

PSA Nutritionist Survey 2021

Prepared by Consulting Statistician: Deborah A. Keys, Ph.D., Kaleidoscope Statistics, LLC
3/1/2022

General Survey Information

There were 174 survey respondents. Of these, 46 were not employed as nutritionists or nutritional consultants so were screened from the survey. Of the remaining 128, 25 were not primarily based in the United States and were screened from the survey leaving 103 respondents. Of these, 1 did not fill out any additional information besides the two screening questions leaving 102 respondents.

Years in Industry








<i>Decade Started Working in the Poultry Industry</i>		
<i>Decade</i>	<i>Frequency</i>	<i>Percent</i>
1960s	1	1%
1980s	18	18%
1990s	10	10%
2000s	20	20%
2010s	42	41%
2020s	11	11%

<i>Years in Poultry Industry</i>		
<i>Years</i>	<i>Frequency</i>	<i>Percent</i>
<5 years	21	21%
5-9 years	22	22%
10-19 years	27	26%
20-29 years	12	12%
30+ years	20	20%

<i>Years in Current Position</i>		
<i>Years</i>	<i>Frequency</i>	<i>Percent</i>
1-2 years	38	37%
3-4 years	16	16%
5-6 years	20	20%
7-10 years	13	13%
>10 years	15	15%

Role & Affiliation
















Which best describes your principal role?

	Count	% of responses	%
Technical Service / Product Support / Allied	39		38%
Integrator Nutritionist	21		21%
Consulting Nutritionist	18		18%
College/University Professor	13		13%
Other, please specify	8		8%
Administration	2		2%
Extension	1		1%
Purchasing	0		
Feed Formulator	0		
Regulatory	0		
Post Doc	0		

Which best describes your principal role? - Other, please specify

Other, please specify	Report
Sales Specialist	<input type="checkbox"/>
Research	<input type="checkbox"/>
Research Scientist	<input type="checkbox"/>
Scientist	<input type="checkbox"/>
Research Scientist	<input type="checkbox"/>
Integrator Nutritionist + New Product Development	<input type="checkbox"/>
Poultry Scientist/Nutritionist for a Feed Addictive company	<input type="checkbox"/>
Manage a team of poultry specialist	<input type="checkbox"/>




Please describe your professional affiliation(s). (check all that apply)

	Count	% of responses	%
Allied Supplier - Broiler	47		46%
Allied Supplier - Layer	44		43%
Allied Supplier - Turkey	41		40%
Allied Supplier - Breeder	40		39%
College / University	20		20%
Consultant - Broiler	20		20%
Consultant - Layer	18		18%
Integrator - Broiler Nutrition	15		15%
Consultant - Turkey	15		15%
Consultant - Broiler Breeder	13		13%
Integrator - Broiler Breeder Nutrition	12		12%
Breeder Company - Broiler	6		6%
Integrator - Layer Nutrition	3		3%
Integrator - Turkey Nutrition	1		1%
Breeder Company - Layer	1		1%
Government - Federal	0		
Government - State or Local	0		
Breeder Company - Turkey	0		

N 102

Education & Employment Status

Your highest degree attained.

	Count	% of responses	%
BS	0		
MS	9		9%
Ph.D.	88		86%
Post-Doc	5		5%
Other, please specify	0		

N 102

Do you also have a DVM / VMD / MAM degree?

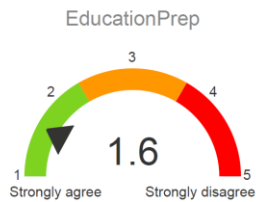


N 102

Which of the following best describes your current employment status?

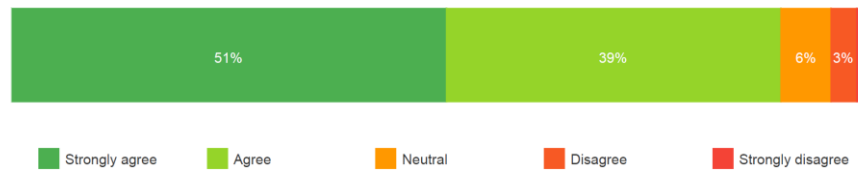
	Count	% of responses	%
Employed by a company - full time	92		90%
Employed by a company - part time or consulting	4		4%
Self-employed - full time	3		3%
Other, please specify University	3		3%
Self-employed - part time	0		

N 102



N 102

Did your education prepare you for your current position?



N 102

Salary Information

Two respondents stopped filling in the survey before they got to the salary information section and one respondent who worked full-time for a company recorded \$0 base salary so was excluded from salary calculations leaving 99 respondents with salary information.

The following tables lists median (50% above and 50% below), minimum, Q1 (25% below and 75% above), Q3 (75% below and 25% above) and maximum for base salary for all respondents and broken down by categories. Salary information for categories with n=1 are not shown. Salary information for categories with n=2, n=3 or n=4 were summarized with median, minimum and maximum only and were not included in the statistical inferential analyses (i.e. p-values).

Base Salary (All Respondents)					
<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
99	\$150K	\$75K	\$110K	\$185K	\$550K

Base salary had moderate positive correlations with years since starting in the poultry industry ($\rho=0.53$, $p<0.001$), and years worked in the poultry industry ($\rho=0.52$, $p<0.001$) and a fair positive correlation with years worked at current position ($\rho=0.35$, $p<0.001$). The Spearman's correlation coefficient (ρ) ranges from 1.0 (perfect positive correlation) to -1.0 (perfect negative correlation). A p-value <0.05 is considered significantly different than chance while a p-value >0.05 is not considered significantly different than chance.

	Base Salary					
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
Decade Started Working in the Poultry Industry						
1960s	1					
1980s	18	\$165K	\$90K	\$145K	\$240K	\$260K
1990s	10	\$190K	\$105K	\$165K	\$210K	\$230K
2000s	20	\$170K	\$75K	\$145K	\$200K	\$550K
2010s	41	\$135K	\$84K	\$105K	\$163K	\$240K
2020s	9	\$100K	\$80K	\$95K	\$106K	\$115K

	Base Salary					
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
Years in Industry						
<5 years	19	\$105K	\$80K	\$98K	\$120K	\$175K
5-9 years	21	\$140K	\$89K	\$120K	\$165K	\$200K
10-19 years	27	\$150K	\$75K	\$105K	\$185K	\$550K
20-29 years	12	\$198K	\$105K	\$165K	\$203K	\$230K
30+ years	20	\$165K	\$90K	\$143K	\$233K	\$260K

	Base Salary					
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
Years in Current Position						
<3 years	36	\$128K	\$75K	\$100K	\$170K	\$260K
3-4 years	16	\$133K	\$84K	\$98K	\$170K	\$220K
5-6 years	19	\$150K	\$95K	\$135K	\$180K	\$260K
7-10 years	13	\$185K	\$95K	\$160K	\$200K	\$550K
>10 years	15	\$160K	\$105K	\$125K	\$195K	\$240K

There were significant differences in base salary between principal roles. A college professor made significantly less than either a consulting nutritionist ($p=0.003$, Dunn test) or an integrator nutritionist ($p=0.003$, Dunn test). Other and sub-groups with <5 were excluded from the analysis.

	Base Salary					
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
Principle Role						
<i>Administration</i>	2	\$245K				
<i>College/University Professor</i>	13	\$115K	\$75K	\$95K	\$140K	\$200K
<i>Consulting Nutritionist</i>	17	\$165K	\$85K	\$135K	\$200K	\$550K
<i>Extension</i>	1					
<i>Integrator Nutritionist</i>	21	\$160K	\$98K	\$140K	\$185K	\$240K
<i>Other, please specify</i>	7	\$100K	\$80K	\$89K	\$210K	\$260K
<i>Technical Service / Product Support / Allied</i>	38	\$140K	\$95K	\$115K	\$175K	\$225K

	Base Salary					
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
Professional Affiliations						
<i>College / University</i>	20	\$120K	\$75K	\$95K	\$158K	\$260K
<i>Integrator - Broiler Nutrition</i>	15	\$163K	\$110K	\$140K	\$195K	\$260K
<i>Integrator - Broiler Breeder Nutrition</i>	12	\$160K	\$110K	\$138K	\$185K	\$230K
<i>Integrator - Layer Nutrition</i>	3	\$200K				
<i>Integrator - Turkey Nutrition</i>	1					
<i>Breeder Company – Broiler</i>	6	\$188K	\$85K	\$110K	\$210K	\$230K
<i>Breeder Company – Layer</i>	1					
<i>Consultant - Broiler</i>	19	\$175K	\$75K	\$140K	\$240K	\$550K
<i>Consultant - Broiler Breeder</i>	13	\$175K	\$85K	\$145K	\$200K	\$550K
<i>Consultant - Layer</i>	17	\$165K	\$75K	\$130K	\$200K	\$550K
<i>Consultant - Turkey</i>	14	\$165K	\$90K	\$130K	\$200K	\$260K
<i>Allied Supplier – Broiler</i>	45	\$140K	\$89K	\$105K	\$175K	\$260K
<i>Allied Supplier - Broiler Breeder</i>	39	\$150K	\$90K	\$115K	\$185K	\$260K
<i>Allied Supplier - Layer</i>	43	\$140K	\$89K	\$105K	\$175K	\$260K
<i>Allied Supplier – Turkey</i>	40	\$140K	\$89K	\$110K	\$175K	\$260K

*Note that each respondent could have more than one professional affiliation

There was not a significant difference in base salary between those with their highest degree obtained as a MS vs a Ph.D. ($p=0.252$, Mann-Whitney test). Post-docs were excluded from the analysis due to $n=4$.

	Base Salary					
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
Highest Degree Obtained						
<i>MS</i>	9	\$125K	\$89K	\$100K	\$155K	\$185K
<i>Ph.D.</i>	86	\$150K	\$75K	\$115K	\$180K	\$550K

Base Salary						
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
<i>Post-Doc</i>	4	\$193K	\$115K			\$200K

No inferential comparisons with n<5 in all but one group

Base Salary						
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
<i>DVM/VMD/MAM degree?</i>						
<i>No</i>	96	\$148K	\$75K	\$108K	\$183K	\$550K
<i>Yes</i>	3	\$150K				

No inferential comparisons with n<5 in all but one group

Base Salary						
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
<i>Employment Status</i>						
<i>Employed by a company - full time</i>	89	\$150K	\$80K	\$115K	\$185K	\$260K
<i>Employed by a company - part time or consulting</i>	4	\$120K	\$75K			\$175K
<i>University</i>	3	\$120K				
<i>Self-employed - full time</i>	3	\$190K				

No inferential comparisons with n<5 in all but one group

Males had significantly higher base salaries than females (p=0.032, Mann-Whitney, decline to answer excluded).

Base Salary						
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
<i>Gender</i>						
<i>decline to answer</i>	6	\$175K	\$150K	\$165K	\$180K	\$240K
<i>female</i>	26	\$126K	\$84K	\$100K	\$160K	\$210K
<i>male</i>	64	\$153K	\$75K	\$118K	\$198K	\$260K

There were not significant differences in base salary between races (0.916, Kruskal-Wallis). Black respondents were excluded from the analysis due to having n<5 to avoid misinterpreted of the result.

Race	Base Salary					
	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
<i>Asian</i>	6	\$140K	\$85K	\$115K	\$175K	\$200K
<i>Black</i>	4	\$100K	\$90K			\$165K
<i>Decline to answer</i>	11	\$150K	\$100K	\$135K	\$175K	\$240K
<i>Hispanic</i>	7	\$160K	\$84K	\$140K	\$180K	\$200K
<i>White</i>	68	\$148K	\$75K	\$108K	\$193K	\$260K

There were 16/99 (16%) respondents who reported consulting fees.

Consulting Fees					
<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
16	\$10K	\$2K	\$5K	\$28K	\$80K

The following table lists median (50% above and 50% below), minimum, Q1 (25% below and 75% above), Q3 (75% below and 25% above) and maximum bonus for 2020 and expected for 2021 as a percentage of salary.

Bonus 2020						Expected Bonus 2021					
<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>	<i>N</i>	<i>Median</i>	<i>Min</i>	<i>Q1</i>	<i>Q3</i>	<i>Max</i>
98	10%	0%	0%	20%	40%	98	15%	0%	5%	25%	100%

Benefits

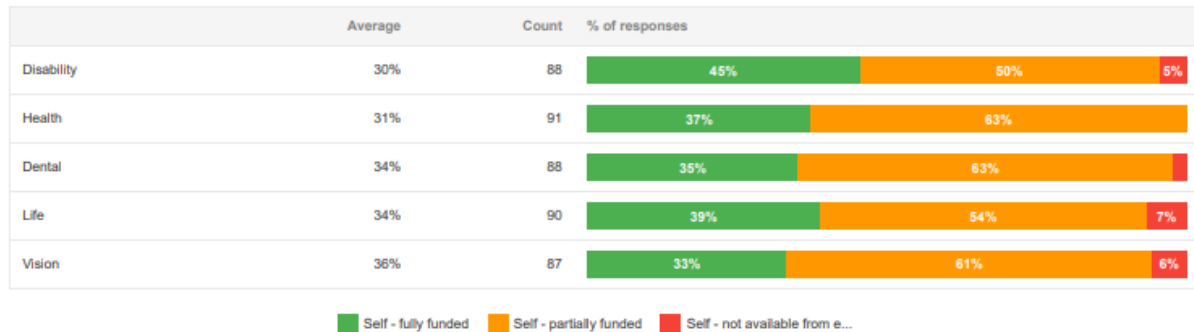
Does your employer pay for or provide access to any insurance for you or your family (e.g., health, dental, vision, life or disability)?



N 100

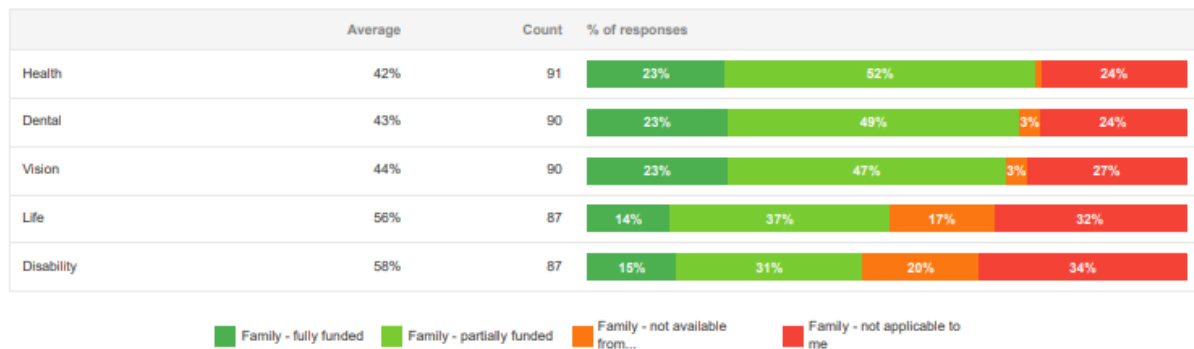
Benefits - Funding

Please describe the insurance benefits provided by your employer for YOU (not your family). check one response per row



N 91

Please describe the insurance benefits provided by your employer for YOUR FAMILY. check one response per row - if you do not have a family, then check "not applicable to me" for all five rows














N 91

What is the value you receive from the insurance benefits provided? Please estimate the monthly cost to your employer to provide these services to you and your family. For example, if your company purchases a \$700 per month health insurance policy for you, then the monthly value is \$700. If the company pays for half of this insurance, then the value is \$350 per month. Enter zero if you self pay for your insurance or it is not offered by your employer.













Insurance Value (monthly)						
Type	N	Median	Min	Q1	Q3	Max
<i>Health</i>	71	\$450	\$0	\$300	\$690	\$1,200
<i>Dental</i>	60	\$30	\$0	\$10	\$100	\$300
<i>Vision</i>	61	\$10	\$0	\$5	\$50	\$300
<i>Life</i>	57	\$40	\$0	\$5	\$100	\$1,000
<i>Disability</i>	55	\$20	\$0	\$0	\$100	\$500

What additional benefits are provided by your employer? (check all that apply)

	Count	% of responses	%
Pension / 401K	73		75%
Vacation - 3-4 weeks	68		70%
Personal time off	39		40%
Paid parental / Family leave	32		33%
Company car	32		33%
Stock options	14		14%
Vacation - 5 or more weeks	13		13%
Other, please specify	12		12%
Vacation - 2 weeks or less	8		8%
None of the above	3		3%
Onsite child care	1		1%

N 97

What additional benefits are provided by your employer? (check all that apply) - Other, please specify

Other, please specify	Report
Car allowance of \$5,400 per year plus partial mileage	
Internet, phone and mileage reimbursement	
409A Non-Qualified Deferred Compensation Option	
car payment	
Car expenses about 6,000 per year	
25% matching stock purchase program	
Home wifi	
vehicle stipend	
Training and development courses outside of the company; conference and travel to support industry technical meetings.	
remote work	
Unlimited time off (with manager approval) for salary employees	
car allowance	

N 12

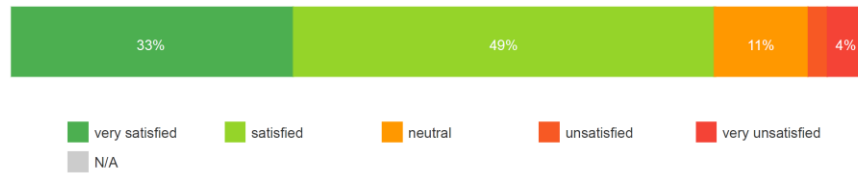
Miscellaneous

EmploymentSatisfaction



N 91

Rate your satisfaction with your current employment situation.



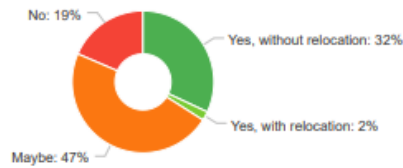
N 91

Are you willing to relocate for another job opportunity? (check all that apply)

	Count	% of responses	%
Depends on the opportunity	55		57%
No	30		31%
Yes - for a new employer	17		18%
Yes - for my current employer	11		11%

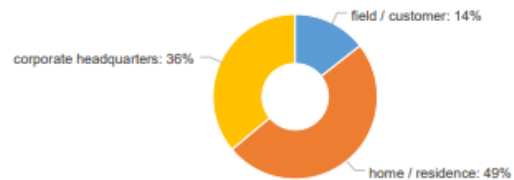
N 96

Are there opportunities for promotion from your current position?



N 97

Which best describes your job location?







N 97

How many days per month do you travel away from your normal office?

	Count	% of responses	%
never or almost never	3		3%
4 days or less (<20% of the month)	27		28%
5-8 days (21-40%)	29		30%
9-12 days (41-60%)	32		33%
13-16 days (61-80%)	6		6%
more than 16 days (>80%)	0		








N 97

Do you occasionally work from home when not traveling?

	Count	% of responses	%
almost exclusively at corporate office	24		25%
work from home 1-3 days per week	18		19%
work more than 3 days per week at home	46		48%
Other, please specify	7		7%

N 95

Do you occasionally work from home when not traveling? - Other, please specify

Other, please specify	Report
When I'm not traveling, I work from my home office.	
currently 95% working from home	
work from home while not travelling	
Occasionally	
always at home unless on the road	
home based job	
fully remote	

N 7












Does your current job require any international travel (outside U.S.)?



N 97








401K Match						Non Qualified Savings Match					
N	Median	Min	Q1	Q3	Max	N	Median	Min	Q1	Q3	Max
88	5%	0%	4%	6%	15%	66	0%	0%	0%	0%	10%

Do you manage any of the following? (check all that apply)

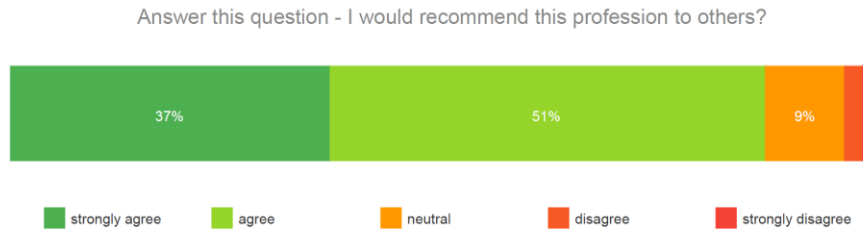
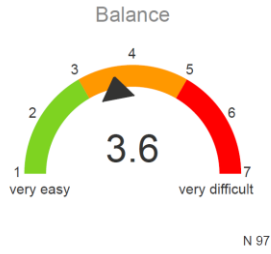
	Count	% of responses	%
projects	75		77%
other - a team of people	23		24%
a team of nutritionists	12		12%
None of the above	12		12%
other - 1 person	10		10%
a single nutritionist	7		7%
Other, please specify	7		7%
a team of production personnel	5		5%
a single person in purchasing	4		4%
a team of purchasing personnel	3		3%
a single person in live production	2		2%

N 97

Do you manage any of the following? (check all that apply) - Other, please specify

Other, please specify	Report
Graduate students and teaching assistants	
3	
vets	
Training for live production teams; data analytics	
a team of quality assurance personnel	
graduate students, technicians, hourly workers	
feed additive production site; 4 FTEs	

N 7

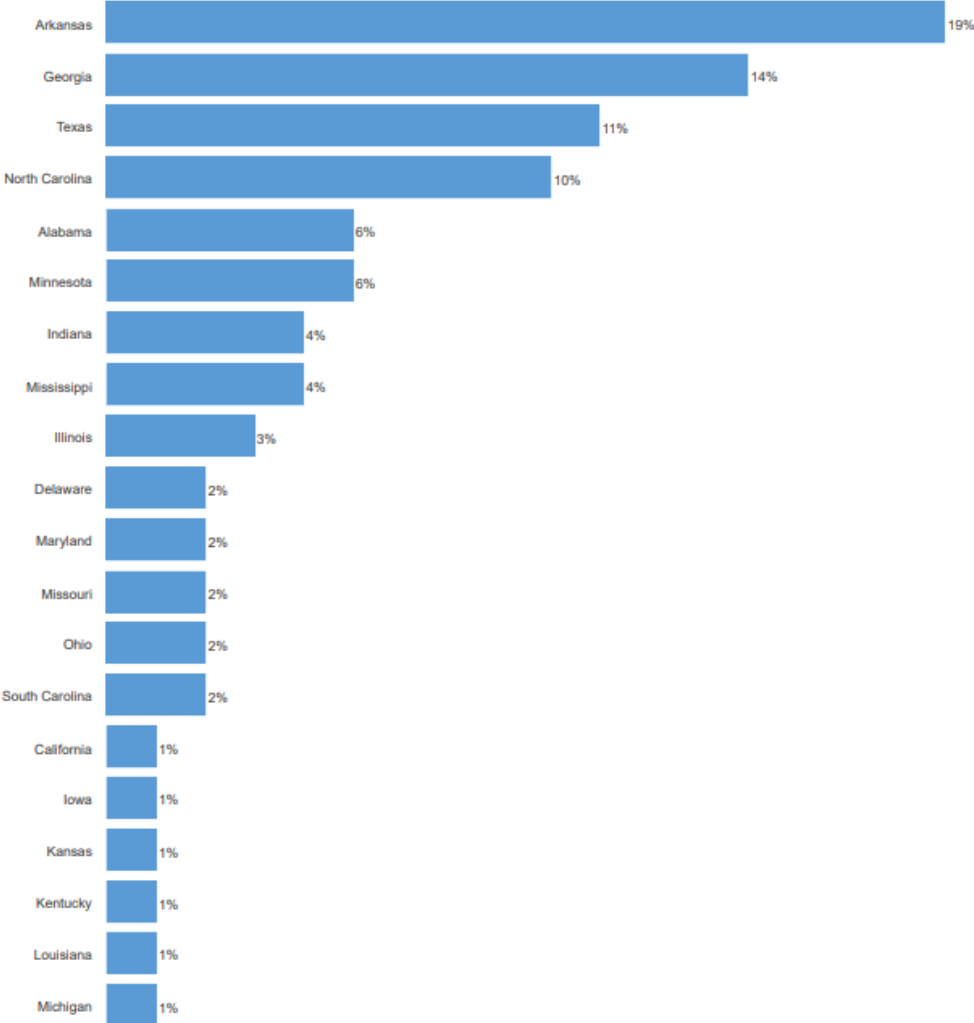


Your age in years:

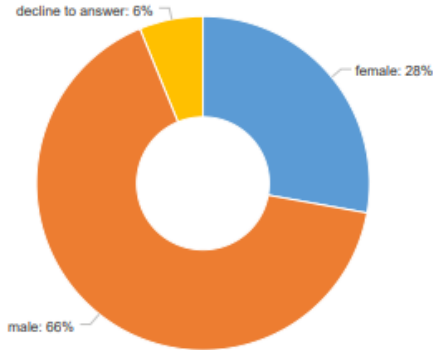
	Count	% of responses	%
18 - 24	0		
25 - 34	26		27%
35 - 44	29		30%
45 - 54	14		14%
55 - 64	19		20%
65 or older	8		8%
decline to answer	1		1%

N 97

The state in which you live:



Your gender:



N 97

Your race:

	Count	% of responses	%
White	69	<div style="width: 71%;"></div>	71%
Decline to answer	11	<div style="width: 11%;"></div>	11%
Hispanic	7	<div style="width: 7%;"></div>	7%
Asian	6	<div style="width: 6%;"></div>	6%
Black	4	<div style="width: 4%;"></div>	4%

N 97