

# Monthly News

AAVEC



## Read Me!!

This is the first installment of our monthly newsletter for all AAVEC staff members. Our goal is to use this platform to share announcements, celebrations, important topics, and hospital news with all of you! If you have something you want to see covered, please email me at [srodziewicz@aavec.com](mailto:srodziewicz@aavec.com)!

## From The Doctors' Bubble

Goodbye to our wonderful interns: Abby Woods, Ashley Genetti, Nicole Iacobacci, and Shannon Campbell. Their last day is July 2. Good luck on your next chapter!!

We have mentees joining our doctors starting on July 1, 2023. Please welcome: Edahlia Singleton, Keely Mullens, Nicole Camelo-Lopez

# Joe's Dirt

## AAVEC's Employee Engagement Survey Results

**72% of AAVEC employees participated in the Engagement Survey  
Overall, 69% of AAVEC staff report being positively engaged!**

	AAVEC	NVA
Employees that are positively engaged	69%	64%
I am proud to work for AAVEC	83%	78%
AAVEC's Mission and Values are important to me	89%	79%
My team has effective methods for receiving and responding to suggestions for change	47%	54%
I am appropriately involved in decisions that affect my work	43%	51%
I received appropriate recognition for good work	48%	51%



## Joe's Dirt

The 3 areas that scored the lowest pertain to Feedback, Involvement in Decisions, and Recognition.

- You want AAVEC to have methods for receiving and responding to suggestions for change.
- You want to be more involved in decisions that affect your work.
- You want to be appropriately recognized for the great work that you do.

**AAVEC Needs You!!** We will be forming an Employee Engagement Committee made up of staff from each department. The goal will be to improve these areas and more.

Are you up for the task to make AAVEC all it can be? Join the AAVEC Avengers of Engagement!! Please email Joe if you are interested in joining the Team.

## Ravin' Reviews!

"Thank you AAVEC for taking care of my sweet baby, Augustus, in his final hours. Every employee in this clinic were so sweet and supportive. Thank you all so much. I am forever grateful"

"Amazing staff!! I have never been to such a well trained and well staffed emergency veterinary clinic. Everyone from the front to the back awesome job!! Oscar loves you guys."



# Safety Spotlight: Occupational Noise Exposure

By: Liz Reed

**Did you know that loud sounds aren't just annoying, but can cause actual harm?** The loud noises cause strong vibrations which can damage the tiny hairs and nerves in your inner ear, leading to hearing loss. This hearing loss is permanent. In addition, individuals with high noise exposure can suffer tinnitus (ringing in the ears, an early sign of damage), stress, anxiety, increased blood pressure, gastrointestinal issues, and chronic fatigue.

The louder the noise, the more quickly your hearing can be damaged. Continuous loud noise (like the compressor in the loading dock), as well as impulse noises (single loud blast, explosion, or in some cases a dog bark!) are both damaging. Sound loudness is measured in decibels (dB), while dBA units reflect human perception of sound. OSHA's permissible exposure limit is 85 dBA for an 8-hour shift. For each 5 dBA increase, the allowable time is cut in half.

**So how loud is AAVEC?** One study on animal welfare of dogs in noisy environments examined sound levels in various kennels (shelters, research laboratories, and training facilities). The researchers found that over a 24-hour period, sound averages were usually between 65-100 dB, but the daytime noise levels (when employees were present and dogs were more awake and active) often were greater than 100 dB, peaking at 125 dB!

The good news is that hearing damage and loss is preventable! While we can't always stop our patients from barking, the main ways to reduce noise exposure include:

- Distance - the farther from the source, the lower the noise levels
  - Decibel readings in the loading dock were noticeably lower by the supply cabinets compared to by the freezer close to the compressor
- Barriers - physical barriers can block sound waves
  - Moving barking dogs to the back runs when possible and closing the door
    - Consider the reason for the barking - fear/anxiety/stress, neurological component, need to pee?
    - Can we solve the problem to stop the barking - remove them from stimulus, medicate for FAS, walk them outside?
- Limit Exposure Time - noise is cumulative, so longer exposures have increased risks
  - Plan your trips to the loading dock to be efficient and don't linger
  - Give yourself a break and find a quiet space when possible
- Use Personal Protective Equipment (PPE) - be personally proactive to protect yourself
  - AAVEC provides disposable foam ear plugs - they are available in the Doctors' Bubble
  - Properly worn earplugs can reduce sound levels by 20-30 decibels

#### Resources:

Occupational Safety and Health Administration (OSHA); National Institute for Occupational Safety and Health (NIOSH); American Speech-Language-Hearing Association (ASHA); Sales G, et al. (1997). Noise in dog kennelling: Is barking a welfare problem for dogs? *Applied Animal Behaviour Science*. 52:3-4, pp. 321-32; Guinness World Records

# Celebrating YOU



## **Birthdays:**

7/4 Ali Keil  
7/5 Cierra Dilks  
7/8 Darnell Turner-Beaufort  
7/13 Jen Cox + Rachel Germershausen  
7/14 Emma Peterson  
7/17 Jordan Mascarenhas  
7/18 Andrea Rodriguez  
7/21 Tiffany McCullough + Ciera Santoro  
7/31 Regan Dunn



## **Anniversaries:**

7/1 Anne Van Auken • 21 years  
Caroline Solomon • 3 years  
Maritza Castro • 3 years  
7/2 Patty Coles • 22 years  
7/3 Darnell Turner-Beaufort • 6 years  
7/8 Brianna • 4 years  
Amanda Rucco • 3 years  
Ben Peterson • 3 years  
Kaylie Byrd • 3 years  
7/14 Ryan Jones • 7 years  
7/17 Marianne Mullen • 2 years  
7/19 Mikaila Brundick-Jorgensen • 2 years  
7/25 Brittany Sammon • 2 years

Our CSTs and Vet Admin have been working hard to complete a client service certificate program. ACT (Animal Care Technologies) partnered with VHMA (Veterinary Hospital Managers Association) to provide this certification.

## **Round of A-Paws to our ACT Certified CSTs and Vet Admin!!**

Tina Bartlett  
Sarah Beal  
Jen Cox  
Kelsi Gooden

April Jackson  
Cheryl Nicely  
Brittany Sammon  
Kristen Taylor

# AAVEC Resources & Perks



## Food Discount Programs for Veterinary Professionals

**Hill's VIP Market** • Our Account #814950 • NVA Clinic #402

<http://www.hillsvet.com/HillsVetUS/v1/portal/en/us/vip-market/VetStaffPDF.pdf>

Food can be delivered to your home or to the clinic. Clinic delivery is on Fridays and it will be in the loading dock. It must be picked up within 2 days of delivery due to the limited space in the loading dock.

**Purina for Professionals** • This program is exclusively for home delivery  
[purinaforprofessionals.com](http://purinaforprofessionals.com)

When searching for our clinic, it will be under the zip code 21401 and the name "Aavec".

**Royal Canin** • Our Account #VET-502142-002 (all caps and dashes included)

<https://apply.royalcanin.com/>

Select "Vet Clinic Employee Discount Program" and enter your email address. You must enter the account # at the top of the page so that "ship to" address appears further down the page. If you do not, it will not find the address and the application will fail.

Need additional help? Email Lisa Boehme at [lboehme@aavec.com](mailto:lboehme@aavec.com)

## Social Media



Make your pets social media stars! We need photos of your pets boating, at cookouts, or just being adorable! Email your photos to Sydney Sohn at [ssohn@aavec.com](mailto:ssohn@aavec.com).



## Q & A



Who is Ethos?

Ethos Veterinary Health has joined the NVA community. Ethos will oversee emergency and specialty hospitals, like AAVEC, while NVA will remain focused on general practice hospitals.