

EPITOME



THE ILLINOIS STATE VETERINARY MEDICAL ASSOCIATION

June/July 2005

Vol. XLIV, Number 13

ISVMA ORGANIZING EFFORT WITH VETERINARY STUDENTS TO INCREASE NCVEI PARTICIPATION


Dr. Wesley G. Bieritz, President, ISVMA



ISVMA works to help you improve your practice's economic health and enhance your patient care. To help you accomplish these goals, we recently approached the Veterinary Business Management Association (VBMA) at the University of Illinois to determine their interest in developing a summer project that will help you become a more successful practice.

With support from the ISVMA, three veterinary student members of the VBMA will introduce to you an online practice management program that allows you to evaluate the strengths and weaknesses of your practice's business. Offered by the National Commission on Veterinary Economic Issues (www.ncvei.org), these tools provide a benchmarking comparison between practices across Illinois and the nation. For only \$75, one of the students will come to your practice and train you and/or your practice manager on how to use these tools. The fee will help alleviate travel costs for the student representatives, in addition to providing you with CE credit for participation. NCVEI tools will remain available and an asset to your practice for continuing years.

In addition to the current small animal and equine tools, NCVEI will be releasing new benchmarking tools for food animal practitioners in mid-June (refer to the article on page four).

Please contact ISVMA at 217-523-8387 and provide your contact information. The appropriate regional student representative will call your office to schedule your training session. 

We're setting the goal for new members!



STATUS OF TAX AUDIT ISSUES

Peter S. Weber, CAE
Executive Director, ISVMA



The ISVMA, in conjunction with JD Michael LLC, has met several times with top-level officials at the Illinois Department of Revenue (IDOR). The purpose of these meetings has been to discuss the resolution of various issues that have arisen from audits being conducted by IDOR auditors in the Chicago area. The following is being offered as a summary of those discussions.

Relevant Law

In 1991, the Illinois legislature enacted changes to the sales tax laws to provide that de minimis service providers could satisfy their Illinois sales tax responsibilities by paying Use Tax to their suppliers. To be considered de minimis, a service provider's cost price of tangible personal property transferred incident to service must be less than 35% of its gross receipts from all sales of service. In short, the changes were enacted in order that people in professional service occupations such as doctors, lawyers and accountants did not have to become registered to charge and collect sales tax if in the course of providing service to their patients or clients they transferred or sold tangible personal property. At the time it was felt that veterinary practices fell within the umbrella of these types of businesses, similar to medical doctors. In fact, the Department of Revenue during its current audit activity has not questioned the fact that veterinary practices are de minimis service providers under the guidelines established by the Service Occupation Tax laws.

The basic problem is that there is a stipulation in the Service Occupation Tax law that says that even though a service provider is de minimis things are different if the service business is otherwise required to be registered as a retailer under the Retailers' Occupation Tax law. In this case the service business cannot satisfy its Illinois sales tax obligations by simply paying Use Tax to their suppliers. The law requires that they purchase all items that will be transferred tax-free and account for the appropriate Service Occupation Tax when these items are transferred to customers, clients, patients, etc. Since the tax in this situation is Service Occupation Tax and not Use Tax there is a local component due when the service business is located in a city or county that has imposed a local tax.

Application of the Law to Veterinarians

So what does this mean for veterinary businesses? Under the department's current audit interpretation, if a veterinary practice makes any kind of retail

sale they cannot satisfy their sales tax obligations by paying tax to suppliers, even on items such as medications administered to patients during treatment.

It should be noted that the department audits have uncovered that some veterinarians are selling products other than flea and tick preventions that would classify them as retailers. Shampoos and non-prescription foods are the two most common products that are cited.

ISVMA Proposal

The ISVMA in conjunction with the professional advice from JD Michael has proposed several things in their meetings with the department.

In order to resolve the dilemma and avoid continual arguments as to what products are retail sales and what products are medications transferred incident to professional services, we have proposed that the department seek guidance from an Illinois Supreme court case, *Illinois Cereal Mills v. Department of Revenue* (1982). In this case the court held that a small amount of accommodation retail sales (less than 3%) made by a wholesale business to its resale customers was not sufficient activity to subject the company to be considered a retailer subject to the provisions of the Retailers' Occupation Tax Act.

(continued on page 3)

Status of Tax Audit Issues (from page 2)

We have asked the department to apply the same logic to veterinary businesses that the court in Illinois Cereal Mills applied to a wholesale business. In other words, a small amount of retail sales (less than 3% of total revenue) that is made as an accommodation to patients would not be sufficient activity to classify the business as required to be registered as a retailer. If the department accepts this proposal, veterinary businesses will not be required to be registered with the Department of Revenue as long as their retail activity is less than 3% and any retail sale within this threshold is being made to regular customers. In this situation, veterinary practices will be allowed to satisfy all sales tax obligations by paying tax to their suppliers. We believe this was the intent of the legislature when the Service Occupation Tax laws were changed in 1991. Only if a veterinary practice purchases items from an out-of-state supplier that does not collect Illinois tax will the practice be required to be registered with the department.

We have also expressed our belief that the department's interpretation relating to what constitutes a retail sale as it applies to veterinarians is beyond the scope of the Service Occupation Tax statutes. We feel that any medication that is sold along with a regular treatment program for the overall health of an animal is being transferred within a service situation and is not a retail sale. This includes flea and tick medications such as Advantage and Frontline sold and applied to animals under a veterinarian's care, irrespective of whether the product was prescribed as a result of an exam.

However, if we prevail on the first argument, this second argument is less of an issue. It will only be important if we do not prevail on the first point.

ISVMA Advice

If you have been previously audited, currently under audit or scheduled for an audit by the Department of Revenue, we strongly advise you to contact JD Michael at 217-527-1700 and consider retaining them to help you. If you have not been audited or have not been contacted for an audit, we advise you to hold tight and wait for a final resolution to the proposals we have made to the Department of Revenue. The ISVMA hopes to have classes at various locations around the state later this year to assist you in doing things correctly.

In the meantime, we would suggest that if a supplier is not charging you tax on medications that you are administering to patients in your clinic that you ask them to start charging tax. We have found that some suppliers of Illinois veterinary practices are not charging tax.



WELCOME NEW MEMBERS!

ISVMA would like to welcome the following 96 new members (who joined between March 26, 2005 and May 17, 2005). 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. Jonathan H. Foreman
 Dr. John J. Gattuso
 Dr. Desiree J. Helgren
 Dr. Brett A. Hoerr
 Dr. Mark E. Howes
 Dr. Eileen M. Murphy
 Dr. Susan T. Myers
 Dr. Kristen L. Neuhauser
 Dr. Daniel L. Rock
 Dr. Nicole D. Rubendal
 Dr. Amir Shanan
 Dr. Maryanne N. Theyerl
 Dr. Karen VanAnrooy
 Dr. Piotr M. Warcholek
 Dr. Sharon Wehling- Sherman
 Dr. Jay T. Whittle
 Dr. Maggie H. Wood

The following new members are all 2005 graduates of the University of Illinois – College of Veterinary Medicine. We congratulate you on your recent conferment and wish you well as you embark on your exciting and rewarding career as a veterinarian:

Dr. Rachel Y. Beard
 Dr. Shannon Bielke
 Dr. Tracy Birchfield
 Dr. Jason Bleedorn
 Dr. Luke B. Borst
 Dr. Laura E. Brazelton
 Dr. Rebecca A. Campbell
 Dr. Amanda L. Carlson
 Dr. Keri M. Carlson
 Dr. Cynthia L. Chesters

NCVEI Food Animal and Mixed Animal Benchmarking Tools

The National Commission on Veterinary Economic Issues (NCVEI) is preparing to launch benchmarking tools for food and mixed animal practitioners.

To date they have released benchmarking tools for companion animal and equine veterinarians. There are currently 10,000 practices utilizing these free tools in all 50 states.

Before the food and mixed animal tools can be released NCVEI needs volunteers who are willing to enter seed data in the models.

If you are willing to participate, contact Peter Weber at ISVMA (peter@isvma.org) to obtain an instruction letter for entering the seed data. As in the past the more people who participate in this process the more effective job the NCVEI models will be in helping practitioners in Illinois. Full release of the benchmarking tools is planned for late spring.



ISVMA 2005 Convention Featured Keynote Speaker

Kevin Fitzgerald, Ph.D., D.V.M.

featured veterinarian on
Animal Planet's *Emergency Vets*

In addition to being featured on *Emergency Vets*, Dr. Fitzgerald is also a staff veterinarian in Denver, a frequent lecturer, and a part-time (and very funny) stand-up comedian.

Bring your entire team to this year's convention to laugh with Dr. Fitzgerald, learn from expert speakers, and enjoy numerous social events and networking opportunities.

Look for registration material this summer. For information on exhibiting or sponsoring, contact info@isvma.org.

New ISVMA Members (from page 3)

Dr. Katy A. Clark
Dr. Christina M. Comm
Dr. Adam A. Conroy
Dr. Erika Dahlgren
Dr. Rebecca M. Dieter
Dr. Nicole A. DiGiacomo
Dr. Kyle R. Drake
Dr. Nichelle Drew
Dr. Jessica A. Dunbar
Dr. Jennifer M. Ebener
Dr. April A. Finan
Dr. Sara C. Focchi
Dr. Julia Foster-Gawley
Dr. James E. Garvin
Dr. Jessica N. Graves
Dr. Margaret E. Gruen
Dr. Angela K. Haag
Dr. Katie J. Harbach-Schulz
Dr. Sharz A. Heidari
Dr. Kristin M. Hook
Dr. Todd A. Horowitz
Dr. Andrew M. Hubner
Dr. Stephanie A. Hulben
Dr. Kyle D. Kayson
Dr. Jonathan R. Kelley
Dr. Jeni Koshy
Dr. Jacqueline M. Kottenstette
Dr. Rosanne M. Krupka
Dr. Christine A. Kurowski
Dr. William A. Lanier
Dr. Paul E. Mardis
Dr. Emily A. Marhevsky
Dr. Trisha M. McAfee
Dr. Erin P. McDermott
Dr. Kelly Morgan
Dr. Kristine K. Myers
Dr. Steven Neihaus
Dr. Susan Oliver
Dr. Nicole Overby
Dr. Jennifer L. Owen
Dr. Brian J. Payne
Dr. Heather M. Pelkey
Dr. Carla E. Pfeiffer
Dr. Amy L. Podhrasky
Dr. Becky Polage

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EPITOME News & Notes

With our thanks ...

Dr. Richard Hull, Springfield, recently ended his 14 year tenure for the ISVMA as the ISVMA's Delegate to the AVMA.

Dr. George Richards filled the position left by Dr. Hull and is currently the ISVMA Delegate to the AVMA. Dr. Shelly Rubin was voted into position by the Board of Directors to fill Dr. Richard's vacated position of ISVMA Alternate Delegate to the AVMA.


Thank you to all these ISVMA members for their interest and willingness to serve our association. Your time and talents are appreciated!

Membership renewal

Current memberships expire on June 30 and the ISVMA office has been busy forwarding membership renewal packets. If you have not received yours in the mail, you can either renew your membership or apply by:

- Visiting us online at www.isvma.org. Fill out your form electronically and submit with payment preferences checked. We will bill you or you can pay immediately with your credit card!
- Calling our office at (217) 523-8387 and we'll be happy to forward another packet to you!

Just added to the ISVMA Website

If you haven't been in the Member's Center recently, you probably aren't aware of the latest addition to the ISVMA Library link. Back issues of the Epitome, beginning with the August/September 2004 issue, can now be downloaded and accessed for your convenience. 

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*

New ISVMA Members (from page 4)

Dr. Meredith Rettinger
 Dr. Maria Santaguida
 Dr. Elysia Schaefer
 Dr. Cheryl L. Schoessow
 Dr. Jennifer E. Schultz
 Dr. Susan Shack
 Dr. Jennifer C. Shader
 Dr. Marie Sienkewicz
 Dr. Jason P. Smith
 Dr. Lyndsey R. Smith
 Dr. Jennifer A. Steele
 Dr. Jodi L. Tomsic
 Dr. Katerina Tremlova
 Dr. Emily E. Tucker
 Dr. Ashlee S. Urbasic
 Dr. Angela D. Vogl
 Dr. Jami S. Walsh
 Dr. Kirsten E. Waratuke
 Dr. Tamara Webb
 Dr. Andrea K. Weidner
 Dr. Jeremy H. Williams
 Dr. Christine Wilmes
 Dr. Kimberly C. Wu

Nominations Being Accepted

ACTS

**(animals contributing to society)
 AWARDS**

HERO AWARD nominee is an animal whose actions saved a human life or prevented injury.

VOLUNTEER AWARD nominee is an animal and owner whose actions raise the quality of human lives by volunteering

PROFESSIONAL AWARD nominee is an animal whose purpose is to be of service to humans

HUMAN-ANIMAL BOND AWARD nominee is a human whose acts best advance the understanding and awareness of the Human-Animal bond in Illinois.

Nomination information is available online at www.ISVMA.org or call 217.523.8387

NOMINATIONS CLOSE JULY 31, 2005

MESSAGE FROM DEAN HERBERT WHITELEY

University of Illinois College of Veterinary Medicine



ILLINOIS FACULTY ARE LEADERS IN TAKING A SCHOLARLY APPROACH TO VETERINARY EDUCATION

On May 15, our College proudly awarded diplomas to the 103 members of the Class of 2005. As these new graduates fan out across the country to pursue internships, further study, and positions at practices, I reflect on the remarkable work of our faculty. Over the past four years, they have transmitted the skills and knowledge needed by competent entry-level practitioners to this new generation of veterinarians.

To ensure that our graduates have the necessary competence, Illinois faculty have become world leaders in scholarship on the effectiveness of veterinary clinical education. Nearly 20 years ago Dr. Ann Johnson, professor of small animal surgery, partnered with a faculty member from the College of Education, James Farmer, to investigate which teaching methods were most effective for teaching surgery skills. Her goals were to improve veterinary surgical education, to minimize the use of live animals, and to focus on training.

Dr. Johnson's findings resulted in adjustments in the surgery curriculum, which in turn led to more studies to evaluate teaching approaches and document the skills that new graduates need to know.

Other Illinois small animal surgery faculty members joined Dr. Johnson in this work. Dr. Cathy Greenfield led the effort to develop soft tissue models for use in surgery laboratories and to evaluate the surgical performance of students trained using models vs. live animal laboratories. Subsequent studies assessed outcomes, from the perspective of both the new graduates and their employers. The findings documented that use of models was an effective teaching approach, and the curriculum evolved accordingly.

"There were no 'regular' and 'alternative' surgical education programs at Illinois as there were at other U.S. veterinary schools," says Dr. Greenfield, "We were the alternative program."

More recently, Drs. Greenfield and Johnson have conducted large-scale surveys of veterinary employers to identify the "need to know" entry-level skills in small animal practice. "We seek practitioners' input," affirms Dr. Johnson. "We believe they are our customers and they know their needs."



Above: Dr. Ann Johnson (left) and Dr. Cathy Greenfield were pioneers in studying the effectiveness of various teaching approaches and the expectations of practitioners regarding skills in new graduates.

Today Illinois' small animal surgical teaching program culminates in the spay procedure performed on dogs and cats from local humane societies. This hands-on survival laboratory encompasses all the surgical techniques that need to be taught as well as the pre-operative evaluation and post-operative care components.

"It's a problem solved," says Dr. Johnson. "This is a program we can be proud of. We've worked very hard to produce a student who meets practitioners' expectations."

On the food animal side, Drs. Dawn Morin and Peter Constable adapted

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Message From Dean (from page 6)

the survey approach used by Drs. Greenfield and Johnson to assess the food animal-related skills and knowledge needed by entry-level practitioners.

The research question arose in response to a general perception that individual medical procedures were less relevant in the veterinary curriculum given the rise of more specialized production medicine approaches. The results of their survey, which incorporated the responses of more than 1,000 large animal veterinarians in the United States, revealed a demand for a balance between individual medical skills and population-based skills.

“You have to be able to diagnose the individual in order to understand the whole population,” explains Dr. Morin. “At the same time you need to view the health of the individual within the context of herd health.”

On the basis of their survey findings, the food animal core curriculum has been revamped over the past 3 years to include Swine Health and Production and the two-semester course Ruminant Health and Production, which features case-based discussion sections and laboratories conducted at dairy and beef farms. Live-animal surgery laboratories have been eliminated, as have a few lecture topics; the castration lecture was expanded. A new large animal surgery elective includes live-animal surgeries.

Additional large animal experience, such as restraint and physical examination, blood draws, and passing tubes, has been incorporated into the freshman clinical orientation course.

Drs. Morin and Constable point out that Illinois practitioners had a tremendous response rate—67 percent—to their survey, and so they send a big thank-you to you for your contributions.

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Call for Volunteers at State Fair Exhibits

Reprinted with permission from the University of Illinois College of Veterinary Medicine, Office of Veterinary Advancement, “E-Newsletter”, May 2005.

Are YOU willing to share your enthusiasm for veterinary medicine? Looking to inspire future veterinarians? Seeking the opportunity to answer society's burning questions about animal health? Then contact the Office of Public Engagement at ope@cvm.uiuc.edu or 217/333-2907 to sign up to serve as a college ambassador at the Illinois State Fair in Springfield, August 12-21, or the DuQuion County Fair, August 27-September 5.

2005 AWARDS AND SCHOLARSHIP WINNERS



Shown above is Tracey Davis, the first recipient of the Eve Larocca Award, and past ISVMA Executive Director, Eve Larocca. This award was established in spring of 2004 to honor Ms. Larocca upon her retirement to recognize her many years of leading the ISVMA.

Each April, the College of Veterinary Medicine recognizes its outstanding student members at the Awards and Scholarships Ceremony. The ISVMA and some of its member regions annually award deserving students. Here are this year's sponsored winners.

Tracey Davis – winner of the Eve Larocca Award for exemplary service and leadership in student organizations in the College, for academic performance, and for membership in both the ISVMA and Student Chapter of the AVMA. Sponsored by ISVMA and its seven member regions.

(continued on page 8)

U OF I GRADUATES

Congratulations to the members of the University of Illinois College of Veterinary Medicine, Class of 2005. The following were awarded the Degree of Doctor of Veterinary Medicine at the Commencement Convocation Program on Sunday, May 15, 2005.

Class Valedictorian

Jennifer A. Steele
Recipient of The Illinois State
Veterinary Medical Association Award

Class Salutatorian

Susan Shack
Recipient of the Carrie
McGreevy Award

Rachel Yvonne Beard
Shannon Linn Bielke
Tracy Runyard Birchfield
Jason Alan Bleedorn
Luke Benjamin Borst
Laura Eileen Brazelton
Jason Scott Bundy
Rebecca Ashley Campbell
Amanda L. Carlson
Keri Carlson
Lianne Teresa Carr
Angela Dione Chesanek
Cynthia Lynn Chesters
Katy Annette Clark
Christina Marie Comm
Adam Anthony Conroy
Carol Lynn Curry
Erika Beth Dahlgren
Amanda Jane Daum
Paula M. Davis
William R. Dean II
Rebecca Marie Dieter
Nicole A. DiGiacomo
Kyle R. Drake
Nichelle Christine Drew
Jessica Ann Dunbar
Jennifer M. Ebener
Roxann Emerick
Ann Marie Falk
April A. Finan
Sara Christine Fiocchi
Julia A. Foster-Gawley
Rebekah Swerdon Frost
Stacy Furgang

James Edward Garvin
Jessica Noel Graves
Margaret E. Gruen
Angela Kristine Haag
Jacob Matthew Hammon
Katie Jean Harbach Schulz
Jennifer Ann Harrison
Shahzad Heidari
Kristin Michelle Hook
Todd Adam Horowitz
Andy Hubner
Stephanie Anne Hulben
Amy Rebecca Johnson
Kyle David Kayson
Jonathan R. Kelley
Timothy L. Koors
Jeni Koshy
Jacqueline Marie Kottenstette
Rosanne Marie Krupka
Christine Anne Kurowski
Heather Labelle
William A. Lanier
William John Love VI
Staci Lund
Paul Everett Mardis
Emily Anne Marhevsky
Trisha Marie McAfee
Clint Aaron McCoy
Erin Patricia McDermott
Diana Lynne McMahon
Kelly Charlotte Morgan
Julie D. Neff
Steven A. Neihaus
Susan Christine Oliver
Nicole K. Overbey
Jennifer Lynn Sullivan Owen
Brian Payne
Heather Marie Pelkey
Carla Edna Pfeiffer
Amy L. Podhrasky
Rebecca N. Polage
Meredith Lynn Rettinger

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U of I Award Winners (from page 7)

Jason Bleedorn – winner of the Chicago Veterinary Medical Association President's Scholastic Award for excellence in small animal medicine and surgery. Sponsored by CVMA.

Kristina Kalivoda – winner of the Chicago Veterinary Medical Association Scholarship for second-year students who plan to benefit the veterinary profession in the Chicago area after graduation. Requires a minimum GPA of 2.5, continuous membership in SCAVMA and shows financial need. Sponsored by CVMA.

Lianne Carr – winner of the Dr. H. Preston Hoskins Award for students who demonstrate proficiency and expertise in technical writing or editorial service for veterinary publications while in veterinary school. Sponsored by the ISVMA and CVMA.

Jacqueline Kottenstette – winner of the Dr. Edward C. Khuen Memorial Award for fourth-year students with proficiency in small animal dentistry. Sponsored by the CVMA.

Marsha Thompson, Lynette Wellen, Mary Lee – winners of the Southern Illinois Veterinary Medical Association Scholarship for students who are natives of the region encompassed by the SIVMA and who have financial need. Sponsored by SIVMA Endowment Fund.

For a complete listing of all award winners and to read a short bio on each of the above-mentioned winners, visit the U of I E-Newsletter archives at www.cvm.uiuc.edu/advancement/E-Newsletter.html.

Message From Dean (from page 7)

I too wish to thank members of the ISVMA for their invaluable involvement in the educational mission of the College, through mentoring, participating in applicant interviews, lecturing to clubs and classes, funding scholarships, and so many other activities.

And I salute our clinical faculty leaders who have sought practitioner input to guide improvements in the curriculum. The impact of their scholarship can be seen at veterinary schools around the world and in the new graduates who have mastered the skills they need to know.

Please feel free to share your comments with me at dean@cvm.uiuc.edu.

TEN REASONS WHY YOU AND YOUR STAFF SHOULD ATTEND THE 2005 CONVENTION

10. The Heart-to-Heart Social is a blast—and features lots of fabulous prizes!
9. There are more exhibitors than ever and they are offering show specials — but you must be there to use them.
8. You can attend one of three intensive courses—at a very reasonable rate. (Choose from practice management, dental radiography, and ophthalmology surgery).
7. Recent graduates have their own educational track featuring three timely topics.
6. We're partnering with the Department of Agriculture to offer IVERT Training on Friday.
5. You can fill that vacant position at the Job Fair, which will be open the entire Convention.
4. The University of Illinois and Iowa State University are having alumni reunions on Saturday night. (We're working on others—ask your alma mater to schedule one!)
3. There are more sessions in the Vet Tech/Practice Personnel track and they include both fundamental and advanced topics.
2. Kevin Fitzgerald, DVM, will make you laugh. (See page 4).
1. We're having dinner with Abraham Lincoln on Friday night.

U of I Graduates (continued from page 8)

Maria Santaguida
 Elysia C. Schaefer
 Cheryl Lynn Schoessow
 Jennifer Elizabeth Schultz
 Susan Shack
 Jennifer Colleen Shader
 Marie K. Sienkewicz
 Jason Smith
 Lyndsey Rae Smith
 Jennifer Ann Steele
 Marsha Ann Thompson
 Jodi Leigh Tomsic
 Katerina Tremlova
 Emily E. Tucker
 Jennifer Anne Tuntland
 Mary Elizabeth Ubatuba
 Ashlee Sonja Urbasic
 Angela Dawn Vogl
 Jami Sue Walsh
 Romanie V. Walter
 Kirsten Elizabeth Waratuke
 Tamara Marie Webb
 Andrea Kay Weidner
 Jeremy Hamil Williams
 Christine Marie Wilmes
 Amanda Wohlwend
 Kimberly Wu

All names listed were accurate with information provided at the time of printing.

Want Help But Don't Know Where To Go?

If your stress relief choices are creating problems in your life, perhaps it's time to make a change. The ISVMA has resources to direct you to the help you want, the help you need.

**All calls will be kept
 Confidential
 24-Hour Help Line
 1-800-215-HELP**

Veterinary Medical Alumni Association President's Message

Dr. Andrew Lucyshyn

President of the University of Illinois Veterinary Medical Alumni Association

What is the greatest issue facing veterinary medicine today? We all have our response of the moment, ranging from compensation to funding for veterinary education to the increasing level of malpractice litigation. No matter what the issue is, the best way to shape a positive future for animals, owners, and the veterinary profession is by working together within a group.

Just one example of a timely issue will illustrate. Over the past 20 years or more, the veterinary profession has promoted the human-animal bond, and practitioners have invested in training, equipment, and staff to raise the quality of care. At the same time our clients' expectations have risen, and a new specialty within the legal community—animal law—has arisen. The resulting increase in the level of scrutiny of veterinary practice is not all bad; this constant review will inevitably lead to a higher standard of care.

However, the veterinary profession needs to work cooperatively to forest all the types of situations that are currently facing some specialties in human medicine here in Illinois, where increased litigation and awards have made malpractice premiums skyrocket, eclipsing the salaries of many other professions.

The answer for our profession is to be proactive rather than reactive. I encourage you to take a stand on issues such as these. To effect positive change, get involved in local and state associations and in your alumni association. Although the alumni association takes no stand on

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AVMA GHLIT
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ROBERT GRUELLE, CLU

AVMA GHLIT Authorized Representative
Broad line of insurance options include:

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JOB FAIR



Linking Employees and Employers at the

•
ISVMA Convention
November 4-6, 2005
Crowne Plaza
Springfield, Illinois

•
Meet (and maybe hire)
candidates from all
disciplines
Private interview space
will be available

A very small investment:

ISVMA members
\$35, plus one
convention registration

Non-Members
\$85, plus one
convention registration

*For more details, or to reserve
a table, contact dana@isvma.org.
Space is limited. Reserve early!*

U of I Alumni President's Message (from page 10)


legislation, it fosters networking with colleagues and activities aimed at advancing the public image of veterinarians.

Thank you for your support. Together we can improve the future of veterinary medicine in our state and beyond.

Benefits of joining the Veterinary Medical Alumni Association:

- You can join at <http://www.uiaa.org/benefits/>. Be sure to reference code UD29 to ensure that a portion of your dues comes to the College.
- Connections to classmates and the University as a whole, including free lifetime Web-based e-mail, an online alumni directory, and alumni publications from campus.
- Alumni Career Center and networking opportunities for career advancement.
- Regional alumni chapters that sponsor events and activities to help advance the University and the local communities.
- Support for College activities and events for both students and alumni and an annual student award via the portion of the membership dues that comes to the College.
- Dues are tax deductible.

Benefits of joining the Illinois State Veterinary Medical Association:

- You can join at <http://www.isvma.org/application.htm>
- Legislative advocacy on actions affecting the veterinary profession in Illinois and regulatory oversight of the Illinois Veterinary Medical and Surgery Practice Act.
- Continuing education opportunities and recordkeeping of veterinary CEUs.
- Research and information regarding all aspects of the veterinary profession.
- Sponsored benefit programs including credit card processing, debt collection, check recovery, and an online veterinary pharmacy.
- Publications including the *Epitome* newsletter, an electronic newsletter, and an *ISVMA Membership Directory and Resource Manual*. 

UPDATE FROM THE STATE CAPITAL

ISVMA Supports Revised Amendment to SB2078 and HB315

CONGRATULATIONS to our ISVMA members for their superior grassroots lobbying effort on SB2078 and HB315!

For months, the proponents of these bills were unwilling to consider alternative language to address the concerns of ISVMA. WGN Radio's Steve Dale helped initiate more meaningful negotiations when he invited Senator Don Harmon (D-Oak Park) and Dr. Shelly Rubin to jointly appear on his Saturday evening radio show – Pet Central. Mr. Dale facilitated a meaningful dialogue between his two guests that led to more substantial negotiations between the various interest groups.

ISVMA met with the proponents of SB2078 and HB315 the week of April 4th to offer amendatory suggestions that would eliminate veterinarians' concerns about imposing a state tax on the rabies vaccine. As a result of these meetings, the bills' sponsors offered an agreed-upon amendment on Tuesday April 12, 2005. This amendment was the result of extensive negotiations between opponents and proponents of the original bill. These productive negotiations were initiated by Senator Harmon who showed tremendous leadership in pulling the various interests together to work out an agreement.

ISVMA has prepared an outline of the amendment. Available on the Member Center of the ISVMA webpage, visit <http://www.isvma.org/amendment.htm>.

The ISVMA Lobby Day, the hundreds of phone calls and letters from veterinarians to their legislators, and some excellent lobbying by our experienced lobbying team have made ISVMA a stronger voice in Springfield and much more capable of defending the veterinary profession.

We will continue to build our strength and credibility in the Capitol with a continually growing grassroots network. Our ultimate goal is to build capacity to control future revisions to the Veterinary Surgery and Medical Practice Act.



VOICE solutions

The on-hold voice of your business



Use Your Phone to Inform, Educate & Engage your Callers!

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A GEM OF A CASE

By Kirsten Marek, DVM

Reprinted with permission from Veterinary Forum, January 2005.

It was 11:00 PM Friday night, and the expressions on my clients' faces were as worried as mine was exhausted. In the woman's arms trembled a delicate Italian greyhound puppy. His right forelimb dangled at an ominous angle, and he screamed at any movement. He had jumped off the couch and, as toy puppies often do, had apparently fractured his radius and ulna.

Behind the two owners hovered a young boy, probably 8 or 9 years old. The dark circles under his eyes and the coat pulled hastily over his pajamas indicated the speed with which his parents had rushed to my clinic. I did not welcome the sight of this child. It is my experience that overtired children exhibit two behavior patterns: whining or attention-seeking. Neither behavior contributes to my ability to practice emergency medicine.

But this child remained silent and in the background as I began my examination. Radiographs confirmed the suspected forelimb fractures, and I administered an analgesic injection and applied a splint. Throughout my work, the boy never interrupted, tried to "help," or even asked a question. When the puppy yelped as I wrapped its leg, the boy winced and turned his head, but even then he did not make a sound.

The puppy's relief after receiving analgesia and having the splint applied was considerable, and he curled up in the woman's arms and fell asleep. The owners offered me a grateful smile. I scheduled an appointment with our orthopedic surgeon for the next morning. The owners paid the bill, and as they turned to leave, the boy stepped toward me and spoke for the first time.

"This is for you," he said, uncurling an outstretched hand. "One of my crystals. Thank you for taking care of my dog."

For just a moment, the world stopped, and it was just me and this young boy — holding out a tiny piece of rock quartz. It was evident from the expression on his face that this "crystal" was one of his most prized possessions. The parents' expressions told me that his gesture was a surprise to them too —they had no idea he had brought along the rock.

Plucked from sleep and hustled out the door amidst his frantic parents and screaming puppy, he had somehow remembered to bring "payment." He had brought his treasure and offered it to me without hesitation, in pure gratitude. I knelt down, solemnly took the gift, and told him "Thank you. I will keep this forever. It is very special." Satisfied, the boy retreated back behind his parents, and they left without another word from him.

The crystal still sits on my night table, so I can see it every time I am awakened for a night emergency. I see it and am reminded why I am getting out of bed: "Thank you for taking care of my dog."

Dr. Kirsten Marek practices at Dwight Veterinary Clinic and has been an ISVMA member since February 2001.

What Is Your Practice Culture?

Christine Merle DVM, University of Illinois College of Veterinary Medicine

Just how different IS ONE CLINIC from ANOTHER? Where does this difference come from? The answer is called "practice culture."

The surroundings in your practice tell a lot to your visitors. We are all aware of the dreaded smells, but what about how the staff is dressed? Do you wear a lab coat? What do the parking lot, the front entrance, and the waiting room convey about your practice? Are animals nervously shedding and panting, or are they calmly awaiting their visit? How is the hospital decorated?

Interactions between staff members, veterinarians, and animals also communicate the culture. Are there any clinic animals? If an animal is being difficult, how do you react? How does the staff work together? Are people smiling? What are the grumbles about? How do they react to an outsider's presence?

(continued on page 15)

NEW CE DELIVERY METHODS INCREASE OPTIONS FOR ILLINOIS VETERINARIANS

To many veterinarians, obtaining the required CE hours for licensure renewal means registering in advance for an early bird special, booking a flight or driving to another city, making a hotel reservation, renting a car, taking time off from their clinic and families and attending a conference for a number of hours or even days. This format no longer works for many busy veterinarians who struggle to balance their professional and personal lives. Fortunately, new, more convenient options exist for veterinarians to learn about the latest surgical and medical breakthroughs in our profession.

With the aid of technology, over the past five years, CE opportunities have blossomed in ways that have veterinarians fulfilling their requirements closer to home and clinic, maybe even from their own comfy chairs. CE can be obtained by participating in an interactive online course, reading a journal article – either online or a hard copy, viewing a CD or DVD, or calling into a teleconference. Often these types of courses are accompanied by tests to ensure the participant absorbed the essential course content.

Veterinarians wonder if these high tech and handy courses are approved methods of CE. Generally, the answer is yes. However, CE requirements vary from one jurisdiction to another. Some boards require only a specific number of hours, while others mandate CE in particular subject categories. Some boards have limitations on the number of hours acceptable in certain categories such as practice management and/or restrictions of certain methods of delivery of CE. Each jurisdiction has final approval on any CE course from any source on any subject matter category.

In Illinois, CE requirements for licensed veterinarians are listed in the Practice Act Rules, Section 1500.25. It is well known that veterinarians must complete 20 hours of approved CE per renewal period. Currently, only 10 of these hours may be completed through self-study courses. Programs that are automatically approved in Illinois include courses provided by 1) AVMA Accredited Colleges of Veterinary Medicine, 2) AVMA, 3) ISVMA or regional VMA's, 4) AAHA, 5) Registry of Approved Continuing Education (RACE), administered by the American Association of the Veterinary State Boards (AAVSB), 6) Specialty organizations, and 7) Courses

individually approved by the Department. If you are considering a particular CE program and need the course for completion of licensure renewal requirements, please verify that the course is approved prior to taking it by contacting the Department. Illinois veterinarians must maintain CE records for 5 years. The ISVMA will maintain a record of CE attendance for any member who requests this service and submits proof of CE attendance. The ISVMA will then provide CE verification to the Department should a CE audit occur. Contact the ISVMA office for details.

Please take note that with these new CE delivery methods widely available, requests for waiver of CE will likely be denied based solely on a veterinarian's inability to travel to a course. Greater proof of incapacity will be required. Also, the CE requirement for Illinois veterinarians is under review, including a discussion of an increase to 30 hours per renewal. If enacted, this change will not go into effect until the next renewal cycle.

To view the entire Practice Act, visit www.idfpr.com. For questions about this article, e-mail Dr. Georgianne Ludwig at georgieludwig@yahoo.com.



Dr. Georgianne (Georgie) Ludwig is a contributing author to the "Epitome". Her articles address topics regarding veterinary licensure issues regulated by the Illinois Department of Financial and Professional Regulation.

Dr. Ludwig is actively engaged in companion animal practice in west suburban Chicago where she is Hospital Director and Business Partner at Lombard Veterinary Hospital, a seven DVM companion and exotic animal hospital. She is a second generation veterinarian with a special interest in feline medicine and the human-animal bond.

Dr. Ludwig was appointed by Governor Edgar to the Illinois Veterinary Licensing and Disciplinary Board in 1998 where she is currently Chairman. She has served on the American Association of Veterinary State Board's (AAVSB) Executive Committee since 2001 and holds the position of Secretary. She serves on the AAVSB Practice Act Model Taskforce and the Illinois State Veterinary Medical Association's Legislative Committee.

When she isn't actively engaged in her professional career, she cherishes "down time" spent on the beach with her husband Greg, children Gregory and Gracie and dog Scuba. She enjoys SCUBA Diving and she is a Girl Scout Leader.

DEFENDING YOUR LICENSE

Your Practice and the Law (267)

Professional Liability, vol. 22, no. 4, Fall 2003

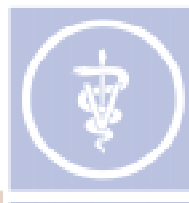
Licensing agencies around the country are reactionary and usually only contact a veterinarian after an animal owner has reduced the specifics of his or her complaint to writing. Understanding the processes of licensing agencies can help you reduce your exposure when situations arise.

Letter of Explanation from the Veterinarian

A letter of explanation or "response letter", along with the complaint and medical records are often submitted to the licensing/disciplinary board of the agency.

(continued on page 16)

A V M A



P L I T

Practice Culture (from page 13)

Your client education pieces provide additional clues. Are they current? Are they organized? Do they promote what you recommend? Are they personalized with your clinic contact information?

Lastly, consider carefully the words that you and your staff use. Are you a hospital, clinic, or center? Are you treating pets, animals, or creatures? Are the veterinarians in your practice doctors, associates, colleagues, or employees? Do you refer to your employees as "front staff" and "back staff" or by their job titles? Do you introduce individual staff members by name? How are instructions given? How is the phone answered?

A practice's culture is in everything that you and your staff do. Is the culture that you are portraying the one that you thought you were? If not, it's time you become an observer in your own practice.

Dr. Christine Merle, assistant dean for Public Engagement at the University of Illinois College of Veterinary Medicine, has both a DVM and an MBA. She is a Certified Veterinary Practice Manager through the Veterinary Hospital Management Association. Her "Practice Management Tips" columns appear monthly in Illinois VetNews, an electronic newsletter from the University of Illinois College of Veterinary Medicine. This column is reprinted in part with permission from the April 2005 "Illinois VetNews." To subscribe to Illinois VetNews, please write to eerwin @uiuc.edu.



ISVMA FORUM

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

Q: We have a client who is challenging our hospital policy. We will not sell heartworm preventative without having run a heartworm test for an animal. They are refusing the test and demanding we sell them the heartguard preventative. Are we within our legal rights to withhold selling the medicine?

A: From the manufacturer of the medicine to various professional societies, all experts specify that heartworm preventative is to be used jointly with the testing done in your practice. As stated by the American Heartworm Society (<http://www.heartwormsociety.org/Dogs5.htm>; May 2005), "Before starting a preventive program, all dogs that could possibly be infected with mature heartworms should be tested. Giving heartworm preventives to dogs who have heartworms can lead to severe reactions that could be harmful or even fatal to the dog."

Q: I am currently licensed to practice veterinary medicine in Illinois; however, I don't have my controlled substance license (CSL). I am taking a job at another clinic and need to apply for my CSL. How do I go about doing this?

A: All license application forms have the application for the controlled substance license. If you overlooked this section of your application, you can either phone the Illinois Department of Finance and Public Regulation, Application Unit at (217) 782-8556 or you can refer to their Website to download an application at www.idfpr.com.

Please call ISVMA, 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.

Defending Your License (from page 15)

The letter of explanation is not a forum for expressing outrage. The state's licensing/disciplinary board must have the veterinarian's response in order to make a decision as to whether the owner's complaint has any merit. Accordingly, the veterinarian's response letter should specifically address the issues contemplated by the owner's complaint and provide reasoning for the veterinarian's care.

In some jurisdictions, veterinarians are not provided with documentation of the complaint. They may be advised only of the section of the Act which may have been violated—if the complainant's allegations are true. Veterinarians may be provided with abbreviated allegations of "gross negligence" or "unprofessional conduct" by some agencies.

In those instances, it may be advisable to contact the representative of the licensing agency that sent the request to determine if more facts are available in order to provide an informed response. If further information is not provided, the veterinarian may have to provide a significant amount of narrative of the care provided.

If it is a "quality of care" issue, the veterinarian should provide an explanation regarding assessment, diagnosis, plan and course of treatment. While another veterinarian may ultimately be reviewing your response, this veterinarian may have different ideas regarding the applicable standard of care under the circumstances.

Veterinarians are not precluded from consulting with an attorney to prepare their response. If a veterinarian has a "history" with the licensing/disciplinary agency, it may be advisable to retain counsel early.

A majority of cases are closed when the agency reviews the veterinarian's response. If the case is not closed, it can (1) be reduced to a formal complaint; (2) be referred for further investigation; or (3) be scheduled for a conference with the veterinarian.

Conference with the Licensing Agency

Conferences can be informal in nature, with no records kept. Some states record the conference and advise the veterinarian that statements made during the conference can be used against them. The conference may be attended by a Department attorney, a veterinarian on the licensing/disciplinary board and/or the assigned investigator. The animal owner is seldom present.

Typically, the purpose of the conference is to get more information from the veterinarian or to resolve the matter pursuant to an agreement. The agreed

resolution may involve the veterinarian consenting to a disciplinary action to his or her license. Depending on the state, discipline can range from reprimand to revocation. Definitive periods of suspension can be levied, or probationary periods that require certain conditions to be met. These probationary conditions can include continuing medical education, financial sanctions, or future monitoring by the licensing agency.

Some states have non-disciplinary dispositions. These dispositions can be characterized as "warnings" to the veterinarians to refrain from the complained-of conduct in the future.

In almost every state, a conference disposition that involves discipline must be consented to by the veterinarian. (1) While the agency can make a recommendation for resolution pursuant to an agreed-upon discipline, the veterinarian, in almost every circumstance, is not compelled to accept the recommendation of discipline. The veterinarian may reject the recommendation for discipline.

If a disposition is agreed upon at the conference, it may still have to be approved by a veterinary board and/or a figurehead of the agency. The dispositive order should be drafted so that it disposes of all matters contemplated by the owner's complaint.

(continued on page 17)

Defending Your License (from page 17)

Formal Process

If a disposition is not agreed upon at the conference, and the licensing agency is intent upon disciplining the veterinarian's license, the matter can be reduced to a formal complaint. Once a formal complaint is filed by the licensing agency the complaint may become public, meaning anyone may be able to gain access to the complaint and learn of the specific charges levied by the animal owner and the agency.

A prosecutor or attorney may be employed by the agency, or a state's attorney general may prosecute licensing matters. An Administrative Law Judge typically presides over the hearings, making rulings on issues of law. Often, at least one member of the licensing/disciplinary board will attend the hearing. A record is made of the proceeding, and a recommendation subsequent to the conclusion of the hearing may or may not be made by the Administrative Law Judge. The board in most cases will deliberate on the evidence and make a decision with respect to whether a violation of the state's Practice Act (the Act) has been established at the hearing. Some boards' decisions are final, and some decisions are reviewable by a figurehead of the Department.

The hearings are run much like a trial. Opening and closing statements are offered, witnesses are examined and cross-examined, documentation is taken as evidence and rulings of law are made with respect to the propriety of evidence.

A veterinarian will sometimes have a right to file a motion to reconsider the agency's decision. In almost all cases, the veterinarian has a right to "administrative review." By filing a petition with the local court, the veterinarian requests that the court review the administrative order handed down by the agency.

The agency's burden of proof varies from state to state. Some states may have to establish a violation of the Act by a "preponderance of the evidence", with other states needing to present "clear and convincing evidence" of a violation. In some states, several months, if not years, can pass between the time of an owner's initial complaint and the final order of the agency.

Be Prepared

Familiarize yourself with the Act and the specific violation of the Act that has been charged. The licensing agency typically will provide a copy of the Act free of charge. Each state has a set of violations reflected within the Act. However, a specific violation can be well-defined (conviction of a crime/failing to provide proof of continuing education) to violations that are open to interpretation by the veterinary board (gross malpractice/unprofessional conduct). More and more veterinarians are becoming the targets of litigation.

An increasing number of states are considering permitting greater legal recoveries to animal owners. Many states' licensing agencies' rules provide that information secured prior to the filing of a formal complaint must remain confidential. However, when a lawsuit for damages is filed by an owner against a veterinarian, it is usually just a matter of time before the owner's attorney attempts to secure this information through a discovery process in the civil courts.

Reduce Your Exposure Through Communication, Good Record Keeping, and Insurance Protection

Communication with clients and proper record keeping are key. Hard feelings over fees often result in complaints to the licensing agency. Many complaints voiced to licensing agencies are in response to collection actions initiated by the veterinarian. Once a complaint is filed and records are secured for a licensing board's review, poor record keeping is sometimes a basis for the complaint not being closed early in the process. You do not want to attend a conference to interpret handwriting or explain charts and figures.

If you haven't already added the PLIT veterinary license defense endorsement to your professional liability certificate, call 800-228-7548 or visit www.avmaplit.com. This important endorsement provides up to \$25,000 per year in legal fees to defend actions against your license. This would include legal fees associated with preparing a

(continued on page 18)

ISVMA BIDS FAREWELL TO LIFE MEMBER

DR. KENNETH C. PERRY

Dr. Kenneth C. Perry, 83, founder and owner of the Forest Glen Animal Hospital on Chicago's Far Northwest Side died of heart failure in his home on March 18.

Dr. Perry was born and raised in Grand Rapids, Michigan. During World War II, he was an aviation cadet with the Navy until his discharge in February 1943. Two months later, he joined the Army, eventually becoming part of the 9th Combat Cargo Squadron that was activated in 1944 to India. He was discharged as a sergeant in December 1946 after earning numerous medals, stripes and ribbons, including four Bronze Stars.


Upon leaving the Army, he attended Michigan State University and earned his bachelor's degree and graduate degree in veterinary medicine. He worked in a veterinary practice in his hometown before moving to and joining a practice in Chicago.

While working there, he met and married one of the veterinary technicians, Blanche Suchak. They got married in 1956 and moved to the Forest Glen neighborhood where his bride had lived since she was a young girl. Four years later they bought an empty grocery store and remodeled it into the animal hospital.

He and his wife shared a zest for traveling, with veterinary medical conferences offering opportunities to indulge their hobby. They visited South America, Egypt, Russia and the Czech Republic. They traveled the world several times.

Known for his quiet nature and love of animals, the welcome mat at their home was always out for stray and abandoned animals. "They had lots of animals over the years, hundreds," according to his niece, Kathleen Decker. "The house was constantly full of animals, cats and dogs. It was nothing for them to have three dogs and a dozen cats. Their home was like a little wayward shelter."


Although known for being very quiet and low-key, Dr. Perry often shared his insights through his sense of humor. His classic one-liners were his signature and have been often repeated and shared.

Services were held at Corcoran Funeral Home, Chicago. Memorials and donations are being accepted by the Forest Glen Animal Hospital Rescue Fund, (773)736-3833. 

Defending Your License (from page 17)

response letter, conferencing with the licensing agency, and attending hearings (subject to policy terms, limitations and exclusions).

Terry Takash is an attorney with the law firm of Johnson & Bell, Ltd. in Chicago. He has been defending veterinarians from malpractice claims and licensing actions for several years. Mr. Takash is the former Chief of Prosecutions with the Illinois Department of Professional Regulation.

(1) Some states have "summary suspensions" under "emergency" situations. Typically, summary suspensions of a license take place without notice to the veterinarian and only when the continuing practice of the veterinarian would pose imminent danger to animals/public. Also, at least one state can discipline a veterinarian's license without affording the veterinarian a hearing. 

HAS YOUR EMAIL ADDRESS CHANGED?

Please notify the ISVMA of your changes either by email to www.ISVMA.org or in writing to Illinois State VMA133 South Fourth Street Suite 202 Springfield IL 62701

Continuing Education Calendar

JUNE 2005

JUNE 15: INFECTIOUS DISEASES.

Hosted by Chicago VMA. Featured speaker, Dr. Alice Wolf, DACVIM, DAVBP. For information contact the CVMA at 630-325-1231 cvma@chicagovma.com.

JUNE 16-18: FIFTH ANNUAL SMALL ANIMAL SUMMER SYMPOSIUM.

The Hotel at Gateway Center in Ames, IA. Iowa State University. 21 total CE credits for the entire course. Lectures and laboratory sessions. For information contact Sandy Popelka at 515-294-2531 or spopelka@iastate.edu. To download a printable brochure, go to www.vetmed.iastate.edu/ce/.

JUNE 22-26: VETERINARY SPINAL MANIPULATIVE THERAPY PROGRAM/MODULE I.

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. Module II – July 27-31. Module III – Aug. 24-28. Module IV – Sept. 28-Oct. 2. Module V – Oct. 26-30. For information call 262-878-9549 or www.thehealingoasis.com.

JUNE 24-25: BASIC SOFT TISSUE RIGID ENDOSCOPY.

The University of Georgia. Designed to get veterinarians started in minimally invasive surgery and serve as a foundation for later courses. To download brochure, visit <http://www.vet.uga.edu/mis/training/index.php>. For information, contact Sandi Kilgo at (706) 542-1451 or skilgo@vet.uga.edu.

JUNE 26: ADVANCED MINIMALLY INVASIVE SURGERY.

The University of Georgia. Designed for the further development of veterinarians currently performing endoscopic surgery.

To download brochure, visit

<http://www.vet.uga.edu/mis/training/index.php>. For information, contact Sandi Kilgo at (706) 542-1451 or skilgo@vet.uga.edu.

JUNE 30-JULY 3: VETERINARY MASSAGE AND REHABILITATION PROGRAM/MODULE III.

The Healing Oasis Wellness Center, Sturtevant WI. 138 hour state-approved certification program for licensed veterinary professionals (DVM, LVT, DVT, RVT). For more information call 262-878-9549 or visit online at www.thehealingoasis.com.

JULY 2005

JULY 12-14: 2ND INTERNATIONAL CHRONIC WASTING DISEASE SYMPOSIUM.

Monona Terrace Conference Center, Madison WI. Download conference information at <http://dnr.wi.gov/org/land/wildlife/whealth/issues/CWD/conference.htm> and www.cwd-info.org.

JULY 14-16: 5TH INTERNATIONAL VETERINARY BEHAVIOR MEETING.

Marriott City Center, Minneapolis, MN. Organized jointly with the American College of Veterinary Behaviorists and the American Veterinary Society of Animal Behavior. Visit www.dacvb.org or contact Dr. Gary Landsberg at gmlandvm@aol.com.

JULY 16-20: 142ND AVMA ANNUAL CONVENTION.

Minneapolis, MN. For detailed information on convention and to sign up to receive periodic e-mail updates, visit online at <http://avmaconvention.org/>.

JULY 20-22: 3RD WORLD EQUINE

AIRWAYS SYMPOSIUM. James A. Law Auditorium, College of Veterinary Medicine at Cornell University, Ithaca, NY. Speakers from around the world will provide state-of-the-art information on immunological, inflammatory and infectious disorders of the upper and lower respiratory tract. Registration is via the WEAS website at www.vet.cornell.edu/weas/.

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Continuing Education Calendar

(from page 22)

JULY 27-31: VETERINARY SPINAL MANIPULATIVE THERAPY PROGRAM/MODULE II.

The Healing Oasis Wellness Center, Sturtevant WI. 200 hour state-approved certification program for licensed DVM's. For information call 262-878-9549 or www.thehealingoasis.com.

JULY 30: INTERNAL MEDICINE SHORT COURSE. Adams Conference Center, College of Veterinary Medicine, Columbia, MO. 8 hours of CE. For information contact Veterinary Medical Extension & Cont. Ed at 573-882-7848 or email: cellarc@missouri.edu.

JULY 31-AUGUST 2: 13TH ANNUAL PRACTICE MANAGEMENT SEMINAR. Hosted by American Association of Equine Practitioners. Quebec City, Quebec, Canada. Contact the AAEP at 859/ 233-0147 or aaepoffice@aaep.org for information.

JULY 31-AUGUST 2: AAEP FOCUS MEETING. Quebec City, Canada. Held in conjunction with the 13th Annual Practice Management Seminar. An in-depth exploration of Equine Colic. Contact the AAEP at 859/ 233-0147 aaepoffice@aaep.org for information.

AUGUST 2005

AUGUST 3-5: 8TH EQUINE COLIC RESEARCH SYMPOSIUM.

Hosted by American Association of Equine Practitioners Foundation. Quebec City, Quebec, Canada. Contact the AAEP at 859/ 233-0147 or email at aaepoffice@aaep.org for more information.

AUGUST 6-8: NORTHEAST VETERINARY CONFERENCE 2005.

Rhode Island Convention Center, Providence RI. 18 hours CE. Program includes hands-on wet labs. To register online visit <http://www.tufts.edu/vet/nevc>. For information contact the Office of Continuing Education at 508/ 887-4723 or susan.brogan@tufts.edu.

AUGUST 8: WING YOUR WAY TO MONTEREY BAY 26TH ANNUAL AAV CONFERENCE & EXPO.

Portola Plaza Hotel (formerly Double Tree Hotel) and Monterey Conference Center. Monterey CA. Hosted by Association of Avian Veterinarians. For more information call (303) 756-8380 or www.conferenceoffice.com/aav.

AUGUST 11: SMALL ANIMAL ACUPUNCTURE, SESSION 4.

This 130 hour CE program (RACE/State approved) is presented in 4 sessions over a period of 6 months. Offered only to licensed veterinarians. For detailed information visit www.tcvn.com or call the Chi Institute of Chinese Medicine at 1-800-891-1986.

AUGUST 11: JOAN EMBRY TALK.

University of Illinois, College of Veterinary Medicine. Please email beuoy@uiuc.edu for more information.

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www.thehealingoasis.com or email at howc@thehealingoasis.com

"HOLISTIC VETERINARY LEARNING AT ITS BEST!"

Continuing Education Calendar

(from page 20)

AUGUST 24-28: VETERINARY SPINAL MANIPULATIVE THERAPY PROGRAM/MODULE III.

The Healing Oasis Wellness Center, Sturtevant WI. 200 hour state-approved certification program for licensed DVM's. For information call 262-878-9549 or www.thehealingoasis.com.

SEPTEMBER 2005

SEPTEMBER 13-18: 2005 AMERICAN ZOO AND AQUARIUM ASSOCIATION ANNUAL CONFERENCE.

John G. Shedd Aquarium, Chicago IL. To download conference brochure visit www.aza.org. For registration information, contact the AZAA at (301) 562-0777.

SEPTEMBER 14: 12TH ANNUAL APDT EDUCATIONAL CONFERENCE AND TRADE SHOW. New Orleans LA. Go to <http://www.apdt.com/conference/registration.htm> to register online. For information contact the APDT Conference Office at APDT@details2.com, or call toll free 1-866-570-9967.

SEPTEMBER 14: CARDIOLOGY.

Hosted by Chicago VMA. Featured speaker, Dr. John Bonagura, MS, DACVIM. For information contact the CVMA office at 630-325-1231 or cvma@chicagovma.com.

SEPTEMBER 15: MINNESOTA VMA ACADEMY SEMINAR:

PHARMACOLOGY. Continuing Education and Conference Center, University of Minnesota. For information contact the Minnesota VMA at (651) 645-7533 or info@mvma.org.

SEPTEMBER 17-19: 13TH COMPLETE COURSE IN EXTERNAL SKELETAL

FIXATION. The Hotel at Gateway Center in Ames, IA. Iowa State University. For conference information contact Sandy Popelka at (515) 294-2531 or spopelka@iastate.edu.

(continued on page 22)



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Continuing Education Calendar

(from page 21)

SEPTEMBER 17-20: AMERICAN HOLISTIC VMA 20TH ANNUAL CONFERENCE. The Ogden Eccles Conference Center Ogden, UT. CE credits will be available; however, contact your own state board to find out how many credits they approve. RACE approval is pending. For information visit <http://www.ahvma.org/> or contact AHVMA at (410) 569-0795.

SEPTEMBER 22-24: 38th AMERICAN ASSOCIATION OF BOVINE PRACTITIONERS ANNUAL CONFERENCE. Salt Lake City UT. For information contact AABP at 706-232-2220 or AABPHQ@aabp.org. For information go to <http://www.aabp.org/meeting/default.asp>.

SEPTEMBER 22-25: VETERINARY MASSAGE AND REHABILITATION PROGRAM/MODULE IV. The Healing Oasis Wellness Center, Sturtevant WI. 138 hour state-approved certification program for licensed veterinary professionals (DVM, LVT, CVT, RVT). For more information call 262-878-9549 or visit online at www.thehealingoasis.com.

SEPTEMBER 28-30: ANNUAL FALL CONFERENCE FOR VETERINARIANS AND VETERINARY TECHNICIANS. Purdue University, West Lafayette, IN. For information call Dr. Wallace B. Morrison, Office of Continuing Education, at (765) 494-0611 or www.vet.purdue.edu/coned/programs.htm.

SEPTEMBER 28-OCTOBER 2: VETERINARY SPINAL MANIPULATIVE THERAPY PROGRAM/MODULE IV. The Healing Oasis Wellness Center, Sturtevant WI. 200 hour state-approved certification program for licensed DVM's. For more information call 262-878-9549 or visit online at www.thehealingoasis.com.

SEPTEMBER 29-OCTOBER 2: 2005 ANNUAL CONFERENCE AND MEETING. Veterinary Hospital Managers Association. Hilton Atlanta, Atlanta GA. 17 hours of management continuing education available. For information visit online www.vhma.org or contact VHMA at (518) 433-8911.

SEPTEMBER 29-OCTOBER 2: AMERICAN HUMANE ASSOCIATION'S ANNUAL CONFERENCE. Hilton Austin, Austin TX. Program is pending RACE approval. Last year's program was RACE approved 12 CE hours. The Shelter Veterinary Medicine Track is specifically designed for the unique needs, concerns and solutions surrounding shelter yets. For information call (303) 925-9493 or conference@americanhumane.org.

SEPTEMBER 30-OCTOBER 1: TUFTS' CANINE AND FELINE BREEDING AND GENETICS CONFERENCE. Sturbridge Host Hotel, Sturbridge, MA. 16 CE credit hours. Conference will focus on practical applications for management, based on research into traits controlled by complex (polygenic) inheritance. For information call (508) 887-4723 susan.brogan@tufts.edu.

OCTOBER 2005

OCTOBER 1-2: 29TH ANNUAL ROYAL CANIN/OSU SYMPOSIUM FOR THE TREATMENT OF SMALL ANIMAL DISEASES. Hilton Hotel and Conference Center, Easton Town Center, Columbus, OH. For 2005 the topic is Dermatology. For information go to www.vet.ohio-state.edu/ or call Walter R. Threlfall, Director, Veterinary Continuing Education, The Ohio State University at 614/ 292-8727.

OCTOBER 1-2: BASIC SOFT TISSUE RIGID ENDOSCOPY. The University of Georgia College of Veterinary Medicine, Athens GA. Designed to get veterinarians

started in minimally invasive surgery and serve as a foundation for later courses. To download a brochure, visit <http://www.vet.uga.edu/mis/training/index.php>. For information, contact Sandi Kilgo at (706) 542-1451 or skilgo@vet.uga.edu.

OCTOBER 12: SOFT TISSUE SURGERY. Hosted by Chicago VMA. Featured speaker, Dr. Howard Seim III, DACVS. For information contact the CVMA office at 630-325-1231 or cvma@chicagovma.com.

OCTOBER 12-15: ACVO ANNUAL CONFERENCE. Opryland Hotel, Nashville TN. 15-20 credit hours to veterinarians. For information contact American College of Veterinary Ophthalmologists at office@acvo.org or (208) 466-7624.

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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.

Continuing Education Calendar

(from page 22)

OCTOBER 13-16: WISCONSIN VMA 90TH ANNUAL CONVENTION. Marriott Madison West, Madison, WI. For information, call the WVMA at 608/ 257-3665 or visit online at www.wvma.org.

OCTOBER 13-16: 9TH ANNUAL VETERINARY DENTAL FORUM/WORLD VETERINARY DENTAL CONGRESS IX. Royal Pacific Resort, Orlando, FL. The annual meeting of the College, Academy and Society. For information, call the Dental Office at 800/ 332-2837 or visit online at www.walkermgt.com/avdf.htm.

OCTOBER 19-23: 2005-2006 COURSE ON VETERINARY ACUPUNCTURE, SESSION I. San Diego CA. Sponsored by The International Veterinary Acupuncture Society. RACE approved 120+ hours CE. To download a brochure, go online at www.ivas.org. For registration information contact IVAS office at (970) 266-0666 or ivasoffice@aol.com.

OCTOBER 20: 86TH ANNUAL FALL CONFERENCE FOR VETERINARIANS. University of Illinois, College of Veterinary Medicine. Please email ope@dvm.uiuc.edu for more information.

OCTOBER 20-23: 25TH ANNUAL VCS CONFERENCE. Huntington Beach, CA. For more information, visit online at www.vetcancersociety.org or call Barbara McGehee, Executive Director, at 619/ 474-8929.

OCTOBER 26-30: VETERINARY SPINAL MANIPULATIVE THERAPY PROGRAM/MODULE V. The Healing Oasis Wellness Center, Sturtevant WI. 200 hour state-approved certification program for licensed DVM's. For more information call 262-878-9549 or visit online at www.thehealingoasis.com.

NOVEMBER 2005

NOVEMBER 2: DISSECTION OF THE EQUINE LIMB. Noblesville IN. Indiana Association of Equine Practitioners. 6 hours CE. Featured Speaker: Mitch Taylor. For more information contact Indiana AEP, Dr. Dawn Frank at 765-564-3400.

NOVEMBER 2-8: 48TH ANNUAL MEETING, AMERICAN ASSOCIATION OF VETERINARY LABORATORY DIAGNOSTICIANS. Hershey Lodge & Convention Center, Hershey PA. For more information visit online www.aavld.org, call 530-754-9719 or email areitz@cahfs.ucdavis.edu.

NOVEMBER 4: 4TH CL DAVIS DIAGNOSTIC PATHOLOGY SYMPOSIUM: DIAGNOSTIC TOXICOLOGIC PATHOLOGY. Hershey Lodge and Convention Center, Hershey, PA. Sponsored by the Charles Louis Davis Foundation for the International Advancement of Education in Veterinary and Comparative Pathology. For information visit online <http://www.afip.org/CLDavis> or call 847-367-4359.

NOVEMBER 4-6: 2005 ISVMA 123RD ANNUAL CONVENTION. Crown Plaza Springfield, Springfield IL. For more information visit online at www.ISVMA.org or call 217/523-8387.

NOVEMBER 5-6: AVIAN & REPTILE DIAGNOSTIC ENDOSCOPY. The University of Georgia College of Veterinary Medicine, Athens GA. For information go to www.vet.uga.edu/mis/exotics/training.php. For registration information contact Sandi Kilgo at (706) 542-1451 or skilgo@vet.uga.edu.

NOVEMBER 12-14: AMERICAN ASSOCIATION OF FELINE PRACTITIONERS FALL CONFERENCE. Renaissance Chicago Hotel, Chicago IL. For more information visit online at www.aafponline.org or call (908) 359-1184.

NOTICE: CHANGE OF DEADLINES

Beginning with the October/November 2005 issue, the deadlines for all ad submissions will change. Any classified or print ad must reach the ISVMA office by September 1, 2005 to be included. This change will apply to all future issues.

NEW DEADLINE SCHEDULE:

<u>Epitome issue</u>	<u>Submission Deadline</u>
October/November	September 1
December/January	November 1
February/March	January 1
April/May	March 1
June/July	May 1
August/September	July 1

JUST CLICK IT FOR INFORMATION!

Check out ISVMA's Member Center page of the ISVMA website!

Members can now go to the Member Center page and click on the CE Listings link. Additional opportunities for CE will be updated and posted each month! Also look into the Epitome archives for issues you may have missed!

Classifieds • Classifieds • Classifieds

VETERINARY RELIEF

Experienced Tufts '98 graduate available for surgical and medical veterinary relief services in the Chicago area. Possible permanent part-time work will be considered. Please contact Dr. Leonard Jewell at (312) 330-3064.

Available for small animal practice relief in Chicago and collar counties. Call Loren Logan-Skanes DVM at 708-267-8157 or email lloganskanes@sbcglobal.net.

IN-STATE OPPORTUNITIES SEEKING VETERINARIANS

FULL-TIME VETERINARIAN

Full-Time Veterinarian wanted for 3 doctor small animal practice in Rockford, IL. Experience preferred. Competitive salary, benefits, and no after-hours emergency duty. Staff is friendly, enthusiastic and compassionate. We provide quality medicine and are dedicated to personal caring service for our patients and clients. Contact Dr. Perry Pollock at (815) 877-5741.

ASSOCIATE VETERINARIAN

Associate Veterinarian needed for busy 2-doctor small animal practice in the near west suburbs of Chicago. Management and potential buy-in/buy-out possible in near future. We practice very high quality medicine, in a family-friendly environment. Flexible schedule, competitive salary and benefits. Interested in meeting you, and seeing how your vision, talent, and special interests will fit with ours. Fax resume to (630) 595-4971 or call Cindy at (630) 833-9717.

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.

ASSOCIATE VETERINARIAN

Associate veterinarian wanted for a progressive, two-location, 4-doctor, AAHA certified practice in McHenry, IL (approximately 60 miles NW of Chicago). We are a well-equipped and team-oriented facility. New graduates are welcome. Phone Dr. Michael Dunn, Lakeland Animal Hospital at (815) 385-6925.

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 at (815) 945-7811.

FULL-TIME OR PART-TIME VETERINARIAN

Full-time or part-time veterinarian wanted for two full-service hospitals in the south and southwest suburbs. Well-equipped. Well-staffed. Salary, generous benefits, signing bonus for full time. Part Time very negotiable. Contact Pat or Lisa at (708) 672-6166.

THIRD ASSOCIATE

Full-time/Third Associate (will consider part-time) wanted for a small animal practice in Lemont, IL., a far southwestern Chicago suburb. Clinic recently expanded and renovated. Diverse medicine and surgery caseload. No merchandising or non-medical boarding. Flexible scheduling with 4 day work week. Experienced in mentoring new grads. Salary is a base with bonus based on production. Paid vacation, association dues, continuing education and

retirement plan (SEP) If interested contact Dr. Christopher Johnson at Archer Veterinary Clinic by phone at (630) 257-5121 or email at jfam15@aol.com.

PART-TIME OR FULL-TIME ASSOCIATE VETERINARIAN

Well-established Central Illinois small animal hospital seeks an associate veterinarian (part-time or full-time) for 2 doctor progressive clinic within university community. Located 45 minutes south of Champaign/Urbana. Full-service, computerized practice with modern equipment and an experienced support staff. We seek an enthusiastic, client-oriented individual to practice quality medicine. Competitive salary and benefits. Please contact: Connie Smith, Animal Medical Center, 1404 Division Street, Charleston IL 61920. (217) 345-9797. Fax (217) 345-9200

ASSOCIATE VETERINARIAN

Motivated associate veterinarian wanted for progressive, AAHA-certified hospital in a northwest suburb of Chicago. Join our multi-doctor team. Outstanding support staff to work at your side. Excellent opportunity for professional growth and long-term association. Contact Dr. David Saidel, 1031 W. Dundee Road, Buffalo Grove, IL 60089, phone (847) 394-1128.

ASSOCIATE VETERINARIAN

Associate needed for a progressive AAHA-certified hospital in Chicago's northern suburbs. Completely renovated, well-equipped facility. Affiliated with and adjacent to AECCC, a 24-hour critical care and multiple specialty practice. Full benefits. Buy-in possible. Please contact Dr. Gene Koski (847) 835-1302.

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FULL-TIME EMERGENCY VETERINARIAN

General Practice and Emergency - Working as a Patient Care Team!

Dundee Animal Hospital is a three-location AAHA certified small animal practice located in the Northwest suburbs of Chicago, Illinois. In addition to the general medicine practice at each of our locations, we provide 24-hour emergency services at our central hospital in East Dundee. Founded in 1958, we have established an excellent reputation within the community and have a substantial client base. We enjoy the distinction of having one of the largest professional staffs in the Midwest consisting of 20 doctors and 80+ support staff members, including a Practice Administration Team to support the medical professionals' needs.

This position will compliment an existing staff of emergency doctors and a 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.

This full-time position offers: (1) Salary commensurate with experience and qualifications; (2) Medical, dental, life insurance; (3) Stability and opportunity for personal growth and development; (4) Pension/401(k) plan; (5) Flexible work schedule; AND (6) Continuing education allowance.

Rich in history and diverse in character, the Fox River Valley communities are cozy places to live, work and raise a family. With the great city of Chicago

approximately 40 miles east, our location offers the best of both worlds: urban and rural lifestyles that offer an endless mix of cultural, educational, recreational and sporting opportunities!

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. If you are interested in learning more about this exciting opportunity, please contact Debra Sisson, Practice Administrator, at (847) 428-6114, or fax your resume to (847) 428-8213. You may also e-mail inquiries to us at dsisson@dundeeanimalhospital.com.

FULL-TIME OR PART-TIME VETERINARIAN

F/T or P/T Associate Veterinarian wanted for a four-doctor, full service, small animal practice just 30 miles south of Chicago. Seeking a caring, self-motivated, team-oriented associate with excellent people skills. Competitive salary, medical, dental, 401-K and buy-in potential. Surgical skills a plus. Please mail resume to Dr. Locke, Glenwood Village Pet Hospital, 555 E. Glenwood-Lansing Road, Glenwood IL 60425, (708) 758-2400 or Fax to (708) 758-2950.

PRACTICE TRANSITION CONSULTANT

National Consulting/Transition Company seeks Veterinarian(s) to serve as Practice Transition Consultant to DVMs in Illinois. If you are interested in a non-clinical consulting position assisting your colleagues in the placement of associates, sales of practices, practice evaluations, and other transition-related areas of consulting, please contact Dr. Ronald Prokes of AFTCO Associates by calling 800-334-9126.

BOARDED/BOARD ELIGIBLE INTERNIST

Animal Emergency and Critical Care Center is currently seeking veterinarians in an internal medicine residency program who will be board certified or board eligible upon joining our staff. We are one of the Midwest's premier 24 hour emergency, critical care and specialty referral practices. Located in Northbrook Illinois, (approximately 30 minutes north of Chicago) our emergency hospital services the greater Chicago area and our specialty referrals come to us from as far away as Wisconsin, Iowa, Michigan, Ohio and of course, throughout Illinois.

The medical center is equipped with a wide range of diagnostic and monitoring equipment that includes ultrasound with color flow Doppler, video endoscopes, fluoroscopy, CT and MRI digital imaging. We have a well-equipped in-house laboratory and provide on-site blood banking.

Our veterinary staff includes emergency doctors (both full and part-time), internal medicine, surgery, cardiology, neurology/neurosurgery and radiology disciplines. Each specialty department is headed up by a board certified veterinarian. Over 70 technicians, receptionists and administrative staff support the emergency and specialty services.

We are in search of energetic veterinarians that insist on practicing high quality medicine and enjoy working in a fast paced environment. Our veterinarians celebrate the human-animal bond and successfully blend the best interests of both the patient and the client. Applicants must have excellent communication skills be responsible to the referring veterinarians and possess a diverse skill set to handle a busy and often complicated caseload.

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Classifieds • Classifieds • Classifieds

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To learn more about employment opportunities at AECCC and our outstanding compensation and benefits package, please contact Sheri Rothschild at (847) 564-5775. Email your CV and questions to her at srothschild@aeccc.com or fax to (847) 564-9604. For additional information, visit our website at aeccc.com.

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.

VETERINARIAN

Veterinarian needed for a two-clinic, mixed-animal practice in west central Illinois (Galva and Elmwood). The facilities are modern and computerized, with in-house blood work, gas anesthesia, ultrasound and radiology. Large animal consists of mainly cow-calf, a large expansion dairy, equine (fast growing and can be easily developed if desired) and small feedlots. Reproductive services include ultrasound, OB and ET work. A farm service truck is provided and parked indoors. Our package includes medical, CE, state licensure fees, professional organization fees, emergency compensation, clothing allowance and 24-hour mentorship. We offer excellent income potential to grow with us and buy-in opportunities. Please e-mail your CV to galvavet@earthlink.net or call Dr. Colleen A. Lewis at (309) 932-3434, evenings (309) 853-6843.

ASSOCIATE VETERINARIAN

Seeking an experienced Associate Veterinarian for a long-time established, small animal practice. A competitive salary package offered! We desire a team player who can work well independently. Potential buy-in possibility in near future. Come join a practice where the clients think of the Veterinarian as the "Other Family Doctor." Located in Will County, 1 hour SW of Chicago. Contact Debbra Krueger at (815) 725-5803 or debbra203@comcast.net.

FULL-TIME VETERINARIAN

Full time veterinarian wanted for fast paced 6-doctor city practice with small town charm and attitude. Located in the eclectic, vibrant Andersonville neighborhood on Chicago's North Side. Generous salary, production bonuses, insurance, pension plan. Good hours, ample time off, no emergencies. Experience preferred but new graduate definitely considered. Fax resume to Dr. Tyler at (773) 561-5158 or email to ktkp2620@sbcglobal.net

FULL-TIME OR PART-TIME VETERINARIAN

Full-time or part-time veterinarian needed immediately at Alsip Animal Hospital, located in southwest suburban Cook County. Potential buy-in possible in near future. Contact Joan Lauderdale at (708) 385-6930.

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@aeccc.com or fax CV to (847) 564-9604. Visit our website at www.aeccc.com.

OUT-OF-STATE OPPORTUNITIES

SEEKING VETERINARIANS

FULL-TIME ASSOCIATE VETERINARIAN

Full-time associate needed for 4 person predominantly LA (mainly dairy) practice in SW Wisconsin. Well-equipped computerized practice with excellent support staff. Competitive salary with generous benefit package. Partnership potential. Please contact Platteville Veterinary Clinic, 945 E. Mineral Street, Platteville WI 53818. (608) 349-6726 or fax (608) 348-9292.

FULL-TIME VETERINARIAN

Consider an opportunity to work F-T in a fast paced, expanding practice in South central Wisconsin. We utilize advanced diagnostic and surgical equipment to provide full service health care for our patients. We pride ourselves on an exceptional, friendly and outgoing veterinary support staff including CVTs. We are a 3-veterinarian, AAHA certified, small animal practice. We are well-equipped with a surgical laser, endoscope, video otoscope, tonopen, blood pressure/Doppler, pulse oximetry, Idexx in-house lab and more. We do orthopedic surgery, wild life rehabilitation and exotics as well as small animal diagnostics.

We have a newer building 25 miles NW of Madison on the Wisconsin River. We're looking for someone wanting to put down roots and join our family in providing the best medicine and client education in a compassionate, relaxed atmosphere. Please contact Dr. Joseph Kelley at E11340 Cty. Road PF, Prairie du Sac, WI 53578. Spsmallanimal@aol.com (608) 643-2451.

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PRACTICE PERSONNEL **TECHNICIAN**

Our growing specialty practices in surgery, internal medicine, 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

PRACTICES FOR SALE

Solo practice in Metro East area – 25 miles from St. Louis. Average yearly gross over 440K (last five years). High net with motivated staff practicing good quality medicine. Come take a look. Email gandratt@aol.com or phone (618) 259-2205.

Established practice and building for sale on Chicago's northwest side. Excellent growth potential. In the Portage Park area for 30 years. Please call Chicago Pet Clinic at (773) 283-4627.

Small animal practice in Springfield, established in 1948. Real estate includes clinic and currently rented house. Phone Dr. Richard Speck at (217) 498-7450.

SERVICES

ATTORNEY

Attorney specializes in registering professional corporations, practice sale and purchase, associate buy-ins, real estate (commercial professional buildings), lease and other matters of interest to professional practices. Highly efficient, reasonable prices, same day response. Contact Klein Law Offices at (773) 714-1648 or eugene_klein@yahoo.com.

VETERINARY PRACTICE APPRAISAL
For contemplated sale or purchase, estate planning, associate/partner buy-in or divorce. Please contact Wendy Pesavento of APEX Solutions at (773) 502-6000 or by e-mail at apexvet@sbcglobal.net.

VETERINARY HOSPITAL DESIGN AND CONSTRUCTION

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 - design, engineering, evaluation of alternatives, permits, documentation for financing. Construction. JF McCarthy phone (708) 547-5096, email jfmcCarthy@ntsource.com

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

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.

ONLINE JOB RESOURCE

Check out a new online resource for veterinarians and the hospitals that hire them. Browse ads for full-time, part-time and relief jobs across the USA & Canada; check out our growing directory of relief veterinarians, senior veterinary students & other veterinary job seekers. Visit vet4vet.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.



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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: January, March, May, July, September, November. For more information or to obtain a rate schedule, go online at www.isvma.org or call the ISVMA office.

MATERIALS FOR SUBMISSION

Text documents and graphics may be e-mailed to info@isvma.org. Text must be in Word format and graphics are requested in .pdf or .jpg format. Materials may also be faxed in, preferable typed, to 217/523-7981. To mail materials, submit a printed copy of text 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

Members – no charge, included in annual membership dues
Non-members - \$75.00 annual subscription

DISTRIBUTION

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

CHANGE OF ADDRESS

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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