

# RBPG/RLTPG Salary Survey Report 2004 SALARIES

## American Society for Reproductive Medicine

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### Introduction.

Out of 144 RBPG/RLTPG members that returned their salary survey questionnaires 18 were incomplete and therefore excluded from the analysis. Due to the low number of observation some categories were combined with others of similar characteristics (MT with BS and PhD with MD for example). The item described as "Job Title" in the questionnaire was returned with twelve different descriptors. In order to make a meaningful analysis the Job Title descriptors were grouped in the following categories: Laboratory Director, High, Mid and Low Level Positions. Cells that had five or less observations are indicated as [ $<5$ ]. If cells had only one observation, no salary value was entered and it was indicated by [1]. Empty cells indicated that there was no information available.

The information presented in Tables 1 and 2 is perhaps the most meaningful. Based on conversations with RBPG/RLTPG members across the US, it is my opinion that salaries for MT/BS and MS in the Low and Mid Level positions are an accurate reflection of what is going on in the industry today. On the other hand, I think that Laboratory Director salaries are less meaningful and are not well represented in this survey since there is a tendency of those with the most experience and higher income to not participate.

Table 2 shows that there is an effect of gender on salary. This has not changed much since earlier surveys pointed this out more than five years ago. It is interesting to note that the gap gets wider at the top. Women make more (1.28x) at low level positions than men. There is a slight difference in favor of males at Mid Level positions (1.12x) and an even larger difference favoring males at High Level and Laboratory Director positions (1.5X)

The information in Tables 3, 4 and 5 is weak as it limited by a low number of observations high variability.

**Table 1. 2004 Annual Salary by Position and Level of Education.**

*(Mean ± S. D. (Range) [n] Values not in parenthesis indicate thousands of dollars.*

POSITION	EDUCATION		
	MT/BS	MS	PhD/MD
Laboratory Director	92.0±23 77-118 [<5]	[1]	157±51 74-292 [40]
High Level			188±18 175-200 [<5]
Mid Level	68±22 43-109 [8]	69±28 38-135 [10]	[1]
Low Level	52±18 32-96 [35]	69±26 38-116 [16]	90±30 70-125 [<5]

**Table 2. 2004 Annual Salary by Position and Gender.**

*(Mean ± S. D. (Range) [n] Values not in parenthesis indicate thousands of dollars.*

POSITION	MALE	FEMALE
LABORATORY DIRECTOR	167±60 57-292 [29]	124±34 74-189 [15]
HIGH LEVEL	187±18 175-200 [<5]	124±2 123-125 [<5]
MID LEVEL	81±27 38-109 [<5]	72±30 43-141 [8]
LOW LEVEL	46±14 33-67 [<5]	59±19 20-116 [52]

**Table 3. 2004 Annual Salary by Position and Population Served**

*(Mean + S.D. (Range) [n] Values not in parenthesis indicate thousands of dollars.*

POSITION	<250 K	250-500 K	0.5 – 1 M	1-2 M	2 – 5 M	>5 M.
LABORATORY DIRECTOR	133 <sub>±</sub> 50 56-233 [8]	182 <sub>±</sub> 60 77-292 [16]	153 <sub>±</sub> 50 111-275 [12]	97.1 <sub>±</sub> 6 81-120 [<5]	140 <sub>±</sub> 30 109-170 [<5]	128 <sub>±</sub> 55 74-184 [<5]
HIGH	[1]	[1]		[1]		
MID	[1]	75 <sub>±</sub> 34 43-135 [6]	75 <sub>±</sub> 18 62-95 [<5]	73 <sub>±</sub> 26 38-105 [<5]	[1]	[1]
LOW	49 <sub>±</sub> 16 35-76 [6]	59 <sub>±</sub> 22 20-96 [15]	63 <sub>±</sub> 18 40-86 [<5]	60 <sub>±</sub> 14 42-93 [16]	45 <sub>±</sub> 13 32-68 [10]	88 <sub>±</sub> 40 60-116 [<5]

**Table 4. 2004 Annual Salary by Position and Employer**

*(Mean + S.D. (Range) [n] Values not in parenthesis indicate thousands of dollars.*

	HOSPITAL	PRIVATE	UNIVERSITY
LABORATORY DIRECTOR	158 <sub>±</sub> 59 56-292 [14]	151 <sub>±</sub> 56 77-275 [24]	146 <sub>±</sub> 55 74-250 [8]
HIGH	[1]	166 <sub>±</sub> 39 123-200 [<5]	
MID	66 <sub>±</sub> 23 38-105 [9]	82 <sub>±</sub> 32 44-141 [12]	
LOW	60 <sub>±</sub> 17 20-96 [21]	60 <sub>±</sub> 20 32-116 [29]	51 <sub>±</sub> 12 33-68 [8]

**Table 5. 2004 Annual Salary by Position and Geographical Location\***

(Mean ± S. D. (Range) [n] Values not in parenthesis indicate thousands of dollars.

POSITION	PROGRAM LOCATION*						
	1	2	3	4	5	6	7
LABORATORY DIRECTOR	168±50 121-233 [<5]	162±18 150-175 [<5]	132±42 77-200 [8]	153±63 74-250 [9]	154±65 92-270 [6]	159±44 120-234 [6]	140±62 56-275 [9]
HIGH	[1]				149±37 123-175 [5]		[1]
MID	[1]	65±21 50-80 [2]	[1]	65±21 43-95 [7]	[1]	[1]	82±33 44-141 [7]
LOW	73±6 65-82 [6]	60±6 51-65 [5]	54±20 35-85 [6]	60±22 32-116 [18]	50±21 33-93 [8]	50±17 20-62 [5]	62±17 44-96 [9]

\*Location 1: WA, OR, CA, NV, AK, ID, HI; 2: MT, WY, UT, CO, ND, SD, MN, NE; 3: AZ, NM, TX, AR, LA, OK; 4: KS, IA, MO, IL, WI; 5: MS, AL, GA, FL, TN, NC, SC; 6: VA, WV, IN, OH, MI, KY; 7: ME, NH, NY, VT, MA, RI, PA, CN, NJ, MD, DE.