

Epitome

WINTER 2016

A publication of the Illinois State Veterinary Medical Association



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**ISVMA Springfield
Convention**

ISVMA Strategic Plan





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ISVMA Mission

Advancing the well-being of veterinarians,
animals, the public and the environment.

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Moving Forward in 2016

by Herb Whiteley, DVM, DACVP



I am pleased to serve as your president this year. I look forward to working with you to make our association stronger. Under the leadership last year of Dr. Tracy Myers, the association developed a new and robust strategic plan. You can find the plan on our web site at www.isvma.org.

There are a number of short-term goals and several goals that will take a few years to accomplish. One of our goals is to develop the next generation of leaders for our association and the profession. To that end, we are engaging in a leadership program. Power of 10 is a leadership training initiative designed to help recent graduates develop foundational skills in leadership, communication and business. Ten veterinarians were selected to begin the program, and they had their first meeting in November in Lombard.

A major ongoing challenge for our association is working with our legislature to provide science-based information as they respond to constituents and develop legislative proposals. We have

*Remember that you are served by your
Board of Directors with representatives for
each region of the state.*

an excellent legislative committee chaired by Dr. Steve Dullard and experienced advocates such as Terry Steczo and Maureen Mulhall from Government Strategies Associates. There has been significant turnover in the legislature over the past few years, and a number of individuals with significant understanding of our profession have moved on to other responsibilities and opportunities. We have an opportunity now as an association to forge new relationships with legislators. It will take the efforts of individual veterinarians to get to know and interact with your local legislator. Over the next few months, we will be identifying legislators and local veterinarians and technicians from their districts, and we will be asking you to get to know your local representative. To assist you, we will provide you with a one-page fact sheet about the ISVMA and the importance of veterinary medicine to the state. We will also assist you in setting up individual meetings with your representatives in their local offices.

Remember that you are served by your Board of Directors with representatives for each region of the state. The directors are listed in *Epitome*. Please contact them with your ideas. We look forward to hearing from you and hope that you will be actively engaged in the activities of our association. 🐾





Your Membership as a Resource

by Deborah Lakamp, CAE, Executive Director



The last quarter of 2015 was a whirlwind of activity for the ISVMA Board of Directors and the staff. In addition to hosting a convention and starting the Power of 10 leadership program, office staff members answered a multitude of questions for association members.

Finding answers to questions that occur every day in clinics is a free service offered by staff and a benefit of your ISVMA membership. On a weekly basis, our staff members answer one to five member questions by locating resources and documentation addressing each member's specific inquiry. Questions range from con-

trolled substance recordkeeping to abandoned pets to employment issues and professional licensing issues. Some of these questions are standard and easily answered while others require a few days of research. If your particular query falls into the research category, please be patient with us, as sometimes the answer to your question brings other aspects of an issue into consideration. Also, know that we will not provide legal or accounting advice but will try to find resources for you or brainstorm solutions with you.

Most recently, the staff has been talking to veterinarians about Practice Act violations. We find that veterinarians are not sure how to move forward with their concerns. Veterinarians and certified veterinary technicians can go to the IDFPR website and click on the "Make a

Complaint" form to either electronically or by fax submit information about someone who is violating the Practice Act.

ISVMA is also a resource for consumers who have questions about veterinary services. The staff often encourages consumers to review the "Find a Veterinarian" information on the ISVMA website, helping them verify that a veterinarian is in good standing by the IDFPR. ISVMA also encourages regular communication about pet health with their veterinarian.

In 2016, the ISVMA staff encourages you to consider your membership a resource to answer questions that are important to the daily operation of your practice. Questions can be sent to info@isvma.org, or you may call us at (217) 546-8381. 🐾

CVT Column



Back to School and Annual Convention

by Charlotte Waack, CVT, RVT



Happy New Year to all of our ISVMA members! We had a successful 2015 ISVMA Convention in Springfield, and the committee is hard at work on the plans for 2016. The Convention will be held in Lombard, November 4-6, so start making plans to attend.

Winter months bring additional hazards for our patients. Many clinics see cases of ro-

denticide and/or ethylene glycol toxicity rise during the winter months. Dogs and cats that spend more time indoors in the winter months may also be exposed to additional toxins. We have a wonderful resource that is headquartered right in our state and employs many of our CVTs. The ASPCA Animal Poison Control Center is located in Urbana, Illinois, and is a great resource when you suspect or need to treat a toxicity case. It now has an app that you can use to contact the center about cases. See the ASPCA website for links to download this app: www.aspc.org/pet-care/animal-poison-control/apcc-mobile-app.

The app can be used by the general public in addition to veterinary professionals.

Please remember to update your information with the Illinois Department of Financial and Professional Regulation (IDFPR). The department will be sending license renewals via email, so make sure you have updated your information to include your primary email address. If you have not updated your information to include your email address, please go to www.idfpr.com/addressupdate.asp. 🐾



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Welcome New Members

ISVMA would like to welcome the following new members who have joined the association from May 21, 2015, to December 5, 2015. Thank you for your support! Please help us spread the news about the many benefits of membership in ISVMA — where dues are investments that pay tremendous dividends!

New Veterinary Student Members

Morgan Hill, DVM Student
Jacob Maag, DVM Student
Briana McConnell, DVM Student
Kelly Patchett, DVM Student

New Certified Technician Members

Beth Armstrong, CVT
Annaliza Balaoing, CVT
Jessica Dotson, CVT
Alexandra Garcia, CVT
Amanda Green, CVT
Ashley Hilliker, CVT
Megan Jamison, CVT
Shauna Kitchen, CVT
Audrey Laroche, CVT
Betsy Mitchell, CVT
Alexandra Nast, CVT
Michelle Rickard, CVT
Jennifer Rykes, CVT
Heather Soder, CVT
Cheryl Stahl, CVT
Shawn Stevens, CVT
Lexie Wood, CVT

New CVT Student Members

Brittany Abbott, CVT Student
Haley Coles, CVT Student
Stacy Crain, CVT Student
Jessica Currie, CVT Student
Crystal Daniels, CVT Student
Rachel Darnell, CVT Student
Lauren Gnatek, CVT Student
Nicholas Hale, CVT Student
Kayla Hardin, CVT Student
Amanda Heaslip, CVT Student
Caitlyn Kolstoe, CVT Student
Nicole Laughlin, CVT Student
Jackie Lipps, CVT Student
Kelsey McWhorter, CVT Student
Cenzie Nevenhoven, CVT Student
Jessica Oller, CVT Student

Cayli Rock, CVT Student
Calla Rourke, CVT Student
Samantha Shade, CVT Student
Joe Smith, CVT Student
Kristin Taylor, CVT Student
Cheryl Ward, CVT Student
Carolyn White, CVT Student
Jaycie Will, CVT Student

New Veterinary Members

Brian Arnold, DVM
Rachhpal Bajwa, DVM
Mark Ballman, DVM
James Bollmeier, DVM
Andrew Bolokowicz, DVM
Alice Bugman, DVM/Resident
Kayleigh Bull, DVM
Jennifer Criley, DVM
Bailey Davis, DVM
Brittni Davis, DVM
Charlotte Detmer, DVM
Frederick Dranzer, DVM
William Fombelle, DVM
Gretchen Frost, DVM
Manmeet Gill, DVM
Charity Gottfredsen, DVM
Matthew Hudson, BVSc
Jennifer Ida, DVM
Jacob Johnson, DVM
Andrew Kaiser, DVM
Michael Kinsel, DVM
Kelly Koettters, DVM
Jill Korfist, DVM
Michelle Kushner, DVM
Katherine Laabs, DVM
Karyn Labbe, DVM
Carrie LaCava, DVM

Nancy Marquardt-Vigil, DVM
Alana McNutt, DVM
Matt Mettenburg, DVM
Theresa Morgan, DVM
Allisun Mutz, DVM
Kelly Pertzborn, DVM
John Prickett, DVM
Heidi Quinn, DVM
Amanda Riesterer, DVM
Patrick Roady, DVM
Rita Ryerson, DVM
Katrina Schimmel, DVM
Megan Schnur, DVM
Teresa Seyfert, DVM
Tia Simms, DVM
Lauren Singleton, DVM
Jaclyn Smith, DVM
Nicholas Sterner, DVM
Jamie Stueve-Vadnal, DVM
Megan Taylor, DVM
Karen Terio, DVM
Emily Tucker Davis, DVM
Heather VanDeWostine, DVM
Rafel Vigil, DVM
Kenneth Welle, DVM
Angela Wickman, DVM
Andrea Winney, DVM
Michael Witherspoon, DVM
Lisa Woodside, DVM 🐾





Four Things You Should Know About Illinois in 2016

by Dean Peter Constable



Happy New Year from all of us at your College of Veterinary Medicine!

The start of 2016 falls midway through the fiscal and academic year at the University of Illinois. It's a good time to update you on recent brag points, budget woes and our continuing gratitude for the partnership of the Illinois veterinary profession.

1. Illinois Students Shine

Since the results came in last fall, I have been sharing this good news widely: Our class of 2015 achieved a 99.2 percent pass rate on the North American Veterinary Licensing Examination (NAVLE). For comparison, the national average is a 95.5 percent pass rate.

Further evidence of the curriculum's efficacy comes from responses to a survey conducted just before graduation. Students who graduated in the past three years (the first classes educated under the new Illinois veterinary curriculum) reported significantly higher levels of confidence in their practice skills at graduation than did those graduating in the previous five years.

In 2015, for the first time, Illinois students and clinicians formally partnered with the state Department of Agriculture to provide veterinary care for all animals at the annual state fair. Philip Nelson, director of the agriculture department, noted, "Large animal veterinarians are critical to the livestock industry. There has been a decline over the years in this field, and this partnership serves as a way to give students another practical experience."

Another stellar student, Matt Holland, class of 2017, is leading on a national level. He is serving a three-year term — one year each as president-elect, president and past president — on the Student American Veterinary Medical Association Board.

You can keep up to date with Illinois students on the go by reading their blogs on our website: vetmed.illinois.edu/category/student-blogs.

2. State Budget Binds

As campus leaders foresaw problems with the state budget early last year, they asked the college to develop a plan to address a potential 31.5 percent reduction in state funding. For us, that amounts to about \$2.2 million over the next two years. We've made difficult budget choices in order to preserve a transformative educational experience for students, to strengthen research programs and to enhance referral services.

One impact of the budgetless state is that it left in limbo a major renovation project

for the two large lecture halls in the Basic Sciences Building. All state-funded construction activity halted on July 1, leaving our 240 first- and second-year classes with nowhere to sit during 20-plus hours of lectures each week.

In a little over a month, we evaluated many options and quickly implemented AV improvements so that the microbiology and anatomy laboratories could accommodate the entire classes for lectures. The result is cramped and awkward, but it allows students to remain on the veterinary campus, and it retains, for the most part, the established class schedule.

3. Resources for Referrers Grow

Despite budget constraints, the college is committed to providing outstanding clinical and diagnostic services for veterinary professionals. Last year, the Veterinary Diagnostic Laboratory (VDL) began offering rapid and inexpensive microbiological identification with a new Bruker MALDI-TOF Biotyper. By the end of 2016, we



The microbiology lab was outfitted with big screens facing east and west because students must sit around work stations during lectures rather than in a lecture hall with desks.

anticipate having a fully operational 3T MRI unit that will enhance service from our neurological, oncologic, equine and other Veterinary Teaching Hospital (VTH) sections. A search is under way to hire a second cardiologist to complement the work of Dr. Ryan Fries, the only boarded cardiologist in the state who performs interventional procedures such as balloon valvuloplasty.

In Chicago, clinical pathology services are now available through our satellite VDL location in Buffalo Grove. Specialty and emergency veterinary services are offered in the city at VSC at Illinois. The college is using both of these locations to expand scholarship and research opportunities in addition to providing service.

Lastly, a free mobile app for referrers was recently launched to make test results and contact information from the VDL and VTH easily accessible. Get it from your app store by searching for "Illinois DVM."



From left: Drs. Arielle Herndobler, Doreen Turner, Lynn White-Shim, Michael Miller and Joseph Rudolphi answered questions from prospective veterinarians and their parents at the October 2 Veterinary Medicine Open House.

4. Your Partnership Is Vital

Our connections to the Illinois veterinary community continue to provide a source of strength for the college. At our open house on October 4, several alumni participated in a panel for prospective students to showcase the variety of practice opportunities.

We are grateful for the many ways each of you contributes to the college's programs and

students — through your clinical referrals and use of the VDL; through your mentorship of students, employment of graduates and gifts to scholarships; and through your advocacy in the state and national legislative arenas.

I look forward to the coming year in partnership with you.

Peter Constable 🐾

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ISVMA

A Plan for the Future

The Illinois State Veterinary Medical Association (ISVMA) is a member-driven organization. This means it is the responsibility of your elected Board of Directors to represent the needs of ISVMA members in their constituent regions and the responsibility of the ISVMA staff members to implement the directives of the Board to the best of their abilities.

To that end, the ISVMA Board of Directors met in a special session this June to chart a three-year course of action for ways in which our organization can better serve its members. Board and staff members spent one and a half days with a facilitator to address areas of potential improvement, specific needs within those areas, and ways in which the ISVMA staff and volunteers can work to create an even better voice for our profession in Illinois.

The strategic plan outlined on the next page is a culmination of this hard work. The Board defined five basic areas on which to focus our efforts over the next three years, then brainstormed ways to improve our services in those areas. Finally, the group addressed implementation of these ideas, as well as benchmarks to evaluate the progress toward these goals. Member feedback over the next three years is crucial as well.

In addition to the strategic plan overview, there are detailed plans in all of our five areas of focus for each of the next three years. In year one, the general goal for advocacy is to clarify our message to legislators and help educate them on generalities of veterinary medicine and animal health. Efforts by individual members to reach out to their local officeholders will be critical to achieving this goal.

Professional development plans for year one include exploring new options for continuing education that better serve our membership's needs, as well as improving the appeal of our current offerings. Clarification of CE guidelines will also be addressed.

The ISVMA strategic plan gives the organization the framework to grow and continue to better serve its membership.

Membership's mission for year one will be pursued by determining the unmet needs of the diverse membership base, then using demographics and other measures to promote these new services to the members.

Regarding public awareness and community relations, awareness of our profession will be improved by keeping the general public better informed on veterinary and animal health issues. We will explore creative ways to reach out to all audiences.

Finally, we hope to improve our association strength in the first year of the strategic plan by determining our industry and association allies for promoting ISVMA's goals throughout Illinois and strengthening our relations with them.

The strategic plan is a fluid document; as the association progresses through the stages of implementation, some readjustments may be needed, as with any business plan. However, the ISVMA strategic plan gives the organization the framework to grow and continue to better serve its membership. The combined efforts of staff, Board members and other volunteers will help ensure continued progress toward these goals.

STRATEGIC PLAN: 2016-2018

The ISVMA met in June 2015 to develop a roadmap for the board, committees, staff and consultants.

Mission: Advancing the well-being of veterinary medical professionals, animals, the public and the environment.

Advocacy

- Grassroots Legislative Initiatives
- Consistent Messaging to Public about Veterinary Topics
- Create Advocacy Toolkit for Members
- Encourage Members to Develop Local Government Relationships
- Revitalize Veterinary Medical Political Action Committee

Membership

- Make Knowledge-Based Decisions in Working with the Membership
- Increase Membership by Proving Value in Participating in ISVMA
- Increase Benefits and Services by Member Segment
 - Student
 - Technicians
 - Graduates
 - Senior & Retired DVMs
 - Established Practices & Practitioners

Professional Development

- Engage in Leadership Development
- Offer High Quality Continuing Education
- CE Accountability by Members
- Student & Technician Support
- Build Mentorship Opportunities
- Practice Management Learning Education
- Regulatory Compliance
- Create a Signature ISVMA Continuing Education Course
- Investigate a Practice Audit Checklist Program

Public Awareness and Community Relations

- Develop a Social Media Strategy
- Increase Public Awareness & Consumer Engagement
- Form a Traditional Media Plan
- Collaborate with Allied Organizations
- Strengthen the ISVMA Brand
- Initiate a Marketing Budget

Association Strength

- Review Governance Structure
 - Regional Network
 - Committee Structure
- Maintain Financial Stewardship
- Implement Strategic Plan
- Add Professional Staffing
- Rotate ISVMA Office Technology Regularly
- Redevelop Illinois Veterinary Medical Foundation

Advocacy

The voice of veterinary medicine in Illinois.

Professional Development

Enhancing proficiency compliance and success.

Membership

Ongoing support for members of the veterinary community.

Public Awareness and Community Relations

Improving awareness of the profession by all audiences.

Association Strength

Maintaining a powerful industry association and network of regional associations.

Illinois State Veterinary Medical Association (ISVMA)

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ISVMA Springfield Convention



The importance of One Health was again demonstrated at the Ovarian Cancer Symptoms Awareness (OCSA) lunch on Sunday as a packed ballroom listened to Dr. Kristin Junkas, an OCSA Board member and chief of staff at Wright Animal Hospital in Des Plaines, speak on the topic.

ISVMA's 133rd Annual Convention, held at the end of October in Springfield, was a success with over 600 attendees and 55 exhibitors.

Attendees gained continuing education credits in both classroom and hands-on training labs, all led by a stellar set of presenters ranging from Mark Opperman, CVPM, discussing practice management to Rosemary LoGiudice, DVM, CCRT, CVA, CVSMT, CoAC, lecturing on rehabilitation and integrative therapies to specific tracks for companion-animal, equine, bovine and porcine practitioners.

"The ISVMA Convention Committee spends months building a slate of high-quality speakers who truly provide attendees information that they can use the next week to improve their practice," said 2014-2015 ISVMA President Tracy Myers, DVM.

Another Convention highlight is the interactive trade show. "Representative of companies exhibiting this year reported good trade show traffic," Dr. Myers commented. "It is always good to see our sales representatives at the trade show and see what new products are available."

ISVMA and Ovarian Cancer Symptom Awareness were again pleased to share the One Health message with Convention attendees during Sunday's luncheon. "This has been a great partnership that brings the importance of One Health into focus at each of our participating clinics," Dr. Myers said. "Numerous lives have been saved or vastly improved be-

Thank you!
We couldn't do it
without you!

2015 Convention Program
Planning Committee

- Dr. Sandra Faeh, co-chair
- Dr. Kelli Kramer, co-chair
- Kylie Mettendorf, student
- Dr. Pete Sakas
- Dr. Jamie Schertz
- Dr. Canaan Shores
- Ms. Molly Ziegler, CVT



ISVMA President Dr. Tracy Myers opens the Annual Meeting.



The ISVMA student representatives attended the Convention to gain additional knowledge and interact with members. (From left to right: University of Illinois School of Veterinary Medicine Dean Peter Constable; Jacob Maag, class of 2019; Andrea Vercelli, class of 2018; Lynsee Melchi, class of 2017; and ISVMA President Dr. Tracy Myers.)

cause veterinarians are sharing this information with their clients.”

The Convention is also the time when the profession recognizes its own by presenting several awards for service, as well as holding its annual meeting.



Immediate Past President Dr. Steven Cairo addresses the Annual Meeting attendees.

The ISVMA Nominations and Awards Committee reviews and selects the candidates for recognition.

The 2015 Dr. Erwin Small First Decade Award winner is Dr. Jamie Shertz, who is a 2006 graduate of the University of Illinois. She is a small-animal veterinarian who practices at Town & Country Animal Hospital in Normal. She has served on the ISVMA Education Committee, which plans the ISVMA Annual Convention. She was also a student representative to ISVMA during college. Dr. Shertz regularly visits grade school classrooms in the Bloomington-Normal area to talk with children about veterinary medicine and safe animal handling.

The Dr. Cecil Ingmire First Decade CVT Award is given to one certified veterinary technician who has graduated within the last 10 years and has demonstrated a strong commitment to the profession through involvement in organized veterinary medicine. The award is named after Dr. Cecil Ingmire, whom many refer to as the “Godfather of Veterinary Technology” in Illinois. His involvement and leadership with the programs at both Parkland College and Joliet Junior College have been instrumental

to those programs graduating outstanding veterinary technicians.

This year’s Dr. Cecil Ingmire First Decade CVT Award recipient is Molly Zeigler, CVT. Zeigler is employed at Capitol Illini Veterinary Services. She is a 2010 veterinary technology graduate from Globe University in Woodbury, Minnesota. Zeigler oversees OSHA training and AAHA certification for her clinics. She also is a mentor and teacher to veterinary technician students and new graduates. You can find Zeigler at all of the Central Illinois Veterinary Medical Association meetings as well as other local meetings furthering her education. She has served on the ISVMA Education and Convention Committee for three years. She also has served on the ISVMA CVT Task Force.

The ISVMA Veterinary Service Award is given to an ISVMA member who has demonstrated outstanding work on behalf of the association. Professional associations like ISVMA are dependent upon the support and participation of its members. Many veterinarians have selflessly offered their service to ISVMA — sacrificing their personal lives and taking time away from their practices to advance the well-being of the veterinary profession,



ISVMA incoming President Dr. Herb Whiteley thanks Dr. Tracy Myers for her service as the 2014-2015 ISVMA President.

animals, the public and the environment through service on ISVMA committees, task forces, the Board of Directors and officer positions.

Our Veterinary Service Award recipient this year is Dr. Clyde Dunphy, who graduated from the University of Illinois College of Veterinary Medicine in 1974. He is a member of the American Veterinary Medical Association, the Illinois State Veterinary Medical Association, the University of Illinois Executive Veterinary Program, the American Animal Hospital Association and the Central Illinois Veterinary Medical Association, and he is a certified PennHIP veterinarian.



Immediate Past President Dr. Steven Cairo presents Dr. Jamie Shertz, who practices at Town & Country Animal Hospital in Normal, the Dr. Erwin Small First Decade Award.

Dr. Dunphy is a past ISVMA president and spent four years as chair of the ISVMA Convention Sponsorship Committee. He is also graciously on call during the legislative session if a practicing veterinarian's testimony is needed in the next 30 minutes! He has also served on the ISVMA Board and numerous other committees, and has been an individual whose involvement runs deep.

Born and raised on a farm in White Hall, Illinois, Dr. Dunphy's exposure to animals began at an early age. After graduating from veterinary school, Dr. Dunphy spent four years at a mixed-animal practice in Buffalo, New York. However, his roots were calling him home, and in 1978, he moved back to Illinois and opened his own farm- and companion-animal practice in Carlinville, Illinois, where he practiced for 17 years before joining Capitol Illini Veterinary Services in 1995. Even today, steadfast clients from his previous practice make the trip to Springfield to continue receiving his expert veterinary care. He also recently received the Erwin Small Distinguished Alumni Award from the University of Illinois College of Veterinary Medicine.

The 2015 ISVMA President's Award goes to the individual or group that has significantly advanced the interests of the veterinary profession. This year's award goes to Mississippi Valley Veterinary Medical Association, Region 5. The association has shown considerable leadership and support, providing the best possible continuing education for the Mississippi area. It also has dedicated itself to building veterinary leaders at all levels, including the ISVMA-level active and involved Board delegates, committee members and member engagement.

During the ISVMA Annual Meeting, the 2105-16 ISVMA election results were announced. Dr. Robert Ebbesmeyer of New Hope Veterinary Clinic was selected for the office of vice president. A statewide election was held with ballots mailed to each ISVMA member, and Dr. Ebbesmeyer was elected. In a Board of Directors' election, Dr. Alan Whitman was elected as the ISVMA treasurer. This is a one-year term with the op-



Immediate Past President Dr. Steven Cairo presents Molly Zeigler, CVT, who works at Capitol Illini Veterinary Services in Springfield, the Dr. Cecil Ingmire First Decade CVT Award.

portunity to serve a maximum of three years. The results are as follows:

- Region 1 – Dr. Olivia Rudolphi, Rudolphi Veterinary Service, Ltd., Noble, Illinois, was elected to a three-year term on the ISVMA Board.
- Region 2 – Dr. Jennifer Schirding, Petersburg Veterinary Clinic, Petersburg, Illinois, was elected to a three-year term.
- Region 3 – Dr. Mary Welle, All Creatures Animal Hospital, Urbana, Illinois, was elected to a three-year term.
- Region 4 – Dr. Colleen Lewis, Tuition Genetics, Altona, Illinois, was re-elected to a three-year term.
- Region 5 – Dr. Charles Benson, Ancare Veterinary Hospital, PC, LaSalle, Illinois, was elected to a three-year term.
- Region 6 – Dr. Kelli Kramer, Perryville Pet Hospital, Rockford, Illinois, was elected to a three-year term.
- Region 7 – Dr. Joanne Carlson, Loving Care Animal Hospital, Palatine, Illinois, was re-elected to a three-year term.
- In a separate election to fill a Board term in Region 2, Dr. Christina Holbrook, Capitol Illini Veterinary Services, Springfield, Illinois, was elected.

Your ISVMA 2015-2016 Board of Directors is as follows:



Immediate Past President Dr. Steven Cairo presents Dr. Clyde Dunphy the Veterinary Service Award.

- Dr. Herb Whiteley, president
- Dr. Sandra Faeh, president-elect/AVMA alternate delegate
- Dr. Robert Ebbesmeyer, vice president
- Dr. Alan Whitman, treasurer
- Dr. Tracy Myers, immediate past president
- Dr. Olivia Rudolphi, Region I
- Dr. Edmar Schreiber, Region I
- Dr. Jennifer Schirding, Region II
- Dr. Christina Holbrook, Region II
- Dr. Mary Welle, Region III
- Dr. Gregory Mauck, Region III
- Dr. Colleen Lewis, Region IV
- Dr. Matthew Nelson, Region IV
- Dr. R. Scott Keller, Region V
- Dr. Charles Benson, Region V
- Dr. Kelli Kramer, Region VI
- Dr. Phil Fassler, Region VI
- Dr. Shannon Greeley, Region VII
- Dr. Joanne Carlson, Region VII
- Dr. David Saidel, Region VII
- Dr. Todd Florian, Region VII
- Ms. Charlotte Waack, CVT representative
- Ms. Andrea Vercelli, veterinary student
- Dean Peter Constable, University of Illinois Veterinary School representative
- Dr. George Richards, AVMA delegate

The ISVMA membership extends its sincere thanks to the following Board of Directors members who have com-

pleted their terms in office as directors or officers:

- Dr. Steven Cairo, immediate past president, VCA Cairo Animal Hospital, Highland Park
- Dr. Lynette Hemker, Region I representative, Greenville Veterinary Clinic, Greenville
- Dr. Stacey Funderburk, Region I representative, Countryside Veterinary Service, Morrisonville
- Dr. Elizabeth Clyde, Region III representative, Clyde's Animal Clinic, Mattoon
- Dr. Alan Whitman, Region V representative, Whitman Veterinary Clinic, Piper City
- Dr. Robert Ebbesmeyer, Region VI representative, New Hope Veterinary Clinic, German Valley

In her final address, Dr. Myers reflected on the 2014-15 ISVMA year. "This last year seems to have flown by, and it has been a busy one! I would absolutely be unable to list all the events, meetings, projects, Board and committee work and not forget a dozen

more items," Dr. Myers stated. "The ISVMA works very hard every day, including weekends and evenings to protect and advance the veterinary profession."

The list of accomplishments for the 2014-15 year is extensive and includes, but is not limited to, the following:

- Hiring Debbie Lakamp, CAE, as the new ISVMA executive director
- Creating a three-year strategic plan for ISVMA
- Starting the Power of 10, a new leadership program for veterinarians who have been out of school eight years or less
- Investing in new membership software and a new website
- Successfully defeating several legislative initiatives that would have impeded the practice of veterinary medicine

The 2016 Convention planning is under way with speakers already booked! Mark your calendar to attend the 134th Annual ISVMA Convention at the Westin in Lombard on November 4-6, 2016. 🐾



ISVMA President Dr. Tracy Myers names the Mississippi Valley Veterinary Medical Association (MVVMA) as the 2015 President's Award recipient. Dr. Michael Thomas, MVVMA's executive secretary/treasurer, accepted the award.

Renewing Your Lease: Important Things to Know

by Dennis Thornton, Carr Healthcare Realty

Leases and lease renewals are not typically conducted on a level playing field. After all, the landlord is in the real estate business and most doctors are not. By planning ahead and having professional representation, it is possible to negotiate a lower lease rate and receive a substantial tenant improvement allowance and free rent.

How does the lease renewal process work?

An important clause found in a standard lease is the renewal option. This allows you to extend your lease for a predetermined amount of time (often three, five or 10 years) by giving your landlord advance written notice. Renewal options include terms for specific lease rates, concessions such as free rent and tenant improvement allowance, and whether a new base year for operating expenses will be granted. Whether or not a renewal clause exists in the original lease, all of these terms are negotiable and play a large role in the financial structure of a lease renewal. Renewal negotiations are most effective when they are conducted in the proper timeframe, have multiple viable relocation options, and create a strong posture to maintain the upper hand.

When should the process begin?

As a rule of thumb, you should begin to consider the renewal process 12 to 18 months in advance of your lease's expiration. This is recommended so that you can compare all relocation options in the market before your current lease options expire. Tenants who miss their lease options incur more risk. Landlords view this as an opportunity to push rents higher as the window of opportunity to relocate closes. If tenants holdover (stay in the space after the lease expires), they often see penalties of 150-200 percent of their last month's rent and can also incur damages if they holdover without permission. The bottom line is that, if there is not ample time to relocate if necessary, the landlord has a strong upper hand.

What type of cost savings can be achieved through a successful renewal?

If properly negotiated, you can achieve significant rent savings, a build-out allowance, free rent and other concessions. It is very common to start a lease-renewal term at a lower lease rate than what you are currently paying. In many markets, landlords are offering aggressive concessions and more attractive lease terms to good tenants to keep their buildings leased and avoid vacancies. The amount of overall savings will depend on the availability of competitive vacancies, the efficiencies of the buildings, and your market knowledge and ability to negotiate business points.

What are some common mistakes practices make during the process?

One of the most common mistakes practices make is negotiating without the help of a commercial real estate professional, specifically one who specializes in representing health care providers. Some believe they can save money by not using an agent, but to benefit in real estate, leverage is the key to posture. Landlords are in the real estate business and negotiate with professional guidance. Selecting an expert to represent you provides the leverage needed to receive the best possible lease terms. Further, landlords are typically responsible for paying commissions so professional representation is available to you at no out of pocket cost.

Another mistake practices make when entering into a lease-renewal negotiation is not being familiar with their current lease terms and risking exposure. Prior to contacting the landlord about a lease renewal, you should be well aware of your current lease terms including every option and deadline. Most leases contain options that must be exercised within a specific time period, typically six to 12 months prior to the lease's expiration. If you allow this period to pass, you risk losing all rights outlined in the option, which can cause the negotiations to begin at a disadvantage.

How do I calculate what I am currently paying per square foot?

Knowing what you are already paying per square foot is especially important if you are thinking about renewing your lease. What you are paying now versus what buildings are leasing for in your immediate area can be vastly different, especially if your lease has had automatic escalations in the rate over the term of the lease. The way to calculate your price per square foot is to multiply your monthly rent by 12 months and divide it by your square footage. Keep in mind that NNN or CAM charges (operating expenses for the property) are also calculated in the same manner.

Summary

Successfully negotiating a lease renewal is more than bartering, bluffing or asking for a good deal. Landlords, and their professional representatives, are in the full-time business of maximizing their profits, even if it means taking advantage of uninformed tenants. You can level the playing field by engaging your own professional representation, gaining competitive market knowledge, and having multiple options for your office space. When done properly, a well-negotiated lease renewal can have a dramatic impact on your practice's profitability.

Action

To find out what possible benefits are available through your lease renewal/renegotiation, contact me for a free lease evaluation. Through the entire process, my fees are always paid by the landlord's side of the transaction. You, the tenant, do not pay for any of my services. You can only gain from the process! Dennis Thornton, Carr Healthcare Realty, (312) 343-0193 or dennis.thornton@carrhr.com. 🐾

Carr Healthcare Realty is the nation's leading provider of commercial real estate services for healthcare tenants and buyers. Every year, hundreds of medical, dental, veterinary, and other healthcare practices trust Carr Healthcare Realty to help them achieve the most favorable terms on their lease and purchase negotiations. By not representing landlords or sellers, Carr Healthcare Realty is able to strongly advocate for healthcare providers and avoid conflicts of interest while saving their clients hundreds of thousands of dollars. Carr Healthcare Realty's team of experts can assist with all types of real estate transactions, including lease renewals, expansions, relocations, startup offices, purchases, and practice transitions.

Important for All Licensees from IDFPR

The Illinois Department of Financial and Professional Regulation (IDFPR) upgraded its website. Licensees are now able to update contact information at any time. The department will now be using email as the primary notification method for license renewal notifications and other important notifications. The department is also researching using automated call technology for future licensee notifications. As a result of these new initiatives, it is critical that the department has the primary email address and phone number for all licensees.

To submit or update your phone number, email address or address, please follow the instructions below:

1. Go to www.idfpr.com/addressUpdate.asp. (This is the same page where licensees may request paper reprints of their licenses.)
2. Click the link at the top of the screen that says, "Click Here to request a License Reprint or to Change your Address, Email Address or Telephone Number."
3. Select your profession in the first dropdown box.
4. Make sure that "Change/Verify Address & Contact Info" is selected in the "Select Reprint Reason" dropdown box.

5. Enter your licensee number, U.S. Social Security number and date of birth.
6. Click "Search."
7. Once your information has been found, it will be displayed, and updates can be made to phone number, email and address fields.
8. Make the desired updates, and click "Save and Continue" to lock them in the system.

Other website features allow veterinarians and certified veterinary technicians to renew their licenses during the appropriate timeframes. Veterinarians may also renew their Illinois controlled substance licenses online. License reprints can be requested online, too. You may also notice there is a place to make online complaints, if you have firsthand knowledge of an individual violating the Veterinary Practice Act. This form can be used by professionals. It is not just for general citizens with a complaint. 🐾

Editor's note: Some individuals reported issues with the site when attempting to update their files. The department has taken steps to rectify the situation. If you do have any issues when updating the information, please contact the department directly at (888) 473-4858.

IVMF Donations

The Illinois Veterinary Medical Foundation (IVMF) welcomes contributions to celebrate or honor the life of a pet as well as to memorialize a loss. Download a donor form from the ISMVA website at www.isvma.org/about_us/foundation.html to submit your memorial. Indicate whom you are honoring on the form, and give an address where the memorial notification can be sent.

In Memory

The IVMF thanks the following veterinary clinic for its contributions in memory of the following pets.

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Animal Hospital	• Gracie	• Sandy
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- Banfield Pet Hospital is growing and seeking veterinarians to join our full-service, preventative care, companion animal hospitals. We are currently searching for veterinarians in Rockford, Illinois. We are now offering up to a \$10,000 sign-on bonus for our full-time positions. Join a team committed to practicing the highest quality preventative medicine with modern equipment and diagnostics, and committed, well-trained paraprofessional staff. At Banfield, we celebrate and enrich the family pet relationship through our knowledge, expertise and products to make a better world for pets and people. Our doctors are the backbone of our company, and as a doctor with Banfield, you will have the opportunity to utilize your passion, experience, skill and expertise as a part of a high-performing team. With in-house labs, digital radiography, high-speed dental equipment and the largest database of evidenced-based medicine in the industry, you will have all the tools necessary to provide high-quality care for the pets and clients you serve. We offer continuing education, opportunities for mentorship and coaching, unbeatable benefits, and the opportunity to continue to grow in your career. Requirements: Commitment to high-quality pet health care. Practice the highest-quality medicine and surgery. Doctors see a diverse caseload, including preventative care, internal medicine, general medi-

cine and surgery. Perform procedures and treatment requiring a licensed DVM or equivalent. Use of PetWare® software for case record documentation and client education purposes. Attend and participate in team meetings. Properly educate and communicate with clients. Communicate effectively with team members. Participate in improving the business performance of the hospital. Maintain the highest-quality service possible in our industry. Please contact Heidi Burkley, DVM, heidi.burkley@banfield.net.

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- Hillcrest Animal Hospital has an opening for an associate veterinarian to join our fast-paced practice. We have been a staple

in the Rockford community for nearly 50 years. Our hospital meets all demands on a walk-in basis, and our doctors practice a high standard of care. The atmosphere here is friendly and welcoming, which is appreciated by all our devoted clients. Hillcrest Animal Hospital is a great place to practice high-quality medicine. Equipment includes full in-house IDEXX lab, digital X-ray, digital dental X-ray, GE ultrasound and surgical laser. We provide our clients with routine and cutting-edge services such as stem cell therapy and orthopedic surgical care. The entire team works together, diligently, in this busy environment. The team includes both long-time employees and more recent additions that complement the practice. Our technicians are hardworking, have strong technical skills and expertly assist our doctors throughout appointments and surgery. An enthusiastic and friendly individual who is eager to work in a fast-paced environment will thrive here. If you would like to help us continue to grow within the Rockford community, please contact Lynn Williams at lwilliams@vetcor.com.

- Schaumburg Veterinary Hospital is an extended hours practice open until 10 p.m., seven days per week. We are looking to fill Friday, Saturday, Sun-



- day and Monday, 2-10 p.m. Compensation is negotiable. We will consider candidates who are willing to fill the position any one of the nights or multiple nights. Any candidate who will fill at least three of the nights will be offered full-time benefits of 401(k) with a match, health insurance, paid time off and other benefits. We are growing rapidly, about to finish an expansion/remodel and are looking to expand our team. Interested parties can send résumé to jbloomberg@schaumburgveterinaryhospital.com.
- The Capital Area Humane Society is seeking a director of veterinary medicine. Experience leading a large veterinary animal welfare/control agency, clinic or hospital is needed; private practice will be considered if there is prior experience in a humane society in his/her past. DVM degree from an accredited college or university is required; current license to practice veterinary medicine in Ohio is needed and a current DEA distribution license. At least five years managing an animal welfare clinic or hospital is expected. Knowledge of local animal control laws and state humane laws is helpful. To apply, please send a current résumé and letter of introduction to Noetic Search at resumes@noeticexsearch.com. Full job description at noeticexsearch.com.
 - Lashley Animal Hospital is looking to add an experienced full-time or part-time veterinarian to treat small animals and perform routine surgeries at our expanding practice in Swansea, Illinois. If you join Lashley Animal Hospital, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of care and service. The practice has up-to-date equipment and facilities. We provide our team with competitive pay and benefits. Please submit all résumés to info@lashleyanimalhospital.com, Attn: Chris Lashley.
 - Join our family at Belvidere Family Pet Hospital. We are a growing companion animal hospital located one hour west of Chicago and seeking a full- and/or part-time doctor(s). Great support staff and no emergency work. Future buy-in possible. Contact us at belviderefamilypet@outlook.com.
 - Part-time associate DVM position is available in a five-doctor, companion animal, AAHA-accredited hospital in the far west suburbs. Full-day shifts needed on Mondays and Fridays. We utilize digital radiology, complete in-house laboratory, ultrasonography, dental radiology, digital monitors, Cornerstone management software and a clientele that allows you to practice a high standard of medicine. An interest in client education, diagnostic medicine and a passion for customer service are a must. No after-hours emergencies. Negotiable wage reflective of experience. Please reply to rmalme20153225@gmail.com.
 - Part-time veterinarian needed for well-equipped general practice in southeast Wisconsin near Lake Geneva. Nice community and fun place to work. Stable, well-trained staff. Extra pay for emergency call, but not required for position. Contact Brenda Long, (262) 763-6055, burlingtonlongview@yahoo.com
 - Seeking part-time experienced associate for small animal, three-doctor practice located in Roscoe, Illinois. Established clinic in a newer building with a dedicated support staff. No after-hour emergency work, boarding or grooming. Email résumé to familypethealth2day@yahoo.com.

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PRACTICE PERSONNEL

- Busy three-doctor practice in the Edgewater neighborhood of Chicago seeks technician supervisor and veterinary assistant/technician. Competitive pay and excellent benefits. Experience or degree preferred. Submit résumé to sheila.diamond@vca.com.
- Busy two-doctor practice in Decatur, Illinois, seeking full-time, experienced certified veterinary technician. Candidate must be a self-motivated, enthusiastic multitasker with excellent communication skills. Our clinic offers digital radiographs, ultrasound, endoscopy, in-house blood analyzer and more. We offer competitive salary, paid holidays and vacation, and profit-sharing plan. Submit cover letter and résumé to fairviewpetvet@gmail.com.

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feet, SA, with approximately 3.6 acres. Two exam rooms. ME5. **Maryland, Baltimore County:** Priced to sell! 1,600 square feet, active shopping plaza. Two exam rooms. MD4. **Oklahoma, Texas County:** Turnkey startup! Mixed Animal, 2-exam rooms & barn. Main Highway. OK3. **Oregon, Linn County:** Great opportunity! Two-story SA on city center corner lot. No competition! OR2. **Pennsylvania, Jefferson County:** Profitable and growing! 2,100 square feet w/RE. Three exam rooms. PA6. **Vermont, Orleans County:** 4,400 square feet, SA, nearly three acres in country setting. Three exam rooms. VT3. (800) 636-4740, psbroker.com or info@psbroker.com

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- Veterinary hospital design and construction to start? We can help answer these questions with facility planning, including complete cost budgets, site evaluation to determine feasibility and cost, and design and construction. Renovations, additions, tenant build-outs and new construction. For a complementary consultation, contact J.F. McCarthy, MBA, CFM, (708) 547-5096, jfmccarthyconstruction.com.

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Mark your calendar

to attend the 134th
Annual ISVMA
Convention on
November 4-6,
2016, at the Westin
in Lombard.



First Power of 10 Class Holds Inaugural Session

The Power of 10 leadership class completed its first session in November. Power of 10 is an ISVMA initiative designed to help recent graduates develop fundamental skills in leadership, communication and business. It also provides each participant with 20 hours of continuing education.

The four-session program is being led by Dr. Colleen Lewis, Tuition Genetics, Galva, Illinois. She is an ISVMA Board of Directors member, a private practice owner, educator and leader in the profession. Dr. Lewis will be assisted by a team of subject matter experts, veterinary mentors and certified facilitators in helping Power of 10 participants through an in-depth, high-impact learning experience.

The leadership program will focus on communications, career and financial planning, and leadership skills. All sessions have an experiential learning component as well. "In the first session, we used an indoor skydiving experience to help with team building and utilizing different communication types," Dr. Lewis said. "In future sessions, a zoo experience, an 1850s era cooperative meal and an advocacy experience will be incorporated into the learning sessions to help class members build additional team and situational communication skills."

"I really enjoyed my time at the first session for Power of 10. I felt like there was a lot of good information about different personalities and how to improve our communication in the clinic," Marci Kirk, DVM, said. "It definitely helped me see areas that I could strengthen my skills and adapt better in day-to-day situations. I'm really looking forward to the future sessions."

Through Power of 10, participants will develop leadership skills and emotional intelligence and acquire critical skills to intensify their

business acumen so they can maximize their professional and social interactions as well as establish a collaborative and interactive group of peers who can be called upon for years to come.

The individuals selected for ISVMA's first leadership program class, the Power of 10, are as follows:

- Dr. Charles Benson, Ancare Veterinary Hospital, LaSalle
- Dr. Erika Eignbrod, Greenhaven Animal Clinic, San Jose
- Dr. Ellen Helmers, Hawthorne Animal Hospital, Glen Carbon
- Dr. Christina Holbrook, Capitol Illini Veterinary Services, Ltd., Springfield
- Dr. Jason Kennell, Teegarden Veterinary Clinic, Washington
- Dr. Marci Kirk, Country View Veterinary Clinic, Champaign
- Dr. Kelli Kramer, Perryville Pet Hospital/relief vet, Rockford
- Dr. Chelsey Ramirez, University of Illinois College of Veterinary Medicine, Champaign
- Dr. Heidi Pulito, Sandwich Veterinary Hospital, Sandwich
- Dr. Trina Lynn Schey, Cresthill Cat and Dog Clinic, Crest Hill



Thank you to the following groups for making a financial donation to the operation of the Power of 10 program:

- Eastern Illinois Veterinary Medical Association
- Mississippi Valley Medical Association
- Northern Illinois Veterinary Medical Association

The class members, who were selected by the ISVMA Awards and Nominations Committee, each receive a scholarship to attend the program that covers a meal, coaches, curriculum materials and 20 continuing education hours. 🐾