

Please participate in an online survey of veterinarians that takes approximately 20 minutes to complete and asks you about the type of veterinary work you do and your attitudes about that work. The results will help create strategies to refocus and improve the veterinary profession. Your voluntary responses to this survey are anonymous and there is no obligation to participate. Information will only be reported at the aggregate level and you will never be personally identified with this information.

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 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 ONE of two links below based on when you received your veterinary medicine degree. The survey is administered online and 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 for analysis.

Click on this link if you graduated from veterinary medical school prior to August 1999:

<http://survey.cba.ksu.edu/avma/study14/study14.htm>

Click on the link below if you have graduated from veterinary medical school between August 1999 and December 2004:

<http://survey.cba.ksu.edu/avma/study12/study12.htm>

Please complete the survey by December 10, 2004. Your valuable feedback is essential to effectively measure your experiences as a veterinarian. We look forward to receiving your response. If you have any difficulties or technical questions regarding the online survey, you can contact Joe Plantiko at jplant@ksu.edu. If you have any questions regarding the content of the survey, please contact Dr. David Andrus at andrus@ksu.edu.

THANK YOU FOR PARTICIPATING IN THIS IMPORTANT PROJECT.

Best Regards,

David M. Andrus
Kansas State University

We wish to thank those who have participated in our survey to improve the veterinary profession. If you missed the survey, please take a moment now and share your professional insights in an online survey of veterinarians that takes approximately 20 minutes to complete and asks you about the type of veterinary work you do and your attitudes about that work.. We've kept the survey length short to accommodate your busy schedule. Your opinions are important to us!

The results will help create strategies to refocus and improve the veterinary profession. Your voluntary responses to this survey are anonymous and there is no obligation to participate. Information will only be reported at the aggregate level and you will never be personally identified with this information.

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 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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Click on this link if you graduated from veterinary medical school prior to August 1999:

<http://survey.cba.ksu.edu/avma/study14/study14.htm>

Click on the link below if you have graduated from veterinary medical school between August 1999 and December 2004:

<http://survey.cba.ksu.edu/avma/study12/study12.htm>

Please complete the survey by December 24, 2004. Your valuable feedback is essential to effectively measure your experiences as a veterinarian. We look forward to receiving your response. If you have any difficulties or technical questions regarding the online survey, you can contact Joe Plantiko at jplant@ksu.edu. If you have any questions regarding the content of the survey, please contact Dr. David Andrus at andrus@ksu.edu.

THANK YOU FOR PARTICIPATING IN THIS IMPORTANT PROJECT.

Best Regards,

David M. Andrus

Veterinary Career Retention Survey

Thank you for taking the time to participate in this online survey of veterinarians. The survey should take approximately 20 minutes to complete and will ask you about the type of veterinary work you do and your attitudes about that work.

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.

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Veterinary Employment Status

1. Which category best describes your **current** veterinary occupation?

(Click here to choose)



2. Please identify the percent of your time spent with the species you primarily work with in your **current** veterinary occupation. Responses should add to 100%. The counter below indicates your running total.

Beef Cattle	0
Dairy Cattle	0
Poultry	0
Swine	0
Bison	0
Elk	0
Llamas	0
Cats	0
Dogs	0
Exotic animals	0
Equine	0
Sheep/Goats	0
Food Fish	0
Avian	0
Laboratory Animal	0

0%

3. Have you made a significant change in your veterinary occupation in the last five years? Changing occupational areas could mean leaving food animal veterinary medicine to a nonfood animal area such as companion animal medicine. It does not mean moving from one aspect of food animal medicine to another area of food animal medicine.

Yes

No

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Former Veterinary Employment Status

4. What was your **former** veterinary occupation?

(Click here to choose)



5. Please identify the percent of your time you spend with the species you primarily worked with in your **former** veterinary occupation. Responses should add to 100%. The counter below indicates your running total.

Beef Cattle	0
Dairy Cattle	0
Poultry	0
Swine	0
Bison	0
Elk	0
Llamas	0
Cats	0
Dogs	0
Exotic animals	0
Equine	0
Sheep/Goats	0
Food Fish	0
Avian	0
Laboratory Animal	0

0% 

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Former Veterinary Employment Status

Please indicate your level of agreement with the following factors that were **central** in your decision to change occupational areas within veterinary medicine.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
6. Compensation was extremely low in my old position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Verbal promises made at hiring were ignored.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Poor relationship with supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Inadequate retirement benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Inadequate health care benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Needed to relocate to new geographic area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Lack of flexible work hours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Uncertain financial stability of employer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Position was terminated.	<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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Former Veterinary Employment Status

Please indicate your level of agreement with the following factors that were central in your decision to change occupations within veterinary medicine.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
15. Excessive travel in my old occupation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I retired.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I opened my own practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Undesirable rural area in which to live.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Not enough hands-on work with animals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Not enough use of my medical/surgical skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Poor quality medicine being practiced.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Lack of clear path for advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Work was too physically demanding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Heavy time demands from on-call hours.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. I had a very attractive alternative employment opportunity.	<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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Veterinary Job Satisfaction

Please indicate your level of agreement with each statement regarding your degree of satisfaction with your **current** occupational area in veterinary medicine.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
26. My current occupation in veterinary medicine is satisfying.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. I am satisfied with my present occupation in light of my veterinary career expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. I am satisfied with my present occupation when I compare it to occupations in other areas of veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. I am satisfied with the chance my occupation gives me to perform what I do best.	<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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Veterinary Turnover Intentions

In this section of the survey indicate your level of agreement with each statement regarding your intentions to leave your **current** occupational area. For this survey, the following major occupational areas within veterinary medicine include: (1) companion animal, (2) food animal, (3) mixed practice, (4) equine, and (5) exotic. Considering a change in emphasis **within** an occupational area would **not** represent an intention to leave that occupational area. For example, contemplation of a job change from dairy cattle to swine is not an intention to change your occupational area as defined above because you are still dealing with food animals.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
30. I think a lot about leaving my current occupational area in veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. I am actively seeking a substitute for my current occupational area in veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. I have applied for a position outside of my current occupational area in veterinary medicine in the last year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. I intend to leave my current occupational area in veterinary medicine in the next two years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34. Which category best describes the veterinary occupation you are most likely to change to within the next two years?
(Click here to choose) ■

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Current Veterinary Employment Challenges

Please indicate your level of agreement with each statement regarding possible challenges that you face in your **current** veterinary occupation. If a particular question does not apply to your **current** veterinary medicine occupation, leave that question blank and go to the next question.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
35. There are very limited recreational and cultural activities where I live.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. There is a lack of good quality, affordable housing near my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. There are very limited career opportunities for my spouse where we live.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. It is difficult for me to arrange time off from work for parental/family responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. I want a better balance in my life between work and family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. It is difficult for me to get time off from work for vacations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. I am very frustrated by a lack of retail stores and restaurants in the area where I live.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. I am critically concerned about my future salary potential.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. I think that my current income level is much too low.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Managing the debt from my veterinary education is a major challenge.	<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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Current Veterinary Employment Challenges

Please indicate your level of agreement with each statement regarding possible challenges that you face in your **current** veterinary occupation. If a particular question does not apply to your **current** veterinary medicine occupation, leave that question blank and go to the next question.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
45. I have very limited flexibility in pricing my veterinary services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. Maintaining affordable health care benefits for me and my family is very difficult.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. I worry that I will not receive needed retirement benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. A reduction in demand for my veterinary services has greatly reduced my income.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. My clients expect me to charge very low fees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. The client base is too small where I practice to make a good income.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. There are too few good jobs in food animal veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. My job is too physically demanding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. I spend too much time working evenings or weekends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. I hate how dirty I get in my line of veterinary work.	<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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Current Veterinary Employment Challenges

Please indicate your level of agreement with each statement regarding possible challenges that you face in your **current** veterinary occupation. If a particular question does not apply to your **current** veterinary medicine occupation, leave that question blank and go to the next question.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
55. It is very difficult to forge lasting business relationships with my clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. I do not use my medical/surgical skills as much as I would like.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57. I have not formed strong, professional relationships with other DVM colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58. I would like to have far more contact with companion animals than I do now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
59. I travel too much to service clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
60. The veterinarian skills required in my job are too narrow to challenge my abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
61. There is too much veterinary competition in my geographic area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
62. It is very difficult to deal with the opposite gender on a professional basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
63. The management quality in my company / practice is very poor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64. It is very difficult to attract high quality employees to my company / practice.	<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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Current Veterinary Occupational Commitment

Please indicate your level of agreement with each statement regarding your commitment to your **current** occupational area in veterinary medicine. For this survey, the following major occupational areas within veterinary medicine include: (1) companion animal, (2) food animal, (3) mixed practice, (4) equine, and (5) exotic.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
65. I am proud to be in my occupational area in veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
66. I like being in my occupational area in veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
67. I am enthusiastic about my occupational area in veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
68. I feel a responsibility to continue in my occupational area in veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
69. I would feel guilty if I left my occupational area in veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
70. I am in my occupational area in veterinary medicine because of a sense of loyalty to it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
71. It would be very costly for me, income-wise, to switch from my occupational area in veterinary medicine.	<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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Current Veterinary Occupational Commitment

Please indicate your level of agreement with each statement regarding your commitment to your **current** occupational area in veterinary medicine. For this survey, the following major occupational areas within veterinary medicine include: (1) companion animal, (2) food animal, (3) mixed practice, (4) equine, and (5) exotic.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
72. I have too much invested (e.g., education, personal effort) in my occupational area in veterinary medicine to change at this time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
73. Changing from my occupational area in veterinary medicine to another area would be emotionally difficult for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
74. Given my background and experience, there are attractive alternatives available to me outside of my occupational area in veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
75. I would have many options if I decided to change my occupational area in veterinary medicine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
76. If I leave my occupational area in veterinary medicine, I have desirable options to pursue.	<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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Veterinary Occupational Stress

Please indicate the extent to which each statement describes the way you feel about your **current** veterinary medicine occupational area.

	Very Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Very Strongly Agree
77. I feel indifferent toward some of my clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
78. I feel my clients truly value my assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
79. I feel burned out from trying to meet client expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
80. Due to my occupation in veterinary medicine, I feel rather exhausted at the end of a working day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
81. When I come home, I must be left alone for a while.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
82. After a working day, I frequently feel too fatigued to engage in any other activity.	<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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Demographics

Please answer the following demographic questions so we can group your responses with those of similar respondents. You will not be identified individually by this information. Data will be reported only in the aggregate.

83. What is your gender?

- Male
- Female

84. What year did you graduate from veterinary medical school?

(Click here to choose) 

85. What Veterinary College did you graduate from?

- Auburn University College of Veterinary Medicine
- University of California-Davis School of Veterinary Medicine
- Colorado State University College of Veterinary Medicine
- Cornell University College of Veterinary Medicine
- University of Florida College of Veterinary Medicine
- University of Georgia College of Veterinary Medicine
- University of Illinois College of Veterinary Medicine
- Iowa State University College of Veterinary Medicine
- Kansas State University College of Veterinary Medicine
- Louisiana State University School of Veterinary Medicine
- Michigan State University College of Veterinary Medicine
- University of Minnesota College of Veterinary Medicine
- Mississippi State University College of Veterinary Medicine
- University of Missouri College of Veterinary Medicine
- North Carolina State University College of Veterinary Medicine

- Ohio State University College of Veterinary Medicine
- Oklahoma State University College of Veterinary Medicine
- Oregon State University College of Veterinary Medicine
- University of Pennsylvania School of Veterinary Medicine
- Purdue University School of Veterinary Medicine
- University of Tennessee College of Veterinary Medicine
- Texas A&M University College of Veterinary Medicine
- Tufts University School of Veterinary Medicine
- Tuskegee University School of Veterinary Medicine
- Virginia-Maryland Regional College of Veterinary Medicine
- Washington State University College of Veterinary Medicine
- Western University of Health Sciences College of Veterinary Medicine
- University of Wisconsin College of Veterinary Medicine
- University of Guelph, Ontario Veterinary College
- University of Montreal Faculty of Veterinary Medicine
- University of Prince Edward Island, Atlantic Veterinary College
- University of Saskatchewan Western College of Veterinary Medicine
- Other

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Demographics

Please answer the following demographic questions so we can group your responses with those of similar respondents. You will not be identified individually by this information. Data will be reported only in the aggregate.

86. What size is the community in which you spent the majority of your childhood?

[\(Click here to choose\)](#)



87. What size is the community in which you currently live?

[\(Click here to choose\)](#)



88. What size is the community where you would ideally like to live?

[\(Click here to choose\)](#)



89. Which category below best describes your annual income from your current occupation in veterinary medicine?

[\(Click here to choose\)](#)



90. What is your age?

[\(Click here to choose\)](#)



91. Where are you **primarily** employed?

- United States
- Canada

- Both US & Canada
- Another Country
- US or Canada and Another Country

Thank you for completing this survey. Please click on the Submit Survey button now.

Submit Survey

Progress . . .