

National Survey of Naturopathic Residency Salaries Year 2015/2016

INTRODUCTION

The Council on Naturopathic Medical Education (CNME) 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 is an accrediting agency for Doctor of Naturopathic Medicine (“ND” or “NMD”) degree programs, and is recognized as such by the United States Department of Education. The CNME has established a recognition process for ND/NMD programs that wish to offer post-graduate residency programs; this process is distinct from the accreditation of ND/NMD programs. The *CNME Handbook for Naturopathic Residency Programs* contains CNME’s standards for residency programs; it can be downloaded from www.cnme.org.

Residency training is not currently required for naturopathic doctors to practice in most jurisdictions that regulate naturopathic medicine via licensure or registration. The fundamental purpose of 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 salaries of the current available residency positions as initial data to be utilized in the development of future naturopathic residency programs, and to assist current residency 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.

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 residencies offer first-year and second-year full-time resident positions, with more third-year positions becoming available. 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 allow for specialized experience and training; however, the job description for all sites must fulfill minimum CNME educational requirements. Residency positions commonly require candidates to have prior experience in teaching, research and publication, and the selection process is quite competitive.

METHODOLOGY

There are three U.S schools which are CNME-approved residency sponsors. The data in the tables below are based on responses from the three CNME-accredited ND programs in the U.S. that CNME has recognized as sponsors of residency programs. The directors of the residency programs of each of the three schools were contacted to request data on salaries paid for each of their residency positions. This included the number and type of positions offered by each program and salaries 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 academic year running from fall 2015 to fall 2016.

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

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

Table 3 lists the minimum, maximum and mean salaries 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 residency program as the first one, or it may be with one of the other two programs.

Table 4 lists the minimum, maximum and mean salaries for three years of residency training. Currently, the third year of training may only be attained at one of the CNME-recognized schools, as there are no available third-year residency positions offered through affiliate/distant sites.

RESULTS

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

Table 1: Number of Full-Time Resident Positions at On-Site and Affiliated Sites

SCHOOL	# Residents on-site	Affiliated sites	# Residents at Affiliated sites
School 1	9 R1 2 R2 1 R3	14	14 R1 6 R2
School 2	8 R1 2 R2 1 R3	19	19 R1 6 R2
School 3	5 R1 4 R2 0 R3	5	5 R1 2 R2

(R1: first-year resident; R2: second-year resident; R3: third-year resident)

Annual salaries for the 2015-2016 residency period are summarized in Table 2. The table includes data for first-, second- and third-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 Salaries Nationwide

	N	Mean	Min	Percentile			
				25 th	50 th	75 th	Max
Resident 1 st Year (R1)	60	\$34,341	\$32,600	\$33,150	\$34,500	\$34,750	\$37,490
Resident 2 ND Year (R2)	22	\$38,267	\$38,000	\$38,000	\$38,000	\$38,400	\$38,800
Resident 3 RD Year (R3)	2	\$41,850	\$40,000	\$40,925	\$41,850	\$42,775	\$43,700

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

Some graduates elect to take a second year and/or third 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- and third-year resident position is very competitive. The average salary earned over such a two-year or three-year period will vary depending upon the salaries for the first-, second- and third-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 4 illustrates the current possible minimum and maximum salaries for three years plus the mean (based on the mean values for first-, second- and third-year positions).

Table 3. Resident Salaries for 2 years of Resident Training

	Minimum	Maximum	Mean
R1 + R2	\$70,600	\$76,290	\$72,608

Table 4. Resident Salaries for 3 years of Resident Training

	Minimum	Maximum	Mean
R1 + R2 + R3	\$110,600	\$119,990	\$114,458