



National Institute of Food and Agriculture
US Department of Agriculture
Form NIFA 2009-0001
OMB Control No. 0524-0046
Expiration Date: 11/30/2016

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) for the number of nominations permitted for your state or insular area.

Location of Veterinary Shortage Area for this Nomination

Location of Veterinary Shortage: Statewide including locations at Kennett Square, University Park, Meadville, Montoursville, Tunkhannock, Greensburg, Martinsburg, Collegeville, and Harrisburg
(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): 2301 North Cameron Street , Harrisburg, PA 17710
(e.g., Address or Cross Street, Town/City, and Zip Code)

Overall Priority of Shortage: High Priority

Type of Veterinary Practice Area/Discipline/Specialty (select one) :

Type III: Public Practice (awardee obligation at least 49% FTE or 19 hr/week)

For Type I or II Private Practice:

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: _____

For Type III Public Practice:

Employer: PA Department of Agriculture Position Title: Veterinary Medical Officer, Veterinary Diagnostician

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

- Food Safety
- Public Health
- Epidemiology
- Other: Animal Health

(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 above, 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.

100 %

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 1500 characters).

This nomination includes positions held by veterinarians with the Pennsylvania Department of Agriculture to include Regulatory Veterinary Medical Officers and Veterinary Laboratory Diagnosticians in Pennsylvania's three Animal Disease Diagnostic Laboratories. The objective of this nomination is to improve the ability of the Bureau of Animal Health and Diagnostic Services and the Department to retain trained, highly skilled and high performing veterinarians in critical regulatory and diagnostic positions.

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 1500 characters or less).

Veterinary Medical Field Officers serve at various regional locations to administer and enforce a variety of animal health, food safety, public health programs and participate in epidemiological investigations. Veterinary Laboratory Diagnosticians perform various animal disease diagnostic procedures in the three Pennsylvania Animal Disease Diagnostic Laboratories. As many Federal animal disease control programs, for example cattle brucellosis and tuberculosis, scrapie and CWD, become more state-centric and based on surveillance activities performed by field veterinarians as described in state herd plans, these positions become even more important to the operation of the Bureau of Animal Health and Diagnostic Services.

Please describe any past efforts to recruit and retain a veterinarian in the shortage situation identified above (limit your response to 750 characters or less).

In the past, the Bureau has been successful in filling these positions but retention and upward mobility for these individuals within Pennsylvania's animal health system remains a challenge. We would like to use this competitive, performance and credential based system to identify those superior performers as a means of retaining them and reducing losses of highly trained and highly proficient veterinarians through movements to other career paths. The commonwealth's investment in these individuals in terms of training, job skills, institutional knowledge, and acquired technical expertise is at risk as higher salaries are available through other employment opportunities.

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 2000 characters or less).

Fiscal challenges at the state level continue to challenge critical state animal health functions in anticipation of highly pathogenic avian influenza and other foreign animal disease, zoonotic disease, food safety and public health challenges. We see the loss of experienced, highly proficient, highly productive and technically expert members of our professional veterinary staff as placing our animal disease control capabilities at considerable risk. The experience of members of our professional veterinary staff and especially those in the early to mid stages of their careers is critical to Bureau function and impossible to maintain with high veterinarian turnover. We have recently initiated the process of filling two staff member vacancies and have become acutely aware of the very limited available pool of experienced, highly qualified and high performing regulatory veterinarians. This award can provide a retention incentive to an individual who has demonstrated significant and sustained contributions to our animal health protection efforts that otherwise might not be fully reflected through salary, benefits and existing performance incentives. Its availability would also serve as an added incentive to talented young veterinarians seeking employment with the Pennsylvania Department of Agriculture.

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

- By checking this box, I affirm that this form represents a nomination and is subject to NIFA review and approval.
- 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: Craig E. Shultz, DVM

Title: Director, Bureau of Animal Health and Diagnostic Services

Organization: Pennsylvania Department of Agriculture

Email: crashultz@pa.gov

Telephone Number: 717-783-2200
(Area code required)

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 9th St. SW, Washington, DC 20024, Attention Policy Section. Do not return the completed form to this address.