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The *EPTOME* is published every two months by the Illinois State Veterinary Medical Association (ISVMA) 133 South Fourth, Suite 202 • Springfield, Illinois 62701 217/523-8387 • FAX: 217/523-7981 • www.ISVMA.org
Its purpose is to communicate the business of the association, communicate legislative issues ongoing at state and national levels, and other issues of interest to the membership of the ISVMA.

DEADLINES FOR SUBMISSION

All articles, contributions, classifieds, and display ads must be received in the ISVMA office by the 15th of the following months: February, April, June, August, October, December. For more information or to obtain a rate schedule, go online at www.ISVMA.org or call the ISVMA office.

MATERIALS FOR SUBMISSION

When mailing material, submit a printed copy of material in Word format accompanied either by computer disk (3 inch) or CD. Pictures should be approximate in size for inclusion and preferable in black and white glossy print. The editor reserves the right to accept, reject or modify material as deemed necessary to accommodate the publication format. Authors will be notified if the submission is deemed inappropriate. Material submitted will be files unless other arrangements are requested. Opinions expressed by the authors will be their own and not necessarily those of the ISVMA.

SUBSCRIPTIONS

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Non-members - \$75.00 annual subscription

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To ISVMA members, student members of ISVMA, University of IL – College of Veterinary Medicine Library, Parkland Junior College Library and Joliet Junior College Library.

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Submit changes in writing to the ISVMA office at 133 South Fourth, Suite 202, Springfield IL 62701. Changes will also be accepted by e-mail at info@isvma.org.

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EPITOME



THE ILLINOIS STATE VETERINARY MEDICAL ASSOCIATION

December/January 2005

Vol. XLIV, Number 10

WHY YOUR STATE ASSOCIATION?

Dr. Wesley G. Bieritz, President, ISVMA

I have been honored to serve as ISVMA President throughout the past year. During my presidency, the focus of the ISVMA Board of Directors and staff has been on essentially four things:

1. Expanding member benefits.
2. Reviewing and updating our governing documents.
3. Regaining a healthy financial position for the association.
4. Reaching 2000 veterinarian members by July 1, 2007.

ISVMA has made significant progress toward each of these goals during 2004. There is one goal, however, in which we need to support and participation of our members. The Board established a goal of reaching 2000 members by July 1, 2007. We're excited that more than 300 veterinarians have joined ISVMA in the past year! However, we're still 400 veterinarians short of our goal. The thermometer on page 2 keeps track of our progress in reaching this membership milestone. We include the thermometer in every issue of the Epitome to remind you that we need the support of members to help reach our membership goal.

Do you have an associate that isn't a member of ISVMA? Is there another practice in your area that hasn't been convinced of the importance of the membership investment? Please share a copy of the Epitome with these prospects. Ask them to visit the ISVMA website or give the staff a call to ask for a membership application.

There are approximately 12 million people in the State of Illinois and groups of them have, at times, joined in an attempt to set the policy agenda for our



profession. There are only 2700 licensed, practicing veterinarians in the State and we must rely upon each other, collectively and individually, to uphold the strong principles of veterinary medicine and protect the animals, public and environment that we serve. Our strength comes from the participation of veterinarians in their state association. The collective voice of 2700 veterinarians would have a profound influence on future policy decisions at the state level and would benefit the profession more than any program or service the Board and staff can develop.

Your staff and the Board of Directors will continue to work toward our goals and will constantly reexamine the association to set new priorities. Please help your association achieve its most important benefit – recruit someone to ISVMA membership. Our power and influence grows with the number of veterinarians we serve.

We've targeted 2000 members – but 2700 members should really be our goal.



THE VETERINARIAN'S ROLE IN PUBLIC POLICY



*Peter S. Weber, CAE
Executive Director,
ISVMA*

I began my professional career as a policy analyst for the Illinois House of Representatives and also spent 15 years as a lobbyist. I learned through that experience that legislators value the information they receive from experts and practitioners. The legislature is well represented by lawyers, farmers, small-businessmen, teachers and other professionals. Not one of them, however, is a veterinarian or an expert in veterinary medicine. Legislators depend upon facts and data to make good decisions. When they make bad decisions, it is often the result of either poor or a complete lack of information.


Veterinarians are uniquely qualified to provide information, service and advocacy on important public policy issues including animal welfare, animal health, food-safety, public safety from zoonotic diseases and bioterrorism security. The expertise of the state's 2700 licensed and practicing veterinarians is critical in the development of effective public policy. ISVMA gives veterinarians a voice to assert their influence.

The absence of veterinary expertise on the floor of the Illinois Senate and House of Representatives creates an information vacuum that should be filled by veterinarians. If the veterinarians of Illinois don't offer an opinion on issues of importance to their profession, somebody else will.

Only 18 months ago, a group of well-funded and motivated non-veterinarians were able to hold the Veterinary Medicine and Surgery Practice Act hostage in an effort to obtain concessions that would allow non-veterinarians to engage in activities that were traditionally viewed as the practice of veterinary medicine and were restricted to licensed veterinarians. The threats to professional veterinary medicine continue to grow and veterinarians must become increasingly involved in the exchange of facts and data with legislators and regulators who are responsible for establishing public policy.

ISVMA has expended tremendous effort to build the capacity necessary to fill the information void in the legislature. The E-SOURCE Newsletter (distributed by e-mail) will keep ISVMA members informed of critical issues and timely information necessary for veterinarians to become effective advocates. We're building a database of relationships between veterinarians

and elected officials. Almost every elected official either has a family veterinarian or knows a veterinarian. We've been trying to identify those relationships so we know which veterinarians can "get the ear" of any legislator. We've also worked hard to help veterinarians understand their important role in public policy.

Legislators count on us for to help them make good decisions. As ISVMA members fill that need, they will advance the well being of veterinarians, animals, the public and the environment. 

We're setting the goal for new members!

- Goal: 2000 members by July 1, 2007
- December, 2004 - 1570 members
- July, 2004 - 1563 members
- May, 2004 - 1480 members
- January, 2004 - 1340 members



NCVEI OFFERS SOMETHING FOR EVERYONE

If you wanted to remodel your reception area, add a new surgical suite to your clinic, or hire an additional associate, where would you find an easy, analytical way of calculating how to pay for those new expenses?

You hired four licensed veterinary technicians in the past two years and each of them decided to leave your practice after less than six months. Do you know why you are experiencing this high employee turnover rate?

Are the fees you are charging for your services set at the proper levels? How do you know if you are charging your clients too much? Are your fees actually too low? Is there an analytical method you could use to be sure you are pricing your services appropriately?

Veterinarians can find the answers to these questions, and many more, on the website of the National Commission on Veterinary Economic Issues, www.ncvei.org. The NCVEI is a non-profit organization, formed in a joint effort of the American Veterinary Medical Association (AVMA), American Animal Hospital Association (AAHA), and the Association of American Veterinary Medical Colleges (AAVMC) to address the economic problems facing the veterinary profession. As a benefit that comes with membership in either the AVMA, AAHA or Canadian VMA, the NCVEI's website offers veterinarians the opportunity to conduct an in-depth analysis of their business practices. To date, nearly 7500 clinics, representing over 20,000 veterinarians, have taken advantage of this free service.

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MAKE YOUR VETERINARY PRACTICE SOAR!

ISVMA is offering a series of one-day regional mini-conferences in April 2005. These programs are designed to assist veterinary practices improve client relations, patient medical compliance and the practice's bottom line! Nationally acclaimed consultant Karyn Gavzer will present:

"It's not what you say; it's how you say it — Tips and strategies for effective client communications."

Karyn Gavzer is a practice management consultant specializing in marketing and training. She has worked in pet health care sales and marketing for over 15 years and served as director of marketing for the American Veterinary Medical Association. She has spoken on practice management and marketing at veterinary meetings around the world. Gavzer has an MBA and is a certified veterinary practice manager. She serves on the board of the Association of Veterinary Practice Management Consultants and Advisors.

The program will be held offered from 9:00 a.m. until 4:00 p.m. at the following locations and dates:

- Oak Brook	April 10
- Peoria	April 17
- Fairview Heights	April 24

Register on-line at www.ISVMA.org/springseminars.htm

This program is being held on Sundays in order to maximize the opportunity for entire practice teams to participate. It is being repeated in three locations to encourage attendance statewide!

Everyone in your practice (receptionists, veterinary technicians, veterinarians, groomers, etc.) will benefit from this presentation and – just as importantly – their participation will benefit your practice!

**This program meets the requirement for 6.0 hours of continuing education credit.*

***ISVMA thanks Fort Dodge for their generous sponsorship
of all three offerings of this important program!***



EPITOME News & Notes

"Potentially Infectious Medical Waste — A Summary of Regulatory Requirements"

Due to questions that have come through the ISVMA offices this past month, we are making available to our members information supplied through the Illinois Environmental Protection Agency. The brochure, "Potentially Infectious Medical Waste -- A Summary of Regulatory Requirements", gives an overview of the general requirements prescribing the standards and criteria for the handling of Potentially Infectious Medical Waste (PIMW). The requirements found in the Illinois Environmental Protection Act, and the Illinois Pollution Control Board's regulations, are listed in this brochure with the intent to inform to reduce the occupational and environmental health risks that occur during the storage, treatment, transport, transfer, and disposal of PIMW.

A copy of the brochure may be found online on the legislative page in the ISVMA's Member Center, www.isvma.org/membercenter.aspx. It can also be faxed or mailed upon request by calling the ISVMA office at 217/523-8387.

For the complete requirements, please see Title XV of the Illinois Environmental Protection Act and 35 Illinois Administrative Code: Subtitle M.

Update on ProHeart®6 Injectable Heartworm Product for Dogs

On September 21, 2004 the Veterinary Drugs Directorate (VDD), a division of Health Canada, the Canadian federal department that oversees health matters, met with representatives from Wyeth/Fort Dodge Animal Health as part of the ongoing post-market surveillance of the veterinary heartworm preventative, ProHeart 6.

Based on Health Canada's assessment at this time, an immediate recall was not warranted for ProHeart 6 in Canada. Health Canada will continue to evaluate the safety data on this product. In particular, the VDD will review American adverse experience data and complementary post-market studies.

To access the entire update from the Health Canada website, visit http://www.hc-sc.gc.ca/vetdrugs-medsvet/proheart_injectable_dogs_e.html. 

How to Login to the Member Center

Username = Your Last Name (ex. Smith)
Password = Work Phone (ex. 2175238387*)

*note: the phone number contains no dashes

PROUD TO BE ABVP!

*Select Group of Veterinarians Strive
for Excellence in Practice Categories*
— From the ABVP Management Office

The American Board of Veterinary Practitioners (ABVP) advances the quality of veterinary medicine through certification of veterinarians who demonstrate excellence in species-oriented clinical practice. The Diplomates of ABVP have a common desire and willingness to deliver superior, comprehensive, multi-disciplinary veterinary service to the public. In fact, it is the ABVP Diplomate who excels and promotes the highest standards in the art and science of contemporary clinical practice — and finds the challenge of certification to be particularly rewarding.

"ABVP certification is ideal for those practitioners that constantly strive for professional excellence and enjoy all facets of practice, so much, that they can't choose just one organ system in which to specialize," said Link V. Welborn, DVM, Diplomate, American Board of Veterinary Practitioners, Certified in Canine and Feline Practice and immediate Past President of the American Animal Hospital Association.

Unlike other AVMA specialty boards, which are devoted to specific disciplines or organ systems, the ABVP awards species-oriented certification in these practice categories: **Avian Practice, Beef Cattle Practice, Canine & Feline Practice, Dairy Practice, Equine Practice, Feline Practice, Food Animal Practice and Swine Health Management.**

The concept of the American Board of Veterinary Practitioners is the result of

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Snapshots

PROUD TO BE ABVP!

(from page 4)

two progressive thinking veterinarians, who had the advancement of veterinary clinical practice at heart. Drs. Bill Jackson of Lakeland, Florida (boarded in surgery and ophthalmology) and Don Sawyer of Michigan State (boarded in anesthesiology), conceived the idea of the ABVP™ and in March 1977, the concept was presented to the American Board of Veterinary Specialties. In July 1978, the ABVP became a reality. The first examination was given at the AVMA Annual Meeting in St. Louis in July 1981 and there were 41 Diplomates certified that year.

Today, the ABVP has grown to nearly 900 Diplomates, represented by 46 states and eight countries. There are 23 active members in the state of Illinois.

Currently, some examples of ABVP Diplomates with notable successes in the field of veterinary medicine are:

Dr. Larry Dee, President, World Small Animal Veterinary Association

Dr. Tom Gillespie, President-Elect, American Association of Swine Veterinarians

Dr. Scott Palmer, President-Elect, American Association of Equine Practitioners

Dr. Henry Childes, President-Elect, American Veterinary Medical Association

Dr. Tom Tully, President-Elect, Association of Avian Veterinarians

Dr. Steve Dullard, President-Elect, American Association of Feline Practitioners

The certification examination for all specialty categories is given once annually, usually on a weekend in November. For more information about ABVP certification details, requirements and exam dates, visit www.ABVP.com or contact the office at 800-697-3583.



Dr. Shelly Rubin speaks to the ISVMA Board of Directors about his desire to be elected as the AVMA Alternate Delegate from Illinois at the September 2004 ISVMA Board of Directors meeting. Dr. Rubin was elected to the position and Dr. George Richards was elected the AVMA Delegate from Illinois at the same meeting.

Dr. Wesley Bieritz, ISVMA President, presents a check to Dr. Roger Mahr to support his campaign for AVMA President-elect. Dr. Mahr expressed his deepest gratitude to the many veterinarians that have contributed to his campaign fund. Contributions are still being accepted by the ISVMA. If anyone wishes to contribute they can send a check to the ISVMA, payable to the ISVMA, and note the Dr. Roger Mahr Campaign Fund in the check memo.



Tax Credits Available to Employers Hiring Disadvantaged Workers

Planning to hire? Two types of tax credits are now offered to employers who hire and retain disadvantaged workers. The incentives for helping those most in need into the workforce have never been greater. And taking advantage of the new Welfare-to-Work tax credit and the existing Work Opportunity Tax Credits (WOTC) has never been easier.

Welfare-to-Work Tax Credit.

Now employers can take as much as \$8,500 directly off your federal income tax by hiring and retaining a long-term welfare recipient. Members of families on public aid for the preceding 18 months earn their new employers up to \$3,500 for their first year on the job and up to \$5,000 for the second year at work. By employing these individuals defined as most in need, you will join the growing ranks of Illinois employers providing jobs to those who face significant barriers to employment ... while enjoying an unprecedented tax break. Perhaps best of all, it can be done by simply completing two forms.

How is the credit calculated? The Welfare-to-Work Tax Credit for new hires employed 400 or more hours or 180 days is 35% of qualified wages for the first year of employment, and 50% for the second year. Qualified wages are capped at \$10,000 per year.

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MESSAGE FROM DEAN HERBERT WHITELEY

University of Illinois College of Veterinary Medicine

Do you know what is located in Urbana that every day helps veterinary practices across the state (and beyond) maintain animal and public health and welfare? Hint: It is located in our College, but has been providing service to veterinarians since about 25 years before the College was founded.

The answer: the Veterinary Diagnostic Laboratory.

Even long-time users of these services probably don't realize the scope of VDL's activities and all the ways it can improve the clinical practice of veterinarians.

Between 1995 and 2002, the number of accessions submitted to the laboratory more than doubled and the number of actual laboratory tests performed tripled. VDL now handles more than 42,000 cases a year. Only about one-fourth of these are connected with the College's Veterinary Teaching Hospital. More than 40 percent of the case load pertains to production species, including cattle, swine, sheep, goats and poultry (mainly turkeys), and nearly another 40 percent relates to dogs and cats; the rest relate to horses, other companion animals, wildlife, zoo species, and laboratory animals.

The work of the VDL is carried out by more than 50 individuals, including residents, technicians, support staff, and faculty members from all three academic departments in the College.

I'd like to update you on some of the newer services currently offered:

The molecular diagnostics section began soon after the appointment of Dr. Carol Maddox four years ago. With leadership from both Dr. Maddox and Dr. Gail Scherba in virology, it recently introduced tests for bovine viral diarrhea virus (BVDV) and porcine respiratory and reproductive syndrome virus (PRRSV) using highly sensitive real-time reverse transcription polymerase chain reaction (qRT-PCR) methodology.

Same-day results are available for pre-breeding semen testing for PRRSV, and there is a 24-hour turnaround time on tissue and serum samples. The BVDV test detects types I and II genomes in both acutely infected and persistently infected animals, with a response time of 36 hours. This relatively fast, accurate, and affordable testing will be key for achieving the goal of eradication of these economically crippling diseases.

Dr. Maddox is also excited about real-time PCR tests for leptospira. It allows the detection of leptospira in urine during the acute disease phase, a huge leap forward over serology tests that weren't sensitive until weeks after the initial infection. The new test has identified cases of chronic leptosporosis that had gone undetected by conventional serology. Because this organism impacts species ranging from dogs to people to livestock and wildlife, rapid and highly sensitive identification means greatly improved treatment outcomes and reduced risks of disease spread. For both leptospira and PRRSV, positive PCR test results can be followed with gene sequencing to differentiate vaccine-related and wild type serovars and help practitioners effectively treat and manage the cases.

Several other molecular assays are currently offered by VDL: campylobacter detection and speciation, *Clostridium perfringens* toxin typing, *E. coli* virulence testing, *Listeria monocytogenes* detection, mycoplasma detection and speciation, salmonella detection, and *Streptococcus equi* detection and typing.



In VDL's clinical pathology area, Dr. Anne Barger reports that a new D-dimer point-of-care test kit has replaced the previous standard FDP test for diagnosis of thrombotic conditions. Through the cytology service, immunocytochemical staining for lymphomas is now available.

In all areas of VDL, the goal is not simply to provide diagnostic results, but to provide rapid, accurate results in a context of clinical relevance, with support for interpretation and application of the information to the situation at hand. VDL also plays an important role in research activities and in the training of veterinary and graduate students.

Now after all this news about what the VDL can do for you, here is one reminder of a service it cannot provide: carcass disposal of pets, wild animals, or any animal that has not been submitted for clinical or diagnostic evaluation through either the diagnostic laboratory or the teaching hospital.

If you would like to visit the VDL or have any questions about its services, please call 217-333-1620 or go to the Web site at www.cvm.uiuc.edu/vdl/. To contact me, send email to dean@cvm.uiuc.edu.



TED LOCK SCHOLARSHIP ENDOWMENT FUND ESTABLISHED

Dr. Ted Lock, who retired in August after more than 30 years at the College, was honored at Fall Conference during the annual awards ceremony. Dean Herb Whiteley announced the establishment of the Ted Lock Scholarship Endowment Fund for support of students who intend to pursue a career in food animal, equine or mixed practice in a rural area. With advance gifts, the fund is halfway to the goal of \$25,000. One-time gifts or contributions spread over several years are welcome. Please contact the Advancement Office at 217/333-2762 or advancement@cvm.uiuc.edu or choose the "Online Giving" option from the College Web page: www.cvm.uiuc.edu.

AWARD WINNERS AT 85TH ANNUAL U OF I FALL CONFERENCE

Three veterinarians, one community leader and three students were honored jointly by the University of Illinois College of Veterinary Medicine, its Veterinary Medical Alumni Association and the Auxiliary to the Illinois State Veterinary Medical Association on October 14 during the college's 85th annual Fall Conference for Veterinarians. Honored recipients were bestowed with the Dr. Erwin Small Distinguished Alumni Award, the Special Service Award, and tuition scholarships.

Charles Wiedmeyer (DVM '94), president of the UIVMAA, presented the Dr. Erwin Small Distinguished Alumni Award. The award, given by the Veterinary Medical Alumni Association, went to three recipients this year, each a distinguished Illinois graduate who has made significant contributions to the profession or College.

Dr. Emil Baukert (DVM '76), owner of Riser Animal Hospital in Skokie, Ill., was honored for his tireless service to organized veterinary medicine at the Chicago, state, and national level. His nomination noted that he was the driving force behind the organization of the State Emergency Veterinary Network, a means for assisting animals and owners in the event of a disaster. He was also a founder of the Chicago Veterinary Medical Association's Pet Loss Helpline and Support Group. Among many other roles, he has served as president of both the CVMA and the Illinois State VMA.

Dr. Gregg BeVier (MS '77, DVM '82, MBA '92), head of Production Animal Global Enterprise at Merial, was hailed for being a strong advocate of the veterinary profession within the animal-agricultural industry as well as for being a strong advocate of the College of Veterinary Medicine. His commitment to the college's nationally recognized IFAMS (Integrated Food Animal Management Systems) and Executive Veterinary programs, through his time, money, and connections, was invaluable to the college and to the many veterinarians whose careers he inspired. He currently serves on the College's external advisory committee.

Dr. Joseph DiPietro (DVM '76, MS '80), dean and professor of veterinary parasitology at the University of Florida College of Veterinary Medicine, Gainesville, was recognized as contributing to the profession as a practitioner, researcher in equine anthelmintics, innovative teacher, and excellent administrator. Before taking on the deanship at Florida in 1997, Dr. DiPietro taught at the college for nearly 20 years and headed the college research office for three years.

The Special Service Award, given by the University of Illinois College of Veterinary Medicine, went to Harriett Weatherford. This award recognizes an outstanding individual who has made significant contributions to the veterinary profession or the college. Despite a demanding career as an administrator at the University of Illinois (she is currently semi-retired as associate director of the campus Athletic Association), Weatherford has devoted many thousands of hours and many thousands of dollars over her lifetime to support animals, through her involvement with both the Champaign County Humane Society and the College of Veterinary Medicine. She was instrumental in starting a volunteer program at the Veterinary Teaching Hospital earlier this year.

The Auxiliary to the Illinois State Veterinary Medical Association annually awards tuition scholarships to the college's students. On hand to present the scholarships were three members of the Scholarship Committee, Kelli Nichols, Kay Armbruster, and Chris Fairbrother, as well as Patty Herath, Auxiliary President. This year's \$1,000 scholarships were presented to Claire Ojala, Class of 2006, Jason Wrage, Class of 2007 and Lynette Wellen, Class of 2006.



Foreground, award winners Harriett Weatherford (Special Service Award), and Drs. Gregg BeVier (Dr. Erwin Small Distinguished Alumni Award), Joseph DiPietro (Dr. Erwin Small Distinguished Alumni Award), and Emil Baukert (Dr. Erwin Small Distinguished Alumni Award); at rear, Drs. Charles Wiedmeyer (President Elect, Alumni Association), Herbert Whiteley (Dean, U of I CVM), and Andrew Lucyshyn (Past President, Alumni Association).



Front row: Auxiliary Scholarship Committee Member Kelli Nichols, Lynette Wellen (Class of 2006), and Jason Wrage (Class of 2007). Back row: Auxiliary Scholarship Committee Members Kay Armbruster and Chris Fairbrother, Patty Herath, Auxiliary President and Claire Ojala (Class of 2006).

U OF I – COLLEGE OF VET MED ALUMNI ASSOCIATION ANNOUNCES NEW OFFICERS

President:

Dr. Andrew Lucyshyn (IL '95)

Past president:

Dr. Charles Wiedmeyer

President-elect:

Dr. Bill Hollis (IL '96)

Executive secretary:

Dr. Allan Paul (IL '77)

Board Members:

Drs. Bill Augustine (IL '75),
J.B. Bruederle (IL '91),
Roger Dupuis (IL '71),
Larry Firkins (IL '86),
Rosemary LoGiudice (IL '81),
and Sarah Probst-Miller (IL '01).

NCVEI OFFERS SOMETHING FOR EVERYONE

(from page 3)

The NCVEI's website (www.ncvei.org) was launched in 2002. The initial website featured a series of 12 benchmarking tools for companion animal practices. Since the first launching of the NCVEI's website there have been a number of changes, additions and improvements to the benchmarking models. The first improvement gave veterinarians the opportunity to enter multiple years of data into the database. Veterinarians can enter 2001, 2002 and 2003 tax year data to receive results in the form of charts and graphs not only comparing their data against other practices, but also to monitor the clinic's own progress from year to year.

A second benefit added to the NCVEI's website was the breakdown of results by state. When the website was first launched, users were provided with results comparing their clinic to other practices on national and regional levels. As more data was entered into the website, the NCVEI had the capability to break down results into a state level. As additional data is collected the NCVEI will eventually break the data down into zip codes and into types of specialty practices.

It was always the intention of the NCVEI to reach out beyond companion animal practitioners to other segments of the profession. Thanks to a grant from the AVMA, the NCVEI created a suite of benchmarking tools for equine practitioners. These eleven models offer equine veterinarians the same opportunity to benchmark their practice as their fellow practitioners working in companion animal practices. Equine veterinarians may also enter multiple years of data and, once enough data has been collected, results will be broken down into smaller demographic segments. The equine benchmarking tools were released on the website in May.

A grant from the Western Veterinary Conference allowed the NCVEI to create the first set of benchmarking tools accessible to all levels of support staff. A series of Staff Utilization tools has been created which not only address the staffing concerns of veterinarians, but also give support staff the opportunity to share information and compare their performance against employees from other clinics.

One of the key issues identified in the study, "The Current and Future Market for Veterinarians and Veterinary Medical Services in the United States" (Mega Study) was the efficient use of support staff, with a focus on quantifying the financial and professional impact of better staff utilization and delegation. The NCVEI recognizes the veterinary profession lags behind other professions in efficient use of support staff.

Mr. Howard Rubin, CEO of the NCVEI, uses an analogy of the auto racing profession to demonstrate how efficient use of staff results in success. "Racecar drivers are perfect examples of efficient staff utilization and teamwork. A racing team must hire, train and retain qualified employees. The driver must put his confidence in the team and trust they will do the job they are trained to do – his safety and his life depend on that trust. A driver would never pull into the pit during a race, get out of the car, change worn tires, fill the car with gas, wash the windshield, make engine repairs, and then get back into the car to continue the race. By not using his professionally trained team he would eliminate any chance of success in auto racing."



The conditions are the same in a veterinary clinic. By not utilizing support staff properly a veterinarian who does not delegate responsibilities loses trained employees, treats fewer patients and has less time for other practice business. Poor staff utilization results in an inefficient and less profitable practice with dissatisfied employees.

There are additional growth opportunities in the future of the NCVEI.

A recent grant from the AVMA will fund the development of benchmarking tools for large animal practitioners. Work on these models will begin in the summer of 2004 and release is anticipated in 2005. Veterinarians interested in reviewing and offering feedback on these tools prior to their release should contact the NCVEI office via e-mail at info@ncvei.org. The NCVEI will also be looking for food animal practitioners who would be willing to provide seed data for these tools. Interested veterinarians may also email their names to the NCVEI at info@ncvei.org.



— Reprinted with permission from
Vet Voice, Newsletter of the Maryland Veterinary Medical Association, Summer 2004

OUR CONVENTION HAS CHANGED DATES!

Mark your calendar for the
next ISVMA Annual Convention:

November 4 -6, 2005,
Crowne Plaza Hotel
Springfield, Illinois!

WELCOME!

ISVMA would like to welcome the following 14 new members (who joined between September 28, 2004 and November 15, 2004). ISVMA is still growing toward the Board established goal of 2000 members by July 1, 2007. Please help us spread the news about the many benefits of membership in ISVMA – where dues are an investment that pays tremendous dividends!

Dr. Charles J. Boyce
 Dr. Rachel A. Boyce
 Dr. Dawn M. Downs
 Dr. George W. Eales
 Dr. Anthony S. Johnson
 Dr. Jill M. Keller
 Dr. Cyndi Loomis Robertson
 Dr. Steve L. Loyet
 Dr. Catherine McDonald
 Dr. Deborah M. Mitchell
 Dr. Sharon A. Schamberger
 Dr. Christopher G. Shirkey
 Dr. Melissa S. Wallace
 Dr. Ryan R. Zinke

Tax Credits Available to Employers Hiring Disadvantaged Workers (from page 5)

Who Qualifies for the Welfare-to-Work Tax Credit?

To earn the new Welfare-to-Work Tax Credit, hire any member of a family: who received family welfare (AFDC or its successor program, Temporary Assistance for Needy Families, TANF) for at least the 18 consecutive months before date of hire, or whose AFDC or TANF eligibility expired under federal or state law after August 5, 1997, or who received AFDC or TANF for at least 18 months after August 5, 1997, and begin work any time after December 31, 1997 and before December 31, 2005.

Work Opportunity Tax Credit

What if employees don't qualify for the new Welfare-to-Work tax credit? They may qualify for the existing Work Opportunity Tax Credits. The maximum tax credit under WOTC has been increased to \$2,400 per new worker, calculated at 40% of the first \$6,000 in wages. You must retain the worker in your employ for a minimum of 400 hours to qualify for the full 40 percent credit. New, eligible workers working for 120 to 399 hours earn you a 25 percent credit on any wages up to \$6,000.

(continued on page 11)

Why is CIT the nationwide leader in medical practice financing?

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c it establish.

ISVMA FORUM

Following are actual questions that have recently been asked of ISVMA staff members:

Q: I receive paper certificates for continuing education when I attend seminars and/or conferences. What exactly am I supposed to send to ISVMA for recording continuing education credits?

A: Each time you attend a seminar or conference and are given a certificate of continuing education (CE) credits earned, you may forward a copy of it to the ISVMA offices for recordkeeping. You can forward it either by faxing it to our office (217/ 523-7981) or mailing a photocopy of the original document to 133 South South Fourth Street, Suite 202, Springfield IL 62701. If so inclined, a scan of it can be forwarded to us by email at info@isvma.org.

Once we receive the copy of your earned CE units, we enter that information into our database which will allow us then to compile a report of total hours for the renewal period. Your document will then be filed and kept for reference.

The law specifies that each DVM is required to maintain CE records for 5 years for auditing purposes. In order to be compliant, The the ISVMA office will also keep on hand all CE documentation for the required 5 year period to be compliant. In the event of any member being audited, the ISVMA will have all documentation necessary to prove continuing education earned.

Q: I have a client who wants to travel to the UK with her dog. The recent information I have obtained doesn't seem right. It doesn't match what I know and I would like some clarification. What are the current rules for entry?

A: The rules for dogs (including guide dogs and hearing dogs) and cats traveling from certain European countries and entering the UK changed on February 28, 2000 with the introduction of The Pet Travel Scheme (PETS). PETS has since expanded to include non-European countries with mainland USA and Canada joining on December 11, 2002. It is the system that allows pet animals from certain countries to enter the UK immediately and avoid the 6 month quarantine period as long as they meet the rules.

It must be noted, however, that the rules governing the procedures for that entry are set in stone. The UK does not bend or give exemptions when mistakes are made. To meet the immediate entry requirements, a client must start at least 7 months in advance of the trip.

Step One: Get a microchip implanted. The microchip number is one of the most important factors for travel since it identifies the pet. It must go on all of the documents. Avid or Home Again is acceptable.

Step Two: Get a new rabies vaccine. This is one of the problem steps. The UK requires that the rabies vaccine be administered after the microchip is implanted. It doesn't matter if the animal still has a valid rabies vaccine.

The rabies vaccine can be given the same day as the microchip, as long as the chip is done first. It is essential is that the pet be given the rabies vaccine after being identified with the microchip as the microchip number must be included on the vaccine certificate.

(continued at right)

ISVMA FORUM

(continued from left)

The certificate must then be signed by the veterinarian, as per the USDA, to make it valid. It cannot be rubber stamped. A receptionist cannot sign and initial the signature.

A note on hospital letterhead stating that this order has been followed is extremely helpful. It leaves no doubt when the pet's paperwork is presented in London.

Step Three: Obtain a rabies titer test, submitted to Kansas State University. KSU is the only approved lab by the UK. (The military has it's own lab, also approved, located in Texas for military personnel.) The blood is drawn a minimum of 21 days following the rabies vaccine.

Young animals that have received only one vaccine, or immune-compromised pets, may require several rabies vaccines before they have a passing titer test result of 0.5 units. When they fail by having a titer less than 0.5, a new vaccine is given and the client must wait another month before having blood drawn for another titer test. This delays the date of entry into the UK.

After steps one through three have been completed, the waiting period begins. The pet will be eligible for immediate entry 6 months from the date the blood was drawn (not the date of the actual test, which is what some other countries follow).

In the interim, the Veterinary Certificate (or Entry Form if prior to October 1, 2004), available from the USDA can be completed and forwarded to the USDA with all the supporting documents for endorsement - the rabies vaccine certificate, the microchip registration form (Avid provides one showing the date of implant) and/or a letter of verification from the vet offices as described above, and the rabies titer test results. This can be done anytime during the waiting period. Military personnel are not exempt from this step. This is often when clients find

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Tax Credits Available to Employers Hiring Disadvantaged Workers

(from page 9)

Which Hires Qualify Employers for the Work Opportunity Tax Credit (WOTC)? To earn the WOTC credit, you may hire any member of a family that received family welfare for any nine of the 18 months (long-term before date of hire, OR members of the following groups: Youths aged 18-24 from families with Food Stamps, U.S. Veterans receiving Food Stamps, Vocational rehabilitation referrals, 18-24 year-olds living in Enterprise Communities or Empowerment Zones, Summer employees, 16 or 17 years old, living in one of the same special areas, Low-income ex-felons, Supplemental Security Income recipients.

How to Certify Eligibility for Either Credit

When a candidate is first interviewed by an employer, the employer is required to pre-screen the potential employee to determine eligibility. An employer must complete both a Pre-Screening Notice (IRS 8850) and an Individual Characteristics Form (ETA 9061) on or before the day a job offer is made. These forms must be received by IDES/IETC, either mailed or hand-carried, not later than the 21st day after the individual begins work for the employer.

In cases where IDES has pre-determined that your prospective employee is eligible for either the Welfare-to-Work or Work Opportunity Credit, that applicant is given a conditional certification document. The employer is responsible for completing the Conditional Certification and returning it to the IDES office.

To Claim Your Tax Credit

After IDES receives your completed forms, you will receive an Employer Certification. You can then claim the credit on your federal income tax return, by submitting the Employer Certification, together with IRS Form 5884.

How to Find Eligible Workers

Information about the Welfare-to-Work and Work Opportunity Tax Credit programs is available through a statewide network of IDES offices and Illinois Employment and Training Centers (IETC's). To find qualified tax-credit-eligible candidates, employers can use the new Illinois Skills Match or contact their nearest IETC and ask for staff assistance to locate Tax Credit eligible candidates for job openings.

To Obtain Forms And Information

Visit online at www.ides.state.il.us/employer/uitax/credits.asp and download the Pre-Screening Notice, IRS Form 8850 (2 pages), 8850-Instructions (2 pages), the Work Opportunity Credit form, IRS Form 5884 (3 pages), and the Individual Characteristics Form, ETA 9061.

Download an IDES pamphlet about the WOTC program (2 pages). Forms can also be obtained at the local IDES / IETC office, and by calling 888-FOR-IETC or 312-793-5280. The IRS can be contacted at 800-829-3676.



— Information reprinted from Illinois Department of Employment Security website, 2004 November 04.

ISVMA FORUM

(from page 10)

out things have been done incorrectly, because the USDA office will not endorse documents if the correct procedure has not been followed.

Before October 1, 2004, the paperwork for the UK consisted of two separate documents: an Entry Form and a tick and tapeworm treatment document. This "old" Entry Form is still valid if it was completed and endorsed by the USDA prior to October 1, and will remain valid until the rabies vaccine expires. The old tick and tapeworm document and the health certificate may be completed to go with it; or, if desired, the tick/tapeworm section of the new document can also be completed and attached.

After October 1, 2004, the paperwork/document became a single page, two-sided form called a Veterinary Certificate. This "new" document combines the Entry Form and tick and tapeworm document and is the same for dogs, cats and ferrets. It can be completed and endorsed by the USDA up to four months in advance of travel, but it is only good for the four months. Sections I through V of the Veterinary Certificate are owner information, pet identification, rabies vaccine information and the rabies titer test results. The "official veterinarian" is the USDA accredited veterinarian performing the health exams and completing the certificate. The "endorsement by the competent authority" box is where the USDA veterinarian signs and seals the document. Section VI and VII are for tick and tapeworm treatment verification. It may be completed before or after the USDA endorses the document. Be advised; however, that each USDA office may have their own procedure they follow.

Step Four: 24-48 hours prior to the trip, the pet returns to the veterinarian for a health certificate and the tick and tapeworm treatment. The health certificate form can be the international 7001 form, or a simple document printed off the computer. The UK Veterinary

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ISVMA FORUM

(from page 11)

Certificate, available from the USDA or from Airborne Animals LLC, need not be endorsed by the USDA. The tick and tapeworm section of the Veterinary Certificate form is completed by the veterinarian at this time. Droncit or Drontal and Frontline are acceptable. Cestex is not accepted by the UK. The client will need to take all forms to the airport. They will be attached to the pet's kennel for shipment.

There are approved airlines and routes the pet must take in order to qualify for immediate entry. All pets must go into London. Pets may also be shipped on unapproved airlines or routes, go into quarantine and then qualify for an early release. The release usually takes one to three days.

Sally B. Smith is a licensed veterinary technician and certified Kennel operator. She owns and operates Airborne Animals LLC, a pet transportation company that moves pets both domestically and internationally. Airborne Animals can be contacted at info@airborneanimals.com or by calling 908-684-1844. Clients can get pet shipping information and requests can estimate for a specific move at www.airborneanimals.com.

— Revised with permission from author: "UK Travel Rules Cannot Be Bent" by Sally B. Smith, Airborne Animals. New Jersey Veterinarian, Summer 2004.

The ISVMA retained the Springfield law firm of Stratton, Giganti, Stone and Kopec for legal research, advise, and representation.



Please call ISMVA, send us an email, or call with any questions you may have. With permission, we may print your question, along with the researched answer, in the next issue of EPITOME.



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Continuing Education Calendar

DECEMBER 2004

DECEMBER 15: UROLOGY/ NEPHROLOGY. Program offered by the Chicago VMA. Speaker is Dr. Dennis Chew. For more information contact the CVMA at (630) 325-1231.

JANUARY 2005

JANUARY 8-12: NORTH AMERICAN VETERINARY CONFERENCE. Orlando FL. Over 1200 scientific sessions, 40 wet labs, 80 master classes, 16 meet the professor luncheons and a huge veterinary exhibit hall. Main Venue – the Gaylord Palms Resort. Orland World Center-Marriott is the Host Hotel. Scientific labs will be held at the Caribe Royale Resort. For more information, visit online at <http://gainesville.tnnavc.org/portal/> or contact in writing at 5003 SW 41st Blvd., Gainesville FL 32608. Tel: 1-800-756-3446. Registration inquiry fax: 352-375-4145.

JANUARY 14: ENDOCRINOLOGY. Chicago VMA. Speaker: Dr. Bill Monroe: For more information call 630-325-1231 or email cvma@chicagovma.com.

JANUARY 14: AVMA LEADERSHIP CONFERENCE. Intercontinental Hotel Chicago, Chicago, IL. Information for ISVMA members is available through your regional president or by calling the ISVMA at 1-800-942-4246.

JANUARY 14-17: EQUINE REPRODUCTIVE MANAGEMENT AND ARTIFICIAL INSEMINATION. Colorado State University Equine Reproduction Lab, Fort Collins CO. Course is designed for horse owners and breeders wishing to increase the reproductive efficiency of their horses. Four-day course: state-of-the-art technology in equine reproductive management: mare and stallion management, seminal collection and evaluation, artificial insemination, and care of the pregnant mare and neonatal foal. CE Hours: 24 Lecture hours; 12 Laboratory hours. Contact course coordinator at 970-491-8509 for information or visit www.equinescience.colostate.edu/courses/horse.html.

JANUARY 18: TECHNIQUES FOR HANDLING AND UTILIZING TRANSPORTED COOLED EQUINE SPERMATOZOA. Colorado State University Equine Reproduction Lab, Fort Collins CO. Course is designed for anyone interested in learning the techniques involved in shipment of equine spermatozoa. Extensive experience in seminal collection, evaluation and insemination procedures or attendance at an Equine Reproductive Management and Artificial Insemination short course at Colorado State University is highly recommended prerequisite. Topics include response of spermatozoa to cooling, preparing semen for shipment, Equitaner (Hamilton-Thorn) System, on-the-farm applications and results of shipped semen, preparation of mares for cooled and frozen semen, and latest research results. CE Hours: 8 Lecture hours; 4 Laboratory hours. Contact course coordinator at 970-491-8509 or visit www.equinescience.colostate.edu/courses/horse.html.

JANUARY 19: TECHNIQUES FOR HANDLING TRANSPORTED FROZEN EQUINE SPERMATOZOA. Colorado State University Equine Reproduction Lab, Fort Collins CO.

Course is designed for anyone seriously interested in learning the technique involved in freezing equine spermatozoa. Extensive experience in seminal collection, evaluation and insemination procedures or attendance at an Equine Reproductive Management and Artificial Insemination short course at Colorado State University is highly recommended prerequisite. Topics include response of spermatozoa to freezing, preparation of semen for freezing, extender preparation, proper handling, storage and thawing procedures, post-thawing evaluation of semen, preparation of mares for frozen semen, and latest research results. CE Hours: 4 Lecture hours; 4 Laboratory hours. Contact course coordinator at 970-491-8509 or visit www.equinescience.colostate.edu/courses/horse.html.

JANUARY 21-23: MISSOURI VETERINARY MEDICAL ASSOCIATION 113TH ANNUAL MEETING. Tan-Tar-A Resort, Lake Ozark, MO. For more information contact the Missouri VMA at 2500 Country Club Drive, Jefferson City, MO 65109. Tel: 573-636-8612. Fax: 573-659-7175. Online: www.mvma.us.

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The treatment of
choice for
Feline Hyperthyroidism

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treatment.

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Continuing Education Calendar

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JANUARY 22-23: MOCK PRACTICAL EXAMINATION. Animal Dental Center of Baltimore. Instructors: Drs. Ira Luskin & Tiffany Brown. Mock exam recommended for candidates who have previously taken or will take the AVDC examination. For information contact Dr. Ira Luskin, Animal Dental Center, phone: 410-828-1001; e-mail: Training@AnimalDentalCenter.com; web site: www.AnimalDentalCenter.com.

JANUARY 26 – 30: VETERINARY SPINAL MANIPULATIVE THERAPY PROGRAM/MODULE I. The Healing Oasis Wellness Center, Sturtevant WI. Program is a 200 hour state-approved certification program for licensed DVM's. Program is divided into five modules, each being four days long. In-depth information on the what, when, where and why of veterinary spinal manipulation. Emphasis will be given to functional advanced neurology, neuro-anatomy and hands-on. For information call 262-878-9549 or visit online at www.thehealingoasis.com.

JANUARY 28 – 30: INDIANA VETERINARY MEDICAL ASSOCIATION 121ST ANNUAL MEETING. Sheraton Indianapolis Hotel & Suites, Indianapolis IN. 20 Credit hours available. For more information contact the Indiana VMA at 309 West Washington Street, Suite 202, Indianapolis IN 46204. Tel: 1-800-270-0747. Fax: 317-974-0985. Online: www.invma.org.

FEBRUARY 2005

FEBRUARY 4: 28TH ANNUAL MIDWEST VETERINARY OPHTHALMOLOGY SOCIETY MEETING. Eureka Springs, AR. For registration information call 866-603-9666 or 479-253-5444 after 3pm Central Time or email muriels@arkansas.net.

FEBRUARY 4 - 6: 2005 VHMA MANAGEMENT RETREAT. Crowne Plaza Oceanfront North Palm Beach, Singer Island FL. The Veterinary Hospital Managers

Association Management Retreat is a unique conference in which the participants decide the topics and provide the presentations. To download conference brochure, visit online at www.vhma.org or call 518-433-8911.

FEBRUARY 3 – 5: 108TH MVMA ANNUAL MEETING AND CONVENTION. To register online, go to http://www.mvma.org/convention_registration.php. For information contact the Minnesota Veterinary Medical Association at (651) 645-7533 or email info@mvma.org.

FEBRUARY 5: SEMINAR FOR ALTERNATIVE THERAPIES IN VETERINARY MEDICINE. College of Veterinary Medicine, University of IL, Urbana IL. Email ope@cvm.edu for more information.

FEBRUARY 5-6: 6TH ANNUAL EMERGENCY AND CRITICAL CARE CONFERENCE. University of Wisconsin SVM, Madison, WI. For information contact Kathryn Huggins at kanatchek@wisc.edu.

FEBRUARY 9 - 10: IOWA VMA WINTER CONFERENCE. Ames IA. For information contact the Iowa VMA at 1605 North Ankeny Blvd., Suite 110, Ankeny, IA 50321. Tel: 515-965-9237. Fax: 515-965-9239. Email: info@iowavma.org

FEBRUARY 9 - 13: MEDICAL ACUPUNCTURE FOR VETERINARIANS 2005 PROGRAM SESSION I: SCIENTIFIC ACUPUNCTURE Jointly produced by CMVA and Colorado State University. To download registration brochure, go to www.colovma.com/. For information contact the Colorado Veterinary Medical Association at 303-318-0447.

FEBRUARY 9 - 10: THE WINTER COLLOQUY AT KEY WEST. INTERNAL MEDICINE, DERMATOLOGY AND PRACTICE MANAGEMENT. School of Veterinary Medicine, Purdue University. Hyatt Key West Resort and Marina Key West, FL. For information contact the Office

of Continuing Education, Stewart Center, Room 110, 128 Memorial Mall, West Lafayette, IN 47907. Tel: 765/ 494-0611.

FEBRUARY 16-17: WESTERN VETERINARY OPHTHALMOLOGY SOCIETY . 49er Inn, Jackson Hole, WY. Visit online for details at www.acvo.org/meetings/general.htm or email Margie Neaderland at mneaderland@commpuserve.com.

FEBRUARY 18 - 20: WISCONSIN VMA WINTER RETREAT Regency Suites/KI Convention Center, Green Bay, WI. This year's retreat is all about a winning team - everyone in your clinic - veterinarians, receptionists, practice managers, groomers. For information contact the Wisconsin Veterinary Medical Association at 301 North Broom Street, Madison, WI 53703 o (608) 257-3665 Phone (608) 257-8989 Fax o wvma@wvma.org.

FEBRUARY 20 - 24: DR. ROSS O. MOSIER 77TH WESTERN VETERINARY CONFERENCE. Mandalay Bay convention Center, Las Vegas, NV. For more information, visit online at www.westernveterinary.org, or call 702-739-6698.

FEBRUARY 23 – 27: VETERINARY SPINAL MANIPULATIVE THERAPY PROGRAM/MODULE II. The Healing Oasis Wellness Center, Sturtevant WI. 200 hour state-approved certification program for licensed DVM's. Program is divided into five modules, each being four days long. Emphasis will be given to functional advanced neurology, neuro-anatomy and hands-on. For information call 262-878-9549 or visit online at www.thehealingoasis.com.

FEBRUARY 24 - 27: 121ST OHIO VMA MIDWEST VETERINARY CONFERENCE. Greater Columbus Convention Center, Columbus OH. To register online go to <http://www.ohiovma.org/> or phone 1-800-662-6862.

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Continuing Education Calendar

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FEBRUARY 26: VETERINARY DENTAL WORKSHOP 3, FELINE DENTISTRY. St. Paul MN. Drs. Gary Goldstein, Liz Brine and Larry Klima. This is an all day program with 3.5 hours of lecture in the morning and 4 hours of hands on wet labs in the afternoon. University of Minnesota Outreach Programs. Contact person, Sarah Summerbell 612-624-3434, email: peter415@tc.umn.edu

MARCH 2005

MARCH 2-5: 10TH ANNUAL ORTHOPEDIC SURGERY COURSE AND LABORATORY. Marriott Key Largo Bay Beach Resort, Key Largo, Florida. Tufts Vet. School's Continuing Education. Contact Office of Continuing Education 508-887-4723; susan.brogan@tufts.edu. Web site and registration info: <http://www.tufts.edu/vet/continuedu/orthopedicsurgery.html>.

MARCH 3: Eastern IL VMA Spring Meeting. Details TBA.

MARCH 3-5: GERIATRIC CATS: RENAL AND NUTRITION ISSUES AND ANSWERS. Marriott Key Largo Bay Beach Resort, KEY LARGO, FL. Presented by Tufts University School of Veterinary Medicine. Speaker: Dr. Lisa Freeman, PhD, Dipl. ACVN. 12 Hours of C.E. Contact Office of Continuing Education 508-887-4723; susan.brogan@tufts.edu. Web site and registration info: <http://www.tufts.edu/vet/continuedu/geriatriccats.html>.

MARCH 9 - 13: MEDICAL ACUPUNCTURE FOR VETERINARIANS 2005 PROGRAM SESSION II: CHINESE MEDICINE: PRINCIPLES AND PRACTICE FROM A PHYSIOLOGIC PERSPECTIVE Jointly produced by CMVA and Colorado State University. To download a registration brochure, go to www.colovma.com/. For more information contact the Colorado Veterinary Medical Association at 303-318-0447.

MARCH 10: RESPIRATORY MEDICINE. Chicago VMA. Speaker: Dr. Lynelle Johnson. For more information call 630-325-1231 or email cvma@chicagovma.com.

MARCH 18 - 28: INDIANA ANIMAL HEALTH FOUNDATION CE TRIP. Cruising the Panama Canal. For more information and to make reservations, contact Ms. Evie Shaw at Edgerton's Travel at 1-800-643-4604 or contact the Indiana VMA office at 1-800-270-0747.

MARCH 13 - 15: AAFP SPRING CONFERENCE Caribe Hilton Hotel, Puerto Rico. Offered by the American Association of Feline Practitioners. For further information call Melinda Kuest, Meetings Coordinator at 615/301-3050 or visit online at www.aafponline.org.

MARCH 13 - 15: 2005 ANNUAL IACUC CONFERENCE. Town and Country Resort and Convention Center, San Diego, CA. Sponsored by: Public Responsibility in Medicine and Research Applied Research Ethics National Association. Registration will begin in January 2005. Please call 617.423.4112, extension 0 with questions.

MARCH 19-23: AAHA! BALTIMORE 2005 —IT'S DIFFERENT HERE. There is no difference between nonmember and member registration fees this year. For more information, contact AAHA Member Service Center

(continued on page 16)

Healing Oasis Wellness Center State Approved Certification Program

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Continuing Education Calendar

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Call AAHA's Member Service Center at 800/883-6301 or 303/986-2800 between 7:00 a.m. and 5:00 p.m. Mountain Standard Time, Monday through Friday or email at mssc@aahanet.org.

MARCH 18 - 28: INDIANA ANIMAL HEALTH FOUNDATION CE TRIP – CRUISING THE PANAMA CANAL. For information and to make reservations, contact Ms. Evie Shaw at Edgerton's Travel at 800-643-4604 or contact the Indiana VMA office at 800-270-0747.

MARCH 30 – APR 3: VETERINARY SPINAL MANIPULATIVE THERAPY PROGRAM/MODULE iii. The Healing Oasis Wellness Center, Sturtevant WI. 200 hour state-approved certification program for licensed DVM's. Program is divided into five modules, each being four days long. Emphasis will be given to functional advanced neurology, neuro-anatomy and hands-on. For more information call 262-878-9549 or visit online at www.thehealingoasis.com.

MARCH 30: Kankakee Valley VMA Spring Meeting. Details TBA

APRIL 2005

APRIL 2: COLLEGE OF VETERINARY MEDICINE OPEN HOUSE. University of Illinois, Urbana, IL.

APRIL 9 – 10: 14TH ANNUAL WEZAM EXOTICS CONFERENCE. University of Wisconsin, School of Veterinary Medicine, Madison WI. This year's conference will focus on small mammals and birds as companion animals. Please contact the WEZAM office at the U of WI for more information at (608) 263-6319.

APRIL 13 - 17: MEDICAL ACUPUNCTURE FOR VETERINARIANS 2005 PROGRAM SESSION III: CLINICAL APPLICATIONS: NEUROANATOMIC BASIS, CHINESE MEDICAL INTERPRETATION, AND RESEARCH FOUNDATIONS.

Jointly produced by CMVA and Colorado State University. To download a registration brochure, go to www.colovma.com/. For more information contact the Colorado Veterinary Medical Association at 303-318-0447.

April 27: Northern IL VMA Spring Clinic. Details TBA.

APRIL 27 – MAY 1: VETERINARY SPINAL MANIPULATIVE THERAPY PROGRAM/MODULE IV. The Healing Oasis Wellness Center, Sturtevant WI. 200 hour state-approved certification program for licensed DVM's. Program is divided into five modules, each being four days long. Emphasis will be given to functional advanced neurology, neuro-anatomy and hands-on. For more information call 262-878-9549 or visit online at www.thehealingoasis.com.

APRIL 29-30: SOUTHEAST VETERINARY OPHTHALMOLOGY SOCIETY ANNUAL CONFERENCE. Radisson Lido Beach Resort, Sarasota, FL. 11 CE hours. Please contact Debbie Sechler at 877/887-1914 for registration forms and information.

MAY 2005

MAY 6: HOW WILL YOU RESPOND WHEN THE MEDIA CALLS? Chicago VMA. Speaker: Dr. Jim Humphries. For more information call 630-325-1231 or email cvma@chicagovma.com.

MAY 21: VETERINARY DENTAL MARKETING. How, what and why to market veterinary dentistry in your practices. This will be 8 hours of lecture only. Drs. Gary Goldstein, Liz Brine and Larry Klima. University of Minnesota Outreach Programs. Contact person, Sarah Summerbell 612-624-3434, email: peter415@tc.umn.edu

MAY 18 - 22: MEDICAL ACUPUNCTURE FOR VETERINARIANS 2005 PROGRAM SESSION IV: SYNTHESIS AND INTEGRATION: PUTTING ACUPUNCTURE TO WORK.

Jointly produced by CMVA and Colorado State University. To download a registration brochure, go to www.colovma.com/. For more information contact the Colorado Veterinary Medical Association at 303-318-0447.

MAY 21 - 22: GASTROINTESTINAL MEDICINE & SURGERY. The Red Lion Hanalai Hotel, San Diego CA. Sponsored by the San Diego County Veterinary Medical Association. Speakers: Dr. Howard Seim, III, DACVS and Dr. Michael Willard, DACVIM. Approximately 15 hours CE. For information contact SDCVMA at 619-640-9583 or visit email sdcvma@aol.com.



Veterinary Education Online

In October of 2004, the University of Illinois - College of Veterinary Medicine began offering a Web-based continuing education program specifically developed for busy veterinarians looking to enhance their knowledge and increase their clinical skills. Veterinary Education Online (VEO) delivers professionally developed, university-level courseware in an interactive environment. All that is required to complete the CE course is a computer and Internet access.

Getting started is quick and easy and the cost is just a fraction of typical CE courses. Visit the ISVMA home page and click on the VEO button. You will immediately be linked to the courses and other information on VEO homepage. Check out how VEO can be a smart alternative in obtaining your continuing education requirements.

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FULL-TIME ASSOCIATE VETERINARIAN FULL-TIME EMERGENCY VETERINARIAN

General Practice and Emergency – Working as a Patient Care Team! Join the Dundee Animal Hospital team and see what makes us the best in the Midwest! Located in the Northwest Suburbs of Chicago, our general and emergency practice currently employs 17 general practitioners, 3 emergency veterinarians and a well-trained, motivated support staff of 70+ team members. We are AAHA certified and have a superior reputation that is built on a 45-year practice history. Our three hospitals with state of the art, new construction are located in East Dundee, Elgin and Algonquin. We see a large volume of both internal and external referrals in our emergency practice, which is located at our Dundee hospital. We offer patient hospitalization only – no boarding or grooming.

A new associate's responsibilities would include outpatient care, surgery and dentistry. Reap the benefits of having an internal emergency care staff for 24 hour monitoring of your patients, as well as a Practice Administration Team to support the medical professionals' needs.

The emergency veterinarian's position will compliment an existing staff of emergency doctors and support staff specifically trained in emergency medicine. Responsibilities include the treatment of emergency patients from our three hospitals and other area hospitals with an average caseload of 7 - 11 patients per night, or 10 - 15 patients on the Sunday day shift. Other duties involve surgery and the monitoring and continual care of all admitted and transferred hospitalized patients.

Our focus at Dundee Animal Hospital is on teamwork, flexibility, and dedication to quality care. We treat each animal as if it were our own, with great compassion and unsurpassed professionalism. Be an active member of this unique organization and contribute to shaping the future of the practice! If you are interested in more information regarding this opportunity, contact our Practice Administrator, Debra Sisson at Dundee Animal Hospital, (847) 428 – 6114. FAX: (847) 428 – 8213. E-mail: dsisson@dundeeanimalhospital.com.

ASSOCIATE VETERINARIAN

Coble Animal Hospital is interested in welcoming a 4th associate veterinarian to our health care team. Our practice is busy, progressive, well equipped and well staffed and has a varied caseload. It provides an excellent opportunity for a motivated individual to practice virtually all aspects of clinical small animal medicine and surgery. We are looking for a person who is hard working, enthusiastic, client oriented and willing to work as a team member. New graduate or experienced veterinarians welcome. We offer a competitive salary, excellent work schedule, no after-hours/weekend/holiday emergencies, paid vacation, health insurance, continuing education and other benefits.

Some of our specialized equipment includes: 300ma x-ray and dental x-ray with automatic processors, CO2 laser surgical unit, EKG with monitor and printout capabilities, in-house lab with Heska CBC and VetTest 8008 Blood Chemistry Analyzer, oxygen cage, tonopen, and volumetric infusion pumps. Ultrasound and flexible endoscope shared with our other clinic. We see approximately 55% canine, 40% feline and 5% exotic. Appointments run on a 15 minute flex schedule with a wellness visit given an average of 30 minutes. There are 3 technical staff and 2 exam room assistants you can leverage to better your efficiency.

We offer a travel stipend for gas as well as lodging if needed to assist you in covering your expenses to come see us. Come look and you will want to stay!

Contact Alice Hermon, Practice Manager, at 217-789-4200, or email at ahermon@aol.com for more information or for a photo packet of our hospital.

THIRD VETERINARIAN

Seeking to hire third veterinarian (full or part time) for long-established and steadily growing small animal practice in rural western Illinois. Metro area of 350,000 w/in 15 miles. No emergencies, no weekend hours, no long commutes in traffic, relaxed small-town atmosphere. Clinic recently remodeled; in-house blood/chems, 300 amp x-ray and processor, all iso anesthesia, EKG, ultrasound, monitors, pumps, etc, computerized. We offer acupuncture and chiropractic tx. Very loyal clientele includes many performances handlers (agility, herding, hunt tests, etc) and responsible breeders. Experienced employees; good staff/vet ratio. Salary/benefits fair and negotiable. Inquiries to: Box 77, Preemption IL 61276.

VETERINARIAN

Flexible (no benefits) W-F: 8am-4pm one Sat. or two eve. clinics per month. \$35.00-\$40.00/hr (includes locality pay). Must have veterinary school diploma. Applicant's license(s), registration or certification as applicable. Certification of continuing education courses completed. Must have a valid driver's license. Apply: MWR Personnel Bldg 160, Naval Station Great Lakes IL 60088, ph: 847-688-2110 ext 103, fax: 847-688-2787, email: personnel@mwrngl.com.

VETERINARIAN

Exciting 6 doctor State-of-the-Art ER practice in Chicago look for a full-time experienced veterinarian. We offer great pay, flexible schedule, medical and disability insurance, 401(k), CE, clothing allowance and paid vacation. If interested please contact Alec Hopmayer at cves3123@earthlink.net or fax 773-913-8041.

ASSOCIATE WITH OPPORTUNITY TO BUY

Plum Creek Regional Animal Medical Center is looking for an associate with opportunity to buy in. Located in Illinois (Crete), we are 1/3 mile off of I-394 (straight south on I-90/I-94). Great location - edge of city with 17 acres, a garden and a pond - just 45 minutes south of Chicago and definitely worth a look. 4 year AAHA hospital. Former Merit Award hospital. Wellness is important but we are also diagnostically intense. Ultrasound, flexible and rigid endoscopes, vetscope for otoendoscopy, dental x-ray, tonopen, paperless AviMark computer system, IV pumps, heated surgery table, ICU unit. Consistent Standards of Care followed and expected. Example: All pets get blood pressure monitored with all life cycle consultations and examination, ear, skin cytology. Lots of good stuff and a great staff...even a bowling team called the Rolling Bones. Production based pay and benefits so your sky is the limit. Look at www.bigredbarn.com for a tour. Then contact me, Sam Morris DVM – Hospital Director. If interested, you can email a resume to drsam@bigredbarn.com, fax it to 708-672-9906 or phone: 708-672-9999.

FOURTH VETERINARIAN:

For quality, far west suburban Chicago companion animal practice. Great work environment. Excellent salary and comprehensive benefits package. Send resume to Steven Rohrback DVM, Amber Leaf Animal Hospital, P.O. Box 685, Winfield IL 60190. Phone (630) 231-7640.

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PART-TIME ASSOCIATE

Opening for part-time associate veterinarian in modern, well-equipped hospital. Chicago North Shore suburban area. No night time or emergencies. Salary and hours open for discussion. Available immediately. Contact Dr. David Miller, Deerfield Animal Hospital, 150 North Waukegan Road, Deerfield IL 60015. Tel: 847-945-4011. E-mail dkmdvm@comcast.net.

VETERINARIAN

Seeking a caring veterinarian to join a wonderful team in providing exceptional care for pets. New graduates and experienced doctors will be considered. Aroma Park is a semi-rural community near the Kankakee River. Excellent salary and benefits. Interested team players please contact Melissa Wallace, DVM, DACVIM by phone at 630-264-2816 or 1-800-966-1822 Ext 5251 by email melissa.wallace@vcamail.com or visit our website at www.vcapets.com.

FULL TIME ASSOCIATE

Progressive multi-doctor companion animal practice in a near-west suburb of Chicago is seeking a full time associate. VCA Franklin Park offers 24-hour care, ultrasound, STAT laboratory, radiology film reading service, a well-trained technical staff, and many other amenities. Excellent salary and benefits. Veterinarians with a desire to practice high quality medicine and surgery please contact Melissa Wallace, DVM, DACVIM at 630-264-2816 or email melissa.wallace@vcamail.com or visit www.vcapets.com.

FULL TIME VETERINARIAN

St. Charles Veterinary Clinic is looking for a full time veterinarian to join our dedicated, diverse team of doctors at our newly expanded state of the art facility. We are a progressive, well-equipped, well-staffed full service hospital. We have received AAHA accreditation for over 20 years. We offer small animal medicine in addition to traditional and minimally invasive surgery, behavior consultations, and exotic animal care. For details please send or fax resume to: James R. Miles, D.V.M., 530 Dunham Road, St. Charles IL 60174. Fax: 630-584-0416.

VETERINARIAN

Excellent opportunity to join a great group of veterinarians in an attractive facility at VCA North Animal Hospital. This high quality, AAHA-certified multi-doctor practice is seeking a full time veterinarian with great medical, surgical and client communication skills. An interest in exotics would be encouraged, but not required. Please contact Melissa Wallace, DVM, Dipl. ACVIM at 630-264-2816 or melissa.wallace@vcamail.com.

VETERINARIAN

Excellent opportunity to join our team at VCA Bolingbrook Animal Hospital. We offer quality medicine and surgery in a caring environment and actively promote preventive medicine, nutritional counseling and pain management. Dedicated doctors with a positive team attitude please contact Melissa Wallace, DVM, Dipl. ACVIM at 630-264-2816 or melissa.wallace@vcamail.com.

ASSOCIATE VETERINARIAN

Mixed animal practice in Southeast Iowa has a position open for an associate. A desire to do embryo transfer as well as mixed animal practice with a makeup of cow-calf, and small animal medicine and surgery. Two clinics with in-house laboratories, an ultrasound, and haul in facilities at the Columbus Junction facility. Please contact Michael D. Todd D.V.M. at the Mediapolis Veterinary Clinic PC, 114 S Wapello St, Mediapolis IA 52637, 319-394-3108 or Email mepovet@mepotelco.net.

ASSOCIATE VETERINARIAN

Associate needed for a 2 veterinarian, ambulatory, equine practice with haul-in facility. Practice is located just south of Chicago, IL. We are a well-established 24-year-old practice. Applicant must have an equine background, a thorough understanding of the equine industry and be willing to make a long-term commitment. Someone who has completed an internship preferred, but an outstanding new graduate will be considered. Phone Dr. Gary C. Porter at 815-464-0044 days, 815-469-5026 evenings or email EVPGP@aol.com.

ASSOCIATE VETERINARIAN

Hawthorne Animal Hospital is currently seeking an Associate Veterinarian to join our team. We are located in Glen Carbon, Illinois which is 30 minutes east of St. Louis. We are AAHA certified and recently moved to a new 12,000 sq ft building which includes 8 exam rooms, surgery suite, separate dental suite, ultrasound and endoscopy room & conference room. We offer an excellent compensation package including base salary with bonus potential, full benefits, paid vacation, retirements, CE, and membership to associations. If you want to work with a well-trained, motivated staff this could be the place for you.

Please send resume to Leigh Ann Johnson, Practice Manager, 5 Cougar Drive, Glen Carbon IL 62034. Phone (618) 288-3971. Fax (610) 288-3977. Email Lajohnson1@attglobal.net.

ASSOCIATE VETERINARIAN

An associate veterinarian needed for part-time or full-time employment. An aggressive practice in an easygoing environment. Competitive salary plus fringes. Fox Valley Veterinary Hospital in Ottawa IL. If interested, please call Dr. Clayton at 630-858-1924.

ASSOCIATE VETERINARIAN

Cleveland Veterinary Clinic: Lovely, newly opened facility (July 2004) located in South Elgin looking for two enthusiastic associates to join small animal practice. Ideal candidates must enjoy elective surgery and/or internal medicine. No after hours emergency calls! Rewarding salary and benefits package. Send resume to Dr. Cleveland by fax 847-717-0344 or e-mail Voyagery2k@aol.com. For further information call 847-697-4066.

EMERGENCY VETERINARIAN

Exciting opportunity at Animal Emergency Center in Northbrook for emergency veterinarian at our state-of-the-art center providing emergency treatment, critical care and specialty referral services. Wide range of diagnostic and monitoring equipment: CT, MRI, in-house blood banking program. To learn more contact Sheri Rothschild at 847-564-3109, email: jobs@aecce.com or fax CV to 847-564-9604. Visit our website at www.aecce.com.

EMERGENCY VETERINARIAN

Central Illinois emergency practice in Bloomington/Normal, population 120,000 has position available immediately. Salary commensurate with experience. Generous benefits included. Contact after 6pm @ 309-665-5020 or daytime @ 815-945-7811.

PART TIME OR FULL TIME ASSOCIATE

Growing 6-doctor MA practice is looking for an energetic, hard-working, team-oriented individual who would like to use his/her preventative medicine and diagnostic skills. Position open for either PT SA or FT MA associate. Strong support staff of 6 CVT's, with additional office personnel. Rural community located in south central Wisconsin between Madison and Milwaukee. Competitive salary. Benefits include health insurance, 401(k), profit sharing, paid vacation, and CE. On-calls/holidays shared equally. Future partnership potential. Send resume with cover letter Attn: Dr. Robert Farruggio, 959 West Racine St, Jefferson, WI 53549, 920-674-2383, fax 920-674-3250, jefvet@jefnet.com.

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HELP WANTED: VETERINARIAN SEEKING EMPLOYMENT PART TIME/RELIEF

Small Animal Veterinarian able to work part time or do relief work in north central Illinois. Contact Dr. Betty Kjellstrom by phone at 815/ 795-5006, email at bann@mtco.com or mail at P.O. Box 57, Marseilles IL 61341.

HELP WANTED: SEEKING SUPPORT STAFF TECHNICIAN

Need a change to a challenging and rewarding career? Animal Emergency Center is emerging as one of the area's fastest growing veterinary centers. Located in Northbrook, Illinois, a suburb of Chicago, our professional staff includes board certified neurologist, cardiologist, surgeons, internal medicine specialists and a team of emergency veterinarians. All are committed to providing cutting-edge care 24/7. We are a high energy, high performing organization providing a learning environment for energetic, skilled technicians. Fax CV to (847) 564-9604 or e-mail jobs@aeecc.com. Competitive salary and benefits for the right people. Visit our website at www.aeecc.com.

VET TECH/ASSISTANT

Full-time position for vet tech/assistant at 3-doctor, four year accredited AAHA feline only hospital. We are seeking an individual who is laboratory oriented and who will enjoy working in a high-quality practice. Experience an asset; salary commensurate with experience. Uniforms, health and disability insurance, profit sharing, and paid vacation provided. Contact Pat Mages, Chicago Cat Clinic, 773-631-5331.

TECHNICIAN/RECEPTIONIST

Our growing specialty practices in surgery, internal medicine, neurology, nephrology, oncology, radiology/imaging, emergency & critical care, dermatology, physical therapy and behavior are seeking certified technicians, veterinary assistants and receptionists. For more information contact Carla Berthold, Veterinary Specialty Center, 1515 Busch Parkway, Buffalo Grove, IL 60089; fax 847-459-1848; phone 847-459-7535 x 308; or e-mail @ cberthold@vetspecialty.com

VETERINARIAN

Central Illinois emergency practice in Bloomington/Normal, population 120,000 has position available immediately. Salary commensurate with experience. Generous benefits included. Contact after 6pm @ 309-665-5020 or daytime @ 815-945-7811.

PRACTICES FOR SALE

FOR SALE OR LEASE

Pine Ridge Animal Clinic near Jacksonville, IL. If you have an interest in owning or leasing your own practice, the clinic building, practice equipment and clinic records are for sale or lease. Grossed \$350,000 in 2003. Please contact Dr. John Bourn 217-245-5867 or email doc42@csj.net for more information.

Solo small animal practice in Forest Park, Southwest suburb of Chicago. Real estate, practice, all furnishings and equipment for only \$575,000. Veterinary Practice Sales Group. Dr. Zydeck, 248-891-3934.

Small animal practice Central Illinois small animal practice, equine available; growing suburban area; owner retirement. Great future. Confidentiality. Contact by phoning (217) 429-4283.

Are you ready to sell? Buyers waiting. Valuations, consultations. Buying or selling. I can help. Call Dr. Zydeck at 248-891-3934.

OWNERSHIP OPPORTUNITY

Developer is looking for interested veterinarians to build clinic/hospital. Multiple lots are available. Development is located in town center of Gilberts, a northwest suburb of Chicago on Route 72. To obtain a brochure of the layout of the project, or for additional information, contact Thomas Burbulis Holding LLC. Phone: 847/ 381-9009. Fax: 847/381-1959.

Offered by the Veterinary Practice Sales Group.

Practices near: 1)Forest Park; 2)Lockport; and 3) Carbondale. Contact Dr. Zydeck at 248-891-3934.

Solo small animal practice near Joliet. Grossing over \$500K. Real estate, practice, furnishings and equipment, inventory included. Owner retiring. No money down! Dr. Zydeck 248-891-3934.

Solo practice in Carbondale area. Grossing \$400,000. Clinic, practice, all furnishings, equipment and inventory. Adjoining house available too. Owner retiring. No money down! Dr. Zydeck 248-891-3934.

SERVICES

VETERINARIAN LEGAL SERVICES

ATTORNEY STEVEN H. JESSER, (800) 424-0060, (847) 212-5620 (mobile), shj@sjesser.com, www.sjesser.com. Full-service health professional and veterinarian representation; including practice sales and acquisitions, other contracting, litigation, disciplinary proceedings, animal law, real estate and estate planning.

Chicago North Financial Group: MetLife -

A full service provider of products to help you plan for Retirement, Wealth Preservation and Growth as well as Life, Health and Disability Income Insurance for individuals and small groups. Call Dan Tobin, FSR; at (630) 875-1644 or (630) 742-4900 or on the web at dtobin@metlife.com for a no charge Personal or Business Financial Checkup. Mutual Funds offered by MetLife Securities Inc., 200 Park Avenue, New York, NY 10166. Metropolitan Life Insurance Company, 200 Park Avenue, New York, NY 10166. L0409IVGW(exp0906)(IL)MLIC-LD

VETERINARY HOSPITAL DESIGN AND CONSTRUCTION.

New hospitals, additions, or renovation of existing hospitals in Chicago and surrounding communities. Preliminary - facility planning, construction costing, evaluation of potential sites. Design, engineering, evaluation of alternatives, permits, documentation for financing. Construction. JF McCarthy phone (708) 547-5096, email jfmcCarthy@ntsSource.com

AVMA GROUP LIFE AND HEALTH INSURANCE

Fred Rothschild, CLU, RHU and David Rothschild have advised over 400 veterinarians. For AVMA Group Life and Health information, underwritten by New York Life Insurance Company, New York, NY as well as your investment needs contact us at 1-800-673-5040 or frothschild@mony.com for analysis.

Policy for Classified Advertising

Any classified ad purchased will be posted upon receipt on the ISVMA webpage and the next available edition of the newsletter, the "Epitome". The webpage ad will run through the end of the publication date of the "Epitome" in which it will appear. It will be the responsibility of each advertiser to contact the ISVMA for omissions and errors. MEMBERS: ISVMA members will pay a discounted rate of \$25.00 for the first 35 words and \$0.25 for each additional word. This is a combined rate for publication on the website and in the Epitome. NON-MEMBERS: The rate for any non-member veterinarian is \$40.00 for the first 35 words and \$0.35 for each additional word. In addition, a fee of \$10.00 will be assessed for placement on the ISVMA website. Each advertiser may determine whether they would like to purchase the ad for placement on the web or waive that purchase. There is no option at this time to purchase just a webpage ad for non-members.

SURVEY

UI-CVM Student Externship Program

As many of you know, community practice is the route that most veterinary students take post-graduation. In order to further help its students prepare for their future careers, the University of Illinois, College of Veterinary Medicine and the ISVMA are working together to establish an organized externship program for veterinary students. This program would match students with practices in their area of interest throughout the state of Illinois. Each externship will be anywhere from 2-12 weeks in duration, and will have basic requirements set up that the student and the practice would each have to fulfill in order to ensure a positive experience for both.

We know that the veterinary students at the University of Illinois are anxious to learn about private practice from veterinarians all over the state. What we would like to find out is how much interest there is in the veterinary community in helping future vets learn about the profession in the real world. If your practice would consider being involved with this program, please fill out the form below or go to the ISVMA website (www.isvma.org) and fill one out there. Your participation in this program would be most appreciated.

Practice Name: _____

Contact Person at Your Practice: _____

Type of Practice (Please circle one):

Small Animal

Large Animal

Equine

Mixed Practice

Exotics

Other

Practice Address: _____ City: _____ State: _____ Zip: _____

Phone Number: _____

Number of Veterinarians: _____ Number of Support Staff: _____

Would housing be provided? If so, please describe:

Do you have any board certified Veterinarians? If so, in what field:

Would there be a potential for a part or full time position during breaks from school?

Completed Surveys may be returned to:

ISVMA, 133 South Fourth Street, Suite 202, Springfield, IL 62701, or faxed to: (217) 523-7981



ISVMA
133 South Fourth Street, Suite 202
Springfield, IL 62701



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133 South Fourth Street, Suite 202
Springfield, IL 62701