Institute for Supply Management® conducted a talent diversity survey between Nov. 20, 2020 – Jan 21, 2021 and a salary survey between May 12 – 30, 2021. The talent diversity survey included over 535 respondents and the salary survey had more than 2,050 respondents. Both focused on different aspects of the supply management profession’s workforce.

**ISM TALENT DIVERSITY AND 2021 SALARY SURVEY RESEARCH**

**AVERAGE SALARY**

<table>
<thead>
<tr>
<th>Category</th>
<th>Average Salary</th>
<th>Bonus Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>CPOs</td>
<td>$124,021</td>
<td>54%</td>
</tr>
<tr>
<td>VPs of Directors</td>
<td></td>
<td>83%</td>
</tr>
<tr>
<td>Managers</td>
<td></td>
<td>67%</td>
</tr>
<tr>
<td>Experienced Practitioners</td>
<td></td>
<td>68%</td>
</tr>
<tr>
<td>Emerging Practitioners</td>
<td></td>
<td>62%</td>
</tr>
<tr>
<td>All Respondents</td>
<td></td>
<td>64%</td>
</tr>
</tbody>
</table>

**GENDER PAY GAP**

- The gender pay gap is 24%.

**EMERGING PRACTITIONERS**

- Compared to all respondents, emerging practitioners valued these benefits more (in order of importance):
  - Paid maternity/family leave
  - Laptop computer
  - Paid training/professional certification
  - Tuition reimbursement
  - Wellness programs

- Compared to all respondents, emerging practitioners valued these job characteristics more (in order of importance):
  - Reimbursement for training/certification
  - Work/life balance
  - Advancement opportunities
  - Remote work options/support

**TALENT DIVERSITY**

- 57% of organizations have a talent diversity program in place.
- 50% of talent diversity programs have been operating for more than 5 years.
- 52% of organizations do not have talent diversity training.
- 76% agree or strongly agree that their organizational leadership was committed to workforce diversity.

**What’s Next?**

For more resources around ISM’s talent diversity research and the ISM 2021 Salary Survey, visit ismworld.org/talent