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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.

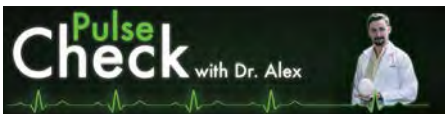
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Looking to the Future

By Bonnifer Ballard, MLD, CAE

My name is Bonnifer Ballard and if you read the Paws Button, the weekly e-newsletter, you will know that I am the new chief executive officer of MVMA. A little of my background was included in that early May announcement but I'll give you the highlights here. I have a bachelor's degree in business and a master's degree in leadership development. I have spent the last three decades managing nonprofits of all kinds and bring a wealth of association management experience to my role.

My desire to work toward a mission developed early, likely stemming from my military service. While I am proud and grateful for my time served, a career in military service was not for me. However, I took with me a goal-oriented and data driven perspective on work and found that working toward a mission fed my soul. This is actually one of the reasons that my master's is in leadership development. It was more important to me to understand how to lead than how to manage. (I'm a big Brene Brown groupie!)

I actually have wanted to work with MVMA since a day about five years ago when MVMA's previous CEO John Tramontana announced his first day at MVMA. Up to that point, I was happy with my previous organization and hadn't given a single moment's thought to leaving. But John's announcement planted a seed, specifically a seed to work with MVMA. And now, here I am! I won't try to fill John's shoes, but I do look forward to carrying on some of what he started.

I am new and learning more about MVMA and the veterinary industry at large every day. I am working with the Executive Committee and Board on specific goals. I also have three areas where I plan to focus my learning and energy in the coming

months: membership, policy, and strategic partnerships. Membership because there is always room to grow and the organization is strongest when we have a strong membership base. Policy because there are some significant issues at play in Lansing right now that need our dedicated energy. And strategic partnerships because some of the challenges facing MVMA members (burnout and workforce development to name just two) will take strong collaboration and innovation to address.

I definitely don't have all the answers. As a matter of fact, we will be embarking on a strategic planning process in the coming months. For MVMA to continue to be successful into the future, it will take all of us, staff, board, committee members, and members at large to create an approach that meets members needs and helps to address the most pressing challenges.

MVMA has existed for 141 years. It has a rich history of member service, volunteer engagement, and championing animal welfare and human health. And I am lucky enough to now be a part of that history and to help lead MVMA to its next phase. I am looking forward to working with you.

Bonnifer Ballard

*Bonnifer Ballard, MLD, CAE, is MVMA's CEO,
and can be reached at ballard@michvma.org or
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With the changes in seasons comes new beginnings

By Dana Tatman-Lilly

This time of year, brings change for the veterinary community in Michigan. The MVMA welcomes a new CEO. Michigan State College of Veterinary Medicine will have a new Dean. In addition, many new graduates recently entered the veterinary profession as either new veterinarians or veterinary nurses. As current president of the MVMA I was able to participate in two of these monumental changes.

First, as a member of the CEO search committee I wanted to share a little about that process. Let me tell you, finding a new CEO is not easy and it takes time, but we had a dedicated Search committee that collaborated with myself and chair, Dr. Srinand Sreevatsan. On behalf of the MVMA I want to express my heartfelt appreciation for the dedication, service, and countless volunteer hours they contributed to the search process. Thank you, Drs. Srinand Sreevatsan, Julie Cappel, Matthew Hynes, Larry Letsche and Stephen Steep.

The MVMA Board selected the same search firm used in the hiring of our previous CEO. We worked with their executive consultant who recently assisted with the Ohio VMA in their CEO search. Additionally, while searching for a new CEO, we had a gap in management, so instead of using an interim CEO that did not know MVMA and its members, we were fortunate to have our very own Sheri Fandel that has been with MVMA 35 years (as of May this year) step into that interim role. Sheri, on behalf of the MVMA, Thank You for your leadership!

We had >25 quality applicants and half of those advanced to the initial stage interviews conducted by our consultant. After careful review of the entire applicant packets, including taped initial interviews, the CEO Search Committee narrowed it down to six excellent candidates that we conducted in-person interviews with. We are happy to say that the Board of Directors approved our recommendation for Bonnifer Ballard, MLD, CAE as your next CEO who started June 3. If you did not get a chance to meet her at the GLVC conference, please make a point to welcome her to the MVMA.

If that wasn't enough excitement, I was honored to be a commencement speaker at the 2024 MSU-CVM veterinary and veterinary nursing students' graduation and watch the metamorphosis of them walking across stage as a student to receiving diplomas and the hooding of the veterinarian graduates. Listening to them recite the oath for the first time as our newest colleagues after receiving their hard-earned degree; I reflected on the changes that occurred during their veterinary education from expanding their knowledge, skills, and growing confidence and how much change will transpire for them moving forward as our newest veterinary colleagues.

While change can be scary it can also be exciting, I am excited to see where it takes all of us in the Michigan veterinary community for the rest of 2024. Thank you for your continuous dedication to the veterinary profession.



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

KEVIN STACHOWIAK, DVM

Veterinarian

EDUCATION: Michigan State University CVM

SPECIAL INTEREST: Laser Surgery

YEARS OF MVMA MEMBERSHIP: 24



What got you interested in Veterinary Medicine?

I wanted to be a veterinarian ever since I knew such a profession existed. Wanting to be a veterinarian is one of my earliest childhood memories.

How did you get into laser surgery?

While I was in vet school, (MSU Class of 2000) I quickly realized that I had a passion for small animal surgery. During my soft tissue surgery rotation and I was able to use a CO2 laser and became captivated by its potential. In 2002, I faced a major dilemma: either pursue an internship and residency in surgery or purchase the Caseville Small Animal Clinic. I ended up choosing business ownership. So, when I bought the Caseville Small Animal Clinic in 2002, one of the first decisions I made was to purchase a laser of my own. To me, it was best of both worlds. I owned a veterinary clinic AND I was able to perform a lot of surgery. Being one of the first (there were only a few hundred in use at that time) veterinarians in the country to become competent in laser surgery, I was hired to teach other veterinarians in the US and Canada how to do the same.

When did you join the Board of Veterinary Medicine and has joining given you to any new insight or perspectives on the profession?

I joined the Board in 2021 and have learned a lot about the process of handling complaints. I learned that it is a very slow process from complaint to resolution (1 year is common) and that the veterinarian (or LVT) involved often feels distraught throughout the process. The main purpose of the Board is to protect the public, not the veterinarian, which can be a little rough at times.

How has your work on the LAC effected yourself as a vet? Why should other vets get involved or be knowledgeable about current legislation?

This might be the greatest irony of them all as very few people hate politics as much as I do. So why am I on the Legislative Advisory Committee (LAC) if I despise politics? Simply because it is the most important thing I do to protect the profession I love. Whether you love or hate politics, it's the way things get done. Ignoring it won't

make it go away. Therefore, I joined the LAC to try to make a difference and feel like I have. Nothing will impact your day-to-day life/practice as a law that forces you or prohibits you from doing certain things. For an obvious example, reflect back on the impact Covid had on our profession. As bad as it was, if it wasn't for the LAC's involvement, veterinary medicine would've been impacted even more. One of today's burning issues is how to establish a valid Veterinarian-Client-Patient Relationship and many entities are trying to make it legal to establish a VCPR through telemedicine. Telemedicine is sure to play a major role in our future, but if the initial visit doesn't have to be in person, then there will be a lot of negative ramifications.

You, having graduated as a DVM, invested a lot of time and money into your education. Now, to protect your license, I encourage you to invest in your future by donating to the VET-PAC. Even at \$20 per month, a lifetime of donations won't cost as much as a single semester of vet school (at today's prices) yet it can protect all you've done to earn your degree and your license. Your Vet-PAC works diligently to protect your license and your profession but needs your support.

With your background as a professional within the industry, as well as being on the licensing and legislative sides, do you have any advice for your colleagues or incoming graduates?

Communication is key, and remember, communication isn't what is said, but what is RECEIVED that matters. If you can communicate well with your clients then they are much less likely to file a complaint against you and your license. Also remember how important your medical records are. If a complaint is filed against you, your medical record is your best defense.

Incoming graduates: Congratulations! I hope you enjoy this profession as much as I do. I hope you inspire your coworkers with your enthusiasm. Teach your team some the cool things that they taught you in vet school that they weren't teaching when your coworkers went to school. Also, be willing to listen to the hints, pointers, and stories of your coworkers so they can help guide you through your more challenging client interactions. Welcome to our profession!

Kevin Stachowiak, DVM, is the owner and lead veterinarian at Caseville Small Animal Clinic. He can be reached at kjsdvm@yahoo.com.

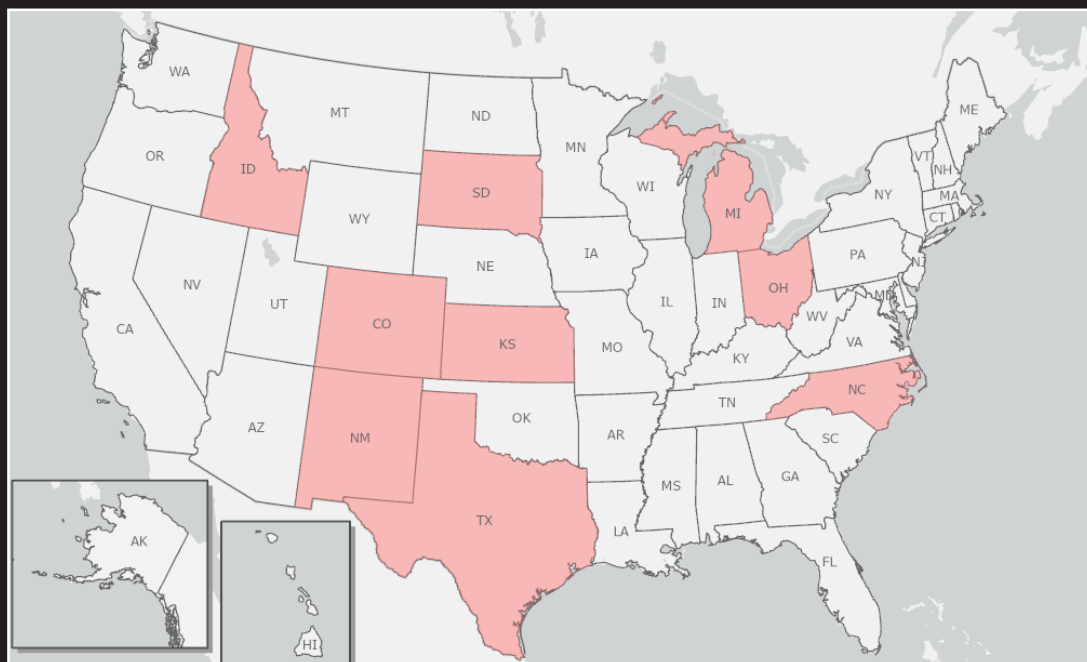
Pulse Check with Dr. Alex



SITUATIONAL UPDATE: HIGHLY PATHOGENIC AVIAN INFLUENZA IN US POULTRY, DAIRY CATTLE, & MORE

If you feel as if everyone has been talking about Highly Pathogenic Avian Influenza (HPAI) a lot over the last couple months – it's because they have been. What started back in 2022 as a second major US outbreak of HPAI in commercial poultry has developed into what is now a very dynamic situation for wildlife, domestic livestock species, and a few other members of the One Health community. While the newer developments surrounding the HPAI situation have led to new federal orders and epidemiological tracking techniques, the core foundations of biosecurity and surveillance still ring as true as ever. As of May 8th, 2024, HPAI (otherwise referred to as Bovine Influenza A Virus or BIAV in cattle) has been reported in dairy cattle across 9 states. This is in addition to continued HPAI detections in commercial and non-commercial

poultry across various states through the Spring season (USDA, 2024). Recent, notable HPAI cases have particularly impacted commercial poultry farms in New Mexico, Texas, and Michigan. Of special emphasis in these specific cases is the horizontal transfer of the H5N1 virus from neighboring dairy farms into the affected poultry farms – with confirmed linkage by researchers at the USDA through genotypic sequencing evidence. Regarding the differences in clinical disease manifestations for HPAI between poultry and dairy cattle, lactating cows only seem to experience fevers and decreased milk production for about 2 -3 weeks. This is vastly different than the rapid and lethal effects experienced in turkeys, chickens, ducks, and gamebirds – thus, the proposed name change for the disease's far less pathogenic manifestation in cattle.



Map of confirmed affected US states with HPAI Detections in Domestic Livestock as of May, 2024. Published by the US Department of Agriculture.



While it was always virologically possible for this Influenza A virus to spill over into a new species class, this unprecedented development has necessitated newer and enhanced biosecurity protocols for commercial poultry operations and dairy farms alike. For the commercial poultry industry, exclusionary practices for dairy cattle exposure are now being routinely worked into pre-existing biosecurity programs – from personnel to vehicular traffic. And for dairy farms, new Federal Orders have gone into effect that include 1. mandatory, negative testing of lactating dairy cattle for Influenza A pre-interstate movement and 2. mandatory federal reporting of Influenza A detections across livestock species (USDA, 2024). The Michigan Department of Agriculture and Rural Development (MDARD) has even declared a Determination of Extraordinary Animal Health Emergency which went into effect on May 8th, 2024 (MDARD, 2024). This particular declaration now mandates the following measures be taken at Michigan dairy farms:

- 1. Formal designation of a Biosecurity Manager**
- 2. Designation of a Line of Separation (LOS) representing the perimeter of a secure farm property area with limited access points**
- 3. Establishment of cleaning and disinfection practices at those access points for traversing vehicles and individuals**
- 4. Establishment of a Visitor Log Book to maintain records of all vehicles and individuals crossing those access points, which is available for review by MDARD upon request**
- 5. Prohibition of dairy cattle exhibitions until there are no new cases of HPAI in dairy cattle in Michigan for at least 60 consecutive days**

6. Prohibition of poultry exhibitions until there are no new cases of HPAI in domestic poultry in Michigan for at least 30 consecutive days

It is of particular importance to reassure the public during these times that commercial, pasteurized milk supply, pasteurized dairy products, and table eggs are still safe for human consumption due to pre-existing food safety practices and the exclusion of dairy and egg collection from HPAI-affected livestock. Additionally, as of May 1st, 2024, no HPAI virus was detected in a retail beef surveillance survey conducted by the USDA Food Safety Inspection Service (USDA, 2024).

While all current indicators reassure the public that their properly-prepared food supply is safe from HPAI virus, raw milk consumption continues to pose unnecessary risks to those that consume it (FDA, 2024). Such was the unfortunate and fatal case for barn cats that had exposure to HPAI-infected raw milk in Kansas and Texas (CDC, 2024). Continuing on the human health perspective, as of June 3rd, there have been 3 confirmed cases of HPAI illness in exposed dairy farm workers (1 in Texas, 2 in Michigan). The affected workers are presenting with sub-conjunctival hemorrhage, serous ocular discharge, and sometimes fever (UNMC, 2024).

The current take-home messaging remains; biosecurity programs for livestock operations can benefit not only individual farms, but the livestock and One Health communities at large. Of note, the content of this situational update is current to the best of the author's publicly-available knowledge at the time of submitting this article on June 3rd, 2024.

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

Sources:

- Federal Order Requiring Testing for and Reporting of Highly Pathogenic Avian Influenza (HPAI) in Livestock (usda.gov)
- Highly Pathogenic Avian Influenza (HPAI) Detections in Livestock | Animal and Plant Health Inspection Service (usda.gov)
- HPAI-Risk-Reduction-Response-Order.pdf (michigan.gov)
- Early Release - Highly Pathogenic Avian Influenza A(H5N1) Clade 2.3.4.4b Virus Infection in Domestic Dairy Cattle and Cats, United States, 2024 - Volume 30, Number 7—July 2024 - Emerging Infectious Diseases journal - CDC
- Updates on Highly Pathogenic Avian Influenza (HPAI) | FDA
- Updates on H5N1 Beef Safety Studies | Animal and Plant Health Inspection Service (usda.gov)
- Highly Pathogenic Avian Influenza A(H5N1) Virus Infection in a Dairy Farm Worker | The Transmission | University of Nebraska Medical Center (unmc.edu)



Loving Your Veterinary Challenges

By Julie Cappel, DVM, CCFP

We all agree that veterinary medicine is a challenging profession that requires a combination of physical and mental strength, dedication, and passion. It demands constant learning, adaptation, and self-improvement. Despite these challenges, many veterinary professionals love their work and find it rewarding and fulfilling. Some find it overwhelming, stressful, and difficult. Why does veterinary medicine feel so hard and how can we feel better?

A few weeks ago, I spoke before a group of talented veterinary leaders about leadership development, improving communication, and feeling better while navigating veterinary medicine. While introducing ourselves around the room, I asked each leader to share what they loved about veterinary medicine — a question we are rarely asked or ask ourselves. Everyone in the room gave a thoughtful, engaging, and even surprising answer. I heard responses like building relationships with clients, daily variety, developing teamwork, strengthening the human-animal bond, opportunities for life-long learning, and interesting daily challenges.

The word "challenge" stood out most to me as I wrote each new answer on the whiteboard at the front of the room. We often think of challenges as unfavorable, but in this context, we look at the positive aspects of challenges. The partici-

pants viewed challenges as opportunities for growth and development. They recognized that facing and overcoming challenges makes them stronger and better equipped to handle the day's challenges. Veterinary challenges come in many forms, including emotional overload, physical and emotional stress, and keeping up with medical and technical advances.

I gained insight into how we as leaders may view veterinary medicine's challenges and how those obstacles can inspire change in our profession. No one gets through life without facing challenges and difficulties to varying degrees. So, we must seek ways to handle these challenges better and use them for personal and professional growth.

Most of us accept that focusing on a muscle during a workout will cause that muscle to become stronger. To build bigger and better muscle, you must work out; runners must run, and weight lifters must lift to become stronger at what they do. While we accept this premise, we don't always think about doing the work on our "veterinary muscle" to feel better. Daily challenges are our workout. Our ultimate goal is to provide quality care to our clients and patients while continuing to love what we do! If we learn to enjoy challenges, we will change and grow in our work and our lives.

What challenges do we face?

We face emotional overload. Even seasoned veterinarians like myself can be challenged emotionally by complex cases, client expectations, and overly busy schedules. Chronic physical and emotional stress may lead to compassion fatigue and burnout if we don't change our view of those stressors and begin to accept challenging ourselves to help us grow.

To help deal with stress and other negative emotions, we must develop tools to not only notice our negative feelings but also bring a calm focus to accept situations as opportunities, not problems. One strategy that we can use to stay on top of stress is to start our day with mindfulness. Sit grounded with your feet on the floor, take a deep breath, and sigh loudly. Sit quietly and set an intention for your day. This exercise does not need to be an extended, drawn-out meditation but a short, intentional attempt to stay in the moment and get into a calmer frame of mind. It may also be helpful to drop into a resting state between clients. Try just "being" for a few seconds rather than doing or thinking. Remember that things that are out of your control will occur. Learning to become more mindful and relaxed will help you manage these challenges.

Another thing that challenges us is keeping up with medical and technical advances in veterinary medicine. Medicine is constantly changing and advancing. Recently, Covid altered how we practice, and now, a short time later, we are faced with artificial intelligence changing how we keep records and diagnose cases. Our veterinary teams must work to keep up with technology and an ever-increasing selection of drug choices for our patients.

With each new development, you may experience some uncertainty, discomfort, anxiety, or even fear. Even if it is a "positive change," other negative feelings may arise. Be open to feelings of fear or doubt when faced with a technical or medical change, but do your research and try something new. It may be just the thing that makes your job easier.

Maintaining and nurturing positive relationships with our clients, team, families, and friends is one of our biggest challenges. This includes balancing or integrating our personal and professional lives. Investing time to learn your values and desires will help you maintain healthy expectations and boundaries when people challenge your relationships. Creating strong support networks within your team and outside the hospital will help you to destress and create more balance. When you have strong interpersonal relationships and know yourself and your team well, you

will delegate tasks more efficiently and build trust with your own judgement and your team's capabilities, removing some or the burden from yourself.

Veterinarians and their teams can help themselves overcome all of our challenges by setting goals to work the emotional, learning, and relationship muscles. This work will require a plan, a goal, and a list of prioritized tasks to create some processes for growth. Taking on challenges is not for everyone, but the benefits of working as a veterinarian far outweigh the effort we must put into a quality career and life.

You can change your life at any given moment by noticing and embracing challenges. You have the power within you if you choose to work on yourself to grow. As you accept more and more challenges, you will build yourself up and learn to love your profession more.

We don't love veterinary medicine because it is easy. We love it because it is challenging.

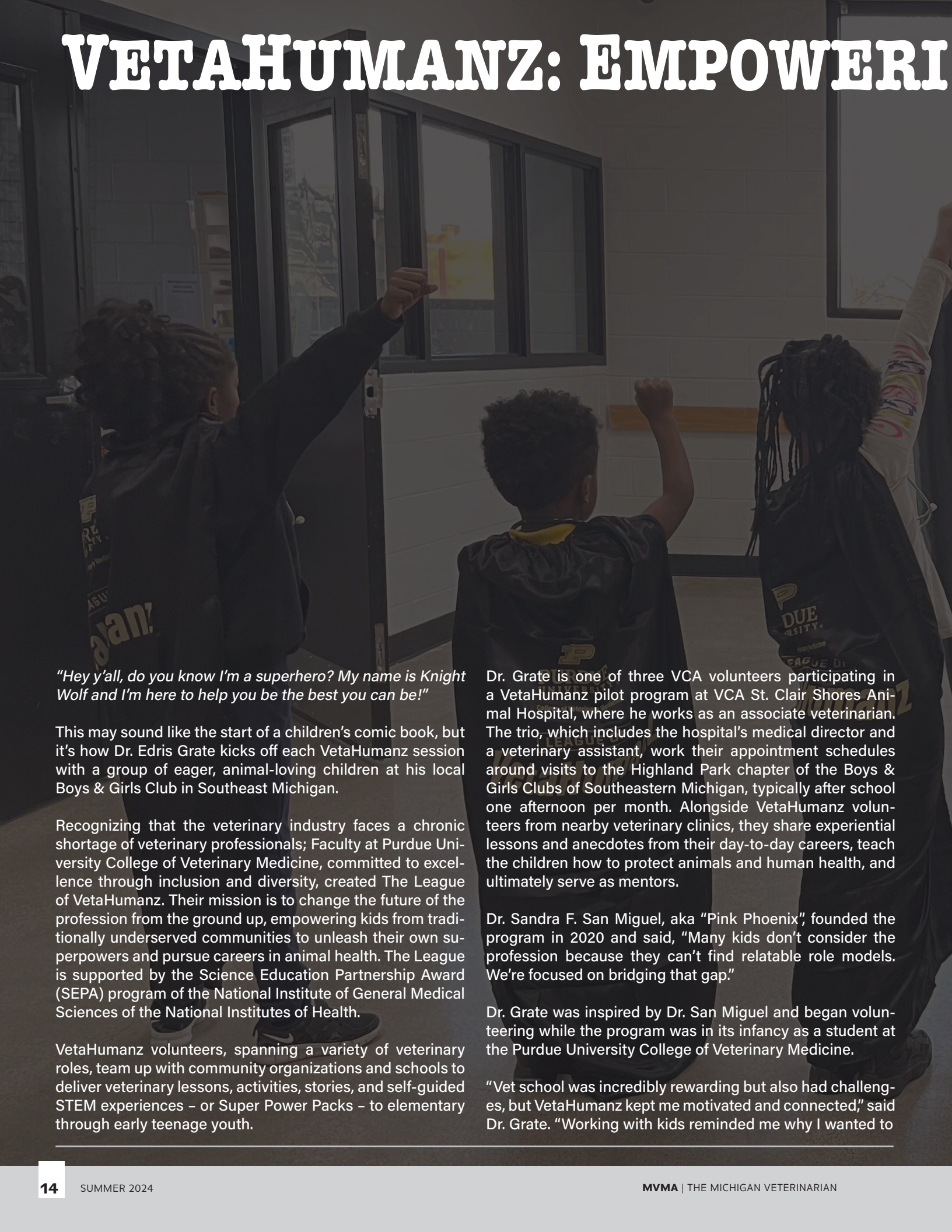
Julie Cappel, DVM, CCFP, hosts the Veterinary Life Coach Podcast, is Chair of the Leadership Development Committee, and is a POTL mentor. She can be reached at jacappeldvm@gmail.com.

The next time you fail or face adversity, remember that your body and mind are stronger when they are worked. Easy does not build muscle, and easy does not build character. Strength is shaped by intensity (and persistence).

- Julie Cappel

Excerpt from "Love Your Veterinary Life - The Veterinary Life Coach Guide to Harnessing Your Mind and Building an Incredible Life."

VETAHUMANZ: EMPOWERI



"Hey y'all, do you know I'm a superhero? My name is Knight Wolf and I'm here to help you be the best you can be!"

This may sound like the start of a children's comic book, but it's how Dr. Edris Grate kicks off each VetaHumanz session with a group of eager, animal-loving children at his local Boys & Girls Club in Southeast Michigan.

Recognizing that the veterinary industry faces a chronic shortage of veterinary professionals; Faculty at Purdue University College of Veterinary Medicine, committed to excellence through inclusion and diversity, created The League of VetaHumanz. Their mission is to change the future of the profession from the ground up, empowering kids from traditionally underserved communities to unleash their own superpowers and pursue careers in animal health. The League is supported by the Science Education Partnership Award (SEPA) program of the National Institute of General Medical Sciences of the National Institutes of Health.

VetaHumanz volunteers, spanning a variety of veterinary roles, team up with community organizations and schools to deliver veterinary lessons, activities, stories, and self-guided STEM experiences – or Super Power Packs – to elementary through early teenage youth.

Dr. Grate is one of three VCA volunteers participating in a VetaHumanz pilot program at VCA St. Clair Shores Animal Hospital, where he works as an associate veterinarian. The trio, which includes the hospital's medical director and a veterinary assistant, work their appointment schedules around visits to the Highland Park chapter of the Boys & Girls Clubs of Southeastern Michigan, typically after school one afternoon per month. Alongside VetaHumanz volunteers from nearby veterinary clinics, they share experiential lessons and anecdotes from their day-to-day careers, teach the children how to protect animals and human health, and ultimately serve as mentors.

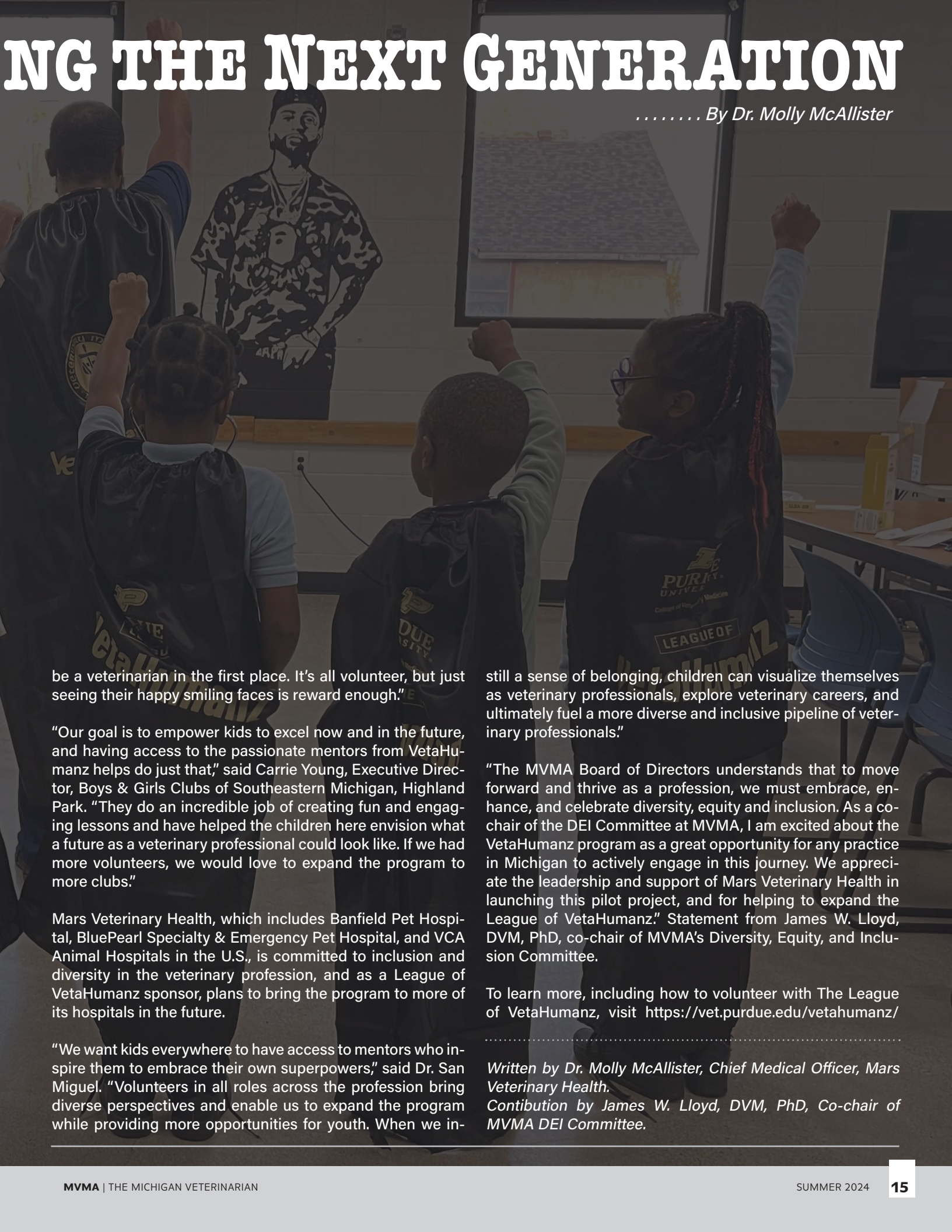
Dr. Sandra F. San Miguel, aka "Pink Phoenix", founded the program in 2020 and said, "Many kids don't consider the profession because they can't find relatable role models. We're focused on bridging that gap."

Dr. Grate was inspired by Dr. San Miguel and began volunteering while the program was in its infancy as a student at the Purdue University College of Veterinary Medicine.

"Vet school was incredibly rewarding but also had challenges, but VetaHumanz kept me motivated and connected," said Dr. Grate. "Working with kids reminded me why I wanted to

ING THE NEXT GENERATION

..... By Dr. Molly McAllister



be a veterinarian in the first place. It's all volunteer, but just seeing their happy smiling faces is reward enough."

"Our goal is to empower kids to excel now and in the future, and having access to the passionate mentors from VetaHumanz helps do just that," said Carrie Young, Executive Director, Boys & Girls Clubs of Southeastern Michigan, Highland Park. "They do an incredible job of creating fun and engaging lessons and have helped the children here envision what a future as a veterinary professional could look like. If we had more volunteers, we would love to expand the program to more clubs."

Mars Veterinary Health, which includes Banfield Pet Hospital, BluePearl Specialty & Emergency Pet Hospital, and VCA Animal Hospitals in the U.S., is committed to inclusion and diversity in the veterinary profession, and as a League of VetaHumanz sponsor, plans to bring the program to more of its hospitals in the future.

"We want kids everywhere to have access to mentors who inspire them to embrace their own superpowers," said Dr. San Miguel. "Volunteers in all roles across the profession bring diverse perspectives and enable us to expand the program while providing more opportunities for youth. When we in-

still a sense of belonging, children can visualize themselves as veterinary professionals, explore veterinary careers, and ultimately fuel a more diverse and inclusive pipeline of veterinary professionals."

"The MVMA Board of Directors understands that to move forward and thrive as a profession, we must embrace, enhance, and celebrate diversity, equity and inclusion. As a co-chair of the DEI Committee at MVMA, I am excited about the VetaHumanz program as a great opportunity for any practice in Michigan to actively engage in this journey. We appreciate the leadership and support of Mars Veterinary Health in launching this pilot project, and for helping to expand the League of VetaHumanz." Statement from James W. Lloyd, DVM, PhD, co-chair of MVMA's Diversity, Equity, and Inclusion Committee.

To learn more, including how to volunteer with The League of VetaHumanz, visit <https://vet.purdue.edu/vetahumanz/>

Written by Dr. Molly McAllister, Chief Medical Officer, Mars Veterinary Health.

Contribution by James W. Lloyd, DVM, PhD, Co-chair of MVMA DEI Committee.

Happy Graduation Day! I will keep this short as I do not want to delay that diploma you have been waiting for. I am Dr. Dana Tatman-Lilly, the current president of the Michigan Veterinary Medical Association and a 2008 graduate of MSU College of Veterinary Medicine. I want to thank the College for the invitation to say a few words on your special day.

On behalf of MVMA, first, I want to congratulate all of the 2024 Veterinary Nursing and Doctor of Veterinary Medicine Students for all your hard work, determination, and sacrifices you made to get to this point. Completing these programs is a huge accomplishment and one that you should be proud of.

I wish to recognize that as a veterinarian I could not do my job without my skilled veterinary nurses that have worked alongside me through my training and in my career. So, Thank you and congratulations veterinary nursing graduates -- You are essential to the veterinary profession!

Now, Veterinary Medicine graduates there is so much to say. I am very honored to call each of you a fellow colleague and Doctor. Now is the time to reflect not only on what you have done, but the bright future ahead of you. While this step in your journey is complete, remember you will never stop learning and learning is a lifelong journey.

We all know the sacrifices our graduates have made, as well as, those near to them over the past few years --- I also wish to acknowledge the family members, friends, mentors, instructors, and other members of the veterinary community that contributed in some way to your achievement. Of course, for those in the audience you also should be proud of your contribution to helping these graduates over the years. Loved ones I'm sure dinner conversation will never be the same again after having your graduate happily describe their day in the clinic, in detail...

As you move to the next stage of your journey, whether you are staying here in Michigan or moving, I encourage you to join your state veterinary professional association, as well as the national one. These are a source of support, continual education, and networking throughout your career and beyond. They are an ally in improving and protecting animal and human health, as well as the environment. Plus the association advocates for your scope of practice and the veterinary profession as a whole.

The veterinary profession is more than just a tightknit community that is always willing to help one another, but as a friend and colleague described it more like a large family. We are bonded by the same drive, compassion, empathy, and thirst to help other living beings beyond our own. Like family, we may not always get along but we will always have each other's back. Please know as a member of the veterinary family, you are not expected to know everything when you walk out those doors today. You are never alone, so do not be afraid to reach out to others in the veterinary profession regardless of what type of veterinary medicine you go into.

In Closing, on behalf of the MVMA I want to welcome all of the new veterinary nurses and new veterinarians into what I feel is the best medical profession, one in which you will have so many opportunities available to you because of that degree you possess.

We are very proud to call you, Doctors and Veterinary Nurses; colleagues and members of our veterinary family.

Congratulations Spartans.

Go Green!

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MSU CVM COMMENCEMENT

..... MVMA President, Dana Tatman-Lilly, DVM, MS



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MVMA Legislative Update

By Matt Breslin

The 102nd Legislature is well into its second year, and the Michigan Legislature will have a busy spring with the focus being on budget bills before the summer recess begins in July. While I will describe the policy bills that the MVMA is primarily focused on later in this article, it should be noted that 2024 is an election year for the Michigan House of Representatives and, therefore, frames the nature of business in the Legislature. The Democrats control a 20-18 majority in the Senate and a 56-54 majority in the House. Democrats also control the Governorship, creating a Democratic state government trifecta. With that said, the Democrats will have a focus of maintaining their 56-54 majority during the November 2024 elections and the Republicans will have a focus on taking back control of the House. The Senate and Governorship are not up for election until November 2026.

During an election year, the controlling party is hesitant to pass any legislation that may be viewed as controversial by their constituents and for this reason, House members will likely spend much of the 2024 summer months campaigning in district rather than spending time in Lansing voting on policy bills. The Democrat party did have a busy 2023, however, which included the Reproductive Health Act, repeal of Right to Work, clean energy and solar siting, and gun safety legislation to name a few of the bigger ticket items. Upon returning to session in Lansing more regularly after the November 2024 elections, I anticipate a flurry of bills passing during the ‘lame duck’ period which will end at the conclusion of 2024. The 103rd Legislature will start fresh in 2025. I often get asked, ‘what is the likelihood that Democrats maintain control of the House, or Republicans take control?’ The clearest answer I can give is 50/50. The legislative district lines in the House are written with approximately 25 competitive seats, which truly means the House can swing either way in any given year depending on the issues that are important to voters at that time.

Regarding legislation specific to veterinarians, House Bill 4980 sponsored by Rep. Pohutsky (D-Livonia) and House Bill 4913 sponsored by Rep. Breen (D-Nov) are garnering the bulk of MVMA lobbying efforts. In short, HB 4980 would allow the veterinarian-client-patient relationship to be solely developed through telehealth, contrary to the Board of Veterinary Medicine rules. MVMA has taken a

position that telehealth should be an option in the toolbox, however, HB 4980 goes too far in the other direction. Rep. Pohutsky has had an open ear on the issue and has taken MVMA concerns under consideration. Currently, the bill has not yet had a committee hearing and appears to have a lack of movement for the meantime. Another bill being closely followed by the MVMA is HB 4913. In short, HB 4913 would amend the Public Health Code to designate xylazine as a Schedule 2 controlled substance. The MVMA has been working with Rep. Breen regarding the use of xylazine by veterinarians as a tranquilizer and anesthetic for larger animals such as horses, cattle, and deer. As the bill moves forward, Rep. Breen has acknowledged that veterinarians should continue to have access to the drug for medicinal purposes and her final language in the bill will represent that acknowledgment. Please note that while these issues are discussed, the legislative process is tedious and, resultantly, most bills do not make it to the Governor’s desk for signature. Rest assured the MVMA legislative committee and their lobbying firm, Karoub Associates, monitors legislation daily and seeks member input before taking positions on legislation.

In conclusion, Karoub Associates looks forward to pursuing opportunities to benefit members of the MVMA, as well as serve as a backstop to policies that may negatively affect the profession. I also urge members to support the MVMA PAC to increase the association’s effectiveness and success in helping shape the broad range of issues that come before the Legislature.

**Reproductive Health Act: HB 4949*

**Right to Work: SB 35, HB 4004, HB4007*

**Clean energy/solar bills: SB 271, SB 273, SB 277, SB 502, SB 519, HB 5120, HB 5121*

**Gun safety bills: SB 83, SB 84, SB 85, SB 86, HB 4945, SB 471, SB 528*

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Matt Breslin has been with Karoub Associates since 2011. He most recently served at the Legislative Director for the Senate Majority Leader. Mr. Breslin advises MVMA’s Legislative Advisory Committee and can be reached at mbreslin@karoub.com.

GABAPENTIN IS NO LONGER A CONTROLLED SUBSTANCE IN MICHIGAN

THE PHARMACY – CONTROLLED SUBSTANCES RULES HAVE BEEN REVISED AND THE CHANGES ARE EFFECTIVE IMMEDIATELY. THE MOST SIGNIFICANT CHANGE IS THE DESCHEDULING OF GABAPENTIN, MEANING IT IS NO LONGER CLASSIFIED AS A CONTROLLED SUBSTANCE IN THE STATE OF MICHIGAN.

AS OF MAY 28, 2024, A PRESCRIBER WITHOUT A CONTROLLED SUBSTANCE LICENSE CAN NOW PRESCRIBE GABAPENTIN, AND GABAPENTIN NO LONGER NEEDS TO BE INCLUDED IN REPORTING TO THE MICHIGAN AUTOMATED PRESCRIPTION SYSTEM (MAPS).

DESPITE THIS, LARA ENCOURAGES PRESCRIBERS AND DISPENSERS TO CONTINUE TO MONITOR THE USE AND POTENTIAL MISUSE OF THIS DRUG.

PLEASE SEND QUESTIONS ABOUT THE REVISED RULES TO BPLHELP@MICHIGAN.GOV.

IN MEMORIAM



Dr. James L. Turbok

Dr James L. Turbok was born on July 28, 1933, and passed away on March 21, 2024. He was a 1957 graduate of MSU CVM. Following graduation, he moved to Deckerville and was one of the founders of Deckerville Veterinary Clinic now known as Thumb Veterinary Services. Jim and his wife, Barb, mentored many veterinary students through the years as they hosted them in their home during the intern portion of their education.

Dr. Turbok was very active in the community, he served as a 4-H Leader and superintendent for many years as well as serving on the 4-H Fair Board.

Jim is preceded in death by his wife of 60 years Barbara who passed in 2015. He is survived by his children Michael and Karen.

A private family service has taken place.



Board Problems? Here is what you should know...

In my experience, veterinarians do not understand how the Michigan State Board of Veterinary Medicine operates. The board's authority pertains to licensure and public protection. I'm hoping the following information will provide some clarity. Keep in mind that this is not legal advice and you should contact your attorney if you are investigated for a complaint.

To begin with, the board has the authority to take disciplinary action against licensees who have violated the Michigan Public Health Code.

The board is comprised of 10 members, including veterinarians, licensed veterinary technicians, and general public members. These members serve on subcommittees including Allegations, Disciplinary Subcommittee, and rules.

The allegations committee determines if an investigation should be authorized. It is made up of 3 members who review all the allegations. In reviewing the materials, they must ask themselves, if all of the information submitted is true, is there a violation of the public health code. If at least 2 of the 3 members find that the allegations equate to a violation of the public health code, then the investigation is authorized, and the department is permitted to begin an investigation. If the investigation results substantiate the violation, then an administrative complaint is issued.

Prior to the administrative hearing, there is an opportunity to settle the matter through a compliance conference. The compliance conference is a non-binding conversation between the licensee, their attorney, department staff and a board member. If a settlement is reached, then the matter will be handled via a stipulation and consent order that will be reviewed by another board committee named the Disciplinary Subcommittee. The Disciplinary Subcommittee generally is tasked with sanctions and has the power to take a license away. This committee must agree to the terms in the stipulation and consent order before it can be executed. If the Disciplinary Subcommittee rejects the stipulation and consent order, or if an agreement cannot be made during the compliance conference, the licensee will be entitled to a formal hearing on the matter.

After the hearing, the case will be returned to the Disciplinary Subcommittee to accept the administrative law judge's findings of fact and conclusions of law and to assess an appropriate sanction.

If a licensee has had their license taken away or suspended, they are able to petition to get it back after a specific amount of time listed in statute. These petitions will go to the full board and the board will determine whether to give the license back and restrictions on the license, if any.

Common complaints about the process includes how long the process takes from investigation to resolution. It generally takes one full year but can be as short as 4 months or as long as several years.

Permitted by the Michigan Department of Licensing and Regulatory Affairs. Written by Kevin Stachowiak, DVM, Chair of the Michigan Board of Veterinary Medicine. Dr. Stachowiak can be reached at kjsdvm@yahoo.com.

HPAI UPDATE:

HIGHLY PATHOGENIC AVIAN INFLUENZA IN MICHIGAN

Nora Wineland, DVM, MS, DACVPM
& Kim Dodd, DVM, MS, PhD

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



MICHIGAN STATE UNIVERSITY
VETERINARY DIAGNOSTIC
LABORATORY



Michigan Department of
AGRICULTURE
& Rural Development

As the only laboratory in Michigan approved by the USDA to test for HPAI in any species, the MSU VDL is a member of the National Animal Health Laboratory Network, a network of more than 60 academic, state, and federal diagnostic laboratories serving as the first line of testing for high-consequence animal disease outbreaks. The MSU VDL provides HPAI testing seven days a week to help commercial poultry producers maintain continuity of operations, and rapid test results when HPAI is suspected in dairy cattle, poultry, wild birds, and other mammals. Since the beginning of the outbreak, the MSU VDL has performed more than 18,000 tests for HPAI.

The mission of MDARD's Animal Industry Division is to protect, regulate, and promote animal health. To that end, MDARD continues to work with state and federal partners, veterinarians, Michigan State University Extension, MSU VDL, and industry stakeholders to provide information to animal owners about the current disease situation, importance of following (and even increasing) their biosecurity measures, and what signs to look for in their animals.

A Message from MSU VDL Director Kimberly Dodd, DVM, MS, PhD and State Veterinarian Nora Wineland, DVM, MS, DACVPM

For several weeks, highly pathogenic avian influenza (HPAI) has been a constant in the news cycle—both mainstream and veterinary; national and local. While the current outbreak of HPAI began more than two years ago, it was primarily detected in domestic poultry and wild birds. As veterinarians, we know what to expect of the virus in poultry and have detailed plans for response and recovery. However, finding HPAI infections in dairy cattle surprised animal health experts nationwide. Alongside our state and university colleagues and partners at federal agencies, teams at the Michigan State University Veterinary Diagnostic Laboratory (MSU VDL) and the Michigan Department of Agriculture and Rural Development (MDARD) are working together to investigate, understand, monitor, and respond to this unexpected event in livestock and the complexity of its impact.

While this continues to be an evolving situation, we want to share an update on what we know and the questions we are still working to answer.

Avian Influenza Basics

Avian influenza virus strains circulate in wild bird populations constantly and are often carried by migrating waterfowl. Strains are either considered highly pathogenic (like the currently circulating strain) or low pathogenic, depending on *how that strain affects domestic poultry*. Highly pathogenic strains cause significant morbidity and mortality in domestic flocks. While other species, including humans and other mammals, can be susceptible to some strains of avian influenza, the term “highly pathogenic” does not reflect how those strains affect *non-poultry* species.

Avian influenza viruses, like all influenza A viruses, are classified by characteristics of the two surface proteins: hemagglutinin (H or HA) and neuraminidase (N or NA). Influenza A viruses share a total of 18 H types and 11 N types. H determines the host specificity (what species can be infected by the virus), and N influences how well it replicates within an infected animal. Virus subtypes are named by combining the H and N numbers, e.g., H5N1. Within each subtype, viruses can be further classified by clades and then genotypes. The H5N1 strain associated with the current ongoing outbreak in the U.S. is classified as clade 2.3.4.4b. Within that clade, the strain associated with disease in dairy cattle is defined as genotype B3.13.

For simplicity, we will broadly refer to the currently circulating virus as H5N1.

Outbreak Overview

This H5N1 virus emerged in U.S. poultry in February 2022 and has subsequently been detected in more than 1,100 commercial and backyard flocks. As of June 1, 2024, nearly 97 million domestic birds have been affected nationwide since the initial detection. Since 2022, in Michigan, the virus has been detected in 10 commercial flocks and 26 backyard flocks, impacting nearly 7 million domestic birds.

The current outbreak is unique in both its scale, with virtually every state affected, and its duration, lasting more than two years without a clear end in sight.

The H5N1 virus currently circulating is also unique. First, it causes significant mortality in wild birds. Waterfowl, which typically don't become ill, have exhibited signs of illness and died. There has also been significant mortality in raptors like bald eagles, hawks, and owls; scavengers such as crows; and even songbirds. The virus has also been found in several mammals across the U.S. including big cats, bears, coyotes, fishers, foxes, martens, opossums, otters, raccoons, seals, skunks, and squirrels. Infection can cause illness, severe disease, and even death—especially in young animals.

Although occasional mortality in wild mammals feeding on or having close contact with infected birds has been seen, finding the virus in domestic livestock is new.

What is Happening in Dairy Cattle?

To date, we know dairy cattle were exposed to the H5N1 virus by a single transmission event from wild birds, and there has been subsequent cow-to-cow transmission of H5N1 clade 2.3.4.4b, genotype B3.13 within and across herds. While this specific genotype is associated with clinical disease in cattle, it is very similar to other genotypes within clade 2.3.4.4b, as evidenced by its highly pathogenic behavior in domestic poultry.

The incubation period is variable, from 12 to 21 days, and according to the U.S. Department of Agriculture's (USDA) case definition, “it is likely multifactorial and should consider route of exposure, viral dose, production phase of the animal, and likely other factors that are still unknown at this time.” Not all cows develop signs of illness, and the vast majority recover within 10 days of the onset of clinical signs. Signs of the illness have included decreased lactation, low appetite, abnormal milk, and abnormally tacky or loose feces.

While the virus can sometimes be found in other systems or tissues, it is particularly concentrated in mammary glands. Mammary gland tissue and milk are currently the best sample types for testing lactating cows. For non-lactating cows, the next best sample type is deep nasal swabs. The virus can be found at high levels in milk, even from asymptomatic animals, which is why the focus nationally is on testing lactating cows prior to interstate movement.

In Michigan, as of June 1, 2024, 24 positive herds have been detected in the following counties: Allegan, Barry, Calhoun, Clinton, Gratiot, Ingham, Ionia, Isabella, Montcalm, and Ottawa. All states with affected dairies are in regular communication with each other as well as federal partners; all are working toward a better understanding of this virus and how it is being transmitted within and between herds.

Controlling the Spread

Increasing biosecurity for dairy cattle and poultry farms is needed to protect herds and flocks. Biosecurity measures help prevent the spread of pathogens off an infected premises AND prevent the introduction of a pathogen to an uninfected premises. At its most basic, biosecurity keeps things in and keeps things out. Both nationally and here in Michigan, there has been documented transmission of the virus from infected dairy herds to poultry flocks. While the exact route of transmission is not fully understood, implementing biosecurity measures can prevent further spread of the virus. Because H5N1 is so deadly in poultry, it's especially important for those with backyard flocks, commercial flocks, and/or dairy cattle to make biosecurity a priority. Veterinarians can help us to get this important message to clients with herds and flocks of all sizes.

Given the continued circulation of the virus in wild migratory birds, and the very different but interconnected involvement of our dairy and poultry industries, controlling the disease outbreak will be a complex effort. Tackling this challenge will require an interdisciplinary approach, leveraging state and federal stakeholders, university researchers, diagnosticians, and extension specialists. MDARD and the MSU VDL are working closely with industry stakeholders to promote awareness, develop recommendations, and provide the necessary testing to reduce viral transmission and protect our herds and flocks.

Risk to Humans

Although high levels of the virus can be found in milk, we know our commercial dairy and meat products are safe

for human consumption. The detection of H5N1 genetic material in commercial milk samples by PCR indicates milk from infected cows unintentionally entered the dairy system, but the U.S. Food and Drug Administration confirmed pasteurization kills the virus. Additionally, the USDA's Food Safety and Inspection Service collected ground meat samples from all states with positive cattle herds, and all samples tested negative for HPAI. Additional sampling and other surveillance activities are ongoing.

This H5N1 strain does not currently pose a threat to human health, but surveillance efforts continue to monitor the virus for any mutations that would make it more transmissible to or among people. In the four known human cases in the United States during this 2022-2024 outbreak, their symptoms were mild, and the people who contracted the virus had prolonged, direct contact with infected animals.

What About Cats and Other Domestic Animals?

Cats appear to be particularly susceptible to H5N1 2.3.4.4b viruses; cats with neurologic disease and dead cats on affected dairies are widely reported. The USDA is covering the cost of testing for sick or dead cats and other domestic animals near affected premises. They will also cover testing for cats with neurologic signs that test negative for rabies.

Pet owners should be encouraged to limit contact between pets and wild birds as well as ill livestock.

If any animal in your care is exhibiting neurologic and/or respiratory signs and has had close contact with dairy cattle or wild birds, especially sick or dead birds, contact MDARD at 800-292-3939 (daytime) or 517-373-0440 (after-hours).

What Questions Still Need Answers?

We're collaborating with our colleagues in Michigan and across the U.S. to better understand how this disease affects dairy cattle, how the virus is transmitted within and across herds, how long cattle remain infectious, and what samples or body fluids are most likely to contain the virus. This work will help inform disease mitigation and recovery efforts nationwide.

Even though cows are not severely affected by the virus, controlling the spread of the disease as much as possible will help to not only protect highly susceptible species such as domestic poultry but also provide fewer opportunities for the virus to adapt and develop mutations, allowing it to infect or be transmitted by other species.



Take Action and Get More Information

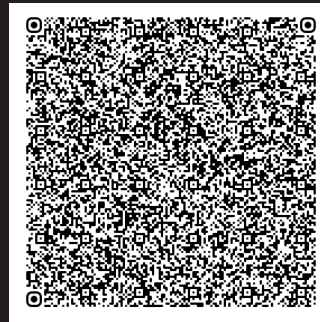
Anyone who suspects the presence of HPAI or any other reportable disease in domestic animals should contact the Michigan Department of Agriculture and Rural Development immediately at 800-292-3939 (daytime) or 517-373-0440 (after-hours).

Information about detections in dairy cattle, domestic birds, wild birds, and mammals can be found on the USDA's website at <https://www.aphis.usda.gov/livestock-poultry-disease/avian/avian-influenza/hpai-detections>.

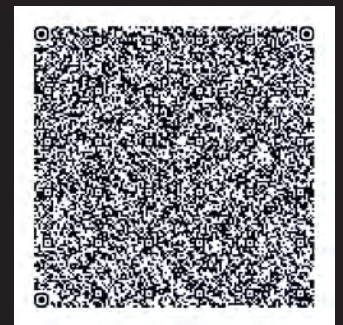
Additional resources and information can be found at Michigan.gov/BirdFlu.

Veterinarians can access information about sample collection, handling, and submission on the MSU VDL website at animalhealth.msu.edu.

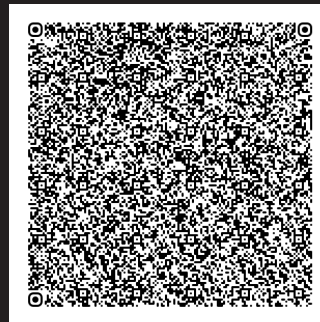
Veterinarians can contact the MSU VDL at 517-353-1683 with any questions about testing, sample collection, or submission.



MDARD



USDA - APHIS



MSU VDL

Nora Wineland, DVM, MS, DACVPM, is Michigan's State Veterinarian, and can be reached at WinelandN@Michigan.gov.

Kim Dodd, DVM, MS, PhD, is the Director of the MSU Veterinary Diagnostic Laboratory, and can be reached at doddkimb@msu.edu.

AVMA UPDATE

AVMA UPDATE FOR THE MICHIGAN VETERINARIAN

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

AVMA CONVENTION - The AVMA Convention is being held in the "live music capital of the world" Austin, Texas from June 21st to 25th, 2024. There will be more than 650 hours of C.E. catering to every aspect of veterinary medicine. There will be lectures, panel discussions, labs, and hands-on workshops. There will not be a virtual option this year until after the convention is over. The theme this year is Innovation in Veterinary Medicine. Austin is known for its live music, dance scene and for Texas barbeque. The concert performers will be the country music chart toppers the Brothers Osborne.

AVMA HOUSE OF DELEGATES SUMMER MEETING - The AVMA House of Delegates will be holding their summer meeting in Austin, Texas on June 20th to 21st. Our AVMA Delegate, Dr. Jill Lynn is currently deployed with the Army Reserves in Djibouti, Africa. She will be sorely missed at the meeting. In her place, Larry Letsche, the current Alternate Delegate, will serve as the Delegate. The MVMA Board of Directors has approved the appointment of Dana Tatman-Lilly, current MVMA President, to serve as the Interim Alternate Delegate. After the meeting we will be providing an update in the fall issue. If you have any questions or comments, please feel free to reach out to us at the emails listed at the end of the article.

AVMA DEIW SUMMIT - The AVMA has been the leading voice for Diversity, Equity, Inclusion and Well Being for the profession. The very first DEIW summit will be held in Atlanta, Georgia, at the Starling Hotel from November 7th to 9th, 2024. For those interested in DEIW, this will be a great event. Registration starts in August. If you would like more details, please go to the AVMA website for more details.

FUTURE AVMA CONVENTION DATES AND LOCATIONS:

2025, Washington, D.C., July 18-22

2026, Anaheim, CA, July 10-14

2025, Minneapolis, MN, July 16-20

AVMA LEGISLATIVE UPDATE - The AVMA and its Government Relations Department in Washington D.C. is the profession's advocacy arm to help benefit our profession. Three major successes have recently occurred that will impact the profession.

1. Horse Soring - The AVMA and the AAEP have worked hard for years to prevent soaring in Tennessee Walking Horses and other gaited breeds. The USDA-APHIS has published new regulations under the Horse Protection Act. The new provisions will prohibit any device, method, practice or substance applied to the horse that can cause or is associated with soring. It also prohibits the use of all action devices and nontherapeutic pads, artificial toe extensions, and wedges as well as substances on the extremities above the hoof.

2. Combating Illicit Xylazine Act - The AVMA has been working very hard to ensure that the drug Xylazine is still available for veterinarians to use. Xylazine mixed with Fentanyl has become one of the most common street drugs in the United States and the powder form is illegally brought into the country. There is next to no diversion of the veterinary product. The US House passed the bill in December of 2023 and significant progress is being made in the House.

3. Dog and Cat Importation Regulations - The CDC announced new regulations for the importation of dogs and cats that mimic the AVMA backed Healthy Dog Importation Act. All dogs coming into the United States will need to have rabies vaccines, microchips, importation permits and various other health requirements depending on the country that the animal is being imported from. Dogs will have to be at least six months of age. These new regulations will go into effect on August 1st, 2024.

JILL LYNN, DELEGATE TO AVMA HOUSE OF DELEGATES

- Dr. Jill Lynn is the current delegate for Michigan to the AVMA House of Delegates. She has been in this role for the last year, before this role she served as the Alternate Delegate with Dr. Stephen Steep (Delegate at the time) for four years. Jill also owns Harmony Mobile Veterinary Clinic in Sault Ste Marie, Michigan and is a Major in the United State Army Reserve.

Jill was deployed in March 2024 to serve in Djibouti, Africa. Djibouti is a country in the Horn of Africa bordered by Somalia, Ethiopia, and Eritrea. It has water borders with the Red Sea and the Gulf of Aden. Jill is stationed at Camp Lemonnier which is a Navy Base and will be stationed here for a period of about six months. This is her second deployment to Djibouti and has also been deployed to Iraq.

Jill is a member of the U.S. Army Veterinary Corps that works all over the world covering issues of veterinary medicine, public health, response to environmental disasters and other key areas supporting the U.S. Army's role around the world. Jill will be traveling throughout Africa for missions to other countries including Morocco and Cameroon.

The MVMA is very proud of Jill and her accomplishments. With her dedicated serve, along with all other members of the Army Veterinary Corps and our other service members the United States in making the world a better and safer place. We all wish Jill the best and pray for her safe return as soon as possible.



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

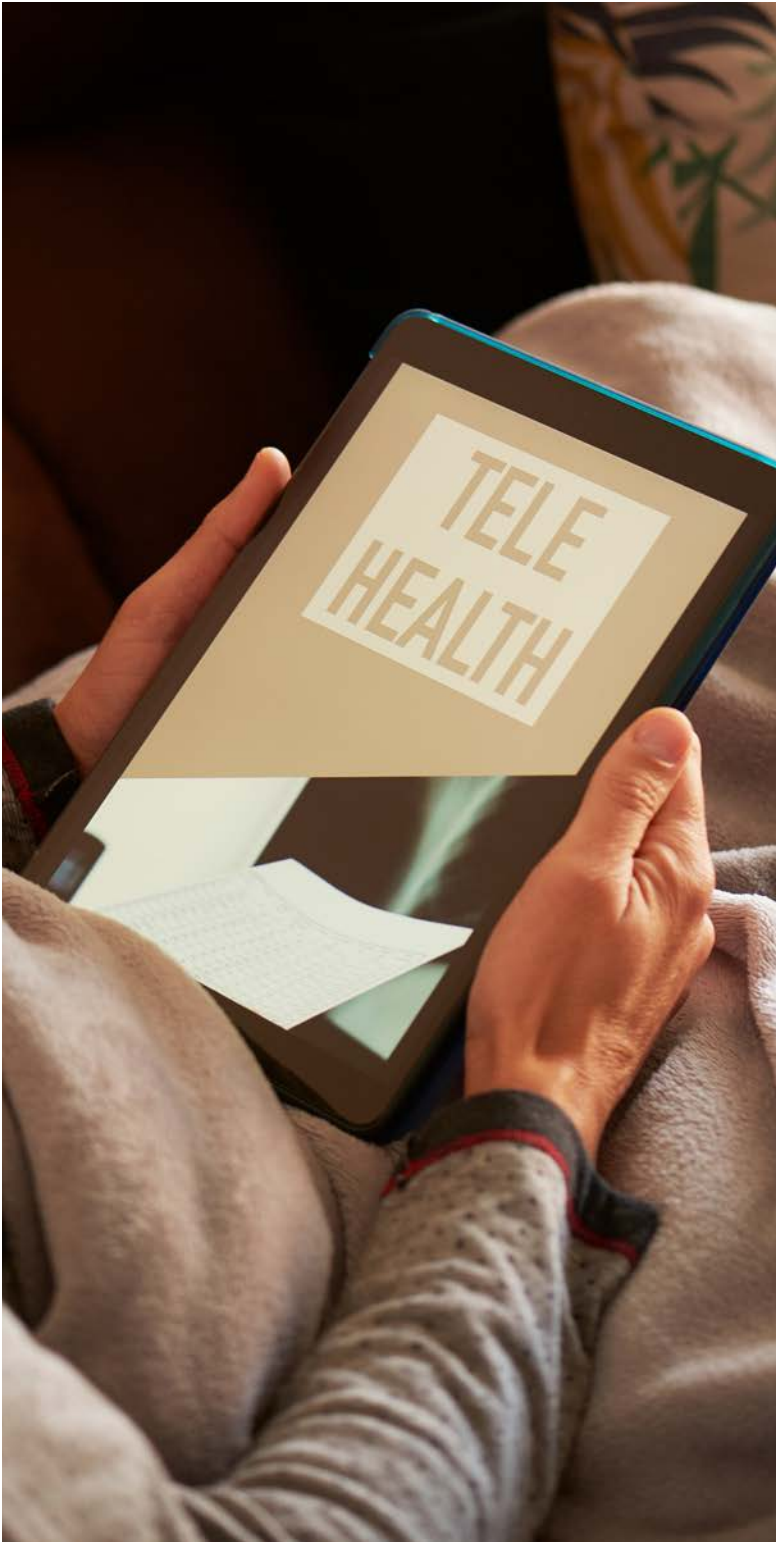
Jill Lynn, DVM, is the MVMA's Delegate to the AVMA, and can be reached at AVMA_DELEGATE_MI@avma.org or 517.331.2009.

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

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

Digital Health Tools Aren't Just Good for Employees — Employers Benefit, Too!

BY ELIZABEETH CARR & CHELSEA MOORE



While health care providers work tirelessly to help patients reach their health goals, they have a finite amount of time with each patient. An annual primary care visit lasts about 15–25 minutes,¹ and patients only spend about five hours every year in a health care setting.² When patients need support between visits or have barriers to convenient care, digital health tools make all the difference. These tools — including those that provide virtual care options — are a critical part of every employer's health care benefit strategy.

With digital solutions, patients have access to advice, vetted resources, and real-time data about their health at their fingertips. For those living with chronic conditions, family-building challenges, mental health or other ongoing health concerns, round-the-clock access makes a big difference. Digital tools tailored to patient-specific health concerns offer in-depth, in-the-moment support. Even common health issues, like strep throat or a bout of poison ivy can be quickly resolved with a virtual health visit.

The convenience and accessibility of digital health tools come into particular focus when considering employees who live in rural areas or health deserts, where access to adequate medical care is an even greater challenge. No matter where they live, work, or play, employees with access to digital health tools on their smart devices can take control of their health and engage with their care in new ways.

Beyond convenience for patients, digital health tools provide a critical advantage for employers at a time when employees are willing to change jobs for better benefits. In fact, one in three Millennials,³ who are expected to make up 75% of the global workforce by 2025,⁴ say they have considered switching employers for better health and other benefits.

In addition to talent retention, digital health tools support productivity. Consider the time away from work required to attend an in-person appointment. On average, Americans spend about 34 minutes driving to a doctor's visit and another 11 minutes in the waiting room.⁵ It's possible that a mid-day appointment would require employees to be away from work for nearly an hour and a half — about 20 percent of a standard 8-hour work day — despite the short time spent with their provider.

Not so with a virtual visit, which can be conducted on a smart phone during a coffee break.

With a digital health strategy, employers can demonstrate they are forward-thinking, provide benefits that give employees 24/7 access to care, and make the most of their health care dollars. Business leaders should ask their health insur-

ance carriers about digital tools and ensure they offer robust solutions reflective of the employee population and their unique needs.

To learn about how the digital health tools and virtual care options available through Blue Cross Blue Shield of Michigan help employers set themselves apart in the labor market, reduce gaps in care, and support productivity, visit bcbsm.com/employers.

Resources:

1. Statista, 2018
2. Diabetes Hands Foundation. Presented at ADA Conference 2015.
3. Statista, 2021
4. Deloitte, "Big demands and high expectations: The Deloitte millennial survey"
5. Alatum, 2019

Elizabeth Carr is on the Corporate Marketing and Customer Experience team at Blue Cross Blue Shield of Michigan. Chelsea Moore is the solution manager for digital health at Blue Cross Blue Shield of Michigan. Please reach out to AssociationandChamberRelations@bcbsm.com with any questions.

This content is in partnership with Blue Cross Blue Shield of Michigan as a resource for MVMA members.

Blue Cross Blue Shield of Michigan and Blue Care Network are nonprofit corporations and independent licensees of the Blue Cross and Blue Shield Association.





MVMA

EVENTS

UPCOMING

AVMA Convention

Austin, TX | June 21-25, 2024

MAHF Call for Grants ENDS

July 1, 2024 | 5:00pm

AVMA Veterinary Business & Economic Forum

October 8-9, 2024 | ONLINE

MiVetCon

November 1-3, 2024 | DeVos Place, Grand Rapids

Diversity, Equity, Inclusion & Wellbeing Summit

November 7-9, 2024 | Atlanta, GA

AVMA Veterinary Leadership Conference

Chicago, IL | January 9-11, 2025

TEANTATIVE 2024-2025 SMALL ANIMAL SERIES:

September 4, 2024

October 9, 2024

December 4, 2024

March 5, 2025

April 9, 2025

May 7, 2025

UPCOMING

MEETINGS

MiVetCon Planning Committee Meeting
June 17, 2024 | 5:30 pm | Zoom

MiVetCon Planning Committee Meeting
July 15, 2024 | 5:30 pm | Zoom

DEI Committee Meeting
July 16, 2024 | 12:30 pm | Zoom

MAHF Board of Trustees Meeting
July 23, 2024 | 5:30 pm | MVMA Office

One Health Committee Meeting
August 06, 2024 | Noon | Zoom

Veterinary Team & Workforce Committee Meeting
August 19, 2024 | 10 am | Zoom

DEI Committee Meeting
August 20, 2024 | 12:30 pm | Zoom

Food Animal Practice Committee Meeting
August 21, 2024 | 6:30 pm | Zoom

MVMA Executive Committee Meeting
August 28, 2024 | 6:30pm | MVMA Office.

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

DEI Committee Meeting
September 17, 2024 | 12:30 pm | Zoom

Equine Practice Committee Meeting
September 17, 2024 | 5:30 pm | Zoom

Legislative Advisory Committee Meeting
September 17, 2024 | 1:30pm | Zoom

MVMA Legislative Advisory Committee Meeting
September 18, 2024 | 1:30 pm | Zoom

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

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

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

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

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

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

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





ADS

Associate Veterinarian Needed: Lauzon Veterinary Hospital, 1315 Lauzon Rd, Windsor, Ontario, Canada. Make a lasting impact on the lives of pets and their families by joining our veterinary team. Your skills will contribute to a community that values top-notch care, empathy, and a shared love for animals. Lauzon Veterinary Hospital is a full-service urgent care hospital open 7 days a week. Our hospital is equipped with state-of-the-art technology for diagnoses, including an onsite laboratory and radiology, and a brand-new dental suite and dental X-ray. We can accurately care for patients in need of routine and urgent surgeries, as well as patients who require preventive medicine. As part of our network, you will receive competitive compensation plus bonus potential, signing/retention/relocation bonus, generous CE allowance, VIN membership, licensing dues paid, paid vacation, generous personal pet policy, great health benefits and access to our network of 1500 + DVMs! The City of Windsor, one of Ontario's best kept secrets, and the proud International Gateway between Canada and the US, is an incredible community that offers, fascinating historical and cultural landmarks, unparalleled waterfront parks and gardens. What You Bring: Provincial DVM licensing, or eligibility to be licensed; You work collaboratively in a team-oriented environment; You are capable to handle a variety of cases and situations with composure and professionalism; You understand the importance of client education in promoting animal health. Apply through the application link or email: iana.kiskinova@vetstrategy.com. Lauzon Veterinary Hospital is part of the VetStrategy group of clinics. VetStrategy is a 100% Canadian operated group of veterinary clinics.

VETERINARIANS

Merritt Animal Hospital, 311 Merritt Ave, Chatham, Ontario, Canada. We are looking for a full-time associate veterinarian to join our team! We are passionate about the work we provide and deliver high quality service to our clients and patients. If you are looking for a work environment that has your hometown family feeling, then we are for you! What's in it for You? Competitive salary plus bonus potential; Enhanced signing/retention/relocation bonus; Medical, dental and vision insurance; Generous CE allowance; Profession-

al liability coverage; Membership dues; VIN membership; Outstanding medical and pet supply discounts; Access to our network of over 1500 DVMs! We are proud to say that we serve the community of Chatham-Kent, Ontario, Canada, a smaller community located about 1-hour south of London and close to the border cities of Sarnia and Windsor. We are a busy and growing practice in a well-equipped facility that includes 3 exam rooms, up-to-date in-house laboratory and surgical equipment, ultrasound, radiology room equipped with digital and dental x-ray, comfort room and a large treatment area connected to the lab; What You Bring: Provincial DVM licensing, or eligibility to be licensed; Passion for what you do every day; Enthusiasm, energy and a positive attitude are a must; A strong desire to educate and build solid relationships with clients; Excellent communication skills; Apply through the application link or email: iana.kiskinova@vetstrategy.com. Merritt Animal Hospital is part of the VetStrategy group of clinics. VetStrategy is a 100% Canadian operated group of veterinary clinics with locations throughout Canada.

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

CE allowance and professional dues paid. No after-hours emergency and flexible schedule. Contact Dr. Loretta Pantenburg, 110 S. Division Street, Bellaire, MI 49615, 231-533-6522, bellaireanimalhospital@gmail.com.

Traverse City's Oakwood Veterinary Hospital is seeking a full-time associate for our 4-doctor privately-owned small animal practice. Established in 1977, we moved into a new state of the art facility in 2019 equipped with digital radiography, full laboratory, and ultrasound. We have a high doctor to staff ratio to provide superior patient care and client communication. Our experienced and dedicated team shares a vision for top quality medicine, surgery, and dentistry while maintaining a fun work environment. A 4-day work week with no nights or afterhours calls provides ample opportunity to enjoy our beautiful resort area. We also act as a referral hub for a variety of specialists. Visit our website at www.oakwoodvethospital.com to learn more. Send résumé to Dr. Drew Henshaw at drhen2@aol.com or mail to 2421 Aero Park Dr, Traverse City, Michigan 49686.

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

of the workplace. Contact us at drowings@kibbypark.com or 517-787-5807.

Thorpe Animal Hospital is seeking a FT/PT veterinarian to join our team of patient-advocates. Optional flex-time schedule for work-life balance in a rapidly growing practice focused on dogs, cats, and small mammals. Being a privately owned business, teamwork is essential, and every patient is treated as if they were our own. We do not declaw or perform any unnecessary cosmetic surgeries. All staff maintain Fear Free certification. We are AAHA accredited and Feline-Friendly certified. We have recently moved to a larger, newly remodeled facility with a therapy pool. Thorpe Animal Hospital offers a full suite of specialty equipment and encourages advancement of surgical and diagnostic skills. Practice offers surgery including soft tissue and orthopedic, dentistry and general medicine including a mixture of preventative medicine, internal medicine and daytime emergencies. Equipped with digital x-ray, digital dental x-ray, endoscope, ultrasound, surgical laser, therapy laser, and a full in-house laboratory, we provide our clients with state-of-the-art medicine. The staff, which includes six LVTs, are hard-working, dedicated, passionate, motivated, and love keeping current on veterinary education. We offer a very competitive salary and benefits package, as well as a \$10,000 dollar signing bonus. Benefits include health and vision insurance, pet insurance, pet discounts, profit-sharing, 401K retirement plan with a 3.5% match, CE and uniform allowances, paid licensing fees, professional membership fees, paid vacations, paid holidays, and more. Future leadership and ownership possibilities in a thriving area are here for the right individual. We do not have after-hours shifts or emergency rotations. If you would like to meet us and see how Thorpe Animal Hospital does things differently, please submit your resume to jwaterman@thorpevet.com.

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 out-

door 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.

Goodison Veterinary Center, Rochester, MI is hoping to add a new veterinarian to our amazing team. We are busy, 6-doctor, family-owned general practice with a very talented group of highly skilled, caring LVTs and assistants. Our practice shares a building with Michigan Animal Dental Specialists. We are looking for a part-time or full-time DVM. The position provides flexible scheduling, great wages and benefit package, and wonderful support and mentorship. If you are hoping for a high-quality career and not just a job. Please contact us! Customerservice@goodisonvet.com, Attn. Dr. Doug Angel.

Plymouth Veterinary Hospital has served the local Plymouth and surrounding communities for over 35 years. We are independently owned and operated. We are seeking a part-time or full-time veterinarian. Do you want to work as a veterinary associate in a beautiful Southeast Michigan community? Do you want to work for a practice that uses Fear Free Methods for their patients? Do you need or enjoy mentorship or wish to work independently? Do you want the potential for growth and or partnership? Do you want to work for an independent veterinary practice? Do you want to work 4 days a week? Do you want to have Saturdays and Sundays off? Do you want or need Culture: Highlighted by heartwarming stories, like a technician who was helped by our owner in a time of need - "the staff scheduling flexibility and ample vacation time? Do you want to start retirement savings with a company matching your retirement contributions? Do you want a veterinary practice with local emergency clinics where you don't have to be on call or work after hours? If you answer YES to any of these questions, let's schedule a lunch or dinner meeting so we can get to know each other. Our ideal candidate is compassionate, honest, and open; new graduates and experienced veterinarians are encouraged to apply; they bring

practice (i.e., exotics, pocket pets, reptile experience, ultrasound, rehabilitation services, surgery skills, or others), Values a diverse environment and a diverse group of individuals to work with. About our hospital: Progressive small animal practice offering state-of-the-art medical care, 100% paperless electronic records with computers in every room, 4 modern exam rooms, a dedicated surgical suite, a fully equipped dental suite, digital dental radiography, a spacious treatment area with 3 wet-tables, digital radiographs, and radiology consults are available, Complete in-house laboratory and Antech referral lab. If you're interested, you can contact Dr. Vyvian Gorbea-Oppliger at 734-645-0147 or vjgorbea@gmail.com.

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Alsager Animal Care Center is a small animal veterinary practice in Canton, MI that has been open and operating for over 27 years. We practice the highest quality care for our clients and their small animal pets providing the best medical, surgical, and dental care possible. Our focus is on building relationships with our clients and the animals that we care for. We are a well-equipped clinic that includes digital x-ray, in-house blood work, ultrasound and CO2 laser. All experience levels are welcome to apply! We welcome graduating Veterinarians to start their careers here, ensuring a high-level of support and guided mentorship if needed. All Veterinarians will find interesting, diverse, and challenging cases, with manageable caseloads and a fair Work-Life balance. No emergencies and 2 maximum Saturdays a month. Our clinic promotes personal and professional growth for our employees by providing a respectful, educational, and fun workplace environment. We treat our team and clients as family and that is a core value of our practice. We strive to improve the lives of veterinarians by providing you with comprehensive benefits: Competitive compensation, Generous vacation time, Flexible schedules, Medical, dental, disability, liability and life insurance, AVMA, MVMA, SEVMA and VIN dues, Licensure reimbursement, 401(k) with employer match, CE Allowance. Send resume to alsager@comcast.net.

Experienced Veterinarian Wanted at Jeffrey Animal Hospital, Farmington Hills, MI. Jeffrey Animal Hospital in Farmington Hills, MI, is seeking a dedicated and experienced veterinarian to join our warm and collaborative team. Our privately-owned hospital is a model of excellent care and expertise in the area. Our community is the perfect balance of suburban tranquility with the perks of nearby Detroit. Why You'll Love Working with Us: Long-Term Stability: Our team boasts long term staff; some with tenure of 25 years. Team Harmony: A collaborative atmosphere where the staff works seamlessly with each other and the veterinarians. Supportive Culture: Highlighted by heartwarming stories, like a technician who was helped by our owner in a time of need - "the staff is like a second family to me." A Touch of Humor: We believe in the power of laughter as part of our daily medicine. Compassionate Care: As one of our veterinarians puts it, "The staff loves and cares for both the pet and the client!" Social Connection: Monthly potlucks to foster team bonding and fun. Devoted Clientele: Some clients travel up to 45 minutes for our services, a testament to the trust and quality we offer. Advanced Equipment: Including ultrasound, digital whole-body, in-house Heska lab, and Intravet Computer System. Our Compensation and Benefits: Competitive Compensation: Offering up to \$200K with an optional buy-in opportunity. Flexible Scheduling: Enjoy a work-life balance with flexible 4-day work weeks. Continued Education: \$2500 for CEU, alongside coverage for insurance and licenses. Relocation Support: Assistance provided for those moving into our vibrant community. Join Us: If you're passionate about veterinary medicine and looking for a supportive, community-oriented practice, we'd love to hear from you. Please send your resume to Victoria L Travis, MS, at victoria@veterinarianrecruiters.com. All inquiries are confidential.

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Looking for a new opportunity? D'Adamo Veterinary Hospital in Livonia, Michigan is Hiring! We are looking for the right associate to join our team of six veterinarians and amazing support staff. We

are looking for a full time or part time associate veterinarian. We are a privately owned small animal veterinary hospital. We have an amazing team of long-term employees, including 6 LVTS. Our clients are truly amazing and allow us to practice a high level of medicine. We have ultrasound, therapeutic laser, digital radiographs, dental radiographs and a full in-house laboratory, monitoring equipment and in-house and online pharmacy. An interest in dentistry and surgery would be great, but not required! We are only open every other Saturday a month, so limited Saturday hours (only open 9-12:30). We are family friendly and believe in work life balance. Appointments are scheduled for 40 minutes to allow thorough exams, client education and diagnostics. There are multiple afterhours and specialty referral hospitals in our area available for our clients. Our core values are Compassion, Excellence, Service, Integrity and Teamwork and we strive to create a practice that embodies these ideals. We practice low stress handling. Typical full-time schedule would be four days a week and one Saturday a month. All of our veterinarians collaborate daily on cases, so mentorship is available. Come and enjoy practicing medicine again! We would love to discuss opportunities with you further. Please send resumes to jessica@dadamoveterinary.com.

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Charlevoix Veterinary Hospital is seeking a full-time veterinarian to help grow our busy, well established, two-doctor, small animal practice. We have a great, well-trained staff, many of whom have been with the practice for over 10 years. Our equipment includes digital radiography, ultrasound and high-speed dental unit. We take great pride in providing personalized client service and excellent patient care. We would prefer a candidate with some experience but would consider the right new graduate. Salary will be based on experience. Benefits include health insurance, vacation, CE allowance, liability insurance, licensing fees and simple IRA retirement plan. The full-time veterinarians at our practice generally work a four-day week and one Saturday each month. On call would be shared between three veterinarians. -

The candidate must have a Michigan veterinary license. Charlevoix is located in beautiful northern Michigan, right on Lake Michigan and Lake Charlevoix, between Traverse City and Petoskey. Opportunities for outdoor recreation are many, including boating, fishing, hunting, hiking, swimming, skiing and snowmobiling. Contact Dr. Lorie or Dr. Rob at 231-547-9841 or charlevoixvet@yahoo.com.

Shelter Bay Animal Hospital - Novi, MI. VETERINARIAN needed at our newly constructed animal hospital in sunny Novi, Michigan. Full-time preferred, open to part-time. Looking for a high-quality, high-tech, modern practice where you can learn and grow? That is well-staffed and all about collaboration, mentorship, and teamwork? Where you would be supported on all sides by colleagues, owners, and the team? and where the work culture is healthy, positive, hard-working, and forward-thinking? Our local McCarthy family has privately owned and operated Dandy Acres in South Lyon since 2003 and Easthaven in Ann Arbor since 2016. Our advanced general practices have outstanding reputations in our communities because of our people. We have multiple local owners and managers involved in supporting our patient care, plus a high team member per DVM ratio so our veterinarian team can focus on medicine and our patients. We love taking great care of our veterinarian team. If you are current and looking for an engaging place to expand your career, maybe you should call us. :) Terry McCarthy 248-790-6800 (call/text) terrymccarthyusa@gmail.com, in confidence.

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. Potential for future ownership as well for the right candidate. We have a great support staff, some of whom have been with us for many years. We believe in team spirit, both at work and away from work, and prioritize a healthy work/life balance. Our practice equipment includes Avimark software, 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 Avenue, Holland, MI 49423, animalclinicofholland.com.

Licensed Veterinarian Needed: Are you looking for a privately owned practice? Are you looking for a progressive practice in an -area with exceptional client compliance? Are you looking to be a part of a growing team of professionals focused on providing high quality care to owner companions? Arbor Hills Animal Clinic is a fast-paced animal clinic that has recently expanded into a new and larger location. We are looking for an Associate who is interested in growing with the practice. Arbor Hills Animal Clinic offers Associates a competitive salary and a cafeteria style benefits plan which includes options such as major medical coverage, life insurance, disability insurance, childcare reimbursement, health club membership and so much more. New graduates are welcome! Call Mark at 734-668-1466.

Upper Peninsula, Michigan We are seeking a veterinarian to take over at

our small animal practice located in the southwestern part of the upper peninsula of Michigan. You will have professional autonomy, a competitive salary, and a variety of benefits. Please contact Emily at powersveterinary@gmail.com with interest.

Come and make your home in beautiful West Michigan! Dickman Road Veterinary Clinic is a multi-doctor privately owned small animal practice located in Battle Creek, Michigan. We offer excellent work-life balance and a competitive salary and benefits. Our package includes paid vacation and holidays, health insurance, AFLAC, paid license, association dues, uniforms, continuing education and 401(k) plan. No evenings and limited weekend hours. We have a 5:1 staff to doctor ratio with a large number of experienced licensed technicians to ensure we are able to work efficiently as a team to provide high quality care to our patients. Mentoring is as important to us as it is to you. Our veterinarians have 160 years of combined experience and are willing to share their knowledge. We presently have openings for a full or part-time associate. We are accepting applications from new graduates or any level of experience. Our clinic offers specialized care to our patients in areas including ultrasound, advanced soft tissue and orthopedic surgery and oncology (including chemotherapy). Our facility is fully equipped with state-of-the-art clinical pathology instrumentation, electronic records, ultrasound, surgical and therapy lasers, Covidien Force Triad electrosurgery/cautery unit, digital x-ray equipment (including digital dental x-ray), and more. After-hour emergencies are referred to a 24-hour hospital. The Battle Creek/Kalamazoo area is home to beautiful natural areas with Lake Michigan just a short drive west. There is a lot to do in the area from festivals and farmer's markets to fine dining and a nearby casino. Camping, biking and hiking opportunities are here for the outdoor enthusiasts. It has small town charm with a big-city feel and amenities. We look forward to talking with you! For more information or to schedule an interview, please contact our practice manager, Pam Weakley, at 269- 963-9347 or email drvc455@yahoo.com. Take a -

virtual tour of our main clinic here www.dickmanroadvet.com.

COUNTRY GARDEN VETERINARY CLINIC in Jackson is looking for a FT/PT veterinarian! We are a two-doctor, small animal and exotic practice that focuses on building long-term relationships with our clients. We have a BEAUTIFUL facility with in-house bloodwork, ultrasound, dental/digital x-ray, paperless record keeping and an AMAZING support staff to make your day easy! We pride ourselves in providing great work/life balance and having a no-drama, fun, family-like atmosphere with no after-hour emergencies and no weekends. Salary or production-based pay options available. Health insurance, retirement plan, paid holidays off, are just a few benefits. If you are looking for a positive, supportive, work environment for you to grow, please reach out: info@countrygardenvet.com.

Parkway Veterinary Clinic's mission is to provide high-quality veterinary services with an emphasis on exceptional client and patient care, all while providing employees with desirable, fulfilling, and financially rewarding employment. With a fully equipped hospital and experienced clinical team, we are ready to welcome a new full-time associate to our three-doctor practice! We are located less than two miles from Downtown Plymouth, where you will find some of Michigan's finest restaurants and specialty boutiques. We are surrounded by beautiful Edward Hines Drive, with plenty of bike riding and walking trails. We are also midway between Ann Arbor and Detroit, ensuring a spectacular mix of "large city amenities" and the gorgeous wilderness Michigan is known for. WE CAN OFFER: Signing bonus and/or relocation assistance, up to \$30,000 Medical, dental, and vision insurance w/shared premiums, practice-sponsored life insurance 401(k) eligibility w/employer match, paid time-off for personal use, sick leave, and to attend continuing education, annual continuing education allocation to assist your career growth, opportunities for additional training in leadership, specialization, and management, coverage in our AVMA PLIT policy, reimbursement of all licensure and DEA fees, and profession-

al membership dues, and personal pet discounts. YOU CAN OFFER: Your qualifications are essential to your success. In addition, these qualities are important to us: the ability to build rapport with clients, fellow team members, and hospital leadership, client communication skills that convey core veterinary concepts in an easily understandable and professional manner, maintaining a positive, supportive approach always – great things happen when our team works together – responding to the real setbacks that we all know happen with positivity and grace, patience and kindness, especially in challenging situations. If you embody these qualities, we would love to hear from you! For more information, or to submit a confidential application, please contact Pam, Practice Manager, at parkwayvc@mypm.vet.

Do you love surgery?! We are offering a full-time veterinarian position with primary surgery responsibilities. Four Seasons Veterinary Services is excited to invest the time, money, and equipment for your surgery needs! Our hospital is a privately-owned small animal practice located in Brighton, Michigan. We are a collaborative practice that takes pride in emphasizing a true team approach by encouraging ideas and work experiences that our staff members have to offer. Brighton is a growing area with great clientele who seek high quality veterinary care. We are a full-service hospital that believes in efficiency through technology. This includes a cloud-based software system, in-hospital lab equipment, digital radiography, digital dental radiography, new equipment for oral surgery and dental prophylaxis, therapeutic laser, acupuncture, tonometry, doppler blood pressure, cryotherapy, and a fully equipped surgical suite for orthopedic and soft tissue surgeries. Our team is supportive of one another and we strive for career fulfillment and feeling valued in our work. We are a four-doctor practice that believes in offering a schedule that is conducive to a work/life balance. We offer flexible scheduling, competitive salary, great benefits package, and mentorship. Our ideal candidate has knowledge of all veterinary best practices, a desire to advance the field, and

excellent verbal communication skills to build rapport with our clients and our team. An interest in future Ownership is a plus! Requirements include a Doctor of Veterinary Medicine degree, possession of a veterinary license, and meeting all CE licensing requirements. We are motivated and offer a competitive guaranteed base, commensurate with experience, in addition to a monthly production bonus. Additional benefits include signing bonus, health insurance, generous CE allowance, paid professional licensure, simple IRA with match, liability and malpractice insurance, and membership dues. Assistance in education loan repayment will be considered. For more information visit <https://www.fsvet.com> or our Facebook page <https://www.facebook.com/FSVSLoveforpets>.

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? Schoolcraft Veterinary Clinic in Schoolcraft, 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@schoolcraftvet.com.

PRACTICES & EQUIPMENT FOR SALE

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

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

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

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

Buying or selling a veterinary practice? Rely on the expertise of Total Practice Solutions Group. See display ad in the printed issue. Contact us for a free consultation. We are happy to help. Contact Total Practice Solutions Group – Great Lakes at 440-933-4522 or bret@tpsgsales.com.

Small Animal Hospital located in Jackson County Michigan for sale. Real estate has a current appraisal of \$330,000 and includes 2.69 acres with a 3844 sq. ft. hospital and a 1344 sq. ft. attached 3+ bedroom living quarters. Grossing \$400,000/yr. with high net. Open M-F 40 hr/wk (no weekends and no emergency calls). Easy commute to Lansing, Ann Arbor or Battle Creek. Asking \$299,000. Please email practice4sale@currently.com.

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

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

Novi Veterinary Clinic for sale. This is a unique opportunity for someone that wants to grow a newly expanded hospital in a busy, upscale part of the state. I am hoping to sell to an individual but will consider offers from corporations also. We have 5 exam rooms, IDEXX lab equipment, cutting and therapy lasers, GE ultrasound, Heska digital x-ray and Dentalaire dental equipment. I can be flexible on terms and can continue to work if wanted. Email mehlerfam@comcast.net or 248-701-4834.

RELIEF ADS

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

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

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

Amy Lin, 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

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

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

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

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. doc-julie5@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. drllharris@gmail.com

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

Sarah Jones, DVM | 248-910-1329 (Tuskegee University 12, MVMA Member) SA/urgent care relief in SE Metro Detroit area. 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

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

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

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

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

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

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

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

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@sdkm.us

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

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

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

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

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

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

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.

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MVMA'S 2024 LUNCH & LEARN SEMINAR SCHEDULE



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

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

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

June 5 — Belonging & Wellness

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

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

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

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

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

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

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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