

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

		Male	Female	Total
Oklahoma State University	N	14	67	81
	Row %	17.3%	82.7%	100.0%
Total	N	14	67	81
	Row %	17.3%	82.7%	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	8	33	41
	%	57.1%	49.3%	50.6%
Non-resident	N	6	34	40
	%	42.9%	50.7%	49.4%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%

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

		Male	Female	Total
Yes	N	3	9	12
	%	21.4%	13.4%	14.8%
No	N	4	40	44
	%	28.6%	59.7%	54.3%
Don't know	N	7	18	25
	%	50.0%	26.9%	30.9%
Total	N	14	67	81
	%	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	4	8	12
	%	28.6%	11.9%	14.8%
Baccalaureate degree (B.S., B.A., etc.)	N	10	58	68
	%	71.4%	86.6%	84.0%
Master's degree (M.S., M.A., M.B.A., etc.)	N	0	1	1
	%	0.0%	1.5%	1.2%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%

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

		Male	Female	Total
Natural Sciences (Agriculture, Biology, Chemistry, Earth science, Space sciences, Physics)	N	9	52	61
	%	90.0%	88.1%	88.4%
Applied Sciences (Business, Engineering and technology, Medicine and health)	N	1	6	7
	%	10.0%	10.2%	10.1%
Humanities (Arts, Performing arts, Visual arts, History, Languages and literature, Law, Philosophy, Theology)	N	0	1	1
	%	0.0%	1.7%	1.4%
Total	N	10	59	69
	%	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
<b>No Debt</b>	<b>N</b>	<b>8</b>	<b>40</b>	<b>48</b>
	<b>%</b>	<b>57.1%</b>	<b>59.7%</b>	<b>59.3%</b>
\$2,500 to \$4,999	N	1	2	3
	%	7.1%	3.0%	3.7%
\$5,000 to \$7,499	N	2	3	5
	%	14.3%	4.5%	6.2%
\$10,000 to \$14,999	N	1	2	3
	%	7.1%	3.0%	3.7%
\$15,000 to \$19,999	N	0	7	7
	%	0.0%	10.4%	8.6%
\$20,000 to \$29,999	N	1	4	5
	%	7.1%	6.0%	6.2%
\$30,000 to \$39,999	N	1	4	5
	%	7.1%	6.0%	6.2%
\$40,000 to \$49,999	N	0	2	2
	%	0.0%	3.0%	2.5%
\$50,000 or more	N	0	3	3
	%	0.0%	4.5%	3.7%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$5,337</b>	<b>\$12,920</b>	<b>\$11,609</b>
<b>Median</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**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
\$20,000 to \$39,999	N	1	0	1
	%	7.7%	0.0%	1.5%
\$40,000 to \$59,999	N	0	2	2
	%	0.0%	3.7%	3.0%
\$60,000 to \$79,999	N	2	2	4
	%	15.4%	3.7%	6.0%
\$80,000 to \$99,999	N	0	1	1
	%	0.0%	1.9%	1.5%
\$100,000 to \$119,999	N	0	5	5
	%	0.0%	9.3%	7.5%
\$120,000 to \$139,999	N	2	3	5
	%	15.4%	5.6%	7.5%
\$140,000 to \$159,999	N	2	4	6
	%	15.4%	7.4%	9.0%
\$160,000 to \$179,999	N	1	3	4
	%	7.7%	5.6%	6.0%
\$180,000 to \$199,999	N	0	5	5
	%	0.0%	9.3%	7.5%
\$200,000 to \$219,999	N	1	12	13
	%	7.7%	22.2%	19.4%
\$220,000 to \$239,999	N	0	1	1
	%	0.0%	1.9%	1.5%
\$240,000 to \$259,999	N	2	2	4
	%	15.4%	3.7%	6.0%
\$260,000 to \$279,999	N	0	4	4
	%	0.0%	7.4%	6.0%
\$300,000 to \$319,999	N	1	4	5
	%	7.7%	7.4%	7.5%
\$320,000 to \$339,999	N	1	3	4
	%	7.7%	5.6%	6.0%
\$340,000 to \$359,999	N	0	2	2
	%	0.0%	3.7%	3.0%
\$360,000 or more	N	0	1	1
	%	0.0%	1.9%	1.5%
Total	N	13	54	67
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$170,931</b>	<b>\$202,219</b>	<b>\$196,148</b>
<b>Median</b>		<b>\$157,370</b>	<b>\$200,000</b>	<b>\$200,000</b>

**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
<b>No Debt</b>	<b>N</b>	<b>1</b>	<b>13</b>	<b>14</b>
	<b>%</b>	<b>7.1%</b>	<b>19.4%</b>	<b>17.3%</b>
\$20,000 to \$39,999	N	1	0	1
	%	7.1%	0.0%	1.2%
\$40,000 to \$59,999	N	0	2	2
	%	0.0%	3.0%	2.5%
\$60,000 to \$79,999	N	2	2	4
	%	14.3%	3.0%	4.9%
\$80,000 to \$99,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$100,000 to \$119,999	N	0	5	5
	%	0.0%	7.5%	6.2%
\$120,000 to \$139,999	N	2	3	5
	%	14.3%	4.5%	6.2%
\$140,000 to \$159,999	N	2	4	6
	%	14.3%	6.0%	7.4%
\$160,000 to \$179,999	N	1	3	4
	%	7.1%	4.5%	4.9%
\$180,000 to \$199,999	N	0	5	5
	%	0.0%	7.5%	6.2%
\$200,000 to \$219,999	N	1	12	13
	%	7.1%	17.9%	16.0%
\$220,000 to \$239,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$240,000 to \$259,999	N	2	2	4
	%	14.3%	3.0%	4.9%
\$260,000 to \$279,999	N	0	4	4
	%	0.0%	6.0%	4.9%
\$300,000 to \$319,999	N	1	4	5
	%	7.1%	6.0%	6.2%
\$320,000 to \$339,999	N	1	3	4
	%	7.1%	4.5%	4.9%
\$340,000 to \$359,999	N	0	2	2
	%	0.0%	3.0%	2.5%
\$360,000 or more	N	0	1	1
	%	0.0%	1.5%	1.2%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$158,721</b>	<b>\$162,982</b>	<b>\$162,246</b>
<b>Median</b>		<b>\$153,685</b>	<b>\$180,000</b>	<b>\$175,000</b>

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

		Male	Female	Total
\$20,000 to \$39,999	N	1	0	1
	%	7.7%	0.0%	1.5%
\$40,000 to \$59,999	N	1	2	3
	%	7.7%	3.7%	4.5%
\$60,000 to \$79,999	N	1	3	4
	%	7.7%	5.6%	6.0%
\$100,000 to \$119,999	N	1	6	7
	%	7.7%	11.1%	10.4%
\$120,000 to \$139,999	N	1	4	5
	%	7.7%	7.4%	7.5%
\$140,000 to \$159,999	N	2	3	5
	%	15.4%	5.6%	7.5%
\$160,000 to \$179,999	N	1	4	5
	%	7.7%	7.4%	7.5%
\$180,000 to \$199,999	N	0	11	11
	%	0.0%	20.4%	16.4%
\$200,000 to \$219,999	N	1	7	8
	%	7.7%	13.0%	11.9%
\$220,000 to \$239,999	N	1	1	2
	%	7.7%	1.9%	3.0%
\$240,000 to \$259,999	N	1	4	5
	%	7.7%	7.4%	7.5%
\$260,000 to \$279,999	N	0	3	3
	%	0.0%	5.6%	4.5%
\$300,000 to \$319,999	N	2	4	6
	%	15.4%	7.4%	9.0%
\$320,000 to \$339,999	N	0	2	2
	%	0.0%	3.7%	3.0%
Total	N	13	54	67
	%	100.0%	100.0%	100.0%
Mean		\$165,183	\$186,189	\$182,113
Median		\$153,650	\$186,793	\$182,000

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

		Male	Female	Total
<b>No Debt</b>	<b>N</b>	<b>1</b>	<b>13</b>	<b>14</b>
	<b>%</b>	<b>7.1%</b>	<b>19.4%</b>	<b>17.3%</b>
\$20,000 to \$39,999	N	1	0	1
	%	7.1%	0.0%	1.2%
\$40,000 to \$59,999	N	1	2	3
	%	7.1%	3.0%	3.7%
\$60,000 to \$79,999	N	1	3	4
	%	7.1%	4.5%	4.9%
\$100,000 to \$119,999	N	1	6	7
	%	7.1%	9.0%	8.6%
\$120,000 to \$139,999	N	1	4	5
	%	7.1%	6.0%	6.2%
\$140,000 to \$159,999	N	2	3	5
	%	14.3%	4.5%	6.2%
\$160,000 to \$179,999	N	1	4	5
	%	7.1%	6.0%	6.2%
\$180,000 to \$199,999	N	0	11	11
	%	0.0%	16.4%	13.6%
\$200,000 to \$219,999	N	1	7	8
	%	7.1%	10.4%	9.9%
\$220,000 to \$239,999	N	1	1	2
	%	7.1%	1.5%	2.5%
\$240,000 to \$259,999	N	1	4	5
	%	7.1%	6.0%	6.2%
\$260,000 to \$279,999	N	0	3	3
	%	0.0%	4.5%	3.7%
\$300,000 to \$319,999	N	2	4	6
	%	14.3%	6.0%	7.4%
\$320,000 to \$339,999	N	0	2	2
	%	0.0%	3.0%	2.5%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$153,384</b>	<b>\$150,063</b>	<b>\$150,637</b>
<b>Median</b>		<b>\$151,825</b>	<b>\$175,000</b>	<b>\$167,000</b>

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

		Male	Female	Total
Yes	N	6	15	21
	%	42.9%	22.4%	25.9%
No	N	8	52	60
	%	57.1%	77.6%	74.1%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%

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

	Male		Female		Total	
	N	%	N	%	N	%
Emergency & Critical Care	1	16.7%	1	6.7%	2	9.5%
Internal Medicine (Cardiology, Neurology, Oncology)	0	0.0%	1	6.7%	1	4.8%
Pathologists	1	16.7%	5	33.3%	6	28.6%
Preventive Medicine	0	0.0%	3	20.0%	3	14.3%
Sports Medicine & Rehabilitation	1	16.7%	2	13.3%	3	14.3%
Surgeons	3	50.0%	2	13.3%	5	23.8%
Theriogenologists	1	16.7%	0	0.0%	1	4.8%
Veterinary Practitioner	1	16.7%	2	13.3%	3	14.3%
Zoological Medicine	0	0.0%	2	13.3%	2	9.5%
Don't know	1	16.7%	1	6.7%	2	9.5%
<b>Total</b>	<b>6</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	<b>21</b>	<b>100.0%</b>

**Q9. Which of the following applies to your employment search?**

		Male	Female	Total
I have accepted admission into a program to further my education (internship, residency, or other academic program)	N	3	9	12
	%	21.4%	13.4%	14.8%
I have accepted a position in veterinary medicine (clinical practice, government, industry, or other employment)	N	9	49	58
	%	64.3%	73.1%	71.6%
<b>Have accepted an offer</b>	<b>N</b>	<b>12</b>	<b>58</b>	<b>70</b>
	<b>%</b>	<b>85.7%</b>	<b>86.6%</b>	<b>86.4%</b>
I'm still seeking a position in veterinary medicine or admission into a program to further my education	N	2	9	11
	%	14.3%	13.4%	13.6%
<b>Have not accepted an offer</b>	<b>N</b>	<b>2</b>	<b>9</b>	<b>11</b>
	<b>%</b>	<b>14.3%</b>	<b>13.4%</b>	<b>13.6%</b>
Total	N	14	67	81
	%	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 (exclusive)	N	0	2	2
	%	0.0%	3.0%	2.5%
Food animal practice (predominant)	N	1	0	1
	%	7.1%	0.0%	1.2%
Mixed practice (at least 25% companion and 25% food or equine)	N	3	14	17
	%	21.4%	20.9%	21.0%
Companion animal practice (predominant)	N	1	5	6
	%	7.1%	7.5%	7.4%
Companion animal practice (exclusive)	N	5	24	29
	%	35.7%	35.8%	35.8%
Equine practice	N	1	1	2
	%	7.1%	1.5%	2.5%
<b>Clinical Practice Total</b>	<b>N</b>	<b>11</b>	<b>46</b>	<b>57</b>
	<b>%</b>	<b>78.6%</b>	<b>68.7%</b>	<b>70.4%</b>
Not-for-profit organizations	N	0	1	1
	%	0.0%	1.5%	1.2%
<b>Public or Corporate Total</b>	<b>N</b>	<b>0</b>	<b>1</b>	<b>1</b>
	<b>%</b>	<b>0.0%</b>	<b>1.5%</b>	<b>1.2%</b>
MPH (Master of Public Health)	N	0	1	1
	%	0.0%	1.5%	1.2%
PhD (Doctor of Philosophy)	N	0	1	1
	%	0.0%	1.5%	1.2%
MBA (Master of Business Administration)	N	1	2	3
	%	7.1%	3.0%	3.7%
Internship (Private or Academic)	N	2	10	12
	%	14.3%	14.9%	14.8%
Residency Program	N	0	3	3
	%	0.0%	4.5%	3.7%
Education: Other (please specify)	N	0	1	1
	%	0.0%	1.5%	1.2%
<b>Advanced Education Total</b>	<b>N</b>	<b>3</b>	<b>18</b>	<b>21</b>
	<b>%</b>	<b>21.4%</b>	<b>26.9%</b>	<b>25.9%</b>
Other Veterinary Employment (please specify)	N	0	2	2
	%	0.0%	3.0%	2.5%
Total	N	14	67	81
	%	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 (predominant)	N	2	9	11
	%	25.0%	26.5%	26.2%
Mixed practice (at least 25% companion and 25% food or equine)	N	1	3	4
	%	12.5%	8.8%	9.5%
Companion animal practice (predominant)	N	3	9	12
	%	37.5%	26.5%	28.6%
Companion animal practice (exclusive)	N	0	4	4
	%	0.0%	11.8%	9.5%
Equine practice	N	1	0	1
	%	12.5%	0.0%	2.4%
<b>Clinical Practice Total</b>	<b>N</b>	<b>7</b>	<b>25</b>	<b>32</b>
	<b>%</b>	<b>87.5%</b>	<b>73.5%</b>	<b>76.2%</b>
Uniformed services	N	0	1	1
	%	0.0%	2.9%	2.4%
College or University (Faculty or staff only)	N	0	1	1
	%	0.0%	2.9%	2.4%
<b>Public or Corporate Total</b>	<b>N</b>	<b>0</b>	<b>2</b>	<b>2</b>
	<b>%</b>	<b>0.0%</b>	<b>5.9%</b>	<b>4.8%</b>
PhD (Doctor of Philosophy)	N	0	1	1
	%	0.0%	2.9%	2.4%
Internship (Private or Academic)	N	0	2	2
	%	0.0%	5.9%	4.8%
Residency Program	N	1	3	4
	%	12.5%	8.8%	9.5%
<b>Advanced Education Total</b>	<b>N</b>	<b>1</b>	<b>6</b>	<b>7</b>
	<b>%</b>	<b>12.5%</b>	<b>17.6%</b>	<b>16.7%</b>
Other Veterinary Employment (please specify)	N	0	1	1
	%	0.0%	2.9%	2.4%
Total	N	8	34	42
	%	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	2	1	3
	%	33.3%	3.6%	8.8%
Food animal practice (predominant)	N	1	0	1
	%	16.7%	0.0%	2.9%
Mixed practice (at least 25% companion and 25% food or equine)	N	1	4	5
	%	16.7%	14.3%	14.7%
Companion animal practice (predominant)	N	0	4	4
	%	0.0%	14.3%	11.8%
Companion animal practice (exclusive)	N	1	5	6
	%	16.7%	17.9%	17.6%
<b>Clinical Practice Total</b>	<b>N</b>	<b>5</b>	<b>14</b>	<b>19</b>
	<b>%</b>	<b>83.3%</b>	<b>50.0%</b>	<b>55.9%</b>
Federal Government (civil service)	N	0	2	2
	%	0.0%	7.1%	5.9%
State/Local government	N	0	1	1
	%	0.0%	3.6%	2.9%
Not-for-profit organizations	N	0	1	1
	%	0.0%	3.6%	2.9%
<b>Public or Corporate Total</b>	<b>N</b>	<b>0</b>	<b>4</b>	<b>4</b>
	<b>%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>11.8%</b>
MPH (Master of Public Health)	N	0	2	2
	%	0.0%	7.1%	5.9%
MS (Master of Science)	N	0	1	1
	%	0.0%	3.6%	2.9%
MBA (Master of Business Administration)	N	0	1	1
	%	0.0%	3.6%	2.9%
Internship (Private or Academic)	N	1	4	5
	%	16.7%	14.3%	14.7%
Residency Program	N	0	2	2
	%	0.0%	7.1%	5.9%
<b>Advanced Education Total</b>	<b>N</b>	<b>1</b>	<b>10</b>	<b>11</b>
	<b>%</b>	<b>16.7%</b>	<b>35.7%</b>	<b>32.4%</b>
Total	N	6	28	34
	%	100.0%	100.0%	100.0%

**What type of employment or advanced education have you sought or are you currently seeking? (First, Second, and Third Choices Combined)**

		Male	Female	Total
Food animal practice (exclusive)	N	2	3	5
	%	14.3%	4.5%	6.2%
Food animal practice (predominant)	N	4	9	13
	%	28.6%	13.4%	16.0%
Mixed practice (at least 25% companion and 25% food or equine)	N	5	21	26
	%	35.7%	31.3%	32.1%
Companion animal practice (predominant)	N	4	16	20
	%	28.6%	23.9%	24.7%
Companion animal practice (exclusive)	N	6	33	39
	%	42.9%	49.3%	48.1%
Equine practice	N	2	1	3
	%	14.3%	1.5%	3.7%
<b>Clinical Practice Total</b>	<b>N</b>	<b>11</b>	<b>52</b>	<b>63</b>
	<b>%</b>	<b>78.6%</b>	<b>77.6%</b>	<b>77.8%</b>
Federal Government (civil service)	N	0	2	2
	%	0.0%	3.0%	2.5%
Uniformed services	N	0	1	1
	%	0.0%	1.5%	1.2%
College or University (Faculty or staff only)	N	0	1	1
	%	0.0%	1.5%	1.2%
State/Local government	N	0	1	1
	%	0.0%	1.5%	1.2%
Not-for-profit organizations	N	0	2	2
	%	0.0%	3.0%	2.5%
<b>Public or Corporate Total</b>	<b>N</b>	<b>0</b>	<b>5</b>	<b>5</b>
	<b>%</b>	<b>0.0%</b>	<b>7.5%</b>	<b>6.2%</b>
MPH (Master of Public Health)	N	0	3	3
	%	0.0%	4.5%	3.7%
MS (Master of Science)	N	0	1	1
	%	0.0%	1.5%	1.2%
PhD (Doctor of Philosophy)	N	0	2	2
	%	0.0%	3.0%	2.5%
MBA (Master of Business Administration)	N	1	3	4
	%	7.1%	4.5%	4.9%
Internship (Private or Academic)	N	3	16	19
	%	21.4%	23.9%	23.5%
Residency Program	N	1	8	9
	%	7.1%	11.9%	11.1%
Education: Other (please specify)	N	0	1	1
	%	0.0%	1.5%	1.2%
<b>Advanced Education Total</b>	<b>N</b>	<b>4</b>	<b>25</b>	<b>29</b>
	<b>%</b>	<b>28.6%</b>	<b>37.3%</b>	<b>35.8%</b>
Other Veterinary Employment (please specify)	N	0	3	3
	%	0.0%	4.5%	3.7%
Total	N	14	67	81
	%	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	14	64	78
	%	100.0%	95.5%	96.3%
No	N	0	3	3
	%	0.0%	4.5%	3.7%
Total	N	14	67	81
	%	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	1	11	12
	%	7.7%	17.5%	15.8%
2	N	2	9	11
	%	15.4%	14.3%	14.5%
3	N	3	13	16
	%	23.1%	20.6%	21.1%
4-5	N	4	20	24
	%	30.8%	31.7%	31.6%
6 or more	N	3	10	13
	%	23.1%	15.9%	17.1%
Total	N	13	63	76
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>4.4</b>	<b>3.7</b>	<b>3.8</b>
<b>Median</b>		<b>4.0</b>	<b>3.0</b>	<b>3.0</b>

**Q12c. Why did you select the offer that you chose? (Base: Accepted offer)**

		Male	Female	Total
Mentorship	N	10	51	61
	%	83.3%	87.9%	87.1%
Location	N	8	42	50
	%	66.7%	72.4%	71.4%
People	N	5	41	46
	%	41.7%	70.7%	65.7%
Compensation	N	10	36	46
	%	83.3%	62.1%	65.7%
Work hours	N	6	36	42
	%	50.0%	62.1%	60.0%
Benefits	N	6	35	41
	%	50.0%	60.3%	58.6%
Wellbeing	N	2	34	36
	%	16.7%	58.6%	51.4%
Variety of work	N	4	19	23
	%	33.3%	32.8%	32.9%
Sector most interested in	N	3	20	23
	%	25.0%	34.5%	32.9%
Culture/diversity	N	0	14	14
	%	0.0%	24.1%	20.0%
Wanted to work for a large company	N	1	3	4
	%	8.3%	5.2%	5.7%
It's the only one I received/applied for	N	0	2	2
	%	0.0%	3.4%	2.9%
Home clinic/Family clinic/Prior experience with clinic	N	1	1	2
	%	8.3%	1.7%	2.9%
Internship match/Internship	N	0	1	1
	%	0.0%	1.7%	1.4%
Total	N	12	58	70
	%	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 (exclusive)	N	0	1	1
	%	0.0%	1.7%	1.4%
Mixed practice (at least 25% companion and 25% food or equine)	N	3	11	14
	%	25.0%	19.0%	20.0%
Companion animal practice (predominant)	N	0	9	9
	%	0.0%	15.5%	12.9%
Companion animal practice (exclusive)	N	5	24	29
	%	41.7%	41.4%	41.4%
Equine practice	N	1	2	3
	%	8.3%	3.4%	4.3%
<b>Clinical Practice Total</b>	<b>N</b>	<b>9</b>	<b>47</b>	<b>56</b>
	<b>%</b>	<b>75.0%</b>	<b>81.0%</b>	<b>80.0%</b>
Industry/commercial organizations	N	0	1	1
	%	0.0%	1.7%	1.4%
<b>Public or Corporate Total</b>	<b>N</b>	<b>0</b>	<b>1</b>	<b>1</b>
	<b>%</b>	<b>0.0%</b>	<b>1.7%</b>	<b>1.4%</b>
<b>Internship (Private or Academic)</b>	<b>N</b>	<b>2</b>	<b>7</b>	<b>9</b>
	<b>%</b>	<b>16.7%</b>	<b>12.1%</b>	<b>12.9%</b>
Residency Program	N	0	1	1
	%	0.0%	1.7%	1.4%
Other Education	N	1	1	2
	%	8.3%	1.7%	2.9%
Advanced Education Total	N	3	9	12
	%	25.0%	15.5%	17.1%
Other Veterinary Employment	N	0	1	1
	%	0.0%	1.7%	1.4%
Total	N	12	58	70
	%	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	10	46	56
	%	83.3%	79.3%	80.0%
Got Second Choice	N	0	3	3
	%	0.0%	5.2%	4.3%
Got Third Choice	N	0	2	2
	%	0.0%	3.4%	2.9%
Did not get any of the Choices	N	2	7	9
	%	16.7%	12.1%	12.9%
Total	N	12	58	70
	%	100.0%	100.0%	100.0%

**Q13a1. Is your employment upon graduation with a/an:  
(Base: Accepted clinical practice employment)**

		Male	Female	Total
Independently owned single practice	N	5	19	24
	%	62.5%	40.4%	43.6%
Independently owned group practice	N	1	9	10
	%	12.5%	19.1%	18.2%
Independent Total	N	6	28	34
	%	75.0%	59.6%	61.8%
Group corporate practice (i.e. Banfield, NVA, Compassion-First, etc.)	N	2	19	21
	%	25.0%	40.4%	38.2%
Total	N	8	47	55
	%	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	5	6
	%	50.0%	71.4%	66.7%
Private practice	N	1	1	2
	%	50.0%	14.3%	22.2%
Corporate owned practice	N	0	1	1
	%	0.0%	14.3%	11.1%
Total	N	2	7	9
	%	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	4	5
	%	50.0%	57.1%	55.6%
Equine internship	N	1	3	4
	%	50.0%	42.9%	44.4%
Total	N	2	7	9
	%	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 feel I need more training before entering veterinary practice	N	1	5	6
	%	50.0%	71.4%	66.7%
Because I plan to apply for residency	N	2	3	5
	%	100.0%	42.9%	55.6%
To practice better quality veterinary medicine	N	0	5	5
	%	0.0%	71.4%	55.6%
I feel that my desired position requires an internship to obtain employment	N	1	2	3
	%	50.0%	28.6%	33.3%
I feel that I will earn more money in veterinary medicine by doing an internship	N	0	1	1
	%	0.0%	14.3%	11.1%
Total	N	2	7	9
	%	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	4	5
	%	50.0%	57.1%	55.6%
Because I feel I need more training before entering veterinary practice	N	1	1	2
	%	50.0%	14.3%	22.2%
To practice better quality veterinary medicine	N	0	2	2
	%	0.0%	28.6%	22.2%
Total	N	2	7	9
	%	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	2	7	9
	%	100.0%	100.0%	100.0%
Total	N	2	7	9
	%	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	1	5	6
	%	8.3%	8.6%	8.6%
40-49	N	6	33	39
	%	50.0%	56.9%	55.7%
50-59	N	1	10	11
	%	8.3%	17.2%	15.7%
60-69	N	3	4	7
	%	25.0%	6.9%	10.0%
70-79	N	1	3	4
	%	8.3%	5.2%	5.7%
80-89	N	0	2	2
	%	0.0%	3.4%	2.9%
90-99	N	0	1	1
	%	0.0%	1.7%	1.4%
Total	N	12	58	70
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>49.5</b>	<b>47.5</b>	<b>47.9</b>
<b>Median</b>		<b>46.0</b>	<b>44.0</b>	<b>44.0</b>

**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	12	52	64
	%	100.0%	89.7%	91.4%
No	N	0	6	6
	%	0.0%	10.3%	8.6%
Total	N	12	58	70
	%	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	12	58	70
	%	100.0%	100.0%	100.0%
Total	N	12	58	70
	%	100.0%	100.0%	100.0%

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

		Male	Female	Total
Employee	N	8	47	55
	%	100.0%	100.0%	100.0%
Total	N	8	47	55
	%	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	5	24	29
	%	41.7%	41.4%	41.4%
Base salary (or stipend) with production bonus	N	7	34	41
	%	58.3%	58.6%	58.6%
Total	N	12	58	70
	%	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 (exclusive)	Valid N	0	1	1
	Mean	.	\$80,000	\$80,000
	Median	.	\$80,000	\$80,000
Mixed practice (at least 25% companion and 25% food or equine)	Valid N	3	11	14
	Mean	\$88,333	\$98,091	\$96,000
	Median	\$85,000	\$94,000	\$92,000
Companion animal practice (predominant)	Valid N	0	9	9
	Mean	.	\$124,778	\$124,778
	Median	.	\$125,000	\$125,000
Companion animal practice (exclusive)	Valid N	5	24	29
	Mean	\$121,680	\$111,575	\$113,317
	Median	\$112,400	\$104,000	\$110,000
Equine practice	Valid N	1	2	3
	Mean	\$120,000	\$85,000	\$96,667
	Median	\$120,000	\$85,000	\$100,000
<b>Clinical Practice Total</b>	<b>Valid N</b>	<b>9</b>	<b>47</b>	<b>56</b>
	<b>Mean</b>	<b>\$110,378</b>	<b>\$109,145</b>	<b>\$109,343</b>
	<b>Median</b>	<b>\$110,000</b>	<b>\$100,000</b>	<b>\$102,500</b>
Industry/commercial organizations	Valid N	0	1	1
	Mean	.	\$93,500	\$93,500
	Median	.	\$93,500	\$93,500
<b>Public or Corporate Total</b>	<b>Valid N</b>	<b>0</b>	<b>1</b>	<b>1</b>
	<b>Mean</b>	<b>.</b>	<b>\$93,500</b>	<b>\$93,500</b>
	<b>Median</b>	<b>.</b>	<b>\$93,500</b>	<b>\$93,500</b>
Internship (Private or Academic)	Valid N	2	7	9
	Mean	\$42,500	\$47,500	\$46,389
	Median	\$42,500	\$45,000	\$45,000
Residency Program	Valid N	0	1	1
	Mean	.	\$30,500	\$30,500
	Median	.	\$30,500	\$30,500
Other Education	Valid N	1	1	2
	Mean	\$260,000	\$110,000	\$185,000
	Median	\$260,000	\$110,000	\$185,000
<b>Advanced Education Total</b>	<b>Valid N</b>	<b>3</b>	<b>9</b>	<b>12</b>
	<b>Mean</b>	<b>\$115,000</b>	<b>\$52,556</b>	<b>\$68,167</b>
	<b>Median</b>	<b>\$50,000</b>	<b>\$45,000</b>	<b>\$47,500</b>
Other Veterinary Employment	Valid N	0	1	1
	Mean	.	\$70,000	\$70,000
	Median	.	\$70,000	\$70,000
Total	Valid N	12	58	70
	Mean	\$111,533	\$99,419	\$101,496
	Median	\$105,000	\$100,000	\$100,000

**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
Clinical Practice	Valid N	9	47	56
	Mean	\$110,378	\$109,145	\$109,343
	Median	\$110,000	\$100,000	\$102,500
Public or Corporate	Valid N	0	1	1
	Mean	.	\$93,500	\$93,500
	Median	.	\$93,500	\$93,500
Other Veterinary Employment	Valid N	0	1	1
	Mean	.	\$70,000	\$70,000
	Median	.	\$70,000	\$70,000
Total	Valid N	9	49	58
	Mean	\$110,378	\$108,027	\$108,391
	Median	\$110,000	\$100,000	\$100,000

**Did you negotiate your current salary?  
(Among those who accepted a position)**

		Male	Female	Total
Yes	N	4	19	23
	%	33.3%	32.8%	32.9%
No	N	8	39	47
	%	66.7%	67.2%	67.1%
Total	N	12	58	70
	%	100.0%	100.0%	100.0%

**What did you get out of your negotiation? (Among those who negotiated)**

		Male	Female	Total
Increase in compensation	N	2	13	15
	%	50.0%	68.4%	65.2%
More benefits	N	2	7	9
	%	50.0%	36.8%	39.1%
Nothing changed	N	0	3	3
	%	0.0%	15.8%	13.0%
Signing bonus/increased signing bonus	N	1	1	2
	%	25.0%	5.3%	8.7%
Other (specify)	N	0	1	1
	%	0.0%	5.3%	4.3%
Total	N	4	19	23
	%	100.0%	100.0%	100.0%

**How much of an increase in compensation did you receive?**

		Male	Female	Total
< \$5,000	N	0	1	1
	%	0.0%	7.7%	6.7%
\$5,000 - 9,999	N	1	6	7
	%	50.0%	46.2%	46.7%
\$10,000 - 19,999	N	1	5	6
	%	50.0%	38.5%	40.0%
\$20,000 - 29,999	N	0	1	1
	%	0.0%	7.7%	6.7%
Total	N	2	13	15
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$7,500</b>	<b>\$8,538</b>	<b>\$8,400</b>

**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	9	44	53
	%	75.0%	75.9%	75.7%
No	N	3	14	17
	%	25.0%	24.1%	24.3%
Total	N	12	58	70
	%	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	5	36	41
	%	55.6%	81.8%	77.4%
Moving allowance	N	4	19	23
	%	44.4%	43.2%	43.4%
Emergency case compensation	N	3	4	7
	%	33.3%	9.1%	13.2%
Housing Allowance	N	3	3	6
	%	33.3%	6.8%	11.3%
Student loan repayment assistance	N	3	11	14
	%	33.3%	25.0%	26.4%
Total	N	9	44	53
	%	100.0%	100.0%	100.0%

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

		Male	Female	Total
Signing bonus	N	5	36	41
Valid N		5	35	40
Mean		\$12,800	\$15,543	\$15,200
Don't know/unable to estimate signing bonus	N	1	1	2
	%	2.4%	2.4%	4.9%

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

		Male	Female	Total
Moving allowance	N	4	19	23
Valid N		3	17	20
Mean		\$4,500	\$5,191	\$5,088
Don't know/unable to estimate moving allowance	N	1	2	3
	%	4.3%	8.7%	13.0%

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

		Male	Female	Total
Emergency case compensation	N	3	4	7
Valid N		1	4	5
Mean		\$10,000	\$11,318	\$11,054
Don't know/unable to estimate emergency case compensation	N	2	0	2
	%	28.6%	0.0%	28.6%

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

		Male	Female	Total
Housing Allowance	N	3	3	6
Valid N		1	3	4
Mean		\$6,000	\$12,267	\$10,700
Don't know/unable to estimate housing allowance	N	2	0	2
	%	33.3%	0.0%	33.3%

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

		Male	Female	Total
Student loan repayment assistance	N	3	11	14
Valid N		2	9	11
Mean		\$18,000	\$8,333	\$10,091
Don't know/unable to estimate student loan repayment assistance	N	1	2	3
	%	7.1%	14.3%	21.4%

**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	
	N	%	N	%	N	%
Paid vacation leave	9	75.0%	52	91.2%	61	88.4%
Continuing education expenses	9	75.0%	51	89.5%	60	87.0%
Licenses	9	75.0%	49	86.0%	58	84.1%
Continuing education leave	9	75.0%	42	73.7%	51	73.9%
Discounted pet care	7	58.3%	42	73.7%	49	71.0%
Medical/hospitalization plan	8	66.7%	40	70.2%	48	69.6%
Liability insurance	7	58.3%	41	71.9%	48	69.6%
Association dues	8	66.7%	40	70.2%	48	69.6%
Employer contribution/match to a tax-deferred retirement plan (i.e. 401K, IRS qualified profit sharing plan)	5	41.7%	38	66.7%	43	62.3%
Dental plan	5	41.7%	34	59.6%	39	56.5%
Paid sick leave	6	50.0%	32	56.1%	38	55.1%
Tax-deferred retirement plan (i.e. 401K, IRS qualified profit-sharing plan)	5	41.7%	24	42.1%	29	42.0%
Maternity leave/ Paternity leave	2	16.7%	26	45.6%	28	40.6%
Disability insurance	3	25.0%	23	40.4%	26	37.7%
Paid legal holidays	2	16.7%	24	42.1%	26	37.7%
Life insurance	3	25.0%	20	35.1%	23	33.3%
Personal use of vehicle	2	16.7%	7	12.3%	9	13.0%
None of the above	2	16.7%	1	1.8%	3	4.3%
Informal profit sharing plan (not tax-deferred)	1	8.3%	0	0.0%	1	1.4%
Other (please specify)	1	8.3%	1	1.8%	2	2.9%
<b>Total Responses</b>	<b>12</b>	<b>100.0%</b>	<b>57</b>	<b>100.0%</b>	<b>69</b>	<b>100.0%</b>



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

	Male		Female		Total	
	N	%	N	%	N	%
Alaska	0	0.0%	1	1.8%	1	1.4%
Arkansas	0	0.0%	1	1.8%	1	1.4%
California	0	0.0%	2	3.5%	2	2.9%
Colorado	2	16.7%	6	10.5%	8	11.6%
Florida	0	0.0%	3	5.3%	3	4.3%
Iowa	0	0.0%	1	1.8%	1	1.4%
Kansas	1	8.3%	4	7.0%	5	7.2%
Kentucky	0	0.0%	1	1.8%	1	1.4%
Missouri	0	0.0%	3	5.3%	3	4.3%
New Jersey	0	0.0%	2	3.5%	2	2.9%
New Mexico	0	0.0%	1	1.8%	1	1.4%
North Carolina	1	8.3%	1	1.8%	2	2.9%
Oklahoma	2	16.7%	17	29.8%	19	27.5%
Texas	6	50.0%	12	21.1%	18	26.1%
Utah	0	0.0%	2	3.5%	2	2.9%
Total	12	100.0%	57	100.0%	69	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	11	48	59
	%	91.7%	84.2%	85.5%
No	N	1	9	10
	%	8.3%	15.8%	14.5%
Total	N	12	57	69
	%	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	
	N	%	N	%	N	%
Colorado	0	0.0%	3	33.3%	3	30.0%
Florida	0	0.0%	1	11.1%	1	10.0%
Missouri	0	0.0%	1	11.1%	1	10.0%
New Hampshire	0	0.0%	1	11.1%	1	10.0%
North Carolina	0	0.0%	1	11.1%	1	10.0%
Oklahoma	0	0.0%	2	22.2%	2	20.0%
Texas	1	100.0%	0	0.0%	1	10.0%
Total	1	100.0%	9	100.0%	10	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	
	N	%	N	%	N	%
Arkansas	0	0.0%	1	12.5%	1	10.0%
California	0	0.0%	1	12.5%	1	10.0%
Oklahoma	1	50.0%	3	37.5%	4	40.0%
Tennessee	0	0.0%	2	25.0%	2	20.0%
Texas	1	50.0%	0	0.0%	1	10.0%
Outside U.S.	0	0.0%	1	12.5%	1	10.0%
<b>Total</b>	<b>2</b>	<b>100.0%</b>	<b>8</b>	<b>100.0%</b>	<b>10</b>	<b>100.0%</b>

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

		Male	Female	Total
25	N	1	11	12
	%	7.1%	16.4%	14.8%
26	N	3	21	24
	%	21.4%	31.3%	29.6%
27	N	2	15	17
	%	14.3%	22.4%	21.0%
28	N	5	8	13
	%	35.7%	11.9%	16.0%
29 to 30	N	1	5	6
	%	7.1%	7.5%	7.4%
31 to 35	N	2	5	7
	%	14.3%	7.5%	8.6%
36 or more	N	0	2	2
	%	0.0%	3.0%	2.5%
<b>Total</b>	N	14	67	81
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>27.8</b>	<b>27.4</b>	<b>27.4</b>
<b>Median</b>		<b>28.0</b>	<b>27.0</b>	<b>27.0</b>

**Q31. What is your sex?**

Male	N	14
	%	17.3%
Female	N	67
	%	82.7%
<b>Total</b>	N	81
	%	100.0%

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

		Male	Female	Total
White/Caucasian	N	11	60	71
	%	78.6%	89.6%	87.7%
American Indian/Alaska Native/Indigenous	N	2	7	9
	%	14.3%	10.4%	11.1%
Asian	N	1	4	5
	%	7.1%	6.0%	6.2%
Hispanic/Latino/Spanish	N	0	3	3
	%	0.0%	4.5%	3.7%
African American/Black	N	1	0	1
	%	7.1%	0.0%	1.2%
Multiracial/Ethnic	N	0	1	1
	%	0.0%	1.5%	1.2%
Self describe (please specify)	N	0	1	1
	%	0.0%	1.5%	1.2%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%

**Q32. What is your marital status?**

		Male	Female	Total
Single/Never married	N	10	48	58
	%	71.4%	71.6%	71.6%
Married	N	4	18	22
	%	28.6%	26.9%	27.2%
Divorced	N	0	1	1
	%	0.0%	1.5%	1.2%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%

**Q33. Do you have any children?**

		Male	Female	Total
Yes	N	3	1	4
	%	21.4%	1.5%	4.9%
No	N	11	66	77
	%	78.6%	98.5%	95.1%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%

**Q33a. How many children do you have?  
(Distribution, Mean & Median: Among those who have children)**

		Male	Female	Total
1	N	1	1	2
	%	33.3%	100.0%	50.0%
2	N	1	0	1
	%	33.3%	0.0%	25.0%
3	N	1	0	1
	%	33.3%	0.0%	25.0%
Total	N	3	1	4
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>2.0</b>	<b>1.0</b>	<b>1.8</b>
<b>Median</b>		<b>2.0</b>	<b>1.0</b>	<b>1.5</b>

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

		Male	Female	Total
Yes	N	4	26	30
	%	28.6%	38.8%	37.0%
No	N	10	41	51
	%	71.4%	61.2%	63.0%
Total	N	14	67	81
	%	100.0%	100.0%	100.0%

**Q29d. Do you hold a VBMA certificate?**

		Male	Female	Total
Yes	N	1	13	14
	%	25.0%	50.0%	46.7%
No	N	3	13	16
	%	75.0%	50.0%	53.3%
Total	N	4	26	30
	%	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	0	12	12
	%	0.0%	17.9%	14.8%
No	N	14	55	69
	%	100.0%	82.1%	85.2%
Total	N	14	67	81
	%	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:**

			Please indicate the type of community where you prefer to/will work:			
			Urban	Suburban	Rural	Total
Please indicate the type of community you mostly grew up in:	Urban	N	7	1	2	10
		Row N %	70.0%	10.0%	20.0%	100.0%
	Suburban	N	5	26	7	38
		Row N %	13.2%	68.4%	18.4%	100.0%
	Rural	N	5	6	22	33
		Row N %	15.2%	18.2%	66.7%	100.0%
	Total	N	17	33	31	81
		Row N %	21.0%	40.7%	38.3%	100.0%