

VET CANDY

SEPTEMBER 2022

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SEE PAGE 21

VET CANDY TEAMS
UP WITH ZANT TO
MAKE MENTAL
HEALTH CARE
**ACCESSIBLE TO
ALL!**

**YOU DON'T
HAVE TO BE
PERFECT**
TO HELP THE
ENVIRONMENT

5 TIPS FOR
SUSTAINABLE EATING

SMART DOGS
ARE MORE PLAYFUL!

THE PERILS
OF PLASTIC

RESEARCHERS ASSESS
DIAGNOSTIC CRITERIA
FOR CANINE GLIOMA

STUDY SHOWS
**DOG GUT BACTERIA
CHANGES WITH
NEW DIET**

DR. **INDIA WOODS**

takes on her riskiest role yet

+ much more

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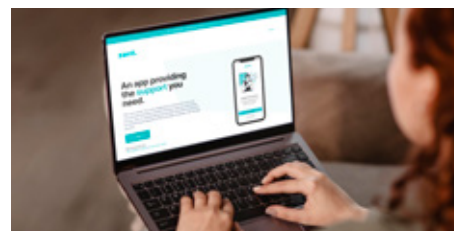


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Welcome to the world of
VET CANDY

Dr. Jill Lopez



Veterinary professionals are some of the most highly trained individuals when it comes to caring for animals, but they often don't have access to the same level of care when it comes to their own well-being. Several recent studies have shown that those in our profession experience high levels of burnout and compassion fatigue. Even those who were mentally healthy and had high levels of well-being overall experienced these negative emotions with some frequency.

That is why Vet Candy is teaming up with zant. - a mental health services app connecting mental health providers to those in need. The goal of this partnership is to bring much-needed tools and support to the veterinary profession and to normalize the mental health conversation.

Our collaboration seeks to change the mental health outlook for veterinary health professionals and we are committing to provide resources and support for veterinary professionals everywhere.

This month I am also excited to introduce you to a veterinarian who is making her wellbeing a priority, Dr. Indya Woods. Dr. Indya is a 2022 graduate of Auburn University's veterinary college and helped launch Auburn's summer veterinary intensive program. Read more about Dr. Indya inside!

As always, I want to thank our team of amazing writers, especially AM Kuska who took the lead this issue to talk about her passion which is reducing pollution. Let us know what you think about this issue by tagging @myvetcandy on social media.

We love you for reading!

Welcome to the world of
VET CANDY

Dr. Indya Woods *takes on her* riskiest role yet

by Jen Boon

For those who have beaten the odds and managed to get into a veterinary school and reach graduation, becoming a veterinarian has often been a lifelong dream. For Dr. Indya, a recently graduated veterinarian, graduating has been her biggest dream—and biggest adventure—yet.

On her path to becoming a veterinarian, Dr. Indya Woods has developed talents she didn't even know she had, sharpened her focus, and made her into the person she is today. She describes vet school as the biggest adventure she's had in her life.

Indya has always been a driven individual. If she could give advice to her younger self, it would be to stop driving so hard to solve every issue that comes her way. Her instinct is to try to rush through a problem to find the answer, and that's not always the best choice.



Words to live by

She once heard a great quote that says, “Don’t wish away even a minute of your life,” and she finds it a useful reminder to slow down and enjoy life as it comes—even the difficult parts.

Indya cares deeply about inclusivity and has played an active role at her college to help underrepresented veterinary students get the support they need to thrive. This year has been her biggest effort yet. She has planned and will lead a summer enrichment program at her college.

The enrichment program is called the Auburn University College of Veterinary Medicine Summer Veterinary Intensive Program (VIP) and will help the 10 students selected gain large and small animal experience.

She hopes that the knowledge she has learned through her time in college will be of use to other students starting out, and that she can provide them new and exciting skills to take into their future careers.

Keeping it real

Dr. Indya’s goal is to stay vulnerable in her career, and to be her authentic self every moment. Her deepest wish is that she will be able to represent the minority veterinarian community and be an inspiration to others who want to follow in her footsteps.

She is a strong advocate for those around her and works every day to help provide a path for others to follow.

She hopes that 5 years from now, she’ll be an experienced veterinarian that loves her job, and is genuinely happy. She hopes that her work with minority veterinarians, students, and those who dream of following that path will help the community in a real and impactful way.

Try this!

Dr. Indya loves adventure in every possible way. If she could suggest one thing every person should try, it is tandem skydiving. Tandem skydiving gives you an incredible experience, helps you put your faith in another person, and allows you to surrender control in a real way.

Dr. Indya is passionate about animals and her new career as a veterinarian. She looks forward to the future and hopes to keep helping animals and people. She is a wonderful new addition to the veterinary community, and looks forward to a long and exciting career as a veterinarian.



STUDY SHOWS DOG GUT BACTERIA CHANGES *with new diet*



When a dog starts a new diet, the community of microbes in its gut changes. Wallflower bacteria multiply to dominate the scene, with the old guard slinking off in defeat. As microbial species jostle for control, their metabolic byproducts, many of which are critical for Fido's overall health, change as well.

The dynamic dance between nutrients, microbes, and their chemical products is well documented in dogs and other mammals, but until now, scientists were only guessing at the timeframe for microbial turnover. A new study from University of Illinois animal scientists documents the change takes place in less than a week.

"As long as I've been doing animal nutrition research, we've argued over how long we need to feed a new diet before collecting samples, when everything's stabilized," says Kelly Swanson, Kraft Heinz Company Endowed Professor in Human Nutrition in the Department of Animal Sciences and the Division of Nutritional Sciences at U of I and co-author of the new study. "No one has ever tested it definitively."

It turns out microbes stabilize very quickly. They begin making entirely new chemical products within two days after dogs start a new diet. And it only takes six days for microbial communities to shift and stabilize.

"Metabolites change really quickly, within a couple days. Bacteria responsively metabolize and deal with the substrates they're given in the new diet. Then it takes a few more days to sort out the microbial pecking order, if you will," Swanson says. "Our data show everything stabilizes by day six, so animal nutrition researchers could confidently sample and find a stable microbiome within 10 days."

Swanson's team fed dogs a common dry kibble diet for two weeks before abruptly switching to new diets for an additional 14 days. Half the dogs ate a high-fat, high-protein canned diet and the other half ate a high-fiber kibble. Meanwhile, researchers collected poop two days after the diet change and every four days after that. Because science demands replication, the researchers did it all twice, switching dogs to the opposite experimental diet the second time around.



The team extracted microbial metabolites from each fecal sample, those chemical products of microbial metabolism that can impact a dog's overall health. They also identified bacterial species in the fecal samples to show how the microbial community changed over time. Finally, they correlated metabolites with bacterial species, something that hasn't been done before for most bacteria.

"Oftentimes, we feed a diet and collect the feces, but there's kind of a black box in terms of what's going on in the gut. We know what some bacterial species metabolize, but definitely a lot of it is unknown," Swanson says. "Our correlations are the starting point to connect some of the dots, but more targeted research still has to be done."

The primary goal was to track microbial changes over time, but the research also corroborated previous findings indicating greater health benefits of a high-fiber diet over a high-fat, high-protein diet for dogs. Those findings weren't a surprise, but the fact that the two diet extremes reached an equilibrium on the same timeframe was unexpected. For both diets, the team detected metabolite changes on day two and bacterial community changes by day six.

Swanson says broad strokes of the study may be applicable to other mammalian microbiome systems, especially those like pets and livestock that eat the same controlled diet every day. For example, the speed at which the gut microbiome responds and stabilizes after a nutritional change may be universal. And although particular bacterial species and strains may differ among dogs, people, and other mammals, metabolite/species correlations may be similar across hosts.

Is there a takeaway for dog owners? Swanson says although his study tested a very abrupt diet change, his results support the common guidance to shift to a new dog food brand gradually.

"People usually suggest moving pets over to a new diet over a seven-day period. Our study suggests the microbes can completely change over in that timeframe," he says. "When you switch diets, the body has to adjust, but the microbes have to change as well. If they're not in a happy situation, you end up with loose stools or flatulence. So it's probably good to do it a bit more gradually at home than we did in the lab."

SMART DOGS ARE *More playful*

A new study just published in *Animal Cognition* reveals that the rare dogs that are gifted in learning object verbal labels – the names of their toys – are more playful than typical dogs.

The researchers of the Department of Ethology at Eötvös Loránd University, Budapest recently found that only a few dogs worldwide show the unique skill of learning multiple object names – the name of their toys. These gifted dogs can learn names very quickly and remember those they have learned for over two months. The researchers called these dogs Gifted Word Learners.

The researchers of the Family Dog Project investigated whether the Gifted Word Learner dogs differ in personality traits from typical dogs (i.e., dogs that do not show the rare capacity to quickly learn multiple object names).

In humans, the capacity to solve problems has been linked to some personality traits and it seems that more playful individuals may show a better problem solving capacity.

The researchers asked the owners of 21 gifted dogs from all over the world to fill the Dog Personality Questionnaire.

“This is a validated questionnaire that reveals personality traits in dogs and has been already successfully used in several published studies”, explains Borbala Turcsan, co-author of the study.

The data obtained about the personality traits of the Gifted Word Learners was then compared to data obtained with the same questionnaire on a matched sample of 144 typical dogs from two different countries, Austria and Hungary.

“We restricted our investigation to Border collies because most of the Gifted Word Learners belong to this breed”, explains Dr. Claudia Fugazza, leading researcher of the study.



The only difference the researchers found between the gifted and typical Border collies was that gifted dogs were rated by their owners as even more playful than the typical ones from both countries. It should be noted that working dogs are more playful than dogs of non-working breeds. The Border collie is a breed that was selected for working purposes. Thus, typical Border collies, are already very playful and the study reveals that the gifted dogs are even more playful.

“However, it is important to point out that the vast majority of Border collies does not show this talent”, points out Dr. Andrea Sommers, co-author of the study. “And also that there are some Gifted Word Learners that do not belong to this breed”, adds Shany Dror.

Ádám Miklósi, co-author and head of the Department of Ethology concludes:

“This study shows that there is a relationship between extremely high levels of playfulness and giftedness in learning object verbal labels in dogs.

However, it is important to note that this does not necessarily imply that playfulness is what makes this talent emerge. We do not exclude it, but it could also be that the extreme playfulness in the gifted individuals is driven or perceived by the owners as a result of frequent playful interactions with their dogs, with named toys.”

Back to school with TikTok vet student,

Maggie Englehard

By Jen Boon



There is a new face on the block in veterinary medicine, and her name is Maggie Engelhard!

Having recently accepted an offer to attend Iowa State University, Maggie might be at the beginning of her VetMed school journey, but she is no stranger to sharing her love of animals. During her undergrad, she did it all. From assisting with a pregnant rottweiler's c-section to monitoring the labor of roughly 90 beef cows for a calving management class, Maggie is always willing to lend pets a helping hand.

But it's not just critters that benefit from Maggie's talents.

Now, she is sharing her dedication to the profession online – with millions of viewers on the internet! Specifically, by transforming the image of what it means to be a 21st century veterinarian.

We are thrilled to introduce this inspiring young veterinarian to our readers.

Presenting, Maggie Engelhard.

Fighting Disinformation and Re-establishing Trust in Veterinary Professionals

One of the greatest things about TikTok is undoubtedly the veterinarian community.

Just search hashtags such as: #vetmed, #futureveterinarian, and #vetassistant to see the funniest, most entertaining, relatable, and heartfelt videos one could possibly imagine. Instagram is the same.

Yet for Maggie Engelhard, social media goes deeper than that. Below the surface, she is acutely aware of just how powerful content creators can be when it comes to changing the perceptions (and biases) people have about veterinarians.

Engelhard explains, "I believe the biggest issue facing veterinary medicine today is the lack of respect and trust in veterinary professionals from clients due to the amount of disinformation put out onto the internet." As much as she enjoys utilizing these platforms to share her personal experiences and stories, Maggie warns others "not to trust everything they see or read online."

Indeed, we are living in the age of disinformation.

Luckily, Maggie keeps it real with her 172.6K TikTok followers.

"I hope veterinary content creators like myself, Dr. Courtney Campbell, and Vet Techs Peter and Jaycee can continue to create educational content to reinstate trust in veterinary professionals from owners again," she says. "I would love to see more peace, kindness, and open-mindedness."

Want to follow Maggie's #vetschoolife adventure?

Follow her: [@maggiie.anne](#)

Career Advice to Stay Grounded and Grateful

As a student or practicing veterinarian, it is easy to get caught up in the day-to-day hustle and bustle. After all, there is always one more test to study for, another sick patient to check on, a once in a lifetime volunteer opportunity...phew! It gets to be a lot.

That's why Maggie is so thankful for the career advice she received early on.

The recommendation?

"Take time for yourself. Prevent burning out in any way possible. Don't worry about working as much as possible to make more money. The money will come... but the money won't come if you quit because you worked yourself into burn out."

For Maggie, this means finding time to relax and do activities she enjoys, like running, lifting, working out, or watching an episode of Jeopardy on TV.

In four years, Maggie hopes to be Dr. Maggie and living her dream life.

Until then, Vet Candy looks forward to following her journey!





You Don't Have To Be Perfect

To Help The Environment

by AM Kuska

There are a great many different environmental movements out there, all aimed at helping the many problems humans have created around the world. There are campaigns to end single use plastics, to stop mowing our lawns and transform them into habitats instead, and to reduce our carbon footprint.

If you care about the environment, it can feel overwhelming to see how much damage our ordinary lives can cause to the natural world. A plastic straw we toss into the trash can get blown into a river, make its way to an ocean, and get stuck in a sea turtle's nose—even if you're miles away from the ocean.

Nearly everything you do has an environmental impact, and that impact can be positive or negative. It sometimes feels like you need to go out into the woods and live off roots and sticks in order to not harm the planet. If the bar is so high to live sustainably, why bother at all?

Anne Marie Bonneau, the Zero Waste Chef, summed it up perfectly. "We don't need a handful of people doing zero waste perfectly. We need millions of people doing it imperfectly." The best way to help the planet isn't to go on a sustainability crash diet you have no hope of maintaining, but to make small changes you know you can live with. Every little change helps, and the best changes are the ones that are easy or even pleasant for you to keep for a lifetime.

Start With The Easiest Steps

The best way to begin is to pick something that you find easy or enjoyable. If there's a sustainability thing you think you ought to do but dread—save that one for last if ever. A sustainable option you could live with might mean bringing reusable grocery bags to the supermarket or switching to peanut butter in a glass jar instead of a plastic one.

By choosing the least painful step you can first, no matter how small, it will help pave the way for those smart choices. If you're not sure what would be easy, here are a few swaps that you can try:

- ◆ Bring a reusable coffee mug to Starbucks
- ◆ Bring reusable bags to the grocery store
- ◆ Reusable water bottles instead of single use
- ◆ Refuse plastic utensils in takeout if you don't need them
- ◆ Refuse condiment packets you don't need or want
- ◆ Eat your leftovers
- ◆ Turn off your computer etc. when not in use

These simple tasks can help save money in some cases, and save the environment in all of them. You don't have to be a superhero, go completely plastic-free, or find some way to give up your favorite things. Even one small change helps.

You may find some zero waste things have their advantages and wouldn't dream of going back. Don't be afraid to experiment. Keep what works for you, and if you can't stand an environmentally friendly swap don't sweat it—just keep the swaps that work for you.



Male dogs four times more likely to develop contagious cancer

Sniffing or licking other dogs' genitalia – the common site of Canine Transmissible Venereal Tumor – can spread this unusual cancer to the nose and mouth.

A new study has found that male dogs are four to five times more likely than female dogs to be infected with the oro-nasal form of Canine Transmissible Venereal Tumor.

Researchers think this is because of behavior differences between the sexes: male dogs spend more time sniffing and licking female dogs' genitalia than vice versa.

Canine Transmissible Venereal Tumor, or CTVT, is an unusual cancer – it is infectious and can spread between dogs when they come into contact. The living cancer cells physically 'transplant' themselves from one animal to the other.

CTVT commonly affects dogs' genitals and is usually transmitted during mating. But sometimes the cancer can affect other areas like the nose, mouth and skin.

In the study, the researchers reviewed a database of almost 2,000 cases of CTVT from around the globe and found that only 32 CTVT tumors affected the nose or mouth. Of these, 27 cases were in male dogs.

"We found that a very significant proportion of the nose or mouth tumors of canine transmissible cancer were in male dogs," said Dr Andrea Strakova in the University of Cambridge's Department of Veterinary Medicine, first author of the paper. She performed this study with colleagues from the Transmissible Cancer Group, led by Professor Elizabeth Murchison.

Strakova added: "We think this is because male dogs may have a preference for sniffing or licking the female genitalia, compared to vice versa. The female genital tumors may also be more accessible for sniffing and licking, compared to the male genital tumors."

The findings are published in *Veterinary Record*.

CTVT first arose several thousand years ago from the cells of one individual dog; remarkably, the cancer survived beyond the death of this original dog by spreading to new dogs. This transmissible cancer is now found in dog populations worldwide, and is the oldest and most prolific cancer lineage known in nature.

CTVT isn't common in the UK, although case numbers have risen in the past decade. This is thought to be linked to the import of dogs from abroad. The disease occurs worldwide but is mostly linked to countries with free-roaming dog populations.

"Although canine transmissible cancer can be diagnosed and treated fairly easily, veterinarians in the UK may not be familiar with the signs of the disease because it is very rare here," said Strakova.

She added: "We think it's important to consider CTVT as a possible diagnosis for oro-nasal tumors in dogs. Treatment is very effective, using single agent Vincristine chemotherapy, and the vast majority of dogs recover."

The most common symptoms of the oro-nasal form of the cancer are sneezing, snoring, difficulty breathing, nasal deformation or bloody and other discharge from the nose or mouth.

Genital cases of CTVT occur in roughly equal numbers of male and female dogs. Transmissible cancers are also found in Tasmanian Devils, and in marine bivalves like mussels and clams. The researchers say that studying this unusual long-lived cancer could also be helpful in understanding how human cancers work.





LIVING WELL

WITH

Dr.
JESSICA

*vet
candy*
RADIO

THE PERILS OF PLASTIC



By AM Kuska

Single use plastics are a growing problem that is causing the death of hundreds of thousands of marine animals every year. As our oceans fill with plastic, our way of life keeps adding more to it, making cleanup efforts in the ocean futile.


In order for our oceans to be clean and safe for wildlife again, we need to 'turn off the tap' so to speak, and stop using so much single use plastic.

HOW TO REDUCE PLASTIC CONSUMPTION

Suggestions the campaign offers to help you reduce plastic include swapping single use plastics like your coffee cup, grocery bags, and utensils for reusable versions. These easy swaps can help get you started right away, with the goal of looking at every single use plastic in your life for a potential change.

Single use plastic is so ubiquitous that our eyes tend to pass over the plastic packaging of our food and other supplies when we're in the store. Nearly everything in the store is wrapped in plastic or has the potential to be.

Let's open our eyes and see all that plastic—and ask ourselves to look for solutions to try and change that.



IT'S NEARLY IMPOSSIBLE TO BE PERFECT

Many people start out with the goal of not using any single use plastics the entire month, but that's often easier said than done. Where do you find a loaf of bread that doesn't at least have a plastic window? How many miles do you have to travel to get to a store that offers shampoo or conditioner bars instead of bottles? How many oil bottles do you have to knock on to determine if it's really glass before you find one that's not plastic?

The pervasiveness of plastic makes it hard to go completely plastic-free but becoming aware of the problem is a part of the solution. By becoming more aware of the single use plastics in our life, we can take steps toward making it better.

If single use plastics aren't easily avoidable with some of your favorite products, writing the company to ask for change can make a big difference.

HOW TO REDUCE PLASTIC CONSUMPTION

Single use plastics are one of the biggest problems facing the natural environment. Whales, sea turtles, and seabirds often mistake plastic for food and either eat it or feed it to their children—resulting in their deaths. Animals can become entangled in plastic and die, or get plastic jars stuck on their head and be unable to free themselves.

Despite being used just a few minutes or days, plastic will stay in the environment for hundreds of years before it is broken down by the environment. Every piece of plastic that has ever been made still exists today.

On top of this, most plastics can't be readily recycled. Even when it is recycled, it is seldom made into a copy of what it originally was, but is downgraded into a different material.

Plastic does have a part in our lives—but something that will exist forever really shouldn't be made to throw away. Let's get on that path, so we can reduce the amount of plastic in our lives.



Researchers assess diagnostic criteria for canine glioma

A multi-institutional team led by North Carolina State University researchers has found that using recently released criteria for the diagnosis of canine glioma resulted in strong diagnostic consensus among pathologists. The findings not only pave the way for more standardized diagnostic criteria for dogs with brain tumors, but also create a useful baseline to support larger inter-institutional studies that could aid dogs and humans with glioma.

Gliomas are a family of tumors that occur in the brain and spinal cord and comprise 30- 40% of intracranial tumors in dogs. Humans can suffer from these same tumors; however, in human medicine, physicians have a diagnostic algorithm based on molecular and microscopic features that help them identify and agree on the subtype and grade (or severity) of glioma.

Dogs did not have a similar set of standards until 2018, when the Comparative Brain Tumor Consortium (CBTC) created a set of diagnostic criteria aimed at helping veterinary pathologists achieve diagnostic consensus.

“The CBTC system of diagnostic criteria could be very useful not only in the clinical diagnosis of canine patients, but also in enabling inter-institutional

research collaboration, since it has everyone speaking the same language, diagnostically speaking,” says Gregory Krane, co-lead author of the paper, a veterinary pathologist currently working at Moderna and former Ph.D. student at NC State. “To that end, we wanted to conduct a real-world assessment of the system.”

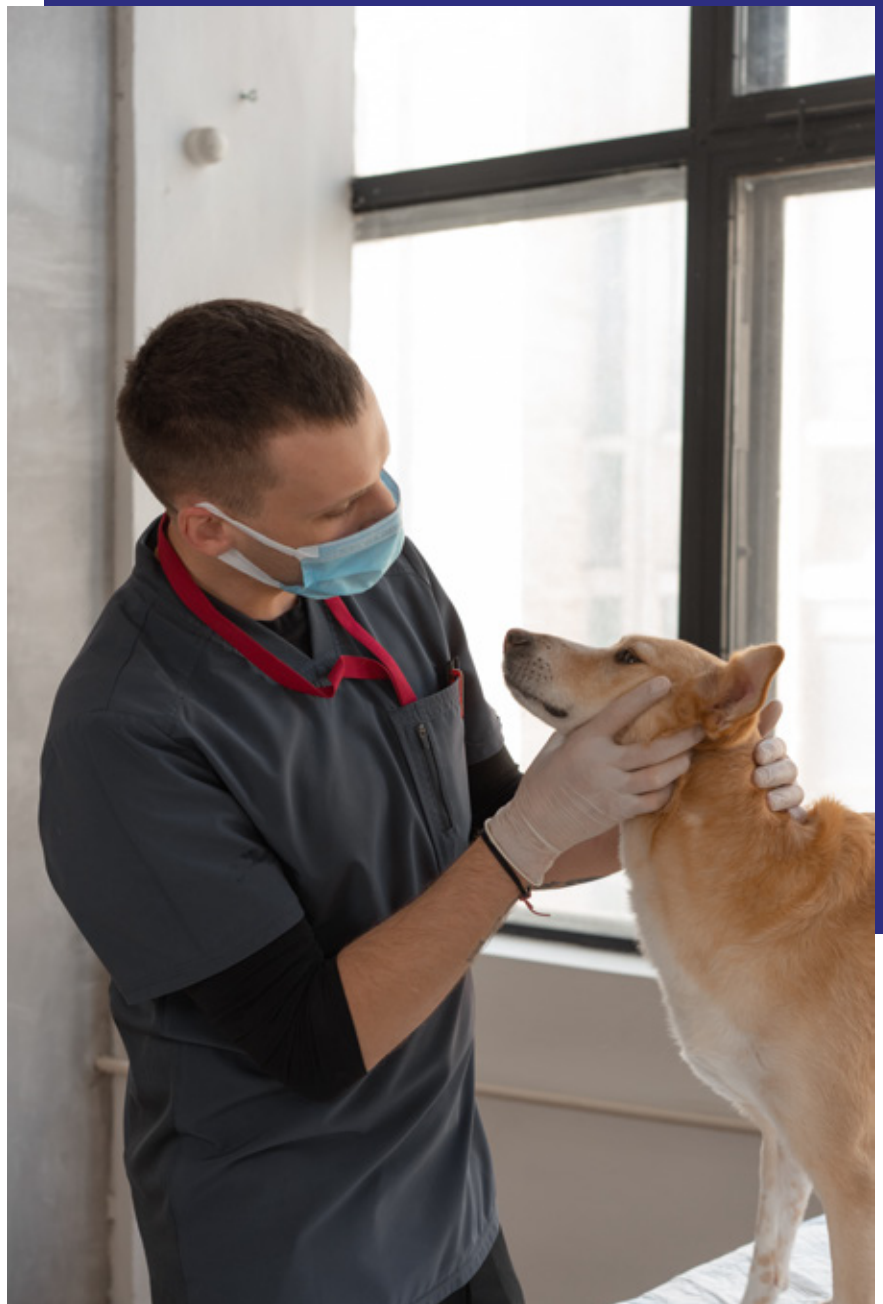
Krane obtained 85 glioma samples taken from dogs examined at NC State between 2006 and 2018. Five pathologists – one M.D. neuropathologist, two veterinary neuropathologists, and two veterinary pathologists without subspecialty training in neuropathology – separately examined the samples using the CBTC guidelines.

There are three types of canine glioma: oligodendroglioma, astrocytoma or undefined glioma. Each of these subtypes can be further classified as low or high-grade based on certain microscopic features. The pathologists utilized both microscopy and immunohistochemistry to analyze the samples.

Consensus was defined as three or more of the five pathologists agreeing on the subtype and grade of the tumor. A consensus diagnosis was achieved for 71 out of 85 (84%) cases.

Keith Shockley, co-first author of the study and a biostatistician at the National Institute of Environmental Health Sciences (NIEHS), helped perform an advanced statistical analysis on the diagnoses to obtain a kappa statistic, which estimates the degree to which different raters agree beyond what would be predicted by chance alone.

“These results show that the CBTC system is similarly reliable to those used in human studies,” Krane says. “Hopefully this will support multi-institutional studies with large case numbers, so that we can start leveraging our data to help advance diagnostic and treatment options for both canine and human glioma patients.



The kappa statistic is regularly used in human studies to quantify diagnostic consensus, predominantly in the fields of pathology and radiology. Agreement levels for the kappa statistic are defined as poor, slight, fair, moderate, substantial, almost perfect, and perfect. The kappa statistic for the CBTC criteria was moderate, which was similar to that for most human glioma studies.

“The study also shows that even with detailed diagnostic criteria, pathologist consensus is often not 100%. For a clinical setting, practitioners should be comfortable talking with their pathologist if the diagnosis is not compatible with the rest of the clinical picture, and in the research setting, investigators can strengthen their studies by incorporating groups of pathologists into the diagnostic review.”

The study appears in [Veterinary and Comparative Oncology](#).

KEEPING IT REAL

With

Dr. Michelle and Dr. Patrick



*vet
candy* TV

KEEPING IT REAL

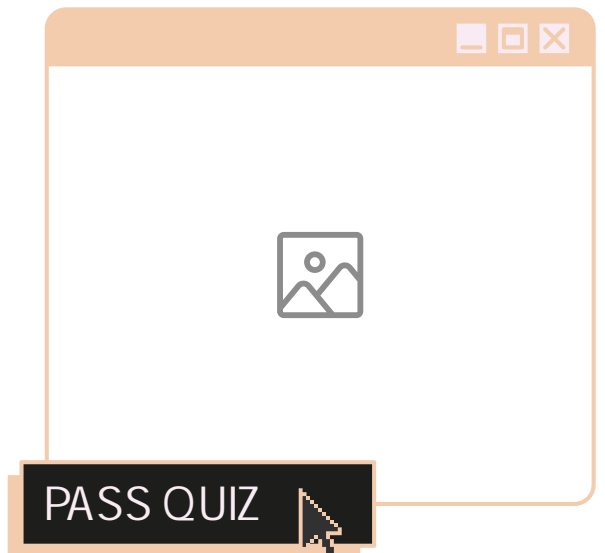
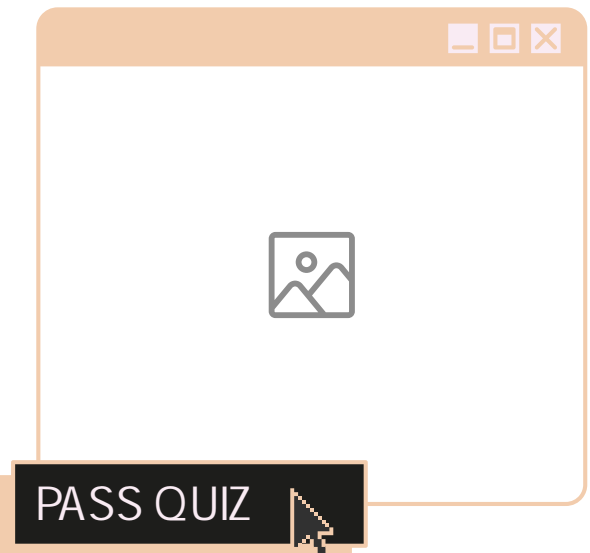
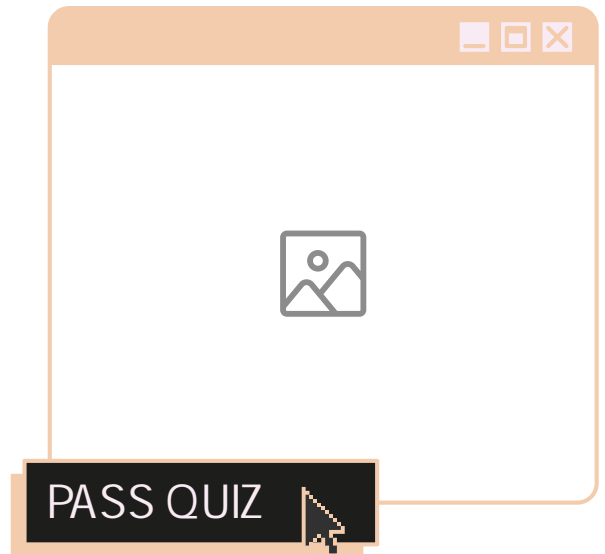
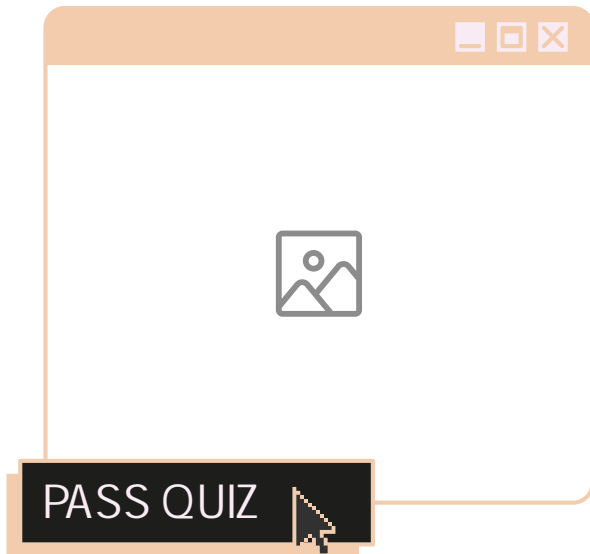
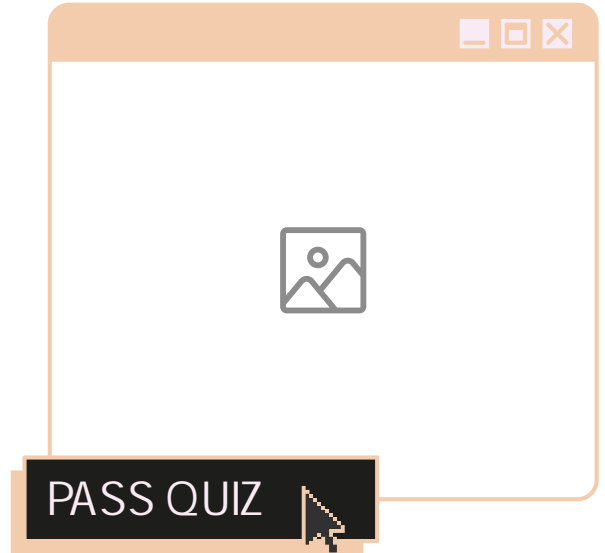
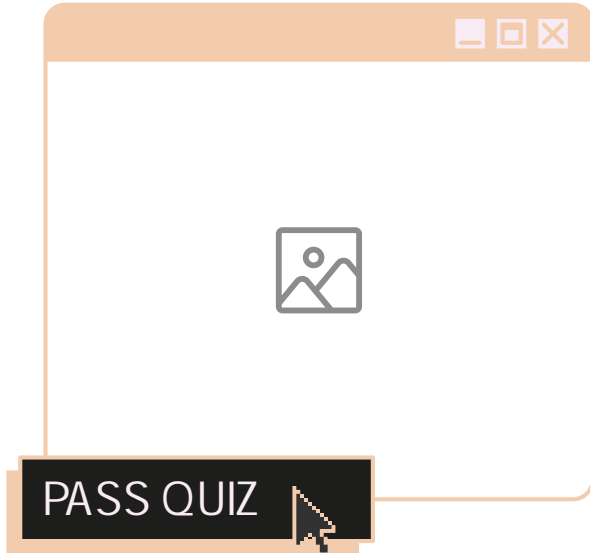
Keeping it Real

with Dr. Michelle Moyal and Dr. Patrick Carney

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Pass quiz



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We Need to Give Veterinary Professionals More Choice

It's Time to Rethink Organization of Work and Employment Standards In The Veterinary Industry

By Dr. Ivan Zak, CEO at Galaxy Vets, an employee-owned veterinary healthcare system



The road to completing veterinary training is long but the reward is sweet – fulfilling a dream of helping animals. Unfortunately, many of these optimistic, aspiring young individuals are shattered by exposure to the reality of the veterinary profession. It is shocking that almost every second veterinarian has considered leaving the profession.

Such a massive migration from the veterinary industry forces the question, “What changes are needed for the health of the profession?” As the world changes and technology moves forward in impressive leaps and bounds, the world of work is changing dramatically. There are more untapped opportunities and choices in the veterinary profession as well. Creating your own schedule and choosing a work setting to fulfill a personal ideal work-life balance are among them. Can veterinary professionals have these options, too? Yes. And, the changes needed to make that happen are on the way.

The veterinary profession of the future: organization of work

Clearly, veterinary workplaces must be transformed to address the current challenges of veterinary professionals and to meet their desperate plea for work-life balance. We need to give veterinary professionals more choice, more freedom, and more appreciation for their individual needs. Here are some solutions we found at Galaxy Vets that can be applied to other veterinary practices:

1. Say “no” to non-compete agreements

Non-compete agreements restrict employees who quit a job from working in that field for a specific time period in a certain geographic area. Under such an agreement, for example, veterinarians employed at an animal hospital in a small college town may not be able to work nearby if they wanted to switch jobs. Non-compete agreements can range from a 5- to a 25-mile radius of the practice.

The solution to non-compete agreements? Banish them from the veterinary industry. Employees should not be penalized for their employer’s failings and trapped by unethical limitations.

2. Provide opportunities to fuel the passion

Some veterinary professionals feel they have reached a plateau in their career, because they do the same routine work, day-in and day-out. Monotony and boredom are some of the contributors to burnout and we love to learn and unlock new achievements. Without goal-setting, the motivation and passion that initially brought veterinarians into the profession could fade away in the daily routines. Having clear learning or career objectives helps maintain focus.

The solution to this problem is rooted in flexibility and variety. Not only are these two work benefits key to allowing veterinary professionals to grow and master new skills, but they also provide the opportunity to discover what they enjoy most in the field. Implementing telemedicine workflows can do just that. Virtual care is an excellent way for veterinarians and techs to diversify clinical experience, apply their skills in a new, creative way, and finally, have an option to work from home.

3. Build work around life — not the other way around

Veterinarians in the United States are working the most hours per week, more than those in the mining and logging industries, utilities, or manufacturing.

A recent AVMA report found that veterinarians average a 50-hour work week, which is nine hours more than they expected — or wanted — and 15 hours more than the private sector average. As a result, 23% of veterinarians would take less pay just to work less.

Consider offering a more flexible schedule and part-time employment while maintaining as many benefits and non-monetary incentives as possible. For example, as few as a 20-hours-per-week commitment, in any of Galaxy Vets' settings, qualifies for equity in the entire organization. Veterinary professionals need to have financial freedom and feel confident about their future but they also want to see their children grow up.

4. Reconsider the compensation model

The problem with a commission-based compensation model is the potential for a negative value. Paying veterinarians for the volume of services provided can incentivize long working hours. Instead of pressuring the team to generate revenue, pay a fair, equitable salary, and let them fully focus on patient outcomes. Also, consider employee ownership.

How to change the future



These points can be revolutionary for the veterinary community — but they are all eminently doable. Putting pet care and care for the people who care for pets first will change the veterinary industry for the better.

Quality of life cannot be defined, because every person wants something different, but one definition can be the availability of choice. That way, people are allowed the freedom to choose their lifestyle, and how life looks for them. They are creating choices and freedom, which will prevent burnout, increase happiness, and grant peace of mind.

We need to start giving veterinary professionals a choice if we want to be an employer of choice. This is not about the future. Veterinary professionals deserve to have a choice, and that can happen right now.



5 tips for sustainable eating

* By AM Kuska

How you eat can make a big difference for the planet. When we fill our plates, what goes on it has a big impact on our planet, and also on our health. The good news is, when we choose healthier eating for ourselves, we're also often choosing healthy for the planet as well.

Here are a few tips to start eating for the planet.



Eat Your Veggies

Vegetables are lower down on the food chain, and are therefore less of a burden for the planet. Meat requires more resources to create, because an animal must be fed the same grains and vegetables a person could eat in order to grow to a slaughter size. Consider adopting meatless Mondays, and pile at least half of your plate with fruits and vegetables to help improve your sustainability.

Eat Invasives

While many types of meat are bad for the planet, there's some types that are beneficial to the environment. When a species ends up in a place it is not meant to be, such as wild hogs in Hawaii, it can cause the extinction of other species by out competing them. It's important to remove these species from delicate habitats, and one way is to eat them. Choosing to eat an invasive species can help control that species, making room for the endangered ones living in that area by right.

Choose Local Foods

"Food Miles" are the number of miles it takes for your food to get from where it is grown to your plate. Sometimes, this isn't very far at all. It could be the distance between a local farm on the outskirts of your town to your plate.

Sometimes food miles can be thousands of miles—a midwinter watermelon or box of fresh raspberries, for example.

Eating locally means eating in season, and choosing what is available closest to your home.



Grow a Garden

What's more local than the farmer's market? Your own backyard! If you have the space to grow a garden, and you use sustainable tactics such as organic fertilizers and no-till growing styles, you can reduce your carbon footprint by a huge amount.

Growing a garden also allows you to make use of your veggie scraps you couldn't otherwise use, by composting them for the garden, and water that might go to waste, such as water from the shower when you're warming it up. Stick a bucket in there to catch the water as the shower is warming, and use that to water your garden.

Avoid the wrap

Pre-packaged foods are not only really bad for your health, but they're also really bad for the planet too. Most processed food comes in a plastic bag that is difficult to recycle, and requires a lot of resources to create.

Eat fresh, whole foods as much as possible, and skip the plastic packaging whenever you can.

Eating sustainably doesn't have to be difficult, but it does mean being mindful of what is on your plate and where it came from. When you make conscious choices to eat for the planet, you'll reduce your carbon footprint with every forkful.



5 MONEY SAVING TIPS THAT ARE ALSO GOOD FOR THE PLANET

By AM Kuska



When we hear about making changes to benefit the planet, that talk often goes hand in hand with expensive gadgets someone wants you to buy. While switching to an electric vehicle or installing solar panels on your home may indeed benefit the planet, you don't have to shell out big bucks to be good for the planet.

These money saving tips are designed to help the planet and put money back in your pocket. Now that's a refreshing change!

USE YOUR LEFTOVERS —ALL OF THEM

Packing away last night's dinner to eat for lunch tomorrow can save you a ton of money, especially if you normally eat out. Another step you can take is to save the veggie scraps you normally throw away, such as onion peels or carrot skins, and store them in the freezer until you have enough to make a vegetable stock with it.

Not only will you have used every scrap of food you have, but you'll also save money by turning your trash into an extra food item. You can take this a step further by composting the scraps when you're done with them, and using the compost in a vegetable garden to help keep the cycle going.

BUY SECONDHAND CLOTHING

You can get some amazing name brand clothing secondhand. Websites like thredUP even modernize the process, letting you browse through name brand clothing at your leisure. Not only do you get to enjoy name brand clothing, but it often comes at a heavy discount because it's second hand.

PUT A SWEATER ON

Once you get that awesome new second hand sweater, try wearing it in the house during winter. Just lowering the temperature in your home during the winter by a degree or two, and raising it by a degree or two in the summer, can save you big.



EAT LESS MEAT

Meat is delicious, but it can have a higher burden on the planet. If you're a heavy meat eater and skip meat just one day a week, it can save you as much as \$40 a month. The more often you skip meat, the more you will save, since meat tends to be a lot more expensive than vegetables and even dairy products.

WALK WHEN YOU CAN

If you live in a walkable area, take advantage of it and skip the car whenever possible. Every time you leave your car parked in the driveway you'll save money on gas, and if you're able to swap your car for a bike entirely you'll save even more. This step isn't possible for everyone, but it's a great one for those who can.

If you want to help save the planet, but can't afford an \$80,000 car to do so, these tips can make a big impact and save you money at the same time. Every time we can reuse something or reduce our consumption in some way, we're helping save the planet.

HOW TO DRESS FOR THE PLANET

Nearly everything we do has an impact on the planet. Every action we take can be either good or bad for the planet. This includes everything from travel and work all the way down to how we dress for the day. Small changes in how we do things can make a big difference over time, and that really matters.

Although clothing may seem like a minor impact on the environment. Here are a few reduce the impact of your clothing on the

Buy Second Hand

Right now, there is an estimated 107 billion units of clothing in the world. That's a huge amount of clothing, and more is being made every single day. There's already such a huge amount of clothing on the market, there really doesn't need to be anymore.

One of the best solutions for this is to check secondhand stores first before making a purchase. Second hand stores are often packed with name brand clothing in a variety of sizes. If you can't find anything locally, websites like thredUP cater to these needs.

Choose timeless pieces

Remember bell-bottoms? Fashions come and go, and what was once a trendy new clothing item is now old fashioned and dated. Fortunately, some pieces of clothing never seem to go out of style. A white blouse today is just as pretty as it was 10 years ago.

When choosing your wardrobe, stick with timeless pieces that will last a long time rather than chasing whatever trend is out there now.



issue, it can actually have a large quick tips you can use to help planet.

Think about it first

How many pieces do you have sitting in your closet with the tags still on? We all end up making poor choices every now and again, but if the purchase you're going to make doesn't fit right or feel comfortable, will you really wear it?

If you feel the urge to make an impulse buy on clothing, make yourself wait at least 24 hours. If you're sure that you still want it, it's probably a good buy. If you've already moved on by the time your wait period is over, you'll have saved your money and reduced your consumption at the same time.

Donate carefully

Donating is better than throwing away many times, but it's not the full answer. It's helpful to understand where your donations are going and what is actually happening to them. Clothing donations seldom end up local unless you use avenues such as Buy Nothing groups. Stained or ripped clothing can be donated to rag making facilities.

Clothing given to larger second-hand stores often ends up getting shipped to third world countries, where clothing that is in too bad of a shape to be sold gets dumped.

When it comes down to helping the planet, all of your choices matter. Take good care of your clothing, avoid buying clothes you'll never even wear, and donate thoughtfully to help reduce the burden of unwanted clothing on the planet.



How to be more* attentive to life

By Giselle Richardson

Each of us have only have about 25,000 mornings in our adult life to enjoy. How did you spend yours? If it was rushing around trying to get things done or you simply can't remember, it may be time to reorient your life so that you have moments that are more worthwhile.

While sometimes rushing around is unavoidable, you can carve out memorable moments throughout your life with these 3 tips.

Unplug

You can't have a moment if you're scrolling through social media or checking your e-mail. Take time to look away from your screen, and see the people and places around you. Watch the sunrise or sunset, talk with your family over coffee, or simply be. Even an ordinary moment can be a pleasant one if you're present to enjoy it.

Listen

Many times when we are speaking with others we aren't listening—we're waiting for our turn to speak. While taking turns is important, you'll get much more out of the conversation if you truly soak up what a person is saying. Even if you don't agree with them, listening is the first step in good communication.

Let go of work

Many of us work full time, and if we don't we often take care of kids—also full time. When we come inside the door or tuck the kids in bed however, we often try to transfer to home life while carrying the burden of chores or parenthood with us.

It's important to have time off, but also to make sure that time off is quality. Take a few minutes to let go of work so you can truly be present when the day is done.

Life is precious, and the best way to get the most out of it is to be attentive to what we have. Try these tips for a more focused life.



5 WAYS TO COMBAT YOUR IMPOSTER SYNDROME

By Cherene Francis

The fear of standing out and not living up to expectations is universal. A recent study found that up to 82% of people experience impostor syndrome at some point in their life. Still, it can occur for a limited time, such as when you're first starting your career or experiencing heavy self-sabotage around success.

A lot has been said about this issue over the years; many think they're never good enough, which leads them down an unhealthy path towards inferiority complex + low confidence.

WHAT IS IMPOSTER SYNDROME

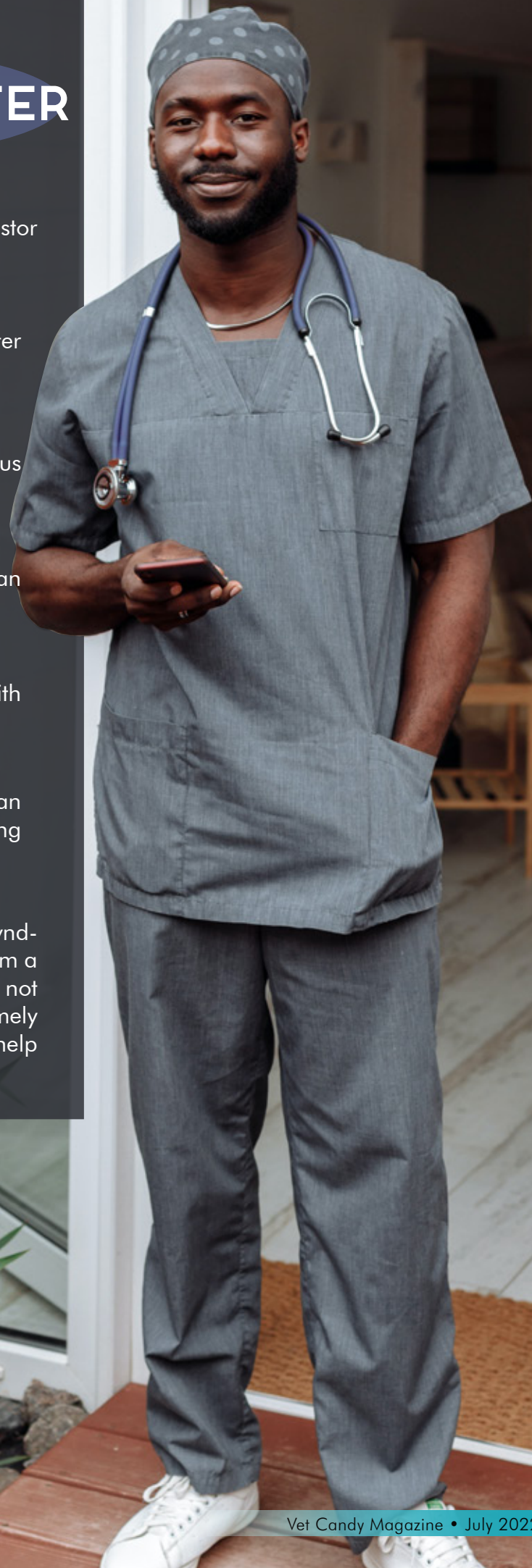
The impostor syndrome is a psychological pattern in which people doubt their accomplishments and fear being exposed as a fraud. This syndrome is very common, especially among high-achieving individuals, and can hinder productivity and lead to feelings of anxiety and self-doubt. However, there are ways to help combat impostor syndrome and boost self-confidence.

HOW TO COMBAT IMPOSTER SYNDROME

Some helpful tips to remember when impostor syndrome starts to rear its ugly head:

1. Acknowledge your successes, no matter how small they may seem.
2. Don't compare yourself to others; focus on your own journey and progress.
3. Seek out a mentor or coach who can help you build self-confidence.
4. Practice self-compassion; be gentle with yourself and cut yourself some slack.
5. Remember that everyone feels like an impostor sometimes; it's part of being human!

If you find yourself struggling with impostor syndrome, don't hesitate to reach out for help from a therapist or counsellor. Remember, you are not alone in this! Impostor syndrome is extremely common, and there is no shame in seeking help to combat it.



How to be inclusive at work

By Shauna Simmons



to be inclusive at work

Inclusive work relationships are an important aspect of a healthy work environment. Basically, interpersonal inclusion is how you and your co-workers interact with one another to get your work done and achieve individual or mutual goals. Open, friendly communication among co-workers helps promote the quality and well-being of everyone.

How to Achieve Interpersonal Inclusion

When it comes to working, it is always important to get the job done that you were hired to do. It is important to understand, though, that sometimes your ability to complete each task depends heavily on the workplace atmosphere among your colleagues.

Ask yourself if you work in an environment where everyone feels comfortable openly asking for help or instruction from co-workers? From management? How you answer these questions largely indicates the quality of your workplace relationships. Simply helping one another out can truly impact the amount of work produced and the energy workers have to put into a job.

Taking a personal interest in the lives of one another at work helps to strengthen relationships by creating a welcoming environment. Forming emotional bonds helps build a comfortable environment that employees enjoy returning to for work.

Happy employees tend to increase the quality of work and talent retention for a business.

Your mannerisms toward co-workers can also be indicative of your inclusion of them. How you respond when someone says hello, or good morning can often be the make-it-or-break-it of a healthy work relationship. Being respectful and receptive towards your co-workers can improve your workplace's quality.

Take the Time!

Promoting a healthy and inclusive environment means taking the time to care about your colleagues at work. In the same way, you would hope for them to care and reach out to you if you need help or a bit of emotional leniency. Like anywhere else in our lives, from family to friends, we spend much time at work. Developing quality work relationships that are inclusive of all gender, racial, and sexual backgrounds indicates a healthy workplace atmosphere.

Vet Candy teams up with zant.

to make mental health care



accessible to all!

Vet Candy and zant. announced a new partnership to extend care to veterinary students and veterinary professionals. zant., a mental health services app connecting mental health providers to those in need, offers a wide variety of low-cost support. The purpose of this partnership is to bring much-needed tools and support to the veterinary profession and to normalize the mental health conversation.

Veterinary professionals are some of the most highly trained individuals when it comes to caring for animals, but often do not have access to the same level of care when it comes to their well-being. A recent wellness study by Merck Animal Health has shown that those in the veterinary profession experience high levels of burnout and compassion fatigue. Even those who were mentally healthy and had high levels of well-being overall experienced these negative emotions with some frequency.

Another study, conducted by Kansas State University, shows that the problems often start in vet school, with more than 32% of veterinary students having symptoms of depression. In addition, a 2019 study published in the Journal of Veterinary Medical Education found that although veterinary students may experience elevated rates of mental health issues, many forego mental health treatment due to negative attitudes and lack of knowledge about treatment options, and associated stigma.

The collaboration between Vet Candy and zant. seeks to change the mental health outlook for veterinary health professionals. Through this partnership, both companies are committing to provide resources and support for veterinary professionals everywhere.

zant. is a mental health services platform that was founded in 2022 offering support for individuals who need mental health support in over twenty-five categories. The app aims to expand affordable care to those seeking support services while simplifying the process.



A newly-released tagging feature on the zant. app will help users find professionals who can help with specific issues, which include grief, trauma, stress, OCD, and more. By using the tagging feature on the zant. app, users will be able to navigate quickly and easily to the information they need. Professionals who have registered with zant. will also be able to list their services under specific tags so that potential clients can find them more easily.

“Vet Candy is committed to supporting physical and emotional wellness for the veterinary profession,” says Dr. Jill López, CEO, and Founder of Vet Candy. “Collaborating with zant. will help us normalize the need for accessible mental health resources and help remove the stigma surrounding mental health treatment.”

With the support for mental health from Vet Candy, zant. will be offering Vet Candy subscribers a free Premium Trial Membership, 2022. zant. will also be contributing wellness and mental health resources to Vet Candy, including podcasts, blogs, articles, and more.

“We are thrilled to be teaming up with Vet Candy. The zant. app and wellness resources are for everyone but placing an emphasis on vet students to seasoned veterinary pros will hopefully fill the gap in the need for support services for them.” Says Maggie Rose, CEO, and Founder of zant. “Now, veterinary professionals have another resource to help them maintain their mental health.”





WHAT'S YOUR CE VIBE?

What's your favorite show?

Stranger Things

Euphoria



Kombucha

Outdoor adventure

What is your favorite drink?

CBD infused anything

What is your ideal day off



Coffee, coffee, and more coffee

Sleep, sleep, and more sleep

Day with friends



Go to work shoes

Crocks

Hiking shoes

Mysteries

Keeping it Real



With Dr. Courtney

Check it out on myvetcandy.com



With Dr. Michelle Moyal and Dr. Patrick Carney