



**THE MICHIGAN**  
**VETERINARIAN**  
MICHIGAN VETERINARY MEDICAL ASSOCIATION

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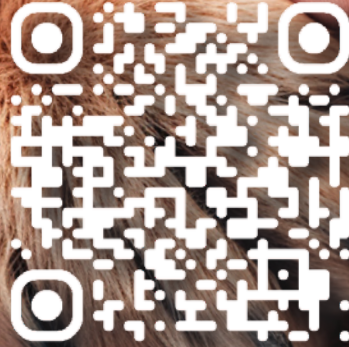
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## Prepare for that moment of truth

By Bonnie Ballard, MLD, CAE

“Daring is saying I know I will eventually fail and I’m still all in.” – Brené Brown

Earlier this fall, during the lame duck session of the Michigan state legislature, I had the responsibility of testifying with other MVMA members about a few bills we were tracking. We became aware of the committee hearing at about 3:00 pm the day before, so had little time to prepare. During our testimony, one of the representatives didn’t pose a question, but rather, commented with superiority, judgment, and condemnation about our written testimony for a different bill. It’s not the first time I’ve been shut down or shamed during advocacy. Nevertheless, it set me on my heels. Her attack felt personal. It took me a few days to find my footing again. And, although I wasn’t happy about being treated like a villain, I am glad that the Representative behaved that way. It reminded me of a very important aspect of leadership.

You have to be ready for each moment of truth.

Being in the veterinary space is a dream come true for me. I get to work with people who make and keep animals healthy. I get to advocate on their behalf. It also means that there will be some hot button issues and emotional disagreements between MVMA and other groups, and sometimes even among MVMA members. In order for me to provide consistent, clear leadership, I have to understand where I stand personally with some of the issues MVMA faces as well as where the organization stands. And then, I need to spend time reconciling the differences. I have to do the intellectual work ahead of time so that when I’m faced with a moment of truth (like the committee hearing earlier this fall), I will be able to respond with clear, decisive, and competent action.

That experience also gave me a tiny glimpse of what veterinarians and their teams go through probably daily when dealing with some of their clients. The idea that you must do everything you can to heal/save an animal as cheaply as possible; or the idea that you have the skill to heal an animal but are held back because of a client’s financial limitations. You have all experienced those situations. And yet, that expectation or that tough situation can weigh on veterinary healthcare teams and over time can take a toll. By taking time to specifically think through some of these issues ahead of time and how you want to respond will build your resilience and allows you to live true to your values without taking on the issues some clients try to place on you.

Whether you are leading an organization, leading a team, or a member of a team, if we take the time to reflect on the tough issues in the time and place of our choosing, we can each live and work with integrity. It won’t work every time, or for every situation. We will have days we hit it out of the park. And we will have days we fail. But we will be living a life of which we can be proud. My veterinary journey has barely started, but I’m all in. 🐾





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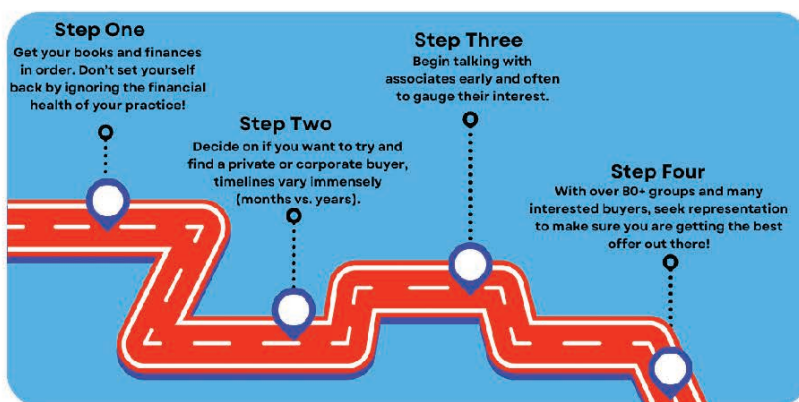


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# PRESIDENT'S LETTER

## Changes Provide a Chance to Grow and Adapt

By Dana Tatman-Lilly DVM, MS, ISFM AdvCertFB

It's hard to believe that my tenure will soon draw to a close and this year of change is nearly completed. It is bittersweet that this is my last President's Letter, but I am excited about the changes we have experienced and the future of this organization. Over this year, one thing that has stood out is the importance of accepting and adapting to change. Regardless of what type of veterinary medicine we practice, a common trait is adaptability, which was certainly true for me during my year as MVMA president.

I was naïve in thinking I would have it 'easier' than some of my predecessors. Some were presidents at the start or height of the pandemic with restrictions placed on veterinary medicine, or they participated in the transition from Karlene to John as CEO, just to name a couple. However, as it goes, you should expect the unexpected. During my tenure, we have had several transitions and have adapted.

First, transition to a new CEO, Bonnifer Ballard. We are in excellent hands with her taking the helm of our organization, along with our amazing staff at the MVMA office. Secondly, we had President-Elect transition mid-year and thus subsequent ranks on the Executive Committee. This was due to the appointment of Dr. Sri Sreevatsan as Dean at a veterinary school outside Michigan. Tim Duncan became our newest member of the Executive Committee as 2nd Vice-President for the remaining part of the year. The final transition is the result of the upcoming retirement of a long-time staff member, Sheri Fandel, after 35 years with the MVMA. She was Chief Operations Officer and unofficial MVMA librarian. We have treasured her vast knowledge of our organization, her passion for helping the veterinary field, and most importantly her mentorship and friendship over the many years. Sheri did

an excellent job in preparing Angel Davis for her new role as Director of Operations. With Sheri taking much deserved time off we have adapted to being without her at the office prior to her official retirement this month. On behalf of all the MVMA, thank you Sheri for your many years of service.

All of these changes, while challenging themselves, provided the organization with a chance to grow and adapt to what the future may bring. As of January 1, 2025, I will be passing my gavel on to Dr. Matt Hynes. While he moved up the ranks earlier than anticipated to become president, he is ready and will be a great leader and I will have a front row seat as Immediate Past-President.

Speaking of Immediate Past-Presidents, it has been a great honor to have Dr. Larry Letsche as my predecessor as MVMA president and to call him a friend and a colleague. His passion for organized veterinary medicine and legislative matters affecting veterinary medicine is contagious. Besides being in succession on the Executive Committee over the last 4 years with him, I also had the privilege of being Michigan's temporary AVMA Alternate delegate alongside him this summer. This was another time when the MVMA Board adapted due to the unexpected; the deployment of our AVMA delegate.

In closing, none of this year would be possible without the MVMA staff, especially Kara Henrys and Angel Davis who do so much to keep things running smoothly; the collaboration of the bright minds of the Board of Directors who have been so supportive and adaptable to unpredictable changes this year. Once my term on the MVMA board ends next December, I plan to continue to volunteer for the MVMA, in my role as Chair of the Small Animal Series. 🐾



“Once my term on the MVMA board ends in one year, I plan to continue to volunteer for the MVMA, in my role as Chair of the Small Animal Series.”

Dana Tatman-Lilly, DVM, MS, is the MVMA's 2024 President, and can be reached at [tatmanlilly@gmail.com](mailto:tatmanlilly@gmail.com)



# Building a More

**H**ow do you feel about yourself and your life? What do you think about your hospital team? Are you primarily optimistic or maybe somewhat pessimistic about your career path, hospital team, or the future?

If your answers to the above questions indicate that you are not overly optimistic, you may be negatively affecting your success and the success of your team. Studies suggest optimistic people fare better in business than those with a less rosy view. Optimism improves our coping skills, lowers the risk of diseases, improves mental health, increases happiness, and even helps us live longer.

I spent the first three days of November at the MiVetCon in Grand Rapids. On Friday, I listened to one of our keynote speakers, Dr. Matthew Salois – from the Veterinary Management Groups – talk about the future economic outlook for our profession. Much of what he said could be viewed as somewhat pessimistic about our profession's future. The economic downturn, the veterinarian shortage, the shortage of technicians and other staff, and the overwhelming inflation of the past few years were all things that he addressed. I must admit, as I listened to his statistics, I began to feel a bit down. I started to take on a little pessimism myself.

Ironically, I was already well into working on this article about optimism for *The Michigan Veterinarian*, so it was perfect that Dr. Salois's lecture made me feel a bit pessimistic when I am usually an eternal optimist!

The great news is that even the most pessimistic people can learn to adopt more optimism. Optimism is a way of thinking that can be learned, so if you are naturally pessimistic, you can work to become more optimistic. This small change will

improve your life and your practice. If you knew that you and your team would be happier, calmer, more productive, and wealthier, would you work towards optimism?

Learned optimism is a term Dr. Martin Seligman coined in his 1990 book *Learned Optimism: How to Change Your Mind and Your Life*. In the book, he describes that people either learn to feel optimistic or helpless. He also showed in his research that optimists handle adversity better than pessimists. Knowing that you can learn to feel more optimistic or pessimistic puts the power back into your hands. You can train your brain. (*Your chihuahua brain* – as I like to call it). I would offer that everything is always in your power to change, but it does not always feel that way.

Optimistic people think differently than pessimists. Dr. Seligman describes three main differences. Permanence: Pessimists view adverse events as permanent, and optimists view them as temporary. Personalization: Pessimists blame themselves in times of trouble and see it as “luck” when things go well. Pervasiveness: Pessimists tend to feel “down” about many things. They have difficulty seeing anything good.

I think we can all agree that a veterinary hospital's success is wholly dependent on the health and function of its leader, which in turn trickles down to the team.

If you feel pessimistic, where do you start?

**Start by learning more about yourself.** You must understand how your brain works and where your pessimism comes from before you can work to change it. Take a personality test or study with a coach or therapist to dig up your pessimistic thoughts and feelings. We all have different base personality





# Optimistic Team

By Julie Cappel, DVM, CCFP

traits, unique backgrounds, and childhood stories that shaped our pessimism/optimism attitude. We may carry negative thought stories around our whole lives, and we need to understand them before we can unravel them to change. Leading by example will encourage your team to follow.

## **Learn about the other personalities in your practice.**

Chances are you have a mix of optimists and pessimists working with you. Once you are working to become more positive, you can teach your more negative friends how to think differently. The optimistic people will be more open-minded and accepting of your change. Engage them. They are the people who have a growth mindset. They will see your efforts to make your hospital team more optimistic as a way to learn and grow, and they will help you move others toward positivity.

**Practice and improve communication.** Be transparent and share your desire to increase positivity with your team. You don't have to create an environment of toxic positivity to see changes. Share positive stories about your journey: happy client interactions, patient wins, and business successes. Talk to your team about your vision of a more optimistic practice and why you are working towards this goal.

**Focus on creating an environment where teamwork and camaraderie are encouraged.** Allow each team member to share their feelings and create a safe space for brainstorming ideas. It may sound a little "touchy-feely" to you but helping your team members feel they belong and are valued by

the team is critical to team retention and positive change. "Teamwork makes the dream work" as they say.

## **Set specific goals that are realistic yet ambitious enough to push your culture forward.**

Provide training for particular skills and recognize the team when they reach milestones. Encourage continuing education and reward for growth. Provide positive and negative feedback in a fair and measured way. Kind but honest dialogue is the best way to foster trust between you and your team. Optimists are not required to be "nice" all the time. You can foster a respectful relationship while still encouraging trust and optimism.

**Make time to have fun.** One of the best ways to bond a team is by creating opportunities to play. It may be as simple as music or laughter throughout the workday or as elaborate as hospital trips and parties. Fun breaks down barriers and opens people up to learn more about their teammates on a deeper level. Play activities create feelings of belonging and family-like bonds. Games can be designed to pair people with differing levels of optimism to model better attitudes.

Working to create more optimism for you and your team will improve your team dynamic, improve client service and patient care, lower hospital stress, attract and retain talent, and improve the bottom line for you and your practice.

Learning optimism will help you feel better and love your life more. 🐾

*"Few things in the world are more powerful than a positive push. A smile. A world of optimism and hope. A 'you can do it' when things are tough". – Richard M. DeVos*





# C Pulse Check with Dr. Alex



## Time, Talent, & Treasure: Veterinary Engagement with Students & Colleges

For this article, I thought it best to borrow the phrase “time, talent, and treasure” after hearing a close veterinary colleague, Dr. Stephen Steep of Oxford Animal Hospital, mention it during an MSU CVM Alumni Council Meeting earlier this year. This succinct, categorical description perfectly summarizes the resources that we as veterinarians possess and can share with our state’s veterinary students and veterinary colleges – therefore, there was no need to reinvent the wheel in this case. In essence, there are multiple ways to effectively engage DVM students, LVT students, and veterinary colleges with a win-win-win goal in mind – to generate student, college, and veterinary industry benefit.

### Triple Bottom Line:

Effective engagement between the practicing veterinary community, veterinary colleges, and veterinary students should benefit all who are involved. It’s valuable to consider this “triple bottom line” approach when considering the cost:benefit ratio of giving one’s time, talent, or treasure to students. Whether through volunteerism or honorarium, potential “pay-back” for taking time out of one’s day-to-day case management to engage with students could take the non-monetary forms of network strengthening, increased practice visibility, positive public relations, and personal fulfillment. Lest we forget that student engagement includes interacting with DVM and LVT students, this increases the potential audience for practicing DVM’s and LVT’s to share the “three T’s”.

Some examples include:

- LVT’s providing a dentistry lunch-and-learn to LVT students
- DVM’s leading a vaccination wet lab for DVM students
- DVM’s lecturing to LVT students about the physical exam process
- LVT’s teaching phlebotomy to DVM students

A pre-existing avenue for these types of student engagement opportunities already exists in the form of the famous “Lunch-and-Learn” – where practicing DVM’s and LVT’s can travel to the CVM and present on a particular topic, usually to a particular audience in the form of a veterinary club’s membership during the mid-day lunch break. In these instances, students should receive educational content and networking access to the presenters, the presenters should receive networking access to the student attendees, the college receives supplemental training of their students, and everyone gets lunch. These lunch-and-learn opportunities are arguably under-utilized by the practicing veterinary medicine community – as the majority of the L&L’s I attended during veterinary school were from “industry reps” according to my memory. In a perfect world, a practicing DVM and LVT combo could take a half-day trip to MSU CVM, present





for 45 minutes, exchange contact information with multiple students, and then end up with summer interns, externship participants, and possibly a future employee. Results may vary, but the infrastructure is already there – it's available if one chooses to utilize it.

Some personal successes that I've had with veterinary student engagement have branched across the categories of time, talent, and treasure:

#### **On-Farm Poultry Necropsy Wet-Labs:**

Serendipitously, I was able to host a group of 4th year DVM students who were in their Production Animal Clerkship during my monthly visit to a layer farm client in West Michigan last year. This half-day field trip (time) allowed me to give students access to a commercial egg farm (treasure) and teach them my standardized field necropsy approach for adult laying hens (talent). The connections made between the farm manager, the professor, myself, and the students were valuable enough that another iteration of this on-farm wet-lab is scheduled for this school year.

#### **Food Animal Club Lunch-&-Learns:**

I'm always happy to see invitations to speak (time) at the MSU CVM Food Animal Club Lunch-&-Learns when they appear in my inbox. With my email address

passed down from E-Board to E-Board, it would appear that the students have liked my Powerpoints on Laying Hen Medicine (talent) enough to invite me back year after year. Arguably some of the most value gained from my end actually happens AFTER the presentations – seeing as that's when I get to meet the obligatory, sole poultry-curious student from each graduating class. And fortunately, some of these connections have actually evolved into industry collegueship (treasure).

#### **Guest Instruction for Clinical Reasoning Course:**

I look forward to my annual pilgrimage to Fee Hall on MSU's campus every winter (time). As part of the didactic portion of the CVM students' curriculum, I provide a guided case work-up in the form of an interactive live lecture to 3rd year DVM students (talent). Unsurprisingly, the case report that I lead the students through involves a flock of chickens... but the overall emphasis ends up being about how to take the clinical case investigation approach taught in a hospital setting for a singular patient and translate it over to a herd health scenario regardless of the species. Often, I leave inspired after watching the students connect the dots in real time and realize their own capabilities. And selfishly – I add all of these lectures to my C.V. list (treasure). 🐾



**The MVMA and MSU College of Veterinary Medicine partner together to support and inspire the next generation of veterinary professionals. Are you an alum interested in engaging with veterinary and veterinary students like Dr. Alex? Reach out to the MSU CVM Assistant Director of Alumni Relations, Rachel Vigilante at [vigilan2@msu.edu](mailto:vigilan2@msu.edu).**

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



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# MVMA COMMITTEE OVERVIEW

MVMA has eight committees for which members can volunteer. (Other committees are by appointment.) The committees are designed to build community among veterinarians and to address specific issues within the veterinary field. Take a look at this overview of each committee and reach out if you're interested in getting involved.

## ANIMAL WELFARE

Chaired by Dr. John Parker

The purpose of the Animal Welfare Committee is to assist the MVMA Board of Directors in formulating and implementing MVMA positions on animal welfare and to engage in activities that promote animal welfare and the human/animal bond.

## DEI

Co-chaired by Drs. James Lloyd and Lauren Walker

The purpose of the Diversity, Equity, & Inclusion Committee is to help cultivate an inclusive environment where diversity is leveraged as a strength and all members are welcomed, valued, supported, and able to contribute to their fullest.

## EQUINE PRACTICE

Chaired by Dr. Ashley Pfeifer

The purpose of the Equine Practice Committee is to serve as a resource to MVMA in order to enhance the protection, promotion and support of equine practitioners and the practice of equine veterinary medicine in Michigan.

## FOOD ANIMAL PRACTICE

Chaired by Dr. Kayla Clark

The purpose of the Food Animal Practice Committee is to serve as a resource to MVMA in order to enhance the protection, promotion and support of food animal practitioners and the practice of food animal veterinary medicine in Michigan.

## LEGISLATIVE ADVISORY

Chaired by Dr. Robert Fisher

The purpose of the Legislative Advisory Committee is to assist the MVMA Board of Directors in formulating and implementing MVMA legislative policy and MVMA positions on State regulatory proposals.

## LEADERSHIP DEVELOPMENT

Chaired by Dr. Julie Cappel

The purpose of the Leadership Development Committee is to engage activities that provide a consistent and diverse leadership ladder for the organization on a state and national level.

## ONE HEALTH

Chaired by Dr. Megan Grant

The purpose of the One Health Committee is to proactively formulate and implement educational material and MVMA positions on animal related public and human health issues that impact or may impact animals and people in Michigan, and to advise the MVMA Board of Directors on One Health issues.

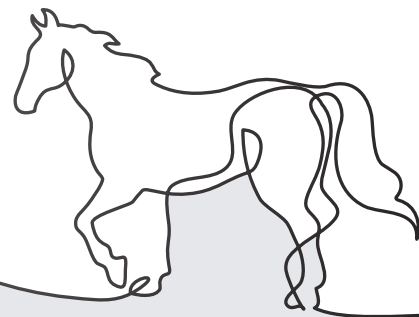
## VETERINARY WORKFORCE

Chaired by Dr. Kate Wilson

The Veterinary Workforce Committee (soon to be renamed to better reflect the committee's purpose) will work on ways to better serve the valued members of the veterinary community. The committee will also help to develop programs and educational tools for non-DVM veterinary staff. 🐾



# EQUINE PRACTICE COMMITTEE



## Ashley Pfeifer, DVM

Kern Road Veterinary Clinic, Co-Medical Director MVMA BOD, Equine Representative  
Equine Practice Committee, Chair

The MVMA Equine Practice Committee is continuing to work hard towards bringing pertinent continuing education to Michigan veterinarians, unite our profession, and create opportunities for engagement and networking. MiVetCon provided great speakers with fantastic and relevant messages for specialists and general practitioners alike. Stephanie Bell, DVM, DACVO from Hagyard Equine Medical Institute spoke on equine ophthalmology (with entertaining references to New Kids on the Block and Yellowstone!), Jessica Hunt, DVM, DAVDC (Equine) from Midwest Veterinary Dental Specialists shared pertinent information on equine dentistry, and

Jane Manfredi, DVM, MS, PhD, DACVS-LA, DACVSMR (Equine), filled us in on pre-hab/rehab as well as tack and rider relevance to lameness. We are very thankful for their presentations and look forward to continuing to provide high caliber, informative, entertaining CE for our constituents. Some additional goals for 2025 include offering more hands-on lab opportunities and more occasions for engagement amongst Michigan equine practitioners. Do you have any ideas, comments, or suggestions to share regarding the equine veterinary profession in Michigan? Please do not hesitate to contact me at [pfeiferdvm@gmail.com](mailto:pfeiferdvm@gmail.com). Cheers to a new year and another year to care for the horses in Michigan! 🐾



# LEADERSHIP DEVELOPMENT COMMITTEE

## Julie Cappel DVM, CCFP

The Veterinary Life Coach®  
Author of "Love Your Veterinary Life"  
Certified Life Coach and Compassion Fatigue Professional

The Leadership Development Committee's focus is to provide consistent, talented leaders for the organization at the state and national level.

The committee worked through the fall to accumulate nominations for district directors to take open seats on the Board of Directors as well as working to fill the Second Vice President position for the Executive Committee. The district directors serve a three-year term beginning January 1, 2025. Any member in good standing may self-nominate or nominate a colleague who is also a member in good standing.

If you want to learn more about the MVMA or the leadership development committee, please reach out! We are always looking for strong leaders to join our association. 🐾





# Member Spotlight

## ASHLEY BRAZEN, DVM

Lakeville Animal Clinic

Graduated from Michigan State University College of Veterinary Medicine, 2020

MVMA Member since 2017



### When did you know you wanted to be a veterinarian?

As long as I can remember! Animals have always been my passion. I saw my preschool teacher at the grocery store a few years ago and she asked if I ever became a Vet, so at least that long!

I was always bringing home some bird, snake, or small critter (even some June Bugs) to either nurse back to health or spend the day with before releasing it back outside.

### What do you like most about veterinary medicine?

Most days I like the challenge of education, searching for a diagnosis, and providing answers. I enjoy the connections I make with pets and their families along the way.

Learning new things every day is part of why I chose medicine as my career.



### What worries you about the future of veterinary medicine?

Aside from the rising cost of pet care, I worry about the loss of veterinary professionals in the field. It's challenging to have good work life balance in this field and I think that leads to a lot of early burnout. Many great veterinary professionals are leaving the field early for more emotionally sustainable careers. That makes it harder for young vets to find strong mentors, too.

### What's one of your fondest practice memories so far?

I'm lucky that it's hard finding just one memory to choose from!

I have been honored to have fantastic mentorship in my career so far from some amazing veterinarians. In 2020, I was a brand-new grad starting practice at the same time as a worldwide pandemic was unfolding. There was true innovation within the veterinary world learning to practice curbside, and it was exhausting. Despite everything going on around us, my mentors still had endless patience helping ease me into the chaos that is Veterinary medicine. Although the stress of the pandemic has wound down, I still receive incredible support and mentorship from my current colleagues.

Another set of fond memories I have is watching my team bond. There is something extremely gratifying watching the team come together for say, a walk-in emergency. Seeing my team work seamlessly to save a life never fails to amaze me. It's like a perfect recipe coming together and is always a good reminder that everyone on the team has an important role, and we couldn't do this job without each other.

### What advice would you give those considering entering the field?

Find something you're passionate about in this field and stick with it, but be open to change. There are many days that are going to challenge you physically, emotionally, and mentally. If you are pursuing your passion, it makes the tough days a lot easier.

Overall, I believe this is one of the most rewarding and satisfying careers a young professional could choose. 🐾



# What IS This?!?

## Responding to the Unknown, the Novel, and Other Perplexities

By State Veterinarian Nora Wineland, DVM, MS, DACVPM

and Interim Executive Director of Michigan State University Veterinary Diagnostic Laboratory Brian Petroff, DVM, PhD

### Establishing the Known

Let's imagine a possible case scenario to illustrate how a disease investigation might unfold.

*At a popular doggy day care center, several dogs begin exhibiting signs of gastrointestinal illness. The owners take their dogs to their veterinarians. Veterinarians order tests for common causes of GI signs including Giardia. But the test results come back negative. Meanwhile, some of the dogs' clinical signs worsen – four dogs are hospitalized and are not responding well to treatment. All the clinics have followed their infection control protocols, but other dogs that have been in the clinic begin exhibiting clinical signs as well. A veterinarian who has seen four affected dogs and heard about other possible cases is concerned and contacts the state veterinarian's office.*

In the world of animal health, the list of diseases and pathogens can seem nearly endless. Most of those diseases are routine – reporting procedures, diagnostics, treatments, and infection control protocols are well established.

But as we have seen over the past few years, new pathogens emerge, and well-known pathogens can infect novel species. Sometimes we are faced with unusual morbidity or mortality events where routine diagnostics for the usual suspects come up negative. What happens then?

### Deciphering the Unknown

Returning to the opening scenario, the call from the veterinarian to the state veterinarian's office initiates a chain of communication that includes the laboratory's infectious disease experts as well as federal partners. Once the situation is assessed, one of the next steps is to consider additional testing through the Michigan State University Veterinary Diagnostic Laboratory (MSU VDL).

The MSU VDL is a level one laboratory in the United States Department of Agriculture's (USDA) National Animal Health Laboratory Network (NAHLN). The NAHLN is a network of more than 60 animal disease diagnostic laboratories that provides surveillance testing for high consequence animal

diseases; has the capability and capacity to provide testing needed for state and federal responses to large-scale animal disease outbreaks; and communicates diagnostic outcomes to decision makers. As a member of the NAHLN, the MSU VDL collaborates with laboratory colleagues nationwide and has personnel who follow nationally established testing procedures. The MSU VDL is widely recognized as a leader in detection of emerging infectious diseases, and in 2023, was selected to serve as the Midwest representative in a new national network (the NAHLN-NBAF Partnership) dedicated to early detection of new diseases.

Additionally, the USDA announced a new program designed to help support investigations into unusual morbidity or mortality events (UME) in any animal species. When an UME is identified in an animal population and diagnostics performed by a NAHLN lab are negative, the diagnostic laboratory or clinician can request UME support from USDA and the MSU VDL will facilitate transfer of additional funding or of samples to another NAHLN laboratory with additional diagnostic capabilities or expertise in a particular disease syndrome. The USDA UME team will approve requests and facilitate diagnostic planning and, if not already involved in the investigation, the State Animal Health Official will be notified.

Detailed history and appropriate samples are always important for any type of diagnostic testing, but when cases are unusual or atypical, details are more crucial than ever. If you suspect an UME in a patient, contact the MSU VDL, the state veterinarian's office, or the USDA UME team. Ensure that the correct sample types and volumes are collected and that samples are handled, stored, and shipped appropriately. Clearly label each container with patient identification and specimen type. Labeling is also important if there are samples from multiple animals in one submission! Providing a detailed history on the submittal form gives diagnosticians important clues and can help guide diagnostic recommendations. Were in-house assays negative for pathogens of concern? Have tests been performed at other laboratories? Are other animals affected? Are clinical signs unusually severe or acute or otherwise atypical? And don't forget patient demographic information – species, breed, age, weight, etc.



## Determining the Response

Informed by the additional test results, the response taken will largely be the result of what is learned.

If the pathogen is known, already occurs in the species it was found, and does not appear to have any significant mutations to make it novel, then the course of treatment needed should be known and established. If the disease is also reportable, there is already a defined response protocol in place.

Some diseases are made reportable to help animal health officials better monitor, control, and eradicate the disease. In Michigan, the list of reportable diseases is reviewed annually by the state veterinarian to ensure the list is adequate and reflective of any new trends or feedback from Michigan veterinarians. Within the list, the diseases are placed in various categories (i.e., Emergency, Regulated, Monitored, and Lab Report Only), which describe the basic level of response required for detections of those diseases. Responses can range from placing quarantines, conducting on-site visits, working with a state or federal veterinarian, or tracking the number of reported cases.

However, if the test results do reveal a potentially novel or a new expression of a known disease, then the appropriate level of response will need to be defined and determined. Also, the response to a disease in one species is not necessarily a template for how to respond to the same disease within a new species – similar to what was experienced earlier this year with detecting highly pathogenic avian influenza in dairy cattle. In these scenarios, more questions need to be asked, and more research might need to be done.

Understanding all the details of the confirmed cases is essential to accurately assessing the risks. Often, animal health officials will return to the reporting veterinarian to ask additional questions – such as what are the ages of the affected animals? Breed? Sex? Were they allowed outdoors and unsupervised? Could they have had contact with wild animals? Are they around other species of domestic animals? Were the animals recently around open or stagnant bodies of water? Did the affected animals travel recently? What is the health status of the owners/caretakers of the animal?

Answers to these questions and more can paint a more complete picture of what may have occurred, how the animals could have been exposed to the disease, and if there are any potential threats to other species or public health. This assists state and federal animal health officials in determining what procedures and protocols are needed to best protect against the disease and if there should be a more thorough and robust One Health response to address additional facets.

Also, once some protocols are set, this does not mean they cannot or will not evolve. If more cases are confirmed and investigated, more might be learned on how to best protect animal health and/or public health, resulting in new guidelines. When a disease is truly novel, everyone is learning, adapting, and responding in real time.

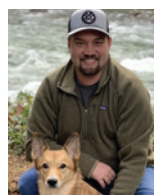
## Maintaining Communication

When investigating any type of disease (known or unknown), effective communication is central to protecting animal health throughout the state. Your feedback and observations help us to maintain an awareness of what is happening with the health of domestic animals in Michigan, and through this, we can assess if there are developing patterns or items that should further be investigated.

Veterinarians throughout Michigan are important stakeholders, and we could not meet our missions without you on our team. We appreciate your continued partnership and hope you see us as your allies in protecting animal health. Please reach out to us any time you have a concern about animals in your care. 🐾

## New professors start at MSU CVM

MVMA welcomes two new professors at MSU's college of veterinary medicine.



Dr. Joshua Borg joined us as an Assistant Professor of Primary Care Medicine in the Department of Small Animal Clinical Sciences on September 1. Josh grew up in the Sierra Nevada foothills of northern California and pursued his undergraduate studies at California Polytechnic State

University, San Luis Obispo, where he graduated with honors in Animal Science. It was here that he developed a keen interest in working with cattle. He went on to earn his DVM with honors from Kansas State University. Although he started his career in both large and small animal medicine, Dr. Borg eventually chose to specialize exclusively in small animal medicine and surgery. Over the past decade, he has been a dedicated general practitioner in the greater Puget Sound area, where his passion for small animal medicine and surgery, client education, teaching, and mentoring veterinary students has continued to grow.



Dr. Shayna Streu joins us as an assistant professor in the Department of Small Animal Clinical Sciences as part of the Diagnostic Imaging service. A proud Michigan native, Shayna was born and raised in Bay City and began her journey in veterinary medicine at MSU. After

completing her undergraduate studies at Saginaw Valley State University, she earned her DVM from MSU CVM in 2018. Since then, she's gained valuable experience through a rotating internship at Cornell University, a specialty internship in diagnostic imaging at the University of Missouri, and recently completed her residency there as well. She became board certified in diagnostic imaging in 2023. Shayna has a special passion for imaging techniques, particularly in gastrointestinal and abdominal diseases, and she's equally enthusiastic about teaching, using innovative models to engage students and clinicians alike. She also has a unique interest in forensic radiology, which adds an exciting dimension to her work.

# Your Michigan Animal Health Foundation and a Big Mac® Meal

By Mike Chaddock, DVM, Chair of the Foundation Board of Trustees

**A**s you look at the picture of the McDonald's Big Mac® Meal you may wonder what that has to do with the Michigan Animal Health Foundation (MAHF). Take a good look at the picture. I am sure most all of you and members of your family have eaten one of these iconic fast-food meals, or one similar to it, over the past year. So, as you ponder the question as to why I have included this picture let me share with you just a few of the many true stories submitted by Michigan Veterinary Medical Association (MVMA) member veterinarians.



**Cain** is a 2-year-old male American Beauford Bulldog. He was brought into the Humane Society of Huron Valley with acute abdominal pain, vomiting, and a poor appetite. The MVMA member veterinarian suspected a foreign body which meant Cain needed surgery his owners couldn't afford. With the help of the MAHF Companion Animal Fund (CAF), Cain received the treatment he needed. After Cain's suture removal, he has been doing very well since

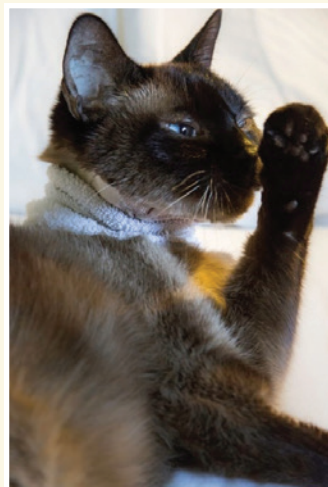
his foreign body surgery! Cain's family was able to celebrate the holidays with their beloved buddy and are so grateful for the help provided by the CAF and donors to the MAHF.

to perform surgery and remove the mass." Frankie is comfortable, eating, and his Siamese voice returned! Biopsies of the mass diagnosed squamous cell carcinoma. The mass may recur but right now Frankie and his mom have some comfortable, valuable time together.



**Churro** is a 5-year-old Pitbull that's as sweet as can be. He was hit by a car and had severe road rash on his legs and back and a deep laceration which destroyed the joint and required amputation of his left front leg. Churro's owner was on WIC and was unable to pay for his necessary medical and surgical care and hospitalization. Through the support of the MAHF CAF, Churro's MVMA member veterinarian was able to provide the medical

care he needed and now he is doing much better and enjoying life at home with his family!



**Frankie** is a handsome 6-year-old seal point Siamese cat. Frankie's Mom noticed that his "meow" was different, and that the quality of his purring had changed. Further investigation revealed a mass growing on the side of Frankie's throat. The mass was causing the voice changes and with time could impact Frankie's ability to eat, swallow and even breathe. Frankie's MVMA member veterinarian

performed blood work and imaging studies and determined that the mass was not associated with the thyroid gland. "By partnering with the Companion Animal Fund at the Michigan Animal Health Foundation we were able

In 1969, MAHF was created by the MVMA to allow those who love animals an opportunity to donate money to assist in improving animal health and well-being through tax-exempt contributions. The MAHF created the CAF to subsidize non-elective veterinary care for beloved pets whose owners would otherwise be unable to afford it and have income under the federal poverty level, are on Medicaid, or are on WIC (Women Infants & Children).

The CAF is a service to MVMA members who apply for funding on behalf of their clients who meet the above requirements and where an existing veterinary-client-patient relationship exists. In 2024, the CAF has provided nearly \$3000 to families in need for their beloved companion animals. The number of requests and need for assistance are increasing at a rate never seen by the MAHF and available funds are decreasing.



# STUDY ON HORSES funded by foundation, published in JAVMA

Drs. Amelia Munsterman and Jack Kottwitz, and Jessica Rogers-Tirado of Michigan State University's College of Veterinary Medicine completed a study on the effect of hand walking exercise on myoelectrical activity and contractility in normal, healthy horses. The study was funded by the Michigan Animal Health Foundation and recently published in JAVMA online. The article can be read at <https://avmajournals.avma.org/view/journals/javma/aop/javma.24.07.0486/javma.24.07.0486.xml>. 🐾

**NOW BACK TO THAT BIG MAC® MEAL!** That Big Mac® Meal, large size, at my local McDonald's costs \$10.29. According to the latest statistics, the MVMA has approximately 2300 members. If every MVMA member could find it within themselves to donate to the MAHF the cost of one large Big Mac® meal per year and earmark it for the CAF, the MAHF would have an additional \$23,667.00 per year to provide needed non-elective veterinary care for MVMA member clients' companion animals. Unfortunately, in 2024 the MAHF could only provide \$3000 total for these needed services, so much less than the need and requests. Your help is needed!

Thank you very much to those of you who donate to the MAHF on a regular basis. Your donations help the Foundation to meet its mission. To those of you who have not had the opportunity to donate please consider donating at least the cost of a large Big Mac® Meal every year so that companion animals that otherwise would not receive care can have longer, better, and healthier lives.

Donation checks made out to the Michigan Animal Health Foundation can be mailed to the Michigan Veterinary Medical Association, 2144 Commons Parkway, Okemos, MI 48864. Credit card donations are also accepted by donating online. And thank you for helping MAHF make a difference in the lives of companion animals and their owners. 🐾



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# The Synergy of



## Generational Diversity in Veterinary Practice

By Brent Calhoun, DVM on behalf of the DEI Committee

Throughout my 40-year journey as a veterinarian, I have witnessed significant changes in both the clientele and the professional landscape. One of the most fulfilling aspects of my career has been the opportunity to work with younger generations of veterinarians. Their fresh perspectives and boundless energy have been a continual source of inspiration, reigniting my passion for veterinary medicine.

**The Drive of Younger Veterinarians** – The younger professionals entering our field today are driven by a deep love for animals and an admirable dedication despite facing considerable financial burdens. Unlike my early years, where educational expenses were less daunting, today's graduates contend with substantial debt, adding complexity to their initial career stages. However, their unwavering commitment to veterinary medicine, even in the face of these challenges, underscores their dedication to making a positive impact. Their enthusiasm and dedication are infectious, reminding us of why we entered this profession in the first place.

**Diverse Approaches to Client Care** – Generational differences are particularly evident in our approaches to client care. My extensive experience has taught me the value of long-term patient relationships built on continuity and deep-seated trust. In contrast, younger veterinarians often focus on immediate, innovative solutions, leveraging the latest research and technology. Combining long-term strategies and innovative treatments creates a holistic approach to patient care. For instance, in managing chronic conditions, my long-term perspective complements the novel treatments suggested by younger colleagues, resulting in comprehensive and effective care plans.

**Changing Client Expectations** – Our clientele's evolution further highlights generational collaboration's benefits. Older pet owners tend to have traditional views on animal care, while younger clients, informed by the internet, are more proactive and well-versed in modern preventive

practices. This shift necessitates a balance between respecting established beliefs and integrating contemporary approaches. Today's clients expect quick, accurate responses, reflecting the fast-paced changes in our field. A memorable example is a young couple who arrived with extensive information on preventive care for their new puppy, challenging us to merge traditional and modern approaches effectively.

**Adapting to Technological Advancements** – Technological advancements have dramatically transformed our field, introducing sophisticated diagnostic tools and telemedicine that have revolutionized our care delivery. While adapting to these changes was initially challenging for me, the supportive guidance of younger colleagues made the transition smoother. Continuous learning through workshops, online courses, and veterinary journals is essential to stay abreast of these rapid developments.

**The Reciprocal Benefits of Generational Collaboration** – Intergenerational collaboration offers reciprocal benefits. Experienced professionals like myself provide a wealth of knowledge and a long-term perspective, while younger veterinarians bring fresh ideas and expertise in cutting-edge technology. This balance of experience and innovation is crucial for our practice's growth. Patience is key in this dynamic; older veterinarians should be open to new ideas, and younger professionals should seek guidance and wisdom from their seasoned colleagues when faced with complex decisions.

The synergy between older and younger generations in veterinary practice significantly enhances patient care and professional fulfillment. By leveraging each other's strengths, we can navigate the evolving landscape of veterinary medicine, ensuring that every patient receives the highest quality of care. This intergenerational collaboration enriches our professional lives and propels our practice forward, fostering an environment of continuous learning and improvement. 🐾



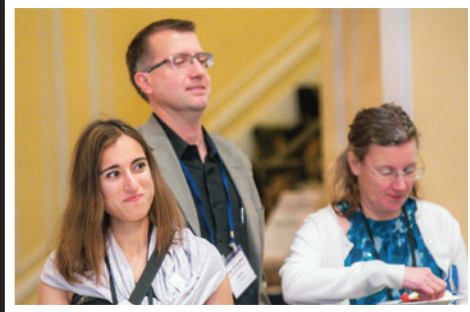
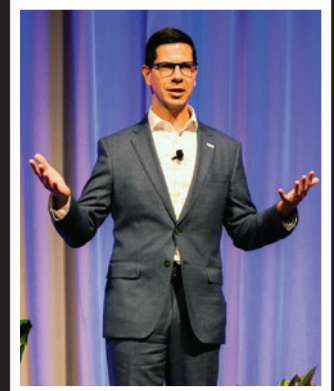


# MIVET CON

MICHIGAN VETERINARY CONFERENCE

# R 2 E C 2 A 4 P

MiVetCon 2024 offered learning opportunities in a variety of disciplines as well as a chance to visit with exhibitors. More than 650 veterinarians and their staff attended nearly 100 sessions and enjoyed time in the exhibit hall.







## Special thanks to our 2024 sponsors!

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### Bronze

- Aurora Pharmaceuticals

Save the date for MiVetCon 2025 – September 26-28, 2025 at Suburban Showplace in Novi

**SPECIAL ANNOUNCEMENT** – we are reimagining the conference experience. Stay tuned for an announcement in late spring about the future of MiVetCon.

# ELECTION UPDATE

As 2024 comes to an end, the biggest impact coming out of Lansing are the results of the November elections. There was much at stake in this year's general election, with party control on the line at the federal and state levels. Ultimately, Republicans won control of the presidency and U.S. Senate, and maintained control of the U.S. House. At the state level, Republicans regained the Michigan House, eliminating (as of January 2025) the trifecta Democrats had secured in the 2022 midterms.

The election marks the beginning of the end for the Democrats' historic control of the State House, Senate, and governorship in Michigan. Over the past two years, Democrats have passed items that have long been on their legislative wish list including the repeal of right to work laws, firearm reforms, and adding protections for the LGBTQ community into the state Civil Rights Act. With impending transition to Republicans in the House of Representatives, there will be a busy 'lame duck' session in the final weeks of the Democrats' full control. Items possibly on the lame duck agenda include minimum wage/sick time, public records reform, lobbying reform, school safety, economic development, and polluter pay among others. As we look to 2025, Democrats still control the State Senate and Governor's office, meaning bipartisan buy-in would be necessary for any legislation.

The following is a broad overview of the election results:

## **PRESIDENT**

Former President Donald Trump was declared the winner with 312 electoral votes to Kamala Harris' 226.

## **U.S. SENATE**

Of 100 U.S. Senate seats, 34 were up for election. Among the most competitive of the races was between U.S. Representative Elissa Slotkin (D) and Mike Rogers (R). Slotkin was able to squeak by Rogers with a 48.57% to 48.35% victory. Going into the election, Democrats held the Senate majority with 51 seats. With the election's winners, the Republican gained majority by a 6-seat margin.

## **U.S. HOUSE OF REPRESENTATIVES**

All 435 seats in the U.S. House of Representatives were up for election, with Republicans in control by only two seats going into the election. The Republicans increased their majority but the final count is still not final.

Among Michigan's delegation, all incumbent contenders were able to retain their seats. New to the 119th Congress will be Tom Barrett (R-MI-7) and Kristen McDonald Rivet (D-MI-8).

## **MICHIGAN LEGISLATURE**

Republicans regained control of the State House and will have a 58-52 majority beginning in January 2025. Incumbents Jaime Churches (D-27-Wyandotte), Nate Shannon (D-58-Sterling Heights), Jim Haadsma (D-44-Battle Creek), and Jenn Hill (D-109-Marquette) lost re-election bids, though all other incumbents were victorious.

With Senator Kristin McDonald Rivet (D-Bay City) winning Michigan's 8th U.S. House District, Governor Whitmer will have to call a special election at some point to fill her State Senate seat.





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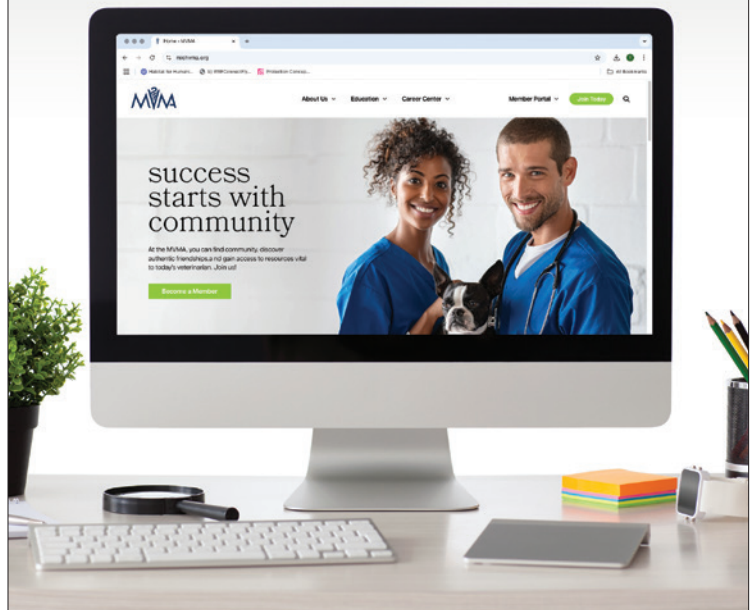
**616-241-6369**

Twelve freshmen legislators will join the State House chamber in January: Rylee Linting (R-27), Morgan Foreman (D-33), Nancy Jenkins-Arno (R-34), Jennifer Wortz (R-35), Matt Longjohn (D-40), Steve Frisbie (R-44), Jason Woolford (R-50), Ron Robinson (R-58), Joseph Pavlov (R-64), Stephen Wooden (D-81), Tim Kelly (R-93), and Karl Bohnak (R-109).

By the time you read this, lame duck will be drawing to a close. Check the MVMA website or e-newsletter, *Paws Button*, for results impacting veterinarians.

If you would like additional information or insight into any particular race or pending Michigan legislation, please contact Matt Breslin at [mbreslin@karoub.com](mailto:mbreslin@karoub.com). 🐾

## MVMA VISIT US ONLINE [michvma.org](http://michvma.org)



# AVMA UPDATE

## 2025 AVMA VETERINARY LEADERSHIP CONFERENCE

- The 2025 AVMA Veterinary Leadership Conference (VLC) will take place from January 9-11 at the Sheraton Grand Chicago Riverwalk.
- The VLC is an opportunity for leaders from our state veterinary associations, allied groups, industry partners, and emerging leaders to all come together to connect, learn, and guide the future of our profession.
- Our theme is “Collaborate, Educate, Advocate,” as the VLC includes AVMA governance meetings, continuing education sessions focused on leadership development, and networking opportunities designed to equip you with leadership skills that will benefit both you and the veterinary profession.
- Our keynote speaker, Dr. Robyne Hanley-Dafoe, is an award-winning education and psychology instructor and a bestselling author who specializes in resiliency, navigating stress and change, wellness in the workplace, and optimal performance both at home and work. She will share accessible and practical strategies that help foster resiliency and wellness within ourselves and others.
- The AVMA House of Delegates (HOD) will meet during this conference.
- Registration opened in October. For more information, please visit [avma.org/vlc](http://avma.org/vlc).

## SAVE THE DATE

**Save the date for AVMA Convention 2025, taking place July 18-22, 2025 in Washington, D.C.** AVMA is proud to host the 40th World Veterinary Association Congress in conjunction with AVMA Convention 2025. AVMA will bring together the global veterinary community for an experience unlike any other: high-quality education, exciting events, and the incredible opportunity to meet colleagues from all over the world.

## AVMA AMBASSADOR PROGRAM

The AVMA Government Relations Division has established the AVMA Ambassador Program to connect veterinarians with their members of Congress. The purpose of the program is to develop strong relations between the two parties to advance the needs of veterinary medicine in Washington D.C. Most members of Congress do not understand the roles veterinarians play in both animal and public health. The Ambassador's role is to educate legislators and their staff and discuss bills that can help or hinder the practice of veterinary medicine. If we do not have a strong presence in Washington, the needs of the profession will be determined by other individuals that may not be in our own best interests. The remarkable thing about the Ambassador Program is that once a relationship is developed, your Congressperson often turns to you for advice and considers you as an expert in the field.



AVMA Delegate Dr. Jill Lynn with AVMA Alternate Delegate Dr. Larry Letsche

How can you get involved? There are many ways including:

1. Joining the Congressional Advocacy Network for updates from Washington and learning how to send letters to your representatives.
2. Contribute to the AVMA PAC when you renew your AVMA dues.
3. Send letters or letters, make phone calls or visit a congressional office to discuss matters important to you
4. Become an AVMA Ambassador.

Details about these programs are available on the AVMA website. If you would like more information, please feel free to contact Larry Letsche at [remrock02@aol.com](mailto:remrock02@aol.com).

Debbie Dingell, Michigan 6th District U.S. Representative and Dr. Larry Letsche, AVMA Ambassador and MVMA Alternate Delegate to the AVMA at a recent Ann Arbor Event.





## AVMA PAC BOARD UPDATE

The AVMA Political Action Committee (PAC) George Bishop Challenge ended July 1st with over \$75,000 raised. Due to the success of the endeavor, it was extended to September 1st with a grand total of over \$99,000 raised. The challenge was named in honor of Dr. Bishop, who recently passed away. He was the single largest contributor to the PAC in its history.

The PAC is on track to raise record amounts and distribute the most amount of money during this election cycle. The work of the Board is non-partisan with contributions made to those individuals in Congress who help foster and advance the needs of veterinary medicine. Most years the difference in spending for the two parties is less than one percent. This pattern has been adhered to again in 2024.

The AVMA PAC and the Governmental Relationships Department have continued working behind the scenes on bills related to Xylazine, dog importation, funding, student loans, veterinary funding and the farm bill. The board recently named Dr. Chris Gargamelli of Connecticut as its Chairperson and Dr. Larry Letsche of Michigan as Vice Chair.

## AVMA AXON

- AVMA Axon provides veterinarians and veterinary professionals free and reduced-price access to on-demand webinars and unique programming, Best of AVMA Convention and Events CE courses, and five certificate programs.
- Since its establishment in 2019, AVMA Axon has had more than 104,000 courses downloaded by nearly 44,000 participants.
- Recently added:
  - AVMA Convention 2024 Best-of Sessions
  - AVMA Tech Talk: Boosting productivity
  - Leaps & bound(aries): Real self-care, real change
  - The art and science of leading practices
  - Estate planning: Importance of a will and trust
- Certificate programs (those who complete these programs receive a certificate of completion, and, in the vast majority of cases, CE credit is also earned):
  - The Veterinary First Responder Certificate Program
  - The Disaster Business Continuity Certificate Program
  - The Preventive Healthcare Certificate Program
  - The Workplace Wellbeing Certificate Program
  - Workplace wellbeing 2: Self and social awareness is our newest certificate program. It consists of three modules:
    - **Self-awareness: From passion to peace; Enhancing social awareness; and Successfully navigating conflict: A deeper dive.**
    - The Brave Space Certificate Program

<https://axon.avma.org>

## AVMA VOLUNTEER OPPORTUNITIES

- If you are looking to get more involved in influencing the future of veterinary medicine, the AVMA is looking for volunteers to serve in a wide range of leadership positions.

To learn more about openings, please visit [avma.org/volunteer](https://avma.org/volunteer).



The AVMA is a not for profit association representing more than 106,000 veterinarians working in private and corporate practice, government, industry, academia, and uniformed services. The AVMA acts as a collective voice for its membership and for the profession.

Drs. Jill Lynn (Delegate) and Larry Letsche (Alternate Delegate) can be reached at [avma\\_delegate\\_mi@avma.org](mailto:avma_delegate_mi@avma.org).

# MVMA RETIREMENT TRIBUTE TO Sheri Fandel

By Larry Letsche, DVM



The Michigan Veterinary Medical Association would like to announce the retirement of its Chief Operating Officer Sheri Fandel. Sheri will officially retire on December 31, 2024, after being with the organization for over thirty-five years. She worked under four Chief Executive Officers

and had recently been named Interim CEO before the appointment of Bonnifer Ballard as the MVMA's CEO.

Sheri's contributions to the MVMA were outstanding and immeasurable. The enthusiasm that she brought to her job was infectious and helped make the MVMA one of the best veterinary associations in the country. She was an encyclopedia of knowledge concerning the functions and history of the organization. Sheri was a great problem solver, forward thinker, and friend to so many of us.

I will always remember Sheri for her smile, kind heart, wit, and her concern for others. Sheri often told me that "THE MVMA HAS BEEN MY LIFE." Her presence will be sorely missed by all of us.

On behalf of the MVMA Board of Directors, staff and members we wish to sincerely thank Sheri for hard work and dedication to

our organization. We all wish her a very happy and healthy retirement. She has left an indelible mark.

Please stay tuned for future announcements from the MVMA concerning plans to honor Sheri's commitment and the legacy that she brought to the association. 🐾



Our concern for the environment is more than just talk



This publication is printed on Forest Stewardship Council® (FSC®) certified paper with vegetable oil-based inks. Please do your part for the environment by reusing and recycling.



# WELCOME NEW MEMBERS

Chelsea Ackerman  
 Dr. Sara Ammons  
 Dr. Trina Duncan  
 Patricia Fleming  
 Dr. Fredric Heidema Jr.  
 Dr. Tracy Kadarjan  
 Dr. Nikyda Lake  
 Ms. Jada Lin  
 Dr. Kayla Piskorowski  
 Erin RedingerRottier  
 Dr. Caitlyn Rize  
 Rebecca Roede  
 Dr. Linda Schmitt  
 Dr. Madison Seifert  
 Dr. Grace Shields  
 Dr. Claire Stein  
 Kaylee Stever  
 Dr. Kimberly Terbrack  
 Debi Van Erp  
 Dr. Makayla Watros  
 Dr. Cindy Weisenberger  
 Dr. Hunter Wojtas  
 Dr. Lauren Wylie  
 Dr. Natalie Zalac



## EVENTS CALENDAR

### JANUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### JANUARY

**22** - Lunch & Learn:  
 MI Earned Sick Time Act

### FEBRUARY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

### FEBRUARY

**19** - Lunch & Learn:  
 Nutrition for General Practice

### MARCH

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

### MARCH

**5** - Small Animal Seminar:  
 Endocrinology  
**12** - Lunch & Learn:  
 Practice Financial Health



## VETERINARIANS

Busy, well-established, small animal practice in Tekonsha, Michigan is seeking an associate veterinarian to join our team. Tekonsha is located midway between Detroit and Chicago and is a small community with many great outdoor activities to offer. We offer flexible scheduling and a full benefits package. For more information or to apply, please contact *manager@tekonshaanimalhospital.com*. Contact info: Tekonsha Animal Hospital, Carla Leonard, Office Manager, 517-767-3011.

Pytel Veterinary Clinic in Goodrich is seeking a full-time veterinary associate to join the amazing animal care team at our busy small animal (with the option of mixed) practice, and with potential for buy in. We have state-of-the-art equipment (digital x-ray, IDEXX in-house laboratory, GE Logic e ultrasound) and a full pharmacy. We provide all aspects of patient care including routine, diagnostic, surgical and dental. We are a well-established, privately owned practice with great community support! The ideal candidate will be skilled in diagnosing and treating patients, performing surgical procedures, and communicating with clients in a compassionate manner. Full time hours include 4 days/week with NO weekends. There is an excellent compensation package with paid holidays, PTO, medical/dental/vision insurance, Simple IRA, paid CE, membership dues and licensure. If interested in joining our highly skilled team, please send a letter and resume to *pytelvet@gmail.com* attention Anne.

Associate veterinarian wanted to join our small animal hospital in beautiful Northern Michigan. Potential future buy-in for the right candidate. Minutes from Torch Lake, Lake Bellaire, Lake Michigan and some of the best ski, mountain bike and snowmobile trails that Michigan has to offer. Enjoy practicing high quality

medicine and surgery with a terrific support staff and wonderful clients. All in a small-town setting just 45 minutes from Traverse City, Petoskey, and Gaylord. Enjoy all that Michigan has to offer with ample time off to enjoy it. Full time (3-4 day work week) or part-time considered with no emergency duty and flexible scheduling. Enjoy a good work-life balance! We are a full-service clinic equipped with digital radiography, IDEXX in-house lab equipment, laser therapy, and digital dental x-rays. We strive to provide the highest quality medical and surgical care. Looking for a team player with great communication skills, medical skills, and surgical skills. We offer a generous base salary with possible production-based bonus, 401K match, medical benefits, liability coverage, CE allowance, and professional dues paid. No after-hours emergency and flexible schedule. Contact Dr. Loretta Pantenburg, 110 S. Division Street, Bellaire, MI 49615, 231-533-6522, *bellaireanimalhospital@gmail.com*.

Thorpe Animal Hospital is seeking a FT/PT veterinarian to join our team of patient advocates. Optional flex-time schedule for work-life balance in a rapidly growing practice focused on dogs, cats, and pocket pets. Being a privately owned business, teamwork is essential, and every patient is treated as if they were our own. We do not declaw or perform any unnecessary cosmetic surgeries. All staff maintain Fear Free certification. We are AAHA accredited and Feline-Friendly certified. We have recently moved to a 4600 sq ft, newly remodeled facility with a therapy pool. Thorpe Animal Hospital offers a full suite of specialty equipment and encourages advancement of surgical and diagnostic skills. Practice offers surgery including: soft tissue and orthopedic, dentistry and general medicine including a mixture of preventative medicine, internal medicine and daytime emergencies.

Equipped with digital x-ray, digital dental x-ray, endoscope, ultrasound, surgical laser, therapy laser, and a full in-house laboratory, we provide our clients with state-of-the-art medicine. Our practice includes 3 doctors and 6 LVTs, which are hard-working, dedicated, passionate, motivated, and love keeping current on veterinary education. We offer a very competitive salary and benefits package, as well as a signing bonus. Benefits include health and vision insurance, pet insurance, pet discounts, profit-sharing, 401K w/ employer match, CE and uniform allowances, paid licensing fees, professional membership fees, paid vacations, paid holidays, and more. Future leadership and ownership possibilities in a thriving area are here for the right individual. We do not have after-hours shifts or emergency rotations. If you would like to meet us and see how Thorpe Animal Hospital does things differently, please submit your resume to *jwaterman@thorpevet.com*.

Animal Clinic of Holland is looking for an associate veterinarian, either full-time or part-time to join our team. We love to learn, collaborate, have a good time, while also striving to enjoy a good work/life balance. One or two positions available. New graduates welcome! We are located in the beautiful town of Holland, MI, just minutes from the shores of Lake Michigan. The practice is a long-standing member of the community with an excellent reputation. We are a 4 doctor, privately-owned small animal practice working almost exclusively with dogs and cats. No emergency work required. Two of our current doctors are looking to reduce their hours in the future. Potential for future ownership as well for the right candidate. We have a great support staff, some of whom have been with us for many years. We believe in team spirit, both at work and away from work, and prioritize a healthy work/life balance. Our practice equipment includes Avimark software,



client communication platform, digital radiography, ultrasound, acupuncture, new therapy laser, Tonovet, in-house IDEXX CBC, chemistry and urine analyzers and more. One doctor is working towards board certification in behavior. The right candidate will be a motivated, team-oriented individual with good communication skills and a good work ethic. A strong interest in surgery is a plus. Mentoring is offered and encouraged. Pay is competitive, based upon experience. Salary range \$100-130,000, negotiable based upon experience. Salary or Pro-Sal considered. Licensing fees and a yearly CE stipend are also included. A signing bonus is being offered, this can be discussed in detail upon inquiry and submission of a resume. Please submit inquiries to: [suevetdogcat@gmail.com](mailto:suevetdogcat@gmail.com), Attn: Dr. Sue Vanderjagt. Office: 616-396-6543, cell: 616-886-9452. Business location: 1106 Washington Avenue, Holland, MI 49423, [animalclinicofholland.com](http://animalclinicofholland.com).

Busy, well established small animal clinic in Milford, Michigan looking for a veterinarian to join our team. We have in-house blood and urine laboratory equipment, digital radiography and dental, cold laser therapy and portable ultrasound. We offer base salary with production percentage, continuing education budget, health insurance and profit-sharing plan. Flexible scheduling for full or part-time. If interested, please send a resume to [georgia@milfordveterinaryclinic.com](mailto:georgia@milfordveterinaryclinic.com).

Haslett Animal Hospital is seeking a highly motivated, client-oriented F/T or P/T associate veterinarian for a well-established, AAHA-certified small animal practice. We serve a rapidly growing and family-oriented community in Haslett, MI, and the surrounding area. Our progressive 4,000 SF facility has a caring and experienced staff with state-of-the-art equipment, including electronic record keeping, digital x-ray, ultrasound, and in-house lab equipment. Our mission is to fulfill the needs of our clients and patients by providing quality, competent, and caring health services through a responsive, professional, and knowledgeable staff, emphasizing individual attention and a commitment to the welfare of the pets in our community. Salary is based on experience. The benefits package includes health, vision, dental

insurance, license fees, continuing education, retirement match, and PTO. If interested, please send résumés to [nathanpatrickharris@gmail.com](mailto:nathanpatrickharris@gmail.com), or drop them off at 5686 Marsh Road, Haslett, MI 48840, [haslettanimalhospital.net](http://haslettanimalhospital.net).

We are a well-established, privately owned, progressive, multi-doctor practice. We have 6 doctors that practice high quality medicine in a well-equipped facility with a full IDEXX lab, ultrasound, therapy laser, full digital and dental radiology. We have a loyal team of LVTs, assistants and CSRs. Applicant must have great client communication skills, commitment to a teamwork approach, and practice compassionate high-quality medicine. We offer competitive salaries, PTO, paid vacation, simple IRA, medical insurance and CE. Email resumes to [jessica@dadamoveterinary.com](mailto:jessica@dadamoveterinary.com).

Are you ready to escape the corporate grind and embrace a fulfilling veterinary career in a beautiful, community-oriented setting? Our well-established small animal practice in Marquette, MI, is seeking a dedicated and experienced full-time veterinarian to join our team. Our newly built, state-of-the-art facility boasts an integrated in-house lab, digital radiography, orthopedic surgery, rehabilitation program, and ultrasound capabilities. We offer a competitive salary and benefits package, including a sign-on bonus and ProSal compensation structure, reflecting our commitment to valuing our team members. Marquette, MI, is known for its stunning natural beauty and high quality of life. Imagine living where you vacation – enjoy breathtaking views of Lake Superior, the mesmerizing northern lights, and a plethora of outdoor activities like biking, boating, fishing, and skiing. The town's vibrant community is enriched by the presence of a regional human hospital and a university, adding to the diversity and opportunities for both personal and professional growth. If you're passionate about veterinary medicine and eager to experience life in one of the most desirable locations in the USA, we would love to hear from you. For more information or to apply, please contact Dr. Tim at [drtim@drtimes.com](mailto:drtim@drtimes.com). Join us and be a part of a practice that values both the work you do and the lifestyle you deserve!

Veterinary Dental Residency: The Dixboro Veterinary Dental Center is an AVDC approved residency site. As early as Nov. 1st Dr. Colmery will be accepting applications for a resident who wishes to pursue board certification in Veterinary Oral Surgery and Dentistry. This is a 3-year program with onsite learning, and access to offsite learning. Previous residents have had little problem fulfilling the case load requirements. Please contact Dr. Colmery via email or phone at 734-975-1623 or [bhc3dvm@aol.com](mailto:bhc3dvm@aol.com). A current CV is required.

A privately owned mixed animal clinic in beautiful Northeast Michigan, is looking to add a motivated doctor to our team of compassionate care givers. Alpena Veterinary Clinic, has a customer-centered approach to patient care with a tenacious desire to implement modern medicine. Our team provides medical, surgical, dental, and alternative medicine (chiropractic, laser treatment, rehab, and PRP injections) for mixed animals at two locations. The small animal clinic was remodeled in 2022 and both are equipped with modern tools to facilitate great care. The large animal clinic has a treatment room, several stalls and an indoor arena to evaluate lameness. If you like adventure, the emergency duties will tickle your fancy! You could see anything from an eviscerated hunting dog to a colicky horse. The area is also an outdoor enthusiast's dream full of state forests, lakes, and rivers that can be enjoyed during all four seasons. The clinic enjoys partaking in several opportunities to give back to the community by supporting the 4H programs and animal shelters. We are offering competitive salary based on experience, mentorship, Health Insurance, retirement plan with up to 4% match, paid vacation, CE credit to cover all expenses, and a talented group of people to work with. If you are interested view our website <http://www.alpenavet.com> and email us your resume at [contact@alpenavet.com](mailto:contact@alpenavet.com). We are looking forward to speaking with you!

Animal Alley Veterinary Hospital in Saginaw, Michigan is looking for a DVM to join our team! We are a privately owned small animal hospital, looking for a full- or part-time associate. We are dedicated to serving our community

by providing outstanding health care to our patients and quality service to our clients through compassionate and effective performance of our professional expertise. We will always do our best to give pets the care they need and that our clients expect. We offer a wide range of services that include wellness care, soft tissue and orthopedic surgery, rehabilitation, ultrasound, and dentistry. We see traditional small animal companions and birds & exotics. We offer mentoring for a recent graduate and plenty of support to help an experienced DVM build on their clinical interests. Our doctors collaborate with each other, which makes working here enjoyable. We are a two-doctor practice with 20 support staff members. We have an impressive array of equipment and facilities, and a staff of dedicated veterinarians and experienced technicians, and assistants that practice compassionate care and quality medicine. Our flexible schedule includes M-F (8-6) client schedule. No weekend or after-hours call. Signing bonus and a competitive salary. Benefits include vacation and PTO, annual contributions for medical and vision, dental insurance, retirement plan and reimbursements for professional licensure, membership dues (including VIN), and continuing education. If you have a passion for medicine and pets, want to practice excellent veterinary medicine, and think pet owners deserve to be treated as the very special people they are – then Animal Alley is the place for you! Check out our website at [www.animalalleyvet.com](http://www.animalalleyvet.com). Please Email your resume to [deb@animalalleyvet.com](mailto:deb@animalalleyvet.com). We look forward to talking with you about your next employment opportunity! – Deb Allaben, Hospital Manager 989-792-2998.

MACS Veterinary Clinic is a non-profit that works towards helping all members of our community to provide lifesaving care to their animals. We are a low-cost clinic, in the city of Detroit, that works with a variety of clients and patients – most with limited access to veterinary care. We provide veterinary care for our shelter, general surgery and outpatient appointments. Our clinic hours are Tuesday-Friday 8 am to 4 pm. No weekends, no afterhours, no on call,

or holidays! If you would like more info on how to be part of our life saving team, I would love to further discuss how we could work together. Please call us at 313-369-9863 or email at [vet@macsshelter.org](mailto:vet@macsshelter.org) to learn more!

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

## PRACTICES AND EQUIPMENT FOR SALE

Charlevoix County, Michigan – Small Animal Veterinary Practice: 2,000 SF Facility with 3 Exam Rooms. Includes Real Estate. Great Location in Beautiful Waterfront Community. Currently at 6% growth through August 2024! Gross Revenue in 2023 was over \$1.01 million. Contact PS Broker: [info@psbroker.com](mailto:info@psbroker.com), 800-636-4740, <https://go.psbroker.com/MI4> (Listing #MI4)

Northwest Michigan Coast – Small Animal Veterinary Practice: 4,300 SF Facility with 2 Exam Rooms. Includes Real Estate. Excellent Location on Main Thoroughfare. Currently at 13% growth through October 2024! Gross Revenue in 2022 was over \$1.26 million (12% Growth over 2021). Contact PS Broker: [info@psbroker.com](mailto:info@psbroker.com), 800-636-4740, <https://go.psbroker.com/MI9> (Listing #MI9)

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

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

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



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

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Southeast Michigan – New! North side of Detroit. Established companion animal hospital in a great location with a long, positive history of serving clients from the region. The revenues are over \$2M and growing! It is housed in an attractive 4,300 square foot facility with all the usual amenities. For more information, contact [www.simmonsinc.com](http://www.simmonsinc.com) or 888-746-3717 (MI409)

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Coastal Southwest Michigan – Reduced Price! This is a small animal clinic located only a mile from the shores of Lake Michigan. The practice is housed in a 3,000 square foot building with great visibility and ample parking. It is well-equipped with digital x-ray, ultrasound, lift tables and more. Both the practice and real estate are for sale. For more information, contact [www.simmonsinc.com](http://www.simmonsinc.com) or 888-746-3717 (MI328)

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Lower-central Michigan – Solo companion animal hospital in close proximity to I-94 and 194/66. Solid practice with good location. Housed in an attractive facility with all the usual amenities. Owner is ready to retire so the practice is for sale and financing is readily available and the after-debt cash flow to the new owner is very good. For more information, contact [www.simmonsinc.com](http://www.simmonsinc.com) or 888-746-3717 (MI423)

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Eastern Michigan – This is a small animal practice that is located about an hour north/northwest of Detroit. It is an active and growing solo practice housed in a well-maintained and well-equipped facility. There are 2 exam rooms, a treatment area, a surgical suite, x-ray and more-plus room for future growth. The owner is ready to retire so both the practice and real estate are for sale. For more information, contact [www.simmonsinc.com](http://www.simmonsinc.com) or 888-746-3717 (MI412)

Northern Michigan – Full-service, small animal practice located in the Upper Peninsula. This practice provides traditional in-clinic services as well as a mobile option. It is housed in a beautiful hospital facility that is very well-equipped with all the usual amenities. The mobile services use a fully equipped hospital-on-wheels. The owner is ready to retire and the associate and staff will help with the transition. For more information, contact [www.simmonsinc.com](http://www.simmonsinc.com) or 888-746-3717 (MI414)

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Southern Michigan – Solo, small animal hospital located between Ann Arbor and Lansing, Michigan. It is a growing practice with normal hours, no weekend hours and emergencies are sent to nearby emergency centers. The practice is housed in a 2,000 square foot facility that has 2 exam rooms, a treatment area, a surgical suite and other usual amenities. The owner is ready to retire so both the practice and real estate are for sale. For more information, contact [www.simmonsinc.com](http://www.simmonsinc.com) or 888-746-3717 (MI249)

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Central Michigan – Established, solo, small animal hospital located in Lansing, Michigan. The practice is well-equipped with digital x-ray (regular & dental), IDEXX lab equipment and more. It is housed in an 1,800 square foot facility that sits on almost 4 acres of property with plenty of room for future expansion. There is also a 4-bedroom ranch house and swimming pool! The owner is ready to retire so both the practice and real estate are for sale. For more information, contact [www.simmonsinc.com](http://www.simmonsinc.com) or 888-746-3717 (MI407)

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Eastern Michigan – This is a small animal clinic located in a delightful community north of the Detroit metropolis. The current owner has kept the practice small for a balanced life-work schedule but is still growing and up 20% this year. It is housed in a 1,200 square foot facility with good visibility and easy off-street parking for clients. The owner is ready to retire so both the practice and real estate are for sale. The owner will help with the transition and the staff is expected to stay. For more information, contact [www.simmonsinc.com](http://www.simmonsinc.com) or 888-746-3717 (MI235)

AAHA Accredited, well equipped, companion animal practice near Battle Creek area which has incoming 2500+ jobs. Single vet grossing 800K/yr working 3.5-4 days a week with 30min appts. Significant growth possible and expected. Motivated seller. Contact [dmccormick@tmccg.com](mailto:dmccormick@tmccg.com).

## RELIEF ADS

### **Anvita Bawa, DVM**

517-927-6863

(MSU 08, MVMA Member) Available for SA GP or general surgery in southeast MI/metro Detroit. [bawaanvi@gmail.com](mailto:bawaanvi@gmail.com)

### **Sharisse Berk, DVM**

248-851-0739

(MSU 95, MVMA Member) Available for SA relief or part-time work in Southeast MI.

### **Rhonda Bierl, DVM**

248-467-1987

(MSU 00, MVMA Member) SA relief work within one-hour of Highland. General medicine, soft tissue surgery, ultrasound experience. [rhondabierl@gmail.com](mailto:rhondabierl@gmail.com)

### **Catherine Collins, DVM**

517-980-0528

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

### **Kenneth Corino, DVM**

248-217-5235

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

### **Nichole Corner, DVM**

616-634-9777

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

### **Bryan Cornwall, DVM, MBA**

248-227-0562

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

**Jennifer M. Dec, DVM**

248-224-1990

(MSU 04, MVMA Member) Small animal general practice and emergency relief. Surgery, ultrasound, and excellent communication skills.  
*drrockstarbc@gmail.com*

**Julie K. Eberly, DVM**

616-218-8105

(MSU 93, MVMA Member) 13 years mixed practice. SA relief since 2016. Soft tissue, spay/neuter, dentistry, good communication and charting skills. W. Michigan/Lakeshore/Holland/GR.  
*docjulie5@msn.com*

**Heather Ferguson, DVM**

734-260-3098

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

**Naomi Fleischmann, DVM**

248-266-5677

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

**Lisa Harris, DVM**

616-204-2670

(MSU 89, MVMA Member) Available for relief in Grand Rapids/Lakeshore area. Experienced SA medicine and surgery, avian, exotics. Friendly, good communicator.  
*drllharris@gmail.com*

**Victoria Hekman, DVM**

616-227-0627

(MSU 12, MVMA member) SA soft tissue surgery, dentistry, ultrasound, acupuncture, wellness, internal medicine. Excellent client communication.  
*vhek86@gmail.com*

**Sean D. Hughes, DVM**

517-552-0993

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

**Sarah Jones, DVM**

248-910-1329

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

**Cindy Kalicki, DVM**

313-291-2466

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

**Lynn A. Lawitzke, DVM, DABVP (Canine and Feline Practice)**

517-474-3811

(MSU 82, MVMA Member) Small animal relief work. Based in Jackson.  
*lynnlawitzkedvm82@gmail.com* or *lynnlawitzkedvm.com*

**Jane Merrills, DVM, DABVP**

517-719-2062

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

**Anne Meyers, DVM**

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(MSU 19, MVMA member) Available for SA GP, dentistry, and surgery in Metro Detroit area. Travel negotiable. Flexible, great client communication, organized.  
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**Katherine O'Connor, DVM**

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*myreliefvet.com*

**Amy Peck, DVM**

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**Sabita Rakshit, DVM**

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*sabita.rak@gmail.com*

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**Susanna Rori, DVM**

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**Jim Sharp, DVM**

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*vetseanarian@comcast.net*

**Margaret Sudekum, DVM**

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(MSU 89, MVMA Member) Available for part-time SA relief work in Grand Rapids and the surrounding areas. Good client communication skills.  
*msdvm@sdkm.us*

**Linda Vanassche, DVM**

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**Sharon Waugh, DVM**

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*waughdvm@gmail.com*



**Amy Wildrose, DVM**

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**Jennifer Zabloutny, DVM**

517-896-9146  
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