

The New York City Veterinarian

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PRESIDENTS MESSAGE

Thomas LoBasso, DVM



I would like to wish you, my colleagues and all our veterinary team members a very happy 2021. It is my hope that this New Year will hopefully be filled with good health and renewed strength. With that said, I would like to profess my sincere gratitude to each and every one of you, as you continue to serve the people and animals of Gotham. Throughout this pandemic, there has been a lot of talk about heroes, as we fight this fight. Rest assured, my brothers and sisters, that you have earned your rightful place in that discussion, and we, in my opinion, as a profession, remain standing tall amongst the best of them.

With that said, it is my most profound wish that by the time this newsletter reaches the eyes of our members, that the Governors Office, at the behest of our lobbyists, will have found the wisdom to place the members of our community into the next eligible Covid-19 Vaccination Group.

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Calendar of Events

Program Committee - Megan McGlinn, VMD

The schedule of the VMA of NYC Continuing Education meetings for the 2021 calendar year is listed below, including the speakers and topics. All meetings are being held virtually at this time. The meetings will start at 7:00 pm. Members must register prior to each meeting.

April 7, 2021

Speaker: Alice M. Jeromin, RPH, DVM, DACVD, DVM 360
Topic: How Addressing Food Allergies Can Help Your Atopic Patient

May 5, 2021

Speaker: Stephanie Seller, DVM, DACVR, Cornell University Veterinary Specialists
Topic: Lung Patterns—Tips and Tricks of Radiology

June 2, 2021 TBD

September 1, 2021

Speaker: John E. Rush, DVM, MS, DACVECC, Tufts Cummings School of Veterinary Medicine
Topic: Mitral Valve Disease

October 6, 2021

Speaker: Sara Wennogle, DVM, PhD, DASCVM
Topic: Update on Disorders of the Canine Biliary Tract

Nov. 3, 2021 TBD

Dec. 1, 2021 TBD

If you have any suggestion for a continuing education speaker or timely topic, please email the VMANYC at info@vmanyc.org.

2021 Student Award Nominations

The Veterinary Medical Association of New York City would be honored to present an award to a high school student currently enrolled in a program that promotes excellence in academics in a pre-veterinary curriculum.

The candidate must be a graduating senior that has demonstrated a significant commitment to pursue a career in Veterinary Medicine. The student should have a high grade point average and demonstrate that he or she has extracurricular activities related to veterinary medicine or animal health. In addition, students who have applied or been accepted to a college with a pre-veterinary curriculum are preferred.

The award shall be a monetary award and plaque and will include a one-year membership into the Veterinary Medical Association of New York City upon graduation from a veterinary school. The award will be presented by our President or a current Board member at the student's graduation or award ceremony.

[Click here to download the nomination form](#)

Give the Gift of Life by Becoming a Living Kidney Donor

Dear VMANYC Members,

My husband Mark Salemi has been quietly dealing with a health concern which is now beginning to raise its ugly head. I have been putting off writing this letter for a while, but the time has come as things have progressed. Mark has been battling Polycystic Kidney Disease for years and is now in stage 5 Chronic Kidney Disease, something that has been progressing since he was first diagnosed 25 years ago. Polycystic Kidney Disease, also known as PKD, is a hereditary disease that slowly destroys your kidneys with cysts and diminishes your kidney function. The kidneys help the body filter blood and get rid of poisons, salt and water. Without working kidneys, people can become extremely sick.

Mark's doctors have told him that although his kidney function is currently adequate, it is slipping and the eventual treatment for kidney failure would be a kidney transplant. A kidney for transplant could come from a deceased donor, but he would have to wait about five to seven years in New Jersey and five to ten years in New York. This means that he would likely spend years on dialysis where machines would clean his blood for him until a kidney would become available. The doctors have said that the best type of kidney transplant would be from a living donor, like a family member or a friend. A kidney transplant from a living donor would mean that he would not have to wait years for a transplant and would not need to undergo dialysis. A transplant from a living donor has the best chance of working, unfortunately, there are no suitable donors in our immediate family.

If you would like to learn more about living donation, the staff at St. Barnabas Transplant Center is wonderful and available to talk with you confidentially. They can discuss with you about what is involved in the living donor process and answer any questions. Even though you may not be a match for Mark, the Living Donor Kidney Exchange Program could be utilized to ensure he would receive a kidney. All testing and medical expenses are covered. You can complete this online referral form and a nurse will call you to review it and answer any questions you have: www.rwjbh.org/livingdonorreferralform.

Completing this form does not obligate you in any way. Your information is kept strictly confidential, even from us, unless you consent to share the information. This is a link to the Saint Barnabas Living Donor webpage: <https://www.rwjbh.org/ldi>

In closing, I wholeheartedly appreciate any support that you can offer Mark, no matter how big or small. If Mark can get a kidney transplant, that would be the best for his health and his future. I realize that donating a kidney may not be right for everyone, or it simply may not be the right time. I also know that donating a kidney is a very personal decision that requires not only education about the risks and benefits but also thoughtful consideration and support from loved ones. The gift of a transplant is a selfless gift of life. I am asking my family and friends if they are interested in helping Mark, even if all you can be is an advocate for him. Thank you in advance for your support, it is deeply appreciated.

Most Sincerely,

Ann Salemi

Other Information Links:

Saint Barnabas Medical Center Living Donor Institute: www.rwjbh.org/LDI

United Network for Organ Sharing (UNOS): www.unos.org

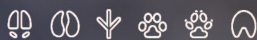
UNOS-Transplant Living: www.transplantliving.org

National Kidney Foundation: www.a-s-t.org

TOGETHER WE ARE MORE THAN MEDICINE



With veterinarians, we share in a mission so relentless, it adds an entirely new dimension to the world of preventive care and therapeutics. More than passion. More than dedication. More than expertise. Because animal health isn't just our profession. It's our calling. And together, we are more than medicine.



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SELF CARE FOR VETERINARIANS

By American Veterinary Medical Association



As veterinarians, we spend our working days caring for others. But who cares for the caregiver? Your mental – and physical – wellbeing depends largely on your ability to care for yourself in addition to your patients. You don't have to do it alone, but you have to do it. You're the one who has to prioritize your own care as well as that of your patients and clients.

Why? It's simple: If you're not taking care of yourself, you'll be less able to care for others. Your own wellbeing affects your ability to care for your patients and your loved ones.

A moral imperative

Wellbeing is a choice that requires prioritization and accountability. Good health doesn't just happen; it happens through the decisions you make every day about how, where, and with whom you spend your time. A growing body of scholars and mental health professionals now argue that veterinarians and other caregiving professionals have a moral imperative not just to help patients but also to help themselves.

"We're having to redefine what is the ethical responsibility, that it includes not just working really hard but also keeping oneself well so that you can continue in the work and help with the other people in the profession or in your clinics," said Dr. Elizabeth Strand, PhD, associate clinical professor and founding director of veterinary social work at the University of Tennessee CVM, in a 2015 [JAVMA news article](#).

Being aware of the dimensions that make up your wellbeing, and recognizing that there are things you can do to improve them, are the first steps in taking ownership of your health. It is important to regularly check in with the different aspects of your wellbeing, reflect on what habits continue to serve your greatest good, and make adjustments as needed along the way.

Assessment

The [Professional Quality of Life Assessment tool](#) is a great resource for assessment. It can help you measure how you are being affected in key areas related to mental wellbeing, which can then help you identify areas where you want to focus your self-care planning. If you haven't already taken the assessment, consider starting there.

Other assessment tools available online include:

[National Wellness Institute: Lifestyle Assessment](#) / [HeartMath Institute: Stress & Well-being Survey](#)

Self-reflection also can aid in remembering on a day-to-day basis where we are and what we need to start and/or continue doing. For a list of questions you can ask yourself every day to stimulate self-reflection, check out [The Power of Self-Reflection](#).

Self Care for Veterinarians Continued.....

Once you're ready to focus on more tactical planning for your mental wellbeing, experts advise that you develop and maintain a self-care plan based on your personal assessment(s), focusing on specific ways to improve key areas of both your personal and professional life.

9 dimensions

Wellbeing isn't a single measure of health. It is composed of nine unique dimensions that touch upon every aspect of our life: occupational, intellectual, spiritual, social, emotional, physical, financial, creative and environmental. These dimensions work together, and collaboratively contribute to our overall wellbeing. By the same token, when one area is lacking the others will also be impacted.

Here are the nine dimensions of wellbeing:

- ◆ **Occupational** - Being engaged in work that gives you personal satisfaction, and aligns with your values, goals, and lifestyle
- ◆ **Intellectual** – Learning new things; Participating in activities that foster critical thinking and expand your worldviews
- ◆ **Spiritual** - Having a sense of inner harmony and balance
- ◆ **Social** - Surrounding yourself with a network of support built on mutual trust, respect, and compassion
- ◆ **Emotional** - Being able to identify and manage your full range of emotions, and seeking help when necessary
- ◆ **Physical** – Taking care of your body e.g., getting enough sleep, eating a well-balanced diet, exercising regularly, etc.
- ◆ **Financial** - Being aware of your personal finances and adhering to a budget that enables you to meet your financial goals
- ◆ **Creative** - Participating in diverse cultural and artistic experiences
- ◆ **Environmental** - Taking an active role in preserving, protecting and improving the environment

In each area, assess where you are currently, and decide if you are satisfied with how you are doing. You can then identify areas to target for improvement. If, for example, you have strong familial relationships with people who provide you good emotional support, but concern about your financial situation is a key contributor to dissatisfaction, you can focus on ways to improve your financial outlook – whether through writing a will, creating a budget to help set aside savings or pay off student debt more quickly, or seeking additional income through a pay raise at work or outside employment.

Don't forget to continue nurturing the areas where you're already doing well. Your self-care plan should include both growth and maintenance goals addressing all nine dimensions.

Not all of these strategies will resonate with everyone, and some might work for you at certain times in your life but not others. It is also important to note that even when you've dedicated yourself to making health-improving decisions, there will always be forces in the universe you simply cannot predict. Serious illness, unforeseen financial hardships and other challenges may arise unavoidably, or may even be prebuilt into your genetic makeup, family situation or other circumstances out of your immediate control. The key is to take ownership of the choices you can control, and to be consistent and intentional in the decisions that impact your wellbeing.

National dog park fecal study confirms the need to test and protect even well-cared-for dogs¹

Results reveal the high risk of exposure to intestinal parasites



Approximately 3,000 fresh canine fecal specimens were collected during July and August of 2019



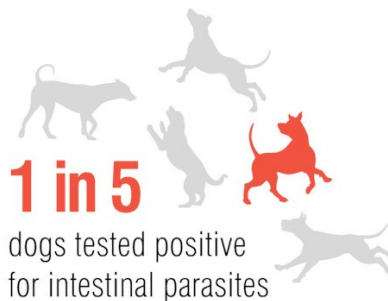
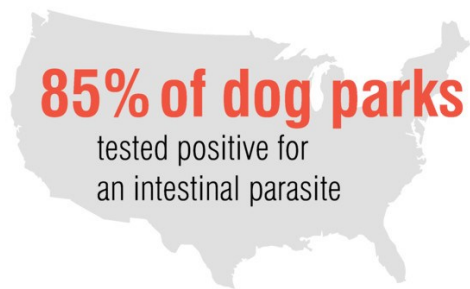
288 dog parks in 30 metropolitan areas in the U.S. were included



Fecal Dx[®] antigen testing, *Giardia* antigen testing, and fecal flotation by centrifugation were conducted



Key results



Note: This analysis included 3,006 fecal specimens from dogs that presented at 288 dog parks in 30 metropolitan areas across the continental U.S. during July and August of 2019. On average, 10 fecal specimens were collected from each dog park by representatives from Elanco, IDEXX, and Oklahoma State University. Fecal examinations were conducted by IDEXX Reference Laboratories using Fecal Dx antigen testing, Giardia antigen testing, and fecal flotation by centrifugation. Each specimen used in the analysis was accompanied by a completed pet owner questionnaire.¹



THE FIRST-TIME PRACTICE OWNER

Peter H. Tanella, Esq., Mandelbaum Salsberg, PC

Opening a veterinary clinic is a fabulous opportunity, but planning for it is best done one step at a time.



Starting a veterinary practice is an exciting endeavor for any clinician, but trials and tribulations are a normal part of the process. I've found that the following seven steps will help establish the foundation for a successful start-up.

1. Develop an Airtight Business Plan

Creating a business plan — the framework for opening a practice and a road map to success — is a crucial first step. The more meticulously you plan the business, the easier time you will have creating one that meets your goals.

A good business plan contains:

- A timeline of milestones and deadlines. For example, on which date would you like to open to the public? At which point will you need to obtain insurance coverage?
- Key steps and tasks. For example, how will you determine that a location is suitable for your clinic? What needs to be accomplished before you sign a lease agreement?
- Detailed information about the type of practice you envision and the services you want to offer. You need to consider the practice's business structure, staffing requirements, and funding needs and sources.
- Business projections based on market research. Financial forecasting will help you judge the clinic's potential and the range of revenue you can expect as the practice launches.

2. Obtain Financing

The debt incurred when starting a practice is significant. That said, make sure your credit is in good standing before you apply for a loan. A lender is more likely to approve a loan if you demonstrate good credit and present a strong business plan. If you have good credit and a solid team of advisers, then a veterinary lending specialist as opposed to a mainstream commercial bank might finance the entire start-up cost. A specialty lender also might provide additional working capital.

Most lenders will require a personal loan guarantee. This means that if your practice defaults on its obligations to the lender, you will be responsible for the unpaid balance. Ask the lender about graduated payments, where the monthly installments increase over time as you develop your practice.

3. Choose a Business Entity and Register

Before starting a veterinary practice, you must create a legal business entity, such as a sole proprietorship, general partnership, corporation, S-corporation, professional service corporation or limited liability company. Choosing the right entity will help you avoid personal liability for business claims made by vendors, creditors and employees, or even a personal injury claim such as a slip-and-fall accident. Among the factors you should consider when selecting an entity are your exposure to personal responsibility for debts and liabilities and the tax implications.

The First-Time Practice Owner Continued.....

Although veterinary practices generally are organized as either a professional service corporation or a limited liability company, you should consult first with an attorney and a tax adviser. Furthermore, you will need to register the business with state and federal tax authorities and receive a tax identification number, or EIN, before you begin operations.

4. Find a Location

A good way to identify a suitable spot for your clinic is by affiliating with a commercial real estate broker experienced in veterinary practices. When searching for a broker, ask how often the person places a veterinary practice, how many potential locations the person has as a listing agent, and his or her familiarity with local zoning ordinances. Even if a particular use is permitted in a zone, issues such as parking requirements could disallow a veterinary hospital. In some cases, you might request a zoning variance from the municipality.

5. Begin Contract Negotiations

Whether you are buying or leasing real estate for your clinic, business transactions can be complicated and time-consuming. Rather than incurring the expense of immediately negotiating and drafting a lease contract, consider entering into a letter of intent, or LOI, with the other party.

An LOI is a document — sometimes just a letter from one party that is signed or initialed by the other — outlining the preliminary agreements and understandings. The LOI is not a legally binding contract except for an exclusivity provision that enables you to control the property for a short period while a formal contract is negotiated. The LOI should describe the essential business terms, including timing, money, financing, contingencies, risk allocation, documentation and which party will prepare the documents. The LOI saves time, energy and money when the parties cannot agree on the basic terms of a final agreement.

6. Negotiate and Enter Into a Lease

With financing lined up, a clinic location selected and an LOI drafted, you are ready to negotiate a lease agreement. The commercial lease might be the largest financial obligation you undertake.

Remember that as a commercial tenant, you do not have the same statutory rights as you might have in a residential setting. This means the lease agreement contains only the rights that a tenant contractually negotiated with the landlord. Thus, if the lease does not contain a provision in writing, then it is not so under the lease.

Before determining the provisions you need, work with an attorney to understand the different types of lease agreements, from a gross lease to a net lease. Variations include single, double and triple net leases. The COVID-19 pandemic created myriad lease issues for commercial tenants who experienced a slowdown in operations or temporarily closed, so negotiating a favorable lease is more important than ever.

7. Find Your Employees

One of the final steps before launch is hiring employees. A company that operates without a clear understanding of labor and employment laws is taking a serious risk. Employment lawsuits can destroy a business through large verdicts or awards and legal fees. That's why you need both a personnel manual that sets forth the policies of the practice as well as written employment agreements containing restrictive covenants for your associate veterinarians.

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TELEMEDICINE EMERGES AS A CARE OPTION FOR VETERINARY PATIENTS

*Patricia Wuest, Vice President of Media Strategy , NAVC
Today's Veterinary Practice*

Over the past few weeks, several states have amended their laws to allow the use of telehealth in an effort to provide patients and doctors with a way to interact without physical contact. The FDA [temporarily suspended](#) enforcement of some federal veterinarian-client-patient relationship (VCPR) requirements.

But once the COVID-19 crisis has passed, will veterinarians continue to offer telemedicine? Will they consider that many of today's pet owners also want digital messaging and video chatting capabilities when it comes to medical care for their pets? Will they take advantage of lessons learned during the COVID-19 crisis and implement a process that makes sense for their practices?

Telemedicine doesn't take much in the way of equipment — often, all you need are two computers or phones with built-in cameras and microphones (one in the clinic and one in the client's home). If you already text clients to follow up after an appointment, provide advice on the phone about a medication, provide the results of a lab test, or answer a question about a patient's behavior, you're using telemedicine. In fact, if you sometimes monitor a patient remotely, even if it is in the clinic and you are checking vital signs from a computer located in a room separate from where the patient is, you're using telemedicine.

Definitions and Terms

There are a number of terms that are used when people are discussing telemedicine. These definitions, published in *Today's Veterinary Practice*, in the [article](#) Veterinary Telehealth: What Is It, Where Are We, and What's Next?, written by Mia Cary and Aaron Massecar, may be useful:

Telehealth: This term that encompasses all uses of technology geared to remotely deliver health information, education, or care.

Telemedicine: A subcategory of telehealth that is a tool, or use of a tool, to augment the practice of veterinary medicine (e.g., using Skype or an app to communicate with a client and visualize the patient for a postoperative follow-up examination and discussion).

Teleconsulting: A subcategory of telehealth that occurs when a general practice veterinarian uses telehealth tools to communicate with a veterinary specialist to gain insights and advice on the care of a patient.

Cary and Massecar also list the scenarios that veterinarians are using for telehealth, though they may not be thinking of them as telehealth:

- Postoperative follow-up
- Dermatologic concerns
- Behavioral issues/training
- Transportation issues
- Hospice care
- Basic triage (whether the pet should be seen by the veterinarian)
- Environmental concerns/hazards that might contribute to a particular condition
- Long-term care monitoring

Telemedicine Emerges as a Care Option for Veterinary Patients Continued.....

Barriers to Veterinary Telemedicine

The main barrier is the veterinary–client–patient relationship (VCPR). State veterinary medical associations must be willing to adopt a more modern, flexible view of the VCPR in order for telemedicine to become acceptable. As Mark Cushing notes in his [article](#), A Regulatory Road Map for Telehealth and Pet Health Care, also published in *Today's Veterinary Practice*, human health state governing bodies turned the doctor-patient relationship “into a doorway for health care, not an impenetrable wall.” He asks: “Why can’t veterinary medicine do the same thing?”

Cushing answers the most common questions related to this issue on the human health side:

Doctor–client relationship: Can this be formed via telemedicine? “Yes, in all 50 states.”

Multi-state licensure: Can state boards still require the treating doctor to be licensed where the patient resides? “Yes, although some states are more flexible.”

Online prescriptions: Is a doctor–client relationship still a requirement? “Yes.”

Informed consent: Can state boards require that a client consent to being served through telemedicine? “Yes, although some states do not require this.”

Privacy/security: Can state boards require that telemedicine adhere to the same requirements as in-person examinations and treatment? “Yes.”

Standards of care: Are they the same for telemedicine as for in-person examinations and treatment? “Yes.”

There are, of course, other challenges: Staffing, pricing, technology, and standard of care requirements must all be addressed by individual practice owners. But as the current COVID-19 crisis has shown, technology can be used effectively to provide quality, sometimes life-saving care to veterinary patients.

The Benefits of Telemedicine

[The Bayer Veterinary Care Usage Study III: Feline Findings](#) found that more than half (52%) of America’s 74 million cats are not receiving regular veterinary care, potentially putting their health at risk. The Bayer study also determined that 40% of cats and 15% of dogs have not been to the veterinarian within a year. Telemedicine could potentially improve those percentages.

Telemedicine would also allow veterinarians to compete effectively with “Dr. Google.” Dr. Google does not have a degree or training in veterinary medicine and Dr. Google cannot comfort a client when faced with difficult decisions about their pets. Veterinarians should emphasize this in promoting their telemedicine services.

Clients who have access to their veterinarians via telemedicine can help ease the anxiety pet owners have, while helping to build their trust in their veterinarian.

Telemedicine can also free up the veterinarian’s time because in-clinic appointments will be limited to patients that need to be seen in person.

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Telemedicine Emerges as a Care Option for Veterinary Patients Continued.....

Best Practices for Implementing Telemedicine

1. For now, most states, as well as the AVMA, require a valid VCPR for a veterinarian to diagnose, prescribe medication, or otherwise treat an animal via telemedicine. Make sure you are connecting with pet owners with whom you have an established VCPR.
2. You can buy or license software so your veterinary practice can offer better telehealth services to clients. Companies like VitusVet provide this. You can also contract with an outside company to offer advice and client service when your practice is busy or closed. Companies like whiskerDocs offer this service.
3. Let your clients know. Telemedicine is a service and you need to be clear about what your telemedicine service will do. Use personal phone calls, texts, email and social media posts to inform your clients.
4. Determine on a case-by-case basis which cases are right for telemedicine. Consider duration and severity of the symptoms in deciding if a patient needs to be evaluated in the clinic.
5. Establish the services you'll provide. Post-surgery follow-ups, check-ins, and even writing prescriptions can be done via telemedicine.

If You Use a Service or App

If you choose an animal health care professional telemedicine platform or app, make sure it has these functions or features:

Secure and Private. Make sure that your clients' and patients' information is securely stored.

Billing Capability. You must be able to bill clients directly through the interface.

Offers Accessibility. Decide if you want 365/24/7 accessibility or if you'd like to be offline at certain times or days. Also, it should be accessible via smartphone as well as desktop and compatible with both Android and iOS operating systems.

Interactive and Integrative. It should allow clients to text, call, and send photos or videos of their pets. It should offer real-time video calling capabilities. You should be able to integrate information and reports directly into your electronic health records system.

Allows Multiple Users. This way, various team members can answer questions.

What's Next?

Telemedicine is a hot-button topic in veterinary medicine and the debate will surely continue long after COVID-19 is in our rear-view mirror.

As Cary and Masseur write in *Veterinary Telehealth: What Is It, Where Are We, and What's Next?* "the future presents two main opportunities for veterinary healthcare: (1) further clarifying legislation and implementation and (2) incorporating new technologies. Many open questions about telehealth remain, from informed consent and liability issues to revenue models and practice workflows. These issues are being clarified by lawyers and state boards from a legal perspective and by veterinarians, telehealth providers, and pet owners from a practical perspective. ... We are moving from an era of once- or twice-a-year visits to an inexpensive and constant stream of 24/7 360° data that will provide deeper insights into our pets' health. Veterinarians must be at the center of animal care, but this will happen only if they adapt to and incorporate these new technologies. By working together as a profession, we can create solutions and best practices that bring us into the future of veterinary healthcare, a future that emphasizes a personalized, customized, patient-centered approach."

VETERINARIANS WANTED

ABC Animal Hospital in the East Village seeking per-diem veterinarian for 2 to 3 days a week. We are a fully equipped hospital with a digital x-ray, surgical suite, and multiple exam rooms. Looking for an independent and experienced veterinarian who would work well with the team. Open to discussions regarding compensation and scheduling. Please email shireo@gmail.com for more information.

Broadway Veterinary Care. Join our rapidly growing practice 20 miles from NYC on the south shore of Nassau County. Serving an upscale community with high quality medicine, surgery, an advanced dental operator, and digital radiology and ultrasound. Privately owned and operated and ready for the right individual to move into the future. This would be an ideal position for a new or experienced veterinarian. We can accommodate your existing client base or you will have the opportunity to build your own loyal clientele. Very competitive compensation, vacation and benefits package, and a flexible schedule. To apply submit your resume to glendina@optonline.net

Queens Animal Hospital. Growing practice in Forest Hills, NY is seeking veterinarians to join our team. New graduates are welcome, Bilingual is a plus. Willing to train with existing veterinarians in holistic and conventional medicine. We will beat any salary and benefits offered in the NY area. Also looking for feline specialists. Our hospitals are equipped with digital x-ray and complete in house blood equipment. Email resume to nyvet-care@gmail.com.

Westside Veterinary Center is looking for an energetic and compassionate associate veterinarian. A veterinarian who is confident in their ability to diagnose and treat complex medical cases. Westside Veterinary Center offers great mentoring because we have many experienced and knowledgeable veterinarians. We are one of the largest private veterinary hospitals in Manhattan established in 1985. Several of our veterinarians have been trained at the Animal Medical Center and at other advance training hospitals. Our experienced and talented support team provide outstanding care for our patients 24 hours/7 days a week. We have a full range of equipment and all necessary tools to excel in both the diagnosis and treatment of medical, surgical and dental cases. We continually strive to grow the knowledge base of our practice and embrace new ideas. Competitive salary and benefits offered. If you are interested in job opportunity at Westside Veterinary Center please contact: Dr. Karen Cantor, Director at Cantor@westsidevetcenter.com. 212-580-1800 / 917-836-7417.

VETERINARIANS WANTED

Full or Part-Time. Veterinarian seeks work at small animal practice in New York City. NY licensed. Contact Eduarda Krieger, DVM at 917-239-3377.

Per Diem/Part-Time Veterinarian. Available most Mondays, Tuesdays, Thursdays and Fridays. Excellent people skills. Good practice builder. 35 yrs experience. References available. Dr. Tobias Jungreis at 516-295-1125.

Per Diem Veterinarian Available. 39 years of experience. Recently sold my practice after 33 years in the same location. Can perform most routine surgeries. No orthopedics please. Willing to travel up to 40 miles from central Nassau county. Call Paul Fish DVM 516-241-7278 or email PaulFishdvm36@gmail.com.

Relief/Per Diem Veterinarian. General practice. Orthopedic and Soft Tissue Surgery. DVM, Cornell. Internship Oradell. Residency in Small Animal Surgery, Cornell. Phone Dr. Kathy Sevall at 1-718-267-6489.

Relief Veterinarian. NYC Relief vet in Manhattan and Brooklyn. Lorelei Wakefield, VMD, internship-trained with 9 years of experience. Soft tissue surgery, dermatology expertise. NY/DEA licensed. 917-930-8936. lorelei@wakefieldvet.com.

Relief/Per Diem Veterinarian. Available weekdays preferably in NYC. Over 30 years experience, excellent people skills, completed residency in surgery at the AMC in the 80's and good medical skills. Contact Kenneth Fein, DVM at 203-540-7771.



Compassionate Care Pet Aquamation is a new, fully functional, NYS licensed pet cremation hydrolysis center in Oceanside NY, specializing in an eco-friendly method of disposition called Aquamation for all animals.

It should be noted; Alkaline Hydrolysis, also called Aquamation is not cremation, hydrolysis is a completely different aftercare process and option and shouldn't be confused with cremation in the same way it shouldn't be confused with traditional burial.

By incinerating an animal, cremation destroys the potential a pet can give back to the earth after a pet dies. The process of flame cremation generates numerous harmful air pollutants, including carbon dioxide, sulfur dioxide, nitrogen oxides to name a few. These pollutants do have severe effects on the surrounding environment and human health. Using fossil fuels for energy has taken an enormous toll on humanity and the environment, from air and water pollution to global warming. Our earth's temperature is rising, and we are paying the price. All told, cremation in the USA emits a staggering 600 million tons of carbon dioxide directly into the atmosphere annually...

By incinerating an animal, not only are we compounding the problem, but cremation destroys the potential a pet can give back to the earth after a pet dies.

In nature, the breakdown of organic materials are the basic building blocks to create new life. When organic material dies in nature, microbes and bacteria break it down into nutrient rich soil. A pet's body is recycled back into the earth in a clean way. Nature has no smokestacks, there is never smoke. Hydrolysis mimics nature by using water instead of fire to return our loving pets back to mother nature.

Hydrolysis works in this way; Aquamation is identified as a combination of gentle water flow, temperature, and alkalinity that are used to accelerate the breakdown of organic materials. What can take 3 months to 5 years in nature, Aquamation takes 20 hours to complete. The process uses a solution of 95% water and 5% alkali and it's actually the water molecules that break the bonds. To give you an example of how clean this process is, the 5% alkali used in this process are the same alkalis used in common cosmetic products, like body washes and shaving creams, and even in food preparation. At the end of the process, all alkali has been completely consumed and neutralized, and no longer remains in the water solution. At the end of the Hydrolysis process, the only remains left are the bone, with two significant improvements over cremation – the bones from aquamation are whiter and cleaner as we are able to return, on average, 20% more remains because the process doesn't involve fire and doesn't involve a chimney so there's no particulate loss! All euthanasia chemicals are neutralized and broken down completely. All pathogens are destroyed making the "ash" completely pathogen and disease free, sterile and 100% safe to handle. The mineral remains of the bone are then dried and processed into a powder for return to the family.

And it gets better... During the 20 hour cycle of Hydrolysis, water molecules change the composition and structure of the animal to create a new substance, a rich organic liquid that can be recycled back into nature.

Our intention is to capture that liquid and offer it to pet owners if they desire and to agricultural partners to help grow their crops. The effluent is an excellent fertilizer, as this nutrient rich liquid can be recycled to create new life.

It's striking what potential this nutrient rich by-product of Hydrolysis can have on a planned run on an organized farm. A family's pet could be a cherry tree or a potted plant on a window sill ... or in the big picture, used on organized farms to feed our planet.

The potential of taking future animals into our care and producing a nutrient rich water that can be recycled back into our planet is breathtaking! Our pets are creating new life! What a way for a pet family to honor their pet! We give families a way to turn their personal tragedy into a positive environmental impact. Compassionate Care Pet Aquamation can be reached at 516-608-2279 or visit our website at www.cca.pet.

VARIOUS POSITIONS AVAILABLE

Animal Care & Control of NYC (AC&C) has many new and exciting job openings available at this time. If you love working with animals and helping people they may have a great career opportunity for you. Some of the positions that are available are Communications Associate, Volunteer Liaison, Veterinarian, Licensed Vet Tech, Animal Care Officer, and Animal Control Officer. If you are interested in learning more about the available positions or want to apply, please visit their website at www.nyacc.org.

Banfield Pet Hospital seeking Associate Veterinarians in New York! Leadership Positions, Flexible Full and Part-time Schedules! Banfield Pet Hospital is seeking Veterinary professionals for leadership positions, as well as full time and part time Associate Veterinarian positions with flexible schedules. As an Associate Veterinarian, you will be able to make independent medical decisions, continually grow and learn as a Veterinary professional, as well as fulfill a higher purpose by improving the quality of life for millions of pets across the United States. You will also have the opportunity to work alongside a highly trained team, providing the best preventive care possible for both clients and their pets, improving the quality and business performance of our veterinary hospital. A typical day for an Associate Veterinarian will include performing all surgeries, including the use of state of the art medical instruments and equipment. You will diagnose, treat and control diseases and injuries in pets, prescribe and administer drugs and vaccines and educate clients on all aspects of pet health, including Optimum Wellness Plans®. To hear more, or simply to see what we have available, call Andrew Cowley at (360) 784-5057 or e-mail Andrew.Cowley@banfield.com.

Bideawee, a leading pet welfare organization serving the metropolitan New York and Long Island, is seeking Associate Veterinarians to join our team in the Manhattan location. Associate veterinarians provide care for dogs and cats in our adoption centers including spay/neuter surgeries/dentals, as well as surgical and medical care for clients of our animal hospitals that is open to the public. The following is a list of essential job functions. This list may be revised at any time and additional duties not listed here may be assigned as needed: Wellness exams, preventative care, management of medical and surgical cases for shelter animals and client-owned animals; Performing spay/neuter and other surgery including dental procedures; Working with our trainers to manage behavior issues; Leading staff and volunteer training sessions in animal care; Participation in educational events held for the community or volunteers/donors; Some administrative work required. Requirements: At least 7 years of experience as a veterinarian; NYS veterinary license required; Shelter medicine experience preferred; Able to perform soft tissue surgeries including but not limited to spays and neuters of dogs and cats; Graduate with a DVM or VMD from a U.S. accredited veterinary school required.

InstaVet is a modern veterinary practice, with a focus on providing pets with top level care in the comfort, convenience and stress-free environment of home.. We are looking for an experienced veterinarian to join our growing team, serving clients at home, in the office or local preferred partner clinics. An ideal candidate would be someone who understands the value of administering care in the patients own environment, on demand... while remaining cool, calm and determined under extenuating circumstances. A team player fully invested in their colleagues' success...someone who takes enormous pride in their ability to listen and speak to clients like a trusted friend...a service-minded professional who is energized by the once in a lifetime opportunity to revolutionize the field of in home veterinary care forever.

Skills and Qualifications: A Doctor of Veterinary Medicine (DVM) degree, or equivalent, from an accredited university, Licensure in good standing to practice in New York or New Jersey; Professional demeanor and appearance, with excellent interpersonal skills and a positive, friendly attitude, The ability to make decisions and communicate clearly and effectively with fellow team members, A commitment to practicing the highest standard of medicine, upholding the veterinary code of ethics. Please note we have PER DIEM, PART TIME and FULL TIME positions available. Benefits include generous compensation, professional discounts on pet care, continuing education opportunities and more! Please reply with a cover note and attach your resume. To learn more about our services, please visit our website: www.InstaVet.com. Required experience: 2 years. Salary commensurate with experience. Salary: \$80,000.00 to \$100,000.00 /year.

The First-Time Practice Owner Continued.....

A personnel manual lays out policies necessary under the law, operational procedures and an explanation of employee fringe benefits. Upon accepting employment, every team member should be provided with the manual and sign an acknowledgment document that is kept in a personnel file.

Restrictive covenants are conditions and terms of employment on matters such as confidentiality, non-solicitation and non-competition. Such an agreement should be signed by the employee, especially an associate veterinarian, on or before the first day of work. The standard in most states for when a restrictive covenant is enforceable hinges on whether it is reasonably limited in both time and geography to legitimately protect the employer's interests.

Once you decide to build your first veterinary practice, following these steps under the guidance of an experienced team of advisers will help ensure an exciting and rewarding journey.

Peter H. Tanella chairs Mandelbaum Salsburg P.C.'s National Veterinary Law Center, a team of attorneys specializing in veterinary business and legal matters. He can be reached at 973-736-4600 x 376 or ptanella@lawfirm.ms.

VMA of NYC

***The mission of the
Veterinary Medical
Association
of New York City is:***

To improve and advance the education of veterinarians and the science of veterinary medicine; to foster and maintain high standards of integrity, honor, courtesy and ethics in the profession; to foster protection of the public health, and enlighten and inform the public in regard to veterinary medicine, science, knowledge and the avoidance of cruelty to animals, wherein it affects the public good and welfare.



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