

## Statistical Analysis of AAAP/ACPV Survey Data

Requested by: The American College of Poultry Veterinarians (ACPV) and  
the American Association of Avian Pathologists (AAAP)  
Consulting Statistician: Deborah A. Keys, Ph.D.  
7/13/2020

**Data:** Password-protected data were provided in an Excel spreadsheet "2020\_salary\_survey.xlsx" from Janece Bevans-Kerr on 6/11/2020. Original data were saved as 2020\_salary\_survey.DAK.7.3.20". Column headings were coded for ease of statistical programming and data changes were noted on the "Data Changes" tab.

Groups with <5 respondents for geographic location, principal activity, principal affiliation and education level were included in the Other group for statistical analysis.

The study was a computer-based survey.

**Statistical Analysis:** All analyses were performed using SAS 9.4 (Cary, NC). A significance threshold of 0.05 was used.

Analysis of variances (ANOVA) followed by analysis of means (ANOM) for comparisons to the overall means were performed for base salary and total income separately for principal activity, principal affiliation, education level, board certification, geographical region and gender. Linear regressions for relationships of base salary and total income to years worked in the poultry industry and current position. Histograms and Q-Q plots of all model residuals were examined to evaluate the assumption of normality. Plots of residuals versus predicted values of measurements were examined to evaluate the assumption of homogeneity of variances.

### Results:

#### *All Full-time Respondents*

There were 244 full-time respondents. Of these 244 respondents, 9 respondents had base salaries of \$4000 and below and were not included in the income statistics though they were included in benefits and overall satisfaction summaries below. Interquartile ranges (IQR) are the difference between the 75<sup>th</sup> and 25<sup>th</sup> quartiles in the data so is the width of values that include 50% of the data and quantifies variability. For example, for all full-time respondents the IQR of base pay was \$71,000 while for total income it was \$102,000 which means a range of \$71K includes 50% of base salaries while a range of \$102K includes 50% of total incomes thus there is more variation in total income due to bonuses and consulting income than base salaries.

#### Full-time Respondents Income Summary

	N	Mean	Median	Min	Max	IQR
17. 2019 base salary (dollars)	235	\$144,125	\$135,000	\$30,000	\$378,000	\$71,000
18. 2019 Bonus and incentives (dollars)	161	\$36,550	\$25,000	\$1,000	\$250,000	\$38,729
19. Additional 2019 income from consulting, etc. (dollars)	52	\$20,751	\$8,500	\$200	\$260,000	\$20,500
Total income (\$)	235	\$172,648	\$154,000	\$30,000	\$500,000	\$102,000

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### Full-time Respondents Benefits Summary

Benefit	%
Health Insurance	227/244 (93%)
Dental Insurance	203/244 (83%)
Life Insurance	184/244 (75%)

#### Benefits by Principal Activity

*8. Your principal activity in poultry medicine*

<i>Frequency %</i>	<i>Health</i>	<i>Dental</i>	<i>Life</i>	<i>Total</i>
<i>Administration</i>	5 100%	5 100%	5 100%	5
<i>Consultant</i>	7 58%	4 33%	6 50%	12
<i>Diagnostic service</i>	27 93%	22 76%	18 62%	29
<i>Education</i>	6 86%	6 86%	6 86%	7
<i>Other</i>	12 92%	11 85%	9 69%	13
<i>Production medicine</i>	70 96%	66 90%	58 79%	73
<i>Regulatory medicine</i>	5 100%	5 100%	4 80%	5
<i>Research</i>	25 96%	19 73%	17 65%	26
<i>Service/Extension</i>	6 100%	6 100%	5 83%	6
<i>Technical support</i>	64 94%	59 87%	56 82%	68
<i>Total</i>	227	203	184	244

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### Full-time Respondents Satisfaction Summary

#### 25. Rating of overall employment satisfaction:

	Frequency	Percent
1 Very satisfied	110	45%
2 Satisfied	106	43%
3 Neutral	21	9%
4 Not satisfied	6	2%
5 Very unsatisfied	1	0.4%
<b>Total</b>	<b>244</b>	

Base salaries ( $p=0.004$ ) and total incomes ( $p=0.003$ ) of poultry medical professionals whose principal activities were in diagnostic services were significantly lower than the average base salaries and total incomes of all poultry medical professionals while base salaries ( $p=0.07$ ) and total incomes ( $p=0.06$ ) in administration were marginally significantly higher than average.

		N	Mean	Median	Min	Max	IQR
17. 2019 base salary (dollars)	8. Your principal activity in poultry medicine:						
	Administration	5	\$202,400	\$185,000	\$126,000	\$300,000	\$31,000
	Consultant	11	\$123,591	\$120,000	\$76,500	\$200,000	\$50,000
	Diagnostic service	27	\$111,991	\$114,900	\$38,706	\$165,000	\$42,000
	Education	7	\$115,029	\$117,400	\$30,000	\$243,000	\$109,800
	Other	12	\$178,525	\$175,000	\$113,300	\$300,000	\$70,000
	Production medicine	72	\$142,353	\$131,500	\$85,000	\$275,000	\$62,230
	Regulatory medicine	5	\$127,000	\$105,000	\$90,000	\$215,000	\$25,000
	Research	24	\$148,409	\$140,500	\$36,500	\$378,000	\$78,000
	Service/Extension	6	\$116,867	\$115,600	\$89,000	\$151,000	\$30,000
Technical support	66	\$157,262	\$169,500	\$55,000	\$250,000	\$60,000	
18. 2019 Bonus and incentives (dollars)	8. Your principal activity in poultry medicine:						
	Administration	4	\$77,000	\$51,500	\$30,000	\$175,000	\$86,000
	Consultant	7	\$54,370	\$25,000	\$15,000	\$120,000	\$85,000
	Diagnostic service	9	\$11,789	\$6,000	\$2,900	\$46,000	\$8,000
	Education	3	\$6,600	\$3,000	\$2,800	\$14,000	\$11,200
	Other	9	\$84,567	\$70,000	\$1,000	\$175,000	\$60,000
	Production medicine	59	\$35,241	\$20,000	\$1,000	\$250,000	\$26,500

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		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>
	<i>Regulatory medicine</i>	1	\$50,000	\$50,000	\$50,000	\$50,000	\$0
	<i>Research</i>	8	\$28,675	\$22,000	\$1,500	\$60,000	\$43,050
	<i>Service/Extension</i>	1	\$5,000	\$5,000	\$5,000	\$5,000	\$0
	<i>Technical support</i>	60	\$32,421	\$30,000	\$2,000	\$120,000	\$31,203
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>	<i>8. Your principal activity in poultry medicine:</i>						
	<i>Administration</i>	2	\$4,500	\$4,500	\$3,000	\$6,000	\$3,000
	<i>Consultant</i>	4	\$95,000	\$55,000	\$10,000	\$260,000	\$170,000
	<i>Diagnostic service</i>	8	\$19,750	\$4,000	\$2,000	\$75,000	\$30,500
	<i>Education</i>	4	\$12,250	\$11,000	\$2,000	\$25,000	\$12,500
	<i>Other</i>	1	\$35,000	\$35,000	\$35,000	\$35,000	\$0
	<i>Production medicine</i>	11	\$6,682	\$2,000	\$200	\$40,000	\$9,600
	<i>Regulatory medicine</i>	2	\$30,000	\$30,000	\$10,000	\$50,000	\$40,000
	<i>Research</i>	6	\$15,500	\$6,500	\$1,000	\$60,000	\$11,000
	<i>Service/Extension</i>	2	\$2,725	\$2,725	\$450	\$5,000	\$4,550
	<i>Technical support</i>	12	\$18,008	\$11,000	\$1,500	\$55,000	\$20,700
<i>Total income (\$)</i>	<i>8. Your principal activity in poultry medicine:</i>						
	<i>Administration</i>	5	\$265,800	\$226,000	\$132,000	\$475,000	\$66,000
	<i>Consultant</i>	11	\$169,099	\$140,000	\$76,500	\$300,000	\$105,000
	<i>Diagnostic service</i>	27	\$121,773	\$118,000	\$38,706	\$240,000	\$47,000
	<i>Education</i>	7	\$124,857	\$118,000	\$30,000	\$282,000	\$97,000
	<i>Other</i>	12	\$244,867	\$235,500	\$125,000	\$475,000	\$157,000
	<i>Production medicine</i>	72	\$172,249	\$151,500	\$87,000	\$500,000	\$77,000
	<i>Regulatory medicine</i>	5	\$149,000	\$105,000	\$100,000	\$315,000	\$25,000
	<i>Research</i>	24	\$161,842	\$165,000	\$36,500	\$378,000	\$100,000
	<i>Service/Extension</i>	6	\$118,533	\$115,600	\$89,000	\$151,000	\$30,000
	<i>Technical support</i>	66	\$190,010	\$185,500	\$57,000	\$335,000	\$99,700

Base salaries ( $p=0.003$ ) and total incomes ( $p=0.005$ ) of poultry medical professionals whose principal affiliations were in state and local government were significantly lower than the average base salaries and total incomes of all poultry medical professionals while base salaries ( $p=0.0001$ ) and total incomes ( $p=0.0002$ ) in the pharmaceutical/biological/nutritional industry were significantly higher than average. The base salaries ( $p=0.0006$ ) and total incomes ( $p<0.0001$ ) of those in production/broilers were also significantly higher than average.

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		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
17. 2019 base salary (dollars)	9. Category for principal professional affiliation:						
	College or University	34	\$134,955	\$122,600	\$30,000	\$378,000	\$38,000
	Federal Government Agency	9	\$138,257	\$125,000	\$58,000	\$221,315	\$104,000
	Other	11	\$121,010	\$104,800	\$38,706	\$240,000	\$110,000
	Pharmaceutical/Biological/Nutritional Industry	66	\$165,892	\$171,900	\$55,000	\$300,000	\$54,000
	Private Consultant Practice	9	\$118,278	\$100,000	\$60,000	\$200,000	\$48,000
	Production/Broilers	44	\$170,123	\$171,500	\$92,000	\$275,000	\$67,500
	Production/Commercial Eggs	15	\$114,827	\$115,000	\$85,000	\$153,000	\$51,000
	Production/Other Poultry	7	\$112,589	\$108,000	\$85,000	\$160,000	\$39,000
	Production/Turkeys	26	\$127,068	\$117,800	\$86,000	\$201,000	\$33,000
	State or Local Government	14	\$99,464	\$102,500	\$36,500	\$131,000	\$36,000
18. 2019 Bonus and incentives (dollars)	9. Category for principal professional affiliation:						
	College or University	7	\$4,486	\$3,000	\$1,500	\$14,000	\$1,400
	Federal Government Agency	2	\$27,500	\$27,500	\$10,000	\$45,000	\$35,000
	Other	9	\$27,444	\$12,000	\$1,000	\$100,000	\$25,000
	Pharmaceutical/Biological/Nutritional Industry	61	\$38,396	\$30,000	\$2,000	\$175,000	\$30,250
	Private Consultant Practice	4	\$62,648	\$55,300	\$19,992	\$120,000	\$80,304
	Production/Broilers	39	\$58,413	\$31,300	\$1,600	\$250,000	\$53,500
	Production/Commercial Eggs	12	\$23,908	\$13,500	\$2,000	\$120,000	\$18,500
	Production/Other Poultry	4	\$17,026	\$13,053	\$10,000	\$32,000	\$12,053
	Production/Turkeys	20	\$14,560	\$10,000	\$1,000	\$65,000	\$13,806
	State or Local Government	3	\$11,333	\$8,000	\$6,000	\$20,000	\$14,000
19. Additional 2019 income from consulting, etc. (dollars)	9. Category for principal professional affiliation:						
	College or University	14	\$17,175	\$8,000	\$450	\$75,000	\$17,000
	Federal Government Agency	1	\$7,000	\$7,000	\$7,000	\$7,000	\$0
	Other	2	\$52,000	\$52,000	\$4,000	\$100,000	\$96,000
	Pharmaceutical/Biological/Nutritional Industry	14	\$17,793	\$10,000	\$1,000	\$55,000	\$23,000
	Private Consultant Practice	3	\$101,667	\$35,000	\$10,000	\$260,000	\$250,000
	Production/Broilers	5	\$5,680	\$2,000	\$200	\$22,000	\$1,800
	Production/Commercial Eggs	3	\$2,400	\$2,000	\$200	\$5,000	\$4,800

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	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
	0					
	6	\$12,150	\$10,000	\$400	\$40,000	\$11,500
	4	\$16,250	\$8,000	\$2,000	\$47,000	\$24,500
<i>Total income (\$)</i>	<i>9. Category for principal professional affiliation:</i>					
	34	\$142,937	\$132,450	\$30,000	\$378,000	\$41,000
	9	\$145,146	\$125,000	\$58,000	\$250,000	\$113,000
	11	\$152,919	\$135,000	\$38,706	\$300,000	\$146,600
	66	\$205,154	\$204,875	\$57,000	\$475,000	\$82,000
	9	\$151,121	\$139,992	\$60,000	\$253,600	\$104,000
	44	\$222,543	\$192,500	\$94,600	\$500,000	\$124,750
	15	\$134,420	\$125,000	\$89,400	\$245,000	\$65,000
	7	\$122,318	\$120,000	\$85,000	\$192,000	\$29,000
	26	\$141,073	\$133,900	\$87,000	\$240,000	\$38,500
	14	\$106,536	\$106,500	\$36,500	\$181,000	\$28,000

Base salaries ( $p=0.0003$ ) and total incomes ( $p=0.0002$ ) of poultry medical professionals who obtained MAM/MAHM degrees were significantly higher than the average base salaries and total incomes of all poultry medical professionals while base salaries for those with DVM/VMD ( $p=0.04$ ) degrees were significantly lower than average.

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>
<i>17. 2019 base salary (dollars)</i>	<i>10. Education level (last degree attained):</i>					
	72	\$130,770	\$122,500	\$62,500	\$250,000	\$61,000
	62	\$166,869	\$164,000	\$73,000	\$300,000	\$64,000
	23	\$146,261	\$140,000	\$30,000	\$260,000	\$70,000
	15	\$143,320	\$148,000	\$38,706	\$232,000	\$95,000
	7	\$126,714	\$132,000	\$43,000	\$169,000	\$33,000
	56	\$137,631	\$127,000	\$36,000	\$378,000	\$56,332
<i>18. 2019 Bonus and incentives (dollars)</i>	<i>10. Education level (last degree attained):</i>					
	48	\$32,360	\$15,000	\$1,000	\$250,000	\$37,500
	55	\$41,822	\$27,000	\$4,000	\$200,000	\$32,729
	15	\$42,613	\$30,000	\$2,900	\$220,000	\$39,000

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		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>
	<i>Other</i>	11	\$46,727	\$35,000	\$1,000	\$100,000	\$60,000
	<i>PHM/MSPVM</i>	4	\$23,625	\$18,500	\$7,500	\$50,000	\$27,750
	<i>PhD/ScD</i>	28	\$27,975	\$17,000	\$1,500	\$120,000	\$28,150
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>	<i>10. Education level (last degree attained):</i>						
	<i>DVM/VMD</i>	12	\$12,633	\$5,000	\$200	\$50,000	\$14,000
	<i>MAM/MAHM</i>	13	\$20,377	\$10,000	\$200	\$75,000	\$26,000
	<i>MS</i>	4	\$5,263	\$4,300	\$450	\$12,000	\$8,075
	<i>Other</i>	4	\$99,750	\$68,000	\$3,000	\$260,000	\$160,500
	<i>PHM/MSPVM</i>	1	\$10,000	\$10,000	\$10,000	\$10,000	\$0
	<i>PhD/ScD</i>	18	\$12,917	\$8,500	\$500	\$60,000	\$11,000
<i>Total income (\$)</i>	<i>10. Education level (last degree attained):</i>						
	<i>DVM/VMD</i>	72	\$154,446	\$130,000	\$62,500	\$500,000	\$91,550
	<i>MAM/MAHM</i>	62	\$208,242	\$185,000	\$96,000	\$475,000	\$85,000
	<i>MS</i>	23	\$174,948	\$151,000	\$30,000	\$401,000	\$112,000
	<i>Other</i>	15	\$186,854	\$182,000	\$38,706	\$331,000	\$166,000
	<i>PHM/MSPVM</i>	7	\$141,643	\$135,000	\$43,000	\$219,000	\$42,500
	<i>PhD/ScD</i>	56	\$155,770	\$144,900	\$36,500	\$378,000	\$78,332

Base salaries and total incomes of poultry medical professionals who had ACPV board certifications ( $p < 0.0001$ ) as well as base salaries of those with ACPV/Other board certifications ( $p = 0.04$ ) were significantly higher than the average base salaries and total incomes of all poultry medical professionals. Base salaries and total incomes for those with no board certifications ( $p < 0.0001$ ) were significantly lower than the average.

		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>
<i>17. 2019 base salary (dollars)</i>	<i>12. Board certifications:</i>						
	<i>ACPV</i>	105	\$162,369	\$160,000	\$73,000	\$300,000	\$60,000
	<i>ACPV, ACVP</i>	5	\$135,243	\$114,900	\$60,000	\$221,315	\$80,000
	<i>ACPV, Other</i>	9	\$186,667	\$185,000	\$112,000	\$250,000	\$40,000
	<i>ACVP</i>	7	\$141,431	\$131,000	\$100,000	\$200,000	\$38,980
	<i>None</i>	101	\$122,242	\$114,000	\$30,000	\$378,000	\$51,000
	<i>Other</i>	8	\$141,000	\$134,500	\$60,000	\$196,000	\$66,500

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		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>
18. 2019 Bonus and incentives (dollars)	12. Board certifications:						
	ACPV	74	\$44,287	\$30,000	\$3,000	\$220,000	\$34,500
	ACPV, ACVP	2	\$90,000	\$90,000	\$80,000	\$100,000	\$20,000
	ACPV, Other	7	\$44,821	\$37,000	\$19,750	\$80,000	\$43,000
	ACVP	3	\$63,000	\$49,000	\$20,000	\$120,000	\$100,000
	None	69	\$25,645	\$12,000	\$1,000	\$250,000	\$23,000
19. Additional 2019 income from consulting, etc. (dollars)	12. Board certifications:						
	ACPV	27	\$25,357	\$6,600	\$200	\$260,000	\$26,000
	ACPV, ACVP	2	\$51,500	\$51,500	\$3,000	\$100,000	\$97,000
	ACPV, Other	3	\$7,667	\$6,000	\$5,000	\$12,000	\$7,000
	ACVP	1	\$10,000	\$10,000	\$10,000	\$10,000	\$0
	None	17	\$12,847	\$10,000	\$200	\$60,000	\$10,000
Total income (\$)	12. Board certifications:						
	ACPV	105	\$197,621	\$179,500	\$76,500	\$475,000	\$98,000
	ACPV, ACVP	5	\$191,843	\$221,315	\$60,000	\$300,000	\$142,100
	ACPV, Other	9	\$224,083	\$230,000	\$112,000	\$335,000	\$64,250
	ACVP	7	\$169,860	\$185,000	\$126,020	\$230,000	\$72,000
	None	101	\$141,922	\$125,000	\$30,000	\$500,000	\$65,000
	Other	8	\$165,375	\$157,500	\$68,000	\$267,000	\$101,500

Base salaries ( $p=0.045$  Midwest/NCentral,  $p=0.01$  US National) and total incomes ( $p=0.01$  both) of poultry medical professionals in the Midwest/North Central and US national practice were significantly higher than the average base salaries and total incomes of all poultry medical professionals.

		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
17. 2019 base salary (dollars)	4. Geographic region of primary practice						
	Canada	18	\$128,978	\$120,000	\$86,000	\$180,000	\$52,000
	Midwest/North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)	37	\$123,318	\$115,000	\$85,000	\$215,000	\$42,300
	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	10	\$139,700	\$135,500	\$78,000	\$185,000	\$30,000



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		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>18. 2019 Bonus and incentives (dollars)</i>	<i>Other</i>	25	\$148,743	\$132,000	\$36,000	\$300,000	\$100,000
	<i>South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)</i>	116	\$146,469	\$143,500	\$30,000	\$275,000	\$71,300
	<i>U.S. national practice</i>	22	\$176,400	\$167,500	\$92,000	\$378,000	\$45,000
	<i>West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)</i>	7	\$142,614	\$148,300	\$43,000	\$243,000	\$111,000
	<i>4. Geographic region of primary practice</i>						
	<i>Canada</i>	13	\$21,469	\$19,992	\$1,000	\$85,600	\$17,000
	<i>Midwest/North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)</i>	22	\$17,331	\$10,000	\$3,000	\$60,000	\$14,000
	<i>Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)</i>	3	\$21,300	\$2,900	\$1,000	\$60,000	\$59,000
	<i>Other</i>	19	\$54,334	\$45,000	\$2,000	\$175,000	\$50,000
	<i>South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)</i>	81	\$39,236	\$28,000	\$1,500	\$250,000	\$35,177
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>	<i>U.S. national practice</i>	20	\$46,325	\$30,000	\$9,000	\$175,000	\$38,500
	<i>West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)</i>	3	\$7,733	\$5,000	\$4,200	\$14,000	\$9,800
	<i>4. Geographic region of primary practice</i>						
	<i>Canada</i>	5	\$10,400	\$10,000	\$2,000	\$22,000	\$6,000
	<i>Midwest/North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)</i>	7	\$9,943	\$2,000	\$200	\$50,000	\$9,600
	<i>Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)</i>	4	\$6,250	\$6,000	\$3,000	\$10,000	\$4,500
	<i>Other</i>	6	\$54,167	\$10,000	\$4,000	\$260,000	\$31,000
	<i>South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)</i>	23	\$21,367	\$6,000	\$200	\$100,000	\$38,000
	<i>U.S. national practice</i>	5	\$15,200	\$12,000	\$1,000	\$28,000	\$15,000
	<i>West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)</i>	2	\$20,000	\$20,000	\$15,000	\$25,000	\$10,000
<i>Total income (\$)</i>	<i>4. Geographic region of primary practice</i>						
	<i>Canada</i>	18	\$147,372	\$136,896	\$87,000	\$253,600	\$52,000
	<i>Midwest/North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)</i>	37	\$135,499	\$121,200	\$85,000	\$315,000	\$45,000
	<i>Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)</i>	10	\$148,590	\$136,000	\$85,000	\$245,000	\$30,100
	<i>Other</i>	25	\$192,637	\$180,000	\$36,500	\$475,000	\$140,000

## Statistical Analysis of AAAP/ACPV Survey Data

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)</i>	116	\$178,100	\$168,062	\$30,000	\$500,000	\$107,445
<i>U.S. national practice</i>	22	\$221,968	\$207,500	\$101,000	\$435,000	\$71,000
<i>West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)</i>	7	\$151,643	\$152,500	\$43,000	\$282,000	\$111,000

Base salaries and total incomes of female poultry medical professionals were significantly lower than the average base salaries and total incomes of male poultry medical professionals ( $p < 0.0001$ ).

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>	
<i>17. 2019 base salary (dollars)</i>	<i>2. Gender</i>						
	<i>Female</i>	104	\$126,777	\$118,500	\$36,500	\$250,000	\$51,550
	<i>Male</i>	131	\$157,898	\$153,000	\$30,000	\$378,000	\$63,800
<i>18. 2019 Bonus and incentives (dollars)</i>	<i>2. Gender</i>						
	<i>Female</i>	62	\$18,709	\$10,000	\$1,000	\$132,000	\$21,000
	<i>Male</i>	99	\$47,722	\$30,000	\$2,000	\$250,000	\$44,000
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>	<i>2. Gender</i>						
	<i>Female</i>	18	\$12,133	\$5,500	\$200	\$55,000	\$18,000
	<i>Male</i>	34	\$25,313	\$10,000	\$200	\$260,000	\$21,000
<i>Total income (\$)</i>	<i>2. Gender</i>						
	<i>Female</i>	104	\$140,028	\$126,710	\$36,500	\$347,000	\$62,000
	<i>Male</i>	131	\$198,545	\$185,000	\$30,000	\$500,000	\$105,000

The following 2 tables show principal activity and affiliations broken down by gender. The numbers were too low for principal activity in many sub-groups for analysis but education is strikingly different than other principal activities with females making more.

		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>	
<i>17. 2019 base salary (dollars)</i>	<i>8. Your principal activity in poultry medicine:</i>	<i>2. Gender</i>						
	<i>Administration</i>	<i>Male</i>	5	\$202,400	\$185,000	\$126,000	\$300,000	\$31,000
	<i>Consultant</i>	<i>Female</i>	1	\$76,500	\$76,500	\$76,500	\$76,500	\$0
		<i>Male</i>	10	\$128,300	\$125,000	\$85,000	\$200,000	\$50,000
	<i>Diagnostic service</i>	<i>Female</i>	16	\$109,798	\$115,950	\$38,706	\$160,000	\$40,000
		<i>Male</i>	11	\$115,182	\$110,000	\$60,000	\$165,000	\$55,000
	<i>Education</i>	<i>Female</i>	3	\$157,800	\$117,400	\$113,000	\$243,000	\$130,000
		<i>Male</i>	4	\$82,950	\$78,000	\$30,000	\$145,800	\$99,900

### Statistical Analysis of AAAP/ACPV Survey Data

		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>
<i>Other</i>	<i>Female</i>	3	\$130,433	\$134,000	\$113,300	\$144,000	\$30,700
	<i>Male</i>	9	\$194,556	\$180,000	\$125,000	\$300,000	\$50,000
<i>Production medicine</i>	<i>Female</i>	40	\$124,248	\$116,000	\$85,000	\$215,000	\$53,500
	<i>Male</i>	32	\$164,984	\$150,000	\$89,000	\$275,000	\$69,695
<i>Regulatory medicine</i>	<i>Female</i>	3	\$105,000	\$100,000	\$90,000	\$125,000	\$35,000
	<i>Male</i>	2	\$160,000	\$160,000	\$105,000	\$215,000	\$110,000
<i>Research</i>	<i>Female</i>	11	\$122,773	\$110,000	\$36,500	\$240,000	\$88,000
	<i>Male</i>	13	\$170,101	\$156,000	\$80,000	\$378,000	\$73,000
<i>Service/Extension</i>	<i>Female</i>	3	\$113,333	\$110,000	\$100,000	\$130,000	\$30,000
	<i>Male</i>	3	\$120,400	\$121,200	\$89,000	\$151,000	\$62,000
<i>Technical support</i>	<i>Female</i>	24	\$146,308	\$135,500	\$73,000	\$250,000	\$73,300
	<i>Male</i>	42	\$163,521	\$172,900	\$55,000	\$250,000	\$48,000
<i>Total income (\$)</i>	<i>8. Your principal activity in poultry medicine:</i>	<i>2.</i>					
		<i>Gender</i>					
<i>Administration</i>	<i>Male</i>	5	\$265,800	\$226,000	\$132,000	\$475,000	\$66,000
<i>Consultant</i>	<i>Female</i>	1	\$76,500	\$76,500	\$76,500	\$76,500	\$0
	<i>Male</i>	10	\$178,359	\$152,500	\$100,000	\$300,000	\$100,000
<i>Diagnostic service</i>	<i>Female</i>	16	\$113,498	\$117,950	\$38,706	\$163,000	\$38,000
	<i>Male</i>	11	\$133,809	\$120,000	\$60,000	\$240,000	\$78,000
<i>Education</i>	<i>Female</i>	3	\$172,467	\$118,000	\$117,400	\$282,000	\$164,600
	<i>Male</i>	4	\$89,150	\$90,400	\$30,000	\$145,800	\$99,500
<i>Other</i>	<i>Female</i>	3	\$147,133	\$135,000	\$127,400	\$179,000	\$51,600
	<i>Male</i>	9	\$277,444	\$280,000	\$125,000	\$475,000	\$55,000
<i>Production medicine</i>	<i>Female</i>	40	\$136,805	\$121,000	\$87,000	\$347,000	\$62,250
	<i>Male</i>	32	\$216,553	\$179,450	\$102,900	\$500,000	\$95,750
<i>Regulatory medicine</i>	<i>Female</i>	3	\$108,333	\$100,000	\$100,000	\$125,000	\$25,000
	<i>Male</i>	2	\$210,000	\$210,000	\$105,000	\$315,000	\$210,000
<i>Research</i>	<i>Female</i>	11	\$127,627	\$118,900	\$36,500	\$270,000	\$88,000
	<i>Male</i>	13	\$190,793	\$195,000	\$84,000	\$378,000	\$96,315
<i>Service/Extension</i>	<i>Female</i>	3	\$116,667	\$110,000	\$105,000	\$135,000	\$30,000
	<i>Male</i>	3	\$120,400	\$121,200	\$89,000	\$151,000	\$62,000
<i>Technical support</i>	<i>Female</i>	24	\$173,357	\$156,500	\$85,000	\$307,000	\$93,000
	<i>Male</i>	42	\$199,525	\$202,375	\$57,000	\$335,000	\$74,000

## Statistical Analysis of AAAP/ACPV Survey Data

For affiliation, only looking at comparisons with n>=5 for male and female, base/total not significantly different (p>0.7) for college or university, production/other poultry and sig/mar sig higher for men than women in federal government, pharmaceutical and production broilers. I can provide p-values upon request.

			<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>
<i>17. 2019 base salary (dollars)</i>	<i>9. Category for principal professional affiliation:</i>	<i>2. Gender</i>						
	<i>College or University</i>	<i>Female</i>	18	\$135,581	\$125,010	\$62,500	\$243,000	\$43,000
		<i>Male</i>	16	\$134,250	\$120,600	\$30,000	\$378,000	\$39,000
	<i>Federal Government Agency</i>	<i>Female</i>	5	\$101,000	\$84,000	\$58,000	\$160,000	\$47,000
		<i>Male</i>	4	\$184,829	\$196,500	\$125,000	\$221,315	\$56,658
	<i>Other</i>	<i>Female</i>	5	\$110,621	\$104,800	\$38,706	\$182,600	\$41,000
		<i>Male</i>	6	\$129,667	\$114,000	\$60,000	\$240,000	\$110,000
	<i>Pharmaceutical/Biological/Nutritional Industry</i>	<i>Female</i>	21	\$152,143	\$136,000	\$73,000	\$250,000	\$71,000
		<i>Male</i>	45	\$172,308	\$175,000	\$55,000	\$300,000	\$39,000
	<i>Private Consultant Practice</i>	<i>Female</i>	3	\$105,500	\$96,000	\$76,500	\$144,000	\$67,500
		<i>Male</i>	6	\$124,667	\$110,000	\$60,000	\$200,000	\$68,000
	<i>Production/Broilers</i>	<i>Female</i>	18	\$144,772	\$145,000	\$92,000	\$215,000	\$63,000
		<i>Male</i>	26	\$187,674	\$185,000	\$100,000	\$275,000	\$73,000
	<i>Production/Commercial Eggs</i>	<i>Female</i>	8	\$106,925	\$97,500	\$85,000	\$148,000	\$33,300
		<i>Male</i>	7	\$123,857	\$125,000	\$85,000	\$153,000	\$61,000
	<i>Production/Other Poultry</i>	<i>Female</i>	4	\$107,530	\$92,560	\$85,000	\$160,000	\$39,060
		<i>Male</i>	3	\$119,333	\$120,000	\$108,000	\$130,000	\$22,000
	<i>Production/Turkeys</i>	<i>Female</i>	14	\$113,129	\$110,150	\$86,000	\$150,000	\$15,000
		<i>Male</i>	12	\$143,332	\$135,000	\$110,000	\$201,000	\$53,930
	<i>State or Local Government</i>	<i>Female</i>	8	\$87,438	\$93,000	\$36,500	\$128,000	\$42,500
		<i>Male</i>	6	\$115,500	\$117,000	\$95,000	\$131,000	\$23,000
<i>Total income (\$)</i>	<i>9. Category for principal professional affiliation:</i>	<i>2. Gender</i>						
	<i>College or University</i>	<i>Female</i>	18	\$140,787	\$130,510	\$62,500	\$282,000	\$38,600
		<i>Male</i>	16	\$145,356	\$132,450	\$30,000	\$378,000	\$51,000
	<i>Federal Government Agency</i>	<i>Female</i>	5	\$102,400	\$85,000	\$58,000	\$160,000	\$41,000
		<i>Male</i>	4	\$198,579	\$209,658	\$125,000	\$250,000	\$74,158
	<i>Other</i>	<i>Female</i>	5	\$121,421	\$114,800	\$38,706	\$216,600	\$33,000
		<i>Male</i>	6	\$179,167	\$173,500	\$68,000	\$300,000	\$220,000

## Statistical Analysis of AAAP/ACPV Survey Data

		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>
<i>Pharmaceutical/Biological/Nutritional Industry</i>	<i>Female</i>	21	\$181,432	\$162,000	\$101,000	\$307,000	\$111,500
	<i>Male</i>	45	\$216,224	\$215,000	\$57,000	\$475,000	\$59,000
<i>Private Consultant Practice</i>	<i>Female</i>	3	\$117,167	\$96,000	\$76,500	\$179,000	\$102,500
	<i>Male</i>	6	\$168,099	\$169,996	\$60,000	\$253,600	\$105,000
<i>Production/Broilers</i>	<i>Female</i>	18	\$162,983	\$162,750	\$94,600	\$347,000	\$63,000
	<i>Male</i>	26	\$263,777	\$254,000	\$130,000	\$500,000	\$111,100
<i>Production/Commercial Eggs</i>	<i>Female</i>	8	\$115,550	\$100,000	\$89,400	\$182,000	\$35,500
	<i>Male</i>	7	\$155,986	\$165,000	\$100,000	\$245,000	\$86,100
<i>Production/Other Poultry</i>	<i>Female</i>	4	\$121,556	\$104,613	\$85,000	\$192,000	\$57,113
	<i>Male</i>	3	\$123,333	\$120,000	\$120,000	\$130,000	\$10,000
<i>Production/Turkeys</i>	<i>Female</i>	14	\$119,449	\$115,000	\$87,000	\$150,000	\$17,400
	<i>Male</i>	12	\$166,300	\$157,750	\$133,800	\$240,000	\$43,930
<i>State or Local Government</i>	<i>Female</i>	8	\$91,438	\$100,000	\$36,500	\$128,000	\$51,500
	<i>Male</i>	6	\$126,667	\$119,500	\$103,000	\$181,000	\$27,000

Base salaries were on average \$1900 higher per additional year worked in the poultry industry ( $p < 0.0001$ ). Total incomes were on average \$2600 higher per additional year worked in the poultry industry ( $p < 0.0001$ ).

	<i>Years in Poultry Industry</i>	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>17. 2019 base salary (dollars)</i>							
	<i>a. 0-5</i>	62	\$112,483	\$112,650	\$30,000	\$196,000	\$38,000
	<i>b. &gt;5-10</i>	38	\$138,571	\$127,010	\$38,706	\$260,000	\$47,000
	<i>c. &gt;10-15</i>	18	\$114,050	\$107,500	\$36,500	\$181,000	\$85,000
	<i>d. &gt;15-20</i>	24	\$147,414	\$137,500	\$60,000	\$220,000	\$60,700
	<i>e. &gt;20-25</i>	22	\$169,518	\$166,500	\$85,400	\$300,000	\$68,000
	<i>f. &gt;25-30</i>	29	\$171,140	\$180,000	\$36,000	\$260,000	\$56,000
	<i>g. &gt;30</i>	41	\$177,720	\$175,000	\$89,000	\$378,000	\$54,000
<i>18. 2019 Bonus and incentives (dollars)</i>							
	<i>a. 0-5</i>	44	\$14,377	\$10,000	\$1,000	\$100,000	\$13,806
	<i>b. &gt;5-10</i>	27	\$29,624	\$19,992	\$3,000	\$175,000	\$26,000
	<i>c. &gt;10-15</i>	10	\$38,850	\$15,250	\$2,000	\$220,000	\$27,000
	<i>d. &gt;15-20</i>	16	\$46,331	\$42,000	\$1,500	\$132,000	\$57,000
	<i>e. &gt;20-25</i>	16	\$73,905	\$45,589	\$2,000	\$250,000	\$81,850

## Statistical Analysis of AAAP/ACPV Survey Data

	<i>Years in Poultry Industry</i>	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
	<i>f. &gt;25-30</i>	19	\$42,635	\$30,000	\$2,800	\$120,000	\$43,816
	<i>g. &gt;30</i>	29	\$45,852	\$41,000	\$6,000	\$175,000	\$31,000
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>							
	<i>a. 0-5</i>	11	\$21,945	\$10,000	\$200	\$100,000	\$34,000
	<i>b. &gt;5-10</i>	8	\$16,313	\$8,000	\$1,500	\$60,000	\$20,500
	<i>c. &gt;10-15</i>	2	\$29,000	\$29,000	\$3,000	\$55,000	\$52,000
	<i>d. &gt;15-20</i>	5	\$6,800	\$4,000	\$1,000	\$15,000	\$6,000
	<i>e. &gt;20-25</i>	2	\$3,500	\$3,500	\$2,000	\$5,000	\$3,000
	<i>f. &gt;25-30</i>	12	\$14,717	\$10,000	\$200	\$50,000	\$18,500
	<i>g. &gt;30</i>	12	\$35,963	\$8,300	\$450	\$260,000	\$27,000
<i>Total income (\$)</i>							
	<i>a. 0-5</i>	62	\$126,576	\$125,195	\$30,000	\$300,000	\$50,000
	<i>b. &gt;5-10</i>	38	\$163,054	\$159,500	\$38,706	\$435,000	\$67,000
	<i>c. &gt;10-15</i>	18	\$138,856	\$118,950	\$36,500	\$401,000	\$80,000
	<i>d. &gt;15-20</i>	24	\$179,718	\$160,000	\$68,000	\$347,000	\$106,900
	<i>e. &gt;20-25</i>	22	\$223,585	\$198,500	\$89,400	\$500,000	\$145,000
	<i>f. &gt;25-30</i>	29	\$205,163	\$207,000	\$48,800	\$335,000	\$75,140
	<i>g. &gt;30</i>	41	\$214,325	\$217,000	\$89,000	\$475,000	\$81,000

Base salaries were on average \$1200 higher per additional year worked in current position (p=0.004).

Total incomes were on average \$1400 higher per additional year worked in current position (p=0.03).

	<i>Years in Current Position</i>	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>17. 2019 base salary (dollars)</i>							
	<i>a. 0-5</i>	133	\$135,193	\$125,000	\$30,000	\$378,000	\$55,000
	<i>b. &gt;5-10</i>	45	\$153,915	\$156,000	\$38,706	\$300,000	\$60,000
	<i>c. &gt;10-15</i>	20	\$149,550	\$142,000	\$60,000	\$243,000	\$63,500
	<i>d. &gt;15-20</i>	13	\$153,954	\$160,000	\$85,400	\$260,000	\$47,000
	<i>e. &gt;20-25</i>	10	\$192,200	\$199,000	\$100,000	\$275,000	\$43,000
	<i>f. &gt;25</i>	13	\$149,475	\$160,000	\$36,000	\$221,315	\$56,000
<i>18. 2019 Bonus and incentives (dollars)</i>							
	<i>a. 0-5</i>	95	\$28,534	\$16,000	\$1,000	\$250,000	\$27,000
	<i>b. &gt;5-10</i>	32	\$47,532	\$30,000	\$4,200	\$220,000	\$35,004
	<i>c. &gt;10-15</i>	15	\$52,838	\$45,177	\$2,900	\$120,000	\$86,000

## Statistical Analysis of AAP/ACPV Survey Data

	<i>Years in Current Position</i>	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
	<i>d. &gt;15-20</i>	7	\$35,657	\$30,000	\$2,000	\$85,600	\$53,000
	<i>e. &gt;20-25</i>	6	\$81,500	\$67,500	\$10,000	\$200,000	\$54,000
	<i>f. &gt;25</i>	6	\$20,250	\$13,600	\$1,500	\$60,000	\$27,200
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>							
	<i>a. 0-5</i>	25	\$18,944	\$10,000	\$200	\$100,000	\$24,000
	<i>b. &gt;5-10</i>	9	\$16,678	\$6,600	\$1,000	\$60,000	\$12,000
	<i>c. &gt;10-15</i>	5	\$11,200	\$10,000	\$4,000	\$25,000	\$7,000
	<i>d. &gt;15-20</i>	3	\$10,667	\$10,000	\$2,000	\$20,000	\$18,000
	<i>e. &gt;20-25</i>	2	\$37,725	\$37,725	\$450	\$75,000	\$74,550
	<i>f. &gt;25</i>	8	\$36,488	\$4,500	\$400	\$260,000	\$8,750
<i>Total income (\$)</i>							
	<i>a. 0-5</i>	133	\$159,135	\$134,000	\$30,000	\$500,000	\$75,000
	<i>b. &gt;5-10</i>	45	\$191,051	\$181,000	\$38,706	\$475,000	\$99,580
	<i>c. &gt;10-15</i>	20	\$191,979	\$210,250	\$68,000	\$290,000	\$112,639
	<i>d. &gt;15-20</i>	13	\$175,615	\$160,000	\$89,000	\$260,000	\$75,000
	<i>e. &gt;20-25</i>	10	\$248,600	\$245,000	\$100,000	\$475,000	\$85,000
	<i>f. &gt;25</i>	13	\$161,275	\$163,000	\$48,800	\$245,000	\$46,200

### *ACPV Members Only*

There were 119 respondents that were ACPV members only. Of these 119 respondents, 5 respondents had base salaries of \$4000 and below and were not included in the income statistics though they were included in benefits and overall satisfaction summaries below.

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>IQR</i>
<i>17. 2019 base salary (dollars)</i>	119	\$163,067	\$160,000	\$60,000	\$300,000	\$64,000
<i>18. 2019 Bonus and incentives (dollars)</i>	83	\$45,433	\$31,300	\$3,000	\$220,000	\$37,250
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>	32	\$25,333	\$6,300	\$200	\$260,000	\$23,500
<i>Total income (\$)</i>	119	\$199,379	\$182,000	\$60,000	\$475,000	\$105,000

<i>Benefit</i>	<i>%</i>
<i>Health Insurance</i>	<i>117/124 (94%)</i>
<i>Dental Insurance</i>	<i>111/124 (90%)</i>
<i>Life Insurance</i>	<i>103/124 (83%)</i>

## Statistical Analysis of AAAP/ACPV Survey Data

### *Principal Activity by Benefits*

*8. Your principal activity in poultry medicine*

<i>Frequency %</i>	<i>Health</i>	<i>Dental</i>	<i>Life</i>	<i>Total</i>
<i>Administration</i>	4 100%	4 100%	4 100%	5
<i>Consultant</i>	6 75%	3 38%	5 63%	12
<i>Diagnostic service</i>	15 94%	14 88%	12 75%	29
<i>Education</i>	4 100%	4 100%	4 100%	7
<i>Other</i>	6 100%	5 83%	5 83%	13
<i>Production medicine</i>	31 91%	31 91%	28 82%	73
<i>Regulatory medicine</i>	3 100%	3 100%	2 67%	5
<i>Research</i>	7 100%	6 86%	5 71%	26
<i>Service/Extension</i>	5 100%	5 100%	4 80%	6
<i>Technical support</i>	36 97%	36 97%	34 92%	68
<i>Total</i>	117	111	103	244

### *25. Rating of overall employment satisfaction:*

<i>Q25</i>	<i>Frequency</i>	<i>Percent</i>
<i>1 Very satisfied</i>	61	49.19
<i>2 Satisfied</i>	50	40.32
<i>3 Neutral</i>	10	8.06
<i>4 Not satisfied</i>	2	1.61
<i>5 Very unsatisfied</i>	1	0.81

Base salaries (p=0.002) and total incomes (p=0.004) of poultry medical professionals whose principal activities were in diagnostic services as well as base salaries of consultants (p=0.002) were significantly lower than the average base salaries and total incomes of all poultry medical professionals while base salaries (p=0.06) of those in technical support were marginally significantly higher than average.



## Statistical Analysis of AAAP/ACPV Survey Data

		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
17. 2019 base salary (dollars)	8. Your principal activity in poultry medicine:						
	Consultant	7	\$117,786	\$120,000	\$76,500	\$168,000	\$30,000
	Diagnostic service	15	\$123,836	\$117,000	\$60,000	\$165,000	\$41,663
	Other	28	\$168,322	\$155,500	\$84,000	\$300,000	\$96,200
	Production medicine	33	\$169,197	\$163,000	\$115,000	\$275,000	\$51,390
	Technical support	36	\$178,513	\$180,000	\$73,000	\$250,000	\$36,500
18. 2019 Bonus and incentives (dollars)	8. Your principal activity in poultry medicine:						
	Consultant	4	\$57,648	\$55,300	\$19,992	\$100,000	\$70,304
	Diagnostic service	5	\$8,240	\$6,000	\$3,000	\$20,000	\$3,800
	Other	11	\$75,373	\$50,000	\$3,000	\$175,000	\$160,900
	Production medicine	29	\$48,521	\$30,000	\$5,000	\$220,000	\$45,000
	Technical support	34	\$37,146	\$34,000	\$4,000	\$80,000	\$28,700
19. Additional 2019 income from consulting, etc. (dollars)	8. Your principal activity in poultry medicine:						
	Consultant	3	\$123,333	\$100,000	\$10,000	\$260,000	\$250,000
	Diagnostic service	6	\$22,333	\$3,500	\$2,000	\$75,000	\$44,000
	Other	10	\$14,745	\$6,000	\$450	\$50,000	\$22,000
	Production medicine	4	\$2,775	\$450	\$200	\$10,000	\$4,950
	Technical support	9	\$16,456	\$10,000	\$1,500	\$55,000	\$20,000
Total income (\$)	8. Your principal activity in poultry medicine:						
	Consultant	7	\$166,442	\$139,992	\$76,500	\$300,000	\$128,600
	Diagnostic service	15	\$135,516	\$118,000	\$60,000	\$240,000	\$44,000
	Other	28	\$203,183	\$166,000	\$84,000	\$475,000	\$134,900
	Production medicine	33	\$212,173	\$182,000	\$117,000	\$475,000	\$67,000
	Technical support	36	\$217,709	\$221,250	\$132,000	\$335,000	\$61,500

Base salaries and/or total incomes of poultry medical professionals whose principal affiliations were in state and local government (p=0.01 base, p=0.06 total), private consultant practice (base p=0.01), college/university (p=0.06 base, p=0.003 total) were significantly lower than the average base salaries of all poultry medical professionals. Base salaries (p=0.0005) and total incomes (p=0.001) in the pharmaceutical/biological/nutritional industry were significantly higher than average. The base salaries (p=0.05, marginal) and total incomes (p=0.01) of those in production/broilers were also significant or marginally significantly higher than the average.

## Statistical Analysis of AAAP/ACPV Survey Data

		<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>17. 2019 base salary (dollars)</i>	<i>9. Category for principal professional affiliation:</i>						
	<i>College or University</i>	22	\$141,815	\$141,400	\$89,000	\$243,000	\$47,000
	<i>Other</i>	12	\$149,610	\$140,000	\$84,000	\$240,000	\$50,000
	<i>Pharmaceutical/Biological/Nutritional Industry</i>	36	\$186,791	\$185,000	\$73,000	\$300,000	\$28,500
	<i>Private Consultant Practice</i>	6	\$111,417	\$110,000	\$60,000	\$168,000	\$67,500
	<i>Production/Broilers</i>	29	\$181,018	\$180,000	\$117,000	\$275,000	\$65,000
	<i>Production/Turkeys</i>	8	\$148,160	\$142,959	\$113,300	\$201,000	\$56,930
	<i>State or Local Government</i>	6	\$110,333	\$108,500	\$95,000	\$128,000	\$30,000
<i>18. 2019 Bonus and incentives (dollars)</i>	<i>9. Category for principal professional affiliation:</i>						
	<i>College or University</i>	4	\$6,050	\$3,600	\$3,000	\$14,000	\$6,100
	<i>Other</i>	6	\$43,000	\$33,000	\$15,000	\$100,000	\$23,000
	<i>Pharmaceutical/Biological/Nutritional Industry</i>	35	\$46,170	\$41,000	\$4,000	\$175,000	\$27,000
	<i>Private Consultant Practice</i>	3	\$43,531	\$25,000	\$19,992	\$85,600	\$65,608
	<i>Production/Broilers</i>	26	\$60,481	\$33,150	\$5,000	\$220,000	\$48,500
	<i>Production/Turkeys</i>	6	\$22,618	\$13,559	\$6,389	\$65,000	\$22,800
	<i>State or Local Government</i>	3	\$11,333	\$8,000	\$6,000	\$20,000	\$14,000
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>	<i>9. Category for principal professional affiliation:</i>						
	<i>College or University</i>	10	\$13,845	\$4,500	\$450	\$75,000	\$12,000
	<i>Other</i>	1	\$100,000	\$100,000	\$100,000	\$100,000	\$0
	<i>Pharmaceutical/Biological/Nutritional Industry</i>	10	\$19,810	\$11,000	\$1,500	\$55,000	\$23,000
	<i>Private Consultant Practice</i>	2	\$147,500	\$147,500	\$35,000	\$260,000	\$225,000
	<i>Production/Broilers</i>	2	\$1,600	\$1,600	\$200	\$3,000	\$2,800
	<i>Production/Turkeys</i>	4	\$5,225	\$5,250	\$400	\$10,000	\$9,550
	<i>State or Local Government</i>	3	\$18,333	\$6,000	\$2,000	\$47,000	\$45,000
<i>Total income (\$)</i>	<i>9. Category for principal professional affiliation:</i>						
	<i>College or University</i>	22	\$149,188	\$141,400	\$89,000	\$282,000	\$45,600
	<i>Other</i>	12	\$179,443	\$171,000	\$84,000	\$300,000	\$84,158
	<i>Pharmaceutical/Biological/Nutritional Industry</i>	36	\$237,181	\$228,500	\$133,500	\$475,000	\$62,089

## Statistical Analysis of AAAP/ACPV Survey Data

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>Private Consultant Practice</i>	6	\$139,015	\$132,496	\$60,000	\$253,600	\$102,500
<i>Production/Broilers</i>	29	\$235,352	\$215,000	\$117,000	\$475,000	\$111,000
<i>Production/Turkeys</i>	8	\$167,736	\$154,468	\$125,389	\$240,000	\$72,580
<i>State or Local Government</i>	6	\$125,167	\$117,500	\$100,000	\$181,000	\$29,000

Base salaries (p=0.06) and total incomes (p=0.03) of poultry medical professionals who obtained MAM/MAHM degrees were significantly or marginally significantly higher than the average base salaries and total incomes of all poultry medical professionals.

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>			
<i>17. 2019 base salary (dollars)</i>									
			<i>10. Education level (last degree attained):</i>						
			<i>DVM/VMD</i>	19	\$149,761	\$147,000	\$84,000	\$215,000	\$73,000
			<i>MAM/MAHM</i>	51	\$175,514	\$175,000	\$73,000	\$300,000	\$68,000
			<i>MS</i>	14	\$158,500	\$153,500	\$96,000	\$260,000	\$60,000
			<i>Other</i>	13	\$152,962	\$148,000	\$76,500	\$232,000	\$50,000
			<i>PhD/ScD</i>	22	\$154,584	\$149,150	\$60,000	\$243,000	\$73,000
<i>18. 2019 Bonus and incentives (dollars)</i>									
			<i>10. Education level (last degree attained):</i>						
			<i>DVM/VMD</i>	11	\$39,623	\$37,000	\$3,000	\$85,600	\$40,250
			<i>MAM/MAHM</i>	46	\$46,635	\$30,000	\$4,000	\$200,000	\$34,000
			<i>MS</i>	8	\$56,538	\$33,500	\$20,000	\$220,000	\$21,350
			<i>Other</i>	9	\$56,611	\$59,000	\$7,500	\$100,000	\$36,000
			<i>PhD/ScD</i>	9	\$25,343	\$14,000	\$3,000	\$80,000	\$24,911
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>									
			<i>10. Education level (last degree attained):</i>						
			<i>DVM/VMD</i>	6	\$12,067	\$5,000	\$400	\$50,000	\$8,000
			<i>MAM/MAHM</i>	10	\$24,970	\$17,500	\$200	\$75,000	\$44,000
			<i>MS</i>	4	\$5,263	\$4,300	\$450	\$12,000	\$8,075
			<i>Other</i>	3	\$121,000	\$100,000	\$3,000	\$260,000	\$257,000
			<i>PhD/ScD</i>	9	\$11,611	\$6,000	\$500	\$35,000	\$11,000
<i>Total income (\$)</i>									
			<i>10. Education level (last degree attained):</i>						
			<i>DVM/VMD</i>	19	\$176,511	\$174,860	\$84,000	\$315,000	\$125,000
			<i>MAM/MAHM</i>	51	\$222,473	\$205,000	\$110,000	\$475,000	\$81,877
			<i>MS</i>	14	\$192,279	\$167,000	\$110,000	\$401,000	\$100,000

## Statistical Analysis of AAP/ACPV Survey Data

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>Other</i>	13	\$200,077	\$182,000	\$76,500	\$331,000	\$113,000
<i>PhD/ScD</i>	22	\$169,701	\$156,250	\$60,000	\$282,000	\$95,926

There were significant differences in total incomes ( $p=0.01$ ) but not base salaries ( $p=0.10$ ) based on geographic region of practice. No specific region had total incomes significantly different than average.

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<b>17. 2019 base salary (dollars)</b>	<b>4. Geographic region of primary practice</b>					
	10	\$141,660	\$135,000	\$96,000	\$180,000	\$48,000
	<i>Canada</i>					
	12	\$144,455	\$137,900	\$110,000	\$215,000	\$45,230
	<i>Midwest/North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)</i>					
	7	\$150,714	\$156,000	\$112,000	\$185,000	\$45,000
	<i>Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)</i>					
	10	\$189,346	\$176,000	\$100,000	\$300,000	\$126,539
	<i>Other</i>					
	67	\$163,137	\$170,000	\$60,000	\$275,000	\$66,000
	<i>South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)</i>					
	9	\$190,667	\$180,000	\$136,000	\$260,000	\$81,000
	<i>U.S. national practice</i>					
	4	\$165,075	\$164,150	\$89,000	\$243,000	\$92,850
	<i>West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)</i>					
<b>18. 2019 Bonus and incentives (dollars)</b>	<b>4. Geographic region of primary practice</b>					
	7	\$29,442	\$21,300	\$7,200	\$85,600	\$7,008
	<i>Canada</i>					
	5	\$21,678	\$15,000	\$3,000	\$50,000	\$27,611
	<i>Midwest/North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)</i>					
	1	\$60,000	\$60,000	\$60,000	\$60,000	\$0
	<i>Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)</i>					
	7	\$86,961	\$70,000	\$25,000	\$175,000	\$139,000
	<i>Other</i>					
	52	\$43,597	\$31,650	\$3,000	\$220,000	\$30,125
	<i>South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)</i>					
	9	\$55,833	\$50,000	\$15,000	\$175,000	\$29,000
	<i>U.S. national practice</i>					
	2	\$9,100	\$9,100	\$4,200	\$14,000	\$9,800
	<i>West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)</i>					
<b>19. Additional 2019 income from consulting, etc. (dollars)</b>	<b>4. Geographic region of primary practice</b>					
	3	\$6,000	\$6,000	\$2,000	\$10,000	\$8,000
	<i>Canada</i>					
	4	\$15,600	\$6,000	\$400	\$50,000	\$28,800
	<i>Midwest/North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)</i>					
	3	\$6,000	\$5,000	\$3,000	\$10,000	\$7,000
	<i>Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)</i>					
	2	\$132,500	\$132,500	\$5,000	\$260,000	\$255,000
	<i>Other</i>					

## Statistical Analysis of AAAP/ACPV Survey Data

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)</i>	15	\$22,817	\$5,000	\$200	\$100,000	\$45,500
<i>U.S. national practice</i>	3	\$21,667	\$25,000	\$12,000	\$28,000	\$16,000
<i>West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)</i>	2	\$20,000	\$20,000	\$15,000	\$25,000	\$10,000
<b>Total income (\$)</b>						
<i>4. Geographic region of primary practice</i>						
<i>Canada</i>	10	\$164,069	\$155,650	\$118,000	\$253,600	\$46,200
<i>Midwest/North Central (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)</i>	12	\$158,687	\$142,900	\$110,000	\$315,000	\$55,136
<i>Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)</i>	7	\$161,857	\$156,000	\$112,000	\$245,000	\$50,000
<i>Other</i>	10	\$250,719	\$214,095	\$117,000	\$475,000	\$205,000
<i>South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)</i>	67	\$202,075	\$205,000	\$60,000	\$475,000	\$84,000
<i>U.S. national practice</i>	9	\$253,722	\$244,000	\$174,000	\$435,000	\$84,000
<i>West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)</i>	4	\$179,625	\$173,750	\$89,000	\$282,000	\$117,750

Base salaries and total incomes of female poultry medical professionals were significantly lower than the average base salaries and total incomes of male poultry medical professionals (p=0.0002).

	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>17. 2019 base salary (dollars)</i>						
<i>2. Gender</i>						
<i>Female</i>	50	\$148,135	\$146,000	\$73,000	\$250,000	\$63,000
<i>Male</i>	69	\$173,888	\$175,000	\$60,000	\$300,000	\$55,000
<i>18. 2019 Bonus and incentives (dollars)</i>						
<i>2. Gender</i>						
<i>Female</i>	30	\$27,829	\$22,500	\$3,000	\$132,000	\$27,500
<i>Male</i>	53	\$55,398	\$38,000	\$4,000	\$220,000	\$40,000
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>						
<i>2. Gender</i>						
<i>Female</i>	11	\$15,273	\$5,000	\$2,000	\$55,000	\$25,000
<i>Male</i>	21	\$30,602	\$10,000	\$200	\$260,000	\$22,000
<b>Total income (\$)</b>						
<i>2. Gender</i>						
<i>Female</i>	50	\$168,192	\$158,750	\$76,500	\$347,000	\$80,000
<i>Male</i>	69	\$221,979	\$219,000	\$60,000	\$475,000	\$84,664

Base salaries were on average \$1300 higher per additional year worked in the poultry industry (p<0.0001). Total incomes were on average \$1500 higher per additional year worked in the poultry industry (p=0.009).

## Statistical Analysis of AAAP/ACPV Survey Data

	<i>Years in Poultry Industry</i>	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>17. 2019 base salary (dollars)</i>							
<i>a.</i>	<i>0-5</i>	14	\$126,816	\$122,500	\$84,000	\$163,000	\$29,123
<i>b.</i>	<i>&gt;5-10</i>	20	\$148,009	\$144,000	\$76,500	\$260,000	\$51,000
<i>c.</i>	<i>&gt;10-15</i>	8	\$146,488	\$167,500	\$73,000	\$181,000	\$66,550
<i>d.</i>	<i>&gt;15-20</i>	12	\$160,777	\$159,000	\$108,337	\$220,000	\$61,595
<i>e.</i>	<i>&gt;20-25</i>	13	\$175,385	\$173,000	\$100,000	\$300,000	\$80,000
<i>f.</i>	<i>&gt;25-30</i>	20	\$192,423	\$187,000	\$137,000	\$260,000	\$35,270
<i>g.</i>	<i>&gt;30</i>	31	\$173,539	\$180,000	\$89,000	\$300,000	\$55,200
<i>18. 2019 Bonus and incentives (dollars)</i>							
<i>a.</i>	<i>0-5</i>	11	\$21,272	\$14,100	\$5,000	\$100,000	\$14,500
<i>b.</i>	<i>&gt;5-10</i>	16	\$35,559	\$30,500	\$3,000	\$175,000	\$24,500
<i>c.</i>	<i>&gt;10-15</i>	6	\$57,750	\$28,500	\$4,000	\$220,000	\$54,500
<i>d.</i>	<i>&gt;15-20</i>	7	\$56,700	\$50,000	\$3,000	\$132,000	\$60,600
<i>e.</i>	<i>&gt;20-25</i>	9	\$72,275	\$45,177	\$21,300	\$200,000	\$35,000
<i>f.</i>	<i>&gt;25-30</i>	13	\$39,573	\$30,000	\$14,000	\$80,000	\$23,000
<i>g.</i>	<i>&gt;30</i>	21	\$50,462	\$44,000	\$6,000	\$175,000	\$30,000
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>							
<i>a.</i>	<i>0-5</i>	2	\$64,000	\$64,000	\$28,000	\$100,000	\$72,000
<i>b.</i>	<i>&gt;5-10</i>	4	\$8,625	\$4,000	\$1,500	\$25,000	\$13,750
<i>c.</i>	<i>&gt;10-15</i>	2	\$29,000	\$29,000	\$3,000	\$55,000	\$52,000
<i>d.</i>	<i>&gt;15-20</i>	2	\$9,500	\$9,500	\$4,000	\$15,000	\$11,000
<i>e.</i>	<i>&gt;20-25</i>	1	\$5,000	\$5,000	\$5,000	\$5,000	\$0
<i>f.</i>	<i>&gt;25-30</i>	9	\$14,956	\$6,000	\$200	\$50,000	\$22,000
<i>g.</i>	<i>&gt;30</i>	12	\$35,963	\$8,300	\$450	\$260,000	\$27,000
<i>Total income (\$)</i>							
<i>a.</i>	<i>0-5</i>	14	\$152,672	\$142,500	\$84,000	\$300,000	\$40,723
<i>b.</i>	<i>&gt;5-10</i>	20	\$178,181	\$173,095	\$76,500	\$435,000	\$65,500
<i>c.</i>	<i>&gt;10-15</i>	8	\$197,050	\$187,000	\$110,000	\$401,000	\$94,300
<i>d.</i>	<i>&gt;15-20</i>	12	\$195,436	\$182,500	\$115,337	\$347,000	\$116,200
<i>e.</i>	<i>&gt;20-25</i>	13	\$225,806	\$205,000	\$100,000	\$475,000	\$110,177
<i>f.</i>	<i>&gt;25-30</i>	20	\$224,876	\$217,500	\$137,000	\$335,000	\$77,000
<i>g.</i>	<i>&gt;30</i>	31	\$213,242	\$221,315	\$89,000	\$475,000	\$94,000

## Statistical Analysis of AAAP/ACPV Survey Data

Base salaries (p=0.4) and total incomes (p=0.9) were not significantly different based on years worked in current position.

	<i>Years in Current Position</i>	<i>N</i>	<i>Mean</i>	<i>Median</i>	<i>Min</i>	<i>Max</i>	<i>QRange</i>
<i>17. 2019 base salary (dollars)</i>							
<i>a.</i>	<i>0-5</i>	59	\$157,851	\$150,000	\$73,000	\$260,000	\$66,000
<i>b.</i>	<i>&gt;5-10</i>	26	\$165,101	\$172,000	\$60,000	\$300,000	\$52,000
<i>c.</i>	<i>&gt;10-15</i>	9	\$174,667	\$192,000	\$95,000	\$243,000	\$70,000
<i>d.</i>	<i>&gt;15-20</i>	8	\$165,375	\$164,000	\$89,000	\$260,000	\$37,000
<i>e.</i>	<i>&gt;20-25</i>	6	\$186,833	\$181,500	\$100,000	\$275,000	\$81,000
<i>f.</i>	<i>&gt;25</i>	11	\$162,107	\$166,000	\$96,000	\$221,315	\$48,000
<i>18. 2019 Bonus and incentives (dollars)</i>							
<i>a.</i>	<i>0-5</i>	46	\$36,767	\$29,350	\$3,000	\$175,000	\$32,729
<i>b.</i>	<i>&gt;5-10</i>	20	\$56,961	\$32,000	\$4,200	\$220,000	\$30,000
<i>c.</i>	<i>&gt;10-15</i>	7	\$40,525	\$45,177	\$8,000	\$73,500	\$38,000
<i>d.</i>	<i>&gt;15-20</i>	3	\$60,200	\$65,000	\$30,000	\$85,600	\$55,600
<i>e.</i>	<i>&gt;20-25</i>	3	\$119,667	\$99,000	\$60,000	\$200,000	\$140,000
<i>f.</i>	<i>&gt;25</i>	4	\$29,300	\$25,000	\$7,200	\$60,000	\$31,400
<i>19. Additional 2019 income from consulting, etc. (dollars)</i>							
<i>a.</i>	<i>0-5</i>	14	\$23,443	\$8,000	\$200	\$100,000	\$31,000
<i>b.</i>	<i>&gt;5-10</i>	6	\$14,183	\$9,300	\$1,500	\$47,000	\$12,000
<i>c.</i>	<i>&gt;10-15</i>	2	\$15,000	\$15,000	\$5,000	\$25,000	\$20,000
<i>d.</i>	<i>&gt;15-20</i>	1	\$10,000	\$10,000	\$10,000	\$10,000	\$0
<i>e.</i>	<i>&gt;20-25</i>	2	\$37,725	\$37,725	\$450	\$75,000	\$74,550
<i>f.</i>	<i>&gt;25</i>	7	\$40,271	\$3,000	\$400	\$260,000	\$9,500
<i>Total income (\$)</i>							
<i>a.</i>	<i>0-5</i>	59	\$192,079	\$179,000	\$84,000	\$435,000	\$97,000
<i>b.</i>	<i>&gt;5-10</i>	26	\$212,190	\$193,500	\$60,000	\$475,000	\$82,500
<i>c.</i>	<i>&gt;10-15</i>	9	\$209,520	\$241,000	\$103,000	\$290,000	\$110,177
<i>d.</i>	<i>&gt;15-20</i>	8	\$189,200	\$187,500	\$89,000	\$260,000	\$98,800
<i>e.</i>	<i>&gt;20-25</i>	6	\$259,167	\$249,000	\$100,000	\$475,000	\$180,000
<i>f.</i>	<i>&gt;25</i>	11	\$174,752	\$172,000	\$118,000	\$245,000	\$84,315