

A Survey of  
Compensation of Life Scientists in the USA, 2008

By

**TheScientist**  
MAGAZINE OF THE LIFE SCIENCES

Sponsored by

The American Association of Immunologists

The American Physiological Society

The American Society for Cell Biology

The American Society for Human Genetics

The American Society for Pharmacology and Experimental Therapeutics

The Endocrine Society



Conducted by



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This report is an analysis of data collected via a web survey form from readers of *The Scientist*, registrants and visitors to *The Scientist* web site, and members of the sponsoring societies. The survey was conducted between February 15 and June 2, 2008.

We wish to express our thanks to the sponsoring societies and to the many thousands of scientists who participated in this survey.

The survey form and analysis were developed by

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Please direct any inquiries about the survey methodology and analysis to AMG Science Publishing.

## Methodology

E-mail invitations to participate in this survey were sent to subscribers to the print edition of *The Scientist*, to registrants on *The Scientist* web site who identified themselves as U.S.-based professional life scientists. The sponsoring Societies carried out additional mailings and advertising to their members encouraging them to participate. Advertising was included on *The Scientist* web site encouraging visitors to participate.

Data were collected from February 15 and June 2, 2008. Usable responses were received from 4,702 individuals in the United States. Since many individuals are subscribers to *The Scientist*, and/or registrants on their web site, and/or members of one or more of the sponsoring societies, it is not possible to compute an accurate rate of response.

It should be noted that not every participant provided all of the information requested. If the participant provided income data, plus information concerning at least one demographic characteristic, the questionnaire was included in the study. The result of this decision is that the total number of cases varies from table to table.

For each parameter, the following data are given

No.	Refers to the usable number of responses from which the statistics were derived for the data line in which that specific number appears.
Mean	Indicates the annual compensation of all individuals in a group were added together and the total divided by the number of cases involved. This measure of central tendency can be unduly influenced by a few very high or very low data. While the mean is more convenient for the purpose of certain calculations, greater consideration should be given to the median for comparison purposes, especially when the sample size is small.
10%	First Decile: Income below which 10% of the incomes fall
25%	First Quartile: Income below which 25% of the incomes fall
50%	Median: The value of the middle item (or the average of the two middle items) of a group of values when they are arrayed from largest to smallest. The advantage of the median is that it provides a measure of central tendency that is not unduly influenced by a few very high or very low. The median value is most useful for comparison purposes and has been highlighted in yellow on all pages.
75%	Third Quartile: Income below which 75% of the incomes fall.

90%	Ninth Decile: Income below which 90% of the incomes fall
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**Thresholds**

- If there are less than 5 responses    No values are given
- If there are less than 10 responses    Only mean and median values are given
- If there are less than 20 responses    Only mean, median and quartile values are given
- If there are 20 or more responses    Mean, median, quartile and first and ninth decile values are given.

The information regarding compensation which is presented herein should be considered in its entirety before any final interpretations are made. Usually, the larger the sample size, the more "stable" and valid the statistics which are reported. Consequently, greater confidence can usually be placed in data for which sample sizes are larger.

Occasionally, the current salary and/or total compensation reported by one or more respondents in a group will be considerably higher or lower than that of other respondents. When the sample size for that group is very small, the mean for the group will be influenced unduly and the inter-decile range extended greatly. However, the medians reported will not be influenced by such isolated cases. Therefore, whenever the sample size is small, the inter-decile range is extremely large, and there is a considerable difference between the mean and the median in a line of data, greater confidence should usually be placed in the median rate reported than in the mean rate.

As the definitions imply, one-half of the respondents in a group are in positions where the salary currently paid and the total compensation are above the median rates reported, one-quarter are above the third quartile rates reported, and one-tenth above the ninth decile. As a matter of policy, many employers deliberately set salary ranges above the "going rate" in order to attract and retain the best possible employees. Further, an individual's length of service and performance in his or her position play parts in determining that individual's current salary, since the value of a job tends to increase when the job is performed and "molded" by an exceptionally able individual. Therefore, the fact that an individual's salary is above some otherwise-appropriate statistic need not necessarily be a matter of concern.

## Survey Form

The Survey Form, with definitions of terms used is reproduced below. The headings given in the results tables are somewhat abbreviated and it is sometimes necessary to consider the more detailed wording of the questions when making judgments about the results.

### Introduction

## THE SCIENTIST SURVEY OF SALARIES IN THE LIFE SCIENCES 2008

Sponsored by:



*The Scientist*, The Magazine of the Life Sciences, is conducting a major survey of compensation in the life sciences. The survey is open to **all life scientists employed in the US**, and is sponsored by several major professional societies.

The survey is being conducted and analyzed by AMG Science Publishing, an independent consulting firm. Articles describing the results of the survey will be published in *The Scientist* September 2008 issue, on The Scientist.com web site, and in the sponsoring societies' publications.

Your participation in this study is completely voluntary and will take approximately 4 minutes. To ensure that we collect accurate and representative results please answer all questions carefully and completely. **NOTE THAT ONCE YOU HAVE COMPLETED A QUESTION AND GONE TO THE NEXT, YOU CANNOT RETURN TO THE PREVIOUS QUESTION.** There are no foreseeable risks associated with this participation in this survey -- all results are confidential, anonymous and coded, and data from this research will be reported only in the aggregate.

As our way of saying "thank you" for your participation, all respondents who fill out the survey by **FRIDAY, MAY 30, 2008** may enter a drawing for one of three Amazon.com gift certificates worth \$100.

If you have questions at any time about the survey or the procedures, you may contact AMG SCIENCE PUBLISHING by email at [info@amgpublishing.com](mailto:info@amgpublishing.com).

Thank you very much for your time and support.

### Employment Status. Please select the entry below which best describes your employment status

Self-employed full-time (35 hours or more per week)

Self-employed part-time (under 35 hours per week)

Employed full-time (permanent)

Employed full-time (contract/temporary)

Employed part-time (permanent)

Employed part-time (contract/temporary)

Post-doctoral or other fellowship

Unemployed (seeking employment)

Other (not adequately described above)

**Primary Job Activity. Please select the entry below which best identifies your primary job activity**

Administration (primarily not of research)

Analytical Services

Clinical Services

Consulting

Government (excluding Health and Safety/Regulatory Affairs, below)

Health and Safety/Regulatory Affairs

Marketing, Sales, Purchasing, and Technical Services

Patents, Licensing, and Trademarks

Patient Care

Production, Quality Control/Quality Assurance

Research - Administration

Research - Clinical

Research - Field

Research - Laboratory

Research - Museum/Science Center

Research - Nonprofit Agency (NGO)

Research - Other (not listed herein)

Teaching/Training - Academic

Teaching/Training - Museum/Science Center

Teaching/Training - Nonprofit Agency (NGO)

Teaching/Training - Other (not listed herein)

Technology Transfer

Other (not adequately described herein)

**Primary Area of Specialization. Please select the entry below which identifies your primary area of specialization**

Agronomy

Anatomy

Animal Behavior

Aquatic Sciences

Bacteriology

Biochemistry

Bioengineering

Bioinformatics

Biology - General/Other

Biophysics

Biostatistics

Biotechnology

Botany

Cancer/Oncology

Cell Biology/Cytology

Chemistry - General/Other

Clinical Research

Clinical Testing

Conservation

Developmental Biology

Drug Discovery/Development/Delivery - Antibiotics

Drug Discovery/Development/Delivery - Other

Ecology

Endocrinology

Entomology

Environmental Science

Epidemiology

Evolution

Fisheries

Food Science/Nutrition

Forensics

Genetics

Genomics

Immunology - Clinical

Immunology - General

Immunology - Molecular

Microbiology - Aquatic or Terrestrial

Microbiology - Clinical/Medical

Microbiology - Environmental

Microbiology - Food

Microbiology - General

Microbiology - Industrial/Fermentation

Microbiology - Veterinary

Microbiological Ecology

Microbiological Physiology/Metabolism

Modeling

Molecular Biology

Neuroscience

Organic Chemistry

Parasitology

Pathology  
Preclinical/Translational Research  
Pharmacology  
Physiology  
Plant Science  
Proteomics  
Radiation  
Stem Cell Research  
Taxonomy/Classification/Systematics  
Toxicology

Veterinary Science  
Virology - Animal  
Virology - Bacterial  
Virology - General  
Virology - Medical/Clinical  
Virology - Plant  
Wildlife Biology  
Zoology  
Other not specified above

**Position/Job Level. Please select the entry below which best describes your position type.**

Academic/teaching position (including postdocs in academia)  
Management position in industry  
Research position (full-time) (including postdocs in industry or research institutions)  
Service Laboratory position  
Government position (excluding Academic, Research, and Laboratory Positions)  
Consulting position (full time)  
Other type of position

**Academic/Teaching Positions: Please select the entry below which best describes your job level**

College/University Department Head (11-12 month appointment)  
College/University Department Head (9-10 month appointment)  
Professor (11-12 month appointment)  
Professor (9-10 month appointment)  
Associate Professor (11-12 month appointment)  
Associate Professor (9-10 month appointment)  
Assistant Professor (11-12 month appointment)  
Assistant Professor (9-10 month appointment)  
College Instructor (11-12 month appointment)  
College Instructor (9-10 month appointment)  
Adjunct Professor (at least 2 semesters per year)  
Post-Doctoral Researcher (11-12 month appointment)  
Post-Doctoral Researcher (9-10 month appointment)  
Other Academic Position (not adequately described above)

**Academic Positions Please indicate your academic tenure status**

Tenured  
On tenure track  
Not on tenure track

Other

**Management Positions in Industry: Please select the entry below which best describes your job level**

President/Managing Director "A". Is the owner, a full partner, or a major stockholder of the firm. Functions as the chief executive officer of the firm. Directs all of the firm's activities. In a smaller firm, may directly supervise one or more departments of the firm.

President/Managing Director "B". Has little or no financial interest in the firm. Functions as the chief executive officer of a firm in which the owners/partners/major stockholders do not play a managerial role. Directs all of the firm's activities. In smaller firm, may directly supervise one or more departments of the firm.

Chief Operating Officer "A". Has a significant financial interest in the firm. Under the administrative direction of the President, either: is solely responsible for the management of all operating units; or shares this responsibility with the President or other company executives.

Chief Operating Officer "B". Has little or no financial interest in the firm. Under the administrative direction of the President, either: is solely responsible for the management of all operating units; or shares this responsibility with the President or other company executives.

Other Commercial/Industrial Management Position (not adequately described above)

**Research Positions (full-time): Please select the entry below which best describes your job level**

Research Vice President/Director. Is the highest-level employee in the organization who is primarily responsible for the management of research activities. May participate in the research activities.

Research Manager. Under the direction of the Research Director and assisted by TWO levels of subordinate supervisors, directs and may participate in the work of a smaller research group.

Research Section Head. Under the direction of a Research Vice President/Director or a Research Manager, and assisted by ONE level of subordinate supervisor, directs and may participate in the work of a smaller research group.

Research Unit Supervisor. Under the direction of a higher-level research administrator, directly supervises and may participate in the work of a small research group.

"Distinguished" Researcher. Typically, is a nationally- and internationally-recognized authority in his/her field; serves as leader for difficult research but does not have supervisory responsibilities; and has usually received prestigious scientific recognition and/or awards.

Senior Researcher. Typically conducts independent research; receives little technical direction; often serves as lead scientist/principal investigator/team leader on a major research question but does not have supervisory responsibilities.

Intermediate Researcher. Typically conducts independent research as a part of a major research project or of a fairly routine nature; receives technical supervision on unusual or complex problems.

Researcher in Post-doctoral training program

Junior Researcher. Typically conducts research as a part of a major research project; receives frequent technical direction.

Senior Research Technician. Under general supervision, performs non-routine experiments, tests, or other assignments which may require non-standard procedures or complex instrumentation.

Intermediate Research Technician. Under supervision, performs routine experiments, tests, or other assignments which may require standard procedures or moderately-complex instrumentation.

Junior Research Technician. Under close supervision, performs simple experiments, tests, or other assignments, and may clean, perform routine maintenance on, and/or set-up equipment.

Other Research Position (full-time) (not adequately described above)

**Laboratory Positions: Please select the entry below which best describes your job level**

Laboratory Director. Is the highest-level employee in the organization who is primarily responsible for the management of laboratory activities; directs or supervises the activities of laboratory personnel, schedules testing; and may participate in testing activities.

Laboratory Manager. Under the direction of the Laboratory Director, supervises and may participate in the work of a smaller laboratory group

Medical Technologist/Clinical Lab Scientist "A". Under direction, performs the full range of medical laboratory tests. Is responsible for confirming the accuracy of test results. Has passed the national certification exam

Medical Technologist/Clinical Lab Scientist "B". Under direction, performs the full range of medical laboratory tests. Is responsible for confirming the accuracy of test results. Has not passed the national certification exam

Medical Laboratory Technician "A". Under the supervision of a Medical Technologist/Clinical Lab Scientist, performs routine tests in a medical laboratory. Has passed the national certification exam

Medical Laboratory Technician "B". Under the supervision of a Medical Technologist/Clinical Lab Scientist, performs routine tests in a medical laboratory. Has not passed the national certification exam

Laboratory Technician. Under supervision, is capable of performing all laboratory testing in a non-medical laboratory

Laboratory Assistant. Under close supervision, works in a learning capacity and/or performs simple, routine tests

Other Laboratory Position (not adequately described above)

**Government Positions (excluding Academic, Research, and Laboratory Positions): Please select the entry below which best describes your job level**

Manager. Assisted by TWO levels of subordinate supervisors, directs and may participate in the work involved in inventorying and/or monitoring populations, developing and/or carrying out conservation plans and programs, etc.

Section Head. Assisted by ONE level of subordinate supervisor, directs and may participate in the work involved in inventorying and/or monitoring populations, developing and/or carrying out conservation plans and programs, etc.

Unit Supervisor. Directly supervises and may participate in the work involved in inventorying and/or monitoring populations, developing and/or carrying out conservation plans and programs, etc. Does NOT have any subordinate supervisors.

Non-supervisory Professional. On a professional level, participates in the work involved in inventorying and/or monitoring populations, developing and/or carrying out conservation plans and programs, etc. Does NOT have any supervisory responsibility.

Non-supervisory Non-professional. On a non-professional level, participates in the work involved in inventorying and/or monitoring populations, developing and/or carrying out conservation plans and programs, etc. Does NOT have any supervisory responsibility.

Other Government Position not adequately described above.

**Consulting Positions (full-time): Please select the entry below which best describes your job level**

Manager. Supervises and may participate in the work of subordinate consultants. Is responsible for marketing the firm's services, getting and signing contracts, and service as the firm's responsible contact for specific clients

Principal Consultant. Works under general direction. Typically works on more complex projects requiring independent study and responsible judgment and/or oversees lower-level consultants. Work includes client contact, probably includes business development, but does not include control of client accounts

Senior Consultant. Works under direction. Typically works on more complex projects requiring independent study and responsible judgment and/or oversees lower-level consultants. Work includes client contact, but is not heavily engaged in business development

Consultant. Works under general supervision. Typically works on projects of average difficulty, with work being reviewed in detail

Junior Consultant. Works under close supervision. Typically works in a learning capacity, receiving on-the-job training

Independent Consultant. Works independently for clients with no supervisors or employees.

Other Consulting Position not adequately described above

**Other Types of Position: Please select the entry below which best describes your job level**

Publisher. Directs and coordinates the efforts of all departments contributing to the publishing function. Establishes policies for and supervises such functions as Editorial, Advertising, Circulation, Sales, and/or Production

Editor. Formulates editorial policy; directs all editorial activities of the organization. Oversees and may participate in the editing of one or more publications. May write books, articles, etc

Editorial Writer. Prepares such written material as articles, columns, news items, and/or similar material. Spends little or no time editing the work of others

Reporter/Correspondent. Collects and analyses facts by interview, investigation, and/or observation. Reports and writes material for publication in a periodical

Patent Attorney. Holds a JD or LLB degree and has passed the Patent Office examination

Patent Agent. Has passed the Patent Office examination but does not hold a JD or LLB degree

Patent Specialist. Entry-level position in a firm prior to passing the bar

Non-profit/NGO Administration. Management or staff position in a NGO or non-profit organization.

Other Position (not adequately described above)

**Type of Supervisory/Managerial Responsibility. Please select the entry below which best describes the type of employees that you supervise/manage. (Note: This question deals only with paid employees, and excludes students and volunteers.)**

I have no routine supervisory/managerial responsibility

I supervise/manage life scientists or other professionals but not clerical or other non-professional employees.

I supervise/manage clerical or other non-professional employees, but not scientists or other professionals.

I supervise/manage both professional and non-professional employees.

Other (not adequately described above).

**Level of Supervisory/Managerial Responsibility. Please indicate the number of employees of the type specified previously that you supervise/manage (directly or through subordinate supervisors).**

None

One or two employees

Three or four employees

Five to nine employees

10 to 24 employees

25 to 49 employees

50 to 99 employees

100 to 249 employees

250 to 499 employees

500 to 999 employees

1,000 or more employees

**Base Annual Salary from Primary Job. What is your base annual salary from your primary, full-time job (to the nearest whole dollar)?**

Please exclude summer teaching, fees, overtime pay, bonuses, profit-sharing, and any other supplemental income. Also, please exclude income from secondary employment (such as part-time teaching, part-time consulting, etc.) If on a 9 or 10 month academic contract, please report the 9 or 10 month salary. Note: If you are self-employed, please post your total annual income (from your primary business) here.

**Other Cash Compensation from Primary Employment** . During the past year, what additional cash income did you receive from your primary job (to the nearest whole dollar)? (Please include fees, bonuses, and profit sharing, but exclude salary, overtime pay, and income from secondary or part-time employment.) Note: If you received no fees, bonuses, commissions, or profit sharing, please enter a single 0 digit (zero)

**Highest Degree(s) Earned. Please select the entry below for the highest degree(s) you have been granted to date. (Please exclude honorary degrees.)**

- |   |   |
|---|---|
| Some college but no degree                            | Doctoral Science/Engineering Degree (e.g. Ph.D.)    |
| Two-to-three year degree (e.g. A.A./A.S. degree)      | Pharmaceutical doctorate                            |
| Bachelor-level Non-Science degree (B.A.)              | Veterinary Medicine Doctorate                       |
| Bachelor-level Science/Engineering Degree (e.g. B.S.) | Dental Doctorate                                    |
| Two Bachelor-level degrees                            | Medical Doctorate                                   |
| Masters-level Non-Science Degree (e.g. M.A.)          | Doctorate and business degree                       |
| Masters-level Business Degree (e.g. M.B.A.)           | Two Doctoral Science/Engineering Degrees            |
| Masters-level Science/Engineering Degree (e.g. M.S.)  | Pharmaceutical Doctorate and another doctorate      |
| Two Masters-level degrees                             | Veterinary Medicine Doctorate and another doctorate |
| Juris Doctor (J.D.)                                   | Dental Doctorate and another doctorate              |
| Doctoral Non-Science Degree (e.g. Ph.D.)              | Other (not adequately described herein)             |

**Age at Most Recent Birthday. Please indicate your age group.**

- |          |            |
|----------|------------|
| Under 30 | 50 - 54    |
| 30 - 34  | 55 - 59    |
| 35 - 39  | 60 - 64    |
| 40 - 44  | 65 or more |
| 45 - 49  |            |

**Total Years of Professional Experience. Please select the entry below for the group which includes your total number of years of professional experience. (Note: Please exclude years as a graduate student and/or during significant interruptions in your professional career.)**

- |                     |                  |
|---------------------|------------------|
| Under one year      | 15 - 19 years    |
| One or two years    | 20 - 24 years    |
| Three or four years | 25 - 29 years    |
| Five - nine years   | 30 years or more |
| 10 - 14 years       |                  |

**Gender**

- Female
- Male

**Ethnic Origin of Respondent**

- White/Caucasian (not of Hispanic origin)

Black/African origin  
Hispanic/Latino  
Asian  
Pacific Islander  
Native American/Native Alaskan  
Other (not adequately described above)  
I prefer not to answer this question

**Citizenship or Visa Status. What is your citizenship or visa status?**

U. S. native  
U. S. naturalized citizen  
U. S. permanent resident  
Other U. S. visa

**General Type of Organization. Please select the entry below which best describes the general type of your organization**

Governmental organization  
Nonprofit organization  
Privately-held organization (not a start-up)  
Publicly-held organization (not a start-up)  
Start-up organization (whether privately- or publicly-held)  
Other (not adequately described herein)

**Specific Industry or Service of Employer. Please select the entry below which best describes the specific industry or service of your employer (or yourself and your employees, if you are self-employed).**

Academic - Medical School	Government - Federal (military)
Academic - Dental School	Government - State
Academic - Veterinary School	Government - City/County
Academic - Ph.D. Degree Program	Government - Other Local Jurisdiction
Academic - Other Professional School	Health Care Facility (not listed below)
Academic - Non-professional School	Health Care Facility - for-profit
Academic - College/University (grant only M.A./M.S. degrees)	Health Care Facility - non-profit
Academic - College/University (grant B.A./B.S. and M.A./M.S. degrees)	Health Maintenance Organization
Academic - College/University (grant only B.A./B.S. degrees)	Health Practitioner's Office
Academic - College/University (grant only 2-3 year degrees)	Hospital - University
Academic - Secondary School	Hospital - V.A.
Agricultural or Veterinary Service	Hospital - Other Federal Facility
Clinical Laboratory (private)	Hospital - State
Consultant (independent)	Hospital - City/County
Consulting firm	Hospital - For-profit
Government - Federal (civilian)	Hospital - Non-profit

Independent Testing Laboratory  
 Law Firm  
 Manufacturing (biologicals)  
 Manufacturing (biotechnology)  
 Manufacturing (chemicals)  
 Manufacturing (cosmetics/toiletries)  
 Manufacturing (food/beverage)  
 Manufacturing (laboratory/medical instruments/supplies)

Manufacturing (pharmaceuticals)  
 Manufacturing (other)  
 Non-profit organization (not otherwise listed)  
 Publishing  
 Research organization (contract)  
 Research organization (non-profit)  
 Research organization (not otherwise listed)  
 Other (not adequately described herein)

**Number of Employees. Please click on the range below which includes the total number of employees in the entire organization**

1	250 - 499
2 - 4	500 - 999
5 - 9	1,000 - 2,499
10 - 24	2,500 - 4,999
25 - 49	5,000 - 9,999
50 - 99	10,000 - 24,999
100 - 249	25,000 or more

**Geographic Location. Please select the entry below which designates the geographic area of your primary place of work (or, if your job requires extensive travel, the office/laboratory out of which you primarily work).**

Note: Please include yourself in a metropolitan area if you are within reasonable commuting distance thereof.

Alabama - Birmingham	California - Oakland/East Bay
Alabama - Huntsville	California - Orange County (Anaheim/Irvine area)
Alabama - Mobile	California - Palm Springs
Alabama - Montgomery	California - Sacramento
Alabama - Remainder of State	California - San Diego/North San Diego County
Alaska - Anchorage	California - San Fernando Valley (Encino area)
Alaska - Remainder of State	California - San Francisco
Arizona - Phoenix	California - San Gabriel Valley (Pasadena area)
Arizona - Tucson	California - San Jose
Arizona - Remainder of State	California - Ventura County
Arkansas - Little Rock	California - Remainder of State
Arkansas - Memphis (TN) suburbs	Colorado - Colorado Springs
Arkansas - Remainder of State	Colorado - Denver/Boulder
California - Bakersfield	Colorado - Glenwood Springs
California - Inland Empire (Riverside/San Bernardino area)	Colorado - Pueblo
California - Long Beach/South Bay	Colorado - Remainder of State
California - Los Angeles (central area)	Connecticut - Bridgeport
California - Marin/Sonoma Counties	Connecticut - Hartford
California - Modesto/Stockton/Fresno	Connecticut - New Haven

Connecticut - Stamford/Norwalk  
Connecticut - Remainder of State  
Delaware - Wilmington  
Delaware - Remainder of State  
"District of Columbia - Washington, D.C. (excluding MD & VA)"  
Florida - Bradenton/Sarasota  
Florida - Fort Lauderdale  
Florida - Fort Myers  
Florida - Gainesville  
Florida - Jacksonville  
Florida - Miami  
Florida - Orlando  
Florida - Tallahassee  
Florida - Tampa/St. Petersburg  
Florida - Remainder of State  
Georgia - Atlanta  
Georgia - Columbus  
Georgia - Macon  
Georgia - Savannah  
Georgia - Remainder of State  
Guam - Territory of Guam  
Hawaii - Honolulu  
Hawaii - Remainder of State  
Idaho - Boise  
Idaho - Coeur d'Alene  
Idaho - Pocatello/Idaho Falls  
Idaho - Remainder of State  
Illinois - Bloomington/Normal  
Illinois - Champaign/Urbana  
Illinois - Chicago  
Illinois - Moline/Rock Island  
Illinois - Peoria  
Illinois - Rockford  
Illinois - Springfield  
Illinois - St. Louis (MO) suburbs  
Illinois - Remainder of State  
Indiana - Cincinnati (OH) suburbs  
Indiana - Fort Wayne  
Indiana - Gary/Hammond/East Chicago  
Indiana - Indianapolis

Indiana - Louisville (KY) suburbs  
Indiana - South Bend  
Indiana - Remainder of State  
Iowa - Cedar Rapids/Waterloo  
Iowa - Davenport  
Iowa - Des Moines  
Iowa - Dubuque  
Iowa - Omaha (NE) suburbs  
Iowa - Remainder of State  
Kansas - Kansas City  
Kansas - Topeka  
Kansas - Wichita  
Kansas - Remainder of State  
Kentucky - Cincinnati (OH) suburbs  
Kentucky - Lexington  
Kentucky - Louisville  
Kentucky - Remainder of State  
Louisiana - Alexandria  
Louisiana - Baton Rouge  
Louisiana - New Orleans  
Louisiana - Shreveport  
Louisiana - Remainder of State  
Maine - Augusta  
Maine - Bangor  
Maine - Portland  
Maine - Remainder of State  
Maryland - Baltimore  
Maryland - Washington (DC) suburbs  
Maryland - Remainder of State  
Massachusetts - Boston  
Massachusetts - Middlesex-Essex Counties  
Massachusetts - Providence (RI) suburbs  
Massachusetts - Springfield  
Massachusetts - Worcester  
Massachusetts - Remainder of State  
Michigan - Detroit  
Michigan - Flint  
Michigan - Grand Rapids  
Michigan - Jackson  
Michigan - Kalamazoo

Michigan - Lansing  
Michigan - Midland/Saginaw/Bay City  
Michigan - South Bend (IN) suburbs  
Michigan - Toledo (OH) suburbs  
Michigan - Remainder of State  
Minnesota - Minneapolis/St. Paul  
Minnesota - Remainder of State  
Mississippi - Jackson  
Mississippi - Memphis (TN) suburbs  
Mississippi - Remainder of State  
Missouri - Kansas City  
Missouri - St. Louis  
Missouri - Springfield  
Missouri - Remainder of State  
Montana - Butte  
Montana - Great Falls  
Montana - Remainder of State  
Nebraska - Lincoln  
Nebraska - Omaha  
Nebraska - Remainder of State  
Nevada - Las Vegas  
Nevada - Reno/Carson City  
Nevada - Remainder of State  
New Hampshire - Manchester/Nashua  
New Hampshire - Remainder of State  
New Jersey - Newark/Jersey City (N.E. New Jersey)  
New Jersey - Philadelphia (PA) suburbs  
New Jersey - Trenton  
New Jersey - West Jersey  
New Jersey - Remainder of State  
New Mexico - Albuquerque  
New Mexico - El Paso (TX) suburbs  
New Mexico - Remainder of State  
New York - Albany/Schenectady/Troy  
New York - Buffalo  
New York - New York City - Five Boroughs  
New York - Nassau/Suffolk Counties  
New York - Rochester  
New York - Syracuse/Utica  
New York - Westchester County

New York - Remainder of State  
North Carolina - Charlotte/Gastonia  
North Carolina - Fayetteville  
North Carolina - Greensboro/High-Point/Winston-Salem  
North Carolina - Raleigh/Durham/Chapel Hill  
North Carolina - Remainder of State  
North Dakota - Bismarck  
North Dakota - Fargo  
North Dakota - Grand Forks  
North Dakota - Remainder of State  
Ohio - Akron  
Ohio - Canton/Massillon  
Ohio - Cincinnati  
Ohio - Cleveland  
Ohio - Columbus  
Ohio - Dayton  
Ohio - Lima/Findlay  
Ohio - Toledo  
Ohio - Youngstown  
Ohio - Remainder of State  
Oklahoma - Oklahoma City  
Oklahoma - Tulsa  
Oklahoma - Remainder of State  
Oregon - Eugene/Springfield  
Oregon - Portland  
Oregon - Remainder of State  
Pennsylvania - Allentown/Bethlehem  
Pennsylvania - Harrisburg/Lancaster/York  
Pennsylvania - Johnstown/Altoona  
Pennsylvania - Philadelphia  
Pennsylvania - Pittsburgh  
Pennsylvania - Reading  
Pennsylvania - Scranton/Wilkes-Barre  
Pennsylvania - Williamsport  
Pennsylvania - Remainder of State  
Puerto Rico - San Juan  
Puerto Rico - Remainder of Commonwealth  
Rhode Island - Providence  
Rhode Island - Woonsocket  
Rhode Island - Remainder of State

South Carolina - Charleston  
South Carolina - Columbia  
South Carolina - Greenville/Spartanburg  
South Carolina - Remainder of State  
South Dakota - Rapid City  
South Dakota - Sioux Falls  
South Dakota - Remainder of State  
Tennessee - Chattanooga  
Tennessee - Johnson City/Kingsport  
Tennessee - Knoxville/Oak Ridge  
Tennessee - Memphis  
Tennessee - Nashville  
Tennessee - Remainder of State  
Texas - Amarillo  
Texas - Austin  
Texas - Beaumont/Port Arthur  
Texas - Corpus Christi  
Texas - Dallas/Ft. Worth  
Texas - El Paso  
Texas - Houston  
Texas - Lubbock  
Texas - San Antonio  
Texas - Remainder of State  
Utah - Salt Lake City/Ogden/Provo/Logan  
Utah - Remainder of State  
Vermont - Burlington  
Vermont - White River Junction

Vermont - Remainder of State  
Virginia - Charlottesville  
Virginia - Richmond/Petersburg  
Virginia - Roanoke  
Virginia - Virginia Beach/Norfolk/Newport  
News/Chesapeake/Hampton/Portsmouth  
Virginia - Washington (DC) suburbs  
Virginia - Remainder of State  
Washington - Pasco  
Washington - Portland (OR) suburbs  
Washington - Seattle/Everett  
Washington - Spokane  
Washington - Tacoma  
Washington - Remainder of State  
West Virginia - Charleston  
West Virginia - Remainder of State  
Wisconsin - Eau Claire  
Wisconsin - Green Bay  
Wisconsin - Madison  
Wisconsin - Milwaukee  
Wisconsin - Minneapolis/St. Paul (MN) suburbs  
Wisconsin - Oshkosh  
Wisconsin - Rhinelander  
Wisconsin - Remainder of State  
Wyoming - Casper  
Wyoming - Cheyenne  
Wyoming - Remainder of State

**Society Membership Please check the names of any societies of which you are a member. Check all that apply**

The American Association of Immunologists (AAI)  
The American Physiological Society (APS)  
The American Society for Cell Biology (ASCB)  
The American Society for Pharmacology and Experimental Therapeutics (ASPET)  
The American Society of Human Genetics (ASHG)  
The Endocrine Society  
None of the above

**Prize Drawing: If you wish to be entered in the drawing for one of three \$100 Amazon.com gift certificates, please provide your name and e-mail address.** *This information will be kept separate from your responses to the survey and will be used solely to contact you concerning the prize drawing.*

Name  
Email

# THE SCIENTIST SURVEY OF SALARIES IN THE LIFE SCIENCES 2008

Survey Dates: February 15, 2008 - June 2, 2008

## CUSTOM REPORT FOR THE AMERICAN SOCIETY FOR CELL BIOLOGY

All Society Member Respondents	No.	Mean	Percentiles				
			10%	25%	50%	75%	90%
Base Salary	998	\$ 91,518	\$ 39,000	\$ 48,000	\$ 75,000	\$ 112,589	\$ 167,300
Other Cash Compensation		\$ 5,015	\$ -	\$ -	\$ -	\$ 1,000	\$ 13,300
Total Cash Compensation		\$ 96,534	\$ 39,000	\$ 48,011	\$ 78,000	\$ 120,000	\$ 175,300

### Notes:

For each parameter, the following data are given

No.	Total number of respondents for that parameter value
Mean	Average of all values
10%	First decile (10% of respondents earn this amount or less)
25%	First quartile (1/4 of respondents earn this amount or less)
50%	Median value (50% of respondents earn this amount)
75%	3rd quartile (1/4 of respondents earn this amount or more)
90%	9th decile (10% of respondents earn this amount or more)

If there are less than 5 responses	No values are given
If there are less than 10 responses	Only median value is given
If there are less than 20 responses	Only median and quartile values are given

All data is self reported by respondents to the survey.  
Every effort has been made to eliminate duplicate and false entries

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The survey was developed and analyses were prepared by AMG Science Publishing.  
Contact [sandy@amgpublishing.com](mailto:sandy@amgpublishing.com) with questions.

## By Region

		Percentiles						
		No.	Mean	10%	25%	50%	75%	90%
<b>Midwest</b>								
East North Central, West North Central Divisions	Base Salary	180	\$ 95,639	\$ 40,000	\$ 51,000	\$ 80,000	\$ 115,710	\$ 169,100
	Other Cash Compensation		\$ 6,689	\$ -	\$ -	\$ -	\$ 1,850	\$ 15,000
	Total Cash Compensation		\$ 102,328	\$ 40,000	\$ 52,980	\$ 85,750	\$ 122,049	\$ 174,200
<b>Northeast</b>								
Middle Atlantic, New England Divisions	Base Salary	313	\$ 89,793	\$ 38,895	\$ 46,000	\$ 72,000	\$ 115,000	\$ 160,000
	Other Cash Compensation		\$ 3,413	\$ -	\$ -	\$ -	\$ 100	\$ 11,800
	Total Cash Compensation		\$ 93,206	\$ 38,895	\$ 46,000	\$ 75,000	\$ 121,000	\$ 171,760
<b>South</b>								
East South Central, South Atlantic, West South Central Divisions	Base Salary	294	\$ 92,482	\$ 38,923	\$ 46,623	\$ 73,565	\$ 114,500	\$ 172,430
	Other Cash Compensation		\$ 6,604	\$ -	\$ -	\$ -	\$ 1,875	\$ 15,000
	Total Cash Compensation		\$ 99,086	\$ 38,923	\$ 46,623	\$ 75,000	\$ 121,750	\$ 184,900
<b>West</b>								
Mountain, Pacific Divisions	Base Salary	184	\$ 90,767	\$ 40,000	\$ 49,750	\$ 80,000	\$ 108,000	\$ 155,900
	Other Cash Compensation		\$ 3,583	\$ -	\$ -	\$ -	\$ 1,500	\$ 11,610
	Total Cash Compensation		\$ 94,350	\$ 40,000	\$ 52,125	\$ 80,000	\$ 112,000	\$ 169,100

(Regions and Divisions as defined by the US Census Bureau)

(See Division page for constituent state lists)

## By Division

		Percentiles						
		No.	Mean	10%	25%	50%	75%	90%
<b>East North Central</b>								
Illinois, Indiana, Michigan, Ohio, Wisconsin		122	\$ 88,910	\$ 40,000	\$ 50,000	\$ 75,000	\$ 108,250	\$ 158,400
	Other Cash Compensation		\$ 4,419	\$ -	\$ -	\$ -	\$ 2,000	\$ 15,900
	Total Cash Compensation		\$ 93,330	\$ 40,000	\$ 51,000	\$ 80,650	\$ 112,750	\$ 159,104
<b>East South Central</b>								
Alabama, Kentucky, Mississippi, Tennessee		36	\$ 91,441	\$ 39,450	\$ 47,500	\$ 80,000	\$ 126,250	\$ 166,500
	Other Cash Compensation		\$ 5,250	\$ -	\$ -	\$ -	\$ 3,750	\$ 14,500
	Total Cash Compensation		\$ 96,691	\$ 39,450	\$ 47,500	\$ 86,500	\$ 132,250	\$ 173,500
<b>Middle Atlantic</b>								
New Jersey, New York, Pennsylvania		186	\$ 87,474	\$ 40,000	\$ 49,250	\$ 73,750	\$ 110,000	\$ 153,000
	Other Cash Compensation		\$ 3,857	\$ -	\$ -	\$ -	\$ 875	\$ 12,000
	Total Cash Compensation		\$ 91,331	\$ 40,000	\$ 49,250	\$ 75,000	\$ 114,375	\$ 157,000
<b>Mountain</b>								
Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming		42	\$ 76,598	\$ 42,000	\$ 55,000	\$ 69,500	\$ 94,250	\$ 125,000
	Other Cash Compensation		\$ 3,448	\$ -	\$ -	\$ -	\$ 375	\$ 10,290
	Total Cash Compensation		\$ 80,045	\$ 42,000	\$ 55,250	\$ 69,500	\$ 95,450	\$ 139,300
<b>New England</b>								
Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont		127	\$ 93,189	\$ 37,600	\$ 41,798	\$ 72,000	\$ 121,500	\$ 169,560
	Other Cash Compensation		\$ 2,763	\$ -	\$ -	\$ -	\$ -	\$ 7,910
	Total Cash Compensation		\$ 95,952	\$ 37,720	\$ 41,798	\$ 72,000	\$ 131,000	\$ 185,100
<b>Pacific</b>								
Alaska, California, Guam, Hawaii, Oregon, Washington		139	\$ 95,878	\$ 40,000	\$ 47,750	\$ 85,674	\$ 110,000	\$ 171,800
	Other Cash Compensation		\$ 3,701	\$ -	\$ -	\$ -	\$ 1,750	\$ 12,100
	Total Cash Compensation		\$ 99,579	\$ 40,000	\$ 51,000	\$ 85,674	\$ 114,250	\$ 193,040
<b>South Atlantic</b>								
Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, West Virginia		190	\$ 90,407	\$ 39,000	\$ 46,623	\$ 69,000	\$ 115,750	\$ 169,738
	Other Cash Compensation		\$ 4,949	\$ -	\$ -	\$ -	\$ 1,000	\$ 7,300
	Total Cash Compensation		\$ 95,356	\$ 39,000	\$ 46,623	\$ 73,500	\$ 118,750	\$ 175,500
<b>West North Central</b>								
Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota		58	\$ 109,793	\$ 42,000	\$ 62,500	\$ 96,500	\$ 125,000	\$ 185,500
	Other Cash Compensation		\$ 11,462	\$ -	\$ -	\$ -	\$ 875	\$ 9,300
	Total Cash Compensation		\$ 121,255	\$ 42,000	\$ 62,500	\$ 99,330	\$ 133,750	\$ 197,900
<b>West South Central</b>								
Arkansas, Louisiana, Oklahoma, Texas		69	\$ 97,397	\$ 36,999	\$ 46,000	\$ 74,000	\$ 108,000	\$ 190,040
	Other Cash Compensation		\$ 11,774	\$ -	\$ -	\$ -	\$ 7,500	\$ 25,400
	Total Cash Compensation		\$ 109,172	\$ 36,999	\$ 46,000	\$ 78,000	\$ 116,000	\$ 204,040

(Regions and Divisions as defined by the US Census Bureau)

## By State

		Percentiles						
	No.	Mean	10%	25%	50%	75%	90%	
<b>Alabama</b>	Base Salary	12	\$ 100,708		\$ 66,500	\$ 96,500	\$ 135,000	
	Other Cash Compensation		\$ 10,167		\$ -	\$ -	\$ 8,000	
	Total Cash Compensation		\$ 110,875		\$ 72,500	\$ 126,500	\$ 141,750	
<b>Alaska</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Arizona</b>	Base Salary	5	\$ 61,600			\$ 56,000		
	Other Cash Compensation		\$ -			\$ -		
	Total Cash Compensation		\$ 61,600			\$ 56,000		
<b>Arkansas</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>California</b>	Base Salary	110	\$ 95,004	\$ 40,000	\$ 47,625	\$ 87,900	\$ 114,500	\$ 179,600
	Other Cash Compensation		\$ 3,228	\$ -	\$ -	\$ -	\$ 1,250	\$ 15,000
	Total Cash Compensation		\$ 98,232	\$ 40,000	\$ 51,375	\$ 88,000	\$ 119,335	\$ 192,170
<b>Colorado</b>	Base Salary	12	\$ 91,567		\$ 60,000	\$ 77,400	\$ 108,500	
	Other Cash Compensation		\$ 3,708		\$ -	\$ 1	\$ 2,750	
	Total Cash Compensation		\$ 95,275		\$ 60,000	\$ 77,401	\$ 116,125	
<b>Connecticut</b>	Base Salary	26	\$ 116,528	\$ 37,500	\$ 40,000	\$ 92,000	\$ 139,389	\$ 196,200
	Other Cash Compensation		\$ 3,194	\$ -	\$ -	\$ -	\$ -	\$ 8,325
	Total Cash Compensation		\$ 119,722	\$ 37,500	\$ 40,000	\$ 92,000	\$ 155,000	\$ 204,200
<b>Delaware</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>District of Columbia</b>	Base Salary	7	\$ 70,576			\$ 53,000		
	Other Cash Compensation		\$ 2,214			\$ -		
	Total Cash Compensation		\$ 72,790			\$ 53,000		

<b>Florida</b>	Base Salary	19	\$ 87,292		\$ 45,500	\$ 60,000	\$ 116,500	
	Other Cash Compensation		\$ 6,035		\$ -	\$ -	\$ 3,834	
	Total Cash Compensation		\$ 93,327		\$ 45,500	\$ 60,000	\$ 125,750	
<b>Georgia</b>	Base Salary	23	\$ 81,598	\$ 39,000	\$ 43,000	\$ 68,000	\$ 93,500	\$ 162,400
	Other Cash Compensation		\$ 2,087	\$ -	\$ -	\$ -	\$ -	\$ 4,400
	Total Cash Compensation		\$ 83,685	\$ 39,000	\$ 43,000	\$ 75,000	\$ 99,000	\$ 162,400
<b>Hawaii</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Idaho</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Illinois</b>	Base Salary	40	\$ 110,326	\$ 41,947	\$ 54,750	\$ 90,320	\$ 127,500	\$ 200,000
	Other Cash Compensation		\$ 7,614	\$ -	\$ -	\$ -	\$ 10,325	\$ 25,200
	Total Cash Compensation		\$ 117,940	\$ 41,947	\$ 55,000	\$ 92,183	\$ 145,250	\$ 216,500
<b>Indiana</b>	Base Salary	14	\$ 78,947		\$ 50,375	\$ 72,500	\$ 98,966	
	Other Cash Compensation		\$ 2,729		\$ -	\$ 450	\$ 2,375	
	Total Cash Compensation		\$ 81,675		\$ 50,500	\$ 72,700	\$ 108,416	
<b>Iowa</b>	Base Salary	6	\$ 86,230			\$ 92,080		
	Other Cash Compensation		\$ -			\$ -		
	Total Cash Compensation		\$ 86,230			\$ 92,080		
<b>Kansas</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Kentucky</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							

<b>Louisiana</b>	Base Salary	9	\$ 75,189			\$ 70,000		
	Other Cash Compensation		\$ 4,289			\$ -		
	Total Cash Compensation		\$ 79,478			\$ 78,000		
<b>Maine</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Maryland</b>	Base Salary	74	\$ 101,218	\$ 43,000	\$ 50,000	\$ 70,500	\$ 121,500	\$ 195,300
	Other Cash Compensation		\$ 5,845	\$ -	\$ -	\$ -	\$ -	\$ 3,525
	Total Cash Compensation		\$ 107,063	\$ 43,000	\$ 50,000	\$ 70,500	\$ 122,250	\$ 199,400
<b>Massachusetts</b>	Base Salary	87	\$ 85,048	\$ 37,600	\$ 41,398	\$ 69,000	\$ 120,000	\$ 150,000
	Other Cash Compensation		\$ 3,020	\$ -	\$ -	\$ -	\$ -	\$ 8,400
	Total Cash Compensation		\$ 88,067	\$ 37,720	\$ 41,398	\$ 69,372	\$ 124,500	\$ 165,600
<b>Michigan</b>	Base Salary	25	\$ 79,509	\$ 37,798	\$ 42,312	\$ 71,652	\$ 106,000	\$ 129,703
	Other Cash Compensation		\$ 4,079	\$ -	\$ -	\$ -	\$ 450	\$ 15,600
	Total Cash Compensation		\$ 83,588	\$ 37,798	\$ 42,312	\$ 75,000	\$ 114,357	\$ 142,625
<b>Minnesota</b>	Base Salary	18	\$ 122,861		\$ 91,200	\$ 114,000	\$ 134,750	
	Other Cash Compensation		\$ 2,922		\$ -	\$ -	\$ -	
	Total Cash Compensation		\$ 125,783		\$ 93,450	\$ 124,000	\$ 137,409	
<b>Mississippi</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Missouri</b>	Base Salary	25	\$ 106,342	\$ 43,620	\$ 64,000	\$ 96,000	\$ 125,000	\$ 198,400
	Other Cash Compensation		\$ 4,046	\$ -	\$ -	\$ -	\$ 1,500	\$ 8,800
	Total Cash Compensation		\$ 110,388	\$ 43,620	\$ 64,000	\$ 96,000	\$ 134,000	\$ 219,200
<b>Montana</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Nebraska</b>	Base Salary	5	\$ 162,600			\$ 75,000		

	Other Cash Compensation				\$ -		
	Total Cash Compensation				\$ 75,000		
<b>Nevada</b>	Base Salary						
	Other Cash Compensation						
	Total Cash Compensation						
<b>New Hampshire</b>	Base Salary	6	\$ 143,050		\$ 136,250		
	Other Cash Compensation		\$ -		\$ -		
	Total Cash Compensation		\$ 143,050		\$ 136,250		
<b>New Jersey</b>	Base Salary	26	\$ 99,833	\$ 40,498	\$ 62,750	\$ 85,250	\$ 130,640 \$ 185,300
	Other Cash Compensation		\$ 4,956	\$ -	\$ -	\$ -	\$ 7,625 \$ 12,180
	Total Cash Compensation		\$ 104,789	\$ 40,498	\$ 64,000	\$ 85,250	\$ 132,500 \$ 193,050
<b>New Mexico</b>	Base Salary	6	\$ 88,043			\$ 81,000	
	Other Cash Compensation		\$ 11,433			\$ -	
	Total Cash Compensation		\$ 99,476			\$ 81,000	
<b>New York</b>	Base Salary	106	\$ 88,672	\$ 41,898	\$ 50,000	\$ 76,175	\$ 109,250 \$ 153,000
	Other Cash Compensation		\$ 2,885	\$ -	\$ -	\$ -	\$ 206 \$ 8,000
	Total Cash Compensation		\$ 91,557	\$ 41,898	\$ 50,000	\$ 77,675	\$ 110,000 \$ 153,000
<b>North Carolina</b>	Base Salary	34	\$ 77,197	\$ 37,297	\$ 44,450	\$ 67,000	\$ 104,750 \$ 128,500
	Other Cash Compensation		\$ 1,550	\$ -	\$ -	\$ -	\$ 150 \$ 1,850
	Total Cash Compensation		\$ 78,747	\$ 37,297	\$ 45,575	\$ 67,000	\$ 105,500 \$ 130,660
<b>North Dakota</b>	Base Salary						
	Other Cash Compensation						
	Total Cash Compensation						
<b>Ohio</b>	Base Salary	26	\$ 84,502	\$ 50,500	\$ 62,500	\$ 80,650	\$ 100,750 \$ 114,000
	Other Cash Compensation		\$ 3,087	\$ -	\$ -	\$ -	\$ - \$ 14,000
	Total Cash Compensation		\$ 87,588	\$ 51,000	\$ 62,500	\$ 89,500	\$ 104,135 \$ 114,000
<b>Oklahoma</b>	Base Salary	7	\$ 95,343			\$ 74,200	
	Other Cash Compensation		\$ 3,857			\$ -	

	Total Cash Compensation		\$ 99,200			\$ 80,000		
<b>Oregon</b>	Base Salary	9	\$ 100,868			\$ 89,000		
	Other Cash Compensation		\$ 1,056			\$ -		
	Total Cash Compensation		\$ 101,923			\$ 89,000		
<b>Pennsylvania</b>	Base Salary	54	\$ 79,171	\$ 39,300	\$ 45,500	\$ 67,810	\$ 101,508	\$ 139,900
	Other Cash Compensation		\$ 5,235	\$ -	\$ -	\$ -	\$ 375	\$ 14,760
	Total Cash Compensation		\$ 84,407	\$ 39,300	\$ 45,500	\$ 67,810	\$ 109,175	\$ 151,400
<b>Puerto Rico</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Rhode Island</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>South Carolina</b>	Base Salary	6	\$ 121,615			\$ 129,500		
	Other Cash Compensation		\$ 23,667			\$ 16,000		
	Total Cash Compensation		\$ 145,282			\$ 150,500		
<b>South Dakota</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Tennessee</b>	Base Salary	19	\$ 89,862		\$ 45,500	\$ 70,000	\$ 124,900	
	Other Cash Compensation		\$ 2,842		\$ -	\$ -	\$ -	
	Total Cash Compensation		\$ 92,704		\$ 45,500	\$ 70,000	\$ 128,900	
<b>Texas</b>	Base Salary	50	\$ 103,784	\$ 37,000	\$ 47,975	\$ 74,500	\$ 111,235	\$ 215,500
	Other Cash Compensation		\$ 14,736	\$ -	\$ -	\$ -	\$ 10,830	\$ 25,400
	Total Cash Compensation		\$ 118,520	\$ 37,000	\$ 47,975	\$ 83,680	\$ 127,235	\$ 225,300
<b>Utah</b>	Base Salary	9	\$ 62,322			\$ 45,000		
	Other Cash Compensation		\$ 2,333			\$ -		
	Total Cash Compensation		\$ 64,656			\$ 45,000		

<b>Vermont</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Virginia</b>	Base Salary	24	\$ 87,666	\$ 40,800	\$ 52,750	\$ 71,000	\$ 109,075	\$ 164,120
	Other Cash Compensation		\$ 5,619	\$ -	\$ -	\$ -	\$ 3,750	\$ 13,500
	Total Cash Compensation		\$ 93,284	\$ 40,800	\$ 53,425	\$ 76,500	\$ 109,075	\$ 167,120
<b>Washington</b>	Base Salary	18	\$ 69,777		\$ 40,250	\$ 67,000	\$ 88,500	
	Other Cash Compensation		\$ 8,322		\$ -	\$ -	\$ 1,500	
	Total Cash Compensation		\$ 78,099		\$ 40,250	\$ 67,000	\$ 88,500	
<b>West Virginia</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>Wisconsin</b>	Base Salary	17	\$ 67,294		\$ 45,000	\$ 50,000	\$ 80,000	
	Other Cash Compensation		\$ 834		\$ -	\$ -	\$ 2,000	
	Total Cash Compensation		\$ 68,127		\$ 45,000	\$ 52,920	\$ 82,000	
<b>Wyoming</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							

**By Employment Status**

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
<b>1 Self-employed full-time (35 hours or more per week)</b>	Base Salary	8	\$ 184,250			\$ 139,000		
	Other Cash Compensation		\$ 7,376			\$ -		
	Total Cash Compensation		\$ 191,626			\$ 145,000		
<b>2 Self-employed part-time (under 35 hours per week)</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>3 Employed full-time (permanent)</b>	Base Salary	637	\$ 111,457	\$ 56,014	\$ 71,811	\$ 97,000	\$ 133,686	\$ 185,640
	Other Cash Compensation		\$ 7,403	\$ -	\$ -	\$ -	\$ 4,000	\$ 20,000
	Total Cash Compensation		\$ 118,860	\$ 57,900	\$ 74,200	\$ 100,000	\$ 140,000	\$ 200,000
<b>4 Employed full-time (contract/temporary)</b>	Base Salary	97	\$ 68,271	\$ 38,300	\$ 45,000	\$ 56,000	\$ 75,000	\$ 103,200
	Other Cash Compensation		\$ 1,246	\$ -	\$ -	\$ -	\$ -	\$ 1,000
	Total Cash Compensation		\$ 69,517	\$ 38,300	\$ 46,000	\$ 57,500	\$ 75,000	\$ 109,880
<b>5 Employed part-time (permanent)</b>	Base Salary	13	\$ 97,340		\$ 72,000	\$ 83,125	\$ 120,000	
	Other Cash Compensation		\$ 3,781		\$ -	\$ 2,500	\$ 6,649	
	Total Cash Compensation		\$ 101,121		\$ 72,000	\$ 83,125	\$ 125,000	
<b>6 Employed part-time (contract/temporary)</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>7 Post-doctoral or other fellowship</b>	Base Salary	218	\$ 43,875	\$ 35,700	\$ 38,000	\$ 41,497	\$ 45,000	\$ 50,000
	Other Cash Compensation		\$ 107	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Cash Compensation		\$ 43,982	\$ 35,700	\$ 38,000	\$ 41,497	\$ 45,290	\$ 50,000
<b>8 Unemployed (seeking employment)</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>9 Other (not adequately described above)</b>	Base Salary	16	\$ 52,603		\$ 23,750	\$ 60,000	\$ 71,250	
	Other Cash Compensation		\$ 116		\$ -	\$ -	\$ -	
	Total Cash Compensation		\$ 52,719		\$ 23,750	\$ 60,000	\$ 71,250	

Primary Job Activity		No.	Mean	Percentiles				
				10%	25%	50%	75%	90%
1 Administration (primarily not of research)	Base Salary	15	\$ 196,967		\$ 106,500	\$ 176,000	\$ 212,500	
	Other Cash Compensation		\$ 10,067		\$ -	\$ -	\$ 6,505	
	Total Cash Compensation		\$ 207,034		\$ 106,500	\$ 176,000	\$ 243,000	
2 Analytical Services	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
3 Clinical Services	Base Salary	7	\$ 132,857			\$ 148,000		
	Other Cash Compensation		\$ 4,286			\$ -		
	Total Cash Compensation		\$ 137,143			\$ 148,000		
4 Consulting	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
5 Government (excluding Health and Safety/Regulatory Affairs, below	Base Salary	17	\$ 118,366		\$ 80,372	\$ 121,000	\$ 141,000	
	Other Cash Compensation		\$ 1,029		\$ -	\$ -	\$ 1,000	
	Total Cash Compensation		\$ 119,395		\$ 84,122	\$ 121,000	\$ 141,000	
6 Health and Safety/Regulatory Affairs	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
7 Marketing, Sales, Purchasing, and Technical Services	Base Salary	6	\$ 106,149			\$ 101,947		
	Other Cash Compensation		\$ 14,083			\$ 3,750		
	Total Cash Compensation		\$ 120,232			\$ 107,500		
8 Patents, Licensing, and Trademarks	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
9 Patient Care	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
10 Production, Quality Control/Quality Assurance	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
11 Research - Administration	Base Salary	18	\$ 197,869		\$ 93,227	\$ 127,000	\$ 194,250	
	Other Cash Compensation		\$ 41,272		\$ -	\$ 3,000	\$ 19,000	
	Total Cash Compensation		\$ 239,141		\$ 93,227	\$ 140,000	\$ 195,750	
12 Research - Clinical	Base Salary	7	\$ 169,905			\$ 158,000		
	Other Cash Compensation		\$ 35,480			\$ 12,000		
	Total Cash Compensation		\$ 205,385			\$ 160,000		
13 Research - Field	Base Salary							
	Other Cash Compensation							

		Total Cash Compensation						
14 Research - Laboratory	Base Salary	661	\$ 84,447	\$ 38,000	\$ 42,163	\$ 66,000	\$ 109,000	\$ 160,000
	Other Cash Compensation		\$ 3,941	\$ -	\$ -	\$ -	\$ -	\$ 10,000
	Total Cash Compensation		\$ 88,388	\$ 38,000	\$ 42,312	\$ 68,000	\$ 113,000	\$ 168,000
15 Research - Museum/Science Center	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
16 Research - Nonprofit Agency (NGO)	Base Salary	10	\$ 83,970		\$ 52,250	\$ 81,000	\$ 103,750	
	Other Cash Compensation		\$ 2,075		\$ -	\$ -	\$ 188	
	Total Cash Compensation		\$ 86,045		\$ 52,438	\$ 82,750	\$ 103,750	
17 Research - Other (not listed herein)	Base Salary	11	\$ 101,124		\$ 56,000	\$ 63,000	\$ 125,000	
	Other Cash Compensation		\$ 7,045		\$ -	\$ 2,000	\$ 5,000	
	Total Cash Compensation		\$ 108,169		\$ 57,930	\$ 65,000	\$ 131,000	
18 Teaching/Training - Academic	Base Salary	203	\$ 89,505	\$ 53,000	\$ 63,000	\$ 80,000	\$ 101,670	\$ 142,000
	Other Cash Compensation		\$ 3,807	\$ -	\$ -	\$ -	\$ 2,750	\$ 14,500
	Total Cash Compensation		\$ 93,312	\$ 55,000	\$ 65,000	\$ 84,000	\$ 107,250	\$ 144,440
19 Teaching/Training - Nonprofit Agency (NGO)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
20 Teaching/Training - Other (not listed herein)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
21 Technology Transfer	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
23 Other (not adequately described herein)	Base Salary	19	\$ 103,776		\$ 69,500	\$ 96,000	\$ 129,500	
	Other Cash Compensation		\$ 5,737		\$ -	\$ -	\$ 8,000	
	Total Cash Compensation		\$ 109,513		\$ 74,000	\$ 101,000	\$ 137,500	

## Primary Specialization

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
2 <b>Anatomy</b>	Base Salary	7	\$ 92,238			\$ 100,000		
	Other Cash Compensation		\$ 857			\$ -		
	Total Cash Compensation		\$ 93,095			\$ 106,000		
3 <b>Animal Behavior</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
5 <b>Bacteriology</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
6 <b>Biochemistry</b>	Base Salary	88	\$ 94,328	\$ 41,939	\$ 49,763	\$ 81,288	\$ 122,063	\$ 162,100
	Other Cash Compensation		\$ 3,329	\$ -	\$ -	\$ -	\$ 1,125	\$ 15,000
	Total Cash Compensation		\$ 97,657	\$ 42,779	\$ 50,000	\$ 82,788	\$ 126,433	\$ 169,400
7 <b>Bioengineering</b>	Base Salary	7	\$ 59,407			\$ 60,000		
	Other Cash Compensation		\$ -			\$ -		
	Total Cash Compensation		\$ 59,407			\$ 60,000		
8 <b>Bioinformatics</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
9 <b>Biology - General/Other</b>	Base Salary	23	\$ 73,616	\$ 37,200	\$ 41,500	\$ 54,000	\$ 95,000	\$ 106,600
	Other Cash Compensation		\$ 2,665	\$ -	\$ -	\$ -	\$ -	\$ 210
	Total Cash Compensation		\$ 76,281	\$ 37,200	\$ 41,500	\$ 54,000	\$ 95,000	\$ 106,800
10 <b>Biophysics</b>	Base Salary	20	\$ 83,183	\$ 39,700	\$ 41,694	\$ 63,500	\$ 106,500	\$ 175,913
	Other Cash Compensation		\$ 4,012	\$ -	\$ -	\$ -	\$ 1,625	\$ 15,400
	Total Cash Compensation		\$ 87,195	\$ 39,700	\$ 41,694	\$ 64,500	\$ 106,500	\$ 193,168
11 <b>Biostatistics</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
12 <b>Biotechnology</b>	Base Salary	21	\$ 99,485	\$ 45,000	\$ 70,000	\$ 90,000	\$ 120,000	\$ 176,000
	Other Cash Compensation		\$ 5,933	\$ -	\$ -	\$ -	\$ 5,500	\$ 20,000
	Total Cash Compensation		\$ 105,418	\$ 45,000	\$ 70,600	\$ 96,000	\$ 130,000	\$ 176,000
13 <b>Botany</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							

14 <b>Cancer/Oncology</b>	Base Salary	52	\$ 92,448	\$ 37,550	\$ 40,750	\$ 70,000	\$ 106,250	\$ 178,069
	Other Cash Compensation		\$ 4,467	\$ -	\$ -	\$ -	\$ -	\$ 14,250
	Total Cash Compensation		\$ 96,915	\$ 37,550	\$ 40,750	\$ 70,000	\$ 108,500	\$ 197,889
15 <b>Cell Biology/Cytology</b>	Base Salary	371	\$ 80,839	\$ 39,531	\$ 46,000	\$ 69,990	\$ 100,000	\$ 135,000
	Other Cash Compensation		\$ 2,757	\$ -	\$ -	\$ -	\$ -	\$ 8,000
	Total Cash Compensation		\$ 83,595	\$ 39,531	\$ 46,000	\$ 70,000	\$ 102,000	\$ 148,000
16 <b>Chemistry - General/Other</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
17 <b>Clinical Research</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
18 <b>Clinical Testing</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
20 <b>Developmental Biology</b>	Base Salary	50	\$ 92,908	\$ 37,900	\$ 51,350	\$ 79,326	\$ 123,740	\$ 162,800
	Other Cash Compensation		\$ 3,129	\$ -	\$ -	\$ -	\$ 475	\$ 10,730
	Total Cash Compensation		\$ 96,036	\$ 37,900	\$ 52,975	\$ 85,000	\$ 123,740	\$ 163,020
22 <b>Drug Discovery/Development/Delivery - Other</b>	Base Salary	7	\$ 125,857			\$ 121,000		
	Other Cash Compensation		\$ 30,486			\$ 13,000		
	Total Cash Compensation		\$ 156,343			\$ 134,000		
23 <b>Ecology</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
24 <b>Endocrinology</b>	Base Salary	6	\$ 104,917			\$ 103,000		
	Other Cash Compensation		\$ 2,046			\$ -		
	Total Cash Compensation		\$ 106,963			\$ 103,000		
25 <b>Entomology</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
26 <b>Environmental Science</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							

27	<b>Epidemiology</b>	Base Salary							
		Other Cash Compensation							
		Total Cash Compensation							
28	<b>Evolution</b>	Base Salary							
		Other Cash Compensation							
		Total Cash Compensation							
30	<b>Food Science/Nutrition</b>	Base Salary							
		Other Cash Compensation							
		Total Cash Compensation							
32	<b>Genetics</b>	Base Salary	24	\$ 90,411	\$ 37,523	\$ 43,750	\$ 73,500	\$ 96,215	\$ 201,600
		Other Cash Compensation		\$ 1,768	\$ -	\$ -	\$ -	\$ 250	\$ 3,700
		Total Cash Compensation		\$ 92,180	\$ 37,523	\$ 43,750	\$ 75,000	\$ 102,750	\$ 202,500
33	<b>Genomics</b>	Base Salary							
		Other Cash Compensation							
		Total Cash Compensation							
34	<b>Immunology - Clinical</b>	Base Salary							
		Other Cash Compensation							
		Total Cash Compensation							
35	<b>Immunology - General</b>	Base Salary	11	\$ 115,145		\$ 72,000	\$ 85,000	\$ 143,000	
		Other Cash Compensation		\$ 5,409		\$ -	\$ -	\$ -	
		Total Cash Compensation		\$ 120,555		\$ 76,250	\$ 85,000	\$ 162,500	
36	<b>Immunology - Molecular</b>	Base Salary	16	\$ 88,261		\$ 47,250	\$ 81,186	\$ 115,500	
		Other Cash Compensation		\$ 797		\$ -	\$ -	\$ -	
		Total Cash Compensation		\$ 89,057		\$ 47,250	\$ 83,061	\$ 115,500	
38	<b>Microbiology - Clinical/Medical</b>	Base Salary	9	\$ 115,278			\$ 115,000		
		Other Cash Compensation		\$ 6,944			\$ -		
		Total Cash Compensation		\$ 122,222			\$ 115,000		
39	<b>Microbiology - Environmental</b>	Base Salary							
		Other Cash Compensation							
		Total Cash Compensation							
41	<b>Microbiology - General</b>	Base Salary							
		Other Cash Compensation							
		Total Cash Compensation							
42	<b>Microbiology - Industrial/Fermentation</b>	Base Salary							

	Other Cash Compensation							
	Total Cash Compensation							
<b>45 Microbiological Physiology/Metabolism</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>46 Modeling</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>47 Molecular Biology</b>	Base Salary	98	\$ 86,450	\$ 38,350	\$ 49,250	\$ 68,979	\$ 110,000	\$ 166,500
	Other Cash Compensation		\$ 3,566	\$ -	\$ -	\$ -	\$ 1,000	\$ 12,600
	Total Cash Compensation		\$ 90,017	\$ 38,350	\$ 50,250	\$ 77,140	\$ 119,785	\$ 170,330
<b>48 Neuroscience</b>	Base Salary	61	\$ 85,668	\$ 38,650	\$ 46,000	\$ 71,000	\$ 106,000	\$ 150,000
	Other Cash Compensation		\$ 3,402	\$ -	\$ -	\$ -	\$ 750	\$ 12,000
	Total Cash Compensation		\$ 89,070	\$ 38,650	\$ 46,000	\$ 71,000	\$ 112,500	\$ 154,000
<b>49 Organic Chemistry</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>50 Parasitology</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>51 Pathology</b>	Base Salary	9	\$ 182,611			\$ 148,000		
	Other Cash Compensation		\$ 3,778			\$ -		
	Total Cash Compensation		\$ 186,389			\$ 148,000		
<b>52 Preclinical/Translational Research</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>53 Pharmacology</b>	Base Salary	20	\$ 177,210	\$ 51,590	\$ 99,755	\$ 130,000	\$ 172,500	\$ 278,600
	Other Cash Compensation		\$ 44,312	\$ -	\$ -	\$ 6,370	\$ 34,250	\$ 97,000
	Total Cash Compensation		\$ 221,522	\$ 71,390	\$ 102,880	\$ 143,500	\$ 201,875	\$ 345,900
<b>54 Physiology</b>	Base Salary	21	\$ 95,479	\$ 42,000	\$ 54,380	\$ 84,000	\$ 125,000	\$ 185,000
	Other Cash Compensation		\$ 2,990	\$ -	\$ -	\$ -	\$ 200	\$ 12,000
	Total Cash Compensation		\$ 98,470	\$ 42,000	\$ 54,380	\$ 84,000	\$ 125,200	\$ 200,000
<b>55 Plant Science</b>	Base Salary	8	\$ 121,542			\$ 139,417		
	Other Cash Compensation		\$ 3,563			\$ 250		

	Total Cash Compensation		\$ 125,104		\$ 139,417	
<b>56 Proteomics</b>	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
<b>58 Stem Cell Research</b>	Base Salary	10	\$ 112,980	\$ 42,750	\$ 49,000	\$ 77,500
	Other Cash Compensation		\$ 50,000	\$ -	\$ -	\$ -
	Total Cash Compensation		\$ 162,980	\$ 42,750	\$ 49,000	\$ 77,500
<b>60 Toxicology</b>	Base Salary	5	\$ 102,500		\$ 83,000	
	Other Cash Compensation		\$ 14,600		\$ -	
	Total Cash Compensation		\$ 117,100		\$ 86,000	
<b>62 Virology - Animal</b>	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
<b>64 Virology - General</b>	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
<b>65 Virology - Medical/Clinical</b>	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
<b>69 Other not specified above</b>	Base Salary	18	\$ 134,194	\$ 67,875	\$ 116,000	\$ 195,000
	Other Cash Compensation		\$ 17,167	\$ -	\$ 5,750	\$ 14,750
	Total Cash Compensation		\$ 151,361	\$ 90,375	\$ 129,500	\$ 195,000

**Position/Job Type**

Position/Job Type		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
1 Academic/teaching position (including postdocs in academia)	Base Salary	568	\$ 100,133	\$ 42,000	\$ 60,000	\$ 90,000	\$ 125,000	\$ 174,504
	Other Cash Compensation		\$ 4,871	\$ -	\$ -	\$ -	\$ 1,850	\$ 15,000
	Total Cash Compensation		\$ 105,004	\$ 42,000	\$ 61,875	\$ 93,000	\$ 132,250	\$ 186,300
2 Management position in industry	Base Salary	29	\$ 123,937	\$ 75,000	\$ 96,000	\$ 124,000	\$ 135,000	\$ 179,200
	Other Cash Compensation		\$ 19,569	\$ -	\$ 2,000	\$ 10,000	\$ 20,000	\$ 49,200
	Total Cash Compensation		\$ 143,506	\$ 77,224	\$ 100,000	\$ 135,000	\$ 155,000	\$ 234,000
3 Research position (full-time) (including postdocs in industry or research institutions)	Base Salary	338	\$ 70,033	\$ 36,996	\$ 40,000	\$ 49,500	\$ 75,000	\$ 119,300
	Other Cash Compensation		\$ 4,314	\$ -	\$ -	\$ -	\$ -	\$ 5,000
	Total Cash Compensation		\$ 74,346	\$ 36,996	\$ 40,000	\$ 50,000	\$ 78,750	\$ 124,860
4 Service Laboratory position	Base Salary	5	\$ 103,400			\$ 82,000		
	Other Cash Compensation		\$ 600			\$ -		
	Total Cash Compensation		\$ 104,000			\$ 82,000		
5 Government position (excluding Academic, Research, and Laboratory Positions)	Base Salary	23	\$ 126,188	\$ 77,600	\$ 91,318	\$ 121,000	\$ 150,000	\$ 197,800
	Other Cash Compensation		\$ 1,793	\$ -	\$ -	\$ -	\$ 2,750	\$ 6,000
	Total Cash Compensation		\$ 127,982	\$ 77,900	\$ 92,568	\$ 121,000	\$ 158,000	\$ 197,800
6 Consulting position (full time)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
7 Other type of position	Base Salary	32	\$ 106,078	\$ 30,950	\$ 54,500	\$ 79,000	\$ 112,500	\$ 194,300
	Other Cash Compensation		\$ 3,087	\$ -	\$ -	\$ -	\$ 2,125	\$ 10,900
	Total Cash Compensation		\$ 109,165	\$ 30,950	\$ 54,725	\$ 80,000	\$ 120,875	\$ 194,300

## Position Detail

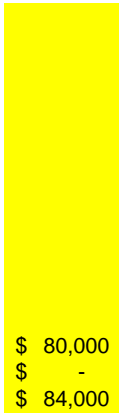
		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
<b>Academic Positions</b>								
1 College/University Department Head (11-12 month appointment)	Base Salary	17	\$ 190,368		\$ 126,500	\$ 185,000	\$ 248,000	
	Other Cash Compensation		\$ 15,382		\$ -	\$ -	\$ 20,000	
	Total Cash Compensation		\$ 205,750		\$ 142,000	\$ 240,000	\$ 255,000	
2 College/University Department Head (9-10 month appointment)	Base Salary	11	\$ 120,724		\$ 90,000	\$ 107,565	\$ 135,000	
	Other Cash Compensation		\$ 9,636		\$ -	\$ 1,000	\$ 5,500	
	Total Cash Compensation		\$ 130,360		\$ 90,500	\$ 112,565	\$ 145,000	
3 Professor (11-12 month appointment)	Base Salary	129	\$ 156,271	\$ 104,000	\$ 120,500	\$ 144,000	\$ 186,600	\$ 220,000
	Other Cash Compensation		\$ 7,712	\$ -	\$ -	\$ -	\$ 6,000	\$ 25,000
	Total Cash Compensation		\$ 163,983	\$ 105,900	\$ 125,000	\$ 151,500	\$ 196,000	\$ 225,200
4 Professor (9-10 month appointment)	Base Salary	48	\$ 109,728	\$ 80,600	\$ 95,625	\$ 105,500	\$ 120,000	\$ 146,800
	Other Cash Compensation		\$ 7,032	\$ -	\$ -	\$ 225	\$ 8,875	\$ 24,300
	Total Cash Compensation		\$ 116,760	\$ 81,350	\$ 99,524	\$ 110,000	\$ 127,000	\$ 159,700
5 Associate Professor (11-12 month appointment)	Base Salary	65	\$ 104,332	\$ 77,000	\$ 90,000	\$ 100,000	\$ 111,625	\$ 139,622
	Other Cash Compensation		\$ 3,529	\$ -	\$ -	\$ -	\$ 4,168	\$ 14,600
	Total Cash Compensation		\$ 107,861	\$ 80,000	\$ 93,000	\$ 100,220	\$ 122,000	\$ 140,050
6 Associate Professor (9-10 month appointment)	Base Salary	40	\$ 74,172	\$ 52,700	\$ 61,787	\$ 73,000	\$ 80,325	\$ 86,107
	Other Cash Compensation		\$ 2,913	\$ -	\$ -	\$ -	\$ 1,350	\$ 10,830
	Total Cash Compensation		\$ 77,084	\$ 55,000	\$ 63,450	\$ 74,500	\$ 85,125	\$ 100,294
7 Assistant Professor (11-12 month appointment)	Base Salary	71	\$ 87,115	\$ 64,000	\$ 72,000	\$ 86,000	\$ 96,950	\$ 112,785
	Other Cash Compensation		\$ 1,621	\$ -	\$ -	\$ -	\$ -	\$ 3,500
	Total Cash Compensation		\$ 88,736	\$ 64,000	\$ 75,000	\$ 88,000	\$ 98,750	\$ 113,250
8 Assistant Professor (9-10 month appointment)	Base Salary	64	\$ 64,757	\$ 52,000	\$ 55,768	\$ 62,645	\$ 70,000	\$ 80,255
	Other Cash Compensation		\$ 3,776	\$ -	\$ -	\$ -	\$ 1,500	\$ 11,658
	Total Cash Compensation		\$ 68,533	\$ 52,197	\$ 57,555	\$ 64,000	\$ 72,577	\$ 91,706
9 College Instructor (11-12 month appointment)	Base Salary	7	\$ 60,496			\$ 52,000		
	Other Cash Compensation		\$ -			\$ -		
	Total Cash Compensation		\$ 60,496			\$ 52,000		
10 College Instructor (9-10 month appointment)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
11 Adjunct Professor (at least 2 semesters per year)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
12 Post-Doctoral Researcher (11-12 month appointment)	Base Salary	87	\$ 42,325	\$ 35,000	\$ 38,813	\$ 41,500	\$ 45,900	\$ 50,000
	Other Cash Compensation		\$ 611	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Cash Compensation		\$ 42,936	\$ 35,000	\$ 38,813	\$ 41,500	\$ 46,000	\$ 50,800
13 Post-Doctoral Researcher (9-10 month appointment)	Base Salary							

					Other Cash Compensation			
					Total Cash Compensation			
14 Other Academic Position (not adequately described above)	Base Salary	25	\$ 98,435	\$ 22,200	\$ 48,500	\$ 66,000	\$ 95,000	\$ 141,000
	Other Cash Compensation		\$ 12,165	\$ -	\$ -	\$ -	\$ -	\$ 2,120
	Total Cash Compensation		\$ 110,600	\$ 22,200	\$ 48,775	\$ 66,000	\$ 95,000	\$ 141,000
<b>Academic Tenure Status</b>								
1 Tenured	Base Salary	284	\$ 130,445	\$ 71,868	\$ 91,750	\$ 114,879	\$ 157,000	\$ 205,400
	Other Cash Compensation		\$ 8,109	\$ -	\$ -	\$ -	\$ 8,000	\$ 23,400
	Total Cash Compensation		\$ 138,554	\$ 73,650	\$ 97,000	\$ 122,000	\$ 165,250	\$ 220,000
2 On tenure track	Base Salary	127	\$ 80,311	\$ 54,000	\$ 62,000	\$ 73,129	\$ 95,000	\$ 110,000
	Other Cash Compensation		\$ 2,811	\$ -	\$ -	\$ -	\$ 475	\$ 8,200
	Total Cash Compensation		\$ 83,122	\$ 55,000	\$ 64,000	\$ 80,000	\$ 96,750	\$ 114,950
3 Not on tenure track	Base Salary	138	\$ 58,468	\$ 36,000	\$ 40,000	\$ 47,496	\$ 64,000	\$ 94,500
	Other Cash Compensation		\$ 389	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Cash Compensation		\$ 58,857	\$ 36,000	\$ 40,000	\$ 48,000	\$ 64,000	\$ 96,500
4 Other	Base Salary	19	\$ 82,182		\$ 41,500	\$ 63,000	\$ 95,000	
	Other Cash Compensation		\$ 2,782		\$ -	\$ -	\$ 1,400	
	Total Cash Compensation		\$ 84,963		\$ 42,500	\$ 82,000	\$ 95,000	
<b>Industry Positions</b>								
1 President/Managing Director "A"	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
2 President/Managing Director "B"	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
3 Chief Operating Officer "A"	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
4 Chief Operating Officer "B"	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
5 Other Commercial/Industrial Management Position (not adequately described)	Base Salary	23	\$ 125,464	\$ 76,000	\$ 96,500	\$ 124,000	\$ 132,000	\$ 179,800
	Other Cash Compensation		\$ 21,196	\$ 400	\$ 5,000	\$ 12,000	\$ 25,000	\$ 48,800
	Total Cash Compensation		\$ 146,660	\$ 78,924	\$ 100,500	\$ 135,000	\$ 152,000	\$ 252,000
<b>Research Positions</b>								
1 Research Vice President/Director	Base Salary	8	\$ 246,353			\$ 162,000		
	Other Cash Compensation		\$ 112,750			\$ 11,500		
	Total Cash Compensation		\$ 359,103			\$ 176,500		
2 Research Manager	Base Salary	7	\$ 168,908			\$ 191,300		
	Other Cash Compensation		\$ 3,857			\$ -		



	Total Cash Compensation		
4 <b>Laboratory Technician</b>	Base Salary		
	Other Cash Compensation		
	Total Cash Compensation		
5 <b>Other Laboratory Position (not adequately described above)</b>	Base Salary		
	Other Cash Compensation		
	Total Cash Compensation		
<b>Government Positions</b>			
1 <b>Manager</b>	Base Salary		
	Other Cash Compensation		
	Total Cash Compensation		
2 <b>Section Head</b>	Base Salary		
	Other Cash Compensation		
	Total Cash Compensation		
3 <b>Unit Supervisor</b>	Base Salary	6	\$ 127,167
	Other Cash Compensation		\$ 2,750
	Total Cash Compensation		\$ 129,917
4 <b>Non-supervisory Professional</b>	Base Salary	6	\$ 107,574
	Other Cash Compensation		\$ 750
	Total Cash Compensation		\$ 108,324
6 <b>Other Government Position</b>	Base Salary	5	\$ 106,777
	Other Cash Compensation		\$ 1,550
	Total Cash Compensation		\$ 108,327
<b>Consulting Positions</b>			
1 <b>Manager</b>	Base Salary		
	Other Cash Compensation		
	Total Cash Compensation		
2 <b>Principal Consultant</b>	Base Salary		
	Other Cash Compensation		
	Total Cash Compensation		
3 <b>Senior Consultant</b>	Base Salary		
	Other Cash Compensation		
	Total Cash Compensation		
4 <b>Consultant</b>	Base Salary		
	Other Cash Compensation		
	Total Cash Compensation		
6 <b>Independent Consultant</b>	Base Salary		
	Other Cash Compensation		
	Total Cash Compensation		
7 <b>Other Consulting Position</b>	Base Salary		

Other Cash Compensation  
Total Cash Compensation



**Other Positions**

1 Editor

Base Salary  
Other Cash Compensation  
Total Cash Compensation

8 Non-profit/NGO Administration

Base Salary  
Other Cash Compensation  
Total Cash Compensation

9 Other Position (not adequately described above)

Base Salary	23	\$ 115,413	\$ 30,300	\$ 60,000	\$ 80,000	\$ 112,000	\$ 211,400
Other Cash Compensation		\$ 1,886	\$ -	\$ -	\$ -	\$ 1,250	\$ 8,600
Total Cash Compensation		\$ 117,299	\$ 30,700	\$ 60,500	\$ 84,000	\$ 118,180	\$ 221,800

**Type of Supervisory/Managerial Responsibility**

		Percentiles						
		No.	Mean	10%	25%	50%	75%	90%
1 I have no routine supervisory/managerial responsibility	Base Salary	309	\$ 58,186	\$ 36,996	\$ 40,000	\$ 45,800	\$ 63,000	\$ 93,040
	Other Cash Compensation		\$ 1,532	\$ -	\$ -	\$ -	\$ -	\$ 2,500
	Total Cash Compensation		\$ 59,717	\$ 36,996	\$ 40,000	\$ 46,000	\$ 65,000	\$ 96,334
2 I supervise/manage life scientists or other professionals but not clerical or other non-professional employees.	Base Salary	422	\$ 94,334	\$ 46,760	\$ 64,967	\$ 85,250	\$ 114,431	\$ 147,700
	Other Cash Compensation		\$ 4,793	\$ -	\$ -	\$ -	\$ 3,000	\$ 15,000
	Total Cash Compensation		\$ 99,127	\$ 46,760	\$ 65,715	\$ 90,670	\$ 122,000	\$ 154,900
3 I supervise/manage clerical or other non-professional employees, but not scientists or	Base Salary	23	\$ 105,901	\$ 48,100	\$ 55,500	\$ 85,000	\$ 113,920	\$ 160,000
	Other Cash Compensation		\$ 23,808	\$ -	\$ -	\$ -	\$ 1,750	\$ 13,120
	Total Cash Compensation		\$ 129,708	\$ 48,155	\$ 58,800	\$ 86,000	\$ 113,920	\$ 168,000
4 I supervise/manage both professional and non-professional employees.	Base Salary	200	\$ 142,162	\$ 62,882	\$ 90,000	\$ 133,500	\$ 181,000	\$ 220,148
	Other Cash Compensation		\$ 9,503	\$ -	\$ -	\$ -	\$ 4,850	\$ 25,400
	Total Cash Compensation		\$ 151,664	\$ 63,960	\$ 93,750	\$ 138,500	\$ 197,250	\$ 240,000
5 Other (not adequately described above).	Base Salary	37	\$ 64,195	\$ 31,200	\$ 37,000	\$ 44,000	\$ 62,000	\$ 84,400
	Other Cash Compensation		\$ 1,574	\$ -	\$ -	\$ -	\$ -	\$ 2,100
	Total Cash Compensation		\$ 65,768	\$ 31,200	\$ 37,000	\$ 45,000	\$ 65,000	\$ 91,746

**Level of Supervisory/Managerial Responsibility**

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
<b>1 None</b>	Base Salary	193	\$ 60,653	\$ 36,580	\$ 40,000	\$ 47,500	\$ 66,000	\$ 102,397
	Other Cash Compensation		\$ 2,198	\$ -	\$ -	\$ -	\$ -	\$ 3,800
	Total Cash Compensation		\$ 62,851	\$ 36,580	\$ 40,000	\$ 48,000	\$ 68,000	\$ 105,800
<b>2 One or two employees</b>	Base Salary	184	\$ 71,921	\$ 40,000	\$ 48,000	\$ 64,500	\$ 85,250	\$ 109,400
	Other Cash Compensation		\$ 2,219	\$ -	\$ -	\$ -	\$ -	\$ 6,700
	Total Cash Compensation		\$ 74,140	\$ 40,000	\$ 48,034	\$ 66,310	\$ 88,688	\$ 114,100
<b>3 Three or four employees</b>	Base Salary	139	\$ 90,277	\$ 50,000	\$ 64,978	\$ 90,000	\$ 105,250	\$ 134,600
	Other Cash Compensation		\$ 2,770	\$ -	\$ -	\$ -	\$ 1,500	\$ 10,200
	Total Cash Compensation		\$ 93,048	\$ 54,400	\$ 65,850	\$ 92,000	\$ 109,000	\$ 140,520
<b>4 Five to nine employees</b>	Base Salary	176	\$ 119,410	\$ 69,820	\$ 86,625	\$ 115,500	\$ 140,250	\$ 172,050
	Other Cash Compensation		\$ 6,347	\$ -	\$ -	\$ -	\$ 6,000	\$ 22,608
	Total Cash Compensation		\$ 125,756	\$ 71,000	\$ 92,967	\$ 124,507	\$ 150,550	\$ 188,345
<b>5 10 to 24 employees</b>	Base Salary	63	\$ 143,583	\$ 70,400	\$ 98,450	\$ 145,000	\$ 191,150	\$ 214,800
	Other Cash Compensation		\$ 7,627	\$ -	\$ -	\$ -	\$ 6,000	\$ 20,000
	Total Cash Compensation		\$ 151,210	\$ 70,800	\$ 108,900	\$ 150,000	\$ 195,000	\$ 224,000
<b>6 25 to 49 employees</b>	Base Salary	22	\$ 162,964	\$ 85,500	\$ 121,250	\$ 167,000	\$ 203,321	\$ 233,350
	Other Cash Compensation		\$ 15,002	\$ -	\$ -	\$ 25	\$ 17,250	\$ 59,000
	Total Cash Compensation		\$ 177,966	\$ 85,500	\$ 128,956	\$ 191,841	\$ 221,800	\$ 246,300
<b>7 50 to 99 employees</b>	Base Salary	9	\$ 168,111			\$ 185,000		
	Other Cash Compensation		\$ 2,667			\$ -		
	Total Cash Compensation		\$ 170,778			\$ 198,000		
<b>8 100 to 249 employees</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>9 250 to 499 employees</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>10 500 to 999 employees</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>11 1,000 or more employees</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							

Highest Degree(s) Earned		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
1 Some college but no degree	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
2 Two-to-three year degree (e.g. A.A./A.S. degree)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
3 Bachelor-level Non-Science degree (B.A.)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
4 Bachelor-level Science/Engineering Degree (e.g. B.S.)	Base Salary	17	\$ 85,479		\$ 24,000	\$ 40,000	\$ 75,000	
	Other Cash Compensation		\$ 3,180		\$ -	\$ -	\$ 500	
	Total Cash Compensation		\$ 88,659		\$ 24,000	\$ 40,000	\$ 78,000	
5 Two Bachelor-level degrees	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
6 Masters-level Non-Science Degree (e.g. M.A.)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
7 Masters-level Business Degree (e.g. M.B.A.)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
8 Masters-level Science/Engineering Degree (e.g. M.S.)	Base Salary	28	\$ 61,357	\$ 22,850	\$ 44,328	\$ 57,000	\$ 77,250	\$ 96,300
	Other Cash Compensation		\$ 2,369	\$ -	\$ -	\$ -	\$ 2,500	\$ 7,300
	Total Cash Compensation		\$ 63,727	\$ 22,850	\$ 45,603	\$ 62,160	\$ 77,250	\$ 100,920
9 Two Masters-level degrees	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
11 Doctoral Non-Science Degree (e.g. Ph.D.)	Base Salary	22	\$ 97,239	\$ 43,800	\$ 63,500	\$ 87,000	\$ 125,000	\$ 167,340
	Other Cash Compensation		\$ 1,386	\$ -	\$ -	\$ -	\$ -	\$ 450
	Total Cash Compensation		\$ 98,626	\$ 43,800	\$ 63,500	\$ 87,000	\$ 125,125	\$ 167,340
12 Doctoral Science/Engineering Degree (e.g. Ph.D.)	Base Salary	850	\$ 86,938	\$ 39,000	\$ 47,625	\$ 75,000	\$ 109,750	\$ 150,000
	Other Cash Compensation		\$ 3,835	\$ -	\$ -	\$ -	\$ 1,000	\$ 12,000
	Total Cash Compensation		\$ 90,773	\$ 39,000	\$ 48,000	\$ 77,000	\$ 114,464	\$ 160,000
13 Pharmaceutical doctorate	Base Salary							

	Other Cash Compensation							
	Total Cash Compensation							
<b>14 Veterinary Medicine Doctorate</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>16 Medical Doctorate</b>	Base Salary	45	\$ 186,486	\$ 41,200	\$ 80,000	\$ 158,000	\$ 220,000	\$ 406,534
	Other Cash Compensation		\$ 30,698	\$ -	\$ -	\$ -	\$ 4,000	\$ 49,200
	Total Cash Compensation		\$ 217,185	\$ 41,200	\$ 80,500	\$ 158,000	\$ 250,000	\$ 431,913
<b>17 Doctorate and business degree</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>18 Two Doctoral Science/Engineering Degrees</b>	Base Salary	12	\$ 125,294		\$ 56,250	\$ 132,500	\$ 188,000	
	Other Cash Compensation		\$ 4,500		\$ -	\$ -	\$ 5,250	
	Total Cash Compensation		\$ 129,794		\$ 56,250	\$ 150,550	\$ 197,000	
<b>19 Pharmaceutical Doctorate and another doctorate</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>20 Veterinary Medicine Doctorate and another doctorate</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>22 Other (not adequately described herein)</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							

## Age at Most Recent Birthday

### Percentiles

		No.	Mean	10%	25%	50%	75%	90%
1 Under 30	Base Salary	56	\$ 46,100	\$ 23,000	\$ 33,000	\$ 38,325	\$ 41,847	\$ 56,500
	Other Cash Compensation		\$ 9,041	\$ -	\$ -	\$ -	\$ -	\$ 25
	Total Cash Compensation		\$ 55,141	\$ 23,000	\$ 33,000	\$ 38,325	\$ 41,847	\$ 56,500
2 30 - 34	Base Salary	173	\$ 52,501	\$ 36,996	\$ 39,996	\$ 43,000	\$ 52,000	\$ 70,000
	Other Cash Compensation		\$ 2,518	\$ -	\$ -	\$ -	\$ -	\$ 880
	Total Cash Compensation		\$ 55,018	\$ 36,996	\$ 39,996	\$ 43,200	\$ 52,655	\$ 74,800
3 35 - 39	Base Salary	176	\$ 71,154	\$ 39,500	\$ 45,000	\$ 60,000	\$ 83,625	\$ 102,000
	Other Cash Compensation		\$ 2,324	\$ -	\$ -	\$ -	\$ -	\$ 5,800
	Total Cash Compensation		\$ 73,478	\$ 39,500	\$ 45,725	\$ 62,750	\$ 85,125	\$ 108,500
4 40 - 44	Base Salary	152	\$ 82,440	\$ 45,100	\$ 57,375	\$ 76,000	\$ 100,000	\$ 114,310
	Other Cash Compensation		\$ 3,793	\$ -	\$ -	\$ -	\$ 3,000	\$ 11,994
	Total Cash Compensation		\$ 86,232	\$ 45,335	\$ 58,000	\$ 80,000	\$ 101,328	\$ 124,539
5 45 - 49	Base Salary	118	\$ 103,290	\$ 53,700	\$ 68,500	\$ 93,000	\$ 128,100	\$ 160,600
	Other Cash Compensation		\$ 6,377	\$ -	\$ -	\$ -	\$ 8,000	\$ 16,600
	Total Cash Compensation		\$ 109,667	\$ 55,850	\$ 70,401	\$ 96,000	\$ 135,150	\$ 176,831
6 50 - 54	Base Salary	113	\$ 116,858	\$ 62,600	\$ 80,000	\$ 105,000	\$ 144,000	\$ 179,800
	Other Cash Compensation		\$ 6,184	\$ -	\$ -	\$ -	\$ 5,000	\$ 23,701
	Total Cash Compensation		\$ 123,042	\$ 64,856	\$ 83,000	\$ 108,000	\$ 150,000	\$ 199,400
7 55 - 59	Base Salary	91	\$ 134,612	\$ 77,000	\$ 96,000	\$ 124,000	\$ 169,931	\$ 215,000
	Other Cash Compensation		\$ 7,153	\$ -	\$ -	\$ -	\$ 7,000	\$ 20,000
	Total Cash Compensation		\$ 141,765	\$ 77,500	\$ 97,000	\$ 130,000	\$ 179,931	\$ 240,000
8 60 - 64	Base Salary	58	\$ 150,504	\$ 82,188	\$ 107,674	\$ 144,550	\$ 180,000	\$ 220,000
	Other Cash Compensation		\$ 6,822	\$ -	\$ -	\$ -	\$ 4,000	\$ 18,600
	Total Cash Compensation		\$ 157,326	\$ 87,938	\$ 112,141	\$ 150,000	\$ 198,100	\$ 231,200
9 65 or more	Base Salary	39	\$ 155,449	\$ 68,400	\$ 101,423	\$ 130,000	\$ 199,875	\$ 224,833
	Other Cash Compensation		\$ 11,462	\$ -	\$ -	\$ -	\$ 1,250	\$ 21,000
	Total Cash Compensation		\$ 166,911	\$ 77,200	\$ 101,423	\$ 138,000	\$ 207,500	\$ 226,913

## Total Years of Professional Experience

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
1 Under one year	Base Salary	34	\$ 40,243	\$ 30,000	\$ 35,263	\$ 37,978	\$ 40,000	\$ 54,200
	Other Cash Compensation		\$ 147	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Cash Compensation		\$ 40,390	\$ 30,000	\$ 35,263	\$ 37,978	\$ 40,000	\$ 54,200
2 One or two years	Base Salary	74	\$ 47,743	\$ 34,300	\$ 38,000	\$ 40,000	\$ 42,122	\$ 54,190
	Other Cash Compensation		\$ 7,566	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Cash Compensation		\$ 55,308	\$ 34,300	\$ 38,000	\$ 40,000	\$ 42,791	\$ 59,900
3 Three or four years	Base Salary	96	\$ 60,552	\$ 37,000	\$ 40,000	\$ 43,798	\$ 50,989	\$ 83,500
	Other Cash Compensation		\$ 846	\$ -	\$ -	\$ -	\$ -	\$ 175
	Total Cash Compensation		\$ 61,399	\$ 37,150	\$ 40,000	\$ 44,000	\$ 52,741	\$ 95,000
4 Five - nine years	Base Salary	191	\$ 67,447	\$ 38,900	\$ 46,000	\$ 56,000	\$ 75,000	\$ 95,000
	Other Cash Compensation		\$ 3,567	\$ -	\$ -	\$ -	\$ -	\$ 5,000
	Total Cash Compensation		\$ 71,013	\$ 38,900	\$ 46,000	\$ 58,000	\$ 80,000	\$ 97,505
5 10 - 14 years	Base Salary	152	\$ 77,502	\$ 45,000	\$ 54,000	\$ 71,732	\$ 95,000	\$ 113,000
	Other Cash Compensation		\$ 3,801	\$ -	\$ -	\$ -	\$ 1,575	\$ 12,324
	Total Cash Compensation		\$ 81,303	\$ 45,100	\$ 57,188	\$ 72,301	\$ 100,000	\$ 127,382
6 15 - 19 years	Base Salary	129	\$ 99,745	\$ 57,244	\$ 70,000	\$ 97,000	\$ 120,000	\$ 151,600
	Other Cash Compensation		\$ 4,964	\$ -	\$ -	\$ -	\$ 3,500	\$ 16,600
	Total Cash Compensation		\$ 104,709	\$ 57,244	\$ 70,000	\$ 100,000	\$ 124,800	\$ 166,200
7 20 - 24 years	Base Salary	88	\$ 111,635	\$ 61,946	\$ 77,625	\$ 101,500	\$ 145,500	\$ 169,487
	Other Cash Compensation		\$ 8,264	\$ -	\$ -	\$ 10	\$ 10,000	\$ 23,700
	Total Cash Compensation		\$ 119,898	\$ 62,000	\$ 80,000	\$ 105,000	\$ 155,250	\$ 187,930
8 25 - 29 years	Base Salary	90	\$ 128,789	\$ 76,800	\$ 92,727	\$ 114,679	\$ 145,000	\$ 197,300
	Other Cash Compensation		\$ 5,777	\$ -	\$ -	\$ -	\$ 4,792	\$ 15,200
	Total Cash Compensation		\$ 134,566	\$ 77,900	\$ 93,250	\$ 123,000	\$ 150,000	\$ 201,400
9 30 years or more	Base Salary	135	\$ 153,656	\$ 81,200	\$ 107,050	\$ 141,000	\$ 200,000	\$ 231,377
	Other Cash Compensation		\$ 8,376	\$ -	\$ -	\$ -	\$ 2,250	\$ 20,000
	Total Cash Compensation		\$ 162,032	\$ 83,050	\$ 108,750	\$ 145,000	\$ 204,714	\$ 240,000

**Gender**

		Percentiles						
		No.	Mean	10%	25%	50%	75%	90%
1 <b>Female</b>	Base Salary	458	\$ 86,371	\$ 39,000	\$ 47,350	\$ 70,000	\$ 106,750	\$ 143,160
	Other Cash Compensation		\$ 3,997	\$ -	\$ -	\$ -	\$ 80	\$ 8,000
	Total Cash Compensation		\$ 90,368	\$ 39,000	\$ 48,000	\$ 70,654	\$ 110,000	\$ 150,312
2 <b>Male</b>	Base Salary	530	\$ 95,843	\$ 39,531	\$ 48,011	\$ 82,788	\$ 120,000	\$ 180,100
	Other Cash Compensation		\$ 5,830	\$ -	\$ -	\$ -	\$ 2,500	\$ 15,000
	Total Cash Compensation		\$ 101,672	\$ 39,531	\$ 48,518	\$ 84,561	\$ 125,000	\$ 198,080

## Ethnic Origin of Respondent

		Percentiles						
	No.	Mean	10%	25%	50%	75%	90%	
<b>1 White/Caucasian (not of Hispanic origin)</b>	Base Salary	708	\$ 97,474	\$ 41,940	\$ 53,750	\$ 84,450	\$ 122,000	\$ 174,504
	Other Cash Compensation		\$ 5,954	\$ -	\$ -	\$ -	\$ 2,000	\$ 15,000
	Total Cash Compensation		\$ 103,428	\$ 41,940	\$ 54,395	\$ 85,837	\$ 126,433	\$ 187,600
<b>2 Black/African origin</b>	Base Salary	16	\$ 86,219		\$ 41,000	\$ 54,000	\$ 71,000	
	Other Cash Compensation		\$ 2,660		\$ -	\$ -	\$ 163	
	Total Cash Compensation		\$ 88,879		\$ 41,000	\$ 58,000	\$ 74,250	
<b>3 Hispanic/Latino</b>	Base Salary	34	\$ 79,927	\$ 39,000	\$ 47,125	\$ 64,882	\$ 107,500	\$ 144,100
	Other Cash Compensation		\$ 3,257	\$ -	\$ -	\$ -	\$ -	\$ 12,700
	Total Cash Compensation		\$ 83,184	\$ 39,000	\$ 47,125	\$ 66,132	\$ 114,250	\$ 149,700
<b>4 Asian</b>	Base Salary	176	\$ 71,117	\$ 36,000	\$ 40,000	\$ 50,000	\$ 86,000	\$ 120,000
	Other Cash Compensation		\$ 1,889	\$ -	\$ -	\$ -	\$ -	\$ 7,500
	Total Cash Compensation		\$ 73,006	\$ 36,000	\$ 40,000	\$ 50,000	\$ 88,625	\$ 124,500
<b>5 Pacific Islander</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>6 Native American/Native Alaskan</b>	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
<b>7 Other (not adequately described above)</b>	Base Salary	11	\$ 62,254		\$ 40,898	\$ 45,000	\$ 66,000	
	Other Cash Compensation		\$ 5,273		\$ -	\$ -	\$ -	
	Total Cash Compensation		\$ 67,527		\$ 40,898	\$ 45,000	\$ 66,000	

## Citizenship or Visa Status

### Percentiles

		No.	Mean	10%	25%	50%	75%	90%
<b>1 U. S. native</b>	Base Salary	608	\$ 100,242	\$ 41,940	\$ 55,000	\$ 85,000	\$ 124,000	\$ 178,300
	Other Cash Compensation		\$ 6,426	\$ -	\$ -	\$ -	\$ 1,850	\$ 15,000
	Total Cash Compensation		\$ 106,668	\$ 41,940	\$ 56,430	\$ 88,625	\$ 127,162	\$ 193,000
<b>2 U. S. naturalized citizen</b>	Base Salary	101	\$ 119,748	\$ 57,000	\$ 74,000	\$ 109,000	\$ 151,000	\$ 200,000
	Other Cash Compensation		\$ 5,491	\$ -	\$ -	\$ -	\$ 5,000	\$ 18,000
	Total Cash Compensation		\$ 125,239	\$ 57,750	\$ 74,000	\$ 111,000	\$ 155,000	\$ 215,000
<b>3 U. S. permanent resident</b>	Base Salary	110	\$ 86,264	\$ 46,315	\$ 53,500	\$ 80,000	\$ 100,001	\$ 125,300
	Other Cash Compensation		\$ 3,473	\$ -	\$ -	\$ -	\$ 3,000	\$ 10,290
	Total Cash Compensation		\$ 89,737	\$ 47,385	\$ 55,000	\$ 82,000	\$ 106,725	\$ 131,600
<b>4 Other U. S. visa</b>	Base Salary	163	\$ 46,075	\$ 35,000	\$ 38,000	\$ 42,000	\$ 50,000	\$ 70,000
	Other Cash Compensation		\$ 470	\$ -	\$ -	\$ -	\$ -	\$ -
	Total Cash Compensation		\$ 46,545	\$ 35,000	\$ 38,000	\$ 42,000	\$ 50,000	\$ 71,930

## General Type of Organization

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
<b>1 Governmental organization</b>	Base Salary	229	\$ 88,981	\$ 39,000	\$ 51,555	\$ 80,372	\$ 106,000	\$ 160,000
	Other Cash Compensation		\$ 2,623	\$ -	\$ -	\$ -	\$ 1,000	\$ 8,100
	Total Cash Compensation		\$ 91,604	\$ 39,000	\$ 53,000	\$ 83,000	\$ 117,840	\$ 160,000
<b>2 Nonprofit organization</b>	Base Salary	398	\$ 99,364	\$ 40,000	\$ 48,000	\$ 75,441	\$ 123,750	\$ 192,650
	Other Cash Compensation		\$ 4,489	\$ -	\$ -	\$ -	\$ -	\$ 12,000
	Total Cash Compensation		\$ 103,853	\$ 40,000	\$ 48,011	\$ 80,000	\$ 133,000	\$ 200,000
<b>3 Privately-held organization (not a start-up)</b>	Base Salary	132	\$ 93,713	\$ 38,885	\$ 43,000	\$ 70,000	\$ 120,000	\$ 167,200
	Other Cash Compensation		\$ 11,201	\$ -	\$ -	\$ -	\$ 3,125	\$ 20,000
	Total Cash Compensation		\$ 104,914	\$ 38,885	\$ 43,000	\$ 75,000	\$ 129,438	\$ 171,980
<b>4 Publicly-held organization (not a start-up)</b>	Base Salary	117	\$ 87,791	\$ 39,319	\$ 50,625	\$ 89,000	\$ 110,000	\$ 135,734
	Other Cash Compensation		\$ 7,421	\$ -	\$ -	\$ -	\$ 10,000	\$ 20,000
	Total Cash Compensation		\$ 95,212	\$ 39,319	\$ 52,000	\$ 92,000	\$ 116,360	\$ 154,460
<b>5 Start-up organization (whether privately- or publicly-held)</b>	Base Salary	18	\$ 91,108		\$ 71,250	\$ 91,500	\$ 114,500	
	Other Cash Compensation		\$ 3,028		\$ -	\$ -	\$ 3,750	
	Total Cash Compensation		\$ 94,135		\$ 75,750	\$ 96,500	\$ 114,500	
<b>6 Other (not adequately described herein)</b>	Base Salary	87	\$ 66,226	\$ 36,998	\$ 43,100	\$ 58,000	\$ 77,826	\$ 101,200
	Other Cash Compensation		\$ 1,511	\$ -	\$ -	\$ -	\$ -	\$ 2,440
	Total Cash Compensation		\$ 67,737	\$ 36,998	\$ 43,100	\$ 62,000	\$ 80,250	\$ 105,000

## Specific Industry or Service of Employer

			Percentiles							
		No.	Mean	10%	25%	50%	75%	90%		
1	Academic - Medical School									
			Base Salary	415	\$ 99,331	\$ 39,000	\$ 46,000	\$ 85,000	\$ 125,000	\$ 184,600
			Other Cash Compensation		\$ 5,306	\$ -	\$ -	\$ -	\$ 1	\$ 12,000
			Total Cash Compensation		\$ 104,637	\$ 39,000	\$ 46,100	\$ 86,000	\$ 133,500	\$ 194,800
2	Academic - Dental School									
			Base Salary	15	\$ 122,819		\$ 41,500	\$ 96,600	\$ 128,250	
			Other Cash Compensation		\$ 7,914		\$ -	\$ -	\$ 13,750	
			Total Cash Compensation		\$ 130,733		\$ 41,500	\$ 96,600	\$ 144,500	
3	Academic - Veterinary School									
			Base Salary	11	\$ 71,096		\$ 42,000	\$ 63,000	\$ 96,026	
			Other Cash Compensation		\$ 561		\$ -	\$ -	\$ -	
			Total Cash Compensation		\$ 71,656		\$ 42,000	\$ 65,000	\$ 98,110	
4	Academic - Ph.D. Degree Program									
			Base Salary	219	\$ 76,894	\$ 38,620	\$ 45,000	\$ 64,000	\$ 93,500	\$ 140,000
			Other Cash Compensation		\$ 3,403	\$ -	\$ -	\$ -	\$ 10	\$ 11,952
			Total Cash Compensation		\$ 80,296	\$ 38,620	\$ 45,000	\$ 66,000	\$ 100,552	\$ 140,800
5	Academic - Other Professional School									
			Base Salary							
			Other Cash Compensation							
			Total Cash Compensation							
6	Academic - Non-professional School									
			Base Salary							
			Other Cash Compensation							
			Total Cash Compensation							
7	Academic - College/University (grant only M.A.)									
			Base Salary	7	\$ 51,143			\$ 48,000		
			Other Cash Compensation		\$ -			\$ -		
			Total Cash Compensation		\$ 51,143			\$ 48,000		
8	Academic - College/University (grant B.A./B.S.)									
			Base Salary	44	\$ 66,845	\$ 43,600	\$ 51,323	\$ 62,500	\$ 78,239	\$ 99,422
			Other Cash Compensation		\$ 2,024	\$ -	\$ -	\$ -	\$ 1,625	\$ 7,400
			Total Cash Compensation		\$ 68,869	\$ 44,317	\$ 53,964	\$ 65,310	\$ 79,000	\$ 99,422
9	Academic - College/University (grant only B.A./									
			Base Salary	25	\$ 72,110	\$ 50,500	\$ 55,000	\$ 71,000	\$ 84,000	\$ 103,339
			Other Cash Compensation		\$ 3,080	\$ -	\$ -	\$ -	\$ 2,000	\$ 11,000
			Total Cash Compensation		\$ 75,190	\$ 50,500	\$ 56,000	\$ 75,000	\$ 85,000	\$ 106,000
10	Academic - College/University (grant only 2-3 y									
			Base Salary	5	\$ 64,318			\$ 56,024		
			Other Cash Compensation		\$ -			\$ -		
			Total Cash Compensation		\$ 64,318			\$ 56,024		
11	Academic - Secondary School									
			Base Salary							
			Other Cash Compensation							

	Total Cash Compensation							
12 Agricultural or Veterinary Service	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
13 Clinical Laboratory (private)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
14 Consultant (independent)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
15 Consulting firm	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
16 Government - Federal (civilian)	Base Salary	49	\$ 105,892	\$ 47,700	\$ 54,000	\$ 89,000	\$ 150,000	\$ 200,886
	Other Cash Compensation		\$ 1,306	\$ -	\$ -	\$ -	\$ -	\$ 3,200
	Total Cash Compensation		\$ 107,198	\$ 47,700	\$ 54,000	\$ 90,000	\$ 156,000	\$ 205,542
17 Government - Federal (military)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
18 Government - State	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
19 Government - City/County	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
21 Health Care Facility (not listed below)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
22 Health Care Facility - for-profit	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
23 Health Care Facility - non-profit	Base Salary	9	\$ 138,354			\$ 113,000		
	Other Cash Compensation		\$ 483			\$ -		
	Total Cash Compensation		\$ 138,838			\$ 113,000		

25 Health Practitioner's Office	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
26 Hospital - University	Base Salary	11	\$ 93,718	\$ 41,000	\$ 75,000	\$ 128,100
	Other Cash Compensation		\$ 2,664	\$ -	\$ -	\$ 4,500
	Total Cash Compensation		\$ 96,382	\$ 41,150	\$ 75,000	\$ 130,100
27 Hospital - V.A.	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
28 Hospital - Other Federal Facility	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
29 Hospital - State	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
30 Hospital - City/County	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
31 Hospital - For-profit	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
32 Hospital - Non-profit	Base Salary	15	\$ 69,884	\$ 42,500	\$ 50,000	\$ 72,500
	Other Cash Compensation		\$ 1,452	\$ -	\$ -	\$ -
	Total Cash Compensation		\$ 71,336	\$ 42,500	\$ 50,000	\$ 72,500
33 Independent Testing Laboratory	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
34 Law Firm	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					
35 Manufacturing (biologicals)	Base Salary					
	Other Cash Compensation					
	Total Cash Compensation					

36 Manufacturing (biotechnology)	Base Salary	21	\$ 105,160	\$ 51,360	\$ 70,500	\$ 96,000	\$ 125,000	\$ 179,000
	Other Cash Compensation		\$ 11,467	\$ -	\$ -	\$ 3,000	\$ 14,200	\$ 40,000
	Total Cash Compensation		\$ 116,627	\$ 56,360	\$ 75,000	\$ 106,700	\$ 137,000	\$ 220,000
37 Manufacturing (chemicals)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
39 Manufacturing (food/beverage)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
40 Manufacturing (laboratory/medical instruments)	Base Salary	9	\$ 89,222			\$ 75,000		
	Other Cash Compensation		\$ 5,627			\$ 2,500		
	Total Cash Compensation		\$ 94,849			\$ 75,000		
41 Manufacturing (pharmaceuticals)	Base Salary	14	\$ 112,255		\$ 78,750	\$ 103,000	\$ 134,750	
	Other Cash Compensation		\$ 15,061		\$ 500	\$ 12,000	\$ 18,750	
	Total Cash Compensation		\$ 127,317		\$ 80,875	\$ 115,180	\$ 152,750	
42 Manufacturing (other)	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
43 Non-profit organization (not otherwise listed)	Base Salary	6	\$ 73,500			\$ 61,500		
	Other Cash Compensation		\$ 400			\$ -		
	Total Cash Compensation		\$ 73,900			\$ 61,950		
44 Publishing	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
45 Research organization (contract)	Base Salary	9	\$ 135,456			\$ 65,000		
	Other Cash Compensation		\$ 39,250			\$ -		
	Total Cash Compensation		\$ 174,706			\$ 65,000		
46 Research organization (non-profit)	Base Salary	31	\$ 91,765	\$ 38,000	\$ 41,500	\$ 65,000	\$ 96,000	\$ 191,300
	Other Cash Compensation		\$ 3,710	\$ -	\$ -	\$ -	\$ -	\$ 17,000
	Total Cash Compensation		\$ 95,474	\$ 38,000	\$ 41,500	\$ 68,000	\$ 96,000	\$ 191,300
47 Research organization (not otherwise listed)	Base Salary	15	\$ 101,189		\$ 80,500	\$ 104,000	\$ 124,500	
	Other Cash Compensation		\$ 6,893		\$ -	\$ -	\$ 5,500	
	Total Cash Compensation		\$ 108,082		\$ 80,500	\$ 110,000	\$ 128,288	
48 Other (not adequately described herein)	Base Salary	12	\$ 101,523		\$ 84,875	\$ 99,250	\$ 120,250	

Other Cash Compensation	\$ 16,275	\$ 750	\$ 6,250	\$ 10,000
Total Cash Compensation	\$ 117,798	\$ 91,125	\$ 103,650	\$ 128,750

## Number of Employees

		No.	Mean	10%	25%	Percentiles		
						50%	75%	90%
1	1							
	Base Salary							
	Other Cash Compensation							
	Total Cash Compensation							
2	2 - 4	12	\$ 111,600		\$ 39,725	\$ 76,450	\$ 92,750	
	Other Cash Compensation		\$ 667		\$ -	\$ -	\$ 2	
	Total Cash Compensation		\$ 112,267		\$ 39,725	\$ 76,500	\$ 95,925	
3	5 - 9	13	\$ 69,573		\$ 40,000	\$ 53,000	\$ 105,000	
	Other Cash Compensation		\$ 2,225		\$ -	\$ -	\$ 20	
	Total Cash Compensation		\$ 71,798		\$ 40,000	\$ 53,900	\$ 106,000	
4	10 - 24	13	\$ 72,516		\$ 48,350	\$ 69,000	\$ 90,000	
	Other Cash Compensation		\$ 500		\$ -	\$ -	\$ -	
	Total Cash Compensation		\$ 73,016		\$ 48,350	\$ 69,000	\$ 90,000	
5	25 - 49	17	\$ 74,956		\$ 51,000	\$ 78,494	\$ 100,000	
	Other Cash Compensation		\$ 2,338		\$ -	\$ -	\$ 50	
	Total Cash Compensation		\$ 77,294		\$ 51,000	\$ 78,494	\$ 100,000	
6	50 - 99	12	\$ 82,229		\$ 52,125	\$ 72,750	\$ 109,625	
	Other Cash Compensation		\$ 6,488		\$ -	\$ -	\$ 263	
	Total Cash Compensation		\$ 88,717		\$ 52,125	\$ 72,800	\$ 116,625	
7	100 - 249	30	\$ 87,304	\$ 37,890	\$ 47,000	\$ 72,000	\$ 119,000	\$ 153,900
	Other Cash Compensation		\$ 3,067	\$ -	\$ -	\$ -	\$ -	\$ 8,650
	Total Cash Compensation		\$ 90,371	\$ 37,890	\$ 47,000	\$ 78,750	\$ 121,250	\$ 155,000
8	250 - 499	38	\$ 71,844	\$ 36,750	\$ 42,500	\$ 65,000	\$ 82,250	\$ 100,010
	Other Cash Compensation		\$ 1,526	\$ -	\$ -	\$ -	\$ -	\$ 6,000
	Total Cash Compensation		\$ 73,370	\$ 36,750	\$ 42,875	\$ 67,000	\$ 85,500	\$ 101,822
9	500 - 999	59	\$ 90,834	\$ 44,400	\$ 51,000	\$ 72,000	\$ 107,783	\$ 149,853
	Other Cash Compensation		\$ 7,258	\$ -	\$ -	\$ -	\$ 4,584	\$ 24,000
	Total Cash Compensation		\$ 98,091	\$ 44,400	\$ 54,700	\$ 75,000	\$ 111,000	\$ 173,112
10	1,000 - 2,499	132	\$ 87,619	\$ 40,180	\$ 52,750	\$ 75,000	\$ 99,750	\$ 144,500
	Other Cash Compensation		\$ 2,424	\$ -	\$ -	\$ -	\$ 500	\$ 9,800
	Total Cash Compensation		\$ 90,043	\$ 40,180	\$ 55,000	\$ 75,000	\$ 105,625	\$ 147,400

11 2,500 - 4,999	Base Salary	108	\$ 88,803	\$ 40,000	\$ 49,750	\$ 80,750	\$ 110,000	\$ 158,600
	Other Cash Compensation		\$ 4,583	\$ -	\$ -	\$ -	\$ -	\$ 11,300
	Total Cash Compensation		\$ 93,387	\$ 40,000	\$ 50,000	\$ 82,800	\$ 115,500	\$ 160,000
12 5,000 - 9,999	Base Salary	176	\$ 103,314	\$ 40,000	\$ 49,750	\$ 84,000	\$ 125,353	\$ 200,000
	Other Cash Compensation		\$ 6,528	\$ -	\$ -	\$ -	\$ 2,100	\$ 12,500
	Total Cash Compensation		\$ 109,842	\$ 40,000	\$ 50,750	\$ 86,191	\$ 134,250	\$ 201,000
13 10,000 - 24,999	Base Salary	201	\$ 100,516	\$ 40,000	\$ 49,000	\$ 86,000	\$ 129,257	\$ 185,000
	Other Cash Compensation		\$ 8,190	\$ -	\$ -	\$ -	\$ 1,800	\$ 16,144
	Total Cash Compensation		\$ 108,706	\$ 40,000	\$ 49,250	\$ 91,000	\$ 140,500	\$ 200,000
14 25,000 or more	Base Salary	134	\$ 90,876	\$ 38,000	\$ 45,000	\$ 83,500	\$ 114,018	\$ 160,000
	Other Cash Compensation		\$ 3,871	\$ -	\$ -	\$ -	\$ 2,300	\$ 15,000
	Total Cash Compensation		\$ 94,747	\$ 38,000	\$ 45,200	\$ 87,000	\$ 123,750	\$ 165,500