



2020 Academic Internship Salaries Offered through the VIRMP 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 \$35,423 for all interns in training programs in the United States; for interns specifically entering training programs at academic institutions the mean salary was \$28,372 (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. The position entry data included the state location, the name of the institution offering each position, and the number of positions offered through the match program. These data were organized using regional variables.

Descriptive and ANOVA analyses were conducted using SPSS 22.

Definitions

Clinical interns are defined as individuals participating in a one year rotating or specialty clinical training program in veterinary medicine. The internship provides practical experience in applying knowledge gained during formal professional education and offers the opportunity for recent graduates to obtain additional training.

Summary of Findings for Internship Positions Filled Through the Match Program

The number of internship positions offered in the United States through the VIRMP for the 2019-2020 training year was 345 across 28 academic institutions. There was no change in the number of academic internship positions offered through the VIMRP when compared to 2018-2019 data. Additionally, the mean starting salary remained the same \$28,372.

Academic internship positions listed through the matching program were most often located in the South (40.6%) and the Midwest (29.6%). Positions in the Western and Northeast regions offered higher salaries than in other regions, which can be explained by the increased standard of living in those regions.

A breakdown of average salary by region can be found in Table 1.

Table 1:
Average Salary Offered for Academic Internship Positions by Region

Region	Percentage of Positions Listed	Mean Salary	Median Salary
Midwest	29.60%	\$27,725	\$27,000
Northeast	15.10%	\$29,304	\$27,212
South	40.60%	\$27,919	\$27,000
West	14.80%	\$29,960	\$28,000
Total	100.00%	\$28,372	\$27,212

Mean salaries by state are shown in Table 2.

Table 2:
Average Salary Offered for Academic Internship Positions by State

State	Mean	Median	N	% of Total N
Alabama	\$25,765	\$26,000	17	4.9%
Arizona	\$35,000	\$35,000	4	1.2%
California	\$41,067	\$43,482	5	1.4%
Colorado	\$29,038	\$28,000	13	3.8%
Florida	\$31,000	\$31,000	17	4.9%
Georgia	\$29,065	\$29,160	12	3.5%

Illinois	\$26,153	\$26,153	18	5.2%
Indiana	\$29,050	\$29,050	8	2.3%
Iowa	\$26,000	\$26,000	11	3.2%
Kansas	\$32,774	\$32,774	12	3.5%
Louisiana	\$26,327	\$26,660	15	4.3%
Massachusetts	\$27,406	\$27,212	20	5.8%
Michigan	\$26,250	\$26,250	14	4.1%
Minnesota	\$27,786	\$28,000	14	4.1%
Mississippi	\$24,733	\$24,000	9	2.6%
Missouri	\$27,000	\$27,000	13	3.8%
New York	\$34,900	\$34,900	13	3.8%
North Carolina	\$32,000	\$32,000	21	6.1%
Ohio	\$28,167	\$28,000	12	3.5%
Oklahoma	\$26,722	\$26,500	9	2.6%
Oregon	\$31,776	\$31,776	6	1.7%
Pennsylvania	\$27,474	\$26,500	19	5.5%
Tennessee	\$25,000	\$25,000	13	3.8%
Texas	\$27,291	\$26,670	17	4.9%
Virginia	\$27,600	\$27,000	10	2.9%
Washington	\$26,064	\$26,064	12	3.5%
Wisconsin	\$27,427	\$26,900	11	3.2%
Total	\$28,372	\$27,212	345	100.0%

An analysis of application requirements revealed that 12.8% of intern positions required at least one previous year's internship or comparable experience. These requirements are positively correlated with slightly higher salary offers (P=.004). Mean salary offers featuring experience requirements were 5.2% higher than salaries without the requirement (Table 3).

Previous Experience Requirements	Percentage of Positions Listed	Mean Salary	Median Salary
No Previous Internship Required	86.7%	\$28,185	\$27,212
Previous Internship Required	13.3	\$29,651	\$26,936
Total	100.0%	\$28,372	\$27,212

An analysis of position offerings by practice area reveals that the bulk of positions are in Small Animal

Medicine/Surgery (58.6%). The single cardiology internship position offered the highest mean salary of \$32,774, which is 13.4% higher than the national average. Salary differences across practice areas were statistically significant (P=.004); Table 4 shows the mean salaries offered by practice area.

Table 4:

Average Salary Offered for Academic Internship Positions by Practice Area			
Practice Area	Percentage of Positions Listed	Mean	Median
Agricultural Practices	0.6%	\$26,064	\$26,064
Ambulatory	0.3%	\$25,000	\$25,000
Anesthesiology	1.2%	\$28,038	\$27,000
Avian	0.6%	\$27,000	\$27,000
Cardiology	0.3%	\$32,774	\$32,774
Community Practice	0.3%	\$27,212	\$27,212
Dermatology	0.6%	\$30,527	\$30,527
Diagnostic Imaging and Radiology	0.6%	\$31,687	\$31,687
Emergency Medicine/Critical Care	5.2%	\$31,241	\$28,139
Equine	4.6%	\$28,257	\$27,106
Exotic/Wildlife/Zoo	4.1%	\$29,813	\$31,000
Farm Practice/Production Animal Medicine	0.9%	\$29,667	\$31,000
Food Animal	2.3%	\$28,367	\$28,000
Large Animal Rotating	3.8%	\$27,742	\$28,000
Large Animal Surgery	0.9%	\$27,371	\$27,212
Neurology	1.2%	\$26,054	\$26,032
Oncology	4.9%	\$27,751	\$26,153
Other	1.2%	\$27,562	\$27,705
Shelter Medicine	3.5%	\$30,665	\$30,400
Small Animal Internal Medicine	1.2%	\$26,351	\$26,202
Small Animal Rotating	58.6%	\$28,038	\$27,000
Small Animal Surgery	2.9%	\$28,351	\$26,830
Sports Medicine and Rehabilitation	0.6%	\$31,750	\$31,750
Total	100.0%	\$28,372	\$27,212

Limitations

The salary data acquired from the VIRMP only represents a portion of available internship positions offered at academic institutions within the United States. There were 1,022 internships offered through the match to private practice training programs in addition to the 345 academic internships explored in this paper. Although it is believed that the match data represents the majority of internships offered; 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 these data are wholly definitive of the salary ranges that may be offered to residents in the United States.

Conclusion

Interns are offered salaries less than half the national average earned by new graduates, however,

there is a notable range of salaries within those offered. Finally, salaries are influenced by numerous things including location, practice area and whether the position is offered by an academic institution or a private practice.

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References

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