

REPORT

2019 AGROLOGIST SALARY SURVEY

**The dollars and cents
of a career in agrology**

February 2019

Acknowledgements



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Agrology is the profession of those who hold a degree or diploma in agriculture, food or environmental sciences. They include graduates from the University of Saskatchewan College of Agriculture & Bioresources, or through a similar post-secondary Institution.

These graduates apply to become **agrologists**, who are the professionals that deal with critical issues related to safe and healthy agriculture and food production and environmental protection.



GUARDIANS OF THE FOOD SYSTEM

Canadians continue to enjoy the safest and most nutritious food supply in the world, thanks in large part to the diligence of agrologists in regulating and safeguarding food production from the research labs to the table.

STEWARDS OF THE ENVIRONMENT

Agrologists provide leadership in environmental sustainability through their efforts in conservation, wetland protection, soil remediation, land management techniques and renewable resource management.

INNOVATORS IN THE ECONOMY

Agrologists provide valuable business information and services through their in-depth knowledge about financial systems, marketing trends, economic analysis, policies and business management in order to grow the Canadian markets and boost the economy.

Explore Some of the Careers in Agrology



Soil Science



Education & Research



Environmental Reclamation
& Remediation



Plant Science



Business Management



Animal Science



Environmental Science



Agribusiness



Renewable Resource
Management

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Results Summary

This salary survey was developed in response to regular requests from students, employers, and agrologists in professional practice, to have better information on career and salary opportunities

Sample Statistics and Background Information

- A total of 599 SIA members completed the survey out of a total of 1,842 registered members, which is a 32% response. Among them, 546 are employed full-time, 53 are employed part-time and 70 are self-employed (either full-time or part-time).
- More than 80% of members receive additional employer paid benefits, including, pension plan, sickness and disability insurance, life insurance, health plan, dental plan, benefits to participate in professional development activities and payment of SIA annual dues.
- Fewer members (32.6%) receive a vehicle for business and personal use.

Salary Statistics

- The overall average salary of Saskatchewan agrologists (not including bonus) is **\$84,987.09**.
- The below table highlights that salaries tend to increase as years of experience rise and that a PAg designation is associated with the highest average annual salary:

Years of Experience	Mean	Designation	Mean
15 years or fewer	\$79,350.70	PAg	\$92,494.32
16 to 25 years	\$99,929.90	AAg	\$66,349.21
More than 25 years	\$103,465.90	AT	\$79,055.56
		AAT	\$66,138.72

- The median salary (not including bonus) is **\$79,900.00**.
- Fifty percent of salaries (not including bonus) fall between \$65,000 and \$97,000.
- Seventy percent of salaries (not including bonus) fall between \$65,000 and \$145,000.
- The overall average salary of Saskatchewan agrologists (including bonus) is **\$91,916.55**.
- The median salary (including bonus) is **\$82,000.00**.
- The average annual bonus (or additional income from agrology) is roughly **\$6,930**.

Findings by Scope of Practice, Sector, Industry and Job Function

- On average, the highest paid scopes of practice in Saskatchewan agrology are Senior Management, Soil Sciences/Reclamation/Remediation, and Agribusiness/Economics/Finance.
- On average, agrologists working in the public sector are earning more than their counterparts in the private and not-for-profit sectors.
- When looking at salary by industry of employment, on average, those working in educational services have the highest annual pay, followed by those in the oil and gas industry and those working in service not for profit.
- CEOs, general managers and executive directors earn the highest average annual salaries. They are followed by agrologists working in teaching and research, and project or operations managers.

Findings by Years of Experience and Number of Employees Supervised

- Annual salary tends to increase as years of agrology experience rise. However, average annual salaries seem to peak between 21 and 30 years of experience.
- Further, annual salary increases with the number of employees supervised.

INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In early winter of 2018, the Saskatchewan Institute of Agrologists (SIA) contracted Insightrix Research Inc. (Insightrix) to conduct a salary survey of SIA members. Overarching objectives of this research include:

- Responding to a strong interest by students, employers and members to better define the average salaries that can be expected from the profession of agrology.
- Strengthening the agrology brand as accurate salary details is critical for those interested in a career in agrology.

Survey Completion Results

Data was collected between October 28 and December 4, 2018. A total of 599 SIA members completed the survey out of 1,842 contacts for a response rate of 32%. With this response rate, the sampling margin of error is estimated to be ± 3.29 percentage points at 95% confidence. Generally, surveying research considers margins of error of 5 percentage points or less to be acceptable. Margins of error of question sub-groupings may be larger.

Development of Survey Instrument

Insightrix, in collaboration with the SIA, developed the survey instrument. Insightrix worked closely with the SIA throughout the instrument design phase to finalize the questionnaire by ensuring proper wording and flow of survey questions and suggesting survey improvements for data collection.

Further, the SIA Council and Branch Presidents had the opportunity to provide feedback and test the survey prior to it being distributed to members.

Finally, the survey was programmed into an online data collection system.

Quantitative Data Collection

A list of SIA members was provided to Insightrix, in confidence, by the SIA, including their personal email addresses. This contact information was subsequently loaded into the contact database system for this survey. Members were invited to complete the study via email, and weekly email reminders were sent to those who did not complete the survey.

Accuracy of the Data

Based on Insightrix's experience with member-salary studies, the current estimated margin of error yields statistically reliable results. Measures were also taken to provide a high level of clarity in the survey wording to ensure accuracy of results; extra effort was undertaken to ensure the quality of the results. Salaries which were above \$250,000 were specifically identified and Insightrix verified these salaries directly within the survey. In addition, those who indicated a bonus equal to or higher than their salary were also asked to verify directly in the survey in order to confirm their response was correct.

Confidentiality & Anonymity

To further protect individual anonymity, any salary data for sub-categories with less than 15-member responses are not shown in the consolidated results or have been grouped with other relevant categories. Note that reporting on additional income and bonuses is only presented at the overall level due to insufficient sample sizes for reporting of sub-groups. In other words, bonus data has been suppressed for sub-groups to protect the anonymity of members.

Study Results

CHARTS AND TABLES

Total Salary by Employment Type

Most agrologists in Saskatchewan work full-time and are not self-employed. Full-time agrologists, on average, earned \$85,652.87 per year as of January 2018. The total average annual salary as of January 2017 was \$84,987.09 (excluding additional income). As is evident throughout this report, salary levels for most agrologists in Saskatchewan are strong and above the overall national average of \$73,344* (*Statistics Canada 2016 Census).

Employment Type	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Full-Time	546	91.2%	\$85,652.87	\$65,832.00	\$80,000.00	\$97,000.00	\$145,000.00
Part-Time	53	8.8%	\$78,128.28	\$53,000.00	\$70,000.00	\$82,000.00	\$200,000.00
Self-Employed (either FT or PT)	70	11.7%	\$88,645.30	\$65,000.00	\$80,000.00	\$100,000.00	\$200,000.00
Overall (Combined)	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

Total Salary by Employment Type (Including Bonuses)

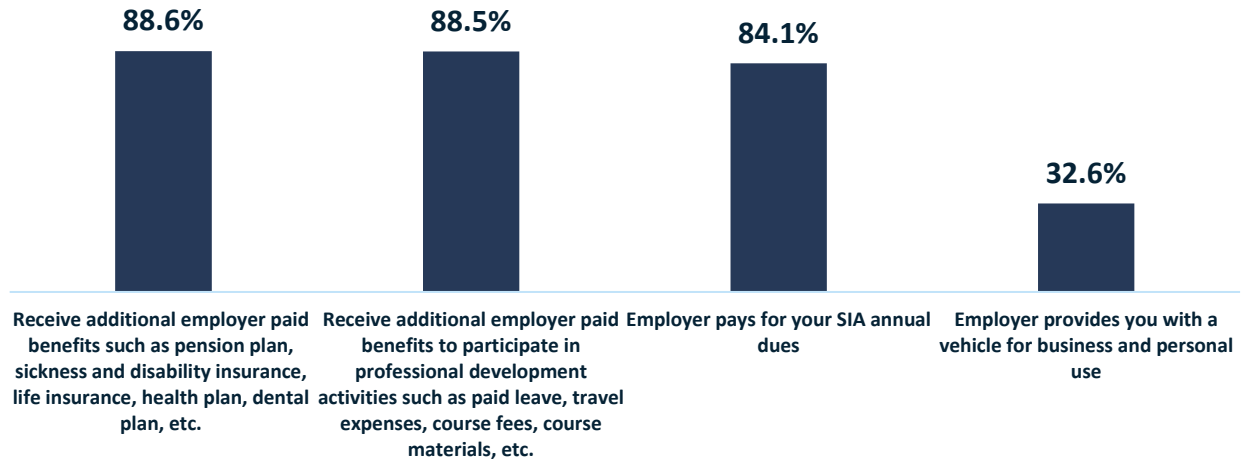
Bonuses and additional income are also strong in the field of agrology in Saskatchewan with an average annual bonus reported of about \$6,930.

Employment Type (With and Without Additional Income)		Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Full-Time	Base Salary	546	91.2%	\$85,652.87	\$65,832.00	\$80,000.00	\$97,000.00	\$145,000.00
	Salary Including Bonus			\$92,934.65	\$69,500.00	\$83,500.00	\$107,600.00	\$165,000.00
Part-Time	Base Salary	53	8.8%	\$78,128.28	\$53,000.00	\$70,000.00	\$82,000.00	\$200,000.00
	Salary Including Bonus			\$81,428.28	\$56,000.00	\$74,000.00	\$93,000.00	\$200,000.00
Self-Employed (either FT or PT)	Base Salary	70	11.7%	\$88,645.30	\$65,000.00	\$80,000.00	\$100,000.00	\$200,000.00
	Salary Including Bonus			\$98,741.00	\$65,000.00	\$87,546.00	\$110,000.00	\$220,000.00
Overall (Combined)	Base Salary	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00
	Salary Including Bonus			\$91,916.55	\$68,000.00	\$82,000.00	\$106,000.00	\$165,000.00

Employer Paid Benefits

Most Saskatchewan agrologists receive multiple employer paid benefits and, on average, work 43.3 hours per week. In addition, 58.2% of agrologists received a salary increase in 2016. Finally, the average agrologist in Saskatchewan holds 3.6 weeks of paid vacation per year.

Receive the Following Employer Paid Benefits



Average Hours of Work Per Week

	Full-Time	Part-Time	Self-Employed	Overall
Average Hours of Work per Week	43.5	36.3	44.5	42.8

Received Salary Increase in 2018

	Full-Time	Part-Time	Self-Employed	Overall
Received Salary Increase in 2018	65.9%	43.4%	44.3%	63.9%
Did not receive	34.1%	56.6%	55.7%	36.1%

Average Weeks of Vacation Per Year

	Full-Time	Part-Time	Self-Employed	Overall
Average Weeks of Vacation per Year	3.8	3.1	3.2	3.8

Salary Details by SIA Membership Type

Most surveyed members are professional agrologists (PAg). On average, as of January 1, 2018 those with a PAg designation in Saskatchewan were earning \$92,494.32 per annum. This compares to an average of \$84,987.09, overall.

Designation	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
PAg	415	69.3%	\$92,494.32	\$72,000.00	\$85,000.00	\$103,740.00	\$155,000.00
AAg	141	23.5%	\$66,349.21	\$57,700.00	\$63,000.00	\$70,000.00	\$91,000.00
AT	25	4.2%	\$79,055.56	\$65,000.00	\$79,000.00	\$85,092.00	\$103,000.00
AAT	18	3.0%	\$66,138.72	\$55,547.00	\$65,150.00	\$72,000.00	\$100,000.00
Overall (Combined)	599	100%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

Salary Details by Branch Membership

Branch Membership*	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Saskatoon	218	36.4%	\$88,944.08	\$65,000.00	\$80,000.00	\$100,300.00	\$155,000.00
Regina	138	23.0%	\$83,724.57	\$65,000.00	\$79,250.00	\$95,000.00	\$141,934.00
Southwest	64	10.7%	\$76,621.03	\$64,625.00	\$78,020.50	\$88,590.00	\$103,000.00
Northwest	62	10.4%	\$85,451.05	\$65,000.00	\$75,533.00	\$98,000.00	\$134,000.00
Northeast	49	8.2%	\$78,420.82	\$62,000.00	\$72,500.00	\$90,000.00	\$116,000.00
Yorkton	38	6.3%	\$77,225.87	\$64,000.00	\$78,500.00	\$87,000.00	\$118,000.00
At Large	22	3.7%	\$106,129.59	\$74,000.00	\$111,760.50	\$134,000.00	\$153,000.00
Overall (Combined)	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

*Don't know removed due to suppression rules

Salary Details by Year of Diploma or BSc

	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Diploma*							
2009 and earlier	17	48.6%	\$79,052.35	\$62,000.00	\$76,000.00	\$94,000.00	\$134,000.00
Between 2010 and 2018	18	51.4%	\$64,649.83	\$55,547.00	\$64,500.00	\$72,500.00	\$84,000.00
Overall (Combined)	35	100.0%	\$71,645.34	\$56,500.00	\$66,000.00	\$80,000.00	\$103,000.00
BSA/BSc Or Equivalent*							
1979 and earlier	15	3.5%	\$81,956.67	\$71,000.00	\$81,300.00	\$95,000.00	\$175,000.00
Between 1980 and 1984	21	4.8%	\$102,753.71	\$85,000.00	\$97,000.00	\$114,000.00	\$138,423.00
Between 1985 and 1989	28	6.5%	\$99,411.54	\$77,656.00	\$96,602.50	\$119,500.00	\$155,000.00
Between 1990 and 1994	21	4.8%	\$102,701.76	\$80,000.00	\$99,000.00	\$130,000.00	\$150,000.00
Between 1995 and 1999	36	8.3%	\$96,210.03	\$73,500.00	\$89,500.00	\$113,250.00	\$160,000.00
Between 2000 and 2004	60	13.8%	\$91,801.77	\$79,162.50	\$88,000.00	\$100,225.00	\$133,800.00
Between 2005 and 2009	67	15.4%	\$87,628.57	\$68,000.00	\$83,000.00	\$94,500.00	\$160,000.00
Between 2010 and 2014	88	20.3%	\$74,152.35	\$65,000.00	\$71,000.00	\$79,875.00	\$102,000.00
Between 2015 and 2018	98	22.6%	\$63,820.09	\$56,000.00	\$62,000.00	\$68,000.00	\$90,000.00
Overall (Combined)	434	100.0%	\$82,834.09	\$64,500.00	\$78,020.50	\$95,000.00	\$140,000.00

*Years combined due to suppression rules

Salary Details by Year of MSc or PhD

Average annual earnings tend to be higher for those with advanced degrees.

	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
MSc*							
1999 and earlier	20	21.1%	\$114,665.00	\$74,250.00	\$108,950.00	\$125,250.00	\$342,300.00
Between 2000 and 2009	33	34.7%	\$92,351.36	\$70,620.00	\$85,800.00	\$108,570.00	\$155,000.00
Between 2010 and 2014	22	23.2%	\$85,432.73	\$62,000.00	\$86,500.00	\$98,000.00	\$135,000.00
Between 2015 and 2018	20	21.1%	\$83,791.40	\$67,000.00	\$76,391.50	\$89,750.00	\$144,416.65
Overall (Combined)	95	100.0%	\$93,644.66	\$70,620.00	\$85,000.00	\$113,000.00	\$150,000.00
PhD*							
2004 and earlier	17	53.1%	\$117,974.47	\$87,360.00	\$98,777.00	\$145,000.00	\$200,000.00
Between 2005 and 2018	15	46.9%	\$88,393.33	\$67,000.00	\$72,000.00	\$120,000.00	\$150,000.00
Overall (Combined)	32	100.0%	\$104,108.31	\$70,500.00	\$94,000.00	\$126,750.00	\$190,000.00

*Years combined due to suppression rules

*Other degrees removed due to suppression rules

Salary Details by Scope of Practice

On average, the highest paid scopes of practice in Saskatchewan agrology are Senior Management, Soil Sciences/Reclamation/Remediation, and Agribusiness/Economics/Finance.

Scope of Practice*	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Agronomy	229	38.2%	\$76,898.72	\$62,000.00	\$72,000.00	\$88,000.00	\$120,000.00
Environment/Natural Resources	87	14.5%	\$81,946.49	\$65,832.00	\$74,000.00	\$98,000.00	\$135,000.00
Agribusiness/Economics/Finance	78	13.0%	\$90,644.18	\$70,000.00	\$85,910.00	\$96,000.00	\$172,000.00
Soil Sciences/Reclamation/Remediation	56	9.3%	\$95,168.82	\$73,750.00	\$84,046.00	\$115,000.00	\$170,000.00
Senior Management	45	7.5%	\$116,658.58	\$94,000.00	\$114,000.00	\$127,000.00	\$196,000.00
Extension/Training	23	3.8%	\$81,710.52	\$72,000.00	\$80,000.00	\$86,000.00	\$103,000.00
Plant Sciences/Horticulture	20	3.3%	\$73,511.20	\$55,625.00	\$70,000.00	\$86,125.00	\$147,515.00
Other	22	3.7%	\$79,866.73	\$68,400.00	\$80,000.00	\$87,000.00	\$108,000.00
Overall (Combined)	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

*Animal and Poultry Sciences, Teaching + Research, AgMedia/Communications/Awareness, and Food Science/Nutrition removed due to suppression rules

Salary Details by Sector of Employment

On average, agrologists working in the public sector are earning more than their counterparts in the private and not-for-profit sectors.

Sector of Employment	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Private Sector	385	64.3%	\$83,829.50	\$63,000.00	\$76,000.00	\$96,000.00	\$145,000.00
Public Sector	160	26.7%	\$89,867.41	\$72,000.00	\$82,000.00	\$98,623.75	\$144,900.00
Not-for-profit Sector	49	8.2%	\$78,757.63	\$60,000.00	\$72,000.00	\$85,200.00	\$150,000.00
Overall (Combined)	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

*Other removed due to suppression rules (Most "other" responses have been up-coded as they fit into the above categories.)

Salary Details by Industry of Employment

When looking at salary by industry of employment, on average, those working in educational services have the highest annual pay, followed by those in the oil and gas industry and those working in Service Not For Profit.

Industry of Employment	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Service For Profit	224	37.4%	\$81,947.21	\$62,425.00	\$75,000.00	\$95,000.00	\$140,000.00
Service Not For Profit	117	19.5%	\$85,391.69	\$70,000.00	\$80,938.00	\$95,000.00	\$141,934.00
Consulting/Contracting Service	91	15.2%	\$80,282.12	\$62,000.00	\$75,000.00	\$94,000.00	\$134,800.00
Resource Industry Oil & Gas	66	11.0%	\$92,735.50	\$70,000.00	\$82,500.00	\$102,000.00	\$170,000.00
Research	37	6.2%	\$83,018.89	\$66,500.00	\$75,120.00	\$95,000.00	\$128,000.00
Resource Industry Except Oil & Gas	24	4.0%	\$79,094.88	\$66,125.00	\$70,000.00	\$86,949.25	\$133,333.00
Educational Services	20	3.3%	\$106,365.00	\$66,250.00	\$89,500.00	\$144,500.00	\$199,500.00
Other	20	3.3%	\$101,838.50	\$74,250.00	\$82,500.00	\$103,000.00	\$339,000.00
Overall (Combined)	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

Salary Details by Main Job Function

Not surprisingly, CEOs, general managers and executive directors earn the highest average annual salaries. They are followed by agrologists working in teaching and research, and project or operations managers.

Main Job Function*	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Providing Knowledge, Advice, and Recommendations	232	38.7%	\$76,964.05	\$62,000.00	\$73,500.00	\$86,150.00	\$115,000.00
Project or Operations Management and Administration	133	22.2%	\$90,024.50	\$70,000.00	\$87,000.00	\$102,000.00	\$140,000.00
Product Marketing and Sales	90	15.0%	\$82,850.90	\$64,000.00	\$80,500.00	\$96,000.00	\$130,000.00
CEO, General Manager, Executive Director	49	8.2%	\$115,115.00	\$74,000.00	\$112,000.00	\$145,000.00	\$196,000.00
Regulatory Assessments and Approvals	47	7.8%	\$74,218.53	\$65,000.00	\$74,000.00	\$80,938.00	\$118,000.00
Teaching and Research (academic)	34	5.7%	\$94,519.00	\$66,000.00	\$78,885.00	\$120,000.00	\$182,000.00
Overall (Combined)	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

*Other removed due to suppression rules (Most "other" responses have been up-coded as they fit into the above categories)

Salary Details by Years of Experience

Annual salary tends to increase as years of agrology experience rise. However, average annual salaries seem to peak between 21 and 30 years of experience.

Years of Experience	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Less than 1 year	52	8.7%	\$63,569.21	\$53,250.00	\$59,850.00	\$68,125.00	\$90,000.00
1 to 4 years	153	25.5%	\$71,643.78	\$60,500.00	\$67,000.00	\$76,783.00	\$103,000.00
5 to 9 years	142	23.7%	\$82,385.66	\$68,000.00	\$78,385.00	\$90,000.00	\$134,000.00
10 to 15 years	101	16.9%	\$94,883.75	\$80,000.00	\$87,000.00	\$103,521.00	\$160,000.00
16 to 20 years	43	7.2%	\$92,670.67	\$73,000.00	\$90,000.00	\$108,000.00	\$125,212.00
21 to 25 years	32	5.3%	\$109,684.38	\$82,375.00	\$100,000.00	\$124,250.00	\$160,000.00
26 to 30 years	29	4.8%	\$109,426.76	\$80,000.00	\$103,000.00	\$128,000.00	\$172,000.00
31 to 35 years	23	3.8%	\$104,105.39	\$78,300.00	\$110,000.00	\$120,000.00	\$175,000.00
36 years or more*	24	4.0%	\$95,650.29	\$77,750.00	\$88,500.00	\$104,822.50	\$199,750.00
Overall (Combined)	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

*Combined with other categories due to suppression rules

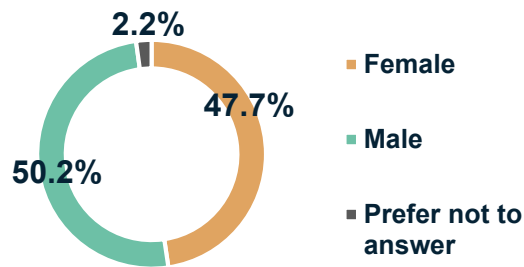
Salary Details by Number of Employees Supervised

Annual salary increases with the number of employees supervised.

Number of Employees Supervised	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
0 Employees	288	48.1%	\$74,203.73	\$60,000.00	\$70,810.00	\$85,069.00	\$110,000.00
1 – 5 Employees	210	35.1%	\$86,573.00	\$68,000.00	\$79,962.00	\$97,000.00	\$145,000.00
6 – 10 Employees	56	9.3%	\$102,033.36	\$80,200.00	\$99,082.00	\$121,800.00	\$155,000.00
11 – 20 Employees	25	4.2%	\$113,417.20	\$96,000.00	\$110,000.00	\$140,000.00	\$160,000.00
21 or more Employees*	20	3.3%	\$140,348.10	\$108,500.00	\$125,106.00	\$174,250.00	\$342,500.00
Overall (Combined)	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

*Combined with other categories due to suppression rules

Gender (Overall)



Experience by Gender

Salary Details by Gender

				Years Experience by Gender		20 years or less	More than 20 years
Salary by Gender	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Female	284	47.7%	\$75,535.06	\$60,000.00	\$70,000.00	\$85,000.00	\$120,000.00
Male	299	50.2%	\$93,635.75	\$72,000.00	\$85,800.00	\$108,000.00	\$160,000.00
Overall (Combined)	599*	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00

On average, men report higher earnings than women. Male agrologists also tend to report a higher average number of hours worked per week across employment types, and report more years of experience than female agrologists on an aggregate level, which generally correlates to higher earnings.

			Average Hours of Work per Week (Gender by Employment Type)		
			Count	Column %	Mean
Female	Employment Type	Full-Time	257	90.5%	42.8
Male			275	92.0%	44.1
Female		Part-Time	27	9.5%	30.9
Male			24	8.0%	42.7
Female		Self Employed	26	9.2%	41.8
Male			42	14.0%	45.8

Salary Details by Gender cont'd

			Salary Details (Gender by Employment Type)						
			Count	Column %	Mean	25 th Percentile	Median	75 th Percentile	95 th Percentile
Female	Employment Type	Full-Time	257	90.5%	\$75,555.42	\$62,000.00	\$70,000.00	\$85,000.00	\$116,000.00
Male			275	92.0%	\$94,918.20	\$73,200.00	\$88,000.00	\$110,000.00	\$160,000.00
Female		Part-Time	27	9.5%	\$75,341.30	\$52,000.00	\$70,000.00	\$80,415.00	\$134,800.00
Male			24	8.0%	\$78,941.00	\$53,750.00	\$70,000.00	\$95,625.00	\$200,000.00
Female		Self Employed	26	9.2%	\$81,003.54	\$60,000.00	\$73,500.00	\$87,000.00	\$155,000.00
Male			42	14.0%	\$93,549.50	\$70,000.00	\$82,775.00	\$110,000.00	\$200,000.00

			Salary Details (Gender by Highest Education Level Attained)						
			Count	Column %	Mean	25 th Percentile	Median	75 th Percentile	95 th Percentile
Female	Highest Education Level Attained	Diploma or equivalent	48	16.9%	\$72,253.54	\$57,125.00	\$66,500.00	\$79,750.00	\$134,000.00
Male			58	19.4%	\$97,089.41	\$70,000.00	\$83,500.00	\$105,430.00	\$201,843.00
Female		BSA/BSc or Equivalent	260	91.5%	\$76,088.54	\$60,000.00	\$70,000.00	\$85,750.00	\$120,000.00
Male			267	89.3%	\$95,548.55	\$73,000.00	\$89,000.00	\$110,000.00	\$160,000.00
Female		MSc	49	17.3%	\$88,646.29	\$70,000.00	\$80,000.00	\$101,000.00	\$155,000.00
Male			60	20.1%	\$102,212.73	\$75,445.75	\$94,500.00	\$119,500.00	\$180,400.00

*PhD and Other degrees removed due to suppression rules.

			Salary Details (Gender by Scope of Practice)						
			Count	Column %	Mean	25 th Percentile	Median	75 th Percentile	95 th Percentile
Female	Scope of Practice	Agronomy	122	43.0%	\$68,289.66	\$58,000.00	\$65,000.00	\$75,000.00	\$94,000.00
Male			103	34.4%	\$86,507.26	\$68,000.00	\$80,550.00	\$100,000.00	\$140,000.00
Female		Environment/Natural Resources	45	15.8%	\$74,727.47	\$63,000.00	\$70,000.00	\$85,000.00	\$103,740.00
Male			40	13.4%	\$90,340.23	\$70,500.00	\$80,950.00	\$101,750.00	\$174,750.00
Female		Agribusiness/Economics /Finance	29	10.2%	\$86,789.21	\$67,000.00	\$83,000.00	\$91,000.00	\$140,000.00
Male			46	15.4%	\$93,768.67	\$70,000.00	\$90,000.00	\$97,000.00	\$172,000.00
Female		Soil Sciences/Reclamation/Remediation	25	8.8%	\$89,147.56	\$70,000.00	\$81,000.00	\$101,000.00	\$145,000.00
Male			30	10.0%	\$100,425.50	\$79,000.00	\$90,000.00	\$120,000.00	\$200,000.00

*Senior Management, Extension/Training, Plant Sciences/Horticulture, Animal and Poultry Sciences, Teaching + Research, AgMedia/Communications/Awareness, Food Science/Nutrition, and Other removed due to suppression rules.

			Salary Details (Gender by Sector of Employment)						
			Count	Column %	Mean	25 th Percentile	Median	75 th Percentile	95 th Percentile
Female	Sector of Employment	Private Sector	192	67.6%	\$74,516.70	\$60,000.00	\$69,000.00	\$85,000.00	\$120,000.00
Male			186	62.2%	\$93,365.22	\$70,000.00	\$86,410.00	\$105,430.00	\$160,000.00
Female		Public Sector	64	22.5%	\$80,813.02	\$67,250.00	\$76,450.00	\$86,000.00	\$125,212.00
Male			90	30.1%	\$96,530.58	\$79,650.00	\$90,000.00	\$112,429.00	\$150,000.00
Female		Not-for-profit Sector	26	9.2%	\$70,027.62	\$54,000.00	\$63,750.00	\$75,120.00	\$113,000.00
Male			20	6.7%	\$85,020.30	\$70,000.00	\$73,800.00	\$115,427.75	\$149,750.00

*Other removed due to suppression rules.

Salary Details by Gender cont'd

			Salary Details (Gender by Industry of Employment)						
			Count	Column %	Mean	25 th Percentile	Median	75 th Percentile	95 th Percentile
Female	Industry of Employment	Service For Profit	118	41.5%	\$71,963.14	\$58,000.00	\$67,445.50	\$84,080.00	\$96,000.00
Male			101	33.8%	\$93,428.76	\$70,000.00	\$90,000.00	\$106,818.00	\$153,000.00
Female		Service Not For Profit	54	19.0%	\$75,357.33	\$60,000.00	\$74,599.50	\$85,000.00	\$115,000.00
Male			59	19.7%	\$93,280.20	\$79,924.00	\$86,000.00	\$103,000.00	\$145,000.00
Female		Consulting/Contracting Service	44	15.5%	\$75,551.11	\$60,000.00	\$65,500.00	\$88,250.00	\$125,000.00
Male			46	15.4%	\$84,965.74	\$70,000.00	\$79,700.00	\$98,000.00	\$160,000.00
Female		Resource Industry Oil & Gas	30	10.6%	\$80,763.33	\$65,000.00	\$77,500.00	\$94,371.00	\$134,000.00
Male			35	11.7%	\$103,132.66	\$73,000.00	\$95,000.00	\$130,000.00	\$200,000.00

*Research, Resource Industry Except Oil & Gas, Educational Services, and Other removed due to suppression rules.

			Salary Details (Gender by Main Job Function)						
			Count	Column %	Mean	25 th Percentile	Median	75 th Percentile	95 th Percentile
Female	Main Job Function	Providing Knowledge, Advice, and Recommendations	133	46.8%	\$69,335.59	\$58,000.00	\$66,500.00	\$80,000.00	\$96,000.00
Male			96	32.1%	\$87,927.36	\$70,500.00	\$83,250.00	\$97,000.00	\$125,000.00
Female		Project or Operations Management and Administration	51	18.0%	\$82,663.98	\$65,000.00	\$80,000.00	\$98,000.00	\$134,000.00
Male			78	26.1%	\$95,287.13	\$73,600.00	\$92,000.00	\$113,000.00	\$145,000.00
Female		Product Marketing and Sales	42	14.8%	\$71,036.67	\$60,000.00	\$68,360.00	\$84,080.00	\$100,000.00
Male			46	15.4%	\$92,604.80	\$71,000.00	\$90,000.00	\$103,000.00	\$150,000.00
Female		CEO, General Manager, Executive Director	18	6.3%	\$100,595.11	\$70,000.00	\$105,750.00	\$120,000.00	\$190,000.00
Male			28	9.4%	\$122,818.68	\$76,387.50	\$113,500.00	\$158,750.00	\$199,750.00
Female		Regulatory Assessments and Approvals	23	8.1%	\$74,694.39	\$66,000.00	\$73,000.00	\$80,950.00	\$100,000.00
Male			22	7.4%	\$75,559.09	\$65,000.00	\$76,500.00	\$80,000.00	\$118,000.00

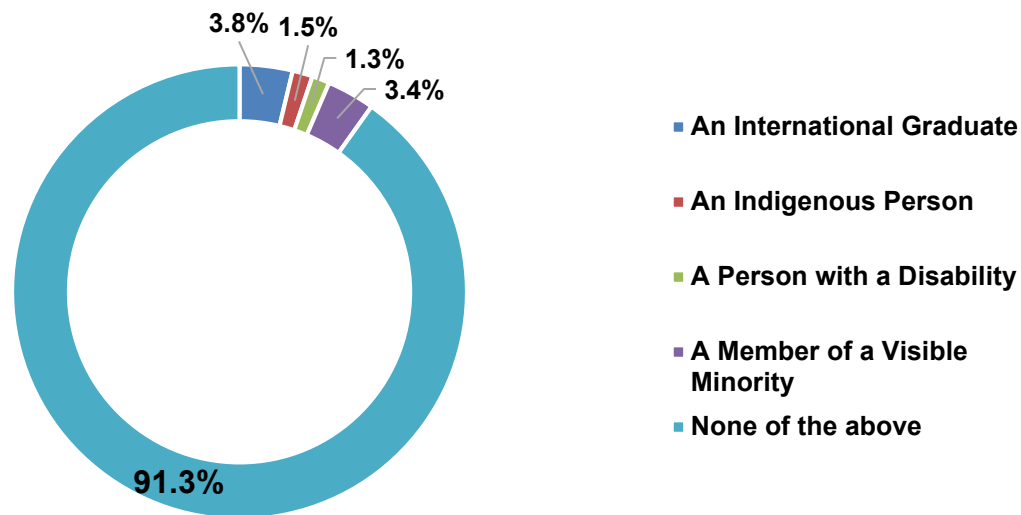
*Teaching and Research, and Other removed due to suppression rules.

			Salary Details (Gender by Years of Experience)						
			Count	Column %	Mean	25 th Percentile	Median	75 th Percentile	95 th Percentile
Female	Years of Experience	Less than 5 years*	134	23%	\$67,820.57	\$57,684.00	\$63,000.00	\$72,000.00	\$100,000.00
Male			68	12%	\$72,763.54	\$61,625.00	\$69,200.00	\$80,000.00	\$101,000.00
Female		5 to 9 years	74	13%	\$78,135.36	\$65,000.00	\$74,250.00	\$87,360.00	\$134,000.00
Male			65	11%	\$87,288.42	\$73,000.00	\$80,000.00	\$99,000.00	\$143,000.00
Female		10 to 15 years	41	7%	\$83,568.98	\$76,000.00	\$83,000.00	\$95,000.00	\$116,000.00
Male			57	10%	\$103,068.96	\$82,000.00	\$96,000.00	\$120,000.00	\$190,000.00
Female		16 to 20 years	17	3%	\$92,114.82	\$70,000.00	\$91,000.00	\$113,000.00	\$125,212.00
Male			23	4%	\$95,038.57	\$79,650.00	\$90,000.00	\$100,000.00	\$160,000.00
Female		More than 20 years	18	3%	\$88,316.94	\$70,000.00	\$85,000.00	\$105,000.00	\$140,000.00
Male			86	15%	\$108,309.33	\$82,000.00	\$100,000.00	\$125,000.00	\$175,000.00

*Combined with other categories due to suppression rules

Personal Identity Details

Identify With Any of the Following?



Salary Details by Personal Identity

Most members do not identify as being an international graduate, member of a visible minority, indigenous person or a person with a disability. Those who identify as a member of a visible minority or as an Indigenous person earn a strong average salary of \$90,737.04.

Salary by Identity	Count	Column %	Mean	25 th Percentile	Median (50 th Percentile)	75 th Percentile	95 th Percentile
Member of a Visible Minority or Indigenous person*	27	4.9%	\$90,737.04	\$65,500.00	\$76,000.00	\$108,000.00	\$145,000.00
International graduate	21	3.8%	\$83,822.90	\$68,400.00	\$74,000.00	\$88,000.00	\$103,521.00
Overall (Combined)*	599	100.0%	\$84,987.09	\$65,000.00	\$79,900.00	\$97,000.00	\$145,000.00