

# 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:           Southeast Vermont including northwest portions of Windham County, west portions of Windsor County, and eastern portion of Rutland County            
 (e.g., County, State/Insular Area)

Center of Service Area or  
 Location of Position:           Town of Ludlow near intersect of Rt. 100 and Rt. 103, zip = 05149            
 (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 there is increasing population of small ruminants to support burgeoning farmstead cheese processing industry in the area
- Other : camelid

Type III Shortage: Public Practice (at least 49 percent time\*)  
 Employer: \_\_\_\_\_ Position Title: \_\_\_\_\_  
 Please select **one or more** specialty/disciplinary areas.

- Food Safety
- Public Health
- Epidemiology
- Other: \_\_\_\_\_

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).

**This Vermont region is experiencing a definite need for food animal veterinary services and portions of the region are currently covered by NH-based veterinarians. Securing in-state services for this region would help protect livestock and human health and safety. It would also help ensure the continued security of the state's food supply and provide in part direct service to 9 commercial small ruminant dairies and approximately 75 commercial bovine dairies containing an estimated 10,000 head of cattle. Given Vermont's small public practice veterinary staff, an adequate supply of private sector accredited veterinarians is essential, especially in this region that includes a border with New Hampshire and where interstate movement of livestock occurs frequently. The applicant veterinarian would help to serve as Vermont's eyes, ears, and boots on the ground regarding surveillance for foreign and domestic diseases, emergency preparedness and response, and ultimately, protection of the state's food supply in an agriculturally dense region of the state with a burgeoning cheese processing industry. Retention of this individual will help to counter the alarming attrition rate of food animal veterinarians in Vermont that has resulted in a projected need, based on a 2008 economic impact study, for 13 additional food animal veterinarians by 2014. Veterinary retention in this geographic area will also help protect the continued economic viability of Vermont's fluid dairy industry while ensuring that Vermonters have access to a multitude of safe local food products by providing veterinary services to the expanding farmstead cheese industry in that area.**

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).

**An applicant veterinarian filling this position could benefit the region by structuring a practice range to include the northwest portion of Windham, the west portion of Windsor and the east portion of Rutland counties. Primary activities required of a veterinarian filling this position include small ruminant herd health consultations; these mostly consist of preventative health consults, disease detection/treatment, nutritional consults, and pregnancy determination. Monitoring of, and providing assistance to, producers regarding intrastate and interstate movement of all livestock species would also be included in the applicant veterinarian's scope of work, as well as all other duties normally performed by accredited food animal veterinarians. Vermont has a robust local-vore movement and allows for bovine and small ruminant raw milk sales. Additionally, there is a productive small ruminant farmstead cheese industry in this region. As a result, the applicant veterinarian must have the ability to successfully advise clients on pre-harvest decisions that could impact food safety. In addition to conventional small ruminant and cattle operations, this region contains numerous emerging niche farms that demand frequent but irregular veterinary service. Activities associated with serving this clientele would include treatment of individual sick animals on a routine and emergency basis, in addition to engaging in herd health-related and other activities referenced above. During the first year, a successful applicant could expect to spend 30 – 50% of his or her time performing the aforementioned activities in this shortage area.**

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).

**As a precursor to this answer, it is worth noting that the State Veterinarian surveyed practicing food animal Vermont veterinarians in January 2012, and 71% of respondents confirmed that Windsor and Windham counties constitute shortage areas. Additionally, multiple respondents attested to eastern Rutland County being a shortage area. Past efforts to recruit veterinarians into this area include an unsuccessful 2009 attempt led by the State Veterinarian and the Vermont Veterinary Medical Association, with stakeholder and state legislative input, to implement a loan repayment program for eligible Vermont livestock veterinarians. Recruitment activities are undertaken regularly by the veterinary faculty at the University of Vermont. Recruitment/retention efforts made by individual practice owners in this region have included offering competitive compensation and benefit packages to new graduate and experienced associate candidates willing to serve existing food animal clientele or expand food animal veterinary service in the same area. Future ability to attract/retain a food animal veterinarian for this region, without an incentive program, appears grim.**

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).

**Vermont ships approximately 85% of its milk out of state. Producers who ship product in a regional or national market must remain compliant with standards developed by NCIMS, including those pertaining to antibiotic administration and extra-label use of other medications. If a food animal veterinarian is not secured for the small ruminant and cattle dairy-dense southeast region of Vermont, the economic growth and sustainability of agriculture in this sector will be compromised, as could the safety of the food supply available to consumers regionally and nationally. Vermont has 12 slaughter and 13 processing facilities, and the case-load for these facilities is provided by Vermont producers who depend on private veterinarians to ensure the health and productivity of their livestock and poultry species. Specifically, southeast Vermont**

**contains commercial and hobby producers of all species of livestock, much of which ends up in the food supply. If sufficient veterinary services are not secured for this region of the state, then the health of livestock during the pre-harvest phase will be compromised as will the security of poultry, beef, pork and dairy food products. Inadequate numbers of food animal veterinarians in the region could also result in foreign and domestic livestock diseases remaining undetected there for unacceptable lengths of time and will continue to put additional burden on farmers to recognize the early signs of disease that could negatively impact animal and human health. This dilemma presents a risk not only to Vermont's livestock industry but also to the industries in states to which these animals and animal products are likely to be shipped.**

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 9<sup>th</sup> St. SW, Washington, DC 20024, Attention Policy Section. Do not return the completed form to this address.