

**2020 Resident Salaries Offered Through the
Veterinary Internship and Residency Matching Program
Association of American Veterinary Medical Colleges
April, 2020**

Introduction

According to the annual Senior Surveys conducted by the American Veterinary Medical Association (AVMA) 28% percent of 2019 graduates pursued additional training by internship (Bain, Hansen, Ouedraogo & Salois, June 2020). Recent graduates report receiving additional hands on training and mentoring, as well as pursuing specialized experience as reasons for pursuing internships. A smaller number of these professionals go on to pursue residency training with the goal of earning additional degrees and/or board certification.

Historically, post-DVM training programs have paid salaries far lower than the national average for recent graduates. In 2019, AVMA reported new graduate veterinarians earned an average annual full-time salary of \$86,031 (Bain, Hansen, Ouedraogo & Salois, June 2020 (anticipated). The Association of American Veterinary Medical Colleges (AAVMC) reported an average salary of \$35,807 for all resident trainees in the United States; for residents specifically entering training programs at academic institutions the mean salary was \$35,246 (Greenhill & Young, 2019).

In an effort to broaden the profession's understanding of trainee salaries, the AAVMC has partnered with the American Association of Veterinary Clinicians (AAVC) to study the full complement of residencies and internships offered through a matching program. This publication focuses exclusively on salaries for academic internship programs in the United States.

Methodology

The American Association of Veterinary Clinicians (AAVC) sponsors the annual Veterinary Internship and Residency Matching Program (VIRMP). The purpose of the program is to "expedite the selection of interns and residencies for participating veterinary colleges and private veterinary practices." (AAVC, 2020). The VIRMP allows academic institutions and private practices to submit training positions to be filled and applicants to submit their applications and rankings to the VIRMP. Program coordinators review the applications and rank the applicants. Proprietary software used by the VIRMP determines the best matches based on the rankings and notifies the applicants and the program coordinators.

This process begins annually in September of each year when the training program coordinators from individual residency and internship training programs enter their program information into the matching program's website (www.virmp.org). Program coordinators enter detailed information about the positions being offered; the salary being offered is entered as a free-text field.

In the spring of 2020, this data was provided to AAVMC for analysis. Prior to analysis, all free text entered salary information was standardized using US currency formatting. Residency position

offerings were sorted by clinical and non-clinical types; clinical positions were again sorted by practice area. The position entry data included the state location and the name of the institution offering each position. These data were organized using regional variables and a descriptive variable indicating whether the practice was located at an academic institution or a private practice.

Descriptive and ANOVA analyses were conducted using SPSS 22.

Definitions

There are two kinds of residents, non-clinical and clinical residents. Non-Clinical residents are defined as individuals involved in basic science training programs. Clinical residents are defined as individuals involved in a three year advanced training program in a specialty area in veterinary medicine. This training may or may not lead to a specialty board certification and may or may not be embedded within a graduate program.

Summary of Findings for Resident Positions Filled Through the Match Program

The number of first year residency positions offered at academic institutions within the United States through the VIRMP for the 2019-2020 training year was 341, which is one position more than the number of positions offered over the previous cycle. A total of 45 academic institutions offered these positions.

For resident positions included in this analysis, the average starting salary was \$35,098 or 2.0% lower than the salary offered in 2019. Academic residency positions listed through the matching program were most often located in the South (39.0%) and Midwest (28.2%). Although only 15.2% of residents are expected to train in the Western region this year, that region continues to offer the highest starting salary of all listed resident positions at \$39,062, which is \$3,964 more than the national average. This statistically significant difference (p = .000) is likely attributable to differences in the cost of living across regions. For example, as of April 2, 2020, residents training in Davis, California will pay 63.0% more in rent than residents in Baton Rouge, Louisiana (Numbeo.com, 2020). A breakdown of average salary by region can be found in Table 1, while a per state breakdown can be found in Table 2.

Table 1 Average Salary Offered for Academic Residency Positions by Region			
Region	Percentage of Positions Listed	Mean	Median
Midwest	28.2%	\$32,955	\$31,000
North East	17.6%	\$37,401	\$36,118
South	39.0%	\$34,057	\$32,000
West	15.2%	\$39,062	\$43,482
Total	100.0%	\$35,098	\$34,157

Table 2
Average Salary Offered for Academic Residency Positions by State

State	Percentage of All Positions	Mean	Median
Alabama	2.6%	\$31,350	\$31,350
California	7.9%	\$45,002	\$43,482
Colorado	3.5%	\$33,000	\$32,500
Connecticut	.3%	\$52,000	\$52,000
Florida	6.2%	\$37,000	\$37,000
Georgia	6.2%	\$34,789	\$31,364
Illinois	2.3%	\$35,093	\$30,767
Indiana	2.1%	\$31,000	\$31,000
Iowa	2.3%	\$29,000	\$29,000
Kansas	2.3%	\$34,157	\$34,157
Louisiana	4.1%	\$33,971	\$30,375
Maryland	.6%	\$48,432	\$48,432
Massachusetts	5.0%	\$37,567	\$36,118
Michigan	2.9%	\$38,550	\$34,315
Minnesota	3.2%	\$34,273	\$31,000
Mississippi	1.8%	\$30,367	\$30,400
Missouri	4.1%	\$30,490	\$27,500
New York	5.6%	\$39,558	\$36,500
North Carolina	6.2%	\$35,000	\$35,000
Ohio	4.1%	\$35,892	\$35,000
Oklahoma	1.5%	\$29,000	\$29,000
Oregon	1.2%	\$33,300	\$33,300
Pennsylvania	6.7%	\$34,862	\$31,000
Tennessee	3.2%	\$30,409	\$28,000
Texas	5.3%	\$32,298	\$30,176
Virginia	1.5%	\$37,875	\$35,844
Washington	2.6%	\$31,887	\$29,772
Wisconsin	4.7%	\$29,300	\$29,000
Total	100.0%	\$35,098	\$34,157

Twenty-three different practice areas were represented in the match data with a mean salary range of \$31,409 (equine surgery) to \$47,176 (laboratory animal medicine/comparative medicine). It is important to differentiate between clinical and non-clinical trainees as the salary offers differ significantly and directly impacts this range.

Non-clinical residencies in Laboratory Medicine/Comparative Medicine represented 13% of position offered through the match program. Salaries offered for these training positions were significantly more than their clinical resident counterparts participating in the matching program ($p = .000$). As noted earlier, applicants to these non-clinical programs were offered positions with an average starting salary of \$47,176, while applicants to clinical residency programs were offered \$33,309.9 or 29.3% less in salary.

Table 3 shows the mean residency salary offerings by practice area. Positions in laboratory animal/comparative medicine comprised the largest single group of offerings by positions (12.9%).

Positions in behavior and sports medicine/rehabilitation offered the least number of positions in the VIRMP, .6% each.

Table 3:

Average Salary Offered for Academic Residency Positions by Practice Area

Practice Area	% of Positions	Mean	Median
Anesthesia	4.4%	\$33,709	\$34,315
Behavior	.6%	\$35,000	\$35,000
Cardiology	3.5%	\$31,433	\$30,884
Clinical Nutrition	.9%	\$32,994	\$28,000
Dentistry	1.2%	\$35,196	\$33,750
Dermatology	1.5%	\$37,028	\$37,000
Diagnostic Imaging and Radiology	6.5%	\$33,088	\$32,650
Emergency Medicine/Critical Care	9.7%	\$33,088	\$31,364
Equine Medicine	2.6%	\$36,488	\$35,000
Equine Surgery	2.9%	\$31,409	\$30,775
Exotic/Wildlife/Zoo	.9%	\$36,494	\$37,000
Food Animal Medicine & Surgery	1.5%	\$34,828	\$34,157
Herd Medicine/Agricultural Practices/Herd Production	1.5%	\$34,596	\$37,000
Laboratory Animal/Comparative Medicine	12.9%	\$47,176	\$48,432
Large Animal Medicine	5.9%	\$33,573	\$32,650
Large Animal Surgery	3.2%	\$33,768	\$34,500
Neurology/Neurosurgery	4.4%	\$34,266	\$35,000
Oncology	5.6%	\$33,516	\$32,500
Radiation Oncology/Therapy	2.6%	\$32,030	\$31,000
Small Animal Medicine	11.7%	\$32,462	\$31,000
Small Animal Surgery	10.9%	\$33,049	\$32,000
Sports Medicine & Rehabilitation	.6%	\$32,500	\$32,500
Theriogenology	2.6%	\$32,744	\$32,000
Zoological Medicine	2.1%	\$33,314	\$31,364
Total	100%	\$35,098	\$34,157

Limitations

The salary data acquired from the VIRMP only represents a portion of available residency and intern positions offered in the United States. It is unclear how many positions are offered to new and recent graduates of the professional DVM program. Because of this, the authors are unable to claim that this data is wholly definitive of the salary ranges that may be offered to residents in the United States.

Conclusion

Residents are offered salaries roughly less than half the national average salary earned by new graduates, however, there is a wide range of salaries within those offered. Overall, resident salaries declined by 2.0. Finally, salaries and residencies are influenced by numerous things including location and practice area.

Acknowledgements

The AAVMC acknowledges the contributions of the staff of the VIRMP for providing access to the match data.

References

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Greenhill, Lisa M. and Kendall Young. "2019 Resident and Intern Salaries Offered through the VIRMP." Association of American Veterinary Medical Colleges. May 2019. Web.

Please cite as:

Greenhill, Lisa M. and Kendall Young. "2020 Resident Trainee Salaries Offered through the VIRMP." Association of American Veterinary Medical Colleges. April 2020. Web.