Lessons Learned from a First-Year Veterinarian

Jamie Peisel, DVM

It’s hard to believe that my first year as a veterinarian has passed so quickly. In this article, I made a list of the top 10 pieces of advice that I would have given myself a year ago:

- Use a step-by-step approach. You don’t have to address every abnormality from the physical exam during the visit. Most clients do not want to do everything at once, either. You will gain their trust if you prioritize and outline your plan, using “if, then” statements.
- Spend your emotional energy on the clients who appreciate it and get the job done efficiently for those who don’t. Don’t be discouraged by the minority of clients who may just see you as a service. There are plenty more who are proud to call you their “veterinarian for life!”
- You don’t have to have all the answers, nor do you have to know them right away. Make your assessment and plan and don’t underestimate the value of consulting with a specialist whether that be a laboratory representative, your local emergency clinician, or specialists from your alma mater.
- Develop a professional niche. What is going to differentiate you as a veterinarian? You don’t have to determine this right away but as you gain experience, pay attention to the things that excite you.
- Learning is a life-long process. Learn from your cases that day and prepare for the ones tomorrow. And then leave your work at work. You’ve got the rest of your career to accomplish more “firsts.”
- Set self-care boundaries. Fresh air and walking your dog Romeo over lunch improves your quality of life and makes you more efficient when you return to work. Have the discipline to make sure you give yourself that.
- Breathe—it will get easier with time. “This too shall pass.”
- Euthanasia will be the most difficult thing since being empathic is emotionally draining. It will only become more so once you start to develop relationships with the pets and their owners. Develop a ritual to help cope. This will allow you to maintain being present in the moment while also desensitizing the event to minimize transference.
- Discover what brings you joy during your work day and make sure you consciously take a moment to allow yourself that at least once a day. Muscle memory is so easy for you. Don’t allow yourself to become a robot. Take off your doctor hat for a minute to cuddle your patients or engage them in some behavioral training exercises.
- Treasure the people you work with. The most effective leader makes the people around them feel appreciated and cared for. Nothing is more valuable than your work environment adding to your happiness.

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Bovine Leukemia Virus

Bovine leukemia virus (BLV) is an enveloped RNA virus that belongs to the family Retroviridae and infects B lymphocytes in cattle. Cattle infected with BLV are usually asymptomatic. However, approximately 30–70 percent of animals become persistently lymphocytic, and 5–10 percent develop tumors such as lymphoma and leukemia. In addition, new evidence suggests that sub-clinical infections may actually be impairing immune function, which can increase risk for other infectious diseases.

IMPACT TO INDUSTRY
BLV also can have a considerable economic impact to dairy operations. Cattle infected with BLV have a 23 percent greater risk of dying or being culled when compared to BLV negative cows,1 have decreased milk production,2 and reduced reproductive efficiency.3 Furthermore, BLV induced lymphomas are the most common reason cattle are condemned at slaughter.4 According to a 1997 study from the U.S. Department of Agriculture National Animal Health Monitoring System, about 38 percent of all beef cow-calf operations have at least one positive animal and overall 10.3 percent of animals tested positive for BLV.5 In 2007, NAHMS studied prevalence on US dairies and found that 89 percent of dairy operations had at least one positive animal, and overall about 50 percent of all dairy cattle are infected.6 In Michigan, 87 percent of dairy herds had at least one BLV positive animal, and herds with at least one BLV positive animal ranged from 23–46 percent of their animals testing positive for BLV.8

Outside of the US, Ireland, the United Kingdom, Spain and approximately 17 other countries in Europe have eradicated BLV.9 These countries used a test and cull or animal is identified. BLV is monitored to reduce the spread of BLV in herds. However, BLV is a lifelong infection, and eradicating BLV from a herd will eventually include the culling of animals to reduce the number of positive animals in the herd.

STATE VETERINARIAN RESPONSE
BLV is a reportable disease in Michigan. The number of positive animals is reported to the Michigan Department of Agriculture and Rural Development’s Animal Industry Division (MDARD AID). Working together with producers to improve management practices can help reduce the spread of BLV in herds. However, BLV is a lifelong infection, and eradicating BLV from a herd will eventually include the culling of animals to reduce the number of positive animals in the herd.

REDUCING BLV IN HERDS
Methods to reduce transfer of BLV in a herd include the following:

- Using one needle per cow.
- Disinfecting or changing obstetric sleeves between cows.
- Managing flies and other biting insects, since biting insects can act as a mechanical vector for the virus.
- Feeding colostrum from BLV negative cows or freezing colostrum prior to feeding it to calves.
- Pasteurizing milk fed to calves to destroy the virus as well as other harmful pathogens that can be transferred in raw milk.

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Prevalence of BLV continues to climb, it will become more difficult to eradicate from a herd with minimal economic impact. It is important to modify management practices by working with producers to reduce spread of BLV, and therefore reduce the impact of the virus on herds and their owners.

MORE INFORMATION
If you have any questions regarding Bovine Leukemia Virus and/or ongoing research, visit http://blv.msu.edu.

NOTES

Jacqueline Maeroff is a Michigan Department of Agriculture and Rural Development and Michigan State University College of Veterinary Medicine Summer Food Systems Fellow with the State Veterinarian’s office.
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- Interpreting body language
- Legislation affecting veterinary medicine
- Legal issues in veterinary medicine
- Work/life balance and personal wellness

FIRST: Get your practice owner to commit to supporting your involvement in this initiative since it means you will likely miss four days of work for these important sessions.

SECOND: Contact MVMA at mvma@michvma.org or (517) 347-4710 for an application form, or visit our website at https://michvma.org/POTL.

MVMA thanks Elanco Animal Health and Michigan State University College of Veterinary Medicine for their partnership on this important initiative!
The Unauthorized Practice of Veterinary Medicine

Individuals must acquire a license issued by the State of Michigan before they can engage in the practice of veterinary medicine. In late 2013, the State Veterinarian and Division Director of the Animal Industry Division of the State of Michigan issued a notice to Michigan veterinarians stating, “In recent months, it has been brought to my attention that persons in our state may be violating State Law by practicing veterinary medicine without a license.” The State Veterinarian urged the professional community to inform potential offenders of the state licensing laws and file complaints about persons practicing veterinary medicine without a license.

The Michigan Veterinary Medical Association takes such matters very seriously and regularly notifies individuals it becomes aware of who may be practicing veterinary medicine without a license, whether it is because the individual’s license has lapsed but still practicing veterinary medicine, or because the individual is performing specific procedures on an animal, such as spinal manipulation, without proper supervision by a licensed veterinarian.

The “practice of veterinary medicine” is defined in the Michigan Public Health Code to mean:

- Prescribing or administering a drug, medicine, treatment, or method of procedure; performing an operation or manipulation; applying an apparatus or appliance; or giving an instruction or demonstration designed to alter an animal from its normal condition.
- Curing, ameliorating, correcting, reducing, or modifying a disease, deformity, defect, wound, or injury in or to an animal.
- Diagnosing or prognosing, or both, a disease, deformity, or defect in an animal by a test, procedure, manipulation, technique, autopsy, biopsy, or other examination.

Practicing or holding yourself out as practicing veterinary medicine without a license is a felony punishable by imprisonment for up to four years, a fine of up to $5,000, or both. Aiding someone else in practicing veterinary medicine without a license is a misdemeanor punishable by imprisonment for up to 90 days, a fine of up to $100, or both.

Allowing unlicensed individuals to practice veterinary medicine is a threat to public health and safety. The state licensing laws were established to protect the public’s general health, safety, and welfare.

The Michigan Board of Veterinary Medicine (Board) and the Department of Licensing and Regulatory Affairs (LARA) are statutorily charged with enforcing the licensing laws. They have the statutory authority to seek injunctive relief through the Attorney General’s office or a prosecuting attorney of the county in which a violation occurs. Similarly, the county prosecuting attorney and the Michigan Attorney General have specific statutory authority to enforce the licensing laws. This authority is well recognized and publicized on the LARA website for the Board: “The Board also has the obligation to take disciplinary action against licensees who have adversely affected the public’s health, safety, and welfare.”

Likewise, the judiciary plays an important role in upholding our state licensing laws. In one reported case, the Michigan Court of Appeals reversed the Board of Chiropractic Disciplinary Subcommittee’s dismissal of a cease and desist order issued by the Bureau of Professional Licensing. The cease and desist order was issued against an unlicensed chiropractor to stop performing chiropractic manipulation on horses. The court further held that the “action of performing spinal adjustments on horses is contemplated by the statutes regulating veterinary medicine . . . the Legislature did not intend for chiropractors to practice chiropractic on animals.” Further, “the cease and desist order was properly entered to enjoin [the chiropractor] from performing chiropractic manipulation on horses or other animals without having a license to practice veterinary medicine.”

Had the chiropractor been under the supervision of a veterinarian, he may have been able to lawfully perform the chiropractic manipulations. By law, “supervision” by a licensed veterinarian in Michigan means “the overseeing of or participation in the work of another individual . . . where at least all of the following conditions exist:

- The continuous availability of direct communication in person or by radio,
The availability of a licensed health professional on a regularly scheduled basis to review the practice of the supervised individual, to provide consultation to the supervised individual, to review records, and to further educate the supervised individual in the performance of the individual’s functions.

The provision by the licensed supervising health professional of predetermined procedures and drug protocol.  

Licensed veterinarians in Michigan are permitted to delegate the performance of tasks that constitute the practice of veterinary medicine provided the veterinarian has “first examined the patient on which the delegated procedures are to be performed and determined the need for such veterinary services.” The administrative rules governing licensed veterinarians also requires the delegating veterinarian to “observe and monitor the performance of the delegated procedures to the extent necessary to ensure that the activities of the delegate are within the scope of the orders, assignments, or prescriptions of the veterinarian.” However, even assuming a veterinarian satisfies the legal requirements for “supervision,” it does not mean that veterinarians can completely relegate licensing responsibilities to someone who is not a licensed veterinarian.

For example, the Michigan Department of Agriculture and Rural Development issued “expected protocols” for rabies vaccination of dogs in public and private settings. In addition to recommending accredited and Michigan licensed veterinarians to follow the “Compendium of Animal Rabies Prevention and Control, 2016” and manufacturers’ label for administration of rabies vaccine, the Department expects a licensed veterinarian to examine the dog and administer the rabies vaccination. The veterinarian may direct a licensed veterinary technician to vaccinate the dog “as long as the veterinarian is close enough to the veterinary technician and the dog to be able to observe and monitor the veterinary technician’s activity.” “Supervision” of a veterinary technician “includes that degree of close physical proximity necessary for the supervising veterinarian to observe and monitor the performance of a veterinary technician.”

In one case, a veterinarian had his license suspended for one year and was ordered to pay a civil penalty for knowingly employing an unlicensed person to practice veterinary medicine. The licensee employed an unlicensed veterinary school graduate to perform surgeries on animals. The court found that the licensee “knew” the graduate was not licensed because the graduate failed to conspicuously display any license. In Michigan, licensed veterinarians are required to visibly display a current license to practice veterinary medicine where it is visible to the public in the licensee’s principal place of business.

In another case, a licensed veterinarian allowed an unlicensed employee to perform neutering surgeries on male shelter cats. The appellate court upheld the Board of Veterinary Medicine’s finding that the procedures constitute the practice of veterinary medicine. The court upheld the veterinary board’s decision to sanction the veterinarian.

LARA and the Board are not the only overseers of the licensing laws. Licensed veterinarians who have knowledge that another licensee has violated the licensing laws have an ethical duty to act and report the individual to LARA. The AVMA Principles of Veterinary Medical Ethics provide, “A veterinarian shall uphold the standards of professionalism, be honest in all professional interactions, and report veterinarians who are deficient in character or competence to the appropriate entities.” Turning a blind eye to the problem and not reporting a fellow colleague could result in a civil lawsuit or an administrative licensing action.

It is incumbent upon everyone involved in the field of veterinary medicine to protect the profession and take an active role in ensuring the highest quality of care and treatment of animals. All professions demand integrity from their members. Unlicensed individuals who practice veterinary medicine create a genuine risk of harm to public health. Veterinary professionals have a legal and ethical responsibility to report problematic behavior of their colleagues and those who fail to follow the rules of law. Complaints about persons without a license can be completed online at the LARA website: go to www.michigan.gov/lara, then “File a Complaint Against a Health Care Licensee,” and click on “Health License Complaint Application.”
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MAHF Funds Three Research Grants

VMA’s nonprofit arm, the Michigan Animal Health Foundation (MAHF), is a charitable trust founded in 1969 to give veterinarians and their clients an opportunity to fund critical research that benefits the health and welfare of animals. Over the years, the foundation has been involved in a wide variety of research projects for both small and large animals. The MAHF Board of Trustees met in June and evaluated several excellent proposals. Trustees agreed to provide grants for three of the research projects:

IS BRINE FINE? EFFICACY OF A SATURATED SALT SOLUTION AS AN ALTERNATIVE TO FORMALIN FOR STORAGE OF ANATOMY SPECIMENS

Formalin is a known carcinogen that has been a staple for maintaining specimens for teaching veterinary anatomy for many years. The unpleasant smell and human health risks are substantial and take away from the learning environment. Students are increasingly reluctant to spend time dissecting cadavers and examining procedures (pre-dissected and labelled specimens made by the instructors to demonstrate muscles/nerves/vessels that are used over many years) due to the noxious nature of formalin, especially as side effects can include difficulty breathing, rashes, burning sensations in the eyes and throat, nausea, chest tightness, and headaches. This can impact a student’s competency in anatomy, which is an essential building block for both future coursework and success in veterinary medicine and/or veterinary technology.

To reduce the formalin exposure, the anatomy department at MSU CVM has undertaken storage of specimens in a saturated salt solution—essentially bringing our specimens to preserve them. Anecdotally, this solution works just as well to preserve specimens as the more carcinogenic formalin and at a fraction of the cost. This project would evaluate the ability of various known specimen storage solutions (formalin, saturated salt, Woodsafe and Klotz solution) to prevent mold growth, maintain specimen integrity, and reduce the smell of preserved anatomy specimens over the course of three months.

It is hypothesized that initially preserving the specimen in formalin followed by brine long-term storage provides less formalin exposure and a better quality teaching aid than other common specimen storage solutions. The saturated saline solution will offer a significant advancement in reducing exposure to harmful chemicals—one that will benefit students in Michigan as well as elsewhere in the country.

CONTROLLING MASTITIS IN DAIRY CATTLE WITH ANTIOXIDANT VITAMIN D THERAPY

The long-term goal of this project is to identify efficacious mastitis therapies that reduce the dairy industry’s dependence on antimicrobial drug use. Mastitis is the most devastating disease affecting adult dairy cows in the United States with economic losses of approximately $2 billion annually. The incidence and severity of mastitis is greatest when dairy cattle experience increased oxidative stress. Oxidative stress results from an imbalance between the production of reactive oxygen species (ROS) by immune cells during inflammation and the depletion of protective antioxidant defenses. Major sources of antioxidants are derived from micronutrients provided in the diets of dairy cows. Vitamin D is recognized as an antioxidant micronutrient in human medicine.

In recent years, there also is compelling evidence to suggest that intramammary vitamin D treatment can reduce the severity of mastitis. There are no data in dairy cattle, however, that examines the antioxidant potential of vitamin D treatments in dairy cattle suffering from mastitis. The hypothesis of this project is that treating cows with vitamin D during mastitis will reduce oxidative stress and hasten the resolution of disease. To test this hypothesis, we will obtain previously collected plasma and milk samples from our collaborators at the University of Florida that examined the treatment effects of vitamin D in an experimental model of Streptococcus uberis mastitis. We will analyze the samples for the gold standard biomarker of oxidative stress, 15-F2t-isoprostane. These analyses will be used to (1) determine the extent to which vitamin D intramammary treatment can reduce oxidative damage to the mammary gland during mastitis, and (2) determine if vitamin D-induced reductions in oxidative stress are associated with resolution of mastitis in dairy cows.

The results from these proposed studies will have an immediate impact on dairy herd health management programs by providing the first evidence-based recommendations for controlling localized oxidative damage to mammary tissues during mastitis. The long-term implications of this study will be to reduce the use of antimicrobial drugs by enhancing the natural defenses of the bovine mammary gland.

THE MAZUNTE PROJECT

The Mazunte Project is an International spay/neuter, surgery, shelter medicine externship for MSU CVM students in Oaxaca, Mexico. The project works with the National Turtle Center in Mazunte, Mexico. The project’s goal is to help control the feral dog population by providing veterinary health care in villages along the Pacific Coast of Oaxaca. The program has played a vital role in decreasing the feral dog population on beaches that are vital nesting grounds for endangered sea turtle populations.

Additional information can be found at https://cvm.msu.edu/about/international-programs/the-mazunte-project. MSU CVM student participation began in 2016 when two students gained valuable surgical and shelter medicine experience in an international setting. Three students participated in the externship process in 2017 and four scholarships will be provided in 2018.
Help Support the MAHF!

You’ve seen the great work Michigan Animal Health Foundation is doing—now we need your support!

The Michigan Animal Health Foundation (MAHF) exists to provide financial assistance to individuals and institutions in order to benefit the health and welfare of animals.

- We subsidize non-elective veterinary care for pets whose owners would otherwise be unable to afford it.
- We fund critical research that improves the health and welfare of all animals.
- We fund educational grants to increase the understanding of animals and their needs.

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All funds received are tax deductible and go to help the foundation fulfill its mission.
Kimber
Kimber arrived at Hall Veterinary Clinic with a very painful ear caused by an infection. The infection caused so much inflammation that there were permanent, tough “cauliflower” growths within Kimber’s ear canal. This advanced stage of infection and chronic inflammation required surgical treatment. Without surgery, Kimber would require long-term antibiotics and pain medication, which was really only palliative treatment.

Kimber’s Mom and Dad are very devoted parents. Previously, Kimber saw a veterinary ophthalmologist for repair of a severe, non-healing corneal ulcer likely caused by Kimber scratching at her sore ear. Everyone was concerned that without surgery for her ear, Kimber would likely scratch and reinjure the eye. Kimber’s family was in a difficult place, facing many complications from the ear infection.

It so happened that Dr. Susan Hall had recently read about the Michigan Animal Health Foundation’s Companion Animal Fund which helps dedicated, loving owners like Kimber’s family do more for their pets than would otherwise be possible. Because the generous assistance was still not enough to cover the complete cost of this kind of a surgery at a specialty surgical hospital, Dr. Hall decided to perform a modified surgical procedure at Hall Veterinary Clinic.

Kimber had her surgery on June 8, 2017 and at the time of her recheck appointment on June 27 she was finally able to escape her “cone of shame.” So far, Kimber is much more comfortable, although they will always need to be extra diligent about the care of her ear. Dr. Hall, Kimber, and Kimber’s family are very grateful to the MVMA CAF for the assistance.

Tasha
Tasha is a lovely 11½-year-old Labrador retriever cross with a zest for life . . . and food! When her appetite decreased and she was moping around the house, her family knew she was in trouble. Within a couple of days Tasha’s signs progressed to inappetence, lethargy, and vomiting.

Tasha’s Dad took her to Great Lakes Hospital for Animal (GLHA) to see Dr. Melinda Smith. Dr. Smith and her team quickly diagnosed Tasha with pyometra, an infection of the uterus. Emergency surgery was required to save Tasha’s life. Dr. Smith, her assistant Courtney Bohlenger, CVPM, and members of the GLHA team performed the life-saving surgery Friday evening. Saturday morning Tasha had a skip in her step and was bright, alert, and responsive. Her appetite returned and she was back to normal-plus within a week!

Tasha and her family are so grateful to Dr. Smith and the GLHA team for their compassion and wonderful care. “We are so thankful for the opportunity to partner with the Michigan Animal Health Foundation’s Companion Animal Fund to help Tasha and her family. The Companion Animal Fund will have a strong impact in the community allowing families to seek treatment for feline and canine family members that might seem financially out of reach. Tasha is a beloved family member, constant companion, and trusted friend. We are so happy that the MAHF Companion Animal Fund was there to help Tasha recover and reunite with her family.”

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It was a busy spring for the Michigan legislature before the summer recess began in July. While the main focus of the MVMA legislative team has been on amending the opioid bills that are currently moving through the legislative process, it’s worth noting three other major issues that passed both chambers of the legislature and were signed by Governor Rick Snyder.

To start, the Governor signed the $56.5 billion spending plan for fiscal year 2018. While there were a few vetoes in the budget, it did come as a surprise, given the attention lawmakers have been giving opioid addiction. Governor Snyder vetoed an $850,000 “Genomic Opioid Abuse Demonstration Program” that would predict opioid response and abuse. According to the Michigan Department of Health and Human Services (MDHHS), the allocation could have jeopardized other federal money.

Secondly, the contentious teacher pension reform bill (SB 401) that gives school instructors a more enticing 401(k) option but also makes the pension option less attractive, is now law.

Lastly, a three-bill tax incentive package (SB 242, SB 243, and SB 244) that would allow a company seeking to relocate in Michigan to collect state income tax withholding for new employees under certain conditions, was also signed into law.

As first mentioned, the MVMA legislative team used this past spring to educate key lawmakers on how the current opioid legislation requirements affect the practice.
of veterinary medicine. There is strong push from the Governor’s office and legislative leadership for more oversight and reporting regulations to curb the abuse of opioids. While the MVMA has offered to be a partner in this discussion, we’ve also communicated a message of balancing burdensome regulations with client/patient safety.

While I’m confident in saying most legislator’s put time and thought into their decisions, they are far from experts in every field, and that is why our input is critical. The MVMA has identified Senate Bill 166 and Senate Bill 47 as needing changes. Specifically, we are advocating to remove the requirement that veterinarians shall obtain and review a report concerning that patient from MAPS before prescribing or dispensing a controlled substance to a patient. We are also advocating for status quo on how veterinarians currently are required to utilize MAPS. Additionally we are also advocating for the same exceptions human hospitals would receive if the controlled substance is for the patient’s inpatient use.

We look forward to working with Chairman Dr. Hank Vaupel and the members of the House Health Policy Committee in the fall to accomplish our legislative goals.

—Matt Breslin, JD, Karoub Associates

The Real Scoop on Opioid Abuse

As veterinarians, we have long been advocates for public health. A human public health issue which is often misunderstood and stigmatized, is prescription drug and opioid abuse. My goal, as the veterinary representative to the Governor’s Prescription Drug and Opioid Abuse Commission, is to provide a brief update on the epidemic that is widely recognized throughout our state and the rest of the nation.

First, I will specifically discuss opioid addiction and the biochemistry involved in this disease. Patients with opioid use disorder are not seeking Norco, Oxycontin, or heroin simply to experience a recreational high once they are truly addicted. Instead, they are attempting to stave off the withdrawal symptoms that occur after the first day or so of discontinuing use, such as abdominal cramping, nausea, vomiting, rapid heartbeat, hypertension, and seizures. Many people with opioid use disorder do not recognize the signs of withdrawal and instead attribute the signs to a virus or other condition.

Dependence occurs when an opiate is constantly supplied and the circuitry of the brain is changed. The opioid binds to the mu receptors which reduces the amount of GABA released in the brain. The resulting inhibition of GABA leads to increased production of dopamine. Dopamine floods the brain, leading to a feeling of euphoria far greater than the pleasure induced from eating, drinking, spending time with family, and other normal physiological activities. As the brain receptors become overwhelmed, the body responds by producing less dopamine or eliminating dopamine receptors. The desired substance no longer gives the user as much pleasure, and more opioids must be administered to induce the desired dopamine “high.” Compulsion takes over, and the amygdala and hippocampus retain information about the memories and environmental triggers associated with the opioids, creating a conditioned response that leads to intense cravings in the presence of familiar environmental triggers. These biochemical changes contribute to the relapse rate of about 90 percent in recovering addicts.

Preventing addiction through prescription drug monitoring programs, preventing drug diversion and addiction by limiting numbers of pills dispensed to patients, education on addiction and drug take back for patients—these are critical tools that must be utilized to successfully fight the opiate epidemic in our state. I believe that it is essential to reframe in our minds the reasoning behind the use of Narcan, and to focus our efforts on keeping heroin users alive to potentially recover and to go on to reestablish connections with their friends and families and to pay it forward by helping others going through the same ordeal. Utilization of MAPS (Michigan Automated Prescription System) has dramatically increased since it was launched in the spring of 2017, and the average time to obtain a patient report has dropped from greater than ten minutes to 0.4 seconds.

As veterinarians, we are educated individuals who can play a dynamic role in the battle against the opioid epidemic. Recent statistics demonstrate that in 2015, one out of three people in the United States received a prescription for an opioid. Twenty percent of those patients receiving an initial ten-day prescription for an opioid medication continue to use opioids one year later.

These prescribed opioids are gateway drugs for heroin use, and overprescribing must be controlled. Heroin overdoses in my community are increased from 2016. Many have lost friends or family members to heroin and other prescription drugs and opiates, and it is heartbreaking.

As educated professionals and public health advocates, I am imploring you to consider what you can do to combat prescription drug and opioid issues in your community. Recommendations include accurate record keeping, limited access to medications and prescription pads, stringent monitoring of controlled substances inventory, open communication with clients and reviewing records, advising clients to utilize community drug take-back programs for medications prescribed for their own use as well as veterinary prescriptions, and reporting dispensed controlled substances as required using the MAPS program. This monumental problem is going to require years of perseverance and changes in prescribing practices to make a significant difference, but commitment and support from the veterinary community lends strength to the fight.

—Melissa Owings, DVM, MVMA’s 2nd Vice President, Legislative Advisory Committee Member, Veterinarian on the Governor’s Prescription Drug and Opioid Abuse Commission
MVMA’s 2017 Great Lakes Veterinary Conference at Crystal Mountain in Thompsonville was a great success!
The weather was perfect, the food was fabulous, the CE was top-notch, and the evening events were lots of fun. MVMA thanks all who participated in the conference. Be sure to join us August 12–14, 2018 at Grand Hotel on Mackinac Island for next year’s conference!

PLATINUM
Boehringer Ingelheim Animal Health IDEXX Laboratories, Inc.

GOLD
Ralph C. Wilson Agency

SILVER
Faithful Companion Pet Cremation Services Heska Corporation/Cuattro Imaging

BRONZE
Animal Neurology, Rehabilitation & MRI Center Aratana Therapeutics Aventix Carr Healthcare Realty Elanco Animal Health Heartland Payment Systems Huntington Bank Merck Animal Health MSU Veterinary Diagnostic Laboratory Oakland Veterinary Referral Services
Details About the Buy-In Process

You’ve decided you want to buy a practice, and even found financing for the purchase—what about the other details of the buy-in process? What steps do you need to take and what can you expect along the way? Hiring an attorney, practice valuation—even evaluating the practice equipment—is discussed in this podcast.

Spreading Awareness—One Disease at a Time!

MVMA’s Public Health Committee is here to help spread awareness about diseases or situations relative to public health and your practice. How can we help educate you and your staff? What kinds of articles would you like the committee to address in The Michigan Veterinarian? Are there specific diseases/topics that are of concern to you? Do you think threats to public health are more prevalent now than ever?

We want to be responsive to your needs/requests but we need to know what particular issues you are concerned about. Please send your requests to fandel@michvma.org. Our committee is here to help safeguard you, your family, and local communities. We will use our organized efforts to address these issues in the MVMA quarterly newsletter.

Thank you!
How to Correct Clients’ Bad Mobile Manners

While you explain exam findings, a client’s fingers are pounding out text messages. Insensitive use of technology may become commonplace as pet ownership demographics shift. Millennials check their smartphones 43 times per day.1 Don’t discount this generation—they spend more on veterinary care than Generation X and Baby Boomers.2 Millennials will add 2.6 million pet owners between now and 2020, so learn how to manage inappropriate cell phone use rather than get frustrated.3

Regardless of generational differences, some clients may be addicted to email, text, and social media. Surfing Facebook can become intoxicating and stupefying. Don’t stay silent about bad mobile manners. Distracted clients may be incapable of making healthcare decisions, causing both patient care and hospital revenue to suffer. Here’s how to get clients to hang up and listen:

LEAD BY EXAMPLE
If you have a cell phone tethered to your hip or in your lab coat pocket, vibrate is not silent. When your phone buzzes for every email, text, or social media notice, you’re demonstrating that cell phone usage during exams is acceptable behavior. Leave your cell phone in your desk or locker. If you’re expecting an urgent call or text, park your silenced phone in the lab/pharmacy hallway where you may glance at it between exams.

Your hospital needs a consistent policy for all employees, whether a practice owner or kennel attendant. Veterinarians can’t constantly check their cell phones and expect employees to follow different rules. Researchers at Howard University and the University of Southern California found employees are especially bothered when managers answer cell phone calls during meetings.4

Employees should limit personal cell phone calls to breaks and lunch time. Lengthy conversations can affect productivity and disturb co-workers and clients. When making business calls, a business phone should be used. You don’t want clients calling employees back on their personal cell phones. Get tips for creating an effective cell phone policy at http://blog.hr360.com/bid/128885/7-Tips-for-Creating-an-Effective-Cell-Phone-Policy-for-Your-Workplace.

SET EXPECTATIONS WITH SIGNS
Post signs in your lobby and exam rooms that encourage the behavior you want such as, “During your appointment, we kindly request that you refrain from cell phone use.” Order signs from www.mydoorsign.com or www.safetysign.com. Place signs in prominent locations such as the check-in desk and at eye level of client seating in exam rooms.

REDIRECT THE CONVERSATION
While you want to bark, “I’ll be back when you’re done with your text,” don’t just leave the exam room for 10 minutes, which is equally rude and could result in a bad online review.

Reclaim control of the conversation. Tell the client, “I see you’re having an important text conversation with someone. Is your text about your pet’s care today? I’m happy to provide answers so you can consult with that person after you have all the information from me. Could we discuss your pet’s healthcare first, and then you could get back to your text?”

Nir Eyal, author of Hooked, a how-to guide for building habit-forming products, believes technology should serve us—we should not serve it.5 Don’t resign yourself to being ignored, he advises. Rather than accept ill-timed cell usage as a sign of the times, Sherry Turkle, an author and professor at the Massachusetts Institute of Technology, diagnosed the problem as “We expect more from technology and less from each other.”5 To win over clients, you must be more engaging than their smartphones. Involve them in exams, letting them listen to heart murmurs, having them peer into your microscope to see ear mites, and sharing their pets’ digital dental x-rays.

INVITE SMARTPHONE USE FOR CLIENT EDUCATION
Because 65 percent of people learn visually, encourage clients to take photos or videos with their smartphones.6 Let’s say you advise a pet owner to give subcutaneous fluids to her cat at home to treat its chronic kidney disease. Tell the client, “Let’s give your cat fluids together today so you will know how to do it at home. You’re welcome to record a video on your smartphone for reference. I will text you a link to our hospital’s YouTube video on how to give fluids. Giving your cat fluids three times per week will keep her hydrated and let us better manage her kidney disease together.” Use your
Appropriate smartphone use includes showing clients how to use your practice’s app, access your YouTube channel for helpful videos, or Like your clinic’s Facebook page for ongoing tips. Try a collaborative rather than confrontational approach when dealing with cell phone use. Watch my video on “Get the *$@&%*! Off Your Phone” at www.youtube.com/watch?v=zczyfu0z2hNo.

Get more training in my one-hour CE webinar on “Managing Bad Clients: Google-seekers, discount divas and obnoxious smartphone users.” Choose from more than 50 CE topics at www.csvets.com/cart/webinars/. The MVMA has partnered with Communication Solutions for Veterinarians for special member savings. For one hospital enrollment fee, your entire team gets unlimited playback of the recorded webinar, one hour of CE credit, a handout, an online test, and a CE certificate. Use promo code “MVMA” at checkout to save $10.

NOTES

Wendy S. Myers owns Communication Solutions for Veterinarians in Castle Pines, CO. She helps teams improve client service, communication skills and compliance through consulting, seminars and monthly CE credit webinars. Wendy is a certified veterinary journalist and author of 101 Communication Skills for Veterinary Teams. She offers training packages for receptionists and entire teams. You can reach her at wmysers@csvets.com or www.csvets.com.
As you know by now, continuing medical education (CME) for veterinarians and veterinary technicians is now the law in Michigan. Veterinarians will be required to have 45 hours of CME every three years and veterinary technicians will need 15 hours every three years. MVMA is here to help you obtain those credits through our in-person CE, webinars, and our online CE portal. We’ve expanded our in-person offerings and hope you can join us at some of the following sessions.

For all conferences, contact MVMA at mvma@michvma.org or (517) 347-4710, or visit www.michvma.org for additional information or to register online.

SMALL ANIMAL SEMINAR SERIES
10:00 AM–5:30 PM • EAST LANSING MARRIOTT

- SEPTEMBER 13, 2017
  Practice Management, Nick Nelson, DVM, MBA, DABVP Canine & Feline
- OCTOBER 4, 2017
  Dermatology, Robert Kennis, DVM, MS, DACVD
- NOVEMBER 1, 2017
  Ophthalmology, David Wilkie, DVM, MS, DACVO
- DECEMBER 6, 2017
  Exotics, Angela Lennox, DVM, DABVP Avian
- MARCH 7, 2018
  Geriatrics, Steve Thompson, DVM, DABVP Canine & Feline
- APRIL 4, 2018
  Anesthesia and Pain Management Tammy Grubb, DVM, PhD, MS, BA, DACVAA

MVMA ANIMAL WELFARE CONFERENCE
NOVEMBER 20, 2017 @ 9 AM–5 PM • MSU PAVILION

- Welfare of Southeast Asia Working Equids, Carla Carleton, DVM, MS, DACT, DACAW, Associate Professor, Large Animal Clinical Sciences, MSU College of Veterinary Medicine, East Lansing, MI
- Let’s Get to the Point: Using Veterinary Acupuncture to Promote Wellness, Melissa Owings, DVM, Owner, Kibby Park Animal Hospital, Jackson, MI
- Decreasing Stress in Beef Calves, Derrick Haley, MSc, PhD, Chair, Campbell Centre for the Study of Animal Welfare and Associate Professor, Ontario Veterinary College
- Animal Welfare Scenario, Lana Kaiser, MD, DVM, Kaiser Cattle, Mason, MI and Cathy Anderson, DVM, Jackson County Animal Shelter, Jackson, MI
- Backyard Chickens: A Veterinarian’s Perspective, Tim England, DVM, Animal Medical Center, Chicago, IL
- The Veterinarian’s Role in Animal Abuse Investigations, Mary Manspeaker, DVM, Memphis, TN
- Demonstration of Schutzhund, Samantha Hanna, Pooches With a Purpose, Williamston, MI

MICHIGAN VETERINARY CONFERENCE
JANUARY 26–28, 2018 • LANSING CENTER

COMPANION ANIMAL
- Dermatology, Dr. Jim Noxon
- Behavior, Dr. Lisa Radosta
- Emergency & Critical Care Medicine, Dr. Justine Lee
- Cytology, Oncology, Dr. Guillermo Couto
- Respiratory Diseases, Dr. Stephan Carey
- MSU Resident Sessions
- Orthopedic & Soft Tissue Surgery, Drs. Dan Degner, Charlie DeCamp, Richard Walshaw
- Gastrointestinal Diseases, Dr. Dan Langlois

EMERGING ANIMAL HEALTH & DISEASE TOPICS
- Bees, Dr. Meghan Milbrath
- Backyard Poultry, Dr. Richard (Mick) Fulton
- West Nile Virus, Dr. Steven Bolin
- Pet Food & Honey Fraud, Dr. John Spink
- Methicillin Resistance in Dermatology, Dr. Paul Bloom
- Chronic Wasting Disease, Dr. Kelly Straka
- Poisoning Toxicology, Dr. John Buchweitz

FOOD ANIMAL
- Regulatory Medicine Update, Dr. James Averill
- Improving Wellness in Dairy Cows, Dr. Daniel Weigel
- Optimizing Reproductive Performance & Strategies in Dairy Cows, Dr. Joao Paula, Nascimento Martins
- Glycoproteins Tests, JB Martins
Call for Award Nominations

The MVMA Awards Committee is requesting nominations for 2017 MVMA awards. This is the association’s opportunity to recognize someone who has contributed significantly to the veterinary profession or the animals and clients it serves. Nominations should be accompanied by supporting information. MVMA awards include:

- **MVMA Distinguished Lifetime Achievement Award.** Established in 1970 as the Distinguished Life Membership Award, it was retitled in 1992. The award is conferred upon only a few individuals of the highest professional caliber who have completed 35 consecutive years of active membership and have partaken actively in association obligations and otherwise served the veterinary profession in an exemplary fashion at the state and/or national levels. This is the highest award conferred by the MVMA.

- **W. Kenneth McKersie Service Award.** Established in 1956 as the MVMA Service Award, the award was renamed in memory of the late Dr. McKersie in 1989. It is conferred upon a member of the MVMA for cumulative service and accomplishments benefiting the profession of veterinary medicine, the community, and the Association. Only the Distinguished Life Achievement Award ranks above it in significance of recognition by one’s peers as members of the MVMA.

- **MVMA Public Media Award.** This award is to recognize a person or organization within the broadcasting or publishing professions for activities that benefit the veterinary profession or the ideals associated with it.

- **MVMA Business Service Award.** This award is conferred upon a company that, by its efforts and activities, has promoted the profession of veterinary medicine in any of its many facets in a way that qualifies for an award.

- **MVMA Public Service Award.** To qualify for this award, the nominee must be a political official or organization whose efforts have significantly benefited the veterinary profession.

- **MVMA Community Service Award.** This award is to honor an animal-related organization or individual, who is not a veterinarian, for contributions that have significantly benefited society, MVMA, or animal welfare.

- **MVMA Merit Award.** This award may be presented to any person who has devoted an extraordinary amount of time and effort to a particular project or activity of benefit to the MVMA and/or the veterinary profession.

Nominations should be sent to the MVMA office by November 1, 2017. Additional information and a nomination form can be found at http://michvma.org/awards.

- Leukosis, *Dr. Ron Erskine*
- BSE Update & Trichomoniasis, *Dr. Jennifer Roberts*
- Managing High Risk Cattle, Incorporating Animal Welfare Platforms, *Dr. Daniel Thomson*
- Small Ruminants, *Dr. Patty Scharko*
- Calves, *Dr. Geof Smith*
- BioAwareness, *Danielle Bickett*
- Words of Wisdom, *Dr. Keith Sterner*

**EQUINE**

- Infectious Disease, Biosecurity, PPE & Disinfectants, *Dr. Roberta Dwyer*
- Best IA Treatment, Bio Surveillance & Reported Diseases, *Dr. Earl Gaughan*
- Saddle Fit, *Dr. Jane Manfredi*
- Lameness, Orthopedic Infections, Radiographs, Osteochondrosis, *Dr. Liz Santschi*

**NONTRADITIONAL**

- Small Mammal Infectious Diseases, Rabbit/Rodent Dental Disease, Rabbit Thymoma & Lymphoma, *Dr. Jennifer Graham*
- Exotics Dermatology, Radiology, GNRH Use in Zoo/Exotics, *Dr. Olivia Petritz*

**PRACTICE MANAGEMENT**

- Performance Management & Conflict Resolution, *Mr. Todd Bradley*
- HR Trends and Compensation, *Sheila Grosdidier*

**STAFF DEVELOPMENT**

- Employee Engagement & Hiring, *Sheila Grosdidier*
- Creating a Culture of Connection, Stress Management, *Megan Spedoski*

**VETERINARY TECHNOLOGY**

- Neuro Exams, *Dr. Jill Hicks*
- Managing Seizures
- Identifying & Managing Intracranial Pressure, *Dr. Adam Moeser*
- Wellness 101 & Creating a Culture of Positivity, *Dr. Betsy Charles*
- Acupuncture, Veterinary Orthotics, Prosthetics, Weight Management, *Dr. Tari Kern*
- Zoo Animal Procedures & Clinical Pathology, *Brittney Exarhos*
- CPR Recover Initiative, Pleural Space Disease, Critical Triage Nursing, *Sarah Erickson & Dr. Nyssa Levy*
- Chemo, Dealing With Grief, Cancer, *Danielle DeCormier*
- Nutritional & Feeding Tube Management, *Ann Wortinger*

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great clients, wonderful support staff, IDEXX blood available, possibly leading to F/T if interested. We have Associate veterinarian needed for a growing small partnership. Contact us by email at care, retirement saving plan, and possible future health insurance, liability insurance, discounted pet any level of experience. Compensation is pro-salary will be based on experience levels and we will consider the excitement of emergency services. Compensation of support staff. We offer a good work/life balance and the emergency of emergency services. Compensation will be based on experience levels and we will consider any level of experience. Compensation is pro-salary earning a minimum of $75K annually, with paid CE, health insurance, liability insurance, discounted pet care, retirement saving plan, and possible future partnership. Contact us by email at contact@alpenavet. com, tel 989/354-2925, fax 989/356-2369. Associate veterinarian needed for a growing small animal practice in the Lansing area. P/T position available, possibly leading to F/T if interested. We have great clients, wonderful support staff, IDEXX blood machines, IDEXX digital x-ray, Avimark software, and a comfortable, casual, country environment to work in. Contact Cheryl DeSilva, DVM at 517/894-7599, or send résumé to cscanimalclinic@att.net. We are seeking a F/T mixed-animal veterinarian to join our busy 2-doctor practice in the tri-county lower Thumb area. Position is open to a vet with a minimum 1 year experience. Interest (or acceptance) of alternative medical practices such as spinal manipulation therapy and acupuncture is preferred as we offer both at our practice. Position would be 50/50 small animal and equine/small ruminant ambulatory. We offer portable digital radiography, ultrasound, power float, in-house blood machines, CO2 laser and a Class IV therapy laser. We believe in practicing a better quality medicine while enjoying our clients and our fellow co-workers. We are a fun group of people looking to add to our family. For more information contact Dr. Margaret Schreiner, 810/712-3422 or email your résumé to ssvhdvm@dhl.com. Kent County is seeking a shelter veterinarian. The successful candidate will be responsible for providing quality veterinary care in the animal shelter’s state-of-the-art facility. The shelter veterinarian will supervise the daily operations of the kennels, ensuring safe, sanitary, and humane treatment of the animals; diagnose and treat diseases, illnesses and injuries; perform high-volume spay/neuter surgeries to help control pet overpopulation; and perform euthanasia. Additional responsibilities include training and supervising kennel staff and volunteers as well as performing animal forensic activities and investigations. Must possess a DVM degree from an accredited college or university and at least 2 years of experience in veterinary care, preferably in a shelter setting. Must possess or obtain within 60 days of hire a current State of Michigan license to practice veterinary medicine and a DEA license. Please apply online at Accesskent.com/jobs. Great opportunity to continue to grow as a veterinarian and be a part of our family atmosphere. We are looking for veterinarians to practice in our Belleville location, as well as our beautiful 12,600 SF facility in Westland. We are looking for 1 F/T or P/T veterinarian to join our practice. New graduates are welcome. We are true animal lovers and are heavily involved in all aspects of rescue. Wonderful support staff and great clientele. We are interested in a dedicated, caring veterinarian who wants to help promote our clinic values of great communication, strong client relationships, and exceptional veterinary care. If you would like to be a part of a true family atmosphere and join our team, please give us a call at 734/326-7297, or email stephenm50@comcast.net. AAHA-accredited small animal hospital in Birmingham, MI is seeking a personable, compassionate veterinarian to join our practice. We are well-equipped, have long-term staff, and excellent benefits that include medical, dental, optical, CE, professional dues, and license. Please send résumé to f.blaski@hotmail.com, or fax 248/844-6123. See our website GasowVet.com. Richmond Veterinary Hospital is seeking a F/T or P/T veterinarian to join our busy, growing, AAHA-accredited small animal practice. We have digital x-ray, surgical and therapeutic laser, ultrasound, and in-house labs. Visit us at RichmondVetHospital.com, and please forward résumés to richmondvet@att.net. F/T canine and feline veterinarian required in Lansing, MI. Flexible, shared schedule with 5 existing veterinarians. Strong support from 10 LVTs/assts. Equipment includes digital radiography, ultrasound, therapeutic laser, IDEXX hematology, chemistry, and urinalysis. Competitive compensation package with commission bonus, platinum health/dental, and IRA. Interested applicants should email cover letter, résumé, and contact information of 3 references to wahpracticemanager@ gmail.com. Excellent opportunity for new grad or experienced veterinarian, F/T or P/T, for associate position in well-established small animal clinic in Burton. We have an outstanding staff, competitive salary and compensa- tion, excellent diagnostics and laboratory equipment, Hours are 9:00 a.m.–5:00 p.m. Monday–Friday, every other Saturday 9:00 a.m.–12:00 p.m. Potential for partnership/ownership. No emergencies or after-hours required. Position open immediately. Please email résumé with references to ssrvc1985@gmail.com. Belton Small Animal Clinic in Belton, TX is seeking a F/T associate. We have a 7,000 SF free-standing facility with surgery, treatment pharmacy, boarding, radiology, 7 exam rooms, office, etc. The laboratory is equipped with Abaxis equipment for in-house labs.
including CBC, panels, clotting times, etc. Digital x-rays and dental x-rays are also available. After-hours emergencies are referred to a local emergency clinic.

We are a small town clinic, but can be as progressive as the client will allow. Belton Small Animal Clinic is open 6 days/week, offering a flexible schedule with ample time off to enjoy life. Belton is located in central Texas, approximately one hour north of Austin and two hours south of Dallas/Ft. Worth, with a population of approximately 20,000 with surrounding populations totaling 200,000 as well as a highly rated school district.

This is a great community to put down roots and raise a family. We offer a flexible work schedule, ample time off, generous salary, health insurance, vacation, CE allowance, professional dues and licensing. Please call or email to discuss the opportunities at Belton Small Animal Clinic. Contact Linda Hankins, DVM, 254/939-8823 (days) or 254/760-9340 (cell), or email banimalclinic@hotmail.com.

Motivated, upbeat F/T veterinarian wanted for our busy small animal practice in Jackson, MI. Good work ethic, team player and positive attitude is a must! Join our state-of-the-art facility w/digital x-ray, dental x-ray, in-house blood work, ultrasound, and much more. Family style atmosphere with no drama and no after-hours on-call. Send rsumés to info@countrygardenvet.com.

Seeking 1 P/T and 1 F/T small animal veterinarian to add to our friendly, high-quality medical staff in Freeland (near Midland). Brand new facility with 7 exam rooms and 2 surgery suites. No emergency duty and no weekend hours! Contact Dr. Jacobs at snoshare@centurytel.net. Website: Countryside-animal.com.

"DWORKIS DOG AND CAT HOSPITAL" is looking to hire a F/T or P/T veterinarian at our busy practice in Southfield, MI. Our 6000+ SF fully equipped state-of-the-art hospital is devoted to practicing high-quality medicine. We offer excellent salary and benefits package. Please send rsumé to drsahota@hotmail.com, or call Dr. Sahota at 734/377-2343.

We are a multi-doctor small animal hospital located in Grand Rapids, MI looking for a F/T or P/T experienced associate veterinarian. We practice in a 12,000 SF AAHA-accredited facility with 7 exam rooms, spacious treatment area, and surgery ICU areas. We are equipped with a full in-house lab and imaging abilities utilizing digital radiography, digital dental radiography, and ultrasound. Other diagnostic equipment includes endoscopy, rhinoscopy, sigmoidoscopy, and Doppler blood pressure. Our surgery prep and suite feature multiple anesthesia machines, Surgivet monitors, water blankets, CO2 laser, cold therapy laser, fluid pumps, and oxygen cages. We routinely work up and treat many challenging medicine, surgery, and dental cases. We have well-trained client care assistants, licensed and non-licensed technical staff, as well as F/T practice managers. We strive to provide caring, competent, and cutting edge care, and maintain a robust well-care program. We enjoy frequent referrals from nearby clinics. Check out our website at CHFA.net. Note: US residents only. Pay commensurate with skills and experience, excellent benefit package. Mail or email rsumé to Cascade Hospital for Animals, 6730 Cascade Rd. SE, Grand Rapids, MI 49546; email theret@chfa.net.

Friendship Animal Hospital in Kalamazoo, MI is searching for a F/T or P/T associate to join our team. We are a small, intimate practice providing the highest standard individualized medicine and care to our clients and patients. We have all modern diagnostics (Antech laboratory, digital radiology, dental radiology, superb dental equipment, ultrasound, anesthetic monitoring equipment, Avimark software system, making us paper light). We have very loyal clients willing to provide exceptional preventative care as well as work up their pets when they are ill. We pride ourselves in low stress handling and have a CPDT on staff. Our staff are amazing and love what they do. No weekends, holidays and no emergency call. Generous benefit package including HRA, CE allowance, licensure and liability insurance, VMA dues, uniform allowance, 401(k) with match, and vacation. Check out our website, FriendshipAnimalDoc.com, and Google reviews to see for yourself. References of employees (current and past) and colleagues available upon request. Please, rsumé, and references to princervd33@hotmail.com.

Community Pet Care Clinic in Toledo, OH is a unique practice model. Our mission is to make quality veterinary care for dogs and cats more easily accessible to owners by keeping our prices at an affordable rate and offering clients alternatives to meet their budget. We are growing rapidly and find ourselves in the enviable position of needing to expand our staff. This has also challenged us to expand our staff. If you are a veterinarian licensed to practice in the state of Ohio, we’d like to talk to you. We have openings for F/T, P/T and relief veterinarians. We offer a competitive salary and benefits package as well as the opportunity to work with a great staff! If you think you’d like to be a part of a great clinic that allows you to say “Yes” to clients more often than usual, please email your rsumé with contact information to drharrell@communitypetcareclinic.com. If you are interested in learning more about us, visit our website at CommunityPetCareClinic.com.

F/T or P/T veterinarian needed for AAHA-accredited emergency hospital located in Burton, MI. We are seeking a veterinarian to work day shifts only! No weekends or evenings! P/T shift would be just 3 days a week! The hospital is fully equipped with Snyder MDR units, in-house blood machines, and much more. We offer a great salary or production (whichever is higher), along with outstanding benefits that include vacation time, health insurance, CE allowance, licensure reimbursement, association dues covered, and more. If you want to work in a progressive hospital that is dedicated to practicing top quality medicine, then we are the place for you. If you want to work at a hospital that is family owned, still cares about you as a person, treats you as a family member and believes in a great work to life balance then please send your rsumé to Dr. Michael Orguric at tworksr@yahoo.com. We look forward to having you become part of our family!

Pytel Veterinary Clinic in Goodrich, MI is seeking a P/T associate (2–3 days/week, every 3rd Saturday) for our busy small animal practice. We have an outstanding animal care team working in a friendly environment with a focus on exceptional medical care and customer service. Our modern facility has updated technology, in-house lab, digital radiography, and a new ultrasound system. Please email rsumé to pytelft@comcast.net; visit PytelVet.com.

We are currently seeking a F/T or P/T veterinarian for an emergency hospital that services northwest Ohio and southeast Michigan. The position consists of days, nights, weekends, and holiday shifts. Scheduling is flexible, with 12- and 24-hour shifts available. We are a newer facility that is equipped with digital x-ray, ultrasound, EKG, endoscopy (flexible and rigid), and IDEXX laboratory equipment. Candidates must have excellent communication skills with both clients and staff, be able to perform a variety of surgical procedures, and have experience with diagnostics. The ability to adapt and work well within a team setting or individually is important. An experienced veterinarian is preferred, but new graduates will be considered and mentored by a board certified veterinarian (ABVP). We are also locally owned and operated by veterinarians. We offer a competitive compensation package including 401(k), paid time off, allowance for CE and professional dues, packages for health insurance, dental, and vision, as well as a $5,000 signing bonus and an additional relocation package. Annual salary ranges from $80K–$120K depending on experience and credentialing. Please send rsumés to candiss.schneider@gmail.com.

We are currently seeking a F/T veterinarian for a hospital that services the greater Toledo area. Our hospital group has 19 veterinarians distributed between 4 practices and an emergency hospital, with vast learning
opportunities, including a strong referral caseload. Our facilities are equipped with digital x-ray, ultrasound, EKG, endoscopy (flexible and rigid), full laboratory, arthroscopy, and laparoscopic equipment. Candidates must have excellent communication skills with both clients and staff, be able to perform a variety of surgical procedures, and have experience with diagnostics. The ability to adapt and work well within a team setting or individually is important. An experienced veterinarian or new graduate will be considered. Newgraduate candidates will participate in a structured mentoring program by a board certified veterinarian (ABVP). This consists of case discussions, weekly journal/case rounds, and surgical supervision, including participating in high referral caseload. The program is designed to provide an internship learning experience with reasonable hours and a private practice salary. We are locally owned and operated by veterinarians. We offer a competitive compensation package including 401(k), paid time off, allowance for CE and professional dues, packages for health insurance, dental, and vision. Salary range of $75K–$125K or $130K with production, based on experience and credentialing. Please send résumés to candiss.schneider@gmail.com.

Clarkston Animal Medical Center, an AAHA-accredited clinic, seeks an associate DVM for a PT or FT position in our growing 4-doctor small animal practice located in northern Oakland Co. Our hospital is equipped with state-of-the-art technology including digital x-ray, dental x-ray, ultrasound, in house lab and monitoring equipment with a well-trained, dedicated support staff. Please forward résumés to camc123@comcast.net. Newly established veterinary clinic in Newark, OH (30 minutes east of Columbus, OH) focused primarily on providing wellness care is seeking a veterinarian to join the practice (PT or FT). The candidate should have 2+ years of professional experience (preferably with dental care experience) with a commitment to the importance of providing wellness and preventive care. This position shall vaccinate against diseases, such as distemper and rabies, and advise owners about proper animal feeding, behavior and preventive care regimens. Occasionally, the veterinarian may treat minor illnesses and injuries. If you are looking for a fast-paced clinical environment with a great staff, including registered veterinary technicians . . . this might just be your ideal career! Please send résumés to neaton@discountvetwellness.com.

Beautiful northern Michigan is waiting for you! Both of our rapidly growing small animal hospitals are located 15 minutes north of Traverse City. We are looking for a FT associate veterinarian to join our amazing team. Suttons Bay and Elk Rapids Animal Hospitals are progressive clinics offering ultrasound, digital radiography (including dental), avian and exotic medicine, VOM, nutritional response testing, canine rehabilitation, and a hard working support staff. Our new 5000 SF facility will be opening in early fall. Please contact Kim Morrison at kim.morrison@elkrapisansimalhospital.com.

VetSelect Animal Hospitals in Dearborn and Dearborn Heights, MI are looking for a new associate veterinarian to join our growing team in Novi and Commerce, MI. Our long tenured and supportive team make our practice an ideal place to grow and learn new skills. While experience is preferred, we would happily accept the right new graduate. We are a busy 4-location practice located in an area rich with amenities such as Walled Lake full of water sports, parks with biking and hiking trails, shopping, restaurants, great schools, and more. We are part of a family of practices with a long history and reputation that separates us from others. We support our veterinarians with superior salary, benefits (including health and dental, 401(k), CE allowance, vacation, dues, and liability coverage), outstanding practice teams, and a family friendly atmosphere. Please email Lauren Owens at lowens@vetcor.com.

Associate veterinarian $75K–$90K base plus production bonus. Westland Veterinary Hospital and Lake Huron Veterinary Clinic are looking for FT or PT veterinarians for Westland, MI and Port Huron, MI. We offer flexible schedule, excellent base salary plus lucrative production bonus often higher than the competition. Full range of benefits include health insurance, vacation time, paid license, AVMA, professional liability and 4% match for 401(k). All our facilities are modern, paperless practices and well equipped with digital radiography and much more. We offer valuable mentorship to new graduates. We let veterinarians dictate their medical protocols and promote the highest quality medicine. Please email your résumé or any questions to dhollandvm@gmail.com.

Royal Oak Animal Hospital seeks associate DVM for a client-oriented clinic focused on patient care. Also open to relief/seasonal DVM/s. Desirable compensation package. royaloakanimalhospital@yahoo.com.

Herkitage Animal Hospital, a progressive, small animal, 5-doctor practice in Dundee, MI, is seeking to fulfill a position for a FT DVM. Our practice is growing and we are excited to continue our dedicated care, passion, and love for our patients on a larger scale. We have an amazing, close-knit, team-oriented staff with varied and complimentary skills. We encourage staff education and the pursuance of special interests. In order to keep our focus on effective, efficient, and excellent care for our patients, we hold weekly staff meetings to educate and keep our staff informed. Heritage Animal Hospital is a clean and methodical work place where all opinions are considered and respected. We practice best medicine standards but also have a caring and experienced staff with state-of-the-art equipment, including electronic record keeping, digital x-ray, ultrasound, and in-house lab equipment. We are an ideal place to grow and learn new skills. While experience is preferred, we would happily accept the right new graduate. We are a busy 4-location practice located in an area rich with amenities such as Walled Lake full of water sports, parks with biking and hiking trails, shopping, restaurants, great schools, and more. We are part of a family of practices with a long history and reputation that separates us from others. We support our veterinarians with superior salary, benefits (including health and dental, 401(k), CE allowance, vacation, dues, and liability coverage), outstanding practice teams, and a family friendly atmosphere. Please email Lauren Owens at lowens@vetcor.com.

Dearborn Animal Shelter and their yearly Mutt Strut, Dunckel Veterinary Hospital in Davison, MI is a 7-doctor veterinary practice. AAHA-accredited hospital seeking a F/T or PT veterinarian, day care and urgent care shift available. Our hospital is progressive and sees a wide variety of cases, including exotics. We are equipped with state-of-the-art equipment, including digital x-ray, ultrasound, and in-house lab equipment. We are an ideal place to grow and learn new skills. While experience is preferred, we would happily accept the right new graduate. We are a busy 4-location practice located in an area rich with amenities such as Walled Lake full of water sports, parks with biking and hiking trails, shopping, restaurants, great schools, and more. We are part of a family of practices with a long history and reputation that separates us from others. We support our veterinarians with superior salary, benefits (including health and dental, 401(k), CE allowance, vacation, dues, and liability coverage), outstanding practice teams, and a family friendly atmosphere. Please email Lauren Owens at lowens@vetcor.com.

VetSelect Animal Hospitals has an exciting opportunity for an enthusiastic associate veterinarian to join our well-regarded teams in Novi and Commerce, MI. Our long tenured and supportive team make our practice an ideal place to grow and learn new skills. While experience is preferred, we would happily accept the right new graduate. We are a busy 4-location practice located in an area rich with amenities such as Walled Lake full of water sports, parks with biking and hiking trails, shopping, restaurants, great schools, and more. We are part of a family of practices with a long history and reputation that separates us from others. We support our veterinarians with superior salary, benefits (including health and dental, 401(k), CE allowance, vacation, dues, and liability coverage), outstanding practice teams, and a family friendly atmosphere. Please email Lauren Owens at lowens@vetcor.com.

Small Animal/Exotic: No associate veterinarian need apply. Looking for a partner who would become the owner in the next few years. We are located in Battle Creek, a mid-size city with great schools (even a math/ science center), affordable housing, and all kinds of recreational options. You can live in the city and be 5 minutes from the clinic or on your farm and be 10 minutes away. The hospital has been in existence for over 40 years. Remodeled in 2011, salary competitive. Contact davidrost@sbcbglobal.net, Columbia Hospital for Animals, 2150 W. Columbia Ave., Battle Creek, MI 49015.

South Shore Animal Hospital in Houghton Lake is seeking a F/T companion animal veterinarian. Our well-established 2-doctor hospital has been in operation for over 30 years and our loyal clients have come to expect quality medicine. We are equipped with digital radiographs, digital dental radiographs, state-of-the-art anesthesia, and surgical monitoring equipment. We offer a great schedule with 3-day weekends every other week, simple IRA, paid dues, paid CE, and signing bonus. Enjoy practicing in a beautiful four-season setting. Please email ssah.houghtonlake@gmail.com, or fax 989/366-7399.

Haslett Animal Hospital is seeking a highly motivated, client-oriented F/T or P/T associate veterinarian for a well-established, AAHA-certified small animal practice. We are a rapidly growing, family-oriented Haslett, MI. Applicant should have good surgical skills and a desire to work hard. Our progressive 4,000 SF facility has all state-of-the-art equipment, including electronic record keeping, digital x-ray, ultrasound, and in-house lab equipment. Our mission is to fulfill the need of our clients and patients by providing quality, competent, and caring health services through a responsive, professional, and knowledgeable staff, emphasizing individual attention and a commitment to the welfare of the pets in our community. Salary is based on experience. Benefits package includes health, vision, dental insurance, license fees, continuing education, and PTO. If interested please send résumés to harrisrdvm@sbcglobal.net, or drop off in person at 5688 Marsh Rd., Haslett MI 48840; HaslettAnimalHospital.net.

VetSelect Animal Hospitals is seeking a new associate veterinarian to join our growing team in Novi and Commerce, MI. Our long tenured and supportive team make our practice an ideal place to grow and learn new skills. While experience is preferred, we would happily accept the right new graduate. We are a busy 4-location practice located in an area rich with amenities such as Walled Lake full of water sports, parks with biking and hiking trails, shopping, restaurants, great schools, and more. We are part of a family of practices with a long history and reputation that separates us from others. We support our veterinarians with superior salary, benefits (including health and dental, 401(k), CE allowance, vacation, dues, and liability coverage), outstanding practice teams, and a family friendly atmosphere. Please email Lauren Owens at lowens@vetcor.com.

VetSelect Animal Hospitals have 2+ years of professional experience (preferably with dental care experience) with a commitment to the importance of providing wellness and preventive care. This position shall vaccinate against diseases, such as distemper and rabies, and advise owners about proper animal feeding, behavior and preventive care regimens. Occasionally, the veterinarian may treat minor illnesses and injuries. If you are looking for a fast-paced clinical environment with a great staff, including registered veterinary technicians . . . this might just be your ideal career! Please send résumés to neaton@discountvetwellness.com.
of the art technology including digital radiographs, digital dental radiographs, ultrasound, CO2 laser, cold laser, in-house lab, and much more. We believe in a compassionate family atmosphere for our staff and clients. Experience is preferred but we are also willing to help mentor the right candidate. Exceptional earning potential from this very busy, high-end practice. Full benefits including health insurance and retirement plan offered, inquire about potential signing bonus. To learn more about this unique opportunity please contact christee@dukelekvet.com or 810/653-3988.

Macomb Veterinary Associates in Utica, MI is seeking a F/T or P/T veterinarian. We are devoted to practicing the highest quality of medicine. Staff are fully utilized, so you will focus on diagnosing, prescribing medications, and surgery only. Come grow with us in this high-end facility. We offer full benefits including health insurance and retirement plan. High earning potential and signing bonus await you. To learn more about this unique opportunity Contact Jeff Rothstein, DVM, MBA, at 734/645-0267, email knis@sbglobal.net, or fax 734/372-6318.

Whittaker Road Animal Clinic in Ypsilanti, MI is seeking a F/T or P/T veterinarian. We are devoted to practicing the highest quality of medicine. Staff are fully utilized, so you will focus on diagnosing, prescribing medications, and surgery only. Come grow with us in this high-end facility. We offer full benefits including health insurance and retirement plan. High earning potential and signing bonus await you. To learn more about this unique opportunity Contact Jeff Rothstein, DVM, MBA, at 734/645-0267, email knis@sbglobal.net, or fax 734/372-6318.

F/T or P/T caring, compassionate, and energetic veterinarian needed for a well-established 2-doctor small animal clinic in Westland. No after-hour emergency duties. Competitive wages and benefits. Send résumé to aac2340@gmail.com, or call Ace Animal Clinic at 734/595-6500.

An AAHA-accredited hospital in Genesee County seeking a F/T and P/T veterinarian, preferably interested in future partnership to join our team. Our well-established newly remodeled hospital is equipped with state-of-the-art technology, including digital radiography, in-house laboratories, endoscopy, EKG, orthopedic and ultrasonic dental equipment. We have well-trained support staff, including 3 LVTs, and offer competitive salary, CE, paid vacation, licensing, health insurance, and IRA contributions. We offer a generous signing bonus and the positions are open immediately. Please submit résumé to tsenov@gmail.com.

Moore Veterinary Hospital is a small animal practice, currently with 2 FTE veterinarians, rapidly growing to need 3 F/T veterinarians. Conveniently located in St. Clair Shores, MI along 8 miles of beautiful Lake St. Clair. St. Clair Shores offers an abundance of shopping, restaurants, nightlife, and arts. Children enjoy a good school system and tons of parks and recreational activities. There are many beaches for those who enjoy relaxation, sight-seeing, or a scenic hike. St Clair Shores boasts 3 waterfront and 10 neighborhood parks, 2 city marinas, pool, waterslide, kayak storage, Splash Zone, dog park, Kyte Monroe Park with 7 baseball fields, 2 tennis courts, horseshoe pits, 2 basketball courts, batting cages, city golf course, and 2 ice arenas. Moore Veterinary Hospital offers generous compensation package, flexible work schedule, CE allowance, Full benefits including: medical, dental, and vision insurance, plan options, short- and long-term disability, 401(k) retirement plan, in-house laboratory equipment, digital radiographs, ultrasound, and surgical laser. Our team is passionate, dedicated, and well-trained. We practice quality veterinary medicine for appreciative clients and patients. The veterinarians enjoy a generous salary package and flexible work schedule. The owners of Waldorf Animal Clinic understand the importance of a skilled management team. Our hospital administrator and medical director work closely with the staff to ensure a safe, fun, and relaxed work environment. We take pride in our professionalism and high standard of care, but realize that it is okay to have fun at work too! Please contact Priscilla Cherry, tel 312/837-1828, Pcherry@brlp.com.

Veterinarian wanted, preferably F/T for companion animal practice in Three Rivers, MI. Crossroads Veterinarian Clinic is a long-established and well-equipped modern practice. Our 7,500 SF building is less than 10 years old. The large waiting room provides a stress-free environment for our canine and feline patients. We have a great well-trained and friendly staff, reasonable board compensation, and a very positive attitude toward our employees. In-house lab, digital radiograph, dentistry, ECG, surgical laser, cold laser, 2 surgical suites, and a beautiful building help in making this a great place to work. Three Rivers is close to shopping in Kalamazoo, and a short drive from Mishawaka and South Bend. The many lakes, rivers, and a small ski area make Three Rivers a great place to live if you are the outdoors type. Contact William Sands at 269/278-1345, wcsands3@gmail.com, CrossroadsVeterinarianClinic.com.

Seeking a F/T veterinarian to join our well-equipped, AAHA-accredited small animal practice in East Tawas, MI. New graduates welcome to apply. Seeking a veterinarian to become a long-term member of our veterinary team. Competitive salary, CE, and benefits. Check out our practice at SRSVH.com. Please email résumés to kingiam1@yahoo.com.

Casieville Small Animal Clinic is seeking a dedicated, enthusiastic professional to join our team as an associate veterinarian. Our growing practice is located in a resort town on the beautiful beaches of Lake Huron; we offer endless opportunities for outdoor and family-friendly activities. We practice high-quality, proactive medicine, and our customer service-oriented team is committed to providing the best in patient care and client education. Our facilities include surgical and therapeutic laser, digital x-ray, advanced dentistry, and ultrasound. We are a paperless, progressive practice. The ideal candidate is focused on quality care, has great people skills, a good work ethic, excellent communication skills, and has an outgoing, friendly personality. We recognize the importance of the relationships between humans and animals and we see our clients and patients as extended family. Experience in general medicine and surgery is preferred, but outgoing new graduates will be considered. Generous benefit package including health insurance, generous CE allowance, licensure and liability insurance, VMA dues, uniform allowance, simple retirement plan with match, and vacation. Please contact Dr. Kevin Stachowiak, Casieville Small Animal Clinic, PO Box 534, Caseville, MI 48725; tel 989/856-3525; fax 989/856-3045; email: DrKevin@casevillevet.com; website casievillevet.com.

The Michigan Gaming Board is seeking applicants for P/T veterinarian positions to work at horse racing tracks located in the Detroit area. Contact Al Ernst, Horse Racing Section Manager, at 313/456-4130 or horseracing@michigan.gov.
VETERINARY TECHNICIANS WANTED

LVT and/or veterinary assistant wanted! Brighton Animal Hospital looking for experienced, friendly individual to join our team full-time. Must have good communication and computer skills and be able to multitask. Competitive wages and benefits included. Some evenings and Saturdays required. Send résumé by fax 810/227-0447 or email jan@brightonvet.com.

We are currently seeking a F/T veterinarian technician for our day practice that services southeast Michigan. The position has flexible scheduling. Candidates must have excellent communication skills with both clients and staff, be able to perform a variety of surgical procedures and have experience with diagnostics. The shifts currently consist of working independently with support staff, so the ability to adapt and work well within a team setting or individually is important. New graduates are welcomed. We offer a competitive compensation package, including: 401(k), paid time off, allowance for CE, packages for health insurance, dental, and vision. Annual salary ranges from $13K–$17K depending on credentials and experience. If you have any inquiries or would like to apply send your résumé to Jess.voto@gmail.com.

Richmond Veterinary Hospital is seeking a F/T veterinary technician to join our 2-doctor, AAHA-accredited small animal practice. We have digital x-ray, surgical and therapeutic laser, ultrasound, and in-house labs. Visit us at RichmondVetHospital.com, and please forward résumés to richmondvet@att.net.

Two-veterinarian, small animal practice seeking outgoing LVT for F/T position. New graduates encouraged to apply. Please send letter of intent and résumé to careteam@ludingtonanimalhospital.com or Animal Hospital of Ludington, Attn: Dr. Leslie Paxton, 310 S. Washington Ave., Ludington, MI 49431.

We are looking for a Veterinary Technician or Veterinary Assistant to join our small animal practice in northern Michigan (East Jordan). Must have excellent communication skills, be compassionate, and have the ability to multi-task. The person in this position works directly with all veterinary staff, pet owners, and animal patients and must be a team player. This position can be F/T or F/T. One year experience in the veterinary field is preferred, but not required. Please send résumé to jenhalteman@gmail.com.

Family Friends is a fast-paced, fast growing, 9-doctor veterinary practice, with 55 support staff members, located in Grand Rapids, MI. We currently have a F/T Veterinary Technician position available. We are seeking a highly motivated, team-oriented, outgoing individual to join our health care support staff. Responsibilities for this position include, but are not limited to: exam room duties, laboratory duties, surgery prep, anesthesia monitoring, IV catheter placement, payment processing and data entry. Applicant must be able to maintain medical records and have exceptional client communication skills both in person and on the telephone. Applicant must be flexible with hours, willing to work every other Saturday, and looking for a long-term position. We offer a generous benefit package, which includes a uniform allowance, veterinary discounts, life insurance, disability insurance, individual medical insurance, simple IRA investment plan, and paid continuing education. We offer competitive salaries commensurate with experience. If you meet all these requirements and you are a positive person who thrives in a fast paced energized work environment, please send your résumé and cover letter to candice.sotys@familyfriendsvet.com.

We are looking for a Veterinary Technician to join our small animal practice in southern Ann Arbor. We need someone with excellent communication skills, enjoys spending time educating clients, and can provide quality care for our patients. Our staff needs to be able to multi-task and be a team player. No weekends or holidays are required. Qualified technicians can expect competitive salary and benefits. At least one year experience in the veterinary field is preferred. Please send résumé to jenhalteman@gmail.com.

VCA Animal Hospitals are seeking an experienced (credentialed preferred), flexible, detail-oriented, energetic technician with excellent communication skills to work in our progressive-based hospital. Your responsibilities will include, but are not limited to: venipuncture, catheter placement, radiology, anesthesia induction and monitoring, patient assessment and history, surgical preparation and assisting, dentistry, laboratory work, pharmacy, patient recovery, and compassionate care for our hospitalized patients. We offer a competitive hourly wage and benefits package and guaranteed break time. Rotating Saturdays, no out-of-hours emergencies. Signing bonus available for credentialed technician. If interested in one of the positions available at either of the locations, you may stop in to fill out an application, or fax/email your résumé. VCA Northeast Cat & Dog Animal Hospital #1034, 1527 Michigan St. NE, Grand Rapids, MI 49503, fax 616/451-9496 Attn: Hospital Manager, email AU1034@vca.com.

Northern Michigan Veterinary Hospital, just minutes from Traverse City, is seeking a F/T LVT to work in our fast-paced small animal hospital. Candidate must be self-motivated, organized, and have an attention to detail with a commitment to exemplary patient care and customer service. NMVH offers a competitive wage, along with a comprehensive benefits package including medical/dental/vision insurance, vacation, sick and holiday pay, 401(k) with company match, personal pet care discounts and more! LVTs please email your résumé to kara@traversenanimalhospital.com.

Progressive and positive work culture? Check. Modern medicine with plenty of CE? Check. Supportive colleagues who are into teamwork, who have each others’ backs? Check. If you are looking for an above-the-norm hospital, a fun place to learn and grow, then maybe you should look us up. Dandy Acres Animal Hospital is looking for LVTs for our modern, fast-paced clinic in sunny South Lyon. We are also looking for techs who may not be licensed, but are damn good. Google us, then stop in any time with a résumé and 3 references (names and phone numbers of people who have supervised you). If you are from out of state, feel free to call 248/437-1765 or email terrymcarthuyva@gmail.com, of course! Ask for Terry. Hope to see you soon!

Laketown Cat Hospital has an exciting opportunity for LVTs! We are a new, exclusively feline hospital located on the coast of Lake Michigan in beautiful Saugatuck, MI. Approximate opening time is scheduled mid-June to early July 2017. We are seeking founding members for our health care team. Applicants should be self-motivated, proficient at catheter placement/ phlebotomy, possess excellent communication skills, and above all have a genuine interest in cats and in practicing high-quality medicine. Experience is preferred. Position is P/T to potentially F/T as business increases. Benefits include vacation pay, health insurance, and a CE allowance for F/T employees. Please contact Angela Palen at palenang@gmail.com or call 810/354-7493 for further information.

Paws With A Cause is seeking a Veterinary Technician to fulfill the mission of the agency, and through knowledge and expertise, provide care to maintain the health and well-being of dogs and cats under the direction of the veterinarian. This position is required to work in an on-call capacity some evenings and weekends based on department needs and emergency calls. Must enjoy working in a moderate hospital. In addition to seeing cats and dogs, we also see small exotic mammals and reptiles. Experience with these other species is preferred, but not required as long as applicant is willing to learn. Your responsibilities will include, but are not limited to: venipuncture, catheter placement, radiology, anesthesia induction and monitoring, patient assessment and history, surgical preparation and assisting, dentistry, laboratory work, pharmacy, patient recovery, and compassionate care for our hospitalized patients. We offer a competitive hourly wage and benefits package and guaranteed break time.

Rotating Saturdays, no out-of-hours emergencies. Signing bonus available for credentialed technician. If interested in one of the positions available at either of the locations, you may stop in to fill out an application, or fax/email your résumé. VCA Northeast Cat & Dog Animal Hospital #1034, 1527 Michigan St. NE, Grand Rapids, MI 49503, fax 616/451-9496 Attn: Hospital Manager, email AU1034@vca.com.
to occasional fast-paced, routine environment. Hourly position, base hours Monday through Friday 8:00 a.m.–4:30 p.m., with 6 two-hour evenings a month, to provide veterinary services for our foster puppy raisers at evening foster puppy classes. Minimum 5 years’ experience as a Veterinary Technician or equivalent experience required. LVT preferred. F/T position, or 2 P/T equivalent job sharing, to equal one F/T position. If available F/T or P/T, please apply. Salary commensurate with experience. Please email cover letter and résumé to kpuzanaw@pawswithacause.org. Also visit our Paws With A Cause careers page to complete an employment application and to review our full job description and competitive benefits package.

Busy multi-doctor veterinary hospital in Lansing seeking a Veterinary Technician who is licensed in the state of Michigan. Previous on-the-job training desirable. F/T hours with rotating weekends. Applicant must be outgoing, friendly, and a hard worker. Email résumé to nz@milleranimalclinic.com, or drop off résumé to 6515 W. Saginaw Hwy., Lansing, MI 48917.

Seeking a F/T LVT for our customer service-oriented team in Jackson, MI. (brooklynroadvet.com) We believe in Honesty, positive attitude, communication, respect and growth. Our dog/cat practice is in a beautiful new building. We utilize IDEXX lab, radiology, and medical record software. P/T considered. We truly “care” for our clients, patients, and team! Send résumé to brvc@acd.net.

We are looking to hire a F/T LVT at our small animal practice. We are an established small animal hospital that has a complete in-house IDEXX suite, digital radiographs, and utilizes Cornerstone software. No weekends, M–F hours. Please contact Melissa or fax résumé to 734/676-6450. Looking for immediate hire, experience preferred.

We are looking for a LVT for a well-equipped 2-doctor practice in Midland, MI. We offer excellent compensation and benefits. Send résumés to 4925 Jefferson Ave., Midland, MI 48640, or to danwdvm@charter.net.

OFFICE STAFF WANTED

Hamilton Animal Hospital, located in Clawson, is seeking a P/T Receptionist/Assistant to join our team. Ideal candidate should have at least 2 years’ experience in the veterinary field, be highly motivated, have excellent people skills and be a team player. Please send résumé to April at hanimalhospital@gmail.com.

Family Friends is a fast-paced, fast growing, 9-doctor veterinary practice, with 55 support staff members, located in Grand Rapids, MI. We currently have a F/T Practice Manager position available. We are seeking a highly motivated, team-oriented, outgoing individual to lead our health care team. A few key responsibilities are outlined below. Help with creating, communicating, and implementing the organization’s vision, mission, and overall direction. Leading the development and implementation of the overall organization’s strategy. Also, help our department managers with timely performance reviews. Lastly, manage employee resources. Applicant must be flexible with hours and looking for a long-term position. We offer a generous benefit package, which includes a uniform allowance, veterinary discounts, life insurance, disability insurance, individual medical insurance, simple IRA investment plan, and paid CE. We offer competitive salaries commensurate with experience. If you meet all these requirements and you are a positive person who thrives in a fast-paced energized work environment, please send your résumé and cover letter to ryan.carpenter@familyfriendsvet.com.

PRACTICES & EQUIPMENT FOR SALE

Are you ready to buy or sell a veterinary practice? Valuations, consultations. Buying or selling. I can help. Call Dr. Fred Zydeck at 248/891-3934 or email fzydeck@aol.com.

Small animal practice in upscale northwest Detroit suburbs grossing $596K. Well-equipped with IDEXX lab and CR digital x-ray. Practice price $425K. Contact Total Practice Solutions Group, Dr. Kurt Lijieberg, 800/380-6872, or kurt@tpgsales.com.

Small animal practice south of Traverse City grossing $720K. Practice is offered at $435K, real estate offered at $175K. Area has abundant recreation activities. Contact Total Practice Solutions Group, Dr. Kurt Lijieberg, 800/380-6872, or kurt@tpgsales.com.

NEW: Small animal practice north of Lansing grossing $1.6M. Practice is offered at $1.25M, real estate offered at $400K. Well-equipped with therapy laser and digital x-ray. Contact Total Practice Solutions Group, Dr. Kurt Lijieberg, 800/380-6872, or kurt@tpgsales.com.

Small animal practice in Detroit grossing $1.14M. Practice is offered at $785K, real estate offered at $300K. Practice is well-equipped and facility is well maintained. Contact Total Practice Solutions Group, Dr. Kurt Lijieberg, 800/380-6872, or kurt@tpgsales.com.

When buying or selling a veterinary practice, rely on the expertise of Total Practice Solutions Group. See display ad this issue. Even if you plan to sell your practice yourself, contact Dr. Kurt Lijieberg for a free consultation. We are happy to help. 800/380-6872 or kurt@tpgsales.com.

Small animal practice for sale in Lower Peninsula. 2016 revenues of over $550K! Free-standing facility is open 5 days/week. Owner willing to stay to ensure smooth transition. Contact Mary Colpitts with Praxis Transition Solutions at mcolpitts@praxisinc.com or 214/593-7158.

relief veterinarians

Norman Bayne, DVM, MS, 248/506-1104. MSU 81. SA relief work in southeast MI. Will travel. Friendly, excellent client communications skills. norman@baynevet.com.

Cari Bedore, DVM, 810/965-8350. MSU 99. SA relief and/or PT 1 hour from Flint. Enjoy working in a positive team atmosphere doing medicine and surgery.

Kirsten Begin, DVM, 616/446-3154. MSU 09. SA relief in Grand Rapids and surrounding areas. Will travel. Friendly, excellent client communication. References. Completed rotating and surgical internships. kbegin4@gmail.com.

Lisa Benisek, DVM, 517/887-0255. MSU 88. Small animal relief or part-time in Lansing area. lisabenisek-dvm@comcast.net.

Sharisse Berk, DVM, 248/851-0739. MSU 95. Available for SA relief or part-time work in southeast MI.

Rhonda Bierl, DVM, 248/467-1987. MSU 00. SA emergency relief within 1 hour of Pontiac. General medicine, soft-tissue surgery, ultrasound experience. houserrh@yahoo.com.


Tama Cathers, DVM, MS, 269/203-6800. NCSU 96. SA relief in SE Michigan/Kalamazoo area. Friendly, experienced, reliable. teathers@gmail.com.

Courtney Chapin, DVM, 616/901-5660. MSU 92. Available for Grand Rapids area. 8 years’ experience in SA general practice, 3 years in emergency medicine; both routine and emergency surgery. Willing to travel. cortneychapin@hotmail.com.


Kenneth Corino, DVM, 248/217-5235. MSU 94. SA relief work. SE MI, medicine and surgery. corinodvm@aol.com.

Nichole Corner, DVM, 616/634-9777. MSU 99. SA relief work in Grand Rapids/Kalamazoo area. Excellent client communication skills. References available. haweslake@charternet.net.

Bryan Cornwall, DVM, MBA, 248/227-0562. MSU 89. SA medicine and general surgery in SE Michigan; practice owner for 24 years. Great with clients and staff. bccormaldvm@gmail.com.

Yvonne E. Craiger, DVM, 734/255-4025. MSU 95. Experienced relief for SA clinics within 1 hour of Metro Airport on Saturdays and Thursdays. Thorough exams/records, friendly. Accredited with DEA license. yeccdvm@gmail.com.


Susan Drapek, DVM, CVA, 517/663-0428. MSU 90. Available within two hours of Lansing. Relief experience since 1997. Small-animal medicine, surgery, and acupuncture. smdrakedvm@sbcglobal.net.

Marj Field, DVM, 734/658-4774. MSU 90. SA/exotic emergency relief work in southeast MI. Excellent client service, comfortable surgeon, high ACT, and able to multitask. Extended travel can be negotiated. marj.field@me.com.

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

Sean D. Hughes, DVM, 517/552-0993; 734/674-7061. MSU 76. SE Michigan SA relief since 1999.
MVMA's Veterinary Practice Affiliates

Do you have practice managers, veterinary technicians, veterinary assistants, or other veterinary team members who want to be a part of MVMA? If so, they can join the MVMA as a Veterinary Practice Staff Affiliate!

MVMA is one of the most progressive, passionate, and dedicated veterinary organizations in the country, and our Board of Directors has opened our doors to other veterinary professionals. By becoming an MVMA affiliate, they will be connected with great ideas and incredible people using dynamic and creative solutions you can use in your practice. Have them join us and be inspired!

Did you know that 72% of people who belong to an association are very satisfied with their jobs compared with fewer than half of people who don’t belong to one? We can help your staff become shining stars in your practice with an extensive list of resources they can use today!

Take advantage of this exciting offer to join MVMA for an annual rate of $78! Benefits include:

- Access to MVMA’s staff who work for you. Have a question about Michigan Law or best practices? Call us!
- Opportunities to connect with and utilize the expertise of over 2,200 MVMA members!
- Special invitations to attend MVMA events and targeted CE at a discounted rate.
- Free subscriptions to the MVMA e-newsletter and magazine, The Michigan Veterinarian, as well as important email alerts to keep you informed of pet food recalls, disease outbreaks, and other urgent issues!
- Access to important information in the Member’s Only section of michvma.org as well as all of MVMA’s existing benefit programs!

MVMA is helping to drive the future of veterinary medicine—and we are here to make your life easier. Visit our website at www.michvma.org for more information!

Please note: In order to become a Veterinary Practice Staff Affiliate, you must have at least one MVMA veterinarian member at your practice.
MICHIGAN VETERINARY CONFERENCE
- January 26–28, 2018
  Lansing Center & Radisson Hotel, Lansing, MI

MVMA ANIMAL WELFARE CONFERENCE
- November 20, 2017 @ 8:00 AM–5:00 PM
  MSU Pavilion, East Lansing, MI

MVMA SMALL ANIMAL SEMINARS
- Practice Management (Nick Nelson, DVM, MBA, DAVBP Canine & Feline)
  September 13, 2017
- Dermatology (Robert Kennis, DVM, MS, DACVD)
  October 4, 2017
- Ophthalmology (David Wilkie, DVM, MS, DACVO)
  November 1, 2017
- Exotics (Angela Lennox, DVM, DABVP Avian)
  December 6, 2017
- Geriatrics (Steve Thompson, DVM, DAVBP Canine & Feline)
  March 7, 2018
- Anesthesia & Pain Management
  (Tammy Grubb, DVM, PhD, MS, BA, DACVAA)
  April 1, 2018

CANINE DENTAL LECTURE & WET LAB
- October 14, 2017 @ 8 AM–5:30 PM
  MSU Veterinary Medical Center

PROFESSIONAL COMPETENCIES CERTIFICATION
- December 12, 2017
  MSU Veterinary Diagnostic Laboratory, Lansing

PEOPLE, PETS & VETS
- Saturday, November 4, 2017 @ 11 AM–3 PM
  Macomb Community College

EQUINE PRACTICE CE PROGRAMS
- Fall Symposium: Focus on Poor Performance
  October 25–26, 2017 @ Park Place Hotel, Traverse City
  Sponsored by Boehringer Ingelheim. Event limited to 25 attendees. RSVP to Bridjet Mausolf, (517) 266-1298.
- MSU with the Practice Based Ambulatory Program
  November 29, 2017 @ MSU
  Sue Dyson (Freeman Scholar) presents in afternoon, after lunch with students. Reception in the evening.
- Dentistry Wet Lab
  February 14, 2018 @ MSU
  Dr. Travis Henry presents.
- Dermatology Wet Lab
  March 21, 2018 @ MSU
  Dr. Sharie Picchu-Harrison (Louisiana State University) presents.

MVMA BOARD OF DIRECTORS
- September 27, 2017
  University Club, Lansing
- December 13, 2017
  University Club, Lansing

MVMA ANNUAL BUSINESS MEETING
- September 27, 2017 @ 2:30–4:00 PM
  University Club, Lansing
  If you plan to attend, please RSVP by September 17 to Karlene Belyea at Belyea@michvma.org.

MVMA COMMITTEES
- Animal Welfare (Dr. Marcie Barber, Chair)
  September 14, 2017 @ 10:00 AM
- Executive (Dr. Bruce Cozzens, Chair)
  September 13, 2017 @ NOON
  November 29, 2017 @ NOON
- Legislative Advisory (Dr. Cathy Anderson, Chair)
  September 20, 2017 @ 1:30 PM
  November 28, 2017 @ 1:30 PM
- Public Health (Dr. Joe Kline, Chair)
  September 6, 2017 @ 1:30 PM
  December 20, 2017 @ 1:30 PM
  Meetings held in the MVMA office unless noted.

WESTERN MICHIGAN VMA
- Veterinarian CE Seminars
  3rd Thursday of each month, January–May and September–November @ 6:30 PM / Grand Rapids
- Academy-type CE Meetings
  1st Tuesday OR Wednesday of each month, October–December and February–May @ 6:30 PM

SAGINAW VALLEY VMA
- September 27, 2017
- October 25, 2017
  All meetings are held at the Brewery in Frankenmuth @ 7:00 PM.
**IMPORTANT PHONE NUMBERS**

- MI Board of Veterinary Medicine
  - (517) 335-0918
- MI Board of Pharmacy
  - (517) 373-1731
- DEA: Detroit office
  - (313) 234-4000
- DEA: toll-free
  - (800) 230-6844
- MDARD State Veterinarian
  - (800) 292-3092
- MDARD State Veterinarian
  - (800) 292-3092
- MI Dept. of Health & Human Services
  - (517) 335-8165
- State of MI Health Certificates
  - (517) 284-5767
- USDA, APHIS, VS-Accreditation
  & International Health Certificates
  - (517) 337-4700

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Protect yourself and your family. MVMA members are guaranteed association discounts.

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