In 2021, for the 17th straight year, ISM® collected salary and job information from supply management professionals.

The ISM 2021 Salary Survey was administered from March 22 through April 30, 2022.

### Average Salary in 2021

- **$123,621**

### Average Salary Change over the Last 5 Years (by Gender)

<table>
<thead>
<tr>
<th>Year</th>
<th>Men</th>
<th>Women</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>1.5%</td>
<td>0.0%</td>
<td>0.9%</td>
</tr>
<tr>
<td>2018</td>
<td>-0.9%</td>
<td>5.5%</td>
<td>1.8%</td>
</tr>
<tr>
<td>2019</td>
<td>3.5%</td>
<td>2.6%</td>
<td>1.5%</td>
</tr>
<tr>
<td>2020</td>
<td>1.5%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>2021</td>
<td>2.6%</td>
<td>2.4%</td>
<td>-1.0%</td>
</tr>
</tbody>
</table>

### Gender Pay Gap

- 23% in 2021
- 24% in 2020

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For more resources around ISM’s Salary Survey, visit ismworld.org/salarysurvey

What’s Next?

Top 3 Benefits Offered by Respondent’s Employers (in order of importance):

1. Health Insurance
2. Retirement Plan
3. Paid Time Off

Top 3 Desirable Job Characteristics (in order of importance):

1. Work/Life Balance
2. Job Satisfaction
3. Wages

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