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SoCRA 2004 SALARY SURVEY:

FINAL REPORT

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EXECUTIVE SUMMARY

Background and Method

In 2004, the SoCRA Board of Directors asked Board members Yuka Sato (Director of the society) and Robert Yon (Secretary of the society) to develop a series of data points and a survey that would help to illustrate the status of clinical research professionals in a variety of settings. In December 2004, SoCRA asked the clinical researchers in its database to complete an on-line survey. Later, in early 2005, SoCRA contracted with research consultant Dr. Peter DePaulo to analyze the data and develop a series of statistical reports that would be helpful to the clinical research community.

A total of 1,604 individuals responded to the request to participate in the survey. However, due to non-response to individual questions, the effective sample sizes for most questions ranged from 1,550 to 1,590. Respondents included 1,424 members and 144 non-members (plus 36 others who did not identify their membership status).

On almost all questions, data are shown separately for members and non-members, although in most cases these two subgroups did not differ significantly. In all other cases, the data from a subgroup is shown separately if the subgroup differed significantly (from all other respondents who answered the question) at the .05 significance level, i.e., the 95% confidence level. However, in the case of a subgroup variable with more than two levels (e.g., title, region), a particular subgroup was not examined for significance unless an omnibus test such as an overall ANOVA or chi square revealed significance at the 95% level or better.

In this report, the data are presented in the order that the questions appeared on the questionnaire, except that the data from the last three questions (Q30, Q31, and Q32) are presented first. These three questions covered Annual Compensation, Type of Compensation, and Benefits. In the Detailed Subgroup Analyses that follow this Executive Summary, the section that probably will be of greatest interest is the first one, the Annual Salary/Compensation breakdown.

So as not to overwhelm the reader with hundreds of additional, minuscule differences, the sections on subgroup differences do not show every percentage

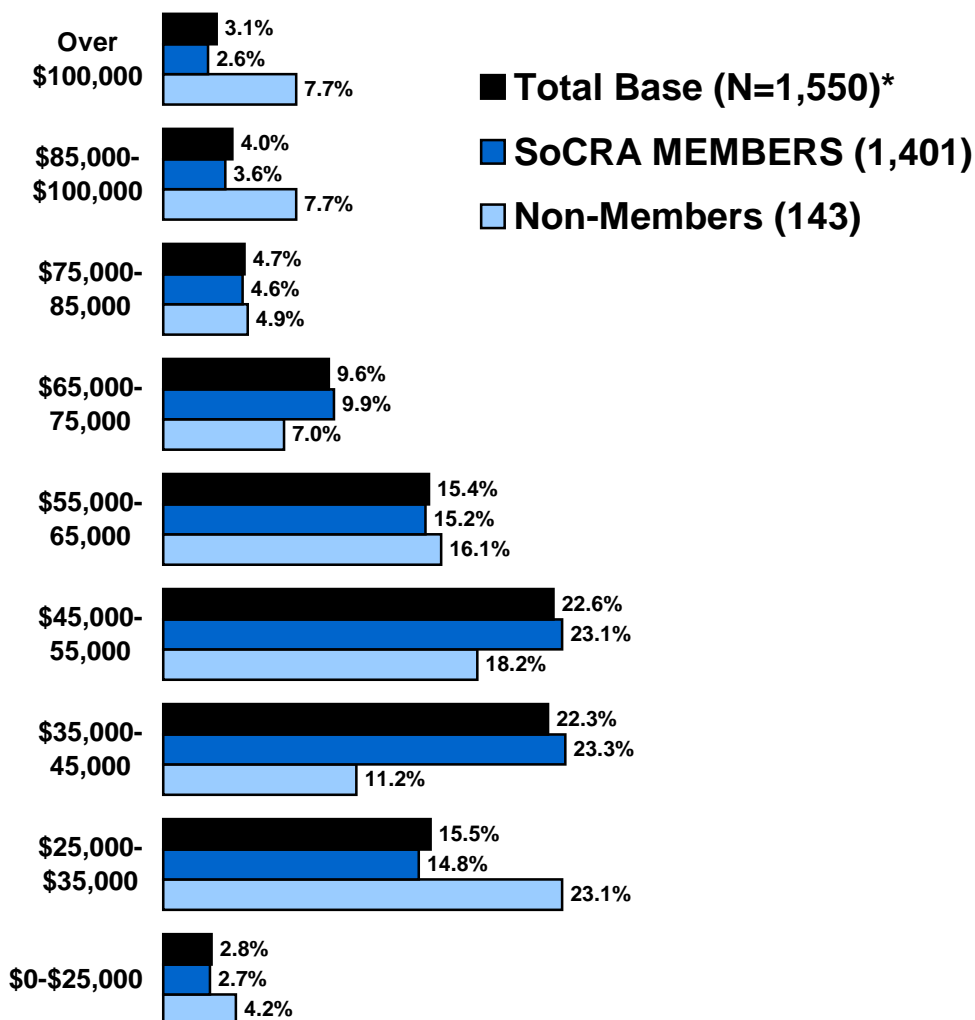
that differs from the total-sample figure at the 95% confidence level. Dr. DePaulo used discretion in deciding which to show and which to omit. For example, he does not show percentages for subgroups with $N < 70$, except in the case of the salary medians, for which subgroups as small as $N=50$ are shown. Also, some percentage differences (compared to the total sample) of less than 7% are not included unless they seemed worth noting in particular cases. The purpose of these analyses was to convey some understanding of various segments of the SoCRA database rather than to provide a complete, encyclopedic listing of every statistically significant difference between subgroups.

Throughout this report, “significant” or “significantly different” refers to statistical reliability, which does not necessarily mean “important.” A difference that is greater than would be expected by chance may be trivial or meaningless to particular readers, depending on their needs.

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

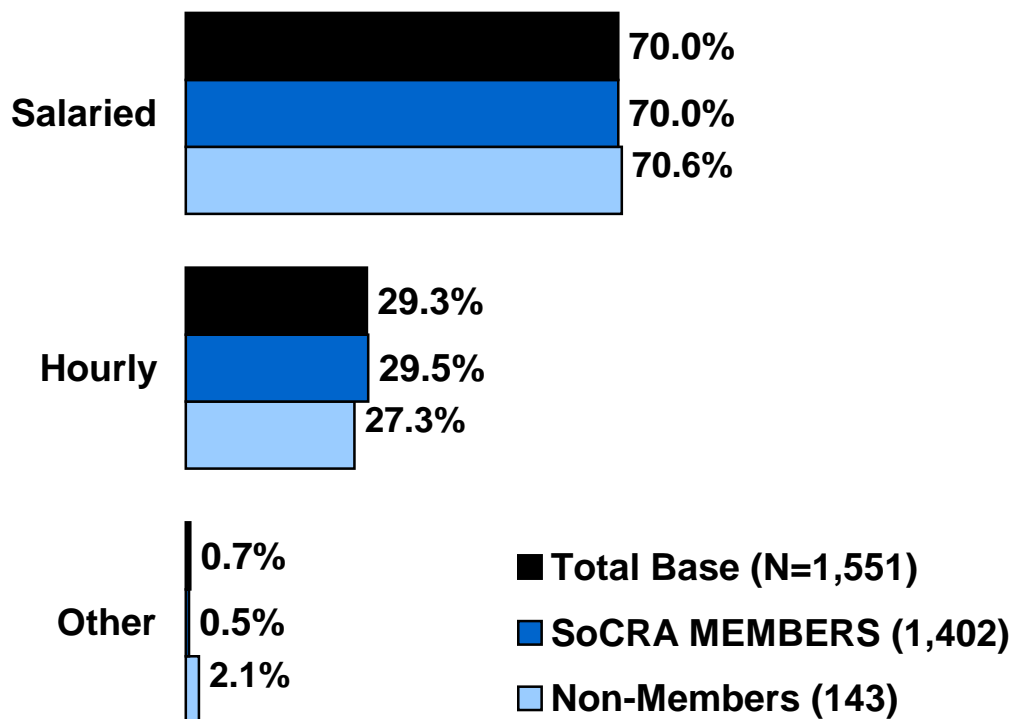
<u>Lower Compensation</u>		
	<u>N</u>	<u>median</u>
Not a college graduate	397	\$41,895
Age under 35	461	\$44,560
Female	1396	\$48,636
Title: Data Manager	90	\$37,143
Title: Clinical Research Coordinator	456	\$39,912
Employer: Hospital	492	\$44,695
Employer: Physician Based Practice	151	\$41,023
Compensation 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.

Form of Compensation – Hourly vs. Salaried

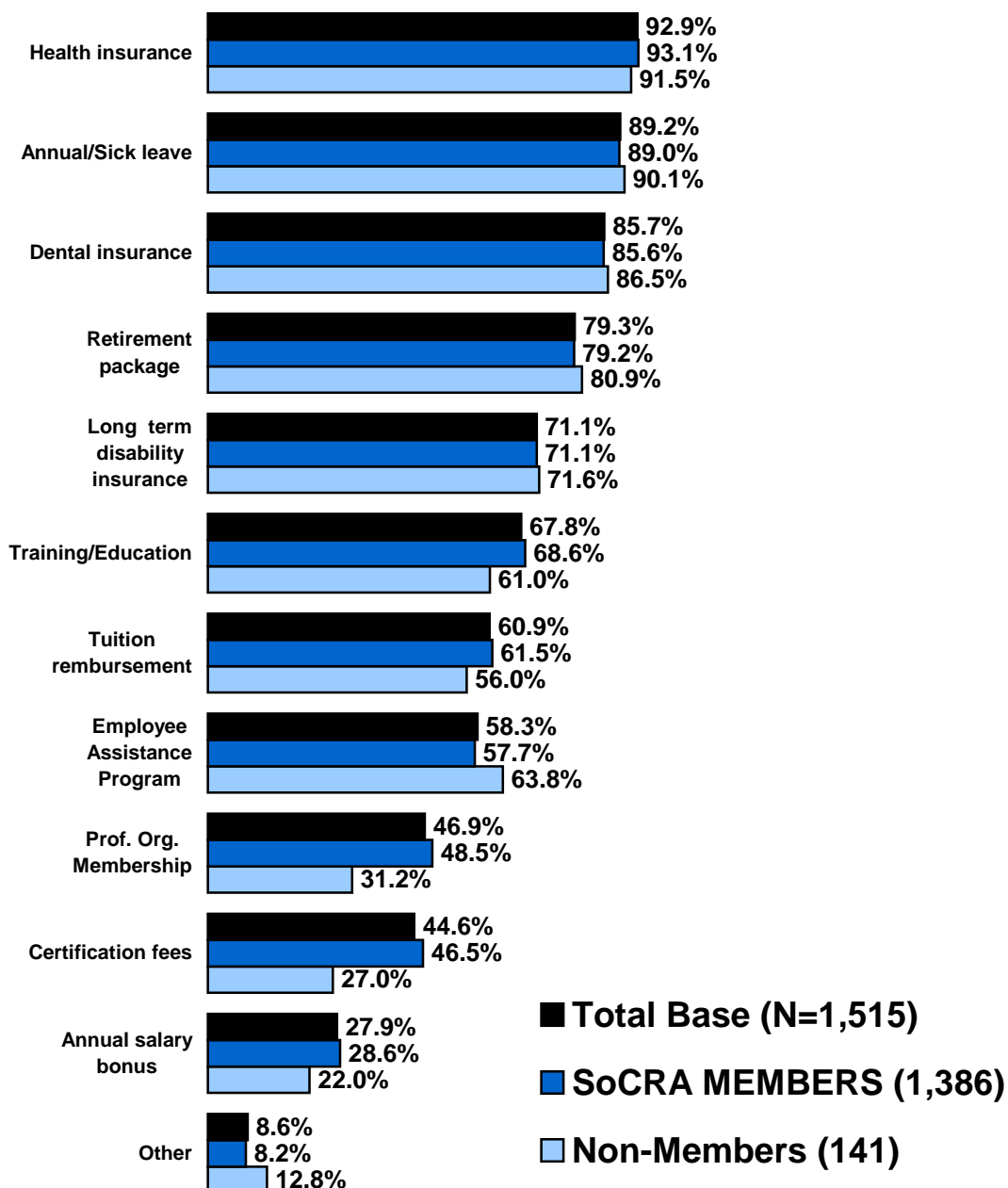
Seven in 10 respondents are salaried, as opposed to getting their compensation on an hourly basis.

The most common “Other” (write-in) response was from an independent contractor or consultant paid on a per-project or fee basis.



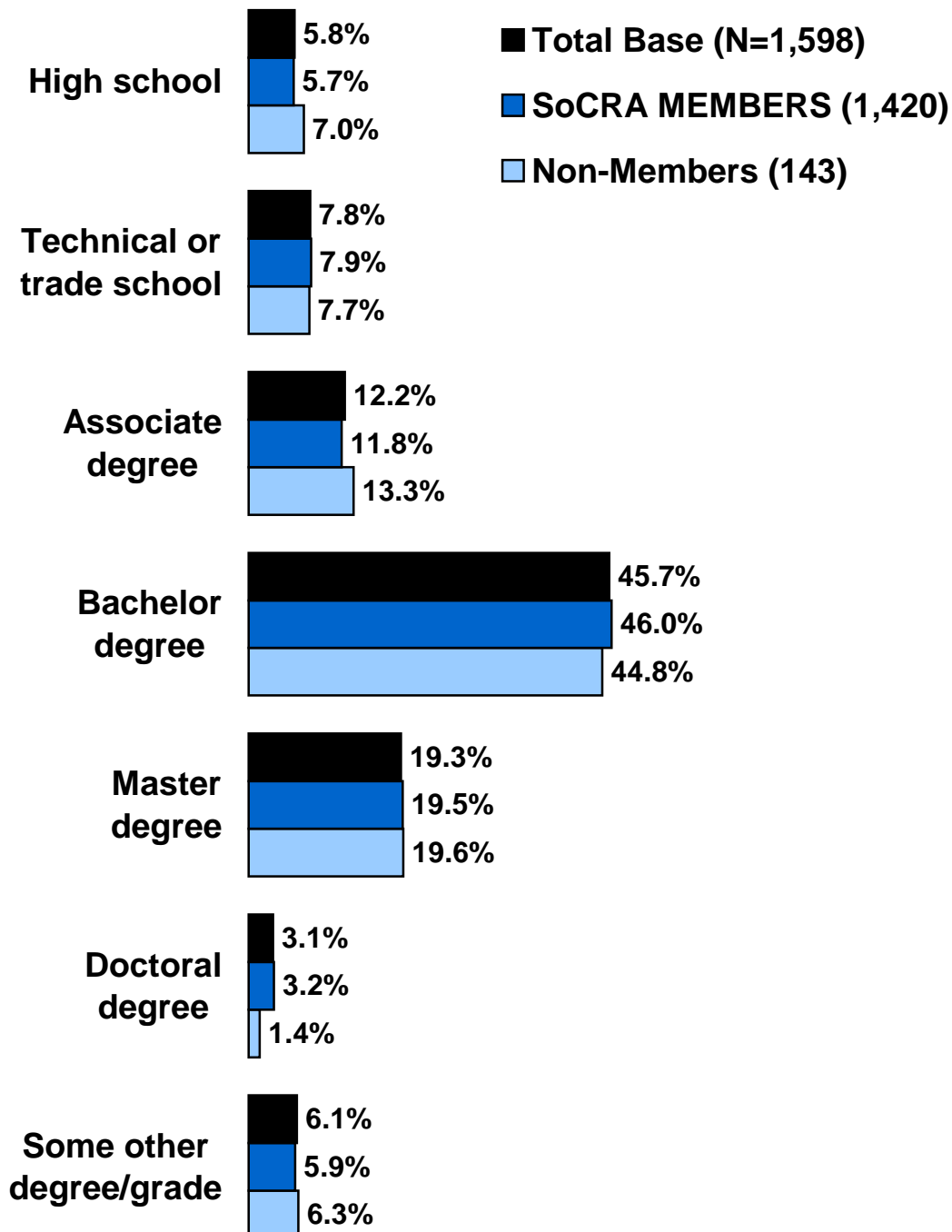
Benefits – Included in Current Benefit Package

More than nine in 10 respondents have health insurance in their benefit package. Every benefit except an annual salary bonus is in the current package of at least four in ten respondents. “Other” (write-in) responses included short-term disability, life insurance, vision care/insurance, and no benefits at all. However, most respondents without benefits probably just skipped this question – note that the Total Base N was about 35 less than for the prior compensation questions.



Education – Highest Level Completed

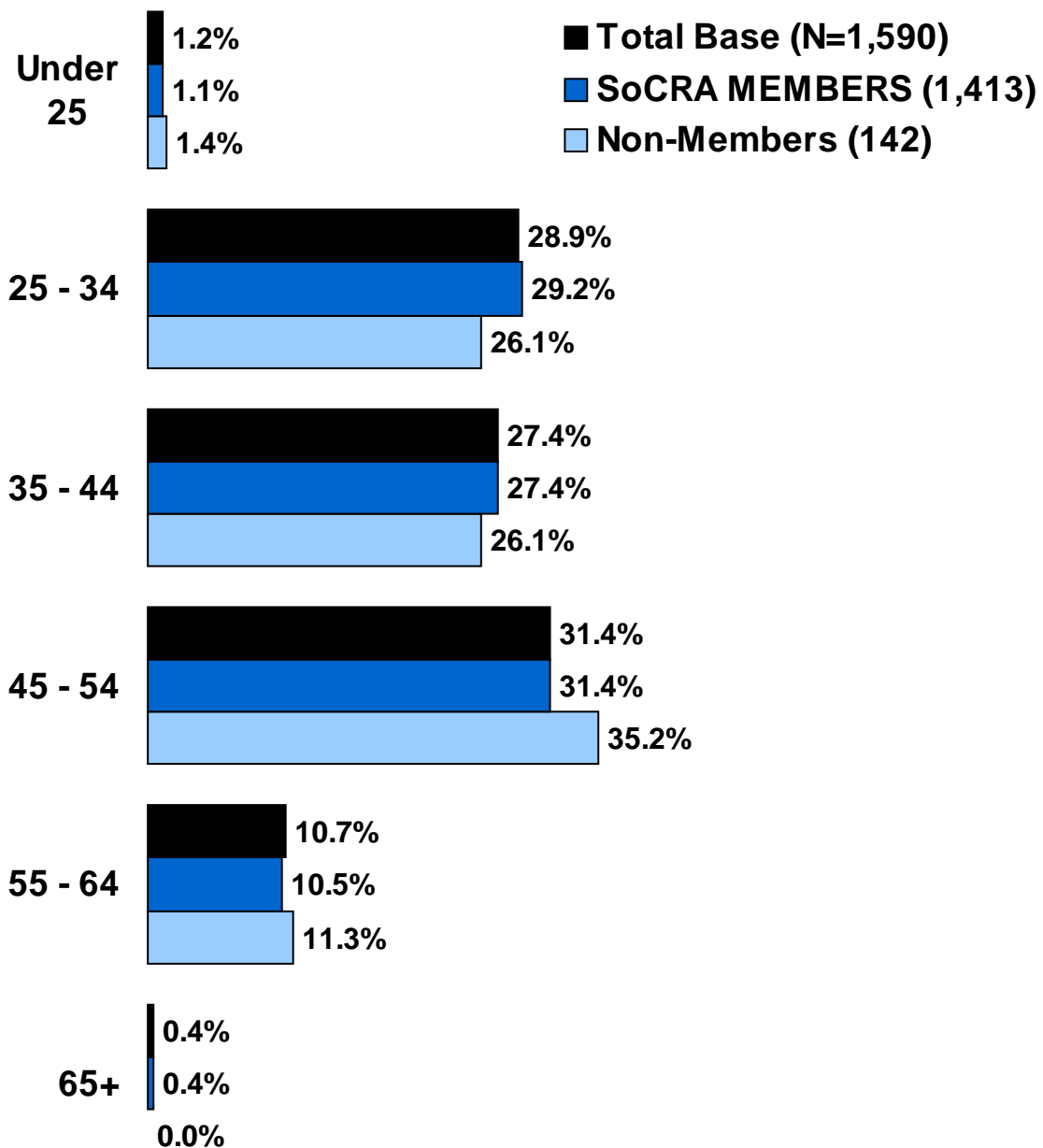
Nearly half of respondents are 4-year college graduates without advanced degrees. Another 22%-23% have post-graduate degrees (master or doctoral).



Age

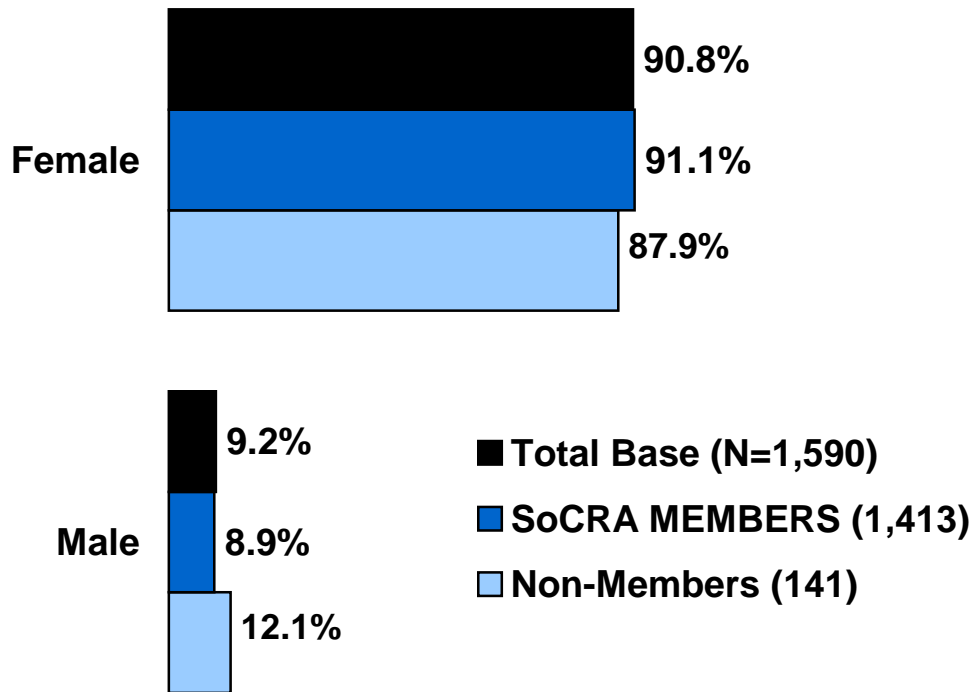
Nearly nine in 10 respondents are between the ages of 25 and 54. Averages:

	<u>Mean</u>	<u>Median</u>
Total base (N=1,590):	41.9	42
SoCRA Members (1,413):	41.9	42
Non-Members (142):	42.2	43



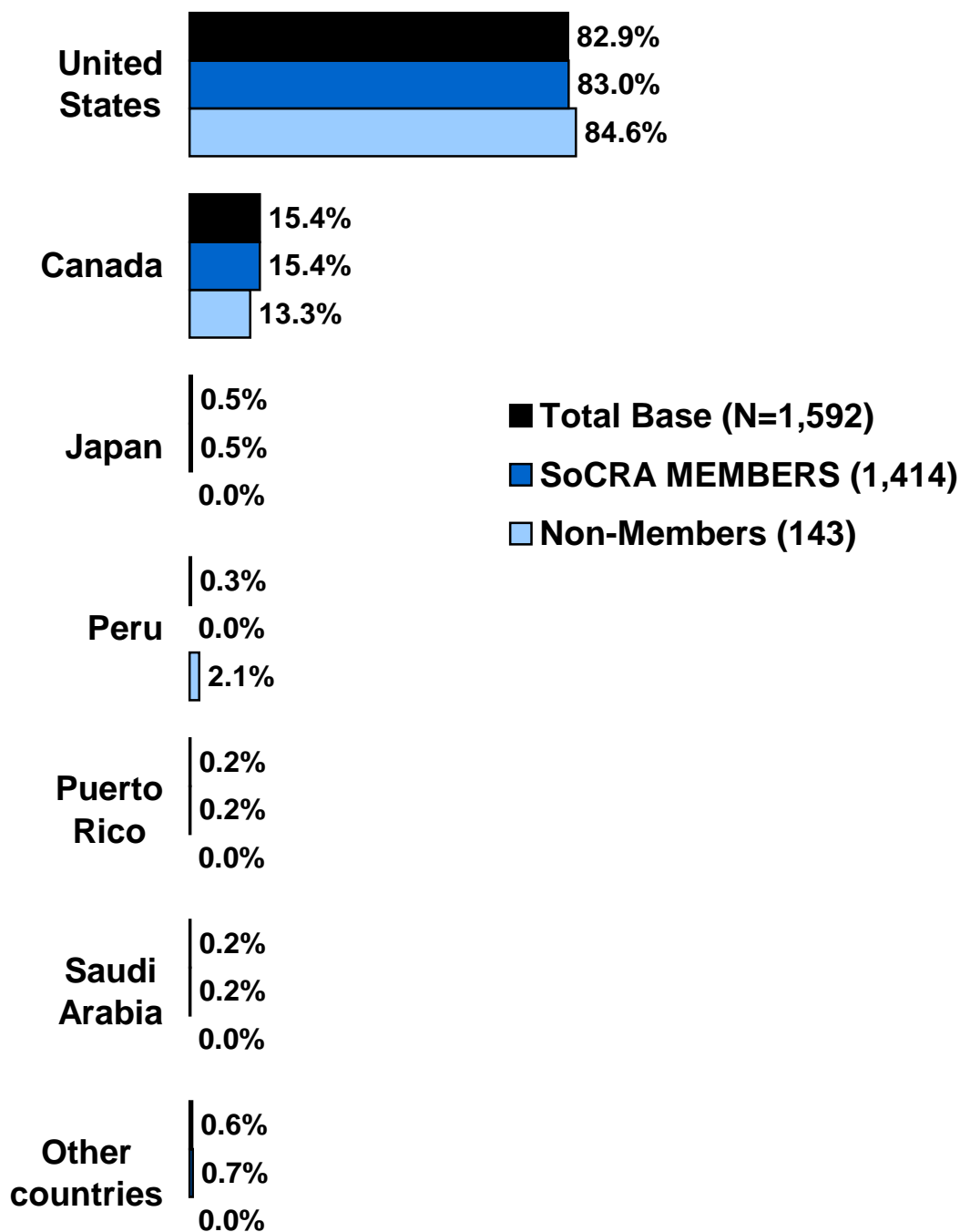
Gender

Nine in 10 survey respondents were women.



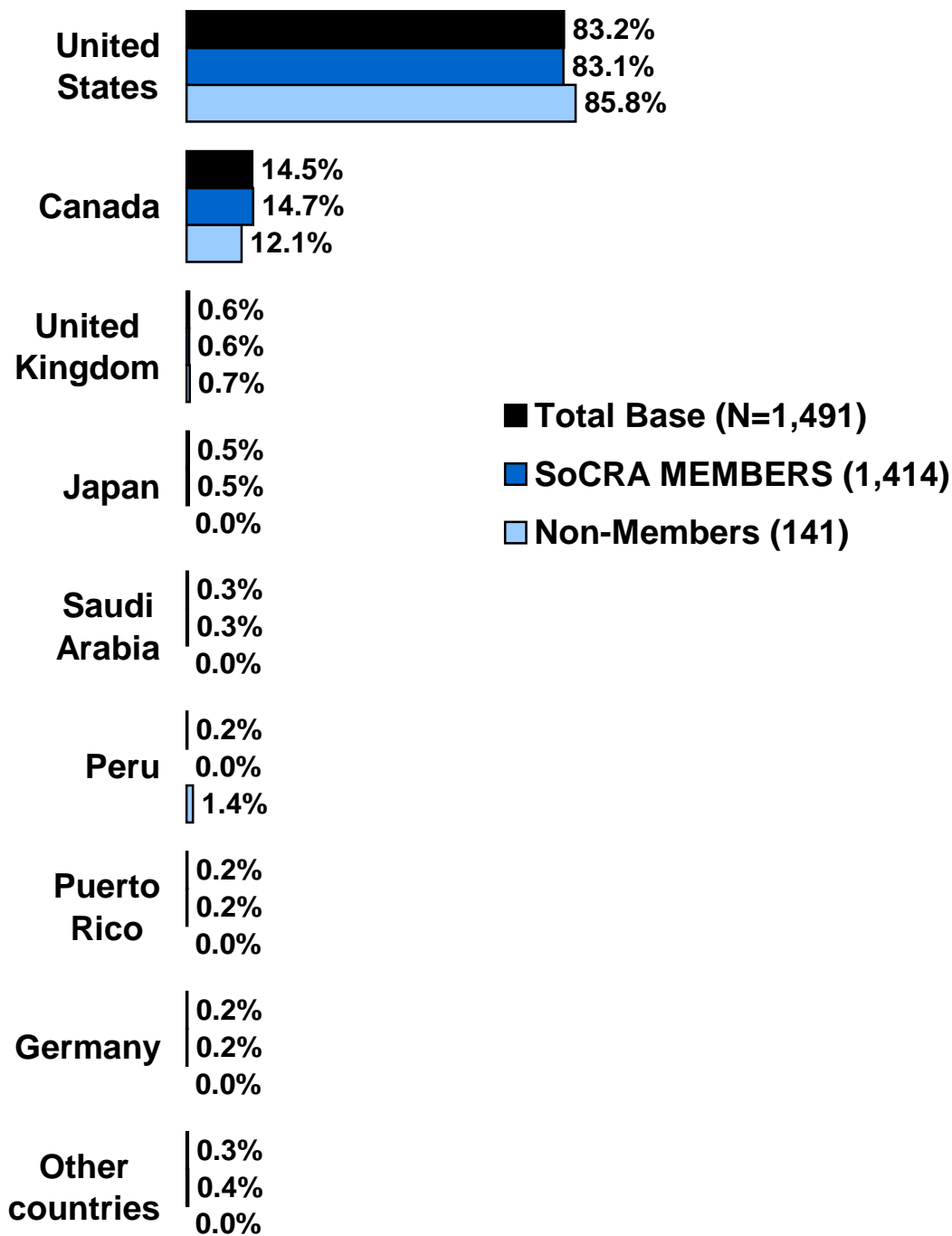
Resident country

Nearly all reside in the U.S. or Canada. Respondents in the “Other” category include two from the United Kingdom and one each from Australia, Brazil, Germany, Hong Kong, Mexico, Nigeria, Philippines, and Thailand.



Employer country

These *employer* results are very similar to the results for *resident* country on the prior page. The differences are enumerated on the next page.



Employer vs. Resident Country

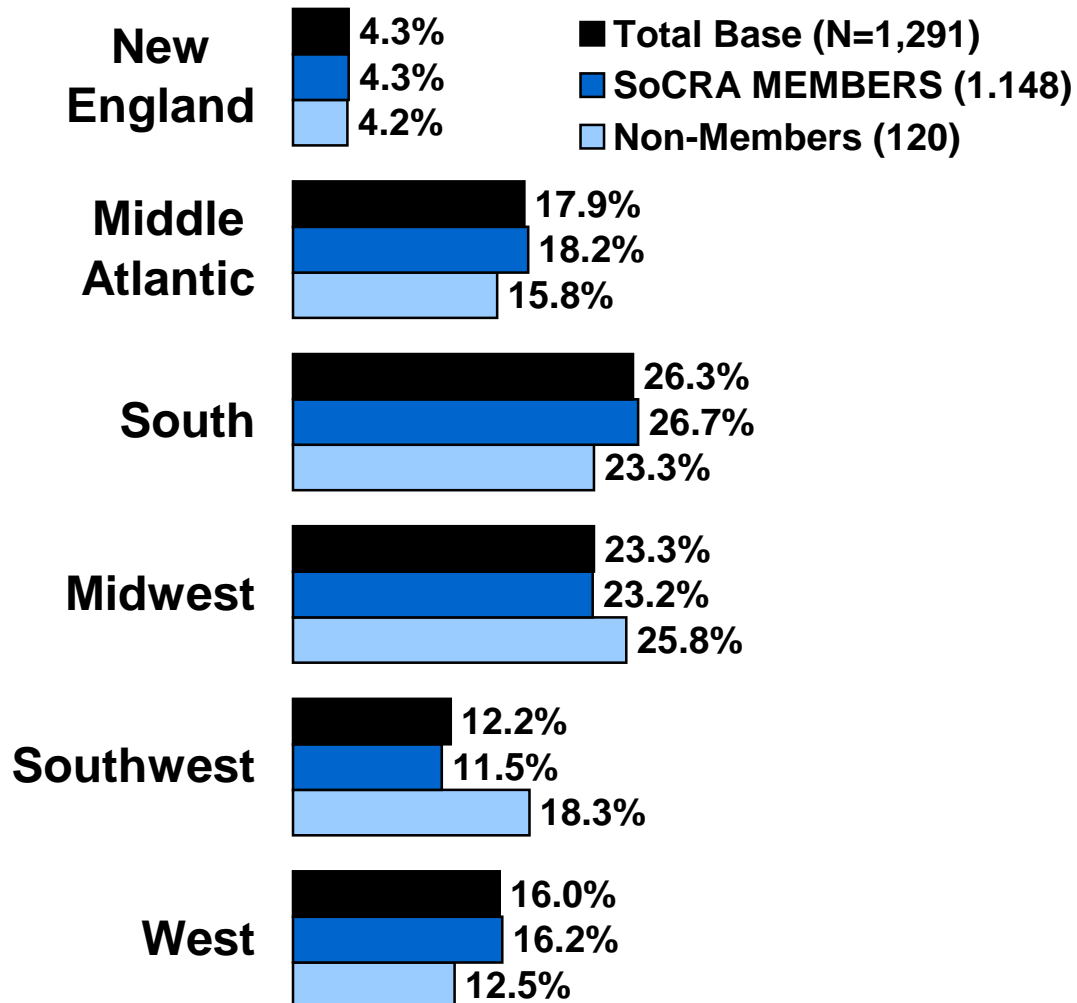
The United Kingdom, United States, and Germany each employ at least two respondents *more* than they have as residents. Canada employs 14 *fewer* than it has as residents.

	Number residing	Number employed	Employed minus reside
United Kingdom	2	10	8
United States	1319	1324	5
Germany	1	3	2
Saudi Arabia	3	4	1
Singapore	0	1	1
Japan	8	8	0
Puerto Rico	3	3	0
Australia	1	1	0
Brazil	1	1	0
Hong Kong	1	1	0
Thailand	1	1	0
Peru	4	3	-1
Mexico	1	0	-1
Nigeria	1	0	-1
Philippines	1	0	-1
Canada	245	231	-14

Resident Regions of the U.S.

BASE: U.S. respondents

Two-thirds of U.S. respondents reside in the South, Midwest, or Middle Atlantic regions.



New England: CT, ME, MA, NH, RI, VT

Middle Atlantic: DE, MD, NJ, NY, PA

South: AL, AR, DC, FL, GA, KY, LA, MS, MO, NC, SC, TN, VA, WV

Midwest: IL, IN, IA, KS, MI, MN, NE, ND, OH, SD, WI

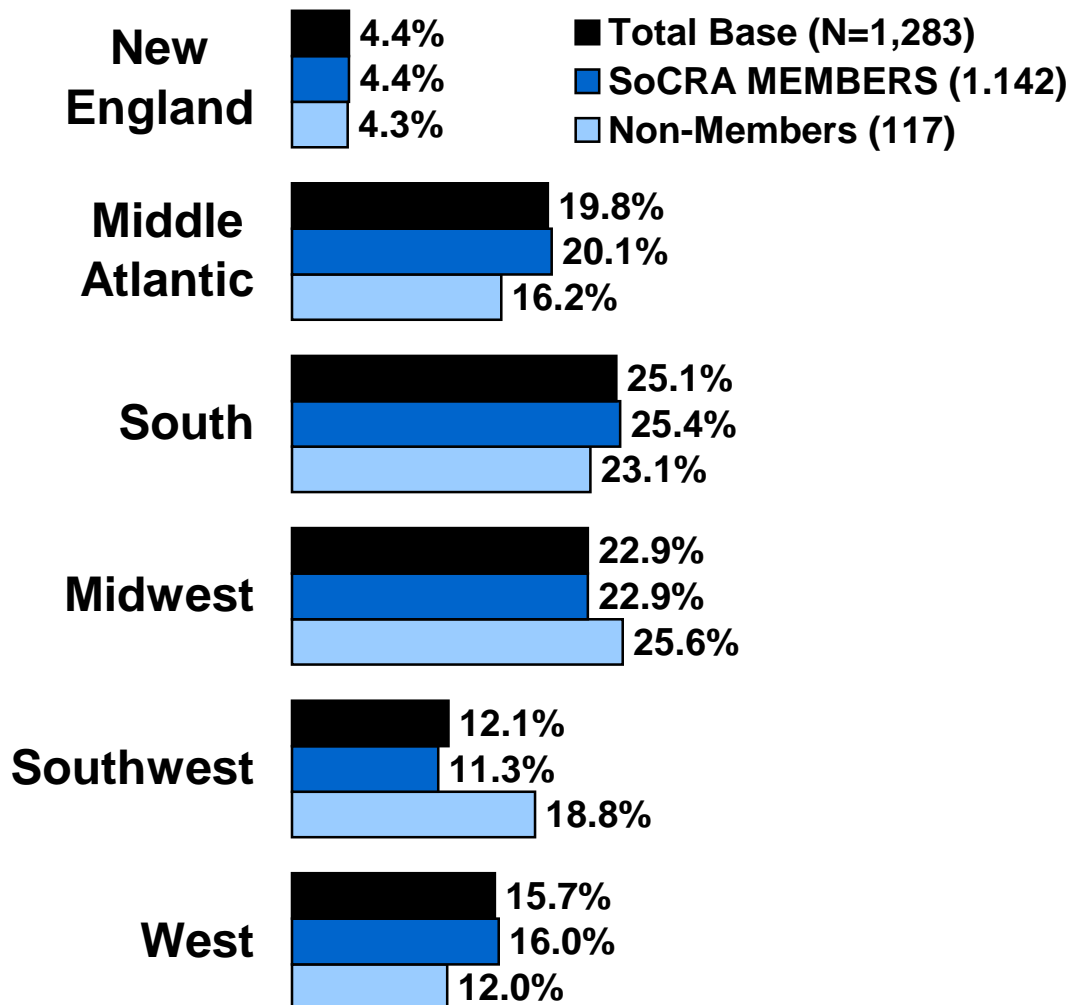
Southwest: AZ, NM, OK, TX

West: AK, CA, CO, HI, ID, MT, NV, OR, UT, WA, WY

Employer Regions of the U.S.

BASE: U.S. employers

These employer results are similar to the resident results on the prior page. The differences are summarized on the next page.



New England:	CT, ME, MA, NH, RI, VT
Middle Atlantic:	DE, MD, NJ, NY, PA
South:	AL, AR, DC, FL, GA, KY, LA, MS, MO, NC, SC, TN, VA, WV
Midwest:	IL, IN, IA, KS, MI, MN, NE, ND, OH, SD, WI
Southwest:	AZ, NM, OK, TX
West:	AK, CA, CO, HI, ID, MT, NV, OR, UT, WA, WY

Employer vs. Resident Region of the U.S.

As shown below, the main differences are:

- nearly 2% **more** respondents working than residing in the Middle Atlantic;
- just over 1% **fewer** working than resident in the South..

	Percent residing in region	Percent employed in region	Employed minus reside
New England	4.3%	4.4%	0.1%
Middle Atlantic	17.9%	19.8%	1.9%
South	26.3%	25.1%	-1.2%
Midwest	23.3%	22.9%	-0.4%
Southwest	12.2%	12.1%	-0.1%
West	16.0%	15.7%	-0.3%

New England: CT, ME, MA, NH, RI, VT

Middle Atlantic: DE, MD, NJ, NY, PA

South: AL, AR, DC, FL, GA, KY, LA, MS, MO, NC, SC, TN, VA, WV

Midwest: IL, IN, IA, KS, MI, MN, NE, ND, OH, SD, WI

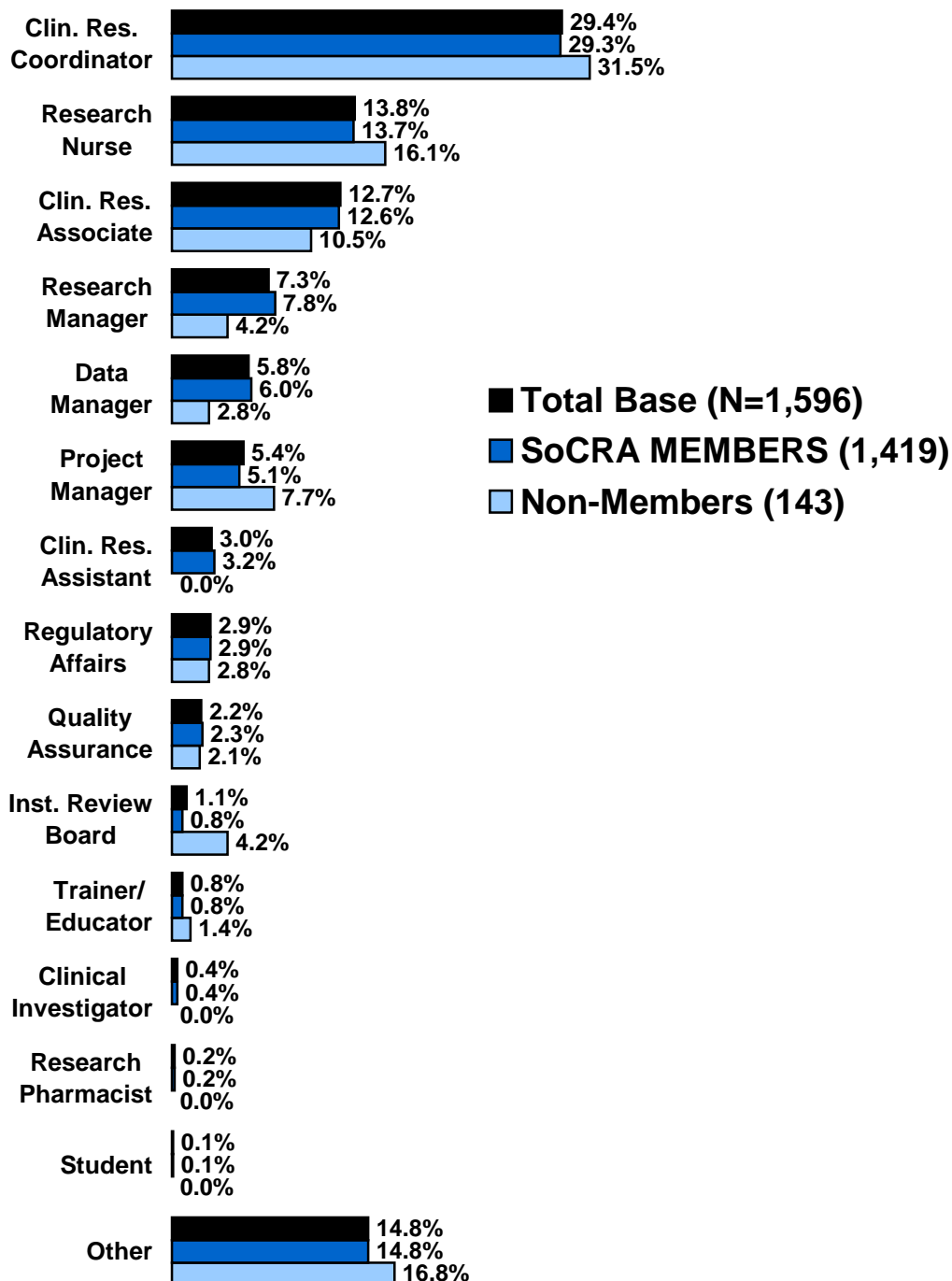
Southwest: AZ, NM, OK, TX

West: AK, CA, CO, HI, ID, MT, NV, OR, UT, WA, W

The differences involving the Middle Atlantic and South regions might result from the many pharmaceutical and other medical companies in three Middle Atlantic states – Maryland, New Jersey, and Pennsylvania – drawing employees from nearby states, particularly Virginia (in the South region). Compared with their resident percentages, the percentages of respondents employed is higher in Maryland (6.6% of the total base employed in Maryland vs. 5.8% residing there), New Jersey (2.9% vs. 2.2%), and Pennsylvania (6.1% vs. 5.4%) and lower in Virginia (2.2% employed vs. 3.2% reside).

Job Title

The most common job title was Clinical Research Coordinator, held by 29% of respondents, followed by Research Nurse (14%) and Clinical Research Associate (13%). All other pre-designated titles were each held by less than one in ten respondents. See the next page for title definitions and the “Others.”



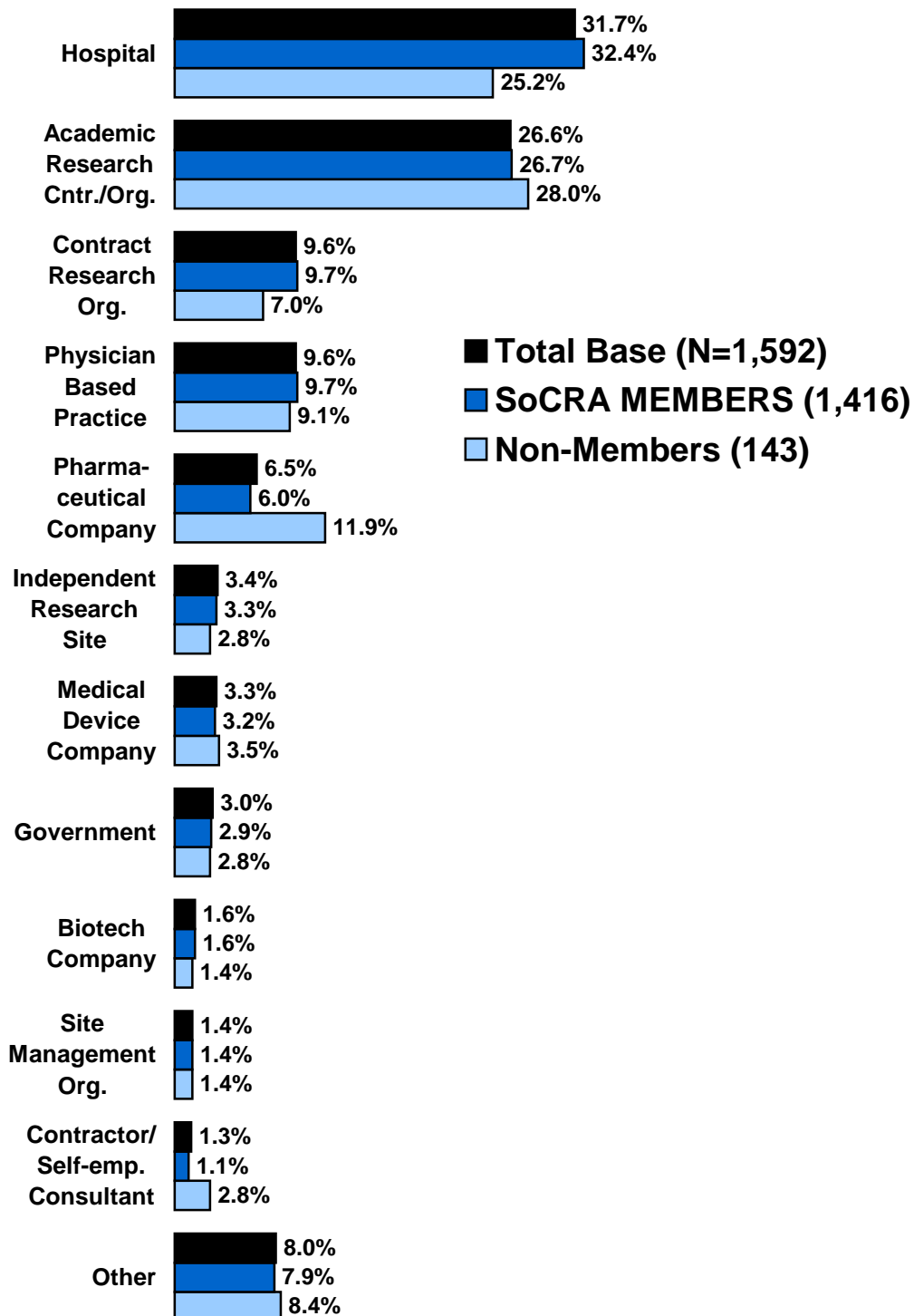
The following definitions were shown to respondents to help them choose “the closest description of your current job title”:

- **Clinical Research Associate** - An in-house monitor or regional monitor for a sponsor or CRO
- **Clinical Research Coordinator** - A coordinator of clinical trials at a clinical research facility
- **Clinical Research Assistant** - provides support to CRAs, PMs or other clinical research functions
- **Research Nurse** - A research coordinator with a degree(s) in nursing
- **Institutional Review Board** - Staff Member or Board Member
- **Quality Assurance** - An auditor of Good Clinical Practice, Good Laboratory Practice or Good Manufacturing Practice

“Other” (write-in) responses included Clinical/Research Scientist, various consultants/independent contractors, Protocol Coordinator, Recruiter, and Operations manager/director. Many indicated having multiple titles or roles.

Employers

Respondents selected the “closest description of your current employer.” Responses sum to more than 100% because multiple answers were allowed.



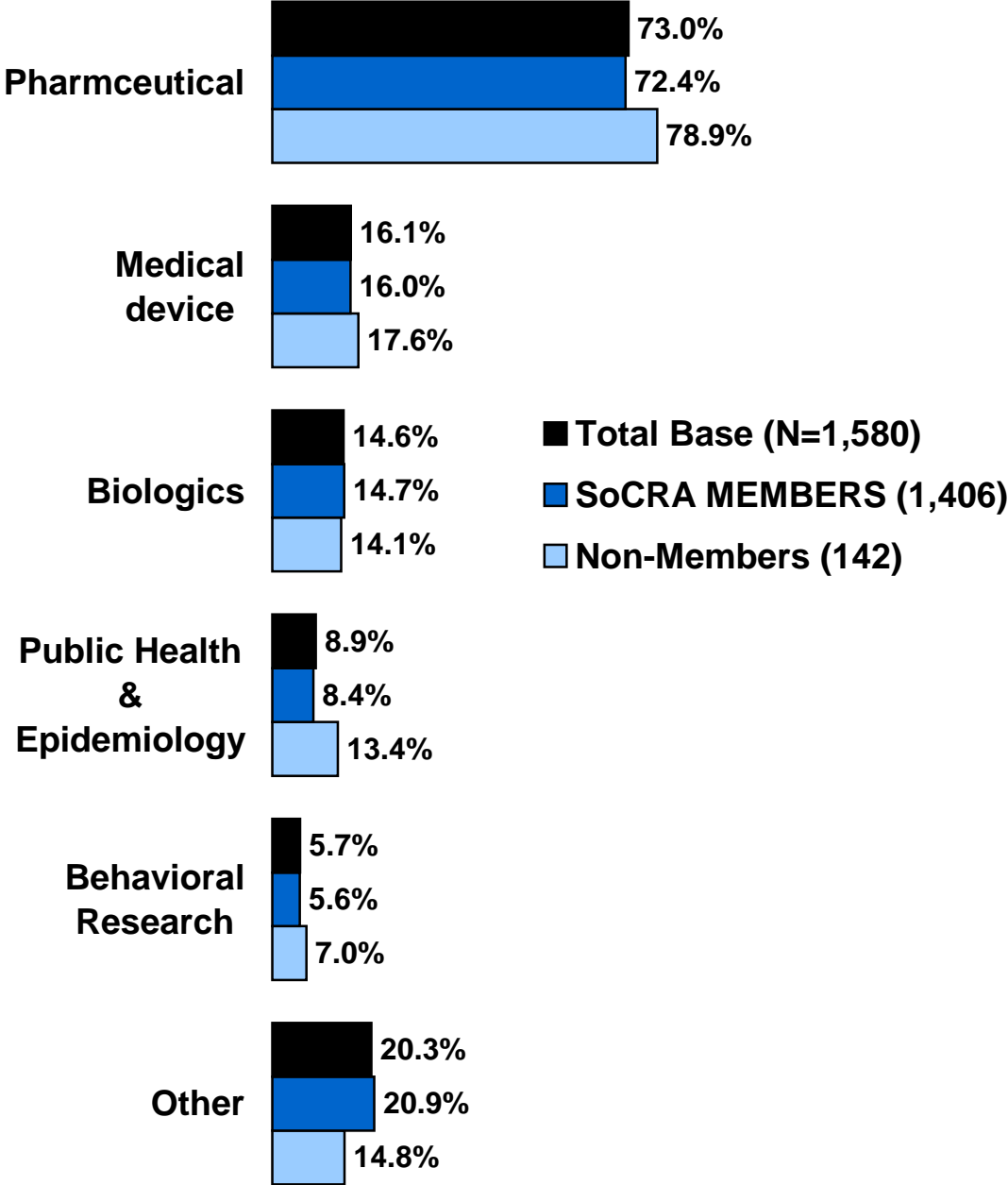
After Hospitals (32%) and Academic organizations (27%), no other type of employer was represented by more than 10% of the total base.

“Other” (write-in) responses included the Mayo Clinic and other clinics, cancer centers, medical schools, various university and other non-profit organizations, search/recruiting firms, and health insurers/HMOs.

When a respondent indicated more than one “employer,” the combination usually was Hospital plus Academic Research Center/Organization: Of respondents employed by hospitals, 9% also indicated an “academic” employer; likewise, of the respondents employed by academic research centers/organizations, 11% also indicated a hospital employer. Presumably, these respondents were mostly at university-based hospitals and medical schools, i.e., they probably were classifying the same employer two different ways rather than having two different employers.

Study/Trial Experience

Respondents selected the “closest description” of their study/trial experience. Because they could choose more than one type of experience, responses sum to more than 100%. More than seven in 10 had pharmaceutical experience. Every other pre-designated category was selected by less than 20%. “Other” (write-in) entries included academic, cancer-related, “clinical research,” clinical science/trials, cooperative group(s), genetics, investigator-initiated, NIH, and pediatric.



Therapeutic Areas in Your Clinical Research Experience

Percentages sum to more than 100% because a respondent could indicate experience in more than one area. Six in ten have oncology experience, twice as high as the next-most common area, hematology.

	Total Base (1,579)	SoCRA MEMBERS (1,407)	Non- Members (141)
Oncology	59.8%	60.2%	58.2%
Hematology	28.4%	28.4%	29.1%
Cardiovascular	27.7%	26.7%	38.3%
Neurology & Pain	21.0%	20.3%	28.4%
Gastrointestinal	19.8%	19.0%	29.1%
Pediatrics	18.9%	18.3%	24.1%
Inflammation/Immunology	16.3%	15.8%	21.3%
Anti-Infective	13.7%	12.9%	21.3%
Urology	13.4%	13.1%	17.7%
Metabolic Diseases	13.4%	12.7%	18.4%
Vaccines	12.3%	11.9%	15.6%
Psychiatry	10.4%	10.1%	13.5%
Obstetrics & Gynecology	10.3%	9.7%	15.6%
Dermatology	9.3%	8.7%	15.6%
Ophthalmology	5.8%	6.1%	4.3%
Otolaryngology	3.2%	3.3%	3.5%
Dental	1.5%	1.3%	2.8%
Other	23.2%	23.3%	24.8%

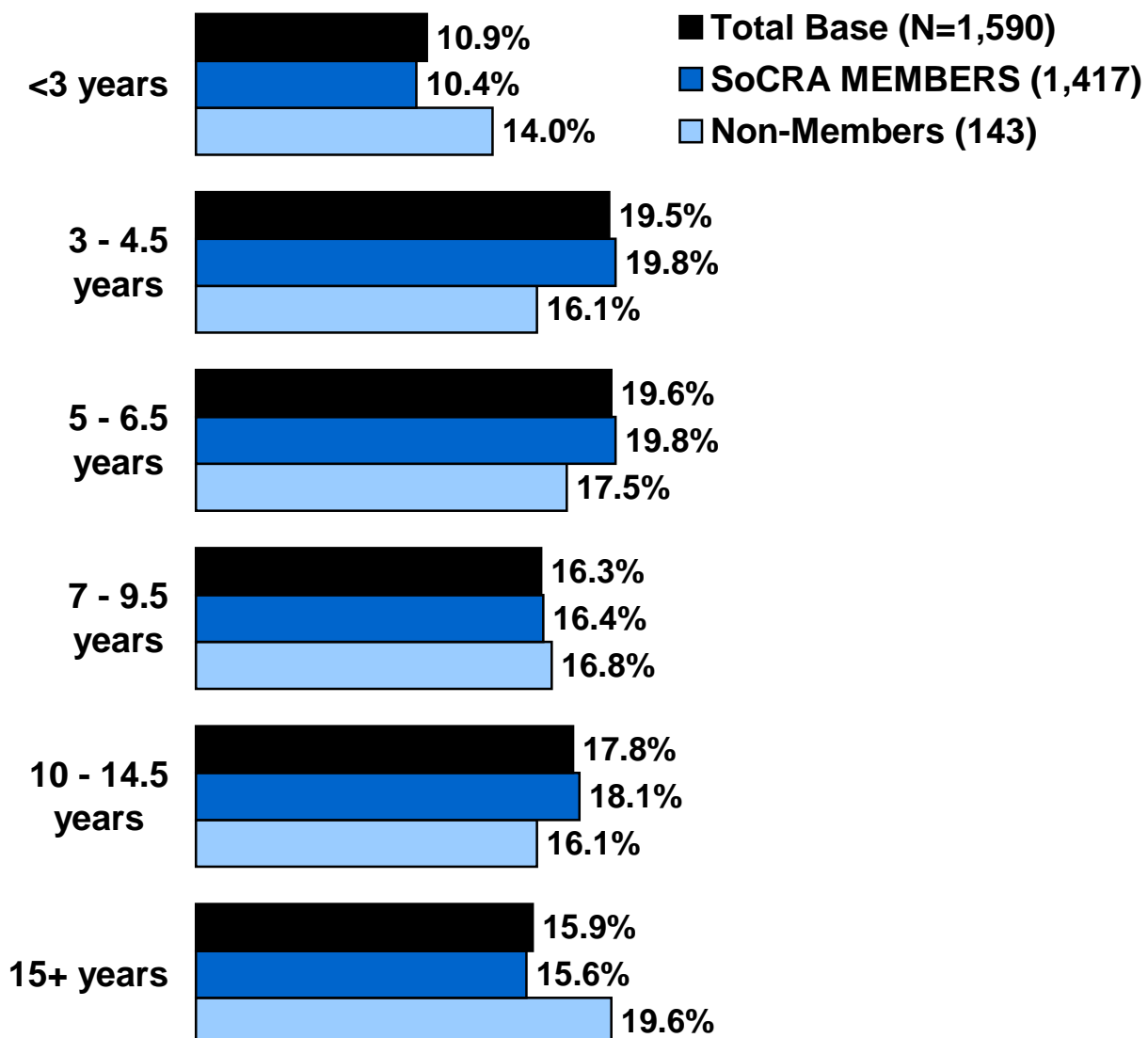
“Other” (write-in) responses included allergy/asthma, anesthesia, critical care, emergency medicine, endocrinology, HIV/AIDS, infectious disease, neonatal, nephrology, orthopedic, osteoporosis, prevention, pulmonary/respiratory, radiology, rheumatology, sleep, surgery, transplantation, trauma, vascular, and women’s health.

Years You Have Worked in Clinical Research

(including full/part time employment and education).

Respondents represent a broad range of clinical research experience, from relative newcomers (over 10% have less than 3 years experience) to veterans in the field at least 15 years (over 15% of the total base).

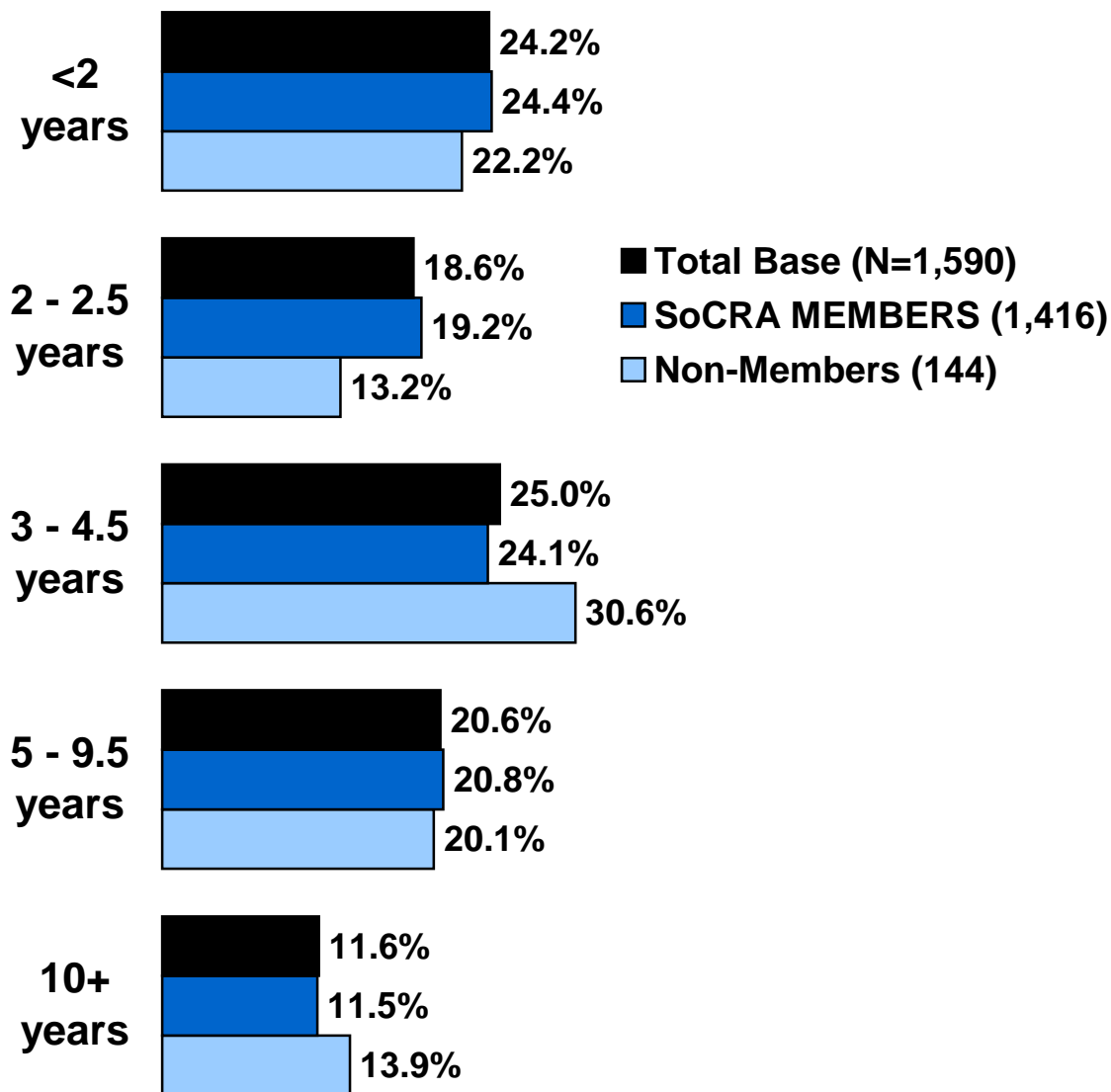
	<u>Mean</u>	<u>Median</u>
Total base (N=1,590):	8.4	7
SoCRA Members (1,417):	8.4	7
Non-Members (143):	8.8	7



Years in Your Current Position

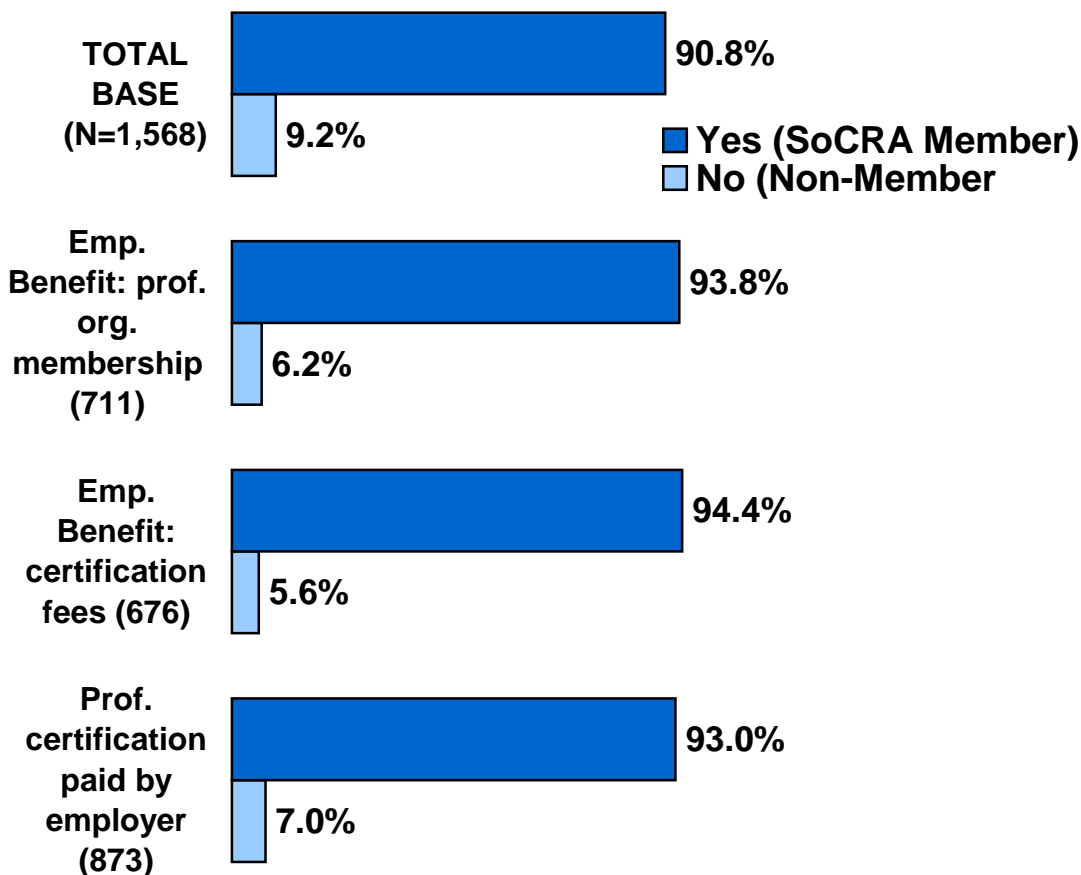
Just over two in three respondents have been in their current positions *less* than five years.

	<u>Mean</u>	<u>Median</u>
Total base (N=1,590):	4.4	3
SoCRA Members (1,416):	4.4	3
Non-Members (144):	4.6	3



SoCRA Member vs. Non-Member

Nine in 10 respondents are SoCRA members. That does not leave much room for subgroups to be significantly higher, but there were a few – their employers provide their professional organization membership or certification fees.



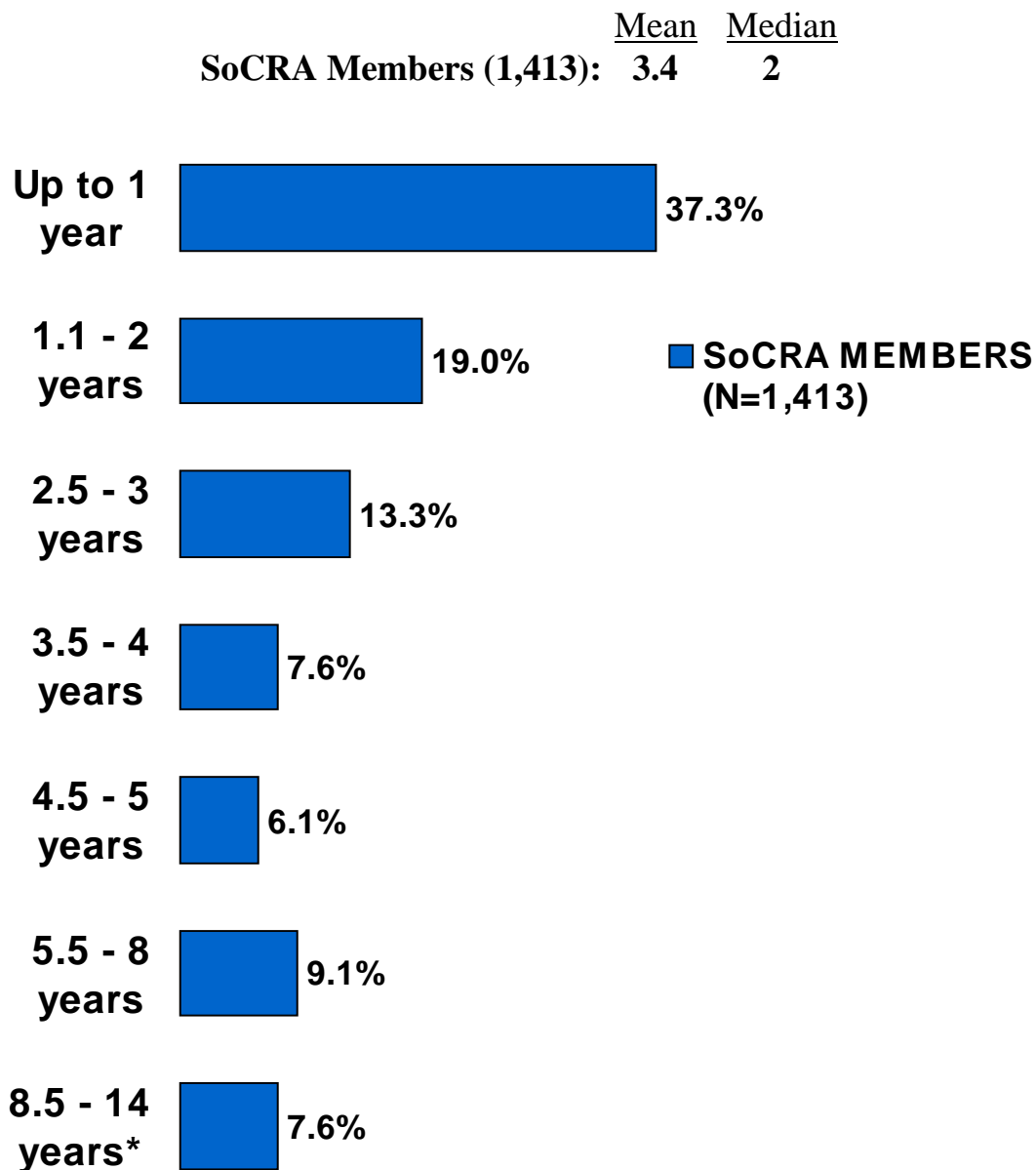
Subgroups that were significantly *lower* than average in SoCRA membership were those in particular employment or therapeutic settings:

	<u>SoCRA members</u>
Current employer is a Pharmaceutical company (N=104)	83.3%
Study/trial experience includes Public Health & Epidemiology (141)	86.1%
Therapeutic areas include Anti-Infective (216)	85.8
Therapeutic areas include Cardiovascular (438)	87.4%
Therapeutic areas include Dermatology (147)	84.8%
Therapeutic areas include Gastrointestinal (313)	86.7%
Therapeutic areas include Neurology & Pain (331)	87.7%
Therapeutic areas include Obstetrics & Gynecology (162)	86.2%

Years as a SoCRA Member

Base: SoCRA members

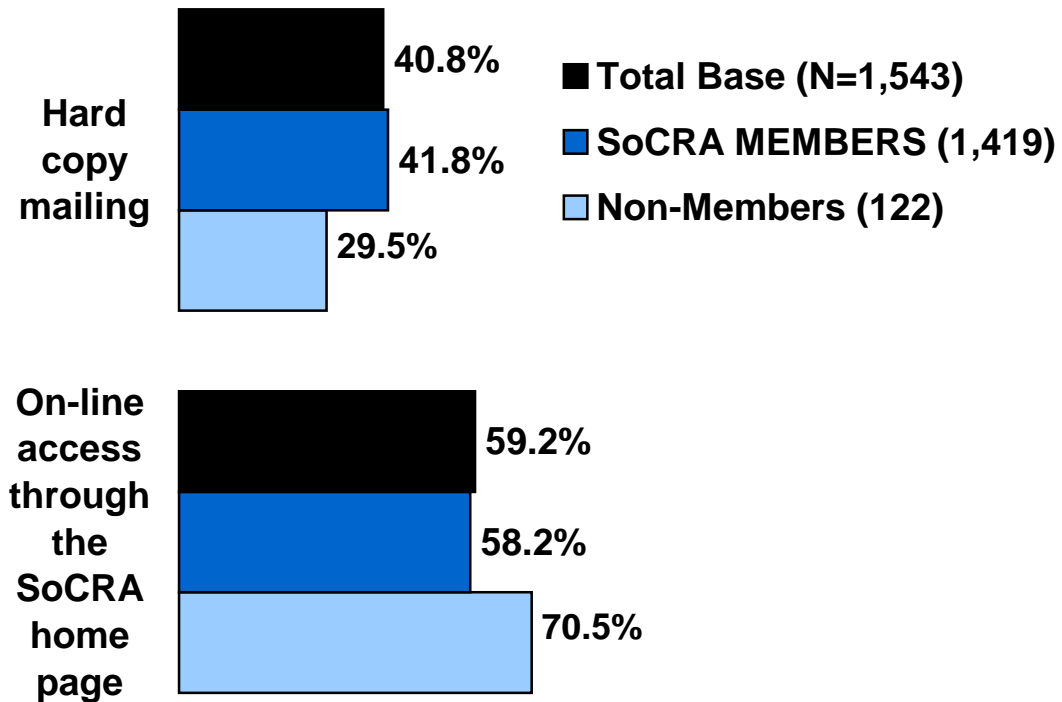
More than half of SoCRA member respondents are relatively new in the organization, having been members for two years or less.



* Respondents who wrote “since SoCRA began” were counted as having been members 14 years, as SoCRA was founded in 1990 and the survey was administered in 2004.

Preference for Receiving the Annual Membership Directory

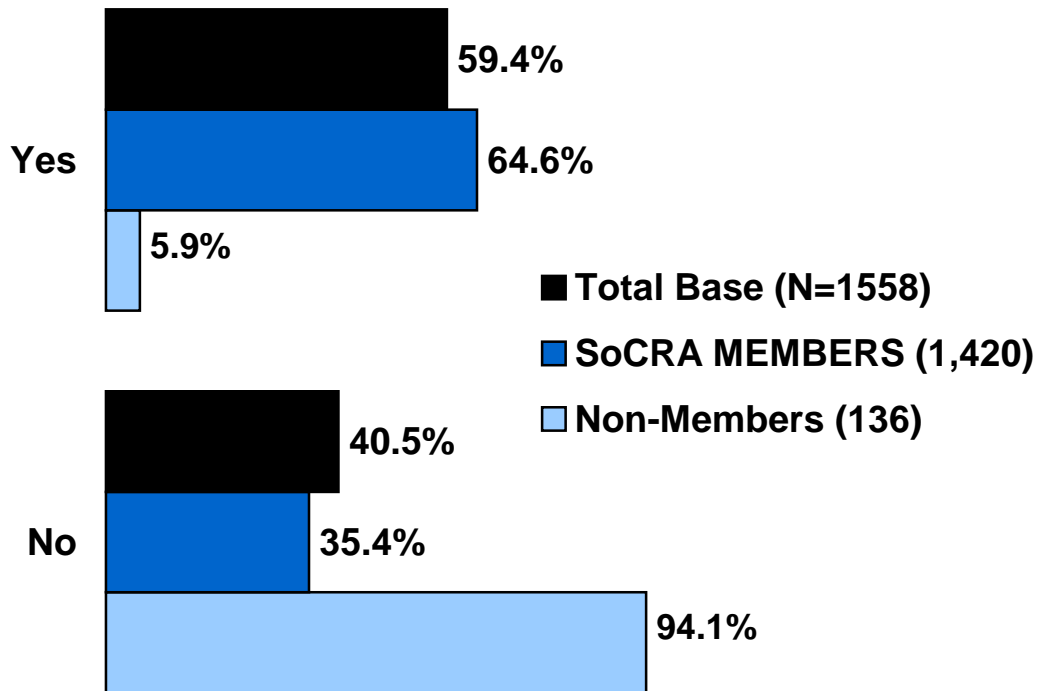
Most non-members answered this question, so we are showing the results for them as well as for members. Nearly six in ten members prefer receiving the directory online as opposed to getting a hard copy mailed to them.



Non-members are significantly more likely than members to prefer on-line access to the directory. This was one of the few significant differences found between members and non-members.

Certified as a CCRP With SoCRA

Nearly two in three members indicate that they are certified as CCRPs with SoCRA, while almost all non-members say they are not. The difference is, of course, highly significant statistically.

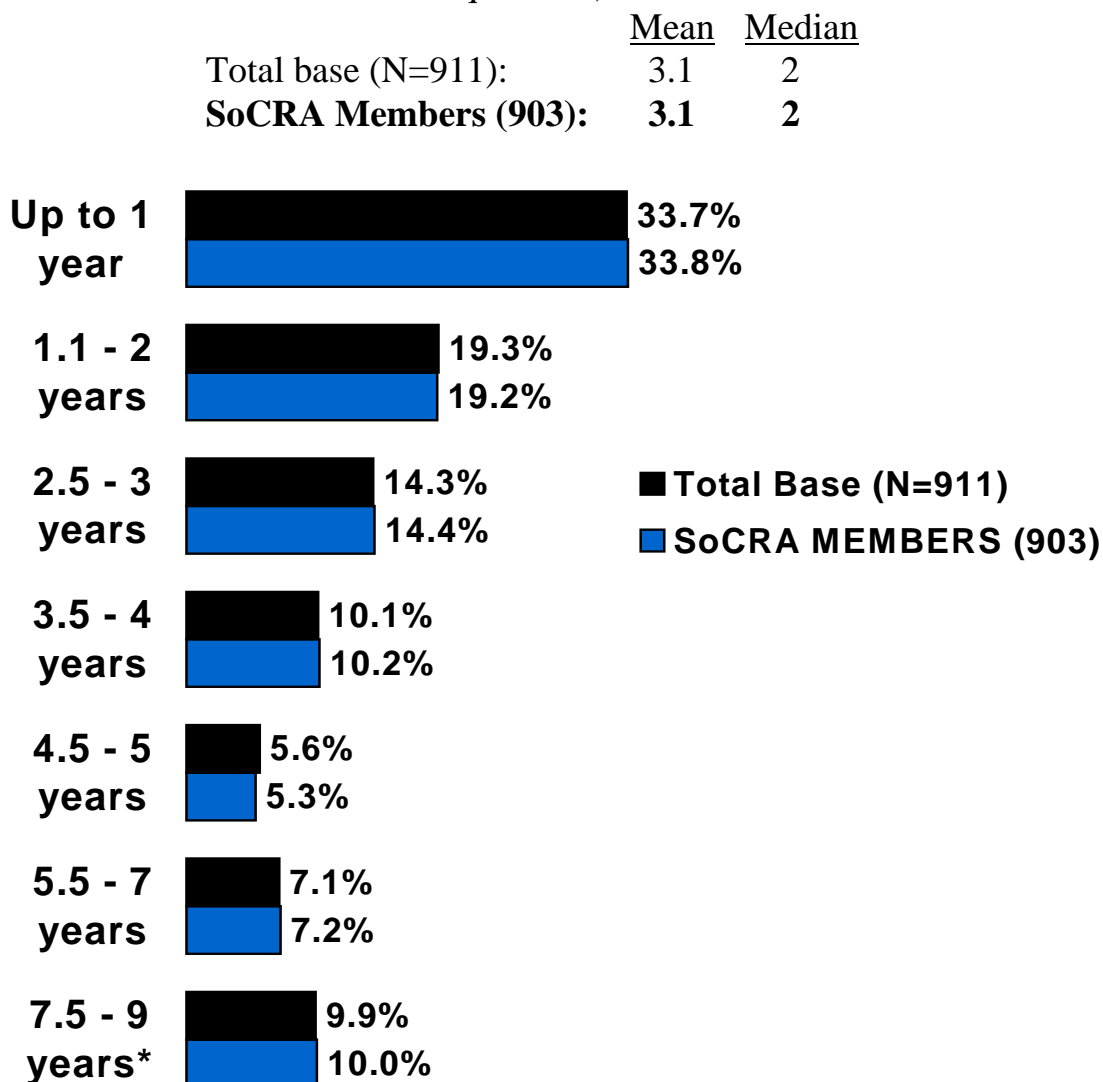


Years Certified as a CCRP through SoCRA

Base: CCRP-certified respondents

More than half of the SoCRA CCRP-certified respondents received their certification recently, within the past two years.

In the chart below, we do not show the results from non-members separately because the base was too small. (There were only seven SoCRA CCRP-certified non-members who answered this question.)



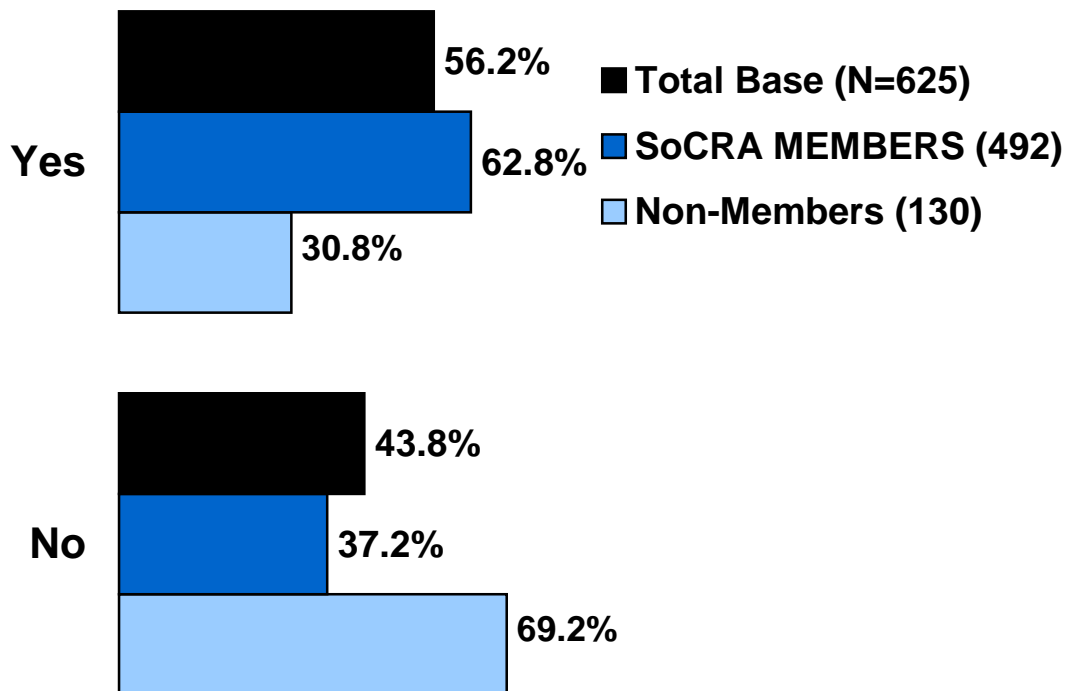
* Respondents who wrote “since certification began” were counted as having been members 9 years, as SoCRA certification was initiated in 1995 and the survey was administered in 2004.

Planning on Taking the CCRP Certification Exam with SoCRA?

BASE: Respondents NOT certified as CCRPs with SoCRA.

Overall, most (56%) non-SoCRA-certified respondents indicated that they are planning to take the CCRP exam with SoCRA.

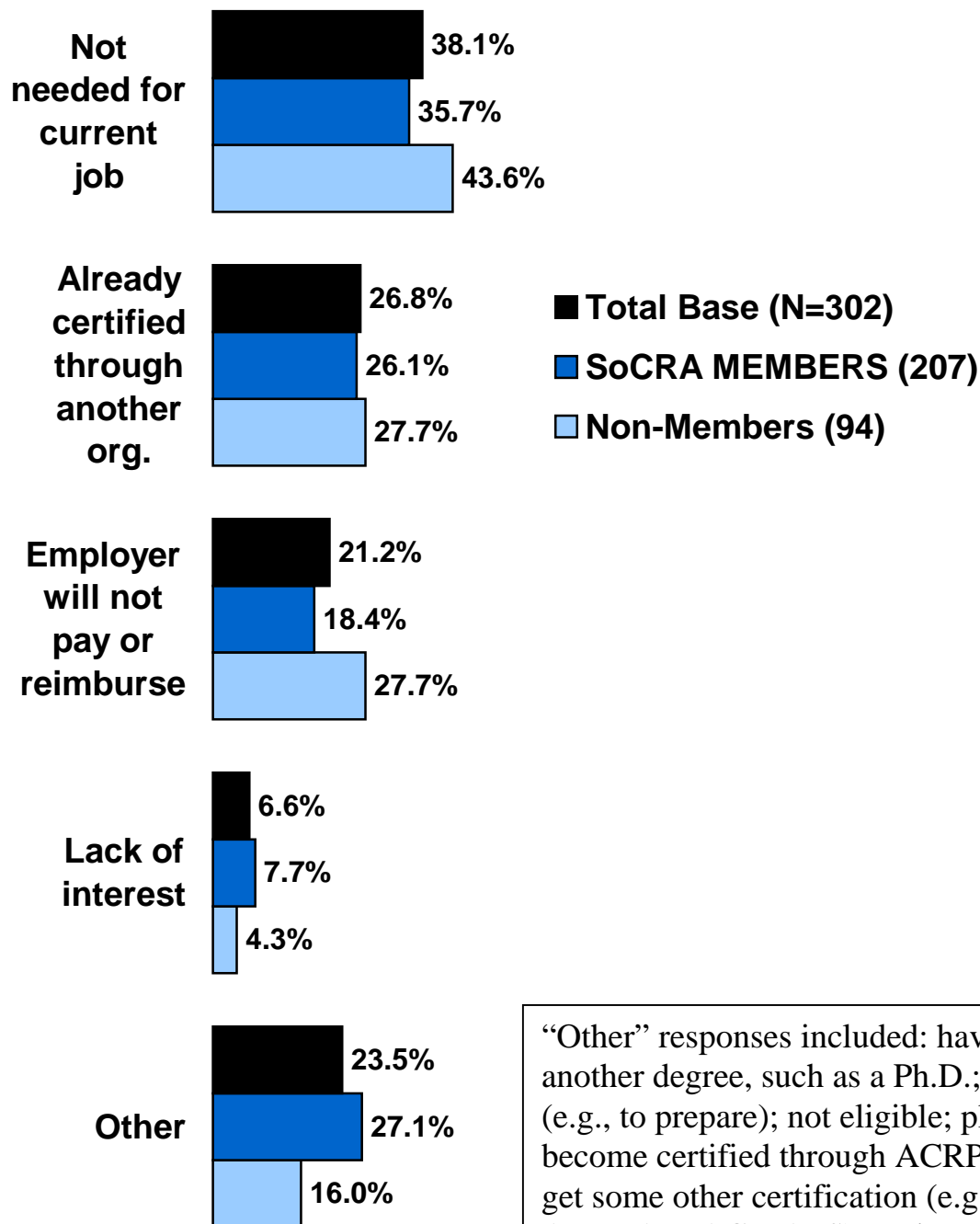
However, the percent of non-certified **non-members** planning on taking the SoCRA exam (31%) is less than half the percent of non-certified **members** planning on taking the exam (63%). This difference is statistically significant.



Reasons for Not Planning to take the CCRP Exam with SoCRA

BASE: Not CCRP certified and not planning to take the exam with SoCRA

The most common reasons for not planning to take the CCRP exam with SoCRA are that the certification is not needed for the job (38%) or that the respondent is already certified through another organization (27%).

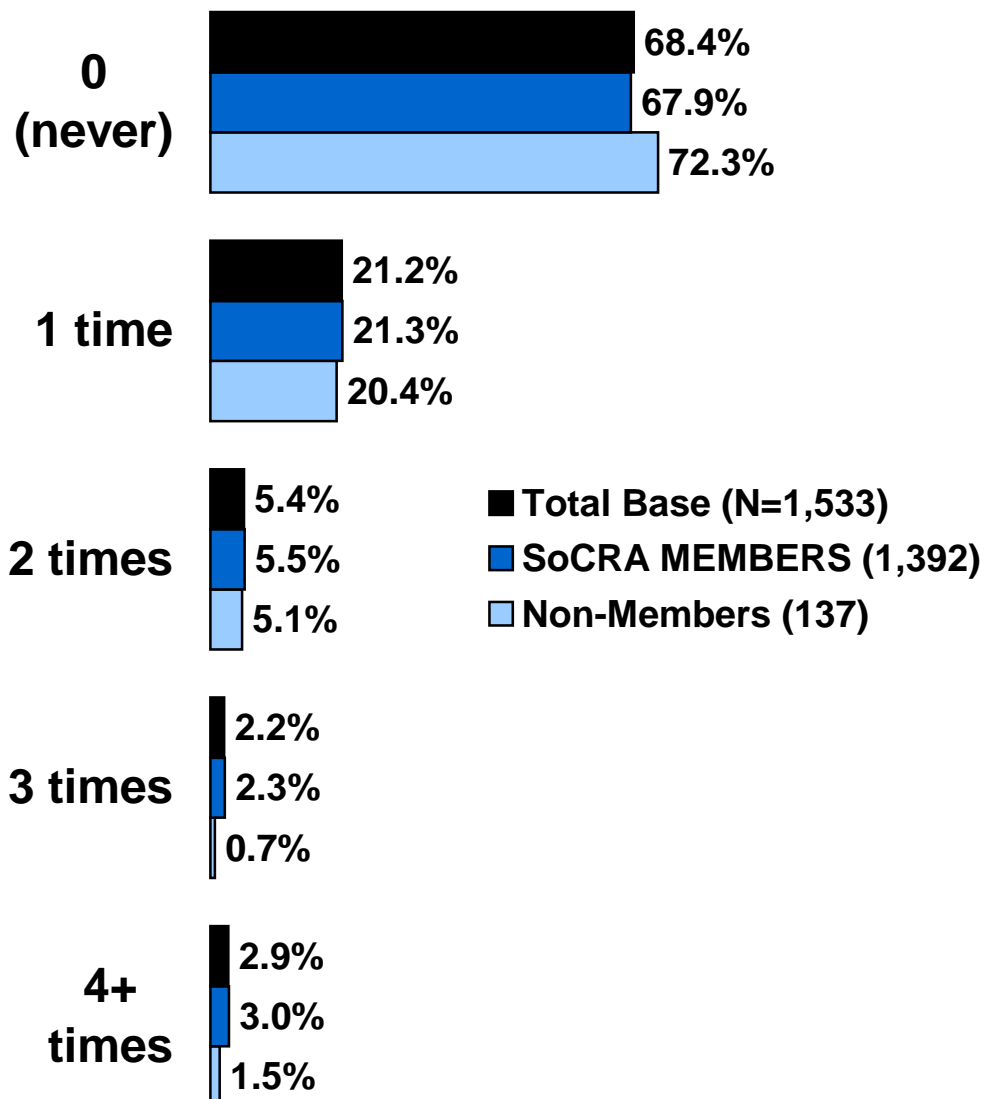


“Other” responses included: having/getting another degree, such as a Ph.D.; lack of time (e.g., to prepare); not eligible; planning to become certified through ACRP; planning to get some other certification (e.g., CIP-ARENA, RAC-RAPS); and may change fields

Number of Times Attended the SoCRA Annual Conference

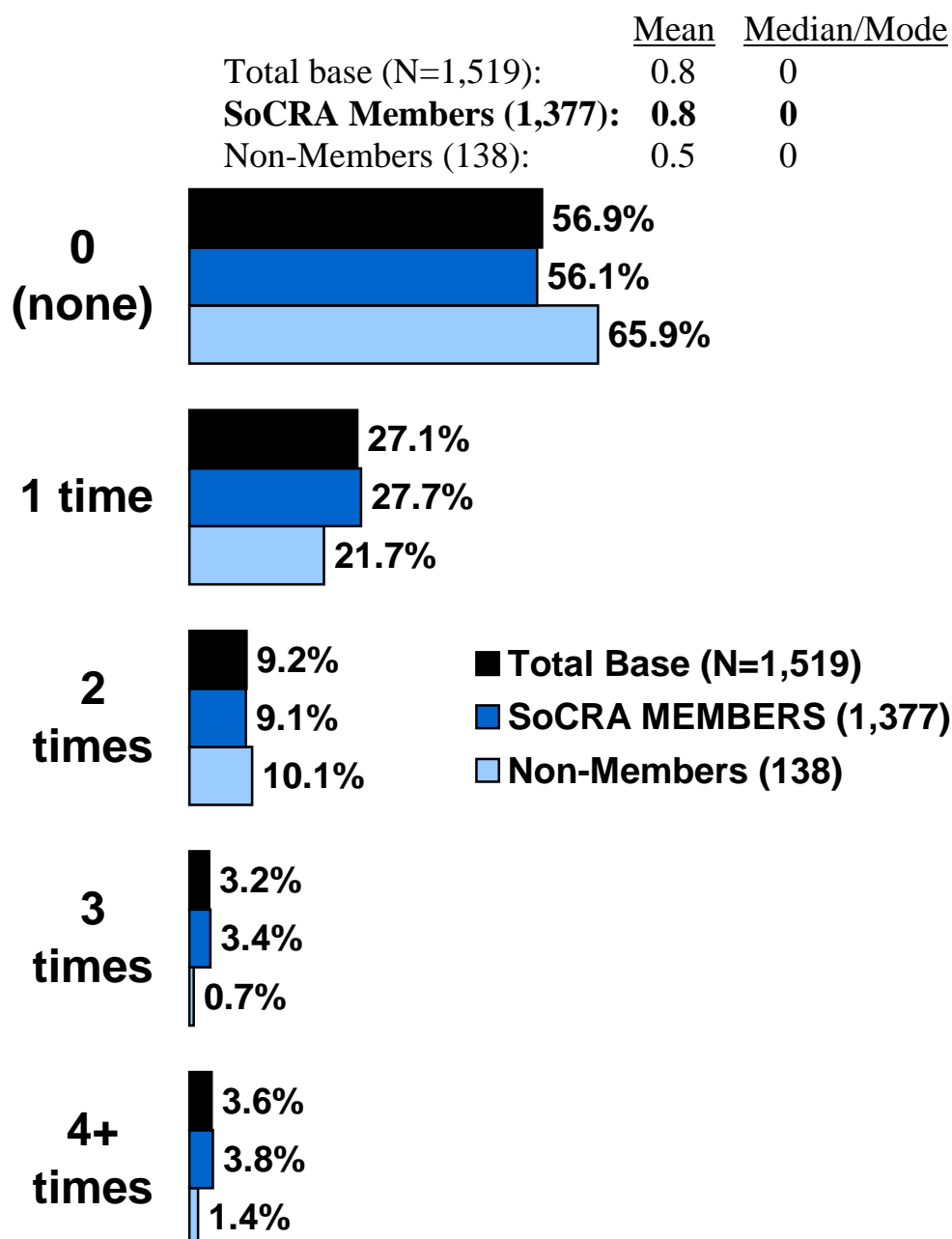
Nearly one in three have been to the conference at least once. Non-members are somewhat lower than members in conference attendance, but the difference is not significant statistically.

	<u>Mean</u>	<u>Median/Mode</u>
Total base (N=1,533):	0.6	0
SoCRA Members (1,392):	0.6	0
Non-Members (137):	0.4	0



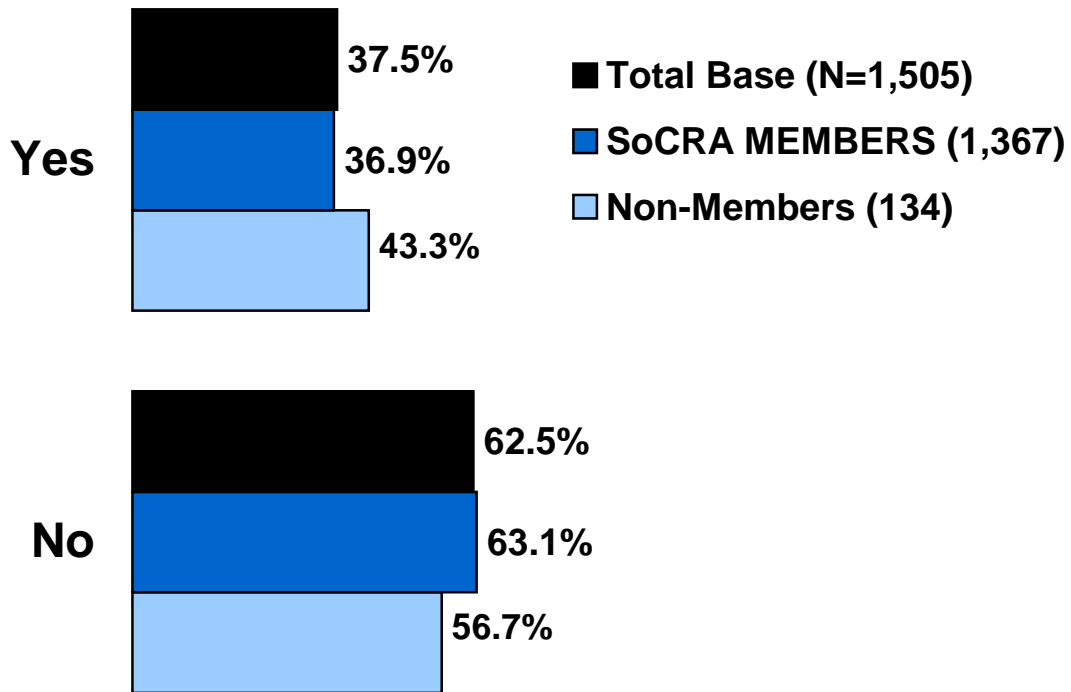
Number of SoCRA Educational Workshops Attended

Approximately 43% of the total base have attended at least one SoCRA educational workshop. As might be expected, the percentage of non-members who attended at least one (34%) is significantly lower than the percentage of members who attended at least one (44%).



Is there a SoCRA Chapter Close Enough for You to Attend?

Nearly four in ten indicate that there is a SoCRA chapter close enough to where they live or work to attend meetings.



Number of Times Attended Your Local SoCRA Chapter

Looking at all respondents who answered this question, only 18% have ever been to a local chapter meeting. However, the base for this percent includes respondents who do not live or work close enough.

	ALL RESPONDENTS		
	<u>Total</u>	<u>SoCRA</u>	<u>Non-</u>
	<u>Base</u>	<u>Members</u>	<u>Members</u>
	<u>(1,478)</u>	<u>(1,334)</u>	<u>(140)</u>
0 (never)	82.3%	82.2%	82.9%
1-3 times	11.6%	11.8%	10.0%
4-6 times	3.1%	2.9%	5.0%
7-9 times	0.7%	0.7%	0.7%
10-12 times	0.9%	0.9%	0.7%
>12 times	1.5%	1.6%	0.7%

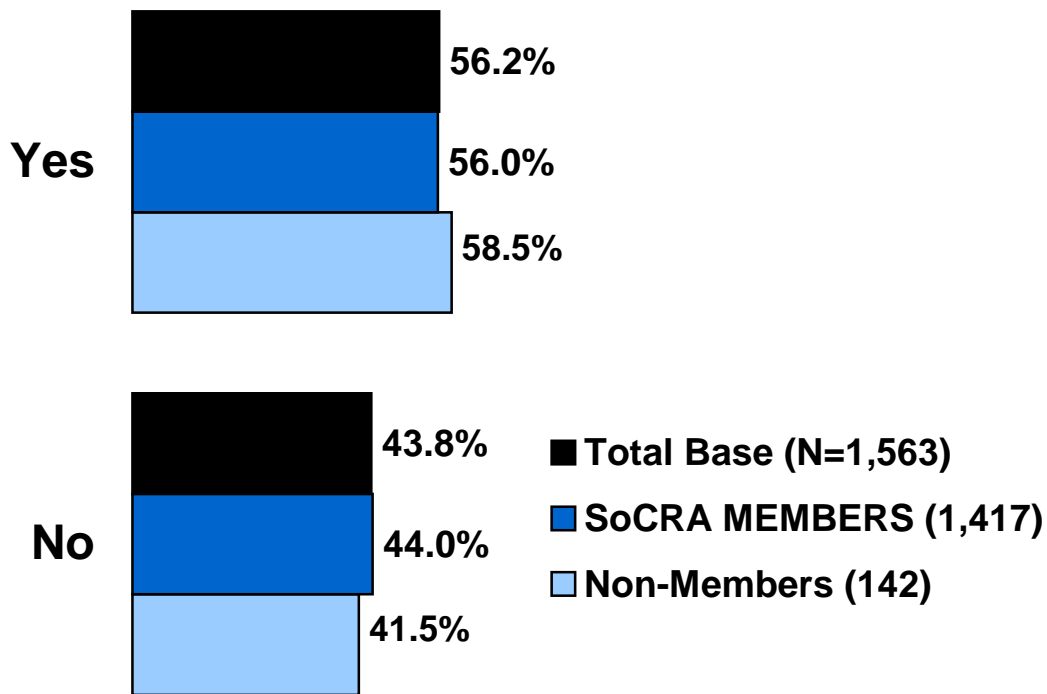
Now, looking below at the data only for those respondents who are close enough to attend their local chapter meetings, we see that approximately 42% have attended at least once, and approximately 16% have attended at least four local chapter meetings.

	LIVE/WORK CLOSE ENOUGH TO ATTEND			DO NOT LIVE/WORK CLOSE ENOUGH		
	<u>Total</u>	<u>SoCRA</u>	<u>Non-</u>	<u>Total</u>	<u>SoCRA</u>	<u>Non-</u>
	<u>Base</u>	<u>Members</u>	<u>Members</u>	<u>Base</u>	<u>Members</u>	<u>Members</u>
	<u>(562)</u>	<u>(503)</u>	<u>(58)*</u>	<u>(859)</u>	<u>(785)</u>	<u>(74)*</u>
0 (never)	58.4%	57.5%	63.8%	96.9%	96.9%	95.9%
1-3 times	26.0%	26.8%	19.0%	2.8%	2.7%	4.1%
4-6 times	7.8%	7.4%	12.1%	0.2%	0.3%	0
7-9 times	1.8%	1.8%	1.7%	0	0	0
10-12 times	2.3%	2.4%	1.7%	0	0	0
>12 times	3.7%	4.0%	1.7%	0.1%	0.1%	0

*** Caution: small N**

Do you Belong to Other Professional Organizations?

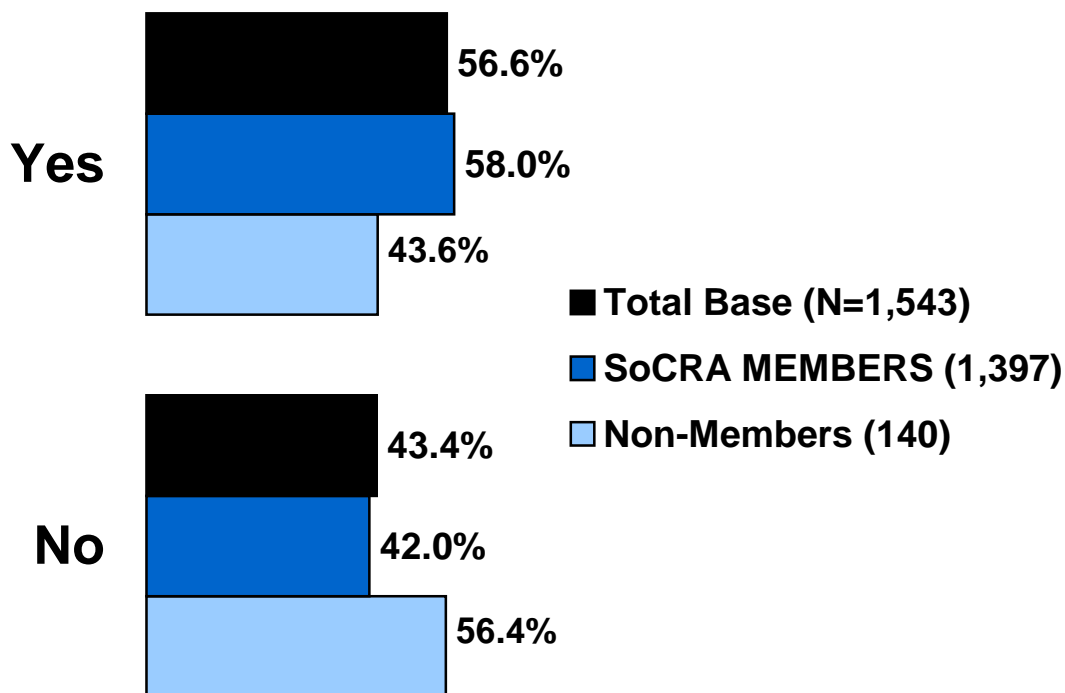
Over half say they belong to other professional organizations.



Is Professional Certification Paid by Your Employer?

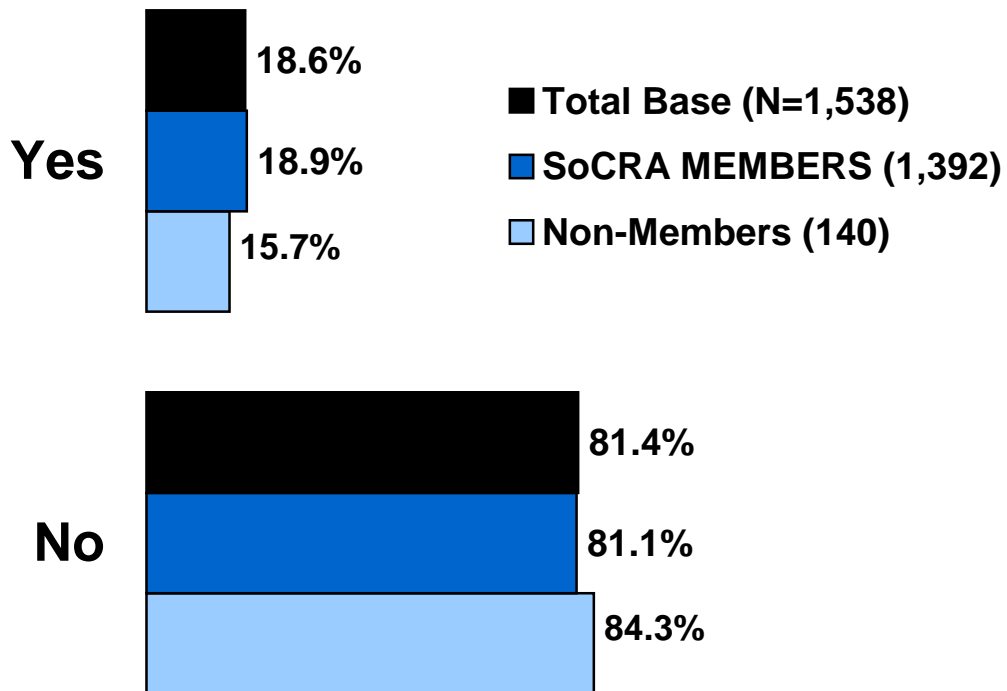
Over half, 57%, indicate that their employers pay for professional certification. This is higher than the 45% (reported earlier in this report) who indicated that certification fees are part of their current benefit package. Perhaps some clinical researchers have employers who pay their certification costs but not as part of a “benefit package.”

A majority of members get their certification fees paid by their employers while a majority of non-members do not get their fees paid. The difference is statistically significant. This may help explain why some of the non-members have not joined SoCRA.



Financial Compensation for Receiving Professional Certification?

Just under two in 10 indicate that there was or will be “financial compensation (a raise) for receiving your professional certification.”

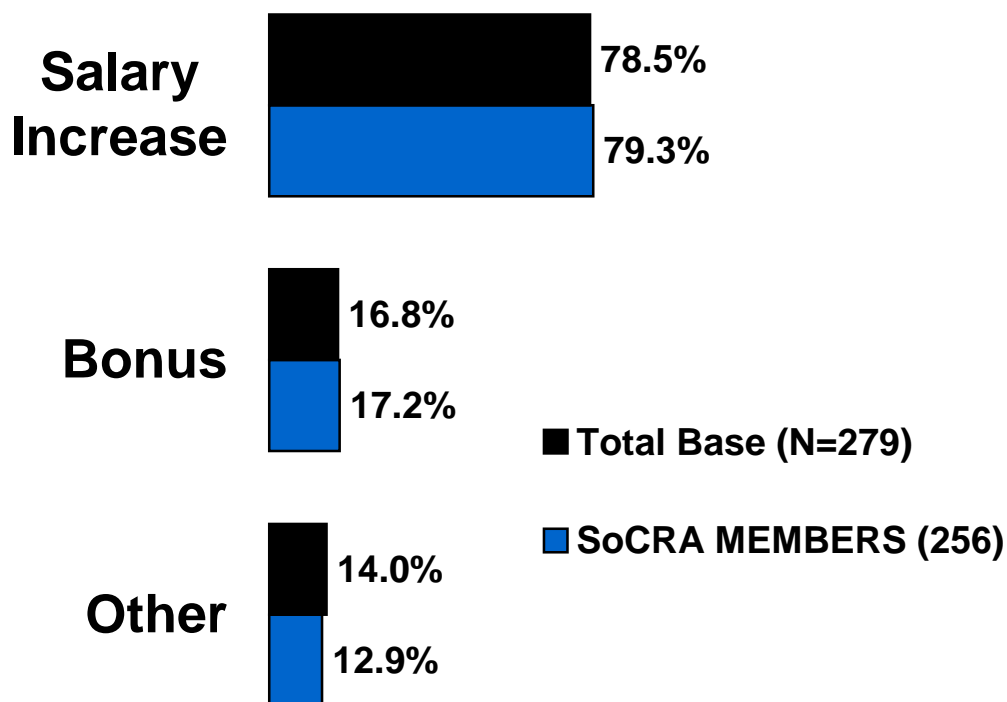


Type of Financial Compensation for Receiving Certification

BASE: Received or expect to receive financial compensation for professional certification.

NOTE: Responses sum to slightly more than 100% because a respondent could indicate more than one type of compensation.

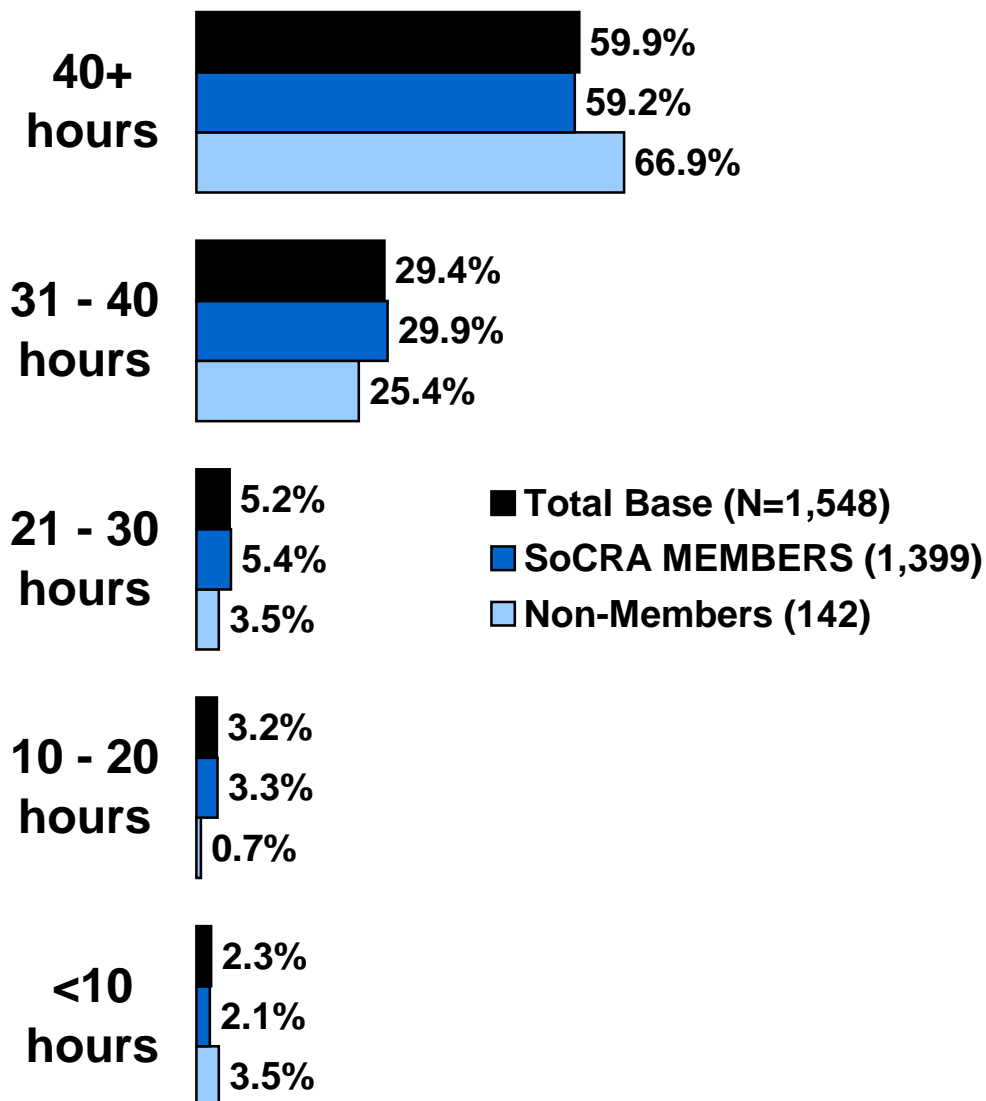
Of the respondents who received or believe they will receive financial compensation for receiving their professional certification, nearly eight in 10 indicate that the form of compensation was or will be a salary increase. Non-members are not shown separately because the base is too small (22).



“Other” responses included: promotion/moving up the career ladder; the examination fee/cost; and don’t know/unsure of what the compensation will be.

Number of Hours/Week You Work on Clinical Research

Clinical research is mostly a full-time occupation for survey respondents. Six in 10 indicate that they work 40 hours or more per week on clinical research. Approximately nine in 10 work more than 30 hours on clinical research.



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			Inter-polated Median
		<45k	\$45-55k	\$55k+	
		630	350	570	
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
		<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
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

NOTE: row %s sum across to 100%	N	Annual Salary/Compensation			Inter-polated Median
		<45k	\$45-55k	\$55k+	
		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

Salaried vs. Hourly Compensation - Subgroups

Question 31:

“Please select your form of compensation.”

As evident in the table below, *type* of compensation (salaried vs. hourly) is related to many of the same variables associated with *level* of salary/compensation (see the prior section), e.g., education, gender, job title, etc. As might be expected, the higher the annual compensation, the more likely that compensation is salaried rather than hourly. One exception involves respondents with academic employers: Their compensation is significantly lower than average (see the prior table), yet the percentage who are salaried is significantly higher than average (see table below).

The two largest differences between a particular subgroup and the total base are:

- Hourly workers are 3% of Research Managers versus 29% of the total base.
- Hourly workers are 49% of respondents with less than a bachelors’ degree (again compared with 29% of the total base).

NOTE: row %s sum across to 100%		Form of Compensation		
		Salaried	Hourly	Other
Group	N	1086	454	11
Total base	1551	70.0%	29.3%	0.7%
SoCRA members	1402	70.0%	29.5%	0.5%
Non-members	143	70.6%	27.3%	2.1%
Significantly more salaried				
Male	142	81.0%	18.3%	0.7%
Education: Post-graduate (masters or doctorate)	345	82.9%	16.5%	0.6%
Southwest region	156	84.6%	14.1%	1.3%
Annual compensation \$55,000+	567	83.8%	15.3%	0.9%
Title: Research Manager	116	96.6%	3.4%	0%
Title: Project Manager	83	89.2%	9.6%	1.2%
Title: Clinical Research Associate	191	86.9%	13.1%	0%
Employer: Pharmaceutical	99	82.8%	16.2%	1.0%
Employer: Academic Research Center/Organization	416	78.6%	20.9%	0.5%
Significantly more hourly				
Annual compensation \$0 - \$45,000	629	54.4%	44.8%	0.8%
Female	1397	68.8%	30.5%	0.7%
Education: Not a college graduate	399	49.9%	49.4%	0.8%
Title: Clinical Research Coordinator	455	55.6%	43.7%	0.7%
Title: Data Manager	90	58.9%	40.0%	1.1%
Employer: Hospital	493	59.4%	40.2%	0.4%
Employer: Physician Based Practice	150	54.7%	44.7%	0.7%

Current Benefit Package - Subgroups

Question 32:

“Please check all of the following that are part of your current benefit package.”

The subgroups that differed the most (vs. the total base) in likelihood of having particular benefits were the income segments: Higher monetary compensation is associated with more benefits, as evident in the table on the next page.

Many other findings are consistent with this pattern, e.g., job titles associated with significantly higher compensation (see prior table) are also associated with a significantly higher likelihood of having particular benefits (see next page). Exceptions include Research Nurses, who reported significantly above-compensation levels yet were significantly less likely to have two particular benefits; and Midwest residents, who had the opposite pattern (lower compensation but more benefits).

In other cases, such as males and Southwest residents, a particular subgroup appears in both the top and bottom panels of this table (next page), i.e., more likely than average to have one benefit but less likely to have another.

The subgroup with the largest difference from the total base consists of respondent employed by pharmaceutical companies: 70% of them get an annual salary bonus, which is more than twice the percentage of the total sample who get an annual salary bonus (28%).

Percents are row percents, i.e., percentage of the row subgroup having the particular employee benefit.	N	Health insurance	Annual/Sick leave	Dental insurance	Retirement Package	Long term disability insurance	Training/Education	Tuition reimbursement	Employee assistance program	Professional org. membership	Certification fees	Annual Salary/Bonus
Total Base	1515	93%	89%	86%	79%	71%	68%	61%	58%	47%	45%	28%
Significantly higher subgroups:												
Annual compensation \$75k+	174					78%	77%	68%	63%	61%	52%	58%
Age under 35	449						75%			56%	52%	35%
Age 55+	163		96%									
Male respondents	140											41%
Middle Atlantic region	228							74%				
Midwest region	294				87%	80%		70%				
Southwest region	154									54%		
Title: Clinical Research Associate	185											53%
Title: Research Manager	116		95%							57%		
Title: Project Manager	82											42%
Employer: Hospital	488								65%			
Employer: Contract Research Org.	146									58%		53%
Employer: Pharmaceutical Company	92								76%			70%
Employer: Academic Res. Center/Org.	413		96%	92%	91%							
Employer: Physician-Based Res. Practice	140									60%		
Significantly lower subgroups:												
Annual compensation \$0 - \$35k	266	87%	82%	80%	69%	62%	59%	46%	50%	40%	40%	17%
Non-members	141									31%	27%	
Age 55+	163										39%	21%
Male respondents	140					59%			49%			
Not a college graduate	388									40%		17%
Canada resident	220	81%	78%		60%			36%		40%	37%	
Southwest region	154							53%				
West region	193					62%		53%		38%		
Title: Clinical Research Coordinator	442											17%
Title: Research Nurse	212									36%		19%
Title: Data Manager	89											14%
Employer: Hospital	488											16%
Employer: Contract Research Org.	146				67%							
Employer: Academic Res. Center/Org.	413											10%
Employer: Physician-Based Res. Practice	140	84%		67%	69%	58%		34%	28%			

Education - Subgroups

Question 1: “*Please indicate the highest level of education that you have completed.*”

The well-known correlation between education and income is evident in the table on the next page. Higher-educated respondents are more likely to be found among those subgroups with higher levels of compensation (see the prior table for median compensation levels) than among subgroups with lower compensation levels. One exception involves respondents who have been SoCRA members more than 4 years (higher compensation but less education).

The biggest difference: Nearly half (48%) of *Project Managers* have a post-graduate degree, versus less than one-fourth (22%) of the *total base* having a post-grad degree.

NOTE: row %s sum across to 100%		Education			
		<u>Not a college graduate</u>	<u>Bachelor degree</u>	<u>Master or doctoral</u>	<u>Other degree/grade</u>
Group	N	412	731	358	97
Total base	1598	25.8%	45.7%	22.4%	6.1%
SoCRA members	1420	25.4%	46.0%	22.7%	5.9%
Non-members	143	28.0%	44.8%	21.0%	6.3%
<u>Noteworthy subgroups – significantly more educated</u>					
Annual compensation \$55,000+	570	14.2%	46.7%	31.1%	8.1%
Not a CCRP with SoCRA	630	22.9%	46.2%	25.7%	5.2%
Male	147	10.9%	46.9%	38.1%	4.1%
Title: Research Manager	117	12.8%	47.9%	33.3%	6.0%
Title: Project Manager	86	12.8%	34.9%	47.7%	4.7%
Employer: Contract research organization	153	11.8%	56.2%	26.1%	5.9%
Employer: Pharmaceutical company	104	14.4%	52.9%	27.9%	4.8%
Study/trial experience: Medical Device	254	20.5%	45.3%	28.3%	5.9%
Study/trial experience: Behavioral research	89	18.0%	43.8%	36.0%	2.2%
Study/trial experience: Biologics	231	19.0%	42.4%	29.9%	8.7%
Study/trial experience: Public health & epidemiology	141	21.3%	39.0%	36.9%	2.8%
Therapeutic area: Metabolic diseases	211	21.3%	41.7%	30.3%	6.6%
Therapeutic area: Neurology & pain	331	19.0%	47.4%	28.1%	5.4%
Therapeutic area: Psychiatry	163	17.8%	52.8%	25.8%	3.7%
Therapeutic area: Vaccines	194	21.6%	41.8%	29.4%	7.2%
At least 4 therapeutic areas indicated	449	21.8%	45.4%	26.1%	6.7%
<u>Noteworthy subgroups – significantly less educated</u>					
Annual compensation \$0 - \$45,000	627	37.8%	43.2%	14.0%	4.9%
Have been a SoCRA member <i>more</i> than 4 years	322	30.7%	42.9%	18.6%	7.8%
CCRP with SoCRA	924	27.6%	45.7%	20.3%	6.4%
Title: Clinical Research Coordinator	469	35.2%	43.7%	15.6%	5.5%
Title: Data Manager	92	42.4%	41.3%	12.0%	4.3%
Employer: Hospital	503	31.2%	44.9%	17.3%	6.6%
Employer: Physician-based research practice	153	34.6%	39.2%	19.0%	7.2%
Fewer than 3 therapeutic areas indicated	910	28.2%	46.2%	19.9%	5.7%

Age - Subgroups

Question 2: “Please enter your age.”

Some of these subgroup differences might have been expected, e.g., that older respondents tend to have been members longer, to have had the chance to go to more SoCRA conferences, and to have worked their way into higher compensation levels. Other differences may not be so obvious, e.g., males, Clinical Research Associates, Project Managers, Contract research organization employees, and Pharmaceutical company employees, all of whom have above-average compensation (see prior table with medians) yet are younger the total base average.

Oldest subgroup: Have been SoCRA members for more than 4 years (mean age = 47).

Youngest: Employees of contract research organizations (mean age = 38).

Group	N	Average (mean) age
Total base	1590	41.9
SoCRA members	413	41.9
Non-members	142	42.2
Significantly older subgroups		
Annual compensation \$55,000+	570	44.0
SoCRA member more than 4 years	319	46.8
Attended SoCRA annual conference 2+ times	158	46.0
Education: Not a college graduate	410	44.0
Title: Research Nurse	218	45.3
Significantly younger subgroups		
Annual compensation \$0 - \$45,000	623	40.1
SoCRA member 0 – 1 year	525	39.1
Never attended SoCRA annual conference	1043	40.8
Male	147	39.4
Education: <i>Bachelor degree but no post-graduate degree</i> (masters & doctoral: not significantly different from average)	727	39.6
Canada resident	242	39.9
Title: Clinical Research Associate	201	39.3
Title: Project Manager	86	39.0
Employer: Contract research organization	152	38.1
Employer: Pharmaceutical company	104	38.9

Gender - Subgroups

Question 3: “Please enter your gender.”

Compared to female respondents, males are younger on average, yet higher compensated, more educated, more experienced in particular therapeutic areas, and more likely to be employed by pharmaceutical and contract research organizations (both associated with above-average compensation levels). Males are less likely to be Research Nurses and hospital employees. At least to some extent, these male-female differences may reflect the current situation in society as a whole rather than the SoCRA database specifically.

Subgroup with the highest percentage of men: those with \$75,000+ annual compensation (22%).
 Subgroup with the highest percentage of women: Research Nurses (99%).

NOTE: row %s sum across to 100%		Female	Male
Group	N	1443	147
Total base	1590	90.8%	9.2%
SoCRA members	1413	91.1%	8.9%
Non-members	141	87.9%	12.1%
Significantly more men, fewer women			
Annual compensation \$75,000+	182	78.0%	22.0%
Age under 35	476	87.4%	12.6%
Education: post-graduate (masters or doctoral)	357	84.3%	15.7%
Title: Project Manager	85	83.5%	16.5%
Employer: Contract research organization	152	80.9%	19.1%
Employer: Pharmaceutical company	104	78.8%	21.2%
Study/trial experience: Medical Device	253	85.4%	14.6%
Therapeutic area: Cardiovascular	435	86.9%	13.1%
Therapeutic area: Neurology & pain	329	86.9%	13.1%
Therapeutic area: Ophthalmology	92	80.4%	19.6%
Therapeutic area: Psychiatry	162	82.1%	17.9%
At least 8 therapeutic areas indicated	121	85.1%	14.9%
Significantly more women, fewer men			
Annual compensation \$0 - \$35,000	285	95.4%	4.6%
Age 55+	175	94.3%	5.7%
Education: Not a college graduate	408	96.1%	3.9%
Title: Research Nurse	220	99.1%	0.9%
Employer: Hospital	502	93.6%	6.4%
Fewer than 3 therapeutic areas indicated	904	92.9%	7.1%

Resident Country - Subgroups

Question 4: “Please enter your resident country.”

Canada residents have higher representation among pharmaceutical companies than among the total base (24% vs. 15%), but they report lower compensation levels (despite pharmaceutical employees otherwise having above-average compensation). U. S. residents in the database have higher compensation levels, are older, have been to the SoCRA annual conference more frequently, and have more experience in particular study/therapeutic areas. The subgroup with the highest percentage of U.S. residents is those whose annual compensation is \$75,000+ (93% of them are U.S. residents, compared to the 83% of the total base who are U.S. residents).

NOTE: row %s sum across to 100%	N	Resident Country		
		U. S.	Canada	Other
Group	N	1319	245	28
Total base	1592	82.9%	15.4%	1.7%
SoCRA members	1414	83.0%	15.4%	1.6%
Non-members	143	84.6%	13.3%	2.1%
Significantly more Canada residents				
Annual compensation \$0 - \$35,000	284	75.4%	20.4%	4.2%
Attended SoCRA annual conference <i>one</i> time (not more)	322	77.3%	21.4%	1.3%
Employer: Pharmaceutical	103	71.8%	24.3%	3.9%
Significantly more United States residents				
Annual compensation \$75,000+	183	92.9%	6.0%	1.1%
Attended SoCRA annual conference 2+ times	159	91.2%	8.8%	0%
Age 55+	176	89.8%	8.5%	1.7%
Employer: Academic	420	89.3%	10.0%	0.7%
Study/Trial Experience: Medical Device	252	88.1%	10.3%	1.6%
Therapeutic Area: Hematology	447	87.9%	10.5%	1.6%
Therapeutic Area: Obstetrics and gynecology	161	90.7%	8.1%	1.2%
Therapeutic Area: Ophthalmology	91	90.1%	7.7%	2.2%

Resident U.S. Region - Subgroups

Derived from ZIP codes from Question 5: “Please enter your postal code.”

Though some subgroups were significantly higher or lower than the total base regarding their representation in particular regions, these differences were not very large. The largest was that there are more southerners among contract research employees than among the total base (41.4% vs. 26.3%). Unless a particular reason is known for a specific difference (e.g., more or larger contract research organizations in southern states than in other regions), the possibility should be considered that the difference is due to chance despite the statistical significance (i.e., Type 1 error).

Note: New England (N=55) is shown so that the row percentages sum to 100% but was not analyzed separately due to the small N.

The %'s are percentages of the row groups. BASE: U.S. residents only		New England	Middle Atlantic	South	Mid- West	South- west	West
Group	N	55	231	340	301	158	206
Total base	1291	4.3%	17.9%	26.3%	23.3%	12.2%	16.0%
SoCRA members	1148	4.3%	18.2%	26.7%	23.2%	11.5%	16.2%
Non-members	120	4.2%	15.8%	23.3%	25.8%	18.3%	12.5%
Significantly higher subgroups							
Title: Data Manager	71		31.0%				
Title Clinical Research Associate	156			39.1%			
Employer: Physician-based research practice	132				30.3%		
Employer: Contract Research Organization	116			41.4%			
Employer: Academic Research Center/Org.	368					19.0%	
Study/Trial Experience: Medical device	217				32.7%		
Therapeutic area: Inflammation/Immunology	193						23.8%
Therapeutic area: Metabolic Diseases	170						24.1%
Therapeutic area: Psychiatry	126			39.7%			
Significantly lower subgroups							
Annual compensation \$75,000+	163				15.3%		
Annual compensation \$0 - \$35,000	211			20.9%			
Title: Clinical Research Associate	156					5.8%	
Employer: Physician-based research practice	132		9.1%				
Employer: Hospital	392			18.6%			
Employer: Contract Research Organization	116					3.4%	
Therapeutic area: Psychiatry	126				14.3%		7.9%

Job Title - Subgroups

Question 8: *“Please select the closest description of your current job title.”*

With respect to their representation among subgroups, Clinical Research Associates and Clinical Research Coordinators were the most distinctive job titles, as evident in the table that spans the next two pages.

Clinical Research Associates have above-average (compared to the total base) compensation levels, and they have commensurate experience, i.e. in more therapeutic areas. Compared to their 13% representation in the total base, they have much higher representation in contract research organizations (50%) and pharmaceutical companies (42%). They are relatively unlikely to be employed in hospitals, academia, and physician-based research practices.

Clinical Research Coordinators have the opposite pattern: below-average (compared to the total base) compensation and education, below-average experience in therapeutic areas, and much lower representation in contract research organizations (5%) and pharmaceutical companies (3%) than in the total base (29%). They are more likely than average to be employed in physician based research practices (where 50% of PBRP employees are Clinical Research Coordinators) and in hospitals (39%).

Research Nurses do not fit into either of the above patterns: They have above-average incomes yet fewer therapeutic areas of experience. Also, as noted earlier, they are almost all female.

Research Managers are above average in compensation and education but are unlikely to be employed by contract research organizations.

Project Managers also are above average in compensation and education, but, unlike Research Managers, they are more represented in contract research organizations than they are in the total base. None are employed in physician based research practices. There is a higher percentage of Research Managers among men (nearly 10%) than among the total base (6%).

Data Managers are similar to Clinical Research Coordinators in that they are below average in compensation, education, areas of experience, and pharmaceutical company employment. Their representation among hospital employees (9%) is higher than their representation among the total base (6%).

Analysis of job titles held by at least 80 respondents each.

NOTE: The %'s are percentages of the row groups.		<u>Clin. Res. Coord.</u>	<u>Res. Nurse</u>	<u>Clin. Res. Assoc.</u>	<u>Res. Mgr.</u>	<u>Data Manager</u>	<u>Project Mgr.</u>
Group	N	470	221	202	117	92	86
Total base	1596	29.4	13.8	12.7	7.3	5.8	5.4
SoCRA members	1419	29.3	13.7	12.6	7.8	6.0	5.1
Non-members	143	31.5	16.1	10.5	4.2	2.8	7.7
Significantly higher subgroups							
Annual compensation \$75,000+	183						12.6%
Annual compensation \$55,000+	570		18.9%	18.6%	14.0%		
Annual compensation \$0 - \$35,000	284	50.7%				13.7%	
Age under 35	478			18.6%			
Male	147						9.5%
Education: Post-graduate (master/doctoral)	357				10.9%		11.5%
Education: Not a college graduate	411	40.1%				9.5%	
Resident region: South	340			17.9%			
Resident region: Midwest	301	37.9%					
Resident region: Middle Atlantic	237					9.7%	
Employer: Hospital	503	38.8%	22.5%			9.3%	
Employer: Contract Research Organization	153			49.7%			15.7%
Employer: Pharmaceutical company	104			42.3%			
Employer: Physician-based research practice	153	50.3%					
Study/Trial Exp.: Public health & epidemiology	141						9.2%
Therapeutic area: Cardiovascular	437			20.4%			
Therapeutic area: Dermatology	146			19.9%			
Therapeutic area: Inflammation/Immunology	256						9.4%
Therapeutic area: Metabolic diseases	212			19.8%			9.9%
Therapeutic area: Neurology & Pain	331			18.4%			
Therapeutic area: Psychiatry	164			19.5%			
Therapeutic area: Vaccines	193				12.4%		
At least 4 therapeutic areas indicated	499			18.5%			
Significantly lower subgroups							
Annual compensation \$55,000+	570	9.6%				1.2%	
Annual compensation \$0 - \$35,000	284		3.2%	6.7%	1.8%		1.4%
Age 55+	177			8.5%			
Age under 35	478		5.6%				
Male	147		1.4%				
Education: Post-graduate (master/doctoral)	357	20.4%					
Education: Not a college graduate	411				3.6%		2.7%
Resident region: Southwest	159			5.7%			
Employer: Hospital	503			3.2%			
Employer: Contract Research Organization	153	5.2%	0%		1.3%		
Employer: Pharmaceutical company	104	2.9%	0%			0%	
Employer: Academic Research Center/Org.	422			4.0%			

NOTE: The %'s are percentages of the row groups.		<u>Clin. Res. Coord.</u>	<u>Res. Nurse</u>	<u>Clin. Res. Assoc.</u>	<u>Res. Mgr.</u>	<u>Data Manager</u>	<u>Project Mgr.</u>
Group	<u>N</u>	<u>470</u>	<u>221</u>	<u>202</u>	<u>117</u>	<u>92</u>	<u>86</u>
Employer: Physician-based research practice	153			2.0%			0%
Study/Trial Experience: Medical Device	253					1.2%	
Study/Trial Experience: Behavioral research	87			5.7%			
Therapeutic area: Anti-infective	216	20.4%				0.9%	
Therapeutic area: Dermatology	146	17.8%	6.2%			1.4%	
Therapeutic area: Neurology & Pain	331	23.0%	5.7%				
Therapeutic area: Ophthalmology	91	19.8%	4.4%				
Therapeutic area: Psychiatry	164	16.5%	5.5%				
Therapeutic area: Vaccines	193	21.8%				1.6%	
At least 4 therapeutic areas indicated	499	20.3%	9.4%			2.7%	

Current Employer - Subgroups

Question 9: “Please select the closest description of your current employer.”

In reference to the table spanning the next two pages –

Hospital-employed clinical researchers have below-average (again compared the total base) compensation and education, and fewer areas of therapeutic experience. Relatively few male respondents, Clinical Research Associates, Research Managers, and Project Managers are employed at hospitals. Looking on the high side, hospital-employed respondents are more likely than average to be Canadian and to be Clinical research Coordinators. Also, just over half of Research Nurses (51%) and Data Managers (51%) are employed at hospitals.

Respondents employed by **physician based research practices** are, like the hospital respondents, lower in compensation and relatively unlikely to be Clinical Research Associates; none in the database are Project Managers. They are more represented among Clinical Research Coordinators (16%) than among the total base (10%).

Contact Research Organization employees are more likely than average to be among high income respondents, college-educated respondents, Clinical Research Associates, Project Managers, and respondents with at least 4 therapeutic areas of experience, although behavioral research is unlikely to be one of those areas. Also, they are relatively *unlikely* to be Clinical Research Coordinators or Research Managers. None of the CRO employees in the sample are Research Nurses.

Pharmaceutical company employees also have higher incomes, more areas of therapeutic experience, and above-average representation among Clinical Research Associates. They also skew more male and Canadian. None or almost none are Clinical Research Coordinators, Research Nurses, or Data Managers.

Academic-employed respondents are less likely than average to be in the \$75,000+ compensation bracket, Canadian, or Clinical Research Associates. On the high side, they are more likely than average to be Southwest residents, Research Managers, and experienced in the study/trial areas of behavioral research or public health & epidemiology.

Analysis of employers of more than 100 respondents.

The %'s are percentages of the row groups.		<u>Hos- pital</u>	<u>Con- tract Res.</u>	<u>Pharma- ceutical</u>	<u>Aca- demic Res.</u>	<u>Phy- sician Based</u>
Group	N	504	153	104	423	153
Total base	1592	31.7	9.6	6.5	26.6	9.6
SoCRA members	1416	32.4	9.7	6.0	26.7	9.7
Non-members	143	25.2	7.0	11.9	28.0	9.1
Significantly higher subgroups						
Annual compensation \$75,000+	182			23.6%		
Annual compensation \$55,000+	568		15.0%	13.0%		
Annual compensation \$0 - \$35,000	284	41.9%				17.3%
Age under 35	476		15.5%			
Male	147		19.7%	15.0%		
Education: Not a college graduate	412	38.1%				
Canada resident	245	39.6%		10.2%		
South region	338		14.2%			
Southwest region	159				44.7%	
Midwest region	301					13.3%
Title: Clinical Research Coordinator	469	41.6%				16.4%
Title: Research Nurse	220	51.4%				
Title: Clinical Research Associate	201		37.8%	21.9%		
Title: Research Manager	117				38.5%	
Title: Data Manager	92	51.1%				
Title: Project Manager	86		27.9%			
Study/trial exp.: Behavioral research	88				37.5%	
Study/trial exp.: Public health & epidemiology	141				44.0%	
Therapeutic Area: Oncology	941	37.0%				
Fewer than 3 therapeutic areas indicated	915	38.1%				
At least 4 therapeutic areas indicated	450		18.9%	11.6%		
At least 8 therapeutic areas indicated	121		21.5%			
Significantly lower subgroups						
Annual compensation \$75,000+	182	14.8%			11.5%	1.6%
Annual compensation \$55,000+	568	22.9%				5.1%
Annual compensation \$0 - \$35,000	284		4.6%	1.8%		
Age 55+	175		3.4%			
Male	147	21.8%				
Education: Post graduate (masters/doctoral)	356	24.4%				
Education: Not a college graduate	412		4.4%			
Canada resident	245				17.1%	
South region	338	21.6%				
Southwest region	159		2.5%			
Middle Atlantic region	237					5.1%
Title: Clinical Research Coordinator	469		1.7%	0.6%		
Title: Research Nurse	220		0%	0%		

The %'s are percentages of the row groups.						
		<u>Hos- pital</u>	<u>Con- tract Res.</u>	<u>Pharma- ceutical</u>	<u>Aca- demic Res.</u>	<u>Phy- sician Based</u>
Group	<u>N</u>	<u>504</u>	<u>153</u>	<u>104</u>	<u>423</u>	<u>153</u>
Title: Clinical Research Associate	201	8.0%			8.5%	1.5%
Title: Research Manager	117	22.2%	1.7%			
Title: Data Manager	92			0%		
Title: Project Manager	86	12.8%				0%
Study/trial exp.: Public health & epidemiology	141	23.4%				
Study/trial exp.: Behavioral research	88		2.3%			
Study/trial exp.: Medical Device	254			1.6%		
Fewer than 3 therapeutic areas indicated	915		4.5%	3.5%		
At least 4 therapeutic areas indicated	450	19.1%				
At least 8 therapeutic areas indicated	121	12.4%				

Clinical Research Study/Experience - Subgroups

Question 10: *“Please select the closest description(s) of your clinical research study/trial experience.”*

In reference to the table spanning the next two pages –

As noted earlier, nearly three in four survey respondents have **pharmaceutical** study/trial experience. Nevertheless, some subgroups have even higher (significantly) percentages with pharmaceutical experience: those with high compensation; Canadians; employees of contract research organizations and physician-based research practices as well as pharmaceutical companies; and respondents experienced in a relatively high number of therapeutic areas. On the low side, respondents with pharmaceutical experience are relatively unlikely to be Data Managers.

Respondents with **medical device** study/trial experience skew toward higher income, higher education, male, Midwest, and experience in 8 or more therapeutic areas. On the low side, they are relatively unlikely to be Data Managers or employees of pharmaceutical companies.

Respondents with **behavioral research** study/trial experience are, of course, much more likely than average to list psychiatry as one of their therapeutic areas of experience. In addition, they are more likely to have a post-graduate education but less likely to be employed by a contract research organization.

Respondents with study/trial in **biologics** skew towards high income, high education, and experience in at least 8 therapeutic areas, including (as expected) vaccines and inflammation/immunology. They are relatively unlikely to be Data Managers.

Respondents with study/trial in **public health and immunology** skew towards high education; academic employment; and experience in at least 8 therapeutic areas, especially ophthalmology.

The %'s are percentages of the row groups.						
		Pharma- ceutical	Med- ical Device	Behav- ioral Res.	Bio- logics	Public Health & Epidem.
Group	N	1153	255	90	231	141
Total base	1580	73.0%	16.1%	5.7%	14.6%	8.9%
SoCRA members	1406	72.4%	16.0%	5.6%	14.7%	8.4%
Non-members	142	78.9%	17.6%	7.0%	14.1%	13.4%
Significantly higher subgroups						
Annual compensation \$75,000+	180	78.9%	27.8%		20.6%	
Annual compensation \$55,000+	563	77.6%	21.1%			
Male	145		25.5%			
Education: Post-graduate (master/doctoral)	357		20.2%	9.0%	19.3%	14.6%
Canada resident	243	82.3%				
Midwest region	297		23.9%			
Employer: Contract research organization	151	91.4%				
Employer: Pharmaceutical company	104	95.2%				
Employer: Physician Based Research Practice	153	83.0%				
Employer: Academic Research Center/Org.	417					14.9%
At least 8 therapeutic areas indicated	121	90.1%	26.4%		24.0%	13.2%
Therapeutic Area: Ophthalmology	89		33.7%			
Therapeutic Area: Cardiovascular	434		29.3%			
Therapeutic Area: Psychiatry	162			21.6%		
Therapeutic Area: Vaccines	192				32.3%	
Therapeutic Area: Inflammation/Immunology	255				22.7%	
Therapeutic Area: Ophthalmology	89					19.1%
Significantly lower subgroups						
Southwest region	158	65.8%				
Title: Data Manager	91	58.2%	3.3%		8.8%	
Employer: Pharmaceutical company	104		3.8%			
Employer: Contract research organization	151			1.3%		

Therapeutic Areas - Subgroups

Question 11: “Please check all of the following areas in your therapeutic research experience.”

Up to 18 areas, including “other” could be checked. Subgroups generally differed more in the number of areas checked than in the specific areas checked. Therefore, we focus here on the number of areas indicated rather than specific ones.

As might be expected, clinical researchers with more areas of therapeutic experience skew towards categories associated with higher socioeconomic status, including high compensation, high education, male gender, Clinical Research Associates, Project Managers, and employment in pharmaceutical or contract research organizations. Also, they tend to have attended more than one SoCRA annual conference.

Respondents experienced in relatively few therapeutic areas tend to be at the lower end of the compensation spectrum and skew toward Clinical Research Coordinators, Research Nurses, Data Managers, hospital employees, and relatively new members of SoCRA.

NOTE: row %s sum across to 100%		Number of Therapeutic Areas			
		0-1	2	3	4+
Group	N	542	373	239	450
Total base	1604	33.8%	23.3%	14.9%	28.1%
SoCRA members	1424	33.7%	23.9%	15.2%	27.2%
Non-members	144	31.3%	18.1%	13.9%	36.8%
Significantly more areas					
Annual compensation \$55,000+	570	27.4%	17.7%	14.4%	40.5%
Attended SoCRA annual conference 2+ times	160	24.4%	24.4%	16.9%	34.4%
Male	147	27.9%	15.6%	18.4%	38.1%
Education: Post graduate (master/doctoral)	358	31.3%	19.3%	16.8%	32.7%
Title: Clinical Research Associate	202	22.8%	17.3%	18.8%	41.1%
Title: Project Manager	86	25.6%	19.8%	15.1%	39.5%
Employer: Contract research organization	153	13.7%	13.1%	17.6%	55.6%
Employer: Pharmaceutical company	103	19.4%	11.7%	18.4%	50.5%
Study/trial experience: Biologics	231	23.8%	27.3%	13.4%	35.5%
Study/trial experience: Public health & epidemiology	141	22.7%	23.4%	19.1%	34.8%
Significantly fewer areas					
Annual compensation \$0 - \$45,000	630	38.9%	24.9%	15.6%	20.6%
Have been a SoCRA member 1 year or less	530	39.1%	24.9%	14.0%	22.1%
Title: Clinical Research Coordinator	470	39.6%	24.7%	16.4%	19.4%
Title: Research Nurse	221	38.0%	29.9%	13.1%	19.0%
Title: Data Manager	92	38.0%	32.6%	16.3%	13.0%
Employer: Hospital	504	41.1%	28.2%	13.7%	17.1%

Years in Clinical Research - Subgroups

Question 12: “How many years have you worked in clinical research? (Includes full/part-time employment and education.)”

Some correlates of being in the field a long time are more-or-less predictable: higher compensation; older age; longevity as a SoCRA member; having attained SoCRA CCRP status; and having accumulated experience in several study/trial and therapeutic areas; and having the title associated with highest pay – Research Manager. However, what may not be so predicable is that respondents *without* bachelor’s degrees have been in clinical research longer than average.

Group	N	Mean Years	Median years
Total base	1590	8.4	7
SoCRA members	1417	8.4	7
Non-members	143	8.8	7
Significantly higher (mean) subgroups			
Annual compensation \$75,000+	182	11.5	10
SoCRA member more than 4 years	321	14.1	13
CCRP with SoCRA	923	9.3	7
Attended SoCRA annual conference 2+ times	159	13.3	12
Age 55+	176	13.1	12
Education: Not a college graduate	409	9.3	7
Title: Research Manager	116	10.4	8.5
Employer: Academic Research Center/Org.	422	9.2	7
Study/trial experience: Behavioral research	87	10.0	8
Study/trial experience: Biologics	229	9.2	7
Study/trial experience: Public health & epidemiology	141	9.6	7
At least 4 therapeutic areas indicated	447	9.7	7
Significantly lower (mean) subgroups			
Annual compensation \$0 - \$35,000	284	6.5	5
SoCRA member 0 – 1 year	527	5.9	4
Not a CCRP with SoCRA	627	7.1	5
Never attended SoCRA annual conference	1042	7.5	6
Age under 35	477	4.8	4
Education: <i>Bachelor degree but no post-graduate degree</i> (masters & doctoral: not significantly different from average)	729	7.5	6

Years in Your Current Position - Subgroups

Question 13: “How many years have you been in your current position?”

Several variables associated with longevity in the field (prior page) also correlate with longevity in one’s current position: age, longevity as a SoCRA member, SoCRA CCRP status, SoCRA annual conference attendance, and lack of a bachelor’s degree. However, it might not be expected that being *relatively new* in one’s current position (less than 2 years) is associated with higher-paying employers (pharmaceutical and contract research organizations), a higher-paid title (Clinical Research Associate), and having several therapeutic areas of experience. Perhaps many respondents who have not been in their current positions very long are “fast trackers.” They are relatively young and skew male.

NOTE: row %s sum across to 100%		<u><2 years</u>	<u>2 – 4.5 years</u>	<u>5+ years</u>
Group	<u>N</u>	<u>384</u>	<u>694</u>	<u>512</u>
Total base	1590	24.4%	43.6%	32.2%
SoCRA members	1416	24.4%	43.3%	32.3%
Non-members	144	22.2%	43.8%	34.0%
<u>Significantly more years</u>				
Have been a SoCRA member 4+ years	322	16.6%	26.1%	57.8%
CCRP with SoCRA	924	20.6%	42.1%	37.3%
Attended the annual conference 2+ times	160	16.9%	37.5%	45.6%
Age 55+	176	13.1%	36.4%	50.6%
Not a college graduate	411	17.8%	41.4%	40.9%
Title: Clinical Research Coordinator	470	18.3%	41.5%	40.2%
Employer: Hospital	503	20.1%	41.2%	38.8%
<u>Significantly fewer years</u>				
Have been a SoCRA member 0-1 year	525	33.1%	48.4%	18.5%
<i>Not</i> a CCRP with SoCRA	626	29.9%	45.7%	24.4%
Age under 35	476	35.9%	52.9%	11.1%
Male	146	31.5%	44.5%	24.0%
Education: Post graduate (master/doctoral)	353	29.2%	47.0%	23.8%
Southwest region	160	32.5%	43.8%	23.8%
Title: Clinical Research Associate	200	36.5%	48.5%	15.0%
Employer: Contract research organization	153	38.6%	43.1%	18.3%
Employer: Pharmaceutical company	103	37.9%	47.6%	14.6%
Study/Trial experience: Medical device	253	30.0%	45.8%	24.1%
At least 4 therapeutic areas indicated	446	30.3%	42.4%	27.4%

SoCRA Membership - Subgroups

Question 14: “Are you a current member of SoCRA?”

The subgroup analysis for this question is reported entirely in the Executive Summary.

Years as a SoCRA Member - Subgroups

Question 15: “Please enter the number of years you have been a member of SoCRA.”

BASE: SoCRA members only.

Longevity as a SoCRA member is associated with high compensation, the highest-paid job title (Research Manager), experience in several therapeutic areas, and a few more-or-less predictable correlates: older age, annual conference attendance, and SoCRA CCRP status. On the low side, Canada residents and Research Nurses tend to be newer members of SoCRA.

NOTE: row %s sum across to 100%		<u>1 year or less</u>	<u>1.1 – 2 years</u>	<u>>2 years</u>
Group	<u>N</u>	<u>527</u>	<u>268</u>	<u>618</u>
SoCRA members	1416	37.3%	19.0%	43.7%
Significantly more years				
Annual compensation: \$75,000+	151	27.2%	23.2%	49.7%
CCRP with SoCRA	913	23.7%	20.0%	56.3%
Attended the annual conference 2+ times	149	2.0%	7.4%	90.6%
Age 55+	154	24.7%	17.5%	57.8%
Title: Research Manager	110	31.8%	13.6%	54.5%
At least 4 therapeutic areas indicated	386	30.3%	22.8%	46.9%
Significantly fewer years				
Not a CCRP with SoCRA	496	62.5%	16.9%	20.6%
Never attended SoCRA annual conference	939	45.5%	20.0%	34.5%
Age under 35	424	50.5%	21.9%	27.6%
Canada resident	216	43.5%	24.5%	31.9%
Title: Research Nurse	193	47.7%	12.4%	39.9%

Preference for Receiving the Directory - Subgroups

Question 16: “Please indicate the manner in which you would prefer to receive the annual membership directory.” The choices were, “Hard copy mailing” vs. “On-line access through SoCRA homepage.”

Having the directory online would seem to have special appeal for non-members and more upscale clinical researchers (higher income, higher education, Research Managers, and Project Managers). A mailed, hard-copy directory would appeal to approximately half of the low-compensated (under \$35,000), the less educated (not college graduates), and Canadians.

Two subgroups diverge from the pattern of high compensation associated with preference for receiving the directory online:

- Clinical Research Associates have above-average compensation yet they are more likely than the total base to prefer receiving hard copy.
- Respondents employed in academia have below-average compensation but above-average preference for an online directory. Of course, academic settings presumably are more “wired” to begin with.

		Hard copy mailing	Online- SoCRA homepage
NOTE: row %s sum across to 100%			
Group	N	630	913
Total base	1543	40.8%	59.2%
SoCRA members	1419	41.8%	58.2%
Significantly more (than total base) prefer hard copy			
Annual compensation \$0 - \$35,000	278	44.6%	55.4%
Education: Not a college graduate	393	51.1%	48.9%
Canada resident	231	47.6%	52.4%
Title: Clinical Research Associate	191	50.8%	49.2%
Significantly more (than total base) prefer online			
Non-members	122	29.5%	70.5%
Annual compensation \$75,000+	179	34.6%	65.4%
Attended SoCRA annual conference 2+ times	159	33.3%	66.7%
Education: college graduate (including post graduate)	1053	36.1%	63.9%
Title: Research Manager	116	30.2%	69.8%
Title: Project Manager	82	26.8%	73.2%
Employer: Academic Research Center/Org.	411	30.7%	69.3%

CCRP Certified with SoCRA - Subgroups

Question 17: “Are you certified as a CCRP with SoCRA?”

Predictably, clinical researchers with SoCRA CCRP certification tend to be those who have been involved with SoCRA in other ways – members more than a year and individuals who have attended the SoCRA annual conference more than once.

Three subgroups -- Clinical Research Coordinators, hospital employees, and academic center employees – are particularly likely to be CCRP-certified with SoCRA, as persons working in those areas founded SoCRA. Also, as indicated in the bottom panel of the table below, three subgroups – males, masters/doctoral degree holders, and pharmaceutical company employees – are *less* likely than average to be CCRP-certified with SoCRA. SoCRA’s review committee *believes* that these sub-groups have only recently become aware of the benefits of SoCRA membership and certification based on trends we have seen within the organization.

Group	N	Yes (CCRP)
Total base	1558	59.4%
SoCRA members	1420	64.4%
Significantly higher percent certified (compared to total base)		
SoCRA member more than one year	884	75.7%
SoCRA member more than four years	321	87.9%
Attended SoCRA annual conference 2+ times	159	84.3%
Title: Clinical Research Coordinator	457	66.5%
Employer: Hospital	491	64.4%
Employer: Academic Research Center/Org.	417	67.4%
Significantly lower percent certified (compared to total base)		
Non-members	136	5.9%
SoCRA member one year or less	529	40.8%
Annual compensation \$75,000+	180	42.8%
Male	142	49.3%
Education: Post graduate (master/doctoral)	350	53.7%
Employer: Pharmaceutical company	101	45.5%

Years as a CCRP Certified by SoCRA - Subgroups

Question 18: “Please enter the number of years you have been certified with SoCRA.”

BASE: SoCRA-certified CCRP respondents only

Except perhaps for Canadian residence being negatively associated with longevity as a CCRP certified by SoCRA, the results below seem predictable. The number of years as a SoCRA CCRP is positively related to annual compensation, attendance at the SoCRA annual conference, and age.

		<u>0 - 1 year</u>	<u>1.1 - 3 years</u>	<u>>3 years</u>
NOTE: row %s sum across to 100%				
Group	N	307	306	298
Total SoCRA-certified CCRP base	911	33.7%	33.6%	32.7%
SoCRA members who are certified by SoCRA	903	33.8%	33.6%	32.7%
CCRP Non-members – not shown, base too small (7)				
<u>Significantly more years</u>				
Annual compensation: \$75,000+	76	21.1%	22.4%	56.6%
Attended the SoCRA annual conference 2+ times	132	8.3%	24.2%	67.4%
Age 55+	103	17.5%	37.9%	44.7%
<u>Significantly fewer years</u>				
Annual compensation \$0 - \$35,000	160	43.8%	31.9%	24.4%
Never attended the SoCRA annual conference	571	42.2%	35.2%	22.6%
Age under 35	271	52.0%	35.8%	12.2%
Canada resident	147	38.8%	38.8%	22.4%

Intention to take SoCRA's CCRP Exam - Subgroups

Question 19: "Are you planning on taking the CCRP Certification Exam with SoCRA?"
 BASE: Not certified as a CCRP with SoCRA.

Among respondents who are *not* certified as a CCRP with SoCRA, those intending to take SoCRA's certification exam tend to be lower-paid, less experienced (i.e., have fewer therapeutic areas), younger, and newer members who have not (yet) attended the SoCRA annual conference.

Also, they tend to have a title associated with lower pay (Clinical Research Coordinator) and a lower-paying employer (hospital). Evidently, they seek certification to help them advance in the field of clinical research.

Likewise, respondents who are not certified with SoCRA and do NOT intend to take the exam are older and already have higher compensation and above-average experience in therapeutic areas. In short, they may lack interest in SoCRA certification because they feel they don't need it. They also skew toward non-members, males, longer-term SoCRA members, and annual conference attendees.

Group	N	Yes (plan to take exam)
Total base	625	56.2%
SoCRA members	492	62.8%
Significantly higher		
Annual compensation \$0 - \$35,000	119	69.7%
Have been a SoCRA member 1 year or less	305	71.5%
Have never attended SoCRA annual conference	452	61.9%
Age under 35	188	68.6%
Title: Clinical Research Coordinator	152	70.4%
Employer: Hospital	172	63.4%
Fewer than 3 therapeutic areas indicated	359	62.1%
Significantly lower		
Non-members	130	30.8%
Annual compensation \$75,000+	102	26.5%
Have been a SoCRA member more than 2 years	100	44.0%
Attended SoCRA annual conference at least once	153	38.6%
Age 45+	258	46.5%
Male	70	42.9%
4+ therapeutic areas indicated	182	46.7%

Attended the SoCRA Annual Conference - Subgroups

Question 21: “How many times have you attended the SoCRA annual conference?”

Respondents who have attended at least one SoCRA annual conference tend to be older respondents, longer-term SoCRA members, and higher paid – including Project Managers, who have above-average compensation.

Conversely, respondents who have *not* attended the conference skew towards newer SoCRA members, younger respondents, and Research Nurses – although that title is associated with higher rather than lower compensation.

Group	N	Attended at least one time
Total base	1533	31.6%
SoCRA members	1392	32.1%
Non-members	137	27.7%
<u>Significantly higher</u>		
Have been a SoCRA member more than 4 years	315	59.0%
Annual compensation \$75,000+	176	42.0%
Age 55+	165	39.4%
Title: Project Manager	81	44.4%
<u>Significantly lower</u>		
Have been a SoCRA member 1 year or less	518	17.4%
Age under 35	461	21.5%
Title: Research Nurse	212	22.6%

Attended a SoCRA Educational Workshop - Subgroups

Question 22: “How many SoCRA Educational Workshops have you attended?”

The results here, for workshop attendance, are partially similar to the results for conference attendance (prior page): Having been to at least one workshop is correlated with longer-term SoCRA membership and higher income, whereas non-attendance is associated with being a non-member of SoCRA.

Also, workshop attendance skews toward the Middle Atlantic region and having attended the SoCRA annual conference.

Group	<u>N</u>	<u>Attended at least one Workshop</u>
Total base	1519	43.1%
SoCRA members	1377	43.9%
<u>Significantly higher</u>		
Have been a SoCRA member more than 4 years	302	49.3%
Annual compensation \$75,000+	173	56.1%
Attended SoCRA annual conference at least once	459	64.1%
Region: Middle Atlantic	222	54.5%
<u>Significantly lower</u>		
Non-members	138	34.1%
Have been a SoCRA member 1 year or less	516	35.9%
Annual compensation \$0 - \$35,000	274	33.6%
Have never attended SoCRA annual conference	1043	33.2%
Age under 35	458	34.5%

SoCRA Chapter Close Enough to Attend Meetings - Subgroups

Question 23: “*Is there a SoCRA chapter close enough to where you live or work to attend meetings?*”

Subgroups that are more likely to have a chapter close enough to attend meetings include non-members (which seems counterintuitive), respondents who have attended the SoCRA annual conference more than once, males, employees of Academic centers, and respondents with study/trial experience in public health & epidemiology.

Subgroups less likely to have a close chapter are low-compensated respondents, Canada residents, and respondents employed in physician based research practices.

By far, the subgroup least likely to have a close SoCRA chapter consists of Canada residents (16%).

Group	N	Yes - Chapter is close enough
Total base	1505	37.5%
SoCRA members	1367	36.9%
<u>Significantly higher</u>		
Non-member	134	43.3%
Attended SoCRA annual conference 2+ times	156	45.5%
Male	141	47.5%
Employer: Academic Research Center/Org.	405	43.5%
Study/trial experience: Public health & epidemiology	134	45.5%
<u>Significantly lower</u>		
Annual compensation \$0 - \$35,000	277	28.2%
Canada resident	230	15.7%
Employer: Physician Based Research Practice	145	26.2%

Attended a Local SoCRA Chapter meeting - Subgroups

Question 24: “How many times have you attended a meeting at your local SoCRA chapter?”

BASE: Respondents who indicated that a SoCRA chapter is close enough to where they live or work to attend meetings.

Among respondents who have a close chapter, attendance at a local chapter meeting is correlated with other forms of involvement with SoCRA: longevity as a SoCRA member, attendance at the annual conference, and certification as a CCRP with SoCRA. Other correlates include age and employment in an academic setting.

Group	N	<u>Attended at least one meeting</u>
Total base (respondents with a “close enough” chapter)	562	41.6%
SoCRA members	503	42.3%
Non-members	58	36.2%
<u>Significantly higher</u>		
Have been a SoCRA member more than 4 years	115	58.3%
Attended SoCRA annual conference at least one time	193	54.4%
Certified as a CCRP with SoCRA	317	47.9%
Age 45+	217	50.7%
Employer: Academic Research Center/Org.	175	48.0%
<u>Significantly lower</u>		
Have been a SoCRA member 1 year or less	197	30.5%
Never attended the SoCRA annual conference	361	35.2%
Not certified as a CCRP with SoCRA	239	33.5%
Age under 35	179	32.4%

Belong to Other Professional Organizations - Subgroups

Question 25: “Do you belong to other professional organizations?”

Membership in other professional organizations can be explained mainly in terms of experience and exposure to professional organizations. Currently, subgroups with lower percentages of members of other organizations are: CCRP-certified with SoCRA, without bachelors’ degrees, Clinical Research Coordinators, and Data Managers. Subgroups with higher percentages of members of other organizations (in addition to SoCRA) include masters/doctoral degree holders, Research Nurses, pharmaceutical employees, and respondents with experience in at least four therapeutic areas.

In the table below, respondents with annual compensation of \$75,000+ include the most members of other organizations (82%) in addition to SoCRA, while Data Managers include the least (30% are members of other organizations in addition to SoCRA).

Group	N	Yes - Belong to other prof. organizations
Total base	1563	56.2%
SoCRA members	1417	56.0%
Non-members	142	58.5%
Significantly higher		
Annual compensation \$75,000+	182	81.9%
Not certified as a CCRP with SoCRA	628	64.5%
Education: Post graduate (master/doctoral)	350	68.3%
Title: Research Nurse	216	73.6%
Employer: Pharmaceutical company	102	67.6%
At least 4 therapeutic areas indicated	441	63.3%
Significantly lower		
Annual compensation \$0 - \$35,000	284	34.5%
Certified as a CCRP with SoCRA	924	50.5%
Education: Not a college graduate	403	45.9%
Title: Clinical Research Coordinator	459	46.4%
Title: Data Manager	90	30.0%

Is Professional Certification Paid by Employer - Subgroups

Question 26: “*Is professional certification paid by your employer?*”

Respondents most likely to have professional certification paid by their employers are younger respondents, holders of bachelor’s degrees but not post-graduate degrees, and those certified as CCRPs with SoCRA. Those subgroups least likely to have certification paid by their employers are older, *not* CCRP-certified with Socra, non-members, Canadians, and those with study/trial experience in behavioral research.

Group	N	<u>Yes – prof. cert. paid by employer</u>
Total base	1543	56.6%
SoCRA members	1397	58.0%
<u>Significantly higher</u>		
Certified as a CCRP with SoCRA	916	59.2%
Age under 35	460	66.5%
Education: <i>Bachelor degree but no post-graduate degree</i>	709	61.4%
<u>Significantly lower</u>		
Non-members	140	43.6%
<i>Not</i> certified as a CCRP with SoCRA	613	52.9%
Age 55+	168	45.8%
Canada resident	230	50.0%
Study/Trial experience: Behavioral Research	86	45.3%

Financial Compensation for Receiving Certification - Subgroups

Question 27: “Was there, or will there be financial compensation (a raise) for receiving your professional certification?”

Respondents *less* likely to receive financial compensation for receiving certification include those who already are well educated (masters/doctoral), and well compensated, including pharmaceutical company employees. Otherwise, likelihood of receiving financial compensation seems related to geographic location, with the biggest difference involving Canadians (3.9% of Canadians having received or will receive financial compensation versus 19% of the total sample).

Group	N	<u>Yes – Compensation for certification</u>
Total base	1538	18.6%
SoCRA members	1392	18.9%
Non-members	140	15.7%
<u>Significantly higher</u>		
Southwest region	156	28.2%
South region	330	26.7%
<u>Significantly lower</u>		
Annual compensation \$75,000+	179	11.7%
Education: Post graduate (master/doctoral)	343	14.6%
Canada resident	230	3.9%
Middle Atlantic region	231	13.0%
Employer: Pharmaceutical company	98	10.2%

Weekly Hours Working on Clinical Research - Subgroups

Question 29: “Approximately how many hours a week do you work on clinical research?”

In almost every case in the table below, the subgroups working more hours have higher compensation while the subgroups working fewer hours have lower compensation. (See the earlier table with the median compensation for all the various subgroups that differed significantly from average.)

The one exception is that respondents with bachelors degrees *but not post-graduate degrees* work more hours per week. If all the data followed a compensation-driven pattern, then those with post graduate degrees would be even more likely to work 40+ hours a week than respondents with bachelors degrees only, but post-grads do not differ significantly from average in the hours they work.

The subgroups that differ the most from the total base consist of employees of contract research organizations (82% of CRO employees vs. 60% of the total base work 40+ hours) and Canada residents (61% of Canadians vs. 40% of the total base work 40 or fewer hours per week).

NOTE: row %s sum across to 100%		<u>Up to 40</u>	<u>40+</u>
Group	N	620	928
Total base	1548	40.1%	59.9%
SoCRA members	1399	40.8%	59.2%
Non-members	142	33.1%	66.9%
<u>Significantly more hours</u>			
Annual compensation \$75,000+	179	24.6%	75.4%
Education: <i>Bachelor degree but no post-graduate degree</i>	710	36.1%	63.9%
United States resident	1284	36.1%	63.9%
Title: Clinical Research Associate	191	25.7%	74.3%
Title: Research Manager	117	23.1%	76.9%
Employer: Contract research organization	146	17.8%	82.2%
Employer: Pharmaceutical company	99	26.3%	73.7%
Study/Trial Experience: Biologics	225	32.0%	68.0%
At least 4 therapeutic areas indicated	437	31.4%	68.6%
<u>Significantly fewer hours</u>			
Annual compensation \$0 - \$35,000	283	58.3%	41.7%
Education: Not a college graduate	398	46.7%	53.3%
Canada resident	230	60.9%	39.1%
Title: Clinical Research Coordinator	455	47.9%	52.1%
Employer: Hospital	494	48.6%	51.4%
Employer: Physician Based Research Practice	151	48.3%	51.7%
Fewer than 3 therapeutic areas indicated	878	45.0%	55.0%