



## REMINDER

### All NAFV Members are encouraged to join our NAFV Millennial Workgroup Conference calls!

This workgroup was established to explore making federal veterinary service attractive to new veterinarians, and continue to connect new PHVs and VMOs to NAFV, and civil society.

Our next call will be held on **Tuesday, October 3, 2017** at **8:00 PM ET** | **7:00 PM ET.**

For call details email: [mbarros@nafv.org](mailto:mbarros@nafv.org).

## Former USDA Officials Say Feds Critically Short of Veterinarians

by *Cookson Beecher* | *Food Safety News* | 08/21/2017

### Veterinarians' groups predict shortage of highly educated staff will decrease U.S. food safety

Sometimes when a door swings open, opportunity for change has the chance to enter.

That's what some members of the National Association of Federal Veterinarians are hoping will happen now that two top food safety positions at the U.S. Department of Agriculture are in line for new leadership.

On July 31, Al Almanza retired from his job as the head of USDA's Food Safety Inspection Service (FSIS). He is now head of global food safety for Brazil's mega meatpacker JBS SA. Agriculture Secretary Sonny Perdue selected Paul Kiecker, an FSIS career employee, to serve as acting administrator for the sub-agency.

At the same time, Perdue named Carmen Rottenberg to serve as acting deputy undersecretary for food safety. There's not been an undersecretary for food safety for more than three and a half years. Rottenberg began working for FSIS in 2007 and has served in various positions.

FSIS's mission is to protect the public's health by ensuring the safety of meat, poultry, and processed egg products.

### Opportunity beckons

The opportunity the public health veterinarians are hoping for with the pending staff changes is a renewed commitment by USDA leadership to boost the agency's ranks of veterinarians in slaughter houses, administrative positions and supervisory positions.

Increasing the number of veterinarians in those three areas is an intrinsic part of a staffing plan released in February by the American Veterinary

Medical Association and supported by National Association of Federal Veterinarians.

The plan also recommends that FSIS provide or pay for 40 hours of professional management and/or food safety training per year for veterinarians. This would include professional meetings that could apply to work performed by FSIS.

It also recommends that FSIS partner with veterinary colleges to include provide information about public practice, especially within FSIS, in the annual curriculum for each veterinary student.

The plan was triggered by members' concerns that for the first time ever, the agency was discussing putting non-veterinarians in charge of slaughter plants.

"A disaster waiting to happen," said veterinarian William James, who capped off his 28-year career at USDA's Food Safety and Inspection Service with three years as the agency's chief veterinarian from 2008-2011. "That's why we're bringing it up now before it happens."

### Do you eat meat or poultry?

"If you eat meat, then this is something you care about," said James. He said for the sake of food safety it's important to have a pipeline of veterinary expertise from the slaughter house all the way up to the top of the USDA.

"You need this expertise to protect people from foodborne diseases," he said.

Brian Ronholm, who was deputy undersecretary of food safety at USDA from April 2011 until January this year, agrees in principle.

"Increasing the number of veterinarians in FSIS would enhance the

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Federal Veterinarian (ISSN 0164-6257)

1910 Sunderland Pl., N.W.

Washington, D.C. 20036-1608

is published monthly except bimonthly in Nov-Dec and May-June by, and in the interest of, the National Association of Federal Veterinarians to whom it is mailed free. Periodicals postage paid at Washington, D.C. Correspondence should be addressed to:

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1910 Sunderland Pl., N.W.

Washington, D.C. 20036-1608

The annual subscription rate is \$50.00 for United States and Canada and \$70.00 for foreign mailing, payable by January 1 each year. Subscriptions are not available to those eligible for membership.

Any non-uniformed veterinarian employed full time by the federal government may become an active member. Dues are \$234.00 annually, payable annually, semiannually, or by federal payroll deductions (eligibility for payroll deduction is limited to USDA veterinarians—of \$9.00 authorized by signing USDA Form AD 1054 (FSIS) or SF 1187 (APHIS)). Uniformed veterinarians dues are \$150.00 annually. Active duty uniformed veterinarians—please contact the NAFV office.

Associate membership may be granted to active members when they retire from federal service. Associate members pay no dues. Associate mailed subscriptions are \$25.00 per year.

The National Association of Federal Veterinarians is a non-profit corporation and the purposes for which it is formed are to promote the veterinary profession, to improve the professional efficiency and material interests of the members, to acquaint the public with the activities of veterinarians in the federal service, and to cooperate with the American Veterinary Medical Association, the United States Animal Health Association and other similar groups with common interests.

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## EVP Column: John L. Shaw, DVM

### NAFV, a “Modern” Model for US Federal Management-Employee Engagement

In the Federal workplace, predictions are that confrontation is “out”, and collaboration is “in”. In a recent article “[Federal Unions Need to Redefine their Role](#)”, by Howard Risher in the *Government Executive*, Mr. Risher is a pay and performance consultant who has had considerable influence over government employment since at least 1990. His bio includes Federal Employees Pay Comparability Act and the transition to locality pay.

The author emphasizes that employee input into upper management is more critical now than ever, but we may not see it in the form of the classical Federal employee confrontational union. Of course, NAFV has never been a union; it is an association of managers and supervisors as codified in the CFR [<https://www.law.cornell.edu/cfr/text/5/251.201>] and we have always worked through collaboration with management.

This article got me thinking that NAFV has always operated much as the imported European model Mr. Risher is proposing to modernize Federal Government employee engagement with agency management. NAFV is perhaps ahead of our times; maybe we were always “modern”; and there is a good chance that we have experience to share with other organizations if they adopt and change to Risher’s new model.

Across US society, membership in organizations has been on the decline. As poor as membership is in the Federal workplace (about 35 percent), it is far worse in the private sector (7 percent). He cites that unions have lost three million members since 1983 (the air controllers’ strike was in 1981). Mr. Risher shares these statistics in his

article as well as a bleak outlook for traditional unions in the Federal workplace; in traditional Federal unions, membership fell over the last year 2015-2016.

These statistics are not just academic. Risher believes that the impact of the loss of union bargaining power is not only a granular hardship to workers and families, but in its aggregate, drags down the whole economy.

“From 1948 to 1979, productivity rose 108 percent and . . . real . . . hourly wage rose 93 percent. Since Ronald Reagan’s election in 1980, productivity has increased 65 percent, but real wages have risen only 8 percent. [ . . . ] If middle class incomes had continued to rise, it’s been estimated that families would now have roughly \$20,000 more to spend.”

Risher proposes a German model of worker-management interaction – the principal of “co-determination” and “Works Councils”. The first, co-determination, is a serious departure from US practices if considered in either the private or public context; it is the legal right of employees to elect representative for “almost half of the company’s board of directors”.

The second proposed import from Germany, Works Councils, is not so radical and (I would argue) is a model that NAFV has used all along and has used successfully in many cases.

“German workers are also entitled by law to form Works Councils at their workplace with regularly scheduled meetings to discuss work-related issues with management . . . the laws have contributed to

(Continued on Pg. 3, “EVP Column”)

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largely cooperative labor-management relations . . . there is a separate but similar statutory provision *providing for staff councils in government organizations* [my emphasis and italics].”

This model, at least in the private sector, is found in some six other European countries. Risher is fast to point out that US culture and history is different from Europe's. But the (US) model of management, determining all policy and practice by fiat, is “a failed management style”. The US private sector has experimented with more inclusive management models over the last century: “profit sharing”, “gainsharing”, and “goal sharing”. More recent experience with the United Auto Workers and General Motors advances this concept. Risher quotes yet another columnist:

“ [the] expertise the union now brings to discussions of quality, safety, predictive and preventative maintenance, workforce development, team-based operation, and other such topics.’ That’s a far broader union role.”

It seems to me that this is a concise list of topics on which NAFV must engage Federal management.

Risher believes that “employees are more productive when they collaborate . . . [and] I generally suggest new clients involve an employee committee. *It’s never failed* [again, my emphasis].” Without the profit motive of the private sector, the government sector should be much more easily able to adopt this Works Council concept, or something very similar. Again, I would contend that our NAFV has done this successfully for many years now. Successes we can count to our credit include:

- the APHIS Administrator encouraging continuing learning for employees;
- providing input into future curriculums for veterinary students that emphasized competencies required in the federal government for higher level positions;
- testimony to a Senate committee on the critical need to improve recruitment, provide retention incentives, work/life issues, and specialty pay for Federal Veterinarians;
- assistance in draft language for the following Congressional bills: a) The Farm Bill, b) Veterinary Services Investment Act, c) The

Veterinary Medicine Loan Repayment Program (VMLRP), d) Wildlife/Zoo Veterinary Medicine Act, e) Federal Veterinarian Specialty Pay, f) language to amend the National Agricultural Research, Extension and Teaching Policy Act of 1977, and g) provided input on ocean policy and ocean health to the President’s Council on Environmental Health;

- significant contributions to the GAO report on the critical shortages of federal veterinarians in several agencies;
- with APHIS, a resolution to travel issues and the status of official veterinarians working on the US - Mexico border;
- with the DCVMA develop CE credits for evening seminars for veterinarians in the Washington, DC area;
- assisted the Federal Veterinary Workforce’s Talent Management Advisory Council in assessing the response to a potential FMD outbreak;
- with FSIS management, identified issues to improve the Pay-for Performance Demonstration Project (PHRS) System;
- with AVMA, met with congressional leaders to avoid a second budget reduction for APHIS;
- worked successfully to preserve federal programs and budgets involving federal veterinarians, salaries, benefits, and to avoid furloughs, and reductions in force.

By all accounts, under the new administration, the Federal workplace is apparently once again subject to a re-inventing government initiative. Risher predicts we should expect many problems and “operational issues”, the solution of which should involve employees, employee councils, employee associations, and employee unions. Employees through their associations must add value to management, as well as make a case for better working conditions. Now is the time for NAFV to become yet better known to Federal veterinarians (members and nonmembers alike), also to Federal management, and to other Federal organizations seeking to transition to more collaborative models of employee-management interaction, with which NAFV has much experience

1. <http://bit.ly/2w7urvu>

***“If you don't know where you're going, you might not get there.”***

- Yogi Berra,  
Baseball player and manager

*Continued from Pg. 1, "Former USDA..."*

## Brian Ronholm



agency's ability to reduce foodborne illness rates," said Ronholm, who is now senior director of regulatory policy at Arent Fox LLP in Washington D.C.

Veterinarian Michael Gilsdorf, a member of the National Association of Federal Veterinarians since April 1983 and president of the association in 1995-1996, also agreed. He said FSIS conducts its food safety inspection duties at the "nexus of animal health and public health."

That nexus is where bacteria in meat and poultry, such as *E. coli*, *Salmonella* and *Listeria*, become foodborne pathogens.

There are more than 70 known animal diseases that can be transmitted to humans and cause disease, Gilsdorf said.

"The ultimate responsibility within FSIS for ensuring the meat is safe for human consumption rests with the supervisory public health veterinarians (SPHVs)" Gilsdorf said, pointing out that veterinarians receive formal education in disease processes, microbiology and zoonotic diseases that are necessary for conducting effective inspections before and after animals are slaughtered.

Public health veterinarians have also received formal education in sanitary procedures, while few food inspectors have the education to understand the microbiological processes that are the basis for food safety requirements at slaughter plants, he said.

James said the safety of FSIS-regulated foods is too important to leave to people without the appropriate education to supervise inspection in all slaughter plants.

"Veterinarians are the single best source within FSIS for this expertise, but not a single veterinarian can be found at the head of a single office in FSIS," James said.

Ronholm said his experience as deputy undersecretary of food safety at USDA proved to him that agency leaders need specialized knowledge and skills.

"It is important that the new leadership at FSIS is comprised of people with strong public health credentials and policy acumen," Ronholm said. "It's also essential that the new leaders not only be persuasive advocates for food safety priorities, but also ardent supporters of FSIS civil servants."

Eric Mittenthal, spokesman for the North American Meat Institute, the leading voice for the meat industry, said ultimately it is an FSIS hiring decision.

"Veterinarians play an important role in meat in-

spection, but food safety monitoring occurs at various points throughout the process," he said. "It is FSIS's responsibility to balance those needs throughout the inspection process and ensure that employees are well trained and able to properly perform their duties so Americans can continue to enjoy safe meat and poultry."

## Why this staffing plan now?

Gilsdorf said there's a "critical workforce situation that has developed within the FSIS that needs immediate attention." Although the overall vacancy rate is a worrisome 12 percent, he said it is as alarmingly high as 21 percent in some of the 10 FSIS districts throughout the nation.

Another problem is a 10 percent shortage of food inspectors — higher in some districts — who work under the supervision of the supervisory public health veterinarians. That shortage means that the supervisory veterinarians have to fill in for the vacant food inspectors and therefore are not able to perform or complete all of their other supervisory veterinarian duties, James said.

"Up until now the supervisory public health veterinarians (SPHV) have been able to ensure the food is safe and wholesome," he said, "but they cannot continue to cover multiple slaughter establishments and multiple vacancies without jeopardizing food safety in the near future."

## Michael Gilsdorf



Gilsdorf and his colleagues believe it is time to fix the problem.

"We believe the alarming SPHV vacancy level in FSIS is an important reason for the astounding increase in foodborne illnesses in 2016 associated with FSIS products reported by the agency in June," said Gilsdorf.

James made a similar point, again with the agency's own data from its "Strategic Plan Fiscal Year 2011-2016" that shows a 72 percent jump in the number of *Salmonella*, *Listeria* and *E. coli* O157: H7 illnesses from products regulated by FSIS. In 2015, there were 382,123 cases. In 2016, that number had jumped to 657,405 cases. In the report, FSIS attributed the increase to a new "highly ambitious" method of monitoring illness trends.

But, James said information from Centers for Disease Control and Prevention's Foodnet database has shown no real progress in bringing down foodborne illnesses in the past 10 years.

"This is what happens when the agency lacks effective leadership," he said. "When you've made no

*(Continued on Pg. 5, "Former USDA...")*

(Continued from Pg. 4, "Former USDA...")

progress in 10 years, then you know you're doing something wrong. The agency needs to be making progress instead of treading water."

### Problems and solutions

The staffing plan asserts that FSIS has not made the supervisory public health veterinarian positions attractive enough to retain more highly qualified veterinarians. The pay to work in a slaughterhouse is at least \$10,000 a year less — oftentimes far less — than what a vet could earn in private practice, according to veterinarian organizations.

A spokesperson for FSIS said that the agency is required by law to hire public health veterinarians in certain positions and that the agency cannot comment on who might be selected by the administration to run the Food Safety Inspection Service.

Another fly in the ointment is that currently there are more veterinary jobs available than there are people graduating from veterinary school. That translates into some stiff competition. And not surprisingly, many new veterinarians are looking for jobs caring for companion animals, not conducting slaughterhouse inspections.

Gilsdorf said the staffing plan recommends recruitment incentives such as 25 percent pay bonuses for the first two years for all locations. Another incentive could be student loan repayment of \$5,000 for 10 years with a service agreement. Veterinarians have among the highest student loan balances of any profession, often ranging from \$130,000 to \$150,000.

"We have an opportunity to restore professional leadership and bring in enough veterinarians so inspection teams can be supervised," James said. As for the money needed to do it, he said that FSIS's budget hasn't been cut and it can redirect some of its money if needed. The association estimates that about \$10 million in FSIS appropriations would be needed to bring the agency's food inspection force up to full strength.

James said more staff won't lead to higher meat

prices because it's FSIS, not the meat industry, that will be paying for it.

### William James



James said he knows public health veterinarian jobs require a certain type of person with a certain mindset.

"If you save someone's pet poodle, you're a hero," he said. "But you can go your entire career as a public health veterinarian and no one will think of you that way. Yet one good decision can save many lives. The rewards for those with the right mindset is greater than anything from private practice."

Gilsdorf agreed, saying the people who work as public health veterinarians see it as a service to humanity and adding that another group of civil servants has the power to make sure their service continues.

"Congress can resolve this situation rapidly," said Gilsdorf.

Besides sharing the staffing plan with FSIS leadership, the national association has also been gathering support for it from members of Congress, commodity groups, and other veterinary associations, including swine and bovine veterinarian associations.

Another positive sign is that the current U.S. House Budget Report directs FSIS to address this issue, but Gilsdorf said the agency needs additional immediate help to fill 120 vacant supervisory public health veterinarian positions.

The FSIS spokesperson said as the largest employer of federal veterinarians in the United States, FSIS recognizes the knowledge and expertise they bring to the agency. As such, it continues to look for recruitment and retention incentives to maintain and expand their contributions to FSIS's mission.

Original article: <http://bit.ly/2vqBTmR>

**DEPARTMENT OF AGRICULTURE  
Animal and Plant Health Inspection Service  
[Docket No. APHIS-2016-0092]**

**Concurrence With OIE Risk Designations for Bovine Spongiform Encephalopathy**

**SUMMARY:**

We are advising the public of our decision to concur with the World Organization for Animal Health's (OIE) bovine spongiform encephalopathy (BSE) risk designations for seven regions. The OIE recognizes these regions as being of negligible risk for BSE. We are taking this action based on our review of information supporting the OIE's risk designations for these regions. Regions of negligible risk for BSE: Costa Rica, Germany, Lithuania, Mexico, Namibia, Romania, and Spain.

## Federal Veterinarian Feature: CAPT Charlotte Spires, DVM, MPH, DACVPM Chief Veterinarian, National Disaster Medical System (NDMS)/ National Veterinary Response Team (NVRT)



On August 1, CAPT Charlotte Spires assumed the position of Chief Veterinarian for the Department of Health and Human Services' (HHS) National Disaster Medical System's (NDMS) National Veterinary Response Team (NVRT) which is within the Office of the Assistant Secretary for Preparedness and Response (ASPR).

In this role, she oversees and coordinates all aspects of the NVRT, serves as subject matter expert on veterinary mission activities, and acts as principle veterinary medical/emergency preparedness/planning advisor to HHS Regional Administrators. She also develops veterinary medical policies and guidelines to carry out HHS, ASPR, and NDMS legislative mandates for readiness.

For the prior five years, CAPT Spires served in ASPR as Executive Director and Designated Federal Official for the National Preparedness and Response Science Board and National Advisory Committee on Children and Disasters for HHS. She received her commission into the US Public Health Service (PHS) in 1995 and has formal training and experience in epidemiology, food safety and public health. Dr. Spires has certifications in risk commu-

nication, six sigma and project management. She has served FDA as Director of the FDA Center for Veterinary Medicine's (CVM) Division of Epidemiology, Quality Manager for the CVM Office of New Animal Drug Evaluation, Project Manager for the FDA After-hours Call Center in the Office of the Commissioner (OC), Senior Epidemiologist at the FDA Center for Food Safety and Applied Nutrition, and Senior Program Management Officer in the FDA OC Office of Policy and Planning.

CAPT Spires received her DVM degree from the Tuskegee Institute School of Veterinary Medicine and her Master of Public Health degree from the Johns Hopkins University School of Public Health and Hygiene. She has served as Director of the Commissioned Officers Association (COA) Board of Directors, Veterinary Category Representative to the COA and has deployed for animal rescue operations in the aftermath of Hurricanes Katrina, Rita and Ike. She developed a risk-based algorithm for the management of companion animals of hurricane evacuees with special medical needs and successfully implemented that algorithm at a Federal Medical Station established for Hurricane Ike evacuees in College Station, TX.

She received the USPHS Commendation medal for that effort and was also chosen as the 2009 USPHS Veterinary Responder of the Year.

### APHIS Proposes to Recognize Mexico as Free of Classical Swine Fever

Source: [APHIS](#) | 08/07/2017

The U.S. Department of Agriculture's (USDA) Animal and Plant Health Inspection Service (APHIS) is providing a notice of evaluation, which proposes to recognize Mexico as free of classical swine fever (CSF). APHIS will also withdraw a previous proposed rule that would have recognized a low-risk CSF region in Mexico.

The proposed rule that will be withdrawn was published for comment on July 29, 2014. Since it was published, the World Organization for Animal Health recognized Mexico as CSF-free. As a result, Mexico's government requested that APHIS suspend its rulemaking and instead continue evaluating Mexico's CSF status. APHIS reopened its evaluation and conducted a site visit in 2015.

Based on the 2015 site visit report, along with updated surveillance data and additional information submitted by Mexico's government, APHIS deter-

mined that current conditions support CSF-free recognition for all of Mexico.

This newly proposed action would relieve CSF-specific restrictions on the importation of pork and pork products from Mexico, while continuing to protect the United States against this serious swine disease. However, other animal health concerns related to the import of live swine and swine genetics have not yet been evaluated and will still need to be addressed before live swine and swine genetics may be imported from Mexico.

APHIS is inviting public comments on the evaluation for 60 days at [www.regulations.gov](http://www.regulations.gov). APHIS will then review and consider the comments received and make a final determination.

It may be viewed online at: <https://s3.amazonaws.com/public-inspection.federalregister.gov/2017-16675.pdf>



## Master of Preventive Veterinary Medicine (MPVM)



The University of California, Davis welcomes applications for the Master of Preventive Veterinary Medicine (MPVM) degree program. The MPVM is a 1-2 year graduate professional Master's degree for veterinarians. Since 1967, this pioneering program's more than 900 graduates have excelled worldwide in leadership, academic, and research positions with universities, private industry, international agencies, non-governmental organizations, and governments.

We offer core courses in epidemiology concepts, study design, research methods, leadership, ecosystem health, and infectious disease epidemiology as well as biostatistics. Electives allow students to explore zoonotic disease, food safety, diagnostic test evaluation, spatial analysis, mathematical modeling, disease ecology, and many more courses throughout the university. Coursework in 'One Health' incorporates public health and conservation at the interface of humans and animals. In addition to didactic instruction, students write a thesis on research they undertake. We support our extensive course offerings and student research with a large, diverse, vibrant faculty including recent hires in epidemiology, wildlife, food animals, urban agriculture, and poultry health, and a wealth of adjunct contributors from state and federal management agencies and organizations.

Instruction begins in early August. Requirements for entry include a minimum 3.0 GPA, and TOEFL score of 85 or higher for non-English speakers. The application deadline for the 2016-17 academic year is January 15<sup>th</sup> 2016.

Please send inquiries to Graduate Group Coordinator Ms. Tami Ali ([tali@ucdavis.edu](mailto:tali@ucdavis.edu); 530-752-2657) or Program Chair Dr. Ashley Hill ([aehill@ucdavis.edu](mailto:aehill@ucdavis.edu)).

Visit our website at <http://www.vetmed.ucdavis.edu/mpvm/>

## Animal Disease Emergency Response Online Course Offered in September



Ames, IA – Animal disease emergencies involving livestock and poultry diseases of high consequence or foreign origin will have serious economic consequences at the local, state and national level. The rapid detection and response needed will require the collaboration of trained responders from all levels of government and industry at the local, state and federal levels.

The Center for Food Security and Public Health (CFSPH) at Iowa State University College of Veterinary Medicine will offer a web-based course, *Animal Disease Emergencies: Understanding the Response*, September 20-30, 2017.

The cost for the course is \$100. To find out more and

to register, visit <http://www.cfsph.iastate.edu/ADE-Course/>.

This awareness level, web-based course is designed for anyone who may be involved in an animal disease response, including veterinary and animal health responders, livestock or poultry industry groups, and producers. Traditional responders, such as emergency managers, law enforcement and fire department professionals can also benefit and learn the roles they may have during responses.

The course provides a basic understanding of the actions needed to detect, contain and control these diseases to better prepare responders for the tasks needed during the response to better protect animal health, human health and our economy. Access to additional training resources and response plans is provided.

The course is approved for 4.0 hours of veterinary continuing education credit in jurisdictions which recognize AAVSB RACE approval.

## USDA Announces New Leadership

**Source:** [FSIS](#) | *Constituent Update - Special Alert, July 31, 2017*

As announced previously, FSIS Administrator Al Almanza is retiring after 39 years of service to the Agency. Secretary Perdue has announced that beginning Aug. 1, 2017, Carmen Rottenberg will be the Acting Deputy Under Secretary for Food Safety. Paul Kiecker will be the Acting Administrator. Biographies for Acting Deputy Under Secretary Rottenberg and Acting Administrator Kiecker are included below. FSIS' mission to protect public health is critical, and our work to protect public health will continue with the new leadership.

### Carmen Rottenberg



Ms. Carmen Rottenberg was appointed Acting Deputy Under Secretary for the U.S. Department of Agriculture's Office for Food Safety in August 2017. In this position, Ms. Rottenberg oversees development, implementation and enforcement of all of FSIS' regulations, policies and programs. This appointment

follows nearly six years in leadership roles in the Food Safety and Inspection Service's (FSIS') Office of the Administrator, including serving as the Chief of Staff, the Chief Operating Officer and, most recently, the Deputy Administrator.

In those leadership roles, Ms. Rottenberg executed a budget of over \$1 billion, prioritizing resources and resolving disputes, advancing the Agency's vision and goals, and leading innovative solutions to challenges in FSIS. She has spearheaded strategic planning at FSIS and implemented numerous initiatives to strategically move the agency forward. She implemented two major reorganizations leading to a more streamlined, efficient Agency better positioned to carry out its food safety mission. Through her leadership and oversight, an early governance process matured into an established systematic approach to agency decision-making, resulting in more deliberative, science-based decisions that consider enterprise-wide risks and benefits. Ms. Rottenberg's vision led to the very successful i-Impact initiative which has increased the awareness of and engagement in FSIS' public health mission by the more than 9,000 employees throughout the Agency.

Ms. Rottenberg joined FSIS as an Equal Employment Opportunity Specialist in 2007, and went on to

become the Deputy Director of the Civil Rights Staff. Conducting training and working with FSIS employees from every program area and location while in those positions provided Ms. Rottenberg with a broad Agency perspective.

Ms. Rottenberg began her Federal government career in the Federal Trade Commission's Office of General Counsel, and prior to joining FSIS, Ms. Rottenberg was a law clerk at a small law firm in Fairfax, VA. Ms. Rottenberg holds a B.A. in Political Science and Philosophy from Hope College in Holland, MI and a JD degree from American University's Washington College of Law.

### Paul Kiecker



Mr. Paul Kiecker was named Acting Administrator for the Food Safety and Inspection Service (FSIS) in August 2017. Throughout his 29 years with FSIS, Mr. Kiecker has been committed to a strong public health vision that has guided him to overcome obstacles, identify opportunities for improvement, efficiently

manage resources, and achieve food safety objectives to prevent foodborne illness.

Since joining FSIS in 1988 as a food inspector, Mr. Kiecker has served in a number of roles at the Agency. Most recently, Mr. Kiecker served as Deputy Assistant Administrator for the Office of Field Operations (OFO). He came to Washington, D.C. to serve as Executive Associate for Regulatory Operations, after serving as the District Manager in Springdale, AR and Madison, WI, as well as Deputy District Manager in Madison, WI. Mr. Kiecker's experience with FSIS also includes work with the Office of Investigation, Enforcement, and Audit (OIEA), where he has served as a Compliance Investigator and as Supervisory Compliance Officer.

In his various positions with FSIS, Mr. Kiecker has played a critical role in leading external coordination with other Federal agencies, State and local governments, nonprofit and private sector organizations, international organizations, and law enforcement agencies. He has also had oversight responsibility for strategic planning, policy formulation and implementation, budget development and execution, human resource management, and day-to-day inspection operations.



## OPPORTUNITIES

During September 1–29, 2017, licensed veterinarians will have the opportunity to [apply](#) to become officers in the Commissioned Corps of the United States Public Health Service ([USPHS](#)), one of the seven US uniformed services. Whether responding to natural disasters, investigating disease outbreaks, or ensuring the safety of consumer products, USPHS officers work in many One Health roles and activities to protect, promote, and advance the health and safety of the nation. USPHS veterinarians serve [nationwide](#) in agencies within the federal Department of Health and Human Services in addition to other federal agencies, including the Environmental Protection Agency and the US Department of Agriculture Food Safety and Inspection Service (currently the only agency within the US Department of Agriculture to which USPHS officers can be assigned). Veterinarians can pursue a variety of enriching [career paths](#) in the USPHS, such as epidemiology, laboratory animal medicine, food safety, emergency response, and regulatory oversight.

### Reasons to consider a career in the USPHS include:

- Unmatched uniformed service [benefits](#) featuring comprehensive, low-cost medical, dental, and vision care for officers and dependents, generous [retirement](#), and the [Post-9/11 GI Bill](#) education benefit, which can be transferred to dependents after 10 years of service
- Potential opportunities to transfer from civil service or other uniformed services
- Supportive community of USPHS veterinary colleagues
- Opportunities for involvement in the response to disasters and epidemics

### Veterinary candidates for the USPHS Commissioned Corps must:

- Meet [basic requirements](#)
- Meet height and weight standards, maintain physical fitness, and be [medically qualified](#) (if you have specific concerns about medical eligibility, please email [CADMedical@hhs.gov](mailto:CADMedical@hhs.gov))
- Be committed to [uniform](#) wear
- Be aware that officers are paid a monthly amount based on rank and time in service and are not separately compensated for overtime

Applying for a call to active duty as a USPHS Commissioned Corps officer involves two processes. You must apply for commissioning as a USPHS officer, which includes evaluations of medical and professional eligibility, and you must apply for jobs with agencies where USPHS officers serve. You should pursue both processes simultaneously. The commissioning process may take up to a year. New veterinary officers will be commissioned at the rank of Lieutenant (O-3).

For more information about veterinary opportunities with the USPHS, please contact LCDR Tara Anderson ([TCAnderson1@cdc.gov](mailto:TCAnderson1@cdc.gov)) and CDR Jeff McCollum ([Jeffrey.McCollum@ihs.gov](mailto:Jeffrey.McCollum@ihs.gov)), both current USPHS veterinary officers.

For more information about job opportunities currently available with the US Department of Agriculture Food Safety and Inspection Service, please see <https://www.usajobs.gov/GetJob/ViewDetails/382487500> (click on “How to Apply” for USPHS information) and contact CDR Malaysia Gresham Harrell ([Malaysia.Harrell@fsis.usda.gov](mailto:Malaysia.Harrell@fsis.usda.gov)) with any questions or concerns.

## FSIS Makes the National Antimicrobial Monitoring System Findings Available

FSIS will make the findings from its National Antimicrobial Resistance Monitoring System (NARMS) sampling programs available on its website. NARMS is an interagency program among FSIS, the Agricultural Research Service (ARS), the Food and Drug Administration (FDA), and the Centers for Disease Control and Prevention (CDC), developed to monitor, characterize, and identify trends associated with antimicrobial resistant bacteria in meat and poultry products, retail meat, and humans.

## Dr. Angela Demaree Is 2018 AVMA President-Elect

I appreciate the opportunity to speak with you today about the future of our profession and our AVMA.

Core values of Determination and Commitment to service are ones that we live by and grew up with, here in the Heartland.

Those core values led me to serve in our military. Think back to the 2008 Presidential Election, do you remember the resounding theme during town hall meetings?

Reservists were being deployed and redeployed with little time at home with their families. I thought to myself, if everyone served ... even a few years ... there wouldn't be such a great strain on a relatively small number of families.

So, in January of 2009, I stepped up to do my part and serve our Country with an Army Reserve unit made up of a diverse group of people from all around the United States.

Many of us had never met before our pre-deployment training and yet we came together to serve our Country and completed a successful mission.

Likewise, We are a stronger and more thoughtful profession through our diverse experiences and viewpoints.

But I have to admit that this dedication to service started with my love of the veterinary profession and organized veterinary medicine.

Dedicated to the mission of the AVMA's governmental relations division, I had the honor of serving our profession on the front lines in Washington, DC ensuring lawmakers heard and understood our collective voice.

It was a unique vantage point to see first-hand how the AVMA's Councils, Committees, House of Delegates and Board of Directors interacted and how our volunteer member's ideas worked through the process to become policy.

Advocacy has been and continues to be the #1 concern of our members and ensuring we are effective advocates for the profession and small business owners will remain a top priority as your 2018 President-Elect.

By working together and empowering our Members with the tools they need for successful careers, we will achieve our goals and lead our profession into the future.

By using the skillsets that we know veterinarians are best trained for; working together, embracing our diversity and thinking outside of the box, we can ensure that we will have a sustainable and thriving veterinary profession for generations to come.

But none of these things will matter if the best and the brightest, don't see this profession that we love, as a viable career path.

The growing cost of higher education is a threat to our profession.

The overwhelming debt to income ratio is making our profession less and less attractive to those who are looking to join our ranks.

From the East Coast to the West Coast, in rural, urban and suburban communities, in private practice, corporate practice, serving in public health and in our armed forces,

It's become apparent that many of the issues we face in our daily lives as well as services that our members want the AVMA to provide, are not unique to the veterinary profession.

Our members want better, more seamless communication from the AVMA, more resources related to health and wellness for themselves as well as their staffs, and advocacy remains a top priority as it has been in years past.

Above all else, our members want to be heard, they want to be valued and they want to see action after spending countless volunteer hours serving on a task force.

This notion that work and life priorities can be equally balanced through time management, likely isn't true.

However, we can take the time each morning to first, take care of ourselves before taking care of our families, our patients and our clients.

There is a reason why top CEO's at fortune 500 companies know the



*(Continued on Pg. 11, "Dr. Demaree")*

## NAFV recommends FEDS Professional Liability Insurance

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*(Continued from Pg. 10, "Dr. Demaree")* importance of maintaining a healthy lifestyle and the importance of the health and wellness of their workforce.

Simply put, improved health and wellness leads to improved job performance and productivity.

Our members want the AVMA to continue to provide resources on how to make health and wellness a priority not just for our patients but also for us –the busy professionals who often put the needs of others above our own.

As your 2018 President-Elect, health and wellness will remain a top priority.

Some of you may know that I'm currently pursuing a master of public health in biostatistics and epidemiology.

So it probably won't surprise you to learn that I'm data driven and enjoy using statistical analysis to solve problems.

I'd like to share with you a few trends that are of concern to the future of the AVMA.

Since 2008, our AVMA membership has declined from 86% to only 78% of our profession.

I will not accept the status quo and neither should our members.

As your 2018 President-Elect, we will focus on core issues that will rebuild and strengthen our AVMA community,

We will remain committed to tackling the debt to income ratio and ensuring the veterinary profession remains a highly-valued career path for generations to come,

And we will bring a renewed focus and commitment to the AVMA's advocacy efforts.

We can achieve these goals, and more, through improved, two-way, communication with our members.

When our members need information, no answer should be more than 3 clicks away.

When our clients need information, no answer should be more than 3 clicks away.

And when our new and recent graduates visit AVMA.org to understand the value of their membership, no answer should be more than 3 clicks away.

After all, this is our passion, it is our profession, and it is OUR AVMA.

Thank you.  
*(Speech edited for length.)*

# Federal Veterinarians Protect and Improve Public and Animal Health and Welfare

National Association of Federal Veterinarians  
1910 Sunderland Place  
Washington, DC 20036

## **VETERINARY HAPPENINGS**

Notify NAFV of Promotions, Reassignments, Transfers, Awards, Retirements, etc. for members not listed in the "Veterinary Happenings" column so they may be included in a future issue. The following information was received by NAFV.

### **USDA FSIS Members**

(Info available next month)

### **USDA APHIS Members**

**Dr. Joshua Barbee**, Joshua, TX, Retirement, 07/08/2017

**Dr. Leonard Eldridge**, Tumwater, WA, Promotion, 07/23/2017

Periodicals postage paid  
at Washington, DC

### **Retiring Members:**

NAFV members who retire in good standing with the NAFV, automatically qualify for Associate status.

Our Associate membership is free for life, with the exception of a \$25.00 mailed-newsletter subscription to the *Federal Veterinarian*. E-subscriptions to our newsletter are free of charge.

If recently retired, please email Ms. Mariana Barros at [mbarros@nafv.org](mailto:mbarros@nafv.org)

### **Email Changes of Address to:**

**[mbarros@nafv.org](mailto:mbarros@nafv.org)**

### **Returned Checks NAFV charges**

**\$10.00 for checks returned for  
Insufficient funds**

### **Welcome New Members**

**Dr. Heather Damico**, FSIS, GS-12, UM '07, Buffalo, MN, (Recommended by Dr. Karin Lupo)

**Dr. Karla Clark**, APHIS-VS, Gs-12, CSU '03, Milton, TN (Recommended by Dr. Judy Morley)

**Dr. Sarai Rivera-Garcia**, APHIS-VS, MO '07, San Juan, PR

**Dr. Robin Scarborough**, FSIS, GS-12, ROS '06, Windsor Mill, MD

**Dr. Stacie Dunkle**, APHIS, GS-13, TUF '10, Groton, MA

**Dr. Pauline Nol**, APHIS, GS-13, UF '97, Fort Collins, CO

**Dr. Nicole Hjelle**, FSIS, GS-12, SGU '05, Brooten, MN

**Dr. Akilah Brooks Turner**, FSIS, GS-13, TUS '01, Franklin, TN

**Dr. Darren Rausch**, FSIS, GS-12, KSU '99, Lawrence, KS

**Dr. Tim Smith**, APHIS-VS, GS-13, ISU '94, Nevada, IA (Recommended by Dr. Don Otto)

**Dr. Gervais Edmonds-Wiggins**, FSIS, GS-12, TUS '13, Fresno, CA