2013 Compensation Survey
SUMMARY REPORT

The most comprehensive resource available for industrial hygienists to evaluate their salary and compensation.
2013 Compensation Survey
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Conducted for the

AIHA
Protecting Worker Health
3141 Fairview Park Drive, Suite 777
Falls Church, VA 22042
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By Association Research, Inc.
910 Clopper Road, Suite 210N
Gaithersburg, Maryland 20878
(240) 268-1262
ARI@associationresearch.com
Disclaimer

The information presented in this survey was compiled by Association Research, Inc., an independent survey research firm specializing in research exclusively for trade associations and professional societies, carried out the survey and performed the analysis reported herein. Confidentiality was maintained throughout.

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AIHA®
3141 Fairview Park Drive, Suite 777
Falls Church, VA 22042

Tel: (703) 849-8888
Fax: (703) 207-3561
E-mail: Infonet@aiha.org
http://www.aiha.org
Methodology

In the third quarter of 2013, the American Industrial Hygiene Association (AIHA®) conducted a survey among industrial hygienists to determine prevailing annual salary and total compensation levels. A link to the web-based survey was sent to 17,838 useable e-mail addresses — 8,439 were AIHA® members and 9,399 were nonmembers. Of that, 125 people requested to be removed from the survey panel (19 members and 106 nonmembers) and 2,005 emails bounced (96 were members and 1,909 were non-members), bringing the revised total to 15,708. Overall, 3,852 individuals completed the survey, yielding a response rate of 24.5%. Notably, an additional 88 respondents are not included in this count as they indicated they were students, retired or unemployed and were not provided the opportunity to complete the rest of the survey. The last time AIHA® conducted the survey, in 2008, the number of respondents was lower but the response rate was higher. It should be noted, though, that the 2008 survey was limited to AIHA® members only. AIHA® chose to include nonmembers this year in order to have a fuller, richer data set of IH salaries and not just from those who are members. Non-members were comprised of former AIHA® members and nonmember customers, as well as nonmember CIHs (Certified Industrial Hygienists).

The 2013 survey listed 10 industries, which this report focuses on. In 2008, the report focused more specifically on the job role. AIHA® changed the focus of the report to industries rather than job roles because the data for job in 2008 roles primarily fell into approximately two categories and also because it was believed that a key driver of salary may be the industry of the employer. The study requested annual salary as of June 30, 2013, from the primary employer, as well as additional cash compensation from that source for the previous year. Respondents were first asked for their employment status. If they indicated that they were students, retired or unemployed, they were taken to the end of the survey, and were not asked for any additional information. Full-time and part-time individuals were asked to provide information about their age, gender, experience, education, certification, number of people managed, geographic location, and job role. The part-time respondents were asked to report the number of hours worked per week, and the data were extrapolated to a full-time salary to use for comparison.

Report Format

In addition to discussions of how to use the information provided, this report provides a section with general observations of the data. The demographics of survey respondents are presented and graphically illustrated. Annual salary and total compensation distributions are provided along with detailed breakouts.

How to Read the Tables

Many of the tables report median value, along with the mean (average) value. The median salary is the value in the middle of all of the salaries, sorted from lowest to highest — higher than half of all salaries in the category and lower than half of the salaries. The mean, or simple average, is the total of all salaries divided by the number of individuals reporting. The mean value can be distorted by unusually high or unusually low numbers. The median, however, is not influenced by extreme values. For example, there are 163 individuals reporting who work as independent consultants. For this group, the mean annual base salary is $135,023, while the median salary is $120,000.

Another statistic used in the salary tables is the quartile. This statistic is similar to a median in that it is the salary that divides all salaries into two groups, one group containing 25 percent of the salaries and the other group containing the remaining 75 percent. The first quartile (25th percentile), therefore, is that salary that is higher than 25 percent of the salaries, but lower than the remaining 75 percent. Similarly, the third quartile (75th percentile) is that salary figure that is higher than 75 percent of the other salaries presented. The 10th and 90th 2 percentiles are also presented in the salary and compensation tables. In combination with the mean and median data, percentiles provide a highly detailed description of prevailing compensation, thereby increasing the ability of readers to assess their own compensation situations individually and organizationally with greater precision and objectivity. It should be noted that to protect confidentiality, data is only presented when 5 or more individuals are included in a particular category. Additionally, for rows with fewer than 10 individuals (but 5 or more), the 10th and 90th percentiles are also not shown.
Using This Report for Salary Comparison

It’s best to make specific salary comparisons with help from a qualified human resources professional or compensation consultant, but absent such an expert, a comparison can be made using appropriate data from this AIHA® Salary Survey.

An individual salary depends on many things, including education, experience, tenure, and certification. For example, as of June 30, 2013, the average salary among 163 respondents who are Consultants (Independent) and who responded to the survey was $135,023 (see page xx). This was higher than both the overall mean of $105,166 and the median (mid-point) salary of $100,000, due to a number of high salaries in this industry.

Twenty-five percent of all respondents (first quartile) earned $80,000 or less, and 75% earned $124,239 or more (third quartile). The average salary for females was substantially lower than that of males ($93,453 versus $109,364); however, gender alone may not account for the difference in earnings. For example, male respondents were more likely to hold certifications than females (28.1% of females had no certification compared to 13.9% of males). Also, female respondents, on average, had fewer years of experience (17.0 vs. 22.0 years) and were younger than male respondents (44.7 vs. 49.3 years). It is worth noting that AIHA® membership is about 60% male and 40% female. The sample responding is approximately 70% male and 30% female, so while it does not reflect the membership exactly, the number of women responding (over 1,000) is sufficient to make valid statistical inferences about salary and compensation, at least overall. The average salary based on education ranged from $90,861 for a High School or Associate’s degree compared with $121,605 for respondents with a Doctorate. Also, the average salary varied considerably based on age and years in the profession. Throughout, those with certification averaged a higher salary than those without — bearing out that a premium was paid for certification. In short, careful scrutiny and interpolation are required to ascertain the appropriate comparative salary of any individual.

U.S. Census Map
General Observations

- Government/Military (19.6%), Manufacturing (15.6%), and employees at Consulting Firms (14.9%) are the largest segments in the sample. Respondents are least likely to be in Construction (2.8%), Independent Consulting (4.5%), or Pharmaceuticals and Biotechnology (5.0%).
- Respondents are most likely to be in either Field Investigations/Assessments/Audits (39.8%) or Management (38.7%). No other job function received a double-digit response.
- The average or mean salary for all respondents was $105,166. The median was $100,000 and the 90th percentile was $150,000.
- Respondents who are Independent Consultants reported the highest average salary $135,023 annually as of June 30, 2013. The average age in this group was 56.1 years versus 48.1 years in the overall sample. The next highest average age was academia at 49.9 years, and the other industries were in the 46 to 49 range.
- Those employed in Pharmaceuticals ($117,106), Energy ($116,404), Construction ($112,579), and Manufacturing ($106,396) also earned salaries above the overall mean.
- Total compensation was computed by adding additional cash compensation received during 2012 to the base salary effective June 30, 2013. The overall average was $114,680. As observed with annual salary, those in Independent Consulting had the highest level of total compensation with a mean of $149,187. In three terms of total compensation, the average among those employed in Energy ($135,204) edged out those in Pharmaceuticals and Biotechnology ($134,722).
- Numerous factors, such as education, certification, current employer, and primary job role affected salary and compensation levels. The data reveal that for most professionals, a premium was paid for CIH and/or CSP certification. In Pharmaceutical/Biotechnology, Manufacturing, Energy, Government/Military, Consulting Firms, and Academia, higher salaries tended to correlate more often with CIH certification than CSP.
- Salary and total compensation levels went up by age group across industries, with those aged 65 years or older earning nearly double the average annual salary of those in the youngest age group ($132,471 versus $69,820). Total compensation figures followed a similar pattern with regard to age — those younger than 35 earned on average $74,233 in annual total compensation, compared to $143,445 for those 65 or older.
- Location also affected salary and compensation, with those located in New England earning the highest mean annual salary ($115,742) and those located in West North Central earning the lowest mean salary in the U.S. ($97,111). Those located outside the U.S. and Canada earned the lowest mean salary overall ($96,068).

Respondent Background

The vast majority of respondents are employed full-time (94.9%).
Most often, respondents lived in the South Atlantic region (15.4%), followed by Pacific (14.9%), East North Central (13.7%), and Middle Atlantic (11.1%). Fewer than one in 10 lived in any one of the other regions. Respondents are least likely to be in East South Central (4.3%), and they either lived in New England or outside of the U.S. and Canada just slightly more often (4.4% each).

The most experienced individuals account for the largest proportion of respondents, with 24.6% having 30 years or more in the profession, and 17.1% having 25–29 years of experience. Just 10.5% of respondents have 5 years or less of experience in Industrial Hygiene.
More than one-third of respondents (34.3%) are 55 years of age or older, with 18.0% being between the ages of 55 and 59 years. The youngest respondents (younger than 35) account for a far smaller segment of the survey population (14.4%). The smallest group, though, is comprised of individuals who are 65 years of age or older (4.4%).

Just under 7 in 10 participants are male (69.8%).
Most often, participants have a Baccalaureate degree (27.5%) or an MS (23.4%). Additionally, 12.8% have an MPH and 2.6% have an MBA, although 22.2% have another type of Master’s Degree. Just 1.7% indicates that the highest level of education they have received is a High School or Associate degree.

One-third of respondents have a CIH only certification (33.6%) and 4.2% hold a CSP only. Those who held other certifications (including CHMM) account for over a quarter (27.4%), and just over one in six (17.8%) report they have no certification at all. Nearly one quarter (24.6%) of the respondents hold both CIH and CSP certification.
More than four in 10 respondents say the scope of their primary job responsibilities is limited to their local area (42.6%), although 23.1% say it is regional. Nineteen percent say their responsibilities reach the national level, and 15.3% report their primary responsibilities are on a global scale.

**Scope of Primary Job Responsibilities**

- **Local**: 42.6%
- **Regional**: 23.1%
- **National**: 19.0%
- **Global**: 15.3%

The most frequently cited primary service offering is Industrial Hygiene (56.1%), while 25.1% say it is safety. Respondents are far less likely to indicate a primary service offering of Environmental (6.7%) or Product Stewardship (1.5%).

**Primary Service Offering**

- **IH**: 56.1%
- **Safety**: 25.1%
- **Environmental**: 6.7%
- **Other**: 10.5%
- **Product Stewardship**: 1.5%
Respondents are most likely to report that they work in the Government/Military field (19.6%), followed by the Manufacturing Industry (15.6%), and employee at a Consulting Firm (14.9%). Just 2.8% report being in Construction, and 4.5% are independent Consultants.

Large employers are the largest survey segment, with 22.5% reporting that there are more than 2,500 employees at their location. However, the smallest employers (less than 30 on location) are the second largest segment at 20.5%.
Similarly, respondents are fairly evenly distributed in terms of number of employees at all locations. The largest segment is those with 2,000–7,999 employees (22.1%), but the smallest segment, 8,000–29,999 is a proportion nearly as large (18.6%). Moreover, the largest employers (more than 30,000 employees at all locations) account for 19.0% of the sample.

Survey respondents are divided in thirds in terms of years of CIH certification, with 34.4% having 10 years or less, 31.2% having 11–20 years, and 34.4% having 21 years or more.
Respondents are most likely to not have any direct or indirect reports (43.8%). However, nearly a quarter (24.1%) manage 3–9 people and 17.9% manage 10 individuals or more.

![Number of People Managed]

Nearly four in 10 respondents say their primary job role is Field Investigation/Assessment/Audits (39.8%), but a proportion nearly as large indicate that they are in Management (38.7%). Respondents are least likely to be in Research (3.3%). Fewer respondents say their primary job role is Sales/Marketing and are combined with other.

![Primary Job Role]

For primary job role, 11 Sales/Marketing respondents were combined with Other.
Most respondents travel for work infrequently, with 46.6% saying that travel accounts for 1–10% of their time on the job and 12.1% saying they don’t travel at all. Just 5.7% travel more than 50% of the time.

![Percent of Job Involves Travel](image)

More than 7 in 10 respondents are members of AIHA® (71.6%).

![A Member of AIHA®](image)
Pharmaceuticals/Biotechnology

Average Age: ................................................................................................................................ 46
Percent with Bachelors: .....................................................................................................21.9%
Percent with Graduate Degree: .......................................................................................76.6%
Average Years in Profession: .................................................................................................. 21
Average Number Full-Time Employees at This Location: .........................................2,390
Average Number Full-Time Employees at All Locations: ........................................31,515
Average Number of People Managed: ....................................................................................5
Average Years of CIH Certification: ...................................................................................... 16
Percent CIH Only Certified: ...............................................................................................31.4%

Average Annual Salary (June 30, 2013):
$117,106

Average Total Compensation:
$134,722
Construction

Average Age: ................................................................................................................................ 48
Percent with Bachelors:.....................................................................................................43.1%
Percent with Graduate Degree: .......................................................................................51.3%
Average Years in Profession: .................................................................................................. 20
Average Number Full-Time Employees at This Location: ............................................ 775
Average Number Full-Time Employees at All Locations: ........................................17,498
Average Number of People Managed: ............................................................................... 119
Average Years of CIH Certification: ...................................................................................... 14
Percent CIH Only Certified: ...............................................................................................18.3%

**Average Annual Salary (June 30, 2013):**
$112,579

**Average Total Compensation:**
$123,412
Manufacturing

Average Age: ................................................................................................................................ 47

Percent with Bachelors: .....................................................................................................27.5%

Percent with Graduate Degree: ......................................................................................68.3%

Average Years in Profession: .......................................................................................... 20

Average Number Full-Time Employees at This Location: .........................................2,292

Average Number Full-Time Employees at All Locations: ........................................40,320

Average Number of People Managed: ................................................................................. 35

Average Years of CIH Certification: ...................................................................................... 16

Percent CIH Only Certified: ...............................................................................................32.9%

Average Annual Salary (June 30, 2013):  
$106,396

Average Total Compensation:  
$118,804
Energy

Average Age: ................................................................. 46
Percent with Bachelors: .................................................. 27.2%
Percent with Graduate Degree: ..................................... 69.3%
Average Years in Profession: ......................................... 19
Average Number Full-Time Employees at This Location: .... 1,841
Average Number Full-Time Employees at All Locations: .... 24,398
Average Number of People Managed: .......................... 54
Average Years of CIH Certification: ............................... 14
Percent CIH Only Certified: ........................................... 27.9%

Average Annual Salary (June 30, 2013):
$116,404

Average Total Compensation:
$135,204
Other Industry

Average Age: ................................................................................................................................ 48
Percent with Bachelors: .....................................................................................................27.7%
Percent with Graduate Degree: .......................................................................................68.8%
Average Years in Profession: ............................................................................................. 20
Average Number Full-Time Employees at This Location: .........................................3,065
Average Number Full-Time Employees at All Locations: ........................................25,496
Average Number of People Managed: ................................................................................. 11
Average Years of CIH Certification: ...................................................................................... 16
Percent CIH Only Certified: ...............................................................................................31.1%

Average Annual Salary (June 30, 2013):
$104,597

Average Total Compensation:
$116,272
Government/Military

Average Age: .................................................................................................................. 49
Percent with Bachelors: ............................................................................................ 23.9%
Percent with Graduate Degree: .................................................................................. 73.7%
Average Years in Profession: .................................................................................. 21
Average Number Full-Time Employees at This Location: .................................... 2,497
Average Number Full-Time Employees at All Locations: ..................................... 31,949
Average Number of People Managed: ................................................................. 26
Average Years of CIH Certification: ...................................................................... 15
Percent CIH Only Certified: ................................................................................ 41.1%

**Average Annual Salary (June 30, 2013):**

$96,291

**Average Total Compensation:**

$98,229
Consulting Firm (employee)

Average Age: ......................................................................................................................................... 47
Percent with Bachelors: ........................................................................................................................... 36.6%
Percent with Graduate Degree: ................................................................................................................. 59.3%
Average Years in Profession: ........................................................................................................................ 20
Average Number Full-Time Employees at This Location: ................................................................. 99
Average Number Full-Time Employees at All Locations: ....................................................................... 6,071
Average Number of People Managed: ...................................................................................................... 12
Average Years of CIH Certification: ......................................................................................................... 15
Percent CIH Only Certified: .................................................................................................................... 31.0%

Average Annual Salary (June 30, 2013): 
$102,328

Average Total Compensation: 
$111,918
Consulting (independent)

Average Age: ................................................................. 56
Percent with Bachelors: ......................................................... 26.4%
Percent with Graduate Degree: ........................................ 69.0%
Average Years in Profession: ................................................ 28
Average Number Full-Time Employees at This Location: .......... 78
Average Number Full-Time Employees at All Locations: ........ 1,653
Average Number of People Managed: ...................................... 3
Average Years of CIH Certification: ....................................... 22
Percent CIH Only Certified: ................................................... 35.5%

Average Annual Salary (June 30, 2013):
$135,023

Average Total Compensation:
$149,187
Academia

Average Age: ................................................................................................................................ 50
Percent with Bachelors: .....................................................................................................18.1%
Percent with Graduate Degree: ......................................................................................78.8%
Average Years in Profession: .......................................................................................... 21
Average Number Full-Time Employees at This Location: .........................................5,689
Average Number Full-Time Employees at All Locations: ........................................11,337
Average Number of People Managed: ................................................................................. 12
Average Years of CIH Certification: ...................................................................................... 17
Percent CIH Only Certified: ...............................................................................................40.6%

Average Annual Salary (June 30, 2013):

$96,587

Average Total Compensation:

$99,568
Other

Average Age: ................................................................................................................................ 50
Percent with Bachelors: .....................................................................................................29.9%
Percent with Graduate Degree: ......................................................................................67.4%
Average Years in Profession: ........................................................................................ 23
Average Number Full-Time Employees at This Location: .........................................2,568
Average Number Full-Time Employees at All Locations: ........................................24,959
Average Number of People Managed: ................................................................................. 29
Average Years of CIH Certification: ...................................................................................... 18
Percent CIH Only Certified: ...............................................................................................28.5%

Average Annual Salary (June 30, 2013):
$100,953

Average Total Compensation:
$107,650