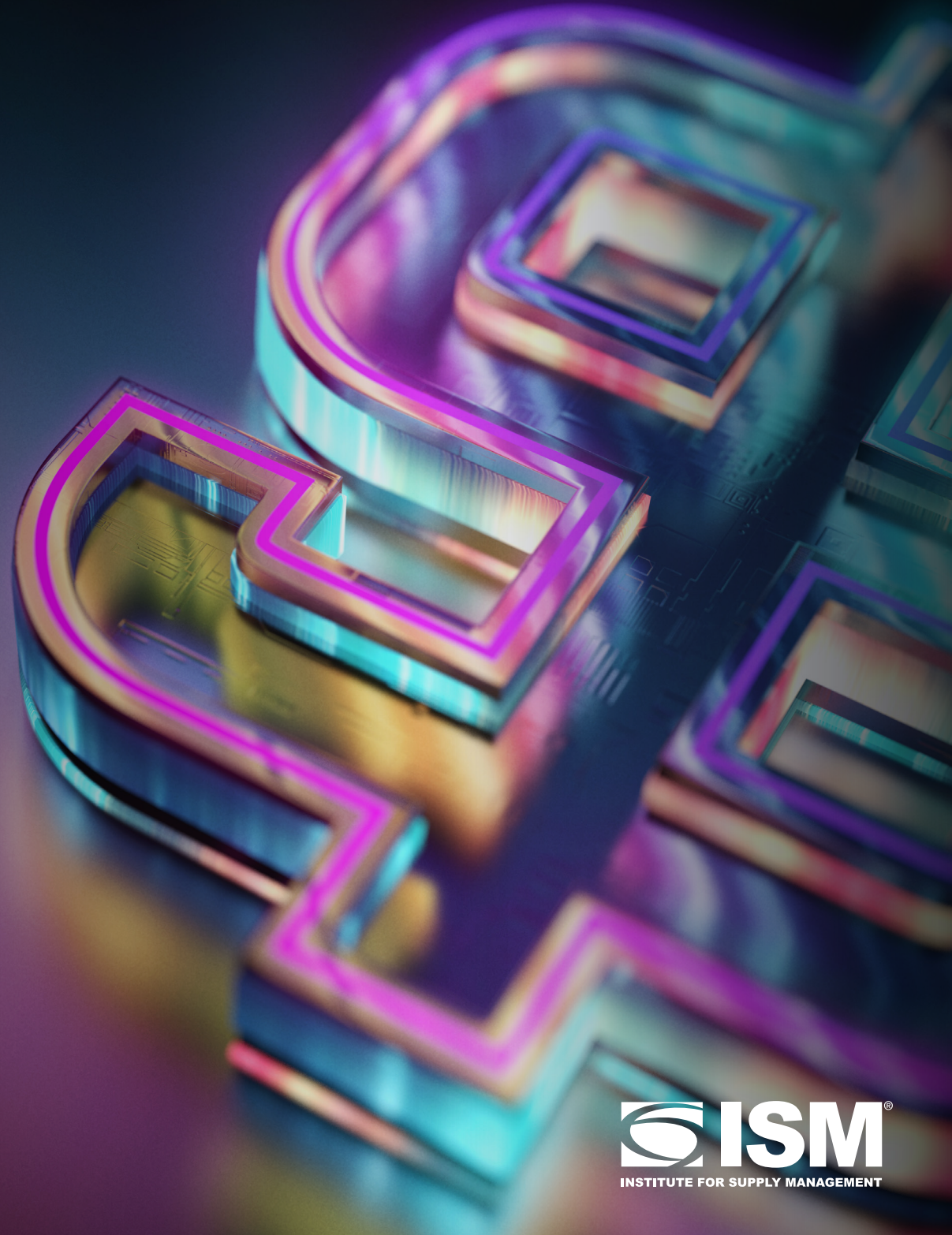


ISM<sup>®</sup>'s  
**2024**  
Salary Survey  
SUMMARY



# 2024 Salary Survey

In 2023, the average of reported salaries and overall compensation for supply management practitioners increased compared to 2022. The average of respondent reported salaries increased by 6 percent, a turnaround from the decrease of 0.1 percent seen in 2022. 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®) *Nineteenth Annual Salary Survey* finds that, in calendar year 2023, the average overall compensation for all participating supply management professionals increased to US\$131,049, an increase of 6 percent compared to 2022 (\$123,523).

According to the survey, the median compensation in 2023 increased 5 percent to \$111,000, versus \$105,795 in 2022. The average base salary of the top 5 percent of earners in 2023: \$418,990, up 20 percent from \$348,566 in 2022.

For the 19th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The *Nineteenth Annual Salary Survey* was administered from January 17 through February 29, 2024. 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 2023 calendar year. Compensation included (reported separately) wages, bonuses and long term incentives received before taxes and deductions. In all, 410 usable responses were received. For the 12th time, respondents were asked if they were employed for the full year. A total of 11 respondents (3 percent) indicated they were unemployed for some of the previous calendar year, compared to 4 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](http://www.ismworld.org).

## Average

**\$131,049**

## Median

**\$111,000**

## Top 5 Percentile

**\$418,990**

## Respondents by Position

	Total	Men	Women
<b>VP and above</b>	<b>\$229,740</b>	<b>\$223,853</b>	<b>\$219,112</b>
<b>Director</b>	<b>\$186,773</b>	<b>\$190,281</b>	<b>\$180,491</b>
<b>Manager</b>	<b>\$108,525</b>	<b>\$110,137</b>	<b>\$105,639</b>
<b>Experienced Practitioner</b>	<b>\$99,738</b>	<b>\$108,623</b>	<b>\$90,613</b>
<b>Emerging Practitioner</b>	<b>\$87,688</b>	<b>\$86,560</b>	<b>\$77,434</b>