

Veterinarians working in Western Canada

The following survey forms part of a larger research project funded by the Beef Cattle Research Council and is designed to determine what factors influence a veterinarian's career path. Specifically, what determines their initial choice of a career path, why they stay on that path, or conversely why they opt for a different career path?

Please be assured that your answers and comments will remain confidential and only pooled data will be used in reports and publications.

Section A: Background Information

The following section will ask you about your family and educational background.

1. Were any of your grandparents raised on a farm?
 - Yes
 - No

2. Were either of your parents raised on a farm?
 - Yes
 - No

3. Were you predominantly raised:
 - On a farm (encompasses all forms of agriculture)
 - On an acreage (lived in a rural environment but no significant agriculture income)
 - In a town/city

4. What is the population of the city/town that you grew up in. If you lived in a rural area then what was the size of the closest centre?
 - < 5,000
 - 5,000-10,000
 - 10,000-50,000
 - 50,000 -100,000
 - >100,000

After answering Q.4:

IF Q3="IN TOWN/CITY" GO TO Q.10

5. Please provide the 6 digit postal code for your farm/acreage. If you cannot recall the postal code, please enter the closest town to your farm/acreage, and specify what province the town is located in.
 - Postal Code _____
 - Town and Province _____
 - Outside Canada

IF Q3="ON THE FARM" PROCEED

IF Q3="ON AN ACREAGE" GO TO Q7A

6. Did your parent's farm business contribute to at least half of your total family's income?

- Yes
- No

7. Was the farm operation primarily:

- Grain only
- Livestock only
- Mixed
- Other (Please Specify) _____

7a. When you were growing up, were you involved in 4H?

- Yes
- No (go to Q.8)

7b. What were the total number of years you were involved in 4H? _____years

8. How many kilometers was it to the nearest town where your family conducted most of its business (shopped, mailbox location, schools, etc.)? _____Kilometers

9. How many kilometers was it to the nearest centre having a population greater than 10,000?
_____Kilometers

After answering Q.9: SKIP TO Q.11

10. Provide the 6 digit postal code of the town/city in which you were raised. If you cannot recall the postal code, please enter the town and province in which you were raised.

- Postal Code _____
- Town and Province _____
- Outside Canada

11. At what age did you have your first meaningful interaction with a veterinarian that impacted on your choice to become a veterinarian? _____years old

12. At what age did you decide that you wanted to become a veterinarian? _____years old

13. Is/was there anyone in your immediate or extended family, or any family friends who are/were veterinarians?

- Immediate family (mother, father, brother, sister)
- Extended family (grandparent, aunt, uncle, cousin)
- Family friend
- None

14. Rate your understanding of food animal production at the time when you first enrolled at the veterinary college:

- Excellent knowledge of agriculture and food animal production
- Good knowledge of agriculture and food animal production
- Average knowledge, most of which came from pre-veterinary program.
- Poor knowledge

15. What province were you raised in (If more than one province then indicate the one in which you completed most of your high school)?

- British Columbia
- Alberta
- Saskatchewan
- Manitoba
- Ontario
- Quebec
- Prince Edward Island
- Nova Scotia
- New Brunswick
- Newfoundland
- North West Territories
- Yukon
- USA (please specify State)
- Outside Canada (please specify Country)

16. Where did you obtain your DVM?

- WCVM (at the University of Saskatchewan)
- OVC (at the University of Guelph)
- AVC (at the University of Prince Edward Island)
- St. Hyacinthe (at the University of Montreal)
- Other (please specify) _____

17. How many years of full time post-secondary education did you have prior to entering into your DVM program? _____Years.

18. Please list any additional post secondary certificates, diplomas, or degrees that you have obtained, other than your DVM degree.

Certificate/Diploma/Degree	Institution	Year

19. If you could go back in time, would you do a DVM program again?

- Definitely would
- Probably would
- Not Sure
- Probably Not
- Definitely Not

19 a. At the time of your graduation, how much debt had you accumulated during your entire post-secondary education, including debt from government student loans and non-government sources?
\$_____.

20. What province do you currently live in?

- BC
- AB
- SK
- MB

21. What is the population of the city/town where you are currently employed? If you live and work on a farm/acreage then list the closest centre where you conduct most of your personal and business activities.

- < 5,000
- 5,000-10,000
- 10,000-50,000
- 50,000 -100,000
- >100,000

Section B: Employment History

The following questions will ask you about your past and present employment status.

22. Have you been employed in the field of veterinary medicine **at any time** since you graduated from your DVM program?
- Yes
 - No (go to Q.55 - Demographics)
- 22 a. Are you **currently** working in any aspect of the veterinary profession?
- Yes – presently working in the veterinary profession (go to Q.23)
 - No – presently working in a new field
 - No – retired from the veterinary profession (go to Q.25)
 - No – retired from another profession not related to the veterinary field
- 22 b. Do you plan on returning to work in the veterinary field?
- Yes
 - No
- 22 c. Why did you choose to enter a new field? (go to. Q25)
- health reasons
 - family considerations
 - great business opportunity presented itself
 - enjoyed veterinary medicine but not the clientele
 - enjoyed the clientele but not veterinary medicine
 - became disillusioned with the profession
 - other (specify)
23. . 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
24. 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

25. Including your current job, over the course of your veterinary career, how many positions have you held, either with the same employer or different employers?
 _____ jobs

A change in employment status, such as becoming a partner in a practice in which you were employed, is considered to be a *change in position*, and therefore a *different job*

If you are currently not working (i.e. retired or unemployed), then enter the number of veterinarian medicine related jobs you had up to and including your most recent veterinarian related job.

26. Please describe each of your veterinarian related jobs or career changes in terms of how many **years** you were in that job and the **percentage of time** you devoted to **each species** for each job. Academia includes: graduate studies, internships, residencies, and faculty positions.

Please note that changes in employment status are considered new jobs.

	# of Years	Type of Employment Drop down menu: (private practice, academia, industry, other)	Percentage of Time by Species (only answer if you worked in a private practice)							Employment Status Drop down menu: (employee, partner, sole owner)
			Small Animal	Beef Cattle	Dairy Cattle	Equine	Swine	Poultry	"Other"	
Current Job		government, pharmaceutical industry, other)								
Second Job										
Third Job										
Fourth Job										
Fifth Job										
Sixth Job										
.										
.										
.										
Tenth Job										

IF most recent/current JOB = PRIVATE PRACTICE AND q22A = YES PROCEED ELSE GO TO Q 34a

33. On average, how many hours/week do you work, including after hours on-call? _____
hours/week

34. On average, how many evenings on-call per month do you work at your current practice? _____
evenings/month

(if 22a = Retired go to Q. 44)

34a. Do you plan on leaving or retiring from your **current** position within the next 12 months?

- Yes
- Not
- Haven't thought about it

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

35a. Do you plan to work within the **veterinary profession** until you retire?

- Yes**
- No**

36. How many more years do you plan on practicing veterinary medicine? _____ **years**

37. For each item, please rate the extent to which your **current job** meets your ideal preferences, where "1" is not at all and "5" is ideal.

	Not at all		Neutral		Ideal
Type of practice	1	2	3	4	5
Geographical location	1	2	3	4	5
Number of colleagues in practice	1	2	3	4	5
Responsibilities	1	2	3	4	5

39. Estimate your total annual earnings as a veterinarian before taxes and deductions, including bonuses or dividends.

- Under \$50,000
- 50,000 to 59,999
- 60,000 to 69,999
- 70,000 to 79,999
- 80,000 to 89,999
- 90,000 to 99,999
- 100,000 to 109,999
- 110,000 to 119,999
- 120,000 to 129,999

- 130,000 to 149,999
- \$150,000 or more

40. What additional benefits are included in your employment agreement or provided through your business? (Check all that apply)

- Membership fees
- Continuing education allowance
- Vehicle and personal use allowance
- After hours and on-call premiums
- Paid vacation above that mandated by the provincial statute
- Health coverage (Medical and Dental)
- Disability coverage
- Contributions to a pension plan or RRSP
- Housing allowance
- Clothing allowance
- Other (please specify) _____
- None

41. Do you consult an investment advisor or financial planner regarding your retirement plans?

- Yes
- No

42. In your opinion, what best describes the current veterinary manpower situation within your segment of the veterinary profession (i.e. type of practice, industry position, government position, etc.) ?

- Severe Shortage
- Moderate Shortage
- No Shortage
- Moderate Oversupply
- Significant Oversupply
- Don't know

43. In your opinion, what best describes the current veterinary manpower situation across the entire veterinary profession in western Canada?.

- Severe Shortage
- Moderate Shortage
- No Shortage
- Moderate Oversupply
- Significant Oversupply
- Don't know

Section C: Factors Influencing Career Paths in Veterinary Medicine.

The following questions pertain to factors that may have influenced your career path.

44. 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"/>
Two years post-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.

If you graduated within the last year then ignore statement #3

45. Did you obtain a veterinary medicine related summer job or a non-veterinary agriculture related summer job at anytime during your DVM program? If you had both a veterinary medicine related job in one summer and a non-veterinary agriculture related job in the same or in another summer, please check both options.

- Yes – veterinary medicine job
- Yes – non-veterinary agriculture related job
- No - Skip to Q48

46. For each year of summer employment indicate whether you worked with a veterinarian (indicate type of practice), in an agricultural related job, at a summer job that was neither veterinary medicine nor agriculture related, or you did not work that summer.

	Small Animal	Food Animal	Mixed	Other	Ag-Related	Non Ag/Non-Vet	No Summer Job
In your pre-veterinary program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In your 1 st year of veterinary education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In your 2 nd year of veterinary education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In your 3 rd year of veterinary education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In your 4 th year of veterinary education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

47. Did your summer job experiences working with veterinarians and/or in an agricultural related job encourage or discourage you from following your current veterinary career path plan?

- Encourage
- Discourage
- No impact either way

48. Did your educational experience at veterinary college encourage or discourage you from following your current veterinary career path?

- Encourage
- Discourage
- No impact either way

49. Did your first post-graduate DVM work experience encourage or discourage you from following your current veterinary career path?

- Encourage
- Discourage
- No impact either way

49 a. Does the following career scenario apply to you? Upon graduation you chose a career in mixed or food animal practice but within 5 years you were no longer involved in this type of practice.

- Yes
- No (if no, skip to Q.50)

49 b. How many years did you practice mixed/food animal medicine before leaving this type of practice? _____ Years

49 c. How important were the following factors in influencing your decision to leave mixed/food animal practice were "1" was Not at all important and "5" is 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"/>

50. On a scale of 1 to 4 where 1 is “completely personal gain/reward” and 4 is “completely due to societal influences”, please indicate if your choice of careers is more guided by personal gain/reward reasons (money, hours of work, prestige, etc.) or by a sense of responsibility to society and/or the care of animals.

1	2	3	4
All personal gain/reward			All societal influences

51. On a scale of 1 to 4 where 1 is “I work to live” and 4 is “I live to work”, please indicate which philosophical statement best describes your lifestyle regarding your veterinary career:

1	2	3	4
I work to live			I live to work

52. Score the following factors in regards to how they have influenced your career path with "1" being Not at all important and "5" being Very important:

	1	2	3	4	5
Overall aesthetic appeal of the practice and location	<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"/>
Proximity to recreational activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Progressiveness of the practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wage and fringe 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"/>
Level of support and mentorship from owner					
\colleague	<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 is located	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Type of practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Established relationship with veterinarian(s) at the Practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Number of veterinarians in the practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Need to be close to family and/or friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spousal and family considerations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other, (please specify)_____					

Go to Q.55 if Q22a<>Yes

53. Indicate if you strongly disagree, disagree, neither disagree nor agree, agree or strongly agree with each of the following statements:

	SD	D	N	A	SA
It is hard to imagine myself in the same job a year from now.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My career challenges me to use a combination of my skills, Knowledge and abilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In my job I experience the endless stress of routine tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My career is mentally stimulating.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My career does not live up to my self-image.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I often consider leaving my job to take another that pays less but places me back on the learning curve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am going nowhere in my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The scope of my veterinary career is only limited by my imagination.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work is appreciated by the people for whom I provide my services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

54. Please rate each of the following statements as to the level of satisfaction they bring to your current position on a scale of 1 to 4 where "1" is not at all satisfied and "4" is very satisfied.

	1	2	3	4	N/A
Working with clientele	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Geographical location of the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Practicing the art and science of veterinary medicine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support and mentorship provided by colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wage and fringe 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"/>
Working environment (inside/outside, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proximity to recreational activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Progressiveness of the practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Size of the city/town were practice is located	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working with animals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being afforded the opportunity to serve society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being involved in the human-animal bond	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being involved in food production/food safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section D: Demographics

The following demographic questions are asked only to assist in classifying your responses, and are not used in any way to identify you. These questions are all voluntary and any information you provide is kept strictly confidential.

55. In what year were you born? 19__

56. What is your gender?

- Male
- Female

57. What is your current marital status?

- Single
- Married/Common-law
- Divorced/Separated
- Widow/Widower

[if Divorced/Separated, go to 57b, else skip to 58)

57b. Was your veterinary career a major contributor to your separation/divorce?

- Yes
- No

58. Do you have children?

- Yes
- No - go to Q.63

59. How many children do you have? _____ (If more than 1 go to Q.61)

60. What is the age of your child? _____ (go to Q.63)

61. What is the age of the oldest child? _____

62. What is the age of the youngest child? _____

63. What is/was the highest level of education attained by your mother (or female guardian)?

- Elementary or junior high school
- Some high school
- Completed high school
- Completed college, technical institute or apprenticeship program
- Completed Bachelor degree
- Completed Master degree
- Completed PhD
- Other (specify) _____
- Not applicable
- Don't know

64. What is/was the highest level of education attained by your father (or male guardian)?

- Elementary or junior high school
- Some high school
- Completed high school
- Completed college, technical institute or apprenticeship program
- Completed Bachelor degree
- Completed Master degree
- Completed PhD
- Other (specify) _____
- Not applicable
- Don't know

64 a. If this study is extended to a multi-year longitudinal study then could we contact you again in the future?

- Yes
- No

To confirm the appropriate person has completed the survey, please provide your first and last name:

First Name:

Last Name:

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