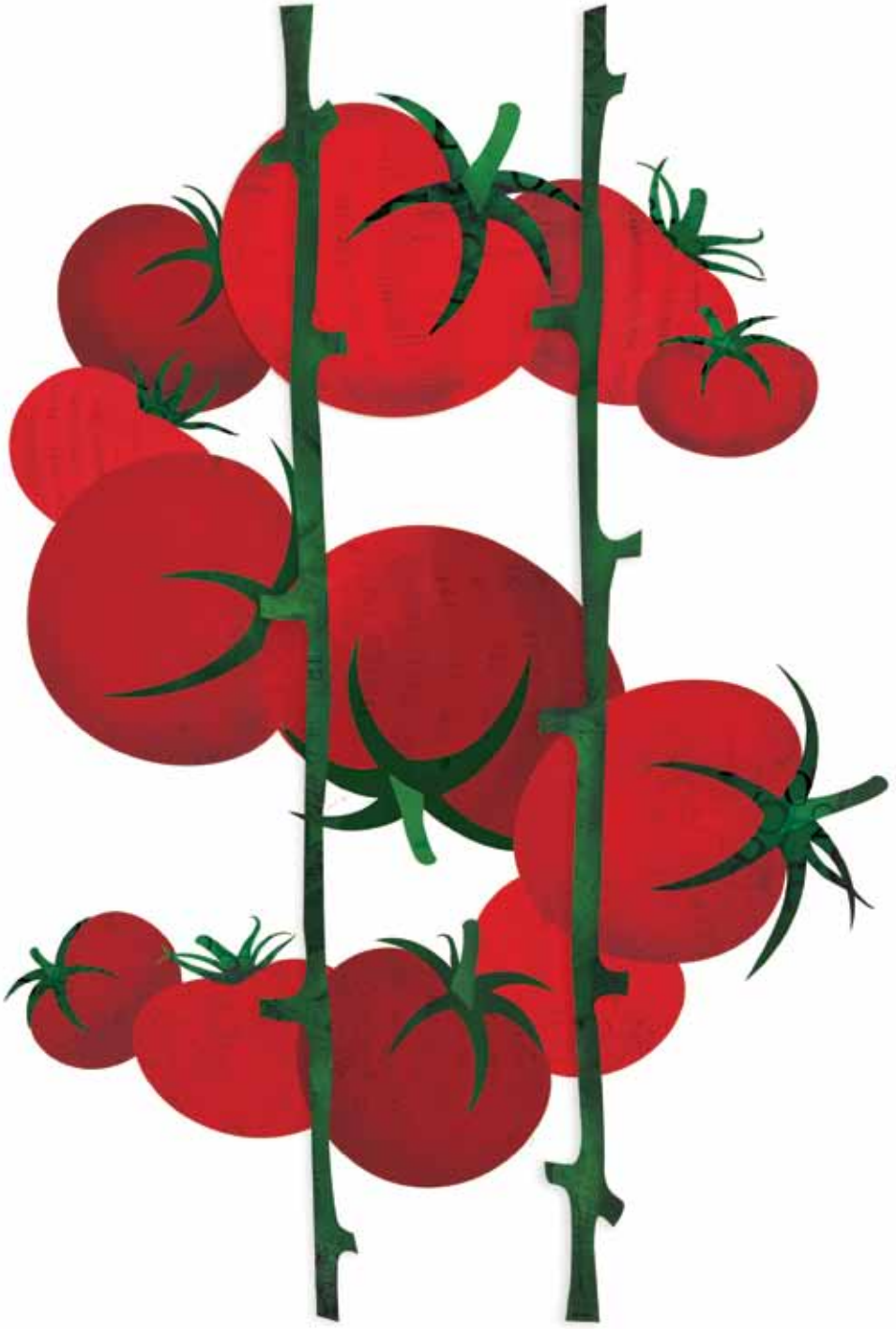
BY **MARY ELLEN KUHN**

2009 IFT MEMBERSHIP EMPLOYMENT & SALARY SURVEY



The median salary for members of the Institute of Food Technologists in the United States climbed a relatively modest 4.4% to $87,700 over the past two years, according to the results of the 2009 IFT Membership Employment & Salary Survey conducted this past fall. In the 2007 survey, the median salary of $84,000 represented a 7.7% increase from 2005's $78,000—a figure that was up 6.6% from the 2003 median of $73,150.

That the salary increase for the past two years was lower than in the past comes as no surprise to those who keep close tabs on the employment scene. It seems likely that the economic downturn triggered by the stock market freefall late in 2008 had an effect on the job market last year.

"There was a much more conservative approach to filling positions in the past 12 months than I've seen in my 16 years in the business," observed recruiter and Professional Member Moira McGrath.

"In this economy, companies are not 'buying' candidates," said McGrath, President of OPUS International Inc., a Deerfield Beach, Fla.-based recruiting firm that specializes in food science professionals. "They are trying to fill positions with the best quality candidates, and they're willing to wait for the best candidate to come along.

"We're finding that jobs are staying open longer and that candidates who are getting the job offers are those who are 'perfect'—who can bring the perfect technical skills the employer seeks," she continued. "Can-

Despite the recessionary climate, the median salary for food scientists polled by IFT increased by 4.4% over the past two years.

Table 1

Trends over the past 43 years as indicated by previous IFT surveys[a]

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

[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] Not available.

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

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

Table 2
Median values of salary, cash bonus, and stocks by sex, all degrees, years of experience, and types of business combined

Item	Median salary, $ (No. of respondents)					
	Men		Women		Both sexes combined	
Salary	98,000	(1,195)	76,000	(1,161)	87,700	(2,383)
Cash bonus	11,000	(855)	5,885	(786)	8,000	(1,661)
Stocks	10,000	(195)	5,000	(139)	7,407	(336)

Figure 1
Gender*

All ages	
Men	51%
Women	49%
Under age 30	
Men	24%
Women	76%

Figure 2
Age distribution

20–29	13%
30–39	23%
40–49	25%
50–59	28%
60–69	10%
70+	1%

Figure 3
Race

White/Caucasian	78%
Asian/Pacific Islander	13%
Hispanic	4%
Black/African-American	3%
Other/Mixed	2%

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

didates who are looking for that 7.7% increase are not going to get the job."

"Companies were holding their breath as long as possible," when it came to filling positions last year, agreed recruiter Maureen Knowlson, a partner in M.K. and Associates, a Butler, Pa.–based food industry recruitment company. "I think they were all watching the news too much."

Both Knowlson and McGrath pointed out that in last year's environment, it wasn't unusual for companies to wait up to a year to fill positions as they sought candidates with skill sets that very closely matched job openings.

The precipitous drop in home values that accompanied the recession has had a major impact on both employers and job seekers over the past year or so, the recruiters noted. "The relocation issue is a big, big problem," said McGrath, noting that home ownership can make it tough for a prospective employee to make a career transition—even when presented with an attractive job offer. "If they take a $30,000 or $40,000 loss on their home, who pays for that?" she mused.

"There's a whole group of people who would move and would take new jobs if the real estate market was back to normal where they could reasonably sell their house," agreed Knowlson.

John Floros, Professor and Head of the Dept. of Food Science at the Pennsylvania State University, said that he noticed the impact of the economic slowdown on recruitment of the 2009 graduating class, but that the situation proved to be temporary.

"Most years, we've placed a very significant number of our students before they graduate. They have already signed on the dotted line before May graduation," he observed.

In 2009, however, the pace of placement for graduating seniors was "not as brisk as in the past," he said. But, nonetheless, by September, all of Penn State's 2009 food science graduates had been placed, Floros

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Figure 4
Degree, Both sexes

BS	39%
MS	27%
PhD	25%
MBA	6%
None/Other	4%

Figure 5
Degree, Men

BS	34%
MS	23%
PhD	32%
MBA	8%
None/Other	4%

Figure 6
Degree, Women

BS	44%
MS	31%
PhD	17%
MBA	4%
None/Other	4%

Figure 7
Field of highest degree

Food Science/Technology	47%
Agriculture	11%
Business/Marketing	8%
Chemistry	6%
Biological Sciences	5%
Nutrition	4%
Microbiology	3%
Chemical Engineering	2%
Food Engineering	2%

Figure 8
Years of experience

0–1	6%
2–5	14%
6–10	14%
11–15	12%
16–20	12%
21–25	12%
26–30	13%
>30	17%

Table 3

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	70,000	(17)	44,100	(32)	50,000	(49)
2–5	55,000	(39)	50,600	(112)	51,000	(151)
6–10	71,000	(52)	65,000	(86)	68,000	(138)
11–15	81,000	(46)	74,000	(76)	78,140	(122)
16–20	92,500	(44)	82,000	(65)	85,000	(109)
21–25	99,500	(58)	84,000	(69)	91,500	(127)
26–30	109,000	(59)	93,000	(49)	100,000	(108)
31–35	116,500	(54)	98,000	(20)	108,609	(74)
36–40	100,000	(29)			99,280	(36)
41–45	104,500	(16)			104,500	(18)
All years combined	92,000	(418)	68,000	(520)	79,000	(938)
MS degree						
0–1	83,000	(13)	54,000	(16)	61,689	(29)
2–5	62,200	(32)	60,000	(87)	61,000	(119)
6–10	80,000	(43)	73,000	(76)	75,000	(119)
11–15	95,000	(33)	87,750	(40)	92,000	(73)
16–20	95,000	(27)	88,000	(41)	93,750	(68)
21–25	100,000	(25)	106,000	(42)	103,500	(67)
26–30	114,000	(44)	110,000	(29)	114,000	(73)
31–35	111,500	(38)	102,000	(13)	110,000	(51)
36–40	111,250	(18)			112,500	(21)
All years combined	95,000	(278)	75,000	(347)	85,000	(625)
PhD degree						
0–1			76,100	(19)	76,300	(28)
2–5	75,000	(34)	75,000	(35)	75,000	(69)
6–10	83,767	(37)	93,000	(29)	89,000	(66)
11–15	95,000	(59)	100,000	(28)	98,000	(87)
16–20	119,000	(47)	100,250	(26)	110,000	(73)
21–25	120,000	(53)	110,000	(25)	115,004	(78)
26–30	132,172	(58)	126,000	(21)	128,000	(79)
31–35	126,500	(44)	101,000	(17)	121,416	(61)
36–40	123,519	(25)			115,000	(29)
All years combined	110,000	(370)	92,000	(205)	103,000	(575)
MBA degree						
6–10					95,000	(11)
11–15					90,000	(15)
16–20	125,000	(15)			120,500	(20)
21–25	115,000	(16)			118,000	(21)
26–30	140,000	(15)	120,000	(11)	134,850	(26)
31–35	111,500	(16)			105,000	(21)
All years combined	110,000	(86)	105,000	(47)	108,000	(133)

Tables continue on pg. 26 »»

Table 4

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	
All regions combined								
0–1	50,000	(49)	61,689	(27)	76,500	(27)		
2–5	51,000	(150)	61,000	(117)	75,000	(68)		
6–10	68,000	(137)	75,000	(119)	90,000	(65)	95,000	(11)
11–15	78,280	(121)	92,000	(73)	98,000	(87)	90,000	(15)
16–20	85,000	(111)	93,750	(70)	110,000	(73)	120,500	(20)
21–25	91,900	(128)	103,500	(65)	117,500	(76)	118,000	(21)
26–30	100,000	(109)	113,000	(72)	128,000	(77)	134,850	(26)
31–35	107,169	(76)	108,500	(50)	120,000	(65)	105,000	(22)
36–40	99,859	(37)	112,500	(21)	120,000	(33)		
41–45	105,000	(19)						
All years combined	79,000	(943)	85,000	(619)	103,500	(576)	107,500	(134)
New England								
All years combined	92,500	(22)	100,000	(17)	101,000	(23)		
Middle Atlantic								
0–1	55,000	(10)						
2–5	50,000	(28)	62,400	(21)	75,000	(11)		
6–10	70,500	(18)	79,000	(15)				
11–15	75,500	(14)	92,500	(14)				
16–20	100,000	(20)	99,250	(10)				
21–25	99,500	(16)			130,000	(15)		
26–30	110,000	(13)			140,000	(11)		
31–35	147,500	(16)						
All years combined	82,000	(145)	90,000	(95)	107,000	(80)	125,000	(27)
South Atlantic								
2–5	49,250	(16)	63,000	(15)	75,000	(16)		
6–10			77,250	(12)	93,000	(11)		
11–15	81,140	(12)	113,000	(11)	104,500	(12)		
16–20					117,500	(10)		
21–25	79,000	(13)	135,000	(11)	113,007	(11)		
26–30	99,500	(12)			130,172	(18)		
31–35			110,000	(11)	147,500	(10)		
36-40					108,00	(10)		
All years combined	76,500	(75)	94,366	(78)	109,000	(102)		
East South Central								
All years combined	78,500	(32)	77,000	(25)	85,000	(21)		
East North Central								
0–1	50,000	(14)						
2–5	53,296	(34)	60,000	(23)	80,326	(14)		

Table 4 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		PhD		MBA	
6–10	68,000	(45)	73,957	(34)	92,000	(14)		
11–15	85,000	(43)	97,500	(15)	99,000	(11)		
16–20	85,500	(30)	101,400	(17)	115,000	(17)		
21–25	85,000	(35)	110,000	(17)	115,500	(14)		
26–30	90,700	(26)	108,000	(20)	141,500	(16)	120,000	(10)
31–35	112,000	(20)	110,000	(11)	150,000	(12)		
36-40	115,000	(13)						
All years combined	80,000	(268)	86,750	(150)	108,000	(108)	105,000	(52)
West North Central								
2–5	51,000	(27)	62,573	(21)	75,000	(10)		
6–10	65,000	(19)	75,000	(22)	89,000	(16)		
11–15					94,235	(19)		
16–20	81,000	(16)			113,500	(12)		
21–25	99,000	(20)			128,000	(16)		
26–30	112,500	(10)			130,000	(13)		
31–35	110,000	(11)			126,500	(12)		
All years combined	78,648	(124)	79,000	(91)	105,000	(107)		
Mountain								
11–15	79,500	(10)						
All years combined	75,316	(42)	73,000	(33)	96,000	(17)		
West South Central								
All years combined	87,500	(52)	84,500	(38)	91,000	(47)		
California								
0–1	48,050	(10)						
2–5	52,000	(20)	59,500	(14)				
6–10	69,125	(18)						
16–20	83,500	(16)	88,900	(11)	103,500	(12)		
21–25	90,400	(14)						
26–30	117,500	(18)						
All years combined	76,000	(119)	88,450	(62)	104,000	(51)	119,000	(13)
Other Pacific								
2–5	48,350	(10)						
16–20	72,000	(10)						
21–25	82,000	(13)						
All years combined	69,000	(64)	74,244	(30)	87,500	(20)		

IFT Membership Employment & Salary Survey

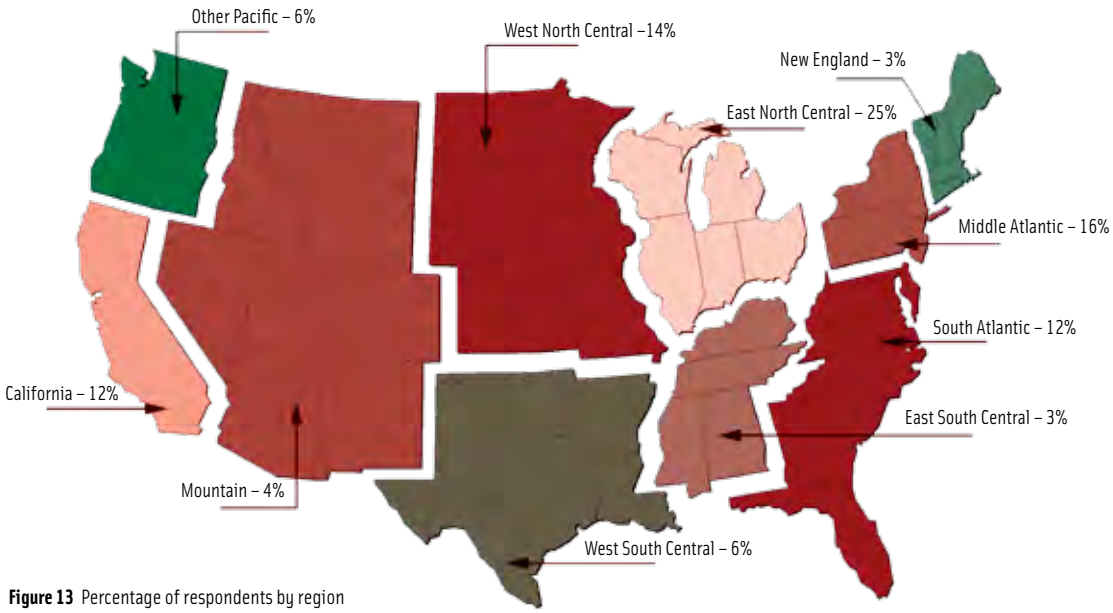

Figure 13 Percentage of respondents by region

Figure 9		Figure 10		Figure 11	
Number of employers		**Years with current employer**		**Size of employer**	
0	5%	0–1	17%	<100 employees	22%
1	22%	2–5	33%	100–499	19%
2–4	54%	6–10	19%	500–599	11%
5–10	16%	11–15	12%	1,000–2,499	14%
>10	2%	16–20	7%	2,500–4,999	9%
		>20	13%	5,000+	26%

Figure 12	
Type of employer	
Food/beverage processor	47%
Ingredient manufacturer/supplier	23%
Academia	9%
Consultant	3%
Foodservice	2%
Food retailer	2%
Government	2%
Processing equipment manufacturer/supplier	1%
Scientific/trade organization	1%
Testing laboratory	1%
Private research facility	1%
Packaging manufacturer/supplier	1%
Other	7%

noted. Additionally, at Penn State, all December 2009 graduates had been placed by early January 2010.

Despite the sluggishness of the job market in 2009, the recruiters forecast continued strong demand for food scientists. "Overall, the industry is very stable," said McGrath. "We're so lucky to be in a field where there is an understanding that it's an absolute necessity for food to be safe and to taste good in order to sell it."

For a detailed data breakout on salaries in 2009, see the final section of this article that begins on page 35 under the subhead "Salary Statistics," but first, here's some background information on this survey and how it was conducted.

History and Methodology

The Membership Employment & Salary Survey has a long history at IFT. The organization 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, as well as for nonmembers and Human Resources personnel in food companies.

The surveys were conducted by mail prior to 2001 and via the Internet since then. For the current survey, an e-mail invitation to participate was sent in October 2009 to the 10,874 IFT Members and Professional Members in the U.S. for whom valid e-mail addresses were available. The e-mail message provided instructions on how to access a 33-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, 2,728 responses had been received, for a 25% return.

When reviewing this report, readers should note that illustrations are not drawn to scale, and percentages may add up to more or

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Tables continue on pg. 30 »»

Table 5

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	
All employers combined								
0–1	50,000	(49)	61,689	(29)	76,500	(29)		
2–5	51,000	(152)	61,000	(119)	75,000	(69)		
6–10	68,000	(138)	75 ,000	(120)	89,000	(66)	95,000	(11)
11–15	78,140	(122)	92,000	(73)	98,000	(88)	90,000	(15)
16–20	85,000	(112)	93,750	(70)	110,000	(74)	120,500	(20)
21–25	91,500	(129)	103,500	(67)	115,004	(78)	118,000	(21)
26–30	100,000	(109)	113,750	(74)	128,000	(79)	134,850	(26)
31–35	107,169	(76)	110,000	(51)	120,000	(65)	105,000	(22)
36–40	99,859	(37)	112,500	(21)	120,000	(33)		
41–45	105,000	(19)						
All years combined	79,000	(949)	85,000	(629)	103,000	(586)	107,500	(134)
Food/beverage manufacturer/processor								
0–1	51,500	(22)	61,689	(13)				
2–5	51,000	(83)	62,787	(68)	80,000	(24)		
6–10	70,000	(67)	76,500	(66)	95,000	(22)		
11–15	75,500	(72)	91,000	(36)	109,500	(42)		
16–20	77,000	(46)	95,000	(35)	124,250	(20)		
21–25	91,150	(60)	100,000	(23)	120,000	(24)		
26–30	96,000	(59)	120,000	(45)	149,000	(22)	140,000	(13)
31–35	105,000	(34)	110,000	(23)	150,000	(17)	104,000	(12)
36–40	112,000	(18)						
All years combined	75,500	(470)	84,500	(318)	110,000	(182)	105,000	(58)
Food ingredient manufacturer/supplier								
0–1	52,500	(18)						
2–5	51,000	(36)	58,500	(28)				
6–10	68,000	(35)	75,000	(29)				
11–15	84,000	(29)	95,000	(20)	98,000	(11)		
16–20	92,000	(37)	94,500	(18)	140,000	(15)	150,000	(11)
21–25	95,000	(37)	106,000	(22)	123,000	(10)		
26–30	112,500	(30)	112,500	(13)				
31–35	127,000	(23)	125,000	(13)				
36-40	96,850	(12)						
All years combined	84,000	(265)	85,750	(162)	116,000	(73)	118,000	(55)
Processing equipment manufacturer/supplier								
All years combined	96,000	(13)						

Table 5 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**		**PhD**		**MBA**	
Consulting								
All years combined	79,750	(14)						
Educational Institution								
0–1					71,000	(14)		
2–5					65,000	(26)		
6–10					72,500	(16)		
11–15					80,000	(21)		
16–20					96,720	(30)		
21–25					101,525	(32)		
26–30					117,000	(32)		
31–35					100,370	(31)		
36–40					115,000	(15)		
All years combined			68,000	(11)	90,000	(221)		
Foodservice								
All years combined	80,000	(29)	91,000	(23)				
Food Retailer								
All years combined	82,000	(25)	84,000	(15)				
Government								
All years combined			89,571	(10)	111,500	(38)		
Scientific/Trade Organization								
All years combined			107,000	(11)	106,500	(12)		
Testing Laboratory								
All years combined	72,000	(15)						
Other								
6–10	60,000	(13)						
16–20	85,000	(13)						
21–25	89,500	(12)						
All years combined	78,280	(77)	94,731	(43)	100,000	(25)		

less than 100% because of rounding.

Detailing the Demographics

Data summarized in Table 1 puts the survey findings in historical context and provides a snapshot of the demographics of IFT membership. It should be noted that the number of survey questionnaires disseminated has been declining since 1999. This is due partially to a decline in membership and also to the fact that earlier surveys were sent to all Members and Professional Members in the U.S. by mail but the subsequent surveys were sent only to those whose e-mail addresses were known. Here's a look at some of the demographic highlights the 2009 survey revealed.

- Response to the survey was split almost equally between men (51%) and women (49%), with the percentage of male respondents rounded down, and the percentage of female respondents rounded up. More than three-fourths of the respondents under the age of 30 are women (Figure 1).
- Just over 60% of the respondents are under age 50 (Figure 2).
- More than three-fourths of the respondents are White/Caucasian, followed next by Asian/Pacific Islanders (Figure 3).
- More than half (58%) of the respondents—and a higher percentage of men (63%) than women (52%) have advanced degrees (Figures 4–6).
- Nearly half (47%) of the respondents obtained their highest degree in Food Science/Technology, with the next highest area being Agriculture (Figure 7). The fact that 39% of respondents obtained their BS degree in Food Science/Technology indicates that some respondents switched their major to Food Science/Technology for their higher degrees.

Employment Highlights

- Approximately one-third (34%) of the respondents have had 10 or fewer years of professional food-related work experi-

A Look at Food Science and Technology Employment in the UK

There are an estimated 9,000 food scientist and technologist positions in the United Kingdom, according to data compiled by Improve Ltd., a skills development organization for the UK food and beverage manufacturing and processing sector.

Employers surveyed in 2006 by Improve Ltd. reported that, in general, filling food science and technology positions has become more difficult and more time-consuming. The organization estimates that up to one in four food scientist/technologist positions was vacant in 2005–2006.

More than half (53%) of the employers Improve Ltd. surveyed cited a shortage of qualified food science and technology personnel. Survey participants who perceive such a shortage noted the following contributing factors: image of the industry/profession (cited by 39%); fewer young people studying science subjects at school (36%); and a general lack in "caliber or quality of applicants" (20%).

Survey respondents said that personnel shortages have affected their businesses in a variety of ways including the following: increased workload/longer hours for existing staff (17%); increased business costs, e.g., recruitment, production, pay, or training (16%); decreases in production/productivity/sales or profits (8%); and reduced competitiveness (6%). Overall, 11% of respondents said that food science and technology personnel shortages had a "significant" impact on their business.

Additional research by Improve Ltd. and the UK's Institute of Food Science and Technology (IFST) indicates that the demand for food scientists and technologists has been growing at a rate of about 3% annually, said Jack Pearce, Past President of IFST and Chair of its Education Committee.

Pearce noted that many food science positions today are being filled only "with difficulty." During the 1990s, he said, the number of food science and technology students decreased nationwide, and overall student numbers still have not recovered to the level of the mid-1990s. In addition, said Pearce, some university food science and technology departments have closed, and, in his view, there are fewer courses offered with rigorous science, engineering, economics, and marketing content.

A January 2009 report from the UK's Royal Society of Chemistry and the Institute of Chemical Engineers recommended several strategies for building interest in the food science and technology profession. These include providing career advisors with improved training about food industry careers; having the food sector do a better job of promoting career opportunities; and fostering closer links between the food industry and universities.

Currently, food and beverage producers employ the majority (70%) of food scientists and technologists in the UK. The wholesale and retail sectors employ about 30%. The majority of those employed in food science and technology work for large and medium-sized companies; specifically, 78% of all food science and technology roles in the United Kingdom are with companies with 100 or more employees, according to Improve Ltd. data.

Pearce estimated that starting salaries for BS degree graduates in the UK are in the range of £18,000–20,000 and noted that senior leaders in the food science profession, working in industry, academia, and the public sector, may have salaries in excess of £100,000.

Estimated salary ranges for UK food science and technology professionals	
Food Technologist	£18,000–24,000
Quality Assurance Technologist	£18,000–25,000
Technical Manager	£35,000–55,000
Quality Assurance Manager	£28,000–40,000
New Product Development Manager	£35,000–50,000
Production Manager	£35,000–45,000
Technical Director	£50,000–90,000

Source: *Food Manufacture* magazine employment listings; data compiled by Professor Jack Pearce

Table 6								
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**	
Both sexes combined								
Food/beverage manufacturer/processor	75,500	(470)	84,500	(318)	110,000	(182)	105,000	(58)
Food ingredient manufacturer/supplier	84,000	(265)	85,750	(162)	116,000	(73)	118,000	(55)
Processing equipment manufacturer/supplier	96,000	(13)						
Consulting	79,750	(14)						
Educational institution			68,000	(11)	90,000	(221)		
Foodservice	80,000	(29)	91,000	(23)				
Food retailer	82,000	(25)	84,000	(15)				
Government			89,571	(10)	111,500	(38)		
Testing laboratory	72,000	(15)						
Scientific/trade organization			107,000	(11)	106,500	(12)		
Other	78,280	(77)	94,731	(43)	100,000	(25)		
Men								
Food/beverage manufacturer/processor	90,500	(214)	93,700	(134)	115,000	(124)	105,000	(41)
Food ingredient manufacturer/supplier	98,000	(117)	103,000	(82)	120,000	(55)	125,000	(31)
Processing equipment manufacturer/supplier	108,500	(10)						
Educational institution					93,000	(125)		
Foodservice			93,000	(10)				
Food retailer	90,000	(11)						
Government					120,000	(21)		
Other	99,000	(26)	94,866	(14)	104,000	(14)		
Women								
Food/beverage manufacturer/processor	66,000	(251)	75,000	(182)	101,000	(55)	90,000	(17)
Food ingredient manufacturer/supplier	75,000	(144)	72,000	(79)	90,000	(17)	109,500	(23)
Educational institution					83,000	(90)		
Foodservice	67,149	(23)	86,500	(13)				
Food retailer	76,423	(14)	80,000	(12)				
Government					102,000	(17)		
Testing laboratory	65,550	(10)						
Other	72,000	(49)	88,700	(28)	100,000	(11)		

ence since receiving their BS degree, and well over one-third (42%) have had more than 20 years of experience (Figure 8).

• Nearly three-fourths (72%) of the respondents have worked for more than one employer, and more than half (54%) have had 2–4 employers (Figure 9).

• Slightly more than half (52%) of the respondents work for companies with fewer than 1,000 employees; about one-fourth (26%) work for companies with more than 5,000 employees (Figure 11).

• The great majority (94%) are employed full-time.

• More than two-thirds (67%) of the respondents work in the R&D/scientific/technical category, while 10% are employed in Sales/Marketing, 9% in Education, 8% in Management, 2% in Consulting, 2% in Government, and 1% in Purchasing.

• More than two-thirds (70%) of survey respondents work for food and beverage companies and ingredient suppliers, with the next largest percentage (9%) working in academia (Figure 12).

• Of those employed in academia, 89% work for public educational institutions; 50% are full professors, 21% associate professors, and 12% assistant professors; 66% have been granted tenure, and 13% are on tenure track.

• Almost 60% of the respondents work in states east of the Mississippi River, nearly one-third in East Coast states (Figure 13). Of the U.S. Census Bureau's geographic divisions of the U.S., the East North Central region—Wisconsin, Illinois, Indiana, Michigan,

IFT Membership Employment & Salary Survey

Figure 14	
Benefits	
Health insurance	96%
Vacation	95%
401k	89%
Dental insurance	89%
Life insurance	84%
Sick leave	79%
Flexible spending account	73%
Vision insurance	72%
Association membership dues	70%
Maternity/paternity/family leave	69%
Bonus/performance compensation	68%
Disability insurance, short-term	67%
Tuition reimbursement	62%
Disability insurance, long-term	59%
Continuing education courses offsite	55%
Employee assistance program	54%
Relocation expenses	50%
Continuing education courses/ Webinars	45%
Fitness facilities/dues	40%
Pension	39%
Flex time	37%
Ability to work at home	34%
Continuing education courses on-site	33%
Severance policy	33%
Long-term care	26%
Legal assistance	21%
Retiree health insurance	18%
Company automobile	12%
Retiree dental insurance	9%
Sabbatical, paid	9%
Auto insurance	7%
Sabbatical, unpaid	7%
Child care	6%
Homeowner's insurance	5%

and Ohio—has the highest percentage of respondents.

• Most employers provide the basic benefits such as health insurance, vacation, 401k, etc. (Figure 14).

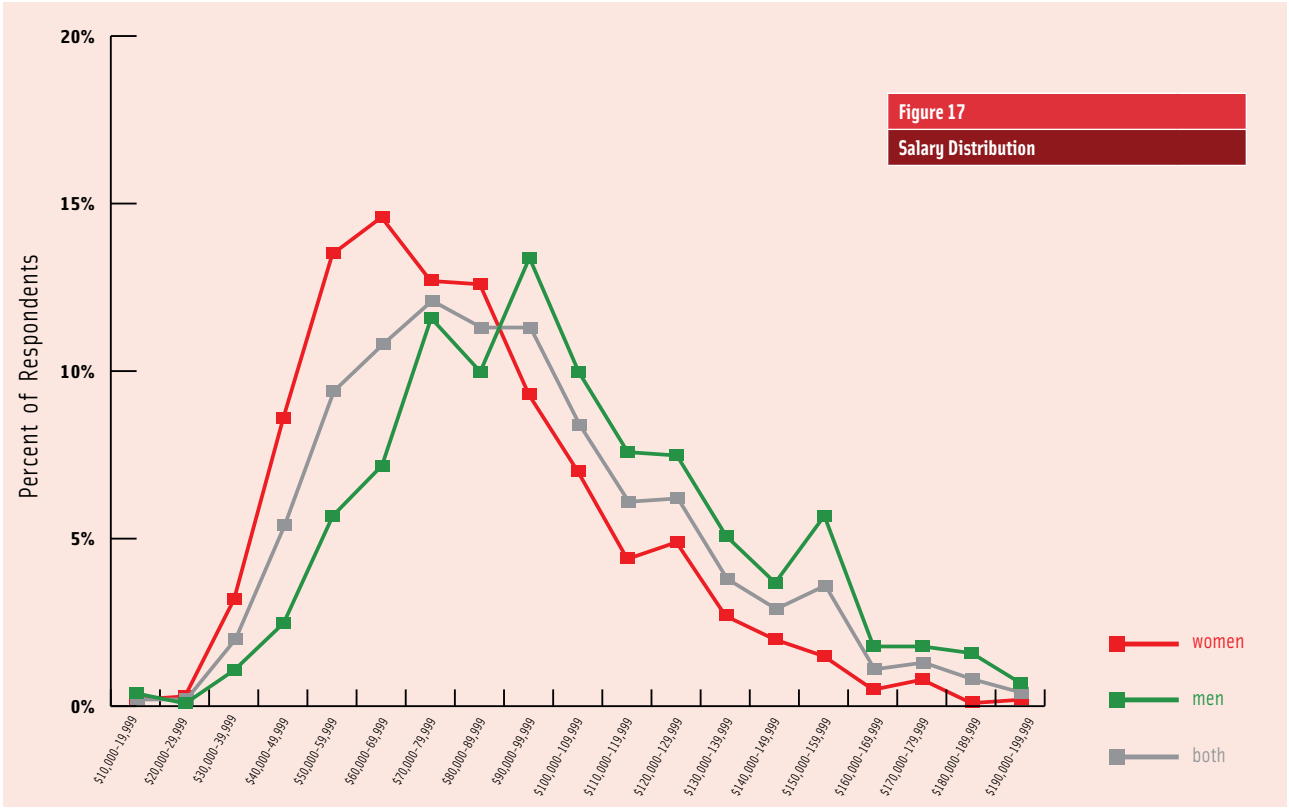
• The majority of employers pay for IFT dues for their employees and give them travel expenses and time off to attend the IFT Annual Meeting & Food Expo®, but fewer provide expenses and time off to attend local IFT meetings or do IFT volunteer work (Figure 15).

Figure 15	
Expenses and time for IFT	
Membership dues	90%
Travel expenses to attend IFT Annual Meeting & Food Expo	71%
Time off to attend IFT Annual Meeting & Food Expo	53%
Expenses to attend local IFT meeting	43%
Time off to attend local IFT meeting	36%
Travel expenses for IFT volunteer work	20%
Time off for IFT volunteer work	20%

Figure 16	
Median salary by location ($)	
New England	97,500
South Atlantic	94,000
Middle Atlantic	92,000
East North Central	89,000
California	88,000
West North Central	88,000
West South Central	88,000
Mountain	81,250
East South Central	81,000
Other Pacific	72,400

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
2007	75,000	80,000	98,300	97,000
2009	79,000	85,000	103,000	107,500

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
2007	60,000	45,000	45,800
2009	70,000	44,100	50,000



Salary Statistics

This article reports salary data only for full-time employees. The data are reported as the median salary, meaning that half of the respondents make more than that amount and half make less. 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 New England and South Atlantic regions had the highest median salaries (Figure 16).
- The distribution of median salaries is shown in Figure 17. Salaries for both sexes combined ranged from $10,000 to $425,000, but 80% were $120,000 or below and 99% were $235,000 or below.

Salaries for men ranged from $10,000 to $425,000, but 80% were $137,000 or below, and 99% were $250,000 or below. The median salary for men was $98,000, an increase of 5.4% from $93,000 in 2007.

Salaries for women ranged from $11,880 to $318,000, but 80% were $105,000 or below, and 99% were $190,000 or below. The median salary for women was $76,000, an increase of 4.1% from $73,000 in 2007. »»

Canadian Survey Details Food Science Salaries, Job Satisfaction, and More

What aspect of the job matters most to Canadian food scientists? Having a competitive salary heads the list, according to participants in an online survey conducted in September 2008 for *Food in Canada* magazine; 68% of respondents rated it "very important." Results of the survey were published in the magazine's November/December 2008 issue.

It's not all about money, however. A healthy work/life balance was No. 2 on the list of priority job aspects, ranked very important by 64% of respondents. A comprehensive benefits package was very important to 55% and career growth opportunities very important to 51%. Both career/professional development support and amount of paid vacation were categorized as very important by 48% of respondents.

The mean annual salary (including bonuses and incentives) for Canadian food scientists and technologists in 2007 was $86,400, according to the survey, which was conducted with the assistance of the Canadian Institute of Food Science and Technology.

Survey findings parallel the results of IFT's salary survey in some ways. In Canada as in the United States, male respondents reported a higher average salary than female respondents—a mean salary of $99,400 for the men vs $66,300 for the women.

The mean salary increase in 2007 for the Canadian survey respondents was 3.5%, although a quarter of those who responded said they received no increase. The survey asked participants about their work weeks, and 43% said they regularly work more than 50 hours a week.

Of those surveyed by Food in Canada, 49% reported having a university degree, 16% a graduate or post-graduate degree, 10% a college diploma (typically a two-year program in Canada), and 4% an MBA.

Most Canadian survey participants had more than a decade of industry experience; 18.4 years of employment was the mean. The mean age of survey participants was 44.8 years, and 60% of the respondents were male.

Many of those who took part in the survey appeared content with their jobs; 44% said they would likely be working in the same position for the next two years, and 25% said they anticipated being promoted by their current employer within the next two years.

Note: IFT Membership Employment & Salary Survey data is reported using median (half of salaries are above the figure, half below) figures, while the Canadian survey reported mean (average) salaries.

Table 7

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)	130,000	(21)	150,000	(22)			193,500	(11)			199,000	(16)	160,400	(84)
Director of Research	120,000	(15)	97,000	(38)	110,000	(17)	125,500	(14)	125,000	(10)	140,000	(24)	122,500	(118)
Technical Director	93,000	(17)	90,000	(17)	104,000	(11)	115,500	(10)			124,000	(24)	115,000	(85)
Quality Assurance Director/ Manager/Supervisor	62,450	(30)	75,000	(45)	73,500	(26)	85,000	(30)	94,250	(18)	94,326	(55)	81,173	(204)
Quality Assurance (other than above)											79,000	(11)	58,000	(29)
Technical Service Director													95,000	(21)
Laboratory Director													91,000	(31)
Product Developer	63,000	(14)	63,000	(33)	75,000	(24)	85,000	(22)	83,850	(18)	85,000	(81)	82,000	(192)
Chemist											105,500	(10)	75,500	(36)
Flavorist			106,000	(20)									97,750	(44)
Food Engineer											92,000	(17)	92,000	(35)
Food Scientist/Technologist	59,000	(43)	60,000	(85)	67,500	(64)	68,250	(74)	72,250	(44)	74,000	(144)	67,000	(454)
Microbiologist													73,914	(21)
Nutritionist													80,000	(13)
Research Chef													79,000	(21)
Sensory Evaluation Specialist							88,900	(11)	100,000	(13)	77,000	(17)	85,000	(57)
Other			75,000	(21)	80,000	(27)	75,000	(19)	100,000	(17)	102,000	(53)	88,500	(144)
All combined	70,000	(190)	75,512	(328)	80,000	(205)	83,250	(222)	90,000	(157)	91,450	(494)	84,000	(1,596)
Management (other than R&D, Sales & Marketing)														
President/Owner/Partner/ Officer	140,000	(19)											160,000	(33)
Vice President			123,000	(10)									125,500	(20)
General Manager													100,000	(21)
Engineering/Processing Director/Manager/Supervisor													120,000	(15)
Plant Manager/Supervisor													77,000	(19)
Other	79,410	(12)	84,000	(17)							104,000	(21)	93,700	(68)
All combined	103,750	(52)	106,000	(48)			96,500	(18)	102,000	(11)	104,500	(38)	103,750	(176)

• Median salaries increased for all degree levels (Figure 18).

• The starting salary for both sexes combined—considered here as the median salary for those with one year or less of professional food-related work experience since receiving their BS degree—increased by 9.2% to $50,000 from $45,800 in 2007 (Figure 19).

Breaking out the statistics by gender shows that the median starting salary for men was $70,000, an increase of 16.7% from the median of $60,000 in 2007. For women, the median starting salary in 2009 was $44,100, a decline of 2% from $45,000 in 2007.

Input from representatives of food science departments at universities with leading programs in the discipline suggests that these statistics may not be representative of marketplace realities. According to these university contacts, salaries vary more from employer to employer than on the basis of gender.

• In addition to having higher median salaries than women, men also received larger cash bonuses and more in stocks than women (Table 2).

Table 3 shows median salary by degree, experience, and sex; Table 4 by geographical region, degree, and experience; Table 5

Table 7 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	
Sales & Marketing														
Vice President	150,000	(12)	150,000	(10)									150,000	(27)
Director					120,000	(11)							130,000	(36)
Manager	95,000	(18)											99,000	(40)
Product Manager													82,000	(11)
Sales Representative	72,000	(16)	100,000	(24)									94,900	(55)
Technical Sales Representative	85,000	(13)	90,000	(13)									89,550	(40)
Other													79,500	(18)
All combined	94,366	(72)	97,500	(76)	102,000	(25)	114,000	(26)	111,000	(12)	100,000	(23)	100,000	(234)
Purchasing														
Purchasing/Procurement Director/Manager													84,000	(13)
All combined													98,000	(21)
Consulting														
Technical/Scientific	69,500	(16)											84,000	(27)
All combined	77,000	(20)											85,000	(33)
Government														
Research													86,230	(23)
Other													110,106	(10)
All combined											114,000	(19)	98,500	(44)
Education														
Undergraduate teaching, some research							75,000	(13)					76,500	(32)
Research only													67,000	(13)
Research, some graduate teaching							88,953	(10)			98,000	(14)	91,953	(38)
Research, some undergraduate teaching							74,000	(10)			95,500	(12)	88,000	(39)
Administration											170,000	(11)	152,000	(29)
Extension													82,000	(19)
Other							90,000	(11)					88,000	(34)
All combined	73,000	(35)	82,000	(19)	103,000	(19)	85,000	(62)	100,210	(26)	95,445	(58)	88,000	(219)
All job functions/titles combined	80,000	(392)	82,000	(491)	85,000	(278)	86,000	(345)	92,000	(216)	93,000	(661)	87,700	(2,383)

by type of employer, degree, and experience; Table 6 by sex, type of employer, and degree; and Table 7 by job function/title and employer size. Data for fewer than 10 respondents are not reported. **FT**

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