



## **2025 Academic Residency Salaries Offered through the VIRMP American Association of Veterinary Medical Colleges March 2025**

### **Introduction**

According to the annual Senior Surveys conducted by the American Veterinary Medical Association (AVMA) only 2.5% percent of 2024 graduates directly pursued additional training through residency programs (Doherty, McCulloch, Ouedraogo, 2025). 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 2025, AVMA reported new graduate veterinarians earned an average annual full-time salary of \$106,963 (Doherty, McCulloch, Ouedraogo, 2025). By comparison, the American Association of Veterinary Medical Colleges (AAVMC) reported an average salary of \$46,223 for residents specifically entering training programs at US academic institutions. (Polisetti & Greenhill, 2024).

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 2025, 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 SPSS.

### *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 2025-2026 training year was 402 which is fewer than the number of positions offered over the previous cycle (387). A total of 61 academic institutions offered these positions.

For resident positions included in this analysis, the average starting salary was \$49,144 or 6.1% higher than the salary offered in 2024. Academic residency positions listed through the matching program were most often located in the South (36.1%) and Midwest (28.4%). This year the Western region offered the highest average starting salary of \$52,291 and made up 17.2% of the available positions. This is a 6.2% 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

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

Region	N of Positions Listed	% of Positions Listed	Median Salary	Mean Salary
Midwest	114	28.4%	\$41,257	\$45,674
Northeast	74	18.4%	\$51,000	\$50,979
South	145	36.1%	\$49,500	\$48,860
West	69	17.2%	\$52,291	\$53,507
<b>Total</b>	<b>402</b>	<b>100.0%</b>	<b>\$50,000</b>	<b>\$49,144</b>

Mean salaries by state and major metropolitan area are shown in Table 2. An analysis of position offerings by practice area reveals that California offers the highest percentage of positions at 8% of the total positions offered. Connecticut offers the highest mean salary of \$63,333, which is 25.2% higher than the national average.

Table 2

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

State/Metropolitan Area	N of Positions Listed	% of Positions Listed	Median Salary	Mean Salary
AL Auburn-Opelika	12	3.0%	\$36,600	\$36,600
Alabama Total	12	3.0%	\$36,600	\$36,600
CA Fresno	1	0.2%	\$52,291	\$52,291
CA Sacramento	28	7.0%	\$52,291	\$52,291
CA San Diego	2	0.5%	\$64,044	\$64,044
CA Sunnyvale	2	0.5%	\$81,622	\$81,622
California Total	33	8.2%	\$52,291	\$54,781
CO Denver	16	4.0%	\$56,175	\$56,039
Colorado Total	16	4.0%	\$56,175	\$56,039
CT New Haven	1	0.2%	\$70,000	\$70,000
CT Stamford	2	0.5%	\$60,000	\$60,000
Connecticut Total	3	0.7%	\$60,000	\$63,333
FL Gainesville	23	5.7%	\$56,000	\$56,000
Florida Total	23	5.7%	\$56,000	\$56,000
GA Athens	19	4.7%	\$49,500	\$49,500

GA Atlanta	2	0.5%	\$61,428	\$61,428
Georgia Total	21	5.2%	\$49,500	\$50,636
IA Ames	11	2.7%	\$50,000	\$50,000
Iowa Total	11	2.7%	\$50,000	\$50,000
IL Champaign-Urbana	13	3.2%	\$41,257	\$41,257
IL Chicago	1	0.2%	\$61,008	\$61,008
Illinois Total	14	3.5%	\$41,257	\$42,668
IN Lafayette	9	2.2%	\$39,500	\$41,890
Indiana Total	9	2.2%	\$39,500	\$41,890
KS Manhattan	7	1.7%	\$49,186	\$49,186
Kansas Total	7	1.7%	\$49,186	\$49,186
LA Baton Rouge	9	2.2%	\$35,000	\$35,000
LA New Orleans	4	1.0%	\$60,740	\$59,622
Louisiana Total	13	3.2%	\$35,000	\$42,576
MA Boston	3	0.7%	\$66,950	\$70,813
MA Framingham-Natick	17	4.2%	\$50,000	\$50,000
Massachusetts Total	20	5.0%	\$50,000	\$53,122
MD Baltimore	3	0.7%	\$62,000	\$62,000
Maryland Total	3	0.7%	\$62,000	\$62,000
MI Ann Arbor	3	0.7%	\$61,008	\$61,008
MI Lansing	10	2.5%	\$40,000	\$40,000
Michigan Total	13	3.2%	\$40,000	\$44,848
MN Minneapolis	1	0.2%	\$62,500	\$62,500
MN Rochester	1	0.2%	\$62,000	\$62,000
MN St. Paul	10	2.5%	\$44,000	\$44,000
Minnesota Total	12	3.0%	\$44,000	\$47,042
MO Columbia	14	3.5%	\$36,000	\$39,573
Missouri Total	14	3.5%	\$36,000	\$39,573
MS Tupelo	7	1.7%	\$45,000	\$45,000
Mississippi Total	7	1.7%	\$45,000	\$45,000
NC Chapel Hill	2	0.5%	\$61,008	\$61,008
NC Durham	1	0.2%	\$64,170	\$64,170
NC Raleigh	19	4.7%	\$54,000	\$54,000
NC Winston-Salem	1	0.2%	\$57,500	\$57,500
North Carolina Total	23	5.7%	\$54,000	\$55,204
NJ Middlesex-Monmouth	2	0.5%	\$62,000	\$62,000
New Jersey Total	2	0.5%	\$62,000	\$62,000
NY Ithaca	24	6.0%	\$51,000	\$51,417
NY New York (Manhattan)	4	1.0%	\$66,625	\$67,350
New York Total	28	7.0%	\$51,000	\$53,693

OH Columbus	18	4.5%	\$53,360	\$53,785
Ohio Total	18	4.5%	\$53,360	\$53,785
OK Oklahoma City	1	0.2%	\$61,008	\$61,008
OK Stillwater	3	0.7%	\$50,000	\$50,000
Oklahoma Total	4	1.0%	\$50,000	\$52,752
OR Eugene	4	1.0%	\$42,048	\$42,048
OR Portland	1	0.2%	\$61,008	\$61,008
Oregon Total	5	1.2%	\$42,048	\$45,840
DE Wilmington	5	1.2%	\$40,000	\$40,000
PA Philadelphia	16	4.0%	\$40,000	\$43,288
Pennsylvania Total	21	5.2%	\$40,000	\$42,505
TN Knoxville	12	3.0%	\$38,000	\$38,000
TN Nashville-Franklin	1	0.2%	\$61,428	\$61,428
Tennessee Total	13	3.2%	\$38,000	\$39,802
TX Houston	20	5.0%	\$46,000	\$49,451
Texas Total	20	5.0%	\$46,000	\$49,451
UT Salt Lake City	1	0.2%	\$61,008	\$61,008
Utah Total	1	0.2%	\$61,008	\$61,008
VA Blacksburg	6	1.5%	\$42,075	\$42,075
Virginia Total	6	1.5%	\$42,075	\$42,075
WA Seattle	3	0.7%	\$74,095	\$74,397
WA Spokane	11	2.7%	\$43,110	\$43,110
Washington Total	14	3.5%	\$43,110	\$49,814
WI Madison	16	4.0%	\$40,500	\$41,782
Wisconsin Total	16	4.0%	\$40,500	\$41,782
<b>Total</b>	<b>402</b>	<b>100.0%</b>	<b>\$50,000</b>	<b>\$49,144</b>

Twenty-five different practice areas were represented in the match data with a mean salary range of \$43,904 (Food Animal Medicine and Surgery) to \$63,344 (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 position (14.2%).

Table 3

**Average Salary Offered for Academic  
Residency Positions by Practice Area**

Practice Area	N of Positions Listed	% of Positions Listed	Median Salary	Mean Salary
Ambulatory	2	0.5%	\$47,075	\$47,075
Anesthesia	22	5.5%	\$46,593	\$45,890
Behavior	2	0.5%	\$52,180	\$52,180
Cardiology	13	3.2%	\$50,000	\$48,826
Clinical Nutrition	1	0.2%	\$52,291	\$52,291
Dentistry	5	1.2%	\$51,000	\$47,993
Dermatology	7	1.7%	\$49,500	\$46,620
Diagnostic Imaging and Radiology	23	5.7%	\$49,500	\$47,012
Emergency Medicine/Critical Care	52	12.9%	\$49,750	\$47,548
Equine Medicine	11	2.7%	\$50,000	\$47,918
Equine Surgery	10	2.5%	\$50,000	\$47,008
Exotic/Wildlife/Zoo	5	1.2%	\$52,291	\$51,380
Food Animal Medicine and Surgery	4	1.0%	\$43,129	\$43,904
Herd Medicine/Agricultural Practices/Herd Production	3	0.7%	\$52,291	\$53,527
Laboratory Animal/Comparative Medicine	57	14.2%	\$61,008	\$63,344
Medicine - Large Animal	21	5.2%	\$44,000	\$44,704
Medicine - Small Animal	51	12.7%	\$45,000	\$45,684
Neurology/Neurosurgery	17	4.2%	\$49,500	\$47,434
Oncology	23	5.7%	\$44,000	\$45,906
Radiation Oncology/Therapy	7	1.7%	\$52,291	\$49,209
Sports Medicine and Rehabilitation	5	1.2%	\$49,500	\$46,935
Surgery - Large Animal	14	3.5%	\$44,075	\$45,228
Surgery - Small Animal	34	8.5%	\$49,186	\$46,373
Theriogenology	6	1.5%	\$42,579	\$44,026
Zoological Medicine	7	1.7%	\$52,291	\$50,827
<b>Total</b>	<b>402</b>	<b>100.0%</b>	<b>\$50,000</b>	<b>\$49,144</b>

An analysis of application requirements revealed that 85.6% of residency positions required at least one previous year's internship or comparable experience. Residencies without previous experience requirements had mean salary offers that were 29.7% higher than positions with the requirement (Table 4).

<b>Table 4</b>				
<b>Average Salary Offered for Academic Residency Positions by Experience Requirements</b>				
<b>Previous Experience Requirements</b>	<b>N of Positions Listed</b>	<b>% of Positions Listed</b>	<b>Median Salary</b>	<b>Mean Salary</b>
No Previous Experience Required	58	14.4%	\$61,008	\$63,106
Previous Experience Required	344	85.6%	\$49,500	\$46,790
<b>Total</b>	<b>402</b>	<b>100.0%</b>	<b>\$50,000</b>	<b>\$49,144</b>

Though most of the residency positions were offered by colleges of veterinary medicine, 11.7% of the positions were offered by other universities or academic institutions. Salaries for positions offered by other universities or academic institutions were 30.7% higher than the national average (Table 5).

<b>Table 5</b>				
<b>Average Salary Offered for Academic Residency Positions by Organization Type</b>				
<b>Previous Experience Requirements</b>	<b>N of Positions Listed</b>	<b>% of Positions Listed</b>	<b>Median Salary</b>	<b>Mean Salary</b>
College/School of Veterinary Medicine	355	88.3%	\$49,500	\$47,145
Other University/Academic	47	11.7%	\$61,150	\$64,243
<b>Total</b>	<b>402</b>	<b>100.0%</b>	<b>\$50,000</b>	<b>\$49,144</b>

An analysis of the positions offered by position classification showed that the highest percentage of positions offered (28.9%) were classified as "Other". The "Other" classification was used when the positions couldn't 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 16.4% higher than the national average (Table 6).

<b>Table 6</b>				
<b>Average Salary Offered for Academic Residency Positions by Position Classification</b>				
<b>Previous Experience Requirements</b>	<b>N of Positions Listed</b>	<b>% of Positions Listed</b>	<b>Median Salary</b>	<b>Mean Salary</b>
Faculty	41	10.2%	\$40,000	\$45,003
Graduate Student	65	16.2%	\$43,110	\$43,732



Other	116	28.9%	\$41,257	\$45,701
Post-Doc	76	18.9%	\$56,175	\$57,934
Staff	104	25.9%	\$51,000	\$51,576
<b>Total</b>	<b>402</b>	<b>100.0%</b>	<b>\$50,000</b>	<b>\$49,144</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 6.1% when compared to 2024. Finally, salaries and residencies are influenced by numerous things including location and practice area.

### Acknowledgements

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### References

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