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PROVIDING

EXPERT CARE

IN GOLD STANDARD-SETTING
FACILITIES

Our Equine, Farm Animal, and
Small Animal Hospitals are now
open to better serve you and
your clients



EAE01

**Whether your exit strategy is one or three years away,
here are four tips to consider:**

- 1. Don't renew or sign any agreements or leases!** Some agreements are not transferable, and leases will have to be bought out. Don't sign without thinking it out.
- 2. Cut back on expenses now!** Banks and groups look at three years of finances. Start game planning now where you can cut back, without affecting operations.
- 3. Define your goal!** Exiting means something different to everyone. What are your goals, what do you want to do, how long do you want to work?
- 4. Get your practice appraised!** Whether its payroll or cost of goods sold (COGS), you need to know where you have room for improvement.

INDIANA PRACTICES FOR SALE

Northern Indiana, West of Fort Wayne (IN-2080) **Price Reduced**
Mixed practice with approximately 85% small animal. Well-equipped with digital x-ray, therapy laser, Idexx lab. Located in a charming community with access to year round recreation opportunities. Px is offered at \$250K, RE at \$120K.

South Central Indiana (IN-9290)
Small animal grossing over \$1M in vibrant local community. No boarding or grooming. Equipment includes Abaxis lab. Practice has two exam rooms and several staff who are well trained. Px is offered at \$625K, RE at \$235K.



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**BE THE REASON
SOMEONE FEELS
SEEN, HEARD, AND
SUPPORTED.**

- 04. President's Message**
- 06. Crossroads Veterinary Conference
Save the Date**
- 07. From the Desk of the Executive
Director**
- 08. Are You a Good Listener?**
- 10. Opioid Education Information**
- 11. IVMA Members Recognized at AVMA
Summer Meeting**
- 14. Get Involved - IVMA Volunteer Form**
- 15. Lunch & Learn Upcoming Webinars**
- 16. Glad You Asked That**
- 18. Updates From The Indiana Center For
Animal Policy**
- 19. Membership Assistance Program
Information**
- 20. Power Up Employee Membership
Assistance Program - Registration**
- 22. Get Ready To Renew Your License**
- 25. Partner Clinic Program**

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IVMA PRESIDENT DR. GREG KURTZ

Dear IVMA Members,

Fall is just around the corner – my favorite time of year! I really enjoy the clear blue skies, sunshine, and low humidity of autumn; along with the color change and crisp temperatures. There is the excitement of harvest and the payoff for my seedstock producers with their fall production sales. I also enjoy tailgating with friends and colleagues in W lot before Boilermaker football games.

For me, fall is a time of reflection because my workload is at a more reasonable pace, and I think as my clients are grateful for a good harvest, I am also grateful for the many positives in my life. My photograph for this newsletter is a picture of me and my good canine companion Roger. Roger came to us as a 6 week old Border Collie puppy with serious health issues that the owner could not deal with. Fortunately for me, I am married to a skilled and dedicated veterinarian, and we are at a place in our life where we can afford prescription diet and the care that he needs. We will do whatever is necessary to provide Roger with a good home because he is a very special dog to me. My point of this story, is that many people have important pets in their lives, but struggle to provide the care that they need. It seems that too often, people are faced with the decision between “cutting edge” care at the veterinary specialist, or euthanasia with few other options. For this reason, I was very encouraged at the AVMA Convention in Denver this summer when I listened to an AVMA initiative called “Spectrum of Care”. Sure, it is best to offer our clients the best available care for their pets, but many families

cannot afford the top of line care, and there is nothing wrong with us meeting people where they live and offer them options that they can afford while improving the quality of life for their pet. It takes a special skill to be an advocate for the animal, listen to the constraints of the client, and develop a treatment plan that benefits the patient and is affordable for the client family. I am grateful to all of the IVMA members who provide these services to the pet owners of Indiana.

I am also grateful for the IVMA members who volunteered for another successful series of Spay Neuter demonstrations at the Indiana State Fair. Thank you for sharing your skills and giving of your time for this important outreach program. Our Power of Business CE program kicked off August 23 and we had great feedback from the participants. This program is another example of how the IVMA provides CE that we need, while providing information that helps us become more efficient in our practices. It is also the time of year to think about Indiana license renewal. Go to: mylicense.in.gov to renew your veterinary license before October 15. After October 15, it will again be time to think about earning CE credits for the next biannual license renewal in 2025. I am happy to report that our CrossRoads Veterinary Conference Working Group has finalized plans for our February annual meeting. Our keynote speaker will be Dr. Addie Reinhardt on mentoring; we have learned that this is an important topic for veterinarians in all stages of their career. The working group has lined up another excellent program and I hope to see many of you at the Embassy Suites in Noblesville. Your IVMA Board of Directors works to stay

abreast of the challenges facing our profession. Important members in assisting us are our Partner Clinic Program participants. See the information in this newsletter about the Partner Clinic Program, and please consider enrolling your practice and joining us!

As always, I am interested in hearing from you! If you have comments or concerns about your state association, or veterinary medicine in Indiana, contact me at gregkurtz56@gmail.com, or call Lisa or Lourdes at the IVMA office and they will forward any of your concerns to me.

Enjoy the fall!



Dr. Greg Kurtz, IVMA
President
gregkurtz56@gmail.com.





CROSSROADS

V E T E R I N A R Y C O N F E R E N C E

SAVE THE DATE
FEBRUARY 1-3, 2024

**Conference
registration
will open this
October!**

**Embassy Suites Conference Center
Noblesville, IN**

FROM THE DESK OF THE EXECUTIVE DIRECTOR

Greetings!

I hope everyone is enjoying these summer months and taking a bit of time to take care of yourselves. Here are the latest updates for you – our valued IVMA members:

- • THANK YOU! Thank you for renewing your IVMA membership. Thank you for your commitment to IVMA and to veterinary medicine in Indiana.
- • The IVMA Board of Directors met this week and among the many topics of discussion on their agenda, the Board considered an update to their mission statement. The mission statement hadn't been updated since 2007. It was time to review and to ensure that the work and purpose of the Board remain true to the mission of IVMA. The new mission statement reads, "The mission of the IVMA is to promote, protect, and advance veterinary medicine and animal health".
- • We are currently recruiting practices to participate in the 2023-2024 Partner Clinic Program. Sign up your clinic to participate in quarterly surveys offered from IVMA on a variety of topics – efficiency, staff utilization, wellness, hiring, etc. The survey takes less than an hour to complete and you will receive a \$75 VISA gift card for your efforts. Use it to buy lunch for your team! This survey feedback is reviewed by the board at each board meeting to continue to keep an eye on the practice health of the profession and where they can assist members best. See page 27 for more information or contact me to register your clinic.
- • I know I continue to highlight this program in every message I provide and

yet, here I am doing it again. I want to continue to remind you of this tremendous member benefit. The IVMA Member Assistance Program (MAP) offers resources and connections for our members that are needed during this crazy and hectic time in your profession. These offerings are complimentary for all IVMA members and their immediate families. Learn more about this on the IVMA website or call me at the IVMA office to discuss further. This member benefit, alone, far exceeds the cost of your IVMA membership dues. AND YOU CAN OFFER THIS BENEFIT TO ALL OF YOUR EMPLOYEES FOR ONLY \$299 A YEAR. See page 22 for more information.

- • Plans for the 2024 Crossroads Veterinary Conference are complete and full program/registration info will be sent out to you around October 1. Mark your calendars for February 1-3, 2024, at the Embassy Suites Noblesville.
- • Call or email me. The IVMA staff is ready to assist you with any questions you may have. That is why we are here every day. It's like an insurance policy – we are here when you need us.

Lisa A. Perius

Lisa A. Perius, CAE
317/974-0888
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ARE YOU A GOOD LISTENER?

BY: MORGAN, H. (2023, JANUARY 12)

Think about the people in your life you consider to be good listeners. They probably pay attention to what you have to say and show interest by the ways they respond. Sometimes they may help you solve problems. Chances are, they make you feel good when you talk to them. **Are you a good listener? Ask yourself these questions.**

Do you create a safe and welcoming environment for listening?

When somebody wants to tell you something, do you put away distractions like phones and other devices? Do you clear your mind of other thoughts so you can pay attention to what the other person has to say? If it's not a good time or the place isn't right, do you suggest a better time and place, then follow through to make sure the conversation happens? A good listener signals their attention by eliminating distractions, including distracting thoughts, and focusing on the other person. These signals let the other person know that it's safe to talk and that you are ready to listen. A good listener also recognizes when a moment or place isn't right for attentive listening and arranges to talk at another time or in a different place.

Do you show that you're listening?

As another person talks to you, do you show that

you're listening by turning your body toward them and making eye contact? Do you give signs that you're paying attention, such as smiles, concerned expressions, nods, or leaning in? Do you say words or make sounds of encouragement, such as "I see," "Really?" "Ooh," or "Mm hum"? Do you adopt an open body posture (without crossing your arms in front of you, for example)? A good listener shows that they are listening by their body movements, facial expressions, and verbal responses. These need to be authentic indications of interest, not forced or faked, or they send the opposite message: that you don't really care.

Do you respond in ways that show you're listening and trying to understand?

Do you ask questions to clarify what the other person is saying and encourage them to tell you more? Do you repeat back or summarize key parts of what the other person has told you, in your own words, to make sure you've understood? Listening isn't a passive act. It's an interaction with another person. A good listener does some talking, not with the intent to dominate the conversation but instead to draw the other person out, understand what they are saying, and learn what they have to share.

Do you listen without interrupting or changing the focus of the conversation?

Do you let the other person complete their thoughts, even when there are stretches of silence as they weigh what they want to say next? Do you hold back from jumping in or interrupting while the other person is talking? Do you help keep the focus of the conversation on what the other person has brought up? A good listener is patient and gives the other person time to complete their thoughts. A good listener doesn't interrupt, finish the other person's sentences for them, or take the conversation in another direction by steering it toward their own concerns.

Do you respond with empathy and support?

When someone shares a difficult or emotional experience, do you show empathy for their feelings and offer appropriate support? When a person shares heated emotions, do you help them calm down and consider responses that might be helpful and productive? When you listen, do you help the other person feel better about themselves? A good listener tries to understand how the other person is feeling and shows empathy for their emotions, both positive and negative. A good listener helps a person who is upset or angry look at their experience from different perspectives and consider thoughtful ways to respond. A good listener offers support and encouragement to help the other person take appropriate next steps and feel better about themselves.

Do you listen with an open mind?

Do you react with genuine interest and curiosity when someone shares an opinion or experience that challenges your beliefs? As you listen, do you challenge assumptions—your own and the other person's—in an effort to gain a better understanding of the situation? **Are you open to new views and perspectives, rather than**

reacting defensively or with judgment? A good listener keeps an open mind, welcoming different perspectives and new ideas, even when they challenge the listener's beliefs or suggest that the listener has been wrong about something.

- **Good listening takes engagement. Good listening goes far beyond making eye contact and nodding (both of which can be overdone by someone trying to appear that they are listening when their mind is somewhere else).**
- **Good listening requires focus and patience.**
- **It requires thoughtful and empathetic responses.**
- **Far from being a passive activity, it requires real engagement.**

No one is a good listener in all ways and all situations. However, you can become a better listener—more often and when it really matters—by considering and practicing these elements of the skill of listening.

Morgan, H. (2023, January 12). Are you a good listener? (B. Schuette & E. Morton, Eds.). Raleigh, NC: Workplace Options (WPO).



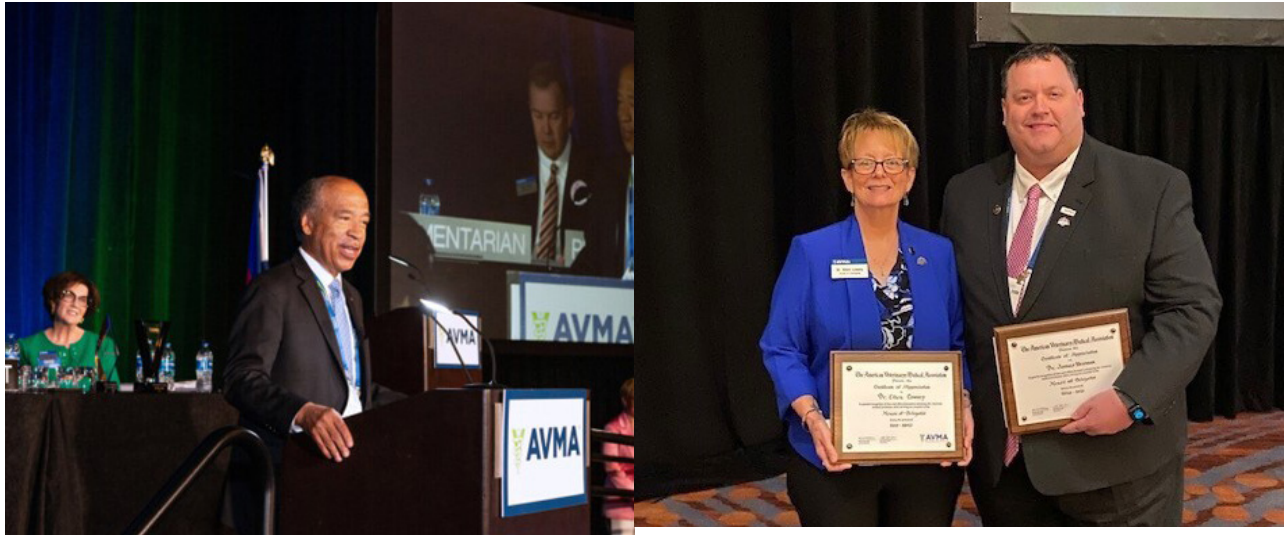
2 New Opioid Education Self-Studies Available \$35 IVMA Member Rate Scan QR code to access!



You will need to login to your IVMA account to receive the IVMA member rate. Please contact us at 317 974 0888 or email lourdes@invma.org if you need assistance logging into your account.

CE Self-study may be taken online, or you can send, fax: 317 974 0985, or email the completed test to lourdes@invma.org.

CE certificates are sent every 30 days. If you need the certificate sooner, please contact Lourdes at the email above.



IVMA MEMBERS RECOGNIZED AT AVMA SUMMER MEETING

The IVMA was well represented and recognized at this summer's American Veterinary Medical Association (AVMA) annual meeting in Denver, CO. Dr. Jim Weisman, PU '97, finished his term as the AVMA Delegate representing Indiana. Dr. Ellen Lowery, Director of the PVM Teaching Hospital, was recognized for completing her term as the delegate for the American Association of Industry Veterinarians. We thank them both for their service.

The AVMA also recognized Dean Willie Reed from the Purdue University College of Veterinary Medicine with the inaugural Frederick Douglass Patterson Lifetime Achievement Award for his distinguished leadership in promoting diversity, equity, and inclusion (DEI) in the veterinary profession.

Dean Reed's selection was made by the AVMA Board of Directors, and the award was presented Friday, July 14, 2023.

The award's namesake and Dean Reed both are notable figures in the field of veterinary medicine who share similarities. They are

Black veterinarians who hail from the South and have lived out a commitment to fostering opportunities for underrepresented groups within the veterinary profession. Both Drs. Patterson and Reed also had a connection with Tuskegee University during their formative years, albeit through different avenues.

In 1945, Dr. Patterson helped establish what is now known as the Tuskegee University College of Veterinary Medicine, as the university's president at the time. Dr. Reed earned his veterinary degree at Tuskegee 33 years later and embarked on a career that led to the veterinary deanship at Purdue, where he has promoted an inclusive culture and created opportunities for underrepresented individuals not only at the veterinary college, but also in the profession as a whole.

"Much like Dr. Frederick Douglass Patterson, your steadfast commitment has allowed you to bring about meaningful change and establish a strong foundation for DEI at Purdue University and in the profession," Dr. Janet Donlin, the AVMA's Executive Vice President and CEO, wrote to Dean Reed when she informed him of his

selection as the inaugural award recipient. “Your innovative mindset and visionary leadership have propelled veterinary medicine forward in the realm of DEI.”

When the AVMA announced the establishment of the new honor and invited nominations last April, AVMA President Dr. Lori Teller noted, “We want to recognize member veterinarians who have made significant contributions to the veterinary profession through advancing DEI. There is no better way to do this than by bestowing an annual award named after Dr. Patterson, who was such a visionary leader.”

Dean Reed grew up in a rural part of southern Alabama and experienced first-hand the transition from segregation to the post-integration era in the 1960s and 1970s. He received his bachelor’s degree in animal and poultry science with high honors from Tuskegee University, a historically Black college and university (HBCU) formerly known as Tuskegee Institute and went on to earn his Doctor of Veterinary Medicine degree at Tuskegee in 1978. Dean Reed made his first trip to Purdue to pursue a PhD in veterinary pathology, which he earned in 1982. He stayed, teaching veterinary pathology as an associate professor and then becoming assistant director of the Animal Disease Diagnostic Laboratory. In 1990, he left to accept a position at Michigan State University College of Veterinary Medicine where he became a full professor of veterinary pathology and director of the Diagnostic Center for Population and Animal Health (DCPAH), which is now called the Veterinary Diagnostic Laboratory. In 1997, he was also appointed as chairperson of the Department of Pathobiology and Diagnostic Investigation at MSU.

In 2007, he returned to Purdue as dean of

the College of Veterinary Medicine. Among Dean Reed’s many achievements at Purdue, he modernized teaching, clinical, and research facilities; expanded the class size by 20 percent; and significantly increased the diversity of the student body, while recruiting outstanding faculty in a wide range of disciplines from around the globe.

In the 2006-07 school year, underrepresented minority (URM) students accounted for 5.4% enrollment across all four years of Purdue’s veterinary program. Today, because of intentional recruitment and retention efforts, Purdue has 29.2% URM enrollment across all four years, and 205 URM veterinary students have graduated from 2008-23.



VOLUNTEER



VOLUNTEER TODAY!
GET CONNECTED
WITH IVMA



Health and Wellness Working Group IVMA Wet Labs Working Group Legislative Working Group

IVMA Needs You! We are looking for volunteers to assist with three task forces. Please consider helping out on these projects - the average time commitment is one hour per month.

IVMA Volunteer Opportunities:

- **Wet Labs Working Group** - help veterinary medicine plan hands-on continuing education for the next 9 months
- **Veterinary Practice & Workforce Efficiency** - help veterinary medicine continue to improve clinic efficiencies
- **Outreach Task Force** - help veterinary medicine onboard and mentor new grads and assist hiring teams

Please contact the IVMA office 317-974-0888 for more information or sign up online.

PWR[⚡]UP MONEY / HEALTH FAMILY / LIFE

IVMA Membership Assistance Program



Scan the QR code to login to the mygroup website:
Click on the My Portal Login - then Work Life
Username: invma2021
Password: guest
Call 800.633.3353 or 704.529.1428





Indiana Veterinary Medical Association


The human side of animal health.

Thank you for volunteering! Please fill out the form and either mail or email it to the address below.

Or Scan the QR Code Below & Sign UP Online!

Address: 125 West Market Street, Suite 300, Indianapolis, IN 46204

Phone: 317-974-0888 / Email: lisa@invma.org / lourdes@invma.org

First Name		Last Name	
Email Address			
Phone Area Code		Phone	
Address Line 1			
City		Location	
Zip/Postal Code			
Which working group or task force would you like to serve on?	<input type="radio"/> Crossroads Veterinary Conference Working Group <input type="radio"/> Social Link Ambassador <input type="radio"/> Veterinary Practice & Workforce Efficiency Working Group <input type="radio"/> Board Member Opportunities <input type="radio"/> Wet Labs Working Group <input type="radio"/> Health & Wellness Working Group <input type="radio"/> Legislative Working Group <input type="radio"/> Leadership Opportunities <input type="radio"/> Outreach Task Force		
Would you like to micro volunteer?	<input type="radio"/> Yes <input type="radio"/> No		
If Yes to above question: What micro volunteering would you be interested in? <div> <p>DON'T WAIT, SCAN THE QR CODE & VOLUNTEER TODAY!</p> <p>SCAN ME</p>  <p>GET MORE INFORMATION AT WWW.INVMA.ORG</p> </div>	<input type="radio"/> Submit a testimonial about why you are an IVMA member <input type="radio"/> Volunteer at IVMA office <input type="radio"/> Be an annual meeting speaker moderator <input type="radio"/> Write short article, "One Welfare" or " <i>Hoosier Veterinarian</i> " <input type="radio"/> Recruit nonmembers via email or phone message <input type="radio"/> Write a blog post for Vet Tail Views <input type="radio"/> Be a State Fair surgery suite narrator or surgeon <input type="radio"/> Record a brief video about your veterinary career for the IVMA <input type="radio"/> Write new member welcome note card <input type="radio"/> Participate in a Podcast		

It's Back - Lunch Break CE - 1.0 Hour of CE Per Webinar

UPCOMING LIVE WEBINAR SCHEDULE

SECURE YOUR SPOT FOR THIS COMPLIMENTARY LUNCH & LEARN WEBINAR TODAY!



WE ARE EXCITED TO INVITE YOU TO AN EXCLUSIVE SERIES OF LUNCH & LEARN WEBINARS TAILORED SPECIFICALLY FOR OUR IVMA MEMBERS.

SPONSORED BY: KATZ, SAPPER & MILLER

Topic: All About Fees: What to Charge and How to Keep It / Date: October 17
12:30 - 1:30PM EDT

Topic: Making the Most of Labor: How to Find Efficiencies / Date: December 7
12:30 - 1:30 pm EDT

Topic: The Benefits of a Monthly Payment Plan Model / February 7
12:30 - 1:30PM EDT



PRESENTER: TERRY O'NEIL, PARTNER, CPA

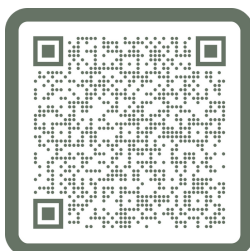
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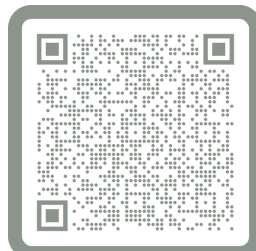


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LOURDES@INVMA.ORG, OR SEND TO: 125 WEST MARKET STREET. SUITE 300, INDIANAPOLIS, IN 46204
IVMA MEMBER NAME _____ EMAIL _____

**OCTOBER 17
WEBINAR** ☐



**DECEMBER 7
WEBINAR** ☐



**FEBRUARY 7
WEBINAR** ☐



***CERTIFICATES WILL BE SENT THE FOLLOWING WEEK TO THE REGISTRANT'S EMAIL**

GLAD YOU ASKED THAT

Below are a few questions that have been asked by IVMA members over the last few months.

Answers are provided below. As always, though, consult your own legal counsel for specific legal advice.

Question: How long do I have to keep animal health records?

Answer: You must keep animal health records for three (3) years after the last encounter with the animal.

Note that it is important to document, document, document. Further, it is appropriate to include in the animal health record communication you have with the client regarding treatment options and if diagnostics were offered or recommended, if referral was offered or recommended, and if the client refused the recommended diagnostics, treatment plan, or referral.

Question: What is the law pertaining to recording a physical examination? Are there restrictions on doing this?

Answer: The first issue is whether there are any restrictions on the audio recording of a physical exam while the owner is present. It appears the veterinarian is obtaining verbal consent from the owners before recording the exam. The American Veterinary Medical Association has not provided any guidance.

As an initial matter, Indiana law governing the practice of veterinary medicine makes no reference to the audio recording of physical exams. Veterinary medical records include:

- (1) Written records and notes, radiographs, sonographic images, video recordings, photographs or other images, and laboratory reports.
- (2) Other information received as the result of consultation.
- (3) Identification of any designated agent of the

owner for the purpose of authorizing veterinary medical or animal health care decisions.

(4) Any authorizations, releases, waivers, or other related documents.

Ind. Code § 25-38.1-4-5.5.

Audio recordings likely fall under “other information received as the result of the consultation.” However, no Indiana court has interpreted the statute to confirm this, and there are no relevant rules or regulations issued by the Board of Veterinary Medical Examiners. However, assuming audio recordings do constitute medical records, they must be kept confidential and may not be furnished to or discussed with any person other than the client or other veterinarians involved in the care or treatment of the animal absent written authorization of the client, generally. *Id.*

Additionally, Indiana is a “one-party consent” state when it comes to recording conversations. This means only one party to a conversation needs to consent to the recording in order to avoid criminal or civil liability. Ind. Code §§ 35-33.5-5-4 and 5. In other words, the person who records a conversation will satisfy this requirement so long as they are actually part of the conversation. However, this only applies to telephonic or other electronic forms of communication. See *White v. Town of New Carlisle*, 17 N.E.3d 1025, 1027 (Ind. Ct. App. 2021). The statute therefore does not apply to the recording of oral conversations. *Id.* The recording of oral conversations appears to be unregulated. It was noted that the veterinarian is obtaining verbal consent prior to recording. While this appears to be unnecessary based on the foregoing, it is a good practice. Best practice would be to obtain a written consent to the recording so that there is a record signed by the client that can be added to the medical records, and the consent likely could be worded in such a

way to apply to all future exams.

Question: What is our veterinary clinic supposed to do with expired medications?

Answer: We have had the opportunity to look into your question about whether it is legal to sell or donate expired medications. The short answer is that the dispensing of expired medication can be a violation of both federal and state law. The best practices are to dispose of them in accordance with Federal, state, and local laws.

Under both the Federal Food, Drug, and Cosmetic Act and the Indiana Uniform Food, Drug, and Cosmetic Act, it is prohibited to introduce into commerce any drug that is adulterated. 21 U.S.C.A. § 331(a); Ind. Code § 16-42-1-16. A drug is considered “adulterated” under federal law if its strength differs from, or its purity or quality falls below, that which it purports or is represented to possess. 21 U.S.C.A. § 351; Ind. Code § 16-42-3-3. Expiration dates are required on all drugs to ensure they meet the applicable standards of identity, strength, quality, and purity at the time of use. 21 C.F.R. § 211.137. According to the FDA, the strength of active ingredients can be lower than intended in expired drugs. Expiration Dates – Questions and Answers, FDA (Dec. 30, 2021), <https://www.fda.gov/drugs/pharmaceutical-quality-resources/expiration-dates-questions-and-answers>. Thus, if the medication’s strength has decreased after the expiration date, dispensing such medication is prohibited.

Because of the risk associated with dispensing an expired drug that could be adulterated (meaning the strength of the active ingredients are lower than intended), the American Veterinary Medical Association recommends that veterinarians dispose of all expired drugs. William F. Crummins, Disposing of expired drugs: a matter of policy, AMERICAN

VETERINARY MEDICAL ASSOCIATION, (Dec. 15, 2000), <https://www.avma.org/javma-news/2001-01-01/disposing-expired-drugs-matter-policy-january-1-2001>.

There are three ways to properly dispose of expired drugs:

- On-site destruction where two employees handle or observe the handling of a drug until it is rendered non-retrievable, and two employees personally witness the destruction of the drug until it is non-retrievable.
- Delivery to or pick-up by a reverse distributor.
- Request assistance from the Special Agent in Charge by contacting the local DEA field office and completing out DEA Form 41. 21 C.F.R. § 1317.05.



UPDATES FROM THE INDIANA CENTER FOR ANIMAL POLICY

A first initiative by the Indiana Center for Animal Policy (IN-CAP) is to work with the IU School of Medicine's Bowen Center for Health Workforce Research and Policy to gather demographic information from veterinarians and registered veterinary technicians at the time of license renewal online. The Bowen Center has conducted similar surveys among other health-related professions for several years, providing detailed data on workforce trends in Indiana.

We hope to do the same as we learn more about veterinary professionals in Indiana. Over time this information collected will provide hard data that may reveal trends about our veterinary workforce. This seems like a small step, but the survey is just the first on the path to a primary goal of IN-CAP: To increase access to veterinary care services in Indiana.

Board of Animal Health (BOAH)

In the seven years between 2015 and 2022, Indiana has experienced phenomenal growth in poultry production. Unlike other states that have one strong, predominant sector of production, Indiana is a leading producer in several types of poultry. Growth in four sectors has been: 8.1% in ducks, 36.7% in turkeys, 50.7% in broilers, and 130.6% in layers. This places Indiana in the top three, nationally, in the production of ducks (#1), eggs (#2), and pounds of turkey (#3). All are significant contributors to Indiana's farm economy.

To provide adequate support and coverage for that sector, BOAH is seeking to hire a veterinarian who is focused on working with the commercial poultry sector. BOAH also has

a poultry program specialist position posted to work closely with the poultry sector on health program initiatives.

BOAH has also posted a new position for an animal health epidemiologist. This is a new position for the agency. A full-time, dedicated epidemiologist will help BOAH be even more proactive in investigating disease events, looking at threats, and seeking opportunities to prevent disease spread. This position has become increasingly important with growth in many animal ag sectors, especially as incidents of zoonotic diseases continue to climb globally.

Board of Veterinary Medicine (VetBoard)

The first license renewal cycle for the VetBoard is well underway and has been going smoothly, overall. Don't forget the October 15 deadline! The MyLicense.IN.gov portal is live.

VetBoard continues to receive many inquiries related to renewals for the Controlled Substance Registration (CSR). Approvals and renewals of CSRs remained with the Indiana Professional Licensing Agency, so questions should be directed to jedens@pla.in.gov. Remember: A CSR cannot be granted or renewed until the veterinary license is approved. Be sure to submit the license renewal first.

If you haven't yet, be sure to visit the new website: www.in.gov/VetBoard/ to access information about the Practice Act, licensing of DVMs and RVTs, and other resources. We will continue to build out the site with more information that is helpful to practitioners. If you have questions or suggestions, we welcome them at the VetBoard's new email inbox: VetBoard@VetBoard.IN.gov.



Indiana Veterinary Medical Association



IVMA Member Assistance Program Information

The member assistance program is an IVMA-sponsored benefit that offers the support and resources you need to address personal or work-related challenges and concerns. It's confidential and free to you and your household family members. Two types of services are provided: counseling and consultation sessions and online resources.

Accessing Services

Call 800-633-3353 to speak to a qualified clinician, 24 hours a day, 7 days a week. No password or special access information is required to utilize this service.

To access online resources, visit mygroup.com * Click on My Portal Login * Select Work-Life option * Enter Username: invma2021 & Password: guest

Download MYgroup App

You can also conveniently access services through the MYgroup app, available for download in the Apple and Google Play stores. The login credentials are the same as they are for the mygroup.com website.

Assessment and Counseling

Reasons to use the member assistance program include relationship difficulties, depression or anxiety, stress, grief and loss, parenting concerns, and alcohol and drug abuse and addiction. The program provides short-term, solution-focused therapy.

When an IVMA member or family member calls, you will be offered face-to-face, telephonic, or virtual counseling sessions in which a thorough assessment can be conducted by a licensed, experienced clinician in your area. IVMA members and immediate family can utilize the member assistance program for an unlimited number of issues per year, with up to six counseling sessions offered per issue. There is no cost to you.

Legal Services

with a local attorney

- In most cases, 25% discount on ongoing legal services
- Legal forms available to download on mygroup.com, such as wills, request for death certificate, etc.
- Please note: Legal services through this program do not cover disputes or actions involving the member's employer or issues related to business.

Financial Services

- Free financial counseling appointments
- Issues addressed include bankruptcy, buying a home, loan repayment and retirement planning.
- 40 financial calculators available online at mygroup.com.

Online Services

- 7 content divisions: Parenting, Aging, Balancing, Thriving, Living, Working, and International
- Monthly online seminars with certificates of completion
- Over 100 streaming audio files and 100 video files covering a range of health topics.
- Savings Center and Relocation Center

ACCESSING SERVICES

Toll-free: 800-633-3353

Website: www.mygroup.com >
My Portal Login > Work-Life

Username: invma2021
Password: guest

- Free telephonic legal advice
- Free 30-minute appointment for legal consultation

PWR UP



MEMBERSHIP ASSISTANCE PROGRAM FOR EMPLOYEES

**\$299 EARLY BIRD RATE (UNTIL 10/01/2023) PER YEAR
- PER HOSPITAL. SIGN UP TODAY & OFFER THIS
OUTSTANDING BENEFIT TO ALL OF YOUR EMPLOYEES!**

What is the Member Assistance Program (MAP)?

The MAP offers help for personal and/or professional concerns by providing FREE, confidential, short-term counseling and/or personal consultation.

Additionally, the MAP provides work-life resources for such issues as legal and financial consultations, online learning, and resources.

There is no cost to you for your phone calls or face-to-face visits with the MAP. The Indiana Veterinary Medical Association will continue to cover expenses for all IVMA members! The MAP Employee program is designed to include all of our employees (per clinic that are not IVMA members!). Sign up today and start offering this great service to all of your staff.

MAP Employee Program is effective immediately.

Questions? Call 317-974-0888, or email lisa@invma.org.

Scan the QR Code and register online.



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Sherry Everhart CVT, CMA



Dagmar Sachs, CEPA

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For future owners: here are a few of our listings in the Great Lakes Region...

- IN:** SOUTH-WESTERN - SOLO, SMALL ANIMAL PRACTICE FOR SALE IN THE EVANSVILLE, IN AREA. A BUSY AND GROWING PRACTICE THAT IS WELL-EQUIPPED WITH ALL THE USUAL AMENITIES. IT IS HOUSED IN A 3,300 SQ. FT. FACILITY AND HAS PLENTY OF ROOM FOR FUTURE EXPANSION. BOTH PRACTICE AND REAL ESTATE ARE FOR SALE (IN315)
- IN:** WESTERN CENTRAL - PRACTICE AND REAL ESTATE FOR SALE!!! SOLO, SMALL ANIMAL PRACTICE, WELL-EQUIPPED WITH HEALTHY REVENUES AND A SOLID CLIENT BASE. THE EMPLOYEES ARE EXPECTED TO STAY. (IN826)
- IN:** SOUTHERN - SMALL ANIMAL HOSPITAL LOCATED IN LOUISVILLE, KY AREA, BUT ON THE INDIANA SIDE OF THE RIVER! SOLID, GROWING PRACTICE HOUSED IN A 2,600 SQ. FT. FACILITY. OWNER IS READY TO RETIRE SO BOTH THE PRACTICE AND REAL ESTATE ARE FOR SALE. (IN309)
- MI:** SOUTHWEST - LOCATED NEAR THE MI-IN BORDER. WELL-EQUIPPED PRACTICE HOUSED IN A 2,000 SQ. FT. FACILITY THAT HAS 3 EXAM ROOMS AND ALL THE USUAL COMPONENTS. BOTH PRACTICE AND REAL ESTATE ARE FOR SALE. (MI108)
- OH:** SOUTHERN - SMALL ANIMAL HOSPITAL LOCATED IN THE BEAUTIFUL HOCKING HILLS AREA. SOLO, SMALL ANIMAL PRACTICE HOUSED IN AN 1,800 SQ. FT. FACILITY IN A GREAT LOCATION IN THE COMMUNITY. BOTH PRACTICE AND REAL ESTATE ARE FOR SALE (OH 319)
- MI:** SOUTHERN - SOLO, SMALL ANIMAL PRACTICE LOCATED BETWEEN ANN ARBOR AND LANSING, MI. THE PRACTICE IS LOCATED IN A FRIENDLY COMMUNITY AND HOUSED IN A 2,000 SQ. FT. FACILITY WITH 2 EXAM ROOMS AND THE OTHER USUAL AMENITIES. THE OWNER IS READY TO RETIRE, SO BOTH THE PRACTICE AND REAL ESTATE ARE FOR SALE. (MI249)

*To learn more about any of these ownership opportunities,
you can complete the confidentiality agreement on the
Simmons website:*

www.simmonsinc.com

David McCormick, MS, CVA

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RENEW YOUR VETERINARY LICENSE

Your veterinary license will expire on October 15, 2023. You will not likely notice many changes to the renewal process, even with the movement of the Indiana Board of Veterinary Medicine (VetBoard) out of the Professional Licensing Agency (PLA) on July 1. The online renewal system, [MyLicense.IN.gov](https://mylicense.in.gov), will remain the same. If, however, you need additional assistance, the new VetBoard website, phone number, email and postal addresses are now:

Indiana Board of Veterinary Medicine
1202 East 38th Street; Discovery Hall, Ste. 100;
Indianapolis, IN 46205 / 317-544-2409
Email: VetBoard@VetBoard.in.gov Website:
www.in.gov/VetBoard/

Note: Application for and Renewal of the Controlled Substance Registrations (CSRs) will continue to be processed at PLA via the [MyLicense.IN.gov](https://mylicense.in.gov) system (see notes below).

Please make sure that the VetBoard has your current email and postal address of record through the [MyLicense.IN.gov](https://mylicense.in.gov) portal. Practitioners will be able to renew online at [MyLicense.IN.gov](https://mylicense.in.gov) after mid-July, 2023. Online renewal is the quickest way to renew your veterinary license. If you prefer to renew by

paper form, print a copy from the website and submit to the VetBoard after July 15, 2023.

CONTINUING EDUCATION: Practitioners are required to have 40 hours of continuing education in the practice of veterinary medicine from the period October 15, 2021, to October 15, 2023. Practitioners may complete up to 20 hours of continuing education in self-study. Self-study must pertain to the practice of veterinary medicine and include a written examination or post-evaluation. Proof of continuing education does not need to be submitted with your renewal. See additional information below on continuing education.

NOTE: To renew your CSR, you must complete 2 hours of continuing education addressing the topic of opioid prescribing and opioid abuse. (IVMA has CE available to meet this requirement.) These 2 hours may be part of your 40-hour CE requirement for the biennium.

RENEWAL QUESTIONS: You will be required to answer the following questions on the license renewal information:

- 1.) Since you last renewed, has any professional

- license, certificate, registration, or permit you hold or have held been disciplined or are formal charges pending in any state or U.S. territory?
- 2.) Since you last renewed, have you been denied a license, certificate, registration, or permit in any state or U.S. territory?
- 3.) Since you last renewed, and except for minor violations of traffic laws resulting in fines and arrests or convictions that have been expunged by a court, have you been arrested OR have you entered into a prosecutorial diversion or deferment agreement regarding any offense, misdemeanor, or felony in any state OR have you been convicted of any offense, misdemeanor, or felony in any state OR have you pled guilty to any offense, misdemeanor, or felony in any state OR have you pled nolo contendere to any offense, misdemeanor, or felony in any state or U.S. territory?
- 4.) Since you last renewed, have you had a malpractice judgment against you or settled any malpractice action?
- 5.) Since you last renewed, have you been denied staff membership or privileges in any hospital or health care facility or have staff membership or privileges been revoked, suspended, or subject to any restriction, probation, or other type of discipline - or have you resigned in lieu of discipline or termination?

CITIZENSHIP STATUS: You should only indicate one 'Yes' response to the statement below.

Pursuant to IC 12-32-15 and IC 12-32-1-6, I swear under the penalty of perjury that:

- I am a United States Citizen OR
- I am a Qualified Alien as defined under 8 U.S.C. 1641
-

FEES & PENALTIES: Set civil penalties are imposed for non-compliance of the continuing education requirement. The Indiana Board of Veterinary Medicine will audit a certain

percentage of practitioners and ask for proof of continuing education compliance. **If, upon audit, you do not meet the requirements, the civil penalties are as follows:**

- **Short 1 to 20 hours: \$500 civil penalty**
- **Short over 20 hours: \$1000 civil penalty**

Further, you will be required to complete the missed continuing education hours and will receive a conditional veterinary license. If you do not comply, your veterinary license will be suspended. **The fee for license renewal is \$100 and the CSR renewal is \$60. A \$50 late fee will be assessed in addition to these fees if you renew after October 15, 2023. Additionally, your continuing education records will automatically be audited by the VetBoard.**

Make plans now to meet all requirements for licensure and renew on time to avoid penalties and discipline.

CONTROLLED SUBSTANCES REGISTRATIONS:

If you need to change the address of your Controlled Substances Registration (CSR), you must email or send a letter to the Indiana Professional Licensing Agency (PLA). CSR changes must be in writing. The quickest way to renew your CSR is through the MyLicense.IN.gov online portal. If you prefer to renew via a paper request, you may contact PLA after the renewal of your veterinary license. Website: www.in.gov/pla/; Phone: 317/232-2960; Email: pla5@pla.in.gov

IVMA NEW MISSION STATEMENT

**Our mission is to
promote, protect,
and advance
veterinary medicine
and animal health.**



Indiana Veterinary Medical Association

The human side of animal health.

www.invma.org



Registration for the 2022 / 2023 Partner Clinic Program is open.

Partner Clinic Program

What is the IVMA Partner Clinic Program? It is a diverse group of veterinary practices from all around Indiana who help identify emerging issues, challenges, and opportunities in our state.

It's impossible to advance veterinary medicine if we can't identify the real issues. That's why we created the Partner Clinic Program. With the help of veterinary professionals like you, we can identify current and future key indicators that will drive veterinary medicine in Indiana.

Program Benefits

- \$75 Visa Gift Card for Each Survey Response (1 per quarter)
- Inside Access to Data Compilation and Survey Results
- Help Advance Veterinary Medicine in the State of Indiana
- Half Price Registration at 2024 Crossroads Veterinary Conference

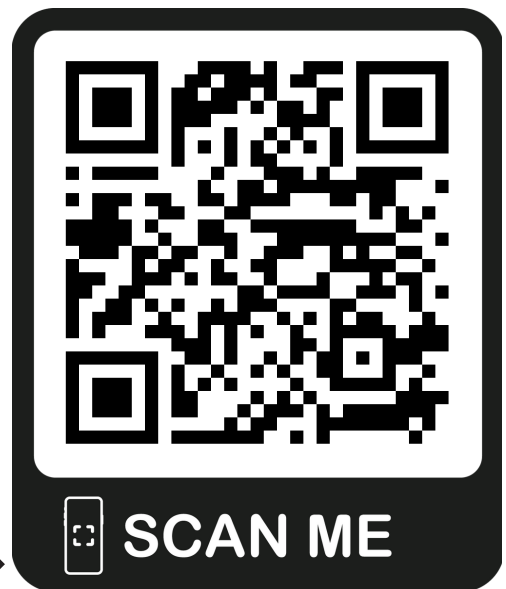


Become a Partner Clinic

The time commitment would be roughly 1 hour per quarter for a total of a 4-hour commitment. Participation in the program is a 12-month commitment. Surveys will be sent to you quarterly in November 2022, February 2023, May 2023, and August 2023.

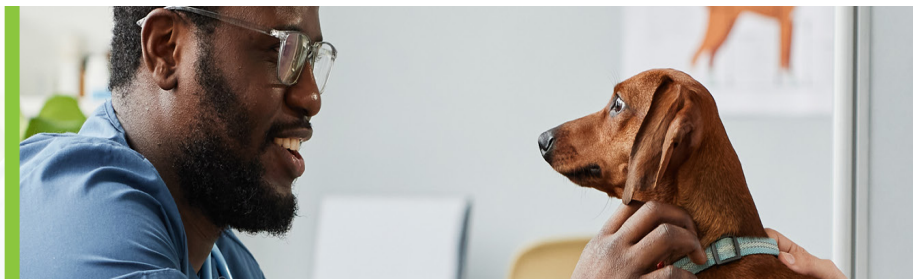


Scan the QR code and register today!



GREAT NEWS FOR INDIANA PRACTICE OWNERS:

You can give your employees the retirement plan they deserve!



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

Scan the QR code to learn more



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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IVMA Well-being Program

Do you, or a veterinarian you know, have a substance abuse problem?

IVMA offers the veterinary well-being program.
Call 317 332-1933 for assistance.
All calls are confidential.

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West Lafayette, IN 47907

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11367 East Purdue Farm Road
Dubois, IN 47527

PRACTICE EFFICIENCY

Are you feeling as though you do not have enough time to accomplish all that you need to complete during the course of the day? Would you like to improve your time management skills?

IVMA offers a variety of resources to help you run your practice more efficiently. The following are some topics that might be helpful for you.

- Registered Veterinary Technician Information
- Telemedicine
- Direct – Indirect Supervision
- Animal Medical Records
- Practice Culture

VISIT OUR WEBSITE UNDER
MEMBER RESOURCES

www.invma.org



Indiana Veterinary Medical Association

The human side of animal health.





Hoosier Veterinarian

An Indiana Veterinary
Medical Association Publication



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