

Survey of the factors influencing Career Choices of Recent Graduates from Canadian Veterinary Schools.

This survey is being administered to the veterinary graduates, Class of 2007, from across Canada. Your cooperation is very much appreciated and we can assure that all answers will remain confidential; only summary reports will be published. The survey should take about 20 minutes to complete and you can log-off at any time, returning to the same spot when you log back on at a later time.

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. Were either parent raised on a farm?
 - Yes
 - No

3. You were predominantly raised:
 - On a farm
 - On an acreage (i.e. in a rural setting but not on a farm)
 - In a town/city

4. What was the population of the centre you grew up in, or nearby?
 - < 5,000
 - 5,000 - 10,000
 - 10,000 - 50,000
 - 50,000 - 100,000
 - 100,000 – 250,000
 - >250,000

After answering Q.4:

**IF Q3="ON THE FARM" PROCEED
IF Q3="ON AN ACREAGE" GO TO Q7
IF Q3="IN TOWN/CITY" GO TO Q.10**

5. Did your parent's farm business contribute to at least half of your total family's income?
 - Yes
 - No

6. Was the farm operation primarily:
 - Grain only
 - Livestock only

- Mixed
- Other (Please Specify) _____

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

- Yes
- No (go to Q.8)

8. How many years you were involved in 4H?

_____years

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

_____Kilometers

10. At what age did you have your first meaningful interaction with a veterinarian?

_____years old

11. At what age did you decide that you wanted to become a veterinarian?

_____years old

12. Is/was there anyone in your immediate or extended family, or any family friends who is a veterinarian?

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

13. 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.

14. What province/state were you raised in (If more than one province/state 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 North America (please specify Country)

15. What college are you graduating from:

- Atlantic Veterinary College
- Ontario Veterinary College
- St. Hyacinthe Veterinary College
- Western College of Veterinary Medicine

16. From what province/state were you admitted into veterinary college:

- British Columbia
- Alberta
- Saskatchewan
- Manitoba
- Ontario
- Quebec
- Prince Edward Island
- Nova Scotia
- New Brunswick
- Newfoundland
- North West Territories
- Yukon
- USA (please specify State)
- Outside North America (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. At the time of graduation, how much debt will you have accumulated during your entire post-secondary education, including debt from government student loans and non-government sources?

_____ Canadian dollars

_____ American dollars (International Students)

19. Please list any additional post secondary certificates, diplomas, or degrees you may have obtained prior to your DVM.

Certificate/Diploma/Degree	Institution	Year

20. 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.

21. How well prepared do you feel in meeting your “professional plans” for the first year post-graduation:

- Highly prepared
- Adequately prepared
- Not Sure
- Not well prepared

Please Comment: _____

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

- Exclusively Small animal
- Exclusively Large animal (go to Q.)
- Exclusively Equine (go to Q.)
- Mixed animal (go to. Q.23)
- Internship program (go to Q.24)
- Graduate studies (go to Q.28)

- Government position (GO TO SECTION C)
- Will not be employed as a veterinarian within the next 6 months (GO TO Q.29)

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

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

SKIP TO Q. 30

24. What will be the focus of your internship?

- Small Animals
- Large Animals
- Equine
- Other (please specify) _____

25. How was your application for the internship submitted:

- AAVMC matching program
- Outside the matching program
- Both AAVMC and outside

26. If you applied through the matching program were you successful:

- Yes
- No

27. If you applied outside the matching program were you successful:

- Yes
- No

SKIP TO Q. 30

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

- Small Animals
- Large Animals
- Equine
- Other (please specify) _____

SKIP TO Q. 30

29. 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

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

- Yes
- No → **IF NO, SKIP TO SECTION D**

31. Are you going to be:

- An Employee
- Partner in a practice – **GO TO Q.32**
- Sole owner of a veterinarian practice – **GO TO Q.32**
- Employed as a locum – **GO TO Q.32**

32. Have you signed an employee-employer contract?

- Yes
- No

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

- Yes
- No

IF Q. 31 = "PARTNER IN A PRACTICE" GO TO 35

IF Q. 31 = "SOLE OWNER OF A VETERINARIAN PRACTICE" GO TO 35

34. Are you going to be working on a:

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

35. 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 North America (please specify Country)

36. 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 – 250,000
- > 250,000

37. 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"/>

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

_____ # of full-time veterinarians
 _____ # of part-time veterinarians

39. 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								

40. Estimate your expected total annual earnings (Canadian or US dollars) 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

41. 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 (401K)
- Moving allowance
- Other (please specify)_____

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

_____ hours/week

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

_____ on-call evenings/month

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

_____ years

45. 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

46. 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

47. 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 of your veterinary education.. 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.

48. 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 st 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 nd 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 rd 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 th 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"/>

49. 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 st year of veterinary education	○	○	○	○	○	○
In your 2 nd year of veterinary education	○	○	○	○	○	○
In your 3 rd year of veterinary education	○	○	○	○	○	○
In your 4 th year of veterinary education	○	○	○	○	○	○

50. 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.

51. For each year of summer employment, indicate whether you worked: with a veterinarian (small, large, mixed or other type of practice); in an agricultural-related job; 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 st year of veterinary education	○	○	○	○	○	○	○
In your 2 nd year of veterinary education	○	○	○	○	○	○	○
In your 3 rd year of veterinary education	○	○	○	○	○	○	○
In your 4 th year of veterinary education	○	○	○	○	○	○	○

52. 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
53. 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
54. Did your veterinary educational experience encourage or discourage you from following your initial veterinary career path?
- Encourage
 - Discourage
 - Neutral
55. Did your veterinary education experience encourage or discourage you from following your current veterinary career path?
- Encourage
 - Discourage
 - Neutral
56. 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
57. In general, which philosophical statement best describes your lifestyle regarding your veterinary career:
- "I work to live"
 - "I live to work."

58. 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"/> |

59. 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

60. 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.

61. I am a citizen of:

- Canada
- United States
- Other (please specify) _____

62. In what year were you born?

19__

63. What is your gender?

- Male
- Female

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

- Yes
- No

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

- Yes
- No

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 (optional):

First Name:

Last Name:

Thank you for taking the time to complete this survey.