



2025 Academic Internship 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) 27.6% percent of 2024 graduates pursued additional training by internship (Doherty, McCulloch, Ouedraogo, 2025). Recent graduates report receiving additional hands-on training and mentoring, as well as pursuing specialized experience as reasons for pursuing internships. A smaller number of these professionals go on to pursue residency training with the goal of earning additional degrees and/or board certification. Only 2.5% of 2024 graduates entered residency programs immediately after completing their veterinary degree.

Historically, post-DVM training programs have paid salaries far lower than the national average for recent graduates. In 2025, AVMA reported new veterinarians in the class of 2024 earned an average annual full-time salary of \$106,963 (Doherty, McCulloch, Ouedraogo, 2025) By comparison, last year, the American Association of Veterinary Medical Colleges (AAVMC) reported an average salary of \$37,513 for interns specifically entering training programs at 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). 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. The position

entry data included the state location, the name of the institution offering each position, and the number of positions offered through the match program. These data were organized using regional variables.

Descriptive and statistical analyses were conducted using SPSS.

Definitions

Clinical interns are defined as individuals participating in a one-year rotating or specialty clinical training program in veterinary medicine. The internship provides practical experience in applying knowledge gained during formal professional education and offers the opportunity for recent graduates to obtain additional training.

Summary of Findings for Internship Positions Filled Through the Match Program

The number of internship positions offered in the United States through the VIRMP for the 2025-2026 training year was 459 positions across 33 academic institutions. Of the different types of academic institutions available, 100% of the academic internships available were offered by colleges or schools of veterinary medicine. The amount of academic internship positions offered through the VIMRP increased from 437 to 459 when compared to 2024-2025 training year data. Additionally, the mean starting salary increased to \$39,741.

Academic internship positions listed through the matching program were most often located in the South (36.8%) and the Midwest (34.2%). Positions in the Northeastern (m = \$41,328) regions offered on average higher salaries than positions in the Midwestern and Southern regions. Positions in the Western (m = \$45,205) regions also offered on average higher salaries than positions in the Midwestern and Southern regions. 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.

Average Salary Offered for Academic Internship Positions by Region				
Region	N of Positions Listed	% of Positions Listed	Median Salary	Mean Salary
Midwest	157	34.2%	\$37,000	\$37,009
Northeast	64	13.9%	\$40,000	\$41,328
South	169	36.8%	\$40,000	\$39,447
West	69	15.0%	\$50,000	\$45,205
Total	459	100.0%	\$40,000	\$39,741

Mean salaries by state are shown in Table 2. An analysis of position offerings by practice area reveals that Illinois offers the highest percentage of positions at 5.7% of the total positions offered. California offered the highest mean salary of \$52,291, which is 27.3% higher than the national average.

Table 2

Average Salary Offered for Academic Internship Positions by State

State/Metropolitan Area	N of Positions Listed	% of Positions Listed	Median Salary	Mean Salary
AL Auburn-Opelika	16	3.5%	\$34,000	\$34,313
AL Montgomery	4	0.9%	\$31,000	\$31,000
Alabama Total	20	4.4%	\$34,000	\$33,650
AZ Phoenix	10	2.2%	\$50,000	\$50,000
Arizona Total	10	2.2%	\$50,000	\$50,000
CA Sacramento	5	1.1%	\$52,291	\$52,291
California Total	5	1.1%	\$52,291	\$52,291
CO Denver	23	5.0%	\$50,500	\$51,553
Colorado Total	23	5.0%	\$50,500	\$51,553
FL Gainesville	20	4.4%	\$47,000	\$47,000
Florida Total	20	4.4%	\$47,000	\$47,000
GA Athens	13	2.8%	\$44,000	\$44,000
Georgia Total	13	2.8%	\$44,000	\$44,000
IA Ames	17	3.7%	\$40,000	\$40,000
Iowa Total	17	3.7%	\$40,000	\$40,000
IL Champaign-Urbana	26	5.7%	\$32,243	\$32,243
Illinois Total	26	5.7%	\$32,243	\$32,243
IN Lafayette	14	3.1%	\$34,500	\$34,500
Indiana Total	14	3.1%	\$34,500	\$34,500
KS Manhattan	15	3.3%	\$43,547	\$43,547
Kansas Total	15	3.3%	\$43,547	\$43,547
LA Baton Rouge	21	4.6%	\$30,000	\$30,000
Louisiana Total	21	4.6%	\$30,000	\$30,000
MA Framingham-Natick	22	4.8%	\$40,000	\$40,682
Massachusetts Total	22	4.8%	\$40,000	\$40,682
MI Lansing	14	3.1%	\$32,500	\$32,500
Michigan Total	14	3.1%	\$32,500	\$32,500
MN Minneapolis	3	0.7%	\$40,000	\$40,000
MN St. Paul	11	2.4%	\$40,000	\$40,000
Minnesota Total	14	3.1%	\$40,000	\$40,000
MO Columbia	20	4.4%	\$31,000	\$31,825
MO-IL St. Louis	1	0.2%	\$31,000	\$31,000
Missouri Total	21	4.6%	\$31,000	\$31,786

MS Jackson	1	0.2%	\$42,500	\$42,500
MS Tupelo	14	3.1%	\$37,500	\$38,571
Mississippi Total	15	3.3%	\$37,500	\$38,833
NC Raleigh	23	5.0%	\$40,000	\$40,000
North Carolina Total	23	5.0%	\$40,000	\$40,000
NY Ithaca	18	3.9%	\$47,000	\$47,000
New York Total	18	3.9%	\$47,000	\$47,000
OH Columbus	17	3.7%	\$45,320	\$45,320
Ohio Total	17	3.7%	\$45,320	\$45,320
OK Stillwater	8	1.7%	\$45,000	\$45,000
Oklahoma Total	8	1.7%	\$45,000	\$45,000
OR Eugene	10	2.2%	\$41,508	\$41,508
Oregon Total	10	2.2%	\$41,508	\$41,508
DE Wilmington	6	1.3%	\$37,500	\$37,500
PA Philadelphia	18	3.9%	\$37,500	\$37,722
Pennsylvania Total	24	5.2%	\$37,500	\$37,667
TN Knoxville	16	3.5%	\$35,000	\$35,000
Tennessee Total	16	3.5%	\$35,000	\$35,000
TX Houston	19	4.1%	\$45,000	\$45,000
Texas Total	19	4.1%	\$45,000	\$45,000
VA Blacksburg	10	2.2%	\$38,625	\$38,400
VA Roanoke	1	0.2%	\$38,625	\$38,625
VA-WV Winchester	3	0.7%	\$50,500	\$50,500
Virginia Total	14	3.1%	\$38,625	\$41,009
WA Seattle	1	0.2%	\$36,042	\$36,042
WA Spokane	20	4.4%	\$36,042	\$36,042
Washington Total	21	4.6%	\$36,042	\$36,042
WI Madison	19	4.1%	\$37,000	\$37,000
Wisconsin Total	19	4.1%	\$37,000	\$37,000
Total	459	100.0%	\$40,000	\$39,741

An analysis of application requirements revealed that 22.2% of intern positions required at least one previous year's internship or comparable experience. This is a slight decrease from last year, but still comparable. There was no significant relationship between internships with previous experience requirements and mean salary. Mean salary offers requiring prior experience were 1.1% lower than salaries without the requirement (Table 3).

Table 3

**Average Salary Offered for Academic
Internship Positions by Experience Requirements**

Previous Experience Requirements	N of Positions Listed	% of Positions Listed	Median Salary	Mean Salary
No Previous Internship Required	357	77.8%	\$40,000	\$39,839
Previous Internship Required	102	22.2%	\$38,625	\$39,398
Total	459	100.0%	\$40,000	\$39,741

An analysis of position offerings by practice area reveals that the bulk of positions are in Small Animal Rotating (56.4%). The area of Rotating-Mixed Animal practice offered the highest mean salary of \$45,833, which is 14.2% higher than the national average. Table 4 shows the mean salaries offered by practice area.

Table 4

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

Practice Area	N of Positions Listed	% of Positions Listed	Median Salary	Mean Salary
Ambulatory	2	0.4%	\$41,000	\$41,000
Anesthesiology	5	1.1%	\$32,243	\$33,065
Cardiology	3	0.7%	\$42,500	\$43,333
Clinical Nutrition	1	0.2%	\$43,547	\$43,547
Dermatology	1	0.2%	\$37,000	\$37,000
Diagnostic Imaging and Radiology	3	0.7%	\$31,000	\$34,000
Emergency Medicine/Critical Care	19	4.1%	\$36,042	\$40,542
Exotic/Wildlife/Zoo	22	4.8%	\$41,250	\$41,557
Farm Practice/Production Animal Medicine	4	0.9%	\$36,042	\$37,832
Food Animal	8	1.7%	\$38,750	\$38,830
Large Animal Surgery	5	1.1%	\$42,500	\$42,602
Neurology	8	1.7%	\$36,750	\$38,927
Oncology	16	3.5%	\$36,042	\$38,112
Other	10	2.2%	\$45,000	\$42,487
Rotating-Equine	22	4.8%	\$38,750	\$39,748
Rotating-Large Animal	31	6.8%	\$37,500	\$39,597
Rotating-Mixed Animal	3	0.7%	\$45,000	\$45,833
Rotating-Small Animal	259	56.4%	\$40,000	\$39,599
Shelter Medicine	8	1.7%	\$45,500	\$43,193
Small Animal Internal Medicine	5	1.1%	\$42,500	\$41,564
Small Animal Surgery	24	5.2%	\$40,000	\$38,615
Total	459	100.0%	\$40,000	\$39,741

An analysis of position offerings by position classification reveals that the bulk of positions are classified as "Other" (43.4%). The "Other" classification was used when the positions couldn't be organized into the other categories. Positions classified as "Staff" offered the highest mean salary of \$42,147, which is 5.9% higher than the national average. Table 5 shows the mean salaries offered by position classification.

Table 5

Average Salary Offered for Academic Internship Positions by Position Classification

Previous Experience Requirements	N of Positions Listed	% of Positions Listed	Median Salary	Mean Salary
Faculty	71	15.5%	\$32,500	\$38,640
Graduate Student	49	10.7%	\$36,042	\$37,589
Other	199	43.4%	\$37,500	\$39,071
Post-Doc	45	9.8%	\$40,000	\$41,705
Staff	95	20.7%	\$42,500	\$42,147
Total	459	100.0%	\$40,000	\$39,741

Limitations

The salary data acquired from the VIRMP only represents a portion of available internship positions offered at academic institutions within the United States. Although it is believed that the match data represents most internships offered, it is unclear how many positions are offered to new and recent graduates of the professional DVM program. Because of this, the authors cannot claim that these data are wholly definitive of the salary ranges that may be offered to residents in the United States.

Conclusion

Interns are offered salaries less than half the national average earned by new graduates, however, there is a notable range of salaries within those offered. Finally, salaries are influenced by numerous things, including location, practice area, and whether the position is offered by an academic institution or a private practice.

Acknowledgements

The AAVMC acknowledges the contributions of the staff of the VIRMP for providing access to the match data.

References

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Please cite as:

Polisetti, Sraavya and Lisa Greenhill. "2025 Academic Internship Salaries Offered through the VIRMP." American Association of Veterinary Medical Colleges. March, 2025. Web.