



2013 IFT EMPLOYMENT & SALARY SURVEY REPORT

EMPLOYMENT & SALARY SURVEY FINDINGS

Executive Summary

This report examines the income of both IFT members and non-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 Employment & Salary Survey biennially. This year's survey, conducted after a period of slow recovery from a recession, shows slight changes from 2011 to 2013.

Historically, the results of these industry surveys have revealed a large disparity between the salaries of men and women, but in a continuation of the 2011 findings, the income gap is narrowing, particularly among the youngest professionals in food science and technology.

- The median salaries for respondents age 20-29 are slightly higher among women than men, \$56,500 compared to \$55,250. This continues an earnings trend that was fed in part by a decrease in median starting salary between 2009 and 2011, but still holds now that median starting salaries are once again increasing.

Other highlights of this report include:

- Although median salaries have risen overall, this change was driven by an increase among those who hold masters' degrees, with corresponding declines among those who hold a bachelor's or a doctorate as their highest degree.
- U.S. geographic patterns in salaries continue to hold, with the highest medians reported in the South Atlantic and West South Central regions, and the lowest in the Other Pacific region (salaries were lowest in the Other Pacific region, which includes Washington, Oregon, Alaska, and Hawaii).

History and Methodology

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

A total of 3,762 individuals participated in this year's survey, which for the first time expanded beyond its traditional base of U.S.-based IFT Members and Professional Members, to include both non-U.S. members as well as non-members within and outside of the U.S. Since Food science and technology transcends borders, this year's survey is broader, including more individuals outside the United States. The survey was conducted online in September 2013 by a private consulting firm, which kept all responses confidential. The response rate among U.S.-based members was the highest, at 24.9%, followed by non-U.S. professionals at 17.5%. Non-members (generally former members of IFT) had a surprisingly high participation rate, at 9.6%. 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.

It's also important to note that although the response from among non-U.S. participants was particularly valuable, due to the limited number of respondents in some countries, we were unable to report salary data adjusted from their native currencies.

DATA

General Data

When comparing current and historical data compiled from past IFT member surveys, you'll notice response-related changes over time. The number of respondents in 2013, which totaled 2,456, allows us to reliably represent industry trends. In general, this report presents findings based on U.S. members, but we also present some findings from both non-members and international members (audiences included for the first time in this survey). The overall median salary increased substantially, 3.4% compared to the 2011 survey findings, but represented only a 2.6% increase since 2009, as the median salary dipped in 2011 (Table 1).

Table 1

Trends over the past 47 years as indicated by previous IFT surveys^a

Year	1966	1979	1993	1997	1999	2003	2007	2009	2011	2013
No. of questionnaires sent	7,100	12,370	18,916	19,538	19,478	13,667	11,139	10,874	10,901	10,282
No. of respondents	4,959	5,884	7,785	5,933	4,950	3,934	3,078	2,728	1,923	2,456
Percentage response ^b (%)	71%	48%	42%	31%	26%	29%	28%	25%	18%	25%
Men (%)	NA	79%	66%	61%	60%	56%	52%	51% ^b	50%	48%
Women (%)	NA	17%	34%	39%	40%	44%	48%	49%	50%	52%
Men under age 30 (%)	NA	NA	32%	31%	31%	26%	27%	24%	27%	35%
Women under age 30 (%)	NA	NA	68%	69%	69%	74%	73%	76%	73%	65%
Highest degree in Food Science/Technology (%)	17%	30%	41%	43%	44%	45%	44%	47%	54%	48%
BS degree (%)	NA	47%	47%	46%	46%	42%	41%	39%	39%	38%
MS degree (%)	NA	23%	23%	23%	23%	25%	25%	27%	26%	34%
PhD degree (%)	NA	25%	23%	22%	23%	24%	23%	25%	26%	24%
MBA degree (%)	NA	NA	6%	5%	5%	4%	6%	6%	7%	NA
Employed in Industry ^c (%)	74%	76%	67%	66%	68%	66%	69%	70%	68%	66%
Employed in Education (%)	12%	13%	9%	9%	9%	11%	8%	9%	10%	12%
Employed in Government (%)	8%	6%	4%	3%	3%	3%	2%	2%	2%	4%
R&D/Scientific/Technical function (%)	49%	50%	NA%	66%	70%	62%	63%	67%	68%	63%
Management function (%)	22%	20%	28%	10%	8%	10%	10%	8%	6%	8%
Sales & Marketing function (%)	12%	12%	11%	9%	10%	11%	9%	10%	10%	8%
Education function (%)	8%	9%	11%	8%	7%	11%	9%	9%	10%	12%
Government function (%)	NA	NA	9%	2%	2%	2%	3%	2%	2%	2%
Median Salary (\$)	\$13,000	\$24,000– \$25,999	\$53,000	\$60,000	\$65,000	\$73,150	\$84,000	\$87,700	\$87,000	\$90,000

^a Surveys conducted prior to 2001 were conducted by mail; surveys from 2001–2011 were conducted via the internet and were sent only to Members and Professional Members in the U.S. whose e-mail addresses were known. In 2013, the survey also included international respondents (members and non-members) for the first time.

^b 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.

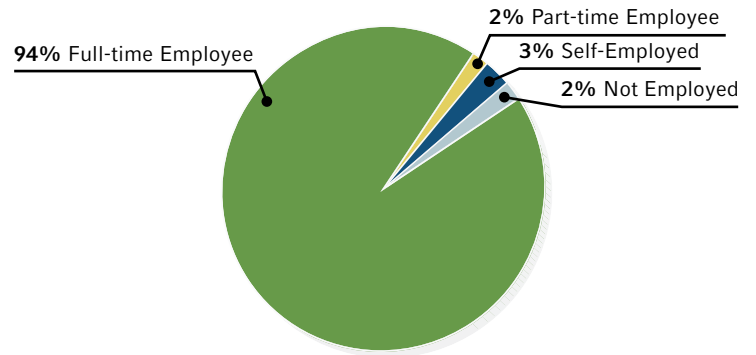
PROFILE OF RESPONDENTS

The snapshot of the food science industry in Figure 1 reveals that respondents are almost exclusively employed full-time, although those who are unemployed may have been less inclined to complete this type of survey.

The percentage of women employed in food science continued to increase, with women comprising a slight majority for the first time (Table 2). In age, respondents were 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



Sex	
All Ages	
Men	48%
Women	52%
Under Age 30	
Men	35%
Women	65%

Age Distribution	
20s	17%
30s	23%
40s	21%
50s	25%
60s	13%
70s	1%

Race/Ethnicity	
White/Caucasian	78%
Asian/Pacific Islander	12%
Hispanic	5%
Black/African-American	3%
Other/Mixed	2%
White/Caucasian	78%

The median salary by gender showed a higher increase among men (+2.8%) than women (+1.5%). Both men and women who received bonuses indicated vast increases compared to those reported in 2011, with men increasing by 50% and women increasing by 25%. Stocks showed a similar disparity in levels and in the rate of increase, as men reported an increase of \$15,000 and women reported an increase of \$2,100. Sex income discrepancy is, of course, much more far-reaching than our industry. According to the 2010 Current Population Survey conducted by the U.S. Census Bureau, women's salaries across all industries were 81% of men's.

U.S. Department of Labor, U.S. Bureau of Labor Statistics, Women in the Labor Force: A Databook, December 2011, Report 1034

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		All Respondents	
Salary	\$102,000	(1,046)	\$79,000	(1,052)	\$90,000	(2,175)
Cash bonus	\$15,000	(695)	\$7,500	(655)	\$10,000	(1,394)
Stocks	\$25,000	(134)	\$8,000	(104)	\$12,000	(244)

Table 6**Median Salaries by Sex and Age**

Age	Men	Women
20-29	\$55,250	\$56,500
30-39	\$84,750	\$76,000
40-49	\$107,000	\$100,000
50-59	\$125,000	\$100,000
60-69	\$120,000	\$101,653

Table 6 examines sex disparity more closely. Median salaries in the youngest age category are actually higher for women compared to men, but this difference is reversed among respondents aged 30-69. One way to interpret this finding is to consider that the traditional gap between women's and men's salaries is disappearing over time, with more recent hires experiencing less inequality.

Table 7**Median Starting Salary by Sex 1993-2013**

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
2013	\$55,000	\$50,000	\$50,000

Median starting salaries* overall have bounced back to their 2009 peak of \$50,000. Women reported a historically high median salary of \$50,000, while men reported a median salary of \$55,000, which was substantially lower than in 2009. In 2013, women's median starting salaries were 89% of men's, surpassing the national average (Table7).

*Defined by us as earnings reported by respondents with 0-1 year of experience in the field, post bachelor's degree.

According to Table 8, the distribution of degrees earned remained very similar to 2011 data—a one percentage point increase in those holding bachelor’s degrees, a two percentage point increase in those holding a master’s degree, and more than a one percentage point decrease in the proportion holding a doctorate. In 2013, slightly more women than men held a masters’ degree. We expect to see a slow movement toward higher levels of education as the job market pushes more members to pursue advanced degrees.

Table 8			
Distribution of Degrees Earned			
Degree	Both Sexes	Men	Women
Ph.D.	24%	31%	18%
Masters	34%	31%	38%
Baccalaureate	38%	34%	42%
Other/none	3%	3%	3%

Table 9 shows a decline in earnings among those who hold either a baccalaureate or a doctorate degree, while those who hold a masters’ degree increased, primarily due to respondents with an MBA being included in this category for the first time (prior to 2013, the categories were expressly “BS,” “MS,” and “Ph.D.” degrees as opposed to the more generic language used in the 2013 survey).

Table 9				
Median Salary by Degree 1993–2013				
Year	Bachelors’	Masters’	Doctorate	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
2013	\$75,000	\$90,000	\$95,000	NA

Table 10			
Hold a Degree in Food Science/Technology and Current Employment Situation			
Current Employment Situation	Degree in Food Science/Technology		
	Yes		No
Full-time Employee	97%	(955)	95% (1,094)
Part-time Employee	1%	(10)	2% (25)
Self-employed	2%	(17)	3% (39)

Tables 10-12 show what degrees IFT members have earned, and how they are using them. Those with a degree in food science/technology are more likely to be employed full-time. Those without this degree are twice as likely to be self-employed, or to be employed part-time.

Table 11				
Highest Degree Earned	U.S. Degree		Non-U.S. Degree	
Bachelor's	40%	(796)	25%	(32)
Master's	35%	(704)	28%	(36)
Doctorate	23%	(465)	43%	(56)
None/other	2%	(42)	4%	(5)

The highest degree earned by U.S. members is most often a bachelor's or a master's degree. A doctorate degree is the highest degree earned abroad.

Table 12.			
Primary Function	Degree in Food Science/Technology		
	Yes		No
R&D/Scientific/Technical	77%	(754)	64% (741)
Management	6%	(54)	8% (94)
Sales & Marketing	7%	(65)	10% (117)
Purchasing	0%	(3)	1% (8)
Consulting	1%	(13)	2% (17)
Government	2%	(20)	3% (31)
Education	7%	(71)	12% (143)

It would appear that a degree in food science or technology is not required for steady employment in the field. While individuals with those degrees are more likely to work in the R&D, scientific, and technical sector, those without the degree account for a higher proportion of individuals working in all other sectors.

Table 13	
Field of Highest Degree	
Food Science/Technology	62%
Business/Marketing	10%
Chemistry	7%
Biological Sciences	7%
Nutrition	5%
Microbiology	3%
Chemical Engineering	2%
Food Engineering	2%
Agriculture	2%

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

Table 13 reveals that degrees in food science and technology represent 62% of the highest degrees earned by respondents. Other degrees fit neatly with specific food science job functions—business/marketing degrees and a number of specific scientific fields account for the remainder of highest degrees earned.

Respondents' years of experience are distributed fairly evenly—in the lower ranges, about 4% of the total workforce falls in each one-year range of experience, declining to about 2% of the total workforce falling into each one year range above 20 years of total experience. Although the percentage of respondents with more than 30 years of experience may suggest an impending issue of retirement cut backs, food science shows relatively little sign of "aging out" qualified employees through en masse retirement.

Table 15 demonstrates how median salaries increase steadily with total years of experience, and higher degrees entail an earnings premium across all ranges of total experience.

For example, average annual salaries overall for respondents with a bachelor’s degree peak at \$105,000 in the 31-35 year range of experience, then decline for those with greater years of experience.

Gender-related patterns show an expected relationship of near-parity among the least-experienced individuals with any of the three degrees, but median salaries of men outstrip those of women among respondents with a bachelors’ or masters’ degree.

There is little consistency in the relationship of earnings among men compared to women who hold a doctorate, although this is more reflective of the relatively small number of respondents in each range of experience.

Table 15

Degree/Years Since BS: Median Salaries

Bachelor's	Overall		Men		Women	
0-1	\$45,000	(66)	\$43,000	(20)	\$45,500	(44)
2-5	\$51,875	(158)	\$56,000	(55)	\$50,156	(97)
6-10	\$67,200	(115)	\$68,000	(37)	\$66,950	(75)
11-15	\$80,000	(90)	\$89,000	(31)	\$75,000	(57)
16-20	\$94,000	(95)	\$100,000	(47)	\$90,240	(46)
21-25	\$103,000	(84)	\$110,000	(37)	\$100,000	(43)
26-30	\$100,000	(79)	\$105,661	(40)	\$95,000	(35)
31-35	\$115,000	(61)	\$120,000	(35)	\$100,813	(22)
36-40	\$105,000	(37)	\$105,000	(25)	\$105,000	(12)
>40	\$105,000	(25)	\$105,000	(22)	-	-
Overall	\$85,573	(818)	\$90,000	(351)	\$70,000	(439)
Master's Degree	Overall		Men		Women	
0-1	\$55,000	(33)	\$55,000	(10)	\$54,000	(23)
2-5	\$65,000	(117)	\$65,450	(42)	\$64,000	(74)
6-10	\$80,200	(118)	\$88,900	(40)	\$79,213	(74)
11-15	\$90,000	(99)	\$97,500	(39)	\$86,500	(56)
16-20	\$105,000	(79)	\$115,000	(35)	\$98,500	(44)
21-25	\$110,000	(75)	\$117,500	(26)	\$100,000	(43)
26-30	\$115,000	(63)	\$122,500	(28)	\$113,000	(34)
31-35	\$130,000	(71)	\$135,000	(45)	\$101,153	(26)
36-40	\$139,000	(53)	\$142,500	(42)	\$125,500	(10)
>40	\$135,000	(15)	\$140,000	(12)	-	-
Overall	\$92,000	(731)	\$109,000	(321)	\$83,000	(391)
Doctorate	Overall		Men		Women	
0-1	\$80,000	(17)	\$75,000	(8)	\$90,000	(9)
2-5	\$80,000	(54)	\$80,000	(22)	\$78,500	(30)
6-10	\$91,443	(56)	\$87,000	(25)	\$92,200	(30)
11-15	\$96,016	(74)	\$101,500	(44)	\$93,000	(29)
16-20	\$115,000	(71)	\$109,000	(49)	\$124,063	(22)
21-25	\$125,000	(66)	\$125,200	(40)	\$100,000	(25)
26-30	\$126,000	(54)	\$130,000	(43)	\$114,000	(9)
31-35	\$137,500	(49)	\$149,000	(35)	\$117,000	(13)
36-40	\$130,000	(45)	\$130,000	(37)	\$96,500	(8)
>40	\$100,000	(24)	\$100,000	(15)	\$135,000	(7)
Overall	\$105,000	(515)	\$110,000	(319)	\$95,730	(186)

Table 16		
Percent of Response and Median Salary by Location (\$)		
Location	Percent of Response	Median Salary
South Atlantic	12%	\$97,000
West South Central	5%	\$94,000
California	11%	\$92,000
East North Central	27%	\$91,800
Middle Atlantic	14%	\$90,000
New England	4%	\$90,000
Mountain	5%	\$85,997
West North Central	13%	\$85,000
East South Central	4%	\$80,250
Other Pacific	5%	\$74,250

Median salaries are highest in the South Atlantic region, at \$97,000. Median salaries were lowest in the Other Pacific region, which includes Washington, Oregon, Alaska, and Hawaii (Table 16).

TYPE/SIZE OF EMPLOYER

Table 17	
Type of Employer (%)	Percentage of Response
Food/beverage manufacturing/processor	38%
Food ingredient manufacturing/supplier	22%
Educational institution	17%
Consulting	5%
Government	3%
Food service	2%
Scientific/trade association	1%
Private research institution	1%
Independent testing lab	1%
Contract processing/shipping	1%
Processing equipment manufacturing/supplier	1%
Packaging equipment manufacturing/supplier	0%
Other	7%

The allocation of IFT members among employer types exposes a continuing trend toward fewer in the food/beverage processor sector, dipping from 47% in 2009 to 38% in 2013 (Table 17). There is also a recent decrease in the proportion of respondents in the food ingredient manufacturing/supplier category, and a sharp increase in the percentage working in educational institutions.

Table 18 (on the following page) reflects the range of median salaries by degree earned and years of experience, broken out by type of employer.

In all categories, there is a steady upward progression in median salary, generally to the point of more than 35 years of experience, after which the median salary declines.

Comparing the “combined” data, food/beverage and food ingredient manufacturer/supplier pay the highest amount to those with doctorates, while consulting pays the most to those with bachelors’ degrees.

Table 18

Median Salary, \$ (No. of Respondents)

Food/beverage mfg/processor	Bachelor's		Masters'		Doctorate	
Combined	\$75,000	(384)	\$91,000	(365)	\$120,000	(135)
0-1	\$45,750	(18)	\$54,000	(13)	-	-
2-5	\$54,100	(75)	\$65,550	(62)	\$80,000	(16)
6-10	\$65,500	(61)	\$83,500	(62)	\$94,450	(20)
11-15	\$75,000	(39)	\$90,900	(52)	\$112,500	(20)
16-20	\$94,000	(45)	\$100,000	(44)	\$130,500	(22)
21-25	\$98,200	(41)	\$111,000	(33)	\$140,000	(21)
26-30	\$100,000	(47)	\$122,500	(28)	\$142,000	(11)
31-35	\$110,000	(29)	\$135,000	(41)	\$147,900	(8)
36-40	\$104,000	(15)	\$139,000	(21)	\$125,000	(11)
>40	\$95,750	(8)	\$115,000	(5)	-	-
Food ingredient mfg/supplier	Bachelor's		Masters'		Doctorate	
Combined	\$89,000	(231)	\$100,000	(173)	\$120,000	(69)
0-1	\$44,000	(11)	-	-	-	-
2-5	\$52,125	(36)	\$60,000	(21)	\$77,000	(6)
6-10	\$70,000	(37)	\$75,000	(29)	\$95,000	(5)
11-15	\$85,000	(34)	\$93,100	(26)	\$94,516	(12)
16-20	\$100,000	(28)	\$120,000	(21)	\$116,000	(13)
21-25	\$110,000	(30)	\$110,000	(22)	\$125,000	(7)
26-30	\$109,000	(19)	\$105,000	(20)	\$132,600	(9)
31-35	\$111,000	(20)	\$132,000	(10)	\$150,000	(7)
36-40	\$106,000	(7)	\$145,000	(17)	\$140,000	(5)
>40	\$115,000	(9)	\$115,997	(4)	-	-
Consulting	Bachelor's		Masters'		Doctorate	
Combined	\$100,000	(29)	\$89,950	(25)	\$100,000	(21)
16-20	\$89,000	(7)	-	-	-	-
21-25	-	-	\$77,475	(4)	\$75,000	(4)
31-35	\$100,000	(5)	\$104,500	(4)	\$175,000	(4)
36-40	\$82,500	(4)	-	-	\$48,500	(4)
>40	-	-	-	-	\$75,000	(7)
Educational institution	Bachelor's		Masters'		Doctorate	
Combined	\$48,000	(51)	\$60,000	(41)	\$90,500	(182)
0-1	\$42,500	(26)	\$54,500	(12)	\$77,980	(10)
2-5	\$50,000	(20)	\$58,000	(15)	\$75,000	(17)
6-10	-	-	\$67,500	(4)	\$65,000	(15)
11-15	-	-	-	-	\$72,723	(29)
16-20	-	-	-	-	\$87,750	(22)
21-25	-	-	-	-	\$100,000	(23)
26-30	-	-	-	-	\$103,404	(20)
31-35	-	-	-	-	\$111,000	(17)
36-40	-	-	-	-	\$126,500	(18)
>40	-	-	-	-	\$117,500	(10)

Food service	Bachelor's		Masters'		Doctorate	
Combined	\$68,000	(17)	\$92,000	(19)	-	-
2-5	\$43,000	(4)	-	-	-	-
6-10	\$62,500	(5)	\$83,350	(4)	-	-
11-15	-	-	\$57,800	(4)	-	-
Food service	Bachelor's		Masters'		Doctorate	
Combined	\$90,000	(9)	\$95,500	(16)	\$110,500	(42)
0-1	-	-	-	-	-	-
2-5	-	-	-	-	\$74,000	(5)
6-10	-	-	\$99,750	(4)	-	-
16-20	-	-	-	-	\$109,000	(7)
21-25	-	-	-	-	\$129,500	(6)
26-30	-	-	-	-	\$122,500	(10)
31-35	-	-	-	-	\$100,000	(5)
Private research institution	\$48,000	(2)	\$109,000	(8)	\$104,000	(7)
Processing equipment mfg/supplier	\$74,000	(4)	\$65,461	(4)	-	-
Packaging equipment mfg/supplier	-	-	\$70,000	(5)	-	-
Contract processing/shipping	\$83,400	(5)	\$105,000	(4)	-	-
Independent testing lab	\$94,000	(11)	\$86,500	(7)	\$57,500	(4)
Scientific/trade assn	\$40,000	(5)	\$76,000	(12)	\$100,000	(15)
Other	\$76,500	(58)	\$89,950	(46)	\$117,500	(26)

Table 19 (on the following page) reflects the range of median salaries by degree earned and sex, broken out by type of employer.

By degree, consulting has the highest median salary for respondents, with a bachelor's degree at \$100,000. Among respondents who have completed a doctorate, those in food/beverage manufacturing/processor and food ingredient manufacturing/supplier segments have the highest median incomes, at \$120,000.

Among those who report a masters' degree as their highest level of education, food ingredient manufacturers/suppliers pay the highest salaries.

Table 19

Range of Median Salaries (\$), by Degree Earned and Sex (No. of Respondents)

Both Sexes Combined	Bachelor's		Masters'		Doctorate	
Food/beverage mfg/processor	\$75,000	(384)	\$91,000	(365)	\$120,000	(135)
Food ingredient mfg/supplier	\$89,000	(231)	\$100,000	(173)	\$120,000	69
Processing equipment mfg/supplier	\$74,000	(4)	\$65,461	(4)	-	-
Packaging equipment mfg/supplier	-	-	\$70,000	(5)	-	-
Contract processing/shipping	\$83,400	(5)	\$105,000	(4)	-	-
Consulting	\$100,000	(29)	\$89,950	(25)	\$100,000	(21)
Educational institution	\$48,000	(51)	\$60,000	(41)	\$90,500	(182)
Private research institution	\$48,000	(2)	\$109,000	(8)	\$104,000	(7)
Food service	\$68,000	(17)	\$92,000	(19)	-	-
Government	\$90,000	(9)	\$95,500	(16)	\$110,500	(42)
Independent testing lab	\$94,000	(11)	\$86,500	(7)	\$57,500	(4)
Scientific/trade association	\$40,000	(5)	\$76,000	(12)	\$100,000	(15)
Other	\$76,500	(58)	\$89,950	(46)	\$117,500	(26)
Male	Bachelor's		Masters'		Doctorate	
Food/beverage mfg/processor	\$90,500	(156)	\$105,000	(155)	\$124,000	(89)
Food ingredient mfg/supplier	\$95,280	(118)	\$117,500	(84)	\$126,700	(48)
Processing equipment mfg/supplier	\$74,000	(4)	-	-	-	-
Packaging equipment mfg/supplier	-	-	\$92,500	(4)	-	-
Contract processing/shipping	\$75,000	(4)	\$105,000	(4)	-	-
Consulting	\$100,000	(13)	\$130,000	(11)	\$80,000	(14)
Educational institution	\$55,000	(14)	\$57,500	(16)	\$100,000	(7)
Private research institution	-	-	\$100,000	(4)	\$104,000	(5)
Food service	\$76,000	(6)	\$90,000	(9)	-	-
Government	-	-	\$109,000	(5)	\$112,000	(21)
Independent testing lab	\$104,500	(4)	\$76,000	(4)	-	-
Scientific/trade association	\$38,000	(4)	\$43,600	(5)	\$100,000	(11)
Other	\$100,500	(14)	\$90,000	(15)	\$121,500	(12)
Female	Bachelor's		Masters'		Doctorate	
Food/beverage mfg/processor	\$70,000	(215)	\$80,000	(200)	\$110,000	(42)
Food ingredient mfg/supplier	\$80,000	(108)	\$90,000	(85)	\$94,516	(20)
Processing equipment mfg/supplier	-	-	-	-	-	-
Packaging equipment mfg/supplier	-	-	-	-	-	-
Contract processing/shipping	-	-	-	-	-	-
Consulting	\$89,000	(13)	\$80,250	(14)	\$100,000	(5)
Educational institution	\$45,000	(34)	\$57,840	(26)	\$83,500	(74)
Private research institution	-	-	\$90,500	(4)	-	-
Food service	\$62,750	(10)	\$87,000	(10)	-	-
Government	\$56,800	(5)	\$86,000	(10)	\$96,500	(20)
Independent testing lab	\$50,000	(7)	-	-	-	-
Scientific/trade association	-	-	\$63,000	(7)	\$82,500	(4)
Other	\$72,000	(36)	\$94,950	(30)	\$117,000	(13)

Note: Results with a small N may not allow reliable comparisons across variations in one or more variables in a detailed table, such as male vs. female in a specific work setting and a specific highest degree completed. These detailed comparisons also omit other values which may serve a significant explanatory role for differentials in salary, such as level of responsibility and total years of professional experience.

Table 20

Size of Employer	
<100 employees	17%
100-499	20%
500-999	11%
1-2.49k	12%
2.5-4.99k	8%
5,000+	33%

Table 20 shows that approximately one-third of respondents work for larger organizations, those with 5,000 or more employees. At the other end of the scale, 37% work for organizations with fewer than 500 employees. The remaining 30% work for mid-sized organizations, with 500-4,999 employees.

Table 21 reflects a correlation between employer size and median salaries. By general sector, the largest organizations in all sectors, except education, pay the highest median salaries for almost all positions. There were no respondents from consulting firms larger than 100-499 employees. Education organizations in the 2,500-4,999 employee size range pay the highest median salary, which leads us to conclude that larger organizations tend to pay more.

Table 21

Median Salary of Full-Time Employees by Sector, Job Function/Title and Size of Employer

General Sector	Median Salary, \$ (No. of Respondents)													
	<100		100-499		500-999		1,000-2,499		2,500-4,999		5,000 or more		All sizes combined	
R&D/Scientific/ Technical	\$68,000	(181)	\$86,000	(299)	\$78,000	(152)	\$77,380	(175)	\$93,000	(105)	\$95,000	(553)	\$85,000	(1475)
Management	\$110,000	(75)	\$120,000	(30)	\$89,000	(9)	-	-	\$93,000	(6)	\$135,000	(26)	\$113,000	(151)
Sales & Marketing	\$103,000	(53)	\$110,000	(59)	\$105,000	(19)	\$103,500	(14)	\$88,000	(17)	\$120,000	(33)	\$110,000	(195)
Purchasing	-	-	\$60,000	(5)	-	-	-	-	-	-	-	-	\$86,500	(15)
Consulting	\$100,000	(17)	\$125,000	(5)	-	-	-	-	-	-	-	-	\$100,000	(32)
Government	-	-	\$106,500	(6)	\$90,482	(5)	-	-	-	-	\$106,000	(25)	\$97,500	(46)
Education	\$60,000	(20)	\$65,000	(21)	\$91,000	(29)	\$92,000	(43)	\$97,850	(26)	\$90,000	(79)	\$84,750	(220)

R&D/Scientific/ Technical	Median Salary, \$ (No. of Respondents)													
	<100		100–499		500–999		1,000–2,499		2,500–4,999		5,000 or more		All sizes combined	
Vice President	\$154,000	(6)	-	-	\$245,000	(18)	\$142,000	(16)	\$148,000	(22)	\$129,000	(5)	\$175,000	(69)
Director of Research	\$131,000	(13)	\$140,000	(10)	\$155,000	(43)	\$95,000	(12)	\$120,000	(37)	\$128,000	(12)	\$135,000	(129)
Technical Director	\$149,500	(5)	\$130,000	(7)	\$150,000	(27)	\$90,000	(13)	\$110,000	(20)	\$120,000	(7)	\$130,000	(79)
QA/QC Dir/Manager/ Supervisor	\$73,500	(27)	\$94,500	(12)	\$100,000	(48)	\$72,500	(26)	\$81,500	(40)	\$79,000	(22)	\$86,000	(174)
QA/QC (other)	\$46,000	(7)	-	-	\$63,750	(16)	\$40,000	(9)	\$43,308	(12)	\$35,000	(5)	\$54,000	(51)
Technical Services Director	\$72,500	(3)	-	-	\$110,000	(11)	\$53,050	(4)	\$85,000	(4)	\$80,000	(5)	\$107,500	(28)
Laboratory Director	\$70,000	(25)	-	-	\$105,016	(10)	\$80,000	(5)	\$108,000	(3)	-	-	\$100,000	(24)
Product Developer	\$80,000	(5)	\$92,000	(12)	\$83,500	(84)	\$66,100	(24)	\$70,800	(34)	\$64,760	(22)	\$77,000	(203)
Chemist	\$71,000	(2)	-	-	\$75,000	(15)	-	-	\$67,500	(4)	-	(1)	\$80,000	(29)
Flavorist	\$73,690	(6)	-	-	\$130,000	(5)	-	-	\$86,000	(12)	\$148,000	(3)	\$45,000	(26)
Food Engineer	\$71,000	(47)	\$76,298	(4)	\$91,000	(7)	-	-	\$78,000	(3)	-	-	\$82,500	(20)
Food Scientist/ Technologist	\$46,000	(2)	\$77,500	(30)	\$79,000	(158)	\$50,000	(43)	\$63,250	(54)	\$63,500	(44)	\$72,550	(378)
Microbiologist	\$37,500	(5)	-	-	\$94,000	(12)	\$46,000	(4)	-	(1)	\$26,000	(2)	\$60,000	(21)
Nutritionist	\$76,200	(20)	-	-	\$98,500	(6)	-	-	-	-	-	-	\$82,000	(13)
Packaging Scientist	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Research Chef	-	-	-	-	-	-	-	(1)	\$73,250	(6)	-	(1)	\$60,500	(11)
Sensory Evaluation Specialist	-	-	\$65,000	(5)	\$85,000	(29)	\$37,000	(3)	\$61,450	(8)	\$56,000	(4)	\$75,689	(54)
Other	-	-	\$82,900	(10)	\$100,000	(65)	\$43,000	(13)	\$77,500	(38)	\$69,450	(18)	\$84,526	(165)
Management (Other than R&D, Sales & Marketing)	Median Salary, \$ (No. of Respondents)													
	<100		100–499		500–999		1,000–2,499		2,500–4,999		5,000 or more		All sizes combined	
President, Owner, Partner, Officer	-	-	-	-	\$200,000	(5)	\$120,000	(46)	\$277,500	(6)	\$75,000	(2)	\$142,500	(62)
Vice President (except R&D, Sales & Marketing)	-	-	-	-	-	-	\$109,500	(8)	\$152,731	(6)	-	-	\$145,231	(16)
General Manager	-	-	-	-	-	-	\$115,000	(9)	\$110,000	(5)	-	-	\$115,000	(17)
Engineering/ Processing Director/Manager/ Supervisor	-	-	-	-	\$113,000	(6)	-	-	-	-	-	-	\$103,000	(11)
Plant Manager/ Supervisor	\$45,000	(3)	-	-	-	-	\$87,500	(5)	-	-	-	-	\$89,750	(10)
Other	\$70,875	(4)	-	-	\$99,000	(12)	\$84,500	(6)	\$65,000	(11)	\$65,000	(4)	\$83,000	(35)
Sales & Marketing	Median Salary, \$ (No. of Respondents)													
	<100		100–499		500–999		1,000–2,499		2,500–4,999		5,000 or more		All sizes combined	
Vice President	\$84,000	(4)	-	-	-	-	\$150,000	(7)	\$150,000	(5)	\$75,000	(2)	\$150,000	(14)
Director	-	-	-	-	\$118,000	(5)	\$129,000	(11)	\$120,000	(11)	\$135,000	(6)	\$120,000	(38)
Manager	-	-	-	-	\$97,000	(6)	\$105,000	(9)	\$115,000	(11)	-	-	\$105,000	(31)
Product Manager	-	-	-	-	-	-	-	-	\$96,000	(4)	-	-	\$104,750	(14)

Market Researcher	\$46,000	(3)	-	-	-	-	-	-	-	-	-	-	-	
Sales Representative	\$80,960	(7)	\$70,875	(4)	\$110,000	(11)	\$81,000	(8)	\$91,000	(18)	\$77,000	(8)	\$93,500	(52)
Broker	\$94,000	13	-	-	-	-	-	-	-	-	-	-	-	-
Technical Sales Representative	\$60,000	(3)	\$66,000	(5)	\$96,500	(11)	\$75,000	(11)	\$92,600	(7)	-	(1)	\$86,500	(34)
Other	\$137,500	(4)	-	-	-	-	-	-	-	-	-	-	\$90,000	(7)
Purchasing	Median Salary, \$ (No. of Respondents)													
	<100		100-499		500-999		1,000-2,499		2,500-4,999		5,000 or more		All sizes combined	
Purchasing/Procurement Director/Manager	\$114,000	(7)	-	-	-	-	-	-	-	-	-	-	-	-
Purchasing Agent/Buyer	-	-	-	-	-	-	-	-	-	-	-	-	\$60,000	(5)
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Consulting	Median Salary, \$ (No. of Respondents)													
	<100		100-499		500-999		1,000-2,499		2,500-4,999		5,000 or more		All sizes combined	
Technical/Scientific	-	-	-	-	\$84,000	(4)	\$100,000	(15)	\$125,000	(5)	\$52,000	(3)	\$100,000	(30)
Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Government	Median Salary, \$ (No. of Respondents)													
	<100		100-499		500-999		1,000-2,499		2,500-4,999		5,000 or more		All sizes combined	
Management/Administrative	-	-	-	-	\$127,000	(8)	-	-	-	-	-	-	\$140,259	(11)
Research	-	-	-	-	\$97,000	(9)	\$32,274	(2)	\$92,000	(3)	\$45,241	(2)	\$93,700	(23)
Inspection	-	-	-	-	\$89,000	(5)	-	-	-	-	-	-	\$75,250	(8)
Other	-	-	-	-	-	-	-	-	-	-	-	-	\$95,000	(5)
Education	Median Salary, \$ (No. of Respondents)													
	<100		100-499		500-999		1,000-2,499		2,500-4,999		5,000 or more		All sizes combined	
Graduate Teaching Only	-	-	-	-	-	-	\$63,000	(3)	-	-	-	-	\$63,000	(5)
Undergraduate Teaching Only	-	-	-	-	\$65,868	(5)	-	(0)	\$50,500	(6)	-	-	\$58,000	(14)
Graduate Teaching, Some Research	-	-	-	-	-	-	\$50,000	(3)	-	-	-	-	\$59,500	(10)
Undergraduate Teaching, Some Research	-	-	\$100,000	(7)	\$74,000	(6)	-	(1)	\$52,000	(3)	\$65,000	(3)	\$80,000	(27)
Research Only	-	-	-	-	\$39,752	(6)	\$42,000	(3)	-	(1)	-	-	\$45,500	(12)
Research, Some Graduate Teaching	-	-	\$86,000	(4)	\$81,000	(15)	\$36,022	(2)	\$68,500	(4)	\$76,711	(3)	\$84,500	(41)
Research, Some Undergraduate Teaching	-	-	-	-	\$100,000	(15)	-	(1)	\$29,000	(2)	\$97,613	(5)	\$94,000	(29)
Administration	-	-	\$149,000	(5)	\$165,275	(8)	-	-	-	-	\$115,000	(8)	\$149,500	(28)
Extension	-	-	-	-	\$105,836	(8)	-	-	-	-	\$90,000	(5)	\$90,000	(21)
Other	-	-	-	-	\$105,000	(9)	-	(1)	\$40,000	(2)	\$40,500	(2)	\$94,560	(23)
Other Job Title/Function	-	-	-	-	\$76,500	(4)	-	-	-	-	-	-	\$66,000	(10)

Table 22			
Number of Employers		Years with Current Employer	
0-1	27%	0-1	16%
2	24%	2-5	33%
3	21%	6-10	20%
4	12%	11-15	12%
5-6	14%	16-20	7%
>6	4%	>20	12%

Table 22 indicates that while food science professionals do change jobs, on average they stay with an employer for several years before moving on. Respondents report a median of 16.2 years of professional food-related work experience since their bachelor's degree, have had 2.5 employers thus far during their food-related career, and report working a median of 5.7 years for their present employer.

Table 23	
Benefits	
Health insurance	93%
Vacation	92%
401K	87%
Dental insurance	84%
Association membership dues	71%
Life insurance	69%
Vision insurance	68%
Disability insurance, short-term	66%
Sick leave	64%
Bonus/performance compensation	62%
Disability insurance, long-term	62%
Flexible spending account	60%
Maternity/family leave	58%
Tuition reimbursement	51%
Employee assistance program	45%
Reimburse fees for professional certification/recertification	41%
CE Courses/webinars via internet	41%
Relocation expenses	40%

Benefits Continued	
Ability to work at home	39%
Fitness facilities/dues	38%
CE courses, onsite	36%
Flex time	35%
CE programs, off-site	34%
Pension	24%
Severance policy	18%
Legal assistance	15%
Long-term care	15%
Retiree health insurance	10%
Company automobile	9%
Retiree dental insurance	7%
Auto insurance	7%
Sabbatical, paid	6%
Sabbatical, unpaid	5%
Other benefits	5%
Child care	3%
Homeowner's insurance	1%

In table 23, respondents indicated that benefits in the industry continue to hold fairly steady, although there have been some decreases since 2011 in the percentage of organizations offering health insurance, vacation time, 401k, dental insurance, and other common benefits.

Table 24								
	Workload/work/life balance	Management support	Supervisory duties	Co-workers	Salary	Stressful environment	Job security	Other challenge
Staff reduction	29%	33%	28%	25%	26%	29%	45%	22%
Hiring freeze	28%	26%	31%	26%	25%	24%	34%	23%
Salary reduction	3%	6%	0%	3%	9%	3%	7%	4%
Salary freeze	14%	21%	11%	16%	29%	18%	14%	15%
No impact	43%	38%	43%	52%	38%	40%	26%	49%
Other factor	6%	4%	8%	9%	7%	12%	10%	16%

IFT PROGRAMS

Table 25		
Median Income (\$), CFS Recipients and Non Certified		
Income	Median (\$)	
	CFS Recipient	Non Certified
Salary	\$101,000	\$81,048
Bonus	\$5,000	\$2,500
Stocks	-	-
Combined	\$111,000	\$88,000

In 2013, IFT debuted its Certified Food Science (CFS) credential to recognize the applied scientific knowledge and skills of food scientists, and the Employment & Salary Survey suggests that it is indeed a beneficial designation. According to survey data, CFS recipients have a median salary 25% higher than those who are not certified.

EMPLOYMENT

Economy's Effect on Employment

Figure 2

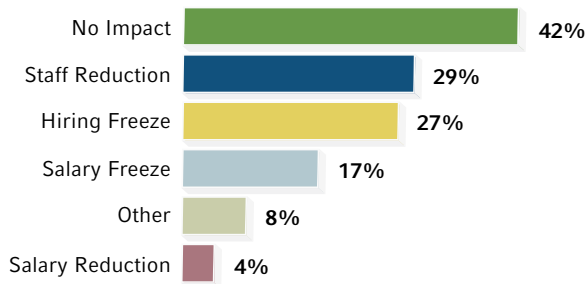
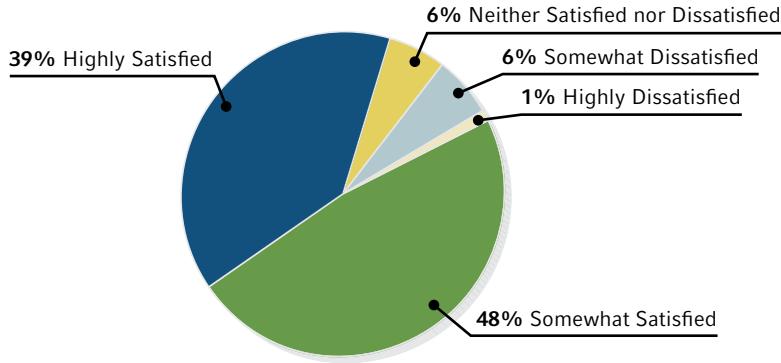


Figure 2 reveals that the proportion of organizations with current hiring freezes and staff reductions has declined slightly compared to 2011, but many still have them in place. Data from the Society of Human Resources Management (SHRM) showed that a maximum of 34% of organizations across all industries had hiring freezes early in the 2009 recession, and nearly 21% reported them in 2010.

Salary freezes and salary reductions are also decreasing in frequency when compared to 2011.

Job Satisfaction

Figure 3



2011 marked the first time that the survey included questions about job satisfaction. The majority of respondents had positive things to say; more than 80% reported that they were either highly satisfied (39%) or somewhat satisfied (48%) with their jobs (Figure 3).

More than half said that intellectual stimulation (51%) was key to their job satisfaction, with job security (23%) coming in a distant second (Figure 4). Those who were highly satisfied with their jobs had higher salaries than those who were less satisfied (Table 26).

Factors for Job Satisfaction

Figure 4

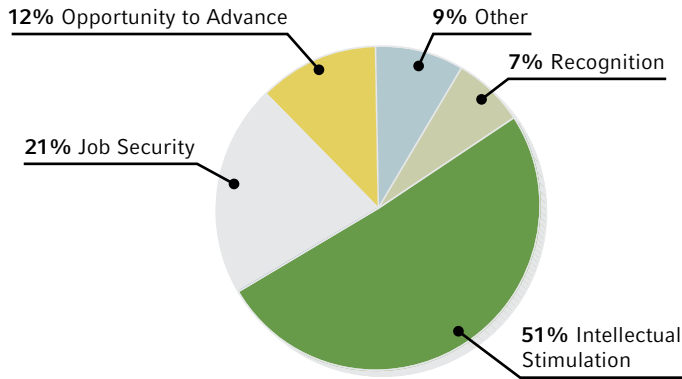
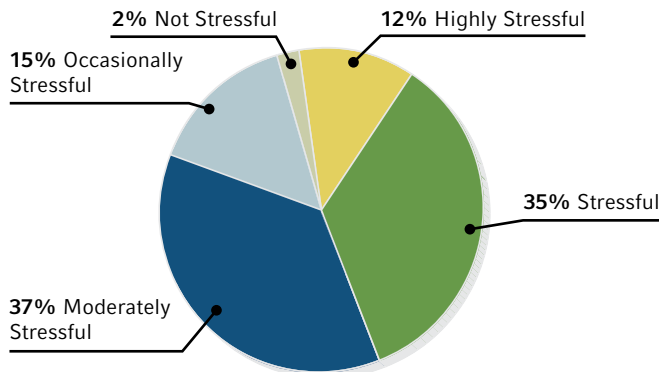


Table 26

Satisfaction Level	Median Salary
Highly Satisfied	\$111,463
Somewhat Satisfied	\$90,303
Neither Satisfied nor Dissatisfied	\$79,176
Somewhat Dissatisfied	\$84,697
Highly Dissatisfied	\$71,365

Level of Stress

Figure 5



*Total equals more than 100% due to rounding

Despite the high level of satisfied workers, Figure 5 shows that almost half of respondents characterized their jobs as highly stressful or stressful. Table 27 reveals a positive correlation between increased stress and increased salary. Those facing the least stress reported a median salary 25% lower than those who reported a highly stressful work environment.

Table 28

Hours Per Week	Median Salary
35 or fewer	\$56,000
36-40 hours	\$72,500
41-45 hours	\$81,300
46-50 hours	\$98,100
More than 50 hours	\$115,000

Our industry is a hard-working one, with an approximate average work week of 45 hours and 19% indicating that they work more than 50 hours per week (Figure 7). Table 28 demonstrates the financial rewards that accompany greater workloads. Those who work more than 50 hours per week earned a median salary of \$115,000, compared to far lower salaries among those who work less. Those who work 35 or fewer hours earned less than half the median salary of those who work 50 or more hours.

Hours Worked Per Week

Figure 7

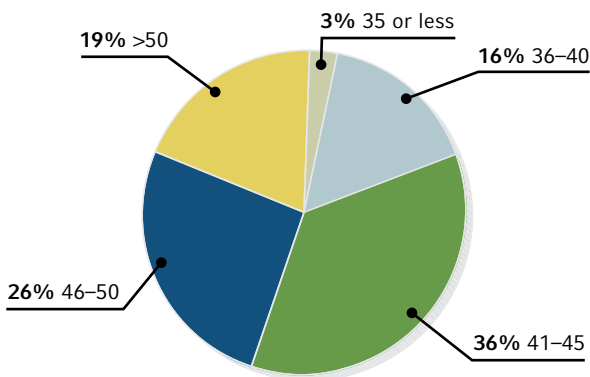
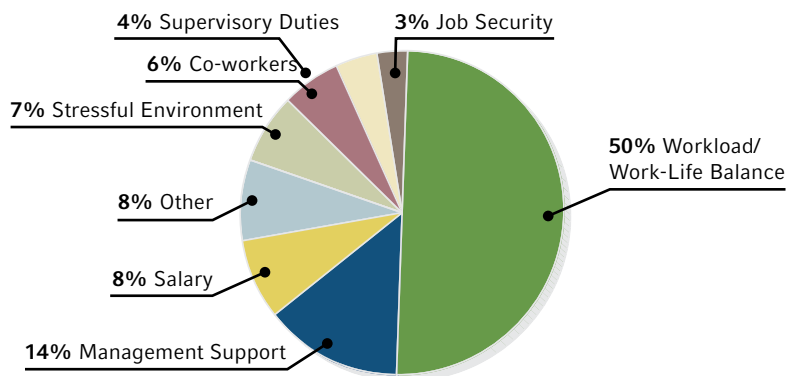


Table 27

Stress Level	Median Salary
Highly Stressful	\$108,338
Stressful	\$103,539
Moderately Stressful	\$97,222
Occasionally Stressful	\$77,305
Not Stressful	\$81,508

Largest Challenges Faced on the Job

Figure 6



The number one job challenge reported by respondents was work/life balance, cited by 50% (Figure 6). Given the extensive number of hours worked per week by the majority of respondents, it's worth noting that despite the high percentage who indicated their jobs were stressful, "stressful environment" ranked a mere 7% as a challenge.

IFT INVOLVEMENT

Table 29

Expenses and Time for IFT

Pay for or reimburse IFT membership dues	87%
Travel expenses to attend IFT Annual Meeting & Food Expo®	72%
Time off to attend IFT Annual Meeting & Food Expo	67%
Expenses to attend monthly IFT section meetings	39%
Time off to attend monthly IFT section meetings	35%
Time off for IFT volunteer work	25%
Travel expenses for IFT volunteer work	17%
Other support	1%
None	1%

Most employers pay for IFT membership dues, which closely matches the latest all-industry figure that 87% of organizations offer this benefit. A substantial majority of employers also cover IFT members’ travel expenses and time off for attending the IFT Annual Meeting & Food Expo®. More than one-third pay expenses and provide time off to attend IFT section meetings.

OUTSIDE OF THE U.S. AND NON-MEMBER FINDINGS

This survey encompassed a diverse audience, including non-U.S. members and non-members, both for the first time. As Figures 8-10 on the following pages demonstrate, there are great similarities between U.S.-based members and non-members, and substantial differences among U.S.-based and non-U.S. based respondents.

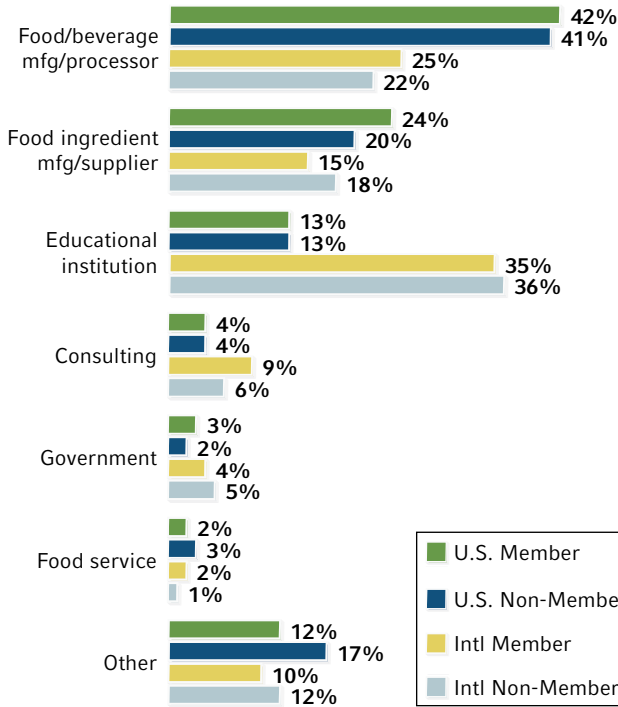
The majority of non-U.S. respondents are men, while the majority of U.S. non-members are women, although women are the majority within all three segments among respondents in their 20’s. Non-U.S. respondents, particularly members, are far more likely to hold a doctorate.

Table 30

Characteristics of Non-Members and Non-U.S. Respondents	International Members	International Non-members	U.S. Non-members
No. of respondents	484	238	479
Percent return	13%	24%	10%
Men (%)	60%	52%	44%
Women (%)	40%	48%	56%
Men under age 30 (%)	41%	31%	27%
Women under age 30 (%)	59%	69%	73%
Highest degree in food science/technology (%)	51%	45%	46%
BS degree (%)	18%	22%	43%
MS degree (%)	25%	29%	36%
PhD degree (%)	54%	45%	16%
Employed in industry (%)	58%	58%	82%
Employed in education (%)	38%	37%	16%
Employed in government (%)	5%	6%	2%
Median salary (\$)	\$66,770	\$56,053	\$90,000

Members by Industry

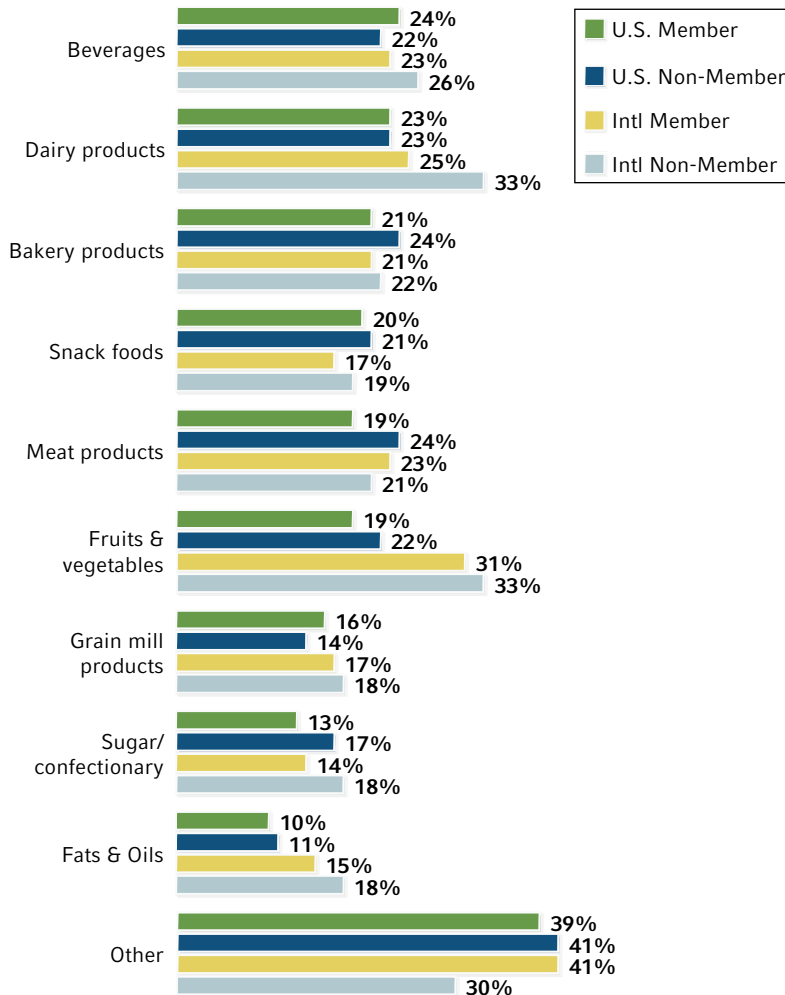
Figure 8



Generally, U.S.-based non-members closely resemble U.S.-based members in terms of their industry, while far more non-U.S. members and U.S.-based non-members work in educational institutions (Figure 8).

Members by Sector

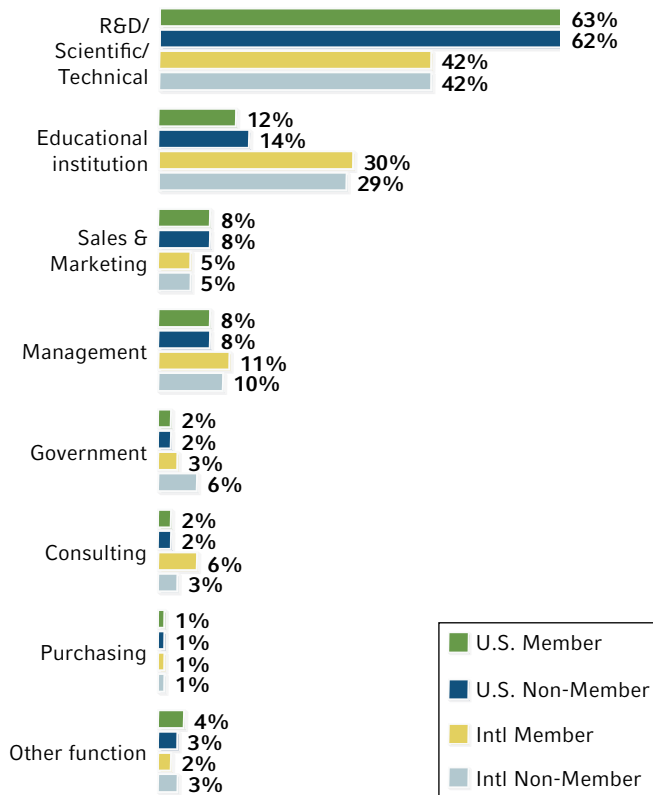
Figure 9



The actual industries that respondents work in within any sector varies only slightly among U.S.-based non-members and non-U.S. members and non-members (Figure 9).

Members by Job Function/Responsibilities

Figure 10



This pattern continues in terms of the job function/responsibilities reported by respondents in Figure 10. Non-members in the U.S. have almost an identical distribution when compared to members in the U.S., while approximately 40% of non-U.S. professionals hold R&D, scientific, or technical jobs, and about 30% work in educational institutions—twice the proportion reported by U.S.-based members and non-members.

Compensation levels in Table 31 were collected by country, and timely currency exchange rates were used to convert to U.S. dollars, to provide a more reliable basis for comparison.

Table 31			
Income by Country	N	Salary	Total Compensation
Argentina	10	\$33,400	\$33,400
Australia	17	\$102,689	\$112,024
Brazil	8	\$62,500	\$65,250
Canada	122	\$80,247	\$86,792
Chile	9	\$60,000	\$67,200
China	33	\$19,537	\$19,537
Colombia	7	\$60,000	\$61,000
Germany	8	\$94,401	\$110,208
Greece	10	\$34,446	\$34,446
India	12	\$19,676	\$19,676
Ireland	6	\$71,765	\$71,765
Italy	12	\$40,525	\$43,902
Jamaica	7	\$30,000	\$35,060
Japan	12	\$78,981	\$101,233
South Korea	9	\$65,000	\$75,000
Malaysia	5	\$25,000	\$27,000
Mexico	53	\$50,000	\$55,000
Netherlands	8	\$131,048	\$143,075
New Zealand	10	\$73,737	\$76,222
Nigeria	13	\$25,091	\$26,191
Peru	5	\$20,000	\$22,500
Philippines	15	\$16,600	\$18,600
Singapore	11	\$80,000	\$86,056
South Africa	6	\$49,713	\$49,713
Spain	15	\$65,079	\$65,079
Switzerland	7	\$120,000	\$140,000
Taiwan	11	\$40,000	\$49,353
Thailand	9	\$32,000	\$47,000
Turkey	8	\$29,000	\$32,000
United Kingdom	16	\$69,673	\$71,624

SURVEY QUESTIONS

IFT EMPLOYMENT AND SALARY SURVEY

1. What is your membership status? Current Former Never been a member

2. In what country do you work?

3. Which of the following describes your current employment situation? (Check only one.)

Full-time employee Part-time employee Self-employed Not employed [if A3.4 then A4, other: to Section B]

4. Which best describes your current employment status?

Seeking full-time employment Seeking part-time employment Seeking temporary employment
 Not seeking employment

5. How long have you been out of work? 0-6 months 7-12 months More than 12 months [Skip to end of survey]

ABOUT YOUR JOB

1. Approximately how many hours a week do you work?

15 or fewer
 16-20 hours
 21-25 hours
 26-30 hours
 31-35 hours
 36-40 hours
 41-45 hours
 46-50 hours
 51-55 hours
 56-60 hours
 More than 60 hours

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

Highly satisfied Somewhat satisfied Neither satisfied nor dissatisfied Somewhat dissatisfied Highly dissatisfied

3. What factor contributes most positively to your job satisfaction? (Check one.)

Job security Intellectual stimulation Opportunity to advance Recognition Other (describe)

4. How stressful is your job today?

Highly stressful Stressful Moderately stressful Occasionally stressful Not stressful

5. What is the biggest challenge you face on the job? (Check only one.)

Workload/work/life balance Co-workers Stressful environment
 Management support Salary Job security
 Supervisory duties
 Other challenge (describe)

6. How has the economic environment affected the employment situation in your workplace? (Check all that apply.)

Staff reduction Salary freeze
 Hiring freeze No impact
 Salary reduction
 Other factor (describe)

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

SALARY & BENEFITS

1a. What are your total earnings from your primary job during the past 12 months?

Current annual salary* \$

Total dollar amount of cash bonuses received \$

Total value of stocks received as part of professional income \$

*Excluding bonuses, benefits, any earnings from other employment, overtime work, summer teaching, or other supplemental earnings.

1b. In what currency is your response for Question 1?

- | | | | | |
|----------------------|----------------------|-------------------|----------------|-----------------|
| Dollar: U.S. | Dollar: Australian | Rupee: Indian | Real: Brazil | Other currency |
| Dollar: Canadian | Yen: Japan | Rupee: Pakistan | Baht: Thailand | (specify below) |
| Euro | Won: South Korean | Rupiah: Indonesia | Peso | |
| Pound: Great Britain | Renminbi yuan: China | Ruble: Russia | Dinar | |

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

- | | | |
|--|--|--|
| <input type="checkbox"/> 401K | <input type="checkbox"/> Employee assistance program | <input type="checkbox"/> Reimburse fees for professional certification/recertification |
| <input type="checkbox"/> Ability to work at home | <input type="checkbox"/> Fitness facilities/dues | <input type="checkbox"/> Relocation expenses |
| <input type="checkbox"/> Association membership dues | <input type="checkbox"/> Flex time | <input type="checkbox"/> Retiree dental insurance |
| <input type="checkbox"/> Auto insurance | <input type="checkbox"/> Flexible spending account | <input type="checkbox"/> Retiree health insurance |
| <input type="checkbox"/> Bonus/performance compensation | <input type="checkbox"/> Health insurance | <input type="checkbox"/> Sabbatical, paid |
| <input type="checkbox"/> Continuing Ed (CE) courses, on-site | <input type="checkbox"/> Homeowner's insurance | <input type="checkbox"/> Sabbatical, unpaid |
| <input type="checkbox"/> CE courses/Webinars via Internet | <input type="checkbox"/> Life insurance | <input type="checkbox"/> Severance policy |
| <input type="checkbox"/> CE programs, off-site | <input type="checkbox"/> Long-term care | <input type="checkbox"/> Sick leave |
| <input type="checkbox"/> Child care | <input type="checkbox"/> Legal assistance | <input type="checkbox"/> Tuition reimbursement |
| <input type="checkbox"/> Company automobile | <input type="checkbox"/> Life insurance | <input type="checkbox"/> Vacation |
| <input type="checkbox"/> Dental insurance | <input type="checkbox"/> Long-term care | <input type="checkbox"/> Vision insurance |
| <input type="checkbox"/> Disability insurance, short-term | <input type="checkbox"/> Maternity/family leave | <input type="checkbox"/> Other benefits (describe) |
| <input type="checkbox"/> Disability insurance, short-term | <input type="checkbox"/> Pension | |

3. What services did your employer provide when you left your last job, if applicable? (Check all that apply.)

- | | | |
|--|---|--|
| <input type="checkbox"/> Accrued vacation/sick leave | <input type="checkbox"/> Use of office/telephone/computer | <input type="checkbox"/> Continuation of health benefits |
| <input type="checkbox"/> Outplacement service | <input type="checkbox"/> Severance pay | <input type="checkbox"/> Retraining |
| <input type="checkbox"/> Employment search fees | <input type="checkbox"/> Counseling | <input type="checkbox"/> No services |
| <input type="checkbox"/> Other services (describe) | | |

4. How many people in total work for your employer at all locations?

- <10 10-24 25-99 100-499 500-999 1,000-2,499 2,500-4,999 5,000+

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

- | | |
|--|---|
| <input type="checkbox"/> Pay for or reimburse IFT membership dues | <input type="checkbox"/> Travel expenses to attend IFT Annual Meeting & Food Expo |
| <input type="checkbox"/> Time off for IFT volunteer work | <input type="checkbox"/> Time off to attend monthly IFT Section meetings |
| <input type="checkbox"/> Travel expenses for IFT volunteer work | <input type="checkbox"/> Expenses to attend monthly IFT Section meetings |
| <input type="checkbox"/> Time off to attend IFT Annual Meeting & Food Expo | |
| <input type="checkbox"/> Other support (describe) | |

IFT PROGRAMS & SERVICES

1. Do you currently hold the Certified Food Scientist (CFS) credential? Yes No

ABOUT YOU: PROFESSIONAL PROFILE

1. Which of the following best describes the business/activity at your work location? (Check all that apply.)

- Food/beverage manufacturer/processor
- Ingredient manufacturer/supplier
- Processing equipment manufacturer/supplier
- Packaging equipment manufacturer/supplier
- Packaging materials manufacturer/supplier
- Instrument manufacturer/supplier
- Contract processing/packaging
- Consulting
- Other (describe)
- Academic/educational institution
- Private research facility
- Foodservice
- Food retailer
- Government
- Independent testing laboratory
- Publisher
- Scientific/trade association

2. What is your primary job title/function? (Select one.)

R&D/SCIENTIFIC/TECHNICAL

- Vice President
- Director of Research
- Technical Director
- Quality Assurance/Quality Control Director/Mgr./Supervisor
- Quality Assurance/Quality Control (other than Director/Manager/Supervisor)
- Technical Services Director
- Laboratory Director
- Product Developer
- Chemist
- Flavorist
- Food Engineer
- Food Scientist/Technologist
- Microbiologist
- Nutritionist
- Packaging Scientist
- Research Chef
- Sensory Evaluation Specialist
- Other R&D/Scientific/Technical

MANAGEMENT (other than R&D, Sales & Marketing)

- President, Owner, Partner, Officer
- Vice President (except R&D, Sales & Marketing)
- General Manager
- Engineering/Processing Director/Manager/Supervisor
- Plant Manager/Supervisor
- Other Management

SALES & MARKETING

- Vice President
- Vice President
- Manager

- Product Manager
- Market Researcher
- Sales Representative
- Broker
- Technical Sales Representative
- Other Sales & Marketing

PURCHASING

- Purchasing/Procurement Director/Manager
- Purchasing Agent/Buyer
- Other Purchasing

CONSULTING

- Technical/Scientific
- Management
- Other Consultants

GOVERNMENT

- Management/Administrative
- Research
- Inspection
- Other Government

EDUCATION

- Graduate teaching only
- Undergraduate teaching only
- Graduate teaching, some research
- Undergraduate teaching, some research
- Research only
- Research, some graduate teaching
- Research, some undergraduate teaching
- Administration
- Extension
- Other Education
- Other Job Title/Function (describe)

3. Is your employer an educational institution? Yes No [skip to next section if no]

4. What is the highest degree your educational institution offers? (Check only one.)

- PhD or equivalent
- Bachelor's degree or equivalent
- Master's degree or equivalent
- Associate's degree or equivalent

5. Is your educational institution: Public Private

6. What is your basic contract period? 9 months 10 months 11 months 12 months

7. What is your academic rank?

- Full Professor
- Associate Professor
- Assistant Professor
- Other (specify)
- Visiting or Adjunct Professor, Instructor, Lecturer
- Non-teaching research appointment
- My institution does not have ranks

8. Have you been granted tenure? Yes No, on tenure track No, on non-tenure track Not applicable

ABOUT YOU: PERSONAL PROFILE

1. What is your gender? Male Female

2. Please tell us the following regarding your personal history:

What is your age? _____

How many years of professional food-related work experience have you had since you received your bachelor's degree (excluding time spent in full-time course work toward an advanced degree)? _____

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

How many years have you worked for your present employer? _____

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

In which country did you receive your highest educational degree?

3. Which educational degrees have you earned? (check all that apply)

- PhD or equivalent MBA Associate's degree or equivalent
 Master's degree or equivalent Bachelor's degree or equivalent No degree
 Other (describe)

4. Which of the following best describes the field in which you received your bachelor's degree and your highest degree (if applicable)?

	Bachelor's	Highest degree
Agriculture	<input type="checkbox"/>	<input type="checkbox"/>
Agricultural Engineering	<input type="checkbox"/>	<input type="checkbox"/>
Biological Sciences	<input type="checkbox"/>	<input type="checkbox"/>
Biotechnology	<input type="checkbox"/>	<input type="checkbox"/>
Business/Marketing	<input type="checkbox"/>	<input type="checkbox"/>
Chemical Engineering	<input type="checkbox"/>	<input type="checkbox"/>
Chemistry	<input type="checkbox"/>	<input type="checkbox"/>
Culinary	<input type="checkbox"/>	<input type="checkbox"/>
Dairy Science/Technology	<input type="checkbox"/>	<input type="checkbox"/>
Engineering (other than Agricultural, Chemical, and Food)	<input type="checkbox"/>	<input type="checkbox"/>
Food Engineering	<input type="checkbox"/>	<input type="checkbox"/>
Food Science/Technology	<input type="checkbox"/>	<input type="checkbox"/>
Law	<input type="checkbox"/>	<input type="checkbox"/>
Meat Science/Technology	<input type="checkbox"/>	<input type="checkbox"/>
Microbiology	<input type="checkbox"/>	<input type="checkbox"/>
Nutrition	<input type="checkbox"/>	<input type="checkbox"/>
Packaging/Packaging Engineering	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

5. What is your race/ethnicity? (Check the one that best describes you.)

- Asian/Pacific Islander (of Chinese, Indian, Japanese, Korean, Filipino, etc., ancestry)
 Black/African-American
 Hispanic (of Spanish-Caribbean, Spanish-Central American, or South American ancestry)
 Native American Indian/Native Alaskan
 White/Caucasian
 Other (describe)



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