

## 2010 Fall Symposium Speaker Biographies

### **Jessica Larson, DVM Practice limited to Small Animal Internal Medicine**

Topic: Long Term Management of the Small Animal Diabetic Patient

Dr. Larson received her Doctor of Veterinary Medicine from University of Tennessee in 2004, completed an internship at Michigan Veterinary Specialists in 2005 and a residency in Small Animal Internal Medicine at Michigan State University in 2008. Her special interests include Feline Geriatric Medicine, Renal/Urinary Disease, GI/Liver Disease, Diabetes Mellitus. Dr. Larson has previously lectured on Feline Interstitial Cystitis and has been with Animal Emergency and Treatment Centers since April, 2010.

### **Andrew Cruikshank, DVM, DACVECC**

Topic: Emergency Management of the Diabetic Keto-Acidotic Patient

Dr. Cruikshank received his Doctor of Veterinary Medicine from the University of Tennessee in 2002, completed an internship at VCA West Los Angeles Animal Hospital and a residency in Emergency and Critical Care at Animal Surgical and Emergency Center, Los Angeles, Ca. Dr. Cruikshank served as Clinical Associate Professor at Western University of Health Sciences from 2007-2009. His special interests include Critical Care, Fluid Therapy and Ventilator Therapy. Dr. Cruikshank has previously lectured on Principles of Fluid Therapy and Ventilation and the Use of the Ventilator and has been with Animal Emergency and Treatment Centers since August, 2009.

### **John Hintermeister, DVM, DACVIM (Oncology)**

Topic: Hematologic Evaluation in the Small Animal Cancer Patient

Dr. Hintermeister received his Doctor of Veterinary Medicine and completed a residency in Small Animal Oncology at the University of Illinois. His special interests include Paraneoplastic Syndromes, Tumor Markers and Geriatric Medicine. Dr. Hintermeister has published and lectured both locally and nationally on many topics since 1999, including Oncology Emergencies, Current Treatment of Canine Hemangiosarcoma, Canine Osteosarcoma, Feline Injection Site Sarcoma, Aortic Body Tumors and The Five Most Common Canine Tumors. Dr. Hintermeister has been with Animal Emergency and Treatment Centers since February, 2009.

### **Justin Allen, DVM, DACVIM (Cardiology)**

Topic: Emergency Therapy of Congestive Heart Failure

Dr. Allen received his Doctor of Veterinary Medicine from the University of Illinois in 2006, completed an internship at the Advanced Veterinary Care Center in 2007 and a residency in Small Animal Cardiology at the California Animal Hospital in June, 2010.

His special interests include Cardiovascular Emergencies, Interventional Cardiology and Electrophysiology. Dr. Allen has published articles in several journals and textbooks, including the Textbook of Veterinary Internal Medicine ("Cyanosis"), JAVMA and the Journal of Veterinary Internal Medicine. Dr. Allen has been with Animal Emergency and Treatment Centers since August, 2010.

### **Elisa Mazzaferro, DVM, MS, PhD, DACVECC**

Topics: Triage Stat! Emergency Approach to the Traumatized Patient, Emergency Procedures to Save Your Patient's Life

Dr. Mazzaferro received her Doctor of Veterinary Medicine from Michigan State University in 1997, and completed an internship in Emergency and Critical Care at the Veterinary Institute of Trauma, Emergency and Critical Care and

a residency in Small Animal Emergency and Critical Care at Colorado State University. Dr. Mazzaferro also received a PhD in Small Animal Clinical Sciences from Colorado State University. Dr. Mazzaferro lectures both internationally and nationally, is a member of the Proceedings and Scientific Program Committee for VECCS, the Denver Area Veterinary Medical Society and the AVMA. She is a spokeswoman for AAHA and the Official Veterinarian for the "Puppy Bowl" on the Animal Planet. She is also the case reports editor for the Journal of Veterinary Emergency and Critical Care, and has co-authored several textbooks, including Kirk and Bistner's Handbook on Veterinary Procedures and Emergency Treatment and Veterinary Emergency and Critical Care Procedures. Her special interests include Nutritional Support of the Critically Ill Patient, Trauma, Pain Management and Acute Care of the Metabolically Unstable Diabetic Patient. Dr. Mazzaferro has been with Wheat Ridge Veterinary Specialists in Wheat Ridge, Colorado since 2002.

### **Farrah Horowitz, DVM Practice Limited to Small Animal Surgery**

Topic: Pain Management in Small Animal Practice

Dr. Horowitz received her Doctor of Veterinary Medicine from the University of Minnesota and completed a residency in Small Animal Surgery at Virginia-Maryland Regional College of Veterinary Medicine. Her professional interests include Reconstructive Surgery, Thoracic Surgery and Pain Management. Dr. Horowitz has lectured on Pain Management, CCL Disease and Current Surgical Options and Bandaging Techniques. She has been with Animal Emergency and Treatment Centers since August, 2009.

### **Steven Fox, DVM**

Topic: Fluid Balance, Hydration and Perfusion: Monitoring Fluid Therapy in Practice

Dr. Fox received his Doctor of Veterinary Medicine from the University of Illinois in 2004. He has been practicing in Emergency Medicine ever since. He has lectured on many topics, including ECG Interpretation for Veterinary Technicians, Acid-Base Interpretation for Veterinary Technicians and Principles of Shock. He has been with Animal Emergency and Treatment Centers since August of 2008.

### **Gina Falish, BS, CVT**

Topic: Transfusion Medicine, Critical Care Monitoring Lab

Gina Falish received her Bachelor's of Science degree in Equine Science and Veterinary Medicine from Colorado State University and has been a Licensed Veterinary Technician since 1993. She has worked in emergency and critical care for 16 years, focusing on patient care and training nurses and veterinary technician students. She is an adjunct instructor at Joliet Junior College, instructing Triage, CPR, Critical Care Nursing and Transfusion Medicine classes and labs. Her special interests include Critical Care Nursing, Hematology, Coagulation, Infectious Disease and Transfusion Medicine. Previous lectures include Transfusion Medicine, Triage, Critical Care Nursing, CPR, Fluid Therapy, Blood Smear Evaluation and Principles of Shock. Gina is a Nurse Manager and the Director of the Animal Emergency and Treatment Centers Blood Donor Program. She has been with Animal Emergency and Treatment Centers since February, 2002.

### **Alysia McAfee, CVT**

Topic: Principles of Triage: Prioritizing Your Patients, Critical Care Monitoring Lab

Alysia McAfee received an Associates of Applied Science in Veterinary Technology from Cedar Rapids Community College, Cedar Rapids, Iowa, in 2004 and completed a Veterinary Technician Internship at the Animal Medical Center in New York, New York, in 2005. Her special interests include Critical Care Nursing, Internal Medicine and Oncology. Previous lectures include Chemotherapy Use and Administration for Veterinary Technicians, Lymphoma and Case Studies, Basic Nursing and Catheter Care, She has been with Animal Emergency and Treatment Centers as a Intensive Care/Internal Medicine/Oncology nurse and now as a Nurse Manager and trainer, since 2005.

## **Marie Andrews, BS, CVT**

Topic: Every Patient is Critical: Basic Nursing Techniques, Critical Care Monitoring Lab

Marie Andrews received a Bachelor's of Science in Veterinary Technology from North Dakota State University in 1998. Marie has been practicing as an Intensive Care Veterinary Nurse since 2001. Her special interests include Infectious Disease and Critical Care Nursing. Previous lectures include OSHA Regulations, Infectious Disease and Isolation Procedures for Emergency and Hospitalized Patients, Anesthesia Monitoring and Tube Placement. Marie has been with Animal Emergency and Treatment Centers as an Intensive Care Unit nurse and trainer since 2002.

## **Suzanne Martin, BS, MS, CVT**

Topics: Creating a Staffing Analysis and Plan, Creating a Training Program, Leadership Forum

Suzanne is currently serving as Consulting & Operations Manager for MOON-An Innovative Veterinary Collaborative. She is also the Operations Partner of the Consulting firm Dynamic Veterinary Concepts (DVC), which provides management consulting to companion animal veterinary practices, with a focus on referral practices. She works primarily in the areas of business planning and operational management and was a featured presenter at the 2008 Veterinary Specialists in Private Practice conference and the AVMA Convention, 2009. She is a certified DiSC Facilitator.

Her special interests include organizational design, business process design, key performance indicators, communication skills, critical thinking, skills-based training and performance management programs, client service, leadership development, human resources, clinical operations, recruiting and strategic planning. Suzanne received her Bachelor's of Science in Biology from University of Maryland County, 1996, became a licensed veterinary technician in 1996, and received her MS in Management from University of Maryland University College in 2006.

## **David Jackson**

Topic: Leadership 101, Leadership Forum

David Jackson received his Bachelor of Commerce in Information Technology and Organizational Behavior and an Environment Engineering Diploma from the University of Witwatersrand, South Africa. In 1995, Mr. Jackson joined The Levinson Institute, a leadership and organizational consultancy, as Chief Operating Officer. There he honed his leadership skills and knowledge and worked with clients as diverse as Novartis Pharmaceuticals, Ann Taylor and the Social Security Administration. In 2009, Mr. Jackson founded Managemtum to enhance the effectiveness of all business organizations, and is frequently features and quoted about managerial issues and bringing common sense back to the workplace. He consults and coaches on leadership development and on those principles needed for highly effective leadership systems.

## **Robert Renaut, BS, MBA**

Topic: Stability vs. Change: Change Management for Your Practice, Leadership Forum

Robert Renaut received his Master's of Business Administration in Marketing from Illinois Benedictine College, is a Certified Instructor in Performance Based Pricing, Bell Leadership Achiever Training, Target Account Selling, Versatile Sales, Counselor Sales, Problem Solving, Crosby Principles of Quality.

Mr. Renaut is a Professor in Organizational Leadership at Aurora University in the Executive MBA Program. Mr. Renaut has acted as the Chief Operating and Executive Officer and Marketing Manager at several large corporations, including Nalco Chemical Company and Oberweis Dairy. Mr. Renaut has been with Animal Emergency and Treatment Centers as Chief Operating Officer since August, 2009 and is responsible for long range strategic planning, daily operations, financial accounting and corporate public relations.

## **Matt Tompkins, DVM**

Topic: Who's On Your Bus: Building the Team YOU Want

Dr. Tompkins received his Doctor of Veterinary Medicine at Iowa State University in 1993. He has practiced as an emergency clinician, is a 22 year veteran of the Army National Guard and a nominee for the Douglas MacArthur Leadership Award. He is a founding member of MOON-An Innovative Veterinary Collaborative of five specialty practices, 13 total locations and over 900 employees. His special interests are Leadership, Vision, Mission, Core Values and Business Development. His past presentations include Vision, Core Values, Entrepreneurship-Trask Lecture Series, Iowa State University, Organizational Leadership, World Café. Dr. Tompkins is the Co-Founder and Managing Partner of Animal Emergency and Treatment Centers.

## **Brian Cassell, DVM**

Topic: Leadership Forum Question and Answer Session

Dr. Brian Cassell is currently serving as Executive Director for MOON, an Innovative Veterinary Collaborative. He is also founder and Managing Partner of the consulting firm Dynamic Veterinary Concepts (DVC), which provides management consulting services to companion animal veterinary practices, with a focus on referral practices. Brian works primarily in the areas of business planning, strategy and operational management of veterinary practices. He is a member of the American Veterinary Medical Association (AVMA), the Veterinary Emergency and Critical Care Society (VECCS), VetPartners, the American Animal Hospital Association (AAHA) and the International Veterinary Academy of Pain Management (IVAPM). He participated in the Association of American Veterinary Medical Colleges (AAVMC) Foresight Project "Envisioning the Future of Academic Veterinary Medicine" in 2006, is a member of the VetPartners Specialty Practice Special Interest Group, was a featured presenter at the 2008 Veterinary Specialists in Private Practice (VSIPP) conference, and assisted with design and implementation of the VetPartners-NCVEI Referral Practice Benchmarking Survey.