Institute for Supply Management® conducted a talent diversity survey between March 22 and May 21, 2022 and a salary survey between March 22 and May 16, 2022. The talent diversity survey included over 528 respondents and the salary survey had more than 1,035 respondents. Both focused on different aspects of the supply management professions workforce.

**Key Highlights:**

**Compensation and Gender Pay Gap**

- Average Salary: $123,621
- Average salary decrease: 0.1%

**Who Earned a Bonus in 2021?**

- 57% of CPOs
- 85% of VPs of Directors
- 75% of Managers
- 67% of Experienced Practitioners
- 61% of Emerging Practitioners
- 54% of Respondents

**Benefits**

- Top 3 Benefits Offered by Respondents’ Employers (in order of importance):
  - Health Insurance
  - Retirement Plan
  - Paid Time Off

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

- Health Insurance
- Retirement Plan
- Paid Time Off

**TALENT DIVERSITY**

- 60% of organizations have a talent diversity program in place
- 47% of talent diversity programs have been operating for more than 5 years
- 49% of organizations are very effective in attracting and retaining diverse talent
- 61% of organizations are very effective in developing diverse talent

**GENDER PAY GAP**

- The gender pay gap is at 23%