

American Association of Industrial Veterinarians 2003 Compensation Survey¹

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, et cetera. In the fall of 2003, survey questionnaires were mailed to all active AAIV members. One hundred seventeen (117) were returned for tabulation. Not all respondents answered every question. Therefore, the values and percentages reported in the attached tables refer to the actual number of respondents that completed each particular question and not the total number that submitted completed questionnaires.

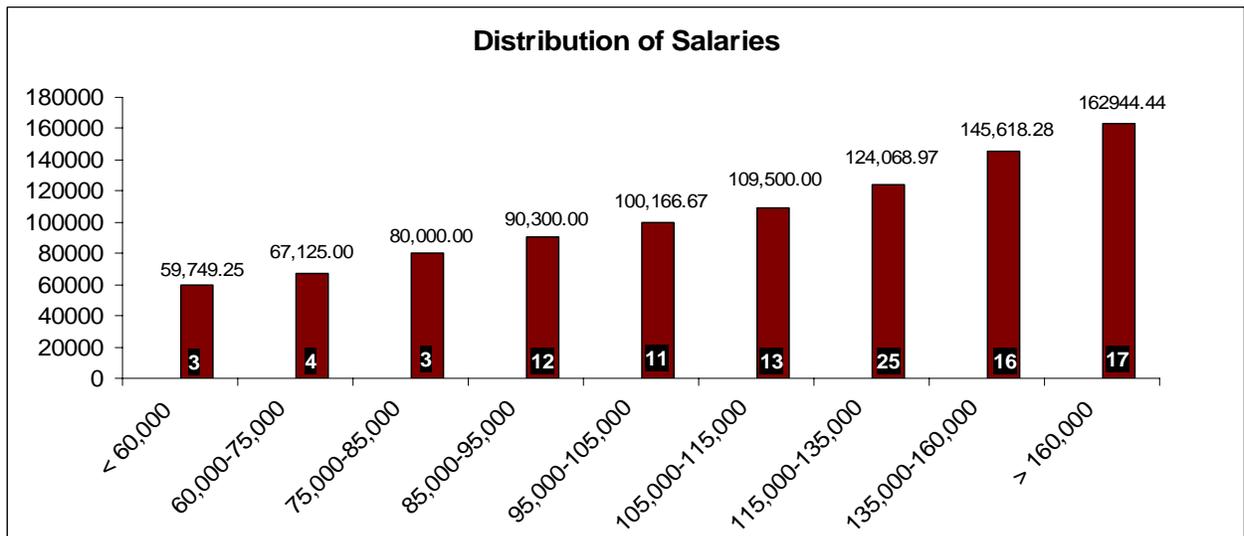
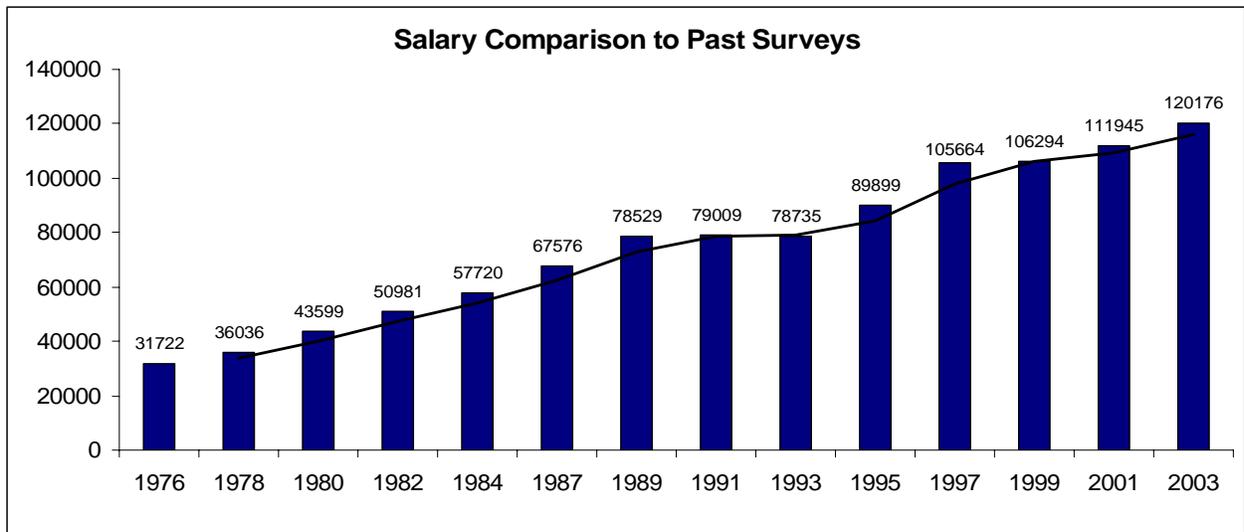
As in the past, these results indicate that the majority of AAIV members have entered industry from private practice (66%). The second most important source of industrial veterinarians is teaching, research or laboratory work in a college or university environment (13%), closely followed by those who entered the field immediately upon graduation from veterinary school (12%). Unlike the 2001 compensation survey, where only those who were Board-certified realized a significant impact on salary, the 2003 survey reveals that the highest income earners were those possessing PhDs, followed closely by those who were Board-certified. Geographical location once again played a significant role in compensation levels.

In 2001, 100% of respondents said they were allowed to use the company car for personal use. In 2003, that number dropped significantly to 60%. In this most recent survey, the mean salary increased (+8,231) to \$120,176.

The 2003 survey parallels the 2001 survey in that in both surveys, medical/dental insurance was both the most satisfactory fringe benefit and the one that elicited the least satisfaction from respondents. Profit sharing and stock options were the most desired future benefits.

<u>Year</u>	<u>Average Salary</u>
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
2003	120,176

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Demographics

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

Salary Range \$	DVM/VMD	MS/MA/MPH	PhD	MBA	Board Certification
<60,000	3	1	0	1	0
60,000—75,000	4	1	0	0	2
75,000—85,000	3	0	0	0	0
85,000—95,000	12	2	1	1	1
95,000—105,000	11	3	1	2	1
105,000—115,000	13	2	0	2	3
115,000—135,000	25	5	2	3	1
135,000—160,000	16	4	4	0	6
>160,000	17	6	3	1	6
Mean Salary	120,176	125,311	137,265	110,453	131,433
Percent	62%	14%	7%	6%	12%

Table 2. Geographic distribution of salaries

Salary Range \$	North-east	East Coast	South-East	North Central	Mid-West	South-West	West Coast	North-West	Canada
<60,000	0	0	0	0	3	0	0	0	0
60,000—75,000	0	0	1	0	3	0	0	0	0
75,000—85,000	0	0	0	0	1	0	0	2	0
85,000—95,000	3	1	1	1	4	1	1	0	0
95,000—105,000	1	2	1	2	4	0	0	1	0
105,000—115,000	2	1	2	0	5	2	0	1	0
115,000—135,000	1	3	3	1	13	2	0	2	0
135,000—160,000	3	2	1	1	7	1	0	1	0
>160,000	5	3	0	2	7	0	0	1	0
Mean Salary	131,047	129,367	110,491	126,601	117,932	117,176	90,300	115,796	0
Percent	14%	11%	9%	7%	45%	6%	1%	8%	0%

Table 3. Percentage of respondents belonging to a state or local veterinary association.

Yes	No
70%	30%

Table 4. Percentage of respondents that participate in AVMA Programs.

Program	%
Group Life, Disability and/or Health Insurance	39%
Professional Liability Insurance	26%
Workers' Compensation Insurance	1%
Gold MasterCard	9%
Rent-a-Car corporate rate	5%
Placement Service	12%
AVMA Foundation	12%
Other	4%

Other: Category chosen but program(s) not described.

Table 5. Distribution of salaries by interest of company.

Salary Range \$	HP	AHP	AC/P	AF	PF	LP	P/EP	CR/T	Other
<60,000		2							1
60,000—75,000		1							3
75,000—85,000		1			1				1
85,000—95,000	2	5			2			1	2
95,000—105,000	1	7			2				1
105,000—115,000	1	10				2			
115,000—135,000	1	17		1	3		1		2
135,000—160,000	3	8	1	1			1		2
>160,000	5	7			2			1	2
Mean Salary	135,839	119,466	145,618	134,844	115,903	109,500	134,844	126,622	106,225
Percent	13%	56%	1%	2%	10%	2%	2%	2%	13%

Legend: **HP** = Human Pharmaceuticals and/or Medical Devices
AHP = Animal Health Products
AC/P = Agricultural Chemicals/Pesticides
AF = Animal Feeds
PF = Pet Foods
LP = Livestock Production
P/EP = Poultry/Egg Production
CR/T = Contract Research/Testing

Other responses include oil field chemicals, USDA FSIS, business consultant, association, teaching, research, clinics, AG input supply, FDA/Regulatory, government relations, consulting in animal health, animal welfare (non-profit), and lab animal production.

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

Full-time	Part-time	Retired
97%	2%	1%

Table 7. Distribution of salaries by job title

Salary Range \$	PRES	VP	DIR	MGR	TSV	SCI	CON	SPEC	Other
<60,000					1	1	1		1
60,000—75,000		1	1			1			1
75,000—85,000	1		1	1					
85,000—95,000			1	3	5	2			1
95,000—105,000			1	3	6			1	
105,000—115,000			1	2	8		2		
115,000—135,000		1	6	9	5	2	1	1	
135,000—160,000		1	6	3	5				
>160,000	1	6	9			1			
Mean Salary	121,472	146,053	136,835	115,423	111,223	109,801	100,704	112,118	72,391
Percent	2%	9%	25%	20%	29%	6%	4%	2%	3%

Legend:

- PRES** = President
- VP** = Vice President
- DIR** = Director
- MGR** = Manager
- TSV** = Technical Services Veterinarian
- SCI** = Scientist
- CON** = Consultant
- SPEC** = Specialist

Other responses include Assistant Director and Assistant Professor.

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

Salary Range \$	MGT	F/CI	LAM	R/PD	SPEC	AP	TS	S/M	Other
<60,000								1	2
60,000—									
75,000	1			2					
75,000—									
85,000	2								1
85,000—									
95,000	1			1	2		5	2	1
95,000—									
105,000		1		2	1		5	2	
105,000—									
115,000	2			2			9		
115,000—									
135,000	9			3	2	1	6	2	2
135,000—									
160,000	6	1		1	2		6		
>160,000	10		1	1			1	1	3
Mean Salary	134,071	122,892	162,944	110,388	117,163	124,069	116,216	106,471	114,085
Percent	30%	2%	1%	12%	7%	1%	31%	8%	9%

Legend:

- MGT** = Management
- F/CI** = Field and/or Clinical Investigations
- LAM** = Laboratory Animal Medicine
- R/PD** = Research or Product Development
- SPEC** = Specialized, e.g., Regulatory/Toxicology/Pathology
- AP** = Animal Production
- TS** = Technical Services
- S/M** = Sales and/or Marketing

Other responses include speaker, book author, teaching, training and consulting.

Table 9. Distribution of Salaries by secondary nature of job.

Salary Range \$	F/CI	LAM	RTP	REG	AP	TS	S/M	Other
<60,000						1	1	1
60,000—75,000	1			2				1
75,000—85,000						1	1	1
85,000—95,000	1			2		2	4	2
95,000—105,000	1			1		3	5	1
105,000—115,000	4				1	1	4	1
115,000—135,000	5	1	1			10	4	1
135,000—160,000	2	1	4	2		4	3	
>160,000	1	2	4	2		2	4	1
Mean Salary	118,008	148,894	150,924	115,621	109,500	119,975	116,334	98,239
Percent	15%	4%	9%	10%	1%	24%	27%	9%

Legend: F/CI = Field and/or Clinical Investigations
LAM = Laboratory Animal Medicine
RTP = Research/Toxicology/Pathology
REG = Regulatory
AP = Animal Production
TS = Technical Services
S/M = Sales and/or Marketing

Other includes workshops, clinical, management and biosecurity.

NOTE: Only those who answered "management" to Question 8 responded to the questions that yielded the data for the next three tables.

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									
60,000—75,000						1			
75,000—85,000				1			1		
85,000—95,000			1	2					
95,000—105,000			1	2					
105,000—115,000	1			1		1			
115,000—135,000	4	1		4	2	1	1		
135,000—160,000		1	1	2	2	1			
>160,000				2	4	1	3	1	
Mean Salary	121,155	134,844	112,028	120,274	148,894	121,851	138,580	162,944	0
Percent	12%	5%	7%	33%	19%	12%	12%	2%	0%

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								
60,000—								1
75,000								
75,000—			1		1			
85,000								
85,000—			1	1		1		
95,000								
95,000—	2							
105,000								
105,000—	1	1						
115,000								
115,000—	1	1	2	4	5			
135,000								
135,000—	1	1	1	2	1			1
160,000								
>160,000		1	2	2	1	1	1	3
Mean Salary	115,904	135,533	124,931	133,745	126,113	126,622	162,944	140,315
Percent	12%	10%	19%	21%	19%	5%	2%	12%

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

Salary Range \$	0-5	6-15	16-30	31-50	50+
<60,000				1	
60,000—75,000					
75,000—85,000	2				
85,000—95,000	2				
95,000—105,000	2				
105,000—115,000	3				
115,000—135,000	8	4			
135,000—160,000	3	2	1		
>160,000	7	2	2	1	
Mean Salary	127,387	139,175	157,169	111,347	0
Percent	68%	20%	8%	5%	0%

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							1		
60,000—75,000		1		1		1	1		
75,000—85,000				1		1		1	
85,000—95,000	2	1	1	4	3		1		
95,000—105,000	1	1		4	4	1			
105,000—115,000	2	1		3	5	2			
115,000—135,000	2	2	1	3	9	6	1	1	
135,000—160,000	1	1		2	6	1	3	1	1
>160,000	1	1		2	4	4	3	2	
Mean Salary	115,059	116,391	112,356	119,162	131,869	108,312	116,181	0	109,500
Percent	17%	17%	9%	23%	21%	8%	5%	0%	1%

Table 14. Distribution of salaries by number of years in present job.

Salary Range \$	0-1	2	3	4-5	6-10	11-15	16-20	21-25	26+
<60,000							1		
60,000—75,000		1		1		1			
75,000—85,000				1		1		1	
85,000—95,000	2	1	1	4	3		1		
95,000—105,000	1	1		4	4	1			
105,000—115,000	2	1		3	5	2			
115,000—135,000	2	2	1	3	9	6	1	1	
135,000—160,000	1	1		2	6	1	3	1	1
>160,000	1	1		2	4	4	3	2	
Mean Salary	117,385	115,474	107,184	111,341	124,554	125,606	126,693	135,115	145,618
Percent	9%	8%	2%	20%	30%	16%	10%	5%	1%

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		1		
60,000—75,000		1				1	2		
75,000—85,000				1			1		1
85,000—95,000			1	4	4	1	1		1
95,000—105,000		2		1	1	3	1	1	2
105,000—115,000				2	6	3		1	1
115,000—135,000				2	6	7	6	3	1
135,000—160,000				1	3	4	4	2	2
>160,000				2	2	4	3	3	3
Mean Salary	0	89,153	90,300	113,847	116,751	125,616	120,010	136,194	125,843
Percent	0%	3%	1%	13%	23%	23%	29%	10%	11%

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

Salary Range \$	Co HQ	Div. HQ	Sub. HQ	RO/HQ	R/T HQ	RS	P/MS	Home	Other
<60,000							1	1	
60,000—75,000	1			1			1	1	
75,000—85,000	2							1	
85,000—95,000	3	1						5	2
95,000—105,000	2	2			1			6	
105,000—115,000	4	3						6	
115,000—135,000	10	1	1	1	3	1		8	
135,000—160,000	3	3	1	1	2			6	
>160,000	9	2	1	1	1		1	2	
Mean Salary	125,894	125,495	144,211	130,733	124,210	124,069	96,606	114,126	90,300
Percent	33%	12%	3%	4%	8%	1%	3%	3%	2%

Legend:

- Co HQ** = Company or Corporate Headquarters
- Div. HQ** = Division Headquarters
- Sub. HQ** = Subsidiary Headquarters
- RO/HQ** = Regional Office or Headquarters
- R/T HQ** = Research or Technology Headquarters
- RS** = Research Station or Center
- P/MS** = Production or Manufacturing Site

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

Salary Range \$	Upper	Middle	Self-Employed
<60,000		1	1
60,000—75,000	1	2	1
75,000—85,000	2		1
85,000—95,000	9	3	
95,000—105,000	6	5	
105,000—115,000	8	4	1
115,000—135,000	18	7	
135,000—160,000	11	5	
>160,000	16	1	
Mean Salary	126,183	112,973	79,094
Percent	69%	27%	4%

Legend:

- Upper** = CEO, President, Vice President, Director or similar Management position
- Middle** = Middle Management position

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

Salary Range \$	Pvt.Prac.	VS	Acad.	Govt.	Mil.	Other
<60,000	2	1				
60,000—75,000	3	1				
75,000—85,000	1	2				
85,000—95,000	10	2				
95,000—105,000	8		1	2		
105,000—115,000	10	1	1			1
115,000—135,000	18	1	2	2		2
135,000—160,000	9	1	5	1		
>160,000	8	3	4		1	1

Mean Salary	116,631	111,292	141,369	118,818	162,944	130,146
Percent	66%	12%	13%	5%	1%	4%

Legend:

Pvt. Prac. = Private Practice

VS = Veterinary School (entered industry immediately following graduation)

Acad. = Academia (College or University – Teaching, Research, or Laboratory Position)

Govt. = Government

Mil. = Military

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	2				
60,000—75,000	3	1			
75,000—85,000		3			
85,000—95,000	6	1	4		1
95,000—105,000	4	1	4	1	
105,000—115,000	4	5	2	2	
115,000—135,000	12	5	5	3	
135,000—160,000	7	2	6		1
>160,000	8	3	5	1	

Mean Salary	119,849	115,712	126,525	122,045	117,959
Percent	45%	21%	25%	7%	2%

Table 20. Distribution of salaries by type of travel

Salary Range \$	Local	Reg'l/Dist	Nat'l	Int'l
<60,000			2	
60,000—75,000	1	1	1	1
75,000—85,000		1	2	
85,000—95,000		5	7	
95,000—105,000		3	8	
105,000—115,000		4	9	
115,000—135,000		5	20	
135,000—160,000		2	12	2
>160,000			15	2
Mean Salary	67,125	107,081	124,191	136,850
Percent	1%	20%	74%	5%

Legend: **Reg'l/Dist** = Regional or District
 Nat'l = National
 Int'l = International

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

	Satisfied	Dissatisfied
Percent	93%	7%

Table 22. Company providing savings or 401(k) plan in which the company matches savings contributions

	Satisfied	Dissatisfied
Percent	91%	9%

Table 23. Company furnishes a company car

	Satisfied	Dissatisfied
Percent	42%	58%

Table 24. Allowed to use company car for personal use

	Satisfied	Dissatisfied
Percent	60%	40%

Table 25. Annual dollar benefit of company car

Dollar Benefit \$	# of Responses	Percent
0-2,000	12	19%
2,000-3,999	6	10%
4,000-5,999	24	39%
6,000-7,999	13	21%
>8,000	7	11%

Table 26. Fringe benefits provided by employer

Benefit	# of Responses	Percent
Life and Disability Insurance	99	85%
Hospital/Medical Insurance	99	85%
Dental Insurance	93	79%
Retirement Plan	88	75%
Profit Sharing	25	21%
New Product Royalties	3	3%
Stock Options	43	37%
Cash Bonuses	73	62%
Other (e.g., Day Care, Continuing Education, etc.)	33	28%

Table 27. Distribution of satisfaction with present fringe benefits

Benefit	Most Satisfaction		Least Satisfaction	
	Number	Percentage	Number	Percentage
Life Insurance	2	2%	7	7%
Disability Insurance	3	3%	5	5%
Medical/Dental Insurance	38	38%	31	32%
Profit Sharing	4	4%	7	7%
Savings Plan	18	18%	5	5%
Cash Bonus Program	16	16%	17	17%
Stock Options	6	6%	12	12%
Retirement Plan	14	14%	13	13%
Royalties on new products	0	0%	1	1%

Table 28. Value of non-monetary fringe benefits as percentage of gross salary

Percentage of Gross Salary	Number of Responses	Percent
0-5	2	2%
6-10	12	12%
10-20	34	33%
20-30	32	31%
30-40	15	15%
40-50	6	6%
>50	1	1%

Table 29. Desired future fringe benefit

Benefit	# of Responses	Percent
Life and Disability Insurance	0	0%
Hospital/Medical Insurance	0	0%
Dental Insurance	4	4%
Retirement Plan	6	7%
Profit Sharing	24	27%
New Product Royalties	17	19%
Stock Options	22	25%
Cash Bonus Program	6	7%
Other (e.g., Day Care, Continuing Education, etc.)	10	11%

Table 30. Distribution of Salaries (annual gross plus estimated cash bonuses)

Salary Range	# of Responses	Percent
<60,000	3	3%
60,000—75,000	4	3%
75,000—85,000	3	3%
85,000—95,000	12	13%
95,000—105,000	11	10%
105,000—115,000	13	14%
115,000—135,000	25	25%
135,000—160,000	16	14%
>160,000	17	15%
Mean Salary	120,176	

Table 31. Job relocated in past two years?

	Yes	No
Responses	17	86
Percent	17%	83%

Table 32. Changed jobs in past two years (included mergers and acquisitions)

	Yes	No
Responses	18	85
Percent	17%	83%

Table 33. Employer pays AAIV dues

	Yes	No
Responses	85	18
Percent	83%	17%

Table 34. Employer allows time to attend AAIV functions

	Yes	No
Responses	82	20
Percent	80%	20%

Table 35. Currently a member of AAIV

	Yes	No
Responses	104	0
Percent	100%	0%