

Dear Recruiter,

Please participate in an online survey of recruiters of food animal veterinarians. The survey takes 15 minutes to complete and asks about what you think influences employment decisions among food animal veterinarians. The results will help create strategies to refocus and improve the veterinary profession. Your voluntary responses to this survey are confidential and findings will be only reported in the aggregate. Questionnaires have been approved by the AAVMC and FSVMC.

This survey is sponsored by the Food Supply Veterinary Medicine Coalition (FSVMC), which is comprised of the American Association of Bovine Practitioners (AABP), the American Association of Small Ruminant Practitioners (AASRP), the American Association of Food Hygiene Veterinarians (AAFHV), American Association of Swine Veterinarians (AASV), the Association of American Veterinary Medical Colleges (AAVMC), the Academy of Veterinary Consultants (AVC), the American Veterinary Medical Association (AVMA), American Association of Avian Pathologists (AAAP), Food Safety Inspection Service (FSIS) and Bayer Animal Health.

Access the online survey by clicking on the link below. The survey will open in your web browser. If the survey does not open in your web browser, please type the address exactly as shown below into the address line of your web browser. At the end of the questionnaire you will click on a submit button to send your responses to us.

Click on this link to assess the questionnaire:

<http://survey.cba.ksu.edu/avma/study16/study16.htm>

Please complete the survey by April 27, 2005. If you have any difficulties or technical questions regarding the online survey, you can contact Joe Plantiko at [jplant@ksu.edu](mailto:jplant@ksu.edu). If you have any questions regarding the content of the survey, please contact Dr. David Andrus at [andrus@ksu.edu](mailto:andrus@ksu.edu).

THANK YOU FOR PARTICIPATING IN THIS IMPORTANT PROJECT.

Best Regards,

David M. Andrus  
Kansas State University

Dear Recruiter,

A week ago we asked you to participate in an online survey of veterinary recruiters that takes 15 minutes to complete and asks about what you think influences employment decisions among food animal veterinarians. If you have completed the survey, thank you for your support! If you missed the survey, please take a moment now to share your insights with us. The results will help create strategies to refocus and improve the veterinary profession. Your voluntary responses to this survey are confidential and findings will be only reported in the aggregate. Questionnaires have been approved by the AAVMC and FSVMC.

This survey is sponsored by the Food Supply Veterinary Medicine Coalition (FSVMC), which is comprised of the American Association of Bovine Practitioners (AABP), the American Association of Small Ruminant Practitioners (AASRP), the American Association of Food Hygiene Veterinarians (AAFHV), American Association of Swine Veterinarians (AASV), the Association of American Veterinary Medical Colleges (AAVMC), the Academy of Veterinary Consultants (AVC), the American Veterinary Medical Association (AVMA), American Association of Avian Pathologists (AAAP), Food Safety Inspection Service (FSIS) and Bayer Animal Health.

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<http://survey.cba.ksu.edu/avma/study16/study16.htm>

Please complete the survey by May 4, 2005. If you have any difficulties or technical questions regarding the online survey, you can contact Joe Plantiko at [jplant@ksu.edu](mailto:jplant@ksu.edu). If you have any questions regarding the content of the survey, please contact Dr. David Andrus at [andrus@ksu.edu](mailto:andrus@ksu.edu).

THANK YOU FOR PARTICIPATING IN THIS IMPORTANT PROJECT.

Best Regards,

David M. Andrus  
Kansas State University

# Veterinary Employment Decision Survey

**Thank you for taking the time to participate in this online survey about veterinarians. The survey should take approximately 15 minutes to complete and will ask you about what influences job candidates to accept or reject employment opportunities at your organization.**

**Your responses to this survey will be completely anonymous. Information will only be reported at the aggregate level and you will never be personally identified with this information. We appreciate your support and value your insights.**

**Please do not use your browser's "Back" button to navigate through the survey.**

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# Veterinary Jobs

Please think of a specific veterinarian position in your organization and respond to the questions with that position in mind.

**1.** What is the occupational area of the veterinarian position you are thinking about for this survey? The veterinarian job you select will be referred to in subsequent questions.

- Food animal exclusive private practice
- Food animal predominant private practice
- Mixed animal private practice
- Companion animal predominant private practice
- Companion animal exclusive private practice
- Equine private practice
- University
- Uniformed Services
- Federal Government
- State/Local Government
- Industry
- Not-For-Profit

**2.** I am very knowledgeable about the recruitment of veterinarians at this organization.

- Yes
- No

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# Position Recruitment

In responding to these questions, please use the specific veterinarian job you listed in the first question.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
3. It is very difficult for our organization to attract DVMs for this position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. We receive a large number of qualified applicants when we advertise for this type of position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. This position in our organization is highly sought after by DVM applicants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. It is difficult for our organization to retain DVMs in this position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. It is common for individuals in this position to leave our organization within three years of being hired.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Turnover in this position is a major problem for our organization.	<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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# Employment Conditions

9. Does the specific veterinarian job you listed in the first question require direct customer contact?

- Yes
- No

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# Employment Conditions

When a question below refers to a specific job, please think of the veterinarian job you listed in the first question in making your response.

	<b>Very Strongly Disagree</b>	<b>Disagree</b>	<b>Somewhat Disagree</b>	<b>Neutral</b>	<b>Somewhat Agree</b>	<b>Agree</b>	<b>Very Strongly Agree</b>
10. Employees with our organization seldom experience gender-discrimination issues with customers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Our customers are very demanding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. It is very difficult to forge lasting business relationships with customers in this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Customers often perceive this position as being of low status.	<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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## Employment Conditions

When a question below refers to a specific job, please think of the veterinarian job you listed in the first question in making your response .

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
14. There are very limited recreational and cultural activities in the area near our workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Housing is very expensive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. There are inadequate career opportunities for employee spouses near our workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. It is difficult to arrange time off from work for parental/family responsibilities in this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. It is hard to balance life between work and family in this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. It is difficult to get time off from work for vacations in this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. There are a lack of retail stores and restaurants in the area near our workplace.	<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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## Employment Conditions

When a question below refers to a specific job, please think of the veterinarian job you listed in the first question in making your response .

	<b>Very Strongly Disagree</b>	<b>Disagree</b>	<b>Somewhat Disagree</b>	<b>Neutral</b>	<b>Somewhat Agree</b>	<b>Agree</b>	<b>Very Strongly Agree</b>
21. The salary we are able to offer veterinarians is low compared to other employment opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. My organization offers new employees very affordable health care benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My organization offers new employees very attractive retirement benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. This job is very physically demanding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. This job requires working a lot of evenings or weekends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. This type of work is inherently dirty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Employees have very little contact with animals in this job.	<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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## Employment Conditions

When a question below refers to a specific job, please think of the veterinarian job you listed in the first question in making your response.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
28. This job requires a great deal of travel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. The times that employees work during the day are very flexible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. This job offers a lot of security.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Many on-call hours are expected with the position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. There are many opportunities to advance in the position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. There are good opportunities for community leadership and involvement with the position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. There are opportunities to reach career goals by starting in this position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Potential employees have unrealistic job expectations about the work hours required for success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Potential employees have unrealistically high starting salary expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Employment Conditions

When a question below refers to a specific job, please think of the veterinarian job you listed in the first question in making your response.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
37. Potential employees have unrealistically high expectations about rapid promotions in the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. This position requires a strong desire for work that is personally meaningful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Employees have poor relationships with supervisors in this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. This organization has an on-site child care center.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. This organization invests in training to boost employee skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. New employees are assigned a mentor for professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. This position allows greater managerial responsibility over time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. There is a shortage of qualified food supply veterinarians.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Employment Solutions

**45.** In your opinion, what are the two most important factors that DVM job applicants take into account when deciding whether or not to accept an offer with your organization?

[First Factor]

[Second Factor]

**46.** What are two strategies your organization can do to make it easier to fill these positions?

[First Strategy]

[Second Strategy]

**47.** What are two strategies veterinary medical colleges can do to make it easier for organizations to fill these positions?

[First Strategy]

[Second Strategy]

# Employment Solutions

**48.** What are two strategies professional veterinary associations can do to make it easier for organizations to fill these positions?

[First Strategy]

[Second Strategy]

**49.** What are two major challenges faced by new employees in these positions?

[First Challenge]

[Second Challenge]

**50.** What one strategy could veterinary medical colleges use to better prepare individuals to meet these challenges in the workplace?

## Skills for Success

The successful veterinarians we employ in these types of positions. . .

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
51. . . . tend to have strong leadership skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. . . . tend to have strong analytical skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. . . . tend to have strong team work skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. . . . tend to have strong oral communication skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
55. . . . tend to have strong written communication skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. . . . tend to have strong technical knowledge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57. . . . tend to have strong business skills.	<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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## Organizational Information

58. Please identify the percent of time the holder of this job will work with the following species. Responses should add to 100%. The counter below indicates your running total.

If the holder of this job will not work directly with animals, please click the “next” button below to continue the survey.

Beef cattle	<input type="text" value="0"/>
Dairy cattle	<input type="text" value="0"/>
Poultry	<input type="text" value="0"/>
Swine	<input type="text" value="0"/>
Bison	<input type="text" value="0"/>
Elk	<input type="text" value="0"/>
Llamas	<input type="text" value="0"/>
Cats	<input type="text" value="0"/>
Dogs	<input type="text" value="0"/>
Exotic animals	<input type="text" value="0"/>
Equine	<input type="text" value="0"/>
Sheep/Goats	<input type="text" value="0"/>
Food Fish	<input type="text" value="0"/>
Avian	<input type="text" value="0"/>
Laboratory Animal	<input type="text" value="0"/>
Other	<input type="text" value="0"/>

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## Organizational Information

59. The job you listed at the beginning of the survey would most likely be employed in what size town?

60. How many total employees work for your organization?

total employees

61. How many total veterinarians work for your organization?

total veterinarians

62. What is the typical starting salary for this position?

[Progress]