

Epitome

WINTER 2018

A publication of the Illinois State Veterinary Medical Association



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**WHY THE CHANGE
IN RECOMMENDED AGE
OF STERILIZATION OF CATS?**

135th Annual Convention

*Showcased Learning,
Honored Members,
New Leadership
and Networking*



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ISVMA Mission

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

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Continuing the Work of ISVMA

by Bob Ebbesmeyer, DVM



I am pleased to serve as your ISVMA president for the next year. I look forward to working with our membership, our regional associations, our

Board of Directors, and our executive director and her team to continue the fine work of this organization.

A bit about myself: I am a 1990 graduate of the University of Missouri. After doing a short internship at New Hope Veterinary Clinic in German Valley (Stephenson County), I accepted a position to work there and never left. I am blessed to continue in my mixed-animal practice tucked away in northwest Illinois with my two partners and two associates. My wife, Martha, works for the University of Illinois Extension as a 4-H youth development educator for Carroll, Lee and Whiteside counties. We are empty nesters. Our daughter, Erin, works for the Chicago Park District, and our son, Grant, works for United Housing of Memphis (Tennessee). My experience in organized veterinary medicine started with the Northern Illinois

Veterinary Medical Association (NIVMA). We have had excellent leaders in NIVMA, and they encouraged me to continue with board work at the ISVMA level, and I have thoroughly enjoyed being a part of this organization. To those mentors, my thanks and appreciation for all you have done.

What is ahead for 2018? I really wish to continue in the excellent efforts of our past presidents and Board:

1. Continue to work on the thousands of bills that will be presented every legislative session. Many of these bills have the potential to affect our daily activities, whether it be animal welfare, tax changes or pressure on our Practice Act. We have an excellent legislative committee led by Dr. Stephen Dullard and our Government Strategy Associates team of Terry Steczo, Maureen Mulhall and John Carr. We all need to have personal contact with our local representatives and senators. This will always give us the most pull when it comes to influencing our legislators.
2. Continue to make ISVMA relevant to today's climate. We recognize the changes that have occurred over the past years, including business ownership, the role of professional organizations, genera-

tional differences and the impact of social media. Our Board will have a strategy session this summer to further explore these changes and strategize for our future.

3. Continue the Power of 10 Leadership Academy, which has been a magnificent program to identify and develop leadership skills in our young veterinarians. Perhaps we should expand this to other veterinarians to discover previously untapped leaders and resources.
4. Continue our committee work. If you wish to participate in any of our current committees, please contact the ISVMA office or email me at gvdocbob@gmail.com. We will develop a Pharmacy Task Force to better monitor potential changes that occur within the Illinois Pharmacy Practice Act, as well as teaching our membership about these regulations.
5. Continue our work to support and keep our regional organizations strong. We will have another gathering of our regional leaders on January 17, 2018, to share in these efforts.

Again, I look forward to working with the incredible group of leaders we have in ISVMA and in the greatest profession in the world. 🐾

Mark Your Calendar

November 9-11, 2018

2018 ISVMA Annual Convention

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Improved Credit Card Processing Program

by Deborah Lakamp, CAE, Executive Director



For over a decade, ISVMA has offered members a credit card processing solution through a company called TransFirst. It partnered with ISVMA to offer competitive

processing fees and customer service in an ever-changing and fiercely competitive industry. Changes in the credit card processing industry and in our partner company challenged the quality of our offering over the last couple of years. However, I am pleased to announce that TransFirst has merged with another company and is now TSYS. This merger led to an opportunity for ISVMA and,

over the last year, ISVMA has negotiated a stronger program and marketing efforts. The company will again reach out to clinics via calls to published phone numbers using an ISVMA-approved script. It has a number of solutions, and we hope each association member will take a moment to understand the offerings and compare rates on equal footing. And, while choosing the appropriate solution is between your business and TSYS, please let me know if you have concerns or questions.

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I hope you will find value in this reinvigorated member benefit. If you have ideas on benefits you would like ISVMA to explore and offer, please email me at debbie@isvma.org. 🐾

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What's New for You in 2018

by Peter Constable, Dean



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

I'm very excited about what's ahead for Illinois. As you make plans for 2018, I hope each of you will find impactful ways to connect with the college to benefit your career and the veterinary profession.

Here are four ways you can engage.

1. Hire Illinois Students

The Illinois veterinary degree is gaining a competitive advantage in the marketplace. We see this in our applicant pool, which grew by 35 percent for the class entering in 2018 over the previous year. In fact, nearly one in six applicants to U.S. veterinary programs last fall submitted an application to Illinois.

We also increasingly hear from employers that Illinois graduates stand out in the job market. There were 172 veterinary positions posted to the college's online job board in the first nine months of 2017. In 2018, the college will implement opportunities for those of you seeking to hire new associates or find a buyer for your practice to meet with current students and others in the field.

2. Enhance Your Knowledge

Our Office of Public Engagement provides lots of opportunities for you to continue your veterinary education without leaving the state, or even your home.

The Veterinary Education Online (VEO) program was among the earliest online offerings for veterinary continuing education, and in 2018, it is getting an overhaul. Among the new modules will be 24 hours of continuing education credits on the latest in veterinary dentistry from Sandy Manfra, DVM, DACS, DAVDC, professor emerita and a founder of the dentistry specialty.

The 2018 fall conference takes place on October 11 and 12, homecoming weekend here in Champaign-Urbana. (I advise you to book your hotel early!) If you haven't been to the fall conference lately, please make a point to learn more. This is a wonderful conference for practical, use-tomorrow veterinary information at an extremely reasonable price, combined with fun social and recreational events.

3. Elevate Cancer Care for Your Patients

Our cancer care team has delivered outstanding services in medical and surgical treatment and in research for many years. We are growing this program. By the end of 2018, we anticipate the installation of a linear accelerator that will bring top-of-the-line technology to our oncology program.

Kim Selting, DVM, MS, DACVIM, DACVR, a radiation oncologist who joined our faculty last year, is facilitating the acquisition of a Varian TrueBeam[®], which is able to target a tumor within millimeters. The TrueBeam[®] will likely be the gold standard for human radiation therapy for many years. Very few veterinary centers in the Midwest have similar capabilities.

"Depending on the goals of the owners, the condition of the animal and the treatment approach that is taken, we will be able to tailor each course of treatment to each animal to optimize prognosis and minimize the impact on normal tissues and on the quality of life for the pet and their owner," Dr. Selting said.

4. Get "With Illinois"

Last October, the University of Illinois kicked off a \$2.25 billion fundraising campaign under the banner "With Illinois." The focus is on the transformative impact our institution has on individuals, communities, the state and the world.

Our college campaign goal is \$40 million to allow us to continue to advance "Science with Heart" — our philosophy about how we combine caring and cutting-edge knowledge to improve lives for animals, people and the planet. Heather Clay, assistant dean for advancement, and her team have assembled an outstanding executive campaign cabinet, chaired by K.T. Wright, DVM.

There are many ways you can help us reach our goal: through class gifts that support student scholarships, by referring patients to our hospital and by letting your clients know they can show their gratitude by contributing to our college.

Have a wonderful new year, and please reach out to me at dean@vetmed.illinois.edu to let me know how you'd like to engage with us. 🐾

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ISVMA 135th Annual Convention

Showcased Learning, Honored Members, New Leadership and Networking

by Deborah Lakamp, CAE, ISVMA Executive Director

The Illinois State Veterinary Medical Association (ISVMA) hosted over 700 individuals for learning and networking at its 135th Annual Convention on November 3-5, 2017, at the Westin Lombard Yorktown Center in Lombard, Illinois.

"This year's convention featured many nationally known speakers as well as distinguished ISVMA member speakers encompassing small animal, large animal, practice management, exotics, special interest and technician tracks," former ISVMA President Dr. Sandra Faeh said. "One of the strengths of the ISVMA Convention is that the program committee is comprised of practicing veterinarians and certified veterinary technicians, so you are going to learn something that will be helpful in your day-to-day practice."

"I want to extend special appreciation to the ISVMA Convention Committee. They were led by Co-Chairpersons Dr. Joanne Carlson and Dr. Jim Teal. The committee members were Dr. Devon Hague; Tina Welmon, CVT; Charlotte Waack, CVT; Molly Ziegler, CVT; and Andrea Vercelli, DVM student," Dr. Faeh said. "I lost count of how many people said the quality of this year's program was off the charts."

The Convention Committee was pleased to offer wellness testing this year. Attendees were able to pay a nominal fee for a variety of health screenings, including a rabies titer test. Over 20 individuals took advantage of this service. "The health screenings, along with sessions focused on managing stress within the profession, the liabilities and benefits of striving for perfectionism and compassion fatigue, comprised a number of options to help attendees focus on their personal health," Dr. Faeh said. "These offerings are increasingly important as our profession faces increasing burnout rates and suicides."

"In addition, the program included presentations on workplace functionality by Tim Wefler Coaching," Dr. Faeh added. "Being able to offer complimentary, one-on-one coaching sessions for practice owners, entire clinic teams or individuals on how to improve office relationships is one of the most exciting and beneficial offerings ISVMA was able to bring to attendees this year."

Trade Show

The annual trade show is another highlight of the convention. Attendees and vendors alike look forward to talking with one another in the relaxed atmosphere of the trade show. This year, 80 companies were featured, making it one of the larger trade shows in recent years. "These companies are crucial to the success of our event and in helping each of us remain current with industry innovations and resources," Dr. Faeh said. "I always find visiting with the vendors helps me improve my practice with a new product or resource."

Annual Meeting Highlights

The association leadership honored members and installed officers at its annual business meeting held during the convention. The 2017 Dr. Erwin Small First Decade Award, recognizing young leaders who are in their first decade of work, was presented to Christina Holbrook, DVM, who is a 2009 graduate of the University of Illinois, College of Veterinary Medicine. Dr. Holbrook is a partner at Capitol Illini Veterinary Services in Springfield. She was honored for her compassion for





people and pets, which is exemplified by her work with Be The Change Volunteers in Africa and Papua New Guinea.

The Veterinary Service Award, recognizing overall contribution to the veterinary profession, was presented to Lyndon Goodly, DVM, MS, DACLAM, an associate vice chancellor for research and director of the Division of Animal Resources at the University of Illinois. Dr. Goodly was recognized for his efforts to support the human-animal bond and develop an animal adoption program for research animals in Illinois.



Caroline Miskell, CVT, received the Dr. Cecil Ingmire CVT Award, which is given to a certified veterinary technician who has demonstrated a strong commitment to the profession through involvement in organized veterinary medicine. Miskell has been active in organized veterinary medicine for over a decade. She was the first certified veterinary technician to serve on the ISVMA Board of Directors and was president of the former Veterinary Technicians Association of Illinois. She currently serves on the association's CVT Roles and Responsibilities Task Force. She is employed at West Loop Veterinary Care in Chicago.

The 2017 ISVMA President's Award, which honors an individual who has significantly advanced the interests of the veterinary profession, was awarded to Dr. Steve Dullard, a Mendota veterinarian and graduate of Iowa State University, College of Veterinary Medicine. He was honored for his continued dedication and service to organized veterinary medicine at the local, state and national levels.

New Leadership

During its annual meeting, ISVMA installed officers and new Board members as well as recognized those who were retiring volunteers. ISVMA is pleased to announce its 2017-18 Executive Committee:

- **President** – Robert Ebbesmeyer, DVM, New Hope Veterinary Clinic, German Valley
- **President-elect** – Joanne Carlson, DVM, Loving Care Animal Clinic, Palatine
- **Vice president** – Phil Fassler, DVM, River Ridge Animal Clinic, Dixon
- **Treasurer** – Allen Whitman, DVM, Whitman Veterinary Clinic, Piper City

- **Immediate past president** – Sandra Faeh, DVM, Elmhurst Animal Hospital, Elmhurst

The association also announced the election of the following Board of Directors members for a three-year term:

- **Region 3** – Sarah Allison, DVM, University of Illinois, Department of Veterinary Clinical Medicine, Urbana
- **Region 4** – Nicole Johnson, DVM, Pekin Animal Hospital, Pekin
- **Region 5** – John Coyne, DVM, Coyne Veterinary Service, Yorkville



1. Incoming ISVMA President Dr. Bob Ebbesmeyer receives the gavel from Dr. Sandra Faeh.

2. Award winners Dr. Steve Dullard, 2017 ISVMA President's Award; Dr. Christina Holbrook, 2017 Dr. Erwin Small First Decade Award; outgoing ISVMA President Dr. Sandra Faeh, and Caroline Miskell, CVT, Dr. Cecil Ingmire CVT Award. Dr. Lyndon Goodly (not pictured) received the Veterinary Service Award.

3. Convention participants obtain samples in the Dermatologic Cytology Wet Lab.

4. ISVMA's 2017-18 Executive Board members are (from left to right): Treasurer Dr. Allen Whitman, President-elect Dr. Joanne Carlson, Immediate Past President Dr. Sandra Faeh, Vice President Dr. Phil Fassler, and President Dr. Bob Ebbesmeyer.

5. Outgoing ISVMA President Dr. Sandra Faeh presides at the annual meeting.

6. Dr. Lyndon Goodly received the Veterinary Service Award.

7. Dr. Clarke Atkins lectures on cardiology.

8. Retiring Board members Dr. Scott Keller and Charlotte Waack, CVT. Retiring Board members not pictured are Dr. Herbert Whiteley, Dr. Greg Mauck, Dr. Matt Nelson, Dr. Shannon Greeley and DVM Student Andrea Vercelli.

9. Outgoing ISVMA President Dr. Sandra Faeh receives her service plaque from incoming ISVMA President Dr. Bob Ebbesmeyer.

- **Region 6** – J.B. Bruederle, DVM, Burnham Park Animal Hospital, Chicago
- **Region 7** – Todd Florian, DVM, State Street Animal Clinic, Belvidere

In addition, Marina Jaworsky, DVM, Elmhurst Animal Care Center, Elmhurst, was elected to a one-year term to fill a vacant seat, and Melissa Stacy, CVT, Mulford Animal Hospital, Rockford, was elected as the CVT representative for a three-year term.

Thank You for Your Service

ISVMA appreciates the service of the following retiring members of the Board of Directors:

- Immediate Past President Herbert Whitley, DVM, University of Illinois, College of Veterinary Medicine, Urbana
- Region 3 Director Greg Mauck, DVM, Kaskaskia Valley Animal Hospital, Sullivan
- Region 4 Director Matt Nelson, DVM, Maple Ridge Veterinary Clinic, Geneseo
- Region 5 Director Scott Keller, DVM, Joliet Junior College, Joliet
- Region 7 Director Shannon Greeley, Scottsdale Animal Clinic, Burbank
- Charlotte Waack, CVT, Veterinary Information Network, Payson
- Student veterinarian representative Andrea Vercelli

"I am excited about the past and present leadership of ISVMA," Dr. Faeh said. "The mission of the ISVMA is to advance the well-being of the veterinary profession, animals, the public and the environment. And these individuals are committed to the continual implementation of the mission as well as moving our profession forward every day." 🐾

SAVE THE DATE

ISVMA 136th Annual Convention

November 9-11, 2018

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10 Facts About the Illinois Veterinary Medical Political Action Committee

#1 What is IVMPAC?

IVMPAC is the Illinois Veterinary Medical Political Action Committee. Candidates receive contributions based on our criteria not party affiliation.

#2 What impact does IVMPAC have on the veterinary profession and my livelihood?

IVMPAC helps assist ISVMA members to get their message out on key legislative issues.

#3 Why is it important for me as a veterinarian to contribute to IVMPAC?

IVMPAC contributions help our members and government relations team build relationships with legislators and get our message out.

#4 What is the minimum contribution and where do my dollars go?

There is no minimum, but we do encourage donations of \$200 or more. 100% of your contributions go to Illinois legislative candidates.

#5 Who decides where contributions go?

IVMPAC is operated by a board of ISVMA members from across the state.

#6 Can I direct my contribution to a specific candidate?

In short no. But, as an ISVMA member, the IVMPAC board welcomes recommendations. A Contribution Request form can be found online at <https://www.isvma.org/vmpac>

#7 Why is MY legislator not receiving IVMPAC contributions?

IVMPAC focuses funds on key veterinary, related candidates. Successful lobbying is as much about building relationships as it is about policy.

#8 How do I donate to the IVMPAC?

Make checks payable to: IVMPAC. Mail to: ISVMA, 1121 Chatham Rd, Springfield, IL 62704 or contributions can be made online at <https://www.isvma.org/vmpac/>

#9 What do I receive for my contributions?

An IVMPAC contribution gives you a voice in Springfield by allowing IVMPAC to create relationships with key legislators.

#10 Can I be more involved in IVMPAC?

Yes! Visit our website and help us establish a network of legislative contacts. We have the tools for success!

Illinois Veterinary Medical Political Action Committee

by Dr. Clyde Dunphy, IVMPAC Treasurer

The Illinois State Veterinary Medical Association revised and expanded the Illinois Veterinary Medical Political Action Committee (IVMPAC) in 2017 to a seven-member Board. Our current IVMPAC Board consists of Drs. Sandra Faeh, chairman; Clyde Dunphy, treasurer; Erika Eigenbrod, secretary; George Richards; Ronald Gill; and Steve Dullard. A booth at the recent ISVMA convention helped to raise awareness about the IVMPAC and to raise funds through a raffle and donations. Thank you to all who stopped by to support our efforts.

You may ask, "Why does ISVMA need a political action committee?" Or, more specifically, "Why do I need a PAC?" Or "What are the purpose and goals of a PAC?" The mission of the IVMPAC is to advance the legislative goals of the ISVMA by providing financial support to selected candidates who seek election to the state of Illinois' public offices. The IVMPAC is a bipartisan PAC with the purpose of educating state legislators and candidates on issues of importance to the veterinary profession in Illinois. A strong IVMPAC gives us the opportunity to share our message with legislators, build relationships, preserve and protect the Veterinary Medical Practice Act, and preserve the high quality of veterinary medicine in Illinois.

Who directs the IVMPAC? The seven-member Board of veterinarians seeks input on legislative issues from ISVMA, the Legislative Committee and the ISVMA lobbyists, Maureen Mulhall, Terry Steczo and John Carr. With their input, the Board meets and discusses candidates and legislators who are supportive of the veterinary profession and the issues affecting the profession. We encourage local veterinarians to build relationships with legislators in their districts to magnify our voice and build a

grass-roots outreach. We support a bipartisan means for the IVMPAC and our lobbyists to advocate for the veterinary profession and the animals entrusted to our care. If you have personal contact with a legislator, please contact the ISVMA to share that relationship with the IVMPAC.

Why should you contribute and support the IVMPAC? A financially strong IVMPAC is important to maintaining a strong and healthy veterinary medical profession in Illinois. Our profession needs a strong voice in Springfield, as outside interests are constantly trying to revise and restrict how we practice veterinary medicine, the pet and food animal industry, and other areas of interest to veterinary medicine. Your involvement and support will allow this voice to be heard. Any veterinarian, veterinary technician or individual may contribute to the PAC, which exists solely on member donations. No contribution is too small — all financial commitments are appreciated. Contributions to IVMPAC are not tax-deductible as charitable contributions for state or federal income tax purposes. If you have additional questions or would like to become involved with the IVMPAC, please contact the ISVMA office at info@isvma.org or Clyde Dunphy, DVM, at bisk9@earthlink.net. 🐾



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Renewing Your Lease

5 Important Things to Know

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 conducted in the proper timeframe, by having multiple viable relocation options, and creating 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 percent to 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 risk 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 by 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. 🐾

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Why the Change in Recommended Age of Sterilization of Cats?

by Philip A. Bushby, DVM, MS, DACVS

In June 2017, the AVMA formally endorsed the Feline Fix by Five (FFF) campaign promoted by the Marian's Dream Foundation. FFF was born out of awareness that cats can be reproductively active by 4 to 5 months of age, yet most veterinarians recommend spay/neuter of cats at 6 months of age or older. The result of this mismatch between age at which cats can become pregnant and the recommended age of sterilization is demonstrated any time one walks into a local animal shelter.

Animal shelters are generally overrun with kittens, the vast majority of which are the result of unplanned and unexpected pregnancies of young cats. A survey conducted in 2010 in the state of Massachusetts revealed surprising results. While many people believe that pet overpopulation is the result of pets that are left intact for their entire life, the opposite is true. Cats that were eventually spayed accounted for 87 percent of all litters born.¹ Cat owners who are unsure of when to have their cat sterilized or simply wait until 6 months of age or later are faced with the dilemma of what to do with an unexpected litter of kittens. Too often, those kittens are relinquished to local shelters, and too often, those kittens are euthanized. The problem was not that the owners refused to spay or neuter their pet. It was that they didn't have it done in time.

Esther Mechler of the Marian's Dream Foundation, who initiated the FFF campaign, has stated that the number of births that could be prevented simply by changing the recommended age for spay/neuter of cats from 6 months to between 4 and 5 months could equal the number of cats currently entering

shelters in the United States each year.² We could end the overpopulation of cats with this one simple change.

As a profession, we need to recognize that there is, at present, no scientifically sound basis for waiting until 6 months of age or older to sterilize cats and no contraindications for spay/neuter at 4 to 5 months of age. Anesthetic concerns about juvenile surgery voiced in the '60s and '70s are no longer valid. There are many anesthetic drugs and protocols in use today that are safe in cats as young as 6 weeks of age. Old fears that castration of juvenile male cats would predispose to urinary obstruction were disproven in the '90s.³ There are numerous known health benefits for spay/neuter in cats in addition to the population management benefits, and there is "no evidence to suggest that pediatric gonadectomy by 5 months of age is linked to any increased risk of disease."⁴ A survey conducted in 2000 of veterinarians who were, at that time, spaying and neutering cats under 5 months of age, confirmed that the surgeries were easier, faster and had fewer complications than spay/neuter of cats at 6 months of age or older.⁵

So what should the practicing veterinarian do to make this change? Simply add one more appointment to your standard kitten wellness protocols. Make no changes in current vaccination and parasite control recommendations but add an appointment for spay/neuter two to three weeks after the last kitten vaccination. Owner compliance will be increased, surgeries will be easier, and in time, local shelters will not be overrun with kittens. 🐾

For more information on Feline Fix by Five, go to www.felinefixbyfive.org/endorsements. For more information on the AVMA's position on spay/neuter, go to www.avma.org/spayneuter.

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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 ISVMA website at www.isvma.org/illinois-veterinary-medical-foundation to submit your memorial. Please 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 clinics for their contributions in memory of the following pets:

<i>Mon-Clair</i>	Cha Cha	Emmy	Lana	Nero	Snickers	<i>Heartland Animal</i>	Poe
<i>Animal Hospital –</i>	Charlotte	Fatty	Leo	Nickey	Socks	<i>Hospital, PC –</i>	Ripley
<i>Millstadt, Illinois</i>	Chava	Finley	Lexey	Nola	Solomon	<i>Bartlett, Illinois</i>	Rocky
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Make Safety a 2018 Resolution

by Melissa Stacy, CVT Representative, ISVMA Board of Directors

Thank you for voting for me to be your CVT representative!

I am honored to be your voice and excited to see what we can get done over the next couple of years. I obtained my veterinary technician degree from Parkland College in Urbana, Illinois, in 2004. Over the last 13 years, I have worked in low-cost veterinary clinics, private small-animal practices and also as an American Veterinary Medical Association (AVMA)-accredited veterinary technician program director. I have learned so much from other CVTs and also from the veterinarians I have worked with, and I would like to say thank you to all of them.

I believe life is all about continually learning and growing. I am sure you have heard

the saying "knowledge is power," but it's only powerful if it is applied. I thought it would be fitting that after the holiday season, we talk about workplace safety. Over the last few months, I am sure you have talked to pet owners about holiday safety and have seen animals that have required a visit due to eating the kids' candy or eating the tinsel off the tree.

As technicians, we are some of the best client educators, but how would you rate yourself on your personal safety? I realize that, during the busiest of times, we may choose not to put on that radiology glove because of the dog struggling to lay still, or we may forget to put that mask on when we are performing a dental service. There may not be any side effects we can see at

that moment, but they are there. Wear the proper personal protective equipment in all aspects of your job.

I really want to encourage all of us veterinary professionals to sit down with our teams and talk about how we can make our environment a safer place to work. As this new year begins and we set new goals, I encourage you to have this be one of them. Hold each other accountable! The health of your staff helps your business thrive.

The AVMA has some great guidelines we should all be following and also some web-based training at www.avmaplit.com/education-center/safety. Simple safety measures we can apply on a daily basis will help us continue to do what we love every day! 🐾

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Part-Time/Relief Veterinarian Needed in Peoria County

- Our group of three practices located in and around Peoria is in need of a part-time/relief veterinarian to work with our dedicated staff and loyal clients. It is our mission to provide service excellence and superior patient care. Standard benefits and much more will be discussed if a permanent position is desirable. Please contact us today if you feel you might fit in with our group. Contact John Calhoun at calhoun@chillivet.com or (309) 678-5528.

Associate Veterinarian Wanted in Carmi, Illinois

- We are a high-volume, small-animal practice located in rural southern Illinois. We are family-owned and plan to expand to a mixed practice, and build a new facility in the near future. We are looking for an associate veterinarian who is able to work in a fast-paced clinic and who is compassionate about animals and their owners. We are located in the tri-state area of Illinois, Indiana and Kentucky. Evansville, Indiana, is approximately 40 miles to the east, and we are 2.5 hours from St. Louis, an easy drive on Interstate 64. The scenic Shawnee National Forest is about 40 miles to the south, and well worth the drive, along with several unique wineries and vineyards. We will be happy to discuss salary and benefits with you and find out what your expectations are. Salary will be based on experience and will range from \$90,000 to \$110,000. The position also includes a competitive compensation package. We also offer a possible relocation allowance. For more information or to apply, please send a cover letter and résumé to carmivetclinicllc@gmail.com, or call (618) 383-1774.

Part-/Full-Time Associate or Relief Veterinarian in South Side of Chicago, Illinois

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DVM Wanted – Illinois Department of Agriculture, Bureau of Meat & Poultry Inspection

- Illinois' meat inspection program is among the three largest state inspection programs in the U.S. We are now looking for dedicated and energetic professionals with a degree in veterinary medicine to fill the three vacant positions for consumer safety officers. Consumer safety officers will have the following responsibilities: conduct comprehensive audits for food safety systems in inspected establishments; verify compliance with requirements for humane slaughter; provide initial and ongoing training and technical assistance to veterinarians and inspectors involved in the meat and poultry inspection; plan, develop, implement and evaluate department policies/procedures, including training and educational curricula; conduct research, review and recommend new standards or policies to management; perform consultations; act as department liaison with regulated industry and the U.S. Department of Agriculture, and the general public regarding issues of the safe handling, processing and disposal of food animals; perform professional veterinary inspections, investigations and diagnosis at slaughtering establishments, necessary to execute the statewide program of animal and poultry disease control and eradication. Skills required for the mentioned post are a degree in veterinary medicine, good interpersonal interaction, excellent team management, a good level of communication and good system knowledge. We offer compensations and benefits according to bargaining agreements. If you are interested, please contact Bureau Chief Dr. Kris Mazurczak at (217) 782-6684 or email agr.ask.bmpi@illinois.gov.

Full-Time Small-Animal DVM Associate Wanted – North Central Illinois

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OUT-OF-STATE OPPORTUNITIES

Associate DVM Wanted in Canton, Missouri

- Canton Veterinary Clinic in Canton, Missouri, is looking for an associate to join our team of five DVMs plus support staff. We are a mixed-animal practice with veterinarians who have emphasis in areas of interest of bovine, equine and small animal. Multiple DVMs allow for work-life balance in emergency call and Saturday rotations, along with one weekday off. Ultrasound, digital radiograph, haul-in facility with tip table, blood chemistry and CBC, gas anesthesia, etc. A truck/box will be provided as well as vacation, CE and IRA. Compensation negotiable based on candidate's desire to be on commission, salary or a combination. Questions or inquiries welcomed by phone at (573) 406-2758 or email at drdan@cantonvetclinic.com. 🐾

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