

Facts & Figures

Employment of male and female graduates of US veterinary medical colleges, 2000

- ▶ Male graduates of veterinary medical colleges received a mean of 3.2 employment offers, compared with 2.8 offers received by female graduates.
- ▶ Overall, male graduates reported a mean starting salary of \$38,786, compared with \$37,148 for female graduates.

On the basis of the 2000 AVMA survey of 1,619 graduates of US veterinary medical colleges, it was estimated that 74.1% of graduates accepted positions in private practice at a mean annual salary of \$41,800, an increase of 8.5% from 1999.¹ This report describes the employment choices and educational indebtedness of year 2000 male and female veterinary medical college graduates.

Employment Offers

At the time of the survey (spring 2000), 1,382 of 1,527 (90.5%) respondents had received at least 1 employment offer, including 89.4% of female graduates and 93.3% of male graduates. Among respondents who indicated the number of offers received, 69.2% of female graduates and 70.1% of male graduates had received more than 1 offer (Table 1). Overall, mean number of offers per respondent was 2.9; female graduates indicated a mean of 2.8 offers, whereas mean number of offers for male graduates was 3.2.

Type of Employment

Graduates were asked to indicate a first, second, and third employment preference: 1,494 (92.3%) graduates indicated a first preference, 861 (53.2%) indicated a second preference, and 598 (36.9%) indicated a third preference. The 3 most common employment choices for male and female graduates in 2000 were small animal exclusive, small animal predominant, and mixed animal practice.

Overall, 859 females and 423 males had accepted a position. Seventy-four percent of male and female graduates entered private practice. Of those graduates who entered advanced study programs, 71.1% were

female, and 28.9% were male (Table 2). Ninety-five (5.9%) respondents, 44 males and 51 females, indicated that they were not seeking employment in veterinary medicine at this time.

Among those who entered private practice, female graduates were more likely than male graduates to

Table 2—Employment of female and male veterinary medical college graduates in 2000

Employment	Female (No. [%])	Male (No. [%])
LA exclusive	10 (1.2)	17 (4.1)
LA predominant	17 (2.0)	32 (7.6)
Mixed animal	77 (9.0)	53 (12.7)
SA exclusive	406 (47.5)	162 (38.7)
SA predominant	91 (10.6)	45 (10.7)
Equine	21 (2.5)	12 (2.9)
University	5 (0.6)	3 (0.7)
Uniformed services	10 (1.2)	9 (2.2)
State/local government	0 (0.0)	2 (0.5)
Federal government	2 (0.2)	0 (0.0)
Industry/commercial	4 (0.5)	1 (0.2)
Not-for-profit	2 (0.2)	0 (0.0)
Other public or corporate	6 (0.7)	0 (0.0)
Advanced study	204 (23.9)	83 (19.8)
Total	855 (100.0)	419 (100.0)

LA = Large animal. SA = Small animal.

Table 1—Employment offers received by female and male veterinary medical college graduates in 2000

No. of offers	Female (No. [%])	Male (No. [%])
1	263 (30.9)	117 (30.0)
2	234 (27.5)	67 (17.2)
3	153 (18.0)	70 (18.0)
≥ 4	202 (23.7)	136 (34.9)
Total	852 (100.0)	390 (100.0)

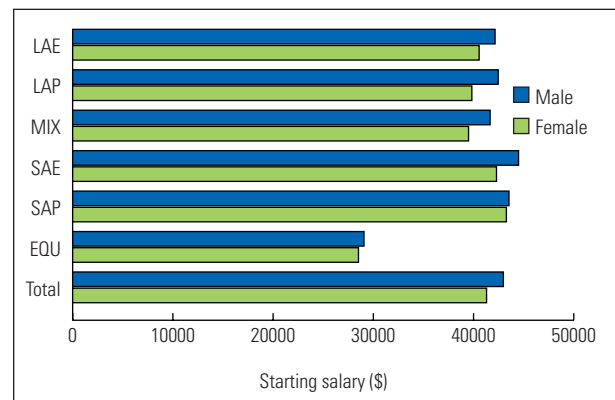


Figure 1—Annual starting salary of male and female veterinary medical college graduates who entered private practice, 2000. LAE = Large animal exclusive. LAP = Large animal predominant. MIX = Mixed animal. SAE = Small animal exclusive. SAP = Small animal predominant. EQU = Equine.

enter small animal practice (predominant and exclusive). Among graduates who accepted positions, 497 of 855 (58.1%) females entered small animal practice, compared with 207 of 419 (49.4%) males. Conversely, 11.7% of male graduates entered large animal practice (predominant and exclusive), compared with 3.2% of female graduates.

Starting Salaries

Starting salaries were reported by 403 male graduates and 814 female graduates. Female graduates (including graduates who entered advanced study programs) reported a mean starting salary of \$37,148, compared with \$38,786 for all male graduates; the difference between mean salaries was \$1,638. Mean female graduate starting salary in private practice was \$41,360, an increase of 8.0% from 1999 (Fig 1). Mean male graduate starting salary in private practice was \$42,646, an increase of 9.3% from 1999.

Additional Compensation and Fringe Benefits

In addition to base salary, 303 female graduates and 201 male graduates anticipated additional mean cash compensation of \$5,217 and \$6,706 respectively, representing a difference of \$1,489. Two hundred fifty-one (82.8%) of the females and 180 (89.6%) of the males who reported additional cash compensation entered private practice. Male graduates who entered private practice expected to receive \$6,958 of addi-

tional cash compensation, whereas females expected \$5,145.

All graduates were asked to indicate which of 15 fringe benefits would be provided by their new employer; 79.3% of graduates responded to this question. The compensation packages of at least half of all graduates who accepted positions included medical or hospitalization plans, sick leave, liability insurance, association dues, continuing education expenses, continuing education leave, and annual vacation leave (Table 3). More than a quarter of compensation packages included life insurance, disability insurance, and paid legal holidays

Table 3—Fringe benefits received by female and male veterinary medical college graduates in 2000

Benefit	Female (No. [%])	Male (No. [%])
Life insurance	219 (25.5)	140 (33.1)
Medical/hospital insurance	582 (67.8)	280 (66.2)
Dental plan	183 (21.3)	93 (22.0)
Cafeteria plan	25 (2.9)	16 (3.9)
Pension plan	175 (20.4)	109 (25.8)
Profit-sharing	118 (13.7)	86 (20.3)
Disability insurance	262 (30.5)	162 (38.3)
Liability insurance	569 (66.2)	317 (74.9)
Association dues	519 (60.4)	258 (61.0)
Continuing education expenses	659 (76.7)	321 (75.9)
Continuing education leave	538 (62.6)	272 (64.3)
Paid legal holidays	344 (40.1)	169 (40.0)
Sick leave	451 (52.5)	212 (50.1)
Annual vacation leave	646 (75.2)	316 (74.7)
Other	114 (13.3)	48 (11.4)
Total	859 (100.0)	423 (100.0)

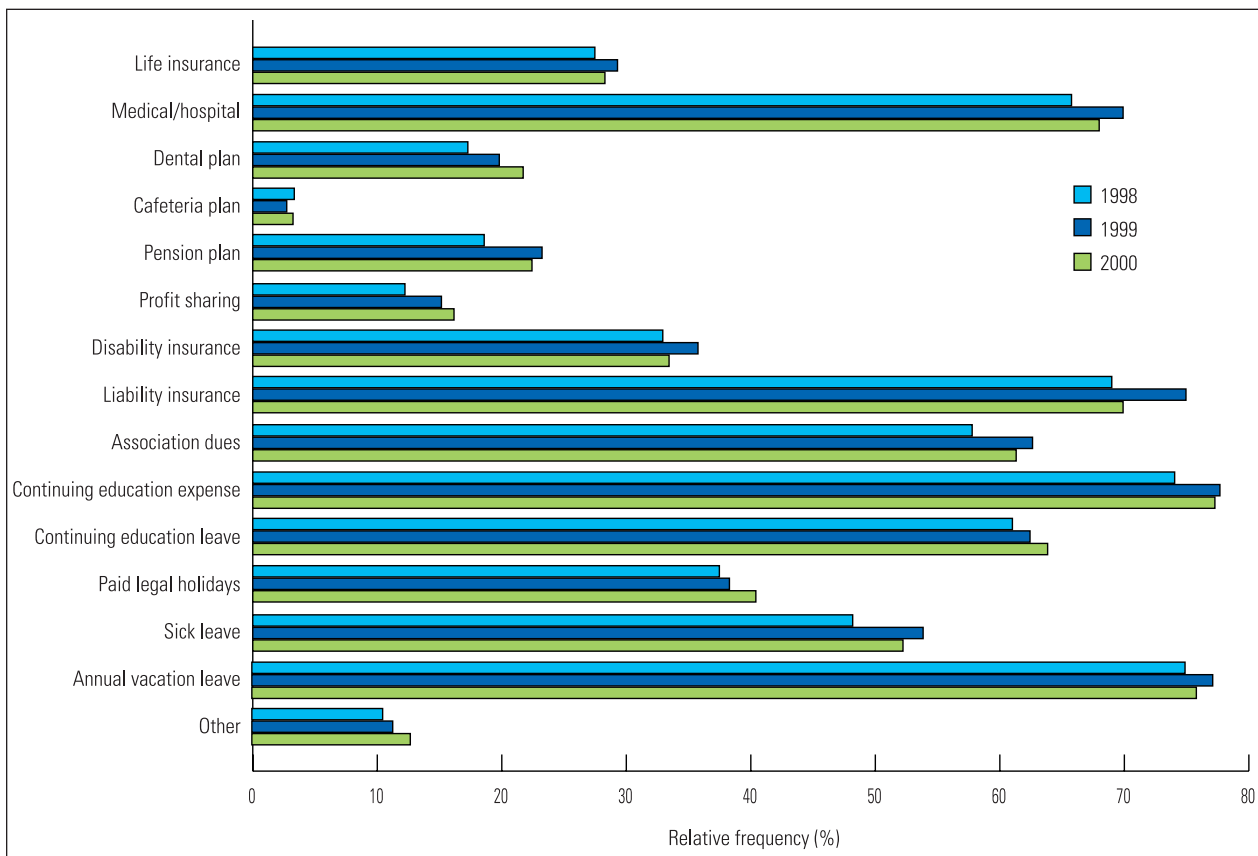


Figure 2—Comparison of benefits offered by employers to 1998, 1999, and 2000 graduates of US veterinary medical colleges.

Table 4—Personal characteristics of female and male veterinary medical college graduates in 2000

Characteristic	Female	Male	All
Mean age (y)	28.0	28.1	28.0
Marital status			
Single (%)	59.8	51.6	57.2
Married (%)	34.8	43.2	37.5
Divorced (%)	5.3	5.2	5.3
Widow/widower (%)	0.1	0.0	0.1
Graduates with children (%)	5.0	23.9	13.9

as benefits, but < 25% included dental plans, cafeteria plans, pension plans, and profit sharing.

Overall, benefits received by male and female graduates were similar. The 4 most common benefits were continuing education expenses, annual vacation leave, liability insurance, and medical/hospital insurance (Fig 2). The proportions of males and females who received these benefits were comparable: 75.2% of females and 74.7% of males received annual vacation leave; 76.7% of females and 75.9% of males received continuing education expenses; 66.2% of females and 74.9% of males received liability insurance; and 67.8% of females and 66.2% of males received medical/hospital insurance.

Educational Indebtedness

Information regarding total educational indebtedness was provided by 1,099 females and 499 males. Of these respondents, 12.6% of female graduates and 15.4% of male graduates reported being debt-free. For females, mean educational debt was \$64,639, compared with \$59,416 for males. Overall, 61.9% of female graduates reported total educational indebtedness in excess of \$50,000, compared with 53.9% of male graduates.

Graduate Characteristics

Responding graduates provided information on personal characteristics such as age, marital status, and number of children (Table 4). Mean age of males and females was 28.0 years. Regarding marital status, 59.8% of female graduates were single, 34.8% were married, and 5.3% were divorced, whereas 51.6% of male graduates were single, 43.2% were married, and 5.2% were divorced. Approximately 5.0% of females and 23.9% of males had one or more children.

Reference

1. Wise J, Adams CL. Employment of male and female graduates of US veterinary medical colleges, 1999. *J Am Vet Med Assoc* 2000;216:184–186.

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