

ISVMA'S 143<sup>RD</sup>

# ANNUAL CONVENTION

**YOU  
BELONG**



Welcome to the ISVMA's Annual Convention! **YOU BELONG** to a strong, supportive community working for the future of veterinary medicine in Illinois. Attending this convention is a great value for high-quality CE and the perfect venue for connecting with colleagues. Explore new relationships or reconnect with industry partners.

Visit vendors in the Exhibit Hall ... they make convention affordable for all!

# Table of Contents

Registration Information .....	2	Thank You, Sponsors .....	6
CE Opportunities .....	3	Keynote Speaker .....	7
Special Events .....	3	Convention Schedule .....	8-10
Conference Speakers .....	4	Convention Program .....	11-23
Exhibit Hall Highlights .....	5	Convention Exhibitors.....	24-31
Confirmed Exhibitors .....	5	Save the Date: 2026..	Back Cover
Planning Committee .....	6		



# REGISTRATION

## Registration Booth Hours of Operation

Friday, Nov. 7: 6:45 a.m.-5:00 p.m.  
Saturday, Nov. 8: 6:30 a.m.-3:30 p.m.  
Sunday, Nov. 9: 7:30 a.m.-3:00 p.m.

## Convention Fees

**Full convention attendance:** Each paid registrant gains access to all educational sessions, Exhibit Hall, President's Welcome Reception, Annual Meeting Reception, keynote session/awards presentation, breaks and lunches.

**Two-day attendance:** Each paid registrant gains access to all educational sessions, Exhibit Hall and any receptions/sessions/presentations, breaks and lunches on the days in which they register.

**Friday only:** Each paid registrant gains access to Friday educational sessions, CE reception (**pre-registration required**), Exhibit Hall, breaks, lunch, President's Welcome Reception.

**Saturday only:** Each paid registrant gains access to Saturday educational sessions, CE breakfast (**pre-registration required**), Exhibit Hall, breaks, lunch. **Pre-registration required** for keynote session/awards presentation; this is a ticketed CE event.

**Sunday only:** Each paid registrant gains access to Sunday educational sessions, breaks and ticketed CE lunch (**pre-registration required**) in the Exhibit Hall.

## State of Illinois Mandated Courses

All mandated CE courses required by the State of Illinois for your DVM or CVT license is available on the ISVMA's website ([www.isvma.org/events/upcoming-events](http://www.isvma.org/events/upcoming-events)):

**DVMs:** Three hours of controlled substances courses for DVMs is required. (Note that the completion of an opioid CE course is only required if a DVM holds an Illinois controlled substance license.)

DVMs must also complete one hour of sexual harassment training.

**CVTs:** Must only complete the sexual harassment prevention training. Each course counts toward the required 40 hours of CE for DVMs and 15 hours of CE for CVTs each licensing cycle.

**Courses:** What NOT to Say to the DEA; Lost With Controlled Substance Ordering System; Controlled Substance "X's" and "O's" (Xylazine & Opioids); 2025 Sexual Harassment Prevention Training - Webinar

## DVM and CVT Student Members

Students attending the ISVMA Annual Convention are welcome at any of the sessions presented. Students may attend one Annual Convention at no charge once during their veterinary school career.

To attend at no charge, contact the ISVMA Office at (217) 546-8381 to register. A credit card number or a check is required for students who are taking advantage of their complimentary registration. The ISVMA will hold all forms of payment. Credit Cards will not be charged; checks will not be cashed. If the student does not check-in at convention registration, all forms of payment will be processed. No-shows will be charged.

## Liability Disclaimer

The ISVMA is not liable for any loss, damage or injury sustained by attendees or their property during the event.

Please note that this policy is subject to change, and it is recommended to check the ISVMA website or contact the office directly for any updates or clarifications. Email: [info@isvma.org](mailto:info@isvma.org), Phone: 217-546-8381.

## Recordings/Photography

Please note that you may be electronically recorded or photographed while attending convention sessions or at special or general events by ISVMA staff, or communication vendors hired by the ISVMA. All negatives, prints, digital and audio reproductions shall be the property of the ISVMA.

Attending the Annual Convention implies consent allowing the ISVMA to use your image or likeness, unless you provide written notice that permission is not granted.

# CE Opportunities

## What You Need to Know!

All educational sessions will take place at the Chicago Hilton Oak Brook Hills Resort's Conference Center.

### How Many CE Hours Can I Earn?

Friday: 6 Hours + 6 p.m. CE Reception = 7 hours  
 Saturday: 6 hours + 7 a.m. CE Breakfast = 7 hours  
 Sunday: 5 hours + CE Luncheon = 6 hours  
 Total Convention CE Hours = 20 hours

Note: The CE Reception, CE Breakfast, Keynote Session, CE Luncheon are included in your conference registration fee but do require pre-registration as they are ticketed events.

If you are unclear about how much CE credit you will receive based on the sessions you plan to attend, please contact the ISVMA Convention Desk for assistance. It is your ethical responsibility to attend the entire session of every CE hour for which you will receive credit.

### USDA Accreditation Training Courses\*

There are no additional fees to participate in the training, and enrollment is open to all. **However, pre-registration by accredited veterinarians is mandatory for training credit. The class maximum for each course is 60.**

### USDA Accreditation Program Training Courses - Part of this Year's Convention

Under the U.S. Department of Agriculture's (USDA's) revised National Veterinary Accreditation Program, accreditation status expires every three years. As a requirement of renewal, each participating veterinarian must complete the mandated three or six hours of continuing education provided specifically by the USDA.

The training/educational materials can be presented live or found online. When completed at the ISVMA Annual Convention, the participating veterinarian receives credit for completing the necessary CE for renewal of his or her accreditation status. This CE also counts toward DVM license renewal.

### Training Sessions Offered

**USDA Module 34: Veterinary Export Health Certification System**

**USDA Module 41: New World Screwworm: A 21<sup>st</sup> Century Perspective**

**USDA Module 8: International Movement of Horses**

*\*Please note that due to the closure of the federal government at the time of this guide's printing, USDA courses may not be presented at the Annual Convention.*

# Special Events

## Daily Scheduled Special Events

### Friday, November 7

#### CE Reception-Ticketed Event

Kathleen McBain, National Veterinary Associates

5:45-7:00 p.m.-Marquis Tent, hors d'ouvres served

#### The 1:1 Revolution: Transform Your Reviews, Check-Ins and Feedback

We all know one-on-one's matter. But there's a difference between just having them and having them WORK. Let's explore why structure is the secret ingredient that makes these conversations truly valuable and how the "ripple effect" improves team culture, patient care and even retention.

### Saturday, November 8

#### DEI CE Breakfast-Ticketed Event

Alyssa Brown, CVT, RLATg

7:00-7:50 a.m.-Marquis Tent

#### Exploring Neurodiversity in Veterinary Medicine

This talk will provide an overview of what neurodiversity is, its history, as well as some common types of neurodivergence and their relevance in the veterinary clinic. We will also cover strategies that do and don't work for neurodivergent employees, easy workplace accommodations and the benefits of a neurodiverse team (neurodiverse and neurotypical).

#### Senior Veterinary Networking Lunch-Ticketed Event

11:30 a.m.-1 p.m.-Augusta Room

Are you retired from veterinary practice or an ISVMA life member? The Senior Veterinary Lunch gives you an opportunity to reconnect and visit with current or past colleagues. Dr. Matt Bussan, ISVMA President, and Debbie Lakamp, ISVMA Executive Director, will provide you with updates on the association and address challenges and opportunities currently facing the veterinary profession in Illinois.

## Annual Meeting/Awards Presentation Keynote Session-Ticketed Event

Addie Reinhard, DVM, MS

3:30-5:00 p.m.-Marquis Tent

#### The Evolution of Veterinary Mentorship

The traditional definition of mentorship within the veterinary profession is getting support and guidance from someone more experienced within your practice. Historically, mentorship has focused on developing the medical skills and acumen of young professionals. With growing demands for recruitment and retention as well as the mental health challenges the profession is facing, we must evolve to meet the current needs of today's veterinary professionals. In this seminar, we will discuss how mentorship is evolving in the veterinary industry so you can consider how you will craft more intentional structures for mentorship within your practice.

#### U. of I. Vet Med/ISVMA Reception-Ticketed Event

5:15-7:15 p.m.-Tin Cup Bar & Grille, Chicago Hilton Oak Brook Hills Resort

### Sunday, November 9

#### Non-Denominational Religious Service-Ticketed Event

7:00-7:45 a.m.-Ballrooms C-D

#### CE Luncheon-Ticketed Event

Matt Maloney, Government Strategy Associates

11:30 a.m.-1:00 p.m.-Ballrooms F-J

#### From Statutes to Stethoscopes: Understanding Veterinary Legislation's Impact on Practice

# Conference Speakers

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## Exhibit Hall Highlights.....

Visit the Trade Show to learn about new veterinary products and solutions for your daily practice problems. Plus, plan to make your supply and equipment purchases at the ISVMA Annual Convention to take advantage of exhibitor show specials. You are sure to find some great values!

### Hours

Friday, November 7: 8:00 a.m.-6:00 p.m.

Saturday, November 8: 8:00 a.m.-3:30 p.m.

### Events

Be sure to attend the President's Welcome Reception, from 4:30-5:30 p.m. on Friday, November 7. Hors d'oeuvres and one drink ticket provided! Enjoy complimentary beverages and lunch on Friday and Saturday in the Exhibit Hall while you network with exhibitors and fellow attendees.

### Additional CE Opportunity at Sunday's Lunch

This is a ticketed event. There is no cost to attend, but RSVPs are required on the registration form.

## Confirmed Exhibitors.....

As of October 30, 2025

- 4 Paws Imaging Center, LLC
- AKC Reunite
- Antech Diagnostics
- ASCPA Poison Control
- Avid Identification Systems, Inc.
- AVMA Trust
- Banfield Pet Hospital
- Bank of America
- Bionote USA
- Blue Buffalo Veterinary Diets
- Blue River PetCare
- Boehringer-Ingelheim
- CareCredit - Synchrony
- Central Illinois X-Ray
- Christian Veterinary Mission
- Fiserve/CardConnect Partners
- IDEXX
- Illinois State Veterinary Medical Association
- Illinois Veterinary Medical Foundation
- Invisible Fencing Brand
- IVMF Silent Auction
- MedXwaste
- Midwest Anesthesia Consulting Veterinary Services
- Midwestern University College of Veterinary Medicine - Illinois
- MiraVista Veterinary Diagnostics
- Multi Radiance Laser
- MWI Animal Health
- National Veterinary Associates
- Nutramax Laboratories Veterinary Sciences, Inc.
- Provide
- RWE Design Build
- Scratch Financial
- Standard Processing
- Synchrony Veterinary Cardiology
- Universal Imaging
- Veterinarian Partners
- Veterinary Books by Success Concepts
- Veterinary Diagnostic Centers
- Veterinary Medicine Political Action Committee
- Zoetis



### IVMF Silent Auction

The Illinois Veterinary Medical Foundation (IVMF) is hosting a silent auction in the Exhibit Hall. Bidding opens on Friday, November 7 at 9:15 a.m. and closes at 5:30 p.m. Continue the bidding war throughout Saturday, November 8 in the Exhibit Hall from 8:00 a.m. until 1:00 p.m.

The auction will conclude at 1:00 p.m. and all winning bids will be finalized. Bidders need to be present to win, and items can be picked up on-site from the auction table from 1:50-2:30 p.m. If the winner is unable to pick up the item(s) and prior pick-up/mailling arrangements have not been made with ISVMA staff, it will go to the next highest bidder.

### ISVMA Bags Tournament

Attend the President's Reception Friday November 9 at 4:30 p.m. for this exciting and fun event! Sign up at the ISVMA Registration Desk to enter this friendly competition. Put together a team or a toss with a friend. There will be prizes, a trophy and the chance to win a custom cornhole board. Let the good times role!

# Planning Committee.....

Brenda Burnham, DVM

Joanne Carlson, DVM

Erika Eigenbrod, DVM

Valerie Eisenbart, DVM

Lydia Gray, DVM, MA

Devon Hague, DVM, DACVIM (Neurology)

Amanda Hampton, DVM

Ellen Helmers, DVM

Nicole Johnson, DVM

Jennifer Ostrom, DVM

Olivia Rudolphi, DVM

## Thank You to Our 2025 Convention Sponsors!

The ISVMA thanks the companies listed below for their generosity in sponsoring the 143rd Annual Convention. Please thank representatives of these companies when visiting them in the Exhibit Hall. (The list is reflective of companies that had committed by October 30, 2025.)

### Gold



### Silver

- Bionote USA
- Boehringer-Ingelheim
- Midwest Anesthesia Consulting Veterinary Services
- MWI Animal Health
- National Veterinary Associates
- Nutramax Laboratories Veterinary Sciences, Inc.
- VCA Animal Hospitals
- VSx Veterinary Surgery of Chicago
- Zoetis



### Bronze

- Dechra Veterinary Products

### Contributing

- Illinois Department of Agriculture
- USDA-APHIS-VS
- University of Illinois College of Veterinary Medicine

## Keynote Speaker.....

**Addie Reinhard DVM, MS**

Veterinarian, Founder & CEO, MentorVet



This year's ISVMA's Annual Convention features Addie Reinhard, DVM, MS, Founder and CEO of MentorVet, a rapidly growing entity that leverages evidence-based approaches to empower individuals to thrive within veterinary medicine.

Dr. Reinhard is a veterinary well-being researcher, focusing on developing and evaluating innovative interventions to support mental health and well-being within the veterinary profession.

Dr. Reinhard graduated from the University of Tennessee College of Veterinary Medicine and currently practices in the central Kentucky region in addition to her researching, speaking and mentoring roles with MentorVet.

She completed her master's in Community and Leadership Development and a Graduate Certificate in College Teaching and Learning from the University of Kentucky. She also holds a certificate in Veterinary Human Support from the University of Tennessee.

Enjoy Dr. Reinhard's presentation Sat., Nov. 8 when she presents the Keynote Address at your ISVMA's 143rd Annual Convention.



# Convention Schedule Friday, Nov. 7

Time	Small Animal A Conference Dining Room	Small Animal B Mallard Room	Large Animal (Equine) White Oak Room	Technician Monarch Room	Special Interest Sugar Maple Room	Practice Management Cardinal Room
<b>FRIDAY</b>	<b>RECORDING</b>	<b>RECORDING</b>	<b>RECORDING</b>	<b>RECORDING</b>	<b>RECORDING</b>	<b>RECORDING</b>
<b>8:00-8:50 a.m.</b>	<b>The Veterinary Surgeon's Guide to Successful Anesthesia</b> Gaby Escalante, DVM, DACVAA	<b>Is This Cushing's and Do I Care?</b> Kelly Cairns, DVM, MS, DACVIM (SAIM)	<b>Equine Endocrine Disease Updates: Part I</b> Jamie Pribyl, DVM Sponsor: Boehringer-Ingelheim	<b>Tales from the Trenches: ER Case Studies</b> Megan Brashear, BS, RVT, VTS (ECC), and Tami Lind, BS, RVT, VTS (ECC)	<b>The Relief Doctor: Things to Consider Before Becoming One (or Hiring One)</b> Raymond Ramirez, DVM	<b>Fear Free - What About Me? From a High-Stress to a Low-Stress Practice Culture</b> Sally Foote, DVM, CABC-IAABC, LSHC-S, FFE and Ted McKinney, PhD
<b>9:00-9:50 a.m.</b>	<b>Reproductive Surgery of the Dog &amp; Cat</b> Rebecca Ball, DVM, MS, DACVS-SA Sponsor: VSx Veterinary Surgery of Chicago	<b>Canine Chronic Hepatitis</b> Kelly Cairns, DVM, MS, DACVIM (SAIM)	<b>Equine Endocrine Disease Updates: Part II</b> Jamie Pribyl, DVM Sponsor: Boehringer-Ingelheim	<b>The Challenge of the Blocked Cat</b> Tami Lind, BS, RVT, VTS (ECC)	<b>Workplace Professionalism, and Why it Matters in Your Veterinary Career</b> Raymond Ramirez, DVM	<b>Fear Free - What About Me? Case Studies of Improved Clinic Culture</b> Sally Foote, DVM, CABC-IAABC, LSHC-S, FFE and Ted McKinney, PhD
<b>9:50-10:30 a.m.</b>	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall
<b>10:30-11:20 a.m.</b>	<b>Tennis Balls, Tumors and Tinker Toys: Surgery of the Gastrointestinal Tract</b> Rebecca Ball, DVM, MS, DACVS-SA Sponsor: VSx Veterinary Surgery of Chicago	<b>Pesky Platelets: Getting the Most out of Diagnostic Testing</b> Kelly Cairns, DVM, MS, DACVIM (SAIM)	<b>Equine Gastric Ulcer Syndrome: A Review &amp; What's New</b> Jamie Pribyl, DVM Sponsor: Boehringer-Ingelheim	<b>The Pharmacology of Cardiac Medications</b> Megan Brashear, BS, RVT, VTS (ECC)	<b>6 Obstacles That Will Derail Your Career - And How to Steer Through Them</b> Raymond Ramirez, DVM	<b>From Confused to Confident: Making Sense of Your Practice Financials (Basic)</b> Camala Bailey, CPA, CVA
<b>11:30 a.m.-1:00 p.m.</b>	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall
<b>1:00-1:50 p.m.</b>	<b>Wound Management</b> Rebecca Ball, DVM, MS, DACVS-SA Sponsor: VSx Veterinary Surgery of Chicago	<b>Polyarthritis</b> Kelly Cairns, DVM, MS, DACVIM (SAIM)	<b>Methods to Maintain Soundness in Horses</b> Doug Langer, DVM, MS Sponsor: Dechra Veterinary Products	<b>Managing Trauma - The First 15 Minutes</b> Megan Brashear, BS, RVT, VTS (ECC)	<b>5 Simple Steps to Keep Yourself Out of Regulatory Hot Water</b> Raymond Ramirez, DVM	<b>Unlocking Insights: How to Read Between the Lines of Your Financial Statements (Advanced)</b> Camala Bailey, CPA, CVA
<b>1:50-2:30 p.m.</b>	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall
<b>2:30-3:20 p.m.</b>	<b>Orthopedic Exams in GP and When to Refer</b> Brian Martin, DVM, MS, DACVS-SA Sponsor: VSx Veterinary Surgery of Chicago	<b>The Icteric Cat: Common Feline Hepatopathies</b> Kelly Cairns, DVM, MS, DACVIM (SAIM)	<b>Localizing Lameness: The Role of Imaging</b> Doug Langer, DVM, MS Sponsor: Dechra Veterinary Products	<b>Teaching and Training Toolkit</b> Tami Lind, BS, RVT, VTS (ECC)	<b>8 Things Attorneys, Accountants and Practice Managers DON'T Tell You About Practice Ownership Part I</b> Raymond Ramirez, DVM	<b>The Money Map: Creating and Using a Budget in Your Practice</b> Camala Bailey, CPA, CVA
<b>3:30-4:20 p.m.</b>	<b>Cranial Cruciate Ligament Disease and Procedures to Manage Them</b> Brian Martin, DVM, MS, DACVS-SA Sponsor: VSx Veterinary Surgery of Chicago	<b>Chronic Kidney Disease: Moving the Needle for Your Patient</b> Kelly Cairns, DVM, MS, DACVIM (SAIM)	<b>From Enhancing Recovery to Optimizing Performance: How to Use Today's Joint Therapies</b> Doug Langer, DVM, MS Sponsor: Dechra Veterinary Products	<b>Fever vs. Hyperthermia</b> Tami Lind, BS, RVT, VTS (ECC)	<b>8 Things Attorneys, Accountants and Practice Managers DON'T Tell You About Practice Ownership Part II</b> Raymond Ramirez, DVM	<b>The Paycheck Check-Up: Managing Owner and Team Compensation</b> Camala Bailey, CPA, CVA
<b>4:30-5:30 p.m.</b>	<b>President's Reception</b> Exhibit Hall	<b>President's Reception</b> Exhibit Hall	<b>President's Reception</b> Exhibit Hall	<b>President's Reception</b> Exhibit Hall	<b>President's Reception</b> Exhibit Hall	<b>President's Reception</b> Exhibit Hall
<b>5:45-7:00 p.m.</b>	<b>CE Reception The 1:1 Revolution: Transform Your Reviews, Check-Ins and Feedback</b> Kathleen McBain, NVA Sponsor: NVA <b>RECORDING</b>	<b>CE Reception The 1:1 Revolution: Transform Your Reviews, Check-Ins and Feedback</b> Kathleen McBain, NVA Sponsor: NVA <b>RECORDING</b>	<b>CE Reception The 1:1 Revolution: Transform Your Reviews, Check-Ins and Feedback</b> Kathleen McBain, NVA Sponsor: NVA <b>RECORDING</b>	<b>CE Reception The 1:1 Revolution: Transform Your Reviews, Check-Ins and Feedback</b> Kathleen McBain, NVA Sponsor: NVA <b>RECORDING</b>	<b>CE Reception The 1:1 Revolution: Transform Your Reviews, Check-Ins and Feedback</b> Kathleen McBain, NVA Sponsor: NVA <b>RECORDING</b>	<b>CE Reception The 1:1 Revolution: Transform Your Reviews, Check-Ins and Feedback</b> Kathleen McBain, NVA Sponsor: NVA <b>RECORDING</b>

# Convention Schedule Saturday, Nov. 8

Time	Small Animal A Sugar Maple Room	Small Animal B Mallard Room	Food Animal White Oak Room	Technician Monarch Room	Special Interest Conference Dining Room	Practice Management Cardinal Room
<b>SATURDAY</b>	<b>RECORDING</b>	<b>RECORDING</b>	<b>RECORDING</b>	<b>RECORDING</b>	<b>RECORDING</b>	<b>RECORDING</b>
<b>7:00-7:50 a.m.</b>	<b>DEI CE Breakfast Exploring Neurodiversity in Veterinary Medicine</b> Alyssa Brown, CVT, RLatG Marquis Tent <b>RECORDING</b>	<b>DEI CE Breakfast Exploring Neurodiversity in Veterinary Medicine</b> Alyssa Brown, CVT, RLatG Marquis Tent <b>RECORDING</b>	<b>DEI CE Breakfast Exploring Neurodiversity in Veterinary Medicine</b> Alyssa Brown, CVT, RLatG Marquis Tent <b>RECORDING</b>	<b>DEI CE Breakfast Exploring Neurodiversity in Veterinary Medicine</b> Alyssa Brown, CVT, RLatG Marquis Tent <b>RECORDING</b>	<b>DEI CE Breakfast Exploring Neurodiversity in Veterinary Medicine</b> Alyssa Brown, CVT, RLatG Marquis Tent <b>RECORDING</b>	<b>DEI CE Breakfast Exploring Neurodiversity in Veterinary Medicine</b> Alyssa Brown, CVT, RLatG Marquis Tent <b>RECORDING</b>
<b>8:00-8:50 a.m.</b>	<b>How I Use Endoscopy to Diagnose and Treat Respiratory Conditions</b> Joao Felipe De Brito Galvao, MV, MS, DACVIM (SAIM) Sponsor: VCA Animal Hospitals	<b>Diagnosis and Management of Feline Heart Disease</b> Ryan Fries, DVM, DACVIM (Cardiology) Sponsor: Bionote	<b>Flu That Goes "Moo"</b> Jim Lowe, DVM, MS, DABVP (Emeritus Food Animal)	<b>Endocrine Nightmare: Addison's Disease</b> Megan Brashear, BS, RVT, VTS (ECC)	<b>Let's Talk Environmental Sustainability and Veterinary Medicine</b> Will Sander, DVM, MPH, DACVPM Sponsor: MWI Animal Health	<b>Mastering the Art of Mindful Listening</b> Addie Reinhard, DVM, MS
<b>9:00-9:50 a.m.</b>	<b>How I Use Endoscopy to Diagnose and Treat GI Conditions</b> Joao Felipe De Brito Galvao, MV, MS, DACVIM (SAIM) Sponsor: VCA Animal Hospitals	<b>Diagnosis and Management of Canine Heart Disease</b> Ryan Fries, DVM, DACVIM (Cardiology) Sponsor: Bionote	<b>That Little Piggy Coughed All the Way Home</b> Jim Lowe, DVM, MS, DABVP (Emeritus Food Animal)	<b>The S Word: Sepsis and SIRS</b> Megan Brashear, BS, RVT, VTS (ECC)	<b>Pathways to a Sustainable Clinic: Part I - Core</b> Will Sander, DVM, MPH, DACVPM Sponsor: MWI Animal Health	<b>Conflict Management: Creating Healthier Work Environments</b> Addie Reinhard, DVM, MS
<b>9:50-10:30 a.m.</b>	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall	<b>BREAK</b> Exhibit Hall
<b>10:30-11:20 a.m.</b>	<b>Feline Hyperthyroidism: The Treatment We Should All Be Doing</b> Joao Felipe De Brito Galvao, MV, MS, DACVIM (SAIM) Sponsor: VCA Animal Hospitals	<b>Beyond the Guidelines: Medical &amp; Surgical Options for Advanced Heart Disease</b> Ryan Fries, DVM, DACVIM (Cardiology) Sponsor: Bionote	<b>Emerging and Foreign Animal Diseases, from Highly Pathogenic Avian Influenza to New World Screwworm</b> Staci Slager, DVM Sponsor: Illinois Department of Agriculture	<b>Critical Illness in Cats</b> Tami Lind, BS, RVT, VTS (ECC)	<b>Pathways to a Sustainable Clinic: Part II - Clinic</b> Will Sander, DVM, MPH, DACVPM Sponsor: MWI Animal Health	<b>Identifying and Addressing Burnout</b> Addie Reinhard, DVM, MS
<b>11:30 a.m.-1:00 p.m.</b>	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall	<b>LUNCH</b> Exhibit Hall
<b>1:00-1:50 p.m.</b>	<b>The Lower Urinary Tract: Are You Aware of These Minimally Invasive Approaches?</b> Joao Felipe De Brito Galvao, MV, MS, DACVIM (SAIM) Sponsor: VCA Animal Hospitals	<b>Grey's Anatomy: Radiographic Review and Interactive Cardiology Cases</b> Ryan Fries, DVM, DACVIM (Cardiology) Sponsor: Bionote	<b>Beekeeping 101: An Introduction to Bees, Hives and Environmental Stewardship</b> Arvin Pierce Sponsor: Illinois Department of Agriculture	<b>Anaphylaxis</b> Tami Lind, BS, RVT, VTS (ECC)	<b>Pathways to a Sustainable Clinic: Part III - Community</b> Will Sander, DVM, MPH, DACVPM Sponsor: MWI Animal Health	<b>Creating Engaging and Inclusive Meetings</b> Addie Reinhard, DVM, MS
<b>2:00-2:50 p.m.</b>	<b>The Upper Urinary Tract: More Minimally Invasive Treatments for Common Conditions</b> Joao Felipe De Brito Galvao, MV, MS, DACVIM (SAIM) Sponsor: VCA Animal Hospitals	<b>How and When to Use Cardiac Biomarkers</b> Ryan Fries, DVM, DACVIM (Cardiology) Sponsor: Bionote	<b>Beekeeping 102: Veterinary Perspectives on Hive Management</b> Arvin Pierce Sponsor: Illinois Department of Agriculture	<b>Thriving, Not Just Surviving in Veterinary Medicine</b> Megan Brashear, BS, RVT, VTS (ECC)	<b>Sustainability and Veterinarians: Is Education an Important First Step?</b> Will Sander, DVM, MPH, DACVPM Sponsor: MWI Animal Health	<b>Beyond Pizza Parties: What CVTs Actually Want from Their Job</b> Alyssa Brown, CVT, RLatG
<b>2:50-3:30 p.m.</b>	<b>Break</b> Exhibition Hall	<b>Break</b> Exhibition Hall	<b>Break</b> Exhibition Hall	<b>Break</b> Exhibition Hall	<b>BREAK</b> Exhibition Hall	<b>BREAK</b> Exhibition Hall
<b>3:30-5:00 p.m.</b>	<b>ISVMA Annual Meeting &amp; Keynote Presentation The Evolution of Veterinary Mentorship</b> Addie Reinhard, DVM, MS Marquis Tent <b>RECORDING</b>	<b>ISVMA Annual Meeting &amp; Keynote Presentation The Evolution of Veterinary Mentorship</b> Addie Reinhard, DVM, MS Marquis Tent <b>RECORDING</b>	<b>ISVMA Annual Meeting &amp; Keynote Presentation The Evolution of Veterinary Mentorship</b> Addie Reinhard, DVM, MS Marquis Tent <b>RECORDING</b>	<b>ISVMA Annual Meeting &amp; Keynote Presentation The Evolution of Veterinary Mentorship</b> Addie Reinhard, DVM, MS Marquis Tent <b>RECORDING</b>	<b>ISVMA Annual Meeting &amp; Keynote Presentation The Evolution of Veterinary Mentorship</b> Addie Reinhard, DVM, MS Marquis Tent <b>RECORDING</b>	<b>ISVMA Annual Meeting &amp; Keynote Presentation The Evolution of Veterinary Mentorship</b> Addie Reinhard, DVM, MS Marquis Tent <b>RECORDING</b>
<b>5:15-7:15 p.m.</b>	<b>U. of I. Vet Med/ISVMA Reception</b> Tin Cup Lounge	<b>U. of I. Vet Med/ISVMA Reception</b> Tin Cup Lounge	<b>U. of I. Vet Med/ISVMA Reception</b> Tin Cup Lounge	<b>U. of I. Vet Med/ISVMA Reception</b> Tin Cup Lounge	<b>U. of I. Vet Med/ISVMA Reception</b> Tin Cup Lounge	<b>U. of I. Vet Med/ISVMA Reception</b> Tin Cup Lounge

# Convention Schedule Sunday, Nov. 9

Time	Small Animal A Sugar Maple Room	Small Animal B Mallard Room	Technician Monarch Room	Special Interest Conference Dining Room	Practice Management Cardinal Room
<b>SUNDAY</b>	<b>RECORDING</b>	<b>RECORDING</b>	<b>RECORDING</b>		
<b>7:00-7:45 a.m.</b>	<b>Non-Denominational Religious Service</b> Heidi Pulito, DVM, CHPV	<b>Non-Denominational Religious Service</b> Heidi Pulito, DVM, CHPV	<b>Non-Denominational Religious Service</b> Heidi Pulito, DVM, CHPV	<b>Non-Denominational Religious Service</b> Heidi Pulito, DVM, CHPV	<b>Non-Denominational Religious Service</b> Heidi Pulito, DVM, CHPV
<b>8:00-8:50 a.m.</b>	<b>Ditching the Itch with a Happy Skin Barrier</b> Linda Messinger, DVM, Dipl., ACVD Sponsor: Nutramax Laboratories Veterinary Sciences, Inc.	<b>Anesthesia Fundamentals Part I: Airways &amp; Monitoring</b> Gaby Escalante, DVM, DACVAA Sponsor: Midwest Anesthesia Consulting Veterinary Services	<b>Compassion Fatigue vs. Burnout</b> Jeanice Wiard, M.Ed., B. Tech, CVT, CCFP Sponsor: Zoetis	<b>USDA Module 34: Veterinary Export Health Certification System</b> Janelle Bols, DVM	<b>Create a Culture of Accountability</b> Amanda Donnelly, DVM, MBA Sponsor: CareCredit
<b>9:00-9:50 a.m.</b>	<b>Paws for Relief - Purr-fect Help for Itchy Kitties Part I</b> Linda Messinger, DVM, Dipl., ACVD Sponsor: Nutramax Laboratories Veterinary Sciences, Inc.	<b>Anesthesia Fundamentals Part II: Anesthetic Drugs &amp; Phases</b> Gaby Escalante, DVM, DACVAA Sponsor: Midwest Anesthesia Consulting Veterinary Services	<b>What is "Real" Self-Care?</b> Jeanice Wiard, M.Ed., B. Tech, CVT, CCFP Sponsor: Zoetis	<b>USDA Module 41: New World Screwworm: A 21<sup>st</sup> Century Perspective</b> Jennifer Gravley, DVM	<b>Practical Strategies to Increase Motivation &amp; Eliminate Problem Behaviors Part I</b> Amanda Donnelly, DVM, MBA Sponsor: CareCredit
<b>9:50-10:30 a.m.</b>	<b>BREAK</b> South/North Pavillion	<b>BREAK</b> South/North Pavillion	<b>BREAK</b> South/North Pavillion	<b>BREAK</b> South/North Pavillion	<b>BREAK</b> South/North Pavillion
<b>10:30-11:20 a.m.</b>	<b>Paws for Relief - Purr-fect Help for Itchy Kitties Part II</b> Linda Messinger, DVM, Dipl., ACVD Sponsor: Nutramax Laboratories Veterinary Sciences, Inc.	<b>Breaking Down Brachycephalics - Anesthesia for Brachycephalics</b> Gaby Escalante, DVM, DACVAA Sponsor: Midwest Anesthesia Consulting Veterinary Services	<b>Perception &amp; Thought Interrogation</b> Jeanice Wiard, M.Ed., B. Tech, CVT, CCFP Sponsor: Zoetis	<b>USDA Module 8: International Movement of Horses</b> Lynsee Melchi, DVM	<b>Practical Strategies to Increase Motivation &amp; Eliminate Problem Behaviors Part II</b> Amanda Donnelly, DVM, MBA Sponsor: CareCredit
<b>11:30 a.m.-1:00 p.m.</b>	<b>CE Lunch - From Stethoscopes to Stethoscopes: Understanding Veterinary Legislation's Impact on Practice</b> Matt Maloney Government Strategy Associates	<b>CE Lunch - From Stethoscopes to Stethoscopes: Understanding Veterinary Legislation's Impact on Practice</b> Matt Maloney Government Strategy Associates	<b>CE Lunch - From Stethoscopes to Stethoscopes: Understanding Veterinary Legislation's Impact on Practice</b> Matt Maloney Government Strategy Associates	<b>CE Lunch - From Stethoscopes to Stethoscopes: Understanding Veterinary Legislation's Impact on Practice</b> Matt Maloney Government Strategy Associates	<b>CE Lunch - From Stethoscopes to Stethoscopes: Understanding Veterinary Legislation's Impact on Practice</b> Matt Maloney Government Strategy Associates
<b>1:00-1:50 p.m.</b>	<b>Hot Topics and Updates from Recent Dermatology Conference and Literature</b> Linda Messinger, DVM, Dipl., ACVD Sponsor: Nutramax Laboratories Veterinary Sciences, Inc.	<b>Never Too Young or Old for Drugs! Pediatric &amp; Geriatric Anesthesia</b> Gaby Escalante, DVM, DACVAA Sponsor: Midwest Anesthesia Consulting Veterinary Services	<b>Coping Strategies for Chaos</b> Jeanice Wiard, M.Ed., B. Tech, CVT, CCFP Sponsor: Zoetis	<b>Brachycephalic Obstructive Airway Syndrome in Dogs and Cats - What's New in Pathology?</b> Heidi Phillips, VMD, DACVSA <b>RECORDING</b>	<b>Enhancing Communication to Strengthen Client Relationships &amp; Grow Your Practice Part I</b> Amanda Donnelly, DVM, MBA Sponsor: CareCredit
<b>2:00-2:50 p.m.</b>	<b>Quick and Easy Tips to Maximize Succession in Your Derm Patients</b> Linda Messinger, DVM, Dipl., ACVD Sponsor: Nutramax Laboratories Veterinary Sciences, Inc.	<b>Taking Away the Pain of Pain Scoring</b> Gaby Escalante, DVM, DACVAA Sponsor: Midwest Anesthesia Consulting Veterinary Services	<b>Self-Compassion, the Key to Cultivating Resilience?</b> Jeanice Wiard, M.Ed., B. Tech, CVT, CCFP Sponsor: Zoetis	<b>Brachycephalic Obstructive Airway Syndrome in Dogs and Cats - What's New in Diagnosis and Treatment?</b> Heidi Phillips, VMD, DACVSA <b>RECORDING</b>	<b>Enhancing Communication to Strengthen Client Relationships &amp; Grow Your Practice Part II</b> Amanda Donnelly, DVM, MBA Sponsor: CareCredit

# Convention Program

**Friday, November 7**

## Small Animal A

**Gaby Escalante, DVM, DACVAA**

**8:00–8:50 a.m.**

### The Veterinary Surgeon's Guide to Successful Anesthesia

Trade your surgical cap for your anesthesia thinking cap! Learn how to think like an anesthesiologist going into your surgical procedures to achieve favorable results for your team and your patients. We will discuss the “prep work” involved with creating a successful anesthesia experience.

**Rebecca Ball, DVM, MS, DACVS-SA**

**9:00–9:50 a.m.**

### Reproductive Surgery of the Dog and Cat

This lecture covers routine and non-routine surgical procedures of the reproductive tract in dogs and cats, including cesarean sections, pyometra management, and treatment of reproductive neoplasia. Identification and treatment of complications of reproduction and reproductive surgeries are highlighted along with guidance on prevention and clinical management. A brief review of the current literature regarding the timing of routine ovariohysterectomy and orchiectomy will be provided.

**10:30–11:20 a.m.**

### Tennis Balls, Tumors and Tinker Toys: Surgery of the Gastrointestinal Tract

This lecture provides an in-depth overview of gastrointestinal surgery in veterinary medicine, focusing on common procedures such as enterotomy, resection and anastomosis and gastrotomy. It highlights best practices for surgical technique, patient stabilization and post-operative care. The presentation also addresses potential complications, including dehiscence, peritonitis and ileus, with strategies for prevention and management.

**1:00–1:50 p.m.**

### Wound Management

This lecture explores the surgical management of open wounds in dogs and cats, focusing on wound classification, assessment and appropriate timing of intervention. It reviews surgical techniques including debridement, lavage, closure methods and the use of drains and advance wound care products. The presentation also discusses complications such as infection and delayed healing, with strategies to optimize outcomes in both acute and chronic wounds.



**Brian Martin, DVM, MS, DACVS-SA**

**2:30–3:20 p.m.**

### Orthopedic Exams in GP and When to Refer

An orthopedic examination is an essential part of general practice. In this session, we'll discuss some tips and set expectations for making an average examination more effective for both you and your clients.

**3:30–4:20 p.m.**

### Cranial Cruciate Ligament Disease and Procedures to Manage Them

Cranial cruciate ligament (CCL) disease is such a common problem in veterinary medicine. In this presentation, we'll review the essentials of this orthopedic condition and some best practices in managing it.

## Small Animal B

**Kelly Cairns, DVM, MS, DACVIM (SAIM)**

**8:00–8:50 a.m.**

### Is this Cushing's and Do I Care?

This presentation will take a practical look at an often-frustrating disease. We will discuss diagnostic testing for both PDH and AT Cushing's disease with a focus on why and when to consider each test. We will tackle the conundrum of when you should consider controlling symptoms of this disease with chronic medical therapy vs. benign neglect. We will consider the complications of the disease that warrant monitoring an intervention. We will explore the importance of client education in the management of this chronic medical condition to meet expectations and minimize patient morbidity.

**9:00–9:50 a.m.**

### Canine Chronic Hepatitis

This presentation reviews the basic work-up of liver diseases in dogs but then focuses deeper on chronic hepatitis in dogs. Specifically, the diagnosis, work-up, treatment, monitoring and prognosis of canine chronic hepatitis will be discussed, including the ACVIM consensus statement on this specific condition. Then specific case-based and breed-specific examples will be presented.

**10:30–11:20 a.m.**

### Pesky Platelets: Getting the Most out of Diagnostic Testing

This presentation reviews the function of platelets and the basic pathways in which platelets play a role. The speaker will then discuss how to obtain samples for platelet evaluation and the factors that will lead to falsely decreased platelet counts so that the learner understands how to obtain accurate platelet counts. The reasons why platelet count could be low without underlying pathology will also be reviewed, along with congenital platelet conditions which impact platelet count evaluation.



# Convention Program

**Friday, November 7**

**Small Animal B, cont.**

**Kelly Cairns, DVM, MS, DACVIM (SAIM)**

**1:00–1:50 p.m.**

## **Polyarthritis**

This presentation is a comprehensive review of polyarthritis. The speaker will discuss how to perform arthrocentesis of common joints and review normal vs. abnormal joint fluid characteristics. The diagnostic work up, differential diagnoses and treatment plans for polyarthritis will be reviewed, along with breed predisposition for different variants of polyarthritis.

**2:30–3:20 p.m.**

## **The Icteric Cat: Common Feline Hepatopathies**

This presentation will review the most common causes for hepatic disease in the cat, including cholangiohepatitis and hepatic lipidosis. Different classes of cholangiohepatitis will be broken down with discussion of pathophysiology, causes, symptoms, diagnostic testing, treatment and prognosis. Hepatic lipidosis will be discussed, including pathophysiology, causes, symptoms, diagnostic testing, treatment and prognosis. Main categories of medications used to treat hepatic disease will be reviewed for mechanism of action, as well as when each type should be considered based upon the type of hepatic disease that is being treated.

**3:30–4:20 p.m.**

## **Chronic Kidney Disease: Moving the Needle for Your Patient**

This lecture is a comprehensive review of the diagnosis and management of chronic kidney disease. We will discuss how and why chronic kidney disease should be identified and managed early in the course of disease. IRIS guidelines for diagnosis and treatment will be reviewed with specific focus on staging of disease, as well as diagnosis and treatment of common complications of the disease which can be deleterious to the patient. The importance of nutrition in successful management of this condition will be emphasized.

## **Large Animal (Equine)**

**Jamie Pribyl, DVM**

**8:00–8:50 a.m.**

## **Equine Endocrine Disease Updates: Part I**

This session will focus on PPID: A brief review of the pathophysiology will be followed by current updates on diagnosis, treatment and management.

**9:00 am–9:50 a.m.**

## **Equine Endocrine Disease Updates: Part II**

This session will focus on Equine Metabolic Syndrome: A brief review will be followed by a discussion of current recommendations for diagnosis, treatment and management.



**10:30–11:20 a.m.**

## **Equine Gastric Ulcer Syndrome: A Review and What's New**

In this session we will discuss both squamous and glandular disease. Current recommendations for treatment, management and prevention will be presented.

**1:00–1:50 p.m.**

**Doug Langer, DVM, MS**

## **Methods to Maintain Soundness in Horses**

When it comes to keeping the performance horse sound - whether it's aimed for the Olympics, the Kentucky Derby or a weekend trail ride - there's more to reach for than just joint injections. This talk will provide a comprehensive review of all the available tools in the toolbox to preserve and support equine soundness.

**2:30–3:20 p.m.**

## **Localizing Lameness: The Role of Imaging**

The fact that our patients can't tell us where it hurts is especially problematic when it comes to pinpointing pain in the body, limbs or hooves. Learn which diagnostic tests to perform when and in what order to increase your chances of success.

**3:30-4:20 p.m.**

## **From Enhancing Recovery to Optimizing Performance: How to Use Today's Joint Therapies**

It seems like a new treatment modality comes on the market every few months. Here's your chance to compare and contrast everything from steroids to orthobiologics to polyacrylamide gels. Attendees will walk away with a better understanding of the best treatments for sustaining long-term performance as well as improving rehabilitation outcomes.

## **Technician**

**Megan Brashear, BS, RVT, VTS (ECC), and Tami Lind, BS, RVT, VTS (ECC)**

**8:00-8:50 a.m.**

## **Tales from the Trenches: ER Case Studies**

Critical thinking is a vital skill for any technician. Rather than simply following instructions like a "treatment robot," technicians must learn to assess each patient's condition in conjunction with the clinician's orders. This lecture will explore real-world scenarios and case studies to help develop and strengthen these critical evaluation skills.



# Convention Program

**Friday, November 7**

**Technician, cont.**

**Tami Lind, BS, RVT, VTS (ECC)**

**9:00–9:50 a.m.**

## **The Challenge of the Blocked Cat**

Urinary blockage in male feline patients is a normal occurrence in every veterinary practice. It is important that the technician knows the physiology, treatment and causes of these patients to better educate themselves as well as the owners of these pets.

**Megan Brashear, BS, RVT, VTS (ECC)**

**10:30-11:20 a.m.**

## **The Pharmacology of Cardiac Medications**

This lecture explores the pharmacology of commonly used cardiac medications in veterinary practice, focusing on their mechanisms of action, therapeutic uses and potential side effects. We'll cover drug classes such as positive inotropes, antiarrhythmics, diuretics, ACE inhibitors and vasodilators, emphasizing how they support cardiac function and manage heart disease in small animal patients. Practical considerations for veterinary technicians, including monitoring, will also be highlighted.

**1:00-1:50 p.m.**

## **Managing Trauma - The First 15 Minutes**

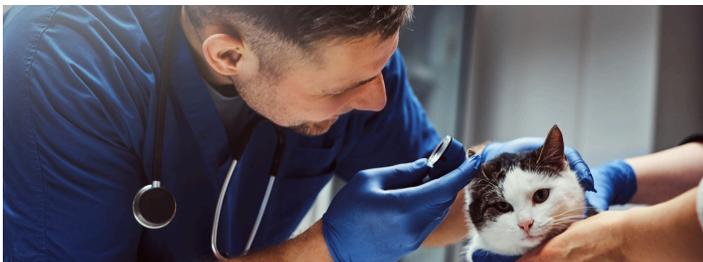
This lecture focuses on the critical first 15 minutes of managing trauma patients in veterinary practice, highlighting the essential triage, stabilization and life-saving interventions that veterinary technicians perform. We'll discuss rapid assessment techniques, airway and breathing support, circulatory stabilization and initial pain management, ensuring technicians are prepared to act quickly and effectively during these high-stress cases. Practical tips for communication and teamwork in emergency scenarios will also be emphasized.

**Tami Lind, BS, RVT, VTS (ECC)**

**2:30-3:20 p.m.**

## **Teaching and Training Toolkit**

This lecture provides veterinary technicians with practical tools and strategies to become effective mentors, trainers and educators within their practices. We'll cover techniques for teaching clinical skills, fostering teamwork and supporting new staff or students, along with tips for giving constructive feedback. By building these teaching skills, technicians can help alleviate patient care and strengthen the entire veterinary team.



**3:30–4:20 p.m.**

## **Fever vs. Hyperthermia**

This lecture explores the important differences between fever and hyperthermia in veterinary patients, emphasizing their distinct causes, physiological mechanisms and treatment approaches. We'll discuss how to recognize each condition through clinical signs and diagnostics, and review the technician's role in monitoring, cooling therapies and client education. Understanding these differences is critical for effective patient care and timely intervention.

## **Special Interest**

**Raymond Ramirez, DVM**

**8:00–8:50 a.m.**

## **The Relief Doctor: Things to Consider Before Becoming One (or Hiring One)**

This presentation combines real-world insights from a veterinarian who worked in over 100 clinics with practical advice on how to succeed in locum tenens work and avoid common pitfalls. Learn the seven essential steps every relief vet must follow and discover what it takes to be the kind of professional others ask for by name. Veterinarians looking to hire a relief vet will also get great advice on how to find a capable replacement to take care of their clients and patients so they can enjoy time away from the practice, worry-free.

**9:00-9:50 a.m.**

## **Workplace Professionalism, and Why it Matters in Your Veterinary Career**

Millennial and Gen Z staff have been dealt a bad hand, and anxiety about professional basics - especially at work - is higher than it should be. During this discussion, we will look at how that happened and share the key areas to work on to help take the anxiety out of being in the professional workplace. We asked managers, talked with associates, and reviewed studies to identify the top five issues: finance (debt, housing, investing); meal prep/planning; motivation in the workplace; communication among colleagues; and what to do when you make a mistake.

**10:30-11:20 a.m.**

## **6 Obstacles That Will Derail Your Career - And How to Steer Through Them**

We all want to do well at work, yet there are things beyond what we learned in veterinary school that are critical to our success. We have seen this in colleagues when we ask ourselves, "Why are they not happy? Their professional work is so great!" These ideas are from legacy achievers in other fields of work that have been adapted to veterinary medicine:

1. Family
2. Marriage/Relationship
3. Issues with children
4. Personal finances
5. Physical health
6. Personal fulfillment

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# Convention Program

Friday, November 7

Special Interest, cont.

Raymond Ramirez, DVM

1:00–1:50 p.m.

## 5 Simple Steps to Keep Yourself Out of Regulatory Hot Water

The fear of the unknown is often the scariest. This presentation will cover what happens when a license complaint occurs. We will then review some common scenarios that occur and discuss what could have been done to prevent the complaint or at least minimize the chance of a complaint. As someone who has had a license complaint in the past and now serves on the board of the Illinois Department of Finance and Professional Regulation (IDFPR), Dr. Ramirez understands both sides. *These views are based on his experience as a DVM and a member of the IDFPR Board but are not necessarily endorsed by the Department.*

2:30-3:20 p.m. - Part I

3:30-4:20 p.m. - Part II

## 8 Things Attorneys, Accountants and Practice Managers DON'T Tell You About Practice Ownership, Part I & II

Nothing is scary if you know about it! Practice ownership is intimidating because so many DVM's realize there are gaps in their information. This presentation fills in the gaps with much-needed information from people who've been there. We answer such mundane yet big picture questions such as:

- What is the cash drawer?
- When do you put a drug on the want list?
- How should we handle sharps disposal?
- What about account vendors
- Licenses anyone? Should we pay for staff CE?
- What should our policy be about tattoos, piercings, hairstyles, facial hair, etc.?
- What about vacation time, sick time, holiday pay if the holiday is a Sunday?
- Should we take care of staff pets? For free?
- Do we need a cell phone policy?
- Can staff use the computers to get online (for something other than clinic use)?

## Practice Management

Sally Foote, DVM, CABC-IAABC, LSHC-S, FFE

Ted McKinney, PhD

8:00-8:50 a.m.

## Fear Free - What About Me? From a High-Stress to a Low-Stress Practice Culture

Many practices have adopted methods to reduce patient stress through understanding patient behavior, modifying the clinic environment, using specific tools to manage stress and collaborating with patient guardians. A similar approach to understanding staff behavior, modifying the work environment and gaining collaboration from staff to improve workplace productivity will be presented. Dr. Sally Foote and Ted McKinney, PhD., will outline how to use a clinical SOAP approach to diagnose, then develop a plan to take your clinic from "high stress" to "low stress."



9:00–9:50 a.m.

## Fear Free - What About Me? Case Studies of Improved Clinic Culture

Dr. Sally Foote and Ted McKinney, PhD, will present cases that compare the outcomes of using psychologically safe, low-stress staff management vs. traditional top-down, high-stress staff management. Attendees are encouraged to engage in open dialogue and discussion as the presenters share guidance and tips for common communication, staffing shortages and urgent care situations.

Camala Bailey, CPA, CVA

10:30–11:20 a.m.

## From Confused to Confident: Making Sense of Your Practice Financials (Basic)

Understanding your financial statements shouldn't feel overwhelming. In this session, we'll demystify the core financial reports every practice owner should know - Balance Sheet, Profit & Loss and Cash Flow. Learn how to read them, what they tell you and how to use them to make smarter, more confident decisions.

Learning Objectives:

- Identify and interpret the three key financial statements and understand how they work together.
- Recognize key metrics and red flags that may signal problems or opportunities in your practice's operations.
- Apply financial insights to monitor your data and improve profitability.

1:00-1:50 p.m.

## Unlocking Insights: How to Read Between the Lines of Your Financial Statements (Advanced)

Your financial statements are more than just numbers - they tell the story of your practice's health, growth and opportunities. In this session, you'll learn how to go beyond the basics and uncover real insights hidden in your financials. We'll show you how to identify trends, track against benchmarks and use your data for success. Whether you're looking to improve profitability, tighten expenses or prepare for a sale, in this session you will become a more financially savvy practice owner or manager.

Learning Objectives:

- Analyze financial statements beyond surface-level figures to uncover trends, patterns and potential problem areas.
- Interpret key financial ratios and indicators that provide deeper insight in operating efficiency, financial stability and profitability.
- Apply financial insights to make informed strategic decisions, such as service pricing, cost control, staffing adjustment or readiness for growth or sale.

# Convention Program

## Friday, November 7

### Practice Management, cont.

Camala Bailey, CPA, CVA

2:30–3:20 p.m.

#### The Money Map: Creating and Using a Budget in Your Practice

Think of your budget as a roadmap, not a restriction! A well-designed budget helps you set financial goals, monitor progress and make decisions throughout the year. In this session, we'll break down the process of creating a practical budget for your veterinary practice and show you how to actually use it as a tool, not just a spreadsheet to glance at once a year. From projecting revenue to managing expenses and tracking variances, you'll learn how to make budgeting a vital part of your business strategy.

Learning Objectives:

- Understand the key components of a budget and how they relate to financial goals, cash flow and profitability.
- Learn a step-by-step approach to creating an annual budget, including revenue forecasting and expense planning.
- Use your budget as a decision-making tool by comparing actual results to projections, analyzing variances and adjusting throughout the year.

3:30–4:20 p.m.

#### The Paycheck Check-Up: Managing Owner and Team Compensation

Payroll is the single largest expense in most veterinary practices and also one of the most important investments you make in your team and your business. In this session, we'll explore how to ensure you're compensating yourself appropriately as a practice owner, what constitutes competitive pay for associates and support staff, and how to structure compensation for long-term sustainability. We'll also review current payroll benchmarks and key performance indicators (KPIs) to help you effectively manage labor costs while maintaining a high-performing team.

Learning Objectives:

- Understand how to determine appropriate and tax-efficient compensation for practice owners.
- Compare common associate and technician compensation models and review current industry benchmarks.
- Identify key payroll metrics and KPIs - including compensation, payroll taxes and benefits - and learn how to evaluate bonus structures and employee benefit offerings.

### CE Reception-Ticketed Event

Kathleen McBain, National Veterinary Associates

5:45-7:00 p.m.-Marquis Tent, hors d'ouvres served

#### The 1:1 Revolution: Transform Your Reviews, Check-Ins and Feedback

We all know one-on-one's matter. But there's a difference between just having them and having them WORK. Let's explore why structure is the secret ingredient that makes these conversations truly valuable and how the "ripple effect" improves team culture, patient care and even retention.

## Saturday, November 8

### DEI CE Breakfast

Alyssa Brown, CVT, RLATg

7:00-7:50 a.m.

#### Exploring Neurodiversity in Veterinary Medicine

This talk will provide an overview of what neurodiversity is, its history as well as some common types of neurodivergence and their relevance in the veterinary clinic. We will also cover strategies that do and do not work for neurodivergent employees, easy workplace accommodations and the benefits of a neurodiverse team (neurodiverse and neurotypical).

### Small Animal A

Joao Felipe De Brito Galvao, MV, MS, DACVIM (SAIM)

8:00–8:50 a.m.



#### How I Use Endoscopy to Diagnose and Treat Respiratory Conditions

With videos and case studies, this presentation will review the use of rhinoscopy, tracheoscopy and bronchoscopy to evaluate and obtain samples from different aspects of the airway. The use of endoscopy to go beyond diagnosis and also treat specific conditions will also be shared, such as nasopharyngeal and tracheal stent replacement.

9:00–9:50 a.m.

#### How I Use Endoscopy to Diagnose and Treat GI Conditions

Videos and case studies will demonstrate interventional procedures that use less-invasive endoscopy plus/minus radiology to both identify medical issues and resolve them. From hepatic shunt correction to laparoscopic liver biopsy, and from methods to remove intestinal tract polyps to correct strictures, the high complication and low success rates of conventional surgery and even ultrasound-guided techniques can be things of the past.

10:30–11:20 a.m.

#### Feline Hyperthyroidism: The Treatment We Should All be Doing

I-131 therapy is a widely accepted treatment for cats with hyperthyroidism. However, veterinarians are just guessing if using fixed I-131 dose and not an individualized I-131 dosing protocol based on T4, T3, Tc99 uptake, thyroid tumor type and volume, and 24-hr I-131 uptake. Increase treatment success while limiting complications such as post-treatment hypothyroidism by learning more about individualized dosing.

1:00– 1:50 p.m.

#### The Lower Urinary Tract: Are You Aware of These Minimally Invasive Approaches?

Videos will be used to demonstrate a wide range of techniques that can be performed via endoscopy to treat life-threatening conditions of the bladder and urethra. In many cases - such as with laser lithotripsy and/or radiographic interpretation of stones - surgery can be avoided altogether, while new techniques for conditions such as urinary incontinence can improve the quality of life.

# Convention Program

## Saturday, November 8

### Small Animal A, cont.

Joao Felipe De Brito Galvao, MV, MS, DACVIM (SAIM)

2:00–2:50 p.m.

#### The Upper Urinary Tract: More Minimally Invasive Treatments for Common Conditions

In this session, the focus will be on new techniques that decrease complications and improve patient outcomes for certain disorders of the kidneys and ureters. For example, extensive research has reported excellent results in cats with the subcutaneous ureteral bypass (SUB) method, while in dogs ureteral stent placement is preferred. Diagnosis and options for less-invasive treatment of idiopathic hematuria will also be discussed.

### Small Animal B

Ryan Fries, DVM, DACVIM (Cardiology)



8:00–8:50 a.m.

#### Diagnosis and Management of Feline Heart Disease

This session will focus on the diagnosis and management of feline heart disease. We will discuss how to best evaluate cats using routinely available diagnostic tests in addition to echocardiography.

9:00–9:50 a.m.

#### Diagnosis and Management of Canine Heart Disease

This session will focus on the diagnosis and management of canine heart disease. We will discuss how to best evaluate dogs using routinely available diagnostic tests in addition to echocardiography.

10:30–11:20 a.m.

#### Beyond the Guidelines: Medical & Surgical Options for Advanced Heart Disease

This lecture focuses on what options exist both medically and surgically for dogs and cats with advanced heart disease. Session topics will cover newer drugs that are being utilized, such as Entresto in dogs, SGLT2 inhibitors in cats, as well as procedures like open-heart, transcatheter edge-to-edge repair, and left atrial decompression.

1:00–1:50 p.m.

#### Grey's Anatomy: Radiographic Review and Interactive Cardiology Cases

This session will provide attendees with a practical approach to evaluating thoracic radiographs. This session will utilize a case-based approach with active audience participation.

2:00–2:50 p.m.

#### How and When to Use Cardiac Biomarkers

This session will focus on the role of biomarkers to identify the presence of heart failure, to risk-stratify affected patients, to identify pre-clinical disease, and possibly to serve as a biological tool to guide therapy.

### Food Animal

Jim Lowe, DVM, MS, DABVP  
(Emeritus Food Animal)

8:00–8:50 a.m.

#### Flu That Goes “Moo”

Who knew cows could get the flu? We will discuss the biology, disease ecology and, most importantly, what the introduction of H5N1 into dairy cattle might tell us about the future of disease control in livestock.

9:00–9:50 a.m.

#### That Little Piggy Coughed All the Way Home

Over the last 30 years, influenza has changed from a seasonal epidemic disease to a year-round endemic disease. While the virus has changed, viral changes alone cannot explain the change in infection patterns within swine herds. We will discuss how the virus has changed, what we know about how the pig is responding to infection, and what that might tell us about the future of control strategies in both pigs and people.

Staci Slager, DVM



10:30–11:20 a.m.

#### Emerging and Foreign Animal Diseases, from Highly Pathogenic Avian Influenza to New World Screwworm

Join your Illinois State Department of Agriculture for a discussion on how Highly Pathogenic Avian Influenza (HPAI) has impacted multiple species, ranging from poultry to dairy to domestic animals. The discussion will turn to other threats impacting livestock and domestic animals, including the emerging New World Screwworm threat from Mexico.

Arvin Pierce



1:00–1:50 p.m.

#### Beekeeping 101: An Introduction to Bees, Hives and Environmental Stewardship

This session introduces veterinarians to the fundamentals of beekeeping, including honeybee biology, colony dynamics and year-round hive management. We'll cover common pests and diseases, with a focus on non-chemical, sustainable approaches to hive health. Attendees will also learn about hive products and the vital role bees play in environmental and agricultural ecosystems.



# Convention Program

## Saturday, November 8

### Food Animal, cont.

**Arvin Pierce**

**2:00-2:50 p.m.**

#### **Beekeeping 102: Veterinary Perspectives on Hive Management**

This session offers veterinarians an in-depth look at key beekeeping topics, including hive structure, bee roles, swarms, equipment, colony removal methods and seasonal management. Special attention is given to pests, diseases and non-chemical strategies for maintaining hive health. Attendees will deepen their understanding of how veterinary knowledge supports responsible and sustainable beekeeping.

### Technician

**Megan Brashear, BS, RVT, VTS (ECC)**

**8:00-8:50 a.m.**

#### **Endocrine Nightmare: Addison's Disease**

This lecture dives into the challenges of recognizing and managing Addison's Disease (hypoadrenocorticism) in veterinary patients, an often-tricky endocrine disorder that can rapidly become life-threatening. We'll cover the underlying pathology, classic clinical signs, emergency stabilization and long-term management, with a strong focus on the veterinary technician's vital role in monitoring, patient support and client communication.

**9:00-9:50 a.m.**

#### **The S Word: Sepsis and SIRS**

This lecture examines sepsis and systemic inflammatory response syndrome (SIRS), highlighting how these critical conditions develop and progress in veterinary patients. We'll discuss early recognition, key diagnostic indicators and initial stabilization strategies, emphasize the technician's essential role in patient monitoring, supportive care and communication with the veterinary team. Understanding these syndromes is crucial for improving outcomes in some of our most fragile patients.

**Tami Lind, BS, RVT, VTS (ECC)**

**10:30-11:20 a.m.**

#### **Critical Illness in Cats**

This lecture focuses on recognizing and managing critical illness in feline patients who often hide severe disease until it becomes advanced. We'll cover common presentations, unique feline responses to shock and stress, and the challenges of diagnostics and stabilization in cats. Special emphasis will be placed on the technician's role in gentle handling, careful monitoring and advocating for these sensitive patients to improve their chances of recovery.

**1:00-1:50 p.m.**

#### **Anaphylaxis**

This lecture covers the rapid onset and life-threatening nature of anaphylaxis in veterinary patients, exploring its triggers, pathophysiology and clinical signs. We'll review immediate emergency interventions, including fluid therapy and drug administration, and highlight the critical role veterinary technicians play in swift recognition, monitoring and supporting patients through these high-stakes events.

**Megan Brashear, BS, RVT, VTS (ECC)**

**2:00-2:50 p.m.**

#### **Thriving, Not Just Surviving in Veterinary Medicine**

This lecture explores practical strategies for veterinary technicians to build resilience, maintain passion and find fulfillment in their careers, moving beyond mere survival in a demanding field. We'll discuss managing stress, fostering a positive clinic culture and developing personal tools for growth and well-being, so technicians can truly thrive - both professionally and personally - in veterinary medicine.

### Special Interest

**MWI Animal Health**  
cencora

**Will Sander, DVM, MPH, DACVPM**

**8:00-8:50 a.m.**

#### **Let's Talk Environmental Sustainability and Veterinary Medicine**

In this session, an overview of the relevance of environmental sustainability in veterinary medicine will be provided. The talk will focus on this conundrum: The animal populations that veterinarians seek to help can be greatly influenced by the climate crisis, yet veterinary systems generate considerable greenhouse gas emissions, thus contributing to the rising climate crisis. A framework for veterinary clinics to reduce greenhouse gas emissions will be provided.

By the end of the session, participants will be able to:

- Identify the ways that animal health and well-being are being impacted by the climate crisis.
- Describe the areas where veterinary health systems generate greenhouse gas emissions.
- Describe the basic steps required to reduce greenhouse gas emissions of veterinary clinics.



# Convention Program

## Saturday, November 8

### Special Interest, cont.

**Will Sander, DVM, MPH, DACVPM**

**9:00-9:50 a.m.**

#### Pathways to a Sustainable Clinic: Part I - Core

In this session, participants will be provided with a detailed overview of the first component of enhancing veterinary clinic environmental sustainability - building an empowered team with clear goals and a path to success.

By the end of the session, participants will be able to:

- Build a clinic sustainability team in an inclusive and supportive manner.
- Assess the carbon footprint of their clinic using a carbon calculator tool.
- Review carbon footprint data and identify priorities for action.
- Develop an implementation strategy with milestones and deliverables.

**10:30-11:20 a.m.**

#### Pathways to a Sustainable Clinic: Part II - Clinic

In this session, participants will be provided with a detailed overview of clinical sustainability practices in the areas of energy, water, waste, procurement and transportation.

By the end of this session, participants will be able to:

- Identify practical actions for physical and behavioral change at the clinic level to reduce carbon emissions.
- Assess and choose potential actions based on their impact and level of effort required.

**1:00-1:50 p.m.**

#### Pathways to a Sustainable Clinic: Part III - Community

In this session, participants will learn about efforts to advance veterinary sustainability beyond the walls of the clinic.

By the end of the session, participants will be able to:

- Describe the value of preventative care for supporting clinic sustainability.
- Develop a plan for sharing their sustainability journey with their clients, community, profession and political representation.
- Identify actions to support sustainability within their wider community.



**2:00-2:50 p.m.**

#### Sustainability and Veterinarians: Is Education an Important First Step?

Climate change is a global problem with health impacts that transcend species. Veterinarians, along with other health professionals, have been called upon to participate in mitigation and adaptation efforts that protect animals and people now and in the future.

The objective of this presentation is to review the animal health impact of climate change and share ways in which veterinarians can engage on the topic, particularly around education to address current and future animal health threats. This can be achieved by emphasizing the overlap between competency domains in animal health and sustainability.

There is also a need to develop a sustainability workforce. Programs, both at educational institutions and practices, must prioritize experiential learning where individuals are actively engaged in addressing sustainability issues at all levels. These experiential learning initiatives demand enhanced collaboration between institutions and the broader animal health community.

Learning objectives:

- Understand the intersections of animal health and sustainability.
- Describe an educational framework to improve training of veterinarians in the realm of sustainability.
- Identify three takeaways that you can implement in your area of veterinary medicine.

# Convention Program

## Saturday, November 8

### Practice Management

**Addie Reinhard, DVM, MS**

**8:00-8:50 a.m.**

#### Mastering the Art of Mindful Listening

Did you know that veterinarians and physicians interrupt their clients after only 10 to 20 seconds, on average? Poor listening may result in mistakes, wasted time and interpersonal conflict in organizations and the veterinary workplace. Listening is considered a vital communication skill, yet very few individuals have received formal training in listening.

In this workshop, strategies for improving listening skills will be discussed and practiced. Workshop participants will hone their mindful listening skills, and these newly implemented listening skills will likely improve teamwork and staff productivity and boost client trust, compliance and satisfaction.

**9:00-9:50 a.m.**

#### Conflict Management: Creating Healthier Work Environments

Conflict is frequently encountered in the veterinary profession. Conflict among the work team can create toxic work environments, especially if issues are ignored or avoided. It can be difficult to know what to do or say when a conflict occurs, but learning techniques to manage conflict will create healthier work environments.

In this workshop, you will learn about the most common conflict management styles and how to leverage them in various situations. You will have the opportunity to practice conflict management strategies in this interactive workshop so you will feel prepared to implement these strategies within your organization or workplace. Small group role play will be used to practice conflict management techniques using case scenario examples.

**10:30-11:20 a.m.**

#### Identifying and Addressing Burnout

The latest Merck Animal Health Veterinary Well-Being Study found that around 75% of veterinary staff and veterinarians under the age of 45 are experiencing moderate to severe burnout. Fortunately, burnout can be prevented and reduced when individuals are given the right tools, resources and support. Quality veterinary mentorship - support from someone more experienced or a peer - may play a unique role in preventing burnout or helping others who may be experiencing burnout.

In this seminar, we will discuss research findings regarding burnout within the veterinary profession, including the incidence of burnout and proposed causes. You will learn to recognize the symptoms of burnout in yourself and others as well as some individual and organizational strategies that you can use as a veterinary mentor to reduce and prevent burnout within the veterinary profession.



**1:00-1:50 p.m.**

#### Creating Engaging and Inclusive Meetings

How can we create more inclusive work environments where everyone feels heard, seen and respected? Leveraging liberating structures within meetings can create an inclusive environment where everyone feels comfortable contributing to the conversation, which leads to collaboration in solving challenges.

Liberating structures differ from conventional structures, such as lecturing and brainstorming by allowing more individuals to participate in the discussion. By engaging more individuals in the discussion, more diverse ideas and solutions can be generated for issues facing an organization. These liberating structures are easily learned, easily accessible and can be used in a wide range of settings, including Zoom meetings.

In this workshop, participants will be guided through an overview of liberating structures and how to use them to enhance inclusion and engagement in meetings. Resources will be provided to attendees so they will have the ability to use liberating structures after leaving this workshop.

**Alyssa Brown, CVT RLATg**

**2:00-2:50 p.m.**

#### Beyond Pizza Parties: What CVTs Actually Want from Their Jobs

In a time when employee retention and satisfaction are hot topics, the veterinary industry often turns to surface-level incentives - like snacks in the breakroom or branded swag - as solutions. But are these gestures really what Certified Veterinary Technicians value most?

This session will explore the disconnect between common “perks” and the everyday needs of CVTs, such as predictable scheduling, guilt-free time off, genuine recognition and a voice in clinic culture. The goal of this presentation is to highlight what truly keeps veterinary teams happy, motivated and committed long-term.

### Special Event

**3:30-5:00 p.m.**

**Annual Meeting/Awards Presentation, Keynote Presentation  
Addie Reinhard, DVM, MS**

#### The Evolution of Veterinary Mentorship

The traditional definition of mentorship within the veterinary profession is getting support and guidance from someone more experienced within your practice. Historically, mentorship has focused on developing the medical skills and acumen of young professionals. With growing demands for recruitment and retention, as well as the mental health challenges the profession is facing, we must evolve to meet the current needs of today’s veterinary professionals. In this presentation, we will discuss how mentorship is evolving in the veterinary industry so you can consider how you will craft more intentional structures for mentorship in your practice.



**MentorVet**

# Convention Program

**Sunday, November 9**

## Small Animal A

Linda Messinger, DVM, Dipl., ACVD



8:00-8:50 a.m.

### Ditching the Itch with a Happy Skin Barrier

Epidermal barrier dysfunction in atopic dermatitis has been an ongoing hot area of research. We will examine various therapeutic modalities intended to help improve this dysfunctional barrier (as well as the abnormal immune system response), thereby aiming to reduce pruritus and other clinical signs in canine atopic patients.

9:00-9:50 a.m., Part I

10:30-11:20 a.m., Part II

### Paws for Relief: Purr-fect Help for Itchy Kitties, Part I & II

We all see itchy kitties in practice. In this session, we will examine how we can help our itchy feline friends, focusing especially on feline allergic skin disease. We will delve into what's new in feline allergy with an emphasis on diagnosis and therapeutic modalities. Cases will also be presented.

1:00-1:50 p.m.

### Hot Topics and Updates from Recent Dermatology Conferences and Literature

Exciting clinical updates for the general practitioner from recent veterinary dermatology conferences and publications.

2:00-2:50 p.m.

### Quick and Easy Tips to Maximize Success in Your Derm Patients

In this session, we will discuss various practical tips and therapies that I use to help my dermatology patients and that you will be able to use to help your patients, as well.

## Small Animal B

Gaby Escalante, DVM, DACVAA



8:00-8:50 a.m.

### Anesthesia Fundamentals, Part I: Airways & Monitoring

Let's get down to basics - Part I! This two-part presentation will go over the need-to-know knowledge required for any veterinary anesthetist. In this first section, we will take a look at anesthesia breathing circuits, airway supplies and monitoring equipment.

9:00-9:50 a.m.

### Anesthesia Fundamentals, Part II: Anesthetic Drugs & Phases

Let's get down to basics - Part II! This two-part presentation will go over the need-to-know knowledge required for any veterinary anesthetist. In this second section, we will cover anesthetic drugs and their pharmacology, as well as the different phases of anesthesia, from sedation to recovery.

10:30-11:20 a.m.

### Breaking Down Brachycephalics - Anesthesia for Brachycephalics

Learn how to tackle the issues that come with anesthetizing brachycephalic dogs and cats. This presentation will cover what veterinarians need-to-know regarding anesthesia for a brachycephalic patient, including key features of brachycephalic obstructive airway syndrome (BOAS), as well as other physiologic and anatomic differences that impact their anesthetic care.

1:00-1:50 p.m.

### Never Too Young or Old for Drugs! Pediatric & Geriatric Anesthesia

Age is not a disease, nor does it limit anesthesia! Let's discuss the physiologic differences between our very young and our old veterinary patients, as well as how those differences impact your anesthetic choices. This talk will boost your confidence in being able to still provide safe and effective anesthesia for any age patient!

2:00-2:50 p.m.

### Taking Away the Pain of Pain Scoring

Learn the basics of what pain scoring systems are, why they matter, and how to use them to benefit your veterinary small animal patients. This session includes an interactive section where we practice pain scoring real patients through case-by-case pain score videos.

## Technician

Jeanice Wiard, M.Ed., B. Tech, CVT, CCFP

8:00-8:50 a.m.

### Compassion Fatigue vs. Burnout

This session will discuss research on compassion fatigue and burnout, including what they are, their causes, why veterinary professionals are at risk for both, and how they contribute to decreased patient care and client understanding.

9:00-9:50 a.m.

### What is "Real" Self-Care?

In this session, we will discuss "real" self-care. Spoiler alert: We won't be talking bubble baths, eating chocolate or shopping. We'll discuss how you can move past this superficial idea of self-care, dig deeper to understand yourself, and determine what self-care looks like for YOU.

10:30-11:20 a.m.

### Perception & Thought Interrogation

Your world is built around stories - the stories you tell yourself. Is what you're thinking true? Is your perception of the world warped by your cognitive processes? During this session, we will discuss how perception shapes our world and how to begin untangling our thoughts enough to see the world more clearly.



# Convention Program

**Sunday, November 9**

## Technician, cont.

**Jeanice Wiard, M.Ed., B. Tech, CVT, CCFP**

**1:00-1:50 p.m.**

### Coping Strategies for Chaos

In this session, we will discuss the difference between positive and negative coping strategies and how to incorporate positive behaviors into our lives to help us cope with negativity and chaos.

**2:00-2:50 p.m.**

### Self-Compassion, the Key to Cultivating Resilience?

During this session, we will explore research on self-compassion and its benefits. Can self-compassion create more compassion for others? Can it assist us in accomplishing our professional/personal goals? Self-compassion is more powerful than we realize.

## Special Interest

**Janelle Bols, DVM**

**8:00-8:50 a.m.**

### USDA Module 34: Veterinary Export Health Certification System



This module provides the accredited veterinarian with information about the functionality of the Veterinary Export Health Certification System (VEHCS). It demonstrates the extent to which it can be used and describes how to access and use the VEHCS.

**Jennifer Gravley, DVM**

**9:00-9:50 a.m.**

### USDA Module 41: New World Screwworm: A 21<sup>st</sup> Century Perspective

This module covers signs of New World Screwworm, its life cycle, control measures and reporting methods. It also covers the potential animal, human and financial impacts associated with an incursion of New World Screwworm.

**Lynsee Melchi, DVM**

**10:30-11:20 a.m.**

### USDA Module 8: International Movement of Horses

This module describes the economic importance of the U.S. equine industry and the impact of international travel of horses on global spread of equine diseases. The process for proper completion of health certificates for movement, both temporary and permanent, is illustrated through an interactive scenario following the export of a horse to an international destination. Emphasis is placed on the role and responsibilities of the accredited veterinarian, isolation procedures, required laboratory tests, and accurate completion of an international health certificate.



**Heidi Phillips, VMD, DACVS - Small Animal**

**1:00-1:50 p.m.**

### Brachycephalic Obstructive Airway Syndrome in Dogs and Cats - What's New in Pathology?

**2:00-2:50 p.m.**

### Brachycephalic Obstructive Airway Syndrome in Dogs and Cats - What's New in Diagnosis and Treatment?

This two-hour lecture series will focus on a comparison of techniques and outcomes between traditional versus novel multi-level upper airway surgeries in the brachycephalic canine and feline. Special attention will be given to laser-assisted turbinectomy (LATE) in dogs. Attendees will learn how knowledge of brachycephaly and its associated primary and secondary problems have advanced in recent years, as well as how the traditional and novel surgeries are performed using high-quality photographs and videos.

## Practice Management

**Amanda Donnelly, DVM, MBA**

**8:00-8:50 a.m.**



### Create a Culture of Accountability

Inconsistent job performance is one of the most common frustrations practice leaders face, so knowing how to have these conversations is key! In this session, Dr. Donnelly teaches communications to create a value-based culture and improve job performance. Participants will learn how to create clarity when delegating job duties and give negative feedback positively. You will walk away inspired to use specific communication skills with confidence so you can retain the best team members.

**9:00-9:50 a.m. - Part I**

**10:30-11:20 a.m. - Part II**

### Practical Strategies to Increase Motivation & Eliminate Problem Behaviors, Part I & II

Do you have team members who lack initiative or demonstrate problem behaviors? Do you question the work ethic of younger employees? Are you eager to cultivate a team of problem solvers? Join this session to uncover the root causes of suboptimal motivation and learn how to apply effective solutions that elevate team performance and eliminate drama in the workplace. Attendees will learn effective communication techniques to foster greater employee engagement and empowerment, helping your organization retain motivated and dedicated team members. Walk away with actionable strategies, including specific communication skills that will unlock your team's problem-solving potential and lead to a more dynamic, productive work environment.

# Convention Program

## Practice Management, cont.

Amanda Donnelly, DVM, MBA

1:00-1:50 p.m. - Part I

2:00-2:50 p.m. - Part II

### Enhancing Communication to Strengthen Client Relationships and Grow Your Practice

This interactive program emphasizes the critical role of communication in shaping client experiences and loyalty within veterinary practices. Dr. Donnelly explores how the choice of words and communication strategies profoundly influences client decisions and fosters lasting bonds with pet owners.

This presentation is designed for practice leaders looking to grow their business by developing a team-based approach to improving client compliance, which ultimately drives profitability. It also targets team members seeking to enhance their communication skills, efficiency, and client engagement. Through practical insights and actionable techniques, attendees will learn how to forge meaningful connections with pet owners, attract new clients and improve client retention.



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## Exhibitors

### 4 Paws Imaging Center – Booth 202

Katlynn Weedman, CVT, CEO  
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Plainfield, IL 60544  
(630) 746-1382  
[4pawsil@4pawsimaging.com](mailto:4pawsil@4pawsimaging.com)

At 4 Paws Imaging Centers, we specialize in providing high-quality, state-of-the-art imaging services for your beloved pets. Our team is dedicated to offering top-notch care, with all imaging interpreted by board-certified specialists. We work diligently to deliver these results efficiently to your veterinarian, ensuring seamless support for the continued health and well-being of your furry family members. Trust us to provide the imaging expertise your veterinarian needs to make informed decisions for your pet's care.

### AKC Reunite - Booth 313

Monica Mak  
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(919) 816-3815  
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[www.akcreunite.org](http://www.akcreunite.org)

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### Antech Diagnostics – Booth 107

Kris Kerrigan  
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### ASCPA Poison Control – Booth 403

Ginger Watts, DVM, DABT, DABVT  
1806A Fox Dr  
Champaign, IL 61820  
(973) 650-6064  
[ginger.watts@aspca.org](mailto:ginger.watts@aspca.org)  
[www.aspca.org](http://www.aspca.org)

ASPCA Poison Control is your best resource for any animal poison-related emergency, 24 hours a day, 365 days a year. The ASPCA is the #1 expert in animal toxicology, delivering the most accurate, up-to-date advice uniquely tailored to meet the needs of pets and their parents. By bringing the right care to each case, ASPCA Poison Control is always the right call.

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### Avid Identification Systems, Inc. – Booth 207

Dan Boyle, DVM  
27825 Hawks Nest Cr  
Lake Barrington, IL 60010  
(630) 661-2323  
[boyledvm@sbcglobal.net](mailto:boyledvm@sbcglobal.net)  
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### AVMA Trust – Booth 311

Kara Escutia, DVM  
1931 N. Meacham Rd., Ste 106  
Schaumburg, IL 60173  
[www.avmaplit.com](http://www.avmaplit.com)  
[kara.escutia@avmaplit.com](mailto:kara.escutia@avmaplit.com)

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# Exhibitors

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## Bank of America – Booth 200

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[jeremy.briggs@bofa.com](mailto:jeremy.briggs@bofa.com)  
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## Bionote USA – Booth 109

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## Exhibitors

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### Christian Veterinary Mission – Booth 304

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Doug Baker  
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[dbaker@cardconnectpartners.com](mailto:dbaker@cardconnectpartners.com)  
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Jeff Miscvich  
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### Illinois State Veterinary Medical Association – Booths 308-309

Deborah Lakamp, CAE  
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[www.isvma.org](http://www.isvma.org)

The ISVMA is an organization of hardworking, dedicated veterinarians and certified veterinary technicians who believe in providing quality, science-based animal health care. We represent more than 1,800 veterinarians, certified veterinary technicians, practice managers, veterinary students, and technician students in a variety of fields and specialists. Together, we share the best practices, support one another, and impact the future of veterinary medicine.

## Exhibitors

### Illinois Veterinary Medical Foundation (Silent Auction) – Booths 404-405

Tracy Myers, DVM  
1121 Chatham Rd  
Springfield, IL 62704  
(217) 546-8381  
[info@isvma.org](mailto:info@isvma.org)  
[www.isvma.org/illinois-veterinary-medical-foundation](http://www.isvma.org/illinois-veterinary-medical-foundation)

The IVMF, a 501 (c)(3) charity, supports charitable programs for animals, students' scholarships at the University of Illinois College of Veterinary Medicine and other programs that support the ISVMA's mission.

### Invisible Fencing® Brand – Booth 209

Christina Landwehr  
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### Midwest Anesthesia Consulting Veterinary Services – Booth 306

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[macvet@macvetservices.com](mailto:macvet@macvetservices.com)  
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### Midwestern University College of Veterinary Medicine – Illinois - Booth 105

Coretta Patterson, DVM, DACVIM  
555 31<sup>st</sup> Cardinal Hall, Ste 530  
Downers Grove, IL 60515  
(630) 515-7109  
[cpatte2@midwestern.edu](mailto:cpatte2@midwestern.edu)  
[www.midwestern.edu](http://www.midwestern.edu)

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### MiraVista Veterinary Diagnostics – Booth 301

Samantha Bryson  
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### Multi Radiance Laser – Booth 211

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# Exhibitors

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# Exhibitors

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## RWE Design Build – Booth 205

Ken Just  
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[ken@rwedesignbuild.com](mailto:ken@rwedesignbuild.com)  
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# Exhibitors

## Standard Processing – Booth 201

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[seberle@standardprocess.com](mailto:seberle@standardprocess.com)  
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## Synchrony Veterinary Cardiology – Booth 402

Nonya Fiakpui, DVM, VMD, MS, DACVIM  
 205 N Michigan Ave  
 Chicago, IL 60601  
 (857) 529-7922  
[info@synchrony.vet](mailto:info@synchrony.vet)  
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## Universal Imaging – Booth 400

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### Veterinary Medical Political Action Committee – Booth 309

Steve Dullard, DVM, DABVP  
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The VMPAC advances the legislative goals of the ISVMA by providing financial support to State of Illinois legislative office holders, legislative candidates and political parties.

### Zoetis – Booth 401

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