

ALABAMA VETERINARIAN

A Bi-Annual Publication for ALVMA members, Veterinary Students and Friends of the ALVMA

Congratulations Dr. Kirk Holland, 2011-2012 ALVMA President



Dr. Kirk Holland with wife Kathleen, their son Will and family dog Aubie.

ALVMA NEWS

Volume 22, Number 2 • Fall 2011



2012 Food Animal Schedule and Registration Form.

See Page 6

Paws for a Cause.

See Page 13

Dr. Fred Garrett Receives ALVMA Distinguished Service Award.

See Page 14

Executive Director of the Year – Dr. Charles Franz.

See Page 21

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CONTENTS

News from Your State Veterinarian 5
 Dr. Jeffrey Hall to Speak at
 2012 Food Animal Conference..... 6
 Food Animal Conference Registration Form 7
 Dr. Dwight Wolfe Receives
 2011 Bartlett Award 8
 Increasing the Value and Power
 of your Facebook Page..... 9
 Heroes for Alabama Pets 11
 Paws for a Cause 13
 Dr. Kirk Holland, ALVMA President 14
 ALVMA Distinguished Service Award 14
 2011 ALVMA General Business Meeting..... 15
 2012 Awards Nomination Form..... 16
 In Memoriam..... 17
 Auxiliary Report 17
 As Seen in my Travels 19
 AVMA Delegate's Report 20
 Dr. Charles Franz ASVMAE
 Executive Director of the Year 21
 A Message from the Executive Director 21
 Matters of Law 22
 What Your ALVMA Membership Does For You 23
 New Members..... 23
 Classifieds 23
 Auburn University News 24
 AVMA Future Leaders Program - Dr. Libby Todd 24
 Tuskegee University News 25
 The Cost of Unhealthy Employees
 to Veterinary Practice 26
 Relief Vets..... 27

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A NOTE FROM THE PRESIDENT

Dear Colleagues,

I am honored and humbled to serve as President of the Alabama Veterinary Medical Association. Thank you for this privilege. I look forward to the coming year and the opportunities we will have to positively impact our profession and to maintain the lofty image we as veterinarians have worked so hard to attain. I was reminded recently as I had the opportunity to represent you before the freshman class at Auburn's College of Veterinary Medicine that it means something to be a veterinarian. We are a small group of learned professionals yet we are held with high esteem by our clients and the general public. We should never take that esteem for granted.

The fact that we are so small in number makes it vitally important that we keep our local, state and national organizations strong and that we work together to accomplish those things we took an oath to accomplish. If you have forgotten those things I urge you to review the Veterinarian's Oath. We have sworn to use our scientific knowledge and skills to benefit both animals and society. We have sworn to do so conscientiously and with dignity. And, we have committed to improve our professional knowledge and competence for a lifetime. Those are big commitments that sometimes require us to think more about others than ourselves.

Back in June, as I reflected on being installed in this position and prepared to speak to the membership at our general business meeting, I recall looking over the names of some of those who held this office before me. In the distant past there were names I recognized as great leaders in the profession and others I did not know. In the recent past there were those under whose leadership I have had the pleasure of serving who have and will continue to achieve great things for the profession. Whether I recognize all those veterinarians' names or not, I am certain there was a common theme that ran through the heart of every past president and that is one of service.

In closing, just as those who came before me demonstrated a desire to serve, so I desire to serve the profession that I love. You see I believe our society, in general, has become so concerned with "what's in it for me" that we've forgotten the importance of giving back or serving someone or some organization without expecting something tangible in return. For the most part we as veterinarians have avoided this mentality but we are not immune to it. This is an opportunity for me to serve, to give back to veterinary medicine, so thank you for the privilege to serve as your president. You have opportunities to serve so make the most of them.

Respectfully,
 Kirk Holland, DVM
 ALVMA President

2011 - 2012 COMMITTEE CHAIRS

COMMITTEE	CHAIR	TELEPHONE
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Dr. Tony Frazier

NEWS FROM YOUR STATE VETERINARIAN

Equine Herpes Virus Type I

Would someone pass the Merck Manual, please? Never mind. I've got mine right here. That's one thing about my job. It requires me to constantly read to keep up with the latest disease we regulatory folks have to deal with. During my years of private practice, I thought I saw a pretty broad spectrum of diseases. My days in private practice have been an extremely valuable asset to my State Veterinarian duties, but there are a few diseases, I have had to brush up on. Since I have been in this office, we have dealt with rabbit viral hemorrhagic viral disease, monkey pox, aflatoxin in dog food, equine viral arteritis, malignant catarrhal fever, equine piroplasmiasis. Those diseases have not all been reported in Alabama, but we have had to raise our guard and tighten surveillance because of outbreaks somewhere in the country. Those diseases are in addition to avian influenza, swine flu, BSE, West Nile Virus, chronic wasting disease, bovine tuberculosis, and brucellosis, all of which are in the news frequently. The latest, but certainly not the last, unusual disease outbreak in the United States has been Equine Herpes Virus Type I. If you are an equine practitioner, you already know more about the disease that I am going to share. If you are a small animal practitioner, you may not have thought about EHV-1 since the day it was taught in veterinary school. If you are a veterinarian of any kind, I think it's good to be at least able to carry on a conversation about animal diseases that make it to the network evening news.

EHV-1, commonly referred to as rhino or rhino pneumonitis can cause four different syndromes. These are the respiratory, abortion, genital, and neurological syndromes. While we may commonly see the respiratory and abortion syndromes, the genital and neurological syndromes are not so common (thus the reference to the Merck Manual). Back in May, there was a large national cutting horse event in Utah. Shortly afterwards, cases of the neurological form of EHV-1 began showing up in several Western states. The cases were traced back the Utah event. There were over 90 cases of EHV-1 traced back, directly or indirectly, to this event. Over one-third of the confirmed cases were the neurological form and over a dozen of those horses were euthanized.

The outbreak mostly affected western states, where several equine events were cancelled over the summer. There have been no confirmed cases of the neurological syndrome in Alabama, however, we remain vigilant. Equine herpes Virus-1 is endemic in the United States and the respiratory and abortion syndromes are not uncommon. We always recommend that horses exhibiting CNS signs be reported to the State Veterinarian's office. If horses abort, paired serum samples may be helpful in pinpointing the etiological agent.



The neurological syndrome of the equine herpes virus is not really distinguishable from most other diseases that affect the central nervous system. Signs may include fever, ataxia, paresis of the hind legs and incoordination. The virus is usually spread by direct contact and aerosols, it can be spread by fomites. Although there is no vaccine that can reliably prevent the neurological syndrome, it is always recommended that horses that travel and comingle with other horses be vaccinated annually against rhinopneumonitis. It is also recommended that breeding mares be vaccinated due to the threat of abortion from the disease. Always stress to your clients that they practice strict biosecurity when traveling to events or when their horses are comingled with other horses.

We continue to work with our partners at USDA Veterinary Services and the private practitioners to keep our herds and flocks in Alabama healthy.

Day at the golf course \$60.00
Dinner and a Movie \$100.00
A day at the Spa \$240.00



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DR. JEFFERY HALL TO SPEAK AT 2012 FOOD ANIMAL CONFERENCE

Make plans to attend the 2012 Food Animal Conference, February 24-26, in Columbiana, AL. There are great sessions and speakers lined up, including Jeffery O. Hall, D.V.M., Ph.D., Diplomat A.B.V.T.

Dr. Jeffery Hall is a Full Professor at Utah State University, College of Agriculture, in the Animal, Dairy, and Veterinary Sciences Department. He also holds an appointment in the Utah Veterinary Diagnostic Laboratory, as the Head of Diagnostic Toxicology. Dr. Hall has B.S. in Agriculture Economics – Farm and Ranch Management and a Doctorate of Veterinary Medicine from Oklahoma State University. He completed an internship, residency, and a Ph.D. in investigational and forensic veterinary toxicology from the University of

Illinois. He is a licensed Veterinarian and Board Certified in Veterinary Toxicology. His ongoing research interests include natural toxins and mineral toxicology/deficiency. He is actively involved with the research at the USDA Poisonous Plant Research Laboratory and the USU Antiviral Institute as the pharmacokineticist/toxicokineticist. In his role as the toxicologist at the Utah Veterinary Diagnostic Laboratory, he analyzes thousands of forage, diet, tissue, and bodily fluid samples, nation wide, for mineral content in order to delineate deficiencies and poisonings.

Trivia: Dr. Hall comes from a cow-calf operation in Cement, Oklahoma. He has coached the Utah State University Rodeo Team for the past 15 years and was a past professional competitor in bareback riding (7 years), saddle bronc riding (5 years) and bull riding (19 years).

TENTATIVE AGENDA FOR THE 21ST ANNUAL ALABAMA CONFERENCE FOR FOOD ANIMAL VETERINARIANS ALABAMA 4-H CONFERENCE CENTER; COLUMBIANA, ALABAMA FEBRUARY 24-26, 2012

**2 hours of Pharmacy Review will be required in 2012 for CE - available at 2012 Food Animal Conference!

FRIDAY, FEBRUARY 24

NOON LUNCH
Sponsored by: 

1:00 PM Industry Technical Seminar - Dr. David McClary
Sponsored by: 

2:00 PM Pharmacy Review - AMDUCA
Drs. Sue Duran & Starr Miller

2:50 PM BREAK (visit with exhibitors)

3:00 PM Pharmacy Review - Prudent Use of Antibiotics in Livestock
Drs. Sue Duran & Starr Miller

4:00 PM Industry Technical Seminar - Topic TBA
Dr. Doug Ensley 

5:00 PM Surface Architectural Anatomy of the Penile & Preputial Epithelium of Bulls
Dr. Lew Strickland

5:30 PM HAPPY HOUR (visit with exhibitors)

6:15 PM DINNER
Sponsored by: 

SATURDAY, FEBRUARY 25

7:00 AM BREAKFAST
Sponsored by: 

8:00 AM Industry Technical Seminar - Topic & Speaker TBA
Sponsored by: 

9:00 AM USDA and Alabama Department of Agriculture and Industries

9:50 AM BREAK (visit with exhibitors)

10:00 AM Trends seen in cattle submitted to the AL Dept. of Agriculture & Industries Veterinary Diagnostic Laboratory System - Dr. Joel Cline

10:30 AM Common Vitamin/Mineral Issues & Their Diagnoses in Cattle of the Southeast US
Dr. Jeff Hall

NOON LUNCH
Sponsored by: 

1:00 PM Industry Technical Seminar - Topic & Speaker TBA
Sponsored by: 

2:00 PM Effects of Sulfur & Sulfate on Ruminant Health
Dr. Jeff Hall

3:30 PM BREAK (visit with exhibitors)

3:40 PM Implications of Nutrient Management on Cattle Health - Dr. Frank Owsley

4:30 PM High Prices: Be careful what you wish for - Mr. Max Runge

5:20 PM BREAK (visit with exhibitors)

5:30 PM Updates from the AL Cattlemen's Association, AL Farmers Federation, Alabama VMA, Auburn University Dept of Animal Sciences, & National Cattlemen's Beef Association

6:15 PM DINNER - steak with all the fixins!
Sponsored by: 

7:30 PM HAPPY HOUR - Practice Tips & Downie Awards Sponsored by: 

SUNDAY, FEBRUARY 26

6:45 AM Devotional

7:00 AM BREAKFAST

8:00 AM Industry Technical Seminar
Sponsored by: 

9:00 AM USDA and Alabama Department of Agriculture and Industries

9:50 AM BREAK (visit with exhibitors)

10:00 AM Cattle Reproductive Management
Dr. Julie Gard

11:00 AM Local Anesthesia for Calf Castration & Dehorning - Dr. Marc Caldwell

NOON LUNCH - Meeting Adjourned

21ST ANNUAL ALABAMA CONFERENCE FOR FOOD ANIMAL VETERINARIANS REGISTRATION FORM FEBRUARY 24 – 26, 2012

Name: _____
 (Please print name, as it should appear on nametag) Nickname: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Phone: _____ Email: _____

A. REGISTRATION INFORMATION

* Main conference registration fee includes **20 hours of quality CE**, Friday lunch & dinner, Saturday breakfast, lunch & dinner, Sunday breakfast & lunch and all breaks. Conference Registration also includes admittance for one (1) to the Saturday evening steak dinner.

	Pre-Registration	Late/On-Site (After Jan. 23)	
• Member of _____ Veterinary Medical Association \$235.00 (Must be a member of one of the 50 state VMA's for member discount)		\$310.00	\$ _____
• Non-Member \$335.00		\$410.00	\$ _____
• Veterinary Technician \$185.00		\$260.00	\$ _____
• Veterinary Students \$ N/C (Student responsible for payment of meals and hotel room)		\$50.00	\$ _____
• Meals and Breaks only \$95.00 (for Veterinary Student, Spouse or Guest – includes Saturday Dinner)		\$105.00	\$ _____

B. ACCOMMODATIONS

Occupancy in the 4-H Center motel is two per room. If you have a preference of roommate, please indicate that person below. If preference is NOT listed, rooms will be assigned as registrations are received (on first come, first serve basis).

Roommate Preference (if any): _____

ALL ROOMS AT THE 4-H CENTER ARE NOW NON – SMOKING ROOMS

No spouse activities have been planned. If your spouse / guest would like to have a name badge printed, please indicate his / her name:

Name: _____

**You may register for a room to yourself, but you will be paying the \$96.00 per night.

ROOM AT 4-H CENTER FRIDAY

• Double Occupancy (registrant)	\$48.00	\$ _____
• Registrant & Spouse Occupancy	\$96.00	\$ _____
• Single Occupancy (registrant)	\$96.00	\$ _____

ROOM AT 4-H CENTER SATURDAY

• Double Occupancy (registrant)	\$48.00	\$ _____
• Registrant & Spouse Occupancy	\$96.00	\$ _____
• Single Occupancy (registrant)	\$96.00	\$ _____
TOTAL:		\$ _____

C. PAYMENT METHOD

GRAND TOTAL: \$ _____

Enclosed is a check payable to the Alabama VMA MasterCard OR Visa

Card# _____ Exp. Date ____/____/____ Three Digit Code on Back of Card _____

Name on Card _____

Signature _____

D. MEALS

I will attend the following meal functions, PLEASE ONLY CHECK THE MEALS THAT YOU WILL BE ATTENDING:

- | | |
|------------------------------------------------------------|----------------------------------------------------------|
| <input type="checkbox"/> Friday, February 24 – LUNCH | <input type="checkbox"/> Saturday, February 25 – DINNER |
| <input type="checkbox"/> Friday, February 24 – DINNER | <input type="checkbox"/> Sunday, February 26 – BREAKFAST |
| <input type="checkbox"/> Saturday, February 25 – BREAKFAST | <input type="checkbox"/> Sunday, February 26 – LUNCH |
| <input type="checkbox"/> Saturday, February 25 – LUNCH | |

Make all checks or money orders payable to: ALABAMA VMA

MAIL TO: Alabama VMA, Attn: F.A., P.O. Box 3514, Montgomery, AL 36109 - or if paying by credit card,

Fax (334) 270-3399 or register online at www.alvma.com

For further information contact Roberta Norris by calling (334) 395-0086 or via e-mail at roberta@franzmgt.com



Dr. David Bartlett (left) and Dr. Dwight Wolfe (right)

DR. DWIGHT WOLFE RECEIVES 2011 BARTLETT AWARD FROM SOCIETY FOR THERIOGENOLOGY

The Society for Theriogenology (SFT) honored Dr. Wolfe with the David E. Bartlett Award on August 8, 2011 during the Annual Theriogenology Conference for his important contributions to the field of theriogenology.

In celebration of the 40th anniversary of the American College of Theriogenologists (ACT) Dr. David Bartlett attended the 2011 Theriogenology Conference and Symposia in Milwaukee, WI. Prior to the Bartlett Award honorary address Dr. Bartlett made a special presentation on the history of theriogenology and then introduced Dr. Dwight Wolfe of Auburn, Alabama as the 2011 Bartlett Award recipient.

Dr. Wolfe received his bachelor's of science degree in animal science from the University of Tennessee in 1973, then completed both his veterinary degree (1977) and master's degree in theriogenology (1982) from Auburn University. Shortly after, Dr. Wolfe became a Diplomate of the ACT in 1983. He continues his pursuit of knowledge as he continues to identify problems within the livestock industry with more research and evaluation. Currently he is a professor in the Food Animal Section of the Auburn University College of Veterinary Medicine.

Dr. Wolfe has contributed greatly to the ACT and SFT, as well as the field of theriogenology. In the ACT Dr. Wolfe has served on the Program Committee for the Canine Symposium (1993), President (1997), Chair of the Forward Planning Committee (1998), and Chair of the Residency Evaluation Committee (1998). During his years in the Society he has served in the following committees and positions: Director (1990-1993), Program Chairman (1992, 2004), Publicity Chairman for the Canine Symposium

(1993), President (2004), Bovine Program Chair (2009). He also currently serves on the Editorial Board of the *Clinical Theriogenology* journal. Dr. Wolfe is one of only four Diplomates that have been the president of both the ACT and SFT during the history of both groups.

In addition to his involvement with the ACT and SFT Dr. Wolfe has also been very involved in other professional and honorary societies: American Veterinary Medical Association, Alabama Veterinary Medical Association, American Association of Bovine Practitioners, American Association of Equine Practitioners, International Embryo Transfer Society, Academy of Veterinary Consultants, American Association of Veterinary Nutrition, Gamma Sigma Delta, Alpha Zeta, Phi Zeta, Society for the Study of Reproduction and Sigma Xi.

Dr. Wolfe has contributed greatly to the field of theriogenology as well as the livestock industry in a variety of ways including funded research, publications, abstracts, textbooks, chapters in books, presentations and consultations.

To add to Dr. Wolfe's many accomplishments, he has received a variety of awards. The Alabama Veterinary Medical Association selected him as the Alabama Veterinarian of the Year in 2004 and also presented him with the Association's highest honor, Distinguished Service Award in 2009. Auburn University presented him with the Dean's Award for Teaching Excellence in 2010 and dedicated the DF Wolfe- Food Animal Hospital Barn at the College of Veterinary Medicine in April 2006. In 2006 he was also inducted into the Alabama Livestock Hall of Fame.

INCREASING THE VALUE AND POWER OF YOUR FACEBOOK PAGE

Veterinary News Network
www.MyVNN.com

Once you have come to the decision to create a Facebook presence for your business, the next most important step is to insure that the page is engaging and entertaining/informative for people who "like" your page.

Far too often we see business pages that are good about posting for 2-3 weeks, but then the newness wears off and no one is excited about sharing information. Just like your website, your Facebook page needs to be dynamic and providing information to people on a regular basis.

If your Facebook page seems static and is not growing in the number of likes, take a look at what you are posting. Are you posting a variety of things, from interesting links to funny videos to cute pictures? Or, are you simply posting material that appears to be nothing more than an advertisement for your services?

Are you going on to other local business pages and posting comments as your hospital? Search and "like" your local chamber of commerce page or maybe a local sports team. Be sure to add them to your page "favorites" and

then post comments on their pages as your hospital. Just be careful and don't market...be genuine and share helpful information that is relevant to their post.



Finally, you MUST engage your audience on Facebook or they won't want to return to your page. Share updates once or twice a day and make sure the information is varied. If someone comments on a post, be sure to reply to the comment.

Hubspot.com reports that the average number of likes for a brand Facebook page is 54. Our research at the Veterinary News Network (VNN) has shown that VNN member Facebook pages average more than 400 likes. That is a number that helps increase your influence on the web and the likelihood that more pet owners will choose you than your competition.

VNN provides resources to help you understand how to get the most out of your Facebook page, website and your social media network. The Alabama VMA has partnered with VNN for help at the state level and we encourage your practice to join us. Visit www.MyVNN.com to learn more.

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Alabama Veterinary Medical Foundation Presents

Paws for a Cause

Featuring Alabama Animal Hall of Fame Awards

Nov. 6th 3-7pm (Rain or Shine)

Railroad Park Pavillion
1600 1st Ave. South
Birmingham, AL 35233



- Military service dog presentation
- Fun for the whole family
- Live music by Juice and India Ramey
- Dinner provided by the Fish Market - Cash Bar

Adults \$35 /

Kids 10 and under \$15



For tickets call ALVMA 334-395-0086 or www.alvma.com

MENU

Appetizers

Hummus Dip

w/ crisp pita chips

Spinach & Artichoke Dip

served warm w/ crostini

Italian Style Meatballs

served w/ house made marinara sauce

Dinner Buffet

Chopped Greek Salad

a more refined version of our classic salad

Shrimp & Grits Station

stone ground, organic grits offered w/ shrimp, Andouille sausage, shredded cheeses, thinly sliced green onion & apple wood smoked bacon. served in plastic martini glasses

Greek Style Chicken

tender, boneless chicken is marinated in our own extra virgin olive oil, freshly squeezed lemon juice, garlic and oregano then baked to perfection

Grilled Mediterranean Vegetables

a colorful array of eggplant, zucchini, yellow squash, red bell pepper, onion and mushroom

Lemonade, Water & Tea

KIDS MENU

(10 & under)

Fried Chicken Tenders

Corn on the Cob

Fruit Cup

Dessert

Miniature Carrot Cake & Brownie Bites for adults

Dog and Cat Shaped Sugar Cookies w/ squirt bottles of icing and sprinkles for kids



Heroes for Alabama Pets, Anita and Marty Murdock, clients at Kelley Animal Hospital in Birmingham, Drs. Barbara Monaghan and Mark Pelham

ALVMF Donor Walls

There are 5 foundations walls in clinics throughout Alabama like the one in the photo to the left. So far this wall has generated over \$6700.00 for the foundation through the sales of ceramic tiles honoring pets alive as well as deceased. When all of the tiles on this wall have been purchased, this wall will have generated over \$20,000.00 for the foundation. Anita and Marty have donated almost \$1400.00 by themselves to this foundation wall. The Murdocks are great animal lovers and a big supporter of our foundation. A big THANKYOU to them and all clients like them!

To get information about putting a wall in you clinic please contact Melissa at the Alabama VMA offices in Montgomery. Phone: 334-395-0086 or Email: Melissa@franzmgt.com



Paws for a Cause Ticket Order Form & Sponsorship Registration

Name: _____

Business/Clinic Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ E-mail: _____

Ticket:	Price:	# of Tickets:	Total:
Adult	\$35.00 each		
Child (10 & under)	\$15.00 each		
Group discount	\$270.00 for 8 adult tickets		

VIP Table Sponsorship Opportunity:

Guaranteed up front, reserved seats, tax deductible donation, recognition in program, 8 drink tickets and sign on table - \$500.00 - # of VIP Table Sponsorships _____
(check payments preferred for VIP Table Sponsorships)

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Paws for a Cause

featuring the

Alabama Animal Hall of Fame Awards

By: Barbara Monaghan, DVM, President, Alabama Veterinary Medical Foundation

In these times a celebration of the human animal bond seems to be one of the few things everyone can get behind, and we need you there!! Your Alabama Veterinary Medical Foundation has initiated a NEW fun filled event the entire family can enjoy. There will be great food, great live music and great fun. This year's venue is the new urban park in Birmingham, Rail Road Park. We will have plenty of entertainment for the whole family. This new wonderful venue will be the perfect setting to enjoy a tribute to several wonderful animals that have distinguished themselves in the lives of their owners and in the service of others. Among our honorees this year is a military working dog injured with his handler in Afghanistan and a service dog at the Alabama Institute for the Deaf and Blind that continued his work after losing a limb to osteosarcoma and successful chemotherapy. We will also celebrate the life of our own Dr. Lewis McCurdy, foundation past president, and his selfless contribution to the human animal bond.

We need your support!!!! We are really trying to get the general public

to come to our event this year. Even if you are not in the Birmingham area, you can help ensure this event gets the attention it needs! This is what I am asking you to do:

- 1) E-mail your clients about this event and send them a link to our website to buy tickets
- 2) Advertise this event on your clinic website
- 3) Put this event on your personal and on your clinic Facebook page
- 4) Twitter the event
- 5) Put a poster in your clinic. I will be distributing posters in the greater Birmingham area. Several vendors have offered to help by dropping the posters off in your clinic on lab pickup and sales calls and deliveries. If you are outside of Birmingham, posters can be obtained by calling me at 205-833-9400 and asking my staff to mail one to you asap.
- 6) Put a yard sign on your clinic lawn AND in your neighborhood

- 7) Tell your staff about the event so they can talk it up to your clients



Rail Road Park Pavilion

8) BUY TICKETS AND BRING YOUR FRIENDS TO EAT GREAT FOOD, LISTEN TO GREAT MUSIC IN A BEAUTIFUL SETTING AND CELEBRATE YOUR PROFESSION. THIS IS AN EASY DINNER PLAN WITH A LOW TICKET PRICE FOR AWESOME FOOD AND FUN! THANKS A MILLION IN ADVANCE FOR YOUR SUPPORT! WE CANNOT GET THIS OFF THE GROUND WITH OUT YOU AND YOUR SOCIAL MEDIA!

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**2011 – 2012
ALABAMA
VETERINARY MEDICAL
ASSOCIATION
PRESIDENT
DR. KIRK HOLLAND**

Dr. Kirk Holland assumed the presidency of the Alabama Veterinary Medical Association (ALVMA) during ceremonies held, June 2, 2011 during the Annual ALVMA Business meeting.

Dr. Holland practices companion animal medicine and surgery at Care Animal Center in Dothan, AL, where he has been a partner in the practice since 2003. He graduated from Auburn University College of Veterinary Medicine with honor in 2000. Dr. Holland received his Bachelor of Science in Business Administration with honor from Auburn University at Montgomery in 1986 and worked as a Systems Analyst and Manager of Application Development for the Information Systems Division of the Alabama Revenue Department prior to pursuing a career in veterinary medicine.

Dr. Holland is an active member of the American Veterinary Medical Association, Alabama VMA, Southeast Alabama VMA, and the Greater Dothan VMA. He is also a past president of the Greater Dothan and Southeast Alabama VMAs. He has served on numerous committees of the Alabama VMA and has chaired the Small Animal Affairs and Public Relations committees.

Kirk is married to Kathleen and they have a son, Will. The Hollands have a Golden Retriever named Aubie, are active members of Logos Baptist Church and enjoy being outdoors, especially trips to the beach.



Drs. Larry Chasteen, Fred Garrett, and Ben Garrett

**DR. FRED GARRETT HONORED
WITH ALVMA'S 2011
DISTINGUISHED SERVICE AWARD**

by Dr. Ben A. Garrett

Dr. Fred M. Garrett, Sr. was honored with the Alabama VMA's highest honor at the annual business meeting June 2, 2011. Dr. Garrett was selected for the Distinguished Service Award in recognition of his unselfish dedication to the Association and exceptional achievements and contributions to the advancement of the profession. Dr. Garrett has led a career of strong leadership as a practitioner and as a member of the Greater Dothan Veterinary Medical Association, the Southeast Alabama Veterinary Medical Association, the Alabama Veterinary Medical Association (President 1973), and the Alabama Board of Veterinary Medical Examiners (1988 – 1993).

Dr. Garrett graduated from the University of Georgia in 1957 and opened a solo practice in Albany, Georgia, before moving to Dothan, Alabama in 1960 to practice with Dr. Coy Poitevint. Dr. Don Kennington joined the practice in 1968. Dr. Garrett practiced at the same location for 40 years. At a young 77 years of age, he maintains current licensure in Alabama, Georgia, and Florida.

Dr. Garrett's first priority has always been the treatment of animals entrusted to his care. He still attends continuing education, anticipating new and better ways of treatment. During the decades of his active practice, he maintained exceptional relationships with his clients whether in the clinic or in a rainy field in the middle of a cold winter night.

In addition to maintaining a busy practice, Dr. Garrett actively served the profession by his commitment to the committees and boards upon which he served. His service ranged from many years on the various grievance committees to a term on the Examining Board. He consistently recognized that the profession was best served when the welfare of the public was paramount in decisions relating to the practice of veterinary medicine. Succinctly, he maintained a high standard in his personal practice and expected the same of all licensees.

Dr. Garrett has also represented our profession well in his extensive service to his community. He has served in leadership roles in the Kiwanis Club, Houston County Airport Authority, Houston County Port Authority, Alabama Air Fair, Civil Air Patrol, Houston County Cattlemen's Association, and his Sunday school class at First Methodist Church, where he has taught for over 50 years.

2011 ALVMA GENERAL BUSINESS MEETING:

2011 – 2012 ALVMA Officers Installed Dr. Fred Garrett Receives Distinguished Service Award

The Alabama Veterinary Medical Association (ALVMA) held its annual general business meeting Thursday, June 2, 2011 in conjunction with the first annual Alabama VMA – Georgia VMA Summer Convention, June 1 – 5, 2011. During the ALVMA business meeting several individuals were honored and Dr. Larry Kornegay, AVMA President, installed new ALVMA officers.

Newly installed officers included Drs. William K. Holland, Dothan, President; William M. Allen, Gardendale, President Elect; William G. Bledsoe, Camden, Vice President; John Hammons, Athens, Board Member at Large; William E. DeWitt, Birmingham, AVMA Delegate; and H. Winston Pirtle, Sr., Montgomery, Treasurer and AVMA Alternate Delegate.

Distinguished Service Award:

Dr. Fred M. Garrett, Sr. of Dothan was presented with the Association's

highest award, the Distinguished Service Award, for his unselfish dedication to the Association and exceptional achievements and contributions to the advancement of the profession. (See related story on page 14)

Lay Person of the Year:

Officer Dana Johnston of Birmingham was selected Lay Person of the Year for her outstanding contributions to the advancement of the veterinary profession and the Association. Officer Johnston became a Birmingham Police Officer in 1990 and became the first Birmingham Animal Cruelty Investigator in 1999. In this position she has made many arrests for animal cruelty, but has also helped educate pet owners on proper pet care. Officer Johnston has participated in any school of training that she has been able to find to gain more knowledge, including levels I, II, and III of the National Cruelty

Investigation School, bite stick training, and NACA level I just to name a few. She has also served as a member of a pet therapy group, Critter Companions with her dog Chapin.

Service Award:

Dr. Frances Kendrick of Selma was awarded in recognition of her work in spearheading the most recent revision of the Practice Act as head of the Small Animal Affairs Committee. She worked closely with all stake holders to assure a draft that would meet the needs of the public, and the profession. Her efforts yielded a united front that made passage of this bill through both houses of the Legislature an easier task than it could have been. During this time she continued to run her practice, Valley Creek Veterinary Hospital and served her local Association, West Alabama VMA, as President and Program Chair.



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ALVMA 2012 AWARDS NOMINATION FORM

The Alabama VMA (ALVMA) conducts an awards program to honor individuals whose service has contributed significantly to the veterinary profession in Alabama. The 2012 Awards Program will be presented during the 2012 ALVMA/GVMA Summer Convention, May 30 – June 3.

Award nominations can be mailed: ALVMA Awards Nominations, PO Box 3514, Montgomery, AL 36109; Faxed: 334-270-3399; or emailed: Melissa@franzmgt.com. The deadline for submissions is Monday, January 16, 2012.

SERVICE AWARD: To be awarded to members who have contributed generously of their time and energies to the Association for the advancement of the profession. Candidates shall be recommended by a member of the Association and receive the unanimous approval of the Awards Committee. Not more than two recipients shall come from a constituent association and a plaque shall be the award. The immediate past president is not eligible for this award.

VETERINARIAN OF THE YEAR AWARD: One shall be awarded each year to a member distinguished by unselfish dedication to the Association for the advancement of the profession. Candidates shall be nominated by a constituent association and receive unanimous approval of the Awards Committee. A plaque shall be the award. The immediate past president is not eligible for this award.

LAYMAN OF THE YEAR AWARD: To be awarded to a non-veterinarian who has made an outstanding contribution to the advancement of the profession and the Association. Candidates shall be nominated by a member in good standing of the Association and receive unanimous approval of the Awards Committee and the Executive Board. A plaque shall be the award.

SPECIAL AWARDS: From time to time, other awards may be given to individuals for exceptional and outstanding service to the veterinary medical profession. The awards may be proposed to the Executive Board by any member of the Association in writing, documenting the achievements of the individual. The award will then be conferred by the unanimous approval of the Executive Board. The award shall be a plaque. The immediate past president is not eligible for this award.

ALVMA DISTINGUISHED SERVICE AWARD: The highest award of the Association shall be given only to members dedicated to the profession who have given of their time and energies beyond all reasonable expectation and have made exceptional achievements and contributions to the advancement of the profession. The candidates shall be nominated by a constituent association, endorsed by two additional constituent associations and have the unanimous approval of the Awards Committee.

The award shall then be conferred by unanimous approval of the Executive Board. A plaque shall be the award and not more than one award shall be given each year. The immediate past president is not eligible for this award.

Please fill out form below and attach a statement about each nominee including their qualifications, professional activities and any other information that would be helpful to the Awards Committee.

Date _____ Nominated by _____

From the _____ VMA, a Constituent Association

Address _____ City _____

State _____ Zip _____ Phone _____ Fax _____

E-mail _____

Service Award Nominee _____

Veterinarian of the Year Nominee _____

Layman of the Year Nominee _____

Special Award Nominee _____

Distinguished Service Award Nominee _____

In Memoriam

Dr. Carl W. Wilson, 76, died Sunday, March 27, 2011 at his residence in Evergreen. He was a native of Butler County and was a veterinarian. He is survived by his wife, Selma Francis Wilson of Evergreen; two sons, Mike (Rhonda) Wilson of Evergreen, and Tim (Wendy) Wilson of Atlanta, Ga.; a daughter, Joy Wilson of Evergreen; two brothers, Calvin 'Pete' Wilson of Molino, Fla., and Rickey Wilson of Atmore; two sisters, Glenda Harris of Cantonment, Fla., and Gloria Holcombe of Pensacola, Fla.; 23 grandchildren and one great grandchild.

Dr. James Glen, Sanders, Jr., 79, of Fitzpatrick, died Monday, June 27, 2011 at his home. A graveside service was held Thursday, June 30, 2011, 10 a.m., at the Oak Hill Cemetery, Union Springs with Pastor Reggie Evans officiating and Gray Funeral Home directing. He was preceded in death by his wife, Martha Sanders. He is survived by two children: Robin Sanders Moseley of Montgomery and James Glen (Trey) Sanders, III and his wife, Amy, of Marietta, Georgia; four step-children: John Bristow (Karina) Hoffmann of Boca Raton, Florida; Helen Paige Hoffmann; Susannah Hoffmann Camp (Ehney) of Birmingham; Martha Hoffmann (Jud) Blount of Fitzpatrick; grandchildren: Mary Grace Moseley, Sarah Moseley, Jarrett Moseley, Cameron Sanders, Emily Sanders, Lucy Sanders, Jud Blount, Jr., Susannah Blount, Ehney Camp, V, John Wheeler Camp, Kristina Hoffmann, Teddy Hoffmann, Gabriella Hoffmann; one brother, John Robert Sanders of Tallahassee, Florida and one sister, Joann Slay of Birmingham. Memorials may be made to Clopton United Methodist Church, 11595 County Road 68, Clopton, AL 36317 or Fitzpatrick United Methodist Church, care of Dora Moore, P.O. Box 31, Fitzpatrick, AL 36029

Dr. Charles D. Knecht, Professor Emeritus of Small Animal Surgery and Medicine and former head of the College of Veterinary Medicine's Small Animal Clinic, died Tuesday, September 20 in Asheville, North Carolina. Knecht, who joined Auburn's faculty in 1979, was in his fourth decade in veterinary medicine when he retired in 1997 having served in private practice, the U.S. Air Force, and at three other universities. He earned his veterinary medical degree from the University of Pennsylvania in 1956 and he reached the rank of captain in the USAF veterinary corps. In 1964, Knecht began his academic career at the University of Illinois, completing a master's degree while serving a surgical residency. He was professor and chief of surgery at the University of Georgia from 1970-72 and at Purdue University from 1972-79 before coming to Auburn. "Auburn has been a special place because of the family, the people you meet and work with, not only at the university, but in the town as well," said Knecht in 1997. Knecht's achievements were instrumental in Auburn's standing in the worldwide veterinary community. He was active in several honor societies and he was a diplomate and past president of the American College of Veterinary Surgeons, and the neurology specialty of the American College of Veterinary Internal Medicine. He was a past president of both the American Neurology Association and the American Association of Veterinary Clinicians. In 1971, he invented a surgical device known as the Knecht Condyle Clamp. The book he authored, "Fundamental Techniques in Veterinary Surgery," was the standard textbook for veterinary students. The funeral service took place Monday, September 26 at 11 a.m. at Saint Michael the Archangel Catholic Church at 1100 North College Street in Auburn.

AUXILIARY REPORT

The Auxiliary to the ALVMA met for the first time with members of the Georgia Auxiliary at San Destin during the ALVMA/GVMA summer convention 2011. The Blue Marlin Grill opened early to host our two groups for a delicious brunch. In attendance were Anne Horne, Carol Standifer, Mary Pate, John Todd, Kathleen Standifer, Chris Goodman, Chris Pirtle, Nita Franz and Judy DeWitt. Our auxiliary officers remain the same, except that we welcome Shirley Bartels as our secretary. Thank you Shirley!



Alison DeVaughn (left) and Chase Johnson (right), artists representing Big Mama's Hula Girl Gallery

A program was presented by artists Alison DeVaughn and Chase Johnson, representing Big Mama's Hula Girl Gallery. Big Mama's was voted one of the top ten "destination musts" by the Atlanta Journal Constitution and is located on Scenic Hwy 30-A on the gulf coast.



Front row: (l-r) Anne Horne, Mary Pate, Kathleen Standifer, Chris Goodman, Chris Pirtle, Nita Franz, Judy DeWitt. Back row: Carol Standifer, John Todd

Our president, Judy DeWitt, represented us at the AVMA summer convention in St. Louis where she accepted the Gold Award for our organization. The award is given based on our level of activity and contribution to the veterinary profession in our state. Judy reports that she looks forward to attending the meeting in San Diego in August of 2012.

Acting President- Judy DeWitt; Membership Publications - Nita Franz; Secretary - Shirley Bartels; Treasurer - Anne Horne

2011-2012 AWARDS COMMITTEE

Drs. Libby C. Todd (Chair), Tom Williamson, Charles Ashwander, Larry Chasteen, Ben Garrett

AWARDS GIVEN BY ALABAMA VETERINARY MEDICAL ASSOCIATION

DISTINGUISHED SERVICE AWARD

1978	Dr. James E. Greene	1987	Dr. Louis C. Cardinal	1996	Dr. J. Thomas Vaughan	2005	Dr. Warren Williams
1979	Dr. James L. Chambers	1988	Dr. Warren W. Kent, Sr	1997	Dr. Coy H. Poitvint	2006	Dr. Arvle Marshall
1980	Dr. Charles S. Roberts	1989	Dr. Robert S. Hudson	1998	Dr. Ted W. Bullard	2007	Dr. Wayne Roberts
1981	Dr. M. K. Heath	1990	Dr. Marcus F. Martin	1999	Dr. Edward T. Braye	2008	Dr. H. Winston Pirtle, Sr.
1982	Dr. Ray A. Ashwander	1991	*	2000	Dr. A. David Hayes	2009	Dr. Dwight F. Wolfe
1983	Dr. John E. Saidla	1992	Dr. Lawrence W. Cottle, Jr.	2001	Dr. Jan Bartels	2010	Dr. William E. DeWitt
1984	Dr. Wilford S. Bailey	1993	Dr. Horace C. Morgan	2002	Dr. M. Paula Thorne	2011	Dr. Fred M. Garrett
1985	Dr. B. F. Hoerlein	1994	Dr. Thomas M. Miller	2003	Dr. Robert D. Horne		
1986	Dr. John K. Winkler	1995	Dr. Aaron H. Groth, Jr	2004	Dr. Albert Corte		

VETERINARIAN OF THE YEAR

1978	Dr. M. K. Heath	1987	Dr. Cary M. Phillips	1996	Dr. A. David Hayes	2005	Dr. Robert Martin
1979	Dr. Marcus F. Martin	1988	Dr. H. Winston Pirtle	1997	Dr. Arvle E. Marshall	2006	Dr. Jack Goodman
1980	Dr. Albert Corte	1989	Dr. Aaron H. Groth, Jr.	1998	Dr. William B. Johnston	2007	Dr. Lewis McCurdy
1981	Dr. Warren W. Kent, Sr.	1990	Dr. Ted W. Bullard	1999	Dr. Robert E. Pitman	2008	Dr. Jim Benefield
1982	Dr. Frank E. Mitchell	1991	Dr. Wiley D. Hales	2000	Dr. William E. DeWitt	2009	Dr. Barbara F. Monaghan
1983	Dr. Harold A. Kjar	1992	Dr. Edward T. Braye	2001	Dr. Jimmy Milton	2010	C. Mark Russell
1984	Dr. J. Lee Alley	1993	Dr. James G. Floyd, Jr.	2002	Dr. Jan K. Strother	2011	*
1985	Dr. J. Thomas Vaughan	1994	Dr. Sidney D. Beckett	2003	Dr. Tom Williamson		
1986	*	1995	Dr. C. Wayne Roberts	2004	Dr. Dwight F. Wolfe		

SERVICE AWARD

1978	Dr. R. E. Robinson		Dr. Edward T. Braye		Dr. R. Neal Cole	2003	Dr. William M. Allen
1979	Dr. Lee M. Russell		Dr. Curtis C. Christenberry		Dr. Faith B. Drumheller		Dr. Alvin L. Atlas
1980	Dr. George S. Killian		Dr. David B. Kuykendall		Dr. Lewis H. McCurdy		Dr. C. Mark Russell
	Dr. W. Ross Cryar	1990	Dr. Albert Corte, Jr.		Dr. Karen Hill		Dr. Jerome Turner
1981	Dr. H. Leighton Allen		Dr. Fred M. Garrett		Dr. Frank D. Jones	2004	Dr. Charles F. Franz
	Dr. Ted W. Bullard		Dr. W. Hugh Washington		Dr. Michael E. Newman		Dr. Michael E. Newman
	Dr. George V. Kenmore		Dr. Agee M. Wiggins		Dr. Allen F. Riley		Dr. Steven F. Swaim
	Dr. William R. Miller	1991	Dr. George H. D'Andrea		Dr. Eric D. Hulsey	2005	Dr. Karen Hill
1982	Dr. M. Lawrence Crawford		Dr. Robert E. Pitman	1997	Dr. Faith B. Drumheller		Dr. Dawn Monroe
	Dr. Thomas M. Miller		Dr. George F. Seier, Jr.		Dr. James G. Floyd, Jr.		Dr. Tavis White
	Dr. Rufus O. Moore, Jr.		Dr. Jan K. Strother	1998	Dr. Elaine M. Moore	2006	*
1983	Dr. Aaron H. Groth, Jr.		Dr. Ralph W. Womer, Jr.		Dr. Rhonda K. Buxton	2007	Dr. Charles Ashwander
	Dr. George F. Seier, Jr.	1992	Dr. James G. Floyd, Jr.	1999	Dr. Sheri Ann Fastenrath		Dr. Babette D. Authement
1984	Dr. Cary M. Phillips		Dr. William R. Sternberg		Dr. Marcus F. Martin	2008	Dr. Barbara J. Benhart
	Dr. Theodore S. Williams	1993	Dr. Wiley D. Hales		Dr. Allen F. Riley	2009	Dr. Robert Pitman
1985	*		Dr. Jan K. Strother		Dr. Glenn F. Sexton		Dr. Glen Bledsoe
1986	Dr. George H. D'Andrea	1994	Dr. John T. Williamson		Dr. Charles L. Smith		Dr. Philip Gleason
	Dr. Robert M. Williams	1995	Dr. Robert A. Baker		Dr. M. Paula Thorne		Dr. William M. Allen
1987	Dr. Jan E. Bartels		Dr. William O. Cowart	2000	Dr. Barbara F. Monaghan	2010	Dr. James L. Milton
	Dr. Arthur V. Moore		Dr. Jack D. Goodman		Dr. C. Mark Russell		Dr. Antonio J. Ballagas
	Dr. J. Warren Williams		Dr. William B. Johnston	2001	Dr. Rachel Kim Nelson		Dr. T.C. Branch
	Dr. George L. Wood, Jr.		Dr. J. Warren Williams	2002	Dr. Wiley Hales		Dr. Frances Kendrick
1988	*	1996	Dr. G. Kent Armstrong		Dr. Samuel J. Eidt	2011	
1989	Dr. Charles R. Becker		Dr. Ted W. Bullard		Dr. J. Barry Stewart		

LAY PERSON OF THE YEAR

1978	Mrs. Lele Mae Harvey	1987	Mrs. Nanette Pregno	1996	Mrs. Theresa S. Chandler	2005	Ms. Janet Duke
1979	Mr. Vaughan Hill Robinson	1988	Mrs. Mary Murchinson	1997	Mrs. Patty Lott	2006	Ms. Rhonda Steele
1980	Mrs. Camille Gaston	1989	Mrs. Gerry Groth	1998	Ms. Liz Hurley	2007	Mr. Dennis McDonough
1981	Mrs. Marion S. Moore	1990	Mrs. Fran Young	1999	Mrs. Gerry Groth	2008	Ms. Allison Black Cornelius
1982	Dr. Stanley P. Wilson	1991	Mrs. Nancy McCurdy	2000	Ms. Linda Keller	2009	Dr. John Lasker (M.D.)
1983	Mrs. Mickey Gibson	1992	Mrs. Janis Grant	2001	Ms. Lynne Fridley	2010	Ms. Mariela Piola
1984	Mr. and Mrs. Gene Conway	1993	Ms. Beth Kellogg	2002	Mr. Tommy Carter	2011	Officer Dana Johnston
1985	Mr. Albert McDonald	1994	Auxiliary to the ALVMA	2003	Ms. Beth Franklin		
1986	*	1995	Mrs. Shirley Bartels	2004	Ms. Diana Childers		

SPECIAL AWARD

1984	Dr. G. John Cottier	1992	Dr. Robert V. Adamson		Ms. Joanna Burnett		Ms. Michelle Campbell
1985	Dr. Marilyn E. Crumpton		Dr. Philip H. Davis		Dr. Louis C. Cardinal		Ms. Guyanne Harris
	Mr. Cecil M. Tipton		Dr. James G. Floyd, Jr.	1999	*		Ms. Debbie Whitten
1987	Sen. John Teague		Dr. George C. Hardwick	2000	*	2006	Ms. Kaitlyn Terry
1988	Dr. and Mrs. James W. Goodwin		Dr. J. Douglas Ward	2001	Dr. J. Lee Alley	2007	Dr. Jackie Horner
			Dr. Edward D. Willis		Mr. Joe Shelnut		Dr. Mark Russell
	Mrs. John W. Overton	1993	Sen Howell Heflin		Mr. Boyd Whigham	2008	Dr. George H. D'Andrea
	Mrs. Joy Goodwin Rudd		Dr. B. T. Robertson	2002	*	2009	Dr. T.C. Branch
1989	Mr. Holland M. Ware	1994	*	2003	Dr. Marcus Martin	2010	*
1990	Sen. J. Foy Covington, Jr.	1995	Dr. Ray A. Ashwander	2004	Dr. William B. Johnston	2011	*
	Rep. Joe Carothers	1996	Mr. Gary Bennett		Commissioner Ron Sparks		
1991	Dr. Frank E. Mitchell	1997	Dr. W. Ross Cryar	2005	Dr. Glenn Sexton		
	Mrs. Marion Moore	1998	Ms. Etta Agan		Ms. Tammie Adams		

As Seen in my Travels – Thank you, St. Louis!!

By Dr. H. Winston Pirtle

In this issue I want to share my experiences in this friendly town – after sharing some background concerning my health prior to leaving for St. Louis to assist your delegate to the AVMA, Dr. Bill DeWitt. I humbly serve as your alternate delegate.

On June 22, 2011 I underwent knee surgery which necessitated removal of all the medial meniscus in my left knee. I patted myself on the back for arranging wheelchair assistance through airports and a room at the Renaissance hotel in St. Louis, that would minimize walking since the knee and ankle were still swelling if I moved very much during the day. I'm set, right? I agree. However, on Tuesday I noticed slight pain in a crowned molar tooth that worsened by the time I boarded the plane on Wednesday morning, July 13th. Upon arrival in St. Louis, the pain in my tooth had worsened once again. Now I am in a dilemma – a crippled guy in a strange town for three days in need of assistance with an infected tooth! But, sometimes guardian angels are sent to help. The rest of this story is true and the names are NOT changed to protect their identity, but are correct to a fault. Such assistance from this many people is unheard of today! When each person's unexpected kindness occurred, one thought ran through my head – THYS (The "Heck" You Say)!! Read on and you will agree.

The first individual is Kevin Turnbough. As I sat on the plane waiting for the de-boarding crowd to get by me, Kevin sat next to me. Knowing I was uncomfortable he contacted his dentist's office for me and pleaded with them to see me if I needed help Thursday morning. Kevin is a police officer in St. Louis. He sat patiently on the plane until Dr. Andrew Suzuki's office assured him I would get help with dental care – while his family waited for him to exit the plane. THYS!!, I thought.

By Thursday morning I was miserable. I had propped the knee on pillows all night. The toothache prevented sleep. But, once again, thank you, St. Louis! Dr. Suzuki's receptionist gave directions to his office, but suggested a dentist she knew nearby, since travel to Dr. Suzuki would require a seventy-five dollar cab fare to their office and the same for a return trip. She assured me that she knew the dentist, Dr. Telthorst, and his staff and that I would get excellent care only ten minutes from my hotel. No, she did not just give me his telephone number! She made several phone calls to us both to make sure we would meet up in a timely fashion. Way more than you or I would expect. THYS!!

Dr. Dean Telthorst and his staff were most pleasant and helpful. After his exam and x-rays, he advised that I "needed a root canal NOW." Imagine that! Dentists in Alabama are closed on Fridays. Who in their right mind, as a specialist in endodontics, would see a stranger and perform surgery on a crowned tooth on Thursday afternoon? Dr. Telthorst found a Dr. Eliot who was willing to see me and made the suggestion that I get to him ASAP. I offered to pay the excess fees not paid by my dental insurance, but he refused this emphatically! When I requested an address for Dr. Eliot's office and the summoning of a cab to take me there, Dr. Telthorst refused and instructed a member of his

staff to deliver me there by automobile. THYS!! By now, St. Louis has amazed me and exceeded all expectations. Dr. Eliot's office was at least a twenty minute drive away.

Dr. Colin Eliot and his staff followed Dr. Telthorst's lead in being hospitable to me as a stranger. He and an assistant spent a good hour microscopically performing their procedure. All the while I'm anticipating payment of several hundred dollars above my dental insurance coverage. I thanked him and his staff and, as before, offered to pay the excess. Dr. Eliot's reply was the following: "You get two discounts today. The first is due to our love for people from Alabama. The second is due to my affection for your profession. Both of my grandparents enjoyed careers in veterinary medicine. Grandma still covers an occasional shift in an emergency facility in Colorado. You owe us \$100.00." He refused more. As an added courtesy, Dr. Eliot also refused to call a cab for me. Yep! I was delivered personally by the surgeon himself back to the front door of the Renaissance hotel. THYS!!

I immediately went to a pharmacy to fill a prescription for antibiotics issued by Dr. Eliot. After noticing I was uncomfortable, the pharmacist had me rest in a recliner chair while she filled the prescription expeditiously and before many others she had on hand that were ready to prepare. THYS!!

The Renaissance hotel was sympathetic to my plight also, plenty of ice for the knee and plenty of pillows to use for its elevation. The front desk personnel made sure I knew shortest distances to get to meetings and generally saved the day for me several times. I specifically remember having all meals in the hotel restaurant since I couldn't get about too well on the bum knee. One server, a young lady named Emily, made sure I was seated to accommodate resting the knee and made sure I had soft food! THYS!!

When I arrived at the St. Louis airport to travel home, a young man went the extra mile for me. He took the importance of the comfort of the wheelchair delivery to heart. He guided me past the line at the security station right to the front of it. He helped me open bags, re-pack bags, and even helped get my shoes back on. Before taking me to my departure gate, he took time to point out restaurants that had good soups and soft foods and absolutely refused to leave me unless all of my needs from him had been met! THYS!!

In closing, I have to admit I may never cross paths with these individuals again. I hope I do, however, learn to be more like them when I meet up with a stranger in an uncomfortable state. Their helpful attitudes and actions stand out so strongly in my memory that I often wonder if the mayor of St. Louis had, on July 13, 14 and 15, 2011, broadcast a challenge for each of the city's citizens to "search for an old geezer and help him if you can." But, I really think it's just a sign of the good will in the hearts of humans who live there. I look forward to my next visit! And, by the way, the knee is doing very well and the repaired tooth is still in my head, painless thus far! Little things can be blessings when you're a 69 year old! THYS!!

AVMA DELEGATE REPORT

The House of Delegates of the AVMA met in St. Louis on July 14 and 15, 2011. On the first day of the session (which is usually the case) we went through the introduction of issues to be presented in the morning of the 15th. The afternoon was spent in our assigned reference committees to which one assigned specific topics to study and make recommendations to the full House on the next day. For reasons beyond my control, I missed my reference committee deliberations on the 14th of July. (See my article, As Seen in My Travels on page 19).

On July 15th we had an unusually high number of items to address and votes were taken. Some passed and some failed, while others passed or failed after amendment. This is not unusual. I purposely will not bore you with their content, since all of the major issues faced by the AVMA and actions by the same may be viewed by you at your leisure on AVMA's web site, or in its journal delivered twice monthly. I can assure you, however, that actions taken so far this year are in line with what we as practitioners desire. AVMA has set aside five million dollars in the National Economic Strategy Reserve to fund tactical plans and programs that will help us all economically. A new Economics Division has been created within the AVMA. All of us have been aware of the National Commission on Veterinary Economic Issues, created in the year 2000. AVMA is in the process of buying the NCVETI's assets, so each of us will continue to enjoy access to these useful economic tools in our practices. AVMA has heard our cries and is responding in a most effectual manner.

New AVMA officers were installed during the AVMA's annual convention in St. Louis. Dr. Renè Carlson took over as president and Dr. Douglas Aspros as president-elect. Both have tremendous leadership experience and are great assets to the AVMA. Dr. Carlson received her veterinary medical degree from the University of Minnesota College of Veterinary Medicine in 1978. Following graduation, she completed a clinical internship in small animal medicine and surgery in Springfield, Massachusetts in 1979. She was

elected vice president of the AVMA (2004-2006), served on the AVMA's House of Delegates (1996-2003), served on the AVMA's Council on Education (2006-2010) and served on the Board of Directors for the American Veterinary Medical Foundation (1999-2002). In addition, Dr. Carlson is a past president of the Northwestern Wisconsin Veterinary Association (1992,1993) and of the Wisconsin VMA (1995).

Dr. Aspros will succeed Dr. Carlson as president August 6, 2012, during the AVMA's convention in San Diego, CA. He is a companion-animal practitioner from Pound Ridge, N.Y. and is a graduate of Cornell University College of Veterinary Medicine. Dr. Aspros was elected to the AVMA Executive Board to serve District 1 in 2006 and spent two years as the AVMA Executive Board vice chair. Prior to his term on the AVMA Executive Board he served six years on the AVMA Council on Education, which included serving as the council's chair.

If we look beyond a few years, we all know that vast changes can be expected in the delivery of veterinary care. Economic, quality of life, and education issues will drive most of those changes. The AVMA has accepted its leadership role by beginning to develop a strategic plan to address all of these needed changes. Change is too slow for some of us sometimes, but I think you will agree that thoughtful deliberation of each goal and objective is imperative. My view is that success for us all will only be achieved through unselfish give-and-take by all players (veterinarians in the workforce, colleges, students, veterinary organizations, licensing authorities, and suppliers of equipment and medications.) The end product, service to our clients, must be both up to par and economically rewarding in order to ensure our profession's future.

Respectfully submitted,
H. Winston Pirtle, Sr., DVM, JD
AVMA Alternate Delegate

ALVMA MEETS WITH AUBURN FRESHMAN CLASS

The ALVMA was happy to share their experiences with the Freshman Class of veterinary students at Auburn University on August 31, 2011. The presentations occurred during Dr. Charles Hendrix' Introduction to Veterinary Ethics class. The students had many thoughtful questions for the group concerning licensing issues and various other topics within veterinary medicine. Presentations from the ALVMA included licensing, accreditation, servant leadership, veterinarian's oath, the Auburn Creed, wellness, and discussion of the responsibilities that come from being a part of the veterinary profession.

A big thanks to the ALVMA members who participated in this program and to Dr. Hendrix and Dean Calvin Johnson for the invitation and support.

Participants:

- Dr. Libby Todd, ALVMA Past-president
- Dr. Kirk Holland, ALVMA President
- Dr. Bill Allen, ALVMA President-elect
- Dr. Winston Pirtle, ALVMA Treasurer and AVMA Alternate-delegate
- Dr. Dan Kuykendall, ALVMA Student Relations Committee Chair
- Dr. Ronnie Welch, ASBVME President
- Dr. Tony Frazier, State Veterinarian
- Dr. Charles Franz, ALVMA Executive Director



“DR. CHARLES FRANZ: ASVMAE EXECUTIVE OF THE YEAR”

By Dr. Libby Todd

On July 15, at the ASVMAE Awards Luncheon in St. Louis, MO, which was held in conjunction with the AVMA Convention, our Executive Director, Dr. Charles Franz, was honored as the 2011 ASVMAE Executive of the Year. ASVMAE, the American Society of Veterinary Medical Association Executives, is a network of association professionals who are dedicated to supporting and enhancing the efforts of organized veterinary medicine. The association exists to promote communication, cooperation, and learning among the executives of veterinary medical associations in North America. Dr. Franz has been an active member of this association for many years, serving as its President in 2008-2009. In his years of service to the ALVMA, he has brought forward many issues from ASVMAE related to that group's knowledge, procedures, and actions in an effort to improve the daily activities of the ALVMA.

Dr. Franz's nomination for this prestigious award came from the Alabama VMA. The officers of our association offered many comments about Charles and his high level of dedication to the veterinary profession. He leads our association with integrity, intelligence, grace, and the highest level of professionalism. He is always prepared and fully informed. He has incredible political savvy that has been extremely beneficial to our association as we face an unsteady political landscape in Alabama. Charles does not adhere to only a “regular” work schedule—he makes himself available to our officers and association members at hours that are convenient to them. Many of the veterinarians in our association appreciate the fact that he understands the concerns of the practicing veterinarians in our state. He knows what it's like to handle the daily joys and frustrations of practice, and this perspective is one thing that makes him invaluable.



Drs. Libby Todd, Charles Franz and Kirk Holland at Awards Luncheon

ALVMA President, Dr. Kirk Holland, and Immediate Past President, Dr. Libby Todd, were present at the Awards Luncheon and were among the first to congratulate Dr. Franz. This award represents the work of an unparalleled executive with a tireless dedication to the veterinary medical profession. The veterinarians of Alabama have come to know and trust Dr. Franz as a loyal, reliable, and dedicated friend. The ASVMAE honored Dr. Franz with their highest award because they too, see Dr. Franz as a truly outstanding individual. Congratulations to Dr. Charles Franz on this most prestigious honor!

FROM THE EXECUTIVE DIRECTOR...

I am certainly honored to be recognized by my peers in American Society of Veterinary Medical Association Executives (ASVMAE) as the 2011 executive of the year. There is absolutely no way that I could have received this honor without the support of so many individuals.

My various state and national colleagues in ASVMAE have been a tremendous asset to my work with the ALVMA and other associations. The sharing of ideas and successful programs among the executive directors and the ability to bounce ideas off each other has contributed greatly to our collective successes. When I came on board with the ALVMA in 2001, my predecessor Dr. Aaron Groth, strongly expressed the importance of active membership in ASVMAE. I took him as seriously with that information as I did when he taught me pathology!

The ALVMA would never enjoy the success it has seen without the dedication of our many volunteer leaders, past and present. So much goes on constantly, some visible but much behind-the-scenes, where your leaders are supporting the profession on a daily basis. Without this dedication and leadership, there would be no ALVMA. Without all of your continued efforts as members of the ALVMA, we would have no association. I am grateful for your membership and leadership, not just for the ALVMA but for the veterinary profession. I sincerely thank the current officers for nominating me for this award.

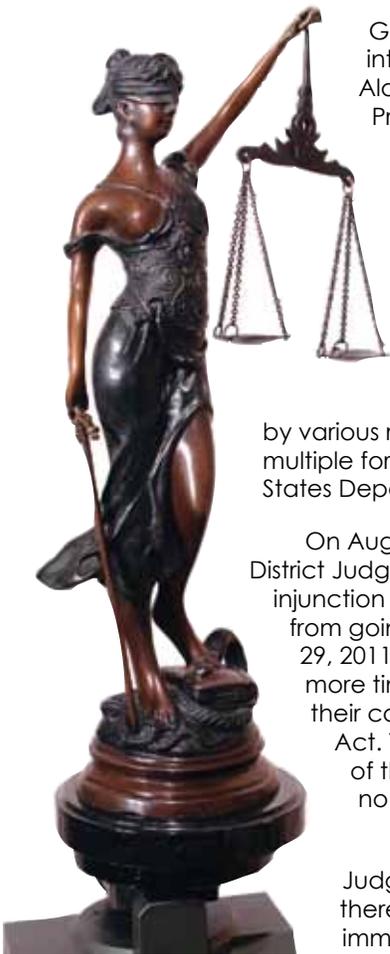
Any association which enjoys success must have a dedicated staff. While the officers and executive board are the idea generators and decision makers for the association, logistical support and the labor to successfully operate programs come from a hard-working staff. I am extremely fortunate to have employees who are always looking for a better way to do their job and to provide additional service to the membership. Whether through day-to-day operations or in dealing with all the events involved with development and operation of a convention, Linda Cargile, Roberta Norris, and Melissa Williford are dedicated to the associations served by Franz Management Services.

I would like to be able to take credit for the award that was presented by ASVMAE; however, I realize I am the 2011 recipient due to the work of a lot of other people. As I told my staff when I returned from the St. Louis meeting, they are the people who really deserve the recognition. My heartfelt thanks go out to all of you who had a part in this.

MATTERS

"Matters of Law" is provided courtesy of Fees & Burgess, P.C., of Huntsville, Alabama. Mr. Roth practices in the areas of employment law; commercial and contract law; general corporate law; business transactional and regulatory law; and governmental contracting. He is a frequent lecturer, and has published numerous materials and presented numerous programs on various aspects of business and employment law, including programs for the Alabama Veterinary Medical Association's Annual Meeting. He is a member of the American Veterinary Medical Law Association, and his wife, Wilma, is a Veterinary Practice Manager in Huntsville, Alabama. Mr. Roth is admitted to practice law in the states of Alabama and Ohio, and is a member of the American, Federal, Alabama, and Huntsville Madison County Bar Associations. Mr. Roth holds a Juris Doctor from the University of Dayton, and a Bachelor of Science from the University of Cincinnati in business administration.

IMMIGRATION LAW UPDATE



On June 9, 2011, Alabama Governor Robert Bentley signed into law the Beason-Hammon Alabama Taxpayer and Citizen Protection Act (HB 56). This Act has been both hailed as a necessity to prevent "economic hardship" and "lawlessness" in the state and condemned as inviting "rampant exploitation of immigrants." This Act is one of the most controversial ever enacted in the state and has been challenged

by various religious and civil rights groups, multiple foreign countries, and the United States Department of Justice.

On August 29, 2011, United States District Judge Sharon Blackburn entered an injunction temporarily stopping the Act from going into effect until September 29, 2011, in order to give the court more time to consider the lawsuits and their constitutional challenges of the Act. The memorandum and opinion of the court are due to be issued no later than September 28, 2011.

Regardless of the ruling that Judge Blackburn ultimately issues, there are ramifications in the new immigration law for all businesses, including smaller businesses and those in the practice of veterinary medicine.

The new immigration law requires that all employers in the state of Alabama use the E-Verify Internet-based system to verify that employees are eligible to work in the United States legally. E-Verify is an electronic program through which employers verify the employment eligibility of their employees after hire. The program was authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA). In short, employers submit information taken from a new hire's Form I-9 (Employment Eligibility Verification Form) through E-Verify to the Social Security Administration and U.S. Citizenship and Immigration Services (USCIS) to determine whether the information matches

government records and whether the new hire is authorized to work in the United States.

Under federal law, this system is a voluntary federal program for most employers, and mandatory for employers with federal contracts and contracts which contain the Federal Acquisition Regulation E-Verify clause. However, under the new Alabama law, all employers in Alabama must use this system, effective April 1, 2012, to verify the eligibility of their applicants to work in the United States. Although the question as to whether this legal requirement will be upheld by a federal court in Alabama is still open as of the time of the writing of this article, other federal courts, and the Supreme Court of the United States, has indicated that states can mandate use of the E-Verify system at the state level. As such, all employers should be prepared to meet these requirements by that date.

The process to use the E-Verify system is relatively simple. An employer must enroll on the E-Verify website at <https://e-verify.uscis.gov/enroll/StartPage.aspx?JS=YES>. In this process, the employer must fill out a questionnaire and agree to the terms of the Memorandum of Understanding published for users of the system. There is also a user manual for employers online at http://www.uscis.gov/USCIS/Verification/E-Verify/E-Verify_Native_Documents/manual-employer_comp.pdf. Enrollment in the system is free.

Even though there are some likely challenges to the new immigration law which will result in a delay in the effective date of certain portions of the law, or a final ruling that some of the provisions may be unconstitutional, all employers would be well advised to prepare to use the E-Verify system in April of next year.

In addition, the new Alabama immigration law does not affect employers' current obligations under the Immigration Control and Reform Act of 1986. Those requirements include filling out a Form I-9. This form is available at: <http://www.uscis.gov/files/form/i-9.pdf>. Employers should also remember that knowingly employing or continuing to employ an employee who is ineligible to work in the United States violates federal law, regardless of the status of enforcement of the new Alabama immigration law.

I will provide additional updates in this column, as they are relevant, and as this law travels through the court system and the many levels of expected appeals.

WHAT YOUR ALVMA MEMBERSHIP DOES FOR YOU

It is that time of year again and you definitely do not want to let the benefits of the Alabama VMA slip away! The ALVMA is your eyes and ears for the industry, your business partner and your source for information, education and legislative representation.

❑ While you are busy tending to your everyday professional obligations, we are your watchdogs at the state level and coordinate closely with AVMA at the federal level, working to keep proposed regulations and laws from putting undue burdens on your ability to fulfill your career objectives.

❑ We are your source for education, helping you meet your licensing requirements and giving you the opportunity to excel in your profession

❑ Through our web site (www.alvma.com), monthly e-newsletters and bi-annual news magazine (*Alabama Veterinarian*), you can access all the resources you need to stay current on industry news and find out where to go to get the answers you need.

❑ This Association is for veterinarians and by veterinarians. Your fellow members are a tremendous asset to you.

More Benefits...

One Clear Voice

- Legislative Representation
 - Bill Tracking/Lobbyist
- Regulatory Representation
- AVMA Representation
- Political Action Committee

Business Tools/Financial

- Free Relief Vet advertisements
- Discount on Classified Advertising
- Networking Opportunities
- Diversified Services Group
 - Collection Service
- Spay/Neuter Programs
- Wellness Program
- Veterinary Career Network
 - Career and Recruiting Site
- Model Drug-Free Work Policy
- Group Insurance Rates
- Long Term Care

Information/Reference

- Association News Magazine (*Alabama Veterinarian*)
- Monthly Electronic Newsletter
- Regular Legislative Updates
- Membership Directory
- Web Site
- Matters of Law

Continuing Education

- Food Animal Conference
- Annual Convention
- Media Training

Public Education Awareness

- Animal Hall of Fame

Students/Technicians

- White Coat Ceremony
- Support for SCAVMA Educational Program
 - Support
- Scholarships
- Reduced Fees for Dues & CE for New Graduates

Volunteer Network

- Proactive Committees
- Executive Board
- AVMA Delegates
- Emergency Response
- Media Response System

NEW MEMBERS

Please welcome those that have joined the Association since June 2011.

Drs:

David Alford

(Madison – AUB09)

William R. Foster

(Birmingham – TUS76)

Lawrence Nicholas Garcia

(Huntsville – AUB09)

Kenneth Neal

(Montgomery – AUB89)

Brandy Alicia Womack

(Hurley, MS – MIS08)

CLASSIFIED

NEW LISTING! Just across state lines...Columbus, GA. 1.5 dr prx, grossing \$645K, positioned on a busy hwy in a prime location for continual growth. Major growth in area over next few years due to Ft. Benning Base Realignment Closure Act & Chattahoochee Whitewater Project. 2700SF facility is well organized & boasts 4 walk-through exam rooms, 2 dr offices, separate dog & cat wards, walking trail, & many other desirable features. Friendly, long-term staff has genuine care & interest in clients & prx. \$1,040M for Prx & 1 acre RE. (GA14C) Simmons Southeast: www.simmonsinc.com, 800-333-1984, southeast@simmonsinc.com

SOLD! Quaint town near Guntersville, AL offers southern charm and easy living. This solo, SA practice is directly off a busy 4-lane highway and commercial area. Gross apprx \$700K with steady history of growth. Large animal stalls allow potential to expand into LA industry. Only \$803K for living quarters, prx and RE. (AL3B) Simmons Southeast: www.simmonsinc.com, 800-333-1984, southeast@simmonsinc.com

AUBURN UNIVERSITY NEWS

Homeland Security Secretary Visits Auburn Canine Program



(Left to right) Cong. Mike Rogers, Secretary Janet Napolitano, Auburn University President Jay Gogue, and Amtrak Inspector William Parker with a graduate of Auburn's Vapor Wake Detection training program.

U.S. Homeland Security Secretary Janet Napolitano visited the Auburn University Canine Detection Training Center on Aug. 22 for a first-hand look at bomb-sniffing dogs and the technology behind them.

Part of Auburn's College of Veterinary Medicine, the Canine Detection Research Institute and its associated training center located near Anniston have over 20 years of directed research activities involving canine detection and the process of canine olfaction.

After seeing a demonstration of the canines in action, Secretary Napolitano toured the center with Auburn University President Jay Gogue and Alabama Cong. Mike Rogers, who chairs a key homeland security subcommittee in Congress.

and federal agencies. Secretary Napolitano was interested in learning more about Auburn's patented Vapor Wake Detection technology that equips canines to identify explosive materials at airport security checkpoints or other transportation hubs. Through olfaction, or sense of smell, Auburn Vapor Wake Detection dogs detect and trace explosive odors to their source – a backpack bomb, a suicide bomber.

The Auburn program is the largest dedicated canine detection research program in the United States and the Canine Detection Training Center is one of the largest training programs outside the federal government.

Contact: Tara Lanier, 334-844-3698, tara.lanier@auburn.edu



(Left to right) Dr. Rob Gillette, director of the College of Veterinary Medicine Animal and Health Performance Program, along with John Pearce, associate director of the Canine Detection Research Institute, brief Secretary Janet Napolitano and Auburn University President Jay Gogue.



Secretary Napolitano holds a Labrador puppy at the Canine Detection Training Center.

DR. LIBBY TODD SELECTED FOR AVMA FUTURE LEADERS PROGRAM

Dr. Libby C. Todd, immediate past president of the ALVMA, has been selected for the first year of the AVMA Future Leaders Program. Ten participants were selected out of 70 nominations of AVMA members who had graduated in the past 15 years. The AVMA developed the yearlong program along with Pfizer Animal Health to develop future leaders for the AVMA and other veterinary associations. Each of the participants will work with a professional facilitator to develop leadership and problem-solving skills pertinent to organized veterinary medicine. The participants will also work together on a project to help find potential solutions in order to increase the leadership skills of veterinarians across the country.

The selected participants were announced in July at the official program launch held in conjunction with the AVMA Annual Convention in St. Louis, MO. Dr. Todd spoke at the program launch and stated, "I am passionate about servant leadership, so the Future Leaders Program immediately appealed to me because of the opportunity to work together on one focused project impacting organized veterinary medicine. I have seen the benefits that can be attained when individuals work together to achieve common goals."

TUSKEGEE UNIVERSITY NEWS

46th Veterinary Medical Symposium Highlights Advancing Innovations for a Global Community



TUSVM Class of 1951 in action.

As the country joins citizens from around the globe and celebrates 2011 as World Veterinary Year as designated by resolutions from the United States Congress, this year's veterinary medical symposium at Tuskegee University also joined in on the celebration and focused on "Advancing Innovations in Veterinary Medicine for a Global Community" (symposium's theme). The Tuskegee University School of Veterinary Medicine (TUSVM) hosted its 46th Annual Veterinary Medical Symposium on March 23-27 at the Tuskegee University Kellogg Hotel and Conference Center and School of Veterinary Medicine Complex. A welcome reception kicked off the symposium on March 23 and the scientific sessions began on March 24.

Many global perspectives were highlighted at this year's symposium. T.S. Williams Lecturer and alumnus Dr. Lloyd Webb made a presentation entitled "Veterinary Medicine Taking Tuskegee to the World."

Other symposium presentations highlighting national and international issues included various uniform services and government veterinary sessions.

World renowned speaker Dr. Daphne Mobley, also considered a modern-day "Dr. Doolittle," made a presentation to pre-veterinary and veterinary students.

The culminating event was the annual banquet where reunion classes were honored. The class of 1951, "the diamond class" celebrated 60 years.

Tuskegee and Auburn Student Chapters Team Up To Lend a Helping Hand to the Choctaw Indians

After much planning between the Christian Veterinary Fellowship (CVF) chapters at Tuskegee University School of Veterinary Medicine (TUSVM) and Auburn University College of Veterinary Medicine, a missionary trip to the Mobile-Washington (MOWA) County Choctaw Indians Reservation was a success.



The Tuskegee and Auburn CVF Student Chapters gathered materials and supplies in preparation for their missionary trip. They were able to collect enough materials and volunteers to perform over 50

castrations and 100 wellness exams (which included core vaccinations) all free of charge.

TUSVM Student Recruitment Team Host Community Outreach to Schools

TUSVM's Student Minority Recruitment Team (SMRT) has been noted for its commitment and dedication to community outreach. They organized the Macon County Future Vets program. It has allowed many students from Notasulga High School and Booker T. Washington High School the opportunity to get hands-on experience with students and clinicians at the Tuskegee veterinary school.



On May 10, the TUSVM SMRT club invited students from BTW and Notasulga High Schools to visit and explore the exciting careers in veterinary medicine.

TUSVM Participants Complete Online Dentistry Elective and Dental Wet Lab

Several TUSVM faculty and students completed a dental wet lab on April 27 that was conducted by Dr. Robert Gaddis, Jr., Diplomat of the American Veterinary Dental College and owner of a practice near Birmingham, and Jennifer Crawford, LVT Veterinary Technician Specialist, who taught dental radiology at the wet lab.

Prior to offering the wet lab, Dr. Gaddis had arranged for faculty and students to access the University of Illinois CVM online dental course at no-charge to participants. Dr. Noriko Aoi, Clinical Instructor for Outpatient and Dental Services at TUSVM, arranged the activity. Nestle Purina donated the dental instruments used in the wet lab.



Dental Wet Lab participants pose with instructor Dr. Robert Gaddis, Jr.

THE COST OF UNHEALTHY EMPLOYEES TO VETERINARY PRACTICES

Sandra Morales Foster DrPH & Elizabeth H. Maples PhD

A recent study concerning the health of veterinary support staff in Alabama reveals that an unhealthy staff can be costly to veterinarians and their practices. A sequential mixed method was utilized to capture quantitative and qualitative data on physical and mental health, coping strategies utilized, and stressors. Three validated instruments were used to collect data on this workforce. The compiled survey included a demographic component of the survey, the Modified for Veterinary Support Staff Nursing Stress Scale (MVNSS), the Short Form-36 V2 Health Survey (SF36), (Ware, 2002), and the Ways of Coping Questionnaire (WCQ), (Folkman & Lazarus, 1988) for evaluation of demographics, stressors, mental and physical health status, intention to leave, and coping strategies. Following statistical analysis of the quantitative data one on one interviews obtained rich and descriptive information to provide specific descriptions of stressors, health status, and coping skills. This study followed the guidelines of the Institutional Review Board (IRB) for the protection of human subjects at the University of Alabama at Birmingham (UAB).



Physical and psychological health concerns related to working in the veterinary field have been found to contribute to occupational stress in this workforce. There are underlying mechanisms of individuals which include biological response of the mind and body to stressors. These stressors may be caused by organizational practices as well as physical and chemical exposures, behavioral differences, cognitive responses, job design, and environmental stressors. Illness, injury, dysfunction, and disease may result as an imbalance or overload of interaction of the forces of work organization. These health concerns can cause lost work days costing veterinarians and practices thousands of dollars yearly. In the United States, Wojcik (1999) estimated the cost of psychological injury related to occupational stress as \$200-\$300 billion per year in staff turnover, workers' compensation claims, and lost productivity. Direct cost of stress related claims are estimated at \$150 billion per year (deCarteret, 1994). Economic loss to veterinary practices from high turnover is a global concern (Efinger, 2008). The AVMA (2008) reports a typical workers' compensation for a back injury at \$22,000. AVMA Professional Liability Insurance Trust reported more than 2300 cat bite injuries resulted in nearly two million dollars incurred loss (AVMA PLIT, 2003). The Bureau of Labor and Statistics (BLS) reports that veterinary support staff experience work related injuries and illness much greater than the national averages (BLS, 2010).

The quantitative analysis revealed that 73% of the participants in this study experienced high stress. Workload, death and dying, and conflict with doctors were found to be the three major contributors to high stress. Data

also indicated that the type of stressor or factor of stress was correlated with the coping strategy used by the participant. The quantitative and qualitative results were in tandem as both indicated that overall this workforce has good physical health however the physical demands of the job may cause healthy worker bias. The age range of this population was 19-69 years of age with 63% under the age of forty. Only 3% were over age 60. Perhaps the majority of this workforce was

below age forty because of the physical and emotional demands of the job demographics are shown in table 1. The declining number of veterinary support staff over the age of 50, which is well below retirement age, may indicate early retirement or change of profession before that age.

Quantitative and qualitative data validated each other in all aspects of mental health and stress as both indicated poor mental health in these workers. Occupational stress has been found to have effects on nurses' physical and mental health (Burnard et al, 2000; Hannigan et al; Lambert et al 2004). The strategies one uses to deal with the stressors may also affect the health outcome of the worker. This study examined the correlations of physical and mental health component outcomes and the stressors and coping strategies using Pearson's correlation coefficient. Six out of the

Table 1. Demographic Characteristics
(Frequencies and Percentages) N=92

Characteristic	frequency	percent
Age group		
19-29	24	26.09
30-39	34	36.96
40-49	18	19.57
50-59	13	14.13
60-69	3	3.26
Marital Status		
Married	49	51.58
Single	46	48.42
Credentials		
LVT	48	52.17
NonLicensed Assistant	32	34.78
RVT/CVT	5	5.43
Other	7	7.61
Education		
High school	28	30.43
Associate degree	50	54.35
Bachelor degree	13	14.13
Graduate degree	1	1.09
Length in current job		
Less than 1 year	8	8.7
More than 1 year	36	39.13
More than 5 years	32	34.78
More than 10 years	16	17.39
Length in veterinary field		
Less than 1 year	2	2.17
More than 1 year	90	97.83
Type of practice		
General practice	52	56.52
Emergency	5	5.43
Specialty	35	38.04

seven stress factors have statistically significant correlations with p values <0.05. There are six out of the eight coping strategies which have a statistically significant p-value of <0.05. The Physical Health Component Summary (PCS) and Mental Health Component Summary (MCS) p-values are shown in Table 2.

The mental and physical health of employees is important to the veterinary practices in Alabama because of the economic impacts to the practice and the workers. There is a need to help employees use positive stress coping skills to lessen the physical and psychological impact stress can have on an individual and to lessen the lost work days due to illness and injury. The instruments used in this study may be helpful in obtaining information which could help the individual, practice owners or manager seek help in improving the health of employees thus saving the practice thousands of dollars in worker's compensation, lost work days, and turnover.

The Ways of Coping Questionnaire (Folkman and Lazarus, 1988) assessed the thoughts and actions respondents use to cope with stressful encounters at work. There are 66 items in this instrument with a four point Likert scale for participants to indicate frequency of use of each strategy. Respondents answered the 33 questions in the MVNSS based on potentially stressful situations. The physical, psychological and social environment is assessed by factors within the questionnaire. The questions are broken down into seven subscales; (I) *Death and Dying*, (II) *Conflict with Doctors*, (III) *Inadequate Preparation*, (IV) *Lack of Support*, (V) *Conflict with Coworkers*, (VI) *Workload*, and (VII) *Uncertainty Concerning Treatment*.

Table 2. Correlations of Mental Health Component Score and Physical Health Component Score with Stress and Coping

Variable	PCS	MCS
Factor I Death and Dying	p=0.0035	p=0.0121
Factor II Conflict with doctor	p<0.0001	p<0.0001
Factor III Inadequate preparation	p=0.0248	p=0.0378
Factor IV Lack of Support	p=0.0107	p<0.0001
Factor V Conflict with Coworkers	p=0.0016	p=0.0002
Factor VI Workload	p=0.0009	p=0.0217
Factor VII Uncertainty Concerning Treatments	p=0.0459	p=0.217
Accepting Responsibility	p=0.9642	p=0.0216
Confrontive Coping	p=0.1597	p=0.0626
Distancing	p=0.2369	p=0.3687
Escape-Avoidance	p=0.0580	p<0.0001
Planful Problem Solving	p=0.5208	p=0.3381
Positive Reappraisal	p=0.8753	p=0.0136
Seeking Social Support	p=0.1568	p=0.0113
Self-Controlling	p=0.4365	p=0.0005

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