



WELCOME TO OUR

NEWS LETTER

www.nafv.org

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MARCH- APRIL 2025

Happy World Veterinary Day

This year's World Veterinary Day highlights the collaborative nature of veterinary practice and underscores the essential role that multiple professionals play in delivering high-quality veterinary services

Join One of Our Active Committees

Do you want to unleash your inner superhero? Well, here's your chance! We can't wait to see what magic we can create together!

Find out how our latest initiatives are taking shape—you might discover a new way to get involved!

Veterinary Medical Symposium 2025

Get to Know More of our President-Elect

NAFV Continues the Representation at the AVMA House of Delegates

Recruit & Retain Veterinarians

Upcoming Webinars

New Members & Membership Benefits



**100+ YEARS OF
SERVICE TO
FEDERAL VETERINARIANS**



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Exec. Vice President- NAFV- 1300
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Washington, DC 20004

Any veterinarian employed full-time by the
federal government may become an active
member. Dues are \$260.00 annually, payable
annually, semiannually, via 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)). All active-duty Uniformed
Services veterinarians are granted free
membership. 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 the Federal
Veterinarian
1300 Pennsylvania Avenue, NW Suite
190- #330 Washington, DC 20004

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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Call or E-mail NAFV

The Role of the National Association of Federal Veterinarians

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 under-compensated, 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 agency's failure to fill critical vacancies, it has just the opposite effect on morale.

When deployments are viewed as employed 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 your work life's productivity and impact, instilling 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.

Message from the President-Elect

As we navigate through these uncertain times, I'm continually inspired by the passion for protecting animal and human life that I continually see from the federal veterinary community. President Leah Trapp and I have worked continuously to structure NAFV's strategic objectives. Though we remain an agile team in NAFV, it is our goal for these objectives to further structure the mission and vision of NAFV for the near to mid-term future, if not beyond. These broad objectives are as follows:

- Continue to strengthen service and value to members via increased avenues for programming & associated volunteering opportunities, increased opportunities to connect with fellow federal veterinarians, and much more
- Increase organizational transparency via increased social media presence and other communications
- Build upon efforts to advocate for our community by collaborating with AVMA and other relevant organizations

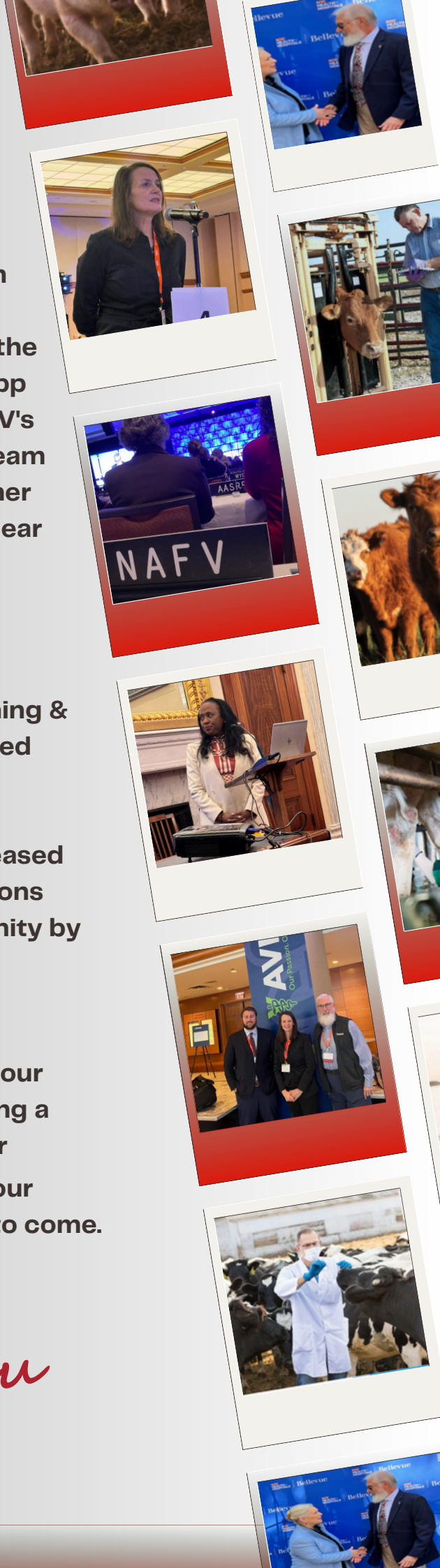
It's been a privilege to serve alongside the rest of our Executive Board and the many other leaders playing a role in NAFV. I greatly look forward to fulfilling our

mission and the needs of our members for many years to come.

Here to Serve,

Neil Vezeau

NAFV President-Elect



VETERINARY MEDICAL SYMPOSIUM 2025



During the 59th Annual Veterinary Medical Symposium held at the Tuskegee University last March 20, 2025, Dr. Derrick Jones- NAFV Board of Directors, reintroduced National Association of Federal Veterinarians to the students, faculty, and school members of Tuskegee University. It was a successful event and an eye-opener on how NAFV has impacted the federal workforce.

Dr. Jones discussed how NAFV was established, accomplishments, career opportunities, and upcoming goals and vision for upcoming years.



DR. DERRICK JONES



**FIRST NAFV
AFFILIATE
UNIVERSITY**

TUSKEGEE UNIVERSITY

On August 7, 2023, with the help and leadership of Dr. Ruby Perry, the Tuskegee University has become the very first university affiliated with the National Association of Federal Veterinarians providing full access to membership benefits to their students, faculty, and staff. Guiding them to build more experience and gain more knowledge about the veterinary field. It is a great exposure especially for the students joining webinars and symposiums to help them more develop their interest in animal welfare and make a meaningful impact in our communities!

WORLD VETERINARY DAY

*“Animal Health
takes a Team”*



World Veterinary Day is being celebrated globally every year on the last Saturday of April. This was started in the year 2000 by World Veterinary Association to highlight and promote the noble services performed by the Veterinarians in safeguarding the health of animals and thereby the human beings.

This is to recognize the important contributions of veterinarians to animal health, public health, and the environment. It's a day to acknowledge their work in preventing, treating, and controlling diseases in animals, as well as their role in maintaining a healthy food supply and ensuring public health through the One Health approach.

World Veterinary Association is pleased to observe the theme “Animal Health Takes a Team” in this year’s World Veterinary Day 2025. This theme highlights the collaborative nature of veterinary practice and underscores the essential role that multiple professionals play in delivering high-quality veterinary services. WVA calls on all veterinarians, veterinarian technicians, veterinary paraprofessional and all others that make veterinary services possible to participate in the great worldwide campaign led by the WVA. It takes a team approach to provide optimal animal care and animal health around the world,” Dr. de Jong added, noting veterinarians do so much more than provide individual animal care. “

Veterinarians are typically looked at by the public as caretakers of their beloved pets, but the reality is, we are so much more than that,” Dr. de Jong said. “We as a profession need to be loud and proud about all that we do and speak up for veterinary medicine,” including advancing food safety, production animal medicine, equine medicine, epidemiology, research and education, animal welfare, the human-animal bond, public health, aquaculture, and One Health.



NAFV CONTINUES REPRESENTATION IN THE AVMA HOUSE OF DELEGATES



The National Association of Federal Veterinarians (NAFV) is a constituent body of the American Veterinary Medical Association (AVMA). This year 2025, the NAFV was able to meet the criteria for the annual review of allied organizations conducted by the AVMA with 352 current NAFV- AVMA active members which means we maintained and will be able to continue our representation in the AVMA House of Delegates.

NAFV voiced out our concerns to the AVMA regarding the recent executive orders and updates in the federal workforce. We are working hard to provide all the possible resources to help or at least lessen the impact of these on our members.

According to the AVMA news release last April 1, 2025 stated, "We learned today about substantial personnel cuts at the Department of Health and Human Services, including the FDA Center for Veterinary Medicine, CDC, and NIH.

Personnel receiving reduction-in-force notices over the weekend, as well as last evening and today, work on critically important issues, such as drug availability, antimicrobial resistance, animal and human food safety, disease control (including, but not limited to avian influenza), international trade, and more.

As the voice of the veterinary profession, we want to work with Congress and this administration to identify opportunities for efficiency, but in doing so, it's absolutely critical that we retain the essential functionalities of these federal offices. Given what we know so far, we are very concerned that the latter have been significantly and negatively impacted.

You will all play a key role in these efforts, as advocacy on these issues is so important. " – Dr. Janet D. Donlin



NAFV COMMITTEES

“Empowering Committees for Collaborative Excellence”

LEGISLATIVE COMMITTEE

Headed by Dr. Joseph Anelli, the Legislative committee aimed to focus and review policy matters, recent executive orders, updates proposed bills, and providing a platform to recommend courses of action.

RECRUITMENT & RETENTION COMMITTEE

Managed by our Pres. Elect, Dr. Neil Vezeau. This committee aims to attract new members and keep existing ones engaged ultimately leading to increase membership and a more vibrant organization.



COMMUNICATIONS COMMITTEE

Led by Dr. Leah Trapp, our NAFV President. This committee is driven to provide accurate information all through out our social media platforms, weekly email blasts, bi-monthly newsletters to make sure that our members are up to-date and well-informed with the recent updates in the federal workforce.

The NAFV strengthens the foundation and participation of different committees to yield more benefits that enhance our organization's performance, productivity, and engagement. This can lead to more informed and diverse perspectives during discussions, resulting in better decisions.

Members with various backgrounds and expertise can contribute valuable insights.



We also have nominating, newsletter and membership committees that you could join.

Let your voice resonate. Be the change, lead the discussion, and inspire those around you!

To join our committees, please email us at nafv@nafv.org

AVMA LEADERS DISCUSS HOW TO STRENGTHEN RURAL VETERINARY MEDICINE

Delegates call for AVMA Board action to overcome recruitment, retention challenges



STORY AND PHOTO BY R. SCOTT NOLEN

The AVMA House of Delegates (HOD) asked the AVMA Board of Directors (BOD) to consider prioritizing resources in support of veterinarians in rural practices, including using data-driven resources to identify factors influencing recruitment and retention, and partnering with other professional organizations facing similar challenges.

“This isn’t just about supporting individual veterinarians. It’s about ensuring that rural communities continue to have access to essential veterinary care. By addressing these challenges head on, we can create a brighter future for veterinarians and the communities they serve,” said Dr. Stuart Brown, delegate for the American Association of Equine Practitioners.



“TOGETHER, WE CAN ENSURE THAT RURAL VETERINARY PRACTICE REMAINS A REWARDING AND VIABLE CAREER PATH. IT’S NOT JUST A JOB—IT’S A CALLING, AND IT DESERVES OUR FULL COMMITMENT,” SAYS DR. STUART BROWN, DELEGATE FOR THE AMERICAN ASSOCIATION OF EQUINE PRACTITIONERS.”

CONTINUE READING >>

The AVMA Delegates passed this recommendation during the House’s regular annual winter session on January 11 in Chicago, which was held concurrently with the 2025 AVMA Veterinary Leadership Conference. The action was born out of discussions from the House’s Veterinary Information Forum (VIF) held the previous day on how the AVMA can best support veterinarians working in rural America.

Dr. Brown opened the forum with a presentation in which he described rural veterinarians as “the backbone of animal health” in many communities. “Their work impacts food safety, public health, and the well-being of animals and people alike,” he said. “Yet, the demands they face are substantial, and we need to work collectively to provide the resources and support they need to thrive.”

Delegates discussed these challenges, including limited access to advanced diagnostic tools; smaller client bases compared with urban practices; long hours; and physically demanding work, particularly for large animal veterinarians. These issues are exacerbated by lower starting salaries, professional isolation, and potentially more limited employment and educational opportunities for family members in rural areas.



HELP RECRUIT AND RETAIN VETERINARIANS IN HIGH-NEED AREAS WHILE ADDRESSING EDUCATIONAL DEBT

Please use this form to send a letter asking your members of Congress to support the Rural Veterinary Workforce Act. Personalized stories from constituents have the greatest impact on Congress, so we encourage you to personalize your letter with any stories you have about the importance of the VMLRP and the need to pass the Rural Veterinary Workforce Act.

The AVMA is urging Congress to pass the Rural Veterinary Workforce Act, (H.R. 2398/S. 1163). The bill would help recruit and retain food animal and public health veterinarians in U.S. Department of Agriculture (USDA)-designated rural areas by addressing the significant obstacle of educational debt.

The legislation would help expand the Veterinary Medicine Loan Repayment Program (VMLRP), which provides participating veterinarians up to \$40,000 a year for student loan repayment in exchange for their service in one of the U.S. Department of Agriculture’s (USDA) designated rural veterinary shortage areas. The USDA declared 243 shortage areas in 46 states for 2025—the highest total ever recorded.

Passage of the Rural Veterinary Workforce Act would allow the VMLRP to reach more underserved communities by ending the federal taxation of VMLRP awards. The bill also addresses the challenges that ranchers and farmers in rural communities face in obtaining essential veterinary services for livestock.

Take action and earn 15 CAN points

Already signed up? Returning users can [sign in here](#).

During sign up, choose from one of six animal avatars to grow with you as you earn points and advance through the advocacy tiers!

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First Name

Last Name *

Last Name

Address *

Street Address, City, and

Email

Email

Username * ⓘ

Choose your AVMA advocacy avatar * ⓘ

Select...

Cell Phone Number (Optional)

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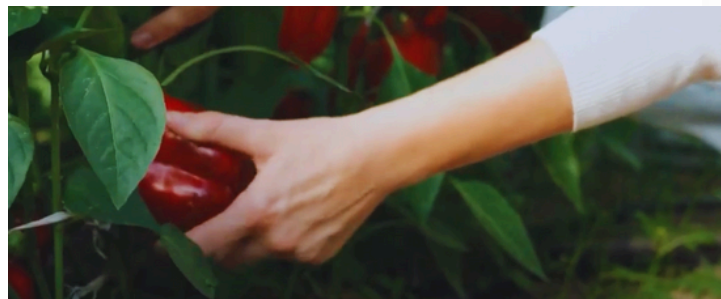
Thank you for joining our campaign. By providing your mobile phone number you consent to receive recurring text messages from our organization. Message & Data Rates May Apply. Text HELP for Info. Text STOP to opt out. No purchase necessary.

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VETERINARIANS ARE THE UNSUNG HEROES OF OUR CUNTRY

Public Health Veterinarians are the guardians of our nation's health and food supply. They are on the frontlines of public health, playing a vital role in preventing zoonotic diseases—those that can be transmitted from animals to humans—such as rabies, avian flu, and more recently, monitoring and researching potential threats that could affect global health.



These Unsung Heroes who worked in the various divisions of health who go to battle for the american people daily.

- The Animal & Plant Health Inspection Service (APHIS)
- Food Safety and Inspection Service (FSIS)
- US Public Health Veterinarians
- Center for Disease Control (CDC)
- Food and Drug Administration
- National Institute of Health
- Local State Veterinarians

Our veterinarians are fighting the mission to prevent infectious diseases from attacking our communities. These health heroes keeps us safe.

Kindly share this [YouTube Ad](#) with your friends and colleagues.



Federal Veterinarians

Are You Prepared?

Federal Veterinarians are critical in ensuring the nation's food safety and animal/livestock health in accordance with food safety initiatives, administering FSIS, APHIS, DHS, CDC, and FDA guidelines, 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?



FEDS Professional Liability Insurance provides you with both legal defense and indemnity protection against allegations arising from your federal position, so you can do your job with peace of mind.

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[Option 2] Tuesday, May 13 | 6:30 p.m. – 7:15 p.m. ET
Virtual – Zoom

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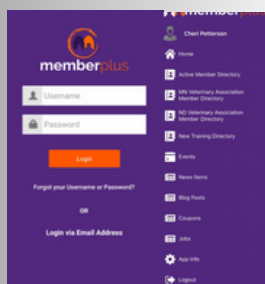
NAFV NEW MEMBERS:

Kevin Ledbetter
Deirdre Bowie
Elad Stotland
Brianna Saylor
Edie Marshall
Lynsee Melchi
Rose Grimm
Cassandra Framstad
Jan Ruiz Medina
Kaitlyn Krus



We encourage our members in becoming an AVMA member. AVMA membership supports you with benefits that enhance your opportunities for success in both your professional and personal life. Be sure to take advantage of the full array of benefits to get the most out of your AVMA membership.

MORE INFO



>>> NEW MEMBERS

Download the member-plus app. A free mobile app where you can check for the directory and latest updates about us. Always be updated!

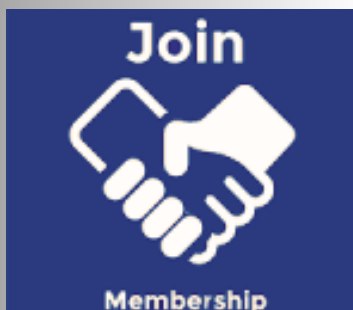


>>> ACTIVE MEMBERS

Make sure to check the latest news and federal public veterinary jobs in our website.

Works to develop approaches to increase membership and enhance the membership experience. Be active and join our committees!

RETIRED MEMBERS >>>



As an NAFV Member you can now make a plan with Green Path for your financial health. We hope you enjoy our site and can put it to good use in your everyday life.

FINANCIAL SECTION >>>



Upcoming CE

Make the most out of your membership by checking our website: www.nafv.org



Financial Wellness

Our website has tons of information for you on:



Public Vet Jobs

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.



Legal Service



Veterinary News

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