Each year, participating agricultural colleges across the nation provide data to summarize entry-level salaries of recent graduates of their programs. The information is useful to help illustrate industry trends and provide appropriate baselines for both students and employers. The summary, which is coordinated by Iowa State University, includes information collected by career services offices from December 2020 and May 2021 undergraduates. After the data are tabulated, the summary is finalized in August of each year and disseminated to contributing schools for appropriate use. This year, the participating universities were:

Arkansas Tech University – Agriculture Department
Auburn University – College of Agriculture
Clemson University – College of Agriculture, Forestry and Life Sciences
Colorado State University – Warner College of Natural Resources and College of Agricultural Sciences
Iowa State University – College of Agriculture and Life Sciences
Kansas State University – College of Agriculture
Louisiana State University – College of Agriculture
Michigan State University – College of Agriculture and Natural Resources
Middle Tennessee State University – School of Agriculture
North Carolina State University – College of Agriculture and Life Sciences
Oklahoma State University – College of Agricultural Sciences and Natural Resources
Purdue University – College of Agriculture
Texas A&M University – College of Agriculture and Life Sciences
The Ohio State University – College of Food, Agricultural and Environmental Sciences
University of Florida – College of Agricultural and Life Sciences
University of Georgia – College of Agricultural and Environmental Sciences
University of Illinois – College of Agricultural, Consumer and Environmental Sciences
University of Maryland – College of Agriculture and Natural Resources
University of Minnesota – College of Food, Agricultural, and Natural Resource Sciences
University of Missouri – College of Agriculture, Food and Natural Resources
University of Nebraska-Lincoln – College of Agricultural Sciences and Natural Resources
University of Wisconsin – College of Agricultural and Life Sciences
### Agricultural Economics & Business

<table>
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<tr>
<th>Job Title</th>
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<th>Low Salary</th>
<th>High Salary</th>
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<td>Elevator Management</td>
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Further Education (continued)

### Organizations Hiring Students in Agricultural Economics & Business

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<td>Frenchman Valley Cooperative</td>
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<td>H2O Sportz and Marine</td>
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<td>Hartung Brothers</td>
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<td>Heartland Retirement</td>
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H-E-B                                        |                                |
Helena Agri-Enterprises                       |                                |
Helms Cattle Company                         |                                |
Heritage Land Bank                            |                                |
Hertz Farm Management                        |                                |
Hog Slat, Inc.                                |                                |
Home State Bank                               |                                |
HomeAdvisor                                   |                                |
Horizon Therapeutics                          |                                |
Hormel Foods Corporation                      |                                |
Hyder Construction                           |                                |
Illinois Farm Bureau                          |                                |
Innovien Solutions                           |                                |
Intercontinental Capital Group               |                                |
Iscential                                     |                                |
J.D. Heiskell                                 |                                |
J.R. Simplot                                  |                                |
Jackson County Co-Op Credit Union            |                                |
James Mick                                    |                                |
Jamie Stover Performance                      |                                |
Horses                                       |                                |
Japanese Tobacco                             |                                |
JBS USA                                      |                                |
JCB North America                             |                                |
Jim’s Agri Air                                |                                |
John Deere                                   |                                |
Jones Hay Service                             |                                |
JPMorgan Chase & Co.                          |                                |
Juarez Guzman                                 |                                |
KAAAPA Ethanol Holdings LLC                   |                                |
Kearney                                      |                                |
Keatton Reese Farms                           |                                |
Kellogg Company                               |                                |
Ken’s Oil Service                             |                                |
Kerndt Brothers Bank                          |                                |
Kiefer Farms                                  |                                |
Koch Industries                               |                                |
Kraft Foods Group, Inc.                       |                                |
Kubota                                       |                                |
LandCare                                     |                                |
Landmark Service Group                        |                                |
Landus Cooperative                            |                                |
Lane Farms                                    |                                |
Liberty National Bank                         |                                |
Lincoln Savings Bank                          |                                |

(continued)

December 2020 / May 2021
Organizations Hiring Students in Agricultural Economics & Business (continued)

Liqui-Grow
Lockheed Martin
Logical Position
Louisiana Land Bank
Maplehurst Farms, Inc.
Marathon Petroleum Corporation
Martin Blad Farms
McCook National Bank
Meherin Ag & Chemical
Mercer Landmark
Merck Animal Health
Merit Bank
Michigan Agricultural Commodities
Mid Coast Title Company
Midway Products Group
MidWestOne Bank
Miller Milling Company
Montaire Farms
MSU Federal Credit Union
My Yield
Napoleon State Bank
National Futures Association
National Livestock Credit Corporation
Nationwide
Natural Bridge Honey Farm
Nebraska Land Bank
Newmark
Newsom Seed
Niman Ranch
Northrop Grumman
Northwestern Mutual
Novus Ag
Nutrien Ag Solutions
Office of Congressman Jim Baird
Oracle
Orthman Manufacturing
Palmetto Benefits
Paris Painting
People’s National Bank
PepsiCo, Inc.
Perficient
Pfuntner Custom Homes
Pillen Family Farms/DNA Genetics
Platte Valley Equipment
PoolCorp
Precision Playing Co.
Primersica
Producers Livestock Marketing Professional Swine Management
Profits Point Farm
QBE Insurance
Rabo AgriFinance
Raemelton Farm
Releaf Health Clinic
Remington Seeds, LLC
Rhinestones & Roses
Richerts & Sons Farms
Ritter Farms
Roach Ag Marketing
Roby Brothers Partnership
Rocket Turf
Royal Canin
RSM US LLP
RW Griffin - Coggins Farm Supply
RZ Automation
S Harris Financial Group
S&W Seed Company
Sales Manager
SC Johnson
Seaboard Foods
SePRO Corporation
Sinclair Tractor
SJ Computers
SolTex LLC
Southern Glazers Wine and Spirits
St. Ansgar State Bank
Stadler Farms
Stafford Barrett Commercial Brokerage
Star of the West
State Employee’s Credit Union
Stine Seed
StoneX Group Inc.
SVN Saunders Ralston Dantzler
Syngenta
TanDev LLC
Target Corporation
Texas AM Transportation Institute
The Anderson's, Inc.
The Hershey Company
The Mather Group
The Scoular Company
Thomson Reuters
Tipton Municipal Utilities
TMC Transportation
Topco
Town & Country Bank
TQL
Trembling Prairie Farms
Tri County Equipment
Trinity School for Children
TriOak Foods
TTG Equipment
Tyson Foods, Inc.
U.S. Army
U.S. House of Representatives
UGA
United Bank of Iowa
United Consulting
United Rentals
United Wholesale Mortgage
University of Maryland
UPS
US Bank
US Foods
USDA
USDA FSA
USDA NASS
USDA RD
Vans
Vermeer Corporation
Walther Farms
Waye Farms
Waypoint Bank of Cozad
Welgaard CPAs & Advisors
Wells Fargo
Wisdom Index Advisors
Wisenbaker
Wolfden Farms LLC
Woodson Lumber Company
Woody’s Bicycles
YardBird
Z Federal

Further Education
ATP Flight School
Bush School of Government and Public Service
Capital University
Catholic University of America
Colorado State University
Cornell University
Drake University
Hong Kong University
Iowa State University
Kansas State University
Kings College London
Louisiana State University
Michigan State University
New Mexico State University
Northwestern University
Oklahoma State University
Oral Roberts University
Purdue University
South Texas University
College of Law
Southern Methodist University
St. Mary’s University School of Law
Texas A&M University
The Ohio State University
University of Bristol
University of Denver
University of Georgia
University of Hong Kong
University of Houston
University of Illinois - Urbana-Champaign
University of Kentucky
University of Maine
University of Maryland
University of Memphis Law School
University of Minnesota
University of Missouri
University of Nebraska
College of Law
University of North Carolina - Pembroke
University of North Texas
University of Tennessee
University of Texas
Washington University
Washington University
Western Illinois University
Western Kentucky University

December 2020 / May 2021
### Organizations Hiring Students in Agricultural Education, Communication & Studies

#### Job Title | Average Salary | Low Salary | High Salary | #
--- | --- | --- | --- | ---
Ag Education Teacher | $40,436 | 26,730 | 55,000 | 56
Communications/Public Relations | 41,306 | 20,800 | 56,000 | 14
Community Planning | N/A | N/A | N/A | N/A
Cooperative Extension System | 41,435 | 33,280 | 55,000 | 8
Customer Service/Support | N/A | N/A | N/A | N/A
Family/Social Services | 32,240 | 31,200 | 33,280 | 2
Farming Operation | 44,383 | 26,250 | 60,000 | 9
Marketing | 44,279 | 30,000 | 64,000 | 19
Non-Profit Organizations | 35,667 | 29,000 | 44,000 | 3
Policy/Legislative | 43,887 | 36,000 | 55,660 | 3
Sales Representative | 49,886 | 16,250 | 72,000 | 24
Other | 40,700 | 20,800 | 65,940 | 36
Major Total | $42,417 | 16,250 | 72,000 | 174
Further Education | | | | 71

(continued)
Organizations Hiring Students in Agricultural Education, Communication & Studies (continued)

University of Arkansas
University of Florida
University of Georgia
University of Illinois
University of Kentucky
University of Missouri School of Law
Vanderbilt University
Washington University
### Agronomy and Crop Sciences

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<th>High Salary</th>
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<td>Agronomist</td>
<td>$49,591</td>
<td>30,000</td>
<td>80,000</td>
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<tr>
<td>Conservation/Environmental Technician</td>
<td>42,060</td>
<td>35,000</td>
<td>60,000</td>
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<tr>
<td>Crop Scout/Consultant</td>
<td>49,063</td>
<td>45,000</td>
<td>53,500</td>
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</tr>
<tr>
<td>Custom Applicator</td>
<td>45,800</td>
<td>41,600</td>
<td>50,000</td>
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<tr>
<td>Farming Operation</td>
<td>39,908</td>
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<td>Precision Ag Specialist</td>
<td>50,600</td>
<td>36,400</td>
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<td>Research Technician</td>
<td>42,343</td>
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<td>57,000</td>
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<td>Sales Representative</td>
<td>52,688</td>
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<tr>
<td>Seed Production</td>
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<td>75,000</td>
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<tr>
<td>Other</td>
<td>52,500</td>
<td>41,250</td>
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<td><strong>Major Total</strong></td>
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<td><strong>27,040</strong></td>
<td><strong>80,000</strong></td>
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<td>Further Education</td>
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**Organizations Hiring Students in Agronomy and Crop Sciences**

- Advanced Agrilytics LLC
- AgReliant Genetics, LLC
- Agrivision
- Aurora Cooperative
- BASF Agricultural Products Group
- Bayer Crop Science
- BD Ag Enterprises
- Central Ohio Farmers Co-Op
- Central Valley Ag
- Ceres Solutions Cooperative
- Co-Alliance, LLP
- Compass Ag Services LLC
- Corteva Agriscience
- CropQuest
- Farmers Pride
- Farmer’s Union Coop Assn.
- Helena Agri-Enterprises
- Henderson Bros. Farms
- Hoffman Ag Service LTD
- Innovative Ag Services
- JD Borth Farms
- Kansas State University
- Kelly Ag
- Kirchhoff Farms Inc.
- Liqui-Grow
- Louisiana State University
- Madsen Seeds
- MaxYield Cooperative
- McArtor Seed & Ag
- MFA Incorporated
- Mickman Brothers, Inc.
- Monroe-Union County Economic Development
- North Carolina Cooperative Extension
- North Carolina State University
- Nu-Ag Seeds
- Nutrien Ag Solutions
- O’Brien County Ag
- OSU Extension
- Premium Peanut
- Rain and Hall, A Chubb Company
- Reichman Farms
- Richardson Farms Inc.
- River Valley Cooperative
- Servi-Tech, Inc.
- Silver Creek Supply
- State of Michigan
- Syngenta
- Texas A&M University
- The Ledges
- TrueHarvest Farms

**Further Education**

- Auburn University
- Clemson University
- Cornell University
- Iowa State University
- Johns Hopkins University
- Kansas State University
- Oklahoma State University
- Oregon State University
- Paul Mitchell School of Esthetics
- Purdue University
- Texas A&M University
- University of California - Davis
- University of Florida
- University of Georgia
- University of Illinois
- University of Illinois - Chicago
- University of Kentucky
- University of Missouri
- University of Nebraska - Lincoln
- University of Tokyo
- University of Wisconsin - Madison
## Animal and Dairy Sciences

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Average Salary</th>
<th>Low Salary</th>
<th>High Salary</th>
<th>#</th>
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<td>AI Technician/Breeding</td>
<td>$40,693</td>
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<td>40,722</td>
<td>28,080</td>
<td>60,500</td>
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<td>Companion Animal</td>
<td>29,166</td>
<td>26,000</td>
<td>35,500</td>
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<td>Education/Extension</td>
<td>36,841</td>
<td>20,280</td>
<td>52,000</td>
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<td>Equine Industry</td>
<td>27,634</td>
<td>18,000</td>
<td>38,500</td>
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<td>Farming Operation</td>
<td>33,456</td>
<td>10,000</td>
<td>50,000</td>
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<td>Feed/Nutrition</td>
<td>45,791</td>
<td>25,000</td>
<td>60,000</td>
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<td>Food Industry</td>
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<td>Herdsman</td>
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<td>Research Technician</td>
<td>37,566</td>
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<td>Sales Representative</td>
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<td>Swine Industry</td>
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<td>22,880</td>
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<td><strong>342</strong></td>
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### Organizations Hiring Students in Animal and Dairy Sciences

- A&E Animal Hospital
- Abilene Academy
- ABS Global
- Active Feed Company-Farm
- Crest Foods
- Advanced Animal Care of Colorado
- Agriculture Future of America
- Agropur
- AllPets Animal Clinic
- Alta Genetics
- Amazon Fulfillment
- American Foods Group
- American Preclinical Services
- Animal Emergency Hospital
- Animal Humane Society
- Animal Kingdom Veterinary Hospital
- Animal Medical Center
- Aviagen
- Azalea Lakes Vet Clinic
- Banfield Pet Hospital
- Bark & Co
- Best Friends Pet Clinic
- Bethany Animal Hospital
- Binder Park Zoo
- Blair Porteus & Sons
- Blue Diamond Animal Hospital
- Blue Pearl Veterinary Hospital
- Blue River Research Services, LLC
- Blue Water Conservation District
- Braun’s Dairy Farm
- Buford Ranch LLC
- Burleson Research Technologies
- Butterball
- C3 Cattle Company
- Cactus Feeders
- Cal-Maine Foods
- Capital Farm Credit
- Carolig
- Carolina Conceptions
- Case Farms
- Cavanaugh Farms
- Cedar Creek Vet Clinic
- CentralStar Cooperative

(continued)
Organizations Hiring Students in Animal and Dairy Sciences (continued)

Stapleton Farm LLC  Kansas State University  University of Kentucky
Steckelberg Vet Clinic  Kansas State University  University of Miami
Steele Equine Veterinary  College of Veterinary  University of Minnesota College
Services  Medicine  of Veterinary Medicine
STgenetics  Knox College  University of Missouri
Stones River Veterinary  Lamar University  University of Missouri College
Hospital  Lincoln Memorial University  of Veterinary Medicine
Storybook Farms  Logan University  University of Nebraska-Lincoln
Suburban Animal Hospital  Long Island University  University of Pennsylvania
Summit Agricultural Group  Louisiana State University  University of Puerto Rico -
Superior Animal Hospital  Louisiana State University  Mayaguez
Swift Creek Animal Hospital  School of Veterinary  University of South Florida
Tabby Road Animal Hospital  Medicine  University of St. Mary
The Integrative Veterinary Clinic  Massey University  University of Tennessee
Town and Country Veterinary  Michigan State University  University of Wisconsin School
Hospital, PC  Midway University  of Veterinary Medicine
Toyon Ranch  Midwestern University  Virginia Maryland Regional
TransOva Genetics  Mississippi State University  College of Veterinary
Trillium Farms  North Carolina State University  Medicine
Twin Cities German Immersion  Northeast Iowa Community  Virginia Tech University
School  College  Yale University
Tyson Foods, Inc.  University of Georgia  Auburn University
University Air Center  University of Illinois
University of Georgia  University of Illinois - Urbana-
University of Illinois  North Central College  Champaign
University of Maryland  University of Kentucky
University of Minnesota  Tennessee State University
University of Minnesota  Texas A&M University
Extension  Texas Tech University School of
University of Wisconsin -  Veterinary Medicine
Madison  Veterinary Medicine
URUS  Veterinary Science
VCA Animal Hospitals  Royal Veterinary College
Vermeer Corporation  St. George's University
Veterinary Specialist and  Tarleton State University
Emergency Care  University at Buffalo, SUNY
Veterinary Surgery Center of  Texas A&M University
Sarasota  University College Dublin
Villandry Farms  Veterinary Medicine
Vista Equine Colorado, LLC  The Ohio State University
Vrbka Ag Solutions  College of Veterinary
Vytelle  Medicine
Wayne Farms  The Ohio State University
Wayside Waifs  College of Veterinary
WG Provisions  Medicine
Wildcat Veterinary Clinic  The Pennsylvania State
Winder Animal Hospital  University
Wuxi App Tec  Tufts University
Zoetis, Inc.  Unity College

Further Education
Auburn University  University at Buffalo, SUNY
Boston University  University College Dublin
California Polytechnic State  School of Veterinary
University  Medicine
Central Pennsylvania Institute  University of Arizona
of Science and Technology  University of Arkansas
Colorado State University  University of Connecticut
Columbia University  University of Denver
Cornell University  University of Findlay
Des Moines Area Community  University of Florida
College  University of Georgia
Emory University  University of Idaho
Fairfield University  University of Illinois - Urbana-
Indiana University  Champaign
Iowa State University  University of Illinois - Urbana-
Iowa State University College of  Champaign College of
Veterinary Medicine  Veterinary Medicine
## Biological Sciences

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Average Salary</th>
<th>Low Salary</th>
<th>High Salary</th>
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</thead>
<tbody>
<tr>
<td>Biochemist</td>
<td>31,800</td>
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<td>51,563</td>
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<td>66,250</td>
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<td>Biology Teacher</td>
<td>43,500</td>
<td>36,000</td>
<td>50,000</td>
<td>4</td>
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<tr>
<td>Entomologist</td>
<td>27,480</td>
<td>24,960</td>
<td>30,000</td>
<td>2</td>
</tr>
<tr>
<td>Microbiologist</td>
<td>59,872</td>
<td>35,360</td>
<td>66,000</td>
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</tr>
<tr>
<td>Genetic Counseling</td>
<td>36,440</td>
<td>36,440</td>
<td>36,440</td>
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<tr>
<td>Lab/Research Technician</td>
<td>37,720</td>
<td>20,800</td>
<td>73,200</td>
<td>66</td>
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<tr>
<td>Medical Scribe</td>
<td>34,296</td>
<td>22,880</td>
<td>41,600</td>
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<tr>
<td>Public Health Specialist</td>
<td>84,877</td>
<td>33,300</td>
<td>111,000</td>
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<td>Quality Assurance/Control</td>
<td>46,135</td>
<td>11,250</td>
<td>71,250</td>
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<tr>
<td>Other</td>
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<td><strong>Major Total</strong></td>
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Further Education: 135

### Organizations Hiring Students in Biological Sciences

- 10x Genomics
- AbbVie
- Advanced Dermatology and Cosmetic Surgery
- Aerotek
- Aldevron
- ALS Global
- Astral Brands
- Atrium Health
- Aurobindo Pharma USA
- Azalea Skin Treatment Center
- Badger Hospice
- Bayer Crop Science
- Bella Health and Wellness
- Bio-Techne
- Boehringer Ingelheim
- Boviteq
- Brighter Life Living
- Cary Dermatology
- Catalent
- Celeron, Inc.
- Cerner
- Colorado State University
- Columbine Health Systems
- Covance
- Cranial Technologies
- Cryolife
- Davis Grove Pediatrics
- Derick Dermatology
- Desert Ridge Oral Surgery Institute
- DNA Labs International
- Eli Lilly and Company
- Eurofins Scientific
- Fred Hutch Cancer Center
- Fresenius Kabi USA
- Fyzical Therapy & Balance Centers
- Genesis Pain Clinic
- Genetics Institute of America
- Grifols
- Helgemo and Liou Pediatrics
- HHMI Cech Lab
- Hillsdale Dental
- Home Health Care
- Idexx Laboratory
- Inscripta
- Invenra Inc.
- Iowa State University
- KBI Biopharma
- Land Planning Services (Land Planning Authority)
- Lawence Regional Medical Center
- Lifestyle Medical Center
- Locus Biosciences
- Lodi Veterinary Care
- MAKO Medical
- Match Education
- Maxim Healthcare
- Mayo Clinic
- Medical College of Wisconsin
- Michigan State University
- National Institutes of Health
- National Park Service
- Nationwide Children’s Hospital
- Neogen, Inc.
- New Vision Wilderness
- Therapy
- Northern Illinois Chiropractic
- Oak Park Ophthalmology
- Oracle
- Pacific Northwest National Laboratory
- Pacific Nutritional Foods
- Paratech
- Pfizer
- Phreonia
- PPD
- Purdue University
- Q2 Solutions
- Queen of Peace School
- Reynolds Oral and Facial Surgery
- River Valley Therapy
- Rogue Fitness
- Scribe America
- Seattle Cancer Treatment Center
- Somerset Academy Wellington
- St. Vrain Valley School District
- SSM Health System
- StepOne Company
- Takeda Pharmaceuticals
- Teach for America
- Texas A&M University
- The Broad Institute of MIT and Harvard
- Thomas J. Ascuit, MD
- Tyson Foods, Inc.
- UCHealth - Northern Colorado
- UF Health
- United Cerebral Palsy of Greater Dane County
- UnityPoint Health - Meriter
- University of California - Berkeley
- University of Florida
- University of Georgia
- University of Illinois - Chicago
- University of Missouri Health Care
- University of Pittsburgh
- University of Wisconsin - Madison
- USDA
- USDA ARS
- UW Health
- Vector Disease Control International
- Virtual Health
- Waismann Biomanufacturing
- Walmart Corporate
- Washington University
- Weld Re-1 School District
- William S. Middleton Memorial Veterans Hospital
- Winnetka Animal Hospital
- A.T. Still University of Health Sciences
- Allen College
- Arkansas Colleges of Health Education
- Arkansas State University
- Augusta University
- Baylor University
- Baylor University - College of Medicine
- Boston University
- Bowling Green State University
- Burrell College of Osteopathic Medicine
- College of Saint Mary
- Colorado State University
- Columbia University
- Dental College of Georgia
- Denver College of Nursing
- Des Moines Area Community College
- Duke University
- East Virginia Medical School
- Emory University
- High Point University
- Indiana University
- Indiana University School of Medicine
- Iowa State University
- Iowa State University College of Veterinary Medicine
- Kennnaw State University
- Louisiana State University
- Louisiana State University School of Medicine
- Meharry Medical College
- Mercer School of Medicine
- Mercer University
- Missouri State University
- North Carolina State University
- Nova Southeastern University
- Oklahoma State University
- Oklahoma State University Center for Health Sciences
- Purdue University
- Real Madrid Universidad Europea
- Ross University Veterinary School of Medicine
- San Francisco State University
- St. George’s University
- St. Luke’s College of Medicine
- Texas A&M University
- Texas A&M University School of Medicine
- Texas Tech Health Sciences Center
- The Ohio State University
- The Pennsylvania State University
- Troy University
- University of Arizona College of Veterinary Medicine
- University of Arkansas
- University of Arkansas for Medical Sciences
- University of California, Davis School of Veterinary Medicine
- University of Central Florida
- University of Colorado–Denver School of Dentistry

(continued)
Organizations Hiring Students in Biological Sciences (continued)

University of Florida
University of Georgia
University of Houston
University of Iowa Carver
  College of Medicine
University of Kentucky
University of Melbourne
University of Miami
University of Michigan
University of Minnesota
University of Missouri School of
  Dentistry
University of Missouri School of
  Medicine
University of Missouri School of
  Pharmacy
University of Nebraska - Lincoln
University of Nebraska Medical
  Center
University of New Mexico
  School of Medicine
University of North Carolina
University of North Georgia
University of Notre Dame
University of Puerto Rico
University of Tennessee
University of Texas at Dallas
University of Texas Health
University of Texas Health
  Science Center at San
  Antonio
University of Texas MD
  Anderson Cancer Center
  School of Health Professions
University of Washington
University of Wisconsin -
  Madison
Washington University
Environmental Sciences, Fisheries, Forestry & Wildlife Biology

Organizations Hiring Students in Environmental Sciences, Fisheries, Forestry & Wildlife Biology

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Average Salary</th>
<th>Low Salary</th>
<th>High Salary</th>
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</thead>
<tbody>
<tr>
<td>Companion Animal Industry</td>
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<td>N/A</td>
<td>N/A</td>
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<td>Conservation Officer/Park Ranger</td>
<td>31,802</td>
<td>21,000</td>
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<tr>
<td>Education/Extension</td>
<td>35,329</td>
<td>28,000</td>
<td>45,000</td>
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<tr>
<td>Energy Consultant</td>
<td>71,000</td>
<td>71,000</td>
<td>71,000</td>
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<tr>
<td>Environmental Consultant</td>
<td>48,533</td>
<td>36,480</td>
<td>78,000</td>
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<tr>
<td>Environmental Technician</td>
<td>38,643</td>
<td>23,550</td>
<td>65,000</td>
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<tr>
<td>Firefighter</td>
<td>55,027</td>
<td>16,800</td>
<td>98,000</td>
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<td>Fisheries Biologist/Technician</td>
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<td>18,720</td>
<td>49,400</td>
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<td>Forest Products Inspector</td>
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<td>Forest Ranger</td>
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<td>Government/Private Forestry Technician</td>
<td>34,725</td>
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<td>Hydrologist</td>
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<td>Meteorologist</td>
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<td>Outdoor Recreation Industry</td>
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<td>Police/Law Enforcement</td>
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<td>Rangeland Management</td>
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<td>Sustainability Analyst</td>
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<td>Timber Procurement</td>
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<tr>
<td>Wetland/Prairie Preservation</td>
<td>33,950</td>
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<td>38,000</td>
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<tr>
<td>Wildlife Biologist/Technician/Research</td>
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<tr>
<td>Zookeeper/Wildlife Rehab</td>
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Organizations Hiring Students in Environmental Sciences, Fisheries, Forestry & Wildlife Biology (continued)

- ALDI USA
- Amazon
- American Conservation Experience
- American Electric Power
- Appalachian Headwaters
- AQUA DOC Lake & Pond Management
- Arkansas Department of Parks, Heritage and Tourism
- Arkansas Tech University
- Arvada Fire Protection District
- Assent Compliance
- August Mack Environmental
- Avanti Polar Lipids
- AVSE
- Bell Museum
- Big Sur Land Trust
- Bird Conservancy of the Rockies
- Black River Habitats, LLC
- Blackstone Environmental
- Boulder County
- Bureau of Land Management
- California Department of Forestry and Fire Protection (CAL FIRE)
- Camp Blanding
- Carp Solutions
- CIMA Services Management Inc.
- City of Ann Arbor Natural Area Preservation Department
- City of Murfreesboro
- Cleveland Metroparks
- Colorado Department of Public Health and Environment
- Colorado Parks and Wildlife
- Colorado State University
- Columbus Public Health: Environmental Health
- Conservation Corps of the Forgotten and Emerald Coasts
- Creation Conservation LLC
- CRGA Design
- Cultivate
- Dane County Humane Society
- DHL Supply Chain
- Diagco
- DJM Ecological Services
- Durango Fire and Rescue
- East Foundation
- Eastern Nevada Landscape Coalition
- Eaton Corporation
- Eden Reforestation Project
- Efficiency Maine Trust
- Emergent Solutions
- Environmental Consulting and Design
- ERM
- Eurofins
- Fellowship of Catholic University Students (FOCUS)
- Florida Forest Service
- Forest Preserve District of DuPage County
- Freshwater Future
- Friends Committee on National Legislation
- Georgia Pacific
- Growcentia, Inc.
- Hardwood Ecosystem Experiment
- Heartland Forestry Consulting
- Hallman & Associates, Inc.
- High Plains Scuba Center
- Idaho Department of Fish and Game
- Illinois State Water Survey
- Indiana DNR
- Iowa DNR
- JEO Consulting
- JW Marriott
- Kohl’s
- Kucera International Inc.
- L Brands
- Land Planning Services (Land Planning Authority)
- Larimer County Natural Resources
- Lip Rip USA
- Lorain County Metroparks
- Louisiana State University AgCenter
- Mackinac Island State Historic Parks
- Mayo Clinic
- Metric Environmental, LLC
- Metropolitan Mosquito Control
- Michigan State University
- Millennium Geospatial
- Minneapolis Parks and Recreation
- Minnesota Pollution Control Agency
- Missouri Department of Transportation
- Mollard Consulting
- Montana Conservation Corps
- Montrose Environmental Group
- National Park Service
- Natural Resources Professionals
- Nature Fresh Farms
- Nebraska Game & Parks
- New Vision Wilderness Therapy
- Newfields
- Ohio DNR
- Ohio EPA
- Oklahoma State University
- Oregon Department of Fish and Wildlife
- Pace Analytical
- Paratech Ambulance Service
- Phoenix Environmental
- Preservation Parks of Delaware County
- PwC
- Quali Forever
- Rainbow Treecare
- Rocky Mountain Conservancy
- Rosemount Museum
- Rutgers University
- Sea Turtle Technician
- Sebasco Harbor Resort
- Smith and Associates
- Smith County Sheriff’s Office
- South Carolina Parks
- South Metro Fire Rescue
- Speedway LLC
- Stantec, Inc.
- State of Colorado
- Steigerwaldt Land Services, Inc.
- Sustainable Environmental

(continued)

December 2020 / May 2021
### Organizations Hiring Students in Environmental Sciences, Fisheries, Forestry & Wildlife Biology (continued)

<table>
<thead>
<tr>
<th>Consultants</th>
<th>New York University</th>
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<tr>
<td>Teach For America</td>
<td>Nicholls State University</td>
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<td>Terracon</td>
<td>Northwestern University</td>
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<td>Texas A&amp;M University</td>
<td>Ohio University</td>
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<tr>
<td>The Davey Tree Expert Company</td>
<td>Oklahoma State University</td>
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<td>The Longleaf Alliance</td>
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<td>Travis Parks</td>
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<td>Triangle Pond Management</td>
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<td>Ross University School of Veterinary Medicine</td>
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<tr>
<td>Triumvirate Environmental (TEI)</td>
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<td>TTL Associates</td>
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<td>U.S. Air Force</td>
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<td>U.S. Army</td>
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<tr>
<td>U.S. Army Corps of Engineers</td>
<td>St. George’s University School of Veterinary Medicine</td>
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<tr>
<td>U.S. Fish &amp; Wildlife Service</td>
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<tr>
<td>U.S. Marine Corps</td>
<td>Teton Science School</td>
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<tr>
<td>Universal Paper &amp; Plastics</td>
<td>Texas A&amp;M University</td>
</tr>
<tr>
<td>University of Minnesota</td>
<td>Texas Tech University</td>
</tr>
<tr>
<td>University of Wisconsin - Madison</td>
<td>The Ohio State University</td>
</tr>
<tr>
<td>University of Wyoming</td>
<td>University College of London</td>
</tr>
<tr>
<td>US Geological Survey</td>
<td>University of Alaska</td>
</tr>
<tr>
<td>USDA</td>
<td>University of Arkansas - Monticello</td>
</tr>
<tr>
<td>USDA APHIS</td>
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</tr>
<tr>
<td>USDA Forest Service</td>
<td>University of California - Berkeley</td>
</tr>
<tr>
<td>USDA NRCS</td>
<td>University of California - Davis</td>
</tr>
<tr>
<td>USGS Great Lakes Science Center</td>
<td>University of California - Irvine</td>
</tr>
<tr>
<td>Virginia Institute of Marine Science</td>
<td>University of Central Oklahoma</td>
</tr>
<tr>
<td>Walt Disney World</td>
<td>University of Colorado - Boulder</td>
</tr>
<tr>
<td>Watershed Organic</td>
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<tr>
<td>Weyerhauser</td>
<td>University of Florida</td>
</tr>
<tr>
<td>Wilderness Canoe Base</td>
<td>University of Georgia</td>
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<td>World Resources Institute</td>
<td>University of Glasgow</td>
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<td>Wright Tree Service</td>
<td>University of Kentucky</td>
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<td>Xcel Energy</td>
<td>University of Maryland</td>
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<tr>
<td>Further Education</td>
<td>University of Maryland, Baltimore County</td>
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<tr>
<td>Arkansas State University</td>
<td>University of Massachusetts</td>
</tr>
<tr>
<td>Arkansas Tech University</td>
<td>University of Miami</td>
</tr>
<tr>
<td>Auburn University</td>
<td>University of Minnesota</td>
</tr>
<tr>
<td>California Institute of Technology</td>
<td>University of Missouri</td>
</tr>
<tr>
<td>Cleveland State University</td>
<td>University of Nebraska</td>
</tr>
<tr>
<td>Colorado State University</td>
<td>University of Nebraska - Lincoln</td>
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<td>Cornell University</td>
<td>University of Nebraska College of Law</td>
</tr>
<tr>
<td>Duquesne University</td>
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</tr>
<tr>
<td>Elon University</td>
<td>University of Nebraska Medical Center</td>
</tr>
<tr>
<td>Flatiron School</td>
<td>University of Oklahoma</td>
</tr>
<tr>
<td>Florida Atlantic University</td>
<td>University of South Carolina</td>
</tr>
<tr>
<td>Florida State University</td>
<td>University of St. Francis</td>
</tr>
<tr>
<td>Hawaii Pacific University</td>
<td>University of West Florida</td>
</tr>
<tr>
<td>Indiana University</td>
<td>University of Wisconsin - Stevens Point</td>
</tr>
<tr>
<td>Iowa State University</td>
<td>Wake Forest University</td>
</tr>
<tr>
<td>Iowa State University College of Veterinary Medicine</td>
<td>Washburn University</td>
</tr>
<tr>
<td>Jackson State University</td>
<td>Washington University</td>
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<tr>
<td>Kanakuk Institute</td>
<td>Washington University – St. Louis</td>
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<tr>
<td>Kansas State University College of Veterinary Medicine</td>
<td>Westminster College</td>
</tr>
<tr>
<td>Lewis &amp; Clark Law School</td>
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<tr>
<td>Louisiana State University</td>
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</tr>
<tr>
<td>Louisiana State University Law School</td>
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<tr>
<td>Lund University</td>
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<tr>
<td>Michigan State University</td>
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---

December 2020 / May 2021
## Food Science, Human Nutrition & Dietetics

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Average Salary</th>
<th>Low Salary</th>
<th>High Salary</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>Culinary Arts</td>
<td>$ 27,040</td>
<td>27,040</td>
<td>27,040</td>
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<tr>
<td>Enology/Brewmaker</td>
<td>37,100</td>
<td>31,200</td>
<td>43,000</td>
<td>2</td>
</tr>
<tr>
<td>Food Service Industry</td>
<td>40,455</td>
<td>18,750</td>
<td>70,000</td>
<td>15</td>
</tr>
<tr>
<td>Nutritionist</td>
<td>35,460</td>
<td>31,000</td>
<td>37,940</td>
<td>3</td>
</tr>
<tr>
<td>Production Technologist</td>
<td>58,965</td>
<td>36,250</td>
<td>70,000</td>
<td>12</td>
</tr>
<tr>
<td>Public Health Services</td>
<td>29,900</td>
<td>20,800</td>
<td>36,000</td>
<td>6</td>
</tr>
<tr>
<td>Quality Assurance/Control</td>
<td>52,549</td>
<td>31,200</td>
<td>70,000</td>
<td>28</td>
</tr>
<tr>
<td>Registered Dietitian</td>
<td>60,300</td>
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<td></td>
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<tr>
<td>Research &amp; Development</td>
<td>59,593</td>
<td>35,360</td>
<td>80,000</td>
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</tr>
<tr>
<td>Sales Representative</td>
<td>53,200</td>
<td>38,000</td>
<td>65,000</td>
<td>5</td>
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<tr>
<td>Sensory</td>
<td>55,420</td>
<td>47,840</td>
<td>63,000</td>
<td>2</td>
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<tr>
<td>Other</td>
<td>44,384</td>
<td>20,000</td>
<td>70,000</td>
<td>17</td>
</tr>
<tr>
<td><strong>Major Total</strong></td>
<td><strong>$49,604</strong></td>
<td><strong>18,750</strong></td>
<td><strong>80,000</strong></td>
<td><strong>112</strong></td>
</tr>
</tbody>
</table>

### Further Education

- **University of Colorado - Colorado Springs**
- **University of Connecticut**
- **University of Florida**
- **University of Georgia**
- **University of Illinois - Chicago**
- **University of Illinois - Urbana-Champaign**
- **University of Kentucky**
- **University of Macau**
- **University of Maryland**
- **University of Michigan**
- **University of Minnesota**
- **University of Mississippi**
- **University of Missouri School of Law**
- **University of Nebraska - Lincoln**
- **University of North Carolina - Chapel Hill**
- **University of Pennsylvania**
- **University of South Carolina**
- **University of Tennessee**
- **University of Texas Health Science Center**
- **University of Texas School of Medicine**
- **University of Virginia**
- **University of Wisconsin**
- **Vanderbilt University**
- **VCU University**
- **Virginia Tech University**
- **Virginia Polytechnic Institute and State University**
- **Wageningen University & Research**
- **Wake University**

* Represents the median salary of respondents with 1-4 years of experience as reported by the Academy of Nutrition and Dietetics 2019 Compensation & Benefits of the Dietetics Profession report. Note: This report is published every two years.

December 2020 / May 2021
Horticulture

Job Title | Average Salary | Low Salary | High Salary | #
--- | --- | --- | --- | ---
Education | $31,225 | 31,200 | 31,250 | 2
Golf Course Industry | 38,593 | 30,000 | 65,000 | 6
Greenhouse Production | 34,333 | 27,000 | 50,000 | 11
Landscape Design | 47,319 | 25,000 | 60,000 | 14
Landscape Installation/Maintenance | 36,893 | 22,880 | 52,000 | 14
Nursery Management | 34,120 | 20,280 | 42,500 | 4
Public Garden Management | N/A | N/A | N/A | N/A
Research Technician | 30,697 | 20,000 | 51,250 | 7
Sales | 39,096 | 25,480 | 50,000 | 5
Sports Turf Management | 48,000 | 48,000 | 48,000 | 1
Vegetable and Fruit Production | 28,167 | 17,000 | 35,000 | 3
Viticulture/Hops Production | 43,680 | 41,600 | 45,760 | 2
Other | 34,640 | 20,000 | 50,000 | 5
**Major Total** | **$37,791** | **17,000** | **65,000** | **74**

Further Education | 20

Organizations Hiring Students in Horticulture

- A.L. Gustin Golf Course
- Alaska Botanical Garden
- Apex Landscape Solutions
- Asclepius Gardens
- Athens Wholesale Nursery
- Bartlett Tree Experts
- Baytree Landscaping Co.
- Buck Jones Nursery
- Campbell’s Nursery
- Cedar Pointe Golf Course
- Chevy Chase Club
- Chickadee Creek Farm
- City of La Vista, NE
- Clark Condon Associate
- Columbine Health Systems
- Columbus Botanical Gardens
- Costa Farms
- Country Club of Missouri
- Delta Medical Cannabis Company
- Dix.Hite + Partners
- E & J Gallo Winery
- Excelsa Gardens
- Exmoor Country Club
- Flowerwood Nursery
- Glen Taylor
- Great Fortune Design
- Greenlife Gardens
- Harbour Trees Golf & Beach Club
- Harry R. Hughes Center for Agro-Ecology
- HDLA
- Heritage Nursery
- HWC Engineering
- Indiana Dunes National Lakeshore
- Jung Garden Center
- Kalamazoo Country Club
- Keever Vineyards
- Kimley - Horn Design Consultant
- Kroger
- Lincoln Landscaping Company
- Lincoln Lawn and Garden
- Mariani Landscape
- McNamara Florist
- Middle Georgia State
- Midwest Fertilizer
- Mizzou Athletics
- Mount Vernon Country Club
- NASB
- North Carolina State University
- Pike Nurseries
- Precision BioScience

Further Education

- Boise State University
- Clemson University
- Cornell University
- Iowa State University
- Mercy College of Health Sciences
- Michigan State University
- Mississippi State University
- North Carolina State University
- Sheffield University
- Texas A&M University
- The Pennsylvania State University
- University of Delaware
- University of Florida
- University of Georgia
- University of Michigan
- Washington State University
- Widener Commonwealth School of Law

December 2020 / May 2021
Technical & Biosystems Engineering, Industrial Technology, and Packaging Services

Organizations Hiring Students in Technical & Biosystems Engineering, Industrial Technology, and Packaging Services

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Average Salary</th>
<th>Low Salary</th>
<th>High Salary</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elevator Management</td>
<td>$50,237</td>
<td>36,710</td>
<td>59,000</td>
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</tr>
<tr>
<td>Engineer, General</td>
<td>61,068</td>
<td>33,280</td>
<td>78,750</td>
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<tr>
<td>Equipment Test Technician</td>
<td>56,000</td>
<td>40,000</td>
<td>66,000</td>
<td>3</td>
</tr>
<tr>
<td>Estimator</td>
<td>56,000</td>
<td>45,000</td>
<td>62,000</td>
<td>4</td>
</tr>
<tr>
<td>Ethanol</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Farming Operation</td>
<td>38,760</td>
<td>26,400</td>
<td>50,000</td>
<td>5</td>
</tr>
<tr>
<td>Industrial Engineer</td>
<td>61,889</td>
<td>56,000</td>
<td>69,600</td>
<td>7</td>
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<tr>
<td>Logistics</td>
<td>60,000</td>
<td>50,000</td>
<td>70,000</td>
<td>3</td>
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<tr>
<td>Manufacturing Engineer</td>
<td>63,451</td>
<td>45,760</td>
<td>76,000</td>
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<tr>
<td>Packaging Engineer</td>
<td>66,221</td>
<td>50,400</td>
<td>90,000</td>
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<tr>
<td>Precision Ag Specialist</td>
<td>50,333</td>
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<td>61,000</td>
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<tr>
<td>Production Management</td>
<td>52,061</td>
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<td>Project Manager</td>
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<td>Quality Assurance/Control</td>
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<tr>
<td>Research &amp; Development</td>
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<tr>
<td>Safety</td>
<td>55,167</td>
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<td>69,500</td>
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<tr>
<td>Sales Representative</td>
<td>53,417</td>
<td>40,000</td>
<td>67,500</td>
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<tr>
<td>Technical Support Specialist</td>
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<td>47,840</td>
<td>65,000</td>
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<td>Water Quality/Soil Conservation</td>
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<td>43,000</td>
<td>43,000</td>
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<tr>
<td>Other</td>
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<td><strong>108,000</strong></td>
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</tbody>
</table>

Organizations Hiring Students in Technical & Biosystems Engineering, Industrial Technology, and Packaging Services (continued)

(continued)
Organizations Hiring Students in Technical & Biosystems Engineering, Industrial Technology, and Packaging Services (continued)

Signode Industrial Group  University of Kentucky
Sinclair Tractor  University of Nebraska - Lincoln
Slang Worldwide  University of Notre Dame
Snow Systems  
Sonoco  
Stellantis - FCA Fiat Chrysler Automobiles  
StrideBio  
Sturm, Ruger Corporation Inc.  
Sukup Manufacturing Co.  
Sunrise Cooperative  
Sunset Valley Ag  
Syngenta  
Takeda  
TC Pkg  
TDS Telecommunications LLC  
Tenere, Inc.  
Tetra Tech  
The Kraft Heinz Company  
The Superior Group  
Timmons Group  
TransPak  
Trimble Inc.  
True North Consultants  
Turner Construction  
TW Michigan  
Tyson Foods, Inc.  
Unilever  
United Rentals  
University of Wisconsin - Madison  
USDA NRCS  
Van Dyken Mechanical  
Van Wall Group  
Vermeer Corporation  
Volvo  
Wausau Coated Products  
Weihe Engineers, Inc.  
WestRock  
Whiting-Turner  
Winnebago Industries  
Woody’s Bicycles  
Xeris Pharmaceuticals  
Yalgo Engineering  
Zenpack  
Ziegler Caterpillar  
Zoetis

Further Education
Catholic University of America  
Colorado State University  
Iowa State University  
North Carolina State University  
Purdue University  
Texas A&M University  
The Ohio State University  
Trine University  
University of British Columbia  
University of California - Berkeley  
University of Colorado  
University of Edinburgh  
University of Florida  
University of Georgia  
University of Illinois - Urbana-Champaign

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