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The Michigan Veterinary Medical Association represents the veterinary profession in Michigan, advances the knowledge and standards of its membership, and promotes the science, practice, and value of veterinary medicine for the benefit of animal and human health.

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Thank You for an Incredible Five Years

By John Tramontana, MS, CAE

As I began writing this farewell message, a whirlwind of emotions washed over me. Five years' worth of them to be exact. Successes, failures, triumphs, and struggles. It all came flooding back at once. There is so much I'd like to say in my final column as CEO of MVMA, but I think the best thing to say is simply, thank you.

This journey was nothing short of remarkable. Reflecting on the past five years, I am filled with immense pride for all that we have accomplished together. When I first assumed this role, I envisioned a future of growth, innovation, and unwavering dedication to our members and the veterinary profession. Together, we have turned many parts of that vision into reality, leaving an indelible mark on our organization and the communities you serve.

To our members, I extend my deepest gratitude for your unwavering support and commitment to our shared mission. Your passion for advancing the field of veterinary medicine and your dedication to the well-being of animals and public health have been the driving force behind every initiative we have undertaken. Whether through continuing education programs, advocacy efforts, or community outreach initiatives, your tireless dedication has elevated this profession to new heights.

I am continually inspired by the expertise, compassion, and constant professionalism you've displayed. Your commitment to excellence has set a standard of care that is second to none, and I have no doubt that the impact of your work will continue to be felt for generations to come. I didn't anticipate the extent of the respect, love, and admiration I would have for this industry and for those who work within it. I have never met more selfless, caring individuals during my career, and I can't imagine I ever will.

To our Board of Directors, I thank you for your leadership and dedication to our organization's mission and goals. Your strategic guidance and commitment to excellence have been instru-

mental in shaping the direction of our organization and ensuring its continued success. It has been an honor and a privilege to work alongside such a talented and dedicated group of individuals, and I am immensely grateful for the opportunity to learn from each of you.

Finally, to the dedicated team of the Michigan Veterinary Medical Association, I extend my heartfelt thanks for your tireless dedication, professionalism, and commitment to serving our members and this profession. Your passion for your work is truly inspiring, and it has been humbling to work alongside you.

I am very confident about the direction of this organization moving forward. I leave it in the capable hands of a passionate team of individuals. I will always cherish the memories and friendships we have shared, and the incredible impact we have made together.

I am forever grateful for the opportunity to work with you all, and I wish you nothing but success now and into the future. Thank you.



John Tramontana, MS, CAE, is MVMA's CEO and can be reached at tramontana@micvetma.org or 517.342.4710.



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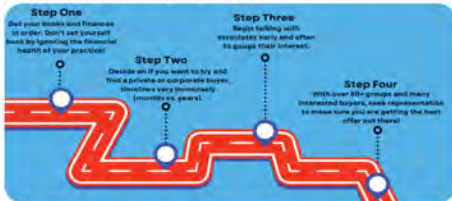
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Happy Spring!

By Dana Tatman-Lilly

It is a great privilege to be your 2024 MVMA president after many years on the Executive Committee and Board of Directors. I am Dana Tatman-Lilly, a small animal associate veterinarian in the Ingham/Livingston county area. I have practiced small animal and exotic animal medicine since graduating from Michigan State University in 2008 and completing an internship in Chicago. In addition, I practiced as a clinical course mentor for Lincoln Memorial University CVM for over three years.

The MVMA has been part of my lifelong veterinary journey. I was invited to be in MVMA's inaugural Power of Ten Leadership Academy (POTL) as well as completed the joint MVMA/MSU competency program to enhance leadership skills. I have served in several MVMA roles including being on task forces, chair of the Student Committee for seven years, and for over a decade have been involved with the Small Animal Series Committee, recently serving as chair. I have been a member of the Mid-State VMA and served as their board representative for four years.

My commitments to the profession have included assisting in MSU-CVM student interviews, involvement in their mentorship program, and speaking to various veterinary graduating classes on behalf of the MVMA. Nationally, I have served on American Association of Feline Practitioners (AAFP) task forces and was invited to be an AVMA Ambassador this year.

My husband, Jason and I are involved with a local triathlon team and enjoy racing in various multisport events. I also love traveling, gardening, and photography. We share our home with four spoiled cats and a bearded dragon, plus have quite a few Koi fish.

Looking forward, I am excited about the state of our MVMA in 2024. We are actively recruiting a new CEO as John Tramontana will be leaving us this spring to carry his passion to a new organization. We thank John for his leadership and great contributions during his tenure, and wish him the best in his future endeavor. MVMA had several objectives outlined in the

Strategic Plan created in 2020, just prior to the pandemic, even with the Covid slowdown we made considerable strides on implementing them and a few highlights are below.

A key strategic objective was creating a Diversity-Equity-Inclusion ("DEI") committee to increase diversity in our profession and within the MVMA itself. DEI not only strengthens our own understanding of the value of diversity, but also allows everyone in our profession to feel a sense of belonging in the MVMA and equally valued. A diverse membership and a committee that focuses on these efforts will create the best ideas and actions for all of us. Other associations are looking at us as a leader in this field. Examples of being more diverse and inclusive are the newly formed "One-Health" Committee and the "Veterinary Team and Workforce" Committee. In the summer of 2022, we launched a new tiered Organizational Membership. By doing so it will reduce cost barriers prohibiting vital members of the veterinary team from belonging to the MVMA.

Another objective was to ensure the veterinary profession is clearly visible and important in state government. Because of your contributions and efforts, the MVMA has remained relevant among your legislators and the MVMA continues to advocate to protect our scope of practice. Furthermore, the state government better understands that veterinary medicine is so much more than what they originally thought our profession entailed. Thank you to everyone involved in this excellent work.

The Board understood and built a strategic objective around enhancing accessible and affordable continuing education ("CE") right here in Michigan. This includes: a monthly hour of virtual Lunch and Learn, expansion of the Small Animal Series from four offerings to six, including having one devoted to practice management and/or softer skills, and several on-demand CE hours as part of MIVetCon.

In closing, I want to thank the MVMA staff for all their dedication to our organization. I am grateful to both Dr. Larry Letsche, our immediate past president, and the Board of Directors for their support, guidance, and sage advice both past, present, and future. I look forward to seeing you all at the various MVMA events in 2024.



Dr. Dana Tatman-Lilly

Dana Tatman-Lilly, DVM, MS, is the MVMA's 2024

President, and can be reached at tatmanlilly@gmail.com.



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Member Spotlight

JOHN PARKER, DVM

Veterinarian

EDUCATION: Michigan State University CVM

COMMITTEE POSITION: Chair, Animal Welfare Committee

YEARS OF MVMA MEMBERSHIP: 10



In this special Animal Welfare edition of the Michigan Veterinarian, it only seemed fitting to spotlight the chair of our very own Animal Welfare committee, Dr. John Parker.

Dr. Parker has been an active member of MVMA for the last decade. His passion for Animal Welfare and pursuit of continuing education have led to his heavy involvement in several MVMA committees as well as being a member of multiple other veterinary organizations such as AVMA and the Southeastern Michigan VMA.

From a young age Dr. Parker knew he wanted to be a veterinarian. He remarked, as with most veterinarians, it never felt like a choice but a true calling. Recalling at the age of five, when asked what he wanted to be when he grew up, proudly he proclaimed "a dog doctor."

"That's why we all do this initially, is it not? An intense love for animals."

Throughout Dr. Parker's life and education he found a calling to the issue of Animal Welfare. It was upon seeing Dr. Carla Carleton [also featured in this edition of the Michigan Veterinarian] featured in an article on ACAW that he contacted her to get involved leading to his joining MVMA's Animal Welfare Committee. With a mission to get Animal Welfare taken more seriously throughout the industry, he joined the committee in 2017 and later became chair.

When asked why animal welfare is important to him, Dr. Parker emphasized that animal welfare is at the core of why veterinarians are veterinarians. It is of primary importance to himself and his colleagues alike. Stating the importance of welfare both medically and behaviorally, he touched on the nuances of what is practical versus hypothetical.

"Our choices as an industry of what we allow for the treatment of animals [...] especially food animals] affects everyone in society.

However, it is a concern that should be felt across all practices. As issues come to light in media [such as cat declawing], professionals are responsible to have the knowledge to educate clients and peers on what is real versus headline worthy."

Feeling professionals should be more a part of the conversation surrounding these issues and taking a hard stance based on evidence for their clients. Veterinary professionals should be more involved in these issues as the first line of reference for what is fact versus a salacious headline. Without professionals weighing in, opinions on an issue can be largely emotion driven leading to murky understanding of the subject matter without a true understanding of its evidence. Professionals must advocate on behalf of patients for ethical treatment versus convenient treatment, educating clients on what is truly best for their animals.

Continuing on, Dr. Parker offered advice to those wanting to become more involved in this type of animal welfare advocacy work.

"We have a duty to educate ourselves on ethical issues in all areas, not just those which personally affect us. We must not only possess an awareness of issues going on throughout the industry but educate ourselves on them in order to better serve our clients."

"We cannot be expected to have all the answers, however there should be higher focus put on education, at least to attain a basic understanding. Professionals also need to remove personal biases when relaying information."

As committed chair for the Animal Welfare Committee, Dr. Parker aims to grow awareness around the issue of animal welfare and find new opportunities for advocacy. The animal welfare committee is working to identify and give more of an audience to these opportunities. To get involved in Animal Welfare look into your local shelters or contact the animal welfare committee!

John Parker, DVM, is Chair of the Animal Welfare Committee, a Veterinary Mentor, and practices at Briarpointe Veterinary Clinic. He can be reached at drijsp8050@sbglobal.net.

Pulse Check with Dr. Alex



THE FIVE DOMAINS OF ANIMAL WELFARE: MOVING BEYOND THE FIVE FREEDOMS

While not a particularly “new” discussion, the systematic lens with which one scientifically analyzes animal welfare continues to evolve within the veterinary medical and animal science fields. This exciting conversation represents a continuum of progress over time as evidenced by a gradual shift from the Five Freedoms (FF) Model of animal welfare assessment towards the Five Domains (FD) Model of animal welfare assessment.

Originally proposed by John Webster, a founding member of the UK Farm Animal Welfare Council, the Five Freedoms Model of animal welfare sought to drive the prevention of negative welfare statuses in animals through an emphasis on the following freedoms: 1. freedom from hunger and thirst, 2. freedom from discomfort, 3. freedom from pain, injury, and disease, 4. freedom to express normal behavior, and 5. freedom from fear and distress. In his own words, Webster summarized that the applicability of the flagship FF Model served as “an outcome-based approach to identify and evaluate the efficacy of specific actions necessary to promote well-being” (Webster, 2016).

If one considers the limitations stemming from the FF Model’s assumption that the absence of negative states ensures positive welfare,

then it could be argued that having a process for determining the overall assessment of the quality of life is still needed – which consequently is the framework for the FD Model. Simply put, the “aims of FF and FD are different but complimentary” (Webster, 2016). Formal adoption of this newer model seems to have been warmly received in the general scientific community – a prominent example being a declaration from the Zoo and Aquarium Association of Australasia (ZAA) of their use of the FD Model for all ZAA-accredited zoos and aquariums to assess animal welfare. The ZAA states that the FD Model “allows us to progress beyond preventing bad animal welfare to include actively promoting positive animal welfare” (ZAA, 2022).

Originally developed by Professor Devid Mellor, the former Director of the Animal Welfare Science and Bioethics Centre at Massey University in New Zealand, a general summary of the FD Model is as follows: the first four domains (nutrition, environment, health, and behavior) inform the assessor about an animal’s various experiences, which consequently impact the fifth domain – the mental domain (ZAA, 2022). These outcomes can then be integrated into an overall measure of animal welfare status or quality of life (Webster, 2016).

PHYSICAL / FUNCTIONAL DOMAINS

NUTRITION
POSITIVE | NEGATIVE

ENVIRONMENT
POSITIVE | NEGATIVE

PHYSICAL HEALTH
POSITIVE | NEGATIVE

BEHAVIOR
POSITIVE | NEGATIVE

MENTAL DOMAIN

NEGATIVE EXPERIENCES

POSITIVE EXPERIENCES

WELFARE STATUS

SOURCE: ZAA, 2022

Application of this FD Model allows for an overall welfare assessment of an individual animal or a group of animals in a particular setting. One example could be in a small animal clinic where a veterinarian is discussing the option of euthanasia with an owner of an ill cat by evaluating how the daily care interventions might affect the pet's overall quality of life. Other examples include evaluations of adverse welfare impacts across a range of husbandry procedures that domestic horses are subject to (McGreevy, et. al., 2016). In following the framework, one can transpose this tool across widely differing scenarios.

Overall, while the FF Model and the FD Model essentially contain the same five elements, the FD Model allows for exploration of the mental state of a sentient animal in further detail – by also acknowledging that for each physical aspect affected, there might be accompanying “emotional” experiences that affect the overall welfare status (RSPCA, 2023).



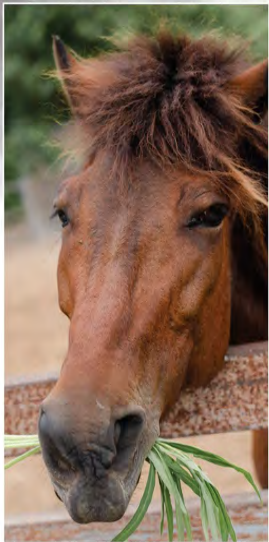
Alexander W. Strauch, DVM, MBA, is the staff veterinarian for MVMA and can be reached at alex.strauch.dvm@gmail.com

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THAI & SOUTHEAST ASIAN PONIES



More than twenty years ago Dr. Ken Gallagher and I were invited to speak at an equine conference in northern Thailand, this opportunity led to a program that has endured. After the conference, a Thai colleague asked if I would accompany her to Lampang City/Lampang Province. The incidence of Big Head Disease (nutritional secondary hyperparathyroidism) had spiked in the carriage ponies and no one knew why. The equine diet in northern Thailand is rice-based (hay, grain, & straw) which is high phosphorous, low calcium. Calcium depletion and bone loss occur, resulting in thinning of facial bones (Big Head), long bone periostitis, weight loss, and chronic pain.

Distrust existed between local carriage drivers and outsiders. Just to speak with the owners of affected ponies, required hours long meetings with local police to convince them we had no unspoken intentions and that we would be around not just for sample collection, but as individuals interested in addressing local needs and solving problems.

BY CARLA L. CARLETON, DVM, MS, DACT, DACAW

Carriage ponies have more than a hundred year history in Lampang and returning the pony population to health was critical. Tourists regularly visit, primarily from Bangkok/BKK, and expect holiday rides in the carriages. Because ponies suffered from poor body condition, lameness, and harness wounds, tourists were reluctant to ride in carriages pulled by ponies in poor health. It was essential that we respect local customs, recognize economic barriers to treatment, and address issues of distrust, religion, and gender (women veterinarians working with male drivers/pony owners). We were "foreigners" and it required patience, convincing pony owners that we were there for the ponies and for the duration.

As with any good epi study (many thanks to Dr. Kaneene!), we started with a history, physical exam, and noting changes that might be relevant to increasing disease incidence. We visited several pony owners on the perimeter of Lampang, seeking reasons for the changes. It became evident that Lampang was losing undeveloped land on its perimeter to get large vacation homes built by wealthy individuals to avoid BKK summer heat. Unfortunately, that removed pastures within walking distance for ponies on their days off from work. Ponies were kept home, in adjacent large stalls. To shed monsoon rains, the stalls had black tarps raised above the stalls, "giant tents" with a central spike. The ponies, living on the nutritional edge of Ca:P balance, lost their sun exposure and vitamin D, and were tipped into deficiency.

We had learned that only 4 of 200 ponies had a history of vaccination. Collecting blood led to a seroprevalence study leading to our only having to vaccinate for diseases to which ponies would be exposed. Many of the ponies had phenotypes suspiciously similar to Przewalski horses. DNA testing required additional sample collection.

We learned which diseases were present, that the ponies DNA was not of 'ancient horse' origin, but had unique markers. We tracked the Thai pony origins to Mongolian horses, with markers taking them back 'pre-Genghis Khan. That started the native pony breed registry.

Our involvement continues to this day. Within four years of starting this work, the Lampang Pony Clinic/LPC began: close enough to the city center that carriage ponies could be driven to it when owners had questions or needed care. Colics are managed only medically – lots of walking with owners carrying IV fluids on poles, beside their ponies, well through the night. Amazing how many recovered.

Quarterly meetings are held for pony owners to address problems that compromise pony health: lameness, wound care, hoof care, and neonatal care. Multiple workshops were held with a Dutch farrier traveling to Lampang. He trained small groups of local pony owners who wanted to become farriers (receiving a certificate at the end of the course). Prior to this, horse shoes were handmade from a variety of materials, but they now use proper shoes of correct pony sizes. To this day, the LPC provides routine preventive care, medical treatment, and is a dispensary for the calcium supplement. Pony owners can purchase calcium at cost to feed to their ponies. Initially it was imported,



but now a domestic supply is available, another piece of pride for the locals. Literacy is a challenge. Thai vet students often attend meetings. In between lectures at our seminars, they stand by posters to explain the details of a particular topic for those who cannot read.

Two documentaries have been made – one in English and one in Thai (shown on the equivalent of Thai PBS) that tell the story of the Lampang ponies. We are grateful for grants received from World Horse Welfare, individual donors, and for laboratory support to analyze samples (Gluck Equine Research Center).

We encouraged individuals from other provinces to visit the LPC, attend meetings, and learn how to meet their needs. In 2006, we were able to expand the reach of working equid care to Phnom Penh, Cambodia.



Collecting hair for DNA samples from a native pony, Lampang, Thailand

Equid animal welfare in the States is most often addressed by rescues run by dedicated individuals who are meeting a need. From my perspective donating to local and/or state rescues has great value. Target your support to benefit groups with whom you may have a local link and can more easily track how your contributions are applied.

In Northern Thailand, with improved care, ponies are living longer, family economics have improved, including monies for tuition/sending the next generation to school. Tourists are more likely to take a carriage ride when the ponies are healthy. Ponies receiving care are also more productive: they are stronger, carry more successful pregnancies, and recover faster from illness. I give all credit for this and preceding efforts to Dr. Chunekamrai (BKK) and Ms. Van Porleng (Phnom Penh).

Ms. Porleng had a long-term association with the Phnom Penh polo pony club and recognized that Cambodian working ponies needed similar help. As was done in Thailand, we began with a survey of villages in and around Phnom Penh to determine what were the greatest needs. This has developed into the Cambodian Pony Welfare Organization/CPWO. Dr. Nop, a Phnom Penh veterinary graduate, came to the States in 2019 and spent months with equine dentists in MI, then to WI working with Dr. Jon Gieche (MSU 1986; DAVDC), returning home with a great deal of hands-on training and power equipment. Since his return he has shared his knowledge and more advanced skills with Cambodian and Thai veterinarians.

I've been fortunate to engage with enthusiastic, dedicated, visionary individuals who care deeply for the welfare of the working equids who provide for their family's livelihood.

Carla L. Carleton, DVM, MS, DACT, DACAW, is Professor Emerita MSU CVM and also a specialist in Theriogenology. She can be reached at carleto1@msu.edu.



Dinner break for a community meal in northern Thai province during days of data collection.

THE

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ANIMAL INTERACTIONS TAKE CARE OF US

By Julie Cappel, DVM, CCFP

Does veterinary medicine add to our welfare?

I love veterinary medicine! Anyone who knows me knows I am passionate about this profession and all the humans that make up our world. Veterinary Medicine is the most unique and profoundly rewarding profession. Veterinarians ensure the well-being and proper care of all the earth's animals. This responsibility brings many challenges, including the physical and mental health effects of being overworked and feeling compassion fatigue. It may look on the surface like a negative correlation; however, working with animals and their caregivers allows veterinarians and those working in the veterinary profession to experience satisfaction and a sense of unmatched fulfillment. The welfare of humans is as much a part of veterinary medicine as the welfare of animals.

Witnessing the recovery of an ill patient from a deadly disease or the success of a profitable farming operation after a health scare provides rewards that are not possible in other, less challenging professions. Serving as a veterinarian or animal health professional is by far the most rewarding job in the world.

Many benefits to the veterinary caregiver are often not discussed, so I want to explore some of the advantages to our welfare as we act as healers of animals.

We experience constant learning. People who work in veterinary medicine experience daily opportunities to learn something new. A study by the University of California, Irvine found that learning promotes brain health and limits the debilitating effects of aging on memory and the mind, warding off dementia. Another study by Dr. Denise Park, a neuroscientist at the University of Texas at Dallas, showed that the more challenging the skills we learn, the better their effects on the brain. Because we are lifelong learners, we are uniquely inclined to stay mentally healthy and contribute to our emotional well-being through learning. Books, podcasts, webinars, and continuing education, are just a few ways we experience learning.

We have numerous opportunities to make a difference for animals and other human beings. As veterinarians, we are in the business of making a real difference in the lives of animals by diagnosing and treating their medical conditions and providing preventive care. Witnessing miraculous recoveries of ill patients brings a sense of fulfillment many humans do not experience in their professions. Seeing the wagging tail of a previously ill dog, or the joy on a fellow human being's face as they bond with their recovered animal, brings unmatched pleasure and a sense of purpose to our lives.

Having mission and purpose is what makes life worth living.

We experience opportunities to travel and see the world. Our broad profession allows veterinarians to travel and explore new and often exotic places. Many veterinarians specialize in certain areas — such as wildlife treatment and conservation or exotic animal medicine — which may require them to work in various locations. Large animal veterinarians spend much time traveling to farms and rural areas where they experience different landscapes and weather conditions. Traveling to exciting parts of the world allows the veterinarian to experience other cultures and gain insights into different people and animal species. Travel adds to a more well-rounded life experience.

We belong to a supportive community. Veterinarians love veterinarians, and people need people. Meet anyone who works in your profession, and you will immediately feel a bond. We are the only humans who know how lovely and challenging our work is. We bond with each other through the stories, experiences, and difficulties our profession brings. We are lucky and privileged to work with others who understand us and offer unlimited support. Scroll through any social media site and see how veterinarians and those who work with us have formed groups to provide support. We need each other, and we serve each other. As a member of the MVMA committees and boards, I have met many professionals supporting me in every aspect of my job and life. There is no other profession that I know which is so uniquely connected.

We develop a deep sense of compassion towards animals and people. As veterinarians, we have a dedication and love for animals that allows us to see where animal welfare needs to improve. As we provide compassionate care to our animal friends, we build stronger relationships with the clients, extending beyond our interactions with them. Building this relationship with other humans helps improve our physical and mental health. Connections and compassion are proven to enhance individuals' longevity and mental health outcomes. We have this skill baked into our experiences, and although it sometimes seems like a burden to be compassionate, it saves your life if you allow it.

Prioritizing animal welfare is vital for our profession and the world we inhabit. Prioritizing veterinarian's mental and physical welfare is vital for individuals in our profession and the clients and animals that we serve. By acknowledging our challenges and fostering a culture of veterinary well-being, we will create a healthier and more sustainable profession for ourselves and those who work around us.

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Dr. William F. Walquist

Dr. William F. Walquist was born on July 17, 1924, and passed away on February 21, 2024. He was just a few months shy of making it to one hundred. His secret to longevity was to be retired for longer than you worked. His son, Glen, said he worked for 33 years and was retired for 40 years!

After serving in the Army during WWII, he attended Oklahoma University and then transferred to Michigan State College, graduating with his DVM degree in 1951 following in his father's footsteps. He began his career working for USDA before entering private practice in Marshall, MI. Later he opened his practice in Roseville, MI, retiring in 1984.

Dr. Walquist joined the MVMA in 1952 and was a life member of the Association. He was president of the Macomb County Veterinary Medical Association and was active in his community in many other capacities.

He is survived by his wife of 72 years, Lucille, and their six children. One of whom followed in his father's footsteps as well, MVMA member Dr. Glen Walquist.

MVMA WELCOMES DR. ELAINE SHEIKH AS SECOND VICE PRESIDENT



Dr. Elaine Sheikh is a full-time emergency veterinarian in Grand Rapids, where she also works on a relief basis in primary care and shelter medicine. A graduate of Michigan State University, she has special interest in pain management and is pursuing a Master's degree in Veterinary Anaesthesia and Analgesia through the University of Edinburgh. She is the immediate past president of the West Michigan Veterinary Medical Association, and previously served on the MVMA board of directors as a district representative. Additionally, she is active on the MVMA DEI committee and the DEI education subcommittee. She is an AVMA ambassador, and participated in the MVMA's Power of Ten Leadership Academy. She is excited to serve the MVMA on the executive committee.

What motivated you to take on this leadership role, and what do you hope to accomplish?

"I am so proud of our progressive organization and its focus on DEI, advocacy in Lansing, and new graduate mentorship. I feel that effective and efficient communication are strengths that I can contribute to the executive committee as we continue to guide and grow the MVMA and stay on the cutting edge of advocacy, continuing education and mentorship."

"The world of veterinary medicine has changed so much in the past ten years, and continues to do so. As we navigate the changing scene, the importance of adaptability and collaboration cannot be understated. I hope to foster a spirit of connectivity and support between veterinary professionals within our organization, increase education and awareness of our roles within the community, and expand upon progressive diversity, equity, inclusion and belonging initiatives that the MVMA has helped to pilot."

Dr. Elaine Sheikh, is with the Animal Emergency and Specialty Hospital in Grand Rapids, MI and can be reached at Elaine.sheikh@gmail.com



Nonstop Kulture for Kater Rescue

BIG WHITE



Nonstop Kulture for Kater Rescue

FLUFFY

DOES

BY LANA KAISER, MD, DVM



Nonstop Kulture for Kater Rescue

Across the US, livestock guarding dogs (LGD) are being surrendered and euthanized at an alarming rate [1]. Most of these are Great Pyrenees, which is the most common LGD in the States. The Carolina Great Pyrenees Rescue is accustomed to rehoming 100 to 150 LGD per year, however in 2023 there were 1296 LGD in need [1,2]. On January 25th, 2024 National Pyr Rescue had over 100 dogs available for "adoption" [3]. Four days later they added twelve puppies. "A few years ago, it was the very occasional Great Pyrenees that found itself in a shelter, and the great Pyrenees rescue organizations were generally able to act quickly, sadly, that is no longer the case [4]." On January 22, 2023 the Great Pyrenees Rescue Society of Texas listed 77 dogs available for adoption [5]. Dogs from southern states often find their way to shelters and rescues in northern states and western Canada. British Columbia SPCA is caring



Photograph by Elizabeth Ingalls for Nature Research

for an emaciated GP and her 7 puppies, and has an additional 7 LGD available [6]. Erin Williams of Livestock Guardian Dogs Australia is seeing a similar trend in Australia [7].

There are literally hundreds of social media posts wanting to re-home LGD. In general, the dogs are less than 2 years of age. Although there are legitimate reasons for rehoming, many relate to behaviors specifically selected for a successful livestock guard. With no understanding of the traits these dogs were selected for, pleas for rehoming (after saying how much they love the dog) include roaming, barking, and guarding behaviors.

Elizabeth Ingalls notes "A vast majority of my LGD clients are coming to me at or near the age of social and sexually maturity, where the dog is transitioning from giant puppy to mature guardian. The average home seems to be startled with the emergence of very typical guardian behaviors. "I thought I did my research" is a common theme when coaching new to LGDs clients [8]."

Most reasons for rehoming involve human failure to understand the selection for guarding behaviors and what behaviors are "normal" for LGD [Figure 1]. These behaviors can be modified, and managed, but not extinguished. Because of the humans' lack of knowledge and understanding LGD suffer and their welfare is compromised.

How did this happen?

There are multiple reasons for the increase in LGD being abandoned or relinquished. One of the "top reasons" involves the "homesteading" movement where individuals with small acreage, inadequate fencing, and no predator pressure feel they need a LGD to protect their two goats and a handful of chickens. When their 12-week-old puppy does not guard but instead chases their chickens, they wrongly assume the puppy isn't "a real" LGD. They failed to understand what is required to successfully train and manage their LGDs - time, finances, knowledge, and understanding of the breed.



Photograph by Elizabeth Ingalls for Nature Research

Another reason for the increase in "available" LGD is breeding dogs as a revenue stream and people trying to recoup the cost of their LGD by breeding. There are also unscrupulous humans looking to cash in; puppy mills; and the cops litters of LGD. These puppies, often adorable and heart tugging may end up in uninformed pet homes in condos, apartments, and cities.

LGD have been selected for millennia to guard stock from wild predators. Unlike herding dogs, who were selected to move stock, LGD were selected to guard stock [9,10]. The development of LGD coincided with the domestication of sheep and goats in areas where apex predators threatened and killed stock. The oldest description of dogs guarding stock is found in Aristotle's History of Animals written in the 4th century BC [11]. The origin of LGD breeds coincides with areas in Europe, Asia, and the Middle East where transhumant and/or nomadic shepherding occurred in the presence of large carnivores [9]. In the presence of large carnivores, shepherds willingly spare the time to train and expense to feed LGD because they understand the financial and security value of these dogs. Small numbers of sheep and goats in proximity to towns with low predator load generally do not require LGD. However, large herds and flocks in remote areas moving to mountains in spring and to valleys in winter are routinely be exposed to apex predators.

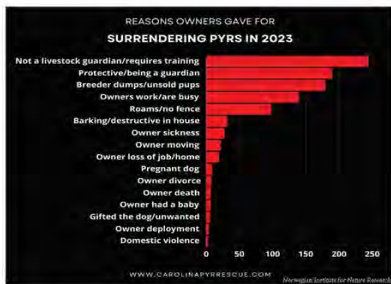
The diversity of LGD breeds represents their cultural heritage [9,10]. Breeds are often named for the area of their origin – Great Pyrenees from the French Pyrenees Mountains; Kangal (Kangal Province, Turkey); Caucasian Ovcharka (aka Caucasian Shepherd, Caucasus region); etc. There are at least 50 breeds of LGD originating from the Atlantic coast of Portugal to the eastern desert of Mongolia. Despite the diverse origins, what is striking about LGD is their phenotypic similarities – all are large, have drop ears, and a coat (and tolerance to heat and cold) that is suited to the region of the origin.

The breeds vary in their reactivity to strangers, dogs, and predators. Pyrenees and Maremma are considered softer, less bold/less hard. As you go east from France and Italy, the boldness and hardness (and “ability to engage humans”) of the breeds increases (Caucasian Ovcharka, Kangal), which is often attributed to the increased size and fierceness of the apex predators. While the Pyrenees and Maremma are considered minimally reactive to strangers and mildly reactive to strange dogs and predators; the Armenian Gamp is highly reactive to strangers, strange dogs, and predators; and the Turkish Kangal is minimally reactive to strangers, mildly reactive to strange dogs, and highly reactive to predators, LGD were selected for specific traits and specific environments, which may vary subtly or greatly between breeds and among individuals.

So, what makes a LGD? The selection of traits for LGD is different than traits selected for guardian dogs (Rottweiler, Doberman, etc.). LGD were specifically selected to show ritualized aggression (bark, growl, lunge) when they perceive a threat. The goal of ritualized aggression is to “encourage” the threat to move away. They are fully capable of engaging, but engagement is behaviorally expensive for both the LGD and the predator. LGD were also specifically selected to NOT have an intact predatory sequence (orient eye stalk chase grab-bite kill-bite dissect consume). The goal was to guard, not to hunt. Lack of predatory sequence should not be confused with generic puppy play, as LGD puppies need to be trained not chase the stock. These dogs were selected to work and make decisions independently.

LGD are born with the genetics to guard stock but they need to be trained, either by an adult LGD or a skilled human. LGD are generally not considered “safe” to guard (alone and unobserved by humans) until they reach social maturity at 2 years +/- . It is also important to note that LGD were selected to guard sheep and goats, not chickens. Considering the cost of a LGD, the time and energy to train the dog to guard birds, and the lack of apex predators at most homesteads, humans with a dozen chickens would be much better off to lock their chickens up at night.

When people get a LGD they are often surprised at their independence, thinking they are stubborn and willful, not realizing these breeds were selected to make independent decisions without human guidance. People also find the behaviors LGD were selected for (guarding) unsettling. The purpose of growl, bark, lunge is to obtain distance (get the threat to move away), the growl is a warning. Punishing the growl results in dogs that fail to give warnings.



In general, LGD do not favor traditional obedience, do not like body handling, and do very poorly with aversive handling or treatment. They prefer to be outside in all kinds of weather. As companion dogs they do poorly in big cities, may do OK in suburbs with adequate fencing and tolerant neighbors (Pyrenees bark) but do best in well fenced areas of several acres or more with no close neighbors. If there is inadequate fencing, they will create their own territory and are “accused” of roaming. Social maturity is often where the “unacceptable” behaviors increase and dogs are abandoned or relinquished.

As veterinarians we are acutely aware that humans often obtain a sentient companion without research or careful thought. This is particularly a problem for LGD, as the behaviors they were selected for are often the behaviors that become problematic in pet homes. These undesirable behaviors can be exacerbated by aversive tools/training designed to “fix the bad behavior.” The problematic behaviors, and the attempt to fix them, may result in relinquishment, abandonment or euthanasia. Understanding and working with the genetics, rather than “demanding” behavior is likely to result in a more positive outcome for the human and the dog.

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UNDER THE RADAR

By Karen Hrapkiewicz, DVM

Through volunteering with several organizations including Earthwatch, World Vets, and Mission Rabies I have experienced wildlife research and veterinary medicine in unique settings. I have been given opportunities to assist local veterinarians, given input into methods to utilize when sample collecting, and assisted in educational presentations. Examples of animal welfare abound yet often are not specifically highlighted and thus are under the radar.

Earthwatch, an organization founded in 1971, has been a pioneer in the field of citizen science. It has been pairing volunteers from all walks of life with scientists to study and protect threatened species and ecosystems in more than 130 countries around the world. They support rigorous, hypothesis-driven scientific research. Studies selected to be done in the U.S. are frequently tied to a university. These studies have commonly been approved by the institution's Animal Care and Use Committee. In other countries, the study might be attached to a university or to an institution such as a natural history museum. These studies have been reviewed and received oversight by the respective organizations.

The Earthwatch study Conserving Threatened Rhinos in South Africa

me to observe and participate in the horn removal procedure. The reserve made the difficult decision to do horn removal to protect white rhinos from poachers. Individual rhinos were darted with M-99 from a helicopter by a veterinarian. Care was taken to isolate the animal using the least stressful approach with the helicopter. Teams stood in wait to advance to the anesthetized rhino. One team was responsible for monitoring breathing and assessing the level of anesthesia. Another team was responsible for assisting the veterinarian and his technician. A third team helped move the rhino after the reversal agent was given. In the field, attention was given to cover the eyes and place ear plugs in the rhino to reduce stress. An IV catheter was placed in an ear vein. The procedure was done quickly and expertly. I was tasked with giving antibiotic, analgesic and anthelmintic injections. Talk about thick skin! I admit to bending several needles before I had success. Several of the rhinos were being moved to another reserve. After the reversal agent was given, the rhino was encouraged to stand and move toward the shipping crate by use of a cattle prod to give periodic shocks. It was amazing to see how an animal weighing over 2 tons could be safely moved using only manpower walking alongside. After the rhino was in the crate, eye and ear protection were removed.



While in transit, the rhinos were kept under tranquilization so as not to injure themselves. While on the reserve, I also treated Indy, one of their anti-poaching dogs that had a neck wound. I was impressed as to the care the dogs routinely received and the valuable role they played in keeping the reserve free of poachers. The study *Wildlife in the Changing Andorran Pyrenees* involved determining what small mammals were living at three different altitudes. Small metal containers, 8" x 3" x 3", were set up with care to ensure placement of the containers under rocks or bushes, out of the sun, and protected from elements. Temperature and humidity sensors were placed near each collection site. The containers gave an animal enough room to freely move around. A piece of apple, tuna mash, and a small amount of cotton bedding was placed in each. The terrain the containers were set up in was off trail and at times challenging to traverse. As per protocol, the containers had to be checked twice daily. Volunteers assisted during daylight hours; the research assistants went back after 10 PM and checked the containers using only a headlamp to find their way along the rocky trail. We found shrews, bank voles, and deer mice.

It was obvious the researchers were trained in their handling techniques. Individual animals were transferred into a large plastic bag and weighed. They were then hand restrained by grasping the nape of the neck, to take various body part measurements and position a standard ear tag. After data collection, the critter was released close to the area they were found. The researchers periodically collected tissue from the tail for genotyping. I initiated a discussion, mentioning this method would not be allowed in an adult animal without anesthesia and analgesics. The research assistants were unaware of the potential for causing pain because the method cuts ossified bone. I suggested they use the ear pinna and sent them the reference document *Guidelines for Tissue Collection for Genotyping of Mice and Rats*.

I have been impressed with the researchers in all the wildlife studies I have participated in. They take the privilege of working with animals seriously and go to great lengths to ensure the animals utilized in studies are kept as stress free as possible. I applaud their efforts in advancing science.

Karen Hrapkiewicz, DVM, MS, DACLAM, specializes in Lab Animal Medicine and can be reached at hkrapi@yahoo.com.

AMERICAN COLLEGE OF ANIMAL WELFARE

A C A W

In 2012, the American College of Animal Welfare (ACAW) received full recognition by the AVMA as a veterinary specialty. There are now more than sixty board-certified ACAW Diplomates. The specialty encompasses multiple species: domestic and exotic (land & air), shelter medicine, endangered species, working animals (primarily canine and equine), laboratory animals, marine life, etc. The mission of the ACAW "is to advance animal welfare through education, certification, and scientific investigation." The Joint Task Analysis outlines specific knowledge areas expected of ACAW Diplomates. The annual conference is an opportunity to gain advanced animal welfare knowledge and meet others engaged in animal welfare science and practice. If you are interested in animal welfare, I encourage you to visit ACAW.org and learn about the process to become board certified.



Carla L. Carleton, DVM, MS, DACT, DACAW, is Professor emerita MSU CVM, and an adjunct Professor at of Theriogenology at Tuskegee University CVM, and also a specialist in Theriogenology. She can be reached at carlet01@tmsu.edu.

NEW MVMA COMMITTEES

...

2024



ONE HEALTH COMMITTEE

...

One Health is the interrelationship of animal health, human/public health, & environmental health.



VETERINARY TEAM & WORKFORCE COMMITTEE

...

The Veterinary Team & Workforce Committee will work on ways to better serve valued members of the veterinary community, as well as, help to develop programs and educational tools for non-DVM veterinary staff.



AVMA UPDATE

AVMA VETERINARY LEADERSHIP CONFERENCE

By Jill Lynn, DVM & Larry Letsche, DVM

The AVMA Veterinary Leadership Conference (VLC) was held January 4-6, 2024 in Chicago and several members of your Board of Directors and CEO attended this premier leadership conference. The AVMA House of Delegates met, discussed, and voted on the following resolutions:

Resolution 1: New Policy on Mitigating Hazards in the Veterinary Workplace - Referred back to the Board of Directors.

Resolution 2: Revised Policy on Safe Non-commercial Transport of Pets in Motor Vehicles - Passed with Amendments.

Resolution 3: Revised Policy on Dog and Cat Population Management - Passed with Amendments.

Resolution 4: Revised Policy on Safety Testing - Passed as Written.

Resolution 5: Revised Policy on Raw or Undercooked Animal-Source Protein in Cat and Dog Diets - Passed as Written.

Resolution 6: Revised Policy on Animal Loss Support Services - Passed with Amendments.



Dr. Larry Letsche, Alternate Delegate and MVMA Immediate Past President thanks AVMA and the Governmental Relations Division (GRD) for their assistance with state-level legislative issues.

Other Highlights from VLC: VIF, PVME and Emerging Technologies and Innovation

The House of Delegates (HOD) held the VIF (Veterinary Information Forum) with discussion on the Principles of Veterinary Ethics, the mid-level practitioner proposed in some states, and the Veterinary Model Practice Update.

Dr. Gail Golab, AVMA's chief veterinary officer, updated plenary session attendees about progress on updating the AVMA's Principles of Veterinary Medical Ethics (PVME) and Model Veterinary Practice Act (MVPA). The principles describe a set of behaviors that serve as a code of conduct for veterinarians. The MVPA serves as a model for those who are, or will be, preparing or revising a state veterinary practice act.

A comprehensive review of the PVME was initiated in 2022 by the AVMA Council on Veterinary Service (CoVS) at the request of the HOD. The AVMA shared an updated draft with the HOD in mid-December 2023.

"Much of the language in the current PVME has been retained, but updated to reflect contemporary expectations for ethical veterinary practice and reorganized to make the document more user-friendly," she explained.

AVMA members can provide detailed feedback on the draft PVME during a 60-day comment period from January 2 through March 4. Comments will be reconciled by the CoVS this spring with a final draft expected in time for the HOD regular summer session, happening in June during AVMA Convention 2024.

After the PVME final draft is completed, the CoVS will begin reviewing the MVPA in earnest, Dr. Golab said. A draft of the updated MVPA will likely be available for review during the 2025 HOD winter session, followed by a period for member comment.

The AVMA is looking for nominations for its new Task Force on Emerging Technologies and Innovation.

"The AVMA has an opportunity to better meet the needs of its members by providing practical support and resources in an area where such guidance is largely lacking," Dr. Golab said.

The task force has been charged with the following:

- Develop a strategy by which the AVMA can best support practitioners faced with the opportunities and challenges of emerging technologies.
- Plan an educational symposium to be held in conjunction with the AVMA Convention 2024 in Austin, Texas.
- Suggest a charge and composition for a future AVMA committee that will develop related policy and create resources to support veterinary practitioners in the effective and safe implementation of these technologies in veterinary practice.

Anyone interested in joining the task force or who knows someone who should be a member are encouraged to email Dr. Golab at ggolab@avma.org.



The Jill Lynn, Jill Yoncoski and Gary Golab participate in the VCA sponsored charity event.

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 AVMA's Delegate to the AVMA, and can be reached at AVMA_DELEGATE_MI@avma.org or 517.331.2009.

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



AVMA President Dr. Rena Carlsson explains AVMA survey results: 95% of consumers want an 18 percent share of total annual 75% want the care by veterinarians not companies. 73% want to know vet before beginning care.

The House of Delegates listened to candidate speeches for office and voting will take place during the annual AVMA Convention in June:

Dr. Michael Bailey - President Elect, campaign slogan "PROTECT, PROMOTE AND ADVANCE". He is the only candidate for President Elect and serves on the AVMA Board of Directors.

Dr. Gary Marshall - Vice President, campaign slogan "CONNECT, COMMUNICATE AND COLLABORATE". He is the current Delegate from the state of Washington.

Dr. Elizabeth Boggier - Vice President, withdrew from the campaign due to her husband's current illness. She will launch a campaign for this office during the next election cycle.

AVMA JOURNAL UPDATE - The AVMA JOURNAL (JAVMA) has switched to once a month issues with supplements. There will be a reader survey coming out soon.

See MVMA Calendar for upcoming AVMA meetings & events!



COMMUNITY MEDICINE:

ALLEVIATING VETERINARY SHORTAGES FOR ANIMAL SHELTERS

Nora Wineland, DVM, MS, DACVPM
& Kelley Meyers, DVM, IABAA

M D A R D &
M S U C V M



MICHIGAN STATE
UNIVERSITY
College of Veterinary Medicine



Everyone wants to see empty animal shelters. But, if there are shortages in personnel, veterinary professionals in shelter medicine may struggle to expediently move animals closer to their forever homes. Performing sterilizations (which is required for a pet to be adopted out) and other care for a shelter's animals are challenging under the best circumstances, let alone when patient volume far exceeds caretaker capacity. [Above: Veterinary and veterinary nursing students prep a patient for surgery. Source: MSU College of Veterinary Medicine.]

To support shelters in "veterinary desert" areas, the Michigan Department of Agriculture and Rural Development (MDARD) is supporting the Michigan State University (MSU) Veterinary Medical Center in developing a mobile veterinary program to serve counties where shelters need more access to veterinary care. This program was made possible through a \$1.1 million grant out of the Animal Welfare and Veterinary Care one-time allocation from Governor Gretchen Whitmer's bipartisan fiscal year 2023 state budget. The allocation is dedicated to addressing the shortages in veterinary medicine, especially in underserved areas, and more funds remain to invest into additional projects.

"Healthy animals are the foundation to healthy communities," said State Veterinarian Dr. Nora Windland, DVM, MS, DACVPM. "This goal can only be reached if there are adequate veterinary resources throughout the state supporting and protecting animal health and welfare. More animal health professionals are needed within shelter medicine to monitor for reportable diseases, provide advice on proper animal care, and perform spay/neuter surgeries. All of this can lead to more healthy animals finding their forever homes."

The program is currently in development and will be fully implemented over the next year or two. MSU is in the process of identifying a lead veterinarian and technician to head the program, and it will soon procure and outfit the mobile unit. Coordinators are also in discussion with alumni, shelters, and practitioners to identify the regions of highest need and the most effective ways to serve them.

"Today's veterinary students are preparing not only to treat a wide range of animal patients and conditions but also address significant challenges in the field of veterinary medicine. We're proud to offer these future leaders the opportunity to enhance their leadership skills, develop an understanding of local communities statewide, and network with potential future colleagues in the field of shelter medicine—all while honing their technical abilities by assisting with the surgical care of animals in need," said director of the MSU Veterinary Medical Center, Dr. Kelley Meyers. "We're thankful for the support of MDARD in this important program."

Educating the Next Generation

A mobile veterinary unit also addresses the associated need for veterinary students to access a high repetition of routine surgery to hone their professional skills.

By incorporating clinical veterinary and veterinary nursing students into the program, it allows them to attain valuable practical experience with the skills they will depend on after graduation. And in doing so, MSU will enhance its current educational model by exposing students to a wide spectrum of veterinary care in varied environments, driving learners to develop their leadership and empathy skills alongside their clinical ones.

Clinical students within the mobile unit will perform sterilizations under the close supervision of, and with assistance from, MSU veterinary professionals. In the beginning, students will join the mobile unit as part of existing clinical rotations, but MSU will eventually develop a dedicated community medicine rotation for students to be fully immersed in the traveling unit. This service-focused learning will allow students to engage with communities they may otherwise never have known—including networking with potential future colleagues and employers or falling in love with towns they may wish to practice in after donning their graduation caps.

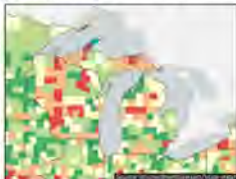
The learning benefits may go both ways. Coordinators hope the mobile unit will expose young people in underserved areas to veterinary medicine and pet care as a potential career path. Doing so would not only provide them with a potentially fulfilling trajectory but also it

may help to continue to alleviate veterinary shortages in these areas, as future graduates return to their hometowns to practice. In addition, exposing young people in underserved areas to veterinary medicine may also help to diversify the profession by adding underrepresented perspectives and demographics.

Assessing the Need

The Veterinary Care Accessibility Score (VACS) is an index that describes the accessibility of veterinary care on a county-by-county basis within the contiguous United States. The index, which scores on a scale of zero to one hundred, incorporates data on issues affecting access to care, such as household income, access to transportation, languages spoken, and number of veterinary clinics within an area.

Using this index, it is possible to not only get a glimpse of the areas in Michigan that would most benefit from mobile support but also clearly see that the need exists.



The VACS has given a score of 0-20 (the lowest level of access, designated as "near inaccessible") to seven Michigan counties; the next lowest tier identifies an additional 21 counties. Of Michigan's 83 counties, 41 were given scores within the 0-60 range. Seven Michigan counties were found to have, statistically, 0 veterinary employees per 1,000 households.

The majority of underserved counties, according to the VACS, are in the rural areas of Michigan. Most of the Upper Peninsula is placed in the lower-access tiers, and much of the northern half of the Lower Peninsula is as well. Wayne County, with a score of 19, stands out as a non-rural area of low access, a red island among green higher-access counties on the VACS online map.

Looking Ahead

Empty animal shelters begin with healthy animals that are ready for adoption.

MDARD and MSU are proud—and excited!—to collaborate with veterinarians and technicians across Michigan to improve patient outcomes, provide learning opportunities for future professionals, and alleviate workloads statewide. The fruits of this initiative will also provide data and insights into the overarching problem of the shortage of veterinary professionals, allowing MDARD and its partners to look at solutions from a fresh perspective. Most importantly, more shelters will have access to the care their animals need to be adopted into their forever homes.

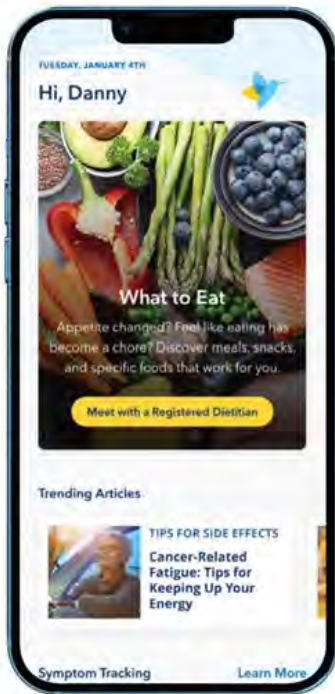
Nora Windland, DVM, MS, DACVPM is the Director of the Michigan State University and Lead for Division of Small Animal Medicine.

Kelley Meyers, DVM, MS, DACVPM is the Director of the MSU Veterinary Medical Center and Lead for Division of Small Animal Medicine.

BCBSM's New Cancer Support Program Instantly Connects Eligible Members with Personalized, 24/7 Support

BCBSM Team

Battling cancer can take a toll on a person's physical body and their mental health. Inevitably, there will be times where patients have questions, concerns, symptoms and side effects between appointments and treatment. When these issues arise late at night or while on vacation, visiting a medical facility or contacting treating providers could be out of the question. That's where Blue Cross' new navigation program – Cancer Support – comes into play. The program is through OncoHealth®'s virtual platform, Iris



OncoHealth®'s virtual platform, Iris. Developed by oncologists and available at no additional cost to members of participating health plans, Iris is available 24/7 and instantly connects patients to cancer support resources. Those who are eligible include employees and family members on their plan who are survivors, newly diagnosed, in treatment. A caregiver can also participate on behalf of the member if they choose. Users get access to Iris' platform features at no cost and receive the support they need to help:

- Close critical gaps in care.
- Improve health outcomes.
- Enhance quality of life while living with cancer.
- Reduce barriers to care and link to community and financial resources.

Key features of Cancer Support through the Iris platform:

Cancer experts: Symptoms and side effects can happen any time, so having access to cancer experts is important. Users can connect securely with a team of cancer-focused nurses and registered dietitians to ask questions and get additional guidance. This is another good example of how Blue Cross is activating whole-person health opportunities for its members.

Mental health support: With Cancer Support, participants can schedule appointments with a licensed therapist to address the emotional side of cancer. They can seek guidance on topics like ways to talk with family about their diagnosis, discussing return-to-work plans with their employer, fear of cancer recurrence and effective coping strategies.

Peer mentor community: People with cancer often want to talk with others with shared experiences. This peer mentor community feature allows users to select a peer mentor based on gender, age and cancer type, to find the best matched mentor for practical advice and support.

Educational information and additional resources: It can be overwhelming to research answers in between appointments and treatments, and available information may not always be reliable. In one convenient spot, users can access trustworthy, clinically approved articles, both live and recorded webinars and videos on a variety of topics.

How Cancer Support provides assistance for members of participating health plans:

This program addresses the multifaceted challenges of cancer care that encompass physical and mental factors.

Here's an example of the personalized support that participants can expect: A patient who enters information about their diagnosis and treatment into the Iris Oncology app can identify specific goals to help personalize their experience. Say the patient's top priority is addressing side effects quickly. Once they select that priority, a call is prompted with an oncology nurse who then spends time getting to know the patient and learning about their cancer experience on a personal level. The nurse assesses physical symptoms, screens for distress, anxiety and depression, and works with the patient to help them follow their current care plan and provide reliable information, guidance and support along the way, all virtually at a patient's fingertips.

Offering Cancer Support to employees benefits businesses:

The Cancer Support program provides you with the opportunity to help your employees during a critical time of need. The program and its features do not replace or interfere with care from established care teams and doctors. Instead, Iris complements them by providing immediate access to additional information and educational resources that cancer patients often need between appointments and treatment, including coordinating with the patient's treating oncologist, as needed. Other ways businesses may benefit by offering Cancer Support to their employees include:

1. Potentially lower emergency room and hospitalization costs.
2. Enhanced member experience.
3. More engaged employees.
4. Addresses social determinants of health.

Fully insured and individual plans will receive access to this program on Jan. 1, 2024. Self-funded plans can add it to their health plan to provide to their employees any time in 2024; however, there is a 90-day lead time to implement the program for self-funded customers. Contact your Blue Cross Blue Shield of Michigan sales representative or agent today to learn more about Cancer Support.

This content is in partnership with the Blue Care Network of Michigan as a resource for MVMA members.





MVMA

EVENTS

UPCOMING

MVMA Small Animal Series | Orthopedics for General Practice | Clara S.S. Goh, BVSc, MS
April 10, 2024 | 9:30am - 4:30pm

POTL: 1st Session - Welcome Weekend
May 3-5, 2024 | Kellogg Center

MVMA Small Animal Series | Practice Management | Wendy S. Meyers, CVJ
May 8, 2024 | 9:30am - 4:30pm

POTL: 2nd Session - Mandatory CE Day
May 16, 2024 | 5:30pm | Zoom

AVMA Convention
Austin, TX | June 21-25, 2024

Great Lakes Veterinary Conference | GLVC
June 11-13, 2024 | Mission Point Resort

MAHF Call for Grants ENDS
July 1, 2024 | 5:00pm

POTL: 3rd Session
July 24, 2024 | 10:00am | MSU VDL

POTL: 4th Session
September 24, 2024 | 10:00am | Karoub Offices

AVMA Veterinary Business & Economic Forum
October 8-9, 2024 | ONLINE

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

Diversity, Equity, Inclusion & Wellbeing Summit
November 7-9, 2024 | Atlanta, GA

POTL: Final Session
December 5, 2024 | 10:00am | MVMA Conference Rm.

AVMA Veterinary Leadership Conference
Chicago, IL | January 9-11, 2025

MEETINGS

MiVetCon Planning Committee Meeting

April 15, 2024 | 5:30pm | Zoom

Food Animal Practice Committee Meeting

May 8, 2024 | Time TBD* | Zoom

MAHF Board of Trustees Meeting

May 8, 2024 | 5:30pm | Zoom

MiVetCon Planning Committee Meeting

May 13, 2024 | 5:30pm | Zoom

MVMA Legislative Advisory Committee Meeting

May 15, 2024 | 1:30pm | Zoom

MVMA Executive Committee Meeting

May 29, 2024 | 6:30pm | MVMA Conference Rm.

MVMA Board Meeting (In conjunction with GLVC)

June 11, 2024 | Mission Point Resort

MiVetCon Planning Committee Meeting

June 17, 2024 | 5:30pm | Zoom

Board of Veterinary Medicine Meeting

June 20, 2024 | 1:30pm | Location Online*

MiVetCon Planning Committee Meeting

July 15, 2024 | 5:30pm | Zoom

MAHF Board of Trustees Meeting

July 23, 2024 | 5:30pm | MVMA Conference Rm.

Food Animal Practice Committee Meeting

August 21, 2024 | Time TBD* | Zoom

MVMA Executive Committee Meeting

August 28, 2024 | 6:30pm | MVMA Conference Rm.

MVMA Board Meeting

September 11, 2024 | ALL DAY | GLAR

MVMA Legislative Advisory Committee Meeting

September 18, 2024 | 1:30pm | Zoom

Board of Veterinary Medicine Meeting

September 19, 2024 | 1:30pm | Location Online*

MVMA Legislative Advisory Committee Meeting

November 13, 2024 | 1:30pm | Zoom

MVMA Executive Committee Meeting

November 13, 2024 | 6:30pm | MVMA Conference Rm.

Food Animal Practice Committee Meeting

November 20, 2024 | Time TBD* | Zoom

MVMA Board Meeting

December 11, 2024 | ALL DAY | GLAR

Board of Veterinary Medicine Meeting

December 17, 2024 | 1:30pm | Location Online*

TEANTATIVE 2024-2025 SMALL ANIMAL SERIES:

September 4, 2024

October 9, 2024

December 4, 2024

March 5, 2025

April 9, 2025

May 7, 2025





VETERINARIANS

Fremont Animal Hospital, located in northwest Ohio, is a busy three doctor, small animal practice seeking an energetic managing veterinarian to lead a strong hospital team and a pillar in the community. Carry on the tradition of loving the veterinary profession, finding joy in the ability to help pets and their owners, and going the extra mile to treat owners as you would like to be treated! Work where you play with flexible scheduling options and up to \$50,000 in bonuses! Let us customize a relocation package for YOU! About You: YOU are someone who is passionate about veterinary medicine and enjoys caring for both pets and people. This is truly a community practice with a longstanding positive reputation and we want to continue to serve our clients and pets to the very best of our ability. Community connections are important. YOU are someone who has (or has the capacity to create) a vision for the future of the hospital and is excited about incorporating advancements in medicine so that the practice can continue to function at a high level. YOU are someone who wants to be a leader and who has a positive, optimistic approach. With newer doctors on the team, we're looking for someone who can maintain order, offer guidance and offer both instruction and encouragement through strong mentorship. Interested candidates can reach out to Allison Huggins at Allison.Huggins@enva.com or 828-273-0326.

Kalamazoo Animal Hospital strives to provide a workplace with a positive work culture and work-life balance. If you are seeking this type of culture our clinic is the place for you! We are currently seeking a full-time associate to join our team. We are a well-established and growing 3-doctor small animal practice in Southwest Michigan focusing on preventative health care and building lasting relationships with our clients and their pets. Our veterinary team prides themselves on practicing high-quality veterinary medicine, surgery and dentistry and our newly remodeled hospital is well equipped with in-hospital lab, digital x-ray and digital dental x-ray. We offer a competitive salary and benefits package, including a signing bonus and a schedule that helps maintain a positive work/life balance. We would love the opportunity to share with

you more about our practice and the community we serve! Please reach out to Alyse at 269-381-1570 or visit kalamazooanimalhospital.com for more details about our practice. If you are interested in joining our team, please send your resume to kzoanimalhospitalmanager@gmail.com

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, 251-533-6522, bellaireanimalhospital@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.

Companion Animal Veterinary Clinic is looking to hire another associate veterinarian! We are a privately owned, small animal practice located in southwest Michigan, between Grand Rapids and Kalamazoo. Our clinic prides ourselves on providing quality compassionate care for our patients and their owners. The practice has been growing over the past 35 years and has an excellent clientele base. The clinic was remodeled and expanded in 2019, with all new equipment. Here at Companion Animal Veterinary clinic, we also emphasize a good work/life balance. Clinic hours are Monday - Friday 8 am to 5 pm, Saturday 8am - noon. No late hours, emergency, boarding, or grooming. Current veterinarians rotate on Saturdays. If a patient needs 24-hour care, we are located between three different facilities within 30 minutes. Full-time or part-time position available, with the potential of ownership. A competitive salary with sign on bonus is being offered. Health insurance, liability insurance, retirement plan, CE allowance, and paid licensing/dues are all part of the employment package. Mentorship (Eastern and Western

medicine) available and new graduates welcome to apply. If we sound like a good fit, please send us a resume to tara.cacvet@yahoo.com.

Friendship Animal Hospital is a privately owned small animal hospital in Kalamazoo, MI looking for a full-time or part-time associate veterinarian. New graduates are encouraged to apply. We offer high quality medicine and surgery with excellent quality of life, and we always go home on time! Our practice is equipped with digital radiography (including dental), ultrasound, therapeutic laser, patient monitoring and warming devices, IVF pumps, tonopen, and Antech lab services. We are open Monday through Friday, with no holidays or weekends required. All after hour and weekend emergencies are referred to local emergency hospitals. We heavily utilize our support team and employ LVTs and VAs. Our hospital offers a competitive salary with health care stipend, retirement plan, student loan assistance program, CE allowance, paid professional fees and vacation. Please email resumes to drbillings@friendshipanimaldoc.com or call 269-372-7900. Sick of dealing with landsharks & deafened by constant barking? Yearning for a calm, quiet, low stress environment? Cat Care of Rochester Hills is a certified Cat Friendly clinic with compliant, NICE clients & an experienced, fun staff. Our beautiful facility has digital rads, full dental suite with digital dental rads, & IDEXX lab equipment. Have a more complex case? We have in-clinic access to specialist-read abdominal ultrasounds & echocardiograms. We'll consider experienced feline practitioners, as well as new grads who are eager & willing to learn. Our ideal candidate: FT/PT, warm, confident, fantastic sense of humor, with excellent communication, surgical, & medical skills. We belong to a family of practices that supports our veterinarians with superior salaries & benefit packages, including health, dental, & vision insurance, 401(k), CE allowance, vacation, professional dues, & liability coverage. Interested? Contact tsloan@vetcor.com.

Looking to enjoy coming to work? We do! We are a small solo small animal practice looking to add to our team. Interest in ultrasound, dentistry and general surgery are encouraged. No after hour emergencies since we have 4-5 local ER. Troy has great schools and a diverse friendly clientele. FT or PT associate vet position available. Digital whole body/dental x-rays, IDEXX Procyte and Catalyst blood machines, Urine Sedivue, high speed dental unit and GE Logiq ultrasound. Thorough quality medicine and client education are important. Serious inquiries only send cover letter & resume to Troyvetvet@gmail.com.

Adopt-A-Pet, Inc is seeking a full or part-time veterinarian to be a valued and integral member of a limited admission shelter in Fenton, Michigan. We are a well-respected, Fear Free certified animal shelter recognized for quality of care. We are committed to animal well-being as well as our staff and volunteer well-being. Whether you are a newer graduate or an experienced veterinarian, we would love to have you join our team. Any new veterinarian will be supported by an excellent management team who believe doctor input is a critical, valued component of medical outcomes. The medical team is outstanding, extremely

competent and includes LVTs, veterinary assistants, and administrative personnel, which allows the veterinarian to concentrate on surgery, medical cases, and big picture shelter medicine protocols. Services are provided to shelter animals and to rescue partners including surgical procedures and medical case workups. Hours are flexible and salary is competitive with shelter and private practice rates throughout the Midwest. We are fortunate that our doctors tend to stay for long periods because our team becomes family. Moreover, Adopt-A-Pet, Inc. is in beautiful Fenton, where we have a great downtown with delicious food and brewery options, as well as beautiful lakes and hiking trails within a few minutes from the shelter. Please contact Jody at info@adoptapetfenton.com.

Join the ANN ARBOR CAT CLINIC! We have an opportunity for a full-time veterinarian who is passionate about feline care and wants to make a difference as a non-corporate, non-emergency practice, we strive for an ideal work-life balance and a welcoming environment for continued learning. Ann Arbor is a college town that boasts a vibrant, diverse culture. We have the benefit of working with clientele that are knowledgeable and dedicated. Visit annarborcatclinic.com to meet the team. If you are feline-focused and have excellent communication skills, we would love to hear from you. Contact us at aacc@annarborcatclinic.com.

Powers Veterinary Clinic invites you to take a look at the beautiful upper peninsula of Michigan and see our clinic! We are a small animal general practice searching for a veterinarian to join our team. Our goal is to emphasize the strengths of our staff in order to foster a cohesive and effective practice. Our mission is to provide the best possible care for our clients and patients. We encourage growth, both personally and professionally, whether that is exploring surgery, small animal, large animal, holistic medicine or whatever it is that may draw your interest. The people you work with every day are welcoming and supportive. Know that you are heard, and your ideas and opinions are valued. We strive to create work/life balance for all our staff as balance is as valuable to us as it is to you. We want you to love coming to work while knowing that your time is respected. For you, we offer a compensation package that includes a competitive salary, along with benefits such as PTO, retirement savings with employer match, CE allowance, Uniform allowance, Fees and Dues paid, and discounts for personal pets. If there is anything you wish to see as a benefit, mention it and we can explore it further! If interested in learning more, please reach out to Emily at powersveterinary@gmail.com or at 906-498-2239.

Red Bull gives you wings, we give you a work-life BALANCE. Arbor Hills Veterinary Clinic is looking to expand to a two-doctor practice within our upbeat, positive and fun filled clinic! No weekends, no emergency on call, deluxe sign-on package filled with benefits and more. Arborhills.vet will give you a tour of our remodeled clinic in 2018, Facebook.com/arborhillsvet or @arborhillsvet (IG and TikTok) will show us off more. Love the idea of working with us? Then please send your resume and cover letter to drmillier@arborhills.vet.

Come practice in a beach town! Caseville Small Animal Clinic in Caseville, MI is currently seeking an additional Associate Veterinarian to join our 2-doctor practice. New graduates are welcome to apply! We have been a fixture in the community for many years caring for dogs and cats from the "thumb" of Michigan and the surrounding communities. As the area's leader in small animal medicine, we offer a variety of services including preventive medicine, ultrasound, digital radiology, advanced dentistry, rigid endoscopy, internal medicine, laser surgery and much, much more! We recently expanded the size of our hospital as well as renovating our entire existing space to give our team a brand-new, modern, and efficient workspace. This full or part-time position has great earning potential with our loyal client base and potential for continued growth within the community. The practice owner is enthusiastic about mentoring and teaching new team members. Dr. Stachowiak currently sits on the Michigan Board of Veterinary Medicine, is a former president of the MVMA, and owns a laser surgical training business which has allowed him the opportunity to train veterinarians across the country in laser surgery. We have an abundance of experienced licensed veterinary technicians that enjoy supporting you every step of the way! Set on the sparkling waters of Lake Huron, Caseville attracts outdoor enthusiasts who enjoy year round activity. We are a summer resort town gen located at the tip of Michigan's "Thumb" area known for its sandy beach, abundant fishing, and its unique shops and festivities. Our compensation package includes an extremely competitive salary, quality health insurance, 401k retirement plan with matching and profit sharing, employer assisted student loan repayment, paid time off, generous continuing education allowance, and reimbursement for membership dues and license fees. Please email CV or resume to KJSDVM@yahoo.com.

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-dental available, hospital covers part of premium. PTO available upon hiring with annual increases. We are an AAHA-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.

Location: Bryan, Ohio in the NW corner. As our senior doctor has retired after 47 years, we are now a 3-doctor practice looking to become a 4-doctor practice. We are not corporate-owned and still have that feel of a "family" owned practice. We mentor well! If you want to learn orthopedics, soft tissue, dental surgery, endoscopy, ear endoscopy or ultrasound we can help. We have in-house IDEXX lab equipment, digital general and dental x-ray. BTW, we just sent our first-year doctor to Dallas to learn more about the ultrasound. Another doctor just went to a seminar in Kiawah and the other to a Myrtle Beach seminar. We love giving paid vacation/seminars. This could be you. We offer a 4-day work week (9-hour daily schedules). Rotation Saturday mornings, no emergencies, 2 weeks paid vacation first year, paid holidays, paid sick days, Retirement plan, 60% paid medical, dental, vision insurance, uniform allowance, personal pet care, \$2000 CEU allowance per year, paid dues for AVMA, OVMA, PLIT, DEA, Ohio license and VIN. There is even a paid gym membership. Come visit and get \$500 for just spending the day with us. Oh, and we offer an excellent wage, AND a \$20,000 signing bonus, AND help with student debt. Make this your first and last practice. Contact Dr. Brent Pettigrew at bryanvet1@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 Alumna, 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.

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. 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. 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, Imagyst, client communication platform, digital radiography, ultrasound, acupuncture, new therapy laser, Tonovet, in-house IDEXX CBC, chemistry and urine analyzers and more. The right candidate will be a motivated, team-oriented individual with good communication skills and a good work ethic. A strong interest in surgery is a plus. Mentoring is offered and encouraged. Pay is competitive, based upon experience. 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 \$20,000 signing bonus is being offered, half available upon signing and the remainder to be paid throughout the year. This can be discussed in detail upon inquiry and submission of a resume. Please submit inquiries to: suevetdogcat@gmail.com, 616-396-6543, Attn: Dr. Sue Vanderjagt, cell 616-886-9452 Business location: 1106 Washington Ave. Holland, MI 49423, animalclinicofholland.com.

MedVet has an opportunity for a strong Medical Director (MD) at our Commerce, MI hospital. Who You Are: Have demonstrated leadership with a strong track record of success during times of change, transformation and rapid growth. Have at least 5-7 years of progressive growth and experience in a veterinary healthcare organization. Have the capability to effectively manage conflict in highly emotional situations with grace and maturity. Board-certified veterinary specialists, experienced ER DVM's, DVM's with military leadership, DVM's with animal health leadership, or DVM's with equivalent experience are ideal. To submit a confidential CV, email Brian Stearns at Brian.Stearns@MedVet.com.

Town and Country Animal Clinic is looking for a small animal veterinarian to fill a full-time position at our privately-owned practice! We take pride in providing high quality, state-of-the-art care in a picturesque town just 25 minutes from Grand Rapids, Michigan. Our practice sees a variety of medical and surgical cases in addition to providing wellness care for the pets in our amazing community. We offer a competitive salary with profit-sharing bonuses and a 4-day work week. Generous benefits package including health, dental, vision, life insurance, matched retirement savings, professional dues, licensing fees, paid time off, clothing and CE allowances and a signing bonus to assist with moving expenses. We have a strong support staff, electronic medical records, full in-house laboratory, ultrasound, endoscopy, in-clinic rehabilitation services, digital imaging and a brand new dedicated dental suite. Flexible scheduling is available so that all team members can have a positive work-life balance. Responsibilities include out-patient wellness, out-patient sick and injured care and general surgery and dentistry. No on-call or after hours

duties required. We really do love mentorship and would be happy to help a new graduate develop the skills needed to practice with confidence and independence. Candidates must have graduated from an accredited College of Veterinary Medicine with a current or pending State of Michigan Veterinary License. Please submit CV or resume to aplytotownandcountry@gmail.com or call Dr. Maureen Austin at 616-754-4992. Michigan State University is seeking a full-time or part-time dual appointment Assistant Professor in Veterinary Nursing and Primary Care at the college of veterinary medicine. Come join 2 other full-time, and 2 part-time DVMs, and a team of 3 veterinary nurses, and 1 nursing assistant. As an instructor, you are responsible for delivering didactic and laboratory educational information to Veterinary Nursing and DVM students to meet guidelines set by the AVMA. Extensive instruction of veterinary medical and veterinary nursing students in a teaching-hospital setting, surgical supervision of veterinary students in a traditional hospital setting and an outreach shelter environment is expected. Additionally, the position will also be responsible for training veterinary interns assigned to the Primary Care Service. The VMC faculty also include a full array of in-house specialists (surgery, internal medicine, diagnostic imaging, emergency and critical care medicine, cardiology, neurology, dermatology, ophthalmology, medical and radiation oncology, theriogenology, sports medicine and rehabilitation, anesthesia, clinical, and anatomic pathology). There is flexibility for the position to be less than a full-time appointment and will be assigned based on the goals of the successful candidate and the needs of the department. Faculty benefits include comprehensive medical and dental packages for appointments ranging from 50% to 100% FTE; premiums will vary. There is also an optional base retirement plan and paid vacation leave available depending upon appointment percentage. Michigan State University is an equal-opportunity employer. Minimum requirements: DVM or equivalent degree and eligibility for licensure in Michigan. Desired qualifications: a minimum of two years of clinically related experience. Please see the MSU Careers page for information on applying: <https://careers.msu.edu/en-us/job/516385/assistant-professor-health-programs>

Creekside Animal Hospital is a privately owned small animal practice located in Macomb, MI. We provide old fashioned TLC enhanced by modern technology and strive to expand our knowledge of veterinary medicine while upholding a high level of compassion and dedication toward animals and their families. In the area of Macomb, you can find any kind of retail therapy you may need or within 20 minutes, find yourself at one of our beautiful Great Lakes for some time with nature or a beach day. We have Metro parks available for hiking/biking/skating/kayaking and more. Our clinic is 5000 sqf, with digital radiology, dental x-ray, laser therapy, ultrasound, in hospital laboratory (IDEXX) and pharmacy, with paperless practice manager software. We see dogs and cats, but if you are interested in learning about pocket pet or avian medicine, the owner can help you expand your interests. Our team is like -

extended family, frequently seeing each other outside of the office. We hold routine staff outings and monthly staff meetings throughout the year sponsored by the clinic or our close-knit vendor representatives. Looking for full or part-time associate DVM. Full-time benefits include medical/dental, 401k matching, vacation/sick time, 4-day work week with every other Saturday. 20-minute well visits, 40-minute sick visits. New graduates welcome. Doctors have two LVTs and an assistant support team; support staff is highly trained. Creeksideah@outlook.com.

Are you looking for a better practice culture? Greenville Animal Hospital is a dedicated group who truly care about one another and our patients and like to have fun at work! We are looking for a like-minded individual to join us as a full or part time associate veterinarian. We are privately owned, and our founder believes that employee well-being is the foundation that sets us up for success; our clinic culture is the key to a happy and cohesive team. Our top priority is making sure we have a safe and welcoming work environment where everyone supports one another. With that in place, high quality veterinary care comes naturally. Our facility is brand new as of 2022 and we have all the tools you need to provide excellent care: digital whole body and dental radiography, ultrasound, Companion Therapy laser, high-speed dental unit, full in-house IDEXX lab (including Sedivue), Tonovet, Doppler blood pressure, and Cardell surgical monitors including ETCO2. Full-time employees enjoy a 4-day workweek with no weekend hours and no on-call duty, true paid vacation, paid holidays and health insurance. Compensation includes generous Prosal with no negative accrual. Additional benefits include SIMPLE IRA with 3% match, employee assistance program (EAP), all dues and licenses paid, CE allowance, uniform allowance, and discounted veterinary care for your pets. We have an outstanding team of support staff including three LVTs and several experienced assistants and CSRs. Our practice manager and lead CSR are also LVTs. Our staff is highly leveraged so you can focus on medicine and surgery. Formal mentorship is available for new and recent graduates if desired. If you think you might be ready to make a change please contact Dr. Mary Kinser dkinsers@greenville-animal.com for more information, and/or send resume and cover letter.

Animal Medical Center in Midland MI is looking for a 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. 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, 5-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.

The Animal Medical Center of Troy is searching for a DVM who prioritizes client communication, has a positive attitude, and enjoys evidence-based

medicine. Open to all experience levels! Join our 2-doctor practice & enjoy flexible scheduling, competitive benefits, and medical freedom! AMC Troy is an AAHA-accredited, small animal hospital based in Rochester Hills. Contact Megan to learn more: Mhoney@westernvefpartners.com.

Associate veterinarian with experience is required for a part time or full-time position in an active hospital in Downriver area of Metro Detroit, Michigan, with good payment and working hours. New graduates are welcomed. Our clientele is friendly, and our workplace is relaxed and pleasant. No after-hours emergency. Competitive, negotiable salary. Please send your application letter with resume to vetssearch@yahoo.com.

Lane Animal Hospital in Chelsea, MI is seeking to add another 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; \$3000 CE budget. Email inquiries to Rachele@laneanimalhosp.com.

Are you tired of working for a corporation? Are you sick of working late nights and weekends with no work life balance? Are you a new or recent graduate looking for a clinic with strong mentorship and collaboration? Schockcraft Veterinary Clinic in Schockcraft, Michigan is a privately owned four-doctor, full service small animal practice that has provided care to clients in the Southwest Michigan area for more than 30 years. We are currently seeking additional veterinarians to join our team to help meet the needs of our thriving Veterinary Clinic. We strive to provide exemplary medical, diagnostic, therapeutic and surgical care to our patients. Most of our diagnostics are performed in-house so that we can provide our clients with timely information and the most beneficial treatment plans for their pets, all while being cognizant of their economic concerns. We believe strongly in teamwork and work life balance. Our practice is not just a job site; it is a career path where everyone is valued as a person, not a commodity. We strive to provide a fun, but professional work environment where employees can learn and collaborate while feeling respected and appreciated. To promote work life balance, we no longer offer late night appointments, we do not offer Saturday office hours and we do not see after-hour emergencies. We offer a generous benefits package and a flexible work schedule. Compensation will be based on experience and number of work hours per week. We are looking for motivated, compassionate, people persons who love working in and contributing to a team-focused, positive environment. Our dedication to the clients and their pets shines through in everything we do. If we sound like a good fit for you, please email Dr. Paula Sauer at office@schockcraftvet.com.

LVTs AND VETERINARY ASSISTANTS

Potter Park Zoo is looking for a full-time veterinary technician. If interested, please apply at: <https://www.governmentjobs.com/careers/ingham/jobs/4134363/veterinary-technician-potter-park-zoo?keywords=potter%20park%20zoo&pagetype=jobOpportunitiesJobs>

PRACTICES AND EQUIPMENT FOR SALE

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 7% growth through December 2023! Gross Revenue in 2022 was over \$1.26 million (12% Growth over 2021). Contact PS Broker: info@psbroker.com, 800-636-4740, <https://gojpsbroker.com/M19> (Listing M19)

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 consultation. We are happy to help. 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.

Southern Michigan in Kalamazoo/Jackson Area. Gross \$1.3M. 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.

Northwest Detroit Suburbs. Gross almost \$988K. 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.

Small Animal Practice in Kalamazoo Area. Gross almost \$1.4M. 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.

Small Animal Hospital located in Jackson County, MI for sale. Real estate has a current appraisal of \$330,000 and includes 2.69 acres with a 3844 sq. ft. hospital and a 1344 sq. ft. attached 3+bedroom living quarters. Grossing nearly \$400,000/yr. with an average client transaction of \$171 & High Net. Open M-F, 40 hr/wk (No weekends and no emergency calls). Willing to help with transition if desired. Asking appraisal value, of \$330,000 for everything. Please email practice4sale@currently.com.

North Oakland County Veterinary Hospital - rare opportunity!

Hospital and practice for sale. Increasing revenues and Clients. \$1M+ 2023. Looking for that unicorn opportunity, here it is! Contact Bob Eberline at Peak Practice Transitions, phone 248-390-5664 or robert@peaktransitions.com.

Top-rated, busy veterinarian clinic for sale. Located in southern Oakland County, this 1 to 2 doctor practice with property is available. Great opportunity to own an established top rated vet clinic with excellent consistent revenue. Email ocvetveterinarianclinic4sale@gmail.com for more information.

Practice for sale. Owner health problems. Semi-rural setting western Genesee County. Practice hours have been limited for quality of life. Lots of room to grow in this fast-growing area, which is predicted to be the new center of commerce. Grossed over 400K in 2022. Well equipped: most types of surgery, digital x-ray including a dental, running of Avimark. \$165K Owner will finance for right person and down payment. 810-516-6661

RELIEF AIMS

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

Sharisse Berk, DVM | 248-851-0739
(MSU 95, MVMA Member) Available for SA relief or part-time work in Southeast 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. presspawspc@gmail.com

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

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. bcornwalldvm@gmail.com

Jennifer M. Dec, DVM | 248-224-1900
(MSU 04, MVMA Member) Small animal general practice and emergency relief. Surgery, ultrasound, and excellent communication skills. drockstarbc@gmail.com

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

Julie K. Eberly, DVM | 616-218-8105
(MSU 93, MVMA Member) 13 years mixed practice. SA relief since 2016. Soft tissue, spay/neuter, dentistry; good communication and charting skills. W Michigan/Lakeshore/Holland/GR. docjulie5@msn.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. drliaharris@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. 11 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 & Feline Practice) 517-474-3811 | (MSU 82, MVMA Member) Small animal relief work. Based in Jackson. lynnlawitzkedvm82@gmail.com or lynnlawitzkedvni.com

Amy Liu, DVM | 269-888-4288
(MSU 97, MVMA Member) Quality SA relief medicine, surgery, and dentistry. High volume S/N proficient. Excellent communication, adaptable, amiable. SW MI - Kalamazoo, Lakeshore area. dramyvetrelief.com, dramyvetrelief@gmail.com

Katherine O'Connor, DVM | 248-207-3528 | SA/exotics/emergency relief. (MSU 14, MVMA Member) Exceptional medicine when you need it most. Based in SE, MI. 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. apeakdvm@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. rorisusa@gmail.com

Kimberly Scutchfield, DVM
(MSU 08, MVMA Member) SA ER/CC relief. 10 yrs ownership, 5 years ER relief. SE MI, will travel. Great client & staff communication, fast paced, delegator. Compassionate patient care. drkimscutchfield@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@esdtkn.us

Linda Vanasche, 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

Amy Wildrose, DVM | 517-420-5801
(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 Zablotny, DVM | 517-896-9146
(MSU 97, MVMA Member) Experienced SA relief for SE and mid-Michigan. References. drzablotny@gmail.com

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AVMA'S 2024 LUNCH & LEARN SEMINAR SCHEDULE



March 20 **Animal Welfare Resources in Practice**

Presented by Nick Szaran, DVM

April 17 **How to Address Vaccine Hesitancy with Clients**

Presented by Sarah J. Wooten, DVM, CVT

May 15 **Fish Farm Veterinary Medicine 101**

Presented by Wyron Kosloski, MS, DVM

June 5 **Belonging & Wellness**

July 17 **Invest in Yourself & Increase Profitability: Practice Ownership & Sales**

Presented by Gret Balkshak of Total Practice Solutions

Aug. 14 **Common OSHA Mistakes Veterinary Hospitals Make**

Presented by Melissa Tompkins-Lewis, BS, CVPMA, PHRca, CCPA

Sept. 18 **Behire & Retention - How Can We Make Them Stay?**

Presented by Gabriela Crabbiron, BS, CVPMA, SPHR, PHRca, CCPA, FCFP

Oct. 16 **Hot Topic Discussion!**

Presented by Experts from MSU VM

Nov. 13 **Radiology**

Presented by Peter Novi, DVM, DACVP

Dec. 18 **Reproduction & Theriogenology in Practice, Don't be Afraid of Repo!**

Presented by William Schultz, DVM

Michigan Veterinary Medical Association

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The Michigan Veterinary Medical Association represents the veterinary profession in Michigan, advances the knowledge and standards of its membership, and promotes the science, practice, and value of veterinary medicine for the benefit of animal and human health.



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