feeding the minds
that feed the world

2011

IFT Membership Employment & Salary Survey Report

ift.org/salaryreport

Executive Summary

This report examines the income of IFT members who represent all types of professionals employed in food science and technology, incorporating income factors such as sex, years of experience, highest educational degree earned, geographical region, and size and type of employer. It also provides a snapshot of employment benefits, job satisfaction and stressors, among other factors.

IFT conducts its Membership Employment & Salary Survey biennially. Despite the fact that the previous survey was conducted at the very beginning of the recession, the vast majority of the data here indicates only slight changes from 2009 to 2011.

Historically, the results of these industry surveys have revealed a large disparity between the salaries of men and women. Here, data suggest that this income gap is narrowing—and, for the youngest professionals in food science and technology, has disappeared altogether. The median salaries for respondents age 20-29 are identical for both sexes, at $55,000. This trend is due in part to the fact that median starting salaries have decreased since 2009.

Other highlights of this report include:

- The percentages of IFT members with college degrees have not changed significantly, nor have their median salaries, with the exception of those with MBAs, who saw a decline in income.
- Survey results show that both the age and years of experience of those in our industry are evenly distributed.
- Among types of employers, food ingredient manufacturers/suppliers were paid the highest median salaries.

For the first time, IFT included survey questions on job satisfaction, stress factors and hours worked, as well as economic effects impacting employers. The results show that the higher the job satisfaction, the higher the median salary. Similarly, the higher the salary, the higher the stress level.

History and Methodology

The Membership Employment & Salary Survey has a long history at IFT. The organization first surveyed its members in the U.S. in 1966 and 1979, then every two years since 1993 (with the exception of 2001 when it conducted a starting salary survey only). The surveys have served as a valuable resource for members and others practicing in the food science and technology industry, as well as human resources personnel in food companies.

A total of 1,923 IFT members—or about 18% of the 10,901 U.S. IFT Members and Professional Members with valid e-mail addresses—responded to the 2011 survey, which was conducted in October and November of 2011. E-mail invitations provided instructions on how to access a 40-question survey on the Internet. Results, which were tabulated by Data Lab Corp., Niles, IL., were kept anonymous and confidential. Respondents were divided evenly along gender lines, as 50% were male and 50% were female.

When reviewing this report, readers should note that illustrations are not drawn to scale, percentages may add up to more or less than 100% because of rounding, and not all of the survey questions asked are included in the following data.

Data

General Data

Comparing current and historical data compiled from IFT member surveys reveals that changes from recent years are slight. One major difference is the 2011 survey response rate, which decreased significantly. However, the number of respondents (1,923) is still more than adequate for representing industry trends. The overall median salary decreased very slightly, only .8% from $87,700 in 2009 to $87,000 in 2011 (Table 1). This does not necessarily reflect the true picture, however, as Table 5 will show.

Table 1

Trends over the past 45 years as indicated by previous IFT surveys[a]

Year	1966	1979	1993	1995	1997	1999	2003	2005	2007	2009	2011
No. of questionnaires sent	7,100	12,370	18,916	19,538	19,538	19,478	13,667	12,625	11,139	10,874	10,901
No. of respondents	4,959	5,884	7,785	6,937	5,933	4,950	3,934	3,732	3,078	2,728	1,923
Percent return	71%	48%	42%	36%	31%	26%	29%	30%	28%	25%	18%
Men (%)	NA	79%	66%	63%	61%	60%	56%	54%	52%	51%[b]	50%
Women (%)	NA	17%	34%	37%	39%	40%	44%	46%	48%	49%	50%
Men under age 30 (%)	NA	NA	32%	32%	31%	31%	26%	32%	27%	24%	27%
Women under age 30 (%)	NA	NA	68%	68%	69%	69%	74%	68%	73%	76%	73%
Highest degree in Food Science/Technology (%)	17%	30%	41%	43%	43%	44%	45%	46%	44%	47%	54%
BS degree (%)	NA	47%	47%	47%	46%	46%	42%	41%	41%	39%	39%
MS degree (%)	NA	23%	23%	23%	23%	23%	25%	25%	25%	27%	26%
PhD degree (%)	NA	25%	23%	21%	22%	23%	24%	23%	23%	25%	26%
MBA degree (%)	NA	NA	6%	5%	5%	5%	4%	6%	6%	6%	7%
Employed in Industry[c] (%)	74%	76%	67%	66%	66%	68%	66%	70%	69%	70%	68%
Employed in Education (%)	12%	13%	9%	9%	9%	9%	11%	8%	8%	9%	10%
Employed in Government (%)	8%	6%	4%	3%	3%	3%	3%	3%	2%	2%	2%
RGD/Scientific/Technical function (%)	49%	50%	NA%	66%	66%	70%	62%	63%	63%	67%	68%
Management function (%)	22%	20%	28%	10%	10%	8%	10%	10%	10%	8%	6%
Sales & Marketing function (%)	12%	12%	11%	10%	9%	10%	11%	10%	9%	10%	10%
Education function (%)	8%	9%	11%	7%	8%	7%	11%	8%	9%	9%	10%
Government function (%)	NA	NA	9%	2%	2%	2%	2%	2%	3%	2%	2%
Median Salary ($)	$13,000	$24,000-$25,999	$53,000	$55,200	$60,000	$65,000	$73,150	$78,000	$84,000	$87,700	$87,000

[a]Surveys conducted prior to 2001 were conducted by mail; the 2001 survey, conducted via the Internet, was a starting salary survey only and is therefore not included in this table; surveys after 2001 were conducted via the internet and were sent only to Members and Professional Members in the U.S. whose e-mail addresses were known.

[b]For the 2009 survey, the percentage of male respondents was rounded down, and the percentage of female respondents rounded up.

[c]Data only for Food/Beverage Processor and Ingredient Manufacturer/Supplier combined.

Throughout this report, if the number of respondents in any category was fewer than 10, the data were not included. Unless otherwise indicated, salaries and other data reflect responses from full-time employees.

The snapshot of the food science industry in Figure 1 reveals that respondents are employed full-time almost exclusively, although those who are unemployed seem much less likely to complete such a survey. The steady trend toward parity of employment of women and men in food science culminated in 2011 with a 50/50 split (Table 2). In age, respondents are fairly evenly distributed, with the majority falling between age 30 and 59 (Table 3). The industry is still overwhelmingly Caucasian, with percentages of other races holding steady or declining based on data from previous years surveys (Table 4).

Current Employment Status

Figure 1

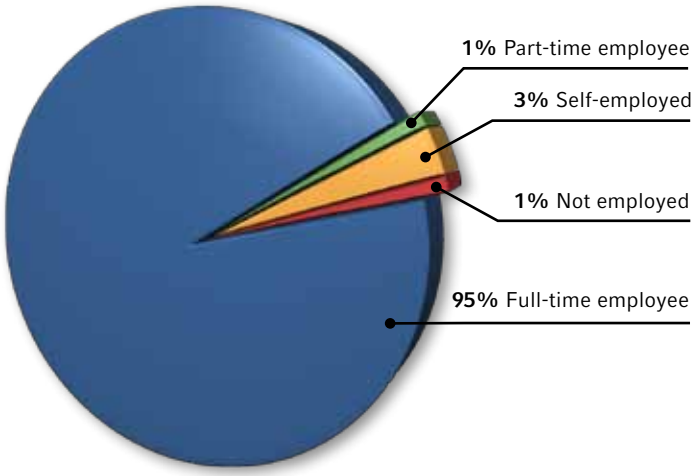


Table 2

Sex	
All ages	
Men	50%
Women	50%
Under age 30	
Men	27%
Women	73%

Table 3

Age Distribution	
20–29	15%
30–39	23%
40–49	22%
50–59	28%
60–69	11%
70+	1%

Table 4

Race	
White/Caucasian	80%
Asian/Pacific Islander	11%
Hispanic	4%
Black/African-American	3%
Other/Mixed	2%

It's important to note that while the overall median salary in the industry shows a minimal, uncharacteristic decrease, the median salaries for women and for men actually increased from 2009. The 1% boost in the percentage of women survey respondents, with their lower salaries, has apparently moved the median for both sexes combined. Conversely, women's cash bonuses and stocks rose slightly since the last survey, bringing the medians for these areas up. Table 5 shows that the sex disparity is even greater for bonuses and stock distributions. Sex income discrepancy is, of course, much more far-reaching than our industry. According to 2009 U.S. Census data, women's salaries across all industries were 77% of men's.[1]

Table 5

Median values of salary, cash bonus, and stocks by sex, all degrees, years of experience, and types of business combined

	Median Salary, $ (No. of Respondents)					
	Men		Women		Both Sexes Combined	
Salary	$99,250	(890)	$77,812	(902)	$87,000	(1,808)
Cash Bonus	$10,000	(615)	$6,000	(598)	$8,000	(1,221)
Stocks	$10,000	(145)	$5,900	(100)	$10,000	(247)

[1]*Source: "Income, Poverty, and Health Insurance Coverage in the United States: 2009," by the U.S. Census Bureau.*

In Table 6, the sex disparity is examined more closely. Median salaries for the youngest age category are equal for men and women, but the gap gradually widens with each increase in age. One way to interpret this data is to consider that the traditional gap between women's salaries and men's is disappearing with time, and most recent hires may experience less and less inequality.

Table 6

Median Salaries by Sex and Age

Age	Men	Women
20–29	$55,000	$55,000
30–39	$82,300	$75,000
40–49	$102,000	$92,000
50–59	$112,000	$95,000
60–69	$120,000	$104,000

Median starting salaries have declined; those for men dropped substantially since 2009, from $70,000 to $52,000. However, input in 2009 from university food science departments suggests that the starting salary for males may have been overstated based on the relatively small sample size (17). In 2011 for instance, women's median salaries are 83% of men's, surpassing the national average.

Table 7

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
2007	$60,000	$45,000	$45,800
2009	$70,000	$44,100	$50,000
2011	$52,000	$43,000	$44,000

The distribution of degrees earned remained basically identical to the 2009 data. It will be interesting to compare this data to future survey results to see if today's difficult global job market is pushing more members to pursue advanced degrees in order to improve their employability (and possibly to delay job hunting until the economy improves). This trend is supported by a recent survey by the Council of Graduate Schools and Graduate Record Examinations Board, which revealed an 8.4% increase in applications for admission to U.S. graduate schools of between autumn 2009 and autumn 2010.[2]

Table 8

Degree, Both Sexes

BS	39%
MS	26%
Ph.D.	26%
MBA	6%
None/Other	2%

Table 9

Degree, Men

BS	35%
MS	22%
Ph.D.	33%
MBA	7%
None/Other	2%

Table 10

Degree, Women

BS	44%
MS	31%
Ph.D.	18%
MBA	6%
None/Other	2%

[2]*Source: "Graduate Enrollment and Degrees: 2000 to 2010." A Survey of Graduate Enrollment and Degrees by Council of Graduate Schools and Graduate Record Examinations Board. September 2011.*

With the exception of the percentage of members with MBAs who saw a decline in median salaries in 2011 ($103,500) from 2009 ($107,500), salaries for all degrees have either remained static or increased slightly. This is positive news, given that 20% of respondents noted their employers instituted a pay freeze this year (see Table 28 & Figure 3 on page 20).

Table 11

Median Salary by Degree ($)

Year	BS	MS	Ph.D.	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
2007	$75,000	$80,000	$98,300	$97,000
2009	$79,000	$85,000	$103,000	$107,500
2011	$80,000	$85,000	$105,000	$103,500

The figures below show more detail on the degrees earned by IFT members and how they are using those degrees. In Table 12, those with and without a degree in food science are fairly evenly split except for the self-employed, 72% of whom do not have an industry-specific degree. Of the 57 self-employed respondents, 40 identified themselves as working in consulting.

Approximately 13% of those with a degree earned it outside of the U.S., with the majority being bachelor's degrees (Table 13).

Finally, it seems that a degree in food science or technology is not required for steady employment in the field. Interestingly, those working in government and education had the highest incidence of an industry-specific degree, at 60% and 62% respectively (Table 14).

Table 12

Current Employment Situation	Degree in Food Science/Technology	
	Yes	No
Full-time Employee	53% (962)	47% (860)
Part-time Employee	52% (13)	48% (12)
Self-Employed	28% (16)	72% (41)
Not Employed	47% (9)	53% (10)

Table 13

Highest Degree Earned	Degree	
	U.S. Degree	Non-U.S. Degree
Bachelor's	85% (637)	16% (117)
Master's	91% (460)	9% (45)
Doctorate	89% (441)	11% (54)
MBA	94% (116)	7% (8)
No Degree	53% (10)	47% (9)
Other	68% (13)	32% (6)

Table 14

Primary Function	Degree in Food Science/Technology	
	Yes	No
R&D/Scientific/Technical	56% (702)	44% (559)
Management	38% (46)	62% (74)
Sales & Marketing	33% (63)	67% (126)
Purchasing	41% (7)	59% (10)
Consultants	36% (20)	64% (36)
Government	60% (24)	40% (16)
Education	62% (118)	38% (73)

Table 15 reveals that the respondents who indicated that they had earned a degree in food science and technology represent 54% of those with degrees. It's easy to correlate the remaining fields to food science job functions, with business/marketing degrees coming in second at 9% and the remainder in other specialized scientific fields.

As with the ages of respondents seen in Table 3, respondents' years of experience are fairly evenly distributed as shown in Table 16. Unlike some industries, such as utilities and airlines, food science shows no signs of "aging out" qualified employees.[3] Those industries that are heavily weighted towards older workers are likely to face challenges when employees begin to retire en masse.

Table 15

Field of Highest Degree	
Food Science/Technology	54%
Business/Marketing	9%
Chemistry	6%
Biological Sciences	6%
Nutrition	4%
Microbiology	3%
Chemical Engineering	2%
Food Engineering	2%
Agriculture	1%

Table 16

Years of Experience	
0-1	4%
2-5	16%
6-10	14%
11-15	13%
16-20	12%
21-25	12%
26-30	11%
>30	19%

There are not many surprises in the relationships depicted in Table 17; median salaries increase as years of experience increase, and with higher degrees. The sex discrepancy remains with one exception. Women with Ph.D.s managed to overtake their male counterparts in the 11-20 years of experience range. Regarding the rate of increase with higher degrees, consider how this corresponds to the added expense of earning the degree. According to author Tara Kuther, Ph.D., a master's of science currently costs an average of $30,000.[4]

Table 17

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	
BS Degree						
0-1	-	-	$43,000	(25)	$44,000	(32)
2-5	$50,000	(48)	$51,750	(94)	$51,500	(142)
6-10	$67,795	(33)	$66,000	(58)	$67,500	(91)
11-15	$87,500	(38)	$80,000	(58)	$83,000	(96)
16-20	$95,000	(42)	$80,000	(49)	$89,000	(91)
21-25	$100,000	(37)	$90,000	(45)	$94,500	(82)
26-30	$103,500	(40)	$97,000	(31)	$100,000	(71)
31-35	$109,000	(40)	$96,500	(20)	$104,016	(60)
36-40	$102,000	(15)	-	-	$102,000	(22)
41-45	$133,000	(14)	-	-	$133,000	(18)
All Years Combined	$90,000	(316)	$71,000	(391)	$80,000	(707)

Table continued on next page

[3]Source: "At Risk of Aging Out: The oldest Fortune 500 companies and industries" by Sarah Sladek. XYZ University. July 19, 2011. http://xyzuniversity.com/2011/07/oldestfortune500/.

[4]Source: "Is Graduate School Worth the Cost," by Tara Kuther, Ph.D. http://gradschool.about.com/od/financialaid/a/worthit.htm.

Table 17 Continued

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	
MS Degree						
0-1	-	-	$55,000	(15)	$60,000	(24)
2-5	$65,000	(19)	$62,000	(73)	$63,973	(92)
6-10	$84,500	(26)	$71,050	(52)	$75,000	(78)
11-15	$90,000	(34)	$85,000	(39)	$88,736	(73)
16-20	$110,000	(19)	$94,900	(22)	$102,500	(41)
21-25	$124,000	(22)	$100,100	(39)	$110,000	(61)
26-30	$107,500	(24)	$112,700	(21)	$108,000	(45)
31-35	$107,000	(25)	$110,000	(15)	$109,000	(40)
36-40	$128,500	(12)	-	-	$123,000	(13)
All Years Combined	$95,000	(195)	$75,000	(278)	$85,000	(473)
Ph.D. Degree						
0-1	-	-	-	-	$74,500	(12)
2-5	$83,000	(23)	$79,000	(26)	$80,000	(49)
6-10	$84,000	(37)	$74,750	(26)	$82,000	(63)
11-15	$105,000	(31)	$109,000	(25)	$106,000	(56)
16-20	$108,500	(42)	$110,000	(20)	$108,500	(62)
21-25	$121,000	(41)	$95,369	(22)	$120,000	(63)
26-30	$130,000	(47)	$127,000	(19)	$128,000	(66)
31-35	$144,000	(31)	-	-	$143,500	(38)
36-40	$134,500	(18)	-	-	$127,500	(26)
All Years Combined	$110,000	(284)	$95,000	(162)	$105,000	(446)
MBA Degree						
6-10	-	-	$69,000	(10)	$79,900	(18)
11-15	-	-	-	-	$73,625	(11)
16-20	-	-	-	-	$100,000	(11)
21-25	-	-	-	-	$121,000	(13)
26-30	-	-	-	-	$121,000	(11)
31-35	$125,000	(18)	$125,000	(10)	$125,000	(28)
All Years Combined	$120,000	(65)	$90,000	(50)	$105,000	(115)

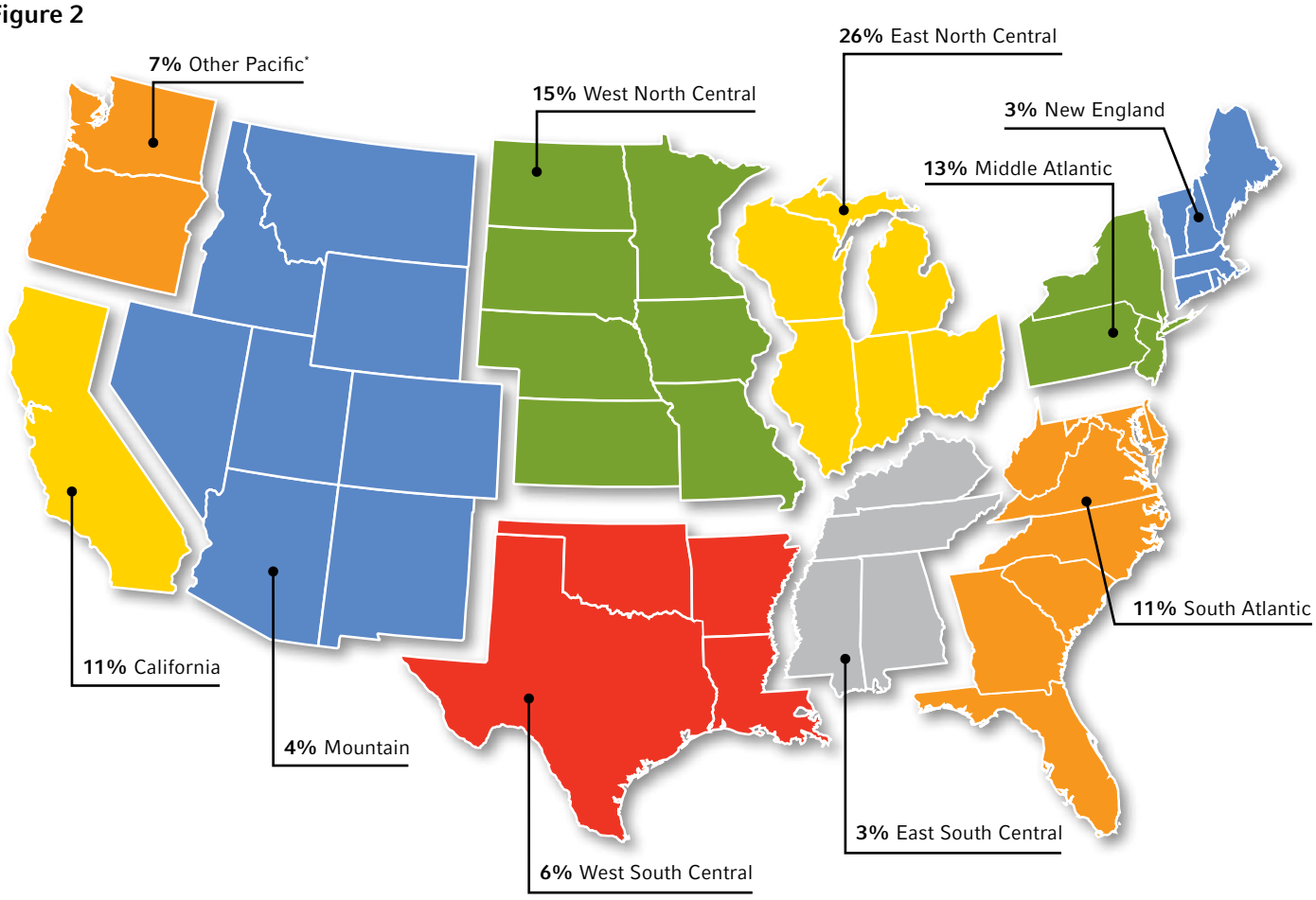
If the number of respondents in any category was fewer than 10, the data were not included.

Regional Data

Median salaries are highest in the South Atlantic region (which extends from West Virginia to Florida) at $100,000 and lowest in the Other Pacific region (which includes Washington, Oregon, Alaska, and Hawaii) at $72,500 (Table 18). These regional differences do not match the national averages for all industries, however, which show the South Atlantic region ranked sixth.[5] The Bureau of Labor Statistics breakdown of states by region differs slightly from IFT's breakdown, however.

Percentage of Respondents by Region

Figure 2



Note: Alaska and Hawaii are included in the Other Pacific region.

Table 18

Median Salary by Location ($)	
South Atlantic	$100,000
California	$93,300
Middle Atlantic	$92,645
West South Central	$87,500
West North Central	$87,400
East North Central	$86,300
East South Central	$83,000
New England	$80,000
Mountain	$75,000
Other Pacific	$72,500

[5]Source: BLS National Compensation Survey: Wages www.bls.gov/ncs/ocs/compub.htm#Division.

Table 19

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		Ph.D.		MBA	
All Regions Combined								
0-1	$44,000	(32)	$60,000	(23)	$74,500	(12)	-	-
2-5	$51,500	(141)	$64,000	(89)	$80,000	(47)	-	-
6-10	$67,795	(93)	$75,000	(79)	$83,000	(61)	$79,900	(18)
11-15	$82,600	(93)	$88,736	(73)	$107,000	(55)	$72,813	(10)
16-20	$89,000	(91)	$102,500	(39)	$108,500	(62)	$99,500	(12)
21-25	$93,000	(80)	$108,000	(63)	$120,000	(60)	$120,500	(12)
26-30	$100,000	(70)	$108,000	(45)	$126,348	(66)	$121,000	(11)
31-35	$104,000	(61)	$109,000	(40)	$139,500	(40)	$125,000	(28)
36-40	$102,000	(22)	$123,000	(13)	$127,000	(26)	$128,500	(12)
41-45	$133,000	(18)	-	-	-	-	-	-
All Years Combined	$79,913	(704)	$85,000	(470)	$107,000	(440)	$101,100	(114)
New England								
All Years Combined	$73,000	(20)	$72,000	(19)	$101,000	(17)	-	-
Middle Atlantic								
0-1	-	-	-	-	-	-	-	-
2-5	$54,000	(24)	$70,250	(12)	-	-	-	-
6-10	$69,000	(13)	-	-	-	-	-	-
11-15	$83,799	(17)	$96,500	(10)	-	-	-	-
16-20	$99,850	(10)	-	-	$102,500	(10)	-	-
21-25	-	-	-	-	-	-	-	-
26-30	-	-	-	-	-	-	-	-
31-35	-	-	-	-	-	-	-	-
All Years Combined	$82,000	(101)	$92,000	(63)	$107,750	(50)	$115,000	(16)
South Atlantic								
2-5	-	-	$68,250	(10)	-	-	-	-
6-10	-	-	$84,616	(12)	$80,000	(12)	-	-
11-15	-	-	$98,000	(12)	-	-	-	-
16-20	-	-	-	-	-	-	-	-
21-25	-	-	-	-	$106,500	(10)	-	-
26-30	-	-	-	-	$136,693	(16)	-	-
31-35	-	-	-	-	$132,000	(10)	-	-
36-40	-	-	-	-	-	-	-	-
All Years Combined	$85,500	(44)	$90,000	(62)	$114,000	(75)	$130,000	(10)
East South Central								
All Years Combined	$89,500	(29)	$72,500	(10)	$83,000	(16)	-	-

Table continued on next page

Table 19 Continued

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		Ph.D.		MBA	
East North Central								
2-5	$52,000	(43)	$62,000	(19)	$82,500	(10)	-	-
6-10	$65,000	(29)	$72,000	(20)	$85,500	(12)	-	-
11-15	$82,800	(28)	$83,500	(18)	$113,000	(10)	-	-
16-20	$90,000	(24)	-	-	$115,000	(16)	-	-
21-25	$97,500	(20)	$106,000	(21)	$130,000	(19)	-	-
26-30	$97,000	(17)	$130,000	(14)	$110,000	(13)	-	-
31-35	$96,650	(18)	$110,000	(14)	-	-	-	-
36-40	-	-	-	-	-	-	-	-
All Years Combined	$79,413	(206)	$83,300	(123)	$110,000	(93)	$101,000	(36)
West North Central								
2-5	$53,500	(15)	$65,000	(13)	-	-	-	-
6-10	$65,000	(19)	$79,000	(15)	-	-	-	-
11-15	$82,000	(13)	-	-	$103,000	(15)	-	-
16-20	$83,265	(16)	-	-	-	-	-	-
21-25	-	-	$114,800	(11)	$125,864	(12)	-	-
26-30	$97,000	(11)	-	-	$119,000	(13)	-	-
31-35	$109,590	(10)	-	-	-	-	-	-
All Years Combined	$78,000	(95)	$87,400	(63)	$104,000	(83)	$90,000	(21)
Mountain								
11-15	-	-	-	-	-	-	-	-
All Years Combined	$76,750	(32)	$65,000	(26)	$87,000	(16)	-	-
West South Central								
All Years Combined	$80,000	(32)	$85,000	(31)	$95,000	(35)	-	-
California								
0-1	-	-	-	-	-	-	-	-
2-5	$51,000	(14)	$59,500	(10)	-	-	-	-
6-10	-	-	-	-	$76,500	(10)	-	-
16-20	$93,000	(14)	-	-	-	-	-	-
21-25	$90,720	(12)	-	-	-	-	-	-
26-30	-	-	-	-	-	-	-	-
All Years Combined	$89,000	(81)	$85,200	(48)	$114,500	(40)	$120,000	(13)
Other Pacific								
2-5	$58,000	(14)	-	-	-	-	-	-
16-20	-	-	-	-	-	-	-	-
21-25	$73,500	(10)	-	-	-	-	-	-
All Years Combined	$65,140	(64)	$72,000	(25)	$100,000	(15)	-	-

If the number of respondents in any category was fewer than 10, the data were not included.

Types/Size of Employer

Table 20 shows the distribution of IFT members among employer types. According to previous years surveys, the food/beverage processor sector dipped from 47% to 43%, with corresponding minor increases for employment by ingredient manufacturers/suppliers, academia, and consulting.

Table 20

Type of Employer	
Food/Beverage Processor	43%
Ingredient Manufacturer/Supplier	25%
Academia	10%
Other	7%
Consultant	4%
Food Retailer	2%
Government	2%
Foodservice	1%
Packaging Manufacturer/Supplier	1%
Private Research Facility	1%
Processing Equipment Manufacturer/Supplier	1%
Scientific/Trade Organization	1%
Testing Laboratory	1%

Table 21 reflects the range of median salaries by degree earned and years of experience, broken out by type of employer. Comparing the "all years combined" data, food ingredient manufacturer/supplier is the highest-paying type, with the exception of employees with bachelor's degrees in consulting and testing laboratories. Foodservice and food retailers are the lowest paying types.

Table 21

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		Ph.D.		MBA	
All Employers Combined								
0-1	$44,000	(32)	$60,000	(24)	$74,500	(12)	-	-
2-5	$51,500	(142)	$63,973	(92)	$80,000	(50)	-	-
6-10	$67,795	(93)	$75,000	(79)	$82,500	(64)	$79,900	(18)
11-15	$83,000	(97)	$88,736	(73)	$106,000	(56)	$73,625	(11)
16-20	$89,000	(91)	$102,500	(41)	$108,500	(62)	$99,500	(12)
21-25	$94,500	(82)	$109,000	(64)	$120,000	(63)	$121,000	(13)
26-30	$100,000	(71)	$108,000	(45)	$127,000	(67)	$121,000	(11)
31-35	$104,000	(61)	$109,000	(40)	$139,500	(40)	$125,000	(28)
36-40	$102,000	(22)	$123,000	(13)	$129,000	(27)	$128,500	(12)
41-45	$133,000	(18)	-	-	-	-	-	-
All Years Combined	$80,000	(712)	$85,000	(477)	$105,000	(452)	$103,500	(116)

Table continued on next page

Table 21 Continued

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		Ph.D.		MBA	
Food/Beverage Manufacturer/Processor								
0-1	$38,500	(21)	$61,000	(13)	-	-	-	-
2-5	$51,250	(70)	$64,000	(59)	$83,000	(16)	-	-
6-10	$69,500	(48)	$76,650	(40)	$91,000	(23)	-	-
11-15	$82,300	(52)	$87,000	(39)	$109,500	(26)	-	-
16-20	$86,000	(41)	$103,500	(20)	$125,000	(21)	-	-
21-25	$92,000	(42)	$114,800	(25)	$130,000	(19)	-	-
26-30	$96,350	(30)	$112,550	(26)	$145,000	(11)	-	-
31-35	$101,900	(27)	$109,000	(16)	-	-	$117,000	(12)
36-40	$101,500	(14)	-	-	-	-	-	-
All Years Combined	$77,632	(353)	$82,000	(243)	$111,000	(135)	$91,000	(39)
Food Ingredient Manufacturer/Supplier								
0-1	-	-	-	-	-	-	-	-
2-5	$51,500	(49)	$63,000	(19)	-	-	-	-
6-10	$69,000	(28)	$71,000	(16)	-	-	-	-
11-15	$85,000	(23)	$100,000	(19)	-	-	-	-
16-20	$99,850	(32)	$107,000	(11)	-	-	-	-
21-25	$98,500	(26)	$110,000	(21)	$126,500	(11)	$132,500	(10)
26-30	$108,500	(24)	$93,500	(7)	-	-	-	-
31-35	$112,000	(21)	$112,000	(11)	-	-	$138,000	(13)
36-40	-	-	-	-	-	-	-	-
All Years Combined	$84,000	(219)	$90,000	(116)	$118,500	(64)	$120,000	(56)
Consulting								
All Years Combined	$100,000	(11)	$83,000	(10)	-	-	-	-
Educational Institution								
0-1	-	-	-	-	-	-	-	-
2-5	-	-	-	-	$60,217	(15)	-	-
6-10	-	-	-	-	$66,468	(25)	-	-
11-15	-	-	-	-	$79,500	(12)	-	-
16-20	-	-	-	-	$102,290	(27)	-	-
21-25	-	-	-	-	$95,000	(24)	-	-
26-30	-	-	-	-	$110,000	(27)	-	-
31-35	-	-	-	-	$135,000	(15)	-	-
36-40	-	-	-	-	$130,500	(16)	-	-
All Years Combined	-	-	$72,000	(12)	$89,000	(171)	-	-

Table continued on next page

Table 21 Continued

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		Ph.D.		MBA	
Foodservice								
All Years Combined	$62,000	(11)	$90,000	(11)	-	-	-	-
Food Retailer								
All Years Combined	$76,000	(22)	$89,000	(11)	-	-	-	-
Government								
All Years Combined	-	-	$85,000	(11)	$120,000	(29)	-	-
Scientific/Trade Organization								
All Years Combined	-	-	$72,500	(10)	-	-	-	-
Testing Laboratory								
All Years Combined	$101,000	(10)	-	-	-	-	-	-
Other								
6-10	$61,832	(10)	-	-	-	-	-	-
16-20	-	-	-	-	-	-	-	-
21-25	-	-	-	-	-	-	-	-
All Years Combined	$77,500	(62)	$90,250	(30)	$109,000	(23)	-	-

If the number of respondents in any category was fewer than 10, the data were not included.

Table 22 shows median salaries of various employer types based on the sex of the respondents rather than years of experience. Once again, the highest-paying employer type is food ingredient manufacturer/supplier for both sexes.

Table 22

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		Ph.D.		MBA	
Both Sexes Combined								
Food/Beverage Manufacturer/Processor	$77,562	(354)	$83,000	(245)	$110,000	(137)	$91,000	(39)
Food Ingredient Manufacturer/Supplier	$84,000	(219)	$90,000	(117)	$117,000	(65)	$120,000	(57)
Processing Equipment Manufacturer/Supplier	-	-	-	-	-	-	-	-
Consulting	$100,000	(11)	$83,000	(10)	-	-	-	-
Educational Institution	-	-	$72,000	(12)	$89,000	(173)	-	-
Foodservice	$62,000	(11)	$90,000	(11)	-	-	-	-
Food Retailer	$76,000	(22)	$89,000	(11)	-	-	-	-
Government	-	-	$85,000	(11)	$120,000	(29)	-	-
Testing Laboratory	$101,000	(10)	-	-	-	-	-	-
Scientific/Trade Organization	-	-	$72,500	(10)	-	-	-	-
Other	$76,000	(63)	$90,250	(30)	$109,000	(23)	-	-
Men								
Food/Beverage Manufacturer/Processor	$90,000	(152)	$94,000	(97)	$110,500	(100)	$93,600	(21)
Food Ingredient Manufacturer/Supplier	$95,000	(98)	$106,000	(49)	$126,250	(44)	$132,000	(31)
Processing Equipment Manufacturer/Supplier	-	-	-	-	-	-	-	-
Consulting	-	-	-	-	-	-	-	-
Educational Institution	-	-	-	-	$96,500	(96)	-	-
Foodservice	-	-	-	-	-	-	-	-
Food Retailer	-	-	-	-	-	-	-	-
Government	-	-	-	-	$111,871	(16)	-	-
Testing Laboratory	-	-	-	-	-	-	-	-
Scientific/Trade Organization	-	-	-	-	-	-	-	-
Other	$85,000	(31)	$90,200	(10)	-	-	-	-

Table continued on next page

Table 22 Continued

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		Ph.D.		MBA	
Women								
Food/Beverage Manufacturer/Processor	$65,825	(200)	$74,000	(147)	$110,000	(36)	$89,700	(17)
Food Ingredient Manufacturer/Supplier	$78,000	(119)	$75,000	(68)	$94,000	(20)	$103,500	(26)
Processing Equipment Manufacturer/Supplier	-	-	-	-	-	-	-	-
Consulting	-	-	-	-	-	-	-	-
Educational Institution	-	-	-	-	$81,000	(75)	-	-
Foodservice	-	-	-	-	-	-	-	-
Food Retailer	$74,500	(16)	-	-	-	-	-	-
Government	-	-	-	-	$126,000	(12)	-	-
Testing Laboratory	-	-	-	-	-	-	-	-
Scientific/Trade Organization	-	-	-	-	-	-	-	-
Other	$72,000	(32)	$87,000	(19)	$98,500	(14)	-	-

If the number of respondents in any category was fewer than 10, the data were not included.

Table 23 shows that approximately one-third of respondents work for large organizations of more than 5,000 employees (32%), with a similar number at the other end of the scale; a combined 36% work for organizations with fewer than 500 employees.

Table 23

Size of Employer	
<100 Employees	16%
100–499	20%
500–999	11%
1,000–2,499	12%
2,500–4,999	9%
+5,000	32%

Table 24 reflects a possible correlation between employer size and median salaries. Although there were too few respondents in many categories to provide exact data, the fields for "all combined" for most job functions seems to indicate that salaries are highest in the mid-sized organizations; the exception to this is the R&D/Scientific/Technical field, where the largest companies offer the highest median salary.

Table 24

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

Job Function/Title	Median Salary, $ (No. of Respondents)													
	< 100 Employees		100–499 Employees		500–999 Employees		1,000–2,499 Employees		2,500–4,999 Employees		5,000 or more Employees		All Employer Sizes Combined	
R&D/Scientific/Technical														
Vice President (R&D)	-	-	$165,000	(15)	-	-	-	-	-	-	$227,500	(18)	$180,000	(51)
Director of Research	$100,000	(13)	$120,000	(27)	$105,000	(11)	-	-	-	-	$140,000	(27)	$130,000	(83)
Technical Director	$82,500	(10)	-	-	-	-	-	-	-	-	$145,000	(13)	$121,000	(49)
Quality Assurance Director/ Manager/Supervisor	$52,260	(25)	$75,500	(23)	$96,500	(16)	$88,750	(18)	$79,500	(10)	$94,950	(52)	$84,500	(144)
Quality Assurance/ Non-management	-	-	-	-	-	-	-	-	-	-	$92,398	(12)	$67,795	(29)
Technical Service Director	-	-	-	-	-	-	-	-	-	-	-	-	$105,000	(23)
Laboratory Director	-	-	-	-	-	-	-	-	-	-	-	-	$107,500	(19)
Product Developer	$63,500	(16)	$66,000	(31)	$71,250	(20)	$80,000	(19)	$80,000	(15)	$86,000	(65)	$77,812	(166)
Chemist	-	-	-	-	-	-	-	-	-	-	$71,950	(10)	$75,000	(31)
Flavorist	-	-	$115,000	(11)	-	-	-	-	-	-	-	-	$110,000	(27)
Food Engineer	-	-	-	-	-	-	-	-	-	-	-	-	$95,000	(15)
Food Scientist/Technologist	$70,000	(21)	$65,000	(87)	$67,500	(43)	$72,216	(46)	$69,000	(33)	$77,250	(146)	$71,050	(376)
Microbiologist	-	-	-	-	-	-	-	-	-	-	-	-	$79,500	(16)
Nutritionist	-	-	-	-	-	-	-	-	-	-	-	-	$77,000	(11)
Research Chef	-	-	-	-	-	-	-	-	-	-	-	-	$80,000	(13)
Sensory Evaluation Specialist	-	-	-	-	-	-	$69,000	(15)	-	-	$90,500	(16)	$78,500	(48)
Other	$72,500	(10)	$65,000	(27)	$78,000	(17)	$80,000	(11)	-	-	$98,000	(45)	$83,799	(117)
All combined	$71,000	(119)	$75,000	(269)	$79,200	(138)	$83,500	(150)	$90,704	(104)	$92,000	(450)	$83,000	(1,230)

Table continued on next page

Table 24 Continued

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

Job Function/Title	Median Salary, $ (No. of Respondents)						
	< 100 Employees	100–499 Employees	500–999 Employees	1,000–2,499 Employees	2,500–4,999 Employees	5,000 or more Employees	All Employer Sizes Combined
Management (other than R&D, Sales & Marketing)							
President/Owner/Partner/Officer	$150,000 (12)	- -	- -	- -	- -	- -	$175,000 (15)
Vice President	- -	- -	- -	- -	- -	- -	- -
General Manager	- -	- -	- -	- -	- -	- -	$124,500 (12)
Engineering/Processing Director/Manager/Supervisor	- -	- -	- -	- -	- -	- -	$99,000 (10)
Plant Manager/Supervisor	- -	- -	- -	- -	- -	- -	$89,000 (10)
Other	- -	- -	- -	- -	- -	$118,000 (15)	$99,000 (43)
All Combined	$102,500 (34)	$134,000 (17)	- -	- -	- -	$122,000 (22)	$107,832 (98)
Sales & Marketing							
Vice President	- -	- -	- -	- -	- -	- -	$152,500 (16)
Director	- -	$120,000 (13)	- -	- -	- -	- -	$142,000 (33)
Manager	- -	$102,500 (10)	- -	- -	- -	- -	$102,500 (24)
Product Manager	- -	- -	- -	- -	- -	- -	$103,750 (14)
Sales Representative	$85,000 (10)	$115,000 (14)	- -	- -	- -	- -	$105,000 (45)
Technical Sales Representative	- -	- -	- -	- -	- -	$100,000 (13)	$93,000 (39)
All Combined	$95,000 (37)	$109,000 (59)	$104,500 (14)	$117,000 (17)	$111,000 (20)	$107,000 (37)	$105,000 (184)
Purchasing							
Purchasing/Procurement Director/Manager	- -	- -	- -	- -	- -	- -	$122,500 (10)
All Combined	- -	- -	- -	- -	- -	- -	$80,000 (17)
Consulting							
Technical/Scientific	- -	- -	- -	- -	- -	- -	$79,000 (16)
All Combined	- -	- -	- -	- -	- -	- -	$82,500 (23)
Government							
Research	- -	- -	- -	- -	- -	- -	$100,000 (17)
Other	- -	- -	- -	- -	- -	- -	$90,000 (12)
All Combined	- -	- -	- -	- -	- -	$122,500 (18)	$102,500 (40)
Education							
Undergraduate Teaching, Some Research	- -	- -	- -	$79,000 (11)	- -	- -	$75,000 (30)
Research, Some Graduate Teaching	- -	- -	- -	- -	- -	$119,000 (10)	$98,500 (34)
Research, Some Undergraduate Teaching	- -	- -	- -	- -	- -	- -	$86,000 (27)
Administration	- -	- -	- -	- -	- -	- -	$160,500 (22)
Extension	- -	- -	- -	- -	- -	- -	$92,000 (17)
Other	- -	- -	- -	- -	- -	- -	$81,000 (27)
All Combined	$79,000 (26)	$73,500 (20)	$74,880 (19)	$89,000 (41)	$109,622 (30)	$102,645 (46)	$89,000 (182)
All Job Functions/Titles Combined	$80,000 (242)	$80,000 (382)	$82,000 (191)	$85,000 (224)	$96,000 (172)	$96,540 (591)	$87,500 (1,774)

If the number of respondents in any category was fewer than 10, the data were not included.

Employment

When compared to Table 2, on page 4, which shows that 73% of respondents are fairly evenly divided among ages 30-59, the figures in Table 26 indicate that while food science professionals do change employers, on average they stay with an employer for several years before moving on.

Table 25		Table 26	
Number of Employers		**Years with Current Employer**	
0	1%	0-1	14%
1	23%	2-5	34%
2-4	57%	6-10	20%
5-10	17%	11-15	13%
>10	2%	16-20	6%
		>20	13%

Organizations in food science and other industries face the dilemma of providing employees with benefits on a fixed budget in a changing economy, when healthcare costs, in particular, continue to rise. Respondents indicated in Table 27 that our industry continues to hold fairly steady in the benefits that are provided, although there have been decreases since 2009 in the percentage of organizations offering sick leave, flexible spending accounts, bonuses/performance compensation, and maternity/paternity/family leave.

Table 27			
Benefits		**Benefits Continued**	
Health Insurance	96%	Continuing Education Courses/Webinars	45%
Vacation	94%	Fitness Facilities/Dues	40%
401K	90%	Ability to Work at Home	36%
Dental Insurance	90%	Flex Time	35%
Life Insurance	77%	Continuing Education Courses On-site	34%
Association Membership Dues	73%	Pension	32%
Disability Insurance, Short-term	73%	Long-term Care	22%
Sick Leave	70%	Severance Policy	22%
Vision Insurance	70%	Legal Assistance	19%
Disability Insurance, Long-term	69%	Retiree Health Insurance	14%
Flexible Spending Account	67%	Company Automobile	10%
Bonus/Performance Compensation	61%	Retiree Dental Insurance	10%
Maternity/Paternity/Family Leave	60%	Sabbatical, Paid	9%
Tuition Reimbursement	60%	Auto Insurance	6%
Employee Assistance Program	54%	Sabbatical, Unpaid	6%
Continuing Education Courses Offsite	53%	Child Care	4%
Relocation Expenses	50%	Homeowner's Insurance	2%

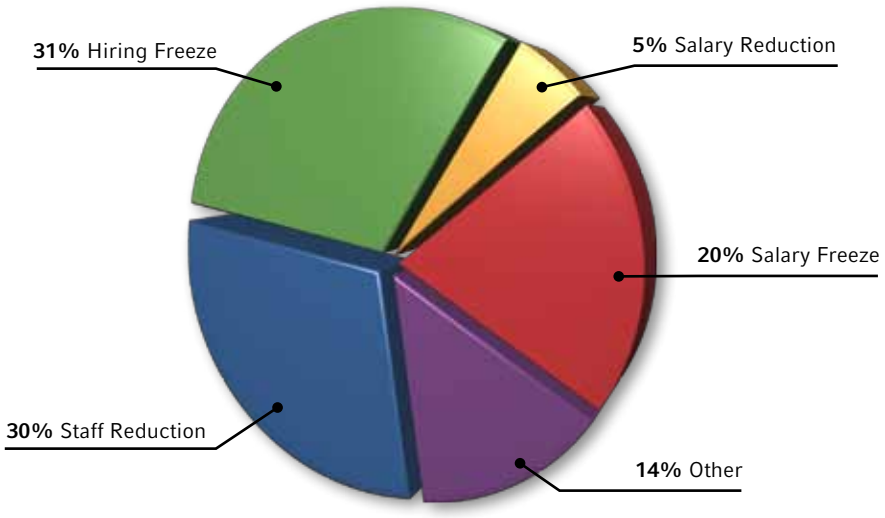
The data in Table 28 on organizations that have instituted hiring freezes appears to be consistent with that of other fields. Data from the Society of Human Resources Management (SHRM) shows that approximately 34% of organizations across all industries had hiring freezes in 2009, and nearly 21% reported them in 2010.[6]

Table 28

Economic Environment	Biggest Challenge Faced on the Job							
	Workload/ Work/Life Balance	Management Support	Supervisory Duties	Co-workers	Salary	Stressful Environment	Job Security	Other
Staff Reduction	28%	6%	1%	1%	3%	4%	3%	2%
Hiring Freeze	29%	7%	1%	2%	2%	3%	2%	2%
Salary Reduction	3%	1%	–	–	1%	–	1%	–
Salary Freeze	17%	5%	1%	1%	2%	2%	1%	2%
Other	12%	3%	1%	1%	1%	1%	1%	3%

The Economy's Effect on Employment

Figure 3



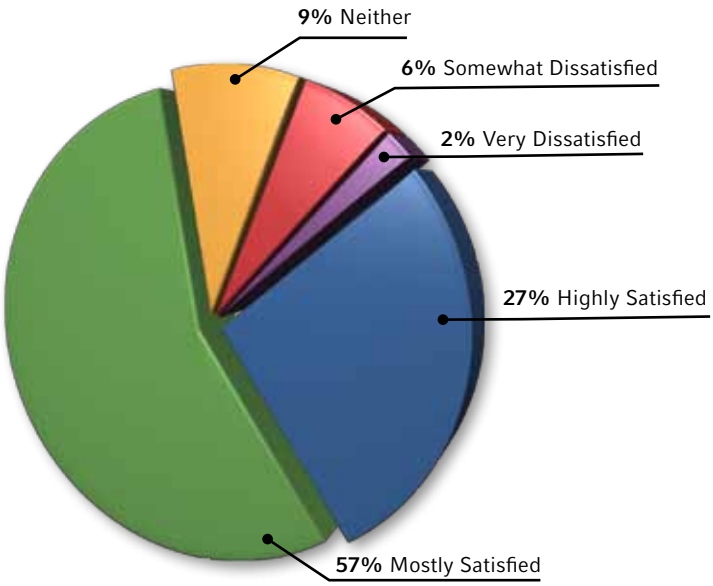
[6]Source: Society for Human Resources Management (SHRM) Human Capital benchmarking database (2010 & 2011)

2011 marks the first time that the survey included questions about job satisfaction and the sources of job satisfaction. The majority of respondents had positive things to say; more than 80% reported that they were either highly satisfied (27%) or mostly satisfied (57%) with their jobs (Figure 4). More than half said that intellectual stimulation (51%) was key to their job satisfaction, with job security (23%) coming in a distant second (Figure 5).

Those who were highly satisfied with their jobs had higher salaries than those who were less satisfied, with a median salary of $96,000, compared to $85,000 for the mostly satisfied respondents (Table 29).

Job Satisfaction

Figure 4



**Total equals more than 100% due to rounding*

Factors for Job Satisfaction

Figure 5

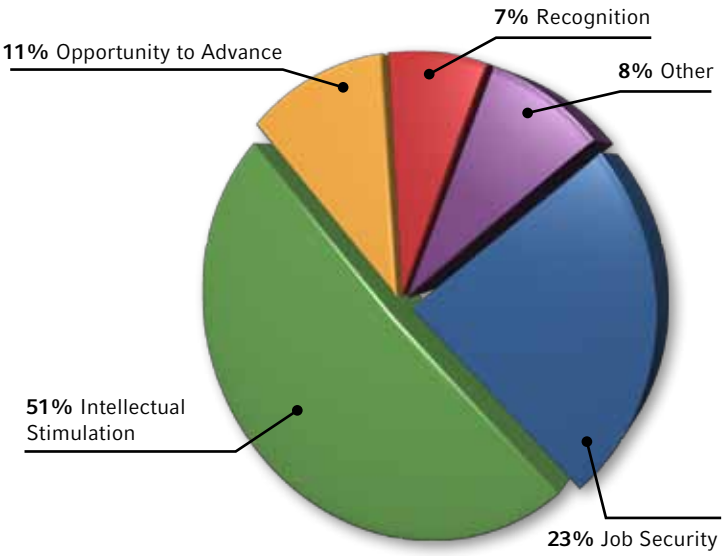


Table 29

Satisfaction Level	Median Salary
Highly Satisfied	$96,000
Mostly Satisfied	$85,000
Neither Satisfied nor Dissatisfied	$79,000
Somewhat Dissatisfied	$81,500
Very Dissatisfied	$81,250

Despite the impressive percentage of highly and mostly satisfied workers, Figure 6 shows that the majority of respondents characterized their jobs as moderately to highly stressful (84%). However, the apparent correlation between increased stress and increased salary may make their jobs easier to bear; those who said their jobs are highly stressful earned a median salary of $100,000, those with "stressful" jobs reported a median salary of $93,250, and those who answered "moderately stressful" earned a median salary of $83,000 (Table 30).

Level of Stress

Figure 6

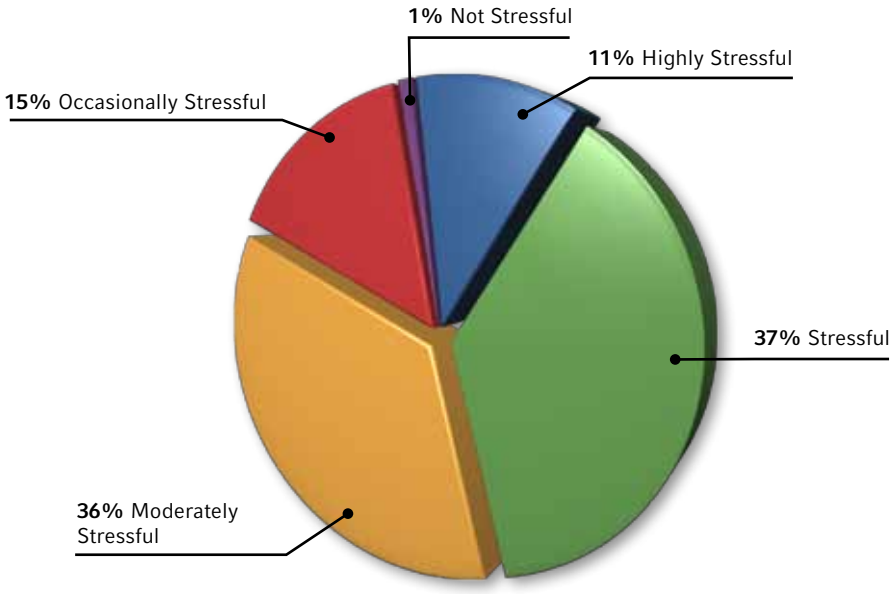


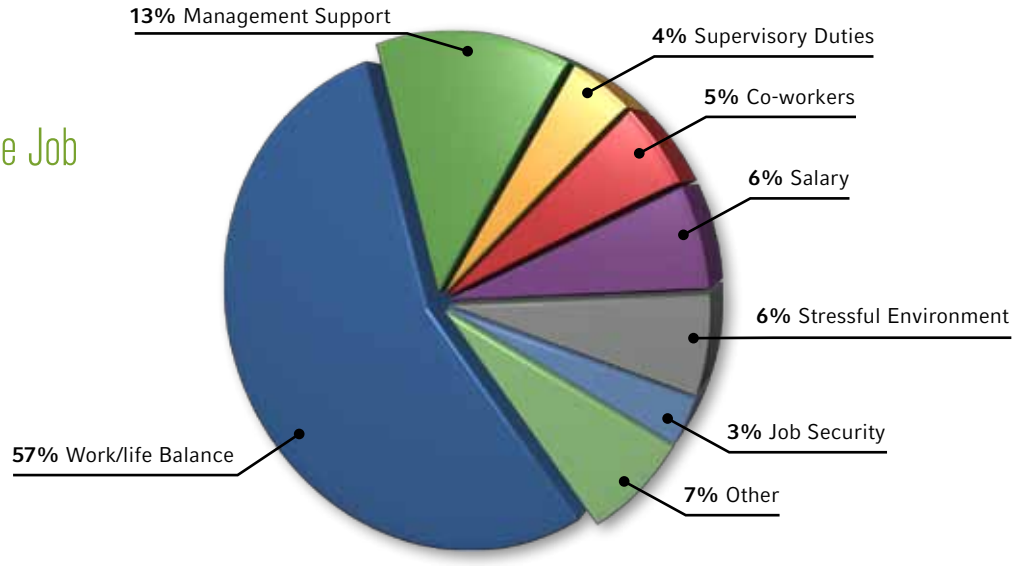
Table 30

Stress Level	Median Salary
Highly Stressful	$100,000
Stressful	$93,250
Moderately Stressful	$83,000
Occasionally Stressful	$80,000
Not Stressful	$76,200

The number one job challenge reported by respondents was work/life balance, cited by 57% (Figure 7). It's no wonder, when you consider the data in Figure 8 (found on the next page) which shows the extensive number of hours worked per week by the majority of respondents. It's also worth noting that despite the high percentage who indicated their jobs were stressful, "stressful environment" ranked a mere 6% as a challenge.

Largest Challenges Faced On the Job

Figure 7



**Total equals more than 100% due to rounding*

Our industry is a hard-working one, with 79% of respondents indicating they work more than 40 hours per week (Figure 8). However, Table 31 indicates that there are financial rewards for the excess hours: those who worked more than 50 hours per week earned the highest median salary; $110,000 compared to the $95,000 median salary earned by those who worked 46-50 hours.

Hours Worked Per Week

Figure 8

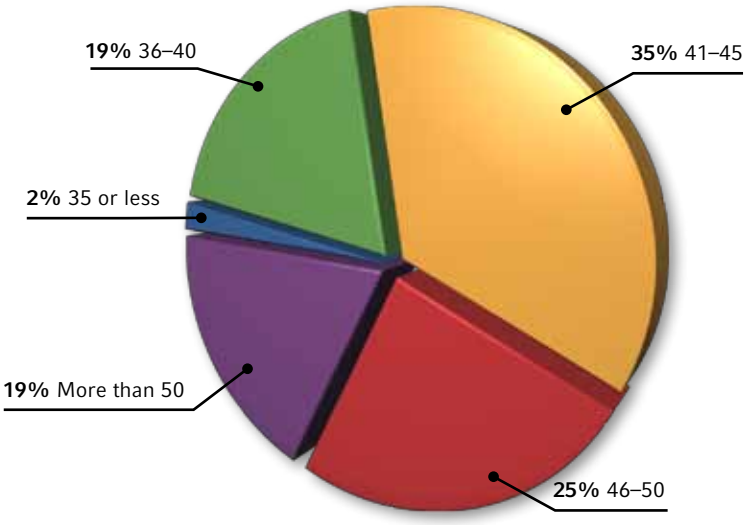


Table 31

Hours Per Week	Median Salary
35 hours or less	$76,000
36–40	$73,000
41–45	$80,000
46–50	$95,500
More than 50	$110,000

IFT Involvement

Most employers pay for IFT membership dues, closely matching the latest all-industry figure of 87% of organizations that offer this benefit.[7] A healthy percentage of employers also cover IFT members travel expenses and time off for attending the IFT Annual Meeting & Food Expo®.

Table 32

Expenses and Time for IFT	
Membership Dues	90%
Travel Expenses to Attend IFT Annual Meeting & Food Expo	67%
Time Off to Attend IFT Annual Meeting & Food Expo	63%
Expenses to Attend Local IFT Meeting	38%
Time Off to Attend Local IFT Meeting	37%
Time Off for IFT Volunteer Work	26%
Travel Expeses for IFT Volunteer Work	18%

When asked what they enjoyed most about working in food science, respondents' answers included:

"I love the real world implications of food science. I enjoy making a difference in overall public health."

"I get to be creative within a scientific framework."

"The multidisciplinary nature of food science means that there is always an opportunity to learn more."

Ideally, these IFT members and many others will have positive experiences to share in the next IFT Membership Employment & Salary Survey Report, planned for 2013.

[7]*Source: "2011 Employee Benefits: Examining Employee Benefits Amidst Uncertainty." Society of Human Resources Management (SHRM).*

Survey Questions

1. What is your age?

2. What sex are you? ❑ Male ❑ Female

3. How do you describe yourself?

4. In which country did you receive your bachelor's degree?

5. Which of the following best describes the field in which you received your bachelor's degree?

6. What is the highest educational degree you have earned?
❑ Bachelor's ❑ Master's ❑ MBA ❑ Doctorate ❑ Other ❑ No Degree

7. In which country did you receive your highest educational degree?

8. Which of the following best describes the field in which you received your highest degree?

9. How many years of professional food-related work experience have you had since you received your bachelor's degree? (Do not include years spent in full-time course work toward an advanced degree.)

10. How many employers in your food-related profession have you had since you received your bachelor's degree?

11. Which of the following describes your current situation?
❑ Full-time employee ❑ Part-time employee ❑ Self-employed ❑ Not employed

12. What is the ZIP code at your place of employment? If you are not employed, what is your home ZIP code?

13. Did you use IFT's Career Center at the most recent IFT Annual Meeting?

14. During the past year, did you use IFT's Career Center services other than at the IFT Annual Meeting?

15. Did you get your current or most recent job through use of IFT's Career Center services?

16. Mark all of the IFT positions you hold this fiscal year (September 1, 2011–August 31, 2012):
❑ Awards jury chair
❑ Awards jury member
❑ Constitutionally required committee chair
❑ Constitutionally required committee member
❑ Division workgroup chair
❑ Section workgroup member
❑ Division workgroup member
❑ IFT Board of Directors
❑ Workgroup chair (task force, advisory panel, board)
❑ Workgroup member (task force, advisory panel, board)
❑ Section officer
❑ Division officer
❑ Section workgroup chair
❑ Other

17. How long have you been out of work?
❑ 0 - 6 months ❑ 7 - 12 months ❑ More than 12 months

18. What is your current situation?
❑ I am seeking full-time employment
❑ I am seeking part-time employment
❑ I am seeking temporary employment
❑ I am not seeking employment

19. What services did your employer provide when you left your last job? (Mark all that apply.)
❑ Accrued vacation/sick leave
❑ Employment search fees
❑ Severance pay
❑ Continuation of health benefits
❑ Outplacement service
❑ Use of office/telephone/computer
❑ Counseling
❑ Retraining

20. How many people in total work for your employer at all locations? (Check only one.)

21. How many years have you worked for your present employer?

22. Which of the following best describes the business/activity at your work location?

23. What is your primary job title/function?
(Select the one, description from ONLY ONE category that most closely describes your job.)

- ❑ R&D/Scientific/Technical
- ❑ Management (Other than R&D, Sales & Marketing)
- ❑ Sales & Marketing
- ❑ Purchasing
- ❑ Consulting
- ❑ Government
- ❑ Education
- ❑ Other Job Title/Function

Is Your Employer an educational institution? ❑ Yes ❑ No

24. What is the highest degree your educational institution offers? (Mark only one.)

25. Is your educational institution public or private?

26. What is your basic contract period?

- ❑ 9 or I0 months
- ❑ 11 or 12 months

27. What is your academic rank?

28. Have you been granted tenure?

- ❑ Yes
- ❑ No, on tenure track
- ❑ No, on non-tenure track
- ❑ Not applicable

29. What is your current annual salary? Do not include bonuses, benefits, or earnings from other employment, overtime work, summer teaching, or other supplemental earnings.

30. What was the total amount of cash bonuses you received during the past 12 months?

31. What was the value of stocks you received as part of your professional income during the past 12 months?

32. What benefits does your employer provide? (Check all that apply.)

- ❑ Ability to work at home
- ❑ Association membership dues
- ❑ Auto insurance
- ❑ Bonus/performance compensation
- ❑ Child care
- ❑ Company automobile
- ❑ Continuing education courses off-site
- ❑ Continuing education courses on-site
- ❑ Continuing education courses/Webinars via the Internet
- ❑ Dental insurance
- ❑ Disability insurance, short-term
- ❑ Disability insurance, long-term
- ❑ Employee assistance program
- ❑ Fitness facilities/dues
- ❑ Flex time
- ❑ Flexible spending account
- ❑ 401K
- ❑ Health insurance
- ❑ Homeowner's insurance
- ❑ Legal assistance
- ❑ Long-term care
- ❑ Maternity/family leave
- ❑ Pension
- ❑ Life insurance
- ❑ Relocation expenses
- ❑ Retiree dental insurance
- ❑ Retiree health insurance
- ❑ Sabbatical, paid
- ❑ Sabbatical, unpaid
- ❑ Severance policy
- ❑ Sick leave
- ❑ Tuition reimbursement
- ❑ Vacation
- ❑ Vision insurance
- ❑ Other

33. Which of the following IFT-related items does your employer provide? (Check all that apply.)

- ❑ IFT membership dues
- ❑ Time off for IFT volunteer work
- ❑ Travel expenses for IFT volunteer work
- ❑ Time off to attend IFT Annual Meeting & Food Expo
- ❑ Travel expenses to attend IFT Annual Meeting & Food Expo
- ❑ Time off to attend monthly IFT Section meetings
- ❑ Expenses to attend monthly IFT Section meetings

34. How many hours a week do you work?

- ❑ 35 hours or less
- ❑ 36 - 40
- ❑ 41-45
- ❑ 46 - 50
- ❑ More than 50

35. How would you rate your level of job satisfaction?

- ❑ Highly satisfied
- ❑ Mostly satisfied
- ❑ Neither neither satisfied nor dissatisfied
- ❑ Somewhat dissatisfied
- ❑ Very dissatisfied

36. What factor contributes most to your job satisfaction?

- ❑ Job security
- ❑ Intellectual stimulation
- ❑ Opportunity to advance
- ❑ Recognition
- ❑ Other

37. How stressful is your job?

- ❑ Highly stressful
- ❑ Stressful
- ❑ Moderately stressful
- ❑ Occasionally stressful
- ❑ Not stressful

38. What is the biggest challenge you face on the job?

- ❑ Workload/work/life balance
- ❑ Management support
- ❑ Supervisory duties
- ❑ Co-workers
- ❑ Salary
- ❑ Stressful environment
- ❑ Job security
- ❑ Other

39. Has the economic environment affected the employment situation in your workplace? (Check all that apply.)

- ❑ Staff reduction
- ❑ Hiring freeze
- ❑ Salary reduction
- ❑ Salary freeze
- ❑ Other

40. What do you enjoy most about working in the field of food science?