

VET VOICE

Newsletter of the Maryland
Veterinary Medical Association

Winter 2008

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Annapolis to Host MVMA's 2008 Winter Conference

The Double Tree Annapolis Hotel will host MVMA's 2008 Winter Conference January 25. Starting with a continental breakfast at 7 a.m., the conference features the top-notch education you have come to expect from MVMA in a convenient, one-day setting. Registrants will receive six hours of CE credit for attending the conference.

Conference Topics

Conference topics include:

Dental Radiology: A presentation of Intra-oral Bisection Angle and Near Parallel Techniques. A reading of Various Dental Radiographs to familiarize the Veterinarian with Radiographic Diagnosis.



Non-Invasive Mandibular and Symphyseal Fracture Stabilization: A presentation of mandibular fracture stabilization techniques practiced in the past, with a step by step presentation of current non invasive stabilization through the use of dental

composites. The use of dental Composites in Dental Luxation and Avulsion.

Base Narrow Canines and Vital Pulpotomy: Base Narrow Canine Teeth have become more prevalent, with persistent palatal trauma. The condition can be corrected with construction of a dental composite incline plane, or through Vital Pulpotomies. Both procedures will be presented.

Periodontology and Dental Extraction: The management of the periodontal pocket is the most common problem presented to the Veterinarian.

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Registration Now Open for 2008 Ski Seminar

What do you get when you combine top-notch CE with Colorado skiing? You get MVMA's 2008 Ski Seminar, delivering 20 CE credits while you enjoy the beauty of winter in the Rockies.

The Camel's Garden Hotel in Telluride, Colorado will host the seminar from March 31 - April 5, 2008. Registration fees are \$425 for veterinarians and \$150 for others involved with the practice including spouses, technicians, students or staff. You can register by completing the form on page 17 of this newsletter or by visiting www.mdvma.org. There's a link to the conference on the home page.

Conference Schedule

March 31 is set aside for arrivals with a welcome reception in the evening. CE sessions begin April 1 and run in the morning and late afternoon, leaving plenty of free time in the middle of the day.

The speakers are top quality and topics vary. There is a detailed schedule published on page 16 of this newsletter.

Hotel & Travel Information

Once you register with MVMA, make your reservations with the Camel's Garden Hotel as soon as possible. Call toll free 888-772-2635. You can also visit the hotel

continued on page 16

register online at

www.mdvma.org



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If you happen to be going to the NAVC in Orlando in January, our booth number is 3206. Or if you are heading to Las Vegas in February for the Western Vet our booth number is 377.



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Nomination & Elections Procedures & Deadlines

January 4, 2008: Nominating Committee receives list of expiring positions from Executive Director.

January 15, 2008: Nominating Committee report to Board of Directors.

February 15, 2008: Nominating Committee's Final Slate of Officers and Directors delivered to Executive Director including Bio's and Photo of each nominee.

February 19, 2008: MVMA Headquarters sends to Webmaster the Nominating Committee's report and containing the their nominees for open positions and a solicitation for independent nominations.

February 22, 2008: (120 Days from Summer Annual General Membership Meeting) MVMA Headquarters mails, to the general membership, entitled to vote, and all constituent groups, the Nominating Committee's report containing the their nominees for open positions and a solicitation for independent nominations.

April 22, 2008: (60 Days from Summer Annual General Membership Meeting) Deadline for receipt of Independent Nominations.

May 1, 2008: (60 Days prior to the start of MVMA's Fiscal Year) Deadline for receipt of elected or appointed Delegates & Alternates from Constituent Associations.

May 9, 2008: (45 Days from Summer Annual General Membership Meeting) MVMA Headquarters mails Ballots to membership.

June 20, 2008: Deadline for receipt of Ballots from membership.

June 22, 2008: Annual Summer General Membership meeting.



Protecting animal and human health since 1885.

Mission Statement: To ensure Society's access to the highest quality of veterinary services possible by supporting excellence in the MVMA membership and promoting public understanding of the veterinary medical profession.

2007 Executive Board

Dr. Jack O'Mara, President Pro Tem
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Dr. James B. Reed, Vice President
Dr. Carvel G. Tiekert, Sec./Treasurer

Dr. Gregory S. Svoboda,
Immediate Past President
Dr. Edward W. Jendrek, AVMA Delegate
Dr. Richard P. Streett, Jr., AVMA Alt. Del.

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Dr. Perry S. Crowl

Dr. Myron Bradley

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Montgomery County
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Maryland Assoc. of Equine Practitioners
Dr. Amy Polkes, Delegate

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Small Animal Practice
Food Animal Practice
Board Certified Specialist
Gov't./Corporate/Academic Practice

Dr. James Pelura
Dr. Heidi Heller
Dr. Charles L. Bray
Dr. Ronald O. Schueler
Dr. John W. Moffa

Committee Chairpersons

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Continuing Education Committee
Disaster Committee
Foundation Committee
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Dr. Myron Bradley
Dr. Raymond Ediger
Jack Stewart, RVT
Dr. Michael D. Erskine

Executive Director Association Coordinator Legal Counsel/Lobbyist

Ronald H. Sohn
Brittany Wittelsberger
William E. Erskine, Esq.

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VET VOICE

Vet Voice is the quarterly publication of the Maryland Veterinary Medical Association.

Editorial Contributions

Editorial contributions are welcome. Send your contribution to mvma@managementalliance.com

The opinions expressed by the authors published in Vet Voice are not necessarily those of the MVMA, its officers, directors or members and should not be construed as legal advice, medical advice or a recommendation of conformity.

Advertising Rates

Full page
\$600 · single issue
\$1,800 · four issues

Half Page
\$350 · single issue
\$1,050 · four issues

Quarter Page
\$200 · single issue
\$600 · four issues

To reserve an ad, contact Brittany Wittelsberger at, mvma@managementalliance.com or download a space reservation form from the vendor section at www.mdvma.org.

Deadlines

Editorial and advertising deadlines for upcoming issues are:

Spring 2008 · March 3, 2008
Summer 2008 · June 20, 2008
Fall 2008 · September 8, 2008
Winter 2009 · December 7, 2008

Circulation

Vet Voice is circulated to MVMA member veterinarians and technicians, as well as all registered veterinarians in the State of Maryland including government and academic practitioners. Total circulation for Vet Voice is 3,700.

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PRESIDENT'S MESSAGE



Challenges in Funding Veterinary Medical Education

Jack O'Mara, DVM • MVMA President Pro Tem

The Fall Conference in Timonium was characterized by a good turnout and high energy. The program was particularly strong due to the combined efforts of Dr. Perry Crowl and Dr. Mike Erskine. Additionally, Dr. Tracy DuVerney put together an outstanding corporate and government program. Her time and effort is greatly appreciated.

As I see it, one of MVMA's challenges is to serve as a conduit of information to its members impacting the veterinary profession. For those of you that were present at the luncheon meeting on November 8 in Timonium, you heard a compelling message from Dr. Mike Chaddock, Assistant Director of the American Association of Veterinary Medical Colleges, explaining the importance for Congress to pass the Veterinary Public Health Workforce Expansion Act.

Dr. Chaddock made the point that currently there is a shortage of 1,500 veterinarians mainly in the area of public health. Presently there are 2,500 veterinary graduates per year. In the event the number of graduates does not change in the next 20 years, a shortfall of 15,000 veterinarians is looming in the future. The federal government has not provided general funding to increase the number of veterinarians in over 30 years. The Workforce Expansion Act will have a major impact in the partial solution of this issue.

Veterinary Medical education stands

at the vanguard of the profession's future. Historically, operational funding of CVM has been from tuition, state funding and, in the last 40 years, research grants. It is generally well known that funding educational institutions in many states are not increasing and in fact some states are experiencing reductions. As a result, the burden to participate in identifying other sources of funding is falling on the profession as a whole.

Colleges of Veterinary Medicine have the mandate to train the next generation of veterinarians. In order to carry out this responsibility, these institutions have to continually invest in the upgrading of their physical facilities and maintain and increase a dedicated and credentialed faculty. On another level, not unlike the challenges facing today's veterinary practice.

My limited research shows that physicians, dentists and veterinarians as a group are not known for their philanthropy. There are some notable exceptions to this observation, but is generally true.

Currently, VMRCVM finds themselves in this juggernaut. With evidence that the funding pipeline is slowing, some of the burden falls on the veterinary community. The time has arrived for all of us as individuals to rethink our priorities relative to gift giving. Becoming advocates by making the case for veterinary medical education to high-net worth individuals seems to me appropriate in this changing environment. ◆

Westward Ho to Rocky Gap!

The holidays are over and winter is here. It may be hard to think about summer, but in six short months, the MVMA summer meeting will be held at Rocky Gap from June 22-25, 2008.

The Rocky Gap Resort is great place to have a family vacation while attending the conference. The Jack Nicklaus designed golf course is set up to challenge every handicap, from the novice to the scratch golfer. The lake offers a unique experience to the native Marylander. Did you know that Maryland is the only state without a natural lake? A lake beach is right outside your room.

Canoeing and paddleboats are all here. Have you ever wanted to try fly fishing or bass fishing? You can get all the equipment and a license at the lodge. Or if you're really looking to get

away from it all, the resort offers a top of the line spa with all the amenities and services you would expect at a first class resort.

Rocky Gap is your strategic launching point to Western Maryland. Are you a history buff or maybe a hiker? The Appalachian Trail is a short drive from the Rocky Gap resort. The AT passes right through Washington Monument State Park, where the very first monument was erected in honor of the father of our country. Other area state parks include Fort Fredrick State Park, which dates back to the French and Indian Wars. The area offers hiking trails in the Allegany's and Historical tours in Cumberland. For those that like to bike, a shuttle is available to take you to the C & O canal for a scenic ride. You can pack a lunch and make a day of it.

Whether you come by yourself, with your family or meet friends, make sure you make your reservation at Rocky Gap. Consider a change of pace and put the dates on your calendar now. Come see the other side of Maryland!

On the Web

Here are some web sites to provide a glimpse of the region and the opportunities it provides:

www.rockygapresort.com
www.ahtmtrail.org
www.mdmountaininside.com
www.downtownCumberland.com
www.wmsr.com
www.laurelhighlands.com
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AVMA District II Update

by John Brooks, DVM, AVMA District II Representative

Greetings from your AVMA! I hope this brief overview of the past few month's AVMA activities will help to provide each of you, as District II AVMA members, a better insight into the AVMA ongoing issues and personnel changes.

The annual AVMA convention was held in Washington, D.C. this past July with a record 10,300 attendees and over 1,000 hours of CE offered. Those attending the House of Delegates were privileged to see Dr. Greg Hammer, your former executive board representative, assume the presidency of the AVMA. Greg, in his remarks, challenged each of those attending to work hard to further the successful passage of the Veterinary Public Workforce Expansion Act, Senate bill 746/House Bill 1232. This particular bill would authorize \$1.5 billion over 10 years to build the capacity in veterinary medical education to expand the workforce engaged in public health practice, food safety and biomedical research.

Additionally, at the convention, Dr. Bruce Little was honored as he prepared to retire from his position as executive vice president for the AVMA. Dr. Little was instrumental in moving

the AVMA forward on many fronts during his tenure as executive vice president and established the AVMA as the international leader in organized veterinary medicine. Dr. Ron DeHaven, former administrator for APHIS, was selected to succeed Dr. Little and Dr. DeHaven started to work on August 9. Other senior AVMA personnel changes of note included Dr. Janet Donlin, assistant executive vice president, leaving the AVMA to take a senior position with Hill's Pet Nutrition.

My AVMA responsibilities for the next several months include the executive board liaison to the Council on Public Health and Regulatory Veterinary Medicine, the Food Safety Advisory Committee and the Committee on Disaster Issues. All of these entities meet twice yearly for two to three days.

I traveled to Atlanta on October 10 for the fall meeting of the CPHRVM which will be hosted by Dr. Lonnie King at the CDC. This is a great opportunity for the AVMA to become more familiar with the workings of the CDC and to develop a closer relationship. This comes at a very opportune time as the AVMA moves the One Medicine, One World initiative forward, spearheaded

by AVMA Past President, Dr. Roger Mahr.

I recently accepted appointment as a director for the American Veterinary Medical Foundation (AVMF). The main emphasis of the AVMF is in the arena of disaster response through the AVMA VMAT infrastructure and support of the State Animal Response Teams (SART). The potential for the AVMF to grow its presence in these areas is directly dependent on each of our AVMA members being vocal advocates for the AVMF.

The next few months will be very busy as I travel to AVMA headquarters and other sites representing our membership. I want to thank each of the veterinary associations in District II and the members for the great hospitality extended to me as I attend the annual state VMA events. I have said it before, but it's worth repeating, I have the distinct honor to represent not only the largest number of AVMA members in any district, but without a doubt, the most active and forward-thinking veterinarians. I wish the best to you and yours and as always, remain available either directly, or through your AVMA delegate and alternate to respond to your concerns. ◆

MVMA Advertising Policy

Advertising will be accepted in the Vet Voice under these guidelines:

- The MVMA reserves the right to reject advertising which it deems unsuitable and to refuse acceptance from advertisers of questionable credit or trade standing.
- Advertising which simulates reading matter will be plainly marked "advertisement" in a typeline above or below the insertion, in accordance with postal regulations.
- Cancellation will not be accepted after the closing date (see deadlines below). Payment must be submitted with advertisement.
- Outstanding payments must be brought up-to-date before any new advertising will be inserted.
- Initial review of proposed advertising or classified ads will be made by the editors.
- The MVMA is only responsible for providing advertising space, and is not liable for the content of advertisements appearing in the Vet Voice.
- The MVMA reserves the right to determine the placement of all advertisements.
- A signed contract must be submitted with each application prior to publication.
- An advertiser may change the copy of the ad in any issue. The ad will be repeated as in the previous issue if the publisher has not received new copy by the specified issue deadline.
- Insert advertising will not be accepted.
- An ad tear sheet will be provided upon each publication of the magazine issue in which the ad runs.

Notes from the Special Session of the General Assembly

by James Pelura III, DVM, MS

The issue most at the forefront in the news and the minds of those in the equine industry in Maryland is the recent Special Session and the resultant "Slots" bill. The bill that was passed by the General Assembly provides for the slots question to go to referendum i.e. lets the voters decide if they want slots in Maryland.

The bill also provides for the specific locations for the slot machines and how the proceeds would be distributed. There are two major hurdles for slots in Maryland that must be overcome.

1) The voters must pass the referendum

2) Should the referendum pass, slots facility must still be approved by local zoning laws.

So, in short, slots is not a sure bet for Maryland. Unfortunately, the Equine industry and in particular, the racing industry in Maryland, was led to believe that the introduction of slot machines in Maryland would translate into increased revenue for the racing industry. This is not necessarily so.

If you read the bill, Section C states: (C) (1) Except as provided in Subsection (E) of this section, the State may issue up to five video lottery operation licenses throughout the State for the primary purpose of raising revenue for:

(I) Education for the children of the State in public schools, prekindergarten through grade 12;

(II) Public school construction and public school capital improvements;
(III) Construction of capital projects at community colleges and public senior higher education institutions.

The only money designated to the racing industry is a promise from Governor O'Malley that he will give 5% of the slots proceeds to the racing industry in Maryland.

This is only a promise. Should slots not produce the expected amount or should the Governor decide that the money should go elsewhere; the racing industry may get little or no slots money.

All of this remains to be seen. Meanwhile, the non-racing equine industry in Maryland is alive and well.

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MVMA Seeking Award Nominations

MVMA is seeking nominations for the following awards. Nominations are due by April 30, 2008.

Distinguished Veterinarian

This award recognizes a veterinarian who has tirelessly served the profession. Candidates must have actively worked within our profession and served the veterinary community at the local, state or national level. Veterinarians from all fields are considered equally. This award is open to private practitioners, as well as industrial, academic or governmental veterinarians.

Award Criteria

- The nominee must be a graduate of a recognized veterinary college.
- The nominee must have been an MVMA member for the last five consecutive years.
- The nominee will be a member of our profession who has demonstrated consistent effort on behalf of our fellow veterinarians to enhance and strengthen their professional environment at the local, state or national level of organized veterinary medicine.

The Good Doctor Award

This award is designed to honor a veterinarian who has demonstrated the kind of compassion and

kindness toward clients, patients and the community reflected in the term, "The Good Doctor."

Individuals nominated should be cited for an act or series of acts which demonstrate such compassion and kindness. Many veterinarians do outstanding things in their service to patients, clients and the community that often go unrecognized. We hear stories about veterinarians who have worked with missions in foreign countries to help in self development programs for agriculture and livestock; of veterinarians who regularly devote time to the teaching of children or to the psychological and emotional care of adults; of veterinarians who have made a contribution to knowledge about a particular disease or a treatment modality. Any MVMA member, whether practitioner, researcher, teacher, regulatory, is eligible to be considered.

Award Criteria

- The nominee must be a graduate of a recognized veterinary college.
- The nominee must have been a MVMA member for the last five consecutive years.

To nominate someone for either award, please complete the form below and return it to MVMA headquarters by April 30. You can also complete this form in the members-only section of MVMA's web site. ◆

I would like to nominate _____
for the Distinguished Veterinarian Award Good Doctor Award

Briefly describe the reasons for your nominations below. Please attach a separate piece of paper if the space is not sufficient

Your name _____ Phone _____

MVMA Remembers Ray Thompson

December 2007 marks 10 years since the MVMA lost a dear friend, Ray Thompson. Ray served the association for 39 years as its executive director.

The problems and issues the MVMA addressed and often resolved under Ray's leadership were representative of issues facing the veterinary profession nationally. Many of the solutions the MVMA adopted were used by other veterinary associations throughout the United States. Among them are the sale of vaccines in supermarkets and acupuncture on animals.

Ray did not hesitate to express his views on the issues based on many years of handling of similar problems for other associations he represented. His views and advice would assist the board in selecting the approach to resolve the problems at hand. The executive board and board of directors would then set the direction for Ray to follow. Once he knew the approach MVMA desired, he would expertly represent us to the various interest groups including legislators, business executives and the general public. The letters he wrote on our behalf were always well thought out and clearly expressed the points the association wished to make.

Although he was not a veterinarian, Ray's work and deeds for the profession greatly enriched veterinary medicine. He always kept the interest of animals, the veterinarian and the profession foremost in his mind. He consistently did what he thought would best advance the goals of providing the highest level of professional care and compassion for the animals and would best represent the professional, association and individual veterinarians in a good light. ◆

National Animal Health Emergency Response Corp

In 2001, the USDA's Animal and Plant Health Inspection Service (APHIS) established the National Animal Health Emergency Response Corps (NAHERC) to respond to exotic disease outbreaks or disasters affecting animal health. Professional veterinary surge capacity is urgently needed to assure a decisive response to potential animal health emergencies.

NAHERC members may be called upon to assist in the Federal response and support to domestic and international animal disease outbreaks, threats, or natural disasters. Qualified applicants have their name and credentials added to the NAHERC emergency roster. Once on this list, should our nation be faced with an emergency, you may be called to serve on a voluntary basis.

When activated, NAHERC applicants become temporary employees of

USDA-APHIS-Veterinary Services (VS). The length of appointment varies depending upon the emergency and the availability of the applicant. Over the years, veterinary professionals enrolled in the NAHERC have assisted with the 2001 foot-and-mouth disease outbreak in the United Kingdom, the 2002 low pathogenic avian influenza task force in Virginia, and the 2003 Exotic Newcastle Disease task force in California. More than 300 NAHERC members have responded to requests for assistance.

To qualify, NAHERC members must meet all qualification requirements at the time of application.

Educational Requirements

Veterinary Medical Officer - Doctor of Veterinary Medicine (DVM) or equivalent degree, i.e., Veterinary Medical Doctor (VMD), obtained at a

school or college of veterinary medicine accredited by the American Veterinary Medical Association Council on Education (AVMA).

Animal Health Technician – Life experience and/or educational experience in the animal health field.

To Apply

Go to www.usajobs.opm.gov. Under "Search Jobs" enter the keyword "NAHERC." Select the Veterinarian or Animal Health Technician job announcement. Follow the instructions and enter a short resume.

Contact information for assistance is at the end of the job announcement. Fax or mail a copy of your veterinary credentials to the address provided.

Questions

Contact NAHERC at 301-734-8073 or NAHERC@aphis.usda.gov. ◆

2008 Relief Veterinarians

Dr. Robert Slade

SA
Licenced in MD & PA
Phone: 410-374-3317

Dr. Micaela Z. Shaughnessy

SA exotic
Monday-Friday
Phone: 703-660-6362
Northern Virginia, DC, and Maryland
MZSVMDC@dacaccess.net

Dr. Ronald Spikloser

Licensed in MD and PA
Phone: 410-560-1515

Dr. Michael Berman

23 years of experience small animal medicine. Specialties are gastrointestinal endoscopy and geriatrics.
Phone: 301-869-9693
Zaggo@aol.com

Dr. Jennifer Rammelmaier, SA

Exotic, Holistic
Phone: 410-531-9213
Holistic.vet@juno.com

Dr. Sally Wechsler, SA

Licensed in MD & VA
Phone: 301-681-8895

Dr. Gerald Beck, SA

Phone: 813-980-1682

Dr. Jean Doyle, SA

P. O. Box 568
Berkeley Springs, WV 25411

Dr. Ann Hickson, SA

Medicine and Surgery
Phone: 410-882-7273

Dr. Mark Monaco

Phone: 410-455-0286

Dr. Jerry Dienhart, SA

3083 Scottsborough Way
Riva, MD 21140
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Dr. Lee Lianides, SA

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Dr. Nancy Wiswall

Licensed in MD, DC, VA, & PA
Phone: 301-493-9090

Dr. Nancy Little

SA/MP medicine & surgery
Maryland will travel
Phone: 301-972-7069

Dr. Basheer Ahamed

Cell: 240-505-5660
AhamedB@yahoo.com

Dr. C. Swandby

Equine
Maryland and Virginia license
Phone: 301-865-5006

Dr. Amy Campbell

Licensed in Maryland, Virginia, North Carolina, and Florida
Phone: 252-441-6046
Fax: 252-441-6046

Dr. Bonnie Meller

20 Years experience in small animal medicine and surgery. Also proficient in birds, reptiles, pocket pets, and exotics. Licensed in MD, PA, GA. Owned and operated a AAHA certified hospital for 19 years.
Phone: 717-225-1133
Fax: 717-225-1166
Frenchydoc4@aol.com

Dr. Susan Gordon-Garcia

240-274-6659-c
301-934-1928-h
jgarcia@olg.com
licensed in md and va.
experienced caring dedicated veterinarian-small animals

Gregory Burbelo

829 Crystal Palace Court
Owings Mills, MD 21117
410-998-2091
Cell: 410-207-4584
GJBurbelo@aol.com

Tolulope Ogunyemi

443-616-9111
etro2@hotmail.com

Dr. Michael Treger

Relief Veterinarian: 38 years experience in canine and feline companion animal medicine and surgery.
410-561-1663

Dr. Jodi Holcomb

Traveling Paws, LLC
Primarily focus on small animal medicine & surgery, but will see exotics as needed. Currently I am in the following areas: Hagerstown to Taneytown to Frederick and New Market.
301-216-0066

Reporting of Enforcement Actions

by Laura C. Downes, Executive Director

In an effort to increase transparency of governmental activities, promote the work performed by governmental agencies, and protect the public, the State Board has recently begun reporting to the Public Information Office of the Maryland Department of Agriculture (MDA)—under which it is housed—all formal disciplinary actions taken by the State Board. Such reporting is also being conducted by various other enforcement programs within MDA, at the request of the Governor's Office and the Office of the Attorney General.

What types of actions will be reported? Formal disciplinary actions will be reported when the State Board has issued a civil penalty or censured, placed on probation, suspended, or revoked a licensee. Informal actions, such as letters of advice or admonishment, are not subject to public disclosure; likewise, complaints filed with the State Board, but which are dismissed, will not be reported.

Although formal disciplinary actions have been available to the public upon written request, it is important for veterinarians, registered veterinary technicians, and veterinary hospital owners to realize that the publicizing of such actions may affect how they conduct business. The

State Board is hopeful that the reporting of formal disciplinary actions will contribute to the following: aid in educating its licensees on the importance of being in compliance with the State Board's laws and regulations; prevent similar instances from recurring amongst those who have been disciplined by the State Board; and act as a deterrent for those who have a "clean" record with the State Board.

Questions regarding reporting may be directed to the State Board's office, at (410) 841-5862, or DownesLC@mda.state.md.us

State Board Enhances Web Presence

Another significant move made this year that is anticipated to affect Maryland's veterinary community and the pet-owning public is the reconstruction of the State Board's webpage. State Board office staff has devoted considerable time to revising content for the provision of a more comprehensive and user-friendly webpage.

With the assistance of MDA's Information Technology program, the State Board is now able to offer information including, but not limited to, the following on its webpage: easy access to laws and regulations governing the practice of veterinary medicine in the State of Maryland; for veterinarians and veterinary hospital owners, license applications, including instructions and forms; for veterinary technicians, registration applications, including instructions and forms; requirements for submission of continuing education credit approval; a listing of all licensed and currently registered veterinarians in the State; instructions for obtaining letters of good standing; instructions for reporting change of address; and member rosters of the State Board and the Veterinary Technician Committee.

The webpage can be found at www.mda.state.md.us. Under Quick Links, click on "Board of Veterinary Medical Examiners." We hope that visitors of the State Board's webpage will find it beneficial, and we welcome your feedback. ◆

AVMA DVDs Now Available

Recently the American Veterinary Medical Association created a 29 minute educational DVD entitled "Veterinary Medicine: It's More Than You Think". The piece is aimed at students in grades 6 - 12 to offer encouragement to young people interested in the profession. The DVD explores all aspects of veterinary medicine and includes fun facts and pop up quizzes.

The Maryland VMA has ordered 6 DVDs for our members to borrow as needed. If you are interested in borrowing a DVD, please contact Britt at 410-931-3332 x 107 or mvma@managementalliance.com.

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Announcing a Certificate Program in Veterinary Practice Business Management



An intensive, practical program designed to provide veterinarians and managers with the basic business knowledge required for efficient and effective private clinical veterinary practices. This cohort-based course is held over four weekends and is taught by professors from Virginia Tech's Pamplin College of Business and practicing, in-the-field veterinarians.



Classes begin April 3 at the
Hotel Roanoke & Conference Center, Roanoke, VA

WEEKEND 1

- The Duality of a Professional Veterinarian—Why Are You Here?
- Leading and Building Effective Teams
- The Veterinary Profession: Challenges and Opportunities
- Strategic Planning I, II
- Organizing Your Practice
- Regulatory and Legal Issues
- Case Study: Strategy

WEEKEND 2

- Discuss Strategy Case
- Marketing: More Than the Yellow Pages
- Managing Customer Relations
- Growing Your Practice
- Case Study: Marketing
- Managing Change I, II
- Effective Delegation

WEEKEND 3

- Discuss Marketing Case
- Financial Statements
- Cash Management
- Capital Budgeting and Financing
- Financial Planning
- Case Study: Finance
- Discuss Finance Case
- Financial Projections
- Capstone Case Study: Business Plan

WEEKEND 4

- Capstone Case Study: Business Plan Presentation Development
- Selecting and Retaining the Best Employees
- When to Fire and When to "Fire Up" Employees
- Increasing Your Awareness of Labor Laws and Illegal Practices
- Identifying and Responding to Complaints of Discrimination and Harassment
- Capstone Case Study: Business Plan Presentation Development
- Capstone Case Study: Business Plan Presentation and Discussion
- Selling Your Practice
- Graduation Luncheon

The four-module program is \$7500 and includes:

- Class materials and texts
- Breakfasts, lunches, and dinners
- Graduation banquet
- Framed certificate of completion

For more information

Contact **Frank Smith**
Director, Management and Professional Development
Virginia Tech's Pamplin College of Business
E-mail: fmsmith@vt.edu
Phone: **(540) 231-5566**
Or visit: www.vetbus.pamplin.vt.edu

www.vetbus.pamplin.vt.edu

This program is endorsed by the Virginia, Maryland, and Delaware Veterinary Medical Associations

DR 101: What is DR, Really?

DR stands for Direct Radiography. Many people mistakenly think that DR stands for digital radiography -- which leads to a lot of confusion in the market. In digital radiography, there is CR (computed radiography -- not addressed here) and DR (direct radiography). Within DR, there are currently two acceptable product types: CCD-DR and Flat Panel DR.

Flat panel DR is either amorphous silicon or amorphous selenium based plates. Most systems use the silicon variety. In the latter variety, a phosphor is exposed to x-ray and the phosphor is excited by the radiation and emits light. The light is converted to a digital signal in much the same fashion (but backwards) that your high-definition television takes a digital signal and emits light. The resultant image is then read and processed. Generally, this process is very fast. Native resolution is usually low, so some post processing is needed to display good images. The results from some panels can vary. In most cases, the lower the cost of the panel, the lower the quality of the image.

One advantage of flat DR systems is that because they are flat plates, they can be made portable. So, if your practice includes large animals, you might consider going to flat panel DR. There are several serious disadvantages to flat panel DR. First, the imaging

plane is made from a glass substrate that can crack. Radiation makes glass brittle, so the likelihood of the panel having a catastrophic failure due to glass breaking is very high. Repair costs are enormous, making costly repair contracts absolutely necessary. Second, when exposed to radiation, metals oxidize. Eventually, some connections will fail causing unrepairable defects that appear as lines through images. Unlike CCD DR systems, because of the nature of the flat DR product, the connections cannot be protected from radiation, so radiation-induced failure is expected from five to seven years after first use, further increasing the need for expensive service contracts.

CCD DR is pretty simple in construction. All CCD systems work in similar ways. First, a phosphor is exposed to x-ray and is excited by the radiation. The excited phosphor emits light. As the light is emitted, a CCD chip captures the light. CCD sounds fancy, but it really isn't. Think of this capture process similar to capturing an picture of your car. There is light reflecting off of your car (thus we see it -- with no light reflected, the car would be invisible) and you capture the reflecting light using your digital camera. All CCD DR systems do just that. The methods and chips used differ greatly, but they all accomplish the task of capturing light in the same fashion.

A CCD system is comprised of five main components: a phosphor, a mirror, a lens, and a chip (camera). The fifth, most overlooked component and possibly most important component is processing software. Raw CCD images are only moderately diagnostic because of the extreme low level of light being captured and all require very good math to properly process good images.

One advantage of CCD DR is that they can often be slightly to significantly less expensive than their flat DR counter-parts. CCD chips have been in use in the scientific arena since

the dawn of the space-age. This mature technology, along with some recent breakthroughs in chip manufacturing, means that they can be and are produced very inexpensively.

There are several systems on the market that use cooling methods to cool the chips and several that do not. One recurring question we are asked is, "Is cooling better than uncooled?" Vendors who manufacture uncooled systems will tell you that cooling systems add complication for no great benefit, and they can break more easily. Certain chips do require cooling and certain chips do not. One is not necessarily better than the other. So, what do the images look like and is the exposure reasonable? If the images satisfy you and the exposure is acceptable, then dismiss any construction issues and worry about what really matters - software and support.

Several years ago, CCD systems produced fuzzy images that were mostly diagnostic, but left you with much information to ignore while reading films. Today, the hardware and software technology, including patented algorithms, has evolved so rapidly that now CCD systems are generally as good as, if not better than their flat DR counterparts.

Cautionary conclusion: there are good manufacturers and bad manufacturers of both types of DR. Some flat panel produce very good images, but the after-sale support is horrible. Some

CCD systems are as cheap as \$30,000 but produce bad images. Don't go cheap. If you are choosing flat panel, get the more expensive one. If you are choosing CCD, don't get the cheapest one. Use your intuition. So, when deciding on a digital x-ray system, get images, talk to users, get a hands on demonstration, and don't overspend. Most importantly, feel comfortable with the vendor and/or dealer with whom you will be married to for many years to come. ♦

Ferno to Host Seminar in Olney

Ferno is hosting a "Physical Medicine and Rehabilitation in the Veterinary Clinical Setting" seminar in the DC area on March 15 and 16, 2008. The Sunday wet lab will be held at Town & Country Animal Clinic in Olney, MD. For more information visit www.fernovetsystems.com/smallanimal/education_twoday.htm

Pain Management in Veterinary Medicine

by Chris H. Runde, DVM, President

The recent series in DVM NewsMagazine on State Board complaints has prompted questions about the issue of pain management in veterinary medicine.

While there are published general guidelines for pain management in modern veterinary practice, the Board would encourage veterinarians to consider each case individually and to choose pain management based on his or her training and experience. Common sense, client communication, sound defensible clinical judgment, and excellent record-keeping are your greatest assets should a complaint arise. Ultimately, if there is a question as to the appropriateness of therapies chosen, the complaint would be reviewed by an expert.

The Board would also like to take the opportunity to bring the following problems to the attention of the veterinarians of Maryland:

First, we would like to discourage the charging of various fees to cover

what should be considered the normal cost of doing business in the modern world. Such fees as “medical waste disposal fee” or “radiation registration fee” are inappropriate and likely will serve only to irritate or even anger clientele. Veterinarians are certainly entitled to set fees as they see fit, and to recover expenses and to realize a profit. If a practitioner needs to charge slightly more for a radiograph or surgery to do so, it is entirely appropriate. “Nickel and diming” clients with bogus fees is unprofessional.

Secondly, record-keeping violations continue to be the most common infractions found when reviewing complaints. Proper recordation of anesthetics given, intravenous fluid rates, and post-surgical monitoring are frequent problem areas. Better record-keeping leads to better medicine, patient care, and client communications, which will prevent complaints from occurring to begin with. The AVMA and AAHA have a wealth of information on

the subject. Also, the Maryland State Board of Veterinary Medical Examiners’ regulations on record-keeping may be accessed at www.mda.state.md.us.

Finally, we would like to remind each veterinarian that, should an animal boarding at their facility develop a problem requiring medical attention, it should be handled like any other case requiring medical care—with proper record-keeping and client communication. If the client is unreachable, document all attempts at communication in the record and make repeated attempts to contact them. When the animal is dropped off for boarding, obtain as much contact information as possible and ask for contact information for an individual who may act as the owner’s agent, should an emergency arise. Our Board continues to receive complaints concerning the development of medical problems in boarded animals. This is a preventable situation.

Please contact the Board if there are any questions.

Pet First Aid Kits Available from The Red Cross

Does your customer know when it's time to bring Bruno in?



Do they have a First aid kit to help them take care of him in the meantime?

Knowing how to respond in case of an emergency is crucial. Red Cross Pet First Aid Kits are an important step in being prepared. The kits are \$21 each but when you buy in bulk the Red Cross will offer complimentary Pet First Aid classes to you and your customers. Other benefits such as tax deductions and recognition of your commitment to pet safety in Red Cross of Central Maryland publications are also available.

To purchase your kits or to learn more about this unique partnership with Maryland’s veterinarians contact Michael Ward at 410/624-2032, or mward@arc-cmc.org.



Annapolis to Host Winter Conference (continued from page 1)

Proper Prophylaxis and home care are a must. Periodontal therapy from simple curettage to Muco-gingival surgery will be presented. Dental Extractions often are more traumatically treated than necessary. A step by step presentation of proper extraction techniques will be presented.

About the Speaker

Peter Emily, DDS, Hon. AVDC, AVD

Dr. Emily is an accomplished human and veterinary dentist with a career spanning over 40 years. He received his Doctor of Dental Surgery at Creighton University, Omaha Nebraska and his Certificate of Periodontology from the University of Pennsylvania. Dr. Emily later went on to receive his post-graduate certification in Pediatric Dentistry, Endodontics, Oral Surgery and Restorative/Prosthetic Dentistry from the Dental Division of Denver General Hospital.

Dr. Emily is a Diplomate of the American Veterinary Dental College



A special thank you to Merial, Ltd. for sponsoring the 2008 MVMA Winter Conference

and the Academy of Veterinary Dentistry. He currently holds the position of Director of Animal Dentistry at Colorado State University, School of Veterinary Medicine, is a Dental Faculty Affiliate at the University of Missouri at Columbia, and is Director of Exotic Animal Dentistry at the Denver Zoological Gardens. Dr. Emily has also worked extensively with the University of Guelph in Canada on the biomechanics of movement and kinesiology. Dr. Emily also regularly works on the animals of Siegfried & Roy in Las Vegas.

When not working in the mouths of people and animals, Dr. Emily serves as the Dental Consultant and Conformation Judge for the American Kennel Club. Dr. Emily has written and presented extensively including author and coauthorship of three veterinary dental textbooks and multiple dental publications and manuscripts.

He has lectured extensively for over 20 years to veterinary groups and dog clubs throughout the USA, Europe, Australia, New Zealand, China, Brasil and Japan on canine locomotion, lameness and the genetics of occlusion (bites). In addition, he has conducted extensive research and development of veterinary dental medicaments and oral health aids.

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Registration is limited to 100 people, so register today. You can complete the registration form on the right or register online at www.mdvma.org.



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- **ACTIVITY REPORTS:** track the number of candidates viewing your job, the number applying online, and the times your ad was emailed to a friend or sent to job seekers in our new "job search agent."
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- **POSTING PACKAGES:** choose the options to suit your organization. Competitively priced packages offer more cost-effective recruiting than major commercial job boards, newspapers, or other services.

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Registration Form

MVMA 2008 Winter Conference

Friday, January 25, 2008 • 8:30 a.m. - 4:30 p.m. • Doubletree Annapolis Hotel

HOW TO REGISTER

To register for MVMA's 2008 Winter Conference, simply complete the form below and return it with payment to MVMA headquarters. You can also register online at www.mdvma.org.

REGISTRATION FEES

	Postmarked or Faxed Prior to January 8, 2008	Postmarked or Faxed After January 8, 2008
Veterinarian	\$155	\$170
Technician/Student	\$130	\$145

Registration includes continental breakfast, morning and afternoon breaks and lunch.

REGISTRATION INFORMATION

Please print. Registration is also available online at www.mdvma.org.

Name: _____ DVM VMD RVT Technician Student

Name: _____ DVM VMD RVT Technician Student

Name: _____ DVM VMD RVT Technician Student

Name: _____ DVM VMD RVT Technician Student

Name: _____ DVM VMD RVT Technician Student

Practice Name: _____

Address: _____

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Phone _____ Fax _____

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(Include city, state, zip if different from above)

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Return your completed form and payment to:

MVMA • 8015 Corporate Drive • Suite A • Baltimore, MD 21236 • 410-931-3332 • fax: 410-931-2060

NO REFUNDS AFTER JANUARY 11

Registration Open for 2008 Ski Seminar (continued from page 1)

at www.camelsgardenhotel.com. Space is limited, so make reservations early. Mention you are with the "MVMA" for the discounted rate. Overflow of bookings will be placed in the sister hotel, The Ice House, next door.

Bring a bathing suit. There is an outdoor hot tub at the Camel's Garden Hotel just outside of the meeting room.

It is appropriate to wear bath robes to class to save time.

Getting There

Fly into Montrose Airport, Cortez Airport, Durango Airport or Grand Junction Airport and take the Shuttle into Telluride. Due to severe weather and updrafts, flying directly into the Telluride Airport is not recommended.

Shuttles

Mountain Limo - 888-546-6894
www.mountain-limo.com

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Telluride Reservation Center
888-353-5473
www.telluride.com ◆

SEMINAR SCHEDULE

MONDAY MARCH 31	TUESDAY APRIL 1	WEDNESDAY APRIL 2	THURSDAY APRIL 3	FRIDAY APRIL 4	SATURDAY APRIL 5
Arrivals and Check In	7:15 a.m. - 9:15 a.m. Non-Invasive Mandibular and Symphyseal Fracture management and Avulsion/Lxation <i>Peter Emily, DDS, Hon. AVDC, AVD</i> <i>School of Veterinary Medicine, Colorado State University</i> Continental Breakfast Available	7:15 a.m. - 9:15 a.m. How 3 Year Vaccine Protocols Can Benefit Your Practice <i>Sue Reiter, DVM</i> Continental Breakfast Available	7:15 a.m. - 8:15 a.m. What Went Wrong? <i>Craig Webb, D.V.M., MS, PhD</i> Continental Breakfast Available 8:15 a.m. - 9:15 a.m. Giardia in dogs and cats <i>Michael Leib, D.V.M., MS, DACVIM</i> <i>C.R. Roberts Professor of Small Animal Medicine Internal Medicine</i> <i>Department of Small Animal Clinical Sciences, Virginia Maryland Regional College of Veterinary Medicine</i>	7:15 a.m. - 11:15 a.m. Henry Schein Dental Wet Lab Continental Breakfast Available 11:45 a.m. - 4 p.m. Fly Fishing Picnic	7:15 a.m. - 9:15 a.m. Helicobacter gastritis: Does it cause vomiting in dogs and cats? & Chronic large bowel diarrhea in dogs: What's new? <i>Michael Leib, D.V.M., MS, DACVIM</i> <i>C.R. Roberts Professor of Small Animal Medicine Internal Medicine</i> <i>Department of Small Animal Clinical Sciences, Virginia Maryland Regional College of Veterinary Medicine</i> Continental Breakfast Available
<p>The NASTAR Race and lunch, Cowboy Dinner at the True Grit Café and Fly Fishing Picnic are separate from the conference registration fee.</p> <p>Once you register for the seminar, a separate activities registration form will be sent to you for these additional activities.</p>					
	9:15 a.m. - 4:30 p.m. Free Time	9:15 a.m. - 4:30 p.m. Free Time	9:15 a.m. - 4:30 p.m. Free Time 11:30 a.m. - 12:30 p.m. NASTAR Race and Lunch		9:15 a.m. - 4:30 p.m. Free Time
5 p.m. - 7 p.m. Complimentary cocktail hour on second floor for all attendees and guests.	4:30 p.m. - 6:30 p.m. Base Narrow Canine Correction and Dental Extractions <i>Peter Emily, DDS, Hon. AVDC, AVD</i> Afternoon Refreshments Available	4:30 - 6:30 p.m. You Make Me Want to Vomit!: The pathophysiology and pharmacology of vomiting, and the practitioners place in the process & The Perplexing Pancreas. Come with questions, but don't expect answers <i>Craig Webb, D.V.M., MS, PhD,</i> <i>Assistant Professor, Small Animal Medicine</i> <i>College of Veterinary Medicine, Colorado State University</i> Afternoon Refreshments Available	4:30 p.m. - 5:30 p.m. Managing Oxidative Stress <i>Nancy Loes, D.V.M.</i> <i>Nutramax Laboratories</i> 5:30 p.m. - 6:30 p.m. Acute pancreatitis in dogs <i>Michael Leib, D.V.M., MS, DACVIM</i> Afternoon Refreshments Available Cowboy Dinner at True Grit Cafe	4:30 p.m. - 6:30 p.m. No classes. Enjoy the KOTO Street Dance. Last hurrah for the ski area. Dance in the middle of main street. Featuring live music on the courthouse steps and a beer garden. <i>Make dinner reservations in advance.</i>	4:30 p.m. - 6:30 p.m. Intestinal Health and Disease: The Impact of Diet <i>Ruth Ann Lavas, D.V.M.</i> <i>Nestle Purina</i> Afternoon Refreshments Available



Registration Form

MVMA Ski Seminar

March 31 - April 5, 2008 • Camel's Garden Hotel • Telluride, Colorado

REGISTRATION FEES

Veterinarian and Non-Veterinarian registration includes 20 hours continuing education, Monday Cocktail Reception, continental breakfast and afternoon snacks.

Veterinarian \$425

Non-Veterinarian (spouse, technician, guest or student) \$150

REGISTRANTS

Please print. Registration is also available online at www.mdvma.org.

Name: _____ Nickname: _____ \$ _____

DVM VMD RVT Technician Spouse Guest Student

Name: _____ Nickname: _____ \$ _____

DVM VMD RVT Technician Spouse Guest Student

Name: _____ Nickname: _____ \$ _____

DVM VMD RVT Technician Spouse Guest Student

Total Registration Fees \$ _____

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Cardholder Name _____ Signature _____

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(Include city, state, zip if different from above)

IMPORTANT INFORMATION

If you have a disability or dietary need and require special accommodation in order to fully participate in this event, please check this box. Attach a written description of needs. We can only provide access if we have prior notice.

Return your completed form and payment to:

MVMA • 8015 Corporate Drive • Suite A • Baltimore, MD 21236 • 410-931-3332 • fax: 410-931-2060

NO REFUNDS AFTER MARCH 3, 2008

Welcome New Members

MVMA welcomes the following new members who joined since we published the last issue of *Vet Voice*.

Elizabeth Baker, RVT
Janine DiStephan, DVM
Nancy Drost, RVT
Katherine Feldman, DVM, MPH,
DACVPM
Kenneth Garber, DVM
Cathi Green, RVT
Lisa Gubenia, RVT
Michael Karg, DVM
John J. McDonnell, DVM
Marianne Ross, DVM
Lindsey C. Rowland, DVM
Karen Shettle, DVM
Parbodh Sharma, DVM
Sharon J. Stemley-Agnello, DVM
Katherine Symendo, RVT
Adam S. Terry, DVM
Autumn Terry, DVM
Eugenia R. Tubman, DVM

MVMA EVENTS

Bovine Conference Set for March 27-28

The 2008 Mid-Atlantic States Bovine Conference is set for March 27 - 28 at the Holiday Inn Holidome in Frederick, Maryland. This year's conference will include Dr. Michael W. Overton speaking on Inter-relationships of Reproduction, High Milk Production, the Use of Partial Budgeting and Marginal Analysis to Clarify Economic Opportunities. The meeting will also feature the latest on Johne's Disease and will meet the requirements for Johne's Certified Veterinarians who are due for recertification in Maryland,



Pennsylvania, West Virginia, Virginia and New York.

Additionally, Dr. Hubert Karreman will discuss *The Veterinarians role in Organic Dairy Farming* and Ken Nordlund will lecture on transition cows, behavior, pen moves, and stocking density and stall comfort and lameness.

Information on the 2008 Bovine Conference will be mailed shortly. If you need further information, please call MVMA headquarters at 410-931-3332 x 107. ◆

Tentative Bovine Conference Schedule

THURSDAY, MARCH 27

7:30 - 8:30 a.m.

Continental Breakfast

8:30 - 10:00 a.m.

Inter-relationships of Reproduction and High Milk Production
Michael W. Overton, DVM, MPVM, Associate Professor, Dairy Production Medicine
Food Animal Health and Management Program, College of Veterinary Medicine, University of Georgia

10:00 - 10:30 a.m.

Refreshment Break

10:30 a.m. - 12:00 p.m.

The Use of Partial Budgeting and Marginal Analysis to Clarify Economic Opportunities
Michael W. Overton, DVM, MPVM, Associate Professor, Dairy Production Medicine
Food Animal Health and Management Program, College of Veterinary Medicine, University of Georgia

12:00 p.m. - 1:00 p.m.

Luncheon - Garden Courtyard

1:00 - 2:30 p.m.

The Latest on Johne's Disease - The information provided in this session will be useful for veterinarians who are working with producers looking for cost-effective strategies to control, manage and prevent Johne's Disease in their herds. This session will meet the requirements for Johne's Certified Veterinarians who are due for recertification in MD, PA, WV, VA, and NY
Ernest Hovingh (Multiple Speakers)

2:30 p.m. - 3:00 p.m.

Refreshment Break

3:00 - 4:30 p.m.

The Latest on Johne's Disease (*continued*)
Ernest Hovingh (Multiple Speakers)

5:00 - 6:00 p.m.

Social Time (cash bar available)

6:00 - 7:00 p.m.

Dinner On Your Own

7:00 p.m. - 9:00 p.m.

The Veterinarians role in Organic Dairy Farming
Hubert Karreman, V.M.D., Affiliate Assistant Professor
University of New Hampshire;
Practice Owner of Penn Dutch Cow Care.

FRIDAY, MARCH 28

7:00 - 8:00 a.m.

Continental Breakfast

8:00 - 10:00 a.m.

Transition cows, behavior, pen moves, and stocking density
Ken Nordlund

10:00 - 10:30 a.m.

Refreshment Break

10:30 a.m. - 12:00 p.m.

Stall comfort and lameness
Ken Nordlund

12:00 - 1:00 p.m.

Luncheon - Garden Courtyard

2:30 - 3:00 p.m.

Refreshment Break

Career Opportunities in Laboratory Animal Medicine

Career opportunities for veterinarians in laboratory animal medicine will continue to expand as biomedical research addresses the changing challenges and demands of society's health concerns. Laboratory animal veterinarians serve both public health and animal welfare interests through support of biomedical research utilizing animal models.

Laboratory animal medicine offers variety in job responsibilities, work settings and locations, and species handled. Across the nation, laboratory animal veterinarians serve within the National Institutes of Health, the Food and Drug Administration, the Centers for Disease Control and Prevention, the Armed Forces, the Public Health Service, the World Health Organization, and numerous universities,

pharmaceutical and medical equipment companies, private biomedical research foundations, and contract research laboratories.

Within Maryland, laboratory animal veterinarians are employed by the Johns Hopkins School of Medicine, Aberdeen Proving Ground, National Institutes of Health, Public Health Service, University of Maryland System, Baltimore Veterans Administration, Walter Reed, and others. The responsibilities of laboratory animal veterinarians include management of animal resource facilities and programs; clinical medicine, surgery, and disease prevention programs; consultation on the care and use of laboratory animals; assisting institutions in achieving compliance with laboratory animal care and use regulations; collaborative and independent research in diverse clinical and

basic science disciplines; and instruction, education, and training of research investigators and laboratory animal personnel. While many individuals associate laboratory animal medicine with rodents, rabbits, and nonhuman primates, laboratory animal veterinarians also work with a variety of other species.

There is currently a national shortage of veterinarians with training and experience in laboratory animal medicine. To help address this problem, several laboratory animal medicine residency programs are now available in Maryland and other states.

For more information on careers in laboratory animal medicine, contact the American College of Laboratory Animal Medicine at www.aclam.org or the American Society of Laboratory Animal Practitioners at www.aslap.org. ♦

MVMA MEMBERSHIP BENEFITS

Continuing Education

MVMA offers top-quality, convenient, affordable continuing education for veterinarians and technicians. Our Summer Conference offers three days of education, networking and exhibits in a relaxed environment. Our Winter and Fall Conferences, along with our Mid-Atlantic States Veterinary Clinic, offer the same benefits over shorter periods in easy-to-reach locations. For those who like to travel, MVMA also offers opportunities for CE and fun such as our annual Ski Seminar. **Members receive reduced registration fees for all events.**

Career Center

Find employees or find a job using MVMA's online career center. We are part of the Veterinary Career Network, so employers' ads get nationwide exposure and job seekers can broaden their search. **Members advertise at reduced fees.**

Advocacy

MVMA's representatives in Annapolis monitor legislation impacting the veterinary community and act in the interest of MVMA members.

Communication

Stay current on news and events impacting the profession with Vet Voice, MVMA's quarterly newsletter. MVMA's web site, www.mdvma.org, features resources for both members of the veterinary profession and consumers. **Members have access to additional content can choose to be listed in the consumer search database.**

Public Relations

MVMA participates in community events and has programs to promote quality veterinary care in Maryland and MVMA members as the source of that care. **Members can cobrand their practices with MVMA and appear in the consumer search database to which public relations efforts refer.**

Business Services

The combined buying power of MVMA members qualifies them for discounted rates on products ranging from insurance, to credit card processing, to collection services. **These programs are available to members only.**

Networking Opportunities

MVMA offers opportunities throughout the year to interact with your colleagues and exchange ideas. Oftentimes, this is the most valuable membership benefit. **MVMA members have the added opportunity 24/7 access to their peers' experience through our online forums.**

JOIN TODAY

Complete the application in the back of this issue or apply online at www.mdvma.org



When did you last take the pulse of your credit card processing?

A credit card processing program update for members of the Maryland Veterinary Medical Association

Get your free “Fiscal Physical” today and save

Credit card processing terms and conditions change regularly with little or no notice. That's why it pays to give your processing program a thorough “physical” on a regular basis. Take the pulse of your credit card processing and it could reveal that you're paying far too much for this necessary business service.



Michele, Ken, Mark and Nicholl at RCSC, administrator of Maryland Veterinary Medical Association's (MVMA) Credit Card Processing Program, are specialists at uncovering the true cost of your credit card processing.

Let our experts review a recent processing statement – there is no obligation and the analysis is FREE. We'll give you an apples-to-apples comparison to see where you could save by joining MVMA's endorsed program. You can count on our integrity. If you've got a better deal with your current processor, we'll tell you.

A veterinarian's first choice

Just as you wouldn't advise that anyone other than a trained professional perform a medical exam on your patients, put your credit card processing in the hands of real experts too!

For nearly 20 years, RCSC has specialized in credit card processing for veterinary practices. We are a major force in the processing market. With an annual transaction volume of nearly \$500 million, RCSC has the negotiating power and program strength to get the very best value for your practice.

Building on our reputation for delivering low costs and outstanding customer service, our menu of programs also includes equipment sales or rentals and check services.

THE CREDIT CARD PROCESSING PROGRAM THROUGH RCSC FEATURES:

- NO annual fee
- NO monthly minimums
- NO early termination fee or long-term contract
- NO training fee
- NO voice authorization fee
- NO fee for paper supplies
- NO need to change banks! Funds will be promptly deposited into the bank of your choice.
- Easy-to-read monthly statements



Programs administered by Retail Council Services Corp. (RCSC). Merchant agreement for Credit Card Processing Program is with Global Payments Inc.

Call today for your free savings analysis – (800) 442-3589

We're Holding Out for a Hero



Is Your Pet a Hero?

The Maryland Veterinary Medical Association is looking for heroes — animals that have demonstrated courageous behavior to protect or assist others. If you know such an animal, complete the application below to enter it in the MVMA's search for the next great Pet Hero. Read the requirements section of this page for details and contact MVMA headquarters at 410-931-3332 ext. 107 or mvma@managementalliance.com with questions.

Entries will be reviewed all year.

Pet's Name _____ Species _____ Breed _____

Age _____ Sex _____ Color _____

Owner's Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Years you have known nominee _____

Veterinary Sponsor _____ Practice Name _____

Address _____

City _____ State _____ Zip _____ County _____

My signature is evidence of my awareness of and permission for submission of this nomination.

Owner _____

Requirements:

- Include this Official Application, signed by the animal's owner.
- Include a letter of nomination. Explain how the animal exhibited special abilities; how the animal demonstrated courageous accomplishments; give examples of the animal's affection, loyalty and companionship; or describe the ways in which it provided therapeutic benefits.
- Two additional letters of support are permitted as well as photographs and newspaper clippings.
- Nominations must include a signed letter of recommendation and sponsorship from a Maryland veterinarian.
- By nominating an animal, the owner grants permission for the use of the animal's image, likeness and information to be used for publicity by the MVMA.



The winning pet hero will be honored with a special medal from the Maryland Veterinary Medical Association.

Mail this form, along with the supporting documentation described in the requirements section to:
Maryland Veterinary Medical Association • 8015 Corporate Drive, Suite A • Baltimore, MD 21236



Employment Classified Ad Policy

All classified ads seeking employees must be placed on the MVMA website, www.mdmva.org, under Career Center. Once posted online it will immediately appear on the website nationwide and will be placed into the next issue of the Vet Voice.

Business Classified Ad Policy

All business classified ads selling a practice or equipment must be faxed or emailed to MVMA Headquarters at mvma@managementalliance.com or 410-931-2060.

Non-Member rate is \$45 and Member rate is free. The ad will run for 3 months on the MVMA website under Business Classifieds and will appear once in the next issue of the Vet Voice once.

Send ads to:

MVMA
8015 Corporate Drive
Suite A
Baltimore, MD 21236
Fax (410) 931-2060
E-mail: mvma@ManagementAlliance.com
Subject: Classified Ad

PRACTICE FOR SALE

Suburb of Baltimore, Maryland - AAHA SA Hospital! Well established and steadily growing leased facility. State-of-the-art equipment! MD1.Virginia Beach, Virginia - Tastefully decorated 1,800sf SA, leased facility on major thoroughfare. Experienced cross-trained employees. VA3.Northern Virginia - TURN-KEY! Multi-doctor, SA Hospital with healthy gross income! 3,965sf leased facility with upscale clientele. VA2.Other Practices: Alabama, Florida, Georgia, North Carolina, Emergency in SE USA, and Genetic & Reproduction Company. Call: PS Broker, Inc. 800.636.4740, info@psbroker.com, WWW.PSBROKER.COM

PRACTICE FOR SALE

Small animal practice for sale in Carroll County, MD. 1 1/2 to 2 vets. Established 20 years. Highly visible location in area of rapid development. Serious inquires only! Call after 9 p.m. 410-239-4623.

PRACTICE FOR SALE

Solo, well-equipped, small animal housepractice for sale. Recent renovation & expansion. Affluent Maryland suburb of Washington D.C. Gross \$500,000. Fax: 301-907-4579.

FULL TIME/PART TIME VETERINARIAN

Come join our team! We are located mid way between Washington DC and Baltimore, in rapidly growing southern Howard County. North Laurel Animal Hospital is looking for a full-time or part time Veterinarian. We have a well-established and experienced staff. We provide comprehensive care for the total health of our patients. That means we're focused on every aspect of our patient's well-being from head to tail. Whether our patients come in for routine check-up, dental care, emergency treatment, diagnostics or boarding, we make sure our patients are in his or her best health today - and in the future. Our Hospital is fully equipped including CBC, x-ray and blood chemistry machines, pulse oximetry, blood pressure, digital endoscopy, laparoscopy, MedRX Otoscopy. We have no after-hours emergencies. Scheduling is flexible and salary is commensurate with experience. Good surgical skills are a MUST. Benefits include dues, health insurance and 401k, VIN membership, CE meetings. All interested applicants can fax resume to Dr. Bob Cohn at 301-953-2504 or email docbobvet@aol.com.

VETERINARIAN WANTED

Experienced Part-Time or Full-Time Veterinarian to work at a Feline Exclusive

Hospital with an ABVP-boarded Feline Specialist. 410-420-0535.

EXPERIENCED VETERINARIAN

Laurel, Largo and Columbia: Banfield, The Pet Hospital seeks doctors to help us fulfill our mission of providing the highest quality medicine. Enjoy working in modern, well-equipped, well-staffed hospitals! Receive superb compensation, benefits, and time off. \$15,000 sign on bonus for Largo hospital. Contact Dr. Lovern 503-200-4919, cindy.lovern@banfield.net, www.banfield.net.

ASSOCIATE WANTED

Busy small animal practice looking for full-time associate veterinarian in Arnold, MD, just outside of Annapolis. If you want to practice quality medicine in a beautiful location with a good support staff and plenty of time for family, etc., this is the practice for you. We have a busy medical and surgical calendar to hone your skills, as well as access to an excellent referral facility less than two miles away. No after hours emergency required. Experienced as well as new graduates will be welcomed. Competitive salary and benefits package offered. Please send resume to: Dr. Monica Kaiser 1292 Bay Dale Drive, Arnold, MD, 21012 or e-mail to: monicakaiser@verizon.net

FULL OR PART TIME VETERINARIAN NEEDED

Come join our team! Growing small animal practice located in Bel Air, Maryland is looking for an associate veterinarian. Competitive salary, simple IRA, health benefits, paid CE... If you want to practice with a great support staff and high quality medicine, e-mail us at esra@doctoresra.com or fax your resumes to 410-420-9175.

FULL TIME OR PART TIME VETERINARIAN WANTED

The Falls Road Animal Hospital www.FallsRoad.com is looking for a Full/Part-time associate. We are the oldest 24 hour hospital in Baltimore, Maryland. We are distinguishable as the only 24 Hour Animal Hospital in the area offering full service veterinary medicine, emergency medicine, boarding, daycare, pet taxi and supplies. What this means to you is that the continuous care offered by our Veterinarians and staff is available to your patients whether they are sick at night, being spayed, neutered, or simply boarding and playing in daycare. We are open 24 hours, so at night you will not have to go through the awkward and very expensive process of referring your clients to a different emergency center to

be monitored only to have them referred back in the morning. Your infirm or elderly owners can have their dogs and cats picked up and delivered home safely by our pet taxi. You will appreciate it in ways unimagined, that when your patient unexpectedly returns for a visit on a day/night/weekend, that you are off and your colleagues enthusiastically support them until you return. We have the latest in orthopedic, ultrasound, digital radiology, endoscopies, cardiology, ophthalmology and state of the art in-house labs and blood banks. We have a support staff of 138 dedicated individuals. The Falls Road Animal Hospital 24 Hour Shock Trauma has strong working relationships within the Baltimore community. We develop leaders in our profession. Proudly, since our inception, we have trained over 1500 Veterinarians including many specialists and veterinary school dept. chairmen. Currently our manager is the daughter of the Dean of the Veterinary School at The University of Tennessee. We offer opportunities not available elsewhere. Through our very active training and mentoring, you will learn and thrive as a small animal clinician. Our top rated exotics practice is busy. We are a local clinic that has a deep rooted commitment to humanity and our efforts have made a difference locally and globally. You will be exposed to, and have the opportunity to participate in a array of adventures that are a direct result of our unparalleled relationships with The Maryland Zoo, Animals For Hollywood (who provide animals for about half of Hollywood productions), and NASA (one of our colleagues is an astronaut and will fly his 4th mission in 2008). Our projects of global importance that will be open to you include the Mountain Gorilla Veterinary Project in Rwanda (we are Directors for the project). One of our noted global accomplishments is our role in starting the first department of Small Animal Medicine in Beijing China. We are looking for experienced Veterinarians or new grads who are kind, compassionate and able to focus on their work while pursuing their individual passions. We support and encourage your individual projects. While our focus is on maintaining the pinnacle of service and care that we provide for our patients, your work schedule will not be egregious- one of the benefits of a large, multi-faceted practice. We fully appreciate the importance of your private life and help you celebrate it by offering you many opportunities to take your friends and family to Ravens and Orioles games or dinner on us. You will be rewarded with a generous salary and

bonus plus percentage. We offer 401K, Health, CE, scrubs, vacation, relocation fees, dues, and to top it off..... a signing bonus of an all expenses paid trip to Africa to visit our project-The Mountain Gorilla Veterinary Project www.MGVP.com

EMERGENCY VETERINARIAN NEEDED

The Falls Road Animal Hospital 24 hour Shock Trauma www.FallsRoad.com is looking for Night Emergency Veterinarians. We are the oldest 24 hour hospital in Baltimore, Maryland. We are distinguishable as the only 24 hour animal hospital offering full service veterinary medicine in the area. What this means for you is that clients will appreciate your life saving work in ways unimagined when they return for follow up routine care with our daytime veterinarians-who not only value, but enthusiastically support you and your work. It's a better way to do emergency medicine We have the latest in orthopedic, ultrasound, digital radiology, endoscopies, cardiology, ophthalmology and state of the art in-house labs and blood banks. We have a support staff of 138 dedicated individuals. The Falls Road Animal Hospital 24 Hour Shock Trauma has strong working relationships within the Baltimore community. We develop leaders in our profession. Proudly, since our inception, we have trained over 1500 Veterinarians including many specialists and veterinary school dept. chairmen. Currently our manager is the daughter of the Dean of the Veterinary School at The University of Tennessee. We offer opportunities not available elsewhere. Through our very active training and mentoring, you will learn and thrive as a small animal clinician. Our top rated exotics practice is busy. We are a local clinic that has a deep rooted commitment to humanity and our efforts have made a difference locally and globally. You will be exposed to, and have the opportunity to participate in a array of adventures that are a direct result of our unparalleled relationships with The Maryland Zoo, Animals For Hollywood (who provide animals for about half of Hollywood productions), and NASA (one of our colleagues is an astronaut and will fly his 4th mission in 2008). Our projects of global importance that will be open to you include the Mountain Gorilla Veterinary Project in Rwanda (we are Directors for the project). One of our noted global accomplishments is our role in starting the first department of Small Animal Medicine in Beijing China. We are looking for experienced Veterinarians or new grads who are kind, com-

passionate and able to focus on their work while pursuing their individual passions. We support and encourage your individual projects. While our focus is on maintaining the pinnacle of service and care that we provide for our patients, your work schedule will not be egregious- one of the benefits of a large, multi-faceted practice. We fully appreciate the importance of your private life and help you celebrate it by offering you many opportunities to take your friends and family to Ravens and Orioles games or dinner on us. You will be rewarded with a generous salary and bonus plus percentage. We offer 401K, Health, CE, scrubs, vacation, relocation fees, dues, and to top it off.....a signing bonus of an all expenses paid trip to Africa to visit our project-The Mountain Gorilla Veterinary Project www.MGVP.com

FULL OR PART TIME VETERINARIAN

We are seeking a full and or part time veterinary associate to work in a modern, successful, fun veterinary clinic in Hagerstown, MD. We have a great clinic with great people and lots of benefits. Good salary, 401 matching funds, 100% health insurance, continuing education etc. We have a great doctor - staff ratio. With a 5-6 doctor practice we have wonderful hours with lots of time off!! We typically work only one Saturday per month. 1/2 day on Saturday and closed every Sunday. We also each take one day off during the week. No emergencies. There is also the potential for sharing a position which could allow for flexible time off - 1/2 time or 3/4s time with perhaps 1-2 months off at a time - this is all very flexible and negotiable. Also there is the possibility of becoming a partner for those interested. If this sounds good please contact me by e-mail or at Comberlandvalley Vet. Clinic - Care of Dr. Russon, 301-739-3121.

FULL TIME VETERINARIAN WANTED

VCA Delmarva Animal Hospital is a full service, AAHA-accredited, small animal veterinary practice, just minutes from the beach in historic Berlin, MD. Our newly remodeled facility boasts an experienced support staff, Boarding, Grooming, and an ever-growing client base that demands quality care for their pets. A special place to practice and comprehensive benefits package await the right individual. Surgical skills are a must. Please phone Dr. Mike Barnett at 610-212-4150, e-mail mike.barnett@vcamail.com. For hospital details visit www.vcapets.com/talent/h00314.asp.

OCEAN CITY VETERINARIAN WANTED

The Eastern Shore wants you. Growing small animal hospital located in the lovely, family seashore resort of Ocean City, Md. has opening for full-time or part-time associate veterinarian. If you enjoy the beach, fishing, camping, or hiking, this area is for you. This area offers something for everyone, from young families to those easing into retirement. Good choice of schools and churches. If you want to practice high-quality medicine with an excellent support staff, we want you. 410-213-1170.

ASSOCIATE NEEDED

Jefferson Veterinary Hospital is seeking a full time small animal veterinarian for a busy hospital located in Frederick County, MD. We are a two-doctor hospital that offers a variety of medical services. Our clientele allows us to practice high quality medicine that their pets deserve. New graduates and experienced doctors are welcome to apply. We are a 100% dog and cat practice. The hospital includes a complete in house diagnostic laboratory, radiology, endoscopy, and much more. We emphasize good client communication and place value on being an advocate for our patients. This associate position offers great salary with a 401K type plan, CE, vacation, health and dental insurance. Jefferson is conveniently located about an hour from the Baltimore/Washington area with numerous cultural and outdoor activities available. If this seems interesting, please contact the Jefferson Veterinary Hospital at (301) 473-4111 or fax resume to (301) 473-7105

SEEKING FULL TIME ASSOCIATE

Come join our team! We are actively seeking a full time, long-term associate for our five doctor SA/EQ (60/40) practice on the gorgeous Eastern Shore of Maryland. Practice high quality medicine, surgery, and alternative therapy for a well-educated and affluent clientele in semi-rural setting that is 1.5 hours from the beach or the city. Our practice is AAHA accredited, and has two board certified diplomats on staff. We are equipped with CO2 laser, CR Imaging, video endoscopy, ultrasound, computerized ECG, tonopen, and a wonderful and talented support staff. Benefits include competitive salary with production, simple IRA, health insurance, paid dues and CE, paid vacation and ambulatory vehicle. Limited emergency duties are required. We are a fast-paced practice and prefer at least one

year experience. Contact Elizabeth Callahan at 410-822-8505 Fax resume to 410-820-8328 or visit our website at www.vmceaston.com

ASSOCIATE WANTED

Greater D.C. Metro Area of Calvert County, MD - Do you value friendly and professional colleagues? Chesapeake Animal Clinic, located in Owings, MD, is seeking a talented veterinarian to join our practice. Celebrating our 20th anniversary this year, our veterinarians have established a strong reputation as premiere providers of quality veterinary care in our community. Chesapeake Animal Clinic is seeking a team member that will continue to provide the highest quality medicine to our clients and is comfortable working in a fast paced environment. While this is a general small animal practice we encourage and support special interests in all of our staff. We offer our veterinarians excellent compensation and benefit plans, outstanding support and growth opportunities, and the freedom to practice the highest quality medicine. For more information, contact Brian Kimla at (339)236-0581 or via e-mail to bkimla@vetcor.com.

ASSOCIATE VETERINARIAN WANTED

A doctor, who wants to practice the most up to date methods in veterinary medicine, communicates well with clients and focuses on client education. 301-216-0066.

EXPERIENCED VETERINARIANS AND NEW GRADS

The highest quality medicine, an abundance of continuing education opportunities, and time for family - sound too good to be true? Well, Banfield, The Pet Hospital - a rapidly growing practice - can make your dreams a reality and is currently seeking an Experienced Veterinarian to serve as the lead doctor in Largo, Maryland; Associate Veterinarians, including recent graduates, are needed for the Salisbury, Columbia, Gaithersburg, Towson, White Marsh and Laurel hospitals. Come join our growing, full service hospital. Join a team committed to practicing the highest quality medicine with modern equipment and diagnostics, and an excellent paraprofessional staff. Outstanding compensation and benefits including production-based bonuses, paid vacation and holidays, generous practice-sponsored continuing education allowance, dues and licensing benefits and career development programs. \$15,000 sign-

ing bonus available for the right candidate in Largo. Contact Dr. Cindy Lovern at (540) 381-3581, cindy.lovern@banfield.net, www.banfield.net.

VETERINARIAN ASSOCIATED NEEDED

Rapidly growing small animal hospital on Maryland's Eastern Shore has opening for full-time or part-time associate. If you enjoy the beach, fishing, camping, or hiking, this area is for you. Activities for you and your family abound. Good choice of schools and churches. Surgical suite with EKG, Pulse Oximetry, and Blood Pressure monitoring, in hospital laboratory, radiography, tonovet, Med RX endoscopy and ear flushing system. If you want to practice high quality medicine with an excellent support staff, we want you. Salary + commission to start. Very competitive figures. Fax resume to 410-213-2128, email oceancityvet@comcast.net, or phone 410-213-1170 and ask for Pam.

ASSOCIATE WANTED

Westminster — Are you dedicated to promoting the human-animal bond? Westminster Veterinary Hospital is seeking a talented veterinarian to join our practice in order to better accommodate our rapidly growing client base. We are seeking an experienced or new graduate veterinarian that is comfortable working in a fast paced environment and wants to see a diverse care load. Our support staff is well trained and the facility is very well equipped. Our veterinary staff truly believes in delivering the best possible care for their clients and patients. Our compensation, family friendly benefits and CE are above the industry average. Contact Brian Kimla at (339) 236-0581 or bkimla@vetcor.com.

RESEARCH VETERINARIAN

Brakke Consulting, Inc. is representing a MD based Pharmaceutical Company searching for a Manager of Product Development. This person will assist in the development and direction of research aimed at improving current products and generating new products. Job responsibility will include planning and managing the execution of development and testing, including clinical and regulatory programs to bring new products to market and to support marketed products. This person will also identify research organizations and universities to conduct pre-clinical and clinical research projects; design, monitor,

and summarize GLP/GCP studies; and prepare protocols, reports, SOP's, and confidentiality or research agreements. To apply, log on to www.mdvma.org under Career Center.

VETERINARY PRACTICE MANAGER

A high-quality, 3 doctor veterinary hospital located in the Hagerstown, MD area is seeking a highly motivated, very organized, people-oriented practice manager to take our hospital to the next level. Applicant must have at least 2 years previous experience as a practice manager. Duties include accounts receivable, bookkeeping, personnel management. Salary commensurate with abilities; we also offer excellent benefits. If you are interested in a career working in a great environment, please email usbzd1215@yahoo.com for more information.

SMALL ANIMAL VETERINARIAN

Full/Part Time associate for small animal exclusive practice on Maryland's beautiful and uncongested Eastern Shore. Low cost of living, but close to the cities (D.C., Annapolis and Baltimore) and the beaches. Located on the Choptank River for great fishing, sailing, boating and a tension-free lifestyle. AAHA certified, paperless, Idexx in-house diagnostics, endoscope, orthopedics, 2 technicians per doctor and no emergency duty. Very flexible schedule to suit your needs. 410-228-1447.

RESIDENCY IN SMALL ANIMAL DENTISTRY ORAL SURGERY

This is a full-time conforming 2.5 year residency in Oral Surgery / Dentistry which will commence on January 2008 and finish July 2010. This will qualify the applicant for credentialing and Board certification to the American Veterinary Dental College. The resident will be responsible for case participation and teaching at the Animal Dental Training Center. www.animaldentalcenter.com/

ASSOCIATE VETERINARIAN – LARGE ANIMAL

Two person diverse 100% large animal practice. 15% dairy, 15% alpacas, 50% equine, and 20% beef, small ruminants and swine. Ultrasound and x-ray capability. This is a fun practice with great clients! Beautiful country setting in north central Maryland near the Pennsylvania border. 30 minutes south of Gettysburg, PA and 1 hour north of Washington, D.C. and 1 hour NW of Baltimore. Benefits include health insur-

ance, professional liability, AVMA dues, state and local dues and C.E. Truck, vet unit and equipment provided. Emergency duty shared equally. 410-775-1744.

VETERINARY TECHNICIANS AND ASSISTANTS

We are a growing, state-of-the-art, 24-hour emergency veterinary clinic in Annapolis, Maryland seeking full-time, experienced Veterinary Technicians to join our team. Responsibilities include: assisting our veterinarians by triaging and stabilizing incoming patients: placing catheters, producing x-rays, drawing blood samples, running in-house labs, and more! We offer competitive pay and excellent benefits, including health and dental insurance, term life insurance, short-term disability insurance, 401k, a generous employee discount, and paid leave. Experience required, certification a plus! Come grow your abilities and deliver high quality care in our fast-paced, fun, collaborative work environment. If you have the drive and ability to help us deliver the best patient care in the veterinary profession, please apply at www.aavec.com. No paper application or telephone calls will be accepted in lieu of the online application. 410-224-0331.

ASSOCIATE VETERINARIAN WANTED

Associate wanted for well established, 5 doctor small animal practice in western Maryland. We have a fantastic support staff housed in a facility with many amenities. X-ray, ultrasound, in house lab, a new dental suite, and much more. One hour to DC and Baltimore, close to skiing, golf, and much more. No emergency duty! Competitive salary and benefits package. New graduates welcome. Please send resume to or contact Dr. Jenn Dolan, 17747 Virginia Avenue, Hagerstown, MD 21740; phone(301)739-3121;fax (301)739-0617;or email dr_jdolan@cumberlandvalleyvets.com.

VETERINARIAN WANTED

Wonderful opportunity for a small animal veterinarian. Spacious hospital with state-of-the-art equipment and a well-educated clientele, located in Gaithersburg, Md. Our experienced, dedicated and friendly staff enables the doctor to focus on diagnosis and treatment. FT/PT with no emergencies or af-

ter hours calls. Competitive compensation and benefits. Potential partnership for the right person. Please contact (301) 368-3444 or (301) 829-0068, or email rcnorcutt@yahoo.com.

ASSOCIATE WANTED - Seeking a full-time Associate Veterinarian to join our small animal private practice team in the rapidly developing, waterfront town of Havre de Grace, MD., located app. 40 min. North of Baltimore. The practice has been in this location for over 50 years. We have great clientele and caring, well trained, long time staff members who give our practice a friendly and professional atmosphere. We are a fully computerized clinic and equipped with in-house diagnostic capability, radiography, two surgery stations, dental machine and a variety of surgical instruments. We perform a wide range of surgical procedures and some emergencies. No on-call or overnight hours. Benefits include a generous salary, retirement package as well as medical reimbursement, vacation, moving assistance and continuing education reimbursement. Equity potential for the right employee. We would love to hire and mentor new/recent graduates as well. 410-272-8656

ASSOCIATE WANTED

Ultrasound, digital dental x-rays, in-house blood machine, tonopen, pulse ox, EKG just to name a few equipment pieces. Along with Mudd Volleyball, Pet Fair's, Christmas Parties, Halloween costumes, Educational Seminars, if you like to play then Animal Health Clinic of Funkstown is where you want to work. All of these things take energy, focus and teamwork. To play hard you need to work hard with goals toward education for the staff, and clients, and that is only the beginning. We are located in historic Funkstown in western Maryland about 30 minutes from Frederick and next door to Hagerstown. Call Mary at Animal Health Clinic of Funkstown at 301-733-7579 or send your resume to P O Box 669 Funkstown, MD 21734. Check out our website at www.funkstownvet.com.

HEAD VETERINARY TECHNICIAN

The Head Veterinary Technician (HVT) for BARCS coordinates and participates in the medical care, disposition, sanitation and disease control of dogs, cats, small pets, farm animals, and wildlife. This position includes supervisory duties, and receives close supervision from the Veterinary Medical Director or technical supervisor. The HVT administers vaccines to animals upon intake, maintains medical records, and tracks owner identification. The HVT assists in the disposition of animals including selecting animals for adoption, assisting with rescue and foster animals, and euthanasia. Must be able and comfortable handling frightened potentially fractious/feral animals. <http://www.baltimoreanimalshelter.org/>

PART TIME VETERINARIAN

Helping Hands Veterinary Clinic in Mt. Airy, Md, is seeking a permanent part time veterinarian, with some experience, to provide high quality medicine to our patients. We have a well equipped and staffed facility. Competitive compensation for the right individual. Possibility for full time position for right person. Contact Dr. Suma Rao 301-829-1229.

HOSPITAL ADMINISTRATOR

Hospital Administrator needed for a busy 1.5 DVM animal hospital and boarding facility located in Leonardtown, MD. Breton Veterinary Hospital has created this position to manage operations of its growing practice. www.bretonvet.com Responsibilities include: ••• Leading a dedicated team of veterinary technicians and support members. ••• Human Resource Management: Staffing, Contract negotiation, Performance Planning and Development. ••• Financial Oversight: Budgeting, Productivity, Reporting and Analysis. ••• Marketing: Develop internal and external marketing strategy, Develop and foster community relations. ••• Planning: Develop and implement short and long term strategic plan, Coordinate and foster growth of hospital. ••• Facility Management ••• Policy and Service Line Development: Develop and implement all hospital policy, Develop and foster new service lines. ••• Operations: Assume responsibility for daily operations, Effect change to optimize practice potential. Go to www.mdvma.org\pard fs20 and click Career Center to apply.

FT ASSOCIATE VETERINARIAN

Kenwood Animal Hospital, located in the affluent Washington DC suburb of Bethesda MD, seeks a FULL-TIME EXPERIENCED VETERINARIAN to join our rapidly-growing small animal practice-top ranked annually in local publication's "Best Of" edition. Practice the highest quality medicine in our newly renovated, paperless facility. State-of-the-art equipment and in-house lab at your fingertips. Practice complemented by full scope of luxury services including dog/cat boarding, grooming and doggy daycare. Work alongside a happy, friendly and experienced support staff. Competitive salary and benefits package includes CE allowance and incentives. Partnership potential. Special interests encouraged. Surgical background desired. Flexible schedule: NO on-call, overnight or emergency. We understand the correlation between your quality of life, and how it translates into the quality of the care you provide — our exceptional clientele deserves nothing less. Visit our website to meet our Team at www.kenwoodvet.com. Please contact Jen Turner, Practice manager or Dr. Katy Dougherty via email at kenwoodvet@verizon.net, phone 301-654-3000 or fax 301-654-9338

SPAY/NEUTER SURGEON

Looking for veterinary surgeons licensed in the state of Maryland to help with high-volume, high-quality, low-cost spay/neuter programs. The Maryland SPCA spays and neuters over 650 homeless pets and pets from low-income households a month! We need your help! Spay/Neuter saves lives, help us help the animals! To apply, go to www.mdvma.org and click Career Center.

VETERINARY TECHNICIAN

Veterinary Technician, full or part-time needed for busy 2 to 3 doctor practice near Frederick, Maryland. Excellent benefits for full-time employment. Salary commensurate with experience. Great opportunity for long-term career development. Fax resume to 301-865-0044, email to veterinary@comcast.net, or mail to 11717 Old National Pike, Suite 12, New Market, Md. 21774.

ASSOCIATE VETERINARIAN

Live and work on the beautiful Chesapeake Bay! Solomons Veterinary Medical Center is located an hour and a half south of Washington D.C. in Calvert County, Maryland. We are seeking a full-time associate veterinarian who is motivated, energetic and enthusiastic for a thriving small animal practice. Our hospital is service-oriented, client-friendly and well-equipped (Laser, complete in-house lab, pulse oximetry, ECG, ultrasound, endoscopy, laparoscopy, isolation area, oxygen cage, and digital radiography coming soon). No after-hours emergency. Comfortable schedule with ample time off. New grads encouraged to apply! Go to www.mdvma.org and click Career Center to apply.

ANIMAL PROGRAM VETERINARIAN

SAIC-Frederick, Inc., the operations and technical support contractor for the NCI-Frederick, has an exciting opportunity for an Animal Program Veterinarian. Will be responsible for providing veterinary medical diagnostic, surgical and/or treatment services within the animal facilities. Responsible for development and oversight of training programs for animal caretakers, technicians and scientific staff utilizing research animals. Duties include assessment of programmatic training needs, identification of appropriate training curriculum, resources and tools, conduct of AALAS certification training courses, and maintenance of electronic database of training records. Go to www.mdvma.org and click Career Center to apply.

VETERINARY ASSISTANT/TECHNICIAN

Full or part time position available for motivated, enthusiastic person in progressive small animal hospital. Opportunity to participate in client education, surgery, lab, anesthesia, patient care. We want to let you use your skills! Shifts available are weekdays, some evenings and possibly Saturdays. Benefits for full time include health insurance, vacation, sick days; for full and part time include SIMPLE IRA retirement plan and reduced price pet care. Great staff, beautiful area. Contact Erin Whiting, Head Technician, at The Country Veterinary Hospital, 17591 Frederick Road, Mt. Airy, MD 21771 phone 301-829-0414; fax 301-829-1509.



Maryland Veterinary Medical Association
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 (410) 931-3332 ♦ www.mdvma.org ♦ Fax (410) 931-2060

APPLICATION FOR MEMBERSHIP

(Select type of membership)

- (V) Regular Membership \$ 220.00 \$ _____
- (A) Associate Membership \$ 100.00 \$ _____
 (Veterinarians who are residing and/or working in other states who agree to abide by the Principles of Veterinary Medical Ethics and Constitution and Bylaws)
- (G) Government Membership \$ 80.00 \$ _____
 Graduates of a College of Veterinary Medicine who are employed by local, state or federal governments and who are not in private practice. Government members may not vote or hold office, but otherwise shall have all the privileges of active members. Government Veterinarians wishing to have voting rights may instead select the General Membership category.
- (S) Academic Membership \$ 80.00 \$ _____
 Graduates of a College of Veterinary Medicine who are employed by Academic Veterinary Medical Institutions and who are not in private practice. Academic members may not vote or hold office, but otherwise shall have all the privileges of active members. Academic Veterinarians wishing to have voting rights may instead select the General Membership category.
- (R) Retired Membership \$ 100.00 \$ _____
 Must be retired from the veterinary profession, 60 years of age or physically disabled and have been members of MVMA for 10 years.
- (T) Registered Veterinary Technician \$ 25.00 \$ _____
 Technicians who have been recommended by a General Member of the MVMA. These members may not vote or hold office.

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Type of practice/activity before retirement: _____
(i.e. small, large, mixed, equine, bovine, feline, extension, research, regulatory, teaching, public health)

Home Phone (____) ____ - ____ Fax (____) ____ - ____ Cell (____) ____ - ____

E-mail Address _____ @ _____ . _____

Undergraduate School _____ Year _____ Degree _____

Veterinary School _____ Year _____ Degree(s) _____

Date of Birth _____ City _____ State _____ Marital Status _____ Spouse's name _____

How long have you been a member of MVMA? _____ Local/Constituent Association to which you belong _____ Office Held _____

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I hereby apply for membership in the Maryland Veterinary Medical Association and have enclosed the appropriate membership dues plus the \$5 initiation fee. If accepted to membership, I certify that I will abide by the MVMA Constitution, Bylaws and Principles of Veterinary Medical Ethics. I understand my remittance will be returned if my application is not accepted.

Signature of applicant: _____ Date ____ / ____ / ____

MVMA estimates that 10 % of your membership dues are not deductible because of MVMA's lobbying activities on behalf of its members. Your membership dues may be deductible as an ordinary and necessary business expense but are not deductible as a charitable contribution.



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