

# NC VETERINARY MEDICAL BOARD

1611 Jones Franklin Road, Suite 106, Raleigh, NC 27606  
[www.ncvmb.org](http://www.ncvmb.org) (919) 854-5601

## Renewal Time!

It is that time of the year again, renewal time. This is the fourth year the Board has provided an online renewal and the process has not changed.

For those of you renewing for the first time: Begin at the Board website: [www.ncvmb.org](http://www.ncvmb.org) Select "Login Access." Login with your User ID and password, and then select "Renew Now."

If you are a veterinarian, your user ID is "V" followed by your license number. If you are a technician, your user ID is "T" followed by your registration number. Finally, to renew a corporation, your user ID is "C" followed by your corporation number.

If you have forgotten your password, click "Forgot your Password?" on the login screen and follow the directions. Your password will be emailed to the email address on file, but you may have to check your spam box.

You will navigate through various screens on your

## President's Column

By Dante R. Martin, DVM

In June of this year the members of the Board elected me to a one-year term as President. They also elected David Marshall, DVM of Raleigh, Vice-President and Kim Gemeinhardt, DVM of Walnut Cove, Secretary-Treasurer.

In last year's President's column, (which can be found on our web site) Richard Hawkins, DVM communicated the need to update the N.C.

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way to the Payment screen. Under "Payment Options" choose either credit/debit card or e-check. Complete the payment information and then select "Authorize Payment." Remember to print out the last page if you need a receipt. In addition, click "View/Print Certificate Now" to print your wallet card and display certificate with the new expiration date.

If you have not already done so, you may want to change your password to one that will be easier to remember before leaving the site. That button is located in the upper right corner of the "My Account" screen.

Veterinary Practice Act and Administrative Rules. He led the Board in its successful effort to amend G.S. § 90-187(c) which allows for a second program for veterinary graduates from non-accredited programs to be eligible for licensure. Please see "PAVE Becomes Law" on page 2 for more information.

There is a continued need to raise the "caps" on

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## PAVE Becomes Law

During the 2013 Legislative session, the Program for the Assessment of Veterinary Education Equivalence (PAVE) of the American Association of Veterinary State Boards (AAVSB) passed the General Assembly and was signed by Governor Pat McCrory.

The process started on February 28, 2013 when House Bill 194, sponsored by Representative Chris Whitmire, was introduced. Ultimately, 15 Representatives sponsored the bill, which became law on July 25, 2013.

This change to the Practice Act now allows graduates from programs not accredited by the

## Being a Mentor

By Dante R. Martin, DVM

Hello. I would like this opportunity to introduce myself. My name is Dante Martin and I am a 1995 graduate of Purdue University School of Veterinary Medicine. Being that both my parents are veterinarians who practice in Chicago, I grew up knowing the responsibilities of being a practitioner. I remember my parents working early mornings and late nights. I remember them coming home weary. I remember them coming to my ball games in spite of their busy schedule. I remember that there was always dinner on the table even though it was 9 at night. Although I love them dearly and could have set up shop with them, I chose to move to North Carolina and escape the frigid Midwestern winters.

I interviewed all across North Carolina; Wilmington, Jacksonville, Winston-Salem, and in the small town of Troy in Montgomery County. I ended up accepting a position in Jacksonville, at Jacksonville Veterinary Hospital and College View Veterinary Clinic, both owned by Dr. Lloyd Harris



American Veterinary Medical Association (AVMA) to either complete PAVE or the Educational Commission for Foreign Veterinary Graduates (ECFVG) of the AVMA, to be eligible for licensure.

North Carolina is now the 39<sup>th</sup> state to accept PAVE.

and Dr. Ken Padgett. I chose Jacksonville because of these two men. Both gentlemen were just that, gentle men. They provided me with opportunities to learn to practice, to grow in the community, to appreciate playtime, and guidance to see it all through. In my growth as a man and a veterinarian, they were invaluable mentors.

Fast forward 18 years, I now own both veterinary facilities and I also own a partnership in Coastal Veterinary Emergency Clinic.

Through the years I have seen tremendous growth in veterinary medicine and also the many pitfalls that go along with practicing in our profession.

So, this is where I really wanted to start. Mentorship has been the recent buzzword within the newly graduating classes in our profession. A veterinary mentorship involves

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## Continuing Education Audits

Continuing Education (CE), as a condition of renewal, is required by many occupational licensing boards in North Carolina and across the nation. Boards across the nation use CE as one method to keep you current on advancements in a profession. In North Carolina, 20 hours of continuing education is required yearly for veterinarians and 12 hours of continuing education is required every 2 years for technicians.

There are numerous programs available around the State and attendance at any national meeting is allowed. All of these programs are opportunities to expand your knowledge, see old colleagues, and to rejuvenate your mind. It should be something that you look forward to attending.

Unfortunately, there is a small group of individuals that do not see CE that way. Some individuals have become creative in the reporting of CE by padding the number of hours in which they participate. Some even record hours for CE meetings they did not attend.

## Practice Facilities

This year our two Board inspectors conducted over 550 inspections of veterinary practice facilities. The inspections were conducted by Benjamin S. Turner, DVM and Joseph W. Wright, DVM. Dr. Turner has been inspecting facilities for 13 years and Dr. Wright has just completed his 1<sup>st</sup> year of inspections.

Each facility, whether free-standing or mobile, delivering veterinary services to the public needs to be inspected to assure compliance with the minimum facility and practice standards required by Board Rule. If you have not had your facility inspected, you are in violation of Board Rule .0207(15).

Dr. Turner, Dr. Wright and the practice facility

You can record your CE hours online  
anytime during the year!!!  
[www.ncvmb.org](http://www.ncvmb.org)

How does the Board know this? Because word has trickled back to the Board that some individuals are picking up their meeting packet and departing, never to be seen until next year's meeting. Unfortunately, it has reached the level that yearly random audits of CE attendance will be the norm. You should keep a record of your continuing education attendance for your tax records and for proof in the event of an audit.

On a final note, you can login to your account on the Board's website, [www.ncvmb.org](http://www.ncvmb.org), and enter your CE hours anytime during the year.

owners have done a great job and the facilities in North Carolina are cleaner and better than ever.

An area that does need some improvement is the retention of expired drugs. Why do facilities keep expired drugs? They take up space on your shelves. They collect dust. You certainly can't use them. Dispose of them!

Medical Records are a continuing problem. A good record is going to prevent problems. A bad record is going to create problems. A lot of facilities must do a better job on the quality of their medical records. The need for quality medical records has been a topic in just about every mailing from the Board for the last 15 years.

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fees set forth in G.S. § 90-186. The “caps” were last raised in 1993. This requires a bill to be introduced and passed by the General Assembly. Once the “caps” are raised, the Board will undertake rule-making to actually raise some of the individual fees. The Board does not intend to raise the actual amount listed in the rule to be the maximum set forth in General Statute. If you would like to comment on this, please send an email to [comments@ncvmb.org](mailto:comments@ncvmb.org)

During my time on the Board, I have attended over 40 Board meetings and it continues to amaze me that I continue to learn something at every meeting. Becoming a member of the Board has made me a better practitioner. I encourage you to attend a meeting. The next meeting is at the Board office in Raleigh on Friday, January 31 starting at 8:00 a.m. Meetings runs until about 3:00 p.m. See the Board’s website for the dates of future meetings.

## Rabies Complaint/Consent Order

A client presented a feral cat for a neuter and rabies vaccination. The cat scratched and bit an employee causing 2 puncture wounds. The employee received medical attention at a local urgent care clinic. The veterinarian did not report the exposure to animal control and the animal was returned to the feral colony.

The veterinarian later attempted to discourage the employee from obtaining rabies post-exposure vaccinations.

An Animal Control Officer contacted the doctor and stated that the cat would have to be returned to the practice for observation. When the Animal Control Officer went to the facility to verify the animal was in quarantine, it was falsely represented to him that another cat was the one that bit the employee. A fictitious kennel cage card was also presented to the officer to further induce him to believe that this cat was the one that bit the employee.

The Animal Control Officer issued the veterinarian a municipal ordinance citation alleging interference with his duties. The doctor paid the \$100 fine and did not contest the citation.

The veterinarian chose to resolve the complaint filed by the employee by entering into a consent order. The terms of the consent order:

- 1) The veterinarian’s license was suspended for 5 years with the first 30 days being an active suspension and the balance of the time stayed.
- 2) The veterinarian must complete an additional 15 hours of continuing education in the area of public health and zoonotic diseases.
- 3) The veterinarian must pay an \$8,000 civil monetary penalty.

This case underscores the critical role of the veterinary profession in public health. Given the dangers of rabies, veterinarians and technicians must be knowledgeable and abide by the North Carolina rabies law and associated rules. For information please visit the web site for the N.C. Department of Health and Human Services Veterinary Public Health section at: <http://epi.publichealth.nc.gov/cd/diseases/vph.html>

Their telephone number is (919) 733-3419.

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a mentor who is an experienced veterinarian and a mentee or a protégé, a greenhorn if you will, for those of you that watch the television series “Deadliest Catch”. Mentorship is defined as a personal developmental relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. However, true mentoring is more than just answering occasional questions or providing ad hoc help. It is about an ongoing relationship of learning, dialogue, and challenge.<sup>(1)</sup>

As a practice owner, I am tasked to procure talented prospects who will follow our mission statement and core values. I have found that Mentorship starts with ME, literally and figuratively, and the relationship I wish to develop with the new veterinarian. The first thing I learned was that they are smarter than me, not a little but a lot. However, I realized that my strength was my experience. Intelligence is knowing a tomato is a fruit, but wisdom is knowing you don’t put a tomato in fruit salad.

Mentorship is a relationship, a marriage in some respect that must include communication and trust. The mentor’s role must be to help guide their protégé through the policies and procedures of the workplace as well as welcoming them to the community. The mentor must afford the time to guide and to be able to provide quality advice. The mentee must be willing to accept the assistance as well as learn to be patient and tactful when integrating into the veterinary team. With help from a mentor, the mentee can improve their abilities and establish a style that the veterinary team can acknowledge.

Four years ago, we hired a new graduate from Virginia Tech, Dr. Candice Thomas. With the

mentorship that we provided, she has grown into a wonderfully caring, compassionate, and productive veterinarian. More recently, due to the unfortunate death of my practice partner, Dr. Lloyd Harris, bless his heart, I had to search for a veterinarian candidate to add to our team.

At first, my classified ad requested experienced veterinarians to apply with at least two years under their belt. I did not get much of a response. After a month, I removed the requirement of two years’ experience and changed the ad to request NEW GRADUATES NEED APPLY. I was inundated with applications, resumes, and interviews from many excellent prospects and wonderful people. Each candidate I interviewed asked me about a mentorship program. I answered in the affirmative, “Absolutely, I will provide mentorship, as much or as little as you want.” I do not want to be overbearing but I also did not want to be absent. In time, we hired Dr. Virginia Stell, a 2013 NCSU graduate. She told me during her interview that there were not many practices looking for new graduates, which concerned me.

With the changing economy of veterinary medicine and the many factors new graduates face (rising debt, unemployment, decreased salaries, and lack of fulfillment), I worry about the future of veterinary medicine and those who will step into my shoes. I encourage practices to give new graduates a chance. Provide them with the mentorship that they desire and share with them your years of wisdom. They have the knowledge and know how to implement it, but they need the confidence and the encouragement that an experienced veterinarian can provide.

(1) Wikipedia, The Free Encyclopedia

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The physical location of the Board office has not changed, but the Board is discontinuing the use of a Post Office Box. Please update your records to:

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Active Veterinarians: **4,244**

Active Registered Veterinary Technicians: **1,249**

Practice Facilities: **1,161**

Corporations: **879**

# of Veterinary State Exams scheduled in 2014: **10**

# of Technician State Exams scheduled in 2014: **6**

***We're on the Web!***

Visit us at:  
**www.ncvmb.org**

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**RENEWAL NOTICE**