



A Letter from the President

July/August 2016

Summer is HERE! Summer brings us a busier time. We see not only our patients for their preventive care, but we're also treating injuries, illnesses, parasites and allergies that increase in frequency with the added time outdoors. That, combined with soaring temperatures, can put all of us on edge. Even the most caring, compassionate doctor can become overwhelmed and overworked, and compassion fatigue can take over. Yes, I touched on this issue in the last newsletter, but the more we talk through it, the more we can recognize this important issue and support each other through difficult times.

As I shared last time, I was down that particular rabbit hole. I did not realize how long I had been combating compassion fatigue. I can report I am recovering, and getting closer to escaping those feelings. Of course, it's happening just as our busy season gets underway, and the threat of sliding backwards is real. Rather than let that happen, I'm taking steps to combat compassion fatigue by setting boundaries and allowing myself time to recharge.

There is always temptation in our profession to say, "Yes, I can help," then dive into immediate action. Instead, sometimes we need to say, "Yes, I can help...let's schedule an appointment for tomorrow or next week." Here in the Kansas City area, we have emergency and referral centers available to not only help our patients, but also us. Yes, we feel guilty sending a client/patient to the ER when we know we can treat them. We assuage that guilt by pushing through; after all, an exam or treatment will likely only take another 30-60 minutes. But we do an injustice to ourselves when we cheat ourselves out of our time. We can justify it by saying, "It's only this once," or, "I can't send this client to the ER," or "It is inconvenient for the client to schedule this for tomorrow. We'll take care of it now." But in the end, we pay the price.

Let's role play for a moment. It's been a week full of long days with challenging clients and patients.

Recognizing everyone needed a break, you adjusted the schedule and pushed your team so you could leave early for the day. Then that one last case comes in the door, and in a moment of weakness, you take it. Suddenly, your early evening plans are now postponed or even cancelled. Your mood has gotten a bit more irritable. The housekeeping the staff was going to do has now been postponed, or you find yourself paying overtime so they can complete it. The next day your mood is a little more irritable going into the hospital.

Saying "Yes, I can help now," has pushed you closer to or deeper in that rabbit hole of burnout or compassion fatigue. It has also affected the rest of the week or month, and not necessarily in a good way. Had you stuck with the plan and scheduled the patient for the next day or referred them to the ER, you could have attended to both the client's needs AND your own.

I am now making my health (physical, mental, spiritual and professional) a priority. For too many years, my priorities have been 1) work, 2) family, 3) community 4) self. Now it's not a 1, 2, 3 priority but a balance between them. I am not saying I am completely out and away from that rabbit hole. But, I can see the light and the opening. Making these changes can seem overwhelming, but Dr. Tad Coles, a veterinarian and wellness coach, shares his insight in this month's *News and Notes*. His article helps us evaluate what changes we need to make, prioritize them into goals, then break those changes into manageable steps so ultimately, we achieve the balance we are looking for. Change doesn't happen quickly or even easily, but the effort could ultimately save your practice, your relationships, and even your life.

Donna Romanzi, DVM

President - dromanzi@kcvma.com

Compassion Challenge – Let’s Talk About the Elephant in the Room

BY: DR. TAD COLES

We have a responsibility to bring compassion with us when we go into the exam room. To be able to bring compassion to work with us, we have to fill the tank with healthy activities, exercises and habits. I think we all have good intentions in this area, but I know from experience how easy it is to either be too busy to make the effort or to immerse myself into a plethora of self-help books or websites, and at the end of the day do nothing. For me, the path to change can get road-blocked by a belief that I don’t have time to change or that my situation is too immense and complicated for any self-help program to address.

I’m here to tell you 1) improvement is possible and 2) even your situation is not hopeless. I can’t overemphasize the importance of starting small so you won’t get overwhelmed. You remember the old adage about eating elephants: do it one bite at a time. I’ll add this:

- Start now
- Make a small change

Studies show that repeatable attainment of Specific, Measurable, Achievable, Realistic, Time-based (SMART) goals increases neurotransmitters such as dopamine that are associated with increased capacity to experience and display compassion. Speaking of elephants, in his book *The Happiness Hypothesis*, author Jonathan Haidt uses an analogy of a rider on an elephant being like our higher cerebral centers trying to control our subconscious reptilian brain. Using small, attainable goals and rewarding ourselves for achieving them is like clicker-training for the part of our brain that often charges ahead seemingly unbeknownst to our consciousness, leaving us in the wake trying to explain what just happened.

A good place to start is with a quick evaluation of where you are now so you can focus your effort on the right area and reevaluate for progress later. I’ve seen some pretty elaborate life quality surveys, but let’s not get bogged down. Isn’t everybody just too busy for that?

Make a simple 1-10 rating list of where you are now in each of the following five categories regarding the time and effort you exert: physical/exercise, spiritual/meditation, work, social/family/friends, creative/music/artistic expression. You can just do this quickly in your head if you prefer, although keeping track of your rating in writing will allow you to reflect on your progress and provide much needed positive feedback. If your exertion is ideal in an area, rate it 5. This has nothing to do with how much time and effort others think is appropriate, and everything to

do with what you think is right for you. Select the category with the highest rating. This is the best place to make an initial change, because changing will mean doing less of something rather than adding something else to an already overburdened schedule.

If you spend way too much time and effort at work, welcome to the club! Many people find voluminous work hours necessary to make financial ends meet. But if you determined you are working too much, here is your challenge: make a small change in something that will decrease your work time/effort. If you try to make too big of a change, you will probably find that the change is untenable for the long term. We are looking for a change that you can make consistently and for the long haul, a sustainable improvement. Only you will know what is reasonable for you. You’re smart. You can figure this out! Give yourself a SMART goal. Can you chart records more efficiently? Can you stop taking after-hour client calls? Can you extend your lunch break?

Looking at your lowest-rated category should be accompanied with at least a little longing to do more in that area. How much time did you save cutting back on whatever you were overdoing? That time is now available. Use it.

I was talking recently with a local veterinarian nearing retirement age who realized he needed more exercise. He was tending toward burnout at work so he decided to take a longer lunch break and use it for biking. Now he checks out earlier and returns later and truly enjoys his time at practice. Can you figure out how to carve out 30 minutes every week? Could you do that on a consistent, routine basis? If so, that will give you a chance to spend that time in the category you rated the lowest.

We are certainly not trying to spend equal time/effort on each of those 5 categories; that’s not sustainable balance. We are just trying to move the tiller a bit and change direction toward what will make your life a little more manageable, more livable and more enjoyable. My most recent change improved my exercise and social categories. I walk with a friend for 30 minutes before the start of the workday. Because we hold each other accountable, this change has been easier to sustain. It has become a habit.

I challenge you to take responsibility for bringing compassion into the exam room and start by making a small change in your life that will fill your well of compassion so you have more to give.

Compounding Confusion

BY: JEN NIGRO

If you find the laws surrounding use of compounded drugs in your clinic confusing, you aren't alone. "There is a lot of confusion, especially in states such as Missouri and Kansas," says Kate Tormey, Assistant Director of State Advocacy for the AVMA. "Because there really is no clear federal law on compounding, states have taken it upon themselves to create these laws, because they license pharmacists and veterinarians. When it comes down to what a veterinarian can and can't do, it really comes down to the opinion of the state veterinary board."

Dr. Ashley Morgan, Assistant Director for the AVMA's Governmental Relations, Division, says the only thing clearly spelled out in federal law is that a veterinarian, under certain provisions of the Animal Medicinal Drug Use Clarification Act passed in 1994, can use FDA-approved drug products in an extra-label fashion. "The FDA does say that veterinarians and pharmacists can take FDA-approved drug products and change the formulation, so you can compound using those products to make a solution, an injectable, a cream, whatever it is that a veterinarian might need and is pharmacologically possible. As far as keeping it in stock, that varies by state."

Under Missouri law, pharmacies can only sell compounded drug products to practitioners administering those drugs to an individual patient with a prescription, and only within the walls of their clinics. "In other words," says Tormey, "if a rabbit comes in with some sort of medical issue and is receiving compounded medication in the clinic, the veterinarian would not be able to send the client home with medication to treat the rabbit at home. The rabbit would probably just have to stay in the clinic until that course of medication was completed, or until the pharmacy could dispense a patient-specific prescription to the client."

Missouri law goes on to say drugs can be compounded by a pharmacy without a prescription in limited quantities, defined as a three-month supply of a batched product or one-year supply of compounded product, and only if there is an established history of receiving or filling valid prescriptions with the patient receiving the medication. Pharmacies cannot sell or dispense compounded products to practitioners for office use without the above criteria being met. Doing so can result in the revocation or suspension of the pharmacy's license. It's also important to note, Missouri law says compounding for office use may constitute manufacturing under federal law, which would require a Missouri drug distributor license. It is also illegal to create compounds that copy already-available drugs approved by the FDA.

On the Kansas side, veterinarians have even less guidance. "The AVMA has not found any mention of what veterinarians can and can't do in terms of maintaining office stock or dispensing from that office stock," says Tormey. Kansas state law states,

"Nothing contained in the pharmacy act of the state of Kansas shall prohibit any duly licensed practitioner from purchasing and keeping drugs, from compounding prescriptions or from administering, supplying or dispensing to such practitioner's patients such drugs as may be fit, proper and necessary." According to Jim Kinderknecht, an inspector for the Kansas Board of Pharmacy, veterinarians are included in the definition of practitioner. The law goes on to say a pharmacist is required to be in charge of compounding, filling and refilling prescriptions.

Regardless of where you practice, it is currently illegal by the FDA to compound animal medications from bulk drug substances. But in May 2015, the FDA proposed a new guidance outlining specific conditions under which the agency generally would not intend to take action when medications were compounded for animals from bulk drug substances. The draft guidance would allow for the limited use of compounding of animal drugs from bulk drug substances when there is no approved drug that can be used or modified through compounding to treat a particular animal with a particular condition. The FDA is currently considering comments received regarding the draft guidance. "AVMA did comment on those," says Dr. Morgan, "and our position is that veterinarians should be able to maintain compounded preparations in their clinic for urgent and emergent needs." The FDA is also compiling a list of bulk drug substances that certain federally registered facilities could use to compound medications for veterinary office use under specified conditions; this list would be updated on a rolling basis. There is no timeline for finalizing the draft guidance. Even when finalized, Dr. Morgan cautions veterinarians that the guidance will not be law, that compounding from bulk drug substances will still be considered illegal by the FDA.

Dr. Morgan says ultimately, it falls to veterinarians to educate themselves about what they're obtaining, prescribing or having dispensed to their patient. "Talk to the pharmacy you are using for the compounding, just so as a prescriber you know whether they are using the FDA-approved drug product or the bulk drug substance," she recommends. Dr. Morgan also cautions veterinarians to know the difference between an FDA-approved drug product and a compounded medication. "The pharmacy or veterinarian, even if they use the FDA-approved drug product, has in some way altered that medication, and it isn't necessarily going to work in the way it should. There's a liability for veterinarians when they are prescribing something that is not in accordance with the label. That's true even when using the approved product without making changes, but for a different condition or species. We want to remind veterinarians when you use these substances, you should be having conversations with your clients about the additional risks."

The AVMA has many resources on the use of drug compounds in veterinary medicine. For more information, visit avma.org/compounding.

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for its members and guests.

All suggestions and comments are welcomed.
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Built on the Shoulders of Veterinary Giants: “Your Forest – Your Fault – Your Loss”

BY: DR. STEVE JOSEPH, KCVMA HISTORIAN

One of the most remarkable public service campaigns to prevent forest fires started in the 1940s. In 1944, Smokey Bear joined that campaign, appearing for the first time on a forest fire campaign poster. But Smokey was catapulted to true fame with a forest fire in the Capitan Mountains of New Mexico. In 1950, a bear cub was found clinging to a tree and taken to the Santa Fe practice of Dr. Edwin Smith (CSU 1938) with severe burns. Today the bear is recognized as the fire prevention icon by a majority of Americans.

As the young bear recovered it was reported he would run to greet Dr. Smith for treatments. The fame of Hot Foot Teddy, as he was first known, grew. Dr. Smith and his wife spread the message of forest fire and wildfire prevention and conservation in schools and service organizations. Today that work is continued by Smith family members.

Following recovery from his burns, a letter was sent to Washington offering Smokey as the living symbol of fire danger in our forests. He took residence at the National Smithsonian Zoo where he lived until his death in 1976. Smokey was returned to New Mexico and is buried in Smokey Bear Historical Park.

To understand Smokey’s involvement we must look back to WW2. In an attempt to win the war the enemy fired shells from a submarine into a California forest near Santa Barbara, and later released gas filled balloons into Oregon to start fires. Neither

effort was successful, but it got our attention and emphasized our forests’ vulnerability. A fire prevention campaign was initiated, and in 1942 Walt Disney authorized use of characters from “Bambi” in publicity materials. When that authorization expired in 1945, a new animal representative was needed. Hot Foot Teddy came along at just the right time to fill the role of Smokey.

In 1952, a popular song was written that resulted in a long standing debate. Smokey was known by law as Smokey Bear.

However, in order to maintain the correct rhythm, writers added “the” between Smokey and Bear. Hence “Smokey the Bear”, a name many grew up with, is today recognized by most young adults and children.

To honor Smokey’s 40th birthday anniversary a postage stamp was issued. Three years later National Smokey Bear Day was held and celebrated by major league baseball teams in the US and Canada.

The Junior Forest Ranger program was started in the 1950s to encourage children throughout the nation to express their interest in forest fire

prevention. In return for their support, youngsters received a Junior Ranger Kit. By 1965, the volume of mail was so great that Smokey received his own zip code – 20252.

In a marketing textbook, Richard Earle wrote the Smokey Bear campaign is recognized as “among the most powerful and enduring of all public service advertising.” It is simple, strong and straightforward.



Dr. Smith treats Smokey. Used with permission from the Forest Service U.S. Department of Agriculture.

July CE

Speaker:	Craig Datz, DVM, MS, DABVP, DACVN Senior Scientific Affairs Manager, Royal Canin USA	CE:	2 hours
Topic:	1. Nutritional Approaches to Managing Atopic and Food Allergy Patients 2. Unconventional Diets: Are Grain-Free, Raw, and Holistic Diets Really Better?	Fee:	No fee to attend this event, but RSVP is required by Monday, July 18. Current membership dues cover all CE.
Date:	Thursday, July 21, 2016	Location:	Hereford House 5001 Town Center Drive Leawood, KS 66211
Time:	6:30pm – Dinner & Registration, 7pm – Presentation	Sponsor:	Royal Canin



Please register by Monday, July 18 at <https://bit.ly/July2016KCVMA>



Dr. Datz is a 1987 graduate of the Virginia-Maryland Regional College of Veterinary Medicine. He was in private companion animal practice in Virginia and Arkansas until 2001, when he joined the faculty at the University of Missouri College of Veterinary Medicine. There, he worked in the areas of community practice and clinical nutrition until 2012. He is currently the senior scientific affairs manager at Royal Canin USA in St. Charles, MO.

Dr. Datz is a Diplomate of the American Board of Veterinary Practitioners and is certified in both canine/feline and feline practice. He currently serves as the residency chair and symposium chair for ABVP and as the president for the American Academy of Veterinary Nutrition. He is also board-certified by the American College of Veterinary Nutrition and has a master's degree in biomedical sciences with a human and animal nutrition focus.

August CE

Speaker:	Donna Raditic, DVM, DACVN, CVA Assistant Clinical Professor, University of Tennessee College of Veterinary Medicine	Time:	6:30pm – Dinner & Registration, 7pm – Presentation
Topic:	Supplement Your Thinking: Nutritional Support for Canine Health	Fee:	No fee to attend this event, but RSVP is required by Monday, August 15. Current membership dues cover all CE.
Date:	Thursday, August 18, 2016	CE:	1.5 hours (RACE approved)
		Location:	TBD
		Sponsor:	Bayer Animal Health



Please register by Monday, August 15 at <http://bit.ly/Aug2016KCVMA>



Donna M. Raditic received her Bachelor of Science in Animal Science from Cornell University with Honors and Distinction in 1982, then was accepted into Cornell's College of Veterinary Medicine where she finished her Doctorate of Veterinary Medicine (D.V.M.) in 1986. She was in small animal practice for nine years before building her own practice in 1997 in the Berkshires of western Massachusetts. The practice offered integrative medicine as she obtained specialties in acupuncture, chiropractic and botanical therapies.

She is a Diplomate of the American College of Veterinary Nutrition and was an assistant professor in both the nutrition and the integrative medicine services at the University of Tennessee, College of Veterinary Medicine. Her interests are nutritional therapies in small animal diseases, supplements, nutraceuticals, integrative therapies in disease states, metabolomics, translational research and One Health.

Dr. Raditic is author and coauthor of textbooks and research in nutrition and integrative therapies. She has presented at local, national and international forums on nutrition and the use of integrative therapies. Starting her career as a small animal practitioner, then practice owner and now animal health consultant, she offers a unique perspective on the profession.

September CE

Speaker:	Dr. Michael Dryden, University Distinguished Professor, Veterinary Parasitology, Kansas State University College of Veterinary Medicine	Fee:	No fee to attend this event, but RSVP is required by Monday, Sept. 12. Current membership dues cover all CE.
Topic:	Parasitology Update	CE:	TBD
Date:	Thursday, September 15, 2016	Location:	TBD
Time:	6:30pm – Dinner & Registration, 7pm – Presentation	Sponsor:	Merial



Please register by Monday, September 15 at <http://bit.ly/Sept2016KCVMA>

CLASSIFIED ADS

Send your classified ads to: Wanda Geis, PO Box 12468, Shawnee Mission, KS 66282-2468, or email them to classifieds@kcvma.com. Ads must not be over 100 words in length. Classified ads will be run at the sole discretion of the editor and may be edited for content. Deadline for the next newsletter is 8/13/16.

Olathe Animal Hospital is currently seeking an associate veterinarian! We practice high-quality medicine, surgery and dentistry with a support staff that includes seven registered technicians. Digital radiography, ultrasound, therapy laser and acupuncture are a few services we offer. In 2011, we received 2nd place as the National AAHA Hospital of the year. We have a culture of providing the highest quality medicine and believe in providing the best care and compassion for our patients and clients. Avian and exotic experience is preferred; strong communication skills are required. Contact potter@olatheanimalhospital.com to apply.

Part-time veterinarian needed for one or two days a week in a Lee's Summit small animal clinic. Pay is commensurate with experience. Relaxed environment, good clientele and most toys available. Contact D. Nelson if interested at dlogcrac@yahoo.com.

Platte Woods Animal Hospital is looking for a part-time associate veterinarian. We are a family owned and operated AHAA accredited practice with two full-time veterinarians. We perform a wide range of medical and surgical procedures to provide our patients with the very best medical care possible. If you are a dedicated, hard-working veterinarian looking for part-time work in the North Kansas City area please email us at pwah5901@gmail.com or call 816-741-8600 and ask for Katelynn. Thank you.

Practice For Sale: Dr. Henry Reuter - 8720 Santa Fe Dr., Overland Park, KS 66212, 913-649-5544. Gross \$240K, Take \$60K, asking \$175K. Any and all documents needed for your decision are available, just ask!

The Animal Clinic of Boardwalk Square located in North Kansas City is looking to hire a full-time associate veterinarian with an interest and/or experience in holistic medicine. Established clientele. Salary negotiable based on experience and skill set. Looking to hire immediately. Please send resumes to acbsvet@gmail.com.

Prairie Village Animal Hospital is seeking a full-time associate veterinarian for a busy, exclusively small animal practice in a highly desirable location. We are a four-doctor practice with an accommodating, professional support staff. We are looking for an individual who is hard working, client-oriented, and motivated to join our team. The respected hospital has been providing the Kansas City community with quality care since 1971. Competitive salary including medical benefits and retirement plan. Please email resume to mgd2108@gmail.com.

Looking for a full-time registered veterinary technician able to work in a fast-paced, state-of-the-art, multi-doctor practice. Technicians must be licensed in the state of Missouri. Schedules will be determined, but must be available for Saturday rotations. Competitive salary, medical, dental, and vision benefits, continuing education, employee discounts and PTO for full-time positions. Please email all questions and resumes to Eaglevetstaff@gmail.com titled "RVT Position".

Eagle Animal Hospital is seeking a part-time/full-time associate veterinarian to help establish a Fear Free Mobile Wellness Center. Looking for someone who can communicate well with the public and is available to work evenings and/orweekends. Great additional income opportunity. Contact eaglevet4@yahoo.com.

Three Trails Animal Hospital in Independence, MO, seeks a RVT for full or part-time position. Experience preferred but willing to work with the right student. Excellent salary and benefits, long-term staff retention and loyal clients make our hospital stand out from the rest. Staff skills are utilized to the fullest. Email resume to vicki@threetrailsah.com or call with any questions at 816-252-5105.

Belton Animal Clinic and Exotics Care Center is growing and looking to add a part-time doctor to help with our growth. We are currently a three-doctor practice with a friendly and skilled support staff. We are looking for the best to join our team and the applicant needs to be able to provide a great client experience while practicing high-quality medicine. We have a full complement of in-house diagnostics including digital x-rays, dental x-ray, and ultrasound. We offer a competitive salary including some benefits. Please email resume to gbehler@vetpartners.com.

Spring Hill Veterinary Clinic in Spring Hill, KS, is looking for a ft or pt kennel/veterinary assistant. Position will include weekends and 7a-6p shifts during the week. Position includes caring for 40+ animals (dogs and cats) some of which may need medications administered. Will also be trained to help assist doctors and technicians as-needed. Interested candidates should have a love of animals. We prefer a candidate who has previous animal care/handling experience. Resumes can be emailed to springhillvetmanager@yahoo.com.

If you are considering an associate position in a mixed animal practice, I have an opening which is immediately available in a busy practice 30 mi north of Kansas City in Plattsburg, MO. The practice is 60% companion animal, 35% bovine and 5% equine. Progressive practice with three associates, which provides a good work rotation and time off. Must be people-oriented and driven to provide excellent client service to build long-term relationships. Contact ptery@animalclinicpc.com or call 816-930-2566 or 816-863-3620 for additional information.

Associate companion animal DVM position immediately available. Full or part-time. Progressive practice with good support staff. Recent graduate considered but experienced practitioner preferred. Contact Dr. Paul B. Terry, Plattsburg, MO, at 816-930-2629 or fax 816-930-2630 or ptery@animalclinicpc.com.

Established small animal hospital near historic downtown Shawnee wanting to hire an associate veterinarian who is interested in eventually purchasing the practice. Owner will stay on for a duration during the transition. For more information contact the doctor at 913-915-6886.

Veterinary Technology Instructor position: Maple Woods Veterinary Technology is looking for a veterinarian who would like to teach the next generation of veterinary technicians. If you have five years of veterinary experience and have a passion to teach, please contact Chris Morrow, DVM at (816) 604-3236 or chris.morrow@mckc.edu.

RELIEF VETERINARIANS...

Jerome Berkowitz913-515-3917 KS/MO
Martin Drey785-218-9484 KS
Beth Foster.....785-447-0806 KS
Marsha Heeb785-331-2167 KS/MO
Carol Hinton913-897-2794 KS

Shelley Lake 913-533-9905 KS
Tiffany Lewis 321-332-4949 KS
Tim Lyon913-333-7535 KS/MO
Ronald Palmer.....816-294-6042 MO/IA/AR
Mary S. (Peggy) Roth...785-424-3061 KS/MO

Dennis Smith.....913-636-4206 KS
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