

SALARY SURVEY OF LABORATORY ANIMAL VETERINARIANS



For the Year 2008



**American College of Laboratory Animal Medicine (ACLAM)
American Society of Laboratory Animal Practitioners (ASLAP)**

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Executive Summary: The purpose of these economic surveys is to assess the total annual professional income of laboratory animal veterinarians working in the United States, reflecting also the details and differences between different types of employment, job specifics and levels of experience and responsibility of professionals working in this field. It is repeated every three years under joint sponsorship of ACLAM and ASLAP. The results of this work have been used for a variety of purposes, including peer-comparisons of salary for recruitment and retention efforts by employers and for indirect indications of market place employment conditions of the laboratory animal veterinary medical specialty.

The 2008 survey questionnaire was developed based upon the experience of the Committee and the quantitative findings from previous economic studies for laboratory animal veterinarians. Specifically, the main set of characteristics known through multivariable regression models to be most predictive of professional income were included as survey variables.^{1,2} In addition, categories of fringe benefits paid by employers were also assessed since they are an important component of jobs and their pay structure. Some characteristics of laboratory animal veterinarians and their employers were not addressed in the current survey since they were not found to be significant predictors of salary in previous studies. However, these unmeasured factors may nonetheless be important for securing and succeeding in certain types of positions within the profession, and the results should be interpreted accordingly. Results were filtered to exclude all respondents when it could be determined that they were not primarily employed as laboratory animal veterinarians, were currently enrolled in a post-doctoral laboratory animal training program, residency, or fellowship, were working only part-time, were retired, or the respondent did not appropriately complete the survey (i.e., primary and secondary income and secondary hours). Total gross professional income (i.e., salary plus any bonuses) during 2008 from the respondent's primary employer were assessed, in addition to any secondary income (e.g., professional consulting income) in this field and various categories of fringe benefits made available in the compensation package.

Questionnaires for the 2008 survey were sent electronically to 1020 persons on 2/24/09, representing the combined ACLAM and ASLAP memberships, purging duplicate names. Email reminders were sent weekly to members who had not responded until the survey was closed on March 31, 2009, at which point 648 responses had been received (54.3% of total sent). Of all surveys returned, 534 respondents were eligible for inclusion in this report based on the filter questions noted above. The electronic survey and data analysis was performed using LimeSurvey software³ by the Economic Survey committee. Error checking of value ranges was done for each variable, and specific individual survey responses were double-checked for accuracy of specific responses. Results were summarized as a series of cross-tabulations to facilitate interpretation relative to key characteristics.

A table regarding primary employment income for each of the most recent five economic survey summaries is shown below. Overall, the average income from primary employment for laboratory animal veterinarians during 2008 was \$153,038, a rise of 14.4% from the previous reporting period. When the average overall income for 2005 was corrected for inflation to 2008 constant dollars (\$147,507) using the U.S. Bureau of Labor Statistics Site,⁴ average income rose 3.75% between 2005 and 2008. Secondary income, principally from professional consulting sources, was reported by 221 respondents, and averaged \$19,200 during 2008 (range \$50 to \$250,000), compared to \$16,698 (range \$50 to \$140,000) in 2005, an increase of 15.0% (4.3% inflation-adjusted) since the last survey. The average hourly rate for secondary income was \$177 for ACLAM diplomates and \$113 for non-ACLAM diplomates. During the period from December 2005 to December 2008, the Consumer Price Index for all urban consumers rose 6.8%.⁵

¹ Gehrke BC, Weigler BJ, Slattum MM. 2000. Professional income of laboratory animal veterinarians predicted by multiple regression analysis. *Journal of the American Veterinary Medical Association* 216:852-858.

² Weigler BJ, Slattum MM. 2001. Multivariable regression analysis and other findings from the 1999 joint ASLAP/ACLAM economic survey of laboratory animal veterinarians. *Contemporary Topics in Laboratory Animal Science* 40(5):9-13.

³ <http://www.limeservice.com/>

⁴ http://www.bls.gov/data/inflation_calculator.htm

⁵ <http://www.bls.gov/>

Professional Income From Primary Employment

	2008	2005	2002	1999	1992
Average gross professional salary or pay	\$153,038	\$133,803	\$117,240	\$99,095	\$74,480
Highest salary reported	\$438,000	\$360,000	\$374,016	\$735,000	\$300,000
Lowest salary reported	\$32,500	\$40,125	\$40,000	\$6,600	\$24,000

Report #1a: Academia
Primary Income by Employer, Job Title, Experience, and ACLAM Boards

Years Lab Animal Experience since DVM Degree

Job Title

		0-5	6-10	11-15	16-20	>20	
Faculty	ACLAM # Responses	3	18	18	16	30	
	Mean \$	109,200	129,319	149,102	150,266	178,640	
	Min \$	78,000	98,600	90,000	100,000	90,424	
	Max \$	147,600	228,750	244,238	239,000	270,000	
	Non-ACLAM # Responses	3	5	2	1	2	
	Mean \$	92,000	101,112	95,000	282,905	151,000	
	Min \$	90,000	53,000	85,000	282,905	129,000	
	Max \$	96,000	150,000	105,000	282,905	173,000	
	Administrative Staff	ACLAM # Responses	0	3	13	26	48
		Mean \$		118,318	154,871	167,421	170,319
Min \$			114,953	120,000	114,822	61,183	
Max \$			125,000	200,892	250,000	255,000	
Non-ACLAM # Responses		2	5	2	2	14	
Mean \$		109,500	105,000	125,000	115,002	159,589	
Min \$		98,000	72,000	125,000	100,003	104,000	
Max \$		121,000	150,000	125,000	130,000	264,922	
Clinical Staff		ACLAM # Responses	2	8	7	6	7
		Mean \$	106,740	108,634	126,000	133,000	116,138
	Min \$	103,480	76,954	96,000	120,000	103,000	
	Max \$	110,000	125,000	160,000	168,000	140,000	
	Non-ACLAM # Responses	10	6	1	3	4	
	Mean \$	81,441	97,104	108,000	93,190	115,308	
	Min \$	32,500	81,000	108,000	86,904	93,135	
	Max \$	110,000	140,000	108,000	102,000	149,424	

Years Lab Animal Experience since DVM Degree

		0-5	6-10	11-15	16-20	>20
Other Title						
ACLAM # Responses		1	1	2	1	3
Mean \$		153,000	135,000	127,000	106,166	158,034
Min \$		153,000	135,000	108,000	105,166	138,000
Max \$		153,000	135,000	147,000	105,166	190,000
Non-ACLAM # Responses						
Non-ACLAM # Responses		11	0	0	0	0
Mean \$		45,236				
Min \$		34,000				
Max \$		89,000				
Academia Overall						
ACLAM # Responses		6	30	40	49	88
Mean \$		115,680	122,909	145,854	156,334	168,427
Min \$		78,000	76,954	90,000	100,000	61,183
Max \$		153,000	228,750	244,238	250,000	270,000
Non-ACLAM # Responses						
Non-ACLAM # Responses		26	16	5	6	20
Mean \$		69,500	100,824	109,600	132,080	149,874
Min \$		32,500	53,000	85,000	86,904	93,135
Max \$		121,000	150,000	125,000	282,905	264,922

**Report #1b: Industry
Primary Income by Employer, Job Title, Experience, and ACLAM Boards**

Years Lab Animal Experience since DVM Degree

Job Title

	0-5	6-10	11-15	16-20	>20
Staff Veterinarian					
ACLAM # Responses	2	4	0	0	1
Mean \$	142,336	133,750			120,000
Min \$	136,000	125,000			120,000
Max \$	148,672	138,000			120,000
Non-ACLAM # Responses					
Non-ACLAM # Responses	7	2	0	0	1
Mean \$	99,857	120,500			110,000
Min \$	80,000	116,000			110,000
Max \$	131,000	125,000			110,000
Senior Staff Veterinarian					
ACLAM # Responses	0	2	3	4	5
Mean \$		115,000	153,667	172,000	165,180
Min \$		104,000	122,000	143,000	153,000
Max \$		126,000	189,000	230,000	176,900
Non-ACLAM # Responses					
Non-ACLAM # Responses	0	3	2	0	1
Mean \$		91,000	109,465		100,000
Min \$		75,000	89,000		100,000
Max \$		105,000	129,929		100,000
Associate Director or Equivalent					
ACLAM # Responses	1	3	3	5	2
Mean \$	120,000	185,333	166,088	169,400	203,500
Min \$	120,000	171,000	115,000	155,000	163,000
Max \$	120,000	205,000	213,265	200,000	244,000
Non-ACLAM # Responses					
Non-ACLAM # Responses	1	1	1	1	0
Mean \$	235,000	200,000	151,000	140,000	
Min \$	235,000	200,000	151,000	140,000	
Max \$	235,000	200,000	151,000	140,000	
Director or Equivalent					
ACLAM # Responses	1	4	13	14	13
Mean \$	121,000	182,000	219,308	197,530	203,321
Min \$	121,000	154,000	136,000	138,752	134,638
Max \$	121,000	220,000	280,000	280,000	299,367
Non-ACLAM # Responses					
Non-ACLAM # Responses	0	2	2	0	1
Mean \$		142,000	241,500		150,000
Min \$		120,000	136,000		150,000
Max \$		165,000	347,000		150,000

Years Lab Animal Experience since DVM Degree

Job Title

	0-5	6-10	11-15	16-20	>20
Senior Director or Higher					
ACLAM # Responses	0	0	1	7	12
Mean \$			210,000	245,286	281,761
Min \$			210,000	195,000	165,000
Max \$			210,000	307,000	438,000
Non-ACLAM # Responses					
ACLAM # Responses	0	0	0	0	0
Mean \$					
Min \$					
Max \$					
Other Title					
ACLAM # Responses	0	1	0	0	1
Mean \$		159,000			194,000
Min \$		159,000			194,000
Max \$		159,000			194,000
Non-ACLAM # Responses					
ACLAM # Responses	1	0	0	0	2
Mean \$	52,000				246,000
Min \$	52,000				192,000
Max \$	52,000				300,000
Industry Overall					
ACLAM # Responses	4	14	20	30	34
Mean \$	131,418	157,714	201,013	200,581	222,683
Min \$	120,000	104,000	115,000	138,752	120,000
Max \$	148,672	220,000	280,000	307,000	438,000
Non-ACLAM # Responses					
ACLAM # Responses	9	8	5	1	5
Mean \$	109,556	124,875	170,586	140,000	170,400
Min \$	52,000	75,000	89,000	140,000	100,000
Max \$	235,000	200,000	347,000	140,000	300,000

**Report #1c: Civil Service
Primary Income by Employer, Job Title, Experience, and ACLAM Boards**

<u>Job Title</u>		Years Lab Animal Experience since DVM Degree				
		0-5	6-10	11-15	16-20	>20
GS-13	ACLAM # Responses	0	0	0	0	0
	Mean \$					
	Min \$					
	Max \$					
	Non-ACLAM # Responses	2	0	0	0	0
	Mean \$	93,266				
	Min \$	88,000				
	Max \$	98,531				
GS-14	ACLAM # Responses	0	1	0	1	1
	Mean \$		110,000		128,000	125,000
	Min \$		110,000		128,000	125,000
	Max \$		110,000		128,000	125,000
	Non-ACLAM # Responses	0	0	1	2	0
	Mean \$			100,000	112,500	
	Min \$			100,000	110,000	
	Max \$			100,000	115,000	
GS-15	ACLAM # Responses	0	0	0	1	3
	Mean \$				155,000	144,519
	Min \$				155,000	129,557
	Max \$				155,000	160,000
	Non-ACLAM # Responses	0	0	0	0	0
	Mean \$					
	Min \$					
	Max \$					

Years Lab Animal Experience since DVM Degree

<u>Job Title</u>		0-5	6-10	11-15	16-20	>20
Other Titl						
ACLAM # Responses		0	1	3	4	8
Mean \$			143,000	161,512	161,401	171,661
Min \$			143,000	124,535	135,074	146,000
Max \$			143,000	186,000	181,000	220,000
Non-ACLAM # Responses						
		1	0	0	1	0
Mean \$		75,000			125,000	
Min \$		75,000			125,000	
Max \$		75,000			125,000	
Civil Service Overall						
ACLAM # Responses		0	2	3	6	12
Mean \$			126,500	161,512	154,767	160,987
Min \$			110,000	124,535	128,000	125,000
Max \$			143,000	186,000	181,000	220,000
Non-ACLAM # Responses						
		3	0	1	3	0
Mean \$		87,177		100,000	116,667	
Min \$		75,000		100,000	110,000	
Max \$		98,531		100,000	125,000	

**Report #1d: Uniformed Services
Primary Income by Employer, Job Title, Experience, and ACLAM Boards**

<u>Job Pay Grade</u>		Years Lab Animal Experience since DVM Degree					
		0-5	6-10	11-15	16-20	>20	
04	ACLAM # Responses	2	6	0	0	0	
	Mean \$	96,296	99,572				
	Min \$	72,092	82,292				
	Max \$	120,500	135,000				
	Non-ACLAM # Responses	0	2	0	0	0	
	Mean \$		77,005				
	Min \$		76,358				
	Max \$		77,652				
	05	ACLAM # Responses	0	1	8	0	0
		Mean \$		129,000	107,458		
Min \$			129,000	84,528			
Max \$			129,000	128,116			
Non-ACLAM # Responses		0	0	0	0	0	
Mean \$							
Min \$							
Max \$							
06		ACLAM # Responses	0	0	1	7	5
		Mean \$			140,340	119,964	136,707
	Min \$			140,340	99,745	112,222	
	Max \$			140,340	145,000	160,000	
	Non-ACLAM # Responses	0	0	0	0	1	
	Mean \$					143,300	
	Min \$					143,300	
	Max \$					143,300	
	Uniformed Services Overall	ACLAM # Responses	2	7	9	7	5
		Mean \$	96,296	103,776	111,112	119,964	136,707
Min \$		72,092	82,292	84,528	99,745	112,222	
Max \$		120,500	135,000	140,340	145,000	160,000	
Non-ACLAM # Responses		0	2	0	0	1	
Mean \$			77,005			143,000	
Min \$			76,358			143,000	
Max \$			77,652			143,000	

**Report #1e: Non-Profit Institution or Hospital
Primary Income by Employer, Job Title, Experience, and ACLAM Boards**

Years Lab Animal Experience since DVM Degree

Job Title

		0-5	6-10	11-15	16-20	>20
Faculty						
ACLAM	# Responses	0	2	0	2	4
	Mean \$		121,902		180,500	232,500
	Min \$		94,000		126,000	110,000
	Max \$		149,803		235,000	350,000
Non-ACLAM	# Responses	0	0	0	1	0
	Mean \$				130,000	
	Min \$				130,000	
	Max \$				130,000	
Administrator						
ACLAM	# Responses	0	0	5	6	6
	Mean \$			194,235	178,458	177,333
	Min \$			107,448	154,000	135,000
	Max \$			282,188	200,000	210,000
Non-ACLAM	# Responses	0	0	0	1	1
	Mean \$				157,000	188,000
	Min \$				157,000	188,000
	Max \$				157,000	188,000
Staff						
ACLAM	# Responses	1	2	1	3	2
	Mean \$	147,000	118,693	110,000	152,667	153,400
	Min \$	147,000	84,385	110,000	130,000	147,000
	Max \$	147,000	153,000	110,000	188,000	159,800
Non-ACLAM	# Responses	1	1	0	1	0
	Mean \$	85,000	109,000		100,000	
	Min \$	85,000	109,000		100,000	
	Max \$	85,000	109,000		100,000	

Years Lab Animal Experience since DVM Degree

Job Title

	0-5	6-10	11-15	16-20	>20
Other Type					
ACLAM # Responses	0	0	1	1	2
Mean \$			212,727	212,000	234,398
Min \$			212,727	212,000	205,000
Max \$			212,727	212,000	263,796
Non-ACLAM # Responses	0	0	0	0	0
Mean \$					
Min \$					
Max \$					
Non-Profit Institution/Hospital Overall					
ACLAM # Responses	1	4	7	12	14
Mean \$	147,000	120,297	184,843	175,146	197,828
Min \$	147,000	84,385	107,448	126,000	110,000
Max \$	147,000	153,000	282,188	235,000	350,000
Non-ACLAM # Responses	1	1	0	3	1
Mean \$	85,000	109,000		129,000	188,000
Min \$	85,000	109,000		100,000	188,000
Max \$	85,000	109,000		157,000	188,000

**Report #1f: Self-Employed Consultants and Other Employer Types
Primary Income by Employer, Job Title, Experience, and ACLAM Boards**

Years Lab Animal Experience since DVM Degree

Overall		0-5	6-10	11-15	16-20	>20
ACLAM	# Responses	0	0	0	0	2
	Mean \$					236,062
	Min \$					160,000
	Max \$					312,124
Non-ACLAM	# Responses	0	0	0	0	0
	Mean \$					
	Min \$					
	Max \$					

**Report #2:
Primary Income by Employer Type, Persons Supervised, and ACLAM Boards**

Number of Persons Supervised by Veterinarian

Type of Institution	None	1-10	11-25	26-50	51-75	Overall
Academia						
ACLAM # Responses	12	87	43	33	16	213
Mean \$	124,261	134,803	155,246	166,126	179,771	153,509
Min \$	61,183	76,954	96,868	114,822	143,000	61,183
Max \$	160,000	240,000	255,000	217,000	230,000	270,000
Non-ACLAM # Responses	23	27	12	4	2	73
Mean \$	76,712	98,166	135,061	127,000	161,500	106,276
Min \$	32,500	37,000	70,414	98,000	120,000	32,500
Max \$	200,000	149,424	282,905	150,000	203,000	282,905
Industry						
ACLAM # Responses	8	54	13	19	2	102
Mean \$	166,658	177,783	194,330	226,724	249,569	199,437
Min \$	137,000	104,000	150,000	136,000	225,000	104,000
Max \$	213,265	285,000	231,000	299,367	274,138	438,000
Non-ACLAM # Responses	10	15	1	1	1	28
Mean \$	118,893	128,200	235,000	136,000	347,000	136,783
Min \$	52,000	75,000	235,000	136,000	347,000	52,000
Max \$	300,000	200,000	235,000	136,000	347,000	347,000
Civil Service						
ACLAM # Responses	1	14	4	3	1	23
Mean \$	158,000	154,185	153,750	164,126	174,000	156,434
Min \$	158,000	124,535	125,000	110,000	174,000	110,000
Max \$	158,000	186,000	197,000	220,000	174,000	220,000
Non-ACLAM # Responses	4	3	0	0	0	7
Mean \$	97,000	107,844				101,648
Min \$	75,000	98,531				75,000
Max \$	125,000	115,000				125,000
Uniformed Services						
ACLAM # Responses	1	15	8	1	4	30
Mean \$	100,400	122,088	108,759	105,000	108,943	114,744
Min \$	100,400	82,292	72,092	105,000	89,657	72,092
Max \$	100,400	160,000	156,315	105,000	128,116	160,000
Non-ACLAM # Responses	0	1	2	0	0	3
Mean \$		143,300	77,004			99,103
Min \$		143,300	76,358			76,358
Max \$		143,300	77,652			143,300

	None	1-10	11-25	26-50	51-75	Overall
Non-Profit Institution/Hospital						
ACLAM # Responses	2	10	7	10	6	38
Mean \$	138,500	149,189	182,046	179,900	180,673	178,775
Min \$	130,000	84,385	135,000	110,000	94,000	84,385
Max \$	147,000	210,000	263,796	295,000	210,000	350,000
Non-ACLAM # Responses	1	4	0	0	0	6
Mean \$	100,000	120,250				128,167
Min \$	100,000	85,000				85,000
Max \$	100,000	157,000				188,000
Self/Other Type						
ACLAM # Responses	1	1	0	0	0	2
Mean \$	160,000	312,000				236,062
Min \$	160,000	312,000				160,000
Max \$	160,000	312,000				312,124
Non-ACLAM # Responses	0	0	0	0	0	0
Mean \$						
Min \$						
Max \$						
Overall for Report #2						
ACLAM # Responses	26	183	76	66	29	413
Mean \$	139,762	149,199	159,745	184,641	174,803	164,675
Min \$	61,183	71,350	72,092	105,000	89,657	61,183
Max \$	213,265	312,124	263,796	299,367	274,138	438,000
Non-ACLAM # Responses	39	53	15	5	3	121
Mean \$	89,316	109,911	133,983	128,800	223,333	113,322
Min \$	32,500	37,000	70,414	98,000	120,000	32,500
Max \$	300,000	200,000	282,905	150,000	347,000	347,000

**Report #3:
Primary Income by Employer Type, Geographic Region, and ACLAM Boards**

Employer Type		Geographic Region					
		Northeast	South	Midwest	West	Other	
Academia	ACLAM	# Responses	50	75	54	32	2
		Mean \$	165,682	148,777	152,957	149,513	105,492
		Min \$	90,424	76,954	103,000	93,000	61,183
		Max \$	270,000	245,000	244,238	205,000	149,800
	Non-ACLAM	# Responses	13	16	23	16	5
		Mean \$	97,697	100,897	112,584	105,886	118,025
		Min \$	37,000	36,000	38,000	32,500	72,000
		Max \$	150,000	200,000	264,922	282,905	173,000
Industry	ACLAM	# Responses	62	7	19	12	2
		Mean \$	200,648	148,965	187,139	235,778	237,334
		Min \$	120,000	104,000	115,000	165,000	208,000
		Max \$	438,000	195,000	279,000	388,000	266,667
	Non-ACLAM	# Responses	10	4	10	2	2
		Mean \$	147,900	146,732	131,900	140,500	82,000
		Min \$	52,000	86,000	80,000	131,000	75,000
		Max \$	300,000	235,000	347,000	150,000	89,000
Civil Service	ACLAM	# Responses	15	6	0	2	0
		Mean \$	167,423	141,439		119,000	
		Min \$	124,534	125,000		110,000	
		Max \$	220,000	160,000		128,000	
	Non-ACLAM	# Responses	5	2	0	0	0
		Mean \$	99,306	107,500			
		Min \$	75,000	100,000			
		Max \$	125,000	115,000			
Uniformed Services	ACLAM	# Responses	24	3	1	1	1
		Mean \$	116,087	121,467	112,399	97,138	82,292
		Min \$	72,092	100,400	112,399	97,138	82,292
		Max \$	160,000	135,000	112,399	97,138	82,292

Uniformed Services (continued)

		Northeast	South	Midwest	West	Other
Non-ACLAM	# Responses	2	1	0	0	0
	Mean \$	110,476	76,358			
	Min \$	77,652	76,358			
	Max \$	143,300	76,358			
Non-Profit Institution/Hospital						
ACLAM	# Responses	10	12	5	11	0
	Mean \$	210,361	153,282	153,960	189,150	
	Min \$	147,000	84,385	135,000	107,448	
	Max \$	350,000	23,500	188,000	295,000	
Non-ACLAM	# Responses	0	2	3	1	0
	Mean \$		143,500	132,333	85,000	
	Min \$		130,000	100,000	85,000	
	Max \$		157,000	188,000	85,000	
Self/Other Type						
ACLAM	# Responses	1	0	0	1	0
	Mean \$	160,000			312,124	
	Min \$	160,000			312,124	
	Max \$	160,000			312,124	
Non-ACLAM	# Responses	0	0	0	0	0
	Mean \$					
	Min \$					
	Max \$					
Overall for Report #3						
ACLAM	# Responses	165	104	79	60	5
	Mean \$	173,700	148,393	160,728	174,194	153,588
	Min \$	71,350	76,953	103,000	93,000	61,183
	Max \$	438,000	245,000	279,000	388,000	266,667
Non-ACLAM	# Responses	30	27	36	21	7
	Mean \$	115,551	110,875	119,595	104,390	107,732
	Min \$	37,000	36,000	38,000	32,500	72,000
	Max \$	300,000	235,000	347,000	282,905	173,000

Northeast Region:	DC, DE, CT, MA, ME, MD, NH, NJ, NY, PA, RI, VT
Southern Region:	AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, OK, TX, VA, WV
Midwestern Region:	IA, IL, IN, KS, MI, MN, MO, NE, ND, OH, SD, WI
Western Region:	AZ, CA, CO, ID, MT, NM, NV, OR, UT, WA, WY
Other Region:	AK, HI, or outside U.S.A.

**Report # 4:
Secondary Income by Employer, Geographic Region, and ACLAM Boards**

Geographic Region

Employer Type

		Northeast	South	Midwest	West	Other
Academia						
ACLAM	# Responses	32	35	25	20	1
	Mean \$	25,554	11,961	19,908	21,108	7,500
	Min \$	50	600	1,000	500	7,500
	Max \$	180,000	92,000	215,000	160,000	7,500
Non-ACLAM	# Responses	3	11	9	7	0
	Mean \$	7,600	11,535	17,206	18,753	
	Min \$	2,000	150	250	500	
	Max \$	16,000	35,000	108,000	55,774	
Industry						
ACLAM	# Responses	15	2	9	2	1
	Mean \$	15,327	12,000	17,317	2,750	2,000
	Min \$	300	1,000	550	500	2,000
	Max \$	60,000	23,000	120,000	5,000	2,000
Non-ACLAM	# Responses	2	1	2	1	0
	Mean \$	126,500	25,000	5,000	64,000	
	Min \$	3,000	25,000	5,000	64,000	
	Max \$	250,000	25,000	5,000	64,000	
Civil Service						
ACLAM	# Responses	2	3	0	0	0
	Mean \$	1,900	13,400			
	Min \$	1,000	1,200			
	Max \$	2,800	27,000			
Non-ACLAM	# Responses	1	1	0	0	0
	Mean \$	5,000	11,000			
	Min \$	5,000	11,000			
	Max \$	5,000	11,000			
Uniformed Services						
ACLAM	# Responses	5	1	0	0	0
	Mean \$	2,077	145,000			
	Min \$	500	145,000			
	Max \$	7,000	145,000			

Uniformed Services (continued)

		Northeast	South	Midwest	West	Other
Non-ACLAM	# Responses	0	0	0	0	0
	Mean \$					
	Min \$					
	Max \$					
Non-Profit Institution/Hospital						
ACLAM	# Responses	9	8	0	6	0
	Mean \$	22,442	14,750		14,667	
	Min \$	3,000	1,000		500	
	Max \$	65,000	40,000		40,000	
Non-ACLAM	# Responses	0	1	0	0	0
	Mean \$		2,000			
	Min \$		2,000			
	Max \$		2,000			
Self/Other Type						
ACLAM	# Responses	2	1	0	1	0
	Mean \$	34,950	600		120,000	
	Min \$	4,200	600		120,000	
	Max \$	65,700	600		120,000	
Non-ACLAM	# Responses	0	1	0	1	0
	Mean \$		20,000		20,000	
	Min \$		20,000		20,000	
	Max \$		20,000		20,000	
Overall for Report #4						
ACLAM	# Responses	65	50	34	29	2
	Mean \$	20,518	14,929	19,222	21,919	4,750
	Min \$	50	600	550	500	2,000
	Max \$	180,000	145,000	215,000	160,000	7,500
Non-ACLAM	# Responses	6	15	11	9	0
	Mean \$	46,800	12,326	14,986	23,919	
	Min \$	2,000	150	250	500	
	Max \$	250,000	35,000	108,000	160,000	

**Report #5:
Total Hours Worked During 2008 for Secondary Professional Income**

Employer Type		Geographic Region				
		Northeast	South	Midwest	West	Other
Academia						
ACLAM	# Responses	32	35	25	20	1
	Mean hours	111	99	83	129	43
	Min hours	2	6	2	8	43
	Max hours	400	750	400	700	43
Non-ACLAM	# Responses	3	11	9	7	0
	Mean hours	76	178	94	178	
	Min hours	18	4	5	5	
	Max hours	160	780	232	500	
Industry						
ACLAM	# Responses	15	2	9	2	1
	Mean hours	170	77	45	25	400
	Min hours	5	4	4	20	400
	Max hours	1,040	150	125	30	400
Non-ACLAM	# Responses	2	1	2	1	0
	Mean hours	1,013	300	70	360	
	Min hours	25	300	40	360	
	Max hours	2,000	300	100	360	
Civil Service						
ACLAM	# Responses	2	3	0	0	0
	Mean hours	41	37			
	Min hours	25	12			
	Max hours	56	80			
Non-ACLAM	# Responses	1	1	0	0	0
	Mean hours	20	47			
	Min hours	20	47			
	Max hours	20	47			
Uniformed Services						
ACLAM	# Responses	5	1	0	0	0
	Mean hours	39	200			
	Min hours	4	200			
	Max hours	120	200			

Uniformed Services (continued)

		Northeast	South	Midwest	West	Other
Non-ACLAM	# Responses	0	0	0	0	0
	Mean hours					
	Min hours					
	Max hours					
Non-Profit Institution/Hospital						
ACLAM	# Responses	9	8	0	6	0
	Mean hours	123	84		85	
	Min hours	20	16		1	
	Max hours	240	200		200	
Non-ACLAM	# Responses	0	1	0	0	0
	Mean hours		80			
	Min hours		80			
	Max hours		80			
Self/Other Type						
ACLAM	# Responses	2	1	0	1	0
	Mean hours	432	32		50	
	Min hours	32	32		50	
	Max hours	832	32		50	
Non-ACLAM	# Responses	0	1	0	1	0
	Mean hours		120		130	
	Min hours		120		130	
	Max hours		120		130	
Overall for Report #5						
ACLAM	# Responses	65	50	34	29	0
	Mean hours	129	93	73	110	
	Min hours	2	4	2	1	
	Max hours	1,040	750	400	700	
Non-ACLAM	# Responses	6	15	11	9	2
	Mean hours	379	167	89	193	222
	Min hours	18	4	5	5	43
	Max hours	2,000	780	232	500	400

**Report #6:
Combined Primary and Secondary Income by Employer Type and Geographic Region**

Employer Type		Geographic Region				
		Northeast	South	Midwest	West	Other
Academia						
ACLAM	# Responses	50	75	54	32	2
	Mean \$	182,036	154,359	162,174	162,706	109,242
	Min \$	90,474	76,954	104,480	98,600	61,183
	Max \$	350,000	281,000	430,000	336,000	157,300
Non-ACLAM	# Responses	13	16	23	16	5
	Mean \$	99,451	108,827	119,317	114,091	118,025
	Min \$	37,000	36,000	38,000	34,000	72,000
	Max \$	150,000	225,000	273,922	283,405	173,000
Industry						
ACLAM	# Responses	62	7	19	12	2
	Mean \$	204,356	152,393	195,341	236,237	238,334
	Min \$	120,000	104,000	134,638	170,000	210,000
	Max \$	438,000	195,000	279,000	388,000	266,667
Non-ACLAM	# Responses	10	4	10	2	2
	Mean \$	173,200	152,982	132,900	172,500	82,000
	Min \$	52,000	86,000	80,000	131,000	75,000
	Max \$	442,000	260,000	352,000	214,000	89,000
Civil Service						
ACLAM	# Responses	15	6	0	2	0
	Mean \$	167,677	148,139		119,000	
	Min \$	124,535	129,557		110,000	
	Max \$	220,000	167,000		128,000	
Non-ACLAM	# Responses	5	2	0	0	0
	Mean \$	100,306	113,000			
	Min \$	75,000	110,000			
	Max \$	125,000	115,000			
Uniformed Services						
ACLAM	# Responses	24	3	1	1	1
	Mean \$	116,519	169,800	112,399	97,138	82,292
	Min \$	72,092	100,400	112,399	97,138	82,292
	Max \$	160,000	274,000	112,399	97,138	82,292

Uniformed Services (continued)

		Northeast	South	Midwest	West	Other
Non-ACLAM	# Responses	2	1	0	0	0
	Mean \$	110,476	76,358			
	Min \$	77,652	76,358			
	Max \$	143,300	76,358			
Non-Profit Institution/Hospital						
ACLAM	# Responses	10	12	5	11	0
	Mean \$	230,558	163,115	153,960	197,150	
	Min \$	155,000	84,385	135,000	107,448	
	Max \$	362,000	243,000	188,000	300,000	
Non-ACLAM	# Responses	0	2	3	1	0
	Mean \$		144,500	132,333	85,000	
	Min \$		132,000	100,000	85,000	
	Max \$		157,000	188,000	85,000	
Self/Other Type						
ACLAM	# Responses	4	1	0	1	0
	Mean \$	151,313	180,000		271,062	
	Min \$	114,000	180,000		230,000	
	Max \$	194,200	180,000		312,124	
Non-ACLAM	# Responses	0	2	0	2	0
	Mean \$		117,000		76,000	
	Min \$		115,000		42,000	
	Max \$		119,000		110,000	
Overall for Report #6						
ACLAM	# Responses	164	104	79	60	5
	Mean \$	181,784	155,570	169,001	184,789	155,488
	Min \$	72,092	76,954	104,480	97,138	61,183
	Max \$	438,000	281,000	430,000	388,000	266,667
Non-ACLAM	# Responses	30	27	36	21	7
	Mean \$	124,911	117,723	124,175	114,641	107,732
	Min \$	37,000	36,000	38,000	34,000	72,000
	Max \$	442,000	260,000	352,000	283,405	173,000

**Report #7:
Percentage of Veterinarians Receiving Various Employer-Paid Benefits**

Totals do not sum to 100% since multiple types of benefits are paid by each employer.

Type of Employer

Type of Fringe Benefit

	Academia	Industry	Civil Service	Uniformed Services
Employer-paid life insurance	74.0%	85.0%	50.0%	42.0%
Employer-paid disability insurance	60.0%	82.0%	43.0%	39.0%
Subsidized or paid medical insurance	94.0%	95.0%	90.0%	100.0%
Subsidized or paid dental insurance	84.0%	92.0%	43.0%	97.0%
Deferred salary	15.0%	26.0%	13.0%	6.0%
Pension plan	40.0%	54.0%	87.0%	97.0%
Employer-paid/contributed 401k or 403b	72.0%	97.0%	83.0%	0.0%
Automobile (company car or allowance)	1.0%	5.0%	3.0%	0.0%
Employer-paid continuing education costs	74.0%	81.0%	67.0%	82.0%
Professional association dues and publications	76.0%	94.0%	27.0%	15.0%
Profit sharing/stock options or purchase plan	1.0%	78.0%	0.0%	6.0%
Number of responses	286	130	30	33

Type of Fringe Benefit

	Non-Profit & Hospital	Self	Other Type
Employer-paid life insurance	84.0%	0.0%	67.0%
Employer-paid disability insurance	68.0%	0.0%	56.0%
Subsidized or paid medical insurance	98.0%	0.0%	100.0%
Subsidized or paid dental insurance	95.0%	0.0%	100.0%
Deferred salary	16.0%	0.0%	44.0%
Pension plan	36.0%	50.0%	11.0%
Employer-paid/contributed 401k or 403b	82.0%	0.0%	89.0%
Automobile (company car or allowance)	0.0%	50.0%	0.0%
Employer-paid continuing education costs	86.0%	50.0%	67.0%
Professional association dues and publications	89.0%	50.0%	78.0%
Profit sharing/stock options or purchase plan	0.0%	50.0%	22.0%
Number of responses	44	2	9