In This Issue

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- Summer Conference Registration
- Veterinary Leadership Conference
- USDA Loan Repayment Program
- Winter Conference Highlights
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From the MVMA Executive Director

Spring has finally sprung and the pollen is filling the air. Winter ended with a fabulous Winter Conference at the historic Mill Conference Center in Starkville. The Program/CE Task Force put together a great program and we had record attendance. We also need to remember our sponsors and all the exhibitors. Without them, our conferences would not be as successful and we would not be able to keep our fees at a minimum. Thank them when they come to your clinic and let them know how much we appreciate them! Encourage them to participate in the 2016 Summer Conference also.

In January, I had the privilege of attending the Veterinary Leadership Conference in January with Dr. Kevin Smith, Dr. Jim Brett, Dr. Tim Fleming, and Dr. Katie Ebers. This networking event provided me with a wealth of information about the veterinary profession as well as useful tools for helping to make the MVMA a premier advocacy organization for the veterinarians in Mississippi. Please read the article inside by Dr. Ebers about her experience. She received the Emerging Leader Scholarship from AVMA to attend the VLC.

I would like to thank Dr. Todd Archer for his leadership this year. It has been a great year and he continues leading the Association in a positive direction. Thank you for your leadership and friendship. It was truly a pleasure working with you! As Dr. Archer passes the gavel to Dr. Nate Moseley this July, I feel confident that your Association is in great hands. We are off to a great 2016 and I look forward to working with the Board of Directors this year.

As always, the Association is here for you. If you ever need anything or have questions, please call or email me. I am here for YOU!

Fondly,

DeAnna Dillard, Executive Director
Mississippi Veterinary Medical Association

MISSION STATEMENT
Promoting the importance of the veterinarian as a medical professional in his or her role in protecting animal and public health.
The veterinary profession is constantly changing. Legislation pertaining to medical professionals and small business owners are in the forefront more and more these days. If you become aware of a problem or have issues pertaining to the veterinary profession, please do not hesitate to contact your district representative.

WHO IS YOUR MVMA REPRESENTATIVE?

Northern District Representative  
Dr. Pat Hidalgo  
hidalgo@tsixroads.com

Central District Representative  
Dr. Charles Edwards  
char65mac@bellsouth.net

Southern District Representative  
Dr. Sara Lott  
sepdvm01@ymail.com

At-Large Representative  
Dr. Kent Holifield  
laurel.ms.dvm@gmail.com
Advocacy

▪ Update veterinary community to new laws and regulations.
▪ Speak to news media on your behalf.
▪ Impact state legislation and regulation.
▪ Educate lawmakers and the public to veterinary views and concerns.
▪ Monitor Mississippi legislation affecting veterinary medicine in our state.

NEXT STEP: Join MVMA's Political Action Committee (PAC) on page 12.

Community

▪ Build your network of professional colleagues across the state.
▪ Develop leadership skills by serving on MVMA task forces.
▪ Receive personal support from MVMA staff by phone or online.
▪ Create lasting relationships with fellow animal lovers.
▪ Collaborate on current topics via MVMA VetChat and Facebook.
▪ Learn from individuals in all disciplines of veterinary medicine.

NEXT STEP: Join one of the task forces and get involved in the premier organization for veterinarians in the state.

Education

▪ Gain knowledge at the MVMA Summer Conference in July.
▪ Save $75 on your conference registration.
▪ Access members-only informational resources from www.msvet.org.
▪ Strengthen professional skills through MVMA task forces and CE events.
▪ Stay informed of veterinary community activities through publications.

NEXT STEP: Register to attend the MVMA Summer Conference at www.msvet.org.
Report of HAC, acting as committee on rules and procedures.
The House approved a motion to adopt the Manual of the House of Delegates and Order of Business. The manual contained new sections on the roles and responsibilities of delegates and members of the House Advisory Committee (HAC). I was able to serve on both task forces that developed these documents.

**Resolutions:**
Resolution 1 - Revised Policy on Free-Roaming and Abandoned Feral Cats
To arrive at a fair and constructive policy, the AVMA Animal Welfare Committee collaborated with the Committee on Environmental Issues (CEI) and the Council on Public Health and Regulatory Veterinary Medicine (CPHRVM) to review and update the policy. This group worked actively over a period of two years, through multiple conference calls and extensive email exchanges. Discussions were extensive and robust, resulting in the best policy currently for this complex and entrenched problem. The largest discussion was over the language of using euthanasia in the control of a feral population (as stated in the Policy on Euthanasia). Objections were primarily from AAHA and Feline Practitioners. **Passed**

Resolution 2 - American Veterinary Medical Association (AVMA) House of Delegates recommend that the Board of Directors establish a blast e-mail for each Principal Organization represented in the House of Delegates, such that the delegate and the alternate delegate from such Principal Organizations have direct two-way communication with the AVMA members that reside within the respective region represented by such Principal Organizations. The HoD has been asking for a method to directly communicate with AVMA in their states or constituent groups for years. Reluctance from AVMA has been steady but without any rational excuse. **Passed**

Action on Elections
The House elected Dr. Jennifer Buur to the position representing Clinical Pharmacology on the Council on Biologic and Therapeutic Agents, Dr. Carlos Pereyra to the Private Clinical Practice position on the Council on Research, and Dr. Sarah Babcock to an at large position on the Judicial Council.

Jim Brett, D.V.M.
Delegate

Tim Fleming, D.V.M.
Alternate Delegate

HOD/CSJ
As a young veterinarian in private practice, my days typically consist of performing surgeries, diagnosing and treating diseases, and working emergency shifts. This January, I had the opportunity to experience veterinary medicine in a unique way. Being awarded an American Veterinary Medical Association Emerging Leader Scholarship, I attended the Veterinary Leadership Conference in Chicago. The conference consisted of continuing education classes, the AVMA House of Delegates Winter Session, and several networking opportunities. Within these networking opportunities, I had the chance to meet not only other emerging leaders but also individuals who are in leadership roles in the various veterinary organizations.

During the House of Delegates Winter Meeting, resolutions and bylaw amendments to the AVMA policy are discussed, amended, and voted on by each state’s representative delegates. Although I participated in Youth Legislature in high school, it was fascinating to see resolutions passed that affect everyday issues in practice as well as observe discussion on what the best policy for our profession should be. Also during this conference, there were distinctive classes on leadership. As an emerging leader, I attended classes focused more on who I am as a leader, conflict resolution, and how to become involved in AVMA committees and councils. The most interesting topic was discussing compassion fatigue- why we get it, how to handle it, and how to avoid it. Everyone has bad days, but everyone handles it differently and has to find what works best for them individually.

I would recommend the VLC not just for those interested in being more involved on the state or national level in veterinary medicine, but also for those interested in developing their leadership ability in their own clinic or hospital. Realizing that others react to situations differently and learning to discuss those reactions applies on all levels of management and relationships. I will remember what I have learned at VLC 2016 for years to come.

Katie Ebers, DVM, MS

SAVE THE DATE

2017 Veterinary Leadership Conference
January 12–15, 2017
Chicago, IL
stay connected.

@msvetmed    facebook mississippi veterinary medical association
Culture can impact veterinary practice success, AAHA 2016 State of the Industry reveals

The culture and relationships within a veterinary practice may have a significant impact on the success of a veterinary hospital, according to survey data revealed during the American Animal Hospital Association 2016 State of the Industry presentation.

The AAHA 2016 State of the Industry, which was presented during the AAHA Austin 2016 Yearly Conference, examined data from a fall 2015 survey AAHA conducted with the Daniels College of Business at the University of Denver that studied organizational culture in veterinary practices.

AAHA Chief Executive Officer Mike Cavanaugh, DVM, DABVP (C/F) shared the survey results along with an update on economic data from IDEXX Laboratories on April 1.

The culture study surveyed over 1,000 veterinary hospitals to study the qualities of organizational culture in veterinary practices, evaluate the overall and specific subcultures in veterinary hospitals, and determine how culture affects veterinary practice metrics.

Key findings of the culture survey include:

• Perceptions toward training and career development as well as staff relationships with veterinarians are positive.
• Perceptions toward institutional fairness and communication as well as rewards and recognition can be improved.
• Less positive perceptions of culture are held by employees with little decision making power and lower wages.
• Positive perceptions of overall culture are held by employees in management/administration.
• Higher production per FTE veterinarian is associated with more positive cultural scores on leadership, employee involvement, and supervision.
• Fewer employees and lower gross income are associated with more positive cultural perceptions on leadership, teamwork and staffing, and relationships with veterinarians.
• There is a positive relationship between AAHA accreditation and both perceptions of culture as well as practice metrics.

"The data from this survey will allow practices to look introspectively at their hospitals and take a hard look at how their practice culture may be affecting their business success," Cavanaugh said.

"It's encouraging to see that AAHA-accredited practices tend to have more positive perceptions of practice culture and more success in their practices. Because of the teamwork and collaboration we see going into the accreditation evaluation process, it's a no-brainer that accredited practices do well with regard to culture and metrics of success." Interestingly, associate veterinarians gave somewhat lower scores to many aspects of culture, while employees holding positions in management/administration had more positive perceptions. These results suggest a possible divide between associate veterinarians and their managers.

On the economic front, data from the 2016 State of the Industry indicated that more practices have moved into the "Outgrower" category of practices that demonstrate growth of more than 10 percent year-over-year. Thirty-five percent of practices are now considered Outgrowers, compared to 24 percent from the 2015 State of the Industry.

Other key points from the economic data revealed:

• Active patients in 2015 grew 2.6% relative to 2014
• Patient visits in 2015 grew 3.2% relative to 2014
• Overall practice revenue in 2015 grew by 6.4% relative to 2014
• Outgrowers exhibit 8.7% growth in active patients
• Growers exhibit .9% growth in active patients
• Decliners exhibit a 7.1% decrease in active patients

"We know that successful veterinary practices such as Outgrowers focus on strengthening bonds and building relationships," Cavanaugh said. "We'll see that category continue to grow as more and more practices focus on strengthening the bonds and improving culture within their own practices."

The Winter Conference was held at a new venue this year. The Mill Conference Center in downtown Starkville, MS accommodated over 350 veterinary professionals. We are honored to be a continuing education resource for veterinarians, technicians and staff. Many thanks to the event staff at The Mill for providing a beautiful venue for the conference.

Special thanks to our Winter Conference Sponsors!
Dr. Amy Parker named Young Veterinarian of the Year

Dr. Amy Parker received the 2016 Young Veterinarian of the Year award. She was nominated by her colleagues Dr. Laurie Dilworth and Dr. Sara Catherine Edwards. This award was also presented at the Annual Winter Conference held at The Mill Conference Center in Starkville. To receive this award, the individual must be a current member of the MVMA, have graduated within 5 years, be 35 years of age or younger and demonstrate activity that promotes and enhances veterinary medicine within Mississippi.
WHAT IS MVMA-PAC?
The non-partisan political arm of the MVMA. Its primary purpose is to raise funds that are contributed to campaigns of candidates running for public office in Mississippi. When we pool our resources to rally with candidates who support our profession, the voice of the veterinarian community proves more powerful. MVMA–PAC’s strength comes from Mississippi veterinarians who contribute their resources, enabling the MVMA to lobby with policy makers in our state.

BECOME A LEADER
Choose a level of giving that is comfortable for you. Let us recognize you for the veterinary leader that you are. Return the form below with your contribution.

QUESTIONS?
Contact the Mississippi Veterinary Medical Association at (662) 323–5057 or email msvetmed@gmail.com.

As a veterinary leader, you know how important it is for our profession to impact public policy and awareness on animal health and welfare, zoonotic diseases, and small business issues. As veterinarians we speak more effectively when we speak collectively. One very effective way in which to ensure our voice is heard is to support the Mississippi Veterinary Medical Association’s Political Action Committee.

______________________________
name

______________________________
home mailing address

______________________________
city/state/zip

If contribution is over $100, please provide business address below.

______________________________
name

______________________________
home mailing address

______________________________
city/state/zip

Please send non-corporate checks only to MVMA–PAC, P.O. Box 395, Clinton, MS 39060. Thank you!

CONTRIBUTION LEVELS

☐ PAC Backer $200
☐ Sustaining Member $100
☐ Contributing Member $50
☐ Member $25
SUMMER CONFERENCE SPONSORS

as of April 15, 2016

Sponsorship information available at www.msvet.org.

Hotel Information
27200 Perdido Beach Blvd.
Orange Beach, AL 36561
perdidobeachresort.com
(800) 634–8001
Booking ID: 10621
Deadline to book the group rate is June 13, 2016.
# MVMA Summer Conference • July 14-17, 2016 • Perdido Beach Resort

## Thursday, July 14 (4 hours)

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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</thead>
<tbody>
<tr>
<td>10:00am-5:00pm</td>
<td>Conference Registration - Perdido Beach Resort Lobby</td>
</tr>
<tr>
<td></td>
<td><strong>GENERAL SESSION</strong></td>
</tr>
<tr>
<td>1:00-3:00pm</td>
<td>Pharmacology Review – Mary Milewski, PharmD</td>
</tr>
<tr>
<td>3:00-3:30pm</td>
<td><strong>BREAK</strong></td>
</tr>
<tr>
<td></td>
<td><strong>GENERAL SESSION</strong></td>
</tr>
<tr>
<td>3:30-4:30pm</td>
<td>Zoonotic Disease Update: New Rabies Guidelines &amp; Brucella canis Case Report – Dr. Brigid Elchos</td>
</tr>
<tr>
<td>4:30-5:30pm</td>
<td>Regulatory Update – Dr. Jim Watson</td>
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</tbody>
</table>

## Friday, July 15 (7.5 hours)

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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</thead>
<tbody>
<tr>
<td>6:45am-7:30am</td>
<td><strong>CONTINENTAL BREAKFAST</strong></td>
</tr>
<tr>
<td></td>
<td><strong>SMALL ANIMAL TRACK 1</strong></td>
</tr>
<tr>
<td>7:30am-9:30am</td>
<td>Feline &amp; Canine Endocrinology – Dr. Cynthia Ward</td>
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<tr>
<td></td>
<td><strong>SMALL ANIMAL TRACK 2</strong></td>
</tr>
<tr>
<td></td>
<td>Ophthalmology – Dr. Susan Nelms</td>
</tr>
<tr>
<td></td>
<td><strong>LARGE ANIMAL TRACK</strong></td>
</tr>
<tr>
<td></td>
<td>Equine Parasitology &amp; Control – Dr. C.E. Swiderski</td>
</tr>
<tr>
<td></td>
<td><strong>FOOD ANIMAL TRACK</strong></td>
</tr>
<tr>
<td></td>
<td>Poultry – Dr. Joel Cline, Dr. Martha Pulidio</td>
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<td></td>
<td><strong>TECHNICIAN TRACK</strong></td>
</tr>
<tr>
<td></td>
<td>Fear Free Practices – Dr. Marie Hopfensberger</td>
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<tr>
<td>9:30-10:00am</td>
<td><strong>BREAK</strong></td>
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<tr>
<td>10am-12:30pm</td>
<td><strong>SMALL ANIMAL TRACK 1</strong></td>
</tr>
<tr>
<td></td>
<td>Feline &amp; Canine Endocrinology – Dr. Cynthia Ward</td>
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<tr>
<td></td>
<td>Ophthalmology – Dr. Susan Nelms</td>
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<td></td>
<td><strong>LARGE ANIMAL TRACK</strong></td>
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<tr>
<td></td>
<td>Equine Respiratory Disease – Dr. C.E. Swiderski</td>
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<tr>
<td></td>
<td><strong>FOOD ANIMAL TRACK</strong></td>
</tr>
<tr>
<td></td>
<td>Poultry – Dr. Martha Pulidio, Dr. Danny Magee</td>
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<tr>
<td></td>
<td><strong>TECHNICIAN TRACK</strong></td>
</tr>
<tr>
<td></td>
<td>Fear Free Practices – Dr. Marie Hopfensberger</td>
</tr>
<tr>
<td>12:30-1:30pm</td>
<td><strong>LUNCH BUFFET</strong></td>
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<tr>
<td>1:30pm-3:00pm</td>
<td><strong>SMALL ANIMAL TRACK 1</strong></td>
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<tr>
<td></td>
<td>Feline &amp; Canine Endocrinology – Dr. Cynthia Ward</td>
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<tr>
<td></td>
<td>Acute Abdomen, GDV, IVVD, MPL – Dr. Brian Bufkin</td>
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<td><strong>LARGE ANIMAL TRACK</strong></td>
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<tr>
<td></td>
<td>Large Animal Anesthesia – Equine CRI – Dr. Andrew Claude</td>
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<td><strong>FOOD ANIMAL TRACK</strong></td>
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<tr>
<td></td>
<td>Category 2 USDA Accreditation Modules</td>
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<tr>
<td></td>
<td><strong>TECHNICIAN TRACK</strong></td>
</tr>
<tr>
<td></td>
<td>Dentistry – Dr. Sharon Startup</td>
</tr>
<tr>
<td>3:00-3:30pm</td>
<td><strong>BREAK</strong></td>
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<tr>
<td>3:30pm-5:00pm</td>
<td><strong>SMALL ANIMAL TRACK 1</strong></td>
</tr>
<tr>
<td></td>
<td>Feline &amp; Canine Endocrinology – Dr. Cynthia Ward</td>
</tr>
<tr>
<td></td>
<td>Acute Abdomen, GDV, IVVD, MPL – Dr. Brian Bufkin</td>
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<td></td>
<td><strong>LARGE ANIMAL TRACK</strong></td>
</tr>
<tr>
<td></td>
<td>Equine Cushings &amp; Metabolic Disease – Dr. Britt Conklin</td>
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<td><strong>FOOD ANIMAL TRACK</strong></td>
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<tr>
<td></td>
<td>Category 2 USDA Accreditation Modules</td>
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<td></td>
<td><strong>TECHNICIAN TRACK</strong></td>
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<tr>
<td></td>
<td>Dentistry – Dr. Sharon Startup</td>
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**Mix & Mingle Reception with the Exhibitors at 5:00-6:30pm in the Exhibit Hall**
# MVMA Summer Conference • July 14-17, 2016 • Perdido Beach Resort

## Saturday, July 16 (3.5 hours)

<table>
<thead>
<tr>
<th>Time</th>
<th>SMALL ANIMAL TRACK 1</th>
<th>SMALL ANIMAL TRACK 2</th>
<th>LARGE ANIMAL TRACK</th>
<th>FOOD ANIMAL TRACK</th>
<th>PRACTICE MGMT TRACK</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00am-8:30am</td>
<td><strong>MVMA BUSINESS MEETING &amp; BREAKFAST</strong></td>
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</tr>
<tr>
<td>8:30am-10:30am</td>
<td>Canine Infectious Respiratory Diseases Dr. Natalie Marks</td>
<td>Dermatology Dr. Tina Brown</td>
<td>Therapeutic Shoeing, A Veterinarian’s Approach Palmar Foot Pain, Diagnosis to Treatment Dr. Britt Conklin</td>
<td>Fluid Therapy &amp; Calf Scours Dr. Jenna Bayne</td>
<td>Ameriprise Financial</td>
</tr>
<tr>
<td>10:30-11:00am</td>
<td><strong>BREAK</strong></td>
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<tr>
<td>11:00am-12:30pm</td>
<td>Canine Infectious Respiratory Diseases Dr. Natalie Marks</td>
<td>Dermatology Dr. Tina Brown</td>
<td>Endocrine Laminitis Podiatry Cases Dr. Britt Conklin</td>
<td>Fluid Therapy &amp; Calf Scours Dr. Jenna Bayne</td>
<td>Ameriprise Financial</td>
</tr>
</tbody>
</table>

## Sunday, July 17 (4 hours)

<table>
<thead>
<tr>
<th>Time</th>
<th>CONTINENTAL BREAKFAST</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:45am-7:30am</td>
<td><strong>PRACTICE MANAGEMENT</strong></td>
</tr>
<tr>
<td>7:30am-9:30am</td>
<td>3-Sided Media How to use social media to stand above your competition Five simple steps to make your website bring in more new clients</td>
</tr>
<tr>
<td>9:30am-10:00am</td>
<td><strong>BREAK</strong></td>
</tr>
<tr>
<td>10:00am-12noon</td>
<td>3-Sided Media I got a terrible online review! What do I do now?</td>
</tr>
</tbody>
</table>

The MVMA WINTER CONFERENCE has been approved for 19 hours CE for Veterinarians, 7.5 hours for Veterinary Technicians by the Licensure Boards of Mississippi, Alabama, and Florida.

CE hours will be posted to your account at [www.msvet.org](http://www.msvet.org) after July 20.

**CANCELLATION POLICY:** 100% refund if requested in writing before June 1. 50% refund if requested in writing between June 2 and June 30. No refunds after June 30.
CONFERENCE SPEAKERS

Cyprianna Swiderski, DVM
Associate Professor, Equine Medicine
Department of Clinical Sciences
Mississippi State University - College of Veterinary Medicine
Sessions: Equine Parasitology and Control Equine Respiratory Disease

Andrew Claude, DVM
Assistant Professor - Anesthesia
Department of Clinical Sciences
Mississippi State University - College of Veterinary Medicine
Sessions: Large Animal Anesthesia and Equine CRI

Britt Conklin, DVM
Boehringer Ingelheim Vetmedica, Inc.
Sessions: Equine Cushings and Metabolic Disease
Therapeutic Shoeing, A Veterinarian's Approach
Palmar Foot Pain, Diagnosis to Treatment and Endocrine Laminitis

Mary Milewski, PharmD
Department of Clinical Sciences
Mississippi State University - College of Veterinary Medicine
Sessions: Pharmacology Review

Jenna Bayne, DVM
Clinical Lecturer, Food Animal Medicine
Department of Clinical Sciences
Auburn University - College of Veterinary Medicine
Sessions: Fluid Therapy and Calf Scours

Danny Magee, DVM
Clinical Professor
Department of Pathobiology and Population Medicine
Director, Poultry Research and Diagnostic Laboratory
Session - Poultry

Brian Bufkin, DVM
Veterinary Surgery Specialist MedVet - Mobile, AL
Sessions: Acute Abdomen
IVVD, GDV, MPL

Martha Pulido - Landínez, DVM, MS, Ph.D.
Associate Clinical Professor, Avian Medicine
Department of Pathobiology and Population Medicine
Poultry Research and Diagnostic Laboratory
Sessions: Poultry
Strategies for Buying or Selling a Veterinary Practice

What is your Vet practice really worth? How do you value your practice? How do you convert business into retirement income? When is best time to buy or sell a practice? If you plan to retire when do you start the planning? As an owner who will you transition your practice to? What is the planning process? What team of advisors will you need?

Presented by:
Eddie McNeal CFP
Private Wealth Advisor and Business Financial Advisor
McNeal and Randall, a Private Wealth Advisory Practice of Ameriprise Financial in Starkville, MS

Patrick Spach, Sr.
Loan Officer
General Manager of Veterinary Practice Lending at Live Oak Bank in Wilmington, NC

Dr. Len Jones, DVM
Total Practice Solutions Group

Online Marketing

How to use social media to stand above your competition.

Five simple steps to make your website bring in more new clients.

I got a terrible online review. What do I do now?

Presented by: Robbie van Mullem
LOCAL EVENTS DURING YOUR STAY
Visit www.gulfshores.com for more information.

2016 Blue Marlin Grand Championship of the Gulf
Jul 12, 2016 - Jul 16, 2016
4673 Wharf Parkway
Orange Beach, AL 36561
(251) 224-1900
www.thewharfmarina.com/bmgc
beverly@cmmmarinas.com

C Spire Concert Series presents: Dierks Bentley with special guests Randy Houser, Cam and Tucker Beath
Jul 17, 2016
7:00 PM - 9:00 PM
The Amphitheater at The Wharf
(800) 745-3000
www.ticketmaster.com

2016 USSSA Global Sports Baseball World Series 5
Jul 12, 2016 - Jul 16, 2016
Orange Beach Sportsplex, Gulf Shores Sportsplex and Foley Sportsplex
4389 William Silvers Parkway, Orange Beach, AL
(256) 651-1686
www.alabamaussssa.org

Southern Grace Celebrity Chef Dinners with Adam Evans and Justin Devillier
Jul 14, 2016
6:30 PM - 9:00 PM
Fisher's at Orange Beach Marina
$130 each with wine pairings or $100 without.
(251) 981-7305
www.fishersobm.com
# REGISTRATION FORM

2016 MVMA Summer Conference - July 14-17, 2016 - Perdido Beach Resort
Pre-Registration Deadline - June 15
Online registration available at www.msvet.org

## ATTENDEE

Name: ________________________________________
First Name for Badge: ____________________________
Address: ______________________________________
City/State/Zip: _________________________________
Phone: _______________________________________
E-Mail: ______________________________________

## PAYMENT

<table>
<thead>
<tr>
<th></th>
<th>Member/Non-Member</th>
<th>Pre-Registration</th>
<th>On-Site</th>
<th>before June 15</th>
</tr>
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<tbody>
<tr>
<td>Veterinarian</td>
<td>$300/$375</td>
<td>$375/$450</td>
<td></td>
<td></td>
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<tr>
<td>Life MVMA Member</td>
<td>$225</td>
<td>$300</td>
<td></td>
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<tr>
<td>Technician (FRI only)</td>
<td>$100</td>
<td>$150</td>
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<tr>
<td>#Guest Fee</td>
<td>$50</td>
<td>$75</td>
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<tr>
<td>*Proceedings book</td>
<td>$50</td>
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Digital notes included with pre-registration.

Guest Name: ____________________________________

## CONTINUING EDUCATION

Please CIRCLE the CE sessions you plan to attend each day. This helps us to plan for adequate classroom seating.

**Thursday, July 14 (4 hours)**
- Pharmacology (2)
- Zoonotic Diseases (1)
- Regulatory Update (1)

**Friday, July 15 (7.5 hours)**
- 7:30-9:30am: Endocrinology(2.5) Ophthalmology(2.5) Equine(2) Poultry(2.5) Tech(2.5)
- 10:00am-12:30pm: Endocrinology(2.5) Ophthalmology(2.5) Equine(2.5) Poultry(2.5) Tech(2.5)
- 1:30-3:00pm: Endocrinology(1.5) Acute Abdomen(1.5) Equine(1.5) USDA(1.5) Tech(1.5)
- 3:30-5:00pm: Endocrinology(1.5) Acute Abdomen(1.5) Equine(1.5) USDA(1.5) Tech(1.5)

**Saturday, July 16 (3.5 hours)**
- 8:30-10:30am: Canine Resp Dx(2) Derm(2) Equine(2) Fluid Therapy(2) Ameriprise(2)
- 11:00am-12:30pm: Canine Resp Dx(1.5) Derm(1.5) Equine(1.5) Calf Scours(1.5) Ameriprise(1.5)

**Sunday, July 17 (4 hours)**
- 7:30-9:30am: Social Media (2) Pot-bellied pig (2)
- 10:00am-12:00pm: Social Media (2) Pot-bellied pig (2)

## NOTES

*Proceedings not guaranteed for on-site registrants.

#Spouse/guest badges are required for guests who wish to access the exhibit hall, including refreshment breaks.

Topics and/or speakers are subject to change due to unforeseen circumstances.

## CANCELLATION POLICY:

100% refund if requested in writing before June 1. 50% refund if requested in writing between June 2 and June 30. No refunds after June 30.

Return form and payment to:
MVMA - Summer Conference
P.O. Box 395
Clinton, MS 39060
Fax: 877-872-3731
or register online at www.msvet.org
MVMA Legislative Luncheon

The MVMA legislative luncheon held on Wednesday, March 23 at the Mississippi Cattlemen’s Association was very successful. There were approximately 70 people in attendance which included members of the House of Representatives, State Senators, representatives from the Lt. Governor’s office, representatives from the Commissioner of Agriculture and Commerce’s office, MVMA leadership, as well as students and faculty from the MSU School of Veterinary Medicine.

We have hosted this event for several years and “It is important for us (MVMA) to stay in front of these legislators,” said Dr. Todd Archer, MVMA President. “When issues pertaining to veterinary medicine arise, we want these legislators to remember that they have a network of veterinary professionals available to help them with any questions they may have.”

Several veterinary students from Mississippi State University addressed the attendees to explain the importance of their chosen profession. Students explained that veterinarians are much more than just doctors for puppies and kittens, but that they also play a vital role in research, food quality and public health.

The veterinary landscape is constantly changing. It is important that the MVMA continue to foster a relationship with our state legislators. We want the legislators to be familiar with our organization as THE organization to contact when veterinary legislative issues arise.
Three Effective Steps to a Happier Workplace

In the past 20 years, the world of psychology has moved from looking at what ails us to looking at what supports us and makes us happier, more productive people. “Positive psychology,” as it is called, is backed up by research done at universities like Harvard, Yale and Cambridge. A few maverick companies are even appointing Chief Happiness Officers, though not without controversy. There’s a fine line between striving to create a happier workplace and instituting creepy, Big Brother-style policies. No one is advocating the latter, but if you put these three simple policies in action, you’re sure to notice changes over time. Especially in veterinary settings, where many employees are great with animals but not so great with co-workers, these three steps will go a long way toward boosting morale, productivity, and your bottom line!

• Set a great example. You’re reading this because you’re a leader. Leaders lead, and very often lead most effectively by example. Think of your demeanor when you interact with your staff – would they say you are more happy, contented or gruff? If they’d say happy or contented, great – you’re already setting the right tone and may just need minor tweaks to encourage more contentment and happiness around you. If they’d say gruff, then you might want to re-think your management style. How can you be happier? Get some fresh air before going into the office or during the day. Just 20 minutes of fresh air will improve your outlook. If you truly don’t know what they’d say, ask them, and be open to hearing whatever they share without argument or judgement. People love to help, and it makes them happier. Let them help you.

• Spread random goodness. Make a habit of randomly doing something nice for an employee. When you stop for your own coffee on the way in, buy a coffee for one of your staffers. When a client gives you good feedback, share it with the employee most closely related to that win. You know that lady who helps out in the evening – the one with all the pictures of her toddler? Give her a ToysRUs gift card. One random thing a day – five random things a week – will create a happy buzz in your business. It won’t cost you much, and will go a long way towards keeping your employees engaged and excited to be on your team.

• End on a high note. No matter how bad the day was, find something to celebrate, and share it with your key players. Humans are hard-wired to remember and focus on the negative, and that’s not the highway to happiness!

The good news is that making a habit of looking for the good things and sharing them can help increase not only your personal happiness, but the happiness culture in your business. Your most influential employees should be part of this daily celebration – let them know what went right, and you can bet they’ll share the good news. People love to be on a wining team – focus on what’s right and watch the high-gives happen!

By Sandy Weaver Carman
Author, consultant & happiness expert
I work with organizations to boost morale, productivity and the bottom line.
The Veterinary Medical Loan Repayment Plan (VMLRP) is a federal program administered through the USDA National Institute of Food and Agriculture that provides $25,000 per year for up to three years to veterinarians with student loans that agree to serve in an underserved area. The intent of the program is to provide access to food animal veterinarians in under-served areas. NOTICE: 2016 VMLRP Application Period is NOW OPEN. The FY 2016 Requests for Applications (RFA) can be found at the link below or through hyperlinks throughout our website at https://nifa.usda.gov/program/veterinary-medicine-loan-repayment-program.

In 2015, the United States Department of Agriculture (USDA) announced that in November that it would offer awards totaling more than 4.5 million dollars to 49 veterinarians toward repayment of veterinary student loans in return for their service in shortage areas. The USDA makes these awards annually through the federal Veterinary Medicine Loan Repayment Program (VMLRP).

Veterinarians who participate in this program commit to three years of service in a designated veterinary shortage area in food animal practice or public practice, and receive monetary awards to pay off student loan debt. The program offers a maximum loan repayment of $75,000 to any one veterinarian, but awardees are eligible to apply for a renewal award.

Requests for applications to the program in 2016 are expected to be published by the USDA next month. This year’s application process which begins in April should culminate with the USDA making offers to individual veterinarian applicants in December 2016.

With recruitment of veterinarians to rural areas being a great challenge, this USDA program is a huge plus for the practice of the profession in rural America. Meanwhile, high student loan debt is a reality for most veterinary school graduates who are driven to work in locations with larger populations and higher pay. The program therefore offers relief in two areas where it is sorely needed, alleviation of student loan debt and the services of veterinarians in areas that need this essential service. The program ultimately improves the well-being of livestock and contribute to providing a safe food supply. In 2015, the USDA received 137 applications and offered 49 awards.

Participants must serve in one of three types of shortage situations. Awardees filling type 1 shortage areas need to dedicate at least 80 percent of their time to providing food animal veterinary services. Type 2 shortages are in rural areas where awardees must provide food animal veterinary services at least 30 percent of the time. Awardees filling type 3 shortage areas must commit at least 49 percent of their time to public practice.

Currently, the loan payments are subject to a 39 percent federal withholding tax. The USDA includes that amount in each award to offset the liability.

The USDA’s VMLRP is authorized by the National Veterinary Medical Services Act which was enacted in 2003 to help qualified veterinarians to offset significant portions of their debt incurred when pursuing their doctorate in veterinary medicine or equivalent qualifications. It is administered by the National Institute of Food and Agriculture.

For more information on the Veterinary Medicine Loan Repayment Program, contact Joseph Perez, Program Analyst at (202) 401–3486 or email jperez@nifa.usda.gov.

Applications MUST be in our office by MAY 20, 2016 to be considered. Faxed and Emailed applications are not accepted.
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