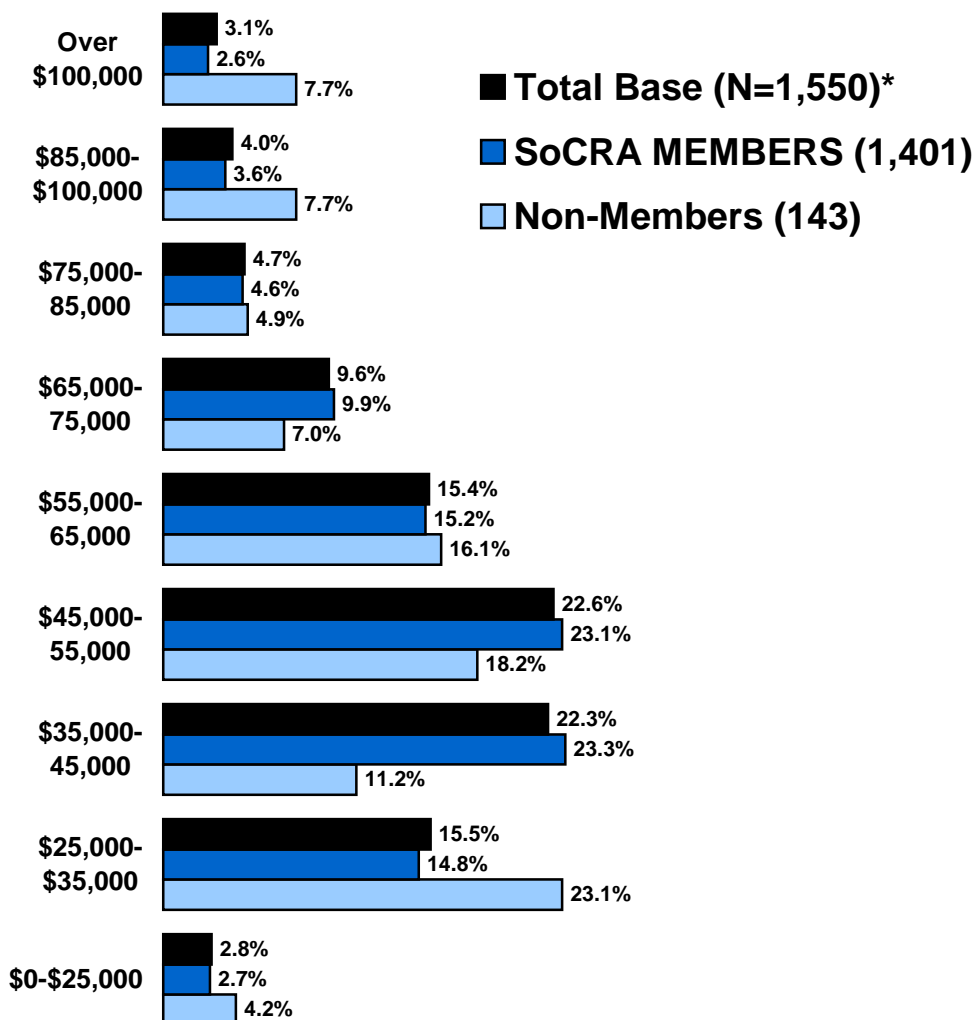


Pre-Tax Annual Salary/Compensation

Most levels of annual compensation reported by survey respondents ranged from \$35,000 to \$55,000, as shown in the chart below. The relatively few non-members in the sample had slightly higher salaries overall but the difference between members and non-members was only marginally significant (p=.08).

Average (interpolated median): Total base (N=1,550)*:	\$49,143
SoCRA members (1,401):	\$48,935
Non-Members (143):	\$51,346



* For this and other breakdowns in this report, the total base N is higher than the sum of the breakdown group N's, because the total base includes respondents who answered the question providing the dependent variable but not the breakdown question. In this case, six respondents provided their annual compensation but not their membership status.

**Examples of Subgroups with Significantly Higher or Lower Compensation,
relative to the total sample median, \$49,143**

As evident in the table below, level of compensation is related to a number of variables, including education, age, gender, job title, type of employer, involvement in SoCRA and other professional organizations, and clinical research experience.

<u>Higher Compensation</u>		
	<u>N</u>	<u>median</u>
Masters degree or doctorate	344	\$55,926
Age 45+	663	\$52,587
Male	142	\$53,649
Title: Research Manager	116	\$61,471
Title: Clinical Research Associate	190	\$57,558
Employer: Pharmaceutical Company	99	\$72,105
Employer: Contract Research Organization	146	\$58,333
Compensation is <i>salaried</i>	1082	\$52,509
SoCRA member more than 3 years	426	\$51,499
Attended 2 or more SoCRA Educational Workshops	241	\$51,765
Belong to other professional organizations	870	\$54,154
Have 8+ therapeutic areas of experience	120	\$65,000
Work 40+ hours a week on clinical research	926	\$52,463

<u>Lower Compensation</u>		
	<u>N</u>	<u>median</u>
Not a college graduate	397	\$41,895
Age under 35	461	\$44,560
Female	1396	\$48,636
Title: Data Manager	90	\$37,143
Title: Clinical Research Coordinator	456	\$39,912
Employer: Hospital	492	\$44,695
Employer: Physician Based Practice	151	\$41,023
Compensation is <i>hourly</i>	453	\$40,630
SoCRA member 2 years or less	779	\$47,574
Never attended a SoCRA Educational Workshop	854	\$47,598
Do NOT belong to other professional organizations	673	\$42,880
Have fewer than 3 therapeutic areas of experience	883	\$46,763
Work 30 or fewer hours a week on clinical research	163	\$43,194

Many other subgroups had significantly higher or lower levels of annual compensation. These data are shown in the Detailed Subgroup Analyses immediately following this Executive Summary.