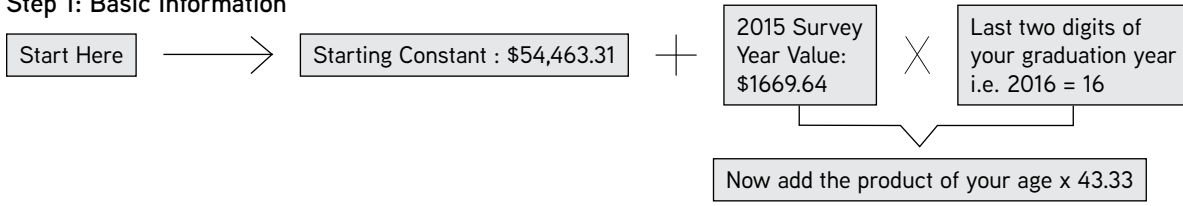


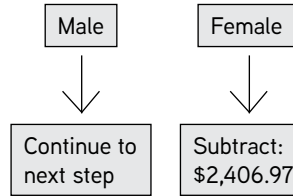
NEW GRADUATE STARTING SALARY CALCULATOR

work flow

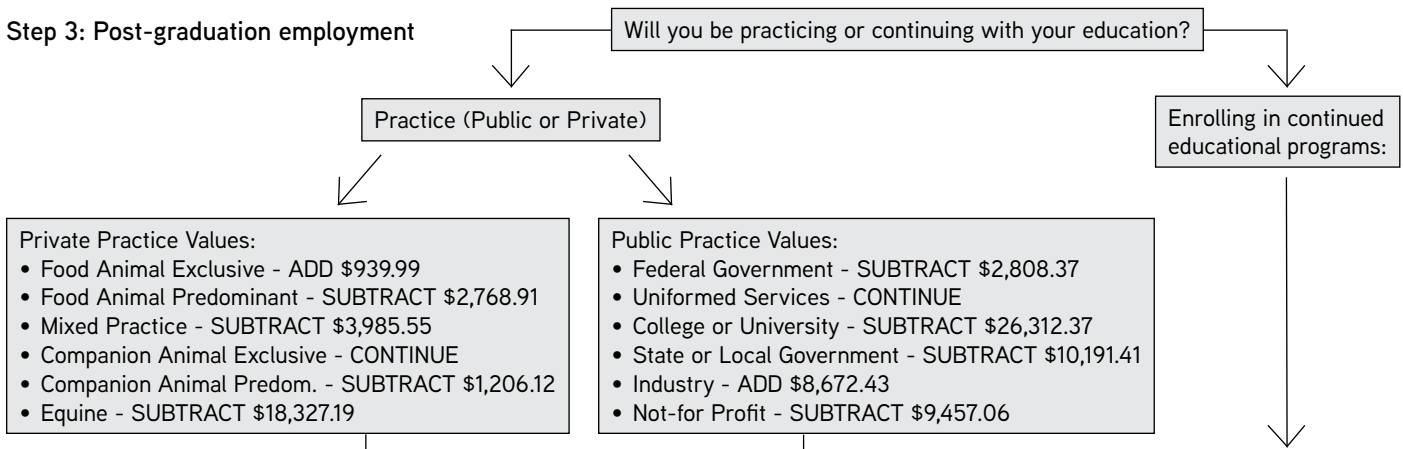
Step 1: Basic Information



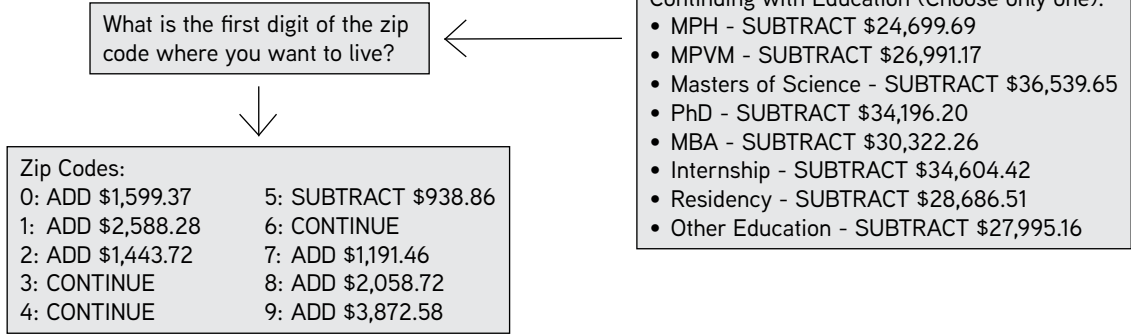
Step 2: Personal Information



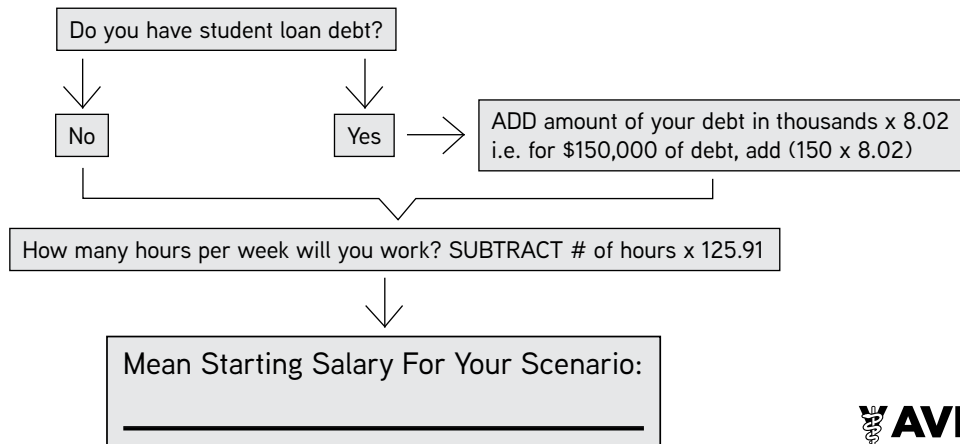
Step 3: Post-graduation employment



Step 4: Location



Step 5: Debt and Work



CALCULATION WORKSHEET

Welcome to the AVMA New Graduate Salary Calculator!

This calculator provides the average starting salary for specific segments of the profession and was developed from data collected from graduating veterinary students through the AVMA Senior Survey. This calculator was developed to provide you a starting point for your own salary negotiation. The calculator is a predictive tool and uses values for gender, practice type, region, hours worked, additional degrees and debt load were found to be statistically significant predictors of starting salary. The calculator does not provide a guaranteed salary or recommended salary for any individual veterinarian and each veterinarian is responsible for negotiating their starting salary.

Directions: Starting at Step 1, follow each step through the calculator. Use the space below to input your own calculations. An example has been included to help guide you through the calculator.

Step 1

	Example
Constant:	\$54,463.31
Add the product of: The Survey Year Value multiplied by the last two digits of your graduation year:	+ (\$1,669.64 x 16)
Step 1 Total:	\$81,177.55

My Values

Step 2

	Example (26 yr old female)
Total from step 1:	\$81,177.55
Add your age x 43.33	+\$1,126.58
Female: (subtract \$2,406.97)	-\$2,406.97
Step 2 Total:	\$79,897.16

My Values

Step 3

	Example
Total from step 2:	\$79,897.16
Mixed Practice:	-\$3,985.55
Step 3 Total:	\$75,911.61

My Values

Step 4

	Example
Total from step 3:	\$75,911.61
Zip code #7	+\$1,191.46
Step 4 Total:	\$77,103.07

My Values

Step 5

	Example
Total from step 4:	\$77,103.07
For \$150,000 in student loan debt add (150 x 8.02):	+\$1,203.00
For 45 hours of work per week subtract (45 x 124.378):	-\$5,597.01
Step 5 Total:	\$72,709.06

My Values

Example mean starting salary for this scenario	\$72,709.06
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