Veterinary Shortage Situation Nominations
VMLRP & VSGP Team

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Agenda

• VMLRP & VSGP Overview
• Veterinary Shortage Situation Overview
• Nomination Form Instructions & Examples
• Shortage Nomination Non-competitive Merit Review Process
• VMLRP Panel Manager Perspective
• Timeline
• Volunteer as a VMLRP & VSGP peer review panelist
• Questions
• VMLRP and VSGP-Rural Practice Enhancement (RPE) are competitive programs tied to specific veterinary shortage areas for food animal practices.

• Applicants write to these nominations and can only serve a single veterinary shortage area.
Program Benefits

VMLRP
- Relieve debt of vet med education
- Allows veterinarians to pursue their passion in food animal medicine

VSGP
- Redirect funds to the practice which will expand veterinary services, such as to buy new equipment or hire a new associate
- Enhance food animal medicine educational programs

Both Programs
- Protect animal agriculture and public health in rural communities by ensuring access to food animal veterinary services
- Enhance food safety for consumers, well-being for agricultural animals, and enhance productivity for producers
## Differences with the Shortage Situation Area by Program

<table>
<thead>
<tr>
<th>VSGP-RPE</th>
<th>VMLRP</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Type I &amp; Type II only</td>
<td>• Types I, II, &amp; III</td>
</tr>
<tr>
<td>• No Type III</td>
<td>• All service time</td>
</tr>
<tr>
<td>• 70% of all clinic services must be food animal</td>
<td>must be food animal</td>
</tr>
<tr>
<td></td>
<td>• No small animal work</td>
</tr>
</tbody>
</table>

Website: nifa.usda.gov/vsgp

Website: nifa.usda.gov/vmlrp
Veterinary Shortage Situation Area Nominations

- Email sent
  - Guidance document
  - Allocation table
  - FY2021 applications for each Shortage Situation area
- Examples of Type I, Type, II, and Type III
Review the Maximum Nomination Allocation Table

Table I - FY 2020-22 Maximum Nomination Allocation—VMLRP

All nominating entities (States, Special Consideration Areas*, and Federal Lands) are listed in alphabetical order, followed by the maximum number of nominations (new or retained) that may be designated for FY 2020-22. (See Table II for Special Consideration Areas and see Tables III and IV for allocation process details.)

NOTE: The number of new nominations that may be submitted in FY 2020-22 is the maximum number shown below. The maximum number includes the number of shortage nominations an entity elects to carry over, unchanged from the prior program year (retained).

<table>
<thead>
<tr>
<th>Entity</th>
<th>Maximum Nominations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td>5</td>
</tr>
<tr>
<td>Alaska</td>
<td>5</td>
</tr>
<tr>
<td>American Samoa*</td>
<td>1</td>
</tr>
<tr>
<td>Arizona</td>
<td>6</td>
</tr>
<tr>
<td>Arkansas</td>
<td>6</td>
</tr>
<tr>
<td>California</td>
<td>8</td>
</tr>
<tr>
<td>Colorado</td>
<td>8</td>
</tr>
<tr>
<td>Connecticut</td>
<td>2</td>
</tr>
<tr>
<td>Delaware</td>
<td>3</td>
</tr>
<tr>
<td>District of Columbia*</td>
<td>1</td>
</tr>
<tr>
<td>Federal Lands</td>
<td>4</td>
</tr>
<tr>
<td>Florida</td>
<td>5</td>
</tr>
<tr>
<td>Georgia</td>
<td>7</td>
</tr>
<tr>
<td>Guam*</td>
<td>1</td>
</tr>
<tr>
<td>Hawaii</td>
<td>2</td>
</tr>
<tr>
<td>Idaho</td>
<td>7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Entity</th>
<th>Maximum Nominations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kentucky</td>
<td>5</td>
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<tr>
<td>Louisiana</td>
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<tr>
<td>Maine</td>
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<td>Maryland</td>
<td>3</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>2</td>
</tr>
<tr>
<td>Michigan</td>
<td>6</td>
</tr>
<tr>
<td>Micronesia*</td>
<td>1</td>
</tr>
<tr>
<td>Minnesota</td>
<td>7</td>
</tr>
<tr>
<td>Mississippi</td>
<td>5</td>
</tr>
<tr>
<td>Missouri</td>
<td>7</td>
</tr>
<tr>
<td>Montana</td>
<td>6</td>
</tr>
<tr>
<td>Nebraska</td>
<td>7</td>
</tr>
<tr>
<td>Nevada</td>
<td>5</td>
</tr>
<tr>
<td>New Hampshire</td>
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</tr>
<tr>
<td>New Jersey</td>
<td>2</td>
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<tr>
<td>New Mexico</td>
<td>6</td>
</tr>
<tr>
<td>Ohio</td>
<td>5</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>7</td>
</tr>
<tr>
<td>Oregon</td>
<td>6</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>5</td>
</tr>
<tr>
<td>Puerto Rico</td>
<td>2</td>
</tr>
<tr>
<td>Republic of Marshall Islands*</td>
<td>1</td>
</tr>
<tr>
<td>Republic of Palau*</td>
<td>1</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>2</td>
</tr>
<tr>
<td>South Carolina</td>
<td>3</td>
</tr>
<tr>
<td>South Dakota</td>
<td>6</td>
</tr>
<tr>
<td>Tennessee</td>
<td>4</td>
</tr>
<tr>
<td>Texas</td>
<td>8</td>
</tr>
<tr>
<td>U.S. Virgin Islands*</td>
<td>1</td>
</tr>
<tr>
<td>Utah</td>
<td>6</td>
</tr>
<tr>
<td>Vermont</td>
<td>2</td>
</tr>
<tr>
<td>Virginia</td>
<td>5</td>
</tr>
</tbody>
</table>

VMLRP Shortage Situation Allocation Webpage.
Think about new and carry over nominations

- Each Veterinary shortage situation is designated for only one year.
- New nominations
  - New areas, species, or activities
  - Will go through the noncompetitive merit review process
- Carry-over Nominations
  - All carry-overs will be reviewed to ensure consistency with program guidelines
  - Carry-overs without revisions will automatically be approved
    - For FY2022, carry-overs will be reviewed
  - Can carry-over for up to 3 years before requiring resubmission
- Visit the Shortage Nomination Map
  - Download FY2021 nominations for your record.
  - You may keep carry-over nominations as is.
Gather data and consider who will participate in identifying veterinary shortages in your state

- **Gather Data**
  - **Quantitative data**
    - Number of farms and/or number of animals
  - **Qualitative data**
    - Stakeholder remarks on the need to recruit or retain a veterinarian.

- **Gather insight**
  - Colleagues
  - Food animal producer groups or associations
  - State veterinary colleges & medical associations
  - Stakeholders in a potential shortage situation to verify genuine need
Complete nomination form – Location

- **Location**
  - One or more contiguous counties
  - Logistically plausible that a single veterinarian will be expected to cover
    - Option: list primary county and secondary counties
  - For type III write the state if the position will provide services to the entire state

- **Center of Shortage Area**
  - Type I and Type II
    - Enter an address, city or town, cross street or combination
  - Type III
    - Enter the business of the primary office where the position would be located
Complete nomination form – Priority

**Overall Priority of Shortage:**

**Moderate Priority**
- Lacking in some aspect of food supply veterinary services
- No major threat to food supply or public health

**High Priority**
- Lacking sufficient access to food supply veterinary services
- Services are delayed or there are challenges to delivering services

**Critical Priority**
- Severely lacking in some aspect of food supply veterinary services
- Areas that do not have access to food supply veterinarians
- Lack of veterinary services will have detrimental consequences
Complete nomination form – Type

Type of Veterinary Practice Area/Discipline/Specialty (select one):

- **Type I**
  - At least 80% FTE private practice
    - 32 hours a week
  - Rural or urban

- **Type II**
  - At least 30% FTE private practice
    - 12 hours a week
  - Only rural areas

- **Type III**
  - At least 49% FTE public practice
    - 19.6 hours a week
  - City, county, State, Federal, or intuitions of higher education
Complete nomination form – Species

For Type I or II Private Practice:

**Must cover** (check at least one)
- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other: ____________________________

**May cover**
- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other: ____________________________

**Only for Type I and Type II**

**Must cover**
- Awardees must serve these species

**May cover**
- May cover these species to fulfill FTE
- Accounts for off season work flow for must serve species
Complete nomination form – Employer & Position Title for Type III

For Type III Public Practice:

Employer: ___________________________ Position Title: ___________________________

Please select one or more specialty/disciplinary areas:

☐ Food Safety
☐ Public Health
☐ Epidemiology
☐ Other: ___________________________
Complete nomination form – %FTE

(Optional) If the nominator wishes to specify a service time for this shortage situation that is higher than the minimum required for the shortage type checked above, please specify the percent time in the box below (based on a 40-hour work week). Leave the box blank if the service time for this shortage situation is for the minimum percent time of the shortage type indicated.

% FTE%

FTE% is based on a 40-hour work week

This box is for the option to increase FTE%

The FTE can be as high as 100%

Up to 25% of hours can be Drive/Windshield time
Complete nomination form - %FTE

<table>
<thead>
<tr>
<th>Date \ Year</th>
<th>CY2021</th>
<th>CY2022</th>
<th>CY2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1-March 31</td>
<td>256</td>
<td>256</td>
<td>260</td>
</tr>
<tr>
<td>April 1-June 30</td>
<td>260</td>
<td>260</td>
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<tr>
<td>July 1-September 30</td>
<td>264</td>
<td>264</td>
<td>260</td>
</tr>
<tr>
<td>October 1-December 31</td>
<td>264</td>
<td>260</td>
<td>260</td>
</tr>
</tbody>
</table>

*FTE% is based on a 40-hour work week. Example: 50% FTE is 20 hours per week.

**Calculation Example**

<table>
<thead>
<tr>
<th>Work Hours in Year*</th>
<th>35 Hour Per Week Employee</th>
<th>14 Holidays</th>
<th>15 Sick Days</th>
<th>12 Vacations Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,080 Hours</td>
<td>1,820 Hours</td>
<td>112 Hours</td>
<td>180 Hours</td>
<td>96 Hours</td>
</tr>
</tbody>
</table>

1,820 Employee Hours – 388 Holiday, Vacation Sick Hours = 1,432 Employed Hours in a Year
1,432 Employed Hours in a Year/2,080 Work Hours in a Year*100% = 68.84% = 68% Maximum
Complete nomination form – Short Answer

Box 1: Importance and objectives

- Efforts to recruit or retain a veterinarian in the area
- Quantitative Data
  - Number of animals compared to number of veterinarians
  - Size of location in square miles
- Qualitative Data
  - Stakeholder testimonials
  - Economic need
  - Endorsement of awards and benefits for working in the region
Complete nomination form – Short Answer

Box 2: Activities and services

• **Services should match must serve species**
• **Be specific**
  • Biosecurity
  • Embryo transfer
  • Sale barn
  • Continuing education
• **Importance**
  • Application materials
  • Contractual agreements
Complete nomination form – Short Answer

Box 3: Efforts to recruit and retain

• Explain:
  • Prior efforts to mitigate veterinary service shortage
  • Prospects for recruiting and retaining a veterinarian
  • Number of years position is vacant
  • Where advertisements have been made
Complete nomination form – Short Answer

Box 4: Risk of veterinarian not being secured or retained

• Explain:
• Consequences of not addressing shortage area needs
  • Food supply
  • Animal, human, and environmental health
• Support priority level indicated on first page
Joint State Nominations

Bordering States can collaborate to submit one nomination area that serves counties in two or more states

Example from FY2021
• California and Arizona
• La Paz county, AZ
• Riverside county, CA
Complete nomination form- Affirm and SAHO Contact

SAHO nominator must check both boxes below in order for NIFA to consider this nomination for official designation.

☐ By checking this box, I affirm that this form represents a nomination and is subject to NIFA review and approval.

☐ By checking this box, I affirm that it is my professional opinion that this is a bona fide food supply or public health-related veterinary shortage situation. I affirm due diligence has been invested to identify this area as a shortage situation of at least moderate priority (severity).

Authorized State or Insular Area Animal Health Official or designee:

<table>
<thead>
<tr>
<th>Name:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title:</td>
</tr>
<tr>
<td>Organization:</td>
</tr>
<tr>
<td>Email:</td>
</tr>
<tr>
<td>Telephone Number:</td>
</tr>
</tbody>
</table>

(Area code required)
Submit your nomination

- Perform a final review
- Save as PDF
- Send one email with all nominations as PDF attachments to VMLRP.applications@usda.gov
Nomination review process

NIFA staff administrative review
• Ensure all areas filled correctly

Food animal supply experts perform a noncompetitive merit review
• All nominations will be accepted
• Either recommend or recommend with resolution

SAHO’s will have one week to address the panels resolution suggestions
Potential Initiatives & Recommendations

We are here to make YOU successful

• One on One Meetings or Phone Conversations
• Send us questions or points of concern for your state
• Open to ideas about placement
Perspective – Shortage Area Specifics

Help Review Panel

• Review panel depends on information from SAHO to meet the Intent of Congress
• Helps justify the merit of the nomination
• Helps applicants self-assess the fit to write their application
• Renewal applications – Address how applicant mitigates the area
• VMLRP is highly competitive
• Type III Situations – Competitive, Only 10% of Funds
• Retention Versus Recruitment
Perspective – How can the Nomination Negatively Impact an Application?

- Panel Review: Allows the review panel to truly match the areas of need to the best applicants.
  - Example with Potential for Poor Review:
    - Must Cover: Beef, Dairy, Swine, Poultry, Small Ruminants (All Selected)
    - May Cover: None selected
    - Description on Page 2 ONLY describes Beef and Swine

- Impacts on Applications:
  - Lack of **evidence** for potential success
  - Fit to Area
    - Business plans, Short- and Long-term goals, CE goals, community involvement
  - Achievability
    - New graduates without mentorship, professional burn-out, Living Inside Versus Outside Area
Shortage Nomination Period Opens

- FY21 VMLRP Awards Announced
- FY21 VSGP Awards Distributed

Oct. 2021

Shortage Nomination Period Closes

Nov. 2021

- FY21 VMLRP Contract Starts
- FY22 Designated Shortage Nominations Posted Online
- RFA Posted**

Jan. 2022

Applicant Webinars

Feb. 2022

Application Deadlines – Refer to RFA for each Program

Mar.–Apr. 2022

Program Timeline
Volunteer to be a Panel Peer Reviewer

- Support food animal veterinary medicine
- Understand the process
- Network with colleagues
Contact us

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