



## 2022 AABP Recent Veterinary Graduate Conference was “Profoundly Impactful”

AABP members who are recent veterinary graduates learned a lot about being “Profoundly Impactful” in practice life at the 2022 5<sup>th</sup> Annual AABP Recent Graduate Conference held Feb. 18-19 in New Orleans, La. In-person attendance is limited to AABP members who have graduated veterinary school seven or fewer years ago, but for the last two years, all AABP members, regardless of graduation year, were able to register for virtual attendance. Over 250 were in attendance including in-person, virtual, speakers, exhibitors and guests. About 40% of in-person attendees had graduated within the last year.



*2022 AABP Recent Veterinary Graduate Conference Program Committee. From L-R: Dr. Adlai Schuler (program chair and AABP Emerging Leader), Dr. Nick Van Engen (feedlot), Dr. Chelsea Bland Smith (cow-calf) and Dr. Kelsey Arellano Savell (dairy).*

With a theme of “Profoundly Impactful” and offering 15 RACE-approved CE credits, general, beef and dairy sessions were offered, in addition to three hands-on preconference seminars focused on bull breeding soundness exams (BSEs), lameness protocols and financial management. An added bonus was that BSE and lameness seminars took place up the road at Louisiana State University which allowed for hands-on instruction for attendees. During Friday night’s dinner, attendees offered some great and practical practice tips.

The program committee, consisting of Dr. Adlai Schuler (program chair and AABP Emerging Leader), Dr. Nick Van Engen (feedlot), Dr. Chelsea Bland Smith (cow-calf) and Dr. Kelsey Arellano Savell (dairy), matched the demographic of attendees. “From very applied tips on managing dystocias to jump-starting a



new revenue stream within the practice to public speaking and continuing to be the trusted advocate for the animal, the speakers did a great job of helping elevate young veterinarians in the early facets of their career,” Schuler said.

Kicking off the conference program in the general sessions were industry outlooks for dairy (Dr. Bill Wavrin), feedlot (Dr. Kee Jim) and cow-calf (Dr. Christine Navarre). “All three keynote speakers highlighted that although cattle practice is changing, the future is bright and the veterinarian’s role will continue to be profoundly impactful,” Schuler noted. “The CE delivered at the conference and the conversations among attendees reflected this.”

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. At the 2022 conference, topics included consulting, public speaking, lameness, diagnostics, reproductive technologies, fluid therapy in calves, nutrition, emergencies, clinical trials, housing, treatment decisions and much more.

“New Orleans provided a relaxed environment for networking among the attendees,” Schuler added. “The support and accessibility of the AABP Board members in attendance also afforded young veterinarians a tremendous opportunity to see how organized veterinary medicine is at work for the future of the profession in an up close and personal manner.”

“The Recent Graduate Conference has proven to be an excellent conference for young veterinarians to get bovine-specific CE,” said AABP President Dr. Pat Gorden. “The smaller nature of the conference allows for a vast number of social interactions. I can’t imagine that there was an attendee who didn’t take something from the conference that they could use in their first week after returning home.”

For the second year, there was a trade show featuring 22 animal-health-related companies and organizations.

“It was interesting to learn that today’s new veterinarians have many of the same struggles that I had when I first started,” Gorden said. “I think they will find that if they use some of the strategies provided during the Recent Graduate Conference, they will be taking on more of a consultive role in the near future.”

“This conference represents the future of AABP and the cattle veterinary profession,” said AABP Executive Director Dr. Fred Gingrich. “I am amazed each year at the tremendous talent of our recent graduate members as well as the opportunities that they create in bovine veterinary medicine.”

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>.

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## Preconference Seminars Offered In-depth Instruction

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

### Understanding Finances Preconference Seminar Offered Attendees Business Strategies

In the Understanding Finances: From Personal Finance to Business Management and Consulting Opportunities preconference seminar presented by Dr. Brian Reed, he says the overall goal was to help the attendees to better understand their personal, business and clients’ finances.

Reed shares some of the concepts and strategies that were discussed, along with participant experiences:

- Reed began with teaching the three basic financial statements: the “balance sheet”, “income statement/profit and loss statement” and “cash flow statement”, and introduced terminology and concepts as to how these principals related to personal, veterinary business and their clients’ finances.
- Some participants wanted to focus on personal finance including budgeting, spending decisions, growing their personal finances and retirement



*Dr. Brian Reed in the Preconference Seminar on financial management.*

planning. The concept of “frugality”, saving and investing early in life and the power of compound interest were all explored to show how these concepts are important to

help achieve long-term personal financial goals.

- Other participants desired input on practice management issues such as starting a practice, adding new services, buying into an existing practice and even making adjustments in their practice to accommodate family needs while still focusing and growing their professional responsibilities.
- Time was spent discussing techniques and best business practices to improve and monitor their efficiencies, productivity and profitability in various practice situations.
- Much like using production-based records such as DHIA reports to help evaluate and problem solve on a farm, it was shown how the use of financial benchmarks, analysis and projections can help make important decisions on farms, while also creating a billable consulting opportunity for veterinarians who want to become involved in these areas and develop their knowledge and skills. “This type of work can be very satisfying and valuable for the clients we serve,” Reed said.
- The seminar ended up with an exploration of understanding the participants clients’ finances and developing opportunities to provide financial and business consulting services as a part of their practice service offerings.

“The interests, types of practices and personal financial situations were very diverse within the group,” Reed noted. “Through discussions about actual situations the participants were in or interested in, real-world solutions were discussed. Through this process, the participants gained a much deeper understanding of how financial statements and accounting principles really tell the story of a business or personal situation.”

Reed said it was a very interactive seminar in which each participant shared what their knowledge and decision-making needs were. “The excitement, inquisitiveness, positive attitude and camaraderie of these early career veterinarians was inspiring to me,” Reed added. “Although they all face struggles, just as doctors before them have faced struggles early in their careers, these doctors have bright futures in veterinary medicine. It was a pleasure for me to spend a day helping them learn and gain a better understanding of finances and hopefully solve a few problems they are facing along the way.”

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**“Overheard” at Recent Grad:**

*Goals in large animal services:*

- \*Bill more hours*
- \*Have less windshield time*
- \*Sit around the office less*
- \*Get home to your family*

*Dr. Brian Reed in the Preconference Seminar on Financial Management*

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**Bull Breeding Soundness Exams Preconference Seminar Featured Live Bulls**

In the “Bull Breeding Soundness Exams” preconference seminar held off-site at Louisiana State University, Drs. Change Armstrong and Jennifer Koziol said the goal was to give young practitioners the knowledge and skills to go out and confidently and efficiently provide evaluation of a bull’s breeding soundness ability. Also discussed were ways that bull BSEs offer opportunities to build relationships between veterinarians and their clients.

“We hope that they have the information and skills to go back to their practices and confidentially

perform bull breeding soundness exams,” Armstrong said. “Bull breeding soundness exams can often be stressful for both the veterinarian and producer, and we hope that the attendees found some information to help mitigate that and open conversations between the veterinarian and client.”

The location at the veterinary school enabled the wetlab to use live bulls in addition to instruction in a classroom setting. “It was great to have the hands-on portion of the seminar,” Armstrong notes. “Being able to see and do things chuteside made everything very tangible and applicable for the attendees.”



*Dr. Chance Armstrong (blue coveralls) demonstrates techniques for bull breeding soundness exams.*



*Being able to use live bulls provided a tremendous learning experience.*

## Thinking Through and Practicing Lameness Treatment Protocols preconference seminar

Drs. Gerard Cramer and Pierre-Yves Mulon offered the Thinking Through and Practicing Lameness Treatment Protocols preconference seminar. The wet lab/seminar was held at the Louisiana State University veterinary school. (Photo courtesy of Dr. Clare Scully)



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## Welcome Reception Kicks off the Conference

The Thursday night Welcome Reception, sponsored by Boehringer Ingelheim, 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.



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## “Overherd” at Recent Grad

*“Veterinarians need to take on an active role in making decisions about chronically lame cows, and they need to talk to hoof trimmers and get involved in lameness treatment protocols.”*

*Dr. Gerard Cramer about some of what would be discussed in the lameness treatment protocols preconference seminar.*

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## Three Keynotes Open AABP Recent Grad Conference

Veterinarian and dairy producer Dr. Bill Wavrin gave the first of three keynotes Friday at the 2022 AABP Recent Graduate Conference in New Orleans, La. His talk, “Producer Perspective on the Future of Dairy” discussed the dairy industry from both professions. “Because of the nature of our business, it’s obvious who we work with,” he said. “We work for the consumer. What they think is how we get paid. Getting hung up on whether they are right or not is a waste of time. They are right by nature of the relationship and transaction.”

Wavrin said farming and food production has improved an unbelievable amount in the last 40-50 years in terms of safety, cost and environmental impact, and “...my customers think the opposite is true and that’s disheartening,” he said. “The good people are overlooked. Execution and advocacy are important.” He said the “code red” issue of the moment is the climate. “People want to talk about climate, welfare, adulteration or the environment. They want to eat meat and dairy because it’s good for them but they have a devil on their left side asking is that okay? We need to continue to improve. You can’t blame people for wanting to do the right thing. We need to help them figure out what that is.”

Following Wavrin, Dr. Kee Jim’s keynote, “Future of the Beef Feedlot Industry,” covered the focus and future of veterinarians in the feedlot industry. Jim said there are basically three feedlot practice models moving forward:

1. Conventional model – fee for service basis – which will not totally go away.

2. Multidisciplinary team model which includes:

- Provision of production software
- Procurement and marketing strategies
- Research
- Sorting technologies/individual animal management
- Nutrition
- Environmental management/facility and animal certification
- Production benchmarking
- Economic modeling

3. Integrated multidisciplinary team model

- All the same as #2, but with the key distinction that veterinarians and other consulting professionals are co-investing alongside their clients
- Shares/joint ownership of cattle and facilities
- Full engagement through equity participation
- True alignment
- Rate of return concomitant with education investment

“If you want to monetize IQ and monetize what you know, do it in the industry you are servicing,” Jim said.

Last but not least, Dr. Christine Navarre’s “The Future of the Cow-calf Veterinarian” addressed the need for understanding the type of clients you have, such as “cattlemen” vs. “cattle owners”. “True cattlemen already know most of what you know,” she explained. “You better be up to the challenge to



From L-R: Dr. Kee Jim, Dr. Christine Navarre, Dr. Bill Wavrin

service them because they are on the cutting-edge. There is also opportunity to work with cattle owners and turn them into cattlemen. How rewarding is it to

take someone who doesn’t know a lot and you educate them?”

Navarre gave these observations of clients and working with them:

- People (clients) are not going to change. “You have to decide how to handle people from a personal standpoint. Don’t turn into one of your angry clients. Ultimately this is a service business.”
- Veterinarians need to market their services, but they better know how to deliver. “A+ clients want A+ service,” she said. “Don’t take shortcuts. You need to be top notch in everything you do.”
- Stop wasting energy on people who will never want your services. “We all look for bargains but we expect our clients to be different. They will find a deal, but how do you prove you are a good deal for them? You can’t want it more than they do.”
- You can’t fire them all. Changing mindsets is slow. Navarre suggests to plant “seed” clients – the cattle owner who wants to be a cattleman and one you can help and will talk about you to others in a positive way. “Shift the bell curve toward the A+ clients,” she said. “Enjoy the unicorns. In talking to clients, if one cattleman out of 100 changes one thing, it’s a win.”

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## Multimin Helps Unlock the Conference Success

Thanks, Multimin, for sponsoring the hotel keycards for the Recent Graduate Conference!



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### “Overherd” at Recent Grad:

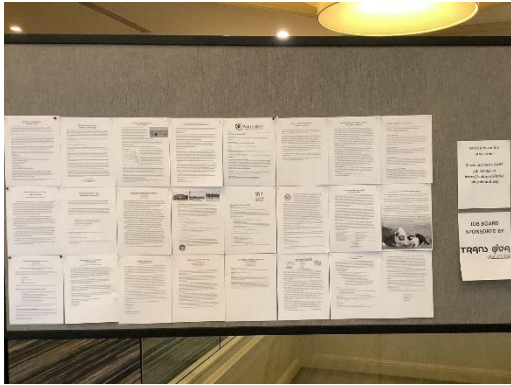
*“Be an early adopter – be an out-of-the-box thinker or attach yourself to one.”*

*Dr. Christine Navarre talking about opportunities for cow-calf veterinarians.*

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## Job Board Overflows with Almost 90 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!



There were 85 job postings from 29 states, three Canadian provinces, practices, universities, FSIS and tech services positions. Most of these jobs are also posted on the publicly available AABP Job Board at <http://aabp.org/jobs/jobs/default.asp>. They covered the front and back of a bulletin board and overflowed onto another 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.

Thanks, Trans Ova, for sponsoring the job board!

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

## Thanks for lunch, Merck!

Dr. Dave Sjeklocha addressed the attendees at the Friday lunch sponsored by Merck Animal Health.



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## "Overherd" at Recent Grad

*"Either dystocias fall in the category of worst kind of emergencies and your heart immediately sinks, or you look at it as an exciting challenge and find them thrilling to navigate."*

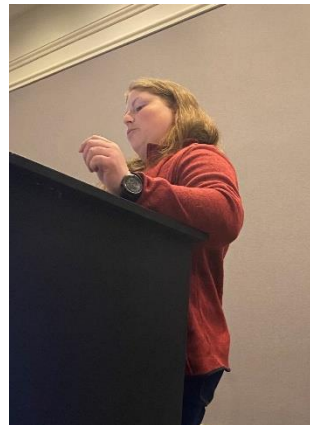
*Dr. Caitlin Wiley in the dairy session*

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## Practice Tips Shine!

Dr. Amy Martell gave some great practice tips at the Friday night dinner sponsored by Zoetis. Here is a sampling:

- Get some leverage by using a one-step stool plus a PVC pipe and duct tape for an easily carried step up for palpating cows, tall calvers, etc. (credit: Dr. Melissa Wallace, Livestock Vet Services).
- Keep frequently used (and frequently forgotten) items like lube and disinfectant powder in small containers, stocked as needed for frequency of forgetfulness. This works for controlled drugs as



well (hopefully not forgotten on farms). Small red top vials work well to transport useable volumes of ketamine and butorphanol while reducing evaporative loss and making drug log maintenance easier as there is just 8-10 mL at a time to track instead of 50-100 mL. These vials can be kept in small bags

with record paper and pens for easy record keeping.

- Make middle of the night anesthesia easier by keeping frequently used dosages taped to the inside of your surgery box. Martell's practice also utilizes weight charts for small ruminant lidocaine and sedation dosages.
- Metal TV tray tables make for easily transported and easily disinfected surgery tables (credit: Sioux Nation Ag Freeman).
- It's useful to carry some cash in the truck in case you forget your fuel card or need food/coffee/new

clothing while on the road (credit: Dr. Sarah Fadden, Loyal Vet Service).

- For short people replacing large uteruses or large-handed people replacing tiny uteruses, pumping dilute iodine water into each uterine horn can help to push the tip of the uterine horn out and help to weigh it down following replacement. This also acts as a safety check for complete uterine lacerations -- the water level should stay stable. If it drops, there's a problem.

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### *“Overheard” at Recent Grad*

*“Diseases harm animal health and are costly. It is estimated that Foot-and-Mouth Disease in the U.S. can cost \$19 billion in exports for meat and dairy. It is a world trade-limiting disease even though it is not a public health or food safety concern. Routine biosecurity is not enough to protect against FMD.”*

*Dr. Julia Herman speaking on biosecurity*

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### **Carry All of That Great Information!**

Thanks, Elanco for the great bags and leather luggage tags embossed with “AABP” at the AABP 2022 Recent Graduate Conference in New Orleans, modeled here by Dr. Kendra Wells, Seymour, Wis.



### **Conference Trade Show Offers Valuable Information**

For the second time in the four-year history of the AABP Recent Graduate Conference, the conference offered a trade show with table top exhibits. The room was large to offer physical distancing but attendees were able to spend time and learn about the exhibitors' products. We thank all of our exhibitors!

AABP	Neogen Corporation
AASRP	Newport Labs
Addison Laboratories	Norbrook
Cambridge Technologies	Professional Embryo
Colorado Serum Company	Transfer Supply
E.I. Medical Imaging	Repro Scan
Elanco Animal Health	Technologies
Endovac	TechMix
IDEXX	Thermo Fisher
Large Animal Consulting	Scientific
& Education, LLC	Vaxxinova
MAI Animal Health	Virbac
Multimin	
NCBA	

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### *“Overheard” at Recent Grad*

#### *5 Freedoms of Animal Welfare*

- Freedom from hunger and thirst*
- Freedom from discomfort*
- Freedom from pain, injury and disease*
- Freedom to express normal behavior*
- Freedom from fear and distress*

*“These five freedoms are just the bare minimum. For instance, take freedom from hunger and thirst. Our cattle are athletes. We need them to have very high-quality feed managed correctly.”*

*Dr. Tera Barnhardt speaking on beef cattle welfare*

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### **Best Practices for All Calves**

When considering a change to a calf program, especially one from individual to group housing, veterinarians need to plan for success through the use of current best practices, starting with best

practices for all calf programs, said Dr. Whitney Knauer when discussing dairy calf housing strategies. These best practices include:

- Excellent colostrum management is the single most important factor in determining calf health and survival. Therefore, greater than 90% of calves should be achieving serum total protein levels greater than 5.1g/dL, with greater than 40% achieving serum total protein levels greater than 6.2g/dL.<sup>25</sup>
- In addition, producers should be achieving pre-weaning mortality, scours, and respiratory disease rates of <3%, <15%, and <10%, respectively.
- Regardless of feeding program, calves should be growing at a rate of at least 1.6 – 1.8lb/d (0.7kg/d).
- Calves should be offered high milk allowances, and peak milk should be achieved as fast as possible as delays are associated with increased morbidity in group housed calves and reduced growth in individually housed calves.
- Bedding should be clean, dry, abundant and well drained, providing calves with adequate coverage (nesting score=3) in cold weather.
- Housing should be well ventilated with adequate air exchange at the calf level with protection from both heat and cold stress. Free choice water and access to a high-quality starter grain should be available and readily accessible to all calves by day 3 of life.
- Social housing requires producer commitment and attention to detail, even more so than when calves are individually housed.



### Newport Labs Provides Saturday Lunch

Thanks Newport Laboratories for lunch on Saturday at the 2022 AABP Recent Graduate Conference! Dr. Jason Shumaker thanked

attendees for coming to the conference and wished them a safe trip home!

## Vet Schools Represent!

Iowa State Alum (and some faculty) gathered for a photo.



*L-R, Front Row: AABP President (and ISU faculty) Dr. Pat Gorden, Dr. Leah Hageman, Dr. Anna Tichy, Dr. Maddison Tyrell, Dr. Annika Johnson, Dr. Emily Pease*

*L-R, Back Row: Dr. Stephanie Adamcik, Dr. Kimberly Wertz, Dr. Nicole Costello, Dr. Duane Johnson, Dr. Nick Van Engen, Dr. Adlai Schuler, Dr. Caitlin Wiley (ISU faculty)*

## Assessing the Need for IV Fluid Therapy

Dr. Geoff Smith spoke about fluid therapy in calves. When discussing intravenous (IV) fluid therapy, he said the key for bovine practitioners is to be able to decide if IV fluid therapy is necessary in sick calves based on clinical examination rather than on laboratory values. Important clinical parameters to





guide decision making on fluid therapy are obtained from the evaluation of hydration status and central-nervous-system (CNS) function. Degree of enophthalmus is the best predictor of dehydration in calves, followed by skin elasticity determined on the neck and thorax.

In clinically sick calves, it is important to evaluate hydration status along with other clinical signs. These include the ability of the calf to suckle, severity of CNS depression, and whether or not the calf can stand (degree of weakness). These factors in combination are used to determine whether or not IV fluid therapy is indicated.

Because acidemia is very common in calves with diarrhea, generally these animals require an alkalinizing fluid type to increase their blood pH.

These can include:

- Lactated Ringer's
- Acetated Ringer's
- Isotonic sodium bicarbonate
- Hypertonic sodium bicarbonate
- Dextrose
- Homemade fluids

Alkalinizing fluids are the appropriate choice for the intravenous rehydration of calves with diarrhea and dehydration. At present, sodium bicarbonate is the recommended solution for intravenous treatment for diarrheic calves that have lost their suckle reflex, palpebral reflex and are unwilling to stand. Sodium bicarbonate (either hypertonic or isotonic) rapidly corrects both acidosis and dehydration, and will restore normal cellular function. When the calf's suckle reflex is re-established, further treatment can be given orally.

See Smith's presentation through the BCI website or the conference proceedings that will be available at <https://aabp.org> for specific information on fluid types, amounts and administration.

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## Keep Disease Out!

Dr. Julia Herman of the National Cattlemen's Beef Association spoke on practical biosecurity. Some of her tips and resources include:

- Have a biosecurity plan and enforce it.
- Separate new animals and sick animals. Limit people access.

- Clean pens, equipment, vehicles, clothing, footwear and hands.
- Center for Food Security & Public Health <https://www.cfsph.iastate.edu/biosecurity/>.
- Secure Beef Supply [www.securebeef.org](http://www.securebeef.org).
- Beef Quality Assurance [www.Bqa.org](http://www.Bqa.org) [https://www.bqa.org/Media/BQA/Docs/bqa-daily-biosecurity-plan\\_12-04-2020-93.pdf](https://www.bqa.org/Media/BQA/Docs/bqa-daily-biosecurity-plan_12-04-2020-93.pdf).

Things to do now with your producers:

- Get BQA certification
- Apply for a premises Identification number (PIN)
  - USDA APHIS, state-specific
- Biosecurity
  - Use BQA and Secure Beef Supply templates
  - For employees, use day-to-day basic concepts and training
  - Establish quarantine zones and diseases-free zones
- Record-keeping



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## Uterine Torsions

Pluriparous dams have a higher incidence of uterine torsions than primiparous dams, explained Dr. Caitlin Wiley speaking in the dairy session (with arguably the best presentation title of the conference, "How Ya' Wanna Roll with This? Tips and Tricks for Uterine Torsion").

Wiley offers suggestions on what you might want to carry in your dystocia tool kit. Having clean,



functional equipment and supplies is important in dystocias, and a small toolbox with common dystocia

supplies makes it easy to carry to any area where the dam may be:

- Palpation sleeves and hand gloves
- OB chains – 3 Long (60”) – 2 for legs, 1 for a modified head snare
- Head snare (if preferred over using a long chain on the head)
- OB handles – 2
- OB lube – at least 1 gallon, does not have to be sterile. Wiley recommends one that is made of carboxy methyl cellulose as this is not toxic to the peritoneal cavity.
- Lidocaine (2%) – epidurals – 4 to 6mLs
- Epinephrine – tocolytic – aids in relaxation of uterus
- Oxytocin – recommend only using after fetus is out to aid in uterine involution and expelling fetal membranes, especially with dams that have dead calves.
- Needles/syringes – for administering previously listed medications
- Buhner needle and umbilical tape
- Scalpel blades – episiotomies
- #1 or 2 absorbable suture – suturing episiotomies, ligate ruptured vessels, ligate calf umbilicus

Other equipment that is beneficial:

- Detorsion rod plus bar or handle for fetus rotation
- Lariat rope with quick release
- Calf jack
- Rope pulley – can be used similar to a calf jack

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### ***“Overheard” at Recent Grad***

*“Quite possibly the most important component to developing consultative services is listening to your clients and understanding what they feel they need, and in many instances, what they do not yet know that they need.”*

*Dr. Nicole Costello on dairy consulting*

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## **Beef Cattle Welfare**

Dr. Tera Barnhardt spoke on the “Business of Raising Beef with Welfare in the Forefront”. “Social responsibility of beef producers is a social license to operate our farms and a social responsibility to protect the brand of our largest consumers,” Barnhardt said. “Every day we have consumers we need to please.”

While talking about cattle handling, Barnhardt said, “Slow is smooth – smooth is fast. Learn a skill slowly and you become quicker at it.”

She also discussed the 5Ps of basic behavior to be familiar with:

1. Personality of the animal:

- Position
- Demeanor

2. Pack mentality. “If you’re having problems with one animal, go get three or four more and it will fix 90% of your problems.”

3. Predator and prey relationship

- Patterns of predators
- Peripheral vision

4. Pressure and release

- Flight/predator zone. “Put pressure on, and when the animal does what or moves where you want, let go which tells it thank you.”
- Blind spot

5. Point of balance

- Shoulder or eye. “In an alleyway, pay attention to the shoulder, in a pen, pay attention to the eye.”



Barnhardt also mentioned the use of “persuaders”. “It’s okay to use flags, rattle paddles and flags with pom poms. Electric prods and whips are discouraged. Any of these used as a weapon is never allowed.”

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## **Beef-on-Dairy Breeding Programs**

In talking about beef-on-dairy breeding programs, Dr. Brett Boyum discussed breeds and breeding characteristics to consider. He said there are two general populations of beef breeds to consider, the Continental breeds or the English breeds. Continental

breeds such as Simmental, Limousin and Charolais are typically more heavily muscled, lower marbling with a higher red meat yield and take slightly longer to reach maturity when compared to the English breeds such as Angus, Herford or Shorthorn.

These breed characteristics are important to consider when looking at the resulting dairy beef cross and the intended market for these animals. One additional consideration is that these beef breeds show different gestational lengths with the Limousin averaging six days longer compared to the Angus breed. These gestational variations may have a dramatic impact if the farm is attempting to manage a dry cow process based on days carried calf of the dam.

In many herds, proper planning of needed replacement heifers can be used to calculate the potential number of dairy beef cross calves born per month, week or year. In a 1,000-cow dairy operating a 35% cull rate, 20% heifer loss, 25% pregnancy loss, 90% sex-sorted semen and a 35% conception rate, the farm would only need one-third available breeding animals for dairy replacement heifers. This leaves two-thirds of available cows and/or heifers eligible for a beef breeding strategy.

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## Dr. Meredyth Jones Delivers Inspirational Final Session

What's better than starting a conference off with outstanding speakers? Finishing a conference with an outstanding speaker! The last speaker at the conference, Dr. Meredyth Jones, left attendees and other guests proud to be veterinarians and some with a tear or two in their eye. The title of her presentation was "What's on Dr. Jones' Mind?"

Jones began with a story of working as a veterinarian with her father and having a very difficult, longtime horse client show up at the practice when her father was out of town. In the end, she fired the client rather than risk a dangerous situation with the horse. She second-guessed if she had made a mistake and feared it would anger her father, but instead he said if any client (horse, cattle, etc.) put a higher value on the procedure over the safety of the veterinarian, then they didn't deserve to be a client. Jones said later this brought her to tears knowing her father and boss valued her as a veterinarian.

"This might be the hardest time there has been to be a veterinarian," Jones said to the recent graduates. "Public perception, lack of respect for our expertise and many thinking we do not have expertise in animal health are all factors."

Using the Slido app, Jones asked conference attendees if they had come to the Recent Grad Conference feeling run down, and 60% said yes. She also asked them if they frequently worry



when they go into work that they are going to face something they can't handle. About 58% said yes. "Your value has nothing to do with how you feel," she emphasized. "What you bring to the table on a day you feel run down is not a measure of your value."

Jones asked, "How would you carry yourself and conduct yourself as a person and veterinarian if you knew you were profoundly impactful, which is the conference theme?"

To demonstrate their value and how others seem them, prior to the conference, Jones called as many of the attendees' bosses as she could and asked them about their recent graduate employee. Here's a sampling of what they said:

- We have thoroughly enjoyed our time with her.
- He provides a thorough evaluation of cases.
- She's picking up my old food animal clients having been out less than a year which is both impressive and nostalgic.
- Treats everyone with kindness and compassion.
- Jumped right in at six months out of school.
- Goes the extra mile for clients and colleagues.
- Tremendous asset.
- Exceedingly helpful.
- Great addition to our practice.
- Not afraid to ask questions.
- No situation seems to stress him.
- Her client communication was a pleasant surprise.
- Very passionate about being a veterinarian.
- Our clients love her. One of the kindest and most genuine people I've ever met.

- Goes above and beyond.
- Unparalleled ability to developed a rapport with feedlot animal health staff.
- Leads by example.
- Well-rounded in all areas.
- Very driven and passionate.
- Thinks through things and has good approaches.
- Incredible work ethic.
- Excellent surgery skills.
- We could not have asked for a better addition to our practice.

“How will you carry yourself and conduct yourself now that you know you are profoundly impactful?” Jones asked. “Will you give yourself a little grace and learn from a mistake?”

Jones invited the “non-recent” grads (AABP Board members, speakers, etc.) in the room to stand. She encouraged the attendees to take note, and finished with, “From all of us ‘old people’, if you haven’t heard it lately, we are proud of you!”

Listen to it on the AABP Have You Herd? podcast at <https://www.buzzsprout.com/814177/10227242>.

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## Post Conference/CE

The conference offered 15 RACE-approved continuing education (CE) credits. Access your CE certificate from the conference 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, then view/download/print CE certificate.

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.

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