

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

Oklahoma State University	N	49
Total	N	49

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

	N	%
Resident	23	46.9%
Non-resident	26	53.1%
Total	49	100.0%

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

	N	%
Yes	8	16.3%
No	25	51.0%
Don't know	16	32.7%
Total	49	100.0%

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

	N	%
Admitted to veterinary medical school before degree was completed	7	14.3%
Baccalaureate degree (B.S., B.A., etc.)	39	79.6%
Master's degree (M.S., M.A., M.B.A., etc.)	3	6.1%
Total	49	100.0%

Q4a. In which of college within your university did you earn your undergraduate degree?

	N	%
Natural Sciences (Agriculture, Biology, Chemistry, Earth science, Space sciences, Physics)	36	85.7%
Applied Sciences (Business, Engineering and technology, Medicine and health)	4	9.5%
Humanities (Arts, Performing arts, Visual arts, History, Languages and literature, Law, Philosophy, Theology)	2	4.8%
Total	42	100.0%

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

No Debt	N	30
	%	61.2%
\$5,000 to \$7,499	N	1
	%	2.0%
\$7,500 to \$9,999	N	1
	%	2.0%
\$10,000 to \$14,999	N	1
	%	2.0%
\$15,000 to \$19,999	N	1
	%	2.0%
\$20,000 to \$29,999	N	7
	%	14.3%
\$30,000 to \$39,999	N	2
	%	4.1%
\$40,000 to \$49,999	N	1
	%	2.0%
\$50,000 or more	N	5
	%	10.2%
Total	N	49
	%	100.0%
Mean		\$14,956
Median		\$0

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

\$20,000 to \$39,999	N	1
	%	2.6%
\$40,000 to \$59,999	N	1
	%	2.6%
\$60,000 to \$79,999	N	1
	%	2.6%
\$80,000 to \$99,999	N	1
	%	2.6%
\$100,000 to \$119,999	N	2
	%	5.3%
\$140,000 to \$159,999	N	3
	%	7.9%
\$160,000 to \$179,999	N	3
	%	7.9%
\$180,000 to \$199,999	N	3
	%	7.9%
\$200,000 to \$219,999	N	5
	%	13.2%
\$220,000 to \$239,999	N	3
	%	7.9%
\$240,000 to \$259,999	N	3
	%	7.9%
\$260,000 to \$279,999	N	1
	%	2.6%
\$280,000 to \$299,999	N	3
	%	7.9%
\$300,000 to \$319,999	N	4
	%	10.5%
\$320,000 to \$339,999	N	1
	%	2.6%
\$360,000 or more	N	3
	%	7.9%
Total	N	38
	%	100.0%
Mean		\$217,877
Median		\$218,866

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

No Debt	N	11
	%	22.4%
\$20,000 to \$39,999	N	1
	%	2.0%
\$40,000 to \$59,999	N	1
	%	2.0%
\$60,000 to \$79,999	N	1
	%	2.0%
\$80,000 to \$99,999	N	1
	%	2.0%
\$100,000 to \$119,999	N	2
	%	4.1%
\$140,000 to \$159,999	N	3
	%	6.1%
\$160,000 to \$179,999	N	3
	%	6.1%
\$180,000 to \$199,999	N	3
	%	6.1%
\$200,000 to \$219,999	N	5
	%	10.2%
\$220,000 to \$239,999	N	3
	%	6.1%
\$240,000 to \$259,999	N	3
	%	6.1%
\$260,000 to \$279,999	N	1
	%	2.0%
\$280,000 to \$299,999	N	3
	%	6.1%
\$300,000 to \$319,999	N	4
	%	8.2%
\$320,000 to \$339,999	N	1
	%	2.0%
\$360,000 or more	N	3
	%	6.1%
Total	N	49
	%	100.0%
Mean		\$168,966
Median		\$185,000

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

\$20,000 to \$39,999	N	1
	%	2.6%
\$40,000 to \$59,999	N	1
	%	2.6%
\$60,000 to \$79,999	N	1
	%	2.6%
\$80,000 to \$99,999	N	1
	%	2.6%
\$100,000 to \$119,999	N	2
	%	5.3%
\$140,000 to \$159,999	N	3
	%	7.9%
\$160,000 to \$179,999	N	6
	%	15.8%
\$180,000 to \$199,999	N	3
	%	7.9%
\$200,000 to \$219,999	N	5
	%	13.2%
\$220,000 to \$239,999	N	3
	%	7.9%
\$240,000 to \$259,999	N	4
	%	10.5%
\$260,000 to \$279,999	N	2
	%	5.3%
\$280,000 to \$299,999	N	3
	%	7.9%
\$300,000 to \$319,999	N	1
	%	2.6%
\$320,000 to \$339,999	N	1
	%	2.6%
\$340,000 or more	N	1
	%	2.6%
Total	N	38
	%	100.0%
Mean		\$198,591
Median		\$204,000

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

No Debt	N	11
	%	22.4%
\$20,000 to \$39,999	N	1
	%	2.0%
\$40,000 to \$59,999	N	1
	%	2.0%
\$60,000 to \$79,999	N	1
	%	2.0%
\$80,000 to \$99,999	N	1
	%	2.0%
\$100,000 to \$119,999	N	2
	%	4.1%
\$140,000 to \$159,999	N	3
	%	6.1%
\$160,000 to \$179,999	N	6
	%	12.2%
\$180,000 to \$199,999	N	3
	%	6.1%
\$200,000 to \$219,999	N	5
	%	10.2%
\$220,000 to \$239,999	N	3
	%	6.1%
\$240,000 to \$259,999	N	4
	%	8.2%
\$260,000 to \$279,999	N	2
	%	4.1%
\$280,000 to \$299,999	N	3
	%	6.1%
\$300,000 to \$319,999	N	1
	%	2.0%
\$320,000 to \$339,999	N	1
	%	2.0%
\$340,000 or more	N	1
	%	2.0%
Total	N	49
	%	100.0%
Mean		\$154,010
Median		\$170,426

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

	N	%
Yes	14	28.6%
No	35	71.4%
Total	49	100.0%

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

	N	%
Dermatology	2	14.3%
Emergency & Critical Care	1	7.1%
Internal Medicine (Cardiology, Neurology, Oncology)	1	7.1%
Ophthalmologists	1	7.1%
Pathologists	2	14.3%
Sports Medicine & Rehabilitation	1	7.1%
Surgeons	2	14.3%
Theriogenologists	2	14.3%
Zoological Medicine	4	28.6%
Don't know	2	14.3%
Total	14	100.0%

**Q9. Have you searched for employment, or are you currently seeking employment in
veterinary medicine or enrollment
in advanced education (internship, residency, or other academic program)?**

	N	%
Yes	48	98.0%
No	1	2.0%
Total	49	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)**

	N	%
Food animal practice (predominant)	2	4.1%
Mixed practice (at least 25% companion and 25% food or equine)	13	26.5%
Companion animal practice (predominant)	5	10.2%
Companion animal practice (exclusive)	14	28.6%
Equine practice	1	2.0%
Private Practice Total	35	71.4%
Uniformed services	1	2.0%
Public or Corporate Total	1	2.0%
PhD (Doctor of Philosophy)	1	2.0%
MBA (Master of Business Administration)	1	2.0%
Internship (Private or Academic)	8	16.3%
Residency Program	2	4.1%
Education: Other (please specify)	1	2.0%
Advanced Education Total	13	26.5%
Total	49	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)**

	N	%
Food animal practice (predominant)	2	8.7%
Mixed practice (at least 25% companion and 25% food or equine)	4	17.4%
Companion animal practice (predominant)	6	26.1%
Companion animal practice (exclusive)	1	4.3%
Private Practice Total	13	56.5%
Uniformed services	1	4.3%
Public or Corporate Total	1	4.3%
MBA (Master of Business Administration)	1	4.3%
Internship (Private or Academic)	4	17.4%
Residency Program	4	17.4%
Advanced Education Total	9	39.1%
Total	23	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)

	N	%
Food animal practice (exclusive)	1	7.1%
Mixed practice (at least 25% companion and 25% food or equine)	1	7.1%
Companion animal practice (predominant)	1	7.1%
Companion animal practice (exclusive)	5	35.7%
Private Practice Total	8	57.1%
Federal Government (civil service)	1	7.1%
Not-for-profit organizations	1	7.1%
Public or Corporate Total	2	14.3%
MPH (Master of Public Health)	1	7.1%
MPVM (Master of Preventive Veterinary Medicine)	1	7.1%
Internship (Private or Academic)	2	14.3%
Advanced Education Total	4	28.6%
Total	14	100.0%

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

	N	%
Yes	47	97.9%
No	1	2.1%
Total	48	100.0%

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

1	N	16
	%	34.0%
2	N	11
	%	23.4%
3	N	6
	%	12.8%
4-5	N	11
	%	23.4%
6 or more	N	3
	%	6.4%
Total	N	47
	%	100.0%
Mean		2.7
Median		2.0

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)

	N	%
I have accepted a position in veterinary medicine	37	78.7%
I have accepted admission into a program to further my education (internship, residency, or other academic program)	9	19.1%
Accepted Offer Subtotal	46	97.9%
No	1	2.1%
Total	47	100.0%

Q12a. What do you feel is your main reason for not securing EMPLOYMENT or advanced EDUCATION? (Base: No offer/Didn't accept offer)

	N	%
I am waiting to find out about an employment opportunity	2	100.0%
Total	2	100.0%

Q12c. Why did you select the offer that you chose out of all your offers? (Base: Have multiple offers and Accepted offer)

	N	%
Mentorship	25	83.3%
Location	20	66.7%
People	19	63.3%
Work hours	15	50.0%
Wellbeing	13	43.3%
Benefits	12	40.0%
Variety of work	11	36.7%
Sector most interested in	11	36.7%
Compensation	11	36.7%
Culture/diversity	6	20.0%
Other (please specify)	3	10.0%
Total	30	100.0%

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

	N	%
Mixed practice (at least 25% companion and 25% food or equine)	15	32.6%
Companion animal practice (predominant)	6	13.0%
Companion animal practice (exclusive)	14	30.4%
Equine practice	2	4.3%
Private Practice Total	37	80.4%
Internship (Private or Academic)	7	15.2%
Residency Program	1	2.2%
Other Education	1	2.2%
Advanced Education Total	9	19.6%
Total	46	100.0%

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

	N	%
Got First Choice	38	82.6%
Got Second Choice	5	10.9%
Did not get any of the Choices	3	6.5%
Total	46	100.0%

**Q13a1. Is your employment upon graduation with a:
(Base: Clinical practice)**

	N	%
Corporate owned practice/group consolidator	11	29.7%
Private, independently owned hospital or clinic	25	67.6%
Not sure	1	2.7%
Total	37	100.0%

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

	N	%
Private referral practice	3	42.9%
Private practice	2	28.6%
Academic/University	2	28.6%
Total	7	100.0%

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

	N	%
Companion animal internship	5	71.4%
Equine internship	2	28.6%
Total	7	100.0%

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

	N	%
Because I plan to apply for residency	7	100.0%
To practice better quality veterinary medicine	6	85.7%
I feel that my desired position requires an internship to obtain employment	5	71.4%
Because I feel I need more training before entering veterinary practice	3	42.9%
I feel that I will earn more money in veterinary medicine by doing an internship	1	14.3%
Total	7	100.0%

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

	N	%
Because I plan to apply for residency	4	57.1%
I feel that my desired position requires an internship to obtain employment	1	14.3%
Because I feel I need more training before entering veterinary practice	1	14.3%
To practice better quality veterinary medicine	1	14.3%
Total	7	100.0%

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

	N	%
1 year	7	100.0%
Total	7	100.0%

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

30-39	N	2
	%	4.3%
40-49	N	26
	%	56.5%
50-59	N	9
	%	19.6%
60-69	N	3
	%	6.5%
70-79	N	2
	%	4.3%
80-89	N	3
	%	6.5%
100+	N	1
	%	2.2%
Total	N	46
	%	100.0%
Mean		49.8
Median		45.0

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

	N	%
Yes	44	95.7%
No	2	4.3%
Total	46	100.0%

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

	N	%
Full-time	46	100.0%
Total	46	100.0%

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

	N	%
Employee	36	97.3%
Self-employed	1	2.7%
Total	37	100.0%

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

	N	%
Guaranteed salary (or stipend) with no option for production bonus	22	47.8%
Base salary (or stipend) with production bonus	22	47.8%
Don't Know	2	4.3%
Total	46	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)**

Mixed practice (at least 25% companion and 25% food or equine)	Valid N	15
	Mean	\$74,567
	Median	\$75,000
Companion animal practice (predominant)	Valid N	6
	Mean	\$102,500
	Median	\$107,500
Companion animal practice (exclusive)	Valid N	14
	Mean	\$101,071
	Median	\$102,500
Equine practice	Valid N	2
	Mean	\$64,000
	Median	\$64,000
Private Practice Total	Valid N	37
	Mean	\$88,554
	Median	\$90,000
Internship (Private or Academic)	Valid N	7
	Mean	\$29,571
	Median	\$30,000
Residency Program	Valid N	1
	Mean	\$30,000
	Median	\$30,000
Other Education	Valid N	1
	Mean	\$65,000
	Median	\$65,000
Advanced Education Total	Valid N	9
	Mean	\$33,556
	Median	\$30,000
Total	Valid N	46
	Mean	\$77,793
	Median	\$83,500

**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)**

Private Practice	Valid N	37
	Mean	\$88,554
	Median	\$90,000
Total	Valid N	37
	Mean	\$88,554
	Median	\$90,000

**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)**

	N	%
Yes	24	52.2%
No	22	47.8%
Total	46	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)**

	N	%
Signing bonus	15	62.5%
Moving allowance	11	45.8%
Emergency case compensation	3	12.5%
Housing Allowance	2	8.3%
Student loan repayment assistance	5	20.8%
Total	24	100.0%

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

Signing bonus	N	15
Valid N		14
Mean		\$8,036
Don't know/unable to estimate signing bonus	N	1
	%	6.7%

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

Moving allowance	N	11
Valid N		8
Mean		\$3,250
Don't know/unable to estimate moving allowance	N	3
	%	27.3%

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

Emergency case compensation	N	3
Valid N		1
Mean		\$150
Don't know/unable to estimate emergency case compensation	N	2
	%	66.7%

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

Housing Allowance	N	2
Valid N		1
Mean		\$850
Don't know/unable to estimate housing allowance	N	1
	%	50.0%

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

Student loan repayment assistance	N	5
Valid N		2
Mean		\$2,750
Don't know/unable to estimate student loan repayment assistance	N	3
	%	60.0%

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

	N	%
At least one benefit	46	100.0%
Total	46	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)

	N	%
Continuing education expenses	36	78.3%
Paid vacation leave	35	76.1%
Licenses	35	76.1%
Liability insurance	33	71.7%
Continuing education leave	32	69.6%
Discounted pet care	32	69.6%
Association dues	31	67.4%
Paid sick leave	30	65.2%
Medical/hospitalization plan	29	63.0%
Dental plan	25	54.3%
Tax-deferred retirement plan (i.e. 401K, IRS qualified profit-sharing plan)	20	43.5%
Disability insurance	18	39.1%
Maternity leave/ Paternity leave	18	39.1%
Paid legal holidays	16	34.8%
Employer contribution/match to a tax-deferred retirement plan (i.e. 401K, IRS qualified profit sharing plan)	15	32.6%
Life insurance	14	30.4%
Personal use of vehicle	6	13.0%
Informal profit sharing plan (not tax-deferred)	1	2.2%
Total Responses	46	100.0%

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

	N	%
Arizona	1	2.2%
Arkansas	3	6.5%
Florida	1	2.2%
Indiana	2	4.3%
Kansas	2	4.3%
Maryland	1	2.2%
Michigan	1	2.2%
Missouri	2	4.3%
Nevada	3	6.5%
New Mexico	1	2.2%
New York	3	6.5%
Ohio	1	2.2%
Oklahoma	12	26.1%
Texas	10	21.7%
Virginia	1	2.2%
Wisconsin	2	4.3%
Total	46	100.0%

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

	N	%
Yes	37	80.4%
No	9	19.6%
Total	46	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)**

	N	%
California	1	12.5%
Oklahoma	3	37.5%
Oregon	2	25.0%
Vermont	1	12.5%
Wyoming	1	12.5%
Total	8	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)**

	N	%
Oklahoma	3	100.0%
Total	3	100.0%

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

25	N	9
	%	18.4%
26	N	18
	%	36.7%
27	N	10
	%	20.4%
28	N	4
	%	8.2%
29 to 30	N	4
	%	8.2%
31 to 35	N	4
	%	8.2%
Total	N	49
	%	100.0%
Mean		27.1
Median		26.0

Q31. What is your sex?

	N	%
Male	8	16.3%
Female	41	83.7%
Total	49	100.0%

Q31a1. NEW: Are you of Hispanic, Latino, or Spanish origin?

	N	%
Yes	2	4.1%
No	47	95.9%
Total	49	100.0%

Q31a2. NEW: You selected Hispanic, Latino, or Spanish origin. Which best describes you?

	N	%
Mexican, Mexican American, Chicano	2	100.0%
Total	2	100.0%

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

	N	%
White	44	89.8%
American Indian or Alaska Native	7	14.3%
Hispanic or Latino	2	4.1%
Asian	2	4.1%
Prefer not to answer	2	4.1%
Total	49	100.0%

Q32. What is your marital status?

	N	%
Single/Never married	37	75.5%
Married	12	24.5%
Total	49	100.0%

Q33. Do you have any children?

	N	%
No	49	100.0%
Total	49	100.0%

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

	N	%
Yes	28	57.1%
No	21	42.9%
Total	49	100.0%

Q29d. Do you hold a VBMA certificate?

	N	%
Yes	17	60.7%
No	11	39.3%
Total	28	100.0%

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

	N	%
Yes	5	10.2%
No	44	89.8%
Total	49	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:

			Type of community where you will/prefer to work:			
			Urban	Suburban	Rural	Total
Type of community you mostly grew up in:	Urban	N	3	1	1	5
		Row N %	60.0%	20.0%	20.0%	100.0%
	Suburban	N	5	17	4	26
		Row N %	19.2%	65.4%	15.4%	100.0%
	Rural	N	0	4	14	18
		Row N %	0.0%	22.2%	77.8%	100.0%
	Total	N	8	22	19	49
		Row N %	16.3%	44.9%	38.8%	100.0%