

# Economic Note

## Employment of 1990 male and female graduates of US veterinary medical colleges

On the basis of the 1990 AVMA survey of 1,298 graduates of US veterinary medical colleges, it was estimated that 81% of the graduates accepted positions as private practice employees at a mean annual salary of \$26,499, an increase of 7.1% from 1989.<sup>1</sup> This report describes various facets of employment among 1990 male and female veterinary medical college graduates.

### Type of Employment

Of the 1,298 graduates responding to the 1990 AVMA survey, 56% were women and 44% were men. Excluding graduates entering advanced study programs (graduate degrees, internships, or residencies), 83% of the women received one or more offers of employment, compared with 89% of the men (Table 1). This represents a 7 percentage point increase from 76% for 1989 for the women, and no change for the men.<sup>2</sup>

Regarding graduates who had accepted employment (65%), 96% of the women and 99% of the men would work full-time, whereas 4% of the women and less than 1% of the men would work part time. Of the 20 responding graduates indicating part-time employment, 19 were women.

The distribution of female and male graduates was determined according to type of full-time employment (Table 2). Ap-

Table 1—Employment offers to male and female veterinary medical college graduates, 1990\*

	Male (n = 511)	Female (n = 628)	Total (n = 1,139)
Received 1 or more offers (%)	89	83	86
Received no offers (%)	11	17	14

\*Excludes graduates entering advanced study programs.

Table 2—Employment of male and female veterinary medical college graduates, 1990

	Male (n = 411)	Female (n = 430)
Large animal exclusive (%)	3.6	0.9
Large animal predominant (%)	15.6	5.8
Mixed animal (%)	13.6	11.4
Small animal predominant (%)	10.2	12.3
Small animal exclusive (%)	35.8	44.2
Equine predominant (%)	3.6	2.8
University (research, teaching) (%)	1.2	0.5
Federal government (%)	0.5	0.9
Military service (%)	0.2	0.7
State/local government (%)	...	...
Industry/commercial business (%)	...	0.2
Advanced study (%)	10.7	17.7
Self-employed (%)	3.9	1.6
Other employment (%)	1.0	0.9

proximately 77% of female graduates accepting full-time employment took positions as employees in private practice. This compares with 82% of male graduates. Nearly 18% of the women, compared with 11% of the men, began advanced study programs.

### Starting Salaries

Graduates were asked to report their starting salary (on an annual basis) for full-time employment. The female graduates' mean starting salary as a private practice employee was \$25,888, up 8.1% from 1989 (Table 3). The male graduates' mean start-

Table 3—Starting salary by type of practice for male and female veterinary medical college graduates, 1990

	Male	Female
Large animal exclusive	\$27,771 (14)	\$28,900 (4)
Large animal predominant	\$27,496 (63)	\$25,982 (23)
Mixed animal	\$25,785 (56)	\$24,595 (46)
Small animal predominant	\$26,502 (41)	\$25,402 (51)
Small animal exclusive	\$27,513 (139)	\$26,333 (182)
Equine predominant	\$26,941 (14)	\$24,667 (9)
All practice types	\$27,073 (327)	\$25,888 (315)

Figures in parentheses = No. of graduates reporting full-time employment and starting salary.

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Table 4—Fringe benefits received by male and female full-time employed graduates, 1990

	Male (n = 411)	Female (n = 430)	Total (n = 841)
Life insurance (%)	31	23	27
Medical/hospital plan (%)	67	66	66
Dental plan (%)	11	7	9
Pension plan (%)	13	8	10
Profit-sharing plan (%)	19	12	15
Disability insurance (%)	39	30	35
Liability insurance (%)	67	62	64
Association dues (%)	52	51	51
Continuing education (%)	71	69	70
Annual vacation leave (%)	80	79	79
Sick leave (%)	46	46	46
Housing/apartment (%)	6	5	5

ing salary as a private practice employee was \$27,073, up 6.7% from 1989. The 1990 mean starting salary for females was \$1,185 or 4.4% less than the 1990 mean starting salary for males.

The survey did not secure information on each graduate's responsibilities or hours worked in the new job. Thus, it is not possible to draw conclusions from these survey data about reasons associated with the variation of salary levels between male and female graduates.

### Fringe Benefits

All graduates were asked to indicate which of 12 fringe benefits would be provided by their new employer. For male and female graduates who accepted full-time employment, the per-

centage receiving each of the fringe benefits is in Table 4. The percentages of men and women receiving fringe benefits were similar, although, for each fringe benefit, the percentage of men was equal to or exceeded the percentage of women. Approximately 66% of women and men would be covered by a medical/hospital plan, at least 79% of women and men would receive annual vacation leave, 69% of women and 71% of men would have employer-paid continuing education expenses, and 62% of women and 67% of men would have employer-provided liability insurance.

### Graduate Characteristics

Responding graduates provided information on personal characteristics such as age, mar-

ital status, and number of children (Table 5). The mean age of females was 27.6 years, and the mean age of males was 27.2 years. Regarding marital status,

Table 5—Personal characteristics of male and female veterinary medical college graduates, 1990

	Male	Female	Total
Mean age (yr)	27.2	27.6	27.4
Marital status			
Single (%)	56	66	62
Married (%)	41	30	34
Divorced (%)	3	4	4
Graduates with children (%)	15	6	11

66% of female graduates were single, 30% were married, and 4% were divorced. Of the male graduates, 56% were single, 41% were married, and 3% were divorced. About 6% of the women and 15% of the men had one or more children. These characteristics are nearly identical to those reported for 1989 graduates.

### References

1. Wise JK. Employment, starting salaries, and educational indebtedness of 1990 graduates of US veterinary medical colleges. *J Am Vet Med Assoc* 1990;197:1381-1382.
2. Wise JK. Employment of 1989 male and female graduates of US veterinary medical colleges. *J Am Vet Med Assoc* 1989;195:1770-1771.