ASV Veterinary Wage Survey 2011

This survey was a joint undertaking of the Association of Shelter Veterinarians (ASV) and the Veterinary Information Network (VIN). Surveys were collected from June 16, 2011 through July 10, 2011 via the internet by VIN’s survey system. Requests for survey takers were posted on VIN’s website and the ASV listserv. The announcement explained the project and clarified confidentiality of participants. After sorting, 198 valid responses remained. Not all respondents answered every question. The numbers within parentheses of most graph titles are the actual number of respondents to that question.

This graph shows the demographics of members of the cooperating organizations.
Most of the respondents worked full time at a shelter or spay/neuter clinic.
Almost half of the respondents didn’t know the annual budget of the shelter or clinic where they worked. The rest of the results are displayed above.
Survey respondents had worked a variety of years in practice, with several respondents reporting less than a year in practice to practitioners with over 41 years’ experience. Missing numbers mean no one responded to that number of years in practice.

To calculate the average and median, a value of 0.5 was assigned to “Less than 1” and 42 was assigned to those over 41. Average 12.9; Median 11.0
This graph shows the diversity of longevity of the respondents in their current job. To calculate the average and median, a value of 0.5 was assigned to “Less than 1” and “Prefer not to answer” were deleted. Average: 4.6 years; Median 3.0 years.
There was a range from new hires to 31 years' shelter or spay/neuter experience among those responding.

Sixty percent have worked for shelters or spay/neuter clinics five years or less and 72.5% have worked 7 or fewer years for shelters. To calculate the average and median, a value of 0.5 was assigned to “Less than 1” and “Prefer not to answer” were deleted. Average: 6.0; Median 5
The next four graphs depict the staffing of veterinarians and technicians at the various institutions.

**How many Veterinarians at Shelter?**
*(196 responses)*

<table>
<thead>
<tr>
<th>Number of responses</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>16</th>
<th>22</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>52</td>
<td>37</td>
<td>30</td>
<td>28</td>
<td>17</td>
<td>11</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>7</td>
<td></td>
</tr>
</tbody>
</table>

**Full Time Veterinarians (182 responses)**

<table>
<thead>
<tr>
<th>Number of responses</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>16</th>
<th>27</th>
<th>Prefer not to Answer</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>84</td>
<td>33</td>
<td>19</td>
<td>15</td>
<td>6</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>17</td>
</tr>
</tbody>
</table>
This graph shows the physical location of the respondents.

States (193 responses)

- Number of respondents
This graph indicates the respondents’ **primary** employer.

<table>
<thead>
<tr>
<th>Primary Employer</th>
<th>Number of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private shelter</td>
<td>80</td>
</tr>
<tr>
<td>Municipal Shelter</td>
<td>46</td>
</tr>
<tr>
<td>Private Practice</td>
<td>17</td>
</tr>
<tr>
<td>Spay/Neuter only</td>
<td>26</td>
</tr>
<tr>
<td>Industry</td>
<td>0</td>
</tr>
<tr>
<td>University</td>
<td>5</td>
</tr>
<tr>
<td>Municipal / Private Combo</td>
<td>9</td>
</tr>
<tr>
<td>Other</td>
<td>14</td>
</tr>
</tbody>
</table>
The next four graphs depict the supervisory nature of the respondents’ jobs.

### Supervise Veterinarians? (196 responses)

- **Yes**: 33%
- **No**: 67%

### How many veterinarians supervised? (73 responses)

- **Less than 3**
- **3 to 4**
- **5 to 9**
- **10 or more**
Supervise Staff? (197 responses)

- Yes: 68%
- No: 32%

How many staff members supervised? (140 responses)

- Less than 5: 49%
- 5 to 9: 34%
- 10 to 19: 13%
- 20 or more: 4%
Duties (198 respondents)

- Spay/Neuter: 184
- Pediatric neutering: 175
- Population management: 127
- Euthanasia: 168
- Euthanasia decision: 163
- Admin: 101
- PE: 186
- Treatment decisions: 186
- Adapability: 126
- Behavior: 52
- SOPS: 147
- ER: 87
- Weekends: 75
- Forensics: 86
- Testify: 77
- Laboratory: 137
- Other Sx: 155
- Fund raising: 32

Number of responses
The following graphs show some demographics of the respondents.

**Gender (196 responses)**

- Male: 11%
- Female: 89%
Graduation Year from Veterinary School (191 responses)
Some folks asked to see years of graduation in blocks.

### Number of graduates

<table>
<thead>
<tr>
<th>Year Range</th>
<th>Number of Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1967 to 78</td>
<td>5</td>
</tr>
<tr>
<td>1980 to 85</td>
<td>17</td>
</tr>
<tr>
<td>1986 to 90</td>
<td>23</td>
</tr>
<tr>
<td>1991 to 95</td>
<td>27</td>
</tr>
<tr>
<td>1996 to 2000</td>
<td>34</td>
</tr>
<tr>
<td>2001 to 2005</td>
<td>49</td>
</tr>
<tr>
<td>2006 to 2011</td>
<td>41</td>
</tr>
</tbody>
</table>

### AVMA Member (197 responses)

- Yes: 90%
- No: 10%
How many sheltering organizations do you work with? (158)

Diplomate (196 responses)

Yes 2%
No 98%
The next series of questions explores shelter medicine training offered at the respondents' respective veterinary universities.

**Shelter Medicine Offered (196 responses)**

- Yes: 33%
- No: 64%
- I don't know: 3%

**Place in Curriculum (66 responses)**

- Elective: 74%
- Mandatory: 26%
This series of questions concerns the working environment and shelter statistics.
<table>
<thead>
<tr>
<th>Hours per week</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-10 hours</td>
<td>18%</td>
</tr>
<tr>
<td>11-20 hours</td>
<td>9.8%</td>
</tr>
<tr>
<td>21-30 hours</td>
<td>10.8%</td>
</tr>
<tr>
<td>31-40 hours</td>
<td>19.6%</td>
</tr>
<tr>
<td>41-50 hours</td>
<td>35.6%</td>
</tr>
<tr>
<td>Over 51 hours</td>
<td>6.2%</td>
</tr>
</tbody>
</table>
The following graphs depict workload at the respondents’ primary place of employment.

**Annual Animal Intake (187 responses)**

- Less than 1000: 6%
- 1000 to 15000: 58%
- 15001 to 25000: 10%
- Over 25000: 10%
- I don't know: 16%

**Annual Sterilization Procedures (191 responses)**

- Less than 50: 47
- 51 to 100: 49
- 101 to 200: 58
- 201 to 400: 33
- 401 to 600: 4
Daily Population at Shelter or Spay/Neuter Clinic

(152 responses) Range 10 to 1500 animals. Average 266; Median 200.
The following charts depict respondents’ benefits.
Full Time Salaries (106 responses)

Average: $75,051; Median: $75,000

Part-time Salaries (54 responses)

Average $50,459; Median $36,000
Relief Salaries (12 responses)

Average: $30,900; Median: $21,500

Paid Vacation (193 responses)
Days of Paid Vacation (193 responses)

Average 7.4; Median 4.0

Vacation Weeks Taken (194 responses)
Paid Maternity Leave (196 responses)

- Yes: 14% (14 responses)
- No: 86% (182 responses)

Days of Paid Maternity Leave (20 responses)

- 4 days: 1 response
- 6 days: 11 responses
- 8 days: 4 responses
- 12 days: 3 responses
- More: 1 response
Unpaid Maternity (188 responses)

Yes 62%
No 38%

Days of Unpaid Maternity Leave (107 responses)

- 4 days: 12
- 6 days: 21
- 8 days: 22
- 10 days: 1
- 12 days: 42
- more: 9
Annual CE Hours (168 responses)

- 10 or less: 11
- 11 to 20: 61
- 21 to 30: 60
- 31 to 40: 26
- 41 to 50: 6
- Over 50: 4

Paid CE Days in 2010 (159 responses)

- 0 to 3: 40% (40 responses)
- 4: 16% (25 responses)
- 5: 14% (22 responses)
- 6: 6% (9 responses)
- None: 24% (38 responses)
Paid CE Expenses in 2010 (162 responses)

- Less than $500: 31 responses
- $500 to $599: 18 responses
- $600 to $999: 28 responses
- $1,000 to $1,499: 26 responses
- $1,500 to $1,999: 10 responses
- $2,000 or more: 3 responses
- None: 46 responses
Finally we looked at “job descriptions” of the respondents.

Position

- Veterinarian: 97%
- Academic: 2%
- Non-veterinarian: 1%
Only two respondents had non-veterinary or non-academic titles.

Director/Manager with 10 to 12 years of service

Executive Director with 7 to 9 years of service