Saskatchewan Institute of Agrologists

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REPORT

2023 AGROLOGIST SALARY SURVEY

The dollars and cents of a career in agrology








www.sia.sk.ca

Acknowledgements

insightrix®

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

Results Summary

Sample Statistics and Background Information

- A total of 708 Saskatchewan Institute of Agrologists (SIA) completed the survey out of a total of 1,818 registered agrologists, response rate is 39%. Among the surveyed agrologists, 613 are employed full-time, 14 are employed part-time and 75 are self-employed (either full-time or part-time). Those on leave did not complete the survey.

- Close to **90%** of agrologists receive additional employer paid benefits including pension plans, sickness and disability insurance, life insurance, health plans, dental plans, benefits to participate in professional development activities and payment of SIA annual dues.

- Roughly one third of members **(35.3%)** have a vehicle provided by their employer for business use only. Fewer members **(28.4%)** receive a vehicle for business and personal use.

Salary Statistics

- The overall average salary of Saskatchewan agrologists (not including bonuses and additional income) is **$93,197.42,** the median salary (not including bonus) is **$95,000.00.**

- The overall average salary of Saskatchewan agrologists (including bonuses) is **$104,902.40,** the median salary (including bonuses) is **$91,339.00.**

- The average annual bonus (or additional income from agrology) is roughly **$11,975.00.**

- The tables below highlight 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
Under 10 years	$78,462.83
Between 10 to 25 years	$109,828.85
26 years or more	$118,160.32

Years of Experience	Mean
PAg	$104,969.09
AAg	$71,309.08
ATechAg	$75,811.33
TechAg	$87,846.78

- On average, the highest paid scopes of practice in Saskatchewan agrology are Management, Soil Sciences/Reclamation/Remediation and Plant Sciences/Horticulture.

- 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 Educational Services industry tend to hold the highest annual salaries.

- Agrologists in CEOs, executive directors and those with management positions earn the highest average annual salaries, followed by teaching/research and sales positions.

- Annual salary tends to grow with years of experience in agrology and number of employees supervised.

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INTRODUCTION, METHODOLOGY AND RESEARCH NOTES

Goals and Objectives

In September 2022, 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 October 18 and November 20, 2022. A total of 708 SIA members completed the survey out of 1,818 contacts for a response rate of 39%. With this response rate, the sampling margin of error is estimated to be ±2.88 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.

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

Quantitative Data Collection

A list of SIA agrologists 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. Agrologists 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 $300,000 were specifically identified and Insightrix 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 in salary calculation. Individuals providing these responses are still included elsewhere in the report such as gender and benefits results.

- Annual salaries greater than $500,000.00 or less than $100.00 before additional income
- Additional income greater than $500,000.00 per year
- Average weekly hours worked equals 0 or greater than 90

Statistical Notes

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

Total Salary by Employment Type

Most agrologists in Saskatchewan work full-time and are not self-employed. Full-time agrologists, on average, earned **$92,710.90** per year as of January 2022. The total average annual salary as of January 2020 was **$87,132.34** (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 **$73,344.00*** (*Statistics Canada 2016 Census).

Employment Type	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Full-Time	613	87%	$92,710.90	$71,000	$85,520	$105,000	$151,000
Part-Time	14	2%	$85,972.71	$60,000	$62,500	$91,208	$200,000
Self-Employed (either FT or PT)	75	11%	$102,681.64	$65,000	$90,000	$135,000	$220,000
Overall (Combined)	**702**	**100%**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**

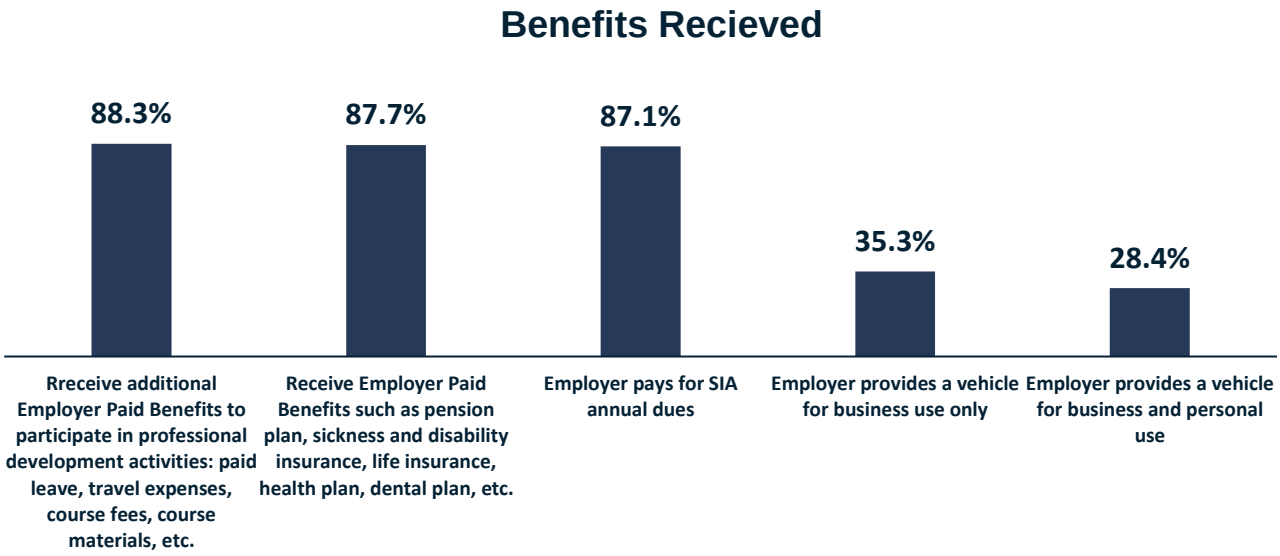
Total Salary by Employment Type (including bonuses)

Bonuses and additional income are also strong in the field of agrology in Saskatchewan with an average annual bonus reported of about **$11,975.00**, slightly lower than the average **$12,307.00** bonus recorded in 2020.

Employment Type	Count	Column %	Salary	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Full-Time	613	87%	Base Salary	$92,710.90	$71,000	$85,520	$105,000	$151,000
			Salary Including Bonus	$103,973.97	$76,000	$92,000	$120,000	$196,000
Part-Time	14	2%	Base Salary	$85,972.71	$60,000	$62,500	$91,208	$200,000
			Salary Including Bonus	$92,508.43	$60,000	$64,000	$99,708	$200,000
Self-Employed (either FT or PT)	75	11%	Base Salary	$102,681.64	$65,000	$90,000	$135,000	$220,000
			Salary Including Bonus	$114,804.31	$70,000	$96,420	$140,000	$290,000
Overall (Combined)	**702**	**100%**	**Base Salary**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**
			Salary Including Bonus	**$104,902.40**	**$75,000**	**$91,339**	**$120,000**	**$200,000**

Employer Paid Benefits

Most Saskatchewan agrologists receive multiple employer-paid benefits. Full-time agronomists work an average of **42.6** hours per week, marginally longer than the **42.2** hours recorded in the 2020 study. In addition, **70.5%** of agrologists received a salary increase in 2022. Finally, the average agrologist in Saskatchewan receives **3.8 weeks** of paid vacation per year.



Average Hours of Work Per Week

	Full-Time	Part-Time	Self Employed	Overall
Average Hours of Work per Week	42.6	33.3	43.6	42.6

Received Salary Increase in 2022

	Full-Time	Part-Time	Self Employed	Overall
Received Salary Increase in 2022	75.9%	73.3%	28.8%	70.5%

Average Weeks of Vacation Per Year

	Full-Time	Part-Time	Self Employed	Overall
Average Weeks of Vacation per Year	3.7	3.7	3.9	3.8

Salary Details by Designations

Most surveyed agrologists are Professional Agrologists (PAg). On average, as of January 1st, 2022, those with a PAg designation in Saskatchewan were earning **$104,969.09** per annum. This compares to an average of **$93,641.77** overall.

Membership Type	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
PAg	440	63%	$104,969.09	$80,000	$95,000	$120,000	$180,000
AAg	179	25%	$71,309.08	$61,505	$70,000	$78,000	$100,000
ATechAg	42	6%	$75,811.33	$62,000	$68,250	$82,000	$110,000
TechAg	41	6%	$87,846.78	$74,000	$85,000	$100,000	$124,104
Overall (Combined)	**702**	**100%**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**

Salary Details by Branch Membership

Branch Membership	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Saskatoon	251	36%	$97,066.38	$70,000	$84,790	$110,000	$198,000
Regina	147	21%	$95,949.05	$72,500	$89,000	$110,000	$150,000
Northeast	73	10%	$79,657.16	$65,000	$76,000	$95,000	$122,000
Southwest	73	10%	$93,884.70	$72,000	$90,000	$104,000	$140,000
Northwest	63	9%	$89,614.67	$69,000	$85,000	$100,500	$140,500
Yorkton	45	6%	$87,437.27	$70,909	$89,000	$100,800	$120,000
At Large	35	5%	$104,712.57	$75,000	$96,630	$132,500	$180,000
Don't know	15	2%	$90,296.80	$62,500	$70,900	$115,000	$220,000
Overall (Combined)	**702**	**100%**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**

Salary Details by Highest Level of Education Achieved

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

*Years combined due to suppression rules

Completion Year	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Diploma or Equivalent							
Between 1985 and 1999	18	27%	$91,658.11	$73,000	$88,000	$110,000	$150,000
Between 2006 and 2014	24	36%	$87,934.92	$72,250	$82,075	$100,000	$135,000
2015 and later	24	36%	$64,817.67	$56,500	$63,650	$70,000	$85,000
Diploma Overall	**66**	**100%**	**$80,544.06**	**$63,000**	**$74,750**	**$95,000**	**$124,104**
BSA/BSc or Equivalent							
Between 1972 and 1989	44	9%	$114,449.18	$87,403	$107,000	$132,250	$190,835
Between 1990 and 1999	62	13%	$117,021.45	$87,000	$110,000	$126,000	$175,000
Between 2000 and 2004	55	11%	$106,040.93	$91,059	$102,000	$120,000	$180,000
Between 2005 and 2009	70	14%	$103,207.60	$81,000	$95,710	$121,000	$165,000
Between 2010 and 2014	74	15%	$93,559.68	$80,000	$90,000	$100,000	$150,000
Between 2015 and 2019	116	24%	$75,182.30	$66,670	$72,500	$83,150	$100,000
2020 and later	62	13%	$64,869.55	$57,000	$63,750	$68,000	$76,000
BSA/BSc Overall	**483**	**100%**	**$93,197.42**	**$70,900**	**$87,000**	**$105,000**	**$162,400**
MSc							
Between 1982 and 1997	15	14%	$107,301.67	$70,000	$110,000	$135,000	$210,000
Between 2000 and 2009	37	33%	$113,785.27	$90,000	$104,000	$132,500	$190,000
Between 2010 and 2014	21	19%	$96,678.43	$70,000	$90,136	$107,000	$160,000
Between 2015 and 2019	22	20%	$86,832.64	$75,000	$84,000	$100,000	$118,000
2020 and later	16	14%	$76,068.75	$61,500	$73,250	$81,200	$150,000
MSc Overall	**111**	**100%**	**$98,894.10**	**$76,000**	**$91,052**	**$115,000**	**$180,000**
PhD							
Between 1982 and 2006	15	43%	$144,466.67	$90,000	$150,000	$200,000	$270,000
2007 and later	20	57%	$88,483.25	$66,250	$80,000	$94,798	$242,650
PhD Overall	**35**	**100%**	**$112,476.14**	**$78,000**	**$92,000**	**$150,000**	**$250,000**

Salary Details by Scope of Practice

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

Scope of Practice	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Agronomy	271	39%	$83,258.39	$66,000	$75,500	$95,000	$125,000
Agribusiness/Economics/Finance	93	13%	$89,424.92	$70,000	$84,790	$100,000	$154,000
Environment/Natural Resources	86	12%	$101,239.56	$74,500	$91,000	$110,000	$190,000
Soil Sciences/ Reclamation/Remediation	65	9%	$108,693.22	$80,000	$94,000	$130,000	$210,000
Management	54	8%	$128,082.07	$104,000	$125,000	$150,000	$180,000
Extension/Training	27	4%	$95,393.63	$72,052	$83,000	$100,000	$170,000
Animal and Poultry Sciences	23	3%	$82,384.87	$67,256	$80,000	$95,000	$120,000
Plant Sciences/Horticulture	20	3%	$104,491.50	$71,750	$99,815	$121,750	$222,000
Teaching/Research	17	2%	$83,533.71	$75,267	$81,750	$91,052	$139,065
Other	33	5%	$91,563.67	$80,000	$87,412	$98,000	$120,000
Overall (Combined)	**702**	**100%**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**

*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	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Public Sector	156	22%	$98,916.80	$78,260	$90,068	$103,750	$170,000
Private Sector	487	69%	$92,098.77	$68,500	$84,000	$106,000	$165,000
Not-for-profit Sector	56	8%	$93,492.00	$70,000	$80,500	$113,767	$180,000
Overall (Combined)	**702**	**100%**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**

*"Other" removed due to suppression rules

Salary Details by Industry of Employment

When looking at salary by industry of employment, those working in the Educational Services 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	299	43%	$89,846.01	$69,000	$82,000	$104,000	$150,800
Service Not For Profit	129	18%	$93,144.36	$76,000	$88,000	$100,000	$140,000
Consulting/Contracting Service	103	15%	$86,698.20	$62,500	$76,000	$98,600	$160,000
Resource Industry Oil & Gas	63	9%	$113,904.22	$85,000	$105,000	$140,000	$186,000
Research	47	7%	$92,361.55	$70,000	$90,000	$110,000	$132,836
Resource Industry Except Oil & Gas	21	3%	$92,554.38	$72,500	$89,000	$106,000	$120,000
Educational Services	20	3%	$127,861.50	$68,900	$101,500	$170,000	$250,000
Other	20	3%	$95,459.70	$73,500	$96,250	$116,550	$196,600
Overall (Combined)	**702**	**100%**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**

*Educational Services removed due to suppression rules

Salary Details by Main Job Function

Agrologists performing CEOs and management related job functions earn the highest average annual salaries, followed by agrologists working in teaching/research or sales positions.

Main Job Function	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Providing Knowledge, Advice, and Recommendations	270	38%	$80,988.36	$67,056	$77,000	$94,000	$120,000
Product Marketing and Sales	99	14%	$91,070.72	$70,000	$83,000	$108,000	$150,000
Project or Operations Management and Administration	95	14%	$99,740.47	$73,500	$93,200	$116,000	$180,000
General Manager, Manager	82	12%	$112,468.95	$90,000	$109,000	$135,000	$180,000
Teaching and/or research	47	7%	$95,014.62	$70,000	$80,600	$100,000	$200,000
Regulatory Assessments and Approvals	43	6%	$83,600.47	$67,000	$87,412	$92,500	$130,000
CEO, Executive Director	33	5%	$134,340.79	$80,000	$127,746	$170,000	$250,000
Other	33	5%	$110,973.06	$72,500	$87,412	$135,000	$245,000
Overall (Combined)	**702**	**100%**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**

Salary Details by Years of Experience

Annual salary tends to grow with years of agrology experience, with the most rapid growth noted in the first fifteen years in career.

Years of Experience	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Less than 1 year	43	6%	$66,238.86	$55,000	$63,000	$72,000	$100,000
1 to 4 years	192	27%	$72,132.86	$63,270	$70,250	$80,000	$97,000
5 to 9 years	148	21%	$90,226.23	$73,625	$86,000	$100,000	$140,000
10 to 15 years	133	19%	$107,946.92	$85,000	$99,800	$120,000	$180,000
16 to 20 years	65	9%	$109,400.49	$87,412	$105,000	$132,500	$185,000
21 to 25 years	43	6%	$116,297.19	$88,610	$105,000	$121,000	$180,000
26 to 30 years	21	3%	$111,183.14	$90,000	$110,000	$132,000	$166,000
31 to 35 years	35	5%	$120,009.74	$87,412	$119,000	$150,000	$200,000
36 years or more	22	3%	$121,878.09	$89,000	$110,034	$130,000	$210,000
Overall (Combined)	**702**	**100%**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**

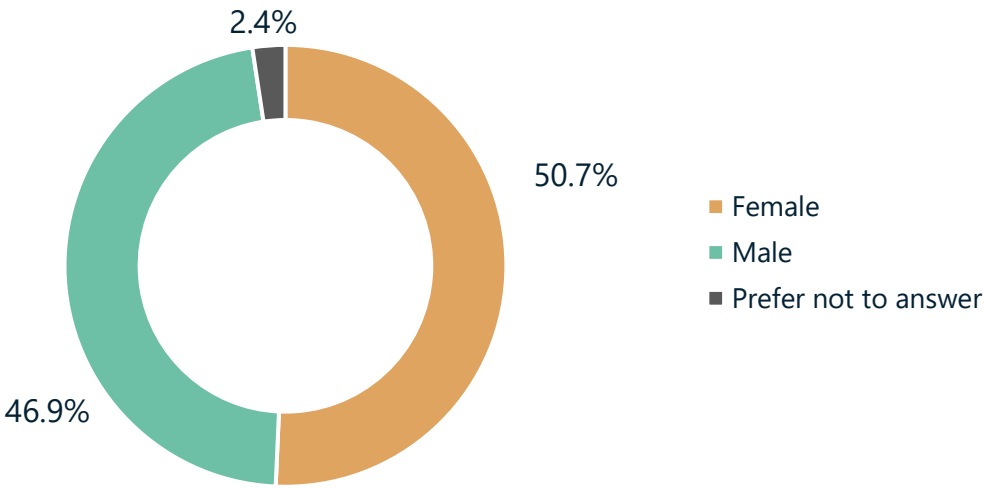
Salary Details by Number of Employees Supervised

Annual salary tends to be higher for agrologists who supervise 11 or more employees.

Number of Individuals Supervised	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
0 employees supervised	343	49%	$82,234.46	$67,056	$78,000	$95,000	$125,000
1-5 employees supervised	250	36%	$96,755.62	$72,000	$87,412	$107,000	$180,000
6-10 employees supervised	63	9%	$108,530.56	$90,000	$105,000	$128,000	$159,000
11-20 employees supervised	21	3%	$143,792.19	$112,200	$136,000	$165,000	$220,000
21 or more Employees	25	4%	$139,365.40	$95,000	$135,000	$175,000	$250,000
Overall (Combined)	**702**	**100%**	**$93,641.77**	**$70,000**	**$85,760**	**$106,000**	**$166,000**

Gender (Overall)

Saskatchewan sees growth in female agrologists entering the workforce in recent years. A nearly even gender split among members is recorded in surveyed agrologists.



*Respondents who prefer not to disclose gender identity are removed in the gender analysis section due to suppression rules.

Experience by Gender

Years of Experience by Gender	4 Years or Less	Between 5 and 20 Years	21 Years or More
Female	66.5%	50.0%	25.0%
Male	33.0%	48.6%	70.2%

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	358	51%	$83,699.62	$66,500	$77,000	$95,000	$130,000
Male	328	47%	$103,026.09	$77,000	$95,000	$120,000	$180,000
Overall (Combined)	**697**	**100%**	**$93,658.57**	**$70,000**	**$86,000**	**$106,000**	**$166,000**

Weekly Hours Worked (Gender by Employment Type)

Employment Type	Gender	Count	Column %	Mean
Full-Time	Female	325	46%	42.2
	Male	275	39%	43.0
Self-Employed (FT or PT)	Female	25	4%	39.8
	Male	49	7%	47.5
Overall (Combined)	**Female**	**359**	**51%**	**41.8**
	Male	**329**	**47%**	**43.5**

*Part-Time removed due to suppression rules

Salary Details (Gender by Employment Type)

Employment Type	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Full-Time	Female	325	46%	$83,445.98	$67,056	$78,000	$95,000	$128,000
	Male	276	39%	$101,892.51	$78,248	$94,100	$119,375	$170,000
Self-Employed (FT or PT)	Female	24	3%	$89,129.17	$45,000	$75,894	$100,000	$190,000
	Male	47	7%	$110,043.04	$71,500	$100,000	$150,000	$220,000
Overall (Combined)	**Female**	**358**	**51%**	**$83,699.62**	**$66,500**	**$77,000**	**$95,000**	**$130,000**
	Male	**328**	**47%**	**$103,026.09**	**$77,000**	**$95,000**	**$120,000**	**$180,000**

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
Diploma or equivalent	Female	38	5%	$69,267.74	$60,000	$67,000	$80,000	$102,242
	Male	30	4%	$93,791.13	$68,500	$87,000	$110,000	$150,000
BSA/BSc or equivalent	Female	248	35%	$82,579.56	$66,962	$75,383	$93,750	$120,000
	Male	226	32%	$103,864.91	$77,000	$95,000	$123,000	$175,000
MSc	Female	63	9%	$93,260.19	$72,000	$88,107	$107,000	$160,000
	Male	48	7%	$103,580.27	$80,000	$95,815	$121,500	$180,000
PhD	Female	9	1%	--	--	--	--	--
	Male	24	3%	$105,562.50	$71,750	$90,000	$137,500	$225,000

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	155	22%	$69,444.42	$61,000	$68,000	$75,000	$97,000
	Male	77	11%	$74,044.10	$63,050	$73,000	$83,000	$100,000
Between 5 and 20 years	Female	173	25%	$91,853.13	$75,000	$89,000	$100,000	$150,000
	Male	166	24%	$109,463.03	$85,000	$100,000	$125,0000	$186,000
21 years or more	Female	30	4%	$110,332.87	$81,750	$101,621	$113,065	$162,400
	Male	85	12%	$116,709.39	$90,000	$110,000	$135,200	$200,000

Salary Details (Gender by Sector)

Sector of Employment	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Public Sector	Female	72	11%	$87,646.76	$75,000	$86,466	$95,423	$117,000
	Male	81	12%	$106,351.28	$81,000	$95,000	$125,110	$190,835
Private Sector	Female	252	38%	$82,453.20	$65,000	$75,000	$94,000	$130,000
	Male	224	33%	$102,171.42	$75,000	$95,000	$119,875	$180,000
Not-for-profit Sector	Female	32	5%	$85,838.94	$67,000	$79,000	$103,025	$162,400
	Male	22	3%	$100,123.00	$70,000	$91,100	$126,000	$165,000
Other	Female	2	0%	--	--	--	--	--
	Male	1	0%	--	--	--	--	--

Salary Details (Gender by Scope)

Scope of Work	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Agronomy	Female	155	22%	$78,360.83	$64,000	$72,500	$86,000	$110,000
	Male	112	16%	$89,518.71	$70,000	$86,500	$105,750	$150,000
Agribusiness/ Economics/ Finance	Female	33	5%	$85,559.55	$66,000	$82,000	$95,000	$120,000
	Male	50	7%	$110,462.74	$80,000	$101,000	$120,000	$200,000
Environment/ Natural Resources	Female	49	7%	$78,659.80	$63,000	$72,800	$90,136	$120,000
	Male	42	6%	$102,611.62	$78,995	$91,779	$130,000	$166,000
Soil Sciences/ Reclamation/ Remediation	Female	30	4%	--	--	--	--	--
	Male	31	4%	$113,350.03	$83,000	$105,000	$135,200	$200,000
Management	Female	22	3%	$119,169.09	$95,000	$110,000	$138,000	$180,000
	Male	31	4%	$132,732.65	$108,000	$128,000	$150,000	$205,000
Extension/ Training	Female	8	1%	--	--	--	--	--
	Male	9	1%	--	--	--	--	--
Animal and Poultry Sciences	Female	18	3%	$82,923.78	$72,052	$79,000	$92,550	$120,000
	Male	9	1%	--	--	--	--	--
Plant Sciences/ Horticulture	Female	8	1%	--	--	--	--	--
	Male	14	2%	--	--	--	--	--
Teaching/ Research	Female	11	2%	--	--	--	--	--
	Male	8	1%	--	--	--	--	--
AgMedia/ Communications/ Awareness	Female	8	1%	--	--	--	--	--
	Male	2	0%	--	--	--	--	--
Food Science/ Nutrition	Female	0	0%	--	--	--	--	--
	Male	3	0%	--	--	--	--	--
Other	Female	16	2%	$86,835.00	$81,700	$89,000	$97,875	$110,068
	Male	17	2%	$96,014.18	$79,040	$87,400	$99,800	$245,000

Salary Details (Gender by Industry)

Industry	Gender	Count	Column %	Mean	25th Percentile	Median (50th Percentile)	75th Percentile	95th Percentile
Service for Profit	Female	176	25%	$79,918.93	$65,000	$74,975	$92,425	$120,000
	Male	118	17%	$103,247.69	$75,000	$93,100	$118,000	$180,000
Service Not for Profit	Female	69	10%	$85,630.83	$75,000	$85,000	$92,680	$117,000
	Male	58	8%	$100,294.74	$80,000	$94,100	$120,000	$159,000
Consulting/Contracting Service	Female	52	7%	$86,120.63	$60,000	$72,250	$94,750	$180,000
	Male	49	7%	$87,176.37	$65,000	$85,000	$105,000	$160,000
Resource Industry Oil & Gas	Female	26	4%	$94,232.31	$76,000	$87,500	$107,000	$150,000
	Male	35	5%	$129,026.46	$101,000	$130,000	$154,000	$200,000
Research	Female	15	2%	$72,833.33	$50,000	$72,000	$94,100	$130,000
	Male	29	4%	$96,292.86	$71,200	$92,500	$118,000	$132,836
Resource Industry Except Oil & Gas	Female	10	1%	--	--	--	--	--
	Male	10	1%	--	--	--	--	--
Educational Services	Female	4	1%	--	--	--	--	--
	Male	15	2%	$126,842.00	$65,000	$100,000	$170,000	$250,000
Other	Female	6	1%	--	--	--	--	--
	Male	14	2%	--	--	--	--	--

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	166	24%	$76,312.54	$65,000	$74,725	$88,000	$110,000
	Male	100	14%	$89,129.75	$72,250	$86,500	$100,000	$138,620
Project or Operations Management and Administration	Female	36	5%	$83,801.97	$66,250	$84,100	$96,641	$140,000
	Male	57	8%	$109,973.23	$82,150	$101,000	$125,000	$198,000
Product Marketing and Sales	Female	53	8%	$82,548.81	$67,000	$75,000	$97,000	$120,000
	Male	43	6%	$98,137.53	$73,000	$95,300	$110,000	$151,000
General Manager, Manager	Female	30	4%	$106,072.27	$85,000	$97,500	$115,000	$180,000
	Male	49	7%	$115,638.49	$90,376	$119,000	$135,000	$175,000
Teaching and/or research	Female	19	3%	$76,387.21	$66,000	$74,500	$94,100	$104,500
	Male	26	4%	$99,551.15	$70,500	$90,000	$111,000	$200,000
CEO, Executive Director	Female	12	2%	--	--	--	--	--
	Male	20	3%	$130,047.30	$85,000	$140,500	$169,000	$224,000
Regulatory Assessments and Approvals	Female	24	3%	--	--	--	--	--
	Male	19	3%	--	--	--	--	--
Other	Female	18	3%	$96,000.06	$74,000	$84,500	$125,000	$185,000
	Male	14	2%	--	--	--	--	--