

<b>Q1. Please indicate the veterinary medical school from which you are graduating?</b>				
		Male	Female	Total
Oklahoma State University	N	19	65	84
	%	22.6%	77.4%	100.0%
Total	N	19	65	84
	%	22.6%	77.4%	100.0%

<b>Q2. Are you currently a resident or non-resident of the state where you attend veterinary medical school?</b>				
		Male	Female	Total
Resident	N	15	41	56
	%	78.9%	63.1%	66.7%
Non-resident	N	4	24	28
	%	21.1%	36.9%	33.3%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%

<b>Q3b. During your undergraduate enrollment, were you eligible for a Pell Grant?</b>				
		Male	Female	Total
Yes	N	4	18	22
	%	21.1%	27.7%	26.2%
No	N	10	26	36
	%	52.6%	40.0%	42.9%
Don't know	N	5	21	26
	%	26.3%	32.3%	31.0%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%

<b>Q4. What was the highest degree that you achieved before you entered veterinary medical school?</b>				
		Male	Female	Total
Admitted to veterinary medical school before degree was completed	N	7	8	15
	%	36.8%	12.3%	17.9%
Baccalaureate degree (B.S., B.A., etc)	N	12	51	63
	%	63.2%	78.5%	75.0%
Masters degree (M.S., M.A., M.B.A., etc)	N	0	5	5
	%	0.0%	7.7%	6.0%
Other professional degrees (J.D., M.D., etc)	N	0	1	1
	%	0.0%	1.5%	1.2%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%

<b>Q5. Prior to veterinary medical school, how many years of education did you achieve beyond high school? (Mean &amp; Median)</b>				
	Male	Female	Total	
Valid N	19	65	84	
Mean	4.4	4.4	4.4	
Median	4.0	4.0	4.0	

<b>Q6. What amount of educational debt did you have when you entered veterinary medical school? (Distribution, Mean &amp; Median)</b>				
		Male	Female	Total
No Debt	N	12	40	52
	%	63.2%	61.5%	61.9%
Less than \$2,500	N	0	0	0
	%	0.0%	0.0%	0.0%
\$2,500 to \$4,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$5,000 to \$7,499	N	1	0	1
	%	5.3%	0.0%	1.2%
\$7,500 to \$9,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$10,000 to \$14,999	N	1	2	3
	%	5.3%	3.1%	3.6%
\$15,000 to \$19,999	N	0	4	4
	%	0.0%	6.2%	4.8%
\$20,000 to \$29,999	N	1	5	6
	%	5.3%	7.7%	7.1%
\$30,000 to \$39,999	N	2	4	6
	%	10.5%	6.2%	7.1%
\$40,000 to \$49,999	N	0	3	3
	%	0.0%	4.6%	3.6%
\$50,000 or more	N	2	5	7
	%	10.5%	7.7%	8.3%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$11,930</b>	<b>\$13,440</b>	<b>\$13,099</b>
<b>Median</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>Q7. What will be your total educational debt upon graduating from veterinary medical school? (Distribution, Mean &amp; Median: Among those with debt &gt; 0)</b>				
		Male	Female	Total
Less than \$20,000	N	1	1	2
	%	6.3%	2.0%	3.1%
\$20,000 to \$39,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$40,000 to \$59,999	N	1	0	1
	%	6.3%	0.0%	1.5%
\$60,000 to \$79,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$80,000 to \$99,999	N	1	1	2
	%	6.3%	2.0%	3.1%
\$100,000 to \$119,999	N	0	3	3
	%	0.0%	6.1%	4.6%
\$120,000 to \$139,999	N	3	4	7
	%	18.8%	8.2%	10.8%
\$140,000 to \$159,999	N	3	5	8
	%	18.8%	10.2%	12.3%
\$160,000 to \$179,999	N	1	4	5
	%	6.3%	8.2%	7.7%
\$180,000 to \$199,999	N	2	7	9
	%	12.5%	14.3%	13.8%
\$200,000 to \$219,999	N	0	5	5
	%	0.0%	10.2%	7.7%
\$220,000 to \$239,999	N	1	5	6
	%	6.3%	10.2%	9.2%
\$240,000 to \$259,999	N	3	3	6
	%	18.8%	6.1%	9.2%
\$260,000 to \$279,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$280,000 to \$299,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$300,000 to \$319,999	N	0	2	2
	%	0.0%	4.1%	3.1%
\$320,000 to \$339,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$340,000 to \$359,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$360,000 or more	N	0	3	3
	%	0.0%	6.1%	4.6%
Total	N	16	49	65
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$155,828</b>	<b>\$195,960</b>	<b>\$186,081</b>
<b>Median</b>		<b>\$153,500</b>	<b>\$188,997</b>	<b>\$184,000</b>

<b>Q7. What will be your total educational debt upon graduating from veterinary medical school? (Distribution, Mean &amp; Median: Includes those with no debt)</b>				
		Male	Female	Total
No Debt	N	3	16	19
	%	15.8%	24.6%	22.6%
Less than \$20,000	N	1	1	2
	%	5.3%	1.5%	2.4%
\$20,000 to \$39,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$40,000 to \$59,999	N	1	0	1
	%	5.3%	0.0%	1.2%
\$60,000 to \$79,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$80,000 to \$99,999	N	1	1	2
	%	5.3%	1.5%	2.4%
\$100,000 to \$119,999	N	0	3	3
	%	0.0%	4.6%	3.6%
\$120,000 to \$139,999	N	3	4	7
	%	15.8%	6.2%	8.3%
\$140,000 to \$159,999	N	3	5	8
	%	15.8%	7.7%	9.5%
\$160,000 to \$179,999	N	1	4	5
	%	5.3%	6.2%	6.0%
\$180,000 to \$199,999	N	2	7	9
	%	10.5%	10.8%	10.7%
\$200,000 to \$219,999	N	0	5	5
	%	0.0%	7.7%	6.0%
\$220,000 to \$239,999	N	1	5	6
	%	5.3%	7.7%	7.1%
\$240,000 to \$259,999	N	3	3	6
	%	15.8%	4.6%	7.1%
\$260,000 to \$279,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$280,000 to \$299,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$300,000 to \$319,999	N	0	2	2
	%	0.0%	3.1%	2.4%
\$320,000 to \$339,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$340,000 to \$359,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$360,000 or more	N	0	3	3
	%	0.0%	4.6%	3.6%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$131,223</b>	<b>\$147,724</b>	<b>\$143,991</b>
<b>Median</b>		<b>\$150,000</b>	<b>\$160,155</b>	<b>\$153,300</b>

<b>Q6/Q7. DVM Educational Debt</b>				
<b>(Distribution, Mean &amp; Median: Among those with DVM debt &gt; 0)</b>				
		Male	Female	Total
Less than \$20,000	N	1	1	2
	%	6.3%	2.0%	3.1%
\$20,000 to \$39,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$40,000 to \$59,999	N	1	0	1
	%	6.3%	0.0%	1.5%
\$60,000 to \$79,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$80,000 to \$99,999	N	2	4	6
	%	12.5%	8.2%	9.2%
\$100,000 to \$119,999	N	0	3	3
	%	0.0%	6.1%	4.6%
\$120,000 to \$139,999	N	3	3	6
	%	18.8%	6.1%	9.2%
\$140,000 to \$159,999	N	2	6	8
	%	12.5%	12.2%	12.3%
\$160,000 to \$179,999	N	1	7	8
	%	6.3%	14.3%	12.3%
\$180,000 to \$199,999	N	4	5	9
	%	25.0%	10.2%	13.8%
\$200,000 to \$219,999	N	0	6	6
	%	0.0%	12.2%	9.2%
\$220,000 to \$239,999	N	1	2	3
	%	6.3%	4.1%	4.6%
\$240,000 to \$259,999	N	1	3	4
	%	6.3%	6.1%	6.2%
\$260,000 to \$279,999	N	0	2	2
	%	0.0%	4.1%	3.1%
\$280,000 to \$299,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$300,000 to \$319,999	N	0	2	2
	%	0.0%	4.1%	3.1%
\$320,000 to \$339,999	N	0	1	1
	%	0.0%	2.0%	1.5%
\$340,000 or more	N	0	1	1
	%	0.0%	2.0%	1.5%
Total	N	16	49	65
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$141,661</b>	<b>\$178,131</b>	<b>\$169,154</b>
<b>Median</b>		<b>\$148,500</b>	<b>\$176,731</b>	<b>\$170,216</b>

<b>Q6/Q7. DVM Educational Debt</b>				
<b>(Distribution, Mean &amp; Median: Includes those with no DVM debt)</b>				
		Male	Female	Total
No Debt	N	3	16	19
	%	15.8%	24.6%	22.6%
Less than \$20,000	N	1	1	2
	%	5.3%	1.5%	2.4%
\$20,000 to \$39,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$40,000 to \$59,999	N	1	0	1
	%	5.3%	0.0%	1.2%
\$60,000 to \$79,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$80,000 to \$99,999	N	2	4	6
	%	10.5%	6.2%	7.1%
\$100,000 to \$119,999	N	0	3	3
	%	0.0%	4.6%	3.6%
\$120,000 to \$139,999	N	3	3	6
	%	15.8%	4.6%	7.1%
\$140,000 to \$159,999	N	2	6	8
	%	10.5%	9.2%	9.5%
\$160,000 to \$179,999	N	1	7	8
	%	5.3%	10.8%	9.5%
\$180,000 to \$199,999	N	4	5	9
	%	21.1%	7.7%	10.7%
\$200,000 to \$219,999	N	0	6	6
	%	0.0%	9.2%	7.1%
\$220,000 to \$239,999	N	1	2	3
	%	5.3%	3.1%	3.6%
\$240,000 to \$259,999	N	1	3	4
	%	5.3%	4.6%	4.8%
\$260,000 to \$279,999	N	0	2	2
	%	0.0%	3.1%	2.4%
\$280,000 to \$299,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$300,000 to \$319,999	N	0	2	2
	%	0.0%	3.1%	2.4%
\$320,000 to \$339,999	N	0	1	1
	%	0.0%	1.5%	1.2%
\$340,000 or more	N	0	1	1
	%	0.0%	1.5%	1.2%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>\$119,293</b>	<b>\$134,283</b>	<b>\$130,893</b>
<b>Median</b>		<b>\$123,000</b>	<b>\$150,155</b>	<b>\$142,694</b>

<b>Q8. Are you planning on pursuing an AVMA-recognized specialty now or in the future?</b>				
		Male	Female	Total
Yes	N	5	12	17
	%	26.3%	18.5%	20.2%
No	N	14	53	67
	%	73.7%	81.5%	79.8%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%

<b>Q8a. What Specialty Board? (Of those pursuing a specialty) (Multiple Responses Accepted)</b>				
		Male	Female	Total
Animal Welfare	N	1	0	1
	%	20.0%	0.0%	5.9%
Emergency & Critical Care	N	1	2	3
	%	20.0%	16.7%	17.6%
Internal Medicine (Cardiology, Neurology, Oncology)	N	0	5	5
	%	0.0%	41.7%	29.4%
Ophthalmologists	N	0	2	2
	%	0.0%	16.7%	11.8%
Pathologists	N	2	0	2
	%	40.0%	0.0%	11.8%
Radiology	N	0	1	1
	%	0.0%	8.3%	5.9%
Sports Medicine & Rehabilitation	N	0	2	2
	%	0.0%	16.7%	11.8%
Surgeons	N	0	3	3
	%	0.0%	25.0%	17.6%
Theriogenologists	N	1	0	1
	%	20.0%	0.0%	5.9%
Veterinary Practitioner	N	1	2	3
	%	20.0%	16.7%	17.6%
Zoological Medicine	N	1	1	2
	%	20.0%	8.3%	11.8%
Don't know	N	1	1	2
	%	20.0%	8.3%	11.8%
Total Responses	N	8	19	27
	%	160.0%	158.3%	158.8%
Total Respondents	N	5	12	17

Q9. Have you sought or are you currently seeking employment in veterinary medicine or enrollment in advanced education (residency, internship, or other academic program such as MPVM, MPH, MBA, etc.)?				
		Male	Female	Total
Yes	N	19	65	84
	%	100.0%	100.0%	100.0%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%

Q10-1. What type of employment or advanced education have you sought or are you currently seeking? (First Choice: Among those seeking employment)				
		Male	Female	Total
Food animal practice (exclusive)	N	1	1	2
	%	5.3%	1.5%	2.4%
Food animal practice (predominant)	N	2	3	5
	%	10.5%	4.6%	6.0%
Mixed practice (at least 25% companion and 25% food or equine)	N	4	7	11
	%	21.1%	10.8%	13.1%
Companion animal practice (predominant)	N	1	13	14
	%	5.3%	20.0%	16.7%
Companion animal practice (exclusive)	N	4	29	33
	%	21.1%	44.6%	39.3%
Equine practice	N	1	4	5
	%	5.3%	6.2%	6.0%
<b>Private Practice Total</b>	<b>N</b>	<b>13</b>	<b>57</b>	<b>70</b>
	<b>%</b>	<b>68.4%</b>	<b>87.7%</b>	<b>83.3%</b>
Uniformed services	N	1	1	2
	%	5.3%	1.5%	2.4%
State/Local Government	N	1	0	1
	%	5.3%	0.0%	1.2%
<b>Public or Corporate Total</b>	<b>N</b>	<b>2</b>	<b>1</b>	<b>3</b>
	<b>%</b>	<b>10.5%</b>	<b>1.5%</b>	<b>3.6%</b>
Internship (Private or Academic)	N	1	6	7
	%	5.3%	9.2%	8.3%
Residency Program	N	2	1	3
	%	10.5%	1.5%	3.6%
<b>Advanced Education Total</b>	<b>N</b>	<b>3</b>	<b>7</b>	<b>10</b>
	<b>%</b>	<b>15.8%</b>	<b>10.8%</b>	<b>11.9%</b>
Other Veterinary Employment (specify):	N	1	0	1
	%	5.3%	0.0%	1.2%
<b>Total</b>	<b>N</b>	<b>19</b>	<b>65</b>	<b>84</b>
	<b>%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>



<b>Q10-2. What type of employment or advanced education have you sought or are you currently seeking? (Second Choice: Among those seeking employment with a second choice)</b>				
		Male	Female	Total
Food animal practice (exclusive)	N	3	0	3
	%	20.0%	0.0%	4.8%
Food animal practice (predominant)	N	2	3	5
	%	13.3%	6.3%	7.9%
Mixed practice (at least 25% companion and 25% food or equine)	N	2	6	8
	%	13.3%	12.5%	12.7%
Companion animal practice (predominant)	N	5	21	26
	%	33.3%	43.8%	41.3%
Companion animal practice (exclusive)	N	1	10	11
	%	6.7%	20.8%	17.5%
Equine practice	N	2	1	3
	%	13.3%	2.1%	4.8%
<b>Private Practice Total</b>	<b>N</b>	<b>15</b>	<b>41</b>	<b>56</b>
	<b>%</b>	<b>100.0%</b>	<b>85.4%</b>	<b>88.9%</b>
State/Local Government	N	0	1	1
	%	0.0%	2.1%	1.6%
<b>Public or Corporate Total</b>	<b>N</b>	<b>0</b>	<b>1</b>	<b>1</b>
	<b>%</b>	<b>0.0%</b>	<b>2.1%</b>	<b>1.6%</b>
Internship (Private or Academic)	N	0	3	3
	%	0.0%	6.3%	4.8%
Residency Program	N	0	3	3
	%	0.0%	6.3%	4.8%
<b>Advanced Education Total</b>	<b>N</b>	<b>0</b>	<b>6</b>	<b>6</b>
	<b>%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>9.5%</b>
<b>Total</b>	<b>N</b>	<b>15</b>	<b>48</b>	<b>63</b>
	<b>%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

<b>Q10-3. What type of employment or advanced education have you sought or are you currently seeking? (Third Choice: Among those seeking employment with a third choice)</b>				
		Male	Female	Total
Food animal practice (exclusive)	N	0	2	2
	%	0.0%	6.1%	4.3%
Food animal practice (predominant)	N	4	1	5
	%	30.8%	3.0%	10.9%
Mixed practice (at least 25% companion and 25% food or equine)	N	3	14	17
	%	23.1%	42.4%	37.0%
Companion animal practice (predominant)	N	1	0	1
	%	7.7%	0.0%	2.2%
Companion animal practice (exclusive)	N	0	3	3
	%	0.0%	9.1%	6.5%
Equine practice	N	1	3	4
	%	7.7%	9.1%	8.7%
<b>Private Practice Total</b>	<b>N</b>	<b>9</b>	<b>23</b>	<b>32</b>
	<b>%</b>	<b>69.2%</b>	<b>69.7%</b>	<b>69.6%</b>
Federal Government (civil service)	N	1	0	1
	%	7.7%	0.0%	2.2%
State/Local Government	N	1	1	2
	%	7.7%	3.0%	4.3%
Industry/commercial organizations	N	0	2	2
	%	0.0%	6.1%	4.3%
Not-for-profit organizations	N	1	2	3
	%	7.7%	6.1%	6.5%
<b>Public or Corporate Total</b>	<b>N</b>	<b>3</b>	<b>5</b>	<b>8</b>
	<b>%</b>	<b>23.1%</b>	<b>15.2%</b>	<b>17.4%</b>
MBA (Master of Business Administration)	N	0	1	1
	%	0.0%	3.0%	2.2%
Internship (Private or Academic)	N	1	3	4
	%	7.7%	9.1%	8.7%
Residency Program	N	0	1	1
	%	0.0%	3.0%	2.2%
<b>Advanced Education Total</b>	<b>N</b>	<b>1</b>	<b>5</b>	<b>6</b>
	<b>%</b>	<b>7.7%</b>	<b>15.2%</b>	<b>13.0%</b>
<b>Total</b>	<b>N</b>	<b>13</b>	<b>33</b>	<b>46</b>
	<b>%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

<b>Q11. Have you received any employment or advanced education offers? (Among those seeking employment)</b>				
		Male	Female	Total
Yes	N	16	62	78
	%	84.2%	95.4%	92.9%
No	N	3	3	6
	%	15.8%	4.6%	7.1%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%

<b>Q11a. How many offers have you received? (Distribution, Mean &amp; Median: Among those who have received an offer)</b>				
		Male	Female	Total
1	N	3	16	19
	%	18.8%	26.2%	24.7%
2	N	6	16	22
	%	37.5%	26.2%	28.6%
3	N	2	15	17
	%	12.5%	24.6%	22.1%
4 or more	N	5	14	19
	%	31.3%	23.0%	24.7%
Total	N	16	61	77
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>3.2</b>	<b>2.7</b>	<b>2.8</b>
<b>Median</b>		<b>2.0</b>	<b>2.0</b>	<b>2.0</b>

<b>Q12. Have you accepted a position in veterinary medicine or have you been admitted into a program to further your education (residency, internship or other academic program)? (Among those who have received an offer)</b>				
		Male	Female	Total
I have accepted a position in veterinary medicine	N	12	50	62
	%	75.0%	80.6%	79.5%
I have accepted admission into a program to further my education (internship, residency, or other academic program)	N	2	9	11
	%	12.5%	14.5%	14.1%
<b>Accepted Offer Subtotal</b>	<b>N</b>	<b>14</b>	<b>59</b>	<b>73</b>
	<b>%</b>	<b>87.5%</b>	<b>95.2%</b>	<b>93.6%</b>
No	N	2	3	5
	%	12.5%	4.8%	6.4%
Total	N	16	62	78
	%	100.0%	100.0%	100.0%

<b>Q13. What type of employment or advanced education have you accepted? (Among those who accepted a position)</b>				
		Male	Female	Total
Food animal practice (predominant)	N	0	2	2
	%	0.0%	3.4%	2.7%
Mixed practice (at least 25% companion and 25% food or equine)	N	4	6	10
	%	28.6%	10.2%	13.7%
Companion animal practice (predominant)	N	1	7	8
	%	7.1%	11.9%	11.0%
Companion animal practice (exclusive)	N	3	34	37
	%	21.4%	57.6%	50.7%
Other Veterinary Employment	N	1	0	1
	%	7.1%	0.0%	1.4%
<b>Private Practice Total</b>	<b>N</b>	<b>9</b>	<b>49</b>	<b>58</b>
	<b>%</b>	<b>64.3%</b>	<b>83.1%</b>	<b>79.5%</b>
Uniformed services	N	2	1	3
	%	14.3%	1.7%	4.1%
College or University (Faculty or staff only)	N	1	0	1
	%	7.1%	0.0%	1.4%
<b>Public or Corporate Total</b>	<b>N</b>	<b>3</b>	<b>1</b>	<b>4</b>
	<b>%</b>	<b>21.4%</b>	<b>1.7%</b>	<b>5.5%</b>
Internship (Private or Academic)	N	1	9	10
	%	7.1%	15.3%	13.7%
Other Education	N	1	0	1
	%	7.1%	0.0%	1.4%
<b>Advanced Education Total</b>	<b>N</b>	<b>2</b>	<b>9</b>	<b>11</b>
	<b>%</b>	<b>14.3%</b>	<b>15.3%</b>	<b>15.1%</b>
<b>Total</b>	<b>N</b>	<b>14</b>	<b>59</b>	<b>73</b>
	<b>%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

<b>Q10/Q13. Accepted a job that matched their preference for employment (Among those who accepted a position)</b>				
		Male	Female	Total
Got First Choice	N	7	44	51
	%	50.0%	74.6%	69.9%
Got Second Choice	N	2	7	9
	%	14.3%	11.9%	12.3%
Got Third Choice	N	1	3	4
	%	7.1%	5.1%	5.5%
Did not get any of the Choices	N	4	5	9
	%	28.6%	8.5%	12.3%
<b>Total</b>	<b>N</b>	<b>14</b>	<b>59</b>	<b>73</b>
	<b>%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

<b>Q14. Please indicate what type of internship program you have accepted. (Among those who accepted an internship)</b>				
		Male	Female	Total
Private referral practice	N	1	3	4
	%	100.0%	37.5%	44.4%
Private practice	N	0	2	2
	%	0.0%	25.0%	22.2%
Academic/University	N	0	3	3
	%	0.0%	37.5%	33.3%
Total	N	1	8	9
	%	100.0%	100.0%	100.0%

<b>Q15. Please indicate the species focus of the internship you have accepted. (Among those who accepted an internship)</b>				
		Male	Female	Total
Food animal internship	N	0	1	1
	%	0.0%	12.5%	11.1%
Companion animal internship	N	1	5	6
	%	100.0%	62.5%	66.7%
Equine internship	N	0	2	2
	%	0.0%	25.0%	22.2%
Total	N	1	8	9
	%	100.0%	100.0%	100.0%

<b>Q15a. What are your reasons for undertaking an internship? (Among those who accepted an internship) (Multiple Responses Accepted)</b>				
		Male	Female	Total
Because I plan to apply for residency	N	1	6	7
	%	100.0%	75.0%	77.8%
To practice better quality veterinary medicine	N	0	4	4
	%	0.0%	50.0%	44.4%
I feel that my desired position requires an internship to obtain employment	N	0	3	3
	%	0.0%	37.5%	33.3%
Because I feel I need more training before entering veterinary practice	N	0	2	2
	%	0.0%	25.0%	22.2%
I feel that I will earn more money in veterinary medicine by doing an internship	N	0	1	1
	%	0.0%	12.5%	11.1%
Total Responses	N	1	16	17
	%	100.0%	200.0%	188.9%
Total Respondents		1	8	9

<b>Q15b. Of the reasons you checked for undertaking an internship, which is your primary reason? (Among those who accepted an internship)</b>				
		Male	Female	Total
Because I plan to apply for residency	N	1	5	6
	%	100.0%	62.5%	66.7%
I feel that my desired position requires an internship to obtain employment	N	0	1	1
	%	0.0%	12.5%	11.1%
Because I feel I need more training before entering veterinary practice	N	0	1	1
	%	0.0%	12.5%	11.1%
To practice better quality veterinary medicine	N	0	1	1
	%	0.0%	12.5%	11.1%
Total	N	1	8	9
	%	100.0%	100.0%	100.0%

<b>Q16. How many total hours do you expect to work per week? (Distribution, Mean &amp; Median: Among those who accepted a position)</b>				
		Male	Female	Total
30-39	N	0	3	3
	%	0.0%	5.2%	4.2%
40-49	N	8	38	46
	%	57.1%	65.5%	63.9%
50-59	N	4	7	11
	%	28.6%	12.1%	15.3%
60-69	N	1	4	5
	%	7.1%	6.9%	6.9%
70-79	N	1	1	2
	%	7.1%	1.7%	2.8%
80-89	N	0	3	3
	%	0.0%	5.2%	4.2%
100+	N	0	2	2
	%	0.0%	3.4%	2.8%
Total	N	14	58	72
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>47.1</b>	<b>48.9</b>	<b>48.6</b>
<b>Median</b>		<b>42.5</b>	<b>45.0</b>	<b>45.0</b>

<b>Q17. Do you expect to work for at least 48 weeks in the next year? (Among those who accepted a position)</b>				
		Male	Female	Total
Yes	N	14	54	68
	%	100.0%	93.1%	94.4%
No	N	0	4	4
	%	0.0%	6.9%	5.6%
Total	N	14	58	72
	%	100.0%	100.0%	100.0%

<b>Q17a. Will you be working full-time or part-time? (Among those who accepted a position)</b>				
		Male	Female	Total
Full-time	N	14	58	72
	%	100.0%	100.0%	100.0%
Total	N	14	58	72
	%	100.0%	100.0%	100.0%

<b>Q18. Will you be an employee or self-employed? (Among those who accepted a position in private practice)</b>				
		Male	Female	Total
Employee	N	6	48	54
	%	75.0%	100.0%	96.4%
Self-employed	N	2	0	2
	%	25.0%	0.0%	3.6%
Total	N	8	48	56
	%	100.0%	100.0%	100.0%

<b>Q18a. Which of the following best describes your compensation method for the first year? (Among those who accepted a FULL TIME position)</b>				
		Male	Female	Total
Guaranteed salary (or stipend) with no option for production bonus	N	8	34	42
	%	57.1%	58.6%	58.3%
Base salary (or stipend) with production bonus	N	3	24	27
	%	21.4%	41.4%	37.5%
Don't know	N	3	0	3
	%	21.4%	0.0%	4.2%
Total	N	14	58	72
	%	100.0%	100.0%	100.0%

<b>Q19-Q22. What will be your salary or stipend for the year? (Includes salary, salary with a production bonus and production only) (Mean &amp; Median: Among those who accepted a position and were FULL TIME)</b>				
		Male	Female	Total
Food animal practice (predominant)	Valid N	0	2	2
	Mean	.	\$71,500	\$71,500
	Median	.	\$71,500	\$71,500
Mixed practice (at least 25% companion and 25% food or equine)	Valid N	3	6	9
	Mean	\$70,000	\$83,667	\$79,111
	Median	\$70,000	\$73,500	\$70,000
Companion animal practice (predominant)	Valid N	1	7	8
	Mean	\$103,000	\$82,086	\$84,700
	Median	\$103,000	\$86,000	\$86,500
Companion animal practice (exclusive)	Valid N	3	34	37
	Mean	\$84,333	\$87,624	\$87,357
	Median	\$90,000	\$90,000	\$90,000
Other Veterinary Employment	Valid N	0	0	0
	Mean	.	.	.
	Median	.	.	.
<b>Private Practice Total</b>	<b>Valid N</b>	<b>7</b>	<b>49</b>	<b>56</b>
	<b>Mean</b>	<b>\$80,857</b>	<b>\$85,690</b>	<b>\$85,086</b>
	<b>Median</b>	<b>\$70,000</b>	<b>\$87,000</b>	<b>\$86,500</b>
Uniformed services	Valid N	2	1	3
	Mean	\$62,500	\$72,000	\$65,667
	Median	\$62,500	\$72,000	\$72,000
College or University (Faculty or staff only)	Valid N	1	0	1
	Mean	\$32,000	.	\$32,000
	Median	\$32,000	.	\$32,000
<b>Public or Corporate Total</b>	<b>Valid N</b>	<b>3</b>	<b>1</b>	<b>4</b>
	<b>Mean</b>	<b>\$52,333</b>	<b>\$72,000</b>	<b>\$57,250</b>
	<b>Median</b>	<b>\$50,000</b>	<b>\$72,000</b>	<b>\$61,000</b>
Internship (Private or Academic)	Valid N	1	8	9
	Mean	\$40,000	\$35,838	\$36,300
	Median	\$40,000	\$30,000	\$32,000
Other Education	Valid N	0	0	0
	Mean	.	.	.
	Median	.	.	.
<b>Advanced Education Total</b>	<b>Valid N</b>	<b>1</b>	<b>8</b>	<b>9</b>
	<b>Mean</b>	<b>\$40,000</b>	<b>\$35,838</b>	<b>\$36,300</b>
	<b>Median</b>	<b>\$40,000</b>	<b>\$30,000</b>	<b>\$32,000</b>
<b>Total</b>	<b>Valid N</b>	<b>11</b>	<b>58</b>	<b>69</b>
	<b>Mean</b>	<b>\$69,364</b>	<b>\$78,578</b>	<b>\$77,109</b>
	<b>Median</b>	<b>\$70,000</b>	<b>\$84,800</b>	<b>\$78,000</b>



<b>Q19-Q22. What will be your salary or stipend for the year?</b> <b>(Includes salary, salary with a production bonus and production only)</b> <b>(Mean &amp; Median: Among those who accepted a position and were FULL TIME)</b> <b>(Excluding Advanced Education)</b>				
		Q31		Total
		Male	Female	
Private Practice	Valid N	7	49	56
	Mean	\$80,857	\$85,690	\$85,086
	Median	\$70,000	\$87,000	\$86,500
Public or Corporate	Valid N	3	1	4
	Mean	\$52,333	\$72,000	\$57,250
	Median	\$50,000	\$72,000	\$61,000
Total	Valid N	10	50	60
	Mean	\$72,300	\$85,416	\$83,230
	Median	\$70,000	\$86,500	\$85,000

<b>Q23. Do you anticipate earning additional compensation from a signing bonus, moving allowance, emergency case compensation, housing allowance or student loan repayment assistance during your first year of employment?</b> <b>(Among those who accepted a position and were FULL TIME)</b>				
		Male	Female	Total
Yes	N	8	33	41
	%	57.1%	56.9%	56.9%
No	N	6	25	31
	%	42.9%	43.1%	43.1%
Total	N	14	58	72
	%	100.0%	100.0%	100.0%

<b>Q23a. Please indicate whether you anticipate earning additional compensation from the following during your first year of employment?</b> <b>(Among those who will earn additional compensation)</b> <b>(Multiple Responses Accepted)</b>				
		Male	Female	Total
Signing bonus	N	1	18	19
	%	12.5%	54.5%	46.3%
Moving allowance	N	4	14	18
	%	50.0%	42.4%	43.9%
Emergency case compensation	N	2	6	8
	%	25.0%	18.2%	19.5%
Housing Allowance	N	2	4	6
	%	25.0%	12.1%	14.6%
Student loan repayment assistance	N	3	6	9
	%	37.5%	18.2%	22.0%
Total	N	12	48	60
	%	150.0%	145.5%	146.3%
Total Respondents	N	8	33	41

<b>Q24a. What dollar amount do you anticipate for a signing bonus? (Among those who will earn a Signing Bonus)</b>				
		Male	Female	Total
Signing bonus	N	1	18	19
Valid N		1	18	19
Mean		\$15,000	\$7,333	\$7,737

<b>Q24b. What dollar amount do you anticipate for a moving allowance? (Among those who will earn a Moving Allowance)</b>				
		Male	Female	Total
Moving allowance	N	4	14	18
Valid N		4	13	17
Mean		\$1,875	\$3,485	\$3,106
Don't know/unable to estimate	N	0	1	1
	%	0.0%	5.6%	5.6%

<b>Q24c. What dollar amount do you anticipate for emergency case compensation? (Among those who will earn Emergency Case Compensation)</b>				
		Male	Female	Total
Emergency case compensation	N	2	6	8
Valid N		0	2	2
Mean		.	\$13,000	\$13,000
Don't know/unable to estimate	N	2	4	6
	%	25.0%	50.0%	75.0%

<b>Q24d. What dollar amount do you anticipate for housing allowance? (Among those who will earn a Housing Allowance)</b>				
		Male	Female	Total
Housing Allowance	N	2	4	6
Valid N		1	2	3
Mean		\$20,000	\$8,600	\$12,400
Don't know/unable to estimate	N	1	2	3
	%	16.7%	33.3%	50.0%

<b>Q24e. What dollar amount do you anticipate for student loan repayment assistance? (Among those who will earn a Student Loan Repayment Assistance)</b>				
		Male	Female	Total
Student loan repayment assistance	N	3	6	9
Valid N		1	5	6
Mean		\$1,800	\$4,440	\$4,000
Don't know/unable to estimate	N	2	1	3
	%	22.2%	11.1%	33.3%

<b>Q25. Which of the following benefits will be provided by your employer as part of your employment compensation? (Among those who accepted a position)</b>				
		Male	Female	Total
At least one benefit	N	11	58	69
	%	78.6%	98.3%	94.5%
No benefits	N	3	1	4
	%	21.4%	1.7%	5.5%
Total	N	14	59	73
	%	100.0%	100.0%	100.0%

<b>Q25. Which of the following benefits will be provided by your employer as part of your employment compensation? (Among those who accepted a position)</b>				
		Male	Female	Total
Medical/hospitalization plan	N	10	48	58
	%	71.4%	81.4%	79.5%
Dental plan	N	8	33	41
	%	57.1%	55.9%	56.2%
Disability insurance	N	3	22	25
	%	21.4%	37.3%	34.2%
Life insurance	N	5	16	21
	%	35.7%	27.1%	28.8%
Liability insurance	N	9	43	52
	%	64.3%	72.9%	71.2%
Paid sick leave	N	7	37	44
	%	50.0%	62.7%	60.3%
Paid vacation leave	N	9	50	59
	%	64.3%	84.7%	80.8%
Paid legal holidays	N	6	25	31
	%	42.9%	42.4%	42.5%
Tax-deferred retirement plan (i.e. 401K, profit sharing)	N	3	26	29
	%	21.4%	44.1%	39.7%
Informal profit sharing plan (not tax-deferred)	N	0	0	0
	%	0.0%	0.0%	0.0%
Employer contribution/match to tax-deferred retirement plan	N	2	24	26
	%	14.3%	40.7%	35.6%
Continuing education leave	N	6	45	51
	%	42.9%	76.3%	69.9%
Continuing education expenses	N	8	51	59
	%	57.1%	86.4%	80.8%
Licenses	N	8	50	58
	%	57.1%	84.7%	79.5%
Association dues	N	7	44	51
	%	50.0%	74.6%	69.9%
Personal use of vehicle	N	2	5	7
	%	14.3%	8.5%	9.6%
Discounted pet care	N	7	40	47
	%	50.0%	67.8%	64.4%
Other	N	0	6	6
	%	0.0%	10.2%	8.2%
No Benefits	N	3	1	4
	%	21.4%	1.7%	5.5%
Total Responses	N	103	566	669
	%	735.7%	959.3%	916.4%
Total Respondents	N	14	59	73

<b>Q26. In what state is your new employment or advanced education? (Among those who accepted a position)</b>				
		Male	Female	Total
Arizona	N	0	1	1
	%	0.0%	1.7%	1.4%
Arkansas	N	1	1	2
	%	7.1%	1.7%	2.7%
California	N	0	2	2
	%	0.0%	3.4%	2.7%
Connecticut	N	0	1	1
	%	0.0%	1.7%	1.4%
Florida	N	0	2	2
	%	0.0%	3.4%	2.7%
Iowa	N	0	1	1
	%	0.0%	1.7%	1.4%
Kansas	N	1	0	1
	%	7.1%	0.0%	1.4%
Kentucky	N	1	0	1
	%	7.1%	0.0%	1.4%
Missouri	N	1	2	3
	%	7.1%	3.4%	4.1%
Nevada	N	1	1	2
	%	7.1%	1.7%	2.7%
New Hampshire	N	0	1	1
	%	0.0%	1.7%	1.4%
New Mexico	N	0	1	1
	%	0.0%	1.7%	1.4%
New York	N	0	3	3
	%	0.0%	5.1%	4.1%
North Carolina	N	0	2	2
	%	0.0%	3.4%	2.7%
North Dakota	N	0	1	1
	%	0.0%	1.7%	1.4%
Ohio	N	1	0	1
	%	7.1%	0.0%	1.4%
Oklahoma	N	5	21	26
	%	35.7%	35.6%	35.6%
Pennsylvania	N	0	1	1
	%	0.0%	1.7%	1.4%
Texas	N	3	15	18
	%	21.4%	25.4%	24.7%
Utah	N	0	1	1
	%	0.0%	1.7%	1.4%
Wisconsin	N	0	2	2
	%	0.0%	3.4%	2.7%
Total	N	14	59	73
	%	100.0%	100.0%	100.0%

<b>Q27. Is the state where you accepted employment/advanced education your preferred state? (Among those who accepted a position)</b>				
		Male	Female	Total
Yes	N	11	51	62
	%	78.6%	87.9%	86.1%
No	N	3	7	10
	%	21.4%	12.1%	13.9%
Total	N	14	58	72
	%	100.0%	100.0%	100.0%

<b>Q28. In what state would you have preferred to find employment/advanced education? (Among those who accepted a position and didn't get their preferred state for employment/advanced education)</b>				
		Male	Female	Total
Colorado	N	0	1	1
	%	0.0%	14.3%	10.0%
Indiana	N	0	1	1
	%	0.0%	14.3%	10.0%
Oklahoma	N	2	4	6
	%	66.7%	57.1%	60.0%
Oregon	N	1	0	1
	%	33.3%	0.0%	10.0%
Pennsylvania	N	0	1	1
	%	0.0%	14.3%	10.0%
Total	N	3	7	10
	%	100.0%	100.0%	100.0%

<b>Q29. In what state would you prefer to find employment/advanced education? (Among those who did not receive an offer or did not accept employment/advanced education)</b>				
		Male	Female	Total
California	N	1	0	1
	%	20.0%	0.0%	9.1%
Colorado	N	0	1	1
	%	0.0%	16.7%	9.1%
Maine	N	0	1	1
	%	0.0%	16.7%	9.1%
Nevada	N	1	0	1
	%	20.0%	0.0%	9.1%
New Mexico	N	1	0	1
	%	20.0%	0.0%	9.1%
Oklahoma	N	1	4	5
	%	20.0%	66.7%	45.5%
South Dakota	N	1	0	1
	%	20.0%	0.0%	9.1%
Total	N	5	6	11
	%	100.0%	100.0%	100.0%

<b>Q30. What is your age? (Distribution, Mean &amp; Median)</b>				
		Male	Female	Total
Less than 25	N	1	2	3
	%	5.3%	3.1%	3.6%
25	N	4	14	18
	%	21.1%	21.5%	21.4%
26	N	3	11	14
	%	15.8%	16.9%	16.7%
27	N	4	9	13
	%	21.1%	13.8%	15.5%
28	N	4	15	19
	%	21.1%	23.1%	22.6%
29 to 30	N	0	7	7
	%	0.0%	10.8%	8.3%
31 to 35	N	1	3	4
	%	5.3%	4.6%	4.8%
36 or more	N	2	4	6
	%	10.5%	6.2%	7.1%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>27.8</b>	<b>27.9</b>	<b>27.9</b>
<b>Median</b>		<b>27.0</b>	<b>27.0</b>	<b>27.0</b>

<b>Q31. What is your sex?</b>				
		Male	Female	Total
Male	N	19	0	19
	%	100.0%	0.0%	22.6%
Female	N	0	65	65
	%	0.0%	100.0%	77.4%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%

<b>Q31a. Which of the following best describes your race or ethnicity?</b>				
		Male	Female	Total
White/Caucasian	N	16	55	71
	%	88.9%	85.9%	86.6%
Black/African American	N	0	1	1
	%	0.0%	1.6%	1.2%
Hispanic or Latino	N	0	4	4
	%	0.0%	6.3%	4.9%
Multiracial	N	1	2	3
	%	5.6%	3.1%	3.7%
American Indian or Alaska Native	N	1	2	3
	%	5.6%	3.1%	3.7%
Total	N	18	64	82
	%	100.0%	100.0%	100.0%

<b>Q32. What is your marital status?</b>				
		Male	Female	Total
Single/Never married	N	12	38	50
	%	63.2%	58.5%	59.5%
Married	N	7	23	30
	%	36.8%	35.4%	35.7%
Divorced	N	0	4	4
	%	0.0%	6.2%	4.8%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%

<b>Q33. Do you have any children?</b>				
		Male	Female	Total
Yes	N	4	8	12
	%	21.1%	12.3%	14.3%
No	N	15	57	72
	%	78.9%	87.7%	85.7%
Total	N	19	65	84
	%	100.0%	100.0%	100.0%

<b>Q33a. How many children do you have? (Distribution, Mean &amp; Median: Among those who have children)</b>				
		Male	Female	Total
1	N	3	7	10
	%	75.0%	87.5%	83.3%
2	N	1	1	2
	%	25.0%	12.5%	16.7%
Total	N	4	8	12
	%	100.0%	100.0%	100.0%
<b>Mean</b>		<b>1.3</b>	<b>1.1</b>	<b>1.2</b>
<b>Median</b>		<b>1.0</b>	<b>1.0</b>	<b>1.0</b>