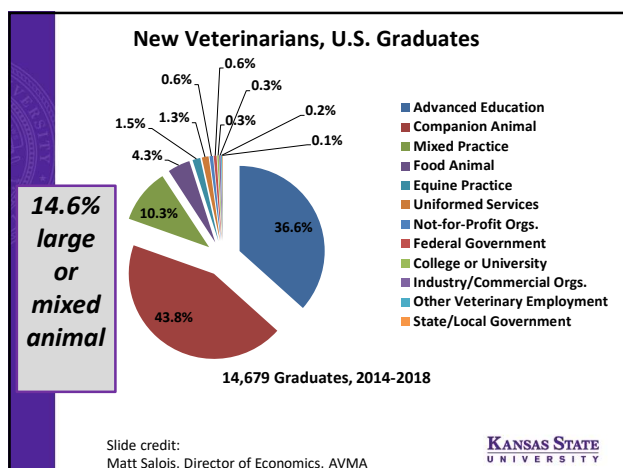




1



2

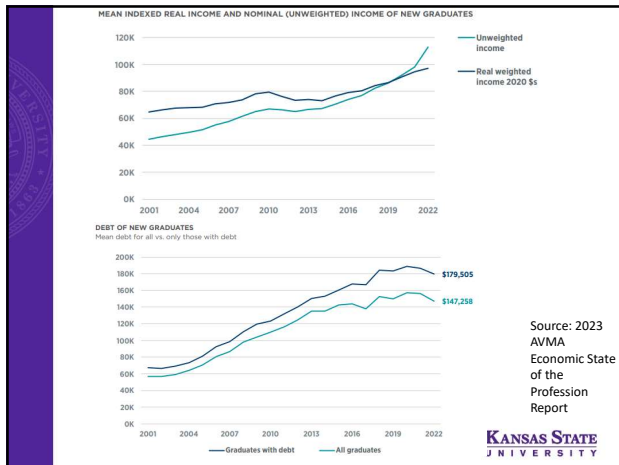
~7% Practitioners are Food or Mixed Animal

Sector	2022 Census of Veterinarians	AVMA membership
Food animal	1.8%	4.4%
Companion animal	69.3%	73.1%
Mixed animal	4.9%	4.5%
Equine	4.4%	4.4%
Other private practice	0.4%	0.6%
College or university	6.2%	5.8%
State/Local/Federal gov't	0.8%	1.9%
Uniformed services	0.4%	0.6%
Industry/Commercial	3.9%	3.0%
Other public practice	7.9%	1.8%

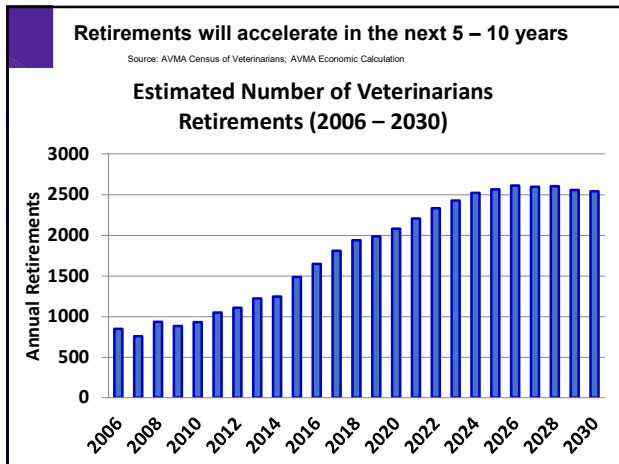
Source: 2023 AVMA Economic State of the Profession Report

KANSAS STATE UNIVERSITY

3



4



5

Graduate Demand

AVMA:

- 2021 unemployment rate = 0.7%
- 2021: YoY 13% industry growth
- 17%-35% projected employment growth over 10 yrs
- 2.5 offers/graduate
- 3.1 jobs/job seeker

The infographic shows '12 OPEN JOBS' and '1 VETERINARIAN'. It includes a small icon of a person and the text 'HOW CAN YOU STAND OUT?'.

KANSAS STATE UNIVERSITY

6



AMERICAN
ASSOCIATION
of BOVINE
PRACTITIONERS

Veterinary Practice Sustainability Committee

- Next generation practice analysis workshops
- Monthly newsletters
- Podcast





7



BCI podcast



- Brian Lubbers
- Dustin Pendell
- Phillip Lancaster
- Bob Larson
- Brad White



8

HOME > ABOUT GRANTS > FUNDING OPPORTUNITIES



Veterinary Services Grant Program (VSGP)


- Rural practice enhancement awards
- Veterinary shortage areas
 - <https://www.nifa.usda.gov/vmlrp-map>



National Institute of Food and Agriculture
UNITED STATES DEPARTMENT OF AGRICULTURE




9




Rural practice issues

- Producer expectations
- Student training
- Job satisfaction
- Veterinary compensation
- Turnover in practice










10



Rural Veterinary Workforce Development

- Producer expectations
- Student training
- Job satisfaction
- Veterinary compensation
- Turnover in practice

11



Rural Veterinary Workforce team:

KSU Veterinary Med: Bonnie Rush, Brad White

KSU College of Ag: Mike Day, Ken Odde

KS Veterinary Medical Assoc: Megan Kilgore

KS Dept. of Agriculture: Mike Beam, Kelsey Olson

Kansas Farm Bureau: Nancy Brown

Kansas Livestock Association: Matt Teagarden

Livestock Marketing Association: Joe Barbour





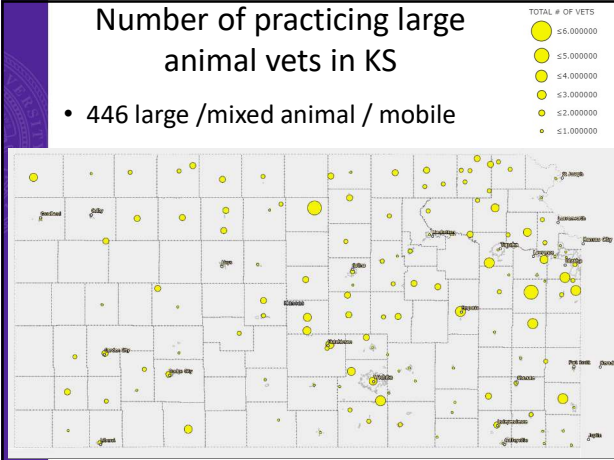





12

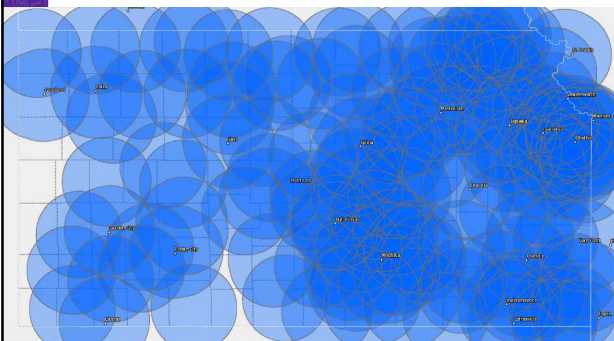
Number of practicing large animal vets in KS

- 446 large /mixed animal / mobile



13

30 mile radius from each large animal practice



14

Rural Veterinarian Producer Survey

Kristen Smith

Survey goal

Identify level of shortage as perceived by producer

Identify specific areas or types of services needed

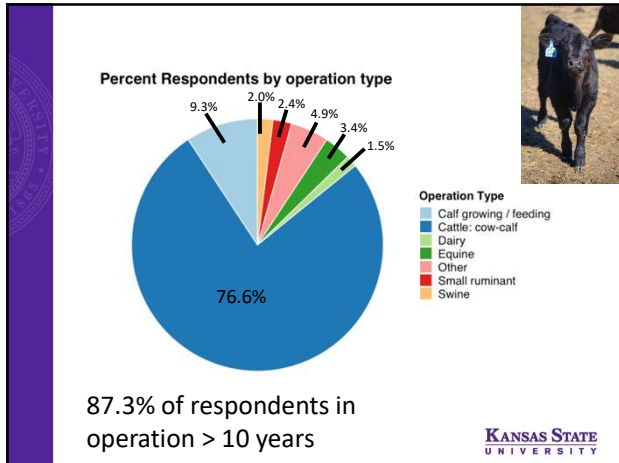
Survey responses

- Survey posted online and promoted

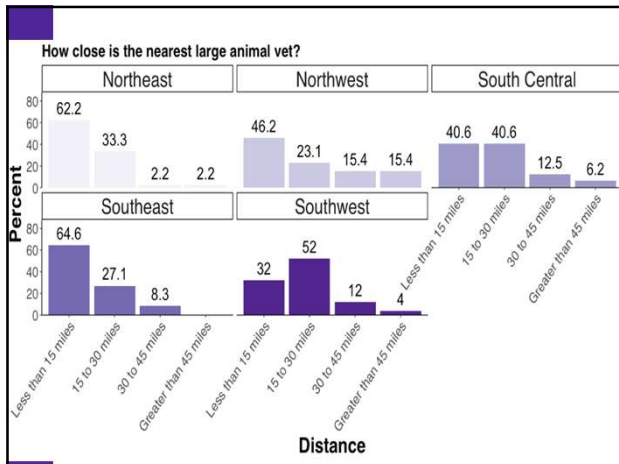
- 202 usable responses

KANSAS STATE
UNIVERSITY

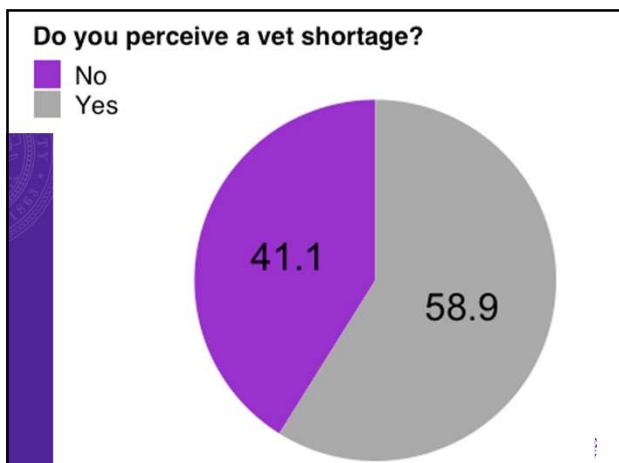
15



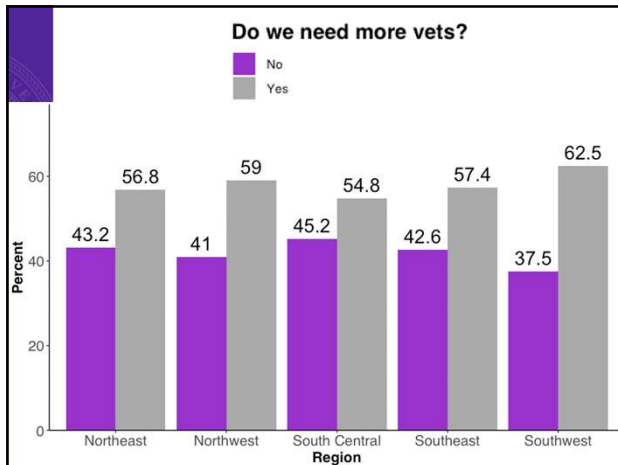
16



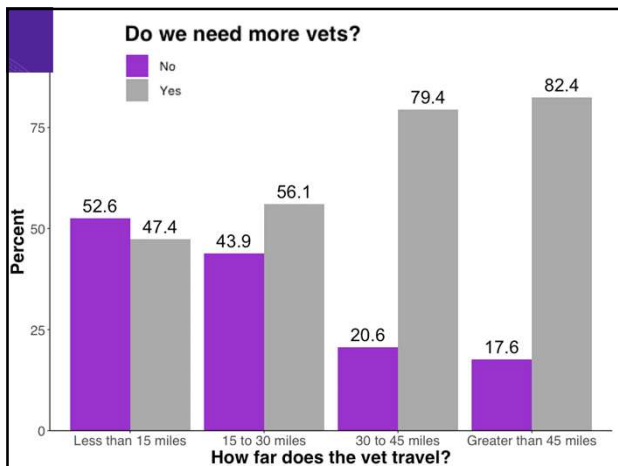
17



18



19



20

Services listed in survey

1. Herd production records	12. Designing an immunization program for adults
2. Herd financial analysis	13. Vaccinating animals
3. Marketing plans for animals	14. Designing a treatment protocol
4. Balancing rations	15. Designing a biosecurity program
5. Evaluation of feed / mineral costs	16. Selecting / managing replacement animals
6. Genetic decisions	17. Performing emergency individual animal treatments (sick animals)
7. Designing reproductive programs (estrus synchronization)	18. Visiting farm to evaluate herd emergency or disease outbreak
8. Implementing reproductive programs (estrus synchronization / AI)	19. Performing pregnancy testing by rectal palpation on cows
9. Performing regulatory procedures (health certificates, required testing)	20. Performing pregnancy testing by ultrasound on cows
10. Design working / processing facilities	21. Performing breeding soundness exams on bulls
11. Designing a preconditioning program	22. None

21

Overall results

Top 5 Current Services Utilized

- Performing emergency individual animal treatments (sick animals) (n = 157)
- Performing pregnancy testing by rectal palpation on cows (n = 125)
- Performing breeding soundness exams on bulls (n = 119)
- Performing regulatory procedures (health certificates, required testing) (n = 117)
- Vaccinating animals (n = 115)

22

Overall results

Top 5 Services Unavailable

- Performing emergency individual animal treatments (sick animals) (n = 23)
- Balancing Rations (n = 16)
- Evaluation of feedstuffs/mineral costs (n = 14)
- Designing reproductive programs (estrus synchronization) (n = 13)
- Designing a biosecurity program (n = 12)

23

Conclusions

- Most respondents cow-calf with monthly/quarterly veterinary interactions
- 58.9% respondents indicated veterinary shortage
 - Higher percent indicated shortage if < 3 vets within 45 miles or vets have to travel > 30 miles to operation

Top 5 Current Services Utilized

- Emergency treatments (n = 157)
- Preg test (palpate) (n = 125)
- Bull BSE (n = 119)

Top 5 Services Unavailable

- Emergency treatments (n = 23)
- Balancing Rations (n = 16)
- Feed/mineral costs (n = 14)

24

Rural practice issues

Producer expectations

Student training

Job satisfaction

Veterinary compensation

Turnover in practice



KANSAS STATE UNIVERSITY

25

KSU CVM Rural veterinary educational programs

- Food Animal Veterinary Certificate (FAVC)
- Veterinary Training Program for Rural Kansas (VTPRK)
- SPARK grant: Summer program for Aspiring Rural Kansas Veterinarians



26




KSU CVM

Food Animal Veterinary Certificate

- Certificate based on existing and new courses
 - Incorporate program through all 4 years
- Communicate student/graduate food animal interest internally and externally
- **Educational objectives**
 - Produce entry level workforce for food animal practice
 - Prepare graduates for success in food animal practice


KANSAS STATE UNIVERSITY

27



FAVC *Overview*

- **Course work:**
 - Core courses (4 hours) must take all
 - Elective courses: 10 hours (pre-clinical and clinical)
- **Core Experiences**
 - Involvement extracurricular
 - Procedure logs
 - Proficiency at core clinical skills
 - Capstone experience seminar presentation



28

FAVC Activities

SPOTLIGHT ON
Kansas State Veterinary Medicine
Innovative approaches in teaching the next generation of veterinarians.

Enhancing graduate preparation for food animal practice

Brad White, DVM, MS¹; Bonnie Rutz, DVM, MS, DACVP; James Rutz, DVM, MS, DACVP

¹Corresponding author: Dr. White (whitebrad@ksu.edu)
doi.org/10.2460/javma.23.06.0038

In 2018, the Kansas State University College of Veterinary Medicine (KSUCVM) established the Food Animal Veterinary Certificate (FAVC) program to enhance graduate confidence and proficiency in key areas of large animal practice. Feedback from regional stakeholders and practicing veterinarians identified a need for increased production animal experience, improved technical proficiency, and rural practice management for entry-level veterinary graduates. The FAVC goal is to prepare food animal- or mixed practice-oriented graduates for long-term success in rural practice by developing skills in animal health, production medicine, disease management.




Dr. Leslie Whitson instructs students to perform a peritoneal fluid tap on a cow.



29

Overview

- 2006: established by KS Legislature to support rural practitioners
- 2022: updated with additional support



A Needed Boost



Rural practice is getting extra attention in Kansas courtesy of the Kansas legislature

30

Veterinary Training Program
VTPRK
For Rural Kansas

Student requirements

- FAVC (14 credits)
- Attend Continuing Education
- Monthly Meetings
- Summer Tour of KS Ag Production
- Capstone Experience Presentation

31

Monthly meetings

- Visit with practicing veterinarians
 - Case management
 - Business aspects of practice
 - Discussions of opportunities in practice
 - Human resource management



32

2022 tour

- Great Bend
- Ness City
- Montezuma
- Cimarron
- Johnson
- Syracuse
- Lakin
- Ulysses
- Pratt




33

Veterinary Training Program

VTPRK

For Rural Kansas

2023 tour

- Frankfort
- Olsburg
- Marion
- Herrington
- White City
- Abilene
- Chapman
- Ramona
- Clay Center
- Concordia
- Council Grove

34

Capstone presentation

- One week business class
- Three week externship

Large animal Radiography

- Atchison Animal Hospital- Atchison Kansas

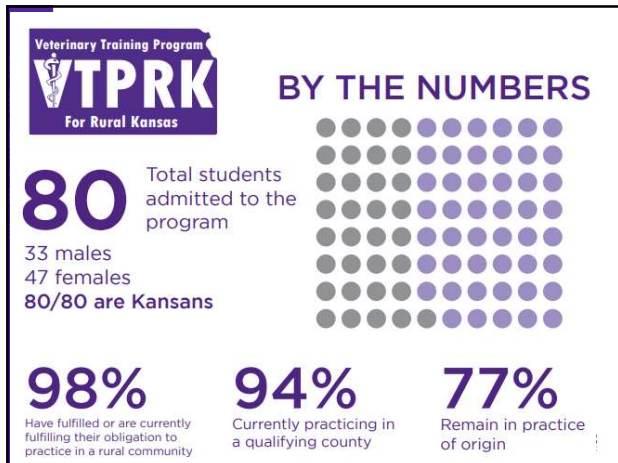
Services to be added:

- Equine Lameness evaluation
- Equine Pre-purchase examination
- Food animal radiography

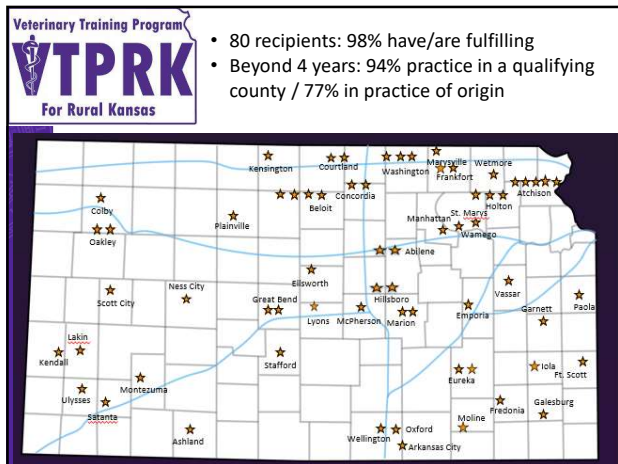
35

VTPRK results

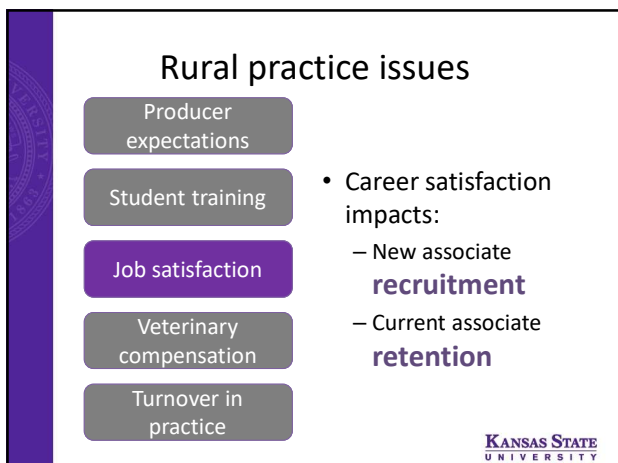
36



37



38



39

First associate job selection criteria

Kansas students select their job based on:

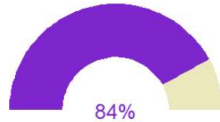
- a) mentorship
- b) location
- c) fellow workers or environment
- d) compensation
- e) work hours
- f) well-being
- g) benefits

*in that order

KANSAS STATE
UNIVERSITY

40

Career Satisfaction Summary



- Most new graduates satisfied with career (84%)
 - How to increase satisfaction: time away from work
- Only 67% felt financially healthy
 - Recognize the role of current student debt
- **Adequate recognition** is critical
 - Job and career satisfaction and financial health

2021 Gilliam et al Bovine Practitioner Proceedings

KANSAS STATE
UNIVERSITY

41

Rural practice issues

Producer expectations

Student training

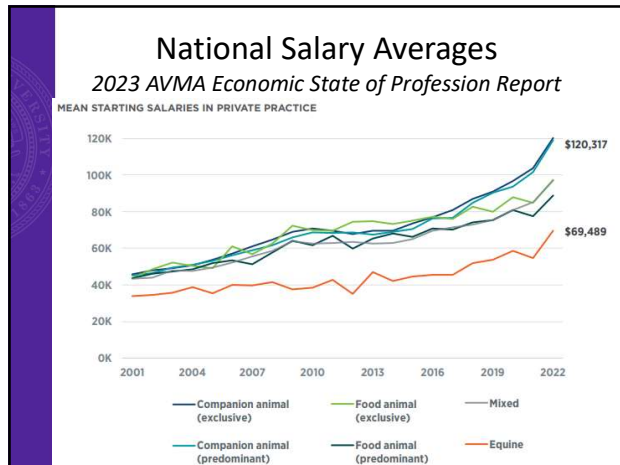
Job satisfaction

Veterinary compensation

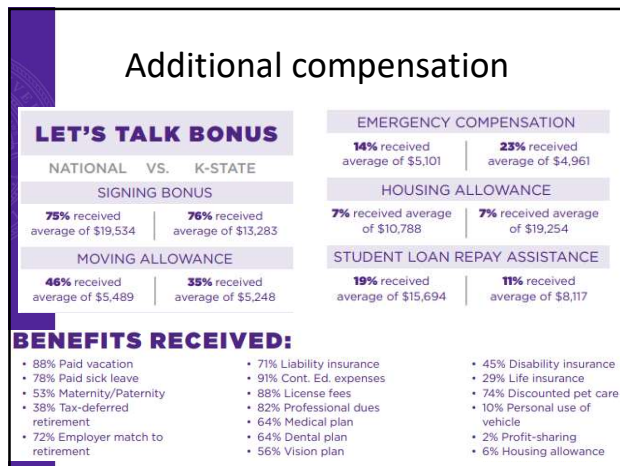
Turnover in practice

KANSAS STATE
UNIVERSITY

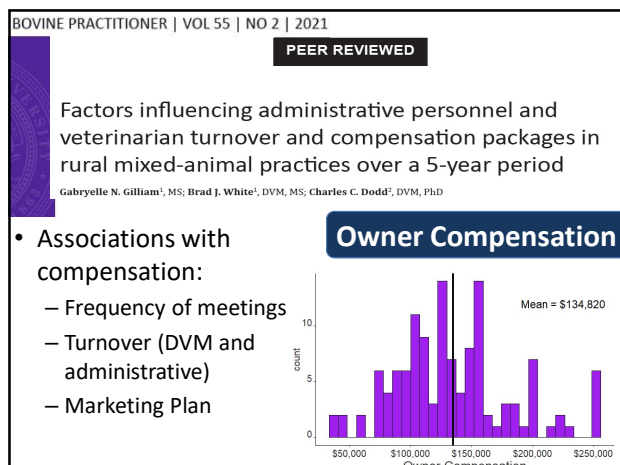
42



43



44



45

Rural practice issues

- Producer expectations
- Student training
- Job satisfaction
- Veterinary compensation
- Turnover in practice
- Key associations:
 - Veterinarians with ownership
 - Higher with 1 DVM owner
 - Number Admin left
 - Higher turnover if 4 left compared to 0

KANSAS STATE UNIVERSITY

46

Rural practice issues

- Producer expectations
- Student training
- Job satisfaction
- Veterinary compensation
- Turnover in practice
- Rural vet shortage
 - Specific services?
- Satisfaction
 - Relationships and feedback
- Marketing plans / staff meetings
 - Job vs. business
- Turnover is challenging
 - Culture

KANSAS STATE UNIVERSITY

47



48
