We Can Help Your Clients!

Would you like to receive money to help your struggling clients pay for their animal’s care?

The Michigan Animal Health Foundation (MAHF) is the nonprofit arm for the Michigan Veterinary Medical Association, created to allow those who love animals an opportunity to donate money to help animal health and well-being. Since 1977, the foundation has funded 42 pioneering research and educational grants.

The foundation trustees and MVMA Board of Directors recently changed our funding and fundraising model in order to support MVMA veterinarians and pets in need while continuing to fund grants. MAHF’s new Companion Animal Fund will be accepting applications sometime in early 2017.

We will be providing financial assistance—up to $500 per animal—to clinics treating companion animals of clients under the federal poverty level, on Medicaid, or on WIC (Women Infants & Children).

Currently we are seeking sponsorship to help name our fund. If you or someone you know would like to help with this initiative, please let us know. Watch for the new MAHF website and promotional material which will be available for you and your clinic in early 2017. For more information, please contact mahf@michvma.org.

—Ryan Carpenter, DVM, Chair, MAHF
MVMA/MSU-CVM Professional Competencies Certification

Do you need help improving communication and productivity in your practice or work environment? Are you struggling with compassion fatigue, work/life balance and finding happiness in your life? If so, the MVMA and MSU CVM Professional Competencies Certification Program is for you!

MVMA has had a successful leadership program for young veterinarians since 2012 called the Power of Ten Leadership Academy and we are now ready to roll this out to others in the form of a Professional Competencies Certification. The purpose of the new certification program is to engage and develop veterinary professionals through a dynamic and evolving leadership experience. This program includes a series of learning opportunities and connects participants with a network of peers who have similar challenges.

The Professional Competencies Certification is a year-long program based on our members’ preferred learning models and topics. This 12-month package approach to training includes:

- Two full-day, in-person training events held at MSU CVM on May 24 and December 12, 2017 from 10:00 am – 5:00 pm (provides 12 hours of continuing education)
- Two online video trainings that can be accessed from the participant’s place of employment, complete with discussion questions to facilitate practice team interaction after viewing the videos. This was developed by Dr. Betsy Charles and the Veterinary Leadership Institute.
- Monthly links to leadership and wellness videos/content/tips to help further develop skills and build on in-person trainings.

Session topics for in-person trainings on May 24 and December 12 include:

- Generational Differences: How to Engage Millennials
- Using Body Language to Influence and Build Rapport
- Media Training
- Work/Life Balance
- Personal Goal Setting and Career Planning
- Behavioral Differences: Understanding Yourself and Others
- How to Lead and Influence Others
- Compassion Fatigue
- Finding Happiness in Your Personal and Professional Life
- Diversity Training

Tentative video topics from the Veterinary Leadership Institute (video with facilitator’s discussion guide):

- The Changing Dynamic of Leadership
- Introduction to Emotional Intelligence

MVMA members and MSU CVM employees can sign up for the full-year program at the discounted price of $299. Non-MVMA members and non-MSU CVM employees pay $399. A Professional Competencies Certificate will be provided upon completion of the program.

Watch for registration information available in the near future at www.michvma.org or contact us with questions at mvma@michvma.org or (517) 347-4710.
New 2nd Vice President

The MVMA is pleased to announce that Dr. Melissa Owings will be joining the Executive Committee as MVMA’s Second Vice President in 2017. Dr. Owings has been on the Board of Directors since 2009 representing the Jackson area. She is a graduate of Michigan State University’s College of Veterinary Medicine and has been an active member of the association for 18 years. She has been a member of the MVMA’s Legislative Advisory Committee since 2013. Additionally, she was recently appointed to the Governor’s Commission on Prescription Drug and Opioid Abuse, representing the veterinarians in Michigan. Dr. Owings owns Kibby Park Animal Hospital in Jackson, Michigan. She works with many volunteer organizations in the Jackson area and is president of the Barkley and LuLu Foundation, which provides financial assistance for veterinary care, as well as conducting feline sterilization events to reduce euthanasia rates in the Jackson County area.

“The MVMA has supported the advancement of our esteemed profession, and I am honored to serve the veterinary community as the Second Vice President of this fantastic organization. I am fortunate to be acquainted with many wonderful veterinarians in our state, and our diversity is something that should be celebrated. With the emergence of new specialties in veterinary medicine—shelter medicine, physical therapy and rehabilitation, and many others—we are entering an exciting time for our profession. I hope to effectively and accurately represent our MVMA membership, and I welcome all input, whether related to state or local concerns.”

Dr. Owings is married to Duane Wilcox, R.N., B.S.N; they have two children, Owen (13) and Miranda (11). They reside in Clarklake with their four dogs, two cats, and two geckos. Dr. Owings enjoys horseback riding, entertaining friends and family, traveling, and reading.

MEMBERS IN THE NEWS

- **DR. KEITH STERNER** was inducted into the Cattle Production Veterinary Hall of Fame at the 49th American Association of Bovine Practitioners (AABP) Annual Conference in Charlotte, North Carolina. Dr. Sterner was selected by his peers, including members of AABP and the Academy of Veterinary Consultants (AVC). The Hall of Fame honors the traditions of production veterinary medicine and the individuals who have made a lasting impact on the profession. Inductees are true pioneers whose achievements span their entire careers.

  Dr. Sterner is a graduate of Michigan State University, where he completed his DVM. He served in the U.S. Army Veterinary Corps prior to going into private practice in Ionia, where he became an owner and partner until his retirement in late 2011. He still remains active as a consultant and a backup for the practice.

  In 1982, Dr. Sterner collaborated with Dr. Jorgen Grymer in developing the Grymer/Sterner® toggle suture method of left displaced abomasum (LDA) repair. Dr. Sterner has also been active in organized veterinary medicine at both the national and state level throughout his career.

- MVMA’s own CEO, **KARLENE BELYEA, MBA**, received the Distinguished Service Award at the Annual Meeting of the Veterinary Medical Association Executives (VMAE) during the AVMA Convention in San Antonio. The award honors an individual who has shown initiative, integrity, passion and commitment in serving the veterinary profession and association colleagues.

  Karlene served on the VMAE Board of Directors from 2008–2014 including VMAE President from 2012–2013. She also has been involved in many VMAE committees and task forces including the AVMA/VMAE Joint Committee, VMAE Awards Committee, Survey Task Force, and Power of Ten Task Force.

  Karlene has been a featured speaker for VMAE conferences, the AVMA VLC President/President-elect Forum, and at numerous state and national VMA meetings presenting sessions on behavioral styles, generational differences, working with millennials, body language, leadership and influence, happiness in the workplace, and work/life balance.
The 23rd annual Miracle of Life Exhibit at the Upper Peninsula State Fair was once again a resounding success! The exhibit continues to receive the greatest attendance of any exhibit at the fair. Patrons look forward to it each year and recount how many births they have witnessed.

This year’s exhibit birthed 12 calves, 15 lambs, and dozens of chicks with a hardworking crew of MSU CVM students that included Taylor Garder (Class of 2019), Jessica Shire, Katie Bell Holland, Yikman Tsui, Adrienne Rhodes, Kaylee Kreft, and Patterson Gelok (all Class of 2018).

We also enjoyed the support of local veterinarians Drs. Holly Way, Ben Bartlett, Barry Wehner, Mike Brunner, Ron Schwab, Jim Boydston, Laura Havelka, and Hollie Rebo. Local LVTs Wanda LeMaster, Ashley Miller and Beth McLaren also worked in the exhibit.

Our students received some unexpected experience when we discovered that we had two uterine torsions on our hands. State Representative Ed McBroom did some “surfing” on the board as we rolled the cows to correct the torsions, which was no small feat given the constraints of the calving pens at the fair. In the end, both cows and calves did well and all participants retired at 2:00 a.m., much dirtier and more tired than they had expected.

We look forward to next year when we hope to have a bred sow or two again. The sows have proven difficult the past few years and the public really misses them in the exhibit. Please contact us if you would like to be part of the Miracle of Life Exhibit. We welcome any volunteers and know that you would enjoy interacting with the public as they experience live animal births, sometimes for the first time in their lives.

— Drs. Renee Coyer and Gail Hoholik
U.P. Miracle of Life Exhibit Coordinators
We can’t hold back!

BluePearl Michigan is a progressive and rapidly growing team with five locally based multi-specialty animal hospitals. An established presence in the Detroit metro area, as well as Ann Arbor and Grand Rapids, we have long-standing relationships in our referring community, many going back over 25 years.

We honor our commitment to you by serving the community with 24/7 Emergency, Critical Care and full specialty services with an emphasis on continued advancement in veterinary medicine.

We care about the communities in which we live and serve. BluePearl is an active supporter of Frankie’s Friends Charitable Pet Foundation which helps families in need and is dedicated to finding cures and saving pets.

We look forward to our continued partnership in the coming year and beyond.

bluepearl
specialty + emergency pet hospital
bluepearlvet.com
In August 2016, a jury awarded the owner of a horse $80,000 against a veterinarian for malpractice. The veterinarian was sued after the horse seized, stopped breathing, and died shortly after a castration procedure. The horse owner’s theory was that the veterinarian performed the procedure in a hurry, failed to perform a physical before sedating the horse, and failed to properly monitor the horse during the procedure, causing the animal’s death. The horse had a small and diseased liver which may have impacted his ability to metabolize anesthesia. The veterinarian appealed the jury’s award.

An expert for the horse owner and the veterinarian each testified at trial on the value of the horse. Their opinions were vastly different. The horse owner’s expert testified that the lowest market value of the horse at the time of death was $100,000. The veterinarian’s expert testified that the highest value was $6,600. On appeal, the veterinarian argued that the plaintiff’s expert’s opinion was too speculative because it took into account the horse’s potential to earn upwards of $200,000 in horse racing.

The Michigan Court of Appeals noted the well-founded principle of law in Michigan that pets are considered personal property. “Consequently, the appropriate measure of damages in cases involving the negligent destruction of property is simply the cost of replacement or repair of the property.” Ultimately, the court found that the jury’s award was proper and upheld the $80,000 jury verdict.

This is one of the latest cases reported in Michigan where the courts rely on precedent in holding that a domesticated animal is still considered personal property. In valuing the damages for the loss of the horse, the emotional loss of companionship is not considered. The horse, like all animals, is personal property.

There is, however, one exception in the law where animals are treated more like a member of the family. Fortunately, Michigan law allows a pet owner to establish a pet trust to provide for the continuing care of a pet when he or she is unable to do so, or when the owner dies. Michigan’s pet trust statute provides that a trust for the care of a designated domestic or pet animal is valid and can be of a duration of up to 21 years. The trust terminates when no living animal is covered by the trust.

In many ways, setting up a pet trust is the same as setting up a trust to care for a child. You plan for who will take care of your animals if you are incapacitated or if you pass away before your beloved pets. You earmark money to go to the caregiver for the pets. And, you can provide specific instructions for caring for each particular pet (i.e., Taffy gets sick when she is in the back seat of the car so she must always ride in the front seat). A pet trust gives pet owners the security of knowing their wishes will be carried out. We can plan for the continuing care of our pets in the same way we plan for who will care for our children if we are unable.

Pets may be personal property, but they’re part of your family. Plan accordingly.

Shirlee M. Bobryk
While every pet is unique in character and its needs, there is a general list of factors every owner should consider when establishing a pet trust:

- **Identify the pets.** A written physical description of each pet will help make sure Fluffy is not confused with Tiger. This can help avoid confusion for the pet caregiver and the trustee of the trust. If you know that you want the same care for animals you don’t yet own, clearly state your intent: “I want this pet trust to include all pets I may own at the time of my death or disability, as well as those born of Fido.”

- **Identify the principal caregiver and an alternate caregiver for your pets.** If the nominated caregiver is unable to keep all or any of the pets, consider providing instructions on how you wish the caregiver to find a loving home for each pet.

- **Determine how you will fund the pet trust.** If you intend to fund it with life insurance, ensure that the beneficiary is the pet trust and not the pet or the pet caregiver. Leaving life insurance to the caregiver can create the risk that the funds will not be used to care for your pets. Leaving the proceeds to your estate can create a risk that the proceeds will be used to pay creditors rather than for continued pet maintenance.

- **Provide for a reasonable monthly allowance to be paid to the caregiver.** Allow for each pet’s needs, including food, grooming, medical care, crates or cages, and other maintenance fees. Consider giving the trustee of the pet trust the ability to distribute additional funds to the caregiver for unusual or extraordinary expenses of your pets. And, determine whether a fee will be paid to the caregiver for carrying out your wishes.

- **Provide instructions on regular maintenance and care for your pet.** For example, my Cavalier King Charles, Teddy, expects to go for a walk each morning and a treat after getting his paws washed off in the laundry tub. (His fur is an instant magnet for dirt, leaves, and grass!) After he patiently lies still for me when I’m combing through those beautiful long ears, he jumps up excitedly because he knows I will reward him with a greenie. Those are just a few of the routines I would want his caregiver to continue to follow if I am unable to care for Teddy. The instructions in my pet trust ensure he will have the same care and interaction with humans that he had in my home.

- **The trustee of a pet trust is not required to file any report with the court or provide any accounting.** You may want to direct your trustee of the pet trust to periodically check in with the caregiver to ensure your pet is getting the care you provided for in the trust. Provide for the terms under which the trustee may remove the caregiver and substitute the named successor. If the trustee has any concerns that your pet is not being cared for under the terms set forth in the pet trust, you can be assured that the caregiver will be replaced. Allow your trustee the ultimate authority to select a caregiver who is best able to care for your pet. Consider allowing the trustee of your pet trust to have the ultimate authority in being able to select a caregiver who is best able to care for your pet as you wish and that the trust funds are being used for the intended purpose.

- **The final disposition of your pet should also be included in the pet trust.** Cremated or buried in a special area?

- **Plan for the distribution of the pet trust funds after the last pet passes away.** Should the remaining funds be distributed to a charity, the caregiver, or some other designated beneficiary?

Knowing who will care for your pet when you cannot is an important part of estate planning. A pet trust will ensure that the furry members of your family will be safe and comfortable in spite of your absence. Take advantage of the exception in our laws when it comes to your pets. They may be personal property in the eyes of the law, but at least we can plan for them in the same way we can a child when establishing our estate plans.

**NOTES**


**Shirlee M. Bobryk** is a partner at White Schneider, PC in Okemos. She represents a variety of health professionals, including veterinarians, in licensing cases, general business matters, and employment law.

**MVMA partners with White Schneider, PC, to assist our members.** If a member has a legal question, first contact MVMA at mvma@michvma.org or (517) 347-4710. If MVMA is unable to assist with the question, the member is referred to the law firm. Members receive free 15-minute telephone consultations as often as necessary. In addition, if a member decides to pursue legal action using the firm, they receive a 10 percent reduction on the attorneys’ customary billing rates.
MVMA’s Veterinary Practice Affiliates

Do you have practice managers, veterinary technicians, veterinary assistants, or other veterinary team members who want to be a part of MVMA? If so, they can join the MVMA as a Veterinary Practice Staff Affiliate!

MVMA is one of the most progressive, passionate, and dedicated veterinary organizations in the country, and our Board of Directors has opened our doors to other veterinary professionals. By becoming an MVMA affiliate, they will be connected with great ideas and incredible people using dynamic and creative solutions you can use in your practice. Have them join us and be inspired!

Did you know that 72% of people who belong to an association are very satisfied with their jobs compared with fewer than half of people who don’t belong to one? We can help your staff become shining stars in your practice with an extensive list of resources they can use today!

Take advantage of this exciting offer to join MVMA for an annual rate of $77! Benefits include:

- Access to MVMA’s staff who work for you. Have a question about Michigan Law or best practices? Call us!
- Opportunities to connect with and utilize the expertise of over 2,200 MVMA members!
- Special invitations to attend MVMA events and targeted CE at a discounted rate.
- Free subscriptions to the MVMA e-newsletter and magazine, The Michigan Veterinarian, as well as important email alerts to keep you informed of pet food recalls, disease outbreaks, and other urgent issues!
- Access to important information in the Member’s Only section of michvma.org as well as all of MVMA’s existing benefit programs!

MVMA is helping to drive the future of veterinary medicine—and we are here to make your life easier. Visit our website at www.michvma.org for more information!

Please note: In order to become a Veterinary Practice Staff Affiliate, you must have at least one MVMA veterinarian member at your practice.
11 REASONS NOT TO MISS THE MICHIGAN VETERINARY CONFERENCE! JANUARY 27–29 LANSING CENTER

1. You will learn from leading speakers and discover new ways to practice.
2. You can explore the newly designed “Veterinary Practice Marketplace” with over 100 exhibitors to welcome you.
3. You can take good care of yourself by joining a group for yoga, taking a coloring break, adding to the gratitude board, or bringing a donation for the Lansing Food Bank.
4. The MVC has a new app to help you navigate the conference and take advantage of all occurring onsite!
5. Wet labs will provide veterinarians and veterinary technicians with hands-on learning.
6. Lunches, receptions, and other refreshments are included with your registration fee at no additional cost to you.
7. CE tracks include companion animal, food animal, equine, emerging animal health and disease topics, practice management, staff development, veterinary technology, and nontraditional medicine.
8. You can engage with colleagues and content leaders to share new ideas to implement back at your office/practice.
9. Attending CE in Michigan helps our economy, saves you money, and even provides special low lodging rates.
10. The MVC is centrally located with easy access.
11. You will rejuvenate your creativity and return with plenty of new ideas!
You deserve an upgrade!

Platinum Plus Visa

1% Cash Back

Receive unlimited 1% cash back on all purchases and redeem your cash back at any time, for any amount.¹

¹ Members will earn 1% cash back on all purchases. Cash back is not earned on tax payments, any unauthorized charges or transactions, cash advances, convenience checks, balance transfers, or fees of any kind. Account must be in good standing to redeem cash back. Returns result in the loss of cash back equal to the amount returned. Negative cash back will be given if returns or credits exceed purchases. Visit msufcu.org/cashback for full terms and conditions.

Locally Owned locally operated

Oakland Veterinary Referral Services (OVRS) is one of the most comprehensive veterinary specialty facilities in the country. Our Veterinary Specialists are board-certified in their area of expertise, and they are supported by a highly trained staff of licensed veterinary technicians.

Our expert professionals, state-of-the-art technology and wide range of treatment options all contribute to excellent veterinary care. We are proud to have earned the confidence, trust and respect of thousands of local veterinarians and pet owners alike by offering exceptional care and outstanding services in a nurturing environment.

OAKLAND VETERINARY REFERRAL SERVICES

1400 South Telegraph Road | Bloomfield Hills, MI 48302
Ph: (866) 334-6877   Fax: (248) 334-3693   E-mail: info@ovrs.com   www.ovrs.com

Providing Specialty Care for 25 Years
Cats Radioiodine
TREATMENT CENTERS

- Cats Radioiodine Treatment Centers have been performing I-131 treatments for more than 20 years—and are by far the most experienced in treating feline hyperthyroidism.
- Currently there are only two board certified cat specialists in the state of Michigan, and both are with Cats Radioiodine—Dr. Steve Bailey and Dr. Tammy Sadek.
- Our doctors are available for pre-treatment analysis for iodine treatment candidates and will assist in any and all post-treatment scenarios.

Still the safest, most effective treatment for hyperthyroidism!

Meet the team behind your team!

Michael Wolf, DVM
Diplomate ACVIM (Neurology), CCRT

Adam Moeser, DVM
Diplomate ACVIM (Neurology)

Trevor Moore, DVM
Diplomate ACVIM (Neurology)

We are three centers, one place combining leading-edge diagnostics, experience in treatment and compassionate care. When it comes to neurological referral, our doctors and staff make all the difference.

Animal Neurology & MRI Center
Animal Rehab & Fitness Center • Animal ER Center

24/7 Case Consultations 248-960-7200
1120 Welch Rd, Commerce, Michigan
animalneurology.com
Interpretation of liver biopsies can be challenging and often involves additional time and discussion among pathologists as well as communication with the submitting clinician. In order to provide veterinarians with the most accurate interpretation of these cases, additional testing such as evaluation of special stains, immunohistochemical markers, and/or heavy metal analysis, is often required. Therefore, to better serve clients, the Michigan State University Diagnostic Center for Population and Animal Health (MSU DCPAH) now offers a liver biopsy panel (40090).

This panel includes histologic evaluation of the biopsy by at least one pathologist who specializes in liver disease who will automatically order specialized stains and/or immunohistochemical markers and/or heavy metal analysis as needed for an accurate diagnosis. This panel can be performed on any liver biopsy, but is especially recommended for challenging internal medicine cases, suspected vascular anomaly cases, intrahepatic neoplasms, and suspected cases of copper-associated hepatitis (CAH), including any liver biopsy from a dog breed that is prone to CAH (e.g., Bedlington Terriers, West Highland White Terriers, Labrador Retrievers, Doberman Pinschers, Dalmatians, etc.).

HOW DOES IT WORK?

The liver biopsy is first reviewed histologically by one or more liver pathology specialists who then decides if up to three special stains (Trichrome for fibrosis, Rhodanine for copper, and Reticulin for lobular architecture) or up to two immunohistochemical markers (for vascular anomalies or neoplasms), and/or heavy metal analysis (quantitative evaluation for copper, iron, lead, selenium, and zinc) are required. When whole lobes with intrahepatic neoplasms are submitted, the surgical margins will be evaluated and sectioning of these margins will be documented via images available to the submitting clinician on the DCPAH website. These tests are included in the price of the panel and are ordered automatically if enough tissue is available and if deemed necessary by the pathologist.
This liver biopsy panel can be performed on any standard formalin-fixed liver biopsy sample. If an infectious cause is suspected, submission of a fresh frozen sample of liver is also strongly recommended. If needed, bacteriology and/or virology testing can be performed on fresh samples for additional fees. Additional immunohistochemistry and in-situ hybridization testing is also available for other infectious agents.

When requesting this panel a complete and detailed history that includes signalment, clinical signs, clinicopathologic findings, imaging results, gross findings, and results of any other tests is required. Ideally, multiple liver biopsies that represent multiple liver lobes should be submitted for every case. For certain disease processes, such as vascular anomalies, the histologic features can vary greatly between liver lobes and some lobes may appear normal histologically. Thus, vascular anomalies can be missed if only a single liver biopsy is submitted. Other diseases, such as copper associated hepatitis, can be masked by secondary chronic changes such as fibrosis and nodular regeneration. Submission of multiple biopsies can increase the likelihood of identifying less chronically affected areas that still contain large amounts of copper.

Samples from different lobes, or those representing different gross appearances in the same lobe, should be submitted in separate properly labeled containers or otherwise identified in order to ensure the most accurate evaluation. If the samples are small, such as those obtained via needle biopsy, samples from different lobes can be submitted in separate tissue cassettes or rubber free tubes such as microcentrifuge tubes filled with formalin and properly labeled. Larger samples, such as whole lobes, could be identified with different colors or numbers of sutures or different colors of ink.

Noting the location of samples and gross findings on the submission form is extremely helpful to the pathologist. Please also indicate if samples are taken from nodular lesions or any other masses. For example, if the pathologist is not aware that a sample is taken from the center of a hyperplastic nodule, and there are no bordering normal hepatocytes in the sample, a misdiagnosis of steroid hepatopathy may be made, as hyperplastic nodules often contain glycogen-laden hepatocytes.

WHY TEST FOR MINERALS?
In recent years, DCPAH has diagnosed increased numbers of cases of canine CAH, especially in Labrador Retrievers, but has also seen sporadic cases of CAH in a number of different dog breeds as well. Suspected CAH has also been reported in the literature in small numbers of cats and in two ferrets. In addition, DCPAH has found that...
Liver copper values have been increasing in dogs since the 1980s. A combination of environmental and genetic effects is likely responsible for this increase.

To our knowledge, the DCPAH toxicology laboratory is the only veterinary diagnostic laboratory that offers validated quantitative analysis of hepatic copper, iron, lead, selenium, and zinc in formalin-fixed paraffin embedded tissues. Thus, we can accurately determine the amount of these elements in small liver samples after they have been completely embedded and reviewed histologically. This allows the pathologist to directly correlate what is seen histologically in Rhodanine (copper stain) stained sections with a quantitative value from the same section, as opposed to a separate liver sample that may exhibit different findings. Quantitative analysis can even often be performed on needle biopsy samples if several samples are taken and combined. Ideally, the total amount of liver submitted for element testing should weigh more than 50 mg.

For more information on price, specimens, collection protocol, shipping requirements, and other additional information, please see the catalog of available tests on DCPAH’s website at animalhealth.msu.edu or call the laboratory at (517) 353-1683. A new Biopsy Sumbittal Form which contains fields specific to the liver biopsy panel is also available online for clients.

**Above:** Immunohistochemical labeling (brown) for Hep Par-1 (left) and CK7 (right) can be used to differentiate between a poorly differentiated hepatocellular carcinoma (left) and a cholangiocarcinoma (right).

**Below:** When a liver lobe with a mass is submitted, an image such as this would be available online for review by the submitting veterinarian. Sections A7-A10 represent surgical margins. A3-A6 are representative sections of the mass.
On occasion, the State Veterinarian’s office will receive an inquiry regarding potential animal welfare concerns. These inquiries are taken seriously, however, the State Veterinarian’s actions in response to these concerns are dictated by the laws and regulations that define the jurisdiction of the State Veterinarian and the Michigan Department of Agriculture and Rural Development’s Animal Industry Division.

The following scenarios are examples of the type of concerns that may be reported to AID and the State Veterinarian:

- A citizen drives down a country road and sees a herd of cattle they consider too thin.
- A citizen has a neighbor whose dog is chained outside with no food, water, or shelter.
- A person sees a horse in a pasture in winter with no shelter or visible food and water.

In these examples, the complaints are considered possible violations of the Michigan penal code and possibly other county or local ordinances. Enforcing the penal code and other county and local ordinances is under the jurisdiction of law enforcement agencies such as the State Police and the county sheriffs and city police departments. In these cases, AID would advise the concerned citizen to contact the law enforcement agency in the location where the animal resides. At times, law enforcement may need medical or animal husbandry expertise and AID field staff are available to assist when requested.

There are some cases where the AID has regulatory authority over the conditions that effect animal welfare: animal shelters, livestock dealers and truckers, and livestock markets. As a part of that regulatory authority, these entities are inspected by AID field staff.

When animal shelters are inspected, they are expected to keep animals safe from disease and injury which includes housing and sanitation standards, guarantee shelter animals receive veterinary care when the need arises, and require animals are offered quality food and water suitable for the age and species of the animal. Although AID staff may advise shelters on the best environment for the animals, our laws don’t include any requirements for enrichment, exercise, bedding, or mental stimulation.

As an example, if a citizen called AID and said they went to their local animal shelter to adopt a kitten and the odor was so strong it almost made them sick, AID would send out a staff member to investigate the claim. If the claim was substantiated, corrective actions would need to be put in place because in order for shelters to provide proper care under the law, rooms housing animals must have good air quality.

During inspections of livestock dealers, truckers and markets, trailers and facilities are inspected for cleanliness and maintenance, to ensure animal safety. In addition, at markets, pens and buildings should protect livestock from injury and inclement weather. AID staff are also present on sale days where they assist and observe to ensure animals are properly identified and handled.

AID staff do all they can to protect, regulate, and promote animal health. It’s important to note that in any situation where animal neglect or abuse has been alleged, the penal code applies, regardless of whether AID has regulatory authority.

If you have any questions regarding animal welfare issues, contact your local authorities or contact AID directly at (800) 292-3939.
Forward Booking

Make sure every client leaves your practice with their next appointment on the books!

VMA is a proud Associate Member of Partners for Healthy Pets (PHP) and we are very pleased to announce a collaborative program between PHP, Veterinary Medical Association Executives (VMAE), and our association. We believe this initiative will have a significant impact on the health of your patients and your practice.

This collaborative program focuses on the importance of forward booking, which simply means scheduling all patients’ next appointments before they leave your practice, regardless of the reason for their current visit. This includes medical progress exams and preventive healthcare exams. Forward booking ensures your patients receive the highest quality of care at the right time.

You have probably been hearing about—and maybe even considering—implementing forward booking in your practice, but are not quite sure how to get started. We can help you!

To get started, visit the forward booking section on the Partners for Healthy Pets website http://www.partnersforhealthypets.org/forward_booking.aspx. Download the document titled, “The Key to Forward Booking Appointments: Unlock the Potential of a Best Practice For Your Practice.” This gives you a simple, step-by-step approach to how to use the handful of tools available to you to provide your practice team with the skills necessary to be successful. Ready. Set. Forward book!

We are very excited to provide this opportunity to you and your practice. By using these tools, you will be able to easily implement forward booking in your practice. The result? Healthier patients and a healthier practice!
Forward booking = healthy pets and healthy practices

Regular preventive healthcare is the key to the health and well-being of all your patients.

Be sure every pet owner leaves your practice with their next appointment on the books.

Talk to your healthcare team about the importance of forward booking. Get started at www.partnersforhealthypets.org.
Wellness Study Finds Positive
n a recent article published in *JAVMA*, Nett et al. (2015) found that membership in a veterinary medical association is positively correlated with less mental illness and suicidal ideation.

The authors also found that 9.3% of veterinarians were experiencing severe psychological distress at the time of the survey and that 16.8% had contemplated suicide since graduation. These distressing numbers are higher than that of the general U.S. adult population.

The number of veterinarians currently in psychological distress nearly doubles when controlling for membership in organized veterinary medicine (9.3% for members of a VMA vs. 17.5% for those that are not). A similar but less pronounced pattern is seen when examining the relationship between currently married, separated/divorced and never married veterinarians (8.1%, 13.8% and 14.3% respectively).

The authors hypothesized that these patterns may be related to the interpersonal relationships in a veterinarian’s life. They go on to site research that names social support as a positive influence on mental health.

Alternate factors associated with psychological distress were working in shelter medicine and being in practice for less than 20 years. It was unclear from the data if it was age, a change in class selection criteria, or another factor that led to increased risk in younger vets.

Other research questions revealed a disconnect between veterinarians and the general population when it comes to perception of those with mental illnesses and the help available. Psychologically stressed veterinarians were significantly less likely than those similarly afflicted in the general population to state that “People are caring towards those persons with mental illness,” and less likely than non-distressed veterinarians to agree that “Mental health treatment is accessible.” This perception of a lack of support may be one factor contributing to higher distress levels.

The findings of this study open a pathway to better caring for veterinarians in psychological distress. Veterinary medical associations play an important part in this battle as they provide social support and a vehicle for dissemination of information. Because so many veterinarians in distress perceive that no aid is available, VMAs have the opportunity to step in as helpers. Support systems such as the AVMA’s Early Career Online

### Correlation to VMA Membership

**Caroline Faust, DVM**

**Elizabeth Strand, PhD, LCSW**

Community and VIN’s From the Trenches message board provide practitioners with a group with whom they have similar trials, worries, and sometimes even victories.

If you are experiencing psychological distress, please seek help. If you have suicidal thoughts, please call the National Suicide Hotline at 1-800-273-TALK.

### CITATION


### AUTHORS

Dr. Caroline Faust, DVM
Veterinary Social Work Intern
University of Tennessee
College of Social Work
www.carolinefaust.com

Dr. Elizabeth B. Strand, LCSW
Director, Veterinary Social Work
University of Tennessee
College of Veterinary Medicine
College of Social Work
The 13th annual MVMA People, Pets & Vets program was held on Saturday, November 5, 2016, at Macomb Community College in Clinton Township, Michigan. Over 1,000 people came out to enjoy the event and the weather was perfect! We were graced with one of the best fall days on record—gorgeous, sunny, and 65°. The lawn outside became temporary housing for 4-H sheep and a traveling farm, complete with a miniature horse, a chicken, a rabbit, and multiple goats.

Michigan Farm Bureau brought their “Milk a Cow” display, which was a huge hit with the kids. Yates, a Frisbee dog, entertained guests with his amazing skills, too. Everyone visited the outdoor exhibits upon arrival and on the way out since the weather cooperated so nicely this year.

People, Pets & Vets proudly hosted over 45 creative educational booths which were staffed by veterinarians, veterinary technicians, MSU veterinary students, MCC veterinary technician students, animal service groups, 4-H groups, and other animal care providers. Display subjects included dentistry, ophthalmology, cardiology, obesity, surgery, anesthesia, rehabilitation therapy, blood banking, endoscopy, radiology, behavior modification, integrative medicine for large and small animals, veterinary career opportunities, farrier work, and many more. Booth sponsors and attendees all seemed to really enjoy the day!

The MVMA Healthy Pet Surgical Suite continues to be a favorite feature at this event, showcasing the importance of spaying and neutering pets. Several surgeries were performed at People, Pets & Vets for animals awaiting adoption through the local shelter—complete with narration and camera footage up-close in the surgery suite for the attendees. Michigan State University College of Veterinary Medicine also participated in the event along with the Michigan Association of Veterinary Technicians!

The Teddy Bear Clinic was extremely busy.
as usual! Children brought their stuffed animals in record numbers for outpatient care as Macomb Community College (MCC) vet tech students triaged the patients. There were also some gently used stuffed animals available to be “rescued/adopted” for kids who may have forgotten their pal at home. What a great way to teach about veterinary care and the human-animal bond directly! The MCC Vet Tech Puppet Show entertained the kids with several great lessons about how to treat animals. Numerous live animal booths provided up-close and personal encounters with many species including chinchillas, Galapagos tortoises, lizards, hedgehogs, guinea pigs, rabbits and baby bunnies, several dogs, and cats too (even a few kittens—a big hit). Animals with careers were also on hand—Canine Officer Nitro with Officer DeGraw from the Macomb County Sheriff Department and also Pets for Vets of Southeast Michigan participated in the fun this fall.

People, Pets & Vets is truly a success because of the great people who come out and share their time with the guests each fall. Cathryn Adolf, LVT, summarized the spirit of PP&V with the words of Jacques Cousteau, “You protect what you love,” and that was clearly evident at the event this year. The team effort and atmosphere provided by the veterinarians and staff, MCC’s veterinary technology program and their large group of student volunteers, animal care groups and educators, animal service groups, and 4-H groups continues to be a wonderful example of what makes our profession so rewarding and worthwhile! The success of the program truly is a result of their combined efforts and I thank them all for their time and energy.

Look for us again next fall on Saturday, November 4, 2017! We always welcome new, energetic volunteers. If you are interested in participating next fall, please feel free to contact me anytime.

—Tari Kern, DVM, CCRP, CVMA, CVSMT
MVMA People, Pets & Vets Coordinator
peoplepetsvets@yahoo.com

Like us on facebook.com/PeoplePetsVets
VETERINARIANS WANTED

Established, personal touch SAP seeking F/T and P/T DVM, LVTs, and experienced assistants. Send résumé to Mt. Hope Veterinary Hospital, c/o Dr. Margaret Berry, 2855 E. Mt. Hope Ave., Lansing, MI 48910; mmberry1958@gmail.com. Snail mail preferred. Veterinary wanted to join our 7-doctor team in Grand Rapids, MI. Many of our doctors have been new graduates. Our training program provides the mentoring many new graduates are seeking; it makes the transition from student to veterinarian a smooth one. Our training program also works well when incorporating an experienced doctor into the team. The work schedule at the Animal Emergency Hospital is typically about 35–40 hrs/week making for an excellent work-life balance. We have a generous salary and benefits. We take our medicine seriously, but take client relationships even more seriously. Having fun while working hard is our mantra. Check us out and see if we are a fit for you. For further details please contact Dr. Stephen Comer, 3260 Plainfield NE, Grand Rapids, MI 49525; work 616/361-3962, or email gobigred@westmichiganaeh.com.

Traverse City’s Oakwood Veterinary Hospital is seeking a F/T new or recently graduated veterinarian to start in the spring of 2017. We are a progressive, well-established hospital with an excellent team and loyal clientele. Our facility is recently remodeled and we have both digital general and dental x-rays, as well as an in-house lab. We excel at general medicine and surgery, as well as advanced dentistry and orthopedics. Communication skills are a must as we pride ourselves on client education and interaction. Please send résumé and references to info@oakwoodvetshospital.com.

Rapidly growing single-doctor SA practice located in Lambertville, MI (just 3 miles north of Toledo, OH) seeking F/T or P/T compassionate, MI licensed veterinarian. Our knowledgeable support staff assists the doctor in providing exemplary customer service, client education, and fear-free visits for our patients. The facility is well-equipped with in-house blood capabilities, digital x-ray and dental ultrasound, high-speed dental machine, and surgical monitoring equipment. Ideal candidate practices high-quality medicine and surgery, and is able to work independently at times. Flexible schedule, salary commensurate with experience. Fax 734/568-6047 or email résumé to deck-dj@hotmail.com.

Ann Arbor: New owner of Westgate Animal Clinic needs a F/T or P/T associate to help us reach our goals of outstanding pet care and superior client service. 30-minute appointments allow time for thorough exams and client bonding. If coworkers would describe you as an amazing clinician who is compassionate, low drama, and great with people as well as pets, please send résumé to Andrea Moehlman, DVM at andreamoehlman@gmail.com.

Seeking enthusiastic F/T SA veterinarian for busy companion animal practice in Livingston County. Well-equipped hospital with in-house IDEXX laboratory, digital radiography, and therapeutic laser. Experience is preferred, with an interest in surgery. Competitive benefits. Please send résumé to howellanimalhospt@gmail.com.

Pinecrest Animal Hospital, a well-established 2-doctor clinic in Owosso, MI is seeking both a F/T and P/T veterinarian who is compassionate and energetic. Enjoy living in a friendly environment and small community while practicing high-quality small animal medicine. Our clinic includes full in-house diagnostics, including digital x-ray and a fully equipped surgical and dental suite. We offer a competitive salary and an excellent benefits package including simple IRA, medical insurance, vacation time, and sick leave. Candidates must reflect our passion for quality patient care and be able to effectively communicate and collaborate with our long-term employees. Please send your résumé via email to Dr. Rangi at pprangi@gmail.com, or by mail to Pinecrest Animal Hospital, 1346 E. Main St., Owosso, MI 48867.

P/T veterinarian wanted for small animal clinic located in Livingston County. Please email résumé to vet.care.dvm@gmail.com.

Caseville Small Animal Clinic is seeking a dedicated, enthusiastic professional to join our team as an associate veterinarian. Our growing practice is located in a resort town on the beautiful beaches of Lake Huron; we offer endless opportunities for outdoor and family-friendly activities. We practice high-quality, proactive medicine, and our customer service–oriented team is committed to providing the best in patient care and client education. Our facilities include surgical and therapeutic laser, digital x-ray, advanced dentistry, and ultrasound. We are a paperless, progressive practice. The ideal candidate is focused on quality care, has great people skills, a good work ethic, excellent communication skills, and has an outgoing, friendly personality. We recognize the importance of the relationship between humans and animals, and we see our clients and patients as extended family. Experience in general medicine and surgery is preferred, but outgoing new graduates will be considered. Generous benefit package including health insurance, generous CE allowance, licensure and liability insurance, VMA dues, uniform allowance, simple retirement plan with match, and vacation. Please contact Dr. Kevin Stachowiak, Caseville Small Animal Clinic, PO Box 534, Caseville, MI 48725. Tel 989/856-3525, fax 989/856-3045, email drkevin@casevillevet.com, CasevilleVet.com.

Wanted: P/T veterinarian for AAHA-certified small animal practice in Dearborn Heights, MI. Great, experienced support staff. We are looking for a progressive, personal, practical practitioner. Contact Rick Caputo, DVM, at 313/562-8810.

South Shore Animal Hospital in Houghton Lake is seeking a F/T companion animal veterinarian. Our well-established, 2-doctor hospital has been in operation for over 30 years and our loyal clients have come to expect quality medicine. We are equipped with digital radiographs, digital dental radiographs, state-of-the-art anesthesia, and surgical monitoring equipment. We offer a great schedule with 3-day weekends every other week, simple IRA, paid dues, paid CE, and a very limited but compensated ER schedule. Enjoy practicing in our beautiful 4-season setting. Please email résumé to ssah.houghtonlake@gmail.com.

Seeking F/T veterinarian for busy, well-equipped small animal practice in the Kalamazoo area. Must be a friendly, compassionate, multi-tasker wanting to practice high quality medicine. Good communication skills a must. Please send résumé to drsauer2@yahoo.com.

P/T veterinarian (30–35 hours): An amazing staff awaits your arrival if you are the right candidate for Newaygo Veterinary Services. Join our family of 4 doctors, 4 LVTs, full-time practice manager, and 9 support staff members, as we provide quality medicine with a small town, personal style. Recent upgrades include digital radiology, digital dental radiology, ultrasound, cold therapy laser, and IDEXX blood chemistry equipment. Emphasis on preventative care and alternative modalities are also offered, including acupuncture, chiropractic, and Chinese herbal medicine. Strong soft tissue surgery abilities are desired, with opportunities for expanding orthopedic surgery skills. Newaygo Veterinary Services is located in the city of Newaygo, the gateway to the Manistee National Forest and only 30 minutes from a major Grand Rapids shopping area. Please call today to schedule a visit and discuss this satisfying opportunity: 231/852-1881, or email deb@newaygovernitiveservices.com.

Fowlerville Veterinary Clinic is seeking a F/T or P/T small animal veterinarian. We are a busy, client-oriented practice with a great support staff. Having 6 small animal doctors allows the advantage of the team approach. Fowlerville has a rural atmosphere, but
still accessible to the urban areas of Michigan. F/T benefits include paid vacation, CE allowance, simple IRA, health insurance, license fees, and MVMA and AVMA dues. Please email résumé or call Scott at fowlerville@sbcglobal.net, 517/223-8812.

*DON’T READ THIS!* Don’t read this ad unless you are a dedicated, hardworking, hard-playing, teamwork type of veterinarian! If this sounds like you, keep reading: Sault Animal Hospital, located in Sault Ste. Marie, MI, is searching high and low for a mixed animal (or at least willing to learn, as we are willing to teach) vet to join our team. We are a full-service hospital serving the eastern UP as well as southern Ontario. 80/20 companion animal/large animal (with 80/20 equine/other) as well as wildlife. PRO/SAL

Marie, MI, is searching high and low for a mixed type of veterinarian! If this sounds like you, keep reading: Clarke Animal Hospital in Spring Lake, MI seeks a P/T veterinarian to become a long-term member of our team. We strive to make our work environment a friendly environment with long-term employees. We have a brand new facility, including digital radiology, laser therapy, laser surgery, and more. Please contact Dr. Del Heckman at oshstemovet@sbglobal.net or fax 269/375-4707.

F/T veterinarian wanted in a busy, 90% companion animal clinic, located in southeast MI. Cornerstone software, in-house IDEXX laboratory; equipped with pulse oximetry, blood pressure monitor, IV pumps, ultrasound, surgical laser, rigid and flexible endoscopy, and digital radiography. Interest in orthopedic surgery a plus. Practice believes in promoting continuing education and supplying excellent patient care with client satisfaction. Seeking a dedicated and compassionate individual to become a long-term member of our team. New or recent grads welcome, as well as experienced veterinarians. Competitive salary and benefits package available. Tecumseh Veterinary Hospital, Inc. 5990 S. Occidental Hwy., Tecumseh, MI 49286. Tel 517/423-2911, or email edwardtritt@yahoo.com. F/T or P/T caring, compassionate, and energetic veterinarian needed for a well-established 2-doctor small animal clinic in Westland. No after-hour emergency calls. You can do a majority of large animal herd health and medicine/surgery with a few small animal appointments. Or, you can have a combination of both. We will fit the job to you. Northeast MI offers many recreational activities: running, hiking, biking, boating, waterskiing, snowmobiling, camping, and others. Please submit résumés to ogemawvet@gmail.com or call 989/685-3941.

Enjoy small town living while practicing high-quality small animal medicine and surgery in a friendly team environment. Grass lake Animal Hospital is looking for a F/T to F/T veterinarian to join our well established practice. We are highly focused on preventive medicine and dentistry. We are open M, T, Th, F, and Sat (½ day). No emergency calls. Salary and benefits commensurate with experience. Experience in management a plus. Send résumé to ruthbarthel65@gmail.com.

Lakeview Animal Clinic in Oxford, MI is seeking an experienced P/T or F/T (34–38 hours) veterinarian to join our small animal practice located in northeast Oakland County. Applicant must be certified in or have an interest in training in veterinary chiropractic. The position would require some soft tissue surgical experience. Additional interests or passions are encouraged. Our clinic is well-established in the community. Clients are well educated, compliant, and financially stable. In addition to providing traditional veterinary care, we have a well-established chiropractic clientele. We are committed to providing our clients with the highest quality medicine, surgery, and preventative care. The hospital is well-equipped with in-house IDEXX laboratory equipment, ultrasound, therapeutic and surgical laser, AVIMARK practice software, digital dental radiography, and a highly educated, friendly support staff; paid personal VIN account. ½ day Saturday, and no Sunday or emergency hours. Please send résumé/cover letter to Andrea at 3500 Lakeville Rd., Oxford, MI 48370, or lakevillenanimal@gmail.com. Emergency Veterinarian Opportunity: Do you want to practice high-quality emergency medicine? Work with exciting cases? Meet with great clients? Provide the highest standard of patient care? If you are a talented, responsible leader who enjoys a challenge and has the desire to learn and grow personally and professionally, Animal Emergency Center (AEC) may be the right fit for you! We are currently seeking highly qualified emergency veterinarians for both of our hospital locations. AEC is the only 24-hour emergency hospital in the area that is AAHA certified. We have been providing emergency and critical care service for dogs, cats, birds, rabbits, small mammals/pocket pets, reptiles, and other exotic pets since 2002. AEC has two beautiful, modern hospitals located in Novi and Rochester. MIM—both are growing, upscale communities with great pet owners. We are a privately owned company with a loyal referral base of over 400 DVMs we proudly serve. Our hospitals feature a clean and relaxed atmosphere, optimized workflow, dual surgery suites, dedicated ICUs, and a team of caring, licensed, experienced staff. We utilize state-of-the-art equipment and sophisticated diagnostic and monitoring tools. AEC provides a highly competitive salary with commission, plus a top-notch benefit package that includes medical, dental, and vision care; liability insurance; continuing education and uniform allowance; vacation/personal time; simple IRA with matching contributions; discounted group disability insurance and discounts on services for your own pets. If you are interested in joining a team committed to inspiring others through our heartfelt care, compassion, and dedication to excellence, please send your résumé and cover letter to Dr. Heather Robertson, DVM at careers@aec4pets.com. If you are out of state, ask us about our relocation package for experienced emergency vets!

AAHA-accredited hospital in Genesee County seeking a F/T and P/T veterinarian, preferably interested in future partnership to join our team. 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 well trained support staff, including 3 LVTs, and offer a competitive salary, CE, paid vacation, licensing, health insurance, and IRA contributions. We offer a generous signing bonus and the positions are open immediately. Please submit résumé to bsnovi@gmail.com.
Veterinary hospital in Genesee County is seeking a F/T licensed veterinarian for a fast-paced, multi-doctor, small animal practice. The position requires a licensed veterinarian who has an internal drive to make a difference for beloved pets, and practice high-quality medicine. The doctor must have a great bedside manner and enjoy building long-term relationships with our clients. This is a modern, walk-in facility that has a busy surgery schedule, offers in-house lab, radiograph, and surgical laser. A competitive wage and benefit package is offered. If you are qualified and have the drive to serve our great clients, please forward cover letter and résumé to riversidelahflushing@gmail.com, Attn: Kristie or Janet.

F/T or P/T experienced veterinarian needed to join an established clinic located near Lake Orion, MI. Excellent surgical skills are a must. We have a full in-house lab, ultrasound, and digital radiography. Call 888/489-7821 for more information. Résumés can be submitted to dah1@inbox.com.

A busy practice in Downriver is looking for a F/T or P/T associate to join our team. Full in-house lab, ultrasound, IV pump, etc. Generous compensation package with benefits. New graduates are welcome to apply. Please email résumé to divah2016@gmail.com, or fax 313/383-7466.

New or recent graduates! We offer a fast-paced clinical setting that promotes professional and personal growth. Our clinic focuses on quality patient care and client education. We are looking for someone who is personable, self-motivated, and able to multitask. An interest in surgery is preferred, and a positive outlook on life is a must. Our clinic is fully equipped with surgical suite, in-house diagnostics, including full bloodwork and radiography, surgical laser, and Avimark software. We are located 20 minutes south of Detroit and 20 minutes north of the Ohio border. We offer a competitive salary with production bonus, contributory IRA, professional memberships, and paid CE. Please send inquiries or your résumé to astvet2012@gmail.com. We look forward to hearing from you.

F/T veterinarian needed for flourishing small animal practice in rural/resort area between Grand Rapids and Kalamazoo. IDEXX lab equipment and ultrasound. Great position for someone who likes to work independently with the assistance of an LVT. Please call 616/291-7555, or email leslie@thornapplevet.com.

Established practice currently seeking a F/T veterinarian for an AAHA-accredited practice in Birmingham, MI. We are a well-equipped, busy practice. Experience is preferred. See our website Gasowvet.com. Please send résumé to tblaski@hotmail.com, or fax to 248/644-6123.

Do you love cats, dogs, and Ann Arbor? Looking for a high-quality practice where you can learn and grow? Where the work culture is healthy, positive, hard-working, and forward-thinking? If you are current and looking for an engaging place to expand your career, maybe you should give us a call at Easthaven Animal Hospital. Call Terry McCarthy at 734/971-3444 (Easthaven), or call or text me at 248/790-6880. Or, email terry.mccarthy@yahoo.com in confidence.

F/T small animal veterinarian needed to join a progressive AAHA-accredited companion animal hospital in Saginaw, MI. Candidate must have a positive attitude with clients and co-workers, and possess a strong regard for animal welfare. Our practice is moving towards paperless, and we are well equipped with an in-house lab, digital radiography, ultrasound, ECG, and Class IV therapeutic laser. We offer an excellent benefits package, including Simple IRA, medical insurance, ample CE opportunities, and vacation time. Salary will be based on experience. No experience or weekend hours required. New graduates or recent graduates are encouraged to apply. An interest in surgery and dentistry desired. Please contact John Smith, Practice Manager, at dusty_4448612@sbcglobal.net.

Well-established 3-doctor practice seeking F/T veterinarian for our busy, small animal practice in Belleville, MI. We have an in-house IDEXX lab, digital x-ray, and fully utilized LVTs. Benefits include health insurance, vacation, and paid dues and licenses. Please send résumé to docgag@att.net or call Dr. Graf at 734/740-3114.

F/T veterinarian needed for well-established small animal clinic located in Addison, MI. We are a fast-paced, walk-in and appointment-based facility. We offer out-patient care, in-hospital patient treatment, and in-house diagnostics. Applicants must practice a high standard of medicine, surgery, and customer service. Send résumés to Dr. Andrew Kelley via email at avpc1@gmail.com, fax 517/547-5185, or mail 6890 N. Rollin Hwy., Addison, MI, 49220.

Seeking a F/T skillled and compassionate associate veterinarian to join our team at Michigan Avenue Animal Hospital in Ypsilanti, MI. Leadership, interpersonal communication skills, excellent customer service, and general practice capabilities are required. Looking for a self-starter who is dependable, energetic, and willing to learn, teach, and excel. Competitive salary and benefits. Send résumé to Dr. Ajab DhalIWali at mianimalhospital@gmail.com.

We are seeking a F/T veterinarian to join our team. We are a very busy, full-service hospital for small animals and some exotics. We have a full in-house lab, digital x-ray, and laser therapy. Applicant should be a team player and a multi-tasker. Please send applications attention Eva George to Strong Veterinary Hospital, 29212 Five Mile Rd., Livonia, MI 48154, or to eva.george@me.com. Visit our website to see our beautiful practice at StrongVeterinaryHospital.com.

**VETERINARY TECHNICIANS WANTED**

Hard-working, compassionate, and motivated LVT or experienced assistant needed at Michigan Avenue Animal Hospital. We are a small animal practice located in the Ypsilanti/Ann Arbor area. Competitive salary, benefits, and flexible hours. Please email résumé to mianimalhospital@gmail.com.

LVT wanted: Seeking a friendly, reliable, skilled techni- cian to be an important, F/T member of our team. If you are proud of your skills and how you care for your patients, please submit your résumé to the office manager of Jefferson Veterinary Center via email at manager@jeffersonvet.com.

Veterinary hospital in Genesee County is seeking a F/T LVT for a fast-paced, multi-doctor, small animal practice. This position requires an active, people-loving, outgoing person with great communication skills to join our team. This is a walk-in facility that has a busy surgery schedule. This position requires a flexible schedule, including rotational Saturday hours. Competitive wages and benefit package offered. If you are qualified and are interested in joining a team that offers great opportunities and adventures, please forward cover letter and résumé to riversideahflushing@gmail.com, Attn: Kristie or Janet.

Bell Veterinary Clinic of Oxford, MI is looking to add an energetic dual-position team member. Technical skills as well as reception desk utilization. The position offers 32–36 hours/week. Competitive wages, bonuses, and flexibility. Please contact Wendy, Office Manager, at 248/572-6626.

We are looking for a veterinary technician to join our small animal practice in southern Ann Arbor. We need someone with excellent communication skills, enjoys spending time educating clients, and can provide quality care for our patients. Our staff needs to be able to multi-task and be a team player. No weekends or holidays are required. Qualified technicians can expect competitive salary and benefits; at least one year in the veterinary field is preferred. Please send résumé to joelodrm@gmail.com.

Growing veterinary clinic in Carleton seeking LVT for F/T position. Competitive pay, many benefits included. Please email résumé to ashvet2012@gmail.com.

DeWitt Veterinary Hospital is Dewitt, MI is looking to fill a P/T position for an LVT. We are a very busy 2-doctor practice (1 F/T and 1 P/T) specializing in small animals, including exotics. Services provided include in-house diagnostics, radiology, surgery, and appointments. Strong communication and organizational skills a must. We have a growing client base that deserves committed team members. Please email your résumé to daisystind@gmail.com or stop-in during business hours. Office hours can be found on our website DewittVet.com.

Gasow Veterinary Hospital in Birmingham, MI is currently seeking an LVT to join our practice. We are a well-equipped, busy hospital. Our ideal candidate would be experienced with good communication skills. We offer competitive pay and benefit package. Please send résumé to f.blaski@hotmail.com, or fax 248/844-6123.

Ready to take your skills to the next level? Do you want a challenging work environment? Then our progressive practice may be right for you. We are currently interviewing for a F/T LVT. Applicants must be compassionate, caring, and team-oriented to fit in our 4-doctor practice in southwest MI. Top candidates should have a 2–4 year degree and license. They should have experience that includes surgical and dental monitoring, IV catheter placement, hospital care, and patient discharging. Must also be licensed in their respective states. Qualified techs can expect at least $26,000 yearly compensation with excellent benefits; health insurance, vacation, 401(k), uniform allowance, and a generous employee discount. If you want to work with dedicated professionals in a culture of respect, send your résumé to Tabitha Brugh at tbrugh@rnavet.com or fax 269/349-7118.

Highland Veterinary Hospital seeks a F/T and P/T veterinary technician for our busy small animal/exotic practice. We fully utilize and value our technicians. We are proud of our compassionate, fun, and dedicated team. The Highland area is a great place to live and work! Competitive benefits and wages. Please send résumé to myhighlandvet@yahoo.com, or fax 248/889-4255. We look forward to meeting you!

F/T or P/T position available for a veterinary technician or student in veterinary technician program at a well-established small animal practice in Dearborn Heights.
relief veterinarians

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

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.

Kirsten Begin, DVM, 616/446-3154. MSU 09. SA relief in Grand Rapids and surrounding areas. Will travel. Friendly, excellent client communication. References. Completed rotating and surgical internships. kbegin4@gmail.com.

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

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


Daniel Cole, DVM, 551/486-0923. MSU 12. Small animal general medicine/emergency. Relief and PT. Internship trained. Competent and comfortable with soft tissue surgery and general medicine. Excellent records and client communication. Within 1/2 hours of Brighton, but willing to travel further for certain situations. danhecule@gmail.com.

Jenna Corbett, DVM, 616/635-6286. MSU 10. SA/exotic relief in SE Michigan/Lansing area. General medicine, 3 years emergency, soft tissue surgery, and ultrasound experience. References/Résumé available. jenniacorbettdvm@gmail.com.

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

Nichole Corner, DVM, 616/634-9777. MSU 99. SA relief work in Grand Rapids/Kalamazoo area. Excellent client communication skills. References available. haveslake@charter.net.


Susan Drapek, DVM, CVA, 517/663-0428. MSU 90. Available within two hours of Lansing. Relief experience since 1997. Small-animal medicine, surgery, and acupuncture. smdrapekdvms@sbcglobal.net.

Emery Engers, DVM, 734/717-2608. SA relief or PT in Oakland County/SE Michigan, including Saturday and Sunday. Strong medical and surgical skills, dexterity. Friendly and compassionate, high quality care. engersem@gmail.com.

Marj Field, DVM, 734/658-4774. MSU 90. SA/exotic emergency relief work in southeastern MI. Excellent client service, comfortable surgeon, high ACT, and able to multitask. Extended travel can be negotiated. marj.field@me.com.

Lisa Harris, DVM, 616/261-4743. MSU 89. Available for relief in Grand Rapids/Lakeshore area. Experienced SA medicine and surgery, avian, exotic. Friendly, good communicator. drlharris@gmail.com.


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

Charlotte Kim, DVM, 517/643-4069. MSU 08. SA relief work in SE Michigan. Soft tissue surgery and medicine. Friendly and dependable. kimcharl0824@gmail.com.


Denise Jorgensen Montagna, DVM, 231/557-1536. CSU 90. SA relief or P/T in western MI. Excellent client relations. References available. djmontagnadvm@charter.net.


Kris Parnell, DVM, 517/881-2845. MSU 91. Available for SA relief or part-time. Will travel 1 hour of Lansing area. References upon request. kparnell@comcast.net.

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


Teri Sexton, DVM, 517/231-1256 cell, 517/371-2930 home. MSU 92. WEEKENDS ONLY. SA work win 1 hr. of Lansing. Can make your clients and staff feel at ease. Strengths: dermatology, soft tissue surgery, TeriL Sexton@earthlink.net.


Alan Sibinic, DVM, 734/922-3713, 231/547-6212 MSU 75. Relief or part-time anywhere in MI. Flexible, wide-variety practice experience. 5+ years relief work. References.SAE/QFA.

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

Alan Supp, DVM, 616/771-6030. MSU 90. Companion animal practitioner available Saturdays only, as-needed basis in the greater Grand Rapids area.

Connie R. Sweller, DVM, 517/388-3434. MSU 85. SA relief, works within 1 hour of Swartz Creek. Experienced/reliable/former practice owner (16 years). doccoinne1@aol.com.

Andrea Switch, DVM, 248/392-2255. MSU 84. Available for part-time or relief work. SA general medicine/soft tissue surgery in SE MI. andreaswitch@yahoo.com.

Kirsten Ura-Barton, DVM, 774/230-6878. MSU 97. Available for SA relief in SE Michigan within 1 hour of Pontiac. Experienced in both general and emergency practice with excellent communication skills. Résumé available upon request, kurabartondvm@gmail.com.

Linda Vanaasche, DVM, 517/896-9086. MSU 90. SA medicine, surgery and emergency; excelling in dermatology and internal med. Travel negotiable more than 1 ½ hours from Lansing. Excellent written/verbal communication and record keeping. dmomma789@aol.com.

Jacqueline Walsh, DVM, 248/880-2461. MSU 89. Available for SA relief work in the greater Detroit area.


Jennifer Zablotsny, DVM, 517/896-9146. MSU 97. Experienced SA relief for southeast and mid-MI. References available. dzablotsny@gmail.com.
DUE TO THE NUMBER OF REQUESTS FOR CE ANNOUNCEMENTS, THE MICHIGAN VETERINARIAN LIMITS LISTINGS TO CE PROGRAMS IN MICHIGAN.

**MICHIGAN VETERINARIAN CONFERENCE**
- **January 27–29, 2017**
  Lansing Center & Radisson Hotel, Lansing, MI

**MVMA SMALL ANIMAL SEMINARS**
- **Feline Medicine** (Dr. William Folger)  
  December 7, 2016
- **Renal** (Dr. Mark J. Acierno)  
  March 8, 2017
- **OSHA** (Philip Seibert Jr., CVT)  
  April 5, 2017
- **Practice Management** (Nick Nelson, DVM)  
  September 13, 2017
- **Dermatology** (Robert Kennis, DVM, MS, DACVD)  
  October 4, 2017
- **Ophthalmology** (David Wilkie, DVM, MS, DACVO)  
  December 8, 2017
- **Exotics** (Angela Lennox, DVM, DABVP Avian)  
  December 6, 2017
- **Geriatrics** (Steve Thompson, DVM)  
  March 7, 2018
- **Anesthesia & Pain Management**  
  (Tammy Grubb, DVM, PhD, MS, BA, Dipl ACVAA)  
  April 4, 2018

**EQUINE PRACTICE CE PROGRAMS**
- **Interesting Cases Panel & Meet the Pathologist**  
  February 8, 2017
- **Case Presentations & Radiologist**  
  March 8, 2017

**PROFESSIONAL COMPETENCIES CERTIFICATION**
- **May 24 & December 12, 2017**
  Diagnostic Center for Population & Animal Health, Lansing
  *In-person sessions sponsored by MVMA and MSU-CVM.

**GREAT LAKES VETERINARY CONFERENCE**
- **July 23–25, 2017**
  Crystal Mountain Resort, Thompsonville, MI

**MVMA ANIMAL WELFARE CONFERENCE**
- **November 20, 2017 @ 8:00 AM–5:00 PM**
  MSU Pavilion, East Lansing, MI

**MVMA COMMITTEES**
- **Public Health** (Dr. Joe Kline, Chair)  
  December 21, 2016 @ 1:30 PM
  Meetings held in the MVMA office unless noted.

**MVMA BOARD OF DIRECTORS**
- **December 14, 2016**
  University Club, Lansing
- **March 14, 2017**
  House Building, Lansing
- **July 25, 2017**
  Crystal Mountain, Thompsonville
- **September 27, 2017**
  University Club, Lansing
- **December 13, 2017**
  University Club, Lansing

**WESTERN MICHIGAN VMA**
- **Veterinarian CE Seminars**  
  3rd Thursday of each month, January–May and September–November @ 7:00 PM / Grand Rapids

**SEM VMA VETERINARY CE PROGRAM**
- **Internal Medicine** (Dr. Michael Willard)  
  December 14, 2016
- **Cardiology** (Dr. Matt Miller)  
  February 15, 2017
- **Urinary Disease** (Dr. Joe Bartges)  
  March 15, 2017

**SEM VMA TECHNICIANS CE PROGRAM**
- **ICU & Nursing Care** (Jordin Karalunas)  
  December 14, 2016
- **Nerve Block** (Heidi Reuss-Lamky)  
  February 15, 2017
- **Urinalysis** (Dr. Joe Bartges)  
  March 15, 2017

**SAGINAW VALLEY VMA**
- **Meetings are held on the 4th Wednesday of February, March, April, May, September, and October. Dinner starts at 6:45 PM with a brief meeting at 7:00 followed by the scientific presentation. All meetings are held at the Brewery in Frankenmuth. RSVP required.**
Protect your livelihood with all the right coverage through AVMA PLIT. We are the most trusted source of professional, business and personal coverage for every stage of your career.

our expertise is your strength

Workers’ Compensation • Business Property & Liability • Employment Practices Liability • Umbrella Liability • Flood • Commercial Auto • Data Breach • Professional Liability • Veterinary License Defense • Professional Extension (Animal Bailee) • Embryo & Semen Storage Coverage • Safety & Risk Management Resources • Personal Auto • Homeowners • Renters • Personal Excess (Umbrella) Liability

For a coverage comparison of your entire insurance portfolio to the PLIT program, call 800-228-PLIT (7548) or visit avmaplit.com.

Ready to enjoy the dog’s life?

David F. McCormick, MS, CVA
Dick Goebel, DVM
Simmons Great Lakes

Most veterinarians only buy or sell a practice once. We have specialized in veterinary practice sales for over 37 years.

Visit www.simmonssinc.com
New Listings • Practice Details • Industry Articles • Events

888-746-3717  greatlakes@simmonssinc.com

Scan to hear what our clients say about us.
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) 282-9393

MI Dept. of Community Health
(517) 335-8166

State of MI Health Certificates
(517) 284-5767

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

Ralph C. Wilson Agency, Inc.
Insurance Excellence

Your Insurance Contacts

Dawn Jardine
Ext. 133

Bill Percha
Ext. 140

Bob Barrett
Ext. 103

Dave Palmeri
Ext. 108

Todd McKenna
Ext. 167

Lauren Francis
Ext. 112

Jackie Vitale
Ext. 115

John Kufchock
Ext. 144

Endorsed Insurance Plans
For MVMA Members

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

Citizens/Hanover Insurance
Business Owners, Worker’s Compensation, Umbrella Professional Liability, Auto, and Homeowners

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

Dental Plans & Long-Term Care

(800) 638-1174  www.rcwa.net
Proudly supporting the MVMA Community since 1991