MSLS
MEDICAL SCIENCE LIAISON SOCIETY

MSL Salary & Compensation

USA Results

2025

www.themsls.org

About this Report

The 2025 survey is our 12th annual global survey on MSL Salary and Compensation levels. The primary purpose of the survey is 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 companies to ensure the compensation they offin successfully recruiting and retaining the best MSL talent. It's crucial for er is competitive by benchmarking against others in their industry and region.

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



Samuel Dyer, MD, PhD

CEO/Chairman of the Board
Medical Science Liaison Society

Salary Survey Overview

The MSL Society conducted the first-ever MSL salary survey in 2014, and with the yearly growth in participants it's become 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. 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).

2025 Salary Survey Results

PARTICIPANTS

1,100
MSL professionals

44
countries

REPORTS

873
slides

7 versions
(including the global report)

6 individual country reports:

Canada, France, Germany, Spain, U.K., and USA.

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 100 countries. The Society is the primary global resource for MSL professionals in the pharmaceutical, biotechnology, medical device, CRO, and other healthcare industries. To date, the Society serves as the foremost authority in public policy and regulatory affairs issues, peer-reviewed scientific research, and evidence-based practices related to the role of the MSL.

The MSL Society represents the professional interests of MSL professionals, from field-based MSLs to executive management. We help our members become more effective in their careers by providing unique resources and training for professional growth and development.

WHAT WE OFFER

- Global networking opportunities with MSL and medical affairs professionals
- Global MSL directory
- Live and virtual training, eLearning and other resources for career advancement
- Live interactive conferences with prominent speakers
- Exclusive job board dedicated to the MSL career
- Up-to-date insights and information on MSL career trends
- Original and robust research and publications
- Educational resources from global experts ranging from articles, videos, and presentations

Not a member? Join Today!

MSL Society Resources by the Numbers

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1st
Certification for Medical Science Liaisons -MSL-BC®

243
New MSLs and MSL Managers mentored in free Mentor Program

240+
Original MSL Focused Research Reports since 2014

1st
Publication focused exclusively on the global MSL profession

300+
MSL careers launched as a result of our training programs

1st
Guidelines written for MSL activities

47+ Hours
Webinar Recordings

252
Presentations by MSL Leaders

1st
Online social community built and dedicated to global MSL community

20
Original MSL Focused Research Posters

1st
Only job board dedicated exclusively to MSLs and MSL managers

1st
Global directory specifically for MSL community

Celebrate the 7th International MSL Day with us!



HISTORY OF THE INTERNATIONAL MSL DAY

In **2020, the Medical Science Liaison Society** established the **International MSL Day** to raise awareness about the importance of the MSL role in pharmaceutical, biotechnology, medical device and other companies that employ them, which ultimately improves patients' lives.



International MSL Day is celebrated every March 27th!

DID YOU KNOW?

The MSL Role was first established by Upjohn Pharmaceuticals in 1967, and MSLs have become critical to the success of the products they support.



MSL-BC®

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

Preparing for the MSL-BC exam? Learn more about our Medical Affairs Foundation Training program at themsls.org/medical-affairs-foundation-training/

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

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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

The MSL Journal in Numbers in 2025

- **3** Issues
- **89** Articles
- **68** Authors
- Authors from **16** countries
- **160,000+** Pageviews
- Pageviews from **171** countries
- **99,100+** New Users

WWW.THEMSLJOURNAL.COM

The MSL Society has now conducted customized MSL training programs for **75+ companies!**



ACCREDITED IACET PROVIDER

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!

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Customized training for Medical Science Liaison teams!

INTERESTED?

Scan the QR Code to view the MSL Society Training Catalogue!

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

Some of the most requested topics include:

- 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

MEDICAL AFFAIRS FOUNDATION TRAINING PROGRAM

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Gain the essential foundational knowledge for a successful career in Medical Affairs!

eLearning Program Overview

DURATION

- 16 courses
- 40+ hours content

AVAILABILITY

- Accessible online 24/7
- Available for 1 year

ASSESSMENT

- Knowledge checks throughout each course
- Final assessment at the end of each course

themsls.org/medical-affairs-foundation-training/



MSL ONBOARDING TRAINING PROGRAM

Learn the essential skills a NEW MSL needs to succeed at any company!

WHAT IS INCLUDED

ACCREDITED IACET PROVIDER

themsls.org/msl-onboarding-training-program/

PART 1 — LIVE TRAINING

- 5-Day **In-Person Onboarding** Training with comprehensive workbooks & relevant templates (meals included)

PART 2 — VIRTUAL TRAINING

- 40+ hour **Onboarding eLearning Training Program** with 16 modules (1-year access)

PART 3 — CONTINUOUS GROWTH

- 1 year professional level membership to the MSL Society
- 1 year enrollment in the MSL Mentor Program
- MSL-BC exam (waived fees) the ONLY board certification for MSLs (not required, optional for those who wish to earn the credentials)

Survey Methodology

The 2025 MSL Salary & Compensation survey included **1,100 MSL professionals** from **44 countries**.

The online survey was open from September 11th to December 12th. The survey was only open to current MSLs (or equivalent title), MSL management, MSL Excellence/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 and completed responses were included in this report.

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
- MSL Society social media channels: LinkedIn, Facebook, X (formerly Twitter), and Instagram
- The MSL Society website
- The MSL Society newsletter
- Personal direct LinkedIn contacts

The MSL Society is confident that the information gathered from this survey can be used to make important strategic and business decisions related to this topic.

Report Structure

Data is segmented by role:

- MSL / Sr. MSL / Medical Advisor
- Manager/Director of MSLs
- Executive Management / VP of Medical Affairs
- MSL Excellence / Operations

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

- Gender
- Academic Background
- Years of Experience
- Company Type
- Therapeutic Area

**Only applicable for individual country level reports*

For each role, data includes:

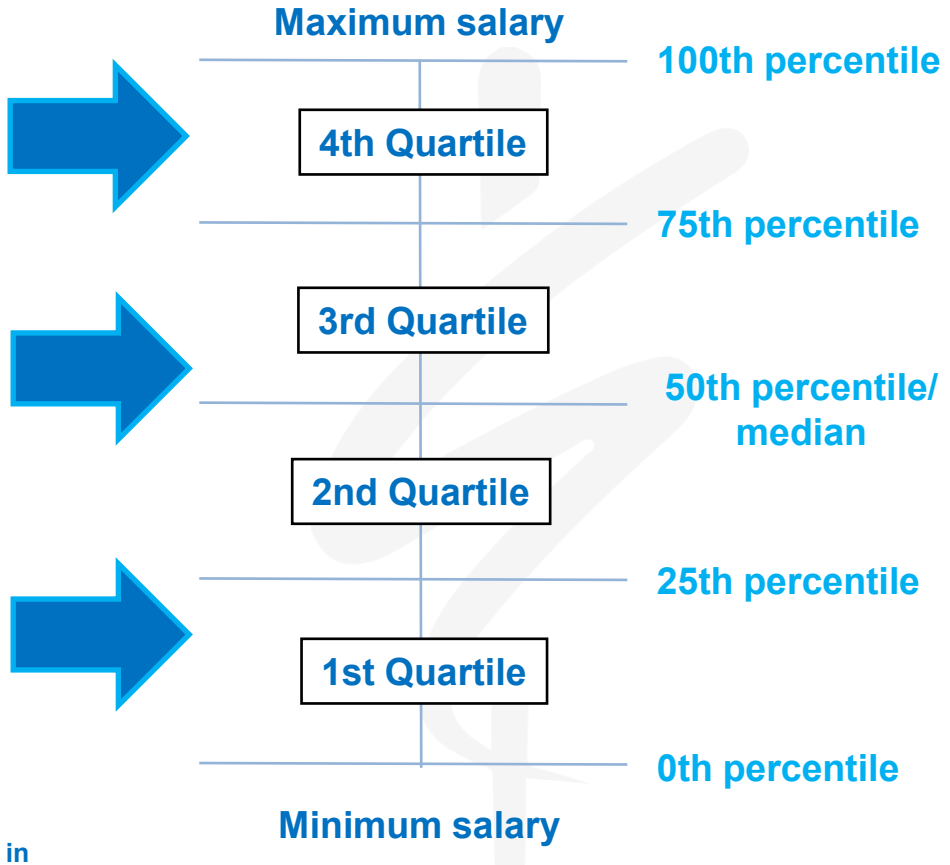
- Salary
- Salary Negotiation
- Sign-on Bonus
- Salary Increase
- Bonus Received
- Bonus Eligibility
- Company Stock
- Paid Days Off
- Benefits Received
- Benefits Desired
- Salary Satisfaction
- Age Range
- Reasons for leaving
- Multiple role-specific questions

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.)



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.)

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Participant Demographics

Participant Demographics - Gender and Role

Gender	% of Sample	Number
Male	43%	336
Female	54%	424
Prefer not to disclose	3%	20

Role	Number	% of Sample
MSL / Sr. MSL / Medical Advisor	609	73%
MSL Excellence / Operations	20	2%
Manager / Director of MSLs	155	18%
Executive Management / VP of Medical Affairs	39	5%
Other	16	2%

Participant Demographics – Age Range

Age Range	Total	MSL / Sr. MSL / Medical Advisor	MSL Excellence / Operations	Manager / Director of MSLs	Executive Management / VP of Medical Affairs	Other
Under 25 years old	0%	0%	0%	0%	0%	0%
25-34 years old	17%	16%	<1%	<1%	0%	<1%
35-44 years old	38%	30%	<1%	5%	2%	<1%
45-54 years old	25%	15%	1%	7%	2%	<1%
55-64 years old	12%	7%	0%	4%	<1%	<1%
65-74 years old	2%	1%	0%	<1%	0%	<1%
75 years or older	0%	0%	0%	0%	0%	0%
No Response	7%	5%	<1%	2%	<1%	<1%

Participant Demographics – Years of Experience

Experience	Number	% of Sample
Less than 1 year	81	10%
1-2 years	91	11%
2-4 years	209	25%
4-6 years	148	18%
6-8 years	77	9%
8-10 years	84	10%
10-15 years	68	8%
More than 15 Years	81	10%

Participant Demographics – Company Type

Company Type	Number	% of Sample
Large Pharmaceutical / Biotechnology	295	35%
Medium Pharmaceutical / Biotechnology	223	27%
Small Pharmaceutical / Biotechnology	232	28%
Medical Devices	32	4%
Contract Research Organization (CRO)	7	<1%
Diagnostic Company	42	5%
Contract MSL Organization	4	<1%
Other	4	<1%

Note:

Large Pharmaceutical / Biotechnology
(Revenue of $10+ Billion USD)

Medium Pharmaceutical / Biotechnology
(Revenue of $1-10 Billion USD)

Small Pharmaceutical / Biotechnology
(Revenue Less than $1 Billion USD)

Participant Demographics – Education

Education	Number	% of Sample
PharmD	370	44%
PhD	269	32%
Master's Degree (i.e. MS, MSN, MPH, MBA, etc.)	80	10%
Bachelor's Degree (i.e. BSN, BS etc.)	11	1%
MD / DO / MBBS	44	5%
Other Doctorate Degree (i.e. PsychD, DNP, OD, etc.)	58	7%
Other Degree (please specify)	7	<1%

Participant Demographics – Therapeutic Areas

Therapeutic Area	Number	% of Sample	Therapeutic Area	Number	% of Sample
Addiction	9	1%	Nephrology	33	4%
Aesthetics	5	<1%	Neurology / CNS/ Neuroscience	137	16%
Allergy	26	3%	Nutrition	13	2%
Autoimmune Diseases	39	5%	Oncology	216	26%
Cardiovascular / Thrombosis	75	9%	Ophthalmology	33	4%
Dentistry / Oral Medicine	0	0%	Otolaryngology	2	<1%
Dermatology	44	5%	Pain	22	3%
Diabetes / Metabolic Disorders / Endocrinology	51	6%	Pediatrics	20	2%
Gastroenterology	38	5%	Podiatry	3	<1%
Genetic Diseases	25	3%	Radiology	6	<1%
Hematology	73	9%	Rare Diseases / Orphan Diseases	121	14%
HEOR	9	1%	Regenerative Medicine	3	<1%
Hepatology	21	3%	Reproductive Health	4	<1%
HIV	7	<1%	Respiratory / Pulmonary	37	4%
Immunology	76	9%	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	32	4%
Infectious Diseases	47	6%	Surgery	10	1%
Managed Care	9	1%	Transplantation	17	2%
Medical Devices / Diagnostics	25	3%	Urology	13	2%
Mental Health	30	4%	Vaccines	22	3%
Movement Disorders	15	2%	Virology (excluding HIV)	6	<1%
Multiple Sclerosis	19	2%	Women's Health	18	2%
Neonatology	4	<1%	Other	27	3%

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

Participant Demographics – U.S. States / Areas

Q. In which state do you live?

State/Area	Number	% of Sample	State/Area	Number	% of Sample
Alabama	8	<1%	Nebraska	6	<1%
Alaska	1	<1%	Nevada	5	<1%
Arizona	22	3%	New Hampshire	2	<1%
California	89	11%	New Jersey	34	4%
Colorado	28	3%	New Mexico	1	<1%
Connecticut	9	1%	New York	35	4%
Florida	71	8%	North Carolina	39	5%
Georgia	28	3%	Ohio	29	3%
Idaho	1	<1%	Oklahoma	4	<1%
Illinois	45	5%	Oregon	12	1%
Indiana	9	1%	Pennsylvania	34	4%
Iowa	3	<1%	Puerto Rico	2	<1%
Kansas	5	<1%	Rhode Island	3	<1%
Kentucky	9	1%	South Carolina	11	1%
Louisiana	5	<1%	South Dakota	2	<1%
Maine	1	<1%	Tennessee	19	2%
Maryland	14	2%	Texas	86	10%
Massachusetts	30	4%	Utah	9	1%
Michigan	31	4%	Virginia	18	2%
Minnesota	14	2%	Washington	24	3%
Mississippi	2	<1%	Washington, D.C.	2	<1%
Missouri	23	3%	Wisconsin	9	1%
Montana	2	<1%			

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

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	Executive Management / VP of Medical Affairs
Yes	67%
No	19%
I have no knowledge of this	14%
Number	36

MSL Salary Survey Use	Manager / Director of MSLs
Yes	52%
No	27%
I have no knowledge of this	21%
Number	144

MSL Salary Survey Use	Overall
Yes	52%
No	24%
I have no knowledge of this	18%
Number	190

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Questions & Results

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

MSL / Sr. MSL / Medical Advisor 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 / Sr. MSL / Medical Advisor	$ 203,891	-	$ 90,000	$ 185,000	$ 202,500	$ 223,750	$ 374,000	570	100%
Male	$ 206,163	101%	$ 112,000	$ 190,000	$ 205,500	$ 225,000	$ 281,000	240	42%
Female	$ 202,159	99%	$ 90,000	$ 182,250	$ 200,000	$ 220,750	$ 374,000	314	55%
Prefer not to disclose	$ 203,813	100%	$ 155,000	$ 183,500	$ 201,500	$ 206,250	$ 298,000	16	3%

Note: Respondents were not required to respond.

MSL / Sr. MSL / Medical Advisor Salary based on Ethnicity

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

Ethnicity	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL / Sr. MSL / Medical Advisor	$ 203,815	-	$ 90,000	$ 185,000	$ 202,000	$ 223,500	$ 374,000	567	100%
White	$ 202,947	100%	$ 90,000	$ 186,000	$ 201,000	$ 222,000	$ 374,000	377	66%
Hispanic or Latino	$ 197,440	97%	$ 113,000	$ 174,250	$ 201,000	$ 225,750	$ 259,000	50	9%
Middle Eastern or North African	$ 208,071	102%	$ 120,000	$ 200,500	$ 210,500	$ 219,500	$ 257,000	14	2%
Black or African American	$ 197,563	97%	$ 153,000	$ 180,000	$ 194,500	$ 219,250	$ 257,000	32	6%
American Indian or Alaska Native	$ 196,333	96%	$ 182,000	$ 184,500	$ 187,000	$ 203,500	$ 220,000	3	<1%
Asian	$ 208,258	102%	$ 138,000	$ 185,000	$ 208,000	$ 226,000	$ 281,000	93	16%
Native Hawaiian or Other Pacific Islander	$ 187,000	92%	$ 187,000	$ 187,000	$ 187,000	$ 187,000	$ 187,000	1	<1%
Other / I choose not to disclose	$ 211,421	104%	$ 150,000	$ 190,000	$ 206,500	$ 227,000	$ 301,000	38	7%

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

MSL / Sr. MSL / Medical Advisor 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 / Medical Advisor	$ 204,919	-	$ 90,000	$ 185,000	$ 203,000	$ 225,000	$ 374,000	607	100%
PharmD	$ 206,236	101%	$ 90,000	$ 189,500	$ 203,000	$ 225,000	$ 301,000	263	43%
PhD	$ 206,856	101%	$ 120,000	$ 185,250	$ 208,000	$ 226,000	$ 298,000	202	33%
Master's Degree (i.e. MS, MSN, MPH, MBA, etc.)	$ 203,741	99%	$ 142,000	$ 176,000	$ 197,000	$ 227,500	$ 374,000	54	9%
Bachelor's Degree (i.e. BSN, BS, etc.)	$ 187,857	92%	$ 153,000	$ 156,000	$ 191,000	$ 211,000	$ 237,000	7	1%
MD / DO / MBBS	$ 199,074	97%	$ 114,000	$ 185,500	$ 204,000	$ 212,000	$ 248,000	27	4%
Other Doctorate Degree (i.e. PsychD, DNP, OD, etc.)	$ 196,851	96%	$ 155,000	$ 182,000	$ 197,000	$ 207,000	$ 240,000	47	8%
Other Degree	$ 202,429	99%	$ 164,000	$ 182,000	$ 200,000	$ 220,500	$ 248,000	7	1%

MSL / Sr. MSL / Medical Advisor
Salary based on Years of Experience

Q. How many total years of experience do you have in your current function (i.e., as an MSL / Medical Advisor, MSL Operations, or MSL leadership)? Include all previous companies where you worked only in the same function, if applicable.

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Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL / Sr. MSL / Medical Advisor	$ 204,919	-	$ 90,000	$ 185,000	$ 203,000	$ 225,000	$ 374,000	607	100%
Less than 1 year	$ 177,841	87%	$ 140,000	$ 165,000	$ 177,000	$ 184,000	$ 250,000	63	10%
1-2 years	$ 177,945	87%	$ 90,000	$ 167,000	$ 182,000	$ 192,000	$ 222,000	73	12%
2-4 years	$ 194,624	95%	$ 120,000	$ 184,250	$ 195,000	$ 207,000	$ 240,000	170	28%
4-6 years	$ 211,914	103%	$ 152,000	$ 198,000	$ 208,500	$ 222,250	$ 374,000	116	19%
6-8 years	$ 220,654	108%	$ 156,000	$ 209,750	$ 218,500	$ 232,250	$ 269,000	52	9%
8-10 years	$ 231,481	113%	$ 156,000	$ 224,250	$ 234,000	$ 245,000	$ 298,000	54	9%
10-15 years	$ 231,591	113%	$ 174,000	$ 220,000	$ 236,500	$ 243,750	$ 280,000	44	7%
More than 15 Years	$ 238,857	117%	$ 113,000	$ 222,000	$ 238,000	$ 254,000	$ 352,000	35	6%

MSL / Sr. MSL / Medical Advisor 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 / Medical Advisor	$ 204,919	-	$ 90,000	$ 185,000	$ 203,000	$ 225,000	$ 374,000	607	100%
Large Pharmaceutical / Biotechnology	$ 206,817	101%	$ 90,000	$ 187,000	$ 206,000	$ 225,000	$ 352,000	235	39%
Medium Pharmaceutical / Biotechnology	$ 204,094	100%	$ 135,000	$ 186,000	$ 200,500	$ 222,000	$ 266,000	170	28%
Small Pharmaceutical / Biotechnology	$ 209,849	102%	$ 112,000	$ 190,750	$ 210,000	$ 233,250	$ 269,000	152	25%
Medical Devices	$ 181,375	89%	$ 137,000	$ 163,750	$ 180,000	$ 202,250	$ 215,000	16	3%
Contract Research Organization (CRO)	$ 220,400	108%	$ 175,000	$ 176,000	$ 180,000	$ 197,000	$ 374,000	5	<1%
Diagnostic Company	$ 177,296	87%	$ 138,000	$ 154,000	$ 176,000	$ 194,000	$ 245,000	27	4%
Contract MSL Organization	$ 165,000	81%	$ 165,000	$ 165,000	$ 165,000	$ 165,000	$ 165,000	1	<1%
Other	$ 235,000	115%	$ 235,000	$ 235,000	$ 235,000	$ 235,000	$ 235,000	1	<1%

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

MSL / Sr. MSL / Medical Advisor 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 / Medical Advisor	$ 204,919	-	$ 90,000	$ 185,000	$ 203,000	$ 225,000	$ 374,000	607	100%
Addiction	$ 198,400	97%	$ 171,000	$ 180,000	$ 195,000	$ 198,000	$ 248,000	5	<1%
Aesthetics	$ 187,750	92%	$ 162,000	$ 171,750	$ 190,000	$ 206,000	$ 209,000	4	<1%
Allergy	$ 209,300	102%	$ 164,000	$ 193,250	$ 206,500	$ 227,000	$ 255,000	20	3%
Autoimmune Diseases	$ 209,346	102%	$ 164,000	$ 187,250	$ 203,500	$ 233,750	$ 254,000	26	4%
Cardiovascular / Thrombosis	$ 210,143	103%	$ 113,000	$ 182,000	$ 203,000	$ 231,000	$ 374,000	49	8%
Dentistry / Oral Medicine	-	-	-	-	-	-	-	0	0%
Dermatology	$ 209,536	102%	$ 90,000	$ 191,000	$ 209,500	$ 237,000	$ 256,000	28	5%
Diabetes / Metabolic Disorders / Endocrinology	$ 196,424	96%	$ 113,000	$ 182,000	$ 198,000	$ 209,000	$ 267,000	33	5%
Gastroenterology	$ 197,367	96%	$ 156,000	$ 185,500	$ 197,000	$ 208,500	$ 246,000	30	5%
Genetic Diseases	$ 209,882	102%	$ 167,000	$ 190,000	$ 215,000	$ 226,000	$ 243,000	17	3%
Hematology	$ 213,863	104%	$ 138,000	$ 193,000	$ 215,000	$ 230,500	$ 298,000	51	8%
HEOR	$ 214,250	105%	$ 113,000	$ 211,250	$ 245,000	$ 248,000	$ 254,000	4	<1%
Hepatology	$ 206,000	101%	$ 176,000	$ 194,500	$ 199,500	$ 220,000	$ 244,000	16	3%
HIV	$ 201,000	98%	$ 176,000	$ 190,250	$ 202,500	$ 213,250	$ 223,000	4	<1%
Immunology	$ 204,782	100%	$ 113,000	$ 189,000	$ 201,000	$ 223,500	$ 280,000	55	9%
Infectious Diseases	$ 192,842	94%	$ 120,000	$ 180,000	$ 191,000	$ 202,250	$ 264,000	38	6%
Managed Care	$ 219,800	107%	$ 113,000	$ 242,000	$ 244,000	$ 246,000	$ 254,000	5	<1%
Medical Devices / Diagnostics	$ 185,125	90%	$ 138,000	$ 166,500	$ 183,000	$ 202,250	$ 245,000	16	3%
Mental Health	$ 196,417	96%	$ 149,000	$ 173,000	$ 194,000	$ 212,250	$ 252,000	24	4%
Movement Disorders	$ 175,083	85%	$ 137,000	$ 164,000	$ 172,000	$ 177,500	$ 223,000	12	2%
Multiple Sclerosis	$ 202,533	99%	$ 113,000	$ 188,000	$ 207,000	$ 226,500	$ 260,000	15	2%
Neonatology	$ 183,000	89%	$ 162,000	$ 177,500	$ 193,000	$ 193,500	$ 194,000	3	<1%
Nephrology	$ 206,083	101%	$ 173,000	$ 189,000	$ 202,000	$ 217,750	$ 254,000	24	4%
Neurology / CNS/ Neuroscience	$ 197,375	96%	$ 112,000	$ 177,000	$ 195,500	$ 220,000	$ 269,000	104	17%
Nutrition	$ 163,000	80%	$ 144,000	$ 152,750	$ 159,000	$ 168,000	$ 200,000	10	2%
Oncology	$ 215,966	105%	$ 113,000	$ 197,000	$ 216,000	$ 235,000	$ 301,000	146	24%
Ophthalmology	$ 201,739	98%	$ 113,000	$ 190,500	$ 202,000	$ 214,000	$ 254,000	23	4%
Otolaryngology	$ 220,000	107%	$ 220,000	$ 220,000	$ 220,000	$ 220,000	$ 220,000	1	<1%
Pain	$ 190,188	93%	$ 112,000	$ 169,500	$ 194,000	$ 214,500	$ 250,000	16	3%
Pediatrics	$ 187,267	91%	$ 152,000	$ 170,500	$ 181,000	$ 200,000	$ 240,000	15	2%
Podiatry	$ 200,000	98%	$ 195,000	$ 197,500	$ 200,000	$ 202,500	$ 205,000	3	<1%
Radiology	$ 183,000	89%	$ 155,000	$ 167,500	$ 180,000	$ 197,000	$ 214,000	3	<1%
Rare Diseases / Orphan Diseases	$ 205,917	100%	$ 113,000	$ 194,000	$ 207,500	$ 222,000	$ 255,000	84	14%
Regenerative Medicine	$ 178,500	87%	$ 162,000	$ 170,250	$ 178,500	$ 186,750	$ 195,000	2	<1%
Reproductive Health	$ 197,333	96%	$ 189,000	$ 192,000	$ 195,000	$ 201,500	$ 208,000	3	<1%
Respiratory / Pulmonary	$ 216,857	106%	$ 113,000	$ 190,000	$ 209,000	$ 235,250	$ 374,000	28	5%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	$ 208,227	102%	$ 179,000	$ 191,250	$ 208,000	$ 221,750	$ 256,000	22	4%
Surgery	$ 176,200	86%	$ 162,000	$ 165,000	$ 176,000	$ 183,000	$ 195,000	5	<1%
Transplantation	$ 205,917	100%	$ 169,000	$ 190,000	$ 195,000	$ 232,000	$ 255,000	12	2%
Urology	$ 212,375	104%	$ 153,000	$ 192,000	$ 216,000	$ 237,750	$ 257,000	8	1%
Vaccines	$ 194,118	95%	$ 120,000	$ 180,000	$ 195,000	$ 220,000	$ 246,000	17	3%
Virology (excluding HIV)	$ 198,000	97%	$ 167,000	$ 184,250	$ 191,500	$ 205,250	$ 242,000	4	<1%
Women's Health	$ 197,333	96%	$ 165,000	$ 187,250	$ 198,000	$ 203,250	$ 257,000	12	2%
Other	$ 210,200	103%	$ 160,000	$ 197,500	$ 203,000	$ 225,500	$ 280,000	15	2%

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

MSL / Sr. MSL / Medical Advisor Salary based on State / Area

Q. In which state do you live?

States	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL / Sr. MSL / Medical Advisor	$ 204,919	-	$ 90,000	$ 185,000	$ 203,000	$ 225,000	$ 374,000	607	100%
Alabama	$ 164,667	80%	$ 112,000	$ 120,000	$ 171,000	$ 204,000	$ 216,000	6	<1%
Arizona	$ 202,000	99%	$ 150,000	$ 173,750	$ 200,500	$ 225,000	$ 280,000	16	3%
California	$ 205,413	100%	$ 90,000	$ 188,000	$ 204,000	$ 225,500	$ 260,000	63	10%
Colorado	$ 204,955	100%	$ 170,000	$ 186,750	$ 201,000	$ 219,250	$ 250,000	22	4%
Connecticut	$ 201,286	98%	$ 137,000	$ 177,500	$ 201,000	$ 226,000	$ 264,000	7	1%
Florida	$ 211,596	103%	$ 156,000	$ 197,500	$ 209,000	$ 230,000	$ 301,000	47	8%
Georgia	$ 185,789	91%	$ 138,000	$ 158,500	$ 190,000	$ 202,000	$ 257,000	19	3%
Idaho	$ 155,000	76%	$ 155,000	$ 155,000	$ 155,000	$ 155,000	$ 155,000	1	<1%
Illinois	$ 207,581	101%	$ 145,000	$ 185,000	$ 213,000	$ 230,500	$ 281,000	31	5%
Indiana	$ 205,714	100%	$ 181,000	$ 187,000	$ 211,000	$ 223,500	$ 227,000	7	1%
Iowa	$ 217,500	106%	$ 185,000	$ 201,250	$ 217,500	$ 233,750	$ 250,000	2	<1%
Kansas	$ 199,333	97%	$ 182,000	$ 194,000	$ 206,000	$ 208,000	$ 210,000	3	<1%
Kentucky	$ 217,556	106%	$ 190,000	$ 203,000	$ 223,000	$ 229,000	$ 250,000	9	1%
Louisiana	$ 198,200	97%	$ 165,000	$ 198,000	$ 200,000	$ 203,000	$ 225,000	5	<1%
Maine	$ 220,000	107%	$ 220,000	$ 220,000	$ 220,000	$ 220,000	$ 220,000	1	<1%
Maryland	$ 197,583	96%	$ 120,000	$ 184,250	$ 199,000	$ 217,000	$ 243,000	12	2%
Massachusetts	$ 198,636	97%	$ 142,000	$ 181,250	$ 200,500	$ 220,000	$ 239,000	22	4%
Michigan	$ 190,619	93%	$ 114,000	$ 180,000	$ 191,000	$ 204,000	$ 232,000	21	3%
Minnesota	$ 204,500	100%	$ 175,000	$ 188,750	$ 201,000	$ 213,250	$ 254,000	12	2%
Missouri	$ 215,412	105%	$ 175,000	$ 199,000	$ 210,000	$ 238,000	$ 267,000	17	3%
Montana	$ 206,000	101%	$ 206,000	$ 206,000	$ 206,000	$ 206,000	$ 206,000	1	<1%
Nebraska	$ 230,500	112%	$ 190,000	$ 224,500	$ 239,000	$ 245,000	$ 254,000	4	<1%
Nevada	$ 210,250	103%	$ 176,000	$ 188,000	$ 207,500	$ 229,750	$ 250,000	4	<1%
New Hampshire	$ 187,000	91%	$ 187,000	$ 187,000	$ 187,000	$ 187,000	$ 187,000	1	<1%
New Jersey	$ 199,235	97%	$ 138,000	$ 180,000	$ 195,000	$ 220,000	$ 255,000	17	3%
New Mexico	$ 168,000	82%	$ 168,000	$ 168,000	$ 168,000	$ 168,000	$ 168,000	1	<1%
New York	$ 212,871	104%	$ 153,000	$ 193,000	$ 215,000	$ 233,500	$ 296,000	31	5%
North Carolina	$ 194,815	95%	$ 147,000	$ 173,000	$ 187,000	$ 212,500	$ 263,000	27	4%
Ohio	$ 210,250	103%	$ 178,000	$ 186,500	$ 209,500	$ 226,250	$ 255,000	20	3%
Oklahoma	$ 195,750	96%	$ 160,000	$ 180,250	$ 192,000	$ 207,500	$ 239,000	4	<1%
Oregon	$ 196,333	96%	$ 149,000	$ 182,000	$ 199,000	$ 214,000	$ 250,000	9	1%
Pennsylvania	$ 205,000	100%	$ 164,000	$ 180,000	$ 209,000	$ 215,000	$ 352,000	21	3%
Puerto Rico	$ 179,500	88%	$ 113,000	$ 146,250	$ 179,500	$ 212,750	$ 246,000	2	<1%
Rhode Island	$ 233,000	114%	$ 225,000	$ 229,000	$ 233,000	$ 237,000	$ 241,000	2	<1%
South Carolina	$ 205,286	100%	$ 177,000	$ 193,000	$ 200,000	$ 212,000	$ 250,000	7	1%
South Dakota	$ 203,000	99%	$ 203,000	$ 203,000	$ 203,000	$ 203,000	$ 203,000	1	<1%
Tennessee	$ 225,167	110%	$ 164,000	$ 194,500	$ 215,000	$ 233,500	$ 374,000	12	2%
Texas	$ 206,282	101%	$ 140,000	$ 190,500	$ 204,000	$ 223,000	$ 260,000	71	12%
Utah	$ 207,143	101%	$ 175,000	$ 194,500	$ 197,000	$ 214,500	$ 260,000	7	1%
Virginia	$ 215,333	105%	$ 165,000	$ 192,000	$ 197,000	$ 240,000	$ 269,000	9	1%
Washington	$ 210,048	103%	$ 158,000	$ 190,000	$ 203,000	$ 232,000	$ 298,000	21	3%
Washington, D.C.	$ 199,000	97%	$ 197,000	$ 198,000	$ 199,000	$ 200,000	$ 201,000	2	<1%
Wisconsin	$ 206,429	101%	$ 165,000	$ 194,500	$ 207,000	$ 219,000	$ 246,000	7	1%

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

MSL / Sr. MSL / Medical Advisor
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)

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# of States	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL / Sr. MSL / Medical Advisor	$ 204,853	-	$ 90,000	$ 185,000	$ 203,000	$ 225,000	$ 374,000	604	100%
1	$ 207,897	101%	$ 90,000	$ 190,250	$ 210,000	$ 232,250	$ 301,000	58	10%
2	$ 209,106	102%	$ 164,000	$ 191,000	$ 207,000	$ 225,000	$ 352,000	85	14%
3	$ 207,114	101%	$ 114,000	$ 192,000	$ 205,000	$ 225,000	$ 281,000	88	15%
4	$ 206,408	101%	$ 142,000	$ 189,000	$ 209,000	$ 220,000	$ 267,000	49	8%
5	$ 207,068	101%	$ 165,000	$ 187,000	$ 206,000	$ 226,500	$ 256,000	59	10%
6	$ 205,450	100%	$ 155,000	$ 190,000	$ 209,000	$ 220,250	$ 249,000	40	7%
7	$ 205,032	100%	$ 149,000	$ 183,000	$ 204,000	$ 225,000	$ 264,000	31	5%
8	$ 213,613	104%	$ 147,000	$ 194,500	$ 212,000	$ 235,500	$ 298,000	31	5%
9	$ 200,333	98%	$ 112,000	$ 180,000	$ 201,000	$ 229,000	$ 255,000	21	3%
10	$ 190,091	93%	$ 112,000	$ 165,500	$ 191,500	$ 209,000	$ 257,000	22	4%
11	$ 195,100	95%	$ 164,000	$ 182,250	$ 195,000	$ 204,750	$ 250,000	10	2%
12	$ 200,400	98%	$ 175,000	$ 190,000	$ 197,500	$ 215,750	$ 226,000	10	2%
13	$ 199,250	97%	$ 162,000	$ 176,500	$ 192,500	$ 216,250	$ 269,000	20	3%
14	$ 202,000	99%	$ 165,000	$ 195,000	$ 200,000	$ 212,000	$ 235,000	7	1%
15	$ 194,917	95%	$ 137,000	$ 177,750	$ 194,500	$ 210,500	$ 260,000	12	2%
16	$ 209,000	102%	$ 164,000	$ 186,500	$ 209,000	$ 231,500	$ 254,000	2	<1%
17	$ 216,000	105%	$ 169,000	$ 193,000	$ 222,500	$ 245,500	$ 250,000	4	<1%
18	$ 176,000	86%	$ 153,000	$ 161,500	$ 170,000	$ 187,500	$ 205,000	3	<1%
19	$ 174,750	85%	$ 144,000	$ 152,250	$ 158,500	$ 181,000	$ 238,000	4	<1%
20	$ 196,600	96%	$ 149,000	$ 183,000	$ 195,000	$ 216,000	$ 240,000	5	<1%
21	$ 180,000	88%	$ 180,000	$ 180,000	$ 180,000	$ 180,000	$ 180,000	1	<1%
23	$ 165,000	81%	$ 165,000	$ 165,000	$ 165,000	$ 165,000	$ 165,000	1	<1%
24	$ 245,000	120%	$ 245,000	$ 245,000	$ 245,000	$ 245,000	$ 245,000	1	<1%
25	$ 201,750	98%	$ 177,000	$ 184,500	$ 194,500	$ 210,000	$ 242,000	8	1%
30	$ 222,000	108%	$ 222,000	$ 222,000	$ 222,000	$ 222,000	$ 222,000	1	<1%
50	$ 200,464	98%	$ 138,000	$ 175,750	$ 195,000	$ 220,750	$ 374,000	28	5%
51	$ 176,000	86%	$ 176,000	$ 176,000	$ 176,000	$ 176,000	$ 176,000	1	<1%
52	$ 178,500	87%	$ 160,000	$ 169,250	$ 178,500	$ 187,750	$ 197,000	2	<1%

MSL / Sr. MSL / Medical Advisor – 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
United States - MSL / Sr. MSL / Medical Advisor	8	609	Immunology	9	55	Pediatrics	17	15
Addiction	10	5	Infectious Diseases	19	38	Podiatry	26	3
Aesthetics	10	4	Managed Care	20	5	Radiology	14	3
Allergy	5	20	Medical Devices / Diagnostics	29	16	Rare Diseases / Orphan Diseases	10	84
Autoimmune Diseases	9	26	Mental Health	7	24	Regenerative Medicine	35	2
Cardiovascular / Thrombosis	11	49	Movement Disorders	9	12	Reproductive Health	20	3
Dentistry / Oral Medicine	-	0	Multiple Sclerosis	7	15	Respiratory / Pulmonary	9	28
Dermatology	6	28	Neonatology	9	3	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	7	22
Diabetes / Metabolic Disorders / Endocrinology	8	33	Nephrology	12	24	Surgery	28	5
Gastroenterology	5	30	Neurology / CNS/ Neuroscience	8	104	Transplantation	17	13
Genetic Diseases	13	17	Nutrition	19	10	Urology	10	8
Hematology	8	51	Oncology	7	147	Vaccines	10	17
HEOR	19	4	Ophthalmology	14	23	Virology (excluding HIV)	14	4
Hepatology	8	16	Otolaryngology	1	1	Women's Health	24	12
HIV	2	4	Pain	8	16	Other	11	15

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

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

Company Type	Average States in Territory	Number
United States - MSL / Sr. MSL / Medical Advisor	8	609
Large Pharmaceutical / Biotechnology	5	235
Medium Pharmaceutical / Biotechnology	7	170
Small Pharmaceutical / Biotechnology	11	153
Medical Devices	27	16
Contract Research Organization (CRO)	14	5
Diagnostic Company	19	28
Contract MSL Organization	14	1
Other	8	1

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

MSL / Sr. MSL / Medical Advisor – 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	33%	204
No	67%	405

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

Salary Negotiation Outcomes	Percentage	Number
Average	7%	204

Q. Did you utilize the annual MSL Society Salary and Compensation Survey Data (report) when you negotiated your most recent salary?

	Percentage	Number
Yes	40%	81
No	60%	123

MSL / Sr. MSL / Medical Advisor – 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	20%	119
No, I did not receive a salary increase, and I did NOT have a salary review	4%	24
Yes, less than 1% increase	1%	8
No, I did not receive a salary increase, but I did have a salary review	<1%	3
Yes, 1% - 2% increase	15%	92
Yes, 3% - 4% increase	44%	266
Yes, 5% - 6% increase	9%	53
Yes, 7% - 8% increase	2%	14
Yes, 9% - 10% increase	2%	11
Yes, more than 10% (Please specify)	3%	19

MSL / Sr. MSL / Medical Advisor – Bonus Received

Q. Did you receive a (year-end, quarterly, semi-annual, etc.) bonus in the last 12 months?

Bonus Received	Percentage	Number
Yes	85%	517
No	15%	92

Q. What was the total bonus 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	$ 40,472
Min	$ 1,000
25th percentile	$ 28,000
50th percentile (median)	$ 40,000
75th percentile	$ 50,000
Max	$ 148,000
Number	517

MSL / Sr. MSL / Medical Advisor – 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%	7
1-4%	<1%	6
5-9%	1%	9
10-14%	9%	53
15-19%	33%	204
20-24%	44%	268
25-29%	6%	35
30-34%	2%	14
35-39%	0%	0
40-49%	<1%	2
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	2%	11

MSL / Sr. MSL / Medical Advisor – Company Stock

Q. What types of equity compensation did you receive in the last 12 months as part of your compensation? (Select all that apply)?

Stock or Stock Options Received	Percentage	Number
Restricted Stock Units (RSUs)	49%	296
Stock Options	21%	127
Stock Appreciation Rights (SARs)	1%	8
Employee Stock Purchase Plan (ESPP)	26%	157
Other - Write In (Required)	3%	21
N/A - I did not receive any of these in the last 12 months as part of my compensation	31%	189

Q. Please indicate the approximate total value of each type, assuming they were fully vested as of today, and based on their current market value. (Select all that apply and provide values in the same currency previously selected).

Stock Options	Average	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Restricted Stock Units (RSUs)	$42,393	$1,000	$20,000	$34,750	$60,000	$100,000	286
Stock Options	$36,670	$500	$14,125	$25,000	$50,000	$100,000	106
Stock Appreciation Rights (SARs)	$14,400	$1,000	$2,000	$13,000	$15,500	$40,500	5
Employee Stock Purchase Plan (ESPP)	$14,081	$500	$2,500	$10,000	$18,500	$100,000	111

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

MSL / Sr. MSL / Medical Advisor – 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.)

Paid Days Off	Percentage	Number
Fixed Number of Days	78%	449
Flextime	4%	25
Unlimited Days	18%	101

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	19
Min	3
25th percentile	15
50th percentile (median)	19
75th percentile	21
Max	80
Number	447

MSL / Sr. MSL / Medical Advisor – 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)	93%	567	Tuition reimbursement	30%	180
Health insurance	91%	552	Continuing professional education credits (ie CME, CNE, CPE) fees covered	22%	134
Dental insurance	89%	542	Airline travel lounge membership(s)	22%	133
Retirement plan contribution	80%	487	Subsidized childcare	13%	81
Paid sick days	78%	474	Global Entry	12%	72
Paid mobile phone service	70%	424	Student loan reimbursement/support	7%	43
Parental leave	65%	393	Pension	7%	41
Professional memberships (associations/societies)	52%	316	Other	2%	15
Paid Internet service at home	50%	306	None of the above	<1%	2
Subsidized fitness program or gym membership	43%	259			
TSA Pre-Check	42%	255			
Professional certification(s) fees covered	36%	217			
Professional development funds/budget	34%	209			

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

MSL / Sr. MSL / Medical Advisor – Benefits Received

Q. As part of your benefits, do you receive a company car or a car allowance?

	Percentage	Number
Car allowance	33%	188
Company car	58%	332
I am not provided with either	9%	54

Q. What is the total amount of the car allowance per month? (in the currency you selected previously)

	Amount
Average	$ 812
Min	$ 300
25th percentile	$ 700
50th percentile (median)	$ 800
75th percentile	$ 900
Max	$ 2,500
Number	187

MSL / Sr. MSL / Medical Advisor – 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)	56%	339	Company car	20%	124
Pension	45%	276	Professional memberships (associations/societies)	20%	123
Global Entry	37%	227	Paid mobile phone service	15%	89
Student loan reimbursement/support	35%	214	Parental leave	6%	34
Paid Internet service at home	33%	200	None of the above	5%	29
TSA pre-check	31%	187	Retirement plan contribution	4%	26
Subsidized fitness program or gym membership	28%	173	Paid sick days	4%	25
Continuing professional education credits (ie CME, CNE, CPE) fees covered	28%	171	Dental insurance	2%	10
Subsidized Childcare	27%	164	Health insurance	1%	9
Professional development funds/budget	26%	159	Paid Time Off (holiday or vacation time)	1%	8
Professional certification(s) fees covered	23%	140	Other	<1%	5
Car allowance	21%	126			
Tuition reimbursement	21%	126			

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

MSL / Sr. MSL / Medical Advisor – Satisfaction

Q. How satisfied are you with the following?

Your pre-tax annual base salary

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	19%	112
Satisfied	61%	351
Dissatisfied	17%	97
Very Dissatisfied	3%	15

Your overall annual compensation

Overall Annual Compensation	Percentage	Number
Very Satisfied	25%	142
Satisfied	60%	346
Dissatisfied	13%	74
Very Dissatisfied	2%	13

The benefits your employer provides you

The benefits your employer provides	Percentage	Number
Very Satisfied	28%	159
Satisfied	62%	354
Dissatisfied	10%	56
Very Dissatisfied	1%	6

MSL / Sr. MSL / Medical Advisor – Competitiveness

Q. How competitive is your company regarding the following? Competitiveness refers to whether what is offered is less than, equal to, or more than the market average for the same role in the same location

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Q. At what level of competitiveness does your company target base salaries for your role?

Base salaries	Percentage	Number
Below market average	25%	141
At market average	48%	273
Above market average	18%	101
I have no knowledge of this	10%	59

Q. At what level of competitiveness does your company target benefits for your role?

Target benefits	Percentage	Number
Below market average	16%	89
At market average	51%	291
Above market average	22%	125
I have no knowledge of this	12%	69

Q. At what level of competitiveness does your company target total compensation for your role?

Total compensation	Percentage	Number
Below market average	22%	124
At market average	46%	262
Above market average	18%	105
I have no knowledge of this	14%	83

MSL / Sr. MSL / Medical Advisor – 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)

	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	Number (100+ KOL)	Percentage (100+ KOL)
Overall	51	1	40	50	64	100	609	50	8%
Large Pharmaceutical / Biotechnology	57	1	45	60	70	100	235	20	3%
Medium Pharmaceutical / Biotechnology	52	14	40	50	60	100	170	10	2%
Small Pharmaceutical / Biotechnology	47	5	35	50	54	100	153	13	2%
Medical Devices	42	10	28	33	58	99	16	1	<1%
Contract Research Organization (CRO)	46	29	40	50	51	61	5	0	0%
Diagnostic Company	30	1	13	25	50	70	28	5	<1%
Contract MSL Organization	-	-	-	-	-	-	1	1	<1%
Other	45	45	45	45	45	45	1	0	0%

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

MSL / Sr. MSL / Medical Advisor – KOL Engagements

Q. On average, how many in-person KOL engagements do you have per week?

Metrics	KOL Relationships
Average	3
Min	0
25th percentile	1
50th percentile (median)	3
75th percentile	4
Max	10
Number	609

Number (10+)
14

Q. On average, how many virtual (i.e. Zoom, MS teams, Webex, etc.) KOL engagements do you have per week?

Metrics	KOL Relationships
Average	3
Min	0
25th percentile	1
50th percentile (median)	2
75th percentile	3
Max	10
Number	609

Number (10+)
7

MSL / Sr. MSL / Medical Advisor – Age Range X Years of experience

Age Range	Less than 1 year	1-2 years	2-4 years	4-6 years	6-8 years	8-10 years	10-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	4%	4%	10%	4%	<1%	<1%	0%	0%
35-44 years old	5%	6%	13%	10%	4%	4%	3%	<1%
45-54 years old	1%	2%	5%	5%	2%	3%	2%	2%
55-64 years old	<1%	<1%	1%	1%	2%	<1%	2%	3%
65-74 years old	0%	0%	0%	0%	<1%	<1%	<1%	<1%
75 years or older	0%	0%	0%	0%	0%	0%	0%	0%

MSL / Sr. MSL / Medical Advisor – Reason for leaving

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

Reasons for Leaving	Percentage	Number	Reasons for Leaving	Percentage	Number
I am still working in my first MSL / MSL Operations / MSL leader position	41%	235	Excessive travel/lack of work-life balance	2%	11
Company culture (not a good fit)	10%	56	Was offered a higher salary elsewhere	2%	10
I was terminated/laid off	8%	47	Relocated to another city or geographical area	1%	6
Company buyout / reorganized / downsized	7%	41	Lack of professional development opportunities	<1%	4
Lack of or no opportunities for career advancement / promotion	6%	35	Lack of recognition	<1%	3
Growth opportunity at new company	5%	28	Promotion at new company	<1%	3
Didn't like my manager	4%	24	Wrong people were promoted or fired	<1%	2
Lack of Job security	4%	23	Lack of training	<1%	1
Other	3%	16	Family obligation	<1%	1
Lack of interest in Therapeutic Area / Product	2%	14	Didn't get along with MSL(s) on my team	<1%	1
I did not get the raise I was expecting or deserved	2%	13			

MSL / Sr. MSL / Medical Advisor – Salary Transparency & Increase

Q. Should salary information for your title (or equivalent role) be transparent (i.e. public) at your company?

	Percentage	Number
Yes	78%	472
No	22%	137

Q. I have a clear understanding of what I must achieve to increase my salary at my company.

	Percentage	Number
True	54%	328
False	46%	281

Q. Changing companies is the only way to obtain a meaningful increase in my salary and/or total compensation.

	Percentage	Number
True	60%	364
False	40%	245

Q. I have a clear understanding of what I must achieve to receive my annual target bonus at my company.

	Percentage	Number
True	72%	441
False	27%	165
I am not eligible to receive a bonus	<1%	3

MSL / Sr. MSL / Medical Advisor – Activities

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

Activity	Percentage	Number	Activity	Percentage	Number
Attending medical conferences (and other conference support)	99%	601	Supporting Advisory Boards	64%	392
KOL relationship management	98%	599	Providing input for Medical Strategy	64%	389
Educating KOLs & other Health Care Professionals	98%	596	Tools Development (slides, training materials, etc.)	58%	356
Delivering scientific presentations	95%	578	Identifying and training speakers	52%	315
Gathering Insights	93%	567	Material Review (publications, educational materials, slides, etc.)	48%	293
Responding to Medical Information Requests (MIR)	82%	502	Medical publications	24%	148
Competitive intelligence gathering	82%	499	Continuing Medical Education (CME) activities	14%	83
Mentoring/Training new MSLs	75%	456	HEOR presentations or research	13%	82
Supporting investigator led research (IITs, ISTs, etc.)	74%	451	Managed Care Activities	9%	53
Supporting and coordinating company sponsored research/trials	67%	409	Other	2%	11
Training and supporting sales force	67%	408			

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

MSL / Sr. MSL / Medical Advisor – AI tools

Q. Do you currently utilize AI tools in your role?

	Percentage	Number
Yes, regularly	42%	241
Yes, occasionally	46%	265
No	11%	65

Q. How frequently do you use AI tools to support your core Medical Affairs responsibilities?

	Percentage	Number
Daily	26%	149
Several times per week	22%	127
Weekly	19%	111
Every other week (biweekly)	9%	52
Monthly	12%	71
Never	11%	61

MSL / Sr. MSL / Medical Advisor – 401(k) plan

Q. Does your company offer a 401(k) plan?

	Percentage	Number
Yes	99%	569
No	<1%	4

Q. Are you participating in the 401(k) plan?

	Percentage	Number		Percentage	Number
No	2%	9	Yes - I contribute 11%	7%	40
Yes - I contribute 1%	<1%	2	Yes - I contribute 12%	7%	41
Yes - I contribute 2%	<1%	1	Yes - I contribute 13%	3%	16
Yes - I contribute 3%	3%	17	Yes - I contribute 14%	2%	10
Yes - I contribute 4%	4%	25	Yes - I contribute 15%	7%	41
Yes - I contribute 5%	9%	51	Yes - I contribute 16%	<1%	5
Yes - I contribute 6%	17%	99	Yes - I contribute 17%	<1%	4
Yes - I contribute 7%	5%	28	Yes - I contribute 18%	<1%	4
Yes - I contribute 8%	5%	29	Yes - I contribute 19%	<1%	1
Yes - I contribute 9%	3%	18	Yes - I contribute 20%	2%	12
Yes - I contribute 10%	17%	100	Yes - I contribute 20+%	3%	19

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

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

New MSL / Sr. MSL / Medical Advisor 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 - New MSL / Sr. MSL / Medical Advisor	$ 177,115	-	$ 140,000	$ 165,000	$ 177,000	$ 183,000	$ 250,000	61	100%
Male	$ 178,538	101%	$ 150,000	$ 167,500	$ 178,500	$ 182,750	$ 246,000	26	43%
Female	$ 177,031	100%	$ 140,000	$ 163,750	$ 177,500	$ 185,500	$ 250,000	32	52%
Prefer not to disclose	$ 165,667	94%	$ 155,000	$ 162,000	$ 169,000	$ 171,000	$ 173,000	3	5%

Note: Respondents were not required to respond

New MSL / Sr. MSL / Medical Advisor Salary based on Ethnicity

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

Ethnicity	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - New MSL / Sr. MSL / Medical Advisor	$ 177,115	-	$ 140,000	$ 165,000	$ 177,000	$ 183,000	$ 250,000	61	100%
White	$ 178,179	101%	$ 142,000	$ 164,500	$ 177,000	$ 188,500	$ 250,000	39	64%
Hispanic or Latino	$ 176,222	99%	$ 140,000	$ 164,000	$ 170,000	$ 180,000	$ 246,000	9	15%
Middle Eastern or North African	-	-	-	-	-	-	-	0	0%
Black or African American	$ 180,000	102%	$ 180,000	$ 180,000	$ 180,000	$ 180,000	$ 180,000	1	2%
American Indian or Alaska Native	$ 203,500	115%	$ 187,000	$ 195,250	$ 203,500	$ 211,750	$ 220,000	2	3%
Asian	$ 177,273	100%	$ 155,000	$ 175,000	$ 180,000	$ 181,000	$ 196,000	11	18%
Native Hawaiian or Other Pacific Islander	-	-	-	-	-	-	-	0	0%
Other / I choose not to disclose	$ 161,750	91%	$ 150,000	$ 153,750	$ 162,000	$ 170,000	$ 173,000	4	7%

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

New MSL / Sr. MSL / Medical Advisor 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 - New MSL / Sr. MSL / Medical Advisor	$ 177,841	-	$ 140,000	$ 165,000	$ 177,000	$ 184,000	$ 250,000	63	100%
PharmD	$ 184,536	104%	$ 155,000	$ 175,000	$ 180,500	$ 190,750	$ 246,000	28	44%
PhD	$ 175,136	98%	$ 140,000	$ 164,000	$ 172,500	$ 180,000	$ 250,000	22	35%
Master's Degree (i.e. MS, MSN, MPH, MBA, etc.)	$ 163,429	92%	$ 142,000	$ 149,500	$ 165,000	$ 177,500	$ 183,000	7	11%
Bachelor's Degree (i.e. BSN, BS, etc.)	$ 153,000	86%	$ 153,000	$ 153,000	$ 153,000	$ 153,000	$ 153,000	1	2%
MD / DO / MBBS	$ 180,000	101%	$ 180,000	$ 180,000	$ 180,000	$ 180,000	$ 180,000	1	2%
Other Doctorate Degree (i.e. PsychD, DNP, OD, etc.)	$ 176,750	99%	$ 160,000	$ 171,250	$ 176,000	$ 181,500	$ 195,000	4	6%
Other Degree	-	-	-	-	-	-	-	0	0%

New MSL / Sr. MSL / Medical Advisor 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 / Medical Advisor	$ 177,841	-	$ 140,000	$ 165,000	$ 177,000	$ 184,000	$ 250,000	63	100%
Large Pharmaceutical / Biotechnology	$ 180,682	102%	$ 153,000	$ 171,250	$ 180,000	$ 185,750	$ 246,000	22	35%
Medium Pharmaceutical / Biotechnology	$ 176,563	99%	$ 149,000	$ 170,000	$ 180,000	$ 183,500	$ 220,000	16	25%
Small Pharmaceutical / Biotechnology	$ 189,333	106%	$ 160,000	$ 172,250	$ 182,500	$ 196,250	$ 250,000	12	19%
Medical Devices	$ 167,333	94%	$ 160,000	$ 162,500	$ 165,000	$ 171,000	$ 177,000	3	5%
Contract Research Organization (CRO)	$ 175,000	98%	$ 175,000	$ 175,000	$ 175,000	$ 175,000	$ 175,000	1	2%
Diagnostic Company	$ 161,250	91%	$ 140,000	$ 148,000	$ 161,500	$ 176,250	$ 180,000	8	13%
Contract MSL Organization	$ 165,000	93%	$ 165,000	$ 165,000	$ 165,000	$ 165,000	$ 165,000	1	2%
Other	-	-	-	-	-	-	-	0	0%

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

New MSL / Sr. MSL / Medical Advisor 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 - New MSL / Sr. MSL / Medical Advisor	$ 177,841	-	$ 140,000	$ 165,000	$ 177,000	$ 184,000	$ 250,000	63	100%
Addiction	-	-	-	-	-	-	-	0	0%
Aesthetics	-	-	-	-	-	-	-	0	0%
Allergy	-	-	-	-	-	-	-	0	0%
Autoimmune Diseases	$ 180,000	101%	$ 180,000	$ 180,000	$ 180,000	$ 180,000	$ 180,000	2	3%
Cardiovascular / Thrombosis	$ 184,000	103%	$ 175,000	$ 181,000	$ 187,000	$ 188,500	$ 190,000	3	5%
Dentistry / Oral Medicine	-	-	-	-	-	-	-	0	0%
Dermatology	$ 181,000	102%	$ 180,000	$ 180,500	$ 181,000	$ 181,500	$ 182,000	2	3%
Diabetes / Metabolic Disorders / Endocrinology	$ 172,250	97%	$ 149,000	$ 149,750	$ 170,000	$ 192,500	$ 200,000	4	6%
Gastroenterology	$ 187,500	105%	$ 180,000	$ 183,750	$ 187,500	$ 191,250	$ 195,000	2	3%
Genetic Diseases	$ 191,667	108%	$ 175,000	$ 177,500	$ 180,000	$ 200,000	$ 220,000	3	5%
Hematology	$ 184,833	104%	$ 160,000	$ 167,500	$ 176,500	$ 183,250	$ 246,000	6	10%
HEOR	-	-	-	-	-	-	-	0	0%
Hepatology	-	-	-	-	-	-	-	0	0%
HIV	-	-	-	-	-	-	-	0	0%
Immunology	$ 180,000	101%	$ 175,000	$ 177,500	$ 180,000	$ 182,500	$ 185,000	3	5%
Infectious Diseases	$ 166,250	93%	$ 140,000	$ 158,750	$ 172,500	$ 180,000	$ 180,000	4	6%
Managed Care	-	-	-	-	-	-	-	0	0%
Medical Devices / Diagnostics	$ 165,000	93%	$ 165,000	$ 165,000	$ 165,000	$ 165,000	$ 165,000	1	2%
Mental Health	$ 171,250	96%	$ 164,000	$ 164,000	$ 164,000	$ 171,250	$ 193,000	4	6%
Movement Disorders	$ 160,500	90%	$ 150,000	$ 160,500	$ 164,000	$ 164,000	$ 164,000	4	6%
Multiple Sclerosis	$ 176,000	99%	$ 176,000	$ 176,000	$ 176,000	$ 176,000	$ 176,000	1	2%
Neonatology	-	-	-	-	-	-	-	0	0%
Nephrology	$ 186,500	105%	$ 183,000	$ 184,750	$ 186,500	$ 188,250	$ 190,000	2	3%
Neurology / CNS/ Neuroscience	$ 167,750	94%	$ 150,000	$ 161,750	$ 169,500	$ 175,250	$ 182,000	12	19%
Nutrition	-	-	-	-	-	-	-	0	0%
Oncology	$ 189,077	106%	$ 142,000	$ 175,000	$ 180,000	$ 205,000	$ 250,000	13	21%
Ophthalmology	$ 176,000	99%	$ 175,000	$ 175,500	$ 176,000	$ 176,500	$ 177,000	2	3%
Otolaryngology	-	-	-	-	-	-	-	0	0%
Pain	$ 162,500	91%	$ 150,000	$ 156,250	$ 162,500	$ 168,750	$ 175,000	2	3%
Pediatrics	-	-	-	-	-	-	-	0	0%
Podiatry	-	-	-	-	-	-	-	0	0%
Radiology	$ 155,000	87%	$ 155,000	$ 155,000	$ 155,000	$ 155,000	$ 155,000	1	2%
Rare Diseases / Orphan Diseases	$ 181,875	102%	$ 170,000	$ 173,750	$ 180,000	$ 187,500	$ 200,000	8	13%
Regenerative Medicine	-	-	-	-	-	-	-	0	0%
Reproductive Health	-	-	-	-	-	-	-	0	0%
Respiratory / Pulmonary	$ 180,000	101%	$ 180,000	$ 180,000	$ 180,000	$ 180,000	$ 180,000	1	2%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	-	-	-	-	-	0	0%
Surgery	$ 165,000	93%	$ 165,000	$ 165,000	$ 165,000	$ 165,000	$ 165,000	1	2%
Transplantation	$ 195,000	110%	$ 195,000	$ 195,000	$ 195,000	$ 195,000	$ 195,000	1	2%
Urology	$ 196,000	110%	$ 196,000	$ 196,000	$ 196,000	$ 196,000	$ 196,000	1	2%
Vaccines	-	-	-	-	-	-	-	0	0%
Virology (excluding HIV)	-	-	-	-	-	-	-	0	0%
Women's Health	$ 196,000	110%	$ 196,000	$ 196,000	$ 196,000	$ 196,000	$ 196,000	1	2%
Other	$ 160,000	90%	$ 160,000	$ 160,000	$ 160,000	$ 160,000	$ 160,000	1	2%

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

New MSL / Sr. MSL / Medical Advisor Salary based on State / Area

Q. In which state do you live?

States	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - New MSL / Sr. MSL / Medical Advisor	$ 177,841	-	$ 140,000	$ 165,000	$ 177,000	$ 184,000	$ 250,000	63	100%
Alabama	-	-	-	-	-	-	-	0	0%
Arizona	$ 171,000	96%	$ 169,000	$ 170,000	$ 171,000	$ 172,000	$ 173,000	2	3%
California	$ 188,400	106%	$ 160,000	$ 175,000	$ 177,000	$ 180,000	$ 250,000	5	8%
Colorado	$ 175,000	98%	$ 170,000	$ 172,500	$ 175,000	$ 177,500	$ 180,000	3	5%
Connecticut	$ 155,000	87%	$ 155,000	$ 155,000	$ 155,000	$ 155,000	$ 155,000	1	2%
Florida	$ 176,500	99%	$ 175,000	$ 175,750	$ 176,500	$ 177,250	$ 178,000	2	3%
Georgia	$ 161,250	91%	$ 150,000	$ 150,000	$ 157,500	$ 168,750	$ 180,000	4	6%
Idaho	-	-	-	-	-	-	-	0	0%
Illinois	$ 171,000	96%	$ 153,000	$ 169,500	$ 175,500	$ 177,000	$ 180,000	4	6%
Indiana	$ 183,000	103%	$ 183,000	$ 183,000	$ 183,000	$ 183,000	$ 183,000	1	2%
Iowa	-	-	-	-	-	-	-	0	0%
Kansas	-	-	-	-	-	-	-	0	0%
Kentucky	-	-	-	-	-	-	-	0	0%
Louisiana	-	-	-	-	-	-	-	0	0%
Maine	$ 220,000	124%	$ 220,000	$ 220,000	$ 220,000	$ 220,000	$ 220,000	1	2%
Maryland	$ 182,000	102%	$ 182,000	$ 182,000	$ 182,000	$ 182,000	$ 182,000	1	2%
Massachusetts	$ 175,667	99%	$ 142,000	$ 166,000	$ 190,000	$ 192,500	$ 195,000	3	5%
Michigan	$ 180,000	101%	$ 180,000	$ 180,000	$ 180,000	$ 180,000	$ 180,000	1	2%
Minnesota	$ 185,000	104%	$ 185,000	$ 185,000	$ 185,000	$ 185,000	$ 185,000	1	2%
Missouri	$ 176,000	99%	$ 175,000	$ 175,500	$ 176,000	$ 176,500	$ 177,000	2	3%
Montana	-	-	-	-	-	-	-	0	0%
Nebraska	-	-	-	-	-	-	-	0	0%
Nevada	-	-	-	-	-	-	-	0	0%
New Hampshire	-	-	-	-	-	-	-	0	0%
New Jersey	$ 165,000	93%	$ 155,000	$ 157,500	$ 160,000	$ 170,000	$ 180,000	3	5%
New Mexico	-	-	-	-	-	-	-	0	0%
New York	$ 178,667	100%	$ 165,000	$ 170,000	$ 175,000	$ 185,500	$ 196,000	3	5%
North Carolina	$ 175,429	99%	$ 164,000	$ 164,500	$ 170,000	$ 180,000	$ 205,000	7	11%
Ohio	$ 188,667	106%	$ 181,000	$ 183,000	$ 185,000	$ 192,500	$ 200,000	3	5%
Oklahoma	$ 187,000	105%	$ 187,000	$ 187,000	$ 187,000	$ 187,000	$ 187,000	1	2%
Oregon	$ 149,500	84%	$ 149,000	$ 149,250	$ 149,500	$ 149,750	$ 150,000	2	3%
Pennsylvania	$ 173,000	97%	$ 164,000	$ 168,500	$ 173,000	$ 177,500	$ 182,000	2	3%
Puerto Rico	$ 246,000	138%	$ 246,000	$ 246,000	$ 246,000	$ 246,000	$ 246,000	1	2%
Rhode Island	-	-	-	-	-	-	-	0	0%
South Carolina	-	-	-	-	-	-	-	0	0%
South Dakota	-	-	-	-	-	-	-	0	0%
Tennessee	$ 193,000	109%	$ 193,000	$ 193,000	$ 193,000	$ 193,000	$ 193,000	1	2%
Texas	$ 140,000	79%	$ 140,000	$ 140,000	$ 140,000	$ 140,000	$ 140,000	1	2%
Utah	$ 196,667	111%	$ 175,000	$ 185,000	$ 195,000	$ 207,500	$ 220,000	3	5%
Virginia	-	-	-	-	-	-	-	0	0%
Washington	$ 180,600	102%	$ 158,000	$ 180,000	$ 180,000	$ 190,000	$ 195,000	5	8%

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

New MSL / Sr. MSL / Medical Advisor
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
United States - New MSL / Sr. MSL / Medical Advisor	$ 177,841	-	$ 140,000	$ 165,000	$ 177,000	$ 184,000	$ 250,000	63	100%
1	$ 189,625	107%	$ 150,000	$ 159,500	$ 181,500	$ 204,000	$ 250,000	8	13%
2	$ 174,667	98%	$ 164,000	$ 166,750	$ 176,500	$ 179,500	$ 187,000	6	10%
3	$ 182,333	103%	$ 170,000	$ 177,000	$ 180,000	$ 182,250	$ 205,000	6	10%
4	$ 176,833	99%	$ 142,000	$ 166,750	$ 180,000	$ 192,500	$ 200,000	6	10%
5	$ 181,000	102%	$ 165,000	$ 176,500	$ 180,000	$ 184,750	$ 196,000	8	13%
6	$ 185,000	104%	$ 155,000	$ 167,500	$ 180,000	$ 200,000	$ 220,000	3	5%
7	-	-	-	-	-	-	-	0	0%
8	$ 181,250	102%	$ 165,000	$ 176,250	$ 182,500	$ 187,500	$ 195,000	4	6%
9	$ 155,000	87%	$ 140,000	$ 145,000	$ 150,000	$ 162,500	$ 175,000	3	5%
10	$ 170,600	96%	$ 153,000	$ 155,000	$ 170,000	$ 180,000	$ 195,000	5	8%
11	$ 190,000	107%	$ 190,000	$ 190,000	$ 190,000	$ 190,000	$ 190,000	1	2%
12	$ 175,000	98%	$ 175,000	$ 175,000	$ 175,000	$ 175,000	$ 175,000	1	2%
13	$ 182,800	103%	$ 169,000	$ 173,000	$ 175,000	$ 177,000	$ 220,000	5	8%
14	$ 165,000	93%	$ 165,000	$ 165,000	$ 165,000	$ 165,000	$ 165,000	1	2%
15	$ 150,000	84%	$ 150,000	$ 150,000	$ 150,000	$ 150,000	$ 150,000	1	2%
16	-	-	-	-	-	-	-	0	0%
17	-	-	-	-	-	-	-	0	0%
18	-	-	-	-	-	-	-	0	0%
19	-	-	-	-	-	-	-	0	0%
20	$ 149,000	84%	$ 149,000	$ 149,000	$ 149,000	$ 149,000	$ 149,000	1	2%
21	$ 180,000	101%	$ 180,000	$ 180,000	$ 180,000	$ 180,000	$ 180,000	1	2%
23	-	-	-	-	-	-	-	0	0%
24	-	-	-	-	-	-	-	0	0%
25	-	-	-	-	-	-	-	0	0%
30	-	-	-	-	-	-	-	0	0%
50	$ 171,667	97%	$ 160,000	$ 167,500	$ 175,000	$ 177,500	$ 180,000	3	5%
51	-	-	-	-	-	-	-	0	0%
52	-	-	-	-	-	-	-	0	0%

New MSL / Sr. MSL / Medical Advisor – 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
United States - MSL / Sr. MSL / Medical Advisor	9	63	Immunology	20	3	Pediatrics	-	0
Addiction	-	0	Infectious Diseases	19	4	Podiatry	-	0
Aesthetics	-	0	Managed Care	-	0	Radiology	10	1
Allergy	-	0	Medical Devices / Diagnostics	8	1	Rare Diseases / Orphan Diseases	11	8
Autoimmune Diseases	5	2	Mental Health	3	4	Regenerative Medicine	-	0
Cardiovascular / Thrombosis	6	3	Movement Disorders	4	4	Reproductive Health	-	0
Dentistry / Oral Medicine	-	0	Multiple Sclerosis	3	1	Respiratory / Pulmonary	5	1
Dermatology	6	2	Neonatology	-	0	Rheumatology / Arthritis / Musculoskeletal / Orthopedics	2	1
Diabetes / Metabolic Disorders / Endocrinology	10	4	Nephrology	7	2	Surgery	8	1
Gastroenterology	4	2	Neurology / CNS/ Neuroscience	6	12	Transplantation	10	1
Genetic Diseases	11	3	Nutrition	-	0	Urology	5	1
Hematology	6	6	Oncology	6	13	Vaccines	-	0
HEOR	-	0	Ophthalmology	9	2	Virology (excluding HIV)	-	0
Hepatology	-	0	Otolaryngology	-	0	Women's Health	5	1
HIV	-	0	Pain	9	2	Other	50	1

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

New MSL / Sr. MSL / Medical Advisor – States / Areas in Territory by Company Type

Company Type	Average States in Territory	Number
United States - MSL / Sr. MSL / Medical Advisor	9	63
Large Pharmaceutical / Biotechnology	4	22
Medium Pharmaceutical / Biotechnology	7	16
Small Pharmaceutical / Biotechnology	11	12
Medical Devices	24	3
Contract Research Organization (CRO)	5	1
Diagnostic Company	13	8
Contract MSL Organization	14	1
Other	-	0

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

New MSL / Sr. MSL / Medical Advisor – 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%	22
No	65%	41

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

Salary Negotiation Outcomes	Percentage	Number
Average	6%	22

Q. Did you utilize the annual MSL Society Salary and Compensation Survey Data (report) when you negotiated your most recent salary?

	Percentage	Number
Yes	36%	8
No	64%	14

New MSL / Sr. MSL / Medical Advisor – 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?

Q. Did you receive a SIGN-ON bonus as part of your new hire compensation?

Sign-On Bonuses Received	Percentage	Number
Yes	37%	23
No	63%	40

Q. What was the amount of the SIGN-ON bonus you received as part of your new hire compensation?

Sign-On Bonus Outcomes	Sign-On Bonus Average	Number
Average	$ 19,130	23

Note: Only respondents with with less than 1 year of experience.

New MSL / Sr. MSL / Medical Advisor – 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	94%	59
No, I did not receive a salary increase, and I did NOT have a salary review	3%	2
Yes, less than 1% increase	0%	0
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	3%	2
Yes, 3% - 4% increase	0%	0
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

New MSL / Sr. MSL / Medical Advisor – Bonus Received

Q. Did you receive a (year-end, quarterly, semi-annual, etc.) bonus in the last 12 months?

Bonus Received	Percentage	Number
Yes	17%	11
No	83%	52

Q. What was the total bonus 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	$ 25,545
Min	$ 7,000
25th percentile	$ 18,500
50th percentile (median)	$ 26,000
75th percentile	$ 30,500
Max	$ 50,000
Number	11

New MSL / Sr. MSL / Medical Advisor – 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%	3%	2
1-4%	0%	0
5-9%	2%	1
10-14%	21%	13
15-19%	41%	26
20-24%	25%	16
25-29%	5%	3
30-34%	3%	2
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	0%	0

New MSL / Sr. MSL / Medical Advisor – Company Stock

Q. What types of equity compensation did you receive in the last 12 months as part of your compensation? (Select all that apply)?

Stock or Stock Options Received	Percentage	Number
Restricted Stock Units (RSUs)	29%	18
Stock Options	16%	10
Stock Appreciation Rights (SARs)	2%	1
Employee Stock Purchase Plan (ESPP)	29%	18
Other - Write In (Required)	3%	2
N/A - I did not receive any of these in the last 12 months as part of my compensation	49%	31

Q. Please indicate the approximate total value of each type, assuming they were fully vested as of today, and based on their current market value. (Select all that apply and provide values in the same currency previously selected).

Stock Options	Average	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Restricted Stock Units (RSUs)	$27,353	$4,500	$10,000	$16,000	$50,000	$72,000	17
Stock Options	$44,722	$5,000	$11,500	$47,000	$67,000	$100,000	9
Stock Appreciation Rights (SARs)	$40,500	$40,500	$40,500	$40,500	$40,500	$40,500	1
Employee Stock Purchase Plan (ESPP)	$9,115	$1,000	$2,500	$7,000	$10,000	$25,500	13

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

New MSL / Sr. MSL / Medical Advisor – 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.)

Paid Days Off	Percentage	Number
Fixed Number of Days	67%	41
Flextime	7%	4
Unlimited Days	26%	16

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	16
Min	3
25th percentile	15
50th percentile (median)	15
75th percentile	20
Max	28
Number	41

New MSL / Sr. MSL / Medical Advisor – 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)	95%	60	Continuing professional education credits (ie CME, CNE, CPE) fees covered	32%	20
Health insurance	92%	58	Tuition reimbursement	27%	17
Dental insurance	90%	57	Airline travel lounge membership(s)	22%	14
Retirement plan contribution	86%	54	Subsidized childcare	16%	10
Paid sick days	79%	50	Student loan reimbursement/support	11%	7
Paid mobile phone service	78%	49	Global Entry	8%	5
Parental leave	68%	43	Pension	6%	4
Subsidized fitness program or gym membership	49%	31	Other (please specify)	2%	1
Professional memberships (associations/societies)	43%	27	None of the above	0%	0
Paid Internet service at home	40%	25			
TSA Pre-Check	40%	25			
Professional development funds/budget	38%	24			
Professional certification(s) fees covered	33%	21			

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

New MSL / Sr. MSL / Medical Advisor – Benefits Received

Q. As part of your benefits, do you receive a company car or a car allowance?

	Percentage	Number
Car allowance	26%	16
Company car	52%	32
I am not provided with either	21%	13

Q. What is the total amount of the car allowance per month? (in the currency you selected previously)

	Amount
Average	$ 820
Min	$ 300
25th percentile	$ 700
50th percentile (median)	$ 800
75th percentile	$ 1,000
Max	$ 1,300
Number	15

New MSL / Sr. MSL / Medical Advisor – 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%	34	Professional memberships (associations/societies)	22%	14
Student loan reimbursement/support	43%	27	Professional development funds/budget	21%	13
Pension	41%	26	None of the above	11%	7
TSA pre-check	35%	22	Paid mobile phone service	8%	5
Global Entry	35%	22	Paid Time Off (holiday or vacation time)	2%	1
Paid Internet service at home	32%	20	Parental leave	2%	1
Car allowance	29%	18	Paid sick days	0%	0
Company car	29%	18	Health insurance	0%	0
Subsidized fitness program or gym membership	27%	17	Dental insurance	0%	0
Professional certification(s) fees covered	27%	17	Retirement plan contribution	0%	0
Tuition reimbursement	25%	16	Other	0%	0
Subsidized Childcare	24%	15			
Continuing professional education credits (ie CME, CNE, CPE) fees covered	24%	15			

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

New MSL / Sr. MSL / Medical Advisor – Satisfaction

Q. How satisfied are you with the following?

Your pre-tax annual base salary

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	23%	14
Satisfied	62%	38
Dissatisfied	13%	8
Very Dissatisfied	2%	1

Your overall annual compensation

Overall Annual Compensation	Percentage	Number
Very Satisfied	26%	16
Satisfied	64%	39
Dissatisfied	10%	6
Very Dissatisfied	0%	0

The benefits your employer provides you

The benefits your employer provides	Percentage	Number
Very Satisfied	36%	22
Satisfied	62%	38
Dissatisfied	2%	1
Very Dissatisfied	0%	0

New MSL / Sr. MSL / Medical Advisor – Competitiveness

Q. How competitive is your company regarding the following? Competitiveness refers to whether what is offered is less than, equal to, or more than the market average for the same role in the same location.

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Q. At what level of competitiveness does your company target base salaries for your role?

Base salaries	Percentage	Number
Below market average	26%	16
At market average	41%	25
Above market average	13%	8
I have no knowledge of this	20%	12

Q. At what level of competitiveness does your company target benefits for your role?

Target benefits	Percentage	Number
Below market average	13%	8
At market average	43%	26
Above market average	13%	8
I have no knowledge of this	31%	19

Q. At what level of competitiveness does your company target total compensation for your role?

Total compensation	Percentage	Number
Below market average	26%	16
At market average	30%	18
Above market average	15%	9
I have no knowledge of this	30%	18

New MSL / Sr. MSL / Medical Advisor – 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 Type	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	Number (100+ KOL)	Percentage (100+ KOL)
Overall	46	5	30	50	60	100	63	6	10%
Large Pharmaceutical / Biotechnology	51	17	40	50	60	100	22	1	2%
Medium Pharmaceutical / Biotechnology	52	20	42	50	61	100	16	2	3%
Small Pharmaceutical / Biotechnology	47	30	34	40	55	80	12	1	2%
Medical Devices	37	16	25	33	48	62	3	0	0%
Contract Research Organization (CRO)	51	51	51	51	51	51	1	0	0%
Diagnostic Company	22	5	8	10	36	51	8	1	2%
Contract MSL Organization	-	-	-	-	-	-	1	1	2%
Other	-	-	-	-	-	-	0	0	0%

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

New MSL / Sr. MSL / Medical Advisor – KOL Engagements

Q. On average, how many in-person KOL engagements do you have per week?

Metrics	KOL Relationships
Average	3
Min	0
25th percentile	1
50th percentile (median)	2
75th percentile	4
Max	10
Number	63

Number (10+)
1

Q. On average, how many virtual (i.e. Zoom, MS teams, Webex, etc.) KOL engagements do you have per week?

Metrics	KOL Relationships
Average	3
Min	0
25th percentile	1
50th percentile (median)	2
75th percentile	3
Max	10
Number	63

Number (10+)
0

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

Age Range	Less than 1 year
Under 25 years old	0%
25-34 years old	39%
35-44 years old	46%
45-54 years old	13%
55-64 years old	2%
65-74 years old	0%
75 years or older	0%

New MSL / Sr. MSL / Medical Advisor – Salary Transparency & Increase

Q. Should salary information for your title (or equivalent role) be transparent (i.e. public) at your company?

	Percentage	Number
Yes	79%	50
No	21%	13

Q. I have a clear understanding of what I must achieve to increase my salary at my company.

	Percentage	Number
True	57%	36
False	43%	27

Q. Changing companies is the only way to obtain a meaningful increase in my salary and/or total compensation.

	Percentage	Number
True	41%	26
False	59%	37

Q. I have a clear understanding of what I must achieve to receive my annual target bonus at my company.

	Percentage	Number
True	75%	47
False	24%	15
I am not eligible to receive a bonus	2%	1

New MSL / Sr. MSL / Medical Advisor – Activities

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

Activity	Percentage	Number	Activity	Percentage	Number
Attending medical conferences (and other conference support)	98%	62	Supporting Advisory Boards	44%	28
Delivering scientific presentations	97%	61	Providing input for Medical Strategy	43%	27
Educating KOLs & other Health Care Professionals	97%	61	Identifying and training speakers	38%	24
KOL relationship management	95%	60	Material Review (publications, educational materials, slides, etc.)	38%	24
Gathering Insights	89%	56	Mentoring/Training new MSLs	33%	21
Responding to Medical Information Requests (MIR)	78%	49	Medical publications	11%	7
Competitive intelligence gathering	73%	46	Continuing Medical Education (CME) activities	11%	7
Supporting investigator led research (IITs, ISTs, etc.)	57%	36	HEOR presentations or research	6%	4
Training and supporting sales force	52%	33			
Tools Development (slides, training materials, etc.)	51%	32			
Supporting and coordinating company sponsored research/trials	46%	29			

New MSL / Sr. MSL / Medical Advisor – AI tools

Q. Do you currently utilize AI tools in your role?

	Percentage	Number
Yes, regularly	49%	30
Yes, occasionally	39%	24
No	11%	7

Q. How frequently do you use AI tools to support your core Medical Affairs responsibilities?

	Percentage	Number
Daily	34%	21
Several times per week	16%	10
Weekly	20%	12
Every other week (biweekly)	8%	5
Monthly	8%	5
Never	13%	8

New MSL / Sr. MSL / Medical Advisor – 401(k) plan

Q. Does your company offer a 401(k) plan?

	Percentage	Number
Yes	100%	61
No	0%	0

Q. Are you participating in the 401(k) plan?

	Percentage	Number		Percentage	Number
No	3%	2	Yes - I contribute 11%	7%	4
Yes - I contribute 1%	0%	0	Yes - I contribute 12%	8%	5
Yes - I contribute 2%	0%	0	Yes - I contribute 13%	3%	2
Yes - I contribute 3%	3%	2	Yes - I contribute 14%	2%	1
Yes - I contribute 4%	5%	3	Yes - I contribute 15%	10%	6
Yes - I contribute 5%	7%	4	Yes - I contribute 16%	0%	0
Yes - I contribute 6%	20%	12	Yes - I contribute 17%	2%	1
Yes - I contribute 7%	2%	1	Yes - I contribute 18%	0%	0
Yes - I contribute 8%	5%	3	Yes - I contribute 19%	0%	0
Yes - I contribute 9%	3%	2	Yes - I contribute 20%	0%	0
Yes - I contribute 10%	20%	12	Yes - I contribute 20+%	2%	1

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The data is segmented for participants that selected "Manager / Director of MSLs (or equivalent title)" 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
United States - Manager / Director of MSLs	$ 259,554	-	$ 133,000	$ 237,000	$ 255,000	$ 281,000	$ 347,000	139	100%
Male	$ 263,716	102%	$ 133,000	$ 243,000	$ 260,000	$ 284,000	$ 340,000	67	48%
Female	$ 255,681	99%	$ 176,000	$ 231,750	$ 254,500	$ 275,000	$ 347,000	72	52%
Prefer not to disclose	-	-	-	-	-	-	-	0	0%

Note: Respondents were not required to respond

Manager / Director of MSLs Salary based on Ethnicity

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

Ethnicity	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Manager / Director of MSLs	$ 259,554	-	$ 133,000	$ 237,000	$ 255,000	$ 281,000	$ 347,000	139	100%
White	$ 259,217	100%	$ 133,000	$ 236,250	$ 259,000	$ 282,000	$ 347,000	106	76%
Hispanic or Latino	$ 260,000	100%	$ 206,000	$ 255,000	$ 274,000	$ 276,000	$ 289,000	5	4%
Middle Eastern or North African	$ 279,000	107%	$ 248,000	$ 263,500	$ 279,000	$ 294,500	$ 310,000	2	1%
Black or African American	$ 244,750	94%	$ 215,000	$ 222,500	$ 238,000	$ 260,250	$ 288,000	4	3%
American Indian or Alaska Native	$ 253,000	97%	$ 253,000	$ 253,000	$ 253,000	$ 253,000	$ 253,000	1	<1%
Asian	$ 260,350	100%	$ 208,000	$ 241,750	$ 256,500	$ 276,250	$ 340,000	20	14%
Native Hawaiian or Other Pacific Islander	-	-	-	-	-	-	-	0	0%
Other / I choose not to disclose	$ 281,000	108%	$ 250,000	$ 265,500	$ 281,000	$ 296,500	$ 312,000	2	1%

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
United States - Manager / Director of MSLs	$ 260,000	-	$ 133,000	$ 237,000	$ 255,000	$ 282,000	$ 348,000	153	100%
PharmD	$ 272,803	105%	$ 202,000	$ 252,500	$ 274,000	$ 288,000	$ 348,000	71	46%
PhD	$ 250,891	96%	$ 176,000	$ 231,500	$ 249,000	$ 268,000	$ 312,000	46	30%
Master's Degree (i.e. MS, MSN, MPH, MBA, etc.)	$ 252,611	97%	$ 187,000	$ 223,000	$ 253,500	$ 274,000	$ 340,000	18	12%
Bachelor's Degree (i.e. BSN, BS, etc.)	$ 227,000	87%	$ 200,000	$ 213,500	$ 227,000	$ 240,500	$ 254,000	2	1%
MD / DO / MBBS	$ 235,375	91%	$ 206,000	$ 222,000	$ 236,500	$ 244,250	$ 267,000	8	5%
Other Doctorate Degree (i.e. PsychD, DNP, OD, etc.)	$ 248,250	95%	$ 133,000	$ 215,000	$ 256,000	$ 287,750	$ 340,000	8	5%
Other Degree	-	-	-	-	-	-	-	0	0%

Manager / Director of MSLs Salary based on Years of Experience

Q. How many total years of experience do you have in your current function (i.e., as an MSL / Medical Advisor, MSL Operations, or MSL leadership)? Include all previous companies where you worked only in the same function, if applicable.

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Manager / Director of MSLs	$ 260,000	-	$ 133,000	$ 237,000	$ 255,000	$ 282,000	$ 348,000	153	100%
Less than 1 year	$ 248,600	96%	$ 176,000	$ 236,250	$ 255,000	$ 263,250	$ 320,000	10	7%
1-2 years	$ 243,636	94%	$ 215,000	$ 228,000	$ 250,000	$ 254,000	$ 275,000	11	7%
2-4 years	$ 242,739	93%	$ 195,000	$ 225,000	$ 241,000	$ 257,000	$ 305,000	23	15%
4-6 years	$ 260,391	100%	$ 185,000	$ 240,500	$ 265,000	$ 282,500	$ 340,000	23	15%
6-8 years	$ 245,579	94%	$ 133,000	$ 217,500	$ 241,000	$ 281,000	$ 312,000	19	12%
8-10 years	$ 275,905	106%	$ 205,000	$ 248,000	$ 260,000	$ 300,000	$ 348,000	21	14%
10-15 years	$ 272,571	105%	$ 187,000	$ 246,500	$ 281,500	$ 310,000	$ 330,000	14	9%
More than 15 Years	$ 273,938	105%	$ 218,000	$ 252,750	$ 267,000	$ 288,000	$ 340,000	32	21%

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	$ 260,000	-	$ 133,000	$ 237,000	$ 255,000	$ 282,000	$ 348,000	153	100%
Large Pharmaceutical / Biotechnology	$ 273,744	96%	$ 188,000	$ 252,000	$ 274,000	$ 291,000	$ 348,000	43	28%
Medium Pharmaceutical / Biotechnology	$ 257,063	94%	$ 133,000	$ 237,000	$ 255,000	$ 280,500	$ 340,000	32	21%
Small Pharmaceutical / Biotechnology	$ 263,462	93%	$ 200,000	$ 245,000	$ 254,500	$ 285,000	$ 340,000	52	34%
Medical Devices	$ 226,833	100%	$ 176,000	$ 213,750	$ 225,000	$ 242,250	$ 269,000	12	8%
Contract Research Organization (CRO)	$ 275,000	94%	$ 275,000	$ 275,000	$ 275,000	$ 275,000	$ 275,000	1	<1%
Diagnostic Company	$ 239,333	106%	$ 195,000	$ 221,000	$ 241,000	$ 250,000	$ 288,000	9	6%
Contract MSL Organization	$ 226,000	105%	$ 187,000	$ 206,500	$ 226,000	$ 245,500	$ 265,000	2	1%
Other	$ 240,000	105%	$ 220,000	$ 230,000	$ 240,000	$ 250,000	$ 260,000	2	1%

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

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	$ 260,000	-	$ 133,000	$ 237,000	$ 255,000	$ 282,000	$ 348,000	153	100%
Addiction	$ 232,500	89%	$ 210,000	$ 221,250	$ 232,500	$ 243,750	$ 255,000	2	1%
Aesthetics	-	-	-	-	-	-	-	0	0%
Allergy	$ 228,833	88%	$ 133,000	$ 205,250	$ 235,500	$ 267,250	$ 296,000	6	4%
Autoimmune Diseases	$ 262,400	101%	$ 219,000	$ 237,000	$ 275,000	$ 285,000	$ 296,000	5	3%
Cardiovascular / Thrombosis	$ 264,750	102%	$ 187,000	$ 252,250	$ 271,000	$ 282,000	$ 340,000	16	10%
Dentistry / Oral Medicine	-	-	-	-	-	-	-	0	0%
Dermatology	$ 273,800	105%	$ 250,000	$ 269,000	$ 282,000	$ 283,000	$ 285,000	5	3%
Diabetes / Metabolic Disorders / Endocrinology	$ 260,214	100%	$ 185,000	$ 227,000	$ 249,500	$ 288,750	$ 340,000	14	9%
Gastroenterology	$ 248,600	96%	$ 187,000	$ 241,000	$ 255,000	$ 275,000	$ 285,000	5	3%
Genetic Diseases	$ 265,200	102%	$ 219,000	$ 250,000	$ 258,000	$ 259,000	$ 340,000	5	3%
Hematology	$ 291,529	112%	$ 237,000	$ 265,000	$ 282,000	$ 319,000	$ 348,000	17	11%
HEOR	$ 284,000	109%	$ 280,000	$ 282,000	$ 284,000	$ 286,000	$ 288,000	2	1%
Hepatology	$ 275,000	106%	$ 265,000	$ 270,000	$ 275,000	$ 280,000	$ 285,000	2	1%
HIV	$ 216,000	83%	$ 187,000	$ 201,500	$ 216,000	$ 230,500	$ 245,000	2	1%
Immunology	$ 254,800	98%	$ 205,000	$ 239,000	$ 253,000	$ 276,500	$ 300,000	15	10%
Infectious Diseases	$ 239,714	92%	$ 195,000	$ 220,000	$ 250,000	$ 258,500	$ 276,000	7	5%
Managed Care	$ 249,333	96%	$ 210,000	$ 230,000	$ 250,000	$ 269,000	$ 288,000	3	2%
Medical Devices / Diagnostics	$ 239,000	92%	$ 187,000	$ 210,250	$ 229,500	$ 258,250	$ 310,000	4	3%
Mental Health	$ 242,667	93%	$ 187,000	$ 221,000	$ 255,000	$ 270,500	$ 286,000	3	2%
Movement Disorders	$ 214,000	82%	$ 187,000	$ 200,500	$ 214,000	$ 227,500	$ 241,000	2	1%
Multiple Sclerosis	$ 266,500	103%	$ 237,000	$ 251,750	$ 266,500	$ 281,250	$ 296,000	2	1%
Neonatology	$ 207,000	80%	$ 207,000	$ 207,000	$ 207,000	$ 207,000	$ 207,000	1	<1%
Nephrology	$ 244,750	94%	$ 206,000	$ 220,250	$ 247,500	$ 265,000	$ 280,000	8	5%
Neurology / CNS/ Neuroscience	$ 253,850	98%	$ 187,000	$ 229,500	$ 240,000	$ 280,000	$ 330,000	20	13%
Nutrition	$ 207,333	80%	$ 200,000	$ 201,000	$ 202,000	$ 211,000	$ 220,000	3	2%
Oncology	$ 274,233	105%	$ 187,000	$ 251,500	$ 265,000	$ 308,000	$ 348,000	43	28%
Ophthalmology	$ 243,250	94%	$ 185,000	$ 229,250	$ 243,500	$ 262,500	$ 289,000	8	5%
Otolaryngology	$ 276,000	106%	$ 276,000	$ 276,000	$ 276,000	$ 276,000	$ 276,000	1	<1%
Pain	$ 309,000	119%	$ 309,000	$ 309,000	$ 309,000	$ 309,000	$ 309,000	1	<1%
Pediatrics	$ 252,000	97%	$ 250,000	$ 251,000	$ 252,000	$ 253,000	$ 254,000	2	1%
Podiatry	-	-	-	-	-	-	-	0	0%
Radiology	$ 221,500	85%	$ 188,000	$ 204,750	$ 221,500	$ 238,250	$ 255,000	2	1%
Rare Diseases / Orphan Diseases	$ 260,333	100%	$ 187,000	$ 236,500	$ 256,500	$ 280,000	$ 340,000	24	16%
Regenerative Medicine	-	-	-	-	-	-	-	0	0%
Reproductive Health	-	-	-	-	-	-	-	0	0%
Respiratory / Pulmonary	$ 243,714	94%	$ 206,000	$ 222,000	$ 237,000	$ 271,000	$ 277,000	7	5%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	-	-	-	-	-	0	0%
Surgery	$ 181,500	70%	$ 176,000	$ 178,750	$ 181,500	$ 184,250	$ 187,000	2	1%
Transplantation	$ 227,000	87%	$ 208,000	$ 209,500	$ 223,000	$ 240,500	$ 254,000	4	3%
Urology	$ 251,500	97%	$ 248,000	$ 249,750	$ 251,500	$ 253,250	$ 255,000	2	1%
Vaccines	$ 270,000	104%	$ 252,000	$ 261,000	$ 270,000	$ 279,000	$ 288,000	2	1%
Virology (excluding HIV)	$ 265,000	102%	$ 265,000	$ 265,000	$ 265,000	$ 265,000	$ 265,000	1	<1%
Women's Health	$ 272,000	105%	$ 269,000	$ 270,500	$ 272,000	$ 273,500	$ 275,000	2	1%
Other	$ 231,200	89%	$ 206,000	$ 210,000	$ 225,000	$ 242,000	$ 274,000	5	3%

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

Manager / Director of MSLs Salary based on State / Area

Q. In which state do you live?

States	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Manager / Director of MSLs	$ 260,000	-	$ 133,000	$ 237,000	$ 255,000	$ 282,000	$ 348,000	153	100%
Alabama	$ 205,000	79%	$ 133,000	$ 169,000	$ 205,000	$ 241,000	$ 277,000	2	1%
Alaska	$ 269,000	103%	$ 269,000	$ 269,000	$ 269,000	$ 269,000	$ 269,000	1	<1%
Arizona	$ 251,200	97%	$ 219,000	$ 237,000	$ 250,000	$ 275,000	$ 275,000	5	3%
California	$ 280,778	108%	$ 205,000	$ 253,000	$ 280,000	$ 293,750	$ 348,000	18	12%
Colorado	$ 260,250	100%	$ 232,000	$ 236,500	$ 249,500	$ 273,250	$ 310,000	4	3%
Connecticut	$ 256,500	99%	$ 225,000	$ 240,750	$ 256,500	$ 272,250	$ 288,000	2	1%
Florida	$ 247,824	95%	$ 206,000	$ 225,000	$ 245,000	$ 265,000	$ 305,000	17	11%
Georgia	$ 281,143	108%	$ 245,000	$ 250,500	$ 252,000	$ 315,000	$ 340,000	7	5%
Illinois	$ 250,917	97%	$ 218,000	$ 236,250	$ 253,500	$ 264,000	$ 285,000	12	8%
Indiana	$ 303,500	117%	$ 282,000	$ 292,750	$ 303,500	$ 314,250	$ 325,000	2	1%
Iowa	$ 222,000	85%	$ 222,000	$ 222,000	$ 222,000	$ 222,000	$ 222,000	1	<1%
Kansas	$ 294,000	113%	$ 294,000	$ 294,000	$ 294,000	$ 294,000	$ 294,000	1	<1%
Maryland	$ 231,000	89%	$ 231,000	$ 231,000	$ 231,000	$ 231,000	$ 231,000	1	<1%
Massachusetts	$ 262,400	101%	$ 219,000	$ 250,000	$ 250,000	$ 253,000	$ 340,000	5	3%
Michigan	$ 252,222	97%	$ 202,000	$ 240,000	$ 245,000	$ 275,000	$ 319,000	9	6%
Minnesota	$ 272,500	105%	$ 265,000	$ 268,750	$ 272,500	$ 276,250	$ 280,000	2	1%
Mississippi	$ 280,000	108%	$ 280,000	$ 280,000	$ 280,000	$ 280,000	$ 280,000	1	<1%
Missouri	$ 251,750	97%	$ 220,000	$ 223,750	$ 237,500	$ 265,500	$ 312,000	4	3%
Montana	$ 243,000	93%	$ 243,000	$ 243,000	$ 243,000	$ 243,000	$ 243,000	1	<1%
Nebraska	$ 309,000	119%	$ 309,000	$ 309,000	$ 309,000	$ 309,000	$ 309,000	1	<1%
New Jersey	$ 231,750	89%	$ 187,000	$ 204,250	$ 232,000	$ 259,500	$ 276,000	4	3%
New York	$ 284,000	109%	$ 254,000	$ 269,000	$ 284,000	$ 299,000	$ 314,000	2	1%
North Carolina	$ 240,333	92%	$ 206,000	$ 230,500	$ 255,000	$ 257,500	$ 260,000	3	2%
Ohio	$ 249,200	96%	$ 188,000	$ 237,000	$ 254,000	$ 282,000	$ 285,000	5	3%
Oregon	$ 222,667	86%	$ 200,000	$ 207,500	$ 215,000	$ 234,000	$ 253,000	3	2%
Pennsylvania	$ 259,000	100%	$ 185,000	$ 239,250	$ 267,000	$ 284,000	$ 328,000	8	5%
Rhode Island	$ 288,000	111%	$ 288,000	$ 288,000	$ 288,000	$ 288,000	$ 288,000	1	<1%
South Carolina	$ 249,500	96%	$ 231,000	$ 240,250	$ 249,500	$ 258,750	$ 268,000	2	1%
South Dakota	$ 320,000	123%	$ 320,000	$ 320,000	$ 320,000	$ 320,000	$ 320,000	1	<1%
Tennessee	$ 222,600	86%	$ 176,000	$ 215,000	$ 221,000	$ 236,000	$ 265,000	5	3%
Texas	$ 275,833	106%	$ 235,000	$ 254,750	$ 276,000	$ 293,500	$ 320,000	12	8%
Utah	$ 333,000	128%	$ 333,000	$ 333,000	$ 333,000	$ 333,000	$ 333,000	1	<1%
Virginia	$ 250,333	96%	$ 208,000	$ 242,750	$ 253,000	$ 259,500	$ 287,000	6	4%
Washington	$ 271,500	104%	$ 265,000	$ 268,250	$ 271,500	$ 274,750	$ 278,000	2	1%
Wisconsin	$ 307,500	118%	$ 285,000	$ 296,250	$ 307,500	$ 318,750	$ 330,000	2	1%

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 Type	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	6	0	3	6	7	28	155
Large Pharmaceutical / Biotechnology	7	0	6	7	8	28	43
Medium Pharmaceutical / Biotechnology	6	0	5	7	8	15	33
Small Pharmaceutical / Biotechnology	4	0	2	4	6	18	52
Medical Devices	4	0	2	4	6	7	12
Contract Research Organization (CRO)	9	9	9	9	9	9	1
Diagnostic Company	4	1	3	5	6	7	10
Contract MSL Organization	6	6	6	6	6	6	2
Other	5	5	5	5	5	5	2

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

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%	44
No	72%	111

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

Salary Negotiation Outcomes	Percentage	Number
Average	8%	44

Q. Did you utilize the annual MSL Society Salary and Compensation Survey Data (report) when you negotiated your most recent salary?

	Percentage	Number
Yes	32%	14
No	68%	30

Manager / Director of MSLs – Base Salary Negotiation

Q. Which of the following factor(s) have the greatest impact when determining the base Salary of an MSL on your team (or at your company)?

Factor	Percentage	Number
Years of MSL experience	79%	123
Industry experience	71%	110
Academic background / education	44%	68
Employee Skillset	43%	66
Location, Location, Location!	23%	35
Recruiting Supply and Demand	13%	20
I have no knowledge of this	5%	7

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

Manager / Director of MSLs – Sign-on Bonus

Q. Did you receive a SIGN-ON bonus as part of your new hire compensation?

Sign-On Bonuses Received	Percentage	Number
Yes	0%	0
No	100%	10

Q. What was the amount of the SIGN-ON bonus you received as part of your new hire compensation?

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

Note: Only respondents with with less than 1 year of experience.

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	8%	13
No, I did not receive a salary increase, and I did NOT have a salary review	3%	5
Yes, less than 1% increase	<1%	1
No, I did not receive a salary increase, but I did have a salary review	<1%	1
Yes, 1% - 2% increase	11%	17
Yes, 3% - 4% increase	52%	80
Yes, 5% - 6% increase	13%	20
Yes, 7% - 8% increase	4%	6
Yes, 9% - 10% increase	4%	6
Yes, more than 10% (Please specify)	4%	6

Manager / Director of MSLs – Bonus Received

Q. Did you receive a (year-end, quarterly, semi-annual, etc.) bonus in the last 12 months?

Bonus Received	Percentage	Number
Yes	92%	142
No	8%	13

Q. What was the total bonus 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	$ 63,901
Min	$ 9,000
25th percentile	$ 46,000
50th percentile (median)	$ 60,000
75th percentile	$ 75,000
Max	$ 150,000
Number	142

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%	0%	0
1-4%	0%	0
5-9%	0%	0
10-14%	2%	3
15-19%	10%	16
20-24%	38%	59
25-29%	37%	57
30-34%	9%	14
35-39%	1%	2
40-49%	<1%	1
50-59%	<1%	1
60+%	0%	0
Other - my company calculates bonus based on other variables	1%	2

Manager / Director of MSLs – Company Stock

Q. What types of equity compensation did you receive in the last 12 months as part of your compensation? (Select all that apply)?

Stock or Stock Options Received	Percentage	Number
Restricted Stock Units (RSUs)	61%	95
Stock Options	34%	52
Stock Appreciation Rights (SARs)	0%	0
Employee Stock Purchase Plan (ESPP)	22%	34
Other - Write In (Required)	5%	7
N/A - I did not receive any of these in the last 12 months as part of my compensation	19%	30

Q. Please indicate the approximate total value of each type, assuming they were fully vested as of today, and based on their current market value. (Select all that apply and provide values in the same currency previously selected).

Stock Options	Average	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Restricted Stock Units (RSUs)	$53,134	$1,500	$25,000	$50,000	$80,000	$100,000	94
Stock Options	$46,011	$1,000	$13,625	$31,500	$76,250	$100,000	45
Stock Appreciation Rights (SARs)	-	$0	-	-	-	$0	0
Employee Stock Purchase Plan (ESPP)	$22,365	$500	$8,000	$20,000	$36,500	$63,500	28

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

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.)

Paid Days Off	Percentage	Number
Fixed Number of Days	73%	107
Flextime	7%	10
Unlimited Days	20%	30

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	21
Min	4
25th percentile	15
50th percentile (median)	20
75th percentile	25
Max	50
Number	107

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
Paid Time Off (holiday or vacation time)	94%	145	Tuition reimbursement	39%	60
Health insurance	94%	145	Continuing professional education credits (ie CME, CNE, CPE) fees covered	30%	46
Dental insurance	92%	142	Airline travel lounge membership(s)	25%	38
Paid sick days	77%	120	Global Entry	20%	31
Retirement plan contribution	77%	119	Pension	9%	14
Paid mobile phone service	69%	107	Student loan reimbursement/support	7%	11
Parental leave	65%	101	Subsidized childcare	6%	10
Professional memberships (associations/societies)	61%	95	Other	3%	4
Paid Internet service at home	60%	93	None of the above	0%	0
TSA Pre-Check	46%	71			
Professional certification(s) fees covered	44%	68			
Professional development funds/budget	41%	64			
Subsidized fitness program or gym membership	41%	63			

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

Manager / Director of MSLs – Benefits Received

Q. As part of your benefits, do you receive a company car or a car allowance?

	Percentage	Number
Car allowance	35%	51
Company car	46%	68
I am not provided with either	19%	28

Q. What is the total amount of the car allowance per month? (in the currency you selected previously)

	Amount
Average	$ 833
Min	$ 500
25th percentile	$ 700
50th percentile (median)	$ 800
75th percentile	$ 1,000
Max	$ 1,500
Number	51

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)	59%	91	Professional memberships (associations/societies)	14%	21
Pension	43%	66	Tuition reimbursement	12%	18
Global Entry	37%	58	Paid mobile phone service	10%	15
TSA pre-check	30%	47	Paid sick days	5%	8
Student loan reimbursement/support	28%	43	Parental leave	5%	7
Paid Internet service at home	25%	38	Retirement plan contribution	4%	6
Subsidized fitness program or gym membership	25%	38	None of the above	3%	5
Subsidized Childcare	25%	38	Other	2%	3
Car allowance	23%	36	Paid Time Off (holiday or vacation time)	<1%	1
Company car	22%	34	Dental insurance	<1%	1
Professional development funds/budget	19%	29	Health insurance	0%	0
Continuing professional education credits (ie CME, CNE, CPE) fees covered	19%	29			
Professional certification(s) fees covered	14%	22			

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

Manager / Director of MSLs – Satisfaction

Q. How satisfied are you with the following?

Your pre-tax annual base salary

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	23%	34
Satisfied	59%	86
Dissatisfied	17%	25
Very Dissatisfied	1%	2

Your overall annual compensation

Overall Annual Compensation	Percentage	Number
Very Satisfied	29%	43
Satisfied	54%	79
Dissatisfied	16%	23
Very Dissatisfied	1%	2

The benefits your employer provides you

The benefits your employer provides	Percentage	Number
Very Satisfied	29%	43
Satisfied	56%	83
Dissatisfied	14%	20
Very Dissatisfied	<1%	1

Manager / Director of MSLs – Competitiveness

Q. How competitive is your company regarding the following? Competitiveness refers to whether what is offered is less than, equal to, or more than the market average for the same role in the same location

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

Q. At what level of competitiveness does your company target base salaries for your role?

Base salaries	Percentage	Number
Below market average	33%	48
At market average	48%	71
Above market average	10%	14
I have no knowledge of this	10%	14

Q. At what level of competitiveness does your company target benefits for your role?

Target benefits	Percentage	Number
Below market average	25%	37
At market average	46%	68
Above market average	21%	31
I have no knowledge of this	7%	11

Q. At what level of competitiveness does your company target total compensation for your role?

Total compensation	Percentage	Number
Below market average	25%	37
At market average	50%	74
Above market average	16%	23
I have no knowledge of this	9%	13

Manager / Director of MSLs – Competitiveness

Q. How competitive is your company regarding the following? Competitiveness refers to whether what is offered is less than, equal to, or more than the market average for the same role in the same location

Q. At what level of competitiveness does your company target base salaries for MSLs?

Base salaries for MSLs	Percentage	Number
Below market average	32%	43
At market average	51%	70
Above market average	15%	21
I have no knowledge of this	1%	2

Q. At what level of competitiveness does your company target benefits for MSLs?

Target benefits for MSLs	Percentage	Number
Below market average	24%	33
At market average	54%	73
Above market average	18%	25
I have no knowledge of this	4%	5

Q. At what level of competitiveness does your company target total compensation for MSLs?

Total compensation for MSLs	Percentage	Number
Below market average	26%	36
At market average	55%	75
Above market average	14%	19
I have no knowledge of this	4%	6

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

Age Range	Less than 1 year	1-2 years	2-4 years	4-6 years	6-8 years	8-10 years	10-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	1%	0%	<1%	<1%	0%	0%	0%	0%
35-44 years old	3%	4%	8%	9%	3%	0%	<1%	0%
45-54 years old	0%	2%	4%	5%	8%	8%	6%	11%
55-64 years old	2%	0%	2%	<1%	2%	5%	3%	9%
65-74 years old	0%	0%	<1%	<1%	0%	0%	0%	1%
75 years or older	0%	0%	0%	0%	0%	0%	0%	0%

Manager / Director of MSLs – Reason for leaving

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

Reasons for Leaving	Percentage	Number	Reasons for Leaving	Percentage	Number
I am still working in my first MSL / MSL Operations / MSL leader position	23%	34	Lack of interest in Therapeutic Area / Product	1%	2
Company buyout / reorganized / downsized	15%	22	Was offered a higher salary elsewhere	<1%	1
Company culture (not a good fit)	10%	15	Excessive travel/lack of work-life balance	<1%	1
Didn't like my manager	10%	15	Wrong people were promoted or fired	<1%	1
I was terminated/laid off	8%	12	Lack of recognition	0%	0
Growth opportunity at new company	8%	12	I did not get the raise I was expecting or deserved	0%	0
Lack of or no opportunities for career advancement / promotion	7%	10	Lack of professional development opportunities	0%	0
Lack of Job security	5%	8	Lack of training	0%	0
Other (please specify)	5%	7	Family obligation	0%	0
Promotion at new company	3%	4	Didn't get along with MSL(s) on my team	0%	0
Relocated to another city or geographical area	2%	3			

Manager / Director of MSLs – Salary Transparency & Increase

Q. Should salary information for your title (or equivalent role) be transparent (i.e. public) at your company?

	Percentage	Number
Yes	50%	77
No	50%	78

Q. I have a clear understanding of what I must achieve to increase my salary at my company.

	Percentage	Number
True	60%	93
False	40%	62

Q. Changing companies is the only way to obtain a meaningful increase in my salary and/or total compensation.

	Percentage	Number
True	53%	82
False	47%	73

Q. I have a clear understanding of what I must achieve to receive my annual target bonus at my company.

	Percentage	Number
True	82%	127
False	18%	28
I am not eligible to receive a bonus	0%	0

Manager / Director of MSLs – Team Expansion

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	36%	52
No	53%	77
I have no knowledge of this	10%	15

Manager / Director of MSLs – Budgets

Q. 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)

	Budget
Average	$ 327,813
Min	$ 2,000
25th percentile	$ 249,250
50th percentile (median)	$ 303,500
75th percentile	$ 400,000
Max	$ 750,000
Number	80

Q. 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)

	Budget
Average	$ 15,743
Min	$ 1,000
25th percentile	$ 3,000
50th percentile (median)	$ 10,000
75th percentile	$ 20,000
Max	$ 98,000
Number	70

Q. 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)

	Budget
Average	$ 44,120
Min	$ 2,000
25th percentile	$ 30,000
50th percentile (median)	$ 50,000
75th percentile	$ 51,500
Max	$ 100,000
Number	83

Manager / Director of MSLs – AI Tools

Q. Do you currently utilize AI tools in your role?

	Percentage	Number
Yes, regularly	44%	62
Yes, occasionally	48%	67
No	9%	12

Q. How frequently do you use AI tools to support your core Medical Affairs responsibilities?

	Percentage	Number
Daily	19%	27
Several times per week	30%	43
Weekly	19%	27
Every other week (biweekly)	6%	9
Monthly	15%	21
Never	10%	14

Manager / Director of MSLs – 401(k) plan

Q. Does your company offer a 401(k) plan?

	Percentage	Number
Yes	99%	146
No	<1%	1

Q. Are you participating in the 401(k) plan?

	Percentage	Number		Percentage	Number
No	1%	2	Yes - I contribute 11%	5%	7
Yes - I contribute 1%	0%	0	Yes - I contribute 12%	6%	9
Yes - I contribute 2%	<1%	1	Yes - I contribute 13%	0%	0
Yes - I contribute 3%	<1%	1	Yes - I contribute 14%	<1%	1
Yes - I contribute 4%	5%	8	Yes - I contribute 15%	5%	7
Yes - I contribute 5%	7%	11	Yes - I contribute 16%	0%	0
Yes - I contribute 6%	12%	18	Yes - I contribute 17%	1%	2
Yes - I contribute 7%	7%	10	Yes - I contribute 18%	1%	2
Yes - I contribute 8%	10%	15	Yes - I contribute 19%	0%	0
Yes - I contribute 9%	6%	9	Yes - I contribute 20%	3%	5
Yes - I contribute 10%	25%	37	Yes - I contribute 20+%	1%	2

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

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
United States - Executive Management / VP of Medical Affairs	$ 319,057	-	$ 182,000	$ 295,000	$ 315,000	$ 351,500	$ 425,000	35	100%
Male	$ 311,056	97%	$ 182,000	$ 278,250	$ 309,000	$ 332,250	$ 425,000	18	51%
Female	$ 324,385	102%	$ 261,000	$ 300,000	$ 325,000	$ 358,000	$ 378,000	13	37%
Prefer not to disclose	$ 337,750	106%	$ 325,000	$ 325,000	$ 329,500	$ 342,250	$ 367,000	4	11%

Executive Management / VP of Medical Affairs Salary based on Ethnicity

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

Ethnicity	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Executive Management / VP of Medical Affairs	$ 319,057	-	$ 182,000	$ 295,000	$ 315,000	$ 351,500	$ 425,000	35	100%
White	$ 321,769	101%	$ 182,000	$ 301,250	$ 320,000	$ 354,750	$ 425,000	26	74%
Hispanic or Latino	$ 318,500	100%	$ 275,000	$ 296,750	$ 318,500	$ 340,250	$ 362,000	2	6%
Middle Eastern or North African	-	-	-	-	-	-	-	0	0%
Black or African American	$ 270,000	85%	$ 270,000	$ 270,000	$ 270,000	$ 270,000	$ 270,000	1	3%
American Indian or Alaska Native	-	-	-	-	-	-	-	0	0%
Asian	$ 320,200	100%	$ 260,000	$ 300,000	$ 315,000	$ 358,000	$ 368,000	5	14%
Native Hawaiian or Other Pacific Islander	-	-	-	-	-	-	-	0	0%
Other / I choose not to disclose	$ 320,750	101%	$ 257,000	$ 308,000	$ 329,500	$ 342,250	$ 367,000	4	11%

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
United States - Executive Management / VP of Medical Affairs	$ 316,211	-	$ 182,000	$ 288,500	$ 315,000	$ 354,000	$ 425,000	38	100%
PharmD	$ 312,615	99%	$ 210,000	$ 306,000	$ 325,000	$ 335,000	$ 390,000	13	34%
PhD	$ 306,769	97%	$ 182,000	$ 288,000	$ 305,000	$ 325,000	$ 425,000	13	34%
Master's Degree (i.e. MS, MSN, MPH, MBA, etc.)	$ 331,250	105%	$ 261,000	$ 324,000	$ 351,000	$ 358,250	$ 362,000	4	11%
Bachelor's Degree (i.e. BSN, BS, etc.)	-	-	-	-	-	-	-	0	0%
MD / DO / MBBS	$ 332,714	105%	$ 260,000	$ 287,500	$ 333,000	$ 373,000	$ 415,000	7	18%
Other Doctorate Degree (i.e. PsychD, DNP, OD, etc.)	$ 310,000	98%	$ 310,000	$ 310,000	$ 310,000	$ 310,000	$ 310,000	1	3%
Other Degree	-	-	-	-	-	-	-	0	0%

Executive Management / VP of Medical Affairs Salary based on Years of Experience

Q. How many total years of experience do you have in your current function (i.e., as an MSL / Medical Advisor, MSL Operations, or MSL leadership)? Include all previous companies where you worked only in the same function, if applicable.

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Executive Management / VP of Medical Affairs	$ 316,211	-	$ 182,000	$ 288,500	$ 315,000	$ 354,000	$ 425,000	38	100%
Less than 1 year	$ 301,000	95%	$ 270,000	$ 272,500	$ 275,000	$ 316,500	$ 358,000	3	8%
1-2 years	$ 286,000	90%	$ 182,000	$ 234,000	$ 286,000	$ 338,000	$ 390,000	2	5%
2-4 years	$ 320,800	101%	$ 261,000	$ 300,000	$ 308,000	$ 357,000	$ 378,000	5	13%
4-6 years	$ 284,667	90%	$ 256,000	$ 272,000	$ 288,000	$ 299,000	$ 310,000	3	8%
6-8 years	$ 290,000	92%	$ 210,000	$ 267,500	$ 325,000	$ 330,000	$ 335,000	3	8%
8-10 years	$ 324,500	103%	$ 315,000	$ 319,750	$ 324,500	$ 329,250	$ 334,000	2	5%
10-15 years	$ 309,556	98%	$ 236,000	$ 260,000	$ 300,000	$ 345,000	$ 425,000	9	24%
More than 15 Years	$ 343,455	109%	$ 306,000	$ 320,000	$ 330,000	$ 364,500	$ 415,000	11	29%

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 / VP of Medical Affairs	$ 316,211	-	$ 182,000	$ 288,500	$ 315,000	$ 354,000	$ 425,000	38	100%
Large Pharmaceutical / Biotechnology	$ 312,286	99%	$ 236,000	$ 289,000	$ 306,000	$ 344,000	$ 378,000	7	18%
Medium Pharmaceutical / Biotechnology	$ 303,500	96%	$ 182,000	$ 289,000	$ 315,000	$ 335,500	$ 368,000	8	21%
Small Pharmaceutical / Biotechnology	$ 332,625	105%	$ 210,000	$ 309,500	$ 329,500	$ 369,000	$ 425,000	16	42%
Medical Devices	$ 297,667	94%	$ 260,000	$ 280,000	$ 300,000	$ 316,500	$ 333,000	3	8%
Contract Research Organization (CRO)	$ 310,000	98%	$ 310,000	$ 310,000	$ 310,000	$ 310,000	$ 310,000	1	3%
Diagnostic Company	$ 266,000	84%	$ 257,000	$ 261,500	$ 266,000	$ 270,500	$ 275,000	2	5%
Contract MSL Organization	$ 345,000	109%	$ 345,000	$ 345,000	$ 345,000	$ 345,000	$ 345,000	1	3%
Other	-	-	-	-	-	-	-	0	0%

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

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 / VP of Medical Affairs	$ 316,211	-	$ 182,000	$ 288,500	$ 315,000	$ 354,000	$ 425,000	38	100%
Addiction	$ 335,000	106%	$ 335,000	$ 335,000	$ 335,000	$ 335,000	$ 335,000	1	3%
Aesthetics	-	-	-	-	-	-	-	0	0%
Allergy	-	-	-	-	-	-	-	0	0%
Autoimmune Diseases	$ 367,500	116%	$ 345,000	$ 356,250	$ 367,500	$ 378,750	$ 390,000	2	5%
Cardiovascular / Thrombosis	$ 339,167	107%	$ 300,000	$ 313,750	$ 327,500	$ 341,250	$ 425,000	6	16%
Dentistry / Oral Medicine	-	-	-	-	-	-	-	0	0%
Dermatology	$ 308,000	97%	$ 260,000	$ 296,000	$ 319,000	$ 331,000	$ 334,000	4	11%
Diabetes / Metabolic Disorders / Endocrinology	$ 300,000	95%	$ 270,000	$ 287,500	$ 305,000	$ 315,000	$ 325,000	3	8%
Gastroenterology	$ 358,000	113%	$ 358,000	$ 358,000	$ 358,000	$ 358,000	$ 358,000	1	3%
Genetic Diseases	$ 347,500	110%	$ 270,000	$ 308,750	$ 347,500	$ 386,250	$ 425,000	2	5%
Hematology	$ 329,400	104%	$ 310,000	$ 325,000	$ 325,000	$ 330,000	$ 357,000	5	13%
HEOR	$ 367,500	116%	$ 310,000	$ 338,750	$ 367,500	$ 396,250	$ 425,000	2	5%
Hepatology	$ 337,667	107%	$ 310,000	$ 327,500	$ 345,000	$ 351,500	$ 358,000	3	8%
HIV	$ 310,000	98%	$ 310,000	$ 310,000	$ 310,000	$ 310,000	$ 310,000	1	3%
Immunology	$ 330,000	104%	$ 330,000	$ 330,000	$ 330,000	$ 330,000	$ 330,000	1	3%
Infectious Diseases	$ 368,000	116%	$ 368,000	$ 368,000	$ 368,000	$ 368,000	$ 368,000	1	3%
Managed Care	-	-	-	-	-	-	-	0	0%
Medical Devices / Diagnostics	$ 258,500	82%	$ 257,000	$ 257,750	$ 258,500	$ 259,250	$ 260,000	2	5%
Mental Health	$ 283,500	90%	$ 257,000	$ 270,250	$ 283,500	$ 296,750	$ 310,000	2	5%
Movement Disorders	-	-	-	-	-	-	-	0	0%
Multiple Sclerosis	$ 325,000	103%	$ 325,000	$ 325,000	$ 325,000	$ 325,000	$ 325,000	1	3%
Neonatology	-	-	-	-	-	-	-	0	0%
Nephrology	-	-	-	-	-	-	-	0	0%
Neurology / CNS/ Neuroscience	$ 305,833	97%	$ 182,000	$ 269,250	$ 318,000	$ 333,750	$ 425,000	6	16%
Nutrition	-	-	-	-	-	-	-	0	0%
Oncology	$ 315,813	100%	$ 236,000	$ 284,750	$ 315,000	$ 333,750	$ 415,000	16	42%
Ophthalmology	-	-	-	-	-	-	-	0	0%
Otolaryngology	-	-	-	-	-	-	-	0	0%
Pain	$ 315,500	100%	$ 260,000	$ 301,250	$ 320,000	$ 334,250	$ 362,000	4	11%
Pediatrics	$ 325,000	103%	$ 325,000	$ 325,000	$ 325,000	$ 325,000	$ 325,000	1	3%
Podiatry	-	-	-	-	-	-	-	0	0%
Radiology	$ 333,000	105%	$ 333,000	$ 333,000	$ 333,000	$ 333,000	$ 333,000	1	3%
Rare Diseases / Orphan Diseases	$ 326,429	103%	$ 210,000	$ 280,000	$ 345,000	$ 372,500	$ 425,000	7	18%
Regenerative Medicine	$ 260,000	82%	$ 260,000	$ 260,000	$ 260,000	$ 260,000	$ 260,000	1	3%
Reproductive Health	-	-	-	-	-	-	-	0	0%
Respiratory / Pulmonary	$ 378,000	120%	$ 378,000	$ 378,000	$ 378,000	$ 378,000	$ 378,000	1	3%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	-	-	-	-	-	0	0%
Surgery	$ 315,000	100%	$ 315,000	$ 315,000	$ 315,000	$ 315,000	$ 315,000	1	3%
Transplantation	-	-	-	-	-	-	-	0	0%
Urology	$ 300,000	95%	$ 300,000	$ 300,000	$ 300,000	$ 300,000	$ 300,000	1	3%
Vaccines	$ 328,000	104%	$ 306,000	$ 308,000	$ 310,000	$ 339,000	$ 368,000	3	8%
Virology (excluding HIV)	-	-	-	-	-	-	-	0	0%
Women's Health	$ 303,333	96%	$ 260,000	$ 292,500	$ 325,000	$ 325,000	$ 325,000	3	8%
Other	$ 309,000	98%	$ 260,000	$ 284,500	$ 309,000	$ 333,500	$ 358,000	2	5%

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

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

Q. In which state do you live?

States	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - Executive Management / VP of Medical Affairs	$ 316,211	-	$ 182,000	$ 288,500	$ 315,000	$ 354,000	$ 425,000	38	100%
Arizona	$ 210,000	66%	$ 210,000	$ 210,000	$ 210,000	$ 210,000	$ 210,000	1	3%
California	$ 330,600	105%	$ 270,000	$ 300,000	$ 300,000	$ 368,000	$ 415,000	5	13%
Colorado	$ 261,000	83%	$ 261,000	$ 261,000	$ 261,000	$ 261,000	$ 261,000	1	3%
Florida	$ 325,000	103%	$ 275,000	$ 325,000	$ 330,000	$ 333,000	$ 362,000	5	13%
Illinois	$ 336,000	106%	$ 315,000	$ 325,500	$ 336,000	$ 346,500	$ 357,000	2	5%
Kansas	$ 310,000	98%	$ 310,000	$ 310,000	$ 310,000	$ 310,000	$ 310,000	1	3%
Michigan	-	-	-	-	-	-	-	0	0%
Nevada	$ 305,000	96%	$ 305,000	$ 305,000	$ 305,000	$ 305,000	$ 305,000	1	3%
New Hampshire	$ 256,000	81%	$ 256,000	$ 256,000	$ 256,000	$ 256,000	$ 256,000	1	3%
New Jersey	$ 288,667	91%	$ 236,000	$ 257,750	$ 283,000	$ 312,750	$ 358,000	6	16%
New York	$ 390,000	123%	$ 390,000	$ 390,000	$ 390,000	$ 390,000	$ 390,000	1	3%
North Carolina	$ 369,833	117%	$ 325,000	$ 342,250	$ 372,500	$ 387,000	$ 425,000	6	16%
Pennsylvania	$ 317,500	100%	$ 290,000	$ 303,750	$ 317,500	$ 331,250	$ 345,000	2	5%
South Carolina	$ 317,500	100%	$ 310,000	$ 313,750	$ 317,500	$ 321,250	$ 325,000	2	5%
Tennessee	$ 182,000	58%	$ 182,000	$ 182,000	$ 182,000	$ 182,000	$ 182,000	1	3%
Texas	$ 308,000	97%	$ 308,000	$ 308,000	$ 308,000	$ 308,000	$ 308,000	1	3%
Virginia	$ 311,500	99%	$ 288,000	$ 299,750	$ 311,500	$ 323,250	$ 335,000	2	5%

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	32%	12
No	68%	26

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

Salary Negotiation Outcomes	Percentage	Number
Average	9%	12

Q. Did you utilize the annual MSL Society Salary and Compensation Survey Data (report) when you negotiated your most recent salary?

	Percentage	Number
Yes	17%	2
No	83%	10

Executive Management / VP of Medical Affairs – Base Salary Negotiation

Q. Which of the following factor(s) have the greatest impact when determining the base Salary of an MSL on your team (or at your company)?

Factor	Percentage	Number
Years of MSL experience	82%	32
Industry experience	69%	27
Employee Skillset	49%	19
Academic background / education	46%	18
Location, Location, Location!	23%	9
Recruiting Supply and Demand	15%	6
I have no knowledge of this	5%	2

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

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

Q. Did you receive a SIGN-ON bonus as part of your new hire compensation?

Sign-On Bonuses Received	Percentage	Number
Yes	0%	0
No	100%	3

Q. What was the amount of the SIGN-ON bonus you received as part of your new hire compensation?

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

Note: Only respondents with with less than 1 year of experience.

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	26%	10
No, I did not receive a salary increase, and I did NOT have a salary review	0%	0
Yes, less than 1% increase	5%	2
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	11%	4
Yes, 3% - 4% increase	47%	18
Yes, 5% - 6% increase	11%	4
Yes, 7% - 8% increase	0%	0
Yes, 9% - 10% increase	0%	0
Yes, more than 10% (Please specify)	0%	0

Executive Management / VP of Medical Affairs – Bonus Received

Q. Did you receive a (year-end, quarterly, semi-annual, etc.) bonus in the last 12 months?

Bonus Received	Percentage	Number
Yes	95%	36
No	5%	2

Q. What was the total bonus 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	$ 120,555
Min	$ 24,000
25th percentile	$ 65,250
50th percentile (median)	$ 83,500
75th percentile	$ 122,000
Max	$ 1,000,000
Number	36

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%	0%	0
1-4%	0%	0
5-9%	0%	0
10-14%	0%	0
15-19%	3%	1
20-24%	21%	8
25-29%	16%	6
30-34%	42%	16
35-39%	5%	2
40-49%	11%	4
50-59%	3%	1
60+%	0%	0
Other - my company calculates bonus based on other variables	0%	0

Executive Management / VP of Medical Affairs – Company Stock

Q. What types of equity compensation did you receive in the last 12 months as part of your compensation? (Select all that apply)?

Stock or Stock Options Received	Percentage	Number
Restricted Stock Units (RSUs)	44%	17
Stock Options	38%	15
Stock Appreciation Rights (SARs)	3%	1
Employee Stock Purchase Plan (ESPP)	31%	12
Other - Write In (Required)	5%	2
N/A - I did not receive any of these in the last 12 months as part of my compensation	23%	9

Q. Please indicate the approximate total value of each type, assuming they were fully vested as of today, and based on their current market value. (Select all that apply and provide values in the same currency previously selected).

Stock Options	Average	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Restricted Stock Units (RSUs)	$70,313	$17,000	$46,750	$82,500	$100,000	$100,000	16
Stock Options	$64,000	$10,000	$24,000	$80,000	$100,000	$100,000	12
Stock Appreciation Rights (SARs)	$55,500	$55,500	$55,500	$55,500	$55,500	$55,500	1
Employee Stock Purchase Plan (ESPP)	$30,444	$8,000	$20,000	$25,000	$27,000	$100,000	10

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

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.)

Paid Days Off	Percentage	Number
Fixed Number of Days	61%	22
Flextime	6%	2
Unlimited Days	33%	12

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	23
Min	15
25th percentile	20
50th percentile (median)	20
75th percentile	26
Max	40
Number	22

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
Paid Time Off (holiday or vacation time)	92%	36	Continuing professional education credits (ie CME, CNE, CPE) fees covered	31%	12
Health insurance	90%	35	Subsidized fitness program or gym membership	28%	11
Dental insurance	90%	35	Tuition reimbursement	26%	10
Paid sick days	72%	28	Airline travel lounge membership(s)	21%	8
Retirement plan contribution	69%	27	Subsidized childcare	5%	2
Paid mobile phone service	64%	25	Student loan reimbursement/support	3%	1
Parental leave	54%	21	Other	0%	0
Professional memberships (associations/societies)	54%	21	None of the above	0%	0
Paid Internet service at home	46%	18	Pension	0%	0
Professional development funds/budget	33%	13			
Professional certification(s) fees covered	33%	13			
TSA Pre-Check	33%	13			
Global Entry	33%	13			

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

Executive Management / VP of Medical Affairs – Benefits Received

Q. As part of your benefits, do you receive a company car or a car allowance?

	Percentage	Number
Car allowance	42%	15
Company car	17%	6
I am not provided with either	42%	15

Q. What is the total amount of the car allowance per month? (in the currency you selected previously)

	Amount
Average	$ 1,007
Min	$ 500
25th percentile	$ 750
50th percentile (median)	$ 1,000
75th percentile	$ 1,200
Max	$ 1,600
Number	15

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)	51%	20	Professional certification(s) fees covered	18%	7
Pension	41%	16	Continuing professional education credits (ie CME, CNE, CPE) fees covered	18%	7
TSA pre-check	31%	12	Paid mobile phone service	8%	3
Student loan reimbursement/support	31%	12	Retirement plan contribution	8%	3
Subsidized fitness program or gym membership	28%	11	None of the above	5%	2
Global Entry	28%	11	Other	5%	2
Car allowance	26%	10	Paid sick days	3%	1
Company car	26%	10	Parental leave	3%	1
Professional memberships (associations/societies)	26%	10	Paid Time Off (holiday or vacation time)	0%	0
Subsidized Childcare	21%	8	Health insurance	0%	0
Tuition reimbursement	21%	8	Dental insurance	0%	0
Paid Internet service at home	18%	7			
Professional development funds/budget	18%	7			

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

Executive Management / VP of Medical Affairs – MSLs on team

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

Company Type	Mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Overall	19	0	4	7	16	250	39
Large Pharmaceutical / Biotechnology	21	11	15	20	25	34	7
Medium Pharmaceutical / Biotechnology	13	3	6	12	17	30	8
Small Pharmaceutical / Biotechnology	7	0	3	6	8	23	17
Medical Devices	5	1	3	5	7	8	3
Contract Research Organization (CRO)	250	250	250	250	250	250	1
Diagnostic Company	5	4	4	5	5	5	2
Contract MSL Organization	90	90	90	90	90	90	1
Other	-	-	-	-	-	-	0

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

Executive Management / VP of Medical Affairs – Satisfaction

Q. How satisfied are you with the following?

Your pre-tax annual base salary

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	25%	9
Satisfied	64%	23
Dissatisfied	8%	3
Very Dissatisfied	3%	1

Your overall annual compensation

Overall Annual Compensation	Percentage	Number
Very Satisfied	25%	9
Satisfied	58%	21
Dissatisfied	14%	5
Very Dissatisfied	3%	1

The benefits your employer provides you

The benefits your employer provides	Percentage	Number
Very Satisfied	25%	9
Satisfied	67%	24
Dissatisfied	8%	3
Very Dissatisfied	0%	0

Executive Management / VP of Medical Affairs – Competitiveness

Q. How competitive is your company regarding the following? Competitiveness refers to whether what is offered is less than, equal to, or more than the market average for the same role in the same location

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

Q. At what level of competitiveness does your company target base salaries for your role?

Base salaries	Percentage	Number
Below market average	22%	8
At market average	61%	22
Above market average	11%	4
I have no knowledge of this	6%	2

Q. At what level of competitiveness does your company target benefits for your role?

Target benefits	Percentage	Number
Below market average	8%	3
At market average	78%	28
Above market average	8%	3
I have no knowledge of this	6%	2

Q. At what level of competitiveness does your company target total compensation for your role?

Total compensation	Percentage	Number
Below market average	17%	6
At market average	67%	24
Above market average	8%	3
I have no knowledge of this	8%	3

Executive Management / VP of Medical Affairs – Competitiveness

Q. How competitive is your company regarding the following? Competitiveness refers to whether what is offered is less than, equal to, or more than the market average for the same role in the same location

Q. At what level of competitiveness does your company target base salaries for MSLs?

Base salaries for MSLs	Percentage	Number
Below market average	17%	6
At market average	53%	19
Above market average	25%	9
I have no knowledge of this	6%	2

Q. At what level of competitiveness does your company target benefits for MSLs?

Target benefits for MSLs	Percentage	Number
Below market average	14%	5
At market average	72%	26
Above market average	8%	3
I have no knowledge of this	6%	2

Q. At what level of competitiveness does your company target total compensation for MSLs?

Total compensation for MSLs	Percentage	Number
Below market average	17%	6
At market average	64%	23
Above market average	14%	5
I have no knowledge of this	6%	2

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

Age Range	Less than 1 year	1-2 years	2-4 years	4-6 years	6-8 years	8-10 years	10-15 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	8%	8%	6%	3%	0%	6%	6%	3%
45-54 years old	0%	0%	6%	0%	8%	0%	11%	14%
55-64 years old	0%	0%	0%	3%	0%	0%	6%	14%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
75 years or older	0%	0%	0%	0%	0%	0%	0%	0%

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)

Reasons for Leaving	Percentage	Number	Reasons for Leaving	Percentage	Number
I am still working in my first MSL / MSL Operations / MSL leader position	33%	12	Lack of recognition	0%	0
Company culture (not a good fit)	11%	4	Was offered a higher salary elsewhere	0%	0
Growth opportunity at new company	11%	4	I did not get the raise I was expecting or deserved	0%	0
Didn't like my manager	11%	4	Lack of Job security	0%	0
Company buyout / reorganized / downsized	8%	3	Relocated to another city or geographical area	0%	0
Promotion at new company	8%	3	Excessive travel/lack of work-life balance	0%	0
Lack of or no opportunities for career advancement / promotion	6%	2	Lack of professional development opportunities	0%	0
I was terminated/laid off	6%	2	Lack of training	0%	0
Other	3%	1	Family obligation	0%	0
Wrong people were promoted or fired	3%	1	Didn't get along with MSL(s) on my team	0%	0
Lack of interest in Therapeutic Area / Product	0%	0			

Executive Management / VP of Medical Affairs – Salary Transparency & Increase

Q. Should salary information for your title (or equivalent role) be transparent (i.e. public) at your company?

	Percentage	Number
Yes	50%	19
No	50%	19

Q. I have a clear understanding of what I must achieve to increase my salary at my company.

	Percentage	Number
True	61%	23
False	39%	15

Q. Changing companies is the only way to obtain a meaningful increase in my salary and/or total compensation.

	Percentage	Number
True	47%	18
False	53%	20

Q. I have a clear understanding of what I must achieve to receive my annual target bonus at my company.

	Percentage	Number
True	95%	36
False	5%	2
I am not eligible to receive a bonus	0%	0

Executive Management / VP of Medical Affairs – Team Expansion

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	44%	16
No	50%	18
I have no knowledge of this	6%	2

Executive Management / VP of Medical Affairs – Budgets

Q. 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)

	Budget
Average	$ 300,621
Min	$ 3,000
25th percentile	$ 250,000
50th percentile (median)	$ 281,000
75th percentile	$ 378,000
Max	$ 645,000
Number	29

Q. 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)

	Budget
Average	$ 21,773
Min	$ 2,000
25th percentile	$ 10,000
50th percentile (median)	$ 15,000
75th percentile	$ 32,250
Max	$ 50,000
Number	22

Q. 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)

	Budget
Average	$ 39,852
Min	$ 10,000
25th percentile	$ 23,500
50th percentile (median)	$ 40,000
75th percentile	$ 53,500
Max	$ 75,000
Number	27

Executive Management / VP of Medical AI Tools

Q. Do you currently utilize AI tools in your role?

	Percentage	Number
Yes, regularly	47%	17
Yes, occasionally	42%	15
No	11%	4

Q. How frequently do you use AI tools to support your core Medical Affairs responsibilities?

	Percentage	Number
Daily	33%	12
Several times per week	25%	9
Weekly	19%	7
Every other week (biweekly)	11%	4
Monthly	0%	0
Never	11%	4

Executive Management / VP of Medical Affairs – 401(k) plan

Q. Does your company offer a 401(k) plan?

	Percentage	Number
Yes	97%	35
No	3%	1

Q. Are you participating in the 401(k) plan?

	Percentage	Number		Percentage	Number
No	6%	2	Yes - I contribute 11%	8%	3
Yes - I contribute 1%	3%	1	Yes - I contribute 12%	0%	0
Yes - I contribute 2%	0%	0	Yes - I contribute 13%	0%	0
Yes - I contribute 3%	3%	1	Yes - I contribute 14%	0%	0
Yes - I contribute 4%	3%	1	Yes - I contribute 15%	0%	0
Yes - I contribute 5%	3%	1	Yes - I contribute 16%	3%	1
Yes - I contribute 6%	25%	9	Yes - I contribute 17%	0%	0
Yes - I contribute 7%	11%	4	Yes - I contribute 18%	0%	0
Yes - I contribute 8%	14%	5	Yes - I contribute 19%	0%	0
Yes - I contribute 9%	6%	2	Yes - I contribute 20%	0%	0
Yes - I contribute 10%	11%	4	Yes - I contribute 20+%	6%	2

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

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	$ 232,889	-	$ 160,000	$ 211,000	$ 236,000	$ 248,750	$ 318,000	18	100%
Male	$ 219,167	94%	$ 160,000	$ 176,500	$ 207,500	$ 258,000	$ 299,000	6	33%
Female	$ 239,750	103%	$ 193,000	$ 220,000	$ 238,000	$ 246,250	$ 318,000	12	67%
Prefer not to disclose	-	-	-	-	-	-	-	0	0%

MSL Excellence / Operations Salary based on Ethnicity

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

Ethnicity	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL Excellence / Operations	$ 232,889	-	$ 160,000	$ 211,000	$ 236,000	$ 248,750	$ 318,000	18	100%
White	$ 232,900	100%	$ 190,000	$ 221,250	$ 238,000	$ 243,750	$ 271,000	10	56%
Hispanic or Latino	$ 220,000	94%	$ 220,000	$ 220,000	$ 220,000	$ 220,000	$ 220,000	1	6%
Middle Eastern or North African	$ 160,000	69%	$ 160,000	$ 160,000	$ 160,000	$ 160,000	$ 160,000	1	6%
Black or African American	$ 236,000	101%	$ 236,000	$ 236,000	$ 236,000	$ 236,000	$ 236,000	1	6%
American Indian or Alaska Native	-	-	-	-	-	-	-	0	0%
Asian	$ 249,250	107%	$ 172,000	$ 199,000	$ 253,500	$ 303,750	$ 318,000	4	22%
Native Hawaiian or Other Pacific Islander	-	-	-	-	-	-	-	0	0%
Other / I choose not to disclose	$ 250,000	107%	$ 250,000	$ 250,000	$ 250,000	$ 250,000	$ 250,000	1	6%

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
United States - MSL Excellence / Operations	$ 233,950	-	$ 160,000	$ 217,000	$ 236,000	$ 250,250	$ 318,000	20	100%
PharmD	$ 242,385	104%	$ 160,000	$ 236,000	$ 240,000	$ 250,000	$ 318,000	13	65%
PhD	$ 238,750	102%	$ 190,000	$ 216,250	$ 247,000	$ 269,500	$ 271,000	4	20%
Master's Degree (i.e. MS, MSN, MPH, MBA, etc.)	$ 190,000	81%	$ 172,000	$ 181,000	$ 190,000	$ 199,000	$ 208,000	2	10%
Bachelor's Degree (i.e. BSN, BS, etc.)	$ 193,000	82%	$ 193,000	$ 193,000	$ 193,000	$ 193,000	$ 193,000	1	5%
MD / DO / MBBS	-	-	-	-	-	-	-	0	0%
Other Doctorate Degree (i.e. PsychD, DNP, OD, etc.)	-	-	-	-	-	-	-	0	0%
Other Degree	-	-	-	-	-	-	-	0	0%

MSL Excellence / Operations Salary based on Years of Experience

Q. How many total years of experience do you have in your current function (i.e., as an MSL / Medical Advisor, MSL Operations, or MSL leadership)? Include all previous companies where you worked only in the same function, if applicable.

Experience	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL Excellence / Operations	$ 233,950	-	$ 160,000	$ 217,000	$ 236,000	$ 250,250	$ 318,000	20	100%
Less than 1 year	$ 240,000	103%	$ 240,000	$ 240,000	$ 240,000	$ 240,000	$ 240,000	1	5%
1-2 years	$ 255,500	109%	$ 240,000	$ 247,750	$ 255,500	$ 263,250	$ 271,000	2	10%
2-4 years	$ 230,167	98%	$ 160,000	$ 211,000	$ 222,500	$ 258,000	$ 299,000	6	30%
4-6 years	$ 233,667	100%	$ 220,000	$ 228,000	$ 236,000	$ 240,500	$ 245,000	3	15%
6-8 years	$ 204,000	87%	$ 172,000	$ 181,000	$ 190,000	$ 220,000	$ 250,000	3	15%
8-10 years	$ 229,000	98%	$ 193,000	$ 225,250	$ 236,000	$ 239,750	$ 251,000	4	20%
10-15 years	-	-	-	-	-	-	-	0	0%
More than 15 Years	$ 318,000	136%	$ 318,000	$ 318,000	$ 318,000	$ 318,000	$ 318,000	1	5%

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	$ 233,950	-	$ 160,000	$ 217,000	$ 236,000	$ 250,250	$ 318,000	20	100%
Large Pharmaceutical / Biotechnology	$ 233,600	100%	$ 172,000	$ 208,000	$ 225,000	$ 245,000	$ 318,000	5	25%
Medium Pharmaceutical / Biotechnology	$ 227,111	97%	$ 160,000	$ 220,000	$ 236,000	$ 240,000	$ 299,000	9	45%
Small Pharmaceutical / Biotechnology	$ 244,500	105%	$ 190,000	$ 239,500	$ 250,500	$ 264,500	$ 271,000	6	30%
Medical Devices	-	-	-	-	-	-	-	0	0%
Contract Research Organization (CRO)	-	-	-	-	-	-	-	0	0%
Diagnostic Company	-	-	-	-	-	-	-	0	0%
Contract MSL Organization	-	-	-	-	-	-	-	0	0%
Other	-	-	-	-	-	-	-	0	0%

Note: Large Pharmaceutical / Biotechnology (Revenue of $10+ Billion USD), Medium Pharmaceutical / Biotechnology (Revenue of $1-10 Billion USD), Small Pharmaceutical / Biotechnology (Revenue Less than $1 Billion USD)

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	$ 233,950	-	$ 160,000	$ 217,000	$ 236,000	$ 250,250	$ 318,000	20	100%
Addiction	$ 236,000	101%	$ 236,000	$ 236,000	$ 236,000	$ 236,000	$ 236,000	1	5%
Aesthetics	$ 225,000	96%	$ 225,000	$ 225,000	$ 225,000	$ 225,000	$ 225,000	1	5%
Allergy	-	-	-	-	-	-	-	0	0%
Autoimmune Diseases	$ 210,000	90%	$ 190,000	$ 205,000	$ 220,000	$ 220,000	$ 220,000	3	15%
Cardiovascular / Thrombosis	$ 236,750	101%	$ 193,000	$ 228,250	$ 242,500	$ 251,000	$ 269,000	4	20%
Dentistry / Oral Medicine	-	-	-	-	-	-	-	0	0%
Dermatology	$ 228,333	98%	$ 220,000	$ 222,500	$ 225,000	$ 232,500	$ 240,000	3	15%
Diabetes / Metabolic Disorders / Endocrinology	$ 240,000	103%	$ 240,000	$ 240,000	$ 240,000	$ 240,000	$ 240,000	1	5%
Gastroenterology	$ 225,000	96%	$ 225,000	$ 225,000	$ 225,000	$ 225,000	$ 225,000	1	5%
Genetic Diseases	$ 208,000	89%	$ 208,000	$ 208,000	$ 208,000	$ 208,000	$ 208,000	1	5%
Hematology	-	-	-	-	-	-	-	0	0%
HEOR	-	-	-	-	-	-	-	0	0%
Hepatology	-	-	-	-	-	-	-	0	0%
HIV	-	-	-	-	-	-	-	0	0%
Immunology	$ 221,667	95%	$ 220,000	$ 220,000	$ 220,000	$ 222,500	$ 225,000	3	15%
Infectious Diseases	$ 225,000	96%	$ 225,000	$ 225,000	$ 225,000	$ 225,000	$ 225,000	1	5%
Managed Care	-	-	-	-	-	-	-	0	0%
Medical Devices / Diagnostics	$ 222,000	95%	$ 193,000	$ 207,500	$ 222,000	$ 236,500	$ 251,000	2	10%
Mental Health	-	-	-	-	-	-	-	0	0%
Movement Disorders	$ 225,000	96%	$ 225,000	$ 225,000	$ 225,000	$ 225,000	$ 225,000	1	5%
Multiple Sclerosis	-	-	-	-	-	-	-	0	0%
Neonatology	-	-	-	-	-	-	-	0	0%
Nephrology	$ 240,000	103%	$ 240,000	$ 240,000	$ 240,000	$ 240,000	$ 240,000	1	5%
Neurology / CNS/ Neuroscience	$ 228,333	98%	$ 220,000	$ 222,500	$ 225,000	$ 232,500	$ 240,000	3	15%
Nutrition	-	-	-	-	-	-	-	0	0%
Oncology	$ 238,750	102%	$ 160,000	$ 208,750	$ 248,000	$ 278,000	$ 299,000	4	20%
Ophthalmology	$ 225,000	96%	$ 225,000	$ 225,000	$ 225,000	$ 225,000	$ 225,000	1	5%
Otolaryngology	-	-	-	-	-	-	-	0	0%
Pain	-	-	-	-	-	-	-	0	0%
Pediatrics	-	-	-	-	-	-	-	0	0%
Podiatry	-	-	-	-	-	-	-	0	0%
Radiology	-	-	-	-	-	-	-	0	0%
Rare Diseases / Orphan Diseases	$ 226,000	97%	$ 208,000	$ 214,000	$ 220,000	$ 235,000	$ 250,000	3	15%
Regenerative Medicine	-	-	-	-	-	-	-	0	0%
Reproductive Health	-	-	-	-	-	-	-	0	0%
Respiratory / Pulmonary	-	-	-	-	-	-	-	0	0%
Rheumatology / Arthritis / Musculoskeletal / Orthopedics	-	-	-	-	-	-	-	0	0%
Surgery	-	-	-	-	-	-	-	0	0%
Transplantation	-	-	-	-	-	-	-	0	0%
Urology	$ 225,000	96%	$ 225,000	$ 225,000	$ 225,000	$ 225,000	$ 225,000	1	5%
Vaccines	-	-	-	-	-	-	-	0	0%
Virology (excluding HIV)	$ 225,000	96%	$ 225,000	$ 225,000	$ 225,000	$ 225,000	$ 225,000	1	5%
Women's Health	$ 240,000	103%	$ 240,000	$ 240,000	$ 240,000	$ 240,000	$ 240,000	1	5%
Other	$ 240,500	103%	$ 172,000	$ 220,000	$ 236,000	$ 256,500	$ 318,000	4	20%

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

MSL Excellence / Operations Salary based on State / Area

Q. In which state do you live?

States	Mean	% relative to country mean	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number	% of sample
United States - MSL Excellence / Operations	$ 233,950	-	$ 160,000	$ 217,000	$ 236,000	$ 250,250	$ 318,000	20	100%
California	$ 251,000	107%	$ 251,000	$ 251,000	$ 251,000	$ 251,000	$ 251,000	1	5%
Georgia	$ 236,000	101%	$ 236,000	$ 236,000	$ 236,000	$ 236,000	$ 236,000	2	10%
Maryland	$ 190,000	81%	$ 190,000	$ 190,000	$ 190,000	$ 190,000	$ 190,000	1	5%
Massachusetts	$ 198,000	85%	$ 160,000	$ 179,000	$ 198,000	$ 217,000	$ 236,000	2	10%
Mississippi	$ 193,000	82%	$ 193,000	$ 193,000	$ 193,000	$ 193,000	$ 193,000	1	5%
Missouri	$ 220,000	94%	$ 220,000	$ 220,000	$ 220,000	$ 220,000	$ 220,000	2	10%
New Jersey	$ 263,000	112%	$ 172,000	$ 235,500	$ 299,000	$ 308,500	$ 318,000	3	15%
Ohio	$ 248,667	106%	$ 225,000	$ 237,500	$ 250,000	$ 260,500	$ 271,000	3	15%
Pennsylvania	$ 254,500	109%	$ 240,000	$ 247,250	$ 254,500	$ 261,750	$ 269,000	2	10%
Tennessee	$ 240,000	103%	$ 240,000	$ 240,000	$ 240,000	$ 240,000	$ 240,000	1	5%
Utah	$ 245,000	105%	$ 245,000	$ 245,000	$ 245,000	$ 245,000	$ 245,000	1	5%
Washington	$ 208,000	89%	$ 208,000	$ 208,000	$ 208,000	$ 208,000	$ 208,000	1	5%

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

MSL Excellence / Operations – Sign-on Bonus

Q. Did you receive a SIGN-ON bonus as part of your new hire compensation?

Sign-On Bonuses Received	Percentage	Number
Yes	0%	0
No	100%	1

Q. What was the amount of the SIGN-ON bonus you received as part of your new hire compensation?

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

Note: Only respondents with with less than 1 year of experience.

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	5%	1
No, I did not receive a salary increase, and I did NOT have a salary review	0%	0
Yes, less than 1% increase	0%	0
No, I did not receive a salary increase, but I did have a salary review	0%	0
Yes, 1% - 2% increase	15%	3
Yes, 3% - 4% increase	55%	11
Yes, 5% - 6% increase	15%	3
Yes, 7% - 8% increase	5%	1
Yes, 9% - 10% increase	5%	1
Yes, more than 10%	0%	0

MSL Excellence / Operations – Bonus Received

Q. Did you receive a (year-end, quarterly, semi-annual, etc.) bonus in the last 12 months?

Bonus Received	Percentage	Number
Yes	95%	19
No	5%	1

Q. What was the total bonus 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	$ 54,579
Min	$ 10,000
25th percentile	$ 40,000
50th percentile (median)	$ 48,000
75th percentile	$ 60,000
Max	$ 126,000
Number	19

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	30%	6
No	70%	14

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

Salary Negotiation Outcomes	Percentage	Number
Average	5%	6

Q. Did you utilize the annual MSL Society Salary and Compensation Survey Data (report) when you negotiated your most recent salary?

	Percentage	Number
Yes	17%	1
No	83%	5

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%	5%	1
10-14%	0%	0
15-19%	10%	2
20-24%	55%	11
25-29%	20%	4
30-34%	5%	1
35-39%	0%	0
40-49%	0%	0
50-59%	0%	0
60+%	0%	0
Other - my company calculates bonus based on other variables	5%	1

MSL Excellence / Operations – Company Stock

Q. What types of equity compensation did you receive in the last 12 months as part of your compensation? (Select all that apply)?

Stock or Stock Options Received	Percentage	Number
Restricted Stock Units (RSUs)	60%	12
Stock Options	30%	6
Stock Appreciation Rights (SARs)	5%	1
Employee Stock Purchase Plan (ESPP)	30%	6
Other - Write In (Required)	5%	1
N/A - I did not receive any of these in the last 12 months as part of my compensation	15%	3

Q. Please indicate the approximate total value of each type, assuming they were fully vested as of today, and based on their current market value. (Select all that apply and provide values in the same currency previously selected).

Stock Options	Average	Min	25th percentile	50th percentile (median)	75th percentile	Max	Number
Restricted Stock Units (RSUs)	$52,292	$14,500	$23,750	$45,000	$86,125	$100,000	12
Stock Options	$62,000	$10,000	$50,000	$60,000	$90,000	$100,000	5
Stock Appreciation Rights (SARs)	$9,000	$9,000	$9,000	$9,000	$9,000	$9,000	1
Employee Stock Purchase Plan (ESPP)	$25,875	$3,000	$8,250	$10,250	$27,875	$80,000	4

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

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.)

Paid Days Off	Percentage	Number
Fixed Number of Days	89%	16
Flextime	0%	0
Unlimited Days	11%	2

Paid Days Off (Not Including Personal Days, Sick Days, Etc.)	Days Off
Average	20
Min	15
25th percentile	15
50th percentile (median)	20
75th percentile	21
Max	33
Number	16

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)	90%	18	TSA Pre-Check	25%	5
Health insurance	90%	18	Airline travel lounge membership(s)	20%	4
Dental insurance	85%	17	Global Entry	20%	4
Paid sick days	75%	15	Pension	15%	3
Parental leave	70%	14	Tuition reimbursement	15%	3
Retirement plan contribution	70%	14	Subsidized childcare	10%	2
Paid mobile phone service	50%	10	Other	5%	1
Subsidized fitness program or gym membership	50%	10	None of the above	0%	0
Professional memberships (associations/societies)	45%	9	Student loan reimbursement/support	0%	0
Professional development funds/budget	35%	7			
Continuing professional education credits (ie CME, CNE, CPE) fees covered	35%	7			
Professional certification(s) fees covered	30%	6			
Paid Internet service at home	25%	5			

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

MSL Excellence / Operations – Benefits Received

Q. As part of your benefits, do you receive a company car or a car allowance?

	Percentage	Number
Car allowance	22%	4
Company car	33%	6
I am not provided with either	44%	8

Q. What is the total amount of the car allowance per month? (in the currency you selected previously)

	Amount
Average	$ 950
Min	$ 700
25th percentile	$ 925
50th percentile (median)	$ 1,000
75th percentile	$ 1,025
Max	$ 1,100
Number	4

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
Airline travel lounge membership(s)	50%	10	Pension	10%	2
Paid Internet service at home	40%	8	Paid sick days	5%	1
Car allowance	35%	7	Professional certification(s) fees covered	5%	1
Subsidized Childcare	30%	6	Continuing professional education credits (ie CME, CNE, CPE) fees covered	5%	1
TSA pre-check	30%	6	None of the above	5%	1
Global Entry	30%	6	Other (please specify)	5%	1
Company car	25%	5	Paid Time Off (holiday or vacation time)	0%	0
Paid mobile phone service	20%	4	Health insurance	0%	0
Subsidized fitness program or gym membership	20%	4	Dental insurance	0%	0
Professional development funds/budget	20%	4	Parental leave	0%	0
Professional memberships (associations/societies)	15%	3	Retirement plan contribution	0%	0
Tuition reimbursement	15%	3			
Student loan reimbursement/support	15%	3			

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

MSL Excellence / Operations – Satisfaction

Q. How satisfied are you with the following?

Your pre-tax annual base salary

Pre-tax Annual Base Salary	Percentage	Number
Very Satisfied	22%	4
Satisfied	72%	13
Dissatisfied	6%	1
Very Dissatisfied	0%	0

Your overall annual compensation

Overall Annual Compensation	Percentage	Number
Very Satisfied	22%	4
Satisfied	72%	13
Dissatisfied	6%	1
Very Dissatisfied	0%	0

The benefits your employer provides you

The benefits your employer provides	Percentage	Number
Very Satisfied	11%	2
Satisfied	89%	16
Dissatisfied	0%	0
Very Dissatisfied	0%	0

MSL Excellence / Operations – Competitiveness

Q. How competitive is your company regarding the following? Competitiveness refers to whether what is offered is less than, equal to, or more than the market average for the same role in the same location

Q. At what level of competitiveness does your company target base salaries for your role?

Base salaries	Percentage	Number
Below market average	22%	4
At market average	39%	7
Above market average	17%	3
I have no knowledge of this	22%	4

Q. At what level of competitiveness does your company target benefits for your role?

Target benefits	Percentage	Number
Below market average	11%	2
At market average	50%	9
Above market average	17%	3
I have no knowledge of this	22%	4

Q. At what level of competitiveness does your company target total compensation for your role?

Total compensation	Percentage	Number
Below market average	22%	4
At market average	39%	7
Above market average	17%	3
I have no knowledge of this	22%	4

MSL Excellence / Operations – Age Range X Years of experience

Age Range	Less than 1 year	1-2 years	2-4 years	4-6 years	6-8 years	8-10 years	10-15 years	More than 15 Years
Under 25 years old	0%	0%	0%	0%	0%	0%	0%	0%
25-34 years old	0%	0%	6%	0%	0%	0%	0%	0%
35-44 years old	6%	0%	17%	17%	0%	6%	0%	0%
45-54 years old	0%	11%	11%	0%	17%	6%	0%	6%
55-64 years old	0%	0%	0%	0%	0%	0%	0%	0%
65-74 years old	0%	0%	0%	0%	0%	0%	0%	0%
75 years or older	0%	0%	0%	0%	0%	0%	0%	0%

MSL Excellence / Operations – Reason for leaving

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

Reasons for Leaving	Percentage	Number	Reasons for Leaving	Percentage	Number
I am still working in my first MSL / MSL Operations / MSL leader position	33%	6	I was terminated/laid off	0%	0
Lack of or no opportunities for career advancement / promotion	11%	2	Company culture (not a good fit)	0%	0
Growth opportunity at new company	11%	2	Lack of Job security	0%	0
Other	11%	2	Promotion at new company	0%	0
Excessive travel/lack of work-life balance	11%	2	Didn't like my manager	0%	0
Was offered a higher salary elsewhere	6%	1	Lack of professional development opportunities	0%	0
I did not get the raise I was expecting or deserved	6%	1	Wrong people were promoted or fired	0%	0
Company buyout / reorganized / downsized	6%	1	Lack of training	0%	0
Relocated to another city or geographical area	6%	1	Family obligation	0%	0
Lack of interest in Therapeutic Area / Product	0%	0	Didn't get along with MSL(s) on my team	0%	0
Lack of recognition	0%	0			

MSL Excellence / Operations – Salary Transparency & Increase

Q. Should salary information for your title (or equivalent role) be transparent (i.e. public) at your company?

	Percentage	Number
Yes	75%	15
No	25%	5

Q. I have a clear understanding of what I must achieve to increase my salary at my company.

	Percentage	Number
True	40%	8
False	60%	12

Q. Changing companies is the only way to obtain a meaningful increase in my salary and/or total compensation.

	Percentage	Number
True	60%	12
False	40%	8

Q. I have a clear understanding of what I must achieve to receive my annual target bonus at my company.

	Percentage	Number
True	70%	14
False	30%	6
I am not eligible to receive a bonus	0%	0

MSL Excellence / Operations – AI Tools

Q. Do you currently utilize AI tools in your role?

	Percentage	Number
Yes, regularly	44%	8
Yes, occasionally	56%	10
No	0%	0

Q. How frequently do you use AI tools to support your core Medical Affairs responsibilities?

	Percentage	Number
Daily	17%	3
Several times per week	33%	6
Weekly	22%	4
Every other week (biweekly)	17%	3
Monthly	11%	2
Never	0%	0

MSL Excellence / Operations – 401(k) plan

Q. Does your company offer a 401(k) plan?

	Percentage	Number
Yes	100%	18
No	0%	0

Q. Are you participating in the 401(k) plan?

	Percentage	Number		Percentage	Number
No	6%	1	Yes - I contribute 11%	0%	0
Yes - I contribute 1%	0%	0	Yes - I contribute 12%	6%	1
Yes - I contribute 2%	0%	0	Yes - I contribute 13%	6%	1
Yes - I contribute 3%	0%	0	Yes - I contribute 14%	6%	1
Yes - I contribute 4%	0%	0	Yes - I contribute 15%	11%	2
Yes - I contribute 5%	6%	1	Yes - I contribute 16%	0%	0
Yes - I contribute 6%	17%	3	Yes - I contribute 17%	0%	0
Yes - I contribute 7%	11%	2	Yes - I contribute 18%	0%	0
Yes - I contribute 8%	0%	0	Yes - I contribute 19%	0%	0
Yes - I contribute 9%	11%	2	Yes - I contribute 20%	0%	0
Yes - I contribute 10%	22%	4	Yes - I contribute 20+%	0%	0

MSLS
MEDICAL SCIENCE LIAISON SOCIETY

Appendix – "Other" Responses

What is your role? ("Other" responses)

Other Role		
Associate Director, Clinical Trial Liaison	Medical Director	Field Medical Advisor
Associate Director, Medical Affairs	Medical outcomes liaison	Field Medical Affairs Fellow
Associate Director, Medical Affairs (Sr. MSL Equivalent)	Principal MSL (a director level position at my company)	Job rotation in medical and scientific affairs
Associate Director	senior medical education manager	Medical Affairs
Clinical Site Liaison	Strategic Content and Learning, Program Development and Training	Field Head and Medical Excellence Head
Clinical Liaison		

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

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

"Other" Companies
Nutrition industry
Small biotech, no revenue currently
Start Up Biotech
Startup pharmaceutical

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)

Other More than 15 Years of Experience – Please Specify	
16	26
17	27
18	30
19	
20	
21	
22	
23	
24	
25	

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

"Other" Degrees
DNP - always forget the nurses
DPM
FNP-BC
MS - almost done with PhD
PA
PhD RD, LD
PhD, PA-C

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

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

"Other" Therapeutic Areas		
Antidotes	Obesity	Gene Therapy
CAR T	Opioid Use Disorder	Learning function - all TAs
Coagulation	Osteoporosis	Sports Medicine, Advanced Wound Care
Cross-TA	Overdose Reversal Sciences	US Medical Quality Assurance Champion
diagnostic and therapeutic radiopharmaceuticals	Psychiatry	Agnostic
Diagnostics	psychiatry	
Emergency Medicine	Sleep	
Emergency Medicine Toxicology	Sleep Medicine	

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

Have you had a base salary increase in the past 12 months? ("Yes, more than 10% (please specify)"

"Other" % Increase	Number	"Other" % Increase	Number
11%	4	22%	2
12%	5	25%	1
13%	5	30%	3
14%	2	1099%	1
15%	4		
16%	2		
17%	2		
18%	1		
20%	5		
21%	1		

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

"Other" Benefits Received	
Car	Company vehicle & gas
car allowance	Fleet vehicle
Car allowance	na
Car Allowance	Random wellness days off
Car stipend	Unlimited PTO, car allowance or mileage
Cat allowance	
cell phone and internet contribution not full payment	
CLEAR	
Company Car	
Company fleet vehicle and gas paid	

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
401k match
Any type of long-term incentive
CLEAR
CLEAR Membership
Currently receive company phone, in lieu of company phone would like phone stipend
ESPP
Higher student loan support
LTI
na

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		
Clinical trial failed, company closed	I was promoted at my current company	retire
Contract	Internal promotion	retirement
Contract ended	lay off	Toxic work environment
Contract role ended	MOA of the new job was more interesting than current	toxicity
Currently with company for 15 years	Not enough of a firewall between medical and commercial	was not an MSL at that time
Didn't like upper management team	Poor corporate leadership	
Drug failed in phase 3 trial	Promoted at current company	
Drug got a CRL so all were laid off	Promotion at current company	
Growth opportunity within company	Promotion within same company	
I just took on a new contract position at the same CRO	Re-org, metrics were unrealistic and excessive	

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

Which of the following activities do you participate in? ("Other" responses)

"Other" Activities	
Analyzing team insights and writing monthly reports for cross-functional dissemination	website management
Certifying treatment centers	
Company sponsored study support	
consultant training and follow ups, training of internal team (not MSL).	
Iis lead	
Leading (internal planning team) the field team at Conferences	
Leading TE training	
Market Research Survey	
Provider collaboration for better patient outcomes	
Supporting government and trade channels	

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

What types of equity compensation did you receive in the last 12 months as part of your compensation? ("Other" responses)

"Other" Equity compensation		
550000	Equity	n/a
401k increase	Long Term Incentive	na
Addt'l bonus of 20% (besides de 25% mentioned)	Long term incentive - cash	Pension
Cash bonus	Long Term Incentive Cash	Pension 5% of salary
Cash in lieu of stock as LTI	Long term incentive plan	Pip
Cash incentive	Long term incentives	Private company, LTI is cash
Cash LTI	Long-term incentive bonus	Profit Interest Units
Cash LTI (not a public company)	Long-term incentive stock	Retention bonus
Cash LTI at 3 years of employment	Long-term incentive units (fixed value payment at 3 years)	Unsure
deferred comp	LTI cash retention incentive - private company.	We have some and I'm not quite sure if the details. Know that we aren't vested for two years

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

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mslsociety

membership@themsls.org

www.themsls.org