

Table A5a. Results of hierarchical multiple regression for mixed practice (MP) intent (n=844)

Variables	Model 1 β (95% C.I.)	<i>p</i>	Model 2 β (95% C.I.)	<i>p</i>	Model 3 β (95% C.I.)	<i>p</i>	Model 4 β (95% C.I.)	<i>p</i>
Controls								
(Constant)	(2.76,3.70)	***	(2.17, 3.16)	**	(1.30,2.39)	***	(1.02,2.64)	***
Gender	.11 (.14,.45)	***	.09 (.10, .39)	**	.02 (-.07, .18)		.01 (-.09, .15)	
Age	-.04 (-.02,.01)		-.04 (-.02, .00)		-.05 (-.02, .00)		-.05 (-.02, .00)	*
Parents farmed	.23 (.40, .70)	***	.11 (.11, .41)	**	.06 (.02, .26)	*	.02 (-.08, .16)	
School A	.00 (-.23,.22)		-.03 (-.31, .11)		-.05(-.33, .01)		-.06 (-.35, -.02)	*
School B	.30 (.61, 1.03)	***	.17 (.27, .68)	***	.10 (.10, .43)	**	.05 (-.02, .30)	
School C	.18 (.26, .64)	***	.12 (.11, .48)	**	.06 (.01, .30)	*	.03 (-.06, .23)	
School E	-.03 (-.26, .11)		-.06 (-.31, .04)		-.02 (-.18, .10)		-.01 (-.17, .10)	
Mid-program	-.05 (-.13, .02)		-.22 (-.32, -.17)	**	-.03 (-.09, .04)		.00 (-.06, .06)	
Final-year	-.12(-.17, -.04)	**	-.30 (-.34, -.20)	**	-.08 (-.13, -.01)	*	-.05 (-.10, .01)	
Main effects								
AHE Hooved			.44 (.38, .55)	**	.12 (.05, .20)	**	.06 (-.01, .14)	
AHE Cat/Dog			-.05 (-.15, .02)		.01 (-.07, .08)		.00 (-.07, .07)	
AHE Aqua/Rod/WL			-.01 (-.11, .07)		.06 (.01, .15)	*	.04 (-.02, .12)	
PREF Hooved					.54 (.50, .62)	***	.40 (.34, .47)	***
PREF Intensive					.10 (.04, .15)	**	.07 (.01, .12)	*
PREF Companion					-.06 (-.15, -.02)	**	-.03 (-.11, .02)	
PREF Aquatic/Lab An					-.18 (-.28, -.16)	***	-.15 (-.24, -.11)	***
PREF WL/Zoo/Exotic					.05 (.00, .10)	*	.05 (.00, .10)	*
IMP Animal Welfare							.02 (-.06, .14)	
IMP Inter/Pers Skills							.00 (-.13, .14)	
IMP Income, Fin Knowl							.02 (-.05, .14)	
IMP Leadership							.01 (-.06, .08)	
INT Cont Ed							.01 (-.03, .05)	
WRK Uni State							-.01 (-.05, .03)	
WRK Metro/no AH							-.13 (-.22, -.08)	***
WRK Rural							.23 (.14,.25)	***
R ²	.24		.34		.58		.63	
AdjustedR ²	.24		.33		.57		.61	
R ² change	.24		.10		.24		.05	
F change	29.83	***	42.33	**	92.31	***	12.50	***
Largest VIF	1.67		2.09		2.70		2.80	

Gender 0 = male, 1 = female; referent veterinary school = Veterinary school D, referent level in program = Entry level, AHE = self-rated animal handling experience, Hooved species e.g. cattle, sheep, goats, alpacas, llamas and/or deer and horses, Aqua = aquatic species e.g. fish, crustaceans and/or molluscs, Rod = rabbits and/or rodents, WL = wildlife, PREF = animal species preference of respondent, Intensive species e.g. poultry, pigs, aquaculture, Companion = dogs, cats pocket pets, birds, Lab An = laboratory animals, IMP = Importance to respondent of, Inter/Pers Skills = interpersonal and personal skills (e.g. effective communication, team work, self-care), Fin Knowl = financial knowledge, INT = Interest of respondent in, Cont Ed = continuing education, WRK = expectation of respondent to work in post-graduation, Metro = capital city/metropolitan area, AH = requirement to do after hours patient attendance (calls or care for in-hospital patients), * $p < 0.05$, ** = $p < .01$, *** = $p < .001$

Table A5b. Results of hierarchical multiple regression for intensive animal production (IAP) intent (n=844)

Variables	Model 1 β (95% C.I.) <i>p</i>	Model 2 β (95% C.I.) <i>p</i>	Model 3 β (95% C.I.) <i>p</i>	Model 4 β (95% C.I.) <i>p</i>
Controls				
(Constant)	(2.10,3.03) ***	(1.88,3.02) ***	(.78,2.01) ***	(.10,2.03) *
Gender	-.05 (-.03,.05)	-.04 (-.28,.06)	-.02 (-.18,.10)	-.01 (-.16,.13)
Age	.02 (-.01,.02)	.02 (-.01,.02)	.04 (.00,.02)	.05 (.00,.02)
Parents farmed	.09 (.05,.37) *	.02 (-.13,.21)	-.02 (-.20,.08)	-.04 (.24,.04)
School A	.01(-.02,.28)	-.01 (-.26,.21)	.00 (-.18,.20)	.01 (.18,.21)
School B	.24 (.46,.92) ***	.18 (.28,.74) ***	.05 (-.04,.34)	.05 (.04,.35)
School C	.04 (-.11,.31)	.00 (-.21,.20)	-.07 (-.35,-.01) *	-.07 (-.35,.01) *
School E	.04 (-.11,.29)	.02 (-.14,.26)	.02 (-.11,.21)	.03 (.10,.22)
Mid-program	.02 (-.06,.10)	-.09 (.19,-.02) *	.00 (-.08,.07)	.00 (-.07,.08)
Final-year	-.24 (-.29,-.15) ***	-.34 (-.39,-.23) ***	-.12 (-.18,-.05) **	-.11 (-.17,-.03) **
Main effects				
AHE Hooved		.28 (.21,.40) ***	.12 (.05,.22) **	.10 (.02,.20) *
AHE Cat/Dog		-.17 (-.33,-.01) ***	-.05 (-.15,.02)	-.04 (-.14,.02)
AHE Aqua/Rod/WL		.08 (.01,.21) *	.04 (-.03,.14)	.04 (.03,.14)
PREF Hooved			.06 (.01,.13)	.02 (-.05,.10)
PREF Intensive			.54 (.46,.58) ***	.53 (.46,.58) ***
PREF Companion			-.15 (-.28,-.01) ***	-.15 (-.28,.13) ***
PREF Aquatic/Lab An			.06 (.00,.14)	.06 (.00,.14)
PREF WL/Zoo/Exotic			-.03 (-.08,.03)	-.02 (-.07,.04)
IMP Animal Welfare			-.02 (-.18,.10)	-.03 (-.17,.07)
IMP Inter/Pers Skills				-.03 (-.23,.09)
IMP Income, Fin Knowl				.04 (-.02,.21)
IMP Leadership				.02 (-.06,.12)
INT Cont Ed				.02 (-.03,.07)
WRK Uni State				.04 (-.01,.08)
WRK Metro/no AH				.01 (-.08,.09)
WRK Rural				.07 (.00,.13)
R ²	.13	.19	.49	.49
Adjusted R ²	.12	.18	.48	.48
R ² change	.13	.05	.30	.01
F change	14.11 ***	18.44 ***	96.84 ***	1.38
Largest VIF	1.67	2.09	2.70	2.80

Gender 0 = male, 1 = female; referent veterinary school = Veterinary school D, referent level in program = Entry level, AHE = self-rated animal handling experience, Hooved species e.g. cattle, sheep, goats, alpacas, llamas and/or deer and horses, Aqua = aquatic species e.g. fish, crustaceans and/or molluscs, Rod = rabbits and/or rodents, WL = wildlife PREF = animal species preference of respondent, Intensive species e.g. poultry, pigs, aquaculture, Companion = dogs, cats pocket pets, birds, Lab An = laboratory animals, IMP = Importance to respondent of, Inter/Pers Skills = interpersonal and personal skills (e.g. effective communication, team work, self-care), Fin Knowl = financial knowledge, INT = Interest of respondent in, Cont Ed = continuing education, WRK = expectation of respondent to work in post-graduation, Metro = capital city/metropolitan area, AH = requirement to do after hours patient attendance (calls or care for in-hospital patients), * $p < 0.05$, ** = $p < .01$, *** = $p < .001$

Table A5c. Results of hierarchical multiple regression for companion animal practice (CAP) intent (n= 844)

Variables	Model 1 β (95% C.I.) <i>p</i>	Model 2 β (95% C.I.) <i>p</i>	Model 3 β (95% C.I.) <i>p</i>	Model 4 β (95% C.I.) <i>p</i>
Controls				
(Constant)	(3.49,4.47) ***	(3.17,4.23) ***	(1.67,2.88) ***	(-.19,1.64)
Gender	.01 (-.13,.20)	.00 (-.15,.16)	.01 (-.10,.17)	.01 (-.10,.17)
Age	-.04 (-.02,.01)	-.05 (-.03,.00)	-.05 (-.02,.00)	-.05 (-.02,.00)
Parents farmed	-.17 (-.55,-.24) ***	-.07 (-.32,.00) *	-.03 (-.20,.07)	.00 (-.13,.14)
School A	-.08 (-.48,.02) *	-.07 (-.43,.02)	-.04 (-.30,.08)	-.04 (-.31,.06)
School B	-.24 (-.85,-.41) ***	-.14 (-.60,-.17) **	-.07 (-.37,.00)	-.03 (-.27,.10)
School C	-.11 (-.47,-.06) *	-.07 (-.37,.02)	-.03 (-.25,.09)	-.02 (-.20,.12)
School E	.02 (-.15,.23)	.02 (-.13,.24)	.02 (-.12,.19)	.00 (-.16,.14)
Mid-program	.04 (-.04,.12)	.17 (.10,.26) ***	.01 (-.06,.09)	.00 (-.07,.07)
Final-year	.09 (.01,.15) *	.21 (.11,.25) ***	.02 (-.05,.09)	.00 (-.07,.07)
Main effects				
AHE Hooved		-0.39 (-.49,-.31) ***	-.12 (-.21,-.03) **	-.08 (-.17,.00)
AHE Cat/Dog		.21 (.18,.37) ***	.09 (.04,.21) **	.10 (.05,.21) **
AHE Aqua/Rod/WL		.06 (-.01,.17)	.02 (-.06,.11)	.02 (-.05,.11)
PREF Hooved			-.25 (-.32,-.18) ***	-.14 (-.21,-.06) ***
PREF Intensive			-.11 (-.16,-.04) **	-.08 (-.13,-.01) **
PREF Companion			.42 (.47,.61) ***	.36 (.40,.54) ***
PREF Aquatic/Lab An			.07 (.01,.15) *	.04 (-.02,.12)
PREF WL/Zoo/Exotic			.00 (-.05,.06)	.00 (-.05,.06)
IMP Animal Welfare				.06 (.01,.23) **
IMP Inter/Pers Skills				.00 (-.14,.16)
IMP Income, Fin Knowl				-.00 (-.12,.10)
IMP Leadership				.02 (-.05,.11)
INT Cont Ed				.05 (.00,.10)
WRK Uni State				.08 (.03,.11) **
WRK Metro/no AH				.19 (.14,.30) ***
WRK Rural				-.12 (-.16,-.04) **
R ²	.11	.20	.43	.48
Adjusted R ²	.10	.19	.42	.47
R ² change	.11	.09	0.23	.05
F change	11.64 ***	30.94 ***	66.30 ***	10.44 ***
Largest VIF	1.67	2.09	2.70	2.80

Gender 0 = male, 1 = female; referent veterinary school = Veterinary school D, referent level in program = Entry level, AHE = self-rated animal handling experience, Hooved species e.g. cattle, sheep, goats, alpacas, llamas and/or deer and horses, Aqua = aquatic species e.g. fish, crustaceans and/or molluscs, Rod = rabbits and/or rodents, WL = wildlife PREF = animal species preference of respondent, Intensive species e.g. poultry, pigs, aquaculture, Companion = dogs, cats pocket pets, birds, Lab An = laboratory animals, IMP = Importance to respondent of, Inter/Pers Skills = interpersonal and personal skills (e.g. effective communication, team work, self-care), Fin Knowl = financial knowledge, INT = Interest of respondent in, Cont Ed = continuing education, WRK = expectation of respondent to work in post-graduation, Metro = capital city/metropolitan area, AH = requirement to do after hours patient attendance (calls or care for in-hospital patients), * $p < 0.05$, ** = $p < .01$, *** = $p < .001$

Table A5d. Results of hierarchical multiple regression for veterinary non-practice (VNP)[#] intent (n= 844)

Variables	Model 1 β (95% C.I.) p	Model 2 β (95% C.I.) p	Model 3 β (95% C.I.) p	Model 4 β (95% C.I.) p
Controls				
(Constant)	(2.17,2.91) ***	(2.27,3.10) **	(1.46,2.46) ***	(.59,2.14) *
Gender	-.11 (-.33,-.08) **	-.09 (-.29,-.04) *	-.03 (-.16,.07)	-.03 (-.17,.06)
Age	.07 (.00,.02)	.07 (.00,.02)	.07 (.00,.02) *	.06 (.00,.02)
Parents farmed	.00 (-.11,.13)	.02 (-.10,.15)	.01 (-.10,.13)	.00 (-.11,.12)
School A	-.04 (-.25,.10)	-.04 (-.25,.09)	-.05 (-.25,.06)	-.06 (-.28,.03)
School B	-.02 (-.20,.13)	.00 (-.17,.17)	-.03 (-.22,.09)	-.02 (-.20,.11)
School C	-.07 (-.28,.02)	-.08 (-.30,.01)	-.10 (-.31,-.04) *	-.09 (-.30,-.03) *
School E	-.01 (-.16,.13)	-.01 (-.15,.13)	.00 (-.14,.12)	-.02 (-.17,.09)
Mid-program	-.07 (-.11,.00)	-.08 (-.12,.00)	-.08 (-.12,.00) *	-.09 (-.13,-.01) *
Final-year	-.20 (-.18,-.07) ***	-.19 (-.18,-.06) **	-.11 (-.12,-.01) *	-.14 (-.14,-.03) **
Main effects				
AHE Hooved		.01 (-.06,.08)	.09 (.00,.14)	.09 (-.01,.14)
AHE Cat/Dog		-.17 (-.23,-.08) **	-.06 (-.12,.01)	-.06 (-.12,.01)
AHE Aqua/Rod/WL		.17 (.09,.23) ***	.03 (-.04,.10)	.04 (-.03,.11)
PREF Hooved			-.12 (-.15,-.03) **	-.10 (-.14,-.01) *
PREF Intensive			.10 (.02,.11) **	.09 (.01,.11) *
PREF Companion			-.10 (-.15,-.04) **	-.10 (-.16,-.04) **
PREF Aquatic/Lab An			.45 (.32,.43) ***	.43 (.31,.42) ***
PREF WL/Zoo/Exotic			-.03 (-.07,.02)	-.02 (-.06,.03)
IMP Animal Welfare				-.03 (-.13,.06)
IMP Inter/Pers Skills				-.02 (-.17,.09)
IMP Income, Fin Knowl				.09 (.04,.23) **
IMP Leadership				-.03 (-.10,.04)
INT Cont Ed				.09 (.02,.10) **
WRK Uni State				-.02 (-.05,.03)
WRK Metro/no AH				.11 (.02,.16) **
WRK Rural				.07 (-.01,.09)
R ²	.04	.07	.27	.29
AdjustedR ²	.03	.06	.26	.27
R ² change	.04	.03	.20	.02
F change	4.09 ***	9.34 ***	44.97 ***	2.77 **
Largest VIF	1.67	2.09	2.70	2.80

[#] composite variable for intent for the sectors biomedical research/academia, laboratory animal medicine, industry, public health/government/diagnostic laboratory, Gender 0 = male, 1 = female; referent veterinary school = Veterinary school D, referent level in program = Entry level, AHE = self-rated animal handling experience, Hooved species e.g. cattle, sheep, goats, alpacas, llamas and/or deer and horses, Aqua = aquatic species e.g. fish, crustaceans and/or molluscs, Rod = rabbits and/or rodents, WL = wildlife PREF = animal species preference of respondent, Intensive species e.g. poultry, pigs, aquaculture, Companion = dogs, cats pocket pets, birds, Lab An = laboratory animals, IMP = Importance to respondent of, Inter/Pers Skills = interpersonal and personal skills (e.g. effective communication, team work, self-care), Fin Knowl = financial knowledge, INT = Interest of respondent in, Cont Ed = continuing education, WRK = expectation of respondent to work in post-graduation, Metro = capital city/metropolitan area, AH = requirement to do after hours patient attendance (calls or care for in-hospital patients), * $p < 0.05$, ** = $p < .01$, *** = $p < .001$

Table A5e. Results of hierarchical multiple regression for intent to not work in veterinary profession (NV) (n=844)

Variables	Model 1 β (95% C.I.) <i>p</i>	Model 2 β (95% C.I.) <i>p</i>	Model 3 β (95% C.I.) <i>p</i>	Model 4 β (95% C.I.) <i>p</i>
Controls				
(Constant)	(2.17,2.91) ***	(2.27,3.10) ***	(1.46,2.46) ***	(.59, 2.14) ***
Gender	-.08 (-.33,-.08) *	-.05 (-.29,-.04)	-.02 (-.16,.07)	-.02 (-.17,.06)
Age	-.01 (.00,.02)	.00 (.00,.02)	.01 (.00,.02)	.02 (.00,.02)
Parents farmed	-.02 (-.11,.13)	.00 (-.10,.15)	.01 (-.10,.13)	.01 (-.11,.12)
School A	.00 (-.25,.10)	.01 (-.25,.09)	.00 (-.25,.06)	.01 (-.28,.03)
School B	-.07 (-.20,.13)	-.04 (-.17,.17)	-.05 (-.22,.09)	-.03 (-.20,.11)
School C	-.12 (-.28,.02) **	-.11 (-.30,.01) *	-.11 (-.31,-.04) **	-.09 (-.30,-.03) *
School E	.00 (-.16,.13)	.01 (-.15,.13)	.01 (-.14,.12)	.01 (-.17,.09)
Mid-program	.13 (-.11,.00) ***	.17 (-.12,.00) ***	.16 (-.12,.00) ***	.13 (-.13,-.01) **
Final-year	.32 (-.18,-.07) ***	.37 (-.18,-.06) ***	.39 (-.12,-.01) ***	.35 (-.14,-.03) ***
Main effects				
AHE Hooved		-.05 (-.06,.08)	.03 (.00,.14)	.05 (-.01,.14)
AHE Cat/Dog		-.16 (-.23,-.08) ***	-.10 (-.12,.01) **	-.10 (-.12,.01) *
AHE Aqua/Rod/WL		-.02 (.09,.23)	-.09 (-.04,.10) *	-.08 (-.03,.11) *
PREF Hooved			-.13 (-.15,-.03) **	-.12 (-.14,-.01) *
PREF Intensive			.01 (.02,.11)	-.01 (.01,.11)
PREF Companion			-.12 (-.15,-.04) ***	-.10 (-.16,-.04) **
PREF Aquatic/Lab An			.20 (.32,.43) ***	.18 (.31,.42) ***
PREF WL/Zoo/Exotic			.03 (-.07,.02)	.04 (-.06,.03)
IMP Animal Welfare				-.13 (-.27,.09) ***
IMP Inter/Pers Skills				.04 (-.05,.20)
IMP Income, Fin Knowl				-.02 (.13,.06)
IMP Leadership				-.11 (-.18,.04) **
INT Cont Ed				-.03 (.02,.10)
WRK Uni State				-.01 (-.05,.03)
WRK Metro/no AH				.09 (.02,.16) *
WRK Rural				.08 (-.01,.09)
R ²	.12	.15	.21	.25
AdjustedR ²	.11	.14	.19	.22
R ² change	.12	.03	.06	.04
F change	13.00 ***	9.77 ***	11.39 ***	4.78 ***
Largest VIF	1.67	2.09	2.70	2.80

Gender 0 = male, 1 = female; referent veterinary school = Veterinary school D, referent level in program = Entry level, AHE = self-rated animal handling experience, Hooved species e.g. cattle, sheep, goats, alpacas, llamas and/or deer and horses, Aqua = aquatic species e.g. fish, crustaceans and/or molluscs, Rod = rabbits and/or rodents, WL = wildlife PREF = animal species preference of respondent, Intensive species e.g. poultry, pigs, aquaculture, Companion = dogs, cats pocket pets, birds, Lab An = laboratory animals, IMP = Importance to respondent of, Inter/Pers Skills = interpersonal and personal skills (e.g. effective communication, team work, self-care), Fin Knowl = financial knowledge, INT = Interest of respondent in, Cont Ed = continuing education, WRK = expectation of respondent to work in post-graduation, Metro = capital city/metropolitan area, AH = requirement to do after hours patient attendance (calls or care for in-hospital patients), * $p < 0.05$, ** = $p < 0.01$, *** = $p < 0.001$

Table A5f. Results of hierarchical regression analysis for business/entrepreneurship (BE) (n=844)

Variables	Model 1 β (95% C.I.) <i>p</i>	Model 2 β (95% C.I.) <i>p</i>	Model 3 β (95% C.I.) <i>p</i>	Model 4 β (95% C.I.) <i>p</i>
Controls				
(Constant)	(2.72,3.91) ***	(2.33,3.68) ***	(.03,3.84) ***	(-1.42,1.24) *
Gender	-.12 (-.57,-.17) ***	-.12 (-.58,-.18)	-.12 (-.56,-.15) **	-.08 (-.45,-.06)
Age	.05 (-.01,.03)	.05 (-.01,.03)	.04 (-.01,.03)	.03 (-.01,.03) ***
Parents farmed	.21 (.40,.78) ***	.17 (.27,.67)	.16 (.25,.65) ***	.14 (.20,.58)
School A	-.04 (-.41,.15)	-.05 (-.46,.10)	-.04 (.43,.13)	-.03 (-.39,.14)
School B	.02 (-.19,.33)	-.02 (-.35,.21)	-.02 (-.33,.23)	.03 (-.17,.37)
School C	.03 (-.17,.32)	.00 (-.25,.24) *	.00 (-.24,.26)	.03 (-.14,.32)
School E	-.03 (-.31,.16)	-.04 (-.33,.13)	-.03 (-.32,.14)	-.01 (-.24,.21) **
Mid-program	-.05 (-.16,.03)	-.12 (-.26,-.05) ***	-.13 (-.28,-.06) **	-.13 (-.26,-.06) ***
Final-year	-.18 (-.27,-.10) ***	-.25 (-.35,-.17) ***	-.26 (-.37,-.17) ***	-.25 (-.35,-.16) *
Main effects				
AHE Hooved		.17 (.10,.33)	.13 (.03,.29) *	.09 (-.01,.23)
AHE Cat/Dog		-.05 (-.20,.03) ***	-.07 (-.23,.02)	-.07 (-.22,.01)
AHE Aqua/Rod/WL		.07 (-.01,.22)	.10 (.04,.28) *	.12 (.08,.31) **
PREF Hooved			.05 (-.05,.16)	.08 (-.01,.21)
PREF Intensive			-.01 (-.10,.08)	-.01 (-.09,.08)
PREF Companion			.07 (.01,.22) *	.04 (-.03,.17)
PREF Aquatic/Lab An			.03 (-.07,.14)	.02 (-.07,.13)
PREF WL/Zoo/Exotic			-.14 (-.24,-.07) ***	-.11 (-.21,-.05) **
IMP Animal Welfare				-.08 (-.34,-.02) *
IMP Inter/Pers Skills				-.03 (-.31,.13)
IMP Income, Fin Knowl				.29 (.55,.87) ***
IMP Leadership				.11 (.09,.33) **
INT Cont Ed				.02 (-.04,.10)
WRK Uni State				.02 (-.04,.09)
WRK Metro/no AH				.05 (-.04,.19)
WRK Rural				-.02 (-.11,.07)
R ²	.09	.11	.13	.24
Adjusted R ²	.08	.10	.11	.22
R ² change	.09	.02	.02	.11
F change	8.99 ***	6.82 ***	3.76 **	15.00 ***
Largest VIF	1.67	2.09	2.70	2.80

Gender 0 = male, 1 = female; referent veterinary school = Veterinary school D, referent level in program = Entry level, AHE = self-rated animal handling experience, Hooved species e.g. cattle, sheep, goats, alpacas, llamas and/or deer and horses, Aqua = aquatic species e.g. fish, crustaceans and/or molluscs, Rod = rabbits and/or rodents, WL = wildlife PREF = animal species preference of respondent, Intensive species e.g. poultry, pigs, aquaculture, Companion = dogs, cats pocket pets, birds, Lab An = laboratory animals, IMP = Importance to respondent of, Inter/Pers Skills = interpersonal and personal skills (e.g. effective communication, team work, self-care), Fin Knowl = financial knowledge, INT = Interest of respondent in, Cont Ed = continuing education, WRK = expectation of respondent to work in post-graduation, Metro = capital city/metropolitan area, AH = requirement to do after hours patient attendance (calls or care for in-hospital patients), * $p < 0.05$, ** = $p < .01$, *** = $p < .001$