



2020
Graduate Success and
Compensation Study

Table of Contents

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Study Background and Objectives	4
Universities Attended	5
Alumni Statistics	6
Employment Settings (USA)	8
Employment Settings (Canada)	9
Time to Employment	10
Business Ownership	11
Areas of Focus	12
Areas of Focus – ‘Other’	13
Services Offered	14
Services Offered – ‘Other’	15
Hours per Week in Patient Care	16
Reimbursement Model	17
Annual Salary by Country	18
Average Total Time Worked	19
Industry Comparisons (US Only)	20
Respondents with Children	21
Methodology	22
Margin of Error	23
About Kai Analytics	24

Study Background and Objectives

The Association of Accredited Naturopathic Medical Colleges (AANMC) was interested in conducting a compensation survey to understand overall averages in salary and compensation for physicians practicing naturopathic medicine.

Research objectives included:

- Identifying salary and compensation ranges of naturopathic physicians, especially as they relate to tenure in the profession, state licensure, and full-time/part-time commitments.
- Understanding best practices in the industry for increasing business opportunities and number of patients.
- Uncovering reasons for not practicing after obtaining a designation in naturopathic medicine.
- Examining how dual/multiple degrees or diplomas affect salary/compensation, and satisfaction with the practice of naturopathic medicine.
- Ascertaining perceptions of the profession.
- Creating a profile of the “successful” naturopathic professional; i.e. one satisfied with their career and career choices.
- Supporting incorporation of findings into academic and clinical curricula.
- Updating the results from the survey conducted in 2015.

Alumni from all AANMC member schools were invited to participate in this study.

Universities Attended

Overall, the responses closely matched the proportion of alumni reported by each member school. The survey did not experience overrepresentation by any one institution.



BOUCHER INSTITUTE
of Naturopathic Medicine

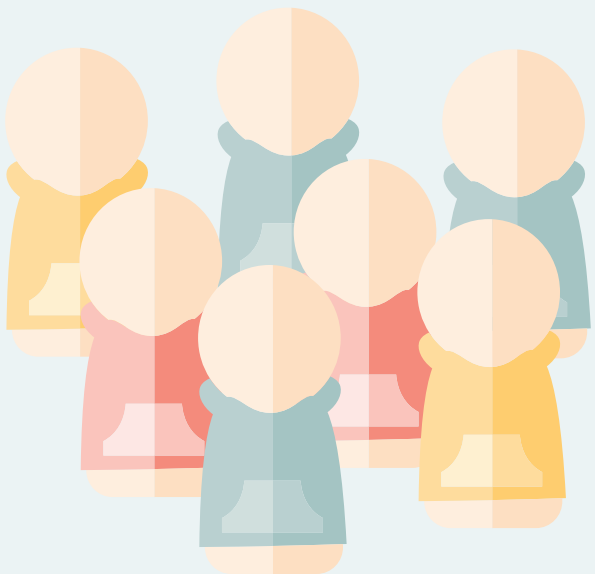
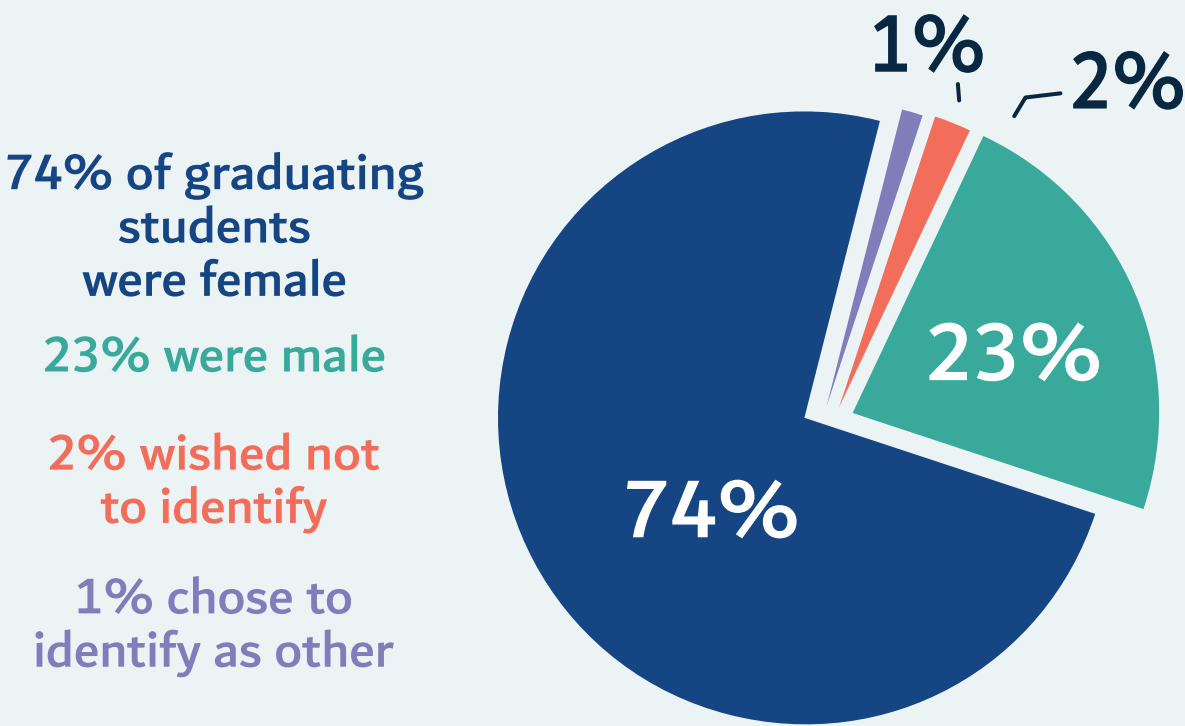


CCNM
Canadian College of
Naturopathic Medicine



Alumni Statistics

Alumni Gender Distribution

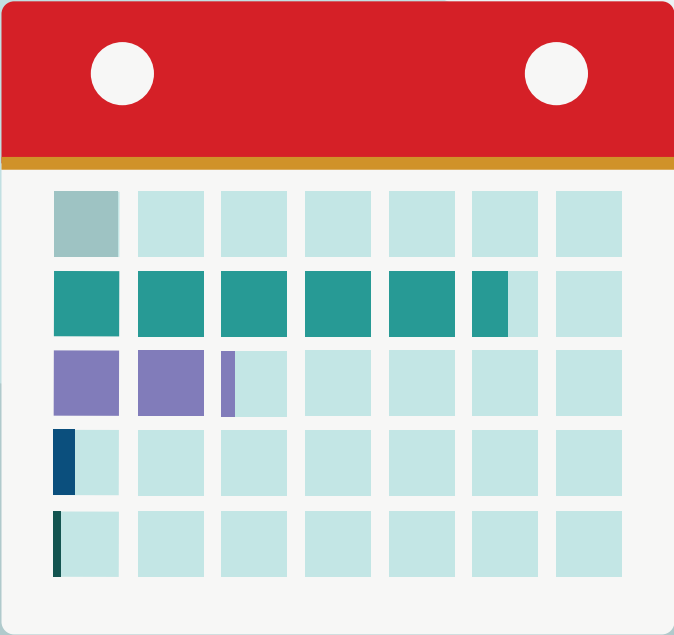


The average age upon graduation was:
32

The median age upon graduation was:
30

Time to Graduate

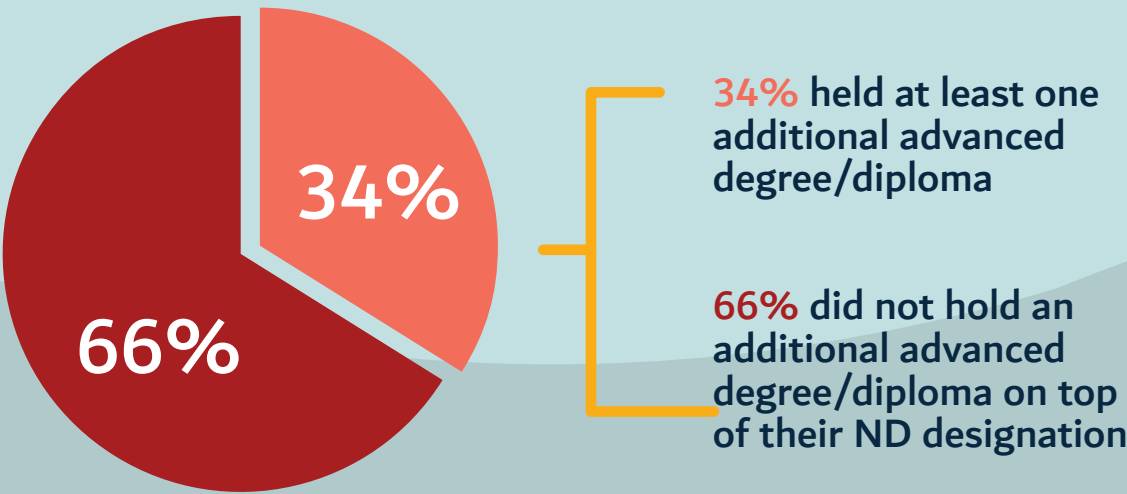
Over 96% of graduates completed their naturopathic degree or diploma in five years.



- 9% graduated in less than 4 years¹
- 64% graduated in 4 years
- 23% graduated in 5 years
- 3% graduated in 6 years²
- 1% graduated in 7 years

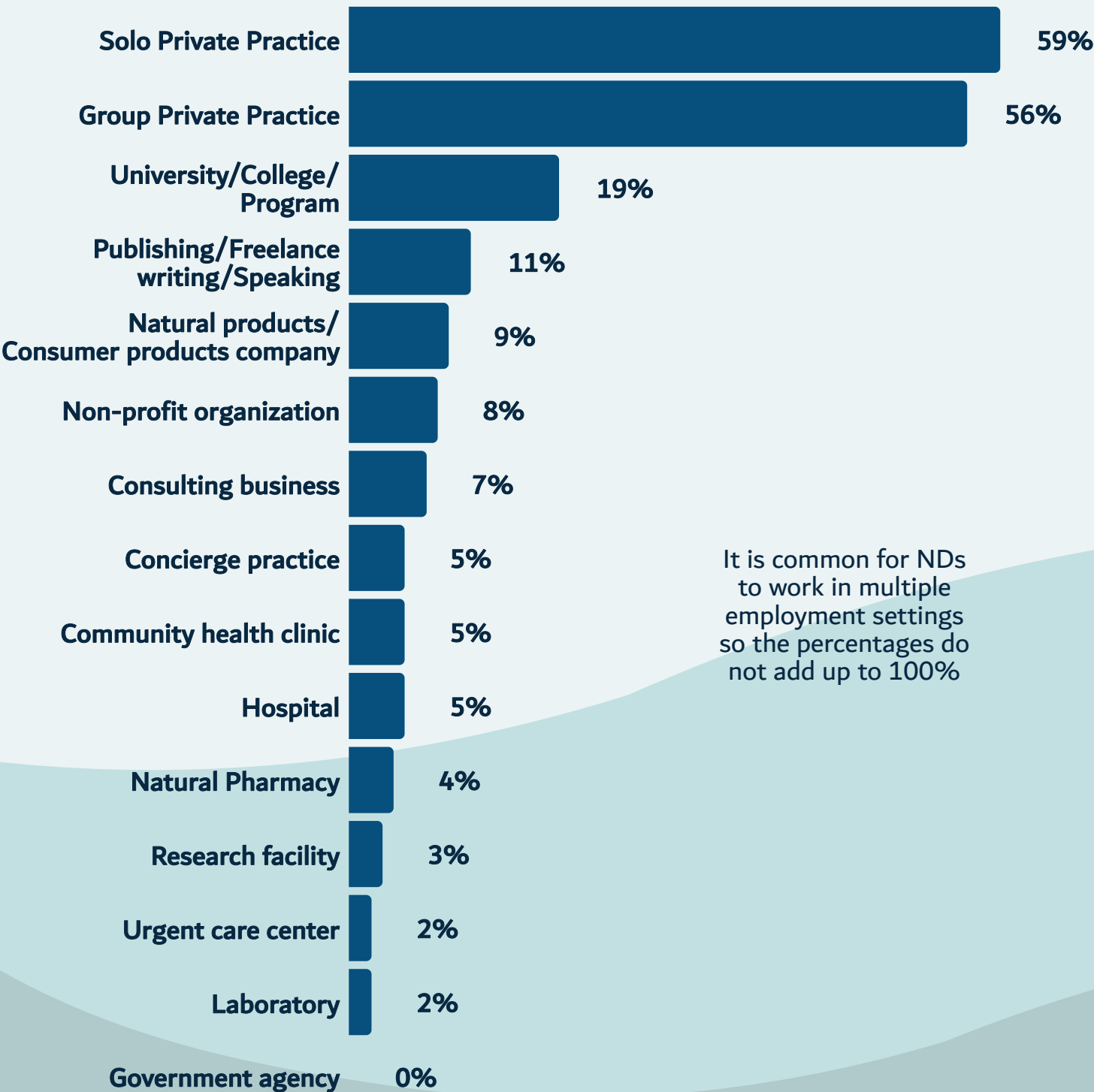
1. Students with advanced standing or prior credit may graduate in less than 4 years.
2. Dual degree tracks may take additional time for degree completion.

Advanced Degree(s)/Diploma(s) Held:



Employment Settings

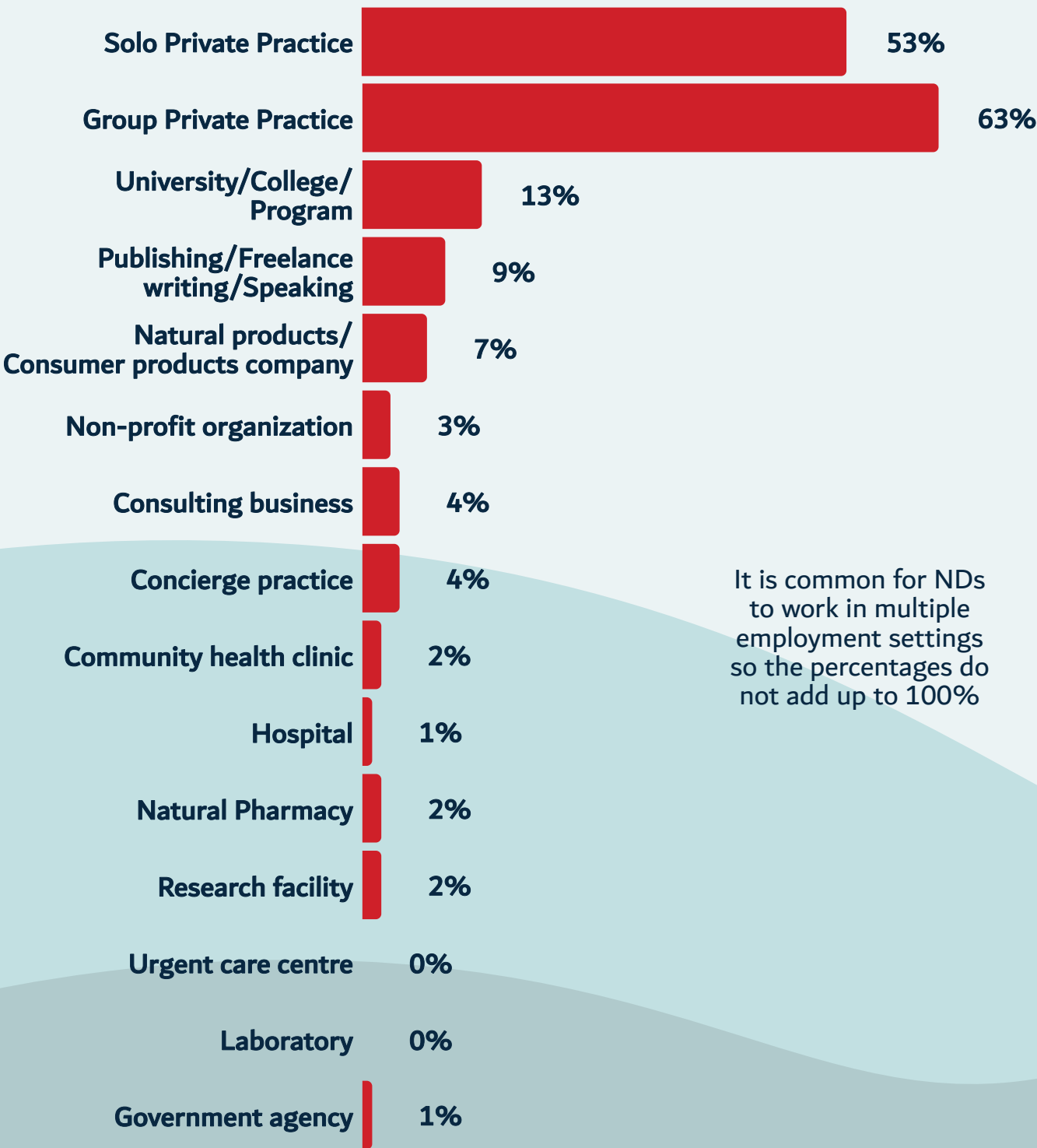
In the US, group and solo private practice were the most common employment settings. However, many graduates pursued other career paths as well.



It is common for NDs to work in multiple employment settings so the percentages do not add up to 100%

Employment Settings

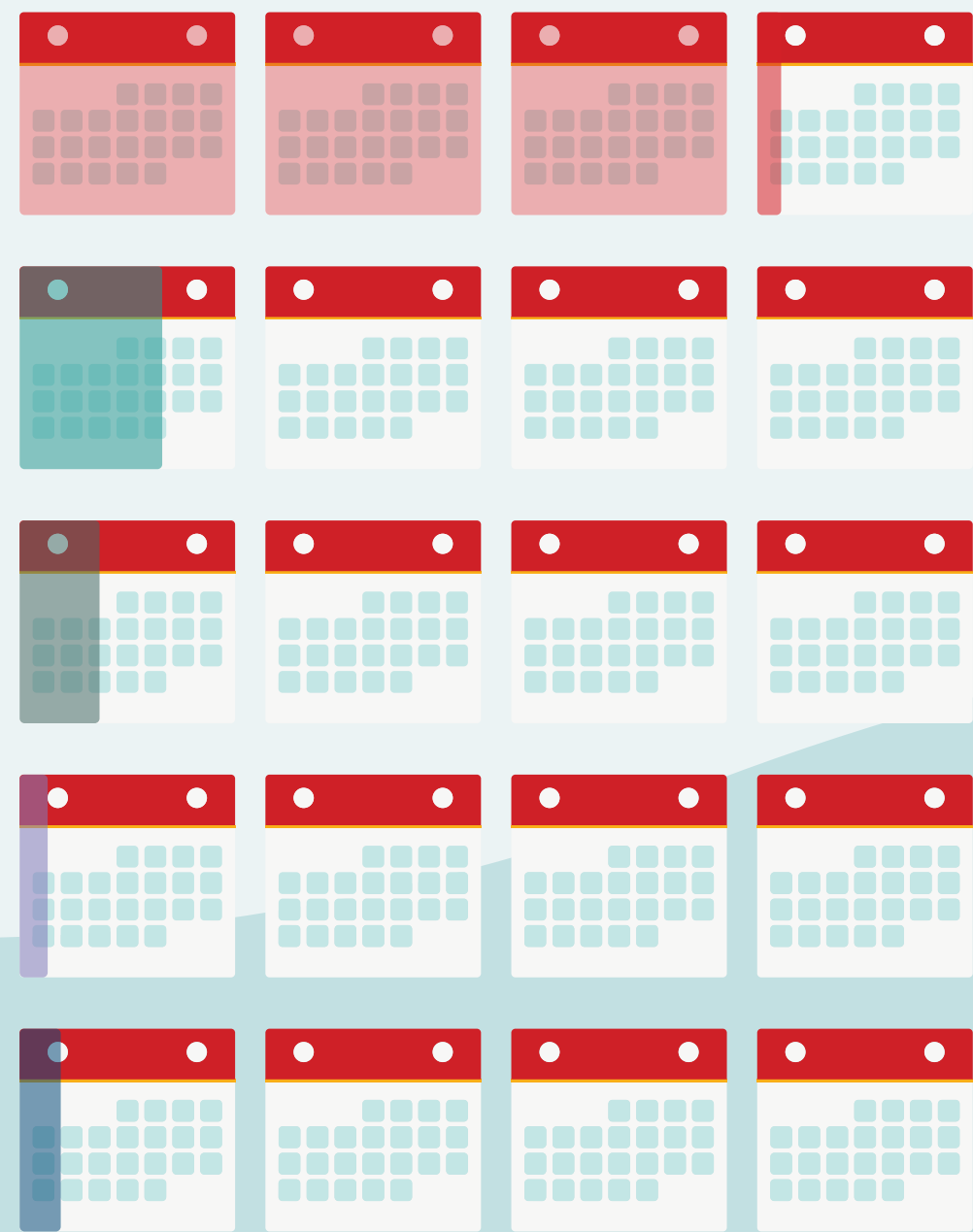
In Canada, group private practice is the most common employment setting. This is followed by solo private practice.



It is common for NDs to work in multiple employment settings so the percentages do not add up to 100%

Time to Employment

Nearly 4 in 5 participants reported that it took them less than 6 months to find employment related to their ND designation.



77% of alumni found work within 6 months

15% found work in 6-12 months

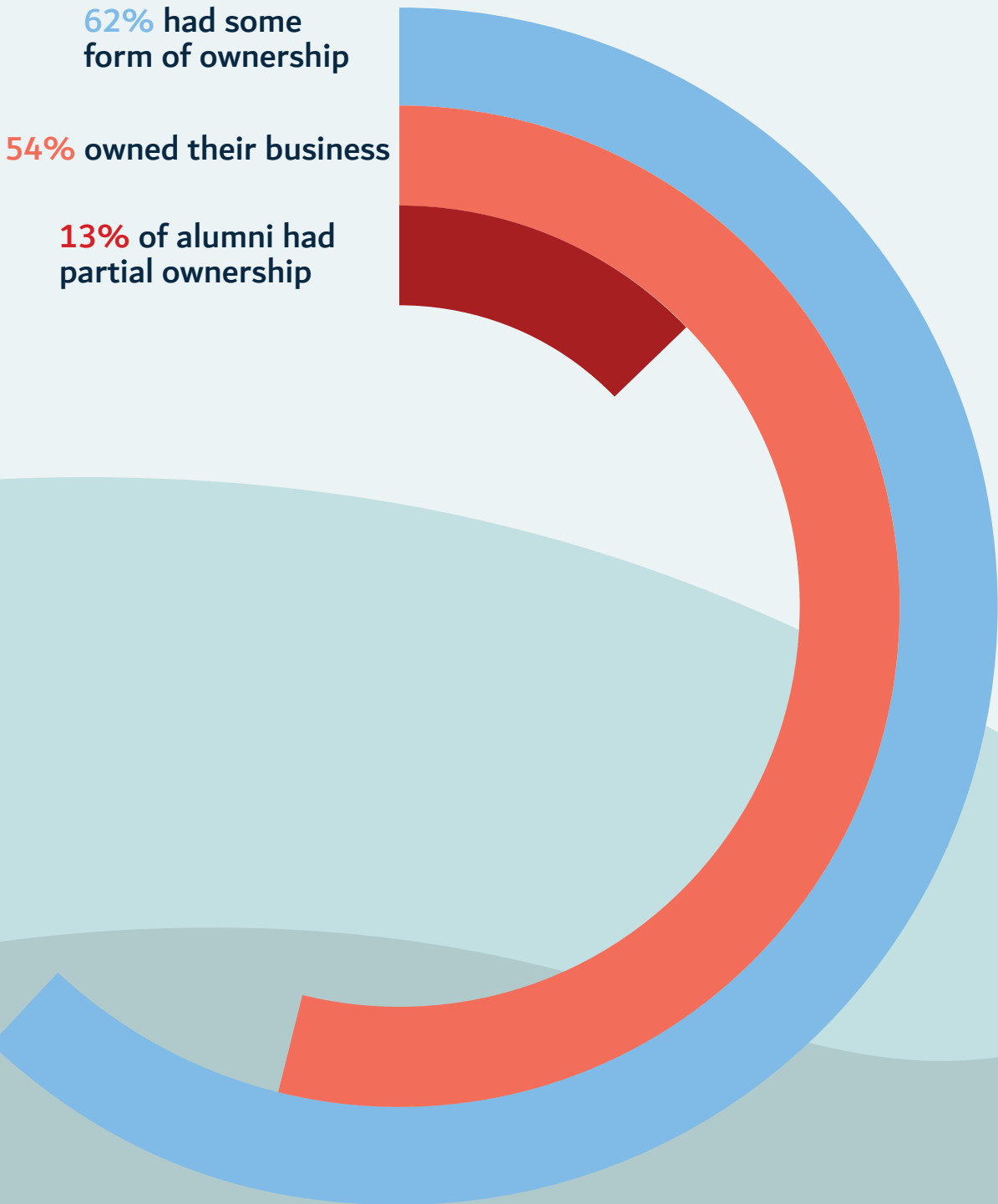
5% found work in 1-2 years

1% found work in 2-3 years

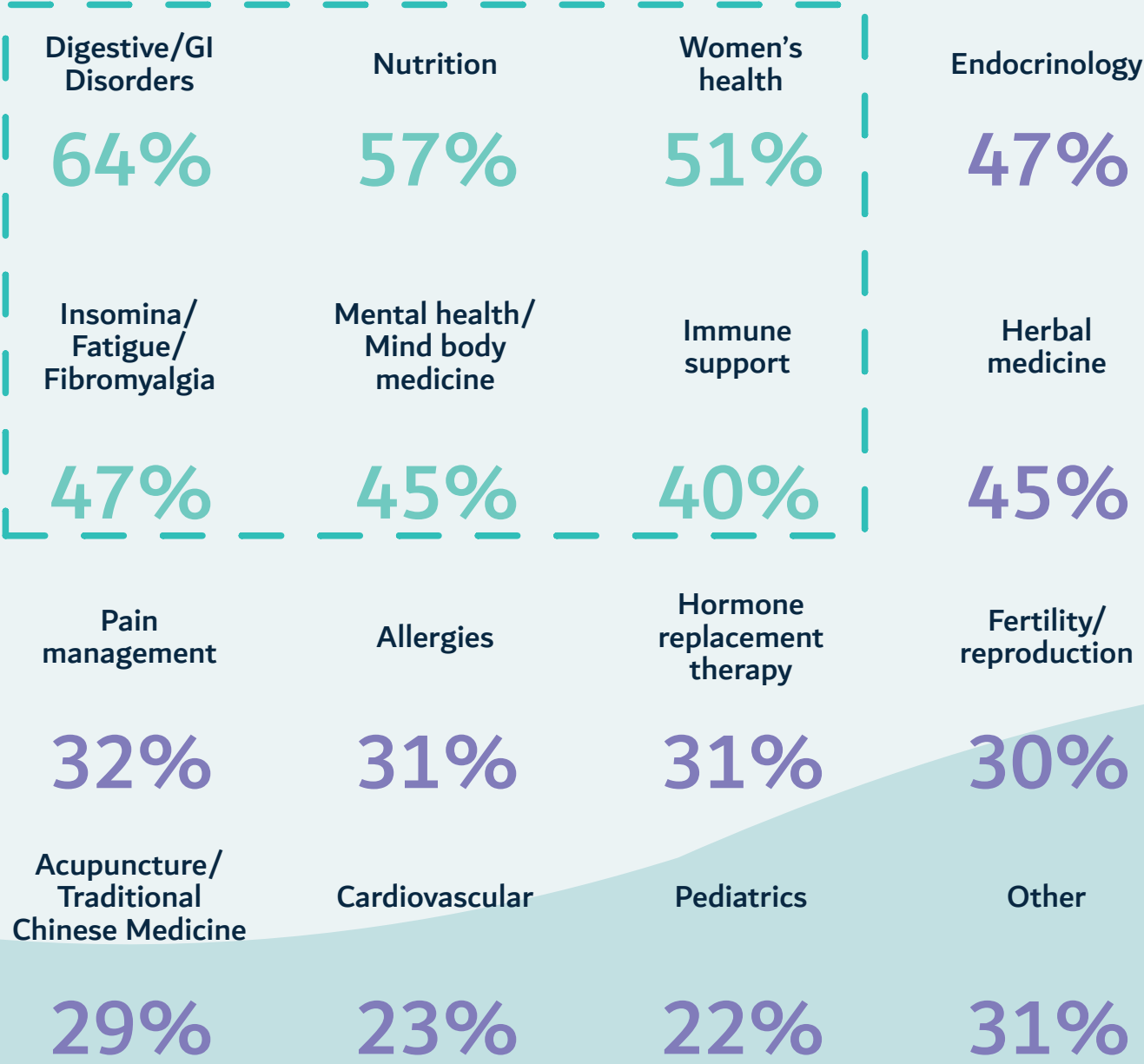
2% found work in 4+ years

Business Ownership

Over 50% of respondents were sole owners of one or more businesses.



Areas of Focus



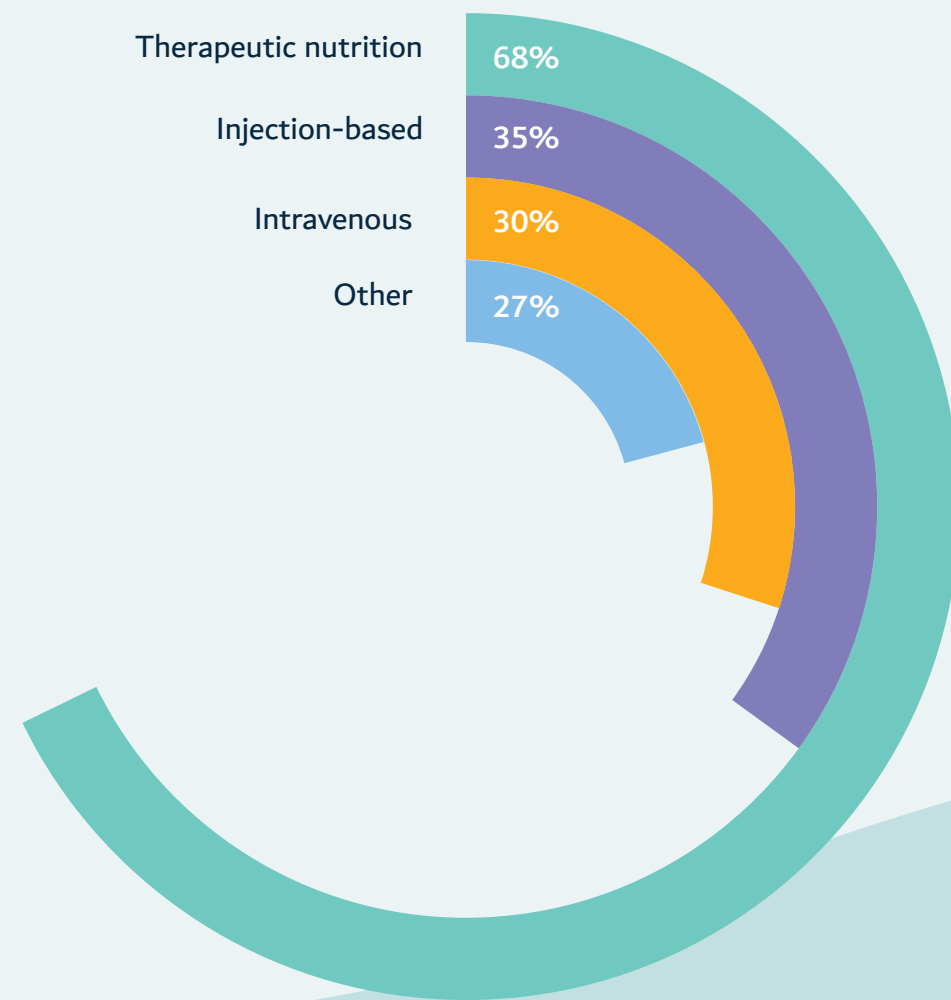
There is a strong relationship among the focus areas color-coded in green.
These areas are often practiced together.

Areas of Focus – ‘Other’

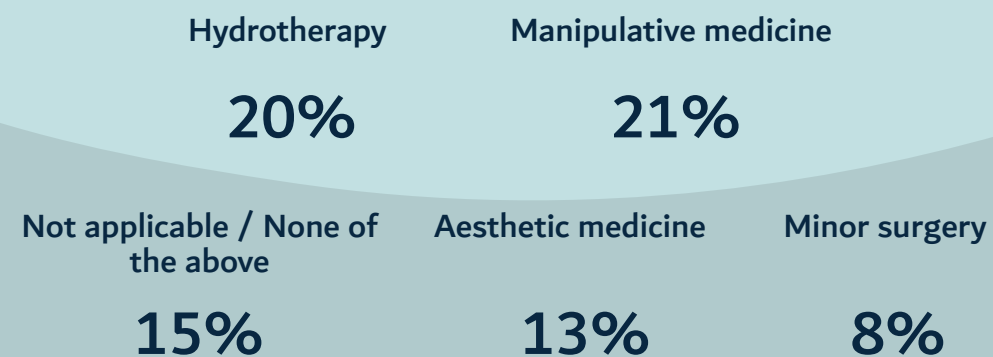
Some of the most common areas comprising the “Other” category are shown below. It is important to note that the largest category, “Oncology”, accounted for only 5% of all responses.



Services Offered



Additional Services Offered



Services Offered – ‘Other’

An additional wide range of services was offered under the “Other” category. The most common were “Acupuncture”, “Homeopathy”, “Botanical”, “Lifestyle Counseling”, “Bowen”, “Herbal Medicine” and “Craniosacral Therapy”.

It's important to note that the largest category, "Acupuncture", accounted for only 6% of all responses.

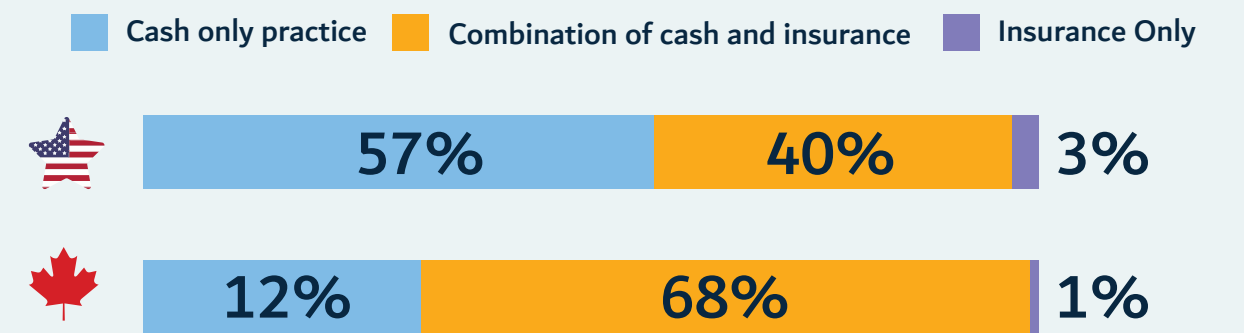


Hours per Week in Patient Care

21 hrs

American and Canadian NDs in full-time clinical practice spend at least 21 hours a week face-to-face with patients.

Reimbursement Model



Canadians are more likely than Americans to have a cash-insurance model. A chi-square test of independence showed that there was a significant association between country and practice reimbursement model at 0.05α.

Regulated vs Unregulated

21 hrs

Alumni practicing in regulated jurisdictions spend, on average, 21 hours a week with their patients.

17 hrs

Alumni practicing in non-regulated jurisdictions spend, on average, 17 hours a week with their patients.

51% Offer a Sliding Scale Payment Model

Americans are more likely than Canadians to offer a sliding scale payment model. A chi-square test of independence showed that there was a significant association between country and sliding scale payment model at 0.05α.



54%

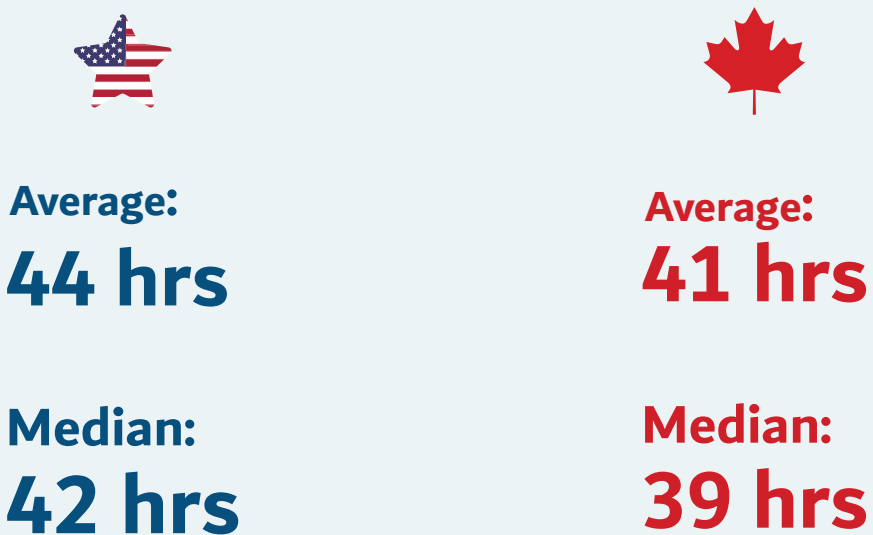


45%

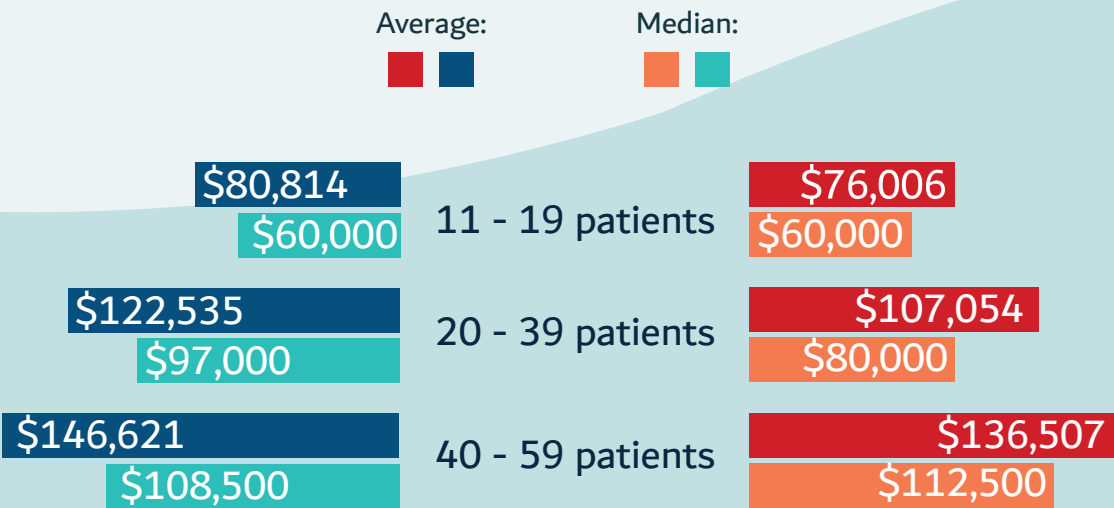
Annual Salary by Country



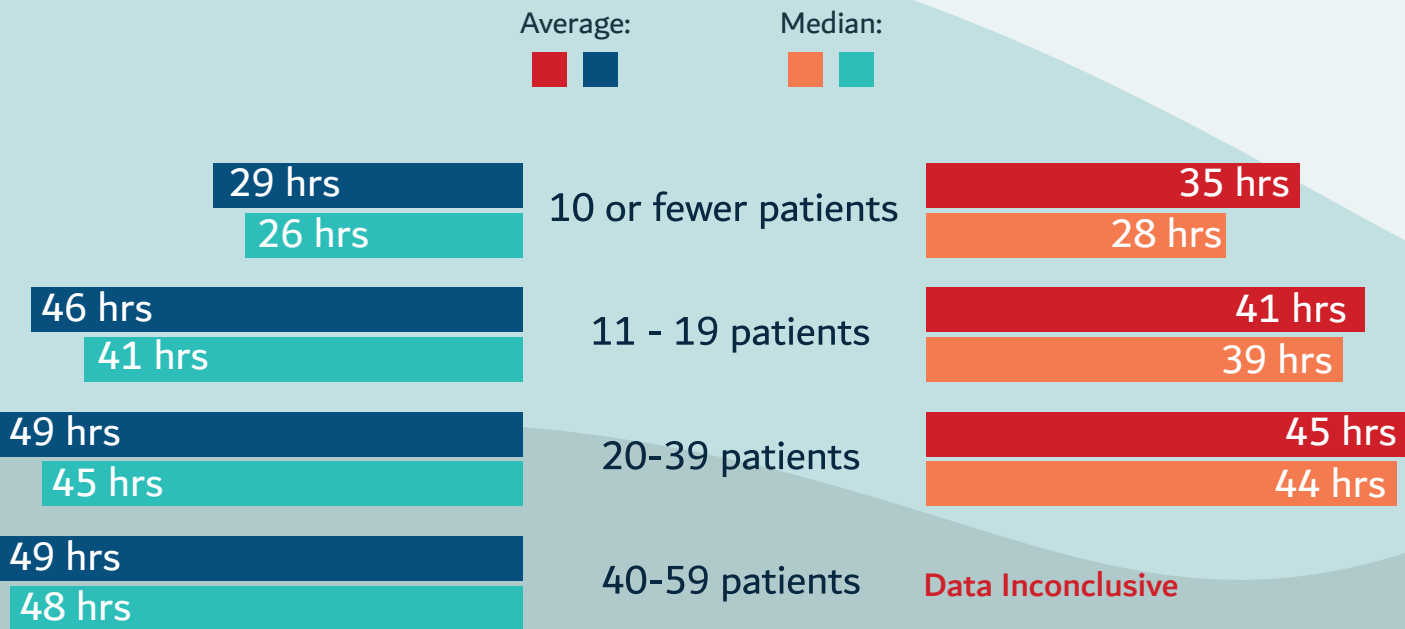
Average Total Time Worked



Full-Time Salary by Number of Patients per Week



Average Workload by Number of Patients per Week



Industry Comparisons (US Only)

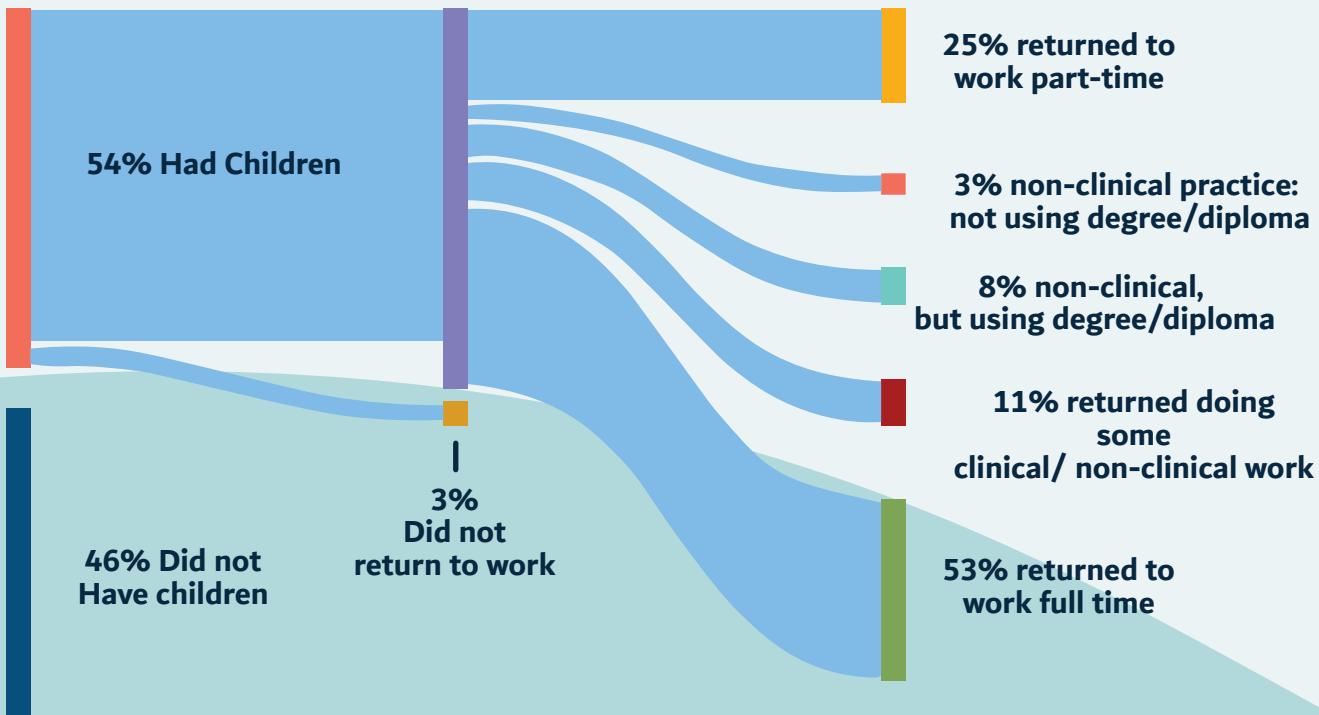
Average Full-Time Salary by Number of Patients per Week



Respondents with Children

Fifty-four percent (54%) of all respondents are parents. Most parents (95%) returned to work after having children.

Fifty-three percent (53%) of parents returned as full-time naturopathic physicians. A quarter of them returned in a part-time capacity.



Sources:

Acupuncturist: "2018 Masters Alumni Survey". Pacific College of Health and Science. "2017 Graduate Success". Oregon College of Oriental Medicine. Mar. 2017. Web. May. 6. 2020. <https://www.ocom.edu/images/pdf/Professional-Development_onesheet_030717.pdf>

Chiropractors: Fell, Hannah. "2018 Chiropractor Salary Survey". Chiropractic Economics. May. 25. 2018. Web. May 6. 2020. <<https://www.chiroeco.com/chiropractic-salary-expense-survey>> "Chiropractors: Occupational Outlook Handbook". Bureau of Labor Statistics (2019) Sept. 2019. Web. May.6. 2020<<https://www.bls.gov/ooh/healthcare/chiropractors.htm#tab-3>>

MDs/DOs: White, Brandi and Twiddy, David. "The State of Family Medicine: 2017". American Academy of Family Physicians. 24.1(2017):26-33. Web. May. 2020. <https://www.aafp.org/fpm/2017/0100/p26.html> "AACOM 2018-2019 Academic Year Graduating Seniors Survey". American Association of Colleges of Osteopathic Medicine. Dec. 2019. Web. May. 6. 2020. <https://www.aacom.org/docs/default-source/data-and-trends/aacom-2018-2019-academic-year-graduating-seniors-survey-summary-report.pdf?sfvrsn=b5310e97_4>

Methodology

Initial invitations were sent by the seven member schools to their alumni by email starting on November 25th, 2019. Institutions were encouraged to send at least one reminder each week. The survey remained open for just a little under a month before closing on December 17th, 2019.

In return for their participation in the survey, respondents were invited to submit their contact information for a chance to win one of seven gift cards valued at (1x) \$300 Amazon, (1x) \$100 PayPal, and (5x) \$50 PayPal.

Response Rates

Email invitations were sent to 7,302 member schools’ alumni. Once the survey was closed, a total of 1,215 responses were collected –a response rate of approximately 17%.

Margin of Error

The margin of error for this sample is +/- 3%.

Since it is impossible to survey all naturopathic medicine professionals, statisticians use a random sample to estimate the population parameters and then generalize the results of the sample to the larger group.

The margin of error, or standard error, is a statistical term used to measure the random fluctuations inherent in samples; the smaller the standard of error, the more accurate the measurement of the population or universe.

This study’s significance level of .05 carries with it a 95 percent confidence interval. The confidence interval is established as the likelihood that the same results would be achieved in a similar study, meaning that if we were to conduct this study 100 times, the same results, plus or minus the margin of error (3%), would occur 95 out of 100 times.

About Kai Analytics



We Understand Human Insight

Kai Analytics and Survey Research Inc. helps businesses understand their constituents through the analysis of text feedback. We leverage natural language processing and machine learning techniques to quickly clean, summarize and categorize thousands of customer feedback responses and reviews into major themes.

No software subscription or coding ability is required.

Just unbiased insights, naturally and effectively.

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