



American Association of Industrial Veterinarians

2001

COMPENSATION SURVEY[©]

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American Association of Industrial Veterinarians 2001 Compensation Survey

The American Association of Industrial Veterinarians has conducted a compensation survey of its membership since 1976. These surveys provide members with the latest salary data and other information relative to job responsibilities, geographical location, title, etc. In the fall of 2001, survey questionnaires were mailed to the 342 active AAIV members. One hundred and thirty-three (133) questionnaires were returned for tabulation. The values and percentages reported in the attached tables refer to the actual number of respondents that completed each particular question, not necessarily the total number that submitted completed questionnaires.

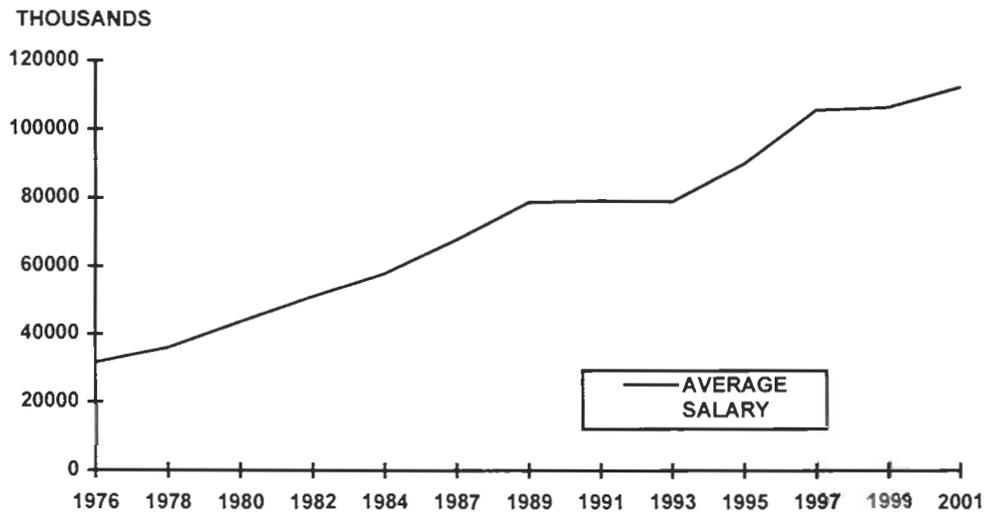
In this most recent survey, the mean salary increased (+\$5,651) to \$111,945. The median salary also increased to \$107,000 (See "Distribution of Salaries").

As in the past, these results indicate that the majority of AAIV members have entered industry from private practice. The second most important source of industrial veterinarians is academia and graduate programs. As would be expected, one's geographical location significantly influenced compensation. Another noteworthy finding was that post-DVM Board certification has the most positive effect on one's earning power (Table 1).

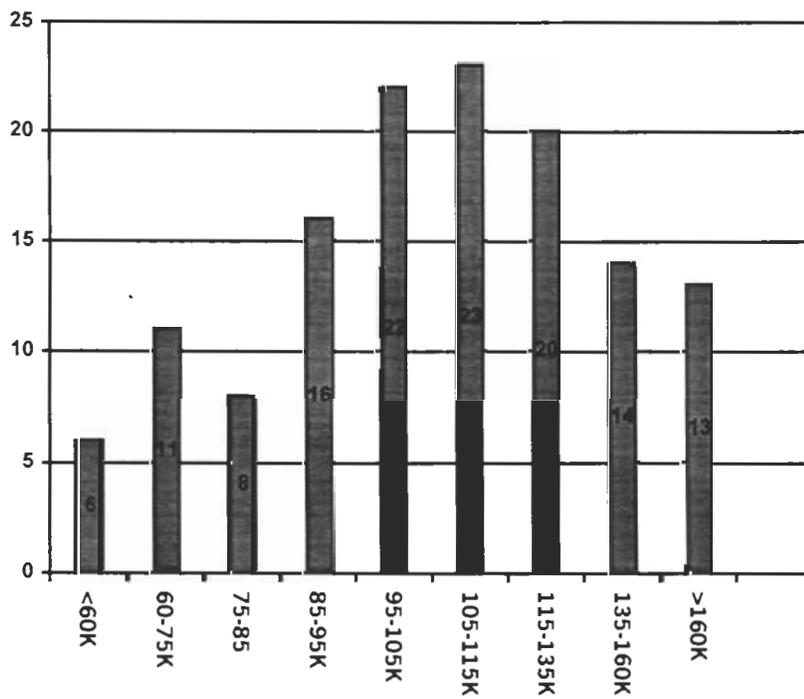
The survey also indicates that 25% of the AAIV membership have changed jobs since the last survey.

The fringe benefit listed as most satisfactory was medical insurance but this benefit also elicited the least satisfaction from many respondents. Profit sharing and stock options were the most desirable future benefits.

YEAR	AVERAGE SALARY
1976	31,722
1978	36,036
1980	43,599
1982	50,981
1984	57,720
1987	67,576
1989	78,529
1991	79,009
1993	78,735
1995	89,899
1997	105,664
1999	106,294
2001	111,945



SALARY COMPARISON TO PAST SURVEYS



DISTRIBUTION OF SALARIES

DEMOGRAPHICS

Table 1--Distribution of salaries by degree(s) held in addition to DVM/VMD

Salary Range \$	VM/VMD	MS/MA/MPH	MBA	PHD	BOARD
<60,000	6	1	0	0	1
60,000-75,000	11	3	0	3	2
75,000- 85,000	8	2	1	1	1
85,000-95,000	16	3	2	1	0
95,000-105,000	22	9	1	3	3
105,000-115,000	23	8	2	0	2
115,000-135,000	20	3	3	2	5
135,000-160,000	14	4	3	1	3
>160,000	13	4	3	1	5
Mean Salary	111,945	113,214	131,212	105,935	127,586
Percent	61	17	7	5	10

Table 2--Distribution of salaries by residence location

Salary Range \$	North-east	East Coast	South-east	North Central	Mid-West	South-west	West Coast	North-west	Canada
<60,000	0	1	1	0	2	1	1	0	0
60,000-75,000	2	2	3	2	2	0	0	0	0
75,000- 85,000	1	0	2	0	4	0	1	0	0
85,000-95,000	1	2	1	2	9	1	0	0	0
95,000-105,000	4	5	2	1	8	0	2	0	0
105,000-115,000	5	1	4	1	11	1	0	0	0
115,000-135,000	3	1	2	2	10	0	1	1	0
135,000-160,000	3	2	2	0	6	1	0	0	0
>160,000	2	1	0	2	7	0	1	0	0
Mean Salary	116,754	105,805	99,689	116,109	115,785	98,953	107,402	122,480	0
Percent	19	11	10	9	42	5	2	2	0

Table 3--Percentage of respondents that belong to a state or local veterinary association

YES	NO
64	36

Table 4--Percentage of respondents that participate in AVMA programs

Group Life/Disability and Health Insuran	23%
Professional Liability Insurance	18%
Workman's Compensation Insurance	1%
Gold Mastercard	7%
Rent-A-Car corporate rate	2%
Placement Service	8%
AVMA Foundation	5%
Other	5%

EMPLOYMENT

Table 5--Distribution of salaries by interest of company

Salary Range \$	HP	AH	AC	AF	PF	LP	PP	CR	O
<60,000	0	1	0	0	0	1	0	0	4
60,000-75,000	1	7	0	0	1	0	0	0	2
75,000- 85,000	0	2	0	0	4	0	0	0	2
85,000-95,000	1	10		1	2	1	0	1	0
95,000-105,000	0	18	0	0	3	0	1	0	0
105,000-115,000	4	14	1	2	1	0	0	0	1
115,000-135,000	4	9	1	2	0	0	1	0	2
135,000-160,000	3	9	0	0	0	0	0	0	2
>160,000	3	5	0	0	1	0	0	1	3
Mean Salary	131,693	110,906	115,518	110,487	98,605	69,557	110,678	141,225	108,221
Percent	12	57	2	4	9	2	2	2	12

HP=Human Pharmaceuticals & Medical Devices; AH=Animal Health Products; AC=Agricultural Chemicals/Pesticides;
 AF=Animal Feeds; PF=Pet Foods; LP=Livestock Production; PP=Poultry & Egg Production;
 CR=Contract Research & Testing; O=Other, including

Table 6--Percentage of respondents that are employed full time

	FULL TIME	PART TIME	RETIRED
	98	2	0

Table 7--Distribution of salaries by job title

Salary Range \$	PRES	VP	DIR	MGR	TSV	SCI	CON	SPEC	O
<60,000	1	0	0	0	1	0	1	0	3
60,000-75,000	1	0	0	2	5	0	0	0	3
75,000- 85,000	0	0	0	3	2	0	1	2	0
85,000-95,000	0	0	2	6	6	2	0	0	0
95,000-105,000	0	0	3	6	10	0	2	0	1
105,000-115,000	0	0	2	10	7	0	1	2	1
115,000-135,000	0	3	5	5	3	2	1	0	1
135,000-160,000	1	0	9	1	1	0	2	0	0
>160,000	1	7	4	0	0	0	0	0	1
Mean Salary	115,220	171,204	136,340	102,284	96,610	106,422	107,146	95,948	88,395
Percent	3	8	19	25	26	3	6	3	8

PRES=President; VP=Vice President; DIR=Director; MGR=Manager; TSV=Technical Services Veterinarian
 SCI=Scientist; CON=Consultant; SPEC=Specialist; O=Other

Table 8--Distribution of salaries by primary nature of job

Salary Range \$	MGMT	CL	LA	RES	SPEC	AP	TS	S/M	O
<60,000	2	0	0	0	0	0	1	0	3
60,000-75,000	1	2	0	1	1	0	4	2	0
75,000- 85,000	2	0	0	1	0	0	3	1	1
85,000-95,000	4	2	0	2	1	0	6	1	0
95,000-105,000	3	1	0	3	0	1	12	1	0
105,000-115,000	3	2	0	5	2	0	10	1	0
115,000-135,000	7	0	0	3	1	0	6	3	0
135,000-160,000	8	0	0	2	1	1	1	0	1
>160,000	8	0	0	1	0	0	0	3	1
Mean Salary	128,922	91,503	0	112,844	108,333	123,510	99,620	122,386	94,970
Percent	29	5	0	14	5	2	33	9	5

MGMT=Management; CL=Field and/or Clinical Investigation; LA=Laboratory Animal Medicine; RES=Research & Product Development; SPEC=Regulatory/Toxicology/Pathology; AP=Animal Production; TS= Technical Services; S/M=Sales and/or Marketing; O=Other

Table 9--Distribution of salaries by secondary nature of job

Salary Range \$	CL	LA	RES	REG	AP	TS	S/M	O
<60,000	0	0	0	0	2	0	0	3
60,000-75,000	0	0	1	1	0	2	4	2
75,000- 85,000	1	0	1	0	0	2	4	0
85,000-95,000	1	1	3	2	1	3	5	0
95,000-105,000	3	0	0	4	0	5	8	1
105,000-115,000	4	2	2	3	2	0	9	2
115,000-135,000	5	3	0	1	0	5	5	0
135,000-160,000	2	0	3	4	1	2	1	1
>160,000	0	1	3	3	0	0	3	2
Mean Salary	113,328	123,857	128,010	125,840	92,187	104,455	107,118	103,487
Percent	12	5	10	14	5	15	30	9

CL=Field and/or Clinical Investigation; LA=Laboratory Animal Medicine; RES=Research/Toxicology/Pathology; REG=Regulatory; AP=Animal Production; TS= Technical Services; S/M=Sales and/or Marketing; O=Other

Table 10--Distribution of salaries by number of years in management

Salary Range \$	0-1	2	3	4-5	6-10	11-15	16-20	21-25	>26
<60,000	0	0	0	0	1	0	0	1	0
60,000-75,000	0	0	0	0	2	0	0	0	0
75,000- 85,000	1	1	0	0	0	0	0	0	0
85,000-95,000	1	0	1	1	2	0	0	0	0
95,000-105,000	0	1	0	0	3	0	1	0	0
105,000-115,000	3	0	0	1	1	1	1	0	0
115,000-135,000	0	0	1	1	5	2	0	0	0
135,000-160,000	2	0	1	1	3	3	2	0	0
>160,000	0	1	1	0	2	2	4	1	1
Mean Salary	113,665	124,768	138,268	117,386	116,814	147,765	159,008	120,418	192,086
Percent	13	5	7	7	34	14	14	4	2

Table 11--Distribution of salaries by number of employees supervised

Salary Range \$	0	1-2	3-5	6-10	11-20	21-35	35-50	>50
<60,000	0	1	0	0	1	0	0	0
60,000-75,000	2	0	1	0	0	0	0	0
75,000- 85,000	0	0	1	1	1	0	0	0
85,000-95,000	1	0	1	0	2	0	1	0
95,000-105,000	3	2	0	1	0	0	0	0
105,000-115,000	3	2	1	2	0	0	0	0
115,000-135,000	3	0	2	2	1	1	1	0
135,000-160,000	0	0	2	3	2	3	1	0
>160,000	0	0	3	1	0	1	1	5
Mean Salary	101,992	92,723	133,788	128,080	104,512	151,799	138,268	192,086
Percent	20	8	19	17	12	8	7	8

Table 12--Distribution of salaries by number of professionals supervised

Salary Range \$	0-5	6-15	16-30	31-50	>50
<60,000	2	0	0	0	0
60,000-75,000	3	0	0	0	0
75,000- 85,000	2	0	0	0	1
85,000-95,000	4	1	0	0	0
95,000-105,000	3	1	0	0	0
105,000-115,000	7	0	0	1	0
115,000-135,000	8	1	1	0	0
135,000-160,000	5	4	2	0	0
>160,000	6	1	0	2	2
Mean Salary	119,273	137,047	139,589	164,243	155,837
Percent	70	14	5	5	5

Table 13--Distribution of salaries by number of years with present job title

Salary Range \$	0-1	2	3	4-5	6-10	11-15	16-20	21-25	>26
<60,000	0	0	0	2	1	1	1	1	0
60,000-75,000	2	4	1	1	3	0	0	0	0
75,000- 85,000	2	3	1	0	2	0	0	0	0
85,000-95,000	1	5	3	4	2	1	0	0	0
95,000-105,000	1	3	2	4	8	1	3	0	0
105,000-115,000	6	2	1	3	7	2	1	1	0
115,000-135,000	1	2	3	2	5	6	1	0	0
135,000-160,000	4	3	3	2	1	0	1	0	0
>160,000	2	1	3	2	4	1	0	0	0
Mean Salary	118,436	103,681	124,751	108,873	111,868	115,172	103,508	78,653	0
Percent	14	17	13	15	25	9	5	2	0

Table 14--Distribution of salaries by number of years in the present job

Salary Range \$	0-1	2	3	4-5	6-10	11-15	16-20	21-25	>26
<60,000	0	1	0	2	0	2	1	0	0
60,000-75,000	2	3	1	2	3	0	0	0	0
75,000- 85,000	2	2	0	0	3	1	0	0	0
85,000-95,000	1	4	2	3	2	4	0	0	0
95,000-105,000	1	3	1	4	8	2	1	0	0
105,000-115,000	4	1	2	3	7	2	1	2	1
115,000-135,000	1	2	1	3	6	3	3	1	0
135,000-160,000	0	1	1	2	5	2	3	0	0
>160,000	0	1	0	1	6	3	1	0	1
Mean Salary	96,039	99,054	104,905	104,469	120,637	115,639	126,014	113,197	150,321
Percent	8	14	6	15	31	15	8	2	2

Table 15--Distribution of salaries by number of years in industry

Salary Range \$	0-1	2	3	4-5	6-10	11-15	16-20	21-25	>26
<60,000	1	0	0	0	1	2	1	1	0
60,000-75,000	1	3	1	1	3	1	0	1	0
75,000- 85,000	0	2	1	0	4	1	0	0	0
85,000-95,000	0	0	1	3	6	5	1	0	0
95,000-105,000	0	0	2	2	6	6	4	1	1
105,000-115,000	1	0	1	3	8	3	4	1	2
115,000-135,000	0	0	0	0	6	5	5	3	1
135,000-160,000	0	0	0	0	5	3	5	0	1
>160,000	0	1	0	1	2	4	2	2	1
Mean Salary	76,402	95,744	91,986	105,850	108,816	114,956	123,006	119,966	129,783
Percent	2	5	5	8	31	23	17	7	5

Table 16--Distribution of salaries by nature of office location

Salary Range \$	CH	DH	SH	RH	R&T	RES	MAN	HOME	O
<60,000	1	1	0	0	0	0	0	4	0
60,000-75,000	2	1	0	0	3	0	0	5	0
75,000- 85,000	1	1	0	1	1	0	0	4	0
85,000-95,000	6	3	0	1	0	2	0	4	0
95,000-105,000	6	2	0	0	0	1	2	11	0
105,000-115,000	7	3	1	1	2	1	0	7	1
115,000-135,000	5	3	0	0	2	1	1	8	0
135,000-160,000	3	3	0	2	2	1	0	3	0
>160,000	6	5	1	0	0	0	0	0	1
Mean Salary	118,394	125,946	150,321	115,709	105,740	109,798	106,745	98,285	150,321
Percent	28	17	2	4	8	5	2	35	2

CH=Company or Corporate Headquarters; DH=Division Headquarters; SH=Subsidiary Headquarters;
 RH=Regional Headquarters or Office; R&T=Research or Technology Headquarters; RES=Research
 Station or Center; MAN=Manufacturing or Production Site; HOME=Home Office; O=Other

Table 17--Distribution of salaries by nature of reporting status

Salary Range \$	Upper	Middle	SE
<60,000	3	3	3
60,000-75,000	6	1	1
75,000- 85,000	5	3	0
85,000-95,000	10	6	0
95,000-105,000	13	9	0
105,000-115,000	14	9	0
115,000-135,000	13	6	1
135,000-160,000	8	4	2
>160,000	11	2	0
Mean Salary	115,584	106,718	90,988
Percent	62	32	5

Upper=CEO, President, Vice-president, Director or similar upper management position

Middle=Middle management position

SE=self employed

Table 18--Distribution of salaries by nature of previous employment

Salary Range \$	PP	VC	AC	GV	MI	O
<60,000	4	1	0	1	0	0
60,000-75,000	8	0	1	1	0	1
75,000- 85,000	5	1	2	0	0	0
85,000-95,000	12	2	1	1	0	0
95,000-105,000	16	1	3	1	0	1
105,000-115,000	16	2	4	1	0	0
115,000-135,000	13	2	2	2	1	0
135,000-160,000	5	2	7	0	0	0
>160,000	6	0	4	1	1	1
Mean Salary	106,773	106,369	129,588	106,937	157,283	120,954
Percent	64	8	18	6	2	2

PP=Private Practice; VC=Veterinary School; AC=Academia; GV=Government; MI=Military; O=Other

Table 19--Distribution of salaries by amount of travel (percentage of working time)

Salary Range \$	0-20	21-40	41-60	61-80	>80
<60,000	4	0	1	1	0
60,000-75,000	5	3	2	1	0
75,000- 85,000	3	1	1	2	1
85,000-95,000	10	3	2	1	0
95,000-105,000	5	6	8	3	0
105,000-115,000	10	5	5	2	1
115,000-135,000	7	3	8	2	0
135,000-160,000	6	5	1	1	1
>160,000	8	4	1	0	0
Mean Salary	113,293	119,422	107,258	98,811	113,346
Percent	44	23	22	10	2

Table 20--Distribution of salaries by type of travel

Salary Range \$	LOCAL	REG	NAT	INT
<60,000	2	2	2	0
60,000-75,000	0	5	6	0
75,000- 85,000	0	5	3	0
85,000-95,000	0	4	9	3
95,000-105,000	0	5	16	1
105,000-115,000	0	3	18	2
115,000-135,000	0	2	17	1
135,000-160,000	0	1	12	1
>160,000	0	0	12	1
Mean Salary	48,750	90,678	118,875	116,644
Percent	2	20	71	7

Reg=Regional or district; NAT=National; INT=International

Table 21--Satisfaction with employer's travel arrangements and policies

	SATISFIED	DISSATISFIED
Percent	97	3

COMPENSATION

Table 22--Distribution of salaries

Salary Range \$	# RESPONSES	PERCENT
<60,000	6	5
60,000-75,000	11	8
75,000- 85,000	8	6
85,000-95,000	16	12
95,000-105,000	22	17
105,000-115,000	23	17
115,000-135,000	20	15
135,000-160,000	14	11
>160,000	13	10
Total	133	

Mean Salary \$111,945

Table 23--Employer provides company matched savings program

	YES	NO
Responses	100	19
Percent	84	16

Table 24--Employer furnishes a company car

	YES	NO
Responses	50	69
Percent	42	58

Table 25--Allowed to use company car for personal use

	YES	NO
Responses	50	0
Percent	100	0

Table 26--Annual dollar benefit of company car

Dollar Benefit (\$)	# RESPONSES	PERCENT
0-2,000	16	18%
2-4,000	17	19%
4-6,000	21	24%
6-8,000	17	19%
>8,000	17	19%

Table 27--Fringe benefits provided by employer

Benefit	# RESPONSES	PERCENT
Life & Disability Insurance	112	84
Hospital/Medical Insurance	114	86
Dental Insurance	108	81
Retirement Plan	106	80
Profit Sharing	38	29
New Product Royalties	4	3
Stock Options	61	46
Cash Bonuses	77	58
Other	49	37

Table 28--Distribution of satisfaction with present fringe benefits

Benefit	MOST SATISFACTION		LEAST SATISFACTION	
	#	%	#	%
Life Insurance	7	6%	7	6%
Disability Insurance	0	0%	11	9%
Medical/Dental Insurance	44	38%	25	21%
Profit Sharing	11	10%	11	9%
Savings Plan	19	17%	8	7%
Cash Bonuses	14	12%	16	14%
Stock Options	7	6%	11	9%
Retirement Plan	12	10%	12	10%
New Product Royalties	1	1%	17	14%

Table 29--Desired future fringe benefit

Benefit	# RESPONSES	PERCENT
Life & Disability Insurance	3	3%
Hospital/Medical Insurance	0	0%
Dental Insurance	2	2%
Retirement Plan	1	1%
Profit Sharing	33	34%
New Product Royalties	22	22%
Stock Options	20	20%
Cash Bonuses	9	9%
Other	8	8%

Table 30-Value of non-monetary fringe benefits

% of Gross Salary	# RESPONSES	PERCENT
0-5	9	8%
6-10	15	13%
10-20	33	29%
20-30	44	38%
30-40	9	8%
40-50	2	2%
>50	3	3%

Table 31--Job Relocated in Past 2 Years

	YES	NO
Responses	17	103
Percent	14	86

Table 32--Changed Jobs in Past 2 Years

	YES	NO
Responses	30	89
Percent	25	75

Table 33--Employer Pays AAIV Dues

	YES	NO
Responses	91	28
Percent	76	24

Table 34--Employer Supports Expenses to AAIV Functions

	YES	NO
Responses	68	49
Percent	58	42

Table 35--Employer Allows Time to Attend AAIV Functions

	YES	NO
Responses	89	29
Percent	75	25

Special AAIV Continuing Education Survey Results

1. **Attended AAIV CE Session in last five years**
Yes - 23%
No - 77%
2. **Use other means of Continuing Education**
Yes - 85%
No - 15%
3. **Prefer AAIV CE held in conjunction with another meeting**
Yes - 85%
No - 15%
4. **Preference for other meeting**
NAVC - 28%
WVC - 23%
AVMA - 20%
CSVC - 19%
ACVIM - 7%
5. **AAIV CE as stand alone meeting**
Yes - 9%
No - 91%
6. **Length of CE Session preference**
4 hours - 44%
8 hours - 34%
2 hours - 16%
Weekend - 6%
7. **Employer will reimburse for stand alone meeting**
Yes - 22%
No - 78%
8. **Amount member willing to pay for CE out of own pocket**
\$250 - 52%
\$100 - 40%
\$500 - 4%
9. **Prefer weekend event with family**
Yes - 27%
No - 73%
10. **Use other means of Continuing Education**
Yes - 85%
No - 15%
11. **Preferred subject matter**
Job Related - 35%
Scientific - 28%
Finance - 15%
Retirement options - 12%
Computers - 10%
12. **Willing to serve on CE Committee**
Yes - 25%
No - 75%