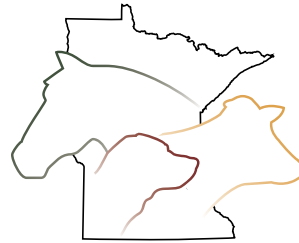


Sept/Oct 2023



MVMA
Minnesota Veterinary
Medical Association

Save the Date!
Annual Meeting 2024



**Reignite
Your
Passion**

Remember Your Why
at the MVMA Annual
Meeting

February 7-10, 2024
Hilton Minneapolis



MVMA MESSENGER

Leading Minnesota's Veterinary Profession



MVMA AWARDED "BEST IN BUSINESS"

The MVMA was honored to receive a national "Best in Business" Award from the Veterinary Medical Association Executives (VMAE) this past July.

The award recognized the MVMA's efforts in launching a partnership between our association, Mission Animal Hospital and Cristo Rey Jesuit High School - Twin Cities. There are 37 Cristo Rey Corporate Work Study programs across the country with 100s of corporate partners, but until now, there had never been a partnership in a veterinary clinic.

"This partnership is a step in the right direction to help high school students from all backgrounds access the veterinary profession." MVMA Executive Director Kelly Andrews said.

Thanks to DEI Action Team Chair, Dr. Ned Patterson (pictured above on the left), for attending the VMAE Annual Conference and accepting the award on behalf of the MVMA! Pictured to the right is Barbara who worked at Mission this past school year.

Head to page 18 to learn more about the partnership and award!

Highlights

- Calendar of Events p. 3
- AVMA Report p. 6-7
- Member Spotlights p. 11,14-15
- Vet Tech Updates p. 20-21
- Foundation Feature p. 24-25
- Classifieds p. 31-35

VISIT MVMA.ORG



President's Message by Dr. James Bennett

One of my favorite books is *The Checklist Manifesto*, by Atul Gawande, is about getting things right in medicine, business, or in life in general. I believe I have told every student that has spent time with me in the last decade to read this book.

MOVE, Minnesota Opportunities for Veterinary Engagement, has been busy. In August they hosted "Wild Nights" at the MN Zoo. Coming up is "Med Lasso Night" at the Minnesota United, an event at the Chankaska Winery near Mankato, and pickleball at the Minneapolis Cider Company.

There are still slots available for the MVMF's "Shoot for the Future" fundraiser on September 14th. Help vet students afford their education while having a great time. What's not to love about that? The Power of Ten, a leadership training program for new veterinarians, is open for 2024 registration. Slots are limited! Head to page 13 for more information.

We are considering offering another benefit for new veterinarians: scholarships to the MentorVet Leap Program, which is an evidence-based, national mentorship and professional development program. We're excited to find more ways to help our newest vets find success in the profession, we believe this program may fit the bill.

We have two upcoming town halls, in Bloomington and Rochester, regarding the CVT licensure bill that unfortunately didn't pass last session. We are optimistic that it will in 2024, but we cannot assume and let up on our efforts.

Executive Director, Kelly Andrews, recently visited Rainy River Veterinary Hospital in International Falls. We are always looking for more clinics to visit, so don't be shy and let us know your interest. We are especially interested in traveling to greater Minnesota for clinic visits or *MOVE* events.

Back to my dog. The worst part was that she was an Afghan Hound. Yup, that beautiful long, flowing hair. Completely shaving her from the navel caudally really detracted from her beauty. Her owner drove a red Mercedes convertible and the dog rode in the front rider's seat. Everything about that couple was stylish. Except for a half-shaved dog.

The owner was very unhappy and to make matters worse, Ron made me promise not to tell her what really happened, but instead to make something up. I concocted some cockamamie tale that I must have repressed from my memory because it was so stupid. Of course, she didn't buy it. Shifting gears, I then I offered the opinion that symmetry was beautiful and that her Afghan Hound looked better with both sides shaved than just one side. She didn't buy that either. The whole experience was very traumatic for me, but at least the dog recovered without incident. Read the book.

Dr. James Bennett

If it had existed 43 years ago reading it might have prevented the following: Early on a Monday morning, when I was a senior vet student on Small Animal Medicine rotation my first case was a dog with a fracture; I don't recall where the fracture was, but it was in or near the coxo-femoral joint or proximal femur. I needed to clip the hair from the appropriate leg and surrounding lumbar area for surgery. Trouble was, I couldn't figure out which side of the dog the fracture was on. The radiographs weren't properly labeled; there was nothing in the medical record, and try as I might, I couldn't perceive any signs of lameness or pain from the dog. I didn't want to ask the surgical resident, let's call him Ron, because I thought it would seem like a stupid question and because he had a reputation, at least with students, of being condescending, dismissive and rude.

I finally work up the courage, and as expected, he brusquely said I should just figure it out and walked away. This was long before cell phones, so I couldn't call the student who had admitted the case and written the record. So, I did my best, and shaved one entire back leg, dorsally up to the spinal column, and caudally one half of the perineal area to the midline. Of course, I was wrong, and the other side of the dog had to be shaved in the surgical suite. Ron wasn't happy and made his feelings very clear to me. If there had been a checklist in place the location of the fracture would have been recorded in several places, maybe even written on the leg, and I wouldn't have this story of woe to tell. The MVMA has a checklist, of sorts, of past happenings and of things that are still going to happen. Here are some of them:

Congratulations to the MVMA, and especially Board Member Ned Patterson and Mission Animal Hospital for spearheading our DEI efforts at Cristo Rey High School, which recently won the Veterinary Medical Association Executives' Best in Business Award.

Thank you to all the Minnesota State Fair volunteers! It really takes a village to successfully plan and staff the Surgery Suite and the Miracle of Birth Center. A special thank you goes to the committee chairs. Also thank you to all the sponsors of the Play the Ponies Industry Partners event at Canterbury Park.

Calendar of Events

September 14, 2023

MVMF Shoot for the Future Annual Clay Shoot. Wild Marsh Sporting Clays in Clear Lake, MN. Presented by BluePearl Pet Hospital. [Register at mvmfcares.org](https://www.mvmfcares.org)

September 16-19, 2023

Allen D. Lemans Swine Conference-This annual educational event is internationally acclaimed for bringing science-driven solutions to the complex challenges facing the industry. Go to lemanconference.umn.edu for more information.

September 21, 2023

MVMA Academy Seminar – Emergency and Critical Care Medicine 101 with Kelly Tart, DVM, DACVECC, University of Minnesota College of Veterinary Medicine at St. Cloud Country Club in St. Cloud, MN. Go to [mvma.org](https://www.mvma.org) to register.

Regional Town Hall Meetings-Space is limited in both locations.

September 27, 2023-

Bloomington-Radisson Blu Mall of America from 6:00 pm-8:30 pm. RSVP before September 13.

October 11, 2023-Rochester-Empire Events Center from 6:00 pm-8:30 pm. RSVP before September 28.

Head to page 12 for a full upcoming MOVE Fall Calendar!

October 3, 2023

Senior Vet Council Visit to the Olson Farm. Enjoy lunch and tour Don and Dr. Mary Olson's farm and engineering business in Mora, MN from 12 pm-3:30 pm. Go to [mvma.org](https://www.mvma.org) to register.

October 20, 2023

MVMA CVT Webinar-CPR Basics: When the Beat Stops with Chrissy Damitz, CVT, VTS (ECC), Anesthesia Technician, AERC of MN

November 16, 2023

MVMV Fall Staff Seminar-Implementing a Nutrition Management Program in Your Practice with Julie Churchill, DVM, PhD, DACVIM (Nutrition), Professor, Veterinary Nutrition & Associate Medical Director, University of Minnesota College of Veterinary Medicine at Midland Hills Country Club, Roseville, MN. Go to [mvma.org](https://www.mvma.org) to register.

SAVE-THE-DATES

January 9, 2024

MVMA Winter Seminar-Essentials for the Rural Large Animal Practitioner, Arrowwood Resort & Conference Center, Alexandria, MN.

2024 MVMA Annual Meeting – Reignite Your Passion: Remember Your Why on Wednesday, February 7 thru Saturday, February 10 at the Hilton Minneapolis.

Head to page 29 for more information on the MVMA Academy and Fall Staff Seminars!

UPCOMING MVMA LUNCH'N'LEARNS

FREE Online Lunch 'N Learn Sessions – 2nd Tuesdays of each month from Noon – 1:00 pm. FREE for MVMA Members. Register online at [mvma.org/lunch-n-learn](https://www.mvma.org/lunch-n-learn). Attendees receive: 1 interactive CE credit.

September 12 – *Are Your Ducks in A Row? Be SECURE with Your Retirement Plan* – Allyson Krause, Managing Director for Retirement Plan Services & Jon Marquet, Retirement Plan Consultant, TrustPoint Inc.

October 10 – *Top Three Current Marketing Focuses & Answers to Marketing Questions* – Kelly Blatzell, MA, CEO, Beyond Indigo Marketing

November 14 – *Actions Veterinarians Can Take to Help the Climate Crisis: You Can Help Create Significant Climate Solutions* – Michael Overend, DVM

December 12 – *A Deep Dive into Dental Disease and Prevention in Cats and Dogs* – Emily Stein, PhD, Co-Founder, TEEF for Life

MVMA MESSENGER

The MVMA Messenger is published bi-monthly by the Minnesota Veterinary Medical Association, it is distributed free of charge to all its members. The deadline for all materials is the 7th of the month prior to publication. Display advertising is available at the Executive Director's discretion. Contact the MVMA for more details.

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MVMA CAPITOL REPORT: THE PATH FORWARD

Many of the bills passed by the legislature and signed into law by Governor Walz were officially enacted on July 1st or August 1st this past summer, but the headliners are the official enactment of portions of the Paid Family and Medical Leave legislation, marijuana legalization and the “Walz” rebate checks.

THE DETAILS ON MARIJUANA LEGALIZATION

The adult use of marijuana officially became legal in Minnesota on August 1st. Adults 21 years of age or older can possess or publicly transport 2 ounces of adult-use cannabis flower, and up to 8 grams of cannabis concentrates. Adults can also possess up to 2 pounds of adult-use cannabis flower in their homes. However, the law prohibits possession of opened cannabis products in a motor vehicle, similar to the existing “open bottle” law. Additionally, criminal records of Minnesotans with petty misdemeanor and misdemeanor cannabis convictions will begin to be expunged.

REBATE CHECKS ARRIVE IN MAILBOXES

The “Walz” rebate checks began hitting mailboxes at the end of August. Payments of \$260 go to individuals whose adjusted gross income in 2021 was \$75,000 or less. Married couples who file jointly and had adjusted gross incomes of \$150,000 or less will get \$520. Eligible families will also get another \$260 per dependent, up to three, for a maximum of \$1,300.

CAPITAL INVESTMENT & HIGHER EDUCATION FUNDING

MVMA members, staff and our lobbyists have been meeting to plot the path forward for legislation to provide a pathway for voluntary licensure of veterinary technicians. Meetings with key legislators will continue throughout the fall and winter months as we near the February legislative start date. The focus continues to be on House Health and Human Services Finance committee members and in particular, the chair of the committee Rep. Tina Liebling (Rochester). The University of Minnesota’s institutional licensure bill will follow a similar path and remains a priority as well. If you would like to assist in our efforts to advance these important legislative initiatives please reach out to the MVMA office and let us know.

The legislative session will begin on Monday, February 12th, 2024.

RSVP FOR MVMA TOWNHALLS

Join us for a presentation from Dr. Al Balay and Kim Horne, CVT, to learn about MVMA’s efforts to pass legislation that would lead to licensure of Veterinary Technicians. One Non-Medical CE credit will be awarded to attendees.

Space is limited in both locations. RSVP on mvma.org!

September 27, 2023

Bloomington-Radisson Blu Mall of America from 6:00 pm-8:30 pm.
RSVP before September 13.

October 11, 2023

Rochester-Empire Events Center from 6:00 pm-8:30 pm.
RSVP before September 28.

Board of Animal Health Appoints New Leader

The six-member Minnesota Board of Animal Health has named Dr. Brian Hoefs as its new executive director and state veterinarian. The Board selected Dr. Hoefs to succeed Dr. Marion Garcia, who served the agency until April of this year. Dr. Hoefs has been serving in the role as interim since April.

Dr. Hoefs graduated from the University of Wisconsin, River Falls with an undergraduate degree in Animal Science, Equine and Food Animal emphases, and earned his DVM from the University of Wisconsin, Madison. Dr. Hoefs has worked in a variety of veterinary positions including equine, mixed animal, and small animal practices as well as academia. Additionally, he has served as an animal humane officer and biosecurity specialist for a broiler company. Dr. Hoefs joined the Minnesota Board of Animal Health in 2019 where he previously oversaw swine, equine and livestock concentration points.



Photo courtesy of the Board of Animal Health.

“After 25 years as a licensed veterinarian, I am still thrilled with all there is to learn and accomplish for animals in this profession,” said State Veterinarian, Dr. Brian Hoefs. “I look forward to expanding the relationships we have with our partner agencies, veterinarians, and Minnesotans to protect the health and wellbeing of our animals.”

Dr. Hoefs is the 11th executive director to hold the position in the Board's 120-year history. Executive directors are appointed annually by the Board members unless a vacancy occurs, and the position needs to be filled mid-term. For details about other news and events at the Board of Animal Health, visit www.bah.state.mn.us.

Hoefs pronouncer: H-ay-fs

Welcome New Members

Active

Dr. Tami Bauer
Dr. Mary Galle
Dr. Katherine Michaelis
Dr. Michael Moe
Dr. Bernadette Rivet
Dr. Michelle Severs
Dr. Samantha Wojack
Dr. Johnathan Woodman

Non-DVM Veterinary Professional

Ms. Lauren Mortenson
Ms. Courtney Porter

Recent Graduate

Dr. Kayla Ellefson
Dr. Taylor McInnis-Smith
Dr. Gregory Sousa
Dr. Andrea Mercer Kusie

Supporting

Mr. Brian Heath,
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AVMA Delegates Report: 2024 Convention Notes



Dr. Matt Boyle who served eight years as an AVMA Delegate.

Dr. Matt Boyle and I (Dr. Teresa Hershey) just returned from the summer AVMA House of Delegates Convention in Denver, CO. It was Dr. Boyle's last meeting as a delegate, and I would like to start by taking this opportunity to thank him for his eight years of service in this role. Stepping into the alternate delegate role is Dr. Scott Dee. Dr. Dee is a veterinary microbiologist with experience in practice, academia and industry. His research efforts have focused on swine herd biosecurity.

There is always a lot of information to bring back from these meetings, but I think what will be of greatest interest to our constituents is the passing of Resolution 10: Safeguarding Care for Animals with Veterinarian-Led Teams. I have the resolution printed in full to read in this report.

I would like to provide some background on why the delegates thought it important for the AVMA to make a strong statement on keeping animal care decisions in the hands of veterinarians.

With the current workforce shortages, some states are beginning to pass legislation allowing non-veterinarians to expand their scope of practice. For example In Arkansas, recently adopted Act 161, allows Veterinary Technician Specialists (VTS) to establish a temporary VCPR (which must be completed by a veterinarian though an in-person visit within 15 days), order diagnostics, provide a diagnosis or prognosis, and establish a treatment plan (they may not prescribe), and perform minor dental and surgical procedures (not including abdominal, thoracic, orthopedic or neurologic surgeries). Under Arkansas Act 161, the licensed veterinarian that is using, supervising or employing a VTS is responsible and liable for their performance.

A VTS is veterinary technician that has advanced training, and has passed a certification exam in their chosen discipline (critical care, internal medicine etc.)

The AVMA is in support of technicians and VTS's working to the top of their degree, and in fact, believes that utilizing support staff to their fullest degree is the best and most practical way of managing the current work-force shortage. However, this new legislation has gone too far by inappropriately expanding the VTS's scope of practice beyond their education and training,

The AVMA and Arkansas VMA lobbied hard to prevent this bill from passing. Although they were unsuccessful in stopping the bill, they were able to make some significant changes to the original bill, including removing language that says that a VTS may be independently compensated for their services (keeping compensation only through the veterinarian or practice by which they are employed), preventing a VTS from being allowed to prescribe (which would be in conflict with federal prescribing laws) and insisting that abdominal, thoracic, orthopedic and neurologic surgeries were specifically identified as being out of scope.

Monitoring, and lobbying against legislation that is harmful to veterinarians and animals is a large part of what the AVMA does for you as a practitioner. I want to put in an ask here for all veterinarians who have not donated to the AVMA PAC to please do so now. The PAC is non-partisan and the funds you give allows the AVMA to make campaign donations to our representatives which in turn allows us to have access to them. Only 2% of veterinarians donate to the PAC and it is really important for us to have the funds to continue our lobbying efforts.

Continuing on the theme of workforce shortages, another huge value that the AVMA provides is that it collects data to help with making fact driven recommendations for how our profession should tackle the big issues that are currently facing us.

Continued on next page...

AVMA Delegates Report: Safeguarding Care for Animals

One current concern is that many practices are having a hard time finding veterinarians. However, the AVMA has identified that some circulating estimates for workforce needs substantially overestimate demand and underestimate supply for companion animal veterinarians.

Here is some data:

- Between 2022 and 2030, the number of veterinarians providing services for companion animals will grow by more than 20%, from about 80,000 to more than 98,000.
- Increased class sizes, as well as three new veterinary schools graduating their first classes in 2023, 2024, and 2025 contribute to this.
- The 20% increase does NOT include even further increases in veterinarian numbers that will come about by the 10 new veterinary schools that are in various stages of development and the fact that existing veterinary schools may further increase their class size.
- The AVMA projects that we have enough companion animal veterinarians to fill demand, even if existing veterinarians elect to decrease their work hours.

There are still significant shortages in rural America and in certain segments of veterinary medicine, such as food animal, equine, academia, shelters, emergency practices, specialties, and public health. This is where the work needs to be targeted in terms of tackling the current work-force problems.

From Dr. Lori Teller, immediate past president of the AVMA: "Retaining the individuals currently working in the profession is key, as is identifying what attracts veterinarians to the profession's various roles in the first place. Simply increasing the number of veterinarians, creating a mid-level position, and/or relaxing the VCPR isn't the answer."

I would like to invite everyone that would like more information about our work-force shortage, or information regarding the concept of a mid-level practitioner to read "Straight talk about veterinary workforce issues" by Dr. Teller, available on the AVMA website.

In other AVMA news, the new president elect of the AVMA is Dr. Sandra Faeh

You can find the full report at mvma.org/latest-mvma-news-and-stories to read the full AVMA report including action items from the two Veterinary Information Forum (VIF) topics that we asked Minnesota veterinarians to weigh in on **Spectrum of Care: The Why and Barriers to Implementation** and **Sustainability in Veterinary Medicine: The Greening of Veterinary Workplaces**, and the outcome of all resolutions discussed. I also highlight AVMA's partnership with the Presidential **Advisory Council on Combating Antibiotic-Resistant Bacteria**.

Full Verbiage: Resolution 10—Safeguarding Care for Animals with Veterinarian-Led Teams

Animals deserve safe, efficacious, and high-quality care, and animal owners should be able to fully trust the veterinary services provided for them. Accordingly, the AVMA will vigorously defend the practice of veterinary medicine—which includes the ability to diagnose, prognose, develop treatment plans, prescribe, and/or perform surgery—against scope of practice expansions by non-veterinarians that threaten patient health and safety, the safety of animal products, and/or public health. Veterinary healthcare is enhanced through efficient utilization of each member of the team through appropriate delegation of tasks and responsibilities by the veterinarian."

If anyone has a question, or would like to discuss these issues further, please reach out to your AVMA delegates!

Dr. Teresa Hershey, Delegate teresahershey@gmail.com

Dr. Scott Dee, Alt-Delegate scott.dee@pipestone.com



The MVMA Annual Meeting is headed back to the Hilton Minneapolis!

Mark your calendars for February 7-10, 2024. After returning back in person for the Annual Meeting this past February, we are excited to take your feedback and continue to make this a premier event for the veterinary profession in the Midwest.

For the 2024 Annual Meeting, we are showcasing those remarkable people, YOU. The top career choice among children in the Midwest is to become a veterinarian someday. We know you all were inspired by that same dream and worked so hard to make it come true. The 2024 Annual Meeting will serve as a reminder of those dreams.

Throughout the year we will share stories about the incredible career journeys MVMA members took to get into this profession. We would love to hear from YOU. Your time and effort in sharing with us will go a long way in creating a unique campaign that can bring the whole profession together. Head here to share your story and photos with us: mvma.org/share-your-veterinary-medicine-story.

2024 Keynote: Change Your Mindset to Reignite Your Passion



Don't miss Dr. Temple Grandin, prominent author, well-renowned speaker, and professor of Animal Science at Colorado State University.

Dr. Temple Grandin wears many hats and is known for a variety of work throughout her career. A pioneer in designing and improving the handling and welfare of farm animals; a champion of autism rights and employs inclusive neurodiversity from her personal experience with autism and visual thinking.

Dr. Grandin will provide insight into how different ways of thinking can help to reignite your passion for veterinary medicine.

Join us in the Exhibit Hall!

Exhibit Hall registration is now open to MVMA members and the companies they represent. Take advantage of early access to registration to secure the best booth locations before it is open to all interested companies in mid-September.

Exhibitor information and registration links can be found at: mvma.org/2024-exhibitor-information.

Help Honor Your Colleagues Through the MVMA Awards!

(Animal Hall of Fame Now Open to Members, CVTs and Practice Managers)



Nominations for the MVMA 2023 awards are now open! There are so many wonderful stories in the veterinary profession, but we can't share those and honor them without your help.

We are accepting nominations for:

- Veterinarian of the Year
- Distinguished Veterinary Service Award
- Outstanding Faculty of the College of Veterinary Medicine
- Outstanding Industry Representative
- Emerging Leader

Last year we also opened up our Animal Hall of Fame nomination form to CVTs and Practice Managers along with MVMA members. The Animal Hall of Fame was created to celebrate the enduring link between animals and people, the Minnesota Veterinary Medical Association honors domestic animals who exemplify the strength and value of the human-animal bond. You can nominate in three categories (Hero, Companion and Professional).

Head to mvma.org/mvma-veterinary-awards to nominate for the 2023 MVMA Awards and to mvma.org/animal-awards-2023 for the 2023 MVMA Animal Hall of Fame.



Dr. Julia Tomlinson DACVSMR, CVSMT
Dr. Amy Whaley CCRP, CVSMT

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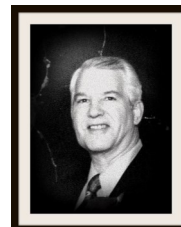
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Thank YOU State Fair Volunteers!

By the time this newsletter hits your mailboxes another Minnesota State Fair will be wrapping up. Thank you to all the volunteers who made this year's Miracle of Birth Center and Surgery Suite exhibits possible! YOU make it possible for the MVMA to continue to engage with the public and showcase this incredible profession. More photos and stories from this year's fair will be in the November/December issue of the MVMA Messenger.

Pictured below: This year's CVM rotation students (left) on prep day for the MOBC and Dr. Lori Pfeifer (right) moderating the surgery suite on the first day of the fair!



Register for the next Senior Vet Council Event!

**Want to see your friends?
Let's MOVE! Join us for a fun day at the Olson Farm in Mora, MN**

What: Don and Dr. Mary Olson invite you to visit their farm and engineering business on **Tuesday, October 3, 2023**. You will be visiting the facilities that design and manufacture the machine that forms microwave popcorn bags. Approximately 70% of the worldwide microwave popcorn bags are made on these machines.

Schedule of the Day:

12:00-12:30pm - Arrive at Farm

12:30-1:30pm - Lunch

1:30-3:30pm - Combine rides, engineering facility tour, and more socializing

Register at mvma.org!



From A Motorhome to a Thriving Rural Vet Clinic



A recent MVMA Facebook post made a request for clinic visit recommendations. Many great suggestions came in and the MVMA plans to see as many as possible, but an opportunity to travel 300 miles north to Rainy River Veterinary Hospital (RRVH) in International Falls, MN was too intriguing to pass up on a beautiful summer day.

RRVH, located along the border of Minnesota and Canada, recently took on a partial remodel. The updated clinic is providing veterinary care to a wide range of clients in the area, and even from Canada, while also catching the attention of tourists who swing through and need veterinary care.

“They are impressed. Nobody expects such a nice facility at the end of the world,” one RRVH staffer commented.

In a time where veterinary clinics are looking for ways to attract new young talent, specifically in rural areas, Drs. Madison McGonigal and Donovan Taylor sought out RRVH with the goal of planting roots and making it home.

What a relief for Dr. Wayne Hasbargen, MVMA lifetime member, who opened RRVH in 1979. During the early years a motorhome was used for house calls and parked in the mall parking lot for clients to come for outpatient services. The motorhome was also used to travel an extensive area, including Baudette and Big Falls.

Now, thanks to the addition of new staff and current Associate Veterinarian Dr. Melody Nicholson, when people ask, Dr. Hasbargen says he is “mostly” retired. He doesn’t seem to have plans to fully step away anytime soon with his daughter Carrie Erickson still running clinic operations as the practice manager and his granddaughter Danielle hoping to get into the veterinary profession in the near future.

While most veterinarians in the retirement transition would be happy to leave any remodeling for the clinic’s next generation, Dr. Hasbargen noticed other clinics around the state were going away with the retired owners.

“I wanted to make it possible to hire good doctors that want to work here,” explained Dr. Hasbargen. “That’s why I spent money at an illogical time. It doesn’t make sense to go into debt and build at this point in my career.”

It’s just one example of how much Dr. Hasbargen strives to have quality veterinary care in the community. When he was first looking to build, he secured a bank loan, but only after a promise to keep business in Baudette...which is 65 miles away from RRVH’s main hospital in International Falls.

“(The banker) retired 30 years ago, and here we are still going to Baudette,” Dr. Hasbargen said while explaining that one DVM and two technicians travel there once a week and operate the busy satellite clinic.

One of the biggest impacts that RRVH makes in the community is through the MVMA’s dog bite prevention presentation for community youth. Their staff has been educating safety around pets to the local elementary and middle schools for over 15 years.

They travel to further out schools, but the majority of the local ones will actually come into the clinic for the presentation. RRVH’s dog bite prevention presentation stands out from others in one notable and intentional way.

“A lot of people presenting don’t use live dogs. We always use live dogs, however, they are chosen very carefully,” explained Carrie who runs the presentation as the practice manager. “The kids see the interaction with a dog and can see the body language. I feel like they take away a lot more from the presentation when they can actually see a dog doesn’t like a hand in the face and they can see how it responds to body language.”

RRVH sends kids home with brochures, disposable stethoscopes and encourages them to teach their friends and family members what they learned. They have even gained business when parents see the positive impact made on their children.

“The biggest positive we had from this is when staff come back and say they watched a kid approach a dog out in public the right way,” said Carrie. **“They are asking permission and doing all the right steps. That is the biggest reward. I have had a few kids that are very scared of dogs get over their fear. You want to teach them how to respect the dogs. You don’t want to just put fear in them.”**

From the updated facilities and new staff to the impact being made across Northern Minnesota, RRVH is proof that the veterinary profession in Minnesota is full of stories across the entire state and that rural clinics can still thrive.

Join MOVE This Fall! Jam Packed Calendar Below

Join MOVE, Minnesota Opportunities for Veterinary Engagement, this fall! Interested in an event below? Head to mvma.org and click on "upcoming MOVE events" for details and to RSVP.

"Med Lasso" night at the Minnesota United on September 16 starting at 7:30 pm. This event is open to DVMs only and will explore the theme found in the show Ted Lasso, "Be curious, not judgmental."

Un-Wined in Mankato on Saturday, October 21st from 4-8 pm at the Chankaska Creek Winery. We are highly encouraging you to attend this event with your clinic colleagues! All members from your veterinary team are invited to come enjoy a wine tour, dinner on us and a chance to connect outside the metro!

Have you found yourself in a pickle? Then you won't want to miss our **Pickleball event** on Sunday, November 19 at the Minneapolis Cider Company from 1:30-4:30 pm. Food and drink on us! DVMs and plus ones invited.



MOVE's latest even was a "Wild Night" at the Minnesota Zoo!

To coincide with the 80s, 90s and new wave music theme for the night, MOVE hosted an event around old school vs new school ways to use medicine, client communications and surgery in veterinary medicine.

Family Fun Day at Canterbury Park!

Thank you to our MVMA industry partners for supporting last month's family fun at Canterbury Park! We started the day with a trolley ride around the facilities and a stable tour where we met multiple racehorses including one that competed that day. Following the tour, we enjoyed an afternoon at the track that included lunch, face painting and even hilarious wiener dog races!

Special thanks to stable tour sponsor Sjoquist Architects, Inc. and general sponsors Boehringer Ingelheim, Butler Vet Insurance, Larkin Hoffman Attorneys and Panacea Financial.



Join POTL for 2024!

While we still have three more sessions left with our 2023 Power of Ten Leadership group, we have already been busy putting together programming for our 2024 cohort! If you know of a colleague or classmate that graduated within the past 10 years and would benefit from joining POTL. Please encourage them to sign-up by going to mvma.org/power-of-ten-leadership-interest

For 2024, we will kick-off in February and have monthly sessions through June before a summer break. We will then finish out the program in the fall with monthly sessions starting back up in September. We will meet on Tuesday evenings with social time from 6:30-7 followed by a 2-hour interactive session centered around the evening's topic.

We encourage meeting in person when and if possible, but are flexible and accommodate a hybrid meeting format. The 2023 cohort was very hybrid focused with four greater Minnesota participants so we encourage you to join the group no matter where you live!

We have started to put our schedule of topics together for the year and will have a more in-depth calendar to share soon.

Tentative Topics:

- Personality Insights Assessment
- Mentorship Training
- Financial Planning (both personal and practice)
- Insurance Tips
- Mental Health and Wellness Resources
- Effective Communications Practices Within a Clinic
- The Importance of Advocacy and Legislation
- Understanding of Regulatory Bodies That Impact the Veterinary Profession
- Discussion around Diversity, Equity and Inclusion within Veterinary Medicine



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MVMA Member Gives Back Through Care of Magical Creatures

Dr. Coniferous Forest Green found himself in awe while having a conversation with a 9-year-old girl who not only dreams of being a veterinarian someday, but already has her whole veterinary career plan mapped out.

“She told me that she’s going to go to Iowa State to get her degree in veterinary medicine. Then move to Georgia and work for Critter Creatures of Love because she likes the way they practice,” Dr. Green said. “She’s only nine and has this all laid out.”

Oh by the way, you may actually know Dr. Green as MVMA member Dr. Nikko Grossapoulos or simply as Dr. G. One week a year he combines his bachelor’s degree in Theatre Arts and his veterinary career at a role-play immersive theater and wizard camp called Frogwarts, originally inspired by the Harry Potter series. He is the Care of Magical Creatures teacher and trains young wizards in dragon scale repair, suturing techniques, owl pellet dissection and more.



Dr. G steps into world of Frogwarts one week a year. Photo courtesy of Frogwarts camp.

Dr. G is well established in the Midwest veterinary community traveling for Zoetis as a Senior Professional Services Veterinarian. His career path, as you might have been able to tell by the Theater Arts undergraduate degree, has had a few twists and turns along the way. While his dreams weren’t as well organized as that 9-year-old girl he met at Frogwarts camp, he did always want to be a veterinarian when he was growing up. Despite those aspirations, he didn’t pursue them initially.

“My high school experience wasn’t always great,” Dr. G explained. “In the 90’s it wasn’t a safe space for me to be myself, so I wasn’t necessarily out as a gay man, but that didn’t stop my classmates from bullying me for being gay on a daily basis. During that time I found my community with the high school theater department. I fell into my initial theater career path because I felt safe.”

Three and a half years into his theater arts degree, Dr. G found that the sense of safety and security he was looking for was within himself and was built around self-confidence and pride in who he was. He also felt himself being called to his original passions, veterinary medicine, so he began simultaneously earning his biology degree. He graduated with a dual major in theater arts and biology sciences, but before he could pursue his DVM degree, his path took another prolonged detour. While building his resume for vet school, he built connections at an emergency clinic and began walking dogs on the side for extra cash. Ten years later and that “side hustle” ended up growing into the top pet care company on the north shore of Chicago, catering to over 2,000 customers and providing jobs to nearly 20 employees.

Eventually he decided to sell his successful company to get back onto the path of veterinary medicine. Now with two kids under the age of two, he was accepted at the University of Minnesota where he completed his DVM degree. After working in the Twin Cities area for five years, he landed at Zoetis and is very active in the veterinary community. He is currently on the Board of Directors for the Minnesota Veterinary Medical Foundation, is part of the MVMF Scholarship Committee, the MVMA MOVE Task Force, has done mentorship for students at the CVM and is on the Alumni Board at the college. Dr. G said it’s the sense of community that keeps him involved.

“Living in the larger Twin Cities environment, yet feeling like I’m part of something that is a small neighborhood community, is what I love about being involved,” said Dr. G.

While his busy schedule prevents him from being involved in much theater anymore these days, the Frogwarts camp provides a way to combine his passions. Amy Ressler who founded and runs the camp used to be Dr. G’s theater professor. When his daughter went to attend the camp last year, it provided an opportunity for him to get involved.

Creativity Carries Dr. G's Unique Veterinary Journey

Every year the curriculum changes at the camp to keep it fresh for campers who often attend year-to-year. The classes are usually centered around a wizard theme, but all have a core in science. Every detail of the camp has been well thought out to create an immersive theater experience.

Dr. G said the kids are kept active from morning to night and he doesn't know any of their real names as they all go by their wizard names. This year, Dr. G called upon the community he has built in his veterinary career for inspiration in his teaching.

"People were so generous when I told them what I was doing," Dr. G said.

From donated stuffed owls, to needle drivers and actual suture kits, Dr. G had a full Care of Magical Creatures setup.

"After seeing kids really get excited about learning how to suture and being able to show them the veterinary connections into the muggle world, **it made me want to shape my courses in the future to inspire kids to want to be more involved in veterinary medicine,**" Dr. G said.

"Veterinary medicine is one of our strong science fields but it's also a field that needs to be carried by people with creativity and imagination".

Towards the end of the camp this year, Dr. G found himself in another inspiring conversation with that 9-year-old girl. She told him her plans to come back to the camp because of the way it helps to bring out her creativity. If you ask Dr. G, the creativity that drives Frogwarts camp is important in the veterinary profession as well.



Dr. G teaching campers Care of Magical Creatures.
Photo courtesy of Frogwarts camp.

"Veterinary medicine is one of our strong science fields but it's also a field that needs to be carried by people with creativity and imagination," Dr. G explained. **"A lot of the things we use to help cure animals are based in science, but yet we often have to use out of the box thinking to diagnosis, treat and cure our patients.** We also work in high stress environments and have to engage our veterinary teams in fun and creative ways."

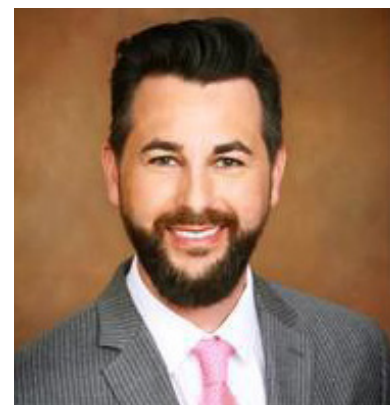
That's why Dr. G believes the most important thing veterinary professionals can do is stay curious. That curiosity has been the driver of his unconventional yet rewarding life path.

"Always stay excited in learning, don't be afraid to try something new, even if it's later in life," Dr. G said. **"If you are in your 40s and 50s and not sure if you want to open your own hospital, you can still do that. Stay curious in your education, your career and your life path."**

We are always looking for more stories!

**Have a story to share or know someone who does?
Is there a clinic the MVMA should take a visit to next?**

Reach out to Marketing and Communications Manager Ryan Tibbitts at ryant@mvma.org.



When not at Frogwarts, you may know Dr. G through Zoetis or his roles with the MVMA and MVMF.

Retirement Savings Tips from MVMA Supporting Member AVMA Trust

Washington Offers a “Carrot,” St. Paul Uses a “Stick” to Encourage Employers to Offer Retirement Savings Programs

Few issues have united the federal and state governments like the challenge of inadequate retirement savings. Washington passed the Secure Act of 2019 to encourage employers – including veterinary practices – to offer employment-based retirement savings programs. Just three years later, in December 2022, the Securing a Strong Retirement Act of 2021 (Secure Act 2.0) was signed into law, providing additional incentives for employers. Meanwhile, Minnesota recently passed the Minnesota Secure Choice Retirement Program Act, leaving the Governor to sign it into law.

Minnesota’s Secure Choice Program

- Once enacted, Minnesota's Secure Choice law will require employers to make a choice: sponsor an employer-based program or enroll covered employees into a direct-deposit retirement account sponsored by the state. While many details of the program have yet to be resolved, some issues are clear: Employee contributions will be solely in “after-tax” ROTH IRA accounts, which will be distributed “tax free” in retirement.
- Employers who fail to either sponsor a retirement program or register their employees with the state program will face yet-to-be determined penalties.

More Help from the Feds

Rather than assessing penalties, the federal Secure Act of 2019 and Secure Act 2.0 create tax incentives for employers that provide retirement programs for the first time.

Offsetting Plan Expenses

The Secure Act encourages employers to create retirement plans by providing tax credits to offset plan expenses. It also simplifies the creation of Multiple Employer Plans (MEPs), which allow groups of employers to pool resources and reduce the administrative costs of running a qualified retirement plan.

One example of an MEP is the AVMA Trust Association Retirement plan. Participating employers set their own plan terms, such as whether they match employee contributions, while taking advantage of economies of scale with a shared administrative infrastructure and investment program. Unlike the Minnesota program, the Association Retirement Plan is 401(k)-based, allowing for higher contribution rates as well as both pre-tax and ROTH contributions.

The AVMA Trust program also may qualify the employer for significant federal tax credits, while improving the employer's offering in a competitive employment market.

For plans created after December 31, 2022, Secure Act 2.0 increases the tax credit to small employers with 1 to 50 employees from 50% to 100% of the start-up costs of a program, up to \$5,000—enough to fully offset the cost of the plan for some employers. Employers with 51 to 100 employees receive a credit for 50% of the start-up costs, up to \$5,000. Note that these tax credits are available only to employers creating new programs or offering a work-based retirement program for the first time.

Employer Matching and Contributions

Secure Act 2.0 also provides tax credits to employers for matching or profit-sharing contributions to employee accounts, up to \$50,000 per employer. For employers with 1 to 50 employees, the law includes a 100% tax credit for employer contributions up to \$1,000 per employee (that earns less than \$100,000 annually). The tax credit applies only to the first year of the plan and goes down to 75% in year three, 50% in year four, and 25% in year five. After year five, employer contributions are simply tax deductible as a business expense. For employers with 51 to 100 employees, the tax credit is reduced by 2% for each employee above 50. This credit may fully subsidize matching contributions made to employees, including veterinary technicians and office staff.

What Next?

Whether Minnesota employers respond to the carrot or the stick (or a bit of both!), the message from both the state and federal governments is clear: If an employer doesn't already offer an employment-based retirement program, it's time to create one. If an employer already offers a program, it's a good time to review it to address changes in the law.

Due to the complexity of the federal laws' provisions in general and tax credit calculations in particular, employers are strongly encouraged to consult a tax professional for advice on specific plans, number of employees, and employee participation levels.

Coming in 2024: Employers will be allowed to make 100% tax-deductible contributions to the 401(k) accounts of employees who can't afford to contribute themselves due to student loan payments by matching loan payments with retirement contributions.

VHA EXP

ADVANCING VETERINARY MEDICINE

Veterinarians, Veterinary Technicians, and Practice Managers are invited to attend this one-day event filled with knowledgeable and inspiring speakers!

In addition to a lineup of fantastic speakers, industry partners will be at the Expo Market Place, showcasing the latest products and services available.

The VHA Expo features an opening keynote, four program tracks, and closing keynote, covering content for all members of your veterinary professional team.

When:

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8:00am - 4:30pm

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Jenni George, CVPM

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Closing Keynote



Marie Holowaychuk,
DVM, DACVECC



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MVMA Honored for DEI Initiative

On July 14, 2023, the Minnesota Veterinary Medical Association (MVMA) received a national Best in Business Award from the Veterinary Medical Association Executives (VMAE) at their Annual Summer Conference hosted in Denver, CO.

The MVMA was honored for their efforts in launching a partnership between the association, Mission Animal Hospital and Cristo Rey Jesuit High School- Twin Cities. The partnership employed a team of four students in a veterinary hospital through the Cristo Rey Corporate Work Study program. These four students share a full 40-hour work week throughout the academic year.

“Our partnership with Mission Animal Hospital and the Cristo Rey Corporate Work Study program aligns with our association’s mission and values. It is a step in the right direction to help high school students from all backgrounds access the veterinary profession.” MVMA Executive Director Kelly Andrews said. “We hope to be a pilot for other veterinary associations that are looking for ways to access youth and increase diversity in the profession. Winning this award is an honor and we hope the national attention will spark conversations around how we can grow this model.”

The partnership came to be through a proposal from MVMA’s Diversity, Equity & Inclusion Action Team. The MVMA is committed to increasing representation, support, retention, and accessibility in the veterinary profession to foster a sense of belonging within veterinary communities. While looking for ways to inspire change the DEI Action Team decided one way to take action would be to grow relationships with youth in diverse communities.

There are 37 Cristo Rey Corporate Work Study programs across the country with 100s of corporate partners, but until now, there had never been a partnership in a veterinary clinic.

“We were impressed with Cristo Rey’s proven track record of success with their work study program and appreciate their willingness to partner in an area they never had before,” Andrews said. “We are thankful to have a great partner in Mission Animal Hospital to help train, mentor and provide a full veterinary hospital experience to the corporate work study students. This partnership aligned with their goals, and we couldn’t have asked for a better clinic to pilot the work study program.”

Sophomore student Diego worked at Mission Animal Hospital this past academic year. His experience highlighted the importance of creating more opportunities for students in the veterinary field.

“Every day I walk into the animal hospital feeling like a part of the team and feeling I’m actually working at the animal hospital because of how much I want to do this for a career,” Diego said in a media story this past March.

The MVMA believes having the veterinary profession listed as an option that students at Cristo Rey can express interest in, is an invaluable impact of this partnership. Not only that, but they gain nearly 300 hours of work experience in a clinic setting in one academic year which will help them tremendously in any future veterinary school application. Students also have the choice to come back to their work study location throughout their high school career providing the possibility of around 1,200 hours in a clinic setting before they even graduate high school.

The MVMA, Cristo Rey and Mission Animal Hospital will again partner for the 2023-24 academic school year. The MVMA’s goal is to expand into similar high school work study partnerships here in Minnesota and help foster others nationally.

“Helping all populations and students believe they can work in the veterinary field someday is how we can ensure the future of veterinary medicine is a diverse one we can all be proud of,” said Andrews.

Media Spotlight

The American Animal Hospital provided an in-depth look into the partnership with perspectives from multiple Mission Animal Hospital staff gathered. Check-out the feature at <https://bit.ly/45heL7c>

Have an idea to share?

The MVMA’s DEI Action Team meets every other month over Zoom. The team is looking for more ways to access youth populations, specifically at the elementary and middle school age groups. If you are interested in joining the team or have an idea to share please email info@mvma.org.

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MVMA CVT Update By Maria Nellessen, BA, CVT, VTS (Dentistry)

For 2023, we had 1,124 Veterinary Technicians submit their certification renewal. It's never too late for them to submit their certification renewal! A \$40 late fee and 5 additional penalty credits (must be medical and interactive based) will be assessed. Please visit our website for more information on renewing lapsed certifications.

If your technician submitted their renewal AFTER June 7th, their report has not yet been reviewed. Please note that renewal submissions normally take at least 8-12 weeks. There may be delays in some of the batches.

Their report may be non-compliant if they submitted prior to this date. Information regarding their non-compliant report is ONLY mailed to them and not emailed.

In addition, they are not able to log into their profile account because their account is pending. If they need to sign up for CE, please have them contact the MVMA via phone and we would be happy to register them for CE/ events.

Thank you for your patience as we work hard on trying to get these completed in a timely manner.

We are excited to celebrate National Veterinary Technician Week from October 15-21, 2023! We will be offering a free CVT Webinar on Friday, October 20 from 12 pm - 1 pm - CPR Basics: When the Beat Stops with speaker Chrissy Damitz, CVT, VTS (ECC). If your CVT is interested, please sign up at mvma.org/cvt-webinars.

Our next quarterly CVT newsletter will be distributed in October. If your technician has not received any newsletters, they are posted on their profile page in their MVMA account.

Are you looking for a "relief" certified technician? Please review our current "CVT Relief List" on our website. This webpage is updated frequently and there are many current CVT's listed!

Whether your exit strategy is one or three years away, here are four tips to consider:

- 1. Don't renew or sign any agreements or leases!** Some agreements are not transferable, and leases will have to be bought out. Don't sign without thinking it out.
- 2. Cut back on expenses now!** Banks and groups look at three years of finances. Start game planning now where you can cut back, without effecting operations.
- 3. Define your goal!** Exiting means something different to everyone. What are your goals, what do you want to do, how long do you want to work?
- 4. Get your practice appraised!** Whether its payroll or cost of goods sold (COGS), you need to know where you have room for improvement.



Scan to contact us!



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What's Coming Next?

By Dr. Al Balay, Chair, MVMA Veterinary Technician Committee

In this article, #19 in the series, we will share the plans for the veterinary technician licensure initiative during the 2024 legislative session including two upcoming town hall meetings. Additionally, we're encouraging participation by independently owned companion animal practices with an AVMA study related to the Veterinary Technician Utilization Inventory. Lastly, we'll share info from AVMA regarding the Five Secrets of Successful Practices.

2024 Legislative Session Strategies: Members of the core LVT Committee group, which has representation from MAVT (Maria Nellesen, Heidi Holste, Kim Horne), MVMA (Dr. Ann Brownlee, Dr. Trevor Ames, Dr. James Bennett, Kelly Andrews, Dr. Al Balay), the Board of Veterinary Medicine (Dr. Julia Wilson) and MVMA Lobbyists (Cullen Sheehan, Angie Huss) met on July 25th for a strategic planning session. The goal was to discuss plans for our legislative efforts this fall as well as suggestions and current events related to veterinary technicians. Two major plans for fall include repeating town hall meetings in the Twin Cities and Rochester and strategizing how to meet with Representatives from the House Health and Human Services Committee.

We've identified Twin Cities and Rochester for upcoming Town Hall meetings. This was because the Twin Cities Town Hall had to switch from an in-person event to a zoom meeting due to a Covid surge and the Rochester meeting was our first Town Hall. Some changes have taken place in our LVT bill language since we did our presentation there. A decision was made to allow the LVT presentation to be the only one at these future town halls, to allow more time for questions and discussion. One Non-Medical CE credit will be awarded to attendees. Watch for invitations to these events.

The Twin Cities Townhall will be held September 27, 2023 at Bloomington-Radisson Blu Mall of America from 6:00 pm-8:30 pm. The Rochester Townhall will be held October 11, at the Rochester-Empire Events Center from 6:00 pm-8:30 pm. Register at mvma.org.

We know that a major key to our legislative efforts in 2024 will be support from the House Health and Human Services Committee that is chaired by Representative Tina Liebling. We have the support of several legislators on this committee including some that have been co-authors of the bill. Working with the MVMA lobbyists we intend to meet with the rest of the members of that committee. We'll be asking veterinarians and veterinary technicians from the legislator's district to join us in those meetings. Constituents of legislators are crucial for gaining legislators' support! You can find the Minnesota House of Representatives committee roster here: bit.ly/mnhhs2324.

Invitation to join an AVMA Study: The MVMA Veterinary Technician Committee invites you to participate in an AVMA study utilizing the Veterinary Technician Utilization Inventory (VTUI). You can contribute to efforts to help address improved leveraging of the skills of veterinary technicians at independently owned companion animal practices. Please consider participation by filling out the survey no later than September 15, 2023: bit.ly/mnvttsurvey.

Five Secrets of Successful Practices: Recently AVMA sent out a list of five key behaviors of successful practices. One of those "secrets" was to "Learn to Let Go and Empower". Strong team utilization means more time for veterinarians to focus on the tasks that require them. There is a link in the article to "Examine how efficiently you use your veterinary technicians." Here is a link to that stay competitive article: avma.org/resources-tools/practice-management

If you've got questions or concerns about licensure of veterinary technicians, please reach out to Dr. Al Balay or Kim Horne, CVT. Come see us at the upcoming Town Hall meetings. Our contact info is found on the MVMA veterinary technician webpages.

QUICK TIP

What can we do to combat suicide and save lives in our industry?

Many people with mental health illnesses can benefit significantly from personal development work. In general, people are unfamiliar or undereducated about personal development. How about you? Do you know your life purpose? What are your dreams? Do you have written quarterly, annual, and long-term goals?

Personal Development

Purpose – 98% of the population is drifting through life without a purpose, wandering aimlessly taking whatever life hands them. We were all put on this earth for a reason, and it is our responsibility to identify this purpose. Once we identify it, then we need to live and work in our purpose to feel fulfilled in life.

Passions – What are you passionate about? What are you doing when you are “in flow” and 5 hours seems like 5 minutes? How much time do you spend on your passions?

Is veterinary medicine your passion and purpose? If so, fantastic! If not, invest time in learning your purpose. If you aren’t passionate about what you spend the majority of your time doing, you will quickly burn out and become miserable.

Plan – What dreams do you have for your life? What does your ideal health look like? What relationships do you have? What impact are you making? What lifestyle do you live? What financial resources do you have? Are you currently living your ideals? If not, what are you doing to get there? Do you have written goals? Do you work on these goals daily?

To live in a better mental and emotional state, determine exactly what it is you want to achieve in your life and write it out. Then write why you want it. Follow this by taking action!

Life is all about choices and priorities. When the “why” is strong enough, you will naturally make it a priority.

I have 15 years of extensive education and experience in personal development. I am currently involved in a non-profit working with veterans to help them find a new purpose in “life after the military”. We have saved dozens of lives! Suicide is rampant for veterans and veterinarians. I will do everything I can to save one more life! It is part of my purpose and one of my greatest passions. If you want help identifying your purpose, passions, and setting goals to create your ideal life, give me a call!

Current Listings in Minnesota:

1. **SOLD CORP!** 5 DVM, SA, Just south of the Mpls Metro
2. **SOLD!** Mpls Suburb, 1 DVM, SA, highly profitable
3. **SOLD!** 1 DVM, SA, Bluff Country
4. **SOLD!** 2 DVM, SA, Rochester Area

****Visit our website for additional details on our listings****



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Veterinary Practice Sales & Appraisals

Meet Your 2023-24 MVMA/MVMF Student Representatives



Julia Hartmann was born and raised right here in the Twin Cities, and obtained her BS in Animal Science at the University of Minnesota with the hopes of getting into vet school someday. She is now an incoming 3rd year DVM student at the University of Minnesota College of Veterinary Medicine. Although Julia's professional interests tend to change on a weekly basis, she is currently most interested in small animal general practice, or small animal internal medicine; we'll see what new aspirations the next year brings!

Julia currently works part time in the ICU at a local emergency veterinary hospital. When not working on veterinary related activities, Julia enjoys being active outdoors, making arts and crafts, and spoiling her cat Dexter. Julia is excited to continue her role as a 2023-'24 MVMA Student Representative and find new creative ways to get students more involved with events, and help find out ways that MVMA and MVMF can help the next generation of vets.



Kayla Sawchak was born and raised in Marshall, MN. Before vet school, Kayla was a licensed Social Worker in the state of North Dakota working with individuals in the prison system to reintegrate into their communities. Deciding to go back to school, she completed her pre-requisites at North Dakota State University. As a second year DVM student at the University of Minnesota, she is planning on tracking mixed animal. Kayla is interested in pathology, dentistry and anything large animal. Kayla currently works as a student technician at the Piper Equine Hospital located on the U of M campus. When she is not studying endless hours for vet school, Kayla enjoys reading, cooking, watching movies, and traveling.



Bri Hotzler is from Hosmer, SD and obtained her Bachelors of Science degree in Animal Science from Iowa State University. A second year DVM student with the SDSU/UMN 2+2 program, she is planning on tracking small animal with a concurrent Masters of Biological Science degree from South Dakota State University. Bri is most interested in shelter and community medicine, and is eager to expand her horizons internationally. During her time as an undergraduate, Bri took a summer internship in Bangalore, India and has since held a passion for international medicine. Although unsure of where she will settle down, she cannot wait to practice shelter medicine all over the globe.

Attention Students!

Did you know all CVM students have MVMA dues automatically covered?

Head to mvma.org/students for all the details about your membership including how to apply for scholarships, great benefits and more!

**Thank You for Attending
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Congratulations to our winners!!**

Teams:

1st Place Foursome:

Kirk Smith, Jim Winsor,
George Thiesen, Tim Krienke

2nd Place Foursome:

Chris Anderson, Brent Born,
Karl Omdahl, Matt Kruse

10th Place Foursome:

Michael Schmeling,
Paul Fitzgerald, Dave Ranzinger,
and Joshua Vigdal

1st Place Women:

Kelly Andrews, McKenna Andrews,
Nancy Peterson, Ann Brownlee

1st Place Class Year: 1985

Kirk Smith, Jim Winsor,
George Thiesen, Tim Krienke

1st Place Senior:

Kirk Smith, Jim Winsor,
George Thiesen, Tim Krienke

Best Dressed Team:

Chris Anderson, Brent Born,
Karl Omdahl, Matt Kruse

Best Decorated Cart:

Jason Nordaune,
Madison Nordaune, Erin Burton,
and Ross Nelson



Foundation Feature



One Dollar at a Time

This past January, the MVMF awarded over \$157,000 in student scholarships to DVM students at the University of Minnesota. But the mission for the foundation goes far beyond scholarships, because securing the future of Veterinary Medicine means supporting the current veterinary community, thus benefitting animal health.

The MVMA/MVMF We Care Fund was established to provide a resource fund for veterinarians that are experiencing personal tragedy. The MVMA executive director in consultation with the MVMF leadership reviews the personal tragedy situation and determines whether the situation merits a gift to the family that is affected by the personal tragedy.

Now, more than ever, it is important the MVMF continues to push forward with their mission, and encourage engagement among members, and the community. Through our signature events, The Golf Classic and the Shoot for the Future Clay Shoot, as well as generous donations from our MVMA members, and participation in programs such as the We Care Fund, the foundation continues to support scholarships and grants that benefit veterinary medicine in Minnesota and beyond. To learn more about these and other programs offered by the MVMF, or to participate in the upcoming Shoot for the Future Clay Shoot on September 14, please visit mvmfcares.org. You can also contact Erin Truax at erint@mvmfcares.org.



This year's sponsored student foursome out at the MVMF Golf Classic!

Students: Apply for an MVMF Scholarship by November 30!

- ACADEMY POMEROY DVM/PHD SCHOLARSHIP - \$2,500
- AERC SCHOLARSHIP - \$5,000
- AEVS LEGACY SCHOLARSHIP - \$6,000
- ARROWHEAD VETERINARY MEDICAL ASSOCIATION SCHOLARSHIP - \$6,000
- DR. ANDREW AND CAROL MILLS VETERINARY DERMATOLOGY SCHOLARSHIP - \$6,000 (NEW in 2024!)
- DR. DICK REIERSON VETERINARY DENTAL SCHOLARSHIP - \$12,000 (5 available)
- KERN AND JEAN SCHWARTZ FOOD PRODUCTION SCHOLARSHIP - \$6,000
- MVMA AWARD – LEADERSHIP AWARD - \$6,000
- MVMA VBMA STUDENT SCHOLARSHIP - \$6,000
- MVMF CARES SCHOLARSHIP - \$6,000
- MVMF COMPANION ANIMAL SCHOLARSHIP - \$6,000
- MVMF FOOD ANIMAL SCHOLARSHIP - \$6,000
- MVMF DIVERSITY, EQUITY, AND INCLUSION (DEI) SCHOLARSHIP- \$6,000 (NEW in 2024!)
- MVMF JAMES O. HANSON CONTINUING EDUCATION SCHOLARSHIP - \$6,000
- MVMF MARGARET POMEROY SCHOLARSHIP - \$6,000
- MVMF PAST PRESIDENTS SCHOLARSHIP - \$6,000
- MVMF PUBLIC HEALTH SCHOLARSHIP - \$6,000
- MVMF SPANNAUS SCHOLARSHIP - \$6,000
- MVMF VHA MEMORIAL SCHOLARSHIP - \$6,000

*Visit MVMFCares.org to apply!



14TH ANNUAL MVMF

Shoot for the Future Clay Shoot

Presented by, BluePearl Pet Hospital

September 14, 2023

📍 Wild Marsh Sporting Clays
13481 Co Rd. 3
Clear Lake, MN 55319

🌐 Register at MVMFCares.org



WHAT'S NEW AT THE U?

NEWS FROM THE UNIVERSITY OF MINNESOTA COLLEGE OF VETERINARY MEDICINE



September/October 2023

New Hospital Director Named for Veterinary Medical Center



Photo courtesy of College of Veterinary Medicine

The College of Veterinary Medicine (CVM) has named Dr. Amy Snyder, '94 DVM, as the associate dean for clinical affairs. As associate dean, she will serve as hospital director for the Veterinary Medical Center (VMC) and provide leadership, oversight, and guidance for the strategic and operational aspects of the College's clinical programs.

Prior to joining CVM, Snyder worked as senior vice president of marketing and medical director at Medvet Medical and Cancer Center for Pets in Worthington, Ohio; as director of agricultural education at Greenacres Foundation in Cincinnati, Ohio; and as a veterinarian at the Animal Hospital in West Chester, Ohio. Drs. Mike Henson and Scott Madill have served as interim co-hospital directors for the VMC since 2020. Snyder will officially start on Aug. 28.

Upgraded Linear Accelerator Online and Serving Patients

The Medical Oncology and Radiation Therapy service at the Veterinary Medical Center is now offering radiation treatment through a new state-of-the-art linear accelerator, the Varian Edge. The service temporarily paused treatments while the machine was being installed. It is now welcoming back patients and once again accepting referrals. To refer pets for radiotherapy, please call 612-624-7034 for a consultation.

First Phase of Transformational Learning Corridor Complete

The College of Veterinary Medicine has finished the first phase of a renovation project that is revitalizing underutilized space and creating an innovative environment for competency-based student learning. When completed, the Transformational Learning Corridor (TLC) will provide students with hands-on learning experiences through a state-of-the-art student surgical suite, a clinical and surgical skills training lab, and a student access zone. An open house celebrating the completion of phase one was held on Aug. 23.

Research Indicates Tailored Probiotics Have Positive Effects on Poultry Health

A recent study from researchers at the College of Veterinary Medicine found that probiotics developed using strains from a host animal resulted in healthier and more productive chickens than those that were given non-host-specific strains. The research team, led by Tim Johnson, professor in the Department of Veterinary and Biomedical Sciences, had speculated that a probiotic developed from bacterial strains isolated from the targeted host animals would more readily colonize the gut, thereby offering stronger health benefits and reducing the need for frequent application. These insights can help researchers develop new, more effective probiotics to improve poultry health—and, potentially, the health of many other species.



Photo by Obie Fernandez on Unsplash



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UNIVERSITY OF MINNESOTA



THE GOOD AND THE BAD OF NOSTALGIA

By Mrs. Athena M. Diesch-Chham, MSW, LICSW



Far too many stories and memories start with the adage “Remember when...” All it usually takes is one person to strike up this line of thought and so many of us find ourselves jumping into the pool of the good old days and good old times of the past. I traveled down this road recently with someone about my years in 4-H and experiences with showing swine at the county fairs. It was fun, but what if our brains are failing us in a very real way when we do this?

The basics of nostalgia live in that we as humans are pulled back to memories, of days and times in the past that elicited emotions. Joy, happiness, accomplishment, or success to name a few. When we go back into these memories, we can re-experience those same emotions and relive some of the power we got from them in the moment. On the surface this all sounds wonderful, and as I write this now, find myself reflecting on some big days in my past, and feeling that sense of accomplishment and pride in what I had done. This is the good of nostalgia. When we have reached a goal, and feel a sense of pride and accomplishment, and can revisit that memory it reminds us that we can do hard things, and we can succeed.

Professionally, I wish that was all nostalgia brought with it. However, that is not the case. As with most things, when there is good, there is often bad too. Nostalgia can be painful and damaging too. Our brains are incredible, intricate, and often a bit too devious. When we reminisce about past experiences that pushed us to our limits or challenged us in ways that we didn’t expect our brains often find ways to glamorize or even cover up parts of the experience that were less than ideal or even damaging. Our brains can quietly gloss over painful parts of memories and open the door for us to question why that was so hard for us at the time. This dichotomy has the potential to be painful and can lead to triggers of anxiety and self-doubt, results that were not intended, nor hoped for when we dipped into nostalgic space. Here lies the bad. Leaving the present and returning to a sugar-coated version of the past makes it almost impossible for us to evaluate ourselves, our growth or evolution since the event of the past.

I am not about to take the stance that we should not engage in nostalgia, that feels a bit bold. What I will say is that if you are going to travel down that road, don’t do it alone. This is one of the strongest messages in literature. That nostalgia stays in its positive lane most frequently when we are engaging in it socially. When we engage socially, there is a greater chance that the glamorized parts are slimmed down, and instead closer to the real experience is re-lived.



Don't forget that Athena is here to help. Any team member working at a practice where an MVMA member is employed will be able to access the MVMA's mental health and wellness benefit. Don't hesitate to reach out to us with more questions at info@mvma.org and checkout www.restorativepathcounseling.com to learn more.

MVMA 2023 Academy Seminar

Emergency and Critical Care Medicine 101

Thursday, September 21, 2023 • 9:00 am – 3:35 pm

Register online at www.mvma.org/seminars

Sponsored by...



Speaker: Kelly Tart is a professor at the University of Minnesota, Veterinary Medical Center in St. Paul, Minnesota. She completed an internship at the Veterinary Institute of Trauma and Emergency Care and an Emergency/Critical residency at the University of Minnesota. Twenty-five years ago, she started the current Emergency/Critical Care service at the University of Minnesota that has grown into one of the largest receiving services at this institution. Dr. Tart has trained many ECC residents and specialty interns, along with 150+ rotating interns. Currently, she is the ECC Section Chief along with being the Small Animal Internship Director and UMN Blood Bank Director. Areas of interest include acute abdomen, fluid resuscitation and toxicology.

What you will learn on seminar day:

Does the impending arrival of an emergent patient create an immediate stress response? If so, then this full day seminar is perfect for you to sharpen your skills in basic veterinary emergent care! These lectures will focus on the common concepts surrounding both emergency and critical care medicine. Such topics will include the review of common ER medications, toxicology, trauma care, acute abdomen diagnosis and many more. The lectures will review the diagnostic and/or therapeutic care along with recent literature to ensure confidence when dealing with an emergent patient. Additionally, there will be an interactive session which will allow you to explore therapeutic options on challenging cases.

MVMA 2023 Fall Staff Seminar

Implementing a Nutrition Management Program in Your Practice

Thursday, November 16, 2023 • 9:00 am – 3:35 pm

Register online at www.mvma.org/seminars

Sponsored by...



Speaker: Dr. Julie Churchill received her DVM from Michigan State University and completed combined residencies and her PhD program in small animal internal medicine and clinical nutrition at University of Minnesota. Dr. Churchill is a Diplomate of the American College of Veterinary Nutrition. She serves as director of the Nutrition Service and Associate Medical Director at the University of Minnesota Veterinary Medical Center. Dr. Churchill is passionate about all aspects of clinical nutrition including its role in maintaining wellness and preventive care, obesity prevention and treatment, the nutrition needs of geriatric patients, management of kidney diseases, and critical care nutrition. She teaches practical ways to integrate nutrition into the care of every patient.

What you will learn on seminar day:

Nutrition management is one of the most impactful ways to mitigate disease and help clients keep their pets healthy for years to come. But pet owners don't always look to the veterinary team as a source of nutrition guidance and information. Learn how to make your veterinary team the preferred nutrition resource for your clients. Discover the ins and outs of implementing a nutrition management program in your practice, including how to collect nutrition history, promote proper nutrition, demonstrate the behaviours that support healthy diet, and make personalized recommendations that meet the needs of each patient to ensure they live their best lives through great nutrition.

***Register for both seminars at mvma.org/seminars!**

Members who renewed before July 31, 2023 are eligible for a 15% discount on our quarterly seminars as well as the 2023 Annual Meeting. A discount code will appear for you as you go to register for any of the events online.



Your Dream, Your Vision, Your Legacy.

At Lakefield Veterinary Group, we want to invest in our Doctors and team, just as you invest in your work, education and patients. Maintaining the highest medical and ethical standards in veterinary medicine is important to us, and is a prerequisite for joining our team. We are looking for potential candidates with excellent communication skills, the ability to interact well with other Doctors, team members, and clients, has a sense of humor, and most importantly, has a passion for veterinary medicine.



See What's Possible

Are you interested in joining the Lakefield team?
Explore Our Careers: bit.ly/LFmnmva23



With Lakefield, relationships come first.

As a veterinarian who has spent a career building a practice, you deserve a partner that appreciates and respects your incredible work and takes a long-term approach to the continued success of your business. With Lakefield, you get a partner who shares your values, is committed to your legacy, and will care for your team and your community.



Sell Your Practice: bit.ly/LFmnmva

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- Airport Animal Hospital
 - Andover Animal Hospital
 - Animal Care Center
 - Blaine Central Veterinary Clinic
 - Chaska Valley Veterinary Clinic
 - Companions Animal Hospital
 - East Valley Animal Clinic
 - Edina Pet Hospital
 - Excelsior Animal Hospital
 - Heritage Pet Hospital
 - Inver Grove Heights Animal Hospital
 - Keller Lake Animal Hospital
 - North Shore Veterinary Hospital
 - Plymouth Heights Pet Hospital
 - Rockford Road Animal Hospital
 - South Metro Animal Emergency Care

Ready to transition your practice? Contact us to learn what Lakefield Veterinary Group can do for you and your practice.

Dr. Gary Goldstein | P: 612.802.5031 | E: ggoldstein@lakefieldvet.com | Chad Quick | P: 832.443.8542 | E: cbquick@lakefieldvet.com

MVMA Messenger, Bi-monthly Newsletter:

Schedule: Online classified ads will be processed every Monday.

Deadlines for 2023 Newsletter Classified Submission:

- November/December issue - October 13, 2023

Classified Ads will be placed online and included in our MVMA Messenger publication. Your payment will cover both the online and newsletter listing per ad. To post an ad, fill out the form found at www.mvma.org/classified-ads-information. Classified ads will not be invoiced. Once placed, your ad will remain active online for two months and will appear in the MVMA News for one bi-monthly newsletter issue.

The Minnesota Veterinary Medical Foundation (MVMF), a 501 (c)(3) nonprofit charitable arm of the MVMA, will accept your tax-deductible donation of items over \$300 in value, such as used veterinary equipment. These items will be placed in our online classifieds advertisements with an acknowledgement of your donation and inquiries will be handled by the MVMA staff. Please call Erin at the MVMF 651-645-7533, to discuss your donation.

Classified Ad Fees:

MVMA Members

First 50 words \$20.00
 Additional words \$1.50 each

Non Members

First 50 words \$80.00
 Additional words \$1.50 each

MVMA Classifieds



FEATURED CLASSIFIED ADS

Bass Lake Pet Hospital located in New Hope, Twin Cities suburb. Great opportunity for FT or PT veterinarian. Private ownership, great compensation, benefits cover nearly everything. Super experienced staff. This is a position you need to check out. See our ad below and do contact our practice manager. Don't pass up the best veterinary job in town.
Terig60@gmail.com

Pine Cone Pet Hospital is an upbeat, fun, rewarding, energetic privately owned small animal practice in a very desirable community with great school systems and clientele. We are a well-rounded hospital with advanced medical and surgical capabilities. No on-call, weekends, and holidays closed. Scheduling for your Life balance, mentorship, collaboration and enjoying our time together is our backbone.

Partner & Associate Veterinarians **Hometown Veterinary Partners** · Champlin, MN Ready to create an amazing culture and provide pet care in a brand new, beautifully built veterinary hospital? Hometown Veterinary Partners was founded with a mission to empower veterinary professionals by building veterinary hospitals which inspire, uplift, and fulfill. We're hiring Partner and Associate Doctors to open, lead and provide care in veterinary hospitals right where you live. To apply: <https://hometownvetpartners.com/careers/>



Veterinarians Needed

At Home Animal Clinic, located in beautiful Stillwater MN, is looking to add an associate to our three-doctor practice. Historic Stillwater is a charming river town located on the St. Croix National Scenic Riverway. As a private, locally owned, and AAHA accredited hospital, we are committed to you and your work-life balance. We want you to find the stability & flexibility you deserve to enjoy your life at work as well as outside of the clinic. We strive to provide our clients an in-clinic experience that provides the comforts of home. We have dedicated clients who trust us and appreciate the quality of pet care we deliver. All appointments are scheduled 40 minutes per pet to allow time for client education and relationship building.

We are seeking a veterinarian with a passion for general medicine and preventative care. Opportunities for surgery and dentistry duties are also available. Our remodeled facility is well-equipped with the up-to-date toys and tools you need. We have IDEXX in-house lab suite, DR X-ray, Samsung ultrasound, Tonopen, and Midmark equipped dental/surgery suite.

A friendly outgoing personality, commitment to client communication, and desire to establish long-term relationships are strongly desired. There is no emergency or on-call duty. We do ask that you be available to work three to four weekday shifts per week and every other Saturday morning. Benefits include: Competitive base salary; Set weekly schedule; Paid Time Off; Paid Holidays; 401K with match; HRA for health care; Generous annual scrub allowance; CE allowance; Professional liability insurance, license and membership Dues. Please send resumes to Business@AtHomeAnimalClinic.com

Rice Pet Clinic & Hospital in St Paul (Little Canada) Minnesota. Associate veterinarian position available - Full Time. Our focus is on a positive work culture that results in enjoyment of every team member's career. Our team members are our biggest asset. We love mentoring new graduates with a passion and drive to learn and grow. 4 day work week, no weekends or late evenings. Closed for major holidays. Highly competitive compensation package. We are a well rounded general practice with updated facilities and equipment. Please email your resume along with some times we can connect by telephone to support@ricepetclinic.com. We look forward to introducing ourselves.

Animal Medical Center on Crow River is seeking FT & PT small animal and mixed animal DVM's. Experience preferred but we pride ourselves in mentorship of new grads - we will have you producing at a very high level and winning cases with our proprietary approach to patient care and case management. One hour West of Twin Cities, Hutchinson is a growing city of 15,000 with associated amenities - great parks, trails, schools, lakes, year-round indoor/outdoor recreation, and sports. We are an established clinic with full diagnostic capabilities and support staff. We provide answers and solutions, both medical and surgical, with minimal referral. If you want to advance your talents to the fullest, win cases while respecting your client's budget, in a fun and relaxed environment then please check us out. We offer a salary package that far exceeds national averages using a version of the Pro-sal formula. We will teach you how to produce so you can escape from Vet School debt and gain freedom in your life. Benefits include retirement plan, benefits package, paid time off, CE allowance, pet care discount, daily in-house case review and support, and continuous medical/surgical/business training. FT signing bonus. Please submit resume to AnimalDr@hutchtel.net or call Katie at 320-587-4044.

Are you looking for the perfect practice to call home? Look no further! At **Blue Sky Animal Hospital** we are driven by our core purpose: "Partnering with families to improve the lives of pets"! We take our role as pet advocates very seriously and fully embrace the Fear Free approach to enhance the veterinary visit experience of our clients and patients. Our Niche is "Providing choices in healthcare for all pets." We offer a unique mix of traditional approaches as well as less-traditional such as therapeutic laser, rehab services, and a wide range of nutraceutical and natural supplement products. Competitive base salary with commission bonus on production. Generous benefits package including but not limited to medical, generous PTO, uniforms, IRA with match, CE allowance, professional dues, and more! We are proud of our highly skilled team who enjoy working together in a culture built around our Core Values: Be Adaptable, Adhere to timeliness, Be Driven, Knowledge Rocks, Passionate Relationships, Inspire Positivity. If you are looking for a practice with a foundation in collaboration, respect, team member wellbeing, integrity, and work-life balance email your CV and cover letter to lindaspang@msn.com. We look forward to hearing from you!

Come join a rapidly growing team with great culture in the beautiful Uptown region of Minneapolis! **CityScope** on Excelsior is looking to add a positive, motivated, goal-oriented veterinarian to our team. We are a privately owned practice with a focus on a fun working environment, mentorship, team empowerment, and career development. Do you have dreams of being a practice owner? Are your goals to develop as a surgeon, ultrasonographer, future leader, or well compensated associate? We can help! dan.lewer@cityscopevets.com

Champlin Park Pet Hospital is looking for FT and PT associate veterinarians with strong client communication and education skills, who truly enjoy practicing quality medicine in a local community setting. We have an excellent support team that facilitates the practice of quality medicine and contributes to an upbeat positive atmosphere which enables us all to provide the best care for our patients. We offer: A competitive base salary; sign on bonus; Monthly production bonus potential; 100% company paid medical and dental benefits; No weekends; AVMA PLIT professional liability insurance; Exceptional CE benefits and more. Please send resumes to practicemanager@champlinparkpethospital.com, we look forward to having you on our team.

Pursue your professional and personal passions with **Brainerd Animal Hospital!** We offer a competitive benefits package with buy-in potential. Work life balance is a priority - doctors and staff enjoy a four-day work week, with no scheduled Saturday hours. On call is shared with area clinics and is an ~12 doctor rotation. After 10 pm all emergency calls are forwarded to an ER clinic. The practice has full in-house diagnostics, high speed dental machine, and a well-equipped surgical suite with orthopedic capabilities. Our team strives to be caring and compassionate with all clients, patients, and their individual needs. The Brainerd lakes area boasts world class outdoor fun during all seasons. Brainerd has a small-town feel, with big city amenities - fine dining, spas, and shopping are just outside your door. Please call 218-829-5118 with any questions or send resumes to brainerdanimalhospital@gmail.com.

Todd County Veterinary Clinic is seeking to hire a small or mixed animal associate for our 3 doctor mixed animal practice located in Long Prairie and Clarissa, MN. Please call Jeff at 320-732-6922 and he will tell you all about our well respected practice.

The **Morris Veterinary Center** is seeking a full-time small or mixed animal veterinarian to join this well-established practice in the west-central Minnesota small college town of Morris, a great location for raising a family. Small animal hospital furnished with IDEXX Lasercyte and Catalyst, electronic records, ultrasound, digital radiography, surgical and therapeutic lasers. Easi-Scan ultrasound, semen testing equipment, portable chute, truck and Bowie unit provided for large animal work. Excellent, helpful support staff. Competitive salary based on experience, all health insurance premiums paid, all CE costs covered, PTO. New graduates welcome to apply. Please contact Dr. Aaron Rokey at 320-287-0438, e-mail: arockeyvet@yahoo.com.

Small animal veterinarian needed for a busy **East Grand Forks**, MN practice. Ideal candidates should enjoy work as a primary care veterinarian, including wellness care, sick and injured patient care, routine spays and neuters, GI surgeries and dentistry. We have in-house chemistry and hematology equipment, digital survey and dental radiology and electronic medical records. We offer a competitive wage and benefits package. Please email resume and cover letter to Dr. Kyle Peterson at k.peterson@petersonvet.com.

The **Alexandria Veterinary Clinic**, located in beautiful "Lake Country" of Central Minnesota, is looking to add a part or full-time companion animal practitioner to our team. Our clinic is a thriving, well established four doctor mixed animal practice. We pride ourselves on the highest quality of medicine and compassion for our patients. We offer our clients the best care and take pride in our customer service. We are a well-equipped practice with a highly trained support staff that is passionate about what they do. Our ideal candidate is someone with excellent communication skills, a teamwork mentality and the desire to provide outstanding patient care in our community. We strive to create a good work/life balance for our team members. We offer a competitive salary, exceptional benefit package, and more. Candidates of all experience levels are encouraged to apply.

We're ready to welcome someone who wants to become a part of our clinic team and our community! We would love to have you visit our clinic for a day! Please contact Chris at 320-762-8112 or send your resume to chris2@alexvet.com.

Seeking Part- or Full-time Associate Veterinarian to join busy 7-doctor practice in the growing city of Mankato! **Minnesota Valley Pet Hospital** has a beautiful new facility, high-quality medicine, and multiple referral hospitals an hour away in the Twin Cities. We have been independently owned and thriving for more than 50 years - this lets us offer competitive compensation, but also have a personal touch, caring for our team's work-life balance and enjoying long-term relationships with clients and staff. Searching for an individual with great teamwork, communication, and problem-solving skills, as well as empathy, enthusiasm, and a sense of humor! Experience is a plus, but we also love to mentor new grads. Mankato is in the Minnesota River Valley with excellent schools, an active arts community, and great recreational activities. Join a caring and talented team in an outstanding place to call home! Inquiries to Amy at mvph.office@gmail.com.

House Paws Home Veterinary Care is seeking an Associate Veterinarian to join our full-service small-animal mobile practice in the Twin Cities. We offer competitive salary, weekends off, a supportive environment, and a close-knit family feel. Visit our website (www.housepawsmn.com) for more information about our mission and services. If interested, please contact Maddie at maddie.housepaws@gmail.com.

Hastings Veterinary Clinic is in search of FT or PT associate veterinarians to join our privately owned practice. Hastings is home to an established education system, beautiful outdoor biking paths, and a vibrant downtown located on the Mississippi River. Come enjoy a small town feel despite its short 30-minute drive from the Twin Cities. We welcome all new and experienced applicants that are eager to advance their veterinary skills. Our current veterinarians are pleased to mentor and develop the skills of all who seek it. The clinic is a fast paced, growing practice with a passionate team that is dedicated to delivering exceptional patient care. We offer a competitive salary, sign-on bonus, CE allowance, relocation allowance, travel compensation, health insurance, flexible scheduling, and buy-in potential. We cannot wait to meet you! Please send your resume to info@hastingsveterinaryclinic.com.

Kind Veterinary Clinic located in St. Peter, MN has an opening for a small or mixed animal veterinarian. We are a 3-doctor generational clinic established for over 65 years. Our clinic has 3 exam rooms, a treatment area, and a surgery room and room to grow. We emphasize dental care and have a fully equipped dental area. If you have a surgical interest, come talk with us! We are a family-oriented team, ready to mentor a new graduate or support a seasoned DVM. We are always looking for innovative opportunities for new services. We are offering a very competitive compensation package including medical benefits, CE allowance, clothing allowance, sign on bonus and other incentives. For information, please visit www.kindvetclinic.com. Please submit resumes to megan.brinkmeyer@nva.com.

Cleary Lake Veterinary Hospital is looking at hiring a PT/FT Associate Small Animal Veterinarian to join our team. We are a progressive hospital in Prior Lake servicing clients throughout the southern metropolitan area. CLVH offers state-of-the-art facilities, full in-house IDEXX laboratory, digital radiography, ImproMed EMR, and much more! Our hospital has highly-trained and experienced support staff that emphasizes high-quality medicine and the relationship between the veterinarian, client, and patient. With no on-call duty, we strive to create a good work/life balance for our team. We offer a competitive compensation and benefits package along with a yearly expense/CE account. Please send resumes to ctate@clvets.com. Hospital website: www.clearylakevets.com.

Are you a skilled and compassionate veterinarian seeking an opportunity to make a significant impact on the lives of furry companions in need of immediate care? Look no further! **The Animal Emergency and Referral Center of Minnesota** is currently seeking dedicated Full Time and Part Time Veterinarians to join our Urgent Care team. Please submit your updated CV and a cover letter detailing your interest in this position to SRShadwick@aercmn.com. AERC offers a variety of benefits, including but not limited to Medical, Dental, and Vision Insurance provided at up to 80% covered by AERC. Short-Term, Long-Term Disability, Life Insurance, and EAP are provided at no additional cost to you. Uniform, Pet, and CE stipends are available, and more. SRShadwick@aercmn.com

North Mankato Animal Hospital is seeking an associate veterinarian, full or part-time. We are a small animal only practice. We have all the equipment you need to practice the highest quality medicine, including surgical laser, x rays, gas anesthesia, and in-house lab. We offer full benefits including, health, dental and disability insurance.. generous compensation and paid time off. No Saturdays. send us your resume and cover letter mnelson@northmankatoanimalhospital.com

MONTICELLO VETERINARY CLINIC is seeking one or more Associate Veterinarian(s) that is small, large, or mixed animal focused to join our four-doctor team. MVC is a privately owned, family oriented, well-established practice serving 8 counties in eastern Iowa. MVC is located along Highway 151 between Cedar Rapids and Dubuque providing a small-town experience with city amenities a short drive away. MVC is celebrating 55 years as a mixed animal practice which is currently 60% small animal and 40% large animal care. Our practice has a rotating on call schedule. We offer Excellent Benefits: Competitive salary, 100% health care, advantageous 401k, mileage reimbursement and/or vehicle provided, paid vacation, continuing education and clothing stipend. All experience levels are welcome to apply. Learn more about our clinic by following us on Facebook or visit our website www.montivets.com To apply/learn more: send cover letter and resume to montivets.business@gmail.com or call 319-465-5402 to speak with Karen Hogan Office Manager.

A flexible life-work balance, paired with the best medicine, sprinkled with food trucks and team building events, makes our team-orientated clinic a great place to build your career. We can help you be the best Veterinarian you can be at **ZimmVet**. Our privately owned, 2021 AAHA clinic of the year is located a short 38 miles from downtown Minneapolis. Enjoy a reverse commute, while working with a caring staff with a 1:5 veterinarian to staff ratio. We are a progressive five-doctor practice with a full time HR manager, pharmacy technician and a career development program to train future certified technicians. At ZimmVet, Veterinarians are Doctors, and don't have to play receptionist, technician, and pharmacist. We are growing into our newly remodeled building and need Veterinarians interested in surgery, urgent care, and general medicine. Competitive time off, health insurance, CE and production package. Want to hear what your future teammates have to say about ZimmVet, go to zimmvet.com/career-opportunities and watch the video made just for you. Email a resume to doctorkrenz@zimmvet.com

Companions Animal Hospital is looking to welcome a Medical Director who is positive and collaborative to join an awesome team! The Medical Director role focuses on leadership, communication, and professionalism. As the Medical Director, you will be vital to the practice's vision and strategic planning and will manage the quality of care for our patients. Candidates must have a minimum of 4+ years of clinic experience and willingness to positively lead a talented team. Our Values The way we approach our work matters. Our core values—do the right thing, fun, wow service, respect, and learning—guide everything we do at Companions Animal Hospital. Join the Lakefield Family Companions Veterinary Hospital is part of the Lakefield Veterinary Group—a family-owned company that offers support and resources to hospital teams while empowering them to make decisions about how they practice medicine and show up for their communities. Find out more at careers.lakefieldvet.com. For a complete job description or additional details, please reach out to Jareema.donaldson@lakefieldvet.com.

Mille Lacs Veterinary Group is seeking a mixed animal veterinarian for our 11 doctor, 3 clinic practice and new large animal haul-in facility. This position would be approximately 40% small animal and 60% large animal. We are looking for a practice building individual, with good technical skills and a team approach.

Our large animal practice has a dairy and beef base with a good-sized, growing equine and small ruminant clientele. Our new Large Animal Haul-in facility is a welcome addition to our family of clinics. This new facility allows us to serve large animal patients over a larger geographic area, perform surgery and general care in a clean,

climate-controlled environment, facilitate emergency care, and improve our on-call doctor's efficiency.

Our full-service small animal practice is almost exclusively dogs and cats. We are dedicated to promoting preventative health and providing excellent surgical and medical care. Benefit package includes medical insurance, PTO, short-term and long-term disability, continuing education allowance, 401K, association dues, liability insurance, DEA license, license to practice and life insurance.

We provide mileage reimbursement for self-owned trucks, all equipment needed to practice and a Bowie box. We are fully computerized with mobile laptops. Salary is negotiable.

We have an excellent support staff of veterinary technicians, receptionists, a full-time practice manager and an inventory manager to assist with daily clinic responsibilities.

Our clinics are located in east central Minnesota (Milaca, Foley and Becker) with excellent school systems and close access to recreational and cultural activities in the St. Cloud, Mille Lacs Lake, and the Twin Cities area.

Apply on Indeed or email resume to cnordvet@gmail.com

At **Hillcrest Animal Hospital**, we take culture and teamwork seriously! We want you to love your career and are looking for a compassionate, team focused full or part time veterinarian to join our family. Our practice is located in beautiful Hudson WI, just a short distance from the Woodbury area. Our clients love us, which makes practicing high quality, caring medicine so much easier. We attribute our success to our amazing and highly skilled team. We understand that a healthy work-life balance is important and we strive to make that happen for our team. Our ideal candidate will have strong communication skills and have interest in continually growing their surgical and dental skills. We believe in the power of a collaborative environment and are looking for someone with that same mindset. We are well equipped with electronic records, digital full body radiographs; digital dental radiograph; in-house lab; and a well-supplied pharmacy. Get to know us better by visiting our website at www.Hillcrestanimalhospital.com

Our Benefits: Very Competitive base salary plus quarterly bonuses; Medical, Dental, Vision, Life insurance - with company contribution HSA account; License reimbursement; Continuing Education allowance; 401k with company match; Generous Paid Time Off for work/life balance; Flexible schedule; Practice freedom - no corporate protocols or mandatory formulary; AVMA PLIT Professional Liability Insurance. Please contact Jareema.donaldson@lakefieldvet.com with any questions and to submit your resume.

Red Lake Falls Veterinary Clinic is looking to add 1-2 veterinarians who are open to do mixed animal practice and enjoy a variety of work. Located in Northwestern Minnesota. RLFVC is open M-F 7:00-5:00 PM. We have 1 FT Veterinarian, and 2 retiring Veterinarians. Caseload is 50% small animal, 25% Equine, 25% Livestock. Equipment includes IDEXX Laboratory, Digital X-ray, Invoent Dental Machine, Ultrasound, Isoflurane anesthesia, Equine Stocks, Powerfloat & Speculum, Portable Chutes, and calving equipment. Large animal and equine work includes OB, dental floats, lameness exams, emergencies, and herd health. Small animal work includes GP, routine surgeries, internal medicine, and dentistry. Emergency calls are shared, which includes nights and weekends. Send resume to rlvetpllc@gmail.com

Continued on next page...

Companions Animal Hospital is seeking a team-oriented, full-time DVM to join our growing canine, feline and exotics companion animal practice. Our 2 DVMS are well supported by a team that values client service, compassion and communication, internally and externally. Our client education and follow-up care offers opportunity for discussion and understanding – it's one of the things our clients love about us! In addition to taking care of pets, we take care of each other. Personal health and balance are important, and every individual matters. We're ready to welcome in someone who wants to feel that way too!

Home - Companions Animal Hospital (companionsweb.com)

Companions Animal Hospital - Home | Facebook
When you join our team, you'll receive: Highly competitive base salary (110-125k); Monthly production bonus potential – NO NEGATIVE ACCRUAL; 5-10K Sign-on bonus; Medical, dental, vision, life insurance—with company contribution HSA account; License reimbursement; Continuing education allowance—\$2,500 for FT DVMS; 401k with company match; Generous paid time off for work/life balance – up to 5 Weeks of PTO; Flexible scheduling – no weekends; Practice freedom and focus on practicing high-quality medicine; AVMA PLIT Professional Liability Insurance
Options for the following: Mileage reimbursement of up to 55½ cents a mile; 1 YEAR FULLY FURNISHED AIR BNB LEASE OF YOUR CHOICE: 1. Cozy lakeside cottage w/ beachfront & dock access - Cottages for Rent in Clear Lake, Minnesota, United States – Airbnb or 2. Escape the city @ Rice Creek Guesthouse. - Guesthouses for Rent in Clear Lake, Minnesota, United States – Airbnb; Relocation assistance; National parks and recreation pass; Pet discounts; AND MORE!!

If you are interested in being part of a collaborative and supportive team, please contact Jareema Donaldson, Talent Acquisition Partner, at jareema.donaldson@lakefieldvet.com with any questions or to submit your resume

Associate Veterinarian opening at newly renovated small animal practice north of Minneapolis. Sign-On Bonus available plus other great perks! **St. Francis Veterinary Clinic** is growing! If you are interested in joining a progressive environment with modern facilities look no further. This hospital features 6 exam rooms, dedicated surgical and dental suites, as well as state of the art equipment. You will join a team of 5 other doctors who focus on mentoring, preventative medicine and the client-patient bond. Services currently include surgery, dentistry, internal medicine, pocket pet services- and we are always open to offering new services for clients. If this sounds like what you have been searching for, we would love to hear from you today. Please submit your resume to megan.brinkmeyer@nva.com

Medical Director Position Open – Keller Lake

Animal Hospital, Minnesota Are you a leader in your clinic and ready to take your career to the next level? If so, continue reading! Keller Lake Animal Hospital is seeking a motivated, team oriented full-time DVM to lead our team as Medical Director and continue to help our amazing practice grow. We are an AAHA-accredited, dog and cat-exclusive companion animal practice just east of the Twin Cities in beautiful Minnesota. Our clinic has been a part of the community since 1990. We focus on offering individualized care for each patient in as stress-free a manner as possible, making sure we take the time to address all our client's concerns. We are well staffed, well equipped and offer a well-rounded array of services.

Scenic Hills Animal Hospital in St. Paul, Minnesota is looking for a veterinarian to join our caring and compassionate team. Scenic Hills is a City Clinic that believes in Small Town Values. Client communication and going above and beyond have made our current client connections very strong. We offer a very competitive benefits package

including a sign-on/retention bonus and continuing education (which we highly encourage you taking). Our hours are M-F (8a-6p), closed on weekends. We do not have "on-call" or after hour emergency hours. For more information, please visit our website at <http://www.scenichill-sanimalhospital.com>. Submit resumes to megan.brinkmeyer@nva.com. We also welcome you to just stop in and meet the team!

Medical Director – Hillcrest Animal Hospital- Hudson WI

Medical Leadership opportunity available for a Full-Time Veterinarian looking to take the next steps in their career!! At Hillcrest Animal Hospital, we take culture and teamwork seriously! We are looking for a compassionate, team focused full-time Medical Director to join our family. Our practice is in beautiful Hudson WI, just a short distance from the Woodbury area and AAHA accredited. Our clients love us, which makes practicing high quality, caring medicine so much easier. We attribute our success to our amazing and highly skilled team. We understand that a healthy work-life balance is important, and we strive to make that happen for our team. We're a close-knit group of experienced veterinary professionals who pride ourselves on our ability to offer mentorship and support and to have a collaborative workplace. In addition to taking care of pets, we also take care of each other. Through day-to-day interactions and organized team-building activities, we create an environment where personal health and well-being are important and every individual matters. Our Values The way we approach our work matters. Our core values—do the right thing, fun, wow service, respect, and learning—guide everything we do at Hillcrest Animal Hospital. When you join our team, you'll receive: Generous sign-on bonus; Medical Director bonuses; Competitive base salary with bonus potential; Medical, Dental, Vision, Life insurance – with company contribution HSA account; License reimbursement; Generous Continuing Education allowance; 401k with company match; Generous Paid Time Off for work/life balance; Practice freedom – no corporate protocols or mandatory formulary; AVMA PLIT Professional Liability Insurance

Join the Lakefield Family Hillcrest Animal Hospital is part of the Lakefield Veterinary Group—a family-owned company that offers support and resources to hospital teams while empowering them to make decisions about how they practice medicine and show up for their communities. Find out more at careers.lakefieldvet.com. For a complete job description or additional details, please reach out to Jareema.donaldson@lakefieldvet.com.

Veterinary Technician Needed

has an opening for an experienced exam and surgical Veterinary Technician. We have a small animal practice with 3 Doctors and no weekend hours. Our regular hours vary between 6:30 am and 6:00 pm M-F however our techs work from 7:20 to close 3 days a week and 6:30 to close 1 day a week. That's right, it's a 4 day week with no evenings or weekends! We offer competitive pay and benefits. Our Patients are Our Purpose! P.S. We are looking for both part time and full time. We have an excellent and competitive compensation package! dkenyonvet@frontier.com

New grads and those currently in a CVT program welcome to apply – we pride ourselves in mentorship of new grads. One hour West of Twin Cities, Hutchinson is a growing city of 15,000 with associated amenities - great parks, trails, schools, lakes, year round indoor/outdoor recreation and sports. We are an established clinic with full diagnostic capabilities and support staff. If you want

to utilize and improve all your talents to the fullest in a fun and relaxed environment then please check us out. Benefits include retirement plan, benefits package, paid time off, CE allowance, pet care discount, daily in-house case review and support, and continuous training. Signing bonus. If you know of anyone that is interested in but not pursuing a CVT career due to financial constraints, please ask them to contact us. Please submit resume to AnimalDr@hutchtel.net or call Katie at 320-587-4044.

Gnome is where the heart is - and your next job! **Homey Gnome Veterinary Clinic** is a rapidly growing practice in Oakdale, MN looking for a full time certified veterinary technician to join our team. You probably noticed our name is a little... different. Our name embodies our mission to stand out from the crowd and be unique in all the best ways possible. Meet our team and read the full story of how our clinic got its name at <https://homeygnomevet.com/about/>. The smiles in our team photos are genuine! We are group of positive and compassionate individuals with a standard of high integrity and continual professional growth and development. Our caseload is 40% exotic/avian, so knowledge in exotics is desired and we offer great mentorship for those wanting to learn. Our clinic has cutting edge in-house technology such as digital radiographs, a therapeutic laser and an ultrasound. Our technicians are valued and utilize their knowledge and skills in all aspects of veterinary medicine, including but not limited to, exam room intakes, diagnostics, administering treatments, dental and surgical procedures, and client education. We practice work-life balance with no on-call shifts, no overnights and no weekends. A focus on overall team wellbeing makes Homey Gnome Veterinary Clinic a great place to work and love what you do. Position is full time with benefits, wage negotiable based on experience. If Gnome sounds like your clinic home and you are ready to be part of something unique, contact Mila at mfalbaum.gnome@gmail.com. Not sure yet? Visit us on Facebook and Instagram to see what we do.

www.facebook.com/homeygnomevet/
www.instagram.com/homeygnomevetclinic/

Ashland Area Veterinary Clinic strives to provide a workplace with a positive work culture and work-life balance. If you are seeking this type of culture our clinic is the place for you! We are currently seeking a full-time certified veterinarian technician to join our team. We are a well-established and growing 5-doctor mixed animal practice in Northern Wisconsin, along Lake Superior. We focus on preventative health care and building lasting relationships with our clients and their pets. Our veterinary team prides themselves on practicing high-quality veterinary medicine, surgery and dentistry and our newly built clinic is well equipped with in-hospital lab, digital x-ray and digital dental x-ray. We offer a competitive wage and benefits package and a schedule that helps maintain a positive work/life balance. We would love the opportunity to share with you more about our practice and the community we serve! Please reach out to Jim at 715-682-4199 or visit www.ashlandareavet.com for more details about our practice. If you are interested in joining our team, please send your resume to inv@ashlandareavet.com.

Want to make a difference at your clinic? Independently-owned, neighborhood clinic in Rochester needs a team member to help continue to provide excellent medical care and customer service to our patients and clients. With a tight-knit crew, **Med City Animal Hospital** is a place where each team member matters. Competitive pay and flexible scheduling. Please contact Dr Nathan Mannix 507-722-5123 (text or phone) n.a.mannix@gmail.com

Position Available

Pet Haven is looking for a Pet Care Manager. We are Minnesota's first foster-based rescue, changing lives and creating families since 1952. We are in an exciting growth period and now have a beautiful facility that includes a surgical suite providing us the ability to impact more pets and people's lives every year! This is a great time to join our team. Pet Haven is growing! Pet Haven has a unique place on the Minnesota Rescue landscape. We have over 70 years of animal welfare and rescue experience and have the ability to stay fluid in an ever-changing animal welfare environment. We are committed to best practices and elevated care for our pets both medically and behaviorally. We offer pre-adoption and post-adoption support services ensuring our pets and their new families will be set for success! We are locally focused and do not import dogs or cats from other states. Instead, we focus on the ever-growing need for pets and people here in Minnesota. Our culture is one of "family"- the Pet Haven Family - and we strive to create a supportive positive work and volunteer environment that is collaborative, respectful, engaging, and fun. Our core values: Excellence in service and care; building community; integrity; innovation; perseverance; compassion, and respect. We believe Pet Haven is a wonderful place to work where you will be deeply appreciated and make a life-changing impact on pets and the people who love them! We are looking for a CVT or equivalent experience in the field to manage all aspects of our animal care. This is a full-time hybrid position and our office is in St Paul. For more information and a full job description email director@pethavenmn.org

Practice For Sale

When buying or selling a veterinary practice, rely on the expertise of the Total Practice Solutions Group. See our display ad in the printed issue. Contact Total Practice Solutions Group - Great Lakes for a free consultation at (440) 933-4522 or www.tpsgsales.com.

North Central Minnesota. Small animal practice for sale grossing \$800K. Px has been serving the community for > 15 years. Px and RE offered at \$790K. Buyer should make an income of \$225,000 after expenses/mortgage. (MN-4000). Contact Total Practice Solutions Group - Great Lakes at (440) 933-4522 or www.tpsgsales.com.

St. Cloud Area. Small animal practice for sale grossing \$981K. Well-equipped. Px and RE offered at \$960K. Buyer should make an income of over \$200,000 after expenses/mortgage. (MN-6070). Contact Total Practice Solutions Group - Great Lakes at (440) 933-4522 or www.tpsgsales.com.

Northwoods Lake Area. MOTIVATED SELLER. Facility is very nice and location can't be beat - nestled in the western MN lakes area. Small animal, long-standing practice. Px offered at \$475,000, RE at \$425,000. (MN-6020). Contact Total Practice Solutions Group - Great Lakes at (440) 933-4522 or www.tpsgsales.com.

Minneapolis/St. Paul Area. Practice was a two doctor practice and recently became a one doctor practice. Grossing \$1.0M. Long-standing, AAHA accredited in leasehold facility. Buyer should make an income of \$175,000 after expenses/mortgage. (MN-9385). Contact Total Practice Solutions Group - Great Lakes at (440) 933-4522 or www.tpsgsales.com.

Relief Veterinarians

Patricia Keyes, DVM - Former practice owner, flexible, personable, and available for Medical appointments for the Twin Cities, possibly outstate (if I can bring my little dog!) You deserve a break too! Dr Patricia Keyes, 612-210-7506, keyes.patty@gmail.com

Victori Ribeiro, DVM - Communicative, productive SA veterinarian available for relief in the Twin Cities, surrounding areas and Western WI. Licensed in MN/WI. Experienced in surgery, dentistry, internal medicine. Outstanding customer service, client-building skills. Contact me at neyx0003@umn.edu or 651-503-0482

Arlice Olson, DVM - Small animal relief veterinarian available to help support your business in the metro area and limited outstate. 25+ years experience. (612)616-2317 or arlice@hotmail.com

Ann Burt, DVM - Small animal relief veterinarian, short or long term, MN or Wisc. Reliable, Enthusiastic, Excellent client communication skills, 30+ years experience. 952-567-0366, poochcrazy1@yahoo.com

Aleda Tysver, DVM - Compassionate, enthusiastic, dependable small animal relief veterinarian. Licensed in MN & WI. Over 18 years experience in relief work. Contact me at 612-991-4730 or email: aledam@juno.com.



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