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WISCONSIN BIOSCIENCE COMPANIES PROJECT SALARY INCREASES OF 3% IN 2012

Wisconsin Bioscience Compensation Survey Details Released

QTI Consulting, in partnership with BioForward, released the results from its second annual Wisconsin Bioscience Compensation Survey. The results are specific to Bioscience organizations in Wisconsin and project that employee compensation will increase by 3% in 2012.

Bryan Renk, Executive Director of BioForward, stated that “the initial reaction of the survey respondents to the report was extremely positive. This survey provides them with data that has not historically been available for our region.” Matt Shefchik, Managing Director of QTI Consulting, agreed, saying he is “pleased to again be able to partner with BioForward to provide local compensation data to Wisconsin’s bioscience organizations.”

Overall, both Renk and Shefchik were thrilled to see the number of participating organizations increase this year with Shefchik stating, “it is a trend we hope to see continue in the future.”

The survey included questions on salary budget trends and employee benefits for 21 jobs in the bioscience industry. Results indicated that actual 2011 compensation increases for bioscience companies in Wisconsin were at an average of 2.6%, a sharp contrast to the 4.3% increases projected in last year’s survey. For 2012, increases are projected at 3.0%, which is a slight increase from 2011. These results are in line with the projected compensation increases of 2.9% across all industries in Wisconsin, as detailed in the 2012 Human Resources Planning Survey compiled by QTI in mid-2011.

When comparing the compensation data by employee category, the highest projected increases are for non-exempt employees and management, which both are at 3.0%. Following closely are the professional and technical exempt employees at 2.9%. Projected increases for executives are the lowest at 2.4%.

Shefchik summarizes the results emphasizing the importance of a solid compensation plan saying, “We have seen some bioscience organizations come through the last few years relatively unscathed and their pay practices show it; others have been impacted and may be at risk to lose talent.”

Organizations wishing to purchase the full survey results can do so by contacting The QTI Group at (608)257-1057. Cost for the survey is \$500.



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About the Survey:

- Compensation data on 21 jobs in the bioscience industry
- Compensation data specific to Wisconsin
- 37 organizations participated (all Wisconsin bioscience)
- Survey includes questions on salary budget trends and employee benefits

About QTI Consulting:

QTI Consulting specializes in base, incentive, sales, and executive compensation as well as employee engagement surveys, succession/workforce planning, and effectiveness assessments. Offering experienced, knowledgeable, and engaged consultants, QTI Consulting combines national firm expertise with local service and responsiveness.

QTI Consulting is part of The QTI Group, a privately-owned human resources and staffing organization. Since its inception in 1957, The QTI Group has been partnering with Wisconsin businesses and organizations by providing staffing and recruiting solutions and delivering outsourced human resources (HR) functions and HR consulting. The QTI Group has 12 branch offices in Wisconsin with its corporate office located in Madison at 702 East Washington Avenue (608-257-1057).

About BioForward

BioForward is the member-driven state association that is the voice of Wisconsin's bioscience industry. We advocate actively on our members' behalf for public policy that supports the industry, to save our members money through our Select Savings group purchasing program, and to provide a variety of opportunities for connections to funding, partners, customers, and employers and employees through our events and online resources. Our professional, service-oriented staff also provides one-on-one support to members with specific requests. Our members include bioscience companies, universities, non-profits, service providers, and government agencies.