



# BIOHEALTH CAPITAL REGION INDUSTRY™ COMPENSATION SURVEY





## INTRODUCTION

Thank you for participating in this survey. Your input will be kept confidential and will be incorporated into an anonymized summary report of compensation and benefits to support your work recruiting and retaining qualified employees in the BioHealth Capital Region (MD, DC, and VA). This project is the result of a partnership among BioHealth Innovation Inc., WorkSource Montgomery, and the UMBC School of Industrial/Organization Psychology.

An online version of this survey is available at <https://www.surveymonkey.com/r/HRC7TGR>. If you have any questions or need more information, please email [BHI@BioHealthInnovation.org](mailto:BHI@BioHealthInnovation.org).



## PART 1: COMPANY BACKGROUND

1. In what industry sector does your company operate?(Please choose all that apply.)

- AgBio
- CRO
- Government/University/Non-Profit/Foundation Research
- Health IT/Digital Health
- Hospital/Healthcare Provider
- Manufacturing
- Medical Device
- Research Tools/Testing
- Therapeutic

Other (please describe)

2. How long has your company been in operation?

- Less than 1 year
- 1-3 years
- 4-6 years
- 7-10 years
- 10+ years

3. What is your company's primary line of business? (Please choose all that apply.)

- Basic Research
- Clinical Research
- Consulting
- Manufacturing
- Product Development
- Testing
- Services/Other (please describe)

Other (please describe)

**4. Did your organization's employment change during the last year?**

- It increased by 0-24%
- It increased by 25-49%
- It increased by more than 50%
- It remained the same
- It decreased by 0-24%
- It decreased by 25-49%
- It decreased by more than 50%

**5. How many positions at your organization currently are open?**

**6. How many people does your organization currently employ?**

# Full Time Employees

# 1099/Contractors

# Part-Time Employees

**7. What are your 2018 staffing projections in the following areas?**

	Increase 50% or >	Increase 25-49%	Increase 1-24%	No Change	Decrease
Administration/Finance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical & Regulatory	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilities/Engineering/Maintenance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information Technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operations/Manufacturing/Production	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
R&D	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sales	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**8. Please rank your primary sources of new hires (with #1 your top method for finding new hires):**

- Employee Referral
- External Referral Network
- Recruiter
- LinkedIn
- Third-party Websites (Indeed, Monster)

**9. Are you likely to hire employees in 2018 with the following backgrounds?**

	Definitely not	Unlikely	Possibly	Likely	Definitely
Entry Level (tech school or non-degree)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Entry Level College Graduates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Industry Experience 2-5 years	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Industry Experience 5+ years	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Industry Experience as Director/Executive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PhD/Post-Doctorates (no industry exp)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**10. What are the top daily challenges you face in your role with your company?**

**11. What could the industry leaders in the region do that would most positively impact your daily work?**

# BioHealth Capital Region Industry Compensation Survey

## PART 2: SALARY SURVEY

12. Please complete the following chart with relevant information for the positions at your company.

(5 Categories: Research, Clinical Development/Medical, Manufacturing/Quality Assurance, IT/Engineering, Business Operations)

RESEARCH JOBS	Currently Employed	Avg. Salary	Positions Open	Avg. Starting Salary
Lab Technician				
Research Associate				
Research Scientist				
Principal Investigator				

CLINICAL DEV. & MEDICAL JOBS	Currently Employed	Avg. Salary	Positions Open	Avg. Starting Salary
Clinical Research Associate				
Regulatory Affairs Associate				
Compliance Coordinator				
Sr. Clinical Research Associate				
Clinical Project Manager				
Clinical Data Manager				
Data Scientist				
Biostatistician				
Director, Preclinical Development				
Director, Biostatistics				
Medical Science Liaison				
Clinical Research Physician				
Director, Regulatory Affairs				
Director, Compliance				

MANUFACTURING & QA JOBS				
QUALITY SYSTEMS	Currently Employed	Avg. Salary	Positions Open	Avg. Starting Salary
Quality Assurance Analyst				
Quality Assurance Specialist				
Quality Assurance Manager				
Director, Quality				
MANUFACTURING	Currently Employed	Avg. Salary	Positions Open	Avg. Starting Salary
Manufacturing Associate				
GMP Specialist				
Manufacturing Supervisor				
Process Engineer				
Materials Manager				
Director, Manufacturing				

**IT & ENGINEERING JOBS**

<b>COMPUTER</b>	<b>Currently Employed</b>	<b>Avg. Salary</b>	<b>Positions Open</b>	<b>Avg. Starting Salary</b>
IT Specialist				
Programmer				
Software Configuration Specialist				
Web Developer				
IT Manager				
Principal Software Engineer				
<b>ENGINEERING</b>	<b>Currently Employed</b>	<b>Avg. Salary</b>	<b>Positions Open</b>	<b>Avg. Starting Salary</b>
Chemical Engineer				
Mechanical Engineer				
Director, Engineering				

**BUSINESS OPERATIONS JOBS**

<b>FACILITIES</b>	<b>Currently Employed</b>	<b>Avg. Salary</b>	<b>Positions Open</b>	<b>Avg. Starting Salary</b>
Facility Engineer				
Director, Facilities & Engineering				
<b>MARKETING &amp; PR</b>	<b>Currently Employed</b>	<b>Avg. Salary</b>	<b>Positions Open</b>	<b>Avg. Starting Salary</b>
Communications Coordinator				
Market Research Analyst				
Marketing Manager				
Director, Marketing				
<b>HUMAN RESOURCES</b>	<b>Currently Employed</b>	<b>Avg. Salary</b>	<b>Positions Open</b>	<b>Avg. Starting Salary</b>
Benefits Coordinator				
Human Resources Associate				
Director, Human Resources				
<b>OPERATIONS</b>	<b>Currently Employed</b>	<b>Avg. Salary</b>	<b>Positions Open</b>	<b>Avg. Starting Salary</b>
Customer Service Specialist				
Customer Operations Manager				
Director, Strategy				
<b>SALES &amp; BUSINESS DEVELOPMENT</b>	<b>Currently Employed</b>	<b>Avg. Salary</b>	<b>Positions Open</b>	<b>Avg. Starting Salary</b>
Proposal Coordinator				
Regional Sales Specialist				
Sales Representative				
Business Development Manager				
<b>FINANCE</b>	<b>Currently Employed</b>	<b>Avg. Salary</b>	<b>Positions Open</b>	<b>Avg. Starting Salary</b>
Bookkeeper				
Controller				
Accounts Payable Manager				
Director, Procurement				
Director, Finance Planning & Analysis				

## PART 3: EMPLOYEE BENEFITS

### 13. Insurance

**Do you offer health insurance for your employees? If so, what percentage of this expense do you cover?**  
(Please note if your organization also covers any copays/deductible expenses.)

- No  40-59%  
 80-100%  20-39%  
 60-79%  1-19%

If you cover a different % for Employer & Family, please specify

**14. Do you offer Dental or Vision coverage? (Select all that apply.)**

- Dental  
 Vision

**15. Do you offer Life Insurance for your employees? If so, how much coverage do you offer?**

- No  
 \$1,000 - \$20,000  
 \$20,000 - \$50,000  
 \$50,000 - \$100,000  
 \$100,000+

**16. Does your company offer Long-Term Care benefits?**

- Yes  
 No

**17. Does your company offer wellness programs for your employees?**

- Yes  
 No

If yes, please describe



**18. Leave**

**Does your company offer paid vacation? If so, what are the average number of days per year?**

**19. Does your company offer sick leave?**

Yes

No

**20. Flex Spending**

**Does your company offer Flex or Dependant Care Accounts?**

Yes

No

**21. Does your company offer Telework options?**

Yes

No

Comment (optional)

**22. Does your company offer tuition reimbursement?**

Yes

No

**23. Does your company have a fitness center and/or cover a gym membership?**

Yes

No

If yes, please describe

**24. Does your company offer professional development opportunities?**

Yes

No

Comment (optional)

25. Are your employees eligible for bonuses? (Please select all that apply.)

- Based on salary
- Based on sales or other personal performance metrics
- Based company performance

26. Do you offer equity/stock options?

- Yes
- No

27. Do you offer a retirement plan for your employees? (If yes, please select which types.)

- No
- SEP IRA
- SIMPLE IRA
- Self-Employed 401(k)
- 401(k) plan
- Other (please describe)

28. Do you match your employee contributions for retirement? If yes, what percentage do you cover?

- |   |                              |
|---|------------------------------|
| <input checked="" type="radio"/> 1-5%   | <input type="radio"/> 16-20% |
| <input checked="" type="radio"/> 6-10%  | <input type="radio"/> 21-25% |
| <input checked="" type="radio"/> 11-15% | <input type="radio"/> No     |

29. Does your company offer community building or engagement opportunities for employees?  
(Please select all that apply.)

- Recreational and/or intramural activities
- Mentorships within the community
- Other volunteer activities
- Company Happy Hours/breakfast/lunch
- Other (please describe)

# BioHealth Capital Region Industry Compensation Survey

## THANK YOU

Thank you for participating in this survey. Your input will be kept confidential and will be incorporated into an anonymized summary report of compensation and benefits to support your work recruiting and retaining qualified employees in the BioHealth Capital Region (MD, DC, and VA). This project is the result of a partnership among BioHealth Innovation Inc. (BHI), WorkSource Montgomery, and the UMBC School of Industrial/Organization Psychology. If you have any questions or need more information, please email [BHI@BioHealthInnovation.org](mailto:BHI@BioHealthInnovation.org).

This is a confidential survey of professionals in the BioHealth industry. No names or company information will be published or shared with anyone beyond the BHI data collection team. If you would like to receive the collective anonymized results of this survey, please enter your contact information below and you will receive a copy of the results once they have been published. You may submit your company information without sharing this contact information.

First Name

Last Name

Job Title

Company Name

Email Address

Phone Number

Mail/Street Address 1

Address 2

City

State

Zip Code

**TO SUBMIT SURVEY: Send to [BHI@BioHealthInnovation.org](mailto:BHI@BioHealthInnovation.org) by June 1, 2018.**



## BIOHEALTH INNOVATION, INC. (BHI)

BioHealth Innovation, Inc. (BHI) was founded in 2012 to accelerate biohealth (therapeutic, diagnostic, medtech and health IT) technology transfer and commercialization opportunities in Montgomery County, Maryland. Since that time, BHI has expanded its scope to include similar activity throughout the BioHealth Capital Region (Maryland, the District of Columbia, and Virginia). BHI's team of expert Executives-in-Residence, in-house venture analysts and other professional staff work not only to facilitate technology commercialization but also to raise the profile of the industry and organizations in the region, and to increase both the capital and talent with commercially relevant experience available to local companies. BHI's early stage company support includes the development of commercialization plans, market research, promotion, non-diluted funding application assistance, introductions to investors, strategic partners, business advisors, and potential clients. BHI also manages wet lab and office incubator space for early stage companies, provides soft-landing support for international companies, and works with partners to host the annual BioHealth Capital Region CEO Forum and an annual (beginning fall 2018) investor conference.

**For more information:** [www.BioHealthInnovation.org](http://www.BioHealthInnovation.org)

## WORKSOURCE MONTGOMERY

WorkSource Montgomery supports local businesses and employers throughout the business lifecycle – from start-up through growth and beyond. WorkSource Montgomery is committed to closing the gap between high demand opportunities and strong qualified talent. In collaboration with strong Montgomery County resources, WorkSource Montgomery offers an array of employer-focused services in Talent Development and Retention; Consultation, Planning and Growth; Recruitment, Screening and Placement.

**For more information:** <https://worksourcemontgomery.com/>

## UMBC INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY GRADUATE PROGRAMS

The Industrial/Organizational Psychology program at UMBC-Shady Grove in Rockville, MD offers a Master of Professional Studies in I/O Psychology. UMBC's program is a unique, highly applied program, providing graduate training focused on developing skills that are relevant in today's job market, exploring and integrating important topics including organizational behavioral management, human factors, and professional human resources practice, and helping students develop a professional portfolio while building strong relationships with faculty practitioners and industry professionals. Upon completion of the Master's in Industrial Organizational Psychology program, students gain advanced knowledge in Human Resources, Talent Acquisition, Talent Management, Organizational Behavior and Development, and Training and Development.

**For more information:** <http://shadygrove.umbc.edu/io/>

