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Southern California Veterinary

MEDICAL

ASSOCIATION

MAY 2022

Hospital Design Trends Shaping Medical Planning

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ONLINE CALENDAR OF EVENTS

To receive the most current information, please refer to the SCVMA online "CALENDAR OF EVENTS" for complete details to CE Events and Chapter Meetings at: https://www.scvma.org/calendar-of-events/

NORTH BAY / WESTSIDE Time: 7 PM, Virtual Lecture

Chapter President: Dr. Karen Schachterle Sponsorship & RSVP: <u>NBWSCVMA@gmail.com</u>

SOUTH BAY CHAPTER

Time: 7 PM, Virtual Lecture Chapter President: Dr. Heather Elliott Sponsorship & RSVP: <u>Sam.Roth@vca.com</u>

SAN FERNANDO CHAPTER Time: 7 PM, Virtual Lecture Chapter President: Dr. Inez Del Pino Sponsorship & RSVP: <u>idelpino@dvm.com</u>

SAN GABRIEL CHAPTER

Time: 7:30 PM, Virtual Lecture Chapter President: Dr. Evelyn Sagastume Sponsorship & RSVP: <u>Evelyns1019@gmail.com</u>

SOUTHEAST CHAPTER

Time: 7 PM, Virtual Lecture Chapter President: Sponsorship & RSVP:

ORANGE COUNTY CHAPTER

Time: 7 PM, Virtual Lecture Chapter President: Dr. Sara Fiocchi Sponsorship & RSVP: <u>Brian@MSTtaxReduction.com</u>

SADDLEBACK/CAPO VALLEY CHAPTER

Time: 7 PM, Virtual Lecture Chapter President: Dr. Laura Weatherford Sponsorship & RSVP: Laurawdvm@gmail.com

ONE HOUR OF LIVE/VIRTUAL CE CREDIT IS GIVEN FOR EACH CHAPTER MEETING ATTENDED. THE LECTURE IS PROVIDED BY SCVMA. TO ENSURE THAT CREDITS ARE PROPERLY RECORDED, YOU MUST REGISTER FOR THE LECTURE. ALL MEMBERS ARE INVITED TO ATTEND ANY MEETING OF INTEREST PROVIDED PROPER RSVP PROTOCOL IS USED.

PULSE PERSPECTIVE VET4SPARTY@ME.COM



AN INTERESTING LIFE

y topic for the month of May is the importance of a side hustle. What, a side hustle? Who has time for a second job? Are you insane Karla? (Well may be a little...;)The side hustle for me is synonymous with having a hobby. Of course, the side hustle connotes making some money on the side and if your hobby can do that then I say, "All the better!" There are other benefits to having a hobby than just a little extra cheddar. Mental health experts extol the virtues of hobbies, which include the following: They enrich and enhance your life. They promote mental productivity. They have physical health benefits like lowering blood pressure as well as reduce the risk of depression and dementia.

My hobbies are not limited to veterinary medicine with my involvement in SCVMA and CVMA or promoting veterinary medicine at college fairs at OC high schools. I belong to book clubs and bimonthly dinner groups. Of course, I play WORDLE everyday and have a friendly competition between Cory Day and Vonnie, my head nurse (she is good). I enjoy collecting vinyl records, figurines of poodles, Siamese cats, and veterinarians. This collection has led me to my latest side hustle of becoming a vintage market seller.

A veterinary assistant at my clinic is to blame for this latest addiction, I mean hobby. Hayley, a long-time team member who has great style mentioned she was going to estate sales shopping for vintage wares. She would share pictures of the cool stuff that she picked up. I decided to check out an estate sale and I was hooked. I love going down memory lane. Searching for that diamond in the rough. I even have an app to alert me of sales within a hundred-mile radius.

As the bounty from our "picking" excursions started piling up, Cory and Hayley suggested that we needed an outlet for all our treasures. They suggested we start selling at vintage flea markets such as Long Beach and the Rose Bowl. I am not going to lie; this is a lot of work. We get up at 3 a.m. and haul our treasures to the site, set up and be on our feet all day long. But the benefits include meeting and talking to different and interesting people. I love to walk around, meet other vendors, look at the clothes, art, and furniture of my childhood and yester year. It also allows me to continue my hunt for vinyl records, poodle and Siamese cat figurines and the ever-elusive veterinarian figurines (trust me those are hard to come by).

One more quote from someone everyone knows, and it speaks to getting out of the clinic setting. Brad Pitt said, "I was so intent on trying to find a movie about an interesting life, I wasn't living an interesting life myself." I would add that an interesting life is one of choice. A side hustle, hobbies, the things you read, the people you associate with are all ingredients to a more interesting life. So go out there and do the hustle!

Karla Nichols

SCVMA President

"You have a more interesting life if you wear impressive clothes." - Vivienne Westwood







March Downtown Dog Rescue Clinic

A message from Lori Weise, DDR president, on the March clinic:

"It felt like more pets, but we had a total of 225 (70 cats and 145 dogs). Lots of these pets need follow up spay and neuter + other types of medical, which we will be booking in the coming weeks.

Thank you to all the volunteers who made this fast-paced clinic possible!"

From Hawk:

"Thank you all for showing up on the first day of Daylight Saving Time. If you were tired, it didn't show. Everyone took their time making sure animals received proper care while keeping things moving swiftly. I know I enjoyed meeting some new volunteers, as well as the many gracious pet owners seeking well-care. Thank you to the doctors and experienced team members for providing such a great teaching environment for volunteers and pet owners alike.

Our next clinic is May 15. Let us know at scvmagivesback.org if you'd like to help.



THERE IS A DAY FOR THAT!

May 1	May Day National Chocolate Parfait Day
May 2	International Harry Potter Day
May 3	National Specially-Able
	Pets Day
	National Teacher
	Appreciation Day
	National Lumpy Rug Day
	(We're guessing it's a cat)
May 4	National Star Wars Day
May 5	Cinco de Mayo
May 8	Mother's Day
May 11	National Eat What You
	Want Day
May 12	National Limerick Day
May 14	National Dog Mom's Day
May 20	National Endangered
	Species Day
	National Rescue Dog Day
May 21	National Armed Forces Day
May 22	International Being You Day
May 30	Memorial Day
	2

First Week in May is Small Business Week

First Sunday through first Monday in May is National Pet Week and Be Kind to Animals Week

May is National Pet Month and Jewish American Heritage Month



PULSEPOINTS



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Captain, it occurs to me that we could have easily avoided our current predicament through the timely and judicious implementation of a shipwide spay and neuter program.



DVM2KX VIRTUAL HAPPY HOUR

May 26, 7 PM

What Do Recent Grads Want from the SCVMA?

Did you graduate within the last 10 or so years? Do you consider yourself a new grad, gently used grad or young-at-heart grad? Did you know that there is an SCVMA chapter dedicated to recent grads? DVM2KX is just that group. Social events, CE, and more! DVM2KX wants to hear from YOU. This chapter is planning its events for the year but needs your

input.

Join us for virtual Cocktails and Conversation, Camaraderie, and Collaboration. This is your opportunity to tell us what is going on in your world and what SCVMA can do to help!

Register today at: www.scvma.org/ calendar-of-events



Southern California Veterinary Medical Association

APPLICANTS March 2022

DVM

Liem Tran Mimi Kim Kristin Yang Danielle Yuhas Anthony Reyna Debbie Hu Alexandra Ruppe

DVM1 James Jalbert

. .

RVT Student Noelani Figurski Wendy Sanchez

Veterinary Assistant

Student Abigail Matura Gloria Padilla

Veterinary Team Member

Cat Whitelock Brittney Medrano Brandi Davidson Carina Amador Mandy Helton Ayumi Yager Jennifer Strong-Pardus



Here's what happens when 50+ veterinary-focused organizations collaborate on the future of our profession

It's no secret that veterinarians are under stress. Mental health issues among veterinarians and veterinary tech teams are a serious global issue.

In fact, since 2017, serious psychological distress has risen in our profession, as noted in a Merck Animal Health Veterinary Wellbeing Study, with most of those affected stating that they don't have a healthy method for dealing with stress. Burnout and mental health have been the "biggest professional challenges," as mentioned in the 2021 AAHA Omnibus monthly surveys. These startling statistics point to a mega issue.

When the same issue faces the same group of people – whether they collectively communicate it or not – the wheels start turning. What if there was a way to coalesce everyone's disparate plans in one place with the overarching goal being systemic change?

That's the genesis of Veterinary Visionaries[™], a future-focused

collaboration of nearly 50 founding organizations supporting the veterinary profession, including ours. Veterinary Visionaries is hosting an online Spring Solving Event, May 1-27, 2022, to surface ideas for systemic approaches to improving mental health and psychological wellbeing among veterinary teams. This free, collaborative event asks participants to submit ideas, review and vote on other ideas, comment, and collaborate to build out even better solutions. All ideas will be reviewed and published in a follow-up report and cash awards will be given for the top four ideas, as rated by a panel of mental health and veterinary professionals.

"We founded Veterinary Visionaries to bring veterinary associations' collective memberships together to share ideas, co-create solutions, and unify our profession's approach to solving shared challenges," said Garth Jordan, CEO of AAHA and one of the founding members of Veterinary Visionaries. "We quickly identified mental health as a major challenge in our field, and one that deserves more than a fragmented approach to solve. If we all get into the same space, offer up our solutions and talk them through, we'll come up with something powerful. Something that can change the profession. Solving together means succeeding for all."

By generating a number of quality, implementable ideas, the goal is that future studies will show lower suicide rates, higher job satisfaction, and more veterinary professionals thriving in their chosen fields.

All veterinary professionals are invited to view and submit ideas on the Spring Solving Event platform or visit VeterinaryVisionaries.org.

Veterinary Visionaries is generously supported by CareCredit, IDEXX, and Boehringer Ingelheim. Learn more about the Veterinary Visionaries at VeterinaryVisionaries.org.

Increase your chances of getting your dream job with the SCVMA Career Center

Upload your resume from the home page for a FREE resume review from an expert writer.

https://scvma.careerwebsite.com/



UPCOMING EVENTS UPCOMING CONTINUING EDUCATION EVENTS

Virtual CE:

May 2 – Dr. Josh Sosnow, "CBD in Veterinary Medicine: The Science Behind it All"

May 17 –Eve Harrison, VMD, CVA "How to Start Your House Call Practice, Your Way, Even if You Know Nothing About Business"

June 14 – Dr. Kim Pope, TBD

June 27--Shelly Vaden, DVM, PhD, DACVIM "Feline Chronic Kidney Disease"

July 11 – Sponsored by Purina, TBD

July 25 – Dr. Vanessa Aberman, "I Haven't Got Time for the Pain – Acute and Chronic Pain Management Tips"

Special thanks to the sponsors for the above meetings: MixLab, The House Call Vet Academy, Pet Desk, Purina, Modern Animal and Boehringer Ingelheiml

May 22 -- Sunday at 9 am Webinar: Leaving Burnout Behind: Finding Sustained Wellbeing in Veterinary Medicine (3 Units California Statutorily Approved CE),

We continue to strive to offer LIVE CE events at venues through the region but the safety requirements and concerns for the health of our members, their staffs and families and limitations in venue availability have forced us to remain conservative in our planning.

Our LIVE Sunday Symposia CE are in the formative stages but you can hold the dates for these three- to seven-hour events.

June 12–Hosted by Hill's Pet Nutrition, Diverse or Divided: Achieving Inclusion and Diversity in the Veterinary Profession (3 hours CE), details coming soon.

July 31—Conti Symposium, Current Concepts and Controversies in Immunology and Disorders of the Immune System(6 hours CE)

Check the website for updates.

You may register for all events at www.scvma.org/calendar-ofevents. Good news! The lunchtime and Sunday webinars offered by SCVMA, as well as virtual chapter meetings, are all considered interactive CE meetings so long as participants attend during the scheduled meeting times when the speaker is presenting the webinar. These meetings are recorded and listed in the library on our my.scvma.org listserv. Viewing the recorded webinars on your own time is considered selfstudy. You can find these recordings under the community "SCVMA Virtual Webinars." Just click the Library tab for a list of over 150 hours of recorded CE for your viewing pleasure.

SIGN UP TODAY

ANGEL FUND APPLICATIONS ENCOURAGED

In 2021, the Angel Fund contributed \$7,000 to pet owners challenged by the cost of care for their fourlegged family members.

Angel Fund wants to help you and your patients.

Our cooperative venture with the Animal Health Foundation has contributed more than \$130,000 to truly needy pet owners throughout Los Angeles and Orange counties. The cases have ranged from major medical conditions to challenging surgical procedures, but the common thread is pet owners with real financial need, who want to provide the care their pets' needs.

If your practice hasn't taken advantage of this and would like more information, you can find it on the SCVMA website (www.scvma.org) or the AHF website (http://www.animalhealthfoundation.net/how-wehelp/angel-fund.html).

Or, better yet, pick up the phone and call Allyne at the SCVMA Offices (714-821-7493) or e-mail her at membershipdesk@scvma.org. She can provide information or enroll your practice. There is absolutely no cost to sign up. Thus, there is nothing to lose and everything for your patients to gain.

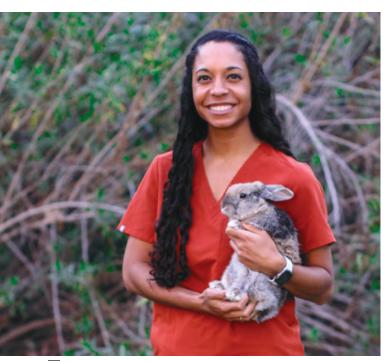
An Edna Boydston Grant also can help your senior clients with cost-of-care issues. Use the same contact information as for the Angel Fund.

To participate in the Angel Fund or the Boydston Grant, there must be an SCVMA member veterinarian at your practice and the pet owner must not qualify for traditional sources of funding nor have any available personal financial resources. The Angel Fund will gift up to \$1000 per case and the hospital must contribute an equivalent amount. The pet owner is committed to

paying only 10 percent. Everybody helps and everybody is invested in making sure the best care is provided.



Dr. Karryssa Fenderson Brings Younger Perspective to SCVMA Board of Trustees



Karryssa Fenderson, DVM

r. Karryssa Fenderson, who joined the SCVMA Board of Directors at the beginning of the year, is the youngest current member – perhaps the group's youngest ever.

She brings a strong work ethic to the board and the perspective of her generation. One of her goals "is really getting more veterinarians who are newer graduates involved in organized veterinary medicine. SCVMA doesn't have a big social media presence and that's where the younger generations are.

"That's one of the things that I think we can work toward – especially as older veterinarians are retiring, and new people are coming in to SCVMA. The new generations should be involved and should be a part of the local VMA."

The rest of the board has been receptive to her efforts, Dr. Fenderson said. "Some of it has been that they are learning," she said. "In the most recent board meeting, diversity, equity and inclusion – commonly referred to as DEI – was brought up and whether we should make a statement about it? Some of the members were like 'What is DEI?'

"We do need to make a statement," I said, "and we should be doing something about this. I offered to lead the task force – that's what we're calling it for now – to make a statement but to make it so we can be held accountable as we work toward incorporating more DEI into SCVMA. "That's one of the things I've been working on so far. I've been a part of some other organizations over the past year and have had experience in DEI in vet med that I can bring to the board. I realize that there's a lot to learn about what we can do and how the veterinary profession can grow. It's also serving the large number of SCVMA members."

Despite this work, Dr. Fenderson said, she is "still navigating what role she will play on the board – the context of everything and where I will fit in."

While she has been busy on the board, she's currently working at least as hard as a practitioner. "I'm working full time as medical director at Covina Animal Hospital [a job she assumed in February] and am now doing some relief work, too, mainly with the intent of getting extra income to buy a house. It's been a really great experience to see what other practices are doing, because I've spent nearly all my time since I graduated at just one practice.

"It's great to network with other veterinarians and see how they're serving different clienteles in different areas. I'm driving all the way out to Woodland Hills from Covina to one of the practices where I do relief work. I currently am working six days a week, which is not sustainable long term. That works out to one to two relief shifts a week."

As medical director at the Covina hospital, Dr. Fenderson said, she is working long hours. "I'm very much a perfectionist about how I want things done. I'm still trying to find that balance. But I think it's getting better. I think I'm getting faster but I'm also taking on more things at work.

Owner and Practice Manager Jake Waas "has been talking to me, pretty much since day one, about how we can reduce the amount of time I'm there."

The graduate of the UC Davis School of Veterinary Medicine grew up in Long Beach. She relaxes by dancing two days a week at a Pasadena studio. She is also a runner, sometimes getting up at 4 a.m. to get her exercise.

Serving on the Board of Trustees had always been a goal for her. "But you have to wait until you're three years out [of veterinary school]." She sought her seat as soon as she was eligible – and became a trustee. "I was attending board meetings virtually before that as a visitor."

The young doctor has been heavily influenced by Dr. Peter Weinstein, the now retired executive director of SCVMA. "As a student I received an SCVMA scholarship. Dr. Weinstein helped me find my first job and was my guide to volunteering with Downtown Dog Rescue. Everything with SCVMA had a lot to do with Dr. Weinstein. It made me a little sad to see him go, although it obviously would have happened eventually. But he's still around."

She said that she recently found a mentor to help her become boarded in canine and feline medicine by the American Board of Veterinary Practitioners. She said she expects to go through the process and become boarded in the next couple of years. "That's a career move I'm working toward." **P**

4 Hospital Design Trends Making an Impact on Veterinary Medicine

A few changes in practice design can lead to big benefits for veterinary teams, pet owners, and pets / By Sarah Rumple

Dressed in her white lab coat and red-rimmed glasses, Dr. Tinley places her stethoscope against her feline patient and listens intently. Next, she reviews the cat's X-rays and carefully places him back into his soft-sided carrier before moving on to another exam room, where her next patient—a dog—is waiting for her.

Dr. Tinley takes her job quite seriously. She has spent nearly two hours examining pets, reviewing lab results, and showing her patients plenty of love.

"Tinley, we have to get going now," an elderly woman calls.

Dr. Tinley pets the stuffed dog one last time and reluctantly removes her lab coat, hanging it up on the wall with the stethoscope. Suddenly she's just 5-year-old Tinley again—her title removed as quickly as her lab coat.

"I want to be a veterinarian for dogs, cats, and horses," Tinley says seriously, before she runs to her grandmother's side. A volunteer comes into the mock exam room to sanitize the equipment for the next curious child.

Later, a group of first graders watches a veterinarian remove a mass from a 7-yearold Chihuahua through a floor-to-ceiling viewing window. A docent stands next to the window, adjusts something on her microphone, and talks into her headset.

"Is now a good time?" she asks.

The veterinarian looks at her and nods.



5-year-old Tinley loves visiting the Dumb Friends League Animal Hospital at CSU Spur. "I can't get her to leave," her grandmother said.

"OK, the kids can hear you now. So, can you explain what you're doing?" the docent asks the veterinarian.

Suddenly, everyone in the viewing area can hear what's going on in the surgery suite. A video camera strategically placed above the surgery table films the procedure, while video monitors above the viewing window display the surgery up-close for everyone to see. The veterinarian explains what's happening with the dog. Completely enthralled, the kids raise their hands to ask questions. Finally, the teacher of the group tells the kids—in Spanish—that it's time for lunch, and they all scurry down the hall.

This unique veterinary hospital, which allows anyone from the general public to come inside and watch surgeries, dental procedures, and exams through viewing windows, is the Dumb Friends League Animal Hospital at CSU Spur. Located inside the Vida Building at Colorado State University's Spur campus near downtown Denver, the hospital was designed with two intentions in mind.

"This is a working hospital, and we're serving only those who cannot afford

veterinary care through subsidized work," explained Apryl Steele, DVM, president and CEO of the Dumb Friends League. "But the second—and very strong—mission we have around this is to really engage inner city youth and other community members in veterinary medicine, animal welfare, and STEM careers."

Designed with education and community engagement in mind, this new hospital isn't alone in its innovative and ambitious thinking. Veterinary hospital designs around the country are evolving and expanding beyond the traditional lobby, exam rooms, and "back" treatment areas, and the profession is already beginning to feel the benefits of these exciting changes.

The Trend: Open-Concept Spaces and Allowing Clients to Stay with Their Pets

When David Bessler,VMD, took his child to the emergency room, the ER staff wanted to take his child away to conduct a test. Dr. Bessler refused to be separated from his child, and he started thinking about how pet owners feel when they take their pet to an emergency veterinary hospital. This inspired him to create Veterinary Emergency Group (VEG)—an open-concept ER that integrates pet owners into veterinary care.

"When we take the pet to the back and leave the owner in a room, and then come back and tell the owner that we ran all these tests and it's going to be this much money to save your pet, of course they're going to wonder what we've been doing back there." explained Tannetje Crocker, DVM, VEG emergency veterinarian. "They wonder where their pet has been, and now you're bringing them this bill, so they think that all you care about is money. It's a disconnect that causes our jobs to be a lot harder."

Dr. Crocker loves VEG's open concept, which she says helps to highlight how important pets are to their people.

"When you keep pets and their owners together, and you're talking to them and walking them through what's going on in real time, and they're able to ask questions and really understand, it makes the communication much more efficient," Dr. Crocker said. "But it also reminds you of why we show up to work every day."

At Adobe Animal Hospitals in Los Altos and Los Gatos, California, the team does as much as possible in the exam room or in front of the pet owner. The practice worked with Animal Arts Design Studios in 2009 to create spaces that would allow pet owners to be involved in their pet's care.

Summer Burke-Irmiter, hospital administrator and president of Adobe Animal Hospitals, said that keeping owners with their pets helps to show the value of the care the veterinary team is providing and increases pet owner compliance.

"CPR is a great example. It's one of those situations where you can spend thousands of dollars within minutes," Burke-Irmiter said. "And when an owner is there to see all of that, to see anywhere from four to eight people working on their pet, to see the training that they have, to see them giving it their all, the owner is more likely to understand the cost. And, if the situation doesn't work out well, the owner can see that the team tried very hard. They can see the look on the faces of the team members when they have to call it. It's powerful."

Keeping pets and owners together also helps to nurture the bonds between veterinary teams and clients.

"When the doctor does an ultrasound with the pet owner sitting right there, and she sees a large mass in the abdomen of a dog, she can show the pet owner immediately. The pet owner can see her initial reaction, and the doctor can see the reaction on the pet owner's face, which might convey 'Yes, let's do everything we can to save my dog,' or it might convey uncertainty," explained Burke-Irmiter. "The pet owner's immediate reaction can help the veterinarian determine how to respond."

But it's not only about the bonds between veterinary teams and clients the bonds between pets and their owners are also strengthened when people can stay with their pets. Burke-Irmiter noted that Adobe allows clients to stay with pets as they go under anesthesia and as they recover, so the last thing a pet sees before they go under, and the first thing they see when they wake up, is their owner's face.

How does the staff feel about doing their jobs with pet owners watching them? "We actually have staff who have said that working in an open hospital has ruined them for other hospitals—they'll never be able to work in a traditional practice again," Burke-Irmiter said. "It's because of the efficiency and the relationship you get to have with the client. You get to know your clients on a whole different level, and they get to see the work you put into the pet and the value of what the team is doing."

But an open hospital isn't for everyone. Some pet owners may not want to witness CPR on their pet, and some may not want to help hold their pet **continued** \rightarrow

When pets have to leave the exam room at Adobe Animal Hospital in Los Altos, California, their owners are invited to come with them to the outpatient treatment area. (Photo credit: Heather Lussier Photography)



How to Create an Open-Concept Feel Without Gutting Your Practice

You can enjoy the benefits of an open hospital without spending the money and time renovating your practice. Here's how:

- **1. Sit down and talk with your team about it.** "It's going to be new and a little bit scary for everyone, so be sure to get your team's buy-in first," Summer Burke-Irmiter, hospital administrator and president of Adobe Animal Hospitals said.
- **2. Start small.** Burke-Irmiter recommends choosing one or two small services that you currently do in the back and begin doing them in the room with clients. Ideas include trimming nails or administering vaccines.
- **3. Choose the right clients.** "Try it out for a week or two with really good clients—pet owners who love your practice, and who your team would feel comfortable trying this with," Burke-Irmiter said.
- **4. Expand your in-room services.** Begin adding to your list of services done in exam rooms. Eventually, your team will feel comfortable performing most services in the rooms with clients present. At Adobe, the team does everything from vaccines and blood draws to anal gland expressions and ultrasounds in the exam rooms.
- **5. Use technology.** If you aren't quite ready to do some services in the room with clients, you can start by using technology, like Facetime, to include clients when their pet is in the back, said Tannetje Crocker, DVM, emergency veterinarian with Veterinary Emergency Group (VEG).

while the team expresses anal glands. That's why creating flexible spaces and providing opportunities for privacy is important.

At VEG, they have some private rooms available, and they also have screens they can set up between exam tables for privacy. But, while some clients ask for privacy or to be less involved in their pet's care, the majority prefer to stay by their pet's side during a veterinary visit.

"Everyone wanted to be a vet growing up, right?" said Dr. Crocker. "Everyone loves veterinary TV shows. This is a real-life veterinary show going on right in front of the pet owner."

The benefits of keeping pets and owners together:

- Improving experiences for pets and owners
- · Educating pet owners
- Showing the value of what the veterinary team is doing
- Increasing compliance
- Growing the bonds between veterinary teams and pet owners
- Nurturing and honoring the bonds between pets and their owners
- · Increasing veterinary team efficiency

The Trend: Viewing Windows into Surgical Suites and Treatment Areas "We think transparency is really impor-

tant, and that people need to see all of it,"

explained Dr. Steele. "We don't put every surgery on view. Some have such a high risk that we don't want to make it a negative experience for anyone watching, and sometimes owners ask us for privacy, but otherwise we're pushing the limit on what we put on view."

According to Dr. Steele, visitors to Colorado State University's Vida Building are excited to watch surgeries through the Dumb Friends League Veterinary Hospital's viewing window. As visitors approach the viewing area, there are signs warning of a potential surgery taking place.

By inviting school groups and the general public to the Vida Building to witness veterinary surgeries and exams, CSU and the Dumb Friends League aim to encourage diverse populations to explore veterinary and other STEM careers.

Adobe Animal Hospitals and VEG hospitals also offer viewing windows into their surgical suites, so any pet owner who wants to watch their pet's surgery is able to do so.

"A lot of people love to be in the treatment area. They can watch everything we're doing, they can see into surgery, they can see into X-ray... and so they're usually like, 'Oh wow, I didn't realize you guys did this much,'" Dr. Crocker said.

"And that's what sold me on joining VEG," she continued. "When I visited the location, every single support staff member said, 'We have never felt so seen. We have

never felt so valued. We get more thankyous than the doctors.' And that's really unheard of in the veterinary profession. They do the majority of the physical labor and the work with these animals, and they are finally getting recognized for that."

- The benefits of surgery viewing windows:
- Educating the community
- Increasing interest in veterinary and STEM careers
- Diversifying the veterinary profession
- Showing the value of what the veterinary team is doing
- Improving job satisfaction
- Growing the bonds between veterinary teams and pet owners
- · Improving client experiences

The Trend: Low-Stress Spaces

According to Vicki Pollard, AIA, CVT, principal of Animal Arts Design Studios in Golden, Colorado, many practices are requesting spaces that help to decrease the stress of their patients, like separate entrances or lobby areas for dogs and cats.

"There are a lot more exam rooms that have exterior doors, so anxious pets don't have to go back into the lobby and wait in line to check out," Pollard explained.

Adobe Animal Hospital is accomplishing this by having clients check out from the exam room with a remote client service representative.

First graders watch a live surgery taking place at the Dumb Friends League Animal Hospital at CSU Spur. A docent and the veterinarian explain the procedure in real-time. The PARC Vet in Fort Worth, Texas, made sure to wellbeing. (Photo credit: Timothy Murphy | Photo



According to Burke-Irmiter, Adobe's customer service teams are entirely remote. When clients arrive and walk into the lobby, they are greeted by a video monitor with a live remote employee. The remote team member gets them checked in, and a technician then takes them to an exam room. After the appointment, the client checks out with another remote CSR on a video monitor in the exam room.

"Everyone loves it," Burke-Irmiter said. "It really reduces stress for pets, clients are always curious about where the remote person happens to be, and it helps our customer service team members be able to live anywhere and still work full-time with us," which is a big benefit since both Adobe hospitals are located in the Bay Area, and the cost of living is high.

The Adobe team even considered the colors of their interior spaces when designing their hospitals. They chose soothing, spa-like colors, rather than stark-white walls, to help keep patients and clients feeling calm.

The benefits of low-stress spaces:

- Increasing compliance
- Growing the bonds between veterinary teams and pet owners
- Growing the bonds between veterinary teams and pets
- Nurturing the bonds between pets and their owners
- · Increasing job satisfaction

include outdoor spaces for staff—and patient— Imagery)

The Trend: Thoughtfully Designed Staff Spaces

Team well-being is obviously an important consideration in today's veterinary practices, and Pollard said that more hospitals are putting as much emphasis on their team spaces as they do their client and patient spaces.

"It's all very sensible things, like bringing natural light into a treatment room or break room, and having break rooms that are actually break rooms, so people can step away from work situations and have a moment to themselves," Pollard said.

The PARC Vet, a hospital in Fort Worth, Texas, that Pollard's team designed in 2018, has a lot of staff-dedicated spaces, including several large outdoor patios on the second floor.

"They have turf on them, so team members can take dogs up there if they want to, but it's a space where staff can really get away," said Pollard. "People weren't doing stuff like this before. They weren't investing in spaces like that. Instead, they were spending money on additional exam rooms or surgery suites. That's where they wanted to concentrate their money and their energy—on the clients. But now, we're seeing that people are focusing on creating special spaces for their teams."

The COVID-19 pandemic also caused an increase in practices requesting dedicated rooms or offices for virtual visits, which provided quiet spaces for team members to conduct telehealth appointments. Pollard said demand for offices or virtual appointment rooms has decreased recently, but the idea of including dedicated office space for team members to share is a good one. Whether you're offering virtual visits or not, it never hurts to have a quiet space away from the action for call-backs and follow-ups.

The benefits of thoughtful team spaces:Improving the lives, well-being, and job satisfaction of veterinary professionals

- Attracting new hires and standing out during the hiring process
- Reducing team turnover

Whether you're ready for a complete renovation, or you just want to tweak a few spaces, you can't go wrong when making changes to improve experiences for team members, clients, and patients. (And for those of you looking to hire a full-time veterinarian or five—isn't everyone?—Dr. Tinley will be available for hire after she graduates from veterinary school in 2044.) **P**

Sarah Rumple is an award-winning veterinary journalist and owner of Rumpus Writing and Editing, a Denver-based veterinary copywriting agency. If Sarah wasn't a writer, her next career choice would be interior designer.

✓ The PARC Vet in Fort Worth, Texas, has a beautiful, open design, with the treatment area in the center of the hospital, surrounded by glass-enclosed exam rooms. (Photo credit: Timothy Murphy | Photo Imagery)



Feline Mammary Fibroadenomatous Hyperplasia

Farshid Shahriar DVM, PhD, DACVP – Lore Laboratory, Tustin, CA

Medical history and clinical findings:

Biopsy sample from a subcutaneous growth from ventral abdominal area of a cat submitted for histopathology. Sample was from a 4 month-old female cat with no previous history of disease. Multiple sections of the growth were examined.

Histopathologic findings:

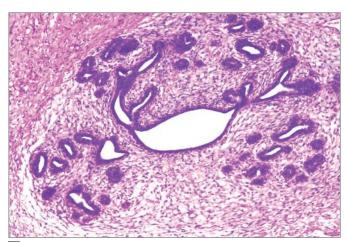
Tissue is composed of well-demarcated mammary growth consisted of proliferating mammary gland ducts surrounded by dense mesenchymal tissue (Fig. 1). The ductal lining cells have mild to moderate pleomorphism with 8-10 mitotic activity per 10 HPF (Fig. 2). The mesenchymal parenchyma is edematous with areas of myxomatous like stroma (Fig 3,4). Surgical margins are narrow.

Diagnosis:

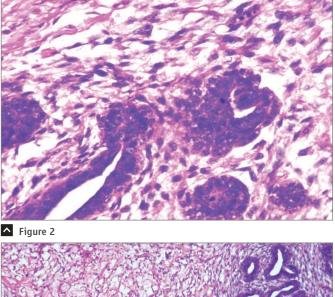
Diagnosis of a feline mammary gland fibroadenomatous hyperplasia was made.

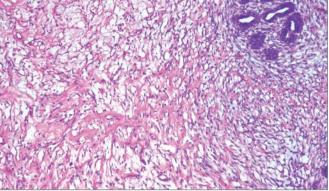
Discussion:

These are non-neoplastic, benign, progesterone-associated fibroglandular proliferation condition that is seen most often in young, intact female cats. This lesion is associated with prolonged progesterone or other hormonal exposure, via endogenous or exogenous sources. It typically affects all mammary glands and, in some cases, the enlarged glands can become ulcerated and secondarily infected. This condition is often cured with removal of the progesterone source, which is most commonly achieved with ovariohysterectomy or progesterone receptor blockers. **P**

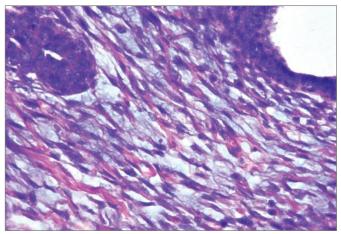














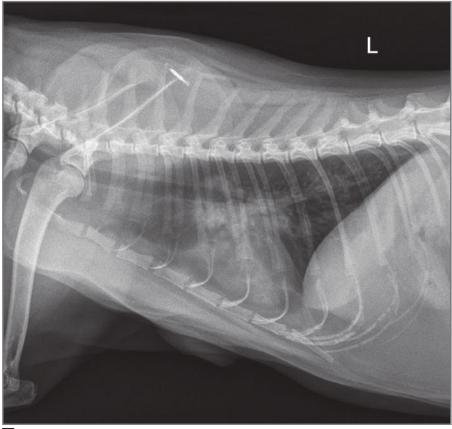
Systemic Cryptococcus in a 3-year-old Domestic Short Hair Cat

Gursimrit Toor, DVM

3-year-old indoor and outdoor female spayed Domestic Short Hair cat presented for a non-healing 2.5cm raised cutaneous lesion, unresponsive to antibiotics, as well as progressive sneezing and lethargy. Bloodwork, cytology of the wound, and thoracic radiographs were obtained. A Cryptococcus antigen test returned positive at 1:34, and cytology of the mass identified Cryptococcus with mononuclear inflammation. Radiographs were reviewed by a board-certified radiologist, identifying pulmonary masses and tracheobronchial lymphadenopathy consistent with fungal disease or neoplasia.

The patient received anti-fungal treatment with Fluconazole (100mg PO q12h) for the first 5 days, followed by Fluconazole (50mg PO q12h). Over the next two days, the patient became anorexic and was noted to have mydriasis, absent pupillary light reflex OU. A large hypo-reflective lesion was identified medial to the optic disk OD on fundic examination. The patient was hospitalized overnight with IV fluids, reduced Fluconazole dose (50mg PO q12h) and Dexamethasone SP (0.1mg/ kg IV q24h). The patient's clinical condition worsened, likely due to inflammatory response or increased intracranial pressure due to central nervous system involvement. The patient was discharged after two days with instructions to continue oral Fluconazole (50mg PO q12h) with a plan to recheck thoracic radiographs, urinalysis and titers in one week.

Upon re-examination, the owners reported the patient remained anorexic and appeared to be disoriented at home with altered mental status, suggesting CNS involvement. Fundic examination



▲ Lateral radiographic image reveals increased soft tissue opacities in the lungs bilaterally and dorsal to the heart base.

identified a new lesion medial to the optic disk with a hypo-reflective rim and hyper-reflective center. The Cryptococcus titers had returned as positive > 1:32768. Repeat thoracic radiographs revealed mild progression of the right-sided pulmonary infiltrates while the left-sided pulmonary infiltrates had mildly improved.

Due to concerns for hepatotoxicity and nephrotoxicity associated with itraconazole and amphotericin B respectively, Terbinafine (10mg/kg PO q24h) and Prednisolone (1mg/kg PO q24h) were prescribed instead. On re-check examination, Cryptococcus antigen titer was re-submitted and thoracic radiographs were performed. The antigen titers returned as positive at 1:40, and thoracic radiographs revealed decreasing pulmonary infiltrates. The owners report the patient's appetite, water intake, and energy improved as well. The plan remained to continue with anti-fungal treatment and corticosteroid treatment. When the patient was deemed stable for general anesthesia, surgical excision of the cutaneous lesion in the skin was to be considered as a valuable adjunct to medical therapy.² The patient's appetite and clinical signs continued to improve on re-check examination two weeks later.

Cryptococcus is the most common systemic mycosis in cats worldwide and typically colonizes in the nasal cavity, as spores are inhaled from the environment. The Upon re-examination, the owners reported the patient remained anorexic and appeared to be disoriented at home with altered mental status, suggesting CNS involvement.

infection can spread to skin, lungs, lymph nodes, central nervous system, or eyes and manifest with signs of uveitis, chorioretinitis, systemic lymphadenitis, or multi-organ involvement.^{1,4} In a study where cats were inoculated with Cryptococcus neoformans, CBC and serum biochemical profile abnormalities were not identified in any cat. Diagnosis by antigen detection in blood is fast, reliable and minimally invasive. Alternatively, cytology, culture, histopathology, or PCR can be performed on lesions. Advanced imaging including CT and MRI may be used for chronic nasal or CNS signs.4 Antigen titers can aid in monitoring progress, evaluating prognosis, and guiding anti-fungal treatment.5 Treatment for Cryptococcus is recommended until antigen tests are negative. If antigen testing is not available, continuation of treatment 2-4 months beyond resolution of clinical signs is recommended, however cats may remain seropositive for months to years after resolution of clinical signs.²

Management of systemic Cryptococcus was discussed including addition of antifungals like itraconazole, or amphotericin



VD radiographic images reveal increased soft tissue opacities in the lungs bilaterally and dorsal to the heart base. The cutaneous lesion is detected ventral to the sternum.

B. Amphotericin B, ketoconazole, fluconazole, and itraconazole have all been used to treat cats. No significant difference in outcome was identified between cats treated with amphotericin B compared to those treated with azole monotherapy.² In another study, with 29 cats with advanced longstanding or disseminated disease, response to oral fluconazole (50mg/cat) PO q12h) produced a good response without side effects.3 Alternatively, in another study, cats treated with ketoconazole became anorexic and experienced weight loss. These side effects were not seen in cats treated with itraconazole.4 Cats with CNS involvement benefited immediately from short-acting corticosteroids, and were associated with increased short-term survival.²

In most cases, prognosis can be favorable if the diagnosis is obtained early and patient and owners are compliant with long course treatment. Most cats that recovered presented with sino-nasal or single lesions at skin. In one retrospective study, central nervous system (CNS) involvement impacted outcome of therapy significantly, and in another retrospective study, alterations in mental status was the only negative prognostic indicator. Cats that did not recover had CNS or disseminated disease.² **P**

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UC Davis Increases Equine Reproduction Services

Rob Warren, UC Davis VMTH Communications & Marketing Officer



C UC Davis DVM students utilize new equine reproduction facilities at the school's Center for Equine Health.

The Equine Reproduction Service at the UC Davis veterinary hospital's Large Animal Clinic provides routine and advanced equine reproductive care, including artificial insemination, ultrasonographic pregnancy diagnosis, fertility evaluation, semen collection and evaluation, transvaginal aspiration of oocytes, and embryo transfer.

The school's Veterinary Assisted Reproduction Laboratory studies the fundamental and applied biology of sperm, eggs, embryos, and the biology of the equine placenta. Due to the laboratory's combined expertise and experience studying in vitro production of equine embryos, the school is able to offer equine embryo production using intracytoplasmic sperm injection (ICSI) in vitro fertilization as a clinical service to the horse-owning public. The laboratory is one of the few reproduction centers in the world that is equipped with live embryo monitoring system, allowing us to evaluate the embryo formation precisely.

In the past 10-15 years, reproductive technology has experienced significant growth for breeders, particularly with the advent of ICSI. UC Davis' tradition of serving horse breeders and its long-standing relationship with the horse industry in California and around the world led to a wide range of advances in equine reproduction.

The laboratory also offers other embryo services including transvaginal ovarian aspiration of eggs, freezing embryos, embryo biopsy services, and many others. Clients and referring veterinarians are also able to ship oocytes from anywhere in the U.S. for ICSI production of embryos for storage and shipping for embryo transfer. UC Davis has been producing horse embryos using ICSI for several years and has produced several foals using this procedure. The school typically obtains a 50% egg maturation rate and of those eggs that mature, clients can expect about 30% of sperminjected eggs to become transferrable blastocysts that can be shipped or frozen for later transfer to recipients.

Recently, the reproduction service opened a newly renovated clinical teaching and research space at the school's Center for Equine Health. The space includes four custom-designed stocks, all new flooring, student meeting space, and an adjacent expanded laboratory. The new space offers "benchtop to bedside" clinical translation – a hallmark of the future Veterinary Medical Center and a major advantage of seeking treatment at a teaching hospital.

"This new space gives our service a more efficient place to teach and practice," said Dr. Ghislaine Dujovne, chief of the Equine Reproduction Service. "The opportunities for students in this new treatment and research area will increase significantly, improving the quality of their education in equine reproduction."

In addition to advanced reproduction services, clients and referring veterinarians can also utilize the school's Veterinary Genetics Laboratory to help with embryo testing to detect genetic diseases, sex, hair color, and other features.

For the Northern California equine community, the Equine Reproduction Service now offers field service visits to local facilities within a service area of campus. For more information on equine reproduction services, please contact the Large Animal Clinic at 530-752-0290.

How to Start Your Own House Call Practice, Even If You Know Nothing About Running a Business

Part 2 of a 3 part series on House Call & Mobile Vet Practices

Eve Harrison, VMD, CVA

T f the idea of starting a house call practice has been calling to you, but you simply don't know where to start...this article is for you. Truly, this work is SO needed in our profession and there are many meaningful ways to start a house call or mobile practice. There is so much support for you out there as well. What I really want you to know is that you can DO this!! And you can do it on your OWN terms.

So, I'd like to first address a common question folks ask before they dive into house call practice: Should I start my own practice, or should I work for a corporate house call practice looking to recruit me?

While there is no right or wrong answer, and this decision is uniquely yours to make, please take the following observations into consideration. The house call space is a "hot market" at the time of writing this article. It's a great time to open your own house call practice.

I personally LOVE owning my own business, having my own brand, having a great income without any cap on what I can earn, and having complete control over which clients I retain. Above all, what has been most valuable to me is that I have 100% full freedom over my schedule. If I want to take a day off, or close up shop early for the day, I can do that whenever I want... all WITHOUT asking permission from ANYONE.

I can also see as many or as few patients per day as I want each day. Personally, it is rare that I need to see more than 3-4 house calls per day, and so I can really focus on each of my patients exactly how I want to. It's truly luxurious!

Not everyone feels that way about entrepreneurship, and that's ok. If your life just can't hold one more thing (like starting a business), I absolutely get that.

One other thing to consider is that there are a number of new corporate house call practices starting up now too, many of which are backed by venture capital. These big companies are trying to capitalize on that hot market as well by becoming middlemen and putting millions of dollars into their marketing campaigns in an attempt to "disrupt" our industry (yes, that is the exact business language these start-ups like to use). Businesses like this will aggressively try to recruit practitioners in order to grow as quickly as possible. Many of these companies are very aware of vets who are vulnerable because they are burnt out working in brick & mortar clinics and want to start house call practices of their own... but are scared... or don't know how.

The thing is, many of these start-up practices are not owned or controlled by a veterinarian who "gets it."

As a result, some of these companies prioritize rapid growth/scaling of their businesses over the quality of their product, or even the wellbeing of their staff, clients, and patients. Another observation is that many of these types of practices use extensive non-compete clauses in their contracts (even though they are not enforceable in many states, including California). That being said, if it feels right for you to explore working for one of these companies, I encourage you to do that as every veterinarian's path is different & unique. And if you already are working for a corporate house call company, you have my full respect too. We're all mobile vet colleagues just trying to do our best for animals and our families.

But please know that you do NOT NEED to give up on your dream by working for a corporate practice that plans to profit off your hard work, or leverage your fear, just because you don't know the ropes of running a sustainable & profitable business yourself... yet. Those companies would like you to think that you can't do it on your own... but it's not true.

It is very normal (and wise, in my opinion) to be a bit intimidated (or cautious) about starting a business, let alone your very own house call practice. While not every veterinarian wants to be a business owner (and that's OK!), what so many of us don't realize, is that the skills to have your own practice (plus an awesome unique brand of your own) are highly teachable... and VERY gratifying once you master them. If you want to have your own house call practice, but you don't know anything about business, please know that you absolutely CAN still do this on your own, and there is so much support for you out there as well.

As a mentor, I've coached many veterinarians through starting house call practices of their own. So many so, that I decided it was time to share a brief list to help you begin, so that you don't fall prey to the same traps I fell into when I started out (stories for another time!). I created this checklist to help as you start walking on your path.

1. Develop Your Business Skills – A common mistake vets make when starting their own practice is spending too much money on supplies and services, and way too little investing in proper training on how to start and grow their business. In order to have a profitable practice that is sustainable over the long term, you'll need to invest in learning how to build and grow your practice, as well as develop skills that set your practice apart. My personal rule of thumb is if you don't have basic knowledge of how to grow a business sustainably or have the client base to support lots of equipment, don't purchase it(yet). And as I mentioned before, all of this stuff is within your grasp. I promise. If you can spay a dog, or



If you want to have your own house call practice, but you don't know anything about business, please know that you absolutely CAN still do this on your own, and there is so much support for you out there as well.

This is the second article in a three-part series about House Call and Mobile Vet Practice! (If you missed the first article, check it out here: Why Everyone is Flocking to House Call & Mobile Practice https://www.nxtbook.com/nxtbooks/scvma/pulse_202204/index.php)

treat a cat with diabetes, do a dental on a rabbit, or do any of the things we do routinely as doctors... you absolutely can learn to be a successful business owner.

- 2. Start Planning Now Don't wait until you feel "ready" to start the planning process! Building a practice and getting the word out takes TIME. You won't have a line of folks waiting to work with you the very day you decide to open your practice...unless you plan well in advance. And trust me, I know how uncomfortable it can feel getting started and filing paperwork before you're ready to open up. But I've seen it repeatedly; those who start months or years in advance are the most successful.
- 3. Pick a Name The next thing to do is decide on a practice name and, if applicable to your business structure, obtain your DBA (Doing Business As) which allows you to legally engage in business under the name of your practice. Double check that your practice name is unique and is not one that already exists. It's best to pick a name that expresses compassion while complying with relevant local regulations.
- 4. Find out your Federal and State (or Provincial) Requirements – Obtain a local business license, DEA license, and equivalent licensing and permitting in your state so you can legally open your practice. Contact your state board and check your state or provincial practice act for other specific requirements. Be sure to check local DEA laws and start controlled substance logs if you will be carrying those.
- 5. Surround Yourself with Expertise Find a CPA and/ or bookkeeper to handle accounting, tax-selection, Employer

Identification Number decisions for your business.You'll also want to work with an attorney to help you decide on a business structure (which varies by state), draft/customize consent paperwork, etc...

- 6. Open Accounts Open accounts for business checking, local pet crematory (if applicable), & at least one vendor from which to purchase your initial order of supplies, & equipment. It can be very overwhelming getting to know about the different vendors. But try not to worry too much about which vendors are best at first. Your practice will likely grow, and you will explore different vendors over time and find out which ones best suit your needs.
- 7. Prioritize Sustainability Last but definitely not least, make sure to take care of yourself emotionally & physically. Set clear boundaries, have a plan for self-care, & find a supportive community of like-minded veterinarians. And don't forget to treat yourself! Remember, you don't have to do things the hard way. You don't have to reinvent the wheel. There is a lot of help and support out there to help you get started. Just reach out. The house call vet world is filled with many awesome, helpful, and kind people!

I wish you the best of luck with your new business. Humans & animals everywhere need you... you got this! **P**

Dr. Eve Harrison is a full-time concierge house call veterinarian in Los Angeles. She is the founder of the online CE course www.TheHouseCallVetAcademy.com & offers coaching to help veterinarians nourish not only their patients, but themselves... guiding them to find freedom by building profitable & sustainable house call practices of their own.

With Help from Angel Fund, Paloma Survives Pyometra

ne day in February, Omar Navarro's Poodle was "perfect" and the next day she was panting and uncomfortable. "It was weird because it wasn't even hot," he said. "The next day, she was doing the same thing."

"My mom said that this was not normal," he said. He decided he should call Little Tokyo Pet Clinic, where he had always taken his dog when she needed care. But the hospital had no appointments available that day. The receptionist suggested taking her to an emergency clinic.

Omar tried several emergency clinics but got a call a couple of hours later from the Little Tokyo hospital: an appointment time was available. Omar quickly took her there.

Dr. Mary H. Chung examined Paloma and told Omar that his dog was very ill. "She said it was bad," he said. "Paloma needed surgery real quick or she would get sicker." Dr. Chung said that the dog had suspect pyometra with mammary gland tumors, acute diabetes and pancreatitis.

Later that day, Paloma had the surgery. Dr. Chung removed her uterus and multiple mammary masses. She also suggested that Omar apply for an Angel Fund grant to help pay the cost of the surgery.

Omar, 28, lives with his parents and three siblings not far from Little Tokyo. He went home and applied online for a grant of \$500. It was soon approved. Dr. Chung messaged the SCVMA Board of Trustees and asked for an additional grant of \$500.

"Paloma is a special girl who came to us yesterday with heavy panting and required immediate treatment, including surgery and hospitalization," she said. "The owner is struggling to cover costs and we'd like to help as much as possible." Little Tokyo Pet Clinic donated \$500 and supported necessary services and medications to assist Paloma's treatment and recovery, Dr. Chung said.

In his application, Omar said:

"Paloma is not just any dog. She was a special dog when I first found her when she was only a baby. We became best friends. She means the world to me. She follows me everywhere I go. We have that special bond and I love her very much. I'm always taking care of her [when there is] any type of danger.



"Now she's sick and my heart is hurting me so much. I'm tearing up all the time. She needs surgery that is costing \$4,800 and, if she doesn't get it, I will lose her. I can't lose my best friend. She's my companionship. I'm asking if you're able to help with some funds for my best friend. I'm trying to find money wherever I can. I'm not working fulltime. I'm self-employed but not making enough money. Please help me."

The additional \$500 was approved. Omar's family provided the rest of the money needed for Paloma's treatment. When he learned he had received \$1,000 from Angel Fund, Omar was grateful. "I was happy. I was blessed," he said.

Omar found Paloma on the street when she was a puppy nearly 12 years ago. Is Paloma doing well now? "Yeah, perfect," he said.

He works Saturdays and Sundays at a swap meet selling inserts for Croc sandals that provide them with a dash of color through the holes in the footwear. "It makes them look fancy," he said. **P**

"She needs surgery that is costing \$4,800 and, if she doesn't get it, I will lose her. I can't lose my best friend. She's my companionship. I'm asking if you're able to help with some funds for my best friend."



Navigating the Working Interview

Theresa Cosper-Roberts, RVT

Two ould you marry someone based solely on the first date? Can you truly say that you know someone after only a few hours? If not, why would you ever agree to spend half of your waking hours working somewhere without ensuring that it is the right fit for you?

Most people believe that the working interview is an opportunity for the hospital to see what you are made of. While this is true, we forget that it is also a time for you to see if the hospital is the right fit for you. When moving toward the working interview portion of obtaining a position, there are a few things of which you should be mindful.

Scheduling

Employers and employees are on their best behavior when interviews are taking place. Because of this, it may be difficult to accurately gage the hospital environment. One of the best ways to see the "true hospital" is to ask for a working interview that spans multiple days. If that is not possible, ask for the interview to occurs during their busiest time of day, and to be paired with the same people that you would work with if hired.

Conduct mini-interviews

A way to get past the "best behavior" barrier is to conduct informal mini-interviews with staff members while you are there. While you are working together, ask them open ended questions, such as:

Do you have a favorite conference that the practice sends you to every year? This question may provide insight into CE allowances and the practice's willingness to invest in their employees.

Where do you go on your lunch break? Any good restaurants around here? Answers to this question may show whether employees regularly receive lunch breaks where they are able to leave the building and decompress.

If you could improve one thing about working here, what would it be? Is management receptive to your suggestions? This may show whether the administration is approachable and their receptiveness to employee suggestions.

How does the owner or management show that they value you? What types of things does the hospital do for fun? Answers to this question may provide insight into the hospital's culture.

If employees seem hesitant to answer questions while working, ask them if you can take them out for coffee or lunch to discuss things, if appropriate. They may be willing to open up in a different setting.

Standards of Care

Observe the hospital's standard of medicine and patient care. Does it align with your values? Are they doing things that you feel are unacceptable or inappropriate? If you are a proponent for low stress handling, can you handle watching cats be scruffed or dogs being wrestled to the floor for procedures? If you are a VTS in anesthesia/analgesia, can you handle premedicating a patient for a major procedure without a full mu agonist? Would you be willing to monitor anesthesia without what you feel is appropriate monitoring equipment?

Conversely, if they are more advanced/progressive than what you are used to, are you willing to learn and conform to their standards?

Watch team interactions

One of the most important things that you do is observe the team dynamic. Is anyone laughing or joking around? How do they treat each other- Is there gossiping? Are they telling jokes at the expense of other team members that they feel are incompetent? Is there any animosity between front desk staff and technical staff members? Are they respectful when speaking to each other? How do they handle stressful situations-do they rally together, or does it become a barrel of crabs? Do the doctors value their technicians and their input?

More importantly, can you readily identify toxic employees? If you can, does it seem as if management is addressing their toxic behavior or ignoring it?

Observe OSHA compliance

Something that is often overlooked is OSHA compliance. Sometime small, seemingly innocuous things are indicative of larger health and safety issues at play.

Is someone carrying a 40 kg dog or handing a fractious cat by themselves? Why? *This may be indicative of staffing issues or sink-or-swim mentalities that may lead to injuries.*

Are people eating in the treatment areas or other off-limits places? While this could just be someone being gross, this may hint that employees may not receive adequate breaks.

Be of service

Clean the countertops in the lab. Sweep & mop the floor when appropriate. Restock the drawers in treatment areas. Offer to do an unwanted/undesirable task. These small, seemingly mundane tasks will make you standout as a team player.

Be yourself

The most important thing that you can do during a working interview is simple. Be yourself. Show them how wonderful you are and everything will work itself out. Also...

Do the laundry. P

Springing Back Into Action

Elizabeth Goldstone

C or almost two years, I have been writing about the ups and downs of the pandemic. It has been like a yo-yo for about the past year – staying in, going out, back in, etc. I've had the privilege to travel for work for a few small meetings and for Western Vet. I have also been able to visit family during some lulls in the infection rate. Most of these occasions have required vaccine status checks and the wearing of masks, for the most part.

Just last month, I was able to travel to Dallas for the first larger company meeting since January of 2019, when we met in San Antonio, Texas. It has been nothing but Zoom meetings for two years, then some smaller get togethers this year. This was probably the most exciting and energetic meeting I have been to in my lengthy, Pharma history. We had some major growth in our Companion Animal headcount, but we also had familiar faces who I have been seeing for my 13 years with my company. There were more hugs than I have seen in a long time, and it felt so good.

There was another large meeting occurring at the same hotel and same time as ours, and the city was abuzz, signaling that companies are starting to hold more large meetings. Just another sign that we are on the right track. I realize that Covid is on the rise again, but it seems like the cases are not as serious as before from the reports I have seen.

But it is back to work after a short trip to Florida to visit my mother, after our sales meeting. My schedule is pretty much back to normal, and it seems like I have more in-person meetings than in previous months. At the end of this month, we have the 2022 SCVMA Installation Dinner at the Grand Californian. I am looking forward to seeing everyone, and I think it will be a fun event. Even though I have been to many large meetings now, WVC, work and such, it still makes me excited every time I can get together with friends and colleagues at any locale.

It is also hard to believe it is almost May! This year has been going so fast, but again, it has probably been because of all the events that were planned and already have occurred. The busier we are, the faster times goes! And it is not slowing up any time soon. I have 2 concerts planned for May and June I am so excited to see live music again. I have baseball games, dinner cruises, and hopefully some more travel in July. Some is work related,



some is not, but either way, it will be fun to do some more social activities.

The industry as a whole is coming off of two incredibly successful years. When you do well, we do well. Of course, we are all anticipating that this continues for all of us for a long time. I am not sure if the adoption rate is still up, but the fact that so many more people are working at home now, and are with their pets, I think, has really made a huge difference in their pet's care. I know that some clinics cannot even take new clients, because of being so busy and still short on staff and vets. Hopefully this problem will get better in the next few years as life continues to get back to normal. **P**

Elizabeth Goldstone

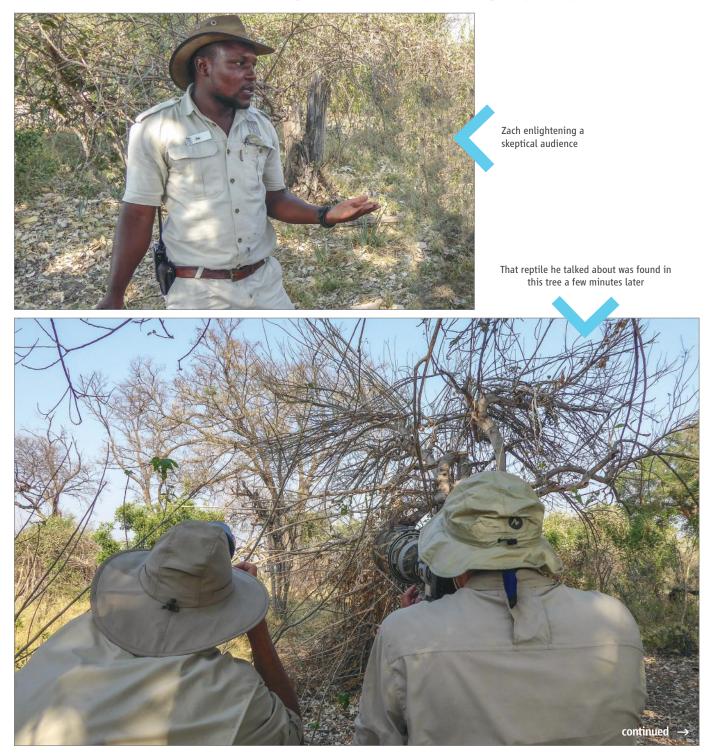
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Article #81: Exploring Botswana by Foot, Part III

by Carl Palazzolo, DVM, MBA

I had an enlightening experience on this walking tour when our guide Zach asked "do you hear that bird's alarm call"? When he told us that it was the bird's reptile alarm call I thought he was pulling our leg. He wasn't.







It is circled to help you find it. Any idea yet what it is?

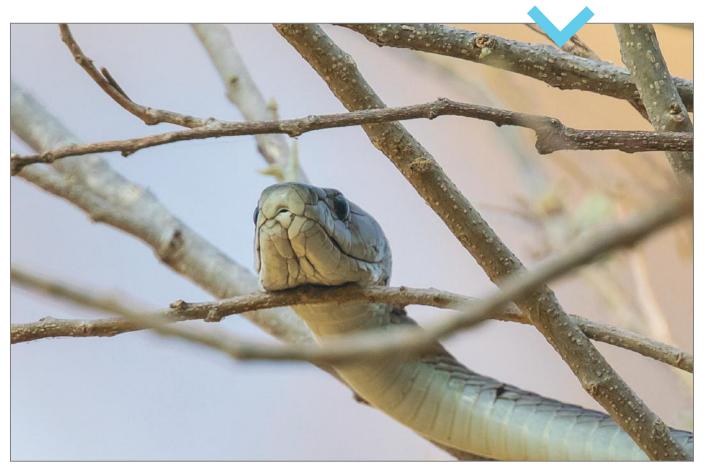
It is an olive colored snake. Do you know the species?





For a clue, the inside of the mouth is black

It is a black mamba





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A few seconds after the previous photo it moved to this position

This is when it is worth it to lug those heavy telephoto lenses through airports



It is a rare occurrence to see a snake in Africa. In my 10 trips there, I have only seen 4 of them, always at a distance, and only after the guide spotted it. **P**

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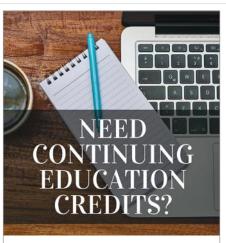
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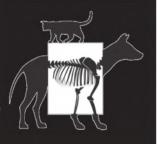
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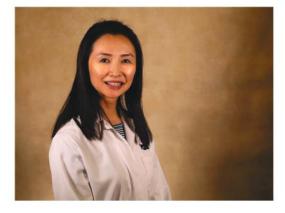
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SCW11— Located in the San Fernando Valley is a 2 DVM small animal clinic grossing over \$1.2 million in 2021. The San Fernando Valley is located just north of LA and has great communities and strong business industries. Known throughout Southern California as the "Valley", the San Fernando Valley is an urbanized valley in LA County. The practice sits in the southwestern region of the valley and is home to approximately 67,000 residents. It is considered one of the least dense neighborhoods in the Los Angeles area. The facility is 2,001 square feet free-standing stucco wood building on a 4,258 square foot lot with 2 exam rooms. Surrounding the facility is a mix of commercial property and residential neighborhoods. The San Fernando Valley is a highly desired and great place to live. There are endless opportunities for entertainment and recreation. Buyer's after debt income is expected greater than \$170,000. **Practice: \$920,000 Real Estate: \$850,000**

SCV1 — Live close to all of the amenities of big city LA but far enough away to enjoy rolling hills, clean air and less traffic. The area supports a strong economy centered around small business. The community is in a perfect location and is easily connected to all southern California. Live thirty minutes from the beach, mountains, and an international airport. This 1 DVM Small Animal practice is in a 2,300 sq. ft freestanding facility with 5 exam rooms. Other features include indoor runs, boarding facility, multiple office spaces and stay-of-the-art ICU area. 2021 Revenue was greater than \$770,000 and has had consistent growth from 2018 to present. Practice has great upside potential if new owner chooses to add weekends to their schedule. Buyer's after-debt income projected to be greater than \$200,000 per year. **Practice: \$799,000 Real Estate: Lease**

SCV10 — Located 20 miles east of downtown LA, this community reflects all of southern California's benefits. The area is a mix of residential housing, retail business and industrial complexes. Find great entertainment, shopping and recreation. Live and work in a great community that embraces the past but provides great opportunity for the future. This practice is a 1 DVM small animal practice. The facility is 1,800 square feet with 2 exam rooms, pharmacy, office space, boarding facility and large waiting area. 2021 Gross Revenue was greater than \$780,000 and practice has shown consistent growth over the past 3 years. **Practice: \$630,000 Real Estate: \$500,000**

Beat the upcoming summer heat and check out these other great listings across California!

NCTL5 — Live and work in one of California's most desirable areas. Now available is a small animal practice located in beautiful Lake Tahoe, CA. Everyday will feel like a vacation. The practice was established by the owner in 2003 and is in a leased 3,840 sq. ft. facility on 1.25 acres. The facility was built in 1978. Significant remodeling was completed in 2010 to bring the facility up-to-date. The practice currently employs 1 relief vet, part time. Practice hours are Monday thru Friday and it has a robust boarding business. Growth has been steady for the past few years; 2021 gross was \$1,277,286. This practice has high cashflow, and is projected to provide the buyer with over \$350,000 in after debt income. Plenty to live well in the area and even hire another doctor. **Price: \$1,100,000**

NCS1— This 1 DVM practice resides in a free standing facility on a very large lot with room for expansion, large animal facilities etc, with good equipment. Known for its recreation including biking, camping and skiing, and a well developed winery region, this area is filled with fun things to do every weekend. This is the region that started the California Gold Rush in the 1850's. High above the winter fog of the Central Valley, you'll have blue skies almost every day, and if your wanting to indulge in the big city offerings of San Francisco its just a 2.5 hour drive. The large cities of Stockton and Modesto are only just over an hour from the practice. Family will surely want to come visit you as Yosemite National Park is within an hour drive and skiing is as well. Revenue +/-\$800,000 annually. After debt income is excepted to be >\$180,000. **Practice: \$495,000 Real Estate: \$350,000.**

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A native Californian with roots in Laguna Beach, Dr. Keeshen is an avid surfer.

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MARIN COUNTY: Friendly community located just north of San Francisco. This exceptional practice is located adjacent to a major thoroughfare, across from a large mall. Highly functional facility has recently been renovated. The practice includes ~2,300 sq. ft. with 3 exam rooms. Equipment includes digital X-Ray, digital dental X-Ray and Antech lab equipment. Well-managed, paperless practice is currently operated with 1 DVM per day. The practice is experiencing increased revenue year over year. 2021 Projected Gross ~\$900,000 with no weekend hours. Significant growth potential with increased hours. Possibility to convert into a multi-doctor practice. NEW LISTING! PRACTICE PRICE: \$763,000.

SONOMA COUNTY: Approximately 1 hour north of San Francisco. Surrounding area offers a wide variety of amenities including wineries, biking, hiking & horse trails. Located in a quaint family-oriented community with outstanding climate and first-rate quality of life. Spacious facility is a true fixer-upper with many opportunities for redesign. ~2,300 sq. ft. reasonably priced facility is situated on a 6,000 sq. ft. lot. This booming practice, which offers modest fees, is currently operated as a busy single-DVM practice with equipment including DR X-Ray. 2021 Projected Gross ~\$1,050,000. NEW LISTING! PRACTICE AND REAL ESTATE PRICES PENDING. Please call for additional information.

ORANGE COUNTY: Great multicultural community. The area features local highly rated schools and colleges/universities. Well- established PX located along a major thoroughfare and surrounded by housing communities. Roomy leasehold, free-standing facility consists of 2 exam rooms, 20 cages and 4 runs. Equipment includes DR X-Ray, dentalaire machine and Antech lab equipment. 2021 Projected Gross ~\$727,000 produced with minimal DVM hours. Growth potential to expand business hours with new ambitious owner-operator. Rare opportunity to also purchase the facility (real estate) from the landlord. NEW LISTING! PRACTICE PRICE: \$550,000. REAL ESTATE FOR SALE.

(real estate) from the landlord. NEW LISTING! PRACTICE PRICE: \$550,000. REAL ESTATE FOR SALE.

GREATER SACRAMENTO: Located approximately 25 miles northeast of Sacramento. Free-standing, leased facility consists of ~2,300 sq. ft with 2 exam rooms, 18 cages & 10 runs. Computerized practice includes digital X-Ray and ultrasound. 2021projected gross ~\$1.3 Million. General full-service small animal hospital with special reproduction services. CALL FOR PRICING & ADDITIONAL DETAILS.

KERN COUNTY: Situated in a growing community located ~1 hour North of LA with a strong agricultural, oil & general broad economic base including a new Amazon fulfillment center. There are many nearby amenities & affordable housing. This general Small Animal practice offers an ~3,000 sq. ft. facility with 3 exam rooms, 60+ cages and 10 runs. Equipment includes ultrasound & digital X-RAY. 2021 projected gross ~\$1,245,000. Potential to significantly increase hours of operation to grow productivity. **PRACTICE PRICE:** \$667,000. **REAL ESTATE PRICE:** \$425,000

VENTURA COUNTY: Located in a great upscale community with excellent amenities, desirable demographics & highly rated schools. Family-friendly community. Attractive & modern, ~1,800 sq. ft leased facility is strategically located in popular shopping center. Equipment includes Abaxis Lab & Digital X-Ray. Underutilized PX /limited DVM hours. 2020 Gross: \$467,000. PX is offered at less than a start-up. PRACTICE PRICE ONLY: \$225,000.

GREATER CARMEL: A unique community that embraces family, prosperity, and the highest quality of life. The Pet Spending Potential Index for the surrounding area is 96% higher than the national average. Well established, growing PX is in an attractive ~1,600 sq. ft. leased facility, including 2 exam rooms, 12 cages & 2 runs with room for expansion. Full service, small animal practice includes extensive equipment. 2021 projected gross ~\$1.2 Million produced primarily with ~1 DVM per day and limited hours, including no weekend. PRACTICE PRICE: \$824,500.

GREATER LOS ANGELES: Situated near all the amenities that Los Angeles has to offer. Free- standing facility includes 2 exam rooms, 22 runs & 30 cages with options for redesign. Equipment includes 2 anesthetic machines, IDEXX lab equipment & DR X-Ray. 2020 Gross ~\$2 Million produced w/ essentially 2 full time DVMs. Extremely profitable PX currently under-utilized with potential for increased services, hours, and revenues. Owner & associate open to remaining post-sale, under new ownership, if desired by new buyer. PRACTICE PRICE: \$1,688,000. REAL ESTATE FOR SALE.

SAN DIEGO, SOUTH BAY: Well-established practice is located within a strip center with the leased facility consisting of ~1,968 sq. ft / 3 exam rooms. Exceptionally well-equipped PX including Digital X-Rays (one for body and one for dental), Color doppler ultrasound, Abaxis analyzer (all owned by the practice). 2021 projected gross over ~\$2 Million. Excellent growth and profitability. PRACTICE PRICE: \$1,700,000.

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ODE TO NEW GRADS

Rules and offer opportunities to congregate, communicate and commiserate. As time went on, the group name was updated to DVM2KX to include members that have graduated in the year 2010 or later. Past events include wine tasting, rock climbing, Lucky Strike bowling as well as more formal CE meetings. For some reason or other (insert thinking emoji here), the group has not met in the last 2 years.

The chapter president, Dr. Tiffany Meyers, and I have shared a few thoughts about possible activities and CE events that members might enjoy. However, we feel strongly that the members who fall into the DVM2KX group be the ones to tell US what they want rather than the other way around. Dr. Meyers and I will be hosting a virtual open forum for veterinarians who have graduated within the last 10-ish years. Whether you call yourself a new grad, a baby vet, a gently

ODE to a Young, Recent or Gently-Used Grad



used grad, or simply young at heart, we sincerely hope you'll join us in a candid open conversation on May 26th at 7pm. And if that doesn't get your attention, I've pulled out a poem I wrote way back when I was SCVMA president just. for. you. Enjoy.

Success is theirs, it isn't a fluke After subsisting mostly on alphabet soup New grads emerging from school's cocoon And entering veterinary society so soon

In tomes of science, they've been immersed On animal medicine they are well versed Stress leukogram, Horner's, Stay apparatus Lac operon, Scrapie, Ehrlichia platys

Brimming with enthusiasm that is infectious Their outlook is hopeful, their energy endless Stand close to one if you would like to be Energized by some of their ATP

Clients as pleasant as rectal palpation Even with so many years' education They talk via email, Facebook and text And are always asking what waits for them next

Engaging new grads is our goal from the start Recent ones too, and those young-at-heart They have many challenges, one might say But what do they want from SCVMA?

Social events surrounded by peers The ability to chat about everyday fears Finances, retirement, student debt And CE presented by a young vet

An online forum so that they can post At 2 am what matters the most A quarterly function with family about Grads, is there anything that I left out?

If you think this cohort might be a good fit Step away from your files and get out for a bit Virtually join us on May 26 And tell us what you want from DVM2KX

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