

SALARY SURVEY OF LABORATORY ANIMAL VETERINARIANS



For the Year 2005



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

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April, 2006

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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 2005 survey questionnaire was developed based upon the experience of the Co-Chairs 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 2005 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 2005 survey were mailed to 1062 persons on 2/13/06, representing the combined ACLAM and ASLAP memberships purging duplicate names. Post-card reminders were sent to members on 3/1/06, and an email reminder was also sent to all persons in the ACLAM and ASLAP email distribution lists. The original due date for returning the questionnaire was 3/15/06 and the amended cut-off date for receipt of completed surveys was 3/24/06, at which point 577 responses had been received (54.3% of total sent). Of all surveys returned, 476 respondents were eligible for inclusion in this report based on the filter questions noted above. Survey mail out, receipt, coding, data entry, and descriptive cross-table summaries were done by Rosenberg & Associates, LLC of Cherry Hill, NJ under the guidance of the committee Co-Chairs. 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 four economic survey summaries is shown below. Overall, the average income from primary employment for laboratory animal veterinarians during 2005 was \$133,803, a rise of 14.1% from the previous reporting period. When the average overall income for 2002 was corrected for inflation to 2005 constant dollars (\$127,276) using Federal Reserve Bank of Minneapolis Site,³ average income rose 5.13% between 2002 and 2005 while U.S. inflation based upon the consumer price index for urban consumers⁴ rose only about 5.51% during the same period. Secondary income, principally from professional consulting sources, averaged \$16,698 during 2005 (range \$50 to \$140,000), compared to \$20,011 (range \$150 to \$195,000) in 2002, a decrease of 16.6% (23.1% inflation-adjusted) since the last survey.

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://woodrow.mpls.frb.fed.us/research/data/us/calc/> (used Federal Reserve Bank of Minneapolis Site)

⁴ <http://www.bls.gov/cpi/cpiurstx.htm>

Professional Income From Primary Employment

Average gross professional salary or pay
 Highest salary reported
 Lowest salary reported

	2005	2002	1999	1996	1992
Average gross professional salary or pay	\$133,803	\$117,240	\$99,095	\$86,236	\$74,480
Highest salary reported	\$360,000	\$374,016	\$735,000	\$237,000	\$300,000
Lowest salary reported	\$40,125	\$40,000	\$6,600	\$10,000	\$24,000

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

<u>Job Title</u>		Years Lab Animal Experience since DVM Degree					
Faculty		0-5	6-10	11-15	16-20	>20	Overall
ACLAM	# Responses	2	13	7	15	19	56
	Mean \$	101,000	111,044	120,957	150,624	151,011	136,086
	Min \$	52,000	82,500	90,000	90,000	102,000	52,000
	Max \$	150,000	193,000	204,000	300,000	256,000	300,000
Non-ACLAM	# Responses	5	4	1	3	3	16
	Mean \$	68,847	87,000	150,000	136,667	130,447	102,723
	Min \$	45,000	78,000	150,000	135,000	82,000	45,000
	Max \$	100,000	95,000	150,000	140,000	209,342	209,342
Adminstrative Staff							
ACLAM	# Responses	0	6	17	21	37	81
	Mean \$		136,000	140,487	152,021	155,375	149,946
	Min \$		120,000	98,292	97,000	100,000	97,000
	Max \$		157,000	204,000	250,000	233,000	250,000
Non-ACLAM	# Responses	2	2	2	3	9	18
	Mean \$	93,500	135,000	80,000	142,000	119,236	117,563
	Min \$	82,000	90,000	75,000	116,000	85,000	75,000
	Max \$	105,000	180,000	85,000	160,000	150,000	180,000
Clinical Staff							
ACLAM	# Responses	3	7	8	9	5	32
	Mean \$	88,800	102,407	109,164	109,667	113,436	106,585
	Min \$	73,563	85,000	85,000	98,000	90,000	73,563
	Max \$	100,000	125,000	130,810	131,000	126,000	131,000
Non-ACLAM	# Responses	15	8	2	2	4	31
	Mean \$	72,014	87,375	76,300	90,500	93,655	80,239
	Min \$	51,230	65,000	72,600	72,000	68,000	51,230
	Max \$	115,000	105,000	80,000	109,000	135,000	135,000
Other Title							
ACLAM	# Responses	0	1	0	0	1	2
	Mean \$		132,000			114,600	123,300
	Min \$		132,000			114,600	114,600
	Max \$		132,000			114,600	132,000
Non-ACLAM	# Responses	3	0	0	0	0	3
	Mean \$	59,507					59,507
	Min \$	43,000					43,000
	Max \$	70,000					70,000

Academia Overall

Years Lab Animal Experience since DVM Degree

		0-5	6-10	11-15	16-20	>20	Overall
ACLAM	# Responses	5	27	32	46	62	172
	Mean \$	93,680	115,127	128,384	142,365	149,998	136,824
	Min \$	52,000	82,500	85,000	90,000	90,000	52,000
	Max \$	150,000	193,000	204,000	300,000	256,000	300,000
Non-ACLAM	# Responses	25	14	5	8	16	68
	Mean \$	71,598	94,071	92,520	127,125	114,943	94,495
	Min \$	43,000	65,000	72,600	72,000	68,000	43,000
	Max \$	115,000	180,000	150,000	160,000	209,342	209,342

**Report #1b: Industry
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	Overall
Staff Veterinarian						
ACLAM # Responses	1	3	1	2	0	7
Mean \$	90,000	114,000	123,000	152,720		123,206
Min \$	90,000	108,000	123,000	146,000		90,000
Max \$	90,000	120,000	123,000	161,440		161,440
Non-ACLAM # Responses	5	5	0	0	0	10
Mean \$	81,168	95,800				88,484
Min \$	55,000	72,000				55,000
Max \$	110,000	121,000				121,000
Senior Staff Veterinarian						
ACLAM # Responses	0	5	5	1	4	15
Mean \$		115,092	126,146	165,022	125,007	124,750
Min \$		105,000	119,000	165,022	90,000	90,000
Max \$		132,000	140,000	165,022	148,000	165,022
Non-ACLAM # Responses	5	3	4	0	0	12
Mean \$	102,800	91,333	110,443			102,480
Min \$	80,000	70,000	98,000			70,000
Max \$	125,000	111,000	129,240			129,240
Associate Director or Equivalent						
ACLAM # Responses	0	3	11	6	2	22
Mean \$		116,667	149,594	171,667	167,780	152,777
Min \$		110,000	116,000	137,000	157,559	110,000
Max \$		130,000	215,000	250,000	178,000	250,000
Non-ACLAM # Responses	0	1	2	2	0	5
Mean \$		164,000	135,125	211,000		171,250
Min \$		164,000	135,000	197,000		135,000
Max \$		164,000	135,249	225,000		225,000
Director or Equivalent						
ACLAM # Responses	0	1	12	11	10	34
Mean \$		137,000	175,009	176,623	177,543	175,150
Min \$		137,000	115,102	109,104	90,000	90,000
Max \$		137,000	210,000	274,813	236,379	274,813
Non-ACLAM # Responses	0	1	1	1	0	3
Mean \$		90,000	186,000	122,000		132,667
Min \$		90,000	186,000	122,000		90,000
Max \$		90,000	186,000	122,000		186,000

Job Title**Years Lab Animal Experience since DVM Degree**

	0-5	6-10	11-15	16-20	>20	Overall
Senior Director or Higher						
ACLAM # Responses	0	0	1	8	13	22
Mean \$			175,000	191,995	262,279	232,754
Min \$			175,000	150,000	208,000	150,000
Max \$			175,000	254,000	345,000	345,000
Non-ACLAM # Responses	0	0	2	1	1	4
Mean \$			230,000	175,000	150,000	196,250
Min \$			200,000	175,000	150,000	150,000
Max \$			260,000	175,000	150,000	260,000
Other Title						
ACLAM # Responses	0	0	0	0	0	0
Mean \$						
Min \$						
Max \$						
Non-ACLAM # Responses	1	0	0	1	0	2
Mean \$	92,000			121,200		106,600
Min \$	92,000			121,200		92,000
Max \$	92,000			121,200		121,200
Industry Overall						
ACLAM # Responses	1	12	30	28	29	100
Mean \$	90,000	117,038	155,812	177,903	207,598	171,704
Min \$	90,000	105,000	115,102	109,104	90,000	90,000
Max \$	90,000	137,000	215,000	274,813	345,000	345,000
Non-ACLAM # Responses	11	10	9	5	1	36
Mean \$	91,985	100,700	150,891	168,040	150,000	121,307
Min \$	55,000	70,000	98,000	121,200	150,000	55,000
Max \$	125,000	164,000	260,000	225,000	150,000	260,000

**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	Overall
GS-12	ACLAM # Responses	0	0	0	0	0	0
	Mean \$						
	Min \$						
	Max \$						
GS-13	Non-ACLAM # Responses	0	0	0	0	0	0
	Mean \$						
	Min \$						
	Max \$						
GS-14	ACLAM # Responses	0	0	0	0	1	1
	Mean \$					99,000	99,000
	Min \$					99,000	99,000
	Max \$					99,000	99,000
GS-14	Non-ACLAM # Responses	0	0	0	0	0	0
	Mean \$						
	Min \$						
	Max \$						
GS-15	ACLAM # Responses	0	1	0	0	0	1
	Mean \$		92,500				92,500
	Min \$		92,500				92,500
	Max \$		92,500				92,500
GS-15	Non-ACLAM # Responses	0	1	0	2	0	3
	Mean \$		90,853		130,000		116,951
	Min \$		90,853		111,000		90,853
	Max \$		90,853		149,000		149,000
GS-15	ACLAM # Responses	0	0	0	1	3	4
	Mean \$				140,000	128,667	131,500
	Min \$				140,000	120,000	120,000
	Max \$				140,000	134,000	140,000
GS-15	Non-ACLAM # Responses	0	0	0	0	0	0
	Mean \$						
	Min \$						
	Max \$						

Job Title**Years Lab Animal Experience since DVM Degree****Other Title**

	0-5	6-10	11-15	16-20	>20	Overall
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ACLAM # Responses	0	1	1	3	3	8
Mean \$		100,236	136,000	155,725	135,333	138,676
Min \$		100,236	136,000	128,315	114,000	100,236
Max \$		100,236	136,000	169,860	149,000	169,860

Non-ACLAM # Responses	1	0	1	0	0	2
Mean \$	96,500		127,000			111,750
Min \$	96,500		127,000			96,500
Max \$	96,500		127,000			127,000

Civil Service Overall

ACLAM # Responses	0	2	1	4	7	14
Mean \$		96,368	136,000	151,794	127,286	130,494
Min \$		92,500	136,000	128,315	99,000	92,500
Max \$		100,236	136,000	169,860	149,000	169,860

Non-ACLAM # Responses	1	1	1	2	0	5
Mean \$	96,500	90,853	127,000	130,000		114,870
Min \$	96,500	90,853	127,000	111,000		90,853
Max \$	96,500	90,853	127,000	149,000		149,000

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

Job Pay Grade

Years Lab Animal Experience since DVM Degree

		0-5	6-10	11-15	16-20	>20	Overall	
03	ACLAM # Responses	0	0	0	0	0	0	
	Mean \$							
	Min \$							
	Max \$							
	Non-ACLAM # Responses	1	0	0	0	0	1	
	Mean \$	54,386					54,386	
	Min \$	54,386					54,386	
	Max \$	54,386					54,386	
	04	ACLAM # Responses	4	4	0	0	0	8
		Mean \$	94,500	84,250				89,375
Min \$		56,000	69,000				56,000	
Max \$		121,000	104,000				121,000	
Non-ACLAM # Responses		3	1	0	0	0	4	
Mean \$		60,447	60,000				60,335	
Min \$		40,125	60,000				40,125	
Max \$		71,215	60,000				71,215	
05		ACLAM # Responses	0	1	7	1	1	10
		Mean \$		79,343	98,712	90,000	113,000	97,333
	Min \$		79,343	75,196	90,000	113,000	75,196	
	Max \$		79,343	124,000	90,000	113,000	124,000	
	Non-ACLAM # Responses	0	0	1	0	0	1	
	Mean \$			105,000			105,000	
	Min \$			105,000			105,000	
	Max \$			105,000			105,000	

Job Pay Grade

Years Lab Animal Experience since DVM Degree

06

	0-5	6-10	11-15	16-20	>20	Overall
ACLAM # Responses	0	0	3	1	2	6
Mean \$			102,484	140,000	137,400	120,376
Min \$			77,173	140,000	136,800	77,173
Max \$			140,280	140,000	138,000	140,280
Non-ACLAM # Responses	0	0	0	0	0	0
Mean \$						
Min \$						
Max \$						
Uniformed Services Overall						
ACLAM # Responses	4	5	10	4	3	26
Mean \$	94,500	83,269	99,844	106,696	129,267	100,283
Min \$	56,000	69,000	75,196	72,000	113,000	56,000
Max \$	121,000	104,000	140,280	140,000	138,000	140,280
Non-ACLAM # Responses	4	1	1	0	0	6
Mean \$	58,932	60,000	105,000			66,788
Min \$	40,125	60,000	105,000			40,125
Max \$	71,215	60,000	105,000			105,000

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

<u>Job Title</u>		Years Lab Animal Experience since DVM Degree						
Faculty		0-5	6-10	11-15	16-20	>20	Overall	
Faculty	ACLAM # Responses	0	0	0	2	4	6	
	Mean \$				108,000	169,276	148,851	
	Min \$				106,000	142,603	106,000	
	Max \$				110,000	192,500	192,500	
	Non-ACLAM # Responses	0	0	0	0	0	0	
	Mean \$							
	Min \$							
	Max \$							
	Administrator							
	ACLAM # Responses	0	2	3	3	1	9	
	Mean \$		135,000	177,448	158,333	135,507	156,983	
	Min \$		95,000	115,000	150,000	135,507	95,000	
Max \$		175,000	237,344	170,000	135,507	237,344		
Non-ACLAM # Responses	1	1	0	0	1	3		
Mean \$	84,443	92,000			160,000	112,148		
Min \$	84,443	92,000			160,000	84,443		
Max \$	84,443	92,000			160,000	160,000		
Staff								
ACLAM # Responses	0	4	6	2	1	13		
Mean \$		132,218	123,500	139,000	210,000	135,221		
Min \$		84,000	94,000	108,000	210,000	84,000		
Max \$		185,000	175,000	170,000	210,000	210,000		
Non-ACLAM # Responses	3	0	2	0	0	5		
Mean \$	75,090		103,750			86,554		
Min \$	63,000		90,000			63,000		
Max \$	89,270		117,500			117,500		

Job Title

Years Lab Animal Experience since DVM Degree

Other Type

	0-5	6-10	11-15	16-20	>20	Overall
ACLAM # Responses	0	0	0	1	0	1
Mean \$				155,000		155,000
Min \$				155,000		155,000
Max \$				155,000		155,000
Non-ACLAM # Responses	0	0	0	1	0	1
Mean \$				95,000		95,000
Min \$				95,000		95,000
Max \$				95,000		95,000
Non-Profit Institution/Hospital Overall						
ACLAM # Responses	0	6	9	8	6	29
Mean \$		133,146	141,483	140,500	170,435	145,477
Min \$		84,000	94,000	106,000	135,507	84,000
Max \$		185,000	237,344	170,000	210,000	237,344
Non-ACLAM # Responses	4	1	2	1	1	9
Mean \$	77,428	92,000	103,750	95,000	160,000	96,024
Min \$	63,000	92,000	90,000	95,000	160,000	63,000
Max \$	89,270	92,000	117,500	95,000	160,000	160,000

**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	Overall
ACLAM	# Responses	0	0	2	1	6	9
	Mean \$			142,300	128,000	160,866	153,088
	Min \$			120,000	128,000	55,500	55,500
	Max \$			164,600	128,000	360,000	360,000
Non-ACLAM	# Responses	0	0	1	0	1	2
	Mean \$			103,000		220,000	161,500
	Min \$			103,000		220,000	103,000
	Max \$			103,000		220,000	220,000

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

Type of Institution	Number of Persons Supervised by Veterinarian						Overall
	None	1-10	11-25	26-50	51-75	> 75	
Academia							
ACLAM # Responses	14	76	26	26	10	16	168
Mean \$	104,717	123,044	134,967	155,591	163,085	187,880	136,957
Min \$	82,500	52,000	96,874	85,000	122,000	140,000	52,000
Max \$	132,000	256,000	204,000	250,000	206,000	300,000	300,000
Non-ACLAM # Responses	13	33	11	4	2	3	66
Mean \$	72,123	86,981	105,121	141,250	106,000	151,447	93,873
Min \$	45,000	43,000	53,812	85,000	82,000	105,000	43,000
Max \$	95,000	150,000	150,000	180,000	130,000	209,342	209,342
Industry							
ACLAM # Responses	7	50	14	16	6	7	100
Mean \$	130,104	155,811	173,172	187,488	181,486	279,429	171,704
Min \$	90,000	90,000	90,000	127,600	109,104	228,000	90,000
Max \$	190,000	280,000	307,926	252,000	274,813	345,000	345,000
Non-ACLAM # Responses	9	17	7	2	1	0	36
Mean \$	90,917	123,958	128,933	176,500	186,000		121,307
Min \$	70,000	55,000	90,000	93,000	186,000		55,000
Max \$	135,249	200,000	225,000	260,000	186,000		260,000
Civil Service							
ACLAM # Responses	2	8	2	1	0	1	14
Mean \$	134,000	131,819	95,750	169,860		143,000	130,494
Min \$	132,000	100,236	92,500	169,860		143,000	92,500
Max \$	136,000	169,000	99,000	169,860		143,000	169,860
Non-ACLAM # Responses	2	3	0	0	0	0	5
Mean \$	111,750	116,951					114,870
Min \$	96,500	90,853					90,853
Max \$	127,000	149,000					149,000
Uniformed Services							
ACLAM # Responses	2	11	5	5	1	2	26
Mean \$	121,900	95,909	106,434	87,865	72,000	132,533	100,283
Min \$	107,000	56,000	77,173	75,196	72,000	124,785	56,000
Max \$	136,800	140,000	138,000	103,000	72,000	140,280	140,280
Non-ACLAM # Responses	0	6	0	0	0	0	6
Mean \$		66,788					66,788
Min \$		40,125					40,125
Max \$		105,000					105,000

Number of Persons Supervised by Veterinarian

Non-Profit Institution/Hospital	None	1-10	11-25	26-50	51-75	> 75	Overall
ACLAM # Responses	2	11	5	7	1	3	29
Mean \$	96,000	137,034	145,521	154,143	180,000	177,617	145,477
Min \$	84,000	94,000	120,000	103,500	180,000	135,507	84,000
Max \$	108,000	210,000	185,000	192,500	180,000	237,344	237,344
Non-ACLAM # Responses	2	5	1	0	1	0	9
Mean \$	76,500	86,743	117,500		160,000		96,024
Min \$	63,000	73,000	117,500		160,000		63,000
Max \$	90,000	95,000	117,500		160,000		160,000
Self/Other Type							
ACLAM # Responses	5	1	1	1	0	1	9
Mean \$	134,859	360,000	128,000	55,500		160,000	153,088
Min \$	119,694	360,000	128,000	55,500		160,000	55,500
Max \$	164,600	360,000	128,000	55,500		160,000	360,000
Non-ACLAM # Responses	1	1	0	0	0	0	2
Mean \$	220,000	103,000					161,500
Min \$	220,000	103,000					103,000
Max \$	220,000	103,000					220,000
Overall for Report #2							
ACLAM # Responses	32	157	53	56	18	30	346
Mean \$	117,340	134,515	141,751	156,944	165,098	202,100	145,116
Min \$	82,500	52,000	77,173	55,500	72,000	124,785	52,000
Max \$	190,000	360,000	307,926	252,000	274,813	345,000	360,000
Non-ACLAM # Responses	27	65	19	6	4	3	124
Mean \$	87,124	96,399	114,545	153,000	139,500	151,447	102,621
Min \$	45,000	40,125	53,812	85,000	82,000	105,000	40,125
Max \$	220,000	200,000	225,000	260,000	186,000	209,342	260,000

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

Employer Type		Geographic Region					
		Northeast	South	Midwest	West	Other	Overall
Academia							
ACLAM	# Responses	45	49	48	28	1	171
	Mean \$	151,496	132,712	134,719	122,110	118,000	136,397
	Min \$	83,450	52,000	73,563	90,000	118,000	52,000
	Max \$	300,000	256,000	210,000	173,274	118,000	300,000
Non-ACLAM	# Responses	16	21	19	7	5	68
	Mean \$	88,135	88,963	94,802	127,906	90,137	94,495
	Min \$	43,000	53,812	51,230	80,000	58,560	43,000
	Max \$	180,000	150,000	160,000	209,342	140,000	209,342
Industry							
ACLAM	# Responses	57	9	25	8	1	100
	Mean \$	180,240	141,982	152,526	203,100	181,000	171,704
	Min \$	90,000	109,104	90,000	127,800	181,000	90,000
	Max \$	307,926	190,000	250,000	345,000	181,000	345,000
Non-ACLAM	# Responses	17	4	11	3	1	36
	Mean \$	149,746	95,383	95,622	106,000	70,000	121,307
	Min \$	90,000	55,000	72,000	92,000	70,000	55,000
	Max \$	260,000	122,000	186,000	115,000	70,000	260,000
Civil Service							
ACLAM	# Responses	8	3	1	2	0	14
	Mean \$	141,176	130,667	99,000	103,250		130,494
	Min \$	100,236	120,000	99,000	92,500		92,500
	Max \$	169,860	140,000	99,000	114,000		169,860
Non-ACLAM	# Responses	3	1	0	1	0	5
	Mean \$	104,784	111,000		149,000		114,871
	Min \$	90,853	111,000		149,000		90,853
	Max \$	127,000	111,000		149,000		149,000
Uniformed Services							
ACLAM	# Responses	22	2	0	0	2	26
	Mean \$	101,653	92,000			93,500	100,283
	Min \$	56,000	84,000			69,000	56,000
	Max \$	140,280	100,000			118,000	140,280

Uniformed Services (continued)

Geographic Region

		Northeast	South	Midwest	West	Other	Overall
Non-ACLAM	# Responses	5	1	0	0	0	6
	Mean \$	68,145	60,000				66,788
	Min \$	40,125	60,000				40,125
	Max \$	105,000	60,000				105,000
Non-Profit Institution/Hospital							
ACLAM	# Responses	6	7	8	6	1	28
	Mean \$	177,975	125,429	142,310	142,417	170,000	146,744
	Min \$	135,507	84,000	94,000	95,000	170,000	84,000
	Max \$	237,344	185,000	182,000	192,500	170,000	237,344
Non-ACLAM	# Responses	1	5	3	0	0	9
	Mean \$	89,270	90,389	107,667			96,024
	Min \$	89,270	63,000	73,000			63,000
	Max \$	89,270	117,500	160,000			160,000
Self/Other Type							
ACLAM	# Responses	6	0	0	2	1	9
	Mean \$	140,433			239,847	55,500	153,088
	Min \$	120,000			119,694	55,500	55,500
	Max \$	164,600			360,000	55,500	360,000
Non-ACLAM	# Responses	1	1	0	0	0	2
	Mean \$	220,000	103,000				161,500
	Min \$	220,000	103,000				103,000
	Max \$	220,000	103,000				220,000
Overall for Report #3							
ACLAM	# Responses	144	70	82	46	6	348
	Mean \$	155,328	131,924	140,453	143,143	118,583	144,871
	Min \$	56,000	52,000	73,563	90,000	55,500	52,000
	Max \$	307,926	256,000	250,000	360,000	181,000	360,000
Non-ACLAM	# Responses	43	33	33	11	6	126
	Mean \$	114,423	90,173	96,245	123,849	86,781	102,817
	Min \$	40,125	53,812	51,230	80,000	58,560	40,125
	Max \$	260,000	150,000	186,000	209,342	140,000	260,000

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**

Employer Type		Geographic Region					
		Northeast	South	Midwest	West	Other	Overall
Academia							
ACLAM	# Responses	30	26	27	16	0	99
	Mean \$	21,401	11,669	14,764	21,251		17,011
	Min \$	700	600	50	675		50
	Max \$	95,000	60,000	139,000	129,143		139,000
Non-ACLAM	# Responses	10	7	6	3	1	27
	Mean \$	18,260	7,618	9,021	31,000	10,000	14,557
	Min \$	1,000	350	125	1,000	10,000	125
	Max \$	60,000	28,000	25,000	80,000	10,000	80,000
Industry							
ACLAM	# Responses	18	2	5	1	1	27
	Mean \$	10,917	5,000	2,100	1,000	6,000	8,296
	Min \$	400	3,000	400	1,000	6,000	400
	Max \$	60,000	7,000	5,000	1,000	6,000	60,000
Non-ACLAM	# Responses	1	0	3	0	0	4
	Mean \$	5,520		8,667			7,880
	Min \$	5,520		3,000			13,000
	Max \$	5,520		13,000			13,000
Civil Service							
ACLAM	# Responses	1	2	0	1	0	4
	Mean \$	1,650	23,100		1,000		12,213
	Min \$	1,650	1,200		1,000		1,000
	Max \$	1,650	45,000		1,000		45,000
Non-ACLAM	# Responses	1	0	0	0	0	1
	Mean \$	2,100					2,100
	Min \$	2,100					2,100
	Max \$	2,100					2,100
Uniformed Services							
ACLAM	# Responses	4	0	0	0	0	4
	Mean \$	19,663					19,663
	Min \$	500					500
	Max \$	75,000					75,000

Uniformed Services (continued)

Geographic Region

		Northeast	South	Midwest	West	Other	Overall
Non-ACLAM	# Responses	1	0	0	0	0	1
	Mean \$	65,378					65,378
	Min \$	65,378					65,378
	Max \$	65,378					65,378
Non-Profit Institution/Hospital							
ACLAM	# Responses	4	0	2	3	0	9
	Mean \$	56,475		20,800	27,333		38,833
	Min \$	5,000		11,600	20,000		50,000
	Max \$	140,000		30,000	32,000		140,000
Non-ACLAM	# Responses	0	1	1	0	0	2
	Mean \$		1,500	5,000			3,250
	Min \$		1,500	5,000			1,500
	Max \$		1,500	5,000			5,000
Self/Other Type							
ACLAM	# Responses	2	0	0	1	0	3
	Mean \$	27,000			21,472		25,157
	Min \$	4,000			21,472		4,000
	Max \$	50,000			21,472		50,000
Non-ACLAM	# Responses	0	0	0	0	0	0
	Mean \$						
	Min \$						
	Max \$						
Overall for Report #4							
ACLAM	# Responses	59	30	34	22	1	146
	Mean \$	20,318	11,986	13,257	20,250	6,000	16,853
	Min \$	400	600	50	675	6,000	50
	Max \$	140,000	60,000	139,000	129,143	6,000	140,000
Non-ACLAM	# Responses	13	8	10	3	1	35
	Mean \$	19,661	6,853	8,513	31,000	10,000	14,244
	Min \$	1,000	350	125	1,000	10,000	125
	Max \$	65,378	28,000	25,000	80,000	10,000	80,000

**Report #5:
Total Hours Worked During 2005 for Secondary Professional Income**

Employer Type		Geographic Region					Overall
		Northeast	South	Midwest	West	Other	
Academia							
ACLAM	# Responses	30	26	25	16	0	97
	Mean hours	115	124	72	197		120
	Min hours	7	4	2	6		2
	Max hours	360	1,000	480	700		1,000
Non-ACLAM	# Responses	10	7	5	3		25
	Mean hours	212	119	49	189		151
	Min hours	7	4	2	8		2
	Max hours	500	280	120	500		500
Industry							
ACLAM	# Responses	17	1	5	1	1	25
	Mean hours	142	160	23	40	60	111
	Min hours	14	160	2	40	60	2
	Max hours	1,000	160	80	40	60	1,000
Non-ACLAM	# Responses	1	0	3	0	0	4
	Mean hours	150		205			192
	Min hours	150		16			16
	Max hours	150		450			450
Civil Service							
ACLAM	# Responses	1	2	0	1	0	4
	Mean hours	48	153		25		95
	Min hours	48	5		25		5
	Max hours	48	300		25		300
Non-ACLAM	# Responses	1	0	0	0	0	1
	Mean hours	40					40
	Min hours	40					40
	Max hours	40					40
Uniformed Services							
ACLAM	# Responses	4	0	0	0	0	4
	Mean hours	49					49
	Min hours	5					5
	Max hours	100					100

Uniformed Services (continued)

Geographic Region

		Northeast	South	Midwest	West	Other	Overall
Non-ACLAM	# Responses	1	0	0	0	0	1
	Mean hours	700					700
	Min hours	700					700
	Max hours	700					700
Non-Profit Institution/Hospital							
ACLAM	# Responses	4	0	2	3	0	9
	Mean hours	106		175	163		141
	Min hours	25		100	100		25
	Max hours	250		250	200		250
Non-ACLAM	# Responses	0	1	1	0	0	2
	Mean hours		60	21			41
	Min hours		60	21			21
	Max hours		60	21			60
Self/Other Type							
ACLAM	# Responses	1	0	0	1	0	2
	Mean hours	30			127		79
	Min hours	30			127		30
	Max hours	30			127		127
Non-ACLAM	# Responses	0	0	0	0	0	0
	Mean hours						
	Min hours						
	Max hours						
Overall for Report #5							
ACLAM	# Responses	57	29	32	22	1	141
	Mean hours	115	127	71	174	60	116
	Min hours	5	4	2	6	60	2
	Max hours	1,000	1,000	480	700	60	1,000
Non-ACLAM	# Responses	13	8	9	3	0	33
	Mean hours	232	112	98	189		162
	Min hours	7	4	2	8		2
	Max hours	700	280	450	500		700

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

Employer Type		Geographic Region					Overall
		Northeast	South	Midwest	West	Other	
Academia							
ACLAM	# Responses	30	26	27	16	0	99
	Mean \$	175,578	155,705	152,762	153,336		160,542
	Min \$	95,950	85,500	93,600	92,800		85,500
	Max \$	358,000	240,000	276,000	265,217		358,000
Non-ACLAM	# Responses	10	7	6	3	1	27
	Mean \$	104,920	106,349	97,059	187,144	150,000	114,358
	Min \$	44,000	73,307	51,355	147,000	150,000	44,000
	Max \$	176,000	160,000	161,000	210,342	150,000	210,342
Industry							
ACLAM	# Responses	18	2	5	1	1	27
	Mean \$	200,072	143,500	150,389	196,000	187,000	186,046
	Min \$	112,961	140,000	113,000	196,000	187,000	112,961
	Max \$	318,326	147,000	180,000	196,000	187,000	318,326
Non-ACLAM	# Responses	1	0	3	0	0	4
	Mean \$	140,769		132,667			134,692
	Min \$	140,769		99,000			99,000
	Max \$	140,769		196,000			196,000
Civil Service							
ACLAM	# Responses	1	2	0	1	0	4
	Mean \$	135,650	159,100		93,500		136,838
	Min \$	135,650	141,200		93,500		93,500
	Max \$	135,650	177,000		93,500		177,000
Non-ACLAM	# Responses	1	0	0	0	0	1
	Mean \$	92,953					92,953
	Min \$	92,953					92,953
	Max \$	92,953					92,953
Uniformed Services							
ACLAM	# Responses	4	0	0	0	0	4
	Mean \$	117,698					117,698
	Min \$	79,843					79,843
	Max \$	147,000					147,000

Uniformed Services (continued)

Geographic Region

		Northeast	South	Midwest	West	Other	Overall
Non-ACLAM	# Responses	1	0	0	0	0	1
	Mean \$	105,503					105,503
	Min \$	105,503					105,503
	Max \$	105,503					105,503
Non-Profit Institution/Hospital							
ACLAM	# Responses	4	0	2	3	0	9
	Mean \$	227,188		160,050	179,000		196,206
	Min \$	160,000		115,100	145,000		115,100
	Max \$	288,244		205,000	210,000		288,244
Non-ACLAM	# Responses	0	1	1	0	0	2
	Mean \$		119,000	165,000			142,000
	Min \$		119,000	165,000			119,000
	Max \$		119,000	165,000			165,000
Self/Other Type							
ACLAM	# Responses	2	0	0	1	0	3
	Mean \$	182,000			141,166		168,389
	Min \$	164,000			141,166		141,166
	Max \$	200,000			141,166		200,000
Non-ACLAM	# Responses	0	0	0	0	0	0
	Mean \$						
	Min \$						
	Max \$						
Overall for Report #6							
ACLAM	# Responses	59	30	34	22	1	146
	Mean \$	182,167	155,117	152,842	155,502	187,000	165,795
	Min \$	79,843	85,500	96,300	92,800	187,000	79,843
	Max \$	358,000	240,000	276,000	265,217	187,000	358,000
Non-ACLAM	# Responses	13	8	10	3	1	35
	Mean \$	106,802	107,670	114,536	187,114	150,000	117,397
	Min \$	44,000	73,307	51,355	147,000	150,000	44,000
	Max \$	176,000	160,000	196,000	210,342	150,000	210,342

**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	Overall for Report #7
Employer-paid life insurance	73.8%	80.1%	57.9%	43.8%	73.1%
Employer-paid disability insurance	62.5%	75.0%	31.6%	56.3%	64.3%
Subsidized or paid medical insurance	93.8%	94.1%	89.5%	96.9%	93.1%
Subsidized or paid dental insurance	79.6%	85.3%	47.4%	93.8%	81.1%
Deferred salary	16.7%	21.3%	15.8%	12.5%	17.2%
Pension plan	41.7%	56.6%	89.5%	90.6%	51.9%
Employer-paid/contributed 401k or 403b	69.2%	91.9%	63.2%	6.3%	70.4%
Automobile (company car or allowance)	1.3%	8.8%	0.0%	0.0%	3.4%
Employer-paid continuing education costs	77.5%	72.8%	78.9%	90.6%	76.9%
Professional association dues and publications	72.1%	90.4%	21.1%	18.8%	71.4%
Profit sharing/stock options or purchase plan	0.4%	79.4%	0.0%	0.0%	23.3%
Other types of fringe benefits	16.7%	26.5%	0.0%	50.0%	21.0%
Number of responses	240	136	19	32	476

Type of Fringe Benefit

Type of Fringe Benefit	Non-Profit & Hospital	Self	Other Type	Overall for Report #7
Employer-paid life insurance	89.5%	0.0%	60.0%	73.1%
Employer-paid disability insurance	71.1%	16.7%	40.0%	64.3%
Subsidized or paid medical insurance	97.4%	0.0%	100.0%	93.1%
Subsidized or paid dental insurance	94.7%	0.0%	80.0%	81.1%
Deferred salary	13.2%	0.0%	20.0%	17.2%
Pension plan	50.0%	50.0%	40.0%	51.9%
Employer-paid/contributed 401k or 403b	71.1%	0.0%	60.0%	70.4%
Automobile (company car or allowance)	0.0%	16.7%	0.0%	3.4%
Employer-paid continuing education costs	81.6%	16.7%	100.0%	76.9%
Professional association dues and publications	78.9%	16.7%	60.0%	71.4%
Profit sharing/stock options or purchase plan	0.0%	0.0%	40.0%	23.3%
Other types of fringe benefits	21.1%	0.0%	0.0%	21.0%
Number of responses	38	6	5	476