The IVMA Nomination Committee has nominated Dr. Aubrey Cordray of Humboldt for the position of Vice President of the IVMA.

Ballots will be distributed by email or hard copy in early June. If you do not receive correspondence from the IVMA, please contact the IVMA office at 800-369-9564 or via email at ivma@iowavma.org. Ballots are due back to the IVMA office by June 20.

There are currently no other nominees. Members of the 2023 Vice President Nomination Committee included: Drs. Brenda Bright, Kristen Clark, Shawn Nicholson, Delaine Quaresma, Alicen Tracey and Randy Wheeler.

Meet Dr. Cordray

Dr. Aubrey Cordray is a veterinarian owner of the Humboldt Veterinary Clinic. She is a 2014 graduate of Iowa State University College of Veterinary Medicine. After graduation, Dr. Aubrey wanted to practice mixed animal medicine in a rural community where there was a significant need for veterinary care and a community that she could invest in and stay for the long term. She found that need in Humboldt, Iowa. She began her career at Humboldt Veterinary Clinic after graduation and bought the clinic in 2017 from Dr. Jim Illg.

With six years of ownership experience, Dr. Aubrey has been able to provide the community with a comprehensive and progressive clinic serving both small and large animals. She has been successful in recruiting a highly talented team focused on providing comprehensive, compassionate veterinary medical care. This veterinary team was the recipient of the IVMA’s Healthcare Team Service Award in 2021. The practice has grown from 9 team members to 23, and in 2020 the clinic went through a major renovation and expansion from 3,500 square feet to 13,000 square feet. Dr. Aubrey and her veterinary team operate the business based on their core values of authenticity, comprehensiveness, compassion, teamwork, and honesty.

In addition to operating and managing a successful, client-focused practice, Dr. Aubrey has Continued on page 13
JUNE

24 IVMA Family Baseball Night at the I-Cubs, 5:00 pm, Principal Park, Des Moines. Register at www.iowamva.org

JULY

14-18 AVMA Convention 2023, Colorado Convention Center, Denver. To register or get more information visit www.avma.org

SAVE THE DATE!

Sports and Field Day – August 30, Beaver Creek Golf Club, Grimes
Hello all.

I hope everyone is doing well this spring. It definitely has been a busy one again. In my last newsletter, I mentioned that I’d discuss ways we might promote the profession better to our youth. I’m sure we all feel that this is important. Probably our biggest factor is finding the time to do it! Listed below are some things that have been done that you might consider. At the end, I will suggest what I’d like to do. I’ll also mention a funny story or 2 that happened along the way in my career.

1. Clinic tours: This can be tricky since we all have busy schedules. I have done it both during business hours and after-hours. I have hosted daycares, special groups like FFA and 4-H, and local ag classes. Sometimes FFA and 4-H clubs have used our clinic for their monthly meetings. Of course, safety is a big concern when bringing young kids to your clinic. They want to touch everything, so I try to find things that they can touch or listen to. For instance, I’ve had them listen to my dog’s heart. Or I’ve put the pulse oximeter on their finger. Occasionally, I have had some adult organizations come in for tours, including a group of people from Turkmenistan. A group of them would come every year touring agriculture related businesses in Iowa. It was a great educational experience for all of us. Fortunately, we had translators because most of them could not speak English. Unfortunately, this tour was discontinued after a few years because some of the tour members disappeared and maybe defected.

2. School career fairs. These can be kind of fun and interactive. It doesn’t seem to matter what the age of the child. If they are in kindergarten or a senior in high school, they love to see and touch cool and gross stuff. The more popular things are the foreign objects we’ve taken out of animals. Such as bones, arrowheads and trichobezoars.

3. County fairs. I know many of you have volunteered at county fairs, for check-ins, judging, and many other things. Some of you, like Dr. Jim Berger, are highly involved on your local Fair Board. No matter what your type of practice, this can be a great way to reach out to youth. Maybe you do something very special in your practice that might be very intriguing for demonstration, such as chiropractic or acupuncture. Maybe you are an expert on rabbit diseases and husbandry. Early in my career, I used to travel to many county fairs doing the carcass ultrasound that I mentioned in a previous article. July got to be pretty crazy going from early morning to late at night and then traveling to the next county. One year, I decided to take a tent with me and camp out on the fairgrounds because I had to be up so early for a hog check-in to beat the heat. Just before sunrise (I believe it was Calhoun County) next to the tent, I heard this person talking in a very distinct booming, authoritative voice. At first, I was irritated at this person, because I was trying to get as much sleep as I could. As time went on laying in my sleeping bag, I actually enjoyed listening to this guy. He was talking to someone about hog management, hog facility design and setup, and disease management. It didn’t take me long to figure out that he must have been a veterinarian. I had to get up and meet this person. It was, of course, Dr. Paul Armbrecht. I don’t know if I ever told him that he taught me while I was dreaming. To this day, I enjoy conversations with him and learn something every time. Eventually, I had to back off on the amount of traveling, but I still go to the surrounding 6 counties every year.

4. Organized Outreach: Earlier in April, the IVMA had a demonstration booth at the Iowa State Animal Learning Day for young kids. Please consider volunteering. Thank you to Drs. Randy Wheeler, Kristen Clark, Lacey Schmidt, Alan Beyers, and Paul Armbrecht for your help this year.

5. Other possibilities: At one of the other state VMA meetings that I visited this year, I learned about a program where they partnered with a Jesuit school and had students come intern at participating practices. This program was designed to reach underprivileged students who may not have opportunities for higher education. This really intrigued me. I would like to get feedback from our members and see if we could do this in our organization.

In my next newsletter, I will discuss some of the interesting legislation we have been working on in Iowa. Don’t forget about The Iowa Cubs game in June. Please sign up.

As always, I wish you peace and prosperity.

Dr. Shawn Nicholson
The cleaning and disinfection (C&D) of surfaces is a critical measure to remove, reduce, inactivate, and destroy disease-causing organisms. Properly implemented C&D protocols are necessary for any animal health setting – biosecurity for farms and other congregate animal settings (e.g., animal shelter facilities, exhibitions and shows), infection control in veterinary clinics, and disease containment and elimination during disease outbreaks.

The C&D process decreases pathogen levels on surfaces, reducing exposure risks. However, the C&D process is often performed improperly. As a result, efforts can be ineffective and possibly result in further spread of microorganisms.

As a veterinarian, you should be prepared to advise clients and staff on the selection of an appropriate disinfectant, discuss limitations of the disinfection procedure used, and provide guidance for the safety of animals and people during the process.

Effective C&D encompasses five key principles, regardless of setting, item or area.

1. **Clean surfaces before disinfection.** Cleaning and disinfection is a two-step process. Cleaning is needed to remove organic material (e.g., feces, urine, body fluids, dirt and other debris) that can interfere with the disinfection process. This material can hide microorganisms from the disinfectant’s action. It can also inactivate many disinfectant products, especially those that are chlorine-based.

2. **Use the right disinfection product for the situation.** Disinfection involves the use of a chemical or physical process (e.g., heat, ultraviolet radiation) to destroy or inactivate most remaining pathogens (e.g., bacteria, viruses, and fungi) on inanimate objects or surfaces. The process is generally not effective against bacterial spores.

3. **Read the product label.** Chemical disinfectants in the United States are registered and regulated by the U.S. Environmental Protection Agency (EPA). Label claims must be supported by efficacy testing. Disinfectant product labels provide critical information, including the microorganisms the product can kill, proper uses of the product, how to mix and apply the solution, the necessary contact time needed, any safety concerns or other considerations (e.g., corrosiveness, flammability, environmental impacts). Only EPA-registered products should be used. Always read and follow the label instructions for safe and effective disinfection.

The product label for any EPA-registered disinfectant may be retrieved in the EPA’s Pesticide Product Label System (PPLS) (https://ordspub.epa.gov/ords/pesticides/?p=PPLS:1) database. Searches can be done by product name, company name, or chemical ingredients.

4. **Give it time to work.** Disinfection does not occur immediately. The process needs time to work. Contact times vary for each product or process; 5-10 minutes is common. Surfaces must remain wet or exposed throughout the full contact time for best results. Poor application or evaporation during high temperatures may impact sufficient contact times. Higher concentrations...
or longer exposure times may be needed to destroy resistant organisms (e.g., Mycobacteria, small non-enveloped viruses, bacterial spores), but may increase health and safety risks or damage surfaces. Contact time is critical for success!

5. Keep everyone safe. All disinfection methods have health and safety considerations for people, animals or the environment. This can range from irritation of the skin, eyes or respiratory tract to chemical burns; many are toxic to animals if ingested, or if allowed to run off into environmental locations. Personal protection equipment (e.g., gloves, eye protection, sometimes masks) should be worn when mixing and applying disinfectants. Surfaces should be rinsed before placement of animals. Read the product label for any safety measures required to ensure the health and safety of people, animals and the environment while performing C&D tasks.

To learn more about disinfection in animal settings, check out the following resources from the Center for Food Security and Public Health (CFSPH):

- Disinfection 101
- Characteristics of Selected Disinfectants
- Antimicrobial Spectrum of Disinfectants
- Other Disinfection Resources, including staff or client educational handouts

All these resources can be found on the CFSPH’s website at https://www.cfsph.iastate.edu/infection-control/disinfection/

The CFSPH also has a FREE, continuing education course (4 CE credits) on Cleaning and Disinfection in Animal Settings available at https://www.cfsph.iastate.edu/product/cleaning-disinfection-animal-settings-course/

Some OTC antibiotics will soon require prescriptions

**Are you ready?**

Starting June 11, 2023, owners of livestock and other animals seeking to obtain certain antibiotics for their animals over-the-counter will, instead, need a prescription from a licensed veterinarian.

This change flows from the U.S. Food and Drug Administration’s efforts to combat antibiotic resistance, and concerns antibiotics that are important for treating people. After June 11, these important drugs may be used in animals only under the supervision of a licensed veterinarian, even if those animals or their products (like milk) aren’t intended for food.

Affected products include injectable, oral (drinking water solutions, tablets, boluses, or pumps), and intra-mammary drugs. Common examples are injectable penicillin and oxytetracycline. You may be able to obtain these products directly from your veterinarian, or—with a prescription—from a distributor with a pharmacy license.

**What to do**

Here are some things you can do now to ensure your animals continue to receive the medications they need:

- Take stock of which antibiotics you currently buy OTC.
- Ask your retail supplier whether they will continue carrying these products after June 11. If they will, ask whether you’ll need a prescription from your veterinarian to buy them. If the supplier will no longer carry the drug, they’ll likely know who will.
- If you don’t already have a veterinarian, you’ll need one. Start looking now, and set up a consultation soon to start building your relationship.
- If you already have a veterinarian, talk to them now about your animals’ health needs and how to continue meeting them.

For more information, including a link to the affected products, see avma.org/OTCDrugChanges.
It’s that time of year again, when the Iowa winter reluctantly gives way to an invasion of greenery heralding Spring. Along with this welcome change of scenery, there are several unwelcome species of plants which will begin to grow in pastures and along ditches and waterways. Here, we present three of the most prevalent toxic plants in the state of Iowa. While this is certainly not an all-inclusive list, our objective with this brief is to draw greater attention to toxic plants, as ingestion of these plants by livestock can have significant impacts on animal health and welfare and the livelihood of the farmers that we serve.

1. **Taxus spp. (yew)**

These incredibly common ornamental evergreens can be found around numerous homes within the state. This time of year is when many home owners will spruce up the yard by trimming trees and shrubs. The unaware gardener may decide that instead of disposing of yew clippings in yard waste, it would be nice to dump the trimmings over the fence for the hungry cows that love to eat green things. What starts as a benevolent act of kindness ends in unfortunate death for any cows that ingest the poisonous gift.

The onset of clinical signs is usually 2-4 hours post-ingestion, and there may be no clinical signs outside of sudden death. While the exact mechanism of action of the toxic alkaloids within the bark, leaves, and seeds of this plant is unknown, the taxine toxins contribute to conduction disturbances within the heart. Diagnosis of these cases involves the identification of the leaves within the rumen contents. Those animals that ingest the plant will likely die and attempts at treatment (ex. rumenotomy) are likely to be unrewarding. Interestingly, deer appear to be relatively resistant, and one author has personally watched in bewilderment as the neighborhood deer feast on the neighbor’s yew shrubs in the middle of winter.

2. **Conium maculatum (poison hemlock)**

The plant that once spelled an end for the philosopher Socrates in ancient Greece, poison hemlock, not to be confused with water hemlock which is also toxic but perhaps less prevalent in this state, can be found in numerous pastures, ditches, and waterways across Iowa. This plant is easily identified by the white umbrella-shaped clusters of flowers, parsley-like dissecting leaves, and/or the purple paint brush like coloring of the stem. Most cows will stay away from eating this unless there is a lack of forage due to either overgrazing or drought. However, bales made from CRP ground or ditches may have the plant mixed in.

In large doses, cows can die from respiratory failure within 2 to 3 hours post-ingestion. With chronic ingestion of low doses in gestating animals, there can be teratogenic effects such as arthrogryposis (contracture and deformity of joints) or cleft palate. Identification and prevention are the key to avoiding
problems with this plant, and in the authors’ personal experience once you start identifying this plant it will be tough to stop seeing it.

3. Solanaceae (nightshades and jimson weed)

Black and deadly nightshade often come to mind whenever the term nightshade is mentioned. These species are just two of many belonging to the Solanaceae family that can inflict damage on livestock, particularly ruminant species. In addition to the previously mentioned species, this family also includes Jimson weed, horse nettle, and silverleaf nightshade. Although there is substantial variation between species, many possess ornate flowers and berries that vary in both color and toxin concentration as the berries ripen. Agronomists, botanists, and field guides should be consulted when the identification of the plant is in doubt. Jimson weed can be clearly distinguished from the majority of plants within Solanaceae due to the distinct seed pod that consists of a shroud of thorns aptly giving it the name ‘thorny apple’.

As with poison hemlock, cattle generally avoid consuming these plants unless all other vegetation has been exhausted. Onset of clinical signs can occur within several hours with acute death resulting following excessive consumption of such species. A variety of tropane alkaloids are produced by species within this family. These alkaloids act as anticholinergic agents leading to clinical affects akin to an atropine overdose. Initially, signs associated with central nervous system excitement may be observed that are quickly followed by cardiovascular depression. Animals may become progressively weak. In addition to the anticholinergic affects resulting in gastrointestinal (GI) stasis and colic, tropane alkaloids are directly irritating to the GI tract which may only intensify colic.

References


Dr. Grace Steenhagen of West Des Moines has been selected for the position of 2023-2024 Incoming IVMA Emerging Leader Liaison (ELL).

The purpose of the ELL position is to build relationships between the IVMA and ISU CVM students and recent graduates. The ELLs promote the benefits of being an IVMA member by informing new and future veterinarians from a peer perspective about the various activities of the Association, its structure and member benefits, leadership, and legislative involvement. The ELLs also gather input on topics, issues and concerns relevant to recent graduates and share them with IVMA leadership to enhance awareness and outreach opportunities.

The ELLs are chosen from applicants who have graduated from veterinary school in the last seven years. The positions are two-year assignments; the first year the ELL is the “Incoming ELL” and then they advance to the position of “Senior ELL”. The 2023-2024 Senior ELL is Dr. Alicen Tracey.

Meet Dr. Grace Steenhagen

Dr. Grace Steenhagen grew up in Story County, Iowa, with her 3 brothers and 2 dogs. At Iowa State University, she majored in both Animal Science and Spanish. While there, she worked at the university’s dairy farm and developed a keen interest in large animal medicine. She graduated from the College of Veterinary Medicine at the University of Glasgow, Scotland in 2020. Attending veterinary school in Great Britain gave her the amazing opportunity for further travel around Europe as well as Africa and India. However, she realized she wanted to live closer to her family, so upon graduation she accepted a position at a mixed practice in northern Iowa. She currently works as a mixed practice veterinarian just south of Des Moines. Dr. Steenhagen has 3 cats and loves to spend time outdoors camping, gardening and hiking. Educating and providing support to students has been a great passion of hers and she is very excited to work closely with future veterinarians!
The Iowa General Assembly adjourned for the year on Thursday, May 4, 2023, at 12:33 PM. The Governor, through the Iowa Constitution, is provided 30 days from adjournment to act on legislation received within 3 days of adjournment. The Governor has until June 3rd to act on any outstanding legislation.

We always say that every session is different and brings its own new and interesting challenges. This year was no different. This session was the first legislative session following the 2022 redistricting election, with nearly 30% of the House and 20% of the Senate being comprised of new members. With the large number of new members, we spent considerable time educating members on the IVMA, their priorities, and issues impacting the practice of veterinary medicine.

IVMA Legislative Priorities

**IVMA Legislative Priorities**

This year the IVMA had a more extensive affirmative legislative program than in prior years.

In addition to continuing to educate and advocate for continued funding for the construction and operational costs of the new VDL building, and supporting efforts to increase funding for the Iowa Livestock Health Advisory Council (ILHAC), the IVMA successfully championed two of the following three legislative priorities:

1. Maintain or increase funding for the Rural Iowa Veterinary Loan Repayment Program.

   **Success: SF 560**, the education appropriations budget appropriated $700,000 to the Rural Iowa Veterinary Loan Repayment Program for FY 2024. SF 560 is awaiting action by the Governor.

2. Pass legislation that allows Veterinarians to permissively report suspected animal abuse and aid law enforcement in the investigation of threatened animals. HF 472 -Veterinarian Permissive Reporting and Immunity would have provided civil, criminal, and administrative immunity to veterinarians who reasonably in good faith assisted law enforcement in the investigation and prosecution of animal cruelty offenses. HF 472 unanimously passed the Iowa House 97-0, and passed through the Senate State Government Committee, but failed to be brought for debate on the Senate floor.

3. Pass legislation relating to the licensing and permissions of veterinary technicians while protecting veterinarians’ scope of practice.

   **Success: HF 672** provides clarification of definitions, including those of supervising veterinarians, veterinary students, and veterinary technician students and the duties they can perform under veterinary supervision, and the practice of veterinary medicine. HF 672 is awaiting action by the Governor.

Finally, the IVMA successfully defeated several pieces of legislation that could have negatively impacted the practice of veterinary medicine in the state of Iowa. If you have any questions or need assistance, please feel free to contact your Legislative Counsel Jim Carney, Doug Struyk, and Jenny Dorman at 515.282.6803 or Carney@carneyappleby.com Struyk@carneyappleby.com Dorman@carneyappleby.com

The Governor has until June 3rd to act on any outstanding legislation.
The IVMA Executive Board voted at its April meeting to work with Kaw Valley Insurance to gauge interest from IVMA members in a group medical plan benefit. The plan would be available to IVMA members, their families, IVMA members’ employees and their employees’ families. The plan would be offered through United Healthcare (www.uhc.com).

Other VMAs that are using the Kaw Valley Insurance Health Plan include Kansas and Nebraska.

A sample plan design has been developed by Kaw Valley Insurance with proposed plan structure, benefits and preliminary rates. These can be viewed at www.iowavma.org, under “Latest News”. In order to get more accurate estimates of rates, interested members will need to complete an Individual Medical Questionnaire.

Next Steps

1. **Individual Medical Questionnaire** - To provide the IVMA with a more accurate quote of monthly rates for the Healthcare plan, Kaw Valley Insurance is asking all IVMA members and any staff members who may be on the plan to complete the Individual Medical Questionnaire by **July 1, 2023**. If you do not have online access, call the IVMA office for a paper copy of the questionnaire.

   Visit www.iowavma.org, on the home page under “Latest News” to gain access to the estimated plan details and the questionnaire.

   Completed questionnaires can be faxed to 785-584-0149 or emailed to derek@kawvalleyins.com.

   The Individual Medical Questionnaire will NOT result in an individual quote. The answers from the questionnaire will be gathered into a pool of information about our members to provide a quote for the entire association. **No one will be denied coverage for pre-existing conditions.**

   Completing the questionnaire is not a request to enroll and does not require you to enroll at any time in the future. However, if you decide to enroll in the plan, the questionnaire must be completed.

2. **Health Insurance Quotes** - Kaw Valley Insurance will provide the IVMA with a quote for the IVMA Health and Wellness Plan and the IVMA will provide this information to members through our website or you may call the IVMA office.

   Open enrollment periods and effective dates will be communicated Fall 2023.

   **If you have additional questions about the IVMA Health and Wellness Plan, contact Kaw Valley Insurance Inc. at 785.584.6043 or email Derek Dick at Derek@kawvalleyins.com**
IVMA Family BASEBALL Night

Ticket Only $10

Saturday 24 June

I-CUBS VS MEMPHIS REDBIRDS

Principal Park, Des Moines

Picnic Dinner At 5 pm • First Pitch At 6:08 pm

IVMA Members and Their Immediate Families

$10 Includes Game Ticket and Picnic Dinner

Register at iowavma.org
or call 800-369-9564 by June 7
The current Green and Gold Tag Preconditioning certificates will expire on June 30, 2023. The new certificates should be used beginning July 1, 2023 and continue through June 30, 2025. Unused, expired certificates should be destroyed.

The new certificates are available now. Orders can be placed with the IVMA office for the new certificates by calling or emailing the IVMA office.

There are no significant changes to the updated PC Certificates other than the updated dates.

Certificate Reminders
To ensure the validity of the Preconditioning Program, follow all instructions on the green/gold certificates, including:

• The PC program is only available to IVMA member veterinarians.
• Fill out the certificate completely.
• Make sure each certificate is signed by the veterinarian and the owner/agent. Veterinarian/Clinic Staff can sign for the owner as agent if they verify this information (Owner’s signature still preferred)
• Send the certificate copies to the correct recipients as indicated on the bottom of the certificate.
• Use the current certificates (not outdated certificates).

Violations of the Preconditioning program are reported to the IVMA office (incomplete certificates, calf is still a bull, has horns, sick, etc), the IVMA office follows up on the event and reports it to the IVMA Bovine Committee Chair. The two clinics involved, the clinic who worked the calf and the new owner’s veterinarian, are contacted. IVMA office will only provide information about PC violations to IVMA member veterinarians or staff (not producers or auction market personnel).

If you have questions about the changes to the Preconditioning Certificates, feel free to contact the IVMA office at 515-965-9237.

Price updates for PC Certificates
To keep up with our increasing cost of PC certificates, the IVMA will be updating its pricing.

Updated PC Certificates - $0.23/each (can be purchased in singles)
PC Green and Gold Tag pricing will stay the same:
$28.00/box of 100 tags
$280.00/case of 1000 tags
Tagging pliers - $29.00/each

In June, the IVMA will be sending out ballots for the election of the Vice President and IVMA executive Board Members who live in odd numbered Districts.
The IVMA is governed by a group of 22 dedicated veterinarians who serve on the IVMA Executive Board. The Board consists of representatives from 20 districts across Iowa who meet three times each year and serve two-year terms.

District 1 in far Northwest Iowa has two candidates for the district’s board position. Incumbent Dr. Chelsea Stewart is running against candidate Dr. Zachary Wilcox.

All other District representatives are running unopposed.

The following IVMA members are running for IVMA Executive Board positions as either incumbents or candidates:

<table>
<thead>
<tr>
<th>District</th>
<th>Board Member</th>
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<tbody>
<tr>
<td>1</td>
<td>Dr. Chelsea Stewart, incumbent</td>
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<tr>
<td></td>
<td>Dr. Zachary Wilcox, candidate</td>
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<tr>
<td>3</td>
<td>Dr. Ashlie Kolbet, incumbent</td>
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<tr>
<td>5</td>
<td>Dr. Christine Bean, incumbent</td>
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<td>7</td>
<td>Dr. Zach Vosburg, incumbent</td>
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<td>9</td>
<td>Dr. Courtney Blake, incumbent</td>
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<td>11</td>
<td>Dr. Joel Loomis, incumbent</td>
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<td>13</td>
<td>Dr. Michael Slattery, incumbent</td>
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<td>15</td>
<td>Dr. Abbey Bowers, incumbent</td>
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<tr>
<td>17</td>
<td>Dr. Carl Schuler, incumbent</td>
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<tr>
<td>19</td>
<td>Dr. Thomas Lopp, incumbent</td>
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Most ballots will be sent via email, but for those members who do not have email, they will arrive by mail.

Ballots for both the Executive Board and the IVMA Vice President position will be due back to the IVMA office by June 20.

Thank you to all Executive Board Members for your service!
WASHINGTON PRESENTS “CARROTS,” OTHER STATES CHOSE A “STICK” TO ENCOURAGE EMPLOYERS TO OFFER RETIREMENT SAVINGS PROGRAMS; IOWA MAKES RETIREMENT INCOME NON-TAXABLE FOR THOSE OVER 55

BY THOMAS O’SHAUGHNESSY, AVMA TRUST

Few issues have united the federal and state governments like the challenge of inadequate retirement savings. Washington passed the Secure Act in 2019 to encourage employers – including veterinary practices and animal hospitals – to offer employment-based retirement savings programs. Just three years later, in December 2022, the Securing a Strong Retirement Act of 2021 (“Secure Act 2.0”) provided additional incentives for employers to provide such plans.

States Take Action

States such as New York, New Jersey, Illinois, and California have enacted retirement mandates with penalties for employers who fail to either sponsor a retirement program or register their employees with a state-sponsored program. Advocates of these programs point to a Bureau of Labor Statistics survey showing that 97% of private employers with 500 or more employees offer retirement and health benefits, but only half the employers with 49 or fewer workers offer such benefits. The highest fines for failing to either provide retirement benefits or to register employees in state programs begin at $250 per qualified worker in the first year the employer fails to register a program, and double to $500 per qualified worker in subsequent years.


When an employer in any of these states decides not to sponsor a retirement program, they may register employees with the state-sponsored program that supports employee direct deposits into ROTH IRA accounts, at no cost to the employer. The state programs provide protection to employers from liability related to setting up retirement accounts.

Iowa and Other States Consider a Different Approach

Some Western states, such as Idaho and Arizona, have considered promoting private savings as a way to reduce public services spending on older citizens.

Iowa is among the states whose state legislature has not proposed programs that either support employers that create retirement plans or punish them for failure to create those plans. However, on March 1, 2022, Governor Kim Reynolds signed House File 2317 Division VI that excludes retirement income from state income tax for those who are over the age of 55, disabled, or who inherit a retirement account that qualified for an exclusion in the prior year. Formerly only distributions of $6,000 for an individual or $12,000 for a married couple were exempt. This step increases the economic value of both individual retirement accounts and employer-based plans for Iowa workers.

Help from the Feds

The federal Secure Act and Secure 2.0 Act also provide tremendous tax incentives for employers that provide retirement programs for the first time.

Offsetting Plan Expenses

The Secure Act encourages employers to create retirement plans by providing tax credits to offset plan expenses. It also facilitates the creation of Multiple Employer Retirement Plans (MEPs), which allow groups of employers to pool their resources and reduce the administrative costs of running qualified retirement plans.

One example of an MEP is the AVMA Trust Association Retirement plan, which launched in 2020 and now provides retirement programs to a significant number of participating veterinary employers. These employers can set their own plan terms, such as deciding whether to match employee contributions, while taking advantage of economies of scale by sharing the same administrative infrastructure and investment program.

For plans created after December 31, 2022, the Secure Act 2.0 increases the tax credit to small employers with 1 to 50 employees from 50% to 100% of the start-up costs of creating new programs, up to $5,000, which is enough to offset the entire cost for some employers. For employers with 51 to 100 employees, the credit remains at 50% of the start-up costs, up to the $5,000 limit. Note that these tax credits are available only to employers creating new programs or offering a work-based retirement program for the first time. The Secure Act 2.0 also includes provisions to make automatic enrollment and automatic annual increases in contributions mandatory in these new plans beginning in 2024.

Employer Matching and Contributions

The Secure Act 2.0 also provides substantial tax credits to employers for matching or profit-sharing contributions to employee accounts, up to a $50,000 maximum per employer. For employers with 1 to 50 employees, the law includes a 100% tax credit for employer contributions up to $1,000 per employee (who earns less than $100,000 annually). For employers with 51-100 employees, the tax credit is reduced by 2% for each employee above 50.
The 100% tax credit applies only to the first year of the plan and goes down to 75% in year two, 50% in year three, and 25% in year four. After year four, employer contributions are simply tax deductible as a business expense.

**What Next? Time to Eat Your Carrots!**

The message from both federal and many state governments is clear: If an employer doesn’t already offer an employment-based retirement program for employees, it’s time to create one. If the employer does offer such a program, it’s a good time to review that program to take full advantage of and remain in compliance with changes in the law. Due to the complexity of the law’s provisions in general and tax credit calculations in particular, employers are strongly encouraged to consult their tax professionals for advice on their specific plans, number of employees, and employee participation levels.

Coming in 2024: Employers will be allowed to make 100% tax-deductible contributions to the 401(k) accounts of employees who can’t afford to contribute themselves due to student loan payments by matching the amount of those payments.

The AVMA Trust Association Retirement Plan (ARP) gives your employees greater flexibility and more resources to help them reach their retirement goals.

Compared to many other plans, the ARP offers employees:

- Higher contribution limits
- Financial advisor support
- Access to any employer matching contributions you include

The ARP is easy to adopt and operate. You get cost efficiencies, simplified administration, and reduced fiduciary burden compared to a private retirement plan.

Before adopting any plan, sponsors should carefully consider all of the benefits, risks, and costs associated with a plan. Information regarding retirement plans is general and is not intended as legal or tax advice. Retirement plans are complex, and the federal and state laws or regulations on which they are based vary for each type of plan and are subject to change. In addition, some products, investment vehicles, and services may not be available or appropriate in all workplace retirement plans. Plan sponsors and plan administrators may wish to seek the advice of legal counsel or a tax professional to address their specific situations.

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In the last few months, the AVMA has engaged in several new and continuing initiatives to provide members with additional support, resources and learning opportunities.

On April 19, 119 participants from 37 different states, including over 40 SAVMA students, conducted 175 meetings with Capitol Hill lawmakers and their staff during the AVMA Legislative Fly-In. This year’s fly-in focused on three issues—the Combating Illicit Xylazine Act (CIXA), Healthy Dog Importation Act, and one of the AVMA’s Farm Bill priorities, increasing the authorization for the Food Animal Residue Avoidance Databank (FARAD). So far, the fly-in has resulted in 22 new co-sponsors to the CIXA (16) and Healthy Dog Importation Act (6). We expect these numbers to grow as participants and the advocacy team continue to follow up with congressional offices.

The AVMA has many useful documents and webpages providing guidance for veterinarians on current issues of concern. The Combating Illicit Xylazine Act (CIXA) has been a hot topic in recent months. The CIXA, introduced in March, is a bipartisan bill supported by a long list of stakeholders, including the American Veterinary Medical Association. The legislation would engage and equip the DEA with tools to combat illicit xylazine trafficking while maintaining veterinarians’ access and ability to legitimately use this critical animal sedative regulated by the Food and Drug Administration as a prescription animal drug. Under this Act, the harsher penalties typically reserved for Schedule III controlled substances would also apply to any diversion of xylazine from the veterinary supply chain for unlawful use in humans. Manufacturers and distributors of legitimate xylazine would be required to report sales and inventories regularly as well as report any unusual activity or change in ordering patterns. The efforts of AVMA have been to support combating trafficking of xylazine without hindering veterinary access to the drug. Another “hot topic” is FDA’s Guidance for Industry #256 (compounding from bulk drug substances). In April 2023, the FDA began enforcing GFI #256 through routine inspections. The AVMA has a webpage with additional information on his guidance and what it means for veterinarians at avma.org/GFI256.

Another topic that the AVMA is working diligently on is veterinary workforce challenges, particularly those related to shortages of veterinary personnel, stress, burnout, and veterinary teams’ wellbeing. The AVMA is interested in members’ feedback on these topics, and has ongoing workforce initiatives related to these challenges. Members may be interested in the 2023 Economic State of the Veterinary Profession, available on the AVMA website; the AVMA Workforce Modelling Project, a project that aggregates historical workforce data into an economic model; the Veterinary Industry Tracker, which monitors veterinary practice trends and economic health; the Wellbeing and Burnout Study being conducted in collaboration with Cornell University; and a series of workforce roundtable meetings to gather input from across the profession. Thanks to an educational grant from Banfield, the AVMA’s reputation management toolkit is now available to all veterinary team members—whether or not you are a veterinarian or an AVMA member. The toolkit can be found at https://www.avma.org/resources-tools/practice-management/reputation.

The AVMA has joined MentorVet to launch MentorVet Connect, a structured mentorship program that connects early-career veterinarians with trained mentors who can offer new veterinarians free support and guidance using an established and proven mentoring platform. Initially open to 2023 veterinary graduates as mentees, the AVMA expects to expand the program over time. Any licensed veterinarian with at least one year of experience can sign up to serve as a mentor. MentorVet Connect will begin pairing mentors and mentees beginning July 1, 2023.

We’d like to remind you that AVMA members can utilize AVMA Axon for free and reduced-price access to on-demand webinars, live broadcasts, CE courses, and certificate programs. Recently added courses encompass topics such as compounding and FDA final guidance #256 and disaster response. AVMA Axon also has excellent resources related to educational debt. Available certificate programs include those on veterinary first response, disaster business continuity, preventive healthcare, workplace wellbeing, and workplace harassment.

Beginning this year, a new AVMA award will formally recognize accomplishments in support of diversity, equity, and inclusion (DEI). The AVMA Frederick Douglass Patterson Lifetime Achievement Award will honor an AVMA member who has made significant contributions to the veterinary profession through innovative and transformative leadership in promoting DEI. Iowa can be particularly proud of this initiative that honors Dr. Patterson, a 1923 Iowa State CVM graduate.

Registration is open for the 2023 AVMA Convention, which will take place July 14-18 in Denver. Attendees can expect more than 600 hours of high-quality CE, including hands-on labs and workshops, panel discussions, and lectures by the leading experts in veterinary medicine, in addition to a packed schedule of special events. To register and for more information, please visit avmaconvention.org. Speaking of special events, ISU CVM alumni are invited to an Alumni Reception on Friday evening at 7pm at Henry’s Tavern. For those unable to attend the Convention in person, select sessions will stream live and be available on demand following the Convention.

Look for an email in the near future from us requesting your input on this summer’s VIF topics in the HOD. We value your perspectives and feedback and hope you will take a few minutes to respond.

Respectfully submitted,

Dr. Molly Lee and Bill Williams
The Iowa State University Foundation recognized the outstanding contributions of Dr. Lorraine Hoffman of Ames, Iowa, with the Order of the Knoll Faculty and Staff Award, one of its most prestigious honors, during the annual Distinguished Awards Celebration on April 28 at Iowa State University Alumni Center.

Although Dr. Hoffman does not have a Doctor of Veterinary Medicine degree, she rose through the ranks in the College of Veterinary Medicine with a strong drive to help herself and others succeed while expanding industry and microbiologic knowledge through teamwork and collegiality. Dr. Hoffman served as section leader of bacteriology for 31 years in the Iowa State University Veterinary Diagnostic Lab (VDL) and culminated her professional career with great pride as the first female director of operations.

As a pioneer for women’s advancement in the field of bacteriology, she has been an inspiration for those who have followed. Her example and legacy most assuredly have enhanced the focus on philanthropic support for women in leadership roles and opportunities for traditionally underrepresented students in the College of Veterinary Medicine and across Iowa State. This includes inspiring her faculty and staff colleagues to include the university in their own giving.

Dr. Hoffman was instrumental in her and her husband’s decision to establish the Drs. Lorraine J. Hoffman and M. Peter Hoffman Scholarship in Veterinary Medicine, which supports students pursuing a career in swine production medicine or a closely related field – an area that has been meaningful throughout the Hoffmans’ careers at Iowa State and personal endeavors for enhancing the swine industry.

She also played an important role in engaging, cultivating and securing a graduate fellowship fund for the College of Veterinary Medicine Department of Veterinary Pathology. Such fellowships help attract the best and brightest in their field.

Moreover, Dr. Hoffman has been instrumental to the success of the Veterinary Diagnostic Laboratory, both as an employee and in retirement. Her reputation earns respect, which is evident when she speaks of the necessity and impact of the new, state-of-the-art VDL.

For her outstanding service to the veterinary medicine and Iowa State community, Lorraine has garnered a number of accolades. The most recent and legacy enduring recognition was when the college named the graduate alumni award in her honor in 2018. Others of note include the college’s William P. Switzer Award, lifetime membership in the American Association of Veterinary Laboratory Diagnosticians, the TREK Award for Outstanding Contributions in Veterinary Microbiology, and the ISU Alumni Association Award for Outstanding Service.

Dr. Hoffman and her husband, Dr. Peter Hoffman have resided in the Ames area for 50 years and are members of the Order of the Knoll President’s Circle and Campanile Society. They are life members of the ISU Alumni Association and longtime Cyclone Club members. They have two daughters and five grandchildren.

Congratulations, Dr. Hoffman!

The following tenure/tenure track Iowa State University College of Veterinary Medicine faculty members have been promoted:

- Dr. Luis Gimenez-Lirola, VDPAM Awarded Tenure as Associate Professor
- Dr. Pat Gorden, VDPAM Professor with Tenure
- Dr. Rachel Allbaugh, VCS, Professor
- Dr. Beatrice Sponseller to clinical professor

The following faculty and staff members in the Iowa State University College of Veterinary Medicine have been honored with Iowa State University awards including:

- Morrill Professor – Dr. Jared Danielson, senior associate dean for academic and student program success and innovation
- Outstanding Achievement in Extension or Professional Practice – Dr. Eric Burrough, professor of veterinary diagnostic and production animal medicine
- Regents Award for Faculty Excellence – Dr. Al Jergens, professor of veterinary clinical science
- Regents Staff Award (P&S) – Dr. Katie Woodard, lead public health veterinarian, Veterinary Diagnostic Laboratory
- Achievement in Intellectual Property – Dr. Kyoungjin Yoon, professor of veterinary diagnostic and production animal medicine

Congratulations To All!
When should I begin preparing to sell my practice?

The best time to start preparing for your sale is, immediately, as soon as you start or purchase your hospital. The #1 customer of your hospital is your buyer! You should always be building and operating your hospital with the future buyer in mind. Most business owners don’t do this, and they are the ones who typically struggle to sell. The owners who plan for their exit throughout ownership are the ones who are successful.

Many business owners spend more time planning their family vacations than they do planning their business, especially the exit of their business. Does this apply to you?

4 P's of Selling Your Practice

People –
Employees: What is your employee turnover rate? Long-term employees contribute to the goodwill of your hospital because buyers want a well-trained, efficient team. They want a cohesive team that works together to achieve the mission of the business.
Clients: How loyal are your clients? Why do they come to your practice? Price? Convenience (location)? Quality of service? How likely are they to consider going to a different practice if you are no longer their doctor? The more loyal the clients are, the more they contribute to the goodwill and value of your business. Buyers pay for secure clients.


Productivity – How productive is your hospital? How much revenue are you generating? What is your average invoice total? How productive are your doctors individually? Buyers pay more for hospitals operating at higher production levels.

Profit – How much revenue is left after all expenses have been paid, including fair compensation for yourself, and paying fair rent. Buyers pay for a cash flow stream. Practice value goes up with increased profit.

To improve your salability, start planning now! During your years of ownership, focus on building your people (team and clients), have clear, consistent processes, elevate your production, and maximize your profitability.

Give us a call and we’ll help you determine the value of your hospital, how to improve it, and prepare you for optimal selling.

1. Northern IA, 1 DVM, Mixed Animal – Take home around $300,000!
2. SOLD! Des Moines Area, 1 DVM, Small Animal – Take home around $235,000!
3. Central IA, 1-2 DVM, Small Animal – Take home around $125,000!
**VETERINARIANS WANTED**

Manchester's Animal Medical Center is searching for a veterinarian with 5+ years of clinical practice experience. The primary purpose of this position is to mentor the veterinarian into practice ownership. Practice can be mixed animal or small animal exclusive and meant to be your last stepping stone. Please send resume and letter of interest to mamac52037@gmail.com. So, if you are ready to own a small business, live in NE loves and become part of an excellent community, then this is an incredible opportunity for you.

Animal Medical Clinic - Merle Hay in Des Moines, IA seeks an enthusiastic Associate Veterinarian to join our team! Animal Medical Clinic of Merle Hay has been AAHA accredited since 1978. We offer digital radiography, digital dental radiography, laser therapy, surgery, therapy laser, ultrasound, in-house lab, mobile x-ray, and endoscopy. We are a privately owned, family-oriented practice. Recognizing a need for quality veterinary care in the rapidly growing western suburbs, Animal Care Clinic West opened in the spring of 2013. It was accredited by the American Animal Hospital Association in 1984, Iowa's first hospital for the care of cats was opened in 1988 and served as a model for the establishment of Des Moines. All experience levels welcome to apply! For more information, please visit our website at https://www.animalcareclinicwest.com/. Please submit resumes to megan.brinkmeyer@nva.com.

Seeking a full-time associate veterinarian looking for a great opportunity in a collaborative environment. We are a busy small animal exclusive practice in Cedar Rapids, Iowa. Compassionate and enthusiastic individuals with a desire to continue our mentoring and a passion for patient care should apply. Experienced individual preferred but will consider new graduate. We are a private practice that is well-equipped to provide the highest-quality customer service and patient care. We offer competitive salary and benefit package including paid time off, health insurance and retirement plan. After-hour calls referred to local emergency/specialty hospital. Please forward cover letter and resume to Kimberly Pines Veterinary Hospital - KPVH at Kimberlypinesvet.com. https://www.animalcareclinicwest.com/ Please submit resumes to megan.brinkmeyer@nva.com.

Kimberly Pines Veterinary Hospital (KPVH) is looking for a dedicated Managing Veterinarian to lead our excellent team! Full time schedule with flexible hours. Located in Davenport, Iowa, we are equipped with multiple exam rooms, treatment/recovery room, surgery suite, brand new digital x-rays, new ultrasound, complete pharmacy and more! KPVH has a cohesive team with open lines of communication, where the staff can truly pursue their passion and develop any specialty skills or interests. We are offering competitive salary plus production bonus, excellent insurance options, 401k with a match, CE allowance, PTO, no after-hours call, and up to 100k in sign-on/retention bonuses! Sound good? Check out https://www.kimberlypinesvet.com/ for more information. Send resume to Megan.Brinkmeyer@nva.com.

Kimberly Pines Veterinary Hospital (KPVH) is looking for a dedicated Veterinarian to join our excellent team due to our continued growth! We are open to full time or part time hours with a flexible schedule. Located in Davenport, Iowa, we are equipped with multiple exam rooms, treatment/recovery room, surgery suite, brand new digital x-rays, new ultrasound, complete pharmacy and more! KPVH has a cohesive team with open lines of communication, where the staff can truly pursue their passion and develop any specialty skills or interests. We are offering competitive salary plus production bonus, excellent insurance options, 401k, with a match, CE allowance, no after-hours call, and up to 100k in sign-on/retention bonuses! New graduates are encouraged to take part in our 12-month mentorship program. And, if you are interested in professional growth, we can help get you ready to take on a Managing role in the very near future. Submit your resume to Kendra Kent, PETS@kimberlypinesvet.com/ for more information. Send resume to Megan.Brinkmeyer@nva.com.

Associate Veterinarian – Sioux City, IA Family Pet at Perry Creek Hospital in Sioux City, Iowa, is seeking an Associate Veterinarian to join our caring and compassionate team. Up to $50,000 bonus package! Family Pet at Perry Creek is a thriving veterinary hospital with high tech equipment and a stellar team. We are supportive of each other and encourage each other to pursue "excellence in every time." We provide primary care, referral services and emergency service for Sioux City (pop. 84,000) and small communities nearby. Our modern building is complete with digital x-ray, dental x-ray, ultrasound, in-house lab, and more. We see cats, dogs, and pocket pets. We are a RARE opportunity to make a real impact in your field with excellent compensation and benefits package. More information at https://www.familypetperrycreek.com/ Please submit resumes to megan.brinkmeyer@nva.com.

Abel Keppy Animal Hospital in Bettendorf, Iowa is hiring for a part time or full time Veterinarian. We are a well-established small animal hospital with a compassionate and experienced team. Located in the Quad Cities, we are ready to take on a Managing role in the very near future. Our hospital is equipped with O2 surgery laser, digital radiography, digital dental radiography, tonopen and more! Not only are we offering excellent compensation and benefits, but also a bonus package of up to $100k! And we have a formal 12-month mentorship program for new graduates. For more information, please visit https://www.abelkeppy.com/ Submit resumes to megan.brinkmeyer@nva.com.

Ingersoll Animal Hospital in Des Moines, Iowa is seeking a Veterinarian to join our fast-paced small animal clinic. We are an AAHA accredited, cat friendly practice that has been serving the Des Moines area since 1979. Our full-service hospital provides the highest level of care, offering a wide range of comprehensive services from wellness care for pets of all sizes to surgical and diagnostic imaging, boarding and grooming services. We have a state-of-the-art facility with digital x-ray and digital dental x-ray, ultrasound, laparoscopic surgery, laser therapy, video otoscope, in-house lab and underwater treadmill at our rehab facility. Our team of doctors are supported by EVTs, techs, assistants and CDPs, all who are skilled and well utilized throughout the hospital. We are looking for a veterinarian, new graduate or seasoned, for a full-time position working 4 days a week with a rotating Saturday and no call requirement. Please submit resumes to Megan.Brinkmeyer@nva.com.

Wanted Associate Veterinarian - MONTICELLO VETERINARY CLINIC seeking an Associate Veterinarian, 5 days/week, no after-hours, based in Monticello, IA. Our practice has a rotating on call schedule. We offer Excellent Benefits: Competitive salary, 100% health care, advantageous 401k, mileage reimbursement, paid vacation, continuing education stipend. All experience levels welcome to apply. For more information, please email resumes to indianolavetclinic2@gmail.com.

Osceola Veterinary Clinic is a 5-doctor mixed animal practice looking to add another associate veterinarian to our team! Less than 40 minutes from Des Moines, our practice provides personalized care for companion animals, livestock, and equine patients. All levels of experience will be considered. We are offering an AAHA small animal practice in Muscatine, Iowa. We are looking for a full or part-time veterinarian to add to our welcoming team. Opportunity for no surgery, digital radiography, ultrasound, in-house lab, acupuncture, and soft tissue surgery. We have very little turnover with an experienced, motivated staff. All experience levels are encouraged to apply. Work life balance is a priority to everyone. No on call. We have a rotating schedule that allows for 3-4 days/weekends twice a month. SIMPLE IRA with matching. Health insurance. CE allowance. $100,000 and up. Based on experience - vets@muscatinevet.com 563-266-9244.

Indianna Veterinary Clinic is looking for a fulltime or parttime veterinarian to join our privately owned, 6-doctor, practice. We are located close to Des Moines in a welcoming and growing community. We practice medicine with a fun and supportive team in our newly renovated clinic with updated equipment and technology to support high quality medicine. We are seeking to fill an associate veterinarian position within our team! Less than 40 minutes from Des Moines, 3-day weekend twice a month. SIMPLE IRA with matching. Health insurance. CE allowance. $100,000 and up. Based on experience - vets@muscatinevet.com 563-266-9244.

At Waverly Veterinary Clinic, we are excited to add an associate veterinarian to our practice to help us grow our practice to a high standard of excellence and we are looking for someone with that same commitment. Our clientele is highly invested in their pet's health and always open to following through with our recommendations, allowing us to practice high-quality medicine. We are equipped with digital radiography, dental radiography, surgical laser, soft tissue laser, full IDEXX in-house lab, and laptops in every exam room! The best part of our practice is that you will be supported by a staff of skilled and collaborative team members in a relaxed environment! We encourage experienced doctors or new grads that are ready to hit the ground running to apply. Please submit resumes to spierce@heartlandvetpartners.com.

VETERINARIANS WANTED

Muscatine Veterinary Hospital P.C. is a 4-doctor AAHA small animal practice in Muscatine, Iowa. We are looking for a full or part-time veterinarian to add to our welcoming team. Opportunity for no surgery, digital radiography, ultrasound, in-house lab, acupuncture, and soft tissue surgery. We have very little turnover with an experienced, motivated staff. All experience levels are encouraged to apply. Work life balance is a priority to everyone. No on call. We have a rotating schedule that allows for 3-4 days/weekends twice a month. SIMPLE IRA with matching. Health insurance. CE allowance. $100,000 and up. Based on experience - vets@muscatinevet.com 563-266-9244.
to ensure we have a fun and healthy workplace! Send inquiries/resumes to iowafallsvet@gmail.com.

Looking for a slightly slower case load or more time to develop your skills and increase your procedure list? VCA Whitehaven Veterinary Center is a two-doctor, mixed animal practice. We are interested in a full-time veterinarian whose responsibilities include performing pre- and post-surgical exams and spay/neuter surgeries (15-20 per week). We are also interested in a part-time, i.e. 4-10 hours per week, intern. Interested applicants can contact Dr. Megan at mhenry@westernvetpartners.com.

HEARTLAND ANIMAL HOSPITAL- Marion & Coralville - Full-time/35-36 hrs/wk small animal Veterinary Technician. We are a Level 2 Speciality Hospital open Monday through Saturday 7:30am-6pm. Inquire/resumes to iowafallsvet@gmail.com. 

IHA is AAHA accredited practice, that is looking for an RVT. At IHA, you will have the opportunity to work closely with a very experienced team of veterinarians. We are currently 2-doctor mixed animal practice with salary up to $225k plus commission pay, signing bonus, full health coverage and more. Please contact us at jobs@compusergrouppcom or at 800-637-4124 for an application form or email your resume. 

New building opened August 2021! Located in north central Iowa, Forest City Veterinary Clinic is seeking a Full-time small animal veterinarian. Please visit our website www.fcvet.com for more information. 

Camanche Veterinary Clinic in Eastern Iowa looking for a part-time, small animal veterinarian. We offer a very friendly, supportive environment to practice veterinary medicine, and we are committed to fostering an atmosphere where your interests * Requires DVM or VMD degree * Call or email Dr. Michael Berkland at mberk1126@gmail.com. 

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mixed-animal practice located in Marcus, IA with satellite clinics in Remsen and Moville. Our practice sees small animal patients, cow/calf and feedlot operations, as well as some small ruminant and equine patients. We have large animal ultrasound units, portable chutes, indoor working facilities, equine stocks, Idexx diagnostic machines, digital radiography, gas anesthesia and monitoring equipment and much more! After hours equally shared between five other vets. Competitive salary, sign on bonus, generous PTO, monthly bonuses, CE allowance, matching IRA contribution, and health insurance are all part of the compensation package! Future buy-in potential is also an option! Please contact Dr. Bailey Gray for more information @ dr.blgraydvm@gmail.com.

Hometown Animal Hospital is seeking a full-time associate veterinarian for our privately owned companion and exotic animal practice in Sioux City, IA. We have an in-house IDEXX lab, digital x-ray, ultrasound, fully stocked pharmacy, Avimark software and more. Our experienced support staff is here to help you succeed. We offer a great benefit package, CE allowance, and our schedules allow employees to maintain a rewarding work-life balance. Please submit resumes to hometownanimal9999@gmail.com

VETERINARY TECHNICIAN WANTED

Two-doctor, growing small animal practice in eastern Iowa, close to Cedar Rapids area; looking to add a veterinary technician and/or assistant. We have an exceptional teamwork environment. Equipment includes digital radiography, ultrasound, in-house blood machines and urine analyzer, gas anesthesia and patient monitoring, and small animal dental machines. We offer competitive wages. Work-life balance and family are important to us, and we make a priority for our staff. Please contact us at officemanager@rossvetclinic.com.

Ashworth Road Animal Hospital in West Des Moines is seeking a full-time Certified Veterinary Technician to join our hard-working and fun work family. We are a cat/dog/exotic pet practice, and we are certified Cat Friendly. No night hours & no on-call! We offer great benefits including employee pet discounts, health & dental insurance, scrub allowance, & retirement plan. We have in-house lab, ultrasound, therapy & surgical lasers, and digital radiography. Communication skills are essential as well as ability to work in a team-centered environment. Please stop by to fill out an application or email your resume to ashworthanimal@gmail.com. Visit us on Facebook & at ashworthpet.com.

FT/PT Veterinary Technician Needed. Heartland Pet Hospital is located in Story City. Please send inquiries/resumes to hph@iowatelecom.net

PRACTICES & BUILDINGS FOR SALE

Practice for Sale in Central Iowa Long-established, 90% small animal hospital for sale in Central IA. Currently two doctors but one full-time equivalent. Free-standing building, nearly 3400sf. $260,000 in revenue and take home around $125,000 after debt. Owners willing to negotiate post-sale employment if desired. The business and real estate are for sale. Be your own boss! Contact us today! Simmons Midwest 877-322-6465 or Simmons@SimmonsMidwest.com.

Practice for sale in Northern Iowa TAKE HOME $300,000/YR!!! Highly profitable, 1 doctor. 75% small animal practice with an excellent reputation. 2022 revenue over $1,000,000. Real estate is for sale. Owner ready for retirement and will work with buyer for a smooth transition, post-sale employment is negotiable. Become a hometown vet in a great community! Contact us today! Simmons Midwest 877-322-6465 or Simmons@SimmonsMidwest.com.

Washington County, Iowa Mixed Animal Veterinary Practice + Real Estate for Sale. The clean and well-organized facility is approximately 3,500 SF. Gross revenue is approximately $1.5M. This busy, thriving practice is approximately 90% large animal and 10% small animal. The practice currently operates with 2 DVMs, and there is an active search for another associate. There is tremendous growth potential in the high-demand area. Contact PS Broker at 800.636.4740, info@psbroker.com, https://go.psbroker.com/IA3 [Listing IA3]

NOMINATE FOR THE 2023 IVMA AWARDS
WHO CAN YOU HONOR AT THE IVMA ANNUAL MEETING?

The IVMA would like to honor those IVMA members who are doing great things for the veterinary profession.

We need YOUR help!

Nominations are currently being accepted for:

Veterinarian of the Year Award
Rising Star Award
Healthcare Individual or Team Service Award

These awards, along with the President’s Award, will be presented at the 2023 IVMA Annual Meeting in September.

For more information on any of the IVMA Awards and nomination forms, visit www.iowavma.org, click on “About Us” or call the IVMA office at 800-369-9564.

Nominations are due by August 1st.
Follow us!

Facebook - Iowa Veterinary Medical Association
Join the IVMA Members
Only Facebook Group!

Twitter - @iowavma

Instagram - @iowavma

• Quotable •

Nobody who ever gave his best regretted it.

– George Halas

ASK US HOW YOUR COMPANY CAN BECOME A VAP SPONSOR!