Continuing Medical Education Becomes Mandatory in Michigan

On March 15, 2016, Governor Rick Snyder signed Public Acts 47 and 49 into law requiring continuing medical education (CME) for veterinarians and veterinary technicians. Prior to this, Michigan was the only state without such a requirement. Here is MVMA’s understanding of what will occur:

- **When will mandatory CME take effect?** The Michigan Department of Licensing and Regulatory Affairs says the following: “Beginning in 2019, an applicant for a veterinarian license renewal who held a license for the three-year period immediately preceding the expiration date of the license shall have earned, within the three-year period immediately preceding the date of the application, 45 hours of approved continuing education. Beginning in 2019, an applicant for a veterinary technician license renewal shall have earned, within the three-year period immediately preceding the date of the application, 15 hours of approved continuing education. Licensees must complete approved continuing education for all renewal cycles thereafter.”

- **How often will I need to renew my license?** License renewals for veterinarians and veterinary technicians will occur every three years. Previously licenses were renewed every two years.

*continued on page 2*
“Continuing Medical Education,” from front cover

- How much CME will veterinarians and veterinary technicians need in order to comply with the law? Veterinarians will be required to complete 45 hours of CME every three years, and veterinary technicians will be required to complete 15 hours every three years.

- What will the new fees be and when will they be implemented? The new veterinarian fees will be $70 per year and veterinary technicians will be $20 per year when fully implemented. No fee increases will occur until the CME program is implemented.

- What will be counted as CME? There are no mandates or specific CME subject matter in the new law. Consequently, the Michigan Board of Veterinary Medicine will be working to determine the rules. MVMA has submitted suggestions to the Board of Veterinary Medicine that they will consider as they move forward.

- Will MVMA be providing additional CME options to help members comply? Absolutely! In addition to increasing the number of in-person educational opportunities and webinars, MVMA now has an online CE portal available exclusively to members. On our portal, there are over 1,000 courses you can choose from, with over 500 that are completely free. In addition, the portal will track your CE and you can even enter it from external sources to track your compliance. If you have not already created an account and would like to take advantage of this new member benefit, you can access the portal by logging in with your MVMA login information at http://www.michvma.org/?page=WCEAOnlineCEPortal. If you need assistance, please contact us at mvma@michvma.org.

MVMA will keep members posted as more information becomes available.
Oral Surgery to Save Teeth: There Is a Lot Going On after Scaling
Oral Radiology: Equipment and Positioning Pay for Themselves
Oral Radiology Interactive Reading Session
Extraction Technique: The Easy (Well, Easier) Way of Extracting Teeth
Feline Dentistry: Another Example of Why Cats Are Not Little Dogs
Lumps and Bumps in the Mouth: What To Do and When to Do It
Most Effective Stabilization for Mandibular and Maxillary Fractures
Marketing Veterinary Dentistry: It Takes a Village
New Topics in Veterinary Dentistry

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Managing the Mystery Poisoning Patient
ABCDs of Rodenticides
Antifreeze Toxocosis
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Hot Topics in Clinical Toxicology
As a veterinarian, you are a crucial partner in protecting the health of Michigan’s animal population. An important piece of that protection is issuing an Interstate Certificate of Veterinary Inspection (ICVI) for animals traveling across state borders. Not only do ICVIs help keep potential disease out of the state, they are critical for tracing animal movements in the event of a disease outbreak.

ICVIs may be required for both small and large animals, and in many cases, are mandated by the Michigan Department of Agriculture and Rural Development (MDARD), the United States Department of Agriculture (USDA) or both. For both pet owners and livestock owners attending shows, it’s important this key regulatory paperwork be in order prior to clients moving their animals, especially as we move into the summer travel season.

By completing an ICVI, you are indicating the animal was examined and found to be free from signs of any infectious/contagious disease, and all movement requirements for the state of destination have been met. ICVIs must be issued by a veterinarian licensed and USDA-accredited in the state of the animal’s origin.

In order to correctly issue ICVIs, always follow these five good management practices:

- All ICVIs must be filled out completely and legibly. Incomplete forms will be rejected and the issuing veterinarian will receive a letter of education.
- In addition, there may be disciplinary action for the issuing veterinarian and or your clients. Call MDARD at (800) 292-3939 if you need assistance completing the form.
- Use the correct, most up-to-date form which is appropriate for the species and for the destination. There are separate forms for interstate movement of small animals (which include exotics) and livestock. For international movements, contact USDA at (517) 337-4700 for the proper form.
- Contact the state of destination State Animal Health Official for movement requirements, which may include animal identification, disease testing, vaccinations and prior entry permits. Find a listing of officials at: http://bit.ly/StateAHO. For air travel, remind clients to contact the airline for pet policies, including temperature acclimation statements that may be required on the ICVI.
- Issue the certificate within 10 days of examination. One copy must accompany the animal in transit, one copy must be kept by the issuing veterinarian for five years, and the original copy must be submitted to MDARD within seven calendar days of issue. MDARD processes the ICVI and forwards it to the state of destination within seven calendar days. Paper ICVIs may be sent to MDARD via mail at Michigan Department of Agriculture & Rural Development, Animal Industry Division, Attn: Import/Export, 525 West Allegan St., Lansing, MI 48933; email cvi@michigan.gov; or fax (517) 241-1560. Electronic ICVIs are automatically emailed to the state of origin and the state of destination upon issuance.
- For international exports, contact the USDA at (517) 337-4700 for movement requirements and forms to complete for the country of destination. It’s important your clients know some countries have lengthy requirements which may take months to complete.

In addition, MDARD is currently accepting electronic ICVIs submitted through the USDA’s Veterinary Services Process Streamlining system, https://vsapps.aphis.usda.gov/vsps/ or through GlobalVetLINK, https://www.globalvetlink.com/.

Paper ICVI forms are available to accredited veterinarians by calling the MDARD Supply Line at (517) 373-9794. Both the large and small animal ICVIs are currently under review by MDARD to make clarifications and eliminate limitations of each form. The most current version of each form is dated 03/13, and MDARD will announce when the new versions are available in their e-newsletter, the Animal Health Update. If you do not currently receive the e-newsletter and would like to, please contact Megan Sprague at SpragueM@michigan.gov.

If you have any questions about ICVIs or movement requirements, contact MDARD at (800) 292-3939. If you would like to become accredited, contact USDA at (517) 337-4700.

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In late June 2015, the MSU Diagnostic Center for Population and Animal Health (DCPAH) was one of seven National Animal Health Laboratory Network laboratories invited by the USDA Animal and Plant Health Inspection Service (APHIS) Wildlife Services to participate in a nation-wide avian influenza surveillance of wild birds. This large-scale surveillance—targeted testing of approximately 45,000 wild waterfowl—was in response to the devastating outbreaks of highly pathogenic avian influenza (HPAI) H5 in domestic poultry that affected up to 15 states from December 2014 to June 2015 and resulted in the loss of nearly 50 million birds. The HPAI H5 virus was also detected in wild birds from six states, including Michigan where sick Canada geese collected from Macomb County tested positive for HPAI H5N2 in June 2015.

From July 2015 to March 2016, DCPAH tested a total of approximately 5,500 wild bird samples submitted by the USDA and state wildlife agencies from seven states, including Michigan. Of local importance, the Michigan Department of Natural Resources (MDNR), in collaboration with USDA Wildlife Services in Michigan, collected and submitted approximately 850 wild waterfowl samples from 49 counties in Michigan during the nine-month surveillance period. The samples were taken mostly from hunter-harvested birds, with a few from morbidity and mortality cases. No HPAI H5 was detected; however, there were positive detections of low pathogenic avian influenza (LPAI) H5 in wild bird samples, mostly from mallard ducks, collected from 10 of the 49 counties sampled (see Figure). Non-H5/H7 AI virus detections were made in four other counties. All LPAI H5 detections were confirmed by the National Veterinary Services Laboratories in Ames, Iowa.

The finding of LPAI H5 in wild waterfowl in 10 counties in Michigan is significant, but not unexpected because these viruses naturally occur in some wild waterfowl. LPAI H5 has been diagnosed previously in a Michigan commercial poultry flock, as well as a commercially-raised release for hunting mallard flock. Although H5/H7 or non-H5/H7 AI viruses were not found in other counties, it does not mean that the waterfowl in those counties are not able to harbor those viruses. Wild waterfowl are recognized to be the natural reservoir host for avian influenza viruses. LPAI infections in these birds are generally asymptomatic with the virus remaining genetically stable as it cycles through the wild population. LPAI viruses, upon transmission to highly susceptible poultry species, such as chickens and turkeys, only cause mild clinical signs or no apparent disease at all.

However, as these LPAI viruses cycle through these poultry species, the H5 and H7 subtypes in particular have the propensity to undergo a series of mutation events that lead to host adaptation and a switch from low to high pathogenicity. This genetic switch is marked by the acquisition of a polybasic cleavage site in the hemagglutinin (HA) gene that then gives the HPAI virus unrestricted ability to replicate throughout the host and cause devastating disease. In January of this year, a HPAI H7N8 outbreak occurred in a poultry farm in Dubois County, Indiana where there were simultaneous detections of the LPAI H7N8 on eight different farms in a concentrated poultry area. Genetic analyses of the strains led to the conclusion that the HPAI H7N8 strain arose from its low pathogenic precursor as it circulated from farm to farm.

The chance of wild birds transmitting avian influenza infection to domestic poultry is highest among domestic birds reared in the open and close to bodies of water where wild birds may reside. This “free-range” set-up allows for domestic flocks to be exposed to contaminated water and/or food sources from the fecal droppings and...
oral secretions of flu virus-carrying wild waterfowl. In this situation, unless the flock is subjected to periodic testing for the presence of virus infection, the more often than not “silent nature” of LPAI infection in these birds will remain undetected until disease becomes apparent. In any size of poultry holding, isolation of the flock with man-made barriers, along with consistent observance of appropriate biosecurity practices, is key to preventing the introduction of the virus from the wild into the farm.

Producers may contact the USDA APHIS Wildlife Services’ state office at 1-866-4USDA-WS (1-866-487-3297) for concerns regarding wildlife issues involving their facilities. For more information on avian influenza and recommended biosecurity practices, please visit the USDA website at www.usda.gov/avianinfluenza.

REFERENCES
AI Situation Update 2/18/16, State of Indiana Response to Avian Flu in Dubois County 2/18/16; http://www.in.gov/boah/2759.htm
http://www.thepoultrysite.com/poultrynews/36694/weather-could-have-contributed-to-indiana-bird-flu-outbreaks/
What do I need to know about non-compete agreements?

Shirlee M. Bobryk, Esq.
White Schneider PC

It is a common scenario in any competitive business, including the practice of veterinary medicine. A veterinarian receives a job offer. The veterinarian is happy to have a job and anxious to start. On or before the first day of employment, the Human Resources manager hands the veterinarian a document entitled, “NonCompete Agreement,” or an employment contract with a provision entitled, “Agreement Not to Compete.” The veterinarian signs it. Time passes, someone becomes dissatisfied or circumstances change, and the veterinarian or the employer terminate the employment relationship. The veterinarian finds another job working for a competing clinic five miles down the road. What are the rights of the previous employer? What can the departing veterinarian expect to happen?

WHAT IS AN AGREEMENT NOT TO COMPETE?
An agreement not to compete (also known as a “noncompete agreement”) is a contract between an employer and an employee that restricts the employee from working in the same or similar type of employment for a competitor of the employer for a specified time period. Employers use noncompete agreements to protect their business from unfair competition. Ordinary competition cannot be legally prohibited. After all, competition is part of the American economic culture. But if the departing employee or the next employer who hires the departing employee would gain an unfair advantage in future competition with the first employer, then a noncompetition agreement can be an effective and enforceable mechanism to prohibit that activity and protect the first employer’s business.

WHAT CAN AN AGREEMENT NOT TO COMPETE PROTECT?
Not all noncompete agreements are enforceable. Courts recognize that noncompetition agreements restrict an individual’s ability to earn a living. If the agreement limits the employee beyond what is reasonably necessary to protect the employer’s “reasonable competitive business interests,” a court is unlikely to enforce it.

A veterinary clinic may acquire a reasonable competitive business interest in several ways. Giving employees access to confidential business and proprietary information or trade secrets, permitting the veterinarian to establish goodwill with the clients of the clinic, and investing in specialized training for the veterinarian beyond the normal day-to-day operations of the clinic are some of the many ways employers may gain a competitive edge in the business. And that competitive edge can be protected by a well-drafted agreement not to compete.

- Confidential information and trade secrets. Courts generally recognize client lists and the employer’s unique methods of operation as protectable competitive business interests. Confidential resources and propriety information that is not readily
available to a competitor can also be protected by an agreement not to compete. In general, a trade secret is any formula or combination of information that is used in a business and gives its owner a competitive advantage over others who do not have access to it. If it is unique or specific to the business of a particular clinic, it may be protectable. If a veterinarian would have an unfair competitive advantage if she were to go to work with a competitor with the free use of that trade secret, then a noncompetition agreement may be advisable.

- **Client goodwill.** A veterinarian's contacts with the employer's clients can, and probably should, eventually result in the veterinarian becoming very familiar with the pet owners and their eccentricities, the animals and their variable characteristics, and the medical needs and histories of the animals they treat. The relationship veterinarians establish with the clients and the personal information the veterinarian acquires is commonly referred to as “goodwill.” Those relationships are particularly important in a service-oriented business like a veterinary practice. If a veterinarian becomes the face of the clinic in the minds of the clients, then the employer likely has a legitimate business interest in protecting that goodwill. An employer can protect that goodwill by prohibiting its veterinarians from soliciting the clinic’s clients with whom he or she has a substantial relationship. When asked to enforce a non-competition agreement, courts will look at the nature and extent of the contact between the veterinarian and the clients, as well as the type of veterinary services being provided.

- **Training.** To remain competitive, some employers provide continuing education to veterinarians. Other veterinary practice owners may establish a reasonable competitive interest by investing substantial time and expense in training a new employee. A non-compete agreement may help protect those legitimate interests of the veterinary practice.

**LIMITATIONS ON ENFORCEABILITY**

In Michigan, if a court finds that an agreement not to compete or any provision of that agreement is unreasonable in any respect, it may refuse to enforce the agreement or only enforce specific provisions of it. As mentioned earlier, a contract designed to protect a veterinary clinic from all competition is unenforceable. A practice owner can reasonably rely on a court enforcing its noncompete agreements if the restrictions on the employee are no greater than necessary to protect the clinic's legitimate and reasonable business interests. This means the prohibition against competition must be for a reasonable, specified time, and restrict the employee from working in a clearly defined distance from where the employer operates. Determining what is “reasonable” requires a careful examination of the veterinary practice sought to be protected. Consequently, a “one size fits all” approach is ill-advised when drafting noncompete agreements.

**NON-COMPETE CLAUSES IN THE SALE OF A VETERINARY PRACTICE**

A non-competition clause in a purchase agreement, or a separate non-competition agreement between a vet practice owner and the purchaser of the business are permissible and often highly advisable. In some instances, the veterinarian selling the business agrees to become a consultant for the new practice owner; in other situations, the selling veterinarian is retiring. In any case, it is advisable to negotiate and either include a non-competition provision in the final purchase agreement or have a separate agreement signed at the closing which reasonably restricts the seller from setting up shop nearby after discovering retirement isn’t as rosy as he had anticipated. Otherwise, the veterinarians who invested a great deal of money in purchasing an existing veterinary practice may find themselves competing for the same clients and goodwill they thought they were buying.

**NEGOTIATE NON-COMPETE CLAUSES**

It is not uncommon for veterinarians to contact me and tell me they have quit their job and want to work somewhere else or establish their own practice but they are concerned about the noncompetition agreement they have with their former employer. They are hoping I will tell them to take the job and not worry about the contract they signed. Rarely, if ever, can I say that. Most of those veterinarians were understandably anxious when the received the job offer, thought they had no choice when presented with the agreement not to compete, and simply signed it. As with most contracts, the terms of a noncompetition agreement should be negotiated. It is in both the employer’s and the employee’s best interests to fairly and openly discuss the terms of an agreement not to compete. Employees are more likely to abide by it if it was negotiated. And, employers are less likely to undertake the time and expense of taking the necessary action to enforce it.

The terms of the agreement should be no broader than necessary in duration or geographic scope. If the restrictions are too onerous, don’t expect that a court will enforce them. Remember, a judge might pick and choose which provisions to enforce rather than voiding the entire contract. Veterinarians and practice owners are far better off discussing the terms of a noncompete before it is signed.

Shirlee M. Bobryk is a partner at White Schneider PC in Okemos. She represents a variety of health professionals, including veterinarians, in licensing cases, general business matters, and employment law.

MVMA partners with White Schneider PC to assist our members. If a member has a legal question, they first contact MVMA at mvma@michvma.org or (517) 347- 4700. If MVMA is unable to assist with the question, the member is referred to the law firm. Members receive free 15-minute telephone consultations as often as necessary. In addition, if a member decides to pursue legal action using the firm, they receive a 20% reduction on the attorneys’ customary billing rates.
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MVMA is one of the most progressive, passionate and dedicated veterinary organizations with more than 2,200 members. By continuing as a member of MVMA, you are connected with great ideas and great people. There are many reasons to be a member, but we thought we’d list the top benefits for you. Check out the Member Benefits guide on our website at www.michvma.org or in this issue of The Michigan Veterinarian.

12 MVMA’s new CE portal. Now that continuing education has become mandatory in Michigan, you’ll want to be on our CE portal. There are over 1,000 courses you can choose from with approximately 550 that are completely free. Our CE portal can be an easy and inexpensive way to obtain CE credits. It will also track your CE, even from external sources.

11 Free webinars. MVMA is providing you with four free practice management webinars during 2016. Whether you need help managing your team or increasing profits at your practice, we’ve got great webinars that address your needs!

10 Savings on things you need. In these challenging times, you must check out our negotiated discounts for members. MVMA saves members money on insurance, office supplies and equipment, x-ray badges, credit card processing, account collection services, web services, on-hold messages, car rental, and more.

9 Free legal and loan advice. Members can access professional and personal legal advice and...
student loan advice over the telephone, absolutely free.

8 Local access to first-rate continuing education. The Michigan Veterinary Conference, MVMA’s Small Animal Seminar Series, Great Lakes Veterinary Conference, Animal Welfare Conference, MVMA/MSU CVM’s Joint Wet Labs—and more—offer you outstanding CE at discounted rates for members.

7 Veterinary Career Network and employment assistance. Members looking for employment can conduct a free nationwide job search by position, species, or location and receive valuable advice. Employers can post ads and search for veterinary professionals.

6 Complaint resolution. All veterinarians occasionally have unhappy clients and these clients often call MVMA before contacting the Board of Veterinary Medicine. MVMA’s Ethics and Grievance Committee oversees client complaints, usually resolving them before legal or licensure action is initiated.

5 MVMA’s Answer Team. MVMA’s “A” Team expands the traditional mentoring concept to include mentoring at all stages of a career. Talk to expert team members about issues dealing with practice management, career assistance, litigation, personal development, human resources or veterinary ethics.

4 Model Animal Hospital Personnel Policies Manual. MVMA created a personnel policies manual for members that can be customized to fit your practice. It reflects current Michigan laws and is free to members.

3 Michigan Law for Veterinary Professionals. This publication includes information on the Board of Veterinary Medicine, Public Health Code, discipline, civil liability, licensing questions, controlled substances questions, and the Michigan Penal Code—and it’s all in one place!

2 We look out for you. MVMA constantly monitors the activities of the Board of Veterinary Medicine, legislative bodies, and trends in the veterinary profession. We have a Legislative Network and the tools needed to protect you against legislative initiatives or policy changes negatively affecting your profession.

And the number one benefit of MVMA membership:

#1 Access to information. Whether through The Michigan Veterinarian, E-newsletter, Urgent Issue Broadcasts, website, Facebook, Twitter, Pinterest, Instagram, YouTube, or by responding to member telephone and email inquiries, MVMA keeps members informed about what they need to know to manage veterinary practices, keep clients happy and minimize stress levels. We also have web resources specifically targeted to your needs whether you are a practice owner, recent graduate, associate veterinarian, or practice staff.

Not bad for a top twelve list!—and we’ll keep working to make sure that we can top this list a year from now. MVMA is one of the best investments you’ll ever make. Our members are defining veterinary practice in Michigan. If you have any questions or would like to join for multiple years so that you don’t have to renew each year, contact us at (517) 347-4710 or mvma@michvma.org. Thank you for your support!

Sincerely,

Karlene Belyea, MBA
Chief Executive Officer
MVMA’s 2015 “Power of Ten” Leadership Academy

The 2015 Power of Ten Leadership Academy met on April 2–3 and enjoyed presentations on DISC Behavioral Differences, The Importance of Emotional Intelligence, Having Influence in the Veterinary Profession, and Strategies for Regaining Passion. The weekend also included a Power of Ten Reunion for the classes of 2012–2015 with Dr. Betsy Charles, Executive Director of the Veterinary Leadership Institute.

Kent Ames, DVM, MS

Dr. Kent Ames received the 2016 Zoetis Distinguished Teacher Award at the Annual Senior Celebration on May 4. This award winner is selected by the students and presented to a CVM faculty member for displaying outstanding teaching ability, leadership, and high moral character. Dr. Ames is a professor of large animal clinical sciences at MSU CVM. He does an outstanding job working with students, is a past president of the American Association of Bovine Practitioners, and has received numerous awards over the years for his outstanding teaching abilities.

Kimberlee Buck, DVM, DABVP (Avian Practice), DABVP (Canine and Feline Practice)

Dr. Buck has been a long-term, hard-working member of the MVMA volunteer team for many years. In addition to being on the MVMA Board of Directors and other committees and task forces, Kim also works with a small group of MVMA members to plan the Small Animal Seminar series. She was elected President of the American Board of Veterinary Practitioners (ABVP) Council of Regents in 2015, is a director on the ABVP Foundation Board, runs the ABVP Study Groups, is ABVP Avian Exam Vice Chair and coordinates the ABVP Specialty and Recertification Exam Preparation Course at the NAVC Institute. If that’s not enough, she runs Frankenmuth–Birch Run Veterinary Hospital and a small beef farm with her veterinarian husband. MVMA congratulates Kim and thanks her for the tremendous work she does for the veterinary profession.

Dave Carron, DVM and Connie Moll, DVM

Congratulations to Drs. Carron and Moll who were both recently recognized as being part of a small group of practices celebrating 50 years of excellence as an AAHA-accredited hospital. Both the Plaza Veterinary Hospital in Farmington (formerly owned by Dr. John Richardson) and the Midland Animal Clinic in Midland have been accredited for 50 years! Unlike human hospitals, animal hospitals are not required to be accredited. Animal hospitals are evaluated on approximately 900 standards of veterinary excellence in order to become accredited and are recognized as the finest in the industry. Only 12–15 percent of the animal hospitals in the U.S. and Canada are accredited.

David Burke, DVM

Dr. David Burke was presented with the Distinguished Veterinary Alumnus Award at the 2016 MSU CVM Commencement Ceremony. Recipients of Distinguished Veterinary Alumnus Awards have received their doctor of veterinary medicine degrees from MSU CVM and are held in high esteem by their colleagues for their achievements in practice, teaching, research, service, or organized veterinary medicine. Dr. Burke has been an MVMA member since 1980 and is currently retired, living in Traverse City.
**Are You the Next 2nd Vice President of the MVMA?**

You have the opportunity to help guide the MVMA into the next decade! Step up and share your experience, leadership and vision with over 2,200 veterinary professionals across the state.

The MVMA Leadership Development Committee, chaired by Dr. Mike Thome, is seeking nominations for the office of second vice-president of the MVMA. Nominations may also be made for the office of first vice president and president-elect; however, traditionally once elected, the vice presidents ascend through the chairs without opposition to the office of president.

Nominations may be made by constituent associations, petition of 5 percent of the voting members (approximately 75 members), or by the Leadership Development Committee.

Interested individuals should contact MVMA for more information. A letter of intent with a CV should then be submitted by July 1. Contact MVMA at mvma@michvma.org or (517) 347-4710 for more information.

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**In Memoriam**

Stuart J. Morrison, DVM, died on March 26, 2016, at the age of 81. He graduated from University of Guelph and was a life member of MVMA. Dr. Morrison owned Morrison Animal Hospital in Garden City for over 30 years.

Richard G. Gremel, DVM, died on January 27, 2016, at the age of 81. He graduated from Michigan State University College of Veterinary Medicine and was a life member of MVMA. Dr. Gremel established Forest Hills Veterinary Clinic after teaching Dermatology at the MSU CVM.

Eugene J. Palicke, DVM, died on July 12, 2015, at the age of 76. He graduated from Michigan State University College of Veterinary Medicine and was a life member of MVMA. Dr. Palicke founded Troy Veterinary Hospital where he practiced small animal medicine for over 30 years.

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**Why You Should Care about the Pet Nutrition Alliance**

All veterinarians focus on the well-being of their patients, the health of their practices, and the importance of nutrition in the health and happiness of pets. Did you know that the mission of PNA is to position nutrition as essential to optimal pet health by providing resources to veterinary healthcare teams? PNA is actively working to fulfill two goals:

- Educate and assist the veterinary health care team to integrate nutritional assessments and dietary recommendations for every patient as the standard of care.
- Create awareness that veterinarians and veterinary technicians are the most credible sources of information for advice and recommendations for pet nutrition.

The PNA approach is distinctive in that its nutritional guidance comes from board-certified nutritionists, and because it provides “clutter free” information that is easy to consume and comprehend. PNA materials reflect a tone that is both approachable and actionable—to empower the team with science-based knowledge that can be easily transferred to the pet owner.

Check out the newly refreshed website at www.PetNutritionAlliance.org, which provides nutritional tools and resources for veterinary healthcare teams. In particular, you will be interested in the nutritional calculators for adult cats and dogs, nutrition FAQs, exam room tools, and team training strategies.

You can share PNA information with your clients knowing that it was developed by veterinarians for veterinarians. Your clients will appreciate you providing them with trusted sources.

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The MVMA extends its sympathy to the friends and families of departed members. In memory of deceased members, the MVMA contributes $50 to the Michigan Animal Health Foundation. Friends of deceased members may send memorial contributions to the Foundation. When contributions reach $500, the member’s name is entered on a memorial plaque displayed in the MVMA office. The MVMA staff thanks those thoughtful members who take time to notify the office and send obituaries of our recently deceased members.
MVMA PODCAST hosted by Dr. Jenna Corbett

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.
**There’s Always Time for Fun**

"We don’t have time for fun around here." Those were the sentiments shared by one practice manager at a recent clinic visit. There should always be time for fun in the workplace and if there isn’t, it probably isn’t a place many people would like to work.

“Fun” isn’t just a great day riding roller coasters at a theme park—it can be as simple as working in a team environment with an upbeat attitude and positive energy.

Creating an enjoyable work environment is not only beneficial for employees, but for clients as well. Consider the following:

- It helps build camaraderie
- It keeps the team happy
- It surrounds pets (and clients) with positive energy
- It increases productivity
- It enhances employee satisfaction and loyalty
- It encourages creativity and innovation and helps to increase the bottom line
- It helps to provide clients with a more positive image of the clinic and its employees

Bob Pike, author of *The Fun Minute Manager*, believes that a fun work environment is one in which formal and informal activities that are designed to uplift people’s spirits and remind people of their value to their managers, their organization, and to each other occur regularly. These activities can include the use of humour, games, celebrations, opportunities for self development, or recognition of achievements and milestones.

There are some simple ways to inject fun and enthusiasm into everyday interactions in the workplace. Some clinics play music in the back treatment area to keep employees moving (and grooving) while they attend to their responsibilities. Others use their team huddles (two three-minute meetings held with the team throughout the day—usually at the start of the day and then at the shift change) to update everyone on necessary information while ending with some positive news or enthusiasm so that the team begins their shift with an upbeat attitude. Allowing staff to joke around during their interactions with each other, while keeping it professional in front of clients, can also contribute to the overall mood within the clinic. The most obvious way for staff to have fun is by interacting with pets and clients when appropriate, such as playing with the pet when they come in or sharing a funny story with the client.

Quick activities at the end of a staff meeting are another great way to increase the enthusiasm among staff. Using games or riddles can lighten the mood and get the team interacting in a positive way. Lighthearted staff contests such as “best rap contest” or “best drawing (while blindfolded) of a dog/cat” are just a few ways to spark some laughter during a staff meeting.

The reality is that many employees spend more time at the clinic than they do at home. Taking a few simple steps to create a more positive and fun work environment can have many benefits for staff, clients, and patients alike.

—Terra Shastri, Manager of Business Development, Ontario Veterinary Medical Association
Did you know that 93% of communication does not come from the words you say? Communication begins before you even open your mouth! In fact, studies show that 55% comes from body movement and facial expressions and 38% comes from voice tone, modulation, and pauses. By improving your body language, you can achieve more, be more successful, and have greater influence with clients and coworkers.

**HOW CAN I BUILD RAPPORT WITH CLIENTS AND COWORKERS?**

We all want to build rapport and trust with others and being conscious of what you are communicating with your body is a great way to do that. Think about the first thing we do when we meet people—we shake their hand. In our culture, the hand should go in straight and vertical with equal pressure between the two hands. Eye contact is important and should be held for at least three seconds during a handshake. Typically the first person to look away is considered the more submissive individual. Always smile and repeat the person’s name when meeting someone new.

To build rapport with clients and coworkers, try using open gestures with your palms up. This builds trust and gets others to open up to you. A study was done at Stanford University with a presenter who gave the same presentation to three different audiences. At the end of his speech, he asked the people on the right side of the room to stand up and move to the left side and the people on the left to stand up and move to the right. When he asked the first audience using an open gesture with palms up, 84% of the people moved. When he asked the second audience using a gesture with palms down, 52% of the people moved. When he asked the third audience pointing his finger, only 28% moved. Clearly, people prefer the open, palm-up gestures.

If you want to express more confidence, be sure you have good posture, smile genuinely and keep your body in an open position. Women have a tendency to fold up and make themselves small, crossing their legs and arms. By taking up more space, you will be seen as having more confidence.

**CAN YOU FAKE IT ‘TIL YOU MAKE IT?**

Amy Cuddy, a professor at Harvard University has studied body language with her MBA students for many years. In her research on body language, she hoped to answer the question, “Can you fake it ‘til you make it?” using body language. Studies show that powerful leaders have high testosterone (dominance hormone) and low cortisol (stress hormone). She wondered if it was possible to increase testosterone and decrease cortisol with body movement. She conducted a study in a lab setting where students had their saliva tested before and after adopting either a high- or low-power pose for two minutes. What she learned was that the students who adopted a high-power pose increased their testosterone and decreased cortisol.

Ms. Cuddy then wondered if she could take this concept and use it to give her students an advantage as they interviewed for jobs. In a lab setting, she had her students either high- or low-power pose prior to going into a five-minute, stressful interview. The interviews were recorded and judged by individuals who knew nothing about power posing. What they found was that the judges wanted to hire the individuals who had high power posed for two minutes prior to the interview. These students were perceived more positively than the students who had adopted a low-power pose prior to the interview.

If you are going into an important meeting, interview, or other stressful situation, try using these tips:

- Carry only one item. If you carry too many things, you appear disorganized.
- Sit slightly angled at a table if possible, not directly across from the person. That way, you appear to be “on the same side.”

**How Body Language Can Improve Relationships at Work**

Karlene Belyea, MBA
www.karlenebelyea.com
Power pose for two minutes before the event to increase your testosterone and reduce cortisol.

- Claim your space, but don’t be territorial — and keep your body “open.”
- Don’t touch your face/hair or fidget.
- Use gestures to strengthen messages.
- Remember that posture breeds success.
- Don’t purse your lips or have a tight-lipped smile.

HOW DO I KNOW IF SOMEONE IS LYING?
Understanding basic body language will help you know if someone is lying. When questioning suspects, law enforcement uses body language to get a great deal. Questioning suspects begins with easy questions — ones that will likely produce true answers. Questions like, “What is your name?,” “Where do you live?,” and “Are you right- or left-handed?” tend to produce truthful answers. The suspect is watched for baseline behaviors during basic questioning. Officers then ask the harder questions such as “Where were you the night of the burglary/attack/etc.?” They carefully watch for changes in behavior in order to determine if the suspect is lying. Remember the following:

- Liars maintain good eye contact but blink rate increases and eyes dart.
- Look at eye movement. A right-handed person not telling the truth will look up or over to your left. A left-handed person not telling the truth will look up or over to your right.

Watch to see if the person touches their face or nose, or covers their mouth with a finger or part of their hand.

- Watch for a tight-lipped smile or expression, which often indicates that they are holding something back.

WHAT DO PEOPLE CONSIDER ANNOYING BODY LANGUAGE?
Certain types of body language should be avoided. Pointing or finger-wagging tends to be annoying to others. Folded arms often communicate that you feel threatened, are insecure, or don’t like or trust someone. It also causes you to lose credibility. Clenched hands usually indicate you are holding back a negative response. If you are a person who tends to keep their hands in their pockets, people will often assume you are uncomfortable or uncertain. Hands are hidden when we are nervous.

 Legs can give away a great deal of information, so it’s good that they are often hidden under a table. Your feet or foot will likely point to where you want to go. Crossed legs with a jiggling foot usually mean that you want to leave and are losing patience in your current situation. Although women tend to cross and uncross their legs frequently around people they like, people also orient themselves away from individuals with whom they do not want to be communicating. The “man spread” is also common and considered annoying, particularly in crowded spaces like public transportation.

If you want to build rapport and credibility with clients and coworkers, try paying more attention to your body language and the body language of others. It really can make a significant difference in how you are perceived and the level of influence you have with clients and coworkers.

Detecting lies: Eye movements for a right-hand person

Need assistance creating a positive and productive team in your practice? MVMA can help! MVMA’s CEO Karlene can train your team in DiSC behavioral differences, generational differences, body language, leadership, conflict management, work/life integration and the happiness advantage. Contact her at Belyea@michvma.org or visit her website at www.karlenebelyea.com.
classified ads

**VETERINARIANS WANTED**

Progressive three-doctor practice seeks a fourth F/T veterinarian. Join us and love being a doctor! Enjoy unparalleled benefits and pay, work/life balance, flexible schedule, strong mentorship, quality leadership, growth opportunities, and all the tools to do your job well. Phenomenal environment for new grads. Belleville, MI area. Send résumé to andrea.johnson@legacyvet.net or call 899/466-1936.

Charlevoix Veterinary Hospital, PC, is seeking to hire a P/T licensed veterinarian to work about 16–20 hours per week. Our practice features stable, well-trained staff, digital radiography, high-speed dental equipment, in-house blood laboratory and pulse oximetry. Duties would include seeing patients and performing surgery. Salary would be commensurate with experience. We have great clients and a fun staff, and are looking for a veterinarian with a positive attitude to join our veterinary team. Please call Dr. Rob Pletcher or Dr. Lorie DeGrazia at 231/547-9841, or email charlevoixvet@yahoo.com with your information.

Associate veterinarian wanted in well-established, rapidly growing SA practice in Oakland County. Well-equipped facility (in-house lab analyzers, digital dental radiology, ultrasound, excellent anesthesia monitoring, etc.) DVMs supported by cohesive team of LVTs, tech assistants, and receptionists invested in practice vision. No after-hours emergencies. P/T to F/T with potential for partnership/ownership. Medical and surgical. Mentor/owner, yet gives associates freedom to practice independently. Ideal candidate will value long-term client relationships, client education, preventive health care. Please send résumé and cover letter to Lake Orion Veterinary Hospital, 785 N. Lapeer Rd., Lake Orion, MI 48362.

Emergency relief DVM position at Affiliated Veterinary Emergency service in SE Michigan. Prefer emergency experience but will consider all applicants. Well-established 24-hour facility practicing quality emergency medicine since 1986. Well-equipped with full in-house lab, digital radiology, ultrasound, surgical monitoring equipment, AviMark practice software, and excellent and dedicated support staff who share many years of experience. Candidate must hold Michigan DVM and pharmacy licenses. Fax 313/389-1717 or email résumé to aves@affiliatedvet.com. For further information contact Dr. Jeff Dizik at 313/389-2222.

Associate veterinarian (Cleveland area) wanted for a friendly, 1½–2 doctor SA hospital in Berea, OH. Hours and salary negotiable. Laser declaws, BP, EKG, tonopen, etc. Contribute ideas to make it “your” practice! Email Dr. Smith rhondarosesmith@yahoo.com, SandstoneAnimalHospital.com.

Excellent opportunity to practice high-quality medicine at an AAHA-certified animal hospital in central MI; both new graduates and experienced veterinarians welcome. State Road Animal Hospital is looking for a F/T associate veterinarian to join our multi-doctor practice to meet the growing demands of our loyal clients. Well-established modern clinic with electronic records, digital x-ray, in-house diagnostic labs, ultrasound, and endoscopy. Competitive salary and benefits package commensurate with experience. Enjoy small town living while practicing high-quality medicine in a friendly team environment. Interested veterinarians should send résumé and cover letter to waughdvm@gmail.com.

Animal Hospital Maple Orchard in West Bloomfield is hiring a F/T vet. We are looking for a F/T vet that will work well with our team and clients. The hospital features in-house bloodwork, digital radiographs, ultrasound, electronic records, companion animal therapy laser, full-time groomer, boarding, and a high surgical load. All résumés welcome: animalhospital-mapleorchard@gmail.com.

Meyer Veterinary Clinic in Cadillac, MI, is seeking a F/T veterinarian in a busy, three-doctor, small-animal practice. Cadillac is located in NW lower Michigan and is known for its beautiful four-season vacation attractions in the heart of the best of what northern Michigan has to offer. You would be working in a friendly environment with long-term employees. We are a full-service facility, including ultrasound, laser therapy, laser surgery, digital radiography, and paperless records. Please contact Allen Meyer, DVM, at 231/775-4104, or at ameyervet@gmail.com.

Love surgery? Committed to ending shelter euthanasia? Talented P/T surgeon sought to perform 30–35+ canine/feline sterilizations/day for a busy, high-volume, high-quality spay/neuter clinic in Taylor, MI. Training available to achieve volume required. Fast-paced, friendly environment with staff committed to ending animal homelessness and needless euthanasia. Limited direct contact with clients; no weekends. Please send résumé and cover letter to employment@thepawsclinic.com.

Phenomenal environment for new grads. Belleville, MI area. Send résumé to andrea.johnson@legacyvet.net or call 899/466-1936.

Emergency relief DVM position at Affiliated Veterinary Emergency service in SE Michigan. Prefer emergency experience but will consider all applicants. Well-established 24-hour facility practicing quality emergency medicine since 1986. Well-equipped with full in-house lab, digital radiology, ultrasound, surgical monitoring equipment, AviMark practice software, and excellent and dedicated support staff who share many years of experience. Candidate must hold Michigan DVM and pharmacy licenses. Fax 313/389-1717 or email résumé to aves@affiliatedvet.com. For further information contact Dr. Jeff Dizik at 313/389-2222.
Veterinarian needed—a good one—at Easthaven Animal Hospital in Ann Arbor; P/T to F/T. Do you love cats, dogs, and Ann Arbor? Looking for a high-quality practice where you can learn and grow? Where the work culture is healthy, positive, hard-working, and forward-thinking? If you are current and looking for an engaging place to expand your career, maybe you should give us a call. Contact Terry McCarthy at 734/971-3444, call or text 248/437-1765, or email terry.mccarthy@yahoo.com in confidence.

F/T small-animal veterinarian position available in beautiful Cheboygan, MI! We are a Great Lake community with easy access to incredible recreational opportunities! General business hours are Monday–Friday; closed on Saturdays and Sundays. Limited emergency on-call duties on weeknights, weekends, and holidays are shared with four other local clinics. Our team is focused on providing excellent personalized care, compassionate attention to our clients and patients, and seeks quality over quantity in our encounters with them. If you are interested in finding a perfect life/work balance, please contact Robert Nelson, DVM, dvmpractice@gmail.com, or 231/290-0208 for more information.

Associate needed as third veterinarian in well-established small-animal hospital in Lowell. Located just 15 minutes outside of Grand Rapids, Lowell is known for its friendly, small town atmosphere and excellent schools. Our practice is equipped with digital radiography (including dental), IDEXX lab station, dentistry equipment, and therapy laser. We are looking for a compassionate person to join our family atmosphere and become part of our team. Strong surgical skills are a bonus but not required. We have an amazing support staff, including three LVTs, and great clientele. Visit our website at GRVH.com. Email résumés to info@grvh.com.

F/T small-animal veterinarian needed to join a progressive, AAHA-accredited companion animal hospital in Saginaw, MI. Candidate must have a positive attitude with clients and co-workers, and possess a strong regard for animal welfare. Our practice is moving towards paperless, and we are well equipped with an in-house lab, digital radiography, ultrasound, ECG, and Class IV therapeutic laser. We offer an excellent benefits package, including Simple IRA, medical insurance, ample CE opportunities, and vacation time. Salary will be based on experience. No emergency or weekend hours required. New graduates or recent graduates are encouraged to apply. An interest in surgery and dentistry desired. Please contact Joni Smith, Practice Manager, at dusty4ladd48612@sbcglobal.net.

Small-animal, AAHA-accredited hospital in Genesee County seeking a F/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, ultrasonic dental equipment, endoscopy, and much more. Excellent benefits and competitive salary; the position is open immediately. Please submit résumé to bsiovu@gmail.com.

East Bay Animal Hospital is seeking a F/T veterinarian for our small-animal practice located on beautiful Grand Traverse Bay in Acme, MI. Isn’t it time you focused on your quality of life? We offer a fantastic work schedule with no weekend or evening hours. The practice is equipped with a full, newly updated, in-house laboratory, digital dental radiography, and surgical laser. We also offer cat owners their own waiting room and feline-only exam room. Emphasis of our practice is offering affordable veterinary care while maintaining the quality of medicine you would seek for your own pet. Our staff is experienced and motivated and takes great pride in their work. Email résumé to dr.karen@bayareapethospitals.com.

Want to change the world? Country-style practice south of Belleville, MI, with strong medical standards looking for F/T DVM to grow with us. We change our world every day by providing affordable preventive, and restorative medicine to a very appreciative clientele. If you love saving pet lives and enriching the lives of the people who own them this may be the perfect fit for you. Possible partnership or practice acquisition in 3–5 years. Special interest in surgery a plus! Call Me, we’ll talk! Y. aka Dr. Craiger, 734/697-4700.

Associate F/T or P/T is needed as a third veterinarian in full-service, well-established, well-equipped SA hospital in Waterford, MI. We are looking for an outgoing person who enjoys making friends with both clientele and their pets, and keeping up on good medical and surgical principals. We work closely with the local specialty practice. We offer a comfortable working schedule with great long-term support staff, paid dues, license, CE, competitive salary and benefits, and no AHC. We welcome new graduates (and are willing to mentor if needed) as well as experienced veterinarians. Please email résumé to wvhetv@aol.com.

Excellent opportunity for new grad or experienced veterinarian in central mid-Michigan. We have an outstanding staff, competitive salary and compensation, excellent diagnostics, and laboratory equipment—no emergencies or after-hours required. Please send email to ssvet1985@gmail.com.

Immediate opening for a permanent P/T veterinarian with potential for F/T in the future. We are a busy small-animal hospital in Kalamazoo. Our location is equipped with an in-house laboratory, radiography, BP monitoring, digital dental radiography, ultrasound, and outstanding support staff that includes three LVTs. We are open M, W, Th from 8:30 AM–5:30 PM; Tuesday 8:30 AM–7:30 PM, and Saturday 8:30 AM–noon. Contact 269/549-1831 or tadtron@nvnet.com.

VETERINARIAN

THE MICHIGAN VETERINARIAN

NOTE: Completion of a form is required to place a classified or relief vet ad in The Michigan Veterinarian. Please contact the MVMA to obtain a copy of the form.

CLASSIFIED AD POLICY

The Michigan Veterinarian is published quarterly in March, June, September, and December. Deadline for submission of ads is the first of the preceding month.

Ads must be submitted in writing and will be published once. Ads may be resubmitted as often as desired with accompanying payment. The editors reserve the right to edit copy. Checks must accompany all ads submitted; make payable to “Michigan Veterinary Medical Association.”

CLASSIFIED ADS

Forty words or less: Additional lines: Members: 50¢/word, nonmembers: $1.00/word. MVMA Members: $20.00, Nonmembers: $70.00.

RELIEF VET ADS (25 words or less)

MVMA Members: $20.00, Nonmembers: $70.00.

DISPLAY ADVERTISING

Eightth-page: 3.625” x 2.25”. Quarter-page: 3.625” x 4.633”. Half-page (horizontal): 7.5” x 4.833”. Full-page: 7.5” x 10”.

Call the MVMA office for current advertising rates and specifications for artwork.

F/T or P/T veterinarian needed for our well-established practice. We are a fast-paced, full-service hospital. We have a full in-house lab, digital x-ray, ultrasound, and laser therapy. We have an excellent support staff with licensed techs. Salary and benefits commensurate with experience. Please send résumé to tekpetvet@yahoo.com.

Established practice currently seeking a F/T veterinarian for an AAHA-accredited practice in Birmingham, MI. We are a well-equipped, busy practice. Experience is preferred; see our website GasovVet.com. Please send résumé to tbleeke@hotmail.com or fax to 248/844-6123.

We are seeking a F/T or P/T veterinarian for a two-doctor, AAHA-accredited practice in Troy, MI. We are a newer, growing practice outfitted with state-of-the-art equipment, striving to practice exceptional quality medicine. We are looking for a person with excellent veterinary skills who has the desire to be part of a team, and who will interact well with our patients, our clients, and with the community. Please send a cover letter and résumé or CV to Dr. Kathryn Christy by email at drchristy@oaklandhillvset.com, or fax to 248/817-2058.

F/T veterinarian needed for well-established, small-animal clinic located in Addison, MI. We are a past-faced, walk-in and appointment-based facility. We offer out-patient care, in-hospital patient treatment, and in-house diagnostics. Applicants must practice a high standard of medicine, surgery, and customer service. Send résumés to Dr. Andrew Kelley via email avpetc1@gmail.com; fax 517/547-5185, or mail 6690 N. Rollin Hwy., Addison, MI 49220.

P/T or F/T associate veterinarian needed for well-established small-animal practice in SE Michigan. AAHA-certified for over 50 years. Hospital is fully equipped with surgical laser, ultrasound, digital x-ray, in-house laboratory, and Cornerstone software. No after-hour emergencies. Great benefits including Blue Cross, 401(k), and cash balance retirement packages. Send résumés to Dr. Rick Nurse, 22300 Greater Mack Ave., St. Clair Shores, MI 48080, or to nr.vethospital@sbcglobal.net.

P/T veterinarian needed for our AAHA-accredited two-doctor SA and exotic hospital located in Brooklyn, MI. We are a full-service practice that provides many services such as wellness examinations, immunizations, surgery, radiology (digital dental), ultrasound,
laser surgical equipment, and an in-house laboratory. Excellent opportunities exist for a compassionate individual to develop long-term professional relationships with an excellent team and clientele. Please email your résumé to manager@columbiaanimalclinic.com, or fax to (717)592-4571.

New or recent graduates: You’ll never have a bad day! We offer a clinical setting that promotes professional and personal growth while allowing you the autonomy to practice medicine in collaboration with six experienced colleagues and 30 support staff. We are proud of being AAHA-accredited for over 30 years, and a gold level Cat Friendly Practice for three years. We have elevated delivery of care to our patients, and an emphasis on client education with 30-minute appointment times, electronic medical records, comprehensive on-site lab, both dental and regular digital radiology, therapeutic and surgical laser, and ultrasound. Our 2-to-1 ratio of LVs-to-DVMs gives us the luxury of leveraging our staff so we can be efficient and productive. Located 40 minutes from Lake Michigan, Grand Rapids offers low-cost of living, lots of cultural activity, and is a great place to raise a family. We offer a competitive salary with production bonus, medical and dental insurance, contributory IRA, professional memberships, paid CE, and a four-day work week. If you want to enjoy practicing medicine in a stimulating environment in Grand Rapids, MI, send your résumé to Animal Medical Center, 2300 44th St. SW, Grand Rapids, MI or email mdlevendvm@gmail.com. Check us out on the web at AMCWorning.com.

Northville, MI (PT/position). Hidden Spring Veterinary Clinic is a well-established practice located in beautiful Northville, MI. Our progressive, small-animal practice is known for its exceptional customer service and gorgeous country setting. At Hidden Spring we take pride in fostering a family atmosphere for our staff and clients. We are seeking a PT experienced veterinarian primarily for surgery and dentistry, as well as some scheduled appointment hours. We have an outstanding long-term staff and the practice is well equipped with in-clinic IDEXX Catalyst and Procyte blood analyzers, as well as digital whole body and digital dental radiography. The ideal candidate would be seeking a position providing 15–20 hours per week and two Saturdays per month. Interested parties please email your résumé to Dr. Kim Berrie at hsvckb@yahoo.com.

Garden City Veterinary Hospital seeks to welcome an associate DVM to our companion animal practice. Essential qualifications: passionate about veterinary medicine, able to deliver best-quality diagnostics and treatment to pets with an attitude of compassion to the pet owner and sensitivity to their needs. Respond to respondvetdad@gmail.com.

Royal Oak Animal Hospital seeks Chief of Staff DVM to join our dedicated support staff. We are in a desirable location; our clients are dedicated pet owners. We offer an exceptional compensation package. Reply to respondvetdad@gmail.com.

Macomb County: Come grow with us in one of our two Macomb locations. We are dedicated to practicing the highest quality of medicine. Staff are fully utilized, so you will focus on diagnosing, prescribing medications, and surgery only. F/T and P/T openings available. Contact Jeff Rothstein, DVM, MBA, at 734/845-0267, email jkns@sbcglobal.net or fax 734/372-6318.

Seeking F/T associate for our new facility in Bay City, MI. The Bay City area has affordable housing, festivals, many cultural events, and easy access to outdoor recreation, including the Great Lakes. We offer digital radiography, ultrasound, and a new state-of-the-art facility. We offer a competitive compensation package and no after-hour emergencies. Please email Dr. Don Sheets at dsheetsdvm@aol.com; VetMedHospital.com.

Oak Pointe Veterinary Care, located in Dover, is seeking an associate veterinarian to join our practice! We are a two-doctor, progressive and paperless, AAHA-accredited practice that offers state-of-the-art medical care. We are highly focused on preventative medicine and dentistry. The ideal candidate for this position is a doctor who is passionate about their work, values and thrives in the special culture of our hospital, and effectively communicates and collaborates with our existing team to provide the highest standards of care to our patients. We encourage and support the cultivation of doctors’ special veterinary interests. This position will start as P/T with the potential for F/T. Our hospital features four exam rooms, digital dental x-ray, high-speed dental equipment, x-ray and ultrasound, in-house labs, therapeutic companion laser, dedicated surgery suite, and video otoscope. Great opportunity for a new grad or experienced DVM! For more information visit OakPointeVet.com. To apply, please send résumés to Laura Rust at recruiting@nvanet.com.

F/T or P/T associate veterinarian wanted for AAHA-certified, five-doctor, small-animal practice in St Clair Shores. We have an excellent support staff and are seeking an energetic veterinarian with good diagnostic and people skills. Surgical interest a plus. Send résumé to rudysnucchi@yahoo.com or contact R. S. Nucci at 586/293-3922.

Tall Wagger’s 1990 is seeking veterinarians for spay/neuter surgeries and wellness duties that include responsibility for daily care and sterilization of all surgical patients and maintenance of preventative health programs and medical protocol. Quality patient care is first and foremost. Responsibilities: (1) examine animals pre-op to determine their ability to withstand surgery; (2) perform surgical sterilizations; (3) examine animals post-op as necessary to ensure appropriate healing; (4) inoculate animals and provide recommendations for follow-up care; (5) supervise cleaning program for prevention of infectious/zoonotic disease; (6) continue research and maintenance of safe and efficacious medical protocol regarding anesthesia and surgery; (7) supervise handling and recording of controlled substances by veterinary technicians; (8) supervise handling and recording of controlled substances by veterinary technicians; (9) supervise post-op check-ups and order of medical treatments as necessary to ensure complete surgical recovery; (9) Actively promote spay and neuter, and educate clients on responsible animal ownership; (10) actively support associate staff and volunteers, and promote the development of skills related to the advancement of our goals and mission. Salary commensurate with experience. Qualifying candidates please email résumé

Associate veterinarian with interest in small-animal or mixed-animal, needed for a growing clinic in Newport, MI (south of Detroit). We are a high-quality, patient/client-focused practice with excellent licensed support staff. Our newer facility is fully equipped to provide the highest level of patient care. Contact Dennis at Ark Animal Clinic, 734/770-1120 (cell) and/or email your résumé to dpdogarch@aol.com.

We are hiring at Westland Veterinary Hospital in Westland and Lake Huron Veterinary in Port Huron, MI. We support quality medicine with excellent facilities and equipment. Continuing education, licensing, paid vacation, health insurance, and 401(k) provided. Base salary and production bonuses based on experience. We offer owner partnership opportunities to veterinarians who work hard and exhibit quality veterinary and business skills with no money out of pocket. H1B visa and green card assistance is available. Contact Dr. Dhillon at dhillondvm@gmail.com.

Location: Menominee, MI. Low investment ownership opportunity for the entrepreneurial veterinarian. Some of us dream of practice ownership. The idea of taking on $$$ of loans can make us hesitate. What if you could own a practice without having to talk to the bank? Who wants to walk into an office with two experienced, motivated CVTs already in place? Bring your own practice philosophy to this newly built small-animal practice, located in Menominee, MI, inside an independent pet store. This is not a Banfield practice. You will love working here! For more information, please contact Dr. Tracy Kusik at tmkusik@gmail.com.

Seeking P/T, potentially leading to F/T, licensed veterinarian to practice quality medicine in our newly expanded, state-of-the-art facility, with diagnostic equipment including IDEXX laboratory equipment, digital radiography, ultrasound, endoscopy, and shock wave therapy. We are currently a two-doctor practice with support staff consisting of vet techs, assistants, and various office staff. Our patients consist of small-animal and equine; equine experience is not required but is a bonus. Individuals must be available on weekends, also must have excellent bedside manner, and provide the most compassionate care to our patients. Please send résumé to kjohnson@bronsonvetservices.com.

Great opportunity to continue to grow as a veterinarian and be part of our family atmosphere. We are looking for a kind and compassionate veterinarian to join our practice in our new, beautiful 12,600 SF facility in Westland. In-house laboratory, x-ray, and ultrasound. We are looking for an experienced veterinarian; strong soft tissue surgery skills are a plus but not required. We will also consider a new graduate. 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 promote our clinic values of great communication, strong client relationships, and exceptional veterinary care. If you would like to be part of a true family atmosphere and join our team, please contact Dr. Steve via email at healthypawsvet@gmail.com. AAHA-certified, beautiful, newly constructed hospital located in northern Oakland County seeks P/T veterinarian. We are a well-established, three-doctor practice, enjoy an excellent reputation in the veterinary community, and are diagnostically oriented. We have an excellent technical support staff and make continuing education a priority for everyone. Candidate should be people-oriented, motivated, have good leadership abilities, and a desire to practice very high-quality medicine. Visit us at Advanced-Petcare.com. Please send résumé to drcornwall@advanced-petcare.com.
Seeking an associate veterinarian to practice high-quality medicine in our four-doctor, small-animal practice located in Dundee, MI, approximately 20 minutes south of Ann Arbor. We have a good DVM-to-support staff ratio, including LVTs, and our staff is trained to truly perform duties in support of our doctors. Our current veterinarians have a broad range of interests and expertise. All of the best diagnostic equipment including ultrasound, digital radiography, new-in-house analyzers, digital radiography, etc. We appreciate referrals for services including orthopedic surgery, dentistry, OFA/PennHIP, soft tissue surgeries, and have a Certified Rehab DVM and underwater treadmill onsite. We are looking for a compassionate, hardworking individual who enjoys interacting with others to provide the best experience possible for our clientele and their pets. Please send your résumé to Dr. Amanda Chrzanoski Bolyard (MSU ’08) at dramanda@ahvet.com; HAHVet.com.

We are seeking a F/T veterinarian to join our team. We are a very busy, full-service hospital for small animals and some exotics. We have a full-in-house lab, digital x-ray, and laser therapy. Applicant should be a team player and a multi-tasker. Please send applications attention Eva George to Strong Veterinary Hospital, 29212 Five Mile Rd., Livonia, MI 48154, or to eva.george@me.com. You may visit our website to see our beautiful practice at StrongVeterinaryHospital.com.

Small-animal hospital seeking F/T veterinarian. Our practice is a progressive, fast-paced, veterinary hospital in mid-Michigan. The practice is fully equipped with state-of-the-art “toys.” We believe in a compassionate, family atmosphere for our staff and clients. Our practice believes in a well-rounded team and has many veterinary technicians on staff. Experience preferred, but not required. Competitive salary and full benefits, including health insurance and more. If interested, please contact us at animalhospital45@gmail.com.

P/T associate veterinarian needed for busy, well-established, small-animal practice in Grand Rapids, MI. Our hospital is well-equipped, including digital radiography, in-house lab testing, therapeutic laser, BP monitors, ECG, and more. All of our technicians are licensed and well trained. Competitive salary and benefit package, and future opportunity for pension contributions. Candidates need to possess solid medical and surgical skills and excellent client communication is a must. If you are interested in becoming a part of our great team, send résumé to debi@schmittzah.com.

Have you always wanted to practice in an exclusively feline clinic? We are looking for a P/T associate veterinarian, however, may consider F/T and potential buyer for the perfect candidate. We are located in Grosse Pointe Woods, have a great support team, practice high-quality medicine, with a great clientele, and no after-hour emergencies. If you are enthusiastic about working exclusively with cats, send résumé to kittensdoctor@comcast.net.

Well-equipped, progressive, team-oriented equine/SA practice located in Fowlerville, MI seeking an enthusiastic, self-starting, reliable P/T small animal DVM. Compensation commensurate with experience.

Benefits include 401(k), vacation, and CE. Please email résumé/inquiries to info@kernewroadvet.com or call Kern Road Veterinary Clinic, 517/223-9618.

The Michigan Gaming Control Board is seeking applicants for P/T veterinarian positions to work at horse racing tracks located in the Detroit area for 2016. Contact Al Ernst, Horse Racing Section Manager, at 313/456-4130 or horseracing@michigan.gov.

Join a multi-doctor practice! Banfield Pet Hospital of Traverse City is seeking P/T and F/T veterinarians who are looking for the unique opportunity to practice the highest quality of medicine with state-of-the-art equipment, knowledgeable teams, and nation-wide support. Apply online at Banfield.com/careers or email heidi.burkley@banfield.net.

Be rewarded for your talent and dedication! Banfield Pet Hospital is currently seeking associates veterinarians in Livonia and Southfield. Join a practice that will provide you with ongoing educational opportunities and mentorship, a comprehensive compensation and benefits package, flexible schedules to meet your lifestyle, and the tools you need to practice the highest quality of veterinary medicine. We are growing and seeking to add additional doctors to our multi-doctor practice. Email heidi.burkley@banfield.net for immediate consideration or visit online at Banfield.com/careers to learn more.

Banfield Pet Hospital of Saginaw is seeking P/T and F/T veterinarians who are looking for the unique opportunity to practice the highest quality of medicine with state-of-the-art equipment, knowledgeable teams, and nation-wide support. Apply online at Banfield.com/careers or email heidi.burkley@banfield.net.

Enjoy working with a great client base and diverse case load? Banfield Pet Hospital of Troy, Rochester Hills West, and Rochester Hills may be the place for you. Thriving, full-service hospital with caring, well-trained team is seeking associate veterinarians. Enhance your quality of life with our flexible schedules, competitive compensation, and great benefits package including five weeks paid time off, health insurance, CE allowance, 401(k), and more. Email heidi.burkley@banfield.net for immediate consideration or visit online at Banfield.com/careers to learn more.

Get the tools you need for success! Now seeking associate veterinarians to practice quality medicine in a full-service Banfield hospital in Roseville, MI. Modern technology with the human touch for the best possible care for your patients. Sevoflurane, in-house lab, and more! Excellent compensation and benefits package including medical/dental/vision, up to 26 days paid time off, 401(k), and CE allowance! Email heidi.burkley@banfield.net for immediate consideration or visit online at Banfield.com/careers to learn more.

VETERINARY TECHNICIANS WANTED

Open position for a LVT to work F/T, servicing dogs and cats only. Please send résumé to 1690 E. Dansville Rd., Dansville, MI 48819. Attn: Bruce or David Harris, or email us at harris5566@att.net.

LVT needed for well-established, rapidly growing SA practice. Oakland County. LVTS support DVMs with cohesive team of lay staff invested in long-term vision of practice. P/T to F/T (current need is 25 to 30 hours, and will increase with continued growth). F/T benefits include health insurance with HSA, paid vacation, yearly CE allowance, paid MI VT license, NAVTA dues, uniforms, and more. Please send résumé and cover letter to Lake Orion Veterinary Hospital, 785 N. Lapeer Rd., Lake Orion, MI 48362.

Affiliated Veterinary Emergency service in SE Michigan is looking to hire a F/T and/or P/T licensed technician. Prefer emergency experience but will consider all applicants. Well-established 24-hour facility practicing quality emergency medicine since 1988. Well-equipped with full in-house lab, digital radiology, ultrasound, surgical monitoring equipment, AviMark practice software, and excellent and dedicated support staff who share many years of experience. Fax 313/389-1717 or email résumé to aves@affiliatedvet.com. For further information contact Dr. Jeff Dzik at 313/389-2222.

One-doctor SA practice located in Okemos, MI, in search of a well-rounded LVT. Must be willing to learn laser therapy and dental radiology. Our practice focuses on senior care, dentistry, and client education. Submit résumés to Jordan@redcedarvet.com.

Progressive small-animal clinic in Rochester, MI, hoping to add F/T LVT to our multi-doctor, family-oriented team. Four-day work week with rotating Saturday, competitive wages, and employment package. Large, well-equipped facility with friendly, long-term staff. High emphasis on patient care, client communication, and enjoyable work environment. Interest in dentistry training helpful. Please send résumé to customerservice@goodsonvet.com.

We are seeking a F/T veterinary technician for our four-doctor practice at Mattawan Animal Hospital in Mattawan, MI. We are located just outside of Kalamazoo and a 30-minute drive from Lake Michigan. We have a wonderful, pleasant clientele and an outstanding work environment. Every team member is valued and appreciated. If interested, please email résumés to neumancathy@yahoo.com or call directly at 269/688-3307.

F/T veterinary technician wanted for small-animal clinic located in Howell. Competitive wage with benefits including health care. Please send résumé to jfreid@lvm.com.

We are currently looking to hire a P/T veterinary technician with the possibility of full-time status in the future. Our clinic is a small, single-doctor, client-oriented practice located in Rochester Hills. Send your résumé to meadowbrookanimalclinic@yahoo.com.

Join our team of professionals in caring with the highest level of customer service and communication! Seeking an LVT for 28-32 hours per week in our dog/cat-exclusive practice. Hours include rotating Saturday morning and one evening until 8 pm. Positive team atmosphere in a new building! Benefit package included but health insurance is not offered. Veterinary Assistants will be considered. Brooklyn Road Veterinary Clinic in Jackson, MI. Send résumé to brvc@lctl.net.

Fox Run Animal Hospital is seeking a F/T LVT or experienced assistant. We are located in Metamora, MI. We have a wonderful client base that is growing quickly. Looking for someone who enjoys client communication, works well with the team as well as independently, and has a solid technical skill base; must be willing.
MidMichigan Veterinary Hospital in Saginaw, MI is seeking LVT for P/T position, (Tuesday, Wednesday, and Friday). Approximately 24 hours per week. Our ideal candidate is an enthusiastic team player with excellent communication and technical skills. If you are interested in joining our team, please send a résumé and letter of interest to midmichiganvet@hotmail.com.

Seeking an experienced, hard-working, compassionate and motivated LVT or experienced assistant. We are a busy small-animal practice located in Saginaw County. Potential candidates must possess a positive attitude, strong work ethic, and exceptional client service skills. Please send résumé with cover letter, salary requirements, and professional and personal references to vhc@vethealthcenter.net.

SA hospital in Holt, MI, seeking LVT or experienced veterinary assistant for F/T position. Mainly M–F hours, T/Th until 8 pm. Competitive benefits. Hospital sees ½-hour appointments and has digital x-ray, laser therapy, and ultrasound. Client education important. Send résumé to caningah@sbglobal.net.

Eastwood Veterinary Hospital, located in Eaton Rapids, MI, is looking for an experienced veterinary assistant to work 20–25 hours a week. Ideal candidate would have 12 months of veterinary experience working in assistant capacity. Should feel comfortable holding patients, scheduling appointments, discussing flea/tick and heartworm protocol, and other items to be discussed at interview. Candidate should be comfortable with computers as well, as all invoicing, scheduling, and records are digital. Applicant should be a fun and relaxed individual who responds well to various demands of veterinary medicine. Please call 716/63-1801 for a fax number, or email your résumé to eastwoodvth@gmail.com.

South central Michigan SA practice grossing $3.2M with real estate. Well managed and very profitable. Contact Total Practice Solutions Group, Dr. Kurt Liljeborg, 800/380-6872, or kurt@tpsgsales.com.

SA practice for sale in Saginaw Township. Practice has been established since 1976. Excellent clientele and location. This practice has some emphasis on holistic medicine and interest in this is ideal, but not necessary for a buyer. Owner wishes to retire, will work P/T. For details contact Dr. Jeff Rothstein, Progressive Pet Animal Hospitals and Management Group. 734/645-0267 or jknis@sbglobal.net.

SA practice for sale in Saginaw Township. Practice has been established since 1976. Excellent clientele and location. This practice has some emphasis on holistic medicine and interest in this is ideal, but not necessary for a buyer. Owner wishes to retire, will work P/T. For details contact Dr. Jeff Rothstein, Progressive Pet Animal Hospitals and Management Group. 734/645-0267 or jknis@sbglobal.net.

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Seeking an experienced, hard-working, compassionate and motivated LVT or experienced assistant. We are a busy small-animal practice located in Saginaw County. Potential candidates must possess a positive attitude, strong work ethic, and exceptional client service skills. Please send résumé with cover letter, salary requirements, and professional and personal references to vhc@vethealthcenter.net.

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Eastwood Veterinary Hospital, located in Eaton Rapids, MI, is looking for an experienced veterinary assistant to work 20–25 hours a week. Ideal candidate would have 12 months of veterinary experience working in assistant capacity. Should feel comfortable holding patients, scheduling appointments, discussing flea/tick and heartworm protocol, and other items to be discussed at interview. Candidate should be comfortable with computers as well, as all invoicing, scheduling, and records are digital. Applicant should be a fun and relaxed individual who responds well to various demands of veterinary medicine. Please call 716/63-1801 for a fax number, or email your résumé to eastwoodvth@gmail.com.

Parkview Animal Hospital, located in Warren, MI, is seeking a P/T or FIT LVT. We offer competitive salary and benefits with no Sunday or after-hour emergen- cies. We have a comfortable, modern building with ultrasound, digital radiography, and a well-equipped in-house lab. We are looking for a compassionate, energetic, and good team player to join our team. Please contact Dr. Stephen Albrecht by email at sjadvr@hotmail.com or call 586/6572-4760.

PRACTICES & EQUIPMENT FOR SALE

Bay County, Michigan: estimated ADI +$100K! 2,500 SF on a ½ acres. Two exam rooms. MI1. Western UP practice, home, ±40 acres! Estimated ADI +$150K. MI2. Indian River County, Florida: feline! Beautiful 1,765 SF freestanding leasehold. FL84. PS Broker, Inc. 800/636-4740, PSbroker.com; info@psbroker.com.

South central Michigan SA practice grossing $3.2M with real estate. Well managed and very profitable. Contact Total Practice Solutions Group, Dr. Kurt Liljeborg, 800/380-6872, or kurt@tpsgsales.com.

Northwest Detroit suburbs: small-animal practice for sale grossing $585K. Beautiful facility, nicely equipped, and great curb appeal. Contact Total Practice Solutions Group, Dr. Kurt Liljeborg, 800/380-6872, or kurt@tpsgsales.com.

Copper country in the Upper Peninsula: small-animal practice grossing $980K for sale. Hospital is well equipped. Practice price $500K and real estate $425K. Contact Total Practice Solutions Group, Dr. Kurt Lilje- berg, 800/380-6872, or kurt@tpsgsales.com.

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

Are you ready to buy or sell your veterinary practice? I can help. Valuations, consultations, sales. Former owner of Westborn Animal Hospital in Dearborn, MI. Sixteen years of selling only veterinary practices. I can sell yours. Contact Dr. Fred Zydecke, Broker. Zydecke@ aol.com, or 248/891-3934. Member, Veterinary Practice Sales Group.

Very successful and well-established veterinary office since 1979! First time on the market. SA practice, fully-equipped for medical, surgical, boarding, x-ray room. Great opportunity for doctor(s) to step in and capitalize on the goodwill! A lot of area to expand in a new, growing recreational area. (Could have large animals) Currently farmed. Sale includes 22 acres and pole barn. Amazing location between US-12, M-99, US-127 and I-94 highways. Upstairs w/separate entrance, offers a two-bedroom apartment. Perfect for rent or to live in while you start your business. Contact Playford Real State, Mary Playford, 517/610-1341.

In the market to sell or buy a veterinary practice? We can help! With nearly 25 years of experience in owning, managing, buying, and selling veterinary practices, we can assist you with sales, valuations, and practice management consultation, including human resources management. Contact Dr. Jeff Rothstein, DVM, MBA. Progressive Pet Animal Hospitals and Management Group. 734/645-0267 or jknis@sbglobal.net.

Oakland County, MI: SA practice grossing $800K. Well-established practice with great clientele and excellent location. This practice has some emphasis on holistic medicine and interest in this is ideal, but not necessary for a buyer. Owner wishes to retire, will work P/T. For details contact Dr. Jeff Rothstein, Progressive Pet Animal Hospital Management Group, 734/645-0267 or jknis@sbglobal.net.

SA practice for sale in Saginaw Township. Practice has been established since 1976. Excellent clientele with a stable staff. Well-equipped, including laser surgery, laser therapy, in-house laboratory equipment, ultrasound, and ear endoscopy. Practice produces an excellent income with a four-day work schedule leaving opportunity for growth. Saginaw Township is well located for easy access to recreation in northern Michigan. If interested, email mjscott50@charter.net or phone 989/274-4408.

For sale! Healthy SA practice in the steadily growing community of Bay City, MI. Bay City is a “go to” riverfront and Bay community that offers tons of interests and activities, outdoor and otherwise. Love the water? You’ll love Bay City! Google us! Bonus:
relief veterinarians

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

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

Kirsten Begin, DVM, 616/446-3154. MSU 08. SA relief in Grand Rapids and surrounding areas. Will travel. Friendly, excellent client communication. References. Completed rotating and surgical internships. kbegin@msu.edu.


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, 269/203-6800. NCSU 96. SA relief and part-time. SW Michigan, win/within 1 hour of Kalamazoo. Calm, friendly, thorough, team player.


Aimee Cochell, DVM, 616/558-4905. Ross 01. Available for SA relief in Grand Rapids area. Willing to travel. Good communication skills. References available. abtcotchell@comcast.net.

Kenneth Corino, DVM, 248/217-5235. MSU 94. SA relief work. SE MI: medicine and dentistry. Cartoon ofv@comcast.net.

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


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. smdrapetakvm@bsbyglobal.net.


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

Edward Greene, DVM, 517/812-1540. MSU 59. SA relief. Competent medical/surgical skills. Cheerful interactions with your clients and staff. Your practice procedures adhered to. LuckyPetVet@comcast.net.

Lisa Harris, DVM, 616/261-4743. MSU 89. Available for relief in Grand Rapids/Lakeshore area. Experienced SA medicine and surgery, avian, exotics. Friendly, good communicator. drlharris@gmail.com.

Sharon Rose Henn, DVM, 616/723-4314. MSU 01. SA, Grand Rapids and western MI; may travel. 10+ years’ experience. Friendly, helpful, excellent client education, adaptable. Soft tissue surgery, dentistry. hennshar@hotmail.com.


Cindy Kalicki, DVM, 313/291-2466. MSU 94. Eight years full-time, two years relief in SA general medicine/soft tissue surgery. SE MI; part-time or relief.

Charlotte Kim, DVM, 517/643-4069. MSU 08. SA relief work in SE Michigan. Soft tissue surgery and medicine. Friendly and dependable. kimcharl0824@gmail.com.


Richard M. Mieczkowski, DVM, 734/735-2279. MSU 71. Relief, experience, competent, dependable, small-animal, references, north Oakland County and vicinity. rmieczk@aol.com.

Denise Jorgensen Montagna, DVM, 231/557-1536. CSU 90. SA relief or P/T in western MI. Former practice owner. Excellent client relations. References available. djmontagnadvm@charter.net.


Kris Parnell, DVM, 517/881-2845. MSU 91. Available for SA relief or part-time. Will travel 1 hour of Lansing area. References upon request. kparnellkvm@comcast.net.


Patricia Partridge, DVM, 231/938-3338. MSU 70. SA relief, PT or FT. Former practice owner. Based in Traverse City and Big Rapids, willing to travel. petvet2@torchlake.com.

Amy Peck, DVM, 231/557-4423. MSU 97. Available for relief in west MI/Grand Rapids/Lakeshore area. SA general medicine. Excellent communication skills, experienced and reliable. aypeckdvm@gmail.com


Tori Sexton, DVM, 517/231-1256 cell, 517/371-2930 home. MSU 92. Weekends only. SA work win/1 hr. of Lansing. Can make your clients and staff feel at ease. Strengths: dermatology, soft tissue surgery. TeriLSexton@earthlink.net.


Alan Sibinic, DVM, 734/922-3713, 231/547-6212. MSU 75. Relief or part-time anywhere in MI. Flexible, wide-format practice experience. 5+ years relief work. References. SA/EQ/FA.

Margaret Sudekum, DVM, 616/676-2720 MSU 89. Available for part-time SA relief work in Grand Rapids and the surrounding areas. Good client communication skills. msdvm@sdkm.us.

Alan Supp, DVM, 616/771-6030. MSU 90. Companion animal practitioner available Saturdays only, as-needed basis in the greater Grand Rapids area.

Connie R. Sweller, DVM, 517/388-3434. MSU 85. SA relief, works within 1 hour of Swartz Creek. Experienced/reliable/former practice owner (16 years). docconnie@aol.com.

Andrea Switch, DVM, 248/302-2255. MSU 84. Available for part-time or relief work. SA general medicine/soft tissue surgery in SE MI. andreaswitch@yahoo.com.

Kirsten Ura-Barton, DVM, 774/230-6878. MSU 97. Available for SA relief in SE Michigan within 1 hour of Pontiac. Experienced in both general and emergency practice with excellent communication skills. Résumé available upon request. kurabartonndvm@gmail.com.

Nicholas Urbanek, DVM, 412/606-1716. Glasgow 09. SA/emergency relief and part-time work within 2 hours of Lansing. Internship trained, great client communication and records, compassionate. nup321@aol.com.

Linda Vanassche, DVM, 517/896-9086. MSU 90. SA medicine, surgery and emergency; excelling in dermatology and internal med. Travel negotiable more than 1½ hours from Lansing. Excellent written/verbal communication and record keeping. drmonma789@aol.com.

Jacqueline Walsh, DVM, 248/680-2461. MSU 89. Available for SA relief work in the greater Detroit area.


Jennifer Zlabotny, DVM, 517/896-9146. MSU 97. Experienced SA relief for southeast and mid-MI. References available. dzlabotny@gmail.com.
The Michigan Veterinarian · Summer 2016

Due to the number of requests for CE announcements, The Michigan Veterinarian limits listings to CE programs in Michigan.

**Michigan Veterinary Conference**
- **January 27–29, 2017**
  - Lansing Center & Radisson Hotel, Lansing, MI

**MVMA Small Animal Seminars**
- **Practice Management** (Amy Beruer & Lacy Seeger)
  - September 21, 2016
- **Genetics** (Dr. Danika Bannasch)
  - October 5, 2016
- **Dental** (Dr. Brook Niemiec)
  - November 2, 2016
- **Feline Medicine** (Dr. William Folger)
  - December 7, 2016
- **Renal** (Dr. Mark J. Acierno)
  - March 8, 2017

**Seminars**
- **10:00 AM–5:30 PM** at the East Lansing Marriott. Contact MVMA at (517) 347-4710 or register online at www.michvma.org.

**Canine Ultrasound Lecture & Wetlab**
- **June 18, 2016**
  - MSU Veterinary Medical Center
  - Sponsored by MVMA and MSU-CVM
  - *Wetlab is full; enrollment is closed.

**People, Pets & Vets**
- **Saturday, November 5, 2016 @ 11 AM–3 PM**
  - Macomb Community College

**MVMA Animal Welfare Conference**
- **November 21, 2016 @ 8 AM–5 PM**
  - MSU Pavilion, East Lansing, MI

**Great Lakes Veterinary Conference**
- **July 17–19, 2016**
  - Grand Hotel, Mackinac Island, MI

**Tentative topics & speakers:**
- **Toxicology** (Dr. Tina Wisner)
- **Dentistry** (Dr. James Moore)
- **Practice Management** (Karyn Gavzer, MBA, CVPM)

**MVMA Committees**
- **Animal Welfare** (Dr. Marcie Barber, Chair)
  - June 16, 2016 @ 10:00 AM
  - September 29, 2016 @ 10:00 AM
- **Executive Committee** (Dr. Kevin Stachowiak, Chair)
  - June 22, 2016 @ NOON
  - August 31, 2016 @ NOON
  - November 30, 2016 @ NOON
- **Legislative Advisory** (Dr. Cathy Anderson, Chair)
  - June 8, 2016 @ 1:30 PM
  - September 28, 2016 @ 1:30 PM
  - November 9, 2016 @ 1:30 PM
- **Public Health** (Dr. Joe Kline, Chair)
  - June 15, 2016 @ 1:30 PM
  - September 7, 2016 @ 1:30 PM
  - December 21, 2016 @ 1:30 PM

Meetings held in the MVMA office unless noted.

**MVMA Board of Directors**
- **July 19, 2016**
  - Grand Hotel, Mackinac Island
- **September 14, 2016**
  - University Club, Lansing
- **December 14, 2016**
  - University Club, Lansing

**Western Michigan VMA**
- **Veterinarian CE Seminars**
  - 3rd Thursday of each month, January–May and September–November @ 7:00 PM / Grand Rapids
  - Contact Jeff Johnson, DVM, (616) 837-8151, or jdancky2008@wildblue.net.

**SEMVMA Veterinary CE Program**
- **Respiratory** (Dr. Stephan Carey)
  - October 19, 2016
- **Abdominal Ultrasound** (Dr. Anthony Pease)
  - October 22, 2016
  - Wayne State University Campus, Detroit
- **Surgical Emergencies** (Dr. Steve Mehler)
  - November 16, 2016
- **Internal Medicine** (Dr. Michael Willard)
  - December 14, 2016
- **Cardiology** (Dr. Matt Miller)
  - February 19, 2017
- **Urinalysis** (Dr. Joe Bartges)
  - March 15, 2017

Visit the SEMVMA website at www.semvma.com for additional details.
Protect your livelihood with all the right coverage through AVMA PLIT. We are the most trusted source of professional, business and personal coverage for every stage of your career.

our expertise is your strength

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