

SUMMARY



ISM's 2021 Salary Survey

In 2020, supply management practitioners reported that salaries and overall compensation grew compared to 2019. However, because of the pandemic, the increase in the average salary was smaller, only +0.6%, compared to what was seen in the previous year (+3.3%). 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®) 16th Annual Salary Survey finds that, in calendar year 2020, the average overall compensation for all participating supply management professionals rose to US\$124,021, an increase of 0.6 percent compared to 2019 (\$123,226).

According to the survey, the median compensation in 2020 increased 1.4 percent to \$107,333, versus \$106,935 in 2019. The average base salary of the top 5 percent of earners in 2020: \$398,871, up 15.6 percent from \$344,909 in 2019.

Average
\$124,021

Median
\$107,333

Top 5 Percentile
\$398,871

Respondents by Position

	Total	Men	Women
Chief (CPO or EVP)	\$185,221	\$196,171	\$151,379
Vice President	\$237,887	\$249,891	\$185,866
Director	\$157,229	\$156,780	\$146,415
Manager	\$111,989	\$114,006	\$108,136
Experienced Professional	\$99,928	\$110,608	\$89,117
Emerging Professional	\$77,501	\$85,332	\$67,965

For the 16th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The survey was administered from May 12 through May 30, 2021. A random sample of customers (including ISM members and nonmembers) was pulled from ISM's database. This year, a substantial proportion 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 US\$50 gift card (20 available).

Respondents were asked to report compensation information for the 2020 calendar year. Compensation included (reported separately) wages, bonuses and stock options received before taxes and deductions. In all, 2,074 usable responses were received. For the ninth time, respondents were asked if they were employed for the full year. A total of 227 respondents (11 percent) indicated they were not employed for all of 2020 (a substantially higher proportion compared to the three percent of respondents reporting same in 2020).

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.ismworld.org.