

A black and white photograph of a small, scruffy dog, possibly a terrier mix, sitting on a lawn. The dog has dark fur around its eyes and ears, and lighter fur on its chest and paws. It is looking off to the right. In front of the dog lies a large, light-colored, textured object that resembles a large bone or a piece of wood. The background shows a wooden fence and some foliage.

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CEO MESSAGE



Listening and Learning are the Way Forward

By Bonnifer Ballard, MLD, CAE

"There is always space for improvement, no matter how long you've been in the business." - Oscar De La Hoya

During my first 90 days, I spent a lot of time visiting members, interviewing board members, sitting in on committee meetings, and listening to staff's ideas. Basically, doing my best impression of a sponge. I tried to ask good questions and really listen to the answers. There is still a lot to learn, but I'm starting to get an idea of the landscape. Here is some of what I have learned.

Internal

The association's governance systems were updated in the last couple of years. We've now moved to implementation. Committees have standard operating procedures in various stages of adoption. The goal is that by the end of the calendar year, all committees will have a clear set of SOPs, an updated roster with clear terms, and be ready to engage in pursuing strategic goals

The association's operational systems are due for an update. During COVID wasn't the time but we've fully emerged from the pandemic and are ready to move to the next phase of our association's development. These systems will need to be updated to best support our committee work, to elevate service to members, and to introduce new programs for members.

External

The association enjoys a stellar reputation in Lansing. In partnership with Karoub & Associates, MVMA has built and continues to maintain relationships with elected officials that are having an impact on the practice of veterinary medicine in Michigan and on animal welfare more broadly.

The association continues to nurture existing strategic partnerships and cultivate new ones. Our relationships with MSU, MDARD, specialty organizations, other animal welfare organizations, and stakeholders in One Health will become increasingly important as we navigate the challenges ahead and shape Michigan's veterinary industry.

At the heart

Members are the heart of the association. That's why I started with so many meetings. And we will be continuing to enhance our communications channels, to better connect with and listen to members on an ongoing basis. Our goal is to have current members stay members and attract other Michigan veterinary professionals to MVMA. You will begin to see quick polls and questionnaires on our website, our social media channels and in other ways. We want to make it easy for members to provide input so that we have data to help us make good decisions as we move into the future.

One of the best ways to provide feedback is during MiVetCon 2024. Visit MVMA's booth in the Exhibit hall and engage in the various feedback forums we'll have waiting for you. The conference promises to be an exceptional learning opportunity with lots of ways to engage with speakers, colleagues, exhibitors, and your association - MVMA.

See you in November!



Bonnifer Ballard, MLD, CAE, is MVMA's CEO, and can be reached at ballard@michvma.org or 517.347.4710.

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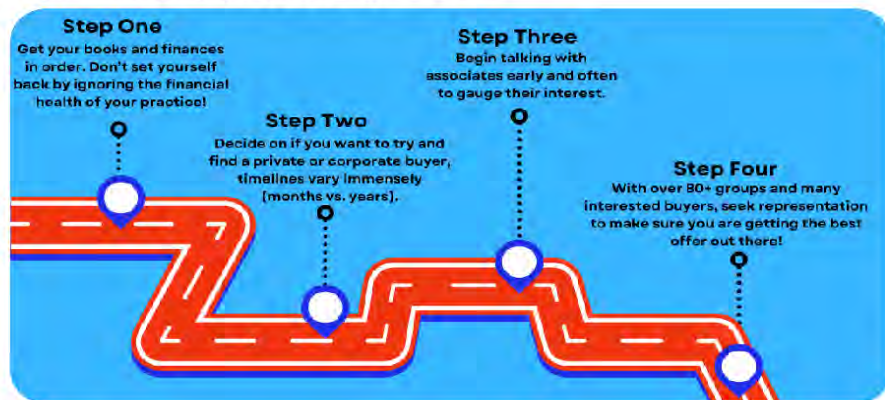
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PRESIDENT'S LETTER

SO MANY OPPORTUNITIES FOR CE!

By Dana Tatman-Lilly, DVM, MS

With summer ending, there are still several continuing education opportunities the MVMA offers that I want to remind you about. First, if you have an hour, there is the monthly Wednesday Lunch and Learn Series. Offered virtually and covering a variety of topics, these sessions are also available on demand to registrants for viewing later if you miss the live webinar.

Second, my personal favorite (biased, as I am on the committee) is the Small Animal Seminar Series which occurs on six Wednesdays starting in September. Using feedback, we offer topics for the day that interest members. Five cover medical topics and one covers practice management. I love that they are held in person as well as virtually, which allows more of our members to attend despite location or around other obligations. Check out the 2024-2025 MVMA Small Animal Seminar Series listing on page 08 for dates, topics, and speakers.

Lastly on our 2024 continuing education offerings, is the Michigan Veterinary Conference (MiVetCon 2024) which will be held November 1-3, in Grand Rapids. With over 100 hours of CE offered, including mandatory CE, and seminars from fantastic speakers, some nationally recognized, it is a terrific value! Plus, you won't have the added expense and time it takes to fly somewhere. Personally, looking at the schedule, I can already see I will have several great talks to attend each hour (a good problem to have!). I am excited to hear some of my favorite speakers and attend tracks from new-to-me presenters.

The MVMA changed from a single keynote in the past, to three this year which I am looking forward to as I always leave a keynote with take away points, self-reflection, or just feeling inspired. I hope you will feel the same.

I especially enjoy networking that I can accomplish at MiVetCon, whether that's in the exhibit hall, at lunch or just speaking to someone between sessions. I look forward to reconnecting with colleagues and hearing about challenges they've faced since I saw them last. This year there will be Saturday brunch with exhibitors which will be a wonderful time to walk the exhibit hall and learn about new products and technologies for your patients and practices, learn about great promotions, and snag some giveaways.

Another highlight of MiVetCon is the annual Michigan Animal Health Foundation (MAHF) Wags to Riches Casino fundraiser Friday evening. If you have not attended before I highly recommend it! Every year is so much fun and you don't need to know how to play casino games to have fun. I certainly do not, nor do I remember from year to year, but the dealers are there to teach us! Even if you don't want to play casino games, there is a silent auction and time to connect with others. I cannot wait to see what items there are to bid on - if you would like to donate to it, contact MVMA staff! It is a terrific way to unwind after a busy day of learning while supporting a fantastic cause at the same time.

MVMA has many opportunities for CE, I hope to see you at some this fall!

Dana Tatman-Lilly, DVM, MS, is the MVMA's 2024 President, and can be reached at tatmanlilly@gmail.com.

SMALL ANIMAL SEMINAR SERIES

WEDNESDAY, OCTOBER 09, 2024

CARDIOLOGY FOR THE GENERAL PRACTITIONER

by Deepmala Agarwal, BVSc, MVSc, MSc, PhD, DACVIM (Cardiology)
Board-certified Veterinary Cardiologist at MedVet Indianapolis

WEDNESDAY, DECEMBER 04, 2024

REHABILITATION IN PRACTICE

by Sarah Shull, DVM, CCRT, DACVSMR
Assistant Professor, Small Animal Clinical Sciences, MSU CVM

WEDNESDAY, MARCH 05, 2025

ENDOCRINOLOGY

by Timothy Bolton, DVM, DACVIM (SA)
Clinical Assistant Professor, Small Animal Internal Medicine, Purdue University CVM

WEDNESDAY, APRIL 09, 2025

GERIATRICS AND HOSPICE FOR THE GENERAL PRACTITIONER

by Sheilah A Robertson BVMS (Hons), PhD, DACVAA, DECVA, DACAW, DECAWBM (WSEL), CVA, MRCVS
Senior Medical Director, Lap of Love Veterinary Hospice

WEDNESDAY, MAY 07, 2025

FELINE MEDICINE

by Kelly St. Denis, MSc, DVM, DABVP (Feline Practice)
Journal of Feline Medicine & Surgery, Co-editor and The Feline Practitioner, Medical Co-editor

michvma.org/small-animal-series/schedule/
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2024 • 2025



Member Spotlight

MATTHEW HYNES, DVM

Veterinarian

EDUCATION: Michigan State University CVM

SPECIAL INTEREST: Emergency Medicine

YEARS OF MVMA MEMBERSHIP: 15



When did you know you wanted to be a veterinarian?

I have wanted to be a veterinarian since I was very little. One of my uncles had asked me what I wanted to be when I grew up, and I told him proudly a "space zookeeper"! I've always had an intense fascination with animals. Over ten years later, at the age of 16, he and my mom helped me get my first job in veterinary medicine allowing me to get a foot in the door.

What drew you to emergency medicine and what lead to opening Advanced Animal Emergency?

I happened upon Emergency Medicine near the end of veterinary school – it offered an intellectual challenge and required a diverse skill set that greatly appealed to me. I had previously intended to go into teaching and research, but got a job in Emergency Medicine in 2009 when I graduated, and I still work in the same building today.

Advanced Animal Emergency came later. After working in a number of other hospitals, teaching at Wayne State, and seeing what was out there; my business partner Maddy, approached me with an opportunity to buy out AAE when it was still an urgent care and we went for it. We began as three doctors and eight staff to now being a team of ten doctors and around fifty staff members. I am still in awe at just how quickly the business grew.

Previously a Junior Ranger with the Boy Scouts of America, how do you continue to give back to your community?

Giving back to the community is still something I am passionate about. Now-a-days, I'm on boards mostly due to my work schedule. I'm particularly proud of the Animal Protection and Welfare Society board, which runs a low-cost veterinary hospital in Eastpointe, MI to help support the need there, and also help with the need for the many rescues in the area to have access to affordable care.

Matthew Hynes, DVM, is the co-owner and an associate veterinarian at Advanced Animal Emergency. He has a passion for travel and a cat named Izzy who very much prefers the status of "only pet". Matt is the MVMA President-Elect and can be reached at hynes.mj@gmail.com.

What challenges do you see facing the profession today? What changes would you like to see?

There have been several articles out recently, one in The Atlantic, another in the NY Times; our profession is being made into an investment opportunity for large corporate entities as well as private investment groups, making it increasingly expensive for independent practitioners to operate, and for pet owners to get the care they want for their pets. Between that and the ever-expanding options facing pet owners for more and more advanced care, veterinarians face the challenge of striking a balance between how best to provide reasonable medical solutions while not bankrupting our clients. This weighs heavily on many of us, not many veterinarians get into this industry for the money. I don't want to say it's becoming an existential threat to pet ownership, but it is my opinion that it's headed that direction. Our goal at MVMA, in part, is to help ensure access to veterinary care to everyone and do so at a cost that can be justified.

Do you have any advice for those newly entering the profession?

"Remember what inspired you to be a veterinarian and work towards that goal."

AUGUST 2024

SITUATIONAL UPDATE:

HIGHLY PATHOGENIC AVIAN INFLUENZA IN THE U.S.

FAST FACTS

- **MDARD updated the Michigan Reportable Animal Disease List to include HPAI for all species.**
- **13 recorded human cases of Avian Influenza A since 04/2024**
 - 4 human cases from exposure to affected dairy cattle, 9 from exposure to affected poultry
- **170+ dairy cattle herds reported to be affected across 13 states**
 - (more pending)
- **56 commercial poultry flocks affected since start of 2024**
 - Totaling ~21 million affected birds

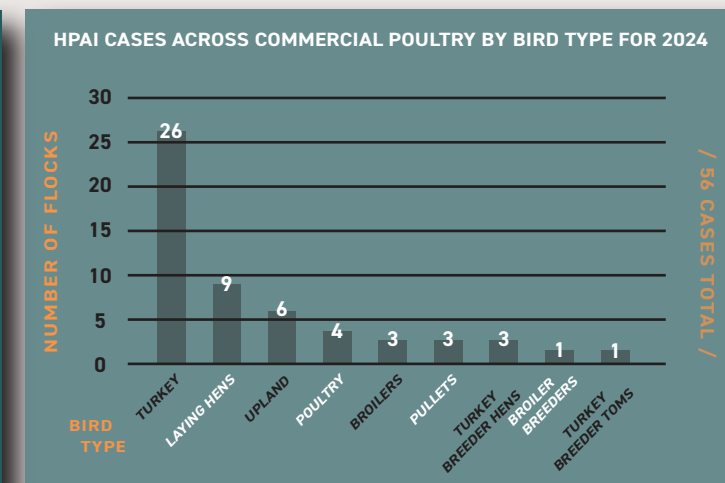
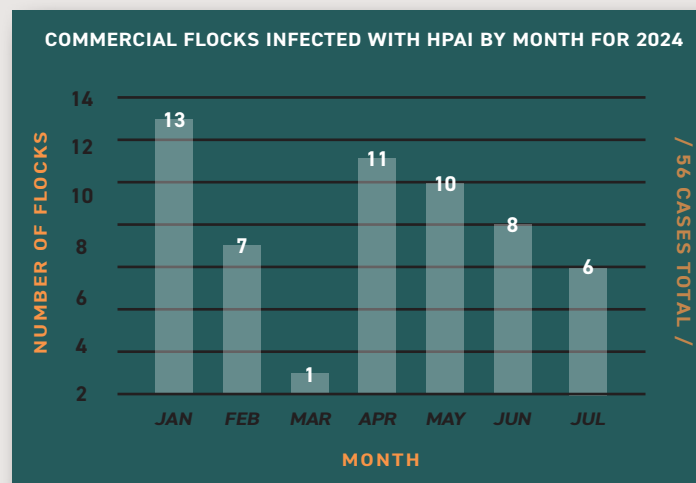
RESPONSE MEASURES

Official messaging from the Centers for Disease Control asserts that given the currently-available information, “the risk to the general public from H5 bird flu remains low” (CDC, 2024). On the laboratory front, sequencing of the virus from affected farm workers confirmed that the neuraminidase portion remains as an N1, the virus is still from clade is 2.3.4.4b, and the sequences are maintaining primarily avian genetic characteristics. This is heartening news as the virus seems to lack changes which would make it better adapted to spreading from human to human at this time. Lastly, other response measures include a \$5 million investment in partner organizations focused on education and outreach for farmworker health and safety – and a \$5 million fund established to offer seasonal flu vaccines to US livestock, dairy, and poultry workers (CDC, 2024). While it’s important to note that immunization against the seasonal flu will NOT offer cross protection against bird flu, the campaign “...may also reduce the risk of new versions of the Influenza A virus [from] emerging” per Dr. Nirav Shah, Principle Deputy Director of the CDC (Christensen, 2024). Clearly, one less variable is welcomed in the midst of this dynamic One Health situation.

HPAI IN POULTRY

Unfortunately, the US poultry industry continues to wrestle with the ever-present threat of HPAI. In addition to the risk of spread from wild birds and migratory waterfowl, the risk of spread from H5-infected dairy farms increases with each newly recorded HPAI-positive site that is allowed to persist through clinical recovery. This additional dynamic of new point-sources for infection has again been implicated in

multiple HPAI introductions at commercial poultry farms. A prime example of this phenomenon was witnessed in Weld County, Colorado back in July, 2024 when genetic testing of the influenza A virus from affected birds and from exposed, symptomatic workers showed infections with a strain of H5N1 that was “closely related to the virus spreading in dairy cattle and to dairy farm workers” (Mole, 2024).

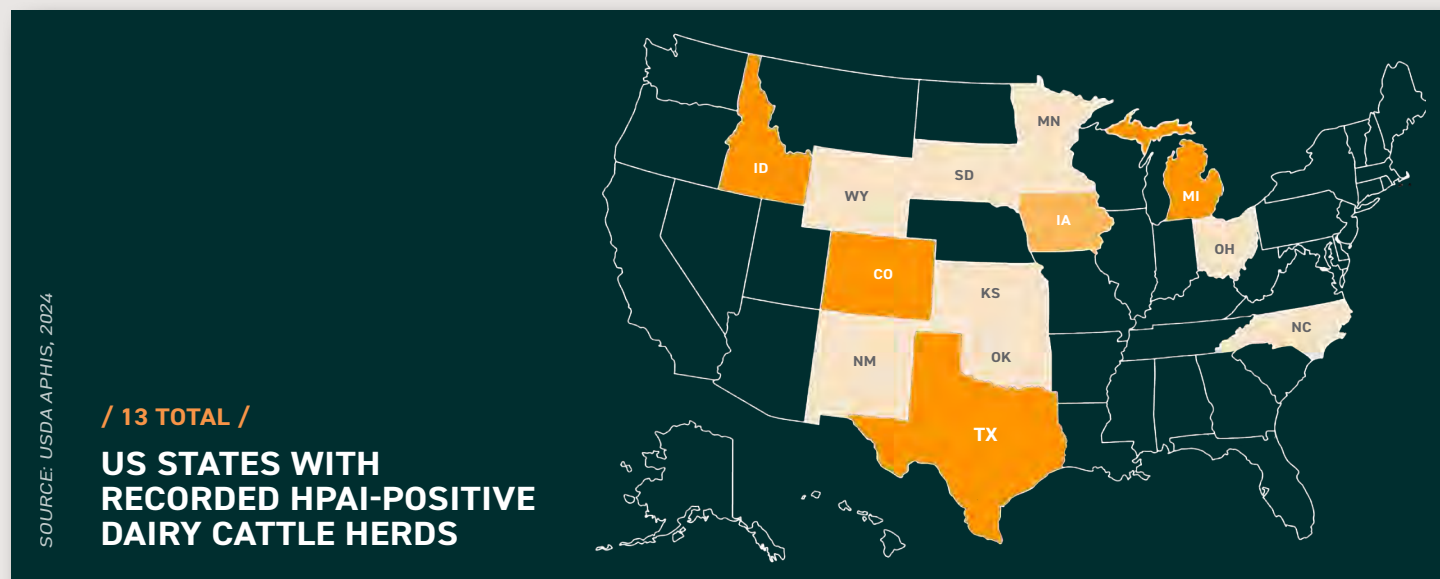


GRAPHS SOURCE: DENISE O'KEEFE, WATTPOLTRY, 08.08. 2024

HPAI IN DAIRY CATTLE

The current list of affected states for H5-positive dairy cattle herds includes Texas, Kansas, New Mexico, Colorado, Idaho, Michigan, South Dakota, Iowa, Wyoming, North Carolina, Ohio, Minnesota, and Oklahoma. And of the 13 affected US states, Colorado's uniquely aggressive approach to Influenza A surveillance has yielded a significant portion of the useful data that makes up the total

case count. Just recently, the Colorado Department of Agriculture (CDA) reported on 9 new H5-infected dairy herds which were caught through the state-mandated weekly bulk-tank milk testing that went into effect on July 22nd – further bolstering the notion that the official, reported case counts might be under-representative of the actual, current H5N1 case counts.



Alexander W. Strauch, DVM, MBA, is the staff veterinarian for MVMA and can be reached at alex.strauch.dvm@gmail.com

FINDING

Have you ever had a day (or many) in your practice when you experienced headaches, stomach problems, heart palpitations, sweating, or even panic? These are all symptoms of an unregulated nervous system. We may think of it as "normal" or just a bit of stress, but it is your primitive nervous system hijacking your higher brain to protect you from the outside world. It is a normal function of your brain — to protect you from harm, but when it overreacts it creates negative physical and emotional effects and causes unhappiness. The good news is that we can control and change it with a little effort.

Not easy, but possible.

We all know about the autonomic nervous system from our neurology school studies. The autonomic nervous system is essential for our emotional health and well-being. The two parts — the sympathetic and parasympathetic systems — work to prepare us for what our body may need. When our brain perceives a threat to our safety, it turns on the sympathetic nervous system to prepare us to fight or flee. The racing heart, rapid respiration rate, sweaty palms, and increased awareness prepare us to react to a threat. The parasympathetic system is there to help us to calm down and recover from this stressed state. The real problem is that in our profession, veterinary medicine, we have more stimuli each day to panic than to relax.

On an average day, we might get upset or stressed for many reasons. Overscheduling, detailed record keeping, demanding and often rude clients, team members' questions, decision demands, difficult cases, and unpredictable pets will cause our brains to feel overwhelmed with decisions and problems to solve. Our profession is demanding, no doubt, but we also have the power and skills to overcome the demands and relax while enjoying our work.

To regulate ourselves, we must first notice what is happening in our body and mind. Step number one is getting to know yourself and how YOU react to stress. I didn't see my stress reactions until I was older and had less to do. My children were grown and away, and I started to step back from practice when I realized that my "go-to" response to stress was to work harder and find more things to do to avoid feeling my own stress response. When my life started getting easier and less demanding, I panicked. Isn't that ironic? Once I realized this, I began to understand myself and how to regulate my nervous system to enjoy my work and life more.

We all have a base fear and a basic coping mechanism to handle that fear, so figuring yours out with a coach or therapist is your first step

CALM IN

in making your life and work more manageable. To regulate yourself, you must learn about your sympathetic response, realize what is happening in your body and mind, and deliberately work to engage your parasympathetic nervous system. It is all about balancing these two systems. When you balance them, you will feel calm and in control.

When you realize that your stress reactions are hijacking you, your parasympathetic system can be engaged by working to stimulate your Vagus Nerve. Start by taking a deep breath! We all have heard that piece of advice before. Breathing or "breath work" can be done anytime, anywhere. Even amid a particularly stressful situation, your breath is always available to you. If you are not getting enough air, your body will likely panic further. So, breathe deeply, practice a physiological sigh, close your eyes for a second while you breathe, and feel calm as your Vagus Nerve is stimulated. A physiological sigh is a natural deep breathing pattern consisting of two quick inhales and a longer exhale. It will activate the parasympathetic system.

Move your body a bit. Do a simple stretch or "power pose" (I like to lift my hands like Rocky and jump around – you do you) to return your body to the present moment. Exercise relieves stress and regulates your nervous system, so if you can move just a little, you will feel more grounded and relieve some of your stress responses. I have been known to walk outside my veterinary hospital to get a grip on myself during a stressful day. It even helps to walk inside – go back to your office for a minute, breathe, and stretch. Ready yourself by doing this before you go into a room with a known difficult client. It is like warming up before a run and preparing your body for battle.

Practice mindfulness. Introducing a practice of mindfulness into your routine will reduce stress. Being present in the moment, listening, focusing, and grounding yourself will bring you into your body so you can control your mind. Try grounding yourself by feeling the floor beneath your feet, the air around you, the texture of the pen in your hand, or the keyboard you are typing on. Place your feet on the earth - evidence suggests that direct contact with the ground may help calm the nervous system and bring it back into balance. I cannot recommend putting your bare feet in the earth around your hospital – eww – but maybe keep some soft socks or slippers in your office to wear when you are at your desk or on break. Think out of the box. Mostly, relax and notice your surroundings. That is being mindful.


THE CHAOS

Try some laughter and singing. I know this sounds weird, but laughter and song will stimulate your Vagus Nerve, calming your nervous system. It is important to bring humor into your work. I don't mean laughing in the face of someone's misfortune or at another person, but laughing when you can, appropriately, will make the job more enjoyable for you and your team. At my hospital, we have done karaoke at team meetings, played fun music or danced in the treatment area, and even played many games while working. You can do your job and play by creating small creative competitions like Easter egg hunts and hiding clues around your hospital for team members to find. Whatever you do, try to laugh and sing to increase your emotional balance.

Other easy things to do for yourself are to try a weighted blanket, tapping (if you are not familiar with tapping – look it up; it works), getting out into nature, talking to a friend or loved one (connection), meditation, and yoga. These may be less useful during your workday, but they may all be incorporated with creativity and purpose. Regulating your nervous system at home will spill over into your workday.

Once you start to regulate your nervous system reactions, you will feel better about your work. Then, share some of your discoveries with your team. A focused, relaxed veterinary team creates more joy and better patient care and client service. Stressed-out, unhappy teams create stressed-out, dissatisfied clients. It is true. The better you feel about your work, the better the team culture. Watch for the signs of unregulated nervous systems with your team and work together to solve the issues. It starts with you and your awareness, then flows out from you to a happier team and practice.

If you struggle to figure out your triggers and emotions, get help. Many veterinary hospital leaders will understand the need for emotional wellness and help you get the support you need. Reach out to a therapist or coach and start working on yourself today. You owe it to your emotional and physical health to calm the chaos and feel better. Veterinary medicine needs strong people and strong teams, and we have the power to create them.



“As long as you are breathing, there is more right with you than wrong with you, no matter what is wrong.”

Jon Kabat-Zinn

LEGISLATIVE UPDATE

As the legislative session heads into the fall, the primary focus of the Democrat and Republican caucuses will be the November General Election. Citizens across the state voted in Michigan's primary on August 6 to decide who will be on the November General Election ballot for seats in the Michigan House, U.S. Senate, and U.S. House.

All state House seats are up for re-election in November, several of which are due to term limits or incumbents choosing not to run. At stake is party control of the Michigan House, currently in the hands of Democrats by a 56-54 majority. Overall, the majority of Michigan House incumbents running for re-election defeated their opponents in the primary, except for Rep. Neil Friske (R-Charlevoix) and Rep. Bob Bezotte, Jr. (R-Howell). The Senate and Governorship are not up for election until November 2026.

At the Congressional level, all eyes are on the race for the seat of retiring U.S. Senator Debbie Stabenow (D-Lansing). The primary narrowed the field to U.S. Representative Elissa Slotkin (D) and former U.S. Representative Mike Rogers (R). The Slotkin-Rogers contest is expected to be one of the most competitive nationally.

Considering the primary focus on November elections, the fall legislative agenda would appear to be slim for the meantime. There will be minimal session days and committee hearings between now and November, however, there may very likely be an active "lame duck" session between November and the end of the year depending on the results of the November election. If Republicans flip the House, expect a busy "lame duck" session with Democratic priorities taking the forefront. However, if Democrats maintain control of the House, expect many Democrat priorities to wait until the new legislative session which begins in January 2025.

Also, of interest on the election front, a federal three-judge panel that ordered a redraw of Michigan's Senate map has approved the remedial map proposed by the Michigan Independent Redistricting Commission. The panel ordered the redraw when, in November 2023, it ruled the current map was unconstitutional based on race.

The new map, named Crane A1, redraws six Senate districts declared unconstitutional and also changes eight other nearby metro Detroit districts. It does not put together in the same district any Senate incumbents eligible to seek re-election in 2026. The redraw impacts Senate Districts 1-11, 13, 23-24. The new map will be used beginning with the 2026 election cycle.

Earlier this year, the Commission proposed and the federal panel approved a new map, Motown Sound FC E1, for seven state House districts also ruled unconstitutional. These newly mapped districts were used for the first time in the August 6 state primary.

While Legislation has taken a back seat, the MVMA has had a successful past year and a half legislatively. Specifically, we have been successful holding up House Bill 4980 sponsored by Rep. Laurie Pohutsky (D-Livonia).

HB 4980 would allow the veterinarian-client-patient relationship to be solely developed through telehealth, contrary to the Board of Veterinary Medicine rules. MVMA has taken a position that telehealth should be an option in the toolbox, however, HB 4980 goes too far in the other direction. Rep. Pohutsky has had an open ear on the issue and has taken MVMA concerns under consideration. Currently, the bill has not yet had a committee hearing and appears to have a lack of movement for the meantime. Another bill being closely followed by the MVMA is HB 4913 sponsored by Rep. Kelly Breen (D-Nov). HB 4913 would amend the Public Health Code to designate xylazine as a Schedule 2 controlled substance. The MVMA has been working with Rep. Breen regarding the use of xylazine by veterinarians as a tranquilizer and anesthetic for larger animals such as horses, cattle, and deer. As the bill moves

forward, Rep. Breen has acknowledged that veterinarians should continue to have access to the drug for medicinal purposes and her final language in the bill will represent that acknowledgment. Rest assured the MVMA monitors legislation daily and seeks member input before taking positions on legislation.

I look forward to keeping you up to date in future articles and please do not hesitate to reach out with questions!

THE FIGHT FOR MAJORITY IN THE MICHIGAN HOUSE OF REPRESENTATIVES WILL BE TIGHT

Rep. Jenn Hill
(D-Marquette) **Karl Bohnak**
(R-Negaunee)

Rep. Jim Haadsma
(D-Battle Creek) **Steve Frisbie**
(R-Battle Creek)

Rep. Betsy Coffia
(D-Traverse City) **Lisa Trombley**
(R-Traverse City)

Rep. Kathy Schmaltz
(R-Jackson) **Daniel Mahoney**
(D-Jackson)

Rep. Denise Mentzer
(D-Mount Clemens) **Robert Wojtowicz**
(R-Mount Clemens)

Rep. John Fitzgerald
(D-Wyoming) **Tommy Brann**
(R-Wyoming)

Rep. Jamie Churches
(D-Wyandotte) **Rylee Linting**
(R-Wyandotte)

Rep. Nate Shannon
(D-Sterling Heights) **Ron Robinson**
(R-Utica)

Rep. Reggie Miller
(D-Van Buren Twp) **Dale Biniacki**
(R-Raisinville Twp)

Rep. Mark Tisdell
(R-Rochester Hills) **Travis Harrold**
(D-Rochester)

Matt Breslin joined Karoub Associates in 2011. Mr. Breslin advises MVMA's Legislative Advisory Committee and can be reached at mbreslin@karoub.com.

TOP 10 RACES TO WATCH ACROSS THE STATE!

Based on information from BCBS of Michigan, 3 out of 4 employees are struggling with mental health issues, but 8 out of 10 people won't seek help because they feel ashamed or fear stigma.

I have a long relationship with therapy. I started at age 6 for my anxiety and in the years since I have seen many different therapists & specialists, trying many modalities. Although I always found it helpful, I never talked about going to therapy or shared with coworkers that I had anxiety. Well, almost never. The 2 times I brought up my anxiety with employers in the early 2000's, I was met with disagreeable consequences. One employer posted my job the next day, the other added "accommodations" I didn't ask for-limiting my responsibilities, both changed/cut my hours to an inconvenient schedule. I stayed tight-lipped about my mental health at work after that.

I started working in veterinary medicine in 2001 as a receptionist and was hooked. I cross trained as an assistant and later went back to school to become an LVT. I loved all areas of veterinary medicine (except ortho cause bones are gross) and I couldn't get enough of it. I was a busy single mom, but still offered to come in after hours to help with emergency surgeries and was frequently the last person to head to lunch. Eating on my feet while I set up a stool sample was just an average Tuesday; I didn't think anything was abnormal about it. In fact, when I would train other employees, I would suggest that they keep granola bars or microwaveable soup in their locker for the days they didn't get a lunch break. As I took on more responsibilities, I found myself popping from a kitten appointment, to a quality-of-life appointment, to making the employee schedule, to balancing the inventory budget. Everything was done back-to-back, not taking breaks or allowing myself time to process. Although I had a good support system at home where I could discuss my struggles, I still didn't talk about them at work. It's not surprising that burn out and compassion fatigue finally caught up with me.

In 2019 I attempted suicide. When my attempt was interrupted, I elected to pull myself together and go into work for my shift. Again, I didn't tell anyone, but my coworkers knew something was wrong. My attendance was poor, I was short tempered with others, and I was easily overwhelmed. After discussing it with my therapist I decided to sit down with my practice owners to tell them about my attempt and ask for their patience while I went through therapy and medication changes. They were so supportive and understanding. They asked how the clinic could help. They asked if I needed accommodations and made them. They never called me crazy. They didn't take away my responsibilities. They didn't start looking for someone to fill my job. All the things I faced in the past didn't happen. I decided to take it a step further and shared my struggles with the clinic staff. I asked them for forgiveness for not being brave enough to share with them earlier and urged them to seek help like I had if needed. As a clinic, we decided to place a higher priority on

employee mental health and tried to talk about it openly. We added monthly discussions about mental health to our staff meetings; we do quarterly checks on staff compassion fatigue & burnout scores; we post weekly bathroom signs discussing therapy, self-compassion, and tips for burnout; and we encourage our employees to utilize our "Burnout Basket" for 5 minutes after each emotionally charged appointment. Honestly, in the beginning, I thought it was all for me. But talking about my struggles helped others feel comfortable speaking up and getting help. Those employees talking about their experiences helped newer employees feel comfortable voicing their struggles. Now four years later our clinic culture supports mental health as preventative health. Overhearing a coworker's conversation about therapy after work is just as common as hearing about their child's soccer game. Since employees feel comfortable sharing with us, we are able to work with our staff to come up with innovative and collaborative solutions to help with the struggles they are facing. Although it was probably always safe to bring up issues with my current employer, it's now supported with the evidence that our whole clinic values employees taking care of their mental health.

There were a lot of situations that led to the point where I felt so desperate that I attempted suicide, not just the mental stress associated with my career in veterinary medicine. But feeling like I couldn't discuss my struggles or feeling like I could be "punished" for asking for help at work made me feel even more isolated. I know that by speaking about mental health frequently with our employees it helps decrease the feelings of shame and stigma associated with getting help. Having a clinic that supported me and even helped me to see I wasn't alone in my struggles saved my life and probably my career in veterinary medicine.

Anyone could be struggling with suicide, if you or someone you know is in need of help call or text the 988 Prevention Lifeline today or visit <https://988lifeline.org>. This Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals in the United States. For wellbeing resources for veterinary professionals please visit <https://www.avma.org/resources-tools/wellbeing>.

Written by Maggie Smith, LVT, CVPM, on behalf of the MVMA DEI Committee. Maggie lives in Portland, MI with her 3 cats & a ball python. She has been the practice manager at Caring Animal Hospital in Holt since April 2017. Maggie has special interests in veterinary staff mental wellbeing, diversity in veterinary medicine, and all things practice management. During her time off, Maggie likes to spend time outside, camping, kayaking, spending time with her plants, and reading. She is a member of the MVMA & Pride VMC.

D . E . I

YOUR MICHIGAN ANIMAL HEALTH FOUNDATION IS 55 YEARS OLD!

by Mike Chaddock, DVM, EML / MAHF Chair

Founded in 1969 by the Michigan Veterinary Medical Association, the MAHF was created to allow those who love animals an opportunity to donate money to assist in improving animal health and well being through tax-exempt contributions. Hundreds of animals and people around the state of Michigan have had a better quality of life thanks to the MAHF. Today, in 2024, the mission of the MAHF is to provide financial assistance to individuals and institutions for educational and scientific purposes in order to benefit the health and welfare of animals, including to subsidize the cost of veterinary care for those individuals who cannot afford veterinary care.

This year your MAHF has provided financial grants to two programs. An educational project grant has been awarded to WNMU-TV; Northern Michigan University called "Ask the Veterinarian." A Michigan State University Companion Animal PFAS Exposure Assessment and Health Study has been funded by the MAHF research grant. Through June 2024, the Companion Animal Fund has provided almost \$3000.00 to Michigan companion animal owners who cannot afford veterinary care to subsidize the cost of non-elective veterinary services.

Becoming a MAHF supporter is easy. All donations are tax-deductible as provided by law. A one-time donation can make a difference for animals and humans. An on-going recurring monthly donation commitment provides a consistent, reliable income stream that allows the Foundation to spend less time and money fundraising and more time and money to support the MAHF programs. MVMA members and their clients are encouraged to leave a legacy through planned giving,

leaving one's assets through wills and estate plans to enhance the work of the Foundation. Additionally, MVMA members can provide financial support to the Foundation by donating in memory of a client's deceased pet, purchasing memorial cards and inserts that can be put with your own card, and by purchasing an engraved plaque in memory of an MVMA member. To become a supporter of the Foundation please contact the MVMA at (517) 347-4710 or visit the MAHF website at <https://www.michanimalhealthfoundation.org/>.

This year's MAHF major fund raiser is "Wags to Riches," a casino night and silent auction at MiVetCon 2024 to be held the evening of November 1, 2024, at the Amway Grand Plaza Hotel in Grand Rapids. This is an excellent opportunity to support the Foundation. Donate items for the silent auction, sponsor a table for casino night, and bid on all the silent auction items. Remember, this is the major fund-raising event of the Foundation, and the silent auction is meant to raise as many funds as possible. You can register for "Rags to Riches" at <https://michvma.org/mvma-mivetcon/events/>. Items for the silent auction can be provided by contacting the MVMA office at (517) 347-4710.

Remember, this is *your* Foundation! Your support and financial assistance are needed for the MAHF to continue to provide assistance to your companion animal owners, research and educational grants, and scholarship programs for veterinary students. We do hope to hear from you!





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- Animal Welfare*
- Diversity, Equality, and Inclusion*
- Equine Practice*
- Ethics and Grievance*
- Executive*
- Food Animal Practice*
- Leadership Development*
- Legislative Advisory*
- One Health*
- Veterinary Healthcare Team*

COMMITTEES
MVMA

EQUINE PRACTICE COMMITTEE



Ashley Pfeifer, DVM
Chair, Equine Practice Committee

MVMA Board Of Directors
Equine Representative

Kern Road Veterinary Clinic
Co-Medical Director

Greetings from the Michigan Equine Practice Committee! After a couple years hiatus, we have gathered back together to start initiating conversation, growing relationships, and engaging in activities with our fellow equine colleagues. As the committee regains footing, we are exploring ideas for new continuing education opportunities, bringing new equine speakers to MiVetCon, and growing engagement amongst equine practitioners. We are excited to welcome Drs. Stephanie Bell, Jessica Hunt, and Jane Manfredi to MiVetCon this year and look forward to additional equine and large-animal oriented CE and social gatherings in the near future. Have any thoughts or ideas you would like to share to better the Equine Practice Committee or Equine Practice in Michigan? Feel free to reach out to myself, Ashley Pfeifer, at pfeiferdvm@gmail.com at any time. Cheers to a new beginning with the Equine Practice Committee!



COMMITTEE UPDATES

PREVIEW

CONFERENCE REGISTRATION

Questions or assistance with online registration? Contact staff at mvma@michvma.org or 517.347.4710.

Registrants requiring specific accommodations related to disabilities are encouraged to contact Angel Davis at davis@michvma.org no later than October 17, 2024.

Registrations after October 17, 2024 will need to be purchased on-site at an increased rate.



WHEN & WHERE

MiVetCon 2024 will be returning to DeVos Place in Grand Rapids, Michigan, November 1-3, 2024.

Overnight accommodations can be made at the Amway Grand Plaza in Grand Rapids which has a skywalk to DeVos.

Overflow accommodations can be made at the Holiday Inn Grand Rapids Downtown.



FULL CONFERENCE ATTENDANCE

REGISTRATION TYPE

*Member DVM/
Other State DVM*

Non-Member DVM

*Member NEW Graduate
(2024)*

*Member LVT/
Other Practice Staff*

*Non-Member LVT/
Other Practice Staff*

Students

*EARLY BIRD RATE
(June 08 - Aug. 15)*

~~\$499~~

~~\$629~~

~~\$399~~

~~\$329~~

~~\$399~~

~~\$99~~

*GENERAL RATE
(Aug. 16 - Oct. 17)*

\$549

\$679

\$449

\$379

\$449

\$99

*ON-SITE ONLY
(Oct. 18 - Nov. 02)*

\$599

\$719

\$499

\$399

\$499

\$99

SINGLE DAY ATTENDANCE

REGISTRATION TYPE

*Member DVM/
Other State DVM*

Non-Member DVM

*Member NEW Graduate
(2024)*

*Member LVT/
Other Practice Staff*

*Non-Member LVT/
Other Practice Staff*

*EARLY BIRD RATE
(June 08 - Aug. 15)*

~~\$319~~

~~\$479~~

~~\$289~~

~~\$259~~

~~\$289~~

*GENERAL RATE
(Aug. 16 - Oct. 17)*

\$369

\$529

\$339

\$309

\$339

*ON-SITE ONLY
(Oct. 18 - Nov. 02)*

\$419

\$579

\$389

\$359

\$389

There is no single day registration rate for Sunday only



SCHEDULE AT A GLANCE

FRIDAY, NOV 1

- Attendee Registration Open..... 6:30AM - 5PM
 - Opening General Session..... 8 - 9AM
 - Exhibit Hall Open..... 9 - 10AM
 - General Session
Panel Discussion..... 10 - 11AM
 - Lunch in Exhibit Hall..... 11AM - 1PM
 - CE Sessions..... 1 - 3:50PM
 - Closing General Session..... 4 - 5PM
 - Wags to Riches*
Casino Night Fundraiser*..... 6 - 9PM
- *Separate registration and fee required / limited on-site registration will be available

SATURDAY, NOV 2

- Attendee Registration Open..... 6:30AM - 5PM
- Exhibit Hall Open..... 7:30 - 9AM
- *Includes continental breakfast with exhibitors
- CE Sessions..... 9 - 11:50AM
- Lunch in Exhibit Hall..... NOON - 1:45PM
- CE Sessions..... 2 - 5PM

SUNDAY, NOV 3

- Attendee Registration Open..... 6:30AM - NOON
- Mandatory CE Sessions..... 7 - 9AM
- CE Sessions..... 9AM - NOON



2024

M I V E T C O N

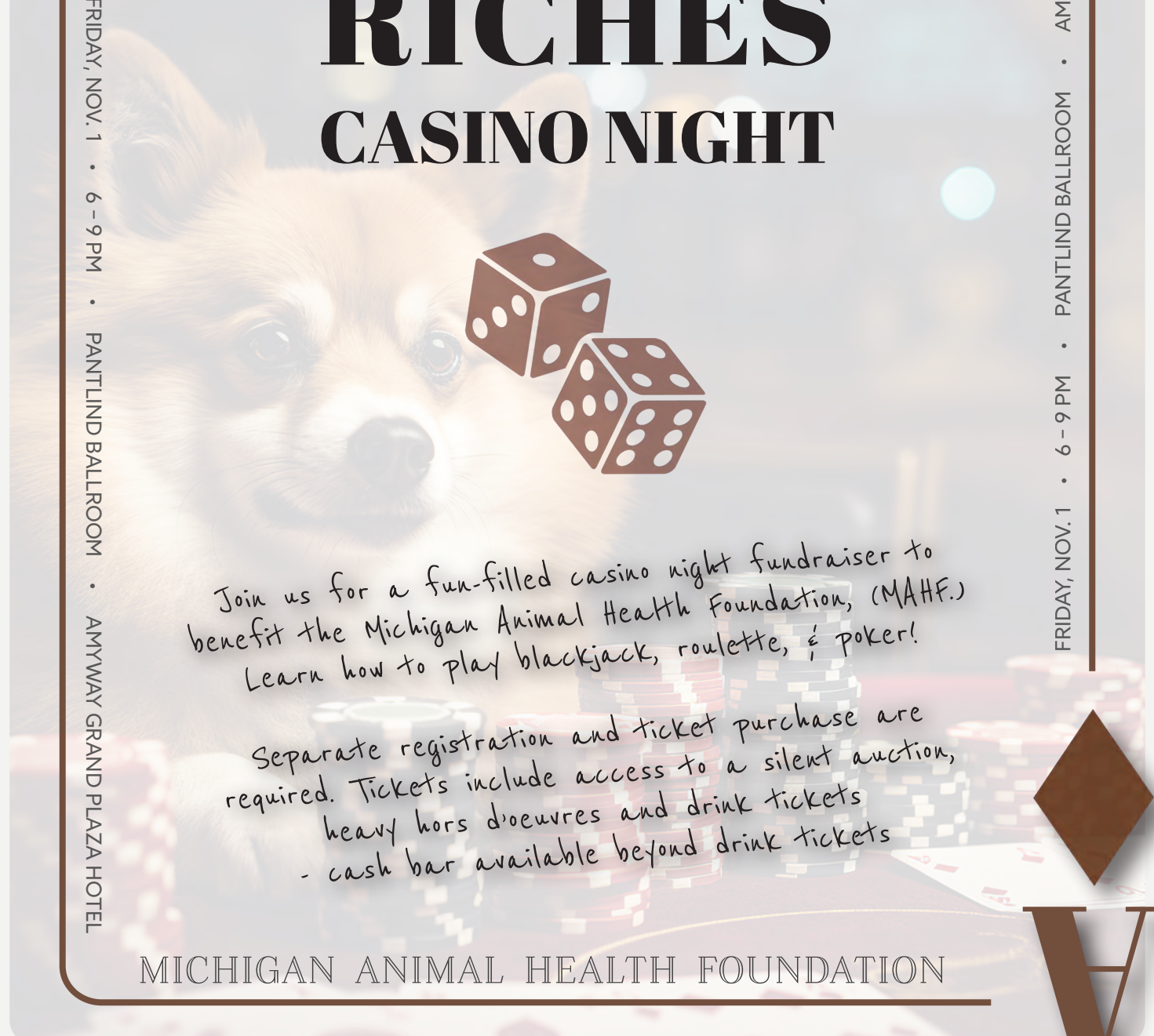
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MICHIGAN ANIMAL HEALTH FOUNDATION

WAGS TO RICHES CASINO NIGHT

FRIDAY, NOV. 1 • 6 - 9 PM • PANTLIND BALLROOM • AMYWAY GRAND PLAZA HOTEL



Join us for a fun-filled casino night fundraiser to benefit the Michigan Animal Health Foundation, (MAHF.) Learn how to play blackjack, roulette, & poker!

Separate registration and ticket purchase are required. Tickets include access to a silent auction, heavy hors d'oeuvres and drink tickets - cash bar available beyond drink tickets

MICHIGAN ANIMAL HEALTH FOUNDATION

FRIDAY, NOV. 1 • 6 - 9 PM • PANTLIND BALLROOM • AMYWAY GRAND PLAZA HOTEL



V

AVMA UPDATE

By Larry Letsche, DVM, Dana Tatman-Lilly, DVM, MS, & Jill Lynn, DVM

AVMA ANNUAL CONVENTION

The American Veterinary Medical Association held their annual convention in Austin, Texas from June 21st to June 25th, 2024. The AVMA's House of Delegates meeting occurred on June 20th and 21st. Drs. Larry Letsche and Dana Tatman-Lilly represented the MVMA, while our Delegate Dr. Jill Lynn was serving with the United States Army Reserve in Djibouti, Africa. Dr. Matt Kuhn, DVM, a member of the MVMA Legislative Advisory Committee served as an advisor for the United States Department of Defense.

/ SUMMARY OF MEETING HIGHLIGHTS

Janet Donlin, DVM, Executive Vice President of the AVMA stated the AVMA membership has grown to over 105,000, with a 95% retention rate. Member satisfaction has increased by 5% to an all-time high. The AVMA is launching their first DEIW Summit to be held in Atlanta, Georgia from November 5th to 7th, 2024. The AVMA also has the #1 and the #2 Veterinary Podcasts known as My Veterinary Life and Veterinary Vortex.

2025 AVMA CONVENTION

Washington, D.C. from July 17th to 22nd, 2025. This will also be the 40th World Veterinary Congress and the AVMA Fly-In.



LEGISLATIVE UPDATE

By Dr. Kent McClure, DVM

A Telehealth/VCPR laws-48 States have a type of VCPR in the form of a law. Michigan's VCPR is only in regulation. 22 States require a physical exam of a patient to establish a VCPR and use telehealth. 7 States have a form of virtual telehealth.

B Horse Soring will be outlawed starting in February 2025.

C The Combating Illicit Xylazine Act passed the US House last year and is making progress in the Senate.

D Farm Bill may include the Healthy Dog Importation Act and the Veterinary Medical Loan Repayment Act.

AVMA PAC UPDATE

Before the convention \$115,000 were donated and over \$238,000 were given out on a non-partisan basis. The Dr. George Bishop Challenge to raise \$75,000 by September has occurred.

FOUNDATION UPDATE

AVMF has four main purposes including disaster relief, outreach, scholarships, and research support. One million dollars was given to the foundation by Purina, three hundred thousand by MED-VET and two hundred thousand from an estate.

BUSINESS MEETING

/ HIGHLIGHTS

A **Veterinary Information Forum:** Covered topics of Liability, Veterinary Model Practice Act & Technology/AI in Veterinary Medicine - Robust conversations occurred with recommendations given to the Board of Directors to consider

B **The 2024 AVMA Frederick Douglas Patterson Award:** Given to Dr. Ruby Perry the Tuskegee Veterinary School Dean and first Black woman to be a board-certified radiologist

C **Addresses:** Given by AVMA President Rena Carlson and Immediate Past President Lori Teller

D **Elections:** New Officers

President Elect • Dr. Michael Bailey from PA, will be the first AVMA President
Vice President • Dr. Gary Marshall from WA, will serve a two-year term

E **Introduction of Candidates:** 2025 President Elect

Dr. Mary Ergen from TN • currently serves on Board of Directors for District 3
Dr. Jennifer Qannom from KT • just finished a 2-year term as Vice-President

F **Resolutions:** All Three Passed

Resolution 7 - Supersede Policy on Transport, Sale Yard Practices and Human Slaughter of Hoof stock & Poultry

Resolution 8 - Revised Principles of Veterinary Ethics

Resolution 9 - Honoring and Commending the Role of Active and Reserve Veterinarians of the Uniform Services of the USA
- This was sponsored by the MVMA

BOVINE HPAI & AVIAN FLU

The AVMA invited a range of national and state experts to address the House of Delegates concerning the outbreaks of Bovine HPAI and the Avian Flu. The four general principles of the talks included understanding the virus in cattle, providing support to producers, preventing the spread of the virus and mitigate the movement of affected animals. There are currently fifty-six labs in forty states doing testing. MSU VDL is a level one test center. Over three million PCR tests have been conducted on poultry, livestock herds, wild birds, and other mammals. Milk safety is a top priority with 99% of the USA's milk produced in the Grade A range with pasteurization. There is concern with raw milk sales and uncooked meat. If meat is cooked to 145 degrees, the virus is killed. Michigan has served a vital role in understanding these viruses as our State Veterinarian, Dr. Nora Wineland, was the first to work with the USDA. Michigan was also one the first to experience Bovine HPAI in a dairy herd and had two of three human cases at the time of the convention.



The AVMA is a not-for-profit association representing more than 105,000 veterinarians working in private and corporate practice, government, industry, academia, and uniformed services. The AVMA acts as a collective voice for its membership and for the profession.

Jill Lynn, DVM, is the MVMA's Delegate to the AVMA, and can be reached at AVMA_DELEGATE_MI@avma.org or 517.331.2009.

Larry Letsche, DVM, is the MVMA's Interim Delegate to the AVMA, and can be reached at AVMA_DELEGATE_MI@avma.org or 734.355.2754.

Dana Tatman-Lilly, DVM, MS, was the MVMA's Interim Alternate Delegate to the AVMA, and can be reached at tatmanlilly@gmail.com.

UPDATES

A FEW REMINDERS FROM THE STATE VETERINARIAN

Nora Wineland, DVM, MS, DACVPM

MDARD

As the fall season begins, the Michigan Department of Agriculture and Rural Development's State Veterinarian's Office would like to offer a few reminders.

WONDERING ABOUT THE STATUS OF HPAI IN MI? KEEP FOLLOWING MDARD FOR UPDATES

While highly pathogenic avian influenza (HPAI) was first detected in Michigan in early 2022, responding to the virus has been a focal point for the Michigan Department of Agriculture and Rural Development (MDARD) and our animal-health partners throughout 2024. As the fall migration season for wild

birds begins, it is important to follow the latest developments regarding HPAI in order to best protect animal health and human health.

Discovering cases of the virus in dairy cattle this spring prompted us all to rethink the paradigms through which we understood HPAI and its risks, leading to the creation of new practices and procedures to better combat this disease and prevent its spread.

Going to MiVetCon 2024? We are!

MDARD is proud to be attending MiVetCon 2024. Several of our staff members will be attending sessions, giving presentations, and/or staffing our booth in the Exhibit Hall. Please feel free to ask us any questions you might have about MDARD, our role, or regulatory medicine.

Also, join us on Friday, November 1, 2024, from 10:00 to 11:00 A.M. for a presentation on reportable diseases. Attending this presentation will fulfill the mandatory CE requirement regarding "Laws" under the Veterinary Practice Act. We encourage you to attend and learn more about the process of reporting reportable diseases.

We look forward to seeing you there!



Key developments on HPAI

- **Making HPAI reportable for all species in Michigan. While HPAI is still categorized as an Emergency Disease for avian species, it is now a Regulated Disease for all other species.**
- **Following new U.S. Department of Agriculture requirements for testing lactating dairy cattle. A Federal Order went into effect on April 29, 2024, and requires lactating dairy cattle to receive a negative test for Influenza A virus at an approved National Animal Health Laboratory Network (NAHLN) laboratory before interstate movement to a location other than slaughter.**
- **Issuing an Emergency Order in Michigan to further protect against the disease. The order requires dairy and commercial poultry operations to adopt enhanced biosecurity practices, restricts the exhibition of lactating dairy cattle (and those in the last two months of pregnancy), and requires non-lactating dairy cattle originating from a licensed dairy premises to be tested for HPAI before going to a fair or exhibition. Fair organizers must also keep records of exhibitors and have biosecurity signage posted around livestock barns.**

Overall, the situation with HPAI in Michigan is part of a broader, national situation that is still evolving. MDARD continues to work closely with collaborating partners to quickly respond to reports of sick animals and provide updates as needed.

To help share these updates, please be sure to watch your email for upcoming webinar invitations from MDARD. Also, if you have not already done so, please consider signing up for MDARD's Avian Influenza listserv to receive more information on the latest detections of HPAI in domestic animals.

SUSPECTING A MOSQUITO-BORNE ILLNESS? FUNDING IS AVAILABLE FOR TESTING

Funding to cover the costs of testing suspect animals for eastern equine encephalitis (EEE) and West Nile virus (WNV) continues for 2024. The funding is open to anyone in Michigan provided:

1. **The animal for testing resides in Michigan.**
2. **The animal is (or was recently) showing signs of neurological disease or suddenly died.**
3. **The testing is pre-approved by MDARD.**
4. **The samples are submitted to the Michigan State University Veterinary Diagnostic Laboratory.**

The grant is made possible by the Michigan Department of Health and Human Services, and it aims to test any Michigan animal suspected of having a mosquito-borne illness, especially equids.

Last year, there were five cases of mosquito-borne diseases found in domestic animals in Michigan—one EEE case and

four WNV cases. The grant funding helped to identify three of these cases.

Testing animals for mosquito-borne diseases provides valuable information to help further protect animal and public health. To take advantage of this opportunity, please contact MDARD at 800-292-3939 to learn how to initiate this process.

WILLING TO SHARE YOUR OPINION? HELP DEFINE THE 2025 DESIGNATED VETERINARIAN SHORTAGE SITUATIONS

Michigan needs more veterinarians—especially in rural areas and in large animal medicine. Your feedback is vital to help define the 2025 designated veterinarian shortage situations, which are the foundation of two federal programs that support veterinarians.

The U.S. Department of Agriculture's National Institute of Food and Agriculture created the Veterinary Medicine Loan Repayment Program (VMLRP) and the Veterinary Services Grant Program (VSGP) to financially support veterinarians working on food supply medicine within designated shortage situations, which are updated annually and informed by feedback.

The VMLRP is a loan repayment program designed to help any veterinarian who has qualifying educational loan debt and provides service in a designated high-priority shortage situation. The program compensates veterinarians by providing DVM-related loan repayment of up to \$25,000 per year for three years. While VMLRP primarily provides compensation for student loans, it also accommodates loans used for educational materials or housing during a veterinarian's time of study.

The VSGP goes a step further. This competitive grant program provides grants to those within designated shortage situations who want to establish or expand their veterinary practices by equipping veterinary offices, sharing in overhead costs, and/or establishing mobile veterinary facilities.

Overall, the benefit and impact of these two programs hinges on how effectively the veterinarian shortage situations are defined. Being able to identify these areas accurately and appropriately is necessary to take full advantage of these funding opportunities. This is why your feedback and insights are so crucial.

Please take a moment to follow the QR code and fill out a brief survey on designated shortage areas or send an email directly to WinelandN@Michigan.gov, by Oct. 25, 2024.



Sharing your insights will be pivotal to strengthen the veterinary profession in Michigan's rural communities.

Thank you for all of your efforts to protect the health of Michigan's domestic animals.

Questions? Contact MDARD at 800-292-3939 for assistance.

MUST READ

NECROPSIES FROM A PATHOLOGIST'S PERSPECTIVE

WHY VETERINARIANS
SHOULD BE PART
OF THE PROCESS

By Dodd Sledge, DVM, PhD, DACVP



MICHIGAN STATE UNIVERSITY

VETERINARY DIAGNOSTIC
LABORATORY



It's a fundamental question and one they should understand to best serve their clients once they get into clinics and diagnostic labs. Invariably one of the first answers I get back is to find out why the animal died. It's not exactly a wrong answer as many animal owners want to know just that. Unfortunately, finding out why an animal died should not be the expectation going into a necropsy as it is rarely something that can be definitively provided. One of the main causes of death we see is euthanasia, and in these cases, the question isn't why the animal died, but what disease did the animal have when it died? So then, if finding out why an animal died is often not what a necropsy provides, why do we offer necropsies?

To answer this question, you must understand a little about what a necropsy is and what the pathologist performing them does. A necropsy includes careful examination of an animal inside and out along with ancillary testing in other sections of the lab for infectious agents, potential toxins, and nutritional testing as deemed necessary by a pathologist. The examination includes gross evaluation (looking at the animal and its tissues with our eyes) and histologic evaluation (looking at representative portions of collected tissues with a microscope). The pathologist overseeing the necropsy and directing ancillary testing is trained to recognize the changes diseases cause in tissues, which are known as lesions. In simple terms, pathologists are experts in pattern recognition and use the patterns of lesions to diagnose diseases.

So then, what can a necropsy tell you? Quite a lot, but certainly not everything. Necropsies are not a perfect tool. Ultimately, a necropsy can tell you what lesions were present when an animal died, and ideally these can be interpreted by a pathologist along with clinical history and results of ancillary testing to diagnose trauma, infections, toxicoses, nutritional imbalances, or diseases like cancer.

There are, however, many diseases that do not cause lesions visible with the eye or even with the microscope. In particular, diseases that cause dysfunction of an organ, but do not create structural change in tissues are difficult to diagnose. For example, lesions are rare in diseases that cause death extremely quickly such as cardiac arrhythmia or seizures where the main issue is a functional problem in the heart or brain, respectively. Metabolic disorders are another group of diseases that can be difficult to diagnose on necropsy as we are unable to evaluate changes in blood chemistries which reflect the function of body systems post-mortem.

Interpretations of lesions at necropsy are also complicated as decay of the tissues after death or changes associated with handling of the animal such as freezing prior to necropsy can mimic or hide lesions caused by disease. To maximize the potential for a necropsy, animals should be delivered to the laboratory as soon as possible. If the animal cannot be brought in immediately, keep the body cool. Putting a deceased animal in a freezer prior to necropsy is not ideal as freezing and thawing can affect tissues but may be an option if it will be several days before the animal can be brought to the Laboratory.

Given these limitations, necropsies should be considered a tool. They provide parts of the puzzle, but often not a complete picture of what was happening with an animal when it died. A more complete

picture is something that really is best put together by a veterinarian that knows the owner and the animal through an established veterinarian-client-patient relationship.

As pathologists that perform an animal's necropsy, we know only a fraction of that animal's history. This puts us at a distinct disadvantage. Also, as pathologists, we are not in an ideal position to ask pertinent follow up questions that may help in interpreting findings of a necropsy. We specialize in diagnosis of disease, not treatment or disease prevention. A referring clinical veterinarian is in a much better position to give treatment and management advice for any other animals in the household or pasture.

Revisiting the question why does someone submit an animal for necropsy, there are many, many reasons. For companion animals, one of the biggest reasons is for closure. Owners want to know if they made the right choices and whether their pets suffered. They also want to know whether other animals in the home, they, or their families are at risk.

Production animal or livestock owners certainly care about each and every one of their animals, but for them an individual necropsy is less about the individual animal submitted and more about adjusting herd management to prevent, limit, or treat disease. In essence, the question of choosing to do a necropsy is financial, ultimately based on whether the result is likely to help productivity of the group beyond the cost of the necropsy. The big question isn't necessarily what disease an individual has, but what do I do about the animals that are still alive?

Veterinarians may suggest necropsies because they want to understand why an animal did not respond to treatment like they anticipated or why there may have been discrepancies between diagnostic tests and how an animal presented. Ultimately, their goal is often to learn so they can approach cases better when an animal presents similarly.

No matter why an animal is submitted for necropsy, our pathologists and staff strive to come to the best possible interpretation and are frustrated when they don't have all the answers. That said, a necropsy submitted through a veterinarian who can provide a concise and accurate history and who can interpret a necropsy's findings in the context of a veterinarian-client-patient relationship provides the highest likelihood of answering owners' questions.

A version of this article was also published on the MSU VDL website. Effective September 1, 2024, the MSU VDL will no longer accept samples directly from pet or horse owners. Necropsies will not be performed until the Laboratory has received a submission form from the referring veterinarian, complete with history and VDL account number. For more information, please visit animalhealth.msu.edu.

Dodd Sledge, DVM, PhD, DACVP, is the Anatomic Pathology Section Chief at the Michigan State University Veterinary Diagnostic Laboratory.



I make a point to ask each group of veterinary students, veterinary nursing students, and residents training to be pathologists visiting our necropsy floor the same question..

WHY DOES SOMEONE SUBMIT AN ANIMAL FOR NECROPSY?

In 2022, Blue Cross Blue Shield of Michigan consulted with the Center of Health and Research Transformation at the University of Michigan to research the relationship between oral and systemic health. This research found connections between oral health and chronic conditions such as diabetes and cardiovascular disease.

“Blue Cross initiated this study because so many people don’t realize the health of their mouth impacts the health of their body. Proper dental care can truly help promote positive well-being and whole health,” said Dr. Kristi Thomas, associate dental consultant and at Blue Cross Blue Shield of Michigan. “By checking someone’s mouth, a dentist can be the first to spot a serious health issue.”

HINTS OF BIGGER ISSUES

A big indicator of potential health issues is periodontal disease, which occurs when bacteria in the mouth cause inflammation and bone loss around the teeth.

Bone loss around the teeth can be linked with other systemic diseases such as heart disease, specifically atherosclerosis cardiovascular disease, which is an inflammatory disease of the arteries in the heart. It is associated with atheroma, a fatty material that can form in arteries, leading to heart attacks and strokes.

“Regular visits to the dentist can establish a baseline of bone levels across your teeth that can be tracked over the years. However, if left untreated, that is where the real problems come in. Bone loss can lead to infection and that infection can get into the bloodstream and impact the heart and brain,” said Dr. Thomas.

DIABETES

Diabetes is a top contributor to healthcare costs, accounting for roughly 25 percent of every dollar spent.¹ Recent data finds that 11.3 percent of Americans (37.3 million) have diabetes and 93% of those with diabetes have or will have periodontal disease in their lifetime.²

Research has found evidence of a link between periodontal disease and diabetes. Type 1 and type 2 diabetes, for example, increase the risk of periodontal disease. And periodontal disease can hinder maintaining blood sugar levels in an optimal range. The bacterial infection from periodontal disease in the gums can increase inflammation, resulting in oxidative stress throughout the body. Oxidative stress, in turn, is thought to contribute to many of the common complications associated with diabetes such as retinopathy, nephropathy, and cardiomyopathy. These complications increase risk for premature death.

“Complications from diabetes are vast and costly to a person’s health and wallet. Maintaining that regular cadence of dental appointments can help prevent some of these complications or detect them promptly,” said Dr. Thomas.

ORAL CARE AND

OVERALL HEALTH

CANCER, SLEEP APNEA SCREENINGS

As part of an exam, dentists do an oral cancer screening. The tongue can be the spot where squamous cell carcinoma begins. While dentists don’t diagnose cancer, they can refer patients to a specialist for additional screening such as a biopsy.

Dentists also are screening for sleep apnea. A screening tool used in these situations is STOP-Bang, short for Snoring, Tiredness, Observed apnea, high blood Pressure, Body mass index, Age, Neck circumference, and Gender.

ROUTINE MAINTENANCE

Regular dental care consists of two visits to the dentist a year. These visits allow for proper cleaning, assessment and observation from the dentist.

“Much like an annual physical with your primary care doctor, your mouth needs regular care too,” Dr. Thomas said. “It is also important to tell your dentist about the medications you take and about changes in your overall health, especially if you’ve recently been ill or you have a chronic condition, such as diabetes. Overall, dental appointments are a way to prioritize yourself, your health and prevent bigger problems like periodontal disease that could lead to heart disease, potential Alzheimer’s. We’re just finding out more and more systemic relationships, too.”

SOURCES:

- [1] “The Most Expensive Medical Diseases and Procedures | USC EMHA,” USC EMHA Online, February 9, 2023, <https://healthadministrationdegree.usc.edu/blog/most-expensive-disease-to-treat-infographic/>.
- [2] CDC, “What Is Diabetes?,” Centers for Disease Control and Prevention, July 7, 2022, <https://www.cdc.gov/diabetes/basics/diabetes.html>.

Kristi Thomas, DDS, MPH, FICD is the Associate Dental Consultant for Blue Cross Blue Shield of Michigan. She has a wealth of knowledge and experience in dental practice, dental policy, community health, and oral/overall health connections. Her background includes leadership positions in dental practice and community health organizations, including a former Michigan Board of Dentistry member (under Governor Gretchen Whitmer) and the Director of the Community Dental Center at the University of Michigan School of Dentistry. Dr. Thomas received her Doctor of Dental Surgery, Master of Public Health, and Bachelor in Arts all from the University of Michigan, where she also still serves as an Adjunct Professor at the Dental School. She also volunteers for Team Smile with the Detroit Lions and the Mission of Mercy with the Michigan Dental Association to help provide dental care to underserved communities.





UPCOMING

MVMA

EVENTS

Small Animal Series Seminar | Cardiology
October 9, 2024 | GLAR

Lunch & Learn Webinar | Hot Topic Discussion
October 16, 2024 | ZOOM

MiVetCon | Michigan Veterinary Conference
November 1-3, 2024 | DeVos Place, Grand Rapids

Lunch & Learn Webinar | Radiology
November 13, 2024 | ZOOM

Small Animal Series Seminar | Rehabilitation
December 4, 2024 | GLAR

**Lunch & Learn Webinar | Reproduction and
Therigenology in Practice**
December 18, 2024 | ZOOM

MEETINGS

DEI Committee Meeting
October 15, 2024 | 12:30 pm | Zoom

Legislative Advisory Committee Meeting
November 13, 2024 | 1:30 pm | Zoom

MVMA Executive Committee Meeting
November 13, 2024 | 6:30 pm | MVMA Office

Legislative Advisory Committee Meeting
November 13, 2024 | 1:30pm | MVMA Office

Animal Welfare Committee Meeting
November 18, 2024 | 1:00pm | Zoom

DEI Committee Meeting
November 19, 2024 | 12:30 pm | Zoom

Food Animal Practice Committee Meeting
November 20, 2024 | Time TBD* | Zoom

MVMA Board Meeting
December 11, 2024 | ALL DAY | GLAR

EVENTS CALENDAR

WELCOME NEW MEMBERS

Sarah Bogauda, DVM

Rae Quimby, DVM

Amanda Hitchcock, DVM

Margaret McTighe, DVM

Gabriel Gonzalez, DVM

Betty Harper, DVM

Megan Shavalier, DVM

Joshua Borg, DVM

Sara Lindo, DVM

Raegen Verhaeghe, DVM

Diondra Voishich, DVM

Maia Godfrey, DVM

Michelle Roth-Frank, DVM

Rachel Vander Roest, DVM

Zakri Saad, DVM

Michael Visniski, Student Affiliate

Emily Newborn, Student Affiliate

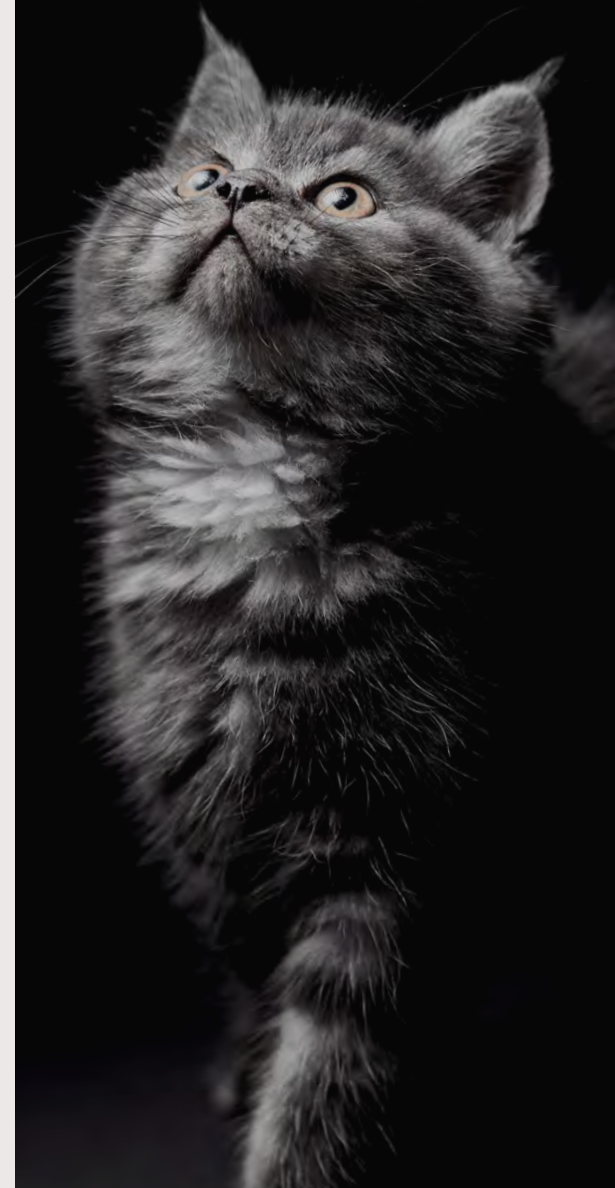
Holly Reenders, Student Affiliate

Megan Black, Student Affiliate

Meghan Irving, Student Affiliate

Amy Withers, Practice Staff Affiliate

Gabrielle Wilmsen, Practice Staff Affiliate



CLASSIFIED
ADS

VETERINARIANS

Associate veterinarian wanted to join our small animal hospital in beautiful Northern Michigan. Potential future buy-in for the right candidate. Minutes from Torch Lake, Lake Bellaire, Lake Michigan and some of the best ski, mountain bike and snowmobile trails that Michigan has to offer. Enjoy practicing high quality medicine and surgery with a terrific support staff and wonderful clients. All in a small-town setting just 45 minutes from Traverse City, Petoskey, and Gaylord. Enjoy all that Michigan has to offer with ample time off to enjoy it. Full time (3-4 day work week) or part-time considered with no emergency duty and flexible scheduling. Enjoy a good work-life balance! We are a full-service clinic equipped with digital radiography, IDEXX in-house lab equipment, laser therapy, and digital dental x-rays. We strive to provide the highest quality medical and surgical care. Looking for a team player with great communication skills, medical skills, and surgical skills. We offer a generous base salary with possible production-based bonus, 401K match, medical benefits, liability coverage, CE allowance, and professional dues paid. No after-hours emergency and flexible schedule. Contact Dr. Loretta Pantenburg, 110 S. Division Street, Bellaire, MI 49615, 231-533-6522, bellaireanimalhospital@gmail.com.

Kalamazoo Animal Hospital strives to provide a workplace with a positive work culture and work-life balance. If you are seeking this type of culture our clinic is the place for you! We are currently seeking a full-time or part-time associate to join our team. KAH has been serving our community since 1972. We are an independently owned 2-doctor and growing small animal practice in Southwest Michigan focusing on preventative health care and building lasting relationships with our clients and their pets. Our veterinary team practices high-quality medicine, surgery and dentistry. Our newly remodeled hospital is well equipped with in-hospital lab, digital x-ray, digital dental x-ray and an ultrasound. We offer a competitive salary and benefits package, including a signing bonus and a schedule that helps maintain a positive work/life balance. We would love the opportunity to share with you more about our practice and the community we serve! If you are interested, please visit Kalamazooanimalhospital.com/about-us.html to upload your resume. You may also reach out to Alyse at kzooanimalhospitalmanager@gmail.com.

Busy, well-established, small animal practice in Tekonsha, Michigan is seeking an associate veterinarian to join our team. Tekonsha is located midway between Detroit and Chicago and is a small community with many great outdoor activities to offer. We offer flexible scheduling and a full benefits package. For more information or to apply, please contact manager@tekonshaanimalhospital.com. Contact info: Tekonsha Animal Hospital, Carla Leonard, Office Manager, 517-767-3011.

Thorpe Animal Hospital is seeking a FT/PT veterinarian to join our team of patient advocates! Optional flex-time schedule for work-life balance in a rapidly growing practice. Being a privately owned business, teamwork is essential, and every patient is treated as if they were our own. We do not declaw or perform unnecessary cosmetic surgeries. All staff maintain Fear Free certification. We are AAHA accredited and Feline-Friendly certified. We are moving into a larger, newly remodeled facility with a therapy pool. Thorpe Animal Hospital offers a full suite of specialty equipment and encourages advancement of surgical

and diagnostic skills. Equipped with digital x-ray, digital dental x-ray, endoscope, ultrasound, surgical laser, therapy laser, and a full in-house laboratory, we provide our clients with state-of-the-art medicine. The staff, which includes five LVTs, are hard-working, dedicated, passionate, motivated, and love keeping current on veterinary education. We offer a VERY competitive salary depending on experience, motivation, and work ethic. Also offered are a \$10,000 sign-on bonus, and benefits package. Benefits include health, dental, and vision insurance, pet insurance, pet discounts, profit-sharing, 401K retirement plan with up to a 3.5% match, CE and uniform allowances, paid licensing fees, professional membership fees, paid vacations, paid holidays, and more. Future leadership and ownership possibilities in a thriving area are here for the right individual. We do not have after-hours shifts or emergency rotations. If you would like to meet us and see how Thorpe Animal Hospital does things differently, please submit your resume to jwaterman@thorpevet.com.

Lane Animal Hospital in Chelsea, MI is seeking a full- or part-time associate veterinarian. Family owned, private general small animal practice with highly skilled, passionate team. Well established with 118 years in business, family-oriented atmosphere, progressive medicine, licensed support staff. Supportive DVM team who enjoy teaching and learning, rare solo shifts. In-house and reference labs, digital radiology including dental, ultrasound with access to board certified internist. We work closely with a certified rehabilitation veterinarian and a boarded surgeon. No client on-call or after-hours emergency, limited Saturday hours. Competitive, negotiable salary; 100% paid medical/dental/vision coverage; 401K matching, profit sharing, cash balance pension retirement plans; licensing, memberships paid; annual \$3000 CE budget. Email inquiries to Rachel@laneanimalhosp.com.

Are you looking for a Family First clinic where you have the freedom to practice medicine your way with no weekends or emergency calls? Bangor Veterinary Clinic located in Bay City, Michigan is seeking a full or part-time veterinarian to join our 2-doctor practice. Our privately owned -

facility has a "team medicine" philosophy, and coupled with modern diagnostic equipment, offers the doctors and staff the tools needed to provide excellent patient care. The clinic has a low employee turnover and is fully staffed, including 3.5 LVT's. The position offers a competitive salary, health insurance stipend, Simple IRA match, and a signing bonus. All licenses, dues to professional organizations, as well as continuing education are paid for by the employer. New graduates and seasoned doctors are encouraged to apply. If you would like to be part of our team where you are a valued and not just another employee, please email your resume and contact information to bangorvetclinic@charter.net.

Full-Time or Part-Time DVM: Hilton Animal Hospital is technologically up to date with digital services and in house equipment. It serves a warm and welcoming community. We are looking for the same type of vet for the local dogs and cats. This is a single-doctor practice that focuses on general medicine. We need an individual who is comfortable working as a sole doctor and can help the technicians if needed. Email timothyguild@gmail.com with resume.

Richmond Veterinary Hospital seeks an associate veterinarian to join our growing two doctor practice in Southeast Michigan. We are on the edge of metro Detroit with easy access to city, country and lake life. We strive to practice high-quality medicine in a team environment and have full in-house IDEXX laboratories including Sedivue, digital radiography, and digital cytology. We also offer therapy laser treatments and ultrasound. Benefits include paid vacation, health and dental insurance, retirement, license fees, association dues, and mentoring with two experienced veterinarians. No solo shifts expected and opportunities in our partner hospitals for additional experience if desired. Salary 100k plus commensurate with experience. 586-727-9018

Town and Country Veterinary Hospital in Allegan, MI, seeks a compassionate and motivated veterinarian. Our independent small animal practice is a member of VMG. Located between Grand Rapids, Kalamazoo, and Holland, we offer access to hiking trails and lakes. Responsibili-

ties: exams, surgeries, dental procedures, treatment plans, client relationships, and compliance. Qualifications: commitment to compassionate care, detail-oriented, and motivated. New graduates welcome; mentorship available. Competitive salary, benefits, and work-life balance. Submit resume to tcvhosp@gmail.com. Join us!

We are seeking an associate veterinarian to complete our team at Southgate Animal Hospital in Detroit, MI. All experience levels encouraged to apply! Southgate is dedicated to providing the highest quality care to patients in the Detroit area since 1953. Our 3-doctor team now offers a wide array of services including routine + dental care, internal medicine, and day-time emergencies in our fully renovated hospital, equipped with the latest in medical technology. With many years of collective experience, we are happy to provide supportive mentorships to new graduates and experienced doctors alike. As a veterinarian with Southgate Animal Hospital, we will empower you to: Provide high-quality medical care to patients in a warm, welcoming, and professional environment, grow your skillset and confidence in a wide array of medical + surgical procedures through supportive mentorship, utilize the latest in medical technology from our newly renovated, state-of-the-art facility, base salary for this role starts at \$130k+ DOE with a phenomenal prosal earning potential, generous signing bonus, retention bonus, and relocation up to 50k. We take the health and well-being of our employees seriously, offering flexible scheduling options and empowering you to lead a well-rounded work/life balance. We offer high quality health, dental, + vision insurance, as well as optional life + disability insurance, 401K (with company contribution), a generous CE allowance (with additional PTO), reimbursement for membership + licensing fees, and many more discounts and supplemental insurance options! If you have any questions or would like to consider joining our team, please contact Lynsey Dolce at ldolce@petvetcarecenters.com or apply directly at petvetcareers.com.

Animal Clinic of Holland is looking for an associate veterinarian, either full-time or part-time to join our team. We love to learn, collaborate, have a good time, while

also striving to enjoy a good work/life balance. One or two positions available. New graduates welcome! We are located in the beautiful town of Holland, MI, just minutes from the shores of Lake Michigan. The practice is a long-standing member of the community with an excellent reputation. We are a 4 doctor, privately-owned small animal practice working almost exclusively with dogs and cats. No emergency work required. Two of our current doctors are looking to reduce their hours in the future. Potential for future ownership as well for the right candidate. We have a great support staff, some of whom have been with us for many years. We believe in team spirit, both at work and away from work, and prioritize a healthy work/life balance. Our practice equipment includes Avimark software, client communication platform, digital radiography, ultrasound, acupuncture, new therapy laser, Tonovet, in-house IDEXX CBC, chemistry and urine analyzers and more. One doctor is working towards board certification in behavior. The right candidate will be a motivated, team-oriented individual with good communication skills and a good work ethic. A strong interest in surgery is a plus. Mentoring is offered and encouraged. Pay is competitive, based upon experience. Salary range \$100-130,000, negotiable based upon experience. Salary or Pro-Sal considered. Licensing fees and a yearly CE stipend are also included. A signing bonus is being offered, this can be discussed in detail upon inquiry and submission of a resume. Please submit inquiries to: suevetdogcat@gmail.com, Attn Dr. Sue Vanderjagt. Office: 616-396-6543, cell: 616-886-9452. Business location: 1106 Washington Avenue, Holland, MI 49423, animalclinicofholland.com.

Hey Doc! Thanks for looking at our ad for an associate DVM. What is unique about our clinic? In addition to all the typical things you read in the ads - fabulous people to work with, great clients, we offer great flexibility to embrace your passion! What does that mean? If your passion is surgery, you will have the opportunity for more surgeries. If your passion is integrative medicine (or something else) we have lots of room for that too! At 15 minutes from Detroit Metro Airport, you can scoot out on vacations right from work! Romulus Athletic Center, nearby, is fabulous! -

Metroparks are all over the area, and, for city lovers, we're not far from Detroit, Ann Arbor, and Toledo. We have in-house IDEXX CBC, chemistries, and UA equipment, digital regular and dental radiographs, dental equipment, fluid pumps and in-line fluid warmers, great anesthesia monitoring equipment, and Hot-Dog warmers. Great salary and benefits, no on-call time, and a 40-hour week can be yours! New-grad friendly! Give us a ring (call us), drop us a note (email us), or just stop in (nothing to hide here); we'd love to meet you! Yvonne Craiger, DVM, 734-753-4424, wavc@yourvetdoc.com.

Haslett Animal Hospital is seeking a highly motivated, client-oriented F/T or P/T associate veterinarian for a well-established, AAHA-certified small animal practice. We serve a rapidly growing and family-oriented community in Haslett, MI, and the surrounding area. Our progressive 4,000 SF facility has a caring and experienced staff with state-of-the-art equipment, including electronic record keeping, digital x-ray, ultrasound, and in-house lab equipment. Our mission is to fulfill the needs of our clients and patients by providing quality, competent, and caring health services through a responsive, professional, and knowledgeable staff emphasizing individual attention and a commitment to the welfare of the pets in our community. Salary is based on experience. The benefits package includes health, vision, dental insurance, license fees, continuing education, retirement match, and PTO. If interested, please send résumés to nathanpatrickharris@gmail.com, or drop them off at 5686 Marsh Road, Haslett, MI 48840, HaslettAnimalHospital.net.

MACS Veterinary Clinic is a non-profit that works towards helping all members of our community to provide lifesaving care to their animals. We are a low-cost clinic, in the city of Detroit, that works with a variety of clients and patients - most with limited access to veterinary care. We provide veterinary care for our shelter, general surgery and outpatient appointments. Our clinic hours are Tuesday-Friday 8 am to 4 pm. No weekends, no afterhours, no on call, or holidays! If you would like more info on how to be part of our life saving team, I would love to further discuss how

we could work together. Please call us at 313-369-9863 or email at vet@macsshelter.org to learn more!

MedVet is proud to offer a generous signing bonus, housing stipend, and additional benefits for our ER Veterinarian opportunity in Toledo, OH. Please visit our website at www.medvet.com or to submit a confidential CV, please email Erika Allen at erika.allen@medvet.com.

Allen Animal Hospital in Livonia, MI is looking to add an experienced veterinarian to our collaborative team! Located just 20 minutes from downtown Detroit, Livonia is a bustling city that has something for everyone. Not only does Livonia offer a strong sense of community, with numerous parks, community centers, and events throughout the year, and a welcoming and inclusive environment for residents of all ages. The Allen team invites you to discover what makes Livonia a wonderful place to live, work, and play. Whether you are looking for a change of pace, a new start, or simply a great community to call home, Livonia has something for everyone. Allen Animal Hospital offers a great benefits package with medical, dental, and vision, generous CE with additional paid time off, paid professional dues, paid parental leave, and so much more! Hospital Interests: Small animal general practice, ill pet visits, and wellness exams, soft tissue surgery, dentals, digital x-ray, Monday-Friday schedule, no weekends or major holidays. We would love to share more about our team and learn more about you! Please contact Amanda at Amanda@allenanimalhosp.com. Visit the clinic at https://allenanimalhosp.com/

Betsie River Veterinary Clinic in Benzonia, Michigan is looking to add an accomplished veterinarian to our team of doctors! Benzonia is nestled in the heart of Michigan's outdoor paradise, offering countless opportunities for outdoor enthusiasts. Explore miles of hiking trails, pristine lakes, and scenic parks just moments away from your workplace. Amidst the breathtaking beauty of nature, our charming town offers an incredible lifestyle and a supportive community. As a veterinarian here, you will have the unique opportunity to make a lasting impact on the lives of your patients

and their devoted owners. Experience the joy of building lasting relationships with clients who appreciate and value your expertise. We invite you to join our dynamic veterinary team and embark on a fulfilling journey in one of Michigan's hidden gems. A flexible schedule, excellent pay and benefits, and paid time off will allow for a healthy work-life balance. We also provide generous CE allotment with additional paid days to attend educational events. Our health benefits package includes paid parental leave, medical, dental, vision, and 24/7 access to mental health professionals. Clinic spotlights: small animal general practice, illness exams, and wellness exams, soft tissue surgery, dentals, digital radiographs, full in-house IDEXX lab, Monday-Friday schedule, skilled technical team ready to support you and ensure an efficient day! Feel free to reach out to Amanda at Amanda@betsierivervet.com! Visit the clinic at https://www.betsierivervet.com/

Our general practice in South Haven, Michigan would like to add an experienced veterinarian to our team. At Phoenix Road Animal Hospital we are well equipped, with treatment rooms and surgical suites and a well thought hospital flow. Our hometown feel is displayed on the walls painted by a local artist, and we enjoy greeting everyone by name. South Haven's location on the eastern shore of Lake Michigan offers stunning sunsets and breathtaking views. Watching the sun sink below the horizon from one of the waterfront spots is a memorable experience. Our town's lighthouses and maritime museums along the beaches have such character, along with many outdoor and water activities for all to enjoy. There is so much more to share about South Haven; from fruit picking, wineries and breweries that offer tours and samples to many shopping and dining options that we enjoy year-round. Clinic Spotlights: Small animal general practice Preventative, wellness, and sick pet exams, soft tissue surgery, dentistry, in-house diagnostics, digital x-ray, 4-day work week (8 am - 5 pm) with rotating Saturdays (half day). Excellent support team to ensure an efficient day! No major holidays. We invite you to come visit Phoenix Road Animal Hospital and our beautiful town of South Haven! Our flexible schedules enable -

everyone to enjoy life outside of work. We offer excellent medical benefits, a flexible schedule, paid parental leave, generous CE allotment with additional paid time off for CE events, paid professional dues, and so much more. If you are interested in learning more, please contact Jordan by email: Jordan@phoenixroadvet.com.

Animal Health Associates in Mt. Pleasant Michigan is seeking a full-time small animal or mixed animal veterinarian to join our team. We are a well-established privately owned 4-doctor practice serving the central Michigan and surrounding areas for over 30 years. Work schedule is 4-days per week (8 am-5 pm) and two Saturdays (8 am-12 pm) per month. Our building is equipped with 5 full-service exam rooms, a dental suite with wet table and dental x-ray, a surgery suite, separate treatment area, a digital x-ray room, a lab area equipped with IDEXX diagnostic equipment and a bright open lobby. The ideal candidate will diagnose and treat medical conditions, injuries and illnesses; perform routine surgical procedures (spays, neuters, soft tissue, general dentistry); administer vaccinations and provide preventive care. Excellent communication, working with a team, compassion and dedication to animal welfare and accurate medical record keeping are a few of the qualifications the applicant must possess. Benefits include: BC/BS health insurance; paid CE, membership dues, liability insurance and licenses; Simple IRA plan, PTO and bonuses based on production. If interested, please email resume to aha3434@gmail.com.

Are you looking for a supportive practice to advance your skills as a veterinarian while seeking to maintain a proper work-life balance? Grand Blanc Veterinary Hospital is looking to hire a full-time or part-time associate veterinarian to join the staff of our busy and growing practice. GBVH is a privately owned practice that has been in business since 1962. Grand Blanc is a vibrant community and is surrounded by many opportunities for indoor and outdoor recreation. Our clinic has great clients and a terrific support staff. We are seeking a passionate veterinarian who practices good communication, has a desire to learn new skills, possesses surgical interest, and exudes an enthusiasm for the profession.

We are flexible with scheduling, close at a reasonable time, and have no on-call or after-hour emergency duties. Our facility has all the toys needed for comprehensive healthcare including DR standard and dental digital radiography, tonometry, Doppler blood pressure, Heska full-service lab, and more. We offer a competitive salary commensurate with experience, signing bonus, health insurance, Roth 401k w/employer match, CE allowance, paid premiums for insurance and licensure, and paid association dues. We would love to talk to you about joining our healthcare team! Please contact Dr. Eric Keilen at esgvets@gmail.com or contact our office at 810-694-8241.

You design how you want to practice: Bryan, Ohio is located in the northwest corner of Ohio. Bryan is a quiet, safe community that is an hour from Fort Wayne or Toledo. We are a 3-doctor practice looking to become a 4+ doctor practice. We are not corporate-owned and still a family-owned practice after 50 years! We mentor well! Your opportunities are up to you. There is no pressure. If you want to learn orthopedic, soft tissue or dental surgery, we can ease you into that line of work. If GI endoscopy, ear endoscopy, or ultrasound is your passion, we can help ease you into that as well. If routine patient exams is your preference, that can be arranged. We have in-house IDEXX lab equipment, complete digital x-ray and Sound Digital ultrasound. We have 7 fully trained nurse technicians to do most of your work. We offer a 4-day work week (9-hour daily schedules with one hour for lunch) (THAT'S A 36 HOUR WORK WEEK!) with a rotation of Saturday mornings. No on-call and no emergencies. We eagerly send our doctors on paid continuing education seminars. Recently, those locations included Dallas, Kiawah Island, and Myrtle Beach. Learn and relax! This will become your first and last practice if just starting and a better choice if unhappy where you are now. \$20,000 signing bonus. \$500 to just spend the day with us. Dr. Brent Pettigrew bryanvet1@gmail.com, 419-551-1190.

F/T or P/T veterinarian, new grads and experienced veterinarians' welcome! Mac's Landing Veterinary Services (Fennville, MI) is a privately owned, mixed animal practice, with flexibility for those interest-

ed in small animal only or mixed animal practice. You'll find a collaborative team, where all staff members' opinions are valued. NO weekend or holiday hours. Competitive Salary with additional bonuses. New Grad Mentoring. Benefits include all the usual plus amazing pet discounts, CE, Liability and Disability. Send resumes and questions to macslanding@outlook.com.

Lakeshore Animal Hospital of Muskegon is looking for a full or part-time veterinarian to join our team! We have an excellent reputation in our community for exceptional standards of care and personal attention to our clients and their pets. Lakeshore Animal Hospital is a PRIVATELY owned practice of 4 doctors, and full support staff. Loyal clientele committed to providing quality care. Modern equipment includes digital radiography, ultrasound, dental radiography, full in-house IDEXX lab station, electrocautery, Tonopen, Doppler BP and V-check analyzer for point of care quantitative BNP and pancreatic levels. Work / life balance and a positive work culture are important to us! Come join our carefully selected, fun-to-work-with team and enjoy practicing high quality veterinary medicine. We practice Fear Free and Cat Friendly techniques. Specialty referral hospitals, and multiple ER options within 45 minutes away. Located in west Michigan, just minutes from Lake Michigan! All experience levels welcome to apply. For new graduates, we offer strong mentorship and encouragement. Ownership opportunities available. Competitive salary based on experience with signing bonus. No weekends or on-call hours. Health and liability insurance, CE allowance, SIMPLE IRA, licensing fees and dues, pet discount and uniform allowance. Learn more about our hospital at Lakeshoreanimal.com. All inquiries will be kept confidential! Contact: Ingrid E. Hutchins, DVM, Lakeshore Animal Hospital 896 W. Laketon Ave. Muskegon, MI 49441, (W) 231-759-7387, (C) 231-740-2984, lah@lakeshoreanimal.comcastbiz.net.

Associate position for flexible part-time. No on-call or after-hours emergency/hospitalization, no Saturdays. Guaranteed base + production \$70k+, 401k w/match, uniform and CE allowances, licenses/dues/malpractice/VIN covered. Health insurance w/

vision and dental available, hospital covers part of premium. PTO available upon hiring with annual increases. We are an AA-HA-accredited small animal practice with IDEXX digital radiology, high-speed dental and digital dental x-ray, in-house IDEXX Lab, EMR, and full surgical monitoring. Excellent relationship with local specialists and emergency clinics. Owner, Practice Manager and full-time associate each have >20 years of experience and create a cooperative, collaborative, supportive environment. We work together happily with cross-trained support staff. Normal full-day staffing is 2 DVMs, 3-4 LVTs, 2 tech assistants and 3 receptionists. We have been in the community for over 40 years. Our clients trust and value our work, and many families have been with the practice for decades with multiple pets. If you're looking for clients who prefer to see the same doctor every time, know the staff by name, and refer their friends and family — they're here! Problem solving and changes include the input of the entire team from planning to conclusion. Personal and professional growth is a must, so we encourage education and development opportunities. Our team is ready and dedicated to making sure your years of training and education are respected and valued. We're looking for fresh ideas, new perspectives, and evolution. Waterford borders the Southeastern Michigan area, within reach of any lifestyle: city, suburban, country. Good schools, outdoor activities, and safe communities are easy to find. Dr. Tyler Hutchinson, thutchdvm@gmail.com, or text 248-249-5676.

Animal Medical Center in Midland MI is looking for a part-time or full-time licensed veterinarian. New graduates are welcome. We are a privately owned two doctor practice established in 1985 offering a range of primary care services for cats and dogs. Our newly built hospital utilizes Cornerstone software with in-house IDEXX digital radiography and IDEXX lab equipment. We have a full dental suite with adjustable dental wet-table, digital radiography, and dental machine. We also offer in-house ultrasounds. NO nights or on-call. Competitive salary with signing bonus. Benefits include BCBS health insurance, Liability insurance, 3-week paid maternity, paid personal leave with additional paid holidays, paid sick leave, Simple IRA with 3%

match program, and paid CE. Please contact Dr. David White at amcmidlandmi@gmail.com.

Kibby Park Animal Hospital in Jackson, Michigan is in search of an Associate Veterinarian to join our team! We are located in a great community with many biking and walking trails, recreational lakes, and a growing downtown area; it is an easy drive to Ann Arbor or East Lansing. We are a small animal and exotic pet practice, and our hospital has been in operation for over fifty years in the community. Our current practice owner is a past President of the MVMA, 2020 MSU CVM Distinguished Alumnus, and a member of VMG. An interest in practice ownership and business operations is encouraged but not a requirement for joining our hospital medical team. Our Associate Veterinarians are encouraged to utilize mentorship, teamwork, and continuing medical education to develop an ideal veterinary career with a strong emphasis on work-life harmony. Our medical support staff strive to support the veterinarians and to provide fantastic care for patients and clients alike. Excellent compensation and benefits package and a flexible schedule are offered to allow a fulfilling life outside of the workplace. Contact us at drawings@kibbypark.com or 517-787-5807.

Plymouth Veterinary Hospital has served the local Plymouth and surrounding communities for over 35 years. We are independently owned and operated. We are seeking a part-time or full-time veterinarian. Do you want to work as a veterinary associate in a beautiful Southeast Michigan community? Do you want to work for a practice that uses Fear Free Methods for their patients? Do you need or enjoy mentorship or wish to work independently? Do you want the potential for growth and or partnership? Do you want to work for an independent veterinary practice? Do you want to work 4 days a week? Do you want to have Saturdays and Sundays off? Do you want or need scheduling flexibility and ample vacation time? Do you want to start retirement savings with a company matching your retirement contributions? Do you want a veterinary practice with local emergency clinics where you don't have to be on call or work after hours? If you answer YES to any of these questions,

let's schedule a lunch or dinner meeting so we can get to know each other. Our ideal candidate is compassionate, honest, and open; new graduates and experienced veterinarians are encouraged to apply; they bring something unique to our veterinary practice (i.e., exotics, pocket pets, reptile experience, ultrasound, rehabilitation services, surgery skills, or others), Values a diverse environment and a diverse group of individuals to work with. About our hospital: Progressive small animal practice offering state-of-the-art medical care, 100% paperless electronic records with computers in every room, 4 modern exam rooms, a dedicated surgical suite, a fully equipped dental suite, digital dental radiography, a spacious treatment area with 3 wet-tables, digital radiographs, and radiology consults are available, Complete in-house laboratory and Antech referral lab. If you're interested, you can contact Dr. Vyvian Gorbea-Oppliger at 734-645-0147 or vjgorbea@gmail.com.

Come and make your home in beautiful West Michigan! Dickman Road Veterinary Clinic is a multi-doctor privately owned small animal practice located in Battle Creek, Michigan. We offer excellent work-life balance and a competitive salary and benefits. Our package includes paid vacation and holidays, health insurance, AFLAC, paid license, association dues, uniforms, continuing education and 401(k) plan. No evenings and limited weekend hours. We have a 5:1 staff to doctor ratio with a large number of experienced licensed technicians to ensure we are able to work efficiently as a team to provide high quality care to our patients. Mentoring is as important to us as it is to you. Our veterinarians have 160 years of combined experience and are willing to share their knowledge. We presently have openings for a full or part-time associate. We are accepting applications from new graduates or any level of experience. Our clinic offers specialized care to our patients in areas including ultrasound, advanced soft tissue and orthopedic surgery and oncology (including chemotherapy). Our facility is fully equipped with state-of-the-art clinical pathology instrumentation, electronic records, ultrasound, surgical and therapy lasers, Covidien Force Triad electrosurgery/cautery unit, digital x-ray equipment (including digital dental x-ray), and more.

After-hour emergencies are referred to a 24-hour hospital. The Battle Creek/Kalamazoo area is home to beautiful natural areas with Lake Michigan just a short drive west. There is a lot to do in the area from festivals and farmer's markets to fine dining and a nearby casino. Camping, biking and hiking opportunities are here for the outdoor enthusiasts. It has small town charm with a big-city feel and amenities. We look forward to talking with you! For more information or to schedule an interview, please contact our practice manager, Pam Weakley, at 269- 963-9347 or email drvc455@yahoo.com. Take a virtual tour of our main clinic www.dickmanroadvet.com.

PRACTICES & EQUIPMENT FOR SALE

Small Animal Practice in Kalamazoo Area. Gross \$1.3M. Well-equipped, computerized practice in an excellent facility. Staff includes an associate DVM, an LVT, assistants, receptionists, and an office manager. Call for more information. (MI-9310) Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or bret@tpsgsales.com.

Northwest Detroit Suburbs. Gross \$878K. Long standing and well-equipped practice in an excellent location. Facilities are well-maintained and practice is well staffed. Call for more information. (MI-9330) Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or bret@tpsgsales.com.

Southern Michigan in Kalamazoo/Jackson Area. Gross \$1.43M. Long standing practice with strong staff. Call for more information. (MI-9350) Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or bret@tpsgsales.com.

Central Michigan. Gross \$1.2M. Long standing and well-equipped practice. Facilities are well-maintained and practice is well staffed. Px is offered at \$730K, RE is offered at \$250K. Call for more information. (MI-9410) Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or bret@tpsgsales.com.

Buying or selling a veterinary practice? Rely on the expertise of Total Practice Solutions Group. See display ad in the printed issue. Contact us for a free consul-

tation. We are happy to help. Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or bret@tpsgsales.com.

Established modern small animal hospital with real estate located in Jackson County Michigan for sale. Real estate has a current appraisal of \$330,000 and includes 2.69 acres with a 3844 sq. ft. two exam room hospital and a 1344 sq. ft. attached 3+ bedroom apartment. Grossing \$400,000/year with high net. Open M-F, 40 hours/week (no weekends and no emergency calls). Easy commute to Lansing, Ann Arbor or Battle Creek. Total asking price \$249,900. Please email practice4sale@currently.com.

North Oakland County Hospital - rare opportunity! North Oakland County Veterinary Hospital for sale. Revenues \$1.1M, free standing hospital available with practice. Owner willing to stay. Great community. Unicorn opportunity! Contact Bob Eberline, Peak Practice Transitions 248-390-5664 robert@peaktransitions.com.

The Sanders Group, LLC is looking for the right partners to manage and share ownership equity of several new and exciting practice opportunities in Grand Rapids and Benton Harbor, MI. If you are currently an associate veterinarian in these areas with aspirations of owning or co-owning and managing your own independent practice, then this is an excellent opportunity for you to realize that dream with a low barrier to entry. Call or email us at 269-779-7315 or theodore.sanders@icloud.com today to learn more.

Established, profitable small animal practice in Ann Arbor area, MI. Gross \$1.1M. Clinic (4 exam rooms & 6,123 sq. ft.) with separate single-family home (3 bedrooms & 2,300 sq. ft.), hip-roof barn, and pole barn all on 10 acres. Significant capital improvements to clinic and single-family home over last the three years. Staff includes two associate DVMs and nine support staff members. Call 734-475-9474 or email visitingvet@yahoo.com for more information.

Cheboygan County, Michigan - Small Animal Veterinary Practice: 2,000 SF on one acre. Excellent location on a main thoroughfare in a beautiful waterfront community. Real estate available. Gross revenue in 2023, with one doctor working three days per week, was \$847K. Contact dvm-practice@gmail.com, 231-290-0208.

Charlevoix County, Michigan - Small Animal Veterinary Practice: 2,000 SF Facility with 3 Exam Rooms. Includes Real Estate. Great Location in Beautiful Waterfront Community. Currently at 14% growth through February 2024! Gross Revenue in 2023 was over \$1.01 million. Contact PS Broker: info@psbroker.com, 800-636-4740, https://go.psbroker.com/MI4 (Listing #MI4)

Northwest Michigan Coast - Small Animal Veterinary Practice: 4,300 SF Facility with 2 Exam Rooms. Includes Real Estate. Excellent Location on Main Thoroughfare. Currently at 10% growth through February 2024! Gross Revenue in 2022 was over \$1.26 million (12% Growth over 2021). Contact PS Broker: info@psbroker.com, 800-636-4740, https://go.psbroker.com/MI9 (Listing #MI9)

RELIEF VETERINARIANS

Anvita Bawa, DVM | 517-927-6863 (MSU 08, MVMA Member) Available for SA GP or general surgery in southeast MI/metro Detroit. bawaanvi@gmail.com

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

Rhonda Bierl, DVM | 248-467-1987 (MSU 00, MVMA Member) SA relief work within one-hour of Highland. General medicine, soft tissue surgery, ultrasound experience. rhondabierl@gmail.com

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

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

Nichole Corner, DVM | 616-634-9777 (MSU 99, MVMA Member) SA Relief, General Practice. Providing relief services since 2007. Greater Grand Rapids area, up to 1-hr drive radius. Excellent communication, education and reliability. haweslake@charter.net

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

Jeannine DeAndrea, DVM | 908-644-6407 (SGU 19, MVMA Member) Available for SA GP, urgent care, and soft tissue surgery in a 1-hr radius around Owosso. Exceptional client communication, detailed records, and ability to quickly adapt. References available. jeannine.deandrea@gmail.com

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

Heather Ferguson, DVM | 734-260-3098 (MSU 90, MVMA Member) General SA medicine and surgery. Practice owner 25 years. SE Michigan. Excellent client and staff communication. fergdvm90@gmail.com

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

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

Sarah Jones, DVM | 248-910-1329 (Tuskegee University 12, MVMA Member) SA/urgent care relief in SE Metro Detroit area. 12 years of experience. Great with staff, communication, and record keeping. Will travel up to an hour from the Detroit area. sarah.hopkins12@yahoo.com

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

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

Jane Merrills, DVM, DABVP | 517-719-2062 (Tufts University 98, MVMA Member) 26 years' experience in GP, urgent care, ER. Prefer to stay within 1-hour of East Lansing, open to travel if travel/housing is supported. jmerrillsdvm@gmail.com

Anne Meyers, DVM | 248-867-2601 (MSU 19, MVMA member) Available for SA GP, dentistry, and surgery in Metro Detroit area. Travel negotiable. Flexible, great client communication, organized. meyers.anne4@gmail.com

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

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

Sabita Rakshit, DVM | 734-564-8587 (JNAU89, MVMA Member) Proficient in small animal medicine and surgery with strong communication and record-keeping abilities. Available for relief or part-time positions in SE Michigan. sabita.rak@gmail.com

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

Susanna Rori, DVM | 248-563-2264 (MSU 15, MVMA Member) Small Animal ER, Urgent Care, and GP Relief. Medicine and Surgery. Based in Southeast, MI. Travel negotiable. Rori-Relief.com, rorisusa@gmail.com

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

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

Sandra Danes, DVM | 734-649-8622 (MSU 97, MVMA Member) Available for SA general surgical relief services. Ann Arbor area. danesvet@outlook.com

Linda Vanassche, DVM | 517-896-9086 (MSU 90, MVMA Member) SA medicine, surgery and emergency; excelling in dermatology and internal med. Travel negotiable more than 1½ hours from Lansing. Excellent written/verbal communication and record keeping. drmomma789@aol.com

Sharon Waugh, DVM | 989-875-6257 (Iowa State Univ. 08, MVMA Member) SA GP, Urgent Care, Surgical relief Mid-Michigan (within 1 hour drive of Alma). Experienced practice owner, excellent client/staff communication. waughdvm@gmail.com

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

Erinn Williams, DVM | 517-980-3323 (MSU 06, MVMA Member) Experienced SA/urgent care relief in southeast MI based in Macomb. Travel negotiable. Thorough records, excellent communication, open to surgery (S/N, dentistry). erinndvm@gmail.com

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

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SEMINAR SCHEDULE



March 20 Animal Welfare Resources in Practice
Presented by Rick Kirsten, DVM

April 17 How to Address Vaccine Hesitancy with Clients
Presented by Sarah J. Wooten, DVM, CVJ

May 15 Fish Farm Veterinary Medicine 101
Presented by Myron Kebus, MS, DVM

July 17 Invest in Yourself & Increase Profitability: Practice Ownership & Sales
Presented by Bret Halishak of Total Practice Solutions

Aug. 14 Common OSHA Mistakes Veterinary Hospitals Make
Presented by Melissa Tompkins-Lewis, BS, CVPM, PHRca, CCFP

Sept. 18 Rehire & Retention - How Can We Make Them Stay?
Presented by Andrea Crabtree, BS, CVPM, SPHR, PHRca, CCFP, FFCP

Oct. 16 Hot Topic Discussion!
Presented by Experts from MSU VDL

Nov. 13 Radiology
Presented by Peter Noel, DVM, DACVR

Dec. 18 Reproduction & Theriogenology in Practice, Don't be Afraid of Repo!
Presented by William Schultz, DVM

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