ISM®'s 2026 Salary Survey SUMMARY



ISM
THE COMMUNITY FOR SUPPLY CHAIN

2026 Salary Survey

In 2025, the average of reported salaries and overall compensation for supply management practitioners increased compared to 2024. The average of respondent reported salaries increased by 1 percent. This increase is similar to the gain of 1 percent computed for the change between 2024 and 2023, but notably below the increase computed for 2023 (6 percent). As was the case last year, we see the continuing importance of wages and work/life balance in evaluating employment opportunities.

Institute for Supply Management®'s (ISM®) 21st Annual Salary Survey finds that, in calendar year 2025, the average overall compensation for all participating supply management professionals increased to US$133,766, an increase of 1 percent compared to 2024 ($132,757).

According to the survey, the median compensation in 2025 decreased 8 percent to $110,000, versus $119,600 in 2024. The average base salary of the top 5 percent of earners in 2025: $447,384, down 8 percent from $484,200 in 2024.

For the 21st straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The twenty-first Annual Salary Survey was administered from July 20, 2026, through August 30, 2026. 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 2025 calendar year. Compensation included (reported separately) wages, bonuses and long term incentives received before taxes and deductions. In all, 575 usable responses were received. For the 14th time, respondents were asked if they were employed for the full year. A total of 31 respondents (5 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**.

Average

$133,766

Median

$110,000

Top 5 Percentile

$447,384

Respondents by Position

	Total	Men	Women
VP and above	$200,449	$222,459	$151,797
Director	$187,548	$185,150	$192,598
Manager	$115,108	$116,907	$112,623
Experienced practitioner	$98,946	$99,860	$98,151
Emerging practitioner	$84,354	$89,196	$80,434