



## 2024 Academic Residency Salaries Offered through the VIRMP Association of American Veterinary Medical Colleges April 2024

### Introduction

According to the annual Senior Surveys conducted by the American Veterinary Medical Association (AVMA) only 2.2% percent of 2022 graduates directly pursued additional training through residency programs (Bain, Hansen, Ouedraogo, 2023). Recent graduates report receiving additional hands-on training and mentoring, as well as pursuing board as reasons for pursuing internships.

Historically, post-DVM training programs have paid salaries far lower than the national average for recent graduates. In 2022, AVMA reported new graduate veterinarians earned an average annual full-time salary of \$114,027 (Bain, Hansen, Ouedraogo, 2023). By comparison, the Association of American Veterinary Medical Colleges (AAVMC) reported an average salary of \$42,193 for residents specifically entering training programs at US academic institutions. (Polisetti & Greenhill, 2023).

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 winter of 2023, 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. Positions were also sorted by position classification. The position entry data included the state location, cost of living metro area, 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 statistical analyses were conducted using Microsoft Excel.

*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 2024-2025 training year was 387 which is fewer than the number of positions offered over the previous cycle (393). A total of 63 academic institutions offered these positions.

For resident positions included in this analysis, the average starting salary was \$46,223 or 9.1% higher than the salary offered in 2023. Academic residency positions listed through the matching program were most often located in the South (34.9%) and Midwest (30.7%). This year the Western region offered the highest average starting salary of \$51,691 and made up 15.2% of the available positions. This is an 11.2% higher average salary than the national average. These 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, while a per state/metropolitan area breakdown can be found in Table 2.

*Table 1*

<b>Average Salary Offered for Academic Residency Positions by Region</b>				
<b>Region</b>	<b>Percentage of Positions Listed</b>	<b>N of Positions Listed</b>	<b>Mean</b>	<b>Median</b>
Midwest	30.7%	119	\$43,848	\$40,000
Northeast	19.1%	74	\$50,673	\$50,000
South	34.9%	135	\$43,489	\$38,000
West	15.2%	59	\$51,691	\$50,183
<b>Total</b>	<b>100.0%</b>	<b>387</b>	<b>\$46,223</b>	<b>\$47,987</b>

Mean salaries by state and major metropolitan area are shown in Table 2. An analysis of position offerings by practice area reveals that New York and California offer the highest percentage of positions at 7% each of the total positions offered. Connecticut offers the highest mean salary of \$62,667, which is 31% higher than the national average.

Table 2

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

State/Metropolitan Area	Percentage of All Positions	N of All Positions	Mean	Median
<b>Alabama</b> (Auburn-Opelika)	<b>3.6%</b> (3.6%)	<b>14</b> (14)	<b>\$36,600</b> (\$36,600)	<b>\$36,600</b> (\$36,600)
<b>California</b> (Fresno)	<b>7.0%</b> (0.3%)	<b>27</b> (1)	<b>\$52,224</b> (\$50,183)	<b>\$50,183</b> (\$50,183)
(Sacramento)	(6.2%)	(24)	(\$50,183)	(\$50,183)
(Sunnyvale)	(0.5%)	(2)	(\$77,730)	(\$77,730)
<b>Colorado</b> (Denver)	<b>3.9%</b> (3.9%)	<b>15</b> (15)	<b>\$54,000</b> (\$54,000)	<b>\$54,000</b> (\$54,000)
<b>Connecticut</b> (New Haven)	<b>0.8%</b> (0.3%)	<b>3</b> (1)	<b>\$62,667</b> (\$68,000)	<b>\$60,000</b> (\$68,000)
(Stamford)	(0.5%)	(2)	(\$60,000)	(\$60,000)
<b>Florida</b> (Gainesville)	<b>5.2%</b> (5.2%)	<b>20</b> (20)	<b>\$52,000</b> (\$52,000)	<b>\$52,000</b> (\$52,000)
<b>Georgia</b> (Athens)	<b>5.2%</b> (4.7%)	<b>20</b> (18)	<b>\$38,602</b> (\$36,615)	<b>\$36,615</b> (\$36,615)
(Atlanta)	(0.5%)	(2)	(\$56,484)	(\$56,484)
<b>Illinois</b> (Champaign-Urbana)	<b>3.9%</b> (3.6%)	<b>15</b> (14)	<b>\$40,405</b> (\$39,257)	<b>\$39,257</b> (\$39,257)
(Chicago)	(0.3%)	(1)	(\$56,484)	(\$56,484)
<b>Indiana</b> (Lafayette)	<b>2.3%</b> (2.3%)	<b>9</b> (9)	<b>\$34,375</b> (\$34,375)	<b>\$34,375</b> (\$34,375)
<b>Iowa</b> (Ames)	<b>1.8%</b> (1.8%)	<b>7</b> (7)	<b>\$50,000</b> (\$50,000)	<b>\$50,000</b> (\$50,000)
<b>Kansas</b> (Manhattan)	<b>2.3%</b> (2.3%)	<b>9</b> (9)	<b>\$47,987</b> (\$47,987)	<b>\$47,987</b> (\$47,987)
<b>Louisiana</b> (Baton Rouge)	<b>2.6%</b> (2.1%)	<b>10</b> (8)	<b>\$36,251</b> (\$31,160)	<b>\$31,160</b> (\$31,160)
(New Orleans)	(0.5%)	(2)	(\$56,617)	(\$56,617)
<b>Maryland</b> (Baltimore)	<b>0.8%</b> (0.8%)	<b>3</b> (3)	<b>\$56,484</b> (\$56,484)	<b>\$56,484</b> (\$56,484)
<b>Massachusetts</b> (Boston)	<b>4.9%</b> (0.8%)	<b>19</b> (3)	<b>\$53,896</b> (\$74,677)	<b>\$50,000</b> (\$78,540)
(Framingham-Natick)	(4.1%)	(16)	(\$50,000)	(\$50,000)
<b>Michigan</b> (Ann Arbor)	<b>3.9%</b> (0.8%)	<b>15</b> (3)	<b>\$44,797</b> (\$56,484)	<b>\$40,000</b> (\$56,484)
(Lansing)	(3.1%)	(12)	(\$41,875)	(\$40,000)
<b>Minnesota</b> (Minneapolis)	<b>4.4%</b> (0.5%)	<b>17</b> (2)	<b>\$44,396</b> (\$56,484)	<b>\$42,000</b> (\$56,484)
(Rochester)	(0.3%)	(1)	(\$53,760)	(\$53,760)
(St. Paul)	(3.6%)	(14)	(\$42,000)	(\$42,000)

<b>Mississippi</b> (Tupelo)	<b>1.3%</b> (1.3%)	<b>5</b> (5)	<b>\$45,000</b> (\$45,000)	<b>\$45,000</b> (\$45,000)
<b>Missouri</b> (Columbia)	<b>3.4%</b> (3.4%)	<b>13</b> (13)	<b>\$40,727</b> (\$40,727)	<b>\$36,000</b> (\$36,000)
<b>New Jersey</b> (Middlesex-Monmouth)	<b>0.5%</b> (0.5%)	<b>2</b> (2)	<b>\$62,000</b> (\$62,000)	<b>\$62,000</b> (\$62,000)
<b>New York</b> (Ithaca) (New York (Manhattan))	<b>7.0%</b> (5.7%) (1.3%)	<b>27</b> (22) (5)	<b>\$53,473</b> (\$50,295) (\$67,460)	<b>\$50,000</b> (\$50,000) (\$70,000)
<b>North Carolina</b> (Chapel Hill) (Raleigh) (Winston-Salem)	<b>4.9%</b> (0.3%) (4.4%) (0.3%)	<b>19</b> (1) (17) (1)	<b>\$54,132</b> (\$56,484) (\$54,000) (\$54,020)	<b>\$54,000</b> (\$56,484) (\$54,000) (\$54,020)
<b>Ohio</b> (Columbus)	<b>4.4%</b> (4.4%)	<b>17</b> (17)	<b>\$52,000</b> (\$52,000)	<b>\$52,000</b> (\$52,000)
<b>Oklahoma</b> (Oklahoma City) (Stillwater)	<b>0.5%</b> (0.3%) (0.3%)	<b>2</b> (1) (1)	<b>\$45,609</b> (\$56,217) (\$35,002)	<b>\$45,609</b> (\$56,217) (\$35,002)
<b>Oregon</b> (Eugene) (Portland)	<b>2.1%</b> (1.6%) (0.5%)	<b>8</b> (6) (2)	<b>\$44,154</b> (\$40,044) (\$56,484)	<b>\$40,044</b> (\$40,044) (\$56,484)
<b>Pennsylvania</b> (Wilmington) (Philadelphia)	<b>5.9%</b> (1.3%) (4.7%)	<b>23</b> (5) (18)	<b>\$42,174</b> (\$40,000) (\$42,778)	<b>\$40,000</b> (\$40,000) (\$40,000)
<b>Tennessee</b> (Knoxville) (Memphis) (Nashville-Franklin)	<b>4.4%</b> (3.6%) (0.5%) (0.3%)	<b>17</b> (14) (2) (1)	<b>\$40,147</b> (\$38,000) (\$50,000) (\$50,500)	<b>\$38,000</b> (\$38,000) (\$50,000) (\$50,500)
<b>Texas</b> (Houston)	<b>5.4%</b> (5.4%)	<b>21</b> (21)	<b>\$38,604</b> (\$38,604)	<b>\$37,000</b> (\$37,000)
<b>Utah</b> (Salt Lake City)	<b>0.3%</b> (0.3%)	<b>1</b> (1)	<b>\$56,484</b> (\$56,484)	<b>\$56,484</b> (\$56,484)
<b>Virginia</b> (Blacksburg) (Roanoke) (Winchester)	<b>1.0%</b> (0.5%) (0.3%) (0.3%)	<b>4</b> (2) (1) (1)	<b>\$45,364</b> (\$43,151) (\$43,152) (\$52,000)	<b>\$43,152</b> (\$43,151) (\$43,152) (\$52,000)
<b>Washington</b> (Seattle) (Spokane)	<b>2.1%</b> (0.8%) (1.3%)	<b>8</b> (3) (5)	<b>\$52,500</b> (\$68,333) (\$43,000)	<b>\$43,000</b> (\$69,000) (\$43,000)
<b>Wisconsin</b> (Madison)	<b>4.4%</b> (4.4%)	<b>17</b> (17)	<b>\$40,028</b> (\$40,028)	<b>\$39,000</b> (\$39,000)
<b>Total</b>	<b>100.0%</b>	<b>387</b>	<b>\$45,870</b>	<b>\$47,987</b>

Twenty-five different practice areas were represented in the match data with a mean salary range of \$41,700 (Clinical Nutrition) to \$60,009 (Laboratory animal medicine/Comparative medicine).

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 (13.4%).

<b>Practice Area</b>	<b>% of Positions</b>	<b>N of Positions</b>	<b>Mean</b>	<b>Median</b>
Ambulatory	0.3%	1	\$50,000	\$50,000
Anesthesia	5.7%	22	\$43,401	\$40,022
Behavior	0.5%	2	\$46,000	\$46,000
Cardiology	3.4%	13	\$43,697	\$40,000
Clinical Nutrition	1.0%	4	\$41,700	\$40,000
Dentistry	1.3%	5	\$46,637	\$50,000
Dermatology	2.1%	8	\$42,402	\$38,500
Diagnostic Imaging and Radiology	4.9%	19	\$45,413	\$50,000
Emergency Medicine/Critical Care	12.9%	50	\$43,984	\$40,000
Equine Medicine	2.3%	9	\$44,570	\$50,183
Equine Surgery	2.3%	9	\$45,559	\$47,987
Exotic/Wildlife/Zoo	1.0%	4	\$44,171	\$43,622
Food Animal Medicine and Surgery	1.6%	6	\$46,043	\$47,500
Herd Medicine/Agricultural Practices/Herd Production	0.8%	3	\$50,789	\$50,183
Laboratory Animal/Comparative Medicine	13.4%	52	\$60,009	\$56,484
Medicine - Large Animal	3.9%	15	\$41,931	\$40,000
Medicine - Small Animal	12.1%	47	\$43,425	\$42,000
Neurology/Neurosurgery	4.9%	19	\$45,307	\$45,000
Oncology	6.2%	24	\$44,257	\$42,576
Radiation Oncology/Therapy	2.1%	8	\$47,034	\$51,000
Sports Medicine and Rehabilitation	1.0%	4	\$46,000	\$46,000
Surgery - Large Animal	3.6%	14	\$41,860	\$40,000
Surgery - Small Animal	8.8%	34	\$43,490	\$40,022
Theriogenology	2.3%	9	\$45,067	\$50,000
Zoological Medicine	1.6%	6	\$43,660	\$44,092
<b>Total</b>	<b>100%</b>	<b>387</b>	<b>\$46,223</b>	<b>\$47,987</b>

An analysis of application requirements revealed that 85.8% of residency positions required at least one previous year’s internship or comparable experience. Residencies without a previous internship requirement had mean salary offers featuring experience requirements were 29% higher than salaries with the requirement (Table 4).

*Table 4*

**Average Salary Offered for Academic Residency Positions by Experience Requirements**

Previous Experience Requirements	Percentage of Positions Listed	N of Positions Listed	Mean Salary	Median Salary
No Previous Internship Required	55	14.2%	\$59,049	\$56,484
Previous Internship Required	332	85.8%	\$44,099	\$42,000
<b>Total</b>	<b>387</b>	<b>100%</b>	<b>\$46,223</b>	<b>\$47,987</b>

Though the majority of the residency positions were offered by colleges of veterinary medicine, 11.1% of the positions were offered by other universities or academic institutions. Positions offered by other universities or academic institutions were 27.5% higher than the national average (Table 5).

*Table 5*

**Average Salary Offered for Academic Residency Positions by Organization Type**

Previous Experience Requirements	Percentage of Positions Listed	N of Positions Listed	Mean Salary	Median Salary
College/School of Veterinary Medicine	344	88.9%	\$44,379	\$42,000
Other University/Academic	43	11.1%	\$60,980	\$56,484
<b>Total</b>	<b>387</b>	<b>100%</b>	<b>\$46,223</b>	<b>\$47,987</b>

An analysis of the positions offered by position classification showed that the highest percentage of positions offered (31.5%) were classified as “Other”. The classification of “Other” was used when the positions weren’t able to be organized into the other categories. Additionally Post-Doc positions offered the highest average salary when compared to all other position classifications with a mean salary that is 19.8% higher than the national average (Table 6).

*Table 6*

**Average Salary Offered for Academic Residency Positions by Position Classification**

Previous Experience Requirements	Percentage of Positions Listed	N of Positions Listed	Mean Salary	Median Salary
Faculty	42	10.9%	\$44,726	\$40,000
Graduate Student	57	14.7%	\$37,931	\$36,615
Other	122	31.5%	\$43,009	\$40,000

Post-Doc	63	16.3%	\$56,379	\$54,000
Staff	103	26.6%	\$49,019	\$50,000
Total	<b>387</b>	<b>100%</b>	<b>\$46,223</b>	<b>\$47,987</b>

### 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. That said, all academic residency positions are offered exclusively through the VIRMP, making this data set representative of this specific population.

### Conclusion

Residents are offered salaries that roughly less than half the national average salary earned by new graduates, however, there is a wide range of salaries within those offered. Overall, average resident salaries increased by 9.1% when compared to 2023. Finally, salaries and residencies are influenced by numerous things including location and practice area.

### Acknowledgements

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### References

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