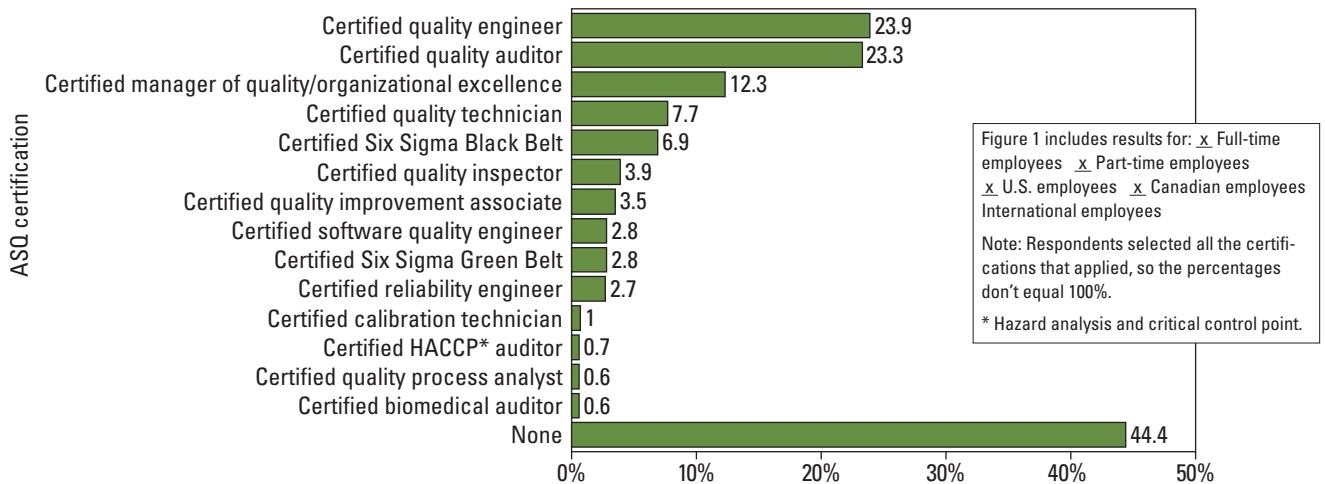


PART 1. REGULAR EMPLOYEE RESULTS

Section 4. Salary by ASQ and RABQSA Certification

FIGURE 1 Percentage of Respondents Holding ASQ Certifications



Here's a new kid on the ASQ certification block: Certified Green Belt (GB) joins the 13 other certifications offered by ASQ.

As Figure 1 shows, 2.8% of the respondents indicate they have earned this certification. That might seem like

FIGURE 2 Increasing Popularity of Certified Six Sigma Black Belts

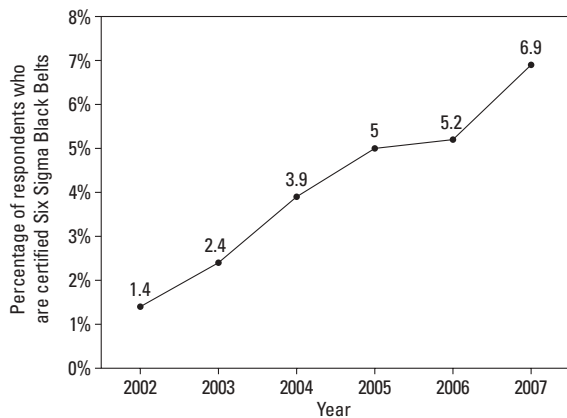


Figure 2 includes results for: Full-time employees Part-time employees
 U.S. employees Canadian employees International employees
 Note: Data points for the years 2002 through 2006 were taken from previous survey results.

a low percentage, but when QP first reported on the then-new Black Belt (BB) certification in the 2002 salary survey, only 1.4% of the respondents indicated they had achieved it. Since then, a steadily increasing percentage of respondents have become certified BBs, as Figure 2 shows. The GB certification will likely experience a similar trend in the upcoming years.

Although there isn't a directly applicable job title (for example, a job title of Green Belt) with which to compare how having the GB certification affects salaries, there seems to be a positive effect for respondents who have the job title of Black Belt. As Table 1 shows, the U.S. BBs who achieved GB certification earn, on average, \$3,371 more than their counterparts without a GB certification. In addition, the U.S. BBs who are certified BBs earn, on average, \$2,838 more than their counterparts who aren't certified BBs.

If there's a new kid on the ASQ certification block, you might say that there's an entire new neighborhood in the world of RABQSA certification. Last year, QP reported on 13 certifications that RABQSA offered. This year, we're reporting on 33, as Table 2 (p. 42) shows. The most popular RABQSA certification is quality management system (QMS) lead auditor, which 5.9% of the respondents earned. Internal auditor is the second most popular RABQSA certification, which 4.3% of the respondents achieved.



TABLE 1 Differences in Salary for ASQ Certifications

Job title	United States		Canada	
	Average salary	Difference	Average salary	Difference
Analysts who				
Aren't certified quality process analysts	\$64,018		\$58,433	
Are certified quality process analysts	54,495	-\$9,523	—	—
Associates who				
Aren't certified quality improvement associates	\$62,998		\$59,351	
Are certified quality improvement associates	55,048	-\$7,950	53,000	-\$6,351
Auditors who				
Aren't certified biomedical auditors	66,277		57,965	
Are certified biomedical auditors	76,089	+9,812	—	—
Aren't certified HACCP* auditors	66,249		57,868	
Are certified HACCP auditors	103,000	+36,751	60,000	+2,132
Aren't certified quality auditors	\$67,472		\$51,550	
Are certified quality auditors	65,708	-\$1,764	63,311	+\$11,761
Black Belts who				
Aren't certified Six Sigma Black Belts	\$84,338		\$78,214	
Are certified Six Sigma Black Belts	87,176	+\$2,838	80,333	+\$2,119
Aren't certified Six Sigma Green Belts	85,343		79,406	
Are certified Six Sigma Green Belts	88,714	+3,371	—	—
Inspectors who				
Aren't certified quality inspectors	\$51,460		\$51,074	
Are certified quality inspectors	47,428	-\$4,032	46,000	-\$5,074
Managers who				
Aren't certified managers of quality/organizational excellence	\$80,909		\$78,223	
Are certified managers of quality/organizational excellence	92,311	+\$11,402	82,193	+\$3,970
Quality engineers who				
Aren't certified quality engineers	\$69,422		\$64,265	
Are certified quality engineers	73,140	+\$3,718	68,170	+\$3,905
Reliability/safety engineers who				
Aren't certified reliability engineers	\$80,924		\$60,000	
Are certified reliability engineers	92,344	+\$11,420	83,500	+\$23,500
Software quality engineers who				
Aren't certified software quality engineers	\$82,279		\$47,000	
Are certified software quality engineers	86,979	+\$4,700	74,000	+\$27,000
Technicians who				
Aren't certified calibration technicians	\$45,208		\$46,008	
Are certified calibration technicians	54,926	+\$9,718	—	—
Aren't certified quality technicians	47,071		45,574	
Are certified quality technicians	44,442	-\$2,629	46,814	+\$1,240

No one reported as having earned seven RABQSA certifications:

- Environmental business improvement auditor.
- Environmental principal auditor.
- Food safety associate auditor.
- Food safety business improvement auditor.
- Occupational health and safety (OHS) associate auditor.
- OHS business improvement auditor.
- OHS provisional auditor.

Table 3 (p. 42) explores how RABQSA certifications affect the salaries of auditors and consultants (those who work for organizations and are not self-employed consultants) in the United States and Canada. Table 3 shows that the respondents with certifications relating directly to their jobs earn higher average salaries than their counterparts without that certification.

To explore how earning certifications affects professionals' salaries, you can break down the respondents' salaries by the various ASQ and RABQSA certifications and all the job titles. Because there are 14 ASQ certifications, they're divided into two parts. Table 4 (p. 43) contains the information for the first part of ASQ certifications, which consists of:

- Certified calibration technician.
- Certified manager of quality/organizational excellence.
- Certified quality improvement associate.
- Certified quality inspector.

Table 1 includes results for: Full-time employees Part-time employees U.S. employees
 Canadian employees International employees

Note: Canadian salaries are noted in Canadian dollars.

* Hazard analysis and critical control point.

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TABLE 2 Percentage of Respondents Holding RABQSA Certifications

Certification	Percentage	Certification	Percentage
QMS* lead auditor	5.91	Food safety lead auditor	0.04
Internal auditor	4.32	AS9110 aerospace experience auditor	0.04
QMS auditor	1.88	Responsible care management systems auditor	0.03
QMS provisional auditor	1.45	Food safety principal auditor	0.03
AS9100 auditor	1.02	Food safety provisional auditor	0.03
RABQSA IPC QMS lead auditor	0.62	Food safety auditor	0.03
AS9100 aerospace experience auditor	0.58	QMS business improvement auditor	0.03
Environmental lead auditor	0.53	OHS principal auditor	0.01
Environmental auditor	0.49	OHS lead auditor	0.01
RABQSA IPC QMS auditor	0.19	Environmental business improvement auditor	0.00
QMS associate auditor	0.16	Environmental principal auditor	0.00
QMS principal auditor	0.15	Food safety associate auditor	0.00
OHS** auditor	0.09	Food safety business improvement auditor	0.00
AS9110 auditor	0.08	OHS associate auditor	0.00
Environmental associate auditor	0.07	OHS business improvement auditor	0.00
Environmental provisional auditor	0.07	OHS provisional auditor	0.00
Management consultant	0.07	None	86.93

Table 2 includes results for:
 Full-time employees Part-time employees U.S. employees
 Canadian employees
 International employees
 Note: Respondents selected all the certifications that applied, so the percentages don't equal 100%.
 * Quality management system
 ** Occupational health and safety
 IPC = integrated process control

TABLE 3 Differences in Salary for RABQSA Certifications

Job title	United States		Canada	
	Average salary	Difference	Average salary	Difference
Auditors who				
Aren't AS9100 aerospace experience auditors	\$65,963		\$57,965	
Are AS9100 aerospace experience auditors	79,779	+\$13,816	—	—
Aren't AS9100 auditors	66,168		57,965	
Are AS9100 auditors	71,412	+5,244	—	—
Aren't AS9110 auditors	66,249		57,965	
Are AS9110 auditors	103,000	+36,751	—	—
Aren't environmental auditors	66,299		57,965	
Are environmental auditors	72,250	+5,951	—	—
Aren't environmental lead auditors	66,442		57,725	
Are environmental lead auditors	64,825	-1,617	63,000	+5,275
Aren't internal auditors	67,249		57,965	
Are internal auditors	54,961	-12,288	—	—
Aren't OHS* auditors	66,494		57,965	
Are OHS auditors	40,000	-2,6494	—	—
Aren't QMS** auditors	66,226		57,965	
Are QMS auditors	71,556	+5,330	—	—
Aren't QMS lead auditors	64,545		57,108	
Are QMS lead auditors	74,073	+9,528	60,250	+3,142
Aren't QMS provisional auditors	67,092		57,841	
Are QMS provisional auditors	52,037	-15,055	60,571	+2,730
Aren't QMS principal auditors	66,533		57,965	
Are QMS principal auditors	30,000	-36,533	—	—
Aren't RABQSA IPC QMS auditors	66,398		57,965	
Are RABQSA IPC QMS auditors	65,500	-898	—	—
Aren't RABQSA IPC QMS lead auditors	66,301		57,965	
Are RABQSA IPC QMS lead auditors	78,000	+11,699	—	—
Consultants who				
Aren't management consultants	\$95,859		\$81,467	
Are management consultants	127,000	+\$31,141	—	—

- Certified quality technician.
- Certified BB.
- Certified GB.

Table 5 (p. 44) contains the information for the second part of ASQ certifications, which consists of:

- Certified biomedical auditor.
- Certified hazard analysis and critical control point (HACCP) auditor.
- Certified quality auditor.
- Certified quality engineer.
- Certified quality process analyst.
- Certified reliability engineer.
- Certified software quality engineer.
- Respondents who don't hold any ASQ certifications.

In Section 17 of the salary survey report, which can be found at www.asq.org/data/subscriptions/qp/2007/1207/survey.index.html, you can find tables that break down the respondents' salaries by RABQSA certifications and job titles.

Table 3 includes results for: Full-time employees Part-time employees U.S. employees Canadian employees International employees Note: Canadian salaries are noted in Canadian dollars.
 * Occupational health and safety ** Quality management system.



TABLE 4 Salary by ASQ Certification and Job Title—Part 1

	Certified calibration technician	Certified manager of quality/organizational excellence	Certified quality improvement associate	Certified quality inspector	Certified quality technician	Certified Six Sigma Black Belt	Certified Six Sigma Green Belt
United States							
All respondents	\$59,772 ⁷⁰	\$96,110 ⁸⁶⁵	\$67,970 ²⁴⁵	\$61,050 ²⁸²	\$61,916 ⁵³³	\$94,115 ⁴⁷³	\$78,616 ¹⁹⁹
Analyst	—	72,500 ⁸	56,746 ¹⁹	49,700 ⁵	55,296 ¹⁷	78,636 ¹¹	60,399 ¹⁵
Associate	—	95,875 ⁴	55,048 ¹⁵	59,250 ²	53,110 ⁵	—	72,200 ⁵
Auditor	65,000 ¹	85,483 ¹⁷	59,367 ¹⁵	52,656 ⁹	51,117 ¹²	70,150 ²	59,775 ⁴
Black Belt	94,500 ¹	90,136 ¹⁶	74,000 ¹	72,000 ¹	86,500 ⁶	87,176 ⁷⁷	88,714 ⁷
Champion	—	86,580 ⁵	—	—	85,000 ²	91,317 ⁶	80,000 ¹
Consultant	86,000 ²	93,254 ²⁸	75,091 ⁹	91,000 ¹	92,000 ⁴	106,060 ¹⁸	87,625 ⁶
Coordinator	43,924 ⁶	68,608 ¹⁰	63,944 ¹³	50,309 ¹¹	47,665 ²⁰	62,865 ⁵	52,760 ³
Director	—	113,472 ¹⁵⁹	93,990 ¹⁹	76,360 ⁵	98,778 ¹⁸	114,479 ⁵²	111,570 ¹⁵
Educator/instructor	—	93,283 ⁶	70,000 ¹	100,000 ¹	81,667 ³	115,667 ³	64,500 ²
Inspector	37,500 ²	55,000 ¹	42,125 ⁸	47,428 ³⁰	49,420 ²⁰	—	46,250 ²
Manager	72,118 ¹¹	92,311 ³³⁵	78,676 ⁴¹	71,332 ⁶⁸	74,203 ¹⁰⁹	90,319 ⁹⁹	88,321 ⁴⁵
Master Black Belt	—	108,966 ²⁹	88,500 ²	75,000 ¹	97,500 ²	108,396 ⁵⁶	112,551 ⁴
Process/manufacturing/ project engineer	46,000 ¹	94,584 ¹⁸	88,167 ⁶	67,823 ⁷	66,644 ⁹	87,520 ²⁶	72,895 ¹⁹
Quality engineer	53,375 ⁸	78,794 ¹⁰⁹	66,415 ²⁵	62,241 ⁶³	60,976 ¹³⁷	76,105 ⁶¹	68,640 ³⁶
Reliability/safety engineer	118,333 ¹	109,055 ⁷	87,000 ³	89,167 ²	104,511 ³	99,915 ⁷	89,440 ⁵
Software quality engineer	—	89,572 ⁶	84,750 ⁶	57,000 ¹	57,000 ¹	92,000 ³	—
Specialist	45,750 ⁴	79,726 ²⁴	60,586 ²⁵	49,029 ¹⁵	52,202 ³⁶	92,559 ¹¹	73,200 ¹⁰
Supervisor	69,742 ³	75,533 ¹²	55,682 ¹¹	67,383 ¹²	56,784 ¹⁹	73,125 ⁸	53,291 ⁴
Supplier quality engineer/professional	64,575 ²	84,251 ²⁵	68,950 ⁶	68,286 ⁷	67,168 ¹⁸	78,933 ¹²	72,027 ⁴
Technician	54,926 ²⁷	66,500 ⁴	41,997 ¹⁵	43,777 ³⁵	44,442 ⁸⁸	50,000 ¹	43,171 ⁷
Vice president/executive	125,000 ¹	143,355 ⁴²	110,400 ⁵	107,167 ⁶	118,750 ⁴	148,133 ¹⁵	119,000 ⁵
Canada							
All respondents	\$55,000 ²	\$79,668 ⁴²	\$65,273 ¹³	\$66,286 ⁷	\$60,795 ³⁸	\$86,001 ²⁸	\$74,230 ¹⁰
Analyst	—	—	39,000 ¹	—	—	—	—
Associate	—	73,000 ¹	53,000 ¹	—	46,000 ¹	—	—
Auditor	—	68,655 ¹	68,655 ¹	—	51,000 ¹	—	—
Black Belt	—	93,000 ¹	—	—	—	80,333 ⁹	—
Champion	—	—	—	—	—	—	—
Consultant	—	80,000 ¹	—	—	—	77,500 ²	—
Coordinator	—	83,167 ³	70,000 ¹	50,000 ¹	40,000 ¹	—	—
Director	—	95,113 ⁴	—	—	74,000 ³	100,600 ⁶	150,000 ¹
Educator/instructor	—	105,000 ¹	—	—	—	105,000 ¹	—
Inspector	—	40,000 ¹	—	46,000 ¹	51,000 ²	—	—
Manager	50,000 ¹	82,193 ¹⁹	78,580 ⁵	90,000 ²	69,509 ¹¹	103,825 ³	78,150 ²
Master Black Belt	—	—	—	—	—	75,000 ¹	—
Process/manufacturing/ project engineer	—	—	—	48,000 ¹	57,750 ⁴	—	68,000 ¹
Quality engineer	—	76,900 ³	60,000 ²	—	61,667 ³	72,925 ⁴	63,000 ¹
Reliability/safety engineer	—	—	—	—	—	—	72,000 ¹
Software quality engineer	—	74,000 ¹	—	—	—	—	—
Specialist	—	70,333 ³	45,000 ¹	—	52,000 ¹	—	58,250 ⁴
Supervisor	60,000 ¹	72,000 ²	60,000 ¹	70,000 ²	72,225 ⁴	71,625 ²	—
Supplier quality engineer/professional	—	—	—	—	—	—	—
Technician	—	35,059 ¹	—	—	46,814 ⁷	—	—
Vice president/executive	—	—	—	—	—	—	—

Table 4 includes results for: Full-time employees Part-time employees U.S. employees Canadian employees International employees

Notes: Small numerals indicate the number of responses. Canadian salaries are noted in Canadian dollars.

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TABLE 5 Salary by ASQ Certification and Job Title—Part II

	Certified biomedical auditor	Certified HACCP* auditor	Certified quality auditor	Certified quality engineer	Certified quality process analyst	Certified reliability engineer	Certified software quality engineer	None
United States								
All respondents	\$100,540 ⁴²	\$90,370 ⁴⁰	\$80,795 ^{1,651}	\$84,963 ^{1,663}	\$66,699 ⁴³	\$99,201 ¹⁹³	\$95,800 ¹⁹⁹	\$80,291 ^{3,040}
Analyst	—	43,000 ¹	63,668 ³⁷	69,115 ²³	54,495 ⁷	72,500 ²	87,625 ⁸	62,597 ⁹⁸
Associate	—	—	65,244 ²⁴	60,333 ³	—	—	97,000 ¹	61,095 ⁴⁷
Auditor	76,089 ³	103,000 ¹	65,708 ¹⁵⁸	74,297 ¹⁶	—	86,000 ¹	68,450 ⁴	66,992 ⁸⁷
Black Belt	—	75,000 ¹	81,988 ¹⁸	83,928 ³⁷	93,000 ¹	94,500 ⁵	149,845 ¹	84,553 ⁸⁸
Champion	—	—	84,598 ⁵	83,499 ⁸	—	105,000 ¹	—	90,435 ⁸
Consultant	127,000 ²	80,000 ²	96,448 ³³	97,270 ³⁶	53,871 ⁵	111,963 ⁵	115,688 ⁸	97,288 ⁹³
Coordinator	41,662 ¹	—	57,941 ⁵⁵	69,898 ²⁰	—	—	60,921 ²	57,135 ¹¹⁸
Director	101,846 ⁴	127,543 ⁵	109,188 ¹⁶¹	114,492 ¹³⁹	105,000 ³	126,294 ¹⁷	135,677 ¹⁶	106,729 ³⁵⁷
Educator/instructor	—	61,250 ¹	71,646 ¹²	83,800 ¹⁹	—	91,617 ⁶	—	91,104 ⁵⁰
Inspector	—	60,000 ¹	56,965 ¹⁵	45,045 ¹¹	38,633 ³	—	—	51,575 ⁴³
Manager	98,181 ¹⁶	82,097 ¹⁹	85,349 ⁴⁵⁸	87,715 ⁴⁵⁴	85,500 ⁶	101,371 ⁴²	99,560 ³³	79,970 ⁸⁶⁹
Master Black Belt	—	—	103,426 ¹⁸	111,031 ³⁸	—	132,197 ³	90,500 ²	105,468 ⁴²
Process/manufacturing/ project engineer	108,500 ²	—	84,388 ³⁵	84,302 ⁶⁶	—	80,873 ¹¹	94,006 ¹⁰	72,137 ⁸⁵
Quality engineer	83,573 ⁵	91,667 ³	74,011 ³¹⁶	73,140 ⁵³⁵	53,188 ⁴	85,004 ²⁸	83,644 ¹⁸	69,422 ⁴³⁴
Reliability/safety engineer	120,000 ¹	114,000 ²	98,922 ⁶	95,468 ²⁴	100,500 ²	92,344 ⁴⁷	113,167 ²	80,261 ²⁴
Software quality engineer	66,950 ¹	—	94,857 ²⁰	87,644 ⁸	47,770 ¹	90,300 ²	86,979 ⁷⁶	80,945 ⁵²
Specialist	81,836 ²	75,000 ¹	67,589 ¹¹³	79,070 ⁶⁰	71,388 ⁶	96,750 ¹⁰	94,944 ⁹	65,979 ¹⁵⁶
Supervisor	—	—	73,149 ⁴⁴	76,050 ²⁵	—	73,000 ¹	119,333 ³	67,422 ⁹²
Supplier quality engineer/professional	65,000 ¹	—	77,838 ⁵⁷	77,382 ⁸⁶	44,500 ¹	87,916 ⁵	—	72,315 ⁸⁸
Technician	—	—	44,911 ³¹	53,531 ¹⁷	40,333 ³	—	71,000 ³	44,740 ¹⁰²
Vice president/executive	167,500 ⁴	112,333 ³	144,563 ³⁵	150,555 ³⁸	125,000 ¹	165,143 ⁷	150,000 ³	142,714 ¹²⁷
Canada								
All respondents	\$80,000 ¹	\$69,777 ⁸	\$71,677 ⁶⁴	\$72,015 ⁹⁴	\$48,835 ²	\$88,640 ⁵	\$77,000 ⁸	\$73,214 ²¹⁰
Analyst	—	—	65,200 ¹	60,000 ²	—	60,000 ¹	52,500 ²	62,000 ⁶
Associate	—	—	66,479 ⁴	—	—	—	80,000 ¹	54,875 ⁸
Auditor	—	60,000 ¹	63,311 ¹²	48,000 ¹	—	—	—	50,929 ⁷
Black Belt	—	—	61,000 ¹	79,500 ²	—	—	—	78,700 ⁵
Champion	—	—	—	75,000 ¹	—	—	—	70,000 ¹
Consultant	80,000 ¹	80,000 ¹	62,500 ²	80,000 ¹	—	111,200 ¹	80,000 ¹	84,400 ⁵
Coordinator	—	56,607 ²	82,917 ³	62,750 ²	37,670 ¹	—	—	58,242 ¹⁹
Director	—	76,000 ¹	76,000 ³	114,000 ³	—	—	—	101,889 ²⁷
Educator/instructor	—	—	—	—	—	105,000 ¹	—	74,000 ¹
Inspector	—	—	58,500 ²	37,750 ²	—	—	—	51,461 ¹⁰
Manager	—	89,000 ¹	76,213 ¹⁷	80,320 ²⁹	—	—	92,333 ³	80,013 ⁵⁸
Master Black Belt	—	—	—	75,000 ¹	—	—	—	98,500 ²
Process/manufacturing/ project engineer	—	—	—	75,000 ⁵	—	—	—	81,333 ³
Quality engineer	—	—	75,300 ⁷	68,170 ³⁰	—	—	—	63,233 ²¹
Reliability/safety engineer	—	—	—	—	—	83,500 ²	—	60,000 ¹
Software quality engineer	—	—	74,000 ¹	74,000 ¹	—	—	74,000 ¹	47,000 ¹
Specialist	—	60,000 ¹	79,143 ⁷	58,500 ⁶	—	—	—	57,299 ¹²
Supervisor	—	80,000 ¹	68,333 ³	80,333 ³	60,000 ¹	—	—	79,111 ⁹
Supplier quality engineer/professional	—	—	61,000 ¹	66,000 ¹	—	—	—	80,000 ¹
Technician	—	—	—	47,000 ⁴	—	—	—	45,267 ⁹
Vice president/executive	—	—	—	—	—	—	—	118,000 ⁴

Table 5 includes results for: Full-time employees Part-time employees U.S. employees Canadian employees International employees

Notes: Small numerals indicate the number of responses. Canadian salaries are noted in Canadian dollars.

* Hazard analysis and critical control point.