

**FEATURES OF CANADIAN SWINE VETERINARIANS AND IMPLICATIONS FOR
RECRUITMENT TO SWINE MEDICINE**

Table S1. Survey 1 questions, answer types and responses.

Swine veterinary needs (n=44)		Answer type	# responses
1	In what region do you reside and work?	Categories by region (select 1)	44
2	When did you graduate from veterinary college?	9 categories by year (select 1)	44
3	Was becoming a swine veterinarian something you had considered (i.e. “on your radar”) when you started your undergraduate veterinary program	Yes/no	44
4	Prior to entering veterinary college, what university degree program did you complete or partially complete (i.e. agriculture, animal biology, arts, science, toxicology, etc).	Open text	44
5	How many semesters of that program(s) did you complete prior to entering veterinary college?	Insert number	44
6	To what extent do you believe your undergraduate program/degree (prior to vet college entry) influenced your decision to pursue swine medicine as a career? (0 = no influence, 100 = major influence)	Sliding scale (0-100) later categorized as minimal vs very based on a natural break point at 40)	42
7	For how many years have you worked with the pork industry (private or corporate practice, government, allied industry, etc) in the capacity of a veterinarian? NOTE: Sum of all years in pork sector even if not consecutive.	Sliding scale (0-50)	44
8	In what segment of the swine veterinary profession do you presently work?	8 categories, select 1 or more	44
9	What proportion/percentage of your professional time is spent working with pigs and on other swine industry related business and activities?	Sliding scale (0-20)	44
10	In a typical 5-day work week (Monday-Friday), how many days would you spend on pig farms (including travel time to and from)?	Insert number (0-5)	44
11	How many hours do you typically work in a week?	Sliding scale (0-80)	44
12	How much more time would you be able to devote to swine industry activities if the work was available (hours per week)?	5 incremental categories (select 1)	44
13	How many more years do you expect to work in the swine industry before retirement or an anticipated career change	4 incremental categories (select 1)	44
Directed at supervisors only			
14	How many swine veterinarians (FTE) do you presently employ or manage in your swine business unit?	Insert number	24
15	How many additional swine veterinarians (FTE) do you anticipate hiring within the next 5 years?	Insert number	24
16	Please add any additional comments		15

Table S2. Survey 2 questions, answer types and responses.

Swine veterinary education (n=52)		Answer type	# (%) completing
1	What year did you graduate from veterinary college?	Insert year	52
2	From which veterinary college did you graduate?	5 Cdn colleges, plus other	52
3	Did you anticipate being a swine veterinarian when you started veterinary college?	Yes/no	51
4	Did you seek a swine-veterinary position when you graduated?	Yes/no	51
5	Did you have any work experience in swine/pork industry prior to graduation?	5 categories plus other (select 1 or more)	51
6	If other, please describe	Open text	21
7	What was/were the most influential factor(s) in you choosing to become a swine veterinarian?	Open text	51
8	With respect to your undergraduate DVM education, how well prepared did you feel you were upon graduation in swine disease-related topics (i.e. clinical signs, pathogenesis, pathology, diagnosis, treatment, control/prevention, etc)?	6 incremental categories (select 1)	51
9	Please comment if you selected “None of the above” in Q8	Open text	6
10	Which of the following swine-related production topics do you remember learning during your undergraduate program(s) prior to graduating from veterinary college?	12 topics listed, incremental categories (select 1)	50
11	Which of the following population medicine topics do you remember learning in your DVM program prior to graduation?	13 topics listed including none (select 1 or more)	50
12	Which of the following technical activities do you remember learning in your DVM program prior to graduation?	15 topics listed including none (select 1 or more)	50
13	During your undergraduate DVM program	9 categories related to swine experience and education including none (select 1 or more)	50
14	Please add any comments that may help to put your answers to questions 8-13 into context	Open text	23