

DETAILED SUBGROUP ANALYSES

Annual Salary/Compensation - Subgroups

Question 30:

“Please select your approximate, pre-tax annual salary/compensation in U.S. Dollars.”

The lengthy table starting on the next page, which continues for three additional pages, shows subgroups that are significantly higher or lower than their cohorts in salary/compensation. (A cohort group is defined as all other respondents who answered the question; for example, in the case of respondents with post-graduate educations, the cohort group is all respondents who answered the income question *except* those with post-graduate educations.)

Noteworthy patterns include:

- As might be expected based on well-known demographic correlates, higher compensation is associated with higher education, older age, and male gender.
- Experience counts. Higher compensation is associated with having more areas of clinical research and therapeutic experience, and having worked a longer time in clinical research;
 - One variable that might seem like an exception to this rule is number of years in one’s current position, which is *inversely* related to compensation: Annual compensation is higher for respondents in their current positions one year or less than for respondents in their positions 10 or more years. This might simply mean that clinical researchers who are promoted rapidly (and therefore more likely to be on the job a shorter time) are fast-trackers with higher salaries, or that positions with more longevity happen to be lower-paying.
- Working in the pharmaceutical or medical device arenas is better compensated.
- More involvement in professional organizations, including attending the SoCRA annual conference and education workshops, is associated with higher compensation.
 - One difference that might seem like an exception to this rule is that higher compensation is associated with **not** being CCRP-certified (with SoCRA) than with having CCRP certification. However, this seeming anomaly is due at least partly to the fact that many of the non-CCRP-certified respondents are certified through some other organization. In fact, one of the highest compensated subgroups consisted of those who are *not* CCRP certified and also are *not* planning on taking the SoCRA exam *because* they are already certified through another organization (median nearly \$66,000).

Also, the seeming anomaly only applies to the newly CCRP-certified (with SoCRA) respondents: Those CCRP respondents with the lower incomes tend to be those who have been certified two years or less (median under \$46,000). By contrast, those who have been SoCRA CCRP-certified more than 3 years have above-average incomes (median over \$51,000).

NOTE: row %s sum across to 100%	N	Annual Salary/Compensation			Inter-polated Median
		<45k	\$45-55k	\$55k+	
Group		630	350	570	
Total base	1550	40.6%	22.6%	36.8%	\$49,143
SoCRA members	1401	40.9%	23.1%	36.0%	\$48,935
Non-members	143	38.5%	18.2%	43.4%	\$51,346
Significantly higher income					
Post-grad education (masters or doctorate)	344	25.6%	23.0%	51.5%	\$55,926
Masters degree	298	25.2%	23.5%	51.3%	\$55,851
Age 45+	663	33.6%	21.6%	44.8%	\$52,587
Age 45-54	492	32.9%	20.9%	46.1%	\$53,155
Male	142	27.5%	26.1%	46.5%	\$53,649
Resident of the New England region of the U.S.	54	16.7%	25.9%	57.4%	\$63,000
Resident of the South region of the U.S.	332	36.1%	23.5%	40.4%	\$50,897
U. S. resident	1285	38.8%	22.3%	38.8%	\$50,000
<i>Benefit package includes:</i>					
Annual salary bonus	422	24.6%	19.7%	55.7%	\$58,200
Tuition reimbursement	921	35.7%	23.6%	40.7%	\$51,060
Training/education	1025	36.5%	23.1%	40.4%	\$50,844
Professional organization membership	709	37.8%	20.3%	41.9%	\$51,007
Certification fees	674	38.1%	23.0%	38.9%	\$50,161
Annual/sick leave	1346	38.3%	23.8%	37.9%	\$49,906
Employee assistance program	881	36.9%	24.0%	39.2%	\$50,474
Long term disability insurance	1073	37.0%	24.0%	39.0%	\$50,428
Other (Please specify)	131	25.2%	23.7%	51.1%	\$55,882
Title: Clinical Research Associate	190	17.9%	26.3%	55.8%	\$57,558
Title: Project Manager	82	17.1%	28.0%	54.9%	\$58,636
Title: Research Manager	116	8.6%	22.4%	69.0%	\$61,471
Title: Research Nurse	215	16.7%	33.0%	50.2%	\$55,072
Title: Other (Please specify)	233	30.9%	18.0%	51.0%	\$55,962
Employer: Contract Research Org.	146	15.1%	26.7%	58.2%	\$58,333

NOTE: row %s sum across to 100%	N	Annual Salary/Compensation			Interpolated Median
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Group					
Employer: Pharmaceutical Company	99	13.1%	12.1%	74.7%	\$72,105
Employer: Medical Device Company	51	7.8%	23.5%	68.6%	\$72,500
<i>Clinical research study/trial Experience:</i>					
Pharmaceutical	1118	39.2%	21.7%	39.1%	\$49,979
Medical Device	247	27.9%	23.9%	48.2%	\$54,237
Biologics	223	32.3%	24.2%	43.5%	\$52,315
Form of compensation is <i>salaried</i> (vs. hourly)	1082	31.6%	24.5%	43.9%	\$52,509
<i>Therapeutic areas in your clin. research experience:</i>					
Anti-infective	209	23.4%	20.1%	56.5%	\$58,971
Cardiovascular	425	28.0%	19.5%	52.5%	\$56,479
Dermatology	146	27.4%	15.1%	57.5%	\$59,783
Gastrointestinal	305	31.1%	18.0%	50.8%	\$55,532
Inflammation/Immunology	247	30.4%	18.6%	51.0%	\$55,641
Metabolic diseases	206	27.2%	16.5%	56.3%	\$58,171
Neurology & pain	321	30.5%	20.2%	49.2%	\$54,615
Obstetrics & gynecology	156	37.8%	14.1%	48.1%	\$53,636
Ophthalmology	92	29.3%	15.2%	55.4%	\$60,000
Otolaryngology	51	29.4%	17.6%	52.9%	\$57,500
Pediatrics	291	33.7%	23.4%	43.0%	\$51,985
Psychiatry	160	32.0%	20.0%	50.0%	\$55,000
Urology	207	31.4%	15.5%	53.1%	\$57,097
Vaccines	188	28.7%	17.0%	54.3%	\$56,860
<i>4+ therapeutic areas of experience</i>	438	29.7%	17.6%	52.7%	\$56,519
<i>8+ therapeutic areas of experience</i>	120	21.7%	13.3%	65.0%	\$65,000
Have worked in clinical research 10+ years	524	29.8%	22.7%	47.5%	\$53,908
Have been in current position one year or less	340	34.4%	24.7%	40.9%	\$51,310
Have been a SoCRA members more than 3 years	426	33.8%	25.1%	41.1%	\$51,449
Prefer to receive the membership directory by on-line access through the SoCRA home page (vs. hard copy mailing)	905	37.6%	23.9%	38.6%	\$50,208
Not certified as CCRP through SoCRA	619	38.6%	21.0%	40.4%	\$50,423
Certified as CCRP more than 3 years	295	34.2%	25.1%	40.7%	\$51,284
Not a SoCRA CCRP and Not planning to take the SoCRA CCRP exam	266	26.3%	19.2%	54.5%	\$58,333
- because not needed for current job	112	29.5%	9.8%	60.7%	\$64,231
- because already certified through another org.	80	13.8%	13.8%	72.5%	\$65,909

NOTE: row %s sum across to 100%	N	Annual Salary/Compensation			Interpolated Median
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		630	350	570	
Group					
Attended the SoCRA annual conference 1+ times	479	26.5%	32.0%	35.1%	\$51,473
Attended the conference 2+ times	157	29.3%	25.5%	45.2%	\$53,125
Attended 1+ SoCRA Educational Workshops	405	37.5%	21.0%	41.5%	\$50,941
Attended 2+ Workshops	241	35.7%	21.2%	43.2%	\$51,765
SoCRA chapter is close enough to attend meetings	559	36.3%	24.0%	39.7%	\$50,709
Belong other professional organizations	870	28.9%	23.1%	48.0%	\$54,154
Work 40+ hours a week on clinical research	926	33.8%	21.7%	44.5%	\$52,463
Significantly lower income					
Education: not a college grad	397	59.7%	19.9%	20.4%	\$41,895
high school education	90	68.9%	16.7%	14.4%	\$39,516
technical or trade school education	117	76.9%	15.4%	7.7%	\$38,438
Age under 35	461	51.2%	22.3%	26.5%	\$44,560
Age 25-34	443	49.7%	22.8%	27.5%	\$45,149
Female	1396	42.0%	22.1%	36.0%	\$48,636
Resident of the Midwest U.S.	296	43.9%	25.0%	31.1%	\$47,432
Resident country: <i>not</i> U.S.	255	48.6%	23.5%	27.8%	\$45,583
Canada resident	230	47.0%	23.5%	29.6%	\$46,296
Title: Clinical Research Coordinator	456	69.1%	18.9%	12.1%	\$39,912
Title: Data Manager	90	74.4%	17.8%	7.8%	\$37,143
Employer: Hospital	492	50.8%	22.8%	26.4%	\$44,695
Employer: Academic Research Center/Organization	416	44.5%	26.9%	28.6%	\$47,054
Employer: Physician-Based Practice	151	61.6%	19.2%	19.2%	\$41,023
<i>Clinical research study/trial experience:</i>					
Other (Please specify)	313	48.2%	23.6%	28.1%	\$45,743
Form of compensation is <i>hourly</i> (vs. salaried)	453	62.3%	18.5%	19.2%	\$40,630
<i>Therapeutic areas in your clin. research experience:</i>					
Oncology	919	42.7%	22.7%	34.6%	\$48,230
Fewer than 3 therapeutic areas of experience	883	45.5%	25.4%	29.1%	\$46,763

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		630	350	570	
Group					
Have worked in clinical research less than 5 years	465	55.3%	22.2%	22.6%	\$42,958
Have been in current position 10+ years	180	46.7%	26.1%	27.2%	\$46,277
Have been a SoCRA member 2 years or less	779	44.4%	21.7%	33.9%	\$47,574
Have been a SoCRA member 1 year or less	514	47.3%	22.2%	30.5%	\$46,228
Prefer to receive the membership directory by hard copy mailing (vs. on-line access through the SoCRA home page)	617	45.2%	21.4%	33.4%	\$47,235
Certified as CCRP through SoCRA	917	42.2%	23.9%	33.9%	\$48,265
Certified 2 years or less	477	48.2%	22.2%	29.6%	\$45,802
Not a CCRP but planning to take the CCRP exam	346	47.7%	21.7%	30.6%	\$46,067
Not CCRP and not planning to take exam because employer will not pay or reimburse	63	49.2%	19.0%	31.7%	\$45,417
Never attended the SoCRA annual conference	1034	43.1%	22.3%	34.5%	\$48,074
Never attended a SoCRA educational workshop	854	43.8%	23.9%	32.3%	\$47,598
SoCRA chapter is not close enough to attend meetings	928	44.3%	21.6%	34.2%	\$47,650
Do not belong to other professional organizations	673	56.0%	22.1%	21.8%	\$42,880
Work 40 or fewer hours a week on clinical research	615	51.2%	23.9%	24.9%	\$44,500
Work 30 or fewer hours a week on clinical research	163	54.0%	20.9%	25.2%	\$43,194