

Veterinarians working in Western Canada

Previous employment studies conducted in western Canada show that new graduates are highly mobile, that is, they switch career paths quite frequently in their first five years of employment. This study seeks to examine factors associated with career path switching.

All data are considered confidential and only summary data will be used in any publications or presentations. Furthermore, there is no means of linking individuals to their survey results.

Section A: Employment History

1. What best describes your **current** working status in regards to veterinary medicine?
 - Working full-time in veterinary medicine
 - Working permanent part-time in veterinary medicine (≤ 35 hrs/wk)
 - Working on a casual basis in veterinary medicine (irregular or seasonal part-time work)
 - Currently on maternity/paternity leave from a veterinary medicine job
2. How long did you work in your **first job** before your employer allowed you to work independently and to take after hour calls by yourself?
 - \leq two weeks
 - 2-4 weeks
 - 1 month
 - 2 months
 - 3 months
 - ≥ 4 months
 - Not Applicable
3. Including your current job, how many different employers have you had? _____
4. Indicate the type of veterinary practice you were **most** interested in pursuing at each of the following time points:

	Small Animal	Food Animal	Mixed	Equine	Other	Can't Recall/Not Sure
In your pre-veterinary program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the time of graduation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
First year after graduation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Small Animal includes: dogs, cats, caged birds, reptiles and pocket pets.
Food Animal includes: dairy, beef, small ruminants, swine and poultry.

5. Please complete the following with regards to your current position and the first job post-graduation.

	# of months in this job	Percentage of time spent on each species.							Employment Status Drop down menu: (employee, partner, sole owner)
		Small Animal	Beef Cattle	Dairy Cattle	Equine	Swine	Poultry	"Other"	
Current Position (#1)									
1 st position post-graduation									

6. Have you been self-employed since the time of graduation?

- Yes (if Yes skip to Q18)
- No

Section B: Factors Influencing Career Paths in Veterinary Medicine.

7. Have you had more than one employer since graduation?

- Yes
- No

8. A variety of factors encourage people to **remain** at a place of employment, based on your experience please rank the following six factors from "1" (most important) to "6" (least important).

- Type of practice/caseload _____
- Remuneration (salary and benefits) _____
- Practice Mentorship and support _____
- Hours of work and number of nights on call _____
- Geographical location of practice _____
- Number of practitioners in the practice _____

If answered No in Question 7 then skip to Question 10.

9. Conversely, a variety of factors are involved in a person's decision to **leave** a place of employment, please rank the following with respect to your own decision(s) to seek a new employer, where "1" is the most important and "6" is the least important.

- Type of practice/caseload _____

Remuneration (salary and benefits) _____
 Practice Mentorship and support _____
 Hours of work and number of nights on call _____
 Geographical location of practice _____
 Number of practitioners in the practice _____

10. Does the following career scenario apply to you? Upon graduation you chose a career in mixed or food animal practice but are no longer involved in this type of practice.

Yes
 No (if no, skip to Q. 13)

11. How many **months** did you practice mixed/food animal medicine before leaving this type of practice? _____ Months.

12. How important were the following factors in influencing your decision to leave mixed/food animal practice, where "1" was Not at all important and "5" was Very important.

	1	2	3	4	5
Clientele	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Geographical location of the practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of remuneration (wages and benefits)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hours of work and number of nights on-call	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of support and mentorship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of responsibilities and type of caseload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Size of city/town where clinic was located	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Too physically demanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Injury or risk of injury	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disillusioned by this type of practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Left because of family considerations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Just needed a change of pace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. Please indicate "Yes" or "No" to the following set of questions.

	Yes	No
Have you had an employer/colleague take a personal interest in your career?	<input type="checkbox"/>	<input type="checkbox"/>
Has poor mentorship/lack of support ever been the number one factor in your choice to leave a practice?	<input type="checkbox"/>	<input type="checkbox"/>
Are you currently mentoring another veterinarian?	<input type="checkbox"/>	<input type="checkbox"/>
Is mentorship a subject that needs to be added to the veterinary curriculum?	<input type="checkbox"/>	<input type="checkbox"/>
At the time of your first job (graduation), did you feel that your veterinary education had adequately prepared you for practice?	<input type="checkbox"/>	<input type="checkbox"/>
Should graduates have to complete a one-year "internship" in private practice prior to being fully licensed?	<input type="checkbox"/>	<input type="checkbox"/>

14. Think of the work you do at present. How well does each of the following words or phrases describe your work? Where "1" is least descriptive and "5" is the most descriptive.

	1	2	3	4	5
Satisfying	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gives sense of accomplishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenging	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dull	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overwhelming at times	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. Think of your mentor/supervisor and the kind of mentoring/supervision that you get on your job. Please give your level of agreement with the following statements about your current situation, where "1" is strongly disagree and "5" is strongly agree.

	1	2	3	4	5
Employer praises good work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employer is tactful when you make a mistake	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employer is supportive and understanding when a case or procedure goes badly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employer is an excellent role model	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employer is annoying and shows very little confidence in your abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employer makes disparaging comments about new graduates or their education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. How well does each of the following statements describe your **current job** in general, where "1" is strongly disagree and "5" is strongly agree.

	1	2	3	4	5
Excellent work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff is very respectful to each other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clinic is very "team-oriented"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Veterinary colleagues are very supportive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am very content with my current position	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I really enjoy coming to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I don't like my current position and cannot wait to move onto another clinic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. Read the statement and circle the number based on your level of agreement with the statement.

	Strongly Disagree			No Opinion			Strongly Agree
My supervisor (or employer) takes a personal interest in my career.	1	2	3	4	5	6	7
My supervisor has placed me in important assignments.	1	2	3	4	5	6	7
My supervisor gives me special coaching On the job.	1	2	3	4	5	6	7
My supervisor helps me coordinate professional goals.	1	2	3	4	5	6	7
My supervisor has devoted special time and consideration to my career.	1	2	3	4	5	6	7
I share personal problems with my supervisor.	1	2	3	4	5	6	7
I socialize with my supervisor after work.	1	2	3	4	5	6	7
I exchange confidences with my supervisor.	1	2	3	4	5	6	7
I consider my supervisor to be a friend.	1	2	3	4	5	6	7
I often go to lunch with my supervisor.	1	2	3	4	5	6	7
I try to model my behavior after my supervisor.	1	2	3	4	5	6	7
I admire my supervisor's ability to motivate others.	1	2	3	4	5	6	7

I respect my supervisor's knowledge of
The profession.

1

2

3

4

5

6

7

I respect my supervisor's ability to teach
others.

1

2

3

4

5

6

7

Section C. Mentorship before and after graduation.

The following questions relate to mentors and mentorship in your current job. If you have had more than one mentor, then think of the one mentor who has had the greatest impact.

18. Have you ever had a mentor?

- Yes
- No (if no, skip to Q 27)

19. For how long of a period was this person your mentor?

_____ Months or
_____ Years

20. How old were you when **you** first met your mentor?

_____ Age in years

21. How old was **your mentor** when you first met?

_____ Age in years

22. How often did you communicate with your mentor?

- Daily
- Weekly
- Monthly
- Semi-annually

23. Was your mentor the same gender as you?

- Yes
- No

24. Have you had a mentor since graduating from veterinary school?

- Yes
- No

25. Who was that mentor?

- Employer
- Colleague that you worked with
- Non-veterinarian

26. Has your mentor become a close personal friend?

- Yes
- No

Section D: Background

27. In what year were you born? 19__

27. What is your gender?

- Male
- Female

28. What year did you graduate? _____

29. Do you plan on leaving your **current** position within the next 12 months because of a work related reason?

- Yes
- Not
- Have not thought about it

30. How many more years do you plan on staying in your **current** position? _____ **years**

Thank you for taking the time to complete our survey. Your input is greatly appreciated.