

AMERICAN ASSOCIATION OF BOVINE PRACTITIONERS

## 55<sup>TH</sup> ANNUAL CONFERENCE

September 22-24, 2022 | Long Beach, California



# 2022



The AABP Conference Newsletter is Sponsored by Hoard's Dairyman. 

## AABP "Gathers the Herd" at 2022 Annual Conference

The American Association of Bovine Practitioners (AABP) 2022 55<sup>th</sup> Annual Conference Sept. 22-24 in Long Beach, Calif. provided a beautiful setting to



"gather the herd" for beef and dairy veterinarians, students and veterinary technicians who were able to network and gain excellent continuing education.

Preconference seminars were held earlier in the week for in-depth instruction on a variety of topics. This was the first conference since 2019 that was in-person only.

"The meeting in Long Beach gave us the opportunity to personally thank all of our members for efforts over the last year,"

says now-AABP Past President Dr. Pat Gorden. "AABP has made tremendous strides toward addressing mental health and diversity, equity and inclusion in our organization and the veterinary profession as a whole. However, there is still much work to be done." Gorden notes that many in attendance connected with keynote speaker Dr. Vernard Hodges, veterinarian and star of Nat Geo Wild's "Critter Fixers: Country Vets" television show who spoke on diversity, equity and inclusion and "expanding the herd", which dovetailed on the "Gathering the Herd" conference theme. "His message was that we all must work toward helping young people find the path to a veterinary degree if we are going to sustain bovine veterinary practice," adds Gorden.

Hodges gave an inspiring talk on how he managed to overcome a poor, rural Georgia upbringing, and how he became exposed to veterinary medicine which led him on his path as a successful practice owner, motivational speaker and

TV show personality. His goal is to "expand the herd", and show minority and under-represented youth what veterinarians do and how they also can find a way to join the profession. His presentation is posted at [http://aabp.org/meeting/2022/key\\_note.mp4](http://aabp.org/meeting/2022/key_note.mp4) for public viewing.

The 2022 conference gave in-person attendees up to 22.50 hours of continuing education on beef, dairy, clinical skills, practice management, joint beef/dairy sessions, student/new graduate and other sessions, plus preconference seminars and clinical forums. Awards, a scholarship auction, a 5K and \$249,500 in scholarships were also high points of the conference.

"It was wonderful to 'gather the herd' in a beautiful location for the 55<sup>th</sup> AABP Annual Conference," says AABP Executive Director Dr. K. Fred Gingrich, II. "I am thankful to our volunteers, leaders and staff for putting on a great event that provides relevant CE to bovine veterinarians, networking opportunities, and collaboration to continue to improve the health, productivity and welfare of the cattle in our care."

"Our conference theme, 'Gathering the Herd', after a long and miserable pandemic, was a nod to wanting to reconnect with friends and colleagues, and make new friends and colleagues, all while getting some excellent quality continuing education that can be taken home and immediately implemented in practice," states current AABP President and 2022 Program Chair Dr. Sandra Godden. "And I believe we were very successful in achieving this aim. We had more than 800 participants, including over 200 students, and AABP members from several countries including Canada, Columbia, Deutschland, Germany, Israel, México, St. Kitts-Nevis and the United Kingdom."

New initiatives discussed at conference were the first ever salary survey currently being conducted by AABP for bovine veterinarians of all types, and work with the Veterinary Hope Foundation and the AABP Mental Health Task Force for virtual mental health and well-being support for members.

Smartphone technology was heavily used at the 2023 conference with attendees having the ability to

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

scan QR codes for schedules, auction item viewing, donation opportunities and more. The Slido app was also used for attendees to ask questions during presentations and for presenters to conduct polls on the fly during their presentations.

Introduction of the 2023 AABP vice president candidates, Dr. Jessica Gernhard and Dr. Callie Willingham gave members a chance to get to know their potential leadership. Members can vote through Dec 30, 2022, 5pm Eastern at <http://aabp.org/ballot/>.

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## 2022 AABP Annual Conference Program Committee

Your 2022 Annual Conference Program Committee met in beautiful Long Beach last year to plan this year's program.



*Back Row (L-R): Dr. Blaine Melody (Practice Tips); Dr. Clare Scully (Small Ruminants); 2022 AABP President-Elect Dr. Sandra Godden (Chair); 2022 AABP Vice President Dr. Michael Capel (Preconference Seminars); Dr. David Welch (Practice Management)*

*Front Row (L-R): Dr. Dusty Nagy (Clinical Skills); Dr. Amanda Emery Durell (Cow-calf); Dr. Whitney Knauer (Research Summaries); Dr. Natasha Kutryk (Feedlot)*

*Not pictured: Dr. Daryl Nydam (Dairy); Dr. Benjamin Newcomer (Student Sessions); Dr. Claire Windeyer (Research Summaries)*

Find more conference recaps and photos  
on the AABP Facebook page!  
[#AABP2022](#)

## 2022 AABP Annual Conference Meeting Stats

Total attendance of 1,145 including:

- 220 veterinary students
- 150 members of the American Association of Small Ruminant Practitioners
- Nine preconference seminars and 7 clinical forum breakfast talks and a symposium for academic veterinarians
- 10 countries represented
- 78 exhibitors with 225 exhibitor representatives
- 110 5K Stampede participants

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## 2022 AABP Awards



**Boehringer  
Ingelheim  
Bovine Practitioner  
of the Year**  
Dr. John Groves  
Eldon, Mo.



**AABP Award of  
Excellence**  
Dr. Meredith Jones  
Perkins, Okla.



**Merck Animal Health Mentor of the Year**  
Dr. Joe Klopfenstein  
Corvallis, Ore.

**James A. Jarrett Award for Young Leaders**  
Dr. Tera Rooney Barnhardt  
Johnson, Kan.



**Amstutz-Williams Award**  
Dr. Robert Smith  
Stillwater, Okla.



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*“Overherd” at AABP*

*As bovine veterinarians, we probably deal with more adversity in the first hour of our day than most people do in a week. That’s what makes you stronger and better in life.*

*Dr. Vernard Hodges  
Critter Fixers: Country Vets  
AABP Keynote Address*

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**Other awards given at the 2022 55<sup>th</sup> AABP Annual Conference include:**

**2022 AABP Research Summaries Graduate Student Awards**

- First Place – Clairra Seely, Cornell University  
*Mediators of Calcium Homeostasis in Cows with Differing Postparturient Calcium Dynamics*
- Second Place – Santiago Cornejo, Mississippi State University  
*Bovine Myeloid Antimicrobial Peptide-28 (BMAP-28) mRNA Expression by Bovine Cells and Effects of Synthetic BMAP-28 on Bovine Respiratory Disease Pathogens*
- Third Place – Iago Leao, University of Wisconsin  
*Effect of an Additional GnRH 2d after the Initiation of the Resynch-25 Program on Pregnancy per Artificial Insemination in Lactating Dairy Cows*

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**2022 AABP Foundation Competitive Research Grant Award**

- *Investigation of T. fetus collection and shipping techniques along with evaluation of epididymal semen harvesting from T. fetus-positive bulls*  
Dr. Jennifer Koziol, Texas Tech University
- *A randomized clinical trial assessing the effect of supportive care following correction of left displaced abomasum on performance and survival of dairy cows*  
Dr. Luciano Caixeta, University of Minnesota

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**2022 AABP Foundation Cattle Welfare Grant Awards**

- *Evaluation of pain associated with scours in calves*  
Dr. Michael Kleinhenz, Kansas State University
- *Veterinarian and producer attitudes, perceptions and experiences with socially housed dairy calves*  
Dr. Whitney Knauer, University of Minnesota



## 2022 Student Case Presentation Competition Winners

- Overall Winner  
Rachel Hensen – Texas A&M University  
*Still Alive but Barely Breathing*
- Clinical Case Report  
First Place – Rachel Hensen, Texas A&M University  
*Still Alive but Barely Breathing*  
  
Second Place – Hailey Drerup, Texas A&M University  
*So, it's not the Throat*
- Research Report  
First Place – Eleni Casseri, Cornell University  
*Understanding Antibiotic Resistance as a Threat toward Dairy Cattle Health: a Survey-based Study of Dairy Farmers' Beliefs and Practices*  
  
Second Place – Payton Smith, North Carolina State University  
*Accuracy Comparison of On-farm Antemortem Disease Diagnosis to Post-mortem Necropsy Evaluation in Dairy Cattle*

## Where are You From?

Right before the keynote presentation, Program Chair and AABP President-Elect Dr. Sandra Godden used the Slido platform to ask attendees where they were from, results displaying in real time. Not sure where “Texas WHOOP” is, but there were several attendees from there!



## Keynote Speaker Discussed How to “Expand the Herd”

There’s one thing AABP keynote speaker Dr. Vernard Hodges made very clear to those in attendance. He loves cows! Hodges, a mixed-animal practitioner from Georgia, is an owner of Critter Fixer Veterinary Hospital, is a cattle farmer and co-star of the popular



TV show “Critter Fixers: Country Vets” on Nat Geo Wild and Disney+.

Hodges’ presentation “From Dirt Road to DVM: Building the ‘Perfect’ Veterinary Practice”, dovetailed

nicely with the AABP theme of “Gathering the Herd”, as he spoke about “expanding the herd” and recruiting new and diverse people into the profession.

Hodges grew up in Fort Valley, the poorest city in Georgia. Raised in a single-wide trailer with a hole in the floor, he failed the ninth grade and says he was almost that untapped talent who faced a future without a lot of opportunity. “I was street smart but not very book smart,” he said. “It was my first dealing with adversity.”

He loved animals – all types, even fish. Hodges says he was adopted by a Japanese man who had raised koi fish when he was young, and he taught him about managing a koi pond, spawning Hodges’ love of aquatics, and he later majored in fisheries biology. He also came to realize he didn’t know what veterinarians did, and no one he knew had ever used a veterinarian. He said an amazing advisor believed in him and set him on a course toward veterinary medicine. This advisor sent him to the University of Missouri where he worked in a lab, then he worked in Blacksburg at Virginia Tech and came up with a project to work on a protein source for the people in Nepal. Through the Agency for International Development, they realized carp was an inexpensive food choice and they figured out how to suspend

carp cages feeding them phytoplankton. Hodges then gave applying at the Tuskegee veterinary school a shot and was accepted, subsequently graduating in 1997.

He got his practice started in an 800-square-foot building with vintage equipment in rural Georgia and bought a WWII era X-ray machine. "I was probably the only black practitioner within 75 miles in any direction," he noted. With those clients who were more apprehensive accepting him, he figured out a way to connect with people. "In the South, it was NASCAR," he explained. "I wasn't into it, but they were, so I learned about NASCAR and would dialogue with them about it. We have to find a way that works and embrace that dialogue with people."

Hodges also spoke about his son and passing on his love of cows to him, and leading him by example, such as taking him out with him to palpate cows for the first time. He showed a video of he and his partner interacting with inner city kids out in a pasture about palpating and caring for cows on a farm.

"Have you ever seen a field full of minority kids ready to palpate a cow? They just have to be shown. It was an incredible moment. We just have to expose them. We have to go where there is diversity and embrace that."

Hodges tied in the conference theme "Gathering the Herd" and AABP's fairly new Diversity, Equity and Inclusion (DEI) task force. He noted we, AABP included, need to expand the herd, including all cultures, in order to grow veterinary medicine. "DEI became the new buzzword," he said. "Diversity is kind of like making sure everyone is invited to the party in the pasture. If they don't know about it, they won't come. Ensure that everyone is represented. Equity equals making sure everyone has the same access to the pasture. Inclusion ensures everyone is welcome, not just invited. Help them clear any hurdles they need to get there. Make sure their voices are heard. To me, that's DEI in a nutshell."

Hodges emphasized that we have to find other talent if we are to grow. "We need to look for that other pool of people who can help. Only 1.4% of farmers are Black. Nearly half that are cattle farmers. Many don't have access to veterinarians. And only 2% of veterinarians are Black. There is untapped talent and opportunity. And there are a lot of places we can tap."

Though he has a large successful mixed animal practice and a TV show, Hodges still embraces his

first love. Cows. "This is what it's all about it," he said as he showed a slide of himself holding an Angus calf. "People said there was no way I could do this, but I figured out a way."

View the keynote address by Hodges at [http://aabp.org/meeting/2022/key\\_note.mp4](http://aabp.org/meeting/2022/key_note.mp4).

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## How Can You Help? Vet For A Day Program

In his keynote presentation, Dr. Vernard Hodges also spoke about mentoring. "Mentorship can change the face of the profession," he said. "Talk to local schools. Find those kids with an interest in animals. Allow people to come in your clinic even though we're all busy." It's those small things, he said, that can make an impact.



VET FOR A DAY

"Imagine being me, African American, who never knew a veterinarian, and to get into veterinary school you just needed a veterinarian to write a letter for you," he said. "You don't know anyone. I know what it feels like to not know anybody. I know what it's like to love animals and you don't have anyone you can call. Think about it. Doing the small things will expand the herd. Ask yourself, 'If not me, then who?'"

To foster the love of animals and a potential career in veterinary medicine, Hodges and his partner decided to gather kids and called it Vet for a Day. They worked with the local school and advisors and talked about how to become a veterinarian, showed the kids some endoscopy in a lab and even did some spay/neuters from the local shelter for the kids to see.

The program blossomed into kids coming from other states and the program going nationwide. Support came from the Zoetis Foundation, and venues such as Purina, the St. Louis Zoo, the AVMA convention and universities all lined up to participate.

“We are doing at least 20 events this year and will reach 3,000-4,000 kids,” Hodges said. “That’s how we expand the herd.”

Hodges encourages veterinarians to log on to <http://cfvetforaday.com> and sign up to mentor at least one child. “I need people to help me show these kids the way.”

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## 2022 AABP Scholarships

In 2022, the AABP Foundation received 177 scholarship applications from AABP student members and awarded 51 scholarships to veterinary students, totaling \$249,500.

### 2022 Amstutz Scholarship

Nine veterinary students received the \$10,500 2022 Harold E. Amstutz Scholarship. Funding sources are AABP member contributions, investment fund interest and dividends, AABP 5k Stampede registrations sponsored by Boehringer Ingelheim, and proceeds from the AABP Live and Silent Auctions and raffle. The 2022 recipients are:

- Caroline Beninger, University of Calgary
- Lillian Feider, University of Wisconsin
- Peter Liddell, Oregon State University
- Gabrielle Merry, Cornell University
- Tucker Roberts, Texas A&M University
- Paige Schmidt, Kansas State University
- Emily Smith, University of Missouri
- Payton Smith, North Carolina State University
- Tanya Weber, Washington State University

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### 2022 Zoetis Foundation Scholarship

Veterinary students graduating in 2023 were eligible for the Zoetis Foundation Scholarship. This year 12 students received the \$5,000 award which is generously funded by the Zoetis Foundation. The 2022 recipients are:

- Wyatt Catron, Oklahoma State University
- Molly Cleveland, The Ohio State University
- Trevor Copes, Tufts University
- Payton Duitscher, Iowa State University

- Monika Dziuba, Michigan State University
- Lindsey Fenster, University of Georgia
- Tristen Fulton, Iowa State University
- Alec Lucas, Mississippi State University
- Ened McNett, Oregon State University
- Jessica Meseck, Iowa State University
- Jared Sanderson, Michigan State University
- Emily Schuurmans, Michigan State University

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## 2022 Merck Animal Health Bovine Veterinary Student Recognition Awards

Eighteen 3<sup>rd</sup> and 4<sup>th</sup> year veterinary students have been chosen to receive this \$5,000 scholarship generously sponsored by Merck Animal Health. The 2022 recipients are:

- Madison Baumgartner, University of Minnesota
- Caroline Beninger, University of Calgary
- Eleni Casseri, Cornell University
- Cayley Childress, University of Arizona
- Emma Cijka, Cornell University
- Trevor Copes, Tufts University
- Gregor Greer, Virginia-Maryland College of Veterinary Medicine
- Jessie Hoagland, Ross University
- Paige Isensee, University of Missouri
- Mallory McConathy, Louisiana State University
- Hannah McCray, Cornell University
- Elisabeth Regusci, Cornell University
- Emily Schuurmans, Michigan State University
- Seth Shirky, Cornell University
- Lilly Smith, North Carolina State University
- Payton Smith, North Carolina State University
- Emily Violini, Washington State University
- Kaci Way, The Ohio State University

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## 2022 Dr. Francis Welcome Future Dairy Practitioner Scholarship

The purpose of the Francis Welcome Memorial Scholarship is to support superior 3<sup>rd</sup> year veterinary students who demonstrate the character, knowledge and potential to become outstanding dairy veterinarians upon graduation. The award is \$2,000.

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.

- Monika Dziuba, Michigan State University
- Jared Sanderson, Michigan State University

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## AABP Announces Dr. James Hendrix Bias Scholarship for 2023

The AABP Diversity, Equity and Inclusion (DEI) Task Force introduces the Dr. James Hendrix Bias Diversity, Equity and Inclusion Scholarship to be given in 2023

to two veterinary student members from under-represented racial and ethnic backgrounds who demonstrate excellence in their studies and a passion in their pursuit of a career in beef or dairy medicine. This is a \$5,000 scholarship.

Born in 1880, Bias was the first Black man to graduate from The Ohio State University College of Veterinary Medicine in 1910. Upon graduation, he assumed a veterinarian position at Tuskegee University where he established the veterinary medical program there. The courses he developed, which focused on the study of the anatomy and physiology of the diseases and treatments of farm animals, helped encourage livestock production in the region. Dr. Bias is credited with establishing veterinary medicine as a critical component of the agricultural science department at Tuskegee, and fostering a positive image of veterinarians in the local community.



*Dr. James Hendrix Bias. Credit, The Ohio State University*

## Conference Spotlight: Practice Tips for the Pregnant Practitioner



Dr. Tera Rooney Barnhardt gave tips on practicing while pregnant. “Communication is imperative – inform your staff/employer early on and visit with your doctor immediately about your profession and specific risk factors unique to your practice,” she recommended. “As more women are involved in bovine practice, it’s important that conversations surrounding childbirth are integrated into employee management.”

Every pregnancy is different and every pregnant woman is an individual, she noted. “It is impossible to compare situations across your practice, but the



conversation has to start somewhere.” Barnhardt worked in bovine practice the day of delivery with all three of her children, but that doesn’t always work and should not be considered the ruler others measure themselves against. “Just like recovery from shoulder or knee replacement looks different for each person, pregnancy should be acknowledged as unique to the individual and the pregnancy.”

A list of pregnancy products to be aware of and potentially avoid, has been created and is available on the Vet Truck Facebook page. “If you aren’t a member, join and you can find it under files.” For those not a member of the group, contact Barnhardt and she can email you the files.

Her last tip? “Slip an OB Sleeve on your foot before trying to stuff your swollen feet into your boots. You’ll thank me later.”



## Welcome Reception Sponsored by Boehringer Ingelheim

What better way to kick off the Annual Conference than the Welcome Reception Wednesday evening sponsored by Boehringer Ingelheim?!



### Conference Spotlight: Rumen Fistulas and Bloat



Dr. Ryan Rademacher spoke about rumen fistula surgery in the Clinical Skills session. He says that most animals that suffer from bloat are best managed medically, or, in those cases in which the bloat is chronically

occurring and the animal is at or near slaughter weight, sent to slaughter. However, in animals that are suffering from chronic bloat and expected to remain in the production phase for a long period of time, a rumen fistula can be created to alleviate the need for constant treatment and reduce the risk the animal will succumb to bloat while recovering from potential comorbidities.

The procedure is easy to complete and will take less than 30 minutes for a skilled practitioner. Ultimately, case selection is the primary determinant of outcome as complications from surgery are generally minimal and most negative outcomes are related to other underlying conditions that pre-existed and contributed to the persistent bloat.

Animal welfare is of utmost priority, and it is up to the discretion of the individual practitioner to select the appropriate treatment and management plan for individual cases of bloat.

### Conference Spotlight: Limiting Externship Liabilities

Providing practice experience and mentorship for the next generation of veterinarians is an important part of their education and a passion for many veterinarians. In the Hot Topics session, Dr. Linda Ellis from the AVMA Trust discussed best practices to limit liability from externships. She said being aware of the potential risks allows practices to take steps to mitigate those risks and provide successful and rewarding experiences for everyone.



Prior to hosting or employing students, practices should start with a review of their practice/business insurances for appropriate coverages and limits, such as if their workers' compensation policy covers volunteers or if volunteers can be covered in their state. When working with a veterinary student whether as an employee or volunteer, require they have veterinary student professional liability. She encourages veterinarians to develop a practice plan including appropriate training and supervision for students/volunteers and make safety and open communication a priority.

### Diamond V Sponsors Thursday Morning Breakfast

It's always great to start off the day with breakfast and food for thought! Thanks, Diamond V, for sponsoring the Thursday breakfast. Dr. Matias Stangaferro presented "What next? How to use research & data to drive effective decisions".





## Veterinary Students Live It Up at Endovac Student Reception

There were 220 veterinary students registered for the AABP Annual Conference and it seemed like they are all in attendance at the Thursday night student reception sponsored by Endovac. At an indoor-outdoor space called “The Cove”, students were treated to drink tickets, food trucks, music and games by Endovac.



## University of Calgary for the Win! 2022 AABP Quiz Bowl



L-R: Ryan Koop, Jacob Narbonne, James Ritchie and Cale Toews

For the second time in three years (there was no Quiz Bowl in 2020), the team from the University of Calgary swept the Quiz Bowl, then later finished off the “AABP Dream Team” in a special match! Thanks to Newport Laboratories/Vaxxinova for sponsoring the quiz Bowl.

## Friday Breakfast Sponsored by Zoetis

Attendees had a delicious hot breakfast Friday morning and received some great information from breakfast sponsor Zoetis. Dr. Daniel Scruggs presented “New concepts for prevention of BRD associated with *Mycoplasma bovis*”.



### Conference Spotlight: A New Angle on the Bovine Foot

Dr. Timothy Goldsmith presented in the beef session on bovine lameness, and said genetic inputs in producer herds have immediate effects on calf crop and individual phenotypic issues as well as long-term effects on progeny that can influence a herd for 20 plus years when retaining females.



Goldsmith indicated that structural scoring is the assessment of physical characteristics over key areas for genetic evaluation to assess the structural confirmation of the animal and is a useful tool. Angus Australia has developed a Paddock Guide to Structural Scoring for Genetic Evaluation available at [https://issuu.com/angusaustralia/docs/structscore\\_paddockguide](https://issuu.com/angusaustralia/docs/structscore_paddockguide), which includes pictures and descriptions on how structural scoring is being approached by members of Angus Australia.

Other considerations include using breed association foot and leg scoring guidelines, EPDs and indexes, environment and management and trends and heritability.

The ongoing evolution of the use of phenotypic scores for feet and legs in the beef industry is an example of a potential opportunity for veterinarians

to help producers interpret an ever-increasing complexity of data related to genetic selection. He said along with enhancing the ability to provide more accurate prognosis and recommendations related to structural unsoundness issues and resulting lameness, increased awareness of management and environmental situations that can magnify issues of structural unsoundness allows veterinarians the opportunity to provide valuable input to producers beyond just the treatment and management of lameness and injury.

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## Thanks, Virbac, for Sponsoring Friday's Milk Breaks!



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## Amstutz Scholarship Fund Auctions Raise \$46,000

The successful Amstutz Scholarship Live and Silent Scholarship Auctions raised \$46,000 for AABP's premiere scholarship.

Vacation homes, art, tools, student chapter bundles, food and more were donated by students, members and AABP exhibiting partners. AABP's favorite auctioneer Bryan Mergen had the joint jumpin' with bids! Zoetis generously sponsored the Friday night auction dinner.

Start thinking about what you, your company or your student chapter might donate next year!



*Auctioneer Bryan Mergen collected a lot of bids!*



*The Pacific Ballroom provided a magical place for the Zoetis-sponsored dinner followed by the live auction.*

## Amstutz and Foundation Raffle Winners

### Amstutz Raffle

- First Place (free Recent Grad or Annual Conference registration), Dr. Enrique Scholnik
- Second Place (Carhartt vest), Dr. Allen Hodapp

### Foundation Raffle

- First Place (free Recent Grad or Annual Conference registration), Dr. Jason Bravos
- Second Place (Carhartt vest), Dr. Rachel Oman

Raffle ticket purchases benefit the Amstutz Scholarship Fund and the AABP Foundation. Thank you to all who purchased tickets!



## 5K Stampede Race Results

The 2022 AABP 5K Stampede sponsored by Boehringer Ingelheim was held Saturday, Sept. 24 on Alamitos Beach. It was a beautiful Southern California morning and a great group of 110 runners! The run/walk supports the Amstutz Scholarship Fund.

Top male winner was Dr. Alexandre Morin and top female winner was Dr. Hibah Abuhamdieh.

Find all 5K Stampede Race Results at <http://aabp.org/meeting/5K.asp>. See more race photos on the AABP Facebook page or search for #AABP2022.



*Medalists of the 5K Stampede Fun Run sponsored by Boehringer Ingelheim*

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## Christian Veterinary Mission Breakfast

Over 50 people attended the Christian Veterinary Mission Breakfast on Saturday. Dr. Troy Sammons shared his work in South Sudan, and Emily Smith shared about her summer apprenticeship with CVM in Africa.



## Conference Spotlight: Use the SCORE Method to Give Feedback



There are specific techniques for giving more effective feedback, Richard Stup, PhD, told attendees in the student/new graduates session at the conference. One of them is using the SCORE method. SCORE stands for specific, credible, on-time, relevant, and ends looking ahead.

- **Specific** and to the point. Focus your feedback on behaviors and tasks that can be named, not just general observations. For example: "You did a good job cleaning that equipment today, thanks for doing such careful work." Not just, "Good job."
- **Credible.** Team members need to believe the feedback, be sure you understand the work enough to recognize good and bad performance. If you have computer information systems gathering feedback for employees, make sure they understand what the numbers mean. Supervisors need to interact with their team members in order to be a credible source of feedback. Get onto the production floor or out in the field with employees. Even the night shift needs to see you sometimes!
- **On-time** and frequent. Feedback gets stale over time! Give feedback as soon as possible after you observe performance, don't wait for planned meetings like an annual review. It doesn't matter if the feedback is praise or redirection, give it as soon as possible after the observed performance.
- **Relevant.** Give feedback on behaviors that directly affect performance. Focus on tangible items like following procedures, but don't overlook less-tangible things. If keeping a positive attitude is important for your team, then give redirection when you see behaviors that reflect a negative attitude. Focus on behaviors, not the person.
- **End looking ahead.** Always end your feedback with a look ahead. Talk with your team member about how they can do better in the future. End your redirection feedback on a positive note by coaching the person on what they can do better next time. No one can go back in time to fix poor behaviors, but looking ahead helps your team member feel like they have another chance to do better. Even praise can end looking ahead, coach



your employee on how they can continue to improve on their already strong performance, bring up other areas of knowledge that will help them to become an even stronger performer.

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## Get Your CE Certificate!

The 2022 55<sup>th</sup> AABP Annual Conference offered 22.50 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 2022 AABP Annual Conference you can access and 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 CE Certificates”. You can edit the certificate and check the presentations you watched, then click Create Your CE Certificate and print.

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### Conference Spotlight: Automated Milking Systems, Milk Quality and Udder Health



In the dairy session, Dr. David Kelton discussed an analysis of milk quality data from more than 3,000 dairy farms in Ontario using automated milking systems (AMS) or conventional milking systems (CMS). While there are perceived disadvantages to AMS over CMS, there are also perceived advantages which include but are not limited to:

- The consistency of the milking experience for the cow including pre-milking, during milk harvest, and post-milking, while the milking experience in CMS often varies among milkers and across time.
- In most AMS, milking is managed at the quarter level, so that cows with fewer than four functioning quarters can be easily accommodated, and detachment at the end of milking can accommodate significant between-quarter variation.
- Many AMS have an assortment of sensors built into the system, although the number and type of sensor vary by company, model and purchased options. These sensors generate large volumes of data that, at least in theory, can be used to manage mastitis and milk quality.
- AMS programming allows the operator to easily implement individual cow control of production

leading up to dry off by reducing milking permissions and AMS feed, thereby decreasing milk production prior to dry-off.

- AMS can be programmed to reliably and consistently divert milk that is abnormal or from treated cows, provided that all treatments are carefully input into the software. This attribute should decrease the risk of bulk tank milk contamination and the associated costs.

Read more about the perceived advantages and disadvantages of AMS in Kelton’s proceedings paper and see his presentation on the Beef Cattle Institute web portal.

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## AABP Leadership and Board of Directors



Front Row, L-R: President Dr. Sandra Godden, District 4 Director Dr. Mark Hardesty, District 11 Director Dr. Elizabeth Kohtz, District 5 Director Dr. Wilfred Schuler, Past President Dr. Carie Telgen, Vice President Dr. Dave Sjeklocha,

Middle Row L-R: District 9 Director Dr. Jeff Ondrak, President-Elect Dr. Michael Capel, Immediate Past President Dr. Pat Gorden, Outgoing District 3 Director Dr. Lee Jones, Outgoing District 6 Director Dr. Vickie Cooper, District 1 Director Dr. Elizabeth Brock, District 3 Director Dr. Jenna Bayne

Back Row, L-R: District 12 Director Dr. Murray Gillies, District 13 Director Dr. Ryan Rademacher, District 8 Director Dr. Arn Anderson, Treasurer Dr. Brian Reed, District 2 Director Dr. Randall Hinshaw, Parliamentarian Dr. Dick Wallace, District 7 Director Carl Meyer, District 10 Director Dr. Paul Cook

Not Pictured: District 6 Director Dr. Erika Nagorske

**Conference Spotlight: AABP Membership Study and Perceptions of AABP**

AABP contracted with The Seratti Group to conduct in-depth interviews of a population of members to explore the perceptions of newly minted bovine veterinarians regarding the association, determine its salient features and benefits, and ascertain if AABP has a non-renewal issue with this population. The Seratti Group is a research firm that works with organizations to uncover insights and provide recommendations. Social scientist Jim Thomas, PhD, of the Seratti group conducted these interviews.



Thomas presented a range of analytics and findings from the interviews which can be found in the proceedings and in his presentation through the Beef Cattle Institute. While there is always room for improvement in any organization, Thomas said the overall perceptions of the AABP were relatively consistent among those interviewed.

Thomas reported that AABP is seen as:

- The voice of bovine practitioners.
- Representative of the profession.
- The keeper and disseminator of all sorts of information, from continuing education materials to scientific findings.
- A watch dog of sorts for issues from legislation to social and economic trends that may affect the bovine industry as a whole.
- A community with the wisdom of age coupled with the energy, independence, optimism and eagerness of youth.
- A source of an identity.
- Representative of a growingly diverse group of practitioners that recognizes the diverse nature of its members and is working to evolve with the times.

*Created by Geni Wren, AABP Director of Marketing and Communications*

*Conference photos by AABP 2022 Conference Media Intern Layla Simmonds-Short*

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