

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

NOTE: row %s sum <b>across</b> to 100%	N	Annual Salary/Compensation			Inter-polated Median
		<45k	\$45-55k	\$55k+	
		630	350	570	
<b>Group</b>					
Employer: Pharmaceutical Company	99	13.1%	12.1%	<b>74.7%</b>	<b>\$72,105</b>
Employer: Medical Device Company	51	7.8%	23.5%	<b>68.6%</b>	<b>\$72,500</b>
<i>Clinical research study/trial Experience:</i>					
Pharmaceutical	1118	39.2%	21.7%	<b>39.1%</b>	<b>\$49,979</b>
Medical Device	247	27.9%	23.9%	<b>48.2%</b>	<b>\$54,237</b>
Biologics	223	32.3%	24.2%	<b>43.5%</b>	<b>\$52,315</b>
Form of compensation is <i>salaried</i> (vs. hourly)	1082	31.6%	24.5%	<b>43.9%</b>	<b>\$52,509</b>
<i>Therapeutic areas in your clin. research experience:</i>					
Anti-infective	209	23.4%	20.1%	<b>56.5%</b>	<b>\$58,971</b>
Cardiovascular	425	28.0%	19.5%	<b>52.5%</b>	<b>\$56,479</b>
Dermatology	146	27.4%	15.1%	<b>57.5%</b>	<b>\$59,783</b>
Gastrointestinal	305	31.1%	18.0%	<b>50.8%</b>	<b>\$55,532</b>
Inflammation/Immunology	247	30.4%	18.6%	<b>51.0%</b>	<b>\$55,641</b>
Metabolic diseases	206	27.2%	16.5%	<b>56.3%</b>	<b>\$58,171</b>
Neurology & pain	321	30.5%	20.2%	<b>49.2%</b>	<b>\$54,615</b>
Obstetrics & gynecology	156	37.8%	14.1%	<b>48.1%</b>	<b>\$53,636</b>
Ophthalmology	92	29.3%	15.2%	<b>55.4%</b>	<b>\$60,000</b>
Otolaryngology	51	29.4%	17.6%	<b>52.9%</b>	<b>\$57,500</b>
Pediatrics	291	33.7%	23.4%	<b>43.0%</b>	<b>\$51,985</b>
Psychiatry	160	32.0%	20.0%	<b>50.0%</b>	<b>\$55,000</b>
Urology	207	31.4%	15.5%	<b>53.1%</b>	<b>\$57,097</b>
Vaccines	188	28.7%	17.0%	<b>54.3%</b>	<b>\$56,860</b>
<i>4+ therapeutic areas of experience</i>	438	29.7%	17.6%	<b>52.7%</b>	<b>\$56,519</b>
<i>8+ therapeutic areas of experience</i>	120	21.7%	13.3%	<b>65.0%</b>	<b>\$65,000</b>
Have worked in clinical research 10+ years	524	29.8%	22.7%	<b>47.5%</b>	<b>\$53,908</b>
Have been in current position one year or less	340	34.4%	24.7%	<b>40.9%</b>	<b>\$51,310</b>
Have been a SoCRA members more than 3 years	426	33.8%	25.1%	<b>41.1%</b>	<b>\$51,449</b>
Prefer to receive the membership directory by on-line access through the SoCRA home page (vs. hard copy mailing)	905	37.6%	23.9%	<b>38.6%</b>	<b>\$50,208</b>
<b>Not certified as CCRP through SoCRA</b>	619	38.6%	21.0%	<b>40.4%</b>	<b>\$50,423</b>
<b>Certified as CCRP more than 3 years</b>	295	34.2%	25.1%	<b>40.7%</b>	<b>\$51,284</b>
Not a SoCRA CCRP and <b>Not</b> planning to take the SoCRA CCRP exam	266	26.3%	19.2%	<b>54.5%</b>	<b>\$58,333</b>
- because not needed for current job	112	29.5%	9.8%	<b>60.7%</b>	<b>\$64,231</b>
- because already certified through another org.	80	13.8%	13.8%	<b>72.5%</b>	<b>\$65,909</b>

NOTE: row %s sum <b>across</b> to 100%	N	Annual Salary/Compensation			Interpolated Median
		<45k	\$45-55k	\$55k+	
		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
<b>Significantly lower income</b>					
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	
<b>Group</b>					
Have worked in clinical research less than 5 years	465	<b>55.3%</b>	22.2%	22.6%	<b>\$42,958</b>
Have been in current position 10+ years	180	<b>46.7%</b>	26.1%	27.2%	<b>\$46,277</b>
Have been a SoCRA member 2 years or less	779	<b>44.4%</b>	21.7%	33.9%	<b>\$47,574</b>
Have been a SoCRA member 1 year or less	514	<b>47.3%</b>	22.2%	30.5%	<b>\$46,228</b>
Prefer to receive the membership directory by hard copy mailing (vs. on-line access through the SoCRA home page)	617	<b>45.2%</b>	21.4%	33.4%	<b>\$47,235</b>
Certified as CCRP through SoCRA	917	<b>42.2%</b>	23.9%	33.9%	<b>\$48,265</b>
Certified 2 years or less	477	<b>48.2%</b>	22.2%	29.6%	<b>\$45,802</b>
Not a CCRP but planning to take the CCRP exam	346	<b>47.7%</b>	21.7%	30.6%	<b>\$46,067</b>
Not CCRP and not planning to take exam because employer will not pay or reimburse	63	<b>49.2%</b>	19.0%	31.7%	<b>\$45,417</b>
Never attended the SoCRA annual conference	1034	<b>43.1%</b>	22.3%	34.5%	<b>\$48,074</b>
Never attended a SoCRA educational workshop	854	<b>43.8%</b>	23.9%	32.3%	<b>\$47,598</b>
SoCRA chapter is <b>not</b> close enough to attend meetings	928	<b>44.3%</b>	21.6%	34.2%	<b>\$47,650</b>
Do <b>not</b> belong to other professional organizations	673	<b>56.0%</b>	22.1%	21.8%	<b>\$42,880</b>
Work 40 or fewer hours a week on clinical research	615	<b>51.2%</b>	23.9%	24.9%	<b>\$44,500</b>
Work 30 or fewer hours a week on clinical research	163	<b>54.0%</b>	20.9%	25.2%	<b>\$43,194</b>