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AABP Recent Veterinary Graduate Conference Builds Confidence

AABP members who are recent veterinary graduates got a big shot of confidence at the 3rd Annual 2020 AABP Recent Veterinary Graduate Conference held Feb. 21-22 in Columbus, Ohio.

The conference was limited to AABP members who have graduated veterinary school from 2012-2019. A total attendance including attendees and speakers of nearly 200 provided for an atmosphere of networking and comradery.



The 2020 AABP Recent Veterinary Graduate Conference Program Committee

L-R: Dr. Deb Johnson (Feedlot); Dr. Elizabeth R. Homerosky (Chair); Dr. Amanda Emery (Cow-calf); Dr. Kevin Jacque (Dairy)

General sessions were offered along with clinical and consulting skills, beef and dairy-specific topics and practice tips. Additionally, three hands-on seminars focused on beef cattle nutrition, clinical pharmacology and milking systems analysis were available prior to the start of the conference.

The program committee, consisting of Dr. Elizabeth Homerosky (chair), Dr. Kevin Jacque (dairy), Dr. Amanda Emery (cow-calf) and Dr. Deb Johnson (feedlot), matched the demographic of attendees. “We quickly settled on the theme of ‘Building Confidence’ and were excited to invite many of our mentors from both private practice and academia who played a pivotal role in instilling confidence in us,” Homerosky explains.

Dr. Mark Hilton kicked off the conference with an enthusiastic and inspiring keynote address on confidence (see page 3).

The conference also featured the use of the Slido app, an interactive communication platform where attendees asked questions, answered polls and provided feedback using their smartphones. This technology allowed attendees who might not feel comfortable asking questions in front of the group to actively participate. It also allowed the program committee to prioritize questions based on popularity and ensure the question and answer period was efficiently managed.

The Recent Grad conference was launched in 2018 as a result of the different needs of AABP members who are recent veterinary graduates.

“The Recent Graduate Conference has been a huge success since it was introduced to try and bridge the gap between veterinary students and experienced practitioners,” explains AABP President Dr. Calvin Booker. “Our conference registration data and feedback we received indicate that many recent graduates often found it difficult to attend the annual

The American Association of Bovine Practitioners is an international association of veterinarians serving society as leaders in cattle health, welfare and productivity.

conference because it was attended by more senior members of their practices and someone had to stay home and do the work.”

Booker says this format has been very well-received, with many members attending all three conferences and/or convincing classmates or coworkers to attend. “It is a great opportunity for younger bovine practitioners to interact with their peers, stay connected to AABP and experience all of the great member benefits that AABP has to offer.”

“I am proud to be a part of and work for an association that places value in offering continuing education targeted to our recent graduate colleagues,” states AABP Executive Director Dr. K. Fred Gingrich, II. “AABP recognizes the need to engage these new members in our organization and provide them with the tools to set them up for success early in their careers.”

Preconference Seminars Gave Extra Bang for the Buck

Similar to the AABP Annual Conference, the Recent Graduate Conference attendees have found value in preconference seminars. Three preconference seminars were added to help attendees take home practical skills to put immediately into practice.

Clinical Pharmacology that Matters Preconference Seminar

Clinical pharmacology is becoming increasingly important for food animal veterinarians. Drs. Mike Apley and Brian Lubbers educated participants on some of the most important things they need to know about clinical pharmacology in their practice.

“Our experience with visiting students at Kansas State University is that pharmacology backgrounds differ greatly by schools,” Apley says. “This seminar is



aimed at assuring that baseline knowledge is present, and then using this knowledge to hone critical assessment/ analytical thinking skills.”

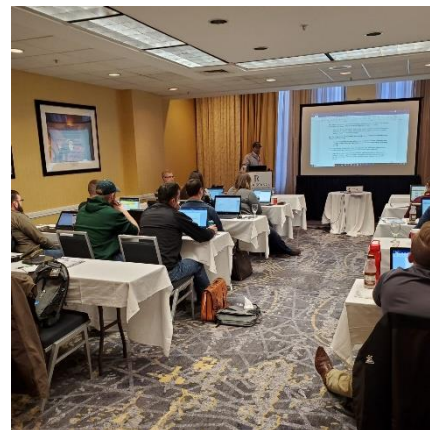
Apley says nuggets shared for immediate use were evidence tables and the realities of using NSAIDs and steroids in bovine CNS disease, and what you can and can’t do with susceptibility testing. “Even more important is a sharpened ability to interpret information being presented related to drug use,” he explains.

Though every detail couldn’t be covered in the seminar, Apley says that as inaugural alumni of the seminar, attendees will become part of e-mail blasts on new happenings in food animal pharmacology, including regulations, efficacy, new products and electronically ringing the “BS” bell. He notes that a major goal of this seminar was to equip attendees to ask the right questions. Preregistered attendees were asked for pre-seminar questions and were emailed materials prior to the conference.

Beef Cow Nutrition Preconference Seminar

The Beef Cow Nutrition seminar by Dr. Mark Hilton and Chris Muegge gave attendees real-world nutrition information they could go back to their clients with and use immediately.

“I hope they learned to stop telling their clients what to do and start asking them their goals and how they can become an asset to their business to help them reach their goal,” Hilton says.



“We think that clients will initiate the discussion on how they want to improve. The research dispels this myth. We need to be the ones initiating the discussion.”

Hilton adds

that the evaluations from the cow-calf nutrition seminar showed that participants appreciated the time they spent on the computer working with rations. “In fact, a number felt even more time practicing would have been beneficial.”

The seminar had a basic refresher on cow-calf nutrition and used the BRaNDS computer program to

balance some typical rations. One of the examples was using a simple ration balancing program if participants had clients that had cows that were too thin (or too fat) at calving time.

“We can show the doctor how to help these clients have cows in proper BCS and save money doing it.”

Milking Systems: A Veterinary Opportunity Preconference Seminar

There is nothing like hands-on instruction and this seminar did not disappoint by giving attendees the chance to work with a portable teaching parlor and various testing equipment, supplied by Dr. Roger Thomson, at The Ohio State University Marysville Ambulatory Clinic. Thomson and Dr. Dave Brennan taught attendees how to analyze, troubleshoot and repair milking systems.

Helping veterinarians find a niche in dairy veterinary practice that can transform them into a valuable team member and produce important professional satisfaction was the goal of the seminar.

Attendees learned the components of a milking system and how they work. Participants used various milking system testing equipment to troubleshoot the portable parlor, diagnose any abnormalities and



determine how to fix any abnormalities detected. In addition, they were able to dismantle and inspect various parts of the parlor such as the regulator, claws, pulsators and other items.

Brennan and Thomson’s intentions were to equip attendees with

the tools to go home and immediately add this service for clients, increase their value to them and provide a revenue stream for the practice.

Boehringer Ingelheim Welcome Reception Kicks off the Conference in Style

The Thursday night Welcome Reception sponsored by Boehringer Ingelheim Thursday night was just the

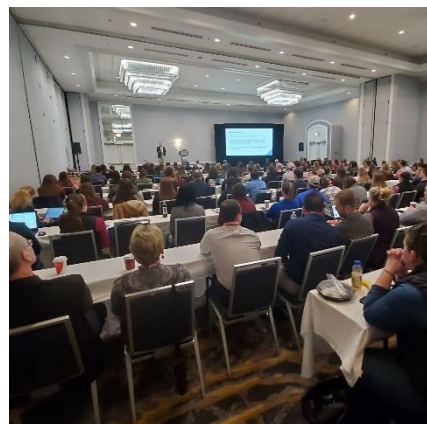


thing to break the ice and get attendees started on networking with each other, as well as reuniting with former classmates or colleagues.

Dr. Jennifer Roberts from BI welcomed the room which was buzzing with attendees who were excited for some great CE ahead!

Hilton brings UP the House with Keynote on Confidence

Do you want to get young veterinarians (or those of any age) excited about their career? Have a keynote address not just talking about confidence, but demonstrating how to build confidence in your career and your relationships with those you work with including clients and staff.



Dr. Mark Hilton provided just that to a packed room on Friday morning with his talk, “Confidence Comes with Time; The Time is Now!” Hilton said one

definition of confidence is, “Being confident requires having a realistic sense of one’s capabilities and feeling secure in that knowledge.”

What can you do to show your confidence and get on the road to being a consultant for your clients?

According to Hilton:

- Make deposits into others' emotional bank accounts
- Ask clients their goals
- Say thank you
- Be honest, humble, transparent, empathetic, interested and positive
- Give compliments where deserved
- Say I'm SORRY not I'm sorry – you say you're sorry too much!
- Speak up
- Take action, take risks – this develops confidence
- The result is you EARN the trust of others which is a key to you becoming a consultant.

Keeping Yourself Healthy was Focus of Physical Therapy Talk

Physical therapist Scott Uhlenhake discussed the physical demands, stresses and preventive tips surrounding bovine practice. Uhlenhake says the most common injuries and adverse physical conditions among veterinarians include:

- **Cervical Degeneration** – loss of intervertebral disc height and/or arthritic changes that can result in a smaller opening for spinal nerves.
- **Thoracic Outlet Syndrome** – Symptoms can involve any portion or all of the upper extremity including pain, numbness, tingling, muscle weakness, premature muscle fatigue and/or muscle cramping due to compression of the brachial plexus.
- **Shoulder Impingement** – Repetitive arm use and progressively worse posture can lead to rotator cuff tendonitis and eventually could even cause a rotator cuff tear.
- **Elbow Tendonitis** -- The origin of the muscles involved in the use of the wrist and hand are concentrated in the small areas of the common flexor and extensor tendons at the epicondyles of the elbow, and stress is worsened when forces are applied with the elbow closer to a fully extended position which is one of the reasons you should get as close to your work as possible.

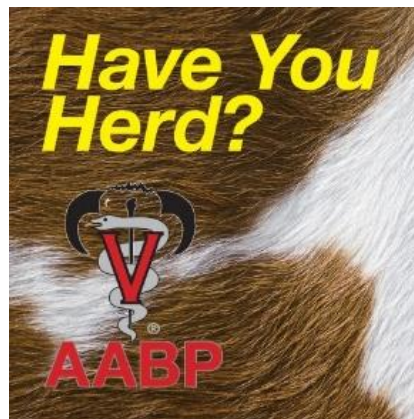
- **Ulnar Neuritis** -- Prolonged or repetitive elbow flexion, repetitive gripping and/or long durations of direct pressure can cause inflammation of the ulnar nerve. This inflammation could cause pain, numbness and/or tingling into the 4th or 5th digits of the hand.
- **Carpal Tunnel Syndrome** -- Inflammation can cause compression of the median nerve as it passes under the transverse carpal ligament in the anterior wrist. The most common cause is repetitive use of the finger flexors for gripping and the most common first symptom is waking up regularly with your hands numb and/or tingling.

Using the Slido polling technology, attendees indicated that:

- In the past year, 87% have experienced pain or other symptoms that caused difficulty with activities at work or at home.
- 73% do or sometimes do have pain or stiffness in the morning when they wake up.
- Only 34% of attendees perform any stretching during the workday to prepare their body, to control symptoms or to assist recovery.

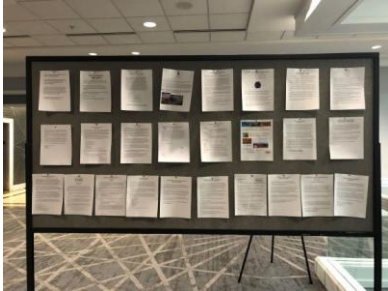
Want more of Uhlenhake's advice on preventing repetitive injuries? Find it three ways:

- Read the draft proceedings under the Conference tab (then Recent Grad) at <https://aabp.org>.
- View his presentation through the BCI site accessible at <https://aabp.org>.
- Listen to his thoughts on the AABP *Have You Herd?* podcast (download or access directly at <https://www.buzzsprout.com/814177>).



Job Board Overflows with 52 Opportunities

Who says there are no great jobs out there for bovine veterinarians or mixed/rural practitioners? If the job board at the AABP Recent Grad conference was any



indication, there are a lot of opportunities!

Over 50 job notices sent in by AABP members covered the front and back of a bulletin board in

the center of the action at the conference. Some attendees looked at job opportunities while others looked at how different practices advertised for jobs.

Didn't get a chance to submit a job posting? Visit <https://aabp.org> and click on the Jobs tab where you can view current job notices as well as post jobs. This is the most-visited page on the AABP website!

Overcoming Imposter Syndrome

Right in line with Dr. Hilton's presentation on building confidence, Dr. Audrey Ruple discussed "imposter syndrome" and how to overcome it.

Imposter syndrome, commonly reported by veterinary students and new graduates, is frequently reported by high-achievers in many professions. Several characteristics have been attributed to this complex syndrome, including self-criticism, feelings of insecurity, and the overwhelming surety that one does not really belong in this profession. The imposter syndrome is also a predictor of psychological distress and can negatively impact career advancement.

There are individual techniques that can help to increase resilience and coping skills. Some of these techniques are:

- **Recognize this is not a "you" problem** – Veterinarians are trained in a way that may increase the likelihood of feeling like a fraud. Reframing these fraudulent feelings as symptoms of a stressful educational experience might help you to better identify them as inaccurate thoughts rather than internalizing them as truthful.

- **Talk to others** – Peer support has been shown to be an effective way to help normalize the feelings of insecurity and self-doubt experienced by clinicians. Openly and vulnerably talking to others at similar points in their career can increase your comfort with both admitting what you do not know and asking for help from others.
- **Talk to yourself** – Imposter syndrome can manifest as an internalized dialogue that is typically negative and irrational. Tap into your rational mind and remember that only successful, highly-achieving people experience imposter syndrome in the first place.
- **Align your work with your values** – Integration of personal ideals with professional values has been shown to promote personal growth and improve wellness in medical professionals. This helps to build your professional identity and can reduce the feelings associated with the imposter syndrome.
- **Get comfortable with failure** – Because you will experience failure over and over again in your career. It is truly unavoidable. Reframing these failure events as learning opportunities can help you to grow more fully into your professional role.

Using the Slido app, Ruple polled the audience:

- When asked if they had ever had "imposter syndrome", 95% of attendees indicated they had.
- When asked if they had experienced decreased confidence and/or increased anxiety during veterinary school, 94% indicated they had.

Backpacks to Hold All of that Knowledge!

Thanks, Elanco, for sponsoring the great backpacks for everyone to carry their materials in!



Multimin Helps Unlock the Conference Success

A special thanks to Multimin for the third year in a row to sponsor the hotel keycards for the Recent Grad conference.



Merck Provides Lunch to a Hungry Crowd!

AABP would like to thank Merck Animal Health for sponsoring the fantastic lunch on Friday for our Recent Grad attendees who continued their fellowship and networking throughout the meal.



Dr. Lowell Midla, Merck Animal Health, welcomes attendees at the Merck-sponsored luncheon on Friday.

Covetrus Raffles Two \$400 “Starter” Kits

At the conclusion of the Merck-sponsored luncheon, Covetrus raffled off two “starter kits” which were backpacks filled with hundreds of dollars of veterinary supplies, along with two bags with Covetrus products.



L-R:

Starter kit raffle winners Dr. Risa Stacey Lisle, and Dr. Brianna Waldrop, Laura Vashbinder (Covetrus), Jon Wallace (Covetrus), Covetrus bag winners Dr. Tommy Ware and Dr. Trisha Keffer (front).

Midla Offers Up in the Practice Tips Session!

Dr. Lowell Midla entertained and enlightened the crowd with a bevy of practice tips. Here’s one for sampling:

“The Diagnosis” remains, even in the era of production medicine, a veterinarian’s main product. “It is what we sell,” Midla says.

Diagnosis is a two-step process. Step one is to gather all of the available information. Step two is to take that information and formulate the diagnosis.

“Veterinarians (myself included) tend to focus on step two,” he explains. “We are very often cursory, even perfunctory, during step one, because our focus has already proceeded to step two.” When a diagnostic error is made, the mistake is almost always in step one – failure to gather in a critical piece of information in the history, physical exam, etc.

Midla notes his references as:

1. Any Sherlock Holmes mystery.
2. Dr. Mark Graber's talk at the 2017 AABP conference. View Graber's talk through the BCI website available at <https://aabp.org>.

Shortest Practice Tip of the Day

How to make money in food animal practice in two easy steps:
One - Provide more value to the client than you charge.
Two - Charge adequately.

Dr. Lowell Midla

Zoetis Dinner Provides Opportunity for Creativity

The Friday night dinner, sponsored by Zoetis and hosted by Dr. Dick Wallace, also gave attendees the chance to show their creative side.



Program Chair Dr. Elizabeth Homerosky says that one of the most appreciated segments of this year's conference was the "Show us Your Creative Side" event at the Zoetis-sponsored dinner. "A diverse lineup of seasoned experts and budding new graduates shared hilarious stories, original poems and good ol' practice tips that showcased some amazing talent," Homerosky says.

"Afterward, everyone felt encouraged to share their own experiences with their peers," she notes. "There is nothing that builds confidence like bonding over that one calving or prolapse call early in your career that didn't quite go as planned. We've all been there! Everyone's enthusiasm and stories made for a fantastic evening."



Dr. Tera Barnhardt (left) had the attendees roaring with a tale of semen testing and neighbors, and Dr. Kevin Jacque displayed his poetic side by reciting a twist on the "Night Before Christmas":

'Twas the Night Before Christmas Dr. Kevin Jacque

*'Twas the night before Christmas
And Ol' Doc was in bed
But he jumped to his feet
Nearly hitting his head
The phone was ringing
Farmer Johnson was calling
Doc answered gently
But Johnson was bawling
"She's pushed it all out,
There's none left to push
I hope you can fix her
It's a great big mush!"
Doc answered sincerely,
Though his heart was grieving
"I'll be there in a jiffy."
He'd rather be dreaming.
In the truck Ol' Doc jumped
Revvng and mobile
Coveralls, boots and sleeves
He seemed almost noble.
To Farmer Johnson's Doc went
With speed disregarded
A bovid is in trouble!
And the vet quite bombarded*

*"Of all the nights for a prolapse,
It had to be tonight.
It better be an easy one
Or my heartburn will bite."
To old Gertrude he drove
Down the twisty dirt road
Rain falling hard
Nearly hitting a toad.
To the farm, Doc arrives
Old Gertrude in mud
And there be the uterus
And Gertrude chewing cud.
"Let's get her fixed up,"*

*Doc says with forced cheer
After this, he is thinking
He'll need a nice beer.
A bucket of water
Farmer Johnson brings with
And Ol' Doc in his bibs
And hither he bid.
He cleans and he scrubs
The placenta comes off
But then big Ol' Gertrude
Gives a nice big cough.*

*Doc's smile was grimaced
By the manure in his hair
But at least he wasn't crying
Or his body all bare.
Doc shuffled and pushed
But nothing seemed to move.
"I hope it goes back,"
With a thought he behooved.
The uterus seemed stiff
But not Doc's intellect,
Then a great woosh it falls in
And Johnson's a wreck.
"I'm so glad it's back,"
Johnson blubbers with cheer
"Here Doc, have a cold one,
You and I need a beer."
And Doc, wet, red and smelly
Does he smile and think
This wasn't too bad a Christmas
"But boy, do I stink!"*

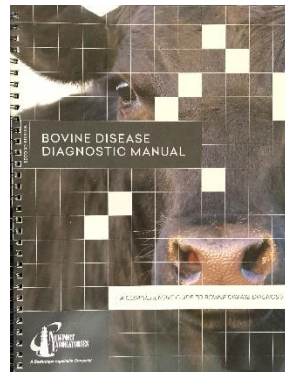
AABP Foundation and Amstutz Scholarship Raffles



Drs. Megan Huling (left) and Lesley Moser were the winners of the AABP Foundation and Amstutz Scholarship raffles. Each winner chose between a Carhartt vest or Uddertech overalls with the AABP logo. Thanks everyone

who bought a ticket to support AABP scholarships!

Newport Laboratories Provides Lunch and Disease Diagnostic Information



Thanks, Newport Laboratories, for the Saturday lunch and welcome by Dr. Jason Shumaker. Also appreciated were the spiral notebooks (for a lot of notetaking!) and the *Bovine Disease Diagnostic Manuals* which are also available to veterinarians

by contacting info@newportlabs.com.

Protect Your Social License

Dr. Marissa Hake spoke at the 2020 AABP Recent Graduate Conference on "Protecting Our Social License to Operate", addressing social media having to do with farms, veterinarians and the public. She said some of the important things to consumers about their food are:

- Health considerations
- Transparency is expected
- There is an openness to try new brands and products
- The interest in plant-based alternatives is growing
- Channel and value preferences vary by age



One main takeaway she offers to veterinarians on social media or working with clients is to stay safe on social media.

View Dr. Hake's presentation on the BCI website upcoming at <http://aabp.org>.

Completing a Herd Examination

Dr. Eugene Janzen offered an update on disease investigations in the beef session of the conference. A few key pointers he gave on completing a herd examination were:

- Have a written history of the problem
- At the on-site visit:
 - Look for groups of “affected” & “non-affected” animals
 - Examine the environment
- Characterize the clinical evidence:
 - Examine “affected” & “non-affected” animals
 - Sample to support your clinical exams
- Characterize the mortality evidence
 - Exhaust all the information the cadaverous material can give
- Put it all together in a document

Who Attended the Conference?

The 3rd Annual AABP Recent Veterinary Graduate Conference in Columbus, Ohio, was limited to AABP-member veterinarians who graduated between 2012 and 2019. Here are some stats on attendees as well as how they would like to see future conferences designed:

- In 2020, 63% of attendees were only one to three years out from graduation.
- The highest number of attendees came from AABP District 4 (Kentucky, Michigan, Ohio, West Virginia), but all districts, including Canada, were represented.
- Over 85% of attendees indicated they would like to see a mini trade show in the form of “table exhibits” to learn more about companies’ products.
- When asked how confident they were as a veterinarian, 46% of 2017-2019 graduates indicated they were slightly underconfident, while 37% indicated they were generally confident.
- When asked how confident they were as a veterinarian, 59% of 2012-2016 graduates indicated they were generally confident.

- When asked in what situations attendees felt they were underconfident, 68% consulting, 59% complicated cases, 39% C-sections.

Post Conference/CE

The conference offered 15.5 RACE-approved continuing education (CE) credits. RACE approval is one benefit in addition to having online CE free of charge for AABP members.

In-person attendance was limited to recent graduates, however, 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>. Stay tuned for presentations to be uploaded on the site.

And don’t forget, you can access webinars and presentations from past AABP conferences through the BCI site.

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