

ABRF 2022

Compensation and Benefits Survey

Sponsored by:



Conducted by:

Vault

March 2023

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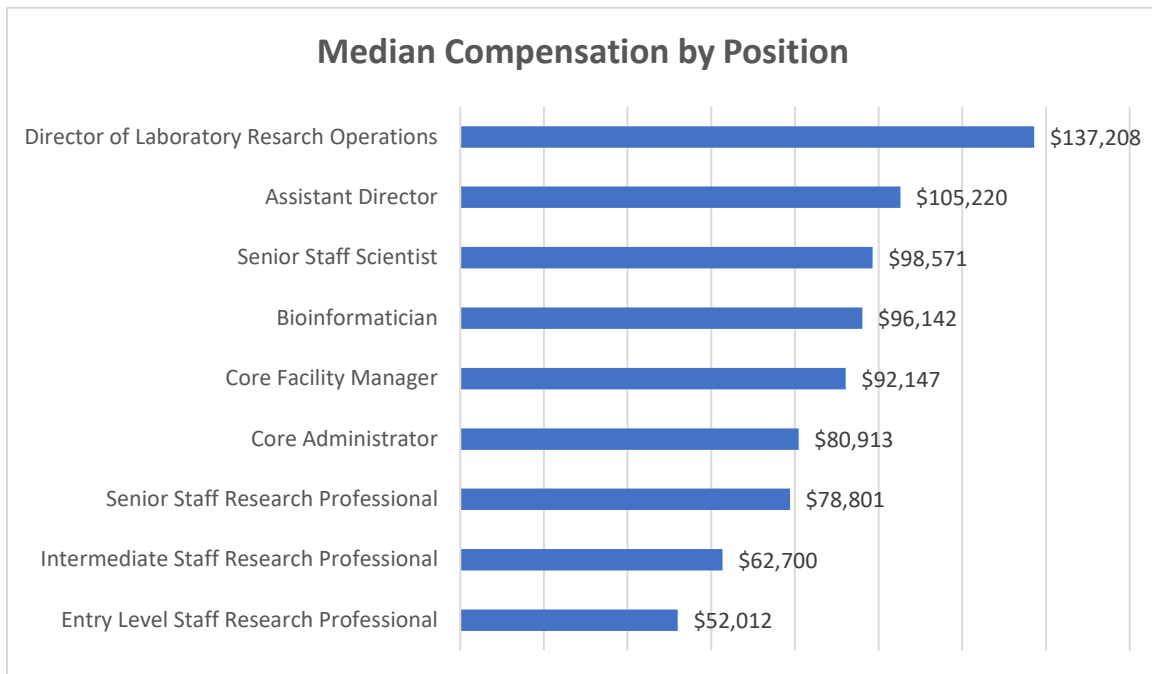
Introduction

The ABRF Career Development Committee is pleased to present the first **ABRF Compensation Survey Report**. This report provides valuable benchmarking information on prevailing salaries and benefits available to ABRF members in various roles within Core facilities, along with information on current challenges related staff recruitment and retention.

ABRF's Strategic Goals include "*Recognizing the Expertise of Core Facilities*", and we believe that compensation is a tangible form of recognition for the myriad ways in which Core personnel advance the research enterprise. Along with acknowledgment in research publications and co-authorship citations, competitive compensation, including opportunities for ongoing professional development, can be instrumental to creating an effective, engaged Core facilities workforce.

This report includes data on compensation ranges for these key Core personnel roles:

- Bioinformaticians
- Core Administrators
- Core Directors
- Core Managers
- Research Staff (Entry/Intermediate/Senior)
- Staff Scientists



In addition to salary data, the **ABRF Compensation Survey Report** includes comparative information on:

- incentive compensation
- benefits, including:
 - o health insurance
 - o life and disability insurance
 - o deferred compensation (401k; 403b)
 - o tuition reimbursement
- staff turnover (2021-2022)
- outlook for hiring
- recruitment/retention challenges

The report includes an [Executive Summary](#) with a profile of the respondents and key results. Responses included in the report reflect close to **200** Core facilities at more than 50 leading institutions across **26** states, representing thousands of Core professionals.

The Career Development Committee appreciates the leadership and financial support provided by the Executive Board to make this report possible, as well as the professional survey design and analysis provided by Vault Consulting.

We look forward to continuing this important work through future editions of this report, to build on the data collected here and expand the scope of responses in future surveys. We welcome your suggestions and recommendations. [Contact us](#) to share your feedback for how we can improve this resource.

Thank you for your continued support for ABRF.

ABRF Career Development Committee (2021-2023)

Regenia Campbell - East Tennessee State University

Anitha Chennat - University of Michigan

Kym Delventhal - Stowers Institute for Medical Research (*Executive Board liaison*)

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Christine O’Connell - Moffitt Cancer Center

Heather (Brewer) Olson – Pacific Northwest National Laboratory

Shekhar Patil - Icahn School of Medicine at Mount Sinai (*Co-Chair*)

Jian-Jun ‘JJ’ Shen - MD Anderson

Sherry Thornton - Cincinnati Children’s Hospital

Xinkun ‘Sequen’ Wang – Northwestern University

Survey Methodology

The ABRF Compensation & Benefits Benchmarking Study is an important study conducted by ABRF for its members. The survey collected information on FY 2021 compensation data for ABRF professionals as well as benefit offerings in the industry. The report is designed to allow organizations to compare their compensation levels with their peers.

In September 2022, Vault Consulting, LLC (Vault) sent customized emails to the 608 industry members containing a unique URL to ABRF's compensation survey instrument. The survey was closed December 30, 2022.

Vault research analysts reviewed each survey for obvious data quality concerns, clerical errors, and missing data. Vault identified material outliers and the specific companies reporting such data. Vault staff then contacted participants to discuss all questionable items. Agreed upon edits to the data were incorporated into the final database and report.

Classification Data

Participants were classified by the following characteristics:

- Parent Organization
 - o Type
 - o Size

- Individual Facility
 - o Primary Research Area
 - o Geographic Location
 - o Size

Facilities were grouped by state according to the following ABRF regional chapter breakouts:

Geographic Location Categories

NERLSCD	CT, DE, MA, ME, NH, NJ, NY, PA, RI, VT
MAD SSCi	DC, KY, MD, NC, VA, WV
MWACD	IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, OK, SD, TN, WI
SEASR	AL, FL, GA, LS, MS, MT, PR, SC, TN, TX
WACD	AK, AR, AZ, CA, CO, HI, NM, NV, OR, UT, WA, WY
International	Any location outside of the United States

Survey Participants – Member Institutions

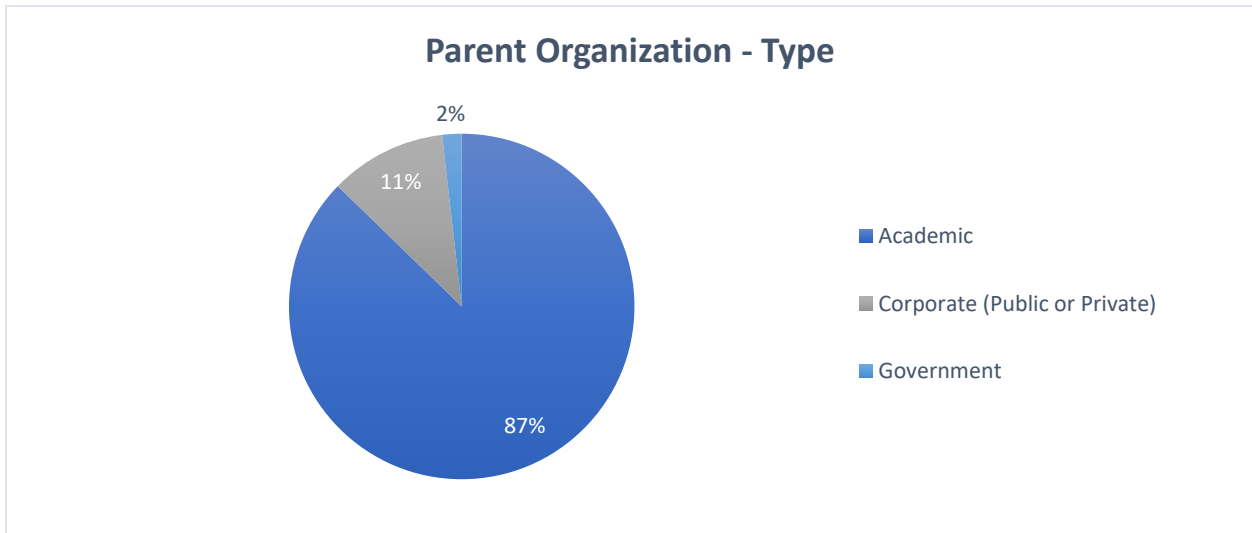
- Barrow Neurological Institute
- Baylor College of Medicine
- BC Children's Hospital Research Institute/UBC
- Carnegie Institution for Science
- Cincinnati Children's Hospital Research Foundation
- Cleveland Clinic
- Columbia University
- Cornell University, Institute of Biotechnology
- Dartmouth College
- Forsyth Institute
- Harvard Medical School
- HHMI Janelia Farm Research Campus
- Indiana University-Bloomington
- La Jolla Institute for Immunology
- Massachusetts Institute of Technology
- Medical College of Wisconsin
- Michigan State University
- National Institute of Environmental Health Sciences (NIEHS)
- New York University Grossman School of Medicine
- New York University Langone Medical Center
- Northwestern University
- Oregon Health & Science University
- Salk Institute for Biological Studies
- Stanford University
- State University of New York Upstate Medical University
- Stowers Institute for Medical Research
- Sylvester Comprehensive Cancer Center, University of Miami
- Texas A&M
- The Rockefeller University
- University Medical Center Göttingen
- University of Aberdeen
- University of California Berkeley
- University of California, Davis
- University of California, Santa Cruz
- University of Colorado
- University of Florida Scripps Biomedical Research
- University of Hawaii Cancer Center
- University of Iowa
- University of Maryland School of Medicine
- University of Massachusetts
- University of Michigan
- University of Missouri
- University of Nebraska Medical Center
- University of North Carolina- Chapel Hill
- University of Notre Dame
- University of Rochester
- University of Texas at Austin
- University of Texas at Dallas
- University of Texas at San Antonio
- University of Wisconsin
- US Pharmacopeia
- Vanderbilt University Medical Center
- Washington University School of Medicine
- West Virginia University

Executive Summary

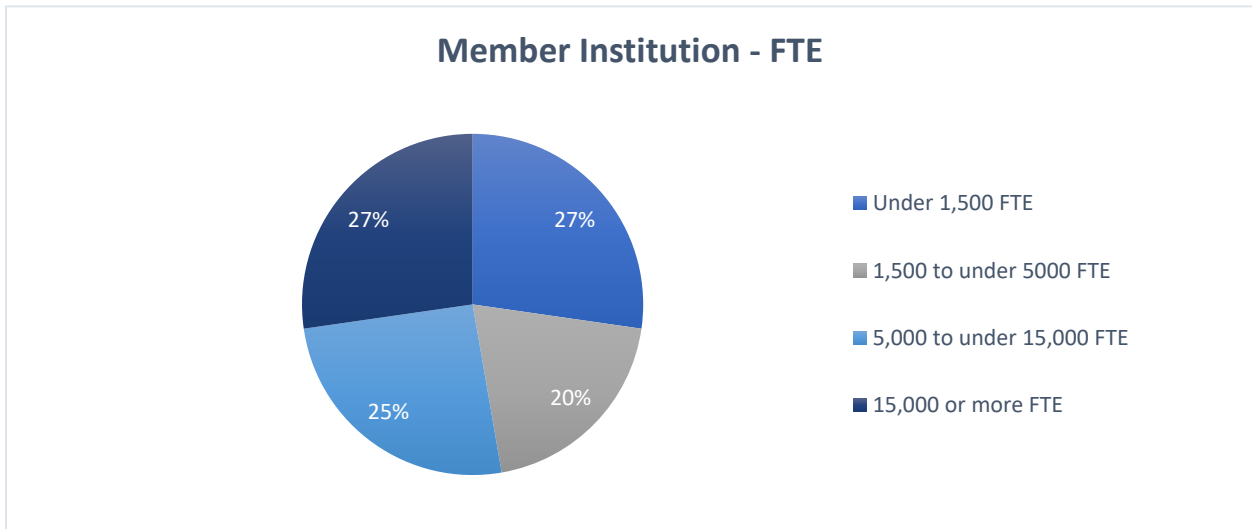
Participant Profile

Member Institutions

Fifty-five member institutions are represented in the data. All reporting facilities are housed within a member institution. The vast majority (87%) of member institutions were identified as Academic, followed by Corporate (Public or Private) at 11% and Government at 2%.

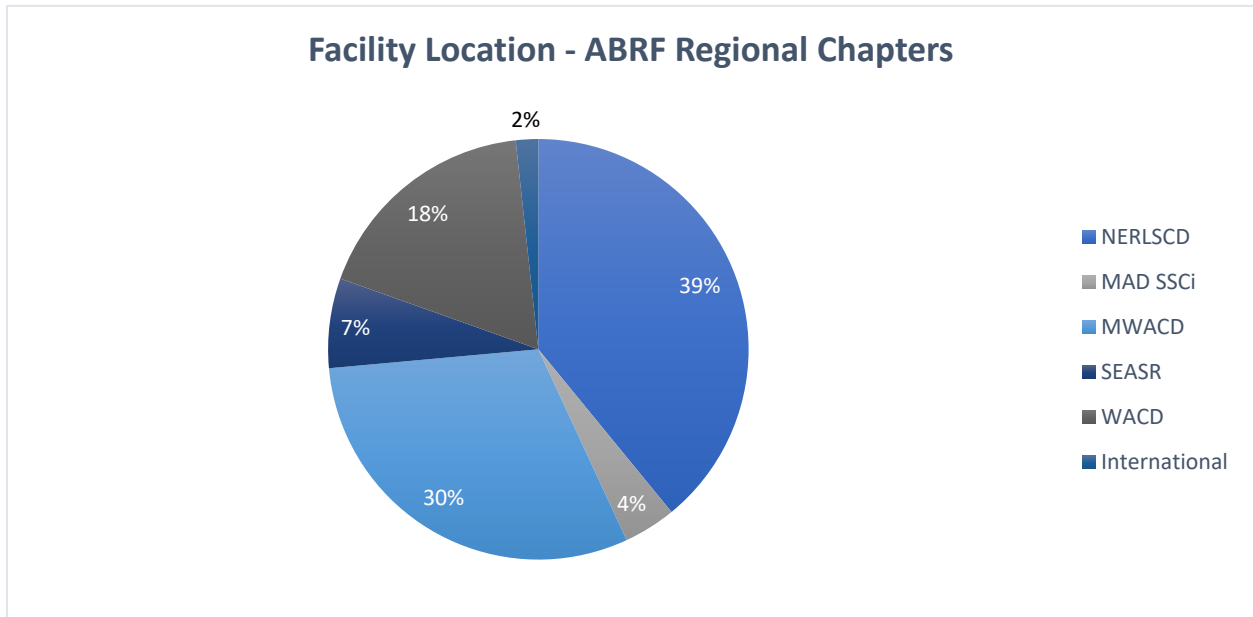


The number of full-time equivalent employees per member institution is relatively evenly distributed. Twenty-seven percent of participants reported that their member institution had over 15,000 FTE, while 27% of member institutions had under 1,500 FTE.

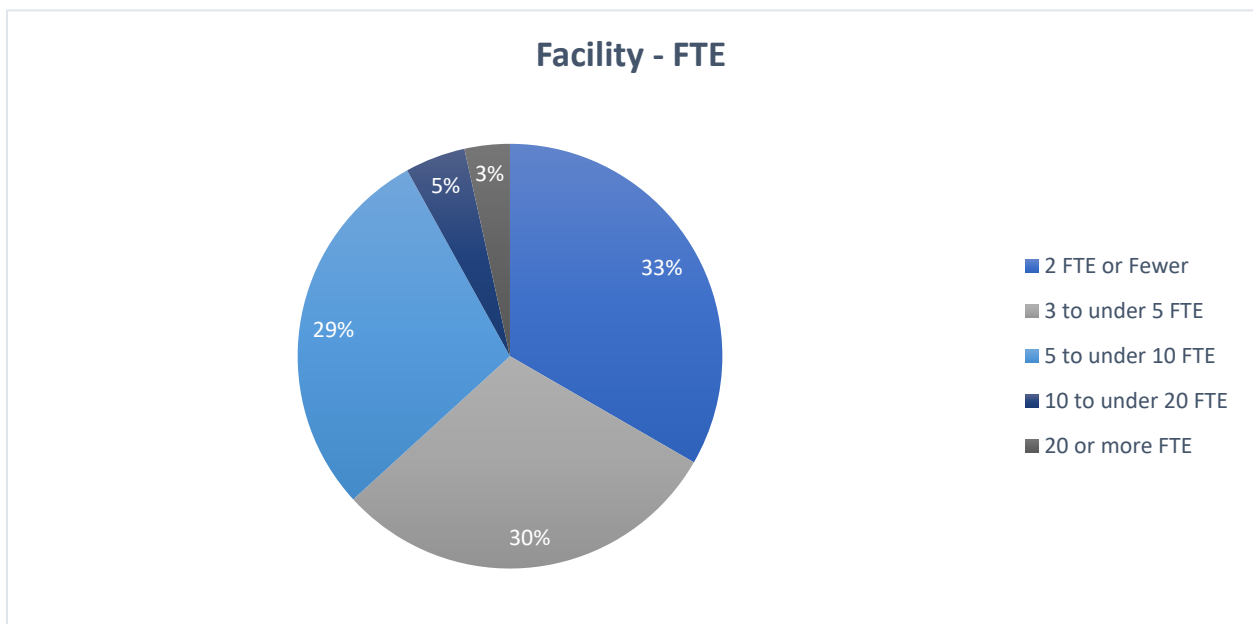


Facilities

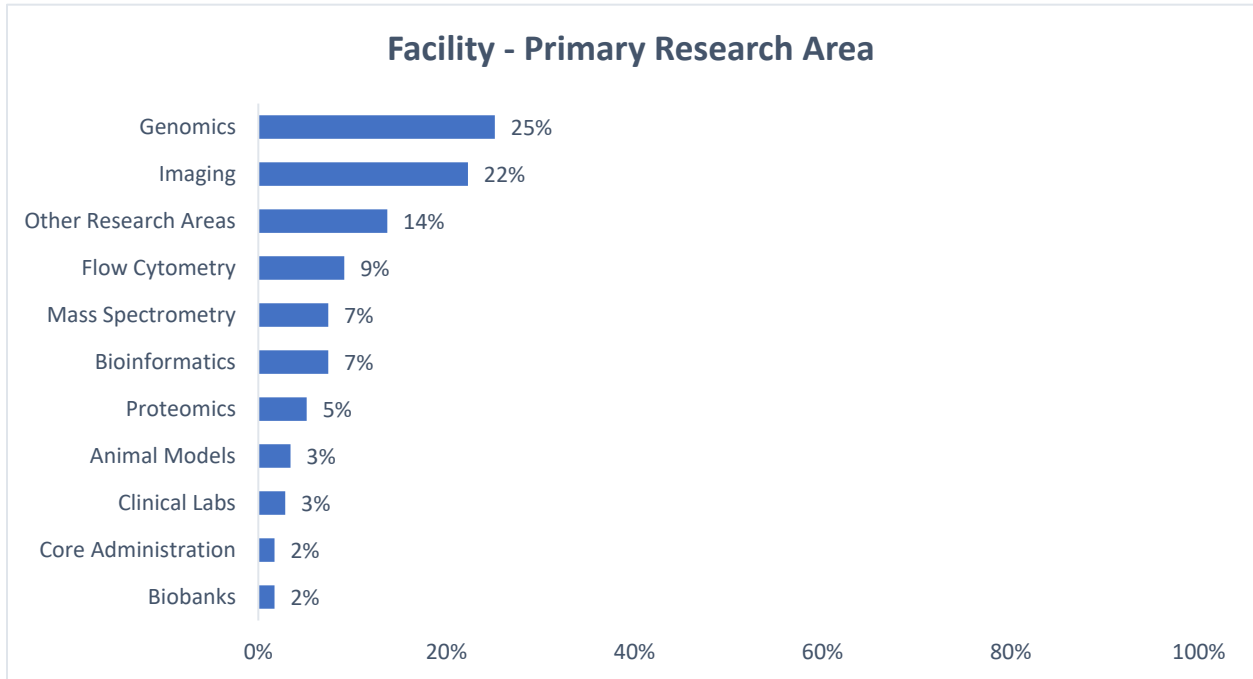
Survey participants provided data on a total of 174 individual facilities from a wide range of regions, sizes, and research areas. A plurality (39%) of facilities are located in the NERLSCD region, while only 4% are located in the MAD SSCi region. Two percent of participants indicated that they had facilities located outside of the United States.



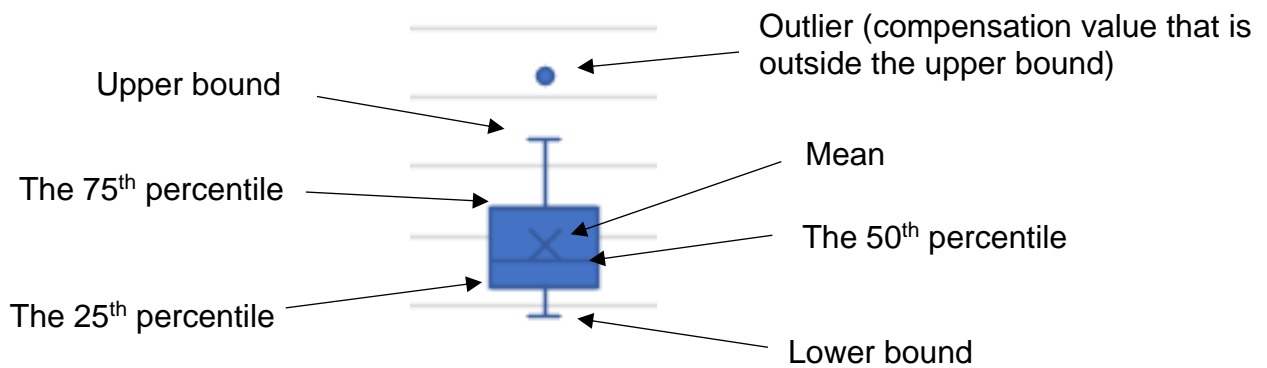
Almost all facilities (92%) have under 10 FTE. One-third (33%) of participants indicated that their facility had two FTE or fewer. In contrast, only 3% indicated that they had 20 or more FTE.



Nearly one-half (47%) of participants reported that their facilities' primary research area was Genomics or Imaging. Flow Cytometry (9%) followed as the third most common research area. Fourteen percent of participants reported primary research areas outside of the options provided in the survey.

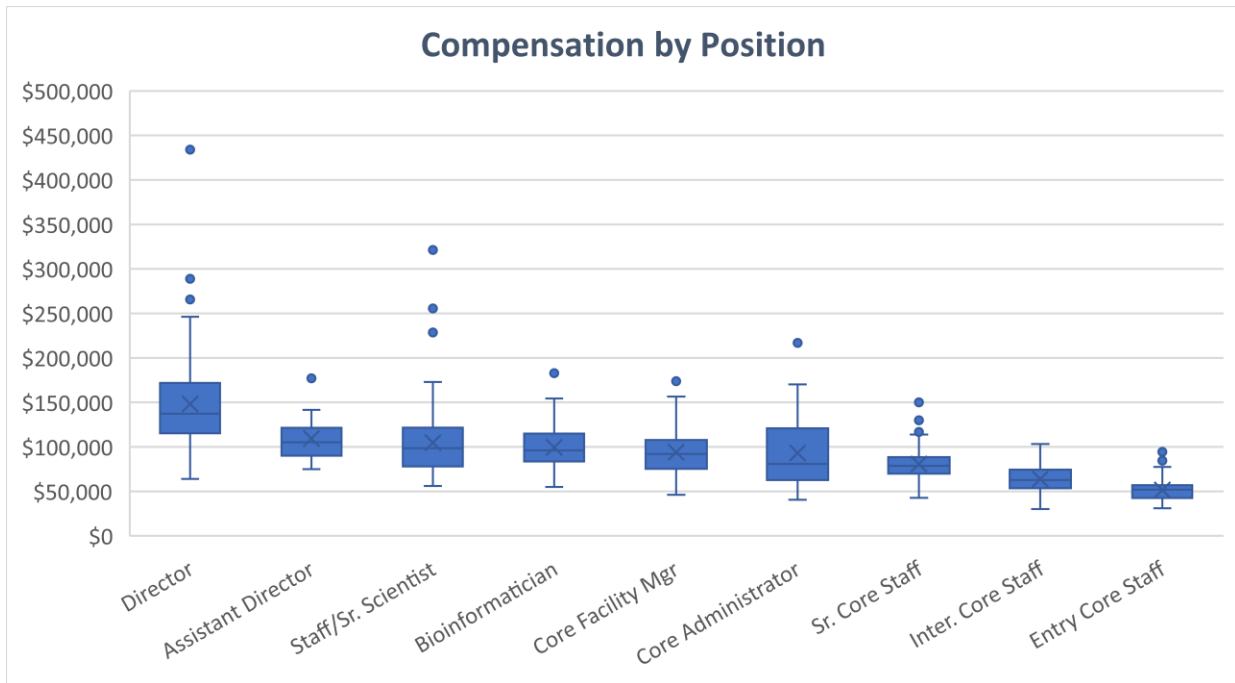
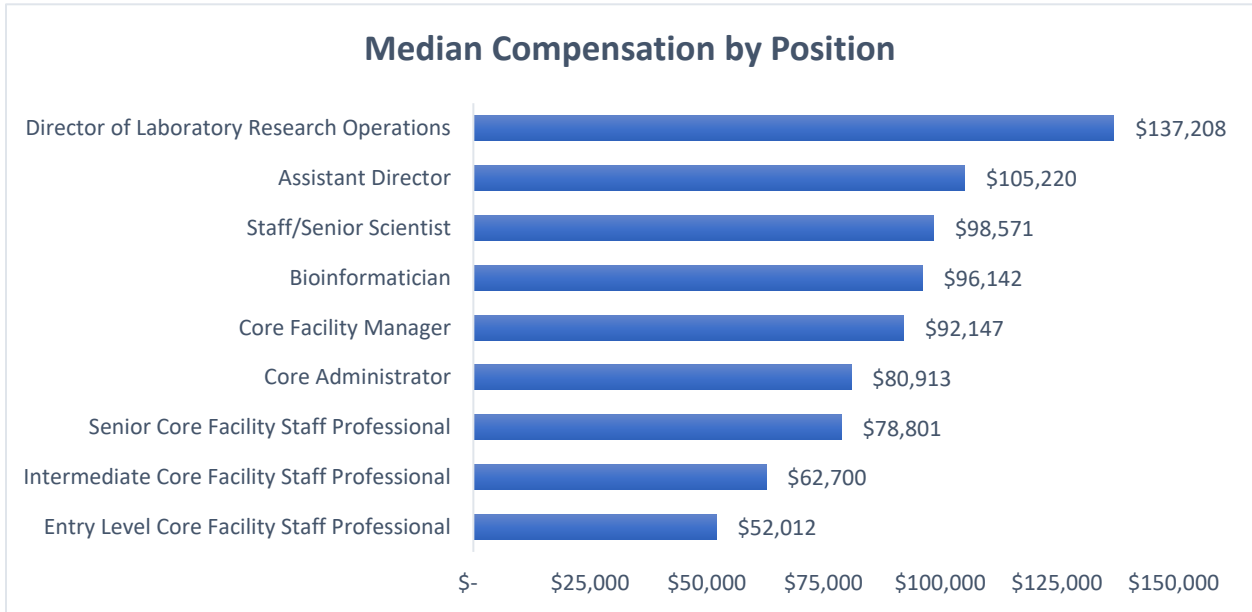


Note: The next section of the report contains box and whisker charts. Below is a legend that demonstrates how to interpret them:



Compensation Highlights

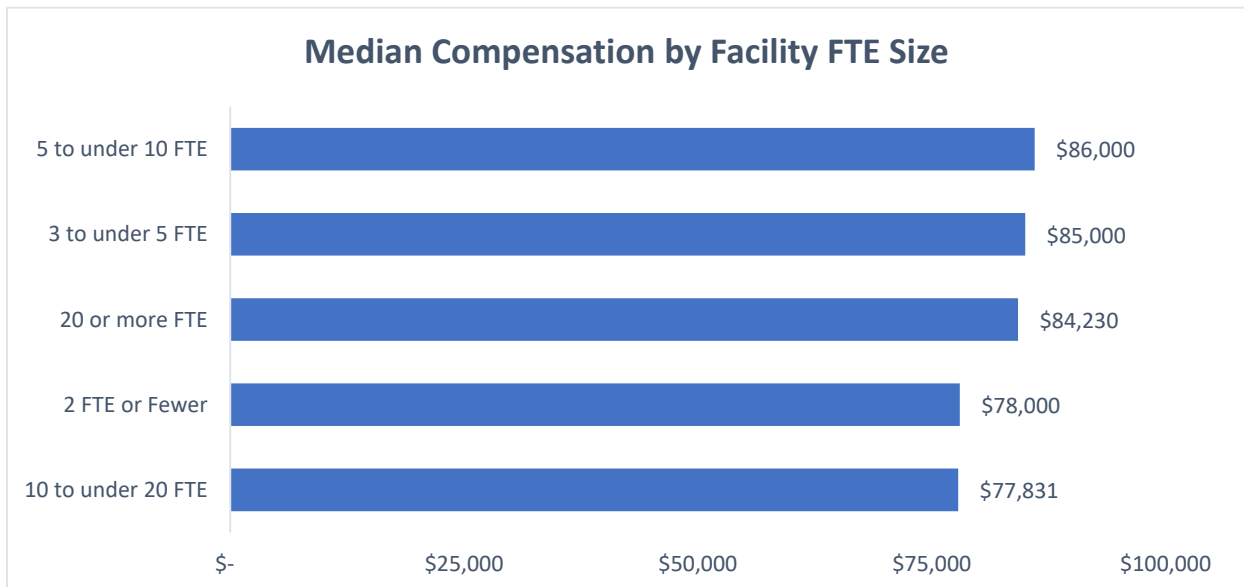
The highest median paid position was Director of Laboratory Research Operations at \$137,208, followed by Assistant Director at \$105,220. The lowest median paid position was Entry Level Core Facility Staff Professional at \$52,012.



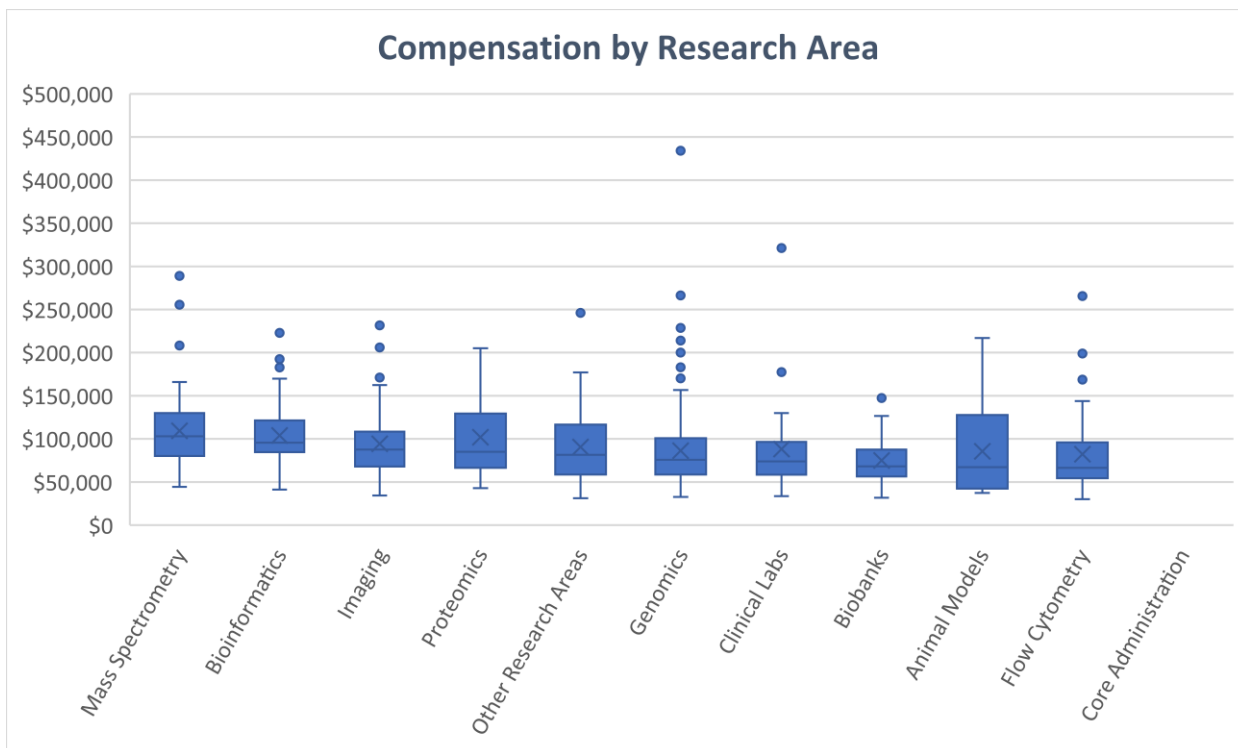
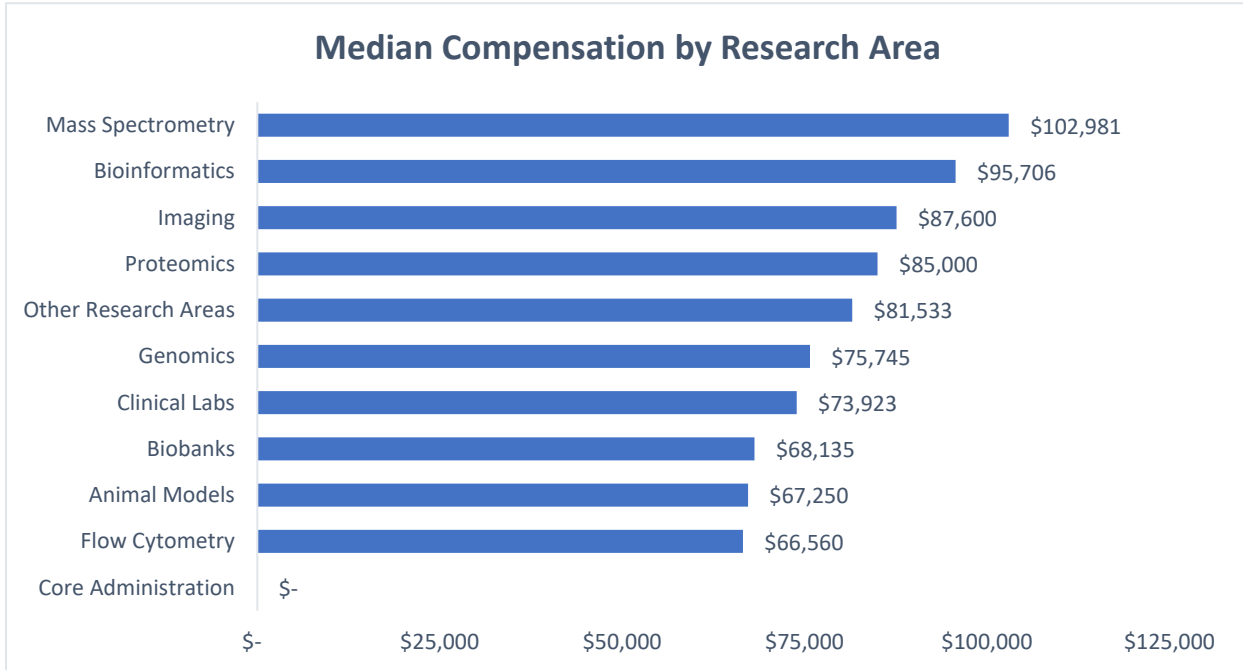
The most common position was Intermediate Core Facility Staff Professional, while the least common was Assistant Director.



The median compensation for all employees was relatively uniform across facility sizes. It was highest at facilities with 5 to under 10 FTE and lowest at facilities with 10 to under 20 FTE.



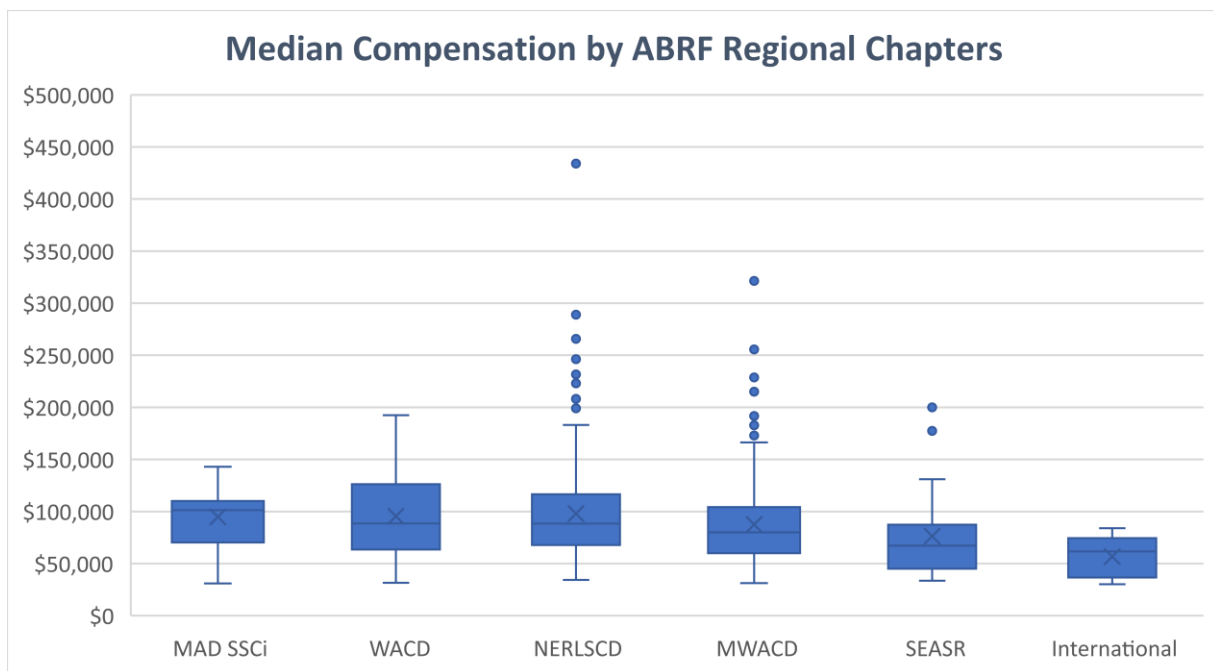
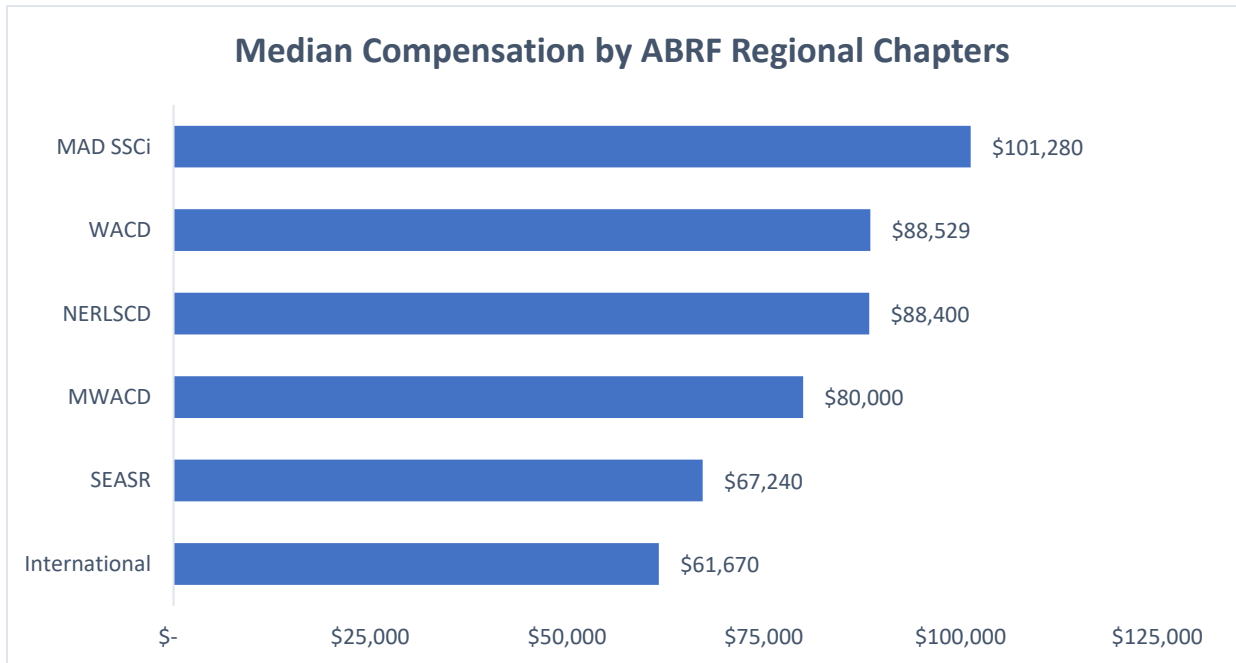
In contrast to facility size, median compensation varied significantly based on the primary research area. The median compensation was highest at Mass Spectrometry facilities and lowest at Flow Cytometry facilities.



***Note:** Core Administration median compensation data is not available due to disclosure limits.

In addition to the primary research area, median compensation varied significantly based on where facilities were located. The median compensation was highest in the MAD SSCi region, and lowest at facilities located outside of the United States.

It is important to note that there were relatively few participants with facilities in the MAD SSCi region and outside of the United States. The low participant count is likely responsible for their positions as the regions with the highest and lowest median compensation levels.



Staffing Highlights

The survey included a series of questions focused on staffing changes between January 2021 and July 2022. Participants were asked what percentage of their employees voluntarily quit, were involuntarily terminated, or received a reduction in their compensation package. They were also asked what percentage of employees were new or rehires. In most cases, participants indicated zero or that they did not have the information available.

Staffing - January 2021 to June 2021 Percentage of Employees:	Percentage With Change	Percentage None	Percentage Don't know
Voluntarily Quit	13%	60%	26%
Involuntarily Terminated	1%	72%	26%
Received a Reduction in Compensation Package	1%	72%	27%
Employees New or Rehired	14%	60%	26%

Staffing - January 2021 to June 2021 Percentage of Employees:	Participants that Indicated Change: Mean Percentage
Voluntarily Quit	14%
Involuntarily Terminated	17%
Received a Reduction in Compensation Package	33%
Employees New or Rehired	17%

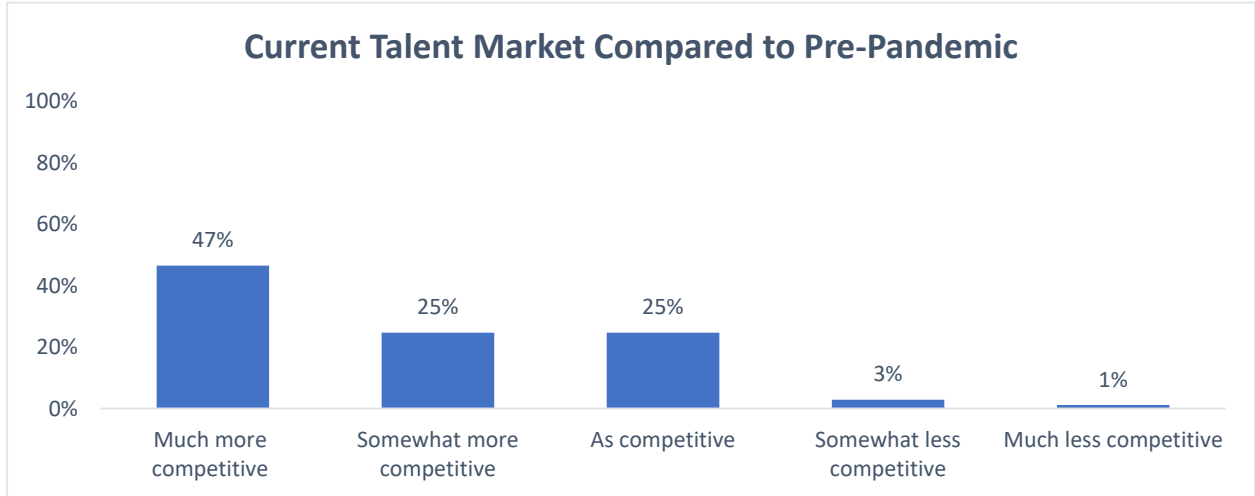
Staffing - July to December 2021 Percentage of Employees:	Percentage With Change	Percentage None	Percentage Don't know
Voluntarily Quit	6%	52%	31%
Involuntarily Terminated	0%	68%	31%
Received a Reduction in Compensation Package	0%	68%	32%
Employees New or Rehired	6%	51%	30%

Staffing - July to December 2021 Percentage of Employees:	Participants that Indicated Change: Mean Percentage
Voluntarily Quit	24%
Involuntarily Terminated	22%
Received a Reduction in Compensation Package	N/A
Employees New or Rehired	6%

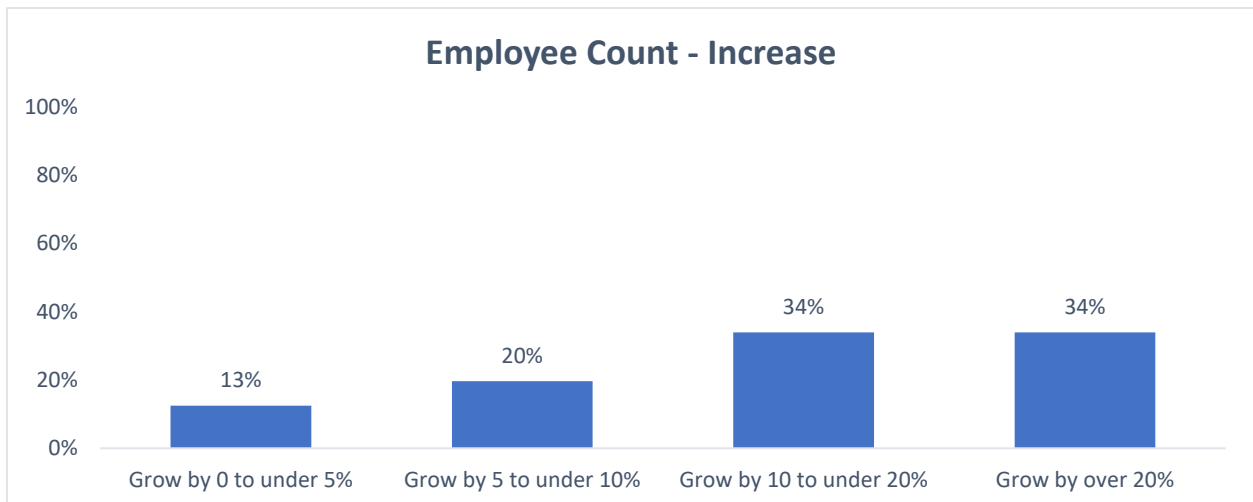
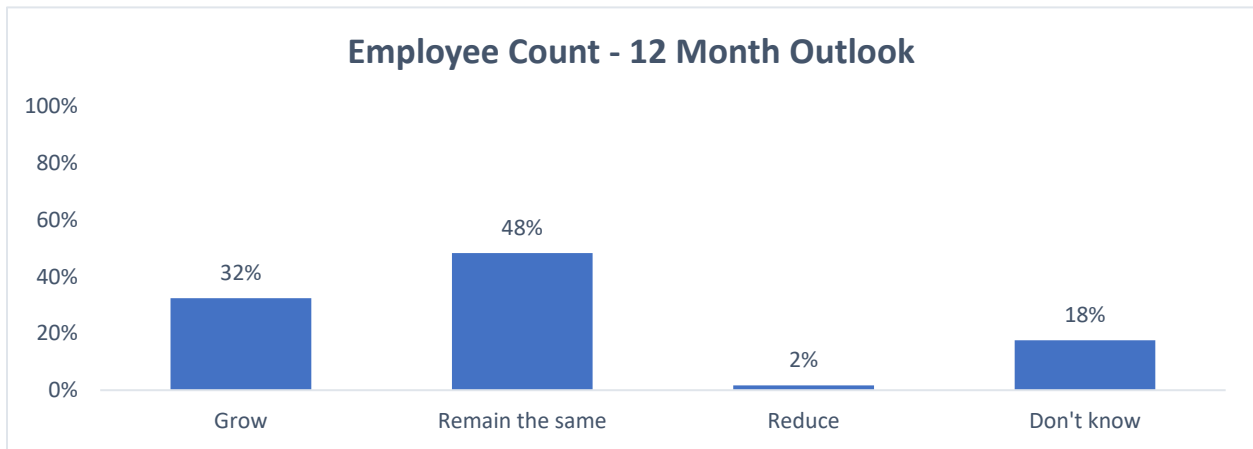
Staffing - January 2022 to June 2022 Percentage of Employees:	Percentage With Change	Percentage None	Percentage Don't know
Voluntarily Quit	6%	57%	21%
Involuntarily Terminated	1%	76%	21%
Received a Reduction in Compensation Package	0%	78%	22%
Employees New or Rehired	8%	49%	21%

Staffing - January 2022 to June 2022 Percentage of Employees:	Participants that Indicated Change: Mean Percentage
Voluntarily Quit	24%
Involuntarily Terminated	28%
Received a Reduction in Compensation Package	N/A
Employees New or Rehired	21%

The results of the survey reveal that the market for talent has become significantly more competitive since the COVID-19 pandemic. Nearly three-quarters (72%) of participants indicated that the current market is somewhat or much more competitive than it was before the pandemic.

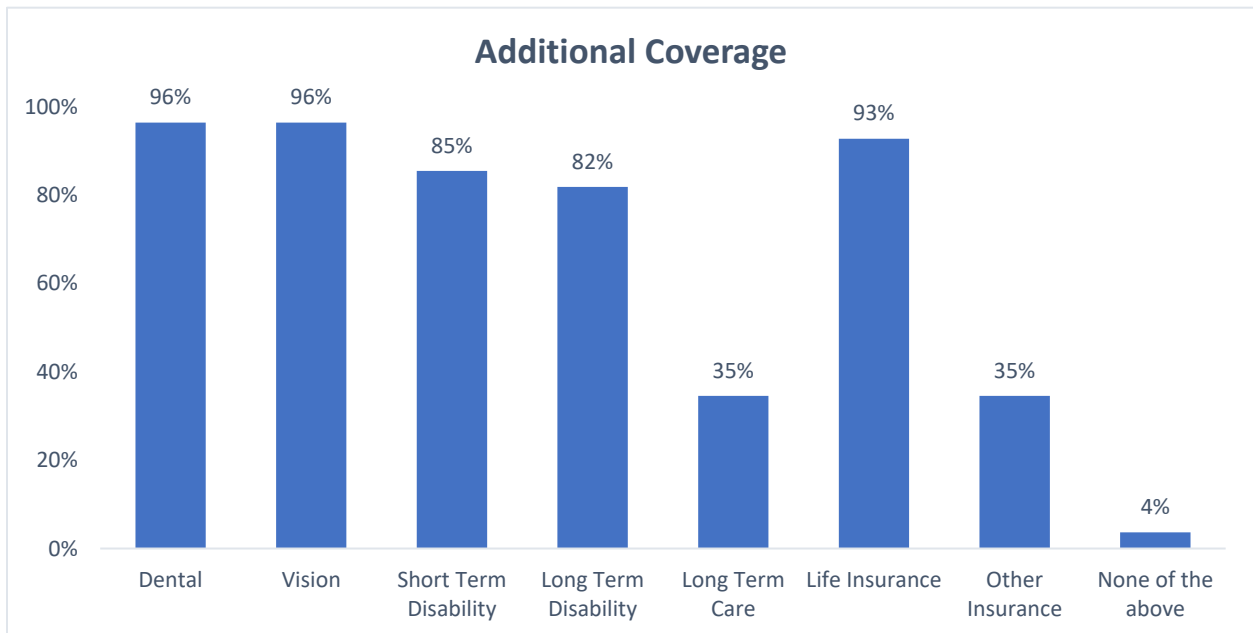
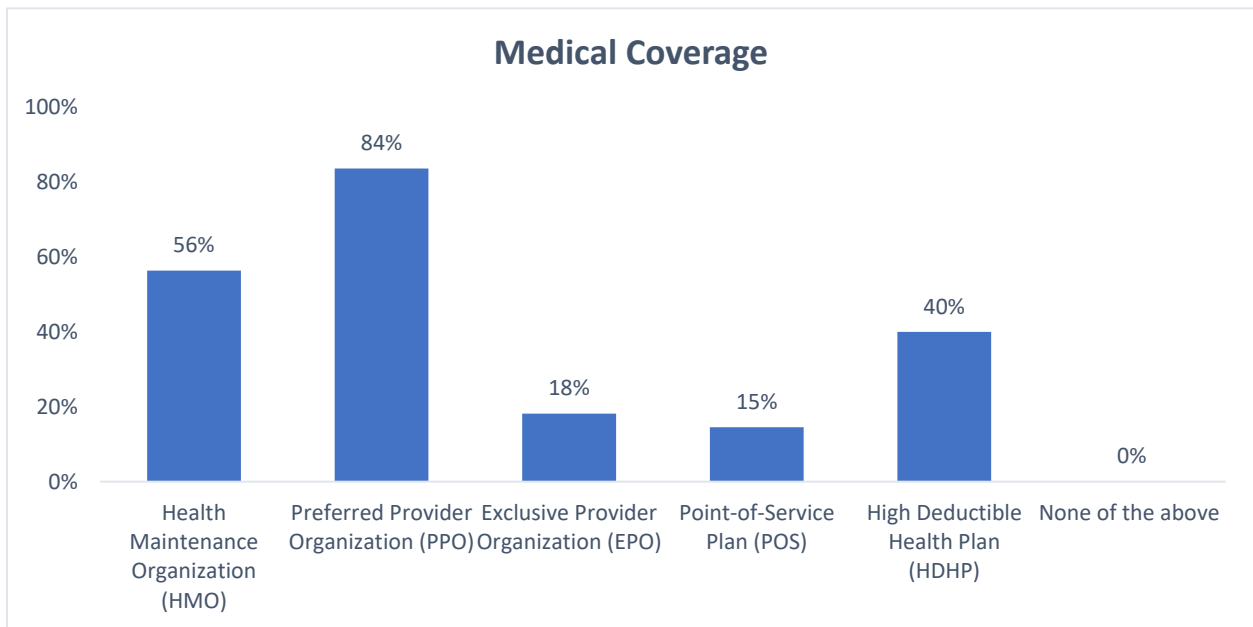


Most participants (80%) anticipate that the employee count at their facilities will either grow or remain the same over the next 12 months. Of those who think their employee count will grow, 68% believe their staff will increase by at least 10%.

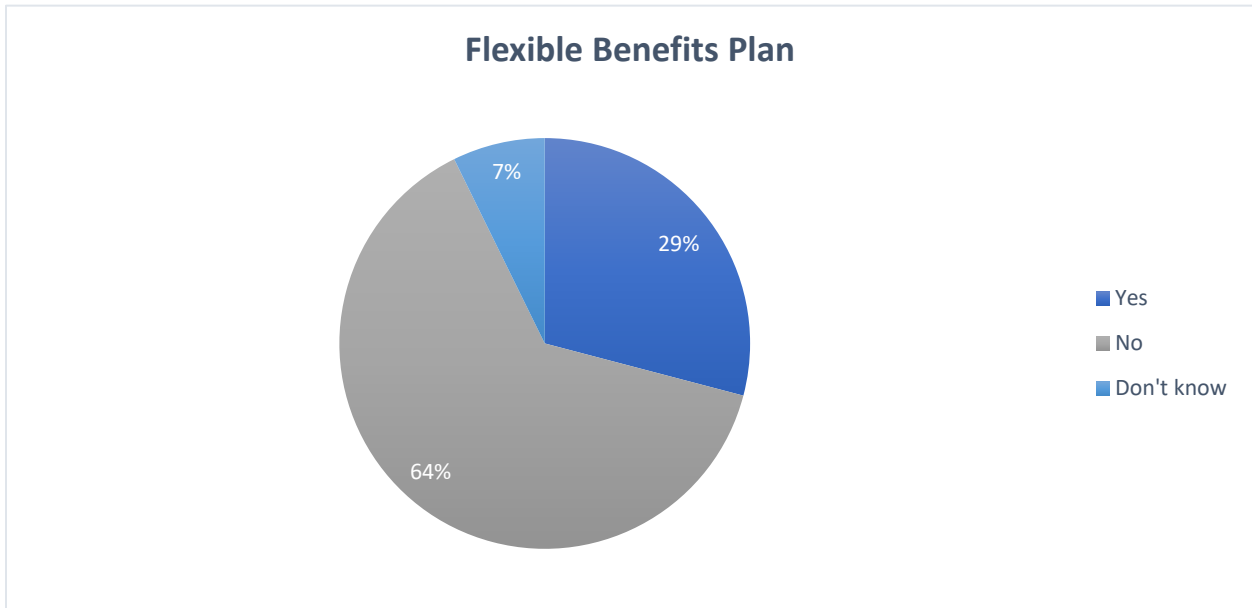


Benefits Highlights

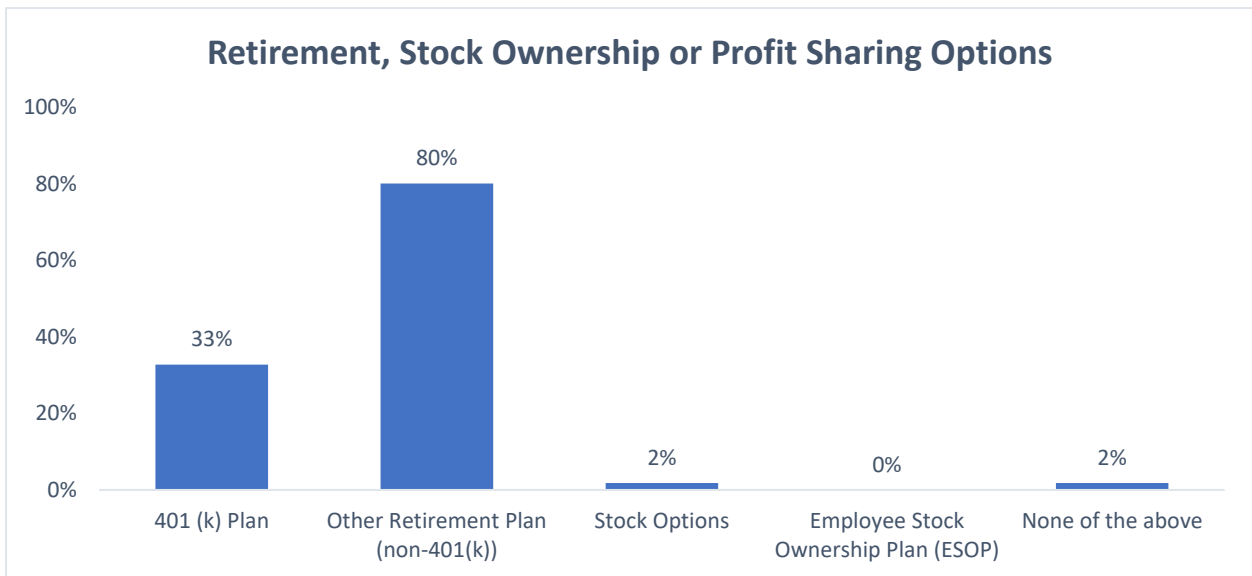
Eighty-four percent of participants indicated that their member institution provides a Preferred Provider Organization (PPO) plan, and the next most common benefit was a Health Maintenance Organization (HMO) plan at 56%. The vast majority of participants also indicated that their member institutions provide Dental, Vision, Short-Term Disability, Long-Term Disability and Life Insurance benefits.



A minority (29%) of participants noted that their member institutions provide a flexible benefits plan.



Most member institutions offer a retirement plan other than a 401 (k) to their employees. While the survey did not collect data on specifics of the other plans, it is likely that most academic institutions offer 403b retirement plans or pension programs. Slightly over one-third (33%) of member institutions offer a 401 (k) plan to their employees.



Classification, Staffing and Benefits Data

Classification, Staffing and Benefits Data

Parent Organization by Type	Count	Percentage
Academic	48	87%
Corporate (Public or Private)	6	11%
Government	1	2%
Responses	55	100%

Parent Organizations by Size	Count	Percentage
Under 1,500 FTE	15	27%
1,500 to under 5000 FTE	11	20%
5,000 to under 15,000 FTE	14	25%
15,000 or more FTE	15	27%
Responses	55	100%

Facilities by ABRF Regional Chapter	Count	Percentage
NERLSCD	68	39%
MAD SSCi	7	4%
MWACD	53	30%
SEASR	12	7%
WACD	31	18%
International	3	2%
Responses	174	100%

Facilities by Number of Full-Time Equivalent Employees	Count	Percentage
2 FTE or Fewer	58	33%
3 to under 5 FTE	52	30%
5 to under 10 FTE	50	29%
10 to under 20 FTE	8	5%
20 or more FTE	6	3%
Responses	174	100%

Primary Research Area	Count	Percentage
Animal Models	6	3%
Biobanks	3	2%
Bioinformatics	13	7%
Clinical Labs	5	3%
Core Administration	3	2%
Flow Cytometry	16	9%
Genomics	44	25%
Imaging	40	23%
Mass Spectrometry	13	7%
Proteomics	9	5%
Other Research Areas	22	13%
Responses	174	100%

Current Market for Talent Compared to Pre-Pandemic	Count	Percentage
Much more competitive	81	47%
Somewhat more competitive	43	25%
As competitive	43	25%
Somewhat less competitive	5	3%
Much less competitive	2	1%
Responses	174	100%

Employee Count - 12 Month Outlook	Count	Percentage
Grow	56	32%
Remain the same	84	48%
Reduce	3	2%
Don't know	31	18%
Responses	174	100%

Employee Count - Increase	Count	Percentage
Grow by 0 to under 5%	7	13%
Grow by 5 to under 10%	11	20%
Grow by 10 to under 20%	19	34%
Grow by over 20%	19	34%
Responses	56	100%

Employee Count - Reduce	Count	Percentage
Reduce by 0 to under 5%	1	33%
Reduce by 5 to under 10%	1	33%
Reduce by 10 to under 20%	0	0%
Reduce by over 20%	1	33%
Responses	3	100%

Flexible Benefits Plan	Count	Percentage
Yes	16	29%
No	35	64%
Don't know	4	7%
Responses	55	100%

Medical Coverage	Count	Percentage
Health Maintenance Organization (HMO)	31	56%
Preferred Provider Organization (PPO)	46	84%
Exclusive Provider Organization (EPO)	10	18%
Point-of-Service Plan (POS)	8	15%
High Deductible Health Plan (HDHP)	22	40%
None of the above	0	0%
Responses	55	100%

Medical Insurance Premium Cost Paid by Employer (%)	Mean	25th Percentile
	65%	50%
	Median	75th Percentile
	75%	85%

Coverage (either as separate coverage or as a rider)	Count	Percentage
Dental	53	96%
Vision	53	96%
Short Term Disability	47	85%
Long Term Disability	45	82%
Long Term Care	19	35%
Life Insurance	53	96%
Other Insurance	19	35%
None of the above	2	4%
Responses	55	100%

Flexible Spending Accounts	Count	Percentage
Pre-tax medical premiums	27	49%
Health Care Reimbursement Account (other than medical premiums)	26	47%
Dependent Care Reimbursement Account	32	58%
Health Savings Account (HSA)	37	67%
Health Reimbursement Arrangements (HRA)	2	4%
None of the above	4	7%
Responses	55	100%

Retirement, Stock Ownership or Profit Sharing Options	Count	Percentage
401 (k) Plan	18	33%
Other Retirement Plan (non-401(k))	44	80%
Stock Options	1	2%
Employee Stock Ownership Plan (ESOP)	0	0%
None of the above	1	2%
Responses	55	100%

Participation in 401 (k) (%)	Mean	25th Percentile
	55%	8%
	Median	75th Percentile
	58%	100%

Employee Salary Match 401 (k) (%)	Mean	25th Percentile
	7%	5%
	Median	75th Percentile
	7%	10%

Tuition Reimbursement Programs	Count	Percentage
Yes	36	65%
No	12	22%
Don't know	7	13%
Responses	55	100%

Compensation Data

All Reporting Facilities

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	115	127	\$146,065	\$115,000	\$136,578	\$171,079	\$148,292	\$115,332	\$137,208	\$171,800
2 - Core Administrator	28	50	\$92,723	\$62,830	\$80,913	\$118,415	\$93,206	\$62,830	\$80,913	\$120,844
3 - Assistant Director	24	28	\$108,233	\$90,031	\$105,220	\$119,875	\$109,373	\$90,031	\$105,220	\$121,500
4 - Staff/Senior Scientist	52	87	\$103,271	\$77,662	\$95,713	\$118,014	\$104,678	\$78,000	\$98,571	\$121,661
5 - Core Facility Manager	39	44	\$93,228	\$74,316	\$91,698	\$104,368	\$94,124	\$75,272	\$92,147	\$107,802
6 - Senior Core Facility Staff Professional	74	137	\$79,987	\$69,037	\$78,352	\$88,160	\$80,699	\$69,975	\$78,801	\$88,529
7 - Intermediate Core Facility Staff Professional	68	150	\$63,356	\$52,948	\$61,804	\$74,413	\$63,885	\$53,575	\$62,700	\$74,413
8 - Entry Level Core Facility Staff Professional	61	97	\$51,386	\$42,602	\$52,012	\$56,000	\$51,640	\$42,602	\$52,012	\$57,023
9 - Bioinformatician	26	108	\$99,033	\$83,673	\$95,747	\$115,020	\$99,435	\$83,673	\$96,142	\$115,020

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

All Reporting Facilities - Region

Compensation Summary

Region	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - NERLSCD	66	316	\$96,106	\$67,011	\$86,145	\$115,000	\$97,931	\$67,739	\$88,400	\$116,598
2 - MAD SSCi	5	16	\$91,705	\$70,306	\$95,000	\$107,000	\$94,908	\$70,306	\$101,280	\$110,000
3 - MWACD	52	355	\$87,389	\$60,008	\$80,000	\$103,965	\$87,516	\$60,008	\$80,000	\$104,300
4 - SEASR	10	32	\$74,916	\$45,000	\$64,836	\$87,250	\$76,213	\$45,000	\$67,240	\$87,250
5 - WACD	29	104	\$95,236	\$63,474	\$88,529	\$125,830	\$95,535	\$63,474	\$88,529	\$126,205
6 - International	3	5	\$56,726	\$36,582	\$61,670	\$74,398	\$56,726	\$36,582	\$61,670	\$74,398

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

All Reporting Facilities - FTE

Compensation Summary

Facility FTE Size	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - 2 FTE or Fewer	54	84	\$85,479	\$59,668	\$78,000	\$108,765	\$86,054	\$60,223	\$78,000	\$108,765
2 - 3 to under 5 FTE	50	193	\$95,798	\$61,563	\$84,580	\$118,307	\$96,655	\$61,563	\$85,000	\$122,122
3 - 5 to under 10 FTE	48	317	\$93,101	\$63,663	\$84,975	\$108,072	\$94,033	\$63,905	\$86,000	\$110,094
4 - 10 to under 20 FTE	8	124	\$85,849	\$62,923	\$76,201	\$97,681	\$87,654	\$63,350	\$77,831	\$100,334
5 - 20 or more FTE	5	110	\$87,432	\$63,644	\$84,230	\$111,137	\$87,548	\$63,644	\$84,230	\$111,137

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

All Reporting Facilities - Research Area

Compensation Summary

Research Area	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Animal Models	6	17	\$85,593	\$42,351	\$67,250	\$127,733	\$85,593	\$42,351	\$67,250	\$127,733
2 - Biobanks	3	35	\$73,244	\$55,000	\$64,890	\$84,303	\$74,999	\$56,385	\$68,135	\$87,675
3 - Bioinformatics	13	112	\$103,042	\$84,633	\$95,169	\$118,227	\$104,030	\$84,633	\$95,706	\$121,333
4 - Clinical Labs	4	26	\$87,367	\$58,553	\$71,584	\$96,554	\$88,151	\$58,553	\$73,923	\$96,554
5 - Core Administration	2	7	D	D	D	D	D	D	D	D
6 - Flow Cytometry	14	47	\$81,276	\$54,367	\$66,560	\$96,000	\$82,174	\$54,367	\$66,560	\$96,000
7 - Genomics	44	272	\$85,465	\$58,622	\$75,095	\$100,385	\$86,316	\$58,622	\$75,745	\$100,788
8 - Imaging	37	145	\$93,565	\$68,028	\$86,200	\$105,234	\$94,397	\$68,028	\$87,600	\$108,495
9 - Mass Spectrometry	12	46	\$107,387	\$78,325	\$102,981	\$130,000	\$109,272	\$80,175	\$102,981	\$130,000
10 - Proteomics	9	33	\$101,293	\$63,945	\$85,000	\$129,000	\$101,843	\$66,460	\$85,000	\$129,365
11 - Other Research Areas	21	88	\$89,925	\$57,416	\$80,619	\$115,436	\$90,539	\$58,625	\$81,533	\$116,619

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Facility Size - 2 FTE or Fewer

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	29	29	\$116,384	\$93,025	\$113,000	\$130,500	\$117,016	\$93,925	\$113,000	\$130,500
2 - Core Administrator	5	8	\$86,625	\$72,270	\$75,786	\$97,127	\$87,498	\$72,270	\$75,786	\$98,852
3 - Assistant Director	1	1	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	8	9	\$80,279	\$64,445	\$78,000	\$88,700	\$82,597	\$69,600	\$78,000	\$91,326
5 - Core Facility Manager	12	12	\$72,319	\$50,601	\$66,023	\$82,500	\$72,319	\$50,601	\$66,023	\$82,500
6 - Senior Core Facility Staff Professional	7	8	\$76,851	\$59,274	\$71,750	\$94,559	\$76,901	\$59,274	\$71,950	\$94,559
7 - Intermediate Core Facility Staff Professional	7	7	\$48,927	\$45,900	\$49,337	\$58,000	\$49,175	\$45,900	\$49,337	\$59,740
8 - Entry Level Core Facility Staff Professional	8	8	\$41,812	\$38,000	\$43,041	\$46,200	\$41,812	\$38,000	\$43,041	\$46,200
9 - Bioinformatician	2	2	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Facility Size - 3 to under 5 FTE

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	38	42	\$143,719	\$114,393	\$135,000	\$172,853	\$145,686	\$114,393	\$135,000	\$172,853
2 - Core Administrator	10	15	\$106,335	\$65,000	\$95,688	\$142,931	\$107,478	\$65,000	\$95,688	\$142,931
3 - Assistant Director	5	5	\$99,994	\$85,400	\$90,000	\$119,584	\$99,994	\$85,400	\$90,000	\$119,584
4 - Staff/Senior Scientist	16	25	\$104,667	\$72,500	\$84,872	\$118,307	\$105,292	\$72,500	\$84,872	\$124,012
5 - Core Facility Manager	10	11	\$100,948	\$80,850	\$91,168	\$124,000	\$100,948	\$80,850	\$91,168	\$124,000
6 - Senior Core Facility Staff Professional	21	33	\$82,927	\$68,067	\$79,463	\$99,000	\$83,881	\$68,067	\$81,836	\$99,000
7 - Intermediate Core Facility Staff Professional	24	32	\$64,869	\$52,057	\$58,939	\$78,000	\$65,071	\$52,422	\$59,133	\$78,000
8 - Entry Level Core Facility Staff Professional	18	24	\$51,367	\$42,031	\$53,200	\$55,754	\$51,461	\$42,031	\$53,200	\$55,754
9 - Bioinformatician	3	6	\$97,586	\$68,440	\$88,612	\$135,926	\$99,211	\$68,440	\$88,612	\$141,716

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Facility Size - 5 to under 10 FTE

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	39	42	\$163,842	\$135,025	\$153,200	\$190,568	\$166,519	\$135,025	\$153,200	\$190,895
2 - Core Administrator	7	9	\$69,130	\$55,647	\$67,376	\$79,265	\$69,130	\$55,647	\$67,376	\$79,265
3 - Assistant Director	11	11	\$114,485	\$90,177	\$108,150	\$131,750	\$116,688	\$94,686	\$113,558	\$135,730
4 - Staff/Senior Scientist	20	32	\$111,947	\$87,663	\$107,299	\$124,304	\$113,189	\$91,169	\$108,423	\$124,304
5 - Core Facility Manager	14	15	\$103,031	\$92,227	\$99,837	\$110,000	\$104,137	\$92,227	\$99,837	\$110,000
6 - Senior Core Facility Staff Professional	36	65	\$80,330	\$71,205	\$80,500	\$88,160	\$80,979	\$72,450	\$80,500	\$88,529
7 - Intermediate Core Facility Staff Professional	26	56	\$62,185	\$53,856	\$60,545	\$73,525	\$62,515	\$53,856	\$61,510	\$73,525
8 - Entry Level Core Facility Staff Professional	26	40	\$51,668	\$40,300	\$52,955	\$59,597	\$51,909	\$40,300	\$52,955	\$59,597
9 - Bioinformatician	15	47	\$103,233	\$92,700	\$98,780	\$115,360	\$103,918	\$92,700	\$99,060	\$115,360

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Facility Size - 10 to under 20 FTE

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	8	13	\$162,963	\$117,754	\$141,419	\$181,231	\$168,301	\$117,754	\$141,419	\$188,731
2 - Core Administrator	5	10	\$63,276	\$49,987	\$61,415	\$71,191	\$63,276	\$49,987	\$61,415	\$71,191
3 - Assistant Director	4	6	\$107,272	\$100,567	\$104,979	\$114,625	\$108,139	\$100,567	\$104,979	\$115,925
4 - Staff/Senior Scientist	7	20	\$95,769	\$79,647	\$97,653	\$113,812	\$98,082	\$80,503	\$101,004	\$114,609
5 - Core Facility Manager	2	5	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	8	27	\$78,002	\$69,874	\$74,564	\$85,000	\$78,813	\$69,874	\$74,564	\$88,400
7 - Intermediate Core Facility Staff Professional	7	25	\$68,960	\$61,238	\$65,920	\$75,591	\$70,819	\$63,380	\$68,557	\$78,615
8 - Entry Level Core Facility Staff Professional	7	15	\$50,225	\$47,000	\$52,008	\$54,216	\$51,075	\$47,400	\$52,008	\$56,385
9 - Bioinformatician	2	3	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Facility Size - 20 or more FTE

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	1	1	D	D	D	D	D	D	D	D
2 - Core Administrator	1	8	D	D	D	D	D	D	D	D
3 - Assistant Director	3	5	\$107,517	\$87,940	\$111,395	\$125,156	\$108,017	\$87,940	\$111,395	\$126,406
4 - Staff/Senior Scientist	1	1	D	D	D	D	D	D	D	D
5 - Core Facility Manager	1	1	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	2	4	D	D	D	D	D	D	D	D
7 - Intermediate Core Facility Staff Professional	4	30	\$62,622	\$54,007	\$61,804	\$68,512	\$62,832	\$54,007	\$61,804	\$68,512
8 - Entry Level Core Facility Staff Professional	2	10	D	D	D	D	D	D	D	D
9 - Bioinformatician	4	50	\$97,039	\$82,852	\$92,020	\$116,116	\$97,069	\$82,852	\$92,020	\$116,116

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Member Institution Size - Under 1,500 FTE

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	19	19	\$138,503	\$116,273	\$137,208	\$155,335	\$139,323	\$116,273	\$137,208	\$155,335
2 - Core Administrator	0	0	D	D	D	D	D	D	D	D
3 - Assistant Director	1	1	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	6	7	\$99,378	\$68,250	\$94,881	\$134,043	\$99,378	\$68,250	\$94,881	\$134,043
5 - Core Facility Manager	8	8	\$75,994	\$48,614	\$76,419	\$102,359	\$76,282	\$48,614	\$76,419	\$104,084
6 - Senior Core Facility Staff Professional	14	20	\$74,140	\$67,211	\$72,964	\$83,733	\$75,257	\$67,511	\$74,007	\$84,945
7 - Intermediate Core Facility Staff Professional	10	13	\$66,515	\$52,925	\$66,604	\$84,022	\$67,251	\$52,925	\$66,900	\$84,422
8 - Entry Level Core Facility Staff Professional	15	19	\$46,806	\$40,000	\$46,200	\$53,071	\$46,897	\$40,000	\$46,200	\$53,071
9 - Bioinformatician	2	4	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Member Institution Size - 1,500 to under 5000 FTE

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	39	42	\$147,028	\$109,361	\$139,297	\$180,000	\$147,550	\$110,941	\$140,291	\$180,000
2 - Core Administrator	11	15	\$80,763	\$60,300	\$73,484	\$97,173	\$82,371	\$60,300	\$73,484	\$101,300
3 - Assistant Director	6	6	\$106,283	\$84,955	\$93,890	\$122,525	\$107,368	\$84,955	\$96,144	\$123,025
4 - Staff/Senior Scientist	11	19	\$85,927	\$70,000	\$82,400	\$94,973	\$86,482	\$70,000	\$82,400	\$94,973
5 - Core Facility Manager	15	15	\$106,458	\$75,000	\$94,000	\$137,200	\$106,725	\$76,088	\$94,000	\$137,200
6 - Senior Core Facility Staff Professional	21	40	\$85,015	\$72,843	\$84,250	\$97,388	\$85,685	\$74,489	\$85,000	\$98,338
7 - Intermediate Core Facility Staff Professional	14	16	\$60,813	\$51,515	\$59,613	\$69,984	\$61,168	\$51,515	\$59,613	\$69,984
8 - Entry Level Core Facility Staff Professional	12	19	\$50,328	\$40,000	\$51,652	\$54,412	\$50,328	\$40,000	\$51,652	\$54,412
9 - Bioinformatician	10	28	\$101,082	\$91,055	\$97,248	\$115,037	\$102,430	\$92,555	\$98,989	\$117,287

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Member Institution Size - 5,000 to under 15,000 FTE

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	16	24	\$131,747	\$102,591	\$130,525	\$156,769	\$132,922	\$105,116	\$130,525	\$156,769
2 - Core Administrator	9	22	\$91,170	\$62,123	\$76,853	\$129,574	\$91,170	\$62,123	\$76,853	\$129,574
3 - Assistant Director	5	7	\$110,261	\$104,048	\$105,439	\$120,000	\$110,261	\$104,048	\$105,439	\$120,000
4 - Staff/Senior Scientist	6	10	\$86,680	\$65,552	\$75,911	\$109,605	\$87,711	\$68,139	\$75,911	\$109,605
5 - Core Facility Manager	3	4	\$80,856	\$67,438	\$78,914	\$96,216	\$80,856	\$67,438	\$78,914	\$96,216
6 - Senior Core Facility Staff Professional	9	22	\$75,353	\$64,400	\$73,053	\$91,724	\$75,353	\$64,400	\$73,053	\$91,724
7 - Intermediate Core Facility Staff Professional	11	33	\$61,801	\$48,421	\$61,831	\$72,362	\$61,801	\$48,421	\$61,831	\$72,362
8 - Entry Level Core Facility Staff Professional	9	19	\$52,438	\$44,636	\$53,010	\$56,846	\$52,438	\$44,636	\$53,010	\$56,846
9 - Bioinformatician	6	17	\$102,590	\$73,292	\$93,082	\$127,787	\$102,590	\$73,292	\$93,082	\$127,787

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Member Institution Size - 15,000 or more FTE

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	41	42	\$156,706	\$119,183	\$139,563	\$183,984	\$161,875	\$122,783	\$139,563	\$183,984
2 - Core Administrator	8	13	\$109,152	\$72,000	\$96,700	\$146,466	\$109,152	\$72,000	\$96,700	\$146,466
3 - Assistant Director	12	14	\$109,545	\$90,000	\$108,825	\$130,437	\$111,361	\$90,000	\$110,744	\$135,332
4 - Staff/Senior Scientist	29	51	\$113,520	\$87,550	\$104,300	\$119,189	\$115,512	\$91,052	\$107,598	\$123,494
5 - Core Facility Manager	13	17	\$92,574	\$80,425	\$92,227	\$101,907	\$94,523	\$80,425	\$92,227	\$103,987
6 - Senior Core Facility Staff Professional	30	55	\$80,311	\$70,075	\$78,801	\$86,008	\$81,190	\$70,429	\$80,031	\$88,400
7 - Intermediate Core Facility Staff Professional	33	88	\$63,934	\$54,231	\$62,238	\$74,100	\$64,664	\$54,231	\$63,440	\$74,100
8 - Entry Level Core Facility Staff Professional	25	40	\$53,564	\$44,587	\$53,780	\$59,597	\$54,136	\$45,057	\$54,560	\$59,597
9 - Bioinformatician	8	59	\$97,872	\$84,240	\$95,400	\$114,000	\$97,968	\$84,240	\$95,400	\$114,000

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Region - NERLSCD

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	50	53	\$158,275	\$115,000	\$139,882	\$195,213	\$162,550	\$117,985	\$140,582	\$205,600
2 - Core Administrator	10	21	\$103,103	\$72,514	\$100,000	\$131,884	\$103,649	\$72,514	\$101,300	\$131,884
3 - Assistant Director	11	11	\$111,966	\$90,000	\$105,860	\$130,811	\$114,506	\$90,000	\$110,094	\$135,200
4 - Staff/Senior Scientist	22	41	\$93,493	\$79,000	\$88,177	\$110,430	\$96,119	\$81,370	\$91,704	\$114,847
5 - Core Facility Manager	18	21	\$99,127	\$74,544	\$92,479	\$125,073	\$100,776	\$75,544	\$93,800	\$128,201
6 - Senior Core Facility Staff Professional	27	46	\$84,752	\$73,625	\$84,988	\$90,000	\$85,717	\$73,625	\$85,999	\$90,375
7 - Intermediate Core Facility Staff Professional	19	51	\$68,223	\$60,255	\$64,235	\$77,250	\$69,448	\$60,726	\$66,804	\$80,000
8 - Entry Level Core Facility Staff Professional	21	38	\$51,756	\$46,090	\$53,067	\$55,983	\$52,359	\$46,090	\$53,267	\$56,500
9 - Bioinformatician	12	34	\$97,774	\$88,525	\$95,991	\$106,079	\$98,919	\$88,525	\$97,491	\$108,840

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

States: CT, DE, MA, ME, NH, NJ, NY, PA, RI, VT

Reporting Facilities by Region - MAD SSCI

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	4	4	\$114,672	\$87,515	\$118,500	\$138,000	\$122,159	\$104,289	\$121,187	\$141,000
2 - Core Administrator	0	0	D	D	D	D	D	D	D	D
3 - Assistant Director	0	0	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	0	0	D	D	D	D	D	D	D	D
5 - Core Facility Manager	0	0	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	1	4	D	D	D	D	D	D	D	D
7 - Intermediate Core Facility Staff Professional	4	4	\$79,435	\$70,306	\$77,500	\$90,500	\$81,260	\$70,306	\$78,500	\$94,975
8 - Entry Level Core Facility Staff Professional	3	3	\$50,285	\$31,000	\$54,855	\$65,000	\$50,285	\$31,000	\$54,855	\$65,000
9 - Bioinformatician	1	1	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

States: DC, KY, MD, NC, VA, WV

Reporting Facilities by Region - MWACD

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	27	35	\$143,905	\$120,176	\$139,125	\$162,462	\$144,054	\$120,176	\$139,125	\$162,462
2 - Core Administrator	15	23	\$85,304	\$60,000	\$75,705	\$97,173	\$85,854	\$60,000	\$75,705	\$100,936
3 - Assistant Director	8	12	\$105,648	\$92,814	\$104,979	\$117,474	\$105,856	\$92,814	\$104,979	\$117,849
4 - Staff/Senior Scientist	22	34	\$114,105	\$74,831	\$103,275	\$127,485	\$114,105	\$74,831	\$103,275	\$127,485
5 - Core Facility Manager	12	13	\$82,572	\$67,625	\$85,000	\$93,450	\$82,649	\$67,625	\$85,000	\$93,950
6 - Senior Core Facility Staff Professional	28	60	\$76,299	\$68,487	\$74,420	\$85,701	\$76,603	\$69,099	\$74,857	\$85,701
7 - Intermediate Core Facility Staff Professional	33	79	\$60,102	\$50,960	\$57,054	\$66,950	\$60,151	\$51,029	\$57,054	\$66,950
8 - Entry Level Core Facility Staff Professional	18	31	\$53,598	\$41,621	\$52,000	\$60,008	\$53,598	\$41,621	\$52,000	\$60,008
9 - Bioinformatician	10	68	\$100,236	\$84,224	\$95,706	\$116,116	\$100,258	\$84,224	\$95,706	\$116,116

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

States: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, OK, SD, TN, WI

Reporting Facilities by Region - SEASR

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	8	8	\$118,125	\$75,990	\$113,007	\$160,561	\$120,135	\$77,678	\$116,047	\$165,811
2 - Core Administrator	1	1	D	D	D	D	D	D	D	D
3 - Assistant Director	3	3	\$102,295	\$85,000	\$105,000	\$116,886	\$102,295	\$85,000	\$105,000	\$116,886
4 - Staff/Senior Scientist	1	2	D	D	D	D	D	D	D	D
5 - Core Facility Manager	1	1	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	4	9	\$62,172	\$52,500	\$63,672	\$70,207	\$63,422	\$52,500	\$64,945	\$75,197
7 - Intermediate Core Facility Staff Professional	3	5	\$42,559	\$37,400	\$39,610	\$49,194	\$43,066	\$37,400	\$40,387	\$50,071
8 - Entry Level Core Facility Staff Professional	2	3	D	D	D	D	D	D	D	D
9 - Bioinformatician	0	0	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

States: AL, FL, GA, LS, MS, MT, PR, SC, TN, TX

Reporting Facilities by Region - WACD

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	25	26	\$139,898	\$115,455	\$137,894	\$163,000	\$140,090	\$115,455	\$137,894	\$163,000
2 - Core Administrator	2	5	D	D	D	D	D	D	D	D
3 - Assistant Director	2	2	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	7	10	\$114,286	\$94,970	\$115,075	\$131,011	\$114,736	\$94,970	\$116,575	\$131,011
5 - Core Facility Manager	6	7	\$104,634	\$95,940	\$99,837	\$110,000	\$105,177	\$95,940	\$99,837	\$110,000
6 - Senior Core Facility Staff Professional	14	18	\$83,898	\$67,000	\$79,423	\$90,009	\$84,597	\$67,300	\$84,095	\$90,009
7 - Intermediate Core Facility Staff Professional	8	10	\$71,524	\$58,223	\$78,164	\$81,203	\$71,847	\$58,223	\$78,364	\$82,428
8 - Entry Level Core Facility Staff Professional	16	21	\$50,529	\$43,745	\$53,000	\$55,508	\$50,548	\$43,745	\$53,000	\$55,508
9 - Bioinformatician	3	5	\$85,442	\$70,906	\$76,000	\$104,700	\$85,442	\$70,906	\$76,000	\$104,700

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

States: AK, AR, AZ, CA, CO, HI, NM, NV, OR, UT, WA, WY

Reporting Facilities by Research Area - Animal Models

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	3	3	\$127,512	\$104,363	\$138,580	\$139,593	\$127,512	\$104,363	\$138,580	\$139,593
2 - Core Administrator	1	1	D	D	D	D	D	D	D	D
3 - Assistant Director	2	2	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	1	1	D	D	D	D	D	D	D	D
5 - Core Facility Manager	1	1	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	1	2	D	D	D	D	D	D	D	D
7 - Intermediate Core Facility Staff Professional	3	5	\$42,663	\$37,400	\$40,387	\$49,064	\$42,663	\$37,400	\$40,387	\$49,064
8 - Entry Level Core Facility Staff Professional	2	2	D	D	D	D	D	D	D	D
9 - Bioinformatician	0	0	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Research Area - Biobanks

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	1	1	D	D	D	D	D	D	D	D
2 - Core Administrator	1	1	D	D	D	D	D	D	D	D
3 - Assistant Director	0	0	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	1	2	D	D	D	D	D	D	D	D
5 - Core Facility Manager	2	4	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	2	2	D	D	D	D	D	D	D	D
7 - Intermediate Core Facility Staff Professional	3	13	\$64,478	\$60,128	\$64,235	\$72,335	\$66,045	\$61,333	\$67,447	\$73,882
8 - Entry Level Core Facility Staff Professional	3	9	\$53,690	\$47,602	\$53,560	\$55,489	\$54,942	\$47,747	\$55,702	\$57,708
9 - Bioinformatician	1	3	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Research Area - Bioinformatics

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	10	10	\$152,747	\$122,697	\$155,620	\$191,066	\$155,047	\$122,697	\$155,620	\$191,066
2 - Core Administrator	3	4	\$69,521	\$44,973	\$59,562	\$104,027	\$70,641	\$44,973	\$59,562	\$107,388
3 - Assistant Director	2	2	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	3	12	\$98,094	\$84,400	\$96,659	\$113,260	\$100,862	\$85,256	\$101,004	\$117,790
5 - Core Facility Manager	1	1	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	2	5	D	D	D	D	D	D	D	D
7 - Intermediate Core Facility Staff Professional	1	5	D	D	D	D	D	D	D	D
8 - Entry Level Core Facility Staff Professional	2	3	D	D	D	D	D	D	D	D
9 - Bioinformatician	8	70	\$102,336	\$84,878	\$95,706	\$117,822	\$102,517	\$84,878	\$96,077	\$117,822

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Research Area - Clinical Labs

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	3	3	\$138,471	\$115,000	\$130,000	\$170,414	\$140,805	\$115,000	\$130,000	\$177,414
2 - Core Administrator	0	0	D	D	D	D	D	D	D	D
3 - Assistant Director	0	0	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	1	3	D	D	D	D	D	D	D	D
5 - Core Facility Manager	2	2	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	2	4	D	D	D	D	D	D	D	D
7 - Intermediate Core Facility Staff Professional	4	8	\$68,552	\$54,622	\$68,820	\$84,635	\$68,651	\$54,622	\$68,820	\$84,635
8 - Entry Level Core Facility Staff Professional	3	6	\$50,004	\$33,192	\$54,413	\$61,256	\$50,225	\$33,855	\$54,413	\$61,256
9 - Bioinformatician	0	0	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Research Area - Core Administration

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	0	0	D	D	D	D	D	D	D	D
2 - Core Administrator	2	7	D	D	D	D	D	D	D	D
3 - Assistant Director	0	0	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	0	0	D	D	D	D	D	D	D	D
5 - Core Facility Manager	0	0	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	0	0	D	D	D	D	D	D	D	D
7 - Intermediate Core Facility Staff Professional	0	0	D	D	D	D	D	D	D	D
8 - Entry Level Core Facility Staff Professional	0	0	D	D	D	D	D	D	D	D
9 - Bioinformatician	0	0	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Research Area - Flow Cytometry

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	9	9	\$143,389	\$103,530	\$130,050	\$183,858	\$146,011	\$104,160	\$130,050	\$183,858
2 - Core Administrator	0	0	D	D	D	D	D	D	D	D
3 - Assistant Director	1	1	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	2	2	D	D	D	D	D	D	D	D
5 - Core Facility Manager	3	3	\$84,310	\$50,934	\$64,795	\$137,200	\$84,310	\$50,934	\$64,795	\$137,200
6 - Senior Core Facility Staff Professional	7	11	\$76,389	\$66,560	\$73,351	\$84,975	\$76,811	\$66,560	\$73,351	\$89,224
7 - Intermediate Core Facility Staff Professional	5	13	\$57,569	\$50,384	\$57,000	\$64,012	\$58,100	\$50,384	\$57,000	\$64,012
8 - Entry Level Core Facility Staff Professional	5	8	\$49,126	\$44,856	\$50,779	\$54,854	\$49,428	\$44,856	\$50,779	\$54,854
9 - Bioinformatician	0	0	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Research Area - Genomics

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	35	40	\$148,457	\$117,594	\$138,104	\$174,510	\$151,078	\$120,044	\$139,563	\$174,510
2 - Core Administrator	9	19	\$97,551	\$60,000	\$95,688	\$130,811	\$98,217	\$60,000	\$95,688	\$130,811
3 - Assistant Director	6	8	\$104,249	\$90,740	\$104,524	\$117,474	\$104,562	\$90,740	\$104,524	\$119,349
4 - Staff/Senior Scientist	13	17	\$101,167	\$75,911	\$82,400	\$118,106	\$102,365	\$75,911	\$82,400	\$123,448
5 - Core Facility Manager	13	16	\$90,425	\$79,298	\$93,350	\$99,464	\$91,245	\$79,298	\$93,850	\$99,464
6 - Senior Core Facility Staff Professional	26	57	\$74,948	\$67,917	\$72,755	\$85,449	\$75,918	\$68,042	\$74,300	\$85,962
7 - Intermediate Core Facility Staff Professional	20	61	\$62,075	\$52,125	\$61,776	\$69,525	\$62,345	\$52,625	\$61,776	\$69,525
8 - Entry Level Core Facility Staff Professional	22	36	\$51,411	\$42,146	\$51,567	\$55,778	\$51,463	\$42,146	\$51,567	\$55,778
9 - Bioinformatician	11	18	\$85,813	\$68,279	\$79,880	\$101,483	\$86,063	\$68,279	\$79,880	\$101,483

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Research Area - Imaging

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	26	30	\$141,889	\$108,212	\$130,000	\$173,309	\$143,785	\$108,887	\$130,000	\$173,309
2 - Core Administrator	7	10	\$71,710	\$61,930	\$73,242	\$82,101	\$71,710	\$61,930	\$73,242	\$82,101
3 - Assistant Director	7	9	\$99,666	\$90,063	\$104,520	\$107,005	\$100,738	\$90,063	\$104,520	\$109,797
4 - Staff/Senior Scientist	12	21	\$96,678	\$77,125	\$95,000	\$105,080	\$98,028	\$78,670	\$96,332	\$109,026
5 - Core Facility Manager	9	9	\$87,956	\$56,080	\$92,479	\$103,739	\$88,932	\$56,080	\$95,940	\$105,818
6 - Senior Core Facility Staff Professional	17	33	\$83,048	\$72,945	\$82,797	\$91,890	\$83,251	\$72,975	\$82,931	\$91,890
7 - Intermediate Core Facility Staff Professional	14	20	\$65,738	\$55,588	\$67,468	\$74,850	\$66,078	\$55,588	\$67,468	\$74,850
8 - Entry Level Core Facility Staff Professional	11	11	\$53,892	\$50,800	\$54,000	\$62,400	\$54,209	\$50,800	\$54,855	\$62,400
9 - Bioinformatician	2	2	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Reporting Facilities by Research Area - Mass Spectrometry

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	8	8	\$159,400	\$119,705	\$150,990	\$184,413	\$165,108	\$119,705	\$152,240	\$197,629
2 - Core Administrator	1	1	D	D	D	D	D	D	D	D
3 - Assistant Director	4	4	\$118,995	\$97,500	\$125,875	\$133,610	\$121,017	\$97,500	\$127,865	\$137,686
4 - Staff/Senior Scientist	5	8	\$120,018	\$87,663	\$109,935	\$118,809	\$121,820	\$91,169	\$110,685	\$120,309
5 - Core Facility Manager	2	2	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	7	11	\$98,862	\$84,000	\$94,773	\$107,952	\$99,231	\$84,000	\$96,273	\$107,952
7 - Intermediate Core Facility Staff Professional	6	9	\$71,214	\$51,325	\$60,770	\$95,950	\$71,970	\$51,818	\$63,809	\$95,950
8 - Entry Level Core Facility Staff Professional	2	2	D	D	D	D	D	D	D	D
9 - Bioinformatician	1	1	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Research Area - Proteomics

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	8	11	\$141,496	\$121,650	\$134,322	\$162,000	\$142,048	\$126,665	\$134,322	\$162,000
2 - Core Administrator	1	1	D	D	D	D	D	D	D	D
3 - Assistant Director	0	0	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	5	10	\$90,207	\$65,222	\$80,200	\$120,261	\$91,238	\$69,480	\$80,200	\$120,261
5 - Core Facility Manager	1	1	D	D	D	D	D	D	D	D
6 - Senior Core Facility Staff Professional	3	3	\$99,477	\$81,836	\$99,796	\$116,800	\$99,477	\$81,836	\$99,796	\$116,800
7 - Intermediate Core Facility Staff Professional	2	2	D	D	D	D	D	D	D	D
8 - Entry Level Core Facility Staff Professional	4	5	\$52,402	\$48,005	\$54,000	\$56,000	\$52,402	\$48,005	\$54,000	\$56,000
9 - Bioinformatician	0	0	D	D	D	D	D	D	D	D

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Reporting Facilities by Research Area - Other Research Areas

Compensation Summary

Position	Number* of Facilities Responding	Total Number of Employees in Position	Annual Base Salary as of 1/1/2022				Total Compensation**			
			Mean	25th Percentile	50th Percentile	75th Percentile	Mean	25th Percentile	50th Percentile	75th Percentile
1 - Director of Laboratory Research Operations	12	12	\$147,176	\$114,430	\$137,600	\$167,010	\$148,016	\$115,630	\$137,600	\$167,010
2 - Core Administrator	3	6	\$89,081	\$69,095	\$81,040	\$110,020	\$90,246	\$69,095	\$82,540	\$111,667
3 - Assistant Director	2	2	D	D	D	D	D	D	D	D
4 - Staff/Senior Scientist	9	11	\$103,982	\$74,322	\$117,968	\$125,000	\$104,246	\$74,322	\$117,968	\$125,899
5 - Core Facility Manager	5	5	\$111,424	\$71,044	\$91,168	\$161,932	\$112,224	\$72,044	\$91,168	\$162,932
6 - Senior Core Facility Staff Professional	7	9	\$77,391	\$65,345	\$76,120	\$81,533	\$77,557	\$65,345	\$76,120	\$82,283
7 - Intermediate Core Facility Staff Professional	10	14	\$62,878	\$53,218	\$57,777	\$68,826	\$63,041	\$53,218	\$58,890	\$68,826
8 - Entry Level Core Facility Staff Professional	7	15	\$46,602	\$40,000	\$41,200	\$53,400	\$46,751	\$40,000	\$41,200	\$53,400
9 - Bioinformatician	3	14	\$98,292	\$92,152	\$97,137	\$107,483	\$99,866	\$94,527	\$98,771	\$109,733

*D - To avoid disclosure of individual facility data, data is not shown when there are fewer than three facilities reporting data for a position.

**Total Compensation is the sum of the Base Salary and the Bonus/Commission for each employee in a position regardless if they received a bonus/commission.

Appendix

Welcome to the ABRF Core Facilities Personnel Compensation Survey

Vault Consulting is conducting a survey on behalf of ABRF to benchmark compensation trends across shared research resource (core) facilities. To ensure confidentiality, ABRF staff will not have access to individual facility data. Only specific Vault Consulting staff will have access to confidential facility-specific data. Vault is contractually obligated to disclose or publish only aggregate data. In cases where segregation of data would result in possible identification of an individual company, that data will not be published.

The survey consists of four sections. Gathering the necessary information prior to starting will shorten the time needed to complete this survey. Please click [here](#) to download and review a PDF version of the survey prior to beginning the survey.

Section 1 - Parent Organization: Section 1 contains general demographic questions about parent organizations (if applicable).

Section 2 - Facility: Section 2 contains general demographic questions about facilities.

Section 3 - Personnel Compensation Data: Section 3 consists of an excel spreadsheet that requests compensation data for personnel within specific job categories at your facility. Please click [here](#) to download and review the excel spreadsheet prior to beginning the survey.

Section 4: Section 4 contains questions about the benefits offered by the parent organization or facility.

Notes:

Sections 1 and 4 are only completed once regardless of the number of facilities. Sections 2 and 3 are completed once for each facility.

You may exit the survey and return to complete it at a later time. However, please note that you need to hit "NEXT" on each page in order to ensure that your responses on that page are saved.

Questions?

Please contact Aaron Hollinger if you should have any questions regarding the study at ahollinger@vaultconsulting.com.

Thank you for your participation in this valuable ABRF membership benefit.

To start the survey, please click the "BEGIN" button in the bottom right corner of this page.

Section 1

Please provide your contact information:

Name _____

Email Address _____

Please indicate whether the facility or facilities you will be entering data for are housed within a larger parent organization.

Note: Facilities are different than parent organizations. For example, multiple facilities may be housed under one parent organization, such as a university or government agency.

The facility or facilities are housed within a larger parent organization

The facility or facilities are not housed within a larger parent organization

Don't know

Please select the **parent organization** from the drop-down list below.

Note: If you do not see your parent organization listed, please select "Other" at the end of the list and then you will be asked to enter the name of the parent organization.

▼ AbbVie ... Other

Please enter the name of the **parent organization**:

Please indicate how any FTE's are currently employed by the **parent organization**:

Please indicate whether the **parent organization** that houses the facility or facilities is an academic institution, a private corporation or a government entity:

- Academic
- Corporate (Public or Private)
- Government

How many facilities data will you be entering?

Note: Facilities are different than parent organizations. For example, multiple facilities may be housed under one parent organization, such as a university or government agency.

You will be asked to complete Sections 2 and 3 for each individual facility. For example, if you enter "4" below, you will be asked to complete sections 2 and 3 four times.

Section 4 is only completed once regardless of the number of facilities.

Section 2

Please enter the name of facility #[#{Im://CurrentLoopNumber}](#):

Please indicate how many FTE's are currently employed by $\{Q5/ChoiceTextEntryValue\}$:

Please indicate the primary research area of $\{Q5/ChoiceTextEntryValue\}$:

- Bioinformatics
- Flow Cytometry
- Genomics
- Imaging
- Mass Spectrometry
- Proteomics
- Other (please specify): _____

Please indicate if $\{Q5/ChoiceTextEntryValue\}$ is located within the United States or outside of the United States.

- The facility is located within the United States
- The facility is located outside of the United States

Please select the location of $\{Q5/ChoiceTextEntryValue\}$:

▼ Alabama ... Wyoming

Please select the location of **#{Q5/ChoiceTextEntryValue}**:

▼ Afghanistan ... Zimbabwe

Please select the location of **#{Q5/ChoiceTextEntryValue}**:

▼ Alabama ... Wyoming

Reminder: You are now entering data for **#{Q5/ChoiceTextEntryValue}**

During the periods below, what percentage (%) of the full-time employees at [\\${Q5/ChoiceTextEntryValue}...](#)

Please enter a number in the cells. Do not enter a percentage symbol.

Note:

Enter a "0" if no employees meet the criteria for the time period.

Enter "999" if you do not have access to the information.

	January to June 2021	July to December 2021	January to July 2022
Voluntarily Quit			
Involuntary Termination			
Received a reduction in compensation			
Were new hires/rehires			

With regard to $\{Q5/ChoiceTextEntryValue\}$, how would you describe the current market for talent compared to before the pandemic?

- Much more competitive
 - Somewhat more competitive
 - As competitive
 - Somewhat less competitive
 - Much less competitive
-

Do you expect that the employee count at $\{Q5/ChoiceTextEntryValue\}$ will grow, remain the same, or reduce over the next 12 months?

- Grow
 - Remain the same
 - Reduce
 - Don't know
-

By how much do you expect the employee count at $\{Q5/ChoiceTextEntryValue\}$ to grow?

- Grow by 0 to under 5%
 - Grow by 5 to under 10%
 - Grow by 10 to under 20%
 - Grow by over 20%
-

By how much do you expect the employee count at $\{Q5/ChoiceTextEntryValue\}$ to reduce?

- Reduce by 0 to under 5%
 - Reduce by 5 to under 10%
 - Reduce by 10 to under 20%
 - Reduce by over 20%
-

Section 3

This section of the survey asks for data about employees in the following categories:

Director of Laboratory Research Operations

Core Administrator

Assistant Director

Staff/Senior Scientist

Core Facility Manager

Senior Core Facility Staff Professional (Research Technologist III, Core Facility BioMedTech III, Research Specialist III, Research Assistant III)

Intermediate Core Facility Staff Professional (Research Technologist II, Core Facility BioMedTech II, Research Specialist II, Research Assistant II)

Entry Level Core Facility Staff Professional (Research Technologist I, Core Facility BioMedTech I, Research Specialist I, Research Assistant I)

Bioinformatician

Please note the following before completing the employee data form:

All positions within your organization do not need to be reported. Positions that are not comparable to one of the positions below should be excluded from the survey.

The primary criteria for determining job comparability is the responsibility described per Job Title and if your employee performs a similar function for the majority of their day.

Respondents should be satisfied that the specific position he or she is reporting is comparable to this survey's descriptions. Please list individuals only once at their highest level of responsibility.

Follow the instructions to enter data for employees at [\\${Q5/ChoiceTextEntryValue}](#):

Click [here](#) to download the ABRF Personnel Compensation Form.

Please use Microsoft Excel to complete this section of the survey.

If you have any problems uploading your file, you can email it to ahollinger@vaultconsulting.com.

Please make sure to save your file before uploading it. Uploading a new file replaces all previously saved information.

When your spreadsheet is complete, upload the file using the functionality below and then click NEXT to submit your form.

Upload your Completed ABRF Personnel Compensation Form:

Section 4

This section of the survey covers benefits programs.

Please note the following before completing this section:

If the facility or facilities you entered are housed within a parent organization, please respond to the following questions based on the benefits program provided by the parent organization.

If you entered one facility that is not housed under a parent organization, please answer the following based on the benefits program provided by the facility.

Note: Please select "Not applicable" if the question does not apply to your benefit system.

Does the organization offer a flexible benefits plan, beyond premium conversion and reimbursement accounts? (e.g. where an employee is given X dollars a period and CHOOSES the benefits he/she wants from choices such as: medical insurance, life insurance, parking, health club membership, extra vacation, etc.)

Simply having a choice between different medical or dental options is not a flexible benefits plan.

- Yes
 - No
 - Don't know
 - Not applicable
-

Which of the following benefits does the organization offer to eligible employees? These can be paid by the employee or the employer.

Medical Coverage

- Health Maintenance Organization (HMO)
 - Preferred Provider Organization (PPO)
 - Exclusive Provider Organization (EPO)
 - Point-of-Service Plan (POS)
 - High Deductible Health Plan (HDHP)
 - None of the above
 - Not applicable
-

Coverage (either as separate coverage or as a rider)

- Dental
- Vision
- Short Term Disability
- Long Term Disability
- Long Term Care
- Life Insurance
- Other Insurance
- None of the above
- Not applicable

Please report the percent of the total 2022 medical insurance premium costs that are paid by the organization. Include only medical insurance premiums. Exclude dental, vision, etc.

Please enter a number. Do not enter a percentage symbol.

Enter a "0" if the organization does not pay for any percentage of medical insurance premiums.

Enter "999" if you do not have access to this information or if the statement is not applicable to the organization.

What type of flexible spending accounts does the organization offer to eligible employees?

- Pre-tax medical premiums
 - Health Care Reimbursement Account (other than medical premiums)
 - Dependent Care Reimbursement Account
 - Health Savings Account (HSA)
 - Health Reimbursement Arrangements (HRA)
 - None of the above
 - Not applicable
-

What retirement, stock ownership, and profit sharing options does the organization offer to eligible employees?

- 401 (k) Plan
 - Other Retirement Plan (non-401(k))
 - Stock Options
 - Employee Stock Ownership Plan (ESOP)
 - None of the above
 - Not applicable
-

You indicated that the organization offers a 401 (k) Plan.

For % of employee salary matched by the organization, please submit the percentage of entire employee salary. (e.g. if the parent organization matches 100% on the first 3%, please respond with 3%).

For maximum dollar amount the organization will contribute to an individual employee's 401 (k), please submit an actual dollar amount (\$).

Please enter a number. Do not enter a percentage symbol.

Enter "999" if you do not have access to the information.

Percentage of eligible employees that participate in 401 (k) plan.

Percentage of employee salary matched by the organization.

Maximum dollar amount the organization will contribute to an individual employee's 401 (k). _____

Does the organization offer tuition reimbursement for degree programs?

Yes

No

Don't know

Not applicable

Please use this space to list any other positions (not included in the list below) that you would like to see added to this survey next year:

Director of Laboratory Research Operations
Core Administrator
Assistant Director
Staff/Senior Scientist

Core Facility Manager

Senior Core Facility Staff Professional (Research Technologist III, Core Facility BioMedTech III, Research Specialist III, Research Assistant III)

Intermediate Core Facility Staff Professional (Research Technologist II, Core Facility BioMedTech II, Research Specialist II, Research Assistant II)

Entry Level Core Facility Staff Professional (Research Technologist I, Core Facility BioMedTech I, Research Specialist I, Research Assistant I)

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If you have any other comments or suggestions for this survey, please enter them here:

Please click on SUBMIT to record your survey response.

ABRF Job Descriptions

Director of Laboratory Research Operations

- Leads and guides the core in all relevant areas to ensure high quality service for the research community. Creates formal networks with key decision makers.
- Has a strong background in relevant sciences applicable to core technologies and applications.
- Uses advanced knowledge of applications, principles, theories, and concepts to design and troubleshoot projects for the research community.
- Instructs others on new techniques and relevant data analysis.
- Acts independently to determine methods and procedures on new assignments and oversees the activities of other lower-level personnel.
- Frequently works on new methods for expanding or improving core services.
- Represents the core in all aspects of the research community including internal and external events/meetings. Serves as external spokesperson for the department.
- Represents the institution and contributes at a national level.

Years of Experience: At least 5 years' laboratory experience required.

Education: M.S or Ph.D.

Core Administrator

- Provides project management for one of more Core facilities, through proposing project budget for Core investigators, coordinating project progression with the rest of the Core, and providing financial support for billing and supplies ordering.
- Builds relationships with Core-supported project groups to ensure their needs are met, and vendors to maintain cost effectiveness.
- Advises and trains core facility staff on Core facility software, integration, and best practices. Collaborates to organize, create content, and update core facilities website. Coordinates core facility related communications and marketing.
- Coordinates and oversees the daily operational activities of a laboratory.
- Oversees procurement of laboratory equipment and supplies, chemical storage, safety labeling and inventory control.
- Trains and supervises laboratory users in the handling and preparation of laboratory materials.

Years of Experience: 5-7 years

Education: B.S., M.S., or Ph.D.

Assistant Director

- Responsible for the day to day operational, administrative, financial, and human resources functions of the center.
- Closely collaborates with the Director on strategic planning.
- Serves as a facilitator and a creative individual who can rapidly find solutions to challenges of a new center as they arise.

Years of Experience: 2-5 years laboratory experience required.

Education: B.S. (with multiple years of experience) or M.S.

Staff/Senior Scientist

- Supports ongoing human studies by investigators from own institution and other nearby institutions.
- The Staff/Senior Scientist carries out study coordination, research design, data collection and archiving, analysis and interpretation, and publication and grant writing.
- Duties include managing projects, including study design, training users, developing, and implementing software applications for research and clinical studies, and system administration of imaging databases. The Staff/Senior Scientist also serves as key personnel on grant applications.

Years of Experience: At least 5 years' laboratory experience required.

Education: M.S or Ph.D.

Core Facility Manager

- The Core Facility Manager works closely with center imaging scientists and collaborators to design and carry out research studies, publish results, and prepare grant applications.
- Responsibilities include developing data acquisition and analysis protocols, maintaining hardware, quality assurance and troubleshooting and training users.
- Provide scientific, technical, and administrative leadership and expertise in the operations of a core research facility.

Years of Experience: At least 3 years' experience in laboratory setting.

Education: Bachelor's degree in scientific field with relevant education in financial or operations management.

Senior Core Facility Staff Professional (Research Technologist III, Core Facility BioMedTech III, Research Specialist III, Research Assistant III)

- Responsible for the strategic direction of the Core, including the design, implementation, and completion of research projects.
- Provides services and consultation to researchers and investigators to facilitate highly technical and specialized scientific research.

- Leads the Core in all relevant areas to ensure consistent, high-quality service for the research community.
- Provides daily work oversight and executes research activities.
- Oversees service workflow in consultation and support of users and junior staff executing procedures.
- Assists in the development and implementation of new core services, and other core laboratory and research functions.
- Ensures overall quality of research functions and responsible for unit's compliance regarding university, sponsor and federal rules and regulations.

Years of Experience: 5-7 years

Education: M.S. or Ph.D.

Intermediate Core Facility Staff Professional (Research Technologist II, Core Facility BioMedTech II, Research Specialist II, Research Assistant II)

- Responsible for the completion of research projects within the Core Facility.
- Provides services and consultation researchers and investigators to facilitate highly technical and specialized scientific research.
- Guides the Core in all relevant areas to ensure high quality service for the research community.
- Performs the required standard operating procedures of the Core Research Facility. This includes the execution of research activities associated with established protocols and procedures; modifying them as needed.
- Operates or guides Core user in utilizing the facility's specialized equipment and services in support of user needs.
- Ensures the smooth flow and quality of daily work within the lab and ensures compliance regarding university, sponsor, and federal rules and regulations.
- Performs procedures, experiments, simulations, or investigations using the facility's specialized equipment or services consistent with the facility's protocols.
- Acquires data by operating the facility's instrumentation, equipment, or perform specialized service for researchers and perform complex procedures and techniques.
- Consults with investigators about experiment design and recommend improvements.
- Creates, updates, or makes improvements to current protocols.

Years of Experience: 3-5 years

Education: B.S. or M.S.

Entry Level Core Facility Staff Professional (Research Technologist I, Core Facility BioMedTech I, Research Specialist I, Research Assistant I)

- Works within a core laboratory that provides institute-wide research services.
- Performs daily activities to prepare for experimental protocols and facility operation.
- Applies basic technical knowledge of the principles, concepts, and methods of biomedical research to perform laboratory procedures and various analyses supporting the investigation of complex scientific problems.
- Assists in the updating, editing and development of research protocols and SOPs.
- Understand quality control measures, and responsibly apply them.
- Monitors time and expenditures used to perform experiments to provide efficient experimental design.
- Works with other core facility staff or facility director in using the core facility's specialized equipment or services.
- Operates facility instrumentation or equipment, evaluate data quality, interpret and document results. As individual skills develop, may propose modifications to protocols and/or assist in the design of experiment protocols based on specialized knowledge and expertise.
- Participates in developing and implementing software applications for the Core's interdisciplinary research and clinical studies.
- Contributes to Core's data management as well as data analysis on multidisciplinary collaborations with Core members and other investigators and contribute to the dissemination of study findings.
- Ensures the completion of research projects within the Core Facility.
- Guides the Core in relevant areas to ensure consistent, high-quality service for the research community.
- Performs the required standard operating procedures of the Core Research Facility. This includes the execution of research activities associated with established protocols.
- Works closely with researchers/investigators in conducting and/or developing highly technical and specialized scientific research procedures, experiments, simulations using the core facility's specialized equipment or services.
- Performs research tasks or data analysis consistent with, and ensures fidelity to, the facility's protocols.

Years of Experience: 1-3 years

Education: B.S or M.S.

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- Work with teams of Researchers and Scientists providing bioinformatics training, consulting, applications support and development.
- Provide training on bioinformatics-related concepts, applications and tools.
- Collaborate and consult with researchers to analyze problems, recommend technology based solutions, and design computational strategies for a wide range of biological research.
- Contribute to the design, development, implementation, and testing of biocomputing tools as part of the Center or department computational biology and genomics programs.
- Develop computational tools in biology that use genomic data to generate biological hypotheses.
- Initiate interdisciplinary collaborations with other centers or departments.
- Ensure completion of deliverables and adherence to timelines.
- Analyze and resolve issues that have the potential to jeopardize performance and/or ability to meet agreed upon deliverables.
- Recommend new business opportunities, new systems and processes, and improvements in operations. Implement operational improvements approved by senior management.

Years of Experience: 2-5 years

Education: M.S. or Ph.D.