

## Introduction

Hello! Thank you for taking the time to complete this survey. The purpose of this survey is for several federal government agencies that employ a large number of veterinarians to gain insight on your views related to career opportunities after you graduate from veterinary school. As such, it is important for us to understand your opinions and preferences to help inform how we offer financial incentives to veterinarians who may join our agency workforces. Your responses are confidential. The survey should take 10-13 minutes to complete, and we appreciate your taking the time to provide us this information.

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According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0583-0151. The time required to complete this information collection is estimated to average 13 minutes per response, including the time for reading instructions.

### Vet school Demographics/ Exit Responses



Number	Question	Answer Choices
1	What year of veterinary school are you in right now?	a) First Year b) Second Year c) Third Year d) Fourth Year e) I'm not in Vet school yet.
2	Which school are you currently attending?	
3.	What age range do you fall into?	a) 18-21 b) 22-25 c) 26-29 d) 30-35 e) 36-40 f) 41-45 g) 46+
4.	Please select the racial/national origin category with which you primarily identify.	a) White b) Hispanic or Latino c) Black or African American d) Native American or American Indian e) Asian / Pacific Islander f) Other

5.	Please select the gender with which you identify.	<ul style="list-style-type: none"> <li>a) Male</li> <li>b) Female</li> </ul>
6.	Select any of the following methods you are using this year to fund your education	<ul style="list-style-type: none"> <li>a) Federal Student Loans (including grad plus)</li> <li>b) Chapter 33 GI Bill</li> <li>c) Chapter 30 GI Bill</li> <li>d) Chapter 31 – Vocational Rehab</li> <li>e) Chapter 1606</li> <li>f) Chapter 1607</li> <li>g) Chapter 35</li> <li>h) State Aid for Veterans</li> <li>i) Health Professions Student Loans</li> <li>j) I am not funding my education with any of the listed options.</li> </ul>
7.	Regarding your tuition, which rate are you paying this academic year?	<ul style="list-style-type: none"> <li>a) In state (Resident)</li> <li>b) Out of state (Non Resident)</li> <li>c) Private (All students have the same tuition costs)</li> </ul>
8.	Have you applied for any scholarships this academic year?	<ul style="list-style-type: none"> <li>a) Yes, I have applied for scholarships this year.</li> <li>b) No, I have not applied for scholarships this year.</li> </ul>
	When do you start applying for scholarships each year for veterinary school?	<ul style="list-style-type: none"> <li>a) Between September and December</li> <li>b) Between January and April</li> <li>c) Between May and August</li> <li>d) At the beginning of the same school year in which they are offered</li> </ul>
9.	Consider your scholarship search; Please	<ul style="list-style-type: none"> <li>a) Less than \$500</li> <li>b) \$501 - \$1000</li> <li>c) \$1,001- \$3,000</li> </ul>

	select the range that best represents what you recall the “Average” veterinary scholarship offered.	<ul style="list-style-type: none"> <li>d) \$3,001 - \$5,000</li> <li>e) \$5,001 - \$7,000</li> <li>f) \$7,001 - \$10,000</li> <li>g) More than \$10,000</li> </ul>
10.	How much have you received in total scholarship dollars for the past academic year (2016-2017)?	<ul style="list-style-type: none"> <li>a) Less than \$2000</li> <li>b) \$2001 - \$4000</li> <li>c) \$4001 - \$6000</li> <li>d) \$8001 - \$10000</li> <li>e) \$10,001 - \$12,000</li> <li>f) \$12,001 – \$14,000</li> <li>g) More than \$15,000</li> </ul>
11.	Please select the top three veterinary career pathways with the highest starting salary? (Starting salary refers to the salary that you would expect to earn right out of school).	<ul style="list-style-type: none"> <li>a) Large Animal Practice</li> <li>b) Small Animal Practice</li> <li>c) Equine Animal Practice</li> <li>d) Board certified Practitioner</li> <li>e) Public Health Veterinarian (Federal Service)</li> <li>f) State Health Veterinarian (State Service)</li> <li>g) Research (Academics)</li> <li>h) Other (Please Specify)</li> </ul>
12.	To the extent that you narrowed your decision-making, which top two career pathways have you considered after graduation?	<ul style="list-style-type: none"> <li>a) Large Animal Practice</li> <li>b) Small Animal Practice</li> <li>c) Equine Animal Practice</li> <li>d) Board-certified Practitioner</li> <li>e) Public Health Veterinarian (Federal Service)</li> <li>f) State Health Veterinarian (State Service)</li> <li>g) Research (Academics)</li> <li>h) Other (Please Specify)</li> </ul>
13.	Please select the top three benefits that are most important to you in your career after veterinary school.	<ul style="list-style-type: none"> <li>a) Working in a specific location/geographic area</li> <li>b) High starting salary among my options</li> <li>c) Additional monetary/financial incentives beginning or throughout employment (e.g. starting bonus, student loan repayment, retention bonus)</li> <li>d) Generous “standard” benefits (health insurance, paid time off, sick leave)</li> <li>e) Generous retirement benefits (such as matching contributions)</li> <li>f) Flexible scheduling and/or part time</li> </ul>

		opportunities/options g) Clear and strong opportunities for advancement
14.	If you were offered a position that required you to move to a location you have never lived (i.e. a new state, or city), which of the following drivers would most influence your decision to move?	a) Financial (strong starting salary, student loan repayment, recruitment bonus, paid moving expenses) b) The nature of my job duties and my perceived satisfaction c) The level of job security I believe the position will offer d) The level of career growth potential I believe the position will offer e) The location being as near as possible to where I want to consider “home” f) I would not/cannot consider moving from where I have previously lived or currently live at this time g) Other (please specify)
15.	Which geographic region or regions are most appealing to you? (select one to two)	a) New England (CT, ME, MA, NH, RI, VT) b) Mid Atlantic (NJ, NY, PA) c) East North Central (IL, IN, MI, OH, WI) d) West North Central (IA, KS, MN, NE, ND, SD) e) South Atlantic (DE, FL, GA, MD, NC, SC, VA, DC, WV) f) East South Central (AL, KY, MS, TN) g) West South Central (AR, LA, OK, TX) h) Mountain (AZ, CO, ID, MT, NV, UT, WY) i) Pacific (CA, AK, HI, OR, WA)
16.	Have you ever applied for a position with the federal service? (Include any internships, permanent positions, veterinarian or non-veterinarian positions)	a) I have applied for a veterinary student internship with the Federal Service. b) I have applied for an internship unrelated to veterinary medicine with the Federal service c) I have applied for a non-student, permanent, position with the Federal service d) I have not applied for any positions with the Federal service
17.	Please mark all that apply of the listed Federal	a) Animal and Plant Health Inspection Service (USDA) b) Food Safety and Inspection Service (USDA) c) Agriculture Research Service (USDA)

	agencies (including military) for which you have applied for an internship (paid or unpaid), fellowship, developmental program, or permanent position.	<ul style="list-style-type: none"> <li>d) Food and Drug Administration's Centers for Disease Control and Prevention</li> <li>e) Military (Army, Air Force, Navy)</li> <li>f) Other _____</li> <li>g) None</li> </ul>
18.	Please complete the sentence choosing one option: Working as a veterinarian for a federal agency after I graduate would be...	<ul style="list-style-type: none"> <li>a) My first job preference/career path</li> <li>b) My second job preference/career path</li> <li>c) Something I haven't really considered, but may consider more now</li> <li>d) Only an option I would choose if I don't go into private practice or research</li> <li>e) Really not an option for me, I am not looking for the kind of positions I have seen offered by the Federal government</li> <li>f) I don't know</li> </ul>
19.	Please provide your level of agreement with the following statement: veterinarians in the Federal government have salary packages comparable to veterinarians employed elsewhere. If you're not sure, please select the option that most closely fits your perception.	<ul style="list-style-type: none"> <li>a) Strongly Agree</li> <li>b) Somewhat Agree</li> <li>c) Somewhat Disagree</li> <li>d) Strongly Disagree</li> </ul>

The Job	The Life Style	The Effect						
								
<p>Public Health Veterinarians work in animal processing establishments along side USDA/FSIS inspectors to ensure (as our mission states) that the nation's commercial supply of meat, poultry, and egg products is safe, wholesome, and correctly labeled and packaged.</p> <p>They also work with the processing plants to ensure animals are treated humanely during the process.</p> <p><b>A typical day may include assessing non ambulatory animals, evaluating potential pathological abnormalities and helping inspectors ensure all physical, bacterial and chemical "control points" are effectively implemented.</b></p>	<p><b>Your starting salary really depends on two things: your experience, and where you are working.</b></p> <p>Most new PHVs start at a GS-11, but <b>some</b> will start at GS-12 depending on your work experience.</p> <p>We call the difference in pay by locations, locality pay, it ranges from 15.06% to 38.17%.</p> <p><i>Other benefits include: Retirement matching and pension, many options for medical/dental and vision insurance (based on your location), student loan payback programs and public student loan forgiveness.</i></p> <p><b>**New full time PHVs, with no prior military or federal service, will earn 104 total hours of annual leave and 104 hours of sick leave per year. (4 of each per pay period).**</b></p> <table border="1" data-bbox="727 810 995 888"> <thead> <tr> <th>San Francisco</th> <th>Salt Lake City</th> </tr> </thead> <tbody> <tr> <td>GS-11: \$72,303</td> <td>GS-11: \$60,210</td> </tr> <tr> <td>GS-12: \$86,663</td> <td>GS-12: 72,168</td> </tr> </tbody> </table>	San Francisco	Salt Lake City	GS-11: \$72,303	GS-11: \$60,210	GS-12: \$86,663	GS-12: 72,168	<p><b>Have a positive impact on the health of your neighbors, both near and far each and every day you come work.</b></p> <p><b>Fact: Did you know?</b>  <b>...that reducing foodborne illness by just 1 percent would keep about 500,000 Americans from getting sick each year. Reducing foodborne illness by 10 percent would keep about 5 million from getting sick.</b></p>
San Francisco	Salt Lake City							
GS-11: \$72,303	GS-11: \$60,210							
GS-12: \$86,663	GS-12: 72,168							

21.	Please assess the above position and indicate whether the starting salary of a federal veterinarian position is lower, higher or the same to that of non-federal veterinarian starting salary.	<ul style="list-style-type: none"> <li>a) Much higher</li> <li>b) higher</li> <li>c) About the same</li> <li>d) Lower</li> <li>e) Much lower</li> </ul>
22.	How surprised were you, if at all, with the information provided on starting salaries?	<ul style="list-style-type: none"> <li>a) Not at all surprised</li> <li>b) Somewhat surprised</li> <li>c) Surprised</li> <li>d) Very surprised</li> </ul>
25.	How appealing is having a part-time work schedule available to you as an option within the first 5 years of employment after completing veterinary school?	<ul style="list-style-type: none"> <li>a) Very appealing</li> <li>b) Appealing</li> <li>c) Somewhat appealing</li> <li>d) Neutral</li> <li>e) Somewhat unappealing</li> <li>f) Unappealing</li> <li>Very Unappealing</li> </ul>

26.	Which of the following ranges of time in Federal position of employment would be most appealing?	<ul style="list-style-type: none"> <li>a) 16-23hours per week</li> <li>b) 24-28 hours per week</li> <li>c) 29-32 hours per week</li> <li>d) 33-36 hours per week</li> <li>e) 37-39 hours per week</li> </ul>
28.	Please provide any suggestions, if any, you may have to inform FSIS on what would most attract you and/or is most important to you regarding the benefits, salary, and work life balance a position offers.	a)

## USDA Pathways Program: Adel A. Malak

### IN VETERINARY SCHOOL

**\$15,000**

*Funding for tuition, books, tutors and laboratory fees awarded for **each year** in the program.*

**Paid employment during summer and school breaks as a Veterinary Student Trainee**

You will work with the USDA office closest to your desired location during school and breaks

You are eligible for federal benefits: including, retirement matching, annual leave and sick leave during your program



You must complete 640 hours in plant by the end of your program for conversion to Public Health Veterinarian

### AFTER YOU GRADUATE

You become a full-time Public Health Veterinarian for at least 1 calendar year (12 months) for each school year (2 semesters, 3 quarters, or the equivalent) that the you were covered by the scholarship

We will ask you where you would like to live/work during your employment with us, but you may be placed where the agency needs you most

Depending on the cost of living for your base, you will earn between \$60,210 to \$72,303 your first year as a full time Public Health Veterinarian

NOTE: SCHOLARSHIP AMOUNT WILL VARY BY SURVEY/ Amounts between \$5k-\$25k

29.	To what extent are you interested in	<ul style="list-style-type: none"> <li>a) Very interested</li> <li>b) Interested</li> </ul>
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	applying for the above Adel A Malak scholarship?	<ul style="list-style-type: none"> <li>c) Somewhat Interested</li> <li>d) Somewhat Uninterested</li> <li>e) Very Uninterested</li> </ul>
30.	Please indicate which one or two features of this scholarship are most appealing to you.	<ul style="list-style-type: none"> <li>a) The scholarship amount</li> <li>b) Having guaranteed employment upon graduation</li> <li>c) The opportunity to relocate</li> <li>d) Strong benefits (Health insurance, saving and investment plan options, and other benefits I would utilize upon employment)</li> <li>e) Student loan repayment options</li> <li>f) Mission (Food Safety/Public Health)</li> </ul>
31.	What is least appealing about this scholarship, if anything?	<ul style="list-style-type: none"> <li>a) The scholarship amount</li> <li>b) The year for year employment commitment</li> <li>c) The likely requirement to relocate</li> <li>d) My perception of the likely work life balance</li> <li>e) Starting salaries</li> <li>f) The nature of the work</li> <li>g) Nothing is particularly unappealing</li> </ul>
33.	Please check up to three factors that you believe would most likely cause you to stay with FSIS after your service commitment period, and any other financial incentive periods, would end.	<ul style="list-style-type: none"> <li>a) The job continues to be interesting</li> <li>b) I am generally satisfied with the kind of duties and responsibilities that I have</li> <li>c) I have a good relationship with my boss</li> <li>d) I have a good relationship with my co-workers</li> <li>e) I feel like I'm really contributing to important work at my place of employment</li> <li>f) The stability of my/my household's financial situation</li> <li>g) Mission (Food Safety/ Public Health)</li> <li>h) Other (please specify)</li> </ul>
32.	Please provide one or two reasons regarding why you are not interested in applying for this scholarship.	<ul style="list-style-type: none"> <li>a) The scholarship amount</li> <li>b) The year for year employment commitment</li> <li>c) The likely requirement to relocate</li> <li>d) My perception of the likely work life balance</li> <li>e) Starting salaries</li> <li>f) The nature of the work</li> <li>g) I want to keep my options open as I haven't fully decided what I want to do after I finish veterinary school</li> <li>h) I am generally not interested in working for the Federal government directly after finishing veterinary</li> </ul>



		school i) Other (please specify)
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