

FEDERAL VETERINARIAN

NEWSLETTER

Vol. 81, No. 7 & 8

July - August 2023

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Our new website has tons of information for you on:

- Upcoming CE
- Financial wellness
- Latest news
- Public Veterinary Jobs
- New Legal Service



To make sure you're getting the most out of your membership, make sure that you have access to our member-only portal on our site. You'll be able to access the information listed

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The Federal Veterinarian

(ISSN 0164-6257)

1910 Sunderland Pl., N.W.
Washington, D.C. 20036-1608

is published bimonthly by, and in the interest of, the National Association of Federal Veterinarians and their members to whom it is emailed free. Correspondence should be addressed to:

**Executive Vice President
National Association of
Federal Veterinarians**
1910 Sunderland Pl., N.W.
Washington, D.C. 20036-1608

Any veterinarian employed full time by the federal government may become an active member. Dues are \$260.00 annually, payable annually, semiannually, PayPal (annually or monthly), or by federal payroll deductions (eligibility for payroll deduction is limited to USDA veterinarians --of \$10.00 authorized by signing USDA Form AD 1054 (FSIS) or SF 1187 (APHIS)). Uniformed veterinarians' dues are \$160.00 annually. Active-duty uniformed veterinarians- please contact the NAFV office. Associate membership is granted to active members when they retire from federal service. Associate members pay no dues. Associate members receive the NAFV newsletter by email.

The National Association of Federal Veterinarians is a non-profit corporation and the purposes for which it is formed are to promote the veterinary profession, to improve the professional efficiency and material interests of the members, to acquaint the public with the activities of veterinarians in the federal service, and to cooperate with the American Veterinary Medical Association, the United States Animal Health Association and other similar groups with common interests.

Editor: NAFV Newsletter Committee
nafv@nafv.org

Send address changes to:
Federal Veterinarian
1910 Sunderland Pl., N.W.
Washington, DC 20036-1608
Tel: (202) 223-4878 | Fax: (202) 842-4360
Email: nafv@nafv.org
Website: www.nafv.org

NAFV Executive Board of Directors

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The Role of the National Association of Federal Veterinarians on Members Morale

The Office of Personnel Management (OPM) Federal Employee Viewpoint Survey (FEVS) measures employee engagement and satisfaction with their workplaces, or in other words morale. The FEVS serves as a tool for employees to share their perceptions in many critical areas including their work experiences, their agency, and their leadership.

The U.S. Department of Agriculture's (USDA) Office of Human Resources Management (OHRM) and its Office of Employee Experience (OEX) use the results of FEVS to inform efforts and the initiatives currently underway with the "Best Places to Work in the Federal Government" ranking according to the Partnership for Public Service on employee satisfaction, engagement, and morale—all of which support and inform USDA's 2022-2026 Strategic Plan and the Secretary and Deputy Secretary's FY2022 priority to "Make USDA a Best Place to Work."

And this is where an association such as the National Association of Federal Veterinarians (NAFV) can come in.

Today's veterinarians are the only doctors educated to protect the health of both animals and people. These dedicated professionals apply their medical skills not in "private practice" but in "public practice" in the service of every American through the many programs administered by the federal government. Though federal veterinarians touch the lives of every American every day, many feel undercompensated, underappreciated, and overworked. These feelings can contribute to high employee turnover rates, which impact overall morale of the team, the health and wellness of Americans, and the agency's bottom line. Many times, there are significant gaps between the perceptions of an agency's executive leadership and the realities of mid-level management. This can be even worse when including agencies rank and file grassroots employees.

The majority of NAFV members (and most of the veterinarians employed by the federal government) work for the USDA. The results of FEVS indicated that morale is USDA is low, ranked 16 of 17 large federal agencies, only slightly better than the Department of Homeland Security (DHS). When you look at the sub-agency rankings our major membership comes from the Food Safety and Inspection Service (ranked 298 out of 411) and the Animal and Plant Health Inspection Service (ranked 294 out of 411). For those working there, this may not come as a surprise. But, how can these agencies benefit from working with NAFV, as an association of managers and supervisors?

There are finer points of job satisfaction that the FEVS cannot measure. The impact of mandatory deployments on people's job satisfaction, for example. When that deployment is seen as furthering the mission of the agency, it can be a positive motivating factor; however, if that mandatory deployment is seen as making up for an agencies failure to fill critical vacancies, it has just the opposite effect on morale.

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where certain individuals seem to be exempt from deployment, then it can destroy the sense of accomplishment. This level of detail can't be reached by the FEVS, but through consultations with our members and executive leadership these insights can be addressed. In many cases, just hearing a third party explain the situation can make all the difference in how the issue is perceived.

In service of these public servants, the NAFV strives to serve both veterinarians and the agencies they work for by facilitating communication, making suggestions for improvements, and working collaboratively to address issues of concern.

This advocacy includes emphasizing professionalism and expertise in federal service, but also promoting continuing education, teamwork and morale, and a standard of excellence. NAFV can work with you to improve it and your professional working environment.

NAFV can approach senior leadership in the department with your concerns and possible solutions not as a union but as an organization that represent you medical / scientific professionals.

Our goal is to enhance the productivity and impact of your work life, which instills a positive sense of accomplishment. When a veterinarian is lifted, that positively reflects the team, and that morale boost translates into increased productivity and pride in your work which makes all the difference.



AVMA[®]

American Veterinary Medical Association

AVMA CONVENTION 2023

AVMA acknowledges importance of public practice veterinarians

The AVMA House of Delegates (HOD) has requested that the AVMA issue a statement to the profession recognizing the importance of public practice to the entire veterinary community.

The National Association of Federal Veterinarians (NAFV), an HOD allied organization, introduced the resolution "New Policy on Recruiting and Retaining Public Practice Veterinarians" to bring greater awareness to its sector of the profession. It was approved by delegates Friday during the final day of the HOD's regular annual session, held July 13-14 in Denver in conjunction with AVMA Convention 2023.

The resolution reads as follows: "The AVMA recognizes the importance of public practice to the entire veterinary community. AVMA's Economics Division studied factors limiting private practice veterinarians from transitioning to public practice positions. Additional studies from AVMA and other veterinary organizations support efforts for recruitment and retention benefits from increased Congressional funding for all federal agencies' incentive programs such as the use of Special Pay (for specific hard to fill positions and locations), Specialty Pay (for Board Certification), Professional Pay (for pay equity with other medical professionals), removal of the annual salary cap in declared emergency disease outbreaks, student loan repayment bonuses and other incentives the agency deems appropriate to encourage more veterinarians to enter and remain in public practice." The AVMA Board of Directors (BOD) and the House Advisory Committee (HAC) recommended delegates pass the resolution, which in the background information, asks the AVMA to pursue an updated General Accounting Office (GAO) assessment on the state of the federal veterinarian workforce.

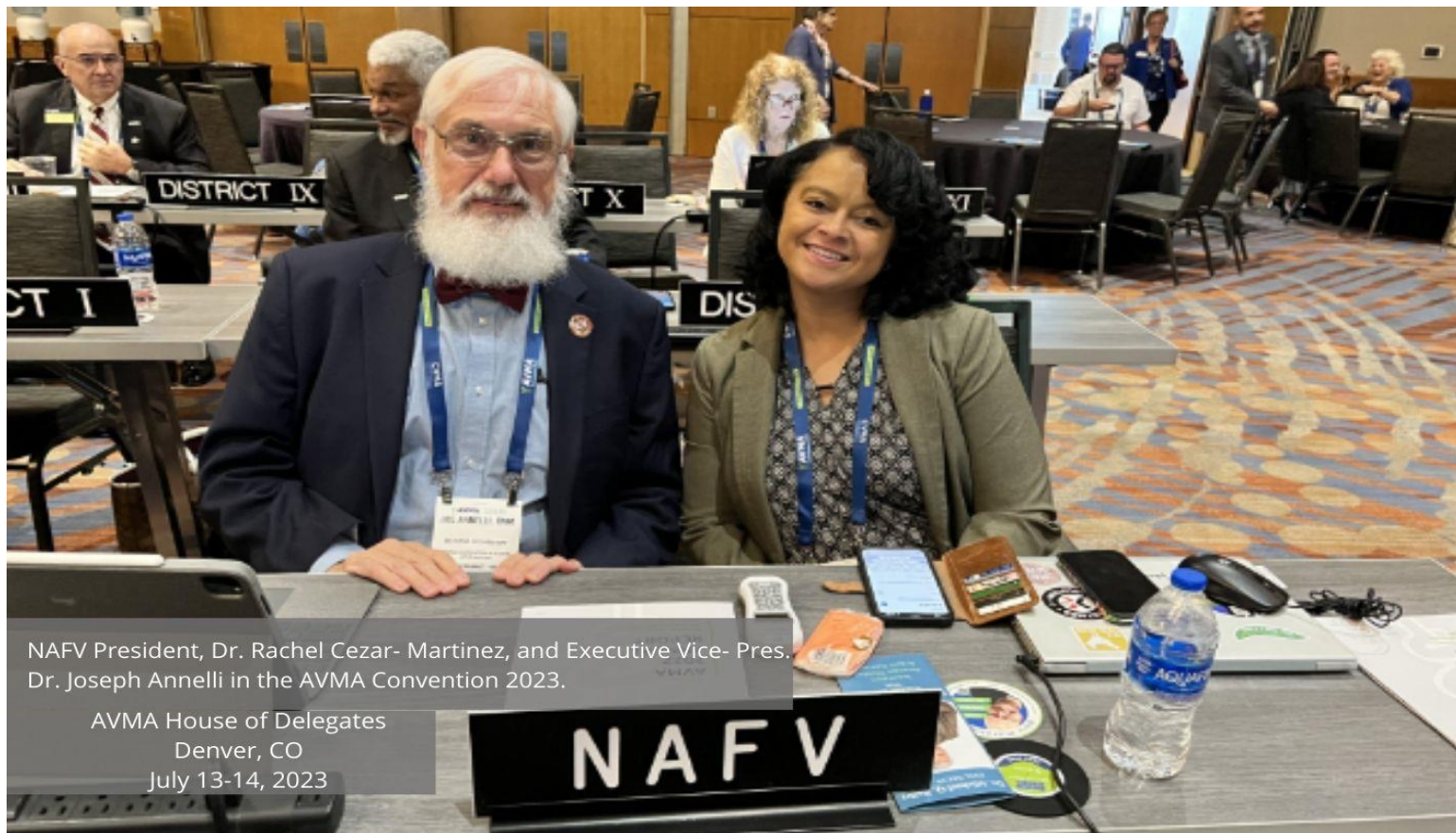


Dr. Rachel Cezar-Martinez, delegate for the National Association of Federal Veterinarians, talks about the importance of having veterinarians in public service, including those serving in the military and at local, state, and federal agencies. (Photo by R. Scott Nolen)

In 2009, the GAO published the first assessment on the federal veterinary workforce titled, "[Veterinary Workforce: Actions Are Needed to Ensure Sufficient Capacity for Protecting Public and Animal Health](#)" (PDF). Since then, each report has come to similar conclusions of inadequate numbers to meet agency needs or emergency responses. Some federal agencies are experiencing veterinary position vacancy rates as high as 40% in some areas despite instituting recruitment and retention incentives.

The NAFV noted that new veterinarians are more likely to take higher-paying jobs in private practice than work for the government. For instance, the mean starting salary in 2022 was \$114,027 for private practice, compared with \$87,862 for public practice, according to the NAFV. A more comprehensive approach to filling the chronic void in federal veterinary services is needed, according to the NAFV, rather than the current inadequate patchwork of incentives. Significant new One Health challenges have arisen in the 15 years since the report was published, including COVID-19, resulting in a greater need for public practice veterinarians, the NAFV stated.

Dr. Rachel Cezar-Martinez, NAFV president and delegate, explained. "We hope this resolution provides immediate help and support from AVMA, state VMAs, and affiliated organizations to strengthen our voice in Congress so that regulatory veterinarians receive pay comparable to private and industry salaries."



NAFV President, Dr. Rachel Cezar- Martinez, and Executive Vice- Pres. Dr. Joseph Annelli in the AVMA Convention 2023.

AVMA House of Delegates
Denver, CO
July 13-14, 2023

Key Points for NAFV membership:

1. The resolution NAFV proposed was accepted unanimously and was praised by many at the meeting as being sorely needed. The full resolution, now official policy reads as follows:

"The AVMA recognizes the importance of public practice to the entire veterinary community. AVMA's Economics Division studied factors limiting private practice veterinarians from transitioning to public practice positions. Additional studies from AVMA and other veterinary organizations support efforts for recruitment and retention benefits from increased Congressional funding for all federal agencies' incentive programs such as the use of Special Pay (for specific hard to fill positions and locations), Specialty Pay (for Board Certification), Professional Pay (for pay equity with other medical professionals), removal of the annual salary cap in declared emergency disease outbreaks, student loan repayment bonuses and other incentives the agency deems appropriate to encourage more veterinarians to enter and remain in public practice."

2. The Council on Public Health – Animal Health has a VACANCY. If interested, please email NAFV@nafv.org to solicit a nomination to this committee. Remember you must be an AVMA member to be nominated to this committee.

3. NAFV now has the full commitment of the AVMA to support our efforts. It is important for NAFV to continue to be a member of the Allied Caucus and House of Delegates. To maintain our relationship with the AVMA we must maintain 350 AVMA members among our members. This year we validated only 351 members who were also AVMA members. We must increase that or we will lose any support we have gained through this resolution. Please consider joining the AVMA today!

HOD Notes:

The HOD deliberated over 1 house manual change, 9 resolutions, and 2 Veterinary Information Forum topics

Resolutions and Results:

Resolution 10—Safeguarding Care for Animals with Veterinarian-Led Teams This resolution was adopted as amended.

Resolution 11—Supersede Policy on Canine Devocalization This resolution was adopted.

Resolution 12—Revised Policy on Docking of Lambs' Tails This resolution was adopted as amended.

Resolution 13—Revised Policy on Tail Docking of Cattle This resolution was adopted.

Resolution 14—New Policy on Sheep and Goat Castration This resolution was referred back to the Board of Directors for further consideration by the Animal Welfare Committee.

Resolution 15—New Policy on Sheep and Goat Disbudding and Dehorning This resolution was referred back to the Board of Directors for further consideration by the Animal Welfare Committee.

Resolution 16—Revised Policy on Physical Restraint of Animals This resolution was adopted as amended.

Resolution 17—New Policy on Canine Hybrids This resolution was adopted as amended.

Resolution 18 – Statement to the Profession This resolution was adopted as amended.

VIF Topics and Results

VIF Topic—Spectrum of Care: The Why and Barriers to Implementation This VIF topic was referred to the Board of Directors for consideration on the following actions: additional investigation, collaboration with stakeholders, coping potential research needs, consideration of development policy or position statements, and member resource development.

VIF Topic—Sustainability in Veterinary Medicine: The Greening of Veterinary Workplaces This VIF topic was referred to the BOD to develop a best practice list regarding sustainability, explore collaboration with other One Health stakeholders and academic institutions regarding sustainability, develop a Sustainable Practices Certificate, review internal processes and systems of AVMA to increase sustainability.

Elections

Vice President: No election, Jennifer Quamen enters 2nd year as VP

President-Elect: Sandra Faeh Butler was voted as AVMA's next President-Elect.

House Advisory Committee: Juan Amierio, Lindy O'Neal, Theresa Killiher, and Doug McInnis ran for the HAC vacancies. All four candidates were voted into the HAC position.

Council on Biologic and Therapeutic Agents – Microbiology: Melissa Bourgeois

Council on Biologic and Therapeutic Agents - Private Clinical Practice Predominately Equine: Steven Dow

Council on Public Health – Human Health: Sara McReynolds

Council on Public Health – Animal Health: Sara Margrey, ONE VACANCY REMAINS

Council on Research – Private Clinical Practice: Miles Theurer

Council on Research – Veterinary Medical Research: Kathryn Shelton, Philippe Baneux, Charley Cull, Mila Kundu

Council on Veterinary Service – Private Practice – Predominately Equine: Barbara Crabbe

Council on Veterinary Service – Private Practice – Predominately Food Animal: Lacy Fahrmeier

Campaign Announcements

President-Elect: Michal Bailey announced his candidacy for President-Elect.

Vice President: Elisabeth Boggier & Gary Marshal announced their candidacy for Vice President.

Treasurer Report

AVMA Treasurer, Arnie Goldman, is finishing his tenure as treasurer. Jon Pennell will take over as treasurer at the end of this meeting. Dr. Goldman offered a 6-year snapshot since he took office in 2017. Since that time, AVMA has experienced an increase in non-dues revenue, up 54% or 7 million dollars. At that same time, AVMA grew total revenue by 34% or 12.7 million. Membership grew by 12% or nearly 11k members. The AVMA's current operating net income is 2.7MM, broken down into an investment revenue of 9.8MM and approved strategic initiatives of 2.2MM with a total impact on overall bottom line loss of 9.3MM. This loss was driven exclusively by investment non-performance. AVMA programming will continue as normal since AVMA keeps 100% of operating revenue for 12 months in reserve. 2023 projected net operating income is 958k, investment revenue 5.8MM, approved strategic initiatives 3.0MM, with a projected total impact on the overall bottom line of 2.8MM in the black. If projections prove accurate, the total impact will be far better than that.

Governmental Relations Division

Combating xylazine act: The AVMA supported the Combating Illicit Xylazine Act which would help combat the emergency threat posed by illicit xylazine while protecting veterinary access to this important animal sedative. The bill's provisions would equip law enforcement with additional tools to stop xylazine trafficking while maintaining the veterinary ability to legitimately use xylazine.

Federal advocacy overview:

- Rural Veterinary Workforce Act: VMLRP under a new name. Under tax extender package
- Farm bill: Discussions are heating up surrounding this bill, specifically the reauthorization of the animal health lab network, and national animal defense preparedness response program.
- Healthy Dog Importation Act: The goal will be to get this like to see this get folded into the farm bill.
- Appropriations: AVMA has been successful in obtaining funds for programs and maintaining funding rather than taking cuts.

AVMA Ambassador Program: A great way to encourage engagement. This program connects veterinarians directly with members of Congress, mobilizing local, individual leaders. Ambassadors visit with lawmakers in their home state, building and nurturing relationships and ensuring that legislators hear directly from constituent veterinarians about issues that are important to the profession.

AVMA Legislative Fly-In: This was a very successful Fly-In. The AVMA regularly hosts legislative fly-in events that bring veterinarians and veterinary students to Washington, D.C., for hands-on advocacy experience. Participants receive in-depth briefings about the top policy issues affecting veterinary medicine and meet with their members of Congress to advocate on those issues. These important events ensure that the voice of the veterinary profession is amplified on Capitol Hill.

PAC Update

Fondly nicknamed the Professional Advocacy Committee, the AVMA PAC enjoyed more contributions and contributors allowing the 2021-2022 election cycle to be the best yet. However, only 2% of AVMA membership donate. This is a low number compared to other large associations (Like ADA), which typically boast a 10-20% donation rate. We can do better. Within the last election cycle, \$205,000 was given to members of Congress. AVMA would like to remind you that we are not buying votes, rather we are buying access to a space where we can deliver our message.

Trust Update

The AVMA Trust has been serving members for over 6 decades offering protection for students, personal coverage for members and families, and now with 3 important programs for practice owners and practices of all sizes including group health care, retirement, and voluntary employee benefits such as life insurance. The Trust is now offering webinars covering a wide range of topics such as the importance of record keeping, avoiding medication errors, obtaining owner consent, cyberbullying, and many more.

International Dignitaries

AVMA hosted 15 prominent individuals from all over the world. These relationships are vital to the health of veterinary medicine and are important for sharing similar yet different challenges.

- Dr. Ellen van Nierop – President of the World Small Animal Veterinary Medical Association
- Dr. Raphael Laguens – President of the World Veterinary Association
- Dr. Kurauchi – Representing both the Association of Asian Veterinary Medical Professionals and President of Japan Veterinary Medical Associations.
- Dr. Alistair Webb - President of the Australian Veterinary Association
- Dr. Trevor Lawson – President, Canadian Veterinary Medical Association, Celebrating 75th years!
- Dr. Lang Liu – Vice President, Chinese Veterinary Medical Association
- Dr. Olatunji Nasir – President, Commonwealth Veterinary Association,
- Dr. Ju Hyung Hur – President, Korean Veterinary Medical Association
- Dr. Laura Arvizu – Vice President, Mexican Veterinary Medical Association
- Dr. Vladlen Ushakov – President, Ukrainian Small Animal Veterinary Medical Association
- Mr. Yuri Calvo- President, International Veterinary Student's Association
- Dr. Julie Strous – Executive Director, Australasian Veterinary Boards Council
- Professor Stephane Martinot – President, European Association of Establishments for Veterinary Education
- Dr. Sue Patterson – President, Royal College of Veterinary Surgeons

NAFV UPDATES

NAFV has been working on the best possible way to address the implementation of FSIS eliminating potentially 2/3 of the SVMO positions and replacing them with non-veterinarians. Our office has discussed this with Mr. Paul Kiecker asking him to consider offering special pay to veterinarians to both attract new veterinarians to the vacant positions and keep the current veterinarians. We are also working with the Office of Senator Cindy Hyde-Smith where we expressed our concern and requested support to include, possibly in the Farm Bill, to provide:

- 1) veterinary professional pay as is done for Physicians, Dentists, and Podiatrists
- 2) encourage, through allocating resources to USDA, to request of OPM the authority to assign special pay for hard-to-fill positions,
- 3) add a specialty pay category for advanced degrees and certifications, and
- 4) provide a fix to the annual salary cap issue preventing veterinarians and others from working to fulfill the mission of USDA and receive fair compensation for the hours worked.



We requested a GAO Audit of the FSIS workforce and suggested implementation not proceed until that audit is completed. Sen. Hyde-Smith's office has requested a meeting with U/S Esteban to discuss the situation. We held webinars for our members considering the FSIS announcement for eliminating the SVMO positions on Career Transition, Resume Writing & Application Hints where we provided language templates. We also encouraged our members to write a request to their members of Congress to investigate the effects the district VMO position will have on food safety and the veterinarians in FSIS. The purpose of this is gain support for:

- 1) Specialty pay, special pay, and professional pay for veterinarians, and**
- 2) waiver of the annual salary cap under an agriculturally declared emergency.**

We hope this helps explain what NAFV is doing to help support our members. Our Board feels the creation of the District VMO could be a positive development but devastating to the displaced veterinarians. We feel it all depends on the implementation. And we are working to make that implementation a positive experience for everyone.

Below is the email from Sen. Hyde-Smith's office with updates about the language included in the Senate Agricultural Appropriations language:

Just wanted to let y'all know that Senator Hyde-Smith was able to get the following bill language included in the FY2024 Senate Agriculture Appropriations bill which passed out of the Appropriations Committee today. This would give APHIS the authority it needs to waive the annual salary cap for FY2024, and the FSIS language should at least slow the agency down and push them to address concerns from stakeholders, industry, etc. There is still a long way to go before this is enacted into law, and the House Agriculture Appropriations bill does not have identical language. Nevertheless, Senator Hyde-Smith is doing all she can to be responsive to the concerns of federal vets. The full bill should be posted on the following page later today, and the relevant text will be towards the bottom.

SEC. 768. If services performed by APHIS employees are determined by the Administrator of the Animal and Plant Health Inspection Service to be in response to an animal disease outbreak, any premium pay that is funded, either directly or through reimbursement, shall be exempted from the aggregate of basic pay and premium pay calculated under section 5547 of title 5, United States Code, and any other provision of law limiting the aggregate amount of premium pay payable on a biweekly or calendar year basis: Provided, That this section shall take effect as if enacted on January 1, 2023.

SEC.769. None of the funds appropriated or otherwise made available by this or any other Act may be used by the Food Safety and Inspection Service to take any action that would result in the permanent relocation, demotion, or termination of any Supervisory Public Health Veterinarian (SPHV), solely as result of the creation of the District Veterinary Medical Officer position, prior to completing a 1010 package and cost-benefit analysis, and briefing the Committees on Appropriations of both Houses of Congress.



*Legislation | United States Senate Committee on
Appropriations*

United States Senate Committee on Appropriations

www.appropriations.senate.gov

SAVE PLAN

The Federal Student Aid, an office in the U.S. Department of Education recently announced the Saving on a Valuable Education (SAVE) plan that will replace the existing Revised Pay as You Earn (REPAYE) plan. This plan “provides the lowest monthly payment of any IDR plan available to nearly all student borrowers” according to the Federal Student Aid webpage announcement. The SAVE Plan calculates your monthly payment amount based on income and family size.

Based on my understanding, the following is a summary of the benefits:

1. Increases income exemption from 225% of the poverty line.
2. Eliminates subsidized and unsubsidized interest as long as you make your payments.
3. Excludes spousal income for borrowers that file married but separate.
4. Payments on undergraduate loans (reduced from 10% to 5% of income above the poverty line--see point 1) and graduate loans will have a weighted average between 5% and 10%.
5. Borrowers with small principal balances (less than \$12000) can have their remaining balance forgiven after 10 years of payments.
6. Borrowers who consolidate will not lose progress toward forgiveness.
7. Automatic credit received toward forgiveness for certain periods of deferment/forbearance.

8. Borrowers have an option to make additional "catch up payments" to get credit for all other periods of deferment/forbearance.

9. Borrowers late on payments (more than 75 days) automatically enrolled in IDR (if allow DOE to securely access tax information)

My viewpoints on how this will impact Federal Veterinarians regarding the benefits are summarized below;

1. Current poverty line for a family of four is \$30000 so income exemption increases from 45000 to 67500. Depending on how you file your taxes (see Point 3), your spouse's income may not be included and any deductions that are taken out before taxes (Retirement, Flexible Spending Account, etc.) will reduce your taxable income that is considered. If you maximize your pre-tax deductions, you can decrease your adjusted gross income by at least 25% (I have routinely reduced mine by 30-40%). Therefore, you may be able to reduce your monthly payment to a minimal amount.

2. This is huge in my opinion. Individuals with the majority of student debt from graduate schools usually have a large number of unsubsidized loans. Therefore, a large percentage of your payment is going to the interest rather than the principle (student loan amount). Therefore, all of your payments are going to the principal therefore allowing individuals to pay off their student loans faster. Historically, individuals that make regular payments on their student loans (even though participating in PSLF) will pay for the principle amount of student loans and the amount being forgiven is actually the interest that accumulated during school and while making payments after graduating.

3. This is very similar to the IBR payment plan which depending on

your situation can be advantageous. This does require discussing with your tax and/or financial advisor regarding what is most advantageous to your situation. For example, a GS-13 married to another high earning individual may result in maximum payments (such as the standard repayment plan) unless you file married but separate.

4. This reduction in payment is especially helpful for those with high incomes and large amount of debts.

5. The information related to this seems to be unhelpful to graduate students that may have large sums of student debt (greater than \$27000 in student loans).

6. The website does not expound on forgiveness (whether is inclusive on PSLF or just the 20, 25, or 30 year forgiveness).

7. This is promising but no expounding on what other periods of forbearance/deferment are.

8. This could be helpful for entering FSIS veterinarians that need to put their student loans in forbearance while a GS-11 but are able to make "catch-up" payments later once their income improves as long as these "catch-up" payments are able to count toward PSLF or forgiveness but once again, this is not expounded on and not clear on how it works.

9. This is very vague and not clear how this works. This could be a detriment for individuals that are closely monitoring their situation but these individuals also are not likely to be 75 days late. For more information, you can view the Financial Aid page at SAVE Repayment Plan Offers Lower Monthly Loan Payments | Federal Student Aid.

Educational debt repayment program awards \$9M in 2022



The U.S. Department of Agriculture's (USDA) National Institute of Food and Agriculture (NIFA) paid nearly \$9 million in 2022 to ease the educational debt load of 89 veterinarians through the Veterinary Medicine Loan Repayment Program (VMLRP). The federal program is designed to shore up shortages in food animal practice or public practice. For years, the AVMA has successfully secured funding for the VMLRP.

The awards were for 73 new VMLRP applicants and 16 program renewals, according to a NIFA report (PDF). Most new program awardees (78%) and half of renewal awardees had over \$100,000 in educational loan debt. Of those, nearly 47% carried a debt load exceeding \$150,000, the report stated.

The VMLRP is designed to help increase access to food animal veterinary services in rural areas by assisting with the obstacle of educational debt. VMLRP awardees commit to providing at least three years of food animal veterinary services in a designated veterinary shortage area in return for payments of up to \$25,000 of student loan debt per year with a maximum of \$75,000 for a three-year contract.

NIFA has made 795 awards as new and renewal service agreements since the program was established by Congress in 2010. In that time, NIFA has received 2,061 applications from 1,451 unique applicants.

Human gene identified that prevents most bird flu viruses from moving to people.



Scientists have discovered that a gene present in humans is preventing most avian flu viruses moving from birds to people. The gene is present in all humans and can be found in the lungs and upper respiratory tract, where flu viruses replicate. It was already known to scientists, but the gene's antiviral abilities are a new discovery.

A six-year investigative study led by the MRC-University of Glasgow Centre for Virus Research found that the BTN3A3 gene is a powerful barrier against most avian flu viruses.

Although relatively rare, some avian flu virus strains have periodically spilled over into humans. Two of the most recent H5N1 cases were reported in UK poultry farm workers in May this year. Human cases of H5N1 bird flu were first found in Hong Kong in 1997. Globally since 2003, 873 human H5N1 infections have been reported to the World Health Organization. Of those, 458 people died.

The study found that some bird and swine flu viruses have a genetic mutation that allows them to escape the blocking effects of the BTN3A3 gene and infect people. By tracking the history of human influenza pandemics and linking resistance to the gene with key virus types, the researchers concluded that all human influenza pandemics, including the 1918 Spanish flu and the 2009 swine flu pandemics, were a result of BTN3A3-resistant strains.

Bill seeks to strengthen US foreign animal disease response



Introduced in the U.S. House and Senate on May 19, the Foreign Animal Disease Prevention, Surveillance, and Rapid Response Act of 2023 (H.R. 3419/S. 1666) would reauthorize and increase annual appropriations for the U.S. Department of Agriculture's (USDA) National Animal Disease Preparedness and Response Program (NADPRP) to \$70 million and National Animal Vaccine and Veterinary Countermeasures Bank (NAVVCB) to \$150 million.

Additionally, the bill would raise the annual budget for the National Animal Health Laboratory Network (NAHLN) to \$45 million.

"The preventative investments made through this bill will ensure the U.S. Department of Agriculture is able to safeguard our agricultural supply chain and mitigate the effects of foreign animal diseases, if, and when an outbreak occurs in the U.S., rather than playing catch-up after the fact," House bill sponsor Rep. Ronny Jackson, who represents Texas's 13th Congressional District, said in a statement.

The 2018 Farm Bill created new animal health programs to bolster the USDA's response to foreign animal diseases. The act established the NADPRP and the NAVVCB and increased funding for the NAHLN.



Animal and Plant Health Inspection Service
U.S. DEPARTMENT OF AGRICULTURE

AFRICAN SWINE FEVER

PREVENTION IS
THE ONLY CURE.



A single case of African swine fever could wipe out America's swine population. Help farmers defend their herds by sharing vital information on biosecurity safeguards, signs of infection and reporting protocols. Get materials to spread the word- and stop the virus.

www.aphis.usda.gov/ProtectOurPigs



The U.S. Department of Agriculture is an equal opportunity provider, employer, and lender.

We Can All Prevent Suicide

988
SUICIDE
& CRISIS
LIFELINE



Understanding the issues concerning suicide and mental health is an important way to take part in suicide prevention, help others in crisis, and change the conversation around suicide.

Suicide is not inevitable for anyone. By starting the conversation, providing support, and directing help to those who need it, we can prevent suicides and save lives. Evidence shows that providing support services, talking about suicide, reducing access to means of self-harm, and following up with loved ones are just some of the actions we can all take to help others.

By offering immediate counseling to everyone that may need it, local crisis centers provide invaluable support at critical times and connect individuals to local services.

We understand that every struggle is different. Experience the stories of people like you, and how they overcame crisis to find hope and recovery.



<https://988lifeline.org/>



FEDERAL VETERINARIANS

ARE YOU PREPARED?

As you know, Federal Veterinarians are critical in ensuring the nation's food safety and animal/livestock health with innumerable food safety initiatives, guidelines through FSIS, APHIS, DHS, CDC, and FDA, and various animal health programs. Many federal veterinarians also have the dual role of a manager, supervisor or officer within their respective agency. **This leaves you extremely susceptible to allegations, complaints, or potential lawsuits- just for doing your job.** Are you emotionally, financially and legally prepared to become the subject of an adverse administrative action, disciplinary proceeding, or civil lawsuit?

The following is based off a real claims scenario from a federal veterinarian

Picture this: You are the subject of an Internal Controls Staff investigation of employee accountability for the unsanitary conditions found at one of the meat processing plants you supervise, which had its operations suspended and resulted in the agency recalling over 50,000 lbs. of meat. The findings of the investigation lead the agency to propose your removal from federal service based on a charge of neglect of duty, alleging that you failed to perform your regulatory and supervisory duties at the meat processing plant. While you argue that your actions were consistent with sanitation guidelines, the agency maintains its position and issues a final decision to sustain that charge. You are forced to appeal and litigate your removal before the Merit Systems Protection Board, or risk losing your livelihood.

WITHOUT FEDS PROTECTION

You spend months paying out thousands of dollars to expensive federal employment attorneys in an attempt to defend yourself against the charges. The stress of the unknown begins to take a toll on your personal life, and as your savings begin to dwindle, you are forced to make the difficult decision to resign from federal employment in the best interest of your family's needs and finances and must begin looking for a new career.

WITH FEDS PROTECTION

You are assigned your own personal attorney specializing in federal employment law and MSPB appeals, paid for entirely by your PLI policy. Although it still takes months, your attorney handles all of the stressful paperwork and procedures, and succeeds in winning the appeal. You continue to be gainfully employed by your federal agency without loss in pay or grade.

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Obituary



Gary Sedwick Colgrove
June 20, 1934 - January 25, 2023

Gary Sedwick Colgrove passed away peacefully on Wednesday, January 25, 2023 after a difficult and courageous battle with pancreatic cancer.

Gary was a family man. He loved his family profoundly and always put his wife and children first. He believed that there is beauty in everyone, and he never took for granted all the things that he had been given in life. Gary enjoyed many simple things including cooking dinner for his family, visiting National Parks, tending to his orchids and reading Far Side Comics. He loved the outdoors and saw God's hand in the beauty and perfection of nature. He had a clever sense of humor and a wonderful laugh. He was honest, dependable and treated others with kindness.

Gary was humble and gentle and did not boast about his many professional accomplishments. He obtained his Doctor of Veterinary Medicine and his PhD from the University of California at Davis in 1964 and 1972. He was remarkably intelligent and was recognized for more than fifty-years of outstanding service in the federal government of the United States. His veterinary career took him on travels all over the world, including Kenya, Uganda, Argentina, Chile, Canada, Haiti, the Dominican Republic, where he met his wife of 42 years, Nilda Colgrove. He was most proud of his four-year service with the Naval Ocean Systems Center in Hawaii, caring for dolphins and other marine mammals belonging to the facility.

Born June 20, 1934 in Glendale, California, Gary was the son of Alfred and Ruth Colgrove. He is survived by his loving wife; two of his children, Michael Colgrove and Anne Robertson and her husband Robert; and his four grandchildren Ethan, William, Juliet, and Lucy, to whom he will forever be known as Papa. He is predeceased by his beloved son, Jesse Colgrove, and his sister, Patricia Kermode.

He will be fondly remembered for his love of his family, his quiet nature, his witty humor, and his courage and strength. He was a rare and special person who touched the lives of those who loved him.

Mass of Christian Burial will be celebrated at St. Raphael's Catholic Church, 1513 Dunster Road, Rockville, MD 20854, on Monday, February 6, 2023 at 11 am. The family will memorialize Gary in a private burial service following the funeral mass.

New NAFV Members

Boris Brglez
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Eric Irvin William
Jordan Levin
Kyrstin Cramer
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Victoria Neff
Brittney Waranius
Melanie McHenry
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