

# Investigator Compensation Models for Optimal Engagement and Performance

Sean Rice

President, Medical Research Alliance, LLC

[srice@medicalresearchalliance.com](mailto:srice@medicalresearchalliance.com)

Carlos V. Orantes

CEO, Meridien Research Network

[corantes@meridienresearch.net](mailto:corantes@meridienresearch.net)

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# Faculty Disclosure

In compliance with ACCME Guidelines, I hereby declare:

I do not have financial or other relationships with the manufacturer(s) of any commercial services(s) discussed in this educational activity.

Sean Rice

President, Medical Research Alliance, LLC

[srice@medicalresearchalliance.com](mailto:srice@medicalresearchalliance.com)

Carlos E. Orantes

CEO, Meridien Research Network

[corantes@meridienresearch.net](mailto:corantes@meridienresearch.net)

Amanda Wright

Vice President, Javara, Inc.

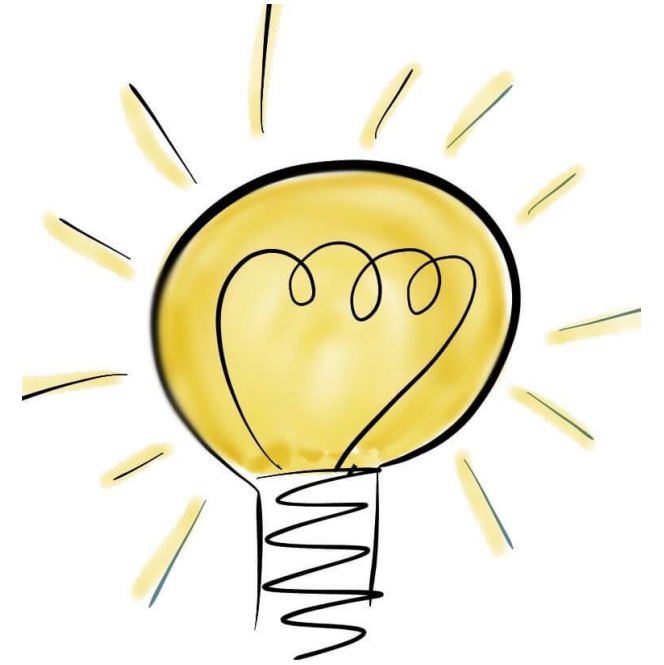
[awright@javararesearch.com](mailto:awright@javararesearch.com)



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# Learning Objectives

- ✓ Gain insights as to how site models and compensation models must align to achieve success;
- ✓ Learn which compensation models drive higher recruitment performance and why;
- ✓ Learn how to increase Investigator engagement through the right compensation model.



# Site Operational Models

- Dedicated Research Sites (single or multiple locations)
- Integrated Site Networks or Integrated Research Organizations
- Site Management Organizations (SMO's)
- Healthcare-Enabling Research Organizations
- Academic and Medical Research Hospitals
- Site-less Trial Organizations

# Investigator Compensation: Key Considerations

- Business drivers?
  - Department based financial accountability, institutional accountability or other
  - Productivity model or value-based model (ie., RVUs)
- Motivations?
  - Science
  - Recognized value for *Clinical Research as a Care Option*
- Stay Away Zone?
  - Referrals
  - ??





# Investigator Compensation Models

## ONE size does **not** fit all

- Fixed
  - Retainer
  - Hourly as an employee or contractor
- Variable
  - Fee Per Procedure Schedules
  - Net Revenue Allocation
  - Overall study or site success bonus
- Other Options
  - Fees for marketing at their medical practice
  - Lease of space for research purposes
  - Speaking engagements for community outreach



# Investigator Engagement

Regardless of compensation model, successful Investigator engagement hinges on effective communication

- Establish regular Investigator communication where compensation is the topic of discussion (before, during and after the trial)
  - Translation of activity to dollars is critical
- Reflect on the past but create vision for the future
  - Instead of here is what you made and how; also focus on here is what you can earn and how you can help meet or exceed it
- Integrate compensation into everyday Investigator conversations (i.e. Investigators are busy so keep research top of mind)