

# ACVIM Quantitative Survey Report

Thursday, April 1, 2021



American College of **Veterinary** Internal Medicine



Association Laboratory Inc.

# Table of Contents

➤ Background and methodology	3
➤ Respondent Demographics	7
➤ Environmental Scan	23
➤ Goals and Career Satisfaction	33
➤ Organization Support of Success Factors	43
➤ Value Proposition	48
➤ Appendix I	62

# Background & Methodology

Goals of the survey and response composition.

# Background

The American College of Veterinary Internal Medicine (ACVIM) engaged with Association Laboratory to develop a revised membership value proposition which ensures continued and sustained ACVIM membership growth within a dynamic, complex environment.

- **Audience Analysis** - What is the nature of the ACVIM stakeholder audience and how do differences between audiences (geography, work setting, age, etc.) influence the goals and needs that should be addressed by the ACVIM?
- **Environmental Scan** – What are the future issues facing the ACVIM members, nonmembers and other stakeholders that will have the most impact and how do these issues influence the future needs that should be reflected in the ACVIM strategy?
- **Outcomes Analysis** - What are the personal and professional goals or outcomes that members desire within this environment and believe are most critical to their success?
- **Value Proposition Analysis** - What current and potential ACVIM programs, services or initiatives are considered most essential to members' future needs and how do these correlate to the identified goals and to perceived value by nonmembers?
- **Alternatives** – What are alternatives in the market and how do these alternatives relate to the ACVIM and the ACVIM strategy?

# Methodology

- On behalf of the ACVIM, Association Laboratory sent an email invitation for the survey to the ACVIM database, which included members (Diplomates) and non-members (candidates and DVMs)
- Data collection occurred from February 18 to March 5, 2021
- Overall, 7,564 valid emails were sent, and a total of 1,581 responses were received for a response rate of 21%
- Diplomates: 3,247 valid emails sent, 948 completed, 29% response rate
- Candidates: 958 valid emails sent, 268 completed, 28% response rate
- DVMs: 3,359 valid emails sent, 365 completed, 11% response rate
- Two reminders were sent to individuals who had not yet responded
- Significance tests were performed at the 95% confidence level
- Individuals could respond using a laptop/desktop computer, tablet or smartphone; 26% of respondents completed the survey using a mobile device
- Respondents who completed the survey could enter to be one of four winners for a \$50 Amazon gift card. Winners were chosen at random by Association Laboratory and provided to the ACVIM for notification

# Analysis Notes

During analysis, data was broken down by various attributes and demographic groupings, including:

- Member status
- Specialty status
- Board-certification status (Diplomate only)
- Board-certification time (Diplomate only)
- Age (by decade)
- Primary work setting
- Owner interest
- Gender
- Race

Questions were added to survey by both the Diversity, Equity and Inclusion Taskforce and the ACVIM Meetings, Marketing and Education Department, which are marked accordingly on respective charts.

This report focuses on mostly on differences between two sets of attributes:

- Length of time Board-certification has been held (Diplomates only)
- Work setting (Clinical/Academic): All respondents

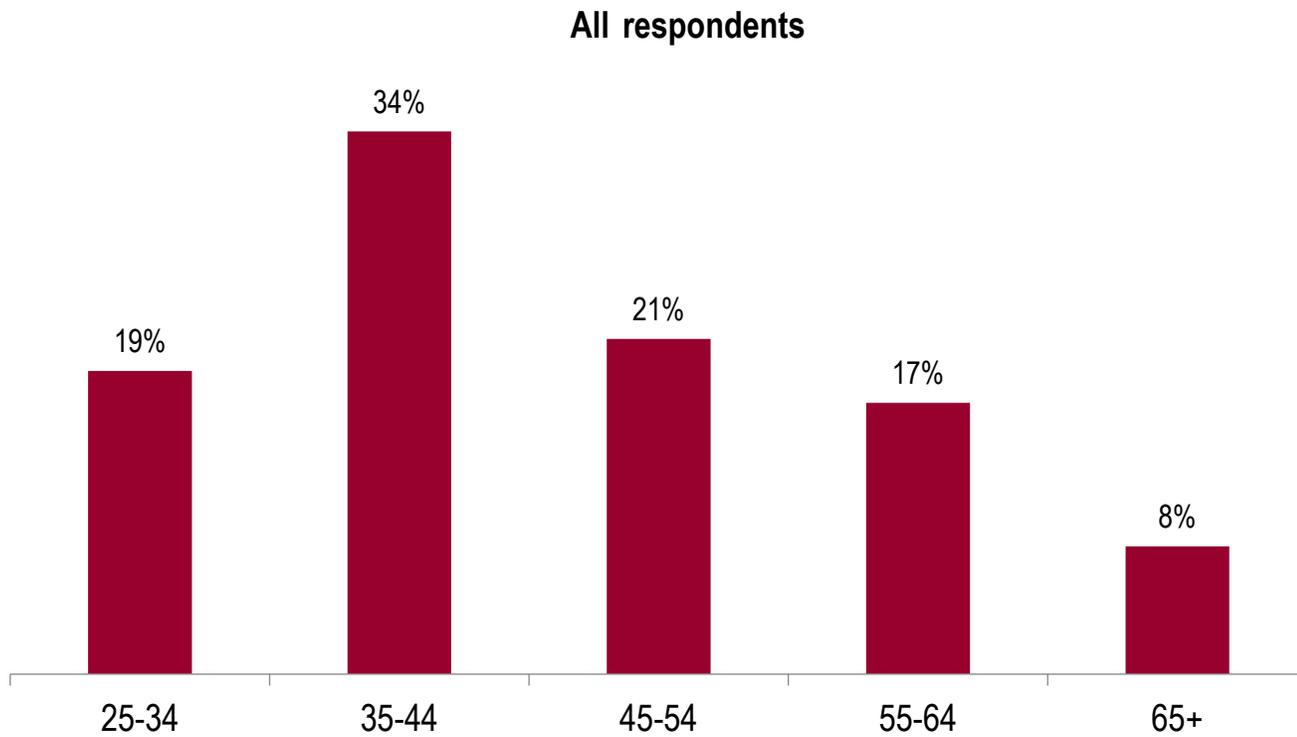
Where Association Laboratory deemed helpful for the value proposition work, responses were broken down by Diplomate, candidate and DVM.

# Demographics

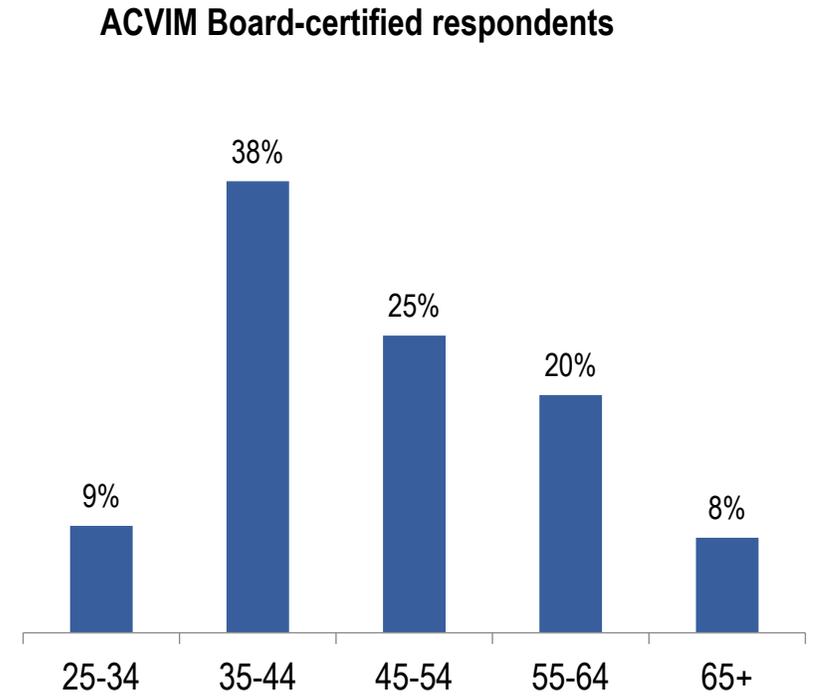
What are respondents' personal demographics and attributes.

34% of respondents are aged 35-44. Diplomates skew somewhat older than overall respondents

The mean age is 46 years old.



What is your birth year?



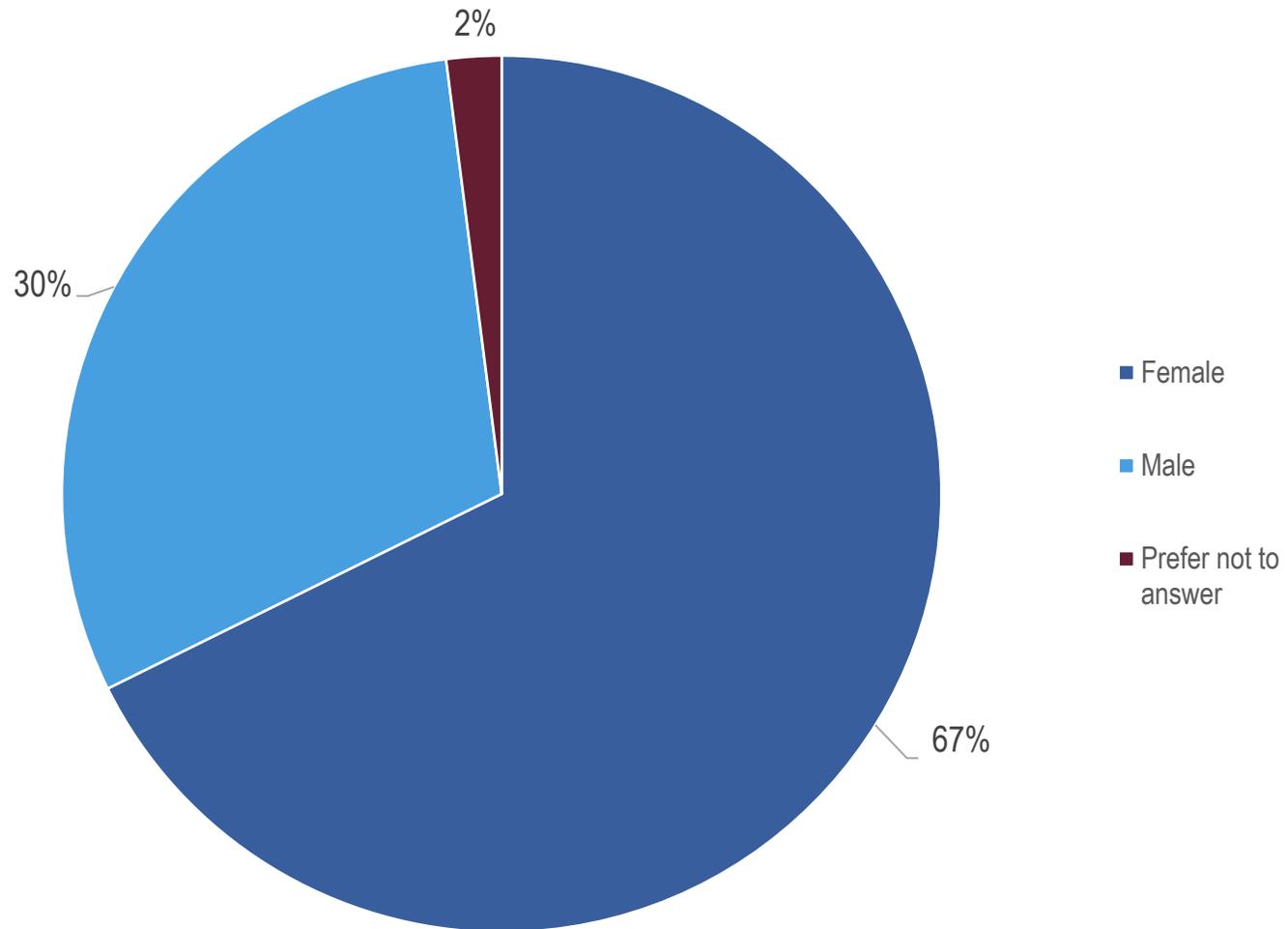
n=1507

Two-thirds of respondents are female.

The DEI Taskforce added additional options on this question.

Other responses:

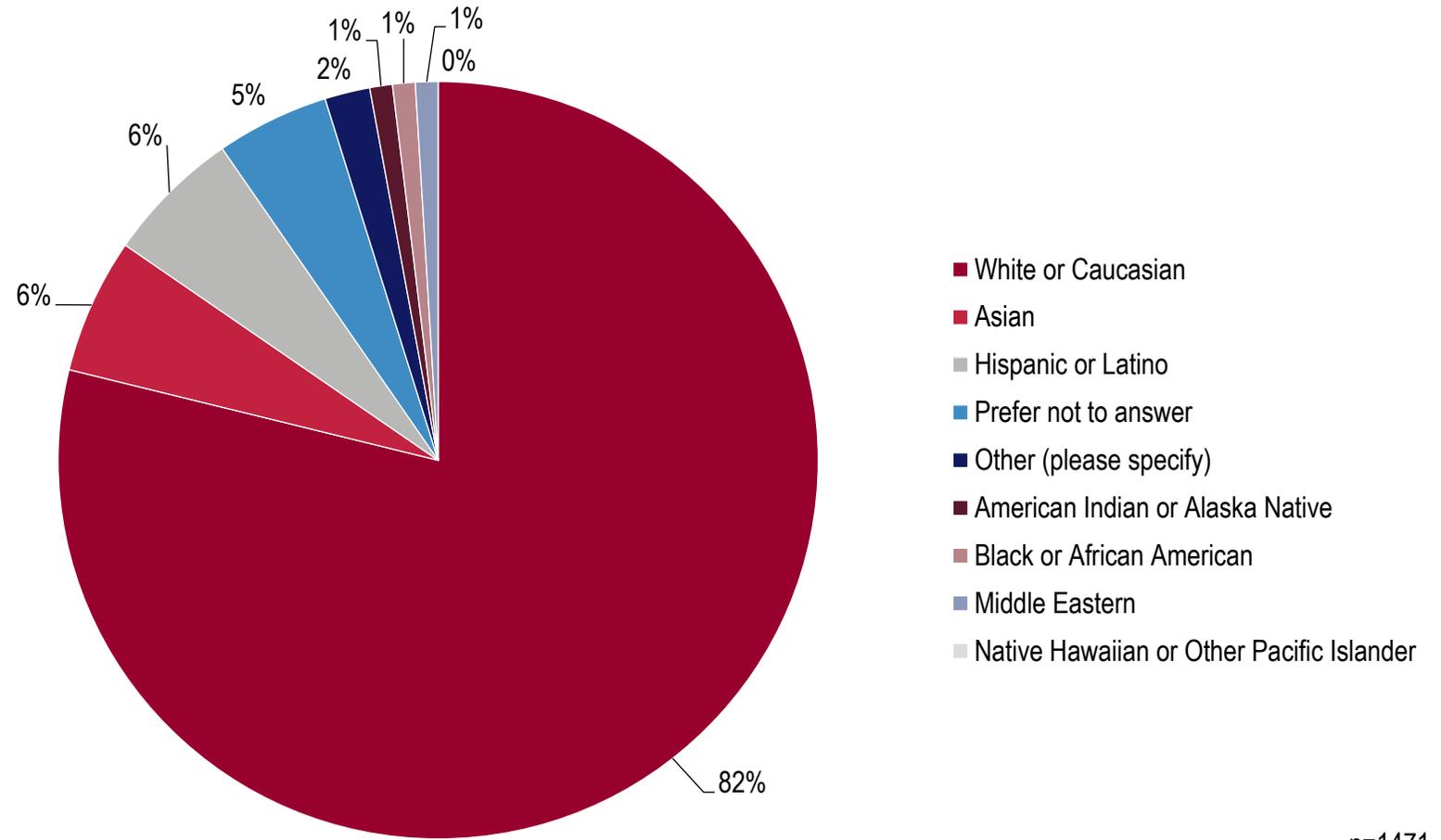
- Non-binary: 4 respondents
- Other: 1 respondent



n=1486

What is your gender identification? Select all that apply.

The majority of respondents are white (82%) with Hispanic or Latino (6%) and Asian (6%) as the next largest groupings.



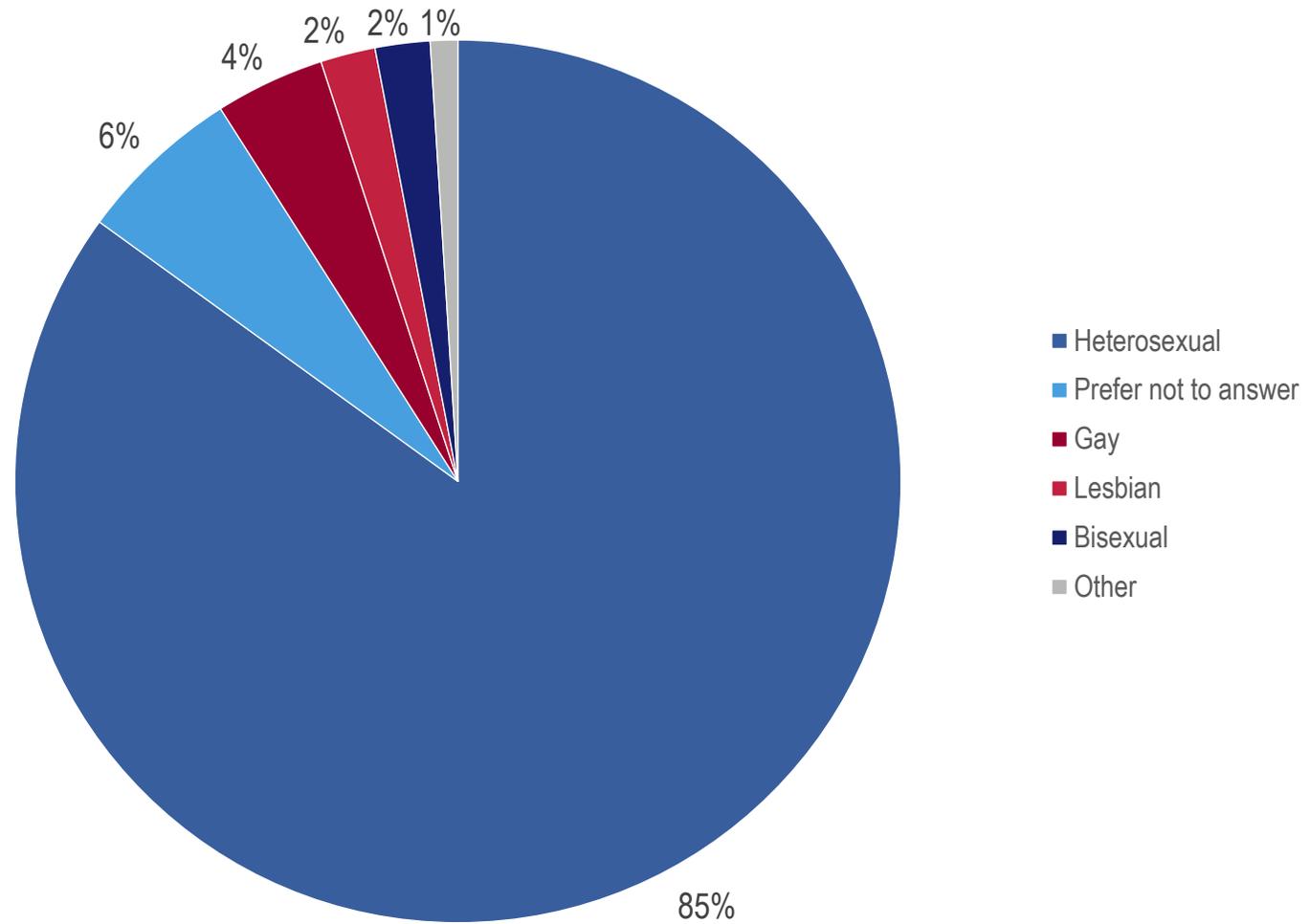
Other responses indicated biracial, though respondents were able to choose more than one.

n=1471

What race do you identify as? Select all that apply.

The majority of respondents are heterosexual (85%).

*The DEI Taskforce requested this question on the survey.*



Please identify your sexual orientation (regardless of current relationship status). Select all that apply.

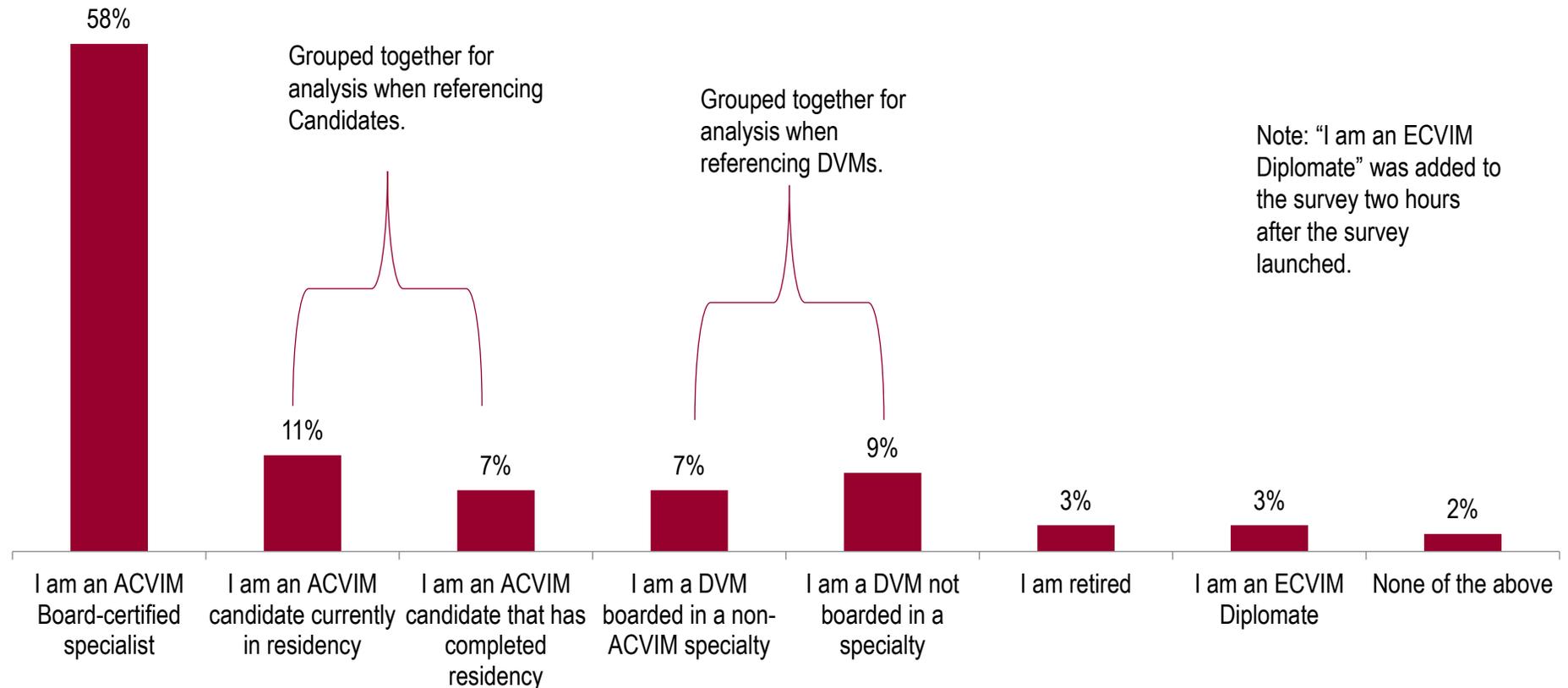
n=1471

The majority of participants in the survey were ACVIM Board-certified specialists (58%).

Many in the “other” category were:

- Retired
- Working for a non-profit
- Working for federal/state agency

Those who responded “I am retired” or “none of the above” exited the survey.



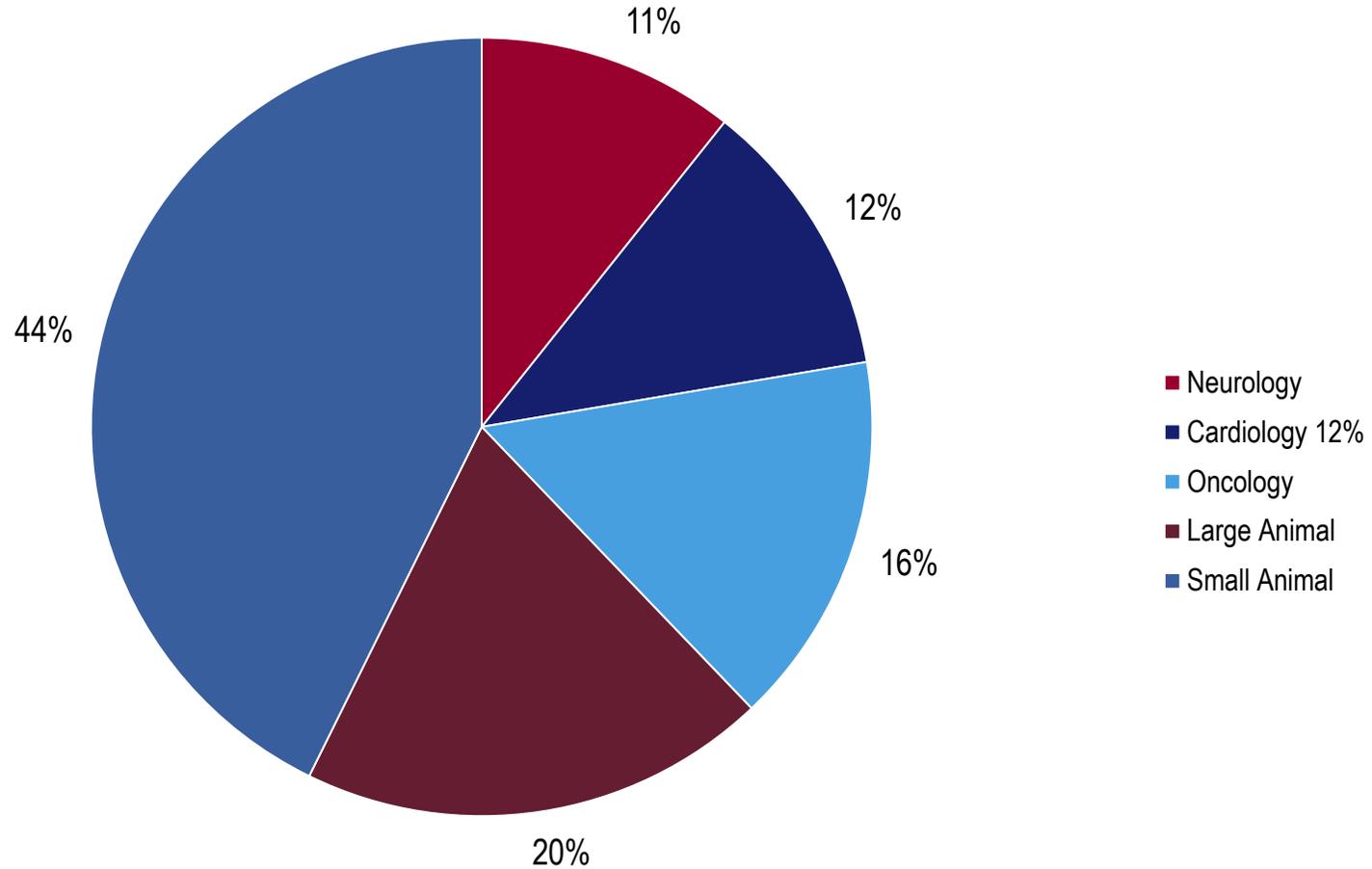
Which of the following describes you?

n=1581

## 44% of respondents hold a Board-certification in Small Animal Internal Medicine.

By work setting, those who work in an academic setting are nearly equally boarded in small animal internal medicine (35%) and large animal internal medicine (32%).

For those who work in a clinical setting, the second-largest board certification is oncology (17%).

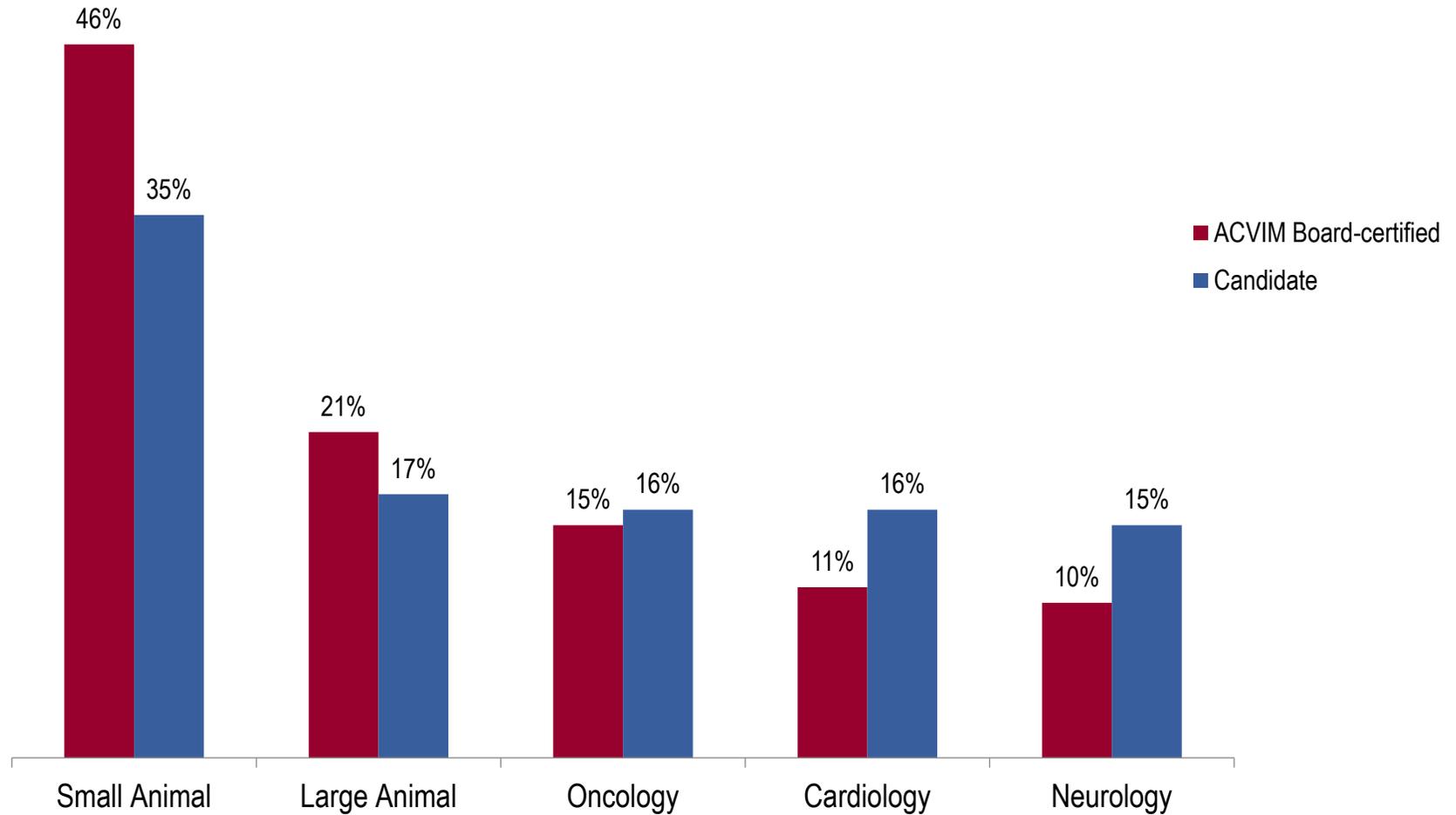


Note: Only 23 respondents are boarded in two ACVIM specialties, which was too small to analyze. They were counted with their large or small animal internal medicine certification.

n=1,200

I am ACVIM Board-certified or pursuing ACVIM Board-certification in: (Select all that apply)

46% of Diplomates are Boarded in small animal internal medicine, whereas 48% of Candidates are pursuing Board-certification in a specialty.

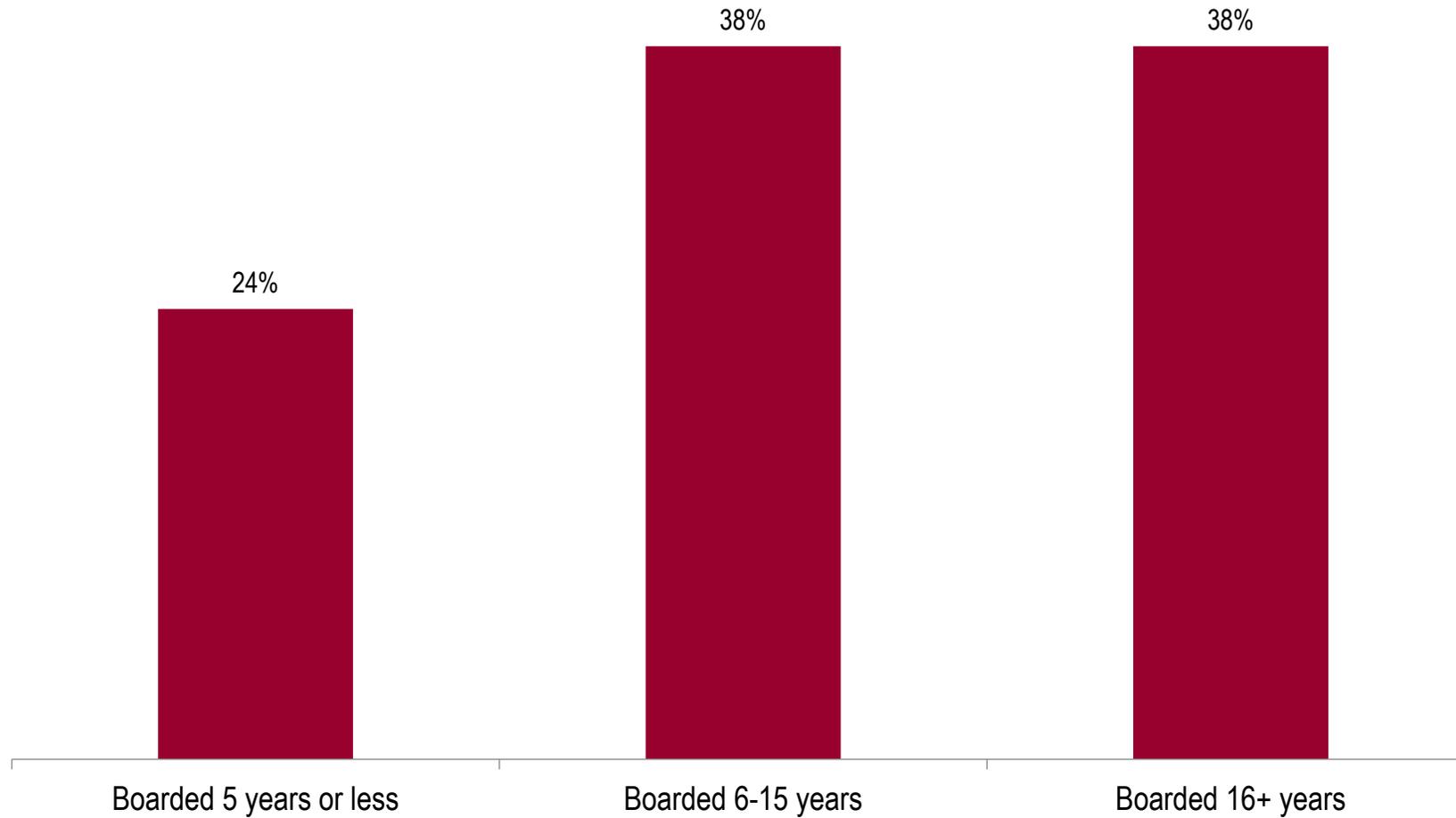


I am ACVIM Board-certified or pursuing ACVIM Board-certification in: (Select all that apply)

n=1200

The majority of Diplomates have been Boarded six-plus years.

Note: Only 2% of respondents are in the first year as a Board-certified Diplomate.

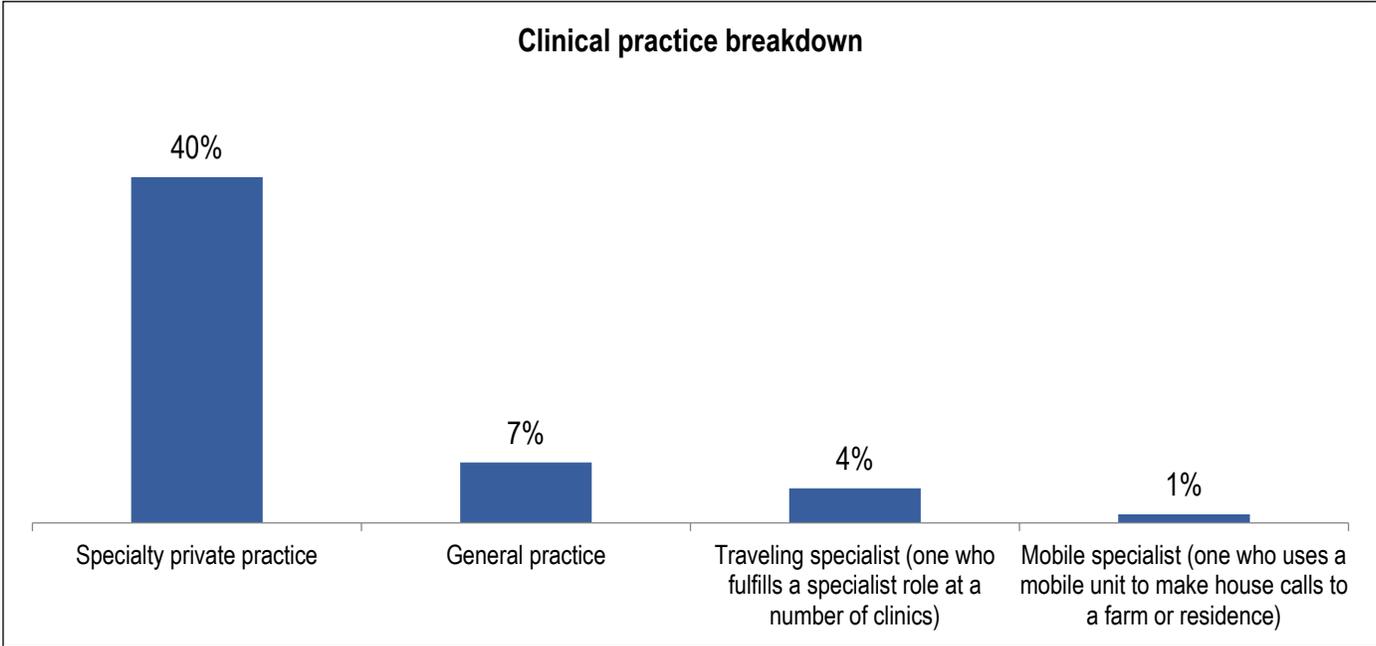
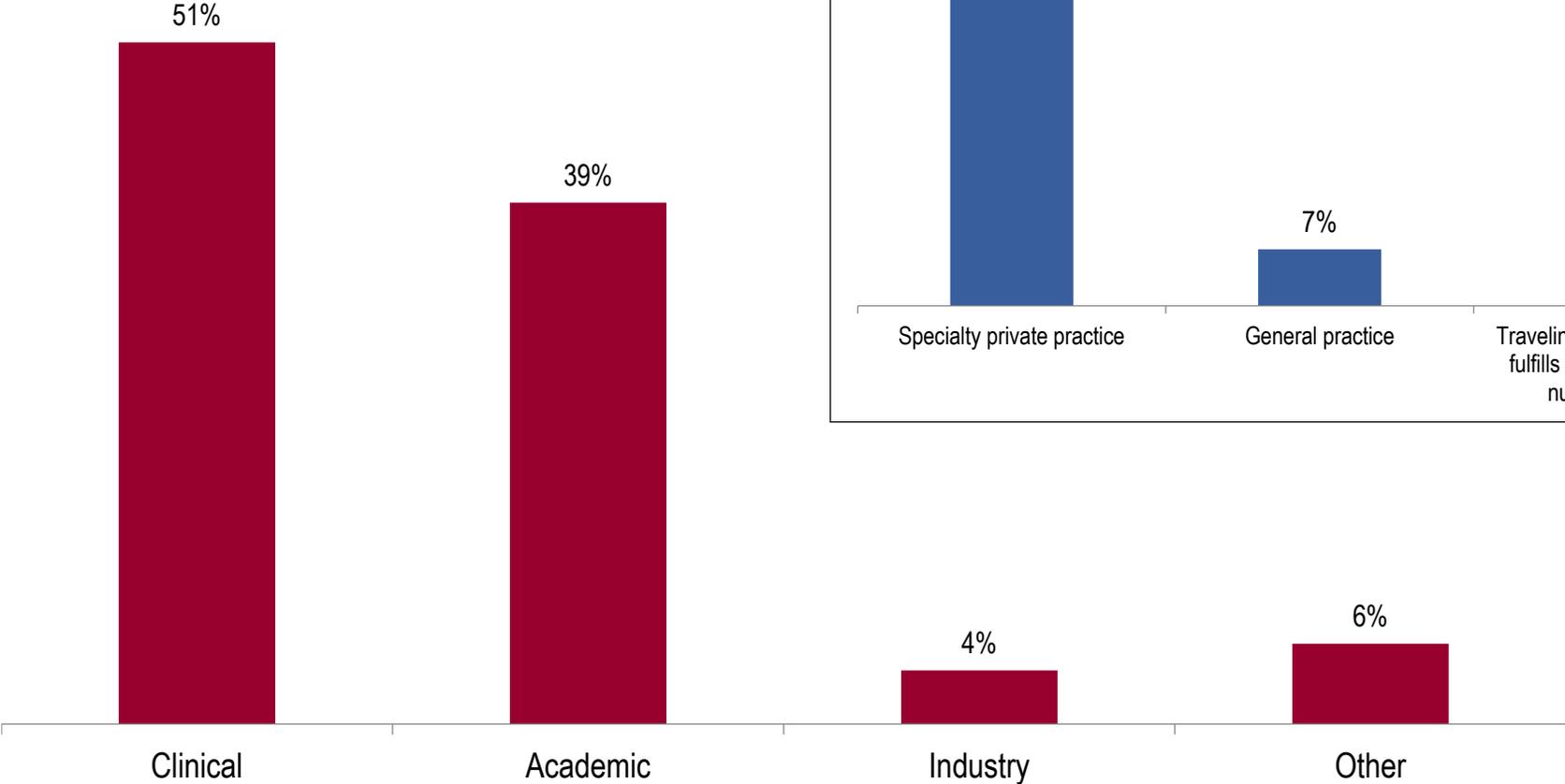


How long have you held your Board-certification?

n=917

51% of respondents work in a clinical work setting, which includes specialty private practice, general practice, traveling specialist and mobile specialist.

Note: We differentiated traveling specialist as someone who fulfills a specialist role at a number of clinics from a mobile specialist, who uses a mobile unit to make house calls at a farm or residence.

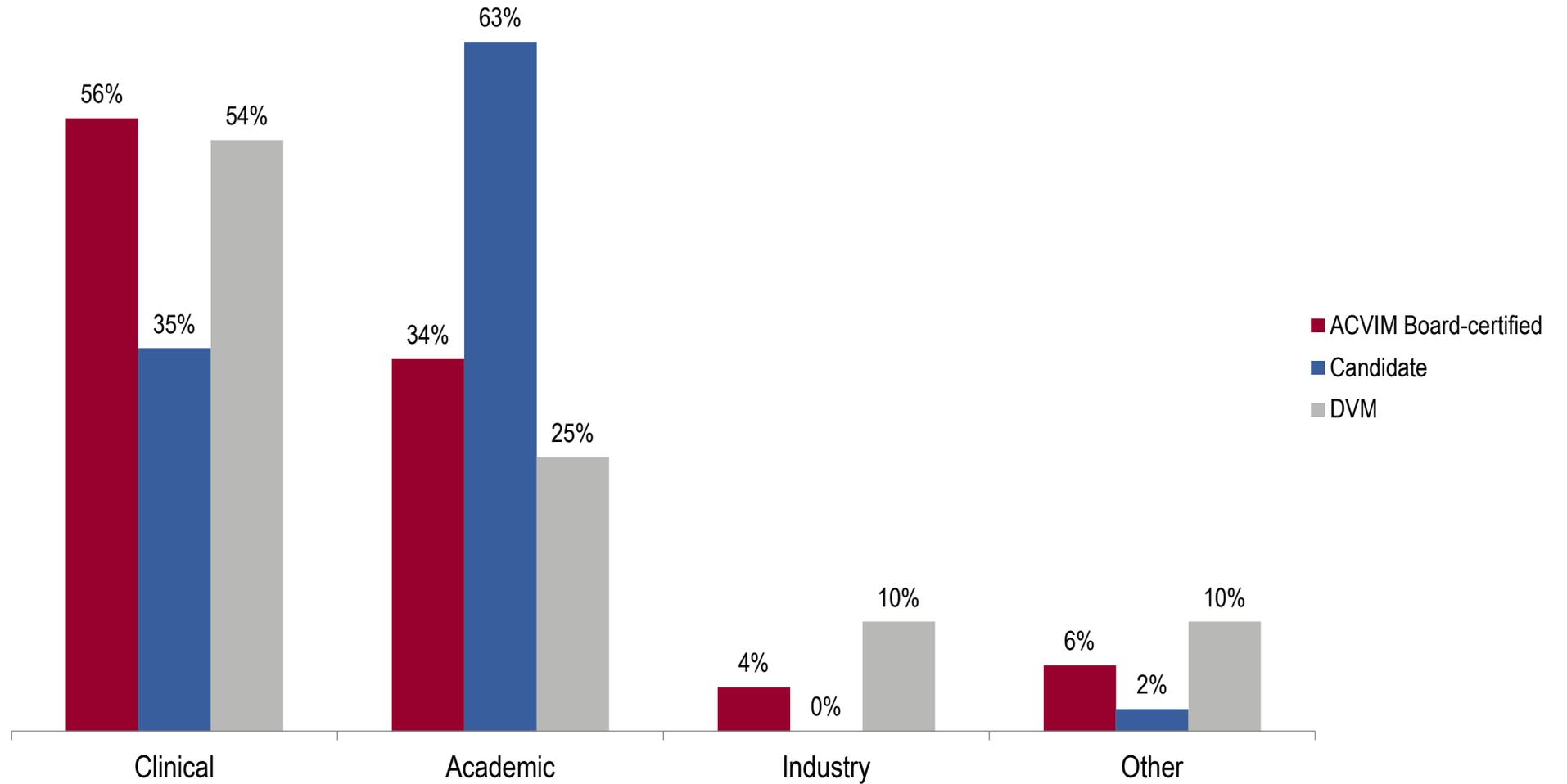


Other included:  
 • Unemployed  
 • Researcher

n=1497

Which of the following best describes your primary work setting?

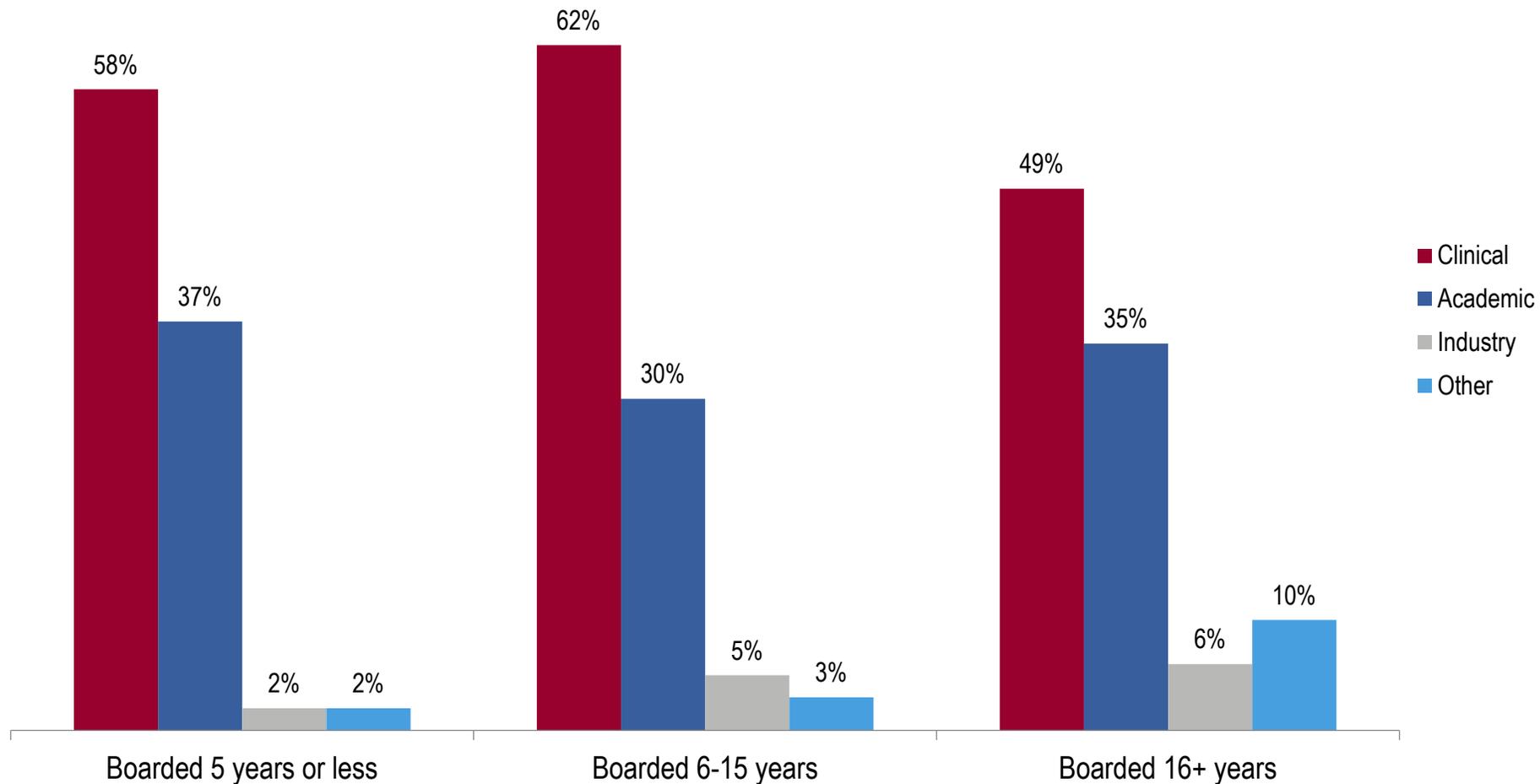
Diplomates and DVMs are more likely to work in a clinical setting (56% and 54%, respectively).



Which of the following describes you?

n=1581

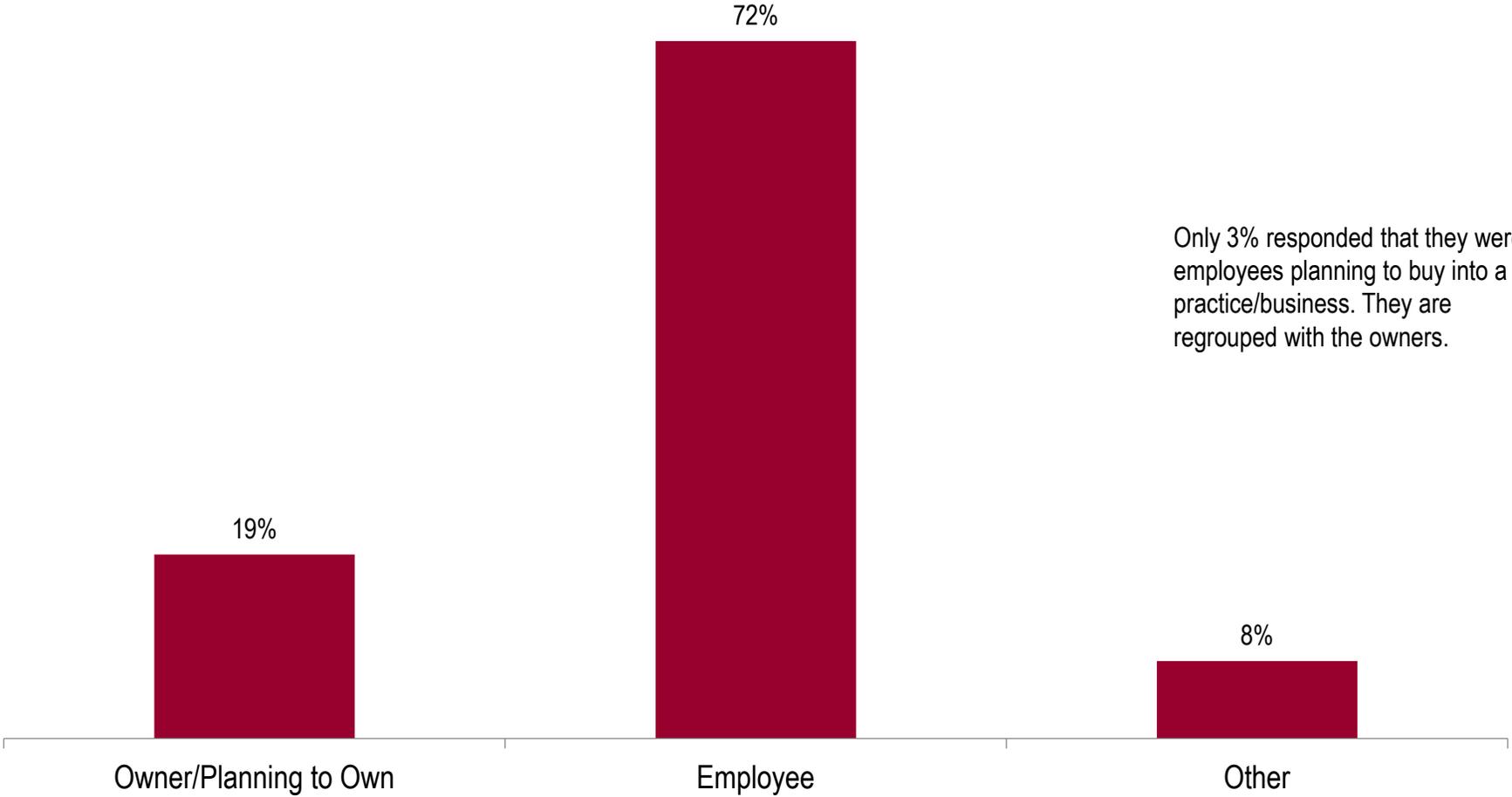
Looking at work setting by length of time they hold Board-certification, those who have held Board-certification 6-15 years lean more toward work in a clinical (62%) setting.



n=1497

Which of the following best describes your primary work setting? (This question was asked only of Diplomates).

72% of respondents are employees.



Only 3% responded that they were employees planning to buy into a practice/business. They are regrouped with the owners.

Which of the following best describes your relationship to your workplace? n=1495

Clinical practice is where respondents spend a majority of their time (85%).



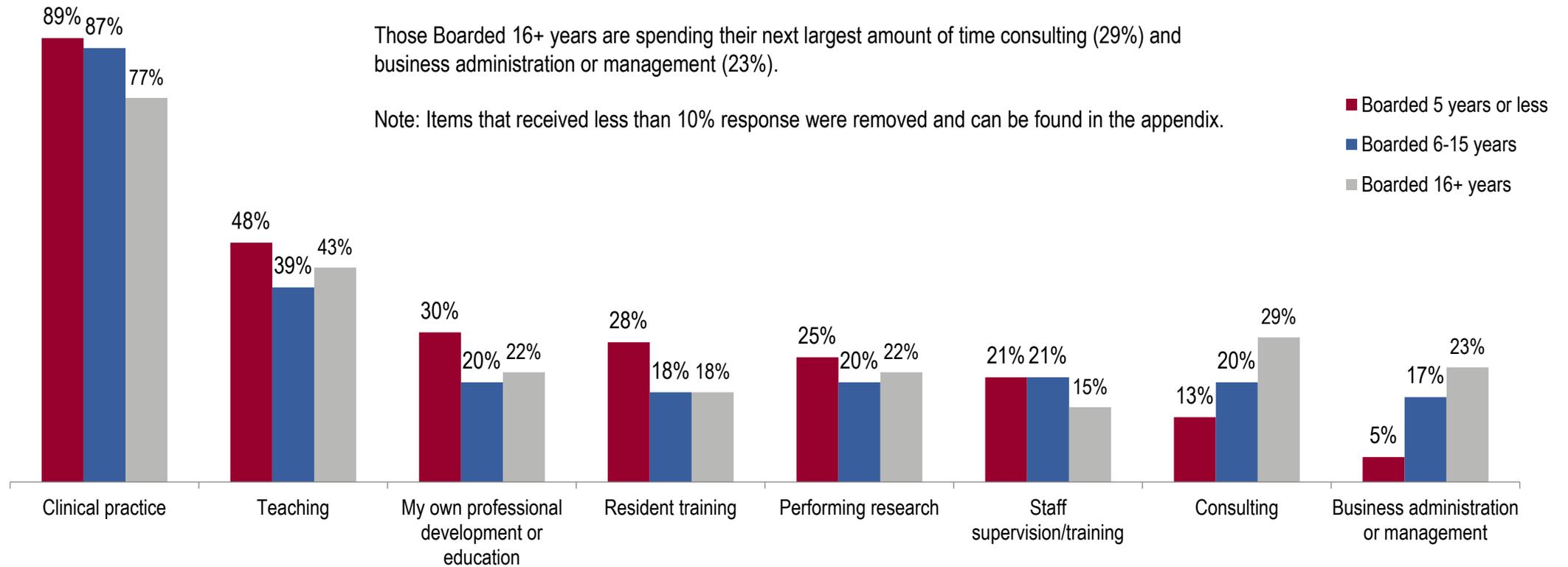
What are the top three (3) areas on which you spend the majority of your time in a typical year? Select up to three (3).

Regardless of how long Diplomates have held Board-certification, they spend the bulk of time in clinical practice. However, those Boarded five years or less are spending more time on professional development (30%) and resident training (28%).

Those Boarded 6-15 years are spending their next largest chunk of time on staff supervision/training (21%), consulting (20%), their own professional development (20%) and performing research (20%).

Those Boarded 16+ years are spending their next largest amount of time consulting (29%) and business administration or management (23%).

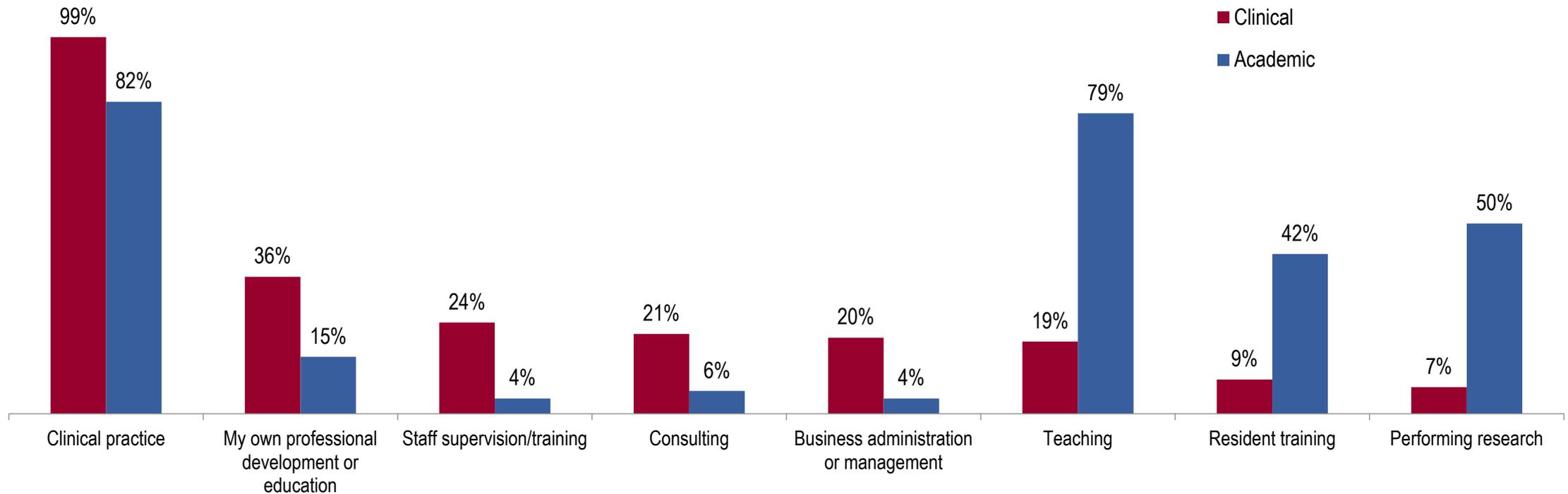
Note: Items that received less than 10% response were removed and can be found in the appendix.



What are the top three (3) areas on which you spend the majority of your time in a typical year? Select up to three (3).

n=916

By work setting, clinical practice is still the top for both clinical and academic settings (99% and 82%, respectively), but it diverges from there, with academics spending more time teaching (79%) and performing research (50%) and those in clinical setting spending more time on professional development (36%) and staff supervision/training (24%).



What are the top three (3) areas on which you spend the majority of your time in a typical year? Select up to three (3).

n=1495

# Environmental Scan

What challenges are impacting how respondents' practice over the next three years?  
What challenges do they attribute to COVID-19?

# Background

This section involves a series of questions that help to understand the environment within which those in veterinary medicine will work and how this impacts their decisions relative to the ACVIM. It is designed to identify and prioritize issues with the most impact on the profession and to understand how different audiences perceive different challenges.

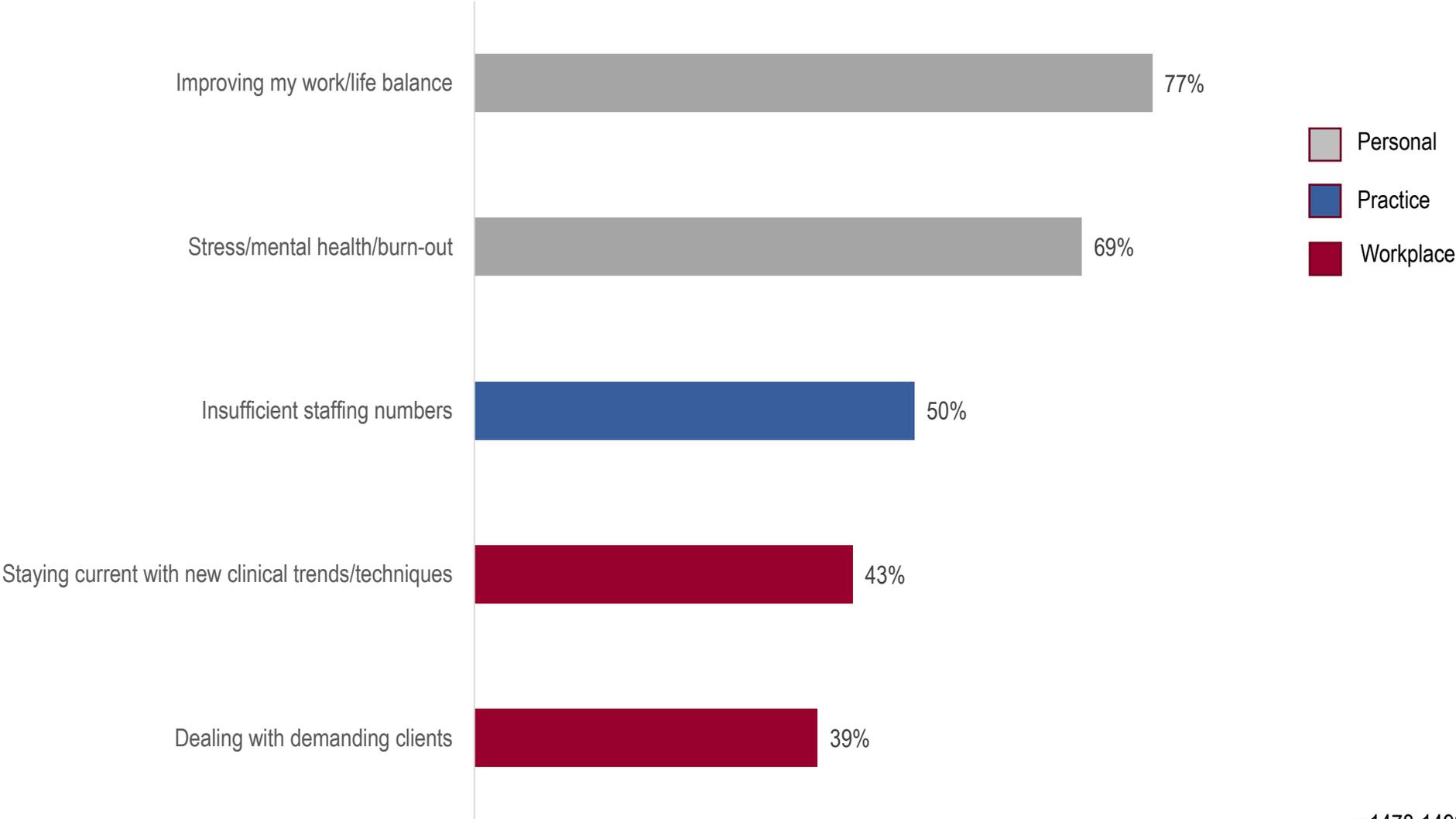
The issues were broken down into three categories:

- **Workplace:** Defined as workplace in which you practice
- **Practice:** Defined as the work you do to care for animals
- **Personal:** Defined as issues that impact you and your personal life

We have analyzed the data by two different audience groups where we saw statistically significant differences:

- Clinical vs. Academic setting (all respondents). The number of respondents in the Industry or Other category was too small to analyze.
- Length of time holding Board-certification (Diplomates only). This was broken down by those who have been Board-certified five years or less, Board-certified 6-15 years, Board-certified 16+ years

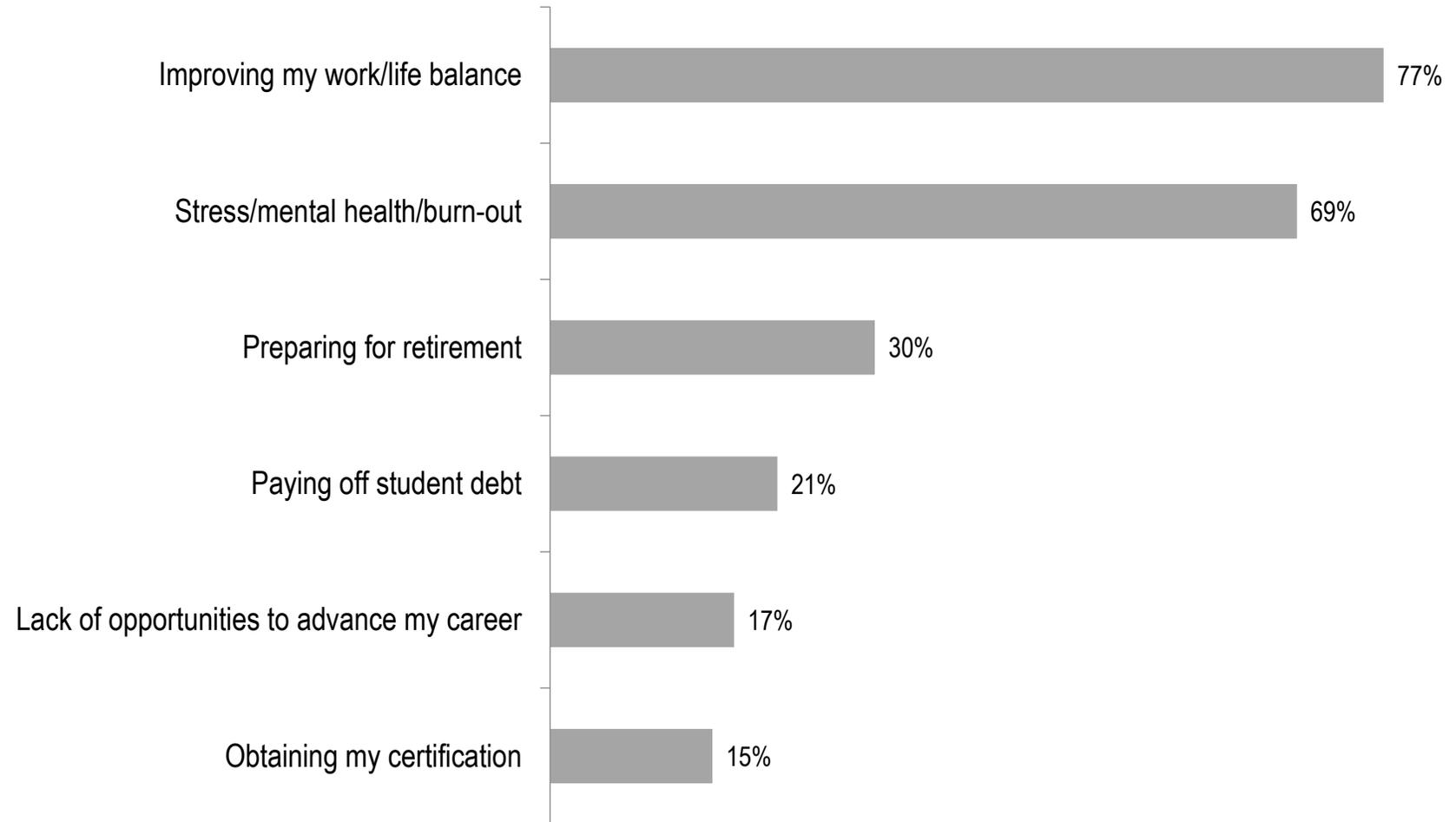
Personal factors lead the top five factors that will impact respondents in the next three years, with improving work/life balance as the number one issue (77%). The following slides shows a breakdown by factor type.



n=1478-1492

From the issues below, please select the top three (3) factors that will impact you in the next three (3) years. Select up to three (3).

Improving work/life balance will be the biggest personal factor that will impact respondents in the next three years (77%).

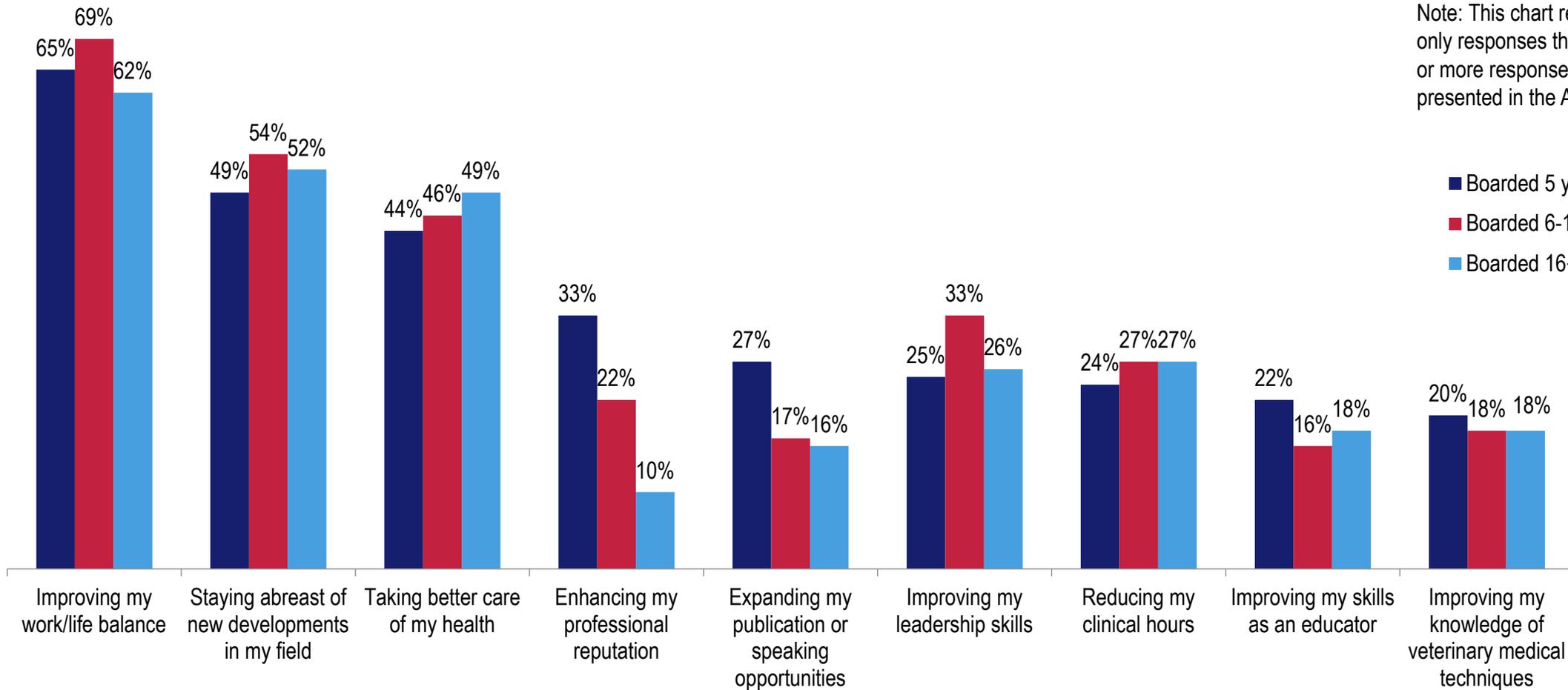


Note: This chart reflects only responses that received 10% or more response. The full chart is presented in the Appendix.

n=1483

From the issues below, please select the top three (3) factors that will impact you in the next three (3) years. Select up to three (3).

Those who are boarded five years or less have the same top three personal concerns as those boarded longer, but then are more concerned about “enhancing professional reputation” (33%) and “expanding publication and speaking opportunities” (27%) more than those boarded longer.



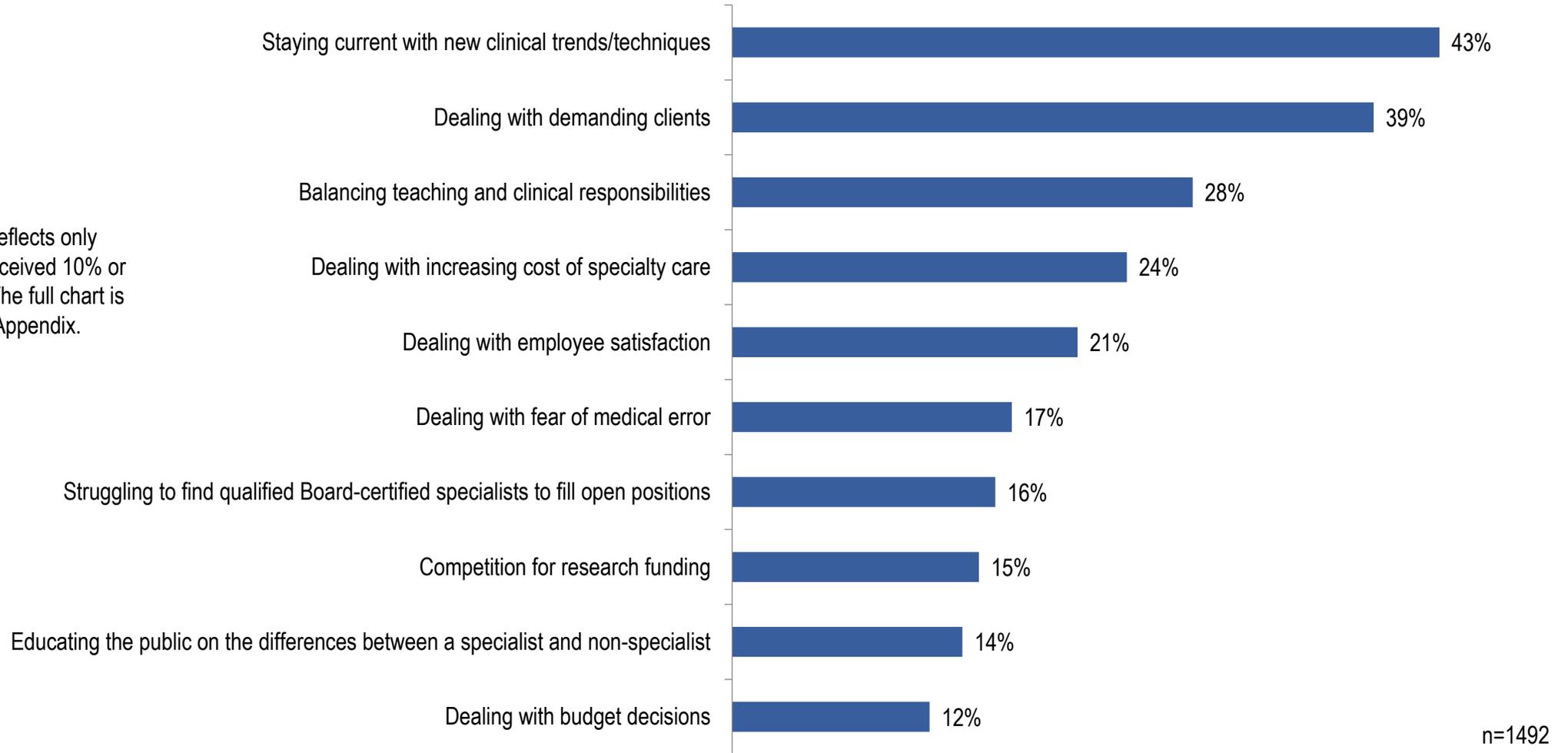
Note: This chart reflects Diplomate only responses that received 10% or more response. The full chart is presented in the Appendix.

■ Boarded 5 years or less  
 ■ Boarded 6-15 years  
 ■ Boarded 16+ years

n=904

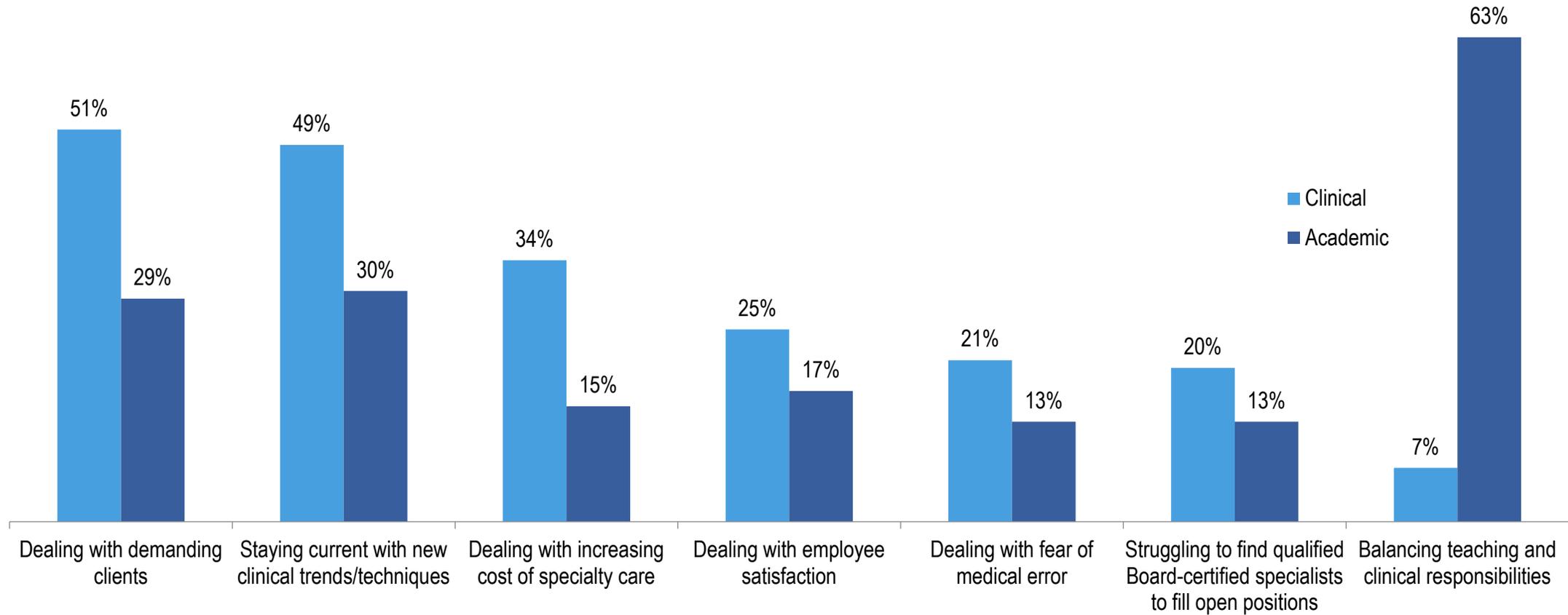
From the issues below, please select the top three (3) factors that will impact you in the next three (3) years. Select up to three (3).

43% of respondents say staying current with new clinical trends/techniques will be the biggest practice issue to impact them within the next three years.



From the issues below, please select the top three (3) factors that will impact you in the next three (3) years. Select up to three (3).

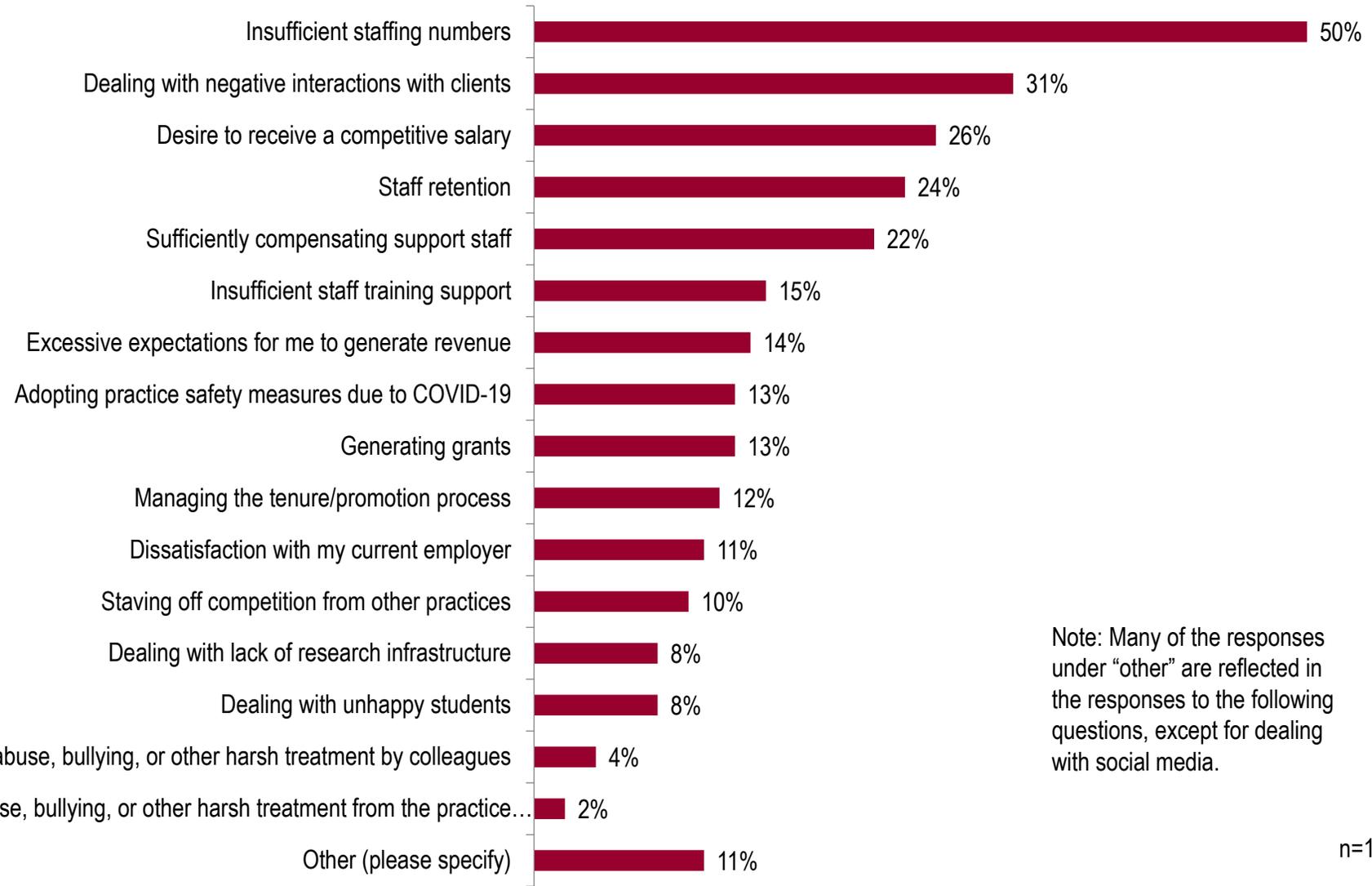
Work setting impacts the importance respondents put on practice issues that will impact them in the future. Those in an academic setting selected “balancing teaching and clinical responsibilities” as the top practice issue (63%) while those in a clinical setting are most concerned with “dealing with demanding clients” (51%) and “staying current with new clinical trends/techniques” (49%).



n=1483

From the issues below, please select the top three (3) factors that will impact you in the next three (3) years. Select up to three (3).

Insufficient staffing issues is the top workplace issue that will impact respondents in the next three years (50%).



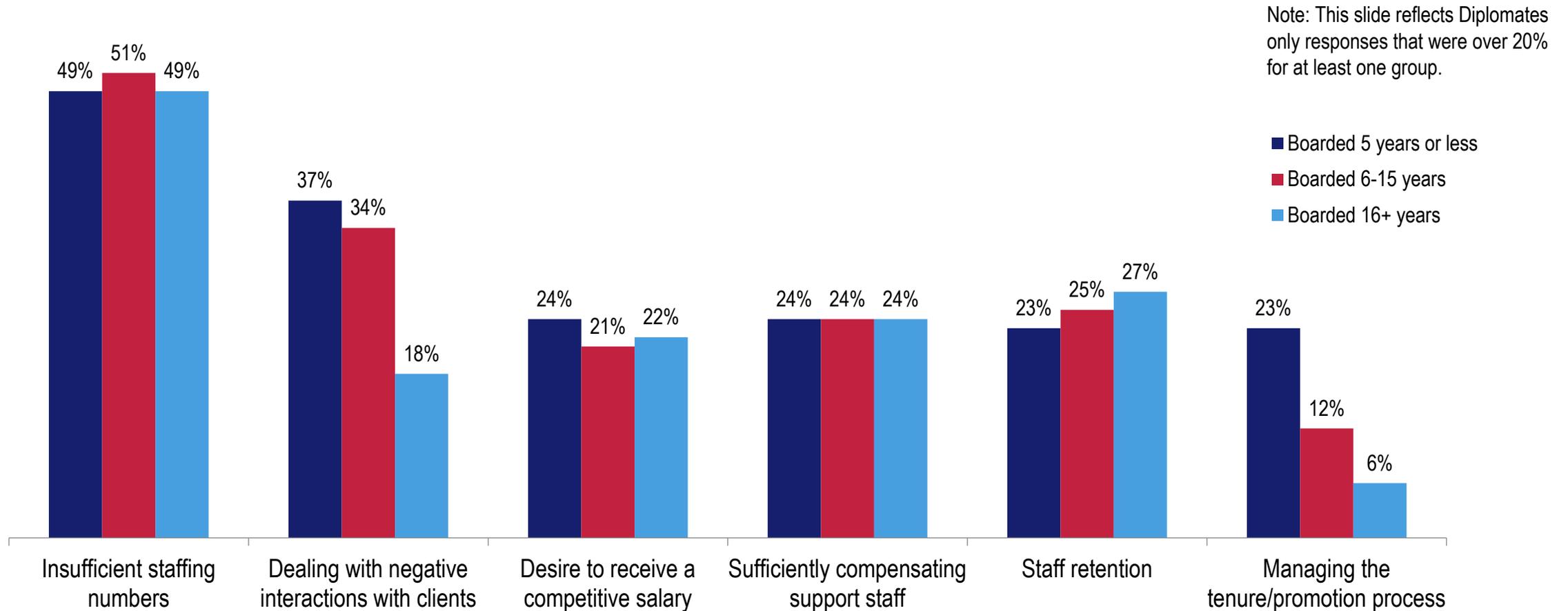
- Those who work in an academic setting also see the following as larger workplace issues than their clinical counterparts:
- Managing the tenure/promotion process (25%)
  - Generating grants (28%)
  - Dealing with a lack of research infrastructure (21%)
  - Dealing with unhappy students (20%)

Note: Many of the responses under “other” are reflected in the responses to the following questions, except for dealing with social media.

n=1478

From the issues below, please select the top three (3) factors that will impact you in the next three (3) years. Select up to three (3).

Insufficient staffing numbers are a top workplace factor for all Diplomates. However, those who have been Boarded 16+ years do not rate as high “dealing with negative interactions with clients” (18% vs. 24% for those Boarded 6-15 years and 37% for those Boarded five years or less).



n=903

From the issues below, please select the top three (3) factors that will impact you in the next three (3) years. Select up to three (3).

Respondents were provided the opportunity to respond to an open-ended question about COVID. Below are some themes.

***“Given the current COVID-19 pandemic, are there any other professional or personal challenges on which you’d like to comment?”***

**Personal:**

- Work/life balance harder to achieve with children at home for remote learning
- Isolation from lack of social activities
- Lack of travel could impact ability to collect CE for credential maintenance
- For those who live in a country different than family, the inability to travel to see them
- Burnout has increased
- Working in person without the vaccine
- Exhaustion

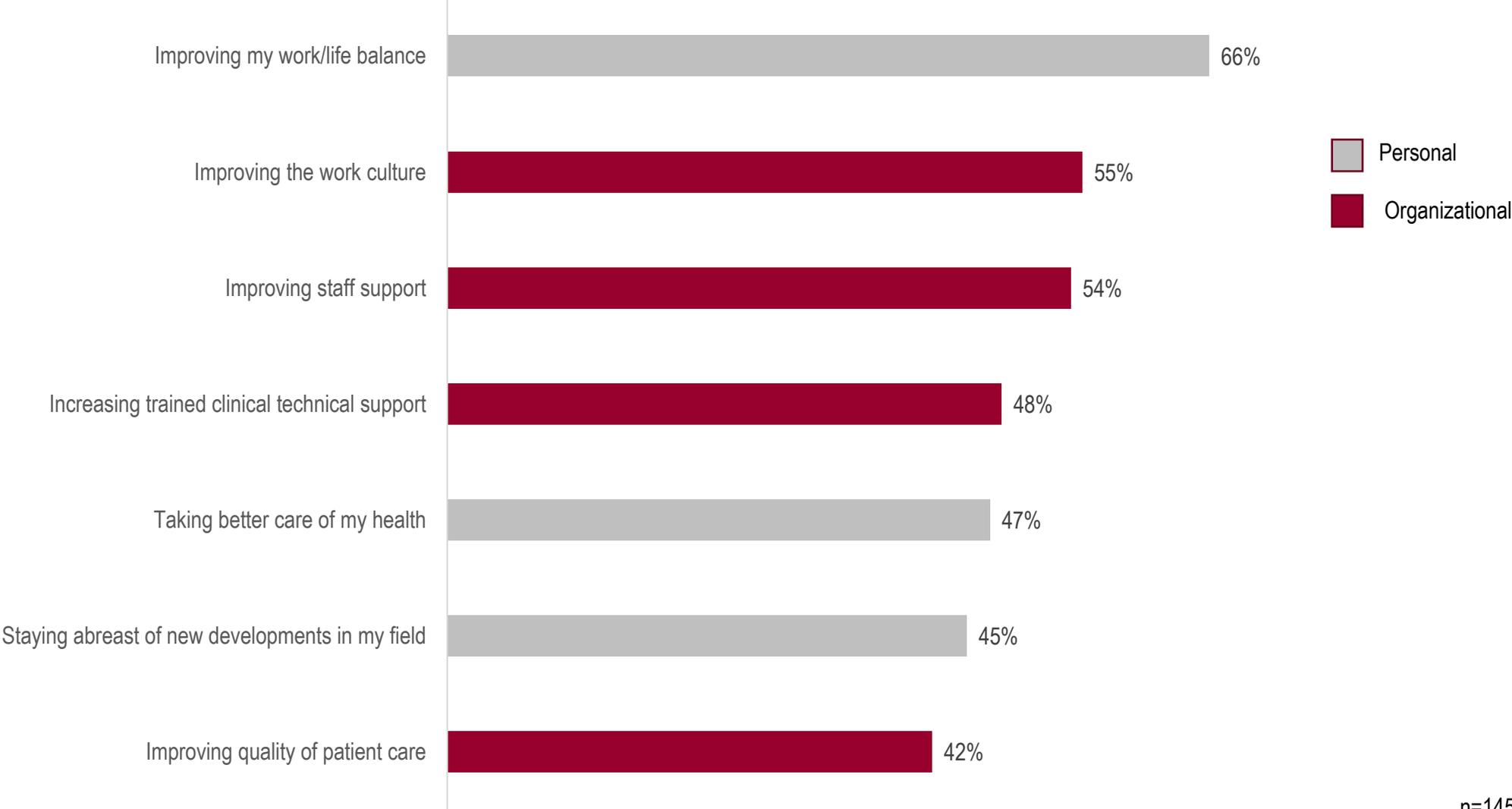
**Professional:**

- Clients’ interaction more difficult and more fraught
- Residency training difficult over Zoom
- Canceled Boards
- Caseload increase
- Clients’ finances have been impacted, which impacts their ability to pay or seek specialized help for their pet
- Changing guidelines
- Communication and staff morale and support
- Limited research opportunities and funding
- Lack of employer support or enforcement of protocols to limit COVID exposure

# Goals and Career Satisfaction

What are respondents' workplace and personal goals/outcomes?

66% of respondents say improving work/life balance will be critical to their success in the next three years.



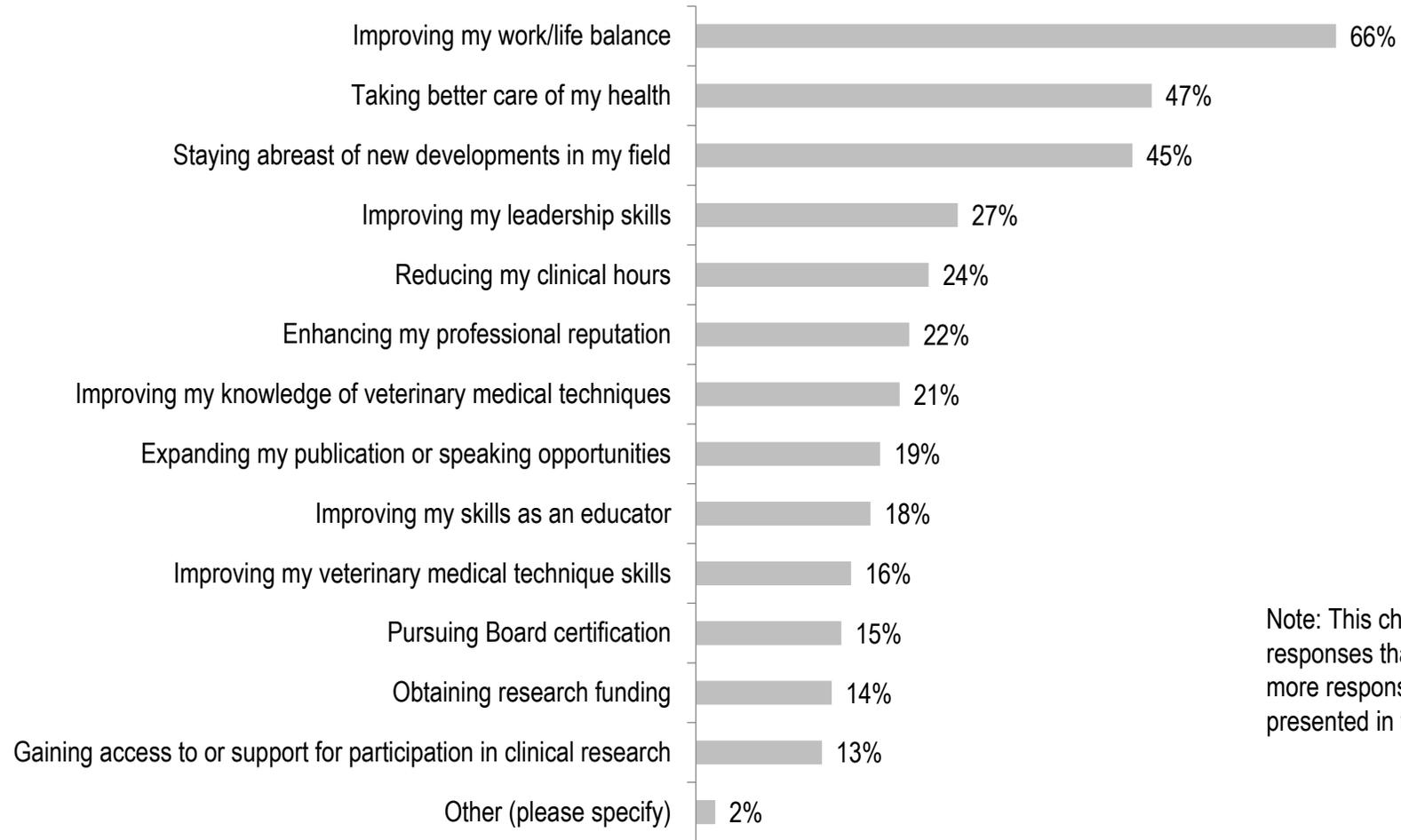
n=1457

Which of the following are most critical to your success over the next three (3) years? You may select up to five (5).

Personal care are the top two personal outcomes that will be most critical to respondents in the next three years, with improving work/life balance (66%) and taking better care of my health (47%).

All three Board-certification groups put “improving my work/life balance as their top personal outcome.

Those Boarded five years or less put “enhancing my professional reputation in the fourth spot (33%) while those Boarded 6-15 years put “improving my leadership skills” in the fourth spot (33%).

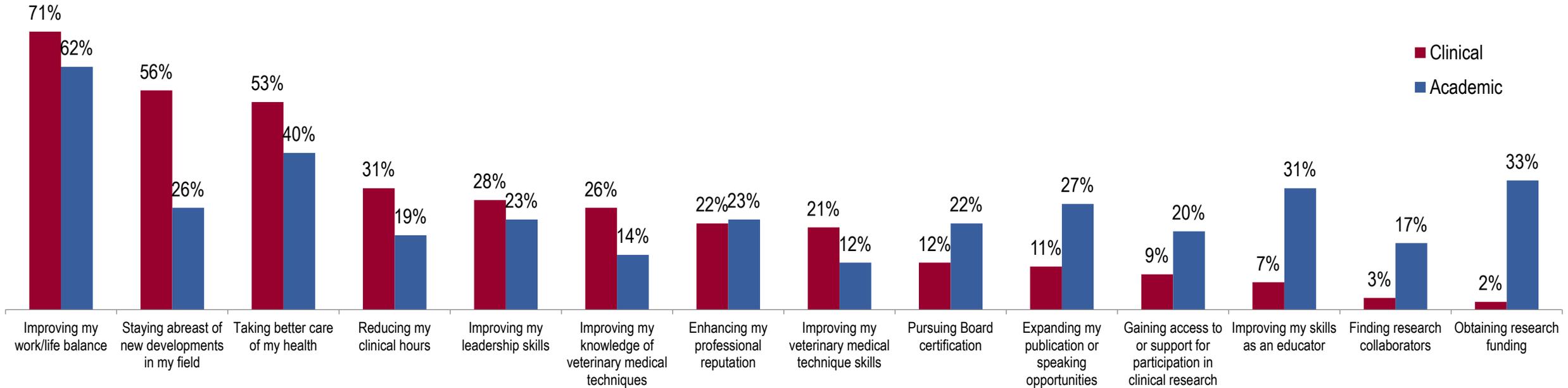


Note: This chart reflects only responses that received 10% or more response. The full chart is presented in the Appendix.

n=1490

Which of the following are most critical to your success over the next three (3) years? You may select up to five (5).

When looked at by work setting, those working in academic and clinical settings have different personal needs to be successful in the next three years. Although both agree on work/life balance and taking care of health, academics are more interested in obtaining research funding (33%), improving their skills as an educator (31%) and expanding publication/speaking opportunities (27%).

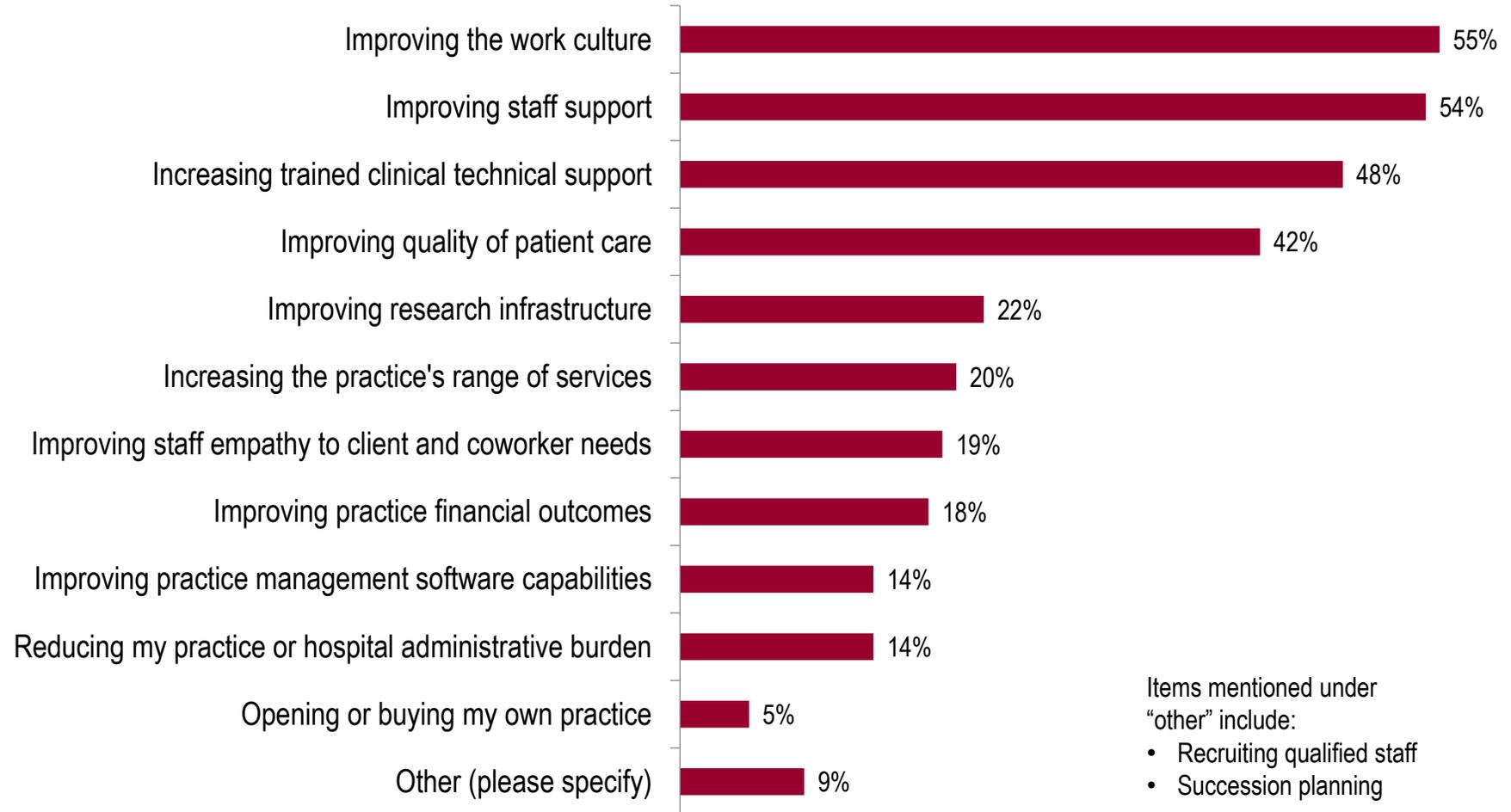


n=1490

Which of the following are most critical to your success over the next three (3) years? You may select up to five (5).

Improving the work culture (55%) and improving staff support (54%) are the top 2 organizational items most critical to respondents' success over the next three years.

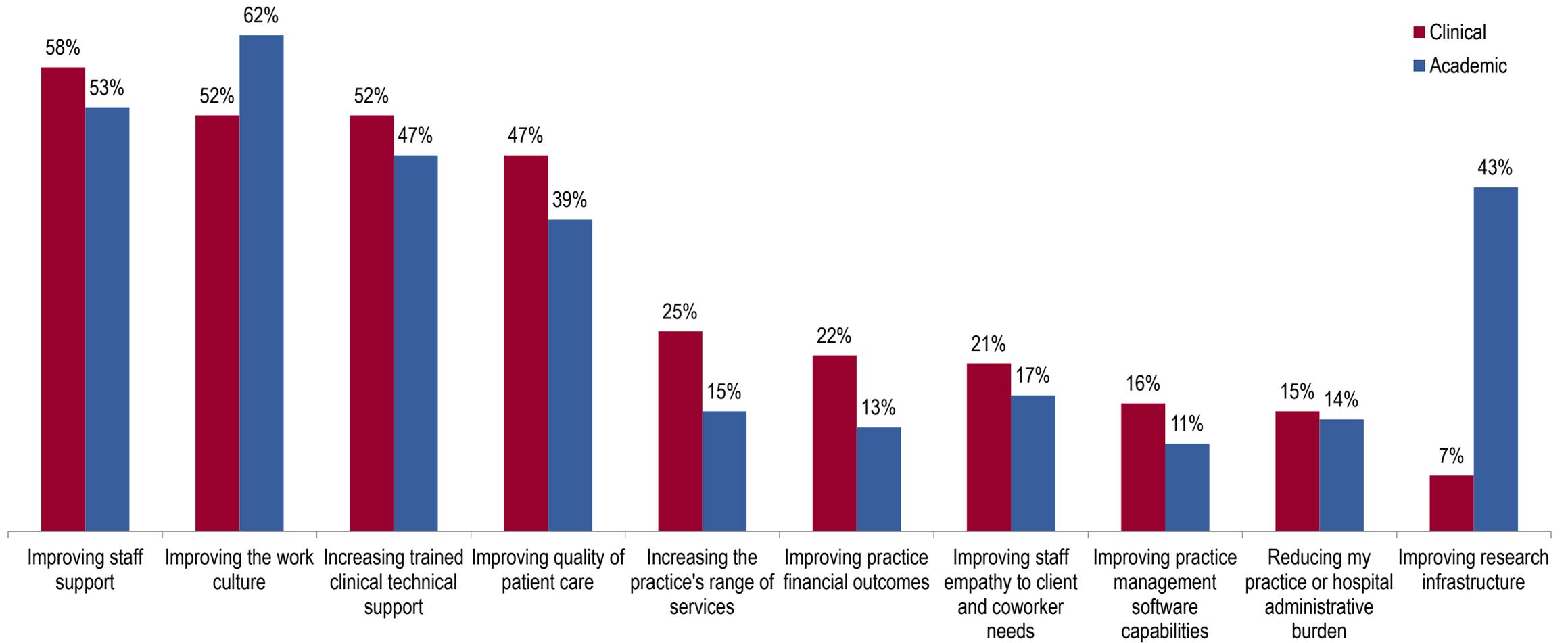
Improving the work culture is more important to those Boarded five years or less (69%) than the other Board-certified groups.



Which of the following are most critical to your success over the next three (3) years? You may select up to five (5).

n=1457

Those who work in a clinical setting find improving staff support to be most important organizational factor for their success (58%), where those in an academic setting find improving the work culture to be most important to success (62%).



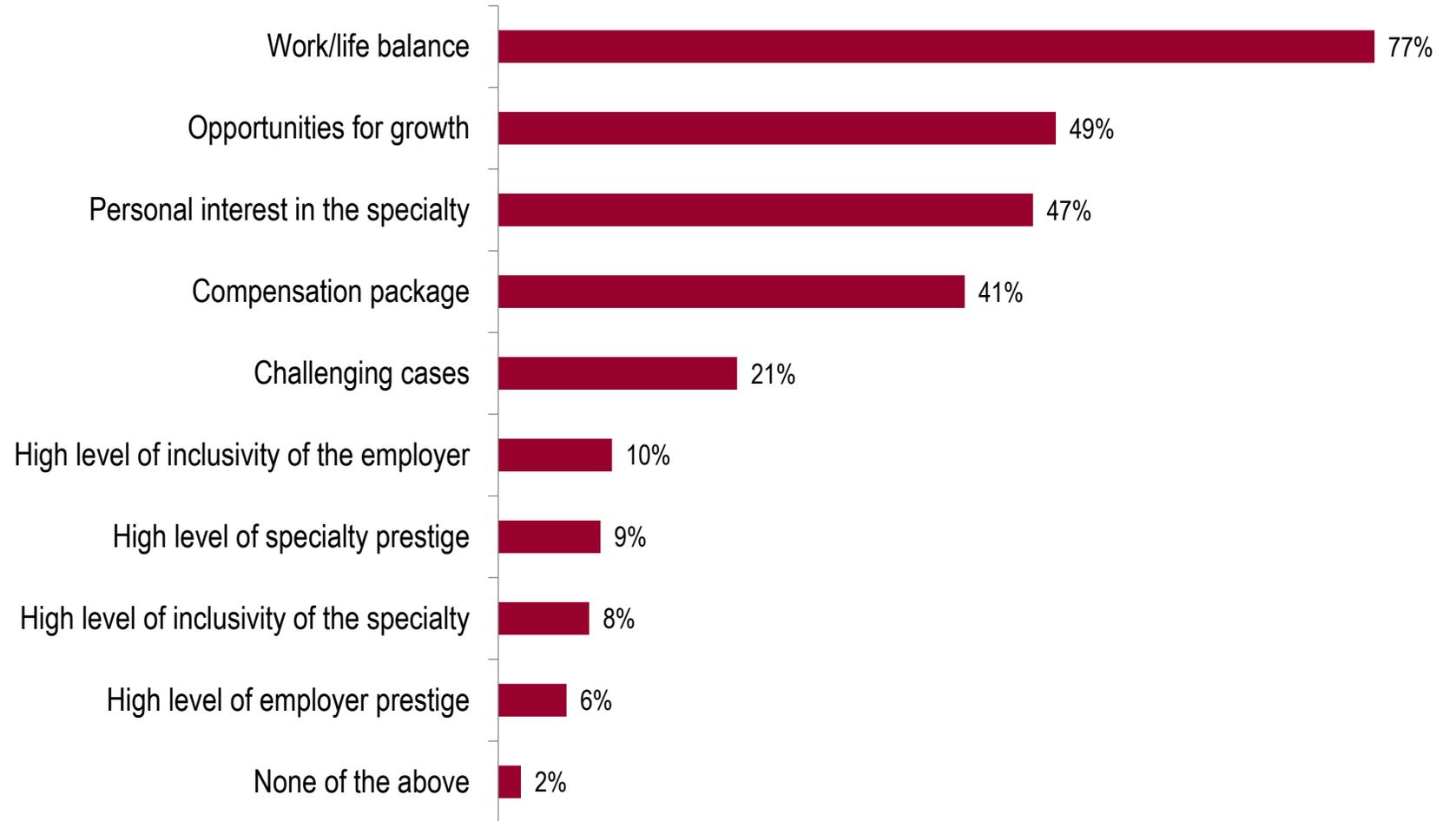
n=1457

Which of the following are most critical to your success over the next three (3) years? You may select up to five (5).

Work/life balance is the most important factor that influences career choice (77%).

Compensation package was the second-most important selected factor for those in a clinical setting (47%), followed by personal interest in the specialty (44%).

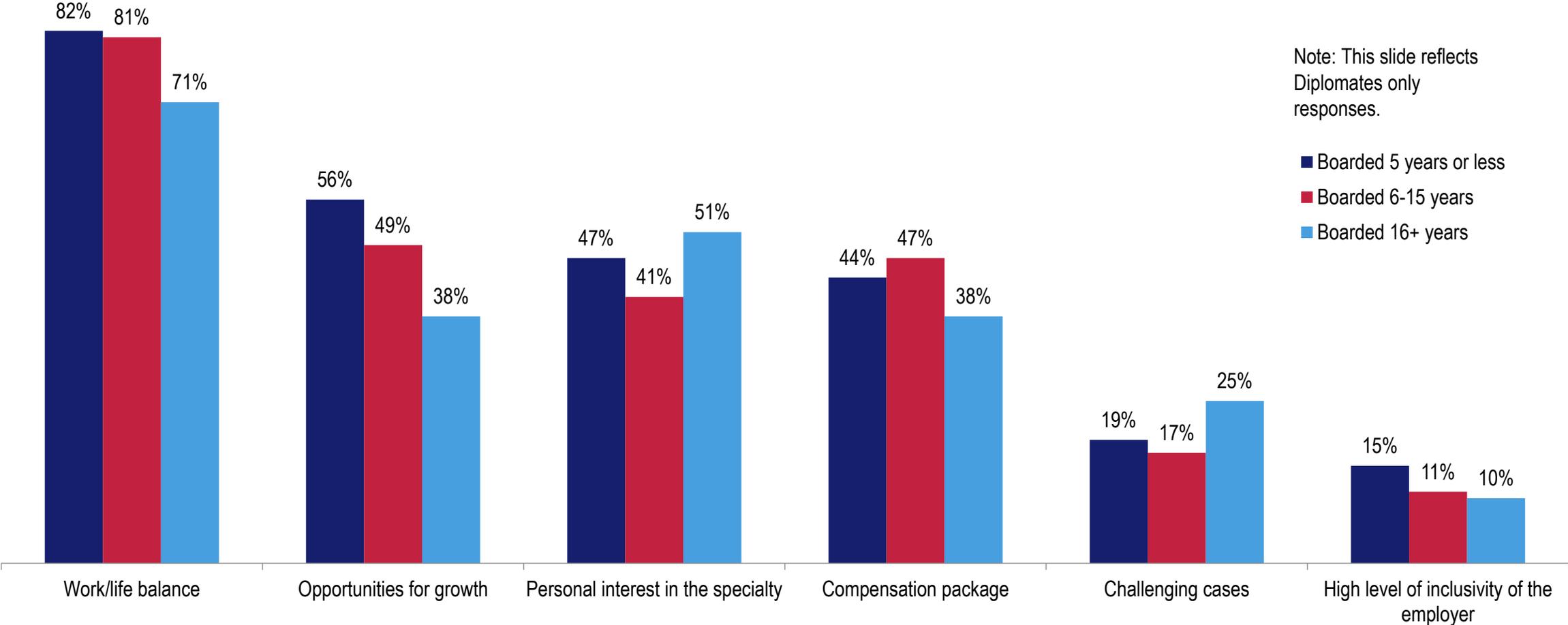
For those in an academic setting, second-most frequently selected was opportunities for growth (58%), followed by personal interest in the specialty (53%).



When you're making choices about your career, what are the three (3) most important factors influencing your choices?

n=1490

The reasons for making career choices differs among Diplomates, depending on how long they've held Board-certification. For those who have been Boarded 16+ years, their second most important factor is "personal interest in the specialty" (51%), which ranks third for those Boarded 5 years or less and fourth for those Boarded 6-15 years.



Note: This slide reflects Diplomates only responses.

- Boarded 5 years or less
- Boarded 6-15 years
- Boarded 16+ years

n=911

When you're making choices about your career, what are the three (3) most important factors influencing your choices?

Diverse leadership is the most important employer inclusivity factor, with leadership among BIPOC, Latinx, South Asian, minority East/Southeast Asian or Pacific Islander members/employers/trainees the top factor (75%).

*This question was added by the DEI Taskforce for those who responded "high level of inclusivity by employer" in the previous question about making choices about career.*

All of these issues of inclusivity are most important to those in Boarded five years or less, except "Leadership involvement of intersectional members/employees/trainees," which was more important to those Boarded 6-15 years (64% compared to 61%).

- Underrepresented groups not mentioned:
- Women
  - People with disabilities



What factors regarding inclusivity are most important to you in the workplace? Select all that apply.

n=132

Respondents were provided the opportunity to respond to an open-ended question about achieving diversity, equity and inclusion. Below are some themes.

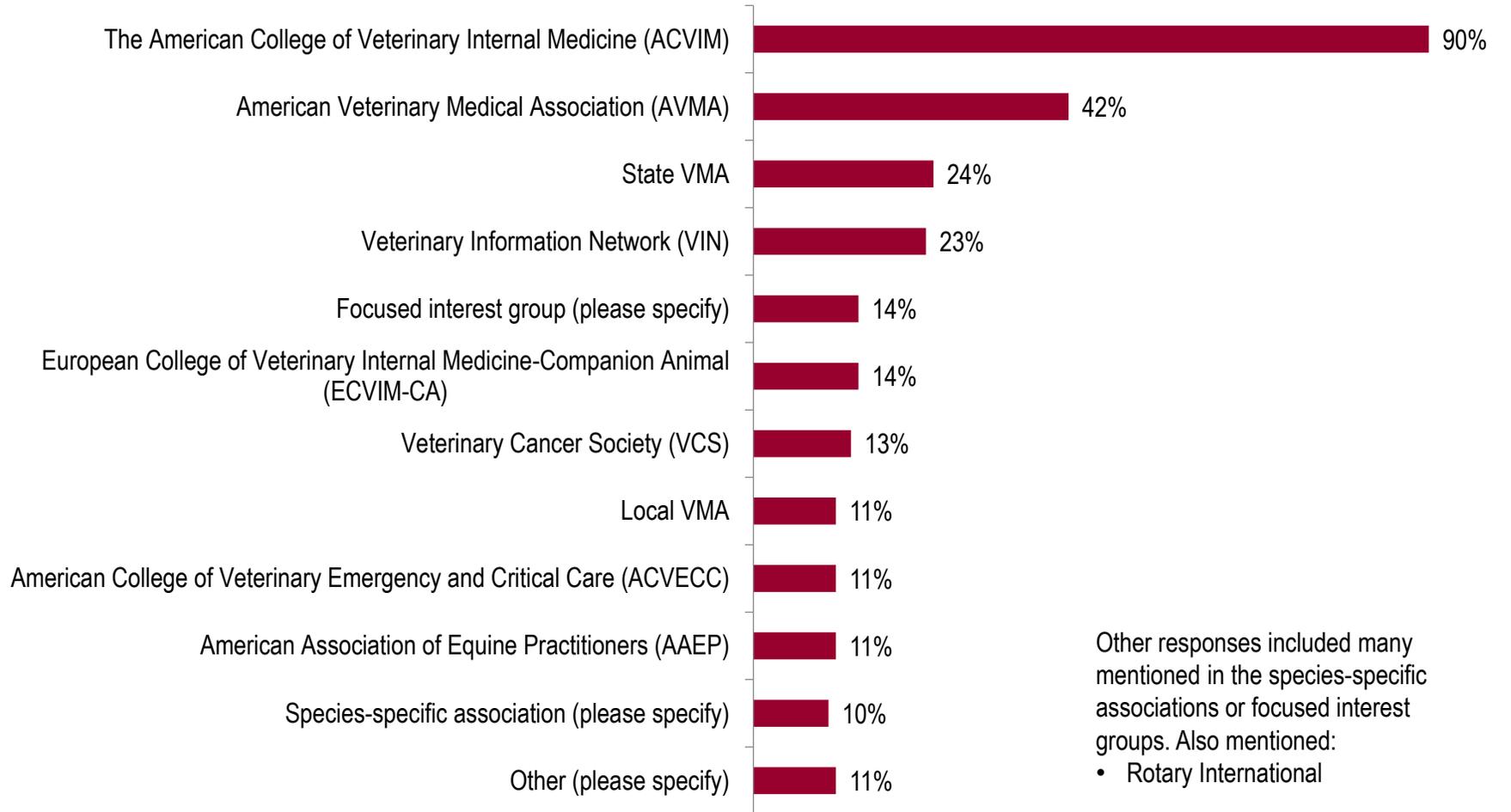
***“What do you believe are the areas for growth for your workplace in achieving diversity, equity and inclusion?”***

- Be active in trying to make changes
- Be open to a new way of doing things
- Figure out barriers for people of color throughout the career trajectory to create support systems, not just during vet school
- Good leadership and culture
- Looking at salaries
- Access for advancement to underrepresented groups

# Organizational Support of Success Factors

What other organizations does this audience turn to for help?  
What factors determine whether they engage with a group or not?

The ACVIM (90%) is the most important organization to a respondent's professional life, followed by the AVMA at 42%.



Other species-specific associations include:

- European College of Equine Internal Medicine (ECEIM)
- American Association of Feline Practitioners (AAFP)
- American Association of Small Ruminant Practitioners (ASRP)
- American College of Veterinary Surgeons (ACV/S)
- American Board of Veterinary Practitioners (ABVP)

Focused interest groups include those focused on:

- Radiology
- Echocardiography
- Nephrology
- Endocrinology
- Gastroenterology
- Animal welfare
- Cardiology

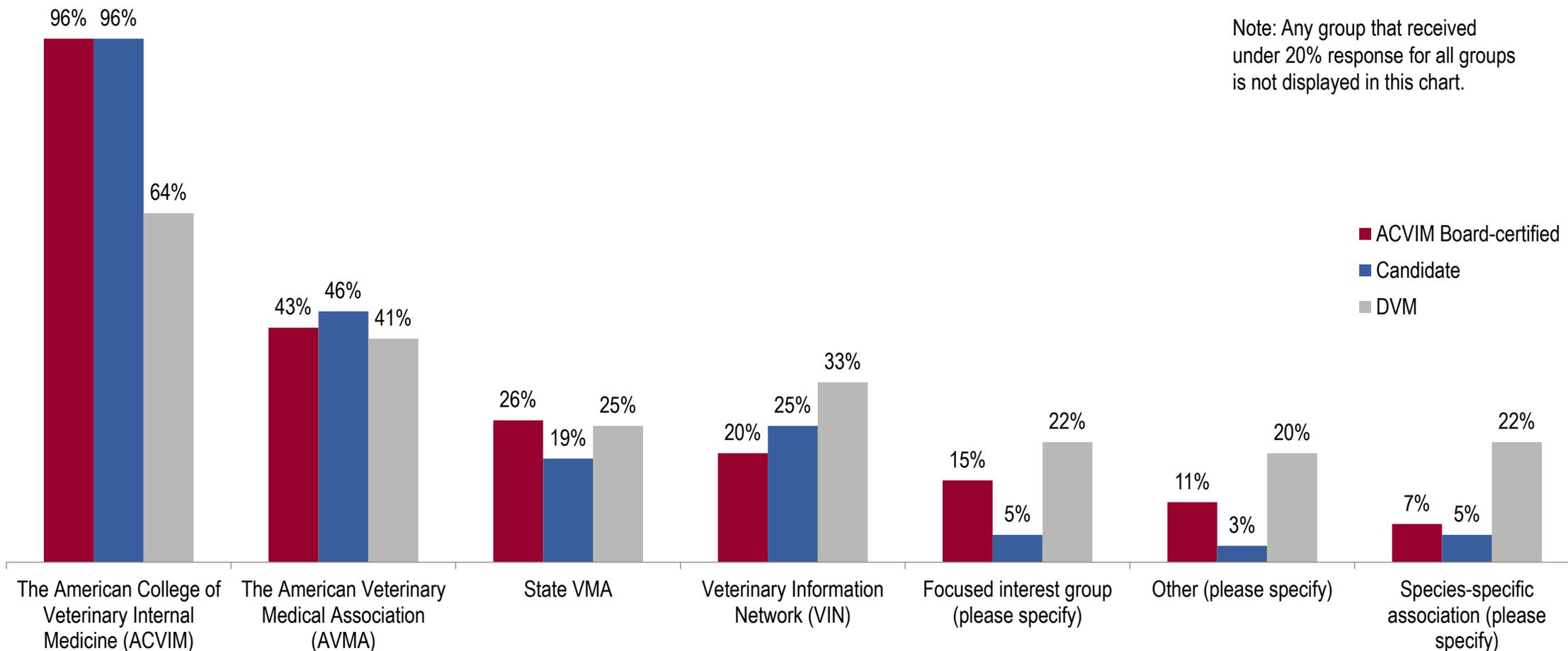
Other responses included many mentioned in the species-specific associations or focused interest groups. Also mentioned:

- Rotary International

n=1488

Which of the following organizations are most important to your professional life? Select all that apply.

Even though they're not members, DVMs still rank the ACVIM as the most important organization to their professional life (64%). For Diplomates and Candidates, the ACVIM is the most important organization (96%). For Diplomates and Candidates, the AVMA is the second most important organization (43%).



Which of the following organizations are most important to your professional life? Select all that apply.

n=1488

There are many organizations competing for the ACVIM’s various audiences’ time. The ACVIM is most competitive in Research and Knowledge Development but isn’t the go-to organization for any of these roles.

Organizational role	ACVIM (n=1,304)	AAEP (n=162)	AVMA (n=613)	ECVIM (n=198)	ACVECC (n=154)	Veterinary Information Network (n=342)	Veterinary Cancer Society (n=190)	State VMA (n=343)	Local VMA (n=161)	Species- specific group (n=139)	Focused interest group (n=212)	Other (n=133)
Research and knowledge development	47%	15%	9%	58%	52%	9%	54%	1%	4%	33%	48%	38%
Education	31%	40%	15%	27%	35%	64%	22%	11%	20%	33%	20%	24%
Community and collaboration	17%	31%	10%	11%	12%	25%	22%	33%	53%	24%	26%	17%
Business operations support	0	2%	3%	0	0	0	0	3%	2%	1%	2%	4%
External advocacy	1%	2%	20%	0	0	0	1%	15%	6%	3%	1%	3%
Industry/professional advocacy	3%	10%	36%	3%	1%	0	1%	31%	12%	4%	2%	9%
Convening role	1%	1%	7%	1%	0	1%	1%	7%	2%	2%	0	5%

Note: Red signifies the largest percentage for each organizational role.

For each of the organizations to which you belong, please choose what you most value from that organization.

n=1490

Five factors are rated as absolutely critical in the decision to join a professional association by at least 30% of respondents, indicated in the upper chart. While seven other factors are rated absolutely critical or very important in that decision-making process by at least 50% of respondents, indicated in the lower box. 18 total factors were tested.

### Absolutely Critical to Decision to Join a Professional Association

- Accessing peer-reviewed journals (49%)
- Receiving support for Board certification or recertification (40%)
- Accessing vetted opportunities for continuing education (39%)
- Participating in a positive peer community (35%)
- Professional networking (32%)

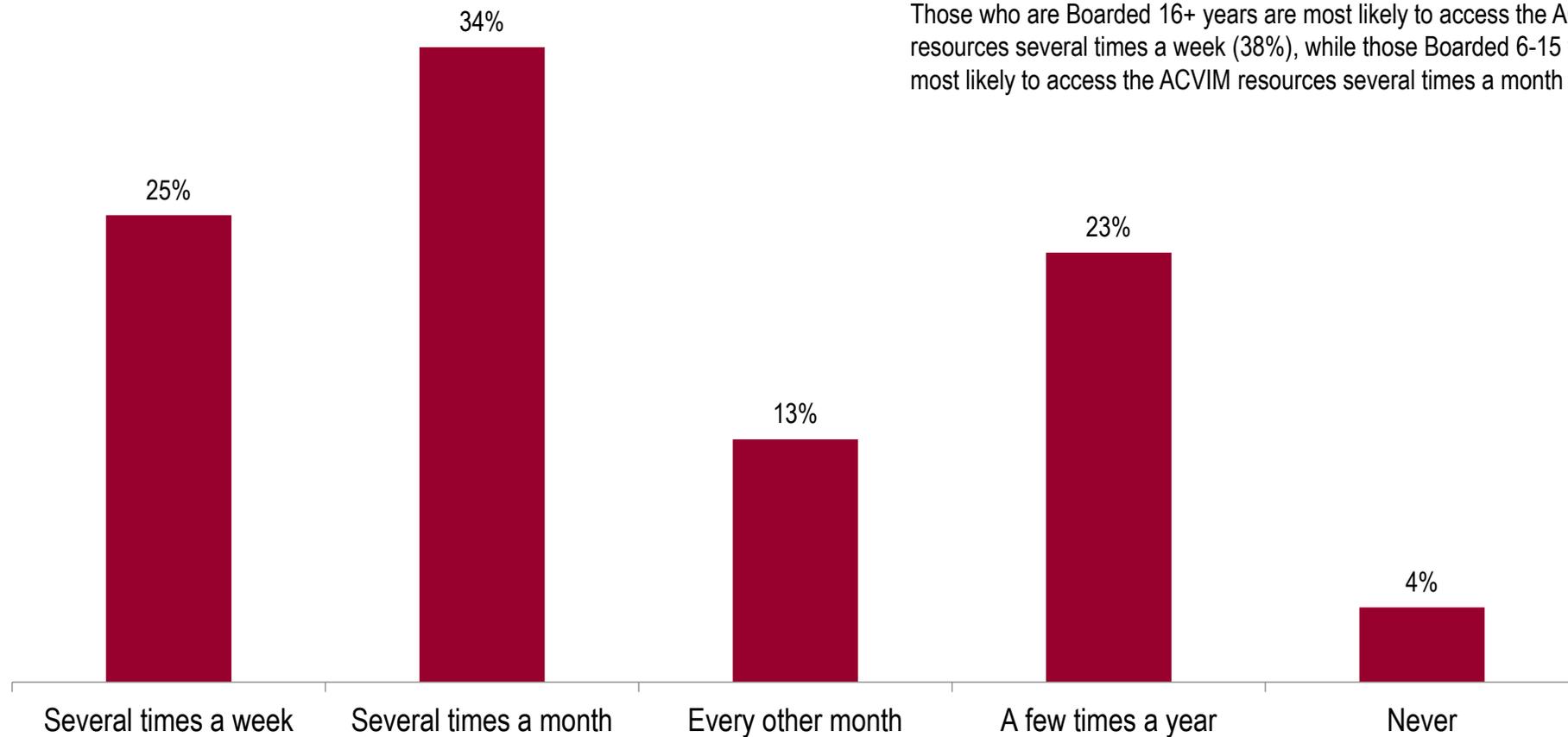
### Absolutely Critical/Very Important to Decision to Join a Professional Association

- Accessing or contributing to standards for training and certification (73%)
- Contributing to consensus statements on care (70%)
- Accessing teaching or instructional materials (66%)
- Contributing as an advocate for the profession to policy makers (60%)
- Marketing of my profession or specialty (58%)
- Receiving information on career support or opportunities (57%)
- Contributing to diversity, equity and inclusion (DEI) initiatives within the profession (55%)

# Value Proposition

How important are the ACVIM programs to the decision to engage or join?  
What are the most attractive potential future programs or services?

In the past year, more than 50% have accessed or participated with the ACVIM frequently, including several times a week (25%), or several times a month (34%).

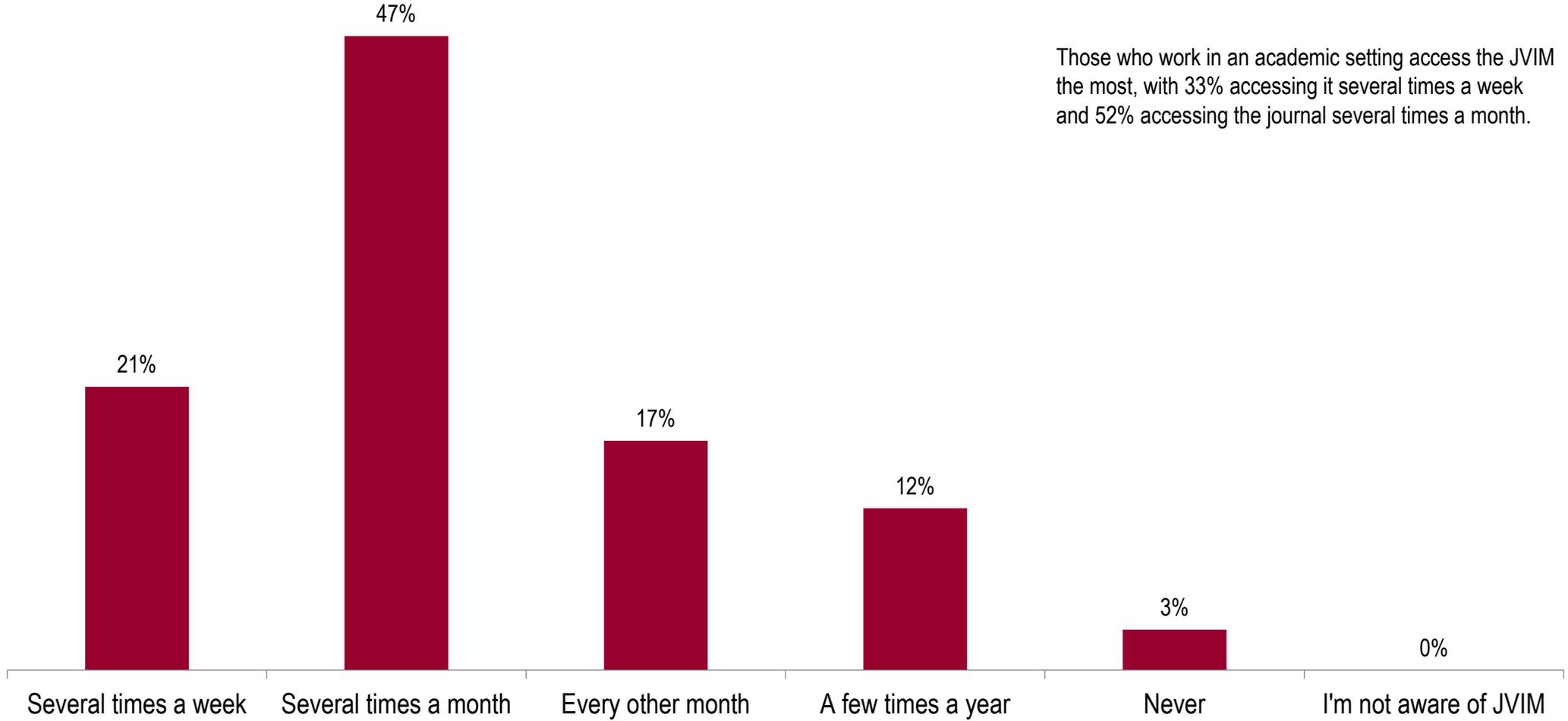


Those who are Boarded 16+ years are most likely to access the ACVIM resources several times a week (38%), while those Boarded 6-15 years are most likely to access the ACVIM resources several times a month (41%).

During the past 12 months, how often have you accessed, used or participated with the ACVIM in any way?

n=1496

47% of respondents access the Journal of Veterinary Internal Medicine (JVIM) several times a month to read an article.



Those who work in an academic setting access the JVIM the most, with 33% accessing it several times a week and 52% accessing the journal several times a month.

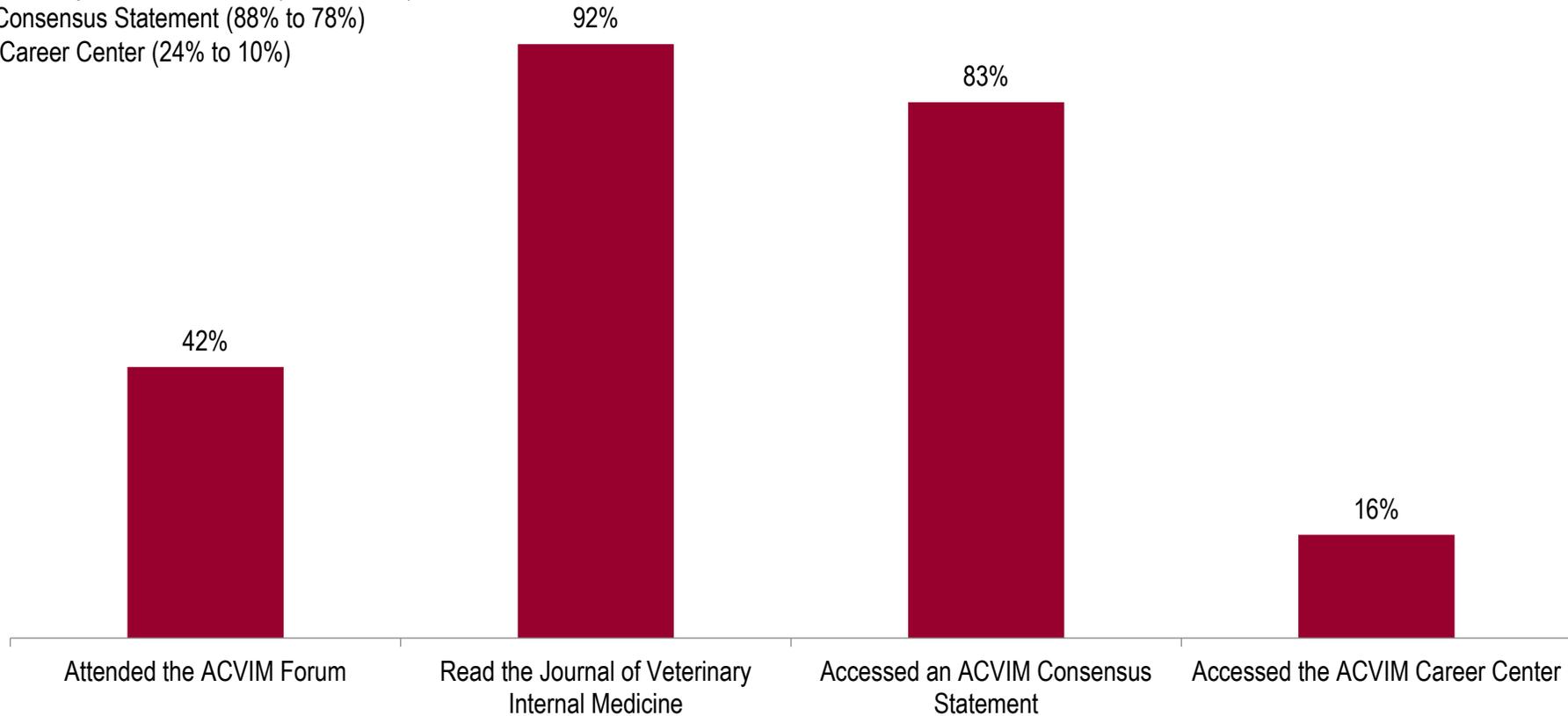
During the past 12 months, how many times have you read an article in the Journal of Veterinary Internal Medicine (JVIM)?

n=1491

Non-Diplomates who have interacted with the ACVIM in the past year read the JVIM (92%) or accessed an ACVIM Consensus Statement (83%).

Those who work in an academic setting read the JVIM, access ACVIM Consensus Statements and access the ACVIM Career Center at a higher percentage than those in a clinical setting:

- Read the Journal of Veterinary Internal Medicine (98% to 85%)
- Accessed an ACVIM Consensus Statement (88% to 78%)
- Accessed the ACVIM Career Center (24% to 10%)



n=520

In the past 12 months, what have been the ways you participated with the ACVIM? Select all that apply.

Five ACVIM benefits are rated as extremely important by more than 30% of Diplomates, indicated in the upper chart. Another three are rated as extremely important or very important by more than 50% of Diplomates, those are indicated in the lower chart.

### Benefits Extremely Important to at Least 30%

- Accessing ACVIM Consensus Statements (48%)-Publication
- Accessing ACVIM360 (the ACVIM listserv) (33%)-Connection
- Utilizing the ACVIM Forum online (30%)- Education
- Attending the pre-Forum Specialty Symposium on key topics (30%)-Education
- Participating in a Residency Training Program (30%)-Connection

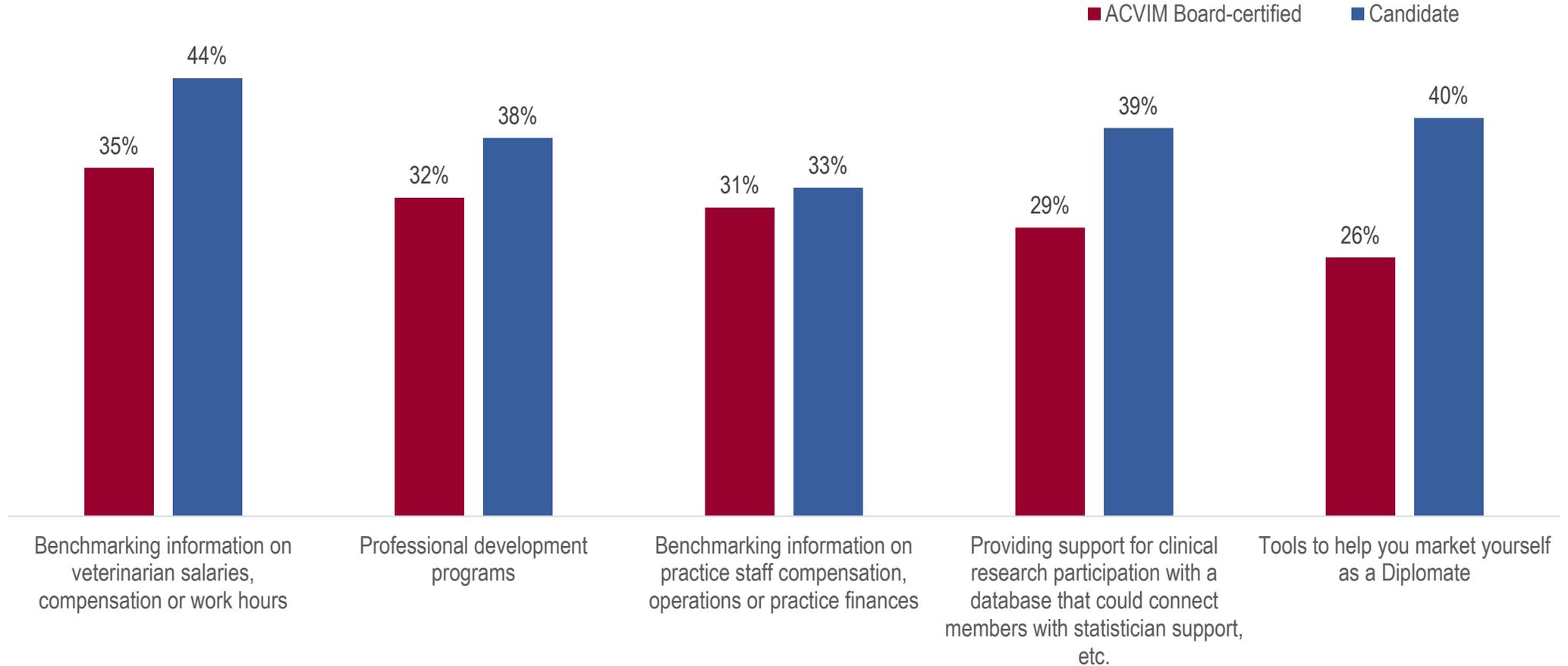
### Benefits Extremely Important/Very Important to a Majority

- Accessing Advanced Continuing Education (ACE) courses (67%)-Education
- Attending the ACVIM Forum at a discounted price (64%)-Education
- Accessing the Diplomate directory (58%)-Connection

\* The Appendix contains charts that outline all benefits tested.

Using the same criteria but looking only at Diplomates and candidates, candidates are extremely likely to use the potential benefits displayed below.

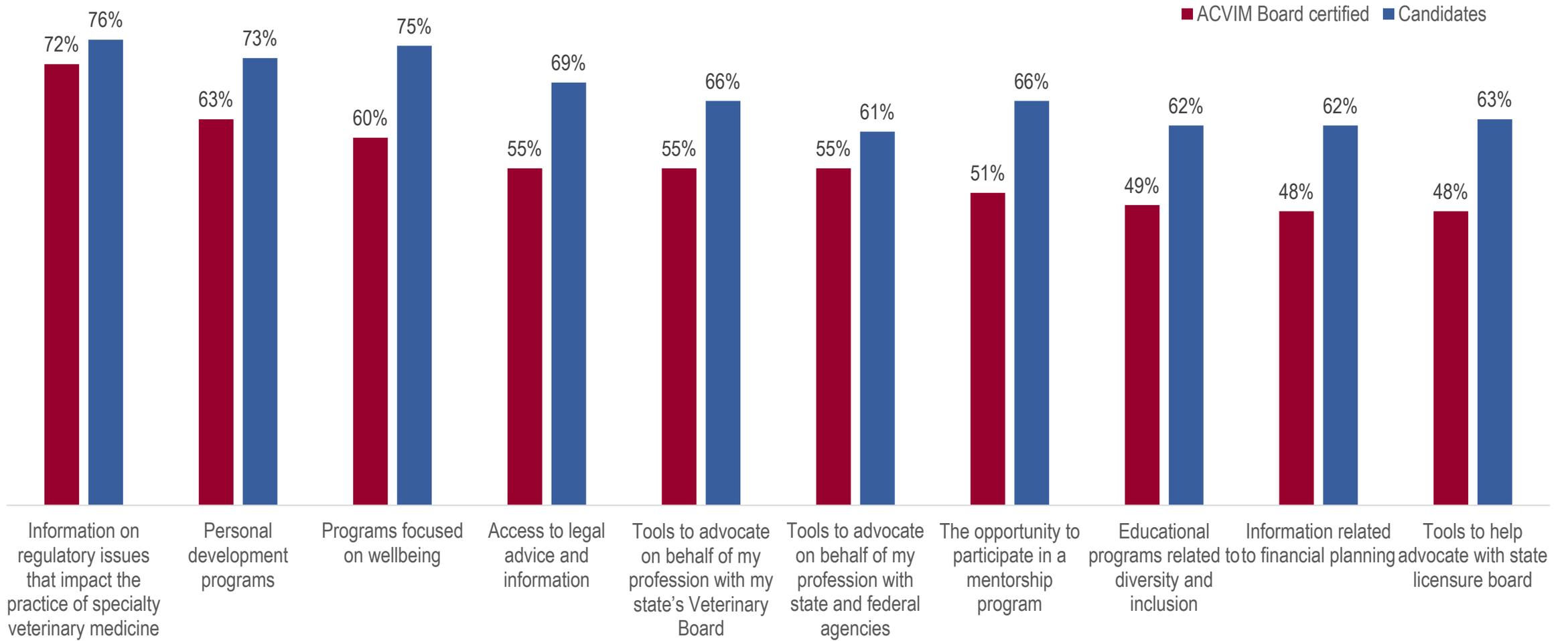
Note: This reflects only those that received 30% or more “extremely likely” responses for at least one of the two groups.



n=1185-1189

How likely would it be for you to use these resources if they were made available to you by the ACVIM?

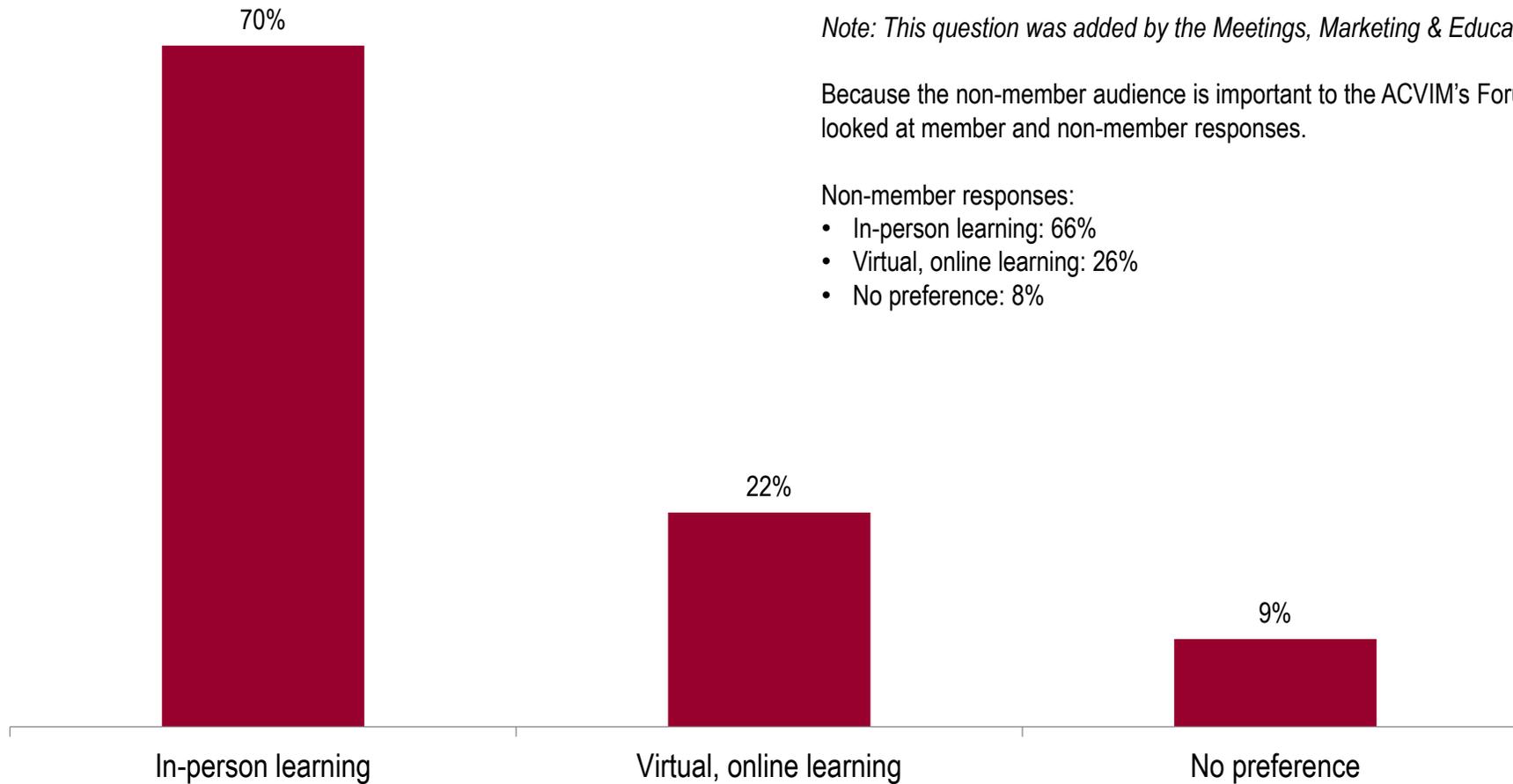
Diplomates and candidates: at least 50% responded extremely likely or very likely to use potential programs being explored by the ACVIM.



n=1185-1189

How likely would it be for you to use these resources if they were made available to you by the ACVIM?

70% prefer in-person learning once normal travel resumes, and it's considered safe to gather.



*Note: This question was added by the Meetings, Marketing & Education Department.*

Because the non-member audience is important to the ACVIM's Forum event, we looked at member and non-member responses.

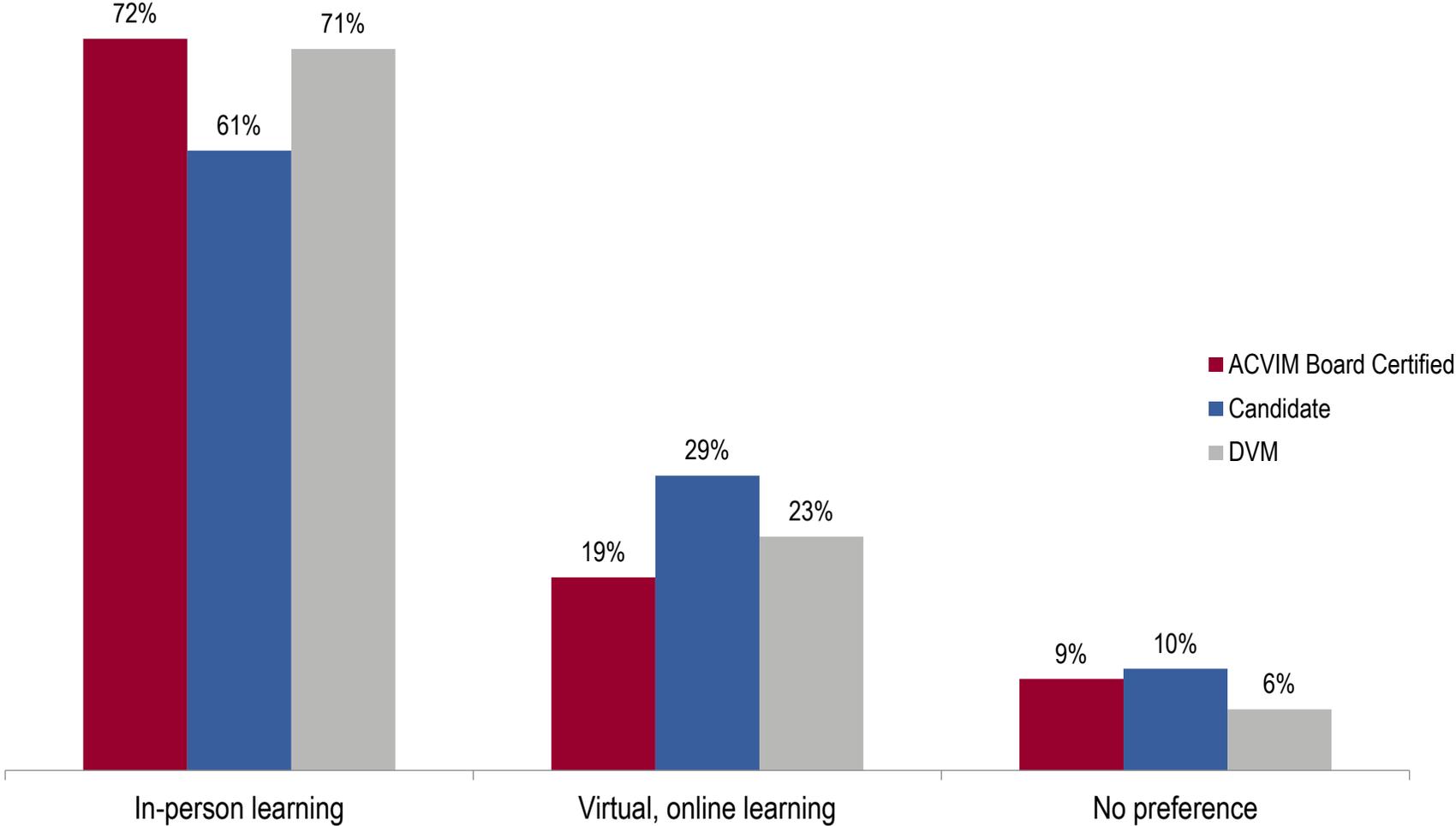
Non-member responses:

- In-person learning: 66%
- Virtual, online learning: 26%
- No preference: 8%

When normal travel resumes and is considered safe, what is your most desired educational delivery format, for opportunities that do not include "hands-on" content? Select only one (1).

n=1495

Candidates have more of an interest in virtual, online learning than Diplomates and DVMs, but in-person learning is the preferred method for all three groups.



n=1045

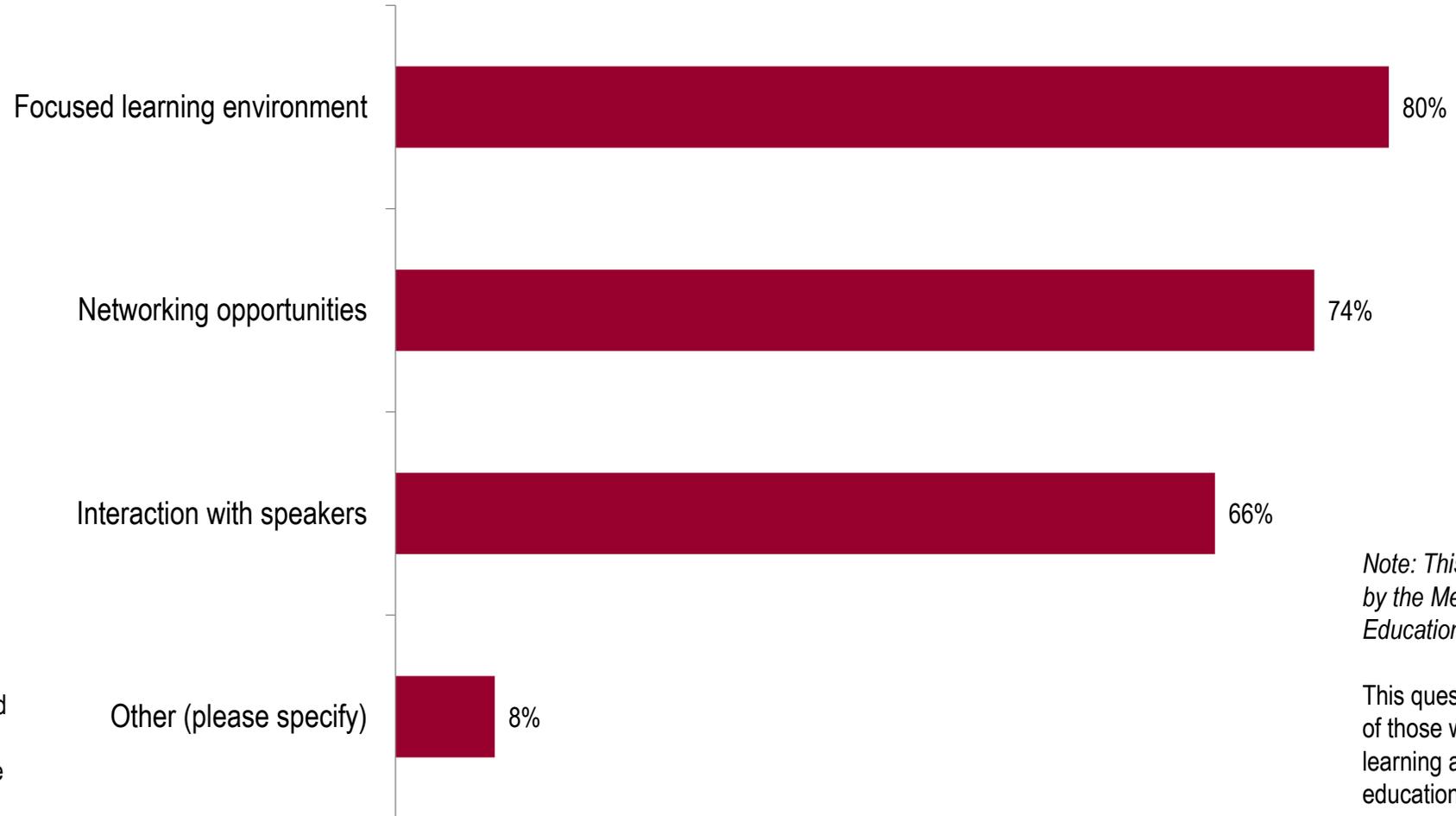
Select the reasons you prefer in-person learning. Select all that apply.

Those who prefer in-person learning, prefer it because of the focused learning environment (80%).

A number of respondents noted the following:

- Decision is location-dependent
- Hybrid meetings would provide opportunity for all to be involved
- Would prefer for a way other than quizzes to determine CE

Nonmembers were less interested in “networking opportunities” than members (70% to 77%) and more interested in “interaction with speakers” (70% to 64%).



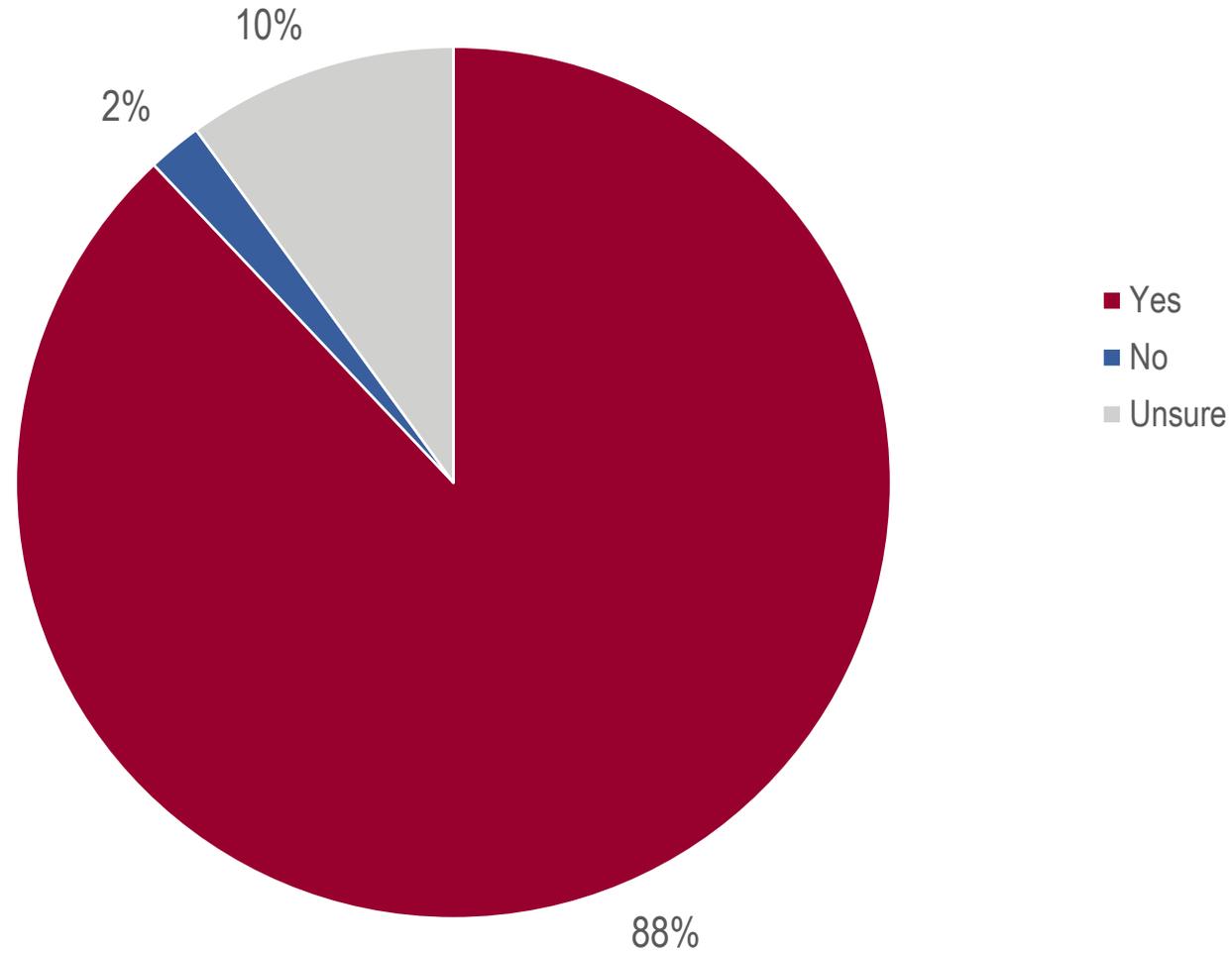
*Note: This question was added by the Meetings, Marketing & Education Department.*

This question was asked only of those who chose in-person learning as their most desired educational format.

Select the reasons you prefer in-person learning. Select all that apply.

n=1045

88% of respondents would participate in a learning opportunity that wasn't in their preferred format if the content met their needs.



*Note: This question was asked by the Meetings, Marketing & Education Department.*

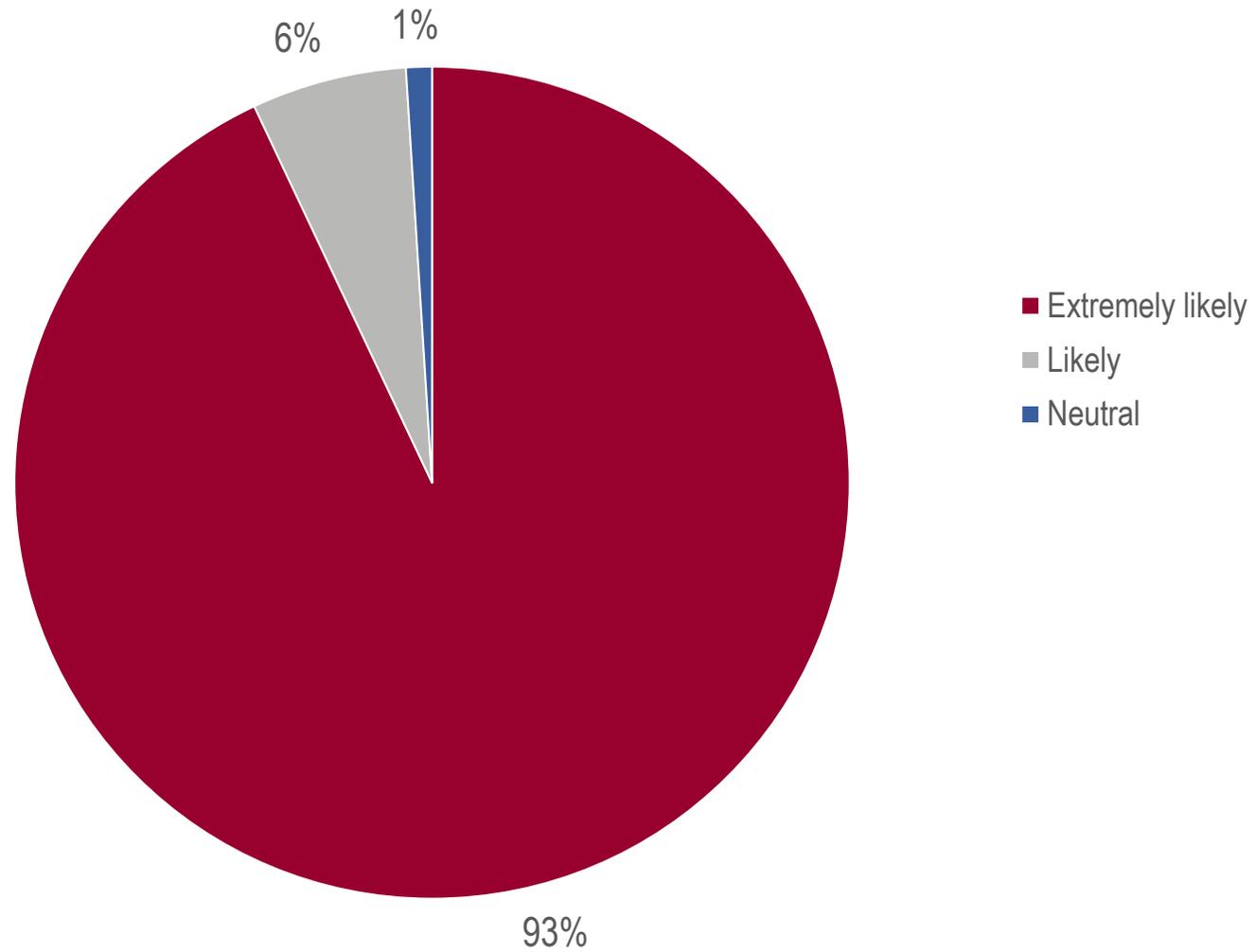
There was not much difference between member and nonmember response.

n=1495

Would you participate in learning opportunities delivered in your non-preferred format, if the content met a learning need for you? Select only one (1).

# 99% of Diplomates are Likely or Extremely Likely to renew in 2022.

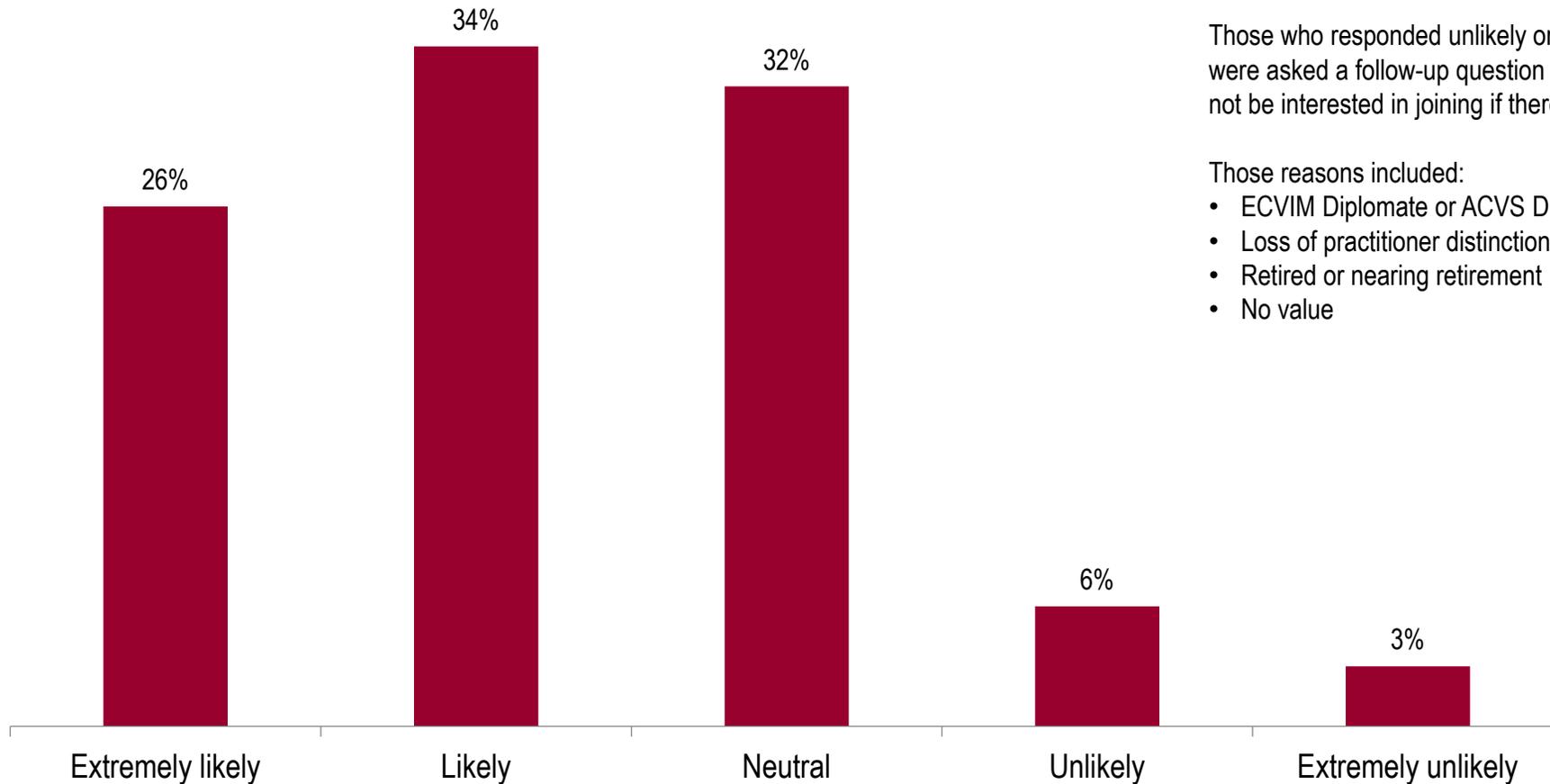
Since no one responded they weren't likely to renew, we did not collect additional information.



How likely are you to renew your membership in 2022?

n=916

70% of non-Diplomates would be likely to join the ACVIM if there were opportunities for non-Diplomates.



Those who responded unlikely or extremely unlikely were asked a follow-up question about why they would not be interested in joining if there was an opportunity.

Those reasons included:

- ECVIM Diplomat or ACVS Diplomat
- Loss of practitioner distinction
- Retired or nearing retirement
- No value

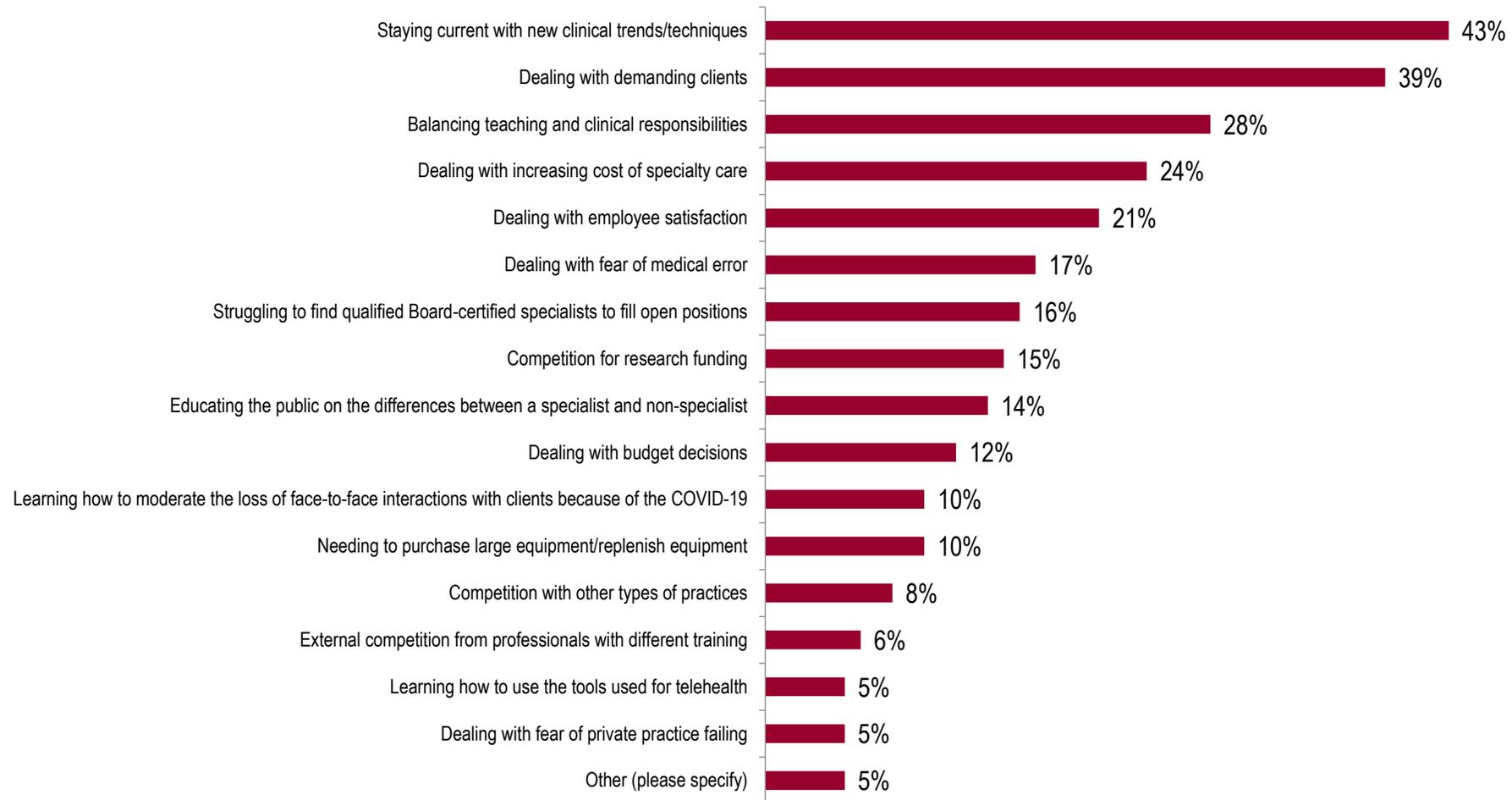
How likely would you be to join the ACVIM if they had opportunities for non-Diplomates?

n=577

# Appendix I:

Expanded data.

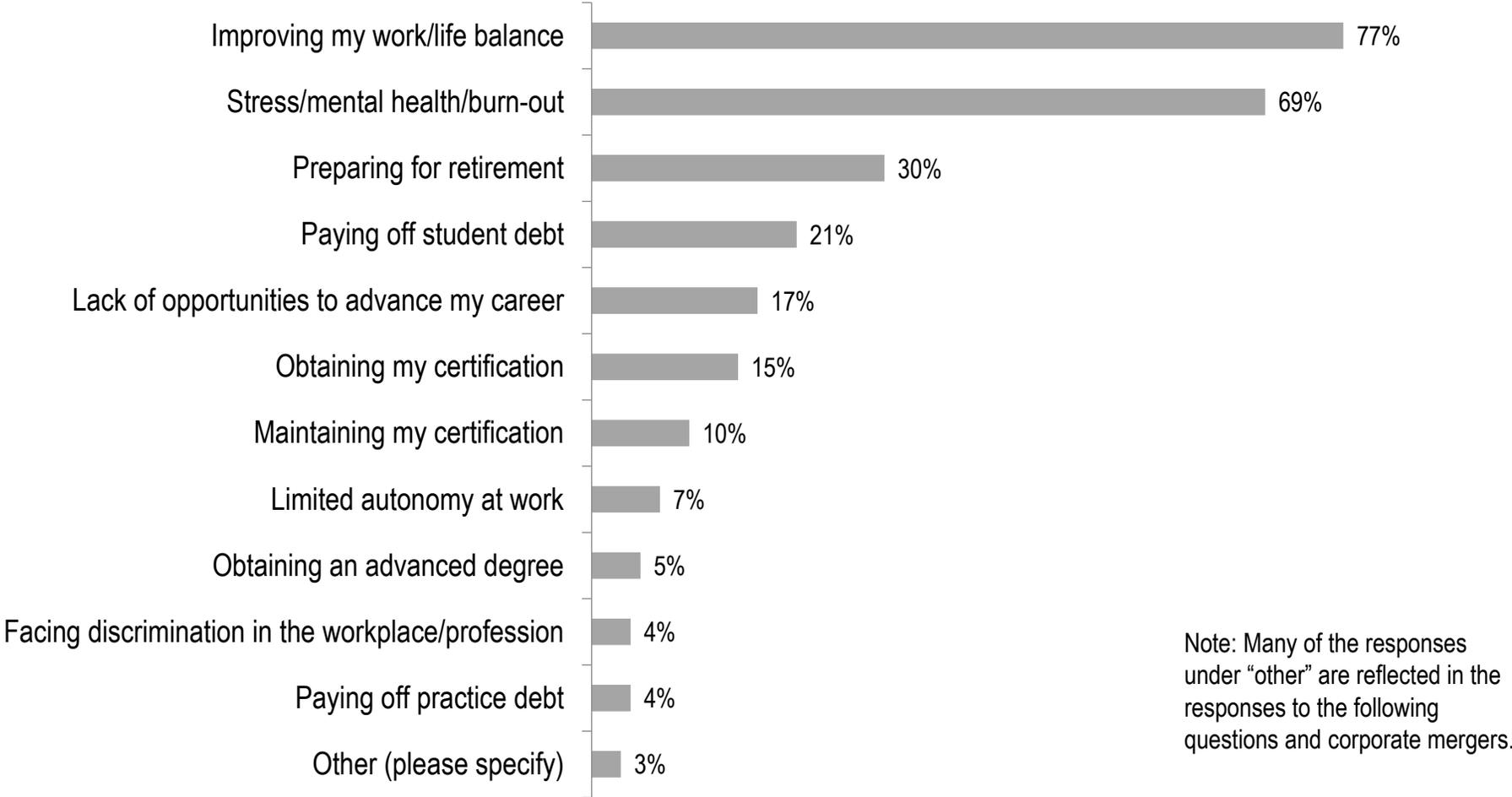
## Full graph of practice challenges that will impact respondents in the next three years.



From the issues below, please select the top three (3) factors that will impact you in the next three (3) years. Select up to three (3).

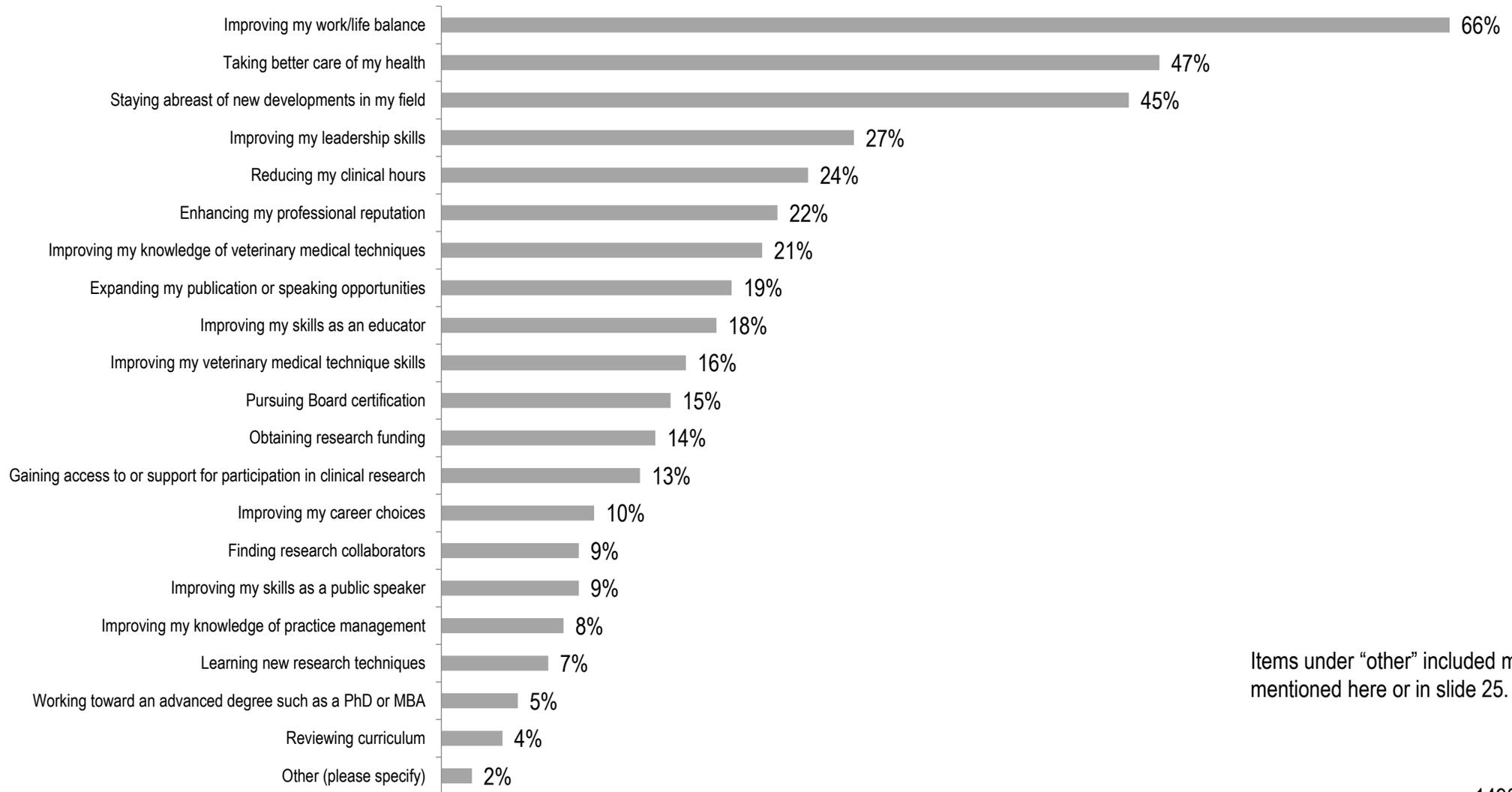
n=1492

Full graph of personal challenges that will impact respondents in the next three years.



From the issues below, please select the top three (3) factors that will impact you in the next three (3) years. Select up to three (3).

## Full graph of those personal factors that will be critical to respondents' success in the next three years

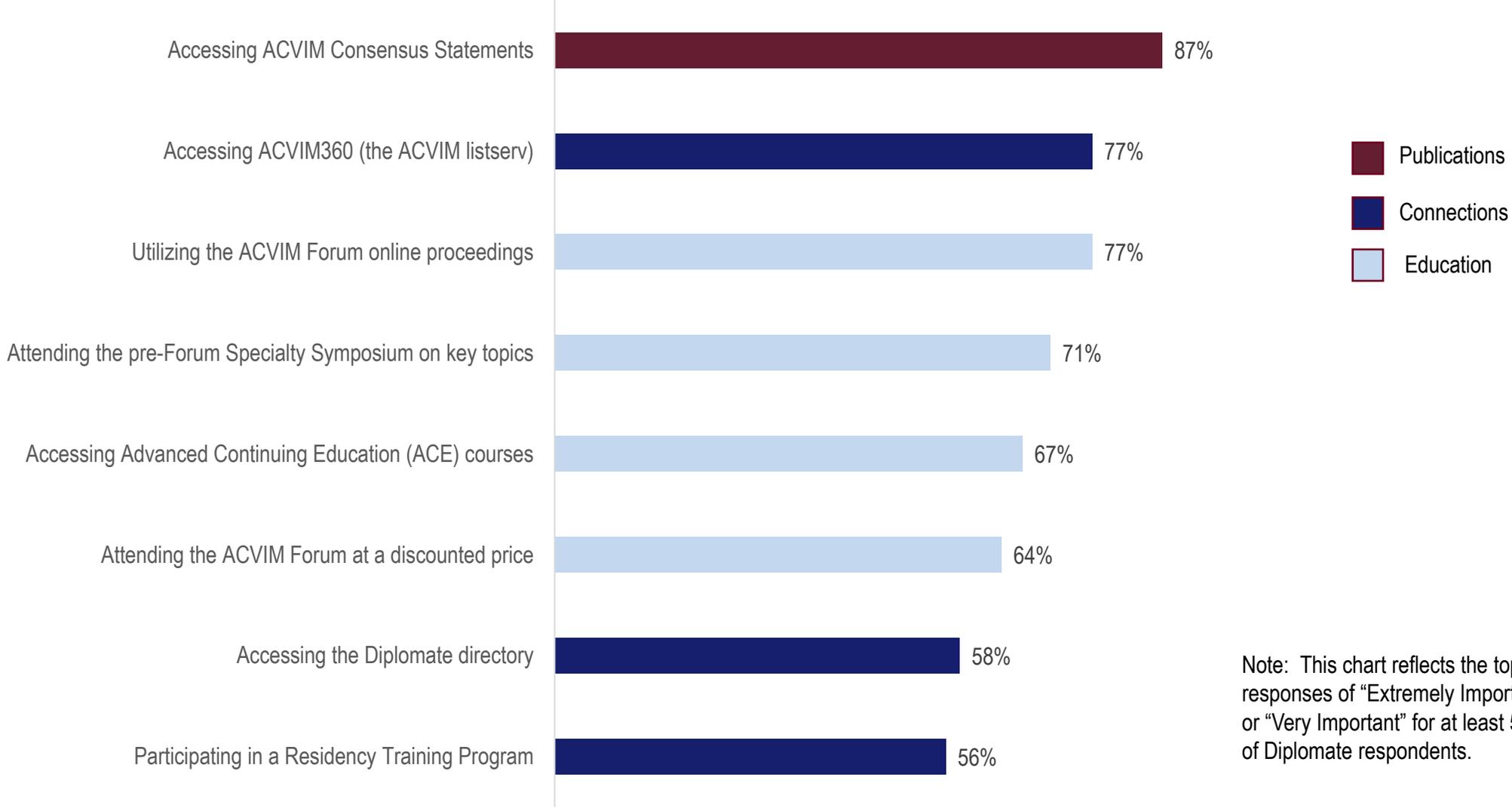


Items under "other" included many mentioned here or in slide 25.

n=1490

Which of the following are most critical to your success over the next three (3) years? You may select up to five (5).

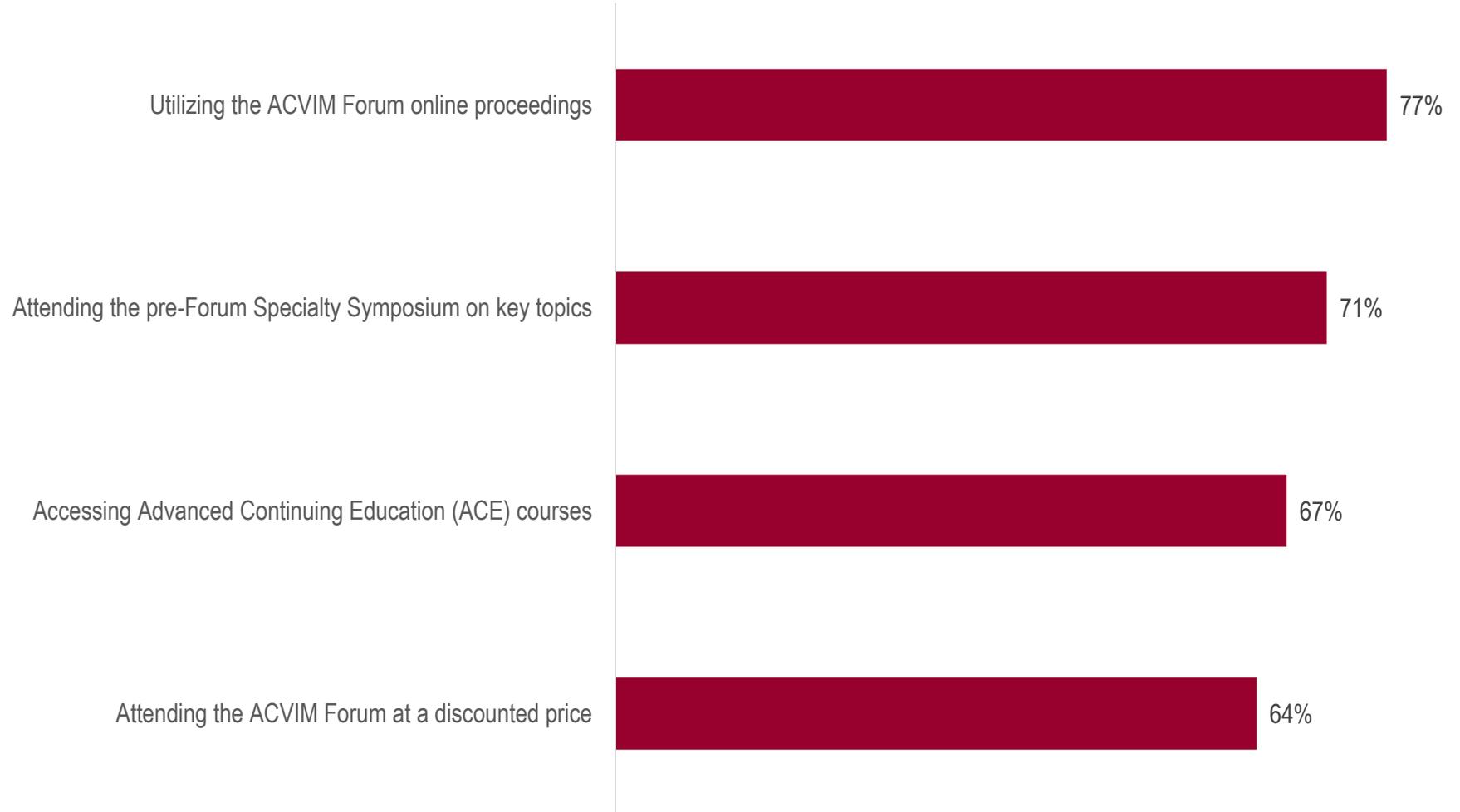
ACVIM Consensus statements are the most important resources that Diplomates access as part of membership (87%).



Note: This chart reflects the top two responses of “Extremely Important” or “Very Important” for at least 50% of Diplomate respondents.

# Diplomates find utilizing the ACVIM Forum online proceedings to be the most important education resource (77%).

“Accessing Advanced Continuing Education (ACE) courses” was tied with “utilizing the ACVIM Forum online proceedings” as the most important educational resource for those Boarded 16+ years (69%).



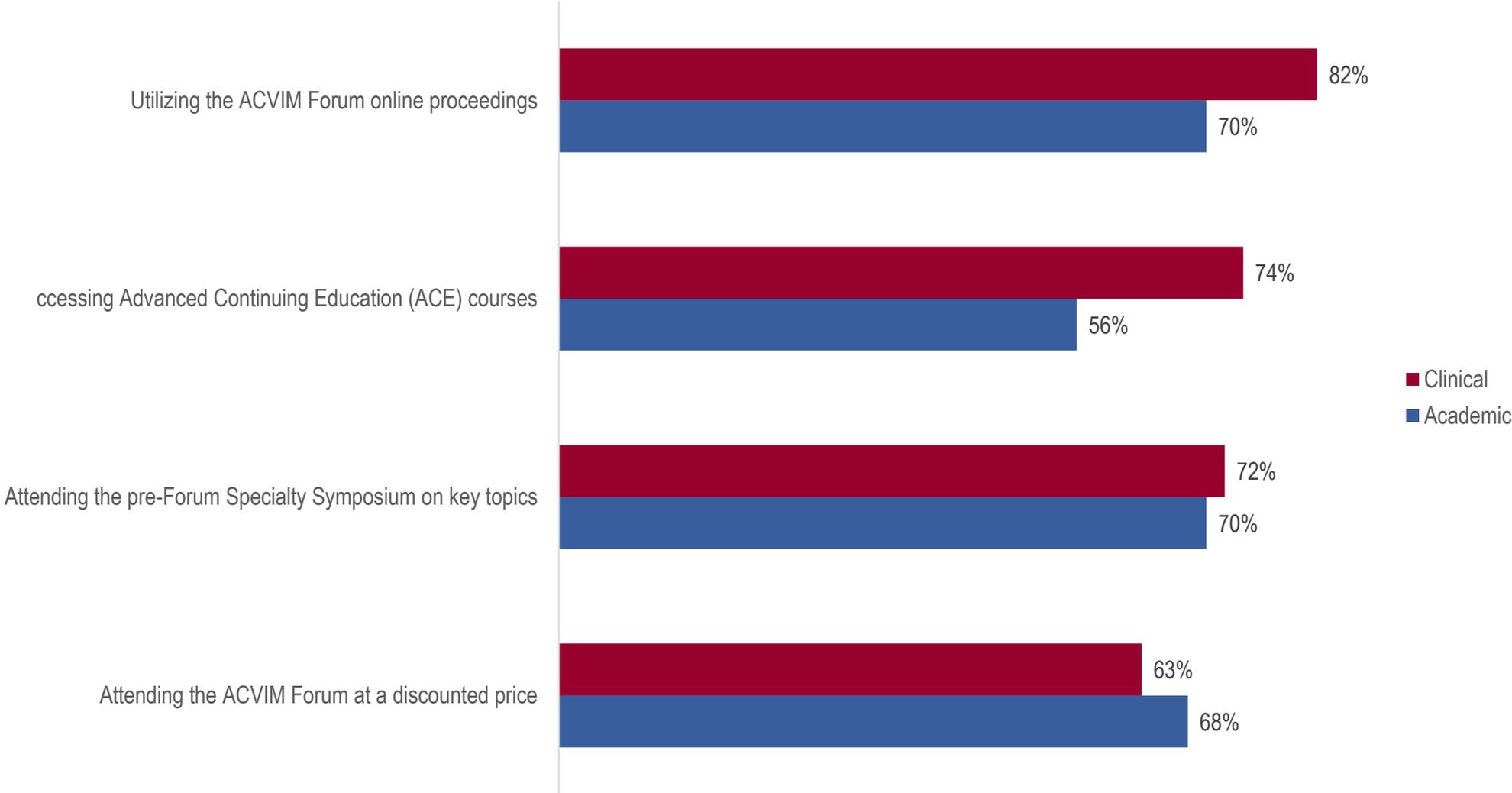
Note: This chart reflects the top two responses of “Extremely important” or “Very Important.” for Diplomates only.

How important are the following resources or programs to your decision to be a member of the ACVIM?

n=913

Those in an academic setting do not find accessing ACE courses as important of an education benefit as those in a clinical setting (56% vs 74%).

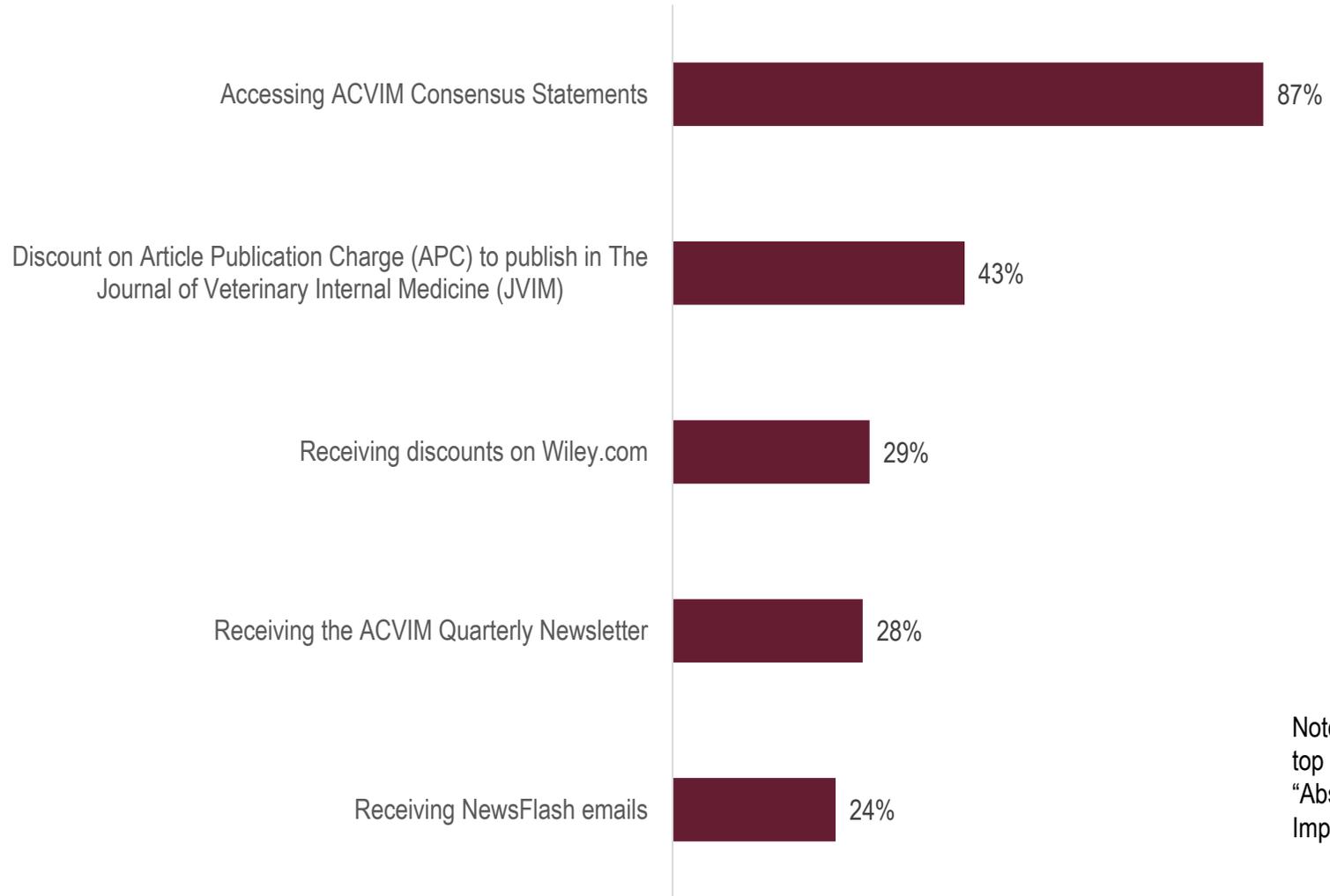
Note: This chart reflects the top two responses of “Absolutely critical” or “Very Important” for at least 50% of Diplomate respondents.



How important are the following resources or programs to your decision to be a member of the ACVIM?

n=913

# Diplomates find accessing the ACVIM Consensus Statements to be the most important publication resource (87%).



Accessing the ACVIM Consensus Statements is the top publication resource for all groups. Those who work in a clinical setting find “discount on Article Publication Charge (APC) to publish in the Journal of Veterinary Internal Medicine (JVIM) as second-most valuable (70%).

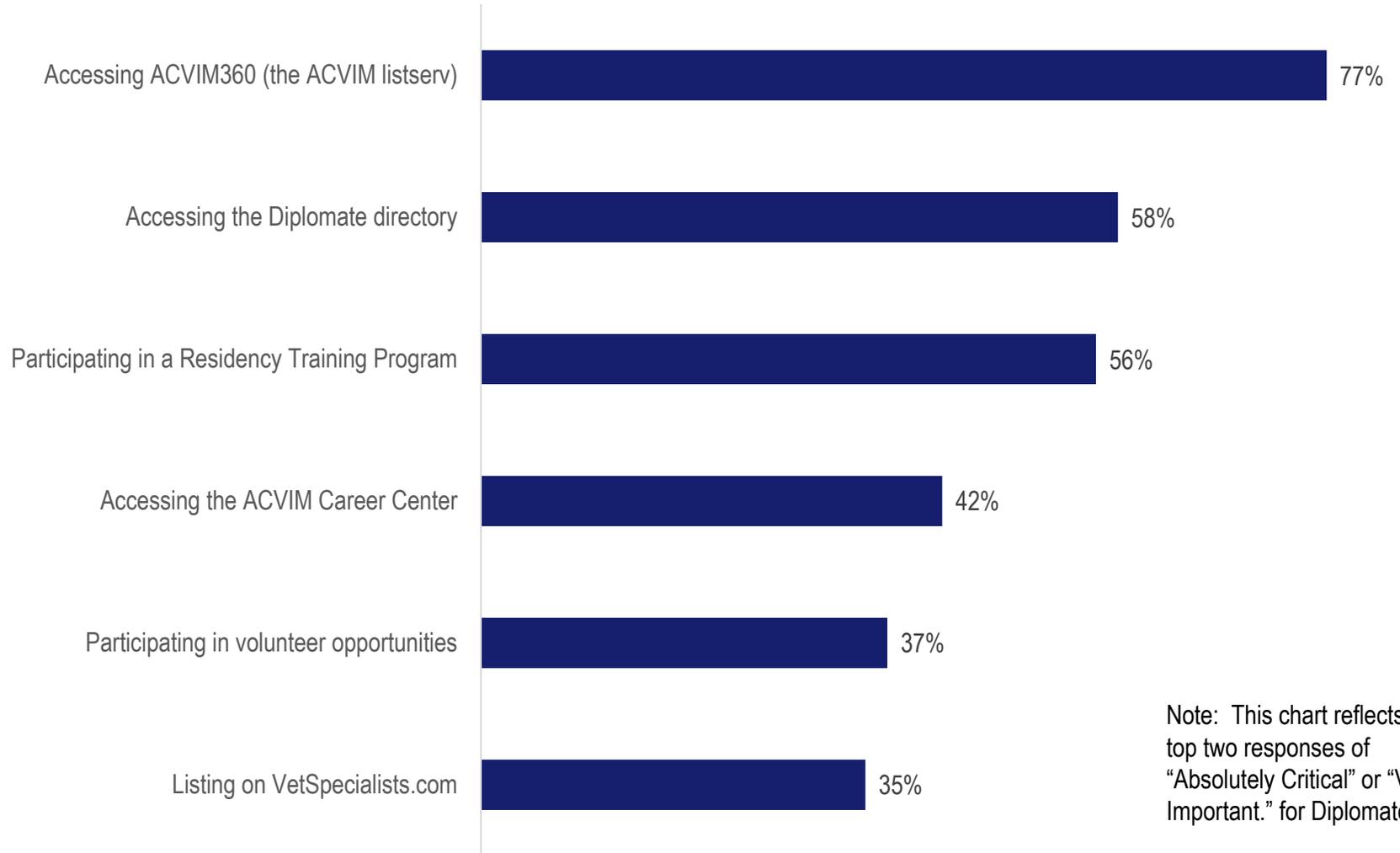
Note: This chart reflects the top two responses of “Absolutely Critical” or “Very Important.” for Diplomates only.

How important are the following resources or programs to your decision to be a member of the ACVIM?

n=910

## Diplomates find accessing ACVIM360 to be the most important connection resource (77%).

Those who work in an academic setting find “participating in a Residency Training Program” to be the most important connection resource (90%), followed by “accessing ACVIM360” (72%).

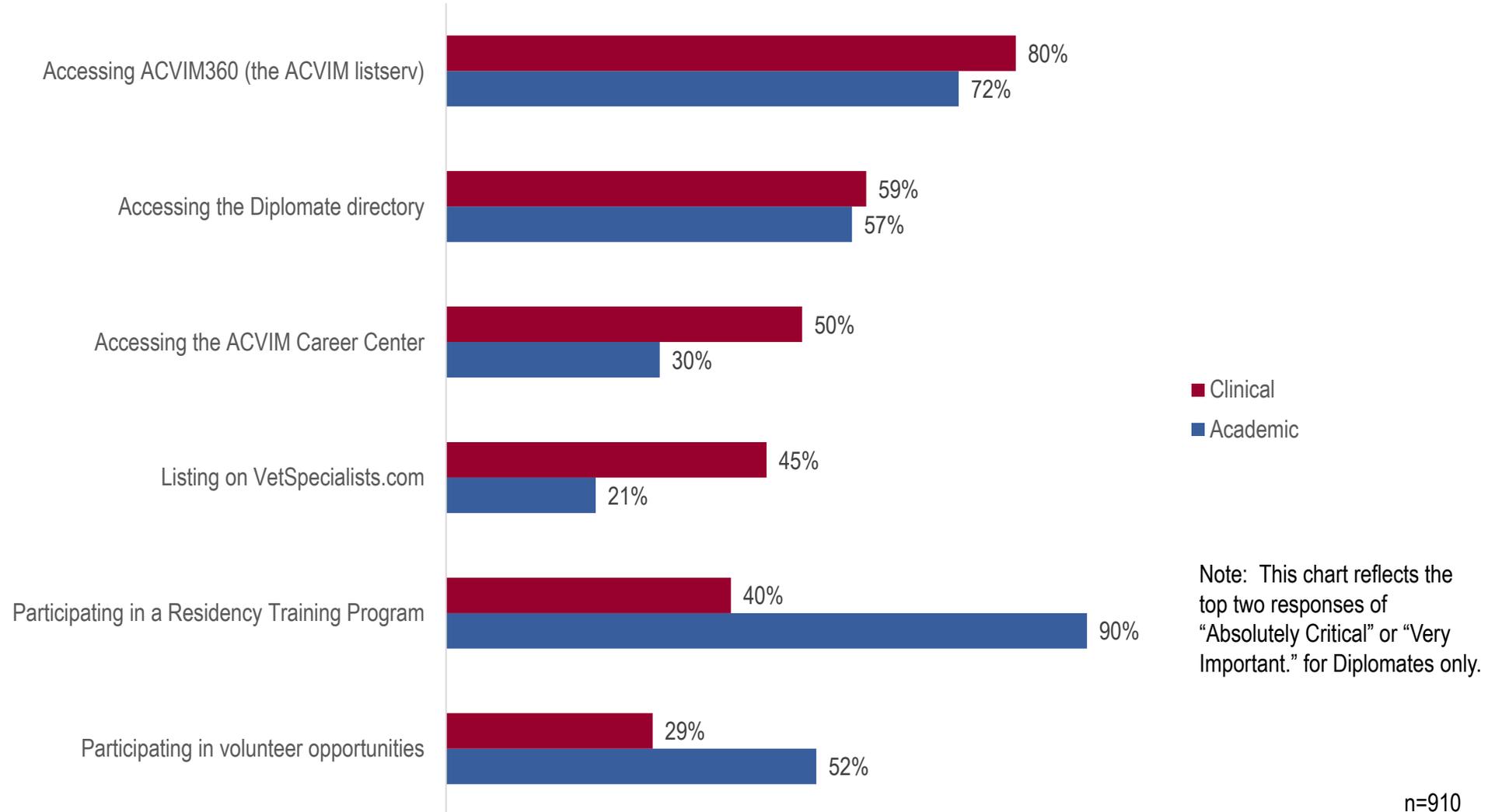


Note: This chart reflects the top two responses of “Absolutely Critical” or “Very Important.” for Diplomates only.

How important are the following resources or programs to your decision to be a member of the ACVIM?

n=910

Those who work in an academic setting have different connection needs than those in a clinical setting. Participating in a Residency Training Program is most important to those in an academic setting (90%). Accessing ACVIM360 is the most important connection resource to those in a clinical setting.

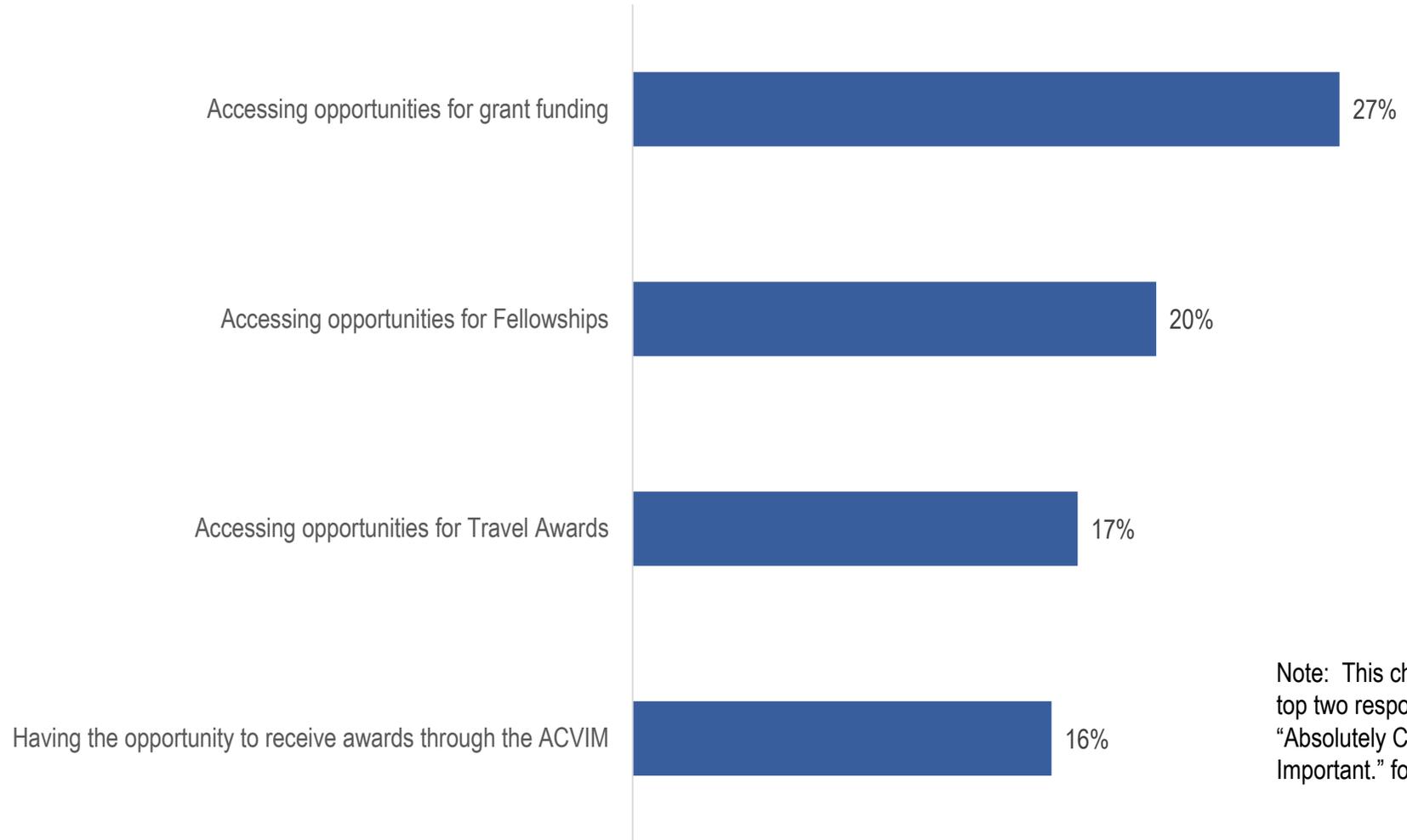


How important are the following resources or programs to your decision to be a member of the ACVIM?

n=910

Diplomates find accessing opportunities for grant funding to be the most important (27%); awards, fellowship or grant resources were also listed as important.

These awards, fellowship and grant resources were more important to those who worked in an academic setting than those in a clinical setting.

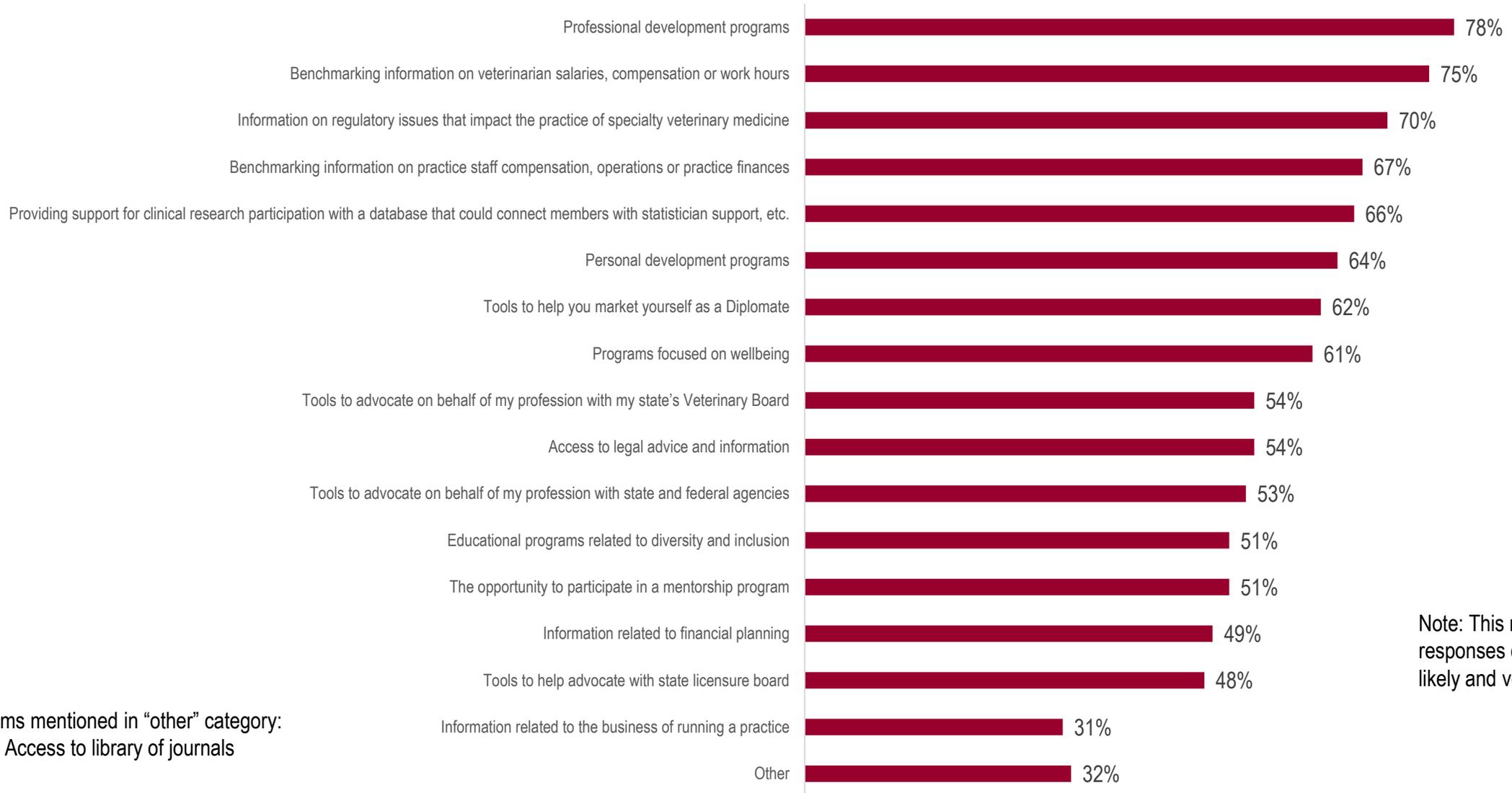


Note: This chart reflects the top two responses of “Absolutely Critical” or “Very Important.” for Diplomates only.

How important are the following resources or programs to your decision to be a member of the ACVIM?

n=910

# Full graph of interest in possible future resources provided by the ACVIM



Items mentioned in "other" category:

- Access to library of journals

Note: This reflects responses of extremely likely and very likely.

n=86 to 1470

How likely would it be for you to use these resources if they were made available to you by the ACVIM?



**Association Laboratory Inc.**

**CHICAGO, IL**

Suite 850

35 East Wacker Drive

Chicago, IL 60601

Telephone: 312-224-2626

**WASHINGTON, DC**

Suite 750

1120 20<sup>th</sup> Street, NW

Washington, DC 20005

Telephone: 202-216-9675

**ONLINE**

Twitter: @associationlab

[www.associationlaboratory.com](http://www.associationlaboratory.com)