of Directors. I can sincerely say that I’ve gotten far more out of it than I’ve put into it, but it would never have happened if I hadn’t volunteered in the first place.

In closing, through MVMA I encountered a successful executive this last fall who asks his employees two questions once a week: Name two things you’re happy about, and name two things you’re worried about. I started doing this in my office, and also with my dairy clients on my regular herd health visits. I’m stunned by the improvement in communication, and by the growth in our relationships, since I began doing this. I would never have thought of it on my own, but thanks to MVMA, I didn’t have to. So go ahead, share your answers with me, and also try it at home. Let’s see where it leads...
Are you a Practice Owner?

IF SO, PLEASE PARTICIPATE IN MVMA’S COMPENSATION & BENEFITS STUDY!

Dear Practice Owner,

Do you ever wonder how what you are paying your associates compares to other practices in your area? If so, MVMA is here to help!

As a practice owner, we encourage you to fill out the survey by April 15. This comprehensive survey asks questions about the compensation and benefits offered to your associates and practice team (practice managers, technicians, assistants and front office staff). It also examines several other areas (type of practice, years in practice, location, etc.). Survey results will allow MVMA members to evaluate their compensation and benefit policies compared to those of other MVMA members. Please note that all responses to the survey will remain confidential. You can access the survey at the following link:

WWW.SURVEYMONKEY.COM/R/MVMA-COMP-2019

We are asking the owner and/or practice manager to complete this survey online to help us compile the data more efficiently. Please have compensation information for your veterinarians and staff available to you when you begin the survey, as well as information about medical and retirement plans, if applicable.

The more data we can collect from Michigan practices, the better information we will have to share with you!
LEPTOSPIROSIS:
A Preventable, Deadly Disease in Dogs

Puddles. Wet grass. Lakes. What dog owner hasn’t wiped off their dog’s muddy paws? But what many dog owners may not know is that those same wet conditions could be home to a deadly bacteria. These bacteria cause a disease called leptospirosis, or lepto. While these bacteria could be as close as the backyard, a simple annual vaccine can protect dogs from becoming infected.

In Michigan, leptospirosis in dogs has been on the rise in recent years. A cluster of cases in Detroit-area dogs in 2011 was covered by news outlets across the state, but despite the high-visibility of those cases seven years ago, cases have been increasing since 2015.

The Michigan Department of Agriculture and Rural Development (MDARD) tracks cases of leptospirosis in dogs reported by veterinarians and veterinary diagnostic laboratories. In 2011, a total of 74 cases of canine leptospirosis were reported statewide. By 2017, that number had increased to 149. For 2018, 115 cases were been reported to MDARD as of October 31. Although the majority of cases are reported in Macomb, Oakland, and Wayne counties, lepto was reported in more than 20 Michigan counties in 2017.

Leptospirosis is caused by infection with one of the more than 250 types of bacteria called Leptospira. These bacteria can infect any mammal, including humans. Leptospira live in warm, wet environments such as damp grass, standing water, mud, and lakes. Under ideal conditions, the bacteria can survive more than three months outside the body. In the spring, wet weather and flooding can provide an ideal environment for Leptospira bacteria and the risk of infection increases for unvaccinated dogs.

Dogs are most often infected with lepto through mucous-membrane (mouth, nose, or eye) contact with the urine of infected animals and/or contaminated food, bedding, soil, or water. Dogs can also get lepto from close contact with another infected dog, and through the bite of, or by eating, an infected animal. Raccoons, skunks, opossums, rats, cows, and pigs are all known carriers of the infection.

Because of the broad range of carrier species, any dog—even one briefly outdoors in an urban backyard—is vulnerable to the disease.

The most common early signs of Leptospira infection in dogs are: loss of appetite, increase or decrease in urine production; uncharacteristic inactivity; vomiting; diarrhea; and abdominal pain. Even with prompt, exhaustive medical care, 10 to 15 percent of infected dogs may die. Untreated, many infected dogs die of kidney or liver failure.

Vaccination is the best way to prevent leptospirosis in dogs. New four-way vaccines, first released in 2002, provide protection against four types of leptospirosis—the previous vaccine protected against just two types. Today’s vaccines are second-generation vaccines associated with fewer adverse reactions. Pet owners should talk with their veterinarians about what type of leptospirosis vaccination is appropriate for their dog.

HISTORICAL PERSPECTIVE

Leptospirosis was more common in dogs in the 1950s and 1960s and widespread vaccination of dogs led to a decrease in the incidence of disease. Veterinarians educated in the 1970s and 1980s typically didn’t hear much about it because it was no longer a worry. The decrease in the number of cases led to a decrease in vaccination rates. But then pockets of canine leptospirosis started appearing around the country. As word spread among veterinarians regarding the new cases of this old disease, more testing of sick animals was done. This testing pointed to the fact that the new cases of canine leptospirosis were caused by three types of leptospirosis not covered by existing vaccines.

The types causing disease were those associated with raccoons, possums, and skunks. Lo and behold, urban sprawl put household pets in closer contact with wild animals whose habitats were being encroached upon. Because the previous two-way vaccine didn’t protect against these types and some small risks associated with the vaccine had been observed, many vets stopped vaccinating for leptospirosis altogether.

FIGHTING LEPTOSPIROSIS TOGETHER

Protecting the health of pets is possible thanks to the new second-generation vaccines. Pet owners and veterinarians can help reduce incidents of the disease by working together to increase the number of vaccinated dogs.

The Michigan State University Veterinary Diagnostic Laboratory (MSU VDL) conducts over 80,000 tests for leptospirosis annually, for veterinarians across the United States. More information for the veterinary community on canine leptospirosis and testing options is available in the Fall 2018 issue of the MSU VDL’s newsletter, Diagnostic News, and in the laboratory’s test catalog. A one-page guide for dog owners is also available. Please visit animalhealth.msu.edu to access these and other resources.

Additional information on leptospirosis in pets is available through the American Veterinary Medical Association at avma.org.

Information on leptospirosis in humans is available through the Centers for Disease Control and Prevention at cdc.gov/leptospirosis.
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the michigan veterinarian · spring 2019
Dr. Timothy A. Hunt, DVM

In response to the needs of animals and owners following the California fires in late 2018, Dr. Tim’s Pet Food Company donated over 20,000 pounds of dog and cat food to the Butte Humane Society in Chico, California. The Butte Humane Society received overwhelming support from outside groups, which was critical in order for them to help those in need. Local people frequented the pantry to get food, crates and other pet-related goods, with over 300 people coming through on some days. The humane society also took in many animals with no idea who they belonged to or the area from which they came. The humane society continues to work to find the animal owners. Dr. Hunt encourages everyone to remember those that are less fortunate and help out. Many lives were lost and homes destroyed in the California fires, and Dr. Tim’s Pet Food Company will continue their support as needed.
CHRONIC WASTING DISEASE:
Live Animal Tests & Genetic Resistance

By Cherie Collins, DVM
Cervid Program Manager
Michigan Department of Agriculture and Rural Development
Chronic Wasting Disease (CWD) is a transmissible spongiform encephalopathy (TSE) of deer, moose, and elk. It was first identified in Colorado and Wyoming in the 1960s. Since then, it has been detected in 25 states and three provinces in North America in free-ranging or farmed deer and elk. Other TSEs include bovine spongiform encephalopathy, scrapie, and Creutzfeldt-Jakob disease. The disease is believed to be caused by misfolded proteins known as prions. There is often a prolonged asymptomatic period, and infected animals eventually lose body condition, have progressive neurological symptoms, and die. No treatment or vaccine is available for CWD.

Due to the detection of 111 cases in free-ranging white-tailed deer in Michigan since 2015, there has been considerable interest in the disease. Studies indicate population declines will occur in areas where CWD exists, potentially impacting hunting and deer-related economies. Aggressive surveillance is the most currently used tool to combat CWD. Diagnosis of CWD has historically been done on brain and lymph node tissues taken postmortem. Testing on tissues looks for accumulation of the CWD-associated prion by immunohistochemistry (IHC) or ELISA.

Two areas of interest in research focus on ways to detect disease early and the possibility of genetic resistance to CWD. Much of the work in both areas is being done in farmed deer herds where CWD-positive animals have been identified. Scientists are looking for antemortem tests for early detection and a test-and-removal process for CWD-positive herds. Such tests will probably have the biggest impact on farmed deer, since large-scale application to free-ranging herds seems impractical.

Differing levels of susceptibility to scrapie based on genotype in sheep have been used in breeding programs, resulting in a dramatic decrease in the prevalence of scrapie worldwide. Researchers are examining whether similar levels of susceptibility to CWD can be identified in genetic makeup of deer and elk, thereby helping in decreasing the spread and prevalence of that disease.

GENETIC RESISTANCE

CWD resistance mechanisms in deer are not completely understood. In white-tailed deer, several codons have been identified as potentially being linked to CWD resistance, which results in decreased disease prevalence or delayed progression of the disease. The amino acid sequence encoded by the prion protein (PRNP) gene has been linked to CWD susceptibility. The codons of interest in white-tailed deer are 95, 96, 116, and 226. The codons of interest in elk and other cervid species are slightly different. 96G is the most common with about 70 percent of deer having one or two copies of this allele. 96S is less common, with about 20 percent of deer having one or two copies. 96GG are considered the most susceptible to CWD and 96SS are least susceptible, so 96GS are intermediate susceptible. Codon 226 is getting increased attention among breeders as well. Breeders will be testing their animals and will be selecting toward 96S, 95H, and 226K, and away from 96G as much as possible to see if these efforts can decrease the prevalence of CWD in farmed deer.

Selection in free-ranging populations will not be as useful a tool, since trait selection in free-ranging animals is much harder.

ANTEMORTEM TESTS

Official CWD tests must be approved by the United States Department of Agriculture’s Animal and Plant Health Inspection Service. Currently, only the postmortem tests are approved. Antemortem tests are being evaluated in CWD positive herds. In general, antemortem tests are best used as a screening tool for whole herds rather than trying to assess the disease status of individual animals. Additionally, multiple tests are often recommended to avoid missing infected animals that may have been sampled too early in the incubation period to detect the disease.

In white-tailed deer and elk, rectal biopsies to sample recto-anal mucosa-associated lymphoid tissue (RAMALT) have been used the most. Collecting RAMALT tissues from live animals is a relatively simple and reliable procedure that has already been used in scrapie investigations in sheep. The sensitivity of rectal biopsy is less than that of the retropharyngeal lymph nodes because the lymphoid tissue becomes positive later in the course of the disease. There is a limited number of times that an individual animal can be sampled by rectal biopsy and the effectiveness of the test is also based on the skill of the person collecting the biopsy. The number of follicles obtained is very important in getting reliable results. The sensitivity of the test varies based on the genotype of the deer as well. The sensitivity is about 76 percent in 96GG and 42 percent in 96GS animals. Rectal biopsies have been used in CWD positive herds to identify animals that could be released to harvest sites.

The animals were harvested in a relatively short time and tested postmortem. A few animals that tested positive on postmortem had been positive on rectal biopsy a few months prior.

Other antemortem tests being examined include tonsil biopsy and retropharyngeal lymph node biopsy. These biopsies have good specificity and sensitivity but require general anesthesia, specialized instrumentation, and high skill level to collect, thereby making them expensive and impractical for widespread use. Testing of blood and feces has also been investigated. Prion concentrations are below the detection limit in blood and feces, limiting the usefulness of these tests.

As CWD detection expands in geographical range and prevalence, improved methods of detection, especially in live animals, will be critical in efforts to combat the disease. Reliable antemortem testing will likely be utilized in farmed deer in decision making on management of CWD positive herds. Knowledge of the usefulness of these techniques will evolve with increased use. Genotype testing is also in the early stages of development as a tool for limiting the spread of CWD. As more animals are tested, the usefulness of this will be better defined as well.
When treating four-legged patients, make each moment matter.

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Today, like many other days at a veterinary hospital, I had the unique privilege to share in a woman’s grief.

Why do I call this experience a privilege? Please let me explain.

As veterinarians we often have to deal with the death of a pet. Most often the death is brought on by a difficult choice called euthanasia. Clients say, “Doctor, I don’t know how you do this everyday.” Or friends say, “How do you deal with all the grief?” I am never sure just how to answer, but in my mind I always think that I am witnessing something uniquely beautiful. That may sound strange, but it is my truth. In those difficult moments, I am witness to the profound love between a person and their pet.

There is a quote from Zig Ziglar that says, “If there were no love, there would be no grief.” One of my daily appointments was for a cat named Tigger. I had seen Tigger just a few short days before because his health was quickly failing. He was losing weight, having trouble eating and falling over while walking. Tigger was a sweet old emaciated, dehydrated, 17 year old cat with a beautiful personality. He was very ill, but he remained dignified and friendly, purring weakly when he was stroked or touched. The women that cared for him was very distraught, telling me that this cat had previously belonged to her relative that had died. She had struggled with the decision for several days as we came to the conclusion that Tigger had cancer and would not recover. Today was the day that she decided that she had to say goodbye. As he lay on the blanket that we laid out, the woman talked to him gently stroking his chin and he returned the gesture by purring and leaning into her hand. I watched the woman grieving over her sweet cat and the cat returning her love by lifting his head and allowing her to rub his boney chin for the last time. As she whispered her last goodbyes, her tears landing on his little face, he gazed at her with a look that could only be complete trust and love. The love that passed between them was amazing and beautiful. She quietly left the room as I gave him his final rest.

I have lived through so many versions of this story, with many clients and with my own personal pets. Over and over again I come to the same conclusion. Grief is the price we pay for love, and a life without love would not be worth living.

So the answer to the question, “How do you do this everyday?”

The answer is simply, love.

By Dr. Julie Cappel

Dr. Cappel works as a small animal and exotic pet veterinarian, leadership and life coach. She has been a practice owner for over 20 years running a four-doctor veterinary practice in Warren. She currently authors a weekly blog for veterinary teams, which deals with issues that we face in the veterinary profession.

Veterinary Life – Dr. Julie Cappel. Her website is at www.juliecappel.com.
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NEW TASK FORCE SEeks solutions to fight student debt

By Drs. Christian Ast & Erin Whalin
Student Debt Task Force Co-Chairs

Entering the veterinary profession as a new graduate should be an exciting time filled with optimism and learning. Unfortunately, for many it can quickly turn into a nightmare. A devastatingly high student debt burden sinks in as reality sometime after landing that first job. According to the AVMA, the average debt for a 2016 graduate was $143,757.82 and over 20% of 2016 graduates carry at least $200,000 in debt. A 2015 AVMA report stated that the average starting salary for students who had accepted a full-time position in private practice was under $67,000. To put it in perspective, it is safe to assume that a significant number of our colleagues have a debt to income ratio that is worse than 3:1. How many life decisions have to be put on hold to repair the long-lasting damage that ensues? What are the effects of the psychological trauma that occurs while trying to manage such a massive pile of debt?

Whether you are a brand new veterinarian, a seasoned practice owner facing retirement, or somewhere in between, the issue of student debt in the veterinary profession has likely affected you in some way. During the September 2018 MVMA board meeting, a motion was passed to create a task force to evaluate ways that the MVMA can better address the student debt issues in our profession. The task force’s first meeting was held in November 2018.

The passionate members of the student debt task force aim to develop resources that can make a prompt and tangible positive impact. Some of the ideas for consideration include:

- Developing resources to help students find paid veterinary-related opportunities while attending veterinary school or during breaks
- Providing funds for scholarships
- Establishing a grant program to support students during off-site externships
- Creating educational pieces highlighting how high student debt affects all phases of their career. Topics would include debt management, budgeting, practice purchase, and retirement planning.
- Including business or financial literacy seminars at the Michigan Veterinary Conference
- Educating practice owners on ways to create business models that promote associate well-being and in turn grow and retain members of the profession

The Student Debt Task Force will be working to find practical programs that support not only recent graduates and students, but also provide more experienced veterinarians with the information they need to better understand how high student debt affects them. We would like to hear your feedback on this important issue. Feel free to email Drs. Christian Ast or Erin Whalin with any comments at astchris@yahoo.com or eehwhalin@gmail.com. If this is an issue that is important to you personally, there is still space on the task force for one or two more members.

MVMA already provides a substantial amount of financial literacy, business and student debt resources to our members. Spend a few minutes looking at what is already available on the MVMA website at michvma.org/student-debt-resources and michvma.org/debt-loans-financial-planning. You may be surprised on what you already have access to just by being an MVMA member.
Take Full Advantage of Social Media from MVMA!

Rank up your clinic’s social media! Share, retweet or repost any of the content the MVMA posts on Facebook, Twitter or Instagram on your clinic’s social media!

All information on these sites is for our members to help in sharing news and can also be shared with clients. If you have not done so already, like us on Facebook www.facebook.com/ilovemyvet and follow us on Twitter @MichiganVMA and Instagram @michiganvma.

By following the MVMA through these outlets, you will be able to stay current on happenings in Michigan and on the national veterinary medical scene.

CHECK OUT MVMA’S SECRET FACEBOOK GROUP, TOO!

In addition to all our traditional social media channels, MVMA’s Young Professionals Task Force created a secret Facebook group called “The Michigan Veterinarian.” The group has over 400 members and is a space for the Michigan veterinary community to discuss concerns related to cases, practice, work/life balance and more. Individuals share both personal and professional challenges to obtain input from others. If you’d like to join the group, email us at mvma@michvma.org and we will send you an invitation to join. Because it’s a “secret” group, if you search for it on Facebook, you will not be able to find it.
New Year and a fresh start to the legislative process! The new administration took over on New Year’s Day at noon. Democratic Governor Gretchen Whitmer, Secretary of State Jocelyn Benson, and Attorney General Dana Nessel pledged to reach across the aisle and work with the incoming Republican Legislature. One of Governor Whitmer’s first major tasks will be to craft a state budget for the 2019–2020 Fiscal Year that begins next October 1. To get things rolling, Governor Whitmer tapped new department heads including former legislator Gary McDowell to head the Michigan Department of Agriculture and Rural Development (MDARD).

The new Senate Majority Leader, Mike Shirkey, and Speaker of the House, Lee Chatfield, will both lead their respective chambers for the 100th Legislature. The legislative session officially opened on Wednesday January 9, with both chambers scheduled to meet every week through the beginning of June with the exception of Spring Recess (March 25–April 5). Both the House and Senate have announced their intentions to shake up the current committee structure. The Senate has announced it will create an Advise and Consent committee designed to vet the appointments made by Governor Whitmer. The House committee restructuring was announced by Speaker Chatfield and was a bit more dramatic. All bills will now have to go through a two-tiered committee system. Only four committees, Appropriations, Government Operations, Judiciary, and Ways and Means will be able to send bills directly to the House Floor. All other bills will first have to pass one of the regular policy committees, and then will be referred to one of the four main committees previously mentioned. The Speaker hopes this new process will encourage more debate throughout the legislative process.

Looking back to 2018, the last quarter is considered by most to be the busiest time period in the Michigan Legislature’s history. During lame duck, Governor Rick Snyder signed 340 public acts and vetoed 56 bills. On his last official day in office, Governor Snyder signed over 120 public acts into law while vetoing a stunning 42 bills in one day alone. The 99th Legislature officially adjourned for the last time on Friday, December 28. Some legislation specific to MVMA includes:

- **House Bill 6110** did not pass out of the Senate due to opposition from MVMA and the Realtors Association. HB 6110 would have restricted the use of criminal records to determine eligibility for occupational licensing. The MVMA legislative committee had concerns about animal cruelty convictions, etc. not being considered in the licensing process.

- **HB 6205** which would have amended the Animal Industry Act was vetoed by the Governor due to some concerns by MDARD with language added during lame duck that would have extended the date for the egg laying industry to be cage free, and market access for eggs to be sold in the supermarket.

- **HB 416** was supported by MVMA and signed by the Governor. The bill allows and makes other revisions to the adoption of certain seized animals used in fighting operations.

- **HB 5916 and 5917** were vetoed by the Governor. The bills would have clarified regulation of pet shops in the sale of dogs and would also have prohibited local government from enacting or enforcing an ordinance, policy, resolution, or rule regulating a qualified pet shop.

- Numerous Administrative Rules, including those dealing with CME and Gabapentin.

During the current legislative session, Karoub Associates looks forward to pursuing opportunities to benefit members of the MVMA, as well as serve as a backstop to policies that may negatively affect the profession. As mentioned in previous articles, we have one of our own, Dr. Hank Vaupel serving in the House of Representatives. At the end of this session, Dr. Vaupel will be term-limited after serving 6 years in the House of Representatives. Dr. Vaupel has been an invaluable asset helping educate his fellow colleagues on issues important to veterinarians and we look forward to working with him in the current session.
This year’s Michigan Veterinary Conference attracted over 1,500 attendees. In addition to the outstanding educational program and newly designed exhibit area, attendees were treated to a variety of receptions, social events and CE venues. Attendees also took care of themselves and others at the conference by participating in yoga classes and guided meditations, adding notes to the Gratitude Board, and coloring on large coloring boards.

Watch for information on the 2020 Michigan Veterinary Conference. You won’t want to miss it!

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Jeanne Walser and Jan Hodge are all smiles while helping attendees.

Is Karlene smiling because this is her last MVC?
Some of MVMA’s past presidents gather for a photo with outgoing CEO, Karlene Belyea.

Dr. Jeff Dizik and Karlene Belyea.

Attendees socializing in the exhibit hall.

The “other” Kenny Rogers!

Dr. Paul Mesack and Mike Thome.

Sharing info in the exhibit hall.

CE was great!

Yikes!
What is a Leader?

By Wendy Hauser, DVM
Peak Veterinary Consulting, Parker, CO

While facilitating a leadership workshop, I asked “Who are the leaders in your practice?” This question stimulated some robust discussion. While some groups discussed the positions in their organizational leadership chart, one thoughtful response was “everyone is a leader in my practice.” I asked this practice manager to describe to the group what leadership looked like in her hospital. She explained that every employee was invested in the success of the practice. Rather than defined leaders, the management team in the hospital believed every team member was a stakeholder and had an equal voice in the crafting of policies and procedures. There was a culture of trust within the practice which encouraged constructive conflict. Because every individual participated, the discussions incorporated many different perspectives which allowed for better decisions to be made. This attitude helped to drive a culture of accountability within her practice. These factors helped to shape a healthy and happy work environment where employee turnover was low, there was less burnout, better teamwork and high workplace satisfaction. How did the management team in this hospital create the environment described above?

QUALITIES OF A LEADER

The qualities of effective leaders have been described in many ways. Simply defined, a leader is “a person who motivates a group of people toward achieving a common goal.”¹ I believe that this definition is incomplete, and that effective leadership requires agility. We live in a world that is rapidly evolving, with a business climate that is uncertain and complex. Our workforces are shaped by the events occurring in the world as our employees reached maturity. As such, we have very diverse generational workforce with diverging ideas about what leadership is and who leaders are. Today's successful leaders are those that possess the following characteristics:

EMOTIONAL INTELLIGENCE

Identified in 1995 by Daniel Goleman, he applied this term to business in 1998, when studies indicated highly developed emotional intelligence was more than twice as important than IQ or experience in predicting success in truly effective leaders.²³ Emotional Intelligence, or EQ, is defined as the “ability to identify and manage your own emotions and the emotions of others.”⁴ According to Goleman’s research,⁵ Emotional Intelligence is comprised of five separate skill sets. The first three represent self-management skills and are self-awareness, self-regulation and motivation. The final two are relationship management skills: empathy and social skills. While there is a genetic as well as a nurture component to Emotional Intelligence, it is widely recognized that EQ increases with maturity. Furthermore, Emotional Intelligence can be learned. It requires that individuals break old habits and form new ones, focusing on the five EQ skills.

VULNERABILITY

In the not-so-recent past, leaders eschewed any sign of weakness. Admitting to being vulnerable would have been a career-limiting action. While often viewed as synonymous with weakness, vulnerability is a paradox in that it takes great courage to allow oneself to be vulnerable. Brené Brown, a social scientist who has performed extensive research on Wholehearted Living and Vulnerability, defines vulnerability as “uncertainty, risk and emotional exposure.”⁶ She further states that “vulnerability is the catalyst for courage, compassion and connection.” Great leaders understand that when they allow themselves to be vulnerable, they invite others to be vulnerable as well. These actions require humility, transparency and trust; they serve as the basis of relational interactions and as an inspiration for loyalty.

COMMUNICATION

Effective leaders are great communicators. They have learned the value in listening with the intent to understand what the speaker is trying to convey. They ask curious questions that “promote discovery and insight.”⁷ Leaders that build organizations like the one described in the opening paragraph understand the value of encouraging a culture of feedback to and between team members. They don’t avoid critical conversations, understanding that unresolved crucial conversations become conflicts. They have learned the value of understanding others’ perspectives.

Successful leaders utilize good communication tools such as open-ended questions, reflective listening and allowing others to complete their thoughts without interrupting. They understand that 93% of communication is non-verbal; they seek to understand the non-verbal messages of those with whom they are conversing and
Exceptional leaders understand the value in being fully present in the moment. As described by James Autry in *The Servant Leader,* being present means “having your whole self available at all times—available to yourself as you try to bring your values to bear on the work at hand, and available to others as you respond to the problems and issues and challenges of team members...” These leaders know that it is impossible to multi-task and be fully present. They make a conscious decision to apply laser-like focus toward the situation, be it an employee’s needs, a patient’s care or a client’s wants.

**AUTHENTICITY**
Remarkable leaders know who they are and in what they believe. They uphold their personal core beliefs and align their actions with their core values, regardless of how tempting it might be to compromise themselves for personal, professional or financial gain. They are true to themselves. In doing so, they set the standard within their organizations for others to live and honor their own values.

**SEEK CHANGE**
The world around us is constantly evolving. Many leaders may embrace this change in their personal lives but are reluctant to challenge the status quo within their own hospitals. Outstanding leaders understand the value of being forward-focused. While they are managing the present, they are actively planning for the future. These leaders understand the importance of maintaining a broad professional network, so that they may gain information and clarity around changes that are likely to impact their businesses. They are curious, seeking new ways of doing things. By challenging the status quo, they help to build a culture of innovation and possibility in their hospitals.

Finally, these leaders are not afraid of failure. They establish a culture where employees are encouraged to try new ideas. When these ideas fail, the processes are dissected so that the failure becomes a valuable learning experience. They ask “what went well?” and “what could be better yet?” Team members are encouraged to apply these lessons and try again.

**FOLLOWERSHIP**
As our understanding of leadership has evolved, so too has an awareness of followers. Historically, leaders have been individuals that use influence to persuade followers to achieve pre-determined goals. What role do followers play in the leadership process? This question has formed the basis for a new field of research, *Followership.* This area of study has accelerated in the past 9 years, when it became apparent that “leadership cannot be fully understood without considering the role of the follower in the leadership process.” It is important to recognize that leadership is impacted not by the role of follower, but as result of ‘following behaviors’. Without this, leadership does not occur. As discussed by Mary Uhl-Bien, “it is probably easier to recognize leadership in following behaviors than it is in leadership behaviors, continued on next page...
as individuals attempting to be leaders are only legitimized in the responses and reception of those willing to follow them."

Currently, followership is viewed in two ways. The first is role theory, seen as the rank or position the follower occupies in the traditional hierarchical relationship. Role theory reverses the focus of the interaction from a leader-centric position to consider "how followers influence leader attitudes, behaviors and outcomes." Followership characteristics form the followership behaviors, which in turn impact leader perceptions and behaviors. The result is followership and leadership co-created outcomes.

The second way to consider followership is from a "constructionist" view, in which followership is a "relational interaction through which leadership is co-created through combined acts of leading and following." This approach considers how individuals and groups relate and connect to develop leadership and followership. Based on relational interactions, this model acknowledges a mutual influence process between leaders and followers, where the roles may shift as circumstances dictate.

**MILLENIALS IN THE WORKPLACE**

An understanding of the followership concept is important in developing awareness around evolving leadership models. The significance of this concept becomes even more critical with the presence of the millennial generation in our hospitals. Millennials, as a group, share some unique characteristics that will impact their preferences for leadership style. They are the most diverse generation, socially and racially. Due to their acceptance of variety, this generation views problems broadly, applying concepts that work in one area to problems that arise in others. They have also been raised with an ‘elevated status’, where their opinions have been solicited and considered in decision-making paradigms. Therefore, hierarchal boundaries are less clear. They will seek to collaborate with whomever can help in the attainment of their goals.

A commonly used model of leadership in many hospitals is transactional leadership, when followers behave in ways defined by their leaders. This leadership style is incompatible with the needs of the millennial generation. To succeed, leaders will be required to flex and adapt, adopting leadership styles that are more transformational in nature. Transformational leadership is described as leadership that occurs "when one or more persons engage with others in such a way that leaders and followers raise one another to higher levels of motivation and morality." Culturally, hospitals will need to adapt in ways that support the core values defined by this generation, such as collaboration, teamwork, transparency and relational interactions.

**CONCLUSION**

Through carefully selecting and cultivating their hospital leaders, the organization described in the first paragraph nurtured a culture where followers and leaders worked hand in hand, where all team members were empowered and felt valued. Their ethos was attractive to millennials, encouraging this promising generation to bring added value and innovation to the workplace. What changes can you make to emulate their success?

**REFERENCES**

4. Millennial followership in two ways. The first is role theory, seen as the rank or position the follower occupies in the traditional hierarchical relationship. Role theory reverses the focus of the interaction from a leader-centric position to consider "how followers influence leader attitudes, behaviors and outcomes." Followership characteristics form the followership behaviors, which in turn impact leader perceptions and behaviors. The result is followership and leadership co-created outcomes.

**In Memoriam**

DAVID J. REMONDINI, DVM, died on January 1, 2019 at the age of 79. He graduated from MSU CVM and was a life member of MVMA. Dr. Remondini practiced for many years and also served his country as a Captain in the U.S. Air Force.

The MVMA extends its sympathy to the friends and families of departed members. In memory of deceased members, the MVMA contributes $50 to the Michigan Animal Health Foundation. Friends of deceased members may send memorial contributions to the Foundation. When contributions reach $500, the member’s name is entered on a memorial plaque displayed in the MVMA office. The MVMA staff thanks those thoughtful members who take time to notify the office and send obituaries of our recently deceased members.
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Most of us know the adage, “if you didn’t document it, you didn’t do it,” but what about the information you should NOT document in the medical record? What do you do when a client makes negative comments about a colleague? Using an example of a situation where personal comments and opinions were included in a medical record, we can highlight the various problems this poses, and how the situation can best be prevented.

The Pet Vet Clinic is a multi-doctor, small animal veterinary medical hospital with hours that include nights and weekends. Clients and their pets often do not see the same doctor due to the multi-doctor practice and hours.

Mr. James brought his dog to the clinic several times over the course of two weeks for an ongoing medical problem, seeing two different veterinarians. Dr. McIntyre, the first doctor the client saw, is a seasoned veterinarian that clients adore. Dr. McIntyre attended a prestigious veterinary school, is a vocal animal advocate, and clients will go to great lengths to get appointments with him.

The second veterinarian is Dr. Kavanaugh, a recent graduate, newer to the practice, and struggling to build her client base. As she is just starting to acquire clinical experience, her recent veterinary medical school education is the foundation for most of her decisions.

On the third visit, Mr. James brought his dog in late on a Sunday. Dr. McIntyre was the only veterinarian on duty. Before going into the room to examine the dog, he reviewed the medical record and the notes from previous visits. In reviewing the record he came across a very long entry written by Dr. Kavanaugh from the last visit.

The entry was very personal and elaborated on negative comments allegedly made by the dog owner about Dr. McIntyre's character. It included things like, “the owner did not find his jokes funny and deemed his sense of humor inappropriate,” “he made the client uncomfortable,” and “he was abrasive.” There was nothing noted in the medical record that stated anything about the care or concerns about his practice of medicine. The final statement in the record was that the owner did not want to see Dr. McIntyre again and that Dr. Kavanaugh would notify the front desk that she is his preferred doctor going forward.

After Dr. McIntyre reviewed the notes he asked the client if it was okay to see the dog. He told the owner that he was the sole veterinarian working at the clinic, and the pet’s condition was not an emergency. He told Mr. James if he wanted to wait and see another veterinarian, specifically Dr. Kavanaugh, he could reschedule the appointment.

The client said that he didn’t know what Dr. McIntyre was talking about and that he had no problems with Dr. McIntyre and wished to continue with the visit. The owner was overall very confused.

After the appointment, Dr. McIntyre added an addendum to the record stating that the owner communicated no aversion to continuing their veterinary-client-patient relationship and had not stated anything to the contrary to Dr. Kavanaugh or the front desk. Dr. McIntyre was very offended that his colleague Dr. Kavanaugh had included these disparaging comments and opinions about him in the patient’s medical record.

He had great concerns about how this could be corrected to prevent damage to his reputation in the future. Dr. McIntyre scheduled time to meet with Dr. Kavanaugh to address the record entry.
and ask her about the negative notations she put in the record. He also told her that Mr. James affirmed that he did not have negative feelings about Dr. McIntyre.

Dr. Kavanaugh defended her actions and told Dr. McIntyre that she was trained to record everything in the medical record. She insisted these were things the owner told her during the exam and therefore all of his comments should be documented in the record. She also provided no response when he told her that the client did not acknowledge that he had communicated these negative comments about Dr. McIntyre. She was unapologetic and repeated that this was how she was instructed to draft medical records during her training.

The American Veterinary Medical Association, Principles of Veterinary Medical Ethics, Principle 3 states that “a veterinarian should uphold the standards of professionalism, be honest in all professional interactions, and report veterinarians who are deficient in character or competence to the appropriate entities.” In addition, “a veterinarian must not defame or injure the profession standing or reputation of other veterinarians in a false or misleading manner.”

In the example, Dr. Kavanaugh claimed the entering of a client’s alleged comments into the medical record was not done in a false or misleading manner. As she explained, she was just documenting what she felt was a complete medical record based on conversations with the client during the patient’s exam. From Dr. McIntyre’s perspective, the comments did not belong in the medical record and could damage his reputation.

So who is correct in this situation?

Dr. McIntyre is correct. Even with the best of intentions, these types of comments and statements in a medical record can be extremely problematic.

It makes sense that the client has the right to choose who they want to treat their pet. From an animal health and practice management standpoint, this promotes continuity of care and helps an individual veterinarian build a loyal client base. However, the manner in which a practice notes a client’s preferred veterinarian needs to be done in a way that does not create liability and/or could be viewed as unethical behavior.

The medical record is a legal document. Any note in a medical record that has a negative tone or implication could have damaging consequences. A medical record can be seen by any number of entities: the owner, future pet owners, other veterinarians, the licensing board, or through a court subpoena. It follows the patient for life. In this example, the patient’s medical record now contains permanent negative and disparaging information about a specific veterinarian, and that does not belong in the medical record.

If a veterinarian is terminated and requests that the medical record containing inappropriate comments be reviewed, the terminated employee might allege that they were discriminated against based on these negative comments.

Moreover, if there is a case claiming alleged malpractice or that the veterinarian’s conduct fell below the standard of care and the case went to trial, the personal comments could create a weakness and cause increased liability for the defendant veterinarian and the clinic.

What should a veterinarian do when faced with a similar situation in his or her own practice?

- A medical record should only contain factual patient related information and should not contain personal comments or opinions, or language with a negative tone or implications.
- It is prudent for a veterinary clinic to provide staff clear guidelines and training on medical record requirements and best practices. It is also beneficial to implement a system to review the medical records in their practice to ensure compliance.
- If an owner prefers to see a specific veterinarian, include a notation that the client “prefers to see Dr. Brown” in the file separate from the patient record, such as with the client’s contact information and any notes. It should not be included with patient’s medical information.
- If a client does share a negative comment about a colleague or expresses dissatisfaction, this is an issue related to human resources that should be brought to the attention of the practice manager, medical director, or the practice owner.
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Are you concerned about fulfilling the 2 new CME requirements on medical records and veterinary law?

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One of the new requirements that may be more difficult to obtain is 1 hour of CE on medical records and 1 hour of CE on state veterinary law and/or federal or state-controlled substance laws.

**IN-PERSON COURSES**

Free sessions on these topics will also be done in conjunction with the small animal seminars. One of these sessions will occur from 8:30–9:30 AM before each seminar begins and if you attend you’ll be sent a CE certificate for these required courses. Register for the March or April SAS seminars at michvma.org/small-animal-series-seminars. These in-person sessions will be presented by MVMA attorney Andrew J. Gordon, JD. Descriptions are as follows:

**Writing It Down: Legal Requirements for Veterinary Medical Records**

Are your medical records up to par? This session will explain the laws and regulations regarding veterinary medical records including best practices and tips to avoid licensing and client issues associated with deficient recordkeeping.

**The Basics of Veterinary Law: What You Need to Know to Protect Your License and Grow a Successful Practice**

This session will survey current topics in veterinary law with an emphasis on the veterinary provisions of the Michigan Public Health Code to help you run a successful veterinary practice. Additional topics covered in this session will include organizing a veterinary business, establishing employment policies, and recent developments in the field of controlled substances regulation.

If you plan to attend the Great Lakes Veterinary Conference on July 21–23, 2019 at the Park Place Hotel and Conference Center in Traverse City, MVMA member and attorney Sarah Babcock, DVM, JD will provide in-person courses on July 21 and 22 to fill those requirements.

**ONLINE COURSES**

MVMA members have access to both a 1 and 2-hour Michigan-specific medical record keeping online training that satisfies the new CE requirements. These online courses can be taken at any time and are designed not only to fulfill the new requirements, but also to improve your efficiency at creating a legally defensible medical record, compliance with state, federal and other regulations, and strengthen client relationships. Hosted by MVMA member and attorney Sarah Babcock, DVM, JD, we believe the 2-hour course will satisfy both the medical record and veterinary law requirements. Enroll now at animalandveterinarylaw.com/courses.
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Kalamazoo Animal Hospital in Kalamazoo County is seeking to add a part-time or full-time associate to join our team. We are a well-established, 2-doctor small animal practice focusing on preventative health care and building lasting relationships with our clients and their pets. Our staff practices high-quality medicine, surgery and dentistry and our hospital is well equipped with in hospital lab, digital x-ray and digital dental x-ray. If you are interested in joining our team please send your resume to mgrinnell.kah@gmail.com.

The Animal Medical Center in Midland, Michigan is looking for a full-time veterinarian. We are a small but well equipped, small animal clinic. Mentorship available. No after-hours. Saturday mornings required. Benefits include retirement, vacation, CE, and health. Contact us at amcmidlandmi@gmail.com or 989/631-3390 for more information.

Associate veterinarian needed for a growing small animal practice in Mason, Michigan. FT or PT position available, with no after hour emergency work. We have great clients, wonderful support staff, IDEXX blood machines, IDEXX digital x-ray, Avimark software, and a comfortable, casual, country environment to work in. Contact Cheryl DeSilva, DVM at 517/894-7599, or send resume to csanimalclinic@att.net.

Allegan Animal Clinic in Allegan MI is seeking a full or part-time veterinarian. We are small animal clinic that is well-equipped with a friendly and highly qualified staff, consisting of technicians and several assistants. This is an excellent opportunity for a new graduate who wants to grow and learn in a busy practice. Mentorship will be provided. Our facility is rural in setting, but within 30 minutes of larger cities. We offer Cornerstone practice management and medical record software, IDEXX blood machines, digital radiography with wireless portable capability, digital dental radiography and fiber optic endoscope. Our client oriented facility provides a full spectrum of services and preventative medicine programs. Our commitment to providing quality veterinary and customer care fosters trust with our clients and our patients creating a family-like atmosphere. Michigan License and National Category 1 accreditation required. We will be offering the right individual a CME budget, vacation and membership dues. We use the salary plus commission compensation model. No after-hour emergency duty. Please send your resume to allegananimalclinic@gmail.com, or Allegan Animal Clinic, 790 32nd St, Allegan MI 49001.

Are you looking for just a few extra hours a week? The PAWS Clinic in Taylor seeks a veterinarian for 3-4 hours on Friday mornings. Duties vary per week, but can include spay/neuter, recheck visits, and building relationships with our clients and patients. With the transformation of a neighborhood into a tourist and culture center. Find out more at WatchMuskegon.com.

Greenville Animal Hospital is a small animal practice rapidly growing to need an additional full or part time veterinarian. We are located in Greenville, Michigan, a rural community with the amenities of living in a larger city. It is in a prime living area not far from Grand Rapids and Lansing. Greenville has over 140 acres of public parks and trails to explore, along with kayaking and fishing opportunities. Children will enjoy a great school system at Greenville Public Schools and patients and our amazing KPAH crew is looking to build lasting relationships with the clients and the community. Looking for a dedicated, caring veterinarian that looks to build lasting relationships with the clients and patients we serve. We have digital dental radiography, digital radiography, ultrasound, cryoprope therapy, and advanced anesthesia monitoring. Come be a part of a strong, growing practice and the transformation of a shoreline community! Please contact Dr. Eric Peterson at edp@northside-vet.com. For more information visit Northside-Holtov-Vet.weekely.com.

Looking to join a companion animal hospital where practice culture and a healthy work-life balance are respected and encouraged? We are excited to offer the right candidate an opportunity to join our exceptional team of veterinary professionals! Excellent benefits and some unique incentives as well as generous compensation for a job well done—all are available to the veterinarian who would like to join our team. We strive to utilize the most current “best practices” and technology to offer outstanding care to our clients and patients and our amazing KPAH crew is looking forward to introducing qualified candidates to our Jackson, Michigan hospital. Jackson is close to Ann Arbor and Lansing and our community offers lake living and city living within close proximity to the office. A full-time Associate Veterinarian position is available, but part-time would be considered if the candidate is a good fit for our hospital. Please submit your CV/cover letter and any inquiries to Dr. Melissa Owings at kibbypark@live.com, or call 517/787-5807 for more information.

Owings at kibbypark@live.com, or call 517/787-5807.

Is looking to build lasting relationships with the clients and the community. Looking for a dedicated, caring veterinarian that looks to build lasting relationships with the clients and patients we serve. We have digital dental radiography, digital radiography, ultrasound, cryoprope therapy, and advanced anesthesia monitoring. Come be a part of a strong, growing practice and the transformation of a shoreline community! Please contact Dr. Eric Peterson at edp@northside-vet.com. For more information visit Northside-Holtov-Vet.weekely.com.
Full-time or part-time positions are available for an experienced veterinarian at our well-established and fully equipped hospital located in Burton, Michigan (Flint Suburb). Candidates must have great surgical and medical skills, and have the ability to communicate well with clients. New graduates will be considered. We offer competitive salary plus bonus, continuing education allowance, and HAP medical insurance. Please send resume to michiganvet@hotmail.com.

Wil-O-Paw Animal Hospital is searching for a 30–40 hour a week veterinarian to join us in Southwest Michigan at our small animal practice. Our resort community has beautiful lakes, vineyards and orchards and is only 20 minutes from Lake Michigan. Our location is between Chicago and Kalamazoo so we offer a great small town feel with the convenience to large cities. This position would include a mix of surgery, dental procedures and appointments. Our plan is to offer complete mentorship (medical/surgical/business management) with the goal being ownership in 3–6 years. This growing three doctor practice has been husband and wife owned for 28 years and has a wonderful supporting staff and client base. The practice has recently completed an addition with expanded surgery and treatment areas. We offer fully integrated IDEXX in-house and reference laboratories, digital x-rays (including dental), laser therapy, ultrasound (ABD & cardiac), Storz endoscope with laparoscopic/cystoscopic/hysteroscopic capabilities. Cornerstone software and our practice manager is a Certified Veterinary Practice Manager. Check out our website at WilOPaw.com to read more about our great practice. It is our desire to provide the highest medical and surgical care to our patients and offer the best possible service to our clients, while providing our staff with desirable, fulfilling and financially rewarding employment. You will find gratifying and challenging work along with paid CE, licensure, retirement and vacation and a highly competitive wage. Experience helpful but not required for the right person. Please contact us at askwil-o-paw@sbcglobal.net or call Karen at 269/468-7237.

An AAHA-accredited hospital in Genesee County is seeking a full or part-time veterinarian immediately. Our well-established, newly remodeled hospital is equipped with state-of-the-art technology, including digital radiography, in-house laboratories, endoscopy, EKG, orthopedic and ultrasonic dental equipment. We have a well-trained support staff, including LVTs, and offer a competitive salary, CE, paid vacation, licensing, health insurance, and a generous signing bonus. Please submit resume to bsnovet@gmail.com.

Sunrise Side Veterinary Hospital is seeking an associate veterinarian to join our progressive two doctor AAHA accredited practice in East Tawas, Michigan. We are a companion animal practice which focuses on quality medicine and client communication in a rural setting. Our hospitals amenities include a full lab including Heska Dri-Chem, Element HT and Element I machines, as well as IDEXX Sedivue. We also have digital radiography, a rigid and flexible endoscope, ECG with blood pressure monitoring, Pulse Ox, a high speed dental unit and therapy laser. We have a dedicated staff focused on maintaining high quality patient care. We do both soft tissue and orthopedic surgeries in house. Check out our hospital at www.srsvht.com. 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 a variety of summer activities including canoeing along the Ausable River, hiking, fishing and many other water focused activities. We are looking for a full veterinarian with a positive attitude and good personal skills to join our veterinary family for the long term. New graduates with an interest in learning and growth welcome. Signing/relocation bonus. Feel free to contact us at kingjam1@yahoo.com.

Do you have a passion for senior pets and end of life care? Heaven at Home Pet Hospice has an opening for a full or part time veterinarian to join our compassionate and dedicated team. Some of the greatest benefits of this very rewarding field include the amount of time we can spend with each pet, the devoted clients, and the opportunity for a more flexible schedule. Please send a cover letter and resume to Dr. Laurie Brush at lbbrush@peethospicevet.com.

Full-Time Veterinary Position: Eastwood Veterinary Hospital is a small animal practice located in Eaton Rapids, Michigan near Lansing. We are seeking a full-time veterinarian to join our team. Our hospital and kennel were recently renovated. Equipment includes digital radiography, ultrasound, tonometer, Abaxis laboratory, and use of external labs as well. We have a Dentalaire and dental radiography, our surgery suite is well equipped with new monitors and instruments. We have a welcoming, supportive work environment and enjoy collaborating on cases. The position will include regular surgery and appointments. There is no on-call or after-hour emergency duty. Our clientele is friendly and our workplace is relaxed and pleasant. Interested candidates can review the hospital at EastVet.com, and please submit resumes to Rebecca.smvkk@gmail.com.

Clare Animal Hospital is seeking a motivated and caring veterinarian to join our facility so that we can continue to provide quality care to our animal patients. Our practice is “family friendly”. The week day hours are set up to get the veterinarians and workers home at a reasonable time. Weekday hours are from 8 AM to 5:30 PM. The Saturday hours 8 AM until noon and there are no Sunday hours. The emergency coverage is set up to help veterinarians and technicians have a great on call experience. Emergency coverage is one night a week and one weekend a month. Emergencies are covered by a 24 hour emergency clinic after 10:00 PM and on holidays. The ideal candidate will have excellent verbal communication skills to help build rapport and adequately communicate with clients and staff. Experience is desired, but not required. Contact. Dr. Paul McNeilly, DVM at 989/386-2481.

Kern Road Veterinary Clinic is currently seeking an enthusiastic, self-starting, reliable part/full time Small Animal Associate to join our well-equipped, progressive Equine/SA practice located in Fowlerville, MI. We are a team oriented general practice that offers quality veterinary care for dogs, cats and horses primarily. Benefits include 401k, vacation and CE. Compensation commensurate with experience. Please email resume/ inquiries to info@kernroadvet.com, or call KRVC at 517/223-9618.

Two clinics within 30 minute radius of Detroit are currently seeking a full-time associate veterinarian to join our highly successful and privately owned hospitals in MI. We have a highly trained support staff, and excellent...
Located in Northwest Michigan: I am currently looking for a small animal veterinarian to help our busy team. Formerly a 2-doctor practice, now running as a very busy 1-doctor practice after an unexpected death of the former owner. The practice is located along the shoreline of Lake Michigan, which offers many outdoor activities in the surrounding area. Job duties include surgery and exams for wellness and sick visits. After-hour emergencies are referred to a 24-hour emergency hospital. I am looking for someone that is able to communicate well with the clients and is able to design a plan that works within the client’s financial means. My focus as a new owner is on education for the clients and staff, improved customer service, and providing a work environment that is geared towards everyone working together as a team. Your voice and opinion matter and will be wanted as the practice continues to develop and grow. Please send your resume to cbrown@manisteeveterinaryhospital.com, or to Manistee Veterinary Hospital, 4006 Chipewa Highway, Manistee, MI 49660. Atttn: Carolyn Brown, DVM.

Full-time associate veterinarian needed for a 5,400 square foot small animal clinic located in Harbor Springs, MI. Little Traverse Bay Veterinary Clinic has all of the tools necessary for proper diagnosis and treatment of illnesses including x-ray, ultrasound, and dental equipment. Candidate must possess a DVM and have a minimum of one year experience in veterinary practice. An interest in shelter veterinary medicine and proficiency in spay/neuter surgeries is preferred. This individual must also be prepared to fill a role in emergency coverage, weekend rotations and hospitalized animals. This position calls for someone who is compassionate, collegial and able to work in a team-oriented environment dedicated to making a difference in the lives of homeless companion animals as well as serving the needs of the community at large. This position offers a very competitive compensation package and the opportunity to help build a practice, all while living in a beautiful, small-town atmosphere. Harbor Springs is located in Northern Michigan and is a year round paradise for the outdoor enthusiast with beautiful beaches, world class ski hills, sailing opportunities and hundreds of miles of trails for hiking, running, biking and snowmobiling. This position is a very unique professional and personal life-style opportunity. https://www.youroutsidemichigan.com/ nochance/careers @bsbcs.com.

If interested please submit your resume to Lisa Ward, Clinic Manager at lward@tbbsc.com.

Community Pet Care Clinic in Toledo, OH is a unique full-service model. We believe all pets deserve access to veterinary care and provide resources to remove barriers. We are growing rapidly. If you became a veterinarian to make a difference, want to be part of a mission-focused practice and are licensed to practice in Ohio, we’d like to speak with you. Check out what makes us different: CommunityPetCareClinic.com. Part or full-time position with flexible and no emergency hours. Reports to Medical Director. Experienced support team, two veterinarians on staff, opportunity to mentor and teach, mentoring available. Very competitive pay package. At least one year clinical and general surgery experience required. Send resume/cover letter to dhrarell@communitypetcareclinic.com.

Growing veterinary practice seeking skilled veterinarian(s) to join our family atmosphere. We are looking for a veterinarian to practice in our Belleville location, as well as our beautiful, 12,600 square foot state-of-the-art facility in Westland. We are looking for 1 full or 2 part-time veterinarians. You will be very well compensated based on experience and skill level: 4-day work week possible! We are also offering a signing bonus. New graduates are welcome! Wonderful support staff and great clientele. Seeking a dedicated, caring veterinarian who wants to help promote our clinic values of great communication, strong client relationships, and exceptional veterinary care. If you want to make a change for the better and join our team, please email your resume to stephemn50@comcast.net.

Immediate Partnership Opportunity: Seeking an entrepreneurial Veterinarian for a Northern Oakland County, MI hospital in a great location! This partnership offers a productive/balanced schedule and would be ideal for a Veterinarian looking for a partnership opportunity with a great community of retained clients. We support top notch medicine with and equipment (all the fun toys). Top Salary with production/profit sharing component! If you are looking at owning a practice and want to consider a partnership route please call or contact Dr. Jeff Rothstein for more information on this location at: jeff.rothstein@midwestvetpartners.vet or 734/645-0267.

Immediate Partnership Opportunity: Seeking an entrepreneurial veterinarian for established Royal Oak, MI. Located: 27452 Woodward Ave Royal Oak, MI 48067. This setting offers a productive/balanced schedule and would be ideal for a Veterinarian looking for a partnership opportunity with a great community of retained clients and staff. We support top notch medicine with and equipment. An ideal candidate would. Share our philosophy of offering the best possible medical care for each patient, Practice excellent client communication and customer service. Strong surgery skills/interest preferred. Potential earnings of 150K annually with profit sharing component! Call/ contact Dr. Jeff Rothstein for more information: jeff.rothstein@midwestvetpartners.vet, 734/645-0267.

Our growing group of small animal hospitals has select opportunities for associate FT/PT and Relief Veterinarians to join our clinics located in Royal Oak, Farmington, Dearborn, Ypsilanti, Howell, Port Huron, Bay City and Grayling. We provide excellent mentoring opportunities and we have strong areas of focus in feline medicine, exotics, orthopedic surgery, emergency, holistic medicine, dentistry and ultrasound! A phenomenal choice for any veterinarian looking for growth opportunities! We support top notch medicine with excellent facilities and equipment (all the fun toys). These clinics sport digital x-ray, dental x-ray, in-house labs and ultrasound. We offer CEU, licensing, PTO, health insurance and 401K with match. Competitive Base salary and Production bonuses. Email Molly McCay at molly.mcKay@midwestvetpartners.vet or call 248/234-4369.


Did you know that US News & World Report rated Toledo, Ohio among the “Ten Most Fun Places to Live if You Love the Outdoors”? Our growing 7 Doctor practice in Temperance, MI (located one mile north of Toledo, Ohio and 30 minutes south of Detroit, Michigan) is seeking a licensed Veterinarian Doctor with strong communication and leadership skills. Any level of experience accepted as we have a very cooperative, family environment—cultivating assistance of one another to make the overall day flow efficiently. You are never alone in our practice! Exceptional clients, modern equipment, and a well-educated, caring team make practice pleasurable. We focus on being a great Veterinary Hospital…not on boarding, grooming, or retail. Our Animal Hospital has the reputation of being the high-quality practice in the communities we serve. We are presently working on plans for a new state of the art Veterinary Facility. Our Veterinarians collaborate with our Practice Manager, Office Manager, Inventory Manager, Licensed Veterinary Technicians (13), Associate and Owner Veterinarians to manage patient care, client satisfaction, and day to day life in the practice. As a member of the Well Managed Practice Groups, our Owners and Practice Manager have access to industry leaders and experienced colleagues for mentorship and support. This position offers the opportunity to live and work along the Southwestern shores of Lake Erie. Our area offers easy access to quality dining and night life, outdoor activities, local sports, art and culture. Area residents choose from comfortable small towns, suburban developments, urban or rural communities. All are within an easy drive to the college town of Ann Arbor, the trendy Detroit suburbs, the amazing outdoor beauty of the Great Lakes, and all with Northwest Ohio adventures at your door step! Pay is significantly higher than typical for our area. We also offer a generous benefits package including health & liability insurance, license fees, professional dues, retirement plan, continuing education, uniforms, time off, and on and on. We also will assist with relocation fees. We look forward to learning more about you and showing you why you need to work with us! Contact Dr. Todd Smith (Temperate Animal Hospital) at tahowners@bbox.net, or fax resume and references to 734/847-3114 Please visit our website at TAHVet.com and Facebook.com/TemperateAnimalHospital to learn more about us!

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

Full-time or part-time position available for a small animal veterinarian and/or mixed animal veterinarian in wonderful Northwest Lower Michigan (only 30 minutes from Traverse City). We have an excellent staff, clientele, facility, and community located in an

THE MICHIGAN VETERINARIAN · SPRING 2019
Our veterinary family for the long term. New graduates monitoring, Pulse Ox, a high-speed dental unit, and practice in East Tawas, Michigan. We are a companion. 4800 or animalalleyvet@gmail.com extensive experience in the surgical arena: minimum esian experience in a veterinary hospital, including respect, teamwork and love of animals. Minimum provide compassionate preventative patient care while outcomes. Strives to meet the mission of the hospital to training, and clinical competency of staff meet desired fast paced environment. Ensures that schedules, the highest level of quality care available in a very teamwork, and love of animals. Minimum requirements: At least five years of Veterinary Technicians or experienced Veterinary Assistants. Our Technician experience in a veterinary hospital, including extensive experience in the surgical arena: minimum two years of managerial experience: current licensure as a Licensed Veterinary Technician: ability to clearly communicate with team/staff members and clients. Salary range from $35,000-$45,000, 401K, offset for health insurance, paid time off, continuing education, licensure and uniform allowances. Contact 988/792-4800 or animalalleyvet@gmail.com.

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

VETERINARY TECHNICIANS WANTED Animal Alley Veterinary Hospital is seeking a Licensed Veterinary Technician with supervisory skills to join our team. Responsibilities include organizing, preparation and performance of daily surgical schedules to ensure the highest level of quality care available in a very fast paced environment. Ensures that schedules, training, and clinical competency of staff meet desired outcomes. Strives to meet the mission of the hospital to provide compassionate preventative patient care while maintaining an environment based on trust, mutual respect, teamwork and love of animals. Minimum requirements: At least five years of Veterinary Technician experience in a veterinary hospital, including extensive experience in the surgical arena: minimum two years of managerial experience: current licensure as a Licensed Veterinary Technician: ability to clearly communicate with team/staff members and clients. Salary range from $35,000-$45,000, 401K, offset for health insurance, paid time off, continuing education, licensure and uniform allowances. Contact 988/792-4800 or animalalleyvet@gmail.com.

Sunrise Veterinary Hospital is seeking a licensed veterinary technician to join our AAHA accredited practice in East Tawas, Michigan. We are a companion animal practice which focuses on quality medicine and client communication in a rural setting. We have a well-equipped lab, as well as digital radiography, a rigid and flexible endoscope, ECG with blood pressure monitoring, Pulse Ox, a high-speed dental unit, and therapy laser. We have a dedicated staff focused on maintaining high-quality patient care. We do both soft tissue and orthopedic surgeries in-house. Check out our hospital at SRSHV.com. East Tawas is located along Lake Huron and has a multitude of outdoor activities. We are looking for a full-time technician with apposite attitude and good personal skills to join our veterinary family for the long term. New graduates with an interest in learning and growth welcome. Feel free to contact us at kingjam1@yahoo.com.

Looking for a fulfilling career AND me time? Creekside Animal Hospital is seeking an LVN full or part-time work, in our growing 3-4 doctor small animal clinic. Our technicians fully utilize their knowledge and skills in a fun, team based environment. We are dedicated to providing old fashioned TLC enhanced by modern technology. We strive to expand our knowledge of veterinary medicine while upholding a high level of compassion and dedication towards animals and their families. Prospective candidates should have a love for animals, excellent communication, active listening skills and a true value of team work. Full-time technicians work 4 week days with a regular scheduled day off, and every other Saturday. Full-time benefits include medical/dental insurance, Simple IRA, vacation and personal time, uniform allowance, CE allowance, and the counted pet care. We utilize Avimark, IDEXX, digital x-ray, ultrasound, digital x-ray, and laser therapy. Job related tasks include: Anesthesia monitoring, teeth cleaning, surgery assistance, venipuncture and IV catheter placement, laboratory skills, client commu- nication, help maintain cleanliness and organization. Please send resumes to Becky creeksidedeh@aolglobal. net or fax it to 586/226-4402.

Two by Two Animal Hospital is searching for a part-time or full-time LVN to join our team. We are located in Berrien Springs Michigan in the southwest corner of the state near Lake Michigan. We have a very competitive compensation package and are closed on weekends in order to spend time with family. We are a busy 5-doctor practice seeing mostly small animals but we also treat horses, small ruminants, and some exotics. Please send your resume to info@twobytwovet.com.

VETERINARY TECHNICIAN POTTER PARK ZOO: Come work at the most diverse practice in Michigan! The zoo is currently looking for an experienced RVT to join the veterinary department. Posting Number: #18-223 Annual Salary: $42,701.00. Full job description on Ingham county website: https://selfservice.ingham. org/ MSS/employmentopportunities/default.aspx.

Licensed Veterinary Technician needed: Lake Lansing Road Animal Clinic is searching for a part-time or full-time LVN. We are a busy small animal practice located in Lansing. We have a full in-house laboratory, ultrasound, digital x-ray, dental radiography, and many other diagnostic tools. We offer competitive salary, uniform allowance, generous discount, and some benefits. Please send cover letter and resume to info@lansingvetclinic.com. Website: LansingVetClinic.com.

Four Seasons Veterinary Services is excited to offer a part-time or full-time position for an experienced Licensed Veterinary Technician to provide excellent veterinary care to Howell, Brighton, and the sur- rounding area! Our ideal candidate has at least 3 years’ experience, a motivated outlook, and is willing to lead our team in technical training and proper protocol. Significant anesthesia and surgery experience is preferred. We are a new hospital that is projected to open January 2019. We offer the latest in technology with a cloud-based software system, in-house blood machines, and digital radiography. Our overall goals are to provide a fear-free and efficient veterinary visit that is knowledgeable and experienced. Please send your resume to dvmdbi@FSvet.com if you are interested in a hospital that values your influence in our growth and development.

Cherry Hill Animal Clinic in Westland is a busy three-doctor small animal practice seeking a motivated full/ part-time licensed technician to complement our great team of supportive staff. Find out more about our practice and our competitive compensation package including full-time benefits. Email your resume and questions to Cherrihilla@gmail.com.

Jackson, MI: Do you want to make a difference in the lives of animals? Here’s our story: Word is spreading that Arbor Hills Veterinary clinic offers outstanding care and service to pets and their people, we continue to need caring hands to provide that care. We have a growing team of LVTs and Veterinary Assistants in our newly remodeled 5400 square foot state-of-the-art facil- ity and we’re looking for YOU (if...you’re fun, caring, kind, hard-working and want to make a difference)! We have full time positions available for Licensed Veterinary Technicians or experienced Veterinary Assistants. Our Veterinary team utilizes techs and assistants a little differently than other practices. This position gives you a flexible work schedule, offering a mix of patient care, surgical assisting, dental radiograph assisting and patient representative responsibilities (working with DVMs and client’s in the exam room and on the phone). Part of your day is spent taking selfies with patients, taking fun photos of patients, exercising creativity with Vet-Rap-Art, and participating in PSF (patient-snuggle-fests...it’s a word). At the end of the day—we all want to go home feeling good about the work we do, and the people we do it with and for. Our full time positions come with discounted benefits, pet discounts, uniforms, continuing education allowance, IRA options, a competitive wage and random fun-ness parties sporadically during the year. If you think you’d like to be part of all this, please send your resume and cover letter to us at arborhillsvet@gmail.com. Find us online at ArborHills.vet, Facebook.com/arborhillsvet or on Instagram @arborhillsvet.

Busy multi-doctor veterinary hospital in Lansing seeking a veterinary technician that is licensed in the State of Michigan; previous on-the-job training desirable. Full-time hours with rotating weekends. Applicant must be outgoing, friendly and a hard worker. Email resume to n2@millervetanimalclinic.com, or drop off resume to 6515 W. Saginaw Hwy, Lansing, MI 48917. Family-oriented, growing, fast-paced, 4-doctor practice is seeking a full or part-time LVT. Oakwood Animal Hospital is located in Kalamazoo, MI (home of the Kalamazoo Promise). We offer great benefits, including paid time off, the opportunity to earn quarterly bonuses, health insurance, and care for your own pets. Please email your resume to Heidi.Robertson@nvanet.com.

PRACTICES AND EQUIPMENT FOR SALE

When buying or selling a veterinary practice, rely on the expertise of Total Practice Solutions Group. See display and this issue. Even if you plan to sell your practice yourself, contact Dr. Kurt Liljeberg for a free consultation. We are happy to help: 800/380-6872 or kurt@tpgsales.com.

Small animal practice in south central Michigan grossing $405K. Practice is offered at $213K, real estate
offered at $165K. Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 800/380-8872, or kurt@tpgsales.com.

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

Used equipment, all good condition. Abaxis VS2 Chem, Cameron Miller electroscalpel/3-way air/water syringe and ultrasonic scaler, Ohio V-TOP surgical table, flat top table, double arm Burton Used equipment, all good condition. Abaxis VS2 Chem, Call or text Dr. Fred Zydeck, Broker, at 248/891-3934, Valuations, consultations, buying or selling, I can help. offered at $165K. Contact Total Practice Solutions Group, Dr. Kurt Liljeberg, 800/380-8872, or kurt@tpgsales.com.

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

YARD SALE: LA anesthesia machine and ET tubes, LaBoit vet box 5 drawers, 2 ton electric chain hoist, free shelving and brochure holder. MBO. Call Jan at 231/342-3879.

Norman Bayne, DVM, MS, 248/506-1104. MSU 81. SA relief work in southeast MI. Will travel. Friendly, excellent client communications skills. norman@baynevet.net.

Cari Bedore, DVM, 810/965-8350. MSU 99. SA relief and/or PT 1 hour from Flint. Enjoy working in a positive team atmosphere doing medicine and surgery.

Sharisse Berk, DVM, 248/851-0739. MSU 95. Available. For SA relief or PT work in southeast MI.

Rhonda Bierl, DVM, 248/467-1987. MSU 00. SA/ emergency relief within 1 hour of Pontiac. General medicine, soft-tissue surgery, ultrasound experience. houserrh@yahoo.com.


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

Courtney Chapin, DVM, 616/901-5660. MSU 02. Available for Grand Rapids area. 6 years’ experience in SA general practice, 3 years in emergency medicine; both routine and emergency surgery. Willing to travel. cortneychapin@hotmail.com.

Catherine Collins, DVM, 517/890-0528. (MSU 06, MVMA member) SA relief work in the Lansing area. Willing to travel up to one hour. Friendly, efficient, strong communication skills. References & resume available. PressPawsPLC@gmail.com.

Kenneth Corino, DVM, 248/217-5235. MSU 94. SA relief work. SE Michigan, medicine and surgery. corinodvm@aol.com.

Bryan Cormwell, DVM, MBA, 248/227-0562. MSU 89. SA medicine and general surgery in SE Michigan; practice owner for 24 years. Great with clients and staff. bcormwellmdvms@gmail.com.


Lisa Harris, DVM, 616/204-2670. MSU 89. Available for relief in Grand Rapids/Lakeshore area. Experienced SA medicine and surgery, avian, exotics. Friendly, good communicator. drlharris@gmail.com.

Dear MVMA Member,

Did you know statistics show that a person who joins an association makes an average of $10,000 more per year than one who does not? An article published in JAVMA also found that membership in a veterinary medical association is positively correlated with less mental illness and suicidal ideation.

MVMA has the answers you need and is here to support you. As a member, you can call or email us anytime and we’ll help. We can solve your problems so you have more time and less stress in your life!

With Continuing Medical Education now mandatory in Michigan, MVMA offers a wide variety of in-person educational programs and a CE portal that has almost 1,000 courses—approximately 440 of which are free! We can help you take care of your CME needs, and our portal is a great place to keep track of your courses.

You are the future of veterinary medicine. And we are here to make your life easier. Don’t forget to renew your membership!

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### INDIVIDUAL MEMBER BENEFITS

#### EDUCATIONAL DISCOUNTS
- Michigan Veterinary Conference ........................................ $150
- Small Animal Series Conferences ..................................... $50–$300
- Summer Conference ......................................................... $110
- MVMA/MSU CVM Wet Labs ............................................. $100–$200
- MVMA/MSU CVM Professional Competencies Certification .... $100

**The Michigan Veterinarian**, official magazine of MVMA ............................. $100

**Free** ENewsletter & Urgent Issues broadcasts .......................... $200

Access to MVMA’s CE Portal with 440+ free courses ............................. $500+

**Free** legal advice (15 minute consultations) ............................... $100+

**Free** financial advice (15 minute consultations) ............................. $100+

MVMA online directory ......................................................... $150

**Free** Relief Vet ads ............................................................ $100–$250

Discounted x-ray badges ....................................................... $25–$500+

Discounts on Classified ads .................................................. $70–$300

Discounted human resource/payroll services .............................. $100–$500+

Discounted office supplies .................................................... $50–$500+

Discounted office equipment .................................................. $50–$500+

Discounted Telemedicine services ........................................... $80–$200+

Discounted travel and entertainment ....................................... $100–$1000+

Discounted Avis and Budget car rentals .................................. $10–$100+

Discounted credit card processing ......................................... $50–$500+

Discounted business consultation services .............................. $100–$250+

Discounted phone, internet, data services ............................... $50–$250+

Discounted Steris Animal Health instruments ............................. $100–$500+

Discounted Lands End business attire ................................... $50–$250+

Discounted practice management webinars ............................. $10–$120+

Discounted burial & cremation services (5%) ............................... $50+

Discounted collections services ............................................. $150+

Discounted FedEx express and ground shipping ....................... $50+

Discounted Hotels (60,000+ hotels worldwide) ......................... $50–$200+

Discounted EarthLink internet/data/voice/IT services.................. $100+

Discounted cloud file storage (10%) ....................................... $50+

Discounted identity protection (15%) ....................................... $100–$200+

Discounted online accounting services ................................ $100–$500+

Discounted Legal Consents for Veterinary Practice (15%) .......... $25+

Discounted prescriptions, dental & vision ................................. $500+

Discounted USPS software ................................................... $5–$25+

Discounted background checks .............................................. $30–$100+

**Free** Client Satisfaction surveys ........................................ $500+

**Free** “Cost of Compassion” brochures .................................. $35–$75

**Free** “Pet Health Insurance” brochures ................................ $35–$75

**Free** “Learn Before You Leap” brochures ............................... $35–$75

**Free** Rabies Protocol charts .............................................. $10

Reward shopping and cash back programs .............................. $50+

Long-term care insurance discount (1 person) ................................ approx. $150

Disability insurance (15% discount) ..................................... approx. $175

Auto and homeowners insurance (10% discount) ...................... $50–$200

Veterinary Career Network ................................................... $25–$200+

Model Animal Hospital Personnel Policies manual ................ $1,200+

Michigan Law for Veterinary Professionals ............................... $150

Legislative representation ..................................................... Priceless

Client referral services .......................................................... Priceless

MVMA “Members Only” access on the website .......................... Priceless

Complaint resolution before legal or licensure action is initiated .... Priceless

**TOTAL SAVINGS** ................................................................. $5,890–$11,540
MVMA GREAT LAKES VETERINARY CONFERENCE
- July 21–23, 2019
  Park Place Hotel & Conference Center, Traverse City

MICHIGAN VETERINARY CONFERENCE
- January 24–26, 2020
  Lansing Center & Radisson Hotel, Lansing, MI

MVMA SMALL ANIMAL SEMINARS
- Renal and Urinary (Joe Bartges, DVM, PhD, DACVIM, DACVN)
  March 13, 2019
- Nutrition (Craig Datz, DVM, MS, DABVP, DACVN)
  April 10, 2019
- Internal Medicine & Infectious Disease
  (Michael R. Lappin, DVM, PhD, DACVIM)
  September 11, 2019
- Endocrinology (Cynthia R. Ward, VMD, PhD, DACVIM)
  October 2, 2019
- Cardiology (William Brown, DVM, DACVIM)
  November 6, 2019
- Diagnostic Imaging (Lorrie Gaschen, DVM)
  December 4, 2019
- Surgery (Catriona MacPhail, DVM, PhD, DACVS)
  March 4, 2020
- Vet Life Hacks: Communications, Leadership and Work/Life Balance
  (Karlene Belyea, MBA)
  April 1, 2020

MVMA COMMITTEES
- Animal Welfare Committee (Dr. Marcie Barber, Chair)
  February 7, 2019 @ 10:00 AM
  May 16, 2019 @ 10:00 AM
  August 15, 2019 @ 10:00 AM
  November 7, 2019 @ 10:00 AM
- Equine Practice Committee (Dr. Jeff Bunn, Chair)
  March 5, 2019 @ 9:00 PM
- Executive Committee (Dr. Mike Thome, Chair)
  March 6, 2019 @ 12:00 PM
  June 26, 2019 @ 12:00 PM
  September 4, 2019 @ 12:00 PM
  November 20, 2019 @ 1:00 PM
- Legislative Advisory Committee (Dr. Cathy Anderson, Chair)
  March 20, 2019 @ 3:00 PM, Karoub Associates, downtown Lansing
  June 19, 2019 @ 1:30 PM
  September 11, 2019 @ 1:30 PM
  November 20, 2019 @ 1:30 PM
- Public Health Committee (Dr. Joseph Kline, Chair)
  March 27, 2019 @ 1:30 PM
  June 12, 2019 @ 1:30 PM
  September 25, 2019 @ 1:30 PM
  December 18, 2019 @ 1:30 PM

MVMA BOARD OF DIRECTORS
- July 21, 2019
  Park Place Hotel in Traverse City
  in conjunction with the Great Lakes Veterinary Conference
- September 18, 2019, 10:30 AM–3:30 PM
  University Club, Ballroom, Lansing
- December 11, 2019, 10:30 AM–3:30 PM
  University Club, Fireplace Room, Lansing

SAGINAW VALLEY VMA
- 4th Wednesday of each month, February–May and September–October, with occasional additional meetings @ 7:00 PM / The Brewery, Frankenmuth
Contact the secretary at muktuk@me.com.

WESTERN MICHIGAN VMA
- Veterinarian CE Seminars
  3rd Thursday of each month, January–May and September–November in Grand Rapids on various topics. In addition, there will be a second meeting each month, usually the 1st Tuesday or Wednesday, February–May and October–December.
Contact Margaret Sudelum, DVM, to be added to the email list. (616) 676-2720 or margaret.sudekum@wmvma.org.

PROFESSIONAL COMPETENCIES CERTIFICATION
- Getting the Most out of Your Career: Success Strategies for Personal & Professional Growth
  MVMA/MSU CVM Professional Competencies Certification (In-Person Session)
  April 17, 2019
  MSU Veterinary Diagnostic Laboratory, Lansing

All meetings will be held in the MVMA office unless otherwise noted.
**IMPORTANT PHONE NUMBERS**

- MI Board of Veterinary Medicine (517) 335-0918
- MI Board of Pharmacy (517) 373-1737
- DEA: Detroit office (313) 234-4000
- DEA: toll-free (800) 230-6844
- MDARD State Veterinarian (800) 292-3939
- MI Dept. of Health & Human Services (517) 335-8165
- State of MI Health Certificates (517) 284-5767
- USDA, APHIS, VS–Accreditation & international Health Certificates (517) 337-4700

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**ENDORSED INSURANCE PLANS FOR MVMA MEMBERS**

**BLUE CROSS BLUE SHIELD**

Blue Care Network, Health Savings Accounts, PPO, and HMO

**CITIZENS/HANOVER INSURANCE**

Business Owners, Worker's Compensation, Umbrella Professional Liability, Auto, and Homeowners

**DISABILITY INCOME INSURANCE**

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

**DENTAL PLANS & LONG-TERM CARE**

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**YOUR INSURANCE CONTACTS**

- **Bill Percha**
  Ext. 140

- **Todd McKenna**
  Ext. 167

- **Dave Palmeri**
  Ext. 108

- **Keyonna DeVries**
  Ext. 101

- **Jackie Vitale**
  Ext. 115

- **Dawn Jardine**
  Ext. 133

- **John Kufchock**
  Ext. 144

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**RALPH C. WILSON AGENCY, INC.**

**ININSURANCE EXCELLENCE**

(800) 638-1174  WWW.RCWA.NET

Proudly supporting the MVMA community since 1991