

American Society for Reproductive Medicine
Reproductive Biology Professional Group / Reproductive Laboratory Technology Professional Group
SALARY SURVEY REPORT
Results of Year 2000 Salaries

Summary of Clinical Job Titles

Position Title	Number	Micromanipulation	Female:Male
Testing Personnel	55	30	46:9
Tech. Supervisor	15	11	9:6
Gen. Supervisor	15	11	10:5
Lab. Director	69	62	24:45
Total	154	114	89:65

Ten individuals either specified no clinical job title or specified "other". A total of 164 individuals responded on the questionnaire. For the 1998 and 1999 Salary Surveys a total of 225 and 169 individuals responded, respectively.

Annual Salary for 2000 (in thousands) (Mean \pm S. E. (Range) [n])

	Bachelors	Masters	Ph.D.	M.D.
Testing Personnel	39 \pm 1.5 (21-61) [43]	53.7 \pm 8 (30-100) [7]	[1]	60.2 \pm 21 (32-100) [3]
Tech. Supervisor	59.0 \pm 8 (40-110) [8]	62 \pm 6.3 (40-83) [7]	[0]	[0]
Gen. Supervisor	63.0 \pm 6 (31-85) [8]	50 \pm 7 (30-75) [5]	[1]	[0]
Lab. Director	86.2 \pm 21 (60-150) [4]	96.5 \pm 12.3 (75-130) [4]	120 \pm 6.4 (40-300) [56]	106 \pm 23.3 (70-150) [3]

If you have any questions about the information in this survey, please contact:

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Total Annual Compensation (TAC) for 2000 (in thousands) (Mean \pm S. E. (Range) [n])

	Bachelors	Masters	Ph.D.	M.D.
Testing Personnel	40.1 \pm 1.5 (22-65) [43]	59.5 \pm 12.1 (36-130) [7]	[1]	63.2 \pm 24 (32-110) [3]
Tech. Supervisor	62.0 \pm 8.1 (40-112) [8]	64 \pm 6.3 (40-85) [7]	[0]	[0]
Gen. Supervisor	74.3 \pm 10.1 (93-185) [8]	55.5 \pm 9.1 (33-85) [5]	[1]	[0]
Lab. Director	113.2 \pm 45.0 (60-250) [4]	100.5 \pm 16.3 (75-145) [4]	129.2 \pm 7.4 (40-305) [55]	106 \pm 23.3 (70-150) [3]

A step-wise regression analysis was conducted utilizing all fixed variables included in the survey to estimate their contribution to the Total Annual Compensation (TAC). The model, which included 23 variables, had an $R^2 = 0.6720$. Which means that ~ 67% of the TAC may be explained by variables used in the statistical model. The variables listed below are the ones with significant value ($P < 0.10$) and are presented in order of their relative weight (highest to lowest effect). We must interpret those variables with caution since many are autocorrelated or may have confounding factors.

Factor	RSquare	P Value
1. Population served by the institution	0.6401	<0.0111
2. Employees in the facility	0.6145	<0.0295
3. Procedures that your facility performs	0.5969	<0.0006
4. Employer	0.5523	<0.0844
5. Position title	0.5366	<0.0004
6. Micromanipulation	0.4843	<0.0209
7. Employment Tenure	0.5034	<0.0970
8. Experience	0.4940	<0.0001
9. Gender	0.3711	<0.0006
10. Degree	0.3076	<0.0000

TAC by Job Description, Gender and Micromanipulation (MM) (Mean \pm S. E. (Range) [n])

	Female	Male	No MM	MM
Testing Personnel	42.1 \pm 2 (22-130) [46]	55.5 \pm 28 (32-110) [9]	42.1 \pm 3.2 (27-110) [24]	46.2 \pm 2.4 (22-130) [30]
Tech. Supervisor	52.3 \pm 3.1 (40-71) [9]	80.1 \pm 7.1 (59-112) [6]	45.0 \pm 3.1 (40-52) [4]	69.1 \pm 6.1 (45-112) [11]
Gen. Supervisor	63.2 \pm 8.2 (31-115) [10]	75.6 \pm 9.1 (45-100) [5]	57.1 \pm 15.1 (32-100) [4]	71.2 \pm 7.2 (31-115) [11]
Lab. Director	113.2 \pm 45.0 (60-250) [4]	106 \pm 23.3 (70-150) [3]	95.3 \pm 16.0 (50-150) [6]	128.2 \pm 7.3 (40-305) [60]

TAC by Job Description and Population Served (Mean \pm S. E. (Range) [n])

	<250 K	250-500 K	0.5 - 1 M	1-2 M	2 - 5 M	>5 M.
Test. Personnel	[1]	29.1 \pm 2.9 (26-32) [2]	42.2 \pm 3.1 (22-57) [11]	42.1 \pm 2.4 (28-61) [18]	44.1 \pm 7.4 (31-110) [11]	63.5 \pm 11.2 (32-100) [6]
Tech. Supervisor		63.2 \pm 18.3 (45-81) [2]	44.4 \pm 4.1 (40-48) [2]	85.1 \pm 15.1 (60-112) [3]	57.1 \pm 9.2 (40-77) [6]	65 \pm 5.8 (65.4-5.8) [2]
Gen. Supervisor		49 \pm 18.2 (31-85) [3]	59.0 \pm 4.1 (51-66) [3]	82.1 \pm 18.2 (53-115) [3]	56.6 \pm 9.2 (45-75) [3]	100 (100) [2]
Lab. Director	79.2 \pm 14.3 (52-118) [4]	104 \pm 8.1 (78-131) [7]	90.2 \pm 9.5 (40-125) [8]	122.0 \pm 13.1 (60-230) [13]	147.7 \pm 13.6 (50-305) [20]	147.1 \pm 19.3 (75-300) [12]

**TAC by Job Description and Medical Facility
(Mean \pm S. E. (Range) [n])**

	Hospital	HMO/GP Clinic	Private Practice
Test. Personnel	43 \pm 2 (45-112) [28]	[0]	46 \pm 5 (26-130) [26]
Tech. Supervisor	50 \pm 4 (40-60) [5]	[0]	70 \pm 6 (45-112) [10]
Gen. Supervisor	55 \pm 8 (33-77) [5]	42 \pm 11 (31-53) [2]	81 \pm 8 (51-115) [8]
Lab. Director	117 \pm 8 (60-230) [26]	126 \pm 9 (102-148) [4]	131 \pm 10 (40-305) [36]

**TAC by Job Description and Location
(Mean \pm S. E. (Range) [n])**

	NE	SE	MW	South	West
Test. Personnel	48 \pm 6 (22-130) [20]	48 \pm 4 (41-55) [3]	43 \pm 3 (26-57) [12]	36 \pm 2 (28-52) [12]	51 \pm 3 (36-61) [6]
Tech. Supervisor	84 \pm 15 (60-112) [3]	65 \pm 3 (60-71) [3]	40 (40) [2]	58 \pm 7 (48-77) [4]	63 \pm 12 (45-85) [3]
Gen. Supervisor	80 \pm 11 (66-100) [3]	75 \pm 24 (51-100) [2]	41 \pm 9 (31-50) [2]	63 \pm 12 (32-115) [6]	[1]
Lab. Director	104 \pm 14 (50-250) [12]	133 \pm 21 (52-305) [14]	132 \pm 11 (81-218) [12]	111 \pm 14 (40-200) [12]	145 \pm 14 (69-230) [14]