



National Institute of Food and Agriculture
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Veterinarian Shortage Situation Nomination Form

To be completed by the chief State or Insular Area Animal Health Official or his/her designee

Veterinary Medicine Loan Repayment Program (VMLRP)

Nomination of Veterinarian Shortage Situations for the Veterinary Medicine Loan Repayment Program (VMLRP) Authorized Under the National Veterinary Medical Service Act (NVMSA)

Note: Please submit one separate nomination form for each position. See solicitation for number of nominations permitted for your state or insular area.

Location of Veterinary Shortage Area for this Nomination

Note: If this nomination is for a public practice position, please provide the location of the home office or the center of service area.

Location of Veterinary Shortage: State of Maryland
(e.g., County, State/Insular Area)

Center of Service Area or
 Location of Position: Baltimore (21201)-Annapolis (21401) region of Maryland
(e.g., Address or Cross Street, Town/City, and Zip Code)

Type of Veterinary Practice Area/Discipline/Specialty

Type I Shortage: Private Practice
 Food Animal Medicine (at least 80 percent time)
 Please select **one or more** specialties requested for this position:

- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other _____

Type II Shortage: Private Practice – Rural Area
 Food Animal Medicine (at least 30 percent time)
 Please select **one or more** specialties requested for this position:

- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other : _____

Type III Shortage: Public Practice (at least 49 percent time*)
 Employer: State of Maryland Position Title: Veterinarian
 Please select **one or more** specialty/disciplinary areas.

- Food Safety
- Public Health
- Epidemiology
- Other: Livestock, Poultry and Wildlife Health Regulatory Activities

Please describe the objectives of a veterinarian meeting this shortage situation as well as being located in the community, area, state/insular area, or position requested above (limit your response to 200 words or less).

The primary objective of a veterinarian meeting this shortage situation would be to help fill serious, recurring, frequent and ongoing shortages of veterinarians in the regulatory agencies of the executive department of the State of Maryland and in the office of the USDA-APHIS-VS Area Veterinarian in Charge. These agencies separately or in collaboration regulate livestock and poultry health, zoonotic and vectorborne diseases and broad aspects of wildlife population management. All have traditionally and in recent years had difficulty in recruiting and/or retaining skilled public practice veterinarians. The State of Maryland is at a particular disadvantage when compared with other states, as it is the home to numerous federal agencies (USDA, FDA, NIH, DHS, DOI, DoD etc), private entities (biotech and pharmaceutical firms) and institutions of higher learning which employ veterinarians. These other employers compete for the same pool of talent needed by State regulatory agencies and are generally able to offer much better compensation packages.

Please describe the activities of a veterinarian meeting this shortage situation and being located in the community, area, state/insular area, or position requested above (limit your response to 200 words or less).

Generally, the duties would involve full or part time service to state animal regulatory agencies. These agencies include the Departments of Agriculture (livestock and poultry health, animal emergency management), Health and Mental Hygiene (zoonotic and vectorborne diseases) and Natural Resources (wildlife population management and disease surveillance). This shortage designation also extends to the office of the USDA-APHIS-VS Area Veterinarian in Charge for Maryland.

The specific duties of a selected veterinarian would be determined by 1) the agency employing the veterinarian and 2) the veterinary position title of the selected veterinarian and 3) the geographic assignment of the veterinarian. Employment would be based in the Baltimore-Annapolis metropolitan areas or possibly in outlying areas up to and including 2 hours drive from the metropolitan area. Position titles include Veterinarian: Laboratory, Field, Veterinary Medical Officer, Epidemiologist, Scientist, Assistant Chief, Diagnostician and Public Health Veterinarian among others.

Please describe any past efforts to recruit and retain a veterinarian in the shortage situation identified above (limit your response to 100 words or less).

Recruitment efforts by State agencies have frequently produced no successful appointment of veterinary labor sought. The public health veterinarian position was vacant for 2.5 years during a recent 5 year period despite several recruitment efforts. Two searches failed to recruit a candidate for a diagnostic laboratory director in 2004-05. Several searches failed to recruit a candidate for a USDA poultry epidemiologist in 2004-06. Between 2000 and 2010, ten veterinarians voluntarily left their Maryland state agency for reasons other than retirement. In each case, these veterinarians left State agencies to accept local employment comparable to their State position. The salary enhancement they received ranged from \$5000 to \$35,000 per year. NONE of these 10 veterinarians needed to change residence to accept the new employment. This turnover exceeds 100% over the 10 year period and is as high as 400% in one agency during the same period.

Please describe the risk of this veterinarian position not being secured or retained. Include the risk(s) to the production of a safe and wholesome food supply and to animal, human, and environmental health not only in the community but in the region, state/insular area, nation, and/or international community (limit your response to 250 words or less).

The inability to recruit/retain a full complement of skilled veterinarians for Maryland State Agencies is detrimental to the important missions of those agencies. These effects are being felt presently. The detrimental effects are directly related to the mission of the agency unable to recruit or retain skilled veterinarians. Programs experiencing the decrement in capability include livestock and poultry health, animal disaster and emergency response, zoonotic and vector-borne diseases, wildlife population management and food safety. The shortages have a demonstrable adverse impact on readiness for incident management and response and other emergency operations, disease investigation and diagnostic capability and fulfilling the State role in national initiatives involving State agency veterinarians and USDA veterinarians assigned to directly support Maryland.

Please indicate whether you consider this situation/position a candidate for a “service in emergency” agreement (limit your response to 100 words or less). Please see solicitations for additional information regarding the obligation of participants who enter into the “Service in Emergency” agreement.

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Authorized State or Insular Area Animal Health Official or designee:

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