

2023 AABP
**RECENT VETERINARY
GRADUATE CONFERENCE**
February 10-11, 2023
Knoxville, Tennessee
Knoxville Convention Center



2023 AABP Recent Veterinary Graduate Conference offered “Competence to Confidence”

AABP members who are recent veterinary graduates were inspired to confidence at the 2023 6th Annual AABP Recent Graduate Conference held Feb. 10-11 in Knoxville, Tenn. In-person attendance was limited to AABP members who graduated veterinary school eight or fewer years ago. A record high 190 paid attendees were joined by 38 speakers/VIPs, 30 accompanying persons and 24 booths in the trade show. Two-thirds of attendees had graduated within the last three years.

With a theme of “Competence to Confidence” and offering 15.5 RACE-approved CE credits, general, beef and dairy, clinical skills, practice management, and small ruminant sessions were offered, in addition to four preconference seminars. Hands-on reproductive ultrasound and thoracic ultrasound



2023 AABP Recent Graduate Conference Program Committee, L-R: Dr. Tommy Ware (Program Chair and AABP Emerging Leader), Dr. Kendra Wells (Dairy), Dr. Mike Rohde (Beef), Dr. Alex Pop (Beef)

preconference seminars were held at the University of Tennessee dairy. The University of Tennessee College of Veterinary Medicine was the site of the lameness treatment protocols seminar. Also offered was a practice management seminar on starting a practice or buying in/buying out.

The program committee, consisting of Dr. Tommy Ware (program chair and AABP Emerging Leader), Dr.

Kendra Wells (dairy), Dr. Alex Pop (beef) and Dr. Mike Rohde (beef), matched the demographic of attendees. “With the amazing feedback from the 2022 conference, it was great to have the opportunity to provide some different CE,” noted Ware. “The small ruminant talks this year seemed to be a hit! On top of that, the amazing line up for our practice management sessions and preconference seminars allowed conference attendees to explore and learn about the ins and outs of practice ownership.”

“We are very happy with the record attendance at the 6th AABP Recent Graduate Conference,” said AABP Executive Director Dr. K. Fred Gingrich, II. “The focus on clinically relevant CE for these members is important to not only improve their confidence in bovine practice, but also to connect them to AABP and the resources our organization has to offer all cattle veterinarians.”

Kicking off the conference program was a keynote by Dr. Eric Rooker, clinic owner and founder of Operators to Owners, and a presentation by Dr. Mark Hilton on developing winning business models. “Recent graduates at this conference have all of the competence in the world or they wouldn’t have become veterinarians in the first place,” said Ware. “However, taking one’s competence and turning it into confidence is a battle that each individual has to fight themselves. I believe the 2023 conference was the perfect opportunity for attendees to gain the tools and skills needed to become confident. A lot of amazing speakers added to the fire of knowledge and provided the encouragement needed to fight that fight.”

The Recent Graduate Conference was launched in 2018 as a result of the different needs of AABP members who are recent graduates, many of whom are unable to attend the AABP Annual Conference in the fall. “As I watched the interactions within and between participants and speakers, and as I talked with many of the participants myself, it was clear that the conference atmosphere was entirely one of positive energy, enthusiasm, optimism, and a ‘can do’ attitude,” added AABP President Dr. Sandra Godden. “These attendees were not just collecting new

knowledge and skills that will allow them to succeed today, but were also building on the foundation that will carry them forward in their careers, and in particular building and strengthening the network of friends and colleagues who will support them throughout their careers, and indeed, their lives.”

At the 2023 conference, topics included c-sections, umbilical disease, tips and tricks for the vertically challenged, “parenting in the vet truck”, practice management topics, bovine physical exams, lameness treatment, euthanasia, cultural awareness for working with LatinX caretakers, mastitis, colostrum management, necropsy, palpation, chute safety, implants, data collection, urolithiasis, anesthesia, genomics, small ruminant parasitology and much more.

Ware added that the Knoxville location afforded the conference great opportunities for the hands-on seminars as well as top-notch speakers from the University of Tennessee College of Veterinary Medicine. “This conference offers an amazing opportunity for networking, not only with other recent graduates, but with some of your hero(s) of the bovine veterinarian world,” he said. “This conference removes the invisible barrier that recent grads see between themselves and their heroes who may be speaking. This, to me, creates the perfect environment for a young veterinarian to become more confident and inspired, which elevates the profession.”

For the third year, the Recent Graduate Conference offered a trade show featuring 24 animal-health-related companies and organizations.

Registrants and AABP members can access the RACE-approved recorded presentations as a free member benefit through the Beef Cattle Institute website accessible at <https://aabp.org>.

#2023RG

“Overheard” at Recent Grad

“Stop finding value in what you do. Start finding value in who you are.”

Dr. Tera Barnhardt

Preconference Seminars Offered In-depth Instruction

Four preconference seminars were well-attended to help attendees take home practical skills to put immediately into practice.

Practice Management Starting from Scratch or Buy In/Buy Out

Dr. Lesley Moser and David McCormick kicked off the 2023 AABP Recent Grad Conference in Knoxville, Tenn. with their preconference seminar “Practice



Management -- Starting from Scratch or Buy In/Buy Out”. One thing Moser discussed was creating a vision for yourself – what you want your practice to look like, your vehicle to look like, etc. “There is no wrong answer!” she said.

She also gave attendees the 10 steps the Small Business Administration suggests when starting a new business:

10 steps to Start Planning:

1. Conduct market research
2. Write your business plan
3. Fund your business
4. Pick your business location
5. Choose a business structure
6. Choose your business name
7. Register your business
8. Get federal and state tax IDs
9. Apply for licenses and permits
10. Open a business bank account

McCormick spoke on some financial considerations. “Earning power drives the creation of goodwill,” he said. “Every practice has goodwill. However, goodwill only has a dollar value if it has good return.”

McCormick noted that veterinary medicine is a fixed-cost business. “Discounts do not work! For a 10% discount, you have to be 28% more successful.”

“The seminar was engaging and informative,” Moser said. “The participants left with a better understanding of their strengths and how to utilize them today and for their future in veterinary

medicine in particular if they are starting or buying into a practice.”

Moser discussed creating a vision for yourself – what you want your practice to look like, your vehicle to look like, etc. “There is no wrong answer!” she said.

Thoracic Ultrasound Preconference Seminar

Preconference seminar Thoracic Ultrasound by Drs. Kendra Wells and Marc Caldwell, was conducted off-site at the University of Tennessee dairy. Attendees



Participants in the Thoracic Ultrasound preconference seminar got hands-on experience with the university's calves. Photo courtesy of Dr. Kendra Wells

listened to a lecture as well as performed ultrasound on the dairy's calves.

“The participants of the seminar had a huge interest in the classroom aspect where we presented on the science, technique and practical application behind lung ultrasound,”

Wells said. “The hands-on aspect offered students the time to practice, a chance to utilize

different ultrasounds, and ask as many questions as possible.” Wells also thanks the doctors and staff at the University of Tennessee for their teaching, hospitality and generous access to their cows and calves.

AABP thanks ReproScan and E.I. Medical for their donation of ultrasound equipment to use at the ultrasound preconference seminars.

Lameness Treatment Preconference Seminar

The AABP Recent Grad Thinking Through and Practicing Lameness Treatment Protocols preconference seminar was held at the University of Tennessee College of Veterinary Medicine. Drs. Gerard Cramer and Pierre-Yves Mulon gave both a lecture and hands-on hoofwork training.



After classroom discussion, participants used cadaver feet for hooftrimming instruction by seminar faculty for the lameness treatment seminar. Photo courtesy of Dr. Lowell Midla

“Overherd” at Recent Grad:

“No one complains about value. How are you adding value? Pretend everyone you deal with is holding a sign in front of them that says, ‘make me feel special’. Then do it.”

Dr. Mark Hilton on charging what you're worth

Reproductive Ultrasound Preconference Seminar



Honing reproductive ultrasound skills at the dairy. Photo courtesy of Dr. Kendra Wells

At the University of Tennessee dairy, the preconference seminar Reproductive Ultrasound with Drs. Lew Strickland and Travis Kuhlka offered attendees lecture and hands-on experience with reproductive ultrasound.

Welcome Reception Kicks off the Conference

It was a fantastic kick off to the 2023 AABP Recent Graduate Conference at the Welcome Reception sponsored by Boehringer Ingelheim with a welcome from Boehringer's Dr. Jen Roberts.

AABP President Dr. Sandra Godden also welcomed attendees and encouraged involvement in AABP. "You, as recent graduates, are our future," she said.

"I would like to encourage you to get involved with this great organization early and often. A great place to start might be joining a committee that is of interest to you. AABP has numerous committees on a variety of interests including nutrition, welfare, mastitis/milk quality, lameness, genomics, pharmaceuticals and biologics, and many more. Just cruise the AABP website to see what is of interest to you, then reach out to a Board member or committee chair to ask about joining."



AABP President Dr. Sandra Godden addressed attendees at the Boehringer Ingelheim Welcome Reception.

AABP has a place for every member, no matter if you are "well-seasoned" or newly graduated and starting your career. Find out more at <https://aabp.org>!

"Overheard" at Recent Grad:

"Delegating is challenging. I've had to learn to surround myself with people I can trust, and teach them and empower them to get things done."

Dr. Meredyth Jones on work-life balance



Dr. Eric Rooker

Keynote Speaker Rooker Underlines Competence and Confidence

It was a packed room at the opening keynote session this morning at the 2023 AABP Recent Graduate Conference in Knoxville, Tenn. Dr. Eric Rooker of Owners to Operators had attendees

interacting and participating as he addressed "Competence to Confidence: Rituals of Strengths".

Rooker discussed different strengths everyone has, and noted that everyone is different. "You need to become confident in your competence and using your strengths," he said. "Strengths are not an end-all-be-all solution. They are a cornerstone. Rituals of strengths can be that cornerstone. Identify your strengths and build your resilience."

Rooker outlined the list of strengths and personality types – he noted most people identify with some and not with others, and it's important to know what you identify with. Which ones do you identify with and/or would call yourself?

1. Competition
2. Achiever
3. Focus
4. Futuristic
5. Learner
6. Input
7. Strategic
8. Activator
9. Maximizer
10. Ideation

Individuals who apply their talents in a conscious manner on a daily basis are 6 times more engaged at work, 8% more productive and 15% less likely to quit their jobs. Managers and employees should seek to leverage strengths as a primary way to flourish at work as well as improve confidence.

Hilton Talks How to Win-Win-Win-Win

The second keynote came from a popular and familiar face – Dr. Mark Hilton speaking on “How to Develop a Win-Win-Win-Win (Animals-Clients-Veterinary Practice-Personally) Business Model”. Here are a few of the strategies Hilton suggests:

- Surround yourself with people who have the strengths that you don’t (see previous piece about Dr. Eric Rooker listing strengths/personality traits).



Dr. Mark Hilton

- Learn about your clients’ agricultural business. “I want them to know I see their operation as an agricultural business,” Hilton said. “There’s an old quote that says ‘It’s better to be interested than interesting.’ Take an interest in your clients.”
- Ask your clients their goals. Then write them down.
- Ask open-ended questions. “Ask people to ‘tell me more,’” Hilton said. “It’s a wonderful technique to find out what’s going on.” Hilton suggests reading the timeless Dale Carnegie book “How to Win Friends and Influence People”.
- Position yourself to be an asset to their business. Ask “How can we work together to achieve your goals?” not “how can I fix you”. “Don’t guess, ask,” he said. “My goal is to get inside my clients’ heads to help them.” Hilton suggests listening to the Hidden Brain podcast (find it on Apple podcasts).
- Develop your strengths. “Be the expert in your business at something,” he suggested. “Find out what your clients need and become an expert at something.”
- Stretch yourself. “When should we hit our pinnacle of our career? On our last day. Keep moving and keep stretching yourself.”
- Herd records have to be at the core of a consultation program. “Make the records real and meaningful.”
- Be the leader of your business. “You need to draw a line in the sand – you need to be great with your clients but they better not cross the line with you and your staff.”

“Overherd” at Recent Grad:

“Teaching the ‘why’ to others will liberate you.”

Dr. Noa Roman-Muniz on training LatinX workers

Job Board Overflows with Over 80 Opportunities



Need a job? There were about 80 job postings submitted by AABP members on the job board. Most of these are also on the AABP website (<https://aabp.org>) under the Classifieds tab, or go to <http://aabp.org/jobs/jobs/default.asp> where you can sort by job type, location, etc. If you sent in a job board notice for Recent Grad, make sure you have your job posted on the website as well! Posting jobs on the AABP classifieds page on the website is a free member benefit!

Thank you Multimin-Axiota for sponsoring the job board!



“Overheard” at Recent Grad

“I made the mistake of trusting people who spend all their time in the office more than the ones who spend time with their boots on the ground.”

Dr. Tera Barnhardt on perceived failures in practice

Thanks for Lunch, Newport/Vaxxinova!

Thank you, Newport Laboratories-Vaxxinova for sponsoring the fantastic lunch at the 2023 AABP Recent Graduate Conference in Knoxville, Tenn., yesterday, and to Dr. Jason Shumaker who welcomed attendees!



Dr. Jason Shumaker

How to Be a Boss

2023 AABP Recent Graduate Conference Beef Chair Dr. Alex Pop of Appalachian Veterinary Services, Riner, Va., spoke on “How to be a Boss”. Some of his tips included:



- Create mandatory feedback. “Give your team opportunities to provide each other feedback and mediate the conversation to

Dr. Alex Pop

stimulate honesty,” Pop said. At his practice, every two weeks they have a staff meeting after work – and everyone is paid to be there. “Employees can bring up anything and management will let employees know what’s going on in the business,” Pop explained.

- “Accept mistakes,” he stated. “Don’t crucify your team for every single mistake. Your voice will lose its power every time you raise it and your team will stop listening.”
- Encourage constructive conflict. “A company without disagreement doesn’t exist. If you don’t hear it, it’s happening behind closed doors or closed minds. Encourage your team to question you and poke holes in your ideas, then listen and take action on what they tell you.”
- Set clear expectations. “Feedback is kind, but without clear expectations, your team can feel unsure about how to do a good job,” he said. “Once expectations are set, focus on the product, not the style.” He noted that it’s important that you learn how every team member feels about what they do. “Have a good handbook and have a good job description for each employee.”

“Overheard” at Recent Grad

“Use your size to your advantage; small hands can get you in tight places in a difficult calving.”

Dr. Elizabeth Homerosky on small-statured veterinarians.

Carry All of That Great Information!

Thanks, Elanco for the great bags modeled here by Recent Grad Beef Chair Dr. Mike Rohde.



Zoetis Provides Friday Night Dinner

Friday night's dinner was generously sponsored once again by Zoetis. AABP Parliamentarian and Zoetis Director of Cattle Technical Services Dr. Richard Wallace addressed the attendees and spoke of new Zoetis initiatives such as its support of the Folds of Honor Foundation which supports families of military heroes. Thanks, Zoetis!



Dr. Richard Wallace

Implanting Decisions

Dr. Eric Behlke spoke on implants and the decision making surrounding their use.

Several factors such as current market prices for feeder and(or) live cattle, specific marketing arrangements for niche programs, and the potential for females to be retained in the herd as replacements all must be considered when making decisions regarding growth promoting implants. Once the decision has been made to utilize an implant, several options exist. However, understanding which types of implants are most appropriate and labelled for which phase(s) of production drive the implant selection decision.



L-R: Dr. Lesley Moser, Dr. Tera Barnhardt, Dr. Julia Herman and Dr. Anne Budzinski.

"Overherd" at Recent Grad

"Your work is what brings meaning to you and what you enjoy. Find a job that lets you do that."

Dr. Eric Rooker on things to consider when leaving a practice

Cultural Awareness for Veterinarians Working with LatinX Livestock Caretakers

Dr. Noa Román-Muñiz spoke on "Cultural Awareness for Veterinarians Working with LatinX Livestock Caretakers" and she said that culturally responsive training includes:

- Making it relevant to workers' everyday reality.
- Language – "If you don't speak Spanish, you should find someone who can give the training in Spanish," she recommended. "Otherwise, you will get a lot of nodding heads but not true understanding." She noted that to minimize communication challenges, one must choose interpreters who are trusted by dairy caretakers and with no perceived conflict of interests.



Dr. Noa Román-Muñiz

- Delivery
- Focus on the "why". "This is so important," she said. "You make people accountable and engaged when they have the why." Explaining the why offers greater engagement with the learning process, greater motivation, helps employees understand the

importance of their work, gives them accountability and helps with problem-solving. Engage workers in the planning and facilitation of training. “Teaching the ‘why’ to others will liberate you.”

- Promote leadership

You can also listen to an AABP Have You Herd? podcast on this subject featuring Dr. Román-Muñiz and Recent Grad Dairy Chair Dr. Kendra Wells at <https://www.buzzsprout.com/814177/episodes/12285370>.

“Overheard” at Recent Grad

“You can’t fix everyone. You can’t want someone to be better than they want to be. Focus on the clients who listen to you. I can’t have a higher expectation than the client.”

Dr. Mark Hilton on perceived failures with clients

Small Vet, Big Cow: Tips and Tricks for the Vertically Challenged

When Dr. Elizabeth Homerosky spoke on “Small vet, big cow: Tips and tricks for the vertically challenged”, she also offered some tips that ANY cattle veterinarian (or as she says, “regular-sized veterinarians”) can find useful!

- Staying organized: Dry erase markers can be used on your truck side window to keep track of billable hours, ear tag numbers, physical exam parameters, dispensed products, etc. Gate codes or lock combinations can be written on your windshield underneath your visor.
- In addition to C-section kits, calf IV kits with everything you need to provide IV fluids are also handy in the field.
- Lanyards from past conferences can be attached to calving chain handles to prevent them from getting lost in bedding, mud, snow, etc.

- Carabiners can be used to keep all your calving chains and other OB instruments together when not in use.
- Zip-ties are an excellent method to keep the plastic dividers in the upper tray of your vet box firmly in place.
- An air compressor is exceptionally useful for cleaning out compartments on the top trays of your vet boxes.
- For those utilizing an axe for field necropsy, a PVC pipe cut in half can help keep your vet box tray clean. PVC pipe zip-tied to the underside of your top tray provides an excellent storage location for your boot brush.

As far as billing for the “while you are here doc...” requests, Homerosky said, “We all fall victim to the ‘while you are here doc...’ requests, but we often feel guilty charging for over-the-fence exams or brief consultations.



Dr. Elizabeth Homerosky

Additionally, we sometimes feel compelled to discount services when our cases don’t have the desired outcome. While discounting invoices is not a wise business decision, it can help build rapport with clients.”

She said charging appropriately for these services can be challenging if this hasn’t been done in the past or is inconsistent across veterinarians. Deciding whether or not to issue discounts is a decision the management team needs to make. “However, if you choose to discount a bill, it is highly recommended that you get as much mileage as possible out of this good deed. A good practice is to always list the service provided at full price on the invoice and then write a note regarding the discount they received. This helps the client understand the value you provide and enables them to associate a dollar figure with your time and expertise.”

Merck Animal Health Provides Lunch on Saturday

New Graduate Conference attendees definitely didn't lack for some excellent food in Knoxville! Merck Animal Health provided Saturday's lunch to sustain everyone through the last afternoon session. Merck technical services veterinarian and AABP Vice President Dr. Dave Sjeklocha thanked everyone for attending this year's stellar conference.



Dr. Dave Sjeklocha

Parenting in the Vet Truck

Seems appropriate that Dr. Tera Barnhardt, speaking in the Practice Management session on "Parenting in the Vet Truck" and mom of three, should bring her youngest son Chase to the 2023 AABP Recent Graduate Conference. She noted that 46% of American families have two parents working; it is not uncommon to have kids along in the vet truck!

Here are some of Barnhardt's hacks for kids in the truck:

- Have bags for everything – zip-top bags and even whirlopaks will do the job!
- Have a "fun bucket" in the back seat with things like stickers, markers, books, etc.
- Little totes from a dollar store are great for snacks, lunches, etc., because they are easy to clean and the handles are handy. She said you can also put Velcro strips on the bottoms that will anchor them to the carpet in your vehicle to hold a variety of things!

- Cupholders are valuable real estate for more than just beverages – she notes that you can buy cupholders that can be attached to things like strollers, but they can also be hung on the back of a headrest to hold markers, etc. for kids in the back seat.



L-R: AABP Vice President Dr. Dave Sjeklocha, Chase Barnhardt and Dr. Tera Barnhardt

- Amazon Alexa Echo auto can be put in a vehicle and synced to an app and you can set routines, put in locations, reminders, etc.
- Barnhardt showed a photo of a single-person pop up tents with clear windows – marketed for soccer moms for shade, to escape the rain or warmth. Barnhardt says occasionally when working she's utilized them to put a child in with some activities where she can see them but they don't get dirty or get dust inhalation, and the kids love it. She says they could also be used in the winter when you're doing BSEs to protect microscopes, and in the winter with a space heater to keep vaccines from freezing. Another advantage is they fold up to nothing!

Conference Trade Show Offered Valuable Information

AABP Recent Graduate Conference once again held a successful tradeshow that offered table top exhibits. Breaks and social hours were held in the trade show



area for maximum exposure of attendees to exhibitors. Attendees were able to spend time and learn about the exhibitors' products. We thank all of our exhibitors!



Vet Schools Represent!



Iowa State Alum (and some faculty) gathered for a photo. Far left, AABP Immediate Past President Dr. Pat Gorden.

A Couple of Notes on Vaginal Prolapse

Speaking on cattle prolapse management, Dr. Corale Dorn made a few notes on vaginal prolapses. She said the underlying causes are not entirely understood but can involve a full abdomen (obesity, bloat, or a gravid uterus), higher levels of estrogen in late gestation, poor vaginal conformation/stretched ligaments in multiparous cows and certain breeds of cattle, and occasionally a vaginal polyp or mass. "Whatever the

initial cause, it can start as a minor irritation that progresses to more irritation and can advance to obstruction of the urethra with even more straining," she said.

Regardless of the underlying cause, the severity of the prolapse increases in direct proportion to the time outside the body cavity and inversely with the ambient temperature under 32°F. Because dried vaginal tissue can be challenging to replace successfully, it is worthwhile to encourage producers to bring the cow in during this stage to avoid additional complications and charges. Producers often call the clinic, reporting, "it was out, but it went back in". They should still come to the clinic.

A physical exam, including body condition score and the risk of rectal prolapse, is always warranted. "Most importantly, the veterinarian should determine if she is pregnant because this will affect the method chosen to repair the prolapse." During this exam and repair, it is an excellent time to talk body condition score of the heifers if they are over-conditioned.

"Overherd" at Recent Grad

"Part of the mental recovery from making a mistake is to move past the feelings of blame and shame and begin to take positive actions to build a better future."

Dr. Richard Stup on making mistakes in practice

Chutes as Bottlenecks

Chutes are one of the most integral parts of a cattle operation. A good chute is instrumental for human and cattle safety, and it can save you money by reducing or eliminating cattle bruising and injuries, but it can also be a bottleneck on your operation. Dr. Tera Barnhardt spoke about chutes in her presentation "Beef's Big Bottleneck".

"A lot of times if you can identify bottlenecks, you can solve a lot of problems," Barnhardt said, "and chutes are a big bottleneck."

Barnhardt discussed human safety and chutes. “We need higher standards in a chute than just having it have a ‘palpation cage’,” she said. She encouraged veterinarians to inspect the facilities and make sure gates and doors are working and there are no hazardous edges or protruding metal. “Once a month I take a little time and run through the feedyards as if I’m an animal to look for trouble spots,” she said. “We can save a lot of money with a good load out chute that is not going to bruise our animals.”

Barnhardt likes to coordinate communication to increase human safety. She allows zero technology such as ear buds at the chute. “We need to be safe.” There should be no loose clothing or hair and dangling strings on hoodies. Personal protective equipment should also be employed. Clear safety glasses, ear protection (especially with families and little kids around), proper footwear and gloves if needed. Notice the crush points in the chute and avoid entering them with any body part of yours. “Crush points can kill you,” she warned.

Barnhardt says safe people have safe habits. “If I see employees doing things unsafely, I correct it so it becomes a habit and they are less likely to be injured.” She noted that sometimes the facilities need to be changed to promote safety and efficiency such as the height of headlocks in a calf ranch for easier vaccination by employees. “You also need to identify the crush points in things like head locks,” she said. “Take your inspection time at each facility because they are all different.”

The 5 C’s of Lending

Traditionally, banks look at 5 C’s when going through the loan approval process: character, capacity, capital, collateral and conditions, explained Dr. Brian Reed in his talk on securing a bank loan. In a nutshell:

- **Character** – Character of the applicant is difficult to measure, especially if the lender has no, or very little, experience with them. It is important to note that evaluating character for lending reasons relates to their character in their management of bills, debts, business decisions, work ethic and relations with vendors and their community.

- **Capacity** – Capacity refers to the applicant having the expected financial capacity to pay back the loan from the expected cash flows available. A common measurement used for this purpose is the debt service coverage ratio, a ratio of the available cash flow after expenses other than debt is paid, divided by the scheduled debt payments.
- **Capital** – Capital is a measure of your balance sheet strength. Think of it as what you own versus what you owe to others. The difference is actually your equity.
- **Collateral** – Collateral is what banks need to secure as a secondary source of repayment of the loan. Banks do not want to lose the principal on any loan. Collateral assures them they will get their principal back.
- **Conditions** – Conditions can refer to general economic or industry specific conditions that may affect or give more risk to the business moving forward into the future. Economic and industry trends, price outlooks, demographic changes or regulatory expectations can all have effects on businesses. The second meaning of conditions in the loan approval process refers to the conditions the lender may require of the borrower to move forward with the loan which may include limits on draws, small business administration approval of a loan, insurance requirements and guarantors or co-signers.

Clinical Mastitis Treatment

Dr. Pam Ruegg spoke on clinical mastitis treatment decisions. She said mastitis is the most common bacterial disease of lactating cows, and throughout the world accounts for the majority of antibiotic doses given on dairy farms. She noted that many of these antibiotic doses are unnecessary because of high spontaneous cure rates for many intramammary infections affecting otherwise healthy cows.

The value of antimicrobial therapy is based on the marginal difference between spontaneous and therapeutic cure rates. Expectations for spontaneous and therapeutic cure vary among bacterial agents, so

knowledge of etiology is essential to know when antimicrobial therapy is indicated.

Everyone makes mistakes!

Everyone makes mistakes! We have all been there! Cornell University Agricultural Workforce Development Specialist Dr. Richard Stup discussed how to recover from a mistake. His presentation was about managing oneself through making a significant mistake to recovering one's self-confidence and the confidence of others.



Dr. Richard Stup

To recover from a mistake:

- Acknowledge
- Apologize
- Make amends
- Take action

Mistakes are going to happen, but it is important for veterinary professionals to develop support networks and methods to help you recover. Turning a mistake into an opportunity for learning and improvement, and perhaps even into an opportunity to strengthen relationships is the best possible outcome.

Drug Use in Small Ruminants

Past Recent Graduate Conference attendees indicated they wanted some small ruminant topics, so three were offered this year.

Dr. Joe Smith spoke on small ruminant drug use for the cow vet. Keep in mind small ruminants are not just small cows, and a lot of things must be taken into consideration when using drugs in small ruminants.

Smith said before a drug can be administered in an extralabel fashion in the U.S., a valid veterinarian-patient-client relationship must exist. Resources regarding this relationship for small ruminants are available on the American Association of Small Ruminant Practitioners website. According to AMDUCA, convenience and cost are not factors for extralabel drug selection.

Smith indicated that extralabel use will require some form of evidence prior to administration and this evidence could be an academic paper, textbook or medical record of a similarly managed case. Culture and susceptibility reports compared to levels and durations reached in the pharmacokinetic literature can be a good starting point.

Strategies against *Hemonchus* in Small Ruminants

Dr. Meredyth Jones presented “Winning Strategies against *Hemonchus*” in the small ruminant session. While there are many strategies to put in place, one is pasture management. Jones said the concept of “safe pastures” is important when designing pasture rotation strategies. Safe pastures include pastures which have been harvested, grazed by horses or cattle, or not grazed by small ruminants for 3 months in the warm season and 6 months in the cool season. Intensive pasture rotation is generally performed to maximize forage utilization, but can be extremely useful for parasite control. Rotation schemes ranging from 1 month to 2-3-month patterns have been devised, dependent mostly on climate conditions. Drylots are also safe areas, with no grass for larval development and can serve as emergency housing in times of extreme parasite burden.



Dr. Meredyth Jones

What’s on Dr. Barnhardt’s Mind?

For the last two years, the last Saturday evening session of the 2023 AABP Recent Graduate Conference has been a packed house. Why? Because of the likes of Dr. Meredyth Jones (2022) and Dr. Tera Barnhardt (2023) bringing their final thoughts home.

So, what was Dr. Barnhardt’s message in her talk “What’s on Dr. Barnhardt’s Mind?”? Framing where you are at and what lies ahead. “Getting comfortable in the moment where things behind you are calm cool and collected and the hard work is done, but what is ahead of you is a little unnerving and

aggressive,” she said. “You feel a discomfort and motivation to get out of that space. It’s like the moment at sunrise where the night before was dark and calm, and upcoming

is a new, maybe intimidating, day.” At Barnhardt’s first Recent Graduate Conference, she said she listened to Dr. Audrey Ruple speaking on imposter syndrome and could



identify with that, but struggled with giving imposter syndrome too much head space.

“Get used to being in that space and get used to the hard,” she advised. “Quit waiting for things to get easy. You’ll miss out on a lot of good stuff, if you’re just waiting for the hard times to pass. Stop finding value in what you do. Start finding value in who you are. I’m driven to improve a little bit every day. You’re probably already right where you need to be, and you’re waiting for this moment to pass. If you have a meaningful goal, it should make you a little uncomfortable.”

Listen to it on the AABP Have You Herd? podcast featuring Barnhardt’s presentation at <https://www.buzzsprout.com/814177/12418485>.

Post Conference/CE

The conference offered 15.5 RACE-approved continuing education credits. Access your CE certificate by logging onto the AABP website at <https://aabp.org>. Hover your mouse over your name in the upper righthand corner, select My CE Certificates and view/download/print certificate.

All AABP members can access the RACE-approved recorded presentations as a free member benefit through the Beef Cattle Institute (BCI) website accessible at <https://aabp.org>.



THANK YOU TO OUR SPONSORS!

PREMIER SPONSORS



SILVER SPONSOR



BRONZE SPONSOR

