

# Veterinarian Shortage Situation Nomination Form

To be submitted under the authority of the chief State or Insular Area Animal Health Official

## Veterinary Medicine Loan Repayment Program (VMLRP)

This form must be used for Nomination of Veterinarian Shortage Situations to 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 shortage situation. See the State Animal Health Official (SAHO) section of the VMLRP web site ([www.nifa.usda.gov/vmlrp](http://www.nifa.usda.gov/vmlrp)) for the number of nominations permitted for your state or insular area.

### Location of Veterinary Shortage Area for this Nomination

Arizona Counties: Apache, Navajo and Coconino

Location of Veterinary Shortage:

(e.g., County, State/Insular Area; must be a logistically feasible veterinary practice service area)

Approximate Center of Shortage Area  
 (or Location of Position if Type III):

Winslow, AZ 86047

(e.g., Address or Cross Street, Town/City, and Zip Code)

Overall Priority of Shortage:

Moderate Priority

High Priority

Critical Priority

### Type of Veterinary Practice Area/Discipline/Specialty (Choose only one Type)

**Type I Shortage: Private Practice**

Food Animal Medicine (awardee obligation: at least 80 percent time or 32 hr/week)

**Must cover**(check at least one)

- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other: \_\_\_\_\_

**May cover**

- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other: \_\_\_\_\_

**Type II Shortage: Private Practice – Rural Area**

Food Animal Medicine (awardee obligation: at least 30 percent time or 12 hr/week)

**Must cover** (check at least one)

- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other: \_\_\_\_\_

**May cover**

- Beef Cattle
- Dairy Cattle
- Swine
- Poultry
- Small Ruminant
- Other: \_\_Research\_\_\_\_\_

**Type III Shortage: Public Practice** (awardee obligation: at least 49 percent time or 19.6 hr/week)

Employer: \_\_\_\_\_ Position Title: \_\_\_\_\_

Please select **one or more** specialty/disciplinary areas:

- Food Safety
- Public Health
- Epidemiology
- Other: \_\_\_\_\_

Please describe the **importance and objectives** of a veterinarian filling 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).

Provide primary Veterinary health services to the local remote community and region, extension education and field medicine to livestock producers, support public health activities including surveillance and outreach, investigate and respond to FAD and animal emergencies during natural and man-made disasters within tribal communities, help support economic development of livestock resources on the Tribal Nations. This region contains the Navajo Nation, Hopi Reservation and White Mountain Apache Reservation. The successful applicant will be offered training to become a member of the Arizona Livestock Incident Response Team (ALIRT). ALIRT veterinarians are trained and equipped as first responders to adverse livestock health events. The successful applicant must have Category II accreditation with the USDA APHIS Veterinary Services and be actively engaged in food animal practice a minimum of 12 hours per week (30%).

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

Clinical practice medicine including the diagnosis and treatment of livestock, livestock preventative herd health, disease and plant poisoning outbreak investigations, FADD activities, emergency disaster response, extension education and outreach, public health disease surveillance and education outreach. Other duties include fulfilling the roles equivalent to State and Federal Veterinarians including regulatory over-site, governmental consultation and disease investigation. In addition some local research relevant to the Nation and Veterinary Medicine is occasionally undertaken by the Navajo Nation Tribal Veterinarians. The seasonal beef cow calf practice is mostly performed in the spring and fall months for ranchers most of which have spring calving cow herds managed on private land, state trust and/or federal land. Major Spring work: assist with dystocia; consultation on cow herd, herd bull and calf immunization and parasite control strategies; herd bull fertility exams including collection of samples for trichomoniasis lab analysis; Major Fall work: Pregnancy testing cows; administer immunizations and parasite control; official calf hood vaccination of heifer calves; health certification for interstate shipment. This region has one commercial swine operation that employs a full time veterinarian. The poultry and small ruminant operations in the region are owned by individuals that may request live animal exams, necropsies and diagnostics. Clinicians may be contracted to do work on the reservation or may be full time employees of the Tribal Nation. One public food animal livestock market is located in the region.

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).

Efforts have been made to increase salaries and benefits, yet as a governmental position of a tribal nation there is a difficulty trying to maintain a competitive package. The Navajo Nation Veterinarian positions have been prone to high levels of turn over due to low level of pay, difficulty obtaining housing and remote location of the positions. Two positions have gone unfilled for over four years despite advertisement and recruitment efforts. Qualifying Navajo Government Tribal Veterinarians for the VMLRP will help in recruiting and retaining Tribal Veterinarians. An ALIRT trained food animal practitioner in the region has tried to recruit an associate for over six years.

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).

At full staffing, the Navajo Nation has four Tribal Veterinarians. For the last 4 years, there have been only two Tribal Veterinarians responsible for an area slightly larger than the state of West Virginia and a human

population of ~250,000 (2000 census). The area is already economically depressed and livestock production is a large part of the economy. As a sovereign Tribal Nation, the Tribal Veterinarians are often asked to act in the role of "State" and "Federal" Veterinarian roles as well as providing clinical medicine. The 50% staffing has detrimental effects on the health & morale of the Veterinarians, and puts both the livestock economy at risk (due to reduced service delivery, potential disasters and FAD's), public health at risk (due to less surveillance and early treatment), and stretches already limited tribal resources. Further, it puts the four neighboring states at risk, not having full staffing of local government and FADD trained Veterinarians able to respond in a rapid and direct manor during times of emergency. Most recent NASS report: All cattle 111,000, all sheep and lambs 61,000.

(Optional) If the nominator wishes to specify a service time for this shortage situation that is higher than the minimum required for the shortage type checked on Page 1, please specify the percent time in the box below (based on a 40-hour work week). Leave the box blank if the service time for this shortage situation is for the minimum percent time of the shortage type indicated.

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**Minimum Service time required for each shortage type**

- Type I: 80 percent time or 32 hours/week
- Type II: 30 percent time or 12 hours/week
- Type III: 49 percent time or 19.6 hours/week

SAHO nominator must check both boxes below in order for NIFA to consider this nomination for official designation

- XX** By checking this box, I affirm that this form represents a nomination and is subject to NIFA review and approval.
  
- XX** By checking this box, I affirm that it is my professional opinion that this is a bona fide food supply or public health-related veterinary shortage situation. I affirm due diligence has been invested to identify this area as a shortage situation of at least moderate priority (severity).

Authorized State or Insular Area Animal Health Official or designee:

Name: Perry Durham, DVM

Title: Arizona State Veterinarian

Organization: Arizona Department of Agriculture  
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Public reporting for OMB control number 0524-0046 is estimated to average two hours, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information, unless it displays a current valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to NIFA, OGF, 800 9<sup>th</sup> St. SW, Washington, DC 20024, Attention Policy Section. Do not return the completed form to this address.

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