



SVME Newsletter

Newsletter of the Society for
Veterinary Medical Ethics

Winter 2019

President's Message

2019 has flown by. We started the year with our SVME Board meeting in Orlando. The Board had a lot of energy and excitement, concluding with 53 inspired ideas for our 12 Topics Project!

Our 2020 All Day Ethics Track is Wednesday, Jan. 22nd at VMX in Orlando. It is loaded with great speakers and topics. I will be the Moderator. Dr. Paul Pion will lead the morning sessions. Our

Annual General Meeting will start right after Dr. Pion's second session at 10:45 AM followed by the Awards Ceremony before breaking for lunch.

Rolan Tripp, our President Elect, our Officers and the Board are very innovative and are working to move the SVME to the next level.

2019 has been a great, busy and uplifting year. However, as the year progressed, I realized that my 9 doctor, 2 location practices, my "other" job, traveling and speaking, and the development of our new wellness computer software, were overwhelming. Add to that, family obligations, our dogs, our move to a new residence, the other boards I am a member of, and life in general kept me from adequately fulfilling the role of SVME President.

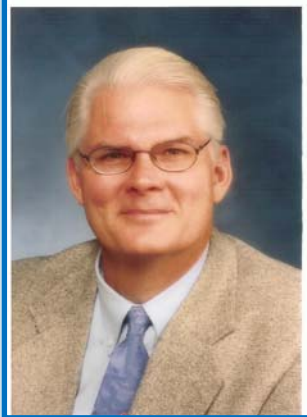
I feel that I cannot meet the expectations of SVME President. As a result, I am stepping out of this role and will hand it over to Dr. Alice Villalobos and Rolan Tripp, who are eager and committed to lead the SVME to the next level. The SVME has great potential going forward.

I appreciate this opportunity and will continue to support the SVME to organize the 2021 Ethics Track and lead the future Awards Ceremonies as an active BOD member. See you at VMX!

Marty Greer DVM, JD



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Message from our President-Elect

As a veterinary futurist, I am delighted to help Dr. Villalobos and the BOD steer the SVME into the next decade. Since all organizations change it is important to periodically revisit our Articles and Bylaws to update them, so I have offered to assist in this effort. Our “renaissance” plan is to increase membership, sponsorships and professional relations, create an Ethical Speakers Bureau, revive the VetEthics Listserv and develop white papers on our 12 member-chosen ethical topics.

One of my interests is the ethical component of Televeterinary Practice. Last year the SVME BOD voted to support the development of “Proposed Global Ethical Guidelines for Televeterinary Practice.”

The primary home for this effort will be a separate group, the Televeterinary Coalition. The SVME is invited to offer input. I met with most of the “Telehealth” companies exhibiting at AVMA 2019. There are LOTS of opinions, mostly questions and uncertainty on issues such as: e-Triage solely by Artificial Intelligence (before a “Touch-exam” visit, Petriage.com); Or triage-only by a live DVM video consult (airVet.com); Vet-Visit Follow Up Video Exams (Petzam.com); Smart Client Communications (reminders, appts, etc.(Teletails.com); Remote Medical Records read/write (Anippanion.com); Consulting requested by the Attending DVM but done directly with the pet owner (PetHappiness.net): Using Artificial Intelligence in lieu of specialists (Vetology.ai auto-evaluation of X-rays). These are just a few examples of the rapid development of many aspects of Televeterinary Practice, so stay tuned. Meanwhile, I look forward to working with the amazing individuals who make up the SVME to achieve our goals and future vision.

Rolan Tripp, DVM
SVME President Elect

Message from Interim President

It is my honor to accept the unanimous decision of the SVME BOD during our 11-8-19 TeleConference to take the helm of the SVME as Interim President. In January 2020 after the Annual General Meeting, I will accept the President’s gavel from Dr. Greer, as Immediate VP and our President Elect, Dr. Rolan Tripp, and our BOD navigate the SVME into the next decade. As we go through change it is important to update our Articles and ByLaws. Successful change requires respectful cooperation and collaboration despite variations of opinion amongst BOD members and our Committee members. I am committed to refereeing the SVME “renaissance.” We envision a 5 year plan to work mutually to update our Articles and ByLaws, to increase membership and sponsorships, to update our online Ethics Course, to revive the popular VETHETHCS Listserv. In keeping with the SVME mission statement, we plan to develop white papers and seminars on our chosen 12 ethics topics. Ethics seminars will be presented at various meetings, to educate and help our colleagues and teams deal with ethical dilemmas generated in every day practice.

Dr. Alice Villalobos
Interim President

SVME at VMX, Orlando, FL

Tuesday, January 21, 2020 1:00 - 5:00pm
 SVME Board of Directors Meeting

Cafe Gauguin located at the Rosen Centre
 Reservation under: Dr. Alice Villalobos

2020 Ethics Track at VMX Convention in Orlando, FL Sponsor: Zomedica Voice of the Vet™

Wednesday, January 22, 2020 8:00am - 5:00 pm

Location: South Concourse: Room # S210D/E

- 8:00–10:45am Ethical Issues and Dilemmas Driven by the Cost of Educating Veterinarians
 Dr. Paul Pion: paul@vin.com & Dr. Tony Bartels tonyb@vin.com
- 10:45-11:20am SVME Annual General Meeting & Awards Ceremony
 Shomer Ethics Award 2020
 Student Essay Award - Sponsor: Waltham
 Topic: Impact of Televeterinary Practice
- 11:20-12:45pm **Lunch Break**
- 12:45-1:35pm Ethical Advice on Dietary Recommendations in the Shadow of DCM (Dilated
 Cardiomyopathy)
 Ryan Yamka, PhD., ryan@lunascienceandnutrition.com
- 1:45–2:35pm Ethical Issues & Dilemmas Encountered by Techs
 Kara Burns CVT, karamburns@gmail.com and
 Beckie Mossor CVT, beckiemossor@gmail.com
- 2:45-3:35pm Introducing Not One More Vet. What the Heck is a NOMV? Peer Support in Veterinary
 Medicine
 Dr. Melanie Goble with Dr. Dean Scott dscottdvm@aol.com
- 3:55–4:45pm Ethical Televeterinary Practice
 Dr. Rolan Tripp drrolantripp@gmail.com, Dr. Kerri Marshall kerri@babelbark.com

2020 Ethics Track Abstracts

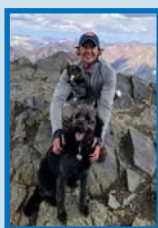
Dr. Paul Pion & Dr. Tony Bartels

Ethical Issues and Dilemmas Driven by the Cost of Educating Veterinarians Paul Pion & Tony Bartels

Obtaining a veterinary education is expensive. From 1999 through 2017, tuition and fees increased more than 200% on average. BLS inflation data shows a 48% increase in the Consumer Price Index over the same period. According to a recent VeterinaryDebtInitiative.org infographic, factors driving higher veterinary education costs include: reductions in public support; increasing administrative costs for personnel, operations and compliance with regulations; additional student services; rising healthcare and medical education costs; updating and maintaining facilities; and investing in new technology. However, reductions in public support would not apply to the newest schools, the majority of which are private, some without teaching hospitals, yet they charge more than most non-resident rates. The rate of veterinary educational debt increases steadily outpaces salary increases for new graduates. Paradoxically there has been a coincident dramatic increase in the number of COE accredited schools, average class sizes, the number of non-discounted seats, and the debt burden shouldered by veterinary graduates.

These and other factors create ethical issues and dilemmas for our profession: The following will be addressed during our two sessions:

- Considering the duress of veterinary graduates, is it ethical to maintain status quo?
- Is it ethical to encourage prospective students to choose a school based on cost?
- Is it ethical to ask prospective students to choose a school without revealing the total estimated costs?
- Are more non-discounted seats and larger class sizes ethical solutions to balancing the budget?
- Is it ethical for AVMA-COE to not consider financial consequences to students?
- Does the AAVMC acting as the figurehead of the veterinary debt initiative represent a conflict of interest?
- Is there a debt-to-income ratio at which it is impractical or unethical to recruit and train veterinary students?
- Should the starting salary of new graduates impact educational costs?
- Why has the distributed model not resulted in lower tuition costs, as initially advertised?
- Is using or relying on income driven repayment and forgiveness programs ethical or is it an abuse of the public coffers?
- What responsibility falls upon veterinary schools for the ongoing well-being of their graduates?
- Is it ethical to encourage financially strained graduates to serve the underserved?
- What will be the impact of the next financial downturn?
- What will trigger change? Can we change before the bubble bursts?



Tony Bartels, DVM, MBA

Tony Bartels graduated in 2012 from the Colorado State University combined MBA/DVM program. He is an employee of the Veterinary Information Network (VIN) and a VIN Foundation Board Member. Tony came to veterinary medicine as a career change by way of engineering and corporate finance. He and his wife, a small-animal internal medicine specialist practicing in Denver, have more than \$400,000 in veterinary-school debt that they manage using federal income-driven repayment plans. By necessity (and now obsession), his professional activities include researching and speaking on veterinary-student debt, providing guidance to colleagues on loan-repayment strategies and contributing to VIN Foundation initiatives. Beyond educational debt, his professional interests include small- and exotic-animal practice. When he's not helping his colleagues deal with student-loans, Tony enjoys fly fishing, ice hockey, and exploring Mountain West with his wife, Audra, and their rescued Labradoodles, Addi and Maggie.



Paul D. Pion, DVM, B.S., ACVIM (Cardiology)

Dr. Paul D. Pion, holds a B.S. and a D.V.M. from Cornell University. He is a Diplomate of the American College of Veterinary Internal Medicine (Specialty of Cardiology). Paul interned at the Animal Medical Center in New York City, completed a residency in Cardiology at UC Davis, a post-doctorate in Pharmacology at Columbia University, and coursework and research toward his PhD at UC Davis. Paul co-founded Veterinary Information Network in 1991. Paul is the Chief Executive Officer, President, and a director of VIN. He was a full-time instructor and researcher at the University of California, Davis where he was responsible for breakthrough research on nutrition and heart disease in cats. He received a Physician Scientist Award from the National Institutes of Health, a Ralston Purina Small Animal Research Award, a National Phi Zeta Award, a Special Recognition Award from the American Animal Hospital Association, the Pioneer Award from VetPartners, Distinguished Alumni Awards from The Animal Medical Center, UC Davis, and Cornell University (Salmon Award) and was the first ACVIM Forum Extraordinary Veterinarian Speaker. Paul has published extensively, including a cover article for the journal Science announcing the identification of taurine deficiency as a major cause of dilated cardiomyopathy in cats which led to near elimination of the disease via reformulation of commercial feline diets. Paul co-authored a popular book for cat owners, *Cats for Dummies*. Paul served for 8 years as Scientific Veterinary Advisor to the Winn Feline Foundation and as a Director of the ACVIM Foundation. He is a board member of the VIN Foundation. He currently lives in Davis California with his wife, 2 sons, daughter and numerous pets, and continues his efforts as a collaborative researcher and educator in constant pursuit of facilitating advancement of the quality of veterinary care.

2020 Ethics Track Abstracts

Ryan Yamka, PhD



ETHICAL ADVICE ON DIETARY RECOMMENDATIONS IN THE SHADOW OF DCM

Canine dilated cardiomyopathy (DCM) has been a hot topic in the pet food industry, the veterinary community, the press and among pet owners. Although there may be a potential association, there is no proven direct link (i.e. cause and effect) to grain-free foods (both over the counter or therapeutic) to cause DCM in dogs. In fact, the update provided by the FDA June 27, 2019 stated that they did not identify a direct link of BEG foods to DCM. The FDA is continuing to investigate and gather more information to identify if there is truly a specific dietary link to development of DCM and will provide updates to the public as information develops. In the meantime, we need to understand how the grain-free market has gained traction with consumers over the years and how commercial bias (whether known or unknown) can impact veterinary knowledge and ethics. In this seminar we will take an in depth look on the rise of grain-free formulas, how the term 'BEG' came into fruition and we will take a critical look on the lack of scientific data to identify a cause and effect of foods to DCM. The objective of this seminar is to remind ourselves of potential biases that make exist when we make decisions and draw conclusions in the area of animal nutrition and to remind ourselves that we need to be open, objective and critical of data and publications regardless of source.

Ryan Yamka PhD, MS, MBA, FACN, PAS, Dipl. ACAS

Biography: Dr. Ryan Yamka earned bachelor's degrees in animal science and biology from Virginia Polytechnic Institute and State University, followed by a master's degree and doctorate in animal science from the University of Kentucky and an MBA from Baker University. He started his career at Hill's Pet Nutrition in research and product development. Yamka also worked for Hartz Mountain Corp. as senior director for nutrition and wellness and as senior VP of R&D. In 2016, Yamka founded Luna Science and Nutrition. In 2017, he co-founded Guardian Pet Food Company. He is board certified with the American College of Animal Sciences (Dipl. ACAS) in nutrition, a fellow of the American College of Nutrition (FACN).

Ryan Yamka, PhD, MS, MBA, FACN, PAS, Dipl ACAS

Founder and Independent Consultant

Luna Science and Nutrition, LLC

<http://linkedin.com/in/ryanyamka>

2020 Ethics Track Abstracts

Beckie Mossor, CVT

Kara M. Burns, MS, MEd, LVT, VTS VTS-H

ETHICAL CONCERNS FOR THE INDUSTRY, A GUIDED DISCUSSION

The veterinary industry has always brought out ethical concerns of society and industry throughout its history. Regularly, we face situations that cause us to question the best actions and responses. In this lecture, we visit multiple real-life cases of difficult situations we face all too regularly. This program offers open, engaged discussions about how we would handle these scenarios, repercussions of our actions, and the importance of the highest ethics and morals in our industry.

Objectives:

Look at Case Study type stories of ethical dilemmas faced by professionals within our industry today and lead a group discussion on the aspects of concern and appropriate responses to these items.

Provide open discussion in handling the various encounters within our industry that can cause us to make difficult decisions.



Beckie Mossor, RVT

Beckie is a Registered Veterinary Technician living in Southport, NC. Beckie graduated from Central Carolina Community College in 2007 with her AAS in Veterinary Medical Technology and will graduate from the University of North Carolina Pembroke with her Bachelors in Non-Profit and Public Administration in 2019. Beckie has enjoyed a diverse career in small animal, large animal, and mixed practices, academia, management and private consultant. Beckie is co-founder of Veterinary Advancements, a private consulting firm; volunteer Director of Operations 3K9 Working Dogs, a service, therapy and conservation dog training organization; and is a professional medical responder with the ASPCA Field Investigations Response Team. In addition to Making Sense of Pets, Beckie hosts Clinician's Brief the Podcast and is co-host of the podcasts Veterinary Viewfinder. In support of her profession, Beckie is proud to serve as Member at Large for the

Society for Veterinary Medical Ethics and former Executive Board Member for both the national and state tech associations.



Kara M. Burns, MS, MEd, LVT, VTS (Nutrition), VTS-H (Internal Medicine, Dentistry)

Kara Burns is a licensed veterinary technician with a master's degree in physiology and a master's degree in counseling psychology. She began her career in human medicine working as an emergency psychologist and as a poison specialist dealing with human and animal poisonings. She is the Founder and President of the Academy of Veterinary Nutrition Technicians and a consultant for the Lafeber Company and Emeraid. Kara is the Director of Veterinary Nursing for NAVC Publishing as well as the Editor in Chief of Today's Veterinary Nurse. She also works as an independent nutritional consultant. She is a member of American Academy of Veterinary Nutrition executive board; Western Veterinary Conference Technician Education

Manager; NAVTA immediate Past President; Pride VMC board treasurer; International Society for Sports Nutrition; and the Pet Nutrition Alliance President Elect. She has authored and lectured on: nutrition, leadership, and technician utilization. Kara and her wife Dr. Ellen Lowery developed the Pet Nutrition Coach Certification course through NAVC. She has been featured on the cover of the Veterinary Technician Journal and the NAVTA Journal. She was named the NAVC Technician Speaker of the Year in 2013 and in 2016. She was granted an honorary VTS (Internal Medicine) in 2011 and VTS (Dentistry) in 2012. She is the 2010 NAVTA Veterinary Technician of the Year, and the 2011 Dr. Franklin Loew Lecturer.

2020 Ethics Track Abstracts Dr. Melanie Goble & Dr. Dean Scott

WHAT THE HECK IS A NOMV? PEER SUPPORT IN VETERINARY MEDICINE

Not One More Vet is a 501(c)3 charity aimed at veterinary wellness and suicide prevention. The group started rather innocently in 2014 after the tragic death of Dr. Sophia Yin. A group of veterinarians were texting each other about some of the daily challenges they face, and our founder, Dr. Nicole McArthur, said it was the first time in her career that she didn't feel alone. She wanted to continue that conversation, so she started a small Facebook group and invited some vet school classmates, who invited their friends, who invited their friends, and so on. NOMV has grown to a group with over 18,000 international members. Our charity maintains the Facebook support forum, as well as other projects such as the Veterinary Interactive Screen Program, a grant program, and educational programs. Dr. Scott is one of our favorite and most active members on the forum, as well as a published cartoonist and comedian. He joins us to share his perspective on NOMV and veterinary medicine in general.

So, the first question is do veterinarians need a support forum? The literature would imply yes. A 2015 study from the CDC shows that veterinarians are between 2-4 times more likely to die by suicide than the general public. (Nett 2015) This study also showed that this was far from new, as mortality rates from suicide were elevated over the entire 36-year study period. Several authors have looked at the issue of veterinary stress in different ways, and during this lecture we will cover a broad overview of the issues that we commonly discuss on NOMV, and some of the science behind them.

Melanie Goble, DVM
Dean Scott DVM
Not One More Vet, Inc
Granite Bay, Ca, USA



Melanie Goble, DVM is the CFO, Director of Fundraising, and Membership Team lead for Not One More Vet, Inc. (NOMV), a 501(c)3, whose goal is saving the lives of veterinarians from the trauma of suicide and mental illness. She graduated from the University of Wisconsin-Madison School of Veterinary Medicine (2005) after obtaining a degree in psychology from Northland College in Ashland, Wisconsin (2001). She currently resides in Manitowoc, Wisconsin and owns Renewed Strength Veterinary Services providing behavior consultations and relief veterinary services in Wisconsin, Alaska, and Kentucky. In her spare time, she travels with Christian Veterinary Missions to provide veterinary services and train veterinarians throughout the world, most notably in Mongolia.



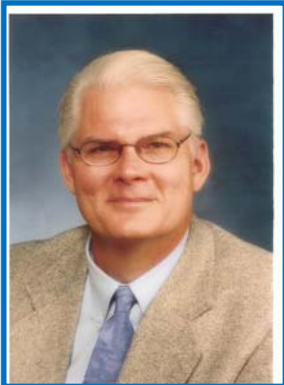
Dean Scott, DVM is a 54 year old male, unneutered, black and white domestic short-hair. He graduated with a Bachelor of Science degree in Zoology from Arizona State University in 1987. He did four years of hard time at the University of California, Davis Veterinary Correctional Institute and was released on his own recognizance in 1993. This makes him a BS DVM and nothing he says should be trusted. In the last 26 years he has made many people in the veterinary field laugh, sometimes even intentionally. His humor books have been read by literally dozens of people, many of them family members. These books include: The Vet School Survival Guides, both From the Back Row and Vet Med Spread, two volumes of the Lighter Side of Veterinary Medicine, The Incomplete Dog Book - Nothing You Ever Wanted To Know About Dogs, Menagerie, and, under his pseudonym Annette Docsway, the book Staying Sane In The Veterinary Profession.

2020 Ethics Track Abstracts

Rolan Tripp, DVM, ACVB & Kerri Marshall, DVM

Ethical Televeterinary Practice

The laws governing Veterinary Telemedicine conflict between Federal and State, between states and between national veterinary organizations. One solution is to define then follow Ethical Guidelines that transcend laws which change over time, often following the ethical positions staked out by pioneers. In this talk Drs Tripp and Marshall team up to identify the components of an ethical televeterinary practice of the future.



Dr. Tripp is a Past Chair of the Subcommittee Reviewing the AVMA Policy on Remote Consulting and founder of the Animal Behavior Network where he has been providing Teleconsulting nationally for 15 years. He is a Veterinary Futurist and founder of www.VeterinaryFutureSociety.org and Director of the Televeterinary Coalition. Dr Tripp is President-Elect of the Society for Veterinary Medical Ethics.



Dr. Kerri Marshall is a second-generation veterinarian focused on veterinary innovation. She received her DVM at Washington State University and her MBA at the University of Oregon. After 10 years of private practice and as staff at UC Davis, Dr. Marshall joined the founding management team at Banfield Pet Hospitals®. In 2011, she joined Trupanion®, leading the development of Trupanion Express® and was awarded the 2018 Veterinarian Innovator of the Year award for this invention (NAVCA). Currently, Dr. Marshall is Chief Veterinary Officer, board member and investor at BabelBark®, a technology platform connecting pet parents to pet care providers.

Meetings & Events

SVME Board Meeting at VMX 2020

The Society For Veterinary Medical Ethics Board of Directors Meeting and Workshop will be held at the VMX Conference at:

Date: January 21, 2020
1:00 -5:00 PM at Cafe Gaugin at the Rosen Center
Reservation under Dr. Alice Villalobos

Annual General Meeting and Awards Ceremony

Date: January 22, 2020
Time: 10:45am - 11:20am

The ALL DAY Ethics Track will be:

Location: South Concourse: Room # S210D/E
Date: January 22, 2020
Time: 8:00am - 5:00pm



SVME Student Essay Contest Winner

Timothy Ojodare, University of Ilorin; Ilorin, Nigeria

Healthcare Through the Air; Telemedicine, A Way Forward

Please read Timothy's winning essay here:

<https://www.svme.org/resources/Documents/2020%20Timothy%20Ojodare.pdf>

***When is the Right Time to Euthanize a Pet?* Featuring Dr. Alice Villalobos**

<https://www.petmd.com/dog/care/what-you-need-know-about-putting-dog-or-cat-down>



APPLICATION FORM

SOCIETY FOR VETERINARY MEDICAL ETHICS

NAME: _____

BUSINESS _____

ADDRESS: _____

HOME (optional) _____

ADDRESS: _____

E-MAIL ADDRESS: _____

PLEASE SEND MAIL TO: Office Home

Business Phone: _____

Fax: _____

Home Phone: _____

OCCUPATIONAL AND PRESENT POSITION:

PROFESSIONAL DEGREES:

PROFESSIONAL MEMBERSHIPS:

INTERESTS IN VETERINARY ETHICS:

MAJOR OBJECTIVES OF THE SOCIETY ARE:

- To encourage ethical practices and professional behavior of veterinarians in all aspects of the profession.
- To increase the understanding of the philosophical, social, moral and ethical values encountered by the veterinary profession.
- To sponsor seminars and other presentations on ethics and values at local, state, regional and national meetings of veterinarians and other interested individuals.
- To promote the teaching of ethical and value issues at colleges of veterinary medicine and to identify speakers on these subjects.
- To encourage persons from other professions and disciplines, such as biomedical research, discussions and studies of these issues.
- To exchange information about veterinary ethical issues via bulletins, periodicals, and newsletters.
- To maintain archives of appropriate documents and materials related to these disciplines.

I hereby make application to the Society for Veterinary Medical Ethics

(Signature of Applicant)

(Date)

Dues are \$40 for Regular Membership & Free for students per year.

Please mail this completed & signed application to: John S. Wright, DVM, SVME Treasurer, Dept. of Veterinary Clinical Sciences, University of Minnesota College of Veterinary Medicine, 1352 Boyd Avenue, St. Paul, MN 55108 (email: wrigh008@umn.edu)

SVME Mission Statement

c/o

John S. Wright, DVM, SVME Treasurer
Dept. of Veterinary Clinical Sciences
University of Minnesota College of
Veterinary Medicine
1352 Boyd Ave.
S. Paul, MN 55108



The Society for Veterinary Medical Ethics was founded in 1994 by a group of veterinarians, biomedical researchers and academics to promote discussion and debate about ethical issues arising in and relevant to veterinary practice. The SVME publishes a newsletter, provides a listserv, holds an annual meeting at the AVMA convention, sponsors an annual student essay contest and honors an individual annually with the Shomer Award for outstanding contributions to veterinary medical ethics.

Individuals interested in information or in joining the SVME can visit the SVME website below to learn more about the organization.

www.svme.org/

SVME Board of Directors member list:

President	Marthina Greer, DVM, JD
President-Elect	Rolan Tripp, DVM, CABC
President-Emeritus	Alice Villalobos, DVM, FNAP
Past President	William Ray Folger, DVM, MS, ABVP
Treasurer	John Wright, DVM
Parliamentarian	Lynn Bahr, DVM
Secretary	Bonnie Bragdon, DVM, MS
Executive Committee	Marthina Greer, DVM, JD
Professional Relations Committee	Jerry Owens, DVM, ACVR
Nominating Committee	Alice Villalobos, DVM, FNAP
Televeterinary Coalition Committee	Rolan Tripp, DVM, CABC
Program Committee	Jerry Owens, DVM, ACVR
Student Essay Committee	Beckie Mossor, RVT
Shomer Award Committee	Karyl Hurley, DVM, DACVIM, DECVIM
Constitution and Bylaws Committee	Rolan Tripp, DVM, CABC
Administrator	Roni Miyashiro, Executive Assistant

Board Members: Bill Folger, DVM, MS, ABVP, Alice Villalobos, DVM, FNAP, John Wright, DVM, Leland Shapiro, Ph.D
Louise Dunn, Virginia Koch, DVM, Marthina Greer, DVM, JD, Beckie Mossor, RVT, George Bailey,
Karyl Hurley, DVM, DACVIM, DECVIM, Bonnie Bragdon, DVM, MS, Kent Kruse, DVM,
Kara Burns, MS, MEd, LVT, VTS, Jerry Owens, DVM, ACVR, Lynn Bahr, DVM,
Patti Canchola, DVM, Heather Woodke, DVM, MA, Rolan Tripp, DVM, CABC, Roni Miyashiro