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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.

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.
Alumni Statistics

Alumni Gender Distribution

- 74% of graduating students were female
- 23% were male
- 2% wished not to identify
- 1% chose to identify as other

The average age upon graduation was: 32
The median age upon graduation was: 30

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

- 66% did not hold an additional advanced degree/diploma on top of their ND designation
- 34% held at least one additional advanced degree/diploma

Time to Graduate

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

- 9% graduated in less than 4 years\(^1\)
- 64% graduated in 4 years
- 23% graduated in 5 years
- 3% graduated in 6 years\(^2\)
- 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.
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.

- Solo Private Practice: 59%
- Group Private Practice: 56%
- University/College/Program: 19%
- Publishing/Freelance writing/Speaking: 11%
- Natural products/Consumer products company: 9%
- Non-profit organization: 8%
- Consulting business: 7%
- Concierge practice: 5%
- Community health clinic: 5%
- Hospital: 5%
- Natural Pharmacy: 4%
- Research facility: 3%
- Urgent care center: 2%
- Laboratory: 2%
- Government agency: 0%

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.

- Solo Private Practice: 53%
- Group Private Practice: 63%
- University/College/Program: 13%
- Publishing/Freelance writing/Speaking: 9%
- Natural products/Consumer products company: 7%
- Non-profit organization: 3%
- Consulting business: 4%
- Concierge practice: 4%
- Community health clinic: 2%
- Hospital: 1%
- Natural Pharmacy: 2%
- Research facility: 2%
- Urgent care centre: 0%
- Laboratory: 0%
- Government agency: 1%

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.

- 62% had some form of ownership
- 54% owned their business
- 13% of alumni had partial ownership
### Areas of Focus

<table>
<thead>
<tr>
<th>Digestive/GI Disorders</th>
<th>Nutrition</th>
<th>Women's Health</th>
<th>Endocrinology</th>
</tr>
</thead>
<tbody>
<tr>
<td>64%</td>
<td>57%</td>
<td>51%</td>
<td>47%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Insomnia/Fatigue/Mental health/Mind body</th>
<th>Immunesupport</th>
<th>medicineHerbal</th>
</tr>
</thead>
<tbody>
<tr>
<td>47%</td>
<td>45%</td>
<td>40%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fibromyalgia medicine</th>
<th>management</th>
<th>Pain Allergies replacement</th>
<th>Hormonetherapy</th>
<th>reproduction</th>
<th>Fertility</th>
</tr>
</thead>
<tbody>
<tr>
<td>47%</td>
<td>45%</td>
<td>40%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Acupuncture/Traditional</th>
<th>Cardiovascular</th>
<th>Pediatrics</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>32%</td>
<td>31%</td>
<td>31%</td>
<td>30%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Chinese Medicine</th>
<th>29%</th>
<th>23%</th>
<th>22%</th>
<th>31%</th>
</tr>
</thead>
</table>

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.

- Insomnia but not fibromyalgia
- Sexual health
- To be determined
- Prolo & PRP
- Menopause
- MCAS, Mold toxicity
- Colon hydrotherapy
- Fecal Transplant/Microbiome
- Water fasting
- Rheumatology
- Lifestyle medicine
- Naturopathy
- Spiritual healing

### General medicine

- Vitalist
- Naturopathy
- Nutrigenomics
- Environmental Medicine
- Kinesiology
- Gender transition
- IV therapy

### Functional Medicine

- Physical Medicine
- Infectious disease (incl: Lyme)
- Energy

### Pediatrics

- Neurology
- Geriatrics
- Do it all, no acupuncture
- anti aging
- Thyroid disorders
- metabolic syndrome
- Family medicine
- Neurology
Services Offered

1. Therapeutic nutrition: 68%
2. Injection-based: 35%
3. Intravenous: 30%
4. Other: 27%

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.

Additional Services Offered

- Hydrotherapy: 20%
- Manipulative medicine: 21%
- Not applicable / None of the above: 15%
- Aesthetic medicine: 13%
- Minor surgery: 8%
**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.

**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.

**Reimbursement Model**

<table>
<thead>
<tr>
<th></th>
<th>Cash only practice</th>
<th>Combination of cash and insurance</th>
<th>Insurance Only</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>United States</strong></td>
<td>57%</td>
<td>40%</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Canada</strong></td>
<td>12%</td>
<td>68%</td>
<td>1%</td>
</tr>
</tbody>
</table>

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.

**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.
### Annual Salary by Country

**USD**
- **Average:** $95,642
- **Median:** $70,000

**CAD**
- **Average:** $83,973
- **Median:** $60,000

### Average Total Time Worked

**USD**
- **Average:** 44 hrs
- **Median:** 42 hrs

**CAD**
- **Average:** 41 hrs
- **Median:** 39 hrs

### Full-Time Salary by Number of Patients per Week

<table>
<thead>
<tr>
<th>Number of Patients per Week</th>
<th>Average Salary</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 - 19 patients</td>
<td>$80,814</td>
<td>$76,006</td>
</tr>
<tr>
<td></td>
<td>$60,000</td>
<td></td>
</tr>
<tr>
<td>20 - 39 patients</td>
<td>$122,535</td>
<td>$107,054</td>
</tr>
<tr>
<td></td>
<td>$97,000</td>
<td></td>
</tr>
<tr>
<td>40 - 59 patients</td>
<td>$146,621</td>
<td>$136,507</td>
</tr>
<tr>
<td></td>
<td>$108,500</td>
<td></td>
</tr>
</tbody>
</table>

### Average Workload by Number of Patients per Week

<table>
<thead>
<tr>
<th>Number of Patients per Week</th>
<th>Average Hours</th>
<th>Median Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 - 19 patients</td>
<td>29 hrs</td>
<td>26 hrs</td>
</tr>
<tr>
<td>20 - 39 patients</td>
<td>46 hrs</td>
<td>41 hrs</td>
</tr>
<tr>
<td>40 - 59 patients</td>
<td>49 hrs</td>
<td>45 hrs</td>
</tr>
<tr>
<td>10 or fewer patients</td>
<td>35 hrs</td>
<td>28 hrs</td>
</tr>
<tr>
<td>11 - 19 patients</td>
<td>41 hrs</td>
<td>39 hrs</td>
</tr>
<tr>
<td>20-39 patients</td>
<td>45 hrs</td>
<td>44 hrs</td>
</tr>
<tr>
<td>40-59 patients</td>
<td>Data Inconclusive</td>
<td>44 hrs</td>
</tr>
</tbody>
</table>
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.
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 error, the more accurate the measurement of the population or universe.

This study’s significance level of 0.05 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.
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