



# MSL Salary & Compensation

USA Results

# 2021

# About this Report



The 2021 survey is our 8th annual global survey on MSL Salary and Compensation levels. Like previous years, the primary purpose of the survey was to gain insights into current global MSL salary and compensation levels across pharmaceutical, biotechnology, medical devices, and other healthcare companies that employ MSLs.

Salary and compensation is clearly one of the most important factors in successfully recruiting and retaining the best MSL talent. It's crucial for companies to ensure the compensation they offer is competitive by benchmarking against others in their industry and region.

The MSL Society conducted the first-ever MSL salary survey in 2014. Our 2021 survey includes **2,149 MSL professionals** from **69 countries** making it the largest database of MSL salaries, and as a result, it is the most comprehensive and authoritative resource on global MSL salary and compensation levels.

Individual country reports were created for all countries that received a sizeable number of responses. As a result, the full results of the 2021 Salary & Compensation Survey includes a total of **1,516 slides** and are available in **17 versions** including the global results and 16 individual countries reports: **Australia, Brazil, Canada, Chile, Colombia, France, Germany, India, Italy, Mexico, Portugal, Russia, Spain, Turkey, U.K., and USA**. All Salary data throughout all versions are reported in the local currency for each role (MSL, Manager/Director of MSLs, Executive Management, and MSL Excellence/Operations).

On behalf of the Medical Science Liaison Society, we thank all those who participated and we hope that you find the information valuable.

Dr. Samuel Dyer  
CEO/Chairman of the Board  
Medical Science Liaison Society

# About the MSL Society



The Medical Science Liaison Society is the ONLY 501c3 Nonprofit Organization dedicated to the global MSL profession and has members in over 90 countries around the world. The MSL Society is managed by a team of highly experienced global MSL leaders and an advisory committee that consists of a number of VPs, executive directors of Medical Affairs, and MSLs representing numerous companies from various regions around the world.

## Our Mission

The Medical Science Liaison Society is exclusively dedicated to advancing the global MSL profession and helping MSLs and MSL leaders become more effective in their careers.

We provide resources for those interested in the MSL role, as well as, professional growth and development opportunities for current MSL Managers and individual MSLs.

We are the credible source for the MSL profession.

## Our Vision

The Medical Science Liaison Society is the primary global professional resource for MSL professionals in the Pharmaceutical, Biotechnology, Medical Device, CRO, and other healthcare industries.

Not a member?  
Join Today!

# MSL Society Resources by the Numbers



1<sup>st</sup>



Certification for  
Medical Science  
Liaisons -MSL-BC®



123

New MSLs and MSL  
Managers mentored in  
free Mentor Program



210

Original MSL  
Focused Research  
Reports since 2014

1<sup>st</sup>



Publication  
focused  
exclusively on  
the global MSL  
profession



200+

MSL careers launched as a  
result of our training programs



1<sup>st</sup>

Guidelines written  
for MSL activities



40+  
Hours

Webinar Recordings



170

Presentations by  
MSL Leaders



1<sup>st</sup>

Online social community  
built and dedicated to  
global MSL community



20

Original MSL Focused  
Research Posters



1<sup>st</sup>

Only job board  
dedicated  
exclusively to  
MSLs and MSL  
managers

1<sup>st</sup>



Global directory  
specifically for MSL  
community

2021

| MSL Salary & Compensation Survey – USA Results

[www.themsls.org](http://www.themsls.org)

A blue banner with white text, held by four silver grommets. The banner is part of a larger graphic that includes a globe of flags on the left, a blue ribbon and confetti in the top left, and a blue ribbon and confetti in the bottom right. The background is white with faint silhouettes of people's hands raised.

**3RD ANNUAL**

**INTERNATIONAL  
MSL DAY**

**March 27th, 2022**



# MSL-BC<sup>®</sup>

## The first-ever Medical Science Liaison Board Certification for MSLs and MSL Leaders!

Through examination, the certification allows MSLs and MSL Managers to validate and demonstrate their knowledge and skills related to the MSL profession based on specific criteria determined by a large number of independent MSL and Medical Affairs leaders from some of the top global pharmaceutical companies.

[www.themsls.org/msl-board-certification](http://www.themsls.org/msl-board-certification)

## Benefits of the MSL-BC

- ✓ Recognition to KOLs and healthcare professionals
- ✓ Demonstrates commitment to the profession
- ✓ Validation of knowledge-base and visible credential
- ✓ A way to demonstrate knowledge
- ✓ Personal and professional accomplishment
- ✓ Recognition amongst fellow MSLs or managers

# THE MSL JOURNAL



## THE MSL Features Original Content from MSLs and MSL Leaders

- ✓ Multiple Issues Per Year
- ✓ ONLINE and **FREE** for the global community
- ✓ Professional Development
- ✓ Insights from global MSL community
- ✓ New Research
- ✓ Share knowledge...October 2021 Issue = 12,000 page views and 4,000 unique users

[WWW.THEMSLJOURNAL.COM](http://WWW.THEMSLJOURNAL.COM)

# Customized training for Medical Science Liaison teams!

We offer MSL training programs in virtual, in-person, and eLearning formats

Some of the  
most requested  
topics include:

- ✓ MSL Onboarding
- ✓ Effectively Identifying, Gathering, Communicating Actionable Insights
- ✓ KOL Relationship Development, Communication, & Maximizing Performance
- ✓ Effective Virtual KOL Engagement
- ✓ How to Critically Evaluate a Research Paper
- ✓ MSL Presentation and Communication Skills



## INTERESTED?

Read testimonials from numerous MSL leaders / MSLs AND request a proposal for your team:

[www.themsls.org/customized-medical-science-liaison-training](http://www.themsls.org/customized-medical-science-liaison-training)



The MSL Society is the ONLY organization in the world that offers MSL and Medical Affairs training programs that has achieved both 501c3 Nonprofit status and is fully accredited by IACET!

SOME OF THE  
MSL TEAMS  
THAT WE HAVE  
TRAINED



The 2021 MSL Salary & Compensation survey included 2,149 MSL professionals from 69 countries.

The online survey was open from August 24<sup>th</sup> to November 26<sup>th</sup>. The survey was only open to current MSLS (or equivalent title), MSL management, MSL operations, and executive management. Respondents were only allowed to participate one time and duplicate surveys from a single email address were not accepted. The survey results were not weighted. Partial responses that included salary data were included in this report, meaning that the N value in some tables will not add up to the total report N.

Respondents were invited to participate in the survey through a range of sources including:

- Announcements in our LinkedIn group “Medical Science Liaison & Medical Affairs Networkers” as well as other LinkedIn groups
- The MSL Society newsletter
- Personal direct LinkedIn contacts

Throughout the research process, The MSL Society followed a Total Survey Quality approach designed to minimize error at each stage. The MSL Society is confident that the information gathered from this survey can be used to make important business decisions related to this topic.

# Report Structure

## Data is segmented by role:

- MSL/Senior MSL
- New MSL
- Manager/Director of MSLs
- Executive Management/VP of Medical Affairs
- MSL Excellence / Operations

## For each role, salary data sub-segmented by:

- Gender
- Ethnicity
- Academic Background
- Years of Experience
- Company Type
- Therapeutic Area
- U.S. State Lived In
- # of U.S. States in territory

## For each role, data includes:

- Salary
- Salary Negotiation
- Sign-on Bonus
- Salary Increase
- Bonus Received
- Bonus Eligibility
- Company Stock
- Paid Days Off
- Benefits Received
- Benefits Desired
- Salary Satisfaction
- Age Range
- Reasons for leaving
- Multiple role-specific questions

## Salary data is reported by quartile for each role

### “75th Percentile and above” - Market maximum range

(Indicates the value that separates the sample in such a way that 25% of the reported salaries are greater and 75% are lesser.)



### “50th percentile” – Market midpoint range

(The value that separates the sample in such a way that 50% of the reported salaries are greater and 50% are lesser.)



### “25th Percentile and below “ – Market minimum range

(The value that separates the sample in such a way that 75% of the reported salaries are greater and 25% are lesser.)



Maximum salary

100th percentile

4th Quartile

75th percentile

3rd Quartile

50th percentile/  
median

2nd Quartile

25th percentile

1st Quartile

0th percentile

Minimum salary

#### Mean (average)

(Indicates the average salary obtained when considering each response with a unitary weight.)

#### % relative to country mean

(Indicates the relative % of a specified salary in relation to a country or global mean/ average salary.)



# Participant Demographics

# Participant Demographics - Gender and Role



Gender	Number	% of Sample
Male	540	41%
Female	765	58%
Other	6	<1%

Role	Number	% of Sample
MSL/Sr. MSL	1066	79%
Manager / Director of MSLs	196	14%
Executive Management / Vice President of Medical Affairs	53	4%
MSL Excellence / Operations	16	1%
Other	24	2%

# Participant Demographics - Ethnicity



Ethnicity	Total	MSL/Sr. MSL	Manager / Director of MSLs	Executive Management / VP Medical Affairs	MSL Excellence / Operations	Other
Asian	16%	17%	14%	11%	6%	17%
Black or African American	6%	7%	3%	0%	13%	8%
Hispanic or Latino	6%	7%	5%	4%	0%	13%
Native American or American Indian	<1%	<1%	1%	0%	0%	0%
Native Hawaiian or Other Pacific Islander	<1%	<1%	1%	0%	0%	0%
Other / I choose not to disclose	6%	6%	7%	11%	6%	8%
White	66%	65%	69%	70%	75%	79%

Note: respondents were allowed to select 1+ answer choices.

# Participant Demographics – Age Range



Age Group	Total	MSL/Sr. MSL	Manager / Director of MSLS	Executive Management / VP Medical Affairs	MSL Excellence / Operations	Other
Under 25 years old	<1%	<1%	0%	0%	0%	0%
25-34 years old	26%	30%	5%	0%	0%	29%
35-44 years old	36%	35%	32%	38%	50%	38%
45-54 years old	23%	19%	39%	26%	31%	21%
55-64 years old	12%	9%	19%	25%	19%	13%
65-74 years old	2%	2%	1%	6%	0%	0%
Not Answered	-	3%	4%	6%	0%	0%

# Participant Demographics – Years of Experience



Experience	Number	% of Sample
Less than 1 year	238	18%
1-2 years	304	22%
3-4 years	260	19%
5-6 years	182	13%
7-8 years	83	6%
9-10 years	39	3%
11-15 years	97	7%
More than 15 Years	152	11%

# Participant Demographics – Company Type

Company Type	Number	% of Sample
Large Pharmaceutical / Biotechnology	490	36%
Medium Pharmaceutical / Biotechnology	307	23%
Small Pharmaceutical / Biotechnology	356	26%
Medical Devices	89	7%
Contract Research Organization (CRO)	16	1%
Diagnostic Company	65	5%
Contract MSL Organization	19	1%
Other	13	1%

Note:

**Large Pharmaceutical:**  
\$10+ Billion

**Medium Pharmaceutical:**  
\$1-10 Billion

**Small Pharmaceutical:**  
<\$1 Billion

# Participant Demographics – Education

Education	Number	% of Sample
PharmD	565	42%
PhD	452	33%
MD / MBBS (or equivalent)	77	6%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	59	4%
Master's Degree (i.e. MS, MSN, etc.)	149	11%
Bachelor's Degree (BSN, BS, etc.)	37	3%
Other Degree (please specify)	16	1%

# Participant Demographics – MSL levels (Sr. MSL, Level 1 etc.) at company



MSL levels (Sr. MSL, Level 1 etc.)	Number	% of Sample
1	209	15%
2	390	29%
3	488	36%
4+	268	20%

Note:

**Large Pharmaceutical:**

\$10+ Billion

**Medium Pharmaceutical:**

\$1-10 Billion

**Small Pharmaceutical:**

<\$1 Billion

Company Size	1	2	3	4+
Large Pharmaceutical	3%	7%	18%	8%
Medium Pharmaceutical	2%	6%	8%	6%
Small Pharmaceutical / Biotechnology	6%	10%	7%	3%
Medical Devices	2%	2%	1%	1%
CRO	<1%	<1%	<1%	<1%
Diagnostic Company	1%	2%	1%	1%
Contract MSL Organization	<1%	1%	<1%	<1%
Other	<1%	<1%	<1%	<1%

# Participant Demographics – Therapeutic Areas

Therapeutic Area	Number	% of Sample	Therapeutic Area	Number	% of Sample
Addiction	16	1%	Nephrology	81	6%
Allergy	31	2%	Neurology / CNS/ Neuroscience	237	17%
Autoimmune Diseases	46	3%	Nutrition	10	1%
Cardiovascular / Thrombosis	119	9%	Oncology	374	28%
Dentistry / Oral Medicine	2	<1%	Ophthalmology	54	4%
Dermatology	62	5%	Otolaryngology	0	0%
Diabetes / Metabolic Disorders / Endocrinology	75	6%	Pain	21	2%
Gastroenterology	71	5%	Pediatrics	17	1%
Genetic Diseases	44	3%	Podiatry	5	<1%
Hematology	134	10%	Radiology	11	1%
HEOR	27	2%	Rare Diseases / Orphan Diseases	141	10%
Hepatology	31	2%	Reproductive Health	14	1%
HIV	19	1%	Respiratory / Pulmonary	71	5%
Immunology	121	9%	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	52	4%
Infectious Diseases	78	6%	Surgery	21	2%
Managed Care	32	2%	Transplantation	34	3%
Medical Devices / Diagnostics	61	5%	Urology	18	1%
Mental Health	48	4%	Vaccines	43	3%
Movement Disorders	22	2%	Virology (excluding HIV)	9	1%
Multiple Sclerosis	27	2%	Women's Health	24	2%
Neonatology	4	<1%	Other (please specify)	46	3%

# Participant Demographics – U.S. States/Areas

Q. In which state do you live?

State/Area	Number	% of Sample	State/Area	Number	% of Sample
Alabama	11	1%	Missouri	29	2%
American Samoa	1	<1%	Montana	2	<1%
Arizona	32	2%	Nebraska	6	<1%
Arkansas	3	<1%	Nevada	9	1%
California	127	9%	New Hampshire	2	<1%
Colorado	47	3%	New Jersey	62	5%
Connecticut	18	1%	New Mexico	1	<1%
Delaware	4	<1%	New York	58	4%
Florida	91	7%	North Carolina	46	3%
Georgia	44	3%	Ohio	44	3%
Idaho	1	<1%	Oklahoma	4	<1%
Illinois	94	7%	Oregon	11	1%
Indiana	25	2%	Pennsylvania	63	5%
Iowa	5	<1%	Rhode Island	1	<1%
Kansas	9	1%	South Carolina	19	1%
Kentucky	16	1%	South Dakota	8	1%
Louisiana	9	1%	Tennessee	30	2%
Maine	1	<1%	Texas	162	12%
Maryland	34	3%	Utah	9	1%
Massachusetts	64	5%	Virginia	28	2%
Michigan	34	3%	Washington	43	3%
Minnesota	23	2%	Washington, D.C.	4	<1%
Mississippi	2	<1%	Wisconsin	19	1%

*Note:  
Only  
states/areas  
selected in the  
survey are  
represented in  
the table*

# Participant Opinions

*Q. Do you think MSL managers (those that directly manage MSL teams) should have prior MSL experience?*



Previous Experience	MSL/Sr. MSL
Yes	98%
No	2%
Number	1066

Previous Experience	Manager / Director of MSLS
Yes	95%
No	5%
Number	196

Previous Experience	Executive Management / Vice President of Medical Affairs
Yes	96%
No	4%
Number	53

# Participant Opinions

*Q. Do you utilize the MSL Society's annual MSL Salary & Compensation Survey as part of your salary benchmark data?*



MSL Salary Survey Use	Overall
Yes	52%
No	28%
I have no knowledge of this	20%
Number	240

MSL Salary Survey Use	Manager / Director of MSLS
Yes	50%
No	28%
I have no knowledge of this	22%
Number	190

MSL Salary Survey Use	Executive Management / Vice President of Medical Affairs
Yes	60%
No	26%
I have no knowledge of this	14%
Number	50

# Participant Opinions

*Q. Does the state or region where an MSL is located impact the base salary they are offered or paid at your company? (i.e. is an MSL paid a higher base salary based on where they are geographically located, for example living in NY vs Missouri)*



Impact of State/Area of Residence	Manager / Director of MSLs
Yes	24%
No	62%
I have no knowledge of this	14%
Number	190

Impact of State/Area of Residence	Executive Management / Vice President of Medical Affairs
Yes	26%
No	60%
I have no knowledge of this	16%
Number	50



# Questions & Results



**The data is segmented for participants that selected “MSL / Sr. MSL (or equivalent title)” as their current role**

# MSL/Sr. MSL Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
USA - MSL/Sr. MSL	\$ 175,066	-	\$ 71,000	\$ 158,000	\$ 174,000	\$ 190,000	\$ 271,000	1066	100%
Male	\$ 177,407	101%	\$ 71,000	\$ 160,000	\$ 175,000	\$ 195,000	\$ 271,000	418	41%
Female	\$ 173,523	99%	\$ 85,000	\$ 157,000	\$ 172,000	\$ 189,750	\$ 260,000	610	59%
Other	\$ 169,750	97%	\$ 136,000	\$ 154,000	\$ 172,500	\$ 188,250	\$ 198,000	4	<1%

Note: Respondents were not required to respond

# MSL/Sr. MSL Salary based on Ethnicity

Q. Which of the following best describes you? (you may select more than one)



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
USA - MSL/Sr. MSL	\$ 175,066	-	\$ 71,000	\$ 158,000	\$ 174,000	\$ 190,000	\$ 271,000	1066	100%
Asian	\$ 173,785	99%	\$ 100,000	\$ 156,000	\$ 172,000	\$ 190,000	\$ 245,000	181	17%
Black or African American	\$ 176,833	101%	\$ 130,000	\$ 161,250	\$ 177,500	\$ 187,750	\$ 228,000	78	7%
Hispanic or Latino	\$ 177,704	102%	\$ 96,000	\$ 160,000	\$ 175,000	\$ 195,000	\$ 240,000	71	7%
Native American or American Indian	\$ 185,667	106%	\$ 162,000	\$ 178,500	\$ 195,000	\$ 197,500	\$ 200,000	3	<1%
Native Hawaiian / Pacific Islander	\$ 173,667	99%	\$ 141,000	\$ 160,500	\$ 180,000	\$ 190,000	\$ 200,000	3	<1%
Other/I choose not to disclose	\$ 181,048	103%	\$ 132,000	\$ 164,000	\$ 177,000	\$ 196,000	\$ 255,000	63	6%
White	\$ 174,607	100%	\$ 71,000	\$ 157,000	\$ 173,000	\$ 190,000	\$ 271,000	689	63%

Note: respondents were allowed to select 1+ answer choices.

# MSL/Sr. MSL Salary based on Academic Background



*Q. What is your highest academic background?*

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL/Sr. MSL	\$ 175,066	-	\$ 71,000	\$ 158,000	\$ 174,000	\$ 190,000	\$ 271,000	1066	100%
PharmD	\$ 178,868	102%	\$ 71,000	\$ 161,500	\$ 175,000	\$ 195,000	\$ 271,000	439	41%
PhD	\$ 174,424	100%	\$ 109,000	\$ 156,500	\$ 174,000	\$ 190,000	\$ 255,000	368	35%
MD / MBBS (or equivalent)	\$ 164,632	94%	\$ 90,000	\$ 149,000	\$ 165,000	\$ 180,000	\$ 235,000	57	5%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	\$ 177,705	102%	\$ 146,000	\$ 161,500	\$ 175,000	\$ 188,750	\$ 225,000	44	4%
Master's Degree (i.e. MS, MSN, etc.)	\$ 169,728	97%	\$ 88,000	\$ 152,000	\$ 169,000	\$ 186,000	\$ 260,000	125	12%
Bachelor's Degree (i.e. BSN, BS, etc.)	\$ 158,190	90%	\$ 106,000	\$ 140,000	\$ 156,000	\$ 170,000	\$ 205,000	21	2%
Other Degree (please specify)	\$ 180,667	103%	\$ 120,000	\$ 178,500	\$ 185,000	\$ 189,500	\$ 230,000	12	1%

# MSL/Sr. MSL Salary based on Years of Experience

*Q. How many years of MSL and/or MSL management experience do you have?*



Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>United States - MSL/Sr. MSL</b>	\$ 175,066	-	\$ 71,000	\$ 158,000	\$ 174,000	\$ 190,000	\$ 271,000	1066	100%
<b>Less than 1 year</b>	\$ 157,482	90%	\$ 71,000	\$ 148,750	\$ 160,000	\$ 170,000	\$ 225,000	228	21%
<b>1-2 years</b>	\$ 164,555	94%	\$ 110,000	\$ 154,000	\$ 165,000	\$ 175,000	\$ 211,000	283	27%
<b>3-4 years</b>	\$ 175,541	100%	\$ 106,000	\$ 163,000	\$ 176,000	\$ 189,000	\$ 243,000	220	21%
<b>5-6 years</b>	\$ 189,504	108%	\$ 135,000	\$ 180,000	\$ 188,000	\$ 200,000	\$ 234,000	141	13%
<b>7-8 years</b>	\$ 189,450	108%	\$ 148,000	\$ 172,750	\$ 189,500	\$ 209,000	\$ 235,000	60	6%
<b>9-10 years</b>	\$ 191,680	109%	\$ 136,000	\$ 182,000	\$ 197,000	\$ 205,000	\$ 228,000	25	2%
<b>11-15 years</b>	\$ 197,250	113%	\$ 127,000	\$ 182,750	\$ 197,500	\$ 212,750	\$ 250,000	36	3%
<b>More than 15 Years</b>	\$ 212,959	122%	\$ 167,000	\$ 195,000	\$ 213,000	\$ 222,000	\$ 271,000	73	7%

# MSL/Sr. MSL Salary based on Company Type

*Q. How would you classify your company?*



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL/Sr. MSL	\$ 175,066	-	\$ 71,000	\$ 158,000	\$ 174,000	\$ 190,000	\$ 271,000	1066	100%
Large Pharmaceutical / Biotechnology	\$ 176,220	101%	\$ 111,000	\$ 160,000	\$ 172,000	\$ 190,000	\$ 271,000	427	40%
Medium Pharmaceutical / Biotechnology	\$ 178,764	102%	\$ 120,000	\$ 160,000	\$ 177,000	\$ 191,000	\$ 258,000	233	22%
Small Pharmaceutical / Biotechnology	\$ 180,278	103%	\$ 105,000	\$ 162,250	\$ 177,500	\$ 195,750	\$ 260,000	266	25%
Medical Devices	\$ 157,456	90%	\$ 85,000	\$ 136,000	\$ 160,000	\$ 176,000	\$ 230,000	57	5%
Contract Research Organization (CRO)	\$ 142,500	81%	\$ 71,000	\$ 143,250	\$ 155,000	\$ 159,500	\$ 185,000	10	1%
Diagnostic Company	\$ 155,073	89%	\$ 109,000	\$ 136,500	\$ 150,000	\$ 165,500	\$ 245,000	55	5%
Contract MSL Organization	\$ 175,400	100%	\$ 150,000	\$ 162,750	\$ 173,000	\$ 180,750	\$ 210,000	10	1%
Other	\$ 135,625	77%	\$ 88,000	\$ 117,250	\$ 135,000	\$ 151,250	\$ 195,000	8	1%

Note: **Large Pharmaceutical:** \$10+ Billion **Medium Pharmaceutical:** \$1-10 Billion **Small Pharmaceutical:** <\$1 Billion

# MSL/Sr. MSL Salary based on Therapeutic Area



Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL/Sr. MSL	\$ 175,066	-	\$ 71,000	\$ 158,000	\$ 174,000	\$ 190,000	\$ 271,000	1066	100%
Addiction	\$ 180,556	103%	\$ 124,000	\$ 174,000	\$ 177,000	\$ 199,000	\$ 228,000	9	1%
Allergy	\$ 170,840	98%	\$ 88,000	\$ 154,000	\$ 167,000	\$ 191,000	\$ 218,000	25	2%
Autoimmune Diseases	\$ 173,719	99%	\$ 120,000	\$ 165,000	\$ 173,500	\$ 190,000	\$ 203,000	32	3%
Cardiovascular / Thrombosis	\$ 177,909	102%	\$ 88,000	\$ 160,750	\$ 176,000	\$ 196,250	\$ 255,000	88	8%
Dentistry / Oral Medicine	\$ 124,000	71%	\$ 124,000	\$ 124,000	\$ 124,000	\$ 124,000	\$ 124,000	1	<1%
Dermatology	\$ 175,673	100%	\$ 85,000	\$ 160,000	\$ 180,000	\$ 190,000	\$ 235,000	49	5%
Diabetes / Metabolic Disorders / Endocrinology	\$ 169,980	97%	\$ 88,000	\$ 160,000	\$ 168,000	\$ 185,000	\$ 205,000	49	5%
Gastroenterology	\$ 173,764	99%	\$ 88,000	\$ 155,500	\$ 171,000	\$ 186,500	\$ 271,000	55	5%
Genetic Diseases	\$ 165,767	95%	\$ 120,000	\$ 152,250	\$ 163,500	\$ 188,250	\$ 215,000	30	3%
Hematology	\$ 182,009	104%	\$ 124,000	\$ 162,250	\$ 176,500	\$ 201,500	\$ 258,000	106	10%
HEOR	\$ 194,143	111%	\$ 161,000	\$ 173,500	\$ 198,500	\$ 215,250	\$ 218,000	14	1%
Hepatology	\$ 169,304	97%	\$ 140,000	\$ 147,500	\$ 164,000	\$ 188,000	\$ 235,000	23	2%
HIV	\$ 179,313	102%	\$ 151,000	\$ 161,500	\$ 175,000	\$ 200,000	\$ 217,000	16	2%
Immunology	\$ 175,170	100%	\$ 88,000	\$ 162,000	\$ 174,500	\$ 191,000	\$ 235,000	94	9%
Infectious Diseases	\$ 170,383	97%	\$ 110,000	\$ 151,000	\$ 168,500	\$ 195,000	\$ 243,000	60	6%
Managed Care	\$ 197,952	113%	\$ 164,000	\$ 180,000	\$ 200,000	\$ 216,000	\$ 235,000	21	2%
Medical Devices / Diagnostics	\$ 153,590	88%	\$ 96,000	\$ 135,500	\$ 150,000	\$ 166,500	\$ 243,000	39	4%
Mental Health	\$ 169,194	97%	\$ 124,000	\$ 155,000	\$ 170,000	\$ 177,000	\$ 243,000	36	3%
Movement Disorders	\$ 177,941	102%	\$ 147,000	\$ 160,000	\$ 170,000	\$ 177,000	\$ 260,000	17	2%
Multiple Sclerosis	\$ 178,583	102%	\$ 132,000	\$ 155,000	\$ 170,000	\$ 192,000	\$ 237,000	24	2%
Neonatology	\$ 155,500	89%	\$ 140,000	\$ 145,250	\$ 149,000	\$ 159,250	\$ 184,000	4	<1%
Nephrology	\$ 170,726	98%	\$ 88,000	\$ 155,000	\$ 169,500	\$ 184,750	\$ 243,000	62	6%
Neurology / CNS/ Neuroscience	\$ 177,240	101%	\$ 110,000	\$ 160,000	\$ 175,000	\$ 195,000	\$ 255,000	179	17%
Nutrition	\$ 132,222	76%	\$ 88,000	\$ 120,000	\$ 122,000	\$ 145,000	\$ 191,000	9	1%
Oncology	\$ 180,781	103%	\$ 71,000	\$ 162,000	\$ 180,000	\$ 200,000	\$ 258,000	292	27%
Ophthalmology	\$ 179,511	103%	\$ 130,000	\$ 165,000	\$ 177,000	\$ 194,000	\$ 235,000	45	4%
Otolaryngology	-	-	-	-	-	-	-	0	0%
Pain	\$ 166,400	95%	\$ 141,000	\$ 152,500	\$ 170,000	\$ 173,750	\$ 200,000	10	1%
Pediatrics	\$ 160,875	92%	\$ 100,000	\$ 120,000	\$ 162,500	\$ 190,250	\$ 230,000	16	2%
Podiatry	\$ 141,000	81%	\$ 134,000	\$ 137,500	\$ 141,000	\$ 144,500	\$ 148,000	2	<1%
Radiology	\$ 158,000	90%	\$ 71,000	\$ 149,500	\$ 161,500	\$ 177,000	\$ 218,000	8	1%
Rare Diseases / Orphan Diseases	\$ 176,767	101%	\$ 120,000	\$ 160,500	\$ 175,000	\$ 190,000	\$ 255,000	103	10%
Reproductive Health	\$ 165,818	95%	\$ 126,000	\$ 154,000	\$ 162,000	\$ 172,000	\$ 243,000	11	1%
Respiratory / Pulmonary	\$ 170,836	98%	\$ 106,000	\$ 155,000	\$ 170,000	\$ 184,000	\$ 243,000	55	5%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	\$ 177,750	102%	\$ 120,000	\$ 165,000	\$ 178,000	\$ 192,750	\$ 235,000	40	4%
Surgery	\$ 166,400	95%	\$ 109,000	\$ 148,000	\$ 170,000	\$ 182,000	\$ 214,000	15	1%
Transplantation	\$ 173,080	99%	\$ 135,000	\$ 155,000	\$ 170,000	\$ 177,000	\$ 243,000	25	2%
Urology	\$ 171,563	98%	\$ 71,000	\$ 159,000	\$ 182,000	\$ 197,500	\$ 218,000	16	2%
Vaccines	\$ 167,960	96%	\$ 120,000	\$ 153,000	\$ 165,000	\$ 188,000	\$ 224,000	25	2%
Virology (excluding HIV)	\$ 171,667	98%	\$ 120,000	\$ 138,000	\$ 181,000	\$ 206,750	\$ 209,000	6	1%
Women's Health	\$ 164,111	94%	\$ 85,000	\$ 152,000	\$ 167,500	\$ 185,000	\$ 195,000	18	2%
Other (please specify)	\$ 166,778	95%	\$ 128,000	\$ 151,500	\$ 160,500	\$ 183,250	\$ 234,000	36	3%

# MSL/Sr. MSL Salary based on State/Area

*Q. In which state do you live?*



State	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL/Sr. MSL	\$ 175,066	-	\$ 71,000	\$ 158,000	\$ 174,000	\$ 190,000	\$ 271,000	1066	100%
Alabama	\$ 166,500	95%	\$ 130,000	\$ 150,000	\$ 169,000	\$ 179,250	\$ 206,000	10	1%
American Samoa	\$ 225,000	129%	\$ 225,000	\$ 225,000	\$ 225,000	\$ 225,000	\$ 225,000	1	<1%
Arizona	\$ 172,885	99%	\$ 110,000	\$ 155,250	\$ 163,000	\$ 183,000	\$ 250,000	26	2%
Arkansas	\$ 202,500	116%	\$ 181,000	\$ 191,750	\$ 202,500	\$ 213,250	\$ 224,000	2	<1%
California	\$ 176,939	101%	\$ 85,000	\$ 160,250	\$ 180,000	\$ 191,750	\$ 230,000	98	9%
Colorado	\$ 173,514	99%	\$ 120,000	\$ 159,000	\$ 175,000	\$ 186,500	\$ 241,000	35	3%
Connecticut	\$ 170,385	97%	\$ 109,000	\$ 156,000	\$ 176,000	\$ 186,000	\$ 206,000	13	1%
Delaware	\$ 195,667	112%	\$ 154,000	\$ 179,000	\$ 204,000	\$ 216,500	\$ 229,000	3	<1%
Florida	\$ 176,778	101%	\$ 130,000	\$ 160,000	\$ 175,000	\$ 192,000	\$ 240,000	72	7%
Georgia	\$ 179,344	102%	\$ 134,000	\$ 159,500	\$ 174,000	\$ 202,000	\$ 228,000	32	3%
Idaho	\$ 214,000	122%	\$ 214,000	\$ 214,000	\$ 214,000	\$ 214,000	\$ 214,000	1	<1%
Illinois	\$ 172,711	99%	\$ 96,000	\$ 160,000	\$ 172,000	\$ 184,000	\$ 258,000	76	7%
Indiana	\$ 179,857	103%	\$ 136,000	\$ 159,000	\$ 180,000	\$ 186,000	\$ 231,000	21	2%
Iowa	\$ 166,600	95%	\$ 145,000	\$ 152,000	\$ 169,000	\$ 173,000	\$ 194,000	5	<1%
Kansas	\$ 172,750	99%	\$ 162,000	\$ 168,750	\$ 174,000	\$ 178,000	\$ 181,000	4	<1%
Kentucky	\$ 165,929	95%	\$ 106,000	\$ 150,250	\$ 175,000	\$ 180,000	\$ 204,000	14	1%
Louisiana	\$ 176,500	101%	\$ 147,000	\$ 158,000	\$ 182,000	\$ 185,000	\$ 219,000	8	1%
Maryland	\$ 174,308	100%	\$ 140,000	\$ 155,000	\$ 168,000	\$ 191,000	\$ 234,000	26	2%
Massachusetts	\$ 169,000	97%	\$ 120,000	\$ 152,000	\$ 170,000	\$ 176,000	\$ 240,000	50	5%
Michigan	\$ 178,520	102%	\$ 137,000	\$ 163,000	\$ 172,000	\$ 200,000	\$ 248,000	25	2%
Minnesota	\$ 183,588	105%	\$ 150,000	\$ 160,000	\$ 181,000	\$ 200,000	\$ 240,000	17	2%
Mississippi	\$ 197,000	113%	\$ 189,000	\$ 193,000	\$ 197,000	\$ 201,000	\$ 205,000	2	<1%
Missouri	\$ 176,154	101%	\$ 146,000	\$ 162,250	\$ 171,000	\$ 186,000	\$ 225,000	26	2%
Montana	\$ 154,500	88%	\$ 140,000	\$ 147,250	\$ 154,500	\$ 161,750	\$ 169,000	2	0%
Nebraska	\$ 196,500	112%	\$ 157,000	\$ 178,000	\$ 197,000	\$ 215,500	\$ 235,000	4	0%
Nevada	\$ 155,500	89%	\$ 71,000	\$ 149,000	\$ 168,500	\$ 182,000	\$ 196,000	6	1%
New Hampshire	\$ 183,500	105%	\$ 170,000	\$ 176,750	\$ 183,500	\$ 190,250	\$ 197,000	2	0%
New Jersey	\$ 170,326	97%	\$ 120,000	\$ 155,250	\$ 174,000	\$ 183,750	\$ 225,000	46	4%
New York	\$ 180,220	103%	\$ 120,000	\$ 165,250	\$ 177,500	\$ 197,500	\$ 271,000	50	5%
North Carolina	\$ 170,818	98%	\$ 129,000	\$ 150,000	\$ 171,000	\$ 183,000	\$ 220,000	33	3%
Ohio	\$ 176,778	101%	\$ 134,000	\$ 162,000	\$ 178,500	\$ 190,250	\$ 223,000	36	3%
Oklahoma	\$ 179,500	103%	\$ 163,000	\$ 169,000	\$ 179,000	\$ 189,500	\$ 197,000	4	<1%
Oregon	\$ 165,667	95%	\$ 134,000	\$ 155,000	\$ 160,000	\$ 176,000	\$ 209,000	9	1%
Pennsylvania	\$ 176,295	101%	\$ 100,000	\$ 163,250	\$ 175,000	\$ 200,000	\$ 233,000	44	4%
South Carolina	\$ 179,467	103%	\$ 145,000	\$ 152,000	\$ 173,000	\$ 202,000	\$ 260,000	15	1%
South Dakota	\$ 174,833	100%	\$ 151,000	\$ 165,250	\$ 170,500	\$ 184,750	\$ 204,000	6	1%
Tennessee	\$ 168,880	96%	\$ 90,000	\$ 156,000	\$ 167,000	\$ 182,000	\$ 258,000	25	2%
Texas	\$ 174,504	100%	\$ 88,000	\$ 157,000	\$ 170,000	\$ 190,000	\$ 234,000	133	12%
Utah	\$ 179,000	102%	\$ 153,000	\$ 159,000	\$ 163,000	\$ 194,500	\$ 237,000	8	1%
Virginia	\$ 178,227	102%	\$ 126,000	\$ 165,250	\$ 174,500	\$ 190,000	\$ 228,000	22	2%
Washington	\$ 176,342	101%	\$ 135,000	\$ 153,500	\$ 166,500	\$ 198,750	\$ 250,000	38	4%
Washington, D.C.	\$ 205,667	117%	\$ 170,000	\$ 186,000	\$ 202,000	\$ 223,500	\$ 245,000	3	<1%
Wisconsin	\$ 167,769	96%	\$ 109,000	\$ 150,000	\$ 161,000	\$ 188,000	\$ 243,000	13	1%

Note: Only states/areas selected in the survey are represented in the table

# MSL/Sr. MSL Salary based on States/Areas in Territory

Q. How many states does your territory include? (if your territory includes part of a state - count that as one)



# of States	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>United States - MSL/Sr. MSL</b>	\$ 175,066	-	\$ 71,000	\$ 158,000	\$ 174,000	\$ 190,000	\$ 271,000	1066	100%
0	\$ 197,875	113%	\$ 170,000	\$ 179,750	\$ 203,000	\$ 215,750	\$ 219,000	8	1%
1	\$ 181,136	103%	\$ 100,000	\$ 167,500	\$ 180,000	\$ 198,000	\$ 240,000	103	10%
2	\$ 179,250	102%	\$ 140,000	\$ 162,000	\$ 176,500	\$ 191,500	\$ 237,000	108	10%
3	\$ 173,321	99%	\$ 96,000	\$ 159,000	\$ 170,000	\$ 189,750	\$ 233,000	134	13%
4	\$ 179,056	102%	\$ 124,000	\$ 160,000	\$ 175,000	\$ 192,000	\$ 271,000	126	12%
5	\$ 175,624	100%	\$ 71,000	\$ 160,000	\$ 175,000	\$ 189,000	\$ 258,000	117	11%
6	\$ 173,573	99%	\$ 109,000	\$ 152,000	\$ 170,000	\$ 194,000	\$ 255,000	89	8%
7	\$ 180,747	103%	\$ 120,000	\$ 165,000	\$ 176,000	\$ 194,500	\$ 260,000	83	8%
8	\$ 177,180	101%	\$ 105,000	\$ 162,000	\$ 175,000	\$ 195,000	\$ 229,000	50	5%
9	\$ 169,759	97%	\$ 127,000	\$ 147,000	\$ 161,000	\$ 188,000	\$ 226,000	29	3%
10	\$ 178,730	102%	\$ 120,000	\$ 159,000	\$ 174,000	\$ 200,000	\$ 258,000	37	3%
11	\$ 172,875	99%	\$ 120,000	\$ 153,750	\$ 170,000	\$ 188,750	\$ 228,000	16	2%
12	\$ 174,038	99%	\$ 106,000	\$ 162,000	\$ 173,000	\$ 191,500	\$ 215,000	26	2%
13	\$ 166,692	95%	\$ 136,000	\$ 156,000	\$ 170,000	\$ 175,000	\$ 216,000	13	1%
14	\$ 171,667	98%	\$ 150,000	\$ 166,000	\$ 169,000	\$ 170,000	\$ 227,000	9	1%
15	\$ 162,750	93%	\$ 143,000	\$ 149,000	\$ 161,500	\$ 177,750	\$ 183,000	8	1%
16	\$ 166,750	95%	\$ 146,000	\$ 157,750	\$ 160,000	\$ 170,250	\$ 210,000	8	1%
17	\$ 173,286	99%	\$ 144,000	\$ 161,000	\$ 177,000	\$ 186,000	\$ 198,000	7	1%
18	\$ 154,750	88%	\$ 127,000	\$ 140,500	\$ 147,500	\$ 161,750	\$ 197,000	4	<1%
19	\$ 177,000	101%	\$ 163,000	\$ 164,000	\$ 165,000	\$ 184,000	\$ 203,000	3	<1%
20	\$ 152,000	87%	\$ 122,000	\$ 136,250	\$ 140,000	\$ 148,250	\$ 224,000	6	1%
21	\$ 144,000	82%	\$ 144,000	\$ 144,000	\$ 144,000	\$ 144,000	\$ 144,000	1	<1%
22	\$ 195,000	111%	\$ 165,000	\$ 180,000	\$ 195,000	\$ 210,000	\$ 225,000	2	<1%
23	\$ 171,667	98%	\$ 151,000	\$ 165,500	\$ 180,000	\$ 182,000	\$ 184,000	3	<1%
24	\$ 137,000	78%	\$ 137,000	\$ 137,000	\$ 137,000	\$ 137,000	\$ 137,000	1	<1%
25	\$ 164,154	94%	\$ 85,000	\$ 157,000	\$ 170,000	\$ 175,000	\$ 219,000	13	1%
26	\$ 200,000	114%	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	1	<1%
27	\$ 176,000	101%	\$ 176,000	\$ 176,000	\$ 176,000	\$ 176,000	\$ 176,000	1	<1%
30	\$ 176,000	101%	\$ 148,000	\$ 162,000	\$ 176,000	\$ 190,000	\$ 204,000	2	<1%
31	\$ 111,000	63%	\$ 111,000	\$ 111,000	\$ 111,000	\$ 111,000	\$ 111,000	1	<1%
32	\$ 155,000	89%	\$ 155,000	\$ 155,000	\$ 155,000	\$ 155,000	\$ 155,000	1	<1%
33	\$ 176,000	101%	\$ 176,000	\$ 176,000	\$ 176,000	\$ 176,000	\$ 176,000	1	<1%
48	\$ 162,250	93%	\$ 136,000	\$ 144,250	\$ 163,500	\$ 181,500	\$ 186,000	4	<1%
49	\$ 110,000	63%	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	1	<1%
50	\$ 153,694	88%	\$ 88,000	\$ 135,000	\$ 155,000	\$ 175,000	\$ 230,000	49	5%
51	\$ 148,000	85%	\$ 148,000	\$ 148,000	\$ 148,000	\$ 148,000	\$ 148,000	1	<1%

# MSL/Sr. MSL – States/Areas in Territory by Therapeutic Area



Therapeutic Area	Average States in Territory	Number	Therapeutic Area	Average States in Territory	Number	Therapeutic Area	Average States in Territory	Number	Therapeutic Area	Average States in Territory	Number
Overall U.S. MSL/Sr. MSL	8	1066	HEOR	5	14	Nephrology	8	62	Reproductive Health	19	11
Addiction	4	9	Hepatology	9	23	Neurology / CNS/ Neuroscience	8	179	Respiratory / Pulmonary	9	55
Allergy	9	25	HIV	5	16	Nutrition	21	9	Rheum/ Arthritis / Musculoskeletal / Orthopedics	9	40
Autoimmune Diseases	9	32	Immunology	7	94	Oncology	8	292	Surgery	21	15
Cardiovascular / Thrombosis	8	88	Infectious Diseases	13	60	Ophthalmology	12	45	Transplantation	8	25
Dentistry / Oral Medicine	5	1	Managed Care	6	21	Otolaryngology	-	0	Urology	12	16
Dermatology	8	49	Medical Devices / Diagnostics	25	39	Pain	9	10	Vaccines	7	25
Diabetes / Metabolic Disorders / Endocrinology	9	49	Mental Health	6	36	Pediatrics	16	16	Virology (excluding HIV)	12	6
Gastroenterology	7	55	Movement Disorders	11	17	Podiatry	50	2	Women's Health	22	18
Genetic Diseases	18	30	Multiple Sclerosis	4	24	Radiology	12	8	Other (please specify)	15	36
Hematology	6	106	Neonatology	23	4	Rare Diseases / Orphan Diseases	11	103			

# MSL/Sr. MSL – States/Areas in Territory by Company Type



Salary Increase	Average States in Territory	Number
Overall U.S. MSL/Sr. MSL	8	1066
Large Pharmaceutical / Biotechnology	4	427
Medium Pharmaceutical / Biotechnology	7	233
Small Pharmaceutical / Biotechnology	10	266
Medical Devices	26	57
Contract Research Organization (CRO)	12	10
Diagnostic Company	16	55
Contract MSL Organization	5	10
Other	26	8

# MSL/Sr. MSL – Base Salary Negotiation

*Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?*

Salary Negotiation	Percentage	Number
Yes	35%	376
No	65%	690

*Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?*

Salary Negotiation Outcomes	Percent Increase	Number
Average	9%	339

# MSL/Sr. MSL – Sign-on Bonus

*Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?*



Sign-On Bonus	Sign-On Bonus Average	Number
Average	\$ 17,039	76

# MSL/Sr. MSL – Salary Increase

*Q. Have you had a base salary increase in the past 12 months?*

*If yes, please select the closest percentage (%) range to your actual salary increase.*



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	30%	318
No, I did not receive a salary increase, and I did NOT have a salary review	3%	32
No, I did not receive a salary increase, but I did have a salary review	1%	7
Yes, 1% - 2% increase	22%	238
Yes, 3% - 4% increase	27%	290
Yes, 5% - 6% increase	6%	60
Yes, 7% - 8% increase	2%	24
Yes, 9% - 10% increase	4%	41
Yes, More than 10% (Please specify)	5%	56

# MSL/Sr. MSL – Bonus Received

*Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)*



Bonus Received	Amount
Average	\$31,293
Min	\$0
25th percentile	\$21,000
50th percentile (median)	\$30,000
75th percentile	\$40,000
Max	\$150,000
Number	867

# MSL/Sr. MSL – Bonus Eligibility

*Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.*



Bonus Eligibility	Percentage	Number
0%	1%	14
1-4%	2%	21
5-9%	3%	29
10-14%	8%	87
15-19%	33%	352
20-24%	39%	421
25-29%	5%	57
30-34%	2%	23
35-39%	<1%	5
40-49%	<1%	4
50-59%	<1%	2
60+%	<1%	3
Other - my company calculates bonus based on other variables	5%	48

# MSL/Sr. MSL – Company Stock

*Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?*

Stock or Stock Options Received	Percentage	Number
Yes	57%	591
No, not this year	15%	154
No, I am not eligible or they are not awarded at my level	11%	112
No, the company does not offer them to any employee	15%	155
Other - my company calculates this based on other variables	2%	23

*Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.*

Stock Options	Stock Option Value	Number
Average	\$ 52,438	578

# MSL/Sr. MSL – Paid Days Off

Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?

(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	85%	883
Flextime	4%	39
Unlimited Days	11%	113

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	18
25th percentile	14
50th percentile (median)	15
75th percentile	20
Number	881

# MSL/Sr. MSL – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?  
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid time off (holiday or vacation time)	94%	1006	Professional certification(s) fees covered	37%	395
Health insurance	93%	990	Professional development funds/budget	37%	390
Dental insurance	91%	970	Car allowance	31%	331
Retirement plan contribution	86%	916	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	30%	324
Paid mobile phone service	80%	852	Medical or Industry Journal subscription(s)	20%	218
Paid sick days	78%	832	Airline travel lounge membership(s)	19%	205
Company car	60%	637	Global Entry	17%	180
Paid Internet service at home	59%	630	Pension	13%	137
Professional memberships (associations/societies)	58%	620	Other (please specify)	2%	23
Parental leave	55%	582	None of the above	<1%	1
Subsidized fitness program or gym membership	42%	447	Subsidized childcare	0%	0
TSA Pre-Check	38%	407			

# MSL/Sr. MSL – Benefits Desired

*Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Airline travel lounge membership(s)	54%	578	Professional memberships (associations/societies)	16%	171
Pension	39%	411	Company car	13%	139
Global Entry	35%	371	Paid mobile phone service	8%	88
TSA Pre-Check	33%	347	Parental leave	8%	83
Subsidized fitness program or gym membership	30%	316	Paid sick days	6%	63
Subsidized childcare	26%	281	Retirement plan contribution	5%	51
Paid Internet service at home	25%	267	Dental insurance	2%	18
Professional development funds/budget	25%	266	Health insurance	2%	17
Medical or Industry Journal subscription(s)	24%	253	Paid time off (holiday or vacation time)	1%	9
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	23%	241	Other (please specify)	0%	0
Car allowance	22%	234	None of the above	0%	0
Professional certification(s) fees covered	21%	226			

# MSL/Sr. MSL – Satisfaction



*How satisfied are you with your pre-tax annual base salary?*

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	25%	255
Satisfied	55%	573
Dissatisfied	18%	183
Very Dissatisfied	2%	24

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	27%	283
Satisfied	57%	587
Dissatisfied	14%	150
Very Dissatisfied	1%	15

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	32%	333
Satisfied	56%	579
Dissatisfied	11%	110
Very Dissatisfied	1%	13

# MSL/Sr. MSL – KOL Relationships

*Q. How many KOLs do you maintain a relationship with? (i.e. how many KOLs are on your "list" that you engage with regularly throughout the year)*



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max
Overall	47	1	30	50	60	100
Large Pharmaceutical / Biotechnology	51	1	40	50	60	100
Medium Pharmaceutical / Biotechnology	49	1	34	50	60	100
Small Pharmaceutical / Biotechnology	45	1	30	50	56	100
Medical Devices	35	5	16	30	50	100
Contract Research Organization (CRO)	42	1	35	45	51	75
Diagnostic Company	32	5	16	30	50	100
Contract MSL Organization	52	49	50	51	51	63
Other	24	9	10	20	31	50

Note: responses indicating over 100 KOL relationships were cut for reporting accuracy.

# MSL/Sr. MSL – KOL Relationships

*Prior to the COVID-19 pandemic, on average, how many in-person live KOL engagements did you have per week?*

Metrics	KOL Relationships
Average	4
Min	0
25th percentile	3
50th percentile (median)	4
75th percentile	5
Max	10
Number	736

*During the COVID-19 pandemic, on average, how many live/virtual (i.e. zoom, teams, webex, etc.) KOL engagements do you have per week?*

Metrics	KOL Relationships
Average	3
Min	0
25th percentile	2
50th percentile (median)	3
75th percentile	4
Max	10
Number	960

# MSL/Sr. MSL – Age Range X Years of experience

Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	<1%	<1%	0%	0%	0%	0%	0%	0%
25-34 years old	10%	12%	6%	2%	<1%	<1%	0%	0%
35-44 years old	8%	9%	9%	6%	3%	1%	<1%	<1%
45-54 years old	2%	4%	4%	3%	2%	1%	1%	3%
55-64 years old	1%	1%	1%	2%	<1%	<1%	1%	3%
65-74 years old	0%	<1%	0%	<1%	<1%	<1%	1%	1%
No Response	3%							

Note: Respondents were not required to respond

# MSL/Sr. MSL – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?  
(select one)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Company culture (not a good fit)	22%	109	Excessive travel/lack of work-life balance	4%	18
I was terminated/laid off	15%	73	Lack of training	3%	13
Lack of or no opportunities for career advancement/promotion	14%	66	Lack of professional development opportunities	2%	11
Didn't like my manager	10%	48	Wrong people were promoted or fired	2%	11
Was offered a higher salary elsewhere	8%	39	Relocated to another city or geographical area	2%	10
Lack of Job security	7%	32	Lack of recognition	2%	9
Lack of interest in Therapeutic Area/Product	6%	28	Didn't get along with MSL(s) on my team	<1%	1
I did not get the raise I was expecting or deserved	4%	20	Other	0%	0

Note: Although "Not Applicable / I am still in my first MSL/MSL leader position" was an answer choice, the calculations in table above excluded this answer choice

# MSL/Sr. MSL – Salary Perception



*Q. On average, MSL salaries are \_\_\_\_\_ for the value they provide to a company?*

Benefits Provided	Percentage	Number
Very Excessive	1%	10
Excessive	6%	58
Fair	78%	813
Insufficient	15%	157
Very Insufficient	1%	7

# MSL/Sr. MSL – Activities

*Q. Which of the following activities do you participate in?  
(select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Attending medical conferences (and other conference support)	97%	1039	Supporting and coordinating company sponsored research/trials	66%	701
KOL relationship management	97%	1034	Tools Development (slides, training materials, etc)	64%	685
Educating KOLs & other Healthcare Professionals	96%	1020	Providing input for Medical Strategy	61%	649
Delivering scientific presentations	92%	982	Identify and training speakers	57%	604
Gathering Insights	86%	919	Material Review (publications, educational materials, slides, etc.)	53%	565
Competitive intelligence gathering	78%	828	Medical publications	23%	249
Supporting investigator led research (IITs ISTs etc.)	77%	821	Continuing Medical Education (CME) activities	18%	196
Mentoring/Training new MSLs	76%	805	HEOR presentations or research	18%	187
Training and supporting sales force	74%	785	Managed Care Activities	14%	151
Supporting Advisory Boards	70%	746	Other (please specify)	2%	22



**The data is segmented for participants that selected “MSL / Sr. MSL (or equivalent title)” as their current role and “Less than 1 year” as their years of experience**

# New MSL/Sr. MSL Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
USA - New MSL/Sr. MSL	\$ 157,482	-	\$ 71,000	\$ 148,750	\$ 160,000	\$ 170,000	\$ 225,000	228	100%
Male	\$ 159,536	101%	\$ 71,000	\$ 150,000	\$ 160,000	\$ 170,000	\$ 211,000	84	38%
Female	\$ 156,393	99%	\$ 85,000	\$ 147,500	\$ 160,000	\$ 170,000	\$ 225,000	135	61%
Other	\$ 136,000	86%	\$ 136,000	\$ 136,000	\$ 136,000	\$ 136,000	\$ 136,000	1	<1%

# New MSL/Sr. MSL Salary based on Ethnicity

*Q. Which of the following best describes you? (you may select more than one)*



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
<b>USA – New MSL/Sr. MSL</b>	\$ 157,482	-	\$ 71,000	\$ 148,750	\$ 160,000	\$ 170,000	\$ 225,000	228	100%
<b>Asian</b>	\$ 161,469	103%	\$ 100,000	\$ 148,000	\$ 160,000	\$ 170,000	\$ 225,000	49	21%
<b>Black or African American</b>	\$ 158,941	101%	\$ 130,000	\$ 150,000	\$ 156,000	\$ 172,000	\$ 180,000	17	7%
<b>Hispanic or Latino</b>	\$ 160,929	102%	\$ 96,000	\$ 156,250	\$ 165,500	\$ 173,250	\$ 180,000	14	6%
<b>Native American or American Indian</b>	\$ 162,000	103%	\$ 162,000	\$ 162,000	\$ 162,000	\$ 162,000	\$ 162,000	1	<1%
<b>Native Hawaiian / Pacific Islander</b>	\$ 200,000	127%	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	1	<1%
<b>Other/I choose not to disclose</b>	\$ 162,923	103%	\$ 132,000	\$ 150,000	\$ 165,000	\$ 171,000	\$ 196,000	13	6%
<b>White</b>	\$ 155,059	98%	\$ 71,000	\$ 146,500	\$ 158,000	\$ 168,000	\$ 224,000	135	59%

Note: respondents were allowed to select 1+ answer choices.

# New MSL/Sr. MSL Salary based on Academic Background



*Q. What is your highest academic background?*

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>United States - New MSL/Sr. MSL</b>	\$ 157,482	-	\$ 71,000	\$ 148,750	\$ 160,000	\$ 170,000	\$ 225,000	228	100%
<b>PharmD</b>	\$ 162,411	103%	\$ 71,000	\$ 152,000	\$ 161,000	\$ 173,000	\$ 211,000	95	42%
<b>PhD</b>	\$ 152,736	97%	\$ 110,000	\$ 140,750	\$ 150,000	\$ 161,000	\$ 225,000	72	32%
<b>MD / MBBS (or equivalent)</b>	\$ 155,333	99%	\$ 90,000	\$ 144,000	\$ 160,000	\$ 170,500	\$ 224,000	15	7%
<b>Other Doctorate Degree (i.e. PsychD, DNP, etc.)</b>	\$ 168,462	107%	\$ 146,000	\$ 160,000	\$ 162,000	\$ 170,000	\$ 224,000	13	6%
<b>Master's Degree (i.e. MS, MSN, etc.)</b>	\$ 150,500	96%	\$ 88,000	\$ 147,750	\$ 153,500	\$ 169,250	\$ 185,000	28	12%
<b>Bachelor's Degree (i.e. BSN, BS, etc.)</b>	\$ 163,000	104%	\$ 156,000	\$ 159,500	\$ 163,000	\$ 166,500	\$ 170,000	2	1%
<b>Other Degree (please specify)</b>	\$ 140,000	89%	\$ 120,000	\$ 127,500	\$ 135,000	\$ 150,000	\$ 165,000	3	1%

# New MSL/Sr. MSL Salary based on Company Type

*Q. How would you classify your company?*



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - New MSL/Sr. MSL	\$ 157,482	-	\$ 71,000	\$ 148,750	\$ 160,000	\$ 170,000	\$ 225,000	228	100%
Large Pharmaceutical / Biotechnology	\$ 162,272	103%	\$ 111,000	\$ 150,000	\$ 164,000	\$ 170,000	\$ 206,000	92	40%
Medium Pharmaceutical / Biotechnology	\$ 158,973	101%	\$ 130,000	\$ 149,000	\$ 159,000	\$ 165,000	\$ 211,000	37	16%
Small Pharmaceutical / Biotechnology	\$ 161,609	103%	\$ 105,000	\$ 149,250	\$ 160,000	\$ 175,000	\$ 225,000	46	20%
Medical Devices	\$ 144,000	91%	\$ 85,000	\$ 115,000	\$ 160,000	\$ 168,250	\$ 184,000	14	6%
Contract Research Organization (CRO)	\$ 141,111	90%	\$ 71,000	\$ 141,000	\$ 155,000	\$ 160,000	\$ 185,000	9	4%
Diagnostic Company	\$ 146,273	93%	\$ 120,000	\$ 140,000	\$ 145,500	\$ 150,000	\$ 209,000	22	10%
Contract MSL Organization	\$ 169,250	107%	\$ 150,000	\$ 157,500	\$ 165,500	\$ 177,250	\$ 196,000	4	2%
Other	\$ 120,000	76%	\$ 88,000	\$ 112,000	\$ 120,000	\$ 128,000	\$ 152,000	4	2%

Note: **Large Pharmaceutical:** \$10+ Billion **Medium Pharmaceutical:** \$1-10 Billion **Small Pharmaceutical:** <\$1 Billion

# New MSL/Sr. MSL Salary based on Therapeutic Area



*Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)*

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL/Sr. MSL	\$ 157,482	-	\$ 71,000	\$ 148,750	\$ 160,000	\$ 170,000	\$ 225,000	228	100%
Addiction	\$ 179,500	114%	\$ 153,000	\$ 166,250	\$ 179,500	\$ 192,750	\$ 206,000	2	1%
Allergy	\$ 147,000	93%	\$ 88,000	\$ 142,000	\$ 162,500	\$ 167,500	\$ 175,000	4	2%
Autoimmune Diseases	\$ 166,455	106%	\$ 120,000	\$ 157,500	\$ 166,000	\$ 179,500	\$ 200,000	11	5%
Cardiovascular / Thrombosis	\$ 159,273	101%	\$ 88,000	\$ 146,000	\$ 164,000	\$ 177,500	\$ 200,000	11	5%
Dentistry / Oral Medicine	\$ 124,000	79%	\$ 124,000	\$ 124,000	\$ 124,000	\$ 124,000	\$ 124,000	1	<1%
Dermatology	\$ 160,000	102%	\$ 85,000	\$ 160,000	\$ 167,500	\$ 178,750	\$ 200,000	6	3%
Diabetes / Metabolic Disorders / Endocrinology	\$ 156,917	100%	\$ 88,000	\$ 150,000	\$ 162,500	\$ 174,250	\$ 200,000	12	5%
Gastroenterology	\$ 158,529	101%	\$ 88,000	\$ 151,000	\$ 156,000	\$ 170,000	\$ 200,000	17	7%
Genetic Diseases	\$ 150,200	95%	\$ 133,000	\$ 146,000	\$ 155,000	\$ 156,000	\$ 161,000	5	2%
Hematology	\$ 163,700	104%	\$ 142,000	\$ 160,000	\$ 164,000	\$ 170,000	\$ 185,000	20	9%
HEOR	\$ 173,667	110%	\$ 161,000	\$ 165,500	\$ 170,000	\$ 180,000	\$ 190,000	3	1%
Hepatology	\$ 171,000	109%	\$ 141,000	\$ 150,250	\$ 155,500	\$ 190,000	\$ 224,000	6	3%
HIV	\$ 181,000	115%	\$ 151,000	\$ 174,000	\$ 180,000	\$ 200,000	\$ 200,000	5	2%
Immunology	\$ 159,783	101%	\$ 88,000	\$ 150,000	\$ 160,000	\$ 167,500	\$ 224,000	23	10%
Infectious Diseases	\$ 156,722	100%	\$ 111,000	\$ 139,750	\$ 155,500	\$ 173,250	\$ 200,000	18	8%
Managed Care	\$ 190,000	121%	\$ 170,000	\$ 185,000	\$ 200,000	\$ 200,000	\$ 200,000	3	1%
Medical Devices / Diagnostics	\$ 148,333	94%	\$ 96,000	\$ 140,000	\$ 150,000	\$ 160,250	\$ 191,000	12	5%
Mental Health	\$ 147,333	94%	\$ 134,000	\$ 138,000	\$ 150,000	\$ 154,500	\$ 160,000	6	3%
Movement Disorders	\$ 159,000	101%	\$ 147,000	\$ 153,500	\$ 160,000	\$ 165,000	\$ 170,000	3	1%
Multiple Sclerosis	\$ 170,750	108%	\$ 132,000	\$ 153,750	\$ 163,500	\$ 180,500	\$ 224,000	4	2%
Neonatology	-	-	-	-	-	-	-	0	0%
Nephrology	\$ 158,105	100%	\$ 88,000	\$ 150,500	\$ 155,000	\$ 164,500	\$ 204,000	19	8%
Neurology / CNS/ Neuroscience	\$ 160,513	102%	\$ 110,000	\$ 149,500	\$ 156,000	\$ 165,500	\$ 225,000	39	17%
Nutrition	\$ 124,600	79%	\$ 88,000	\$ 120,000	\$ 120,000	\$ 135,000	\$ 160,000	5	2%
Oncology	\$ 161,190	102%	\$ 71,000	\$ 150,000	\$ 162,000	\$ 170,000	\$ 211,000	63	28%
Ophthalmology	\$ 156,250	99%	\$ 139,000	\$ 144,750	\$ 160,000	\$ 166,000	\$ 170,000	8	4%
Otolaryngology	-	-	-	-	-	-	-	0	0%
Pain	\$ 144,000	91%	\$ 141,000	\$ 141,000	\$ 141,000	\$ 145,500	\$ 150,000	3	1%
Pediatrics	\$ 129,286	82%	\$ 100,000	\$ 120,000	\$ 120,000	\$ 140,000	\$ 165,000	7	3%
Podiatry	-	-	-	-	-	-	-	0	0%
Radiology	\$ 121,000	77%	\$ 71,000	\$ 96,000	\$ 121,000	\$ 146,000	\$ 171,000	2	1%
Rare Diseases / Orphan Diseases	\$ 161,917	103%	\$ 147,000	\$ 150,750	\$ 157,500	\$ 165,000	\$ 194,000	12	5%
Reproductive Health	\$ 144,333	92%	\$ 126,000	\$ 131,500	\$ 137,000	\$ 153,500	\$ 170,000	3	1%
Respiratory / Pulmonary	\$ 163,818	104%	\$ 147,000	\$ 155,500	\$ 161,000	\$ 169,000	\$ 200,000	11	5%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	\$ 156,000	99%	\$ 120,000	\$ 150,000	\$ 150,000	\$ 160,000	\$ 200,000	5	2%
Surgery	\$ 160,000	102%	\$ 145,000	\$ 152,500	\$ 160,000	\$ 167,500	\$ 175,000	2	1%
Transplantation	\$ 146,500	93%	\$ 135,000	\$ 139,500	\$ 148,000	\$ 155,000	\$ 155,000	4	2%
Urology	\$ 131,600	84%	\$ 71,000	\$ 88,000	\$ 148,000	\$ 160,000	\$ 191,000	5	2%
Vaccines	\$ 175,833	112%	\$ 130,000	\$ 148,750	\$ 178,000	\$ 199,000	\$ 224,000	6	3%
Virology (excluding HIV)	\$ 164,000	104%	\$ 130,000	\$ 146,000	\$ 162,000	\$ 181,000	\$ 200,000	3	1%
Women's Health	\$ 137,500	87%	\$ 85,000	\$ 131,500	\$ 147,500	\$ 153,500	\$ 170,000	4	2%
Other (please specify)	\$ 162,429	103%	\$ 130,000	\$ 159,000	\$ 164,000	\$ 170,000	\$ 185,000	7	3%

# New MSL/Sr. MSL Salary based on State/Area

Q. In which state do you live?



State	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL/Sr. MSL	\$ 157,482	-	\$ 71,000	\$ 148,750	\$ 160,000	\$ 170,000	\$ 225,000	228	100%
Alabama	\$ 158,500	101%	\$ 130,000	\$ 150,000	\$ 150,000	\$ 161,250	\$ 206,000	6	3%
American Samoa	\$ 225,000	143%	\$ 225,000	\$ 225,000	\$ 225,000	\$ 225,000	\$ 225,000	1	<1%
Arizona	\$ 163,125	104%	\$ 130,000	\$ 152,500	\$ 160,500	\$ 165,000	\$ 224,000	8	4%
Arkansas	\$ 224,000	142%	\$ 224,000	\$ 224,000	\$ 224,000	\$ 224,000	\$ 224,000	1	<1%
California	\$ 150,652	96%	\$ 85,000	\$ 144,000	\$ 152,000	\$ 165,500	\$ 204,000	23	10%
Colorado	\$ 154,000	98%	\$ 135,000	\$ 144,750	\$ 154,000	\$ 161,750	\$ 175,000	8	4%
Florida	\$ 158,833	101%	\$ 135,000	\$ 154,000	\$ 160,000	\$ 165,000	\$ 175,000	12	5%
Georgia	\$ 144,400	92%	\$ 134,000	\$ 135,000	\$ 140,000	\$ 150,000	\$ 163,000	5	2%
Illinois	\$ 157,211	100%	\$ 96,000	\$ 149,000	\$ 160,000	\$ 169,000	\$ 191,000	19	8%
Indiana	\$ 177,000	112%	\$ 169,000	\$ 173,000	\$ 177,000	\$ 181,000	\$ 185,000	2	1%
Iowa	\$ 169,000	107%	\$ 169,000	\$ 169,000	\$ 169,000	\$ 169,000	\$ 169,000	1	<1%
Kansas	\$ 166,500	106%	\$ 162,000	\$ 164,250	\$ 166,500	\$ 168,750	\$ 171,000	2	1%
Kentucky	\$ 152,500	97%	\$ 141,000	\$ 146,750	\$ 152,500	\$ 158,250	\$ 164,000	2	1%
Louisiana	\$ 161,000	102%	\$ 147,000	\$ 150,750	\$ 156,000	\$ 166,250	\$ 185,000	4	2%
Maryland	\$ 155,333	99%	\$ 142,000	\$ 150,000	\$ 150,000	\$ 165,000	\$ 170,000	6	3%
Massachusetts	\$ 160,800	102%	\$ 150,000	\$ 150,250	\$ 165,000	\$ 169,000	\$ 171,000	10	4%
Michigan	\$ 159,600	101%	\$ 137,000	\$ 145,000	\$ 155,000	\$ 161,000	\$ 200,000	5	2%
Minnesota	\$ 158,750	101%	\$ 150,000	\$ 150,750	\$ 155,500	\$ 163,500	\$ 174,000	4	2%
Missouri	\$ 167,000	106%	\$ 146,000	\$ 158,000	\$ 170,000	\$ 177,500	\$ 185,000	3	1%
Montana	\$ 169,000	107%	\$ 169,000	\$ 169,000	\$ 169,000	\$ 169,000	\$ 169,000	1	<1%
Nevada	\$ 149,000	95%	\$ 71,000	\$ 125,750	\$ 164,500	\$ 187,750	\$ 196,000	4	2%
New Jersey	\$ 164,182	104%	\$ 149,000	\$ 153,000	\$ 161,000	\$ 170,000	\$ 200,000	11	5%
New York	\$ 165,000	105%	\$ 120,000	\$ 153,000	\$ 170,000	\$ 182,500	\$ 209,000	11	5%
North Carolina	\$ 152,750	97%	\$ 129,000	\$ 145,500	\$ 152,500	\$ 161,750	\$ 171,000	8	4%
Ohio	\$ 167,857	107%	\$ 155,000	\$ 162,000	\$ 166,000	\$ 173,000	\$ 184,000	7	3%
Oregon	\$ 191,000	121%	\$ 191,000	\$ 191,000	\$ 191,000	\$ 191,000	\$ 191,000	1	<1%
Pennsylvania	\$ 148,875	95%	\$ 100,000	\$ 126,500	\$ 152,500	\$ 175,000	\$ 194,000	8	4%
South Carolina	\$ 164,250	104%	\$ 149,000	\$ 153,500	\$ 161,500	\$ 172,250	\$ 185,000	4	2%
Tennessee	\$ 145,100	92%	\$ 90,000	\$ 132,250	\$ 148,000	\$ 160,000	\$ 190,000	10	4%
Texas	\$ 152,625	97%	\$ 88,000	\$ 140,750	\$ 154,000	\$ 169,250	\$ 180,000	24	11%
Utah	\$ 187,500	119%	\$ 164,000	\$ 175,750	\$ 187,500	\$ 199,250	\$ 211,000	2	1%
Virginia	\$ 157,250	100%	\$ 126,000	\$ 141,750	\$ 153,500	\$ 169,000	\$ 196,000	4	2%
Washington	\$ 149,875	95%	\$ 136,000	\$ 143,250	\$ 147,500	\$ 158,500	\$ 165,000	8	4%
Wisconsin	\$ 157,000	100%	\$ 150,000	\$ 155,000	\$ 160,000	\$ 160,500	\$ 161,000	3	1%

Note: Only states/areas selected in the survey are represented in the table

# New MSL/Sr. MSL Salary based on States/Areas in Territory

Q. How many states does your territory include? (if your territory includes part of a state - count that as one)



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL/Sr. MSL	\$ 157,482	-	\$ 71,000	\$ 148,750	\$ 160,000	\$ 170,000	\$ 225,000	228	100%
1	\$ 165,143	105%	\$ 100,000	\$ 155,000	\$ 170,000	\$ 176,000	\$ 206,000	21	9%
2	\$ 165,174	105%	\$ 140,000	\$ 153,500	\$ 161,000	\$ 173,000	\$ 204,000	23	10%
3	\$ 155,788	99%	\$ 96,000	\$ 150,000	\$ 155,000	\$ 165,000	\$ 209,000	33	14%
4	\$ 157,833	100%	\$ 135,000	\$ 150,000	\$ 157,500	\$ 165,000	\$ 190,000	24	11%
5	\$ 161,710	103%	\$ 71,000	\$ 150,000	\$ 161,000	\$ 172,500	\$ 225,000	31	14%
6	\$ 156,308	99%	\$ 130,000	\$ 145,000	\$ 150,500	\$ 162,750	\$ 224,000	26	11%
7	\$ 158,688	101%	\$ 120,000	\$ 150,000	\$ 165,000	\$ 170,000	\$ 180,000	16	7%
8	\$ 160,000	102%	\$ 105,000	\$ 151,250	\$ 167,500	\$ 173,250	\$ 190,000	10	4%
9	\$ 154,750	98%	\$ 139,000	\$ 144,250	\$ 152,000	\$ 162,500	\$ 176,000	0	0%
10	\$ 150,333	95%	\$ 120,000	\$ 120,000	\$ 120,000	\$ 165,500	\$ 211,000	3	1%
11	\$ 147,000	93%	\$ 147,000	\$ 147,000	\$ 147,000	\$ 147,000	\$ 147,000	1	<1%
12	\$ 140,000	89%	\$ 120,000	\$ 130,000	\$ 140,000	\$ 150,000	\$ 160,000	2	1%
13	\$ 160,000	102%	\$ 160,000	\$ 160,000	\$ 160,000	\$ 160,000	\$ 160,000	1	<1%
14	-	-	-	-	-	-	-	0	0%
15	\$ 161,500	103%	\$ 158,000	\$ 159,750	\$ 161,500	\$ 163,250	\$ 165,000	2	1%
16	\$ 156,500	99%	\$ 146,000	\$ 156,500	\$ 160,000	\$ 160,000	\$ 160,000	4	2%
17	\$ 148,000	94%	\$ 148,000	\$ 148,000	\$ 148,000	\$ 148,000	\$ 148,000	1	<1%
18	\$ 145,000	92%	\$ 145,000	\$ 145,000	\$ 145,000	\$ 145,000	\$ 145,000	1	<1%
19	-	-	-	-	-	-	-	0	0%
20	\$ 159,750	101%	\$ 135,000	\$ 138,750	\$ 140,000	\$ 161,000	\$ 224,000	4	2%
21	-	-	-	-	-	-	-	0	0%
22	-	-	-	-	-	-	-	0	0%
23	-	-	-	-	-	-	-	0	0%
24	\$ 137,000	87%	\$ 137,000	\$ 137,000	\$ 137,000	\$ 137,000	\$ 137,000	1	<1%
25	\$ 136,500	87%	\$ 85,000	\$ 115,750	\$ 143,000	\$ 163,750	\$ 175,000	4	2%
26	\$ 200,000	127%	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	1	<1%
27	-	-	-	-	-	-	-	0	0%
30	-	-	-	-	-	-	-	0	0%
31	\$ 111,000	70%	\$ 111,000	\$ 111,000	\$ 111,000	\$ 111,000	\$ 111,000	1	<1%
32	-	-	-	-	-	-	-	0	0%
33	-	-	-	-	-	-	-	0	0%
48	-	-	-	-	-	-	-	0	0%
49	\$ 110,000	70%	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	1	<1%
50	\$ 142,462	90%	\$ 88,000	\$ 130,000	\$ 150,000	\$ 160,000	\$ 184,000	13	6%
51	-	-	-	-	-	-	-	0	0%

# New MSL/Sr. MSL – Base Salary Negotiation

*Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?*

Salary Negotiation	Percentage	Number
Yes	43%	98
No	57%	130

*Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?*

Salary Negotiation Outcomes	Percent Increase	Number
Average	10%	87

# New MSL/Sr. MSL – Sign-on Bonus

*Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?*



Sign-On Bonus	Sign-On Bonus Average	Number
Average	\$ 17,039	76

# New MSL/Sr. MSL – Salary Increase

*Q. Have you had a base salary increase in the past 12 months?*

*If yes, please select the closest percentage (%) range to your actual salary increase.*



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	86%	195
No, I did not receive a salary increase, and I did NOT have a salary review	2%	5
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	6%	13
Yes, 3% - 4% increase	4%	8
Yes, 5% - 6% increase	2%	5
Yes, 7% - 8% increase	<1%	1
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	<1%	1

# New MSL/Sr. MSL – Bonus Received

*Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)*



Bonus Received	Amount
Average	\$23,574
Min	\$1,000
25th percentile	\$15,000
50th percentile (median)	\$24,000
75th percentile	\$32,000
Max	\$54,000
Number	94

# New MSL/Sr. MSL – Bonus Eligibility

*Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.*



Bonus Eligibility	Percentage	Number
0%	5%	11
1-4%	2%	4
5-9%	4%	9
10-14%	14%	33
15-19%	38%	87
20-24%	26%	60
25-29%	2%	4
30-34%	2%	5
35-39%	<1%	1
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	6%	14

# New MSL/Sr. MSL – Company Stock

*Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?*

Stock or Stock Options Received	Percentage	Number
Yes	37%	82
No, not this year	23%	50
No, I am not eligible or they are not awarded at my level	19%	41
No, the company does not offer them to any employee	17%	37
Other - my company calculates this based on other variables	5%	11

*Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.*

Stock Options	Stock Option Value	Number
Average	\$ 43,494	79

# New MSL/Sr. MSL – Paid Days Off

*Q As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?*

*(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)*



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	79%	174
Flextime	6%	14
Unlimited Days	15%	33

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	17
25th percentile	6
50th percentile (median)	15
75th percentile	20
Number	173

# New MSL/Sr. MSL – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?  
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid time off (holiday or vacation time)	94%	215	Professional certification(s) fees covered	36%	81
Health insurance	89%	204	Professional development funds/budget	34%	78
Dental insurance	88%	201	Car allowance	30%	68
Retirement plan contribution	84%	191	Medical or Industry Journal subscription(s)	20%	46
Paid mobile phone service	80%	183	Pension	16%	37
Paid sick days	73%	166	Airline travel lounge membership(s)	15%	34
Company car	58%	132	Global Entry	15%	34
Parental leave	53%	121	Other (please specify)	4%	8
Paid Internet service at home	52%	119	None of the above	<1%	1
Professional memberships (associations/societies)	46%	106	Subsidized childcare	0%	0
Subsidized fitness program or gym membership	41%	93	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
TSA Pre-Check	36%	82			

# New MSL/Sr. MSL – Benefits Desired

*Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Airline travel lounge membership(s)	54%	124	Company car	13%	29
Pension	35%	80	Paid mobile phone service	10%	22
TSA Pre-Check	33%	75	Parental leave	9%	21
Subsidized fitness program or gym membership	32%	74	Paid sick days	8%	19
Global Entry	32%	73	Retirement plan contribution	8%	18
Professional development funds/budget	32%	72	Health insurance	4%	10
Professional certification(s) fees covered	30%	69	Dental insurance	4%	10
Paid Internet service at home	30%	68	Paid time off (holiday or vacation time)	2%	4
Medical or Industry Journal subscription(s)	29%	67	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	0%	0
Professional memberships (associations/societies)	26%	59	Other (please specify)	0%	0
Subsidized childcare	25%	56	None of the above	0%	0
Car allowance	24%	55			

# New MSL/Sr. MSL – Satisfaction



*How satisfied are you with your pre-tax annual base salary?*

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	24%	54
Satisfied	62%	138
Dissatisfied	11%	25
Very Dissatisfied	2%	4

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	29%	63
Satisfied	62%	137
Dissatisfied	8%	17
Very Dissatisfied	2%	4

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	32%	70
Satisfied	55%	122
Dissatisfied	12%	27
Very Dissatisfied	1%	2

# New MSL/Sr. MSL – KOL Relationships

*How many KOLs do you maintain a relationship with? (i.e. how many KOLs are on your "list" that you engage with regularly throughout the year)*



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max
Overall	41	1	25	45	51	100
Large Pharmaceutical / Biotechnology	48	6	30	50	60	100
Medium Pharmaceutical / Biotechnology	44	1	30	45	51	100
Small Pharmaceutical / Biotechnology	37	1	17	35	51	75
Medical Devices	35	7	20	31	37	100
Contract Research Organization (CRO)	42	1	35	45	51	75
Diagnostic Company	32	5	16	32	50	70
Contract MSL Organization	50	49	49	50	50	51
Other	12	9	10	10	13	20

Note: responses indicating over 100 KOL relationships were excluded as outliers for reporting accuracy.

# New MSL/Sr. MSL – KOL Relationships

*During the COVID-19 pandemic, on average, how many live/virtual (i.e. zoom, teams, webex, etc.) KOL engagements do you have per week?*

Metrics	KOL Relationships
Average	3
Min	0
25th percentile	2
50th percentile (median)	3
75th percentile	5
Max	9
Number	178

# New MSL/Sr. MSL – Age Range X Years of experience

Age Range	Less than 1 year
Under 25 years old	<1%
25-34 years old	48%
35-44 years old	36%
45-54 years old	9%
55-64 years old	3%
65-74 years old	0%
No response	4%

# New MSL/Sr. MSL – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?  
(select one)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Company culture (not a good fit)	38%	11	Excessive travel/lack of work-life balance	3%	1
Lack of Job security	10%	3	Lack of professional development opportunities	3%	1
Lack of training	10%	3	Didn't get along with MSL(s) on my team	0%	0
Was offered a higher salary elsewhere	10%	3	I did not get the raise I was expecting or deserved	0%	0
I was terminated/laid off	7%	2	Lack of interest in Therapeutic Area/Product	0%	0
Lack of or no opportunities for career advancement/promotion	7%	2	Other	0%	0
Lack of recognition	7%	2	Relocated to another city or geographical area	0%	0
Didn't like my manager	3%	1	Wrong people were promoted or fired	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

# New MSL/Sr. MSL – Salary Perception



*Q. On average, MSL salaries are \_\_\_\_\_ for the value they provide to a company?*

Benefits Provided	Percentage	Number
Very Excessive	1%	3
Excessive	5%	12
Fair	84%	189
Insufficient	8%	19
Very Insufficient	1%	2

# MSL/Sr. MSL – Activities

*Q. Which of the following activities do you participate in?  
(select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
KOL relationship management	97%	222	Providing input for Medical Strategy	54%	124
Attending medical conferences (and other conference support)	95%	217	Supporting and coordinating company sponsored research/trials	53%	120
Educating KOLs & other Healthcare Professionals	92%	210	Material Review (publications, educational materials, slides, etc.)	50%	113
Delivering scientific presentations	88%	201	Mentoring/Training new MSLs	46%	106
Gathering Insights	77%	176	Identify and training speakers	46%	105
Supporting investigator led research (IITs ISTs etc.)	67%	153	Continuing Medical Education (CME) activities	22%	50
Training and supporting sales force	66%	151	Medical publications	17%	39
Competitive intelligence gathering	61%	139	HEOR presentations or research	11%	26
Supporting Advisory Boards	57%	131	Managed Care Activities	5%	12
Tools Development (slides, training materials, etc)	55%	125	Other (please specify)	1%	2



**The data is segmented for participants that selected “Manager/Director of MSLS” as their current role**

# Manager/Director of MSLs Salary based on Gender

Q. What is your gender?



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
USA - Manager / Director of MSLs	\$ 221,230	-	\$ 140,000	\$ 200,750	\$ 221,000	\$ 239,250	\$ 319,000	196	100%
Male	\$ 223,512	101%	\$ 140,000	\$ 201,750	\$ 226,000	\$ 240,000	\$ 292,000	82	43%
Female	\$ 219,336	99%	\$ 143,000	\$ 200,000	\$ 218,000	\$ 236,000	\$ 319,000	107	57%
Other	-	-	-	-	-	-	-	0	0%

# Manager/Director of MSLs Salary based on Ethnicity



Q. Which of the following best describes you? (you may select more than one)

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
USA – Manager/Director of MSLs	\$ 221,230	-	\$ 140,000	\$ 200,750	\$ 221,000	\$ 239,250	\$ 319,000	196	100%
Asian	\$ 227,333	103%	\$ 157,000	\$ 211,000	\$ 226,000	\$ 238,500	\$ 291,000	27	14%
Black or African American	\$ 195,167	88%	\$ 150,000	\$ 186,750	\$ 202,500	\$ 208,500	\$ 224,000	6	3%
Hispanic or Latino	\$ 214,000	97%	\$ 183,000	\$ 200,000	\$ 216,000	\$ 227,000	\$ 235,000	9	5%
Native American or American Indian	\$ 235,000	106%	\$ 235,000	\$ 235,000	\$ 235,000	\$ 235,000	\$ 235,000	1	1%
Native Hawaiian / Pacific Islander	\$ 232,500	105%	\$ 210,000	\$ 221,250	\$ 232,500	\$ 243,750	\$ 255,000	2	1%
Other/I choose not to disclose	\$ 223,000	101%	\$ 169,000	\$ 218,000	\$ 222,000	\$ 234,000	\$ 285,000	13	7%
White	\$ 221,000	100%	\$ 140,000	\$ 200,000	\$ 220,000	\$ 242,500	\$ 319,000	135	70%

Note: respondents were allowed to select 1+ answer choices.

# Manager/Director of MSLs Salary based on Academic Background



*Q. What is your highest academic background?*

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
USA - Manager / Director of MSLs	\$ 221,230	-	\$ 140,000	\$ 200,750	\$ 221,000	\$ 239,250	\$ 319,000	196	100%
PharmD	\$ 232,435	105%	\$ 179,000	\$ 215,000	\$ 227,500	\$ 248,000	\$ 319,000	92	47%
PhD	\$ 210,302	95%	\$ 140,000	\$ 193,000	\$ 214,000	\$ 229,000	\$ 270,000	53	27%
MD / MBBS (or equivalent)	\$ 222,600	101%	\$ 170,000	\$ 201,250	\$ 230,000	\$ 239,250	\$ 260,000	10	5%
Other Doctorate Degree (i.e. PsychD, DNP, etc.)	\$ 211,833	96%	\$ 150,000	\$ 191,500	\$ 213,500	\$ 240,750	\$ 269,000	12	6%
Master's Degree (i.e. MS, MSN, etc.)	\$ 207,158	94%	\$ 143,000	\$ 191,000	\$ 200,000	\$ 225,000	\$ 285,000	19	10%
Bachelor's Degree (i.e. BSN, BS, etc.)	\$ 212,700	96%	\$ 185,000	\$ 194,250	\$ 214,500	\$ 231,750	\$ 245,000	10	5%
Other Degree (please specify)	-	-	-	-	-	-	-	0	0%

# Manager/Director of MSLs Salary based on Years of Experience



*Q. How many years of MSL and/or MSL management experience do you have?*

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
USA - Manager / Director of MSLs	\$ 221,230	-	\$ 140,000	\$ 200,750	\$ 221,000	\$ 239,250	\$ 319,000	196	100%
Less than 1 year	\$ 203,000	92%	\$ 150,000	\$ 200,000	\$ 200,000	\$ 230,000	\$ 235,000	5	3%
1-2 years	\$ 193,143	87%	\$ 150,000	\$ 173,250	\$ 197,500	\$ 211,250	\$ 227,000	14	7%
3-4 years	\$ 204,152	92%	\$ 140,000	\$ 185,000	\$ 201,000	\$ 225,000	\$ 263,000	33	17%
5-6 years	\$ 213,897	97%	\$ 157,000	\$ 198,000	\$ 211,000	\$ 230,000	\$ 290,000	29	15%
7-8 years	\$ 220,733	100%	\$ 170,000	\$ 220,000	\$ 222,000	\$ 229,000	\$ 263,000	15	8%
9-10 years	\$ 222,400	101%	\$ 195,000	\$ 214,000	\$ 215,000	\$ 218,000	\$ 270,000	5	3%
11-15 years	\$ 228,211	103%	\$ 166,000	\$ 207,250	\$ 230,000	\$ 243,250	\$ 292,000	38	19%
More than 15 Years	\$ 238,719	108%	\$ 182,000	\$ 218,000	\$ 237,000	\$ 257,000	\$ 319,000	57	29%

# Manager/Director of MSLs Salary based on Company Type

*Q. How would you classify your company?*



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Manager / Director of MSLs	\$ 221,230	-	\$ 140,000	\$ 200,750	\$ 221,000	\$ 239,250	\$ 319,000	196	100%
Large Pharmaceutical / Biotechnology	\$ 217,673	98%	\$ 170,000	\$ 201,000	\$ 216,000	\$ 234,000	\$ 291,000	49	25%
Medium Pharmaceutical / Biotechnology	\$ 228,685	103%	\$ 150,000	\$ 212,750	\$ 232,000	\$ 245,750	\$ 292,000	54	28%
Small Pharmaceutical / Biotechnology	\$ 230,186	104%	\$ 165,000	\$ 214,500	\$ 227,000	\$ 249,000	\$ 319,000	59	30%
Medical Devices	\$ 195,222	88%	\$ 140,000	\$ 172,250	\$ 192,000	\$ 213,750	\$ 260,000	18	9%
Contract Research Organization (CRO)	\$ 206,500	93%	\$ 197,000	\$ 203,750	\$ 208,500	\$ 211,250	\$ 212,000	4	2%
Diagnostic Company	\$ 195,429	88%	\$ 143,000	\$ 192,500	\$ 200,000	\$ 202,000	\$ 236,000	7	4%
Contract MSL Organization	\$ 216,500	98%	\$ 150,000	\$ 192,000	\$ 220,500	\$ 245,000	\$ 275,000	4	2%
Other	\$ 191,000	86%	\$ 191,000	\$ 191,000	\$ 191,000	\$ 191,000	\$ 191,000	1	1%

Note: **Large Pharmaceutical:** \$10+ Billion **Medium Pharmaceutical:** \$1-10 Billion **Small Pharmaceutical:** <\$1 Billion

# Manager/Director of MSLs Salary based on Therapeutic Area



*Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)*

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Manager / Director of MSLs	\$ 221,230	-	\$ 140,000	\$ 200,750	\$ 221,000	\$ 239,250	\$ 319,000	196	100%
Addiction	\$ 229,000	104%	\$ 197,000	\$ 225,500	\$ 237,500	\$ 241,000	\$ 244,000	4	2%
Allergy	\$ 220,000	99%	\$ 220,000	\$ 220,000	\$ 220,000	\$ 220,000	\$ 220,000	1	1%
Autoimmune Diseases	\$ 227,800	103%	\$ 202,000	\$ 219,000	\$ 225,000	\$ 236,000	\$ 257,000	5	3%
Cardiovascular / Thrombosis	\$ 208,176	94%	\$ 157,000	\$ 195,000	\$ 206,000	\$ 212,000	\$ 285,000	17	9%
Dentistry / Oral Medicine	-	-	-	-	-	-	-	0	0%
Dermatology	\$ 215,625	97%	\$ 157,000	\$ 185,000	\$ 224,500	\$ 232,750	\$ 272,000	8	4%
Diabetes / Metabolic Disorders / Endocrinology	\$ 219,286	99%	\$ 157,000	\$ 201,500	\$ 221,000	\$ 235,000	\$ 275,000	14	7%
Gastroenterology	\$ 222,286	100%	\$ 195,000	\$ 196,500	\$ 216,000	\$ 230,500	\$ 291,000	7	4%
Genetic Diseases	\$ 228,400	103%	\$ 200,000	\$ 201,750	\$ 226,500	\$ 242,500	\$ 275,000	10	5%
Hematology	\$ 224,375	101%	\$ 169,000	\$ 211,750	\$ 225,000	\$ 239,250	\$ 273,000	16	8%
HEOR	\$ 232,600	105%	\$ 197,000	\$ 218,000	\$ 221,000	\$ 236,000	\$ 291,000	5	3%
Hepatology	\$ 231,857	105%	\$ 191,000	\$ 219,000	\$ 220,000	\$ 241,500	\$ 291,000	7	4%
HIV	\$ 227,000	103%	\$ 182,000	\$ 195,000	\$ 208,000	\$ 249,500	\$ 291,000	3	2%
Immunology	\$ 221,722	100%	\$ 150,000	\$ 205,250	\$ 223,500	\$ 235,750	\$ 291,000	18	9%
Infectious Diseases	\$ 214,167	97%	\$ 140,000	\$ 167,500	\$ 221,500	\$ 250,250	\$ 291,000	12	6%
Managed Care	\$ 251,167	114%	\$ 222,000	\$ 235,250	\$ 243,500	\$ 266,750	\$ 291,000	6	3%
Medical Devices / Diagnostics	\$ 197,818	89%	\$ 140,000	\$ 174,000	\$ 200,000	\$ 216,500	\$ 275,000	11	6%
Mental Health	\$ 234,500	106%	\$ 197,000	\$ 236,250	\$ 240,000	\$ 243,000	\$ 251,000	6	3%
Movement Disorders	\$ 226,667	102%	\$ 214,000	\$ 214,500	\$ 215,000	\$ 233,000	\$ 251,000	3	2%
Multiple Sclerosis	\$ 250,500	113%	\$ 250,000	\$ 250,250	\$ 250,500	\$ 250,750	\$ 251,000	2	1%
Neonatology	-	-	-	-	-	-	-	0	0%
Nephrology	\$ 220,462	100%	\$ 195,000	\$ 211,000	\$ 220,000	\$ 227,000	\$ 248,000	13	7%
Neurology / CNS/ Neuroscience	\$ 230,220	104%	\$ 197,000	\$ 218,000	\$ 230,000	\$ 241,000	\$ 285,000	41	21%
Nutrition	\$ 166,000	75%	\$ 166,000	\$ 166,000	\$ 166,000	\$ 166,000	\$ 166,000	1	1%
Oncology	\$ 224,288	101%	\$ 150,000	\$ 201,500	\$ 222,500	\$ 236,500	\$ 319,000	52	27%
Ophthalmology	\$ 216,889	98%	\$ 150,000	\$ 195,000	\$ 210,000	\$ 248,000	\$ 275,000	9	5%
Otolaryngology	-	-	-	-	-	-	-	0	0%
Pain	\$ 230,333	104%	\$ 226,000	\$ 228,000	\$ 230,000	\$ 232,500	\$ 235,000	3	2%
Pediatrics	\$ 200,000	90%	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	1	1%
Podiatry	\$ 157,000	71%	\$ 157,000	\$ 157,000	\$ 157,000	\$ 157,000	\$ 157,000	1	1%
Radiology	\$ 170,000	77%	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	1	1%
Rare Diseases / Orphan Diseases	\$ 230,913	104%	\$ 183,000	\$ 216,500	\$ 230,000	\$ 245,500	\$ 275,000	23	12%
Reproductive Health	\$ 143,000	65%	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	\$ 143,000	1	1%
Respiratory / Pulmonary	\$ 231,200	105%	\$ 196,000	\$ 204,500	\$ 220,500	\$ 259,250	\$ 290,000	10	5%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	\$ 215,571	97%	\$ 157,000	\$ 177,500	\$ 225,000	\$ 256,000	\$ 260,000	7	4%
Surgery	\$ 166,500	75%	\$ 140,000	\$ 152,750	\$ 168,000	\$ 181,750	\$ 190,000	4	2%
Transplantation	\$ 206,167	93%	\$ 164,000	\$ 200,250	\$ 211,500	\$ 224,250	\$ 225,000	6	3%
Urology	\$ 214,000	97%	\$ 191,000	\$ 202,500	\$ 214,000	\$ 225,500	\$ 237,000	2	1%
Vaccines	\$ 219,071	99%	\$ 190,000	\$ 200,000	\$ 208,500	\$ 237,000	\$ 275,000	14	7%
Virology (excluding HIV)	\$ 235,000	106%	\$ 206,000	\$ 207,000	\$ 208,000	\$ 249,500	\$ 291,000	3	2%
Women's Health	\$ 222,600	101%	\$ 143,000	\$ 195,000	\$ 245,000	\$ 255,000	\$ 275,000	5	3%
Other (please specify)	\$ 215,000	97%	\$ 170,000	\$ 192,500	\$ 215,000	\$ 237,500	\$ 260,000	2	1%

# Manager/Director of MSLs Salary based on State/Area

*Q. In which state do you live?*



State	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Manager / Director of MSLs	\$ 221,230	-	\$ 140,000	\$ 200,750	\$ 221,000	\$ 239,250	\$ 319,000	196	100%
Alabama	\$ 190,000	86%	\$ 190,000	\$ 190,000	\$ 190,000	\$ 190,000	\$ 190,000	1	1%
Arizona	\$ 229,800	104%	\$ 218,000	\$ 220,000	\$ 220,000	\$ 245,000	\$ 246,000	5	3%
Arkansas	\$ 228,000	103%	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	\$ 228,000	1	1%
California	\$ 226,500	102%	\$ 157,000	\$ 209,000	\$ 234,000	\$ 241,750	\$ 319,000	24	12%
Colorado	\$ 222,375	101%	\$ 198,000	\$ 204,500	\$ 216,000	\$ 240,000	\$ 263,000	8	4%
Connecticut	\$ 222,500	101%	\$ 220,000	\$ 221,250	\$ 222,500	\$ 223,750	\$ 225,000	2	1%
Delaware	\$ 191,000	86%	\$ 191,000	\$ 191,000	\$ 191,000	\$ 191,000	\$ 191,000	1	1%
Florida	\$ 230,929	104%	\$ 192,000	\$ 210,250	\$ 214,000	\$ 258,500	\$ 292,000	14	7%
Georgia	\$ 228,889	103%	\$ 190,000	\$ 222,000	\$ 225,000	\$ 237,000	\$ 263,000	9	5%
Illinois	\$ 218,692	99%	\$ 150,000	\$ 214,000	\$ 225,000	\$ 230,000	\$ 248,000	13	7%
Indiana	\$ 240,333	109%	\$ 230,000	\$ 233,000	\$ 236,000	\$ 245,500	\$ 255,000	3	2%
Kansas	\$ 242,500	110%	\$ 200,000	\$ 226,250	\$ 251,000	\$ 267,250	\$ 268,000	4	2%
Kentucky	\$ 181,000	82%	\$ 157,000	\$ 169,000	\$ 181,000	\$ 193,000	\$ 205,000	2	1%
Louisiana	\$ 182,000	82%	\$ 182,000	\$ 182,000	\$ 182,000	\$ 182,000	\$ 182,000	1	1%
Maine	\$ 285,000	129%	\$ 285,000	\$ 285,000	\$ 285,000	\$ 285,000	\$ 285,000	1	1%
Maryland	\$ 194,800	88%	\$ 143,000	\$ 195,000	\$ 200,000	\$ 209,000	\$ 227,000	5	3%
Massachusetts	\$ 236,750	107%	\$ 200,000	\$ 215,000	\$ 224,500	\$ 262,500	\$ 285,000	8	4%
Michigan	\$ 200,000	90%	\$ 185,000	\$ 188,750	\$ 201,500	\$ 210,250	\$ 216,000	8	4%
Minnesota	\$ 195,000	88%	\$ 166,000	\$ 169,000	\$ 187,000	\$ 213,000	\$ 240,000	4	2%
Missouri	\$ 246,000	111%	\$ 235,000	\$ 240,500	\$ 246,000	\$ 251,500	\$ 257,000	2	1%
Nebraska	\$ 227,000	103%	\$ 227,000	\$ 227,000	\$ 227,000	\$ 227,000	\$ 227,000	2	1%
Nevada	\$ 196,500	89%	\$ 195,000	\$ 195,750	\$ 196,500	\$ 197,250	\$ 198,000	2	1%
New Jersey	\$ 216,667	98%	\$ 183,000	\$ 200,250	\$ 211,500	\$ 234,750	\$ 255,000	6	3%
New Mexico	\$ 251,000	113%	\$ 251,000	\$ 251,000	\$ 251,000	\$ 251,000	\$ 251,000	1	1%
New York	\$ 213,400	96%	\$ 179,000	\$ 188,000	\$ 212,000	\$ 238,000	\$ 250,000	5	3%
North Carolina	\$ 229,625	104%	\$ 177,000	\$ 205,750	\$ 233,000	\$ 253,250	\$ 290,000	8	4%
Ohio	\$ 210,750	95%	\$ 140,000	\$ 179,750	\$ 221,500	\$ 252,500	\$ 260,000	4	2%
Oregon	\$ 206,000	93%	\$ 194,000	\$ 200,000	\$ 206,000	\$ 212,000	\$ 218,000	2	1%
Pennsylvania	\$ 244,000	110%	\$ 200,000	\$ 221,000	\$ 234,000	\$ 270,500	\$ 291,000	7	4%
South Carolina	\$ 200,000	90%	\$ 180,000	\$ 195,750	\$ 202,500	\$ 206,750	\$ 215,000	4	2%
South Dakota	\$ 237,000	107%	\$ 237,000	\$ 237,000	\$ 237,000	\$ 237,000	\$ 237,000	2	1%
Tennessee	\$ 190,000	86%	\$ 165,000	\$ 177,500	\$ 190,000	\$ 202,500	\$ 215,000	2	1%
Texas	\$ 220,889	100%	\$ 150,000	\$ 209,250	\$ 224,000	\$ 234,750	\$ 290,000	18	9%
Utah	\$ 222,000	100%	\$ 222,000	\$ 222,000	\$ 222,000	\$ 222,000	\$ 222,000	1	1%
Virginia	\$ 215,333	97%	\$ 170,000	\$ 207,250	\$ 218,000	\$ 223,500	\$ 257,000	6	3%
Washington	\$ 222,200	100%	\$ 191,000	\$ 204,000	\$ 220,000	\$ 234,000	\$ 262,000	5	3%
Washington, D.C.	\$ 164,000	74%	\$ 164,000	\$ 164,000	\$ 164,000	\$ 164,000	\$ 164,000	1	1%
Wisconsin	\$ 215,750	98%	\$ 171,000	\$ 190,500	\$ 221,000	\$ 246,250	\$ 250,000	4	2%

*Note: Only states/areas selected in the survey are represented in the table*

# Manager/Director of MSLs – MSLs Managed

*Q. How many MSLs do you directly manage (only include MSLs on your team that report directly to you)?*



Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	6	0	3	5	7	52	196
Large Pharmaceutical / Biotechnology	7	0	5	6	8	25	49
Medium Pharmaceutical / Biotechnology	6	0	4	6	7	20	54
Small Pharmaceutical / Biotechnology	4	0	3	4	6	13	59
Medical Devices	3	0	1	4	5	6	18
Contract Research Organization (CRO)	7	4	6	7	8	10	4
Diagnostic Company	3	0	1	3	5	9	7
Contract MSL Organization	19	7	7	8	19	52	4
Other	4	4	4	4	4	4	1

# Manager/Director of MSLs – Base Salary Negotiation

*Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?*

Salary Negotiation	Percentage	Number
Yes	28%	54
No	72%	142

*Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?*

Salary Negotiation Outcomes	Percent Increase	Number
Average	7%	51

# Manager/Director of MSLs – Sign-on Bonus

*Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?*



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0

# Manager/Director of MSLs – Salary Increase

*Q. Have you had a base salary increase in the past 12 months?*

*If yes, please select the closest percentage (%) range to your actual salary increase.*



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	11%	21
No, I did not receive a salary increase, and I did NOT have a salary review	3%	5
No, I did not receive a salary increase, but I did have a salary review	2%	3
Yes, 1% - 2% increase	22%	44
Yes, 3% - 4% increase	39%	76
Yes, 5% - 6% increase	9%	18
Yes, 7% - 8% increase	3%	5
Yes, 9% - 10% increase	7%	14
Yes, More than 10% (Please specify)	5%	10

# Manager/Director of MSLs – Bonus Received

*Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)*



Bonus Received	Amount
Average	\$46,575
Min	\$5,000
25th percentile	\$34,000
50th percentile (median)	\$45,000
75th percentile	\$58,000
Max	\$127,000
Number	181

# Manager/Director of MSLs – Bonus Eligibility

*Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.*



Bonus Eligibility	Percentage	Number
0%	1%	1
1-4%	0%	0
5-9%	0%	0
10-14%	5%	10
15-19%	13%	25
20-24%	41%	81
25-29%	28%	55
30-34%	6%	12
35-39%	3%	5
40-49%	1%	1
50-59%	0%	0
60+%	1%	1
Other - my company calculates bonus based on other variables	3%	5

# Manager/Director of MSLS – Company Stock

*Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?*

Stock or Stock Options Received	Percentage	Number
Yes	70%	137
No, not this year	9%	17
No, I am not eligible or they are not awarded at my level	7%	13
No, the company does not offer them to any employee	12%	23
Other - my company calculates this based on other variables	3%	5

*Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.*

Stock Options	Stock Option Value	Number
Average	\$ 75,571	133

# Manager/Director of MSLs – Paid Days Off

*Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?*

*(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)*



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	87%	169
Flextime	4%	8
Unlimited Days	9%	18

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	20
25th percentile	15
50th percentile (median)	20
75th percentile	22
Number	169

# Manager/Director of MSLs – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?  
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Health insurance	96%	189	Professional certification(s) fees covered	46%	91
Paid time off (holiday or vacation time)	96%	188	Subsidized fitness program or gym membership	37%	73
Dental insurance	95%	186	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	34%	66
Retirement plan contribution	90%	177	Car allowance	33%	65
Paid mobile phone service	86%	168	Airline travel lounge membership(s)	32%	63
Paid sick days	82%	160	Global Entry	29%	57
Professional memberships (associations/societies)	70%	137	Medical or Industry Journal subscription(s)	19%	38
Paid Internet service at home	62%	121	Pension	11%	21
Parental leave	62%	121	Other (please specify)	4%	7
TSA Pre-Check	51%	100	Subsidized childcare	0%	0
Company car	51%	99	None of the above	0%	0
Professional development funds/budget	51%	99			

# Manager/Director of MSLs – Benefits Desired

*Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Airline travel lounge membership(s)	54%	105	Company car	16%	31
Pension	42%	83	Professional memberships (associations/societies)	13%	25
Subsidized fitness program or gym membership	35%	68	Parental leave	10%	19
Global Entry	33%	65	Paid mobile phone service	6%	11
TSA Pre-Check	32%	63	Paid sick days	5%	10
Paid Internet service at home	29%	56	Retirement plan contribution	2%	4
Subsidized childcare	26%	51	Paid time off (holiday or vacation time)	0%	0
Car allowance	24%	48	Health insurance	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	21%	41	Dental insurance	0%	0
Professional certification(s) fees covered	18%	35	Other (please specify)	0%	0
Medical or Industry Journal subscription(s)	18%	35	None of the above	0%	0
Professional development funds/budget	16%	32			

# Manager/Director of MSLs – Satisfaction

*How satisfied are you with your pre-tax annual base salary?*

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	13%	26
Satisfied	61%	118
Dissatisfied	23%	45
Very Dissatisfied	3%	6

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	17%	34
Satisfied	63%	123
Dissatisfied	16%	32
Very Dissatisfied	3%	6

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	21%	40
Satisfied	65%	126
Dissatisfied	14%	28
Very Dissatisfied	1%	1

# Manager/Director of MSLs – Age Range X Years of experience



Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	1%	1%	2%	1%	1%	0%	0%	0%
35-44 years old	1%	4%	8%	10%	4%	2%	5%	0%
45-54 years old	2%	2%	5%	3%	2%	1%	10%	16%
55-64 years old	0%	1%	2%	1%	0%	0%	4%	12%
65-74 years old	0%	0%	1%	0%	0%	0%	0%	1%
No Response	4%							

# Manager/Director of MSLs – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Company culture (not a good fit)	26%	31	Lack of interest in Therapeutic Area/Product	3%	3
I was terminated/laid off	16%	19	Lack of professional development opportunities	3%	3
Lack of or no opportunities for career advancement/promotion	14%	17	Lack of recognition	1%	1
Didn't like my manager	12%	14	Lack of training	1%	1
Lack of Job security	10%	12	Didn't get along with MSL(s) on my team	0%	0
Was offered a higher salary elsewhere	7%	8	Other	0%	0
Excessive travel/lack of work-life balance	4%	5	Relocated to another city or geographical area	0%	0
I did not get the raise I was expecting or deserved	4%	5	Wrong people were promoted or fired	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

# Manager/Director of MSLs – Salary Perception



*Q. On average, MSL salaries are \_\_\_\_\_ for the value they provide to a company?*

Benefits Provided	Percentage	Number
Very Excessive	1%	1
Excessive	5%	10
Fair	76%	144
Insufficient	16%	31
Very Insufficient	2%	4

# Manager/Director of MSLs – Team Expansion

*Q. Was the size of the MSL team that you manage expanded (i.e. an increase in the number of FTEs) during the last 12 months?*

Previous Team Expansion	Percentage	Number
Yes	36%	68
No	64%	119

*Q. Is the company planning to expand (i.e. an increase in the number of FTEs) the size of the MSL team that you manage during the next 12 months?*

Future Team Expansion	Percentage	Number
Yes	47%	90
No	37%	71
I have no knowledge of this	16%	30

# Manager/Director of MSLs – Budgets

*What is the OVERALL ANNUAL budget PER MSL (salary, travel, benefits, training, etc.) at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 385,972
Medium Pharmaceutical / Biotechnology	\$ 315,310
Small Pharmaceutical / Biotechnology	\$ 460,158
Medical Devices	\$ 206,136
Contract Research Organization (CRO)	\$ 258,333
Diagnostic Company	\$ 345,000
Contract MSL Organization	\$ 250,000

*What is the ANNUAL TRAINING budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 25,612
Medium Pharmaceutical / Biotechnology	\$ 59,211
Small Pharmaceutical / Biotechnology	\$ 39,809
Medical Devices	\$ 5,013
Contract Research Organization (CRO)	\$ 52,333
Diagnostic Company	\$ 7,500
Contract MSL Organization	\$ 17,500

*What is the ANNUAL TRAVEL (flights, hotel, food, car rental, etc.) budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 66,682
Medium Pharmaceutical / Biotechnology	\$ 58,984
Small Pharmaceutical / Biotechnology	\$ 94,514
Medical Devices	\$ 27,382
Contract Research Organization (CRO)	\$ 30,000
Diagnostic Company	\$ 20,000
Contract MSL Organization	\$ 22,500



**The data is segmented for participants that selected “Executive Management/VP of Medical Affairs” as their current role**

# Executive Management/VP of Medical Affairs Salary based on Gender

*Q. What is your gender?*



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
USA - Executive Management / Vice President of Medical Affairs	\$ 275,774	-	\$ 174,000	\$ 250,000	\$ 271,000	\$ 301,000	\$ 440,000	53	100%
Male	\$ 282,200	102%	\$ 174,000	\$ 250,250	\$ 270,000	\$ 305,000	\$ 440,000	30	60%
Female	\$ 252,889	92%	\$ 178,000	\$ 217,500	\$ 258,500	\$ 278,750	\$ 351,000	18	36%
Other	\$ 300,500	109%	\$ 300,000	\$ 300,250	\$ 300,500	\$ 300,750	\$ 301,000	2	4%

# Executive Management/VP of Medical Affairs Salary based on Ethnicity



*Q. Which of the following best describes you? (you may select more than one)*

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
<b>USA – Executive Management/VP of Medical Affairs</b>	\$ 275,774	-	\$ 174,000	\$ 250,000	\$ 271,000	\$ 301,000	\$ 440,000	53	100%
Asian	\$ 273,500	99%	\$ 208,000	\$ 225,000	\$ 273,000	\$ 291,750	\$ 380,000	6	12%
Black or African American	-	-	-	-	-	-	-	0	0%
Hispanic or Latino	\$ 259,500	94%	\$ 251,000	\$ 255,250	\$ 259,500	\$ 263,750	\$ 268,000	2	4%
Native American or American Indian	-	-	-	-	-	-	-	0	0%
Native Hawaiian / Pacific Islander	-	-	-	-	-	-	-	0	0%
Other/I choose not to disclose	\$ 269,833	98%	\$ 187,000	\$ 222,750	\$ 273,000	\$ 300,750	\$ 370,000	6	12%
White	\$ 272,730	99%	\$ 174,000	\$ 250,000	\$ 265,000	\$ 301,000	\$ 440,000	37	73%

Note: respondents were allowed to select 1+ answer choices.

# Executive Management/VP of Medical Affairs Salary based on Academic Background



*Q. What is your highest academic background?*

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>USA - Executive Management / Vice President of Medical Affairs</b>	\$ 275,774	-	\$ 174,000	\$ 250,000	\$ 271,000	\$ 301,000	\$ 440,000	53	100%
<b>PharmD</b>	\$ 282,550	102%	\$ 175,000	\$ 261,000	\$ 291,500	\$ 301,250	\$ 380,000	20	38%
<b>PhD</b>	\$ 266,875	97%	\$ 187,000	\$ 240,250	\$ 253,000	\$ 269,250	\$ 440,000	16	30%
<b>MD / MBBS (or equivalent)</b>	\$ 307,200	111%	\$ 215,000	\$ 263,750	\$ 308,000	\$ 344,500	\$ 420,000	10	19%
<b>Other Doctorate Degree (i.e. PsychD, DNP, etc)</b>	-	-	-	-	-	-	-	0	0%
<b>Master's Degree (i.e. MS, MSN, etc.)</b>	\$ 252,000	91%	\$ 174,000	\$ 246,750	\$ 275,500	\$ 280,750	\$ 283,000	4	8%
<b>Bachelor's Degree (i.e. BSN, BS, etc.)</b>	\$ 186,000	67%	\$ 186,000	\$ 186,000	\$ 186,000	\$ 186,000	\$ 186,000	1	2%
<b>Other Degree (please specify)</b>	\$ 214,500	78%	\$ 178,000	\$ 196,250	\$ 214,500	\$ 232,750	\$ 251,000	2	4%

# Executive Management/VP of Medical Affairs

## Salary based on Years of Experience



*Q. How many years of MSL and/or MSL management experience do you have?*

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>USA - Executive Management / Vice President of Medical Affairs</b>	\$ 275,774	-	\$ 174,000	\$ 250,000	\$ 271,000	\$ 301,000	\$ 440,000	53	100%
<b>Less than 1 year</b>	\$ 271,000	98%	\$ 271,000	\$ 271,000	\$ 271,000	\$ 271,000	\$ 271,000	1	2%
<b>1-2 years</b>	\$ 175,000	63%	\$ 175,000	\$ 175,000	\$ 175,000	\$ 175,000	\$ 175,000	1	2%
<b>3-4 years</b>	\$ 263,400	96%	\$ 240,000	\$ 251,000	\$ 260,000	\$ 265,000	\$ 301,000	5	9%
<b>5-6 years</b>	\$ 245,750	89%	\$ 208,000	\$ 213,250	\$ 241,500	\$ 274,000	\$ 292,000	4	8%
<b>7-8 years</b>	\$ 232,333	84%	\$ 186,000	\$ 216,000	\$ 246,000	\$ 255,500	\$ 265,000	3	6%
<b>9-10 years</b>	\$ 239,286	87%	\$ 174,000	\$ 196,500	\$ 250,000	\$ 271,500	\$ 315,000	7	13%
<b>11-15 years</b>	\$ 301,125	109%	\$ 187,000	\$ 260,000	\$ 295,500	\$ 310,000	\$ 440,000	16	30%
<b>More than 15 Years</b>	\$ 292,500	106%	\$ 201,000	\$ 269,000	\$ 291,000	\$ 311,250	\$ 380,000	16	30%

# Executive Management/VP of Medical Affairs Salary based on Company Type

*Q. How would you classify your company?*



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Executive Management / Vice President of Medical Affairs	\$ 275,774	-	\$ 174,000	\$ 250,000	\$ 271,000	\$ 301,000	\$ 440,000	53	100%
Large Pharmaceutical / Biotechnology	\$ 251,200	91%	\$ 208,000	\$ 249,000	\$ 255,000	\$ 261,000	\$ 283,000	5	9%
Medium Pharmaceutical / Biotechnology	\$ 302,375	110%	\$ 250,000	\$ 267,250	\$ 288,000	\$ 310,500	\$ 420,000	8	15%
Small Pharmaceutical / Biotechnology	\$ 285,364	103%	\$ 175,000	\$ 262,000	\$ 286,500	\$ 301,750	\$ 381,000	22	42%
Medical Devices	\$ 248,700	90%	\$ 178,000	\$ 194,000	\$ 227,500	\$ 257,750	\$ 440,000	10	19%
Contract Research Organization (CRO)	\$ 261,000	95%	\$ 251,000	\$ 256,000	\$ 261,000	\$ 266,000	\$ 271,000	2	4%
Diagnostic Company	\$ 262,500	95%	\$ 174,000	\$ 218,250	\$ 262,500	\$ 306,750	\$ 351,000	2	4%
Contract MSL Organization	\$ 282,250	102%	\$ 250,000	\$ 268,750	\$ 287,000	\$ 300,500	\$ 305,000	4	8%
Other	-	-	-	-	-	-	-	0	0%

Note: **Large Pharmaceutical:** \$10+ Billion **Medium Pharmaceutical:** \$1-10 Billion **Small Pharmaceutical:** <\$1 Billion

# Executive Management/VP of Medical Affairs Salary based on Therapeutic Area



*Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)*

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Executive Management / Vice President of Medical Affairs	\$ 275,774	-	\$ 174,000	\$ 250,000	\$ 271,000	\$ 301,000	\$ 440,000	53	100%
Addiction	\$ 281,500	102%	\$ 271,000	\$ 276,250	\$ 281,500	\$ 286,750	\$ 292,000	2	4%
Allergy	\$ 294,750	107%	\$ 223,000	\$ 251,500	\$ 293,000	\$ 336,250	\$ 370,000	4	8%
Autoimmune Diseases	\$ 294,000	107%	\$ 260,000	\$ 262,000	\$ 270,000	\$ 281,000	\$ 420,000	6	11%
Cardiovascular / Thrombosis	\$ 299,250	109%	\$ 261,000	\$ 264,000	\$ 278,500	\$ 316,750	\$ 381,000	8	15%
Dentistry / Oral Medicine	-	-	-	-	-	-	-	0	0%
Dermatology	\$ 281,000	102%	\$ 261,000	\$ 271,000	\$ 281,000	\$ 291,000	\$ 301,000	2	4%
Diabetes / Metabolic Disorders / Endocrinology	\$ 284,833	103%	\$ 240,000	\$ 268,500	\$ 291,500	\$ 298,000	\$ 325,000	6	11%
Gastroenterology	\$ 287,333	104%	\$ 271,000	\$ 281,500	\$ 292,000	\$ 295,500	\$ 299,000	3	6%
Genetic Diseases	\$ 255,000	92%	\$ 174,000	\$ 233,000	\$ 292,000	\$ 295,500	\$ 299,000	3	6%
Hematology	\$ 299,556	109%	\$ 260,000	\$ 275,000	\$ 299,000	\$ 301,000	\$ 420,000	9	17%
HEOR	\$ 277,400	101%	\$ 260,000	\$ 265,000	\$ 271,000	\$ 292,000	\$ 299,000	5	9%
Hepatology	\$ 265,000	96%	\$ 265,000	\$ 265,000	\$ 265,000	\$ 265,000	\$ 265,000	1	2%
HIV	-	-	-	-	-	-	-	0	0%
Immunology	\$ 272,667	99%	\$ 223,000	\$ 256,250	\$ 279,000	\$ 295,750	\$ 305,000	6	11%
Infectious Diseases	\$ 240,250	87%	\$ 201,000	\$ 237,000	\$ 250,000	\$ 253,250	\$ 260,000	4	8%
Managed Care	\$ 278,600	101%	\$ 265,000	\$ 265,000	\$ 271,000	\$ 292,000	\$ 300,000	5	9%
Medical Devices / Diagnostics	\$ 293,000	106%	\$ 186,000	\$ 251,000	\$ 265,000	\$ 351,000	\$ 440,000	9	17%
Mental Health	\$ 259,333	94%	\$ 215,000	\$ 243,000	\$ 271,000	\$ 281,500	\$ 292,000	3	6%
Movement Disorders	\$ 281,500	102%	\$ 271,000	\$ 276,250	\$ 281,500	\$ 286,750	\$ 292,000	2	4%
Multiple Sclerosis	\$ 260,000	94%	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000	1	2%
Neonatology	-	-	-	-	-	-	-	0	0%
Nephrology	\$ 316,000	115%	\$ 292,000	\$ 298,500	\$ 305,000	\$ 328,000	\$ 351,000	3	6%
Neurology / CNS/ Neuroscience	\$ 293,556	106%	\$ 215,000	\$ 265,000	\$ 276,000	\$ 300,000	\$ 420,000	9	17%
Nutrition	-	-	-	-	-	-	-	0	0%
Oncology	\$ 282,588	102%	\$ 174,000	\$ 260,000	\$ 280,000	\$ 300,000	\$ 420,000	17	32%
Ophthalmology	-	-	-	-	-	-	-	0	0%
Otolaryngology	-	-	-	-	-	-	-	0	0%
Pain	\$ 281,500	102%	\$ 257,000	\$ 265,000	\$ 282,500	\$ 300,000	\$ 302,000	6	11%
Pediatrics	-	-	-	-	-	-	-	0	0%
Podiatry	\$ 227,500	82%	\$ 215,000	\$ 221,250	\$ 227,500	\$ 233,750	\$ 240,000	2	4%
Radiology	\$ 292,000	106%	\$ 292,000	\$ 292,000	\$ 292,000	\$ 292,000	\$ 292,000	1	2%
Rare Diseases / Orphan Diseases	\$ 298,200	108%	\$ 246,000	\$ 262,000	\$ 280,000	\$ 300,500	\$ 420,000	10	19%
Reproductive Health	\$ 239,500	87%	\$ 187,000	\$ 213,250	\$ 239,500	\$ 265,750	\$ 292,000	2	4%
Respiratory / Pulmonary	\$ 229,200	83%	\$ 178,000	\$ 186,000	\$ 249,000	\$ 265,000	\$ 268,000	5	9%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	\$ 257,000	93%	\$ 215,000	\$ 252,500	\$ 265,000	\$ 269,500	\$ 283,000	4	8%
Surgery	\$ 260,000	94%	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000	1	2%
Transplantation	\$ 269,333	98%	\$ 260,000	\$ 262,500	\$ 265,000	\$ 274,000	\$ 283,000	3	6%
Urology	-	-	-	-	-	-	-	0	0%
Vaccines	\$ 244,000	88%	\$ 201,000	\$ 230,500	\$ 260,000	\$ 265,500	\$ 271,000	3	6%
Virology (excluding HIV)	-	-	-	-	-	-	-	0	0%
Women's Health	\$ 215,000	78%	\$ 215,000	\$ 215,000	\$ 215,000	\$ 215,000	\$ 215,000	1	2%
Other (please specify)	\$ 244,833	89%	\$ 175,000	\$ 209,750	\$ 233,000	\$ 291,500	\$ 315,000	6	11%

# Executive Management/VP of Medical Affairs Salary based on State/Area



*Q. In which state do you live?*

State	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>United States - Executive Management / Vice President of Medical Affairs</b>	\$ 275,774	-	\$ 174,000	\$ 250,000	\$ 271,000	\$ 301,000	\$ 440,000	53	100%
Arizona	\$ 175,000	63%	\$ 175,000	\$ 175,000	\$ 175,000	\$ 175,000	\$ 175,000	1	2%
California	\$ 233,333	85%	\$ 187,000	\$ 197,500	\$ 208,000	\$ 256,500	\$ 305,000	3	6%
Colorado	\$ 182,000	66%	\$ 178,000	\$ 180,000	\$ 182,000	\$ 184,000	\$ 186,000	2	4%
Connecticut	\$ 294,000	107%	\$ 283,000	\$ 288,500	\$ 294,000	\$ 299,500	\$ 305,000	2	4%
Delaware	-	-	-	-	-	-	-	0	0%
Florida	\$ 319,500	116%	\$ 300,000	\$ 309,750	\$ 319,500	\$ 329,250	\$ 339,000	2	4%
Georgia	\$ 275,000	100%	\$ 275,000	\$ 275,000	\$ 275,000	\$ 275,000	\$ 275,000	1	2%
Idaho	-	-	-	-	-	-	-	0	0%
Illinois	\$ 262,333	95%	\$ 240,000	\$ 247,500	\$ 255,000	\$ 273,500	\$ 292,000	3	6%
Kansas	\$ 251,000	91%	\$ 251,000	\$ 251,000	\$ 251,000	\$ 251,000	\$ 251,000	1	2%
Maryland	\$ 225,500	82%	\$ 201,000	\$ 213,250	\$ 225,500	\$ 237,750	\$ 250,000	2	4%
Massachusetts	\$ 297,000	108%	\$ 246,000	\$ 257,250	\$ 281,000	\$ 320,750	\$ 380,000	4	8%
Michigan	\$ 280,000	102%	\$ 280,000	\$ 280,000	\$ 280,000	\$ 280,000	\$ 280,000	1	2%
Nevada	\$ 260,000	94%	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000	1	2%
New Jersey	\$ 284,833	103%	\$ 215,000	\$ 217,000	\$ 257,000	\$ 316,500	\$ 440,000	6	11%
New York	\$ 302,000	110%	\$ 302,000	\$ 302,000	\$ 302,000	\$ 302,000	\$ 302,000	1	2%
North Carolina	\$ 297,800	108%	\$ 250,000	\$ 268,000	\$ 275,000	\$ 315,000	\$ 381,000	5	9%
Ohio	\$ 258,000	94%	\$ 251,000	\$ 254,500	\$ 258,000	\$ 261,500	\$ 265,000	2	4%
Pennsylvania	\$ 290,429	105%	\$ 261,000	\$ 265,000	\$ 271,000	\$ 300,500	\$ 370,000	7	13%
Rhode Island	\$ 420,000	152%	\$ 420,000	\$ 420,000	\$ 420,000	\$ 420,000	\$ 420,000	1	2%
Tennessee	\$ 265,500	96%	\$ 249,000	\$ 257,250	\$ 265,500	\$ 273,750	\$ 282,000	2	4%
Texas	\$ 296,800	108%	\$ 257,000	\$ 276,000	\$ 299,000	\$ 301,000	\$ 351,000	5	9%
Wisconsin	\$ 174,000	63%	\$ 174,000	\$ 174,000	\$ 174,000	\$ 174,000	\$ 174,000	1	2%

Note: Only states/areas selected in the survey are represented in the table

# Executive Management/VP of Medical Affairs – Base Salary Negotiation

*Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?*

Salary Negotiation	Percentage	Number
Yes	53%	28
No	47%	25

*Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?*

Salary Negotiation Outcomes	Percent Increase	Number
Average	11%	28

## Executive Management/VP of Medical Affairs – Sign-on Bonus

*Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?*



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0

# Executive Management/VP of Medical Affairs – Salary Increase

*Q. Have you had a base salary increase in the past 12 months?*

*If yes, please select the closest percentage (%) range to your actual salary increase.*



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	25%	13
No, I did not receive a salary increase, and I did NOT have a salary review	9%	5
No, I did not receive a salary increase, but I did have a salary review	2%	1
Yes, 1% - 2% increase	17%	9
Yes, 3% - 4% increase	28%	15
Yes, 5% - 6% increase	8%	4
Yes, 7% - 8% increase	4%	2
Yes, 9% - 10% increase	4%	2
Yes, More than 10% (Please specify)	4%	2

## Executive Management/VP of Medical Affairs – Bonus Received

*Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)*



Bonus Received	Amount
Average	\$68,500
Min	\$15,000
25th percentile	\$47,000
50th percentile (median)	\$65,000
75th percentile	\$86,500
Max	\$150,000
Number	46

# Executive Management/VP of Medical Affairs – Bonus Eligibility

*Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.*



Bonus Eligibility	Percentage	Number
0%	4%	2
1-4%	0%	0
5-9%	0%	0
10-14%	4%	2
15-19%	2%	1
20-24%	13%	7
25-29%	26%	14
30-34%	28%	15
35-39%	8%	4
40-49%	11%	6
50-59%	0%	0
60+%	2%	1
Other - my company calculates bonus based on other variables	2%	1

## Executive Management/VP of Medical Affairs – Company Stock

*Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?*

Stock or Stock Options Received	Percentage	Number
Yes	65%	33
No, not this year	10%	5
No, I am not eligible or they are not awarded at my level	2%	1
No, the company does not offer them to any employee	24%	12
Other - my company calculates this based on other variables	0%	0

*Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.*

Stock Options	Stock Option Value	Number
Average	\$116,452	31

# Executive Management/VP of Medical Affairs – Paid Days Off

*Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?*

*(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)*



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	71%	36
Flextime	8%	4
Unlimited Days	22%	11

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	21
25th percentile	0
50th percentile (median)	15
75th percentile	20
Number	36

# Executive Management/VP of Medical Affairs – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?  
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Health insurance	91%	48	Paid Internet service at home	34%	18
Paid time off (holiday or vacation time)	89%	47	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	34%	18
Dental insurance	89%	47	Medical or Industry Journal subscription(s)	28%	15
Retirement plan contribution	85%	45	Car allowance	21%	11
Paid sick days	83%	44	Airline travel lounge membership(s)	19%	10
Paid mobile phone service	72%	38	Global Entry	19%	10
Professional memberships (associations/societies)	66%	35	Company car	17%	9
Professional development funds/budget	49%	26	Pension	6%	3
Parental leave	42%	22	None of the above	4%	2
Subsidized fitness program or gym membership	40%	21	Subsidized childcare	0%	0
Professional certification(s) fees covered	40%	21	Other (please specify)	0%	0
TSA Pre-Check	36%	19			

# Executive Management/VP of Medical Affairs – Benefits Desired

*Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Airline travel lounge membership(s)	49%	26	Professional memberships (associations/societies)	19%	10
Pension	38%	20	Medical or Industry Journal subscription(s)	15%	8
Car allowance	36%	19	Paid mobile phone service	13%	7
Global Entry	36%	19	Retirement plan contribution	6%	3
TSA Pre-Check	34%	18	Paid time off (holiday or vacation time)	4%	2
Paid Internet service at home	30%	16	Paid sick days	4%	2
Company car	23%	12	Parental leave	4%	2
Professional development funds/budget	23%	12	Health insurance	2%	1
Subsidized fitness program or gym membership	21%	11	Dental insurance	2%	1
Subsidized childcare	19%	10	Other (please specify)	0%	0
Professional certification(s) fees covered	19%	10	None of the above	0%	0
Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	19%	10			

# Executive Management/VP of Medical Affairs – MSLs on team

*Q. How many MSLs (FTEs) are there on your team?*

Company Size	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	18	0	4	6	17	200	53
Large Pharmaceutical / Biotechnology	21	4	8	25	30	40	5
Medium Pharmaceutical / Biotechnology	20	0	0	5	13	60	8
Small Pharmaceutical / Biotechnology	9	1	4	6	9	32	22
Medical Devices	9	0	2	4	8	50	10
Contract Research Organization (CRO)	45	10	28	45	63	80	2
Diagnostic Company	9	3	6	9	11	14	2
Contract MSL Organization	67	14	19	27	76	200	4
Other	-	-	-	-	-	-	0

# Executive Management/VP of Medical Affairs – Satisfaction

*How satisfied are you with your pre-tax annual base salary?*

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	22%	11
Satisfied	73%	37
Dissatisfied	6%	3
Very Dissatisfied	0%	0

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	25%	13
Satisfied	63%	32
Dissatisfied	12%	6
Very Dissatisfied	0%	0

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	24%	12
Satisfied	63%	32
Dissatisfied	14%	7
Very Dissatisfied	0%	0

# Executive Management/VP of Medical Affairs – Age Range X Years of experience

Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	0%	0%	0%	0%	0%	0%
35-44 years old	2%	2%	2%	6%	4%	6%	9%	8%
45-54 years old	0%	0%	0%	2%	0%	4%	13%	8%
55-64 years old	0%	0%	4%	0%	0%	2%	6%	13%
65-74 years old	0%	0%	2%	0%	2%	2%	0%	0%
No Response	6%							

# Executive Management/VP of Medical Affairs – Reason for leaving



*Q. What was the primary reason for leaving your most recent MSL/MSL leader position? (select one)*

Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Company culture (not a good fit)	40%	14	Excessive travel/lack of work-life balance	0%	0
Lack of or no opportunities for career advancement/promotion	17%	6	Lack of interest in Therapeutic Area/Product	0%	0
I was terminated/laid off	14%	5	Lack of professional development opportunities	0%	0
Was offered a higher salary elsewhere	14%	5	Lack of recognition	0%	0
Didn't like my manager	6%	2	Lack of training	0%	0
Lack of Job security	6%	2	Other	0%	0
I did not get the raise I was expecting or deserved	3%	1	Relocated to another city or geographical area	0%	0
Didn't get along with MSL(s) on my team	0%	0	Wrong people were promoted or fired	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

# Executive Management/VP of Medical Affairs – Salary Perception



*Q. On average, MSL salaries are \_\_\_\_\_ for the value they provide to a company?*

Benefits Provided	Percentage	Number
Very Excessive	0%	0
Excessive	10%	5
Fair	78%	39
Insufficient	12%	6
Very Insufficient	0%	0

# Executive Management/VP of Medical Affairs – Team Expansion



*Q. Was the size of the MSL team at your company expanded (i.e. an increase in the number of FTEs) during the last 12 months?*

Previous Team Expansion	Percentage	Number
Yes	48%	24
No	52%	26

*Q. Is the company planning to expand the size (i.e. increase the number of FTEs) of your MSL team within the next 12 months?*

Future Team Expansion	Percentage	Number
Yes	60%	30
No	38%	19
I have no knowledge of this	2%	1

# Executive Management/VP of Medical Affairs – Budgets



*What is the OVERALL ANNUAL budget PER MSL (salary, travel, benefits, training, etc.) at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 325,000
Medium Pharmaceutical / Biotechnology	\$ 300,000
Small Pharmaceutical / Biotechnology	\$ 268,024
Medical Devices	\$ 264,200
Contract Research Organization (CRO)	\$ 400,000
Diagnostic Company	\$ 250,000
Contract MSL Organization	\$ 343,750

*What is the ANNUAL TRAINING budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 6,000
Medium Pharmaceutical / Biotechnology	\$ 3,250
Small Pharmaceutical / Biotechnology	\$ 14,929
Medical Devices	\$ 7,333
Contract Research Organization (CRO)	\$ 2,500
Diagnostic Company	\$ 1,000
Contract MSL Organization	\$ 7,333

*What is the ANNUAL TRAVEL (flights, hotel, food, car rental, etc.) budget PER MSL at your company in the currency you selected previously? (only include MSLs on your team that report directly to you)*

Company Type	Average
Large Pharmaceutical / Biotechnology	\$ 33,000
Medium Pharmaceutical / Biotechnology	\$ 73,500
Small Pharmaceutical / Biotechnology	\$ 50,005
Medical Devices	\$ 104,600
Contract Research Organization (CRO)	\$ 205,000
Diagnostic Company	\$ 58,500
Contract MSL Organization	\$ 53,333



**The data is segmented for participants that selected “MSL Excellence / Operations” as their current role**

# MSL Excellence / Operations Salary based on Gender

*Q. What is your gender?*



Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL Excellence / Operations	\$ 211,750	-	\$ 135,000	\$ 185,000	\$ 203,000	\$ 223,750	\$ 294,000	16	100%
Male	\$ 189,000	89%	\$ 135,000	\$ 173,500	\$ 212,000	\$ 216,000	\$ 220,000	3	19%
Female	\$ 217,000	102%	\$ 181,000	\$ 185,000	\$ 203,000	\$ 235,000	\$ 294,000	13	81%
Other	-	-	-	-	-	-	-	0	0%

# MSL Excellence / Operations Salary based on Ethnicity



*Q. Which of the following best describes you? (you may select more than one)*

Gender	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number*	% of sample
<b>USA – MSL Excellence / Operations</b>	\$ 211,750	-	\$ 135,000	\$ 185,000	\$ 203,000	\$ 223,750	\$ 294,000	16	100%
<b>Asian</b>	\$ 278,000	131%	\$ 278,000	\$ 278,000	\$ 278,000	\$ 278,000	\$ 278,000	1	6%
<b>Black or African American</b>	\$ 208,500	98%	\$ 182,000	\$ 195,250	\$ 208,500	\$ 221,750	\$ 235,000	2	13%
<b>Hispanic or Latino</b>	-	-	-	-	-	-	-	0	0%
<b>Native American or American Indian</b>	-	-	-	-	-	-	-	0	0%
<b>Native Hawaiian / Pacific Islander</b>	-	-	-	-	-	-	-	0	0%
<b>Other/I choose not to disclose</b>	\$ 220,000	104%	\$ 220,000	\$ 220,000	\$ 220,000	\$ 220,000	\$ 220,000	1	6%
<b>White</b>	\$ 206,083	97%	\$ 135,000	\$ 185,000	\$ 202,500	\$ 212,250	\$ 294,000	12	75%

Note: respondents were allowed to select 1+ answer choices.

# MSL Excellence / Operations Salary based on Academic Background



*Q. What is your highest academic background?*

Academic Background	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>United States - MSL Excellence / Operations</b>	\$ 211,750	-	\$ 135,000	\$ 185,000	\$ 203,000	\$ 223,750	\$ 294,000	16	100%
<b>PharmD</b>	\$ 213,571	101%	\$ 135,000	\$ 183,500	\$ 220,000	\$ 247,500	\$ 278,000	7	44%
<b>PhD</b>	\$ 194,800	92%	\$ 181,000	\$ 185,000	\$ 202,000	\$ 203,000	\$ 203,000	5	31%
<b>MD / MBBS (or equivalent)</b>	-	-	-	-	-	-	-	0	0%
<b>Other Doctorate Degree (i.e. PsychD, DNP, etc.)</b>	\$ 294,000	139%	\$ 294,000	\$ 294,000	\$ 294,000	\$ 294,000	\$ 294,000	1	6%
<b>Master's Degree (i.e. MS, MSN, etc.)</b>	\$ 200,000	94%	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	1	6%
<b>Bachelor's Degree (i.e. BSN, BS, etc.)</b>	\$ 212,500	100%	\$ 212,000	\$ 212,250	\$ 212,500	\$ 212,750	\$ 213,000	2	13%
<b>Other Degree (please specify)</b>	-	-	-	-	-	-	-	0	0%

# MSL Excellence / Operations Salary based on Years of Experience



*Q. How many years of MSL and/or MSL management experience do you have?*

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>United States - MSL Excellence / Operations</b>	\$ 211,750	-	\$ 135,000	\$ 185,000	\$ 203,000	\$ 223,750	\$ 294,000	16	100%
<b>Less than 1 year</b>	-	-	-	-	-	-	-	0	0%
<b>1-2 years</b>	-	-	-	-	-	-	-	0	0%
<b>3-4 years</b>	\$ 135,000	64%	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	1	6%
<b>5-6 years</b>	\$ 218,800	103%	\$ 181,000	\$ 203,000	\$ 203,000	\$ 213,000	\$ 294,000	5	31%
<b>7-8 years</b>	\$ 201,000	95%	\$ 200,000	\$ 200,500	\$ 201,000	\$ 201,500	\$ 202,000	2	13%
<b>9-10 years</b>	-	-	-	-	-	-	-	0	0%
<b>11-15 years</b>	\$ 203,000	96%	\$ 182,000	\$ 184,250	\$ 185,000	\$ 203,750	\$ 260,000	4	25%
<b>More than 15 Years</b>	\$ 236,250	112%	\$ 212,000	\$ 218,000	\$ 227,500	\$ 245,750	\$ 278,000	4	25%

# MSL Excellence / Operations Salary based on Company Type

*Q. How would you classify your company?*



Company Type	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL Excellence / Operations	\$ 211,750	-	\$ 135,000	\$ 185,000	\$ 203,000	\$ 223,750	\$ 294,000	16	100%
Large Pharmaceutical / Biotechnology	\$ 195,000	92%	\$ 135,000	\$ 200,000	\$ 202,000	\$ 203,000	\$ 235,000	5	31%
Medium Pharmaceutical / Biotechnology	\$ 227,000	107%	\$ 182,000	\$ 189,500	\$ 211,500	\$ 263,500	\$ 294,000	6	38%
Small Pharmaceutical / Biotechnology	\$ 217,500	103%	\$ 185,000	\$ 205,250	\$ 212,500	\$ 224,750	\$ 260,000	4	25%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	\$ 181,000	85%	\$ 181,000	\$ 181,000	\$ 181,000	\$ 181,000	\$ 181,000	1	6%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

Note: **Large Pharmaceutical:** \$10+ Billion **Medium Pharmaceutical:** \$1-10 Billion **Small Pharmaceutical:** <\$1 Billion

# MSL Excellence / Operations Salary based on Therapeutic Area



Q. What Therapeutic Area best describes your responsibility? (You may select more than one.)

Therapeutic Area	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL Excellence / Operations	\$ 211,750	-	\$ 135,000	\$ 185,000	\$ 203,000	\$ 223,750	\$ 294,000	16	100%
Addiction	\$ 185,000	87%	\$ 185,000	\$ 185,000	\$ 185,000	\$ 185,000	\$ 185,000	1	6%
Allergy	-	-	-	-	-	-	-	0	0%
Autoimmune Diseases	\$ 135,000	64%	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	1	6%
Cardiovascular / Thrombosis	\$ 203,000	96%	\$ 203,000	\$ 203,000	\$ 203,000	\$ 203,000	\$ 203,000	2	13%
Dentistry / Oral Medicine	-	-	-	-	-	-	-	0	0%
Dermatology	\$ 168,500	80%	\$ 135,000	\$ 151,750	\$ 168,500	\$ 185,250	\$ 202,000	2	13%
Diabetes / Metabolic Disorders / Endocrinology	\$ 197,000	93%	\$ 185,000	\$ 194,000	\$ 203,000	\$ 203,000	\$ 203,000	3	19%
Gastroenterology	\$ 202,000	95%	\$ 202,000	\$ 202,000	\$ 202,000	\$ 202,000	\$ 202,000	1	6%
Genetic Diseases	-	-	-	-	-	-	-	0	0%
Hematology	\$ 212,500	100%	\$ 212,000	\$ 212,250	\$ 212,500	\$ 212,750	\$ 213,000	2	13%
HEOR	\$ 183,500	87%	\$ 182,000	\$ 182,750	\$ 183,500	\$ 184,250	\$ 185,000	2	13%
Hepatology	-	-	-	-	-	-	-	0	0%
HIV	-	-	-	-	-	-	-	0	0%
Immunology	\$ 182,000	86%	\$ 182,000	\$ 182,000	\$ 182,000	\$ 182,000	\$ 182,000	1	6%
Infectious Diseases	-	-	-	-	-	-	-	0	0%
Managed Care	-	-	-	-	-	-	-	0	0%
Medical Devices / Diagnostics	-	-	-	-	-	-	-	0	0%
Mental Health	-	-	-	-	-	-	-	0	0%
Movement Disorders	-	-	-	-	-	-	-	0	0%
Multiple Sclerosis	-	-	-	-	-	-	-	0	0%
Neonatology	-	-	-	-	-	-	-	0	0%
Nephrology	\$ 182,000	86%	\$ 182,000	\$ 182,000	\$ 182,000	\$ 182,000	\$ 182,000	1	6%
Neurology / CNS/ Neuroscience	\$ 238,200	112%	\$ 182,000	\$ 220,000	\$ 235,000	\$ 260,000	\$ 294,000	5	31%
Nutrition	-	-	-	-	-	-	-	0	0%
Oncology	\$ 218,500	103%	\$ 181,000	\$ 191,750	\$ 216,000	\$ 231,250	\$ 278,000	6	38%
Ophthalmology	-	-	-	-	-	-	-	0	0%
Otolaryngology	-	-	-	-	-	-	-	0	0%
Pain	-	-	-	-	-	-	-	0	0%
Pediatrics	-	-	-	-	-	-	-	0	0%
Podiatry	-	-	-	-	-	-	-	0	0%
Radiology	-	-	-	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	\$ 220,250	104%	\$ 182,000	\$ 184,250	\$ 202,500	\$ 238,500	\$ 294,000	4	25%
Reproductive Health	-	-	-	-	-	-	-	0	0%
Respiratory / Pulmonary	-	-	-	-	-	-	-	0	0%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	\$ 202,000	95%	\$ 202,000	\$ 202,000	\$ 202,000	\$ 202,000	\$ 202,000	1	6%
Surgery	-	-	-	-	-	-	-	0	0%
Transplantation	-	-	-	-	-	-	-	0	0%
Urology	-	-	-	-	-	-	-	0	0%
Vaccines	\$ 200,000	94%	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	1	6%
Virology (excluding HIV)	-	-	-	-	-	-	-	0	0%
Women's Health	-	-	-	-	-	-	-	0	0%
Other (please specify)	-	-	-	-	-	-	-	0	0%

# MSL Excellence / Operations Salary based on State/Area



*Q. In which state do you live?*

State	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
<b>United States - MSL Excellence / Operations</b>	\$ 211,750	-	\$ 135,000	\$ 185,000	\$ 203,000	\$ 223,750	\$ 294,000	16	100%
California	\$ 202,000	95%	\$ 202,000	\$ 202,000	\$ 202,000	\$ 202,000	\$ 202,000	1	6%
Florida	\$ 213,000	101%	\$ 213,000	\$ 213,000	\$ 213,000	\$ 213,000	\$ 213,000	1	6%
Georgia	\$ 212,000	100%	\$ 212,000	\$ 212,000	\$ 212,000	\$ 212,000	\$ 212,000	1	6%
Indiana	\$ 135,000	64%	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	1	6%
Massachusetts	\$ 260,000	123%	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000	\$ 260,000	1	6%
Missouri	\$ 220,000	104%	\$ 220,000	\$ 220,000	\$ 220,000	\$ 220,000	\$ 220,000	1	6%
New Jersey	\$ 200,667	95%	\$ 182,000	\$ 183,500	\$ 185,000	\$ 210,000	\$ 235,000	3	19%
Pennsylvania	\$ 239,250	113%	\$ 185,000	\$ 196,250	\$ 239,000	\$ 282,000	\$ 294,000	4	25%
Texas	\$ 195,667	92%	\$ 181,000	\$ 192,000	\$ 203,000	\$ 203,000	\$ 203,000	3	19%

*Note: Only states/areas selected in the survey are represented in the table*

# MSL Excellence / Operations – Base Salary Negotiation

*Q. Did you negotiate the most recent base salary you were offered (even if it was a merit increase for the same company/role)?*

Salary Negotiation	Percentage	Number
Yes	38%	6
No	63%	10

*Q. As a result of negotiating, what was the percentage increase you received in your final base salary offer?*

Salary Negotiation Outcomes	Percent Increase	Number
Average	4%	5

## MSL Excellence / Operations – Sign-on Bonus

*Q. If you received a SIGN-ON bonus as part of your new hire compensation, what was the amount of the bonus?*



Sign-On Bonus	Sign-On Bonus Average	Number
Average	-	0

# MSL Excellence / Operations – Salary Increase

*Q. Have you had a base salary increase in the past 12 months?*

*If yes, please select the closest percentage (%) range to your actual salary increase.*



Salary Increase	Percentage	Number
Not eligible - I have been in this role for less than one year	19%	3
No, I did not receive a salary increase, and I did NOT have a salary review	13%	2
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	19%	3
Yes, 3% - 4% increase	50%	8
Yes, 5% - 6% increase	0%	0
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, More than 10% (Please specify)	0%	0

## MSL Excellence / Operations – Bonus Received

*Q. If you received a (year-end, quarterly, semi-annual etc.) bonus, what was the total amount pre-tax paid in the last 12 months? (If part-time or in the role for less than 12 months, please select the equivalent of a yearly bonus.)*



Bonus Received	Amount
Average	\$43,467
Min	\$16,000
25th percentile	\$27,500
50th percentile (median)	\$37,000
75th percentile	\$63,500
Max	\$76,000
Number	15

# MSL Excellence / Operations – Bonus Eligibility

*Q. Please indicate as a percentage of your base salary, the maximum bonus you are eligible for annually.*



Bonus Eligibility	Percentage	Number
0%	0%	0
1-4%	0%	0
5-9%	13%	2
10-14%	6%	1
15-19%	13%	2
20-24%	25%	4
25-29%	19%	3
30-34%	13%	2
35-39%	0%	0
40-49%	0%	0
50-59%	6%	1
60+%	0%	0
Other - my company calculates bonus based on other variables	6%	1

## MSL Excellence / Operations – Company Stock

*Q. As part of your compensation package, during the last 12 months, did you receive any company stock or stock options?*

Stock or Stock Options Received	Percentage	Number
Yes	50%	8
No, not this year	25%	4
No, I am not eligible or they are not awarded at my level	13%	2
No, the company does not offer them to any employee	6%	1
Other - my company calculates this based on other variables	6%	1

*Q. Indicate the value of stock options you received during the last 12 months as part of your compensation, based on the value IF they all vested today.*

Stock Options	Stock Option Value	Number
Average	\$ 51,250	8

# MSL Excellence / Operations – Paid Days Off

*Q. As part of your compensation, how many Paid Time Off (vacation time) days do you receive each year?*

*(do not include personal days, sick days, company holidays, local/country holidays, religious holidays, etc.)*



Type of Paid Days Off	Percentage	Number
Fixed Number of Days	69%	11
Flextime	6%	1
Unlimited Days	25%	4

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	21
25th percentile	0
50th percentile (median)	18
75th percentile	25
Number	11

# MSL Excellence / Operations – Benefits Received

*Q. Which of the following benefits do you receive as part of your overall compensation?  
(Select all that apply)*



Benefits Received	Percentage	Number	Benefits Received	Percentage	Number
Paid time off (holiday or vacation time)	100%	16	Subsidized fitness program or gym membership	44%	7
Health insurance	100%	16	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	44%	7
Dental insurance	100%	16	Company car	38%	6
Paid mobile phone service	88%	14	Medical or Industry Journal subscription(s)	31%	5
Retirement plan contribution	81%	13	Global Entry	19%	3
Paid sick days	75%	12	Car allowance	13%	2
Professional memberships (associations/societies)	75%	12	Pension	6%	1
Parental leave	69%	11	Airline travel lounge membership(s)	6%	1
Professional development funds/budget	63%	10	Other (please specify)	6%	1
TSA Pre-Check	56%	9	Subsidized childcare	0%	0
Paid Internet service at home	50%	8	None of the above	0%	0
Professional certification(s) fees covered	50%	8			

# MSL Excellence / Operations – Benefits Desired

*Q. Which of the following are benefits that you currently DO NOT receive as part of your overall compensation but would like to receive? (Select all that apply)*



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
Car allowance	44%	7	Professional development funds/budget	13%	2
Airline travel lounge membership(s)	44%	7	Professional certification(s) fees covered	13%	2
Pension	38%	6	Continuing professional education credits (i.e. CME, CNE, CPE) fees covered	13%	2
Global Entry	38%	6	Professional memberships (associations/societies)	13%	2
Paid Internet service at home	25%	4	Paid mobile phone service	6%	1
Medical or Industry Journal subscription(s)	25%	4	Parental leave	6%	1
TSA Pre-Check	25%	4	Paid time off (holiday or vacation time)	0%	0
Company car	19%	3	Health insurance	0%	0
Subsidized fitness program or gym membership	19%	3	Dental insurance	0%	0
Subsidized childcare	19%	3	Other (please specify)	0%	0
Paid sick days	13%	2	None of the above	0%	0
Retirement plan contribution	13%	2			

# MSL Excellence / Operations – Satisfaction



*How satisfied are you with your pre-tax annual base salary?*

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	38%	6
Satisfied	31%	5
Dissatisfied	31%	5
Very Dissatisfied	0%	0

*How satisfied are you with your overall annual compensation?*

Overall Annual Compensation	Percentage	Number
Very Satisfied	31%	5
Satisfied	44%	7
Dissatisfied	25%	4
Very Dissatisfied	0%	0

*How satisfied are you with the benefits your employer provides?*

Benefits Provided	Percentage	Number
Very Satisfied	56%	9
Satisfied	31%	5
Dissatisfied	13%	2
Very Dissatisfied	0%	0

# MSL Excellence / Operations – Age Range X Years of experience



Age Range	Less than 1 year	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	0%	0%	0%	0%	0%	0%
35-44 years old	0%	0%	6%	19%	6%	0%	19%	0%
45-54 years old	0%	0%	0%	6%	6%	0%	0%	19%
55-64 years old	0%	0%	0%	6%	0%	0%	6%	6%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
No Response	0%							

# MSL Excellence / Operations – Reason for leaving

Q. What was the primary reason for leaving your most recent MSL/MSL leader position?  
(select one)



Benefits Desired	Percentage	Number	Benefits Desired	Percentage	Number
I was terminated/laid off	36%	4	Lack of interest in Therapeutic Area/Product	0%	0
Company culture (not a good fit)	18%	2	Lack of Job security	0%	0
Didn't like my manager	18%	2	Lack of professional development opportunities	0%	0
Excessive travel/lack of work-life balance	9%	1	Lack of recognition	0%	0
Lack of or no opportunities for career advancement/promotion	9%	1	Lack of training	0%	0
Wrong people were promoted or fired	9%	1	Other	0%	0
Didn't get along with MSL(s) on my team	0%	0	Relocated to another city or geographical area	0%	0
I did not get the raise I was expecting or deserved	0%	0	Was offered a higher salary elsewhere	0%	0

Note: Although “Not Applicable / I am still in my first MSL/MSL leader position” was an answer choice, the calculations in table above excluded this answer choice

# MSL Excellence / Operations – Salary Perception



*Q. On average, MSL salaries are \_\_\_\_\_ for the value they provide to a company?*

Benefits Provided	Percentage	Number
<b>Very Excessive</b>	0%	0
<b>Excessive</b>	19%	3
<b>Fair</b>	75%	12
<b>Insufficient</b>	6%	1
<b>Very Insufficient</b>	0%	0



# Appendix – “Other” Responses

# What is your role? ("Other" responses)

"Other" Roles			
Associate Director	Director of Medical Affairs	Medical Affairs Fellow	Player coach. Both functional MSL and manager
Associate Director	Director of Scientific Affairs	medical director	Principal MSL
Associate Director MSL	Director, Field Medical Strategy (includes MSL duties)	Medical outcomes and value liaison	Regional Medical Affairs Director
Associate Director, MSL Training	Global Medical Franchise Lead	Medical Value Liaison	Regional Medical Affairs Director
Associate Director, Scientific Affairs	Head of TA for all MSL, MSL like roles	MSL Postdoctoral Fellow	Sr. Director
Associate MSL	HEOR Program Director	National Medical Outcomes Liaison	Sr. Medical Science Director
Clinical Trial Liaison	Medical Affairs Advisor	Physician Relations	Trainer

Note: All "other" responses are verbatim from survey participants

# How would you classify your company? ("Other" responses)

"Other" Companies	
CCO	Medical Foods Company
Contract Consultant	Medical Foods Company
Diagnostic and digital health company	Nuclear & Molecular Medicine
Distributor in US with sales marketing and medical affairs in US	Nutrition
Genetics and genomics industry	Small / Early Stage
Clinical-stage biopharmaceutical company	

Note: All "other" responses are verbatim from survey participants

# How many years of MSL and/or MSL management experience do you have? ("More than 15 Years" responses)

More than 15 Years of Experience – Please Specify	
Years	Number
15 Years	1
16 Years	30
17 Years	16
18 Years	11
19 Years	11
20 Years	25
21 Years	23
22 Years	12
23 Years	6
24 Years	5
25 Years	1
26 Years	3
27 Years	1
28 Years	1
30 Years	3
35 Years	1

# What is your highest academic background? ("Other Degree" responses)

"Other" Degrees	
DMD	Nurse Practitioner
DNP	OD
DPM/MBA	OD
Legal	OD (Doctor of Optometry)
Masters and Registered Dietitian	PA-C
MBA	PA-C
MS, currently completing PhD	PharmD and MS
NP	PharmD MS

Note: All "other" responses are verbatim from survey participants

# What Therapeutic Area best describes your responsibility? ("Other" responses)

"Other" Therapeutic Areas			
Aesthetics	Hemostasis management in all areas	Orthopedic Surgery, Sports Medicine, Orthopedics, Pain Management, Physical Medicine & Rehabilitation, Orthobiologics	Sleep
Aesthetics	Iron deficiency that applies to multiple therapeutic areas	Orthopedics	sleep medicine
Artificial Intelligence	Itch ( Derm & Nephrology)	Orthopedics	Toxicology
biomarkers	Management	Orthopedics and orthobiologics	Toxicology
Bone Health	Medical Devices / Cardiovascular	Perioperative	Vascular Medical Devices
Burns	Men's Health	Pharmacogenomics	Wound care
Cancer screening test	Men's Health	Psychiatry	Wound Care
Cannabinoids	Migraines	psychiatry	wound care
Cell Therapy	Multiple Medical Affairs Management	Psychiatry	Wound Care
Cell therapy	NA	Pulmonary hypertension	Wound Care/Regenerative Medicine
Diagnostics	Obesity	Radiation Oncology	
Facial aesthetics	Orthopaedics	Regenerative Medicine	

Note: All "other" responses are verbatim from survey participants

# Have you had a base salary increase in the past 12 months? (“More than 10%” responses)

% Increase	Number	% Increase	Number
11%	3	20%	7
12%	4	21%	1
13%	2	23%	1
14%	2	25%	2
15%	1	27%	1
16%	2	30%	3
18%	3	35%	1
19%	2	184%	1

# Which of the following benefits do you receive as part of your overall compensation? (“Other” responses)

“Other” Benefits Received			
3 floating holidays	Contracted employee, therefore we aren't eligible for many of the company benefits, I only listed ones I receive	Long term incentives	Pet insurance, Norton life lock
cell phone stipend (doesn't cover complete bill)	COVID-19 leave (80 hours) paid	Mileage reimbursement	Relocation Package
CLEAR	Discounted prices on company drugs and medical devices. Pre-negotiated discounts in retail, car-buying, car insurance, travel, electronics, etc.	Office supplies	Technology (ipad, computer) travel meals covered, travel hotels, travel transport
CLEAR (airport)	Eye glasses/contact coverage free	Paid fuel car maintenance	Unlimited vacation
Clear membership	Free clinical lab testing	paid gas	Vision insurance, retiree medical savings account, company store, gift card award program
Clear, HSA contribution	home office stipend	Partial Internet Stipend	Wellness days
company stock purchase program	Laptop, iPad, Office set-up/equipment budget	Personal acct of \$500 that can be used for education, fitness, charity, etc plus charitable donation match upto \$1000	
Concierge service, backup dependent/elder care	Life & A&D insurance, subsidized internet, subsidized mobile phone, , company reward point for merchandise "purchase"	pet insurance	

Note: All “other” responses are verbatim from survey participants

# Which of the following are benefits that you currently DO NOT receive as part of your overall compensation? ("Other" responses)

"Other" Benefits Desired			
Better choice of company car or car allowance	Increased PTO	pay student loans	Student loan payment contributions
Buy time off	long term incentives	Pet Insurance	subsidized petcare
CLEAR	Longer parental leave (was just increased to 8 weeks, still less than industry standard)	printer ink	They give you a phone and only cover \$50 for internet
CLEAR	Meal delivery service. Benefits for LGBTQ employees. Benefits to support single working mothers.	retirement program	Tuition assistance
Clear (like TSA or Global Entry	more life insurance	Satellite Radio	unlimited vacation days
CLEAR PASS	More vacation time	stock	WiFi in flight
CLEAR service at airport	no	Stock options	Work share and/or FlexTime
Dog care allowance (boarding) for work travel	one time perk for company to pay to keep airline/hotel status since I will lose these this year as we are not traveling	stock options	
Fertility treatment coverage through insurance	Only pays for 1 (TSA pre-check/global Entry/Clear)	stocks	
I am new to the company. I am not completely sure what the all the benefits are yet	paid sabbatical	Stocks	

Note: All "other" responses are verbatim from survey participants

# What was the primary reason for leaving your most recent MSL/MSL leader position? ("Other" responses)

"Other" Reasons for leaving						
Better Opportunity to Build a new Team	Company restructure - no more medical affairs	Downsized	I was promoted into a MSL leadership position	More global trial support opportunity	promoted	Retirement
Better pipeline of products	Company vision for therapy area and lack of investment in life cycle management	drug too old - nothing for MSL team to do in the field, lack of KOL responses/interactions	I was promoted!	multiple reasons	Promoted	Scientific interest and opportunity better at the new company
career advancement	Company was bought, fear of being laid off	End of contract	Lack of equity (options,RSUs) provided	My team was dissolved- all MSL's were displaced	promoted	Shift in responsibilities of what the MSL was responsible for
Career progression	Company went BK	Focus on quantity over quality (high metrics) which generated very poor culture	Lack of leadership in management	Not previously in MSL role	Promoted to new role within company	Still
CEO lack of ethics	Compliance issues	Followed VP Medical Affairs	Lack of pipeline and patent expirations	opportunity to build an MSL function at small biotech	Promoted/Offered a Management Role	This is my first MSL job
Change in insurance	Contract Ended	Franchise sold to another company	Lack of promotion	Organization size was contracting, not growing	Promotion	voluntary early retirement
Company challenges	Contract ended	Growth ladder was dictated as opposed to working to ensure it met my own personal growth	Laid off - company reorganization	Personal Improvement	Promotion	Was promoted
company discontinued Med Affairs	Contract MSL, not made permanent	Haven't ever left	long term incentive (pension, stock options)	Position was eliminated.	Promotion from msl leader to head of medical	Was working in non-MSL role, desired to return to MSL role
Company growth potential and career opportunities in a start-up	Contract position that ended	Higher salary with previous manager	Managed out	Presented with career growth opportunity elsewhere	Purchased by another company, culture changed, being from company which was purchased we weren't esp welcome nor were our ways of doing things	
Company purchased by another company	Downsize of team; territory changed to gigantic	I am still with my 1st MSL company and have promoted multiple times to leading the national teams	Metrics that did not make sense and resulted in a large admin burden detracting from the overall job of an msl	previously in consulting	Received a Promotion	

Note: All "other" responses are verbatim from survey participants

# Which of the following activities do you participate in? (“Other” responses)

“Other” Activities	
Advocacy	Medical Information
Clinical development support, early development support, clinical operations support	Medical Information response development
Clinical trial recruitment selection / SSV / SIV	Patient Advocacy
Clinical/scientific input for product development	Provide webinars and conferences information
Collaboration internally; Identify KOLs and establish relationships	PV support
CRA	R&D consulting
Developing Medical Information responses	Sales support
diversity equity inclusion task force	Supporting innovation and marketing
grant support	Supporting pipeline
Initiatives for MSL organization to increase engagement and retention	Training HCPs
Insights related education, Generation of Insights Reports and identification of Actionable Insights	Translation of MEDICAL AFFAIRS and Scientific Presentations.

Note: All “other” responses are verbatim from survey participants



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