



## Registration for Loan Repayment Program Closes May 26

BY: STEVE BUCKNER

Veterinary school student loans got you down?

Now, the U.S. Department of Agriculture wants to offer you a helping hand with your student loan debt.

The Veterinary Medicine Loan Repayment Program (VMLRP) will pay as much as \$25,000 each year towards qualified educational loans of eligible livestock veterinarians who agree to serve in a NIFA (National Institute of Food and Agriculture)-designated veterinarian shortage situation for a three-year period.

The 2017 veterinary medical loan repayment application period is now open. For more information, visit [nifa.usda.gov](http://nifa.usda.gov). The application process closes May 26, 2017.

Loan repayment benefits are limited to payments of the

principal and interest on government and commercial loans that veterinarians received for the attendance at an accredited college of veterinary medicine resulting in a degree of

Doctor of Veterinary Medicine or the equivalent.

Estimates vary, but the average veterinarian incurs between \$135,000 and \$160,000 in debt while in veterinary school. Through mid-2015, the VMLRP had assisted 245 veterinarians since the program's inception in 2010.



## The Need to Fight H.R. 623

BY: STEVE BUCKNER

A bill introduced in the U.S. House of Representatives would require veterinarians to provide written copies of all prescriptions they issue for companion animals, whether clients request or want them.

H.R. 623, known as the "Fairness to Pet Owners Act of 2017," is sponsored by Rep. Jason Chaffetz (R-Utah) and is co-sponsored by three other representatives, including Kansas City's Emanuel Cleaver (D-Mo.). The bill currently sits in the House Committee on Energy and Commerce.

Veterinarian groups, such as the Kansas City Veterinary Medicine Association, strongly oppose this bill because it is seen as an added regulatory burden. This mandate is considered unnecessary because it would take veterinarians' time away from caring for their patients.

Also, many veterinary practices are small businesses that do not have the time and resources to for extra paperwork. Then there is the fact that clients who want written prescriptions can receive them simply by asking for them.

### Call Your Congressman



**Kevin Yoder**  
KS 3rd District  
(202) 225-2865

**Roger Marshall**  
KS 1st District  
(620) 282-9925

**Lynn Jenkins**  
KS 2nd District  
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**Vicky Hartzler**  
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**Emanuel Cleaver**  
MO 5th District  
(202) 225-4535

**Sam Graves**  
MO 6th District  
(202) 225-7041

# The Complexities of Compounding

BY: STEVE BUCKNER

Compounding represents the act of any changing of a Food and Drug Administration-approved drug product beyond what the product's label specifies. And the practice of compounding is needed in veterinary medicine to provide individualized medication for specific patients with special needs not met by FDA-approved drug products.

Such manipulation could feature mixing, diluting, concentrating, flavoring or changing a drug's dosage form to meet a specific patient's needs. Compounding can be achieved in several ways:

- mixing two injectable drugs in the same syringe;
- creating an oral suspension from crushed tablets or an injectable solution;
- adding flavoring to a commercially available drug;
- creating a transdermal gel for a drug usually taken through different routes; and
- mixing two solutions for instilling into the ear.

The compounding of veterinary drugs should only be done based on a licensed veterinary prescription and to meet the medical needs of a specific patient.

Sometimes, the compounding of drugs can offer effective care for treating painful or life-threatening conditions in animal patients.

But if compounding is done incorrectly or inappropriately, compounded drugs can lead to prolonged treatment; situations such as treatment failure; liability; or enforcement action by federal or state authorities.

In brief, compounding should be used based on a licensed practitioner's prescription and only to meet the medical needs of a specific patient.

Two items come to the fore involving compounding rules: compounding from FDA-approved drug products, and compounding from bulk drug substances. It's legal to compound drugs from FDA-approved drug products, as long as FDA's Extralabel Drug Use Rules and all state rules are followed.

For the record, Missouri has state laws and regulations that permit veterinary offices to administer compounded products but specifically prohibits them from dispensing or reselling products compounded by a pharmacy.



Kansas does not have laws or regulations addressing compounding.

FDA also has a Compliance Policy Guide that elaborates about how it regulates compounding for animals and what activities it defers to states. The FDA typically defers day-to-day regulation of compounding by veterinarians and pharmacists to state authorities.

Compounding from bulk drug substances represents more intricate issues. The FDA claims it has jurisdiction to bar any compounding from bulk items, but generally concedes that veterinarians sometimes need to use preparations compounded from these ingredients.

Compounded drugs are not the same as a generic drugs, which are non-brand-name version of a drug (and are FDA-approved). When a drug is compounded, the new drug no longer acts in the same manner as the approved drug. Compounding may cause changes in stability, bioavailability, metabolism and elimination of the drug.

Non-food animals may need compounding when approved drugs need to be altered to treat the patient. An example would be a cat that will not take a pill. In this case, a veterinarian might need to have the product compounded into a liquid form so the cat can be treated.

Compounding rules are much more stringent when treating a food-producing animal. Using a compounded drug in food animals is only reserved for times when there are absolutely no other choice for treating that animal's medical condition and when safe use of that animal for human food purposes can be predicted following discontinuation of the drug. Be sure to refer to the FDA's Compliance Policy Guide.

# Compassion Fatigue & Burnout Terminology & Assessment Tools

BY: DR. TAD COLES

Herbert J. Freudenberger conceived the term “burnout” and first used it as a medical term in 1974 to describe a syndrome of “exhaustion, disillusionment, and withdrawal resulting from intense devotion to a cause that failed to produce the expected result.”<sup>1,2</sup> The German born, New York psychologist wrote from personal experience. He described the symptoms he had at the time. Although he was in a thriving practice, he suffered from perfectionism and had a self-imposed missionary zeal to help addicts. He worked from 8 AM to 7 PM in a ritzy area on the Upper East Side and then went to a free clinic in the Bowery and worked with the indigent until 2 AM.<sup>3</sup>

The Maslach Burnout Inventory (MBI) was constructed to measure the syndrome.<sup>4</sup> The MBI was designed to assess three components of burnout: emotional exhaustion, depersonalization, and reduced personal achievement. Burnout was found to be the result of mismatches in at least one of six areas: workload, control, reward, community, fairness, or values.<sup>5</sup> The MBI is not free, but is available online.

## Compassion Fatigue

The term “compassion fatigue” (CF) was first coined as a medical term in 1992 when Joinson described a unique form of burnout that affected caregivers and resulted in a, “loss of the ability to nurture.”<sup>6,7</sup> This form of burnout: a) was related to a variety of stressors including long hours, heavy workload, and needing to respond to complex patient needs such as pain, trauma, and emotional distress, b) resulted in nurses feeling tired, depressed, angry, and detached, and c) was associated with ineffective performance.<sup>7</sup> Over time the terminology describing CF has not been precise. It is common for authors to define terms to clarify what they mean within specific studies.

In an extensively researched 2015 graduate thesis on CF, Amanda Depippo states the term secondary traumatic stress (STS) was originally used by Charles Figley to describe CF.<sup>8,9</sup> Figley states compassion stress, CF, STS, and secondary traumatic stress disorder (STSD) are equivalent terms.<sup>9</sup> He considers the condition that CF, STS, and STSD describe to be nearly equivalent to posttraumatic stress disorder (PTSD), “except that exposure to a traumatizing event by one person becomes a traumatizing event for the second person.”<sup>9</sup>

Figley suggests that, “perhaps PTSD should stand for Primary Traumatic Stress Disorder, rather than Post Traumatic Stress Disorder since every stress reaction is ‘post’ by definition.”<sup>9</sup>

“Caring people sometimes experience pain as a direct result of their exposure to other’s traumatic material... This situation -- call it Compassion Fatigue, Compassion Stress, or Secondary Traumatic Stress – is the natural, predictable, treatable, and preventable unwanted consequence of working with suffering people,” Figley wrote.<sup>9</sup>

## ProQOL

The most common measurement tool for compassion fatigue, the Professional Quality of Life (ProQOL), was developed by Beth Stamm.<sup>10,11</sup> The ProQOL describes CF as being comprised of burnout and secondary trauma and gives scores for each along with a score for compassion satisfaction.

The ProQOL is a 30-question, 5-point Likert scale assessment. This tool is available for AVMA members online in a self-scoring format that is quite easy to use. Those who are not AVMA members can download the ProQOL to take it.

Ownership of the ProQOL was transferred to the Center for Victims of Torture (CVT) in 2017. CVT is a mental health and human rights nongovernmental organization operating in several countries around the world. The CVT plans on keeping the ProQOL free and available for use.

## Provider Resilience App

The ProQOL is also available as part of an interesting, useful, free phone application, Provider Resilience, which was developed by the National Center for Telehealth & Technology to help healthcare providers guard against burnout and compassion fatigue when helping veterans. The app has many features that apply to any healthcare professional. The ProQOL is a 5-minute test on the app. It also has quick surveys that provide data displayed on a dashboard to show one’s resilience rating and time since last vacation. The dashboard’s Resilience Rating gauge is based on completion of a Resilience Builders/Killers quiz that is recommended daily, a Burnout toggle chart recommended weekly, and the ProQOL test that is recommended monthly. For an in-depth YouTube review of the app view the bottom of my website resources page.

References: 1. Freudenberger HJ, Richelson G. Burn-out : the high cost of high achievement. Toronto : Bantam Books; 1980. 2. Coles TB. The solution to burnout. Vet Forum 2003;20:26–31. 3. Anon. Planet Money Episode 740: Burnout, Dec 7, 2016. Available at: <http://www.npr.org/sections/money/2016/12/07/504734219/episode-740-burnout>. Accessed March 22, 2017. 4. Maslach C, Jackson SE. The measurement of experienced burnout. J Occup Behav 1981;2:99–113. 5. Maslach C, Jackson SE, Leiter M. The Maslach Burnout Inventory Manual: Third Edition. In: Zalaquett CP, Wood RJ, eds. Evaluating Stress: A Book of Resources. The Scarecrow Press; 1997:191–218. 6. Joinson C. Coping with compassion fatigue. Nursing (Lond) 1992;22:116, 118–119, 120. 7. Boyle DA. Countering compassion fatigue: a requisite nursing agenda. Online J Issues Nurs 2011;16. 8. Depippo A. Compassion Fatigue and Self-Care Strategies among Addiction Professionals: A Qualitative Study. 2015. Available at: <http://scholarcommons.usf.edu/cgi/viewcontent.cgi?article=6875&context=etd>. Accessed June 16, 2016. 9. Figley CR. Compassion Fatigue: Toward a New Understanding of the Costs of Caring. In: Stamm BH, ed. Secondary Traumatic Stress: Self-Care Issues for Clinicians, Researchers, and Educators. Lutherville, MD: Sidran Press; 1995. 10. Stamm BH. Professional Quality of Life Scale (proQOL): Compassion Satisfaction and Compassion Fatigue. 2009. Available at: [http://proqol.org/uploads/ProQOL\\_5\\_English\\_Self-Score\\_3-2012.pdf](http://proqol.org/uploads/ProQOL_5_English_Self-Score_3-2012.pdf). Accessed January 11, 2016. 11. Stamm BH. The Concise ProQOL Manual. 2nd ed. Pocatello, ID: ProQOL.org; 2010. Available at: [http://www.proqol.org/uploads/ProQOL\\_Concise\\_2ndEd\\_12-2010.pdf](http://www.proqol.org/uploads/ProQOL_Concise_2ndEd_12-2010.pdf).

## KCVMA EVENING AT THE T-BONES



**SPACE IS LIMITED TO 100 PEOPLE. AT MEMBERS.KCVMA.COM**

KC T-Bones vs. Lincoln Salt Dogs, Saturday, May 20th, 2017 | Gates: 6:15pm, Game Time: 7:05pm

KCVMA has reserved the MEGA SUITE!! Private indoor/outdoor suite and \$15 T-bones bucks per person for food and beverages. Come watch the game, fireworks and meet Sizzle the mascot!!

## JUNE CE

Speaker: Dr. Adam Patterson  
Topic: New Trends: Canine Atopic Dermatitis  
Date: Tuesday, June 6th, 2017  
Time: 6:30pm – Dinner & Registration  
7pm – Presentation  
CE: TBA

Location: 801 Chophouse  
71 E 14th St., Kansas City, MO 64106  
Fee: No fee to attend this event. Current membership dues cover all CE. RSVP is required by June 1st.  
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Dr. Adam Patterson, Chief of Dermatology at Texas A&M, is a 2001 graduate of Mississippi State's College of Veterinary Medicine. He completed an internship at The University of Tennessee, followed by a residency at the University of Illinois. Dr. Patterson worked in private practice in Maryland before joining A&M in 2009. He is the co-author of Small Animal Dermatology, 4th edition, a board member of the journal of Veterinary Dermatology, and a Diplomate and Treasurer of the American College of Veterinary Dermatology.

**Classifieds**

Send your classified ads to: Wanda Geis, PO Box 12468, Shawnee Mission, KS 66282-2468, or email them to [classifieds@kcvma.com](mailto: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.

Spay and Neuter Kansas City is seeking part time Veterinarian for "once a month" off-site vaccination clinics in underserved areas of the Kansas City. This is a paid position, typically held on Saturdays, fast paced and rewarding experience. For more information visit <https://snkc.net/job-opportunities/> for dates or email [aliciav@snkc.net](mailto:aliciav@snkc.net).

Heritage Animal Hospital is looking for a Part-time veterinarian for rapidly growing animal hospital in Spring Hill Kansas. We have great clients, great staff and a great vision for the future. Please contact Dr. Kelly Hoyt [khoytdvm@yahoo.com](mailto:khoytdvm@yahoo.com) to submit your resume or ask any questions you may have.

Part-time veterinary technician and part-time veterinary assistant needed for small animal/equine practice in Spring Hill Kansas. 20-30 hours per week, some Saturdays. Wage based on experience. Please email resume to [heritageanimal@outlook.com](mailto:heritageanimal@outlook.com)

Founded in 1944, Wayside Waifs is Kansas City's largest and most comprehensive no-kill animal shelter and pet adoption campus. We currently have positions available in our Animal Care and Veterinary Clinic. Feline and Canine Care Technicians are responsible for ensuring that every animal is provided the highest level of care during their stay at our shelter by providing clean and comfortable living quarters and daily physical and mental stimulation. Veterinary Technicians work closely with our team of Veterinarians to provide the highest standard of animal health and husbandry. For more information and to apply on-line, visit our website at [www.waysidewaifs.org](http://www.waysidewaifs.org).

Independence, Missouri small animal clinic seeks part- or full-time associate veterinarian. We see a wide variety of medical and surgical cases and have digital x-ray, IDEXX in-house lab, tonometry, panoptic ophthalmoscope, and an ultrasound unit. We have low staff turnover and most of our staff has been with us for several years because we try hard to support each other and we respect and value our employees. After-hours cases are directed to an emergency clinic. Salary commensurate with experience. Sense of humor a plus! If interested, please send your resume to Dr. William Bendure at: [wmb1943@gmail.com](mailto:wmb1943@gmail.com).

Foxwood Animal Hospital has a great opportunity for a part or full time associate. We are a full service small animal hospital located in the Northland with long established clients. We strive to practice affordable and compassionate care. Please contact us at [Foxwoodanimalhos@aol.com](mailto:Foxwoodanimalhos@aol.com)

West Ridge Animal Health Center, Topeka, KS: We are looking for a part time to full time associate to join our team! We are an AAHA hospital since we opened in 1988. We are currently a single doctor practice (the previous owner/second doctor moved out of state) so we are ready to have an associate that wants to get started! Fear Free medicine is a core value of our hospital; making sure that pets and their corresponding owners are comfortable is a top priority. Preventative medicine, client education and customer service are also core values we take seriously. We are an extension of our clients families, so we need someone that can communicate well with clients while practicing high quality medicine. We are a fast paced, fun work environment that has multiple licenced veterinary technicians and a knowledgeable teamwork environment. Interest in Surgery is a plus. We have digital radiology, therapeutic laser, a full service in house Idexx lab and are planning to add digital dental radiology soon! We offer an allowance for CE, liability insurance, license fees, due fees, and after one year employment – paid vacation and sick time, as well as a simple IRA. We also will pay for your Fear Free Certification and offer a great mentoring environment! Please send us a cover letter and resume to [jerilynweisshaar@gmail.com](mailto:jerilynweisshaar@gmail.com).

If you are a Veterinarian interested in joining a busy, well organized, small animal practice look no further. Hidden Valley Animal Hospital is where you want to be, located in Independence, Missouri. Hidden Valley is AAHA accredited and has a large active patient base as well as a caring team to help you succeed in private practice. Offering a highly competitive salary with benefits. Experience preferred but will consider bright new graduate. Call Dr. Mel Falk, 816-795-7387 or email your resume to [hvah@sbcglobal.net](mailto:hvah@sbcglobal.net).

Westwood Animal Hospital is seeking an experienced veterinary technician to join our busy three doctor practice. Our technicians work closely with our doctors to provide the highest quality compassionate care for each patient that comes through our doors. Job responsibilities include assisting veterinarians with anesthetic and medical procedures, operating laboratory equipment, nursing care of hospitalized patients, admitting and discharging patients, maintenance and cleaning of medical equipment and stocking and cleaning examination rooms. We are looking for a person who is compassionate and friendly, professional, self-motivated, dependable and trustworthy to become a long-term member of our team. If you are this person, please e-mail or fax your resume along with your completed application for employment. Our employment application and more information about our hospital can be found at: <http://westwoodanimalhospital.com/front-page/forms-2/job-application-form/>

**Classifieds**

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Maple Woods Veterinary Technology Program is looking for a veterinarian with food animal experience to teach the next generation of veterinary technicians. This is an adjunct faculty position teaching on Tuesday and Thursday mornings. The classes would include lecture and lab from 8:00 AM – 12:30 PM from the end of August to the first part of October, and teaching lecture only from 8:00 AM – 9:00 AM October thru the first part of December. If you are interested, please contact Chris Morrow DVM at 816-604-3236 or at [chris.morrow@mcckc.edu](mailto:chris.morrow@mcckc.edu)

Available is a position for an associate veterinarian at Marketplace Animal Hospital in Lenexa, Kansas, a suburb of Kansas City. New graduates and those with experience are encouraged to apply. Your workweek would be four weekdays and Saturday until noon with no after hours call. We are a four-doctor practice that strives to consider the many aspects of the lives of our patients and clients when formulating a treatment plan. We have some of the bells and whistles that make practice fun. Compensation to be negotiated based on experience. Please email your resume to: [jcimmethun@gmail.com](mailto:jcimmethun@gmail.com)

Small animal veterinary clinic in Northeast Johnson County is seeking a full-time Registered Veterinary Technician to begin working approximately mid-May, 2017. Competitive salary and benefits package offered. Work schedule will include Saturdays. New graduates are encouraged to apply. If interested, please complete an Employment Application found on our website ([missionanimalclinic.com](http://missionanimalclinic.com)) and/or send resume to [missionanimalclinic@planetkc.com](mailto:missionanimalclinic@planetkc.com).

Associate veterinarian needed for small animal practice near the legends area. Looking for a part-time doctor, but opportunity for full-time may exist for the right candidate. Well equipped practice. Digital radiography (including dental), ultrasound, idexx lab. We have a fun work environment and actually take a lunch break everyday! Interested candidates, please email: [jenbwerner@hotmail.com](mailto:jenbwerner@hotmail.com)