



A Letter from the President

September/October 2017

Fall is on its way and the kids are back in school. As I look back on the summer I always wonder why it goes by so fast. I had so much planned this summer, but the months flew by so quickly I don't think I accomplished even half of the things I would have liked too.

This fall the KCVMA has exciting continuing education event planned for September, October and November. In September we are excited to have back again to discuss the "Business Case for Nutrition".

In October we look forward to recently retired Associate Dean for Student and Alumni Affairs and Executive Director of Advancement for the College of Veterinary Medicine, University of Missouri, Dr. Ron Cott discuss how "Good Communications + Good Compliance = Increased Income". And in November Dr. Jennifer Steele will give an all day lecture, tentatively scheduled for 4 - 5 hours of CE credit.

I hope you all had a great summer and don't forget to sign-up for our continuing education events, as they have been filling up quickly.

Todd Taylor, DVM

President - ttaylor@kcvma.com



New KCVMA Board Members Needed

BY: STEVE BUCKNER

Hey, KCVMA members – especially you Kansas members – **the KCVMA board needs you!**

The KCVMA board needs new board members. Several openings exist, and Kansas currently has only one member representing them on the board.

So, give it some thought and please consider taking this action to join the board. Like any organization, the KCVMA is only as vital as its members and board are active.

If you have any questions, please consult with existing board members to find out what your duties would be to help lead this important association. Thank you in advance for your consideration.

Educational Opportunity for Missouri Veterinary Technicians

Occasionally, the KCVMA learns of opportunities that benefit other members of your practice. While the KCVMA does not officially sponsor these programs, we do like to pass along information when we can. With that in mind, please consider sharing the details below regarding the MVTA Annual Conference, held at the Bass Pro Shop in Springfield, MO.

<p>Sessions:</p> <p>“Renal Disease and Feeding the Finicky Feline”</p> <p>“Why Give a Poo (Dermatology)”</p> <p>“Fleas and Ticks: Talking it O.V.E.R with Pet Owners”</p> <p>“Wound Management”</p> <p>“Wobblers Disease: A Pain in the Neck”</p> <p>Date: Saturday October 14, 2017</p> <p>CE: Approved for 5 hours of CE in Missouri</p>	<p>Time:</p> <p>7am: Continental Breakfast / Check In</p> <p>8 – 11:20am: Sessions</p> <p>11:20am – 12:30pm: Lunch</p> <p>12:30 – 2:30pm: Sessions</p> <p>Location: Bass Pro Shop</p> <p>White River Conference Center</p> <p>Springfield, MO</p>
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Visit www.movta.org to register for the conference and sign up for membership by October 1.

The Importance of Support and Mentoring for New Graduates

BY: GEMMA GAITSKELL

Finishing vet school can signal the end of a long and challenging journey for many, often leaving people feeling relieved to have finally completed their studies and excited about what the future has to hold. The harsh reality of starting a new job and having to take responsibility for your decisions, deal with clients, work as part of an already established team and act in situations where you feel unsure often sets in very quickly. These challenges can mean that this initial period is a particularly stressful time for new veterinary graduates, many of whom feel overwhelmed with the enormous responsibility and pressure, often leaving people questioning whether they have what it takes to be a vet in practice after all.

Having someone more experienced to support and mentor you, especially during difficult times or complicated cases can make all the difference between a smooth transition into practice and an unpleasant and stressful experience. Several pilot schemes and studies around the world have found that having access to a mentor who can provide confidential support and guidance on personal, professional and career development issues allows for a more positive experience for new graduates and receives positive feedback from both sides. More experienced individuals providing the support feel they have also benefited from the experience; mentoring schemes provide a fresh perspective and insight into the challenges and hurdles facing the graduates of today, as well as an opportunity to keep up to date with recent developments in veterinary education.

Setting new graduates up for success from an employers perspective can mean providing additional training and coaching in areas of weakness or to reinforce knowledge, supervision and advice during surgical procedures, a gradual introduction into any on-call or emergency roster during the first few months of employment and ensuring that a more experienced vet is first on call during this initial time to provide support in what are often unexpected situations and sometimes difficult cases. These are all aspects that can ensure a pleasant working experience for new graduates and are highly attractive for people looking for their first job as a vet.

It is estimated that more than a third of vets leave their first job within the first 3-4 years of graduations solely because they did not feel they received adequate support and mentoring. Although

this may all seem like a lot of extra and unnecessary effort for the employer it pays off in the long term, fostering more confident, resilient and satisfied staff, that are able to develop to their full potential in addition to a more pleasant working atmosphere and a lower staff turnover. Losing any employee has financial implications for a practice, and these are increased where new graduates are concerned, so the cost of dedicating time and resources to new employees pays off by resulting in a higher employee retention rate.

Enabling recent veterinary graduates to develop attributes which encourage a good relationship with clients and colleagues such as communication skills, is one of the aspects which recent graduates and final year students feel is most important to enable them to cope and be successful in their first position as a veterinarian. Although scientific and technical skills are undoubtedly essential to be successful in the profession many of the skills that people felt enabled them to succeed and thrive were in fact life and interpersonal skills. Many feel that veterinary degrees do not currently prepare them adequately in terms of these skills and until veterinary degree programs address this, support and mentoring in practice is one way of helping.

In addition allowing new graduates sufficient time to attend continuing education sessions, either in person or online is an important opportunity for new graduates to consolidate their knowledge and learn from others. Exposure to other recent graduates in the same position allows individuals to put their experiences into perspective, exchange notes and provides comfort that they are not alone.

All of the above combined with reasonable working hours, encouraging a healthy work-life balance allowing time for other interests and pursuits can also contribute to better mental health and more resilient individuals who are capable of better withstanding the stresses of a pressured environment.

The growing levels of dissatisfaction leading to poor mental health and a high suicide rate among veterinarians as a profession is extremely concerning and a clear indicator that steps need to be taken to combat this negative trend. Clearly a more positive first job experience and less stressful working environment with a strong support system could go a long way to helping with this growing problem.

New Policy for CE Event Registration

KCVMA has a pleasant problem when it comes to its Continuing Education sessions, but it's a problem nonetheless. Beginning after the October CE Event, a new policy for registering for CE events will be in place. That policy is that once registration is opened, **guests will not be accepted for two weeks to allow members time to register.**

The new policy is due to the overwhelming demand, popularity and long wait lists for CE events, so the KCVMA needed to prioritize paying members first. We appreciate your understanding.



Bill for Malpractice in MVMA

BY: STEVE BUCKNER

The Missouri Veterinary Medicine Association achieved great success in the First Regular Session of the 99th Missouri General Assembly.

That success came in the passage of a bill – SCS SB 88 – that adds veterinarians and businesses providing veterinary services to the list of health care providers to which the medical malpractice statute of limitations applies. The animal owner’s knowledge is used when time periods are dependent on knowledge of the negligence.

The bill’s passage ended MVMA’s lengthy efforts to gain malpractice limitations for veterinarians that reflect parity with human medical doctors. As with human physicians, veterinarians will now (if signed by Gov. Eric Greitens, as expected) have exposure to malpractice lawsuits for two years from the time of the alleged incident instead of the previous five years.

Sen. Dan Brown championed the bill and saw it through the process. In the House, Rep. Joe Don McGaugh sponsored the bill. Both legislators deserve our deepest gratitude for steering the bill through the General Assembly. It would be a nice gesture if Missouri members of the KCVMA said a well-deserved “thank you” to both men for their efforts. The legislators can be reached as follows:



Sen. Dan Brown

201 W. Capitol Ave., Rm. 422
Jefferson City, MO 65101
Dan.Brown@senate.mo.gov
573-751-5713



Rep. Joe Don McGaugh

201 W. Capitol Ave., Rm 305-B
Jefferson City, MO 65101
JoeDon.McGaugh@house.mo.gov
573-751-1468

MVMA also testified in favor of HB 905/SB446 that would have prohibited breed-specific ordinances by cities and counties. MVMA supports the American Veterinary Medicine Association’s policy that vicious dog ordinances should be based on behavior and individual animals, not on a breed.

These bills specify that the General Assembly occupies and pre-empts the entire field of legislation touching in any way the control or regulation of specific breeds of dogs. However, a village, town, or city can still prohibit dogs from running at-large or to further control or regulate dogs within its boundaries so long as the ordinance, order, policy, or regulation is not breed specific. These bills, while passed out of committee, did not rise to the status of receiving a vote on the floor.

SEPTEMBER CE

Speaker:	Fritz Wood, CPA, CFP	Location:	Lidia's
Topic:	The Business Case for Nutrition		101 W 22nd St, Kansas City, MO 64108
Date:	Thursday, September 28th, 2017	Fee:	No fee to attend this event, but RSVP is required by
Time:	6:30pm – Dinner & Registration 7pm – Presentation		September 18th. Current membership dues cover all CE.
CE:	2 Hours (tentative)	Sponsor:	iVet

Fritz is a Certified Public Accountant and a Certified Financial Planner. He holds Bachelor of Science degrees in Accounting and Business Administration from the University of Kansas (1986). He's a member of the American Institute of Certified Public Accountants (AICPA).

Fritz owns and operates an animal health consulting practice in Kansas City, where his clients include veterinarians and animal health companies. He's focused exclusively on the veterinary profession for 26 years. He's conducted important research examining veterinary productivity and attributes of healthy practices. Through his sister firm, Triune Financial Partners (www.triunefp.com) located in Overland Park, Kansas, Fritz also provides comprehensive personal financial planning and investment management services. He's authored many dozens of articles, and contributed to books and RACE courses. Fritz teaches at several U.S. veterinary schools, and presents at local, state, regional, national, and international meetings each year. He was the Personal Finance Editor for Veterinary Economics, Treasurer of the AVMA Foundation, and worked with the National Commission on Veterinary Economic Issues. Fritz served as the Practice Management Chairman of the North American Veterinary Conference, and was a Founding Member of VetPartners. Currently, Fritz serves on the Fear Free Executive Committee and the Today's Veterinary Business Advisory Board. He's often contributed to Veterinary Economics, Veterinary Team Brief and Veterinary Advantage.

Fritz's prior experience included 9 years as a senior management consultant with a major global consultancy.

OCTOBER CE

Speaker:	Ron Cott, DVM	Location:	Hereford House
Topic:	Good Communications + Good Compliance = Increased Income		5001 Town Center Dr Leawood, KS 66211
Date:	Thursday, October 19th, 2017	Fee:	No fee to attend this event, but RSVP is required by
Time:	6:30pm – Dinner & Registration 7pm – Presentation		October 16th. Current membership dues cover all CE.
CE:	2 Hours (tentative)	Sponsor:	Hill's

Enhancing Adherence or Compliance from your Clients: how communication throughout the client's exam room experience can increase the level of adherence and have a positive effect on the animal's health and the financial health of the practice. You have the scientific knowledge and education to make the best choice available for your clients' pets but do you have the communication skills that build the level of trust with your client to actually do what you recommend for their pet? This session will hopefully provide some insight into new communication skills that work to increase compliance from your clients benefiting the pet and the practice.

NOVEMBER CE

Speaker:	Jennifer Steele, DVM, DACVIM	Location:	Brio (Plaza)
Topic:	TBA	Fee:	No fee to attend this event, but RSVP is required by
Date:	Sunday, November 12th (Tentative)		November 8th. Current membership dues cover all CE.
Time:	TBA	Sponsor:	Idexx
CE:	4-5 Hours (tentative)		

Dr. Steele graduated from the Western College of Veterinary Medicine at the University of Saskatchewan in Canada in 1997, followed by an internship at the University of Minnesota. After a short time working in general veterinary practice in Wisconsin, she completed her residency training in small-animal internal medicine at the University of Wisconsin-Madison and received board certification in 2003. She worked at the University of Minnesota as an assistant clinical professor and then worked in a private referral practice before joining IDEXX as an internal medicine consultant in March 2005. Her interests include gastroenterology, infectious diseases and endocrinology disorders.

Classifieds

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.

Growing Small Animal AAHA practice in Lee's Summit, MO is seeking a full or part time associate to join our team. We offer full service general veterinary care in our modern facility offering digital radiology, ultrasound, cold therapy laser, dental radiographs, and so much more. Great position for either a new grad or experienced practitioner. Please contact Dr. Keith Placke at 816-623-3960 or email resume to keithpdvm@yahoo.com

Marketplace Animal Hospital is in search of a full time associate veterinarian to become the fourth DVM at our strictly companion animal practice. Recent graduates with limited practice are encouraged to apply as we are passionate about a strong mentoring environment. Experienced veterinarians interested in continuing their professional career at our clinic are also welcomed. Applicants should be prepared to interact with a wide array of clientele and be willing to work with each patient individually to determine the best recommendation for that patient and client. Our clinic is well equipped with a DR x-ray panel, SonoScape S8 ultrasound machine, Heska blood chemistry analyzer, Tonovet, and an iM3 dental machine. We use Avimark practice management software with multiple terminals throughout the clinic. We also enjoy a well-stocked pharmacy along with the willingness to consider the addition of new drugs and products. Most of our large panel bloodwork is sent to Antech Diagnostics but we also perform smaller panels in house along with urine, heartworm, stool, and cytology. We do not offer boarding but do have a full time groomer with a busy schedule. The schedule would include a four and a half day work week. Usually DVM's are in clinic from 7:45am-12pm and again from 1:45pm-6pm Monday through Friday and 7:45am-12pm on Saturdays. Anticipate receiving each Tuesday off. Working each Saturday is a requirement. Surgical proficiency in routine spays/neuters, dental care/extractions, and lumpectomies is preferred. All after-hours emergencies are handled by our local BluePearl facility, which is approximately 1.3 miles away. There is no expectation to handle any after-hours phone calls. Those interested should email a cover letter and resume for our review to: jcimmethun@gmail.com. We will contact the most qualified candidates for an interview. Salary will be based upon experience.

Stanley Veterinary Clinic is currently hiring experienced Veterinary Technicians and Receptionists. We are a 7 doctor (Full and PT), AAHA accredited hospital located in Southern Johnson County. Must be available days, evenings and Saturdays. Comprehensive benefits including health insurance are available. Please see our website at www.stanleyvet.com for an application or stop by the clinic. Contact Pam at 913-897-2080 for more information.

FOR SALE: Restored 4'x4' PORTA-VET Pony box. Lift-assisted topside doors, and contents are in full view so they are easily found. Compartments are easily accessible, conveniently located, and contain adjustable/removable dividers. Includes a refrigerator, paper towel holder, heater, hook up hoses, water hose, a 9 gallon water tank with an easy-fill breather and a temperature controlled thermostat, and newly installed electrical system. \$3,500.00 OBO. Call 785-594-6617 and leave message.

Wayside Waifs, Kansas City's largest pet adoption center, is seeking a full time veterinarian to join our team. Responsibilities include medical assessments, spay/neuter surgery, and emergency medical treatment. Requirements: must be licensed to practice veterinary medicine in the state of Missouri, excellent leadership skills, thrive in a fast paced environment, and ability to mentor clinic staff and veterinary interns. If you are interested in joining our team, please view the entire job description via our website at www.waysidewaifs.org, and to apply online. You may also send your letter of interest, resume, and references to Melissa Crites, Office Manager, to mrcrites@waysidewaifs.org.

Lionsgate Pet Hospital is seeking an experienced full-time Veterinary Technician to join our growing four doctor practice. This is the job you've been waiting for! Join our fun, upbeat and talented staff, where we have great clients and practice high quality medicine. Send your resume and references to lloracook@yahoo.com.

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State Line Animal Hospital and Holistic Health in Leawood Ks is seeking an experienced veterinarian for our innovative veterinary hospital. We are a small animal practice that embraces both Western and Eastern medicine. We offer holistic treatment, such as acupuncture, chiropractic, cold laser therapy and Chinese herbs. We also offer ultrasound, digital radiology, surgical and dental procedures, preventative health care, boarding and grooming. We also have an on-site doggie day care in which staff dogs and client dogs are free to roam the clinic and interact with clients and other dogs that enjoy the "pack environment" We have a separate facility adjacent from the main clinic where we treat and house our feline patients as well as treat our holistic patients. We are seeking a PT or FT doctor that is qualified and excels in orthopedic surgery and general medicine. Please see our website at statelineah.com for more information about us. Please send resumes to sbarchman@yahoo.com.

Seeking full-time or part-time veterinarian for small animal practice. Future ownership is very possible. Owner nearing retirement. Digital X-ray and Abaxis lab. If interested, email is_tucker@laurelanimalhospital.com.

Specialty Clinic Seeks Technician: Veterinary Allergy and Dermatology Clinic in Overland Park has an immediate opening for a veterinary technician. Registered Veterinary Technician preferred but will consider training the right candidate. Full time or Part time. Able to assist the DVM in all aspects of veterinary medicine including, but not limited to, venipuncture, anesthesia monitoring, animal restraint, procedural assistance, etc. The technician will be trained in more specialized procedures. Knowledge of veterinary dermatology is a plus. Excellent client communication skills are essential. Salary dependent on experience/education level. Send resume and cover letter to dsenter@everestkc.net.

Two Dogs and a Cat Veterinary Clinic is seeking Full-Time and Part-time Veterinarians to join our practice. We are located inside Two Dogs and a Cat Pet Club in the heart of Overland Park, KS. Two Dogs and a Cat is a premier Boarding, Daycare, Grooming and Veterinary Services. Our Veterinary Practice opened just 12 months ago and we are experiencing tremendous growth! Equipped with state of the art equipment (Full in-house IDEXX CBC/CHEM/LYTE/UA analyzers; DR radiology; Midmark U/S dental equipment, Cardell Monitors, etc). Our team will make you feel at home and embrace you to our club atmosphere! Our clients are loyal and committed to exceptional petcare! Competitive salary, benefits and bonus/shares opportunities!!!! Candidates should submit their resume to: john@twodogsandacatpetclub.com or contact John Cavalcanti – 615-974-5352

Spay Neuter Kansas City is seeking a full time Veterinarian to join our team. We are looking for someone who supports our mission, core values and loves people and pets. Our goal is to reduce the surplus of homeless pets in the community as well as provide wellness care and vaccinations for lower income pet owners which helps to increase pet retention and keep pets healthy and our community safe. Job duties will include work in wellness and spay neuter surgery. Must be willing to commute to both of our clinics located in Kansas City Missouri and Kansas. Full Time – Tuesday through Friday and half days on Saturdays. Must be able to obtain both KS and MO licenses. Salary range pending experience and excellent benefits package. Please email resume to snkc@snkc.net or apply online at www.snkc.net

Gladstone Animal Clinic L.L.C. (Kansas City Suburb) is seeking an associate veterinarian for a fast paced 6 doctor practice. Will consider both full time and part time. Our practice offers digital radiography, high speed dental equipment, digital dental radiography, in house lab, and ultrasound. We offer a competitive salary with bonus incentives, no emergency duty, CE Allowance, liability insurance, licensing dues, paid sick days and vacation. We employ 7 licensed veterinary technicians and a great support staff. Seeking someone with a great attitude and wanting to provide excellent client service and practice progressive medicine. Contact Jeff Schlager DVM at 816-914-6352 (cell) or 816-436-1100 (work) or jeffreyschlagerdvm@msn.com

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Busy small animal veterinary clinic in Northeast Johnson County is seeking an experienced full-time veterinary technician to join our animal healthcare team. Technicians work closely with our veterinarians as we strive to provide the highest quality care to our patients, with a focus on client education, as well. Job duties will include assisting with exams and medical procedures/treatments, dental cleanings, surgery preparations, monitoring and post-op care, running lab tests, recordkeeping, helping to keep treatment rooms clean, and assisting our front desk staff with client needs. This position offers a competitive salary and benefit package and includes Saturday hours. Employment applications can be found on our website at missionanimalclinic.com in our "Clinic Forms" section. Applications and/or resumes should be sent to missionanimalclinic@planetkc.com.

Spring Hill Veterinary Clinic in Spring Hill, KS is seeking a motivated individual with at least 3 years of experience for a full time associate veterinary position. We are a busy, 4 doctor practice with digital radiology, ultrasound, Abaxis in-house blood machine, Tonovet and more. We see mostly dogs and cats with a small amount of large and exotics. No emergency duty. If interested in applying, please send resume to springhillvet@yahoo.com or call Erin or Ryan Miller at 913-592-2770.