

Research Park Survey of Full Time Employees: Conducted by UI Career Services

Position	Lowest salary reported	Average salary reported	Highest salary reported
Administrative assistant	\$ 24,000	\$ 39,600	\$ 60,000
Analytical chemist	\$ 36,000	\$ 45,750	\$ 86,600
Application developer	\$ 10,000	\$ 52,667	\$ 85,000
Bookkeeping	\$ 30,000	\$ 34,315	\$ 44,000
Business analyst			
CEO/President*	\$ 40,000	\$ 90,750	\$ 195,000
CFO*	\$ 40,000	\$ 100,500	\$ 146,000
Computational chemist			
Computational modeling engineer	\$ 60,000	\$ 68,200	\$ 75,000
COO/VP of Operations*	\$ 120,000	\$ 152,555	\$ 200,000
Data warehouse/database administrator	\$ 30,000	\$ 43,750	\$ 65,000
Engineering director/CTO*	\$ 12,000	\$ 99,571	\$ 150,000
Electrical engineer	\$ 40,000	\$ 67,676	\$ 110,000
Embedded systems engineer	\$ 38,000	\$ 85,300	\$ 165,000
Integration analyst			
Internet/intranet programmer	\$ 12,000	\$ 44,096	\$ 65,000
Laboratory manager	\$ 126,000	\$ 126,000	\$ 126,000
Laboratory technician	\$ 30,000	\$ 40,304	\$ 65,000
Manufacturing manager	\$ 100,000	\$ 100,000	\$ 100,000
Manufacturing staff	\$ 30,000	\$ 36,600	\$ 44,500
Materials engineer	\$ 62,000	\$ 66,363	\$ 73,965
Mechanical engineer	\$ 45,000	\$ 62,684	\$ 105,000
Molecular biologist			
Network engineer	\$ 40,000	\$ 54,000	\$ 68,000
Office manager/HR	\$ 29,000	\$ 51,600	\$ 75,000
Other hardware developer	\$ 40,000	\$ 60,000	\$ 100,000
Research scientist/engineer	\$ 50,000	\$ 73,000	\$ 105,000
Secure systems engineer	\$ 48,000	\$ 56,500	\$ 78,500
Software development engineer	\$ 45,000	\$ 81,917	\$ 165,000
Software programmer/software development	\$ 45,000	\$ 64,136	\$ 100,000
Software QA testing	\$ 30,000	\$ 56,333	\$ 90,000
Statistics/math/algorithms specialist	\$ 90,000	\$ 92,500	\$ 95,000
Technical analyst	\$ 40,000	\$ 50,000	\$ 60,000
UNIX administrator	\$ 40,000	\$ 50,000	\$ 60,000

*small business tech operations only

Research Park Compensation Survey 2010

What other types of compensation do you offer to employees at your organization in addition to salary?

Answer Options	Response Percent	Response Count
401(k)/retirement plan	76.0%	19
Bonus/profit sharing	44.0%	11
Childcare flexible spending account	20.0%	5
Exercise/gym privileges	20.0%	5
Flex time/telecommuting	52.0%	13
Health care flexible spending account	52.0%	13
Health insurance	92.0%	23
Opportunity for promotion	64.0%	16
Ownership in the organization	16.0%	4
Paid time off - sick leave	72.0%	18
Paid time off - vacation	92.0%	23
Stock options	36.0%	9
Tuition assistance	40.0%	10
Other (please specify)	12.0%	3
<i>answered question</i>		25
<i>skipped question</i>		8