

# The Michigan VETERINARIAN

A magazine of the Michigan Veterinary Medical Association



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## Features

### 8 COACH YOURSELF TO SHUT DOWN YOUR INNER CRITIC

*By Julie Cappel, DVM*

### 13 MIVETCON

### 21 MICHIGAN ANIMAL HEALTH FOUNDATION: CREATE YOUR LEGACY, MAKE A DIFFERENCE, HELP ANIMALS

### 22 PULSE CHECK WITH DR. ALEX

### 24 WHAT'S NEW AT MSU?

### 26 SUSPECTING H5N1 IN NON-ROUTINE SPECIES: WHAT VETERINARIANS NEED TO KNOW

*By Kimberly Dodd, DVM, MS, PhD and Nora Wineland, DVM, MS, DACVPM*

### 37 LEGISLATIVE DAY 2025

## Departments

### 5 CEO MESSAGE

*By Bonnifer Ballard, MLD, CAE*

### 7 PRESIDENT'S LETTER

*By Matt Hynes, DVM*

### 10 EDUCATION EVENTS CALENDAR

### 28 COMMITTEE UPDATES

### 31 MEMBER NEWS

### 36 MEMBER SPOTLIGHT:

*Ronan Eustace, DVM, DACZM*

### 38 CLASSIFIED ADS







\*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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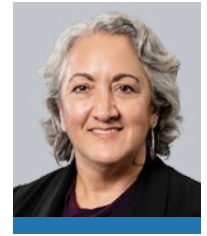


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# The Three Cs of Association Membership: **Collaboration**



By Bonniifer Ballard, MLD, CAE

**L**ast 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! 🐾

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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](mailto:hynes.mj@gmail.com), SUBJECT: MVMA DEI, and please be patient: I still work full time in addition to this gig as president. 🐾



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