When reviewing the collected data from the national extension service members (ESM), there were 546 usable responses regarding compensation and payroll structures. Table 1 provides descriptive and correlation analysis between identified salary ranges and provided descriptive variables.

Table 1

Descriptive Statistics and Correlation for Salary Range and Descriptive Variables

			Salary Range	
Variable	*M*	*SD*	r_s	*p*
Salary Range [a]	4.61	1.64	–	–
Highest Level of Education [b]	*4.13*	*.67*	*.82***	*<.001*
Years in Current Position [c]	*3.03*	*1.01*	*.32***	*<.001*
Years in Extension [c]	*3.90*	*1.87*	*.31***	*<.001*
Gender [d]	*1.53*	*.50*	*-.10**	*.02*

Note. $n = 546$

[a] 1 = Less than 20,000; 2 = 20,001-30,000; 3 = 30,001-40,000; 4 = 40,001-50,000; 5 =50,001-60,000; 6 = 60,001-70,000; 7 = 70,001-80,000; 8 = More than 80,000.

[b] 1 = HS degree; 2 = Associates; 3 = Bachelors; 4 = Masters; 5 = Doctorate

[c] 1 = This is my first year; 2 = 1-5; 3 = 6-10; 4 = 11-15; 5 = 16-20; 6 = 21-25; 7 = Over 25

[d] 1 = Male; 2 = Female

There are statistically significant correlations across all descriptive variables in relation to identified salaries. An ESM's level of obtained education provides the strongest correlation between the descriptive variables and earned salary ($r_s = .82$, $p = <.001$). The ESM's identified gender does provide a negative correlation to salary; however it is a low magnitude as described by Miller (1994).Wholistically reviewing the salary range of the dataset, ESMs are earning between $40,001 and $60,000 on average ($M = 4.61$, $SD = 1.64$).

References

Miller, L. E. (1994). Correlations: Description or inference. Journal of Agricultural Education, 35(1), 5-7. https://doi.org/10.5032/jae.1994.01005

Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
What is your salary range per year?	4.6062	1.63580	546
How may years have you been in Extension?	3.9011	1.87238	546
How long have you been at your current position?	3.0330	1.01132	546
What is your gender?	1.5275	.49970	546
What is your highest level of education?	4.1264	.66675	546

Nonparametric Correlations

Correlations

			What is your salary range per year?	How may years have you been in Extension?
Spearman's rho	What is your salary range per year?	Correlation Coefficient	--	
		Sig. (2-tailed)	.	
		N	546	
	How may years have you been in Extension?	Correlation Coefficient	.306**	--
		Sig. (2-tailed)	<.001	.
		N	546	546
	How long have you been at your current position?	Correlation Coefficient	.318**	.762**
		Sig. (2-tailed)	<.001	<.001
		N	546	546
	What is your gender?	Correlation Coefficient	-.100*	-.392**
		Sig. (2-tailed)	.019	<.001
		N	546	546
	What is your highest level of education?	Correlation Coefficient	.819**	.286**
		Sig. (2-tailed)	<.001	<.001
		N	546	546

Correlations

			How long have you been at your current position?	What is your gender?
Spearman's rho	What is your salary range per year?	Correlation Coefficient		
		Sig. (2-tailed)		
		N		
	How may years have you been in Extension?	Correlation Coefficient		
		Sig. (2-tailed)		
		N		
	How long have you been at your current position?	Correlation Coefficient	--	
		Sig. (2-tailed)	.	
		N	546	
	What is your gender?	Correlation Coefficient	-.257**	--
		Sig. (2-tailed)	<.001	.
		N	546	546
	What is your highest level of education?	Correlation Coefficient	.275**	-.096*
		Sig. (2-tailed)	<.001	.025
		N	546	546

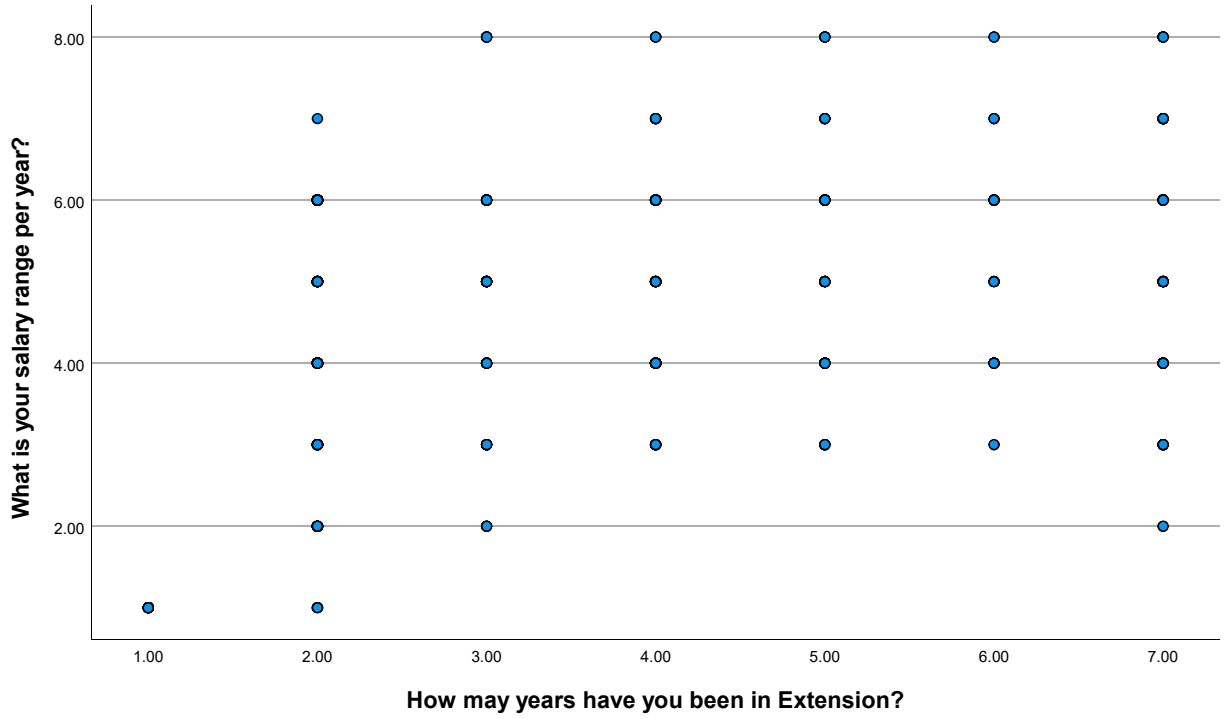
Correlations

			What is your highest level of education?
Spearman's rho	What is your salary range per year?	Correlation Coefficient	
		Sig. (2-tailed)	
		N	
	How may years have you been in Extension?	Correlation Coefficient	
		Sig. (2-tailed)	
		N	
	How long have you been at your current position?	Correlation Coefficient	
		Sig. (2-tailed)	
		N	
	What is your gender?	Correlation Coefficient	
		Sig. (2-tailed)	
		N	
	What is your highest level of education?	Correlation Coefficient	--
		Sig. (2-tailed)	.
		N	546

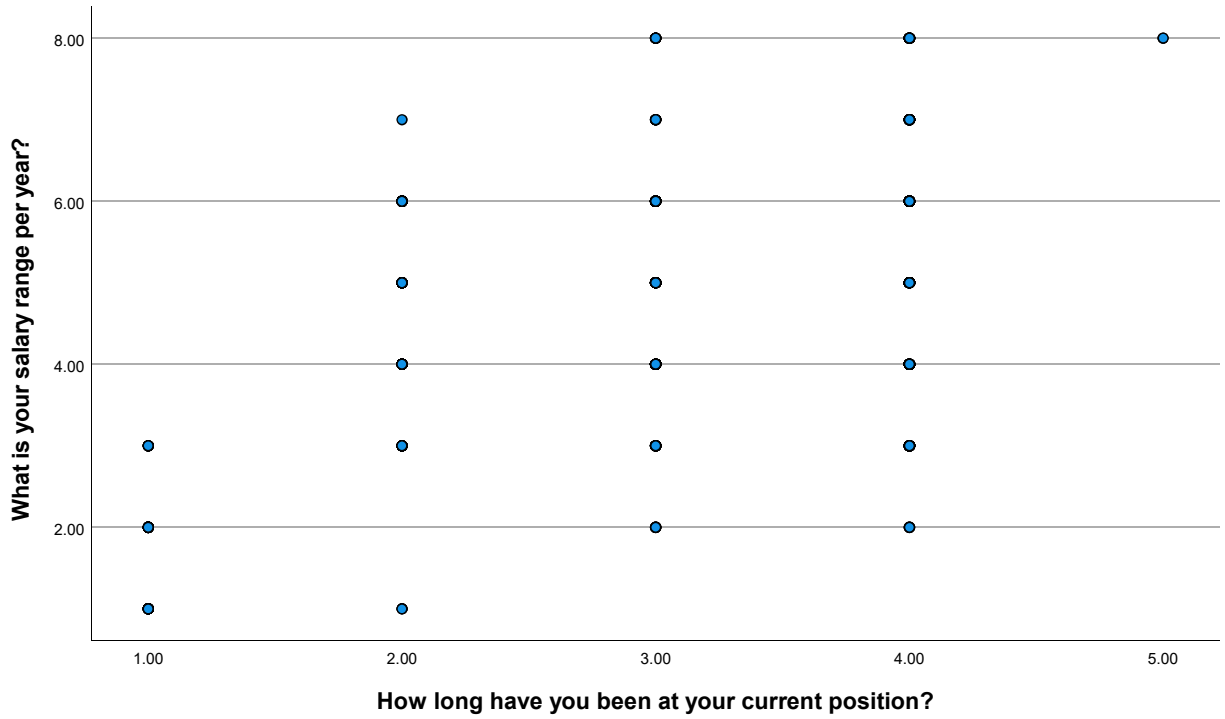
**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

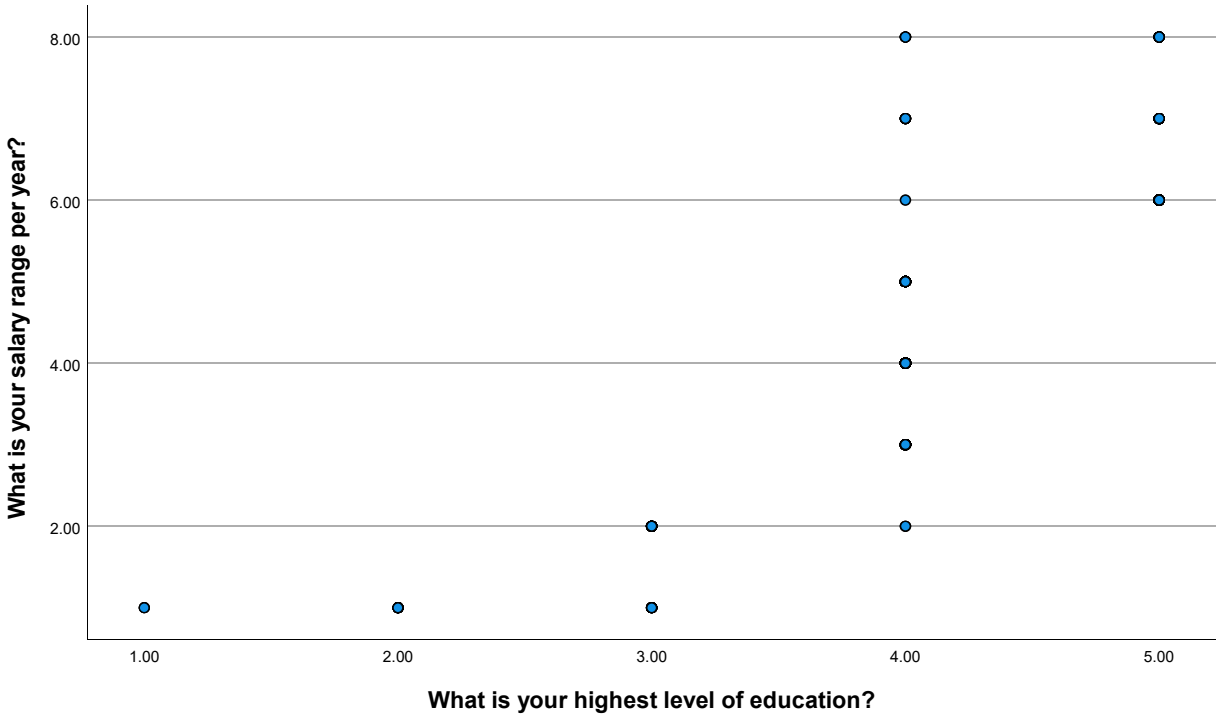
Graph


What is your salary range per year?
8.00
6.00
4.00
2.00
1.00
2.00
3.00
4.00
5.00
6.00
7.00
How may years have you been in Extension?

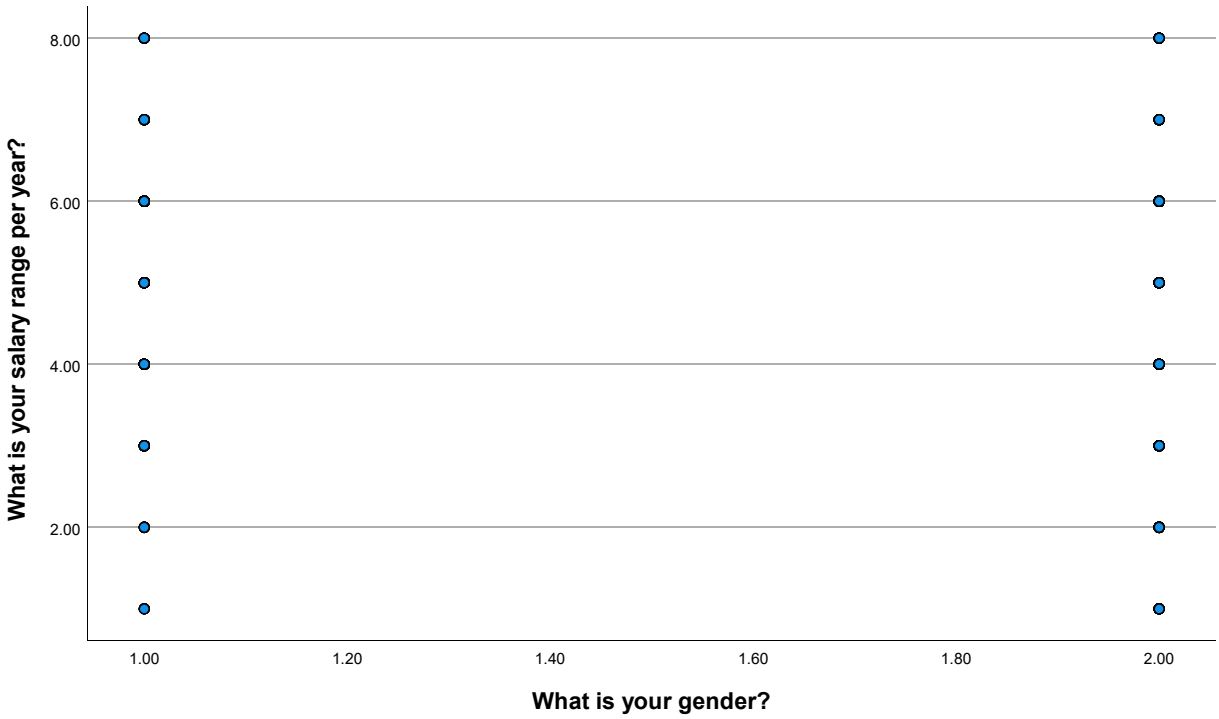
Graph


What is your salary range per year?
8.00
6.00
4.00
2.00
1.00
2.00
3.00
4.00
5.00
How long have you been at your current position?

Graph


8.00
6.00
4.00
2.00
What is your salary range per year?
1.00
2.00
3.00
4.00
5.00
What is your highest level of education?

Graph


8.00
6.00
4.00
2.00
What is your salary range per year?
1.00
1.20
1.40
1.60
1.80
2.00
What is your gender?