
Chapter 19

Food Supply Veterinarian Early Career Survey

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Introduction

The purpose of this study is to assess current employment challenges, occupational commitment, job satisfaction, and turnover intentions among food animal veterinarians that have been in the workforce for five or fewer years. This study also examines perceptions about improving veterinary medical education and continuing education needs among early career food animal veterinarians. This information will be useful for the development of strategies that can be implemented to retain food animal veterinarians in current employment and prevent them from switching to other occupational areas within veterinary medicine. Data from this study are used to identify the key factors influencing turnover intentions and switching to other career options among recent graduates of Colleges of Veterinary Medicine.

Sample Design

The email lists of members from multiple veterinary professional associations were compiled and duplicate emails were eliminated. The survey was administered in December 2004. Pretested questionnaires were sent out in three waves separated by one week increments to 20,967 unique email addresses. Potential respondents were asked if they had graduated from veterinary medical school from August 1999 to January 2005. This generated 254 respondents. Next, the 254 veterinarians were asked if they spent 50 percent or more of their current job working in food supply veterinary medicine. This qualification produced 133 valid respondents. To compute a response rate, we estimated the total population of food animal veterinarians who graduated in this five year period to be 1,280*. The 131 respondents would result in a 10% response rate. The questionnaire was approved by the AAVMC and the FSVMC prior to administration.

*** (32 graduates colleges of veterinary medicine averaging 8 food animal graduates per year for 5 years)**

Methodology

The Canadian Veterinary Medical Association sent the questionnaire directly to its members with email addresses in three waves.

The following organizations provided us with member email lists:

- **American Veterinary Medical Association (AVMA)**
- **American Association of Bovine Practitioners (AABP),**
- **American Association of Veterinary Medical Colleges (AAVMC),**
- **American Association of Food Hygiene Veterinarians (AAFHV),**
- **American Association of Avian Pathologists (AAAP)**
- **National Association of State Public Health Veterinarians (NASPHV)**
- **American Association of Small Ruminant Practitioners (AASRP),**
- **American Association of Swine Veterinarians USA/Canada (AASV)**
- **American Association of Public Health Veterinarians (AAPHV),**
- **Academy of Rural Veterinarians (ARV)**
- **United States Animal Health Association (USAHA)**
- **National Association of Federal Veterinarians (NAFV)**
- **Academy of Veterinary Consultants (AVC)**
- **Kansas Veterinary Medical Association (KVMA)**

Contact and Measurements

Cover letter / Survey / Constructs

Subjects were sent an email message from the research team that explained the purpose of the research, identified the sponsoring organizations, and invited them to participate in the study. A web URL was included in the email message that linked to the online survey. A variety of constructs were measured in this research instrument. Items asked about employment challenges in the current job, job satisfaction and commitment to their current occupational area, likelihood of switching from the current occupational area, continuing education needs, and improvements that needed to be made within Colleges of Veterinary Medicine.

Survey items were developed based on insights from an extensive review of the veterinary career literature and general human resource/career selection literature as well as discussions with dozens of veterinarians.

Non-response Bias

Statistical analyses were carried out for non-response bias. A wave analysis with the Student's t-test was used to look for differences between early and late returns. This provides some information about whether the data from completed questionnaires are biased by the likelihood of non-response. The wave analysis method assumes that subjects who respond less rapidly are more like non-respondents. Using the t-test for two sample proportions and a 95 per cent level of confidence, it was found that there were no significant differences between early and late returns for items in the questionnaire at the 0.05 level. Since the study did not involve sensitive issues, it was concluded that there was no compelling reason to believe that the response group systematically possessed different response tendencies from non-responders.

Overall Findings

- **Early career, food animal veterinarians spent their childhood on a farm or ranch, currently live in a small town, and desire to live on a farm or ranch in the future. The majority are between 25 and 34 years of age and are married. They were not in a formal tracking program in school and had completed 33 hours of continuing education.**
- **In terms of continuing education needs, the majority of respondents said they would attend a five day course on food supply veterinary medicine and would enroll in a distance education course on the topic.**
- **Early career, food animal veterinarians wished they had more training in business and that business management would be the single most helpful topic in their current job. Continuing education courses in business, pharmacology, and neurology would help people to commit to a career in food animal medicine.**

Overall Findings (continued)

- **Early career, food animal veterinarians were asked 34 questions about current employment challenges. The findings portray a very positive description of the career and the lifestyle of a food animal veterinarian. They report that they are not frustrated by a lack of restaurants, recreational opportunities, cultural activities, and shopping options near their workplace. Early career veterinarians report they have good quality, affordable housing near where they work.**
- **The respondents claim they make a good income with an adequate client base. The job is not too demanding and they do not mind getting dirty at work. They like their clients, have good relationships with DVM colleagues, and get along well with members of the opposite gender on a professional basis.**
- **There is a high degree of satisfaction, pride, and enthusiasm with being a food supply veterinarian and among early career veterinarians in general. Although they have desirable career options and job offers outside of food animal veterinary medicine, early career veterinarians choose to stay in their current jobs and do not think about leaving this occupational area. They prefer food animal medicine when compared to other areas and do not intend to leave it.**

Overall Findings (continued)

- **The early career veterinarians were asked several questions about improving veterinary medical education to help them in their work. Most respondents think their education prepared them well for their current occupational area but that too much emphasis was placed upon companion animal medicine in the curriculum.**
- **Respondents believe that teaching more business management practices and offering more food supply and public health courses in the curriculum at Colleges of Veterinary Medicine would better prepare current students for the future of veterinary medicine.**
- **Respondents believe that more career mentoring by faculty is needed for students in Colleges of Veterinary Medicine.**

Overall Findings (continued)

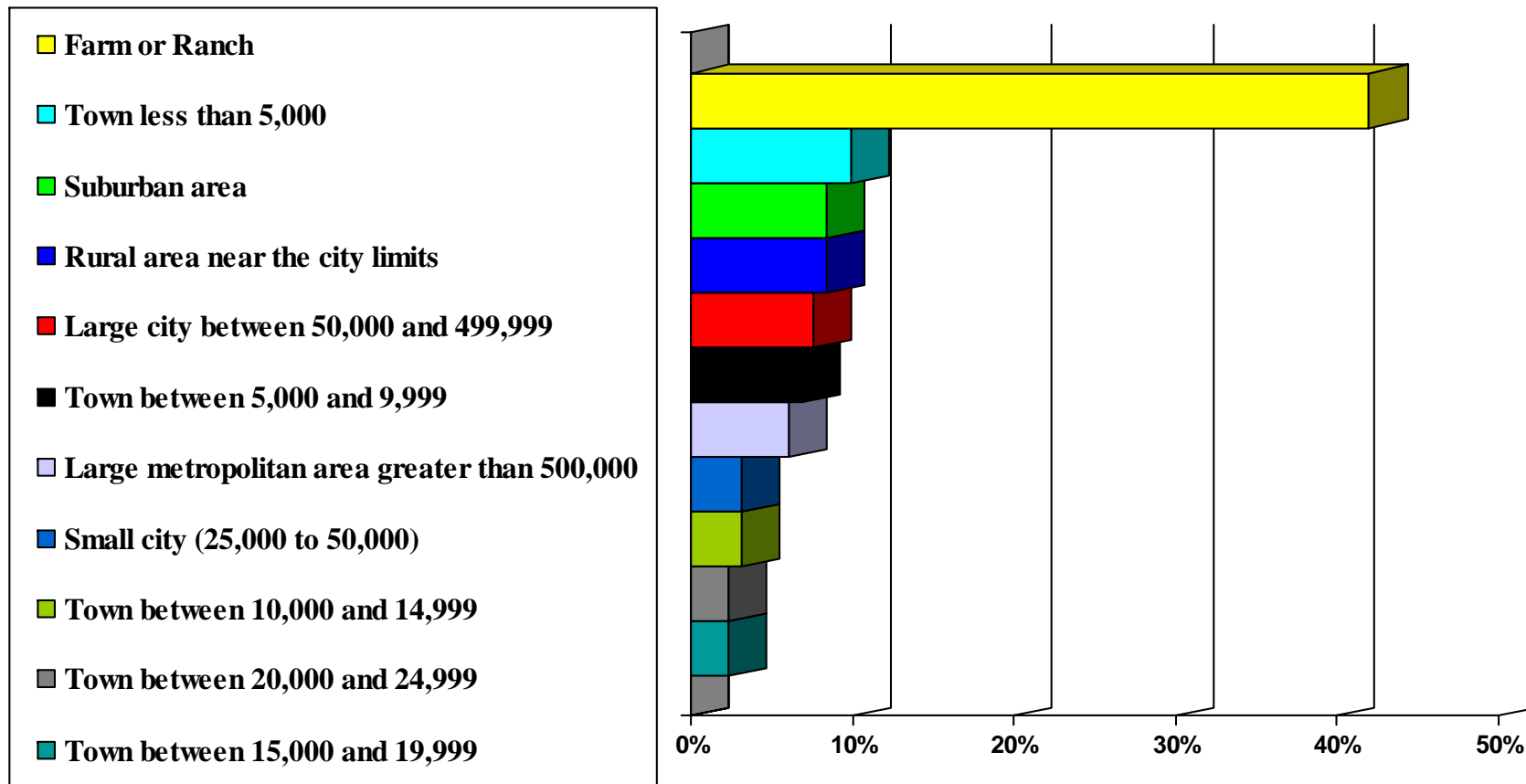
- **Principal components analysis was performed on all satisfaction, job commitment, employment challenge, continuing education needs, veterinary education, and turnover intention construct questions. Eleven factors emerged that were subsequently used in a stepwise regression equation to predict career switching.**
- **Although career switching was *uncommon*, this analysis found that early career veterinarians that were most likely to switch to other occupational areas (1) desired a more balanced lifestyle between work and family (2) wanted more recreation and cultural activities near work (3) had less pride in their job and less enthusiasm for food animal medicine and (4) had a lot of attractive career alternatives.**

Respondent Demographic Profile

- **The majority of respondents spent their childhood on a farm or ranch, currently live in a town with less than 5,000 people or a rural area near a small town, and desire to live on a farm or ranch.**
- **The majority of respondents are between 25 and 34 years of age, 50% are male, and 73% are married.**
- **Most respondents are engaged in practices that are food animal exclusive, food animal predominant, or a mixed practice and have been employed for one to three years.**
- **Seventy three percent of the veterinarians were not in a formal tracking program in veterinary medical college.**
- **The responding veterinarians had completed an average of 33 hours of continuing education in the last 12 months, with a modal response of 20 hours of continuing education.**

Childhood Community Size

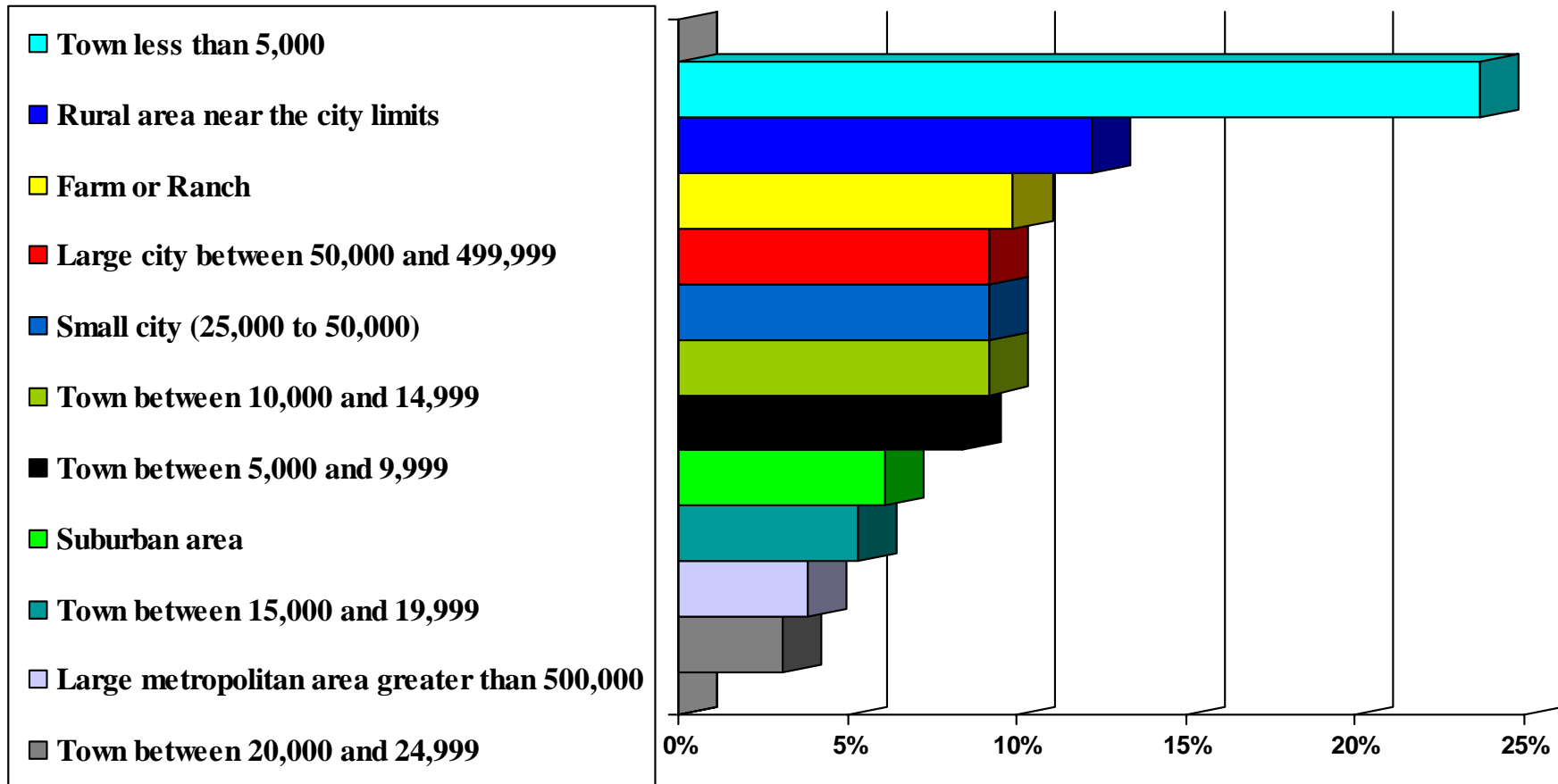
Among food animal veterinarians with 5 or fewer years of work experience



Q81: What is the size of the community in which you spent the majority of your childhood?

Current Community Size

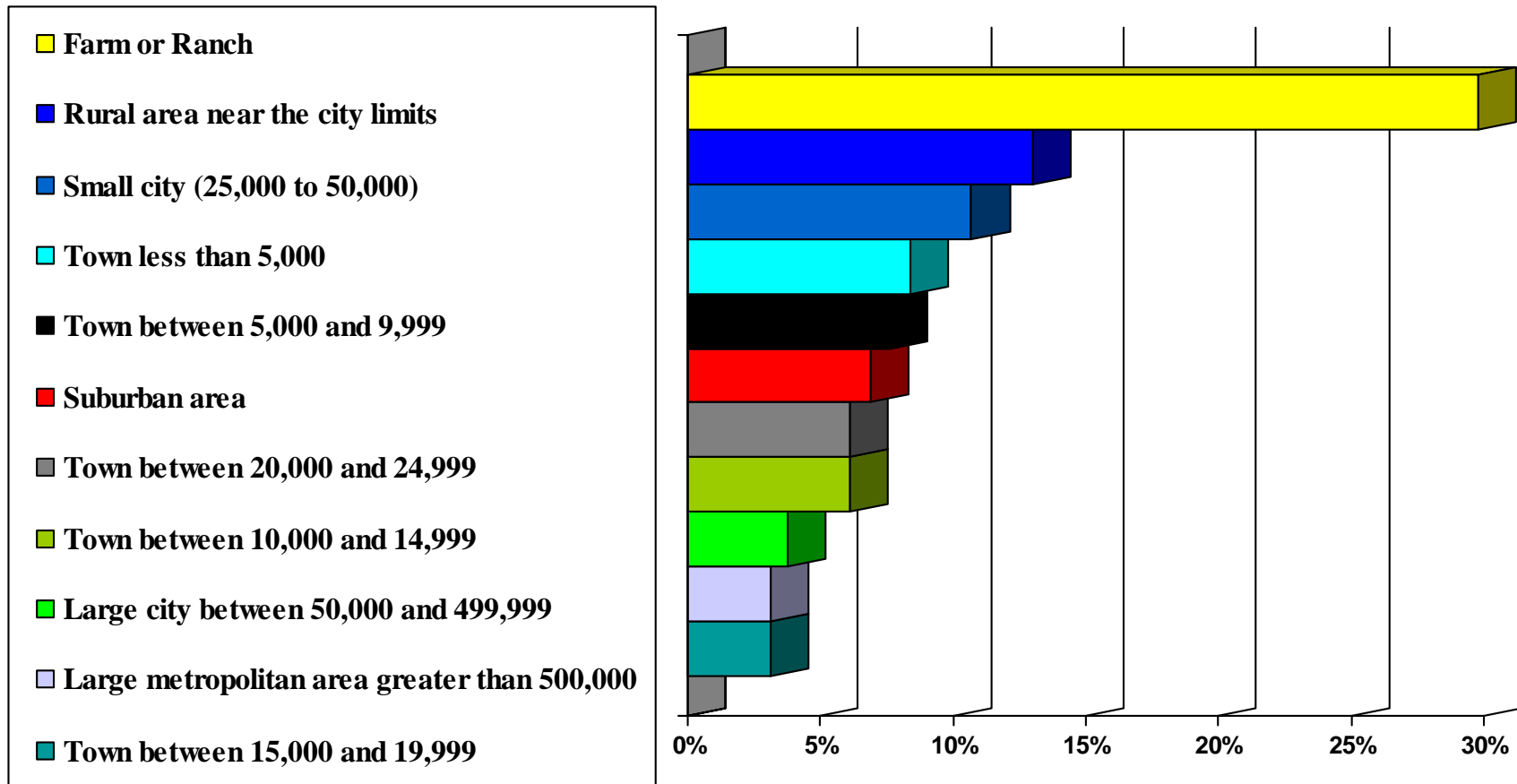
Among food animal veterinarians with 5 or fewer years of work experience



Q82: What size is the community in which you currently live?

Desired Community Size

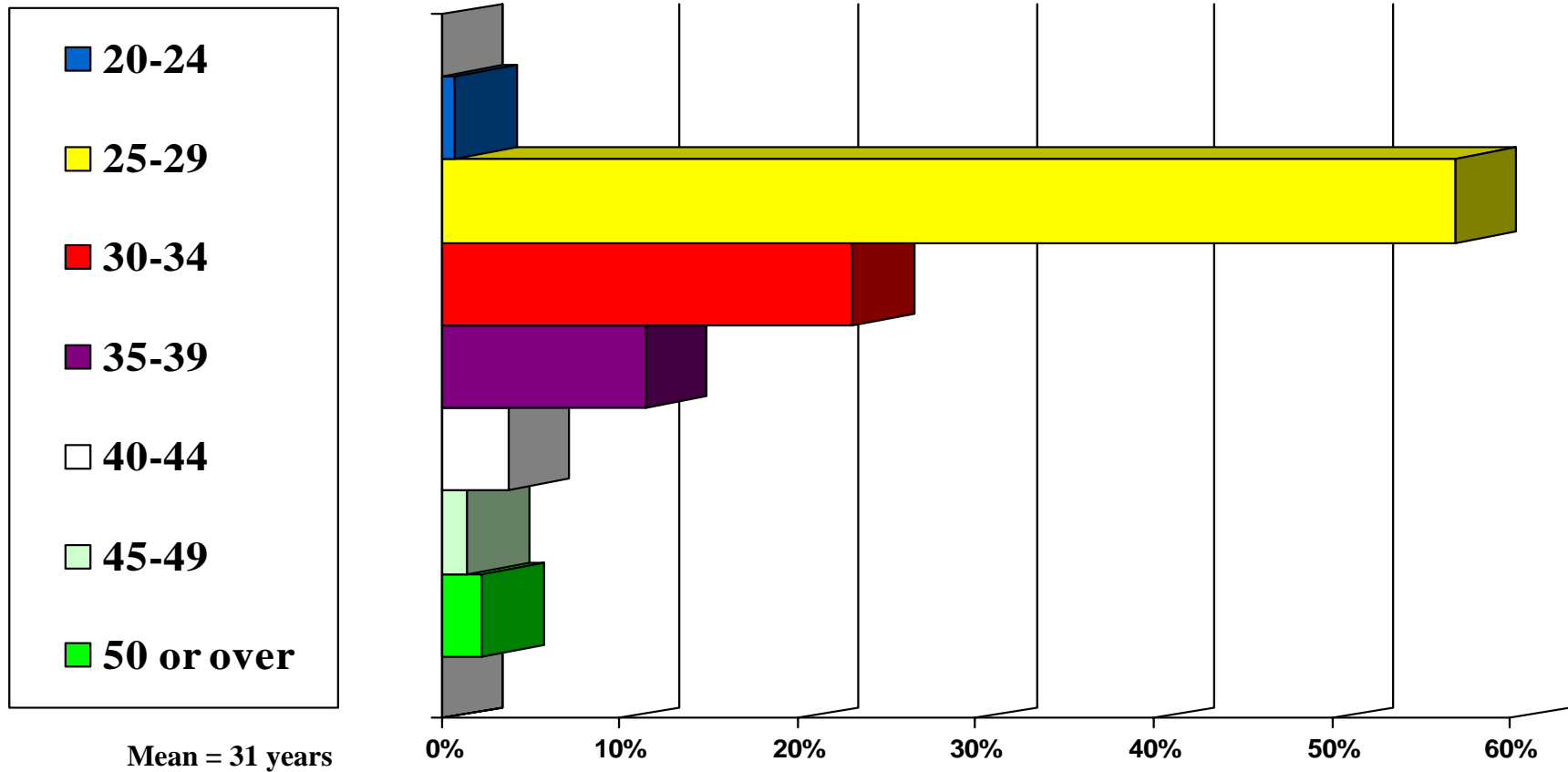
Among food animal veterinarians with 5 or fewer years of work experience



Q83: What size is the community in which you would ideally like to live?

Respondent Age

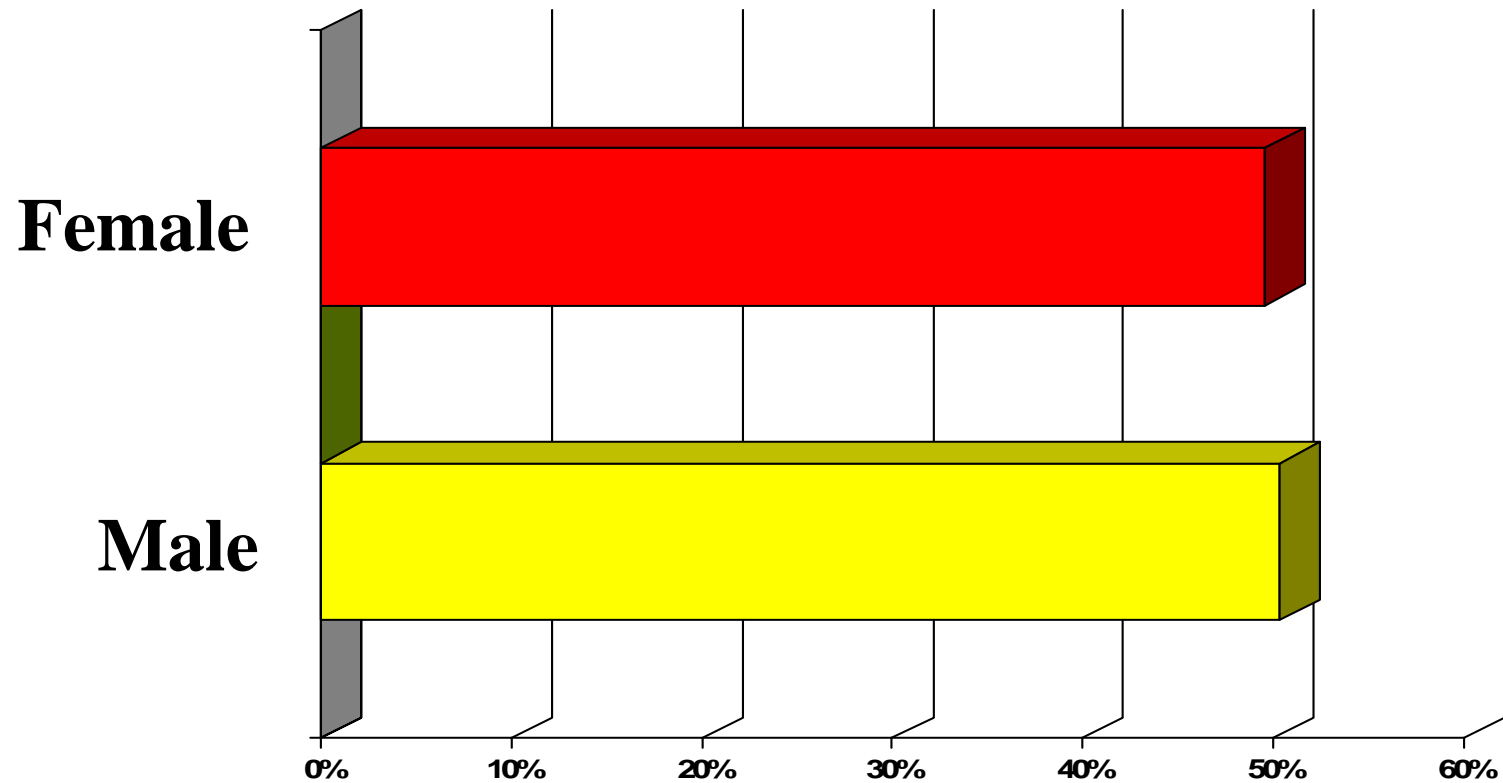
Among food animal veterinarians with 5 or fewer years of work experience



Q88: What is your current age ?

Respondent Gender

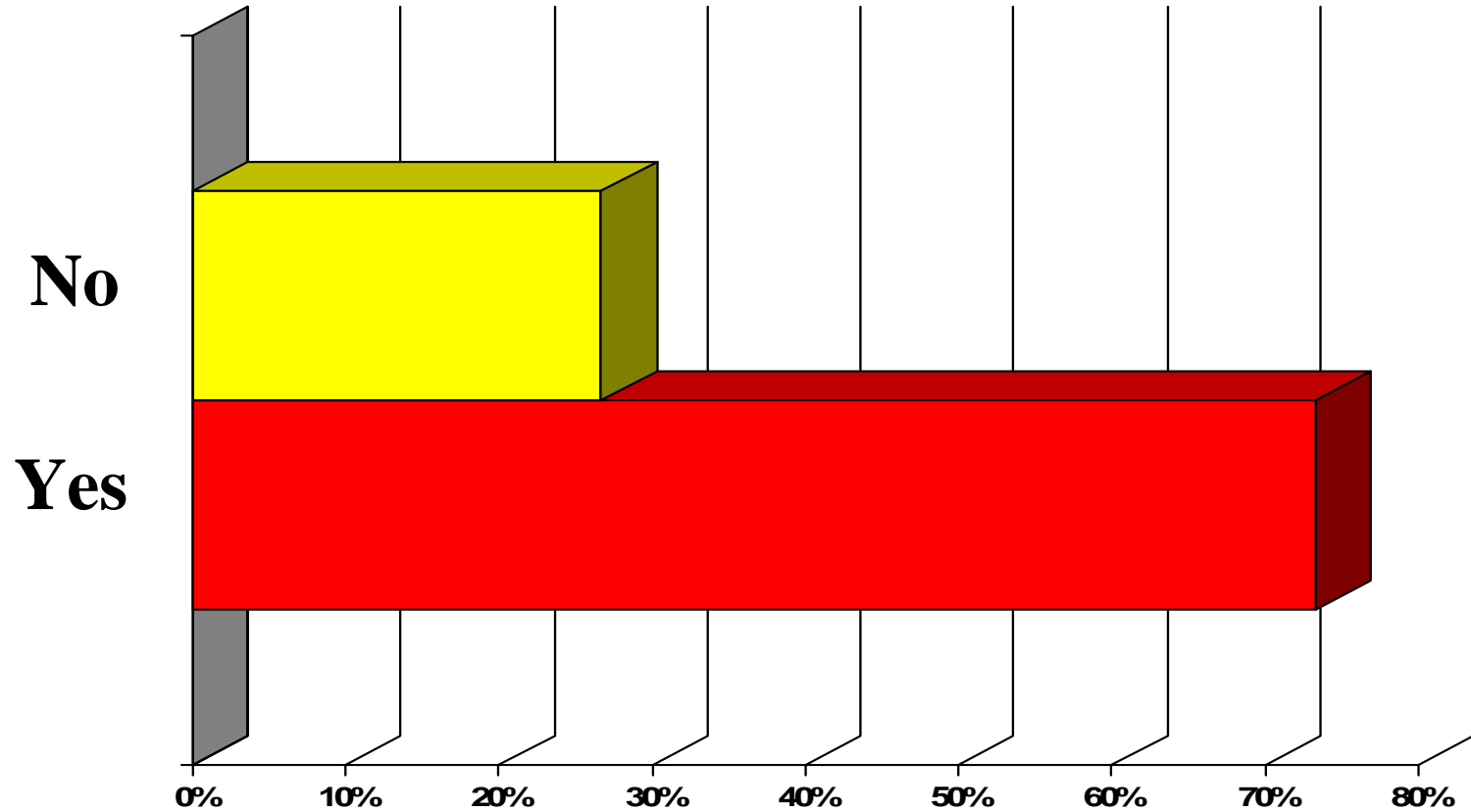
Among food animal veterinarians with 5 or fewer years of work experience



Q76: What is your gender?

Respondent Marital Status

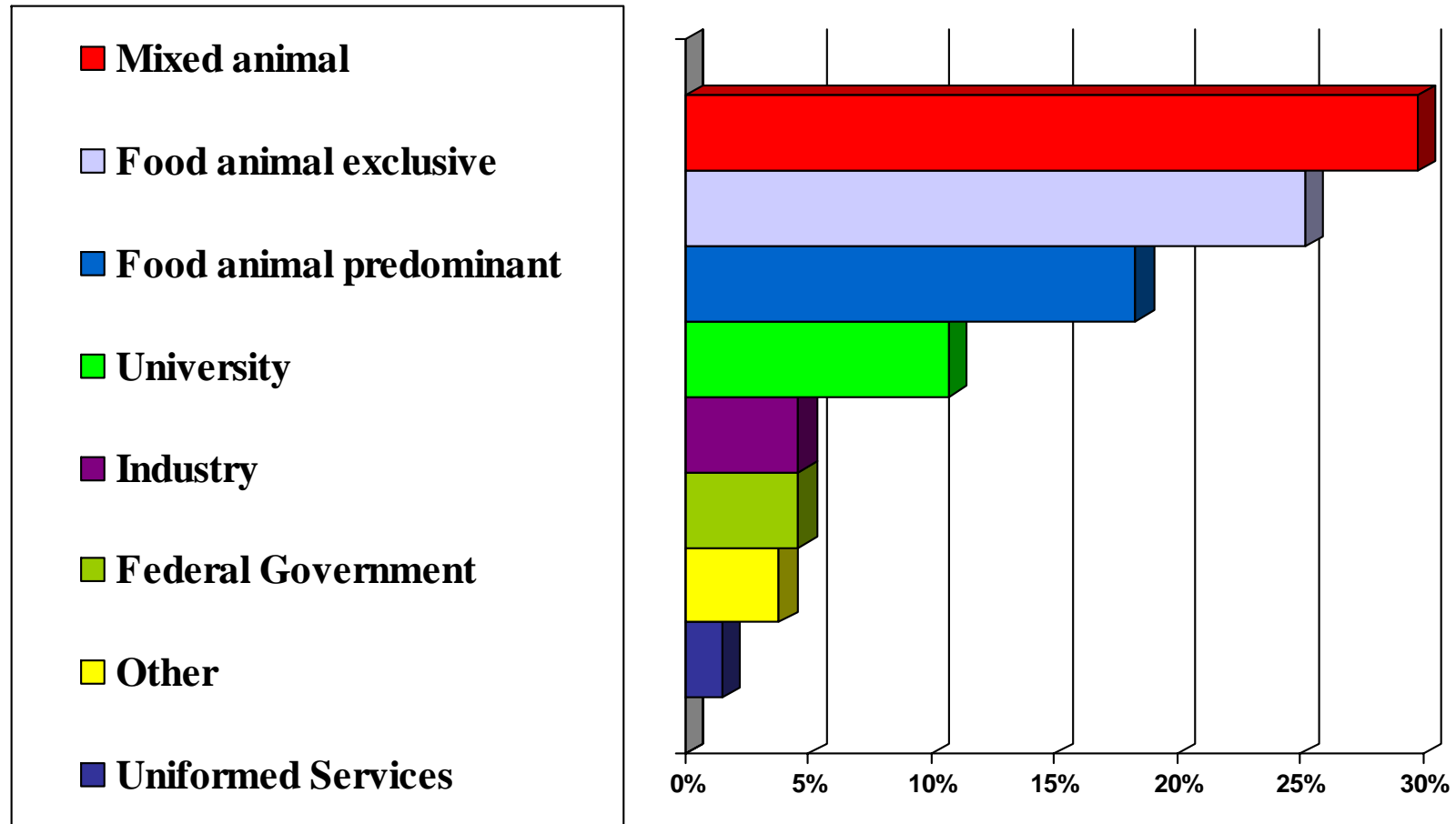
Among food animal veterinarians with 5 or fewer years of work experience



Q86: Are you married or engaged to be married?

Respondent Occupational Area

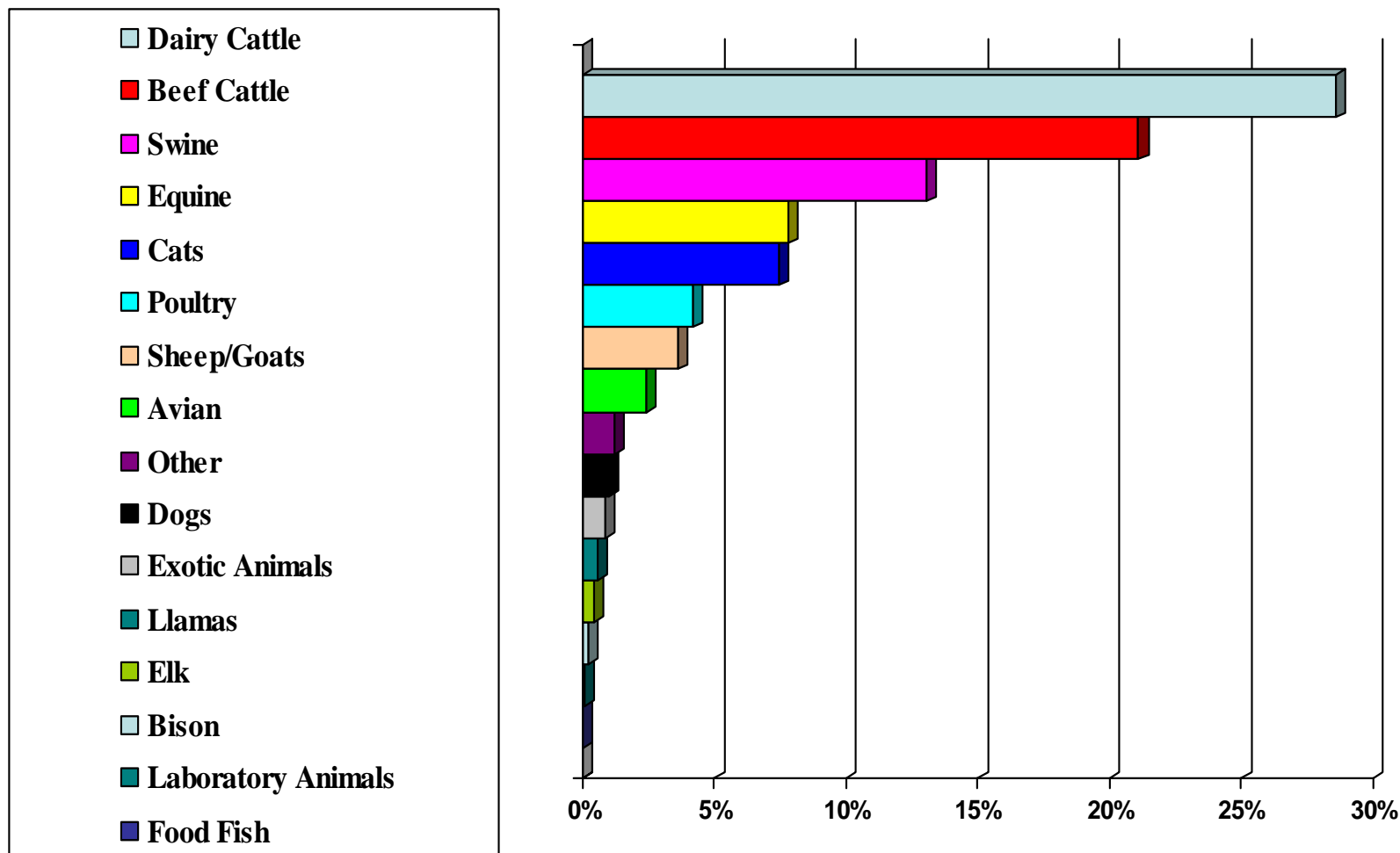
Among food animal veterinarians with 5 or fewer years of work experience



Q80: Which category best describes your current occupational area?

Percent of Time Working with a Particular Species

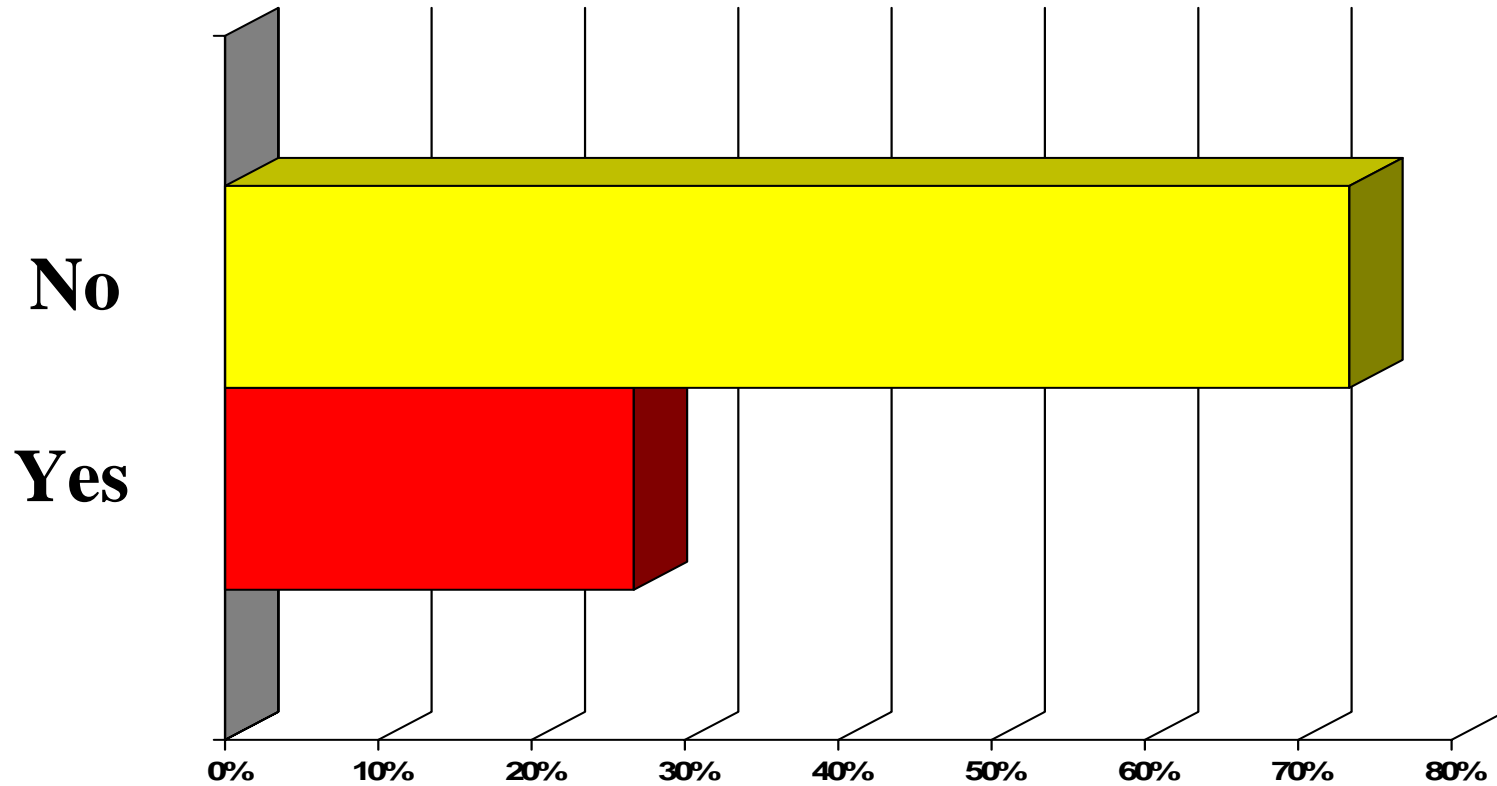
Among food animal veterinarians with 5 or fewer years of work experience



Q85: Please identify the percent of time you spend with the species you primarily work with in your current veterinary job.

Respondent Tracking Program Participation

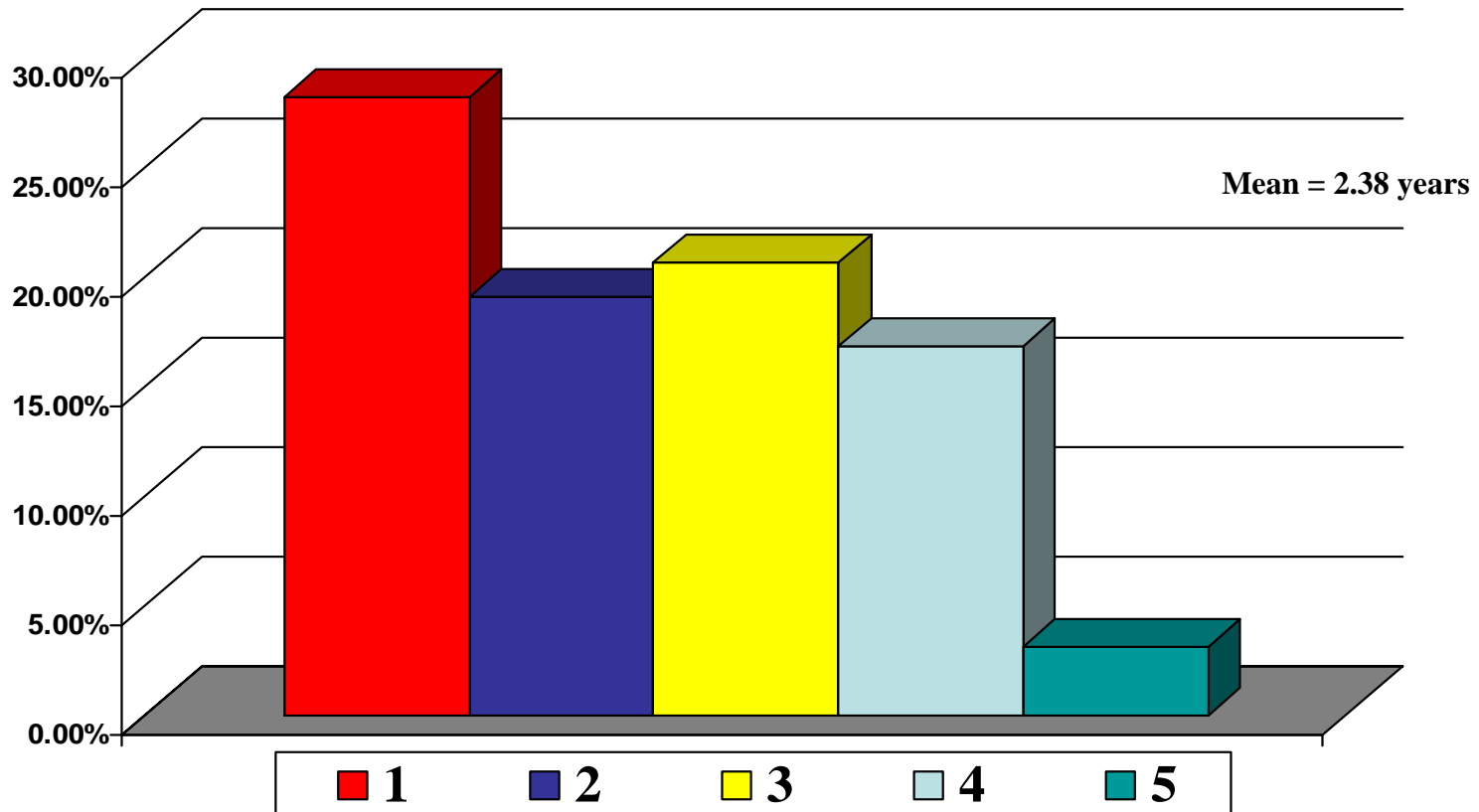
Among food animal veterinarians with 5 or fewer years of work experience



Q89: Were you in a formal tracking program in veterinary medical college?

Years in Food Supply Veterinary Medicine

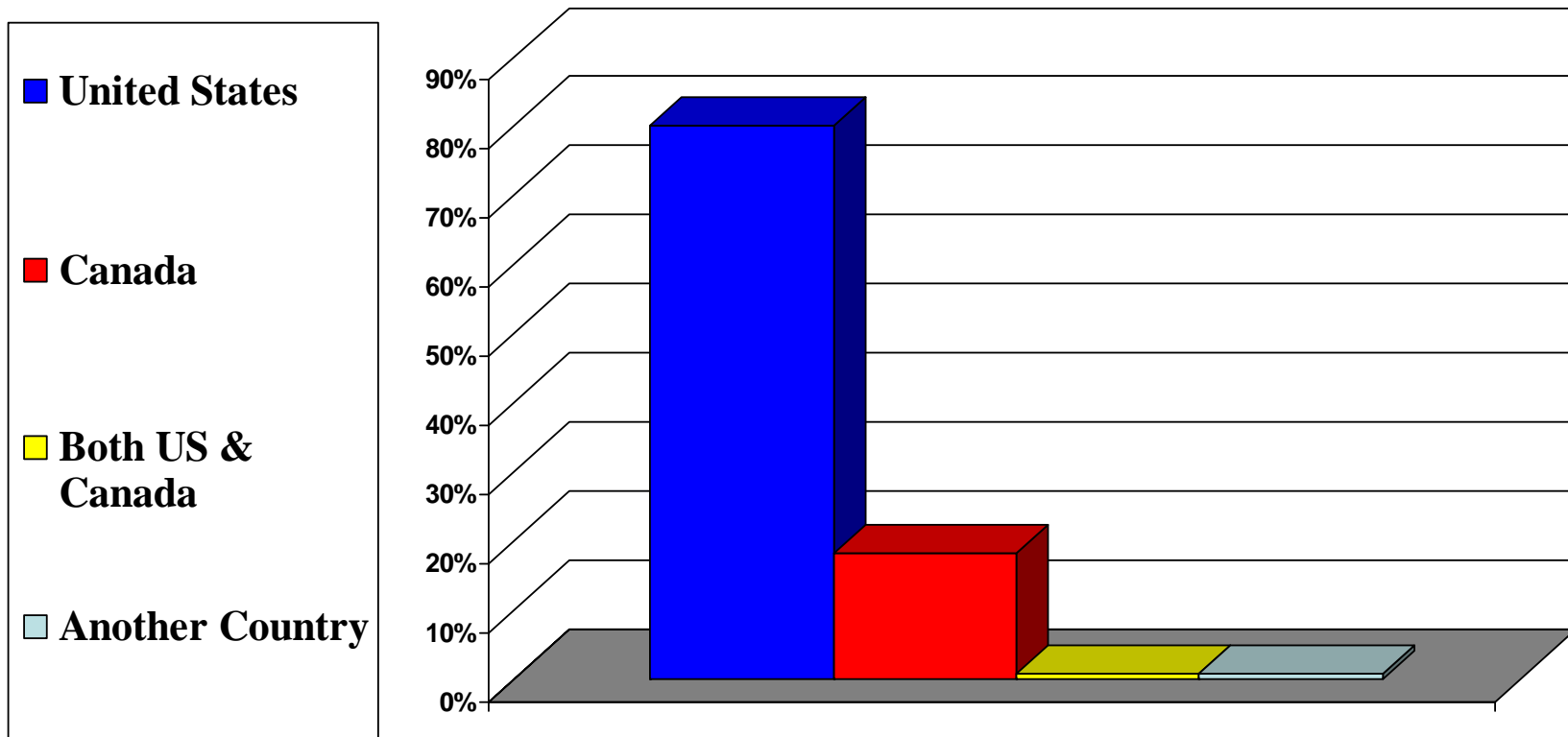
Among food animal veterinarians with 5 or fewer years of work experience



Q79: How many years have you practiced in food supply veterinary medicine?

Country of Primary Employment

Among food animal veterinarians with 5 or fewer years of work experience



Q90: Where are you primarily employed?

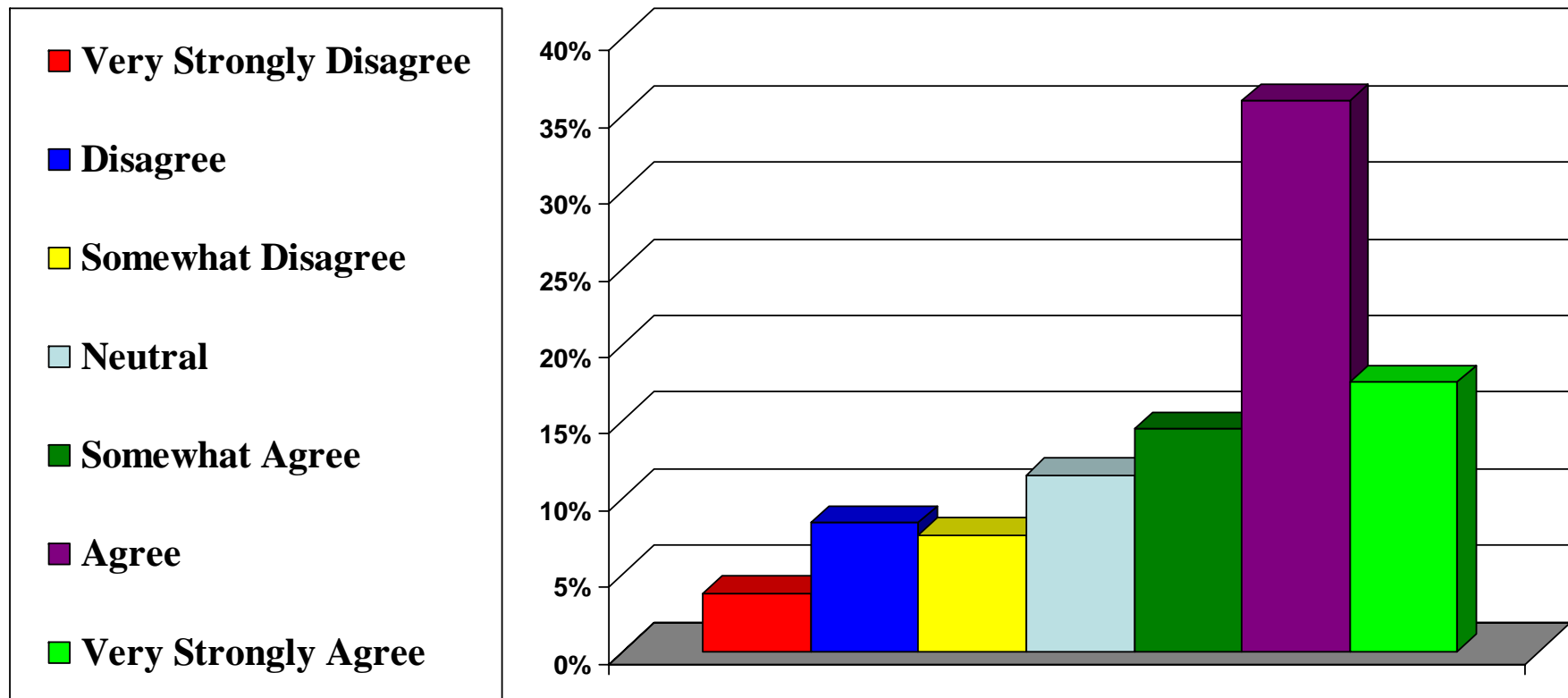
Continuing Education Needs

Among food animal veterinarians with 5 or fewer years of work experience

- **The majority of respondents (69%) would attend a five day course on food supply veterinary medicine. They had completed an average of 33 hours of continuing education in the last 12 months.**
- **Sixty-one percent are likely to enroll in a distance education course in food supply veterinary medicine.**
- **The majority of respondents (61%) are not interested in obtaining a masters degree in food supply veterinary medicine.**
- **Respondents wished they had more training in business management, food production medicine, nutrition, neurology, and pharmacology and thought that business management was the single most helpful continuing education topic for their current job.**
- **Continuing education classes in pharmacology, business management, and neurology would help people commit to a career in food animal veterinary medicine.**

Would Attend Five Day Courses

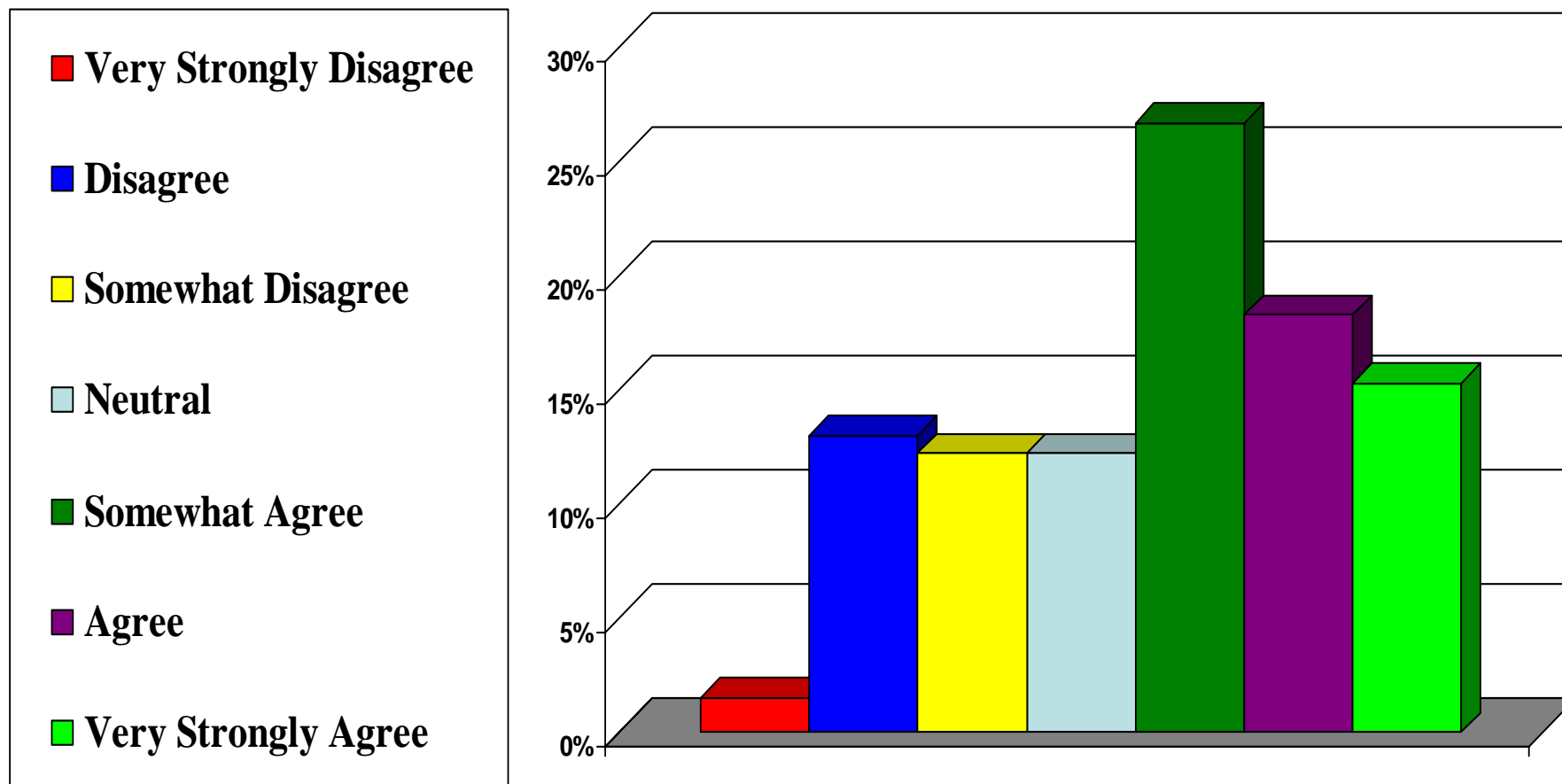
Among food animal veterinarians with 5 or fewer years of work experience



Q59: I would attend five day continuing education courses on food supply veterinary medicine topics.

Likely to Enroll in Distance Education Course

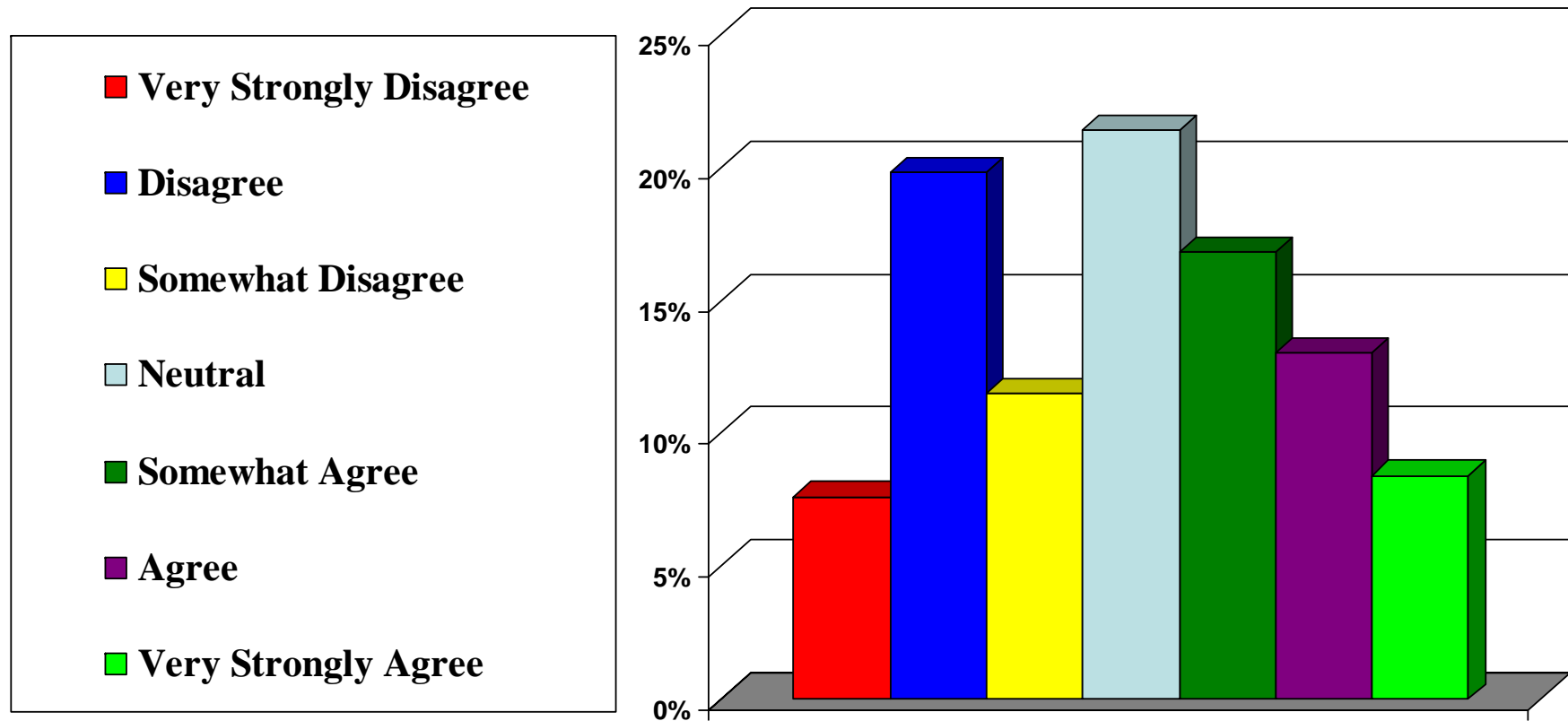
Among food animal veterinarians with 5 or fewer years of work experience



Q60: I am very likely to enroll in a distance education food supply veterinary medicine course offered by a veterinary college.

Interested in Obtaining FSVM Masters

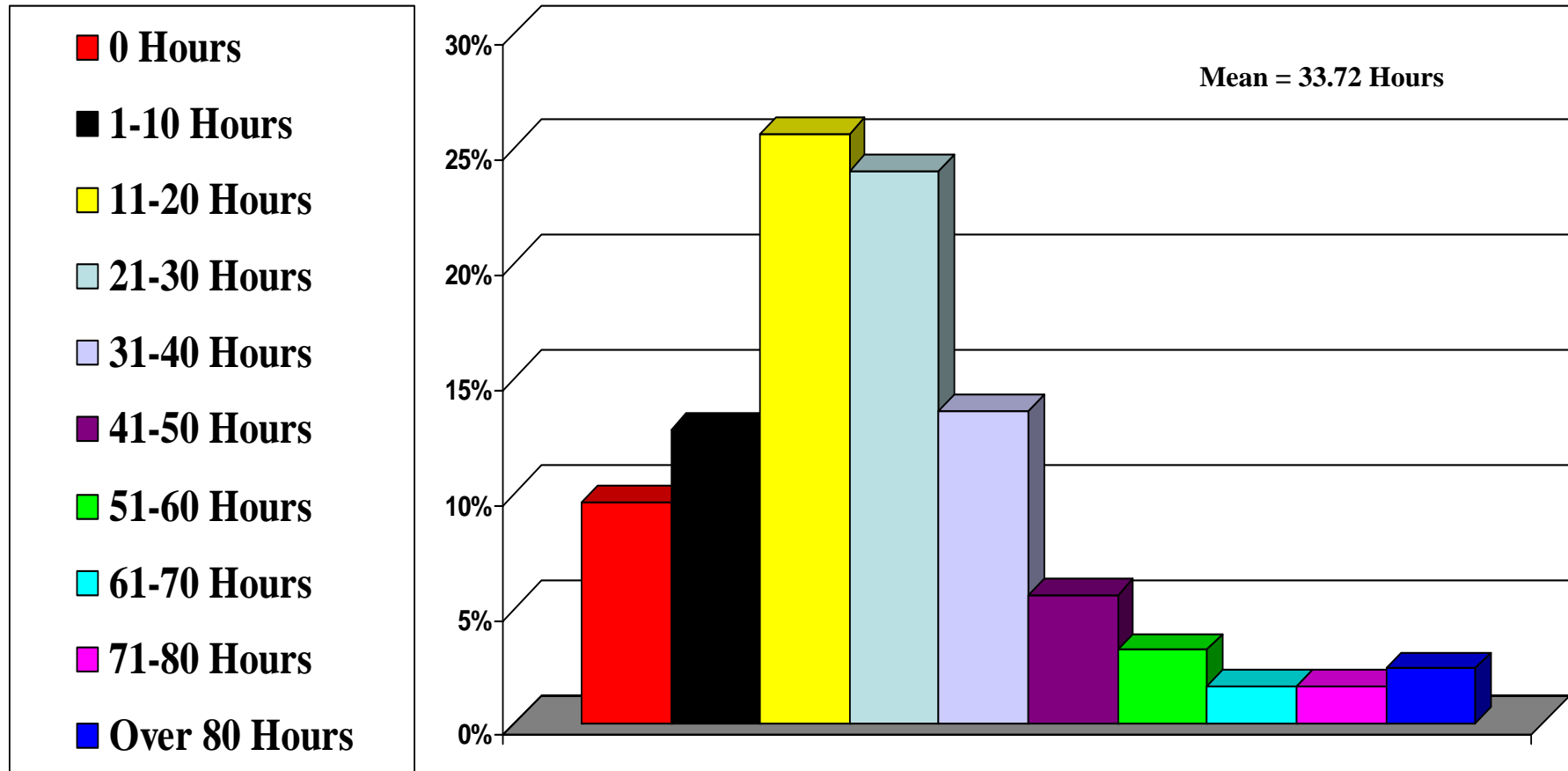
Among food animal veterinarians with 5 or fewer years of work experience



Q61: I am very interested in obtaining a masters degree in food supply veterinary medicine.

Hours of Continuing Education in Last 12 Months

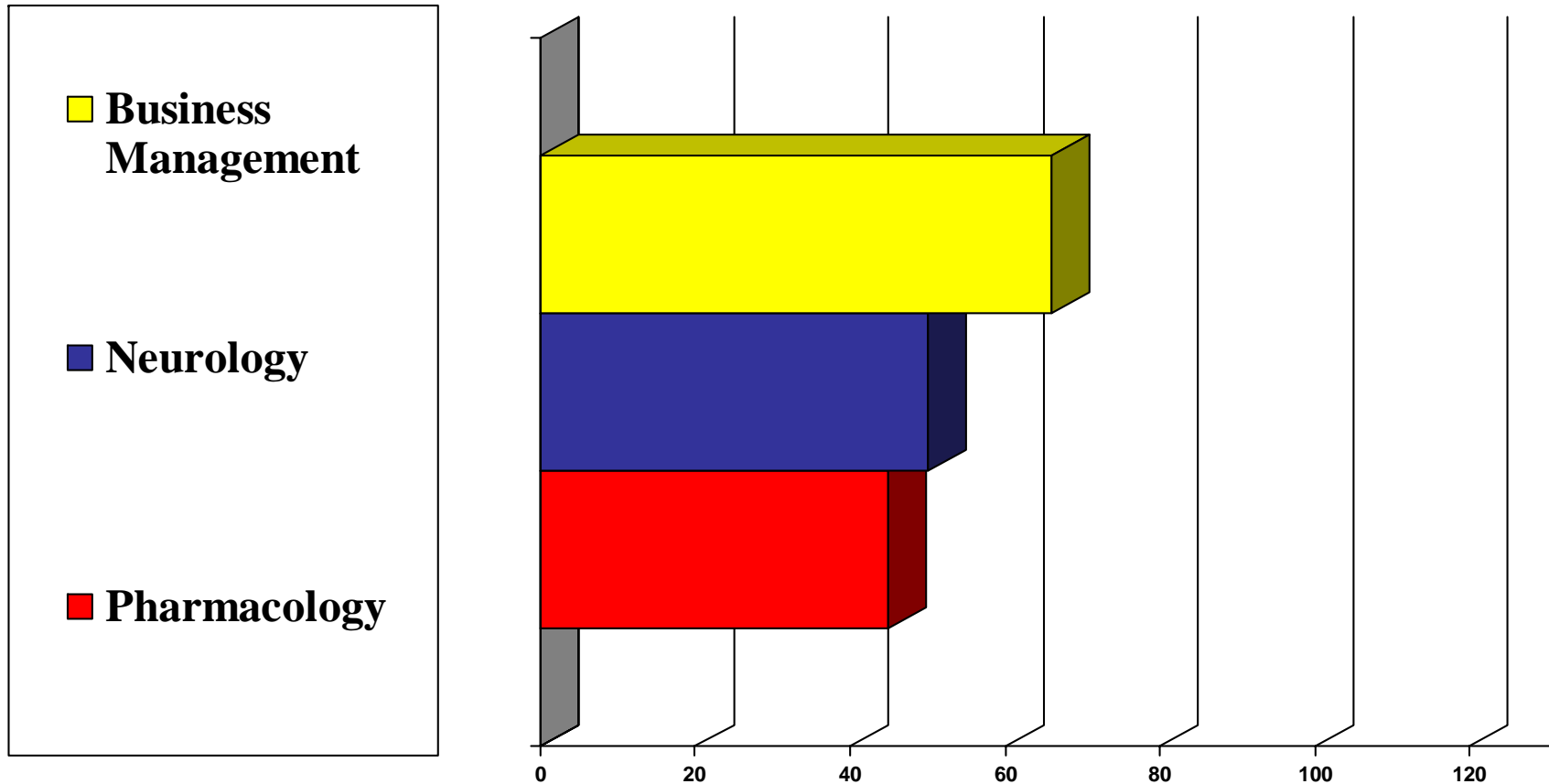
Among food animal veterinarians with 5 or fewer years of work experience



Q85: How many hours of veterinary medicine continuing education have you received in the past 12 months?

Additional Training Desired

Among food animal veterinarians with 5 or fewer years of work experience

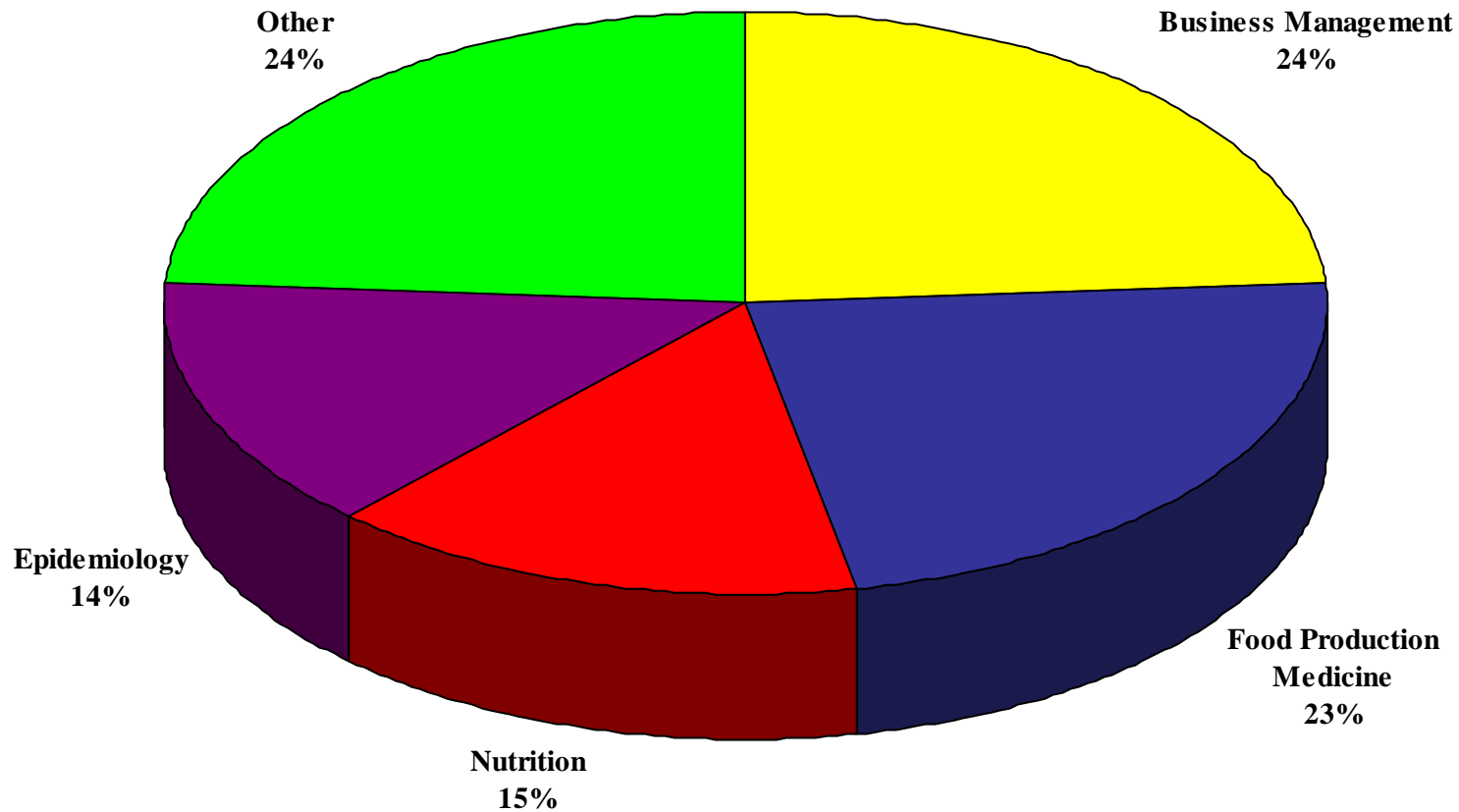


Q62: In what three areas do you wish you had more training?

Multiple responses were allowed so % will not sum to 100

Most Important Continuing Education Topic for Current Position

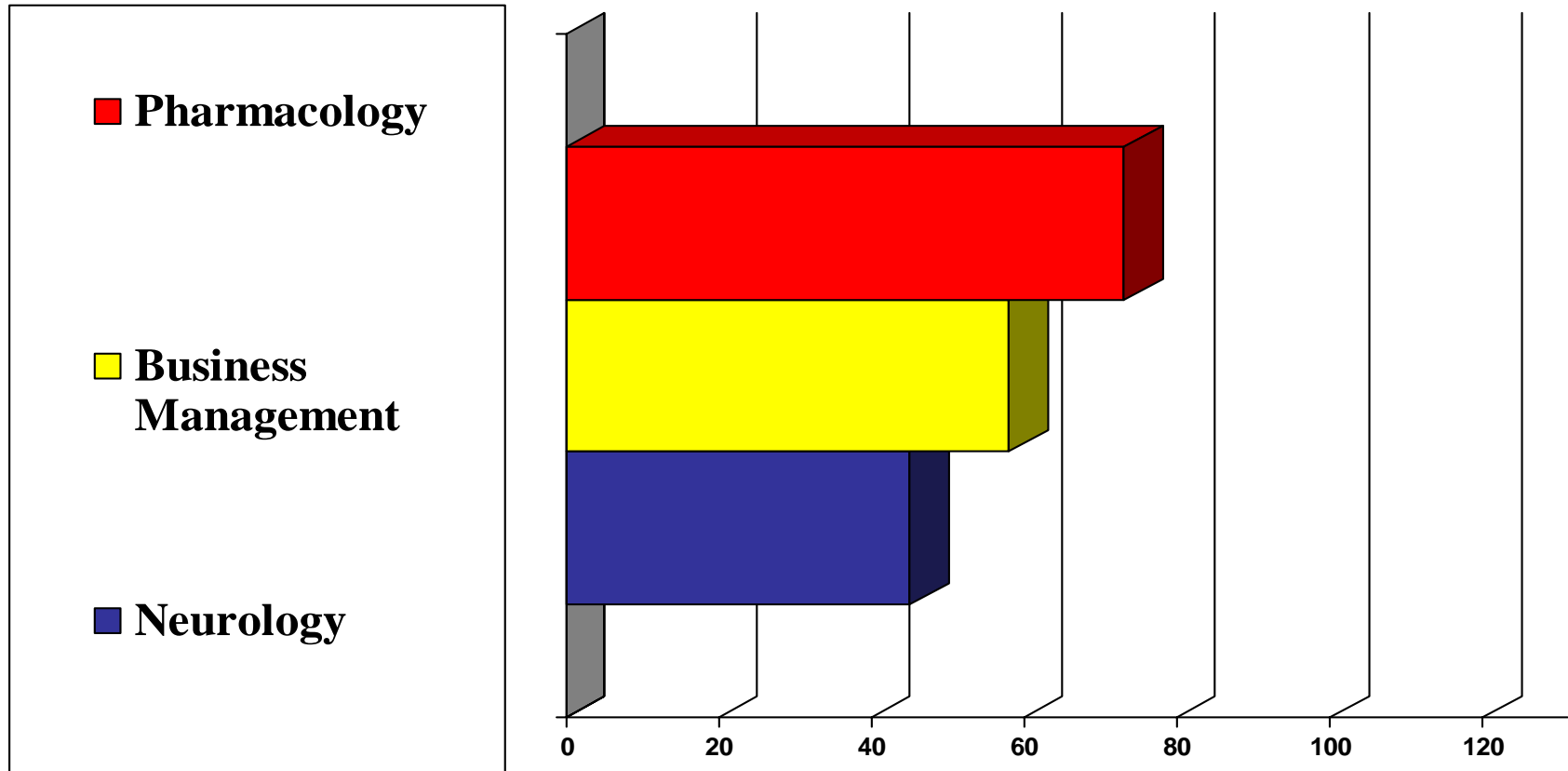
Among food animal veterinarians with 5 or fewer years of work experience



Q64: What single continuing education topic would be most helpful to you in your current position as a food supply veterinarian?

Continuing Education To Commit To A Food Animal Career

Among food animal veterinarians with 5 or fewer years of work experience



Q63: What specific three areas of continuing education training would help you commit to a career in food supply veterinary medicine?

Multiple responses were allowed so % will not sum to 100

Current Employment Challenges

Among food animal veterinarians with 5 or fewer years of work experience

- **The respondents were asked 34 questions about major challenges faced in their current jobs. The majority of food animal veterinarians think they have good recreational activities, good quality, affordable housing and are not frustrated by a lack of retail stores and restaurants.**
- **The majority (85%) have not experienced a reduction in services that reduced income and (85%) have an adequate client base to make a good income.**
- **Most food animal veterinarians (73%) do not think the job is too demanding and do not mind getting dirty from their work (92%).**
- **Food animal veterinarians do not think their clients are too demanding (74%), or think that it is difficult to form lasting relationships with clients (89%), or believe that clients perceive their veterinary job as low status (84%).**
- **Seventy-five percent have formed strong relationships with DVM colleagues, and want more contact with animals.**
- **Most respondents have not experienced too much competition in the geographic area they work (72%), or have any difficulty dealing with members of the opposite gender on a professional basis (86%).**

Percentage Distribution of Major Lifestyle Employment Challenges Among Early Career Veterinarians

Variables	Percent Agree	Percent Disagree	Mean	Standard Deviation
There are very limited recreational and cultural activities where I live	24	76	2.79	1.82
There is a lack of good quality, affordable housing near my work	18	82	2.69	1.59
There are inadequate career opportunities for my spouse where we live	39	61	3.05	2.10
It is difficult for me to arrange time off from work for parental/family responsibilities	41	59	3.59	2.03
I want a better balance in my life between work and family	61	39	4.46	1.77
It is difficult for me to arrange time off from work for vacations	38	62	3.63	1.99
I am very frustrated by a lack of retail stores and restaurants in the area where I live	21	79	2.76	1.82
I spend too much time working evenings or weekends	61	39	4.41	1.74
The times that I work are very inflexible	32	68	3.49	1.61

Percentage Distribution of Major Income/Benefit Employment Challenges Among Early Career Veterinarians

Variables	Percent Agree	Percent Disagree	Mean	Standard Deviation
I am critically concerned about my future salary potential	52	48	4.11	1.98
I think that my current income level is much too low	50	50	4.22	1.81
Managing debt from my veterinary education is a major challenge	61	39	4.60	2.02
Maintaining affordable health care benefits for me and my family is very difficult	44	56	3.91	1.88
I worry that I will not receive attractive retirement benefits	52	48	4.11	2.02
A reduction in demand for veterinary services has greatly reduced my income	15	85	2.61	1.65
My clients expect me to charge very low fees	61	39	4.09	2.10
I worry about my lack of financial security	48	52	4.08	1.64
The client base is too small where I practice to make a good income	15	85	2.60	1.62

Percentage Distribution of Major Practice Management Employment Challenges Among Early Career Veterinarian

Variables	Percent Agree	Percent Disagree	Mean	Standard Deviation
There are too few good jobs in food supply veterinary medicine	37	63	3.57	1.65
My job is too physically demanding	27	73	3.15	1.55
My clients are too demanding	26	74	3.36	1.61
I hate how dirty I get in my line of work	8	92	2.45	1.39
It is very difficult to form lasting business relationships with my clients	11	89	2.30	1.28
I do not use my medical/surgical skills as much as I would like	48	52	3.89	1.79
I have not formed strong, professional relationships with other DVM colleagues	25	75	2.99	1.73
I would like to have far more contact with animals than I currently have	24	76	3.29	1.50
The veterinarian skills I use in my job are much too narrow	39	61	3.50	1.61
There is too much veterinary competition in my geographic area	28	72	3.28	1.66
It is very difficult to deal with the opposite gender on a professional basis	14	86	2.24	1.43
The management quality in my company/practice is very poor	34	66	3.31	2.09
It is very difficult to attract high quality employees to my company/practice	36	64	3.42	1.95

Occupational Commitment

Among food animal veterinarians with 5 or fewer years of work experience

- **The respondents were asked twelve questions about their level of commitment to their current occupational area.**
- **Ninety-three percent of the respondents are proud to be in the food supply veterinary medicine profession and like being a food supply veterinarian.**
- **The majority (89%) are enthusiastic about food supply veterinary medicine and feel a responsibility to continue in it (79%).**
- **Most respondents have many desirable career options (76%) and attractive job alternatives outside of food supply veterinary medicine (81%).**

Percentage Distribution of Veterinary Occupational Commitment

Variables	Percent Agree	Percent Disagree	Mean	Standard Deviation
I am proud to be in the food supply veterinary medicine profession	93	7	6.21	1.05
I like being a food supply veterinarian	93	7	6.15	1.12
I am enthusiastic about food supply veterinary medicine	89	11	5.91	1.33
I feel a responsibility to continue in food supply veterinary medicine	79	21	5.56	1.47
I would feel guilty if I left food supply veterinary medicine	53	47	4.28	1.85
I am in food supply veterinary medicine because of a sense of loyalty to it	53	47	4.37	1.70

Percentage Distribution of Veterinary Occupational Commitment (continued)

Variables	Percent Agree	Percent Disagree	Mean	Standard Deviation
It would be very costly for me, income wise, to switch from food supply veterinary medicine	25	75	3.27	1.96
I have too much invested (e.g., education, personal effort) in food supply veterinary medicine to change occupations at this time	45	55	3.94	1.96
Changing from food supply veterinary medicine would not be easy emotionally for me	56	44	4.44	1.85
Given my background and experience, there are other attractive alternatives available to me outside of food supply veterinary medicine	76	24	5.02	1.55
I would have many options if I decided to leave my occupational area in veterinary medicine	76	24	5.15	1.43
If I left food supply veterinary medicine, I have desirable options to pursue	81	19	4.95	1.52

Job Satisfaction and Turnover Intentions

Among food animal veterinarians with 5 or fewer years of work experience

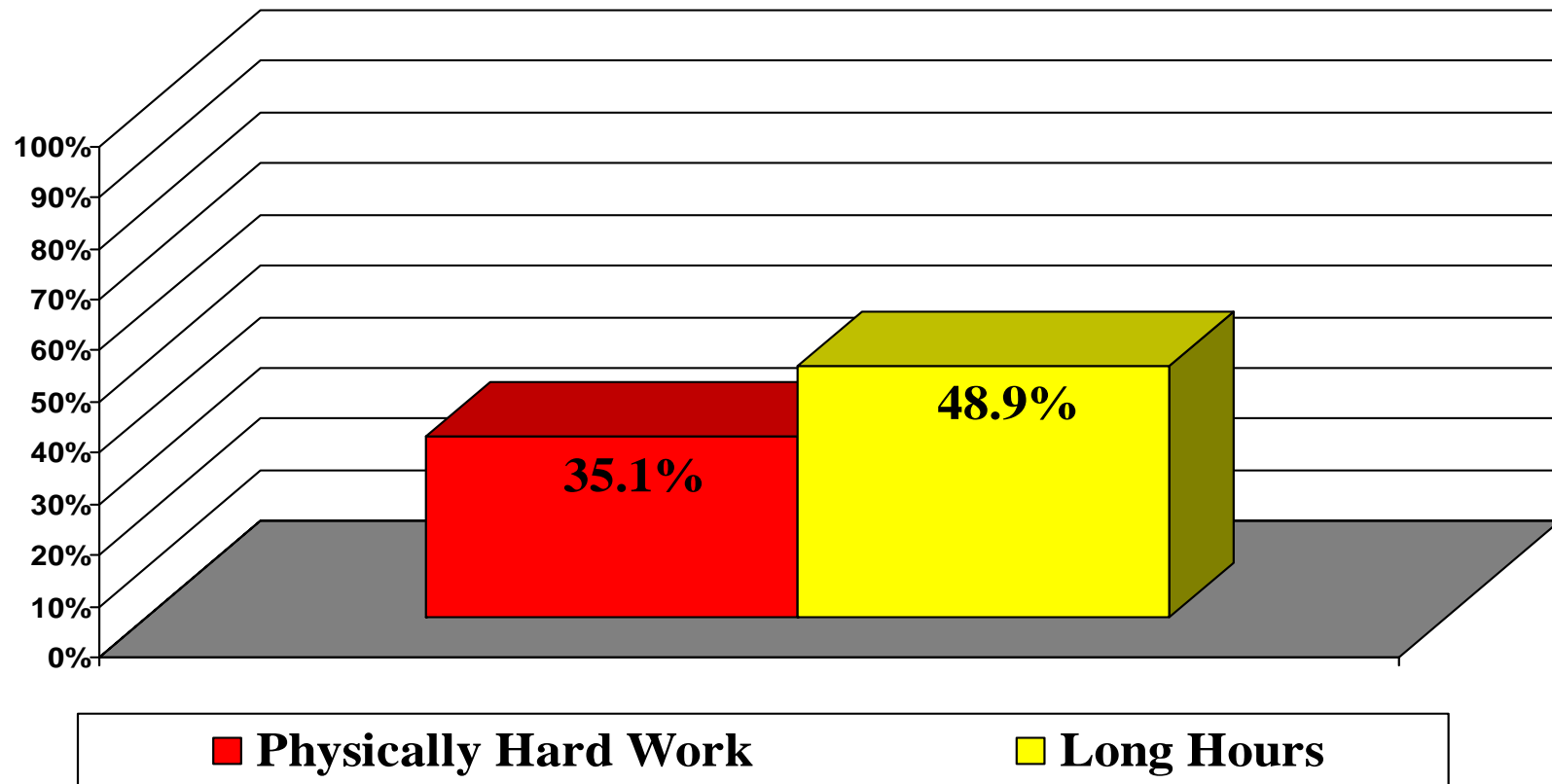
- **The respondents were asked four items about their degree of satisfaction with their current job and six items about their intentions to leave their current occupational area.**
 - **Most respondents do not think about leaving food animal veterinary medicine (71%) and have not applied for a position outside of food animal veterinary medicine in the last year (90%).**
 - **The majority predict they will be in food animal medicine five years from now (70%) and are not actively seeking a substitute for their current job in food supply veterinary medicine (84%).**
 - **The majority of respondents are satisfied with their current occupation in veterinary medicine (82%), especially when compared to other occupational areas in veterinary medicine.**
 - **The majority of respondents are satisfied with their current job in light of their career expectations (79%).**
-

Percentage Distribution of Veterinary Job Satisfaction and Turnover Intentions

Variables	Percent Agree	Percent Disagree	Mean	Standard Deviation
My current occupation in veterinary medicine is satisfying	82	18	5.40	1.49
I am satisfied with my present occupation in light of my veterinary career expectations	79	21	5.34	1.46
I am satisfied with my present occupation when I compare it to occupations in other areas of veterinary medicine	82	18	5.44	1.48
I am satisfied with the chance my occupation gives me to perform what I do best	75	25	5.24	1.58
I think a lot about leaving food supply veterinary medicine	29	71	3.18	1.80
I am actively seeking a substitute for my current job in food supply veterinary medicine	16	84	2.43	1.76
I intend to leave food supply veterinary medicine in the next year	7	93	2.02	1.47
I have applied for a position outside of food supply veterinary medicine in the last year	10	90	2.11	1.54
It is likely that I will be in food supply veterinary medicine five years from now	70	30	5.23	1.87

Reasons for Leaving Food Supply Veterinary Medicine

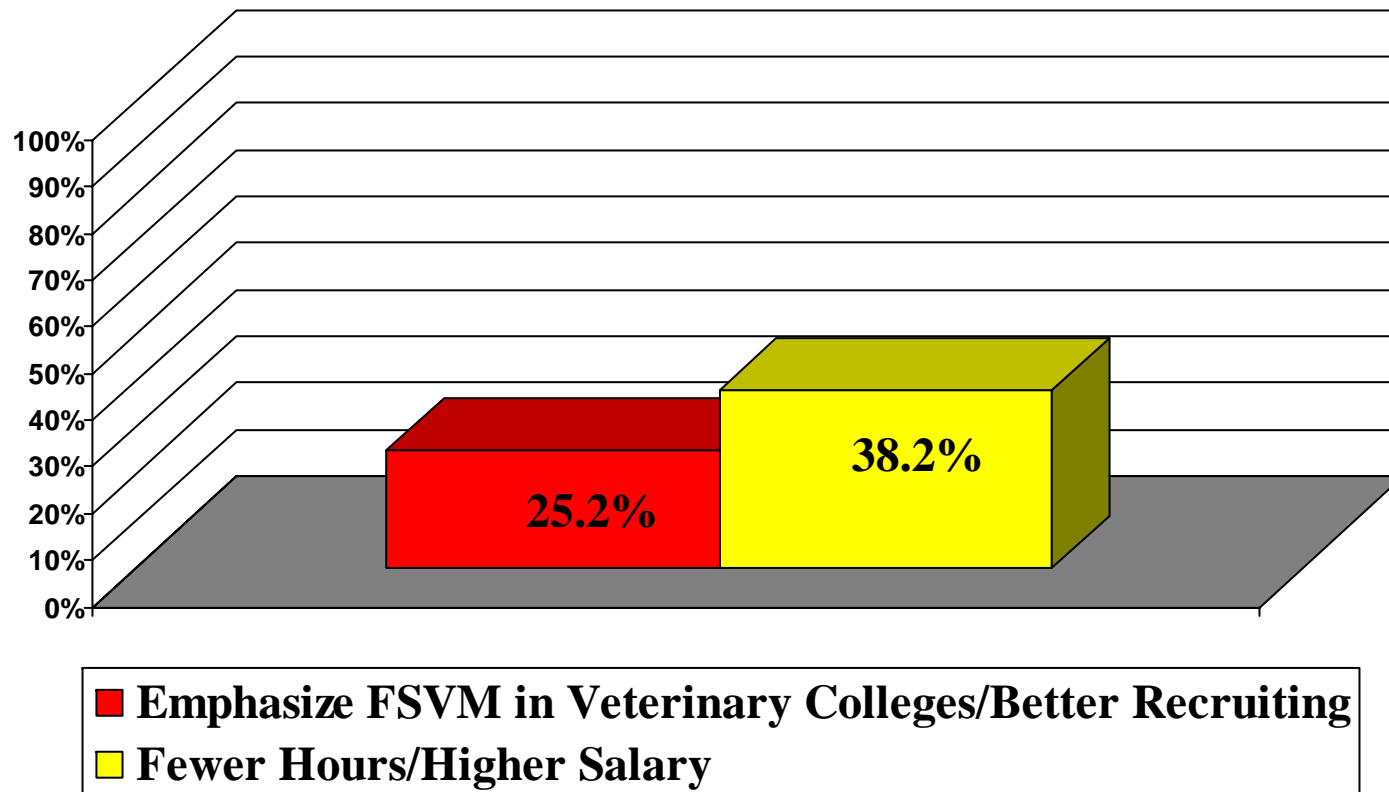
Among food animal veterinarians with 5 or fewer years of work experience



Q35: In your opinion, what are the two most important factors that cause veterinarians to leave food supply veterinary medicine?

Retaining Food Animal Veterinarians

Among food animal veterinarians with 5 or fewer years of work experience



Q36: In your opinion, what are the two most important things that could be done by the veterinary profession to retain individuals in food supply veterinary medicine?

Veterinary Medical Education Needs

Among food animal veterinarians with 5 or fewer years of work experience

- **Seventy percent of the respondents think their veterinary medical education prepared them well for their current profession but that veterinary medical colleges place too much emphasis on companion animal practice.**
- **Most respondents believe that more business management practices need to be taught in veterinary colleges (84%) and that the curriculum should offer more food supply and public health courses (85%).**
- **The respondents (83%) thought that veterinary medical students need more career mentoring by faculty.**
- **Eighty percent of the food animal veterinarians in this study believe that veterinary colleges placed too much emphasis on companion animal medicine.**

Percentage Distribution of Veterinary Medical Education Needs Among Early Career Veterinarians

Variables	Percent Agree	Percent Disagree	Mean	Standard Deviation
My veterinary medical education prepared me very well for my current professional responsibilities	70	30	1.69	0.46
I would have more confidence I my ability as a veterinarian if I had more exposure to food supply practice during veterinary school	68	32	1.67	0.46
More business management practices need to be taught in veterinary colleges	84	16	1.83	0.36
My veterinary medical education gave me significant exposure to diverse career options in veterinary medicine	69	31	1.68	0.46
I wish that I had received more information about a FSVM career during my veterinary education	47	53	1.46	0.50
Veterinary medical college places too much emphasis on companion animal practice	80	20	1.80	0.40

Percentage Distribution of Veterinary Medical Education Needs Among Early Career Veterinarians (continued)

Variables	Percent Agree	Percent Disagree	Mean	Standard Deviation
The veterinary college curriculum should offer more food supply and public health courses	85	15	1.84	0.36
Veterinary medical students need more career mentoring by faculty members	83	17	1.82	0.37
Veterinary medical students need to have less breadth of education and more depth of education in specific areas	47	53	1.47	0.50
It is better to get a broad exposure to many topics than to get in-depth exposure to a particular area while in veterinary college	52	48	1.51	0.50
I would have been better prepared for a career in FSVM if I had received more in-depth courses in the areas of interest to me rather than broad exposure to many areas.	62	38	1.61	0.48

Percentage Distribution of Veterinary Medical Education Needs Among Early Career Veterinarians (continued)

Variables	Percent Agree	Percent Disagree	Mean	Standard Deviation
The veterinary college curriculum should offer more food supply and public health courses	85	15	1.84	0.36
Veterinary medical students need more career mentoring by faculty members	83	17	1.82	0.37
Veterinary medical students need to have less breadth of education and more depth of education in specific areas	47	53	1.47	0.50
It is better to get a broad exposure to many topics than to get in-depth exposure to a particular area while in veterinary college	52	48	1.51	0.50
I would have been better prepared for a career in FSVM if I had received more in-depth courses in the areas of interest to me rather than broad exposure to many areas.	62	38	1.61	0.48

Factor Analysis of Career Constructs

- **Principal components analysis was performed on all satisfaction, job commitment, employment challenge, continuing education, veterinary education, and turnover intention construct questions in order to reduce the large number of items into a smaller set of homogeneous factors.**
- **Eleven multi-item factors emerged from this analysis that illustrated adequate factor structure (e.g., high factor loadings and minimal cross-loadings), acceptable Cronbach alpha levels, and logical substantive meaning across items.**
- **Factor constructs are used to identify what early career veterinarians believe are the underlying dimensions of why people change occupational areas in veterinary medicine.**
- **Factor constructs are subsequently used in a stepwise multiple regression analysis to predict career switching intentions.**

Factor Analysis of Career Constructs

The eleven factors emerging from the PCA.

**Food Animal
Curriculum**

**Balanced
Lifestyle**

**Information
Exposure**

**Job
Satisfaction**

**Limited
Activities**

**Continuing
Education**

**Enthusiastic
Pride**

Income/Pricing

**Turnover
Intentions**

Loyalty

**Career
Options**

Factor Analysis of Employment Challenge Constructs

Survey items comprising Balanced Lifestyle factor



Balanced Lifestyle

- **It is difficult for me to arrange time off from work for parental/family responsibilities.**
- **It is difficult for me to get time off from work for vacations.**
- **I want a better balance in my life between work and family.**
- **I spend too much time working evenings or weekends.**
- **The times that I work are very inflexible.**

Factor Analysis of Employment Challenge Constructs

Survey items comprising Income/Pricing factor



Income/Pricing

- **My clients expect me to charge very low fees.**
- **I have very limited flexibility in pricing my veterinary services.**
- **A reduction in demand for veterinary services has greatly reduced my income.**
- **The client base is too small where I practice to make a good income.**

Factor Analysis of Employment Challenge Constructs

Survey items comprising Limited Activities factor



Limited Activities

- **There are very limited recreational and cultural activities where I live.**
- **I am very frustrated by a lack of retail stores and restaurants in the area where I live.**

Factor Analysis of Commitment Construct

Survey items comprising Enthusiastic Pride factor



Enthusiastic Pride

- **I like being a food supply veterinarian.**
- **I am enthusiastic about food supply veterinary medicine.**
- **I am proud to be in the food supply veterinary profession.**
- **I feel a responsibility to continue in the food supply veterinary medicine profession.**

Factor Analysis of Career Commitment Construct

Survey items comprising Loyalty factor



Loyalty

- **I have too much invested in food supply veterinary medicine to change occupations.**
- **I am in food supply veterinary medicine because of a sense of loyalty to it.**
- **It would be very costly, income wise, to switch from food supply veterinary medicine.**
- **I would feel guilty if I left food supply veterinary medicine.**

Factor Analysis of Career Commitment Construct

Survey items comprising Career Options factor



Career Options

- **If I left food supply veterinary medicine, I have desirable options to pursue.**
- **Given my experience, there are other attractive alternatives available to me outside food supply veterinary medicine.**
- **I would have many options if I decided to change my occupational area in veterinary medicine.**

Factor Analysis of Veterinary Education Constructs

Survey items comprising Information Exposure factor



Information Exposure

- **I wish I had received more information about a FSVM career during my veterinary education.**
- **I would be more confident in my ability if I had more exposure to food supply practice during veterinary school.**
- **Veterinary medical students need more career mentoring by faculty.**

Factor Analysis of Veterinary Education Constructs

Survey items comprising Food Animal Curriculum factor

Food Animal Curriculum

- **Veterinary medical college places too much emphasis on companion animal practice.**
- **Veterinary college should offer more courses on food supply and public health.**
- **I would be better prepared for a career in food supply veterinary medicine if I had received more in-depth courses rather than broad exposure to many areas.**

Factor Analysis of Continuing Education

Survey items comprising Continuing Education factor



Continuing Education

- **I am very likely to enroll in a distance education food supply veterinary medicine course offered by a veterinary college.**
- **I am very interested in obtaining a masters degree in food supply veterinary medicine.**
- **I would attend a five day continuing education course on food supply veterinary medicine topics.**

Factor Analysis of Job Satisfaction Construct

Survey items comprising Job Satisfaction factor



- **My current occupation in veterinary medicine is satisfying**
- **I am satisfied with my present occupation in light of my veterinary career expectations.**
- **I am satisfied with my present occupation when I compare it to occupations in other areas of veterinary medicine.**
- **I am satisfied with the chance my occupation gives me to perform what I do best.**

Factor Analysis of Career Switching Construct

Survey items comprising Turnover Intentions factor



Turnover Intentions

- **I am actively seeking a substitute for my current job in food supply veterinary medicine.**
- **I think a lot about leaving food supply veterinary medicine.**
- **I intend to leave food supply veterinary medicine in the next year.**

Regression Analysis Predicting Career Switching

Independent variables

- **Regression models are tested using ten of the factors identified in the principle components analysis as independent variables.**
- **The ten independent factors included in the initial stepwise multiple regression equation were food animal curriculum, job satisfaction, enthusiastic pride, loyalty, limited activities, income/pricing, continuing education, career options, information exposure, and balanced lifestyle.**

Dependent variable

- **The dependent variable was the Turnover Intentions construct among early career veterinarians.**

Regression Analysis Predicting Career Switching

Stepwise multiple regression model using the Turnover Intentions construct as a dependent variable

Those who are most likely to switch from a food animal veterinary medicine career:

- **Desire a more balanced lifestyle between work and family**
- **Want more cultural and recreation activities near work**
- **Are less satisfied with their current occupation in food animal medicine**
- **Are less likely to be enthusiastic about their veterinary work and have less pride in their job**
- **Have many attractive career alternatives within veterinary medicine**

Principal Component Analysis within Current Employment Challenges

Scale Items	Balanced Lifestyle	Income/Pricing	Limited Activities
Difficulty finding time off work for parental/family responsibilities	0.807		
Difficulty finding time off work for vacations	0.800		
Need better balance between work and family	0.766		
Spend too much time working evenings and weekends	0.699		
Times that I work are very inflexible	0.668		
Clients expect me to charge very low fees		0.788	
Very limited flexibility in pricing my veterinary services		0.787	
Reduction in demand for veterinary services has greatly reduced my income		0.744	
Client base is too small to make a good income		0.761	
Very limited recreational and cultural activities where I live			0.881
Frustrated by a lack of retail stores and restaurants where I live			0.867
Variance accounted for (%)	27.18	21.59	15.02
Eigenvalues	3.53	2.80	1.95
Scale Mean Values	4.02	3.36	2.77
Cronbach's Alpha	0.842	0.812	0.816

Principal Component Analysis within Veterinary Occupational Commitment

Scale Items	Enthusiastic Pride	Loyalty	Career Options
I like being a food supply veterinarian	0.926		
I am enthusiastic about food supply veterinary medicine	0.918		
I am proud to be in the food supply veterinary profession	0.842		
I feel a responsibility to continue in the food supply veterinary medicine profession	0.781		
I have too much invested in food supply veterinary medicine to change occupations		0.783	
I am in food supply veterinary medicine because of a sense of loyalty to it		0.779	
It would be very costly, income wise, to switch from food supply veterinary medicine		0.760	
I would feel guilty if I left food supply veterinary medicine		0.670	
If I left food supply veterinary medicine, I have desirable options to pursue			0.894
Given my experience, there are other attractive alternatives available to me outside food supply veterinary medicine			0.870
I would have many options if I decided to change my occupational area in veterinary medicine			0.847
Variance accounted for (%)	27.26	23.26	19.32
Eigenvalues	3.27	2.79	2.31
Scale Mean Values	5.95	4.05	5.04
Cronbach's Alpha	0.913	0.787	0.845

Principal Component Analyses within Veterinary Medical Education and Continuing Veterinary Education Needs

Scale Items	Information Exposure	Food Animal Curriculum	Continuing Education
I wish I had received more information about a FSVM career during my veterinary education	0.826		
I would be more confident in my ability if I had more exposure to food supply practice during veterinary school	0.825		
Veterinary medical students need more career mentoring by faculty	0.624		
Veterinary medical college places too much emphasis on companion animal practice		0.827	
Veterinary college should offer more courses on food supply and public health		0.797	
I would be better prepared for a career in food supply veterinary medicine if I had received more in-depth courses rather than broad exposure to many areas		0.629	
I am very likely to enroll in a distance education food supply veterinary medicine course offered by a veterinary college			0.825
I am very interested in obtaining a masters degree in food supply veterinary medicine			0.745
I would attend a five day continuing education course on food supply veterinary medicine topics			0.739
Variance accounted for (%)	31.39	31.26	59.40
Eigenvalues	1.88	1.87	1.78
Scale Mean Values	4.86	5.21	4.50
Cronbach's Alpha	0.695	0.653	0.655

Principal Component Analyses within Veterinary Job Satisfaction and Veterinary Turnover Intentions

Scale Items	Job Satisfaction	Turnover Intentions
My current occupation in veterinary medicine is satisfying	0.922	
I am satisfied with my present occupation in light of my veterinary career expectations	0.913	
I am satisfied with my present occupation when I compare it to occupations in other areas of veterinary medicine	0.908	
I am satisfied with the chance my occupation gives me to perform what I do best	0.820	
I am actively seeking a substitute for my current job in food supply veterinary medicine		0.910
I think a lot about leaving food supply veterinary medicine		0.870
I intend to leave food supply veterinary medicine in the next year		0.856
Variance accounted for (%)	79.49	77.27
Eigenvalues	3.18	2.31
Scale Mean Values	5.35	1.16
Cronbach's Alpha	0.912	0.728

Stepwise Regression Analysis of Work Conditions, Job Satisfaction, and Occupational Commitment on Veterinary Turnover Intentions

Factor Dimensions	Beta Weight	t-value	Significance Level
Balanced Lifestyle	0.149	2.096	.000
Limited Activities	0.153	2.378	.038
Job Satisfaction	-0.440	-5.774	.000
Enthusiastic Pride	-0.274	-3.986	.000
Career Options	0.138	2.231	.027
Dependent Variable :Turnover Intentions			
R-Square	0.551		
Adjusted R-square	0.533		
F-Statistic	30.704		
Significance Level	.000		