



**VOLUME 55, ISSUE No. 2
MARCH, 2024**
An Indiana Veterinary Medical
Association Publication
125 W. Market Street, Suite 300
Indianapolis, IN 46204
Lisa A. Perius, CAE
Executive Director
lisa@invma.org
Lourdes Syndram, CDMP,
Membership Services Director
lourdes@invma.org
317-974-0888

04. President's Message

05. From the Desk of the Executive Director

06. Creating a Bias- Free Veterinary Community

08. Updates From The Indiana Center for Animal Policy

11. 2024 Crosroads Veterinary Conference Recap

14. 2024/2025 IVMA Dues Statement

The Hoosier Veterinarian is the newsletter of the Indiana Veterinary Medical Association. The Editor reserves the right to edit content according to space and contact guidelines and limit advertising space for single advertisers as appropriate.

Opinions expressed in these contents are strictly those of the author(s) and are not necessarily endorsed by IVMA.

**IVMA
BOARD OF DIRECTORS**

PRESIDENT Dr. Lindsey Hedges	REGION 1 Dr. Tai Ogg
PRESIDENT ELECT Dr. Kristi Kantz	REGION 2 Dr. Tammy Chastain
IMMEDIATE PAST PRESIDENT Dr. Greg Kurtz	REGION 3 Dr. Harley Robinson
TREASURER Dr. Corey Swart	AT LARGE Open Seat
AVMA DELEGATE Dr. Phil Borst	AT LARGE Dr. Kayla Baird
AVMA ALT. DELEGATE Dr. Tony Rumschlag	AT LARGE Dr. Jason Huff
	AT LARGE Dr. Matthew Hobson



PURDUE UNIVERSITY VETERINARY HOSPITAL | PURDUE.VET/HOSPITAL

PROVIDING

EXPERT CARE

IN GOLD STANDARD FACILITIES

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

PURDUE
UNIVERSITY®

EA000



INSIGHTS DISCOVERY A NEW WAY TO COMMUNICATE

Insights Discovery is a fantastic tool that can help you understand your own behavior as well as that of others. Developed by Carl Jung (Introvert versus Extrovert and Thinking versus Feeling), four color quadrants can describe a certain personality. Going through the Insights Discovery training can help your team communicate better and be more effective in their day-to-day work. Learn more at www.invma.org/insights-training/ or scan the QR code.

IVMA MEMBER RATE

\$400 / 2-Hour Staff Training

\$800 / 4-Hour Staff Training

Interested in learning more contact lisa@invma.org.



**SCAN
ME!**



PURDUE
UNIVERSITY®

INDIANA ANIMAL DISEASE DIAGNOSTIC LABORATORY

The Purdue University Animal Disease Diagnostic Laboratory is your trusted resource for swine show testing needs.

Learn more about our new species-specific diagnostic panels:
purdue.vet/addl-resources

West Lafayette
406 South University Street
West Lafayette, IN 47907

Southern Indiana
11367 East Purdue Farm Road
Dubois, IN 47527

EA000

IVMA PRESIDENT DR. LINDSEY HEDGES

Despite the occasional gray days, this is one of my favorite times of year. It may snow one day, but another sunny 60-degree day is around the corner. It's a great metaphor for starting a new year. We can reflect on what we learned from our gray days over the last year and plan for shining a bit more light in the year ahead.

Your IVMA Board of Governors met in February, and the future is certainly bright for veterinary medicine in Indiana. We reflected on the challenges of practice efficiency, rural veterinary recruiting and support, mentorship, innovation, and keeping young veterinarians engaged in the profession. Our board meets later this month to shine more light on these areas and set our action steps and goals for the year.

If any of these areas spark your interest, we would love for you to get involved. We need your input to be sure that we are creating practical, applicable tools that lead to more sunny days in veterinary medicine. Volunteer opportunities are abundant and require very little time or travel. They range from single day commitments like narrating or performing surgery at the Spay & Neuter suite at the Indiana State Fair, to ongoing commitments of 1-5 hours per quarter serving on task forces, working groups, or the IVMA Board of Directors. If you like event planning and continuing education, you could serve on the Wet Labs Working Group or Crossroads Veterinary Conference Working Group. As the book closes on another successful Crossroads earlier this year, the planning is already beginning for CRVC 2025. This is a prime time to get involved!

My own journey with the IVMA began with

participation in the Power of 10 Program in 2014. I had the honor to facilitate the program from 2015 through 2023. Those facilitation skills helped me obtain my current role as Senior Director of Vet Mentorship for MVP. Networking through the organization provided professional mentors, coaches, and peers that have enriched my life both inside and outside of the profession. I developed skills in organizational leadership, public speaking, mentorship, negotiation, and strategic planning. Volunteering with the IVMA changed my life and career for the better. And it all started with getting involved.

As President, it is my goal to positively impact as many of our members as possible in the coming year. The IVMA provides countless behind-the-scenes benefits like government advocacy, public relations, the Member Assistance Program, continuing education, Member Resources, job postings, and relief veterinarian networking. Even with all of that, there is no greater value to your membership than the benefits gained from volunteering. If you would like to talk more about how to get involved, please reach out. I want to hear from you, and I look forward to serving you over the next year!

Warmly,



Lindsey Hedges
IVMA President
Lindsey.Hedges@mvetpartners.com



FROM THE DESK OF THE EXECUTIVE DIRECTOR


Greetings from the IVMA staff. As we reflect on the recent success of the 2024 Crossroads Veterinary Conference, I am filled with immense gratitude for each and every one of you who contributed to making this event a success. The Crossroads Veterinary Conference has always been a cornerstone of our commitment to advancing veterinary medicine in Indiana, and this year was no exception. From the insightful keynote speaker, Marketplace, and networking opportunities, the conference provided invaluable learning experiences and fostered connections that will undoubtedly shape our profession for years to come. I want to extend a heartfelt thank you to all the volunteers whose dedication and hard work were instrumental in bringing this event to life. Your tireless efforts behind the scenes did not go unnoticed, and it is because of your commitment that the conference was such a tremendous success.

In addition to the conference, I want to draw your attention to some of the valuable resources available to you as IVMA members. Our Member Resources page is continuously updated to provide you with the latest information and tools to support your practice. Whether you're seeking guidance on practice management or staying informed about legislative updates, our Member Resources page is here to serve you. Furthermore, I encourage you to take advantage of our Membership Assistance Program, which offers support and resources to members facing personal or professional challenges. Your well-being is important to us, and we are committed to providing assistance wherever possible.

At IVMA, we are also dedicated to promoting diversity, equity, and inclusion within the

veterinary profession. Our DEI section on the IVMA website offers resources and initiatives aimed at fostering a more inclusive environment for all members of our community. I invite you to explore this section and join us in our efforts to create a profession that is welcoming and equitable for everyone. I would also like to highlight the thought-provoking article on implicit bias featured on page 7. Understanding and addressing implicit bias is essential for providing quality care to all patients and clients, and I encourage you to take the time to reflect on how you can incorporate these insights into your practice.

Finally, as we approach the IVMA renewal period, I want to express my gratitude to each of you for your continued membership and support. Your dedication to the IVMA community is what makes our organization thrive, and we are grateful for the opportunity to serve you. (IVMA renewal form may be found on page 17.) Please don't hesitate to reach out if you have any questions or suggestions for how we can better serve you.



Lisa Perius, CAE
317/974-0888 / lisa@invma.org





CREATING A BIAS-FREE VETERINARY COMMUNITY: STRATEGIES FOR RECOGNIZING AND INTERRUPTING IMPLICIT BIASES

BY: LOURDES SYDRAM, CDMP

Implicit biases are beliefs or attitudes that individuals hold unconsciously and involuntarily, often shaping their perceptions and behaviors without explicit awareness. Just like in any profession, veterinarians and their staffs may also be influenced by implicit biases that can impact their interactions with clients, colleagues, and the overall quality of care provided to animals.

In today's culture, it is important to address how implicit bias can affect how we interact with others. Recognizing this need, various organizations offer training sessions and workshops to raise awareness and provide strategies for interrupting these biases. These sessions, facilitated by professionals experienced in diversity, equity, and inclusion, aim to create a space for individuals to learn and reflect on their biases.

One effective aspect of these training sessions involves breaking into smaller groups to explore how implicit biases might manifest within the context of veterinary practice. By engaging in open dialogue, participants can identify potential biases that may influence their decision-making processes, patient outcomes, and interactions within the community. The goal of these sessions is to help participants recognize and address their own biases, as well as those of others. By doing so, they can work towards creating a more inclusive environment for all members of the veterinary community.

Attendees of these training sessions learn various strategies to recognize and address implicit biases in their professional practice. They are equipped with the tools necessary to interrupt biases as they arise. Here are eight strategies collected from the Peace Learning Center that

can help veterinarian professionals and staff interrupt implicit biases:

Recognize Bias Triggers: Encourage individuals to identify situations, environments, or stimuli that may trigger biased thoughts or reactions. By becoming aware of these triggers, individuals can proactively address their biases in those contexts.

Practice Empathy: Foster empathy by encouraging individuals to consider perspectives different from their own. By putting themselves in the shoes of pet owners and coworkers, individuals can challenge preconceived notions and develop a deeper understanding of diverse experiences.

Challenge Stereotypes: Encourage individuals to question stereotypes and assumptions they may hold about certain pet owners or animal breeds. Promote critical thinking and exploration of the complexity and diversity within these groups rather than relying on simplistic generalizations.

Cultivate Inclusive Language and Behavior: Promote the use of inclusive language and behaviors that affirm the dignity and worth of all pet owners and animals. This includes avoiding language or actions that perpetuate stereotypes or marginalize certain groups.

Seek Diverse Perspectives: Encourage exposure to diverse perspectives and experiences through interactions with a wide range of pet owners, colleagues, and educational resources. Engaging with diverse voices can broaden understanding and challenge biases.

Commit to Lifelong Learning: Emphasize the importance of continuous education and self-reflection in addressing implicit biases.

Encourage individuals to seek out resources, workshops, and training opportunities to deepen their understanding and develop strategies for bias interruption.

Create Accountability Structures: Establish systems for accountability within veterinary practices or communities to ensure that efforts to address implicit biases are sustained over time. This may include regular assessments, feedback mechanisms, and transparent communication channels.

Promote Inclusive Policies and Practices: Advocate for policies and practices within the Indiana Veterinary Medical Association that promote diversity, equity, and inclusion. This can include ensuring diverse representation, access to resources, and decision-making processes that prioritize fairness and justice.

To uncover implicit biases, individuals within the veterinary community can utilize resources like the Harvard Implicit Bias test (<https://implicit.harvard.edu/implicit/>). This test provides individuals with an opportunity to explore their unconscious biases across various dimensions. By taking the test and reflecting on the results, veterinarians and staff can gain insights into their own implicit biases and take steps to address them using these strategies.

Through self-awareness, education, and the adoption of strategies to interrupt implicit biases, the veterinary community can work towards fostering more equitable and inclusive environments for clients and colleagues. To learn more about DEI awareness initiatives, you can visit the Peace Learning Center. <https://peacelearningcenter.org/>

UPDATES FROM THE INDIANA CENTER FOR ANIMAL POLICY

A new year means a new legislative session. For the 2024 Indiana General Assembly, the agency submitted a bill (Senate Bill 104) with four components that are important to meeting one of the primary goals of the Indiana Center for Animal Policy: **Expanding access to veterinary care across the Hoosier state.** The bill was approved in late February and is on its way to the Governor's desk for a signature.

The four main aspects of the proposal are:

1. Streamline licensing and renewals for veterinary professionals by updating Indiana's criminal background check statute to include BOAH/VB.

When the Indiana Board of Veterinary Medicine (VetBoard, or VB) moved from the Professional Licensing Agency to co-locate with the Board of Animal Health (BOAH), the state statute that allows the Indiana State Police (ISP) to share the results of a criminal background check was not updated. SB104 will allow ISP to provide information directly to BOAH/VB. Direct communication will increase efficiency and reduce processing time for evaluating new and renewing licenses for veterinarians and registrations for registered veterinary technicians. IC 25-38.1-2-10. IC 25-38.1-3-2; IC 25-38.1-3-6.

2. Increase understanding of the veterinary profession through data collection at licensing renewal.

Demographic data collected at license renewal will provide the Center for Animal Policy insights into developing policies and programs to address workforce trends (age, distribution, practice areas, etc.) that could increase access to veterinary care statewide. SB104 will expand the

existing program that currently collects data for human health professions. IC 25-1-2-10

3. Align the Indiana Controlled Substances Act with federal law to clarify prescribing authority for mobile veterinarians.

Many veterinarians see animal patients outside of their clinical practice settings (such as farms). Federal law (Veterinary Medicine Mobility Act of 2014) allows for dispensing of controlled substances in these other locales; however, Indiana law has not been updated to match. Passage of SB104 will clarify that Indiana aligns with federal law:

- Veterinarians may transport and deliver controlled substances as part of their normal practice, such as farm calls and other out-of-clinic settings.

- An Indiana-licensed veterinarian whose practice is based out-of-state may dispense controlled substances in Indiana under their existing DEA designation (and valid veterinary license in the home state).

4. Provide an avenue for renewal of veterinary licenses/registrations that have been expired more than 5 years.

Indiana Code 25-38.1-3-13 does not allow for veterinarians and RVTs to renew a license or registration that has been expired for 5 years without "starting over" (ie, applying for a new license and potentially taking the national licensing exams). SB104 would give discretion to the VetBoard to direct the terms of renewal (such as requiring continuing education or working under direct supervision), which can lower the barriers for some to reenter the veterinary workforce to support animal health in the state of Indiana.

Veterinary Loan Repayment Program Opens

USDA's Veterinary Medicine Loan Repayment Program (VMLRP) helps qualified veterinarians offset a significant portion of the debt incurred in pursuit of their veterinary medicine degrees in return for their service in certain high-priority veterinary shortage situations. BOAH has nominated five veterinary shortage area situations for the upcoming year. VMLRP will post the approved shortage area situations and begin accepting applications for these shortage areas in February 2024. More information about eligibility and how to apply can be found at the VMLRP website (<https://www.nifa.usda.gov/grants/programs/veterinary-medicine-loan-repayment-program/vmlrp-general-information>). BOAH encourages eligible veterinarians to apply.

PWR4UP

The Member Assistance Program is an IVMA- sponsored benefit that offers the support and resources you may need to address personal or work-related challenges and concerns. It's confidential and free to you and your household family members.

Offered services can include

- Assessment and Counseling
- Financial Services
- Legal Services
- Resources on the MyGroup website

www.mygroup.com



The human side of animal health.

TO ACCESS SERVICES:

TOLL-FREE: 800-633-3353

WEBSITE:

**WWW.MYGROUP.COM > MY
PORTAL LOGIN > WORK-LIFE
USERNAME: INVMA2021
PASSWORD: GUEST**

RELIEF IS HERE.

WELCOME TO A NEW WAY OF MEETING YOUR STAFFING NEEDS.

Lighthouse Veterinary Personnel Services® offers a fleet of highly-skilled, professional relief veterinarians to meet the demands of *your* practice and *your* schedule. Simplify your short- and long-term relief needs with one call to Lighthouse and let us take care of the details.

Our team provides constant availability, which means you have coverage when you need it. Lighthouse associates are selected and trained to adapt to any practice style so you can feel confident that your clients will always be in the best hands.

We look forward to changing the way you get relief.



LIGHTHOUSE
VETERINARY PERSONNEL SERVICES

800.888.6877

| office@lighthousevet.com

| www.lighthousevet.com



*Practice Ownership isn't for everyone,
but if it is for YOU...*

Practice Ownership...

- Be able to financially provide for your family
- Have the ability to control your schedule
- Finances flowing to pay off student debt more quickly
- Control of your medicine & how your practice is operated
- *Unlimited income potential versus a limited salary*
- Create and live the lifestyle you desire

SIMMONS
Veterinary Practice Sales & Appraisals

David McCormick, MS, CVA • Richard Goebel, DVM, AIBA

888.746.3717 • Greatlakes@simmonsinc.com • www.simmonsinc.com

practice appraisals • practice sales • buyer agency • sale facilitation • exit strategy

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

- IN:** WESTERN CENTRAL - PRACTICE AND REAL ESTATE FOR SALE!!! SOLO, SMALL ANIMAL PRACTICE, WELL-EQUIPPED WITH HEALTHY REVENUES AND A SOLID CLIENT BASE (IN826)
- MI:** SOUTH EAST - WEST OF DETROIT, SOLO, MIXED PRACTICE OF IN-HOME AND CLINIC FACILITY TREATMENT. SOLID SUPPORT STAFF EXPECTED TO STAY. OWNER IS READY TO RETIRE AND WILL HELP WITH THE TRANSITION. (MI925)
- MI:** CENTRAL - ESTABLISHED, VIBRANT, SMALL ANIMAL HOSPITAL WITH REVENUES OVER 1M. WELL-EQUIPPED FACILITY WITH ROOM FOR GROWTH! BOTH THE PRACTICE AND REAL ESTATE ARE FOR SALE. (MI222)
- MI:** WESTERN - SMALL ANIMAL HOSPITAL LOCATED NORTH OF GRAND RAPIDS. SOLID PRACTICE THAT IS BUSY AND GROWING. OWNER IS READY TO RETIRE SO BOTH PRACTICE & REAL ESTATE IS FOR SALE (MI708)
- MI:** SOUTH WEST - BUSY 2+ DOCTOR, SMALL ANIMAL PRACTICE WITH REVENUES OVER 2MIL. HOUSED IN AN ATTRACTIVE LARGE FACILITY THAT IS WELL EQUIPPED. A LONG TERM LEASE WILL BE PROVIDED FOR THE REAL ESTATE. (MI137)

- MI:** WESTERN - SOLO SMALL ANIMAL HOSPITAL IN THE GRAND RAPIDS AREA. IT IS HOUSED IN A 1,600 SQ. FT. FACILITY THAT IS WELL EQUIPPED WITH A GOOD SUPPORTIVE STAFF. OWNER IS READY TO RETIRE SO PRACTICE AND RE IS FOR SALE. (MI207)
- OH:** NORTHEAST - SOLO, SMALL ANIMAL PRACTICE WITH NICE BALANCED WORK SCHEDULE AND EXCELLENT GROWTH OPPORTUNITY. THIS WELL-EQUIPPED PRACTICE & THE REAL ESTATE IS FOR SALE. (OH905)
- OH:** NORTHERN - SOLO SMALL ANIMAL PRACTICE JUST NORTHEAST OF CLEVELAND. OWNER IS READY TO RETIRE AND BOTH THE PRACTICE AND REAL ESTATE ARE FOR SALE (OH710)
- OH:** NORTHEAST - SINGLE DOCTOR, SMALL ANIMAL PRACTICE THAT IS HEALTHY AND GROWING. GOOD LOCATION AND HOUSED IN A WELL-EQUIPPED 1,900 SQ. FT. FACILITY. BOTH THE PRACTICE AND REAL ESTATE ARE FOR SALE. (OH202)

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

www.simmonsinc.com

2024 CROSSROADS VETERINARY CONFERENCE RECAP

BY: LOURDES SYNDRAM

The Crossroads Veterinary Conference (CRVC) held its latest edition with resounding success, drawing over 450 attendees and featuring more than 50 vendors. Hosted by the Indiana Veterinary Medical Association (IVMA), CRVC proved once again to be a premier event in advancing veterinary medicine and fostering professional growth.

The IVMA membership meeting took place on Thursday evening, serving as a pivotal moment for the association. During this meeting, the IVMA President, Dr. Greg Kurtz, had the honor of presenting several prestigious awards, recognizing outstanding contributions to the field of veterinary medicine.

The conference commenced with an inspiring keynote address by Dr. Addie Reinhard, setting the tone for a weekend of learning, collaboration, and innovation. Dr. Reinhard's insightful presentation offered valuable perspectives on fostering a community of mentors.

The IVMA Lifetime Achievement Award was bestowed upon Dr. Willie Reed, honoring his lifelong dedication and significant impact on the veterinary profession. Dr. Reed's exemplary career and unwavering commitment to excellence have left an indelible mark on the veterinary community, inspiring countless colleagues and students alike.

Dr. Mallory Clayton was honored with the IVMA Achievement Award in recognition of her exceptional achievements and contributions to the veterinary profession.

The IVMA Volunteer Award was presented to Dr. Naida Huntimer, acknowledging her selfless dedication and invaluable contributions to the IVMA and the broader veterinary community.

Lastly, the IVMA President's Award was presented to Dr. Robin Kurtz, in recognition of her outstanding leadership and service to the IVMA. Dr. Kurtz's unwavering commitment to advancing the mission and goals of the association has been instrumental in shaping its success and impact on the veterinary profession.

Throughout the conference, attendees had the opportunity to engage with a diverse range of topics and speakers, covering everything from cutting-edge medical advancements to practice



management strategies. Keynote presentations captivated audiences with thought-provoking insights, while breakout sessions allowed for deeper exploration of specific areas of interest.

One of the highlights of CRVC was the bustling exhibit hall, where attendees had the chance to connect with over 50 vendors showcasing the latest products, services, and technologies in the veterinary industry. From pharmaceuticals to equipment and everything in between, the exhibit hall provided a valuable opportunity for networking and discovering innovative solutions to enhance veterinary practice.

The CRVC experience was further enriched by the camaraderie and collaboration among attendees, who seized the opportunity to exchange ideas, share experiences, and forge new connections within the veterinary community. Whether connecting with colleagues during sessions, networking with vendors in the exhibit hall, or socializing at networking events, the sense of community and shared passion for veterinary medicine was palpable throughout the conference.

As we reflect on the success of CRVC, we extend our heartfelt thanks to all attendees, speakers, sponsors, vendors, and volunteers who contributed to making this event a memorable and enriching experience.

Mark your calendars for next year's Crossroads Veterience January 30 - February 1, 2025.







2024/2025 Membership Dues Invoice
IVMA 125 West Market Street, Suite 300
Indianapolis, IN 46204
317-974-0888



Email to:
lourdes@invma.org

Renew Today!

Visit us at invma.org and sign into your Member Profile.

Membership Valid From 7/01/2024 - 6/30/2025

Membership:	Preferred Address: Home / Professional
Name:	Home Address:
Organization:	Home City/State/Zip:
Employer Address:	Alternate Email:
Employer City/State/Zip:	Home Phone:
Email:	Mobile:
Employer Phone:	Are you an: Owner / Associate / Other
Employer Fax:	Who pays your dues: You / Other
Graduation Year/College:	Please indicate your primary area of practice: <input type="checkbox"/> Small Animal <input type="checkbox"/> Mixe
Work County	<input type="checkbox"/> Large <input type="checkbox"/> Equine <input type="checkbox"/> Government <input type="checkbox"/> Industry <input type="checkbox"/> Faculty <input type="checkbox"/> Other
Sustaining membership needs to be approved by the IVMA. This membership is for veterinarians who are retired or currently not working but would like to continue your IVMA membership.	
If Other, please explain:	
Please Select Membership: Annual Sustaining <input type="checkbox"/> \$135 per year Professional <input type="checkbox"/> \$270 per year Out of State Professional <input type="checkbox"/> \$140 per year Recent Graduate (2023 Graduates) <input type="checkbox"/> \$135 per year New Graduate (2024 Graduates) <input type="checkbox"/> Complimentary	Please Select Membership: Monthly Membership Option Does Not Allow Auto Renew Sustaining <input type="checkbox"/> \$13.50 per month for ten payments Professional Associate <input type="checkbox"/> \$14.00 per month for ten payments Recent Graduates <input type="checkbox"/> \$13.50 per month for ten payments

If choosing monthly installments, please provide a credit card number.

Only CREDIT CARD PAYMENTS ARE ALLOWED with the monthly option.

Please consider donating to the following: (See other side for mission statements for Vet Med PAC & IAHF)

Veterinary Medicine PAC (Political Action Committee)	<input type="checkbox"/> \$50 <input type="checkbox"/> \$100 <input type="checkbox"/> Other \$ _____
Building the Future – Donate to VetPlex Building Project	<input type="checkbox"/> \$1000 <input type="checkbox"/> \$2500 <input type="checkbox"/> Other \$ _____

Payment Total: Dues\$ _____ + Donations\$ _____ = Total Amount \$ _____

<input type="checkbox"/> Visa <input type="checkbox"/> Master Card <input type="checkbox"/> Discover <input type="checkbox"/> American Express Credit Card # _____ CVV# _____	Payment Type: Check # _____
Expiration Date: _____	

Name on credit card if different from above:

Billing address if different from above: _____ City _____ State _____ Zip _____

The IVMA prints a directory once a year. If you do not wish your information to be published in the directory, please complete the following.

IVMA may publish: ☐ My home address ☐ My work address only ☐ Both ☐ Neither

☐ I would like my work address to appear on the "Find a Veterinarian" public search.

Do we have permission to send you email updates from the IVMA periodically? ☐ Yes ☐ No

Thank you for being an IVMA member!

Take advantage of our Member Resources where you will find legislative information, legal questions FAQs, complimentary self-study CE and our Power Up (Membership Assistance Program). Learn more about the Power UP program on the back or visit us online at www.invma.org.

ElleVet[™]

— SCIENCES —

Using science to change
the way you think
about CBD + CBDA



READ ABOUT OUR PEER-REVIEWED CBD + CBDA STUDIES USING
ELLEJET SCIENCES PRODUCT: ellevetwholesale.com/cbd-science



Contact us to schedule an introductory product meeting!
Email info@ellevetsciences.com or call (844) 673-7287

INDIANA



Thanks to our latest client recommendation,
Dr. Tom Buchanan of The Downtown Veterinarian!

Let us know how we can help you next!

I wanted to take a moment to extend my sincere appreciation for everything Dr. Kurt Liljeberg and Bret Halishak have done over the past 18 months to guide me through my practice sale. They made a very challenging and stressful event go much smoother than I think anyone else could have done. Having them behind me allowed me to persevere through the many challenges and bumps along the way...

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.

Dr. Kurt Liljeberg Office: 440-933-4522
(Licensed Vet & RE Broker) Fax: 866-813-3639
kurt@tpsgsales.com www.tpsgsales.com

Bret Halishak
(Licensed RE Agent)
bret@tpsgsales.com



**TOTAL PRACTICE
SOLUTIONS GROUP**
VETERINARY PRACTICE SALES & APPRAISALS



SCAN ME

Contact TPSG - Great Lakes
for a free discussion/
consultation!

In Memoriam

Dr. Hugh Glidewell, PU '70
Fort Wayne, IN
IVMA Life Member
Died October 15, 2023





Hoosier Veterinarian

An Indiana Veterinary
Medical Association Publication



Indiana Veterinary Medical Association 125 West Market Street Indianapolis, IN 46204
invma.org info@invma.org P: (317) 974-0888