Information on Trainee Salaries for Veterinary Residents
in the United States
April 2024

Responses to the Frequently Asked Questions by the
National Prevailing Wage and Helpdesk Center

1. **Full name of the published survey:**

    2024 Resident Salaries Offered Through the Veterinary Internship and Residency Match Program (VIRMP)

2. **Survey Schedule:**

    The data is collected annually in September by the Veterinary Internship and Residency Matching Program (VIRMP), a program created and managed by the American Association of Veterinary Clinicians (AAVC).

3. **When was the data collected?**

    The data presented by the AAVMC was collected by the Veterinary Internship and Residency Match Program (VIRMP) between September 1, 2023 and October 1, 2023. The final report was released in April 2024. The data represents salary offers for residency training positions at academic institutions made during the 2023-2024 fiscal year for positions starting in 2024.

4. **How was the sample size determined?**

    Training sites voluntarily participate in the VIRMP; however, the survey is the most comprehensive data available for the academic residency training landscape. In the 2022-2023 match year, a total of 60 academic institutions offered 387 residency training positions through the VIRMP.

5. **How are the positions defined?**

    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.

6. **How were the participants selected?**

    Accredited academic institutions are eligible to participate in the VIRMP. Information on the specific participating academic institutions is included in the AAVMC report.

7. **The number of employers surveyed in the area?**

   A total of 60 employers offering 387 residency training programs at accredited academic institutions in the US are included in the data set.

8. **The number of wage value responses (employees) in the area?**

   Participating academic institutions reported position and salary offers for each job title. A total of 387 veterinary resident position offers were listed in the VIRMP. Salaries at academic institutions are not negotiable.

9. **A list of employer participants or explanation of how the cross-industry nature of the survey was maintained?**

   The VIRMP collects and reports the data through a portal used by academic institutions to submit open training/employment offers. The program features position offers throughout the United States and Canada; the positions offered cover more than 24 veterinary practice types. A list of participating academic institutions is provided in Appendix 1.

10. **How was the presented wage determined and whether it is a mean or median?**

    After receiving the data from the VIRMP, staff at AAVMC use the raw salary data to calculate mean and median salaries offered to prospective residents using Microsoft Excel. Weighted means and medians were also calculated for each position by specialty category.

    A summary report will be published on the AAVMC's website.

11. **The area covered by the survey or relevant portion thereof and an explanation of any expansion of the area beyond the normal commuting distance, when applicable?**

    Veterinary resident positions at academic institutions are filled through the VIRMP. While the match program does not fill all advance training positions in the US, it is believed that the majority of positions are filled through VIRMP. The national data presented in the summary produced by the AAVMC is the most comprehensive data available for academic residency trainee populations in the United States.

    Please refer questions concerning this data and/or data collection process to:

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Appendix 1 - Academic Employers

- Auburn University
- Baylor College of Medicine
- Colorado State University
- Columbia University - Institute of Comparative Medicine
- Cornell University
- Cornell University Veterinary Specialists
- Cummings School of Veterinary Medicine at Tufts University
- Emory University
- Iowa State University
- Johns Hopkins University School of Medicine
- Kansas State University
- Louisiana State University
- LSU Health Science Center
- Marion duPont Scott Equine Medical Center
- Massachusetts General Hospital
- Massachusetts Institue of Technology
- Mayo Clinic
- Michigan State University
- Mississippi State University
- NC State University
- NYU-Regeneron Post-Doctoral Training Program in Laboratory Animal Medicine
- Oklahoma State University
- Oregon Health & Science University
- Oregon National Primate Research Center
- Oregon State University
- OUHSC
- Purdue University
- Rutgers University
- Stanford University
- Texas A&M University
- The Ohio State University
- Tri-Institutional Training Program in Laboratory Animal Medicine and Science
- Tulane University
- UC Davis Veterinary Medicine Teaching and Research Center
- University of California
- University of Chicago
- University of Florida Veterinary Medicine
- University of Georgia
- University of Illinois
- University of Michigan Unit for Laboratory Animal Medicine
- University of Minnesota
- University of Minnesota, College of Veterinary Medicine
- University of Missouri
- University of Missouri College of Veterinary Medicine
- University of North Carolina at Chapel Hill
- University of Pennsylvania
- University of Pennsylvania School of Veterinary Medicine
- University of Tennessee
- University of Tennessee Health Science Center
- University of Utah
- University of Washington
- University of Wisconsin-Madison
- University of Wisconsin-Madison School of Veterinary Medicine
- Vanderbilt University Medical Center
- Virginia-Maryland College of Veterinary Medicine
- Wake Forest School of Medicine
- Washington National Primate Research Center
- Washington State University
- Wisconsin National Primate Research Center
- Yale University