

AMERICAN ASSOCIATION OF BOVINE PRACTITIONERS

53rd Annual Conference

September 24-26, 2020

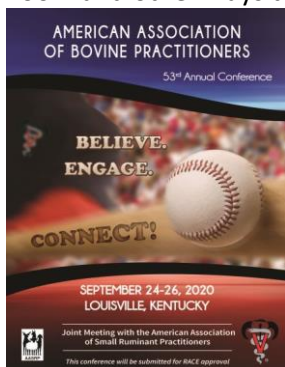
BELIEVE. ENGAGE. CONNECT!



The AABP Conference Newsletter is Sponsored by Hoard's Dairyman. **HOARD'S DAIRYMAN**

AABP Attendees Believed, Engaged, Connected and Adapted at First-ever Virtual Annual Conference

Despite sudden challenges and having to relocate and re-focus the hybrid in-person/virtual 2020 53rd American Association of Bovine Practitioners (AABP) Annual Conference in Louisville, Ky., to a virtual-only conference in a matter of hours because of civil unrest in the city, the conference still went on with a skeleton crew of AABP staff members and volunteers. Regardless, beef and dairy veterinarians were able to get high-quality CE and interact with speakers and others via the AABP virtual conference platform, Zoom and other ways to virtually meet.



With the theme "Believe. Engage. Connect!" AABP could have easily added the word "Adapt". AABP staff, some leadership, audiovisual staff and a handful of others brought the full virtual conference live-streamed to attendees and members.

"The world outside AABP is in a difficult time," said AABP Executive Director Dr. K. Fred Gingrich, II. "As this conference morphed into a virtual-only offering, the safety of our attendees was of the highest concern. Prior to the conference when downtown Louisville was being shut down, we moved quickly to a new site away from downtown." He noted that the originally planned in-person conference changed to a hybrid conference in three months, which then changed to a virtual-only conference in a matter of hours. Gingrich says, "Our mantra became, 'We're going to figure it out!'".

"We had some quick-thinking, problem-solving people already here and ready to act," added AABP President and 2020 Program Chair Dr. Carie Telgen. "We found another location to stream the conference. One of the best qualities of cattle veterinarians is we know how to dodge the kicks,

how to figure things out quickly and keep the 'cattle' moving!"

There was a handful of attendees in-person in Louisville. Telgen noted it was great to have keynote speaker Amy te-Plate Church, as well as the two 2021 vice president candidates, Drs. Michael Capel and Randall Spare, presenting live on-site, which were livestreamed to viewers. "The live presentations provided an excellent opportunity for both the members as well as the speakers, and it was just enough 'normalcy' to keep us energized for the next couple days," she added.

In addition to scientific CE and presentations on cattle diseases, nutrition, etc., the theme of mental health and wellness was addressed several times. Clinical psychologist Josh Tanguay, who is married to a bovine veterinarian, noted in his presentation that the suicide rate for male veterinarians and female veterinarians are 2.1 and 3.5 times higher than the general population, respectively.

In his departing address, Immediate Past President Dr. Calvin Booker specifically pointed out AABP's new initiative, the Humans of AABP Facebook series. "These posts describe the real struggles of



members in an anonymous way. By posting these we hope it will help normalize these situations and that sharing them will help ourselves and others seek out practical ways to improve our wellness."

"There is an unacceptable rate of suicide in our profession," Gingrich added. "There have been AABP members who have ended their life rather than living it with us. If you need help, reach out. Believe in yourself and your future and engage and connect with your colleagues."

Gingrich noted that bovine veterinarians have foresight and look for new ways to provide services for their clients, and AABP strives to do the same for its members.

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

New and free initiatives for members include a bi-monthly e-newsletter, podcasts (10,000 downloads in six months), virtual CE that has been provided long before COVID including 800 RACE-approved live webinar views, RACE-approved conference presentations available online through the Beef Cattle Institute (8,000 views so far), and searchable proceedings and the *Bovine Practitioner*.

2020 AABP Annual Conference Program Committee



Front Row (L-R): Dr. David Welch (VPS), Dr. Elizabeth Homerosky (Cow-calf), AABP President-Elect and 2020 Program Chairman Dr. Carie Telgen, Dr. Kelly Reed (Dairy), Dr. Jess Simons (Practice Tips), Dr. Tera Rooney Barnhardt (Feedlot)

Back Row (L-R): Dr. Kelly Still-Brooks (AASRP), Dr. Derek Foster (Research Summaries), Dr. Chris Chase (Research Summaries), Dr. Gabe Middleton (Students/New Grads), Dr. Joe Klopfenstein (Clinical Skills); AABP Vice President Dr. Pat Gorden (Preconference Seminars)

**Find more conference recaps and photos
on the AABP Facebook page!
#AABP2020**

2020 AABP Annual Conference Meeting Stats

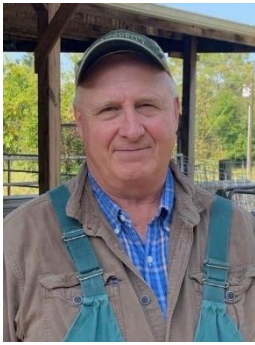
Attendee and other meeting stats include:

- 979 registrants including:
- 9 members on-site
- 264 veterinary students
- 11 international veterinarians
- 1 registered veterinary technician
- 8 media
- 51 virtual exhibitors with 121,000 hits to companies in the virtual trade show

2020 AABP Awards

It was not your normal AABP Awards Luncheon! There was a little subterfuge involved Saturday for the award winners to keep them on Zoom so they could be surprised by an AABP award. Dr. Fred Gingrich manned the computer with all of the presenters and award winners live. It was fun to see the surprise in their faces and the emotions in their voices accepting the awards.





**Boehringer Ingelheim
Bovine Practitioner of the
Year**
Dr. Pat Comyn
Madison, Va.

**Dr. James A. Jarrett
Award for Young
Leaders**
Dr. Brandon Treichler
Canyon, Texas



**Boehringer Ingelheim
Excellence in Preventive Dairy
Medicine**
Dr. Roger Thomson
Battle Creek, Mich.



**Merck Animal Health
Mentor of the Year Award**
Dr. Gordon Atkins
Calgary, Alberta

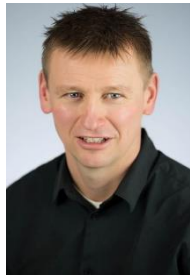


**Boehringer Ingelheim
Excellence in Preventive Beef
Medicine**
Dr. John Bolinger
Tipton, Mo.

**Other awards given at the 2020 53rd
AABP Annual Conference include:**

**2020 AABP Foundation
Competitive Research
Grant Awards**

- *Development of a sole ulcer induction model in Holstein cows: the next step in lameness research*
Dr. Gerard Cramer, University of Minnesota



Zoetis Distinguished Service Award
Dr. Jim Brett
Starkville, Miss.



- *Effects of lameness on semen quality in beef bulls: A case-control study*
Dr. Manuel Chamorro, Auburn University



**AABP Award of
Excellence**
Dr. Terry Lehenbauer
Tulare, Calif.

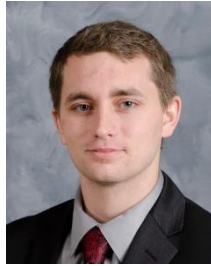
“Overherd” at AABP

“There is no wrong way to be a cow vet. There is no one right way to be a cow vet.”

*Dr. Marissa Hake
in the AABP Student Section*

2020 AABP Research Summaries Graduate Student Awards

- First Place – Dr. Matthew Scott, Mississippi State University
Transcriptomic Profiling of BRD-Attributed Mortality in Stocker Cattle Identifies Active Inflammatory and Antiviral Pathways at Arrival
- Second Place – Dr. Clair Seely, Cornell University
Effect of Hyperketonemia on Circadian Patterns of Blood Metabolites and Milk Predicted Constituents in Dairy Cows
- Third Place – Dr. Ainhoa Valldecabres, UC-Davis
Associations of Serum Calcium and Subclinical Hypocalcemia at Calving with Productive, Reproductive and Health Outcomes in multiparous Jersey Cows



2020 Student Case Presentation Competition Winners



- Overall Winner
Isabella Knecht – Cornell University
Intravenous Dextrose as a Treatment for Hyperketonemia in Dairy Cows
- Clinical Case Report Winner
Elizabeth Rumfola – Louisiana State University
Urolithiasis in a Bull
- Research Report Winners
 - First Place: Isabella Knecht – Cornell University
 - Second Place: Caroline Cunningham – Texas A&M University
Genetic Variability of Bovine Coronavirus Isolated from the Respiratory and Enteric Tract of Calf-Ranch Raised Dairy Calves

AABP Keynote Speech Addresses Consumer Trust

In the 2020 Keynote Address, “Believe. Engage. Connect!”, Amy te Plate-Church discussed consumer trust and what agriculture, including veterinarians, need to do to earn and build on that trust.

“Consumers trust farmers,” te Plate-Church said. “But why are we sensing a distrust on how we produce food?” In Center for Food Integrity surveys, 55% of respondents said they strongly agree that if animals are treated decently and humanely, they have no problem consuming meat, milk and eggs. However, only 25% strongly agree that food animals are treated humanely. “Consumers want meat, milk and eggs from humanely treat animals, but they are not sure if the animals are treated humanely. Our message is not getting through.”

What do we do about it? “People don’t trust what they don’t know,” te Plate-Church continued. “They don’t know ag. But people do know food, and they want to share about food.” But how do we leverage that connection? She said 65% of consumers want to know more about farming and food processing. “If we don’t fill that information void, we are leaving that open for others to fill.”

She noted the top two concerns by consumers are about animal care and animal agriculture’s effect on the environment. “We need to address those two concerns to speak about animal-based protein. Consumers trust farmers and veterinarians. We need to leverage that trust. It will take all of us to share individual stories about bringing safe and affordable food to consumers.”



When someone asks questions about animal agriculture, te Plate-Church suggests a simple, three-step process: Listen, ask and share. Focus on the “Movable Middle” – the 65% of consumers who want to know more about farming. “Listen without judgement,” she recommended. “Most people don’t listen to understand, they listen to reply. Ask questions in a non-defensive manner. Try to find out the other person’s view and their sources of information. Share your perspectives through shared

values.” Who you are is as important as what you know. “Consumers trust scientists, but they don’t want a scientific explanation,” adds te Plate-Church. “Lead with who you are and share relatable information. Consumers want to know that farmers and veterinarians truly care.”

te Plate-Church ended with one of her favorite quotes from Theodore Roosevelt: “*No one cares how much you know until they know how much you care.*”

Watch the keynote at <https://www.aabp.org>.

“Overherd” at AABP

“I would strongly encourage dairy farmers to know the costs of their heifer program separate from the cow program.”

*Dr. Kevin Dhuyvetter
on dairy replacement economics*

Scholarships

In 2020, the AABP Foundation received 196 scholarship applications and awarded 37 scholarships, totaling \$193,500.

2020 AABP Foundation-Zoetis Scholarship

Veterinary students graduating in 2021 were eligible for the AABP Foundation-Zoetis Scholarship. This year 12 students received the \$5,000 award which is generously funded by Zoetis. The 2020 recipients are:

- Thomas Duff, University of Minnesota
- Elisabeth Forker, Iowa State University
- Isabela Knecht, Cornell University
- Kyle Longcore, Michigan State University
- Karalyn Lonngren, University of Pennsylvania
- Jaclyn Melvin, Cornell University
- Caitlyn Mullins, North Carolina State University
- Kathryn Osborne, Michigan State University
- Meghan Oswald, Cornell University
- Carrick Perlinger, Iowa State University
- Jonathon Richardson, Purdue University
- Austin Wenck, University of Wisconsin

2020 Amstutz Scholarship

Five veterinary students received \$7,500 from AABP’s premier scholarship, the 2020 Harold E. Amstutz Scholarship. Funding sources are AABP member contributions, investment fund interest and dividends, and proceeds from the AABP Live and Silent Auctions and raffle. The 2020 recipients are:

- Bailey Archey, Mississippi State University
 - Montana Lins, University of Wisconsin
 - Maryanna Hudson, Mississippi State University
 - Allyson Patterson, North Carolina State University
 - Michael Scolaro, Ontario Veterinary College
-

2020 AABP Foundation -Merck Animal Health Bovine Veterinary Student Recognition Awards

Eighteen 3rd and 4th year veterinary students have been chosen to receive this \$5,000 scholarship generously sponsored by Merck Animal Health. The 2020 recipients are:

- Taylor Aubrey, University of Minnesota
- Rachael Bonacker, University of Missouri
- Braxton Butler, Kansas State University
- Rachel Crouse, Colorado State University
- Cassandra Gorrill, Ontario Veterinary College
- Maryanna Hudson, Mississippi State University
- Austin Jacobson, Western College of Veterinary Medicine
- Hannah Jarvis, The Ohio State University
- Annika Johnson, Iowa State University
- Lani Kaspar, Texas A&M University
- Wyatt Krom, Purdue University
- Raul Landeo, University of Wisconsin
- Dena Renee Letot, Michigan State University
- Logan Murray, University of Georgia
- Alexandra Newhouse, Washington State University
- Meghan Oswald, Cornell University
- Allyson Patterson, North Carolina State University
- Allison Pellerito, Iowa State University

2020 Dr. Francis Welcome Future Dairy Practitioner Scholarship

The purpose of the Francis Welcome Memorial Scholarship is to support a superior 3rd year veterinary student who demonstrates the character, knowledge and potential to become an outstanding dairy veterinarian upon graduation. The award is \$1,000.

The Francis Welcome Memorial Scholarship was endowed by the Welcome family, and supported through member donations, to honor the memory of AABP Honor Roll member Dr. Francis (Frank) Welcome who was actively involved in the AABP organization throughout his career.

- Meghan Oswald, Cornell University
-

National Cattlemen's Foundation Veterinary Student Scholarship

The National Cattlemen's Foundation funded a one-time scholarship for a veterinary student with a graduation year of 2021 or 2022, who is interested in beef cattle medicine. Students were scored on their overall experiences and coursework related to beef cattle medicine, and a desire to work in the field of beef cattle medicine after graduation. The award is \$5,000.

- Elisabeth Forker, Iowa State University
-



Conference Spotlight: *How to Save the Eye on 95% of Your Cancer-Eye Surgeries*

Every white-faced cow and bull needs to be closely examined for squamous cell carcinoma – SCC or “Cancer Eye” – each time the animal walks through the chute, said Dr. Mark Hilton in the Clinical Skills session. A lesion of approximately 1 cm or less can be readily seen when the cow walks through the chute for yearly vaccinations and/or pregnancy examination, and it is easily removed at this time. “Removing the lesions when small is a key to success,” he said.

For cancerous lesions on the globe itself, 95% of the time we can save the eye by simply removing the



lesion, Hilton added. Neoplastic lesions on the globe itself have a low chance of recurrence, so these cows can

have the lesion removed. Cows with SCC should not necessarily be automatic culls. A cow with a small lesion on the third eyelid or on the cornea that is removed in a timely fashion can have a long and productive life in the herd.

“Once you have performed a cancer eye surgery where you proptose the eye, remove the lesion and replace the globe into the socket, you are an ‘expert’ at the procedure,” Hilton noted.

Hilton recommends to notch the ID tag of these cows as they will get additional scrutiny, and if a lesion does redevelop, they are generally identified quickly. “Cows with repeat SCC episodes may be asking to leave the herd.”

“Overherd” at AABP

“A successful birth includes the deliverance of a live calf and production of colostrum and transitional milk with adequate quantities of nutrients and other biologically active substances to sustain the calf from birth through the first 30 days of life – all of which is dependent upon management during the dry period.”

*Dr. Jon Robinson
in the AABP Dairy Session*

Booker's President's Message Touches on Diversity, Wellness

At the AABP Business Meeting and Awards Luncheon, AABP President Dr. Calvin Booker gave his outgoing president's message. One of AABP's initiatives he wanted to highlight was this year's new diversity and inclusionary statement on the AABP homepage (<https://aabp.org>).

It reads: *The American Association of Bovine Practitioners is an international association of veterinarians serving society as leaders in cattle health, welfare and productivity. We welcome and support any veterinarian or veterinary student, regardless of race, color, national origin, sex, religion, sexual orientation or any other demographic, to participate in all opportunities that our organization provides. As leaders in the cattle industry, we encourage all veterinarians with an interest in cattle to join us and participate in our organization.*

“We need to live up to the true meaning of this statement,” Booker said. “I encourage you as members to try to make a difference, one person at a time.”

Booker also spoke about the problem of mental illness in the veterinary profession. “In my March newsletter message, I talked about physical and mental wellbeing,” he says. “It’s a difficult topic. I’m pleased AABP is trying to change that by adding this topic to presentations, webinars and podcasts.”



New AABP President Dr. Carie Telgen presents the President’s plaque to Immediate Past President Dr. Calvin Booker at the conclusion of the 2020 53rd AABP Annual Conference Business Meeting and Awards Luncheon in Louisville, Ky.



Conference Spotlight: What to do with Windshield Time?

In the Veterinary Practice Sustainability session, Dr. Tera Rooney Barnhardt gave some tips for a mobile practice. One of those was what to do with all of that windshield time when you are not being “productive”. Barnhardt said the average veterinarian might spend 475 hours a year (or more) driving. In that time, you could learn a new language,

obtain 3 ½ bachelor’s degrees and read 7 ½ million words.

To maximize her time behind the wheel, Rooney Barnhardt speaks with four main groups of people: her mother, her clients, her mentors and her Amazon Alexa. When not on a call, podcasts and continuing education are always available to listen to, including the AABP Have You Herd? podcasts and other self-improvement and industry-based podcasts.

She said the Alexa Auto for vehicles can be customized to do about anything she wants such as give her reminders or “thoughts for the day”, read text messages, summarize emails, add reminders, give the weather report, etc. It also has list and note functions. Barnhardt has a list for questions to answer, topics to research, items to order, papers/certificates she needs to complete, and more.

Barnhardt is also a fan of listening to AABP recorded conference sessions on the Beef Cattle Institute portal through the AABP website (<https://aabp.org>), which is free for members. “Using the BCI app while driving enables you to catch up on recordings you missed and anything you want to learn.”

“Overheard” at AABP

“There is no perfect metric for reporting antimicrobial use. Veterinarians are already well-versed in working with their clients based on production and health metrics and are well positioned to be leaders in this area. We need feedback from veterinarians on the metrics being used and how antimicrobial use data can best serve them and their clients. We must guard against misinterpretation and misuse of antimicrobial use data.”

Dr. Mike Apley

Conference Spotlight: Strategic Management for Neonatal Calf Diarrhea

“It’s important to identify the difference between different types of neonatal calf enteritis which can be helpful in directing efforts for prevention of calf diarrhea by emphasizing the importance of environmental control of pathogen spread,” said Dr. Frank Garry, Colorado State University, in the Beef session.



Garry said the pathogens that cause viral/protozoal enteritis (both beef and dairy) are rotavirus, coronavirus and *Cryptosporidium parvum*. Although there are differences between these pathogens regarding how severely they damage intestinal epithelium and how they replicate, they share some common features that effectively create the same disease entity.

Because they damage intestinal epithelium, they affect digestion and absorption of intestinal fluid (i.e. malabsorption and maldigestion) as their primary pathological effects, which in turn determine clinical disease signs. Fluid and electrolyte losses lead to dehydration, acidosis, depression and weakness. When these pathophysiological features progress severely enough and are not mitigated by fluid and electrolyte supplementation, it leads to calf death.

The common pathophysiology of disease caused by these infectious agents leads to some relatively simple guidelines for observation and management:

- Affected calves typically have similar coincidence of clinical signs. The severity of diarrhea is matched by severity of fluid and electrolyte loss, and thus severity of dehydration, depression, weakness, acidosis. It is uncommon to have, for example, severe depression but mild dehydration or to see acute death without preceding morbidity.
- The peak incidence is between 7 and 10-14 days of age. Some outliers may occur, but if an owner tracks age of onset it is most common to have almost all calves become sick within this narrow window.
- If an appropriate oral electrolyte replacement supplement is used promptly and with sufficient volume, almost all calves can survive the infection and clear the pathogen.
- Antibiotics have no efficacy against these pathogens, and anti-inflammatory agents have very limited beneficial effect.

The vast majority of scouring calves are diagnosed and treated by the producer, Garry added. "Therefore, veterinarians have an important role in helping producers understand the signs of disease, assigning the right treatment, and making sure they are using the right oral fluid product correctly. This is the single-most important part of the treatment plan. We need to discourage the use of oral antibiotic scours boluses. These are an inappropriate

treatment, poor use of antibiotics, and their use often delays implementation of the oral fluid protocol."

"Overheard" at AABP

"It's the power of why. People don't buy what you do, they buy why you do it."

*Amy te Plate-Church
in the AABP Keynote Address*

Conference Spotlight: *Mental Health in the Head Catch: Erasing the Line between Mental and Physical Illness*



The adjectives society uses to describe people with physical illnesses like cancer (fighter, survivor, tough, hero) are quite different than the ones to describe people with a mental condition, for example, such as schizophrenia (crazy, psycho, dangerous). "Society views mental illness in a very stigmatizing role," explained clinical psychologist Josh Tanguay in the "Hot Topics" session.

Tanguay summarized five main studies describing mental illness in veterinarians that noted that 20-66% of veterinarians struggled with clinical depression, 79% experienced multi-symptom distress including depression, burnout, anxiety and panic attacks, and 17-24% thought about suicide or had suicide ideations since graduation from veterinary school. The suicide rate for male veterinarians and female veterinarians are 2.1 and 3.5 times than the general population, respectively.

There is a challenge in the veterinary field with mental health issues. "But in general, the veterinary field seems to minimize mental health and its effects and distort mental illness and its effects," Tanguay said. "There is a significant imbalance between the ideas of wellbeing and mental illness. There seems to be an emphasis on wellbeing in the veterinary field, but no discussions on mental illness. We need to do more learning on mental illness specifically. That is a way for further growth and acceptance."

As a veterinarian, how can you learn about mental illness? "Education on mental illness can truly lead to greater acceptance, acknowledgement and discussions," Tanguay said. He suggested these resources where you can get educated, and help

build empathy toward those who may be struggling with a mental health issue:

- Mental Health First Aid is a single eight-hour day of training usually offered by local mental health centers or some university departments.
- Local mental health centers or local universities may have other programs with trained personnel who can share information.
- National Alliance for Mental Illness (NAMI) many cities/towns have a NAMI chapter.
- AVMA Resources.

Veterinarians can have a hard time with work-life balance and may be unable or unwilling to seek help in the form of in-person therapy (or in their area therapy is unavailable). Tanguay said the onset of virtual therapy is a good solution for many who need to talk to a professional. "Some veterinarians have started to engage with that type of service and feel they are making progress. If there is greater acknowledgement and acceptance in the field, and it can be learned about and talked about more, people may be more comfortable in doing that type of self-care."

"Overherd" at AABP

It's good for producers to recognize that losing a calf at the neonatal stage of life is the equivalent of losing 50 pounds of weaning weight in the next 11 calves. Even in large operations, every calf counts toward the bottom line."

Dr. Frank Garry on neonatal calf diarrhea

Amstutz Scholarship Fund Auctions Raise Almost \$42,000

In this unprecedented year of quickly reformatting the annual conference, the Amstutz Scholarship Fund silent auction raised over \$15,000, and the live auction raised \$26,750 with just 12 items. Amstutz Chair Dr. Callie Willingham sagely noted the theme of this year's conference should be changed to: Believe. Engage. Connect. ADAPT!



AABP thanks everyone who donated, bid or purchased items!

Members of the AABP leadership and others present pitched in to talk up each auction item for bid. The big live auction winner was the Mark Hopkins bull statue which went jointly to the Ohio Dairy Veterinarians and the Southern Crescent Bull Buying Syndicate for \$10,000.

Conference Spotlight: 13 Conflict Resolution Skills



Managers/leaders must learn to manage conflicts among their team members so that the business continues to run effectively, and objectives are met. Kurt Oster spoke at the Practice Management session about dealing with conflict resolution.

"The consequences of letting conflict fester is that employees not involved in the conflict either 'pile on' or withdraw from the conflict, making them take sides or 'check out' from work," he said. Morale and productivity is lowered and employee teams get divided. In extreme cases, unsolved conflict can lead to violent or aggressive situations, turnover and recruiting problems, legal risks and the slow down or halt of work.

Oster offered 13 conflict resolution strategies you can use when the need arises. "These are the pearls that will help you up your game," Oster says. He also suggested to think about which of these you have mastered, and which of these resonates with you as a technique that could help raise your conflict resolution abilities to the next level.

- 1 – Don't become defensive out of the gate. This is the most important tip when the conflict is between you and someone at your level or higher. Count to 10 before responding.
- 2 – Don't point fingers as blaming others causes rapid escalation and the person addressing you may feel unsafe to express their concerns. Conflict resolution must always occur in a safe space.

3 – Actively listen, until they are completely finished. You have two ears and one mouth – use them in that ratio. Allow the other person to voice their entire concern before responding.

4 – Use “I” statements as “you” statements are often perceived as blaming or attacking.

5 – Maintain a calm tone and with time, the other person will come to mirror your demeanor.

6 – Show a willingness to compromise if it’s not as important to you as it is to the other party. This gives you a “deposit in the karma bank”.

7 – Maintain confidences at all times. Always share at your level and up, never down. Trust is built by the drop and lost by the bucket.

8 – Nothing is personal; people say offensive things all of the time and it is your personal choice to be offended.

9 – Body language says more than you do. Body language such as folded arms, eye contact, open posture, multi-tasking during a conversation or reaching for the doorknob or packing up can give a message you don’t intend.

10 – You can be right, or you can be happy. Think about the relationship long-term and the “total cost” of victory.

11 – Know when to admit you were wrong. Sometimes it just comes down to saying you were sorry, and it’s another opportunity to make an investment in a long-term strategy.

12 – Focus on today’s conflict. Take the high road, and items on the high road are never more than 48 hours old. Get past that specific event.

13 – Use humor, when appropriate. Humor can lighten the mood and self-deprecating humor can disarm an upset coworker. Never use humor to address a sensitive or personal topic.

Behind the Scenes



Dr. Pat Gorden (right), Dr. Fred Gingrich and the AV staff had their hands full working laptops and presentations at the conference to make sure talks were livestreamed and seamless for virtual attendees.

“Overherd” at AABP

“Pushing cattle in the tub is like shoving a chain forward – the links go in all directions. Send a clear message of what you want and the cattle will go where you want them to go.”

Dr. Lynn Locatelli on handling feedlot cattle

Conference Spotlight: The American Cow Vet



“Consumers want more than facts and figures. They want someone they can trust,” said Dr. Marissa Hake in the AABP Students/New Graduates session. Hake’s presentation, “The American Cow Vet: How Veterinarians can add Value to Ag Operations and Communities”, discussed communications, “social license” and social media. Following are a few ideas from her presentation.

There were two things Hake suggests for new grads:

1. Stay true to what you believe, especially in first 5-10 years in practice.
2. You can never go back once you have crossed the ethics line. Examples can be using drugs in an inappropriate manner because of client pressure. “If you hear ‘this is the way we’ve always done it,’ do not accept that,” she says.

What is your role?

Agriculture’s “social license” is rooted in the beliefs, perceptions and opinions held by consumers. This is given and taken away by consumers based on the information they receive. “Our roles as veterinarians include being a veterinarian, auditor, risk mitigator, consumer, communicator and influencer,” Hake said.

“Veterinarians have long been a trusted source for consumers, and are third behind nurses and physicians according to a Gallup poll.”

Veterinarians are uniquely qualified to talk about agriculture. But do we want to answer the hard questions? “How do you defend the fact that you are a doctor committed to helping animals that you eat?”

asked Hake. "It's an important ethics question to understand. I don't believe caring for animals and eating meat are mutually exclusive. You can care for them but realize their role is as food. We rely on animals for food and they rely on us for food, water, shelter and care. We are shepherds for food and fiber animals. We need an understanding of our veterinary oath and the protection of the food supply."

Weathering an activist attack both personally and professionally helped Hake navigate a veal company through it and polish her communication skills. "I was not relying on my medical skills, but my communication skills," she says. "I turned to doing more industry promotion and speaking and being asked about my experiences about being a veterinarian." She noted that 2020 has been a difficult year, but it's a great time to help people to understand how our supply chain works. She encouraged new veterinarians to do this, even if it's scary. "Through my experiences, I learned how to adapt on-farm culture, lead a company through crisis, build social media and support other veterinarians. These are ways I've tried to bring value to my community."

Social media and Generation Z

Hake said in studies, one out of five millennials admitted to avoiding dairy, and when asked why, 50% admitted their decision to stop consuming dairy stemmed from social media. "Today's consumers are not our father's consumers! Eighty-eight percent of 18-29-year-olds are on Facebook, and 95% of millennials in the U.S. say friends are their most credible source about food."

The Generation Z population is becoming our next group of consumers. They are those born after 1997, and right now this group is the most ethnically diverse and largest generation in American history, comprising 27% of the U.S. population. What do they want? Hake says they want to know the healthfulness of products, transparency of how the product was sourced/made, they are interested in plant-based alternatives, and the channel and value preference varies by age (i.e. they like to shop online on Amazon vs. Costco like their parents).



Hake has a large social media following (@calfvet) where she shares personal stories and photos of being a mom, farmer, veterinarian and agriculture supporter. "I want to keep building trust, if I don't tell my story, someone else will," she said.

A Little Lightheartedness!



Even the convention center catering staff, Levy Catering at the Kentucky Venues, got into the fun with their corny jokes on menu boards. A sampling:

- *Why do cows have hooves instead of feet? Because they lactose!*
- *What do you call an AABP virtual meeting? MooTube*

Conference Spotlight: Top 10 Ways to Know You are a Food Animal Vet and How to Make it Easier



In the AABP Annual Conference Practice Tips session, Dr. Marty Masterson offered some humorous ways (and tips!) to know you are a large animal veterinarian:

1. You know where every pop or water machine is in a five-county area
2. It doesn't bother you to discuss the maggot infested necropsy with your coworker while eating lunch.
3. You know to never head into town until you've looked in the mirror and checked the backs of your elbows.
TIP – Put your sleeve protector under your surgery gown to prevent "ring around the armpit."
4. You know how to get blood, manure and grass stains out of clothing simultaneously God love anyone who does a veterinarian's laundry.
5. You know the late night attendants' name at every 24/7 gas station.

6. You think Bowie repair and basic truck maintenance would have been useful vet school electives.

TIP – A plastic letter opener is great to excise the uterus when you can't lift it to the incision. It's way safer than a scalpel.

7. You carry everything from shorts to a winter parka in your truck for weather changes during the day.

8. You know what fragrance best covers up the smell of emphysematous fetus when you have to pick up your kid from daycare and can't shower.

9. You wash your hands before you go to the bathroom.

TIP – Use stents instead of a Buhner needle so you can sneak a hand in to check for prolapse.

10. Your significant other has stood at the backdoor demanding you take off all of your clothes before you come in!

AABP Annual Conference CE Certificates

The conference offered 18.25 RACE-approved continuing education (CE) credits. RACE approval is one benefit in addition to having online CE free of charge for AABP members.

If you attended the 2020 AABP Annual Conference, you can print your CE certificate by logging on to the AABP website at <https://aabp.org>, and in the upper righthand corner at "Member Log On", click on My Account and scroll down to Conference CE Certificates. You can edit the certificate and check the presentations you watched, then click Create Your CE Certificate and print.



Conference Spotlight: *Handling Cattle in Suboptimal Facilities*

In AABP's Beef session, Dr. Lynn Locatelli presented, "Making the Best of What You've Got! Strategies for Handling Cattle in Suboptimal Facilities".

Suboptimal design elements of working facilities include:

- Visual impairment in facilities. High, solid sides, the lead-up to the tub, tub, snake, bends and counter bends can impair an animal's vision. "Catwalks should be at pivot points, not at the arc, to help cattle focus on where they are going

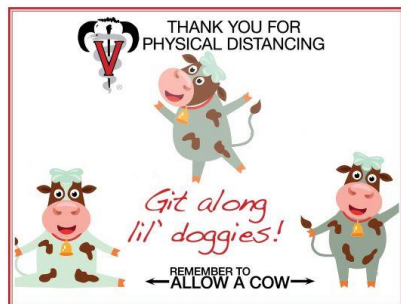
instead of looking up at the handler on the catwalk," Locatelli said.

- Unstable footing which Locatelli said is most definitely overlooked. "It's very difficult to clean long snake and tub facilities where sharp turns can be made. Footing needs to be very stable so cattle can safely move."
- Poor to no adjustability such as a fixed snake width. "One size does not fit all cattle!" Locatelli noted. "Backstops often should be call front stops as they can hit the cattle in the head, which says don't go forward, and they are not easily adjustable." She suggests putting it on a pulley where the handler of the tub (whether on foot or even horseback) can pull up the backstop to keep cattle moving. Non-adjustable snake and poor handling = disastrous consequences, Locatelli said.
- Optimal design elements of working facilities should be cattle-friendly and encourage cattle to freely move forward.
- Visual. Cattle can see where to go and they can receive guidance from handlers. "Get creative where necessary such as removing visual barriers," Locatelli said. "Minor inexpensive adjustments such as creating windows in the snakes can have a positive effect."
- Non-slip footing keeps cattle confident while moving and encourages movement in the holding pens, tub, Bud Box, lead-up to tubs, alley or snake and at the chute exit. "These areas should all be part of regular maintenance," Locatelli adds. Sand, wood chips, corn husks, etc. give cattle purchase and confidence when moving through. If cattle are exiting the chute onto slick surfaces like snow or ice, Locatelli says placing a novel item like a gas can or other item at the side of the doorway. "Seeing this novel item there makes cattle slow down to look at it and helps avoid slipping when they get on the slick surface. It's a purposeful stall."
- Adjustable width alleys with vertical sides and adjustable backstops are great for cattle of different sizes. Locatelli suggests that if you have a too-wide snake, you can hang tires to narrow the width.
- Timing of when to bring cattle through the tub or Bud Box so there is storage or stalling. "Bring the next draft of cattle when two-to-four cattle are behind chute, and adjust from there," Locatelli says.

- The draft size or number of cattle in the draft needs to be the number that will fit entirely in the snake or alley. “There should be no storage in tub or Bud Box.”
- Momentum is the ideal energy, effort or speed to guide cattle through the tub or Bud Box. “Newly-weaned cattle need more guidance than acceleration,” Locatelli noted. “Older cattle may need a little more effort to get to and through. The ideal momentum sends the draft leader into snake/alley and pulls the rest along. That’s in stark contrast to pushing cattle in snake/alley.”
- Use of the tub gate. Shutting the tub gate halfway is more ideal than shutting it all of the way or leaving open. “If it is too close to them it takes their focus away from their forward motion,” Locatelli says. “Remain near the center point of the tub. The focus of the handler is sending leader of the draft through the snake.” She says swinging the heavy tub gate closed and open all day can wear out handlers and draft sizes tend to get bigger.
- “Send a clear message of what you want and the cattle will go where you want them. Don’t crowd them. They will go to the target we guide them to. Communicate in a manner cattle understand.”

Reminders at the Ready!

Though there were only a few who were physically present, there was plenty of fun signage to remind people to wear masks and implement physical distancing!



Conference Spotlight: Importance of Restraint in OB Exams



In the Clinical Skills session, Dr. Charles Estill spoke about the importance of restraint when dealing with bovine dystocias. Unrestrained animals can cost valuable time and are potentially dangerous to the veterinarian and client(s).

Veterinarians are rarely consulted on design of calving facilities but it is something Estill covers in detail when asked to provide producer-level continuing education on calving management. He recommends a head catch with hinged, swing-away gates on either side, and sufficient room to the rear to use a calf jack. This facilitates quietly moving the animal into the restraint area and allows the animal to lie down which usually occurs during forced extraction. It is essential that the head catch opens all the way to ground level and has straight side bars that constrain the animal’s head. This design allows the animal to lie down during the obstetrical process without the risk of compressing the carotid arteries (“choking”).

When Estill arrives to attend a bovine OB case and the patient is restrained in a chute, he generally conducts his initial obstetrical exam in the chute and decides on a course of action. However, he does not recommend attempting a forced vaginal delivery or fetotomy in the chute unless the sides are designed to swing out in the likely event the patient lays down.

An alternative is to devise a way to put the animal into the chute backward. In other words, have the animal’s head in the headgate with the remainder of the body outside the chute. This way, if the animal goes down, you will not be working within the cramped confines of the chute.

“Overherd” at AABP

“The necropsy is not about the unusual, but what do I see and how does it impact the management and sustainability of the animals in that group. Necropsies help to put cattle deaths in the proper management pile, whether it’s nutritional or disease-related, or a sourcing issue. Giving that feedback back to management is important.”

Dr. Dee Griffin on necropsies



Conference Spotlight: *Defining a Job, Career or Calling*

In the Veterinary Practice Sustainability session, Dr. Eric Rooker explained the difference between a job, a career and a calling. Rooker said individuals often experience different career development paths. These paths are often determined by their life goals and what they wish to achieve from their occupation.

Some individuals will be content to simply have a "Job". In this situation, those individuals are defined as people looking for an occupation that supplies an adequate salary and benefits for their lifestyle with hours that are conducive to more enjoyable external activities. Some may think of these individuals as "unmotivated" or "underachievers," but this is not true. They are simply motivated to put in their time for equivalent or acceptable amounts of money and benefits with the commitment to their occupation ending there.



Next, there are individuals who view their occupation as a "Career". These individuals are vested employees who are interested in the "Job" benefits, but are also interested in growing within the employer's business

through the ranks or via their own development. They are willing to invest additional time into their education for the enhancement of their skills. These employees are often termed "ladder climbers" and seek to progress beyond their initial post or skillset and will often push a business forward in its development.

Finally, there are those individuals who view their occupation as a "Calling". These individuals are unique in their commitment to a business or occupation. They will often derive a sense of purpose and personal fulfillment through their work. Some would term them "workaholics" as they always seem to be thinking about work or the business. They could easily be defined by the statement, "I am what I do". These employees are often the drivers of a company's vision and their dedicated effort outside of the standard workday has a large impact on practice direction and development. Often, these individuals are owners or managers of the veterinary practice.



Conference Spotlight: *How Many Practice Tips can You Get from Dr. Mark Hardesty in 12 Minutes?*

Apparently a lot! At the Practice Tips session Dr. Mark Hardesty dished out several practical tips – here is a sampling:

- Use sticky notes on your dashboard
- Spray silicone spray inside your boots for easy-on/easy-off
- For "popsicle" and shocky calves, convert a farm store wagon with goat panels and Plexiglass for a portable calf unit
- Carry a tape measure
- Build a portable palpation rail
- Build a fold-down palpation rail at the feedbunk



He also suggests to help new associates by creating a list of tasks or procedures they should be able to complete, and helping them with those they are not as comfortable with.

And, probably the most encouraging tip at all, Hardesty asked the virtual attendees, "Are you as beautiful on the inside as you are on the outside? There are certainly days of self-doubt and frustration and exhaustion." Hardesty offered the suicide prevention hotline at 800-273-8255. "Reach out for help. Call this number, me or your friends if you can," he said.



SUICIDE PREVENTION HOTLINE
800-273-8255



"Overherd" at AABP

"Dystocia is a major cause of calf mortality. A calf is four times as likely to die in the first week of life if it was the result of a difficult birth."

*Dr. Mark Hilton
on delivering calves*





Conference Spotlight: *Finding Your Next Associate*

Over the last two to three years, there have been a large number of job opportunities for new graduates



allowing students the opportunity to be selective. Dr. Troy Brick gave these tips for practice owners in

finding their next associate:

- Practice owners need to start their search for a new associate early, maybe up to a year or two in advance.
- Practitioners should identify potential future veterinarians in their practice area and begin mentoring early through part-time employment, summer jobs or internships, and job shadowing.
- Practice owners need to be prepared to explain their plan for mentoring new associates.
- During the interview process, practitioners need to highlight the community and opportunities for community involvement, jobs for significant others and show a positive work environment and culture.

“It is very important to put some thought into your job posting, not only to attract the best fit for your open position, but it has become a job seeker’s market,” Brick advises. “There has been an abundance of open positions for food/mixed animal practitioners over the last couple of years.”

Visit the AABP Virtual Exhibitors!

Missed seeing the AABP exhibitors this year? You can still access their information until May 1, 2021. Visit <http://aabp.org/meeting/vendors/> and view the information they’ve provided online, many of them videos, diseases/management resources and product information.

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