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

		Male	Female	Total
Oklahoma State University	N	12	57	69
	Row %	17.4%	82.6%	100.0%
Total	N	12	57	69
	Row %	17.4%	82.6%	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	29	38
	%	75.0%	50.9%	55.1%
Non-resident	N	3	28	31
	%	25.0%	49.1%	44.9%
Total	N	12	57	69
	%	100.0%	100.0%	100.0%

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

		Male	Female	Total
Yes	N	2	13	15
	%	16.7%	22.8%	21.7%
No	N	6	32	38
	%	50.0%	56.1%	55.1%
Don't know	N	4	12	16
	%	33.3%	21.1%	23.2%
Total	N	12	57	69
	%	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	10	13
	%	25.0%	17.5%	18.8%
Baccalaureate degree (B.S., B.A., etc.)	N	8	44	52
	%	66.7%	77.2%	75.4%
Master's degree (M.S., M.A., M.B.A., etc.)	N	1	2	3
	%	8.3%	3.5%	4.3%
Doctorate degree (Ph.D., Ed.D., etc.)	N	0	1	1
	%	0.0%	1.8%	1.4%
Total	N	12	57	69
	%	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	7	43	50
	%	77.8%	91.5%	89.3%
Applied Sciences (Business, Engineering and technology, Medicine and health)	N	1	3	4
	%	11.1%	6.4%	7.1%
Social sciences (Anthropology, Archaeology, Economics, AgEcon, Human geography, Political science, Psychology, Sociology, Social Work)	N	1	1	2
	%	11.1%	2.1%	3.6%
Total	N	9	47	56
	%	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**	**10**	**39**	**49**
	%	**83.3%**	**69.6%**	**72.1%**
$5,000 to $7,499	N	0	1	1
	%	0.0%	1.8%	1.5%
$10,000 to $14,999	N	0	4	4
	%	0.0%	7.1%	5.9%
$15,000 to $19,999	N	0	1	1
	%	0.0%	1.8%	1.5%
$20,000 to $29,999	N	1	3	4
	%	8.3%	5.4%	5.9%
$30,000 to $39,999	N	0	2	2
	%	0.0%	3.6%	2.9%
$40,000 to $49,999	N	0	2	2
	%	0.0%	3.6%	2.9%
$50,000 or more	N	1	4	5
	%	8.3%	7.1%	7.4%
Total	N	12	56	68
	%	100.0%	100.0%	100.0%
Mean		**$20,417**	**$12,080**	**$13,551**
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	0	1	1
	%	0.0%	2.4%	2.0%
$20,000 to $39,999	N	0	1	1
	%	0.0%	2.4%	2.0%
$40,000 to $59,999	N	1	1	2
	%	14.3%	2.4%	4.1%
$60,000 to $79,999	N	0	4	4
	%	0.0%	9.5%	8.2%
$80,000 to $99,999	N	1	3	4
	%	14.3%	7.1%	8.2%
$120,000 to $139,999	N	1	2	3
	%	14.3%	4.8%	6.1%
$140,000 to $159,999	N	0	2	2
	%	0.0%	4.8%	4.1%
$160,000 to $179,999	N	1	4	5
	%	14.3%	9.5%	10.2%
$180,000 to $199,999	N	1	3	4
	%	14.3%	7.1%	8.2%
$200,000 to $219,999	N	0	5	5
	%	0.0%	11.9%	10.2%
$220,000 to $239,999	N	0	4	4
	%	0.0%	9.5%	8.2%
$240,000 to $259,999	N	0	6	6
	%	0.0%	14.3%	12.2%
$260,000 to $279,999	N	0	2	2
	%	0.0%	4.8%	4.1%
$280,000 to $299,999	N	0	1	1
	%	0.0%	2.4%	2.0%
$300,000 to $319,999	N	2	1	3
	%	28.6%	2.4%	6.1%
$340,000 to $359,999	N	0	1	1
	%	0.0%	2.4%	2.0%
$360,000 or more	N	0	1	1
	%	0.0%	2.4%	2.0%
Total	N	7	42	49
	%	100.0%	100.0%	100.0%
Mean		**$176,103**	**$187,063**	**$185,497**
Median		**$160,000**	**$199,300**	**$195,000**

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**	**5**	**15**	**20**
	%	**41.7%**	**26.3%**	**29.0%**
Less than $20,000	N	0	1	1
	%	0.0%	1.8%	1.4%
$20,000 to $39,999	N	0	1	1
	%	0.0%	1.8%	1.4%
$40,000 to $59,999	N	1	1	2
	%	8.3%	1.8%	2.9%
$60,000 to $79,999	N	0	4	4
	%	0.0%	7.0%	5.8%
$80,000 to $99,999	N	1	3	4
	%	8.3%	5.3%	5.8%
$120,000 to $139,999	N	1	2	3
	%	8.3%	3.5%	4.3%
$140,000 to $159,999	N	0	2	2
	%	0.0%	3.5%	2.9%
$160,000 to $179,999	N	1	4	5
	%	8.3%	7.0%	7.2%
$180,000 to $199,999	N	1	3	4
	%	8.3%	5.3%	5.8%
$200,000 to $219,999	N	0	5	5
	%	0.0%	8.8%	7.2%
$220,000 to $239,999	N	0	4	4
	%	0.0%	7.0%	5.8%
$240,000 to $259,999	N	0	6	6
	%	0.0%	10.5%	8.7%
$260,000 to $279,999	N	0	2	2
	%	0.0%	3.5%	2.9%
$280,000 to $299,999	N	0	1	1
	%	0.0%	1.8%	1.4%
$300,000 to $319,999	N	2	1	3
	%	16.7%	1.8%	4.3%
$340,000 to $359,999	N	0	1	1
	%	0.0%	1.8%	1.4%
$360,000 or more	N	0	1	1
	%	0.0%	1.8%	1.4%
Total	N	12	57	69
	%	100.0%	100.0%	100.0%
Mean		**$102,727**	**$137,836**	**$131,730**
Median		**$64,500**	**$156,000**	**$138,723**

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

		Male	Female	Total
$20,000 to $39,999	N	0	1	1
	%	0.0%	2.4%	2.1%
$40,000 to $59,999	N	1	2	3
	%	14.3%	4.9%	6.3%
$60,000 to $79,999	N	0	4	4
	%	0.0%	9.8%	8.3%
$80,000 to $99,999	N	2	3	5
	%	28.6%	7.3%	10.4%
$120,000 to $139,999	N	2	1	3
	%	28.6%	2.4%	6.3%
$140,000 to $159,999	N	0	2	2
	%	0.0%	4.9%	4.2%
$160,000 to $179,999	N	0	6	6
	%	0.0%	14.6%	12.5%
$180,000 to $199,999	N	1	5	6
	%	14.3%	12.2%	12.5%
$200,000 to $219,999	N	0	6	6
	%	0.0%	14.6%	12.5%
$220,000 to $239,999	N	0	3	3
	%	0.0%	7.3%	6.3%
$240,000 to $259,999	N	0	4	4
	%	0.0%	9.8%	8.3%
$260,000 to $279,999	N	0	1	1
	%	0.0%	2.4%	2.1%
$300,000 to $319,999	N	1	2	3
	%	14.3%	4.9%	6.3%
$340,000 or more	N	0	1	1
	%	0.0%	2.4%	2.1%
Total	N	7	41	48
	%	100.0%	100.0%	100.0%
Mean		**$141,103**	**$175,204**	**$170,231**
Median		**$135,000**	**$192,000**	**$175,483**

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

		Male	Female	Total
No Debt	N	5	15	20
	%	41.7%	26.8%	29.4%
$20,000 to $39,999	N	0	1	1
	%	0.0%	1.8%	1.5%
$40,000 to $59,999	N	1	2	3
	%	8.3%	3.6%	4.4%
$60,000 to $79,999	N	0	4	4
	%	0.0%	7.1%	5.9%
$80,000 to $99,999	N	2	3	5
	%	16.7%	5.4%	7.4%
$120,000 to $139,999	N	2	1	3
	%	16.7%	1.8%	4.4%
$140,000 to $159,999	N	0	2	2
	%	0.0%	3.6%	2.9%
$160,000 to $179,999	N	0	6	6
	%	0.0%	10.7%	8.8%
$180,000 to $199,999	N	1	5	6
	%	8.3%	8.9%	8.8%
$200,000 to $219,999	N	0	6	6
	%	0.0%	10.7%	8.8%
$220,000 to $239,999	N	0	3	3
	%	0.0%	5.4%	4.4%
$240,000 to $259,999	N	0	4	4
	%	0.0%	7.1%	5.9%
$260,000 to $279,999	N	0	1	1
	%	0.0%	1.8%	1.5%
$300,000 to $319,999	N	1	2	3
	%	8.3%	3.6%	4.4%
$340,000 or more	N	0	1	1
	%	0.0%	1.8%	1.5%
Total	N	12	56	68
	%	100.0%	100.0%	100.0%
Mean		**$82,310**	**$128,275**	**$120,163**
Median		**$64,500**	**$158,000**	**$130,000**

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

		Male	Female	Total
Yes	N	4	9	13
	%	33.3%	15.8%	18.8%
No	N	8	48	56
	%	66.7%	84.2%	81.2%
Total	N	12	57	69
	%	100.0%	100.0%	100.0%

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

	Male		Female		Total	
	N	%	N	%	N	%
Behaviorists	0	0.0%	1	11.1%	1	7.7%
Emergency & Critical Care	1	25.0%	0	0.0%	1	7.7%
Internal Medicine (Cardiology, Neurology, Oncology)	1	25.0%	3	33.3%	4	30.8%
Laboratory Animal Medicine	1	25.0%	1	11.1%	2	15.4%
Nutrition	1	25.0%	0	0.0%	1	7.7%
Ophthalmologists	0	0.0%	1	11.1%	1	7.7%
Pathologists	0	0.0%	1	11.1%	1	7.7%
Preventive Medicine	0	0.0%	1	11.1%	1	7.7%
Radiology	0	0.0%	1	11.1%	1	7.7%
Sports Medicine & Rehabilitation	0	0.0%	1	11.1%	1	7.7%
Surgeons	1	25.0%	1	11.1%	2	15.4%
Veterinary Practitioner	0	0.0%	1	11.1%	1	7.7%
Zoological Medicine	0	0.0%	1	11.1%	1	7.7%
Total	4	100.0%	9	100.0%	13	100.0%

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	4	7
	%	25.0%	7.0%	10.1%
I have accepted a position in veterinary medicine (clinical practice, government, industry, or other employment)	N	9	46	55
	%	75.0%	80.7%	79.7%
Have accepted an offer	**N**	**12**	**50**	**62**
	%	**100.0%**	**87.7%**	**89.9%**
I'm still seeking a position in veterinary medicine or admission into a program to further my education	N	0	7	7
	%	0.0%	12.3%	10.1%
Have not accepted an offer	N	0	7	7
	%	0.0%	12.3%	10.1%
Total	N	12	57	69
	%	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	1	1
	%	0.0%	1.8%	1.4%
Food animal practice (predominant)	N	1	0	1
	%	8.3%	0.0%	1.4%
Mixed practice (at least 25% companion and 25% food or equine)	N	2	7	9
	%	16.7%	12.3%	13.0%
Companion animal practice (predominant)	N	1	7	8
	%	8.3%	12.3%	11.6%
Companion animal practice (exclusive)	N	3	29	32
	%	25.0%	50.9%	46.4%
Equine practice	N	0	2	2
	%	0.0%	3.5%	2.9%
Clinical Practice Total	N	7	46	53
	%	58.3%	80.7%	76.8%
Uniformed services	N	0	1	1
	%	0.0%	1.8%	1.4%
Not-for-profit organizations	N	0	1	1
	%	0.0%	1.8%	1.4%
Public or Corporate Total	N	0	2	2
	%	0.0%	3.5%	2.9%
Internship (Private or Academic)	N	4	5	9
	%	33.3%	8.8%	13.0%
Residency Program	N	1	2	3
	%	8.3%	3.5%	4.3%
Education: Other (please specify)	N	0	2	2
	%	0.0%	3.5%	2.9%
Advanced Education Total	N	5	9	14
	%	41.7%	15.8%	20.3%
Total	N	12	57	69
	%	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	1	1	2
	%	10.0%	5.0%	6.7%
Mixed practice (at least 25% companion and 25% food or equine)	N	1	4	5
	%	10.0%	20.0%	16.7%
Companion animal practice (predominant)	N	1	5	6
	%	10.0%	25.0%	20.0%
Companion animal practice (exclusive)	N	0	3	3
	%	0.0%	15.0%	10.0%
Equine practice	N	3	2	5
	%	30.0%	10.0%	16.7%
Clinical Practice Total	N	6	15	21
	%	60.0%	75.0%	70.0%
College or University (Faculty or staff only)	N	1	0	1
	%	10.0%	0.0%	3.3%
Public or Corporate Total	N	1	0	1
	%	10.0%	0.0%	3.3%
MPH (Master of Public Health)	N	0	1	1
	%	0.0%	5.0%	3.3%
Internship (Private or Academic)	N	1	3	4
	%	10.0%	15.0%	13.3%
Residency Program	N	2	1	3
	%	20.0%	5.0%	10.0%
Advanced Education Total	N	3	5	8
	%	30.0%	25.0%	26.7%
Total	N	10	20	30
	%	100.0%	100.0%	100.0%

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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	0	1
	%	14.3%	0.0%	4.3%
Mixed practice (at least 25% companion and 25% food or equine)	N	4	3	7
	%	57.1%	18.8%	30.4%
Companion animal practice (predominant)	N	1	5	6
	%	14.3%	31.3%	26.1%
Companion animal practice (exclusive)	N	0	1	1
	%	0.0%	6.3%	4.3%
Equine practice	N	1	1	2
	%	14.3%	6.3%	8.7%
Clinical Practice Total	N	7	10	17
	%	100.0%	62.5%	73.9%
Federal Government (civil service)	N	0	1	1
	%	0.0%	6.3%	4.3%
Not-for-profit organizations	N	0	1	1
	%	0.0%	6.3%	4.3%
Public or Corporate Total	N	0	2	2
	%	0.0%	12.5%	8.7%
MPH (Master of Public Health)	N	0	1	1
	%	0.0%	6.3%	4.3%
PhD (Doctor of Philosophy)	N	0	1	1
	%	0.0%	6.3%	4.3%
MBA (Master of Business Administration)	N	0	1	1
	%	0.0%	6.3%	4.3%
Internship (Private or Academic)	N	0	1	1
	%	0.0%	6.3%	4.3%
Advanced Education Total	N	0	4	4
	%	0.0%	25.0%	17.4%
Total	N	7	16	23
	%	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	1	1	2
	%	8.3%	1.8%	2.9%
Food animal practice (predominant)	N	2	1	3
	%	16.7%	1.8%	4.3%
Mixed practice (at least 25% companion and 25% food or equine)	N	7	14	21
	%	58.3%	24.6%	30.4%
Companion animal practice (predominant)	N	3	17	20
	%	25.0%	29.8%	29.0%
Companion animal practice (exclusive)	N	3	33	36
	%	25.0%	57.9%	52.2%
Equine practice	N	4	5	9
	%	33.3%	8.8%	13.0%
Clinical Practice Total	**N**	**10**	**50**	**60**
	%	**83.3%**	**87.7%**	**87.0%**
Federal Government (civil service)	N	0	1	1
	%	0.0%	1.8%	1.4%
Uniformed services	N	0	1	1
	%	0.0%	1.8%	1.4%
College or University (Faculty or staff only)	N	1	0	1
	%	8.3%	0.0%	1.4%
Not-for-profit organizations	N	0	2	2
	%	0.0%	3.5%	2.9%
Public or Corporate Total	**N**	**1**	**4**	**5**
	%	**8.3%**	**7.0%**	**7.2%**
MPH (Master of Public Health)	N	0	2	2
	%	0.0%	3.5%	2.9%
PhD (Doctor of Philosophy)	N	0	1	1
	%	0.0%	1.8%	1.4%
MBA (Master of Business Administration)	N	0	1	1
	%	0.0%	1.8%	1.4%
Internship (Private or Academic)	N	5	9	14
	%	41.7%	15.8%	20.3%
Residency Program	N	3	3	6
	%	25.0%	5.3%	8.7%
Education: Other (please specify)	N	0	2	2
	%	0.0%	3.5%	2.9%
Advanced Education Total	**N**	**6**	**15**	**21**
	%	**50.0%**	**26.3%**	**30.4%**
Total	N	12	57	69
	%	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	12	56	68
	%	100.0%	98.2%	98.6%
No	N	0	1	1
	%	0.0%	1.8%	1.4%
Total	N	12	57	69
	%	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	2	11	13
	%	16.7%	20.0%	19.4%
2	N	0	12	12
	%	0.0%	21.8%	17.9%
3	N	2	12	14
	%	16.7%	21.8%	20.9%
4-5	N	3	17	20
	%	25.0%	30.9%	29.9%
6 or more	N	5	3	8
	%	41.7%	5.5%	11.9%
Total	N	12	55	67
	%	100.0%	100.0%	100.0%
Mean		**5.8**	**3.1**	**3.6**
Median		**4.5**	**3.0**	**3.0**

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

		Male	Female	Total
Mentorship	N	10	41	51
	%	83.3%	82.0%	82.3%
People	N	10	39	49
	%	83.3%	78.0%	79.0%
Location	N	8	38	46
	%	66.7%	76.0%	74.2%
Compensation	N	9	35	44
	%	75.0%	70.0%	71.0%
Wellbeing	N	7	29	36
	%	58.3%	58.0%	58.1%
Work hours	N	7	29	36
	%	58.3%	58.0%	58.1%
Benefits	N	7	24	31
	%	58.3%	48.0%	50.0%
Variety of work	N	6	17	23
	%	50.0%	34.0%	37.1%
Sector most interested in	N	7	16	23
	%	58.3%	32.0%	37.1%
Culture/diversity	N	1	11	12
	%	8.3%	22.0%	19.4%
It's the only one I received/applied for	N	1	7	8
	%	8.3%	14.0%	12.9%
Wanted to work for a large company	N	1	2	3
	%	8.3%	4.0%	4.8%
Total	N	12	50	62
	%	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%	2.0%	1.6%
Food animal practice (predominant)	N	1	0	1
	%	8.3%	0.0%	1.6%
Mixed practice (at least 25% companion and 25% food or equine)	N	3	6	9
	%	25.0%	12.0%	14.5%
Companion animal practice (predominant)	N	1	10	11
	%	8.3%	20.0%	17.7%
Companion animal practice (exclusive)	N	4	26	30
	%	33.3%	52.0%	48.4%
Equine practice	N	0	1	1
	%	0.0%	2.0%	1.6%
Clinical Practice Total	**N**	**9**	**44**	**53**
	%	**75.0%**	**88.0%**	**85.5%**
Uniformed services	N	0	1	1
	%	0.0%	2.0%	1.6%
Not-for-profit organizations	N	0	1	1
	%	0.0%	2.0%	1.6%
Public or Corporate Total	**N**	**0**	**2**	**2**
	%	**0.0%**	**4.0%**	**3.2%**
Internship (Private or Academic)	N	2	3	5
	%	16.7%	6.0%	8.1%
Residency Program	N	1	1	2
	%	8.3%	2.0%	3.2%
Advanced Education Total	**N**	**3**	**4**	**7**
	%	**25.0%**	**8.0%**	**11.3%**
Total	**N**	**12**	**50**	**62**
	%	**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	9	40	49
	%	75.0%	80.0%	79.0%
Got Second Choice	N	0	3	3
	%	0.0%	6.0%	4.8%
Got Third Choice	N	0	2	2
	%	0.0%	4.0%	3.2%
Did not get any of the Choices	N	3	5	8
	%	25.0%	10.0%	12.9%
Total	N	12	50	62
	%	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	3	20	23
	%	37.5%	46.5%	45.1%
Independently owned group practice	N	0	5	5
	%	0.0%	11.6%	9.8%
Independent Total	N	3	25	28
	%	37.5%	58.1%	54.9%
Group corporate practice (i.e. Banfield, NVA, Compassion-First, etc.)	N	5	18	23
	%	62.5%	41.9%	45.1%
Not sure	N	0	0	0
	%	0.0%	0.0%	0.0%
Total	N	8	43	51
	%	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	1	2
	%	50.0%	33.3%	40.0%
Private practice	N	1	0	1
	%	50.0%	0.0%	20.0%
Academic/University	N	0	1	1
	%	0.0%	33.3%	20.0%
Corporate owned practice	N	0	1	1
	%	0.0%	33.3%	20.0%
Total	N	2	3	5
	%	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	3	4
	%	50.0%	100.0%	80.0%
Equine internship	N	1	0	1
	%	50.0%	0.0%	20.0%
Total	N	2	3	5
	%	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
To practice better quality veterinary medicine	N	2	2	4
	%	100.0%	66.7%	80.0%
I feel that my desired position requires an internship to obtain employment	N	1	2	3
	%	50.0%	66.7%	60.0%
Because I plan to apply for residency	N	1	2	3
	%	50.0%	66.7%	60.0%
Because I feel I need more training before entering veterinary practice	N	0	2	2
	%	0.0%	66.7%	40.0%
Total	N	2	3	5
	%	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	2	3
	%	50.0%	66.7%	60.0%
Because I feel I need more training before entering veterinary practice	N	0	1	1
	%	0.0%	33.3%	20.0%
To practice better quality veterinary medicine	N	1	0	1
	%	50.0%	0.0%	20.0%
Total	N	2	3	5
	%	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	3	5
	%	100.0%	100.0%	100.0%
Total	N	2	3	5
	%	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	2	10	12
	%	16.7%	20.0%	19.4%
40-49	N	6	31	37
	%	50.0%	62.0%	59.7%
50-59	N	2	4	6
	%	16.7%	8.0%	9.7%
60-69	N	1	5	6
	%	8.3%	10.0%	9.7%
80-89	N	1	0	1
	%	8.3%	0.0%	1.6%
Total	N	12	50	62
	%	100.0%	100.0%	100.0%
Mean		**47.4**	**42.4**	**43.4**
Median		**43.0**	**40.0**	**40.0**

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	11	46	57
	%	91.7%	92.0%	91.9%
No	N	1	4	5
	%	8.3%	8.0%	8.1%
Total	N	12	50	62
	%	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	50	62
	%	100.0%	100.0%	100.0%
Total	N	12	50	62
	%	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	9	43	52
	%	100.0%	100.0%	100.0%
Total	N	9	43	52
	%	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	19	25
	%	50.0%	38.0%	40.3%
Base salary (or stipend) with production bonus	N	6	30	36
	%	50.0%	60.0%	58.1%
Don't Know	N	0	1	1
	%	0.0%	2.0%	1.6%
Total	N	12	50	62
	%	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	.	$104,000	$104,000
	Median	.	$104,000	$104,000
Food animal practice (predominant)	Valid N	1	0	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	6	9
	Mean	$120,000	$110,000	$113,333
	Median	$130,000	$115,000	$120,000
Companion animal practice (predominant)	Valid N	1	10	11
	Mean	$190,000	$121,040	$127,309
	Median	$190,000	$112,500	$115,000
Companion animal practice (exclusive)	Valid N	4	26	30
	Mean	$130,000	$126,577	$127,033
	Median	$122,500	$120,000	$120,000
Equine practice	Valid N	0	1	1
	Mean	.	$85,000	$85,000
	Median	.	$85,000	$85,000
Clinical Practice Total	**Valid N**	**9**	**44**	**53**
	Mean	**$127,778**	**$121,600**	**$122,649**
	Median	**$130,000**	**$115,500**	**$116,000**
Uniformed services	Valid N	0	1	1
	Mean	.	$58,198	$58,198
	Median	.	$58,198	$58,198
Not-for-profit organizations	Valid N	0	1	1
	Mean	.	$85,000	$85,000
	Median	.	$85,000	$85,000
Public or Corporate Total	**Valid N**	**0**	**2**	**2**
	Mean	**.**	**$71,599**	**$71,599**
	Median	**.**	**$71,599**	**$71,599**
Internship (Private or Academic)	Valid N	2	3	5
	Mean	$54,000	$53,667	$53,800
	Median	$54,000	$50,000	$50,000
Residency Program	Valid N	1	1	2
	Mean	$50,000	$54,000	$52,000
	Median	$50,000	$54,000	$52,000
Advanced Education Total	**Valid N**	**3**	**4**	**7**
	Mean	**$52,667**	**$53,750**	**$53,286**
	Median	**$50,000**	**$52,000**	**$50,000**
Total	**Valid N**	**12**	**50**	**62**
	Mean	**$109,000**	**$114,172**	**$113,171**
	Median	**$100,000**	**$114,000**	**$111,500**

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	9	44	53
	Mean	$127,778	$121,600	$122,649
	Median	$130,000	$115,500	$116,000
Public or Corporate	Valid N	0	2	2
	Mean	.	$71,599	$71,599
	Median	.	$71,599	$71,599
Total	Valid N	9	46	55
	Mean	$127,778	$119,426	$120,793
	Median	$130,000	$115,000	$115,000

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

		Male	Female	Total
Yes	N	8	22	30
	%	66.7%	44.0%	48.4%
No	N	4	28	32
	%	33.3%	56.0%	51.6%
Total	N	12	50	62
	%	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	7	13	20
	%	87.5%	59.1%	66.7%
More benefits	N	4	9	13
	%	50.0%	40.9%	43.3%
Signing bonus/increased signing bonus	N	4	9	13
	%	50.0%	40.9%	43.3%
Other (specify)	N	0	3	3
	%	0.0%	13.6%	10.0%
Nothing changed	N	0	1	1
	%	0.0%	4.5%	3.3%
Total	N	8	22	30
	%	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%	8.3%	5.3%
$5,000 - 9,999	N	1	5	6
	%	14.3%	41.7%	31.6%
$10,000 - 19,999	N	6	4	10
	%	85.7%	33.3%	52.6%
$20,000 - 29,999	N	0	1	1
	%	0.0%	8.3%	5.3%
$30,000+	N	0	1	1
	%	0.0%	8.3%	5.3%
Total	N	7	12	19
	%	100.0%	100.0%	100.0%
Mean		**$12,429**	**$11,458**	**$11,816**
Median		**$15,000**	**$9,000**	**$10,000**

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	7	38	45
	%	58.3%	76.0%	72.6%
No	N	5	12	17
	%	41.7%	24.0%	27.4%
Total	N	12	50	62
	%	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	33	38
	%	71.4%	86.8%	84.4%
Moving allowance	N	3	17	20
	%	42.9%	44.7%	44.4%
Emergency case compensation	N	1	4	5
	%	14.3%	10.5%	11.1%
Housing Allowance	N	0	1	1
	%	0.0%	2.6%	2.2%
Student loan repayment assistance	N	2	3	5
	%	28.6%	7.9%	11.1%
Total	N	7	38	45
	%	100.0%	100.0%	100.0%

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

		Male	Female	Total
Signing bonus	N	5	33	38
Valid N		5	33	38
Mean		$18,400	$17,621	$17,724

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

		Male	Female	Total
Moving allowance	N	3	17	20
Valid N		3	17	20
Mean		$2,500	$5,206	$4,800

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

		Male	Female	Total
Emergency case compensation	N	1	4	5
Valid N		1	2	3
Mean		$125	$113	$117
Don't know/unable to estimate emergency case compensation	N	0	2	2
	%	0.0%	40.0%	40.0%

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

		Female	Total
Housing Allowance	N	1	1
Valid N		1	1
Mean		$19,692	$19,692

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

		Male	Female	Total
Student loan repayment assistance	N	2	3	5
Valid N		1	3	4
Mean		$5,000	$35,100	$27,575
Don't know/unable to estimate student loan repayment assistance	N	1	0	1
	%	20.0%	0.0%	20.0%

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	
	N	%	N	%	N	%
Continuing education expenses	11	91.7%	48	96.0%	59	95.2%
Paid vacation leave	11	91.7%	47	94.0%	58	93.5%
Licenses	12	100.0%	43	86.0%	55	88.7%
Discounted pet care	9	75.0%	40	80.0%	49	79.0%
Association dues	10	83.3%	37	74.0%	47	75.8%
Medical/hospitalization plan	9	75.0%	37	74.0%	46	74.2%
Continuing education leave	10	83.3%	34	68.0%	44	71.0%
Dental plan	6	50.0%	35	70.0%	41	66.1%
Paid sick leave	6	50.0%	34	68.0%	40	64.5%
Liability insurance	8	66.7%	30	60.0%	38	61.3%
Maternity leave/ Paternity leave	3	25.0%	30	60.0%	33	53.2%
Employer contribution/match to a tax-deferred retirement plan (i.e. 401K, IRS qualified profit sharing plan)	6	50.0%	25	50.0%	31	50.0%
Life insurance	6	50.0%	24	48.0%	30	48.4%
Tax-deferred retirement plan (i.e. 401K, IRS qualified profit-sharing plan)	5	41.7%	22	44.0%	27	43.5%
Paid legal holidays	3	25.0%	23	46.0%	26	41.9%
Disability insurance	3	25.0%	22	44.0%	25	40.3%
Personal use of vehicle	1	8.3%	3	6.0%	4	6.5%
Other (please specify)	1	8.3%	3	6.0%	4	6.5%
Informal profit sharing plan (not tax-deferred)	0	0.0%	1	2.0%	1	1.6%
Total Responses	12	100.0%	50	100.0%	62	100.0%

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

	Male		Female		Total	
	N	%	N	%	N	%
Arkansas	0	0.0%	4	8.2%	4	6.6%
California	0	0.0%	1	2.0%	1	1.6%
Colorado	0	0.0%	1	2.0%	1	1.6%
Delaware	0	0.0%	1	2.0%	1	1.6%
Florida	0	0.0%	1	2.0%	1	1.6%
Georgia	0	0.0%	1	2.0%	1	1.6%
Idaho	1	8.3%	0	0.0%	1	1.6%
Kansas	1	8.3%	1	2.0%	2	3.3%
Kentucky	0	0.0%	1	2.0%	1	1.6%
Missouri	0	0.0%	1	2.0%	1	1.6%
Nevada	0	0.0%	1	2.0%	1	1.6%
New Mexico	0	0.0%	1	2.0%	1	1.6%
North Carolina	1	8.3%	0	0.0%	1	1.6%
Oklahoma	4	33.3%	18	36.7%	22	36.1%
Pennsylvania	1	8.3%	0	0.0%	1	1.6%
South Carolina	1	8.3%	0	0.0%	1	1.6%
Texas	3	25.0%	16	32.7%	19	31.1%
Utah	0	0.0%	1	2.0%	1	1.6%
Total	12	100.0%	49	100.0%	61	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	10	45	55
	%	83.3%	90.0%	88.7%
No	N	2	5	7
	%	16.7%	10.0%	11.3%
Total	N	12	50	62
	%	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	%
Maryland	0	0.0%	1	25.0%	1	16.7%
Montana	0	0.0%	1	25.0%	1	16.7%
North Carolina	0	0.0%	1	25.0%	1	16.7%
Oklahoma	2	100.0%	1	25.0%	3	50.0%
Total	2	100.0%	4	100.0%	6	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)

	Female		Total	
	N	%	N	%
California	1	14.3%	1	14.3%
Oklahoma	5	71.4%	5	71.4%
Texas	1	14.3%	1	14.3%
Total	7	100.0%	7	100.0%

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

		Male	Female	Total
Less than 25	N	0	5	5
	%	0.0%	8.8%	7.2%
25	N	4	16	20
	%	33.3%	28.1%	29.0%
26	N	2	18	20
	%	16.7%	31.6%	29.0%
27	N	2	11	13
	%	16.7%	19.3%	18.8%
28	N	0	4	4
	%	0.0%	7.0%	5.8%
29 to 30	N	2	1	3
	%	16.7%	1.8%	4.3%
31 to 35	N	0	1	1
	%	0.0%	1.8%	1.4%
36 or more	N	2	1	3
	%	16.7%	1.8%	4.3%
Total	N	12	57	69
	%	100.0%	100.0%	100.0%
Mean		**28.9**	**26.4**	**26.8**
Median		**26.5**	**26.0**	**26.0**

Q31. What is your sex?

Male	N	12
	%	17.4%
Female	N	57
	%	82.6%
Total	N	69
	%	100.0%

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

		Male	Female	Total
White/Caucasian	N	9	53	62
	%	75.0%	93.0%	89.9%
Hispanic/Latino/Spanish	N	0	8	8
	%	0.0%	14.0%	11.6%
American Indian/Alaska Native/Indigenous	N	3	4	7
	%	25.0%	7.0%	10.1%
Multiracial/Ethnic	N	0	1	1
	%	0.0%	1.8%	1.4%
Asian	N	0	1	1
	%	0.0%	1.8%	1.4%
Prefer not to answer	N	1	0	1
	%	8.3%	0.0%	1.4%
Total	N	12	57	69
	%	100.0%	100.0%	100.0%

Q32. What is your marital status?

		Male	Female	Total
Single/Never married	N	7	37	44
	%	58.3%	64.9%	63.8%
Married	N	5	18	23
	%	41.7%	31.6%	33.3%
Divorced	N	0	2	2
	%	0.0%	3.5%	2.9%
Total	N	12	57	69
	%	100.0%	100.0%	100.0%

Q33. Do you have any children?

		Male	Female	Total
Yes	N	1	3	4
	%	8.3%	5.3%	5.8%
No	N	11	54	65
	%	91.7%	94.7%	94.2%
Total	N	12	57	69
	%	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	0	2	2
	%	0.0%	66.7%	50.0%
2	N	1	1	2
	%	100.0%	33.3%	50.0%
Total	N	1	3	4
	%	100.0%	100.0%	100.0%
Mean		2.0	1.3	1.5
Median		2.0	1.0	1.5

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

		Male	Female	Total
Yes	N	4	27	31
	%	33.3%	47.4%	44.9%
No	N	8	30	38
	%	66.7%	52.6%	55.1%
Total	N	12	57	69
	%	100.0%	100.0%	100.0%

Q29d. Do you hold a VBMA certificate?

		Male	Female	Total
Yes	N	0	10	10
	%	0.0%	37.0%	32.3%
No	N	4	17	21
	%	100.0%	63.0%	67.7%
Total	N	4	27	31
	%	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	5	7
	%	16.7%	8.8%	10.1%
No	N	10	52	62
	%	83.3%	91.2%	89.9%
Total	N	12	57	69
	%	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:

			Q33a-1C2. Please indicate the type of community where you will/prefer to work:			
			Urban	Suburban	Rural	Total
Q33a_1C1. Please indicate the type of community you mostly grew up in:	Urban	N	6	1	0	7
		Row N %	85.7%	14.3%	0.0%	100.0%
	Suburban	N	10	22	3	35
		Row N %	28.6%	62.9%	8.6%	100.0%
	Rural	N	5	14	8	27
		Row N %	18.5%	51.9%	29.6%	100.0%
	Total	N	21	37	11	69
		Row N %	30.4%	53.6%	15.9%	100.0%