

# Detailed Subgroup Analyses

METHODOLOGICAL NOTE: So as not to overwhelm the reader with hundreds of additional, minuscule differences between subgroups, these analyses do not show every percentage that differs between one subgroup and the total-sample figure (or between two contrast groups) at the 95% confidence level. Dr. DePaulo used discretion in deciding which to show and which to omit. For example, percentage differences of less than 7 percentage points are not included unless they seemed worth noting in particular cases. The purpose of these analyses was to convey some understanding of the various segments of the SOCRA database rather than to provide a complete listing of every statistically significant difference.

Largest or noteworthy differences in the data tables are highlighted.

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## **Gender**

These observations are illustrated in the data table on the next page.

**Women's average salaries have reached statistical parity with men's.** The men's median is only ~\$250 higher, not even close to significant statistically. This appears to be the culmination of a trend noted in 2015, when men's salaries were still significantly higher than women's but the difference had decreased from about \$10,000 higher in 2010 to only about \$2,500 higher in 2015. Per the main (median salaries) table, the closing of the gap is due to women's salaries keeping up with inflation while men's lagged behind.

Significant gender differences in 2020 are mostly like what we observed in 2015. Notably, women on average are older, have more years of clinical research experience, and are more likely to be SOCRA certified. Men hold more advanced degrees and report more areas of therapeutic experience.

**Men's and women's survey responses are more or less similar.** The differences in the table, though statistically reliable, are not large.

See Table, next page.

|   | <b>Female</b>   | <b>Male</b>     |
|---|-----------------|-----------------|
|   | <u>1904</u>     | <u>252</u>      |
|   |                 |                 |
| <b><u>Women significantly higher</u></b>                                  |                 |                 |
| Benefit package includes employee assistance program                      | <b>69%</b>      | 61%             |
| Age (mean)  | <b>43.5</b>     | 40.3            |
| Years of experience in clinical research                                  | <b>12.3</b>     | 10.0            |
| Certified as a CCRP with SOCRA  | <b>80%</b>      | 74%             |
| Certified as a CCRP more than 3 years<br>(BASE: SOCRA CCRP certified)     | <b>63%</b>      | <b>51%</b>      |
|   |                 |                 |
| <b><u>Men significantly higher</u></b>                                    |                 |                 |
| Benefit package includes annual salary bonus                              | 26%             | <b>33%</b>      |
| Gets salary increase for professional certification                       | 78%             | <b>87%</b>      |
| Advanced degree (master's or doctoral)                                    | 41%             | <b>50%</b>      |
| Research/trial experience includes medical devices                        | 32%             | <b>40%</b>      |
| Research/trial experience includes pharmaceutical                         | 73%             | <b>82%</b>      |
| Number of therapeutic areas of experience                                 | <b>3.3</b>      | <b>3.9</b>      |
|   |                 |                 |
| <b><u>Men NOT significantly higher this year (statistical parity)</u></b> |                 |                 |
| <b>Median salary</b>  | <b>\$73,502</b> | <b>\$73,750</b> |

## **Age**

Differences by age have been quite consistent across surveys. Most differences are clearest after age 44.

Regarding how clinical researchers want to receive the SOCRA Source Journal, the 2020 difference is simple: most younger respondents prefer online, while most older respondents prefer hard copy.

Younger respondents (versus older) are more likely to:

- be male, college graduates, and Clinical Research Coordinators
- have their professional certification fees paid by their employers and an annual salary bonus as an employee benefit.
- prefer to receive the SOCRA Source Journal online.

Older respondents are more likely to:

- be female, Research Nurses and members of other professional organizations.
- have higher salaries and more years of experience in clinical research and in their current positions
- have been more involved with SOCRA:
  - have been CCRPs longer
  - more likely to have attended a SOCRA annual conference, educational workshop, and chapter meeting.
- prefer to receive the SOCRA Source Journal in hard copy.

See Table, next page.

| <b>Age</b>  | <b>Under 35</b> | <b>35-44</b>    | <b>45-54</b>    | <b>55+</b>      |
|---|-----------------|-----------------|-----------------|-----------------|
|   | <u>642</u>      | <u>606</u>      | <u>488</u>      | <u>415</u>      |
| <b>Younger respondents significantly higher</b>   |                 |                 |                 |                 |
| College graduate  | <b>96%</b>      | <b>93%</b>      | 82%             | 78%             |
| Employee benefit: annual salary bonus   | <b>30%</b>      | 28%             | 26%             | 23%             |
| Employee benefit: health insurance  | <b>95%</b>      | 93%             | 92%             | 87%             |
| Employee benefit: dental insurance  | <b>92%</b>      | 89%             | 86%             | 82              |
| Employee benefit: annual sick leave   | <b>91%</b>      | 90%             | 85%             | 79%             |
| Advanced degree (masters/doctorate)   | <b>43%</b>      | <b>51%</b>      | 37%             | 34%             |
| Male  | <b>15%</b>      | 12%             | 10%             | 7%              |
| Clinical Research Coordinator   | <b>39%</b>      | 27%             | 26%             | 26%             |
| Clinical Research/Trial Experience in Public Health                                     | <b>21%</b>      | 17%             | 14%             | 14%             |
| Prefer to receive <i>SOCRA Source Journal</i> online                                    | <b>65%</b>      | <b>61%</b>      | <b>47%</b>      | <b>45%</b>      |
| Professional certification fees paid by employer  | <b>70%</b>      | <b>70%</b>      | 62%             | 57%             |
| Plan to take the CCRP exam with SOCRA (BASE: not CCRP certified)                        | <b>69%</b>      | <b>59%</b>      | <b>49%</b>      | <b>37%</b>      |
| <b>Older respondents significantly higher</b>   |                 |                 |                 |                 |
| Median Salary   | <b>\$64,645</b> | <b>\$76,163</b> | <b>\$78,944</b> | <b>\$79,141</b> |
| Salary is \$75,000+   | <b>32%</b>      | <b>52%</b>      | <b>56%</b>      | <b>56%</b>      |
| Female  | 84%             | 87%             | <b>90%</b>      | <b>93%</b>      |
| Research Nurse  | 3%              | 5%              | 9%              | <b>12%</b>      |
| Therapeutic areas include cardiology  | 23%             | 27%             | 30%             | <b>35%</b>      |
| Years of experience in clinical research (mean)   | <b>6.2</b>      | <b>11.2</b>     | <b>14.6</b>     | <b>18.9</b>     |
| Years in your current position (mean)   | 2.6             | 4.2             | 6.1             | <b>8.8</b>      |
| Prefer to receive <i>SOCRA Source Journal</i> in hard copy                              | <b>35%</b>      | <b>39%</b>      | <b>53%</b>      | <b>55%</b>      |
| Have been a SOCRA CCRP more than 3 years  | <b>31%</b>      | <b>67%</b>      | <b>73%</b>      | <b>84%</b>      |
| Attended SOCRA annual conference at least once  | <b>25%</b>      | <b>38%</b>      | <b>41%</b>      | <b>53%</b>      |
| Attended at least one SOCRA educational workshop  | <b>43%</b>      | <b>57%</b>      | <b>59%</b>      | <b>64%</b>      |
| Attended at least one SOCRA chapter meeting (BASE: a chapter is close enough to attend) | 57%             | 66%             | <b>69%</b>      | <b>71%</b>      |
| Member of other professional organizations  | <b>23%</b>      | <b>35%</b>      | <b>38%</b>      | <b>42%</b>      |

## **Education**

These observations are illustrated in the data table on the next page and are mostly consistent with prior survey results.

The biggest educational differences are between respondents with versus without bachelor's degrees. There are smaller differences between those with advanced degrees (master's, doctorate) and those with bachelor's as their highest degree.

The less-educated respondents are significantly more likely (than their more-educated cohorts) to:

- have lower salaries/compensation (as expected), and, accordingly, to be compensated hourly (vs. salaried)
- be women, clinical research coordinators, and employed in physician-based practices
- be older, and, accordingly, to have more years of clinical research experience and more longevity in their current employment positions.
- get financial compensation for receiving professional certification.
- in line with their older age, prefer to receive the SOCRA Source Journal in hard copy (vs. online).

The more-educated respondents are significantly more likely to:

- have higher salaries/compensation, and, accordingly, be more likely to be compensated by salary (rather than hourly)
- be men, research managers, project managers, and employed in an academic research center/organization
- have clinical research/trial experience in behavioral research and public health, and therapeutic area experience in pediatrics
- be younger, and, accordingly, have less longevity in clinical research and in their current positions, yet they are more likely to belong to other professional organizations
- get tuition reimbursement, an annual salary bonus, and an employee assistance program as employee benefits.
- prefer to receive the SOCRA Source Journal online
- have a SOCRA chapter close enough to attend.

| Highest Degree:   | High school/<br>Associates | Bach-<br>elor's | Master's/<br>Doctorate |
|---|----------------------------|-----------------|------------------------|
|   | 246                        | 969             | 916                    |
| <b>Less educated respondents significantly higher</b>               |                            |                 |                        |
| Form of compensation is hourly                                      | 41%                        | 19%             | 14%                    |
| Female  | 94%                        | 88%             | 86%                    |
| Age (mean years)  | 49.4                       | 42.1            | 42.1                   |
| Clinical Research Coordinator                                       | 44%                        | 31%             | 25%                    |
| Physician based research practice employee                          | 14%                        | 5%              | 2%                     |
| Years in clinical research (mean)                                   | 15.3                       | 11.7            | 11.2                   |
| Years in your current position (mean)                               | 8.2                        | 4.9             | 4.4                    |
| Prefer to receive SOCRA Source Journal: in hard copy                | 55%                        | 44%             | 42%                    |
| Get financial compensation for receiving professional certification | 33%                        | 28%             | 24%                    |
| <b>More educated respondents significantly higher</b>               |                            |                 |                        |
| Median salary   | \$64,455                   | \$72,264        | \$78,258               |
| Salary \$75,000+  | 31%                        | 46%             | 55%                    |
| Form of compensation is salaried                                    | 58%                        | 81%             | 86%                    |
| Tuition reimbursement is an employee benefit                        | 49%                        | 58%             | 59%                    |
| Annual salary bonus is an employee benefit                          | 18%                        | 26%             | 31%                    |
| Assistance Program is an employee benefit                           | 60%                        | 68%             | 71%                    |
| Male  | 6%                         | 12%             | 14%                    |
| Research Manager  | 9%                         | 13%             | 19%                    |
| Project Manger  | 6%                         | 8%              | 14%                    |
| Academic research center/organization employee                      | 28%                        | 38%             | 44%                    |
| Clinical research/trial experience: Behavioral research             | 7%                         | 11%             | 21%                    |
| Clinical research/trial experience: Public health                   | 10%                        | 14%             | 22%                    |
| Therapeutic area experience includes Pediatrics                     | 21%                        | 28%             | 33%                    |
| Prefer to receive SOCRA Source Journal online                       | 45%                        | 56%             | 58%                    |
| SOCRA chapter is close enough to attend                             | 54%                        | 64%             | 68%                    |
| Belong to other professional organizations                          | 31%                        | 29%             | 39%                    |

## **Resident Country**

These observations are illustrated in the data table on the next page and are mostly consistent with prior survey results.

U.S. residents are significantly more likely than Canadians to:

- have higher salary/compensation
- be older
- get financial support from their employers for certification, including reimbursement of certification fees and financial compensation for achieving certification
- to have more in their benefit packages; **this is the one of the largest and most consistent differences** we see between countries, as it was in prior survey data
- to have academic research employment and to have experience in medical devices or behavioral research

Canadians are significantly more like to:

- be compensated hourly (vs. by salary) and, accordingly, to work less than 40 hours per week – this **also is among the largest differences**, consistent with prior survey data
- have attended at least one SOCRA chapter meeting

See table, next page



|   | <b>U. S.</b>    | <b>Canada</b>   |
|---|-----------------|-----------------|
|   | <u>1847</u>     | <u>228</u>      |
|   |                 |                 |
| <b>U.S. residents significantly higher</b>                      |                 |                 |
| Salary median   | <b>\$74,950</b> | <b>\$62,619</b> |
| Age (mean)  | <b>43.4</b>     | 41.6            |
| Employer: academic research center/organization                 | <b>41%</b>      | 29%             |
| Study/trial experience: Medical devices                         | <b>34%</b>      | 27%             |
| Study/trial experience: Behavioral research                     | <b>16%</b>      | 8%              |
| Professional certification fees paid by employer                | <b>68%</b>      | <b>46%</b>      |
| Financial compensation for receiving professional certification | <b>38%</b>      | <b>16%</b>      |
| Benefit package includes certification fees                     | <b>51%</b>      | <b>30%</b>      |
| Benefit package includes training/education                     | <b>59%</b>      | 50%             |
| Benefit package includes tuition reimbursement                  | <b>61%</b>      | <b>28%</b>      |
| Benefit package includes professional organization membership   | <b>44%</b>      | <b>26%</b>      |
| Benefit package includes health insurance                       | <b>94%</b>      | 80%             |
| Benefit package includes dental insurance                       | <b>89%</b>      | 82%             |
| Benefit package includes retirement package                     | <b>83%</b>      | 66%             |
| Benefit package includes annual/sick leave                      | <b>89%</b>      | 81%             |
| Benefit package includes employee assistance                    | <b>70%</b>      | 56%             |
| Benefit package includes long term disability                   | <b>73%</b>      | 64%             |
|   |                 |                 |
| <b>Canada residents significantly higher</b>                    |                 |                 |
| Form of compensation is hourly (vs. salaried)                   | <b>17%</b>      | <b>41%</b>      |
| Less than 40 weekly hours on clinical research                  | <b>31%</b>      | <b>58%</b>      |
| Attended at least one SOCRA chapter meeting                     | 63%             | <b>77%</b>      |

## Region of the U.S.

BASE: U.S. residents only.

### New England (N=91)

- Above average **median salary** (\$79,722), though not the highest among the regions as it was in prior surveys. In accord with their high compensation:
  - High percent working at the highest-paid employer type: **pharmaceutical company** employees (7%); was highest in 2015 and 2010.
  - Highest percent who are **salaried** (90%), versus paid hourly.
  - Lowest percent with the lowest-paid job title, **Clinical Research Coordinator** (20%).
- Highest with **employee assistance** in the benefit package (81%)

### Middle Atlantic (183)

- Significantly higher:
  - Above average **salaries** again in 2020 (median \$83,864), as in prior surveys. In accord with their high compensation:
    - Highest percent with **post-graduate degrees** (53%); also highest in 2015 and relatively high in 2010.
    - Highest percent are with the highest-paying employer type, **pharmaceutical company** (8%); was relatively high also in 2015 and 2010.
    - Highest in having **attended at least one SOCRA Annual Conference** (47%, vs. 38% overall).
- Significantly lower:
  - Lowest with **certification fees in benefit package** (44%), as in 2015
  - Also lowest with **retirement package** (76%), **employee assistance** (62%), or **long term disability** (63%) in their **benefit packages**.
  - Low percent with the lower-paid title **Clinical Research Coordinator** (21%), consistent with their high salaries.

### South (482)

- Salaries are close to average again this year (median \$72,126, not significantly different from the total sample).
- Relatively high percent of southerners are **non-members**: 19%, vs. 9% average
- **Lowest** percent with SOCRA **chapter close enough to attend** (51%, vs. 65% overall).

### Midwest (459)

- **Lowest median salary** vs. other regions (\$67,554) again in 2020. Consistent with their low average compensation:
  - **Highest** percent **paid hourly** (21%, vs. 17% average) as in prior surveys.
  - Highest percent with title **Clinical Research Coordinator** (37%, a lower-paid title); also highest last year.

- Highest percent in **Academic employment** (49%), a lower-paid employer category
- **Highest with certification fees in the benefit package** (56%); similar to 2015 when mid-westerners were high in certification fees paid by employer.
  - Likewise, **highest percent who get financial compensation for receiving professional certification** (41%, vs. 28% overall), as also in 2015.
  - Accordingly, the Midwest **has the highest percent certified as CCRP** with SOCRA (86%, vs. 79% overall); also highest in 2015
- Highest with **retirement package** as a benefit (89%)

### Southwest (253)

- Median **salary (\$78,000)** is above average significantly for the first time in these salary surveys back to 2004.
- **Lowest percent CCRP-certified** with SOCRA (65%, vs. 79% overall)
  - So it seems fitting that the non-CCRP Southwesterners are **highest in planning to take the CCRP exam** with SOCRA (71%, vs. 58% overall)
- Like in 2015, **highest percent with a SOCRA chapter close enough to attend** (78%, vs. 65% overall).

### West (331)

- **Highest median salary among the regions (\$84,500)** in 2020; was above average but not highest in prior surveys.
- Highest percent of employees of **medical device firms** (8%) and **biotech firms** (6%); also highest in both employer types in 2015 and 2010.
- Highest percent who have **attended at least one SOCRA chapter meeting** (55%, vs. 46% overall).

## Job Title

### Clinical Research Coordinators (N=663)

- Significantly higher:
  - **About half (49%) work in hospitals** – vs. 37% of the total sample.
- Significantly lower:
  - **Lowest median salary (vs. other titles): \$58,599**; has been low in prior surveys. Accordingly:
    - **Most likely to be compensated hourly** (vs. salaried): **35%**, vs. 19% overall.
  - As in 2015, **fewer therapeutic areas of experience: mean 2.6**, vs. 3.2 for the total sample.

### Research Nurses (150)

- Significantly higher:
  - Median salary (\$82,083)
  - **By far the oldest: mean age 49.1**, vs. overall average 42.6; also oldest in 2015. Consistent with their average age:
    - **The most longevity in their current positions: mean 7.0 years vs 5.2 overall.**
  - **Substantially more likely to be employed in a hospital (62%)**, vs. 37% overall).
  - Highest percent who **belong to other professional organizations: 59%**, vs. 31% total sample.
- Below-average:
  - **Least likely to have an annual salary bonus** as an employee benefit (15%, vs. 27% overall)
  - As in 2015, **fewer therapeutic areas of experience: mean 2.6**, vs. 3.2 for the total sample
- **Gender?** Although there was a higher percent of women among research nurses than average again in 2015 (93%, vs. 88% overall), the **job titles did not differ significantly by gender** in 2020.

### Clinical Research Associates (197)

- Significantly higher:
  - **Highest median salary (vs. all other titles): \$95,981**; also highest in 2015 and 2010. Accordingly:
    - Most likely to be salaried (vs. paid hourly): 94%, vs. 80% overall.
  - **Percent NON-members: 22%**, vs. 10% overall
  - By far, the title **most likely to have an annual salary bonus** as an employee benefit (55%, vs only 27% overall); also highest in 2015.
  - **As in 2015, nearly half (48%) work in contract research organizations**, much higher than in the total sample (10%).
    - Also, the **most likely by far to work in a pharmaceutical company (16%)**, vs. 4% overall) or a medical device company (18%, vs. 4%)

- Above average **number of therapeutic areas of experience: mean 4.3** vs. 3.2 total sample average. Specifically:
  - Highest percents with therapeutic areas of experience that include **cardiology** (45% vs 27% overall) and **dermatology** (26% vs 11%).
- Very unlikely to be employed by...
  - Again in 2020, Clinical Research Associates are the **least likely by far to be employed in a hospital** (4%, vs. 37% of the total sample), or in an **academic research setting** (8%, vs. 40%)
- **Lowest** percent whose **employers pay for professional certification (50%**, vs 66% overall), and lowest percent who would **get financial compensation for receiving professional certification (11%** vs. 28%). Accordingly:
  - **Lowest** percent who are **CCRP certified** with SOCRA: 69%, vs. 79% overall; lowest also in 2015
- **Younger**: mean 40.8 years vs. 42.6 for the total sample; also in 2015

### Research Managers (N=330)

- **Above-average median salary (\$86,897)**, as in prior surveys
- **More likely to have an advanced degree: 58%, vs. 42%** overall; was highest in 2015.
- More work in an **academic research** setting: 48%, vs. 40% of the total sample, also as in 2015

### Data Managers (N=48) – insufficient data for separate analysis

### Project Managers (227)

- Significantly higher:
  - **Median salary (\$80,698)**
  - **Most likely (vs. other titles) to have an advanced degree: 58%, vs. 42%**; was highest in advanced degrees in 2015.
- Significantly lower:
  - Employed by a **hospital**: 21%, vs. 37% of the total sample.
  - **Younger** – mean 40.9 years vs. 42.6 for the total sample
- Similar results were found in prior salary surveys

### Clinical Research Assistants (N=44) – insufficient data for separate analysis

### Quality Assurance specialists (N=55)

- Above average:
  - **Median salary (\$85,893)**; also high in prior surveys
  - **Most likely** to have particular **employee benefits**:
    - **professional organization membership**: 55%, vs. 42% overall.
    - **annual salary bonus** 38%, vs. 27% overall.
    - **retirement package** as an employee benefit: 95%, vs. 82% overall.

- As in 2015, **highest average number of therapeutic areas of experience: mean 5.1**, vs. total sample mean of 3.2. Specifically, Quality Assurance Specialists have the **highest percents with therapeutic areas of experience** that include:
  - **gastrointestinal** (36%, vs. 21% overall),
  - **hematology** (44% vs. 28%),
  - **OBGYN** (26% vs 11%),
  - **oncology** (76% vs. 58%),
  - **psychiatry** (29% vs. 11%), or
  - **urology** (27% vs 10%).
- **Highest average years of experience in clinical research: mean 15.4 vs. 11.6** total sample
- **Highest percents who have attended at least one SOCRA Annual Conference** (56% vs. 37% overall), and **at least one SOCRA Educational Workshop** (71% vs. 54%)

#### Regulatory Affairs specialists (N=137)

- **Below-average median salary (\$66,964)**, as in prior surveys
- As in 2015, **highest percent residing in the U.S.:** 94%, vs. total sample 88% overall.
- **Highest percent working in an academic research setting** (52%, vs. 40% overall); was above average also in 2015.
- The **most likely to have clinical research/trial experience in pharmaceutical: 91%**, vs. 76% overall, and in **biologics: 41%**, vs. 28% overall.

## **Salaried vs. Hourly Compensation**

As expected (and found in prior surveys), *type* of compensation (salaried vs. hourly) is related to many variables associated with *level* of compensation, e.g., education, therapeutic experience, U.S. residence, job title, etc. That is, subgroups with higher compensation tend to be salaried rather than hourly employees (and those subgroups with lower compensation tend to be receiving hourly compensation). One exception involves respondents with academic research employers: Their compensation is significantly lower than average, yet the percentage who are salaried is significantly higher than average (see table below). Other exception is that years of clinical research experience and years in one's current position are correlated with higher compensation but also hourly compensation.

The results below are very similar to what was found in 2015.

|   | <b>Salaried</b> | <b>Hourly</b>   |
|---|-----------------|-----------------|
|   | 1,723           | 422             |
| <b>Salaried significantly higher:</b>   |                 |                 |
| Median salary/compensation  | <b>\$78,102</b> | <b>\$56,789</b> |
| Work 40 or more hours per week on clinical research   | <b>71%</b>      | <b>47%</b>      |
| Benefit package includes health insurance<br>- This is just one example. Salaried respondents also are significantly more likely to receive every other employee benefit: tuition reimbursement, professional membership, certification fees, bonus, dental insurance, sick leave, etc. | <b>97%</b>      | 84%             |
| Education: Post-graduate (master's or doctorate)  | <b>46%</b>      | <b>31%</b>      |
| Employer: Contract research organization  | <b>10%</b>      | <b>3%</b>       |
| Employer: Medical device company  | <b>5%</b>       | <b>1%</b>       |
| Employer: Academic Research Center/Organization   | <b>42%</b>      | 32%             |
| Professional certification is paid by employer  | <b>67%</b>      | 58%             |
| Number of therapeutic areas of experience (mean)  | <b>3.5</b>      | 2.9             |
| SOCRA CCRP  | <b>81%</b>      | 73%             |
| SOCRA chapter is close enough to attend   | <b>66%</b>      | 57%             |
| U.S. resident   | <b>90%</b>      | 77%             |
| Clinical Research Associate   | <b>10%</b>      | <b>2%</b>       |
| Research Manager  | <b>17%</b>      | <b>6%</b>       |
| Project Manager   | <b>12%</b>      | <b>3%</b>       |
|   |                 |                 |
| <b>Hourly significantly higher</b>  |                 |                 |
| Employer: Hospital  | 35%             | <b>42%</b>      |
| Employer: Physician Based Practice  | <b>3%</b>       | <b>13%</b>      |
| Plan to take the SOCRA CCRP exam (BASE: not CCRP certified)   | 57%             | <b>43%</b>      |
| Get financial compensation for receiving professional certification   | 25%             | <b>37%</b>      |
| Years of experience in clinical research (mean)   | 7.4             | <b>8.0</b>      |
| Years in current position   | 4.8             | <b>6.3</b>      |
| Canada resident   | <b>8%</b>       | <b>22%</b>      |
| Clinical Research Coordinator   | <b>24%</b>      | <b>55%</b>      |
| Clinical Research Assistant   | 1%              | <b>6%</b>       |

## Employer

Employers with at least 100 respondents are analyzed here.

### Hospital employees (N=776)

- Significantly higher
  - Percent paid **hourly** is 23%, vs. 20% in the total sample; smaller difference than in 2015 but still significant.
  - Benefit package includes:
    - **tuition reimbursement: 63% vs. total sample 57%.**
    - **employee assistance: 73% vs. 68%.**
  - **Clinical Research Coordinators: 41% vs. 30%.**
  - **Research Nurses: 12% vs. 7%.**
  - Get **financial compensation for receiving professional certification 31% vs. 27%.**
    - **Not certified but plan to take CCRP exam: 72% vs. 56%**
- Significantly lower
  - Median salary \$69,496
  - Benefit package includes annual salary bonus: 21% vs. total sample 27%.
  - Clinical Research Associates: 1% vs. 9%
  - Number of therapeutic areas of experience: mean 2.8, vs. 3.2 in the total sample.
  - Years of experience in clinical research: mean 11.1 vs. 12.0.

### Physician Based Research Practice employees: (107)

- **In several ways they are like hospital employees.** Exception: less in their benefit packages.
- Significantly higher
  - **Hourly compensation: 50%, vs. 20% of the total sample.**
    - **Work less than 40 hours per week: 44% vs. 34%**
  - **Clinical Research Coordinators: 48% vs. 30%.**
  - **Research Managers: 22% vs. 15%.**
  - **Clinical research/trial experience includes pharmaceutical: 85% vs. 74%.**
  - **Years in your current position: mean 6.3 vs. 5.2.**
  - Prefer to receive Source Journal by **hard copy** mailing: 60% vs. 44%.
  - Get **financial compensation for receiving professional certification: 37% vs 27%.**
    - **Not certified but plan to take the CCRP exam: 80% vs. 56%**
- Significantly lower
  - Median **salary** \$59,048
  - **Have less in their benefit packages: tuition reimbursement 33% vs. total sample 57%, dental insurance 79% vs. 88%, retirement 62% vs. 81%, annual/sick leave 75% vs. 87%, employee assistance program 45% vs. 68%, long-term disability 59% vs. 71%.**
  - Have an **advanced degree (master's/doctorate): 19% vs. 43%.**



- **Clinical Research Associates:** 0% vs. 9%.
- **Project Managers** 1% vs. 10%
- Clinical research/trial experience includes **behavioral research** 5% vs. 15%
- **Number of therapeutic areas** of experience: mean 2.7 vs. 3.4.
- **SOCRA chapter is close enough to attend:** 36% vs. 64%,
  - **Attended at least one chapter meeting:** 34% vs. 53%

#### Contact Research Organization employees (N=197)

- Significantly higher
  - Median salary \$94,375
  - **Salaried** (vs. hourly compensation): 93% vs. 80% in the total sample.
  - **Work 40+ hours per week on clinical research:** 80% vs. total sample 65%.
  - **Benefit package includes annual salary bonus:** 56% vs. 27%.
  - **Canadians:** 18% vs. 11%
  - **Clinical Research Associates:** 46% vs. 9%.
  - **Clinical research/trial experience includes pharmaceutical:** 88% vs 74%
  - **Number of therapeutic areas** of experience: mean 4.8 vs. 3.4., including:
    - **Cardiology** (44% vs. 28%), **dermatology** (28% vs 11%), **oncology** (74% vs. 59%), and **vaccines** (32% vs. 16%).
- Significantly lower
  - **SOCRA member** 74% vs total sample 90%
  - Benefit package less likely to include **training/education** (44% vs 57%), **tuition reimbursement** 43% vs. total sample 57%, **professional organization membership** (25% vs. 41%), **certification fees** (25% vs. 48%), and **retirement package** 71% vs. 81%.
  - Age – **younger**. Mean 40.8 vs. 43.1.
  - **Clinical Research Coordinators:** 8% vs. 30%;
  - **Research Nurses:** 1% vs. 7%.
  - **Years in your current position:** 3.5 vs. 5.2.
  - **CCRP with SOCRA:** 67% vs. 79%;
    - (if not certified:) **plan to take CCRP exam:** 27% vs 56%.
  - Employer pays for **professional certification** 45% vs. 65%.
  - **Financial compensation for receiving professional certification** 10% vs. 27%

#### Academic Research Center/Organization employees (N=859)

- Significantly higher
  - **Salaried:** 84%, vs. 80% in the total sample; smaller difference in this survey vs. 2015, but still significant.
  - **Benefit package** is significantly more likely to include most of the benefits listed on the survey. Largest differences:
    - **Tuition reimbursement:** 70% vs. total sample 57%
    - **Retirement package:** 90% vs. 81%.
  - **Advanced degrees** (master's/doctorate): 48% vs. 43%.
  - **Research managers** 18% vs. 15%; small difference, but also significant in prior survey data.

- Clinical research/trial experience includes **behavioral research**: 21% vs. 15% and **public health** 22% vs. 17%.
- **Certified as a CCRP** with SOCRA: 84% vs. 79%.
- **SOCRA chapter is close enough** to attend: 74% vs. 64%
  - Whether a chapter is close enough to attend or not, more have **attended at least one chapter meeting** and by about the same difference: 70% vs. 65%.
- Significantly lower
  - Median salary \$69,496; also relatively low in prior surveys.
  - Benefit package includes **annual salary bonus**: 13%, vs. 27% in the total sample.
  - **Clinical Research Associates**: 2% vs. 9%.

## Clinical Research Study/Experience

### Pharmaceutical study/trial experience (N=3,168)

Because the great majority (75%) of respondents has pharmaceutical experience, significant differences from the total sample will tend to be small mathematically. Therefore, the differences below are versus respondents **without pharma experience**, rather than versus the total sample.

- Significantly higher
  - Job title: **Regulatory Affairs**: 8% vs. 2%
  - Work **40+ hours per week on clinical research**: 68% vs. 61% of respondents without pharmaceutical experience.
  - Employed by **contract research organizations** (11% vs. 5%), and, of course, **pharmaceutical companies** (5% vs. 1%).
  - More **therapeutic areas of experience** (3.7 vs. 2.4). Largest differences:
    - **Oncology** (65% vs. 41%) and **hematology** (35% vs. 14%)
- Significantly lower
  - Unlikely to be employed by **medical device companies**: 1% vs. 12%.
- Notable non-significant difference
  - **Median salary**: \$73,820 – above average but not quite significantly (p=.06); the difference vs. the total sample is \$306, smaller than in 2015, 2010, and 2004.

### Medical device study/trial experience (N=712)

- Significantly higher
  - Median **salary**: \$76,386, second highest of the study/trial experience areas; was highest in 2015.
  - More **U.S. residents**: 90%, vs. 87% of the total sample; small difference but significant and also found in prior survey data.
  - More **therapeutic areas of experience** (4.2, vs. 3.4 total sample), especially **cardiology** (50% vs. 31%). See exception below
- Significantly lower
  - Fewer have therapeutic area experience in **oncology**: 48%, vs. 59% of the total sample.

### Behavioral research study/trial experience (N=323)

- Significantly higher
  - Employee **benefits include most on the survey list**. Largest significant differences: tuition reimbursement (69% vs. total sample 57%) and employee assistance plan (78% vs. 68%).
  - **U.S. Residents**: 94% vs. 87% among the total sample.
  - **Post-graduate degrees** (master's/doctorate): 60% vs. total sample 43%.
  - In **academic research centers/organizations**: 56% vs. 39%.
  - More **areas of therapeutic experience** (mean 4.2 vs. 3.4), especially **pediatrics** (45% vs. 27%), and, of course, **psychiatry** (36% vs. 12%).
  - Clinical research/trial experience in **Public Health**: 45% vs. 17%.

- Significantly lower
  - **Younger**: mean age 41.5 vs. 43.4; smaller difference than in 2015 but still significant.
  - Fewer **Research Nurses**: 2% vs. 7%.
  - Fewer are in **pharmaceutical companies** (1% vs. 4%), **physician-based research groups** (2% vs. 5%) or in **contract research organizations** (5% vs. 9%).
- Notably **not** significantly different from total sample:
  - Median salary \$72,453. As in 2010 and 2004, average compensation is below the total sample median but not significantly. In 2015, the shortfall, though still relatively small, reached significance.

### Biologics study/trial experience (N=633)

- Significantly higher
  - Median **salary: \$77,287; highest** of the clinical experience categories this year.
  - As might be expected and as found previously, respondents with biologics experience are more likely to work for a **biotech company**. However, the difference, though significant statistically, is small: 3.4% vs. total sample 2.2%, similar to 2015.
  - More have clinical research/trial experience in **medical devices** (44% vs. 33%) and **pharmaceutical** (83% vs. 74%).
  - More **areas of therapeutic experience** (mean 3.4 vs. 2.9), especially:
    - **hematology** (43% vs. 30%) and **oncology** (72% vs. 59%).
- Significantly lower: Nothing noteworthy

### Public health and epidemiology study/trial experience (N=365)

- Significantly higher
  - **Post-graduate degrees** (master's/doctorate): 56%, vs. 43% of total sample.
  - In **academic research centers/organizations** (51% vs. total sample 39%)
  - **Clinical research/trial experience in behavioral research**: 39% vs. 15%.
  - **Number of areas of therapeutic experience**: mean 4.0 vs. 3.4., especially:
    - **Pediatrics** (44% vs. 29%)
- Significantly lower
  - Median **salary**, \$71,333; in prior surveys there were smaller, non-significant shortfalls.
  - **Younger**: Mean age 41.5 vs. total sample 43.1; smaller difference than in 2015 but still significant.
  - Fewer have clinical research/trial experience in **pharmaceutical**: 63% vs. 74%.

## **Number of Therapeutic Areas of Research Experience**

As might be expected (and was seen in prior survey data), clinical researchers with more therapeutic areas of experience earn more money and tend to be in higher-paid categories: Clinical Research Associates, pharmaceutical or contract research firm employees, CCRP certified 3+ years, attended a SOCRA annual conference, and belong to other professional organizations.

One possibly counterintuitive finding is that respondents with more years in their current positions tend to have *less* therapeutic experience. Perhaps clinical researchers who gain more therapeutic experience use that leverage to get a new position rather than stay in their current ones.

|  | <b>Therapeutic Areas</b> |            |                 |
|--|--------------------------|------------|-----------------|
|  | <b>0-1</b>               | <b>2-3</b> | <b>4+</b>       |
|  | <u>638</u>               | <u>805</u> | <u>721</u>      |
| <b>Less experienced</b> (in number of therapeutic areas) respondents are significantly higher: |                          |            |                 |
| Hourly (vs. salaried) compensation   | <b>25%</b>               | 20%        | 15%             |
| Clinical Research Coordinator  | <b>36%</b>               | <b>35%</b> | <b>20%</b>      |
| Research Nurse   | <b>10%</b>               | 6%         | 5%              |
| Hospital employee  | <b>37%</b>               | <b>40%</b> | 29%             |
| Academic research center/organization employee   | <b>44%</b>               | 40%        | 34%             |
| Years in your current position (mean)  | <b>5.5</b>               | 5.2        | 4.9             |
| Financial compensation for receiving certification   | <b>31%</b>               | <b>28%</b> | 21%             |
| Plan to take the CCRP exam with SOCRA (BASE: not certified)                                    | <b>63%</b>               | <b>60%</b> | <b>46%</b>      |
| <b>More experienced</b> respondents are significantly higher                                   |                          |            |                 |
| Median salary  | 67,442                   | 71,586     | <b>\$81,127</b> |
| Work 40+ hours per week on clinical research   | 59%                      | 64%        | <b>74%</b>      |
| Benefit package includes annual salary bonus   | 22%                      | 25%        | <b>34%</b>      |
| Male   | 10%                      | 11%        | <b>15%</b>      |
| Resides in south region (base: US residents)   | 21%                      | 27%        | <b>32%</b>      |
| Clinical Research Associate  | 5%                       | 7%         | <b>14%</b>      |
| Contract research organization employee  | 5%                       | 6%         | <b>17%</b>      |
| Pharmaceutical company employee  | 2%                       | 3%         | <b>7%</b>       |
| Years of experience in clinical research (mean)  | 10.2                     | 11.7       | <b>14.0</b>     |
| Have been a SOCRA member 4+ years  | <b>52%</b>               | <b>57%</b> | <b>67%</b>      |
| CCRP certified more than three years (BASE: certified)   | <b>55%</b>               | <b>58%</b> | <b>70%</b>      |
| Member of other professional organizations   | 29%                      | 32%        | <b>40%</b>      |
| Attended SOCRA annual conference at least once   | 35%                      | 37%        | <b>42%</b>      |

## Years in Clinical Research

As we found in prior surveys, some correlates of longevity in clinical research are more-or-less predictable: higher compensation; older age; having attained SOCRA CCRP status; having accumulated experience in a few therapeutic areas; and having achieved one of the highest-paid positions – Research Manager. However, what may not be so predictable is that **respondents who have been in clinical research the longest are the *least* educated, i.e., least likely to have a bachelor’s degree**; this also has been found in prior survey data.

Among respondents who are not CCRP certified, **intent to take the SOCRA CCRP exam declines with years of experience in clinical research**. Presumably, the later-career professionals perceive less need for certification.

|  | <u>Years in Clinical Research</u> |            |                 |
|--|-----------------------------------|------------|-----------------|
|  | <u>0-4</u>                        | <u>5-9</u> | <u>10+</u>      |
|  | <u>329</u>                        | <u>622</u> | <u>1202</u>     |
|  |                                   |            |                 |
| <b><u>Fewer years of experience = significantly higher:</u></b>                              |                                   |            |                 |
| Hourly (vs. salaried) compensation   | <b>32%</b>                        | 18%        | 17%             |
| Male   | <b>16%</b>                        | <b>16%</b> | 9%              |
| Bachelor’s or higher (post-graduate) degree  | <b>92%</b>                        | <b>92%</b> | 85%             |
| <b>Clinical Research Coordinator</b>   | <b>48%</b>                        | <b>35%</b> | <b>23%</b>      |
| Clinical Research Assistant  | <b>7%</b>                         | 3%         | 2%              |
| Hospital employee  | <b>46%</b>                        | 39%        | 31%             |
| <b>Intend to take the CCRP exam with SOCRA (BASE: not certified)</b>                         | <b>77%</b>                        | <b>59%</b> | <b>37%</b>      |
| Professional certification is paid by employer   | <b>70%</b>                        | 66%        | 63%             |
| Can/did get financial compensation for professional certification                            | <b>37%</b>                        | 28%        | 24%             |
| Prefer online access to the SOCRA Source Journal   | <b>67%</b>                        | 56%        | 53%             |
|  |                                   |            |                 |
| <b><u>More years of experience = significantly higher:</u></b>                               |                                   |            |                 |
| Median compensation  | \$57,905                          | \$67,255   | <b>\$81,630</b> |
| Benefit package includes long term disability  | 63%                               | <b>71%</b> | <b>74%</b>      |
| Benefit package includes employee assistance program   | 62%                               | <b>68%</b> | <b>68%</b>      |
| Research Manager   | 5%                                | 12%        | <b>20%</b>      |
| <b>Certified as a CCRP with SOCRA</b>  | <b>52%</b>                        | <b>82%</b> | <b>84%</b>      |
| Member of other professional organizations   | 35%                               | 36%        | <b>44%</b>      |
| <b>Attended at least one SOCRA chapter meeting (BASE: chapter is close enough to attend)</b> | <b>46%</b>                        | <b>62%</b> | <b>71%</b>      |
| <b>Attended SOCRA annual conference at least once</b>  | <b>19%</b>                        | <b>30%</b> | <b>47%</b>      |
| Attended at least one SOCRA educational workshop   | 41%                               | 50%        | <b>61%</b>      |
| Prefer mailed hardcopy of the SOCRA Source Journal   | 33%                               | 44%        | <b>47%</b>      |
| Number of therapeutic areas of experience (mean)   | 2.4                               | 3.0        | <b>3.8</b>      |
| Years in your current position (mean)  | 2.1                               | 3.2        | <b>7.0</b>      |
| SOCRA member for more than 3 years   | 5%                                | 39%        | <b>83%</b>      |
| Age (mean)   | 34.7                              | 37.8       | <b>48.1</b>     |



## Years in Your Current Position

Several variables associated with longevity in the field (prior page) also correlate with longevity in one's current position: higher compensation, age, longevity as a SOCRA member, SOCRA CCRP status, declining interest in taking the SOCRA certification exam (among those not certified), SOCRA annual conference attendance, and *lack* of a bachelor's degree.

|  | <u>Years in Current Position</u> |            |                        |
|--|----------------------------------|------------|------------------------|
|  | <u>0-2</u>                       | <u>3-4</u> | <u>5+</u>              |
|  | <u>835</u>                       | <u>480</u> | <u>840</u>             |
| <u>Respondents with fewer years in current position are significantly higher</u> |                                  |            |                        |
| Annual salary bonus is an employee benefit                                       | <b>32%</b>                       | 27%        | 22%                    |
| <b>Bachelor's or higher (post-graduate) degree</b>                               | <b>93%</b>                       | <b>91%</b> | <b>82%</b>             |
| Contract research organization employee  | <b>14%</b>                       | 8%         | 6%                     |
| <b>Plan to take the CCRP exam (BASE: not SOCRA certified)</b>                    | <b>63%</b>                       | <b>56%</b> | <b>43%</b>             |
| Prefer to receive SOCRA Source Journal <b>online</b>                             | <b>63%</b>                       | 57%        | 49%                    |
| <u>Respondents with more years in current position are significantly higher</u>  |                                  |            |                        |
| Median annual compensation   | 72,016                           | 72,108     | <b>75,720</b>          |
| Not a college graduate   | 7%                               | 9%         | <b>19%</b>             |
| Benefit package includes certification fees                                      | 42%                              | <b>52%</b> | <b>51%</b>             |
| Professional organization membership is an employee benefit                      | 35%                              | 45%        | <b>46%</b>             |
| Certified as a CCRP with SOCRA   | 73%                              | 79%        | <b>85%</b>             |
| <b>Have been a SOCRA CCRP &gt;3 years (BASE: certified)</b>                      | <b>47%</b>                       | <b>50%</b> | <b>80%</b>             |
| <b>Attended the SOCRA Annual Conference at least once</b>                        | <b>33%</b>                       | <b>32%</b> | <b>47%<sup>s</sup></b> |
| <b>Years as a SOCRA member (mean)</b>  | <b>4.4</b>                       | <b>5.0</b> | <b>8.6</b>             |
| Years of experience in clinical research (mean)                                  | 8.9                              | 10.5       | <b>16.0</b>            |
| Age (mean years)   | 38.5                             | 41.2       | <b>48.7</b>            |
| Prefer to receive SOCRA Source Journal <b>mailed hardcopy</b>                    | 37%                              | 43%        | <b>51%</b>             |



## Years as a SOCRA Member

Longevity as a SOCRA member is associated with high compensation, a highly paid job title (Research Manager), experience in oncology and hematology, membership in other professional organizations, and predictable correlates: older age, years of experience in clinical research, experience in more therapeutic areas in general, SOCRA annual conference and chapter attendance, and SOCRA CCRP status.

Conversely, planning to take the CCRP exam is associated with *fewer* years as a member, just as it is associated with fewer years in one's current position (see prior page).

|   | Years as a Member |          |          |
|---|-------------------|----------|----------|
|   | 0-1               | 2-3      | 4+       |
|   | 373               | 434      | 1151     |
| <b>Respondents with fewer years as a member are higher</b>                            |                   |          |          |
| Financial compensation for receiving professional certification                       | 35%               | 29%      | 25%      |
| Plan to take the CCRP exam (BASE: not SOCRA certified)                                | 77%               | 63%      | 57%      |
| Clinical Research Coordinator   | 45%               | 37%      | 24%      |
| Hospital employee   | 44%               | 39%      | 33%      |
| Prefer online access to SOCRA Source Journal  | 66%               | 60%      | 48%      |
| Male  | 16%               | 13%      | 10%      |
| <b>Respondents with more years as a member are higher</b>                             |                   |          |          |
| Median annual compensation  | \$60,417          | \$66,948 | \$79,543 |
| Benefit package includes professional organization membership                         | 36%               | 43%      | 46%      |
| Benefit package includes employee assistance  | 63%               | 69%      | 70%      |
| Research Manager  | 7%                | 12%      | 19%      |
| Number of therapeutic areas of experience (mean)                                      | 2.9               | 2.9      | 3.6      |
| Therapeutic areas of experience include oncology                                      | 52%               | 58%      | 61%      |
| Therapeutic areas of experience include hematology                                    | 24%               | 28%      | 33%      |
| Certified as a CCRP with SOCRA  | 61%               | 87%      | 94%      |
| Member of other professional organizations  | 28%               | 29%      | 35%      |
| Attended the SOCRA Annual Conference at least once                                    | 19%               | 31%      | 49%      |
| Attended at least one SOCRA chapter meeting (BASE: chapter is close enough to attend) | 42%               | 60%      | 77%      |
| Prefer mailed hard copy access to SOCRA Source Journal                                | 34%               | 41%      | 52%      |
| Years of experience in clinical research (mean)                                       | 6.2               | 8.3      | 15.4     |
| Years in your current position  | 2.8               | 3.4      | 6.6      |
| Age (mean years)  | 36.1              | 39.3     | 46.9     |

## **Preference for Receiving the SOCRA Source Journal**

As in prior survey data, there are relatively few noteworthy differences between respondents who prefer to receive a mailed hard copy of the SOCRA Source Journal versus those who prefer to access the Journal online – as evident in the small size of the table below. The main differences are that the hardcopy folks are older and more involved with SOCRA than those who prefer online. In line with their age, they have more experience in clinical research and more longevity in their current positions, membership, and CCRP status.

| <b>Preference for how to receive the SOCRA Source Journal</b>                           |                          |                               |
|---|--------------------------|-------------------------------|
|   | <b>Hard copy mailing</b> | <b>Online- SOCRA Homepage</b> |
|   | <u>950</u>               | <u>1201</u>                   |
| <b>Prefer hard copy significantly higher</b>  |                          |                               |
| SOCRA members   | <b>94%</b>               | 88%                           |
| (If a member) Have been a member 4+ years   | <b>66%</b>               | <b>53%</b>                    |
| Age (mean)  | <b>45.3</b>              | 41.4                          |
| Years of experience in clinical research (mean)   | <b>12.9</b>              | 11.3                          |
| Years in current position (mean)  | <b>5.9</b>               | 4.6                           |
| CCRP certified by SOCRA   | <b>85%</b>               | 75%                           |
| CCRP certified for more than 3 years  | <b>66%</b>               | 57%                           |
| Plan to take the CCRP exam with SOCRA (BASE: not certified)                             | <b>65%</b>               | <b>53%</b>                    |
| Attended at least one SOCRA chapter meeting (BASE: a chapter is close enough to attend) | <b>58%</b>               | <b>47%</b>                    |
| <b>Prefer online significantly higher</b>   |                          |                               |
| Non-members   | <b>6%</b>                | <b>12%</b>                    |

## **CCRP Certified with SOCRA**

As in prior salary surveys, this year's SOCRA CCRP-certified respondents tend to be those who are involved with SOCRA in other ways – longer-term members who have attended the SOCRA annual conference and a SOCRA chapter meeting. Also, the following statement from SOCRA's review committee about the 2004 CCRP data also applies generally to the 2010, 2015, and 2020 data, in which mostly the same respondent categories again are correlated with SOCRA certification [exceptions in brackets]:

“Three subgroups -- Clinical Research Coordinators [except in 2020], hospital employees, and academic center employees – are particularly likely to be CCRP-certified with SOCRA, as persons working in those areas founded SOCRA. Also... three subgroups – males, master's/doctoral degree holders [though not significantly in 2020 & 2015], 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.”

An implication of the above quotation is that the differences between SOCRA-certified and non-certified researchers should be narrowing as the noted subgroups become more aware of SOCRA benefits. In 2015, the data did indeed suggest at least a small shift in that direction: The *differences* between CCRP vs. non-CCRP respondents in the percentages who were male, post-graduate educated, or pharmaceutical employees were slightly smaller in 2015 than they were in 2010.

However, the picture regarding the “narrowing hypothesis” is mixed now. Among pharmaceutical company employees, the findings – 4% of CCRPs and 7% of non-CCRP -- are exactly the same in 2020 as in 2010. Among males, the difference is actually one percentage point greater in 2020 than in 2010 (11% & 15% vs. 9% & 12%). Nonetheless, the education data remain consistent with the “narrowing” hypothesis: masters/doctoral degree holders are only slightly (non-significantly) less frequent among CCRPs vs non-CCRP now (42% vs. 44%), whereas the difference was appreciable and significant in 2010 (27% vs. 32%).

Perhaps the best indication of clinical researchers in general becoming more aware of SOCRA *certification* benefits may be the dramatic increase in certification from 2004, when CCRPs were 59% of the total sample to now, 78%. Regarding awareness of SOCRA *membership* benefits, two of the three key subgroups (less likely than average to be certified) have also trended up: *males* from 9% of the total sample in 2006 to 12% in 2020, and *masters/doctoral degree holders* dramatically from 22% to 42%. (The trend among pharmaceutical employees is not consistent but down slightly overall by ~2%). If there is little or no “narrowing,” maybe the only remaining non-certified clinical researchers are those who are still unaware of CCRP benefits -- or have some limiting circumstance: Note that among the reasons for *not* planning to take the CCRP exam, “not needed for current job” is up considerably from 38% in 2004 to 53% now.

**For the first time in these salary surveys, SOCRA certified respondents' median annual compensation is *higher* (though slightly and not significantly) than the median of non-CCRP respondents.** In 2015 and 2004 the differences (non-CCRP higher) were large enough to reach statistical significance. In perspective, the median salary difference has stayed relatively small: <\$2,200 from 2004 through 2020. Future survey data will tell whether members' new apparent salary advantage is the start of a significant trend.

See table, next page.

|   | <b>SOCRA certified?</b> |                 |
|---|-------------------------|-----------------|
|   | <b>Yes –<br/>CCRP</b>   | <b>No</b>       |
|   | <u>1714</u>             | <u>449</u>      |
| <b>CCRPs are significantly higher</b>   |                         |                 |
| <b>SOCRA member</b>   | <b>99%</b>              | <b>60%</b>      |
| <b>If SOCRA member, have been a SOCRA member 4+ years</b>   | <b>64%</b>              | <b>25%</b>      |
| Benefit package includes certification fees<br><i>NOTE: On 7 of the 11 benefit items listed in the survey, significantly more CCRP than non-CCRP respondents had the benefit.</i> | <b>51%</b>              | 37%             |
| Midwest region (base: U.S. residents)   | <b>28%</b>              | 18%             |
| Hospital employee   | <b>37%</b>              | 31%             |
| Academic research center/org. employee  | <b>42%</b>              | 30%             |
| Therapeutic area experience includes oncology   | <b>61%</b>              | 52%             |
| Years of experience in clinical research (mean)   | <b>12.6</b>             | 9.9             |
| Years in your current position (mean)   | <b>5.4</b>              | 4.2             |
| <b>Prefer to receive the SOCRA Source Journal in hardcopy mailing</b>   | <b>47%</b>              | <b>32%</b>      |
| Attended at least one SOCRA annual conference   | <b>39%</b>              | 30%             |
| Attended at least one SOCRA educational workshop  | <b>57%</b>              | 47%             |
| SOCRA chapter is close enough to attend   | <b>66%</b>              | 58%             |
| <b>Attended at least one SOCRA chapter meeting (BASE: chapter is close enough to attend)</b>  | <b>71%</b>              | <b>40%</b>      |
| <b>Non-certified are significantly higher</b>   |                         |                 |
| Southwest region (base: U.S residents)  | 12%                     | <b>24%</b>      |
| Male ( <i>see discussion on prior page</i> )  | 11%                     | <b>15%</b>      |
| Pharmaceutical company employee ( <i>see discussion on prior page</i> )   | 4%                      | <b>7%</b>       |
| <b>Prefer to receive the SOCRA Source Journal online</b>  | <b>53%</b>              | <b>68%</b>      |
| <b>Belong to other professional organizations</b>   | <b>30%</b>              | <b>46%</b>      |
| <b>Notable non-significant differences-see discussion on prior page</b>   |                         |                 |
| <b>Median salary</b>  | <b>\$73,638</b>         | <b>\$72,653</b> |
| Clinical Research Coordinator   | 30%                     | 30%             |
| Masters/doctoral degree holder  | 42%                     | 44%             |

## Years as a CCRP Certified by SOCRA

The results of this analysis are mostly predictable, as they were in prior survey data: Longevity as a SOCRA CCRP is positively related to annual compensation, age, SOCRA chapter and annual conference attendance, a higher-paid title (Research Manager), and experience in more therapeutic areas. Those with fewer years as a CCRP are more likely to have a lower-paid position (Clinical Research Coordinator) and hospital employment.

One difference that runs counter to the higher incomes of longer-term CCRPs is that they have, on average, *less* education than newer CCRPs. This also was found in the prior surveys.

|   | <u>Years as a CCRP</u> |                    |                 |
|---|------------------------|--------------------|-----------------|
|   | <u>0 – 3 years</u>     | <u>4 - 6 years</u> | <u>7+ years</u> |
| BASE: SOCRA-certified CCRPs   |                        |                    |                 |
| <b>Group</b>  | <u>660</u>             | <u>414</u>         | <u>631</u>      |
|   |                        |                    |                 |
| <u>Respondents with fewer years as a CCRP are significantly higher:</u>               |                        |                    |                 |
| Bachelor's or higher degree   | 92%                    | 89%                | 85%             |
| Male  | 14%                    | 12%                | 8%              |
| Clinical Research Coordinator   | 41%                    | 26%                | 21%             |
| Hospital employee   | 42%                    | 34%                | 33%             |
| Prefer to access the SOCRA Source Journal online                                      | 58%                    | 41%                | 48%             |
| Professional certification paid by employer   | 74%                    | 64%                | 64%             |
| Financial compensation for receiving professional certification                       | 32%                    | 25%                | 24%             |
|   |                        |                    |                 |
| <u>Respondents with more years as a CCRP are significantly higher:</u>                |                        |                    |                 |
| Median annual compensation  | \$64,349               | \$76,014           | \$82,574        |
| Age (mean)  | 37.6                   | 42.8               | 49.4            |
| Research Manager  | 11%                    | 18%                | 19%             |
| Number of therapeutic areas of experience (mean)                                      | 2.9                    | 3.7                | 3.6             |
| Years of experience in clinical research  | 7.6                    | 12.0               | 18.0            |
| Years in your current position  | 3.3                    | 5.1                | 7.9             |
| Professional organization membership is an employee benefit                           | 40%                    | 42%                | 48%             |
| Member of other professional organization   | 25%                    | 33%                | 34%             |
| Attended the SOCRA annual conference at least once                                    | 29%                    | 39%                | 55%             |
| Attended at least one SOCRA chapter meeting (BASE: chapter is close enough to attend) | 59%                    | 76%                | 79%             |
| Prefer to receive the SOCRA Source Journal in hardcopy mailing                        | 42%                    | 49%                | 52%             |

## **Attended the SOCRA Annual Conference**

Compared with non-attendees, SOCRA conference attendees tend to be:

- higher paid
- older and more experienced
- more involved with SOCRA in other ways (besides conference attendance): attending chapter meetings and Educational Workshops, and CCRP certified.

Those who never attended the Annual Conference tend to be:

- in lower-paid employment:
  - Clinical Research Coordinators
  - hospital employees
- planning to take the SOCRA CCRP exam

These findings are consistent with prior survey results.

| <b>Attended the SOCRA annual conference?</b>   |                           |            |
|--|---------------------------|------------|
|  | <b>Yes, at least once</b> | <b>No</b>  |
|  | <u>1169</u>               | <u>975</u> |
| <b>Conference attendees are significantly higher</b>                                     |                           |            |
| Median annual compensation   | <b>\$80,851</b>           | \$69,493   |
| Benefit package includes professional organization membership                            | <b>49%</b>                | 38%        |
| Age (mean)   | <b>46.0</b>               | 41.2       |
| Number of therapeutic areas of experience (mean)   | <b>3.5</b>                | 3.0        |
| Years of experience in clinical research (mean)  | <b>14.5</b>               | 10.5       |
| Years in your current position (mean)  | <b>6.1</b>                | 4.6        |
| CCRP certified with SOCRA  | <b>82%</b>                | 78%        |
| <b>CCRP certified for more than 3 years (Base: CCRP certified)</b>                       | <b>76%</b>                | <b>52%</b> |
| Attended a SOCRA chapter meeting at least once (BASE: chapter is close enough to attend) | <b>72%</b>                | 61%        |
| <b>Attended a SOCRA Educational Workshop</b>   | <b>72%</b>                | <b>44%</b> |
| <b>Have been a SOCRA member 4+ years</b>   | <b>73%</b>                | <b>50%</b> |
| <b>Never attended are significantly higher</b>   |                           |            |
| Clinical Research Coordinator  | 23%                       | <b>35%</b> |
| Hospital employee  | 31%                       | <b>39%</b> |
| <b>Plan to take the CCRP exam with SOCRA (BASE: not certified)</b>                       | <b>48%</b>                | <b>61%</b> |

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## **Attended a SOCRA Educational Workshop**

The results for having attended a SOCRA educational workshop are mostly the same as for having attended the annual conference – see the prior page. Workshop attendees are more highly paid, older, more experienced (in number of years in clinical research and their current positions), and more involved with SOCRA than workshop non-attendees.

The only differences are that workshop attendees, relative to conference attendees, are not significantly more likely to plan to take the CCRP exam and do not claim significantly more therapeutic areas of experience (though the small differences are in the same direction), but they are significantly more likely to have a SOCRA chapter close enough to attend.

| <b>Attended a SOCRA educational workshop?</b>   |                          |            |
|---|--------------------------|------------|
|   | <b>Yes, at least one</b> | <b>No</b>  |
| .   | <u>1,161</u>             | <u>975</u> |
| <b>Conference attendees are significantly higher</b>  |                          |            |
| Median annual compensation  | <b>\$77,052</b>          | \$69,394   |
| Benefit package includes professional organization membership                                   | <b>46%</b>               | 37%        |
| Age (mean)  | <b>44.6</b>              | 41.2       |
| Years of experience in clinical research (mean)   | <b>13.0</b>              | 10.8       |
| Years in your current position (mean)   | <b>5.4</b>               | 4.9        |
| CCRP certified with SOCRA   | <b>82%</b>               | 76%        |
| CCRP certified for more than 3 years (Base: CCRP certified)                                     | <b>67%</b>               | 54%        |
| <b>Attended the SOCRA annual conference at least once</b>                                       | <b>50%</b>               | <b>23%</b> |
| SOCRA chapter is close enough to attend   | <b>67%</b>               | 60%        |
| <b>Attended a SOCRA chapter meeting at least once (BASE: chapter is close enough to attend)</b> | <b>75%</b>               | <b>51%</b> |
| Member of other professional organization   | <b>37%</b>               | 30%        |
| <b>Have been a SOCRA member 4+ years</b>  | <b>66%</b>               | <b>50%</b> |
| <b>Never attended are significantly higher</b>  |                          |            |
| Clinical Research Coordinator   | 27%                      | <b>34%</b> |
| Hospital employee   | 34%                      | <b>39%</b> |



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### **SOCRA Chapter is Close Enough to Attend Meetings**

As in prior survey results, respondents who have a chapter located close enough for them to attend meetings are more likely (than respondents without a close chapter) to be higher paid, academic research employees, with at least a bachelor’s degree, who have attended a SOCRA educational workshop, and who, of course, have attended a chapter meeting.

| <b>Is there a SOCRA chapter close enough for you to attend meetings?</b>  |                    |                   |
|---|--------------------|-------------------|
|   | <b><u>Yes</u></b>  | <b><u>No</u></b>  |
| .   | <b><u>1376</u></b> | <b><u>765</u></b> |
| <b>Respondents “close enough” are significantly higher</b>  |                    |                   |
| Median annual compensation  | <b>\$74,793</b>    | \$70,144          |
| Benefits include retirement package<br>NOTE: Those “close enough” also are significantly more likely than their cohorts to get almost all the other employee benefits listed in the survey. | <b>86%</b>         | 76%               |
| Bachelor’s or higher degree   | <b>90%</b>         | 85%               |
| Academic research center/organization employee  | <b>47%</b>         | <b>29%</b>        |
| Attended a SOCRA educational workshop   | <b>58%</b>         | 50%               |
| Attended a SOCRA chapter meeting  | <b>65%</b>         | <b>15%</b>        |
| <b>“Not close enough” are significantly higher</b>  |                    |                   |
| Compensation is hourly  | 18%                | <b>24%</b>        |
| South region resident   | 21%                | <b>37%</b>        |

## **Attended a Local SOCRA Chapter meeting**

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

As we found in prior salary surveys, attendance at a local chapter meeting is correlated with other forms of involvement with SOCRA: SOCRA membership, longevity as a SOCRA member, attendance at the annual conference, and certification as a CCRP with SOCRA. And, as in 2010, the current data show chapter attendance also correlated with age, academic employment, longevity in clinical research and in one's current position, and residence *outside* the U.S.

Also consistent with prior salary surveys, chapter meeting attendance is *not* correlated significantly with annual compensation.

| <b>Attended a SOCRA chapter meeting? (BASE: close enough to attend.)</b> |                         |            |
|--|-------------------------|------------|
|  | <b>Yes—at least one</b> | <b>No</b>  |
| BASE: A chapter is close enough to attend                                | <u>894</u>              | <u>481</u> |
| <b>Chapter attendees are significantly higher</b>                        |                         |            |
| SOCRA member   | <b>95%</b>              | 87%        |
| Have been a SOCRA member at least 4 years                                | <b>69%</b>              | <b>43%</b> |
| Certified as a CCRP with SOCRA   | <b>89%</b>              | <b>68%</b> |
| Has been a certified CCRP at least 4 years                               | <b>68%</b>              | <b>48%</b> |
| Attended the SOCRA annual conference at least once                       | <b>43%</b>              | 32%        |
| Attended at least one SOCRA educational workshop                         | <b>67%</b>              | <b>41%</b> |
| Age  | <b>44.0</b>             | 41.2       |
| Years of experience in clinical research (mean)                          | <b>12.9</b>             | 10.7       |
| Years in your current position   | <b>5.4</b>              | 4.6        |
| Canada resident  | <b>13%</b>              | 7%         |
| Employee of academic research center/organization                        | <b>49%</b>              | 39%        |
| Prefer to receive <i>SOCRA Source Journal</i> by hard copy mailing       | <b>45%</b>              | 37%        |
| <b>Never attended are significantly higher</b>                           |                         |            |
| Benefit package includes annual salary bonus                             | 24%                     | <b>29%</b> |
| U.S. resident  | 86%                     | <b>92%</b> |
| Prefer to access <i>SOCRA Source Journal</i> online                      | 55%                     | <b>63%</b> |

## **Professional Certification Paid by Employer**

Differences between respondents who do versus do not get professional certification paid by their employers have been similar in the four salary surveys.

Respondents who have **professional certification paid by their employers** are (compared to their cohorts who do not get this employer benefit) more likely to be either CCRPs with SOCRA or planning to take the CCRP exam. In other words, most clinical researchers whose employers pay for professional certification either already have taken advantage of that benefit or plan to take advantage of it in the future.

Those who get this benefit also tend to skew toward younger, U.S. residents, salaried (vs. compensated hourly), recipients of a broad range of other employee benefits, and SOCRA members.

Interestingly, although respondents who get certification paid as a benefit are more likely than their cohorts to be SOCRA members and CCRPs, it is their cohorts (whose employers do not pay for their certification) who are more likely to have *longevity* (more than 3 years) as members and CCRPs. This seeming contradiction may be explained by age: Those who get certification paid as a benefit tend to be younger, hence have less longevity.

We continue to see no significant difference in salary *levels* between those who do versus do not get their certification fees paid as an employee benefit. However, we also find (again) that those getting certification paid as a benefit are significantly more likely to *be salaried* (versus paid hourly) than their cohorts.

See data table, next page.

| <b>Is professional certification paid by your employer?</b>   |             |             |
|---|-------------|-------------|
|   | <b>Yes</b>  | <b>No</b>   |
|   | <u>1410</u> | <u>749</u>  |
| <b>Certification paid by employer are significantly higher</b>  |             |             |
| Compensation is salaried (vs. hourly)   | <b>83%</b>  | 76%         |
| SOCRA member  | <b>93%</b>  | 88%         |
| CCRP with SOCRA   | <b>82%</b>  | 74%         |
| Plan to take the CCRP exam with SOCRA (BASE: not certified)   | <b>64%</b>  | <b>47%</b>  |
| Benefit package includes professional organization membership<br><i>NOTE: Getting certification paid by the employer is significantly and positively associated with every specific benefit listed in the survey. This is simply because if an employee gets one benefit, he/she is likely to be with an employer who gives other benefits as well. After "certification fees" (which defines the subgrouping), the largest difference was for "professional organization membership," i.e., employers who pay for certification usually also pay for the same organization's membership.</i> | <b>61%</b>  | <b>6%</b>   |
| Get financial compensation for receiving professional certification   | <b>31%</b>  | 18%         |
| U.S. resident   | <b>91%</b>  | 80%         |
| Academic research center/organization   | <b>44%</b>  | 31%         |
| <b>Certification not paid are significantly higher</b>  |             |             |
| Compensation is hourly  | 17%         | <b>24%</b>  |
| Age (mean)  | <b>42.2</b> | <b>44.7</b> |
| Years of experience in clinical research (mean)   | 11.6        | <b>12.8</b> |
| Number of therapeutic areas of experience (mean)  | 3.2         | <b>3.7</b>  |
| SOCRA member more than 3 years  | 57%         | <b>64%</b>  |
| CCRP with SOCRA more than 3 years   | 58%         | <b>68%</b>  |
| Resident of Canada or other ex-U.S. country   | 9%          | <b>20%</b>  |
| Contrast Research Organization employee   | 6%          | <b>15%</b>  |

## **Financial Compensation for Receiving Certification**

Respondents who did or would get financial compensation (a raise, bonus, etc.) for receiving their professional certification tend to be lower-paid overall and in the following lower-paid subgroups: Clinical Research Coordinators, hospital or academic employment, paid hourly, less educated, less experienced, younger, Midwest residents, and intending to take the CCRP exam (compared to their cohorts who did/will not receive compensation). However, respondents compensated for certification also are more likely to be U.S. residents, who on average are *higher* paid than non-U.S. residents.

The cohorts who do *not* get compensation for certification are largely the mirror image of the above: more likely to be higher paid overall and in the following higher-paid subgroups: salaried; employed by a contract research, pharmaceutical, or medical device company; more educated; older; more experienced; and residing in the Middle Atlantic region of the US. Consistent with their older average age, they tend to have more longevity as SOCRA members and CCRPs. However, they also are more likely to be Canadians, who report lower compensation than do U.S. residents.

These results are similar to the prior survey findings.

See table, next page.

| <b>Was/will there be financial compensation (a raise) for receiving professional certification?</b>   |            |                 |
|---|------------|-----------------|
|   | <b>Yes</b> | <b>No</b>       |
|   | <b>577</b> | <b>1,580</b>    |
| <b>Respondents who will get compensated are significantly higher</b>  |            |                 |
| Compensation is hourly  | <b>27%</b> | 17%             |
| Benefit package includes certification fees<br><i>NOTE: Getting a raise for receiving professional certification also is significantly associated with having most other employee benefits, specifically: tuition reimbursement, training/education, professional organization membership, retirement, and an employee assistance program in the respondents' employee benefit packages. The strongest association is with certification fees. Put simply, employers who pay the fees for certification also tend to be those who will reward employees financially if they do get certified.</i> | <b>60%</b> | <b>45%</b>      |
| Professional certification paid by employer   | <b>76%</b> | 61%             |
| United States resident  | <b>93%</b> | 86%             |
| Resident of the Midwest region (BASE: U.S. residents)   | <b>37%</b> | 21%             |
| <b>Clinical Research Coordinator</b>  | <b>44%</b> | <b>25%</b>      |
| Hospital employee   | <b>42%</b> | 34%             |
| Academic research center/organization employee  | <b>47%</b> | 37%             |
| <b>Plan to take the CCRP exam with SOCRA (BASE: not certified)</b>  | <b>75%</b> | <b>51%</b>      |
| <b>Respondents who will not get compensated are significantly higher</b>  |            |                 |
| Median annual compensation  | \$66,699   | <b>\$76,471</b> |
| Compensation is salaried (vs. hourly)   | 73%        | <b>83%</b>      |
| Postgraduate degree (master's/doctorate)  | 38%        | <b>45%</b>      |
| Age (mean)  | 42.1       | <b>43.4</b>     |
| Years as a SOCRA member (mean)  | 5.6        | <b>6.4</b>      |
| Years of experience in clinical research (mean)   | 10.8       | <b>12.5</b>     |
| CCRP with SOCRA for 4+ years  | 55%        | <b>65%</b>      |
| Number of therapeutic areas of experience (mean)  | 3.0        | <b>3.5</b>      |
| Canada resident   | 7%         | <b>12%</b>      |
| Resident of the Middle Atlantic region (BASE: U.S. residents)   | 7%         | <b>12%</b>      |
| <b>Contract research organization employee</b>  | <b>3%</b>  | <b>11%</b>      |
| Pharmaceutical company employee   | 2%         | <b>5%</b>       |
| Medical device company employee   | 2%         | <b>5%</b>       |