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INTRODUCTION

Research Development Professionals (RDs) represent an emerging career path that draws people from a wide variety of backgrounds to accomplish many diverse activities within the research enterprise. NORDP is the only professional organization solely focused on research development (RD) activities and formalizing RD as a recognized profession. To address the goals of NORDP, work needed to be done to characterize the RD work force, including common job tasks, titles, and compensation. The Metrics Subcommittee of the Member Services Committee expanded the 2012 NORDP salary survey to include new dimensions and adjust salaries to account for cost-of-living variances nationally.

At the launch of the survey, NORDP was comprised of 584 members representing 277 institutions across 44 states, the District of Columbia, and Puerto Rico. Eight international countries were also represented in the membership.

OBJECTIVES

The goals of this NORDP-sponsored salary survey were:

- To begin to develop a longitudinal dataset by updating the original 2012 membership survey and,
- To provide members with information about RD positions, duties and compensation that might be needed to grow and maintain research development functions at member institutions.

Notably, the College and University Professional Association (CUPA) for Human Resources provides no salary guidance or position titles for individuals in the field of Research Development.

Results shared here address the probing questions:

- What research development duties are most commonly performed by NORDP members?
- How are research development positions structured?
- What are the annual salary ranges for NORDP members across demographic, geographic, functional, and educational training variables?

MATERIALS AND METHODS

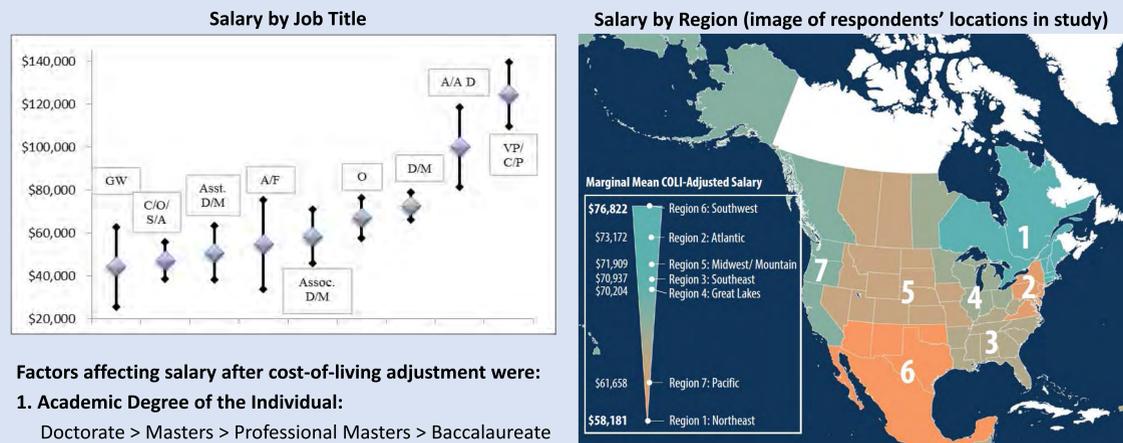
- Terri Soelberg received IRB approval from Boise State University to administer a confidential online survey.
- In February 2015, NORDP invited all members with a valid email address to participate in its second organization-wide salary survey.
- The Qualtrics-based survey was started by 359 members, with 212 members (37%) providing complete data and 231 members providing partial data.
- Salary data was normalized using the 2013 county cost-of-living index (COLI) table from the Council for Community and Economic Research (coli.org; Arlington, VA).

ANALYSES

- Normalized salaries were computed by dividing each reported annual salary by the COLI index for the area indicated by the reported institutional zip code.
- One-way, two-way and three-way Analyses of Variance (ANOVA) were conducted.
- One-way and two-way median analyses were also computed.
- Thematic analyses were completed on open field responses.
- 'Consultants' and other job titles associated with few respondents were combined in an 'Other' category to protect anonymity.

RESULTS

COLI-NORMALIZED SALARY BY MAJOR FACTORS



Factors affecting salary after cost-of-living adjustment were:

1. Academic Degree of the Individual:

Doctorate > Masters > Professional Masters > Baccalaureate

2. Job Title (left above):

Vice Provost/Chancellor/President (VP/C/P) > Assistant/Associate Dean (A/A D) > Director/Manager (D/M) > Other (O) > Associate Director/Manager (Assoc. D/M) > Analyst/Facilitator (A/F) > Assistant Director/Manager (Asst. D/M) > Coordinator/Officer/Specialist/Administrator (C/O/S/A) > Grant Writer (GW)

3. Organization Type:

Doctoral Granting > Other

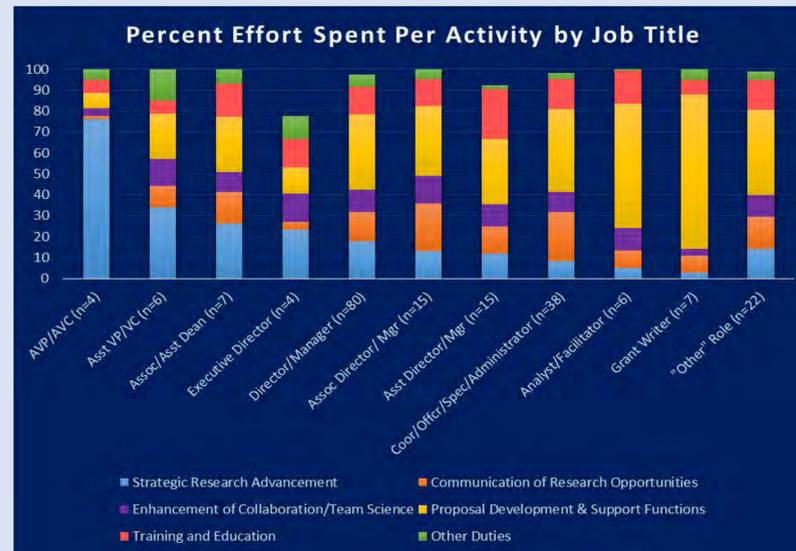
4. Institution Type:

Public > Private

5. Geographic Region where Employed (right above):

Southwest > Atlantic/ Midwest/Mountain/ Southeast/ Great Lakes > Pacific > Northeast

CHARACTERIZING RESEARCH DEVELOPMENT EFFORT ALONG CAREER TRAJECTORY



- Executive positions contribute more effort to strategic research advancement and enhancement of collaboration/team science.
- Directors and managers focus more on strategic research advancement and oversight of proposal development functions.
- Support positions focus largely on proposal development functions.
- Top 'Other Duties': Internal/Intramural Grants/Programs (x7); Administrative/ Management/Supervision (x6); Research Administration/Post Award Compliance (x6); Limited Submissions (x4)



EFFORT DEVOTED TO RD

- Executives divide time between research development and other priorities
- Director, mid-level managers and support positions had more time dedicated to research development

RESPONDENT DEMOGRAPHICS REPORTED

- 82% female; 17% male (unchanged from 2011 survey)
- 3.3% Hispanic/Latino; 10.4% "other" than Hispanic or Non-Hispanic
- 90% White; 3.8% Asian; 2.4% Black/African American; 0.5% Native American

Based on a comparison of the survey respondent group versus an anonymized, full NORDP membership list of the geographic distribution and highest degree attained, the respondents appear to represent a reasonable proxy for the entire membership.

FACTORS IMPACTING SALARY & MODEL

P-values of factors from backward-selected reduced model

Factor	Degrees of freedom	P-value
Degree	3	0.011
Job Title	8	<0.001
Organization	1	<0.001
Institution Type	1	0.133
Region	6	0.088

Estimated Mean COLI-adjusted Salary = Intercept + Degree + Job Title + Organization + Institute Type + Region

As a result of this survey, a new salary calculator has been built and is available as a new benefit to membership. Visit: <https://nordp.memberclicks.net/salary-survey>

CONCLUSIONS

- Overall, **Job Title** has the greatest impact on both the mean and median salaries, with **Vice Provost/ Chancellor/ President** earning the highest, followed by Assistant/Associate Dean; Grant Writer and Coordinator/Officer/Analyst/ Administrator earning the lowest wages overall.
- Degree** also has an impact, with **Doctorate-holding professionals** earning more on average than their peers.
- Additionally, **Doctoral Universities** seem to provide the highest average and median salaries compared to other Organizations, but the "Other" category encompasses a number of other types of organizations.
- There is a difference in mean salary for **Region**, with those in **Northeast** having the lowest mean, marginal mean, and median salary, and those in the **Southwest** having the highest marginal mean.
- Gender is not a significant factor in the model (with P-value of .425). The three-way analysis, along with the fitting of the full and final reduced models, suggest that **Gender does not appear to significantly affect the mean salary**.
- RD professionals frequently split their effort** across a broad spectrum of tasks.
- Overall, RD professionals **spend less time in communication of research opportunities and enhancement of collaboration, relative to the other major activities of their role**.

LIMITATIONS

- Small sample size
- Imbalanced groups
- Possible lurking variables
- Limited scope
- Did not account for union impact on salary
- Only US-based respondents completed survey

ACKNOWLEDGEMENTS

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