

The Michigan VETERINARIAN

A magazine of the Michigan Veterinary Medical Association



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michigan veterinary medical association

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*Photo by Dr. David King, DVM, CVA

Current Practices for Sale in Michigan



MI: Southwest - NEW! Practice and real estate for sale! Companion animal practice located in the Kalamazoo area! It has a large, well-designed 4,000 sq. ft. facility with all the usual amenities Everything is set for a smooth transition. (MI504)

MI: Southeast - North side of Detroit. Established, companion animal hospital in a great location with a long, positive history of serving clients from the region. The revenues are over \$2M and growing. It is housed in an attractive 4,300 sq. ft. facility with all the usual amenities (MI409)

MI: Coastal Southwest -Reduced price! Small animal clinic located only a mile from the shores of Lake Michigan. It is housed in a 3,000 sq. ft. facility with great visibility and that is well-equipped with digital x-ray, ultrasound and more. Both practice and real estate are for sale. (MI328)

MI: Western - NEW! Practice and real estate for sale! Small animal, general practice with revenues over \$1.1M. Housed in a 3,600 sq. ft. facility that is well-equipped. (MI432)

MI: Lower-central - Solo, companion animal hospital in close proximity to I-94 and 194/66. It is a solid practice in a good location. The practice is housed in an attractive facility with all the usual amenities. The owner is ready to retire so the practice is for sale and financing is readily available and the after-debt cash flow to the new owner is very good. (MI423)

MI: Eastern - Small animal practice located about an hour northwest of Detroit. It is an active and growing, solo practice housed in a well-maintained and well-equipped facility. The owner is ready to retire so both the practice and real estate are for sale. (MI412)

MI: NEW! Southwest - Established, small animal practice with a location that provides easy access to the Lake Michigan shore and many local communities. It is housed in a free-standing, 4,200 sq. ft. facility with 6 exam rooms! The owner is ready to retire so both the practice and real estate are for sale. (MI508)

MI: Central - Established, solo, small animal hospital located in Lansing, MI. The practice is well-equipped and housed in an 1,800 sq. ft. facility with plenty of room for future expansion on the almost 4 acres of property. Both practice and real estate are for sale. (MI407)

MI: Eastern - Small animal clinic located in a delightful community north of the Detroit metropolis. The current owner has kept the practice small for a balanced life-work schedule but is still growing and up 20% this year. It is housed in a 1,200 sq. ft. facility with good visibility and easy off-street parking for clients. Both the practice and real estate are for sale. The owner will help with the transition. (MI235)

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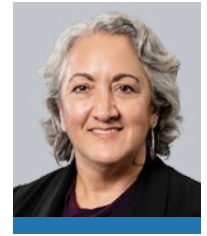
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The Three Cs of Association Membership: **Collaboration**



By Bonniifer Ballard, MLD, CAE

Last issue, I introduced the three Cs of association membership: content, collaboration, and community. Let's talk about collaboration. I define collaboration as leveraging strengths and/or minimizing weaknesses for a better outcome for all parties.

As a practitioner

The best example of collaboration can be found right in your practice. Whether you are collaborating with another veterinarian or with your vet techs and veterinary assistants, the veterinary healthcare team runs best when all team members are open to each other's ideas and input. Being a member of MVMA just expands the pool with whom you can collaborate.

As a member

Being a member of a professional association comes with a community of like-minded individuals. This community makes it easier and more likely that you will find opportunities to build collaborations. Whether it is a consultation on a challenging patient, sharing administrative resources, or brainstorming a new approach to updating medical records, collaborating is a key benefit of membership because you expand the brain power to help you solve every-day problems. It can happen in big and small ways, through structured and organic activities.

As an association

For MVMA, we are actively exploring collaborations that will best serve members and veterinary medicine in Michigan. Whether it be with MSU CVM, MDARD, another veterinary association, or perhaps a not-so-intuitive organization, MVMA is seeking better ways to serve members, improve animal welfare, and advance the profession.

Whether you are a sole practitioner or one of many, being a part of organized vet med facilitates collaboration to achieve your professional goals and help everyone practice better veterinary medicine.

We're glad you are part of MVMA! 🐾

// Whether you are collaborating with another veterinarian or collaborating with your vet techs and veterinary assistants, the veterinary healthcare team runs best when all team members are open to each other's ideas and input. **//**

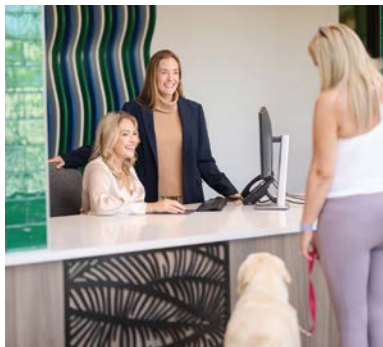


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DEI is Not Just an Acronym

By Matt Hynes, DVM

Happy summer one and all! Isn't the sun glorious after all that Michigan gray? I hope everyone, especially those in the Upper Peninsula after their awful storms this spring, are getting some relief as we head into summer. To celebrate the transition, I'd like to discuss a topic near and dear to us at the MVMA – DEI.

Have I lost you already? I know, I know, but please, give me an open heart and willing ear for a few paragraphs, if only to hear a different perspective. We live in a time where words, especially acronyms, are riddled with connotations, dog-whistles, and maybe most of all, misunderstandings. MVMA has proudly been a leader nationally in our DEI initiative, and stood as an example of what approaching this concept with philosophically good intent, rather than as a marketable piece of HR lingo, can accomplish. We hope to continue this mission to provide a culturally competent space for EVERY member of our organization with your support, but perhaps some reflection is due.

Let's break it down: the words speak for themselves.

Inclusion is easy: it is primarily a conscious decision to eliminate exclusivity as our driving motive. It isn't a virtue signal, but a sincere effort to make welcome the people with which we interact. It means to show each client, colleague or coworker basic respect and decency as a fellow human, without assumptions or speculation rather than facts and data. It's a promise to act in good faith, despite potential differences, and reaffirms a common mission. Ask yourself, as a veterinary professional, do I want to be a teacher, or a judge? Which is actually more constructive?

Equity is a bit more thoughtfully intensive, but simple once you understand the concept. It is mindfulness in action. Equity isn't just equal, it's contextual to circumstance: a tailored approach. If I were to give everyone reading this a stick of gum, what about the people with braces on their teeth or TMJ? Is equal everything truly what 'fairness' is? Or, is it fairer to help in a way that matters to one's particular situation? As a veterinarian, again, I ask: do you hope to provide the exact same service to every person/animal you encounter, whether they need it or not, and is that truly useful to them?

Toughest for many of us is diversity. Most folks naturally auto-trigger straight to demographics in some way ... gender, race, religion, sexual orientation, even political party, living conditions, and economic status. The list goes on and on. The trouble is, that's really just the tip of the iceberg. We as individuals often fail to recognize the very personal and often arbitrary lens through which we view things. It isn't a failure: everyone has their bias bubble, and it shades the way in which we traverse our life experiences. However, the fact is, we are absolutely allowed and even legally encouraged to learn and grow as doctors and professionals. We are a multidisciplinary field, spanning across private and corporate practice, industry, pharma, biotech, one health, regulatory medicine, military service, and countless other arenas. We treat a wide range of diseases across diverse species and for a variety of reasons. But aren't we all here to make our part, whatever it may be, better? If we can't invite the word 'diversity' in with all that ACTUAL diversity already present, what are we really even saying?

As a board, the collaborative ideas we have brought together at MVMA from every facet of our field, as well as the one voice with which we speak, adds an undeniable broadness to our efforts, and conviction to our actions. Ours is a shared mission, coming from a variety of interest groups within our own profession, and that is what makes it powerful.

Based on your new understanding, what part of diversity, equity, and inclusion doesn't have merit? Which of these values is objectionable and why? I'm happy to personally discuss these thoughts individually with any/all of our members via email hynes.mj@gmail.com, SUBJECT: MVMA DEI, and please be patient: I still work full time in addition to this gig as president. 🐾





Coach Yourself to Shut Down Your Inner Critic

BY DR. JULIE CAPPEL

We spend our days in the hospital exam room or surgery, where we are often calm, composed, and confident. But when the day winds down, a negative voice creeps in – the one that says you are not good enough, that you should have caught that diagnosis sooner, or that you let someone down.

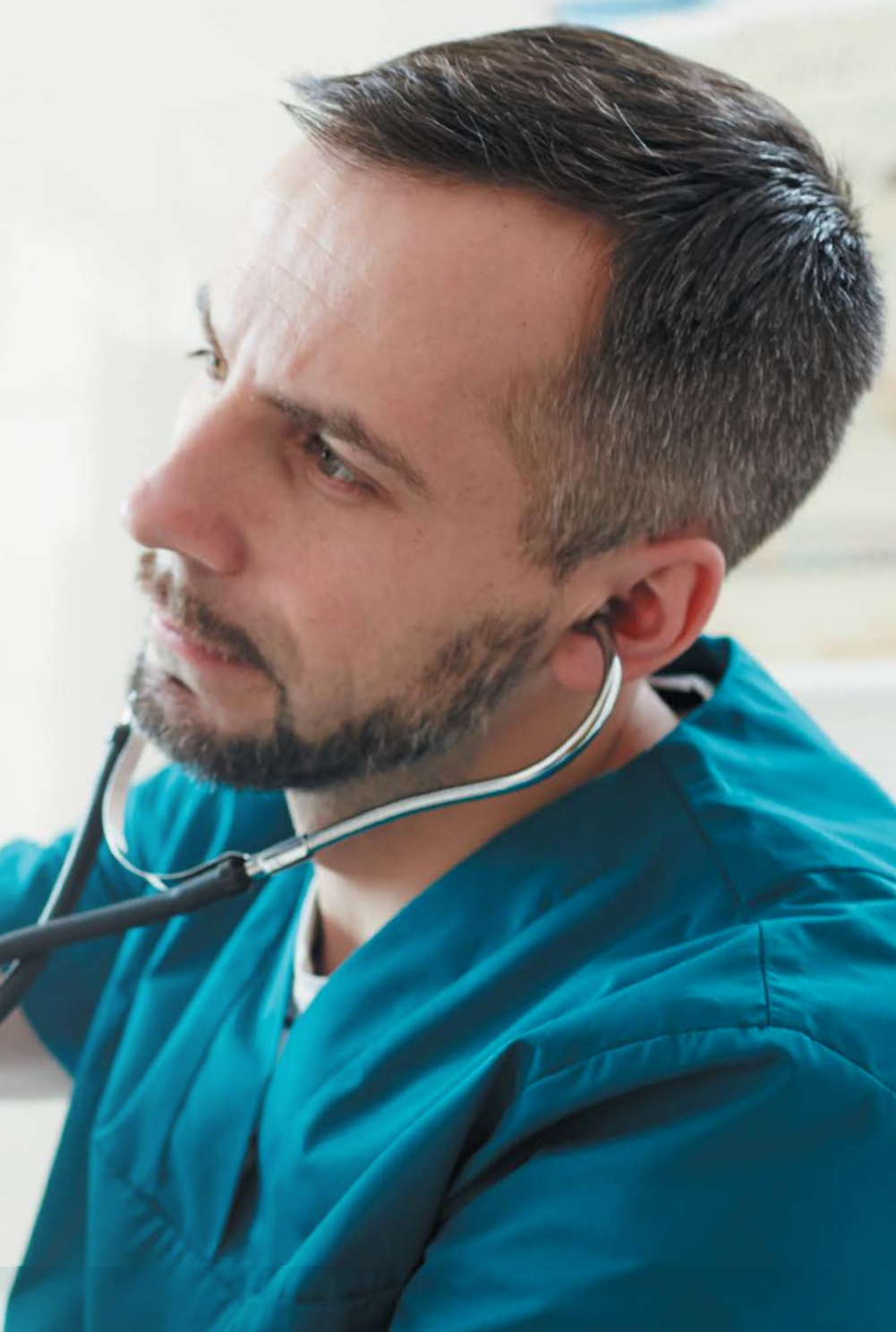
People who work in veterinary medicine are some of the most kind and compassionate people I know,

but that kindness is rarely extended inward. Instead, we have a harsh internal monologue, constantly judging our performance, highlighting mistakes, and setting the bar higher every day. I see this pattern in the people that I coach, and I want you to hear and believe something important: that voice in your head is a habit, not the truth. You can change it.

Why do we have so much impostor syndrome and negative self-talk in veterinary medicine?

Veterinary medicine is a high-empathy, high-pressure profession. We are expected to be a pharmacist, a surgeon, a behaviorist, a counselor, a communicator, and sometimes a miracle worker, all in a single shift. Our mistakes feel deeply personal. Outcomes weigh heavily on our mind. And because we care so deeply, our brain thinks being 'critical' is a form of protection against mistakes.

But here's the reality: self-criticism doesn't make you better; it makes you



exhausted. It creates guilt, stress, anxiety, and self-doubt that erodes your joy.

So, how do you become more self-kind?

Notice your thoughts. Most of us don't think about our thoughts. The thoughts come fast, so they feel out of control, affecting us before we have time to notice. Begin to take notice of how you speak to yourself when a treatment does not go as you expected or a client has a complaint about you or your hospital.

Do you tell yourself that you are not enough? If you are having difficulty noticing thoughts, sit down for ten minutes after work and do a 'thought dump' about your day. Just write all of your thoughts out and notice them without judgment.

Begin to discover your stories and replace your narrative. We all have stories from our childhood that stay with us into adulthood. These stories influence how we see ourselves and sometimes make us feel that we are not good enough.

Self-Compassion Exercise:

- Notice your thoughts
- Discover your stories
- Build self-compassion moments
- Know when to seek support

Those stories may influence how you see yourself when you make a mistake or have a bad day. Instead of blaming the kid who bullied you, your brain believes that there is something wrong with you. Once you discover your stories, you can begin to rewrite them. Instead of thoughts of inadequacy, you can start to look for the many good things about you.

Build some self-compassion moments into your day. Research shows that self-compassion is directly linked to greater emotional resilience, lower anxiety, and reduced rates of burnout. I ask my coaching clients to write down reasons why they are talented veterinarians. It is often a struggle to do this exercise, but it is essential, because when you struggle to show yourself kindness, this list will remind you why you are amazing and talented. Because our brain tends towards negativity, we must train it to think better and have more encouraging thoughts.

Know when it is time to get support. Coaching yourself is a powerful tool, but you do not have to do it alone. Sometimes, our inner critic is loud and difficult to quiet. Working with a therapist or coach will help you discover the stories in your chihuahua brain and help develop mindset tools to change how you treat yourself. Asking for help is difficult, but it is one of the best things you can do for yourself.

Veterinary professionals are caring and giving people, but we almost always put ourselves last. If you are struggling with self-doubt or impostor syndrome or are losing your joy for veterinary medicine, start working on your self-kindness and self-care before you do anything else. Don't fight or pressure your inner critic, but gently work to change how you talk to yourself and let go of your negative stories. Treat yourself as kindly as you treat your animal friends. 🐾

Events Calendar



VIRTUAL EVENTS

JUNE 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11  Lunch and Learn Webinar: Cyber Security	12	13	14
15	16	17	18	19	20	21
22 Great Lakes Veterinary Conference Traverse City	23	24	25	26	27	28
29	30	1	2	3	4	5

JULY 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
29	30	1	2	3	4	5
6	7 Town Hall in Grand Rapids	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23  Lunch and Learn Webinar: Canine Dermatology	24	25	26
27	28 Town Hall in Bay City	29	30	31  Fetch the Facts on One Health	1	2

AUGUST 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
27	28	29	30	31	1	2
3	4 Town Hall in Traverse City	5	6	7	8	9
10	11	12	13  Lunch and Learn Webinar: Oncology	14 Town Hall in Marquette	15	16
17	18	19	20	21	22	23
24/31	25 Town Hall in Livonia	26	27	28	29	30

SEPTEMBER 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
31	1	2	3	4	5	6
7	8	9	10  Lunch and Learn Webinar: Hot Topics w/VDL	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26 MiVetCon Novi	27
28 + MiVetCon -	29	30	1 Employee Handbook Make and Take Workshop Lansing	2	3	4

SAVE THE DATE FOR WORKSHOP ON EMPLOYEE HANDBOOKS

'Make and Take' Employee Handbook Workshop is scheduled for October 1, 2025 in Lansing. Registration will open in August.

This workshop provides an opportunity for practice managers and owners to update (or create) an employee handbook that covers all you need for human resource management in your practice, including the new Employee Sick Time Act requirements. 🐾

FETCH THE FACTS

An informal virtual Q&A exclusively for MVMA members

In May, MVMA introduced this new virtual discussion. May's topic was focused on Michigan's new earned sick time law. Members had the opportunity to ask questions of an attorney and HR professional.

Similar to an 'Ask Me Anything' forum, Fetch the Facts is a way to hear about and discuss topics that impact your practice in a relaxed and engaging virtual setting. These aren't formal presentations, so they don't offer continuing education credit. They are informal Q&A sessions and discussions, offering real-world insights and advice on the most pressing issues you face.

Whether you're looking to solve a specific challenge or just want to hear how others are navigating the same path, Fetch the Facts is your chance to connect, learn, and grow in a welcoming, after-hours setting. 🐾

If you have a topic you'd like us to cover, email your suggestion to mvma@michvma.org. Check out the events calendar online for the next Fetch the Facts.

SMALL ANIMAL SEMINAR SERIES SCHEDULE 2025-2026

MVMA's 2025-2026 Small Animal Seminar Series is coming!

Register for all six seminars at one low price, starting July 1. With both in-person and virtual participation options available, the 2025-2026 Small Animal Seminar series (SAS) is the perfect way to access cutting edge techniques from nationally known practitioners and meet the in-person CE requirement needed for license renewal.

Wednesday, October 8, 2025

Oncology with Philip Bergman, DVM, MS, PhD, DACVIM (oncology)

Wednesday, November 5, 2025

Feline Dentistry speaker, TBD

Wednesday, December 3, 2025

Practice Management & Communication with Heidi Hulon, DVM, CCFP, MHFA, CPPP, Well-Being Consulting Veterinarian, US Pet Health, Elanco Animal Health

Wednesday, March 4, 2026

Anesthesia with Kate Cummings, DVM, DACVAA, Oakland Veterinary Referral Services

Wednesday, April 8, 2026

Internal Medicine with Andrew Woolcock, DVM, DACVIM (SAIM), Assistant Dean of Professional Education and Development, Interim, Associate Professor of Small Animal Internal Medicine, College of Veterinary Medicine, Purdue University

Wednesday, May 6, 2026

Tentative: Neurology with Ryan Gibson, DVM, DACVIM (Neurology), Anatomy, Physiology, and Pharmacology Department, College of Veterinary Medicine, Auburn University

Visit the SAS page on the MVMA website for more information. www.michvma.org/small-animal-schedule 🐾

MVMA maintains an active Legislative Advisory Committee prepared to protect the interest of veterinarians and veterinary staff with regard to state and federal legislation

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2. Loan Scenario 10/5 ARM: Interest rate and monthly principal and interest (P&I) payment subject to increase after initial 10-year period. For example, a 10/5 ARM on a property with a purchase price of \$850,000 with a 0% downpayment would result in a \$850,000 loan. Monthly payments \$1,100.53 (\$1,080.08 with a rate of 6.750%, 6.95% 1APR. Monthly payments \$1,100.53 - 360.53, 6.95% 1APR. Monthly payment - \$8,579.98 max payment with a rate of 8.750% max - 3,250% min. First rate adjustment cap 5%; subsequent semi-annual caps 1%; lifetime adjustment cap 5%. Interest rate and payments after initial period are based on a margin of (3.25%) and a current 6-month SOFR index of 4.40%. Advertised rate and APR effective as of 04/28/2023 and are subject to change. Above scenario assumes a first lien position, 740 FICO score, 45-day rate lock on a primary residence and are subject to change without notice.





MI VET CON

MICHIGAN VETERINARY CONFERENCE

2025



**CONFERENCE
PREVIEW**

Sept 26-28, 2025

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The premiere veterinary conference in Michigan offering quality in-person CE, access to resources and a sense of community. Don't miss this all new conference experience!



WAG\$ TO RICHES\$

The MVMA's foundation, the Michigan Animal Health Foundation, will be holding its annual casino night fundraiser on Friday, September 26, 2025. An evening of gaming with fake money, a silent auction, great nosh and lots of fun and laughs, this event helps raise money to provide financial assistance to individuals and institutions in order to benefit the health and welfare of animals.

Registration separate from conference registration. Additional fee required.

Exhibitors

Visit vendors in the Exhibit Hall or during vendor night* on Friday, September 26, 2025 to get the latest on resources for your practice and to enjoy networking with colleagues.

Exhibiting companies as of May 29, 2025:

AKC Reunite	Core Imaging
American Regent Animal Health	CUBEX
AmeriVet Veterinary Partners	Dechra
Antech	Elanco Animal Health
Banfield	Emergency Veterinary Care Centers
Bank of America Practice Solutions	Esaote North America
Blue Buffalo Co. Ltd.	Faithful Companion Pet Cremation Services
BlueRiver Pet Care	Great Lakes Imaging
Boggs Specialties	IDEXX
CareCredit	Lovet Pet Health Care
Choice Medical Systems Inc.	MAI Animal Health

Merck Animal Health
Michigan Humane
MSU Veterinary Diagnostic Laboratory
MSU Veterinary Medical Center
Nutramax Laboratories Veterinary Sciences, Inc.
O3 Vets
Patterson Veterinary Supply
Patterson Veterinary Supply CVA Program
Penn Veterinary Supply
Rose Micro Solutions

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Standard Process
VCA Animal Hospitals
Veterinary United
VRS Health
Wilson Veterinary Hospital
Zoetis
Zomedica

* Vendor Night is an evening when many exhibitors choose to host receptions and dinners. Details on these events are at the sole discretion of the exhibitor. Not every exhibitor hosts an event on Vendor Night.



MI VET CON

MICHIGAN VETERINARY CONFERENCE

2025

Don't Miss the Veterinary Event of the Year.

MiVetCon isn't just another conference—it's the all-new conference for veterinary professionals who want to stay ahead of the curve. Created by vets, for vets, this event brings together an elite lineup of expert speakers—many board-certified—who are ready to take you deep into real-world, interactive sessions that you can apply in your practice right away. With over 90 dynamic sessions, there's something for area.

And the Exhibit Hall? It's where innovation meets opportunity. Discover cutting-edge tech, game-changing products, and build invaluable connections with fellow professionals who are just as driven as you are.

If you're not here, you're missing out.

TOP 10 REASONS TO ATTEND

- 1 Earn CE credit
- 2 Get the latest on vet med in Michigan
- 3 Enjoy low pressure conversations with a variety of exhibitors
- 4 Connect with old classmates
- 5 Expand your professional network
- 6 Learn something you can use in practice
- 7 Discover a new idea or approach
- 8 Share what you know with others
- 9 Experience that sense of belonging
- 10 Reignite your passion for vet med

Conference Features

- » More than 90 interactive sessions
- » Up to 16 hrs of CE
- » Scanning-in for convenient credit
- » Energizing Exhibit Hall
- » Various games and prize opportunities
- » Conference app
- » Beverages all-day
- » Free WiFi
- » Mobile-device charging stations
- » Happy Tails hangout
- » Nursing Mothers' room
- » Access to proceedings for 1 year after the event

Schedule At-A-Glance

	TH 9/26	FRI 9/26	SAT 9/27	SUN 9/28
7 am		First Timer's Breakfast & Orientation		
8 am		General Session, Regulatory	General Session, Mandatory CE	General Session, Mandatory CE
9 am		Track-Based Sessions	Track-Based Sessions	Track-Based Sessions
10 am			EXHIBITS	Practice Labs
11 am		LUNCH in Exhibit Hall	LUNCH in Exhibit Hall	
12 pm				
1 pm		Track-Based & Micro Sessions	Track-Based & Micro Sessions	
2 pm				
3 pm				
4 pm		HAPPY HOUR in Exhibit Hall	Career Support	
5 pm				
6 pm	Welcome Dessert			
7 pm		Vendor Hospitality and Wags to Riches Fundraiser		

Tracks



**COMPANION
ANIMAL
(3 TRACKS)**



**EQUINE
PRACTICE**



**FOOD
ANIMAL**



**VETERINARY
TECHNOLOGY**



**PRACTICE
MANAGEMENT**



**STAFF
DEVELOPMENT**

Highlight of General Sessions

Join us for an eye-opener coffee (or tea) and hear from these thought leaders!
General sessions are worth CE.



FRIDAY, SEPT 26

Michigan Reportable Disease Panel Discussion

Nora Wineland,
DVM, MS, DACVPM

STATE VETERINARIAN
Michigan Department of
Agriculture & Rural Development

Join Dr. Nora Wineland and experts from MDARD to discuss reportable diseases. Get updates on reportable diseases, learn what happens once a report is made, walk-through case studies, and get questions answered at the Q&A! This session fulfills the requirements of Rule 33 of R 338.4933 (e) of the Veterinary Practice Act under the Michigan Public Health Code.



SATURDAY, SEPT 27

Session Title

Andy Roark, DVM

Dr. Roark is a practicing veterinarian, international speaker and author.

Founder of the Uncharted Veterinary Conference and DrAndyRoark.com. His popular Facebook page, website, podcast, and YouTube show reach millions every month. He's received the NAVC Practice Management Speaker of the Year Award three times, the WVC Practice Management Educator of the Year Award, and the Veterinarian of the Year Award from the South Carolina Association of Veterinarians.



SUNDAY, SEPT 28

Drafting Medical Records that will Support a Spectrum of Care

Sarah Babcock, DVM, JD

PRESIDENT & FOUNDER
Animal & Veterinary Legal
Services, PLLC

How do you support the human-animal bond, respond to owner's needs and satisfy legal and ethical duties? Worried the care you provide will fall below standard? Join us as we dive into how to support your standard of practice with communication skills. This session fulfills the requirements of Rule 33 of R 338.4933 (d) of the Veterinary Practice Act under the Michigan Public Health Code.

General Information

With more than 90 sessions and nearly 100 exhibitors, you will gain insight, learn the latest, and build your network. The conference has many new features to offer with some of the things you've come to expect. Check out full details of the program online at www.michvma.org

Continuing Education

Every session is worth CE credit. Just make sure you scan into each session to ensure you get the credit you deserve. CE certificates will be posted to your MVMA profile after the conference.

Networking

Business journals have pointed out for years that building your network is a critical component to not only getting the career position you want but also having a community to whom you can turn when you have a challenge to overcome or simply want to connect. Check out all the networking opportunities at this year's MiVetCon!

First Timers Orientation Breakfast

Start networking right out of the gate! Enjoy a light breakfast while seasoned professional get you acquainted with the conference and how it works.

Gamification Through the App

You will have an opportunity to connect with fellow attendees in a fun and laid back way. Or compete for a chance to win prizes.

Breaks and Meals

Chat over a cup of coffee. Or invite someone to sit at your table for lunch. Breaking bread together is a terrific way to make connections.

Exhibit Hall with Bingo Game

Make sure you get a Bingo card from the MVMA exhibit booth. Engage various exhibitors to earn your bingo marker. Make Bingo and win a prize!

Happy Tails Hangout

New this year is an area in the Exhibit Hall dedicated to allowing you to enjoy animals when you're not trying to heal them! This year, come cuddle a kitten between sessions to get that serotonin kick or to recharge. And just because kittens!

Vendor Night

Where vendors are being encouraged to host receptions and dinners for attendees.

Wags to Riches

The Michigan Animal Health Foundation's annual casino night fundraiser.

Hotel Accommodations

Hyatt Place Detroit/Novi

46080 Grand River Ave
Novi, MI 48374
(248) 513-4111

hyatt.com/hyatt-place/en-US/dttzh-hyatt-place-detroit-novi?corp_id=G-MV25

Promo code G-MV25

Hilton Garden Inn Detroit/Novi

27355 Cabaret Drive
Novi, MI 48377
(248) 348-3840

hilton.com/en/attend-my-event/michiganvetmedassociation/

Promo code 90V

Residence Inn Detroit Novi

27477 Cabaret Dr
Novi, MI 48377
(248) 735-7400

marriott.com/en-us/hotels/dtwno-residence-inn-detroit-novi

Contact staff for additional referrals.

Parking

For those not staying on site at the Hyatt Place, parking is \$10 per day, per vehicle. When you arrive at the venue, simply follow the signs to the Event Hall entrance. Or ask a friendly parking attendant.

Registration Information

Veterinary professionals may choose a one-day or full registration, whichever best fits their needs. Regular registration ends September 12, after which you may register on site.

		EARLY BIRD (6/1–6/30)		REGULAR (7/1–9/12)		ON SITE (9/26–9/28)	
		Member	Non-Member	Member	Non-Member	Member	Non-Member
DVMs	One Day	\$355	\$455	\$380	\$480	\$405	\$505
	Full Conference	\$475	\$575	\$500	\$600	\$525	\$625
Non DVM Staff	One Day	\$205	\$305	\$230	\$330	\$255	\$355
	Full Conference	\$355	\$455	\$380	\$480	\$405	\$505

Students — \$99 • **Exhibitor Booth Staff** — \$0 for first 2, \$75 for any additional staff

Exhibit Hall Pass — \$50 Members, \$75 Non-Members

REGISTRATION
IS OPEN!
Sign up today!



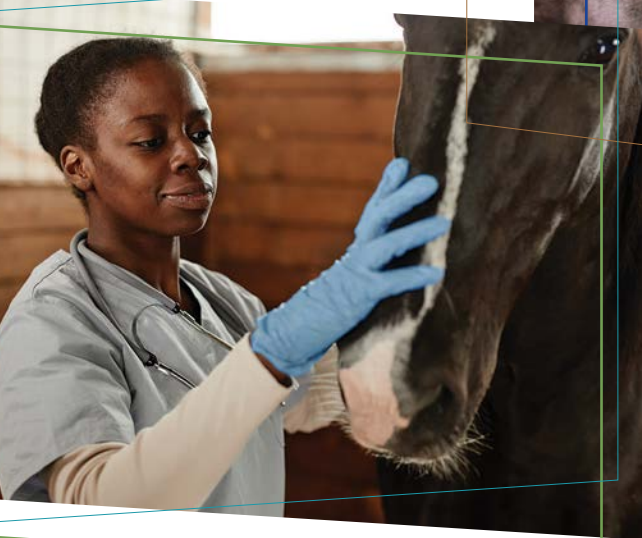
Register Online at michvma.org

Consent of Image Use

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Cancellation Policy

All cancellations **MUST** be in writing delivered to mvma@michvma.org. A \$50 cancellation fee for an individual registration will be assessed for all cancellations. No refunds will be given for cancellations submitted seven or fewer days from an event.



About MVMA

The Michigan Veterinary Medical Association (MVMA) is one of the most progressive veterinary associations in the country, representing more than 2,400 members. We use our voice to promote professional excellence in veterinary medicine and to advance animal well-being.

MVMA | 2144 Commons Parkway
Okemos, MI 48864 | www.michvma.org



MI VET CON 2025
MICHIGAN VETERINARY CONFERENCE

About MiVetCon

MiVetCon is the premiere veterinary conference in Michigan. Its purpose is to provide high quality, practical CE for Michigan veterinary healthcare teams while providing a sense of community and belonging.



MVMA's Michigan Animal Health Foundation

Create Your Legacy, Make a Difference, Help Animals

In February 2025, your MVMA's Michigan Animal Health Foundation established an MAHF endowment fund at the Capital Region Community Foundation, ourcommunity.org. The Community Foundation is trusted and well respected, bringing credibility to the MAHF and our endowment. The MAHF endowment fund was created to exclusively benefit the MAHF purpose programs forever. Those programs provide financial assistance to individuals and institutions for educational and scientific purposes to benefit the health and welfare of animals and to subsidize the cost of veterinary care for those individuals who cannot afford veterinary care in accordance with the rules adopted by the MAHF governing trustees.

The endowment creates a sustainable income for MAHF programs, and it is truly endowed – permanent and protected forever. This is very important for donors who want their investment in the MAHF to be their legacy or part of their legacy. The MAHF endowment fund is pooled with hundreds of other funds at the Community Foundation and the MAHF benefits from a diverse investment portfolio with outstanding returns that typically come only with very large funds. Donors have the confidence that their gifts will be well-managed financially, with consistent focus on growth of principal and generation of income to fund MAHF purpose programs.

Donors to the MAHF endowment can leave a meaningful legacy by naming

the Michigan Animal Health Foundation endowment in their estate plan. Donors can personalize their sub-fund using their name, ensuring their commitment to improving animal health and welfare and helping to provide veterinary care to animals whose owners cannot provide care is remembered for generations. Gifts of cash and other assets to the MAHF endowment fund can provide donors with the maximum tax deduction. Donors are encouraged to name the MAHF endowment fund as a beneficiary in their will or estate plan. A donation to the endowment benefits the MAHF and animals and provides the donor with maximum tax deductions allowed by law since the foundation is a 501(c)(3) organization. Always make sure to review tax advantages with your accountant and attorney when considering charitable giving.

Cain, Bean, Bella, and many others

I invite you to read just a few of the MAHF Companion Animal Fund stories of animals whose owners could not afford non-routine emergency veterinary care. However, due to generous donations these companion animals were able to resume healthy normal lives. At www.michanimalhealthfoundation.org/companion-animal-fund, read about Cain, who was in acute abdominal pain due to ingesting a foreign body. Emergency surgery allowed him to recover and celebrate the holidays with his family. Or read about Bean who was having severe bloating episodes and labored breathing. Diagnostic tests

revealed untreated heart disease, and a treatment plan was implemented to relieve his distress. And then there was Bella who was passing bloody urine. Needed diagnostic tests allowed her veterinarian to diagnose the cause of her symptoms and devise appropriate medical care to restore her to her normal rambunctious self.

To make a one-time or ongoing cash donation to the MAHF endowment fund visit michanimalhealthfoundation.org/donate.

For more information on how to create a meaningful legacy through the MAHF endowment fund in your estate plan, personalize a sub-fund in the endowment, or donate appreciated property or other assets contact the Michigan Animal Health Foundation at 517-347-4710 or the Community Foundation at 517-272-2870. 🐾

Recognition of MVMA's Michigan Animal Health Foundation donors

Listed as of Apr 28, 2025

Bonniifer Ballard
Dr. Arthur Beaudoin
The Blackburn Giving Fund (GM)
Dr. Julie Cappel
Dr. Ryan & Marcia Carpenter
Dr. Michael Chaddock
Dr. Michelle Clancy
James & Heather Dedyne
Dr. Jeffrey Dizik
Dr. Emily Geldersma
Nancy Greeley
Dr. Steven Halstead
Kara Henrys
Dr. Matthew Hynes
I & C Sales North, Inc
Eric Johnson
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Angela Long
Donna Oser

“Donors to the MAHF endowment can leave a meaningful legacy by naming the Michigan Animal Health Foundation endowment in their estate plan.”

The Role of Veterinarians in Educating the Cage-Free Poultry Workforce

By Alexander W. Strauch, DVM, MBA



The US laying hen industry's transition to cage-free has presented many challenges and opportunities for poultry producers over the last decade. For flock supervisors, these changes could be jarring.

Imagine for a moment if a flock supervisor who cared for 100,000 caged layers in 2015 was magically transported to a 100,000-bird multi-tiered aviary in 2025. With no debriefing, their 'first' day back on the job would be quite a shock. Much has changed, but the basic tenets of flock management remain for cage-free hens.

Today, cage-free and organic egg production collectively accounts for approximately 43% of all hens housed in the US. With this level of production, it is paramount to give special and deliberate consideration to the training goals and

competency expectations of today's cage-free workforce. Put bluntly, our on-farm workforce needs to increase and improve their skill sets to accommodate this significant population of laying hens – and this is also a prime opportunity for poultry veterinarians to fulfill their duties as 'educators' in order to enact broad, positive impact across the industry.

With the competencies described below, I place extra emphasis on middle management employees, such as flock supervisors, because this particular sector of our workforce has

a unique balance of weekly managerial responsibilities and bird contact. Although they may have different titles and levels of authority within an egg enterprise – flock supervisor, field technician and farm manager – their roles are uniformly familiar within the industry.

Competency #1: Data Management

One of the most important determinants of successful cage-free egg production is how close the management team is to their flock data. Every supervisory level employee should be able to calculate

basic flock health metrics and understand their relationship to performance. The minimum requirements for flock data comprehension include a complete understanding of the current signalment and vitals for each barn on one's farm. This is similarly necessary whether on a dairy farm, feedlot, swine barn, or animal shelter – and the most basic tenets of clinical practice that vet students are taught in school can be imparted onto animal caretakers as well.

Competency #2: Flock Examination

The ability of a flock manager to accurately examine the status of the flocks under their care is as much art as it is science. Although nothing beats time spent around birds and on-farm experience, there is a systematic way to assess the behavior and physical status of the birds. At the very least, discernment of normal versus abnormal is the required starting point for good husbandry.

Cage-free flocks exist in three dimensions: front-to-back, side-to-side and bottom-to-top. It is essential to observe bird behavior from each of these dimensions within the barn environment to ensure an accurate assessment of the group as a whole.

Supervisors should be able to communicate if birds are evenly or unevenly spread throughout the barn. This pattern recognition applies to mortality location, feeding and drinking behavior, egg-laying, and general congregation. Evenness of available resources, such as feed, light, air, water



and space (F.L.A.W.S.), is another important aspect of flock examination. Finally, individual bird behavior should be appreciated in terms of activity level, flightiness, pecking, aggression and mobility.

Competency #3: Necropsy

Post-mortem examination of layer and pullet carcasses is undeniably valuable for egg farms and should be an expected skillset for employees at the supervisory level and above. This is as true for conventional caged layers as it is for birds housed in alternative production systems. However, it is arguably more necessary for our cage-free flocks that are subjected to a higher number of external variables.

Although full gross pathological diagnosis is not expected at this employment

level, the ability to select appropriate specimens, execute thorough carcass breakdowns and take relevant, representative photographs for internal dissemination is expected.

Again, a standardized 'nose to toes' approach should be used to ensure the operator does not miss any relevant organ systems. It is highly encouraged that supervisory employees spend one-on-one time with the flock veterinarian to learn the technique. Repetition is encouraged, and the educational theory for pupils of 'watch, do, and teach' can be used until the employee develops a confident rhythm for post-mortem examinations.

Final Thoughts

In conclusion, we cannot meet the daily production demands of the US egg market without a competent and confident cage-free workforce. Truthfully, the same can be said about any of the other main food animal commodities. Currently, there is a demonstrated need to bolster the skillsets of our cage-free supervisors and poultry veterinarians should be utilized for this important on-farm training. At the very least, teaching supervisors about flock data management, flock examination, and basic field necropsy is paramount to successful cage-free egg farming – and there is incredible value in teaching the medical concept of rounding to our animal caretakers to ensure accurate and comprehensive case communication. 🐾



What's New at MSU?

From new leadership appointments to groundbreaking clinical work, student insights, and programmatic growth, the Michigan State University College of Veterinary Medicine continues to advance its mission through innovation, collaboration, and service. These updates offer a glimpse at the latest developments across the College that reflect MSU's continued focus on advancing veterinary education, research, and animal care.

New Leadership at MSU

Kimberly Dodd, DVM, PhD, MS, began serving as dean of the Michigan State University College of Veterinary Medicine on August 1, 2024.

Kurt Zinn, DVM, PhD, MS, has been appointed as the new director of the Clinical Innovations Program (CLIP) at the MSU College of Veterinary Medicine.

James Luyendyk, PhD, Albert and Lois Dehn Endowed Chair, has been named the Associate Dean for Research and Graduate Studies.

Taylor Epp, BS, LVT, MAET, has been named Assistant Dean for the Veterinary Nursing Program.

Bo Norby, CVM, MPVM, PhD, has been named Senior Advisor to the Dean.

Annette O'Conner, BVSc, MVSc, DVSc, FANZCVSs, has been named Interim Associate Dean of Student Engagement and Success.

Rob Fowkes, BSc, PhD, has been named Interim Associate Dean of Professional Education.

Two Unique Cases from the MSU Veterinary Medical Center

Sam Shivers, a 13-year-old Irish Sport Horse gelding used for upper-level dressage, was presented to MSU's Large Animal Clinic for a gastroscopy after his owner noted changes in his energy, work ethic, and appetite. The procedure revealed mild equine squamous gastric disease (grade 2/4) and a singular gastric polyp. After initial treatment with Misoprostol, and further treatment with omeprazole, sucralfate, and doxycycline, the ulcers had healed, but Sam's care

team worried about them recurring, and the polyp remained static. Given the polyp's location and nature, laser ablation was the only option for removal. Sam underwent three successful ablation sessions spaced three weeks apart. Sam responded well, with no complications, and his clinical signs improved significantly. Four months post-treatment, the polyp was no longer visible, and Sam's performance exceeded his owner's expectations. This case marks MSU's first use of a laser for equine polyp removal.



Leo, a three-year-old peacock, visited the MSU Veterinary Medical Center for cataracts. Both eyes were affected, but his right was more severe – it was completely non-visual. After an examination by the Ophthalmology Service, it was decided to perform a modified evisceration. Due to the unique anatomy and physiology of birds, they can be difficult to anesthetize.

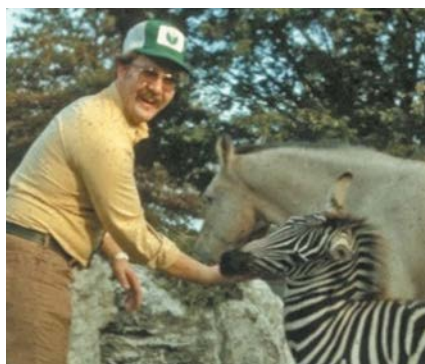


They require special care during anesthesia, including minimal stress, shorter fasting periods, higher drug dosages, and careful monitoring of vital signs like heart rate and respiratory rate. Leo recovered well from a successful surgery, and he is now at home reintegrating with his flock and enjoying regular sunshine in a small aviary.

Inside MSU's Zoo and Wildlife Program

The roots of MSU's Zoo and Wildlife Medicine Program trace back to Dr. Spencer Newman, who founded the program after his experience volunteering at the Detroit Zoo Hospital during his undergraduate years. After his admission to the College of Veterinary Medicine, his interests came to the attention of Dr. Hiram Kitchen, a faculty member who cared for the animals at the Detroit Zoo and Potter Park Zoo. Kitchen began taking Newman on calls to these zoos, and by the time Newman was preparing to graduate, he had an offer from Kitchen for a faculty appointment as an instructor in zoological and wildlife medicine.

During his year establishing the program, Newman built a relevant library, designed



a course for students, and served as the veterinarian for Potter Park Zoo. After a year at MSU, Newman left to enter private practice, and Dr. Jim Sikarskie took over the program. Sikarskie built upon Newman's foundation, working to give students more of the training and experience he wished he'd had as a student. "...I must have done something right because I stayed for 44 years!"

After Sikarskie retired in 2019, the College did not hire anyone to fill his specific position, and instead enlisted two adjunct faculty members: Dr. Ronan Eustace and Dr. Kimberly Thompson, a married couple who are both diplomates of the American College of Zoological Medicine. Recently,



the pair has been officially brought on as assistant professors to expand the program and its offerings.

They've already begun this work by participating in the College's summer research program, in which Eustace and Thompson each take on a student to mentor. The pair is also continuing to offer the zoo and wildlife medicine clerkship, which exposes the students to cases at both Binder Park Zoo and Potter Park Zoo.

Today, with its expanded offerings and ongoing growth, the program stands as a testament to the hard work of its faculty and the bright future it holds for the next generation of veterinarians.

A Regular Dose of Vet Med in your Ears

The Michigan State University College of Veterinary Medicine has launched two new veterinary podcasts in the first two months of 2025: *Dogtors Without Borders* and *Extraordinary Vets*.

Dogtors Without Borders puts two MSU-affiliated veterinary professionals, students, or support staff in conversation with each other to illuminate the hidden depths of veterinary medicine.



Extraordinary Vets is hosted by Dr. Donna Harris, assistant professor at the College, who interviews veterinarians who have carved out unique and impactful careers to show there is no one path for those interested in helping animals and people.



Stay Connected

For more Spartan stories, visit our blog at cvm.msu.edu/vetschool-tails, find us on YouTube (@msuvets8968), and follow us on Instagram, X, and Facebook (@msuvets). 🐾



Suspecting **H5N1** in Non-Routine Species: **What Veterinarians Need to Know**

A message from MSU College of Veterinary Medicine Dean Kimberly Dodd, DVM, MS, PhD and State Veterinarian Nora Wineland, DVM, MS, DACVPM

Veterinary teams across Michigan have been at the forefront of the response to highly pathogenic avian influenza (HPAI) since it was first detected in the state's poultry more than three years ago. As the outbreak progressed, the process of testing for and identifying infections in both wild birds and domestic poultry became routine. In the past year, dairy cattle have also become a common species for HPAI disease investigations and testing. In responding to the virus, state and federal agencies, including the Michigan Department of Agriculture and Rural Development (MDARD) and the United States Department of Agriculture (USDA), have developed detailed case definitions, diagnostic workflows, and movement protocols for animals and products in affected control areas. As a member of USDA's National Animal Health Laboratory Network (NAHLN), the Michigan State University Veterinary Diagnostic Laboratory (MSU VDL) is the only laboratory in Michigan approved by USDA to test for HPAI in any non-human species and remains a key partner in responding to the ongoing national outbreak.

Previous updates about HPAI have focused on the current outbreak's status, what we know and are still learning about the H5N1 virus. Even though the virus may continue to surprise us, one thing has become clear – this strain of H5N1 highly pathogenic avian influenza is very good at its job – that is to spread across animal populations. It has been able to infect and replicate in several species, some of which were not considered previously to be important hosts of avian influenza viruses. Besides dairy cattle, there have been isolated domestic detections of HPAI infections in livestock housed on premises with infected poultry. As of May 1, 2025, those include alpacas, neonatal goats, and a pig. In late March 2025, the United Kingdom reported the first known infection of H5N1 in a sheep, a ewe displaying signs of mastitis and housed on a farm with infected captive birds. Domestic cats, long recognized as susceptible to avian influenza viruses, have proven especially vulnerable to this strain, with cases often described as a rapidly progressive and fatal neurologic disease. Dogs have rarely been associated with avian influenza virus infections, but during the current outbreak, one confirmed case

occurred in Ontario, Canada – a dog that became ill and died after chewing on a goose carcass.

While the overall risk to domestic animal species remains low, we know the possibility of encountering HPAI in a non-routine species is real. Here's what to look for – and what to do – if you suspect a patient in your care may be infected with H5N1.

RISK FACTORS FOR EXPOSURE

Remember, H5N1 is just one of many pathogens which can cause respiratory, neurologic, or mammary signs in domestic animals. Based on information from confirmed cases, regulatory agencies have created a tailored list of risk factors. In general, animals may be considered candidates for testing on a case-by-case basis, depending on species and whether the case meets one or more of the following:

- Housed on a premises with known H5N1 infections in domestic poultry and/or dairy cattle.
- Direct contact with sick or dead wild animals, birds, or livestock.
- Fed raw poultry-based diets or unpasteurized dairy products.

“Biosecurity measures prevent the movement of pathogens from one location to another. Use of PPE and appropriate disinfectants, along with isolation protocols, can help prevent the virus from transferring to a new location where it has an opportunity to infect other animals.”

- Close contact with people who work on or enter premises with sick poultry and/or dairy cattle, for example hauling milk.
- Access to outdoor areas frequented by wild birds, particularly waterfowl.
- Food, feed ingredients, and/or water sources are accessible to wild birds or other wild animals.

POSSIBLE CLINICAL SIGNS

- In lactating animals: signs of mastitis, decreased milk production, and change in milk consistency.
- In felines as well as wild carnivores and scavengers, sudden and rapidly progressive neurologic signs are most common: tremors, ataxia, seizures, inability to stand, and/or blindness. Respiratory signs may or may not be present.
- In other species more generally: fever, dehydration, decreased appetite, and lethargy – with or without respiratory signs.

Please note the HPAI PCR test, which is the gold standard for detecting infections, is not designed or recommended as a screening test.

If you suspect an animal in your care might be infected with H5N1, please contact MDARD (800-292-3939) to discuss the details of your case. As the threat posed by this virus to non-routine species is low, only animals with known risk factors for exposure and/or clinical signs are recommended for testing. If an animal does not meet any of these criteria, it should not be tested. As we learn more, case definitions and test criteria may change. MDARD will respond to potential cases using the most current guidance.

CONSIDERATIONS FOR VETERINARY STAFF TO LIMIT EXPOSURE RISKS

The Centers for Disease Control and Prevention provides detailed considerations for veterinarians evaluating and handling cats potentially exposed to HPAI (www.cdc.gov/bird-flu/hcp/animals). These considerations are

likely similar to protocols already used in your clinic when handling potentially zoonotic or infectious cases. The overall public health risk for HPAI is considered to be low; however, the majority of human cases reported to date have been in those working closely and directly with infected animals. Taking appropriate measures with disinfection and PPE is recommended. PPE may include:

- N95 respirator
- Fluid-resistant coveralls or gown
- Head or hair cover
- Gloves
- Rubber boots or boot covers
- Safety glasses or face shield

Use particular care when performing procedures that may create aerosols.

Remember, biosafety measures protect people from pathogens. Biosecurity measures prevent the movement of pathogens from one location to another. Use of PPE and appropriate disinfectants, along with isolation protocols, can help prevent the virus from transferring to a new location where it has an opportunity to infect other animals. Information about biosafety and biosecurity measures for clinics and farms can be found in several of the resources provided.

NEXT STEPS FOR A PATIENT WITH RISK FACTORS AND CLINICAL SIGNS

HPAI is a reportable disease in any animal species in Michigan.

Anyone who suspects the presence of HPAI in domestic animals in Michigan should contact MDARD **immediately** at 800-292-3939 (daytime) or 517-373-0440 (after-hours).

MDARD staff will collect information about the history, known and potential risk factors, and clinical signs. If testing is recommended, MDARD staff will coordinate with the MSU VDL and provide

details about what samples to collect and how to get them to the Laboratory. As this is still an evolving situation, coordination with the NAHLN and the National Veterinary Services Laboratories about appropriate sample types for novel species may also be needed.

In most instances, testing will generally be covered by USDA. If testing is not recommended and costs will not be covered, veterinarians may have the option to pursue testing paid for by the owner.

SEE SOMETHING, SAY SOMETHING

At the end of the day, we are all part of the same team working together to protect animal and public health in Michigan. Veterinary teams across the state are critical partners in that effort because you are the eyes, ears, and hands evaluating patients in exam rooms, pens, stalls, and barns.

While we don't want you to panic, and we don't want you to hear zebras when you should be hearing horses, we DO want you to be on the lookout for odd or unusual clinical cases. When you see something that doesn't seem right, or you think there should be concern, please reach out to MDARD for guidance. That applies to potential cases of HPAI in non-routine species or other emerging diseases!

RESOURCES FOR MORE INFORMATION

American Veterinary Medical Association:
www.avma.org/resources-tools/animal-health-and-welfare/animal-health/avian-influenza/avian-influenza-h5n1-cats

Michigan Department of Agriculture and Rural Development:
michigan.gov/birdflu

Michigan State University Veterinary Diagnostic Laboratory:
animalhealth.msu.edu

United States Department of Agriculture:
www.aphis.usda.gov/livestock-poultry-disease/avian/avian-influenza 🐾

A Reason to Celebrate

By the DEI Committee

The month of June hosts two important celebrations – Juneteenth and Pride. Juneteenth celebrates and commemorates the day that Union soldiers brought the news of emancipation to the enslaved Black people of Galveston, Texas. This event happened a full two years after the Emancipation Proclamation. Pride is a time for the LGBTQ community to celebrate identity, community and overcoming obstacles. Some of you may say to yourself, “I’m not part of the Black community or LGBTQ community, so why does this matter to me?” To answer this question, let’s look at cultural and heritage recognitions as a whole.

Our veterinary community and the communities we serve are more diverse than ever. Cultural and heritage recognitions give us the opportunity to build stronger connections and gain a better understanding of those around us. Cultural observances are great occasions to learn about different cultures. Many communities sponsor special programs to highlight the history, traditions and contributions of their community. When communities share their story, they challenge stereotypes and biases. These celebrations also show the richness of the human

experience. We become more empathetic when we see the shared experience of perseverance through adversity. As community members, the opportunity to celebrate the community honors those who came before and those who are currently making an impact. This recognition inspires pride for all that the community has accomplished and for the next generations to forge ahead to new heights.

Belonging is a vital part of identity and self-expression.

Cultural recognitions reinforce belonging to the community. These are times to open important dialogue and conversation about our diverse and common experiences. We can become more engaged with others in our greater communities.

While we may not be a part of a particular community, we absolutely have a reason to celebrate cultural and heritage recognitions. Sharing our cultures and heritages strengthens our community bonds and forges new connections. This year still has many observances to come. Let’s commit to celebrating and recognizing our friends, clients and neighbors in all the ways that make us unique. If we do, we’ll always have a reason to celebrate. 🐾

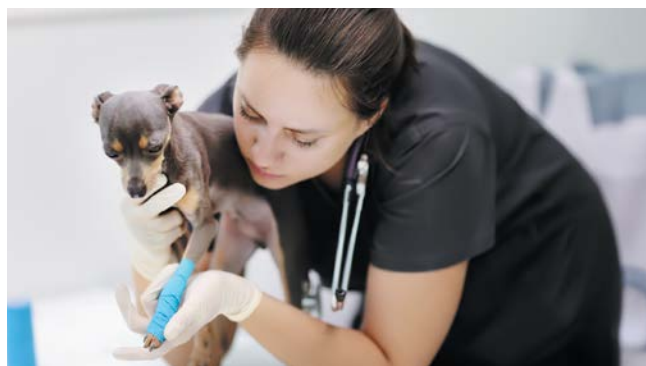
“ Our veterinary community and the communities we serve are more diverse than ever. Cultural and heritage recognitions give us the opportunity to build stronger connections and gain a better understanding of those around us. ”

Veterinary Team Development Committee Update

By Kate Wilson, DVM, chair of the Veterinary Team Development Committee

The Committee is still new and prioritizing its work. Our purpose is to work on better ways to serve the community and develop tools and education, as well as employment recruitment, retention, and satisfaction resources.

We are having discussions about the new vet assistant program (CVA Program, see page 34) and developing a process for appeal in cases of certification denial. We have introduced the program into high schools and begun to see staff in veterinary practices participating. We are also in early stages of discussing the creation of a scope of practice for LVTs. We plan to collaborate with the Michigan Association of Veterinary Technicians and MSU CVM on this. 🐾



Food Animal Veterinary Care is Evolving

By Kayla Clark, DVM, chair of the Food Animal Practice Committee

In recent years, our veterinary clinic has seen a noticeable uptick in first-time livestock owners – families and individuals pursuing the dream of self-sufficiency, homesteading, or simply raising animals as a hobby. At our practice, we have had to change our practice model to encompass the wave of new clients with sheep, goats, swine and a few cattle. This renewed interest in small-scale animal agriculture has come with a unique set of challenges – particularly the steep learning curve these clients face.

For many of these hobbyists, this is their first direct experience with animal husbandry. They may be well-read or enthusiastic, but their practical knowledge on topics like providing adequate colostrum, mixing and feeding milk replacer, managing parasite control, or recognizing early signs of illness may be lacking. In response, our clinic has altered our calls to include a proactive, educational approach. We have created beginner-friendly livestock care guides covering nutrition, biosecurity, housing, deworming protocols, and vaccination schedules to help bridge the knowledge gap they may have. We also try to provide reliable resources so clients can learn at their own pace. Our goal isn't just to treat sick animals, but to help prevent illness through proper education and management.

One critical area where new owners often need guidance is zoonotic disease prevention. Young animals, especially scouring calves, pose serious risks to both animal and human health. We have seen several cases of *Cryptosporidium* and *Salmonella* in bottle-fed or poorly managed calves. These pathogens not only cause severe diarrhea in calves but can also lead to significant illness in people – particularly children, the elderly, or immunocompromised individuals who may be helping with chores. We emphasize strict hygiene, proper calf housing, and personal protective measures, especially during handling and feeding. Handwashing, boot disinfection, and wearing gloves are simple but often overlooked habits that can greatly decrease their risk of infection.

The traditional veterinarian-farmer relationship is evolving. These new clients are not commercial producers. They are passionate



and eager to learn but they also are often more emotionally invested in their animals. That means our role must change as our client's needs change. We are not just clinicians to them; we are educators and advisors with a touch of therapists. We encourage questions, recommend routine wellness checks, and offer herd health planning even for 'just a few animals.' By meeting these clients where they are – educationally and emotionally – we can foster better animal welfare, strengthen human-animal bonds, and reduce public health risks.

As the popularity of backyard herds and hobby farms continues to grow, so too must our commitment to supporting them responsibly. With clear communication, accessible education and a strong focus on zoonotic awareness, we can help new livestock owners become knowledgeable, confident stewards of animal health. At the end of the day, our goal remains the same: healthy animals, responsible caretakers, and strong veterinary-client partnerships – whether the herd is 5,000 head or five. 🐾



Legislative Update

By Robert Fisher, Chair of the Legislative Advisory Committee

While the 2024–2025 legislative session concluded with no legislation that the MVMA was tracking or had a stake in passing, the 2025–2026 legislative session has started with a flurry of activity.

The most notable legislation includes the following:

- HB4166: restricts the use of xylazine.
- HB4200: codifies telehealth into law as is already allowed in administrative rules, including establishing a VCPR via an in-person visit or visit to the premises. HB 4420 and SB0193 allow for telehealth with a VCPR established via telemedicine exam.
- HB 4254: known as Queenie's bill, would prohibit conducting research on dogs in a manner that causes pain or distress.
- HB4300: allows appointment of a pro bono lawyer or law student as an animal advocate in cruelty and welfare cases.

A more complete listing of introduced legislation that are related to veterinary medicine or animal welfare issues can be found on the MVMA website, michvma.org/state-advocacy.

The MVMA Legislative Advisory Committee continues to work to advance our priorities. You can support our work in two easy ways. First, log into your web profile and update your personal address. (Go to your Member Compass, click on Profile and scroll almost all the way to the bottom.) This isn't used for mail but rather to confirm your local house and senate districts. Second, donate to MVMA's vetPAC. VetPAC is a policy action committee that helps MVMA get traction on bills that best serve to protect animal welfare and the practice of veterinary medicine. Even a small donation helps to make a difference. Visit the vetPAC page at michvma.org to contribute.

If you have any questions about MVMA's work or priorities, feel free to reach out to staff or committee leadership at mvma@michvma.org. 🐾

Leadership Development Committee

By Julie Cappel, DVM, chair of the Leadership Development Committee

The Leadership Development Committee met on April 29, 2025, over Zoom to discuss committee and board member recruitment for the coming year. The committee works to ensure that there are eligible candidates for each vacancy on the Board of Directors and the MVMA committees. MVMA members interested in serving on one of the following committees are encouraged to contact the MVMA office for more information.

- Leadership Development Committee
- Animal Welfare Committee
- Diversity, Equity, and Inclusion Committee
- Equine Practices Committee
- Ethics Committee
- Food Animal Committee
- Legislative Advisory Committee

- One Health Committee
- Small Animal Seminar Series Planning Committee
- Veterinary Team Development Committee

The MVMA recently posted a call for volunteers for the MVMA Board of Directors seats that will be vacated in 2026. Districts that will experience vacancies will be encouraged to nominate members from their districts. The committee also began planning our Power of Ten Program for 2026.

MVMA members interested in leadership and serving their state VMA should apply to become committee or board members. For more information, contact the MVMA office or email Julie Cappel at jacappeldvm@gmail.com. 🐾

“ The MVMA recently posted a call for volunteers for the MVMA Board of Directors seats that will be vacated in 2026. Districts that will experience vacancies will be encouraged to nominate members from their districts. ”

AVMA Update



Registration is open for the AVMA Convention, Washington, D.C.

The AVMA Convention is scheduled to take place from July 18–22, 2025 in Washington, D.C. It will be held in conjunction with the 40th World Veterinary Association Congress. Elections will take place during the House of Delegates meeting July 17–18. There will also be a legislative fly-in to meet with members of congress on issues impacting veterinary medicine.

How does AVMA select the next president-elect?

There are two candidates for the office of AVMA President-Elect, Dr. Mary Ergen and Dr. Jennifer Quammen. Both candidates met with the MVMA board virtually at the March meeting and shared info on their experiences, leadership and vision for the AVMA and our profession.

The president-elect is chosen by the AVMA House of Delegates (HOD), which is composed of 70 voting members to include a delegate and alternate delegate from each state, Puerto Rico, and Washington, D.C. as well as allied organizations representing different areas of the profession. Each delegate gets one vote, which is weighted based on the number of AVMA members in that state, similar to the electoral college. Please read about the candidates and reach out to your delegates to share your thoughts on your top pick!

“ The AVMA Convention is scheduled to take place from July 18–22, 2025 in Washington, D.C. It will be held in conjunction with the 40th World Veterinary Association Congress. ”

Dr. Jen Quammen

Connecting with The Past While Preparing for The Future

DVM, Ohio State University, 2011

MPH, University of Iowa, 2010

B.S. Mathematics and B.S. Biological Sciences



Dr. Jennifer Quammen began her career as a licensed veterinary technician working in private practice for more than a decade. As a veterinarian, she has worked as an associate, medical director, or a relief veterinarian at various points throughout her career. Clinically her interests are in surgery and pain management.

Dr. Quammen co-founded Veterinarian Coaching with her partner in 2014; through this work she has helped numerous veterinarians, practices and students.

Dr. Quammen is the Chief Veterinary Officer of Otto. Otto (www.otto.vet) is a comprehensive customer engagement platform that helps veterinary clinics streamline communications, improve clinic profitability, and increase customer satisfaction. Dr. Quammen served as AVMA Vice President from 2022–24.

Dr. Quammen serves on the Kentucky Board of Veterinary Examiners and is a member of the Society for Veterinary Medical Ethics. Dr. Quammen has been deeply engaged with and continues to champion the Veterinary Leadership Experience and the Veterinary Leadership Institute since 2011. Dr. Jen served on the leadership of the Kentucky Veterinary Medical Association (www.kvma.org) where she is Past President (2018-19) and co-facilitator of the Power of Ten Leadership program at KVMA. For more info on Dr. Quammen's pillars for the future, please visit www.jenquammen.com or scan the QR code.



Dr. Mary Ergen

Bullish on The AVMA And the Profession of Veterinary Medicine



Dr. Ergen is a small animal practitioner based in Nashville, Tennessee. She started Companion Animal Hospital in 1986 after working in a mixed practice for four years.

She has been involved in organized veterinary medicine for more than 35 years. She serves on the AVMA board of directors

for District III, and has been active in the Tennessee VMA, serving as president in 2008. She also was the Tennessee alternate delegate in the AVMA House of Delegates for seven years.

She has served on the board for the nonprofit CrossRoads Campus, which pairs shelter pets with homeless young adults and houses them together for the benefit of each other. She is a master gardener and helped start a local community garden that donates over 1,500 pounds of fresh produce to local food banks every year. She has participated in legislative fly-ins to advocate for the veterinary profession, and has been involved in Mentor Vet.

Dr. Ergen helped create and start a veterinary technician program at Volunteer State Community College and taught there for seven years as adjunct faculty and serving on the IACUC. She was a partner in three local emergency clinics that are now part of Blue Pearl Veterinary Hospitals.

The AVMA serves more than 108,000 members. Please reach out to your delegates with questions or to provide input on upcoming elections. Your opinion matters!

Dr. Jill Lynn (Delegate) 517-331-2009

Dr. Larry Letsche (Alternate Delegate) 734-355-2754.

Please call or contact us here: avma_delegate_mi@avma.org
If you are interested in volunteer opportunities, please visit: www.avma.org/volunteer. 🐾



Welcome **New Members**



Members joined between February 5 and April 30, 2025

Dr. Elizabeth Alsup

Dr. Molly Amon

Dr. Kristopher Appler

Dr. Precious Bagdonas-Bailey

Dr. Courtney Janae Ballard

Dr. Jordan Taylor Berzsenyi

Dr. Genevieve Brown

Dr. Denise M. Burbary-Muston

Dr. Jillian Chase

Dr. Stephanie LeAnne Dueweke

Dr. Katherine L Dyer

Dr. Peter L. Esterline

Dr. Brianna Franchini

Dr. Taylor Gibson

Dr. Jaap Gill

Dr. Amy M. Green

Dr. Jordan Guy

Dr. Jill Anne Henderson

Dr. Katlyn Hillman

Dr. Jennifer M. Jachman

Jacqueline Kilbourn

Dr. Bill King

Dr. Katherine Korman

Dr. Ingrid K Loeffler

Dr. Tamara Lynch

Dr. Tina Lynn Lyngvar

Melanie Morris

Dr. Amy M Nicols

Dr. Jessica Noel

Dr. Linda Okonkowski

Dr. Angela K. Phinney

Dr. Lauren Plath

Dr. Margaret Pratt

Dr. JonPaul Prudente

Dr. Jeanine Roper

Dr. Ashley Roseberry-Miller

Dr. Ellen Sanford

Dr. Joanna Spencer

Dr. Jennifer R. Trippany

Dr. Luke VanBlois

Dr. Jessica Varner

Special congratulations Dr. Heidi Ellan Stucki for achieving Life Member status.

Member Benefit Spotlight: *The Weekly Paws Button*



As part of your MVMA membership, you'll receive *The Weekly Paws Button* – a weekly member-exclusive newsletter delivered directly to your inbox. This carefully curated update serves to keep you informed regarding on:

- **Veterinary Developments** across the state and beyond
- **Featured articles** and thought leadership contributions
- **MVMA events** including Conferences, Small Animal Seminars, Lunch and Learns, Mandatory CE sessions, and additional offerings
- **Direct hyperlinks** to register for events and access the latest MVMA Blogs

- **Industry News** with weekly highlights from around the world
- **Local Updates** from MDARD and regional news sources
- **MVMA calendar of events** ensuring you remain aware of upcoming opportunities
- A dedicated **DEI section** from the DEI Communications Subcommittee, spotlighting articles and updates of significance to the veterinary community

The Weekly Paws Button is your go-to source for staying connected, informed and engaged with all aspects of the MVMA and the broader veterinary profession. 🐾

Bylaws in Review

There have been a few items identified in MVMA's current bylaws that are outdated or cause confusion. A task force has been convened to take a careful look at bylaws and introduce changes

that offer clarity and modernize the governance of MVMA. Bylaws are required to go before the MVMA membership prior to the Board voting on them. Look for these changes later this year. 🐾

Strategic Planning to Include All Voices

MVMA's current strategic plan was created just prior to the shutdown of the pandemic. Still, the organization was able to use the plan to guide its actions over the past few years. The Board has evaluated our progress and has begun the process of updating the plan. With so much changed in veterinary medicine and society in general, it is time.

The process will be inclusive of as many voices as possible, including partner organizations, members, non-member DVMs and LVTs, and others. A plurality of voices ensures we are getting a comprehensive environmental scan and solid understanding of the top issues facing veterinarians and their teams.

Two key opportunities to engage

Members will have the opportunity to share their thoughts and experiences through a survey. The survey may be taken either on paper or online. The paper copy may be downloaded from the MVMA website, and the online version can be taken on the site as well.

The other way to engage is through one of five town hall gatherings. Town Halls are being conducted in locations across

“A plurality of voices ensures we are getting a comprehensive environmental scan and solid understanding of the top issues facing veterinarians and their teams.”

the state: Marquette, Traverse City, Bay City, Grand Rapids, and Livonia. Town Halls will include a brief update from MVMA, remarks from MSU CVM, and then provide an open forum for discussion about veterinary medicine in Michigan. The meetings will be held in the evening and are open to anyone working in vet med in Michigan to engage as many people as possible. Visit the MVMA website to RSVP for one of the Town Halls.

There will be a variety of other steps and the finished plan will be presented at the annual member meeting at the end of the year.

Your voice matters: we look forward to engaging with you on this important activity. 🐾

Certification Program for Vet Assistants Takes Off

By Rachel Boersma, Director of Member Services



Pictured from left to right: Dr. Gail Wolfe, Isabelle Saucier and Samantha Buckner.

MVMA recently launched the Certified Veterinary Assistant Program (CVA), which is officially up and running. There has long been a need to establish standards of competency and performance for veterinary assistants – the essential third member of a successful animal health-care team.

To help meet this need, MVMA has partnered with Texas Veterinary Medical Association (TVMA) and Patterson to offer the Certified Veterinary Assistant (CVA) Program. This program is designed to provide team members with the training and recognition they deserve while strengthening the quality of care within veterinary clinics.

Currently, we have more than 30 students enrolled in the program. This includes local area high school students participating through their schools, as well as students who are currently working in animal clinics and hospitals.

This past week, I had the pleasure of interviewing two current CVA students who are finishing up Level One of the program.

Isabelle Saucier, Office Manager, and Samantha Buckner, Veterinary Assistant for Dr. Gail Wolfe at Bennett Road Animal Clinic, Inc. in Okemos, Michigan sat down with me to share more about their veterinary experience, their current job duties, educational aspirations, and how the CVA program will help them accomplish their goals.

Isabelle's current position is office manager. She received her Bachelor's in Zoology and Animal Science from Michigan State University. She has participated in research on the behavioral ecology of African mammals in Kenya.

Samantha is currently a veterinary assistant at the clinic. She is completing her Bachelor's in Psychology and

Pre-Vet Medicine from Michigan State University. Samantha has participated in veterinary volunteering in both Thailand and South Africa.

Both Isabelle and Samantha are currently in the process of applying to veterinary medical school. Isabelle loves exotic animals, and one of her goals is to work in zoos or conservation. Samantha's goal is to work in a mixed-species practice, and would also like to do work in conservation.

I asked both Isabelle and Samantha why they were taking the CVA program. They shared that Dr. Wolfe presented the opportunity to them and that they were excited to see what the program had to offer. They both told me that they think the CVA certificates they are earning will be an excellent addition to their vet med school applications.

They shared that they have been impressed with the program so far. They like the online learning modules and Isabelle's favorite module so far has been the module on exotic animals. Sam's favorite module has been the one on worms and parasites. Recently, the tapeworm section was very helpful when talking to a new dog owner about the danger of tapeworms in dogs.

Isabelle and Samantha would recommend this program to anyone who wants to work in the veterinary field in any capacity.

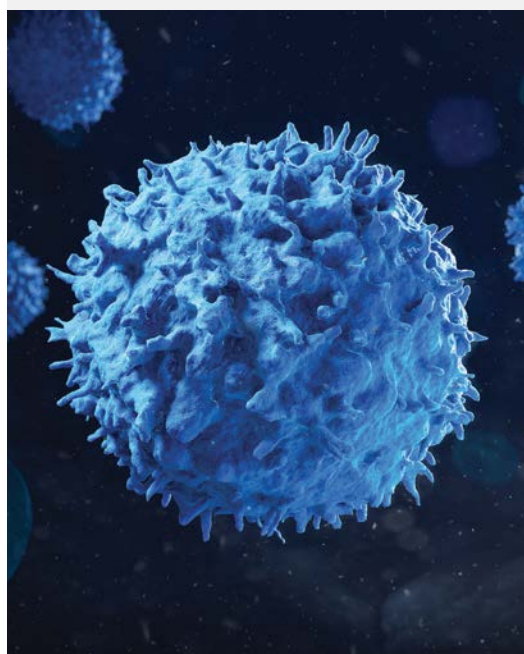
“When I asked Dr. Wolfe why she signed up her team for the CVA program, she replied, ‘For their own advancement. They will also do a better job if they know more.’”

They both said it was good for every level of clinic staff. They also recommended that students take the program as early as possible, as it is extremely helpful for those pursuing a career in the veterinary field.

In addition to the online modules, the CVA program requires clinical hours, which for Isabelle and Samantha was no problem, since they are both working in the clinic with Dr. Wolfe.

When I asked Dr. Wolfe why she signed up her team for the CVA program, she replied, “For their own advancement. They will also do a better job if they know more.”

If you want to know more about the Certified Veterinary Assistant Program and how it might benefit you or your clinic, please reach out to me. boersma@michvma.org. 🐾



IDEXX Cancer Dx testing. Detect lymphoma earlier than ever.¹

IDEXX Cancer Dx™ testing can be affordably and easily incorporated into IDEXX Preventive Care profiles for at-risk dogs* and provides actionable insights to inform next steps. What's more, early data suggests that it can detect lymphoma before clinical signs are present.¹

And that's just the beginning.

Get a glimpse of the future of oncology at idexx.com/cancerdx.



*At-risk dogs include all dogs ≥ 7 years old and high-risk breeds ≥ 4 years old.

Reference

1. Data on file at IDEXX Laboratories, Inc. Westbrook, Maine USA: Data based on testing performed at IDEXX Reference Laboratories in North America between November 1, 2024, and December 6, 2024. Analysis Report: IDEXX Cancer Dx Validation, 100282 [008_CancerDx-Validation-Report-2.Rmd].

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Member Spotlight

Ronan Eustace, DVM, DACZM

Potter Park Zoo

Graduated from University of Saskatchewan's Western College of Veterinary Medicine, 2010. MVMA Member since 2018.

You hold two positions, right?

Describe your professional roles.

At Potter Park Zoo, I am the Director of Animal Health, and I oversee the zoo's veterinary, nutrition and research programs. At MSU CVM, I am an Assistant Professor of Zoo and Wildlife Medicine. My main role is teaching final year students about the medicine of non-traditional species on our zoo and wildlife clerkships. In addition, this position involves working on zoo and wildlife research projects.

When did you know you wanted to be a veterinarian?

I was a late convert to veterinary medicine. As an undergraduate student, I knew I wanted a job where I could do clinical work but also help with the conservation of endangered wildlife. I was working as a biologist on a bighorn sheep project and we had a wildlife veterinarian helping with the project. I realized that his job was what I wanted to do as a career. This wildlife veterinarian's job entailed conservation work plus research and clinical work. I shifted gears and applied to veterinary school with the goal of becoming a wildlife veterinarian.

What do you love about your work?

As someone who works at a zoo and also a veterinary school, I have many unique opportunities to do research that helps to improve the health and welfare of zoo and wild animals.

Share with us a particularly meaningful patient success.

One of my hardest cases involved a young amur leopard with inflammatory bowel disease and the subsequent secondary hypovitaminosis D. As a consequence of the low vitamin D, the young leopard developed pathologic fractures in her pelvis. Amur leopards are called the world's rarest cat with less than a few hundred left of this species, so each individual is critically important for the survival of the species. It was a very challenging case, but with the help of many domestic animal



specialists at MSU CVM, we were able to get this leopard healthy again. Most successful zoo cases are collaborative efforts and it was a great team effort.

How do you recharge your batteries after a particularly challenging day?

Being a zoo veterinarian is very similar to being a domestic animal mixed veterinarian, so it can be quite physically demanding. Imagine carrying an emu or rolling over a rhino. I try to stay very active and this helps me relieve stress and also prevent work related injuries. I play hockey and do CrossFit.

What are your hopes for your career or for the larger vet med space?

When Dr. Jim Sikarskie retired from MSU CVM in 2019, the school also retired its wildlife ward and stopped providing care to injured wildlife in Michigan. Previously Michigan veterinarians and wildlife rehabilitators could send injured wildlife to MSU CVM for specialized care. The injured animals greatly benefited from this care and also the cases were invaluable teaching opportunities for the students, interns, and residents. We are in the process of trying to see if we can bring back a wildlife ward, but we will need donors to help fund this project. I would ask any MSU graduate who benefited from their experience working with Dr. Sikarskie while in veterinary school to consider supporting this project. Please contact me if you are interested in donating.

What advice would you give a new graduate just starting out or a student considering a residency?

Do not forget to say thank you to your mentors and the support staff. And always help clean up. 🐾



LEGISLATIVE DAY 2025

On April 17, more than 20 MVMA members spent the day in Lansing meeting with elected officials to advocate for issues that impact the practice of veterinary medicine.

Members were organized into small groups of 3 to 5 people and then met with their state representatives and state senators. The primary goal was to advocate for support of House Bill 4200, a bill that would codify administrative rules around telehealth and a VCPR into statute. HB4200 allows for telehealth once a VCPR is established via an in person visit or premises visit. This aligns with the telehealth rule used by the FDA and USDA. There is a competing bill that would allow telehealth by establishing a VCPR via a telehealth visit. Groups spent time educating elected officials on the risks of that opposing bill and asking for support of HB4200.

There are other bills that elected officials asked about and that MVMA members discussed, including a court advocate bill, a ban on dogs in research bill, and a xylazine bill. (See the full docket of bills of concern to veterinarians on the MVMA website at www.michvma.org/docket).

At the end of the day, MVMA hosted a meet and greet, where elected officials and their staff mingled with MVMA members and the discussions and education continued.

MVMA's Legislative Advisory Committee continues to monitor and advocate for HB4200 and other legislation that is most protective of animal welfare and advances the practice of veterinary medicine in Michigan.



Left to right: Drs. Jillian Chase, Dana Tatman-Lilly, Laurie Lockman, Melissa Dyson, Chelsea Render and Larry Letsche.

If you believe that a VCPR can only be established through an in-person visit, please consider writing to your elected official to encourage them to support HB4200 and oppose HB4220 and SB0193. You can find your elected officials from the MVMA advocacy page online. 🐾



Left to right: Drs. Mary Kinser, Angel Abuelo and Bruce Beachnau with MVMA CEO Bonniifer Ballard.

MVMA Classified Ads



VETERINARIANS

Want to join a great private practice in Livonia, Michigan? Looking for a change to a family friendly practice and to be part of an amazing team? D'Adamo Veterinary Hospital is well established, privately owned, progressive, 6-doctor practice. We are looking for a part-time, or full-time DVM to join our team. We practice high quality medicine with our full IDEXX lab, ultrasound, therapy laser, full digital and dental radiology. We offer competitive salaries, PTO, simple IRA, medical insurance, and CE. Send resume to office@dadamoveterinary.com.

Kalamazoo Animal Hospital is currently seeking a full-time or part-time associate to join our team. We are a well-established small animal practice in Southwest Michigan focusing on preventative health care and building lasting relationships with our clients and their pets. Our veterinary team prides themselves on practicing high-quality veterinary medicine, surgery and dentistry and our newly remodeled hospital is well equipped with in-hospital lab, digital x-ray, digital dental x-ray and ultrasound. We offer a competitive salary and benefits package and a schedule that helps maintain a positive work/life balance. We would love the opportunity to share with you more about our practice and the community we serve! Please reach out to Rebekah at 269-381-1570 or visit www.kalamazooanimalhospital.com for more details about our practice. If you are interested in joining our team, please send your resume to kzooanimalhospitalmanager@gmail.com.

Ready to balance a fulfilling career with an incredible lifestyle? St. Joseph, Michigan, a beautiful vacation destination with beaches, parks, wineries, and more, is home to St. Joseph Animal Wellness Clinic, an independently-owned practice seeking a full-time or part-time veterinarian. Enjoy a flexible 2-4 day workweek with no weekends or

after-hour emergencies, all while working in a well-equipped clinic with digital radiographs, Vscan ultrasound, and full in-house labs. We offer competitive pay with production bonuses, generous benefits (health, dental, vision insurance, 3% Simple IRA match, CE allowance, PTO, and more), and a work culture that supports your professional growth and work-life balance. Join us in this charming community. Contact Dr. Ed Blesy at edthevet@sbcglobal.net or 269-845-2436 and visit sjvet.com or facebook.com/stjomivet for more info!

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.

C-SNIP, a nonprofit veterinary clinic celebrating 24 years of service, is growing and expanding our team. CSNIP provides veterinary care to the pets and people who need us the most. Our goal is to provide compassionate, affordable, and accessible veterinary care to all pet owners regardless of their financial or social circumstances. If you want to become a better, more efficient surgeon, this is your opportunity to learn from the pros. This position also allows you to practice spay/neuter procedures, other surgical procedures, wellness, primary care medicine, and dental services. Benefits include a 4-day work week, paid time off, holiday pay, professional development allowance, health, vision, short-term disability, term life, and professional liability insurance coverage, payment of state and DEA licensing fees, 403b retirement, employee assistance program, and employee discounts on CSNIP-provided services. The starting annual salary is \$95,000-\$120,000. If this sounds like a career opportunity for you, please submit your resume and cover letter to hr@csnip.org summarizing your work history, salary requirements, and why you're interested in our organization!

Full-time associate veterinarian (or part-time initially, with full-time permanently) needed at a busy, progressive, computerized, privately owned AAHA practice on the west side of Ann Arbor. A full service, small animal veterinary hospital with a very lucrative dental referral client base, interest in dentistry is welcome, but not required. We are a hospital whose focus is on the highest level of medical care and education for our clients and their pets. We pride ourselves on having a professional, collaborative, supportive environment that consists of experienced LVT patient care staff, assistant staff and experienced client care staff. We work hard to foster a healthy work/life balance for our very valued employees. Base salary plus production, Simple IRA with 3% match, health, dental, vision and

life insurance, employee funded Aflac Insurance, liability insurance, CE and uniform, dues and licensing fees paid as well as employee discount on veterinary services. Email resume to shedding@westarbor.com.

Cat lovers wanted! Join Riverside Cat Hospital (near Michigan State)! Seeking a skilled, passionate veterinarian for our gold-level certified feline practice. Enjoy low turnover, supportive management, no weekends, and a welcoming culture focused on well-being. Why Riverside Cat Hospital? Exceptional, collaborative work culture in a state-of-the-art 4,500 sq ft new facility: new ultrasound, digital x-ray, dental, radioiodine. Competitive pay up to \$180K/yr total compensation: 23% pro-sal, 100% healthcare, 3 weeks' vacation, \$2K relocation, dues, liability, DEA, \$2500 CE, and no-cost pet medical care (+10% drugs/labs). Please send resume to Victoria L. Travis, MS at victoria@veterinarianrecruiters.com. All inquiries are confidential!

Gratiot Animal Hospital is on the lookout for a passionate, team-oriented veterinarian to join our AAHA-accredited team! We're a privately owned practice in Thomas Township, MI (just west of Saginaw). We're all about practicing high-quality medicine in a supportive, relaxed, collaborative environment where your voice truly matters. Whether you're a new grad or an experienced vet, you'll feel right at home here. Our brand-new 7,000 sq. ft. facility is fully equipped with everything you need to thrive – digital and dental radiology, ultrasound, laser therapy, a complete in-house IDEXX lab, and more. Want something we don't have? Let's chat! You'll be backed by a fantastic team of licensed technicians and fellow veterinarians who genuinely enjoy what they do. We're proud to be named one of Newsweek's Top 500 Animal Hospitals of 2025 – and to be one of only two five-star rated hospitals in Michigan. Work-life balance is extremely important to us. We offer flexible scheduling (full- or part-time), no after-hours or weekends, and a competitive salary with production bonuses. Our benefit package includes health insurance, Simple IRA with

match, PTO, CE support, paid license/ membership fees, and even a Costco membership! Interested? Check us out at www.gratiotanimal.com or call 989-781-3600 and ask for Amy, our awesome CVPM. Let's chat about your goals and see if we're a good fit. Consider joining us and being a part of something great – we'd love to meet you!

Town & Country – AAHA hospital in Charlotte, MI seeks full or part-time vet. Great pay, full benefits paid by us, IRA w/ match, PTO, family-oriented & owned, signing bonus \$10k for full-time. Paid CE & paid time at conference, medical, vision, dental, 100% premiums paid. Great team! meowandwoof@hotmail.com.

Associate position part to full-time. No on-call/after-hours emergency/ hospitalization. Open M-F only. Generous guaranteed base + production, 401k w/match, uniform and CE allowances, licenses/dues/malpractice/VIN covered. Health insurance with vision and dental available, hospital covers 50%. PTO upon hiring with annual increases. We are an AAHA-accredited small animal practice with digital radiology, high-speed dental and digital dental x-ray, in-house IDEXX Lab, EMR, and full surgical monitoring. Excellent relationship with local specialists and emergency. Owner, Practice Manager & full-time associate all have 20+ years of experience and create a cooperative, collaborative, supportive environment. We work together happily with cross-trained support staff. Normal staffing is 2 DVMs, 3 LVTs, 2 assistants, 3 receptionists. We have been in the community for over 40 years. Our clients trust and value our work. Many families have been with the practice for decades with multiple pets. Clients prefer to see the same doctor every time, know the staff by name, and refer their friends and family, they're here! Problem solving and changes include the input of the entire team from planning to conclusion. Personal and professional growth is a must, so we support education and development opportunities. Our team is ready and dedicated to making sure your years of training and education are respected and valued. Dr. Tyler Hutchinson, thutchdvm@gmail.com.

Grand Blanc Veterinary Hospital is looking to hire an associate veterinarian to join our growing practice. GBVH is a privately owned practice that has been in operation since 1962. We have great clients and a terrific support staff. We are seeking a passionate veterinarian who practices good communication, has a desire to learn new skills, and exudes an enthusiasm for the profession. We are flexible with scheduling, close at a reasonable time, and have no on-call or after-hour emergency duties. Our facility has all the tools needed for comprehensive healthcare including DR standard and dental digital radiography, tonometry, Doppler blood pressure, Heska full-service lab, and more. We offer a competitive salary, signing bonus, health insurance, Roth 401k w/ match, CE allowance, paid premiums for insurance and licensure, and paid association dues. We would love to talk to you about joining our team! Contact us at esgvets@gmail.com or call our office directly at 810-694-8241.

Want work-life balance and mentorship? Town and Country Veterinary Hospital in Allegan, MI is hiring a vet who cares. We're an independent small animal practice between Grand Rapids, Kalamazoo & Holland. You'll do exams, surgeries, dental care, and build real client connections. We value compassion, motivation, and attention to detail. New grads are welcome. Competitive pay, full benefits, and a team that truly supports you. Ready to grow your career? Email your resume to tcvhosp@gmail.com.

Full-time or part-time veterinarian wanted for privately owned small animal practice in Montrose, MI. Must be proficient in surgery and practice quality medicine. Good work-life balance, open Tuesday-Friday with no weekends or on-call. Clinic equipped with full Heska lab, ultrasound, digital radiology, therapeutic laser, Karl Storz endoscope, oxygen cages, and EzyVet software. Excellent support staff includes 3 receptionists, 3 assistants, and 4 experienced licensed technicians. Flexibility to customize your own schedule or do surgery exclusively.

Benefits, PTO, and health/vision/dental insurance available. We offer a very competitive salary depending on experience, motivation, and work ethic. Email montrosevethospital@gmail.com for more information.

Greenfield Animal Hospital is an independently owned full-service, dog and cat hospital dedicated to providing the highest quality medical and surgical veterinary care. With a focus on prevention and comprehensive examinations, as well as behavioral medicine, we ensure that every pet receives the best possible service throughout their life stages. We make it a priority to foster a positive and collaborative work environment. Contact greenfieldvethospital@gmail.com.

Riverside Cat Hospital in Okemos, MI is looking for a full- or part-time associate veterinarian to join our team. We are expanding to a brand new, larger facility, and would love for you to join us! We have all the usual toys, including digital x-ray and ultrasound, and are excited to be offering radioiodine treatment after our move! Schedule and salary are negotiable. Come join us and take your practice of feline medicine to superstar level! Email kerrylewisdvm@gmail.com.

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. Compensation to \$200K. Our privately-owned hospital is a model of excellent care and expertise in the area near Detroit. Full benefits, flexible scheduling, CEU. Strong staff, team harmony, supportive culture and flexible owner. One tech said, "the staff is like second family to me!" Advanced Equipment: Including ultrasound, digital whole-body, in-house Heska lab, and Intravet Computer System. Please send your resume to Victoria L. Travis, MS, at victoria@veterinarianrecruiters.com. All inquiries are confidential.

Veterinarian opportunity at Kalamazoo Humane Society: not a shelter. Not a rescue. A solution! Join a non-sheltering animal welfare organization focused on preventing overpopulation and providing affordable veterinary care. We support pet owners with services and resources to keep pets out of shelters. Why Join Us? Make a meaningful impact without saying "no" to clients or pets. Mid- or later-career vets welcome. Stay hands-on while contributing to animal welfare. Work in Kalamazoo, a vibrant community with big-city amenities and small-town charm. Enjoy benefits like the Kalamazoo Promise (free college tuition for local graduates) and proximity to Grand Rapids, Lake Michigan, and major employers like Pfizer and Stryker. About Us: 11,000 sq. ft. facility on 15 acres with a \$5.0 M endowment. Low-cost wellness, dental, and primary care clinic. Spay/neuter program, pet food bank, and advanced equipment (digital X-ray, ultrasound, IDEXX). About You: Passionate about improving animal welfare and access to care. Prefer a setting where costs don't limit treatment options. Part-time or full-time roles available, up to \$140K. Focus on spay/neuter, routine care, with optional soft tissue surgery and dentals. Flexible schedules: 4–5-day work weeks, day shifts only. Compensation & Benefits: Up to \$140K salary (PT/FT), \$2,500 CEU allowance, healthcare, memberships/licenses, relocation support. Interested? Send your resume to Aaron Winters at awinters@kazoo humane.org.

LVTS AND VETERINARY ASSISTANTS

Animal Hospital of Vandercook Lake: seeking a full or part-time veterinary technician to join our small animal practice in Jackson, Michigan. We offer paid holidays and vacation for full-time staff. Hourly wage \$19–\$24/hr. Please send resume to pamfoutu1@att.net.

Creekside Animal Hospital is a 4-doctor practice, looking to fill a veterinary technician position. We are open to students, interns, and new graduates. We currently have 7 LVT's who are awesome mentors. They enjoy giving back to the profession and watching the next

generation grow in knowledge and skills. Please check out our website to get to know us a little. Send your resume to creeksideah06@gmail.com or you can come job shadow for a day or two!

Sterner Veterinary Clinic is a well-established, privately owned companion animal practice located in Ionia, MI operating out of a 6,000 sq. ft. state-of-the-art facility that opened in 2020. We are looking for full or part-time licensed veterinary technicians and experienced veterinary assistants to join our fun-loving team. We offer competitive wages, vacation and benefits. If you are eager to join a growing business with a great work environment, please email sternerclinic@gmail.com.

PRACTICES AND EQUIPMENT FOR SALE

Recently closed, long standing small animal veterinary practice with client records, medical equipment and real estate offered for sale, lease, or option to buy. Thriving practice prior to closing which could quickly be restarted. Owner willing to help with transition. Located in lakeside resort community in south-central Michigan within 30-minute drive of Ann Arbor, Lansing or Battle Creek. Excellent schools and growing community. For additional information email practice4sale@currently.com.

Veterinarian Clinic \$1,300,000. Comprehensive Services: offering preventive care, radiography, diagnostics, and a variety of surgical procedures, including spaying, neutering, dental cleaning, and tumor removals. In-house Laboratory: equipped with advanced diagnostic tools, enabling prompt and accurate assessments for optimal patient care. Experienced team: A compassionate and skilled staff committed to delivering personalized care to every patient. Community engagement: Strong ties with local pet owners, reflected in numerous positive testimonials and a loyal client base. Additional revenue stream: on-site Critter Corner Pet Supply Store, providing pet essentials and specialty items,

enhancing client convenience and practice profitability.

Facilities: 1. Comprehensive exam rooms: designed for thorough physical examinations and consultations, ensuring personalized care for each patient. 2. Surgical suite: equipped to perform various surgical procedures, including spaying, neutering, and other necessary surgeries. 3. Radiology services: on-site radiology capabilities allow for prompt diagnostic imaging, facilitating quick and accurate treatment plans. 4. Veterinary orthopedic manipulation (VOM): Specialized equipment and expertise in VOM provide advanced care for musculoskeletal issues in pets. For a detailed confidential business prospectus please contact: Chris Hays, Tel: 269-313-3161, chays@sunbeltnetwork.com, Sunbelt Business Brokers West Michigan.

Macomb County, Michigan – small animal practice for sale! This 2,250 sq. ft. facility features 2 exam rooms and includes real estate. Ideally situated near a prominent, signalized intersection, the practice generated over \$785,000 in gross revenue in 2024, a 7% increase from the previous year. Strong potential for growth. Contact PS Broker at info@psbroker.com or 800-636-4740. View at <https://go.psbroker.com/MI10> (Listing #MI10).

Lower Northwest Michigan – thriving small animal practice for sale! Operates out of a spacious 4,300 sq. ft. facility with 2 exam rooms and includes real estate. Located on a high-visibility main thoroughfare, the practice generates \$1.35 million in gross revenue with a strong 9% average annual growth rate. For more information, contact PS Broker at info@psbroker.com or 800-636-4740. View at <https://go.psbroker.com/MI9> (Listing #MI9).

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. wbeage@yahoo.com

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

Cortney Chapin, DVM

616-901-5660

(MSU 09, MVMA Member) Available for emergency and SA general practice. Willing to travel. alaskavet80@gmail.com

Catherine Collins, DVM

517-980-0528

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

Kenneth Corino, DVM

248-217-5235

(MSU 94, MVMA Member) Small animal relief work. SE Michigan, medicine and surgery. corinodvm@aol.com

Nichole Corner, DVM

616-634-9777

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

Bryan Cornwall, DVM, MBA

248-227-0562

(MSU 89, MVMA Member) SA medicine and general surgery in SE Michigan; practice owner for 24 years. Great with clients and staff. bcornwalldvm@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. docjulie5@msn.com

Heather Ferguson, DVM

734-260-3098

(MSU 90, MVMA Member) General SA medicine and surgery. Practice owner 25 years. SE Michigan. Excellent client and staff communication. fergdvm90@gmail.com

Naomi Fleischmann, DVM

248-266-5677

(MSU 21, MVMA Member) Available for SA and Exotics (including some wildlife) GP relief work in SE Michigan. Excellent client and staff communication. Detailed record keeping. drfleischmannvet.com or drfleischmannvet@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

Victoria Hekman, DVM

616-227-0627

(MSU 12, MVMA member) SA soft tissue surgery, dentistry, ultrasound, acupuncture, wellness, internal medicine. Excellent client communication. v.hek86@gmail.com

Sean D. Hughes, DVM

517-552-0993

(MSU 76, MVMA Member) SE Michigan SA relief since 1999. Part-time, prefer SE; will travel for the right circumstances. hughesdvm@aol.com

Sarah Jones, DVM

248-910-1329

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

Cindy Kalicki, DVM

313-291-2466

(MSU 94, MVMA Member) Eight years full-time, two years relief in SA general medicine/soft tissue surgery. SE MI, part-time or relief. ckalick@aol.com

Jane Merrills, DVM, DABVP

517-719-2062

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

Anne Meyers, DVM

248-867-2601

(MSU 19, MVMA member) Available for SA GP, dentistry, and surgery in Metro Detroit area. Travel negotiable. Flexible, great client communication, organized. meyers.anne4@gmail.com

Katherine O'Connor, DVM

248-207-3528

(MSU 14, MVMA Member) Exceptional medicine when you need it most. SA/exotics/emergency relief. Based in Southeastern, Michigan. References available. myreliefvet.com

Amy Peck, DVM

231-557-4423

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

Sabita Rakshit, DVM

734-564-8587

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

Hollie Rebo, DVM

517-673-8281

(MSU 06, MVMA Member) SA relief in metro Detroit/Downriver. Will consider travel. Excellent client education and surgery skills. pawsforreliefpc@gmail.com

Susanna Rori, DVM

248-563-2264

(MSU 15, MVMA Member) Small Animal ER, Urgent Care, and GP Relief. Medicine and Surgery. Based in Southeast, MI. Travel negotiable. RoriRelief.com, rorisusa@gmail.com

Jim Sharp, DVM

810-533-3598

(MSU 71, MVMA Member) SA relief, SE Michigan. Former practice owner. Proficient in sophisticated dentistry and medicine. Excellent communicator. vetseanarian@comcast.net

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 1.5 hours from Lansing. Excellent written/verbal communication and record keeping. drmomma789@aol.com

Sharon Waugh, DVM

989-875-6257

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

Amy Wildrose, DVM

517-420-5891

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

Erinn Williams, DVM

517-980-3323

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

Jennifer Zabloutny, DVM

517-896-9146

(MSU 97, MVMA Member) Experienced SA relief for SE and mid-Michigan. References. drzabloutny@gmail.com 🐾



UPDATES



BRET HALISHAK
C - 216.217.7822
O - 440.933.4522
BRET@TPSGSALES.COM

TAX SEASON WRAP-UP

Finished up your taxes with your CPA?

Wondering how your expenses and profitability are performing against industry standards?

Reach out to find out to discuss where your practice stands

RECENT TESTIMONIAL



"...Bret helped me immensely in understanding what buyers were looking for, presenting my practice to buyers then getting the deal closed! Thanks to Bret, the compensation I was able to get from my practice was far more than I would have been able to get on my own..."

If you are looking for an exit strategy, I would highly recommend contacting Bret Halishak at TPSG."

Dr. Brent Helgoth, Sunset Coast Veterinary Clinic

IN THE PROCESS OF SELLING YOUR PRACTICE?

Are you talking to one or more corporate groups exclusively on your own?

TPSG may be able to **increase your offer by 10-40%** depending on the initial offer and get you **better terms** than you have been presented.

There is a reason why they say **NOT** to contact a practice broker!

UNDERSTANDING YOUR KPIS AND EVALUATING YOUR PRACTICE'S PERFORMANCE

Payroll and Cost of Goods Sold (COGS) have been on the rise year over year, affecting profitability.



It is crucial to ensure that you are in control of your biggest expenses.

Scan to request time to discuss

TPSG MICHIGAN PRACTICE LISTINGS

- **Southern Michigan in Kalamazoo Area. Gross \$1.3M.** Well-equipped, small animal practice in an excellent facility. Staff includes an associate DVM, an LVT, assistants, receptionists, and an office manager. **(MI-9310)**
- **Southern Michigan in Kalamazoo/Jackson Area. Gross \$1.43M.** Long-standing, small animal practice with strong staff. Call for more information. **(MI-9350)**
- **Central Michigan. Gross \$1.2M.** Long-standing and well-equipped small animal practice. Facilities are well-maintained, and practice is well-staffed. Px is offered at \$730K, RE is offered at \$250K. **(MI-9410)**
- **Western Michigan. Gross \$1.7M.** Small animal, with a well-maintained facility with four exam rooms, and a full suite of diagnostics. Beautiful surrounding area to own a practice. **(MI-9525)**
- **Eastern Michigan. Gross \$1M.** Established small animal practice with a great facility that can withstand future growth. Well-equipped with strong profitability, the new owner is to earn \$310,000 after mortgage and expenses. **(MI-9530)**

Michigan Veterinary Medical Association

2144 Commons Parkway

Okemos, MI 48864-3986

p. 517-347-4710 | f. 517-347-4666

mvma@michvma.org | www.michvma.org



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- Secrets to Balancing Work and Life Effectively
- Innovative Treatment Discussion on Ozone Therapy



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