

Veterinarian Shortage Situation Nomination Form

To be completed by the chief State or Insular Area Animal Health Official or his/her designee

Veterinary Medicine Loan Repayment Program (VMLRP)

Nomination of Veterinarian Shortage Situations for the Veterinary Medicine Loan Repayment Program (VMLRP) Authorized Under the National Veterinary Medical Service Act (NVMSA)

Note: Please submit one separate nomination form for each position. See solicitation for number of nominations permitted for your state or insular area.

Location of Veterinary Shortage Area for this Nomination

Note: If this nomination is for a public practice position, please provide the location of the home office or the center of service area.

Location of Veterinary Shortage: **Throughout California**
(e.g., County, State/Insular Area)

Center of Service Area or
 Location of Position: **California Department of Food and Agriculture, Animal Health Branch, with Headquarters located in Sacramento, CA and four District offices located in Redding, Modesto, Tulare, and Ontario. The individual could be assigned to assist in one or more of the locations.**
(e.g., Address or Cross Street, Town/City, and Zip Code)

Type of Veterinary Practice Area/Discipline/Specialty

Type I Shortage: Private Practice
 Food Animal Medicine (at least 80 percent time)
 Please select **one or more** specialties requested for this position:

- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other _____

Type II Shortage: Private Practice – Rural Area
 Food Animal Medicine (at least 30 percent time)
 Please select **one or more** specialties requested for this position:

- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other : _____

Type III Shortage: Public Practice (at least 49 percent time*)
 Employer: **California Department of Food and Agriculture** Position Title: **Veterinarian**
 Please select **one or more** specialty/disciplinary areas.

- Food Safety
- Public Health
- Epidemiology
- Other: **Foreign Animal Diseases**

Please describe the objectives of a veterinarian meeting this shortage situation as well as being located in the community, area, state/insular area, or position requested above (limit your response to 200 words or less).

California has an animal agriculture sector providing \$7.61 billion in a total cash receipts for the state. California Department of Food and Agriculture (CDFA) veterinarians are responsible for protecting livestock and poultry populations across the state from catastrophic animal diseases and other health or agricultural problems that cannot be controlled on an individual animal or herd basis, protecting public health and ensuring the availability of safe, affordable food products for consumers. A public service veterinary shortage exists in California due to recruitment and retention issues directly related to salary.

The objectives of a veterinarian meeting this shortage situation would be to:

- 1) Participate as a member of the state's professional veterinary medical unit providing regulatory oversight for critical programs and activities protecting livestock and poultry populations from catastrophic diseases of animal and public health importance.
- 2) Perform domestic and foreign animal disease surveillance activities, epidemiological investigations, institute mitigation measures for disease control and be an active first responder in the event of an animal disease outbreak or incident that threatens animal or human health.
- 3) Perform outreach and education contributing to animal disease awareness education for producers, veterinary practitioners and the public.

Please describe the activities of a veterinarian meeting this shortage situation and being located in the community, area, state/insular area, or position requested above (limit your response to 200 words or less).

CDFA strategically positions veterinarians across the state, staffing four District field offices and Sacramento headquarters. Headquarters veterinarians are species subject matter experts with administrative/managerial responsibilities that establish disease prevention, eradication and control programs and actively participate in regulation development and review processes. They perform epidemiologic investigations and disease risk analyses, develop outreach materials for targeted audiences, and interact extensively with livestock and poultry producers, academia, state and federal veterinarians and the public. Field veterinarians have experience in food animal medicine and food animal production systems. They have responsibility for a wide range of domestic and foreign animal diseases surveillance activities, perform foreign animal disease and epidemiological investigations, provide import and export support, conduct emergency preparedness planning and exercises, and interact extensively with private practitioners, industry stakeholders and the public for mission critical outreach and education. Field veterinarian shortages, as exist in Tulare District (only two regulatory CDFA veterinarians and more than 2.4 million head of cattle), increase our vulnerability to delayed detection/response to animal diseases of importance. Adequate veterinary staffing across this large agricultural state is essential for the surveillance and response activities to protect the health and safety of animal agriculture and the public in California and the nation.

Please describe any past efforts to recruit and retain a veterinarian in the shortage situation identified above (limit your response to 100 words or less).

In spite of aggressive recruitment efforts, CDFA has difficulty recruiting and retaining qualified veterinarians for existing positions. Veterinarians with training, interest and aptitude for this area of public practice often have financial commitments that preclude their serious consideration of a state position with a salary significantly lower than that for a private practice or federal position. Several successfully hired veterinarians recently resigned to accept higher paying positions in the federal or private sector after a short time in state service. CDFA actively recruits at California Veterinary Medical Schools, veterinary conventions, through professional organizations and publications. CDFA offers advanced training opportunities.

Please describe the risk of this veterinarian position not being secured or retained. Include the risk(s) to the production of a safe and wholesome food supply and to animal, human, and environmental health not only in the community but in the region, state/insular area, nation, and/or international community (limit your response to 250 words or less).

Adequate staffing of regulatory veterinarians in California to prevent and exclude catastrophic livestock and poultry disease outbreaks, reduce related threats to animal and human health, monitor and assess animal population health status and lead initial response efforts to potentially catastrophic animal or zoonotic diseases of livestock and poultry is essential for California and the nation. The international border with Mexico, the location in the Pacific flyway, multiple large international air and sea ports, significant global commerce of animal and animal products, the daily arrival of thousands of international travelers, and the illegal entry of humans and animals from foreign countries, all contribute to the high risk level for introduction of a foreign animal disease into the state. The number and concentrations of livestock and poultry operations in the state and the daily scope of intrastate and interstate animal movements increase the vulnerability for rapid transmission of highly infectious, potentially zoonotic, diseases. Vigilance, ongoing surveillance, and the ability to promptly identify and respond to animal diseases of significance are imperative. California regulatory veterinarians with the training, aptitude and experience in livestock and poultry medicine, food animal production, specialized training in foreign animal disease diagnosis, and epidemiology are vital for the protection of the state and the nation. The level of risks for potential introduction of a catastrophic foreign animal disease into the state and the volume and scope of regulatory work essential for the state, strongly support the need to retain existing staff and/or secure additional animal health veterinarians for California.

Please indicate whether you consider this situation/position a candidate for a "service in emergency" agreement (limit your response to 100 words or less). Please see solicitations for additional information regarding the obligation of participants who enter into the "Service in Emergency" agreement.

N/A

Authorized State or Insular Area Animal Health Official or designee:

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Public reporting for OMB control number 0524-0046 is estimated to average two hours, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information, unless it displays a current valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to NIFA, OEP, 800 9th St. SW, Washington, DC 20024, Attention Policy Section. Do not return the completed form to this address.