

## **2023 Academic Internship Salaries Offered through the VIRMP February 2023**

### **Introduction**

According to the annual Senior Surveys conducted by the American Veterinary Medical Association (AVMA) 25.4% percent of 2022 graduates pursued additional training by internship (Bain, Hansen, Ouedraogo, 2023). 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. Only 2.2% of 2022 graduates entered residency programs immediately after completing their veterinary degree.

Historically, post-DVM training programs have paid salaries far lower than the national average for recent graduates. In 2023, AVMA reported new veterinarians in the class of 2022 earned an average annual full-time salary of \$114,027 (Bain, Hansen, Ouedraogo, February, 2023) By comparison, last year, the Association of American Veterinary Medical Colleges (AAVMC) reported an average salary of \$39,354 for all interns in training programs in the United States; for interns specifically entering training programs at academic institutions the mean salary was \$31,822 (Polisetti & Greenhill, 2022).

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](http://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 fall of 2022, 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 2023-2024 training year was 455 across 30 academic institutions. The amount of academic internship positions offered through the VIMRP increased from 423 to 455 when compared to 2022-2023 data. Additionally, the mean starting salary increased to \$34,309.

Academic internship positions listed through the matching program were most often located in the South (36.5%) and the Midwest (34.7%). Positions in the Northeastern (m = \$36,034) regions offered on average higher salaries than positions in the Midwestern (m = \$33,627, p = .002) and Southern regions (m = \$33,193, p < .001). Positions in the Western (m = \$37,051) regions also offered on average higher salaries than positions in the Midwestern (m = \$33,627, p < .001) and Southern regions (m = \$33,193, p < .001). These statistically significant differences are likely attributable to differences in the cost of living across regions.

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

*Table 1:*

<b>Average Salary Offered for Academic Internship Positions by Region</b>				
<b>Region</b>	<b>N of Positions Listed</b>	<b>Percentage of Positions Listed</b>	<b>Mean Salary</b>	<b>Median Salary</b>
Midwest	158	34.7%	\$33,627	\$32,372
Northeast	65	14.3%	\$36,034	\$35,568
South	166	36.5%	\$33,193	\$31,000
West	66	14.5%	\$37,051	\$36,050
<b>Total</b>	<b>455</b>	<b>100%</b>	<b>\$34,309</b>	<b>\$32,800</b>

Mean salaries by state are shown in Table 2. An analysis of position offerings by practice area reveals that Illinois and North Carolina offer the highest percent of positions at 5.3% each of the total positions offered. California offered the highest mean salary of \$45,311, which is 27.6% higher than the national average.

*Table 2:*

**Average Salary Offered for Academic Internship Positions by State**

<b>State</b>	<b>Mean</b>	<b>Median</b>	<b>N</b>	<b>% of Total N</b>
Alabama	\$30,294	\$30,500	17	3.7%
Arizona	\$42,000	\$42,000	7	1.5%
California	\$45,311	\$47,976	5	1.1%
Colorado	\$36,946	\$36,050	23	5.1%
Florida	\$43,000	\$43,000	22	4.8%
Georgia	\$31,551	\$31,551	12	2.6%
Illinois	\$32,243	\$32,243	24	5.3%
Indiana	\$32,844	\$32,844	12	2.6%
Iowa	\$35,000	\$35,000	19	4.2%
Kansas	\$36,899	\$36,899	19	4.2%
Louisiana	\$27,229	\$27,460	20	4.4%
Massachusetts	\$32,916	\$32,288	22	4.8%
Michigan	\$32,500	\$32,500	12	2.6%
Minnesota	\$29,500	\$29,500	18	4.0%
Mississippi	\$30,000	\$30,000	14	3.1%
Missouri	\$30,000	\$30,000	22	4.8%
New York	\$40,000	\$40,000	20	4.4%
North Carolina	\$38,000	\$38,000	24	5.3%
Ohio	\$44,000	\$44,000	17	3.7%
Oklahoma	\$27,824	\$27,008	12	2.6%
Oregon	\$37,284	\$37,284	13	2.9%
Pennsylvania	\$35,568	\$35,568	23	5.1%
Tennessee	\$30,000	\$30,000	15	3.3%
Texas	\$31,316	\$31,000	19	4.2%
Virginia	\$37,727	\$37,500	11	2.4%
Washington	\$32,800	\$32,800	18	4.0%
Wisconsin	\$30,000	\$30,000	15	3.3%
<b>Total</b>	<b>\$34,309</b>	<b>\$32,800</b>	<b>455</b>	<b>100%</b>

An analysis of application requirements revealed that 23.5% of intern positions required at least one previous year's internship or comparable experience. There was no significant correlation between internships with previous experience requirements and mean salary. Mean salary offers requiring prior experience were 0.3% lower than salaries without the requirement (Table 3).

*Table 3:*

<b>Average Salary Offered for Academic Internship Positions by Experience Requirements</b>				
<b>Previous Experience Requirements</b>	<b>Percentage of Positions Listed</b>	<b>N of Positions Listed</b>	<b>Mean Salary</b>	<b>Median Salary</b>
No Previous Internship Required	76.5%	348	\$34,337	\$32,844
Previous Internship Required	23.5%	107	\$34,219	\$32,800
<b>Total</b>	<b>100.0%</b>	<b>455</b>	<b>\$34,309</b>	<b>\$32,800</b>

An analysis of position offerings by practice area reveals that the bulk of positions are in Small Animal Rotating (51.6%). The area of Clinical Nutrition offered the highest mean salary of \$37,450, which is 8.8% higher than the national average. Table 4 shows the mean salaries offered by practice area.

*Table 4:*

<b>Average Salary Offered for Academic Internship Positions by Practice Area</b>				
<b>Practice Area</b>	<b>N of Positions Listed</b>	<b>Percentage of Positions Listed</b>	<b>Mean</b>	<b>Median</b>
Agricultural Practices	2	0.4%	\$32,800	\$32,800
Ambulatory	4	0.9%	\$33,250	\$31,500
Anesthesiology	1	0.2%	\$27,460	\$27,460
Avian	1	0.2%	\$27,000	\$27,000
Cardiology	5	1.1%	\$34,049	\$32,500
Clinical Nutrition	2	0.4%	\$37,450	\$37,450
Community Practice	3	0.7%	\$32,258	\$32,243
Dermatology	3	0.7%	\$34,248	\$32,243
Diagnostic Imaging and Radiology	3	0.7%	\$32,300	\$30,000
Emergency Medicine/Critical Care	28	6.2%	\$33,588	\$32,800
Equine	24	5.3%	\$34,460	\$35,000
Exotic/Wildlife/Zoo	22	4.8%	\$34,463	\$34,271
Farm Practice/Production Animal Medicine	4	0.9%	\$36,247	\$34,872
Food Animal	15	3.3%	\$33,926	\$35,000
Large Animal Rotating	18	4.0%	\$33,128	\$32,844
Large Animal Rotating (Diversity)	1	0.2%	\$30,000	\$30,000
Large Animal Surgery	6	1.3%	\$34,893	\$34,786
Neurology	8	1.8%	\$33,869	\$32,522
Oncology	21	4.6%	\$36,003	\$35,568
Other	8	1.8%	\$34,316	\$35,000
Shelter Medicine	11	2.4%	\$35,902	\$36,800
Small Animal Internal Medicine	4	0.9%	\$36,875	\$36,750
Small Animal Rotating	235	51.6%	\$34,515	\$32,844
Small Animal Rotating (Diversity)	10	2.2%	\$31,937	\$31,919
Small Animal Surgery	14	3.1%	\$32,453	\$31,897

Sports Medicine and Rehabilitation	2	0.4%	\$36,050	\$36,050
<b>Total</b>	<b>455</b>	<b>100.0%</b>	<b>\$34,309</b>	<b>\$32,800</b>

**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 1,258 internships offered through the match to private practice training programs in addition to the 455 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.

**Acknowledgements**

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References

Bain, Bridgette, et al. American Veterinary Medical Association, Schaumburg, IL, 2023, pp. 1–55, *AVMA Report on the Economic State of the Veterinary Profession*.

Polisetti, Sraavya and Lisa Greenhill. "2022 Internship Salaries Offered through the VIRMP." Association of American Veterinary Medical Colleges. April, 2022. Web.

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