

2022 IVMA



Indiana Veterinary Medical Association

The human side of animal health.

IMPACT REPORT





IVMA MISSION STATEMENT

The IVMA promotes animal well-being, public health and advances in the profession and serves as a voice for veterinarians while advocating the highest standards and ethics.

IVMA Values

The IVMA adheres to the following principles:

- We promote transparency, excellence, and integrity
- We collaborate to benefit the profession
- We provide highly relevant information and content
- We dedicate resources to continuously enhance the profession
- We facilitate collegiality and camaraderie



IVMA VISION

To fulfill our Mission, the IVMA will:

- Work to advance the science and art of veterinary medicine, including the relationship of the profession to public health and safety
- Promote responsible animal ownership and veterinary care
- Advocate humane care and treatment of all animals
- Be the respected source of pertinent information about the veterinary profession for members and the public
- Assure the availability of quality and challenging continuing education opportunities that will enhance veterinarians' knowledge, skills, and personal well-being
- Monitor, develop, advocate, and communicate specific legislative and regulatory positions
- Foster, maintain, and enhance public understanding of the nature of the veterinary profession
- Be fiscally responsible and financially secure
- Encourage member participation in community activities and public service that reflect positively on the profession
- Endorse the highest standards of integrity, ethics, honor, and courtesy in the veterinary profession

THE HUMAN SIDE OF
ANIMAL HEALTH

The IVMA Board of Directors is a committed group of volunteer veterinarians whose responsibility is to oversee all strategic direction, finances, and activities of the association.

President: Dr. Aaron Johnson
President Elect: Dr. Greg Kurtz
Immediate Past President:
Dr. Hilary Christner
Treasurer: Dr. Corey Swart
AVMA Delegate: Dr. Jim Weisman
AVMA Alt. Delegate: Dr. Phil Borst

Region 1: Dr. Jerry Rodenbarger
Region 2: Dr. Lindsey Hedges
Region 3: Dr. Harley Robinson
At Large: Dr. Lisa Hepworth
At Large: Dr. Kristi Kantz
At Large: Dr. Matthew Hobson
At Large: Dr. Jason Huff

IVMA Staff
Lisa A. Perius, CAE
Executive Director
lisa@invma.org

Lourdes M. Syndram, CDMS
Membership Services Director
lourdes@invma.org

IVMA Office
1202 East 38th Street
Discovery Hall Suite 200
Indianapolis, IN 46205

IVMA Phone: 317-974-0888
Fax: 317-974-0985
info@invma.org
www.invma.org

We thank these volunteers for their dedication to leading the Indiana Veterinary Medical Association as one of the best VMAs in the country.



IVMA 2022 PRESIDENT'S MESSAGE

On behalf of IVMA, I'd like to start our first 2023 newsletter by wishing you a Happy New Year! Hopefully you enjoyed your holiday, had a chance to recharge a little, and stayed warm through the polar December weather. As we get ready to jump into the new year, I'd like to reflect briefly on what our volunteers accomplished during a very busy 2022, as well as take a quick look at the start of 2023. You can find a lot more detail on these topics and more in the 2022 IVMA Impact Report, however I'd like to focus on a few highlights that really stand out this year.

The IVMA Board started last year by setting our strategic goals based on areas where we could offer the greatest impact to our members. The obvious focus for 2022 was addressing the issue of the veterinary workforce shortage, as well as reviewing our current staffing structure. As such, three new groups were created to address these topics:

- 1) the Veterinary Practice & Workforce Efficiency Working Group
- 2) the Indiana Veterinary Workforce Task Force
- 3) the IVMA Staffing Task Force

Despite a slow start due to some volunteer recruitment delays (as we know everyone is still very busy), all three groups have been highly engaged in tackling these complex topics. For example, the Efficiency Working Group is beginning to roll out a legal interpretation of the tasks and procedures our state practice act allows veterinary technicians to perform. The group is preparing real-world examples of veterinary technician utilization across the state and will soon address telemedicine as well as other ideas for improving efficiency at the individual clinic level. The Indiana Veterinary Workforce Task Force is exploring several different issues related to the current workforce shortage and will soon begin reviewing the Purdue veterinary workforce survey results. Finally, the IVMA Staffing Task Force has prepared a proposal for the January board meeting that will help secure IVMA's long-term staffing needs while offering a greater range of staffing services. It will be very exciting to see the additional information and services we will roll out for our members in 2023 as these groups continue their great work!

The 2022 Crossroads Veterinary Conference was a great success despite the blizzard-like conditions that hit Indiana just hours before the conference began.

IVMA 2022 PRESIDENT'S MESSAGE

Our staff and volunteers demonstrated amazing resiliency as we quickly transitioned some speakers and attendees to a virtual platform, the new venue received very positive feedback, the Exhibition Hall was very full despite travel challenges, and the continuing education was top notch as always. This conference included our first IVMA Forum to discuss the topic of electronic VCPR establishment, which allowed the Board to make a legislative decision that was aligned with our member feedback. We are looking forward to our next Crossroads Veterinary Conference on February 2-4 at the Embassy Suites in Noblesville, which will feature our keynote speaker Dr. Betsy Charles who will discuss the generational communication gap. The conference will also feature the inaugural session of our IVMA LEAD program, a new leadership program in honor of Lisa Perius and her many years of dedication and leadership to IVMA. We look forward to seeing many of you at the conference.

The previous year also saw strong continued interest and participation in our wet lab offerings. There were five wet labs hosted over the year, including sessions on ultrasonography, dentistry, and neurology. This continued demand means there will be more to come for 2023, so watch for further information on our upcoming veterinarian and veterinary technician offerings.

Finally, on a personal note, I really enjoyed the opportunity to connect with many of our Purdue veterinary students. I had the pleasure to speak to the graduating DVM and RVT students at the Purdue College of Veterinary Medicine graduation ceremony in May, participate in the annual White Coat Ceremony for the incoming fourth year DVM students, and connect with and speak to the incoming first year DVM and RVT students at the annual Stethoscope Dinner. It's always great to see the excitement, enthusiasm, and energy in our veterinary students, as they represent the future of our profession. It was an honor to meet so many of you throughout the year, and we wish you all the best in your veterinary careers. It's hard to believe that the year passed so quickly. As such, it also means this will be my last newsletter article as IVMA President. Time flies so fast! It has been a great experience to serve such a great organization in this role, and we're fortunate to have so many passionate and dedicated volunteers and staff members. However, it doesn't mean the role has come to an end yet though, as January will still be a busy month.

IVMA 2022 PRESIDENT'S MESSAGE

We will continue Indiana's strong presence at the AVMA Veterinary Leadership Conference in Chicago from January 5-7 and will hold our first 2023 Board meeting on January 11th. That said, as we look to 2023, we are excited for the strong leadership of Dr. Greg Kurtz who will become the next IVMA President on February 2nd at the start of the Crossroads Veterinary Conference. We are also very excited to welcome Dr. Lindsey Hedges as the next IVMA President-Elect. Between their outstanding leadership skills, the outstanding officers and Board members, the awesome staffing team of Lisa and Lourdes, and our amazing group of task force & working group chairs and volunteers, it's clear IVMA is on track to deliver well in 2023.

Thank you for letting me serve as President for the past year, and I wish everyone success and happiness throughout the year.

Dr. Aaron Johnson

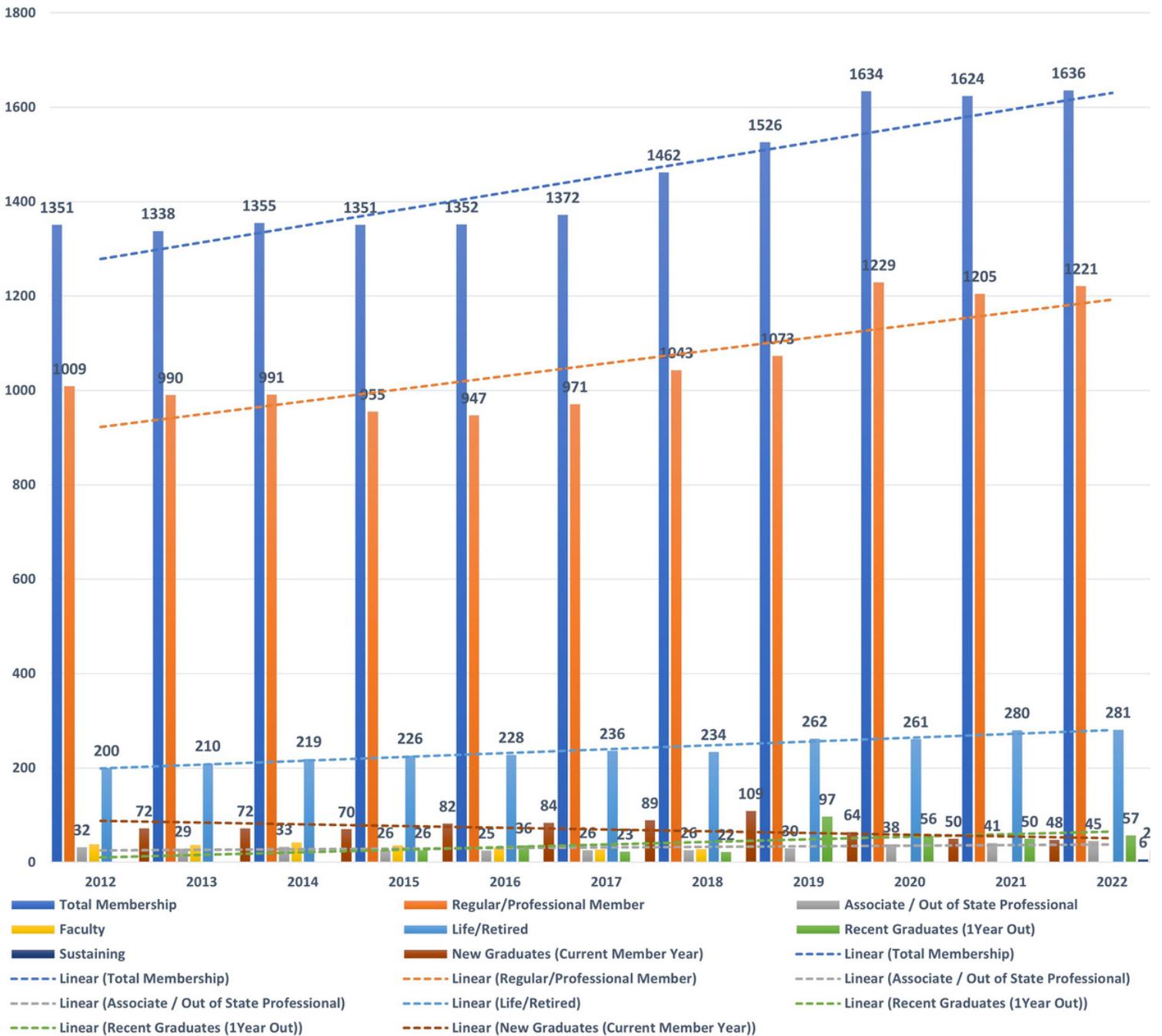


MEMBERSHIP

IVMA MEMBERSHIP NUMBERS 2002 - 2022

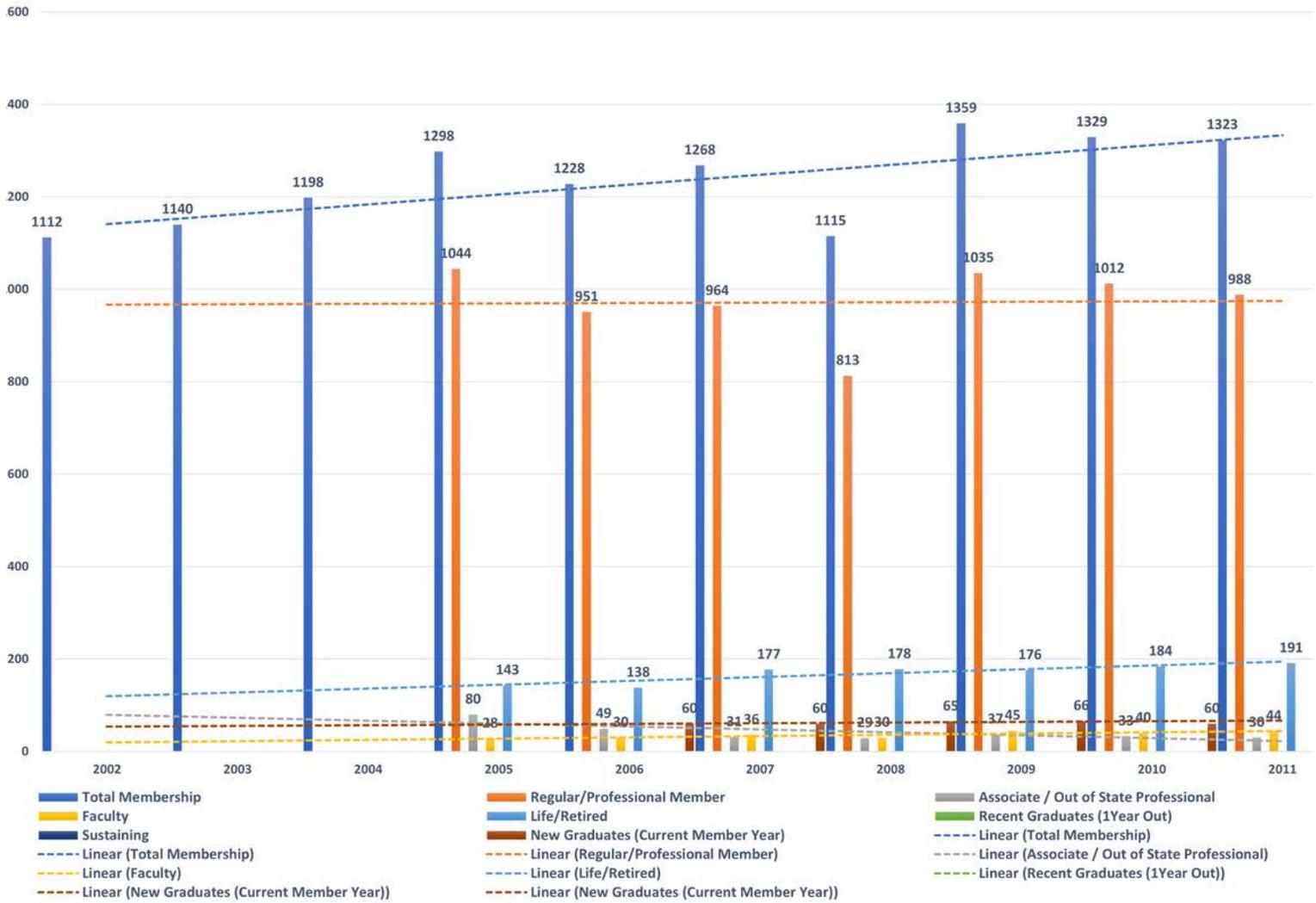
Since 2002, IVMA membership has increased yearly. Member value, resources, legislative advocacy, continuing education, and connections are the primary reasons that your membership remains an important component of your veterinary career in Indiana.

2012 - 2022 IVMA Membership



MEMBERSHIP

2002 - 2011 IVMA Membership



STATE FAIR 2022

The State Fair Surgery Suite was back in action at the Indiana State Fair this past summer after a two year hiatus. Spay surgeries were performed during fair days. Thanks to the continued partnership with the Purdue College of Veterinary Medicine, this long-standing public education event continued. Stop by and see us in 2023, or better yet, volunteer to do a surgery or narrate!



IVMA FORUM 2022

The IVMA Board of Directors held its first **IVMA Forum** during the 2022 Crossroads Veterinary Conference. The topic for discussion was – “The VCPR – to change or not to change?” Representatives from the American Veterinary Medical Association and the Veterinary Virtual Care Association presented information for discussion. A Q&A session was held where questions from IVMA members were discussed. The Forum was offered via Zoom and recorded for later viewing by IVMA members. IVMA members had an opportunity to also submit written comment.

At the Board’s August meeting, they voted to leave the definition of the veterinary-client-patient-relationship in the statute unchanged. Of the written comments submitted, 85% did not support a change in the definition to permit the establishment of the VCPR to occur via telehealth while 15% supported this concept.



IVMA
Indiana Veterinary Medical Association

CROSSROADS
VETERINARY CONFERENCE

2022
IVMA Forum

THE VCPR – TO
CHANGE OR
NOT TO CHANGE?

This event is
open to all IVMA
Members!



2022
IVMA FORUM
Open to all IVMA
members!
Friday
February 4
4:45-6:15PM
Waters A

The VCPR
TO CHANGE OR NOT TO CHANGE?



LEGISLATIVE WORKING GROUP

The IVMA Legislative Working Group is an important fixture in the fabric of IVMA. This group is charged with proposing legislation that can make a difference in the lives of Indiana's animals and veterinarians and monitoring legislation that can impact the profession or animal health.

Work in the 2022 legislative session included fighting off a bill to permit equine dentistry by lay people. Members of the working group and the Board of Directors also contacted their own legislators to develop local connections for veterinary medicine.

One of the keys to a successful governmental relations program is the participation of Association members; no one plays a more crucial role in legislative issues pertaining to your profession than the members themselves. The goal of the IVMA is to develop and maintain a network of veterinarians who are familiar with, or who have contact with, a legislator. If you know someone in the Legislature, it could be a valuable contact for veterinary legislative initiatives.

Veterinary Medicine represents an enormous social and economic impact on Indiana. Rooted in the agricultural history of our state, veterinarians play a key role in ensuring the health of our farm animals and the safety of our food supply. Veterinarians are also vital in ensuring the health and welfare of Indiana's pet population. Veterinarians work in a wide variety of professional careers that can assist legislators with important pieces of legislation.

What is the value of a grassroots network?

IVMA engages in government relations, public policy, and advocacy activities for a variety of reasons. These activities can enable IVMA to:

- Serve as a unified voice for the profession.
- Impact state and federal legislation / regulation / policy.
- Provide a platform for members' participation in the democratic process.
- Educate and inform public policy makers and influencers with its specialized knowledge and expertise.

Veterinarians have a position of influence in local communities. Indiana's legislators can rely on veterinarians and their expertise regarding potential legislative proposals related to the profession.

Want to connect with your state senator or representative?

Here are a few tips:

- Start now. Reach out to their office and work to establish a relationship. Most legislators have breakfasts and/or local meetings scheduled in their district. Find out about events.
- Be a resource for your legislator. Let them know you are available to offer your expertise. Provide them with your contact information. Let them know to contact you anytime they have a question about veterinary medicine, zoonotic disease, public health, etc.
- Be sure to call yourself “Dr.” when making contact with legislators (unless you know them, of course). Personal interaction is the most powerful way to promote veterinary medicine in Indiana in the legislative process.

Legislative Working Group members include:

Dr. John Scamahorn, Chair, Dr. John Schnarr, Dr. John Feutz, Dr. Steve Sunbury, Dr. Paul Clemente, Dr. Matt Cantrell, Dr. Aaron Johnson, Dr. Aaron Smiley, Dr. Hilary Christner, Dr. Jerry Rodenbarger, Dr. Jim Weisman, Dr. James Stepusin, Dr. Sandi Norman, Dr. Lori Thompson, Dr. Claudia Samland, Dr. Tai Ogg, Dr. Braden Kemmerling, Dr. Lindsey Hedges, Dr. Greg Kurtz, and Dr. Tony Rumschlag



SCHOLARSHIP TASK FORCE

At the January 2021 IVMA board meeting, the Board voted to assemble a task force to determine how to commemorate the 25 years of service to IVMA by Lisa Perius, Executive Director. The charge of this task force was to consider and recommend a long-term, sustainable recognition of the IVMA Executive Director's service to veterinary medicine.

The task force met several times via Zoom and worked via email to determine a long-term plan.

Task force members included:

Dr. Lindsey Hedges, Chair,

Dr. Phil Borst

Dr. Sandi Norman

Dr. John Feutz

Dr. Loretta Wernert

Dr. Joy Ritz

Lisa Perius, CAE

The task force presented its findings at the January 2022 board meeting. The Board approved creating the **IVMA LEAD** program in honor of Ms. Perius' work at IVMA. This program will be funded by the IVMA for the next three years until the endowment grows with the Indiana Animal Health Foundation.

IVMA LEAD will kick off its inaugural session on Friday, February 3, 2023, and conclude at Noon on Saturday, February 4, 2023. The featured presenter will be Dr. Betsy Charles. This event is an overnight, intensive, leadership training and wellness "boot camp" to recharge, energize, and stimulate personal and professional growth.



HEALTH AND WELLNESS WORKING GROUP

The IVMA cares about the physical and mental health of our members and has created this working group to help promote wellness within the profession. The goal of the working group is to put resources and knowledge into the hands of our members to help them live their best life. The Health and Wellness Working Group continues to focus its efforts on the IVMA Veterinary Wellbeing Program which was created to assist veterinarians experiencing difficulties with substance or alcohol abuse.

In 2021, the IVMA Board of Directors approved a proposal to offer a Member Assistance Program (MAP) for all IVMA members and their families. IVMA is only one of a handful of veterinary associations in the country that offer this incredible member benefit.

The working group, and the IVMA Board of Directors, recognized that veterinary practice staffs in Indiana could benefit from this tremendous benefit. The Board approved offering this member assistance program to veterinary practices in Indiana. The **PWR UP** program was marketed to all veterinary practices to offer this benefit to their full teams. In 2022, over 40 veterinary hospitals have signed up to offer these services to their staffs. In addition, all veterinary students at the Purdue University College of Veterinary Medicine also have access to these resources. Including IVMA members, the **PWR UP** program is available to over 2500 people in Indiana.

What is a Member Assistance Program (MAP)?

The MAP (**PWR UP**) offers help for personal and/or professional concerns by providing FREE, confidential, short-term counseling and personal consultation. Additionally, the MAP provides work-life resources for such issues as legal and financial consultations, online learning, and resources. There is no cost to you for your phone calls or face-to-face visits with the MAP. The Indiana Veterinary Medical Association covers all expenses for this program. We know that practicing veterinary medicine is hard work. This members' only benefit is one-way IVMA can assist our members and their staffs with the demands of a career in veterinary medicine.

The MAP (**PWR UP**) is designed to help with all kinds of life situations.

- Legal questions
- Financial situations
- Marital difficulties, Family problems, Parenting
- Stress, Balancing work, school, and family, Relationship issues, School-related concerns, Work-related concerns
- Depression
- Alcohol and drug use/abuse
- Grief and loss
- Elder care
- Healthy living
- Crisis events, and Adjustment

Task force members include:

Dr. Katelyn Macy, Chair

Dr. Aaron Johnson

Dr. Tai Ogg

Dr. Jeffrey Mills

Dr. Melissa Francis

Dr. Lindsey Hedges

Dr. John Schnarr

Dr. Harley Robinson

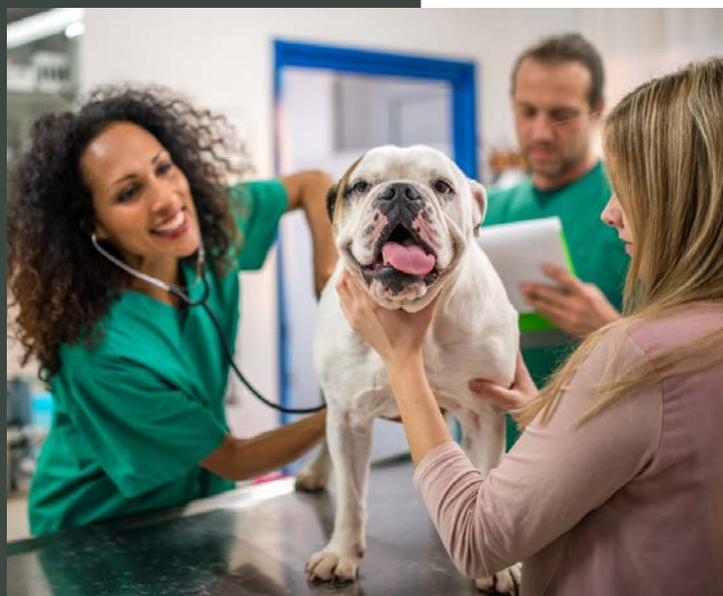
Dr. Matt Cantrell

Dr. Naida Huntimer

PWR  UP

MONEY.
HEALTH.
FAMILY.
LIFE.

INVMA.ORG



PARTNER CLINIC WORKING GROUP

As a result of the IVMA strategic goals, the IVMA created the Partner Clinics Program. The program coordinates a diverse group of individuals and veterinary practices from all around Indiana who help identify emerging issues, challenges, and opportunities in our state.

There are 19 veterinary practices, geographically located all around Indiana, who participated in the first year of this program.

These clinics completed surveys in four areas listed below:

- Staff/technician utilization
- Technology usage
- Staff and team wellness
- Staffing/personnel

Summary reports of these four surveys were shared with the Board of Directors at each of their meetings in 2022.

The working group includes Dr. Hilary Christner, Dr. Corey Swart, Dr. Aaron Johnson, Dr. Matt Hobson, and Dr. Greg Kurtz.



DIVERSITY EQUITY & INCLUSION TASK FORCE

The Diversity, Equity, and Inclusion (DEI) Task Force plays an important role in IVMA's ongoing efforts to foster an organizational culture for veterinary medicine in Indiana, regardless of race, gender, age, sexuality, ability, religion, national origin, geographic location, appearance, gender identity, and other identities. This task force served as the backbone for leading conversations and developing strategies to support this culture in veterinary medicine. This task force was appointed by the IVMA Board of Directors on March 17, 2021.

Task force members included:

Dr. Lindsey Hedges, Chair

Dr. Aaron Johnson

Dr. Adrienne Noble-Clark

Dr. Claudia Samland

Dr. Katelyn Macy

Dr. Destiny Evans

Dr. Latonia Craig

Dr. Siva Nalabotu

Lisa Perius, CAE

The task force submitted their final report to the IVMA Board of Directors for their review at their August 2022 board meeting. The report was approved by the Board and included the following:

Why is this important for IVMA and the profession?

According to the American Society of Association Executives (ASAE), not only are there numerous benefits to associations adopting DEI principles, policies, and strategies, it's critical to maintaining relevance. Key to pursuing DEI is that it must be tied to mission. ASAE affirms that DEI enhances an organization's mission because a diverse group of people in an inclusive culture is more likely to speak freely, think creatively, take risks, and is better able to develop solutions. In addition, DEI is proven to be profitable and improves competitive advantage through improved productivity, increased retention of employees, attracting new members, and fostering loyalty. In addition to an association's mission, strategy and practices, commitment to DEI requires inclusive leadership. Inclusive leaders demonstrate authentic commitment, humility, awareness of their own biases, curiosity about others, cultural intelligence, and effective, empowering collaboration.

Making organizations more diverse, equitable, and inclusive will lead to positive and meaningful change for those who for too long have been marginalized and discriminated against. DEI-advanced veterinary medical associations will help propel the profession forward, create more opportunities for BIPOC to choose veterinary medicine, and ultimately benefit animal and public health.

Hiring a diverse workforce combined with an environment that's inclusive, equitable, fair, and open creates a culturally caring and psychologically safe environment, one that fosters a sense of belonging regardless of a person's race, ethnicity, gender, sexual orientation, socioeconomic, or other form of identity. Such a work environment not only leads to an improved sense of safety, resilience, and wellbeing, it increases morale and engagement, reduces conflict, and allows for authentic and transparent communications. Because employees feel more satisfied in their work, retention is increased and the replacement cost for employees is lower. It's also easier to attract new employees. A satisfied workforce is the best marketing tool a business must attract new members of the team.

Action Steps Approved by the Board:

1. Updates to the IVMA website
 - Includes further identification of publicly available resources
2. Form Partnerships with DEI-focused VMAs
3. Provide Executive Board Training in DEI
4. Collaborate with Purdue to create a Mentor Network for those Indiana high school students who complete Boiler Vet Camp
 - Can use Journey for Teams as training pre-requisite for mentor training
5. Create Newsletter topics specifically, but not limited to:
 - Other DEI-focused VMAs
 - Translation Services
 - Sense of Belonging at Work



2022 CRVC

CROSSROADS VETERINARY CONFERENCE

The Crossroads Veterinary Conference was held on February 3-5, 2022, at the Embassy Suites Conference Center in Noblesville. Registrants attended quality continuing education, interacted with exhibitors in the Market Place, and enjoyed the IVMA Membership Meeting and Keynote presentation with AVMA leadership. The Indiana Animal Health Foundation held their annual silent auction in the Exhibit Hall on Friday and Saturday and raised funds for the Foundation's charitable work.

Even though the weather did not cooperate, attendees, vendors, and presenters rolled with the punches and made it a great event.



CROSSROADS
VETERINARY CONFERENCE

The IVMA leadership was pleased and honored to recognize the 2022 award recipients:

IVMA Volunteer of the Year - Dr. Katelyn Macy, Lawrenceburg - presented to an IVMA member who has provided leadership or service to a particular project or program of the association.

Dr. Macy is a 2015 graduate of the Purdue University College of Veterinary Medicine. She has been an active member of the IVMA. She has participated in the Power of 10 and Power of You leadership programs. Dr. Macy has been a member of the IVMA Health and Wellness Working Group for the last three years. In 2021, she took over as chair of group and reenergized the wellness efforts of IVMA, leading to the development of the Member Assistance Program for all IVMA members.

IVMA Achievement Award - Dr. Audriana Ballard, Goshen - presented to an IVMA member who has graduated within the last five years and displayed outstanding accomplishments in veterinary research, civic activities, academia, and/or organized veterinary medicine.

Dr. Ballard is a 2019 graduate of the Purdue University College of Veterinary Medicine. She practices at Animal Aid Clinic South and is from Goshen, IN. Dr. Ballard's involvement began early in veterinary medicine with her involvement in a veterinary technician site visit, representing IVMA.

IVMA President's Award - Dr. Rob Bollinger, LaGrange - given by the IVMA President and recognizes an Indiana veterinarian or citizen who has made exceptional contributions to the association during his or her term in office. Dr. Bollinger was presented the President's Award by the IVMA and his daughter, Dr. Hilary Christner, who is president of the IVMA.

Dr. Bolinger is a 1975 graduate of the Purdue University College of Veterinary Medicine. He owned LaGrange Veterinary Clinic and has served as an advocate for involvement in organized veterinary medicine during his career.

IVMA Lifetime Achievement Award - Dr. Steve Sunbury, Seymour - recognizes an IVMA member for cumulative service and accomplishments benefiting the profession, organized veterinary medicine, and the community. Dr. Sunbury joined the Seymour Animal Hospital after graduation to work with his father, became a partner in the expanding practice in 1996 and continues to work at and co-own the practice today. Dr. Sunbury has been involved with organized veterinary medicine serving as secretary/treasurer, vice-president and president of the 9th District IVMA. He has served the IVMA board in a variety of positions. This includes committee chairman, board chairman, and then held the leadership positions of the IVMA, leading to his year as IVMA President in 2010. Dr. Sunbury has also served on the PVM Admissions Committee, the PVM Veterinary Nursing Advisory Committee and the PVM 60th Anniversary Planning Committee. He now sits on the Indiana Board of Veterinary Medical Examiners and the Purdue Veterinary Alumni Board. Dr. Sunbury is a life-long member of the IVMA and the AVMA. He has been involved in his local community as well.

The IVMA is pleased to recognize and thank the 2022 IVMA officers:

Dr. Aaron Johnson, Fishers - President

Dr. Greg Kurtz, Hagerstown – President-elect

Dr. Hilary Christner, LaGrange – Immediate Past President

Dr. Corey Swart, Kokomo, Treasurer



2022 CRVC



IVMA POWER OF 10

The IVMA completed its 9th Power of 10 class in February 2021. Ten recent graduates participated in monthly meetings in the topic areas listed below to improve, connect, learn, and grow – both in their careers and in their leadership capabilities. The IVMA now has over 85 members who have completed the program.

The 2022-2023 Power of 10 class began meeting in August 2022.

Learning areas include:

- Insights Personality Training
- Influence and Communication
- Veterinary Wellbeing Boot Camp
- Emotional Intelligence
- Financial Wellness/Virtual Care/Organized Veterinary Medicine
- Diversity Equity and Inclusion



IVMA POWER PROGRAMS

Interested in signing up for our **Power Programs**? This is a **complimentary IVMA member benefit!**

Visit the website at www.invma.org and learn more.



INSIGHTS DISCOVERY

The IVMA is in a very unique position to offer Insights Personality Training to veterinarians and their staffs in hospitals all around the state. Insights Discovery is a fantastic tool that can help you understand your own behavior as well as that of others. Based on two axis developed by Carl Jung (Introvert versus Extrovert and Thinking versus Feeling), four quadrants can be made that describe a certain personality. Each personality is represented by a color: red, yellow, green and blue. Insights Discovery helps us understand ourselves and others – whether that is in the workplace or your personal life. Going through the Insights Discovery training can help your team communicate better and be more effective in their day-to-day work.

Insights Discovery training is provided in IVMA’s Power of 10 and Power of You programs. Because of this, Lisa Perius, IVMA Executive Director, has been trained and certified to deliver Insights Discovery. IVMA is committed to offering and delivering this opportunity to IVMA member veterinary clinics around Indiana to improve communication strategies, staff retention and culture in your practice. IVMA is the only veterinary medical association in the country offering this valuable training to its members!

Since August 2019, Insights training has been delivered to over 30 veterinary clinics and three 1st year veterinary classes – the Class of 2024, 2025, and 2026. Contact the IVMA to learn more about how you can make a difference in the culture of your practice in 2023.



IVMA WET LABS

The IVMA is committed to delivering educational opportunities to our members in many ways. The IVMA hosted three ultrasound wet labs in 2022. In the fall of 2022, two additional learning opportunities were offered - dental and neurology lectures. Attendees could attend in person or via Zoom.



WET LABS

HANDS ON CONTINUING EDUCATION

