

elevate

Raising the Standard, Together

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Spring
CONFERENCE

SCOPE OF PRACTICE
Updates

Annual Donation
Recipient:

VOTE NOW!

The results are in!
ANNUAL MEMBERSHIP SURVEY



elevate

Raising the Standard, Together

Elevate is the official quarterly newsletter of the North Carolina Association of Veterinary Technicians, dedicated to advocating for the recognition, utilization, and advancement of registered veterinary technicians while investing in the future of the profession.

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YOUR Association, YOUR Newsletter

Do you have an inspiring idea that deserves a spotlight in our newsletter? Whether it's volunteer opportunities to share, a fascinating case to discuss, or an unforgettable experience you want to share, we'd love to hear from you!

Send your ideas to our Public Relations Coordinator, Krystina Phillips at krystina.phillips@cvpco.com



PRESIDENT'S LETTER

Dear NCAVT Members,

I am incredibly proud to share an exciting milestone on behalf of the North Carolina Association of Veterinary Technicians. Over the past months, the North Carolina Veterinary Medical Board (NCVMB) has been actively collaborating with NCAVT and the North Carolina Veterinary Medical Association (NCVMA) to improve the veterinary technician scope of practice. NCAVT was honored to sit down with representatives from NCVMB, NCVMA, and a representative from the American Association of Veterinary State Boards (AAVSB) in a meaningful discussion focused on strengthening and modernizing the veterinary technician scope of practice in North Carolina.

This level of collaboration across organizations represents a major stride forward—not only for NCAVT, but for the entire veterinary medical profession in our state. Coming together with veterinarians, regulatory leaders, and national partners demonstrates a shared commitment to supporting credentialed veterinary technicians and ensuring we are able to practice to the full extent of our education, training, and expertise.

NCAVT is honored to have a seat at the table and to serve as a strong voice for our members throughout this process. The spirit of cooperation and mutual respect shown by all parties has been both encouraging and energizing. It is clear that when North Carolina's veterinary medical professionals unite around a common goal, real progress is possible.

Along with thanking all these organizations for their camaraderie, I also want to sincerely thank our members for your continued support, engagement, and advocacy. Your presence, voices, and professionalism matter—and they are helping shape the future of our profession. This work represents a significant step forward in NCAVT's mission to represent, support, and elevate veterinary technicians across North Carolina.

We look forward to continuing this important work and will keep you informed as discussions progress. Together, we are helping build a stronger, more collaborative future for veterinary medicine in North Carolina.

With appreciation and enthusiasm,

Kimberly M. Lewis, BS, RVTg
President of NCAVT

NCAVT MEMBERSHIP

There are numerous reasons membership with your state Veterinary Technician Association is important. We are your voice. We are here to encourage you, advocate for you, support you, and support our community. Become a member or renew your membership today!

- Advocates for the appropriate recognition and utilization of all roles in the Veterinary community - including RVTs, Assistants, Students, and Support Staff
- Provides Continuing Education opportunities including Webinars and Conferences
- Supports student learning through VMT student scholarships
- Supports community outreach to the public
- Gives annual donations to member-nominated animal welfare non-profit organizations
- Supports fellow RVTs by selecting the NC Veterinary Technician of the Year
- Publicizes job opportunities for RVTs
- Works alongside the NCVMB and NAVTA to act as a voice for NC RVTs

DON'T FORGET TO RENEW YOUR MEMBERSHIP!

ACTIVE

- GRADUATE OF AN AVMA ACCREDITED PROGRAM AND REGISTERED WITH THE NCVMB AS AN RVT
- MEMBERSHIP CARRIES VOTING RIGHTS

\$35
YEARLY

ASSOCIATE/STAFF

- VETERINARY ASSISTANTS, KENNEL STAFF, RECEPTIONISTS, GROOMERS, ETC
- MEMBERSHIP DOES NOT CARRY VOTING RIGHTS

\$30
YEARLY

STUDENT

- STUDENTS CURRENTLY ENROLLED IN AN AVMA ACCREDITED PROGRAM
- MEMBERSHIP DOES NOT CARRY VOTING RIGHTS

\$25
YEARLY



NCAVT SPRING CONFERENCE

Saturday, April 11th, 2026

**REGISTRATION
NOW OPEN!**

REGISTER HERE



Nash Community College
522 N. Old Carriage Road,
Rocky Mount, NC 27804



Thank you to our Sponsors!

The work NCAVT does on behalf of our members, such as providing high-quality continuing education at affordable rates (often just \$10 per credit hour), advocating with the Veterinary Medical Board on issues like scope of practice and title protection, sharing employment opportunities, and educating the public about the vital role of Veterinary Technicians, depends heavily on the generous support of our sponsors.

Your partnership truly makes a difference, and we are deeply grateful for your continued support. We are incredibly fortunate to have received both financial and technical support from the following outstanding sponsors in 2024 and 2025, and we look forward to collaborating with them again in 2026 as we continue working together to strengthen our profession and advance veterinary medicine across North Carolina.



NC STATE

Veterinary Medicine

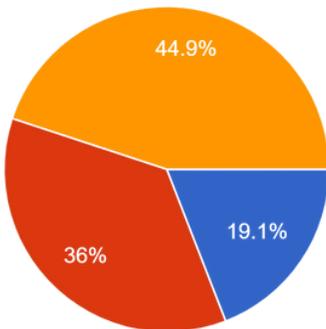
ANNUAL MEMBERSHIP SURVEY



The results are in!

Thank you to everyone who participated in our annual Membership Survey. Your feedback helps NCAVT better understand who our members are and what you need, allowing us to advocate for you more effectively. Below are key insights from this year's survey and how the Board plans to use this information to guide our work.

How likely are you to be looking for a new career opportunity in the next 1-3 years?



- Highly likely
- Possibly
- I love my job and am not anticipating seeking new employment

55% of respondents indicated they are possibly or highly likely to seek new career opportunities within the next 1–3 years.

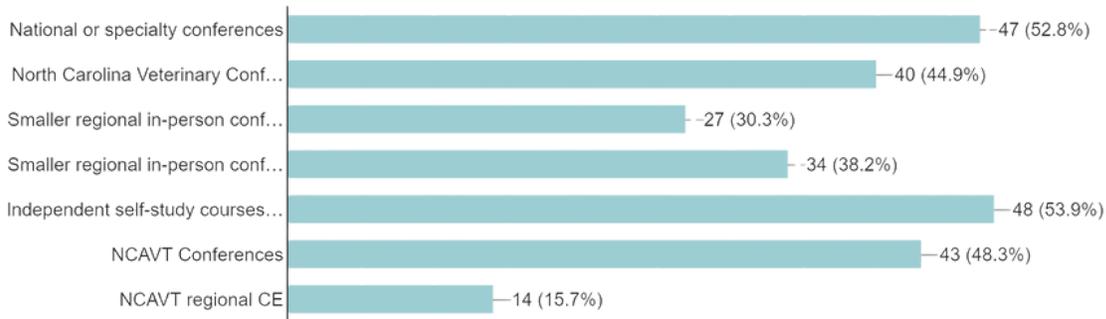
What This Tells Us

- Career mobility is a significant consideration for many members
- Networking and employment resources remain a priority
- Members value opportunities to connect with employers and peers

How NCAVT will respond:

- Incorporate job networking opportunities into in-person continuing education events, including large and regional conferences
- Encourage sponsors and exhibitors to bring information about current job openings
- Allocate time for personal networking and after-hours alumni gatherings
- Increase awareness that NCAVT Job Board postings are free for job seekers
- Invite sponsors to use NCAVT social media platforms to promote employment opportunities

Where do you currently get your CE credits?



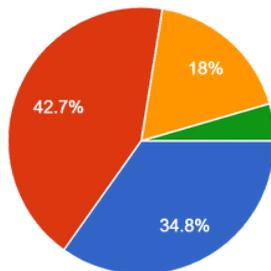
What This Tells Us

- Cost, travel distance, and time commitment remain significant barriers to attending CE
- Members value accessible, local, and affordable education options
- Regional CE opportunities reach technicians who may not attend larger conferences

How NCAVT Will Respond

- Continue prioritizing low registration fees, made possible through sponsor support
- Expand and refine regional CE programming to improve accessibility
- Use feedback from the regional CE pilot program to guide future offerings

How important is the recognition of Veterinary Technician Week in October to you?



- I find it validating for my practice to shine a light on the work the RVTs do during VTW
- My practice uses VTW to recognize everyone, not specifically techs, they are worried about leaving anyone out
- I wish my practice did more to recognize techs that week and it's disappointing when they don't
- I don't pay any attention to VTW

- 43% report their workplace recognizes everyone rather than specifically RVTs
- 18% wish their practice did more to recognize technicians during VTW
- Only a small number do not pay attention to VTW

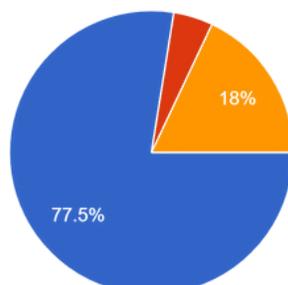
What This Tells Us

- Recognition matters to many technicians
- There is an opportunity to better educate practices on the importance of intentional VTW recognition
- NCAVT's acknowledgment during VTW is meaningful to members

How NCAVT Will Respond

- Continue recognizing members during VTW
- Improve messaging to North Carolina practices about the importance of Veterinary Technician Week

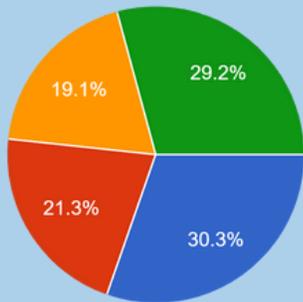
How important is it that NCAVT send gifts in recognition of Vet Tech Week?



- I love the gifts and the appreciation from NCAVT
- I don't pay any attention to the gifts
- I'd prefer that you direct that money to a student scholarship to support the next generation of RVTs in NC

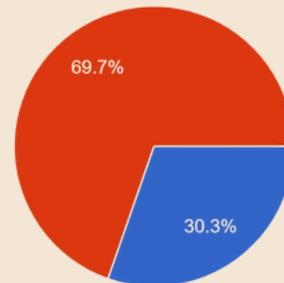
More results!

It has been a year since Title Protection passed.
How has your practice responded?



- Successfully and completely transitioned to differentiating RVTs from veterinary assistants
- Sometimes they follow the guidelines, sometimes the practice/individuals don't follow the guidelines
- The practice completely ignores the differentiation; everyone is referred to...
- This was never a problem at my practice, they always differentiated RVTs

If you are going to in-person CE,
how is that paid?

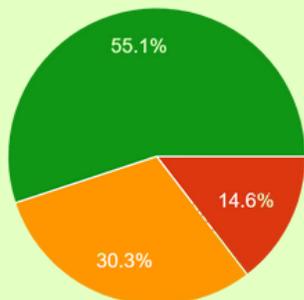


- I pay out of pocket
- My employer covers my CE expenses

What are the major hurdles to your attendance to in person CE?

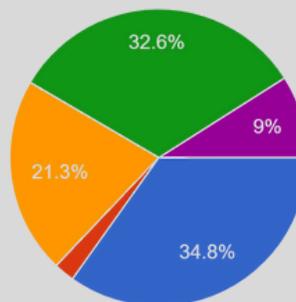


If you pay out of pocket for your CE,
How much do you typically pay annually?



- Under \$50 total
- \$51 - \$100 total
- Over \$100
- N/A

Have you used the NCAVT job board?



- I always look at the new posting announcements that are emailed to me
- I have applied for a job based on an NCAVT job posting I am interested in
- I have referred a fellow RVT to the postings
- I am not aware of/have not used the job board or postings
- I wasn't aware of the job board but now I will check it regularly!



ANESTHESIA EQUIPMENT TROUBLESHOOTING WORKSHOP

*Event
Recap!*

PRESENTED BY:

Cynthia Burns, RVT

SPONSORED BY:



The Fix It Lady Anesthesia Sales and Service, a fantastic partner of NCAVT, went above and beyond last fall by hosting an engaging, hands-on workshop on troubleshooting common anesthesia equipment, offering tips for safer, more dependable performance, and providing an opportunity to ask numerous questions. Attendees left feeling confident and satisfied, with rave reviews praising the value of the event and hoping for more sessions. Cynthia Burns, RVT, and her team helped our RVTs become more prepared and proactive in inducing and monitoring anesthesia for our patients. The Fix It Lady offers in-clinic training and workshops for practices that want all their RVTs to learn and grow, so reach out if your practice is interested.

“

100% of attendees rated this CE as highly valuable and very effective at providing relevant knowledge and skills!

”



NCAVT aims to continue providing these smaller, practical opportunities in 2026.

Share your ideas for topics!



2025

RVT of the Year

NOMINATIONS

GUIDELINES FOR NOMINATIONS FOR THE NORTH CAROLINA VETERINARY TECHNICIAN OF THE YEAR:

- NOMINATIONS MUST BE MADE BY A NCAVT MEMBER IN GOOD STANDING WITH NCAVT AND NCVMB
- NOMINEES MUST BE A NCAVT MEMBER IN GOOD STANDING WITH NCAVT AND NCVMB

CONSIDERATION WILL BE GIVEN TO THE FOLLOWING CRITERIA:

- YEARS OF MEMBERSHIP IN NCAVT
- LEADERSHIP POSITIONS HELD WITHIN THE ASSOCIATION
- LEADERSHIP POSITIONS HELD WITHIN THE VETERINARY TECHNICIAN COMMUNITY AT LARGE
- CONTRIBUTIONS TO PROFESSIONAL DEVELOPMENT AND CONTINUING EDUCATION
- COMMUNITY SERVICE
- SPECIAL ACHIEVEMENTS

DEADLINE: 3/15/26

[NOMINATE HERE!](#)

OR GO TO [NCAVT.ORG](https://www.ncavt.org)



ANNUAL DONATION RECIPIENT NOMINATIONS

Each year, members nominate non-profit organizations they are passionate about for a significant donation from NCAVT

GUIDELINES FOR NOMINATIONS:

- Organization must be a 501(c)3 non profit
- Organization must be based in North Carolina
- Organization must be an animal welfare organization, animal rescue, or veterinary organization
- Nominee must be a member of NCAVT
- Organization cannot be a previous donation recipient
- Priority to will go a nominee that demonstrates utilization of Registered Veterinary Technicians and the skills that they bring to the patients and the public as part of the nonprofit's mission

NOMINATION DEADLINE: 3/31/26

NOMINATION FORM

PREVIOUS RECIPIENTS



DEGA Mobile Veterinary Care





North Carolina Veterinary Response Corps



About

The North Carolina Veterinary Response Corps (NCVRC) is a North Carolina Department of Agriculture & Consumer Services initiative in partnership with the North Carolina Veterinary Medical Association and the North Carolina State University College of Veterinary Medicine. It is a volunteer group of professionals from the animal care community who are trained to help improve preparedness and response to disaster events that affect livestock and companion animals in NC.

The mission of the North Carolina Veterinary Response Corps is to train and coordinate volunteer veterinary professionals to assist local officials during emergencies in order to preserve animal well-being and protect public health and welfare.

Membership

Membership is open to North Carolina veterinarians, veterinary technicians and assistants, and veterinary and veterinary technician students.

Benefits

- Contribute to preparedness and response during disaster events that affect animals
- Access to unique training opportunities and continuing education
- Networking and partnership with other NCVRC members

Training Requirements for Responding (accessible on Emergency Programs Website)

- ICS 100, 200, 700 (online)
- Training Module 1: North Carolina Veterinary Response Corps
- Training Module 2: Animal Sheltering
- Biosecurity/PPE/Hazardous Materials Awareness Training
- Signing the NC VRC Code of Conduct

Deployment Examples

- Assisting with animal care and intake at animal sheltering locations
- Providing or facilitating veterinary medical care as needed to animals impacted by disasters
- Assisting with surveillance during a zoonotic or animal disease outbreak
- Provide damage assessments and situation reports



Registration

If you are interested in joining the North Carolina Veterinary Response Corps, please scan the QR code or visit the NCVRC page at <https://www.ncagr.gov/oep/Respond/VRC>

Program Coordinator

Dr. Daniel Kish Daniel.kish@ncagr.gov

NCAVT Job Board

Are you still searching for your unicorn clinic, or are you ready for a new challenge or an opportunity to learn something new? We have you covered!

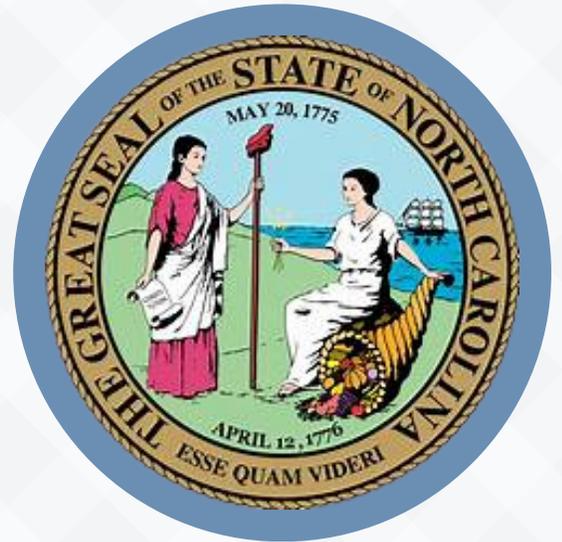
Current postings:

- **BluePearl** - Multiple Positions and Locations
Matthews, Denver, Durham, Cary, Raleigh
- **Trinity Animal Hospital** - Full Time RVT
Holly Springs
- **Eastern Carolina Veterinary Medical Center** - Multiple Positions
Wilmington
- **PetDocks Veterinary Hospital** - Veterinary Assistant
Morehead City
- **Chowan Animal Hospital** - Veterinary Assistant
Edenton
- **Carolina Veterinary Specialists** - Veterinary Technician/Assistant
Matthews
- **Carolina Animal Specialty & Emergency Hospital** - Veterinary Assistant
Hickory

For more information or to apply, visit

ncavt.careerwebsite.com

Upcoming NCVMB Meetings



Did you know you can actively participate in NCVMB meetings? Whether in person or via Zoom, this is your chance to stay informed about critical developments in the North Carolina veterinary community.

The NCAVT is partnering with the NCVMB to foster positive changes in our profession, and your presence is vital. Join us at these meetings to show your support and help create a strong, united front for our community. Together, we can make a significant impact!

2026 Board Meetings Schedule

MEETINGS BEGIN: 8:00AM
at the Board Office
1611 Jones Franklin Rd.
Suite 106
Raleigh, NC 27606

March 12
May 14
July 23
September 10
November 19

More information and the
Zoom meeting link can be
found at ncvmb.org



UPCOMING CONTINUING EDUCATION

NC STATE

Veterinary Medicine

- Feb. 26th, 2026- Equine Health Symposium
- March 8-11, 2026 - ACVNU Lower Urinary Tract Symposium
- April 18-19, 2026 - Small Animal Ultrasound Series
- May 23-24, 2026- Dentistry and Oral Surgery for Technicians

fetch

dvm360[®] CONFERENCE

- March 13-14, 2026 - Fetch Charlotte



MOUNTAIN VETERINARY CONFERENCE

- April 19-22, 2026 - Mountain Veterinary Conference

WAKE
VETERINARY
MEDICAL CENTER

- March 14, 2026 - Expanding Horizons in Veterinary Medicine



- April 19, 2026- Carolina Animal Specialty and Emergency event
- September 20, 2026- Carolina Animal Specialty and Emergency event

Have a CE event that you would like featured here?

Email publicrelations@ncavt.org



NC PROFESSIONALS HEALTH PROGRAM

Struggling?

NCPHP can help!

Visit
ncphp.org
for more info!

Veterinary medicine is rewarding, but it can also be stressful, demanding, and overwhelming. The North Carolina Professionals Health Program (NCPHP) exists to support veterinary professionals whose physical, mental, or emotional health may be impacting their ability to practice safely.

NCPHP helps veterinarians and veterinary technicians by:

- Providing confidential assessment and referral for substance use and mental health concerns
- Offering structured support and monitoring focused on recovery and safe practice
- Helping professionals return to work safely and protect their licenses