

# American College of Veterinary Pathologists 2006 Salary Survey

In 2007, the American College of Veterinary Pathologists asked its more than 1,500 members (Diplomates) to respond to a survey on 2006 salary and related information.

Of the 664 members who responded, 594 listed the U.S. as their area of employment, 40 listed Canada, and 30 listed another country.

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# INCOME

The following tables provide high, low and median income and bonus ranges for U.S. Diplomates working full-time.

| US Northeast (CT, MA, ME, NH, NY, RI, VT) |          |    |                       |                       |                       |
|---|----------|----|-----------------------|-----------------------|-----------------------|
| Years After Training                      | Sector   | n  | Low                   | Mediian               | High                  |
| 0 - 2                                     | Industry | 3  | \$130,000 - \$139,999 | \$130,000 - \$139,999 | \$150,000 - \$159,999 |
|   | Academia | 4  | \$30,000 - \$39,999   | \$70,000 - \$79,999   | \$80,000 - \$89,999   |
|   | Other    | 3  | \$70,000 - \$79,999   | \$90,000 - \$99,999   | \$130,000 - \$139,999 |
| 3 - 5                                     | Industry | 3  | \$130,000 - \$139,999 | \$140,000 - \$149,999 | \$150,000 - \$159,999 |
|   | Academia | 3  | \$90,000 - \$99,999   | \$140,000 - \$149,999 | \$140,000 - \$149,999 |
|   | Other    | 3  | \$30,000 - \$39,999   | \$70,000 - \$79,999   | \$150,000 - \$159,999 |
| 6 - 10                                    | Industry | 13 | \$130,000 - \$139,999 | \$170,000 - \$179,999 | \$190,000 - \$199,999 |
|   | Academia | 5  | \$90,000 - \$99,999   | \$120,000 - \$129,999 | \$160,000 - \$169,999 |
|   | Other    | 4  | \$80,000 - \$89,999   | \$100,000 - \$109,999 | \$130,000 - \$139,999 |
| 11 - 15                                   | Industry | 14 | \$140,000 - \$149,999 | \$170,000 - \$179,999 | \$200,000 - \$219,999 |
|   | Academia | 3  | \$110,000 - \$119,999 | \$130,000 - \$139,999 | \$180,000 - \$189,999 |
|   | Other    | 2  | \$80,000 - \$89,999   |                       | \$220,000 - \$239,999 |
| 16 - 20                                   | Industry | 9  | \$120,000 - \$129,999 | \$180,000 - \$189,999 | \$220,000 - \$239,999 |
|   | Academia |    |                       |                       |                       |
|   | Other    | 2  | \$140,000 - \$149,999 |                       | \$170,000 - \$179,999 |
| 21+                                       | Industry | 14 | \$120,000 - \$129,999 | \$170,000 - \$179,999 | \$280,000 or more     |
|   | Academia | 4  | \$100,000 - \$109,999 | \$160,000 - \$169,999 | \$200,000 - \$219,999 |
|   | Other    | 3  | \$100,000 - \$109,999 | \$120,000 - \$129,999 | \$280,000 or more     |

| US Mid-Atlantic (DC, DE, MD, NC, NJ, PA, VA, WV) |          |    |                       |                       |                       |
|--|----------|----|-----------------------|-----------------------|-----------------------|
| Years After Training                             | Sector   | n  | Low                   | Mediian               | High                  |
| 0 - 2  | Industry | 6  | \$110,000 - \$119,999 | \$130,000 - \$139,999 | \$130,000 - \$139,999 |
|  | Academia | 5  | \$60,000 - \$69,999   | \$80,000 - \$89,999   | \$90,000 - \$99,999   |
|  | Other    | 7  | \$70,000 - \$79,999   | \$90,000 - \$99,999   | \$110,000 - \$119,999 |
| 3 - 5  | Industry | 11 | \$110,000 - \$119,999 | \$140,000 - \$149,999 | \$170,000 - \$179,999 |
|  | Academia | 4  | \$40,000 - \$49,999   | \$80,000 - \$89,999   | \$90,000 - \$99,999   |
|  | Other    | 5  | \$60,000 - \$69,999   | \$90,000 - \$99,999   | \$110,000 - \$119,999 |
| 6 - 10   | Industry | 17 | \$90,000 - \$99,999   | \$150,000 - \$159,999 | \$200,000 - \$219,999 |
|  | Academia | 1  |                       |                       | \$100,000 - \$109,999 |
|  | Other    | 7  | \$70,000 - \$79,999   | \$110,000 - \$119,999 | \$120,000 - \$129,999 |
| 11 - 15  | Industry | 11 | \$150,000 - \$159,999 | \$160,000 - \$169,999 | \$200,000 - \$219,999 |
|  | Academia | 2  | \$140,000 - \$149,999 | \$140,000 - \$149,999 | \$140,000 - \$149,999 |
|  | Other    | 12 | \$50,000 - \$59,999   | \$150,000 - \$159,999 | \$240,000 - \$259,999 |
| 16 - 20  | Industry | 12 | \$140,000 - \$149,999 | \$170,000 - \$179,999 | \$200,000 - \$219,999 |
|  | Academia | 1  |                       |                       | \$100,000 - \$109,999 |
|  | Other    | 6  | \$90,000 - \$99,999   | \$140,000 - \$149,999 | \$240,000 - \$259,999 |
| 21+  | Industry | 31 | \$140,000 - \$149,999 | \$170,000 - \$179,999 | \$240,000 - \$259,999 |
|  | Academia | 10 | \$70,000 - \$79,999   | \$110,000 - \$119,999 | \$160,000 - \$169,999 |
|  | Other    | 7  | \$90,000 - \$99,999   | \$160,000 - \$169,999 | \$280,000 or more     |

# INCOME

The following tables provide high, low and median income and bonus ranges for U.S. Diplomates working full-time.

| US North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI) |          |    |                       |                       |                       |
|---|----------|----|-----------------------|-----------------------|-----------------------|
| Years After Training  | Sector   | n  | Low                   | Median                | High                  |
| 0 - 2   | Industry | 12 | \$110,000 - \$119,999 | \$120,000 - \$129,999 | \$140,000 - \$149,999 |
|   | Academia | 13 | \$20,000 - \$29,999   | \$60,000 - \$69,999   | \$130,000 - \$139,999 |
|   | Other    | 2  | \$80,000 - \$89,999   |                       | \$110,000 - \$119,999 |
| 3 - 5   | Industry | 6  | \$120,000 - \$129,999 | \$140,000 - \$149,999 | \$170,000 - \$179,999 |
|   | Academia | 5  | \$20,000 - \$29,999   | \$80,000 - \$89,999   | \$90,000 - \$99,999   |
|   | Other    | 3  | \$70,000 - \$79,999   | \$80,000 - \$89,999   | \$110,000 - \$119,999 |
| 6 - 10  | Industry | 16 | \$120,000 - \$129,999 | \$150,000 - \$159,999 | \$180,000 - \$189,999 |
|   | Academia | 8  | \$30,000 - \$39,999   | \$90,000 - \$99,999   | \$100,000 - \$109,999 |
|   | Other    | 1  |                       |                       | \$90,000 - \$99,999   |
| 11 - 15   | Industry | 9  | \$130,000 - \$139,999 | \$150,000 - \$159,999 | \$220,000 - \$239,999 |
|   | Academia | 3  | \$90,000 - \$99,999   | \$100,000 - \$109,999 | \$100,000 - \$109,999 |
|   | Other    | 1  |                       |                       | \$90,000 - \$99,999   |
| 16 - 20   | Industry | 13 | \$150,000 - \$159,999 | \$170,000 - \$179,999 | \$280,000 or more     |
|   | Academia | 17 | \$80,000 - \$89,999   | \$110,000 - \$119,999 | \$160,000 - \$169,999 |
|   | Other    | 2  | \$90,000 - \$99,999   |                       | \$110,000 - \$119,999 |
| 21+   | Industry | 17 | \$120,000 - \$129,999 | \$160,000 - \$169,999 | \$240,000 - \$259,999 |
|   | Academia | 19 | \$20,000 - \$29,999   | \$120,000 - \$129,999 | \$220,000 - \$239,999 |
|   | Other    | 7  | \$40,000 - \$49,999   | \$70,000 - \$79,999   | \$160,000 - \$169,999 |
| US South (AL, AR, FL, GA, KY, LA, MS, SC, TN)                     |          |    |                       |                       |                       |
| Years After Training  | Sector   | n  | Low                   | Median                | High                  |
| 0 - 2   | Industry |    |                       |                       |                       |
|   | Academia | 2  | \$20,000 - \$29,999   |                       | \$80,000 - \$89,999   |
|   | Other    |    |                       |                       |                       |
| 3 - 5   | Industry |    |                       |                       |                       |
|   | Academia | 4  | \$70,000 - \$79,999   | \$90,000 - \$99,999   | \$100,000 - \$109,999 |
|   | Other    | 1  |                       |                       | \$70,000 - \$79,999   |
| 6 - 10  | Industry | 1  |                       |                       | \$110,000 - \$119,999 |
|   | Academia | 5  | \$90,000 - \$99,999   | \$90,000 - \$99,999   | \$140,000 - \$149,999 |
|   | Other    | 1  |                       |                       | \$110,000 - \$119,999 |
| 11 - 15   | Industry | 1  |                       |                       | \$140,000 - \$149,999 |
|   | Academia | 2  | \$100,000 - \$109,999 |                       | \$140,000 - \$149,999 |
|   | Other    | 1  |                       |                       | \$100,000 - \$109,999 |
| 16 - 20   | Industry | 1  |                       |                       | \$150,000 - \$159,999 |
|   | Academia | 5  | \$90,000 - \$99,999   | \$140,000 - \$149,999 | \$240,000 - \$259,999 |
|   | Other    |    |                       |                       |                       |
| 21+   | Industry | 3  | \$140,000 - \$149,999 | \$170,000 - \$179,999 | \$240,000 - \$259,999 |
|   | Academia | 8  | \$100,000 - \$109,999 | \$140,000 - \$149,999 | \$220,000 - \$239,999 |
|   | Other    | 5  | \$60,000 - \$69,999   | \$120,000 - \$129,999 | \$160,000 - \$169,999 |

# INCOME

The following tables provide high, low and median income and bonus ranges for U.S. Diplomates working full-time.

| US Southwest (AZ, CO, NM, OK, TX) |          |   |                       |                       |                       |
|-----------------------------------|----------|---|-----------------------|-----------------------|-----------------------|
| Years After Training              | Sector   | n | Low                   | Mediian               | High                  |
| 0 - 2                             | Industry |   |                       |                       |                       |
|                                   | Academia | 5 | \$20,000 - \$29,999   | \$70,000 - \$79,999   | \$90,000 - \$99,999   |
|                                   | Other    | 1 |                       |                       | \$100,000 - \$109,999 |
| 3 - 5                             | Industry | 1 |                       |                       | \$150,000 - \$159,999 |
|                                   | Academia | 5 | \$80,000 - \$89,999   | \$90,000 - \$99,999   | \$170,000 - \$179,999 |
|                                   | Other    |   |                       |                       |                       |
| 6 - 10                            | Industry |   |                       |                       |                       |
|                                   | Academia | 5 | \$80,000 - \$89,999   | \$90,000 - \$99,999   | \$150,000 - \$159,999 |
|                                   | Other    | 5 | \$80,000 - \$89,999   | \$90,000 - \$99,999   | \$110,000 - \$119,999 |
| 11 - 15                           | Industry | 1 |                       |                       | \$200,000 - \$219,999 |
|                                   | Academia | 3 | \$100,000 - \$109,999 | \$100,000 - \$109,999 | \$110,000 - \$119,999 |
|                                   | Other    | 2 | \$130,000 - \$139,999 | \$130,000 - \$139,999 | \$130,000 - \$139,999 |
| 16 - 20                           | Industry | 1 |                       |                       | \$150,000 - \$159,999 |
|                                   | Academia | 3 | \$90,000 - \$99,999   | \$100,000 - \$109,999 | \$130,000 - \$139,999 |
|                                   | Other    | 2 | \$100,000 - \$109,999 |                       | \$160,000 - \$169,999 |
| 21+                               | Industry | 1 |                       |                       | \$200,000 - \$219,999 |
|                                   | Academia | 8 | \$110,000 - \$119,999 | \$140,000 - \$149,999 | \$200,000 - \$219,999 |
|                                   | Other    | 2 | \$70,000 - \$79,999   |                       | \$200,000 - \$219,999 |

| US West (CA, ID, MT, NV, OR, UT, WA, WY) |          |    |                       |                       |                       |
|--|----------|----|-----------------------|-----------------------|-----------------------|
| Years After Training                     | Sector   | n  | Low                   | Mediian               | High                  |
| 0 - 2                                    | Industry | 5  | \$130,000 - \$139,999 | \$140,000 - \$149,999 | \$140,000 - \$149,999 |
|  | Academia | 4  | \$40,000 - \$49,999   | \$80,000 - \$89,999   | \$100,000 - \$109,999 |
|  | Other    | 2  | \$70,000 - \$79,999   |                       | \$110,000 - \$119,999 |
| 3 - 5                                    | Industry | 5  | \$100,000 - \$109,999 | \$120,000 - \$129,999 | \$160,000 - \$169,999 |
|  | Academia | 5  | \$80,000 - \$89,999   | \$90,000 - \$99,999   | \$110,000 - \$119,999 |
|  | Other    | 1  |                       |                       | \$130,000 - \$139,999 |
| 6 - 10                                   | Industry | 8  | \$120,000 - \$129,999 | \$160,000 - \$169,999 | \$180,000 - \$189,999 |
|  | Academia | 3  | \$80,000 - \$89,999   | \$90,000 - \$99,999   | \$100,000 - \$109,999 |
|  | Other    | 3  | \$90,000 - \$99,999   | \$110,000 - \$119,999 | \$120,000 - \$129,999 |
| 11 - 15                                  | Industry | 7  | \$150,000 - \$159,999 | \$170,000 - \$179,999 | \$190,000 - \$199,999 |
|  | Academia | 4  | \$100,000 - \$109,999 | \$120,000 - \$129,999 | \$180,000 - \$189,999 |
|  | Other    | 5  | \$80,000 - \$89,999   | \$110,000 - \$119,999 | \$130,000 - \$139,999 |
| 16 - 20                                  | Industry | 6  | \$160,000 - \$169,999 | \$200,000 - \$219,999 | \$240,000 - \$259,999 |
|  | Academia | 4  | \$90,000 - \$99,999   | \$110,000 - \$119,999 | \$140,000 - \$149,999 |
|  | Other    | 2  | \$90,000 - \$99,999   |                       | \$220,000 - \$239,999 |
| 21+                                      | Industry | 13 | \$140,000 - \$149,999 | \$190,000 - \$199,999 | \$260,000 - \$279,999 |
|  | Academia | 12 | \$50,000 - \$59,999   | \$150,000 - \$159,999 | \$260,000 - \$279,999 |
|  | Other    | 8  | Under \$19,999        | \$130,000 - \$139,999 | \$220,000 - \$239,999 |

## GENDER & INCOME

The following tables and the graphs on the next page reflect the median income ranges of U.S. Diplomates working full-time, sorted by gender.

### Income + Bonus Ranges in \$000s

| Industry             |        |           |           |             |      |           |           |             |
|----------------------|--------|-----------|-----------|-------------|------|-----------|-----------|-------------|
| Years After Training | Female |           |           |             | Male |           |           |             |
|                      | n      | Low       | Median    | High        | n    | Low       | Median    | High        |
| 0 - 2                | 14     | 110 - 120 | 130 - 140 | 150 - 160   | 14   | 110 - 120 | 130 - 140 | 140 - 150   |
| 3 - 5                | 14     | 100 - 110 | 130 - 140 | 160 - 170   | 12   | 120 - 130 | 140 - 150 | 170 - 180   |
| 6 - 10               | 31     | 90 - 100  | 130 - 140 | 200 - 220   | 28   | 120 - 130 | 150 - 160 | 190 - 200   |
| 11 - 15              | 14     | 140 - 150 | 160 - 170 | 180 - 190   | 29   | 130 - 140 | 180 - 190 | 220 - 240   |
| 16 - 20              | 12     | 130 - 140 | 170 - 180 | 280 or more | 32   | 120 - 130 | 170 - 180 | 240 - 260   |
| 21+                  | 11     | 130 - 140 | 150 - 160 | 190 - 200   | 72   | 120 - 130 | 170 - 180 | 280 or more |

| Academia             |        |           |           |           |      |          |           |           |
|----------------------|--------|-----------|-----------|-----------|------|----------|-----------|-----------|
| Years After Training | Female |           |           |           | Male |          |           |           |
|                      | n      | Low       | Median    | High      | n    | Low      | Median    | High      |
| 0 - 2                | 23     | 20 - 30   | 70 - 80   | 90 - 100  | 14   | 20 - 30  | 60 - 70   | 130 - 140 |
| 3 - 5                | 12     | 40 - 50   | 90 - 100  | 140 - 150 | 16   | 20 - 30  | 90 - 100  | 170 - 180 |
| 6 - 10               | 21     | 30 - 40   | 90 - 100  | 160 - 170 | 13   | 80 - 90  | 90 - 100  | 150 - 160 |
| 11 - 15              | 6      | 100 - 110 | 110 - 120 | 180 - 190 | 10   | 90 - 100 | 120 - 130 | 180 - 190 |
| 16 - 20              | 13     | 80 - 90   | 110 - 120 | 140 - 150 | 21   | 80 - 90  | 110 - 120 | 240 - 260 |
| 21+                  | 18     | 50 - 60   | 120 - 130 | 220 - 240 | 48   | 70 - 80  | 130 - 140 | 260 - 280 |

| Other                |        |          |           |           |      |           |           |             |
|----------------------|--------|----------|-----------|-----------|------|-----------|-----------|-------------|
| Years After Training | Female |          |           |           | Male |           |           |             |
|                      | n      | Low      | Median    | High      | n    | Low       | Median    | High        |
| 0 - 2                | 15     | 70 - 80  | 90 - 100  | 130 - 140 | 8    | 40 - 50   | 90 - 100  | 100 - 110   |
| 3 - 5                | 10     | 30 - 40  | 70 - 80   | 100 - 110 | 9    | 70 - 80   | 100 - 110 | 150 - 160   |
| 6 - 10               | 14     | 70 - 80  | 90 - 100  | 130 - 140 | 17   | 70 - 80   | 90 - 100  | 280 or more |
| 11 - 15              | 13     | 20 - 30  | 90 - 100  | 110 - 120 | 19   | 30 - 40   | 120 - 130 | 220 - 240   |
| 16 - 20              | 8      | 90 - 100 | 100 - 110 | 240 - 260 | 11   | 100 - 110 | 140 - 150 | 220 - 240   |
| 21+                  | 9      | 60 - 70  | 100 - 110 | 130 - 140 | 29   | Under 20  | 120 - 130 | 280 or more |

# GENDER & JOB TITLE

## U.S. Income & Bonus by Job Title and Years after Training

Income + Bonus Ranges in \$000s

|                             |        | Income + Bonus Range |           |             |             |             |             |
|-----------------------------|--------|----------------------|-----------|-------------|-------------|-------------|-------------|
| Job Title                   |        | 0 -2 years           | 3-5 years | 6-10 years  | 11-15 years | 16-20 years | 21+ years   |
| Full Professor              | Low    |                      |           |             | 30 - 40     | 80 - 110    | 70 - 80     |
|                             | Median |                      |           |             | 120 - 130   | 110 - 140   | 130 - 160   |
|                             | High   |                      | 210 - 240 | 140 - 170   | 140 - 150   | 240 - 280   | 260 - 300   |
| Associate Professor         | Low    |                      |           | 80 - 90     | 90 - 100    | 90 - 100    | 50 - 60     |
|                             | Median |                      |           | 90 - 120    | 100 - 130   | 100 - 110   | 100 - 110   |
|                             | High   |                      |           | 170 - 200   | 200 - 230   | 150 - 180   | 130 - 160   |
| Assistant Professor         | Low    | 30 - 40              | 70 - 100  | 80 - 90     |             |             | 60 - 90     |
|                             | Median | 90 - 120             | 90 - 120  | 90 - 100    |             |             |             |
|                             | High   | 130 - 160            | 140 - 170 | 100 - 130   | 100 - 110   | 100 - 130   | 100 - 110   |
| Instructor                  | Low    | 30 - 40              |           | 70 - 80     |             |             |             |
|                             | Median | 60 - 90              |           | 80 - 90     |             |             |             |
|                             | High   | 80 - 110             | 60 - 70   | 90 - 100    |             |             |             |
| Federal Government Employee | Low    |                      | 90 - 100  | 90 - 100    | 100 - 110   | 90 - 100    | 90 - 120    |
|                             | Median |                      | 90 - 120  | 110 - 140   |             |             |             |
|                             | High   | 70 - 80              | 110 - 140 | 120 - 150   | 140 - 170   | 130 - 140   | 160 - 190   |
| State Government Employee   | Low    | 70 - 80              |           |             | 50 - 80     |             | 80 - 90     |
|                             | Median |                      |           |             |             |             | 100 - 110   |
|                             | High   | 90 - 120             |           |             |             |             | 210 - 240   |
| Mil US 0-3/0-4              | Low    | 70 - 80              |           | 90 - 120    |             |             |             |
|                             | Median | 80 - 90              |           |             |             |             |             |
|                             | High   | 100 - 110            | 110 - 140 | 100 - 110   |             |             |             |
| Mil US 0-5/0-6              | Low    |                      |           | 80 - 90     | 100 - 110   | 120 - 130   |             |
|                             | Median |                      |           | 90 - 100    |             |             |             |
|                             | High   |                      | 80 - 90   | 80 - 300    | 150 - 160   | 140 - 170   |             |
| Consultant                  | Low    | 80 - 90              | 80 - 90   | 90 - 100    | 20 - 30     | 140 - 150   | 70 - 80     |
|                             | Median |                      | 90 - 120  |             | 80 - 90     | 140 - 150   | 120 - 130   |
|                             | High   | 130 - 140            | 150 - 160 | 300 or more | 130 - 160   | 240 - 260   | \$230 - 260 |
| Director/Chair              | Low    |                      | 60 - 70   | 90 - 100    | 80 - 90     | 100 - 110   | 100 - 110   |
|                             | Median |                      | 140 - 150 | 180 - 220   | 220 - 250   | 200 - 230   | \$230 - 260 |
|                             | High   | 90 - 100             | 190 - 220 | 320 - 360   | 310 - 340   | 280 - 320   | 320 - 360   |
| Pres/VP/Dean                | Low    |                      |           |             |             | 220 - 250   | 120 - 150   |
|                             | Median |                      |           |             |             |             | 200 - 240   |
|                             | High   |                      | 210 - 230 | 160 - 190   |             | 220 - 280   | 360 or more |
| Pathologist                 | Low    | 40 - 70              | 30 - 60   | 80 - 90     | 50 - 60     | 80 - 110    | 40 - 80     |
|                             | Median | 120 - 150            | 140 - 170 | 100 - 130   | 150 - 180   | 170 - 200   | 170 - 200   |
|                             | High   | 190 - 220            | 190 - 220 | 320 - 360   | 310 - 340   | 340 - 370   | 320 - 360   |
| Post-Doctoral Fellow        | Low    | 20 - 30              | 30 - 60   |             |             |             |             |
|                             | Median | 30 - 40              |           |             |             |             |             |
|                             | High   | 40 - 50              | 40 - 50   |             |             |             |             |
| Resident-Graduate Student   | Low    | 20 - 30              | 20 - 30   |             |             |             |             |
|                             | Median | 30 - 40              |           |             |             |             |             |
|                             | High   | 40 - 70              | 40 - 50   | 30 - 60     |             |             |             |

# INCOME & JOB TITLE

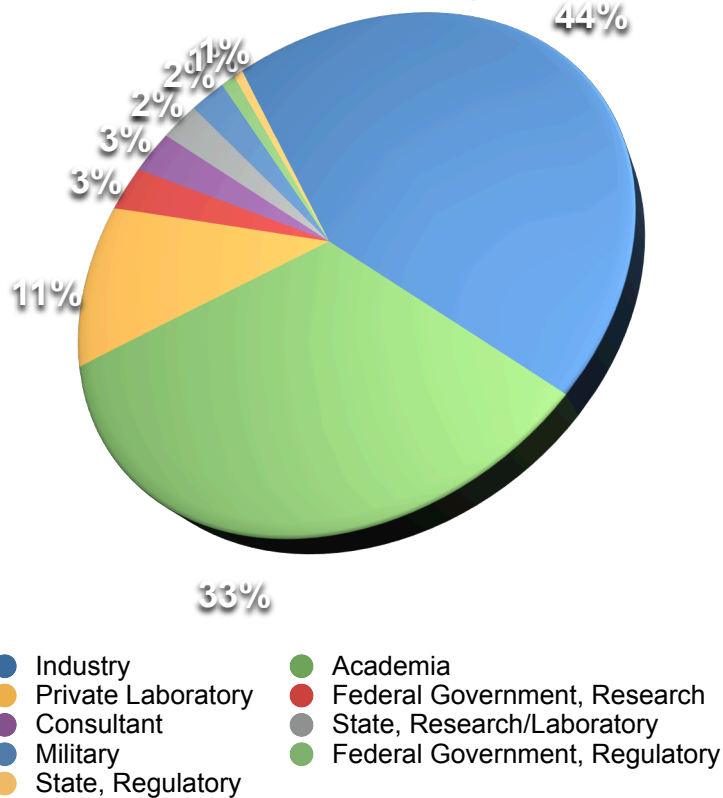
## U.S. Income & Bonus by Job Title and Average Hours Worked per Week

Income + Bonus Ranges in \$000s

| Income + Bonus Range        |        |            |               |               |               |           |
|-----------------------------|--------|------------|---------------|---------------|---------------|-----------|
| Job Title                   |        | < 40 hours | 40 - 50 hours | 51 - 60 hours | 61 - 70 hours | 71+ hours |
| Full Professor              | Low    | 70 - 80    | 100 - 110     | 30 - 40       | 110 - 120     | 140 - 150 |
|                             | Median | 110 - 120  | 120 - 150     | 140 - 150     | 140 - 150     | 140 - 170 |
|                             | High   | 120 - 150  | 360 - 410     | 220 - 260     | 260 - 300     | 160 - 170 |
| Associate Professor         | Low    | 20 - 30    | 80 - 90       | 80 - 110      | 80 - 90       |           |
|                             | Median |            | 100 - 130     | 90 - 100      | 100 - 130     |           |
|                             | High   | 50 - 60    | 220 - 240     | 200 - 230     | 150 - 180     |           |
| Assistant Professor         | Low    |            | 80 - 90       | 30 - 40       | 90 - 100      | 90 - 120  |
|                             | Median |            | 90 - 100      | 90 - 120      | 90 - 120      |           |
|                             | High   |            | 140 - 170     | 100 - 130     | 100 - 110     | 100 - 130 |
| Instructor                  | Low    |            | 60 - 90       | 30 - 40       |               |           |
|                             | Median |            | 70 - 80       | 60 - 70       |               |           |
|                             | High   | 40 - 50    | 80 - 110      | 90 - 100      |               |           |
| Federal Government Employee | Low    |            | 70 - 80       |               |               |           |
|                             | Median |            | 90 - 100      |               |               |           |
|                             | High   |            | 160 - 190     | 110 - 140     | 100 - 110     | 130 - 140 |
| State Government Employee   | Low    |            | 50 - 80       |               |               |           |
|                             | Median |            | 90 - 120      |               |               |           |
|                             | High   |            | 210 - 230     | 70 - 80       | 140 - 150     |           |
| Mil US 0-3/0-4              | Low    |            | 70 - 80       |               |               |           |
|                             | Median |            | 90 - 120      |               |               |           |
|                             | High   |            | 110 - 140     | 90 - 120      |               |           |
| Mil US 0-5/0-6              | Low    |            | 80 - 90       | 110 - 120     |               |           |
|                             | Median |            | 100 - 110     |               |               |           |
|                             | High   |            | 140 - 170     | 150 - 160     | 100 - 130     |           |
| Consultant                  | Low    | 20 - 30    | 80 - 90       |               | 120 - 130     |           |
|                             | Median | 80 - 90    | 120 - 150     |               | 140 - 170     |           |
|                             | High   | 160 - 190  | 300 or more   | 140 - 150     | 240 - 260     |           |
| Director/Chair              | Low    | 90 - 100   | 90 - 100      | 80 - 90       | 60 - 70       | 130 - 140 |
|                             | Median | 120 - 150  | 200 - 230     | 200 - 230     | 170 - 200     | 160 - 170 |
|                             | High   | 130 - 160  | 320 - 360     | 300 - 340     | 330 - 360     | 270 - 300 |
| Pres/VP/Dean                | Low    | 20 - 40    | 150 - 180     | 220 - 260     | 200 - 240     |           |
|                             | Median |            | 160 - 190     | 300 - 240     | 220 - 240     |           |
|                             | High   | 130 - 160  | 360 or more   | 380 - 420     | 320 - 360     |           |
| Pathologist                 | Low    | 40 - 70    | 30 - 60       | 60 - 90       | 80 - 110      |           |
|                             | Median | 100 - 130  | 140 - 170     | 170 - 200     | 140 - 150     |           |
|                             | High   | 220 - 250  | 340 - 370     | 290 - 310     | 320 - 360     |           |
| Post-Doctoral Fellow        | Low    |            | 30 - 60       | 20 - 30       |               |           |
|                             | Median |            | 40 - 50       | 30 - 40       |               |           |
|                             | High   |            | 40 - 50       | 40 - 50       |               |           |
| Resident-Graduate Student   | Low    | 20 - 30    | 20 - 50       | 30 - 40       | 20 - 30       |           |
|                             | Median | 20 - 30    | 30 - 60       |               |               |           |
|                             | High   | 40 - 70    | 40 - 50       | 40 - 70       | 40 - 50       |           |

# WORK SECTORS

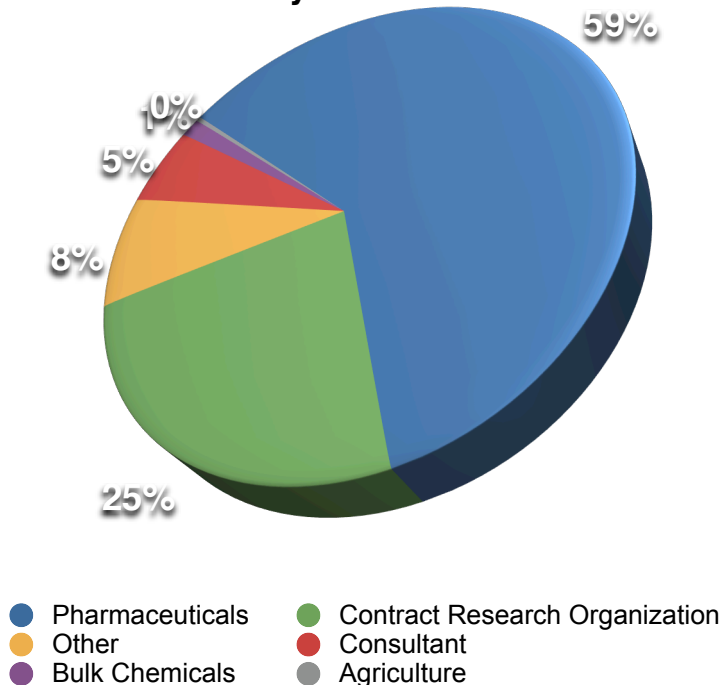
**Sectors of Work for US Diplomates**



**Sectors of Work**

Most U.S. Diplomates work in either industry or academia, while the remaining 23 percent work in some form of government or private employment.

**Industry Work Places**



**Industry Sectors**

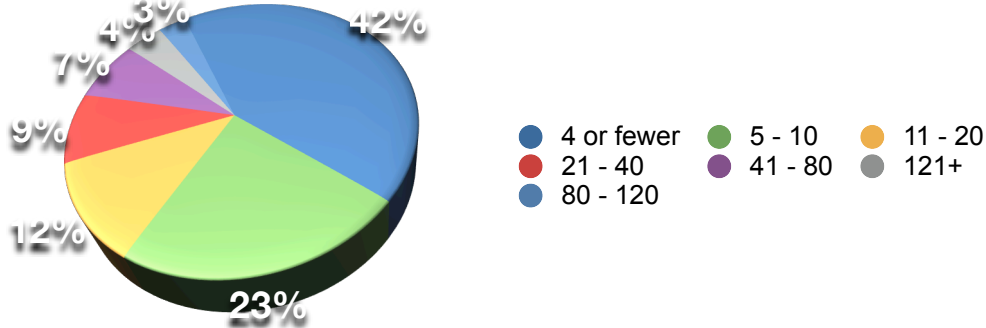
Of those U.S. Diplomates who indicated they worked in industry, 59 percent of these work in pharmaceutical companies, 25 percent in contract research organizations, and the remaining 16 percent as consultants or in chemical, agricultural or consumer products industries.

# MANAGERIAL DUTIES

## Staff Managerial Duties

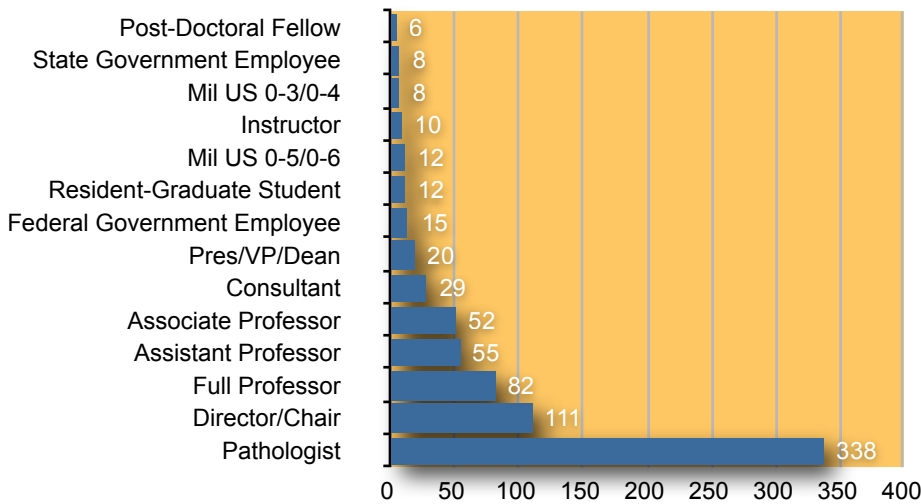
More than half (54 percent) full-time U.S. Diplomates do not manage any staff. The chart below illustrates that the 46 percent of Diplomates who do have managerial duties and oversee staff from one to over 120. Of those who do manage staff, 39 percent of these Diplomates work in academia, 34 percent in industry, and the remaining 27 percent in government agencies or laboratories, private laboratories, or the military.

**Number of Staff Managed**



## U.S. Income & Bonus by Job Title and Number of Staff Managed

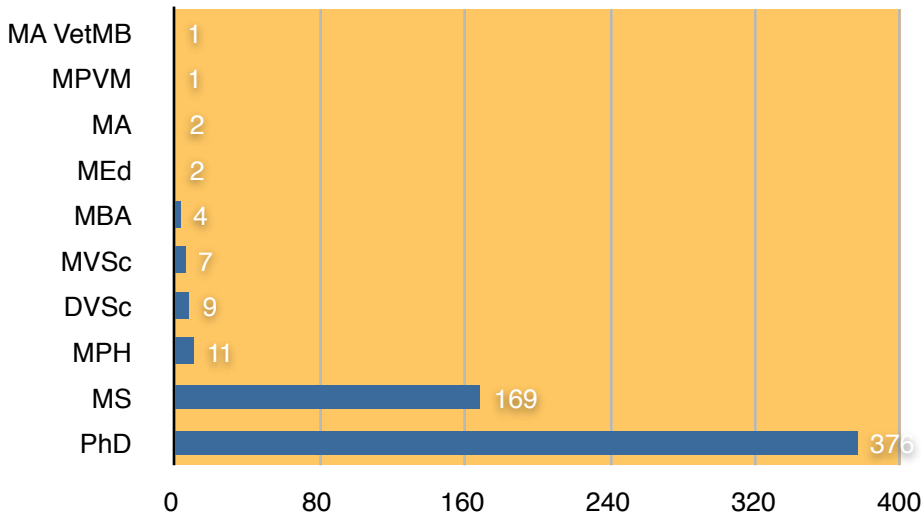
| Job Title                   |        | Income + Bonus Range |             |             |             |             |           |           |             |
|-----------------------------|--------|----------------------|-------------|-------------|-------------|-------------|-----------|-----------|-------------|
|                             |        | No Staff             | < 5         | 5 - 10      | 11 - 20     | 21 - 40     | 41 - 80   | 81 - 120  | 121+        |
| Full Professor              | Low    | 70 - 80              | 80 - 110    | 110 - 140   | 80 - 90     | 80 - 90     | 140 - 150 | 120 - 130 | 200 - 220   |
|                             | Median | 120 - 130            | 120 - 150   | 120 - 150   | 120 - 130   | 140 - 150   | 140 - 170 | 160 - 190 | 200 - 240   |
|                             | High   | 200 - 240            | 360 - 410   | 220 - 260   | 150 - 160   | 150 - 160   | 160 - 170 | 240 - 280 | 260 - 300   |
| Associate Professor         | Low    | 50 - 60              | 80 - 110    | 90 - 100    | 100 - 110   |             |           |           |             |
|                             | Median | 90 - 120             | 100 - 130   | 120 - 150   |             |             |           |           |             |
|                             | High   | 220 - 240            | 180 - 210   | 140 - 170   | 130 - 160   |             | 200 - 230 |           |             |
| Assistant Professor         | Low    | 30 - 40              | 80 - 110    | 90 - 100    |             |             |           |           |             |
|                             | Median | 90 - 100             | 90 - 120    | 90 - 120    |             |             |           |           |             |
|                             | High   | 100 - 130            | 140 - 170   | 140 - 150   |             |             |           |           | 130 - 160   |
| Instructor                  | Low    | 30 - 40              | 70 - 80     |             |             |             |           |           |             |
|                             | Median | 60 - 90              |             |             |             |             |           |           |             |
|                             | High   | 80 - 110             | 90 - 100    |             | 80 - 90     |             |           |           |             |
| Federal Government Employee | Low    | 70 - 80              | 90 - 120    | 100 - 110   |             |             |           |           |             |
|                             | Median | 90 - 100             |             |             |             |             |           |           |             |
|                             | High   | 110 - 140            | 120 - 150   | 140 - 170   |             |             | 130 - 140 |           | 160 - 190   |
| State Government Employee   | Low    | 80 - 90              | 50 - 80     |             |             |             |           |           |             |
|                             | Median | 90 - 120             | 70 - 80     |             |             |             |           |           |             |
|                             | High   | 210 - 240            | 100 - 110   |             | 90 - 120    |             | 140 - 150 |           |             |
| Mil US 0-3/0-4              | Low    |                      | 70 - 80     | 90 - 120    |             |             |           |           |             |
|                             | Median |                      | 70 - 80     |             |             |             |           |           |             |
|                             | High   | 100 - 110            | 90 - 120    | 110 - 140   | 80 - 90     |             | 100 - 110 |           |             |
| Mil US 0-5/0-6              | Low    | 80 - 90              |             |             | 80 - 90     | 100 - 110   | 100 - 90  |           |             |
|                             | Median | 120 - 130            |             |             | 150 - 160   |             |           |           |             |
|                             | High   | 140 - 170            | 90 - 100    | 110 - 120   | 150 - 160   | 110 - 120   | 120 - 130 |           |             |
| Consultant                  | Low    | 70 - 100             | 20 - 30     |             |             |             |           |           |             |
|                             | Median | 130 - 140            | 130 - 150   |             |             |             |           |           |             |
|                             | High   | 300 or more          | \$230 - 260 | 120 - 130   |             |             |           |           |             |
| Director/Chair              | Low    | 60 - 70              | 120 - 150   | 100 - 110   | 80 - 90     | 90 - 100    | 100 - 110 | 100 - 110 |             |
|                             | Median | 200 - 230            | 180 - 210   | 200 - 240   | 200 - 230   | 190 - 220   | 160 - 170 | 160 - 190 |             |
|                             | High   | 320 - 360            | 330 - 360   | 260 - 300   | 300 - 340   | 320 - 360   | 320 - 360 | 240 - 280 | 240 - 280   |
| Pres/VP/Dean                | Low    |                      | 120 - 150   | 160 - 190   |             |             | 150 - 180 | 300 - 340 | 200 - 220   |
|                             | Median |                      | 200 - 240   |             |             |             |           |           | \$230 - 260 |
|                             | High   |                      | 360 or more | 210 - 240   | 160 - 170   |             | 300 - 340 | 380 - 420 | 320 - 260   |
| Pathologist                 | Low    | 30 - 60              | 50 - 80     | 80 - 90     | 90 - 100    | 160 - 190   | 100 - 110 |           | 130 - 160   |
|                             | Median | 140 - 170            | 130 - 160   | 120 - 150   | 130 - 160   | \$230 - 260 | 140 - 150 |           |             |
|                             | High   | 360 - 400            | 290 - 320   | \$230 - 260 | \$230 - 260 | 320 - 360   | 310 - 340 |           | 220 - 260   |



### Job Titles

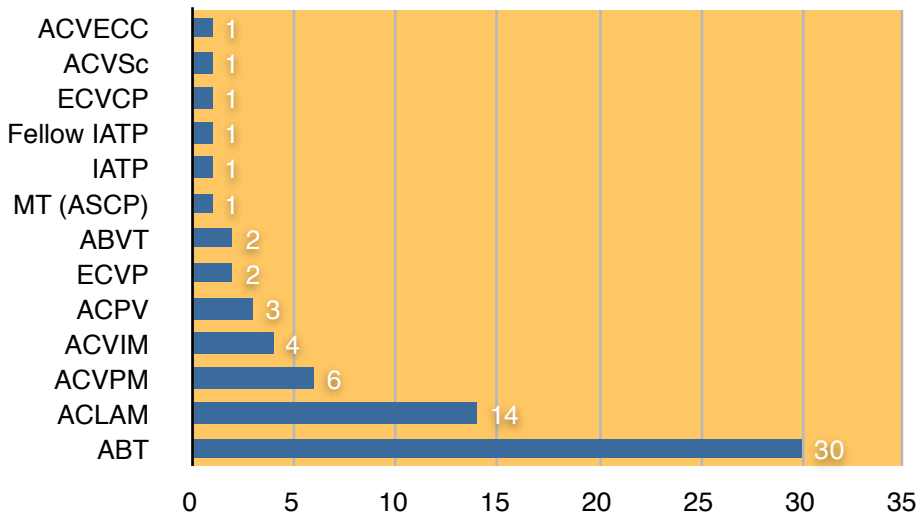
U.S. respondents reported the job titles reflected in the chart. The numbers reflect some multiple job titles for one individual. Single job titles reported but not included in the chart include Manager, Director, Diagnostic Lab Co-Owner, Lecturer, Owner of Consultancy, Sole Proprietor, Associate Scientist, Senior Scientist, Senior Pathologist, Department Head, Principal Investigator, Chief Medical Officer, Veterinary Medical Officer, and Study Director.

## EDUCATION & CERTIFICATIONS



### Educational Degrees

The 582 respondents who reported a degree beyond a DVM/VMD indicated that 376 have a PhD, 169 have an MS, 11 have an MPH, nine have a DVSc, four have an MBA, two have an MEd, two have an MA and on each have the following: MPVM, MA VetMB.



### Certifications

Besides the ACVP certification, U.S. respondents reported a variety of other certifications.

# BENEFITS

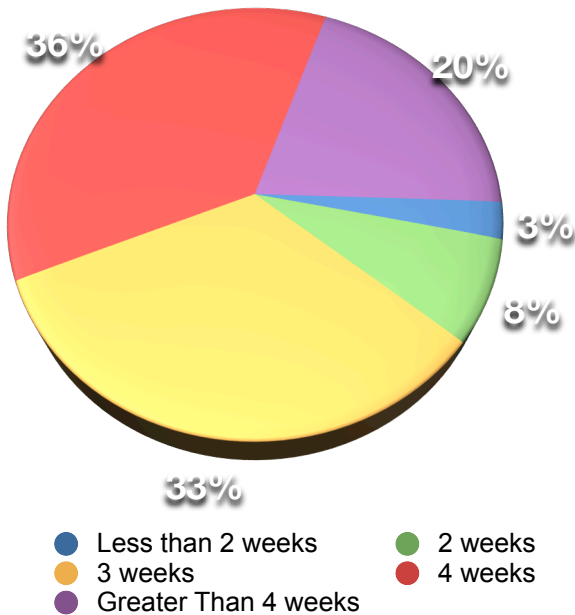
## U.S. Benefits

Of the U.S. full-time respondents, 584 identified themselves as working primarily in one of seven sectors and reported receiving the following benefits.

### U.S. BENEFITS FOR FULL-TIME WORKERS Percent of Sector Receiving Each Benefit

| PRIMARY SECTOR       | Stock Options | Stock Grants | Cash Bonus | Medical | Dental | Deferred Comp | 401(k) Company Match | Pension | Sick Leave | Disability | Life Ins |
|----------------------|---------------|--------------|------------|---------|--------|---------------|----------------------|---------|------------|------------|----------|
| Academia             | 0%            | 0%           | 4%         | 90%     | 71%    | 11%           | 52%                  | 44%     | 80%        | 63%        | 67%      |
| Consultant           | 6%            | 6%           | 6%         | 38%     | 25%    | 13%           | 19%                  | 0%      | 13%        | 6%         | 6%       |
| Fed Govt, Regulatory | 0%            | 0%           | 60%        | 80%     | 0%     | 0%            | 60%                  | 80%     | 100%       | 0%         | 20%      |
| Fed Govt, Research   | 0%            | 0%           | 28%        | 89%     | 72%    | 0%            | 44%                  | 61%     | 94%        | 28%        | 72%      |
| Industry             | 69%           | 57%          | 82%        | 96%     | 94%    | 31%           | 96%                  | 52%     | 79%        | 89%        | 91%      |
| Military             | 0%            | 0%           | 8%         | 100%    | 115%   | 8%            | 8%                   | 77%     | 85%        | 46%        | 54%      |
| Private Lab          | 21%           | 17%          | 47%        | 83%     | 75%    | 9%            | 77%                  | 21%     | 74%        | 72%        | 72%      |
| State, Regulatory    | 33%           | 33%          | 33%        | 100%    | 100%   | 33%           | 67%                  | 67%     | 100%       | 67%        | 67%      |
| State, Research/Lab  | 0%            | 0%           | 9%         | 100%    | 64%    | 36%           | 36%                  | 64%     | 91%        | 55%        | 64%      |

## U.S. Vacation



## U.S. Vacation

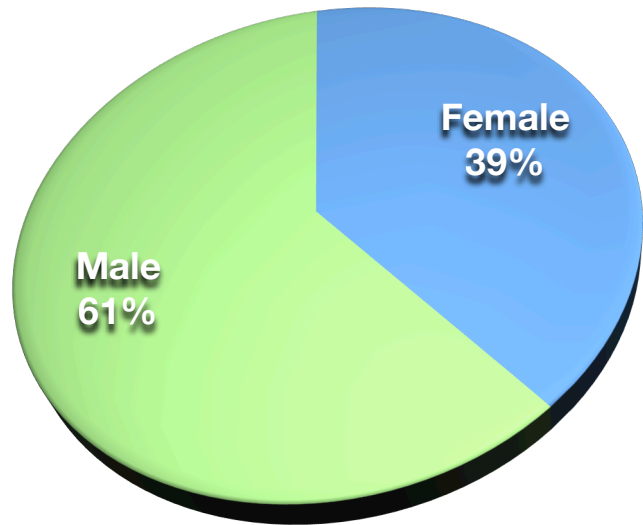
All 594 U.S. respondents reported receiving vacation benefits.

| U.S. Vacation                  |              |
|--------------------------------|--------------|
| Primary Work Sector            | Median Weeks |
| Academia                       | 4            |
| Consultant                     | > 4          |
| Federal government, Regulatory | > 4          |
| Federal Government, Research   | 4            |
| Industry                       | 3            |
| Military                       | 4            |
| Private Laboratory             | 4            |
| State, Regulatory              | > 4          |
| State, Research/Laboratory     | 3            |

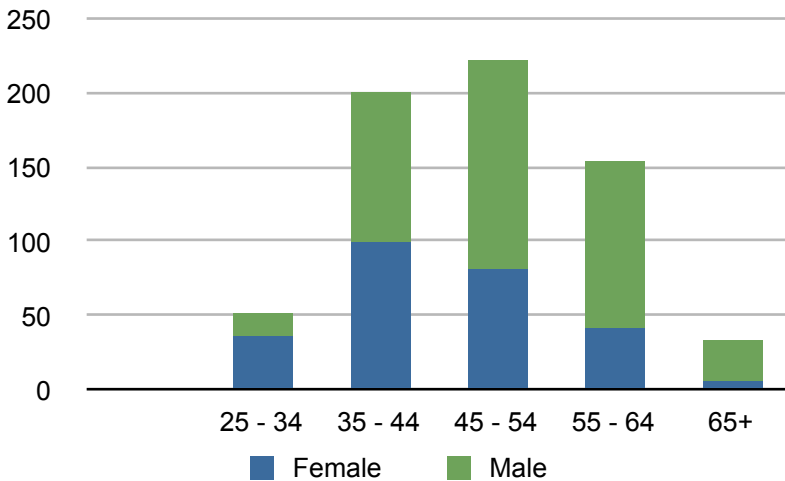
**Gender of Survey Respondents**

**Gender**

From 661 responses worldwide, 39 percent indicated they were female and 61 percent male.



**Age of Respondents**



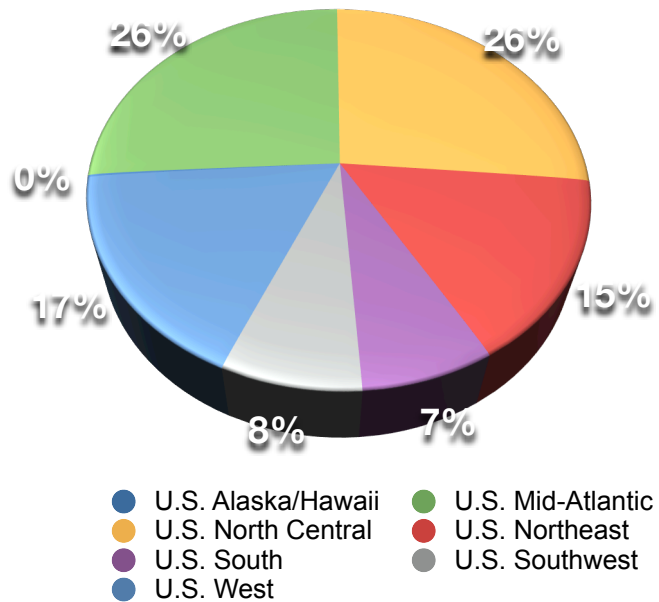
**Age**

From 661 responses worldwide, the largest age group consists of people 45-54 (33 percent of participants). Once this group retires in 10 to 20 years, the graph indicates there will be a significantly smaller group of veterinary pathologists, primarily in North America.

**U.S. Location**

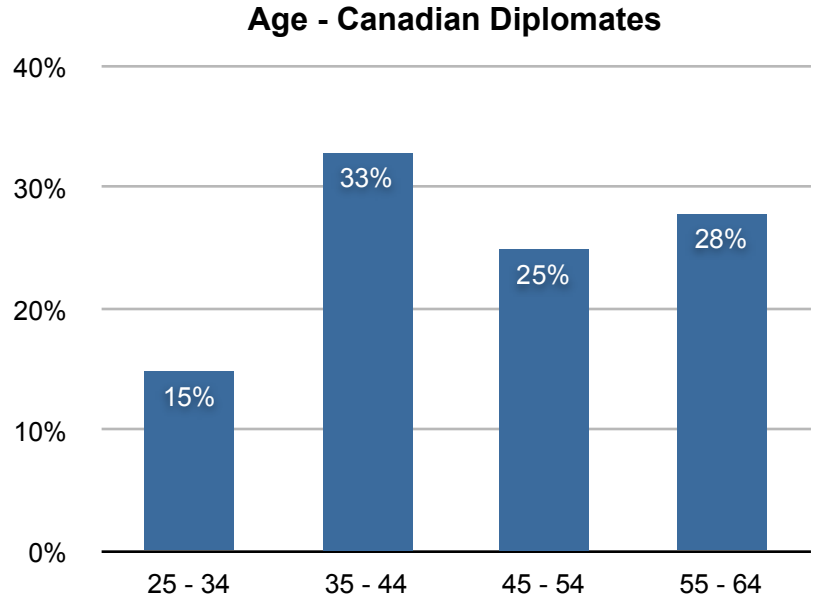
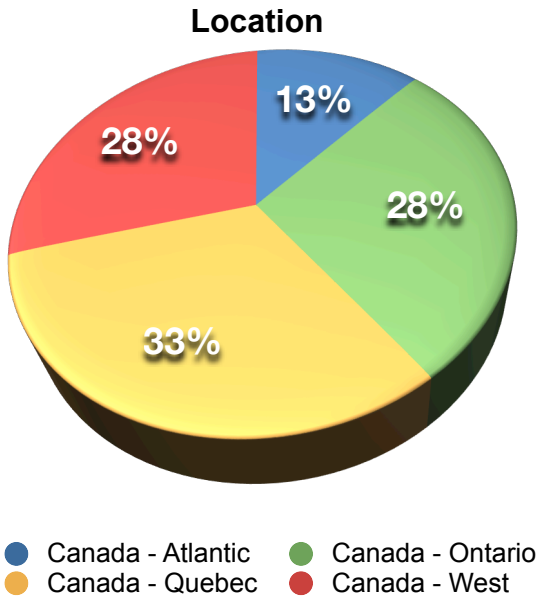
U.S. Diplomates are found throughout the country, with preponderance in the eastern and central regions.

**Location of U.S. Diplomates**



# CANADIAN SALARY AND RELATED INFORMATION

Forty respondents indicated their region of employment was Canada. Of these responses, 23 were female and 17 male, 37 were full-time. The small number of Canadian responses limit analysis of salary and related data.



## Income

All income categories for Canadian Diplomate responses are in U.S. dollars.

