

# American College of Veterinary Pathologists 2003 Salary Survey

In early 2004, the American College of Veterinary Pathologists asked its more than 1,300 members (Diplomates) to respond to a survey on 2003 salary and related information.

Of the 626 members who responded, 558 listed the U.S. as their area of employment, 38 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. Diplomates still in training or graduate programs have been excluded from these tables because of the low number of responses.

| US Northeast (CT, MA, ME, NH, NY, RI, VT) |          |    |         |         |         |
|---|----------|----|---------|---------|---------|
| Years After Training                      | Sector   | n  | Low     | Median  | High    |
| 0-2                                       | Industry | 18 | 100-120 | 120-140 | 160-180 |
|   | Academia | -  | -       | -       | -       |
|   | Other    | 3  | 60-80   | 100-120 | 100-120 |
| 3-5                                       | Industry | 3  | 100-120 | 120-140 | 120-140 |
|   | Academia | -  | -       | -       | -       |
|   | Other    | 3  | 40-60   | 60-80   | 80-100  |
| 6-10                                      | Industry | 8  | 100-120 | 160-180 | 200-240 |
|   | Academia | 5  | 60-80   | 80-100  | 100-120 |
|   | Other    | 5  | 60-80   | 100-120 | 160-180 |
| 11-20                                     | Industry | 18 | 100-120 | 160-180 | 200-240 |
|   | Academia | -  | -       | -       | -       |
|   | Other    | 6  | 80-100  | 120-140 | 160-180 |
| 21 +                                      | Industry | 10 | 140-160 | 180-200 | 240+    |
|   | Academia | 4  | 100-120 | 120-140 | 160-180 |
|   | Other    | 5  | 80-100  | 120-140 | 140-160 |

| US Mid-Atlantic (DC, DE, MD, NC, NJ, PA, VA, WV) |          |    |         |         |         |
|--|----------|----|---------|---------|---------|
| Years After Training                             | Sector   | n  | Low     | Median  | High    |
| 0-2  | Industry | 10 | 100-120 | 120-140 | 160-180 |
|  | Academia | 5  | 40-60   | 80-100  | 180-200 |
|  | Other    | 8  | 60-80   | 80-100  | 140-160 |
| 3-5  | Industry | 5  | 100-120 | 120-140 | 160-180 |
|  | Academia | 3  | 60-80   | 80-100  | 80-100  |
|  | Other    | 5  | 60-80   | 80-100  | 100-120 |
| 6-10   | Industry | 10 | 100-120 | 140-160 | 180-200 |
|  | Academia | -  | -       | -       | -       |
|  | Other    | 8  | 40-60   | 100-120 | 140-160 |
| 11-20  | Industry | 20 | 120-140 | 160-180 | 240+    |
|  | Academia | 9  | 60-80   | 80-100  | 140-160 |
|  | Other    | 10 | 80-100  | 100-120 | 140-160 |
| 21 +   | Industry | 17 | 120-140 | 160-180 | 240+    |
|  | Academia | 3  | 80-100  | 120-140 | 120-140 |
|  | Other    | 6  | 80-100  | 120-140 | 200-240 |

## 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 | 3  | 80-100  | 120-140 | 120-140 |
|   | Academia | 7  | 20-40   | 80-100  | 140-160 |
|   | Other    | -  | -       | -       | -       |
| 3-5   | Industry | 5  | 100-120 | 120-140 | 120-140 |
|   | Academia | 10 | 60-80   | 80-100  | 120-140 |
|   | Other    | -  | -       | -       | -       |
| 6-10  | Industry | 16 | 80-100  | 120-140 | 240+    |
|   | Academia | 5  | 40-60   | 80-100  | 140-160 |
|   | Other    | -  | -       | -       | -       |
| 11-20   | Industry | 27 | 120-140 | 140-160 | 200-240 |
|   | Academia | 22 | 80-100  | 80-100  | 160-180 |
|   | Other    | 8  | 60-80   | 80-100  | 160-180 |
| 21 +  | Industry | 13 | 80-100  | 140-160 | 240+    |
|   | Academia | 14 | 80-100  | 100-120 | 240+    |
|   | Other    | 6  | 120-140 | 120-140 | 180-200 |

| US South (AL, AR, FL, GA, KY, LA, MS, SC, TN) |          |   |        |         |         |
|---|----------|---|--------|---------|---------|
| Years After Training                          | Sector   | n | Low    | Median  | High    |
| 0-2   | Industry | - | -      | -       | -       |
|   | Academia | - | -      | -       | -       |
|   | Other    | 3 | 60-80  | 80-100  | 80-100  |
| 3-5   | Industry | - | -      | -       | -       |
|   | Academia | - | -      | -       | -       |
|   | Other    | - | -      | -       | -       |
| 6-10  | Industry | - | -      | -       | -       |
|   | Academia | 5 | 60-80  | 60-80   | 180-200 |
|   | Other    | - | -      | -       | -       |
| 11-20   | Industry | - | -      | -       | -       |
|   | Academia | 6 | 80-100 | 100-120 | 160-180 |
|   | Other    | 6 | 80-100 | 100-120 | 240+    |
| 21 +  | Industry | - | -      | -       | -       |
|   | Academia | 9 | 80-100 | 100-120 | 160-180 |
|   | Other    | 4 | 80-100 | 120-140 | 240+    |

## 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     | Median  | High    |
| 0-2                               | Industry | - | -       | -       | -       |
|                                   | Academia | 4 | 20-40   | 40-60   | 80-100  |
|                                   | Other    | 3 | 60-80   | 60-80   | 60-80   |
| 3-5                               | Industry | - | -       | -       | -       |
|                                   | Academia | - | -       | -       | -       |
|                                   | Other    | - | -       | -       | -       |
| 6-10                              | Industry | - | -       | -       | -       |
|                                   | Academia | 6 | 80-100  | 80-100  | 80-100  |
|                                   | Other    | 3 | 80-100  | 80-100  | 100-120 |
| 11-20                             | Industry | - | -       | -       | -       |
|                                   | Academia | - | -       | -       | -       |
|                                   | Other    | 4 | 80-100  | 140-160 | 160-180 |
| 21 +                              | Industry | 3 | 120-140 | 140-160 | 180-200 |
|                                   | Academia | 6 | 100-120 | 120-140 | 180-200 |
|                                   | Other    | - | -       | -       | -       |

| US West (CA, ID, MT, NV, OR, UT, WA, WY) |          |    |         |         |         |
|--|----------|----|---------|---------|---------|
| Years After Training                     | Sector   | n  | Low     | Median  | High    |
| 0-2                                      | Industry | 4  | 120-140 | 140-160 | 140-160 |
|  | Academia | 4  | 40-60   | 60-80   | 180-200 |
|  | Other    | -  | -       | -       | -       |
| 3-5                                      | Industry | 5  | 100-120 | 120-140 | 120-140 |
|  | Academia | 3  | 80-100  | 80-100  | 80-100  |
|  | Other    | 3  | 60-80   | 60-80   | 60-80   |
| 6-10                                     | Industry | 4  | 100-120 | 120-140 | 180-200 |
|  | Academia | 3  | 80-100  | 80-100  | 120-140 |
|  | Other    | -  | -       | -       | -       |
| 11-20                                    | Industry | 13 | 100-120 | 180-200 | 240+    |
|  | Academia | 9  | 80-100  | 80-100  | 120-140 |
|  | Other    | 5  | 60-80   | 100-120 | 240+    |
| 21 +                                     | Industry | 12 | 120-140 | 160-180 | 240+    |
|  | Academia | 9  | 80-100  | 100-120 | 180-200 |
|  | Other    | 4  | 80-100  | 100-120 | 160-180 |

## GENDER & INCOME

### 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                  | 10     | 100-120 | 140-160 | 160-180 | 12   | 80-100  | 120-140 | 160-180 |
| 3-5                  | 8      | 100-120 | 100-120 | 120-140 | 11   | 100-120 | 120-140 | 240+    |
| 6-10                 | 16     | 80-100  | 120-140 | 180-200 | 22   | 100-120 | 140-160 | 240+    |
| 11-20                | 26     | 100-120 | 160-180 | 240+    | 57   | 100-120 | 160-180 | 240+    |
| 21+                  | 6      | 80-100  | 140-160 | 240+    | 54   | 100-120 | 160-180 | 240+    |

| ACADEMIA             |        |         |         |         |      |        |         |         |
|----------------------|--------|---------|---------|---------|------|--------|---------|---------|
| Years after Training | Female |         |         |         | Male |        |         |         |
|                      | n      | Low     | Median  | High    | n    | Low    | Median  | High    |
| 0-2                  | 12     | 20-40   | 80-100  | 100-120 | 16   | 40-60  | 100-120 | 180-200 |
| 3-5                  | 10     | 60-80   | 80-100  | 120-140 | 10   | 60-80  | 80-100  | 80-100  |
| 6-10                 | 13     | 40-60   | 80-100  | 120-140 | 13   | 60-80  | 80-100  | 180-200 |
| 11-20                | 15     | 80-100  | 80-100  | 120-140 | 38   | 60-80  | 80-100  | 240+    |
| 21+                  | 5      | 100-120 | 100-120 | 160-180 | 38   | 80-100 | 120-140 | 240+    |

| OTHER                |        |        |         |         |      |        |         |         |
|----------------------|--------|--------|---------|---------|------|--------|---------|---------|
| Years after Training | Female |        |         |         | Male |        |         |         |
|                      | n      | Low    | Median  | High    | n    | Low    | Median  | High    |
| 0-2                  | 14     | 20-40  | 60-80   | 120-140 | 7    | 60-80  | 80-100  | 140-160 |
| 3-5                  | 4      | 60-80  | 80-100  | 180-200 | 12   | 60-80  | 60-80   | 100-120 |
| 6-10                 | 9      | 40-60  | 120-140 | 160-180 | 12   | 60-80  | 100-120 | 120-140 |
| 11-20                | 20     | 60-80  | 100-120 | 180-200 | 26   | 80-100 | 120-140 | 240+    |
| 21+                  | 5      | 80-100 | 120-140 | 200-240 | 21   | 80-100 | 120-140 | 240+    |

## INCOME & JOB TITLE

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

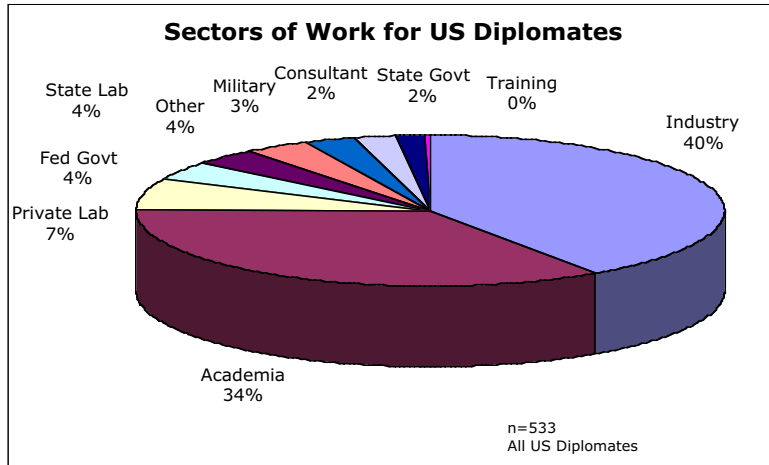
| INCOME + BONUS RANGE IN US \$000s |        |           |           |            |             |           |
|-----------------------------------|--------|-----------|-----------|------------|-------------|-----------|
| JOB TITLE                         |        | 0-2 years | 3-5 years | 6-10 years | 11-20 years | 21+ years |
| Full Professor                    | Low    |           |           |            | 80-100      | 80-100    |
|                                   | Median |           |           |            | 100-120     | 120-140   |
|                                   | High   |           |           |            | 180-200     | 200-240   |
| Associate Professor               | Low    |           |           | 80-100     | 80-100      | 80-100    |
|                                   | Median |           |           | 80-100     | 80-100      | 80-100    |
|                                   | High   |           |           | 140-160    | 140-160     | 140-160   |
| Assistant Professor               | Low    | 60-80     | 60-80     | 60-80      | 80-100      |           |
|                                   | Median | 80-100    | 80-100    | 80-100     | 80-100      |           |
|                                   | High   | 180-200   | 80-100    | 80-100     | 80-100      |           |
| Federal Govt Employee             | Low    | 60-80     |           |            | 60-80       |           |
|                                   | Median | 100-120   |           |            | 80-100      |           |
|                                   | High   | 120-140   |           |            | 100-120     |           |
| State Govt Employee               | Low    |           |           |            | 80-100      | 80-100    |
|                                   | Median |           |           |            | 80-100      | 100-120   |
|                                   | High   |           |           |            | 120-140     | 180-200   |
| Mil US 03/04                      | Low    | 40-60     |           |            |             |           |
|                                   | Median | 60-80     |           |            |             |           |
|                                   | High   | 80-100    |           |            |             |           |
| Mil US 04/05                      | Low    |           |           | 60-80      | 80-100      |           |
|                                   | Median |           |           | 100-120    | 100-120     |           |
|                                   | High   |           |           | 100-120    | 120-140     |           |
| Consultant                        | Low    |           |           |            | 60-80       |           |
|                                   | Median |           |           |            | 100-120     |           |
|                                   | High   |           |           |            | 160-180     |           |
| Director/Chair                    | Low    | 100-120   |           | 60-80      | 80-100      | 100-120   |
|                                   | Median | 140-160   |           | 140-160    | 140-160     | 140-160   |
|                                   | High   | 180-200   |           | 180-200    | 180-200     | 240+      |
| Pres/VP/Dean                      | Low    |           |           |            | 120-140     | 140-160   |
|                                   | Median |           |           |            | 160-180     | 200-240   |
|                                   | High   |           |           |            | 240+        | 240+      |
| Pathologist                       | Low    | 60-80     | 60-80     | 60-80      | 60-80       | 80-100    |
|                                   | Median | 100-120   | 100-120   | 120-140    | 120-140     | 120-140   |
|                                   | High   | 180-200   | 160-180   | 200-240    | 200-240     | 240+      |

## INCOME & JOB TITLE

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

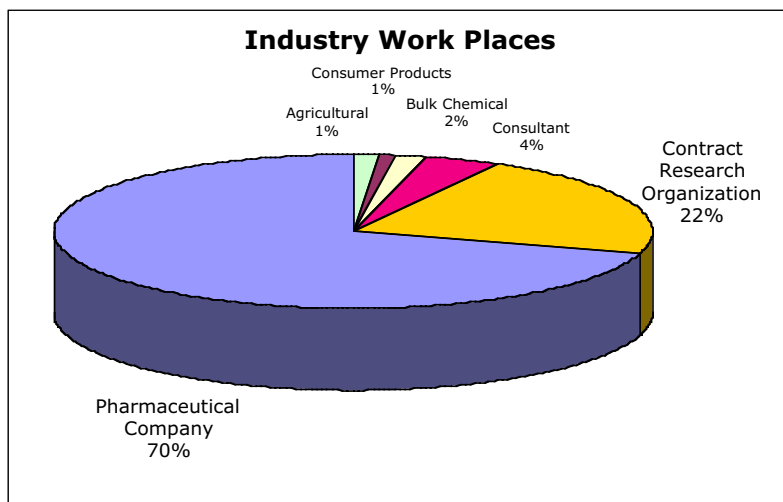
| INCOME + BONUS RANGE IN US \$000s |        |            |             |             |             |           |
|-----------------------------------|--------|------------|-------------|-------------|-------------|-----------|
| JOB TITLE                         |        | < 40 hours | 40-50 hours | 51-60 hours | 61-70 hours | 71+ hours |
| Full Professor                    | Low    |            | 80-100      | 80-100      | 100-120     |           |
|                                   | Median |            | 100-120     | 120-140     | 120-140     |           |
|                                   | High   |            | 180-200     | 180-200     | 180-200     |           |
| Associate Professor               | Low    |            | 80-100      | 80-100      | 60-80       |           |
|                                   | Median |            | 80-100      | 80-100      | 80-100      |           |
|                                   | High   |            | 140-160     | 100-120     | 80-100      |           |
| Assistant Professor               | Low    |            | 60-80       | 60-80       | 60-80       |           |
|                                   | Median |            | 60-80       | 80-100      | 80-100      |           |
|                                   | High   |            | 80-100      | 100-120     | 80-100      |           |
| Federal Govt Employee             | Low    |            | 60-80       |             |             |           |
|                                   | Median |            | 100-120     |             |             |           |
|                                   | High   |            | 200-240     |             |             |           |
| State Govt Employee               | Low    |            | 60-80       |             |             |           |
|                                   | Median |            | 80-100      |             |             |           |
|                                   | High   |            | 180-200     |             |             |           |
| Mil US 03/04                      | Low    |            | 40-60       |             |             |           |
|                                   | Median |            | 60-80       |             |             |           |
|                                   | High   |            | 80-100      |             |             |           |
| Mil US 04/05                      | Low    |            | 60-80       |             |             |           |
|                                   | Median |            | 100-120     |             |             |           |
|                                   | High   |            | 120-140     |             |             |           |
| Consultant                        | Low    | 20-40      | 60-80       | 60-80       |             |           |
|                                   | Median | 100-120    | 120-140     | 160-180     |             |           |
|                                   | High   | 140-160    | 180-200     | 240+        |             |           |
| Director/Chair                    | Low    |            | 60-80       | 80-100      | 120-140     |           |
|                                   | Median |            | 140-160     | 140-160     | 180-200     |           |
|                                   | High   |            | 180-200     | 200-240     | 200-240     |           |
| Pres/VP/Dean                      | Low    |            | 140-160     | 140-160     | 140-160     |           |
|                                   | Median |            | 160-180     | 240+        | 240+        |           |
|                                   | High   |            | 240+        | 240+        | 240+        |           |
| Pathologist                       | Low    | 20-40      | 60-80       | 60-80       | 60-80       |           |
|                                   | Median | 100-120    | 120-140     | 120-140     | 120-140     |           |
|                                   | High   | 200-240    | 180-200     | 240+        | 180-200     |           |

## WORK SECTORS



### Sectors of Work

Most U.S. Diplomates work in either industry or academia, while the remaining 26 percent work in some form of government or private employment.



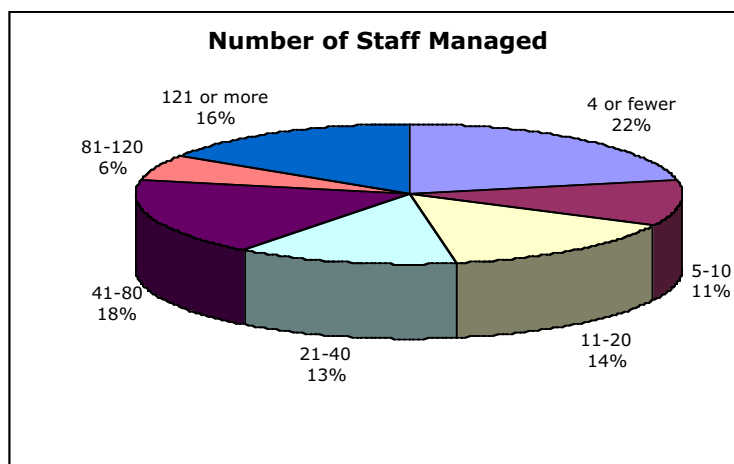
### Industry Sectors

Of those U.S. Diplomates who indicated they worked in industry, 70 percent of these work in pharmaceutical companies, 22 percent in contract research organizations, and the remaining 8 percent as consultants or in chemical, agricultural or consumer products industries.

## MANAGERIAL DUTIES

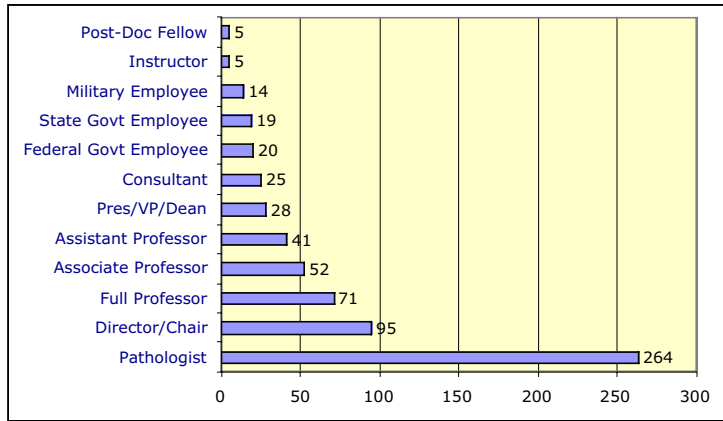
### Staff Managerial Duties

Most (74 percent) full-time U.S. Diplomates do not manage any staff. The chart below illustrates that the remaining 26 percent of Diplomates who do have managerial duties oversee staff from one to 120. Of those who do manage staff, 46 percent of these Diplomates work in industry, 33 percent in academia, and the remaining 21 percent in government agencies or laboratories, private laboratories, or the military.



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

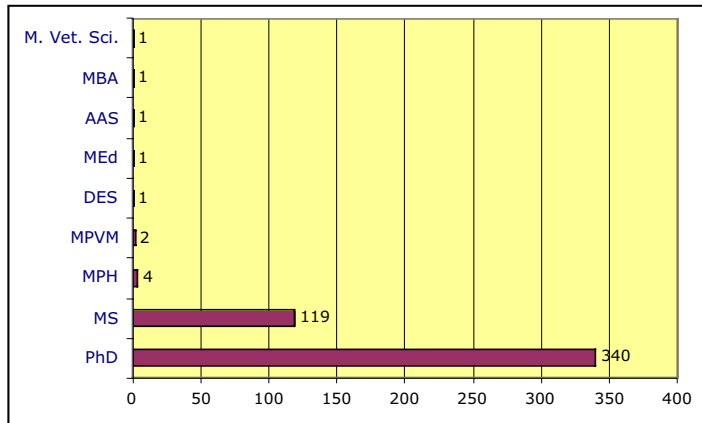
|                       |        | INCOME + BONUS RANGE IN US \$000s |         |         |         |         |         |        |         |
|-----------------------|--------|-----------------------------------|---------|---------|---------|---------|---------|--------|---------|
| JOB TITLE             |        | No Staff                          | < 5     | 5-10    | 11-20   | 21-40   | 41-80   | 81-120 | 121+    |
| Full Professor        | Low    | 80-100                            | 80-100  |         |         | 100-120 | 100-120 |        | 160-180 |
|                       | Median | 100-120                           | 100-120 |         |         | 120-140 | 120-140 |        | 180-200 |
|                       | High   | 200-240                           | 160-180 |         |         | 200-240 | 140-160 |        | 180-200 |
| Associate Professor   | Low    | 60-80                             |         |         |         |         |         |        |         |
|                       | Median | 80-100                            |         |         |         |         |         |        |         |
|                       | High   | 140-160                           |         |         |         |         |         |        |         |
| Assistant Professor   | Low    | 60-80                             | 60-80   |         |         |         |         |        |         |
|                       | Median | 80-100                            | 80-100  |         |         |         |         |        |         |
|                       | High   | 100-120                           | 80-100  |         |         |         |         |        |         |
| Federal Govt Employee | Low    | 60-80                             |         |         |         |         |         |        |         |
|                       | Median | 80-100                            |         |         |         |         |         |        |         |
|                       | High   | 140-160                           |         |         |         |         |         |        |         |
| State Govt Employee   | Low    | 60-80                             |         |         |         |         |         |        |         |
|                       | Median | 80-100                            |         |         |         |         |         |        |         |
|                       | High   | 120-140                           |         |         |         |         |         |        |         |
| Mil US 03/04          | Low    | 40-60                             |         |         |         |         |         |        |         |
|                       | Median | 60-80                             |         |         |         |         |         |        |         |
|                       | High   | 80-100                            |         |         |         |         |         |        |         |
| Mil US 04/05          | Low    | 60-80                             |         |         |         |         |         |        |         |
|                       | Median | 100-120                           |         |         |         |         |         |        |         |
|                       | High   | 120-140                           |         |         |         |         |         |        |         |
| Consultant            | Low    | 60-80                             |         |         |         |         |         |        |         |
|                       | Median | 120-140                           |         |         |         |         |         |        |         |
|                       | High   | 180-200                           |         |         |         |         |         |        |         |
| Director/Chair        | Low    | 80-100                            | 60-80   | 100-120 | 80-100  | 80-100  | 120-140 |        | 60-80   |
|                       | Median | 140-160                           | 140-160 | 160-180 | 140-160 | 120-140 | 140-160 |        | 160-180 |
|                       | High   | 180-200                           | 180-200 | 180-200 | 160-180 | 180-200 | 200-240 |        | 180-200 |
| Pres/VP/Dean          | Low    | 140-160                           | 160-180 |         |         |         |         |        | 140-160 |
|                       | Median | 160-180                           | 180-200 |         |         |         |         |        | 180-200 |
|                       | High   | 240+                              | 240+    |         |         |         |         |        | 240+    |
| Pathologist           | Low    | 60-80                             | 60-80   | 60-80   | 80-100  | 100-120 |         |        |         |
|                       | Median | 120-140                           | 120-140 | 120-140 | 120-140 | 120-140 |         |        |         |
|                       | High   | 240+                              | 200-240 | 180-200 | 180-200 | 140-160 |         |        |         |



## Job Titles

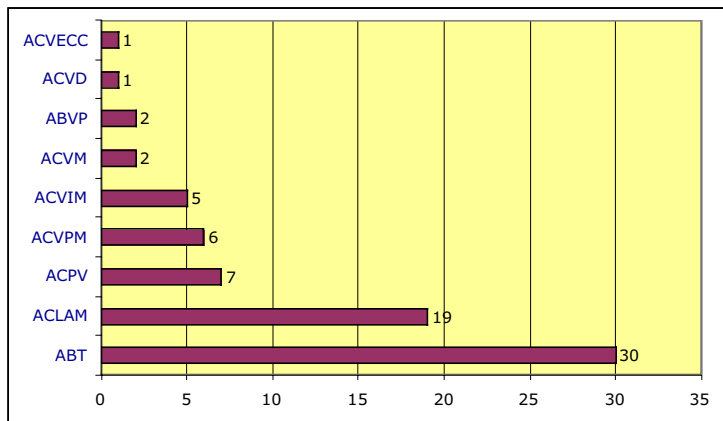
U.S. respondents reported the job titles reflected in the chart. The numbers reflect some multiple job titles for one individual. Single job titles reported but not included in the chart include Manager, Director, Diagnostic Lab Co-Owner, Lecturer, Owner of Consultancy, Sole Proprietor, Associate Scientist,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

## EDUCATION & CERTIFICATIONS



## Educational Degrees

The 463 U.S. respondents who reported a degree beyond a DVM/VMD indicated that 340 have a PhD, 119 have an MS, four have an MPH, two have an MPVM, and one each have the following: DES, MEd, AAS, MBA, M. Vet. Sci.



## Certifications

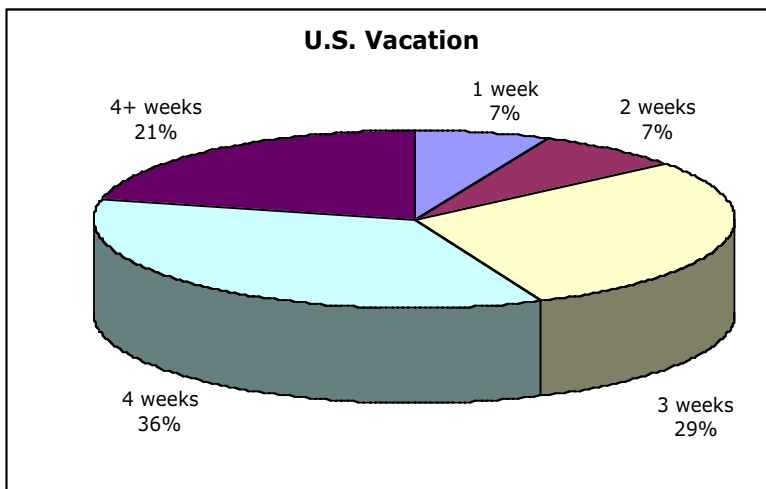
Besides the ACVP certification, U.S. respondents reported a variety of other certifications.

# BENEFITS

## U.S. Benefits

Of the U.S. full-time respondents, 503 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 | Medical | Dental | 401(k) Plan | Pension | Sick Leave | Disability Ins | Life Ins |
| Academia                                 | 2%            | 91%     | 71%    | 46%         | 59%     | 85%        | 71%            | 76%      |
| Industry                                 | 82%           | 95%     | 93%    | 89%         | 66%     | 86%        | 86%            | 91%      |
| Fed Govt                                 | 5%            | 81%     | 48%    | 57%         | 76%     | 100%       | 48%            | 62%      |
| State Govt                               | 0%            | 100%    | 67%    | 33%         | 78%     | 89%        | 56%            | 67%      |
| State Lab                                | 0%            | 95%     | 68%    | 42%         | 63%     | 100%       | 79%            | 79%      |
| Private Lab                              | 34%           | 80%     | 77%    | 74%         | 40%     | 77%        | 80%            | 80%      |
| Military                                 | 13%           | 100%    | 100%   | 19%         | 88%     | 100%       | 63%            | 81%      |



## U.S. Vacation

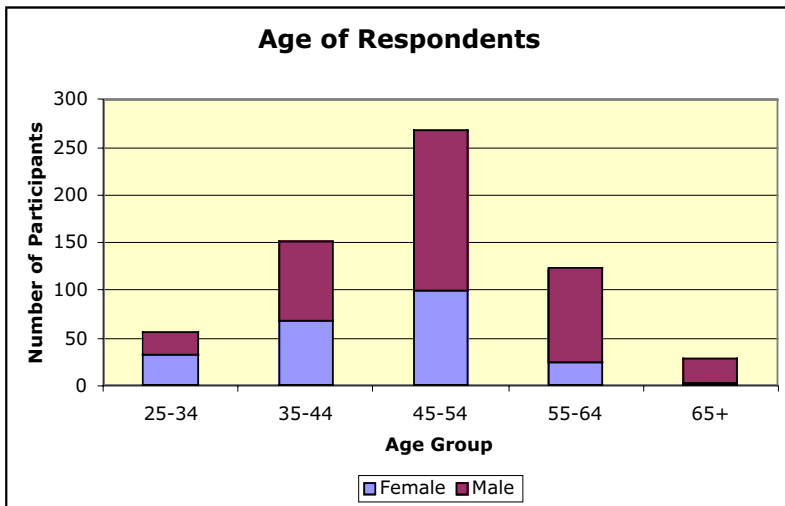
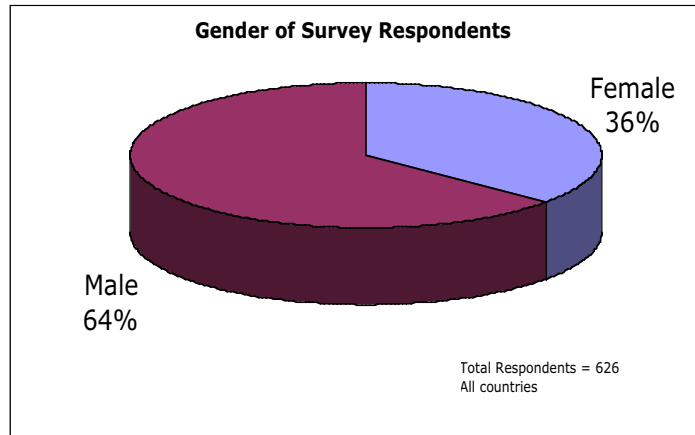
All 557 U.S. respondents reported receiving vacation benefits.

| U.S. Vacation       |              |
|---------------------|--------------|
| Primary Work Sector | Median Weeks |
| Academia            | 4            |
| Military            | 4            |
| Industry            | 3            |
| Private Lab         | 3            |
| State Govt          | 3            |
| State Lab           | 3            |
| Federal Govt        | 3            |
| Consultants         | 1            |

**DEMOGRAPHICS & GEOGRAPHY**

**Gender**

From all 626 responses worldwide, 36 percent indicated they were female and 64 percent male.

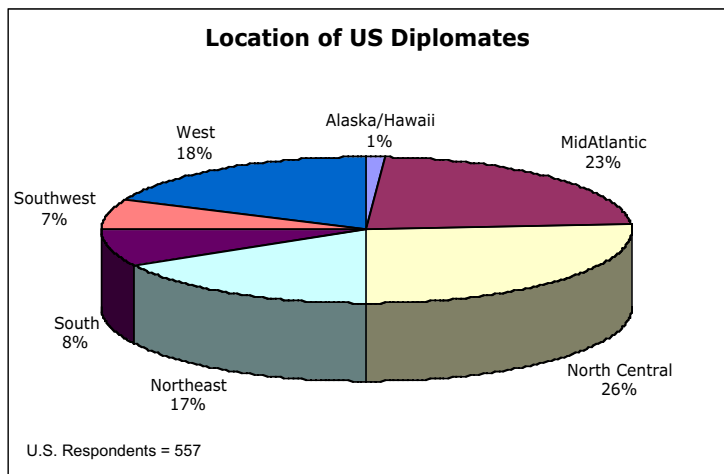


**Age**

From all 626 responses worldwide, the largest age group consists of people 45-54 (43 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**

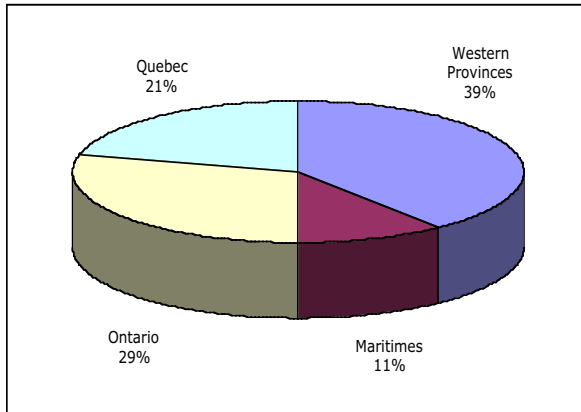
U.S. Diplomates are found throughout the country, with preponderance in the eastern and central regions.



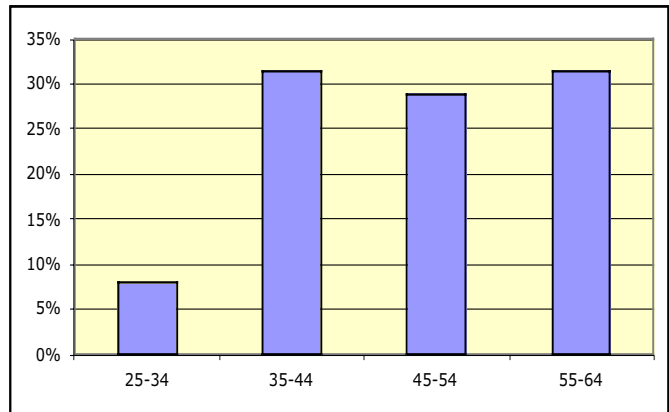
# CANADIAN SALARY AND RELATED INFORMATION

Thirty-eight respondents indicated their region of employment was Canada. Of these responses, 20 were female and 19 male, 36 were full-time. The small number of Canadian responses limit analysis of salary and related data.

## Location



## Age - Canadian Diplomates



## Income

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

