

Q1. Please indicate the veterinary medical school from which you are graduating?

		Male	Female	Total
Oklahoma State University	N	10	52	62
	%	16.1%	83.9%	100.0%
Total	N	10	52	62
	%	16.1%	83.9%	100.0%

Q2. Are you currently a resident or non-resident of the state where you attend veterinary medical school?

		Male	Female	Total
Resident	N	9	35	44
	%	90.0%	67.3%	71.0%
Non-resident	N	1	17	18
	%	10.0%	32.7%	29.0%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

Q3b. During your undergraduate enrollment, were you eligible for a Pell Grant?

		Male	Female	Total
Yes	N	0	11	11
	%	0.0%	21.2%	17.7%
No	N	6	22	28
	%	60.0%	42.3%	45.2%
Don't know	N	4	19	23
	%	40.0%	36.5%	37.1%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

Q4. What was the highest degree that you achieved before you entered veterinary medical school?

		Male	Female	Total
Admitted to veterinary medical school before degree was completed	N	3	5	8
	%	30.0%	9.6%	12.9%
Baccalaureate degree (B.S., B.A., etc.)	N	6	45	51
	%	60.0%	86.5%	82.3%
Master's degree (M.S., M.A., M.B.A., etc.)	N	1	2	3
	%	10.0%	3.8%	4.8%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

**Q6. What amount of educational debt did you have when you entered veterinary medical school?
(Distribution, Mean & Median)**

		Male	Female	Total
No Debt	N	9	37	46
	%	90.0%	71.2%	74.2%
\$2,500 to \$4,999	N	0	1	1
	%	0.0%	1.9%	1.6%
\$7,500 to \$9,999	N	1	1	2
	%	10.0%	1.9%	3.2%
\$10,000 to \$14,999	N	0	3	3
	%	0.0%	5.8%	4.8%
\$15,000 to \$19,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$20,000 to \$29,999	N	0	3	3
	%	0.0%	5.8%	4.8%
\$30,000 to \$39,999	N	0	1	1
	%	0.0%	1.9%	1.6%
\$50,000 or more	N	0	4	4
	%	0.0%	7.7%	6.5%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%
Mean		\$800	\$8,273	\$7,068
Median		\$0	\$0	\$0

**Q7. What will be your total educational debt upon graduating from veterinary medical school?
(Distribution, Mean & Median: Among those with debt > 0)**

		Male	Female	Total
Less than \$20,000	N	1	0	1
	%	11.1%	0.0%	1.9%
\$20,000 to \$39,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$60,000 to \$79,999	N	0	3	3
	%	0.0%	7.0%	5.8%
\$80,000 to \$99,999	N	3	2	5
	%	33.3%	4.7%	9.6%
\$100,000 to \$119,999	N	2	2	4
	%	22.2%	4.7%	7.7%
\$120,000 to \$139,999	N	0	6	6
	%	0.0%	14.0%	11.5%
\$140,000 to \$159,999	N	2	6	8
	%	22.2%	14.0%	15.4%
\$160,000 to \$179,999	N	0	6	6
	%	0.0%	14.0%	11.5%
\$180,000 to \$199,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$200,000 to \$219,999	N	0	3	3
	%	0.0%	7.0%	5.8%
\$220,000 to \$239,999	N	1	1	2
	%	11.1%	2.3%	3.8%
\$240,000 to \$259,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$260,000 to \$279,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$280,000 to \$299,999	N	0	3	3
	%	0.0%	7.0%	5.8%
\$300,000 to \$319,999	N	0	1	1
	%	0.0%	2.3%	1.9%
\$340,000 to \$359,999	N	0	1	1
	%	0.0%	2.3%	1.9%
\$360,000 or more	N	0	1	1
	%	0.0%	2.3%	1.9%
Total	N	9	43	52
	%	100.0%	100.0%	100.0%
Mean		\$112,352	\$174,234	\$163,524
Median		\$110,000	\$160,000	\$150,000

**Q7. What will be your total educational debt upon graduating from veterinary medical school?
(Distribution, Mean & Median: Includes those with no debt)**

		Male	Female	Total
No Debt	N	1	9	10
	%	10.0%	17.3%	16.1%
Less than \$20,000	N	1	0	1
	%	10.0%	0.0%	1.6%
\$20,000 to \$39,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$60,000 to \$79,999	N	0	3	3
	%	0.0%	5.8%	4.8%
\$80,000 to \$99,999	N	3	2	5
	%	30.0%	3.8%	8.1%
\$100,000 to \$119,999	N	2	2	4
	%	20.0%	3.8%	6.5%
\$120,000 to \$139,999	N	0	6	6
	%	0.0%	11.5%	9.7%
\$140,000 to \$159,999	N	2	6	8
	%	20.0%	11.5%	12.9%
\$160,000 to \$179,999	N	0	6	6
	%	0.0%	11.5%	9.7%
\$180,000 to \$199,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$200,000 to \$219,999	N	0	3	3
	%	0.0%	5.8%	4.8%
\$220,000 to \$239,999	N	1	1	2
	%	10.0%	1.9%	3.2%
\$240,000 to \$259,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$260,000 to \$279,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$280,000 to \$299,999	N	0	3	3
	%	0.0%	5.8%	4.8%
\$300,000 to \$319,999	N	0	1	1
	%	0.0%	1.9%	1.6%
\$340,000 to \$359,999	N	0	1	1
	%	0.0%	1.9%	1.6%
\$360,000 or more	N	0	1	1
	%	0.0%	1.9%	1.6%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%
Mean		\$101,117	\$144,078	\$137,149
Median		\$100,000	\$147,000	\$139,961

**Q6/Q7. DVM Educational Debt
(Distribution, Mean & Median: Among those with DVM debt > 0)**

		Male	Female	Total
Less than \$20,000	N	1	0	1
	%	11.1%	0.0%	1.9%
\$20,000 to \$39,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$60,000 to \$79,999	N	0	3	3
	%	0.0%	7.0%	5.8%
\$80,000 to \$99,999	N	3	3	6
	%	33.3%	7.0%	11.5%
\$100,000 to \$119,999	N	2	5	7
	%	22.2%	11.6%	13.5%
\$120,000 to \$139,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$140,000 to \$159,999	N	2	8	10
	%	22.2%	18.6%	19.2%
\$160,000 to \$179,999	N	0	5	5
	%	0.0%	11.6%	9.6%
\$180,000 to \$199,999	N	0	3	3
	%	0.0%	7.0%	5.8%
\$200,000 to \$219,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$220,000 to \$239,999	N	1	2	3
	%	11.1%	4.7%	5.8%
\$240,000 to \$259,999	N	0	1	1
	%	0.0%	2.3%	1.9%
\$260,000 to \$279,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$280,000 to \$299,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$300,000 to \$319,999	N	0	2	2
	%	0.0%	4.7%	3.8%
\$320,000 to \$339,999	N	0	1	1
	%	0.0%	2.3%	1.9%
Total	N	9	43	52
	%	100.0%	100.0%	100.0%
Mean		\$111,463	\$164,229	\$155,097
Median		\$110,000	\$150,000	\$148,000

**Q6/Q7. DVM Educational Debt
(Distribution, Mean & Median: Includes those with no DVM debt)**

		Male	Female	Total
No Debt	N	1	9	10
	%	10.0%	17.3%	16.1%
Less than \$20,000	N	1	0	1
	%	10.0%	0.0%	1.6%
\$20,000 to \$39,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$60,000 to \$79,999	N	0	3	3
	%	0.0%	5.8%	4.8%
\$80,000 to \$99,999	N	3	3	6
	%	30.0%	5.8%	9.7%
\$100,000 to \$119,999	N	2	5	7
	%	20.0%	9.6%	11.3%
\$120,000 to \$139,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$140,000 to \$159,999	N	2	8	10
	%	20.0%	15.4%	16.1%
\$160,000 to \$179,999	N	0	5	5
	%	0.0%	9.6%	8.1%
\$180,000 to \$199,999	N	0	3	3
	%	0.0%	5.8%	4.8%
\$200,000 to \$219,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$220,000 to \$239,999	N	1	2	3
	%	10.0%	3.8%	4.8%
\$240,000 to \$259,999	N	0	1	1
	%	0.0%	1.9%	1.6%
\$260,000 to \$279,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$280,000 to \$299,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$300,000 to \$319,999	N	0	2	2
	%	0.0%	3.8%	3.2%
\$320,000 to \$339,999	N	0	1	1
	%	0.0%	1.9%	1.6%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%
Mean		\$100,317	\$135,805	\$130,081
Median		\$100,000	\$142,000	\$139,961

Q7j. Would you support the delay of student loan payments due to COVID-19?

		Male	Female	Total
Yes	N	8	47	55
	%	80.0%	90.4%	88.7%
No	N	1	1	2
	%	10.0%	1.9%	3.2%
Don't know	N	1	4	5
	%	10.0%	7.7%	8.1%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

Q8. Are you planning on pursuing an AVMA-recognized specialty now or in the future?

		Male	Female	Total
Yes	N	2	14	16
	%	20.0%	26.9%	25.8%
No	N	8	38	46
	%	80.0%	73.1%	74.2%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

**Q8a. What Specialty Board?
(Of those pursuing a specialty)
(Multiple Responses Accepted)**

		Male	Female	Total
Emergency & Critical Care	N	0	2	2
	%	0.0%	14.3%	12.5%
Internal Medicine (Cardiology, Neurology, Oncology)	N	1	4	5
	%	50.0%	28.6%	31.3%
Ophthalmologists	N	0	3	3
	%	0.0%	21.4%	18.8%
Pathologists	N	0	3	3
	%	0.0%	21.4%	18.8%
Radiology	N	1	1	2
	%	50.0%	7.1%	12.5%
Surgeons	N	1	2	3
	%	50.0%	14.3%	18.8%
Veterinary Practitioner	N	0	1	1
	%	0.0%	7.1%	6.3%
Zoological Medicine	N	1	1	2
	%	50.0%	7.1%	12.5%
Don't know	N	0	2	2
	%	0.0%	14.3%	12.5%
Total	N	2	14	16
	%	100.0%	100.0%	100.0%

Q9. Have you accepted a job or are you currently seeking employment in veterinary medicine or enrollment in advanced education (residency, internship, or other academic program such as MPVM, MPH, MBA, etc.)?

		Male	Female	Total
Yes	N	10	52	62
	%	100.0%	100.0%	100.0%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

**Q10-1. What type of employment or advanced education have you sought or are you currently seeking?
(First Choice: Among those seeking employment)**

		Male	Female	Total
Food animal practice (predominant)	N	1	2	3
	%	10.0%	3.8%	4.8%
Mixed practice (at least 25% companion and 25% food or equine)	N	2	14	16
	%	20.0%	26.9%	25.8%
Companion animal practice (predominant)	N	0	4	4
	%	0.0%	7.7%	6.5%
Companion animal practice (exclusive)	N	5	18	23
	%	50.0%	34.6%	37.1%
Equine practice	N	0	2	2
	%	0.0%	3.8%	3.2%
Private Practice Total	N	8	40	48
	%	80.0%	76.9%	77.4%
Internship (Private or Academic)	N	2	11	13
	%	20.0%	21.2%	21.0%
Residency Program	N	0	1	1
	%	0.0%	1.9%	1.6%
Advanced Education Total	N	2	12	14
	%	20.0%	23.1%	22.6%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

**Q10-2. What type of employment or advanced education have you sought or are you currently seeking?
(Second Choice: Among those seeking employment with a second choice)**

		Male	Female	Total
Food animal practice (exclusive)	N	1	1	2
	%	12.5%	2.5%	4.2%
Food animal practice (predominant)	N	1	8	9
	%	12.5%	20.0%	18.8%
Mixed practice (at least 25% companion and 25% food or equine)	N	1	4	5
	%	12.5%	10.0%	10.4%
Companion animal practice (predominant)	N	4	13	17
	%	50.0%	32.5%	35.4%
Companion animal practice (exclusive)	N	0	6	6
	%	0.0%	15.0%	12.5%
Private Practice Total	N	7	32	39
	%	87.5%	80.0%	81.3%
College or University (Faculty or staff only)	N	0	1	1
	%	0.0%	2.5%	2.1%
Industry/commercial organizations	N	0	1	1
	%	0.0%	2.5%	2.1%
Public or Corporate Total	N	0	2	2
	%	0.0%	5.0%	4.2%
MS (Master of Science)	N	0	1	1
	%	0.0%	2.5%	2.1%
Residency Program	N	1	5	6
	%	12.5%	12.5%	12.5%
Advanced Education Total	N	1	6	7
	%	12.5%	15.0%	14.6%
Total	N	8	40	48
	%	100.0%	100.0%	100.0%

**Q10-3. What type of employment or advanced education have you sought or are you currently seeking?
(Third Choice: Among those seeking employment with a third choice)**

		Male	Female	Total
Food animal practice (exclusive)	N	1	2	3
	%	16.7%	6.1%	7.7%
Food animal practice (predominant)	N	1	2	3
	%	16.7%	6.1%	7.7%
Mixed practice (at least 25% companion and 25% food or equine)	N	1	6	7
	%	16.7%	18.2%	17.9%
Companion animal practice (predominant)	N	0	8	8
	%	0.0%	24.2%	20.5%
Companion animal practice (exclusive)	N	1	3	4
	%	16.7%	9.1%	10.3%
Equine practice	N	0	4	4
	%	0.0%	12.1%	10.3%
Private Practice Total	N	4	25	29
	%	66.7%	75.8%	74.4%
College or University (Faculty or staff only)	N	1	0	1
	%	16.7%	0.0%	2.6%
Public or Corporate Total	N	1	0	1
	%	16.7%	0.0%	2.6%
PhD (Doctor of Philosophy)	N	0	3	3
	%	0.0%	9.1%	7.7%
Internship (Private or Academic)	N	1	3	4
	%	16.7%	9.1%	10.3%
Residency Program	N	0	2	2
	%	0.0%	6.1%	5.1%
Advanced Education Total	N	1	8	9
	%	16.7%	24.2%	23.1%
Total	N	6	33	39
	%	100.0%	100.0%	100.0%

**Q11. Have you received any employment or advanced education offers?
(Among those seeking employment)**

		Male	Female	Total
Yes	N	9	50	59
	%	90.0%	96.2%	95.2%
No	N	1	2	3
	%	10.0%	3.8%	4.8%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

**Q11a. How many offers have you received?
(Distribution, Mean & Median: Among those who have received an offer)**

		Male	Female	Total
1	N	3	16	19
	%	33.3%	32.0%	32.2%
2	N	1	17	18
	%	11.1%	34.0%	30.5%
3	N	2	10	12
	%	22.2%	20.0%	20.3%
4 or more	N	3	7	10
	%	33.3%	14.0%	16.9%
Total	N	9	50	59
	%	100.0%	100.0%	100.0%
Mean		2.7	3.0	2.9
Median		3.0	2.0	2.0

Q11a_1. Was the offer(s) you received altered in any of the following ways, due to COVID-19?

		Male	Female	Total
No change	N	9	38	47
	%	100.0%	76.0%	79.7%
Revoked or Withdrawn	N	0	3	3
	%	0.0%	6.0%	5.1%
Reduced	N	0	3	3
	%	0.0%	6.0%	5.1%
Delayed start	N	0	3	3
	%	0.0%	6.0%	5.1%
Unsure	N	0	3	3
	%	0.0%	6.0%	5.1%
Other (specify)	N	0	3	3
	%	0.0%	6.0%	5.1%
Total	N	9	50	59
	%	100.0%	100.0%	100.0%

Q11a_2. Due to COVID-19, how would you describe the following items?

Travel Plans

		Male	Female	Total
Increased significantly	N	0	0	0
	%	0.0%	0.0%	0.0%
Increased somewhat	N	0	0	0
	%	0.0%	0.0%	0.0%
About the same	N	2	3	5
	%	20.0%	5.8%	8.1%
Decreased somewhat	N	1	6	7
	%	10.0%	11.5%	11.3%
Decreased significantly	N	7	43	50
	%	70.0%	82.7%	80.6%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%
Mean		1.5	1.2	1.3

Q11a_2. Due to COVID-19, how would you describe the following items?

Employment

		Male	Female	Total
Increased significantly	N	1	0	1
	%	10.0%	0.0%	1.6%
Increased somewhat	N	0	1	1
	%	0.0%	1.9%	1.6%
About the same	N	7	40	47
	%	70.0%	76.9%	75.8%
Decreased somewhat	N	1	8	9
	%	10.0%	15.4%	14.5%
Decreased significantly	N	1	3	4
	%	10.0%	5.8%	6.5%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%
Mean		2.9	2.7	2.8

Q11a_2. Due to COVID-19, how would you describe the following items?

Income

		Male	Female	Total
Increased significantly	N	1	0	1
	%	10.0%	0.0%	1.6%
Increased somewhat	N	0	1	1
	%	0.0%	1.9%	1.6%
About the same	N	8	42	50
	%	80.0%	80.8%	80.6%
Decreased somewhat	N	1	9	10
	%	10.0%	17.3%	16.1%
Decreased significantly	N	0	0	0
	%	0.0%	0.0%	0.0%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%
Mean		3.1	2.8	2.9

Q11a_2. Due to COVID-19, how would you describe the following items?

Debt

		Male	Female	Total
Increased significantly	N	0	2	2
	%	0.0%	3.8%	3.2%
Increased somewhat	N	2	4	6
	%	20.0%	7.7%	9.7%
About the same	N	8	40	48
	%	80.0%	76.9%	77.4%
Decreased somewhat	N	0	6	6
	%	0.0%	11.5%	9.7%
Decreased significantly	N	0	0	0
	%	0.0%	0.0%	0.0%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%
Mean		3.2	3.0	3.1

Q11a_3. Due to COVID-19, how would you describe your wellbeing?

		Male	Female	Total
Improved significantly	N	2	2	4
	%	20.0%	3.8%	6.5%
Somewhat improved	N	0	1	1
	%	0.0%	1.9%	1.6%
About the same	N	3	13	16
	%	30.0%	25.0%	25.8%
Somewhat declined	N	5	27	32
	%	50.0%	51.9%	51.6%
Declined significantly	N	0	9	9
	%	0.0%	17.3%	14.5%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%
Mean		2.9	2.2	2.3

Q12. Have you accepted a position in veterinary medicine or have you been admitted into a program to further your education (residency, internship or other academic program)?
(Among those who have received an offer)

		Male	Female	Total
I have accepted a position in veterinary medicine	N	8	35	43
	%	88.9%	70.0%	72.9%
I have accepted admission into a program to further my education (internship, residency, or other academic program)	N	1	12	13
	%	11.1%	24.0%	22.0%
Accepted Offer Subtotal	N	9	47	56
	%	100.0%	94.0%	94.9%
No	N	0	3	3
	%	0.0%	6.0%	5.1%
Total	N	9	50	59
	%	100.0%	100.0%	100.0%

Q13. What type of employment or advanced education have you accepted?
(Among those who accepted a position)

		Male	Female	Total
Food animal practice (predominant)	N	1	0	1
	%	11.1%	0.0%	1.8%
Mixed practice (at least 25% companion and 25% food or equine)	N	2	14	16
	%	22.2%	29.8%	28.6%
Companion animal practice (predominant)	N	0	3	3
	%	0.0%	6.4%	5.4%
Companion animal practice (exclusive)	N	4	15	19
	%	44.4%	31.9%	33.9%
Equine practice	N	0	3	3
	%	0.0%	6.4%	5.4%
Private Practice Total	N	7	35	42
	%	77.8%	74.5%	75.0%
College or University (Faculty or staff only)	N	1	0	1
	%	11.1%	0.0%	1.8%
Public or Corporate Total	N	1	0	1
	%	11.1%	0.0%	1.8%
Internship (Private or Academic)	N	1	11	12
	%	11.1%	23.4%	21.4%
Residency Program	N	0	1	1
	%	0.0%	2.1%	1.8%
Advanced Education Total	N	1	12	13
	%	11.1%	25.5%	23.2%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

Q10/Q13. Accepted a job that matched their preference for employment
(Among those who accepted a position)

		Male	Female	Total
Got First Choice	N	8	41	49
	%	88.9%	87.2%	87.5%
Got Second Choice	N	0	3	3
	%	0.0%	6.4%	5.4%
Did not get any of the Choices	N	1	3	4
	%	11.1%	6.4%	7.1%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

**Q14. Please indicate what type of internship program you have accepted.
(Among those who accepted an internship)**

		Male	Female	Total
Private referral practice	N	1	6	7
	%	100.0%	54.5%	58.3%
Academic/University	N	0	3	3
	%	0.0%	27.3%	25.0%
Corporate owned practice	N	0	2	2
	%	0.0%	18.2%	16.7%
Total	N	1	11	12
	%	100.0%	100.0%	100.0%

**Q15. Please indicate the species focus of the internship you have accepted.
(Among those who accepted an internship)**

		Male	Female	Total
Companion animal internship	N	1	11	12
	%	100.0%	100.0%	100.0%
Total	N	1	11	12
	%	100.0%	100.0%	100.0%

**Q15a. What are your reasons for undertaking an internship?
(Among those who accepted an internship)
(Multiple Responses Accepted)**

		Male	Female	Total
Because I plan to apply for residency	N	1	8	9
	%	100.0%	72.7%	75.0%
To practice better quality veterinary medicine	N	1	7	8
	%	100.0%	63.6%	66.7%
Because I feel I need more training before entering veterinary practice	N	1	5	6
	%	100.0%	45.5%	50.0%
I feel that my desired position requires an internship to obtain employment	N	0	5	5
	%	0.0%	45.5%	41.7%
I feel that I will earn more money in veterinary medicine by doing an internship	N	0	1	1
	%	0.0%	9.1%	8.3%
Other	N	0	1	1
	%	0.0%	9.1%	8.3%
Total	N	1	11	12
	%	100.0%	100.0%	100.0%

**Q15b. Of the reasons you checked for undertaking an internship, which is your primary reason?
(Among those who accepted an internship)**

		Male	Female	Total
Because I plan to apply for residency	N	1	5	6
	%	100.0%	45.5%	50.0%
Because I feel I need more training before entering veterinary practice	N	0	3	3
	%	0.0%	27.3%	25.0%
I feel that my desired position requires an internship to obtain employment	N	0	1	1
	%	0.0%	9.1%	8.3%
To practice better quality veterinary medicine	N	0	1	1
	%	0.0%	9.1%	8.3%
Other	N	0	1	1
	%	0.0%	9.1%	8.3%
Total	N	1	11	12
	%	100.0%	100.0%	100.0%

**Q15c. What is the duration of the internship you have accepted?
(Among those who accepted an internship)**

		Male	Female	Total
1 year	N	1	11	12
	%	100.0%	100.0%	100.0%
Total	N	1	11	12
	%	100.0%	100.0%	100.0%

**Q16. How many total hours do you expect to work per week?
(Distribution, Mean & Median: Among those who accepted a position)**

		Male	Female	Total
30-39	N	0	1	1
	%	0.0%	2.1%	1.8%
40-49	N	4	22	26
	%	44.4%	46.8%	46.4%
50-59	N	3	11	14
	%	33.3%	23.4%	25.0%
60-69	N	0	8	8
	%	0.0%	17.0%	14.3%
70-79	N	2	2	4
	%	22.2%	4.3%	7.1%
80-89	N	0	3	3
	%	0.0%	6.4%	5.4%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%
Mean		50.4	50.8	50.7
Median		50.0	50.0	50.0

**Q17. Do you expect to work for at least 48 weeks in the next year?
(Among those who accepted a position)**

		Male	Female	Total
Yes	N	9	46	55
	%	100.0%	97.9%	98.2%
No	N	0	1	1
	%	0.0%	2.1%	1.8%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

**Q17a. Will you be working full-time or part-time?
(Among those who accepted a position)**

		Male	Female	Total
Full-time	N	9	47	56
	%	100.0%	100.0%	100.0%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

**Q18. Will you be an employee or self-employed?
(Among those who accepted a position in private practice)**

		Male	Female	Total
Employee	N	7	34	41
	%	100.0%	100.0%	100.0%
Total	N	7	34	41
	%	100.0%	100.0%	100.0%

**Q18a. Which of the following best describes your compensation method for the first year?
(Among those who accepted a FULL TIME position)**

		Male	Female	Total
Guaranteed salary (or stipend) with no option for production bonus	N	6	25	31
	%	66.7%	53.2%	55.4%
Base salary (or stipend) with production bonus	N	3	21	24
	%	33.3%	44.7%	42.9%
Don't know	N	0	1	1
	%	0.0%	2.1%	1.8%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

**Q19-Q22. What will be your salary or stipend for the year?
(Includes salary, salary with a production bonus and production only)
(Mean & Median: Among those who accepted a position and were FULL TIME)**

		Male	Female	Total
Food animal practice (predominant)	Valid N	1	0	1
	Mean	\$84,000	.	\$84,000
	Median	\$84,000	.	\$84,000
Mixed practice (at least 25% companion and 25% food or equine)	Valid N	2	14	16
	Mean	\$77,500	\$72,571	\$73,188
	Median	\$77,500	\$72,000	\$72,000
Companion animal practice (predominant)	Valid N	0	3	3
	Mean	.	\$88,333	\$88,333
	Median	.	\$90,000	\$90,000
Companion animal practice (exclusive)	Valid N	4	15	19
	Mean	\$97,625	\$94,933	\$95,500
	Median	\$101,250	\$93,000	\$95,000
Equine practice	Valid N	0	3	3
	Mean	.	\$39,333	\$39,333
	Median	.	\$43,000	\$43,000
Private Practice Total	Valid N	7	35	42
	Mean	\$89,929	\$80,657	\$82,202
	Median	\$85,000	\$80,000	\$84,500
College or University (Faculty or staff only)	Valid N	1	0	1
	Mean	\$33,500	.	\$33,500
	Median	\$33,500	.	\$33,500
Public or Corporate Total	Valid N	1	0	1
	Mean	\$33,500	.	\$33,500
	Median	\$33,500	.	\$33,500
Internship (Private or Academic)	Valid N	1	11	12
	Mean	\$32,000	\$41,634	\$40,831
	Median	\$32,000	\$40,000	\$38,400
Residency Program	Valid N	0	1	1
	Mean	.	\$32,600	\$32,600
	Median	.	\$32,600	\$32,600
Advanced Education Total	Valid N	1	12	13
	Mean	\$32,000	\$40,881	\$40,198
	Median	\$32,000	\$38,400	\$36,800
Total	Valid N	9	47	56
	Mean	\$77,222	\$70,502	\$71,582
	Median	\$84,000	\$75,000	\$78,500

**Q19-Q22. What will be your salary or stipend for the year?
(Includes salary, salary with a production bonus and production only)
(Mean & Median: Among those who accepted a position and were FULL TIME)
(Excluding Advanced Education)**

		Male	Female	Total
Private Practice	Valid N	7	35	42
	Mean	\$89,929	\$80,657	\$82,202
	Median	\$85,000	\$80,000	\$84,500
Public or Corporate	Valid N	1	0	1
	Mean	\$33,500	.	\$33,500
	Median	\$33,500	.	\$33,500
Total	Valid N	8	35	43
	Mean	\$82,875	\$80,657	\$81,070
	Median	\$84,500	\$80,000	\$84,000

Q23. Do you anticipate earning additional compensation from a signing bonus, moving allowance, or emergency case compensation, housing allowance or student loan repayment assistance during your first year of employment?

(Among those who accepted a position and were FULL TIME)

		Male	Female	Total
Yes	N	6	30	36
	%	66.7%	63.8%	64.3%
No	N	3	17	20
	%	33.3%	36.2%	35.7%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

Q23a. Please indicate whether you anticipate earning additional compensation from the following during your first year of employment?

(Among those who will earn additional compensation)

(Multiple Responses Accepted)

		Male	Female	Total
Signing bonus	N	4	15	19
	%	66.7%	50.0%	52.8%
Moving allowance	N	2	11	13
	%	33.3%	36.7%	36.1%
Emergency case compensation	N	2	12	14
	%	33.3%	40.0%	38.9%
Housing Allowance	N	1	3	4
	%	16.7%	10.0%	11.1%
Student loan repayment assistance	N	1	7	8
	%	16.7%	23.3%	22.2%
Total	N	6	30	36
	%	100.0%	100.0%	100.0%

Q24a. What dollar amount do you anticipate for a signing bonus?

		Male	Female	Total
Signing bonus	N	4	15	19
Valid N		4	15	19
Mean		\$10,625	\$7,527	\$8,179

Q24b. What dollar amount do you anticipate for a moving allowance?

		Male	Female	Total
Moving allowance	N	2	11	13
Valid N		2	10	12
Mean		\$3,000	\$3,370	\$3,308
Don't know/unable to estimate	N	0	1	1
	%	0.0%	7.7%	7.7%

Q24c. What dollar amount do you anticipate for emergency case compensation?

		Male	Female	Total
Emergency case compensation	N	2	12	14
Valid N		1	6	7
Mean		\$10,000	\$8,833	\$9,000
Don't know/unable to estimate	N	1	6	7
	%	7.1%	42.9%	50.0%

Q24d. What dollar amount do you anticipate for housing allowance?

		Male	Female	Total
Housing Allowance	N	1	3	4
Valid N		1	2	3
Mean		\$6,000	\$10,500	\$9,000
Don't know/unable to estimate	N	0	1	1
	%	0.0%	25.0%	25.0%

Q24e. What dollar amount do you anticipate for student loan repayment assistance?

		Male	Female	Total
Student loan repayment assistance	N	1	7	8
Valid N		1	7	8
Mean		\$2,400	\$3,721	\$3,556

Q25. Which of the following benefits will be provided by your employer as part of your employment compensation?

(Among those who accepted a position)

		Male	Female	Total
At least one benefit	N	9	47	56
	%	100.0%	100.0%	100.0%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

Q25. Which of the following benefits will be provided by your employer as part of your employment compensation? (Among those who accepted a position)

		Male	Female	Total
Continuing education expenses	N	7	43	50
	%	77.8%	91.5%	89.3%
Licenses	N	9	39	48
	%	100.0%	83.0%	85.7%
Paid vacation leave	N	8	39	47
	%	88.9%	83.0%	83.9%
Discounted pet care	N	7	36	43
	%	77.8%	76.6%	76.8%
Continuing education leave	N	7	34	41
	%	77.8%	72.3%	73.2%
Liability insurance	N	5	34	39
	%	55.6%	72.3%	69.6%
Medical/hospitalization plan	N	7	28	35
	%	77.8%	59.6%	62.5%
Association dues	N	3	31	34
	%	33.3%	66.0%	60.7%
Paid sick leave	N	6	26	32
	%	66.7%	55.3%	57.1%
Dental plan	N	4	21	25
	%	44.4%	44.7%	44.6%
Tax-deferred retirement plan (i.e. 401K, profit sharing)	N	3	21	24
	%	33.3%	44.7%	42.9%
Disability insurance	N	4	18	22
	%	44.4%	38.3%	39.3%
Paid legal holidays	N	1	17	18
	%	11.1%	36.2%	32.1%
Employer contribution/match to tax-deferred retirement plan	N	3	15	18
	%	33.3%	31.9%	32.1%
Maternity leave/Paternity leave	N	1	14	15
	%	11.1%	29.8%	26.8%
Life insurance	N	2	9	11
	%	22.2%	19.1%	19.6%
Personal use of vehicle	N	2	8	10
	%	22.2%	17.0%	17.9%
Other	N	0	4	4
	%	0.0%	8.5%	7.1%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

**Q26. In what state is your new employment or advanced education?
(Among those who accepted a position)**

		Male	Female	Total
Arkansas	N	0	2	2
	%	0.0%	4.3%	3.6%
California	N	0	3	3
	%	0.0%	6.4%	5.4%
Colorado	N	0	2	2
	%	0.0%	4.3%	3.6%
District of Columbia	N	0	1	1
	%	0.0%	2.1%	1.8%
Georgia	N	0	1	1
	%	0.0%	2.1%	1.8%
Idaho	N	0	1	1
	%	0.0%	2.1%	1.8%
Illinois	N	1	0	1
	%	11.1%	0.0%	1.8%
Indiana	N	0	1	1
	%	0.0%	2.1%	1.8%
Iowa	N	0	1	1
	%	0.0%	2.1%	1.8%
Kansas	N	0	1	1
	%	0.0%	2.1%	1.8%
Massachusetts	N	0	1	1
	%	0.0%	2.1%	1.8%
Missouri	N	0	1	1
	%	0.0%	2.1%	1.8%
New Jersey	N	0	1	1
	%	0.0%	2.1%	1.8%
New York	N	1	0	1
	%	11.1%	0.0%	1.8%
North Carolina	N	1	0	1
	%	11.1%	0.0%	1.8%
Oklahoma	N	3	15	18
	%	33.3%	31.9%	32.1%
Oregon	N	0	2	2
	%	0.0%	4.3%	3.6%
Texas	N	3	12	15
	%	33.3%	25.5%	26.8%
Utah	N	0	1	1
	%	0.0%	2.1%	1.8%
Virginia	N	0	1	1
	%	0.0%	2.1%	1.8%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

**Q27. Is the state where you accepted employment/advanced education your preferred state?
(Among those who accepted a position)**

		Male	Female	Total
Yes	N	8	39	47
	%	88.9%	83.0%	83.9%
No	N	1	8	9
	%	11.1%	17.0%	16.1%
Total	N	9	47	56
	%	100.0%	100.0%	100.0%

**Q28. In what state would you have preferred to find employment/advanced education?
(Among those who accepted a position and didn't get their preferred state for employment/advanced education)**

		Male	Female	Total
Arkansas	N	0	1	1
	%	0.0%	14.3%	12.5%
Colorado	N	0	1	1
	%	0.0%	14.3%	12.5%
Florida	N	1	0	1
	%	100.0%	0.0%	12.5%
Montana	N	0	1	1
	%	0.0%	14.3%	12.5%
Oklahoma	N	0	2	2
	%	0.0%	28.6%	25.0%
Texas	N	0	2	2
	%	0.0%	28.6%	25.0%
Total	N	1	7	8
	%	100.0%	100.0%	100.0%

**Q29. In what state would you prefer to find employment/advanced education?
(Among those who did not receive an offer or did not accept employment/advanced education)**

		Male	Female	Total
Colorado	N	0	1	1
	%	0.0%	20.0%	16.7%
Oklahoma	N	1	2	3
	%	100.0%	40.0%	50.0%
South Carolina	N	0	1	1
	%	0.0%	20.0%	16.7%
Texas	N	0	1	1
	%	0.0%	20.0%	16.7%
Total	N	1	5	6
	%	100.0%	100.0%	100.0%

**Q30. What is your age?
(Distribution, Mean & Median)**

		Male	Female	Total
Less than 25	N	0	1	1
	%	0.0%	1.9%	1.6%
25	N	1	5	6
	%	10.0%	9.6%	9.7%
26	N	3	19	22
	%	30.0%	36.5%	35.5%
27	N	2	17	19
	%	20.0%	32.7%	30.6%
28	N	1	4	5
	%	10.0%	7.7%	8.1%
29 to 30	N	2	3	5
	%	20.0%	5.8%	8.1%
31 to 35	N	1	1	2
	%	10.0%	1.9%	3.2%
36 or more	N	0	2	2
	%	0.0%	3.8%	3.2%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%
Mean		27.8	27.4	27.5
Median		27.0	27.0	27.0

Q31. What is your sex?

Male	N	10
	%	16.1%
Female	N	52
	%	83.9%
Total	N	62
	%	100.0%

Q31a. Which of the following best describes your race or ethnicity? (Multiple responses accepted)

		Male	Female	Total
White/Caucasian	N	9	48	57
	%	90.0%	94.1%	93.4%
Hispanic or Latino	N	2	3	5
	%	20.0%	5.9%	8.2%
American Indian or Alaska Native	N	2	3	5
	%	20.0%	5.9%	8.2%
Total	N	10	51	61
	%	100.0%	100.0%	100.0%

Q32. What is your marital status?

		Male	Female	Total
Single/Never married	N	5	33	38
	%	50.0%	63.5%	61.3%
Married	N	4	17	21
	%	40.0%	32.7%	33.9%
Divorced	N	1	2	3
	%	10.0%	3.8%	4.8%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

Q33. Do you have any children?

		Male	Female	Total
Yes	N	1	0	1
	%	10.0%	0.0%	1.6%
No	N	9	52	61
	%	90.0%	100.0%	98.4%
Total	N	10	52	62
	%	100.0%	100.0%	100.0%

Q33a. How many children do you have?

(Distribution, Mean & Median: Among those who have children)

		Male	Total
1	N	1	1
	%	100.0%	100.0%
Total	N	1	1
	%	100.0%	100.0%
Mean		1.0	1.0
Median		1.0	1.0

Q29c. Are you a Veterinary Business Management Association (VBMA) member?

		Male	Female	Total
Yes	N	2	26	28
	%	20.0%	51.0%	45.9%
No	N	8	25	33
	%	80.0%	49.0%	54.1%
Total	N	10	51	61
	%	100.0%	100.0%	100.0%

Q29d. Do you hold a VBMA certificate?

		Male	Female	Total
Yes	N	2	13	15
	%	100.0%	50.0%	53.6%
No	N	0	13	13
	%	0.0%	50.0%	46.4%
Total	N	2	26	28
	%	100.0%	100.0%	100.0%

**Q29e. Did you participate in an externship, volunteer opportunity
or research project abroad (outside the US)?**

		Male	Female	Total
Yes	N	2	11	13
	%	20.0%	21.6%	21.3%
No	N	8	40	48
	%	80.0%	78.4%	78.7%
Total	N	10	51	61
	%	100.0%	100.0%	100.0%

**Q33a_1_2. Please indicate the type of community you mostly grew up in and the type of community where
you have accepted employment or plan to work:**

			Will work/plan to work in this type of community:			
			Urban	Suburban	Rural	Total
Mostly grew up in this type of community:	Urban	N	2	2	0	4
		Row N %	50.0%	50.0%	0.0%	100.0%
	Suburban	N	5	15	7	27
		Row N %	18.5%	55.6%	25.9%	100.0%
	Rural	N	4	12	13	29
		Row N %	13.8%	41.4%	44.8%	100.0%
	Total	N	11	29	20	60
		Row N %	18.3%	48.3%	33.3%	100.0%