



ANNUAL REPORT



2023



Council & Membership



2023 MVMA President's Message



**Dr. Mackenzie
Marks**

President

Term Ends 2025

As I reflect on the past year, I am filled with a sense of pride and optimism for our profession and the Manitoba Veterinary Medical Association. We have navigated challenges, celebrated achievements, and continued to evolve in our commitment to veterinary excellence.

Our lobbying efforts for increased seats and funding at the Western College of Veterinary Medicine stand as a testament to our dedication to the future of veterinary medicine in Manitoba. This achievement not only promises a brighter future for aspiring veterinarians but also ensures the continued growth and development of our profession.

We have also made significant strides in communicating with our government on the critical issues facing our profession. These conversations have been instrumental in highlighting the unique challenges and needs of veterinarians in Manitoba.

Furthermore, the proposed change to the Registered Veterinary Technologists (RVT) scope of practice is a development I am particularly proud of. This change aims to enhance RVT utilization and job satisfaction, contributing to a more dynamic and fulfilling work environment. (Note: This is contingent on the passing of the bylaw.)

The veterinary industry in Manitoba faces several challenges, with a critical one being the need to ensure a steady influx of veterinarians and veterinary technologists. Attracting new graduates to our province is crucial, and we must focus on factors such as mentorship, benefits, and financial remuneration. Mental health and well-being remain a major concern for our profession. We need to continue advocating for and implementing measures that support the mental health of all veterinary staff.

Building a strong sense of community within our industry has been a personal goal since joining the Council. Respect and collaboration are key to addressing the challenges we face. I am hopeful that by fostering a stronger community, we will see improvements in mental health, job satisfaction, and the overall attraction of veterinary professionals to Manitoba. Our sense of respect and unity is pivotal in driving these positive changes.

I encourage each member to actively participate in our community. This could involve volunteering for Council or committees, mentoring students and new graduates, effectively utilizing RVTs, or simply reaching out to colleagues. Additionally, I urge you to attend events such as the awards banquet, the MVMA Goldeyes game, and forums. These are not just events but opportunities to strengthen our bonds and affirm our commitment to our profession.

Together, we can continue to make strides in veterinary medicine in Manitoba, ensuring a sustainable future for our profession.

2023 MVMA Council Members



**Dr. Keri Hudson
Reykdal**

*Past President
Term Ends 2024*

And just like that, four years have come and gone, and my time on the MVMA Council passed far too quickly. I had some goals for my time, which I accomplished, and one that I'm still looking for ways to achieve. Over the last four years, my work life changed dramatically, giving me a huge appreciation for my colleagues in all fields of veterinary medicine.

During my time on the Council, we have really worked towards making the job of Executive Director (ED) and Registrar more clearly delineated and setting up clear protocols and policies to make the job of ED, Council, and staff easier. We are very happy with the job that Corey Wilson is doing and hope he will stay on for years to come. Although the transition process to ED/Registrar was challenging, it has allowed us to provide a better 'guidebook' for the Council for years to come. Thank you to Corey and the Governance Committee for working so hard on these important issues.

The one goal I continue to strive towards is creating more 'Member Engagement.' As a self-regulated profession, we depend on our members to step up and volunteer for Council and on committees. This work is essential not just for the protection of the public but also to ensure we are meeting the needs of our colleagues. We are a small community. We need to support each other and ensure that each of us feels engaged, heard, and a part of this association.

Thank you to my fellow Council members. I have learned a lot from each of you over the years. I appreciate each different perspective that is brought to our meetings. It has been a pleasure to serve with you.

Thanks to Corey, Jo-Anne, Barb, and Michelle for the great work you do to support our association. Your commitment to the MVMA is valued and respected.

2023 MVMA Council Members



**Dr. Esther
Hillonov**

*Vice President/Incoming President
Term Ends 2025*

As a member of the Council since 2019, and most recently as Vice President transitioning to President post-AGM, I've been deeply involved in our key initiatives this year. One significant achievement was establishing the Executive Council, typically comprising the Vice President, Past President, and current President, to distribute the MVMA president's responsibilities. Since 2020, I have also served as the liaison for the MVTA, actively participating in their meetings. My role extends to the Unauthorized Practice Committee, where I address instances of non-licensed veterinary practice. Professionally, I practice small animal veterinary medicine at Machray Animal Hospital.

Our Council continues to tackle the workforce shortage, striving to retain and attract MVMA members. Notably, we secured five additional Manitoba seats at WCVN and are exploring ways to enhance education for aspiring veterinarians.

A significant policy change last year was the enactment of a policy allowing Council members and volunteers to retain their positions under a non-practicing license during parental or maternity leave. This change, vital for inclusivity, enabled me to remain active on the Council during my 12-month maternity leave and will continue to support me as I take leave for my second child, ensuring continuity in leadership roles during life transitions.

I extend my gratitude to outgoing Council members: Keri Hudson Reykdal for her passionate leadership and four-year service; Rhonda Foote for her invaluable regulatory insights and RVT perspective; and Judy Hodge for her expertise in swine health, epidemiology, mental health, and her leadership in the Wellness and Governance Committees. I also thank the MVMA Staff who work so hard behind the scenes and help our association work so efficiently to serve our needs.

2023 MVMA Council Members



**Dr. Morgan
Wawryk**

*Veterinarian Council Member/Incoming Vice President
Term Ends 2026*

I am a WCVN graduate of 2018 with experience in both Alberta and Manitoba. In my first year on Council, I served on the Governance Committee, RVT Scope of Practice Committee and an MP3 joint committee that is wrapping up. Joining Council has been a great experience as I've gained insights into the organizational dynamics, connected with fellow veterinarians, and engaged more deeply with our community. My personal highlights from the last year include the Awards Night, an inspiring event that celebrated veterinary excellence in our province, as well as the vet student mixer at the zoo, a refreshing reminder of the passion fueling our future professionals.

Our Council achieved significant milestones this year. We successfully hosted a dermatology forum, providing a platform for knowledge sharing and networking. Additionally, our proactive approach towards addressing workforce shortages in veterinary and technical sectors demonstrates our commitment to tackling pressing industry challenges. Our collective efforts have positively impacted the community, notably in public safety, food safety, and mental health support. Our collaboration with the MVTA, despite occasional differences, has been fruitful due to our shared vision.

I extend heartfelt gratitude to the MVMA staff for the work they put in. The passion they have for the veterinary profession is amazing to see. They really do care about the members and the public and make sure all animals are taken care of.

Looking ahead to 2024, I'm particularly excited about the PIPS rewrite, which focuses on keeping clinics up to date on most standard practices. I also am looking forward to continuing our work to enhance RVT retention and utilization, recognizing their integral role in our field. As we continue to update policies and seek diverse opinions within our profession, I remain inspired to make a meaningful difference through my service on the Council, contributing to the advancement of veterinary practices.

2023 MVMA Council Members



Dr. Joe King

*Veterinarian Council Member
Term Ends 2026*

It was an exciting time to join the MVMA Council in February of 2023. Since joining the Council, the group and its committees have been tackling many issues. I look forward to contributing to the growth and success of our profession here in Manitoba. I believe the Council is a forward-thinking group that will embrace change as our profession evolves. With the current workforce shortages, we are in a position to adapt and make the profession sustainable for all veterinarians in the province, especially the rural clinics, which may struggle to find veterinary technologists and veterinarians. I am also currently serving on the Rural Issues Committee, which will work hard to find solutions for the issues facing rural veterinary clinics in Manitoba.



Dr. Judy Hodge

*Veterinarian Council Member
Term Ends 2024*

I'm a 2008 WCVN grad with a Master of Public Health from New York University (2012), and I am a Diplomate with the American College of Veterinary Preventive Medicine (2018). I work by day with HyLife, a fully integrated swine operator, and by evenings and weekends with my public health consulting company, Katrime Integrated Health.

As I reflect on my time on Council, I have really enjoyed working with the Wellness Committee, the Limited Access Vaccinator Program Committee, and interacting and listening to the concerns of MVMA and MVTA members during our membership engagement evenings. Your feedback is important to make sure that Council is doing relevant work, so please continue to get engaged and provide feedback!

2023 MVMA Council Members



Dr. Glen Duizer

*Veterinarian Council Member
Term Ends 2025*

I am a proud AVC graduate of 1995, with over a decade of experience in food animal practice and 18 years in a Chief Veterinary Officer role. I've served on the Council since February 2022, and as treasurer since February 2023, and my past contributions include serving on the Peer Review Committee and the Professional Standards/Code of Ethics Committee.

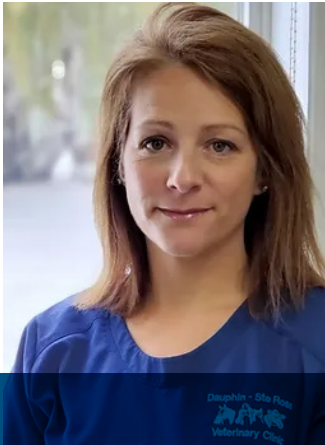
I am deeply inspired by the resilience of our profession in these challenging times. The Council's work in engaging veterinarians, RVTs, and students in Manitoba has been crucial for retention and recruitment. We've significantly improved student engagement, supported rural veterinary education, expanded RVTs' scope, and developed the Limited Access Vaccinator program, strengthening both our profession and community.

Looking ahead, my goals for the coming year are twofold. Firstly, as a Council member, I am committed to exploring and advocating for new avenues of recruitment and retention. The fact that only five students from the 2023 WCVM class are returning to Manitoba highlights the urgent work still needed in this area. Secondly, as treasurer, I will continue collaborating closely with MVMA staff to ensure the financial stability of the association and budgeting for key Council initiatives.

The mutual respect and willingness of Council members to work together, despite diverse experiences and opinions, is a testament to our strength and unity. In the future, I hope to see us collaborate and partner with other key stakeholders in Animal Health, expanding our vision and opportunities, especially in rural practice/service and in Northern communities.

Lastly, I extend my tremendous gratitude to the Executive Director and MVMA staff for their exceptional work in maintaining our Association's efficiency and effectiveness.

2023 MVMA Council Members



**Ms. Celina
Dunfield**

*Veterinary Technologist Council Member
Term Ends 2025*

I am a registered veterinary technologist with 21 years of experience, primarily in a rural mixed animal practice, and an active member of various councils, including our local humane society and agricultural society. I am currently serving on the Rural Issues and Rural Retention Committee. This year, our committee has faced the challenge of addressing the vet/tech shortage, especially in attracting new graduate veterinarians, foreign-trained veterinarians, and veterinary technologists, with a particular focus on rural areas. Despite the complexity of this task, we have made notable progress in identifying effective strategies and paths to overcome various obstacles. However, there is still much work to be done. I strongly encourage those working in rural areas and feeling the impact of this shortage to become involved in our committee.

The Council has shown commendable effort in including technicians in decision-making this year. Their openness to productive communication and acceptance of technicians' willingness to expand their scope of practice and acquire new skills has been key in supporting veterinary practices.

A personal highlight for me as a Council member this year has been the positive internal dynamics and the learning opportunities within the Council. I firmly believe that technicians should have representation on both the MVMA and MVTA councils to create a meaningful impact. Although I haven't been able to fully engage in this dual role, I see the potential for a technician serving on both councils to act as a bridge between the two organizations.

For 2024, my main goal is to enhance the presence of veterinary technicians in rural areas. This may involve engaging with high schools and colleges, as well as local governments, to discuss changes in admissions policies or to create incentives for veterinary technicians to practice in rural settings.

Lastly, I would like to extend my sincere thanks to the entire Council for their support and collaboration, especially when insights from a rural technician were needed. Their professionalism and dedication to advancing the veterinary and veterinary technologist professions are truly admirable.

2023 MVMA Council Members



Ms. Rhonda Foote

*Veterinary Technologist Council Member
Term Ends 2024*

My journey in veterinary medicine, spanning 19 years, coupled with my 3.5 years of service on the Council, has been an enriching and enlightening experience. This unique blend of experience has guided me in my contributions, particularly on the Unauthorized Practice Committee.

Reflecting on our collective achievements this year, I am especially proud of two significant milestones. Firstly, our efforts have led to new seats at the Western College of Veterinary Medicine, a first step in addressing the veterinary shortage, specifically in rural areas. Secondly, the increased focus on student engagement shows our dedication to attracting graduates back to Manitoba. These initiatives are not just accomplishments for the present but are investments in the future.

I would like to acknowledge the contributions of the new members of the Unauthorized Practice Committee. Their willingness to delve into often challenging situations and provide their expertise has been vital in our progress.

As we look ahead, I look forward to Council maintaining the momentum of these accomplishments and continuing to strive for excellence in veterinary medicine in Manitoba.



**Ms. Dianne
Riding**

*Public Representative
Term Ends May 2026*

As a member still in the process of learning, I have developed a profound admiration for our veterinarians and veterinary technologists. Their tireless efforts, both in clinical settings and on the board, are truly commendable. It's inspiring to see how these two professional groups collaborate, not only to support each other but also to serve their clients and pet owners with exceptional dedication. Their commitment to maintaining high standards in their respective fields is remarkable. I eagerly anticipate continuing my journey with the board into the upcoming year.

Upcoming Council for 2024

Following the 2024 Annual General Meeting on January 26, 2024, Dr. Mackenzie Marks's term as president of the MVMA Council will end. Taking his place as the 2024 MVMA President will be Dr. Esther Hillonov.

This year there were two vacant veterinarian positions (formerly held by outgoing council members Dr. Keri Hudson Reykdal, MVMA Past President, and Dr. Judy Hodge). Unfortunately, the MVMA did not receive any nominations for these positions. As a result, the MVMA Council will fill the vacancies following the 2024 AGM.

This year there was one vacant veterinary technologist position formerly held by outgoing council member Ms. Rhonda Foote, RVT. The MVMA is happy to report that this position will be filled by Ms. Melanie Browning, RVT.

This year there was one vacant public member position formerly held by outgoing council member Mr. Doug Oliver. The MVMA awaits an appointment from the Minister of Agriculture to fill this position.

Your Council for 2024:

- Dr. Mackenzie Marks, Past President, Veterinarian Council Member
- Dr. Esther Hillonov, President, Veterinarian Council Member
- Dr. Morgan Wawryk, Vice President, Veterinarian Council Member
- Dr. Glen Duizer, Veterinarian Council Member
- Dr. Joe King, Veterinarian Council Member
- TBD, Veterinarian Council Member
- TBD, Veterinarian Council Member
- Celina Dunfield, Veterinary Technologist Council Member
- Melanie Browning, Veterinary Technologist Council Member
- Dianne Riding, Public Member
- TBD, Public Member

MVMA Registrar's Message

Corey Wilson

Executive Director/Registrar

As we approach the close of another remarkable year, I am filled with excitement and pride reflecting on the incredible work undertaken by the MVMA Council and its dedicated committees. Your commitment to advancing the field of veterinary medicine in Manitoba has been nothing short of inspiring, and I am thrilled to share the highlights of our collective achievements in this year's annual report.

We end each year on the eve of the MVMA's Annual General Meeting, which will be held virtually on January 26, 2024. This date tends to highlight the great work undertaken by our various committees and working groups, as the AGM normally includes motions to membership to amend the MVMA by-laws. This year is no exception with a few innovative changes being proposed. In addition to by-law changes, our committees have continued to protect the public and advocate for members. A few highlights:

- The Limited Access Vaccinator Program Working Group has been working for a few years on a program to allow for veterinarians to supervise vaccine administration in remote and underserved areas. More information can be found on page 30.
- The RVT Scope of Practice, Retention, and Career Advancement Committee completed its work on the RVT scope of practice review and consulted with membership on proposed changes. More information can be found on page 29.
- The Ad Hoc Restricted Veterinarian Committee completed a thorough review of the current regulatory framework for restricted veterinarians and made recommendations to the MVMA Council. The MVMA Council reviewed the report and is proposing changes to the restricted veterinarian membership program.

- The dedicated volunteers of the Peer Review Committee have continued to serve the public and profession through the diligent and professional handling of complaints. More information can be found on page 20-21.
- The Unauthorized Practice Committee has continued to diligently address concerns of unauthorized practice. More information can be found on page 22-24.
- The Rural Issues Committee successfully advocated for a grant for Manitoba students at the WCVM that are not included in the Interprovincial Funding Agreement. More information can be found on page 31.

Our accomplishments, from innovative initiatives to impactful advocacy advancements, reflect the passion and hard work that define the MVMA community.

I extend my heartfelt gratitude to our invaluable volunteers and dedicated staff who have poured their time, energy, and expertise into the success of the MVMA. Your unwavering commitment has been the driving force behind our achievements, and I am sincerely thankful for your continued dedication.

At the heart of our association is the principle of self-regulation, a privilege the MVMA and its members hold with great responsibility. As we celebrate another successful year, let us also reflect on the importance of active engagement with the MVMA. Your participation ensures that the profession continues to thrive, adapting to the evolving landscape of veterinary medicine in a manner that promotes a sustainable veterinary community that prioritizes the health and welfare of animals, people, and the environment.

In closing, I am excited about the promising path ahead and look forward to the continued collaboration. Thank you for your unwavering support and dedication to our shared vision and mission.

2023 MVMA Membership Report

In 2023, the MVMA added 25 new veterinarian members and 28 new veterinary technologist members to the MVMA.

Welcome to all of our new members!

Veterinarians

Dr. Amandeep Brar
Dr. Harpreet Brar
Dr. Beau Bridgeman
Dr. Natasha Brown
Dr. Ravneet Chahal
Dr. Chantel Dunlop
Dr. Michelle Edwards
Dr. Kendra Elliott
Dr. Arshdeep Gill

Dr. Karan Goyal
Dr. Kimberly Hsu
Dr. Charmaine Ilano
Dr. Clarissa Jimenez
Dr. Ee Heng Lim
Dr. Tiffany Lin
Dr. Carley Lodge
Dr. Daniela Losada Medina
Dr. Martin Metzger

Dr. Monica Pisani-Konert
Dr. Josefina Rico
Dr. Amarbir Singh
Dr. Deepshikha Singh
Dr. Kendra Tod
Dr. Davina Trindade
Dr. Sheri Woods

Veterinary Technologists

Michelle Arrowsmith (re-issued)
Candace Bourre
Melanie Brown
Madison Ford
Riley Gagnon
Lee Hansen
Juliane Hartwich
Ashlyn Hawcutt
Melissa Hemminger (re-issued)

Sara Herntier
Rachel Hiebert
Ramona Hodel
Amber Jolly
Kristen Koralewicz
Alysha Kotowich
Tanisha Kroeker
Mackenzie Langrell
Jacqueline Lemke
Rebecca Maynard

Lindsay Medwid
Holly Mourant (re-issued)
Jonathan Pabalan
Stephanie Perrin
Ana Siapno
Heidi Tamminga
Jodine Ure
Haley Wakelam
Sophia Wiebe

Membership as of December 31, 2023

Veterinarians:

413

General Veterinarian
Members (Practicing)

24

Non-Practicing/Retired
Veterinarian Members

9

Lifetime Veterinarian
Members (Non-Practicing)

7

Public Veterinarian
Members (Practicing)

12

Restricted Veterinarian
Members (Practicing)

62

Student Veterinarian
Members

Veterinary Technologists:

441

General Veterinary
Technologist Members
(Practicing)

38

Non-Practicing/
Retired Veterinary
Technologist Members

6

Restricted Veterinary
Technologist Members
(Practicing)

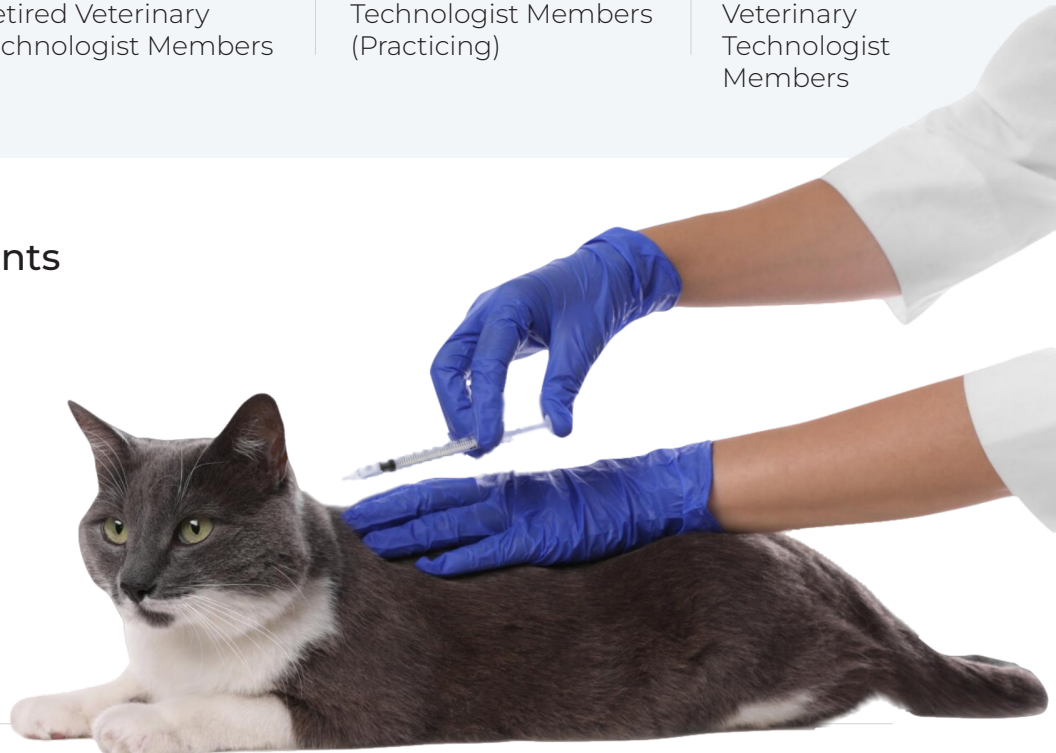
64

Student
Veterinary
Technologist
Members

Animal Health Assistants

8

Animal Health Assistants





Practice Inspections Practice Standards

2023 Inspections at a Glance

In 2023, the MVMA has completed 43 inspections:

- 12 self-inspections
- 26 MVMA PIPS Inspections
- 5 paper re-inspections by MVMA PIPS Inspectors
- 0 in-person re-inspections by MVMA PIPS Inspectors

The MVMA is happy to announce that 4 new practices were opened in 2023. As of December 31st, the MVMA has 150 inspected practices in the Province.

2023 MVMA PIPS Inspectors

The MVMA was happy to work with Dr. Max Popp, Dr. Sally McGillivray, and Dr. Erika Anseeuw as its PIPS Inspectors as they diligently completed PIPS Inspections in 2023.



Strategic Plan

2022-2024

2

Strategic Plan 2022-2024

In the spring of 2021, the MVMA decided to engage in strategic planning as it charts a new course for the MVMA. The MVMA started by engaging in a survey with various MVMA stakeholders. Based on the survey, the MVMA Council drafted its initial strategic themes. The MVMA Council then met for a day and a half event in November 2021 to fully explore and map out a strategic plan for the coming years. The MVMA Council reviewed the MVMA mission and vision and, based on stakeholder

input, developed its strategic priorities. The MVMA Council is pleased to provide members with its Strategic Plan for 2022-2024.

In 2023, the MVMA Council and its committees worked hard to push forward its strategic goals. In 2024, the MVMA Council will be updating its membership on the status of its strategic goals and how membership can help with these initiatives.



OUR MISSION

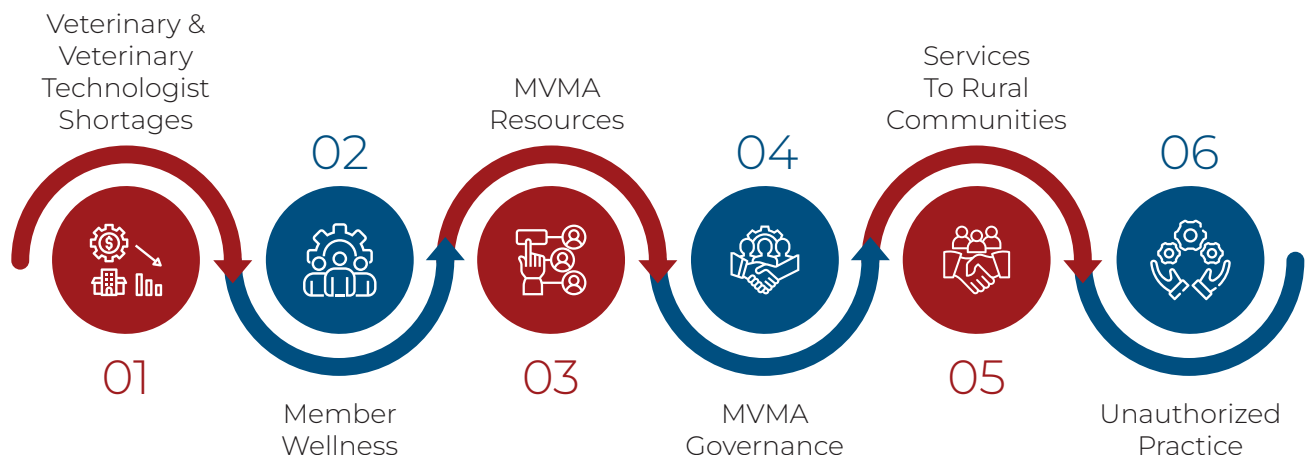
To protect the public through the regulation of veterinary medicine, to support our members and to promote the profession in Manitoba.



OUR VISION

A sustainable veterinary community working together to prioritize the health and welfare of animals, people and the environment.

Strategic priorities:



PRIORITY	GOAL	STRATEGIC ACTIONS
Veterinary and Veterinary Technologist Shortages	To ensure that veterinary and veterinary technologist services are available when needed in Manitoba.	<ul style="list-style-type: none"> • Liaise and lobby • Conduct a member survey to identify the degree of the shortage • Build relationships with students • Advocate for the development of retention scholarships • Develop a mentorship program • Encourage delegation of services to technologists/paraprofessionals • Explore micro credentialing for technologists • Assist in the licensing process of foreign trained veterinarians
Member Wellness	To support the physical, mental, and social well-being of our members.	<ul style="list-style-type: none"> • Implement feedback from the 2021 Member Wellness Survey to ensure healthcare services offered are responsive to member needs and support members to work in safe and healthy environments • Identify services for members in crisis • Provide members with access to Mental Health Continuing Education • Increase member awareness of mental health
MVMA Resources	To develop and utilize MVMA resources in a manner that maximizes our ability to serve the public and the profession.	<ul style="list-style-type: none"> • Implement a data management system to meet MVMA regulatory requirements. • Upgrade the website to make it more user friendly and informative for our members. • Increase membership engagement
MVMA Governance	To develop the strengths and diversity of the Council to effectively govern the MVMA.	<ul style="list-style-type: none"> • Governance training for Council • Develop a Governance Manual
Services to Rural Communities	To ensure that veterinary and technologist services are available to rural communities in Manitoba.	<ul style="list-style-type: none"> • Partner with rural municipalities • Support rural practitioners • Consult with veterinary service districts • Partner with industry groups
Unauthorized Practice	To ensure that the public receives veterinary and technologist services by those authorized to practice in Manitoba.	<ul style="list-style-type: none"> • Public education campaign • Member education campaign • Support the Unauthorized Practice Committee to investigate complaints

3

Committee
Reports



Peer Review Committee

PRC Report (as of December 31, 2023)

	This Year 2023	Last Year 2022	5 Years Ago (2018)
Informal Complaints	109	78	65
Formal Complaints	29	19	25
Referrals made by the Registrar	4	0	0

2023 Outcomes

Complaints Committee		
	Refer to Inquiry	1
	Dismissed	11
	Advise given to member	1
	Formal Caution	2
	Agreement	3
	Voluntary Surrender of Registration/Licence	0
	Total Matters resolved in 2023	17
Inquiry Panel		0
Court of Appeal		1

Appeals

	This year-2023	Last Year- 2022	5 years ago (2016)
Appeal of Complaints Committee Decision by the complainant to an Appeals Committee	1	7	0
Appeal of an inquiry Decision by the member to the Court of Appeal	1	0	0

Comments from Committee Chair, Dr. Colleen Fisher

The Peer Review Committee has been engaged with complaints against MVMA members in 2023. As of November, formal complaints have increased by 9 and informal complaints are up by 25. Appeals are down from 6 to 1. Please see the Deputy Registrar's Report above for further information.

The PRC referred one complaint to inquiry in 2023. The PRC has had one matter before the Court of Appeal, which is now being appealed to the Supreme Court of Canada. The MVMA is awaiting the decision if leave will be granted for the matter.

Communication challenges continue to be a major reason for complaints from clients, and we have a duty to ensure that all written complaints are investigated in a timely and robust manner.

The Committee continues to evolve our practices to reflect professional communication styles, ensure transparency, and meet the expectations of the public and our membership with respect to the in-depth and trustworthy examination of the various elements of every case. Committee members have taken advantage of the opportunity to attain continuing education regarding governance and investigation this past year. Our volunteers are also engaged in learning about best practices for our provincial counterparts across Canada.

Prevention of complaints may not always be within our control, but final Peer Review Complaints Committee decisions are more

likely to favour the veterinary professional where transparent financial estimates have been discussed, reasonable standards of practice have been met, the patient's well-being has been addressed, the client has received adequate communication regarding these different factors, and medical file documentation exists to reflect the same.

The individual Peer Review Complaints Committees (PRCCs) are made up of two veterinarians (or one vet and one registered veterinary technologist for RVT-directed complaints) and a public member/layperson. As we engage new members, we may have additional persons on an individual PRCC while they learn about the investigation and decision adjudication processes. We now have four strong PRCCs working as we do our best to decrease the time commitment on our valued volunteers.

Currently, complaint files are assigned by the Deputy Registrar and Chair in order to distribute the caseload as fairly as possible. However, the individual PRCCs have commented that the time for investigation and decision-making is increasingly onerous with respect to their other work and personal commitments. Given the workload across all our PRCCs, the Registrar, Deputy Registrar, and Chair are investigating alternate methods for adjudicating complaints on a timelier basis with less requirement for valuable volunteer time. The hope is to have the new process and budget approved by MVMA Council for implementation in 2024.

Ad Hoc Unauthorized Practice Committee

Committee Members

Members of the Equine Subcommittee: Dr. Chris Bell, Dr. Mackenzie Marks, Dr. Brad Lage, Dr. Lea Riddell,

Members of the Small Animal Subcommittee: Dr. Esther Hillonov, Rhonda Foote RVT, Dr. Birtie Klug

About the Unauthorized Practice Committee

The MVMA Council established the Unauthorized Practice Committee in the fall of 2021 to better address reports of unauthorized practice. This Committee is tasked with protecting the public by ensuring that only those who are licensed and/or registered in Manitoba are providing veterinary services. The MVMA Council believes that having a committee of MVMA members review complaints of unauthorized practice ensures that experts are reviewing each complaint and properly assessing the level of risk posed.

The Committee is guided by the following Principles as it undertakes its work:



Transparency

- This committee, comprised of MVMA membership, helps the MVMA Council ensure that each report of unauthorized practice is appropriately reviewed and addressed.



Risk Assessment

- This committee will be expert and best able to assess the risk posed by those providing veterinary or veterinary adjacent service.



Proportionality

- The committee will help ensure that limited resources are dedicated to higher risk matters, while less resources are dedicated to lower risk matters.



Animal Welfare

- The committee will uphold animal welfare as paramount.



Collaboration

- The committee will develop relationships with other overlapping regulatory bodies to ensure protection of the public and their animals.

Other Projects

The committee continues to work on:

- developing a triage/teletriage statement
- developing Alternative and Complimentary Medicine

Comments from Committee Member, Dr. Esther Hillonov

The Unauthorized Practice Committee is a relatively new committee in the MVMA, composed of both DVM and RVTs. MVMA members or members of the public will submit reports of individuals practicing

veterinary medicine in an unauthorized or non-licensed manner, and then we, as a committee, determine if the concerns are valid and what next steps are required to stop the actions.

This past year, we have successfully halted the unauthorized practice of veterinary medicine on multiple counts, allowing for the education of these individuals, and protecting the health and safety of animals. We are always looking for new members to join us! Reach out to the MVMA if you have an interest in being a part of this fulfilling committee.



2023 Report Small Animal

		2022	2023
Total Matters Received		3	11
Total Matters in Progress		3	3
Total Matters Resolved*		2	8
Outcomes (could include more than one)	Cease & Desist Letter	0	1
	Educational Material	0	5
	Reports to Animal Welfare Branch	0	2
	Reports to Workplace Health and Safety	0	
	Not within MVMA Jurisdiction	1	
	Insufficient Information	1	2
Additional pro-active inquiries re: Complementary Alternative Medicine			1

* Matters resolved stay on file for further review if additional report is received.

2023 Report Equine

		2022	2023
Total Matters Received		2	1
Total Matters in Progress		0	1
Total Matters Resolved*		1	0
Outcomes (could include more than one)	Cease & Desist Letter	1	
	Educational Material	1	
	Reports to Animal Welfare Branch	1	
	Reports to Workplace Health and Safety	0	
	Not within MVMA Jurisdiction	0	
	Insufficient Information	0	
Additional pro-active inquiries re: Complementary Alternative Medicine			1

* Matters resolved stay on file for review if additional report is received.

PIPS By-Law Rewrite Committee

The PIPS By-Law Rewrite Committee was formed in the spring of 2021.

Chair: Dr. Max Popp

Members: Dr. Erika Anseeuw, Dr. Aaron Mooi, Dr. Alexandra Jerao, Dr. Brad Lage, Melanie Browning RVT, Andrea Casavant RVT, Jennifer Meub RVT

The Committee has wrapped up its initial work to rewrite the current PIPS By-Law in 2023. The MVMA Council had identified that the current PIPS By-Law needs to undergo a thorough review to address a number of issues, including readability, new practice types, enforcement issues, and generally to ensure that the standards speak to today's practice in veterinary medicine. The MVMA created the Ad Hoc Committee to draft a plan for this large undertaking. Based on that review, the MVMA Council has set forth the Ad Hoc PIPS Rewrite committee. The purpose of this Committee is to provide a report to the MVMA Council that contains a draft Practice Inspections, Practice Standards By-Law to replace the existing by-law. The draft PIPS By-Law will focus on:

- A principle-based approach
- Establishing minimum standards
- Minimizing/managing the risk to the public
- Being forward-thinking and allowing for non-traditional practice types
- Ensuring that Manitoba standards are in line with neighbouring Canadian jurisdictions

In 2024, the MVMA Council will send out consultations on a staggered basis throughout the year to ensure that membership has the time to review the materials properly and provide feedback. This will be the memberships opportunity to address concerns and provide feedback on proposed changes. It is anticipated that a new PIPS By-law will be presented to membership at the 2025 AGM for adoption.

Comments from Committee Chair, Dr. Max Popp

The PIPS committee rewrote the bulk of the PIPS update. More details are being worked out at this time. Consultation with membership will begin in early 2024.

Ad Hoc Wellness Committee

Committee Members

Chair: Dr. Judy Hodge

Members: Jennifer Meub RVT, Dr. Terry Whiting, Dr. Deanne Wilkinson

About the Ad Hoc Wellness Committee

The Ad Hoc Wellness Committee was created in the spring of 2022 to create an MVMA program to support members' mental health and addiction issues.

Accomplishments

In 2023, the Committee:

- Continued to develop the Wellness Toolkit based on member feedback
- Worked on developing a plan to ensure crisis services for MVMA members and clinic staff.

The Horizon

The Committee will continue its work into 2024 as it plans to carry out the Wellness Strategic Priority in the current Strategic Plan.



Rural Issues Committee

Committee Members

Chair: Dr. Jennifer Demare

Members: Dr. Chris Bell, Dr. Claus Leppelmann, Dr. Joe King, Celina Dunfield RVT, Dr. Allison Pylypjuk (retired), Dr. Vicky Sempers (retired), Dr. Stephanie Van Deynze-Snell (retired)

About the Ad Hoc Rural Forum and Vet Retention/Shortage Committee

The Rural Issues Committee (formerly the Ad Hoc Rural Forum and Vet Retention/Shortage Committee) continues to address issues facing rural practices, including the shortage of veterinary professionals in rural areas. This Committee has been instrumental in the MVMA's push for increased veterinarian training funding and continues to host the Annual Rural Forum. Please note that the Rural Forum has been postponed to January 2024 for scheduling purposes.

Accomplishments

In 2023, the Committee:

- Advocated to government for funding for the 8 non-IPA funded Manitoba students at the WCVM. See page 31 for more information.
- Developed the Call Sharing list to help practices connect and share call.

Comments from Committee Chair, Dr. Jennifer Demare

It has been a rewarding committee to be a part of the last 2 years. In 2023, the committee continued to advocate for keeping veterinary students coming back to Manitoba post-studies. This past year, the government awarded a grant to non-IPA students for returning to MB post-graduation.

This committee also met with the provincial government regarding veterinarian student summer opportunities with the goal of encouraging vet students to explore rural veterinary practices in MB. Great ideas were discussed and considered by the government as they moved forward in their planning.

We also are hosting the Rural Forum Day in January 2024. This is an annual event that is successfully being attended virtually, allowing many veterinarians to join from across MB, collaborating and volunteering their time to be part of the solution to rural veterinary concerns.

In 2024, this committee, with your help, will also continue measuring workforce shortages. The survey is tied to the PIPS inspection to allow for capturing and updating data as efficiently and accurately as possible. This is voluntary and we encourage veterinary clinics to continue participating in this survey.

Future goals for the committee include researching retention-based incentive models in other provinces. This would then be part of this committee's role to understand successful programs that are attracting new graduating DVMs back to a province. Ultimately, this would lead to government lobbying to have a similar program in Manitoba.

Another future goal is to understand Manitoba externship opportunities available for 4th year WCVM students. The goal is to understand barriers for students and/or missed opportunities for student/vet practice engagement that currently exist and how to leverage and expose more graduating DVMs to Manitoba.

Ad Hoc Governance Committee

Committee Members

Members: Dr. Judy Hodge, Dr. Jillian Preston-Gren, Dr. Richard Hodges, Dr. Morgan Wawryk

About the Ad Hoc Governance Committee

The Ad Hoc Governance Committee was created in the spring of 2021 to review the MVMA's governance structure and policies and address any gaps through the creation of new By-Laws, policies, procedures, plans, etc. Specifically, the Committee was tasked with ensuring that materials they generate:

- protect the public and the profession from issues that can arise from poor governance;
- are readable, simple, and straightforward;
- promote efficiency of MVMA resources; and,
- reduce barriers to each council member's participation in council activities.

The Committee has also been tasked with the creation of an On-Demand Seminar & Exam.

The Committee met on a monthly basis in 2023.

Accomplishments

In 2023, the Committee:

- Developed an On-Demand Seminar & Exam
- Developed numerous policies including:
 - Executive Committee Policy
 - Communication with the Public Policy
 - Annual Planning Policy
 - Council Conflict Resolution Policy
 - Council Member Responsibilities and Job Description
 - Council Policy Creation, Update and Approval Policy

- Council Self-Evaluation Policy
- Equity, Diversity and Inclusion Plan
- Strategic Planning Policy
- Treasurer- Council Position Description
- The Legal Fund Policy

Comments from Committee Member, Dr. Jillian Preston-Gren

This past year has been a fruitful one for the MVMA's Governance Committee. We met monthly, including over the summer, to work on by-laws, policies and procedures for the MVMA. Our group includes current Council Members Judy Hodge and Morgan Wawryk, Past President Richard Hodges, ED Corey Wilson and myself (a former Council Member).

We are currently working on an updated and reformatted seminar and examination, which will be available online and on-demand for new members. It is exciting to see this come together. We have worked on many other projects, including updating the MVMA Executive Policy Committee structure to allow more flexibility for members. We revisited our goals from the Strategic Plan and reviewed the MVMA Consultation Policy and Council's Policy Creation Process. We reviewed updated job descriptions and evaluations, including for the Executive Director. We also worked on Conflict Resolution as well as Equity, Diversity and Inclusion at the MVMA.

The Governance Committee continues to be a productive group that benefits the MVMA. I look forward to seeing the new Seminar and Exam come to fruition and I hope that other documents we work on help make life easier for the MVMA Staff, Council, membership and the public.

RVT Scope of Practice, Retention, and Career Advancement Committee

Committee Members

Members: Dr. Hugh Millar, Colin Philippot RVT, Jenesis Caughy RVT, Melanie Browning RVT, Dr. Morgan Wawryk, Donna Taraschuk (MVTA), Corey Wilson (MVMA), Sheryl Friesen RVT (Retired)

About the RVT Scope of Practice, Retention, and Career Advancement Committee

In 2022, the MVMA, in partnership with the MVTA, created a joint committee to:

1. Address veterinary technologist shortage.
2. Ensure the full utilization of veterinary technologists.
3. Acknowledge the competence of veterinary technologists and the vital role they play in the delivery of veterinary medicine.
4. Address retention issues in the veterinary technologist career span.

Accomplishments

In 2023, the Committee:

- Researched, wrote and consulted with membership on a change to the RVT scope of Practice (this change will be presented at the 2024 AGM for a vote by membership)
- Began research on the VTS and potential practice benefits in Manitoba



Limited Access Vaccinator Working Group

The Limited Access Vaccinator Working Group was established in the fall of 2021 following a request by the Winnipeg Humane Society for participation from the Manitoba Veterinary Medical Association and the Government of Manitoba’s Chief Veterinary Office. All parties agreed to meet and discuss how a community-based limited access vaccinator program could work.

In June 2022, the MVMA made additional commitments to the program, seeing a community-based limited access vaccinator program as an interim solution to the shortage of veterinary professionals in Manitoba. Ultimately, the MVMA wants veterinary professionals to service the entire province; however, until Manitoba has a sustainable workforce to meet this need, the MVMA chooses to support services that protect Manitobans and their animals in underserved areas.

Working Group Members

Member	Affiliation
Dr. Dale Douma	Manitoba Chief Veterinary Office
Dr. Alexandra Jerao	Manitoba Chief Veterinary Office
Dr. Jillian Preston-Gren	MVMA Council/Member-at-Large
Valli Fraser-Celin	University of Guelph
Dr. Gina Bowen	Winnipeg Humane Society
Dr. Jonas Watson	MVMA Member-at-Large
Dr. Judy Hodge	MVMA Council
Corey Wilson	MVMA Executive Director/Registrar

Program development continued in 2023, with the Working Group completing the drafting of a Limited Access Vaccinator Program. The Working Group engaged in written consultation with members this past summer as well as a virtual consultation session in September. The Working Group thanks MVMA members for their participation and feedback in the consultation process! The Working Group is excited that the MVMA Council has adopted the by-law proposals and is putting them to its membership at the 2024 AGM.

Advocacy Matters – WCV Student Funding Achievement!

In 2023, the MVMA achieved a significant milestone by successfully advocating for the Manitoba Government's funding support for eight previously unfunded Manitoba students enrolled at the WCV.

Before the governmental commitment for the five additional seats, the WCV had been admitting Western Canadian students who were paying approximately \$70,000 annually in tuition, excluding living expenses. This figure starkly contrasts with the less than \$15,000 yearly tuition paid by their funded Manitoba peers. Under the existing agreement, these expenses were expected to continue throughout their four-year program.

The MVMA had the opportunity to engage with these students, who expressed both enthusiasm about joining a vital profession in Manitoba and distress over their financial constraints. These burdens compelled many to consider relocating to regions with loan forgiveness programs, despite their desire to return to Manitoba.

Recognizing the importance of supporting these students, the MVMA advocated for measures that would enable them to return to Manitoba after completing their studies, thus contributing valuable veterinary services and strengthening local communities.

We are pleased to report that the Department of Advanced Education and Training has responded by providing a one-time grant of \$70,000 to each student, helping to offset program fees. In exchange, these students

have pledged to practice veterinary medicine in Manitoba for at least six months after graduation. Despite a change in the provincial government, the new administration has committed to upholding this funding agreement.

Our gratitude extends to the Government of Manitoba for their substantial financial support. This assistance is not only a significant relief for the students attending the Doctor of Veterinary Medicine program but also a testament to the government's commitment to investing in the future of veterinary medicine in Manitoba.





Stakeholders

4



2023 Manitoba Veterinary Technologists Association Annual Report

We are pleased to submit the annual summary report of the Manitoba Veterinary Technologists Association (MVTA) for the year 2023. This overview encapsulates our association's achievements, collaborations, and key initiatives during the past year, underscoring our commitment to advancing the veterinary technologist profession in Manitoba.

Highlight: 2022 RVT Compensation Review

A pivotal milestone in 2023 was our successful collaboration with counterparts in Alberta and Saskatchewan on the 2022 RVT Compensation Review. This comprehensive report, accessible on our landing page, not only delves into compensation matters but also sheds light on concerns and opportunities within our profession. The key findings include:



No Correlation to Years of Practice: The review highlighted a disconnect between compensation levels and years of practice, prompting concerns about recognizing the expertise gained through experience.



No Correlation to Specialized Responsibilities: Similarly, compensation showed no correlation with specialized responsibilities, potentially undervaluing the contributions of RVTs with specialized skills.



Limited Paid Training: Concerns were raised about the scarcity of paid training opportunities, impacting the continuous professional development of RVTs.



Inconsistent Starting Wages for New Graduates: The review noted disparities in starting wages for new graduates, with some rates falling below provincial Employment Standards.



Lower Average Hourly Rate in Rural Locations: Discrepancies in compensation were observed, with rural locations often offering a lower average hourly rate compared to urban counterparts.



Inconsistent Overtime and On-call Rates: Inconsistencies and at times non-existent overtime and on-call rates were identified, potentially not meeting provincial Employment Standards minimums.



Inconsistent Performance Review Practices: The review brought to light inconsistencies in performance review practices, not always associated with pay increases.



Inconsistent and Absent Practices Regarding Pay Increases: Some employers lacked consistent practices regarding pay increases, leading to potential disparities in compensation.



Inconsistent Benefit Schemes: The review revealed varied benefit schemes that do not consistently meet the diverse needs of RVTs.



Limited Flexibility: RVTs face restricted flexibility to attend to personal needs, impacting their work-life balance.

Additionally, the review indicated a concerning trend, with nearly **30%** of survey participants expressing intentions to leave their current employers within the next two years. Reasons included issues with compensation and working conditions, encompassing stress, burnout, high turnover, limited advancement opportunities, poor management, and concerns about the physical demands of the work, particularly for those aging out.

The recommendations outlined in the report serve as a roadmap for fostering a fair and rewarding work environment. It is noteworthy that adherence to these recommendations can result in a minimum annual increase of **7.87%** (Cost of Living Adjustment plus merit) for RVTs, marking a significant stride in recognizing and rewarding their invaluable contributions.

MVTA acknowledges these concerns and is committed to advocating for reforms and improvements to address the identified challenges within the profession. For more information on the 2022 RVT Compensation Report, please click [here](#).

Continued Education Initiatives

Throughout 2023, MVTA remained steadfast in enhancing the knowledge and skills of our members through a series of successful Continuing Education (CE) offerings. This included three classes of Recover CPR Certification, a popular webinar series, and an advanced training conference at Red River College Polytechnic in October. The conference, a highlight of our CE calendar, featured hands-on labs covering cytology, advanced anesthesia, and ultrasound.

These educational initiatives empower our members with the latest advancements in veterinary medicine, ensuring the highest standards of patient care are maintained.

Collaboration and Partnerships

MVTA continued to fortify its collaboration with the Manitoba Veterinary Medical Association (MVMA) through joint efforts on the RVT Scope of Practice Committee. This collaboration has enabled us to contribute to the ongoing evolution of veterinary practices in our province. As we look ahead to 2024, we anticipate further collaborations, leveraging our collective expertise to address emerging challenges and elevate the standards of veterinary care in Manitoba.

In conclusion, the year 2023 has been one of growth, collaboration, and achievement for MVTA. We extend our sincere gratitude to our members, partners, and stakeholders for their unwavering support, and we remain steadfast in our dedication to advancing the veterinary technology profession in Manitoba.





Canadian Veterinary
Medical Association
Association canadienne
des médecins vétérinaires

2023 Canadian Veterinary Medical Association Report

Together, Veterinarians are Building Community.

As an organization that represents the national and international voice of Canada's veterinarians, the Canadian Veterinary Medical Association (CVMA) is proud to speak for more than **15,000** veterinarians and **10,000** affiliated registered veterinary technicians across the country.

While this has been another challenging year for the profession I am, as always, impressed with the perseverance and dedication of all veterinarians across Canada. The global workforce shortage continues to strain individuals and teams who are trying to meet the growing needs of the animal owning population. The CVMA is dedicated to addressing this momentous issue.

The CVMA is working with Impact Public Affairs, a full-service government relations and communications firm, to help **lobby the government** to provide the industry with the assistance required to address the workforce shortage and support the profession overall. The CVMA submitted three recommendations to the government in advance of the 2024 Federal Budget, including infrastructure and recruiting support, mental health and wellness support, and maintaining and strengthening the availability of critical veterinary drugs. Read the full submission under the *Government Relations* page of the CVMA website.

The CVMA is working with MNP, a business advisory firm, to undertake an **economic impact assessment** of the veterinary

profession across Canada to demonstrate its contributions to the gross domestic product, employment, tax revenue, and household spending from veterinary practices.

The report will also communicate social and community contributions of the sector through short case studies. The findings of this assessment will be used to support the CVMA and member associations' advocacy efforts with government and other key decision-makers, as well as to inform membership and internal stakeholders.

The CVMA conducted an **Immigration Pathways Amelioration survey** which will be used to collect and aggregate data on the recruitment of internationally trained veterinarians and veterinary technologists and technicians to identify, understand, and confirm the source countries, the immigration pathways employed, the experience, and the results achieved. The survey will help identify areas where the CVMA can further support members who are hiring internationally trained veterinary team members.

This data was also used to refine Immigration, Refugees and Citizenship Canada's Dedicated Service Centre immigration pathways advice and webinars. The CVMA provided **12 one-hour interactive webinars on the immigration pathways** best suited for recruiting and bringing international veterinarians to Canada for employment.

The presentations can be found under the *Veterinary Workforce Shortage* section of canadianveterinarians.net.

The CVMA recognizes the deep impact the workforce shortage has on veterinary professionals' mental health and wellness. We continue to offer various mental health supports on our website's resource hub, as well as these two main wellness programs:

- Free Peer-To-Peer Support With Togetherall
- The Working Mind Program

This is just a mere snapshot of the many initiatives the CVMA has been working on over

the past 12 months and, of course, none of these endeavours would be possible without the valuable contribution of our members and the over 600 volunteers we depend on to further the work of the CVMA. Our members are the driving force behind everything we accomplish. Thank you for the valuable contribution you make to your national organization, the veterinary profession, and the lives of your patients and clients every day.

Dr. Trevor Lawson
CVMA President





A Report on the 2023 Activities of the Canadian Animal Blood Bank

As an MVMA-appointed Member of the Canadian Animal Blood Bank and in serving as CABB president, it is my pleasure to supply this report on the organization's activities over the past year.

During 2023, the CABB continued to expand its network of Regional Units across Canada, taxing a head office staff that is challenged with operating an organization on a national scale. In recognition of this, The CABB hired a Chief Operating Officer in the person of Mr. Allan Whyte. Allan's previous management experience will assist in human resource management and day to day business activity.

The CABB experienced some turnover in Regional Unit Manager staff during 2023 and is getting more adept at filling vacancies and providing the training that goes on as part of modern-day human resource management. CABB staff are provided monthly virtual continuing education seminars to keep them current on blood banking procedures and trends in transfusion medicine. The blood bank is currently working to expand its blood collection and processing network with the addition of regional units in Halifax and Vancouver. Once operational, these centres will solidify a network that can supply blood products to all provinces on a timely basis.

The Canadian Animal Blood Bank Board membership was expanded during 2023 to include representation from British Columbia and Ontario, which better reflects the scope at which the blood bank now operates and assists in supporting the CABB Regional Unit network.

Veterinary Emergency and Specialty Centres continue to expand across Canada. These centres are the main users of the products produced by the Canadian Animal Blood

Bank, and the CABB has been offered space in many of these facilities, enabling the CABB to process and distribute blood products regionally. Regional processing and distribution are key to ensuring the highest quality standard for all blood products.

The Canadian Animal Blood Bank Foundation conducted fundraising events in 2023 that will help provide funding for CABB expansion. The "Man's Best Friend" golf event held at Wildwood Golf Club in July provided an opportunity for golfers and their dogs to share a recreational outing. At the same time as raising funds, and with the assistance of Order of Manitoba recipient Ace Burpee, the event generated publicity about the CABB and what Manitoba veterinarians are doing to improve veterinary care in our province and country. The plan is to repeat the event in Winnipeg in 2024 and to duplicate it at another CABB centre of operation in Ontario in hopes of developing a nation-wide event in the future.

The Canadian Animal Blood Bank was also the chosen charity for the "Melee Gala at the Met" hosted by United Boxing and M Builds Inc. This event raised funds for the CABB through boxer sponsorship and raised awareness of the CABB amongst individual and corporate attendees. M Builds also generously constructed 3 luxury dog houses for a fund-raising raffle that was conducted following the Gala.

CABB's focus for the upcoming year will be on ensuring broader availability of blood transfusion products and strengthening quality control measures.

Respectfully submitted,

Ken L. Mould

CABB Founding President



Western College of Veterinary Medicine MVMA Annual Report 2023

Submission from Dr. Gillian Muir, Dean Western College of Veterinary Medicine (WCVM) University of Saskatchewan (USask)

The most exciting highlight from the 2022-23 academic year was a trio of announcements from all three of the Western College of Veterinary Medicine's (WCVM) provincial funding partners — confirming increased financial support for the college. In addition to providing the WCVM with sustained financial security, this long-term commitment from the provinces ensures that all 88 seats offered in the Doctor of Veterinary Medicine (DVM) program at the WCVM continue to be available for students from British Columbia, Saskatchewan, Manitoba and Canada's North. We are very fortunate to have sustainable support from our funding partners, which allows the college to explore new opportunities for its future.

The WCVM has a responsibility “to be part of the solution” to the nationwide shortage of veterinary professionals in Canada. Since the college has reached its maximum capacity for DVM class size, we're studying the option of a future expansion. In fall 2022, we launched a feasibility study to determine all of the resources required to support a future increase in the number of DVM students admitted each year. The study's findings will guide us as we consider key decisions about the scale of a class size increase and the cost. The WCVM is also working with the University of Saskatchewan (USask) capital planning team, and as part of the university's process, the

college initiated a space optimization study with external consultants in summer 2023. Once a final report is submitted next spring, the WCVM will use its results to help inform cost estimates.

One further area of exploration is an expansion of the WCVM's role in hosting the clinical proficiency examination for internationally trained veterinarians — a program that is overseen by the Canadian Veterinary Medical Association (CVMA). As the only Canadian site that administers the exam in English, the WCVM could increase the program's intake and boost the number of qualified practitioners entering the profession each year in Canada. The WCVM is now including the development of permanent clinical testing/training facilities for veterinary professionals in the college's building plans.

In response to the chronic shortage of veterinarians in rural and remote communities, the WCVM recently worked with its provincial partners to allocate agriculture-focused seats in its DVM program. These seats are for student applicants who are more likely to graduate and practise in large animal or mixed animal practice in rural communities, based on their academic backgrounds and work experience. After offering this initiative as a pilot for Saskatchewan applicants in 2022-23, the college expanded the program to all three provinces for the 2023-24 academic year. The WCVM now offers 16 agriculture-focused seats: five seats each for Saskatchewan and Manitoba residents, and six seats for B.C. applicants.

Another admissions adjustment was to expand the number of DVM seats designated for Indigenous students from two to five seats, beginning in the 2023-24 academic year. While continuing to meet the college's admissions standards, this change addresses inequities in access to education for Indigenous people. It's a priority that is shared by the WCVM, USask and the college's provincial partners.

In our DVM program, this current academic year marks the final phase of curriculum revision as members of the Class of 2024 (the first class to experience all four years of the revamped program) enter their final clinical year. In response to feedback from many stakeholders, we've trimmed the list of mandatory clinical rotations based at the WCVM Veterinary Medical Centre (VMC) and expanded the number of external rotations available with private practices or other referral centres. This move helps to ensure that WCVM students gain valuable community experience before graduating. As well, the college continues offering a full range of VMC-based rotations for students who must stay in Saskatoon due to other commitments.

The VMC continues to be the cornerstone of our college's education, clinical and research programs. To address the complexity of this busy organization, the VMC established the new role of chief operations officer (COO).

Tamara (Tammy) Lucas accepted this new role in January 2023 and is now responsible for oversight of hospital operations and finances in collaboration with the WCVM.

Our Northern Engagement and Community Outreach (NECO) program helps to give our students firsthand experience in helping animals in remote communities that have limited access to veterinary care. Thanks to a \$405,000 funding partnership with PetSmart Charities Canada, NECO has launched a three-year pilot project that's aimed at improving access to veterinary care and supporting community education, youth engagement and community-led problem solving. NECO's approach — with Katara Chanin, a registered veterinary technologist, leading the delivery of remote veterinary care under the supervision of Dr. Jordan Woodsworth, NECO director — is the first of its kind in Canada.

One recent highlight for our research program was celebrating the achievements of WCVM professor and scientist Dr. Cheryl Waldner, one of two researchers to receive the USask Distinguished Researcher Award at Spring Convocation in June 2023. For over three decades, Dr. Waldner has closely worked with Canadian beef and cow-calf producers to improve the health, productivity and sustainability of their operations. She's also internationally known for her One Health research work covering human, animal and environmental health issues. It was an honour that was well deserved.

For more information about the WCVM's activities, please visit wcvmtoday.usask.ca or follow our college's social media channels (@WCVMToday).

Year at a glance

Highlights, facts and figures from the Western College of Veterinary Medicine's academic, clinical and research programs in 2022-23.

Outstanding numbers



15 WCVM faculty and staff who received national, provincial and campus-based awards in recognition of their exceptional work.



1 Vanier Scholar

Cody Koloski, a PhD student based at the WCVM, is one of four USask students to receive a Vanier Canada Scholarship in 2022 (worth \$150,000 over three years).



PhD student Dr. Michelle Tucker's research earned the top prize of \$10,000 at the Calgary International Equine Symposium in Sept. 2022.



Clinical teams completed 357 spay-neuter surgeries and 275 wellness visits during WCVM's remote clinics in northern Saskatchewan (2022-23).

4 clinics in La Ronge + 2 clinics in Île-à-la-Crosse

374

Total registrants for the WCVM 2023 mixed animal practitioners' online CE series (seven webinars).



113

WCVM awards presented to veterinary students and graduate students during the college's fall and spring awards programs.

Academic

346

4 CLASS YEARS

Total DVM student population for the four class years at the WCVM (fall 2023).

BC | 146
MB | 74

AB | 11
OTHER* | 5

SK | 94
INTL** | 8

*Includes students from northern territories

**International students accepted in 2021 and 2022

70
hrs/year

dedicated to clinical instruction in "Clinical Skills" courses (Years 1 to 3) of the WCVM's veterinary program.

The WCVM Class of 2023's pass rate for the North American Veterinary Licensing Examination (NAVLE).

97%



All graduates must pass the NAVLE before becoming licensed to practise in North America and elsewhere.

90%

Percentage of WCVM Class of 2023 graduates who are practising veterinary medicine in western Canadian communities.



40%

Percentage of WCVM Class of 2023 graduates who are working in mixed animal, food animal or equine practice.



99

Clinical rotations available for members of the WCVM Class of 2024. The number includes 28 new or restored two-week rotations.

WCVM students Tannicka Reeves and Savannah Fuller received Veterinarians Without Borders- Vétérinaires sans frontières awards for northern students, worth \$10K each.



Research & Graduate Studies



WCVM's annual research dollars tripled to \$28.2 million in 2022-23.

EXTERNAL FUNDING: **\$26.8M**

INTERNAL FUNDING: **\$1.4M**



118

New research grants awarded to WCVM researchers in 2022-23.

201

Papers published in peer-reviewed research journals by WCVM researchers in 2022-23.



Graduate studies

Graduate students

2022-23:	2021-22:
191 students	172 students

Funding (graduate/undergraduate research)

2022-23:	2021-22:
\$3.85M	\$3.95M

32

WCVM's graduate student population represents 32 countries around the world.



56

Undergraduate student researchers who worked with WCVM faculty mentors during the summer of 2022.

Clinical Programs



The number of patient visits at the Veterinary Medical Centre (VMC) increased by 4% in 2022-23.

23,640

Total VMC patient visits in 2022-23.



3,284

Total number of referred cases to the VMC's Small Animal Clinic and Large Animal Clinic.



228

Total number of referring veterinary clinics to the VMC.

6,323

visits to the VMC's small animal emergency and critical care service.



18 clinical services

14 clinical specialties

Field service

691

Total number of visits completed by the VMC Ruminant Field Service.



2,170

Total number of visits completed by the VMC Equine Field Service.

Meet our 2023-2024 WCVM Student Representative



Hayley Jenkins

Hello! I am Hayley Jenkins, a 3rd year veterinary medicine student at the WCVM. I am very excited to be the new WCVM Student Representative for the MVMA. I grew up in Thompson, Manitoba, where I gained my passion for animals and veterinary medicine through working and volunteering at the Thompson Humane Society, Thompson Veterinary Clinic, Thompson Horse Stables, and alongside an Animal Protection Officer. I completed three years of a Bachelor of Science in Agriculture with a major in Animal Systems at the University of Manitoba before being accepted into vet school. I am interested in pursuing a career in Manitoba as a mixed animal veterinarian with a particular interest in equine medicine. Outside of veterinary medicine, I enjoy horseback riding and snowboarding.

Thank You to Our Esteemed Stakeholders!

As we reflect on the past year, we are filled with immense gratitude for the dedication, expertise, and passion each one of you has contributed to the success of the MVMA. Your unwavering commitment and invaluable support have been pivotal in navigating the challenges and seizing the opportunities that have come our way.

This annual report not only showcases our achievements but also stands as a testament to the power of collaboration and shared vision. It is your belief in our mission and your contributions in various forms that have enabled us to reach new heights and create a lasting impact.

Thank you for being an integral part of our journey. Your involvement and support are the cornerstones of our success, and we look forward to continuing this fruitful partnership in the years to come.

Association of Manitoba Feeder Cooperatives
Dairy Farmers of Manitoba
Keystone Agricultural Producers
Manitoba Beef Producers
Manitoba Beekeepers' Association
Manitoba Bison Association
Manitoba Chicken Producers
Manitoba Egg Farmers
Manitoba Pork
Manitoba Sheep Association
Manitoba Turkey Producers
National Farmers Union
Association of Manitoba Municipalities
Veterinary Service District Commission



5

Events

2023 WCVM White Coat Ceremony

On September 25, 2023, MVMA President Dr. Mackenzie Marks attended the annual WCVM White Coat Ceremony in Saskatoon. In addition to the students receiving their personalized white lab coats, Dr. Marks presented stethoscopes to the first-year students from Manitoba.

We proudly congratulate the future veterinarians and warmly welcome the Class of 2027 to our profession!



2023 DVM Scholarships

At the 2023 WCVM Fall Awards ceremony, Dr. Chris Bell presented awards on behalf of the MVMA to Samantha Nixon, Hayley Jenkins, and Paige Hinton. Congratulations to the Manitoba Veterinary Medical Association Scholarship winners. We know you'll do great things in your careers!



Dr. Chris Bell, Hayley Jenkins, Samantha Nixon, and Dr. Gillian Muir, WCVM Dean. Missing: Paige Hinton

2023 DVM Student Day

We extend our sincere thanks to the Assiniboine Park Zoo, under the leadership of Dr. Charlene Berkvens and Dr. Andrea Nace, for their outstanding hosting of the 2023 DVM Student Day this summer. This event provided an exceptional learning opportunity for our DVM students, offering them a deep dive into the world of zoo veterinary practices.

The students experienced a memorable day, highlighted by an exclusive tour of the polar bear exhibit and the zoo's veterinary facilities. They gained valuable insights through discussions about the unique aspects of zoo practice, and how private practitioners and government veterinarians collaborate in this specialized field.

We also want to acknowledge our dedicated volunteers: Dr. Mackenzie Marks, MVMA President; Dr. Glen Duizer and Dr. Morgan Wawryk, MVMA Council Members; Dr. Chris Bell, CVMA Past President; and Dr. Kris Torske, CVMA Representative. Their engagement with the DVM students played a pivotal role in connecting them with Manitoba's vibrant veterinary community.

Thanks to everyone's efforts, the day was not only educational but also an unforgettable experience for all participants.



MVMA Family Fun Day at the Goldeyes Game

The Manitoba Veterinary Medical Association had a delightful Family Fun Day featuring an exciting Goldeyes baseball game. This event saw over 60 MVMA members and their families come together to enjoy a day of sports, camaraderie, and community spirit. We are thrilled with the turnout and the shared enthusiasm for this event. We are already looking forward to gathering again next year for another memorable day at the Goldeyes game!



2023 RVT Scholarships

In November, the MVMA teamed up with the MVTA to sponsor the Red River College Polytech Veterinary Technology Award Ceremony. We met with the lively students, and Corey Wilson, MVMA Executive Director/Registrar, awarded Emmylou Thiessen with the MVMA Bursary for demonstrating academic ability after the 1st year and Nicol Siemens-Harder with the MVMA Scholarship for demonstrating academic proficiency and technical abilities during the 1st year. The MVMA is excited to welcome these students into the wonderful world of veterinary medicine in Manitoba!



MVMA ED/Registrar Corey Wilson presented the MVMA Bursary and Scholarship to Emmylou Thiessen (left) and Nicol Siemens-Harder (right).



Congratulations to all Veterinary Technologist Student Award winners! (from left to right: Kristina Jimenez, Nicole La Spina, Rebecca Owzarek, Nicol Siemens-Harder, Matthew Marshall, Abigail Wiebe, Emmylou Thiessen, Tracy Penner).

Membership Engagement Evenings

The Manitoba Veterinary Medical Association successfully hosted two notable Membership Engagement Evenings, which took place on June 7th and October 10th, 2023. These events were orchestrated by the dedicated Ad Hoc Registered Veterinary Technologists (RVT) Scope of Practice, Retention, and Career Advancement Committee, alongside the MVMA Council.

We were thrilled to welcome over 30 members across these two gatherings. These evenings served as vital platforms for information exchange and professional development. The MVMA Council took these opportunities to disseminate important updates and insights regarding ongoing and future MVMA initiatives and events.

A central theme of our Membership Engagement Days was addressing the pressing issue of veterinary professional shortages within Manitoba. This topic sparked engaging discussions and valuable exchanges of ideas among participants.

The RVT Scope of Practice proposal was a key focus presented by the Ad Hoc RVT Scope of Practice, Retention, and Career Advancement Committee. Member feedback on this proposal was actively sought, providing essential insights into its practical implications and potential improvements. Additionally, the discussions explored the concept of micro-credentials, encouraging members to contribute their innovative suggestions for these specialized qualifications.

The MVMA greatly thanks all members who participated in these enriching Membership Engagement Evenings. Your involvement and contributions are imperative in shaping the future of veterinary practice in Manitoba.

Looking forward, the MVMA is excited to continue these meaningful interactions with our members through various activities in the upcoming year. We eagerly anticipate your presence at the forthcoming MVMA events in 2024 and hope to build on the momentum of our recent successes together.

Continuing Education

The Manitoba Veterinary Medical Association continued to demonstrate a steadfast commitment to advancing veterinary education in 2023, orchestrating two significant Continuing Education events.

In September, the MVMA collaborated with the Canadian Association of Veterinary Dermatology (CAVD) to conduct the CAVD Dermatology Forum. This gathering, offering six hours of Continuing Education, was marked by insightful presentations from speakers Dr. Tony Yu, Dr. Jangi Bajwa, and Jennie Tait. The forum was a resounding success, drawing over 100 veterinary professionals eager to deepen their knowledge in veterinary dermatology.

In December, the MVMA continued its educational endeavours by hosting the Veterinary Cannabinoid Webinar in partnership with the Canadian Association of Veterinary Cannabinoid Medicine (CAVCM). Dr. Sarah Silcox, CAVCM Founding Director and President, led the webinar. This session, focusing on cannabis-based therapies in veterinary medicine, was a valuable addition to our Continuing Education portfolio. Around 50 attendees benefitted from this one-hour session, gaining critical insights into this emerging area of veterinary practice. This session has been added to our on-demand Continuing Education platform in case you missed it!

These events underscore MVMA's commitment to providing our members with current and relevant educational opportunities, ensuring the highest veterinary care and practice standards.

Spay Day

The Manitoba Veterinary Medical Association is proud to have played a pivotal role in successfully executing Spay Day 2023. This event, held on November 1st, was a significant province-wide initiative to address the pressing issue of cat and dog overpopulation. Despite facing challenges due to a shortage of veterinary professionals, we were thrilled to see the turnout from veterinary clinics across the province. This year, seven esteemed clinics joined the effort, and we extend our heartfelt

gratitude to Pet Vet, Centennial Animal Hospital, Carberry Small Animal Veterinary Clinic, Russell and District Veterinary Clinic, Pawsitive Animal Hospital, Birchwood Animal Hospital, and Dauphin-Ste Rose Veterinary Clinic for their invaluable contributions. Additionally, the event garnered considerable attention, featuring prominently in various radio shows and publications across Manitoba, further highlighting the importance of this cause.

Season FUR Everyone

In 2023, the MVMA once again organized the “Season Fur Everyone” charitable initiative, focused on spreading festive joy through community support. This event invited veterinary clinics to act as local hubs for collecting public donations. These contributions were then allocated to assist families, shelters, rescues, and food banks. A total of 17 clinics across the region took part, including Equi-Tech Veterinary, Graydon Vet in both St. Pierre and Vita, Dakota Veterinary Hospital, Stonewall Veterinary Hospital, Sage Creek Animal Hospital, St. Norbert Animal Hospital, Centennial Animal Hospital, Carman Veterinary Clinic, Alpine Animal Hospital, Transcona Veterinary Hospital, Pawsitive Animal Hospital, Selkirk Animal Hospital, Whyte Ridge Veterinary Hospital, McPhillips Animal Hospital, Gimli Veterinary Services and McLeod Veterinary Hospital. The MVMA extends its gratitude to these participants.





Awards

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Veterinarian of the Year



Dr. Chris Bell

The Veterinarian of the Year is a veterinarian member of the MVMA that has greatly contributed to the profession and increased the professional image among members of the public.

Dr. Chris Bell is renowned for his expertise in equine care and veterinary education. As the owner of Elders Equine Hospital, Dr. Bell's impact extends across western Canada and the northern United States, treating a wide range of equine patients and providing a learning environment for veterinary professionals at various stages of their careers.

Dr. Bell's role as an adjunct professor at the WCVM and his involvement in offering clinical teaching of veterinary students, internships, residency programs and consultative support to colleagues showcase his dedication to education and professional development within the veterinary field. His career accomplishments include various committee roles, the MVMA Award of Merit in 2019, chair of the CVMA emerging leaders program, and active involvement in the WCVM Advisory Committee, Townsend Equine Health Research Fund Advisory Board, Manitoba Horse Council advisory, Urban Stable board and the Canadian Equine Veterinary Advocacy Alliance. Additionally, Dr. Bell's presidency of the CVMA in 2022-2023 and service on the MVMA Council reflect his significant contributions to veterinary organizations.

A board-certified Equine Surgeon and Diplomate of the American College of Veterinary Surgeons, Dr. Bell is recognized for his expertise in equine surgery and sports medicine, often presenting at conferences globally. Under his leadership since 2012, Elders Equine Veterinary Service has become a center of excellence for equine veterinary medicine and veterinary training for the Province of Manitoba. Dr. Bell also expanded his practice to include canine sports medicine with the establishment of Grant Park Animal Hospital with two of his classmates in 2020, demonstrating his versatility in animal care.

The Veterinarian of the Year Award highlights Dr. Bell's profound dedication and impact in veterinary medicine, encompassing education, practice, and community service, solidifying his status as a deserving and inspirational figure in the field.

Veterinary Technologist of the Year



**Ms. Shannon
Dyck,
Registered
Veterinarian
Technologist**

The Veterinarian Technologist of the Year is a veterinary technologist member of the MVMA that has greatly contributed to the profession and increased the professional image among members of the public.

Shannon Dyck exemplifies dedication, empathy, and a commitment to equitable veterinary care. For over a decade, she has served underserved northern and remote communities in Manitoba, addressing the significant care gap and ensuring that countless companion animals receive necessary care. Beginning her career at the Winnipeg Humane Society, Shannon's expertise and dedication quickly became apparent. She is renowned for her fear-free approach to animal care, minimizing stress for her patients and earning high praise from colleagues.

Beyond animal welfare, Shannon is deeply invested in Indigenous reconciliation, community engagement, and the One Health initiative, emphasizing the interconnection of human, animal, and community health. Her work in First Nations communities is marked by deep respect and understanding of the historical and ongoing impacts of colonialism on Indigenous Peoples and their animals in Canada. Despite the challenges of remote veterinary service, including time away from her supportive family, Shannon's passion for providing essential services to underserved communities remains strong. She balances her professional duties with family life, instilling the importance of equitable care in her children.

Shannon's warmth, compassion, and humour have made her a beloved figure among animals, clients, and peers. Her mentorship benefits veterinary students, veterinarians, and fellow RVTs, fostering a positive learning environment. Shannon Dyck is a shining example of the profound impact RVTs can have on animal health, the veterinary community, and the human-animal bond. Her dedication to underserved communities and her efforts to promote understanding and respect make her an outstanding recipient of this award. Congratulations, Shannon, on your well-deserved recognition!

Certificate of Merit



**Dr. Colleen
Fisher**

A Certificate of Merit recognizes veterinarians and other individuals who have made significant contributions towards the achievement of the MVMA's vision.

Dr. Colleen Fisher's career is full of exceptional contributions to veterinary medicine, marked notably by her longstanding and impactful involvement with the Peer Review Committee (PRC). After over two decades, Dr. Fisher's tenure is not just a record in longevity but also a testament to the spirit of volunteerism that is integral to our association.

Her reputation for analytical depth and the adept handling of complex cases with grace and respect has established Dr. Fisher as a respected voice within our community. She skillfully balances a variety of perspectives with her own informed and often innovative viewpoints. Among her professional achievements is the noteworthy distinction of becoming Manitoba's first certified behaviourist, an attainment complemented by an MSc in Clinical Animal Behaviour, and her dedicated involvement in canine search and rescue and service dog training.

The esteem in which Dr. Fisher is held by her colleagues and clients reflects the significant impact of her work. She exemplifies the dedication and expertise that the MVMA values, making her a truly meritorious recipient of this award. We celebrate Dr. Fisher's remarkable service, her contributions to veterinary science, and her steadfast integrity, which have significantly enriched our profession and the community at large.

Mentorship Award



Dr. Neil Versavel

The Mentorship Award was created in 2021 to celebrate and honor members that demonstrate excellence in supporting colleagues and those wishing to join the professions. Mentorship helps members realize their full potential, promotes collegiality, and helps ensure the professional and personal well-being of members.

Dr. Neil Versavel's approach to mentorship is characterized by inclusivity and hands-on experience. Every year, he generously fills his truck with volunteers, RVT students, and veterinary students, embarking on a journey that offers invaluable practical experience to those looking to fulfill their large animal hours requirement for program applications.

Dr. Versavel's mentorship is not just an educational expedition but a vital bridge connecting future professionals to the often-underrepresented field of rural, mixed animal practice. His efforts are instrumental in drawing attention to this sector, ensuring it continues to flourish with passionate and well-equipped professionals. His forthcoming endeavour includes mentoring his veterinary assistant, who is set to undertake a distance education RVT program, further showcasing his dedication to continuous learning and development.

The impact of Dr. Versavel's voluntary mentorship is far-reaching, playing a crucial role in shaping the careers of countless aspiring professionals. The tales of his mentees, enriched by real-world experiences and nurtured by his guidance, are a testament to the essence of the Mentorship Award.

Dr. Neil Versavel exemplifies the transformative power of mentorship, ultimately contributing to the collective strength and diversity of the profession. Congratulations to Dr. Versavel for this well-deserved recognition and our heartfelt thanks for his unwavering commitment to nurturing the next generation of professionals.

Mentorship Award



**Ms. Jordan Grift,
Registered
Veterinary
Technologist**

The Mentorship Award was created in 2021 to celebrate and honor members that demonstrate excellence in supporting colleagues and those wishing to join the professions. Mentorship helps members realize their full potential, promotes collegiality, and helps ensure the professional and personal well-being of members.

Jordan Grift continuously demonstrates exemplary professionalism, compassion, and commitment to veterinary care. Since her start at the Morden Veterinary Clinic in 2019, Jordan's dedication to mentorship has significantly impacted both her colleagues and the broader veterinary community. She skillfully combines her deep care for animals with a profound commitment to nurturing aspiring veterinary professionals, greatly enriching those around her. Her peers recognize her as a vital source of knowledge and support, always willing to impart wisdom and encourage professional growth.

Her innovative approach to veterinary practice and meticulous attention to client communication has set a new standard of excellence. Jordan's contributions to developing essential programs and policies at the clinic have enhanced operational efficiency and fostered a nurturing and welcoming workplace culture. Beyond her professional duties, Jordan's compassion extends to the local humane society, where she and her husband devote their efforts to caring for vulnerable animals.

Jordan's palpable passion for her profession and impactful mentorship make her a deserving recipient of this award. Her story highlights the profound influence that dedication, lifelong learning, and heartfelt guidance can have in veterinary medicine.

Life Member



**Dr. Kenneth
Mould**

A Life Member is someone who has been in good standing in one of the MVMA's membership categories for 25 years or more, who has retired from active practice, and who does not have a license to practice. During his/her career, this member must have contributed to the veterinary profession and/or their community.

Dr. Ken Mould's extraordinary career, exceeding 35 years at the Centennial Animal Hospital in Winnipeg, has been characterized by professional distinction, compassionate care, and a steadfast commitment to mentorship. As the 1980 MVMA President and the 1993-1994 CVMA President, Dr. Mould has played pivotal roles in shaping the veterinary landscape both provincially and nationally.

His accolades, including MVMA Veterinarian of the Year and CVMA Small Animal Practitioner of the Year, are testaments to his professional prowess and high esteem among his peers. Beyond his clinical work, Dr. Mould's visionary initiatives, such as founding the Canadian Animal Blood Bank and its foundation, highlight his innovative contributions to veterinary medicine.

Dr. Mould's passion extends into environmental conservation, where his volunteer work with the Nature Conservancy of Canada has made a substantial impact. His leadership roles within this organization demonstrate a dedication to preserving our natural heritage. Moreover, Dr. Mould's remarkable achievements as an esteemed member of the golf community echo the excellence he has displayed in his veterinary career. His titles as Club Champion and Manitoba Senior Golf Champion, along with his international recognition at St. Andrews, are reflective of his dedication to excellence.

Dr. Ken Mould's professional journey has left a legacy of excellence, mentorship, and an unwavering commitment to service, setting a benchmark for future generations of veterinarians.

Life Member



**Dr. Janice
Waddell & Dr.
Bruce Waddell**

A Life Member is someone who has been in good standing in one of the MVMA's membership categories for 25 years or more, who has retired from active practice, and who does not have a license to practice. During his/her career, this member must have contributed to the veterinary profession and/or their community.

Dr. Janice Waddell and Dr. Bruce Waddell have graced the veterinary field in Manitoba with 37 years of unwavering service. For decades, the Waddells could be found at their practice, the Shoal Lake Veterinary Clinic. Their round-the-clock dedication was evident as they tirelessly served the pets and livestock in the southwest corner of the province. However, their contributions extended far beyond the clinic walls. Dr. Bruce Waddell's passion resonated on the local football field, coaching aspiring players, while Dr. Janice Waddell warmed hearts in the rink kitchen, always ready with a helping hand.

But the legacy of the Waddells isn't confined to Shoal Lake alone. Their indelible mark on Manitoba's veterinary community can be felt in the myriad of veterinary students and new graduates they've mentored over the years. Sharing their vast reservoir of knowledge, they've shaped the careers of many, including their own daughter, Heather, who stands as a shining example of their influence.

Their daughter's heartfelt tribute perfectly encapsulates the sentiment of many: "I would not be the Veterinarian I am today without their support as both parents and mentors."

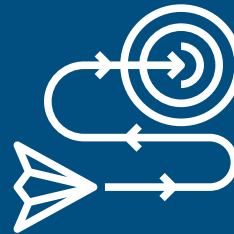
While the Waddells have retired from active practice, their impact continues to reverberate. We are thrilled to celebrate their illustrious careers, and we wish them a retirement filled with joy and relaxation.

OUR MISSION



To protect the public through the regulation of veterinary medicine, to support our members and to promote the profession in Manitoba.

OUR VISION



A sustainable veterinary community working together to prioritize the health and welfare of animals, people and the environment.

Equity, Diversity and Inclusion Statement

The MVMA is committed to equity, diversity and inclusion across gender identity, ethnicity, religion, age, neurodiversity, physical or mental ability, sexual orientation, and marital status. The MVMA membership is multicultural and we value multiple approaches and different points of view in a safe, positive and collaborative environment.

