

Facts & Figures

Employment of female and male graduates of US veterinary medical colleges, 2004

- ▶ Among graduates who received employment offers, 86.0% of females and 92.8% of males accepted an employment offer.
- ▶ Mean starting salary was \$42,560 for females and \$44,050 for males.

Graduating male and female veterinary students were surveyed in 2004 to obtain information regarding their employment choices, starting salaries and benefits, and educational indebtedness. Responses were received from 1,814 of 2,225 graduates from 26 of the 27 US veterinary colleges that had 2004 graduates. The survey response rate was 81.6%, 73.2% of the respondents were female, and 26.8% were male. Not all respondents answered all questions.

Employment Preferences, Offers, and Acceptances

At the time of the survey, 97.4% of graduating veterinarians were seeking employment in veterinary medicine. Graduates who were seeking employment were asked to indicate their top 3 employment preferences. Employment in the private sector was the first choice of the majority (71.0%) of the graduates. A position in an advanced study program was sought by 26.6%, whereas 2.0% were seeking employment in the public or corporate sectors.

Overall, 90.5% of the graduates who were seeking employment received at least 1 offer of employment. The mean number of offers among those receiving offers was 2.4.

A higher percentage of male graduates (96.8%) received at least 1 offer of employment, compared with female graduates (88.1%). Male graduates also received more offers than female graduates. Among those who received offers, the number of offers per graduate was 2.7 for males and 2.3 for females. Among male graduates with employment offers, 62.9% had more than 1 offer and 24.3% had 4 offers or more (Table 1). Among female graduates with employment

Table 1—Employment offers received by female and male graduates of veterinary medical colleges in 2004.

No. of offers	Female (%)	Male (%)
1	43.3	37.1
2	24.2	19.2
3	17.3	19.4
≥ 4	15.2	24.3

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offers, 56.7% had more than 1 offer and 15.2% had 4 offers or more.

Employment offers were accepted by 87.9% of graduates who received them. Of the graduates who accepted offers, 83% matched their first choice of employment, whereas 7.9% accepted an employment type that was not among their top 3 choices.

Table 2—Employment of female and male graduates of US veterinary medical colleges in 2004.

Employment type	Female (%)	Male (%)
Large animal exclusive	1.7	4.5
Large animal predominant	2.1	4.5
Mixed animal	6.4	15.1
Small animal exclusive	42.6	35.6
Small animal predominant	11.3	7.1
Equine	3.5	3.3
University	0	0.5
Uniformed services	0.9	1.9
State or local government	0.1	0
Federal government	0.2	0
Industry or commercial	0.1	0
Not-for-profit	0.1	0.5
Advanced study	26.2	24.1
Unknown	4.2	2.4
Other	0.6	0.5

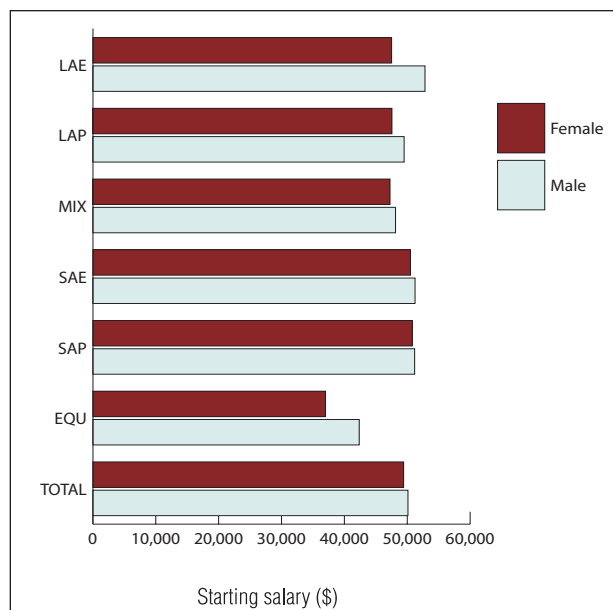


Figure 1—Annual starting salary of male and female US veterinary medical college graduates who entered private practice, 2004. LAE = Large animal exclusive. LAP = Large animal predominant. MIX = Mixed. SAE = Small animal exclusive. SAP = Small animal predominant. EQU = Equine.

Among graduates who received offers, 86.0% of females and 92.8% of males accepted an offer of employment. Among those graduates, 1.4% of females indicated they would be self-employed, compared with 1.8% of males. Almost all graduates (97.3%) who accepted employment expected to work full time. A similar percentage of female and male graduates expected to work full time (97.1% vs 97.9%, respectively).

The distribution of graduates by type of employment accepted was determined (Table 2). Among female graduates, the position accepted most often was in small animal exclusive practice (42.6%), followed by an advanced study program (26.2%) and small animal predominant practice (11.3%). Most male graduates found employment in small animal exclusive practice (35.6%), followed by an advanced study program (24.1%) and mixed animal practices (15.1%).

Base Starting Salaries and Additional Compensation

Graduates who accepted an offer of employment were asked to indicate the base starting salary they expected to receive. Mean starting salary in 2004 was \$42,560 for females and \$44,050 for males. Mean salary for graduates who accepted an offer in private practice was \$49,419 for females and \$50,111 for males. Among female graduates, private practice salaries ranged from \$36,997 for equine practice to \$50,798 for small animal predominant practice (Figure 1). Among male graduates, salaries ranged from \$42,357 for equine practice to \$52,817 for large animal exclusive practice.

Among graduates who accepted an offer of employment, 56.9% of female graduates and 58.4% of male graduates indicated they would be eligible to earn compensation in addition to their base salary. Eligible female graduates expected to earn mean additional income of \$6,932, whereas male graduates expected to earn mean additional income of \$7,792. In the private practice sector, mean additional income was \$7,028 for females and \$8,254 for males.

Fringe Benefits

Graduates who accepted employment were asked to indicate the fringe benefits that would be provided by their new employer. All but 5.5% received at least 1 of the benefits (Figure 2). In 2004, the compensation packages of at least half the graduates who accepted positions were medical-hospital insurance, liability insurance, association dues, continuing education expenses, continuing education leave, and annual vacation leave.

The percentages of female and male graduates who received each of the benefits were comparable for most benefits (Table 3). Medical-hospital insurance was the benefit with the largest difference between genders; 70.8% of female graduates received this benefit, compared with 65.3% of male graduates. The benefit cited most often was continuing education expenses; 76.3% of females and 76.1% of males received this benefit.

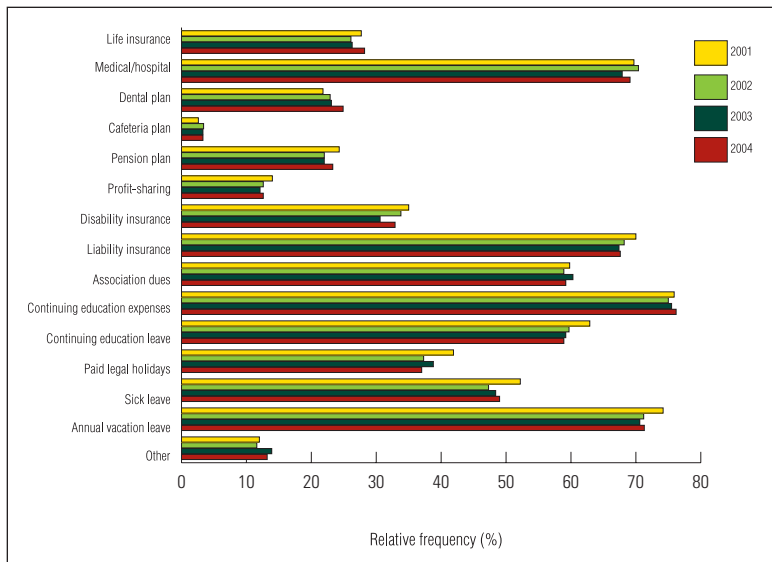


Figure 2—Fringe benefits offered by employers to graduates of US veterinary colleges, 2001–2004.

Table 3—Fringe benefits received by female and male graduates of US veterinary medical colleges in 2004.

Benefit	Female (%)	Male (%)
Life insurance	27.7	29.3
Medical-hospital insurance	70.8	65.3
Dental plan	25.4	23.6
Cafeteria plan	2.8	4.5
Pension plan	22.2	25.5
Profit-sharing	12.5	13.0
Disability insurance	32.2	34.3
Liability insurance	66.8	69.5
Association dues	59.8	57.9
Continuing education expenses	76.3	76.1
Continuing education leave	57.8	61.7
Paid legal holidays	38.1	34.8
Sick leave	49.9	47.0
Annual vacation leave	72.7	68.1
Other	14.0	11.6

Table 4—Personal characteristics of female and male graduates of US veterinary medical colleges in 2004.

Characteristic	Female	Male	All
Mean age (y)	27.8	27.8	27.8
Marital status			
Single (%)	62.9	50.9	59.7
Married	32.8	45.6	36.1
Divorced (%)	4.3	3.5	4.0
Widow/widower (%)	0.2	0.0	0.1
Graduates with children (%)	6.4	17.2	9.2

Annual vacation leave was available to 72.7% of female graduates and 68.1% of male graduates. Liability insurance was provided to 66.8% of female graduates and 69.5% of male graduates.

Educational Indebtedness

Most veterinary students had accumulated substantial debt by the time they graduated. Among 2004 graduates, only 10.7% of females and 14.9% of males did not have any educational debt. Mean debt among those with debt was \$80,916 for females and \$81,170 for males. Among female graduates, 72.5% had debt of

\$50,000 or more. Among male graduates, 70.0% had debt of \$50,000 or more.

Graduate Characteristics

Male and female veterinary students were approximately the same age at graduation (Table 4). Mean age of 2004 graduates was 27.8 years for males and

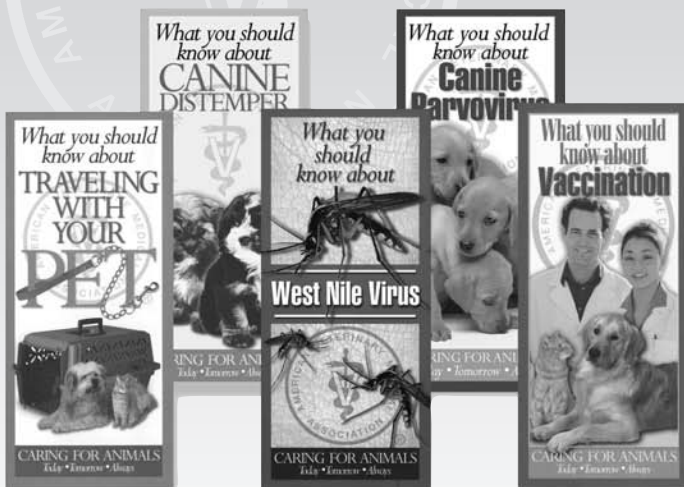
females. A majority of graduates were single and never married; 62.9% of females and 50.9% of males were in this category. A higher percentage of males were married, compared with females. One characteristic that distinguished graduates by gender was the percentage with children; 17.2% of males had at least 1 child, compared with 6.4% of females.



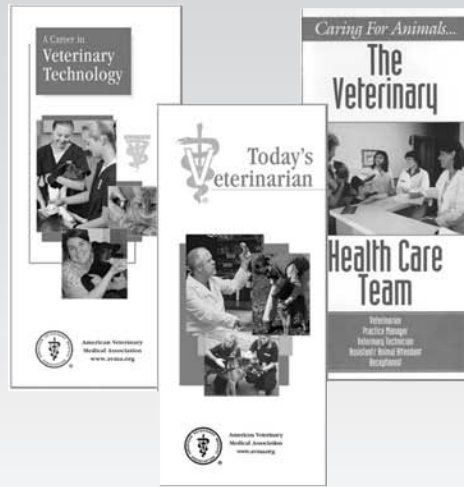
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