



ISM's **2022** Salary Survey

In 2021, supply management practitioners reported that salaries and overall compensation decreased slightly compared to 2020. The influence of the Great Resignation and the lingering effects of the pandemic are seen in the decrease in the average of reported salaries of -0.3 percent, compared to what was seen in the previous year (+0.6 percent). 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®) 17th Annual Salary Survey finds that, in calendar year 2021, the average overall compensation for all participating supply management professionals declined slightly to US\$123,621, a decrease of 0.3 percent compared to 2020 (\$124,021).

According to the survey, the median compensation in 2021 decreased 7.5 percent to \$100,000, versus \$107,333 in 2020. The average base salary of the top 5 percent of earners in 2021: \$551,689, up 37.7 percent from \$400,507 in 2020.

Average
\$123,621

Median
\$100,000

Top 5 Percentile
\$551,689

Respondents by Position

	Total	Men	Women
Chief (CPO or EVP)	\$150,535	\$159,974	\$162,961
Vice President	\$224,553	\$229,569	\$215,463
Director	\$167,819	\$169,686	\$159,151
Manager	\$113,719	\$119,840	\$99,252
Experienced Professional	\$90,048	\$87,892	\$90,689
Emerging Professional	\$63,653	\$69,286	\$57,443

For the 17th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The Seventeenth Annual Salary Survey was administered in March 22 through April 30, 2022. A random sample of ISM customers (including members and nonmembers) was pulled from ISM's database. Once again, a substantial proportion of non-ISM affiliated practitioners were included in the data set. An email invitation and five 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 2021 calendar year. Compensation included (reported separately) wages, bonuses and long term incentives received before taxes and deductions. In all, 1,035 usable responses were received. For the 10th time, respondents were asked if they were employed for the full year. A total of 87 respondents (9 percent) indicated they were unemployed for some of the previous calendar year, compared to 11 percent in last year's Salary Survey.

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.