

Practice Partners Digest

April 2023

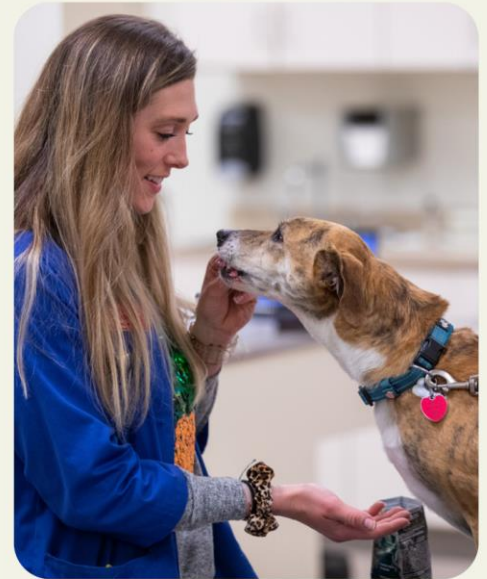
IOWA STATE UNIVERSITY
College of Veterinary Medicine



Practice Partners Digest

ISU-CVM is supportive of our veterinary students interacting and developing relationships with veterinary colleagues regarding future professional employment opportunities. The Practice Partners Program was developed as a collaboration with SAVMA@ISU to foster these relationships.

The purpose of this monthly newsletter is to equitably and consistently share information from Practice Partners with the veterinary student body at ISU-CVM.



ISU-CVM Practice Partners Program



**Digital Communications
and Advertising**



**In-Person Networking
and Job Fairs**



**Facilitated Events
with Student Clubs
and Organizations**



**Individual Student
Career Development
Consulting**

For more information about the ISU-CVM Practice Partners Program, visit:

<https://www.regcytes.extension.iastate.edu/vmppp/>



New Associate Doctors Needed – Do you desire to be employed in a collaborative work environment where amazing things happen each day?



A complete state-of-art hospital with internal medicine, soft tissue, orthopedic, dental, advanced imaging (CT, Ultrasound, Digital Radiography), physical therapy services, seven certified veterinary technicians, excellent support staff, great salary, benefits, and much more. Contact Dr. Steve Dullard at sdullarddvm@gmail.com, call 815-228-3845, or write 2400 Chartres St., LaSalle, IL 61301. Visit our website to find out more about our practice and services or request a PowerPoint hospital tour. Let us ignite your career and discover your possibilities!



Our Core Values: Positive Attitude, Compassion, Professionalism, Desire to Educate, and a "Can Do" mentality.

Our purpose: To make a difference we are proud of.

- Guaranteed Base plus Production Percentage
- Sign-On Bonus,
- Health, Dental and Vision Insurance,
- Retirement Simple IRA Plan,
- AVMA and State VMA Dues,
- CE Stipend,
- Controlled substance license reimbursement,
- Paid Time Off,
- Pet Care Plan,
- Dedicated time per week for surgical/dentistry mentoring for new graduates,
- Lots of Opportunity to Grow and Build Confidence.
- Live in a progressive safe centrally located small city with excellent access to two major airports and three state parks.



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Sioux City, IA



Family Pet Perry Creek

WHAT SETS US APART?

- Motto - "Every patient ever time"
- High tech equipment & stellar team
- Dogs, cats, pocket pets and some exotics
- Formal mentorship for new graduates
- Excellent compensation, benefits + bonuses



"Family Pet at Perry Creek has the most honest name. They really are your pet's extended family. All the staff loves and cares for your pet like it was their own. They know your pet's personality. They remember what your pet needs. They provide education and resources to help you keep your pet healthy and happy."

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EMAIL.MEGAN.BRINKMEYER@NVA.COM

PERRY CREEK ANIMAL HOSPITAL



Nodaway Veterinary Clinic, Inc.

Maryville, MO

Nodaway Veterinary Clinic, Inc., a four veterinarian, mixed animal practice has an immediate opening for an Associate Veterinarian. The practice is approximately 50% food animal and 50% companion animal/equine. We are looking to add an associate to our team of doctors who has an interest in practicing mixed animal medicine and/or an associate who wants to practice with an emphasis in companion animal medicine.

We are a cow/calf driven practice with an excellent food animal/equine haul-in facility. Theriogenology is an important component of our practice. We provide bovine pregnancy checking both manually and by ultrasound, and do bull semen evaluations (BSE), and perform bovine artificial insemination (AI). Our clinic also performs both fresh and frozen semen equine artificial insemination, as well as Progesterone testing and canine surgical artificial insemination.

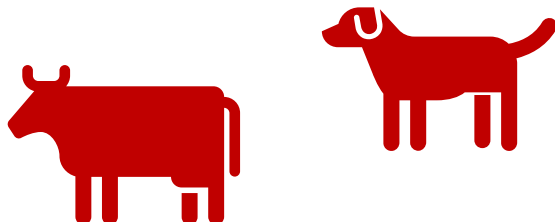
Our collaborative, fast-paced clinic is located in a friendly Northwest Missouri community with a Division II University offering a unique blend of athletic and cultural events. Our community has a recreational lake and park with exceptional fishing, equestrian RV park, camping, hiking, and boating. There is also an 18-hole golf course with an additional 9-hole short junior/executive course and putting green on sight.

Maryville, Missouri is located approximately 40 minutes North of St. Joseph, Missouri, 1½ hours North of Kansas City, Missouri, and within 2 hours of Des Moines, Iowa and Omaha, Nebraska.

Our veterinarians and staff have been serving Maryville, Northwest Missouri, and Southwest Iowa with professional veterinary care for over 50 years. Today, the practice has grown into a regional progressive multi-doctor, mixed animal practice known for its excellence in service and quality veterinary care. We hope to ensure a positive impact on our patients, animal owners, and local community.

The general facility is well equipped with gas anesthesia, dental scaler and polisher, bone-plating, blood profile diagnostic machines, portable ultrasounds, CR radiograph, and cryotherapy equipment. The food animal/equine haul-in facility has an inside working hydraulic chute, hydraulic tilt table, and indoor livestock pens. There are three portable chutes, two of which have scales. The haul-in facility is also equipped with equine stocks and separate equine surgery room, power float, and horse stalls. Ambulatory truck and inventory are provided. The staff is knowledgeable and friendly. Preceptorships/Externships are welcomed and encouraged as well as working job interviews. Competitive compensation and benefit package offered.

If you are interested in more information about our available Associate Veterinarian position, please forward me a convenient time and I will be happy to discuss the position in more detail. I have included my contact information below.



Contact Information:

Dr. Ed Powell

Nodaway Veterinary Clinic, Inc.

23664 Bus. Hwy 71 North, P.O. Box 68

Maryville, MO 64468

660-582-2300 (clinic phone number 7am-5pm) or

660-254-8031 (cell phone number)

E-mail address: e_powell_dvm@hotmail.com

HEART OF ANKENY ANIMAL HOSPITAL

JOIN OUR TEAM



Dr. Stacey Munger
Owner
2006 ISU CVM Graduate



Dr. Heather Quinn
Associate Veterinarian
2018 ISU CVM Graduate

Our Practice

- Exclusively small animal
- High quality medicine
- Rapidly growing area with high client compliance
- Idexx laboratory suite, digital xray, ultrasound, therapy laser
- Mentorship with special interests in surgery and dentistry

send resume to smunger13@gmail.com

Benefits

- Competitive Salary with bonus potential
- Paid medical, dental, and supplemental insurance
- 4 day work week
- PTO, Paid CE, Free pet care
- IRA with company match
- No on call requirements



Public Health Veterinarian (PHV)

Food Safety and Inspection Service (FSIS) veterinarians hold critical positions that uphold the USDA FSIS' commitment to protect the public's health by ensuring that meat, poultry, and egg products are safe, wholesome, and properly labeled. FSIS is the largest federal employer of veterinarians in the country. Your veterinary education has provided you with the scientific and medical background that is valued and needed with FSIS. Additionally, FSIS provides all employees with orientation and training programs to help you apply your skills in our public health regulatory environment.

Responsibilities

- Conduct antemortem and postmortem inspection of meat and poultry products.
- Conduct foreign animal disease surveillance.
- Verify humane handling of livestock and good commercial practices for poultry.
- Supervise and assist food inspectors on the inspection line to ensure compliance with federal regulations.
- Enforce federal meat and poultry inspection procedures, including animal welfare laws.

Benefits

- Paid vacation and sick leave
- Health, dental, vision, life, and long-term care insurance options
- Flexible spending accounts
- Federal government retirement plan
- Paid parental leave for 12 weeks for a qualifying birth, adoption, or foster care child

For more information: www.dm.usda.gov/obp/payandbenefits.htm

Questions?



Incentives and Programs

- Multi-year recruitment incentive of \$5,000 per year for 4 years (\$20,000) for newly appointed in-plant veterinarians nationwide. The first payment is made after the first year of service is completed.
- The FSIS Student Loan Repayment Program for in-plant PHVs offers \$10,000 per year for up to 3 years with a minimum 3-year service agreement. Eligible PHVs may participate in the program two times and receive up to \$60,000 over two 3-year service agreements.
- Newly appointed in-plant PHVs are eligible for a government assisted relocation.
- Creditable Service for Annual Leave Accrual (CSALA) may be granted for directly related non-Federal or military experience for leave accrual purposes, allowing those that meet the requirements to potentially be placed in higher leave earning category than they would otherwise have been placed.
- College Tuition Reimbursement program offers FSIS employees up to \$5,000 per fiscal year for tuition expenses towards graduate level courses.
- Continuing Education Reimbursement offers veterinarians \$1,000 per year to reimburse registration costs for professional meetings and conferences.
- Public Service Loan Forgiveness program ([Public Service Loan Forgiveness | Federal Student Aid](#))

How to Apply

Apply online at USAjobs.gov. Enter "FSIS veterinarian" in the search box and you will see job announcements. Find the 'Updated List of Available Veterinarian Positions' [Here](#)

Prairie View Animal Hospital in Dekalb, IL is seeking an Associate Veterinarian



Prairie View Animal Hospital, one of the premier small animal practices in North Central Illinois, is looking to add an associate veterinarian and will consider both FT and PT. We are a long-established, privately-owned hospital with a reputation of providing high-quality, compassionate, family-oriented pet care. We foster long-term relationships with our loyal clientele, and we have been with many of our clients and their families through multiple generations of pets.

The DeKalb/Sycamore area is the ideal location for those who prefer a variety of lifestyle options – rural, suburban, and urban. We are conveniently located 30 minutes from the suburbs and 1 hour from downtown Chicago. Quality of life is extremely important to us – we offer generous PTO, no after-hours emergency calls and Saturday hours of 8am-noon with at least every other Saturday off. Our competitive salary will be commensurate with skills and experience. We also offer 401K and health insurance. New graduates are welcome to apply. We have an outstanding support staff; several have been with us for 15+ years and we utilize our staff to their fullest potential which allows our doctors to concentrate on only the “doctor stuff”.

The ideal candidate will have excellent communication and teamwork skills. Our team works hard and professionally, but we also like to laugh and enjoy our time at work! Interest and experience in both medicine and surgery is ideal. Our two doctors have over 65 years of combined experience and mentorship is always available. We stress CE and will provide training opportunities to improve upon existing skills and learn new techniques.





Iowa Humane
ALLIANCE

working together for Iowa's pets

Spay Neuter Surgical Position

Responsibilities:

Perform 35 spay neuter surgeries during a normal workday (8-8 ½ hours between 8 am-5 pm, M-F).

- 10 canine surgeries of varying ages and weights of either sex.
- 25 feline surgeries with approximately 40% being community cats.

Pre-surgical and post-surgical exams.

Perform all surgical duties adhering to IHA's standardized techniques and protocols.

- Standard of care – all patients are treated as individuals and should receive the highest quality of care. Considerations when evaluating for surgery:
 - Stress and pain levels
 - Anesthetic risk
 - Post-surgical complication concerns
 - Quality of life
- Drug protocol
- Surgical guidelines
 - Right flank spay technique for all female felines.
 - Canine castration is scrotal, closed cord technique with deep SQ closure only.
- Safety protocol

Benefits and Compensation:

Based on full-time position.

- Initial pay range of \$90,000-\$117,000 annually (\$350-\$450 per day), compensating for relevant experience.
- Increase of pay is based on performance and number of surgeries performed per day, approximate cap at \$130,000 annually (\$500 per day).
- \$5,000 sign-on bonus
- \$10,000 in student loan repayment over 18 months of employment.
- Six paid holidays.
- Holiday break between Christmas and New Year's is paid after one year of employment.
- An additional week of vacation is paid after one year of employment.
- Paid membership of a national organization.
- Access to VIN for referencing.
- Reimbursement for costs incurred relating to CE hours of \$500 annually.
- At-cost pet care/prescriptions.
- Health insurance stipend of \$300/month.
- On-site training at IHA clinic.

Based on part-time position.

- Requesting one day per week commitment.
- Paid per day based on rate stated above.
- Other benefits may be prorated based on work schedule.

IHA is nonjudgmental, open-minded, flexible, and willing to negotiate any terms of employment. Please email your resume or any questions to stacy@iowahumanealliance.org.

Taking care of the future of veterinary medicine starts with you.



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- Student programs and career opportunities



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The animal of the month is the red-winged blackbird (*Agelaius phoeniceus*)



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VETERINARY EXPERIENCES



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Veterinary
Partners
Golden Opportunities for Students



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SVP GO STUDENT OPPORTUNITIES

1ST - 3RD YEAR STUDENTS
2 - 4 WEEK SUMMER TRAINING

Work in active clinical environments with this immersive program, under the careful guidance of our most experienced DVMs!

- Scrub-in and assist with surgical procedures
- Work in specialty clinics
- Help provide emergency medical care

SVP GO EXTERNSHIP PROGRAM

4TH YEAR STUDENTS
2 - 4 WEEKS

Shadow a DVM and get real life experience at one of our 300+ hospitals across the U.S.

- Perform essential tasks under expert supervision
- General practice and specialty/emergency positions available

Our DVM Student Program with Southern Veterinary Partners (SVP) gives you beneficial working experience while providing valuable mentorship, and networking opportunities. The program offers four-week summer job opportunities for 1st and 2nd year students and externship opportunities for 3rd and 4th year students.

SVP pays \$500 weekly taxable for each student opportunity.

Scan to
Apply Now!



SVP 
Southern Veterinary Partners

Navigating Imposter Syndrome in Veterinary Medicine

What is imposter syndrome?

Imposter syndrome is doubting one's abilities despite evidence to the contrary. Essentially, it's feeling like a 'fraud.' This condition is often associated with high-achieving individuals with perfectionist tendencies – a common trait among veterinary professionals.

Imposter syndrome can affect anybody. Whether you've felt like you're 'faking it' or are newly acquainted with the inner 'imposter,' this article offers tips to build confidence and overcome imposter syndrome so you can achieve [brilliant](#) things – in veterinary medicine and beyond.

4 behaviors that coincide with imposter syndrome.

If you feel like an imposter, you may:

1. Dismiss praise
2. Avoid displays of confidence to avoid rejection
3. Work too much or too hard to be better
4. Be a people-pleaser instead of your authentic self

To counteract these, reframe your thinking through:

External validation. There's likely evidence that you're indeed smart enough, capable, and know how to learn from opportunities. E.g., academic achievements or professional accomplishments.

Accepting compliments. Recognize your capabilities, contributions and accomplishments, and believe people when they say something kind. Let in the 'good stuff.'

You control your mindset.

When developing a growth mindset, it's important to be aware of negative self-talk that occurs with a fixed mindset.

To transform fixed thoughts into those of growth, reframe them in a positive light:

- Failure is the limit of my abilities → **Failure is an opportunity to grow**
- I'm either good at it or I'm not → **I can learn to do anything I want**
- I don't like facing challenges → **Challenges help me grow**
- I'll stick to what I know → **I like trying new things**
- Feedback is personal → **Feedback is constructive**
- I'm not cut out for this → **My effort and attitude determine my abilities**
- Everyone else is better than me → **I'm inspired by the success of others**

9 ways to cope with imposter syndrome.

Understanding imposter syndrome is the first step in overcoming it. There are many ways to cope, including:

1. Knowing the signs of imposter syndrome
2. Knowing you're not the only one who feels this way
3. Distinguishing between humility and fear
4. Letting go of the need to be perfect
5. Being kind to yourself
6. Tracking your success
7. Talking with a mentor when you're having doubts
8. Saying yes to opportunities
9. Embracing the feeling – it's a symptom of growth

Foster the imposter.

Discomfort and uncertainty are natural feelings; if you try to hide them, they'll show up more. So, dare to go forth knowing what's causing fear. Be intentional, authentic, courageous, and open to imperfection as you learn and grow.

The BluePearl Health + Well-being Team consists of dedicated professionals who deliver compassionate mental health and social work support to Associates in our hospitals across the country. Explore careers or training programs at [BluePearl](#) today.



Clinical Internship in Nutrition and Primary Care

- The Veterinary Health Center at Kansas State University is offering a 12-month post-DVM internship with a primary training emphasis on **small animal veterinary clinical nutrition** combined with a moderate emphasis on **small animal primary care**. The objectives of this internship are to teach and provide clinical experience for Kansas State University College of Veterinary Medicine students in the field of veterinary clinical nutrition. In addition, successful completion of the internship will help to prepare the individual for advancement into the American College of Veterinary Internal Medicine - Nutrition (ACVIM-ACVN) residency program or nutrition-related industry, as well as provide additional training for those desiring transition into a primary care practice.
- The majority of the time will be dedicated to working in the **Hill's Pet Health Nutrition Center (PHNC)** with VHC primary care clinicians. Additionally, the intern **will work alongside board certified ACVN specialists from Hill's Pet Nutrition** and also serve as adjunct faculty members in K-State CVM on nutrition related cases, including patients enrolled in the **Healthy Weight Clinic**. The Healthy Weight Clinic is a unique program at the PHNC that addresses the pet obesity epidemic through tailored weight loss plans and frequent veterinary monitoring. Specialty services offered by the VHC include small animal internal medicine, small animal surgery, cardiology, radiology, zoological medicine, oncology, ophthalmology and dermatology. A small percentage of time may be spent at the Hill's facilities in Topeka, KS and attending various Hill's activities as well.
- The PHNC faculty includes a full-time diplomate of the ABVP (Canine-Feline), general practitioners and other part-time clinicians with divided time between the PHNC and dentistry. The current PHNC clinicians boast 70 years combined experience in primary care. Cases include routine wellness exams, behavioral and nutritional consultation, minor surgery, sick patient exams and urgent care cases. The intern will have access to a full diagnostic laboratory as well as imaging services that include radiology ultrasound, CT, and MRI.
- The successful intern will participate in all aspects of services provided in the Hill's Pet Health and Nutrition Center. They will also have the opportunity to spend time in select specialty services and will provide nutrition consults for the other services as needed. The intern will provide clinical, didactic/rounds, and laboratory instruction for veterinary students. The intern will attend and provide nutrition presentations for house officer seminars. The successful intern will also be involved in preparing a nutrition-focused case study as well as sharing responsibility with management of the K-State Healthy Weight Clinic. Interactions with other colleges on campus that involve nutrition-related topics are available.
- The Veterinary Health Center is a modern, spacious facility on the campus of Kansas State University in Manhattan, Kansas. The University is in the beautiful Flint Hills of Kansas with numerous recreational opportunities available.
- Learn more: <https://careers.pageuppeople.com/742/cw/en-us/job/514893/medical-internclinical-nutrition>