

## EXECUTIVE SUMMARY

The American College of Laboratory Animal Medicine (ACLAM) and the American Society of Laboratory Animal Practitioners (ASLAP) are the national associations of laboratory animal veterinarians (LAVs) in the United States, with 1,180 and 675 members, respectively, in 2024. Laboratory animal medicine is a branch of veterinary medicine specialized in the health and wellbeing of animals used in research, testing, and education. Sectors of employment for LAVs include but are not limited to industry, academia, pharmaceutical companies, and government agencies such as the U.S. Department of Agriculture and U.S. Department of Human Health Services, which includes the Centers for Disease Control and Prevention, Food and Drug Administration, and the National Institutes of Health.

First in 1972, then periodically since 1999, ACLAM and ASLAP have conducted their Workforce Demographics and Salary Survey. Since 2018, this survey has been conducted every other year. The purpose of the biennial survey is to collect demographic and employment-related data from LAVs for the purpose of identifying key industry trends and providing insights and benchmarks to veterinarians and industry leaders.

## KEY FINDINGS

- In 2024, the laboratory animal veterinary workforce was in majority white/Caucasian (74.28%), women (70.29%), and employed in academia (55.81%).
- The median years of professional experience for LAVs was 14.0 and varied widely across employment sectors.
- Animal facility administration and management came in first as the activity LAVs spent the most time on (49.55% of respondents), followed by provision of clinical medicine and/or clinical surgery services (30.05%), and IACUC-specific work (9.48%).
- In 2024, the average professional income was \$201,879, compared with \$181,291 in 2022 and \$167,989 in 2020. This represents a nominal increase between 2022 and 2024 of 11.36%—and 20.17% between 2020 and 2024.
- Inflation-adjusted income (in 2024 dollars) increased by approximately 5% between 2022 and 2024, compared with year-over-year inflation rates of 3.4% in 2023 and 2.9% in 2024.



- Factors found to influence professional income on multivariate analysis included years of professional experience in laboratory animal medicine, DACLAM status, and employment type.



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## ABBREVIATIONS

**AALAS:** American Association for Laboratory Animal Science

**ACLAM:** American College of Laboratory Animal Medicine

**ASLAP:** American Society of Laboratory Animal Practitioners

**AVMA:** American Veterinary Medical Association

**CDC:** Centers for Disease Control and Prevention

**DVM/VMD:** Doctor of veterinary medicine

**FDA:** Food and Drug Administration

**IACUC:** Institutional Animal Care and Use Committee

**LAV:** Laboratory animal veterinarian

**NIH:** National Institutes of Health

**SD:** Standard deviation

**USDA:** U.S. Department of Agriculture

**USPHS:** U.S. Public Health Service

