

# Survey of the factors influencing Career Choice of Recent Graduates of WCVM

We are conducting a comprehensive study on veterinarians in Western Canada: what attracts individuals to the profession, what keeps them there, and what causes them to leave. One of the requirements for this study is to survey recent graduates of WCVM about potential factors which have influenced their career choices.

Please be assured that your answers and comments will remain confidential.

## Section A: Background Information

In this section, the following questions will ask you information about your family background and your educational background.

1. Were any of your grandparents raised on a farm?
  - Yes
  - No
  
2. Was either of your parents raised on a farm?
  - Yes
  - No
  
3. Were you predominantly raised:
  - On a farm
  - On an acreage
  - In a town/city
  
4. What is the population of the city/town that you grew up in, or nearby?
  - < 5,000
  - 5,000 - 10,000
  - 10,000 - 50,000
  - 50,000 - 100,000
  - >100,000

**After answering Q.4:**

**IF Q3="ON THE FARM" PROCEED**

**IF Q3="ON AN ACREAGE" GO TO Q7A**

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

5. Please provide your 6 digit postal code for your farm. If you can not recall the postal code, please enter the closest town to your farm, and specify what province the town is located in.
  - Postal Code \_\_\_\_\_
  - Town and Province \_\_\_\_\_
  - Outside Canada
  
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 20,000?

\_\_\_\_\_Kilometers

**After answering Q.9: SKIP TO Q.11**

10. Please provide the 6 digit postal code of the town/city in which you were raised. If you can not 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?

\_\_\_\_\_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

13a. You indicated you have an immediate family member who is/was a veterinarian. Please indicate who, and what type of practice they are/were in. (skip if 13<> Immediate family)

	Small	Mixed	Large	Other
Mother	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Father	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brother	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sister	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13b. You indicated you have an extended family member who is/was a veterinarian. Please indicate who, and what type of practice they are/were in. (skip if 13<> Extended family)

	Small	Mixed	Large	Other
Grandparent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uncle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Aunt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cousin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13c. You indicated you have a family friend who is/was a veterinarian. Please indicate what type of practice they are/were in. (skip if 13<> Friend)

	Small	Mixed	Large	Other
Friend	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 and DVM program
- Poor knowledge
- No real interest in the subject.

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. From what province were you admitted to the WCVI?

- 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)

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 you may have obtained before your DVM.

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

**Section B: Background on Your First Job/position as a Veterinarian**

The following questions will ask you about your first job/position.

20. What type of position do you anticipate having 6 months post-graduation?

- Exclusively a Small animal practitioner
- Exclusively a Large animal practitioner (go to Q.22)
- Exclusively an Equine practitioner (go to Q.27)
- Mixed animal practitioner (go to Q.23)
- Internship program (go to Q.24)
- Graduate studies (go to Q.25)
- Government position (GO TO SECTION C)
- Will not be employed as a veterinarian within the next 6 months (GO TO Q.26)

21. Within what type of practice will you be working?

- Exclusively a Small animal practice.
- As a Small animal practitioner within a Mixed animal practice.

**SKIP TO Q.27**

22. Within what type of practice will you be working?

- Exclusively a Large animal practice.
- As a Large animal practitioner within a Mixed animal practice.

**SKIP TO Q.27**

23. What will be your emphasis as a mixed animal practitioner?

- Small animals
- Dairy
- Beef
- Swine
- Equine
- No emphasis

**SKIP TO Q.27**

24. What will be the focus of your internship?

- Small Animals
- Large Animals
- Equine
- Other (please specify) \_\_\_\_\_

**SKIP TO SECTION C**

25. What will be the focus of your graduate studies?

- Small Animals
- Large Animals
- Equine
- Other (please specify) \_\_\_\_\_

**SKIP TO SECTION C**

26. Please describe why you do not plan to be employed 6 months post graduation:

- Have not found a position that interests me.
- Plan on taking some time off before starting my career.
- My plans are dependent upon my spouse/partner's plans.
- Traveling.
- Health reasons.
- Family responsibilities.
- Other (please specify) \_\_\_\_\_

**SKIP TO SECTION C**

27. At this time, do you have a job in private veterinary practice confirmed?

- Yes
- No      →      **If No, Skip to Section C**

28. Are you going to be:

- Employed as a veterinarian
- Partner in a veterinarian practice – **go to Q.31**
- Sole owner of a veterinarian practice – **go to Q.31**
- Contracting services to other veterinarian practices – **go to Q.31**

29. Have you signed an employee-employer contract?

- Yes
- No

30. Have you already discussed the potential of becoming a partner or sole owner?

- Yes
- No

31. Are you going to be working on a:

- Full-time basis
- Part-time basis
- Locum

32. Where is the job/position located?

- 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)

33. What is the population of the city/town that you will be working in?

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

34. Please provide the postal code where the veterinary clinic is located. If you do not know, please provide the name of the town and province (or state) in which the clinic is located.

- Postal Code \_\_\_\_\_
- Town and Province (or state) \_\_\_\_\_

35. For each item, please rate the extent your first job meets your ideal preferences, where “1” is not at all and “5” is ideal.

	(Not at all) 1	2	3	4	(Ideal) 5
Type of Practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Geographical location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Number of colleagues in practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. How many full-time and part-time veterinarians are in the practice?

\_\_\_\_\_ # of full-time veterinarians

\_\_\_\_\_ # of part-time veterinarians

37. In the chart provided, estimate the percentage of time you and the other veterinarians in the practice will spend on each species.

	Small Animal	Beef Cattle	Dairy Cattle	Equine	Swine	Poultry	Other	Managing the Practice
You								
Veterinarian 1								
Veterinarian 2								
Veterinarian 3								
Veterinarian 4								
Veterinarian 5								
Veterinarian 6								
Veterinarian 7								
Veterinarian 8								
Veterinarian 9								
Veterinarian 10								
Veterinarian 11								
Veterinarian 12								

38. Estimate your expected total annual earnings before taxes and deductions, including expected 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 or more

39. 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
- Other (please specify)\_\_\_\_\_

40. On average, how many hours per week do you expect to work, excluding after hours on-call?

\_\_\_\_\_ hours/week

41. How many evenings on-call per month do you expect to work?

\_\_\_\_\_ on-call evenings/month

42. How many years do you expect to be working at the same place as your first job?

\_\_\_\_\_ years

43. How many years do you expect to be working in the same type of practice (e.g. Small, Mixed, Large, etc.) as your first job?

\_\_\_\_\_ years

44. Do you plan to stay in the veterinary profession until you retire?

- Yes
- No

44a. How many years do you expect to work within the veterinary profession?

\_\_\_\_\_ years

45. Are you currently considering another career outside of veterinary medicine?

- Yes
- No

**Section C: Factors Influencing Career Paths in Veterinary Medicine.**

The following questions will ask you about some of the factors which may have influenced your initial career choice.

Please use the following definitions for "initial career choice" and "current career choice".

**Initial career choice** - is defined as the choice you may have made in your pre-veterinary years or in the early years at the WCVM. For many students, their initial choice may change as they become exposed to other areas of veterinary medicine or after they have worked in veterinary practices over the summer.

**Current career choice** - is the one that you are presently pursuing at the time of graduation. For some graduates, their current career choice may have been the same as their initial choice.

46. Looking back, indicate what area of veterinary medicine you were most interested in pursuing at each of the time points provided.

	Small Animal	Large Animal	Mixed	Equine	Swine	Other	Can't Recall
In your pre-veterinary program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your 1 <sup>st</sup> year of veterinary education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your 2 <sup>nd</sup> year of veterinary education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your 3 <sup>rd</sup> year of veterinary education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your 4 <sup>th</sup> year of veterinary education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. Looking back, indicate at each time point the level of interest you had in the career path that you have currently chosen.

	Level of Interest in chosen career path					
	Very Interested	Interested	Neutral	Little Interest	No Interest	Can't Recall
In your pre-veterinary program	○	○	○	○	○	○
In your 1 <sup>st</sup> year of veterinary education	○	○	○	○	○	○
In your 2 <sup>nd</sup> year of veterinary education	○	○	○	○	○	○
In your 3 <sup>rd</sup> year of veterinary education	○	○	○	○	○	○
In your 4 <sup>th</sup> year of veterinary education	○	○	○	○	○	○

48. 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. (check all that apply)

- Yes – veterinary medicine job
- Yes – non-veterinary agriculture related job
- No - Skip to question 52.

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

	Small Animal	Large Animal	Mixed	Other	Ag-Related Job	Non Ag/Non-Vet Job	No Summer Job
In your pre-veterinary program	○	○	○	○	○	○	○
In your 1 <sup>st</sup> year of veterinary education	○	○	○	○	○	○	○
In your 2 <sup>nd</sup> year of veterinary education	○	○	○	○	○	○	○
In your 3 <sup>rd</sup> year of veterinary education	○	○	○	○	○	○	○
In your 4 <sup>th</sup> year of veterinary education	○	○	○	○	○	○	○

50. Did your summer job experiences with working with veterinarians and/or in an agricultural related job encourage or discourage you from following your initial veterinary career path plan?
- Encourage
  - Discourage
  - Neutral
51. Did your summer job experiences with working with veterinarians and/or in an agricultural related job encourage or discourage you from following your current veterinary career path plan?
- Encourage
  - Discourage
  - Neutral
52. Did your educational experience at the WCVM encourage or discourage you from following your initial veterinary career path?
- Encourage
  - Discourage
  - Neutral
53. Did your education experience at the WCVM encourage or discourage you from following your current veterinary career path?
- Encourage
  - Discourage
  - Neutral
54. Using the scale provided, indicate whether your choice of careers is more guided by your need for personal fulfillment or by a sense of responsibility to society and for the care of animals.
- All personal satisfaction
  - Largely personal satisfaction
  - Neutral (50/50)
  - Large societal influence
  - Servant to society
55. In general, which philosophical statement best describes your lifestyle regarding your veterinary career:
- "I work to live"
  - "I live to work."

56. Please rank the top 5 factors that influenced you when choosing a career path within the veterinary profession (ex. Small, Mixed and Large Animal), with 1 being most important and 5 being least important:

1   2   3   4   5

- |                          |                          |                          |                          |                          |   |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---|
| <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"/> | Geographical location of the practice                         |
| <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"/> | 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/colleagues         |
| <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"/> | Established relationship with veterinarian(s) at 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"/> | Proximity to recreational activities                          |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Overall aesthetic appeal of the practice and location         |
| <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) <input type="text"/>                   |

57. Are you going to work at a practice where you were previously a summer student or had some other interaction with the practice?

- Yes
- No
- Not Applicable

58. How long do you think you should be working in your first job before your employer allows you to work independently and to take after hour calls by yourself?

- Less than two weeks
- 1 month
- 2 months
- 3 months
- 4 months
- 5 months
- More than 6 months

## 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.

59. In what year were you born?

19\_\_

60. What is your gender?

- Male
- Female

61. Are you currently married or will you be within the next six months?

- Yes
- No

62. Do you have children or will you have a child within the next six months?

- Yes
- No

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

65. From which University are you graduating from?

Would you be willing to be contacted in the future for future research projects?

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.**