



HOOSIER VETERINARIAN

a publication of the indiana veterinary medical association

The human side of animal health.

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Are you interested in IVMA's Power of Ten Leadership Program?

The Power of Ten Leadership (POTL) Program, coordinated by the IVMA, is designed to cultivate leadership capacity in recent graduates and provide learning experiences that will enrich the individual and benefit the individual's practice, community, and profession.

LEARN MORE ABOUT
THE POWER OF TEN ON PAGE 4.

One Welfare: It's the Circle of Life, Simba!

By Dr. Steve Channel, IVMA Animal Welfare Committee Member

In recent months the IVMA Animal Welfare Committee (AWC) has moved to integrate new discoveries in physiology, environmental science and the epidemiology of diseases into a framework that will advance our profession's status as the premier source of knowledge on animal care and the implication of both companion and production animal activities on health in general. In this context, we look to advance the concept of "One Welfare" that acknowledges the reality that health and well-being are the desired outcomes of numerous environmental factors. Reduction of such complex interactions to a single issue, e.g. animal vs. human disease, is an artificial and doomed strategy when addressing today's global-scale problems. One only need consider the resources that are being expended to monitor, track and mitigate various forms of influenza...a development that has re-introduced the term zoonosis to the public mind.

We see One Welfare as an extension of the already vigorous One Health Initiative that our national AVMA has championed. One Welfare, in this context, extends the idea of stewardship as a strategy to meet the goals of One Health. Stewardship is taken to mean the methods, materials and processes we apply to reduce suffering and to promote the physical and mental well-being of animals in our charge. It applies equally to companion animal species as well as to our vital food animal production sector. We believe it evident that the healthy puppy brings satisfaction to the owner and that well-housed and nourished cattle contribute to the better interests of a producer. The "welfare" of all is increased.

Arguably, two trends have contributed to the evolution of the concept of One Welfare. The first event is the increasing specialization brought on by the astounding scientific and technological advances in clinical disciplines. While that allows for the intense focus on the single problem once diagnosed, it also can fragment the ability to synthesize a larger understanding of a problem. For example, treating cancer in an individual is not the same as understanding why cancer develops in the general population. Fortunately, this tendency to fragment knowledge has been recognized and the past two decades have witnessed a dramatic increase in the participation of multidisciplinary teams when addressing scientific problems. This trend has been championed

Continued on pg. 3

PRESIDENT'S MESSAGE



Phil Borst, DVM
IVMA President

Welcome to summer in Indiana where the weather changes on a dime. Summer is a busy time in the veterinary world, and your IVMA is no exception. Committees are at work to improve the organization and veterinary medicine in general.

The IVMA board met as usual in March to conduct the annual goal-setting for the year. There were three main goals that emerged from the all-day meeting:

- Perform a technology review of the IVMA capabilities
- Address animal welfare issues
- Increase IVMA membership and retention

As for the technology review, Lisa and Lourdes have compiled and put out bids for upgrading our technology needs. The enhanced technology will allow the IVMA to better serve you and to make the IVMA stronger.

The Animal Welfare Committee is hard at work and close to a draft statement on animal welfare, called One Welfare. (see their committee update on pages 1-3 of the newsletter). It includes the all encompassing range of animals that veterinarians interact with on a daily basis. The Committee will vote on the statement and then send it to the IVMA board for approval in September.

Membership issues are being examined by the Membership

Committee. Strategies are being discussed to retain and increase membership. We want to be able to show you as well as non-members the many benefits of membership and just what the IVMA does for the profession. With the wide and deep range of IVMA activities, there is a great return for you on your investment of dues.

Here are a few quick items you need to know:

- There will be a new State Fair pavilion by the east side of the front grandstands. It will be for our own use for the run of the fair. We will have the usual spay/neuter surgeries as well as demonstrations and booths. It is quite an undertaking to fill up all those days and times.
- The Annual Meeting Committee is close to finalizing the January 30 – February 2, 2014, meeting at the Marriott East. Great continuing education is being planned as well as a lot of fun activities with some new wrinkles.
- Don't forget the Indiana Animal Health Foundation golf outing at the Purdue Fall Conference on Tuesday, September 10 on the Purdue Ackerman Course.
- The IVMA Audit and Budget Committee passed a new balanced budget that will continue to move the IVMA forward and serve you better.
- Applications are being accepted for the IVMA Power of 10 Leadership Program. This is a terrific program that is of great value to recent graduates less than 6 years out. You can find an application form at www.invma.org.

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- Please do visit the IVMA website at www.invma.org. There is a lot of great information for all members. We have had some recent updates and more changes are coming in the months ahead!

As you can see, the IVMA is not standing still. The goal is to make the IVMA better for you. Thank you again to all members, officers, board members, committee chairs, and committee members. Big thanks goes to Lisa and Lourdes who keep it all running so smoothly that not even I can mess things up.

Please don't hesitate to contact me about any ideas, questions, or concerns. This is your organization and you need to give your two cents. Thank you for your membership. We are a much stronger profession if we all belong and participate. Have a safe and enjoyable summer.

Donation Reminder

In lieu of flowers – don't forget that you can make a donation to the Indiana Animal Health Foundation in honor of a family member, friend, client, or pet! A recognition card is sent to the honored's family.

Does The IVMA Have Your Email?

The IVMA sends out monthly "IVMA Issues Updates" via email to members to keep them apprised of issues and events of interest and importance. Please contact the IVMA office to ensure we have your current email address. You can call (800) 270-0747 or email at lisa@invma.org.

Thank you!

One Welfare Cont'd.

by many, including National Medal of Science recipient E. O. Wilson who calls for "Consilience" or the "jumping together of knowledge by linking of facts and fact-based-theory across disciplines to create a common groundwork of explanation."

Increasing urbanization is the second event that has contributed to the estrangement of the public mind with our role as a species in the natural scheme. Most people today have no concept of how food is produced and yet that roast beef they purchase, and the price they pay for it, materially contributes to their welfare. Similarly, fragmentation of families by distance or circumstance and the aging population increase the value of animals that may be the only consistent source of companionship for many individuals.

Adding to this mix is the well-documented degradation of the general public understanding of basic scientific principals and methods. Emotional appeals sway media debates away from fact-based discussion to agenda-driven reaction. One need only look to the "heat" developed by presentations of Global Warming to confirm this point.

The One Welfare initiative is a result of the IVMA Board of Directors goalsetting meeting from March, 2013. As a result, the AWC has been reenergized and re-engaged in this important movement. Because of this, the committee will be working on the following in the coming months:

- The completion of the IVMA PRINCIPALS OF ANIMAL WELFARE. This will be reviewed by the IVMA Board of Directors in September.
- Written articles in upcoming issues of the Hoosier Veterinarian on various animal welfare topics that will apprise all of us of the many topics of discussion in our profession.
- Outreach and contact with various other animal-related and producer groups within our state.

- Updated AWC Awards recognitions. You can find more about this at www.invma.org.

While the IVMA Animal Welfare Committee certainly isn't proposing a solution to all problems, we do feel there are steps we can, and should, take as a science-based organization to increase our ability as a profession to achieve the principals of One Welfare as listed in the IVMA PRINCIPALS OF ANIMAL WELFARE. We will look for opportunities to provide continuing education to IVMA members on One Welfare related topics. We seek expanded opportunities to work with food animal producer organizations and shelter/aid organizations. Most importantly, we hope to expand discussion among our professional membership on this concept and to recognize outstanding effort in welfare through awards. The objective is to ensure that whether you are an individual clinic owner, a food animal practitioner, an academician or engaged in public health and regulatory medicine, we all have the tools at hand to be a trusted voice in public debates. We certainly can have an impact at many levels to carry the message that we all are, indeed, part of that "Circle of Life"!

2013 IVMA Animal Welfare Committee

Dr. John Feutz, Chair

Dr. Phil Borst

Dr. Steve Channel

Dr. Julie Davis

Dr. Brice Finney

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Dr. Jodi Lovejoy

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["ONE WELFARE" AWARDS NOMINATION
INFORMATION AVAILABLE ON PG. 16]

IVMA's Power of Ten Leadership Program

The Power of Ten Leadership (POTL) Program, coordinated by the IVMA, is designed to cultivate leadership capacity in recent graduates and provide learning experiences that will enrich the individual and benefit the individual's practice, community, and profession. It's a way to help recent graduates answer questions like:

- *"I finished veterinary school and I'm in practice – but how can I get a better grasp on what makes me tick?"*
- *"Now that I have a technical staff, how can I form, manage and lead an effective team?"*
- *"Who am I in the bigger picture, and what can I give to my family, my community, and my profession that will be my legacy?"*

The Power of Ten Leadership Program will provide ten recent graduates (graduated from a college of veterinary medicine with a DVM degree in the years 2007-2013) with four leadership development sessions over a seven-month period. IVMA will provide topic experts and meeting expenses at no charge for participants to attend sessions that not only convey the key learning points about leadership, but also deepen the understanding of class members on a number of related topics. Sessions will include four face-to-face sessions in Indianapolis at the IVMA offices.

Sessions will include:

Personality assessments – understanding yourself and others to develop effective strategies to deal with different or difficult people/colleagues

Communication within the practice setting and with staff

Compassion/Treatment Fatigue – how do I cope with the challenges of practice?

Potpourri Day – a full day of key opinion leaders who will cover time management, goal-setting, legal issues, organized veterinary medicine, and financial matters – a very interactive and engaging session

What was the feedback from the POTL Class of 2012? See what they had to say:

"The POTL opportunity definitely filled a void that I had been looking to fill over the past few years. I have always had an

interest in organized veterinary medicine stemming from my involvement in numerous organizations during high school and college. My first few years of my veterinary career were spent becoming comfortable with applying all the skills I had learned in veterinary school. The POTL experience provided me an opportunity to learn other important skills for a veterinarian such as communication, personality types, financial skills, and time management. This experience has also reignited my interest in organized veterinary medicine and has led me to pursue involvement with the IVMA and the Membership Committee. I would highly recommend this opportunity for all recent graduates."

*Jennifer S. Stresemann, DVM, Purdue University
College of Veterinary Medicine, Class of 2006*

"I fully endorse the POTL. I was able to learn more about myself though personality and communication training. The training has paid off in more successful communication with my clients and staff. It is well worth your time and energy."

Aaron Smiley, DVM, Devonshire Veterinary Clinic

We anticipate that classes will also create a sense of community and participants will likely build lasting bonds with members of their program class. The first class will be held around the end of August 2013, and conclude before the IVMA Annual Meeting in February, 2014. We will recognize the POTL participants at the IVMA Membership Meeting during the IVMA Annual Meeting on Saturday, February 1, 2014.

What do you need to do to sign up?

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

Second – Fill out the Power of Ten Leadership Program Application Form (can be found at www.invma.org or call the IVMA office) and wait to hear from the selection committee.

IVMA Leadership Development Committee Seeking Candidates for IVMA Office

Do you want to make a difference in your profession? Are you looking for volunteer involvement that is fun, engaging and rewarding? If so, the IVMA has a place for you! The IVMA Leadership Committee is seeking applicants for those interested in running for IVMA vice president, treasurer, and AVMA Alternate Delegate. The minimum requirements to run for these positions are listed below:

IVMA Vice President 2014

Candidate must be an IVMA and AVMA member. However, members holding PUSVM Faculty Membership are not eligible for IVMA office.

IVMA Treasurer 2014-2016

Candidate must be an IVMA member for the previous three years as well as an AVMA member. However,

members holding PUSVM Faculty Membership are not eligible for IVMA office.

AVMA Delegate or Alternate Delegate 2014-2018

Candidate must be an IVMA member for the past five years and must have served at least two years on the IVMA Executive Committee.

If you are interested, or have questions about the positions listed, please contact the IVMA office at 800/270-0747 or Dr. Steve Sunbury, Committee Chair, slsunbury@comcast.net. The deadline to submit nominations is August 1st.

For a nomination form, contact the IVMA office at lisa@invma.org.

2013 Indiana Senior Veterinarians Annual Meeting Set for August 11th

The annual meeting of the Indiana Senior Veterinarians will be held on Sunday, August 11, 2013, at the Jonathan Byrd Cafeteria in Greenwood, IN.

The meeting room will be available at 3 pm, and the more formal portion of the meeting will occur about 4:30 pm. There will be a report of the activities of the Indiana Veterinary Medical Association and its future objectives by President Dr. Philip Borst. There will be time for discussion of other matters that those in attendance may wish to present. Then it will be time to go through the cafeteria food line to select from the always-wonderful food creations that are available.

There will be plenty of time to visit and talk before and after the meeting before returning home. If you feel that you have had enough travel for one day, there are numerous motels in the neighborhood where you could stay overnight and return home the following day.

Should you have any questions, please contact Peter Johnson, Jr, DVM, 5280 Greenwillow Road, Indianapolis, IN, 46226-1473, 317/546-8266 or petdrj@indy.net.

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Q & A – Glad You Asked That!

Below are a few questions that have been asked by IVMA members over the last few weeks. Answers are provided below. As always, though, consult your own legal counsel for specific legal advice.

Question: How long do I have to keep animal health records?

Answer: *You must keep animal health records for three (3) years after the last encounter with the animal.*

Question: What must be contained in an animal health record?

Answer: *Below is the part of the Indiana statute relative to animal health records: IC 25-38.1-4-5.5 Maintenance of veterinary medical records; copies; confidentiality Sec. 5.5. (a) Each person who provides veterinary medical services shall maintain medical records, as defined by rules adopted by the board.*

(b) Veterinary medical records include the following:

- (1) Written records and notes, radiographs, sonographic images, video recordings, photographs or other images, and laboratory reports.*

- (2) Other information received as the result of consultation.*
- (3) Identification of any designated agent of the owner for the purpose of authorizing veterinary medical or animal health care decisions.*
- (4) Any authorizations, releases, waivers, or other related documents.*
- (c) The client is entitled to a copy or summary of the veterinary medical records. A veterinarian may charge a reasonable fee for copying or summarizing the requested veterinary medical record. The veterinarian may require that the request be in writing.*

Note that it is important to document, document, document. Further, it is appropriate to include in the animal health record communication you have with the client regarding treatment options and if diagnostics were offered or recommended, if referral was offered or recommended, and if the client refused the recommended diagnostics, treatment plan, or referral.

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Dogs Get More Veterinary Care than Other Pets

(Schaumburg, IL) April, 2013 – It's good to be a dog. Not only are dogs America's favorite pet, but dogs receive better veterinary care than their four-legged peers, according to the American Veterinary Medical Association's (AVMA) 2012 U.S. Pet Ownership & Demographics Sourcebook.

The Sourcebook, a survey of Americans about their pets conducted every five years, indicates that between 2006 and 2011, veterinary visits for dogs increased by 9.2 percent, while the number of veterinary visits for cats decreased by 4.4 percent. Birds and horses also saw declines in veterinary care; the number of birds and horse owners who made at least one visit to the veterinarian in 2011 declined 10.8 percent and 12 percent, respectively.

"While it's great that we're seeing increases in veterinary care for dogs, it's very concerning that veterinary care for virtually every other type of pet is seeing substantial declines," says Dr. Douglas Aspros, president of the AVMA.

Cats second best?

There are more cats in America than dogs – 74.1 million cats compared to 70 million dogs – but more people own dogs (43.3 million households) than own cats (36.1 million). The reason for this disparity is that cat owners are more likely to own more than one cat than dog owners are to own more than one dog.

Unfortunately, cats are suffering from an increasing

lack of veterinary care. The number of cat-owning households that made no trips at all to the veterinarian in 2011 increased by a staggering 24 percent from 2006. Only 55.1 percent of cat owners made at least one visit to the veterinarian in 2011, which is down 13.5 percent from 2006.

Furry family matters.

The downturn in veterinary care for cats flies in the face of the fact that more cat owners (and pet owners in general) consider their pets to be family members. In 2006, 49.2 percent of cat owners said that they consider their pet to be a family member, which rose to 56.1 percent in 2011. The Sourcebook shows that the strength of the bond between pets and their owners impacts how much veterinary care the pet will receive. Cat owners who consider their cats members of the family went to the veterinarian 1.9 times on average in 2011, 1.2 times if they considered that the cat is a pet/companion, and just 0.5 times if they consider the animal to be property.

Dog owners were more likely to take their pets into the veterinarian than cat owners. Dog owners who said they consider the animal to be a family member went to the veterinarian, on average, 2.9 times in 2011, compared to 2 times for those who consider their dog a pet/companion and 1.2 times for those who consider their dog property.

6 Tips to Help You Obtain Owner Consent *From AVMA PLIT*

Lack of documented owner consent is a frequent issue in PLIT malpractice claims. Here are six tips to help you obtain owner consent. And remember, if it isn't documented, IT DIDN'T HAPPEN! Your records are your defense.

1. Discuss the risks and benefits with the owner and check for understanding.
2. Provide informational handouts and client informational sheets.

3. Verbally explain written instructions.
4. Require that owners sign estimate forms, surgery release forms, and consent forms when appropriate.
5. Ask the owner, "What questions do you have?" or "What concerns do you have?"
6. Document activity and conversations – owner attorneys have increasingly claimed 'lack of owner consent' as the legal strategy and are often successful.

Available For Relief Practice...

Dr. Scott Emch, PU '89

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317-773-8387, Fax 317-773-8370
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Dr. Lani Gilliam, PU '83

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Dr. Shannon Kiley, PU '91

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Dr. Carolyn Vandewiele, PU '87

732 Whitehorn Place, Bloomington, IN 47403
812-339-4283; Small Animal

Dr. Robert Maier, MSU '92

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credillemaier@comcast.net
Small Animal Medicine and Surgery,
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Dr. Wesley Robinson, IL '67

6034 Jonesville Road, Columbus, IN 47201
812/342-2517; jrobin@hsonline.net
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Dr. Sarah Thompson Tieman, PU '91

881 Meadow Court, Mooresville, IN 46158
317/834-4977; Small Animal; Licensed: IN

Dr. Ed Barnett, PU '98

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Dr. Paul Rennekamp PU '03

728 Linden Drive, Seymour, IN, 47274
prennek1@hotmail.com
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Dr. Susan Dixon, Purdue '84

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Small animal medicine; Limited to central IN area

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willing to travel

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Licensed in IN, Small Animal
willing to travel

Classifieds

PRACTICE FOR SALE - Bloomington, Turnkey 85% SA practice with real estate including residence in recreational area of NE Indiana for sale. Very well-equipped and updated. Facilities for both SA and LA. Loyal staff, great clientele. Practice has reputation for high quality medicine and surgery and has remained profitable despite economy. Excellent growth opportunity in all species. Emergency facilities nearby. Priced to sell and owner negotiable. 2012 gross \$488,000 with ~\$150,000 after debt income. Email invet4sale@gmail.com.

MOBILE SHELTER SURGERY

CLINICIAN WANTED - The Veterinary Teaching Hospital, College of Veterinary Medicine, Purdue University is seeking a licensed, federally accredited veterinarian for the position of Mobile Shelter Surgery Clinician. Clinical responsibilities include: supervising a student team to perform at least 20-30 spay/neuter surgeries (many of them pediatric) per day, 3-4 days per week, on dogs and cats, while providing clinical instruction to veterinary students and veterinary technician students. These surgeries will be done at humane societies/ shelters in the State of Indiana in our mobile surgery unit. Administrative responsibilities include: oversight of mobile spay/neuter unit including being one of the drivers of the unit, as well as building and maintaining strong relationships with donors, clients and animal shelters. Actively promoting and educating the community regarding the importance of the spaying/neutering of pet animals. Three years of small animal general veterinary practice and a valid Indiana driver's license required, along with the ability to obtain an Indiana Commercial Driver's license (CDL A w/ a L restriction). Shelter medicine experience is preferred. Online application required at purdue.taleo.net/careersection/vl/jobsearch.ftl. (Job #1300684). The College of Veterinary Medicine at Purdue University values, nurtures, and respects all members of its community and ensures an environment of inclusive excellence where all students, faculty, and staff are inspired and empowered to achieve their full potential. The College of Veterinary Medicine at Purdue University values, nurtures, and respects all members of its community and ensures an environment of inclusive excellence where all students, faculty, and staff are inspired and empowered to achieve their full potential. Purdue University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse work force. Call 765/494-7235 for more information.

ASSOCIATE VETERINARIAN

WANTED - South Bend Animal Clinic seeks an outgoing, passionate associate veterinarian for a full-time position at our busy, small animal practice. We offer full-service general veterinary care and our modern facility includes equipment such as full in-house lab including LaserCyte CBC, Catalyst Dx chemistry, a Vet Lab Station, digital dental radiology and Companion Therapy Laser. If you have at least one year of experience and are committed to continued improvement in patient care. With full-time status at 32 hours, our veterinarians are rewarded with superior salary, bonus, and benefits. Interested candidates should contact Lauren Owens at lowens@vetcor.com or 781/749-8151.

REGISTERED VETERINARIAN

TECHNICIAN WANTED - We are looking for a full time Veterinary Technician for a busy, 3 Doctor practice serving the Fishers/Noblesville/Carmel/Geist area of Indianapolis. Applicants need to have a background in small animal medicine and we prefer 1+ years of work experience in a small animal hospital setting. Previous work experience in a small animal hospital is a requirement for this position. Our hospital is a progressive, small animal hospital that caters to individualized client care. We have a full laboratory, digital radiograph machine, ultrasound, and offer extensive soft tissue and orthopedic surgery options. We offer competitive salary, flexible work scheduling, health benefits and simple IRA. Please provide 3 references with all resume submissions. The position is available immediately and all candidates will be expected to complete a working interview in the hospital. Please submit resumes to the email listed below. Employees are expected to work some weekends. Please send applications to dcraig@parksiddepets.com.

ADJUNCT PROFESSOR WANTED

The adjunct instructor facilitates meaningful learning of the course competencies in the curriculum and proactively supports all facets of the learning environment. S/He provides education through learning-centered instruction that will enable graduates to fulfill the evolving needs of the marketplace. S/He encourages a culture of learning that values mutual responsibility and respect, life-long learning and ethics as well as personal and professional development. This position is part time/adjunct only. Job Requirements Knowledge: Minimum of an Associate's degree in Veterinary Technology. Bachelor's degree preferred. 1 - 3 years experience working as Registered Veterinary Technician. Licensed Registered Veterinary Technician. Skills: Excellent verbal and written communication skills including the ability

to build successful relationships with student populations. Outstanding conflict resolution skills. Demonstrated time management and detail-oriented skills. Computer based skills (i.e., software, analytical, and report writing skills.) Abilities: Ability to work effectively under pressure and to meet frequently occurring deadlines. Ability to develop a professional rapport with diverse school/campus constituents. Ability to develop and complete projects without continued direct supervision. Ability to learn from students' participation, demonstrates fair and consistent behavior in all matters, and shows compassion without being ineffectual. Please submit your resume to Dr. Don Nieter, Dept. Chair of Veterinary Technology, at dnieter@brownmackie.edu or by mail at 3000 E. Coliseum Blvd., Fort Wayne, IN 46805.

VETERINARY DERMATOLOGIST

Circle City Veterinary Specialty & Emergency Hospital is inviting a member of the ACVD or Veterinarian with credentials accepted by the ACVD interested in a full-time or part-time position. You have worked hard to attain your level of expertise and deserve to be where vision, camaraderie and professionalism combine to make a rewarding place to practice. What began as a long established single specialty practice has grown into the largest privately held specialty referral practice in the area. Circle City Veterinary Specialty & Emergency Hospital's award winning 14,500 sq. ft. facility was completed in May 2006, and our team has developed a reputation for its outstanding professionalism, service to the community and exemplary specialty and emergency medicine. Our team embraces and exemplifies our core value "to make a positive difference in every life we touch." Circle City Veterinary Specialty & Emergency Hospital is located in Carmel, Indiana on the outskirts of Indianapolis. Indianapolis is known as a perfect balance of sophisticated style and small-town charm. Indianapolis is the home of the Indy 500, the 2012 Super Bowl, one of our nation's top ten children's museums, and boasts several communities that have been listed as "Best places to live" by CNN Money. Our team members enjoy a competitive salary and benefits along with a team atmosphere. More information about our practice may found at our website: www.circlecityvets.com and information about our celebrated city at www.indy.org. If you are interested in considering being part of Circle City Veterinary Specialty & Emergency Hospital's team, please contact Dru Arnold, Director of Human Resources, at (317) 872-8387 or email her at darnold@circlecityvets.com. We look forward to hearing from you!

VETERINARY ONCOLOGIST - Circle City Veterinary Specialty & Emergency Hospital is inviting an ACVIM Board Certified Veterinary Oncologist or Veterinarian with credentials accepted by the ACVIM to join our team. You have worked hard to attain your level of expertise and deserve to be where vision, camaraderie and professionalism combine to make a rewarding place to practice. What began as a long established single specialty practice has grown into the largest privately held specialty referral practice in the area. Circle City Veterinary Specialty & Emergency Hospital's award winning 14,500 sq. ft. facility was completed in May 2006, and our team has developed a reputation for its outstanding professionalism, service to the community and exemplary specialty and emergency medicine. Our team embraces and exemplifies our core value "to make a positive difference in every life we touch." Circle City Veterinary Specialty & Emergency Hospital is located in Carmel, Indiana on the outskirts of Indianapolis. Indianapolis is known as a perfect balance of sophisticated style and small-town charm. Indianapolis is the home of the Indy 500, the 2012 Super Bowl, one of our nation's top ten children's museums, and boasts several communities that have been listed as "Best places to live" by CNN Money. Our team members enjoy a competitive salary and benefits along with a team atmosphere. More information about our practice may be found at our website circlecityvets.com and information about our celebrated city at www.indy.org. If you are interested in considering being part of Circle City Veterinary Specialty & Emergency Hospital's team, please contact Dru Arnold, Director of Human Resources, at (317) 872-8387 or email her at darnold@circlecityvets.com. We look forward to hearing from you!

REGISTERED VETERINARY TECHNICIAN - We currently are accepting applications for Registered Veterinary Technicians to join our Team. We currently have opportunities on our Emergency Team and Day Specialty Teams. Interested RVT's should forward their resumes to humanresources@circlecityvets.com so we can schedule a meeting to discuss our team culture, philosophies and current opportunities, as well as, their professional experience and goals. We strive to create an upbeat, progressive environment for our team members that will allow them to achieve their full potential. Our doctors, technical and clerical staff all enjoy a spirited team atmosphere and outstanding pay and benefits! Contact Dru Arnold at humanresources@circlecityvets.com for more information on who we are and where we are going. We look forward to hearing from you!

ASSOCIATE VETERINARIAN WANTED

The Pets Doc Veterinary Clinic is seeking a qualified individual for the position of Associate Veterinarian. We are a primary care facility located in Madison, Indiana. We are looking for someone with an interest in quality of practice and quality of life. The Pets Doc Veterinary Clinic has many modern features such as Radiology and Ultrasound, Laser Surgery and Laser Therapy, Iso Anesthesia and full monitoring equipment, in-house Laboratory and full Laboratory backup as well as a knowledgeable and dedicated staff. We also utilize a number of referral hospitals within an hour of Madison for more difficult diagnostic workups and specialty cases as well as those requiring round the clock intensive care. Our emphasis is on high quality care with old fashioned customer service. We want to find a personable individual who is focused on treating our clients with personal care and attention. Madison is a beautiful and historic community nestled in the Ohio River Valley. Madison is a wonderful place to raise a family with all of the charm small town America has to offer combined with convenient access to major metropolitan areas including Louisville, Cincinnati and Indianapolis. We have a full calendar of community and regional festivals and events in Madison as well as an active Artistic and Cultural Community. Competitive schools, historic and modern homes and neighborhoods, a top rated regional medical facility and adequate opportunities for outdoor recreation round out the package to make Madison a "quality of life" space not to be missed. We are offering a competitive salary to a qualified individual along with a benefits package and flexible scheduling. The right person would also have an opportunity, if interested, to buy in to the practice as a partner over time. If this opportunity interests you, please contact us by email at PetsDoc@msn.com or call us at 812-273-1803. You may also look us over at PetsDoc.org or look us up on Facebook. Thanks for your interest. We look forward to hearing from you soon.

SPAY/NEUTER VETERINARIAN

WANTED - Looking for no emergencies, no weekend hours, and limited client contact? Then The Humane Society of Parkersburg, WV SPOT Clinic may be the perfect fit for you! You can also have a positive impact in stamping out the number one killer of companion animals: euthanasia in animal shelters with the support of local veterinarians. We are looking for a compassionate, quality driven, full-time veterinarian to perform spay/neuter surgeries as their primary duty in an area offering a low cost of living and great quality of life. Our clinic is currently under construction and should be completed August 2013. This will be a Humane

Alliance model clinic and they will be training all of the staff, including the staff vet. You will also be surrounded by professional, competent, compassionate, quality driven individuals working with you to reach the clinic goals. A DVM degree from an accredited school of veterinary medicine is required. The ability to get and maintain a West Virginia license is also required although a current West Virginia license is preferred. The salary is competitive and benefits are included for full time, including reimbursement for continuing education, liability insurance, licensing, etc. The position is full time but would consider job sharing for the right candidates. Email your resume and cover letter to Maryann Hollis, Executive Director at hsop@hsop.org.

WANT TO SELL YOUR PRACTICE?

When buying or selling a veterinary practice, rely on the expertise of the Total Practice Solutions Group. See our display ad this issue. Contact Dr. Kurt Liljeberg of Total Practice Solutions Group for a free consultation 1-800-380-6872, or kurt@tpsgsales.com.

PRACTICE FOR SALE - Small animal practice for sale Fort Wayne area grossing \$560,000. Strong cash flow. Building approximately 1,800sf. Purchase practice and RE for \$525,000. Contact Dr. Kurt Liljeberg of Total Practice Solutions Group (800) 380-6872, or kurt@tpsgsales.com.

PRACTICE FOR SALE - Small animal practice Southwest Fort Wayne area grossing \$400K. Practice and real estate only \$450K. This one is set to grow. Call Dr. Kurt Liljeberg of Total Practice Solutions Group 1-800-380-6872, or kurt@tpsgsales.com.

PRACTICE FOR SALE - Small animal practice for sale in the Purdue area. Gross revenue \$400K. Purchase practice, equipment and inventory for \$325K. Call Dr. Kurt Liljeberg of Total Practice Solutions Group 1-800-380-6872, or kurt@tpsgsales.com.

PRACTICE FOR SALE - Indy/Ft. Wayne are Mx practice for sale. Gross near \$600K. Very nice! Practice and real estate only \$640K. Call Dr. Kurt Liljeberg of Total Practice Solutions Group 1-800-380-6872, or kurt@tpsgsales.com.

PRACTICE FOR SALE - Indianapolis south side small animal practice for sale grossing \$550K. Very nice facility. Practice and real estate offered for \$725K. This is a must see! Call Dr. Kurt Liljeberg of Total Practice Solutions Group 1-800-380-6872, or kurt@tpsgsales.com.

PRACTICE FOR SALE - Indianapolis south small animal grossing \$400K. Practice and real estate \$495K. Very nice area. Call Dr. Kurt Liljeberg of Total Practice Solutions Group 1-800-380-6872, or kurt@tpsgsales.com.

PRACTICE FOR SALE - Nice practice in Northwest Indiana. Well established, SA practice, close to Chicago and Lake Michigan. Local emergency facilities are available and utilized. Gross revenues are approx \$370K. Purchase price is \$375K and includes the valuable real estate! Cash flow to buyer after debt is \$115K. For more info, visit www.SimmonsInc.com or call 888.746.3717 (Listing IN127B)

PRACTICE FOR SALE - Solid SA in central Indiana. Practice Great solo, small animal practice in a central Indiana metro area! The facility is well maintained with many upgrades to the facility itself as well as the equipment. Both the land and real estate are for sale. Smooth transition to ownership! For more info, visit www.SimmonsInc.com or call 888.746.3717 (Listing IN058A)

PRACTICE FOR SALE - Warrick County, IN: Practice has Double-Digit Growth! Well-established, solo, small animal hospital is situated in a charming historic area. The practice is 2,200sf and sits on nearly 1/2 acre. The facility offers a large reception and waiting room, 2 exam

rooms, surgical suite, lab/pharmacy, radiology, doctors' office, indoor and outdoor kennels, updated equipment – including an ultrasound machine, new furnace, new air conditioner, and Cornerstone computer software. Dedicated and experienced support staff.

Code: IN1. Other practices available:

FL - Indian River County: 2,600sf, 3-exam rooms

FL - Manatee County: Solo, SA w/RE

FL - Sarasota County: 2,000sf, 3-exam rooms

GA - Dawson County: 3,200sf, 2-exam rooms.

ME - York County: 3,500sf, 2-exam rooms.

NC - Buncombe County: 3,000sf, 3-exam rooms.

NC - Piedmont Area: 4,000sf, 4-exam rooms.

NC - Winston Salem: RE for Sale. Start-Up.

OR - Jackson County: 2,100sf, 3-exam rooms.

TX - El Paso County: 2,500sf, 3-exam rooms.

Our services include Seller Representation, Buyer Representation & Practice Valuations. Give us a call for a free & confidential conversation to discuss your needs. We are here to provide our "Services to You" in Accomplishing Your Goals/Dreams/Retirement! PS BROKER, INC. 1.800.636.4740 WWW.PSBROKER.COM INFO@PSBROKER.COM

SPAY/NEUTER VETERINARIAN

WANTED - Looking for experienced spay/neuter veterinarian(s) to work 2-4 weekdays performing 30 surgeries daily. SPOT Spay/Neuter Clinic is located in Cloverdale, IN (off I-70). Will be required to spend one day with vet who will train in our specific procedures. Please email rescuefarm@yahoo.com with surgery experience and contact information. Position will begin August 5th.

ASSOCIATE VETERINARIAN

WANTED - full time for small animal hospital in Bloomington Indiana. Experienced veterinarian or new graduate accepted. We seek a veterinarian who has the desire to practice the best possible medicine and wants to learn and grow with us. Great compensation and benefits. For more information call 812-332-6955 and ask for Michael Livingston or email Contact@ahvh.net. Visit us at www.arlingtonheightsveterinaryhospital.com

PART OR FULL TIME ASSOCIATE VETERINARIAN

- Established small animal practice in Southwest Indiana has an opening for a part or full time associate Veterinarian. An experience practitioner is preferred but will also consider a recent graduate. A buy-in is also a viable option. For more specifics call 812-259-1927 or e-mail jclark6252@att.net.

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IVTA Update

This year is in full swing, and IVTA has been busy! The board continues to meet every other month via conference call to stay on top of the business at hand.

Planning for our involvement with the two major CE meetings in this state is a year-long process. We have finalized our plans for the IVTA luncheon at the upcoming Purdue Fall Conference this September, and are already discussing our plans for the 2014 IVMA Spring Meeting. We hope to see you at both events!

The IVTA Constitution Committee has finalized revisions to our constitution, and we have been sending out the revisions in sections for comment and voting by the membership. Currently, the membership has approved half of the revisions, with the other half still out for public comment.

The board continues to discuss ways in which IVTA can better assist technician students, new graduates, and early-career technicians in career placement, development and networking. We have already created a formal student membership category at a reduced rate (\$10/year), and have several students from multiple programs join. At

present our Membership Committee has formulated a subcommittee to look into the development of a mentorship program for students. In addition, each veterinary technology program in the state will be contacted yearly to automatically enroll their graduates in a free year of membership in IVTA.

The IVTA website is still a work in progress. We have completed a new members-only section complete with job postings, newsletter archives, relief technician database, and discussion forums. Our next step is to streamline the online membership renewal process so that members can pay and set up access to the members area of the website in one combined process. And we are continually adding new information to our publically accessible pages as well.

Also, IVTA wishes to congratulate the Vet Tech Institute at International Business College in Fort Wayne for obtaining Full Accreditation by the AVMA's Committee on Veterinary Technology Education and Activities (CVTEA). Questions or comments are always welcome, and can be shared with us at info@invta.org.

MARK YOUR CALENDAR!

IAHF Golf Outing

West Lafayette,
Tuesday, September 10, 2013

Purdue Fall Conference

September 11-13, 2013

IVMA 130th Annual Meeting

January 30 - February 2, 2014

IVMA 131st Annual Meeting

February 5-8, 2015

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BOAH Update: Blue-Green Algae

The arrival of the summer months has always brought a list of health precautions for pet owners to take for their animals—mosquitoes, fleas, dehydration. In recent years, another issue has surfaced that many pet owners may not be aware of: blue-green algae. Veterinarians should advise their dog-owning clients about preventing problems.

Blue-green algae, also known as cyanobacteria, is microscopic bacteria found in freshwater lakes, streams and ponds where water is warm and stagnant. Most people refer to the algae as "pond scum."

The growth is poisonous. While some types of algae are harmless, the blue-green type produces a natural powerful toxin. Some form toxins that affect the nervous system and others produce toxins that affect the liver.

Livestock, pets and wild animals can be poisoned by the toxins produced

by some algal blooms. Lighter weight animals can ingest a toxic dose quickly. Dogs are particularly susceptible to blue-green algae poisoning because the scum can attach to their coats and be swallowed during self-cleaning.

Blooms look like green paint floating on water, foam or scum, or mats on the surface of freshwater lakes and ponds. The blooms can be blue, bright green, brown or red. Some blooms may not affect the appearance of the water but as algae in the bloom dies, the water may smell bad. Blue-green algae is not the type that grows in mats of plant material along shorelines. When picked up, the algae disperses in the water and does not hang together in a stringy mass.

Swimming or drinking from water that has been contaminated with blue-green algae can result in illness or death within hours or days. Other signs of poisoning may include:

Vomiting	Lethargy
Diarrhea	Pale gums
Decreased appetite	Jaundice gums
Black-tarry stool	Shock
Weakness	Death

Other, neurologic signs include:

Excessive drooling	Inability to walk
Excessive eye tearing	Difficulty breathing
Muscle tremors	Blue gums
Muscle rigidity	Death

Animals that become ill should see a veterinarian immediately, as they may die within minutes of clinical signs appearing, but can survive for several hours or up to two or more days after expose. If the animal has consumed a lethal dose, no antidote exists for the toxins. Sometimes, animals are found dead with no signs observed.

More information about blue-green algae, not specific to just pets, can be found on the Indiana Department of Environmental Management's website www.algae.in.gov.

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Continuing Education Update

As you know, veterinary license renewal begins after August 15, 2013. Your current license expires on October 15, 2013. When you renew your license, you will sign, under the penalties of perjury, that you have completed the continuing education requirement of 40 hours of CE for the period October 15, 2011 – October 15, 2013. Be sure you have met this requirement and get your records in order in case you are audited by the veterinary licensing board!

In the last audit by the Board, ten percent of licensed veterinarians were audited, which means 215 of you were asked to submit your proof of continuing education. Twenty five veterinarians were found in non-compliance and were fined by the Board. To help minimize the stress and headache in case you are audited, here are some suggestions/information to assist:

- Up to 20 hours of the 40 hour requirement may be obtained through self-study. This doesn't mean just reading a veterinary journal; it must have a test or post-evaluation at the end that you submit and then receive a certificate of completion. For example, the USDA Aphis online accreditation programs are approved for CE. You must print out the certificate when you complete it and it will only print out once. That certificate will tell you the number of hours you obtain.
- Pay attention to the certificate you receive when you attend a face-to-face meeting. Just obtaining a certificate that says the program offers up to "x number of hours" won't suffice. You will need some kind of "record of

participation" where you can indicate which actual sessions you attended and the total number of hours you earned for attendance.

- Programs you attend must pertain to the "professional practice of veterinary medicine". Attending a practice management program where they are trying to "sell" something or explain pet insurance won't work for acceptable CE according to the Licensing Board. If you have a question about a program, be proactive and call the licensing board to confirm if it is acceptable.
- RACE-approved programs are acceptable for CE in Indiana. RACE stands for Registry of Approved Programs through the American Association of Veterinary State Boards (AAVSB).
- If your clinic is providing a luncheon speaker or program, you can apply to IBVME for approval. Call the Licensing Board at 317/234-2054 for forms and information.
- Make a habit of keeping all of your CE documents together in one place.

These are just a few tips to help navigate continuing education. Remember, if your records aren't in order or don't have the required number of hours to renew, it is your responsibility – not your staff's, your spouse, or your assistant.

That valued veterinary license that you worked so hard for is in your name – be sure everything is accurate and organized! And, always feel free to call IVMA with any CE questions – that's what we are here for!

For information about the

IVMA Veterinary Well-Being Program

call (317) 627-0290 or email us: veterinarywellbeing@invma.org. All contacts are confidential.

IN Animal Health Foundation/Purdue Fall Conference Golf Outing

Tuesday, September 10, 2013

Birk Boilermaker Golf Complex, Ackerman Hills Course

1300 Cherry Lane, West Lafayette, IN • 765/494-3139

Registration 11:00 am – 12:15 pm

Driving Range Open 11:00 am – Noon

Buffet Lunch Served 11:15 am – 12:15 pm

Shotgun Start – 12:30 pm

Appetizers/Announce award winners – 5:30 pm

The IN Animal Health Foundation and the Purdue Fall Conference are very pleased to again partner on this year's golf outing! This outing will be played on the Ackerman Hills Course on the Purdue University Campus in West Lafayette. The outing will feature great golf, fun games, prizes, a BBQ lunch, and appetizers after the round in the Pavilion at the course. Golf begins at 12:30 pm with a shotgun start.

The outing's format is a modified Florida scramble, enabling golfers of all skill levels to compete.

Two divisions are available:

Open Division – Any combination of four players

Class Division – Four players from the same class (i.e. Purdue Class of '74)

Hole sponsorships:

All funds raised will be used for scholarships and the support of student activities (i.e. Boiler Vet Camp, etc.). To raise additional funds, we're offering hole sponsorships for \$250.

Sponsorship includes:

- Recognition with a promotional sign at the tee with your class, clinic, or company name/ logo. (Please email your high resolution logo to lisa@invma.org)
- Listed in the Hoosier Veterinarian newsletter as a sponsor of the event.

The Birk Boilermaker Golf Complex is located on the North side of Cherry Lane 7 mile West of Northwestern Avenue. Directions and map are available at their website: www.purduegolf.com/contact/direction.html

To join the fun, complete a registration form (which can be found online at www.invma.org) and submit it with payment by **August 31, 2013**.

We look forward to seeing you there.

Important Info for IVMA Members Regarding RVT Registration Process *By Lisa Perius, IVMA Executive Director*

An unfortunate trend has been showing up at the Indiana Board of Veterinary Medical Examiners. The veterinary licensing board has found that some of the RVT applicants have already been working as veterinary technicians.

The Board of Veterinary Medical Examiners would like to remind students, employers, and faculty of all the Veterinary Technology Programs, that even if a student has recently graduated from an accredited program, until the licensing process is complete, these graduates should not refer to themselves as veterinary technicians. It is especially important when applying for "RVT" certification they may only work, list and refer to themselves as veterinary ASSISTANT. Also, make sure at your place of work that you are identified properly – i.e. RVT, Veterinary Assistant, Receptionist, etc. This also includes how the staff is identified on the clinic website, promotional materials, and office handouts. The veterinary licensing board can and will hold the employing veterinarian responsible for making sure the staff is properly identified.

Below is the statute concerning this matter:

IC 25-38.1-4-1 Veterinary technician identification; use of title or abbreviation; advertising

Sec. 1. (a) During working hours or when actively performing the registered veterinary technician's duties, a registered veterinary technician must wear a unique mark of identification on the technician's clothing that is approved by the board and that identifies the technician as a registered veterinary technician.

(b) An individual who is not a registered veterinary technician may not use the title "registered veterinary technician", "veterinary technician", or the abbreviation "R.V.T.".

(c) An individual who is not a registered veterinary technician may not advertise or offer the individual's services in a manner calculated to lead others to believe that the individual is a registered veterinary technician.

As added by P.L.2-2008, SEC.12. Amended by P.L.58-2008, SEC.37.

If you know of anyone who has been working as a registered veterinary technician and is not registered with the Indiana Board of Veterinary Medical Examiners, please alert them to this law. They can go to www.pla.in.gov or <http://www.in.gov/pla/2655.htm> for statutes and rules, application, and instructions.

"One Welfare" Awards Nomination Information

The IVMA Animal Welfare Committee is accepting nominations for its 2013 awards. Winners selected will be determined by members of the IVMA Animal Welfare Committee. Awards will be presented during the IVMA Annual Meeting on Friday, January 31, 2014, in Indianapolis. Recipients should be available to receive the award and participate in the public recognition.

Categories seeking nominations are:

The IVMA **"One Welfare" Animal of the Year Award** is presented to salute and promote the animals of Indiana. The nominee must be an animal that exemplifies the affection,

loyalty, security, and value of the human-animal bond.

The IVMA **"One Welfare" Recognition** is presented to pay tribute to an Indiana resident promoting the advancement of animal welfare issues through outstanding service, education, or research, or who provides exemplary care to agricultural animals and/or has significantly improved the welfare of agricultural animals in our state.

The IVMA **"One Welfare" Veterinary Service Award** is presented to an IVMA member who has demonstrated extraordinary care or service in improving the welfare of

Indiana animals. This award recognizes a veterinarian who exemplifies the qualities as presented in the Veterinary Oath.

"Purple Paw" Award – The Animal Welfare Committee would like to recognize any service or police K9 animals injured or killed in the line of duty the past year.

The deadline to submit nominations is August 31, 2013. Go to invma.org for a copy of the nomination form. Return the form and all supporting documentation to the IVMA at 201 S. Capitol Avenue, Suite 405, Indianapolis, IN, 46225 or email to info@invma.org.

Veterinarian and Staff Appreciation Day at Pet Rest Gardens!

You are invited!

Saturday, Sept. 7, 2013

*Great door prizes
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Must attend to win.

Eat a hot, homemade lunch, meet and greet old friends and make new ones, and don't forget our special recipe homemade ice cream!

This is our chance to thank all of you wonderful veterinarians of Indiana and your dedicated staffs. We look forward to seeing you anytime after 10:00 a.m.



Pet Rest Inc.

1630 East US 224 • Ossian, Indiana 46777
(800) 982-7378 • Indianapolis (317) 631-8228
www.petrestinc.com • Email info@petrestinc.com

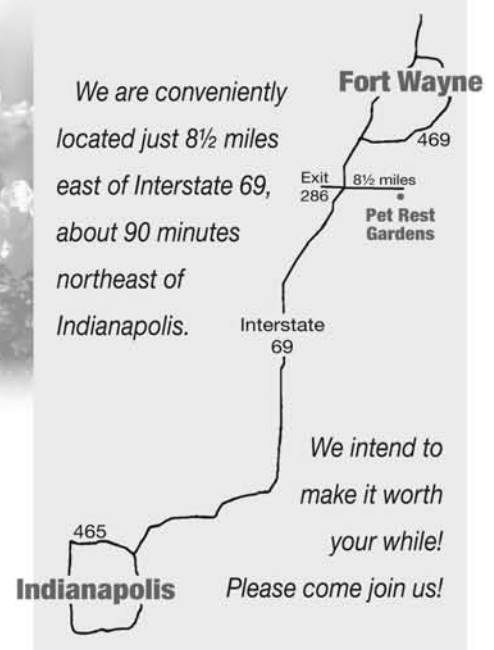
***Come see us through
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***Tour the most beautiful
pet cemetery in Indiana!***

***See the stately semi-circular
mausoleum and waterfall!***

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landscaped gardens and lake!***

We are conveniently located just 8½ miles east of Interstate 69, about 90 minutes northeast of Indianapolis.



*We intend to
make it worth
your while!*

Please come join us!