

SUMMARY



ISM's 2020 Salary Survey

In 2019, supply management practitioners reported that salaries and overall compensation grew compared to 2018. This salary growth for supply management professionals is slightly higher compared with salary growth among professionals overall. As was the case last year, we see the continuing importance of wages and expected job satisfaction in evaluating employment opportunities.

Institute for Supply Management®'s (ISM®) *15th Annual Salary Survey* finds that, in calendar year 2019, the average overall compensation for all participating supply management professionals rose to US\$123,226, an increase of 3.3 percent compared to 2018 (\$119,271).

According to the survey, the median compensation in 2019 increased 3.6 percent to \$106,000, versus \$102,352 in 2018. The average compensation of the top 10 percent of earners was \$286,211, up 2.5 percent from \$279,139 in 2018. Also increasing was the average base salary of the top 5 percent of earners in 2019: \$344,909, up 1.2 percent from \$340,956 in 2018.

Average
\$123,226

Median
\$106,000

Top 5 Percentile
\$344,909

Top 10 Percentile
\$286,211

Respondents by Position

	Total	Men	Women
Chief (CPO or EVP)	\$251,729	\$261,815	\$196,809
Vice President	\$229,840	\$241,810	\$190,118
Director	\$161,185	\$165,860	\$154,395
Manager	\$116,643	\$117,842	\$113,045
Experienced Practitioner	\$100,251	\$106,490	\$91,531
Emerging Practitioner	\$78,970	\$80,321	\$74,456

For the 15th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The survey was administered from mid-January to mid-February 2020. A random sample of customers (including ISM members and nonmembers) was pulled from ISM's database. This year, a substantial proportion (26 percent) of non-ISM affiliated practitioners were included in the data set. An email invitation and three reminders were sent during the survey cycle. To encourage participation, individuals were offered an opportunity to win a \$50 gift card (20 available).

Respondents were asked to report compensation information for the 2019 calendar year. Compensation included (reported separately) wages, bonuses and stock options received before taxes and deductions. In all, 2,797 usable responses were received. For the eighth time, respondents were asked if they were employed for the full year. A total of 77 respondents (3 percent) indicated they were not employed for all of 2019 (the same proportion as in 2018).

Want to know more? Graphical and tabular reports on the results of this survey are available on the ISM website. A brief summary of the results is available to the general public, while a detailed report is available at no charge to ISM members. Nonmembers may purchase the detailed report for \$299. The reports can be accessed at www.instituteforsupplymanagement.org.