Salaries are steady despite inflation and economic challenges

The mean annual base salary from principal employment earned by those employed full-time in the US as of July 1, 2022 was $178,100 (US$) with a standard deviation of $74,500. This represents a 4.8% increase from the 2020 result of $170,000. US full-time employees in private industry boast the highest median salaries at $175,000.

Further, reporting indicates a promising opportunity to increase long term earnings in a pharmaceutical scientist’s career occurs between the ages of 35 and 40 years old. At other stages, jumps in pay were less significant and less in total compared to this 5-year time span.

Trends in supplemental income

At its highest, other professional work amounts to over an additional $50,000 in a year.

In addition to salary, respondents were also asked to report the supplemental income received from both their principal employer (including bonuses, summer-time work, grants, summer teaching, etc.) and from other professional work (including second jobs, consulting, contracting, etc.). When these amounts are added to the reported base salary, average total compensation for those employed full-time in the US is $217,100 (standard deviation of $108,200) – up 5.3% from $206,100 in 2020.

Hiring Power increasing among women scientists

Just under half (47%) of those employed outside academia reported they have the authority to offer individuals employment. At the time of the survey, data shows males are somewhat more likely than females to have this authority, 47% to 44%. However, this figure has tightened from a 9% difference in 2020. In just one year, this gap in hiring authority has narrowed significantly.

Not surprisingly, having hiring authority also correlates with a large median salary difference: $172,500 for those who do, $110,000 for those who do not. To this, as women continue to gain this influence at work, we can expect to see an increase in annual salary follow.
Where are AAPS Members Working?
85% of employed AAPS members reachable via email report their principal place of employment is in the United States. International members are employed primarily in Europe, Canada, and Japan. Half of AAPS members earn their degree outside of the United States making the community truly global.

Methodology
All AAPS members with valid, unduplicated, non-opt-out email addresses on file were invited to participate in the web-based survey, which was conducted by an independent research company to preserve participant confidentiality. Data was collected between July 19 and August 23, 2021.

For More Information
The full report of the AAPS Salary Survey includes an extensive narrative review of findings plus detailed tables that present explorations of compensation by a variety of univariate and multivariate factors, as well as providing an extensive profile of AAPS membership. The full report is available to AAPS members every year. With the help and participation of its pharmaceutical scientist members, future surveys can become even more of an asset to the profession.
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