

IFT Employment & Salary Survey Findings

The IFT Employment & Salary Survey was conducted in September 2015. The survey had a 21% response rate among U.S.-based members: 3,328 individuals participated in the survey, which expanded beyond U.S.-based members to include U.S. nonmembers, international members, and international non-members for the second time. Figures below show U.S.-based member findings.

Income Levels—The overall median salary for U.S. members remained the same as in 2013, at \$90,000. Median salary has increased only 2.6% since 2009, when it was \$87,700. Total compensation including salary/bonuses/stocks is a median of \$98,387 in 2015.

- Median salaries remain considerably higher for men (\$105,000) compared to women (\$79,000). Median overall salary rose slightly for men, while remaining constant for women.
- Cash bonuses were earned by 65% of respondents with medians of \$14,900 for men and \$6,000 for women, respectively.
- Stocks were awarded to 14% of men (median value of \$20,000) and 12% of women (median value of \$9,000).
- Median salaries are highest for positions in Government (\$105,000), Sales & Marketing (\$102,000), and Management (\$100,500). Median salaries are lower in Education (\$92,000), Consulting (\$85,000), Purchasing (\$85,500), and R&D/Scientific/Technical (\$85,000), showing some shifts in the relative compensation between these categories.
- Median starting salaries for respondents with 0-1 years of experience remained constant at \$50,000. Women matched their historical high of \$50,000 in 2013, while men's starting salaries dropped to \$52,000, only 4% higher than women's.
- Median salary for U.S. members who report a bachelor's degree as their highest level of education is \$78,800. In contrast, those who have earned at least a master's degree (\$88,000), a doctorate (\$110,000), or an MBA (\$120,000) is considerably higher.
- In terms of geographic salary patterns, the highest median is reported in the West South Central region (\$98,250), followed by the Mid-Atlantic (\$94,000), South Atlantic (\$93,000), and Mountain regions (\$92,300). The lowest levels reported are in the other Pacific region excluding California (\$81,600), East South Central (\$84,740), and New England (\$85,000).

Work Attitudes—Members are generally highly satisfied (38%) or somewhat satisfied (48%) with their jobs, while only 8% were somewhat or highly dissatisfied. The key factor that contributed most to the job satisfaction of U.S. members is intellectual stimulation, indicated by 39%, followed by salary and benefits (25%), and job security (16%). Opportunity to advance (9%) is mentioned as the key factor by fewer respondents.

- Many respondents (43%) characterize their current jobs as highly stressful or stressful, while 38% say it's moderately stressful, and 19% indicate that it's occasionally stressful or not stressful at all. There is a positive correlation between stress and job satisfaction.
- The biggest challenges faced by respondents is workload and work/life balance, cited by 41%. Far fewer mention management support (17%), and fewer than 10% each mention stressful environments, co-workers, salary, job security, or supervisory duties.
- The average work week is about 45 hours; 17% work more than 50 hours per week, 62% work between 41 and 50 hours, and 20% work 40 hours or fewer.

Benefits—More than 90% of U.S. members indicate that they are provided health insurance, a retirement program, and vacation by their employer, and 86% are provided dental insurance.

- A majority also report being provided association membership dues, vision, life, and short-term and long-term disability insurance, sick leave, bonus/performance compensation, a Flexible Spending account, and maternity/family leave.
- Most (89%) have employers pay for IFT membership dues, 70% pay for travel to IFT events, and 66% provide time off to attend the IFT annual event.
- Most (82%) of U.S. members currently use their employer's health insurance; those who do report that the employer pays a mean of 68% of their insurance premium and the amount they personally pay is a median \$2,340 per year.

Profile—The proportion of respondents who are female (55%) rose higher after exceeding the total men for the first time in 2013.

- The highest degree reported by respondents included a Baccalaureate (42%), a Master's degree (26%), an MBA (7%), or a PhD or equivalent (22%).
- Respondents are most often employed by food/beverage manufacturer/processors (46%), food ingredient manufacturer/suppliers (25%), or academic/educational institutions (9%).
- Job functions performed are generally R&D/scientific and technical (66%), followed distantly by sales and marketing (9%), education (8%), and management (7%).
- By employee range, 31% work for organizations with 5,000 or more; 29% with 500-4,999; 22% with 100-499; and 18% with fewer than 100 employees.
- Respondents are a median 38 years old, with 15 years of professional experience and 5.5 years with their current employer.
- If currently preparing to enter the job market, 84% would definitely or probably consider this field, while 6% would not.