

2016 ABMM Salary Survey

Methodology

- In October 2016, a survey was sent to 428 ABMM Diplomates who reside in the U.S. – 196 responded (46% response rate)
 - Number of respondents included in analysis: 145 (51 respondents not currently employed full time)
- An *ad hoc* committee was assembled to analyze and summarize the data
- Where applicable, the non-parametric *t* test was used to assess significance of results

Regions Used in Survey

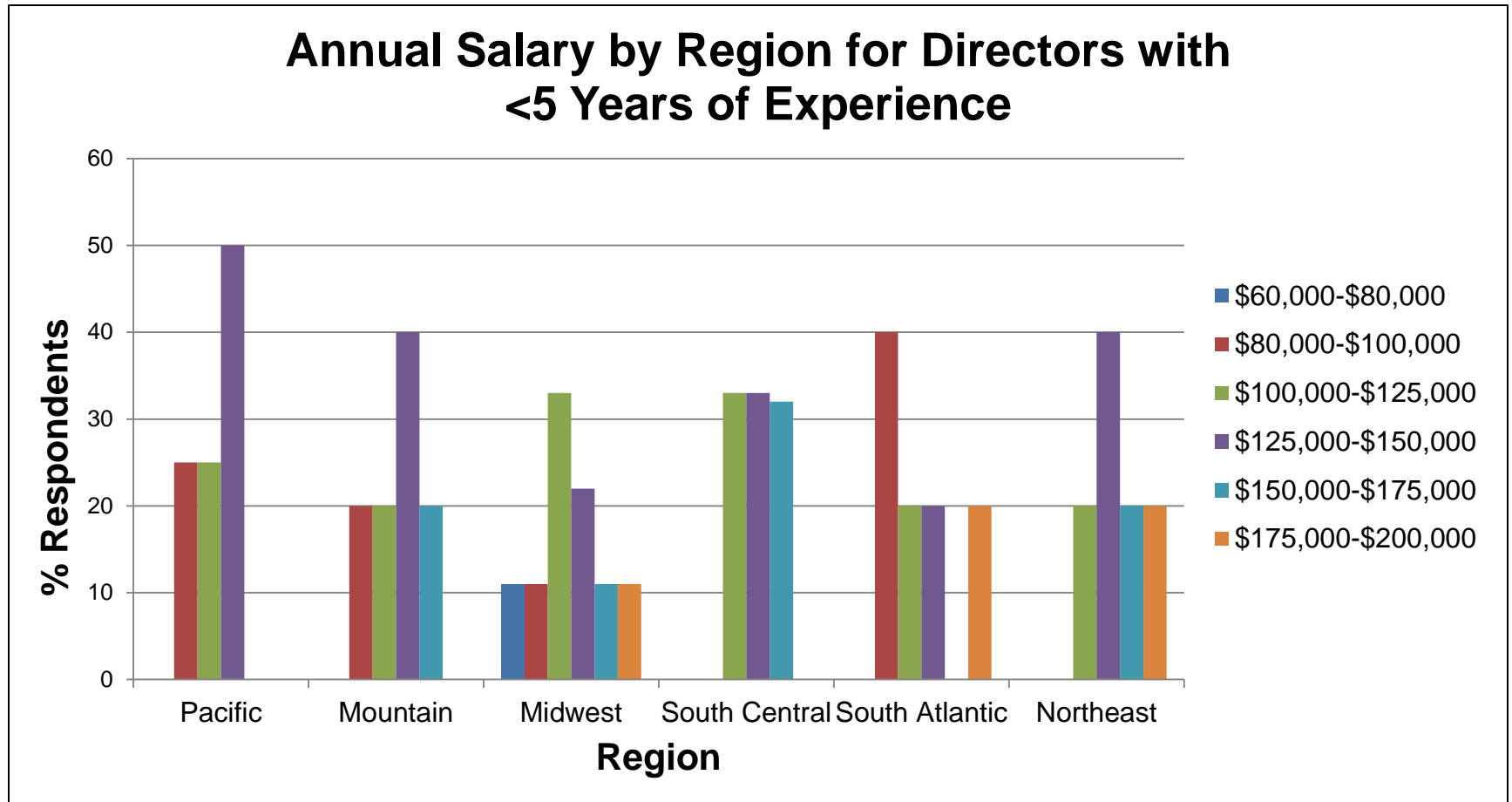
- Pacific
- Mountain
- Midwest
- South Central
- South Atlantic
- Northeast



Annual Salary by Region for Directors with <5 Years of Experience

		Annual Salary					
		\$60,000-\$80,000	\$80,000-\$100,000	\$100,000-\$125,000	\$125,000-\$150,000	\$150,000-\$175,000	\$175,000-\$200,000
Region	Pacific (n = 4)	0	1	1	2	0	0
	Mountain (n = 5)	0	1	1	2	1	0
	Midwest (n = 9)	1	1	3	2	1	1
	South Central (n = 3)	0	0	1	1	1	0
	South Atlantic (n = 5)	0	2	1	1	0	1
	Northeast (n = 10)	0	0	2	4	2	2

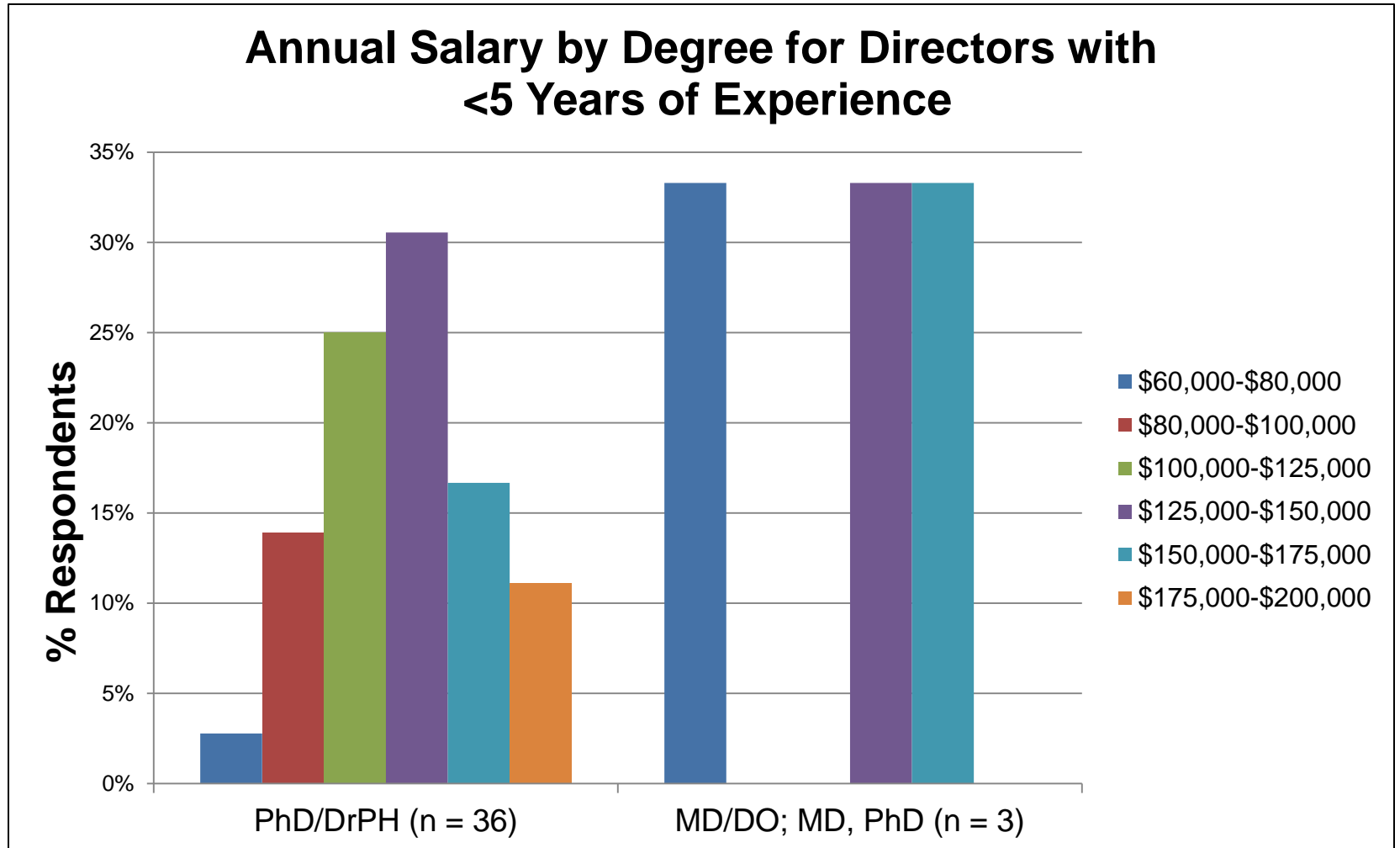
Annual Salary by Region for Directors with <5 Years of Experience



Annual Salary by Degree for Directors with <5 Years of Experience

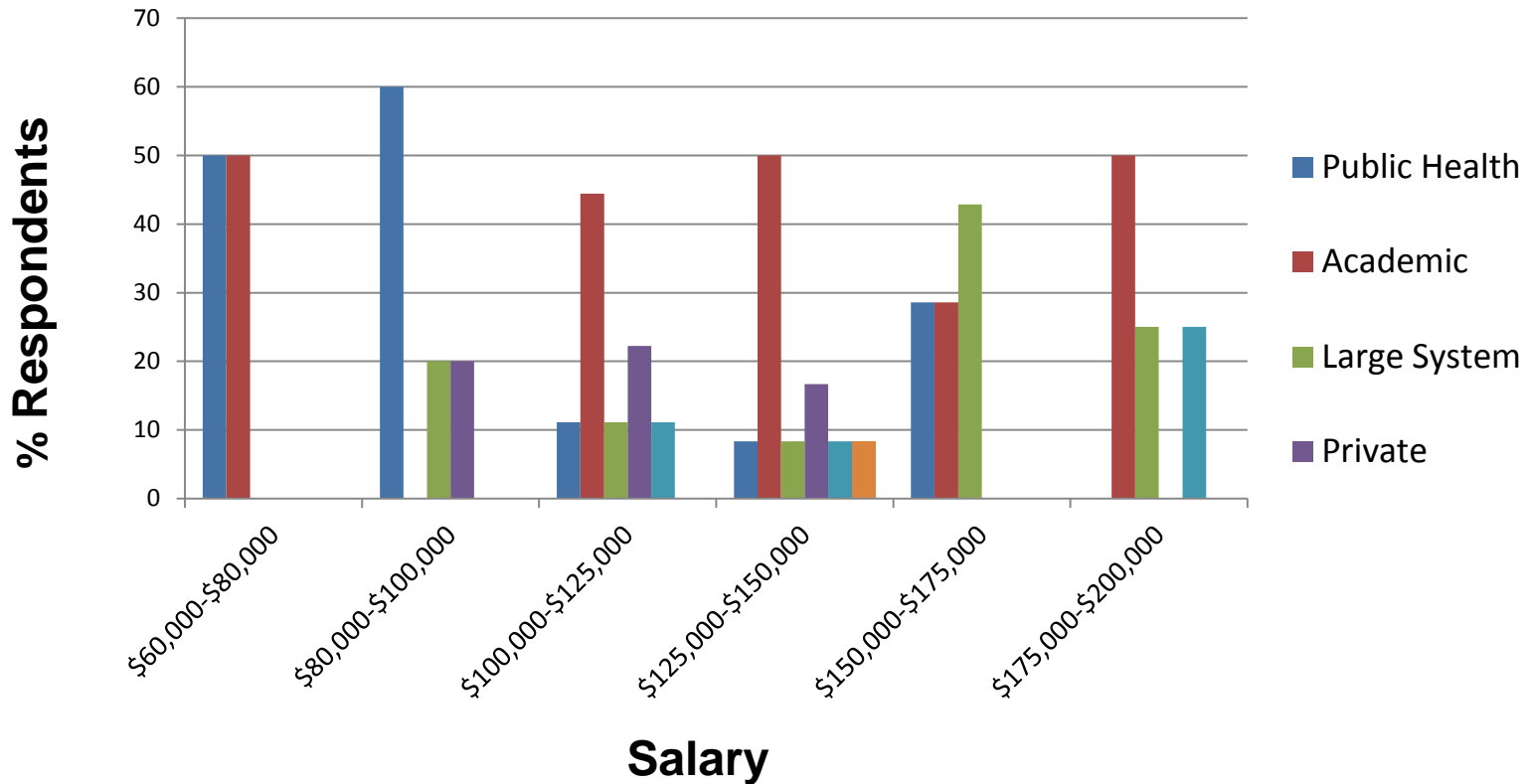
		Annual Salary					
		\$60,000-\$80,000	\$80,000-\$100,000	\$100,000-\$125,000	\$125,000-\$150,000	\$150,000-\$175,000	\$175,000-\$200,000
Degree	PhD/DrPH (n = 36)	1	5	9	11	6	4
	MD/DO, MD, PhD (n = 3)	1	0	0	1	1	0

Annual Salary by Degree for Directors with <5 Years of Experience



Comparison of Salary and Laboratory Setting for Those Less than 5 Years out of Fellowship. Data presented as N(%).							
Salary Range	Public Health	Academic	Large System	Private	Commercial	City/County/State Hosp	Total
\$60,000-\$80,000	1 (50)	1 (50)	0 (0)	0 (0)	0 (0)	0 (0)	2 (100)
\$80,000-\$100,000	3 (60)	0 (0)	1 (20)	1 (20)	0 (0)	0 (0)	5 (100)
\$100,000-\$125,000	1 (11)	4 (44)	1 (11)	2 (22)	1 (11)	0 (0)	9 (100)
\$125,000-\$150,000	1 (8)	6 (50)	1 (8)	2 (17)	1 (8)	1 (8)	12 (100)
\$150,000-\$175,000	2 (29)	2 (29)	3 (43)	0 (0)	0 (0)	0 (0)	7 (100)
\$175,000-\$200,000	0 (0)	2 (50)	1 (25)	0 (0)	1 (25)	0 (0)	4 (100)

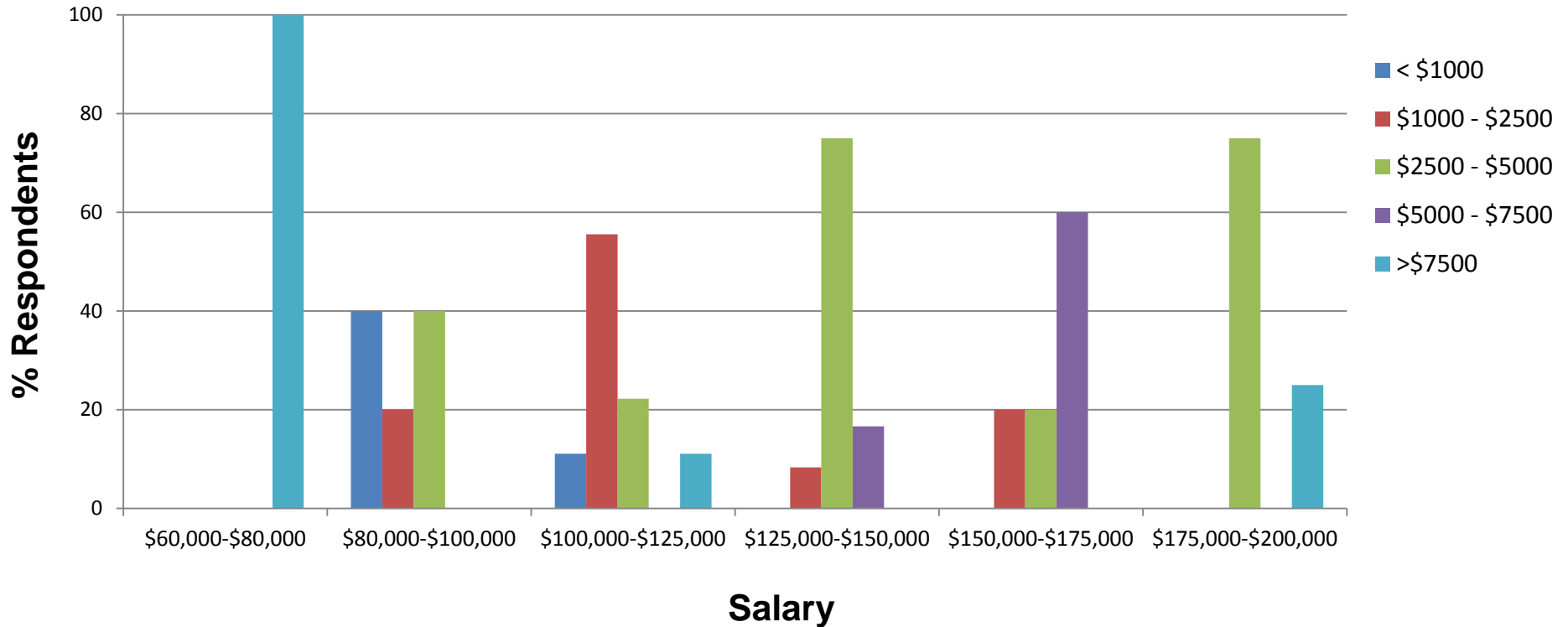
Annual Salary by Laboratory Setting for Directors with <5 Years of Experience



Comparison of Salary and Availability of Travel/Meeting Funds for Those Less than 5 Years out of Fellowship (n = 36, all respondents received travel/meeting funds). Data presented as N(%).

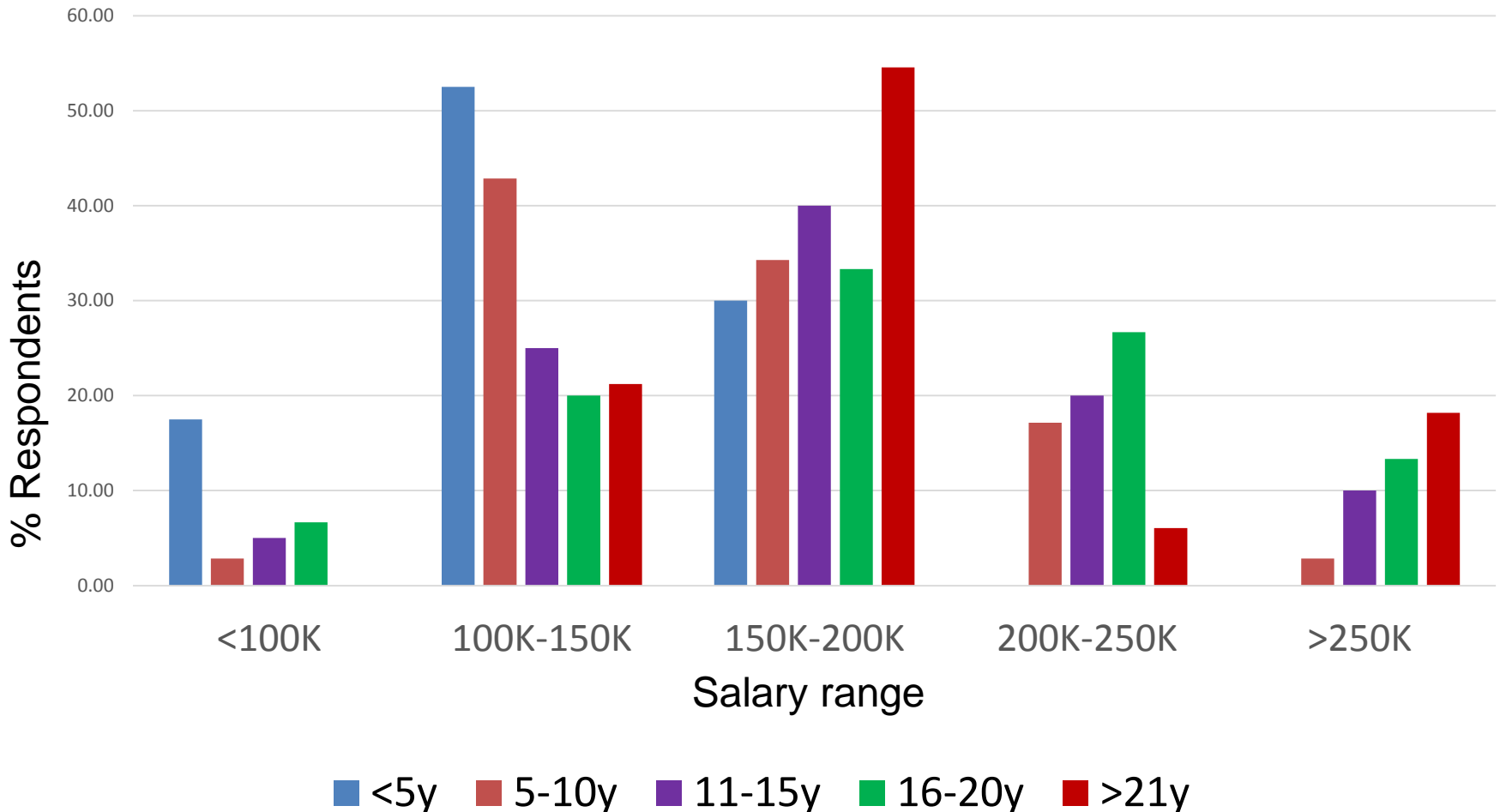
Salary Range	< \$1000	\$1000 - \$2500	\$2500 - \$5000	\$5000 - \$7500	>\$7500	Total
\$60,000-\$80,000	0 (0)	0 (0)	0 (0)	0 (0)	1 (100)	1 (100)
\$80,000-\$100,000	2 (40)	1 (20)	2 (40)	0 (0)	0 (0)	5 (100)
\$100,000-\$125,000	1 (11)	5 (56)	2 (22)	0 (0)	1 (11)	9 (100)
\$125,000-\$150,000	0 (0)	1 (8)	9 (75)	2 (17)	0 (0)	12 (100)
\$150,000-\$175,000	0 (0)	1 (20)	1 (20)	3 (60)	0 (0)	5 (100)
\$175,000-\$200,000	0 (0)	0 (0)	3 (75)	0 (0)	1 (25)	4 (100)

Amount of Available Travel/Meeting Funds by Annual Salary for Directors with <5 Years of Experience

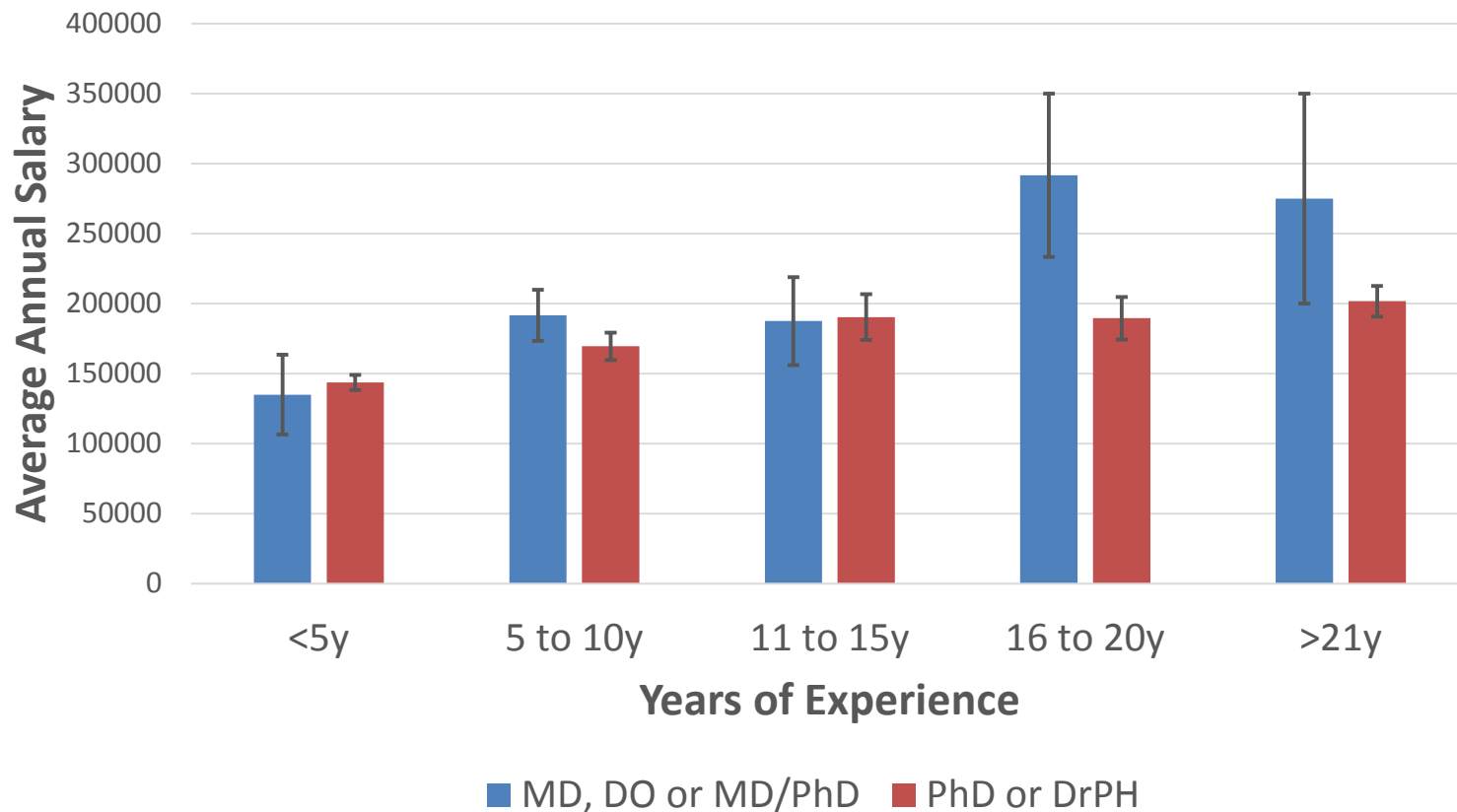


	<100K	100K-150K	150K-200K	200K-250K	>250K	Total responses
	Number (%) of Responses					
<5	7 (17.5)	21 (51.5)	12 (30)	0 (0)	0 (0)	40 (100)
5 to10	1 (2.86)	15 (42.86)	12 (34.29)	6 (17.14)	1 (2.86)	35 (100)
11 to 15	1 (5)	5 (25)	8 (40)	4 (20)	2 (10)	20 (100)
16 to 20	1 (6.67)	3 (20)	5 (33.3)	4 (26.67)	2 (13.33)	15 (100)
>21	0 (0)	7 (21.21)	18 (54.55)	2 (6.06)	6 (18.18)	33 (100)

Annual Salary Range by Years of Experience



Average Annual Salary by Degree and Years of Experience



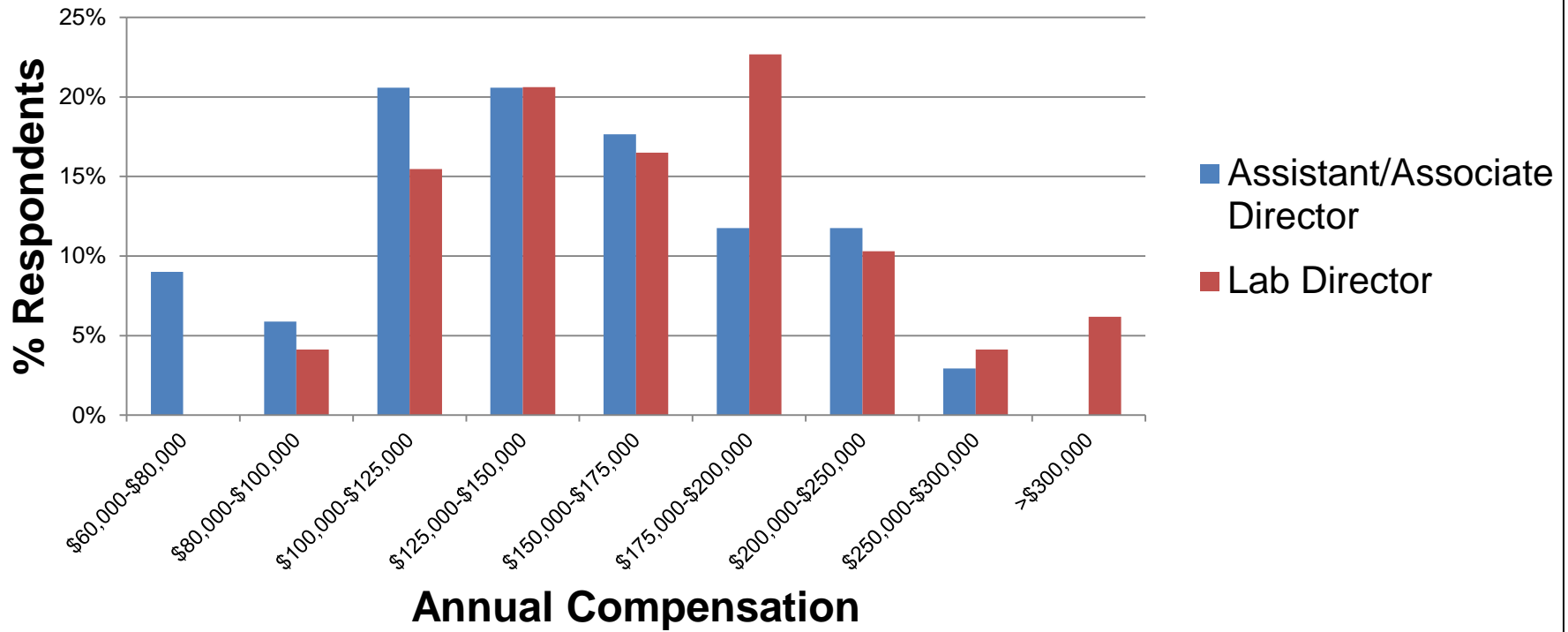
Bars represent standard error of the mean

p = Not Significant for all groups

Job Title vs. Annual Compensation

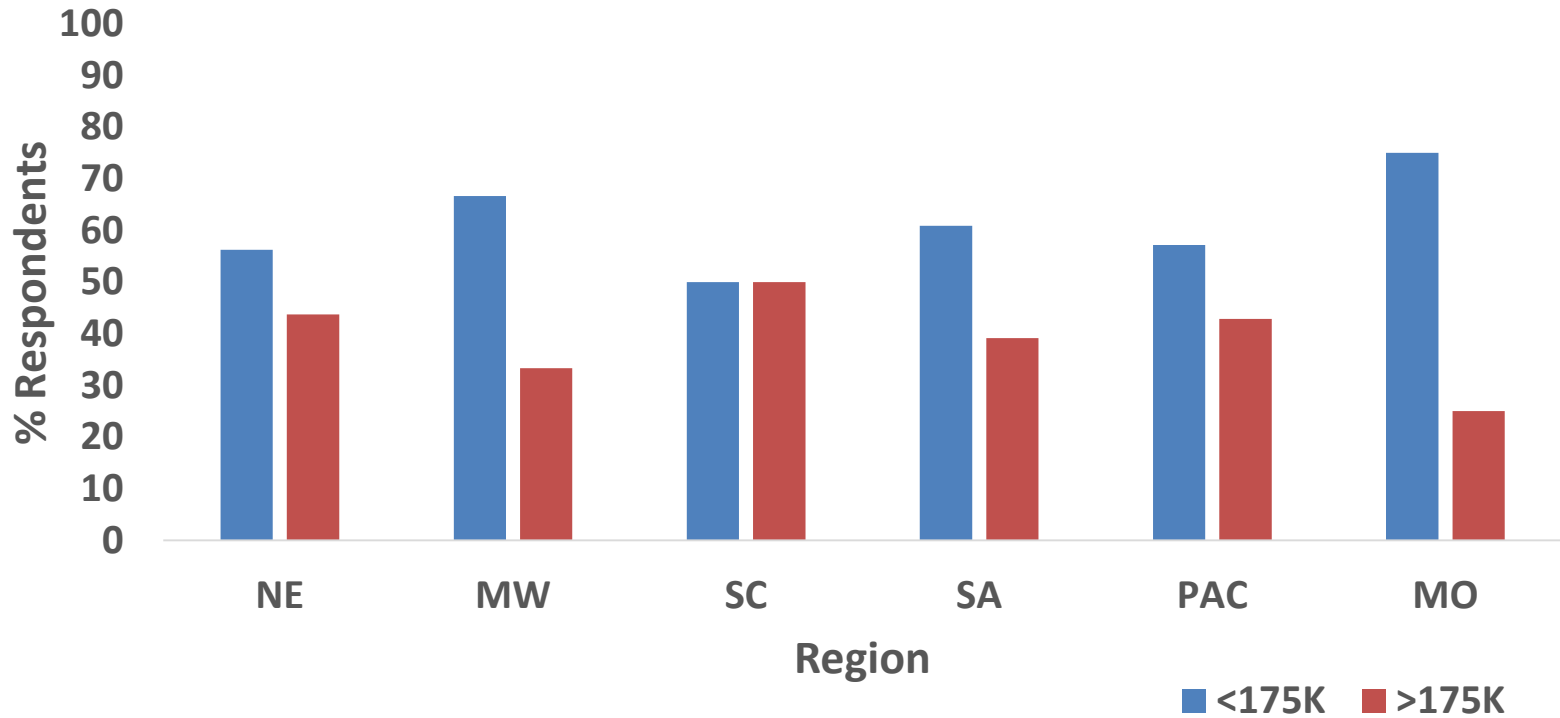
		Annual Salary								
		\$60,000-\$80,000	\$80,000-\$100,000	\$100,000-\$125,000	\$125,000-\$150,000	\$150,000-\$175,000	\$175,000-\$200,000	\$200,000-\$250,000	\$250,000-\$300,000	>\$300,000
Title	Assistant/Associate Director (n = 34)	3	2	7	7	6	4	4	1	0
	Lab Director (n = 97)	0	4	15	20	16	22	10	4	6

Annual Compensation by Job Title



	Salary	
	<175K (N)	>175K (N)
NE	18	14
MW	26	13
SC	6	6
SA	14	9
PAC	8	6
MO	6	2

Annual Salary by Region of the Country



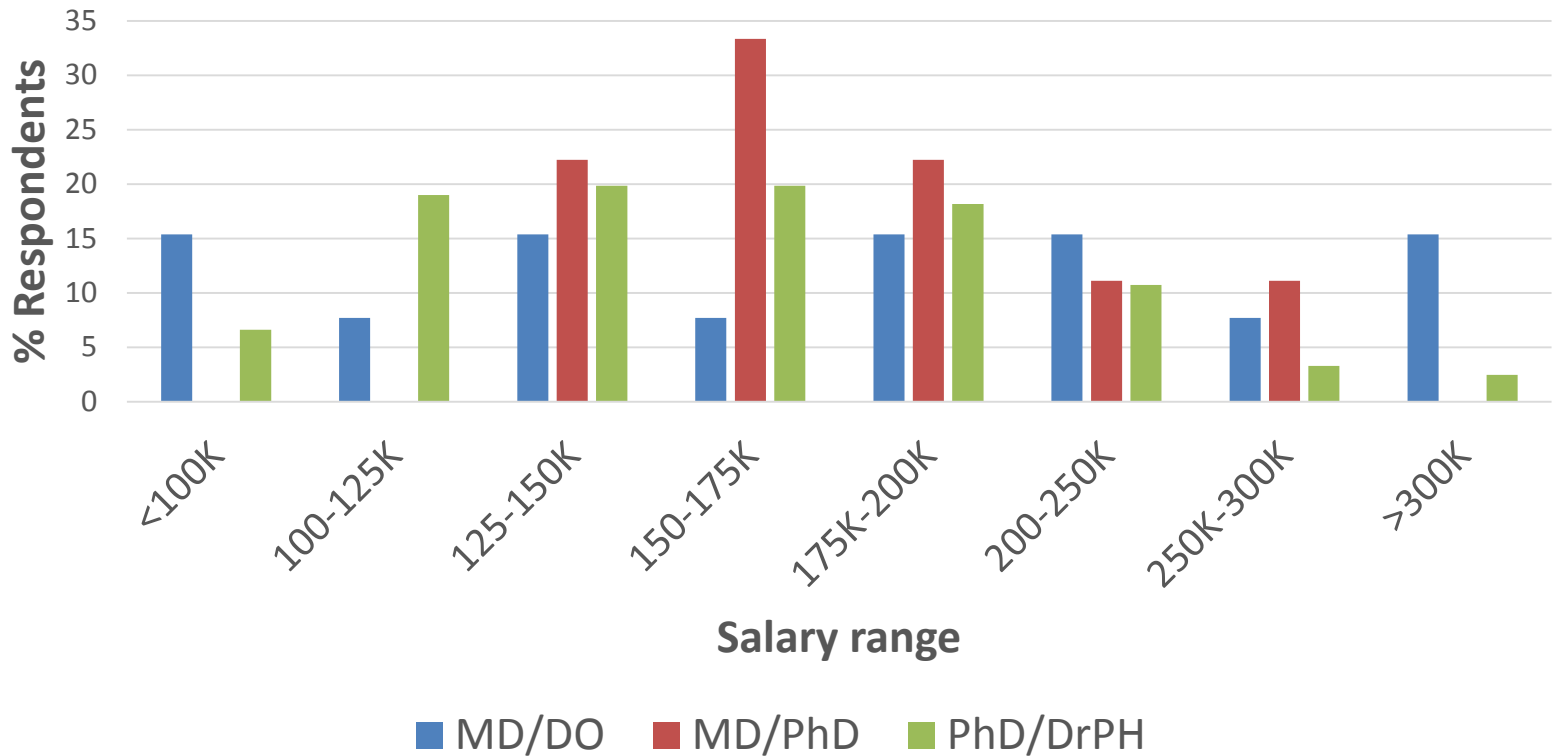
NE – Northeast
MW – Midwest

SC – South Central
SA – South Atlantic

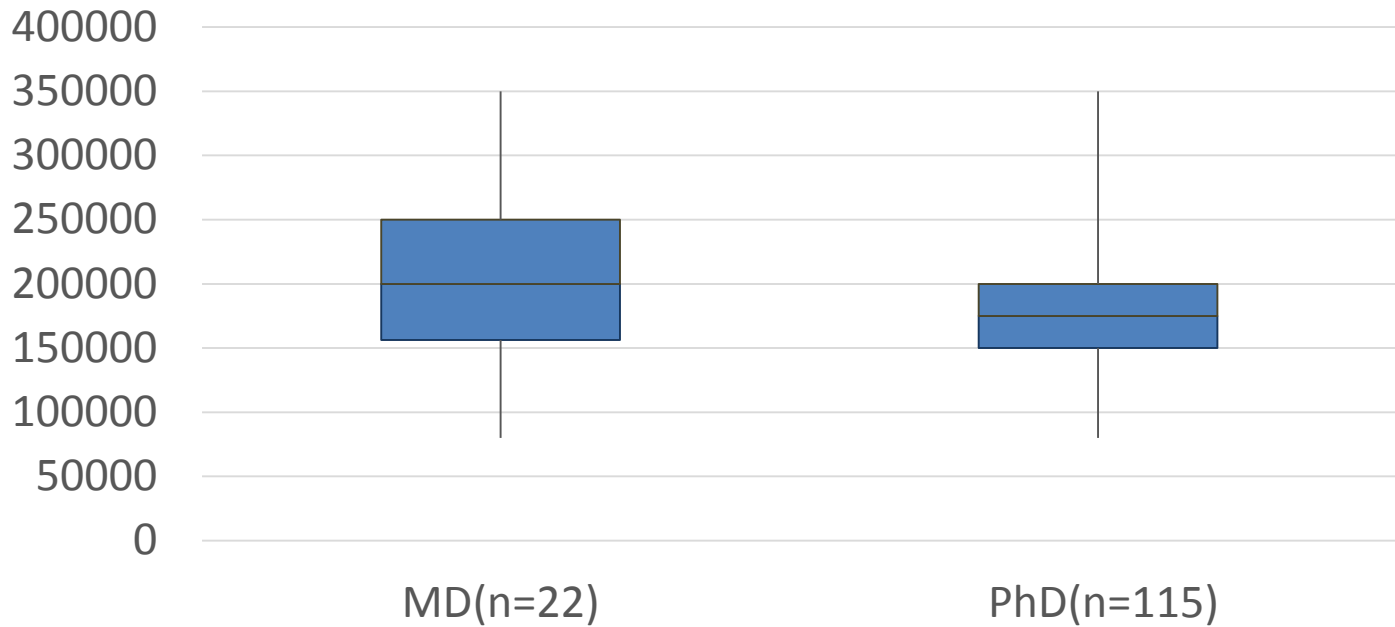
PAC – Pacific
MO - Mountain

Salary range	Degree		
	MD/DO (N)	MD/PhD (N)	PhD/DrPH (N)
<100K	2	0	8
100-125K	1	2	23
125-150K	2	3	24
150-175K	1	2	24
175K-200K	2	1	22
200-250K	2	1	13
250K-300K	1	0	4
>300K	2	0	3

Annual Salary by Degree



Annual Salary by Degree



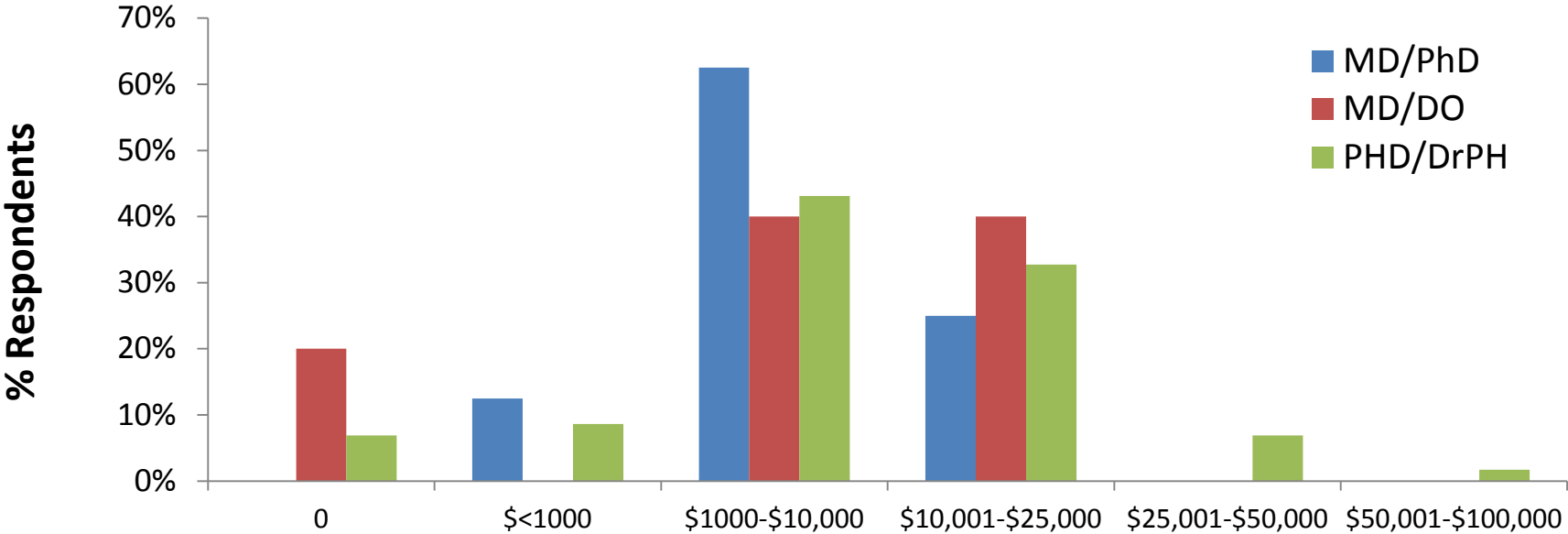
MD includes MD, DO and MD/PhD

PhD includes PhD and DrPH

$p =$ Not significant

	Degree Type		
Bonus Amount	MD/PhD	MD/DO	PHD/DrPH
\$0	0	1	4
\$<1000	1	0	5
\$1000-\$10,000	5	2	25
\$10,001-\$25,000	2	2	19
\$25,001-\$50,000	0	0	4
\$50,001-\$100,000	0	0	1
Total	8	5	57

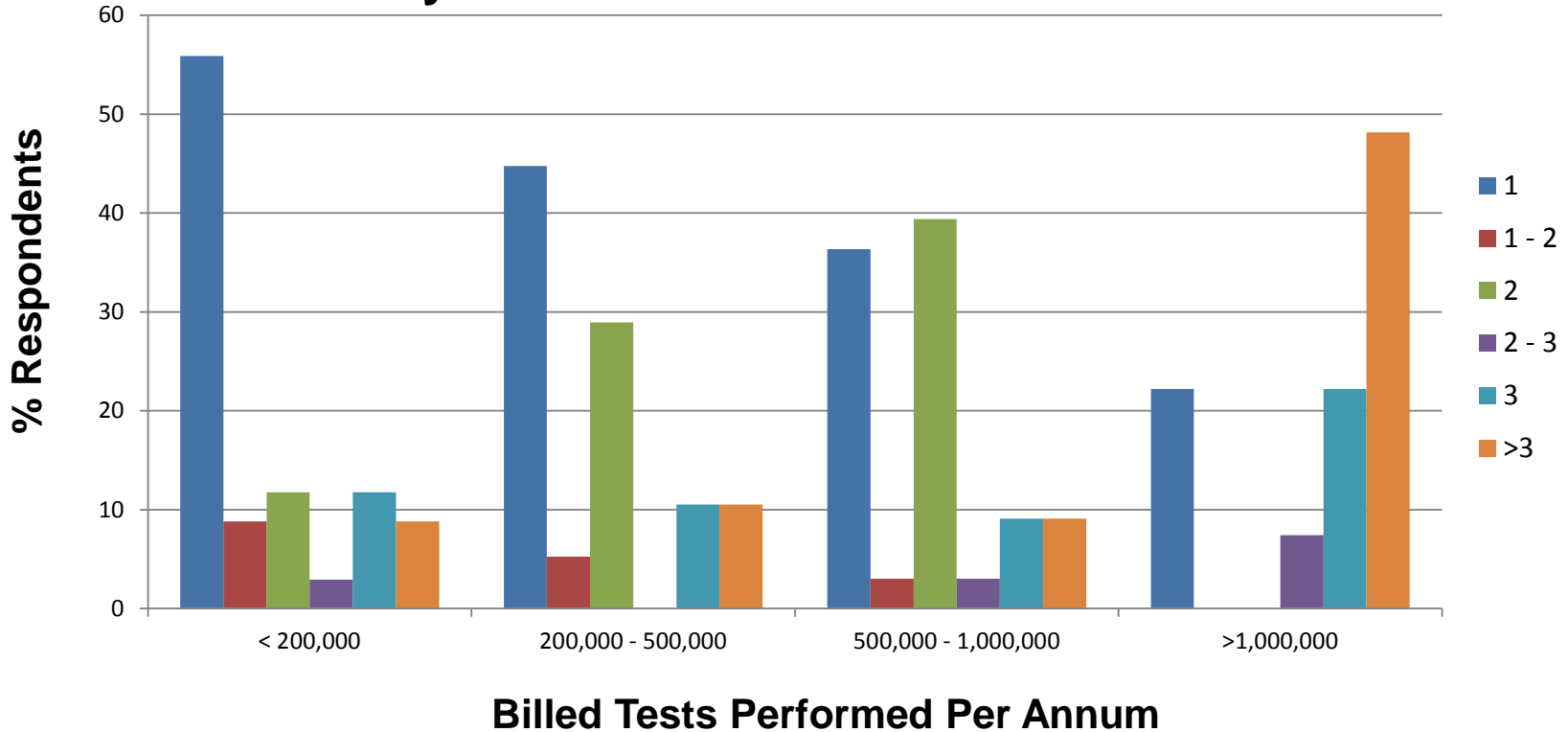
Average Bonus over a 5 Year Period by Degree



Average Bonus Amount Over 5 Years

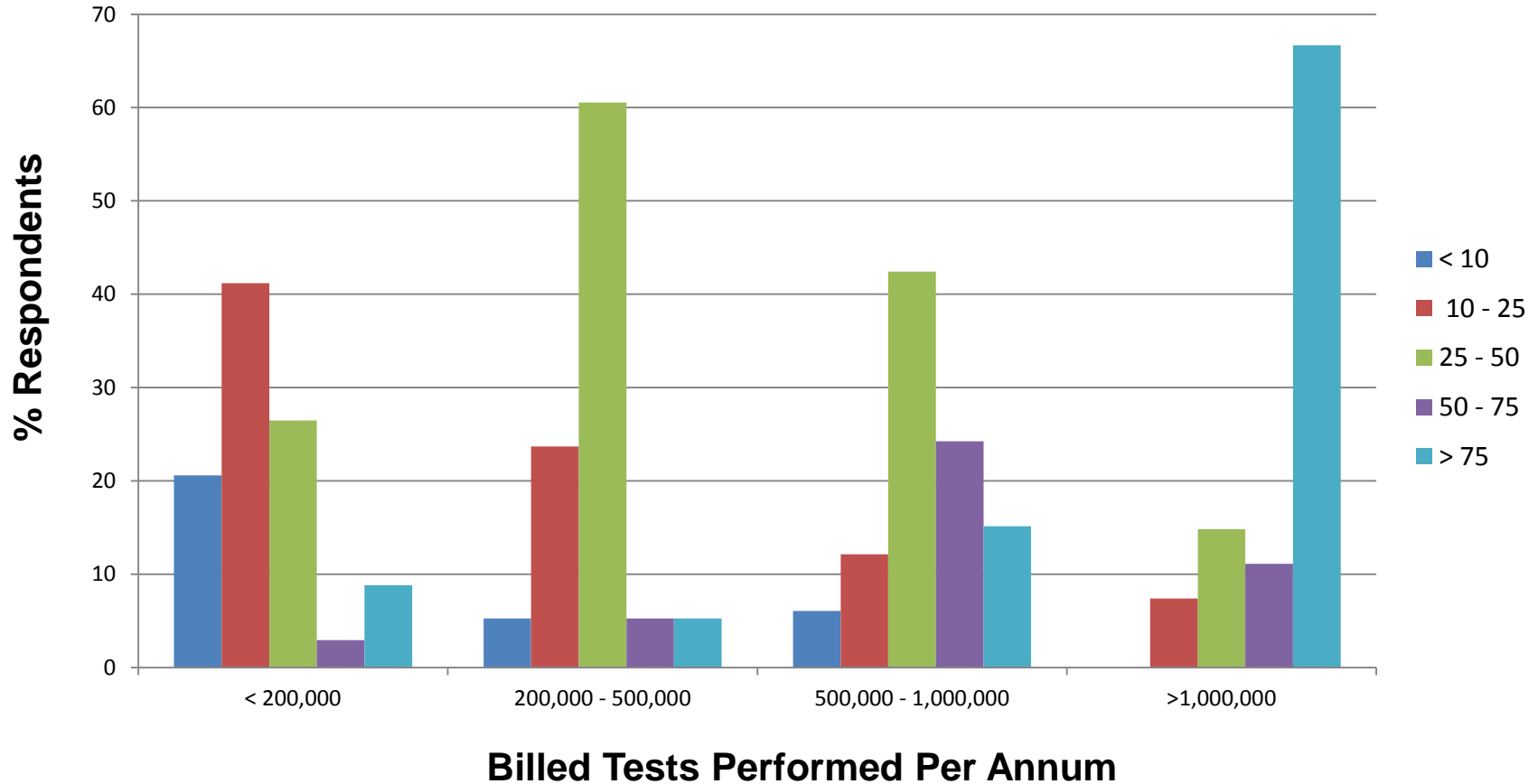
Comparison of Annual Number of Billed Tests Performed and Number of Microbiology Directors. Data presented as N(%).							
Billed Tests Performed Per Annum	1	1 - 2	2	2 - 3	3	>3	Total
< 200,000	19 (56)	3 (9)	4 (12)	1 (3)	4 (12)	3 (9)	34 (100)
200,000 - 500,000	17 (45)	2 (5)	11 (29)	0 (0)	4 (11)	4 (11)	38 (100)
500,000 - 1,000,000	12 (36)	1 (3)	13 (39)	1 (3)	3 (9)	3 (9)	33 (100)
>1,000,000	6 (22)	0 (0)	0 (0)	2 (7)	6 (22)	13 (48)	27 (100)

Number of Microbiology Directors by Annual Number of Billed Tests



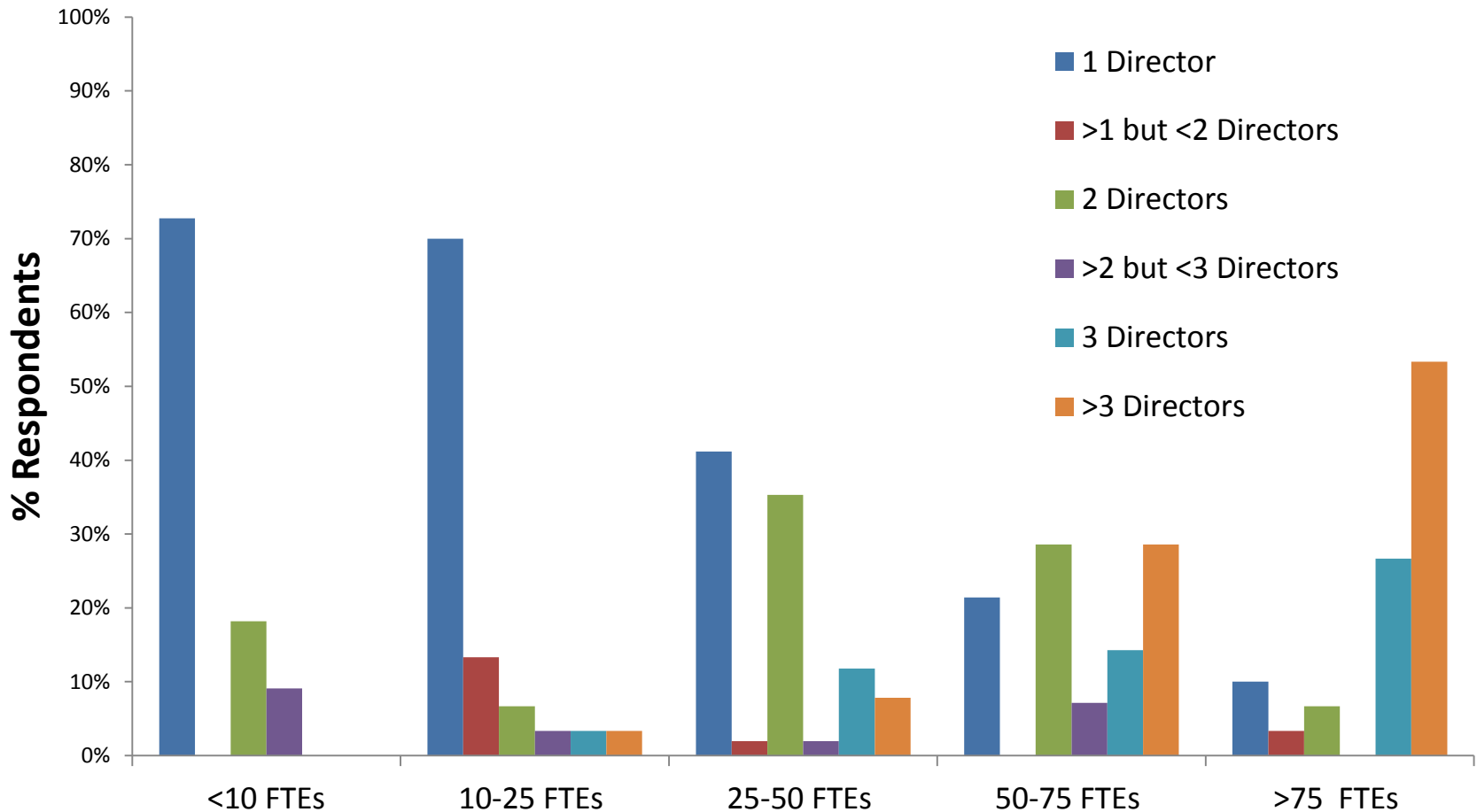
Comparison of Annual Number of Billed Tests Performed and FTE. Data presented as N(%).						
Billed Tests Performed Per Annum	< 10	10 - 25	25 - 50	50 - 75	> 75	Total
< 200,000	7 (21)	14 (41)	9 (26)	1 (3)	3 (9)	34 (100)
200,000 - 500,000	2 (5)	9 (24)	23 (61)	2 (5)	2 (5)	38 (100)
500,000 - 1,000,000	2 (6)	4 (12)	14 (42)	8 (24)	5 (15)	33 (100)
>1,000,000	0 (0)	2 (7)	4 (15)	3 (11)	18 (67)	27 (100)

Total Technical FTE by Annual Number of Billed Tests



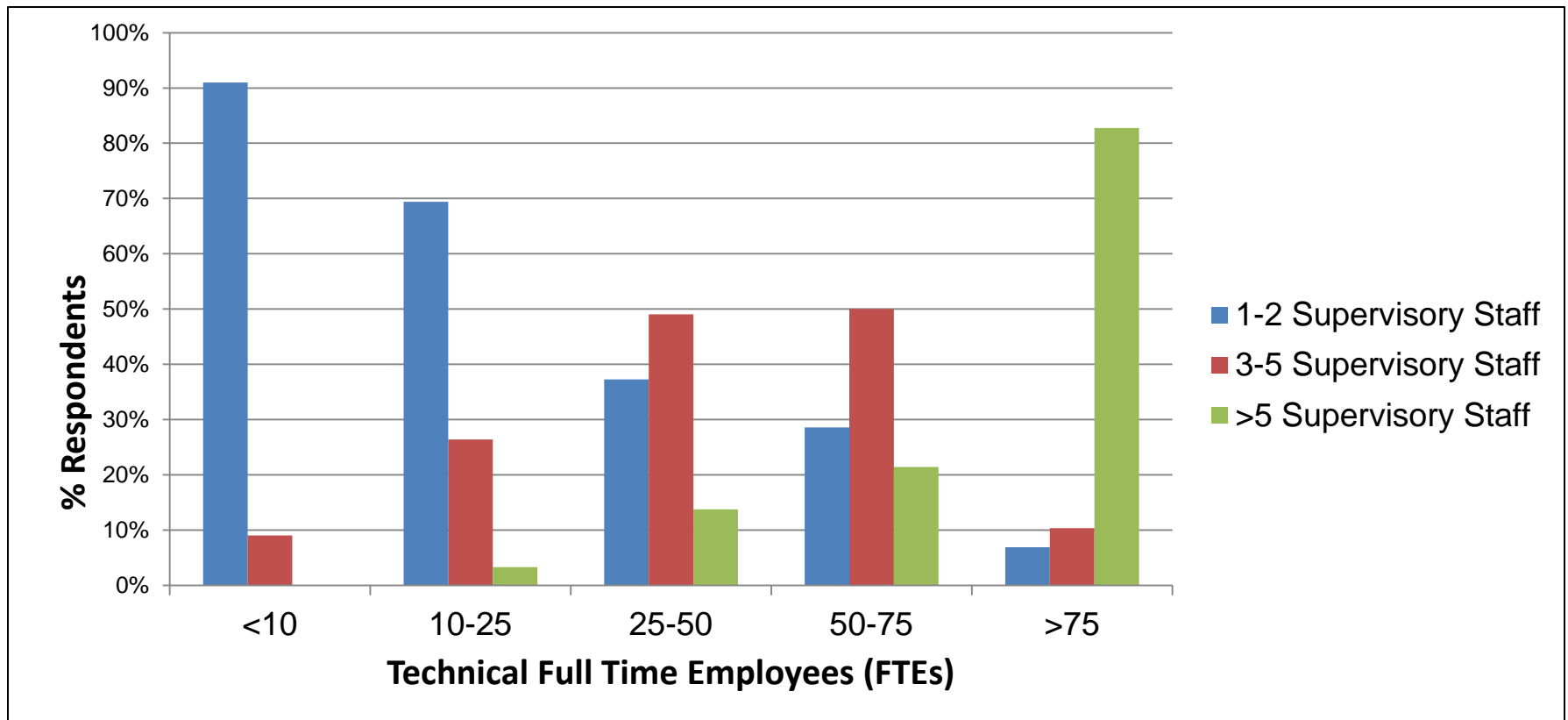
# of Directors	<10 FTEs	10-25 FTEs	25-50 FTEs	50-75 FTEs	>75 FTEs
1	8	21	21	3	3
>1 but <2	0	4	1	0	1
2	2	2	18	4	2
>2 but <3	1	1	1	1	0
3	0	1	6	2	8
>3	0	1	4	4	16
Total	11	30	51	14	30

Number of Microbiology Directors by Total Technical FTE



		# Supervisory Staff		
		1-2	3-5	>5
FTEs	<10 (n = 11)	10	1	0
	10-25 (n = 30)	21	8	1
	25-50 (n = 51)	19	25	7
	50-75 (n = 14)	4	7	3
	>75 (n = 29)	2	3	24

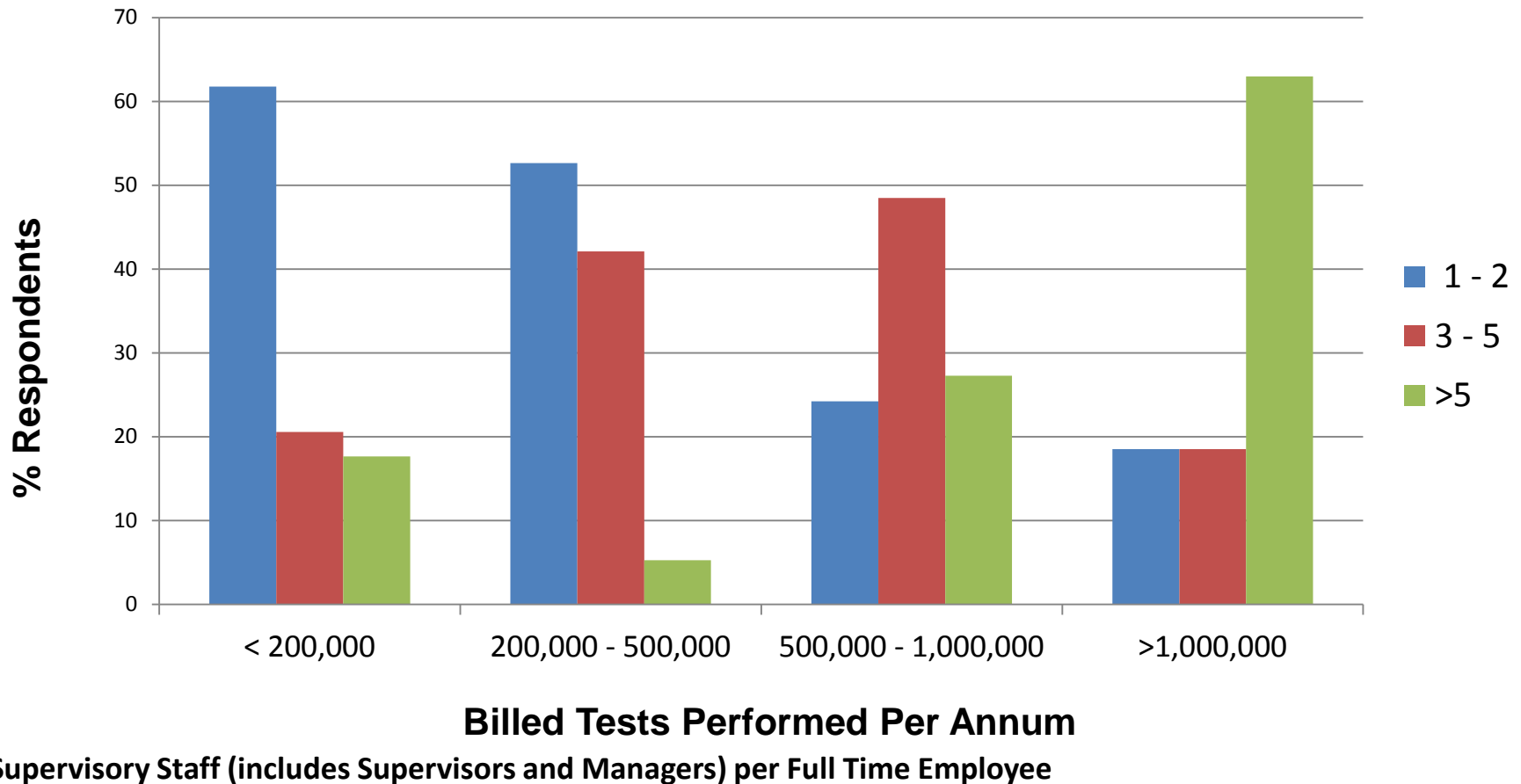
Supervisory Staff per Full Time Employee



Supervisory Staff (includes Supervisors and Managers) per Full Time Employee

Comparison of Annual Number of Billed Tests Performed and Supervisory FTE. Data presented as N(%).				
Billed Tests Performed Per Annum	1 - 2	3 - 5	>5	Total
< 200,000	21 (62)	7 (21)	6 (18)	34 (100)
200,000 - 500,000	20 (53)	16 (42)	2 (5)	38 (100)
500,000 - 1,000,000	8 (24)	16 (48)	9 (27)	33 (100)
>1,000,000	5 (19)	5 (19)	17 (63)	27 (100)

Supervisory Staff by Annual Number of Billed Tests



Many thanks to...

- The ABMM diplomates who took the time to complete the survey
- The ad hoc committee who analyzed the results
 - Gerald Capraro, PhD, D(ABMM)
 - Sanchita Das, MD, D(ABMM)
 - Mark Gonzalez, PhD, D(ABMM)
 - Yvette McCarter, PhD, D(ABMM)
 - Morgan Pence, PhD, D(ABMM)