

BONUS: SNP GENOTYPING TECH GUIDE

June 2006

Genome Technology

Inside Integrated Biology



Exclusive! 4th Annual

SALARY SURVEY

1,990 readers share salary, career, and benefits data.

How does your salary package compare?
Plus: Experts answer your career questions

ALSO INSIDE:
New Apps for Real-time PCR
Pathways: Welcome to BioPAX

Your Money (And More)

Genome Technology's fourth annual salary survey shows that, for the most part, scientists are in better shape than they were a year ago. (Sorry, postdocs, not you.)

A by-the-numbers look at the state of the field in 2006.

By Jennifer Crebs and Meredith Salisbury

To the survey respondent who wrote, "I am really not interested in salary. My job is very interesting and that is what matters," we'd like to say: more power to you. To the rest of our respondents, and indeed all of our readers, it seems that salary and overall compensation package are of much greater importance to you. One way we know this is that the response rate to our annual salary survey keeps going up: this year, 1,990 of you took the time to tell us how much you earn, what your perks are, and plenty of other great facts that served as the basis of the results you're about to read. Many thanks to all of you for your time and cooperation.

In our exclusive fourth annual salary survey, we have information for the first time from readers in Europe and Asia — allowing us to help you compare compensation data on a more global level. As always, we include results on layoffs, benefits, and more, broken out into public versus private sector, scientific tasks, and job title.

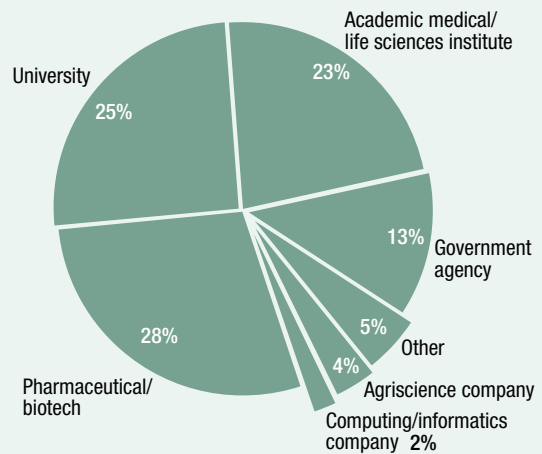
Finally, we added to the survey this year an invitation to readers to submit career-related questions. Boy, did we hit a nerve. We whittled down the list to the most common questions, and took those to experts in the field to provide you with practical tips and advice. That section begins on p. 32.



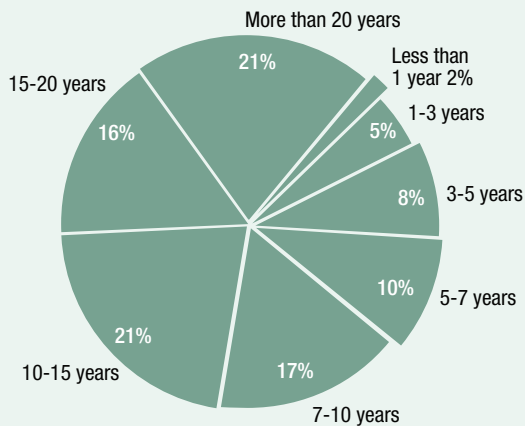
RESPONDENT DEMOGRAPHICS

Number of respondents: 1,990

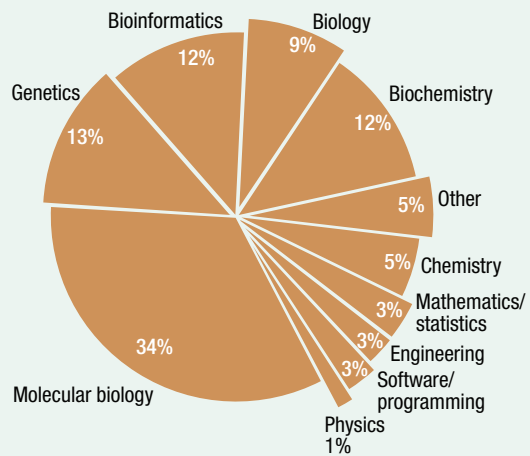
Type of organization



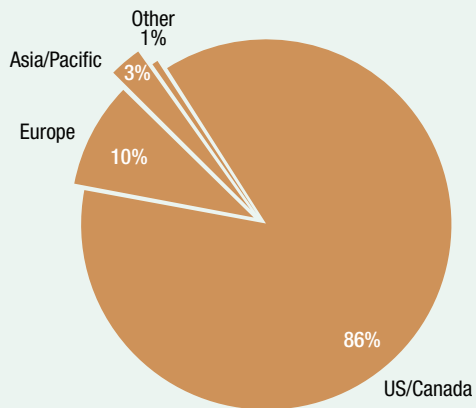
Years In Research



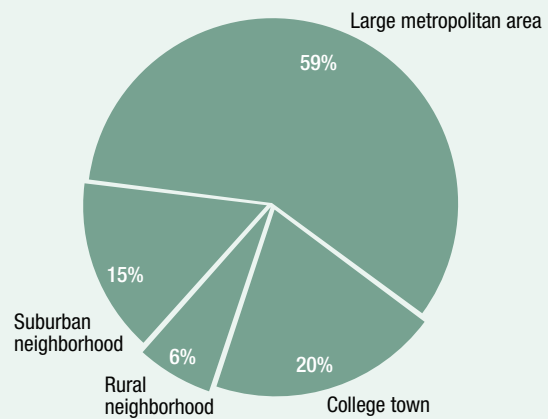
Primary Scientific Background



Respondents by Region



Type of Region



MEDIAN SALARIES BY ORGANIZATION AND SIZE

TITLE	MEDIAN SALARY 2006	MEDIAN SALARY 2005	MEDIAN SALARY 2004
SMALL PHARMA/BIOTECH (<500 EMPLOYEES)			
Chairman, president, CEO	\$200,000-\$299,999 ↖	\$175,000-\$199,999 ↙	\$200,000-\$299,999
CTO, COO, CSO, CFO	\$150,000-\$174,999	\$150,000-\$174,999 ↖	\$125,000-\$149,999
VP, director, senior manager	\$125,000-\$149,999	\$125,000-\$149,999 ↖	\$100,000-\$124,999
Senior scientist, senior researcher, senior technologist	\$75,000-\$99,999	\$75,000-\$99,999	\$75,000-\$99,999
Staff scientist, researcher, programmer	\$75,000-\$99,999	\$75,000-\$99,999 ↖	\$50,000-\$74,999
Lab technician, technical specialist	\$30,000-\$49,999	≈ \$30,000-\$49,999	\$30,000-\$49,999
MIDSIZE PHARMA/BIOTECH (500-5,000 EMPLOYEES)			
VP, director, senior manager	\$150,000-\$174,999 ↖	\$100,000-\$124,999 ↙	\$125,000-\$149,999
Senior scientist, senior researcher, senior technologist	\$75,000-\$99,999	\$75,000-\$99,999	\$75,000-\$99,999
Staff scientist, researcher, programmer	\$75,000-\$99,999	\$75,000-\$99,999 ↖	\$50,000-\$74,999
Lab technician, technical specialist	N/A	≈ \$50,000-\$74,999	N/A
LARGE PHARMA/BIOTECH (>5,000 EMPLOYEES)			
VP, director, senior manager	\$150,000-\$174,999	\$150,000-\$174,999	\$150,000-\$174,999
Senior scientist, senior researcher, senior technologist	\$100,000-\$124,999	\$100,000-\$124,999 ↖	\$75,000-\$99,999
Staff scientist, researcher, programmer	\$75,000-\$99,999	\$75,000-\$99,999	\$75,000-\$99,999
Lab technician, technical specialist	N/A	\$50,000-\$74,999	N/A
UNIVERSITY/ACADEMIC LIFE SCIENCES INSTITUTE			
Dean, VP, director, senior manager	\$100,000-\$124,999	\$100,000-\$124,999 ↙	\$125,000-\$149,999
Professor or principal investigator	\$75,000-\$99,999 ↙	\$100,000-\$124,999	\$100,000-\$124,999
Associate or assistant professor	\$75,000-\$99,999	\$75,000-\$99,999 ↖	\$50,000-\$74,999
Core lab manager	\$50,000-\$74,999	\$50,000-\$74,999	\$50,000-\$74,999
Senior scientist, senior researcher, senior technologist	\$75,000-\$99,999 ↖	\$50,000-\$74,999 ↙	\$75,000-\$99,999
Staff scientist, researcher, programmer	\$50,000-\$74,999	\$50,000-\$74,999	\$50,000-\$74,999
Lab technician, technical specialist	\$30,000-\$49,999	\$30,000-\$49,999	\$30,000-\$49,999
Fellow or postdoc	\$30,000-\$49,999	\$30,000-\$49,999	\$30,000-\$49,999
Graduate student	Less than \$30,000	Less than \$30,000	N/A
GOVERNMENT AGENCY			
VP, director, senior manager	\$75,000-\$99,999 ↙	≈ \$100,000-\$124,999	\$100,000-\$124,999
Professor or principal investigator	\$100,000-\$124,999	\$100,000-\$124,999	\$100,000-\$124,999
Senior scientist, senior researcher, senior technologist	\$75,000-\$99,999	\$75,000-\$99,999	\$75,000-\$99,999
Staff scientist, researcher, programmer	\$75,000-\$99,999	\$75,000-\$99,999 ↖	\$50,000-\$74,999
Core lab manager	\$75,000-\$99,999	\$75,000-\$99,999	N/A
Lab technician, technical specialist	\$50,000-\$74,999 ↖	≈ \$30,000-\$49,999 ↙	\$50,000-\$74,999
Fellow or postdoc	\$50,000-\$74,999	\$50,000-\$74,999 ↖	≈ \$30,000-\$49,999

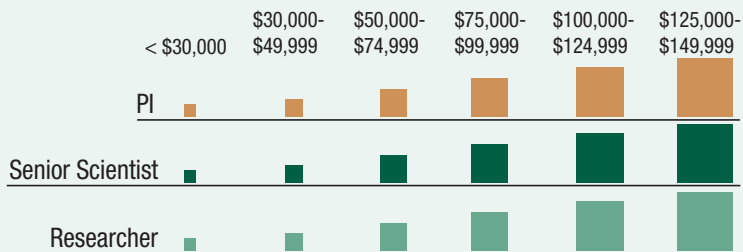
≈ median falls evenly between this level and next higher level

↖ median increased from previous year

↙ median decreased from previous year

Typical Salaries by Region and Title

Median salaries reported by respondents who fell in the PI, senior scientist, or researcher categories



MEDIAN SALARY BY SECTOR AND YEARS OF RESEARCH EXPERIENCE

YEARS IN RESEARCH	PRIVATE SECTOR MEDIAN	PUBLIC SECTOR MEDIAN
Less than 1 year	\$75,000-\$99,999	\$50,000-\$74,999
1-3 years	\$50,000-\$74,999	\$30,000-\$49,999
3-5 years	\$75,000-\$99,999	\$30,000-\$49,999
5-7 years	≈\$50,000-\$74,999	\$50,000-\$74,999
7-10 years	\$75,000-\$99,999	\$50,000-\$74,999
10-15 years	\$75,000-\$99,999	\$50,000-\$74,999
15-20 years	\$100,000-\$124,999	\$75,000-\$99,999
More than 20 years	≈\$100,000-\$124,999	\$100,000-\$124,999

≈ median falls evenly between this level and next higher level

MEDIAN SALARY BY SCIENTIFIC TASK

BASED ON WHAT RESPONDENTS SAY IS THE PRIMARY SCIENTIFIC OR TECHNICAL TASK OF THEIR DAY

\$50,000-\$74,999	\$75,000-\$99,999
≈Microarray analysis or gene expression Structural biology DNA sequencing Functional genomics/RNAi PCR or PCR-related tasks	SNP analysis or genotyping Biostatistics/data analysis Computing infrastructure/applications development Proteomics or protein analysis Automation/robotics/engineering Quality assurance/quality control

≈ median falls evenly between this level and next higher level

JOB TENURE

MOST COMMONLY REPORTED JOB TENURE BY RESPONDENTS' PRIMARY SCIENTIFIC OR TECHNICAL TASK

1-4 YEARS	4-7 YEARS
Biostatistics/data analysis Computing infrastructure/applications development Microarray analysis or gene expression Proteomics or protein analysis Quality assurance/quality control PCR or PCR-related tasks	Functional genomics/RNAi Structural biology SNP analysis or genotyping DNA sequencing Automation/robotics/engineering

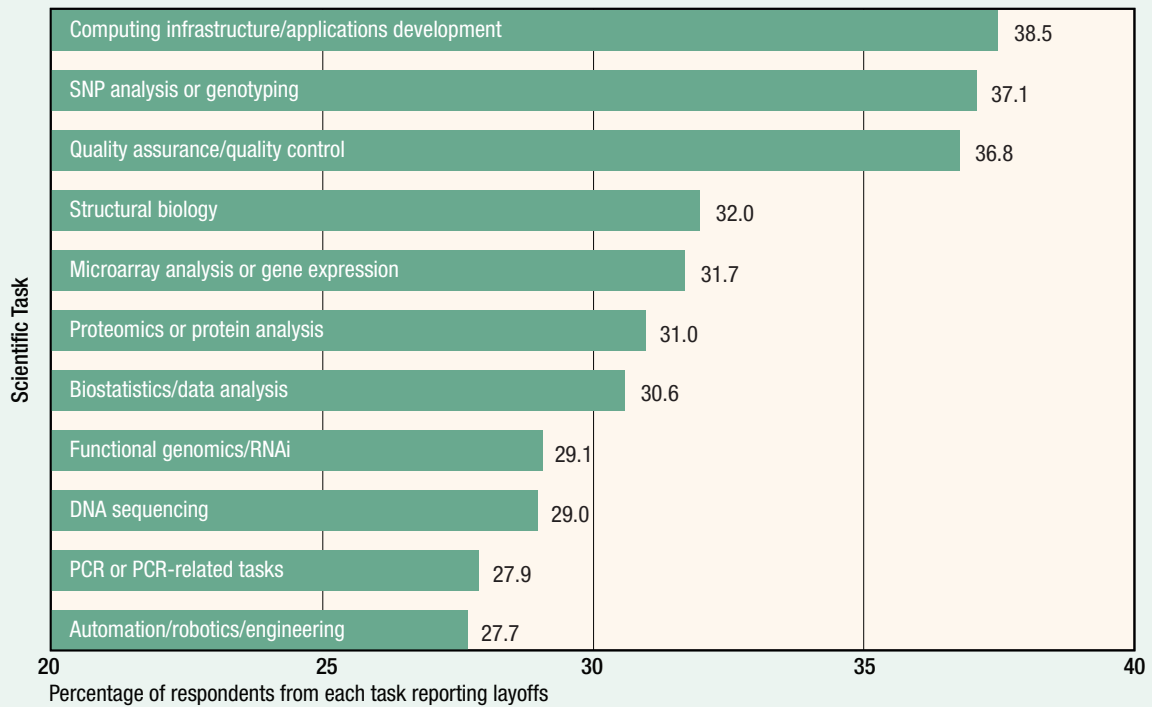
BENEFITS

BY RANKING AND REGION, MOST COMMONLY REPORTED BENEFITS IN RESPONDENTS' SALARY PACKAGES

	Asia/Pacific	Europe	US/Canada
Medical/dental insurance	1	2	1
Retirement plan	1	1	2
Annual bonus	3	3	4
Education/tuition benefit	4	4	3
Stock options	4	4	5

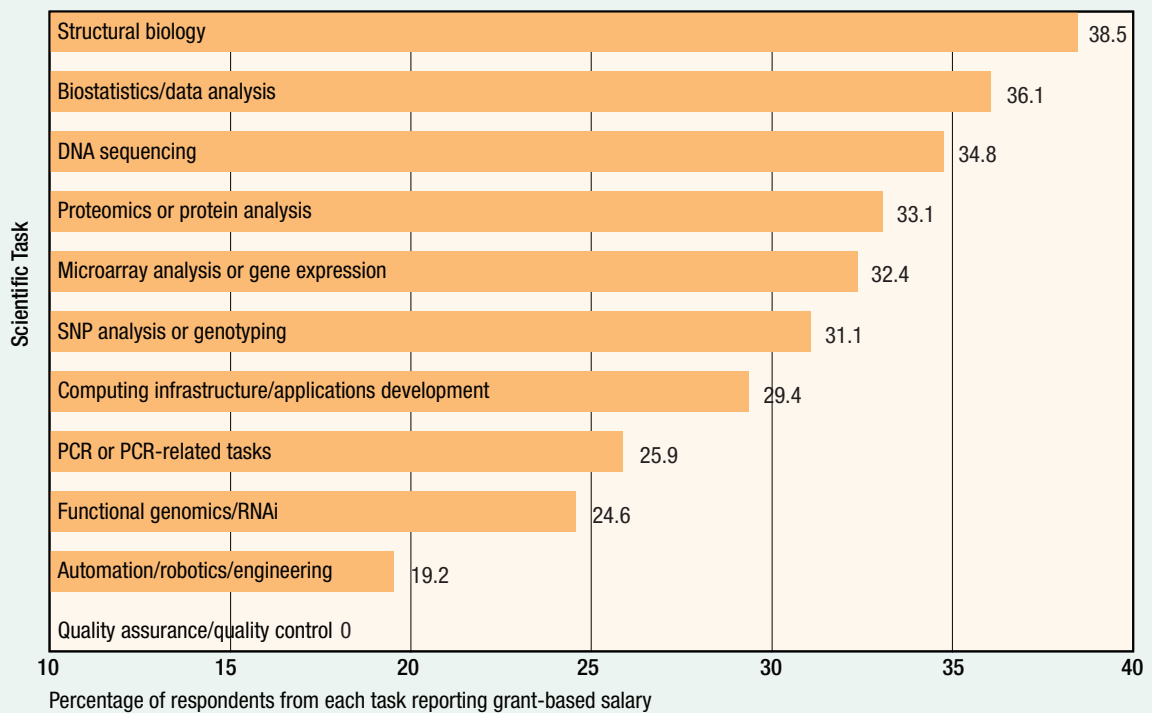
Reported Layoffs

Based on primary scientific or technical task of their day, percentage of respondents who reported that their companies had layoffs in the past year



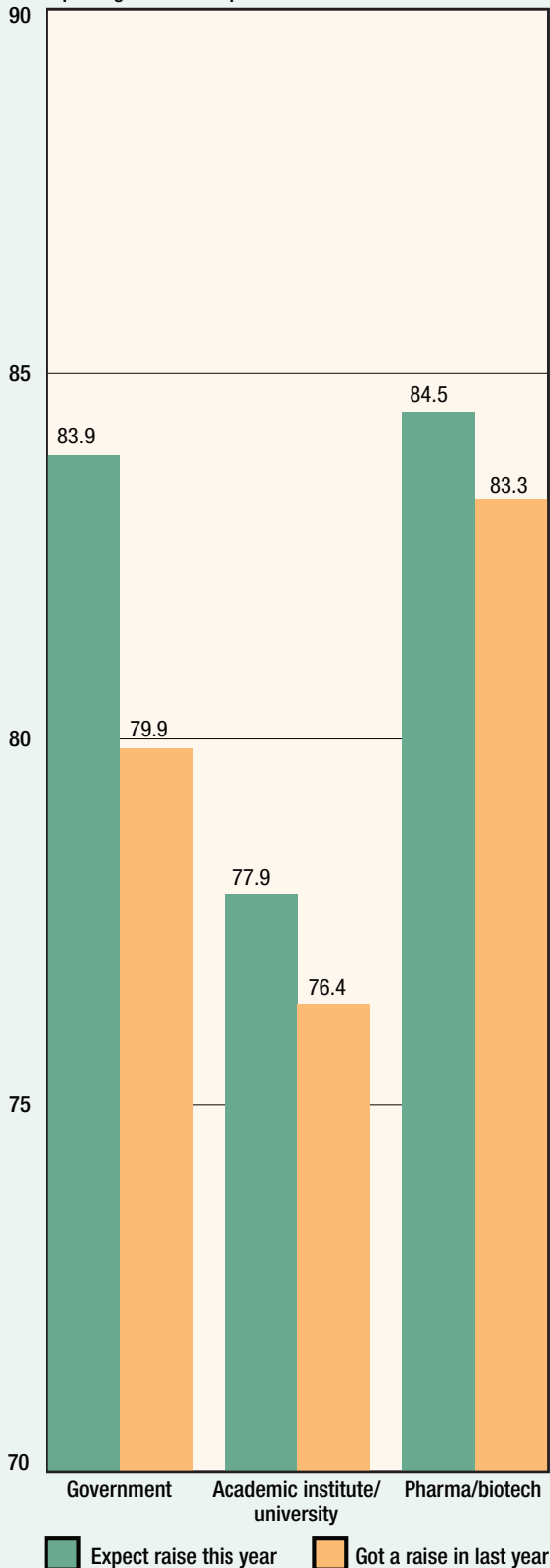
Salary from Grants

Respondents who say more than half of their salary comes from grants, based on primary scientific or technical task of their day



Raises and Expected Raises

Percentage of respondents by organization type reporting raises or expected raises



TENURE

Of the academics who responded, 18.7 percent have tenure, up slightly from last year's 16.2 percent

SALARIES BY ORGANIZATION

For salaries less than \$50,000, respondents most frequently hailed from university settings. Respondents in the \$50,000 to \$74,999 range were most likely to be at an academic medical/life sciences institute. All higher salary ranges, from \$75,000 on up, were most commonly populated by respondents from pharma/biotech.

INVENTIONS

For those who are compensated in some way for their inventions, respondents in academia or government were most likely to get royalties, followed by ownership of the patent and monetary reward greater than \$1. Respondents from pharma/biotech were most likely to receive \$1, followed by monetary reward greater than \$1 and ownership of the patent.

RAISES

Regardless of their primary scientific task, respondents across the board most commonly reported that their last raise fell in the 3 to 5 percent range.