



MEMORANDUM

DATE	September 28, 2021
TO	Veterinary Medical Board (Board)
FROM	Jessica Sieferman, Executive Officer
SUBJECT	Agenda Item 6. Interviews, Discussion, and Possible Appointment to Fill Vacant MDC RVT Member Position

As of July 1, 2021, the Multidisciplinary Advisory Committee (MDC) Chair, Kristi Pawlowski’s term ended, and she began serving in a grace period to allow time for the MDC to complete discussions and recommendations on key issues regarding telemedicine legislation and the veterinarian-client-patient relationship regulation. Ms. Pawlowski will continue to serve through the October MDC meeting. On January 1, 2022, the Board will have one vacant MDC registered veterinarian technician (RVT) member position.

MDC members are appointed by the Board for a term of three years. Since Ms. Pawlowski’s term ended on July 1, 2021, the term for this position would begin upon Board selection and end on July 1, 2024.

The vacant position was posted on the Board’s website and emailed multiple times to the Board’s electronic notification subscribers. The Board received nine RVT applications. Of those applicants, the Board’s Executive Committee selected the following top four candidates for Board consideration:

- Katherine Buff, RVT, Registration No. [5846](#)
- Laressa Dimalanta, RVT, Registration No. [4962](#)
- Leslie Phillips, RVT, Registration No. [11185](#)
- Marie Ussery, RVT, Registration No. [11871](#)

Action Requested

The Board is asked to interview and discuss each applicant and appoint one RVT candidate to the MDC.

Attachment

1. MDC Candidate Packets

August 29, 2021

California Veterinary Medical Board

RE: MDC Appointment

1747 N. Market Blvd., Suite 230

Sacramento, California 95834

Board Members,

Thank you for the opportunity to apply for the RVT appointment on the California Veterinary Medical Board Multidisciplinary Advisory Committee. My work and life experience will be a positive addition to this committee: I have been privileged to both work alongside and serve people from the underserved to the privileged. This has helped me to have a valuable understanding of what our communities as a whole need and desire. This experience has taught me that all situations require an approach that is understanding, open minded, yet concerted to the information presented.

I am confident that my combined skills will only benefit the MDC when deliberating the issues presented involving the Veterinary profession and its consumers. I would listen to all ideas and arguments presented, always abiding by the Veterinary Board rules, ensuring that the regulations of the Veterinary Medicine Act, DEA requirements and ultimately within the framework of the Practice Act are administered in all my interactions as a MDC member. While assisting the Board with the various aspects of licensing, including registration and examinations, I would be sure to remember my own experiences as I went through Mt. San Antonio College RVT program to being a licensed technician.

It would be my pleasure to serve on the MDC. I have had the opportunity to serve on two small non-profit boards of supervisors; This has given me confidence in my skills to navigate large round table discussions. Furthermore, this experience has helped me to know that I must be fact driven and patient as many things presented will require research and confirmation, to have confidence in the findings and information we hand over to the CVMB.

Thank you for your time and consideration,



Katherine J. Buff RVT

KATHERINE J BUFF RVT

Seeking a position that assists the CVMB in its deliberation of issues important to consumer protection and the veterinary medical profession in California by advising and recommending to the Board rules and regulations necessary to ensure proper administration and enforcement of the Veterinary Medicine Practice Act. Additionally assisting the Board in its examination, licensure, and registration programs.

EXPERIENCE

JUNE 2007 – PRESENT

SUPERVISING RVT, RIVERSIDE COUNTY DEPARTMENT OF ANIMAL SERVICES

Oversee a large staff planning, directing, and providing administrative guidance to Veterinary Assistants and Registered Veterinary Technicians. Running a Mobile Spay and Neuter Unit that is grant and sponsor based mostly serving the indigent areas of the county as well as participating in community events and emergency services. Oversee two high volume spay and neuter clinics. Assist in managing the “Healthy Pet Zone” a grant and low-cost program that assists a targeted portion of the community that needs the help with animal care. Additionally, responsible for the ordering, and management of controlled substances, medical supplies and equipment and creating and maintaining a variety of reports. Creating and updating Policies and SOP’s.

NOVEMBER 2005-JUNE 2007

RVT, RIVERSIDE COUNTY DEPARTMENT OF ANIMAL SERVICES

Independent of supervision in a shelter hospital setting, a significant part of daily duties, responsible for treatment of patients with life-threatening illness or injury, whose conditions are likely to change on a moment-to-moment basis. Inducing and monitoring anesthesia. provide emergency and critical care nursing to small animal patients and technical support and students, under direction of dvm. Provide quasi-instruction to students. Provide temporary support to other departments. Performing routine and para-professional duties involved in the surgical sterilization of small animals in a high volume spay clinic; performs other related duties as required, including intake process of animals.

SEPTEMBER 1999-NOVEMBER 2005

RVT, ORANGE COUNTY DEPARTMENT OF ANIMAL SERVICES

Lead RVT for high volume spay and neuter clinic.

Assists the Veterinary Surgeon by performing routine and para-professional duties involved in the surgical sterilization of small animals; assists in the care and treatment of animals; and performs other related duties as required, including intake process of animals, caring for injured animals.

DECEMBER 1999- NOVEMBER 2002

RVT, AACACIA EMERGENCY ANIMAL HOSPITAL

Venipuncture, IV Catheter placements and Emergency/Critical Care • Assist doctor and other hospital staff by care and cleaning of patients • Preparing surgical suite and surgical patients • Facilitates and completes patient treatments • Perform laboratory work and diagnostic imaging. • training of new staff • assisting with emergency care •

JANUARY 2003-SEPTEMBER 2005

RVT, ACCIM EMERGENCY

Venipuncture, IV Catheter placements and Emergency/Critical Care • Assist doctor and other hospital staff by care and cleaning of patients • Preparing surgical suite and surgical patients • Facilitates and completes patient treatments • Perform laboratory work and diagnostic imaging. • training of new Technician • emergency care •

JUNE 1996-DECEMBER 1999

VA, IVHS ANIMAL SPCA

Venipuncture, IV Catheter placements and Emergency/Critical Care • Assist doctor and other hospital staff by care and cleaning of patients • Preparing surgical suite and surgical patients • Facilitates and completes patient treatments • Perform laboratory work and diagnostic imaging. • training of new Technician • emergency care •

EDUCATION

1996-19999

ANIMAL SCIENCE AA, MT. SAN ANTONIO COLLEGE

ACTIVITIES

- SOUTHERN CA WALK TO EMMAUS, BOARD OF DIRECTORS – COMMUNICATION COORDINATOR
- CHRYSLIS YOUTH, BOARD OF DIRECTORS – TREASURER
- MEMBER OF COTTONWOOD CHURCH
- EMPLOYEE ENGAGEMENT COMMITTEE- COMMITTEE MEMBER

Allan Drusys DVM, MVPHMgt

[REDACTED]
[REDACTED]
[REDACTED]

Veterinary Medical Board of California
1747 N. Market Boulevard, Suite 230
Sacramento, California 95834-2987

Aug 30, 2021

Re: Application of Katherine Buff RVT for a position on the MDC

Dear Board,

I have known Katherine since 1999 when I hired her for a position at the Orange County Animal Shelter. When I was hired as the Riverside County Veterinarian in 2005, I immediately recruited her for a RVT position in our shelter system.

Katherine has always lived up to our department's collective expectations in animal care, spay neuter outreach and controlled substance inventory management. She also excels in the Human Resources aspects of County governance.

Having served two terms on the MDC myself, I know what the position requires. In my eyes, Katherine has the knowledge and skill set necessary to address the many issues which come before the committee. She simply has my highest recommendation.

Please do not hesitate to call upon me if you have any questions or if I can be of any further assistance.

Respectfully,



Allan Drusys DVM, MVPHMgt

August 24, 2021

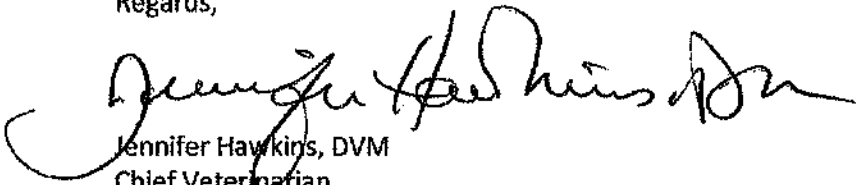
Dear Veterinary Medical Board,

I have known Katherine Buff for over 10 years and, during that time, I've had the opportunity to appreciate not only her technical skills but also the soft skills that are required to manage challenging and sometimes emotionally charged situations. Ms. Buff is not the reactive type; she takes time to understand all sides of an issue prior to making a determination.

In her role as a Supervising RVT in a large municipal animal shelter, Ms. Buff understands regulations and their applications in a clinical setting. Additionally, her program hosts RVT students whom she helps train on tasks required by AVMA-CVTEA. She and her colleagues at the Riverside County Animal Shelter often hold more responsibility than do RVTs in private practice and she is very aware of where her scope of practice begins and ends. In her work in the public sector, she has a great understanding of the public scrutiny her program is often under and she takes great care to ensure transparency in her work.

I feel strongly that Ms. Buff's broad work experience combined with her collaborative deliberative approach uniquely situate her to benefit the veterinary profession and the animal loving community as a member of the MDC. It is my pleasure to recommend Katherine Buff, RVT for appointment to the Veterinary Medical Board Multidisciplinary Advisory Committee.

Regards,



Jennifer Hawkins, DVM
Chief Veterinarian
OC Animal Care
1630 Victory Road
Tustin, CA 92782

August 27, 2021

To whom it may concern:

I am writing to recommend Katherine Buff for an RVT appointment to the Veterinary Medical Board Multidisciplinary Advisory Committee. I have had the pleasure of working with Katherine for nearly 7 years in her current role as a supervising RVT at the Riverside County Department of Animal Services.

Katherine has more than 2 decades of experience as an RVT, and has worked in multiple realms of our profession, including private practice, emergency medicine, and shelter medicine in 2 county-operated animal control facilities. Katherine currently supervises a staff of 17-20 RVT's and veterinary assistants, and her responsibilities are vast as she oversees operations in a high-volume spay/neuter clinic, the medical triage and daily care of impounded shelter animals, the coordination of a mobile spay/neuter unit, and the ordering and reconciliation of controlled substances for 3 county-run shelters, among her many other daily tasks.

I have witnessed first-hand Katherine's abilities to problem-solve, devise and implement solutions, and lead effective discussions while encouraging communication and collaboration. An effective communicator, she navigates conflict with empathy and professionalism, and remains open to listening and considering all viewpoints. Katherine has also been involved in mentoring veterinary assistants through the CVMA Certified Veterinary Assistant program, to help improve the level of patient care provided to shelter animals and surgical patients. Additionally, Katherine has exposure to educational aspects of our profession, helping to coordinate externship opportunities for RVT and DVM students in approved programs at County facilities.

Katherine's skills and effectiveness in her job make her a valuable and essential member of our team. I'm confident that her broad experience, professional demeanor, and established communication skills will make her an asset to the MDC. If you have any further questions, please do not hesitate to contact me.

Sincerely,

Sara Strongin, DVM
Chief Veterinarian
Riverside County Department of Animal Services
sstrongin@rivco.org
951-358-5034



The discipline of learning. The art of caring.

Western University of Health Sciences
College of Veterinary Medicine

Dear Veterinary Medical Board,

August 29, 2021

I am writing this letter on behalf of Katherine Buff, RVT to strongly recommend her for appointment to your Multidisciplinary Advisory Committee (MDC) for the term beginning January 2022 through June 2025.

Katherine Buff has been a licensed RVT for 21 years, graduating from Mt.SAC. Since 1997, she has been a member of the veterinary profession working emergency and private practice, but her focus has been working in shelter medicine. It is in this capacity that I met Katherine as she was instrumental in coordinating the opportunity for me to bring my 4th year students from Western University, College of Veterinary Medicine to rotate through the Riverside Shelter. She was committed to facilitating this opportunity for the last 8 years, which really strengthened the impact of this shelter medicine rotation.

During my time at the shelter, I have first-hand witnessed Katherine's leadership in supervising the RVT staff and running and organizing the heavy weekly surgical load that is the norm for the Riverside County Department of Animal Services. I have seen her gracefully handle difficult situations with her honest and direct communication. She seems to enjoy teaching opportunities and guiding other medical staff in career development.

I believe Katherine Buff would be an excellent addition to your committee. Please feel free to contact me with any additional questions.

Sincerely,

Frank Bossong, DVM
 Associate Professor, Shelter Medicine
 Western University of Health Sciences
 College of Veterinary Medicine
 309 East Second Street
 Pomona, Ca 91766
 (W) 909-469-5683
 (C) [REDACTED]

August 31, 2021

Multidisciplinary Advisory Committee
Veterinary Medical Board
Timothy.Rodda@dca.ca.gov

Dear Mr. Rodda and Members of the Multidisciplinary Advisory Committee,

Please accept my application to fill your RVT vacancy to serve on the Veterinary Medical Board (Board) Multidisciplinary Advisory Committee (MDC) from January 2022 through June 2025. I have been fortunate to have worked as an RVT in California across several disciplines: general practice (small animal), biomedical research (biotech, pharmaceutical, and academia), and education (instructing in Veterinary Technology Programs at local colleges) since attaining RVT licensure in 1997. With these professional experiences, I know first-hand what the expectations are for RVTs in these areas, in regards to the proficiencies, competencies, and critical thinking that is required.

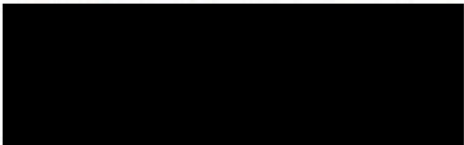
The MDC has been implemental in navigating and adapting our veterinary medical roles and profession throughout the years, and especially, most recently during this global pandemic. I have served on the CVMA RVT Committee since 1999, as the RVT representative in Industry (Research), Education, and currently, District IX. During the meetings that I have attended throughout the years, I have participated in reviewing and deliberating dozens of legislative issues. I was also able to observe how they each progressed over time: many had died off through the years and some continued moving forward and eventually became laws. I would then go back to my colleagues and peers to discuss these issues after attending these CVMA RVT and HOD meetings. From these conversations, they were able to see more clearly the value and purpose of the Board to our profession, and how their orders impact us on a daily basis. These directives, especially those implemented during the pandemic, have garnered more awareness and visibility for the MDC and Board. Incidentally, this was when I, too, took a closer look and noticed the RVT seat on your MDC.

After reviewing the expectations of your vacant RVT representative on the MDC, I believe that my varied and extensive RVT experience makes me a formidable candidate to well represent RVTs in California on your committee. I look forward to the opportunity of making a significant contribution to the MDC, and subsequently, the Board, as an RVT who has a strong and varied background in our profession. I hope that you review my application package and find me to be a top candidate to become an effective, active member of your committee.

Sincerely,



Laressa Dimalanta, RVT, RLATG



**Statement of Understanding of the Nature of Regulatory Bodies
Within the Department of Consumer Affairs**

Laressa Dimalanta, RVT, RLATG
August 31, 2021

I understand that the Department of Consumer Affairs (DCA) is an entity committed to protecting and serving the consumers in California by upholding the standards required for licensure and professional employment conduct, and by educating consumers. The Veterinary Medical Board (Board) is an entity within the DCA and governs and enforces the California Veterinary Medicine Practice Act (commonly known as the Practice Act). The Board is advised by recommendations from the Multidisciplinary Advisory Committee, who also promotes public participation and input, in order to make decisions that are most appropriate for the veterinary profession in California. In addition, the Board is able to investigate complaints and carry out disciplinary action to those who violate the Practice Act.

E-MAIL [REDACTED]

LARESSA DIMALANTA, RVT, RLATG

EMPLOYMENT

2019 – present **VCA Vets & Pets Animal Hospital** Santa Clara, CA

Hospital Manager II

- Manages a \$2.5M, 4-DVM small animal general practice veterinary hospital assuring financial stability and growth in the Bay Area community
- Manages staff workflow and roles to ensure quality veterinary care is provided to all patients and boarders
- Maintains hospital facility including the surgical suite, x-ray suite, treatment area, post-operative area, canine boarding, feline boarding, isolation, and reception area
- Cultivates and maintains a positive relationship with clients to promote increased awareness of medical issues
- Actively recruits, trains, and mentors hospital staff for continued professional learning and development
- Ensures compliance with federal, state, corporate, Cal-OSHA, and AAHA regulations

2018 – 2019 **Comparative Biosciences, Inc.** Sunnyvale, CA

Research Coordinator, Pharmacology/Toxicology

- Contributed to the development of *in vivo* model systems and technologies, to evaluate and improve efficacy, pharmacokinetic, and toxicology non-clinical studies
- Trained scientific and technical staff with recovery surgical techniques, veterinary procedures, and *in vivo* study methods; and developed training materials to ensure competency among staff
- Mentored technical staff to attain AALAS certification
- Authored and edited SOPs for the Pharmacology/Toxicology and Veterinary departments
- Served as a liaison to Quality Assurance and IACUC for assuring Pharmacology/Toxicology compliance

2018 – 2021 **Carrington College** San Jose, CA

Veterinary Technology Instructor, Visiting

- Contracted to teach Laboratory Animal Medicine/Small Mammal Medicine to students via classroom lectures and hands-on laboratory training

2015 – 2018

Veterinary Technology Instructor

- Created and delivered Veterinary Technology curriculum via classroom lectures, hands-on laboratory training, and online supplemental quizzes and tutorials to a diverse adult student population
- Managed the LMS (Learning Management System) and Surgery Schedule for Term 4 students
- Ensured compliance of IACUC, institutional, state, and federal regulations
- Managed the off-site archival and retrieval of regulatory documents
- Maintained documentation and schedule of laboratory equipment maintenance and calibration

2014 – 2019 **VCA Lawrence Animal Hospital** Santa Clara, CA

Registered Veterinary Technician, Relief RVT

- Managed Kennel, Veterinary Technician, and Client Services workflow and training documentation
- Scheduled routine maintenance for Surgical, Anesthetic, Radiographic, and Diagnostic equipment
- Performed emergency, surgical, diagnostic, and routine veterinary nursing care and services
- Created SOPs for all routine and emergency veterinary medical procedures
- Ensured compliance of local county rabies vaccination regulations and submitted monthly reports

E-MAIL [REDACTED]
LARESSA DIMALANTA, RVT, RLATG

EMPLOYMENT (con't)

2005 – 2006 **Roche Palo Alto** Palo Alto, CA

Project Management Associate

- Collaboratively scheduled Non-Clinical Drug Safety (NCDS) studies and managed study protocols
- Participated in FDA and USDA on-site inspections
- Assisted with preparing regulatory filings for INDs and NDAs
- Maintained the Master Study Schedule in compliance with FDA and OECD regulations

2001 – 2005

Compliance Analyst/Senior Compliance Analyst

- Managed and conducted Good Laboratory Practice (GLP) audits for NCDS departments: SOPs, DEA Logs, EOMMs (Equipment Manuals), & the Institutional Animal Care & Use Committee (IACUC)
- Managed the NCDS SOP process for administrative, procedural, equipment, and critical area SOPs
- Served as the Archivist for Bioservices SOPs, raw data, and records
- Maintained NCDS employee CVs, job descriptions, and training files
- Provided institutional group and individual training for GLPs and hands-on technical workshops

1999 – 2001

Research Associate I/II

- Developed breeding schedules and mating schemes for knockout and transgenic mice colonies
- Created and presented hands-on technical and computer-based training workshops
- Managed student Veterinary Technician Internship Program

1997 – 1999 **ALZA Corporation** Mountain View, CA

Laboratory Technician II/Registered Veterinary Technician (RVT)

- Developed and provided hands-on technical workshops for Toxicology scientists and study personnel
- Initiated, created, and implemented an electronic scheduling system for animal enrichment and preventive health care program; and the first Toxicology study supply ordering database
- Maintained animal procedural labs and surgical units, including supplies, instruments, and facilities
- Reviewed and edited study protocols to ensure adequate veterinary care was provided
- Performed animal dosing, sample collection, and comprehensive veterinary care for Toxicology studies
- Managed consultant RVT program and authored, reviewed, and edited SOPs

1997 – 1999 **VCA Vets & Pets Animal Hospital** Santa Clara, CA

Registered Veterinary Technician (RVT)

- Performed routine nursing, triage, surgical, and emergency services for domestic animals
- Maintained nursing, surgical, and pharmaceutical supplies throughout the clinic
- Provided comprehensive hands-on training to new personnel

1997 **The Parkinson's Institute** Sunnyvale, CA

Lead Animal Technician

- Managed the animal facility technical staff; and provided hands-on training for staff for squirrel monkey handling, procedural techniques, and husbandry
- Updated SOPs to ensure compliance with institutional, state, and federal regulations
- Coordinated vendor shipment and receiving schedule for animal, feed, bedding, and cleaning supplies
- Managed the documentation and usage of DEA-controlled substances

E-MAIL [REDACTED]
LARESSA DIMALANTA, RVT, RLATG

EDUCATION

- | | | |
|----------------|---|-------------------|
| 2018 – present | St Petersburg College | St Petersburg, FL |
| | <ul style="list-style-type: none"> ▪ In-Progress: Bachelor of Applied Science (B.A.S.), Veterinary Technology, combined Clinical Nursing and Hospital Management | |
| 2004 | University of California, Silicon Valley Extension | Santa Cruz, CA |
| | <ul style="list-style-type: none"> ▪ Certificate, Technical Writing and Communication | |
| 1997 | Parkland Community College | Champaign, IL |
| | <ul style="list-style-type: none"> ▪ Associate of Applied Science (A.A.S.), Veterinary Technology | |

ACCREDITATIONS

- Laboratory Animal Technologist (LATG), 2001
- Laboratory Animal Technician (LAT), 2000
- Assistant Laboratory Animal Technician (ALAT), 1998
- Registered Veterinary Technician (RVT) California State Licensure, 1997

PUBLICATIONS

- “The Value of RVTs to the Veterinary Profession,” California Veterinarian Magazine, Mar/Apr 2021
- “Meet the Education Representative for the CVMA RVT Committee,” California Veterinarian Magazine, Sep/Oct 2017
- “Needle Sticks and “Sharps” Related Injuries,” California Veterinarian Magazine, Nov/Dec 1999
- “Are YOU a Registered Veterinary Technician?” California Veterinarian Magazine, Nov/Dec 1998

RVT COMMUNITY SERVICE

- California Veterinary Medical Reserve Corps (CAVMRC) *member*, CVMA, 2021 – Present
- Program Advisory Board *member*, Veterinary Technology Program, Foothill College, 2018 – Present
- Program Advisory Committee *member*, Veterinary Technology Program, Carrington College, 2015 – Present
- NAVTA Carrington College Student Chapter, *Advisor*, 2015 – 2018
- CVMA RVT Committee, District IX California, *State Representative*, 2018 – Present
 - Education RVT California, *State Representative*, 2015 – 2018
 - Industry RVT California, *State Representative*, 1998 – 2000
- CVMA House of Delegates, *Delegate* 2018 – Present
 - *Alternate Delegate*, 2015 – 2016
 - *Delegate*, 1999 – 2002
- NAVTA California RVT, *State Representative*, 1998 – 2000
- NAVTA Student Chapter, *President*, 1996 – 1997

AWARDS RECEIVED

- St. Petersburg Veterinary Technology Scholarship, Spring 2021
- Suncoast Avian Society Grant, Summer 2020
- TEACH Carrington College Award, 2017
- TEACH Carrington College Award, 2016
- NAVTA Scholarship, 1997
- NCB-AALAS Sig Rich Educational Scholarship, 2000
- AALAS Summer Fellow, 1997

To Whom It May Concern,

My name is Ambika Vaid and I am a veterinarian licensed in California. I met Laressa Dimalanta in 2019 when I became an associate veterinarian for the hospital that she manages. Laressa is an amazing asset to the VCA team and has lead our hospital to new lengths we didn't know were possible or feasible. She is always willing to take the extra mile and help where she is needed, even if it isn't a part of her job description. Laressa is a truly motivated individual and was recently published in the CVMA journal for her research article about RVT wages. It has been a truly great pleasure getting to work alongside Laressa and learn from her and I know that she will be a great asset to any team that she joins. If you have any additional information about her, please feel free to reach out to me at [REDACTED]

Thank you,
Ambika Vaid, DVM

I write to express interest in joining the Multidisciplinary Advisory Committee of the Veterinary Medical Board. I am aware of the MDC's involvement in supporting the creation, amendment, and enforcement of regulations and laws that ensure a standard of professional and patient safety and owner protection. I feel strongly that these functions elevate the field by promoting adherence to fundamental, well-defined, and universally expected standards. I also feel that the existence and transparency of these regulations and proceedings creates reasonable expectations for the consumer to continue to trust those licensed to provide care.

My specific reasons for seeking this position revolve around a strong desire to be a part of aiding my field by these methods and warranting consumer good faith in our practice.

Though I readily acknowledge that I do not have previous board experience and will have skills to acquire, as a currently practicing RVT with over twenty years 'experience in the veterinary industry, I feel like I can offer several unique perspectives and have developed salient skills to the position:

- I have worked in a high volume, AHAA accredited hospital; a brand new private practice that is now successful and established; and in corporate veterinary medicine.
- I began as a nurse's assistant in human medicine, and in the veterinary field have worked my way up to licensure and practice management.
- I also hold bachelor's degrees in non-veterinary medical-related disciplines, which I feel helps broaden my perceptions and confers research and writing skills indicative of advanced fields of study.
- I have friends and colleagues as readily available resources practicing as Doctors of Veterinary Medicine and Registered Veterinary Technicians in many different sections of the field, from wildlife rescue and shelter medicine to regional directors of corporate practice.
- As a practice manager, teaching assistant, and course instructor, I have developed skills in information organization, public speaking, and presentation.

Over the course of my career, I have also identified some specific topics that I would be eager in partnering with the regulatory body to influence. This has helped impelled my desire to apply, and these include the following.

During my career to present I have been happy to aid my colleagues and practices by providing insight into finding current regulations and steps to take to enact them in practice. I would like to search for solutions in providing accessible resources for those who have the desire to be compliant, but lack knowledge of how to find or interpret regulations in a way that is meaningful at their practice level.

As someone who has hired, trained, and developed licensed RVTs, I have seen many disparate levels of knowledge and technical skills in graduates of accredited programs. I would like to seek a way to impact or provide input to help redesign some educational standards for RVT schooling or testing so that expectations for graduates of these programs may be more consistent. As the field is growing and adapting to consumer expectation and need, the burden of some hospital functions is falling more and more on these credentialed technicians, so this topic is becoming immediately and increasingly important.

Irrespective of these specific topics, I cannot fathom a more significant or vital way to serve my field than in helping to ensure that consumer faith in our field is not misplaced, and that anyone providing care to their pets is providing to the best of their ability and with all available resources at hand. I would be honored to be a participant in any part of this process.

Attached is my current resume and references. I look forward to your response.

STATEMENT OF UNDERSTANDING OF THE NATURE OF REGULATORY BODIES
WITHIN THE DEPARTMENT OF CONSUMER AFFAIRS

I understand that the purpose of regulatory bodies within the Department of Consumer Affairs is to protect the welfare of the public/consumer.

In practice, these bodies protect the public by providing, amending, and enforcing adequate standards via licensing laws, rules, and regulations.

LESLIE E. PHILLIPS

EDUCATION:

University of Houston 08/2003-08/2009

- B.A. English Literature and Physical Anthropology

Orange Coast College 01/2013-05/2015

- Took Biology, Microbiology, Cellular Biology, Anatomy, Physiology, Medical Statistics, Chemistry, and other courses to update proficiency and knowledge in contemporary STEM

Registered Veterinary Technician Banfield Academy for California Alternate Route 2014

- Completed all courses required for VMB alternate route not satisfied by undergraduate and post-baccalaureate courses for national licensing exam

WORK EXPERIENCE:

09/17/2020-PRESENT
CA

BANFIELD PET HOSPITAL, EL SEGUNDO,

VETERINARY TECHNICIAN

- Returned to working as an RVT to continue to develop my technical skills and medical knowledge in practice.
- Transferred to a location in need of licensed staff, and able to provide doctors with direct support and reestablish engagement, helped manager establish expectations of his staff, and helped retrain staff in basic skills.
- Partnered with leadership at this hospital to make an impact towards establishing OSHA compliance, hands free radiograph technique, and that Veterinary Medicine Practice Act and associated regulations are adhered to consistently.
- Initiated positive changes to surgical patient management, monitoring, and recovery to ensure patient safety at all stages of care.

3/2010 TO 9/2020
CA

BANFIELD PET HOSPITAL, SIGNAL HILL,

PRACTICE MANAGER(5/2017 TO 9/2020)

- Responsible for staff hiring, training, and development for three doctor practice.
- Created a hospital culture built on continued personal and professional growth and learning as well as a dedication to medical quality. Medical quality measured by variety of company metrics based on survey response of client experience and patient safety events.
- Taught team conflict resolution strategies that fostered understanding that clients are our partners in pet care.
- Directed, led, and mentored paraprofessional staff to realize their full professional potential and helped many to enter credentialing programs.
- Sought continuous feedback from doctors to ensure that they felt supported, engaged, protected, and enriched, which resulted in no doctor turn over and reduced risk of burn out.

- Personally followed up with all client concerns or complaints.
- Led monthly or quarterly meetings with educational topics such as preventive care, young animal husbandry, Fear Free Methods, CPR, client communication, team building, dentistry basics, surgical monitoring and aid, and patient safety from intake to discharge in order to foster a team that felt motivated, freshly educated, and inspired to deliver high quality and consistent patient care. Success evident by years of client survey results of staff's ability to answer questions clearly and confidently with patience and attentiveness and in staff's enthusiasm to teach new employees and those temping from other locations.
- Trained a Radiation Safety Officer and led Hands Free Radiology Compliance in our market.
- Taught new DVMs and RVTs dental x-ray technique, dental extraction technique, surgical patient safety, and suturing technique according to board certified methods.
- Developed annual planning, budgeting, and hospital productivity level for the hospital ensuring that we could maintain high quality goods and materials and employee compensation opportunities.
- Wrote hospital schedules and guaranteed adequate staffing and support.
- Responsible for cost containment, cash control/banking, loss prevention, office and medical supply ordering, and inventory management.
- Ensured compliance with all practice policies and procedures and with all local, state, and federal laws. Was routinely a personal resource for hospital leaders in my and the adjacent market when questions arose regarding methods for compliance or need for clarity.
- Trained a Safety Officer to help monitor consistent compliance.

VETERINARY TECHNICIAN, SHIFT LEAD (1/2013 TO 5/2017)

- In charge of ordering and inventory management for the hospital.
- Induction and intubation of surgical patients, monitored and assisted in surgery, responded to surgical events based on established patient safety protocols.
- Emergency triage and stabilization of critical cases.
- In charge of record keeping and appropriate disposal of all non-schedule medications in accordance with California law.
- Reviewed any complicated in-house laboratory findings and verified these findings before they entered patient files.
- Aided in associate training and skills development.
- Discussed estimates, bills, and recommendations for services on behalf of the doctors.
- Made follow up calls and managed client experience in appropriate circumstances on behalf of the doctors.
- Resolved client and staff disputes as they arose.

Accomplishments:

- As Radiation Safety Officer I established compliance of our radiation equipment and paperwork in accordance with state regulations.

- Corrected ordering and overstock issues to as to eliminate unnecessary loss of inventory to expiration and cluttering of hospital with unnecessary materials. Was invited to lead a market call in inventory management.
- Partnered with Chief of Staff to bring hospital up to OSHA and state guidelines.
- Invited to Mars Emerging Leaders leadership training program. Developed leadership skills based on Strength Finders management system.

VETERINARY ASSISTANT (3/2010 – 8/2012)

- Learned to take clearly written and detailed medical records regarding all aspects of patient care.
- Acquired greater knowledge and complete confidence in reading lab work in house, such as manual blood differentials, urine sediments, and fungal cultures.
- Aided hospital in establishing OSHA and FDA compliance.
- In charge of sorting, cataloging, and off-site storage of all medical documents.
- Adapted to varying expectations of corporate practice and structure.

**02/09-03/10 AND 08/12-01/13
CLINIC, HOUSTON, TX**

WASHINGTON HEIGHTS VETERINARY

VETERINARY ASSISTANT

- In addition to previous experience, I learned reception work and use of the Idexx Cornerstone Veterinary Software.
- Sought business startup solutions for launching and establishing a new practice.
- Aided in fielding resumes, hiring, employee training and discipline, and firing procedures in accordance with state and federal hiring practices.
- Helped practice owners track inventory, P&L, payroll.
- Established relationships with representatives and medical equipment suppliers.
- Ensured regulatory compliance of radiology, sterilization and disinfection practices, and pharmacy stock and storage.
- Established correct handling and disposal procedure for controlled and non-controlled substances.
- Learned in detail processes of setting up and maintenance of hospital machines, software, equipment, and tools.

**08/2001-02/2009
HOUSTON, TEXAS**

SUNSET BOULEVARD ANIMAL CLINIC,

VETERINARY ASSISTANT, HEAD SURGICAL ASSISTANT

- Began as kennel assistant, was elevated to assistant and was trained in surgical assistant skills on the job.

- Skillset ranged from kennel cleaning and animal restraint to taking room appointments with doctors, anesthesiology, radiology, and some microscopy.
- Aided in hiring and training of associates, as head assistant also issued the first steps of disciplinary action.
- Wrote assistant and technician work schedules.
- Worked under the supervision of many different doctors and learned to work quickly and efficiently under their differing tempos and expectations.
- Learned aspects of routine veterinary care and client communication.
- Managed limited client complaints.
- Learned to administer vaccinations, phlebotomy, to use IDEXX lab machines, to take and process traditional and digital radiographs, to aid and monitor in surgery under routine and critical conditions, to calculate drug dosages and monitor induction of surgical patients, to take cystocentesis samples with the aid of an ultrasound, to take blood pressure and EKG readings, to perform dental prophylaxis, and the rudimentaries of imaging interpretation.
- Also learned to work and make judgment calls in emergency and critical situations: able to take vitals, catheterize, place esophageal tube, and intubate under all conditions.
- As this was an AAHA accredited facility, was trained in AAHA standards of practice for all areas of hospital operation.

09/1998-04/2000
TX

PONDEROSA FAMILY MEDICINE, HOUSTON,

NURSE'S ASSISTANT

- Worked after school and weekends, received medical and receptionist's training on the job.
- Aided the nurse in checking in patients, taking vitals, taking thorough patient history, record keeping, and processing insurance paperwork.
- Learned valuable ways to manage difficult and distressed clients in clinical/psychiatric outpatient atmosphere.

05/1995-05/1998


HERMAN PARK STABLES

TRAINER

- Worked on the weekends and during the summers giving riding instructions in one-on-one training and assisted with larger summer classes.
- Assisted trainers in assessing disposition and behavior of horses taken as rescues, aided in physical and behavioral rehabilitation for these horses.

Contact Information





License #: RVT11185

Other Pertinent Skills:

Northland Christian School Lincoln-Douglas Debate Team

St. Thomas Episcopal School Lincoln-Douglas Debate Team

Undergraduate assistant in editorial process of the re-release of the Norton Critical Edition of *Gulliver's Travels*

Anatomy Teaching Assistant Orange Coast College 2014

Instructor in Microbiology and Immunology for the Registered Technician Banfield Academy for California Alternate Route

References below

PERSONAL AND PROFESSIONAL REFERENCES:

Elena Caceres, RVT

[REDACTED]
Elena was one of my microbiology students who went on to pass her RVT exam and become a Practice Manager. She is now studying to enter the human medical field.

Dawn Currey

[REDACTED]
Dawn was my coworker at Sunset Boulevard Animal Hospital and later my supervisor at Washington Heights Veterinary Clinic where she continues to work. She is now a personal friend.

Kira Didkovskaya

[REDACTED]
Dr. Didkovskaya is an associate doctor at Banfield El Segundo where I currently work.

Stephanie Gross, DVM

[REDACTED]
Dr. Gross was an associate doctor at Banfield Signal Hill and now works in private practice. She is also a personal friend.

Devany Lister-Aley, RVT

[REDACTED]
Devany was one of my alternate route instructors. She later became my Practice Manager, and trained and developed me into the position of Shift Lead and later to take over her role as Practice Manager.

Maria Pyrdek, DVM

[REDACTED]
Dr. Pyrdek was an associate doctor at Banfield Signal Hill, not overlapping with Dr. Rosenberg or Dr. Gross in her time working with me. She is now working in shelter medicine. She is also a personal friend.

Rebecca Rosenberg, DVM

[REDACTED]
Dr. Rosenberg was an associate doctor then the Chief of Staff at Banfield Signal Hill during my hiring and rehiring at that hospital.

Dr. Jacqueline M. Huynh



August 28, 2021

Veterinary Medical Board

1747 N Market Boulevard, Suite 230

Sacramento, California 95834-2987

To Whom It May Concern,

It brings me great pleasure to recommend Leslie Phillips for the Registered Veterinary Technician position for the Multidisciplinary Advisory Committee. I have known Ms. Phillips since 2015 in both a professional and a personal capacity. She has shown several qualities that makes her an ideal applicant for this position. Ms. Phillips was a Shift Lead at Banfield Pet Hospital when I first met her as a new graduate Veterinarian. There she helped direct me in understanding the several different hospital protocols and safety standards. I was often left as a single doctor at a very busy practice with little guidance at a time when I was lacked confidence in my knowledge and skill set. Ms. Phillips was always there to lend support and encouragement to myself as a new doctor, but also other staff members. She was always teaching the aspiring registered veterinary technicians how to read blood smears, fecal floats and more. Years later, I continue to seek her expertise.

In 2018, I worked again with Ms. Phillips in her role as a Practice Manger. I was amazed her growth and confidence in her advanced leadership role. Ms. Phillips used her interpersonal skills to de-escalate situations with staff members and clients with such ease. Her role as a Practice manager was not an easy position. I knew her hospital was short staffed but never did she use that as an excuse to cut corners or lessen expectations. Ms. Phillips went to great measures to ensure that her hospital upheld the highest levels of medicine while practicing compassion for the clients and patients. She always inspired me to practice a high standard of care that I am proud to say I continue to this day.

Ms. Phillips has always been an advocate for patients and it has been illustrated through her passion and dedication to stay current on Continuing education. She has discovered and introduced new techniques that were previously unknown to me. She would recommend new

medications and the supporting evidence to me. Additionally, she would go out of her way to find information for clients so they could better understand how they could help their pets. I recall a time when Ms. Phillips went into Petsmart and educated a client on reading food labels and how to select the best food for their pet.

It is in my sincerest opinion that, Ms. Phillips would be a true asset to the Advisory Committee. Her education in English literature has refined to her to be an articulate writer and speaker. She has several years of experience in the veterinary field in multiple roles and she understand every facet of it. It is Ms. Phillips' passion and enthusiasm for veterinary medicine that will ensure our profession will uphold the greatest of standards and shape a better future.

Please feel free to contact me anytime regarding this amazing individual.

Sincerely yours,

Dr. Jacqueline M. Huynh

To whom it may concern:

I would like to recommend Leslie Phillips for the RVT position of the Multidisciplinary Advisory Committee. I have known and worked with Leslie for over 11 years, and she has time and time again proven herself to be the best example of excellence amongst her peers. She is perfectly suited to assist the VMB in its pursuit of governing rules and regulations, and help guide the future of veterinary medicine in California. Her many strengths include a robust level of experience in practice, consistent attention to detail and rules, and the ability to teach those around her to follow the same elevated standards.

Leslie has excellent interpersonal skills and communicates well with people from all walks of life, attitudes and socio-economic backgrounds. When you have managed and worked with as many veterinarians, RVTs, and veterinary assistants as Leslie has, you gain sight into the daily struggle of veterinary medicine through every lens. Teaching the introverted veterinarian to write detailed medical records, compliant with board standards, is not small feat for an RVT; yet, Leslie navigates those waters with ease. A different management technique is needed to keep an overly excited veterinary assistant from overstepping into a procedure only approved for a RVT. Leslie anticipates these challenges, and prevents their occurrences. She knows that the regulations are a safety net for our patients and champions that safety.

No one would ever challenge Leslie's prowess for thorough and clear record keeping. This extends not just to medical records, but to management style as well. Her attention to detail is exquisite. I would consider myself to be quite the stickler for complete records, and I could always (and I mean always) rely on Leslie to create the most beautiful SOAP notes, for me to edit. Rare was the day that I needed to change something. Unbelievably, she also has enthusiastically taught others to follow this same standard, not just for the purpose of following rules, but by explaining the important role that medical records have in daily practice.

Repeatedly, Leslie has demonstrated that she has not reached her potential in her current position. She excels in every new task given to her, and her agile mind is always seeking out new hurdles to overcome. She is no stranger to research, and will often spend her own free time huddled in front of a computer or book. If information is a building block, then Leslie is building castles. Most importantly, by passing on this knowledge, she seeks to elevate the profession as a whole.

In my opinion, Leslie has the tools necessary to succeed in any field she may set her sights on. Having already demonstrated her aptitude as a veterinary technician and manager, I know Leslie would be a perfect addition to the MAC. I strongly encourage you to accept Leslie Phillips, and allow her voice to assist those directing veterinary medicine here in California.

If you have any questions, or would like more details, please feel free to contact me.

Sincerely,

Rebecca M Rosenberg, DVM
Sunnycrest Animal Care



[REDACTED]
[REDACTED]
August 29, 2021

California Veterinary Medical Board
c/o Timothy Rodda
1747 North Market Boulevard, Suite #230
Sacramento, CA 95834

Dear Members of the Board:

I am writing to express my interest in the Registered Veterinary Technician (RVT) vacancy on the Multidisciplinary Advisory Committee (MDC). I have been a practicing RVT for almost five years and have been involved in the veterinary medical profession for more than fourteen years. Over the past several years, I have found a passion for organized veterinary medicine and professional leadership through my involvement in both my local and state veterinary medical associations. To broaden my understanding of the issues currently facing this profession, I have been serving as a district representative on the California Veterinary Medical Association (CVMA) RVT Committee and as an RVT delegate in the CVMA House of Delegates, as well as attending the virtual meetings of both the Veterinary Medical Board (VMB) and the MDC this year.

Having spent my entire career working in a rural underserved community where access to care is limited by financial resources, availability of fully staffed veterinary hospitals, and hospitals willing to see various species, I have come to understand that it has never been more important to consumers, pets, livestock, and the veterinary medical profession to provide quality medicine to all. I believe that proper administration and enforcement of the rules and regulations of the Veterinary Medicine Practice Act help to ensure the quality of the medicine provided. In my time working as a veterinary assistant and now as an RVT, I have witnessed a progression of the RVT profession, which has been driven largely by minimum standards regulations for RVT practice. These minimum standards are essential in helping animals and protecting the public.

I understand that the nature of regulatory bodies such as the VMB within the Department of Consumer Affairs is to serve the interests of California's consumers by ensuring a standard of professionalism and promoting informed consumer practices. I admire the work of the MDC in assisting with this via the deliberation of key issues such as telemedicine, clarification and definitions relating to the Veterinarian-Client-Patient-Relationship (VCPR), and recommendations for improvements to the veterinary premises minimum standards. It would be an honor to serve on the MDC as an RVT member to take part in these discussions and provide the insight of someone from a rural community with an extensive background in large animal medicine.

Thank you for your time and consideration.

Sincerely,



Marie A. Ussery, RVT, BS



MARIE A. USSERY, RVT, BS

PROFESSIONAL PROFILE Registered Veterinary Technician licensed in California. Over fourteen years of experience in the field of animal health, primarily with livestock. Experience in leadership and management. Involved in organized veterinary medicine.

- SKILLS & ABILITIES**
- Strong problem-solving, critical thinking, and analytical skills.
 - Excellent written and verbal communication skills.
 - Confident, articulate, and professional speaking abilities.
 - Enjoy working as a team member as well as independently.
 - A genuine desire to achieve, excel, and evolve.
 - Trained on both DiSC and Enneagram personality tests.

EXPERIENCE MID-VALLEY VETERINARY HOSPITAL, ORLAND, CA

March 2010 – Present

Purchasing and Laboratory Manager/Safety Coordinator/Registered Veterinary Technician

Achievements:

- Licensed as a registered veterinary technician on January 12, 2017.
- Active in management of the clinic as part of the management team.
- Run the clinic mastitis/microbiology laboratory.
- Oversee a drop-ship program for pharmaceuticals and supplies for dairies and ranches throughout Northern California and Southern Oregon.
- Developed a shipping program for small animal prescriptions for clients with difficulty getting to the clinic due to medical or transportation limitations.
- Participate in networking and development meetings with other practice managers throughout Northern California.

Responsibilities:

- Assist veterinarians with food animal and companion animal patients; primary RVT for food animal appointments and emergencies.
- Perform and interpret various laboratory tests and bacterial cultures.
- Manage purchasing, clinic inventory, and controlled substances.
- Maintain clinic Cal/OSHA program and lead safety training meetings.
- Work closely with others on the management team for daily operations, problem solving and hiring.
- Answer phones/schedule appointments/customer service.
- Invoice clients for services rendered.
- Maintain medical equipment.

ORLAND VETERINARY HOSPITAL, ORLAND, CA

June 2007 – January 2010

Director of Administration/Veterinary Assistant

Achievements:

- Promoted to Director of Administration and supervised 3-4 employees at a time.

- Facilitated a change in practice management software and trained the entire office on use of the program.
- Responsibilities:
- Aided doctors in the treatment of large animal and companion animal patients.
 - Banking, billing, and collections.
 - Computer repair/software updates.
 - Scheduled staff meetings, participated in employee training, maintained staff schedules.
 - Aided in the hiring of new employees.
 - Answered phones/scheduled appointments/customer service.
 - Generated practice analysis reports.

EDUCATION

VETERINARY ALLIED STAFF EDUCATION, DIXON, CA – RVT ALTERNATE ROUTE

Completed the educational requirements for the RVT alternate route to sit for the CRVTE and the VTNE.

CALIFORNIA STATE UNIVERSITY, CHICO – BACHELOR OF SCIENCE

Received a Bachelor of Science in Agriculture with an option in Animal Science. Presidential scholar with honors in general education and honors in the major. Made the Dean’s List multiple semesters. Charter member of the Alpha Zeta – California Eta chapter for honors students in agriculture.

ORGANIZATIONS

CALIFORNIA VETERINARY MEDICAL ASSOCIATION

Active in organized veterinary medicine through participation on the CVMA RVT Committee and as an RVT delegate to the CVMA House of Delegates.

NORTH VALLEY VETERINARY MEDICAL ASSOCIATION

Member of the local VMA based in Chico, CA.

CALIFORNIA VETERINARY MEDICAL RESERVE COPRS

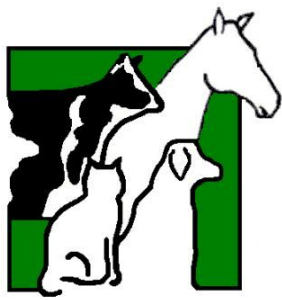
Volunteer member of CAVMRC, the mission of which is to preserve animal well-being and protect the public health and welfare by providing emergency veterinary medical care and expertise during the response phase of declared states of emergency.

COMMUNITY
SERVICE

- Active in a small, rural community by volunteering at and donating to multiple events and fundraisers throughout the year, including Rabies clinics, fundraisers for the volunteer fire department, Adopt-A-Family, and Adopt-A-Senior programs.
- Collect boxes to give to the Orland Pantry, which provides emergency food services for the community throughout the year. These boxes help with food donation storage and distribution.
- Committed to and passionate about education within the community. Give presentations at middle and high school career fairs, participate in interviews and job shadows for senior projects, speak to classes at middle schools and to high school students in the Workability 1 program. Assist in mentoring college interns in the mastitis laboratory and on large animal procedures. Help tutor local RVT students who are preparing to take the VTNE.

REFERENCES

REFERENCES AVAILABLE UPON REQUEST



August 20, 2021

California Veterinary Medical Board
Timothy Rodda Timothy.Rodda@dca.ca.gov
1747 North Market Blvd., Suite @230
Sacramento, CA 95834-2987

Dear Selection Committee:

This letter is a strong recommendation for Marie Ussery, RVT to serve on the Multidisciplinary Advisory Committee (MDC) as an RVT member.

I own a mixed-animal practice in Orland, a rural part of northern California, serving an agricultural community that is over fifty percent non-white with a quarter of the total population living in poverty. We see all species excluding equines, and half of our business is from food-animal species.

Marie has worked for me for over eleven years, starting as a Veterinary Assistant and then obtaining her RVT license. She is my right hand for anything related to food animal medicine and has taken on many other management duties in the hospital including OSHA Compliance, DEA Compliance, Radiological Compliance, purchasing of drugs and supplies, running our microbiology lab, and managing our food animal drugs and supplies business. As such, Marie has developed a deep working knowledge of food animal and regulatory veterinary medicine in addition to small animal medicine.

Over the last several years, Marie has shown an interest in organized veterinary medicine, first becoming a member of the CVMA's RVT Committee, then serving as an RVT Delegate in the CVMA's House of Delegates. She has recently been attending VMB and MDC meetings online to further her already broad knowledge of the California Veterinary Medicine Practice Act and to keep up with current issues.

Outside of work, Marie is involved in community affairs, helping to organize donations for local benefits, volunteering at Rabies Clinics, and speaking to children about veterinary medicine and animal care.

Please let me know if I can be of any further assistance in recommending this wonderful candidate.

Sincerely,

Michael Karle, D.V.M.
President, MVVH Orland, Inc.



August 16, 2021

California Veterinary Medical Board
c/o Timothy Rodda
1747 North Market Boulevard, Suite #230
Sacramento, CA

1400 River Park Drive, Suite 100
Sacramento, CA 95815-4505
916-649-0599
fax 916-646-9156
staff@cvma.net
www.cvma.net

RE: Letter of Endorsement – Marie Ussery, RVT

Dear Honorable Member,

The California Veterinary Medical Association (CVMA), representing over 7,800 veterinarians, registered veterinary technicians, and students, recommends Marie Ussery to serve as a Registered Veterinary Technician (RVT) member on the Veterinary Medical Board’s Multidisciplinary Advisory Committee (MDC).

Ms. Ussery has worked in California as a licensed RVT since 2017, all of which have been in a rural and underserved community. Prior to becoming licensed as an RVT, she worked as a veterinary assistant for ten years. She also brings a valuable large animal and livestock medicine perspective to issues. Ms. Ussery demonstrates an ongoing commitment to California consumers and the veterinary profession through her dedicated public service efforts and her commitment to organized veterinary medicine. Her public service activity includes local community programs such as rabies vaccine clinics and an individual effort to mentor, tutor and support youth who aspire to work in the veterinary profession. In addition, she serves as a district representative on the CVMA RVT Committee as well as in the CVMA House of Delegates as a delegate in the RVT delegation.

Ms. Ussery has made a concerted effort to attend both MDC and Veterinary Medical Board meetings online during the past year. She is familiar with current issues being addressed by both the MDC and the VMB and will bring a fair and balanced perspective to the committee.

Thank you for your consideration of Marie Ussery, RVT to serve on the MDC.

Sincerely,

A handwritten signature in black ink, appearing to read 'Dan Baxter', is written in a cursive style.

Dan Baxter, Executive Director
California Veterinary Medical Association