

National Survey of Naturopathic Residency Stipends Year 2009/2010

INTRODUCTION

The Council on Naturopathic Medical Education is pleased to publish this survey on the salaries paid to naturopathic medical graduates in approved residency programs. The Council believes it to be to the benefit of the residency programs and their participants to document the remuneration that can be expected in these positions in order to encourage consistency and to be a resource for planning as new programs are developed.

BACKGROUND

The Council of Naturopathic Medical Education (CNME) is the accrediting agency for professional programs offering the degree Doctor of Naturopathic Medicine (N.D. or N.M.D) and is recognized by the United States Department of Education. The CNME identifies recognized sponsors of Postdoctoral Naturopathic Medical Education Programs (PNMEP) through a process distinct from the accreditation of the degree programs of the schools. The *Handbook on CNME Postdoctoral Naturopathic Medical Education Sponsor Recognition Process and Standards* contains CNME's standards for residency programs and can be found at www.cnme.org.

PNMEPs, or "residencies" as they are more commonly referred to, are not currently required for naturopathic doctors to practice in most jurisdictions that regulate naturopathic medicine via licensure or registration. The fundamental purpose of the residency programs is to increase professional competence, knowledge and skills through organized and supervised education and training for the resident. The profession has experienced significant growth in the past 10 years and recognizes the demand for these positions is higher than the available opportunities. The long term goal is to increase the residency opportunities available to meet the needs of a growing profession. The purpose of this report is to publish the number and stipends of the current available residency positions as initial data to be utilized in the development of future Naturopathic residency site programs and to assist current programs in their efforts to be competitive and provide remuneration consistent with the prevailing norm.

DESCRIPTION OF RESIDENT POSITIONS

The resident positions can be held at 2 different types of locations:

- a) "On-site" refers to residency positions where the resident is assigned at one of the school's teaching clinic locations.

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- b) “Affiliated/Distant Sites” refers to residency positions where the resident is assigned only at a location other than the host school’s teaching clinic location (e.g. hospitals, private clinics)

Currently, all PNMEPs offer first year and second year full-time resident positions. A Full-time position requires at least 40 supervised contact and educational hours per week. Part-time residencies were not included in this survey. All positions are assigned one or more resident site supervising physicians (ND or MD). Variances in residency opportunities allows for specialized experience and training, however, the job description for all sites must fulfill minimal CNME educational requirements. Residency positions commonly require the candidate to have prior experience in teaching, research and publications, and the selection process is quite competitive.

METHODOLOGY:

There are three US schools that are CNME recognized sponsors for PNMEPs. The data in the following tables are based on responses from the 3 recognized sponsors. The directors of the residency programs of each of the three schools were contacted to request data on stipends paid for each of their residency positions. This included the number and type of positions offered by each program and stipends for each position. The response rate was 100%; the survey includes all of the resident positions approved by the CNME. The values are for the year running from fall 2009 to fall 2010.

Table 1 provides an overview of all first and second year resident positions associated with the three PNMEP programs and includes the numbers for positions both on-site and at affiliated sites.

Table 2 provides the arithmetic (weighted) mean and benchmark percentiles of all stipends paid for first and second year resident positions respectively. The 50th percentile is also the median value for each cohort.

Table 3 lists the maximum, minimum and mean stipends for two years of residency training. The second year of training may be done at the same site as the first year, as either two one-year appointments or one two-year appointment, or may be done at a second site. A second site may be associated with the same PNMEP program as the first one, or it may be with one of the other two programs.

RESULTS

The number and type of positions are summarized in **Table 1**.

Table 1: Number of full time resident positions in-house and affiliated sites

SCHOOL	# Residents On-Site	Affiliated Sites	# Residents Affiliated Sites
School 1	6 R1 2 R2	7	10 R1 6 R2
School 2	8 R1 2 R2	6	8 R1 4 R2

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School 3	4 R1 1 R2	3	4 R1 1 R2
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(R1: First year resident, R2: Second year resident)

Yearly stipends for the 2009-2010 residency period are summarized in **Table 2**. The table includes data for first and second year residencies. Included are the maximum and minimum salaries for each group with calculations of the arithmetic mean and the 25th, 50th (median value) and 75th percentiles.

Table 2: Resident Stipends Nationwide

	N	Mean	Min	Percentile			Max
				25th	50th	75th	
Resident 1st year (R1)	40	\$30,627	\$27,000	\$28,500	\$30,000	\$31,900	\$42,000
Resident 2nd year (R2)	16	\$34,456	\$30,000	\$32,500	\$35,900	\$35,900	\$48,000

(N: total number of official full time residencies, results expressed in US dollars)

Some graduates elect to take a second year of residency training, either at the same site as their first year (if available) or at another site. The application process for a second year resident position, if not part of a two-year agreement, is also competitive. The average salary earned over such a two-year period will vary depending upon the stipends for the first and second year positions. **Table 3** illustrates the current possible minimum and maximum salaries for two years plus the mean (based on the mean values for first and second year positions).

Table 3: Resident Stipends for 2 Years of Resident Training

	Minimum	Maximum	Mean
R1 +R2	\$57,000	\$90,000	\$65,080