

REPORT

2021 AGROLOGIST SALARY SURVEY

The dollars and cents
of a career in agrology

January 2021

Acknowledgements



Report compiled by:
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What is Agrology?

Agrology uses science-based knowledge, including economics, to help achieve optimal agricultural production of safe food and agricultural products for consumers using safe methods and sustainable environmental practices.



What is an Agrologist?

Agrologists are licensed professionals with science education and training who work in agriculture, agri-business and the related environmental sectors. Agrologists use a

PAg or TechAg designation to inform the public they meet qualifications and use competent, safe and ethical practices.

Explore Some of the Careers in Agrology



Soil Science



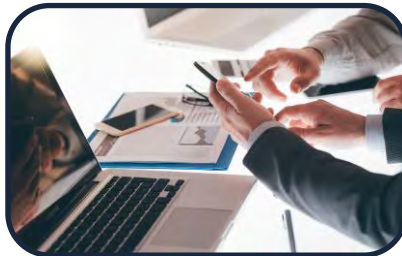
Teaching & Extension



**Environmental Reclamation
& Remediation**



Plant Science



**Agribusiness &
Economics**



Animal Science



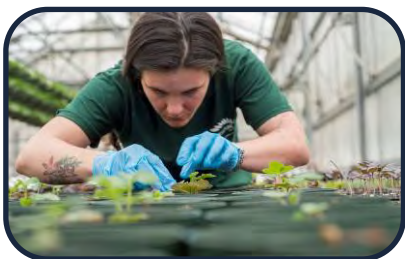
Food Science



Agronomy



**Research &
Development**



Horticulture



Marketing



Entomology

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Results Summary

Sample Statistics and Background Information

- A total of 669 SIA individuals completed the survey out of a total of 1,683 agrologists (does not include agrologists on leave and retired agrologists), which is a 40% response. Among them, 566 are employed full-time, 18 are employed part-time and 85 are self-employed (either full-time or part-time).
- More than 80% of members receive additional employer paid benefits including pension plans, sick days and disability insurance, life insurance, health plans, dental plans, benefits to participate in professional development activities and payment of SIA annual dues.
- Roughly three out of eight members (37.1%) have a vehicle provided by their employer for business use only. Fewer members (24.8%) receive a vehicle for business and personal use.

Salary Statistics

- On average, as of January 1, 2020 those with a PAg designation in Saskatchewan were earning \$96,521.13 per annum. This compares to an average of \$87,012.30 overall.
- The overall average salary of Saskatchewan agrologists (PAg, TechAg, AAg & ATechAg), not including bonuses and additional income, is **\$87,132.34**. In 2019 this was \$84,987.09 and in 2018 it was \$84,629.16.
- The table below 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
15 years or less	\$79,291.43
16 to 25 years	\$106,671.88
26 years or more	\$110,357.94

Designation	Mean
PAg	\$96,521.13
AAg	\$66,856.68
ATechAg	\$68,325.00
TechAg	\$83,918.39

- The median salary (not including bonus) is **\$80,000.00**.
- Fifty percent of salaries (not including bonuses) fall between \$65,000 and \$100,000.
- Seventy percent of salaries (not including bonuses) fall between \$65,000 and \$150,000.
- The overall average salary of Saskatchewan agrologists (including bonuses) is **\$99,126.18**.
- The median salary (including bonuses) is **\$87,000.00**.
- The average annual bonus (or additional income from agrology) is roughly **\$12,307**.

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

- On average, the highest paid scopes of practice in Saskatchewan agrology are management, agribusiness/economics/finance and soil sciences/reclamation/remediation.
- 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, those working in the resource industry tend to hold the highest annual salaries.
- CEOs, general managers and executive directors earn the highest average annual salaries. They are followed by agrologists working in project or operations management and administration.

Findings by Years of Experience and Number of Employees Supervised

- Annual salary tends to increase as years of agrology experience rises.
- Further, annual salary increases with the number of employees supervised.

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INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In autumn of 2020, the Saskatchewan Institute of Agrologists (SIA) contracted Insightrix Research Inc. (Insightrix) to conduct a benchmark salary survey of SIA members. Overarching objectives of this research include:

- Providing information to help satisfy the interest of students, employers, and members to understand average salaries that can be expected from the profession of agrology.
- Strengthening the agrology brand as input from this survey helps develop accurate salary details, not only for those interested in a career in agrology, but also employers and members.

Survey Completion Results

Data was collected between November 2 and December 7, 2020. A total of 669 SIA members completed the survey out of 1,683 contacts for a response rate of 40%. With this response rate, the sampling margin of error is estimated to be ± 2.94 percentage points at 95% confidence level. 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 President 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 Inshtrix, 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 Inshtrix'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 \$300,000 were specifically identified and Inshtrix verified these salaries directly within the survey. In addition, those who indicated a bonus equal to or above \$50,000 were also asked to verify directly in the survey to confirm their response was correct.

The following results were excluded as outliers. Individuals providing these responses are still included elsewhere in the report such as gender and benefits results.

- Annual salaries greater than \$500,000 or less than \$100 before additional income (four respondents)
- Additional income greater than \$500,000 per year (one respondent)
- Average weekly hours worked greater than 90 (one respondent)

Statistical Notes (Suppression Rule)

To further protect individual anonymity, any salary data for sub-categories with less than 15 responses are not shown in the consolidated results or have been grouped with other categories.

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 \$87,132.34 per year as of January 2020. The total average annual salary as of January 2018 was \$85,652.87 (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	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Full-Time	564	85%	\$87,132.34	\$66,000.00	\$80,000.00	\$100,000.00	\$143,000.00
Part-Time	17	3%	\$61,535.41	\$50,000.00	\$63,000.00	\$79,730.00	\$100,000.00
Self-Employed (either FT or PT)	84	13%	\$91,362.37	\$50,000.00	\$75,000.00	\$110,750.00	\$210,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

Total Salary by Employment Type (Including Bonuses)

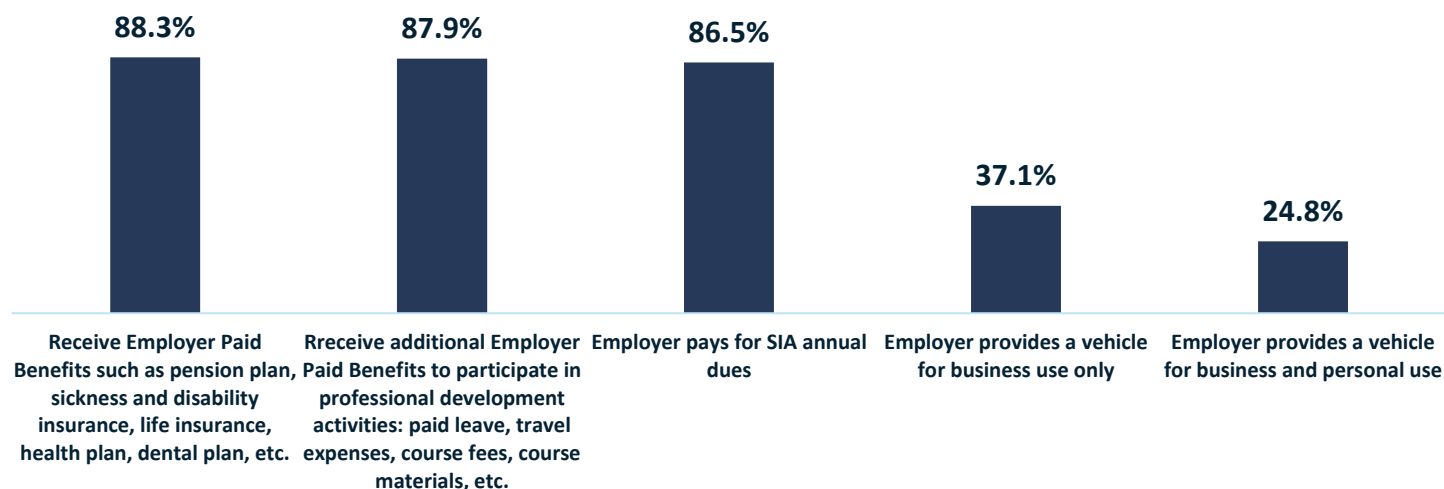
Bonuses and additional income are also strong in the field of agrology in Saskatchewan with an average annual bonus reported of about \$12,307. This is higher than the average \$6,930 bonus recorded in 2018.

Employment Type	Count	Column %	Salary	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Full-Time	564	85%	Base Salary	\$87,132.34	\$66,000.00	\$80,000.00	\$100,000.00	\$143,000.00
			Salary Including Bonus	\$98,746.85	\$70,000.00	\$88,000.00	\$114,000.00	\$185,000.00
Part-Time	17	3%	Base Salary	\$61,535.41	\$50,000.00	\$63,000.00	\$79,730.00	\$100,000.00
			Salary Including Bonus	\$71,375.29	\$50,000.00	\$70,000.00	\$85,500.00	\$160,800.00
Self-Employed (either FT or PT)	83	13%	Base Salary	\$91,362.37	\$50,000.00	\$75,000.00	\$110,750.00	\$210,000.00
			Salary Including Bonus	\$107,387.70	\$60,000.00	\$85,000.00	\$130,000.00	\$250,000.00
Overall (Combined)	664	100%	Base Salary	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00
			Salary Including Bonus	\$99,126.18	\$70,000.00	\$87,000.00	\$114,750.00	\$190,000.00

Employer Paid Benefits

Most Saskatchewan agrologists receive multiple employer-paid benefits. The average work week of 42.2 hours for full-time agrologists is slightly shorter than the 43.5 hours recorded in the 2018 study. In addition, 59.8% of agrologists received a salary increase in 2020. Finally, the average agrologist in Saskatchewan receives 3.8 weeks of paid vacation per year.

Benefits Received



Average Hours of Work Per Week

	Full-Time	Part-Time	Self Employed	Overall
Average Hours of Work per Week	42.2	35.0	42.8	42.1

Received Salary Increase in 2020

	Full-Time	Part-Time	Self Employed	Overall
Received Salary Increase in 2020	65.9%	27.8%	25.9%	59.8%

Average Weeks of Vacation Per Year

	Full-Time	Part-Time	Self Employed	Overall
Average Weeks of Vacation per Year	3.9	3.0	3.0	3.8

Salary Details by SIA Membership Type

Most surveyed members are Professional Agrologists (PAg). On average, as of January 1, 2020 those with a PAg designation in Saskatchewan were earning \$96,521.13 per annum. This compares to an average of \$87,012.30 overall.

Membership Type	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
PAg	434	65%	\$96,521.13	\$73,000.00	\$90,000.00	\$110,000.00	\$161,000.00
AAg	168	25%	\$66,856.68	\$58,976.00	\$64,945.00	\$74,890.00	\$96,000.00
ATechAg	35	5%	\$68,325.00	\$55,000.00	\$66,000.00	\$80,000.00	\$100,800.00
TechAg	28	4%	\$83,918.39	\$65,375.00	\$77,500.00	\$84,875.00	\$115,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

Salary Details by Branch Membership

Branch Membership	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Saskatoon	223	34%	\$91,749.32	\$64,500.00	\$80,000.00	\$110,000.00	\$179,000.00
Regina	152	23%	\$86,375.31	\$68,250.00	\$80,500.00	\$100,000.00	\$140,000.00
Northeast	67	10%	\$75,473.07	\$62,500.00	\$70,000.00	\$86,000.00	\$115,000.00
Southwest	68	10%	\$78,197.40	\$62,020.00	\$76,250.00	\$95,000.00	\$120,000.00
Northwest	62	9%	\$82,791.27	\$66,950.00	\$77,990.00	\$91,000.00	\$130,000.00
Yorkton	47	7%	\$86,037.62	\$65,000.00	\$89,000.00	\$100,000.00	\$127,500.00
At Large	32	5%	\$106,663.75	\$75,000.00	\$100,000.00	\$123,750.00	\$200,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

**Don't know" not shown due to suppression rules (see page ix for description)

Salary Details by Highest Level of Education Achieved

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

Completion Year	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Diploma or Equivalent							
1999 and earlier	22	18%	\$106,486.45	\$70,000.00	\$101,000.00	\$127,500.00	\$179,000.00
Between 2000 and 2009	43	35%	\$86,481.19	\$70,000.00	\$80,000.00	\$98,000.00	\$126,000.00
2010 and later	59	48%	\$69,373.44	\$56,000.00	\$66,000.00	\$75,000.00	\$93,000.00
Diploma Overall	124	100%	\$81,890.53	\$60,250.00	\$72,250.00	\$91,500.00	\$152,500.00
BSA/BSc or Equivalent							
1979 and earlier	20	3%	\$93,749.50	\$50,000.00	\$92,550.00	\$114,000.00	\$239,000.00
Between 1980 and 1984	32	6%	\$103,238.19	\$80,910.50	\$95,900.00	\$123,300.00	\$239,900.00
Between 1985 and 1989	30	5%	\$117,873.70	\$90,000.00	\$119,000.00	\$140,000.00	\$170,000.00
Between 1990 and 1994	38	7%	\$115,432.32	\$93,600.00	\$109,500.00	\$138,000.00	\$170,000.00
Between 1995 and 2000	52	9%	\$104,343.23	\$81,250.00	\$99,250.00	\$120,000.00	\$192,000.00
Between 2000 and 2004	77	13%	\$97,785.70	\$80,000.00	\$92,500.00	\$110,000.00	\$179,000.00
Between 2005 and 2009	75	13%	\$89,652.48	\$70,000.00	\$89,000.00	\$100,000.00	\$150,000.00
Between 2010 and 2014	95	17%	\$80,904.88	\$70,000.00	\$78,000.00	\$90,000.00	\$115,000.00
2015 and later	155	27%	\$64,571.52	\$58,750.00	\$64,500.00	\$70,000.00	\$81,000.00
BSA/BSc Overall	574	100%	\$87,935.69	\$65,000.00	\$80,000.00	\$102,000.00	\$153,000.00
MSc							
1999 and earlier	28	22%	\$110,886.18	\$83,500.00	\$110,875.00	\$141,080.00	\$200,000.00
Between 2000 and 2004	27	22%	\$112,699.96	\$85,600.00	\$105,000.00	\$128,939.00	\$192,000.00
Between 2005 and 2009	20	16%	\$95,525.95	\$79,000.00	\$89,500.00	\$113,810.00	\$196,650.00
Between 2010 and 2014	23	18%	\$77,568.70	\$60,000.00	\$71,000.00	\$100,000.00	\$150,000.00
2015 and later	27	22%	\$82,928.22	\$67,500.00	\$80,000.00	\$90,000.00	\$130,000.00
MSc Overall	125	100%	\$96,650.98	\$73,626.00	\$89,000.00	\$120,000.00	\$179,000.00
PhD							
2009 and earlier	15	48%	\$147,514.20	\$98,000.00	\$140,000.00	\$183,360.00	\$240,000.00
2010 and later	16	52%	\$73,060.50	\$59,226.00	\$73,000.00	\$90,750.00	\$125,000.00
PhD Overall	31	100%	\$109,086.48	\$71,000.00	\$95,000.00	\$140,000.00	\$240,000.00

*Years combined due to suppression rules

*Other degrees not shown due to suppression rules (see page ix for description)

Salary Details by Scope of Practice

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

Scope of Practice	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Agronomy	261	39%	\$77,341.71	\$60,000.00	\$71,442.00	\$90,000.00	\$117,500.00
Agribusiness/Economics/Finance	84	13%	\$101,040.33	\$71,250.00	\$90,941.00	\$110,000.00	\$182,000.00
Environment/Natural Resources	82	12%	\$87,414.04	\$66,000.00	\$77,000.00	\$105,000.00	\$150,000.00
Soil Sciences/ Reclamation/Remediation	51	8%	\$97,676.12	\$74,000.00	\$85,000.00	\$111,000.00	\$185,600.00
Management	51	8%	\$113,656.57	\$95,000.00	\$106,500.00	\$130,000.00	\$161,000.00
Extension/Training	25	4%	\$81,428.76	\$71,000.00	\$84,000.00	\$90,000.00	\$110,000.00
Animal and Poultry Sciences	23	3%	\$76,474.48	\$62,400.00	\$70,000.00	\$85,000.00	\$94,000.00
Plant Sciences/Horticulture	18	3%	\$76,015.22	\$51,000.00	\$70,000.00	\$90,000.00	\$150,000.00
Teaching/Research	15	2%	\$96,024.87	\$57,213.00	\$75,000.00	\$145,000.00	\$220,000.00
Other	50	8%	\$83,768.20	\$69,000.00	\$81,000.00	\$90,000.00	\$130,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

*AgMedia/Communications/Awareness, and Food Science/Nutrition removed due to suppression rules (see page ix for description)

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	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Public Sector	153	23%	\$92,260.07	\$71,000.00	\$85,900.00	\$104,760.00	\$170,000.00
Private Sector	441	66%	\$86,109.55	\$64,489.00	\$79,000.00	\$100,000.00	\$150,000.00
Not-for-profit Sector	54	8%	\$86,421.48	\$63,500.00	\$75,250.00	\$103,750.00	\$161,000.00
Other	17	3%	\$65,077.65	\$50,000.00	\$61,400.00	\$85,000.00	\$150,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

Salary Details by Industry of Employment

When looking at salary by industry of employment, those working in the resource industry tend to hold the highest annual salaries.

Industry of Employment	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Service For Profit	274	41%	\$85,051.76	\$64,020.00	\$76,945.00	\$96,800.00	\$140,000.00
Service Not For Profit	120	18%	\$88,902.33	\$71,000.00	\$85,000.00	\$98,000.00	\$139,524.25
Consulting/Contracting Service	100	15%	\$83,037.26	\$62,550.00	\$75,000.00	\$100,000.00	\$150,000.00
Resource Industry Oil & Gas	54	8%	\$99,032.00	\$71,000.00	\$82,500.00	\$110,000.00	\$185,600.00
Research	54	8%	\$77,312.72	\$59,900.00	\$70,000.00	\$90,000.00	\$145,000.00
Resource Industry Except Oil & Gas	18	3%	\$94,755.72	\$69,845.00	\$87,500.00	\$125,000.00	\$179,000.00
Other	34	5%	\$86,860.35	\$69,000.00	\$87,305.00	\$103,000.00	\$150,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

*Educational Services removed due to suppression rules (see page ix for description)

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 project or operations management and administration.

Main Job Function	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Providing Knowledge, Advice, and Recommendations	264	40%	\$76,807.59	\$61,100.00	\$74,500.00	\$88,000.00	\$115,000.00
Project or Operations Management and Administration	81	12%	\$91,958.60	\$72,000.00	\$87,000.00	\$104,000.00	\$141,000.00
Product Marketing and Sales	82	12%	\$82,118.72	\$64,020.00	\$73,000.00	\$93,000.00	\$137,000.00
General Manager, Manager	79	12%	\$113,029.03	\$90,000.00	\$106,500.00	\$133,000.00	\$180,000.00
Teaching and/or research	42	6%	\$90,430.26	\$60,000.00	\$76,500.00	\$98,500.00	\$220,000.00
CEO, Executive Director	30	5%	\$117,006.40	\$75,000.00	\$115,000.00	\$130,000.00	\$239,900.00
Regulatory Assessments and Approvals	28	4%	\$88,556.14	\$71,250.00	\$89,254.00	\$103,570.00	\$136,402.00
Other	59	9%	\$79,431.64	\$58,942.00	\$72,000.00	\$85,930.00	\$210,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

Salary Details by Years of Experience

Annual salary tends to increase as years of agrology experience rise.

Years of Experience	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Less than 1 year	48	7%	\$63,341.83	\$54,000.00	\$61,000.00	\$70,000.00	\$100,000.00
1 to 4 years	181	27%	\$67,789.77	\$60,000.00	\$67,000.00	\$73,500.00	\$90,000.00
5 to 9 years	155	23%	\$85,705.16	\$67,800.00	\$80,000.00	\$96,000.00	\$152,500.00
10 to 15 years	106	16%	\$96,774.93	\$80,000.00	\$90,941.00	\$106,000.00	\$150,000.00
16 to 20 years	50	8%	\$107,191.42	\$86,000.00	\$103,500.00	\$125,000.00	\$180,000.00
21 to 25 years	32	5%	\$105,860.09	\$85,041.00	\$100,000.00	\$121,000.00	\$160,000.00
26 to 30 years	34	5%	\$121,741.88	\$95,005.00	\$111,500.00	\$140,000.00	\$170,000.00
31 to 35 years	30	5%	\$115,349.57	\$86,000.00	\$110,875.00	\$128,232.00	\$182,000.00
36 years or more	29	4%	\$91,847.48	\$50,000.00	\$90,000.00	\$111,000.00	\$220,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

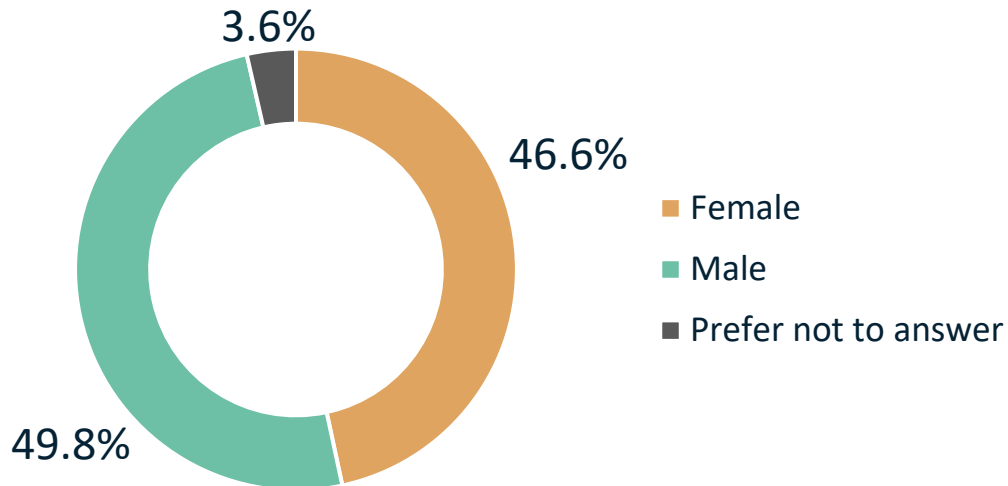
Salary Details by Number of Employees Supervised

Annual salary increases with the number of employees supervised.

Number of Individuals Supervised	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
0 employees supervised	345	52%	\$77,332.08	\$62,000.00	\$72,000.00	\$89,000.00	\$121,000.00
1-5 employees supervised	235	35%	\$88,387.00	\$67,200.00	\$80,000.00	\$100,000.00	\$150,000.00
6-10 employees supervised	45	7%	\$112,253.60	\$92,500.00	\$105,000.00	\$125,000.00	\$200,000.00
11-20 employees supervised	22	3%	\$118,461.82	\$100,000.00	\$115,400.00	\$140,000.00	\$160,000.00
21 or more Employees	18	3%	\$153,061.06	\$100,000.00	\$137,500.00	\$182,000.00	\$275,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

Gender (Overall)

A nearly even gender split among members is recorded. Members who are new to the field are more often female, while those with over 20 years of experience are more often male.



Experience by Gender

Years of Experience by Gender	4 Years or Less	Between 5 and 20 Years	21 Years or More
Female	61.6%	47.1%	18.3%
Male	36.2%	48.4%	77.8%

Salary Details by Gender

On average, men report higher earnings than women. Male agrologists also tend to report a higher average number of hours worked per week and more years of experience than female agrologists, two factors that are generally associated with higher earnings.

Salary by Gender

Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Female	310	47%	\$76,110.40	\$60,000.00	\$70,050.00	\$88,000.00	\$120,000.00
Male	332	50%	\$96,367.38	\$71,508.00	\$88,250.00	\$110,180.00	\$165,000.00
Overall (Combined)	665	100%	\$87,012.30	\$65,000.00	\$80,000.00	\$100,000.00	\$150,000.00

Weekly Hours Worked (Gender by Employment Type)

Employment Type	Gender	Count	Column %	Mean
Full-Time	Female	272	41%	41.7
	Male	272	41%	42.6
Self-Employed (FT or PT)	Female	32	5%	36.1
	Male	52	8%	46.8
Overall (Combined)	Female	311	47%	40.8
	Male	331	50%	43.2

*Part-Time removed due to suppression rules (see page ix for description)

Salary Details (Gender by Employment Type)

Employment Type	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Full-Time	Female	271	41%	\$77,721.48	\$62,000.00	\$71,000.00	\$89,000.00	\$120,000.00
	Male	272	41%	\$95,258.56	\$72,125.00	\$88,590.00	\$110,000.00	\$159,000.00
Self-Employed (FT or PT)	Female	31	5%	\$63,938.68	\$42,000.00	\$50,000.00	\$85,000.00	\$130,000.00
	Male	52	8%	\$108,406.54	\$70,000.00	\$92,500.00	\$146,250.00	\$250,000.00
Overall (Combined)	Female	310	47%	\$76,110.40	\$60,000.00	\$70,050.00	\$88,000.00	\$120,000.00
	Male	332	50%	\$96,367.38	\$71,508.00	\$88,250.00	\$110,180.00	\$165,000.00

Salary Details (Gender by Highest Level of Education)

Highest Level of Education	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
No Agronomy-Related Education	Female	3	<1%	--	--	--	--	--
	Male	5	1%	--	--	--	--	--
Diploma or equivalent	Female	26	4%	\$65,207.81	\$65,207.81	\$54,300.00	\$61,500.00	\$70,100.00
	Male	30	4%	\$84,119.83	\$84,119.83	\$63,000.00	\$80,000.00	\$90,000.00
BSA/BSc or equivalent	Female	219	33%	\$73,884.85	\$73,884.85	\$60,000.00	\$70,000.00	\$86,000.00
	Male	225	34%	\$96,157.71	\$96,157.71	\$71,000.00	\$88,500.00	\$110,000.00
MSc	Female	51	8%	\$82,995.27	\$82,995.27	\$69,850.00	\$82,000.00	\$100,000.00
	Male	55	8%	\$103,277.93	\$103,277.93	\$78,000.00	\$95,000.00	\$128,232.00
PhD	Female	11	2%	--	--	--	--	--
	Male	17	3%	\$98,020.76	\$98,020.76	\$71,000.00	\$95,000.00	\$118,000.00

Salary Details (Gender by Experience)

Years of Experience	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
4 years or less	Female	141	21%	\$65,800.47	\$58,344.00	\$64,020.00	\$71,000.00	\$86,762.00
	Male	83	12%	\$68,680.61	\$60,000.00	\$66,000.00	\$77,000.00	\$100,000.00
Between 5 and 20 years	Female	146	22%	\$81,786.94	\$66,560.00	\$80,000.00	\$92,000.00	\$125,000.00
	Male	152	23%	\$103,435.07	\$80,000.00	\$96,000.00	\$110,810.00	\$185,600.00
21 years or more	Female	23	3%	\$103,281.04	\$85,000.00	\$101,920.00	\$120,000.00	\$140,000.00
	Male	97	14%	\$108,982.96	\$85,000.00	\$105,000.00	\$127,500.00	\$182,000.00

Salary Details (Gender by Sector)

Sector of Employment	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Public Sector	Female	70	10%	\$86,264.77	\$69,850.00	\$80,000.00	\$92,000.00	\$140,000.00
	Male	76	11%	\$96,123.11	\$72,250.00	\$88,636.50	\$115,000.00	\$179,000.00
Private Sector	Female	203	30%	\$73,765.62	\$60,000.00	\$70,000.00	\$85,000.00	\$113,088.00
	Male	225	34%	\$97,070.23	\$71,000.00	\$90,000.00	\$110,240.00	\$165,000.00
Not-for-profit Sector	Female	28	4%	\$74,819.61	\$58,187.50	\$67,500.00	\$91,500.00	\$127,500.00
	Male	23	3%	\$96,861.35	\$75,000.00	\$85,000.00	\$110,000.00	\$161,000.00
Other	Female	9	1%	--	--	--	--	--
	Male	8	1%	--	--	--	--	--

Salary Details (Gender by Scope)

Scope of Work	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Agronomy	Female	141	21%	\$70,746.52	\$60,000.00	\$66,950.00	\$82,000.00	\$105,000.00
	Male	111	17%	\$84,412.95	\$65,000.00	\$82,200.00	\$100,000.00	\$128,000.00
Agribusiness/ Economics/ Finance	Female	28	4%	\$81,467.36	\$67,425.50	\$80,000.00	\$93,225.00	\$108,092.00
	Male	55	8%	\$111,387.31	\$78,000.00	\$98,000.00	\$124,400.00	\$225,000.00
Environment/ Natural Resources	Female	34	5%	\$74,089.06	\$60,000.00	\$71,500.00	\$82,350.00	\$126,000.00
	Male	42	6%	\$97,188.64	\$73,626.00	\$85,000.00	\$120,000.00	\$150,000.00
Soil Sciences/ Reclamation/ Remediation	Female	13	2%	--	--	--	--	--
	Male	36	5%	\$101,909.78	\$74,250.00	\$89,000.00	\$115,000.00	\$185,600.00
Management	Female	21	3%	\$105,192.95	\$92,000.00	\$106,000.00	\$120,000.00	\$136,402.00
	Male	28	4%	\$119,586.89	\$97,000.00	\$114,400.00	\$149,750.00	\$192,000.00
Extension/ Training	Female	13	2%	--	--	--	--	--
	Male	10	1%	--	--	--	--	--
Animal and Poultry Sciences	Female	17	3%	\$77,549.94	\$62,400.00	\$69,811.00	\$80,000.00	\$240,000.00
	Male	5	1%	--	--	--	--	--
Plant Sciences/ Horticulture	Female	7	1%	--	--	--	--	--
	Male	11	2%	--	--	--	--	--
Teaching/ Research	Female	6	1%	--	--	--	--	--
	Male	9	1%	--	--	--	--	--
AgMedia/ Communications/ Awareness	Female	3	<1%	--	--	--	--	--
	Male	1	<1%	--	--	--	--	--
Food Science/ Nutrition	Female	1	<1%	--	--	--	--	--
	Male	0	0%	--	--	--	--	--
Other	Female	26	4%	\$72,918.15	\$66,700.00	\$70,000.00	\$85,000.00	\$92,000.00
	Male	24	4%	\$95,522.42	\$80,500.00	\$86,000.00	\$113,750.00	\$132,000.00

Salary Details (Gender by Industry)

Industry	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Service for Profit	Female	144	22%	\$74,208.22	\$60,000.00	\$70,000.00	\$88,000.00	\$110,000.00
	Male	123	18%	\$97,652.93	\$72,000.00	\$88,000.00	\$110,000.00	\$165,000.00
Service Not for Profit	Female	58	9%	\$80,919.00	\$69,000.00	\$77,500.00	\$89,235.00	\$121,000.00
	Male	58	9%	\$95,827.19	\$75,500.00	\$88,636.50	\$105,000.00	\$161,000.00
Consulting/Contracting Service	Female	46	7%	\$69,877.91	\$50,000.00	\$67,500.00	\$79,730.00	\$126,000.00
	Male	50	7%	\$96,202.84	\$72,000.00	\$90,000.00	\$115,000.00	\$198,550.00
Resource Industry Oil & Gas	Female	18	3%	\$75,696.00	\$58,968.00	\$75,500.00	\$90,000.00	\$130,000.00
	Male	35	5%	\$108,720.00	\$76,250.00	\$100,000.00	\$125,000.00	\$250,000.00
Research	Female	22	3%	\$73,624.91	\$59,900.00	\$65,992.50	\$80,000.00	\$130,000.00
	Male	30	4%	\$78,737.97	\$56,000.00	\$70,000.00	\$100,000.00	\$145,000.00
Resource Industry Except Oil & Gas	Female	7	1%	--	--	--	--	--
	Male	9	1%	--	--	--	--	--
Educational Services	Female	6	1%	--	--	--	--	--
	Male	3	0%	--	--	--	--	--
Other	Female	9	1%	--	--	--	--	--
	Male	24	4%	\$91,483.75	\$75,500.00	\$91,750.00	\$112,250.00	\$150,000.00

Salary Details (Gender by Job Function)

Main Job Function	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Providing Knowledge, Advice, and Recommendations	Female	149	22%	\$71,473.37	\$60,000.00	\$69,850.00	\$84,000.00	\$105,000.00
	Male	105	16%	\$84,138.89	\$68,000.00	\$81,000.00	\$100,000.00	\$120,000.00
Project or Operations Management and Administration	Female	28	4%	\$75,793.04	\$60,501.75	\$75,000.00	\$87,500.00	\$120,000.00
	Male	48	7%	\$101,448.79	\$80,000.00	\$97,000.00	\$110,810.00	\$155,000.00
Product Marketing and Sales	Female	41	6%	\$72,034.20	\$61,500.00	\$67,000.00	\$79,000.00	\$99,250.00
	Male	40	6%	\$92,808.33	\$72,000.00	\$89,250.00	\$107,250.00	\$152,850.00
General Manager, Manager	Female	22	3%	\$93,622.27	\$78,000.00	\$92,250.00	\$111,400.00	\$121,000.00
	Male	54	8%	\$121,974.13	\$95,000.00	\$123,747.00	\$150,000.00	\$182,000.00
Teaching and/or research	Female	19	3%	\$88,116.16	\$62,000.00	\$78,000.00	\$92,000.00	\$240,000.00
	Male	21	3%	\$83,041.14	\$60,000.00	\$70,000.00	\$98,500.00	\$150,000.00
CEO, Executive Director	Female	10	1%	--	--	--	--	--
	Male	19	3%	\$114,491.16	\$65,000.00	\$97,200.00	\$128,232.00	\$350,000.00
Regulatory Assessments and Approvals	Female	13	2%	--	--	--	--	--
	Male	14	2%	--	--	--	--	--
Other	Female	28	4%	\$62,864.25	\$54,125.00	\$64,850.00	\$72,279.00	\$96,800.00
	Male	31	5%	\$94,395.74	\$65,000.00	\$80,000.00	\$100,000.00	\$225,000.00