

Thank you for completing the 2<sup>nd</sup> survey in the Delphi Forecasting process on the future demand for **Food Supply Veterinarians in Mixed Food Animal Practices in Rural Settings**. My analysis of the 2<sup>nd</sup> round is complete and we are ready to start the 3<sup>rd</sup> and final round. A short feedback report is provided via a link at the bottom. This notes general patterns seen in the 2<sup>nd</sup> survey and provides instructions for interpreting the more specific data results incorporated into the 3<sup>rd</sup> survey. The link to that 3<sup>rd</sup> survey is also provided below. *Please try to complete this survey by **October 25<sup>th</sup>***. Please let me know if this creates a hardship.

The feedback report should be reviewed as you complete the 3<sup>rd</sup> survey. The 3<sup>rd</sup> survey has been designed to build on the information gathered in the 1<sup>st</sup> and 2<sup>nd</sup> surveys. It presents an interesting story and one that builds on that seen in the 2<sup>nd</sup> round report and survey. I am seeing unique patterns in each of the panels analyzed thus far.

I expect the 3<sup>rd</sup> survey to take you approximately 20 minutes to complete (assuming that long replies to the “open-ended” general comment questions are not provided). Reviewing the feedback report while you complete the survey may add 10 minutes to the process. I suggest that you print out the feedback report to review as you complete the survey (and simultaneously work through the report and survey).

You may find it helpful to print a copy of your completed survey before you hit the “Submit” button at the end of the survey. This will allow you to look over your own 3<sup>rd</sup> round estimates as you review the final panel report. It will also provide an “insurance copy” that you can fax to me if your submission gets lost in cyberspace. (Printing out the completed questionnaire in “Landscape” format works best as printing it in “Portrait” will cut-off the right-side. To do this, you will need to set your “Preferences” to “Landscape” in the Print Command.)

Note that if you use the Enter Key, you may prematurely submit the survey. If that happens, just use the “back arrow” (in the upper-left corner of your browser) to go back and complete the survey.

Thank you for your continuing commitment to this important project. Please contact me if you have any difficulties.

Sincerely,

Dr. J. Bruce Prince  
Professor of Management  
Kansas State University  
785-532-7459

**Click on this link to get the 2<sup>nd</sup> survey feedback report:**

<http://survey.cba.ksu.edu/prince/mixed-rural3/Mixed-Rural2Fdbk.pdf>

**Click on this link to go to the web-based 3<sup>rd</sup> survey for the Panel:**

<http://survey.cba.ksu.edu/prince/mixed-rural3/index.htm>


**Please complete this survey by October 25<sup>th</sup>.**



<p>Average = 5.0 &amp; Mid-50% = 3.5 to 6; CDN = 5.5 &amp; US = 4.6</p>									
<p>3. Move to larger sized producer operations</p> <p>Average = 3.6 &amp; Mid-50% = 3 to 4.5</p>	○	○	○	○	○	○	○	○	○
<p>4. Part-time farmers needing more veterinary services</p> <p>Average = 4.9 &amp; Mid-50% = 4 to 6</p>	○	○	○	○	○	○	○	○	○
<p>5. More able, educated and self-sufficient farmers/producers</p> <p>Average = 4.0 &amp; Mid-50% = 3 to 5.5</p>	○	○	○	○	○	○	○	○	○
<p>6. The marketing and business skills of veterinarians</p> <p>Average = 4.1 &amp; Mid-50% = 3 to 5</p>	○	○	○	○	○	○	○	○	○

2. Please clarify or explain any of your answers to the previous questions *if needed*.

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## II. Future DEMAND Estimates

In this section, we ask you to estimate the future demand for Food Supply Veterinarians in Mixed - Rural Practices. Assume that the current trends will continue on their present course and that there will NOT be any catastrophic events.

3. Will the demand for Mixed - Rural Practice food supply veterinarians increase or decrease over the next 12 years? (click on the best answer)

*2nd Survey: Average = 4.3 & Mid-50% = 3 to 5 (52% said "5. Increase Slightly"); CDN = 4.9 & US = 4.0*

- 1. Decrease a Great Deal
- 2. Decrease Moderately
- 3. Decrease Slightly
- 4. Stay Exactly the Same
- 5. Increase Slightly
- 6. Increase Moderately
- 7. Increase a Great Deal

4. What is your "Most Likely" estimate of the percentage *increase* or *decrease* in future demand for food supply veterinarians Mixed - Rural Practices?


For example, if you expect to see a 3% *increase* in demand over the next year as your "most likely" estimate, then select "3 (increase)" from the drop-down menu. If you see a likely 4% *decrease* in demand, you would select "-4 (decrease)". Averages and ranges (middle 50% of replies) from the 1st survey are noted.

*2nd Survey: Those focused on Canada (vs. the US) saw higher demand increases but these were not statistically strong differences.*

My "Most Likely" estimate of future DEMAND for Mixed - Rural Practice Food Supply Veterinarians is that...

a. between the fall of 2004 and fall of 2005 there will be a percentage change (increase or decrease) of:

*Average = +2.7% (increase) & Mid-50% = 1% to +4.0% (increase); CDN = +4.3% & US = +1.5%*

CLICK TO CHOOSE 

b. **between the fall of 2005 and fall of 2007** there will be a **percentage change** (increase or decrease) of:

*Average = +3.1% (increase) & Mid-50% = +2.5% to +5.0% (increase); CDN = +5.8% & US = +1.8%*

CLICK TO CHOOSE

c. **between the fall of 2007 and fall of 2010** there will be a **percentage change** (increase or decrease) of:

*Average = +3.4% (increase) & Mid-50% = +.5% to +5.8% (increase); CDN = +6.3% & US = +1.8%*

CLICK TO CHOOSE

d. **between the fall of 2010 and fall of 2013** there will be a **percentage change** (increase or decrease) of:

*Average = +2.9% (increase) & Mid-50% = +.5% to +5.0% (increase); CDN = +5.0% & US = +1.7%*

CLICK TO CHOOSE

e. **between the fall of 2013 and fall of 2016** there will be a **percentage change** (increase or decrease) of:

*Average = +2.9% (increase) & Mid-50% = +.5% to +5.0% (increase); CDN = +5.0% & US = +1.7%*

CLICK TO CHOOSE

5. What is the minimum "reasonable range" around the above estimates that you think will capture actual demand? For example, if


you think that your estimate "plus or minus 1" is the minimum reasonable range, you should select the second choice. This would indicate that, if you estimated a +3% increase in demand, you are reasonably confident that actual demand will be between +2 to +4%.

I am reasonably confident that actual demand will be within the "range" defined by my estimates and:

- plus or minus .5
- plus or minus 1
- plus or minus 2
- plus or minus 3
- plus or minus 4
- plus or minus 5
- plus or minus 6
- plus or minus 7
- plus or minus 8
- plus or minus 8 or more

6. Please clarify or explain any of your answers to the previous questions in this section *if needed*.

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### III. Factors Influencing SUPPLY for Food Supply Veterinarians

7. Please rate the extent that each possible trend will influence the future SUPPLY of food supply veterinarians entering Mixed - Rural Practice careers. These items are repeated from the 2nd survey where there was more disagreement. Averages and ranges are from the 2nd survey.



7. Increasing demand for lucrative small animal services

Average = 3.3 & Mid-50% = 2 to 4.5

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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8. Please clarify or explain any of your answers to the previous questions in this section *if needed*.

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#### IV. Projected Shortage or Surplus of Veterinarians

In estimating a future *shortage* or *surplus* of food supply veterinarians in Mixed - Rural Practices, assume that current supply and demand trends will continue without any major changes and that there will NOT be any catastrophic events influencing future supply or demand.

9. Will there be a *surplus* or *shortage* of Mixed - Rural Practice food supply veterinarians required to meet expected demand over the next 12 years?

*2nd Survey: Average = 5.8 & Mid-50% = 5 to 6 (68% said "6. Shortage"); Canadian panelists tended to see stronger demand but this was not statistically strong.*

There will be a...

- ... 1. *Large Surplus*
- ... 2. *Surplus*
- ... 3. *Slight Surplus*
- ... 4. *Very Close Match*

- ... 5. *Slight Shortage*
- ... 6. *Shortage*
- ... 7. *Large Shortage*

10. What is your “Most Likely” estimate of the *percent shortage* (not enough veterinarians to meet the demand for services) or *surplus* of DVMs in **Mixed - Rural Practice**? For example, if you see a 3% *shortage* of available veterinarians relative to demand as your “most likely” estimate, then click on “-3” from the drop-down menu. Averages and ranges are from the 2nd survey.

My “Most Likely” estimate of *shortage or surplus* of **Mixed - Rural Practice** food supply veterinarians is that...

a. ... *in the fall of 2004* the available supply differed from the *expected* demand by this percentage:

CLICK TO CHOOSE

*Average= -3.5% (shortage) & Mid-50% = -5.0% to -1.0% (shortage)*

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b. ... *between the fall of 2004 and fall of 2005* the available supply will differ from the *expected* demand by this percentage:

CLICK TO CHOOSE

*Average= -6.8% (shortage) & Mid-50% = -10.0% to -3.0% (shortage); CDN = +10.0% & US = +4.9%*

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c. ... **between the fall of 2005 and fall of 2007** the available supply will differ from the *expected* demand by this percentage:

CLICK TO CHOOSE

*Average= -8.1% (shortage) & Mid-50% = -10.0% to -5.0% (shortage); CDN = +11.0% & US = +6.3%*

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d. ... **between the fall of 2007 and fall of 2010** the available supply will differ from the *expected* demand by this percentage:

CLICK TO CHOOSE

*Average= -8.8% (shortage) & Mid-50% = -11.5% to -5.0% (shortage); CDN = +11.4% & US = +7.2%*

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e. ... **between the fall of 2010 and fall of 2013** the available supply will differ from the *expected* demand by this percentage:

CLICK TO CHOOSE

*Average= -8.9% (shortage) & Mid-50% = -10.8% to -5.0% (shortage); CDN = +11.6% & US = +7.5%*

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f. ... **between the fall of 2013 and fall of 2016** the available supply will differ from the *expected* demand by this percentage:

CLICK TO CHOOSE

*Average= -9.1% (shortage) & Mid-50% = -13.8% to -4.8% (shortage); CDN = +12.0% & US = +7.5%*

**11. What is the minimum "reasonable range" around the shortage/surplus estimates provided above that you think will capture the actual number? For example, if you think that your estimates "plus or minus 1" is the minimum reasonable range, you should select the second choice. This would indicate that, if you estimated a +3 surplus, you are reasonably confident that actual surplus will be between +2 and +4%.**

**I am reasonably confident that actual shortage/surplus will be within the "range" defined by my estimates and:**

- 1. plus or minus .5
- 2. plus or minus 1
- 3. plus or minus 2
- 4. plus or minus 3
- 5. plus or minus 4
- 6. plus or minus 5
- 7. plus or minus 6
- 8. plus or minus 7
- 9. plus or minus 8 or more

**12. As you answered questions about future demand and supply, which country was your *primary* focus (click on one)?**

- United States**





13. Student debt repayment and scholarship programs for service in food supply areas of need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Possible Solutions</b>	<b>Influence on Solving Food Supply Veterinarian Shortages</b>							
	<b>1. Not at all Effective</b>	<b>2.</b>	<b>3. Slightly Effective</b>	<b>4.</b>	<b>5. Effective</b>	<b>6.</b>	<b>7. Highly Effective</b>	<b>No Opinion</b>
14. Development of a government-supported "Reserve Corps" of food supply DVMs for disease surveillance and control activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Low cost (subsidized) consulting in business and practice management for new food supply DVMs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Mentoring initiatives for students and those starting a food supply career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Focused recruitment of women students into food supply areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Development and dissemination of "Business Best Practices" guidance for food supply veterinary enterprises.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Please use this space to clarify or explain your ratings *if needed*.





b. ... had a strong influence on my thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Influence Factors</b>	<b>Degree of agreement that these factors influenced my views:</b>						
	<b>1.</b> <b>Strongly Disagree</b>	<b>2.</b> <b>Disagree</b>	<b>3.</b> <b>Slightly Disagree</b>	<b>4.</b> <b>Neither</b>	<b>5.</b> <b>Slightly Agree</b>	<b>6.</b> <b>Agree</b>	<b>7.</b> <b>Strongly Agree</b>
<b>4. The <u>feedback reports</u> sent with the 2nd and 3rd surveys...</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
a. ... made me consider the issues more completely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ... had a strong influence on my thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>5. My own <u>thinking and review</u> of the issues between surveys...</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
a. ... made me consider the issues more completely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ... had a strong influence on my thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>6. Discussing these issues <u>with other panel members</u> between surveys...</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
a. ...really made me consider the issues more completely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ... had a strong influence on my thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>7. Discussing these issues <u>with others who were not panel members</u> in between surveys...</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
a. ... made me consider the issues more completely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ... had a strong influence on my thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**17. To what extent do you agree with the following statements about yourself?**

	Strongly Disagree	Disagree	Somewhat Disagree	Neither	Somewhat Agree	Agree	Strongly Agree
1. I have complete confidence in the estimates I have provided.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I have an excellent background for making future forecasts in the Food Supply Veterinary Medicine area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I understand the issues of supply and demand for Food Supply Veterinary Medicine much better than most.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Other experts have high confidence in my future projections and views.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I am always willing to select a challenging work assignment that I can learn a lot from.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I always look for opportunities to develop new skills and knowledge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I really enjoy challenging and difficult tasks at work where I'll learn new skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. For me, development of my work ability is important enough to take high risks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**18. This is the final question. This asks about other members of your panel. This information will help us produce more accurate predictions. For those that you know well enough, please rate the extent that you agree that you have "... high confidence in his or her views and predictions." This is a rating of your view of other panel members' expertise in making the ratings and forecasts required**



16. Margo Kunz	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Duane Landals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Jim Lawrence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. James W. Lloyd	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Lowell Midla	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Paul Motter	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. N. O. Nielsen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Darren Osborne	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. William Shain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Tom Wakefield	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## **VI. Thank You**

**Thank you for completing this 3rd and final survey. The responses of all panel experts will be analyzed and a summary of results will be sent to you. We expect the results to be presented at various conferences and submitted to various journal in the veterinary medicine field. Thank you for your time!**

**You may wish to print out a copy of this survey to refer back to in completing the third and final survey. Printing out this document in "Landscape" will produce the best results.**

**If you have any questions, please feel free to contact Dr. Bruce Prince at 785-532-7459 or [jbprince@ksu.edu](mailto:jbprince@ksu.edu).**

**Please click on the Submit Survey button now.**

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