



Winter/December 2020

MAVT

Minnesota Association of  
Veterinary Technicians

# The Voice

## **Membership Meetings:**

- Please contact MAVT President, Heather Holmgren, if you wish to attend the meeting.

\*Check the MAVT calendar on the website for meeting dates, times & location.

- Newsletter deadline, the 25<sup>th</sup> of each month.

## **Highlights:**

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*A publication of the Minnesota Association of Veterinary Technicians*

## **MAVT: Business Meeting**

**Check the MAVT calendar for upcoming meeting details.**

Our Board meetings have been meeting via Zoom.

Please, let President Heather know if you wish to attend.



**Do you know of an outstanding Certified Veterinary Technician? If so, nominate him or her for MAVT's 2020 Veterinary Technician of the year! (See page 3.)**

## **Animals in the News -**

After an argument with her husband, a Georgia resident Shannon Loriot got behind the wheel of a car and drove on an empty highway to calm her nerves. The road was empty and the woman increased her speed. At some point, Shannon lost control and the car was carried far over the side of the road, and she herself was thrown through the rear window. Her upper body was flattened over the trunk, and her feet rested on the seat. Shannon suffered a severe head injury and was unable to move. She kept losing consciousness and realized she could die without help. When she woke up again, she felt a presence of someone. A large dark shadow appeared in front of her, heavy breathing could be heard very close. It was a dog! To read more: <https://www.izlizano.com/2021/01/07/an-unknown-german-shepherd-rescued-shattered-car-crash/>

## **Veterinary Technician Shortage**

### **Getting to the bottom of the Veterinary Technician Shortage in Minnesota**

**by Dr. Al Balay**

This is the second of at least 4 articles from the MVMA's Veterinary Technology Committee. The first article focused on terminology and the current process for voluntary certification of veterinary technicians in Minnesota. This article will detail some of the potential reasons for the shortage of veterinary technicians as well as other information. Future articles will focus on the issues of the shortage and the steps and costs of mandatory credentialing of veterinary technicians.

The MVMA Veterinary Technology Committee would like to engage you in more conversation about mandatory credentialing in Minnesota. The committee believes that mandatory credentialing will lead to less career turnover, greater retention, and less shortages of veterinary technicians in Minnesota. Committee members are investigating retention data in different States as well as AVMA, NAVTA, and AAVSB (American Association of Veterinary State Boards) information related to model practice acts and scope of practice regulations.

*(Continued on page 3)*

## Board of Directors/Committee Contacts



“...furthering my knowledge and competence...”



### Job Opportunities:

University of Minnesota has various job openings. Visit [humanresources.umn.edu/jobs](http://humanresources.umn.edu/jobs) to find listed openings.

**Animal Humane Society** is looking for a Veterinary Technician; a few openings are available. Contact: Heather Hawkins, Recruitment Specialist Animal Humane Society 763-489-2252 [hhawkins@animalhumaneociety.org](mailto:hhawkins@animalhumaneociety.org) [www.animalhumanesociety.org](http://www.animalhumanesociety.org)

Visit [www.vet-teams.com](http://www.vet-teams.com)

See page 3 for more Job Opportunities.

#### President

Heather Holmgren, CVT  
VTS (ECC, CP-C/F)  
[heather.holmgren@mavt.net](mailto:heather.holmgren@mavt.net)

#### President Elect

Nicole Nieman, BS CVT  
[nicole.nieman@mavt.net](mailto:nicole.nieman@mavt.net)

#### Treasurer

Julie Legred, CVT  
[Treasurer@mavt.net](mailto:Treasurer@mavt.net)

#### Secretary

Maria Nellessen, CVT  
VTS (Dentistry)  
[secretary@mavt.net](mailto:secretary@mavt.net)

#### Membership/ Website

(name & address changes)  
Maureen (Moe) Parks, BS  
CVT  
[Membership@mavt.net](mailto:Membership@mavt.net)

#### Certification & Practice Act

Kim Horne, AAS, CVT,  
VTS (Dermatology)  
612-624-8760  
[Horne003@umn.edu](mailto:Horne003@umn.edu)

#### State Representative

Meri DuRand, CVT LATG  
[StateRep@mavt.net](mailto:StateRep@mavt.net)

#### Area Representatives -

##### Minneapolis

Sarah Lemm, CVT  
612-616-4385  
[minneapolisarea@mavt.net](mailto:minneapolisarea@mavt.net)

##### Northeast

Jennifer Benson, CVT  
[NortheastArea@mavt.net](mailto:NortheastArea@mavt.net)

##### Northwest

Debi Petersen-Ahrendt,  
CVT  
[NorthwestArea@mavt.net](mailto:NorthwestArea@mavt.net)

##### St. Paul

Leslie Epstein, BS CVT  
[Stpaularea@mavt.net](mailto:Stpaularea@mavt.net)

##### Southeast

Amy Doherty, CVT &  
Maxine Curley, CVT  
[SoutheastArea@mavt.net](mailto:SoutheastArea@mavt.net)

##### Southwest

Casey Prochniak, CVT  
[SouthwestArea@mavt.net](mailto:SouthwestArea@mavt.net)

#### Newsletter (articles/ads)

Debi Mahoney, AAS, AHT  
[aerobic\\_debi@yahoo.com](mailto:aerobic_debi@yahoo.com)

#### Convention Planning

Co-Chairs: Jessica  
Towley, CVT VTS (ECC)  
[Convention@mavt.net](mailto:Convention@mavt.net)

#### Practice Act Chair

Kim Horne, CVT  
[PracticeAct@mavt.net](mailto:PracticeAct@mavt.net)

#### Public Relations

Darcy Mattson, CVT  
Molly Ziegler, CVT  
[PublicRelations@mavt.net](mailto:PublicRelations@mavt.net)

#### Education

Chair: Leslie Epstein, BS,  
CVT  
[Stpaularea@mavt.net](mailto:Stpaularea@mavt.net)

#### Sponsorship

Chair: OPEN



## How to Place a Job Ad

Job ads may be UP TO 75 words, and may be edited for length or clarity. Email addresses count as three words. Any ads received after deadline will be held until the following month. Deadline is 5:30 pm on the specified date which is listed on the front page of each issue. There is no

charge. If you don't specify a specific amount of time, your ad will run for one month. If you want to continue an additional month, you don't need to resubmit, just call or email your request. Please resubmit if your ad hasn't run in a couple of months or if you wish to make

changes. Ads sent to the PO Box may be delayed, so please send them directly to: Debi Ylitalo – 8725 Columbine Road, #46182 Eden Prairie, MN 55344; email: [aerobic\\_debi@yahoo.com](mailto:aerobic_debi@yahoo.com)

Or, phone #612-756-3326 (this is also the phone number if you have questions).



## Job Opportunities:

**Animal Medical Center on Crow River** in Hutchinson MN is seeking FT CVT. 1-hour west of the Twin Cities. Established clinic with full diagnostic, surgical and dental capabilities. Digital x-ray, digatherm camera and laser therapy. Fully utilize your CVT skills plus continual in-house training. Submit resume to [animaldr@hutchtel.net](mailto:animaldr@hutchtel.net) or call Katie at 320-587-4044.

**Prairie Village Pet Hospital** in Eden Prairie is looking for an enthusiastic, hard working veterinary technician who excels at multitasking, to join our family-like atmosphere. Utilize all of your technical skills on diverse and challenging cases while maintaining an ideal work/life balance. Optimal benefits such as; paid time off, CE/uniform allowance, IRA contribution, excellent pet benefits. Experience preferred. Pay based on experience. Please email resume to: [prairievillagephospital@gmail.com](mailto:prairievillagephospital@gmail.com).

**TLC Veterinary Hospital**, Oakdale, MN - We are currently looking to add a CVT to our team! We are seeking a team player that can also function independently. The ideal candidate would be reliable, adaptable, enthusiastic, hard-working in their position and have a positive attitude. Full and part-time shifts are available during the hours of 7:30a-6p. We are also open on Saturdays until noon, so an occasional Saturday shift is required. Job functions include anesthesia, dentistry, in-house labwork, radiographs, ultrasound and more. Please email resumes and cover letters to [emily@tlcveterinaryhospital.com](mailto:emily@tlcveterinaryhospital.com). No phone calls regarding this position please. Hiring bonus available after 90 days.

**Companion Veterinary Hospital** in Blaine is looking for a ¾ time technician to work in the afternoons Monday - Friday and 2 Saturdays a month. We have one full time doctor and one part time doctor. Candidate needs to be motivated, dependable, flexible, and able to work independently and with the group. Please email [companionvetblaine@gmail.com](mailto:companionvetblaine@gmail.com) for more information.



### Noninate an outstanding CVT today!!

Nominations are currently being accepted through January 29. Voting will take place online January 31-February 4.

The winner will be announced at MAVT's business meeting on February 6, 2021.

(\*\*Winner must be a MAVT member).

Don't delay--Act today!

Click on the link below

<https://www.surveymonkey.com/r/MAVT2020vettehaward>

### Veterinary Technician Shortage (continued from page 1)

#### Do you know what the career life expectancy of a college-educated veterinary technician is?

A number of surveys tell us what we know which is that many technicians do not stay in the profession long. The National Association of Veterinary Technicians in America (NAVTA) has shared in the past that the average career life expectancy is between 5 – 7 years. The 2016 NAVTA survey of 2,790 respondents revealed that the six most significant problems that veterinary technicians face as individuals include: low income, burnout, lack of recognition, lack of career advancement, underutilization of skills, and competition with on the job trained technicians (NAVTA 2016 Demographic Survey). Those respondents in the survey who were very satisfied (51% of respondents) with their career choice tied their satisfaction to using the skills taught to credentialed veterinary technicians while in school. “Utilizing CTVs to their fullest extent increases job satisfaction tremendously”. “Low income was by far the most significant problem facing VTs in 2016”.

The most fulfilling aspects of the VT job from the 2016 NAVTA survey: caring for animals in the best way possible, making a difference in a pet's life, assisting in the diagnosis, and staying current on the science and technology of medicine. (continued page 4)



minnesota association of  
veterinary technicians



## Getting to the bottom of the Veterinary Technician Shortage in Minnesota

By Dr. Al Balay *(continued from page 3)*

**Do you know what the economic impact of a credentialed veterinary technician on a veterinary practice is?** The 2010 AVMA economic survey revealed that a credentialed and fully utilized veterinary technician increases practice revenue by \$93,311. More recent sources have documented increases of \$160,000 per year with some sources suggesting closer to \$250,000 (Association of Veterinary Technician Educators Symposium, August 2020). Dr Bob Lester writing in the February/March 2020 edition of Today's Veterinary Business in the article titled "We can't afford to wait" indicates that there are two strategies veterinary practices can employ to "protect our profession from the disintermediation of veterinary services from veterinary professionals and simultaneously promote professional well-being". One of his strategies is to "better utilize veterinary nurses\*". Dr. Lester lists the benefits of a veterinary nurse: "help more pets, more consumer confidence, reduce barriers to care, improve professional well-being, improve practice financial well-being, improve veterinary nurse recruitment and retention, and improved value to consumers".

\* Note: Dr. Lester is using the term veterinary nurse as an alternative to veterinary technician. The MVMA Veterinary Technician committee is not focused on veterinary nurse verbiage.

**Do you know the most recently identified factors associated with job satisfaction of veterinary technicians?** A recent Journal of the American Veterinary Medicine Association article (JAVMA, September 1, 2020, Vol. 257, No. 5) titled Factors associated with job satisfaction and engagement among credentialed small animal veterinary technicians in the United States identified both positive and negative factors associated with job satisfaction.

This article is worth reading for employers. Of note the survey only includes those veterinary technicians with three years or more of full-time employment. One positive was identified as hourly wage with those veterinary technicians earning at least \$21/hour reporting significantly higher overall job satisfaction. The median wage reported for veterinary technicians in 2018 (most recent year of data as reported by National Association of Veterinary Technicians in America, Bureau of Labor Statistics, and AAHA) was \$14 - \$16 per hour. The NAVTA survey also shows that benefits have improved. Another interesting response from the NAVTA survey was that 68% of practices schedule veterinary technician specific appointments.

**How long has the MVMA had a Veterinary Technician committee and how long has the MAVT been working with MVMA?** MVMA first appointed an "Animal Technicians Committee" in 1969 due to the early establishment of training programs and concerns over regulation. By 1973, the committee implemented a procedure for "registering" veterinary technicians. By the end of 1973, 78 veterinary technicians had been registered. The Animal Technicians Committee presented programs for technicians at the 1974 and 1975 MVMA annual meeting. In 1974, 130 technicians attended the annual meeting! At the 1975 annual meeting, veterinary technicians formed the Minnesota Association of Veterinary Technicians. Since then, MAVT and MVMA have held their annual meetings in conjunction. A credential committee was established in 1983 to develop a certification program for veterinary technicians. The first Certification Examination in Minnesota was June 23, 1984, for 167 technician candidates.

"The general public does not understand what veterinary technicians do; therefore, it should be the responsibility of every State and National association to create a consumer education campaign in order to increase the comprehension of the care provided by credentialed veterinary technicians."

Article was originally published in the MVMA November/December 2020 newsletter, and is reprinted with permission.

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## Getting to the bottom of the Veterinary Technician Shortage in Minnesota

By Dr. Al Balay *(from page 4)*

Your questions and feedback are appreciated. Contact Maria Nellessen (marian@mvma.org), CVT at the MVMA office or Dr. Al Balay, recently retired Director of Veterinary Technology at Ridgewater College and Chairperson of the MVMA Vet Tech Committee. You can contact Al at allen.balay@tds.net or 320-905-6423.

### From MAVT: Convention News!

The annual convention year in 2021 will look different as the MVMA will be hosting a virtual annual meeting from Thursday-Saturday, February 4-6. Please note that MAVT will combine their annual convention with MVMA in a sponsored MAVT Veterinary Technician track all 3 days!

Sign up [HERE](#) before January 1<sup>st</sup> to receive the discounted registration rate of \$195!

After January 1<sup>st</sup>, fees increase to \$235. Learn more about the MVMA 124th Annual Meeting at [www.mvma.biz](http://www.mvma.biz).

### A NEW Reason to Join Minnesota Association of Veterinary Technicians (MAVT) Today!

MAVT is currently undergoing a rebrand! We want to provide our members with lots of benefits and ways to become involved in this awesome organization! Join our dedicated team of professionals participating in the advancement of their profession and have fun doing it. With your support and participation, MAVT can represent and promote the field of veterinary technology within our statewide community.

#### ***Every member of MAVT is entitled to the following membership benefits:***

- MAVT monthly online newsletter the "Voice"...email version coming soon!
- Reduced or complimentary registration fee for CE Events
- Attend our annual Association Meeting held in February where your voting can influence the future of MAVT (pre-registration is required)
- Discounts on various CE, services, hotels/rental cars, stethoscopes, online training through Companion Animal Euthanasia Training Academy (CAETA), veterinary gifts, veterinary apparel and more!
- Discounts and free shipping on books
- Meeting new people and building new relationships
- Current website with access to a Membership Only Area
- Listings of additional CE available
- Job postings
- Powerful representation through MAVT on various state and national industry platforms
- Become a volunteer on any of our various committees!
- Representation with the MVMA and National representation through NAVTA
- Being a part of a dedicated team of professionals promoting technicians and the veterinary community



Check out what a great opportunity it is to support your state veterinary technician association at <https://mavt.net/membership-information/>

Your membership also allows veterinary technician students in Minnesota the opportunity to be awarded one of five \$1000 scholarships. With an additional award to a student who has shown exceptional work within the community to qualify for the additional \$1000 Mollie Jean Mahowald Award.

*As always don't hesitate to contact us with any questions or concerns. Especially if you are having issues logging in or registering for the convention email our membership chair directly at [membership@mavt.net](mailto:membership@mavt.net).*

**Sincerely- MAVT Board Members, Area Representatives and Committee Chairs**

[www.mavt.net](http://www.mavt.net) Like us on Facebook!

Minnesota Association of Veterinary Technicians  
PO BOX 130564  
2000 County Road B2 W  
Roseville, MN 55113-9998

PHONE:  
(612) 442-4331 or  
(612) 442-4336 or  
(612) 756-3326

FAX:  
N/A

E-MAIL:  
[aerobic\\_debi@yahoo.com](mailto:aerobic_debi@yahoo.com)



We're on the Web!  
Visit us at:  
[www.MAVT.NET](http://www.MAVT.NET)

Looking to advance your career? Check out open veterinary positions using NAVC Retriever. [Browse available jobs](#). Or, click on the link:  
<https://jobs.retriever.navc.com/?dly-emuId=ce1e6c3a-d47a-4b90-ace0-afa00d7c5ce7&dly-mlid=1899550>



**FREE CE Webinars - Pet Poison Control** - With veterinary conferences and events cancelled and social distancing measures in place, use this opportunity to earn non-interactive CE certificates and learn more about toxicology! The best part? Our CE is completely free and you are able to view these lectures anywhere! Check them out:

<https://www.petpoisonhelpline.com/veterinarians/webinars/>

## VetFolio Podcast Library

For education on the go, check out VetFolio's podcast library that features the latest products and education from the veterinary industry's top experts.

To listen, click here: <http://www.vetfolio.com/partners/podcast-landing-page>

**NAVTA** website - <http://www.navta.net>

**World Veterinary Association** - <https://vettech-wva.wcea.education/Homepage>

**Vet Girl** - <http://vetgirlontherun.com/>

**VetMedTeam** – Click on CE Catalog for listing of courses

MVMA click on calendar schedule: [www.mvma.org](http://www.mvma.org)

## MAVT VOICE

Minnesota Association of Veterinary Technicians  
(Attn.: Debi Mahoney)  
PO BOX 130564  
2000 County Road B2 W

## MAVT MEMBER/GUEST