

# \$ 2005 IFT Membership Employment & Salary Survey

**Over the past two years, median salaries rose 6.6% to \$78,000, and female membership increased to 46% of the total membership.**

Members of the Institute of Food Technologists earned a median salary of \$78,000 in late 2005, a 6.6% increase from the \$73,150 in late 2003, according to the results of a recent IFT Membership Employment & Salary Survey.

IFT—a nonprofit professional scientific society whose 22,000 members worldwide are active in all aspects of the food field, including industry, government, and academia—surveyed its members in the United States in 1966 and 1979, then every two years since 1993, with the exception of 2001 when it conducted a starting salary survey only.

The results of each survey were provided to IFT members via publication in *Food Technology*. In addition, IFT has received numerous requests for survey results from nonmembers and from Human Resource personnel in food companies.

The surveys prior to 2001 were conducted by mail, but the subsequent surveys were conducted via the Internet. For the current survey, an e-mail invitation to participate was sent

in October–November 2005 to the 12,625 IFT Members and Professional Members in the U.S. for whom we had valid e-mail addresses. The e-mail message provided instructions on how to access a 32-question survey on the Internet. The results were kept completely anonymous and confidential, and all returns were tabulated by Data Lab Corp., Niles, Ill. By the cutoff date, 3,732 responses had been received, for a 29.6% return.

This article summarizes the results in three sections—membership demographics, employment data, and median salary data for full-time employees. Illustrations are not drawn to scale, and percentages may add up to more or less than 100% because of rounding. Table 1 summarizes some of the trends in survey results over the past 39 years.

#### Demographics

- Among the respondents, there are slightly more men than women, but respondents under age 30 are predominantly women (Figure 1).



- Two-thirds of the respondents are under age 50 (Figure 2).
- Respondents are predominantly white (Figure 3).
- More than half of the respondents—and more of the men than the women—have advanced degrees (Figures 4, 5, and 6).
- Nearly half of the respondents have their highest degree in Food Science and Technology (Figure 7).

### Employment

- More than one-third of the respondents have had less than 11 years of professional food-related work experience, and more than one-third have had more than 20 years (Figure 8).
- Three-fourths of the respondents have worked for more than one employer, and more than half have had 2–4 employers (Figure 9).

- Half of the respondents have worked for their current employer for less than 6 years (Figure 10).
- Half of the respondents work for companies with more than 1,000 employees; one-fourth for companies with more than 5,000 employees (Figure 11).
- The great majority of the respondents (93%) are employed full-time. Of the 30 who reported

Table 1

#### Trends over the past 39 years as indicated by results of IFT surveys

Year	1966	1979	1993	1995	1997	1999	2003	2005
No. of questionnaires sent	7,100	12,370	18,916	19,538	19,538	19,478	13,667 <sup>a</sup>	12,625 <sup>a</sup>
No. of respondents	4,959	5,884	7,785	6,937	5,933	4,950	3,934	3,732
Percent return	71	48	42	36	31	26	29	30
Men (%)	NA <sup>b</sup>	79	66	63	61	60	56	54
Women (%)	NA	17	34	37	39	40	44	46
Education in Food Science/Technology (%)	17	30	41	43	43	44	45	46
Education in Chemistry (%)	32	20	11	9	9	8	8	7
BS degree (%)	NA	47	47	47	46	46	42	41
MS degree (%)	NA	23	23	23	23	23	25	25
PhD degree (%)	NA	25	23	21	22	23	24	23
MBA degree (%)	NA	NA	6	5	5	5	4	6
Median salary, both sexes combined (\$)	13,000	24,000–25,999	53,000	55,200	60,000	65,000	73,150	78,000
Employed in Industry <sup>c</sup> (%)	74	76	67	66	66	68	66	70
Employed in Education (%)	12	13	9	9	9	9	11	8
Employed in Government (%)	8	6	4	3	3	3	3	3
R&D/Scientific/ Technical function (%)	49	50	NA	66	66	70	62	63
Management function (%)	22	20	28	10	10	8	10	10
Sales & Marketing function (%)	12	12	11	10	9	10	11	10
Education function (%)	8	9	11	7	8	7	11	8
Government function (%)	NA	NA	9	2	2	2	2	2

<sup>a</sup>Sent only to Members and Professional Members in the U.S. whose e-mail addresses were known.

<sup>b</sup>Not available.

<sup>c</sup>Data only for Food/Beverage Processor and Ingredient Manufacturer/Supplier combined.

# 2005 IFT Membership Employment & Salary Survey

Figure 1		Figure 2		Figure 3	
Age		Age distribution		Race	
All ages		20-29	13%	White/Caucasian	80%
Men	54%	30-39	24%	Asian/Pacific Islander	11%
Women	46%	40-49	31%	Hispanic	3%
Under 30		50-59	26%	Black/Afro-American	3%
Men	32%	60-69	7%		
Women	68%	70+	1%		

Figure 4		Figure 5		Figure 6	
Degree, Both sexes		Degree, Men		Degree, Women	
BS	41%	BS	38%	BS	45%
MS	25%	MS	22%	MS	29%
PhD	23%	PhD	28%	PhD	17%
MBA	6%	MBA	7%	MBA	5%
None/Other	2%	None/Other	4%	None/Other	4%

Figure 7		Figure 8	
Field of highest degree		Years of experience	
Food Science/Technology	46%	0-1	8%
Business/Marketing	8%	2-5	13%
Biological Sciences	8%	6-10	16%
Chemistry	7%	11-15	14%
Agriculture	6%	16-20	13%
Nutrition	4%	>20	36%
Microbiology	3%		
Chemical Engineering	2%		

Figure 9		Figure 10		Figure 11	
Number of employers		Years with current employer		Size of employer	
0	6%	0-1	18%	<100 employees	24%
1	23%	2-5	32%	100-499	18%
2-4	54%	6-10	21%	500-599	11%
5-10	15%	11-15	11%	1,000-2,500	13%
>10	3%	16-20	8%	2,500-4,999	10%
		>20	11%	5,000+	25%

being unemployed (2%), 27% have been out of work for more than one year, and 70% are seeking full-time employment.

- Most respondents work in the R&D/Scientific/Technical category (63%), followed in order by Management (10%), Sales/Marketing (10%), Education (8%), Consulting (3%), Government (2%), Purchasing (1%), and Other (1%).

- Almost three-fourths of the respondents (70%) work for food and beverage companies and ingredient suppliers; the next largest percentage (8%) work in academia (Figure 12).

- The majority of respondents are in the Eastern half of the United States (Figure 13). Nearly one-third work in the East Coast states. Of the U.S. Census Bureau's geographic divisions of the U.S., the East North Central region (Wisconsin, Illinois, Indiana, Michigan, and

Ohio) has the highest percentage of respondents (25%).

- Most employers provide the basic benefits (Figure 14).

- Most employers give their employees travel expenses and time to attend the IFT Annual Meeting + Food Expo<sup>®</sup>, and a little over half of employers pay expenses for attending IFT Regional Section meetings; but less than 30% give their employees time and expenses for doing IFT volunteer work (Figure 15).

## Salaries

Full-time salaries below \$10,000 and salaries of \$300,000 or more for persons with less than 6 years of professional food-related experience were eliminated from the tabulations, since they appear to be unrealistic. The data are presented in terms of the median salary, meaning that half of the respondents make more than that amount and half make less.

- The Middle Atlantic and South Atlantic regions had the highest median salaries (Figure 16).

- Salaries for both sexes combined ranged from \$11,400

Figure 12	
Type of employer	
Food processor	46%
Ingredient manufacturer/supplier	24%
Academia	8%
Consultant	3%
Government	3%
Foodservice	2%
Equipment manufacturer/supplier	2%
Private research facility	1%
Testing laboratory	1%
Packaging manufacturer/supplier	1%
Other	9%

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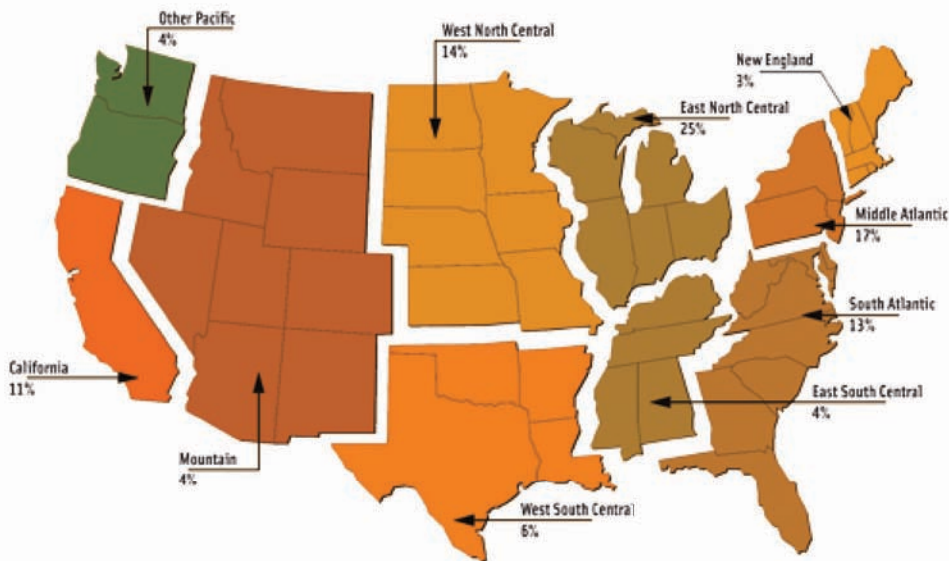


Figure 13 Percentage of respondents by region

to \$750,000, but 99% were below \$225,000 (Figure 17). The median salary for both sexes combined was \$78,000, a 6.6% increase from the \$73,150 in 2003.

- Salaries for men ranged from \$25,000 to \$750,000, but 99% were below \$250,000; the median salary for men was \$88,000, an increase of 6.0% from the \$83,000 in 2003.

- Salaries for women ranged from \$19,550 to \$300,000, but 99% were below \$175,000; the median salary for women was \$69,500, an increase of 7.8% from the \$64,500 in 2003. »»

Figure 14

#### Benefits

Health insurance	98%
Vacation	95%
401k	89%
Life insurance	88%
Dental insurance	88%
Association membership dues	79%
Sick leave	78%
Maternity/paternity/family leave	71%
Bonus/performance compensation	70%
Tuition reimbursement	67%
Vision insurance	67%
Continuing education courses	60%
Relocation expenses	57%
Pension	53%
Employee assistance program	48%
Flex time	40%
Severance policy	39%
Fitness facilities/dues	35%
Legal assistance	27%
Child care	9%

Figure 15

#### Expenses and time for IFT

Travel expenses to attend IFT Annual Meeting + Food Expo	75%
Time off to attend IFT Annual Meeting + Food Expo	68%
Expenses to attend local IFT meeting	53%
Time off for IFT volunteer work	28%
Travel expenses for IFT volunteer work	17%

Figure 16

#### Median salary by location

Middle Atlantic	\$85,000
South Atlantic	\$80,500
California	\$80,000
East North Central	\$77,200
Mountain	\$77,000
New England	\$77,000
West North Central	\$76,000
West South Central	\$75,000
East South Central	\$74,500
Other Pacific	\$67,000

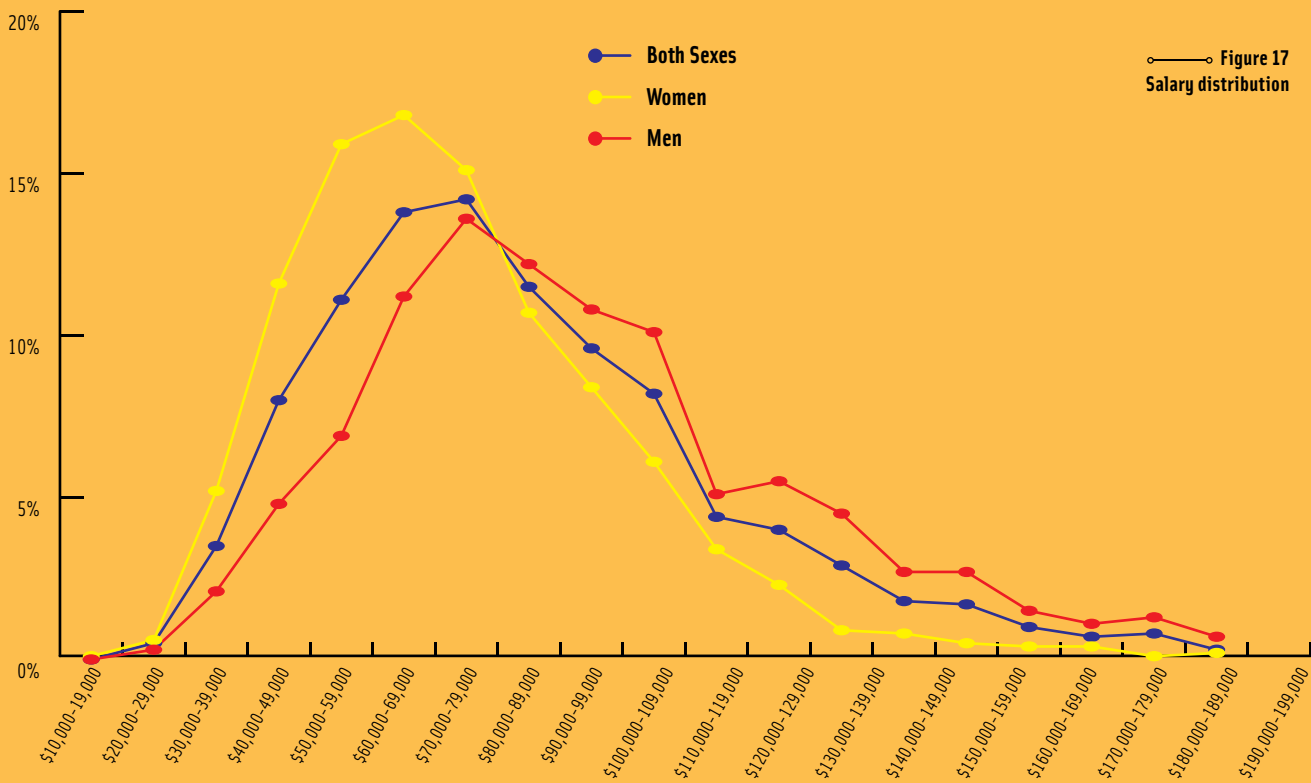


Figure 17  
Salary distribution

Figure 18

Median salary by degree

Year	BS	MS	PhD	MBA
1993	\$47,060	\$51,375	\$65,000	\$68,000
1995	\$50,000	\$54,000	\$68,000	\$65,000
1997	\$54,000	\$60,000	\$72,000	\$75,000
1999	\$57,000	\$63,000	\$76,000	\$82,000
2003	\$65,000	\$73,500	\$85,000	\$95,000
2005	\$70,000	\$76,000	\$92,500	\$100,000

- Part of the difference in median salaries for men and for women may be due to the fact that men have been working in the food field longer than women and therefore tend to have higher salaries. Nevertheless, men appear to receive higher salaries for the same degrees and years of experience.

- Median salaries continued to increase for all degree levels (Figure 18).

- Starting salary—considered here as the median salary for those with one year or less of professional food-related work experience since receiving the BS degree—

continued to increase for both men and women (Figure 19), but men still receive a higher median starting salary than women.

- Median salary data for full-time employees are presented in Tables 2–6 on pages 29–35; data for fewer than 10 respondents are not reported. Table 2 shows the median salary by degree, years of experience, and sex; Table 3 by geographical region, degree, and years of experience; Table 4 by type of employer, years of experience, and degree; Table 5 by sex, type of employer, and degree; and Table 6 by job function/title and size of employer. **FT**

Figure 19

Median starting salary

Year	Men	Women	Both sexes
1993	\$32,250	\$25,000	\$28,200
1995	\$32,000	\$30,000	\$30,000
1997	\$35,500	\$31,200	\$32,000
1999	\$40,000	\$37,000	\$38,550
2003	\$46,000	\$40,000	\$40,000
2005	\$52,800	\$44,000	\$48,000

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IFT's Career Center

Job seekers have free access to the best employers and jobs in food science and technology through IFT's Career Center. They can browse job postings, receive e-mail notifications when new jobs are listed, and post their resumes. Employers can register to find the most talented and qualified candidates for their job openings. For more information, visit the Center's Web site at careers.ift.org.

Table 2

## Median salary of full-time employees by degree, years of experience, and sex, all types of business combined

Degree/Years since BS	Median salary, \$ (No. of respondents)		
	Men	Women	Both sexes combined
<b>BS degree</b>			
0-1	52,800 (37)	44,000 (45)	48,000 (82)
2-5	48,000 (74)	48,250 (144)	48,000 (218)
6-10	62,200 (88)	60,000 (150)	61,000 (238)
11-15	77,400 (79)	68,500 (95)	72,500 (174)
16-20	84,000 (77)	75,000 (87)	79,000 (164)
21-25	89,000 (89)	80,000 (87)	83,250 (176)
26-30	93,700 (80)	80,000 (40)	89,500 (120)
31-35	95,000 (69)	91,000 (14)	95,000 (83)
36-40	100,000 (26)		98,200 (34)
41-45	103,000 (11)		102,000 (13)
All years combined	79,000 (631)	63,150 (672)	70,000 (1,303)
<b>MS degree</b>			
0-1	74,000 (15)	54,000 (30)	55,000 (45)
2-5	60,200 (51)	55,000 (81)	57,000 (132)
6-10	71,750 (58)	70,000 (102)	70,250 (160)
11-15	86,500 (44)	80,000 (65)	82,500 (109)
16-20	93,150 (44)	86,000 (57)	90,000 (101)
21-25	97,000 (57)	89,000 (46)	94,000 (103)
26-30	100,000 (52)	95,000 (28)	98,500 (80)
31-35	104,000 (32)		105,000 (39)
36-40	89,000 (10)		83,000 (12)
All years combined	85,000 (366)	70,100 (418)	76,000 (784)
<b>PhD degree</b>			
0-1	70,000 (17)	70,000 (13)	70,000 (30)
2-5	75,000 (39)	62,900 (40)	70,000 (79)
6-10	88,500 (50)	81,500 (51)	85,000 (101)
11-15	90,000 (73)	83,630 (44)	85,000 (117)
16-20	107,500 (60)	90,635 (42)	98,500 (102)
21-25	110,000 (84)	101,000 (17)	109,000 (101)
26-30	118,250 (56)	88,500 (22)	109,500 (78)
31-35	133,055 (42)	95,500 (14)	118,683 (56)
36-40	110,000 (20)		108,000 (23)
All years combined	99,500 (449)	85,000 (247)	92,427 (696)
<b>MBA degree</b>			
2-5			88,500 (12)
6-10			84,000 (15)
11-15	100,000 (20)	80,000 (13)	93,000 (33)
16-20	90,000 (13)		96,000 (19)
21-25	107,500 (22)	96,500 (14)	103,750 (36)
26-30	129,500 (32)	80,500 (14)	107,000 (46)
31-35	115,000 (17)		115,000 (23)
All years combined	105,000 (127)	85,500 (70)	100,000 (197)

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Table 3

## Median salary of full-time employees by geographical region, years of experience, and degree, both sexes combined, all types of business combined

Region/Years since BS	Median salary, \$ (No. of respondents)			
	BS	MS	PhD	MBA
<b>All regions combined</b>				
0-1	48,000 (82)	55,000 (45)	70,000 (30)	
2-5	48,000 (218)	57,000 (132)	70,000 (79)	88,500 (12)
6-10	61,000 (239)	70,000 (161)	85,000 (101)	84,000 (15)
11-15	72,500 (174)	82,500 (111)	85,000 (119)	93,000 (33)
16-20	79,000 (164)	90,000 (103)	98,500 (104)	96,000 (19)
21-25	83,500 (177)	94,000 (103)	107,500 (104)	103,750 (36)
26-30	89,250 (126)	98,500 (80)	110,000 (81)	108,000 (47)
31-35	95,000 (85)	105,000 (40)	114,000 (58)	115,000 (23)
36-40	98,400 (35)	83,000 (12)	109,000 (24)	
41-45	102,000 (13)			
All years combined	70,000 (1,314)	76,000 (791)	92,500 (709)	100,000 (197)
<b>New England</b>				
6-10	59,000 (10)			
All years combined	66,000 (31)	74,000 (23)	81,393 (26)	
<b>Middle Atlantic</b>				
0-1		60,000 (13)		
2-5	54,000 (35)	64,000 (23)		
6-10	68,000 (44)	78,000 (22)	93,000 (13)	
11-15	82,400 (21)	90,000 (19)	101,000 (13)	
16-20	72,170 (29)	98,280 (15)	115,000 (19)	
21-25	79,800 (34)	120,000 (18)	131,000 (16)	
26-30	108,000 (16)	140,000 (13)		140,000 (11)
All years combined	72,170 (215)	88,000 (145)	100,000 (98)	117,000 (31)
<b>South Atlantic</b>				
2-5	46,350 (25)	51,565 (23)	67,150 (16)	
6-10	58,000 (17)	72,200 (20)	89,000 (22)	
11-15	69,500 (12)	78,500 (14)	91,650 (14)	
16-20	67,000 (16)	109,000 (13)	95,500 (20)	
21-25	81,500 (18)	85,000 (19)	107,439 (20)	
26-30	93,400 (19)	98,500 (12)	110,050 (16)	
31-35	94,500 (12)		134,000 (17)	
All years combined	71,000 (132)	75,750 (112)	95,500 (134)	96,500 (18)
<b>East South Central</b>				
21-25	92,500 (10)			
All years combined	73,500 (46)	72,000 (32)	81,750 (30)	
<b>East North Central</b>				
0-1	49,000 (22)	50,000 (10)		
2-5	48,000 (63)	57,000 (26)	75,000 (18)	
6-10	61,900 (68)	74,000 (39)	82,000 (23)	
11-15	71,500 (52)	83,250 (32)	93,307 (28)	
16-20	76,000 (45)	82,250 (26)	104,250 (28)	
21-25	95,653 (48)	91,000 (19)	112,913 (24)	110,000 (15)
26-30	100,000 (27)	95,000 (22)		107,000 (12)
31-35	90,740 (24)	100,500 (12)		
36-40	106,000 (11)			

All years combined	70,000	(364)	79,450	(190)	94,807	(140)	100,000	(67)
<b>West North Central</b>								
0-1	42,500	(14)						
2-5	46,750	(32)	55,600	(21)	73,150	(12)		
6-10	66,700	(38)	69,500	(26)	85,000	(17)		
11-15	68,000	(25)	73,000	(17)	85,000	(22)		
16-20	85,000	(17)	82,000	(15)	100,000	(19)		
21-25	80,000	(16)	82,000	(17)	107,000	(14)		
26-30	86,400	(14)			108,950	(16)		
All years combined	69,000	(172)	72,750	(110)	94,000	(112)	102,500	(30)
<b>Mountain</b>								
26-30	82,500	(12)						
All years combined	71,500	(50)	69,500	(34)	85,000	(23)		
<b>West South Central</b>								
2-5			56,500	(10)				
6-10	60,000	(12)						
11-15	81,747	(10)			73,500	(10)		
All years combined	71,077	(60)	74,000	(44)	84,000	(57)		
<b>California</b>								
0-1	50,100	(12)						
2-5	48,750	(26)						
6-10	60,275	(22)	68,000	(17)				
11-15	75,000	(25)			93,250	(10)		
16-20	85,000	(23)	112,500	(12)				
21-25	85,000	(22)						
26-30	83,836	(16)			121,900	(10)		
All years combined	70,000	(161)	83,000	(67)	99,000	(58)	100,000	(13)
<b>Other Pacific</b>								
2-5	48,500	(10)						
6-10	52,500	(12)						
11-15	58,000	(11)						
16-20	74,000	(11)						
All years combined	61,500	(68)	61,000	(29)	78,750	(21)		

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Table 4

## Median salary of full-time employees by type of employer, years of experience, and degree, both sexes combined

Employer/ Years since BS	Median salary, \$ (No. of respondents)			
	BS	MS	PhD	MBA
<b>All employers combined</b>				
0-1	48,000 (82)	55,000 (45)	70,000 (30)	
2-5	48,000 (218)	57,000 (132)	70,000 (79)	88,500 (12)
6-10	61,000 (239)	70,000 (161)	85,000 (101)	84,000 (15)
11-15	72,500 (174)	82,500 (111)	85,000 (119)	93,000 (33)
16-20	79,000 (164)	90,000 (103)	98,500 (104)	96,000 (19)
21-25	83,500 (177)	94,000 (103)	107,500 (104)	103,750 (36)
26-30	89,250 (126)	98,500 (80)	110,000 (81)	108,000 (47)
31-35	95,000 (85)	105,000 (40)	114,000 (58)	115,000 (23)
36-40	98,400 (35)	83,000 (12)	109,000 (24)	
41-45	102,000 (13)			
All years combined	70,000 (1,314)	76,000 (791)	92,500 (709)	100,000 (198)
<b>Food/beverage manufacturer/processor</b>				
0-1	48,000 (45)	57,500 (22)		
2-5	50,000 (118)	60,000 (61)	75,000 (24)	
6-10	62,000 (136)	73,000 (94)	86,650 (34)	
11-15	70,500 (86)	84,000 (52)	97,000 (40)	
16-20	79,000 (87)	90,500 (38)	112,000 (27)	
21-25	85,000 (91)	96,500 (54)	120,000 (29)	103,750 (20)
26-30	85,000 (58)	100,250 (44)	134,000 (21)	112,500 (16)
31-35	100,025 (44)	104,000 (19)	180,000 (10)	
36-40	98,400 (19)			
All years combined	68,167 (688)	78,700 (390)	100,000 (199)	101,000 (73)
<b>Food ingredient manufacturer/supplier</b>				
0-1	50,100 (26)	52,000 (11)		
2-5	47,000 (67)	54,500 (32)		
6-10	62,000 (69)	70,750 (30)	97,500 (19)	
11-15	75,000 (55)	85,000 (32)	92,000 (23)	96,500 (16)
16-20	82,000 (46)	95,000 (41)	111,500 (16)	93,300 (10)
21-25	81,000 (39)	95,000 (19)	101,000 (16)	108,000 (11)
26-30	96,000 (33)	93,500 (12)	102,000 (10)	113,000 (20)
31-35	82,000 (21)	100,500 (10)		101,500 (10)
36-40	102,000 (10)			
All years combined	72,000 (371)	76,000 (191)	96,000 (102)	100,000 (79)
<b>Processing equipment manufacturer/supplier</b>				
All years combined	70,000 (19)			
<b>Packaging materials manufacturer/supplier</b>				
All years combined	78,000 (10)			
<b>Contract processing/packaging</b>				
All years combined	99,000 (10)			
<b>Consulting</b>				
All years combined	75,000 (25)	74,500 (20)		
<b>Educational institution</b>				
2-5			63,000 (28)	
6-10			63,000 (17)	
11-15			72,000 (35)	
16-20			83,500 (38)	
21-25			91,677 (30)	
26-30			88,500 (32)	
31-35			99,000 (25)	

36-40			110,000	(12)	
All years combined		43,500	(32)	79,000	(229)
<b>Foodservice</b>					
All years combined	76,500	(28)	94,000	(19)	89,000 (11)
<b>Government</b>					
All years combined	65,500	(10)	76,000	(19)	103,500 (54)
<b>Independent testing lab</b>					
All years combined	72,000	(19)	90,000	(10)	78,000 (11)
<b>Scientific/Trade Organization</b>					
All years combined			80,000	(13)	96,000 (21)
<b>Other</b>					
2-5	50,000	(17)	57,750	(16)	
6-10	58,958	(14)			95,600 (12)
11-15	95,250	(16)	68,840	(10)	
16-20	72,000	(12)			
21-25	81,750	(18)	82,000	(11)	
26-30	103,000	(15)			
All years combined	73,000	(107)	71,900	(62)	104,025 (54) 89,000 (15)

Table 5

Median salary of full-time employees by sex, type of employer, and degree, all years of experience combined

Sex/Employer	Median salary, \$ (No. of respondents)			
	BS	MS	PhD	MBA
<b>Both sexes combined</b>				
Food/beverage manufacturer/processor	68,167 (688)	78,700 (390)	100,000 (199)	101,000 (73)
Food ingredient manufacturer/supplier	72,000 (371)	76,000 (191)	96,000 (102)	100,000 (79)
Processing equipment manufacturer/supplier	70,000 (19)			
Packaging materials manufacturer/supplier	78,000 (10)			
Contract processing/packaging	99,000 (10)			
Consulting	75,000 (25)	74,500 (20)		
Educational institution		43,500 (32)	79,000 (229)	
Foodservice	76,500 (94)	94,000 (19)	89,000 (11)	
Government	65,500 (10)	76,000 (19)	103,500 (54)	
Independent testing lab	72,000 (19)	90,000 (10)	78,000 (11)	
Scientific/trade organization		80,000 (13)	96,000 (21)	
Other	73,000 (107)	71,900 (62)	104,025 (54)	89,000 (15)
<b>Men</b>				
Food/beverage manufacturer/processor	75,400 (324)	88,000 (187)	105,000 (148)	105,000 (48)
Food ingredient manufacturer/supplier	80,000 (181)	84,000 (91)	100,000 (65)	105,000 (55)
Processing equipment manufacturer/supplier	69,500 (14)			
Consulting	75,000 (15)	77,500 (12)		
Educational institution		44,000 (11)	81,000 (127)	
Foodservice	96,000 (17)			
Independent testing lab	67,000 (11)			
Scientific/trade organization			130,000 (13)	
Other	80,500 (44)	83,000 (25)	105,000 (37)	
<b>Women</b>				
Food/beverage manufacturer/processor	62,000 (356)	73,000 (200)	90,750 (48)	80,000 (25)
Food ingredient manufacturer/supplier	65,000 (189)	72,000 (99)	85,000 (36)	92,300 (24)
Consulting	82,500 (10)			
Educational institution		46,000 (19)	74,678 (95)	
Foodservice	57,783 (11)	91,500 (10)		
Government		75,000 (13)	90,135 (26)	
Other	69,900 (61)	69,000 (37)	100,000 (17)	

Table 6

**Median salary of full-time employees by job function/title, and size of employer, both sexes combined, all years of experience combined, all degrees combined**

Job function/Title	Median salary, \$ (No. of respondents)						
	< 100 employees	100–499 employees	500–999 employees	1,000–2,400 employees	2,500–4,999 employees	5,000 or more employees	All employer sizes combined
<b>R&amp;D/Scientific/Technical</b>							
Vice President (R&D)	113,000 (25)	145,000 (19)			172,400 (11)	194,000 (19)	150,000 (87)
Director of Research	81,000 (33)	86,000 (37)	103,500 (20)	104,250 (12)	116,413 (15)	127,000 (31)	100,000 (148)
Technical Director	81,250 (17)	85,000 (29)	109,000 (16)	118,500 (14)	125,000 (12)	125,000 (28)	109,000 (116)
Quality Assurance Director/Manager/Supervisor	58,000 (43)	65,000 (67)	67,000 (29)	74,500 (40)	89,000 (33)	95,000 (85)	73,000 (297)
Quality Assurance (other than above)						68,000 (25)	60,000 (54)
Technical Service Director	85,000 (13)	70,000 (11)				107,085 (12)	88,750 (50)
Laboratory Director		76,000 (19)				86,250 (12)	78,000 (53)
Chemist		60,000 (13)		68,250 (12)		66,132 (13)	65,000 (59)
Flavorist	76,000 (10)	92,000 (22)	87,500 (12)				80,000 (59)
Food Engineer						78,000 (27)	78,000 (45)
Food Scientist/Technologist	58,000 (63)	55,000 (115)	64,500 (86)	70,300 (97)	68,500 (70)	71,500 (243)	66,200 (674)
Microbiologist						90,000 (14)	68,000 (35)
Nutritionist							73,800 (15)
Research Chef							64,000 (16)
Sensory Evaluation Specialist		64,500 (12)		67,500 (13)	80,000 (13)	73,000 (33)	69,167 (86)
Other	65,000 (26)	70,000 (52)	72,000 (34)	85,000 (43)	79,500 (32)	83,672 (71)	77,000 (258)
All combined	68,000 (271)	70,000 (413)	72,500 (246)	75,123 (275)	80,000 (223)	81,000 (633)	75,000 (2,061)
<b>Management (other than R&amp;D, Sales &amp; Marketing)</b>							
President/Owner/Partner/Officer	150,000 (43)						150,000 (58)
Vice President	145,000 (13)	129,000 (10)					151,000 (38)
General Manager							113,500 (32)
Engineering/Processing Director/Manager/Supervisor							92,000 (17)
Plant Manager/Supervisor							76,000 (34)
Other	70,000 (17)	78,000 (20)	77,000 (13)			86,000 (30)	86,000 (98)
All combined	110,000 (92)	100,000 (51)	90,500 (29)	109,000 (23)	100,750 (24)	90,000 (58)	100,000 (277)

Sales & Marketing							
Vice President	130,000 (14)	135,000 (14)					137,500 (40)
Director		106,000 (11)					110,000 (37)
Manager	80,500 (16)	85,000 (19)		89,000 (11)			85,750 (60)
Product Manager							82,000 (19)
Sales Representative	66,500 (28)	97,000 (22)	97,000 (11)				87,500 (78)
Technical Sales Representative	78,500 (18)	75,600 (21)					76,300 (60)
Other							77,500 (20)
All combined	80,000 (99)	91,000 (104)	92,000 (42)	97,000 (34)	88,000 (11)	90,000 (32)	89,000 (322)
Purchasing							
Purchasing/Procurement Director/Manager							90,000 (21)
Purchasing Agent/Buyer							64,000 (11)
All combined						75,000 (11)	75,000 (40)
Consulting							
Technical/Scientific	68,760 (23)						70,000 (35)
All combined	69,000 (33)						75,000 (51)
Government							
Management/Administrative							113,000 (26)
Research							87,600 (19)
All combined						90,270 (39)	88,000 (63)
Education							
Undergraduate teaching, some research				72,500 (11)			72,500 (29)
Research only							43,025 (22)
Research, some graduate teaching	72,000 (10)			91,000 (15)			77,000 (49)
Research, some undergraduate teaching						70,000 (13)	70,000 (42)
Administration				125,000 (11)		139,000 (10)	120,000 (33)
Extension							73,000 (32)
Other				90,500 (16)		69,100 (10)	78,000 (45)
All combined	63,500 (38)	65,000 (28)	75,500 (32)	80,893 (76)	80,500 (40)	74,600 (56)	74,839 (270)
All job functions/titles combined	75,000 (561)	75,000 (624)	77,000 (362)	80,000 (429)	82,000 (321)	83,000 (841)	78,000 (3,138)