

ISM[®]'s 2022 SALARY SURVEY



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Introduction

For the 17th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The *Seventeenth Annual Salary Survey* was administered March 22 through April 30, 2022. Respondents were asked to report salary information for the 2021 calendar year.

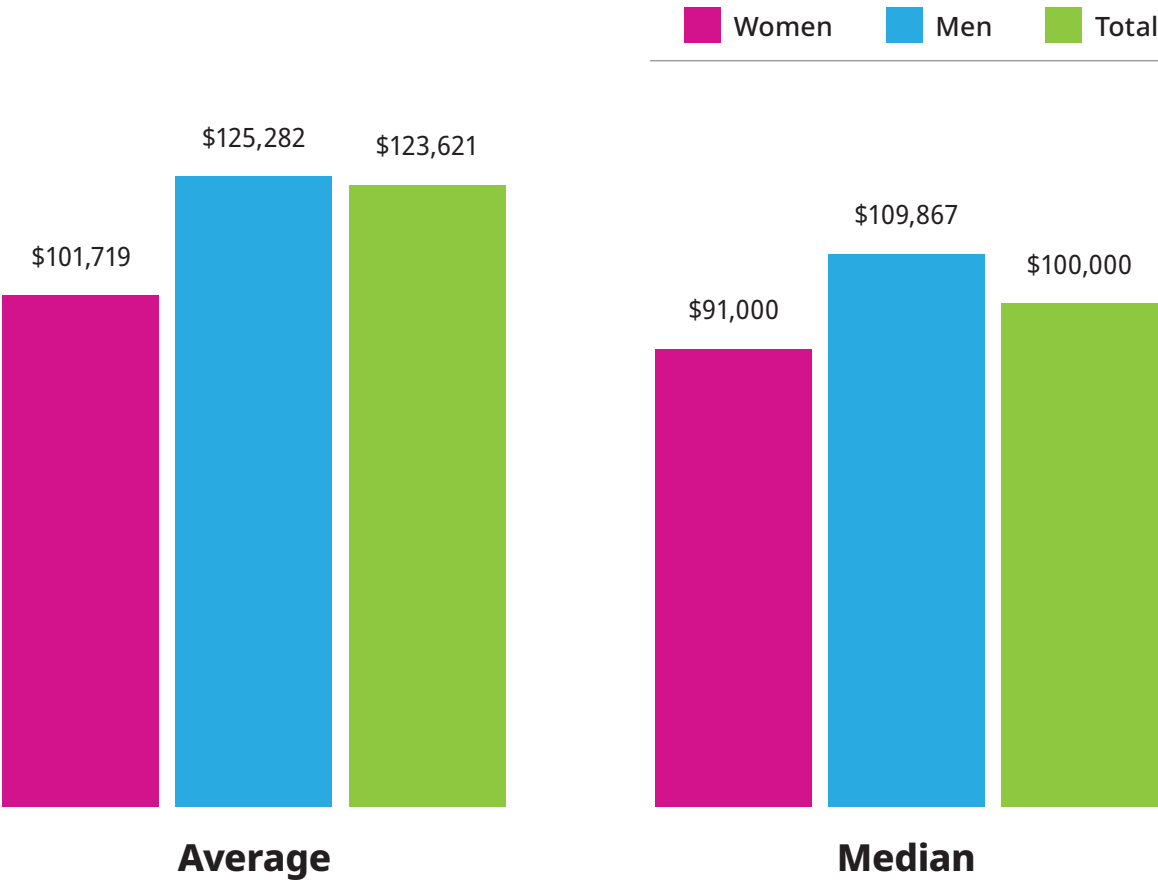
In all, 1,035 usable responses were received. For the 10th time, respondents were asked if they were employed for the full year. A total of 87 respondents (9 percent) indicated they were unemployed for some of the previous calendar year, compared to 11 percent in last year's *Salary Survey*.

Average Salary

Both women’s and men’s compensation fell in 2021. The average salary for women in the field decreased 5.2 percentage points in 2021 — to \$101,717, down from \$107,333 in 2020. Men saw a 5.9 percentage point decrease (to \$125,282 from \$133,076). Median compensation for women decreased 6 percentage points — to \$91,000, down from \$96,835 in 2020. Men’s median salaries decreased 5.2 percent (to \$109,867 from \$115,940). At the top end, average salaries for the top 5 percentile of women decreased 9.5 percentage points (to \$281,391 from \$310,848). Average salaries for the top 5 percentile of men increased slightly, up 1 percent point, to \$435,554 from \$431,307.

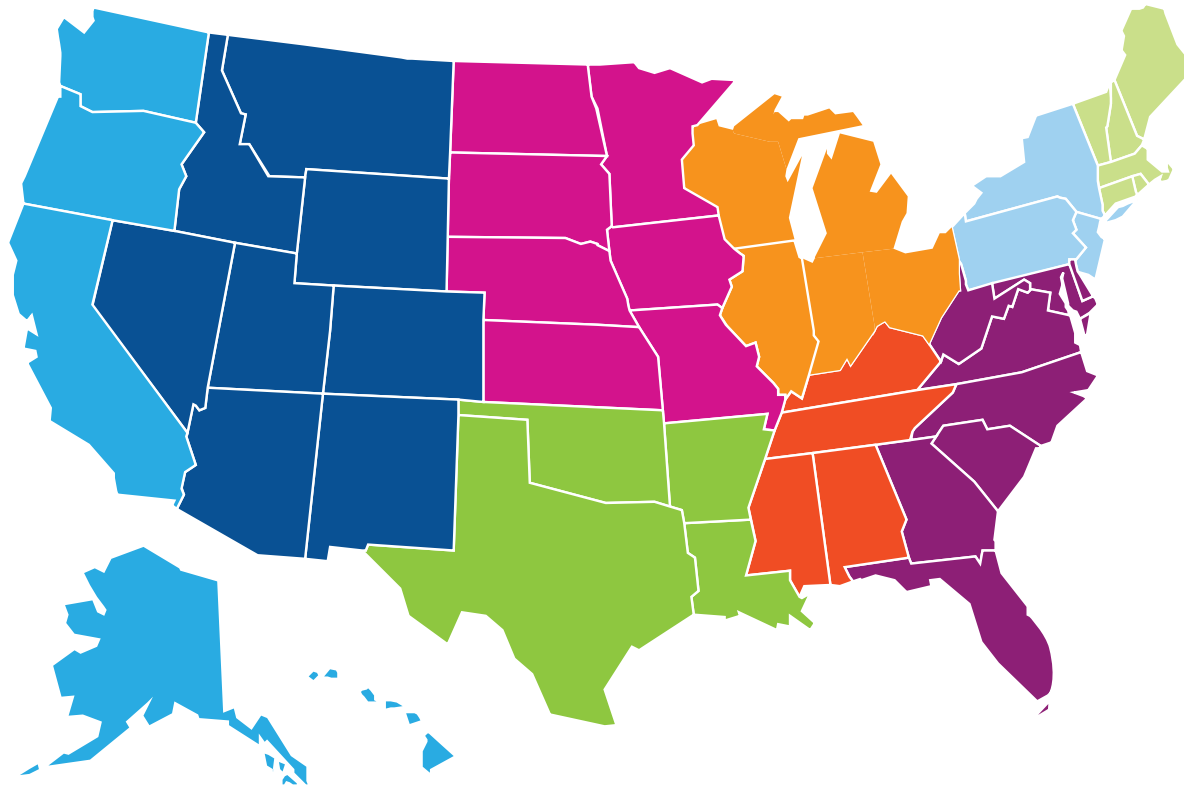
Average Top 5 Percentile

Women	\$281,391
Men	\$435,554
Total	\$551,689



Salary by Region

When you look at average salary by state, the top ten highest paying states —listed in order — are: New Jersey (\$181,260), Tennessee (\$167,786), Massachusetts (\$160,758), Connecticut (\$150,200), Maryland (\$149,807), Illinois (\$149,215), Indiana (\$140,378), California (\$136,813), Washington (\$134,549), Texas (\$133,286).



East North Central	\$130,829
East South Central	\$125,414
Middle Atlantic	\$131,586
Mountain	\$115,247
New England	\$151,847
Pacific	\$134,894
South Atlantic	\$119,522
West North Central	\$109,175
West South Central	\$123,315

Top 5 Highest Average Salaries by Industry

Manufacturing

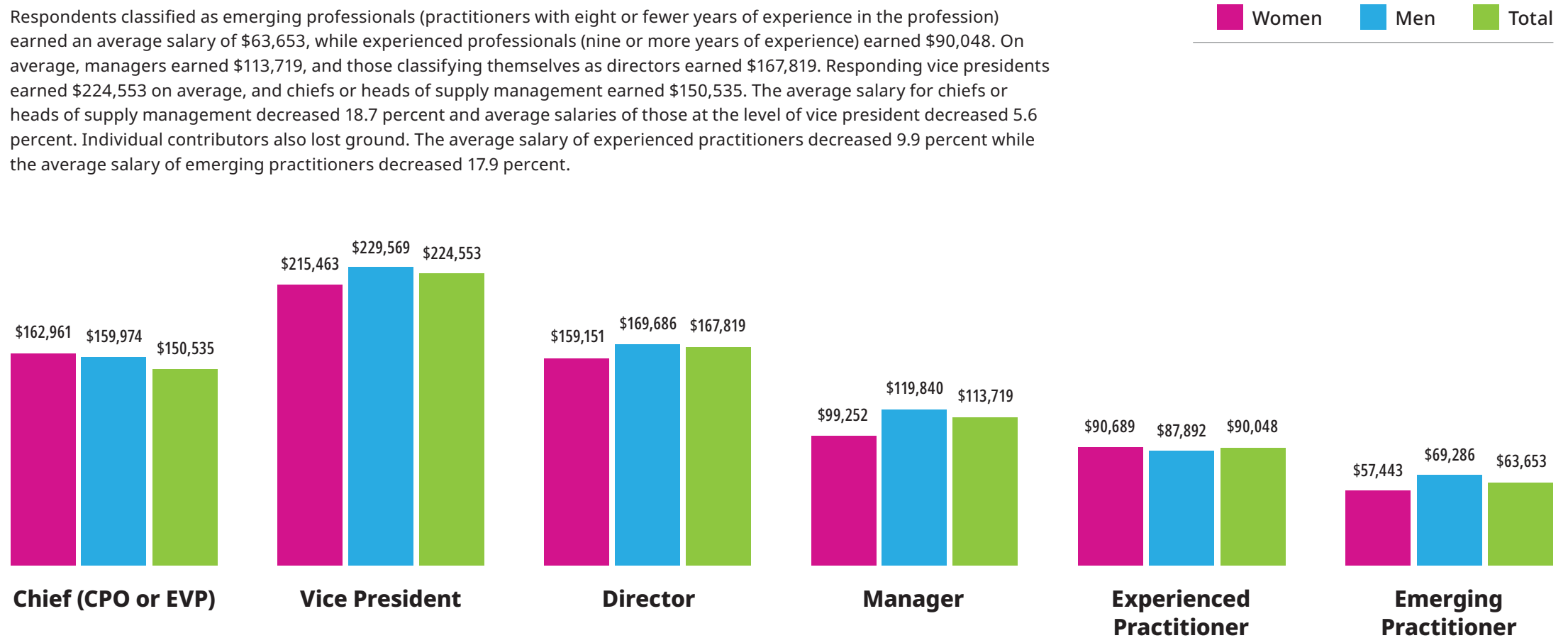
Chemical Products	\$235,206
Petroleum & Coal Products	\$156,911
Nonmetallic Mineral Products	\$132,667
Fabricated Metal Products	\$124,450
Furniture & Related Products	\$122,700

Services

Finance & Insurance	\$140,706
Information	\$134,657
Arts, Entertainment & Recreation	\$130,226
Professional, Scientific & Technical Services	\$127,709
Health Care & Social Assistance	\$126,837

Average Salary by Position

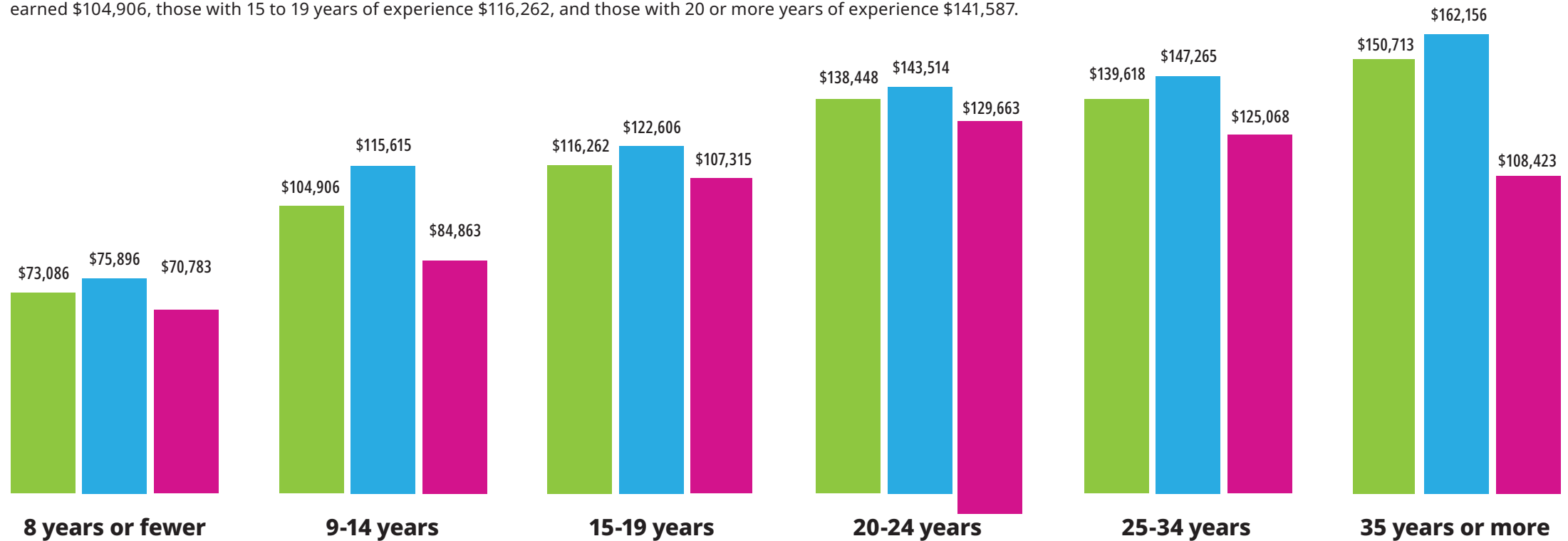
Respondents classified as emerging professionals (practitioners with eight or fewer years of experience in the profession) earned an average salary of \$63,653, while experienced professionals (nine or more years of experience) earned \$90,048. On average, managers earned \$113,719, and those classifying themselves as directors earned \$167,819. Responding vice presidents earned \$224,553 on average, and chiefs or heads of supply management earned \$150,535. The average salary for chiefs or heads of supply management decreased 18.7 percent and average salaries of those at the level of vice president decreased 5.6 percent. Individual contributors also lost ground. The average salary of experienced practitioners decreased 9.9 percent while the average salary of emerging practitioners decreased 17.9 percent.



Average Salary by Years of Work Experience

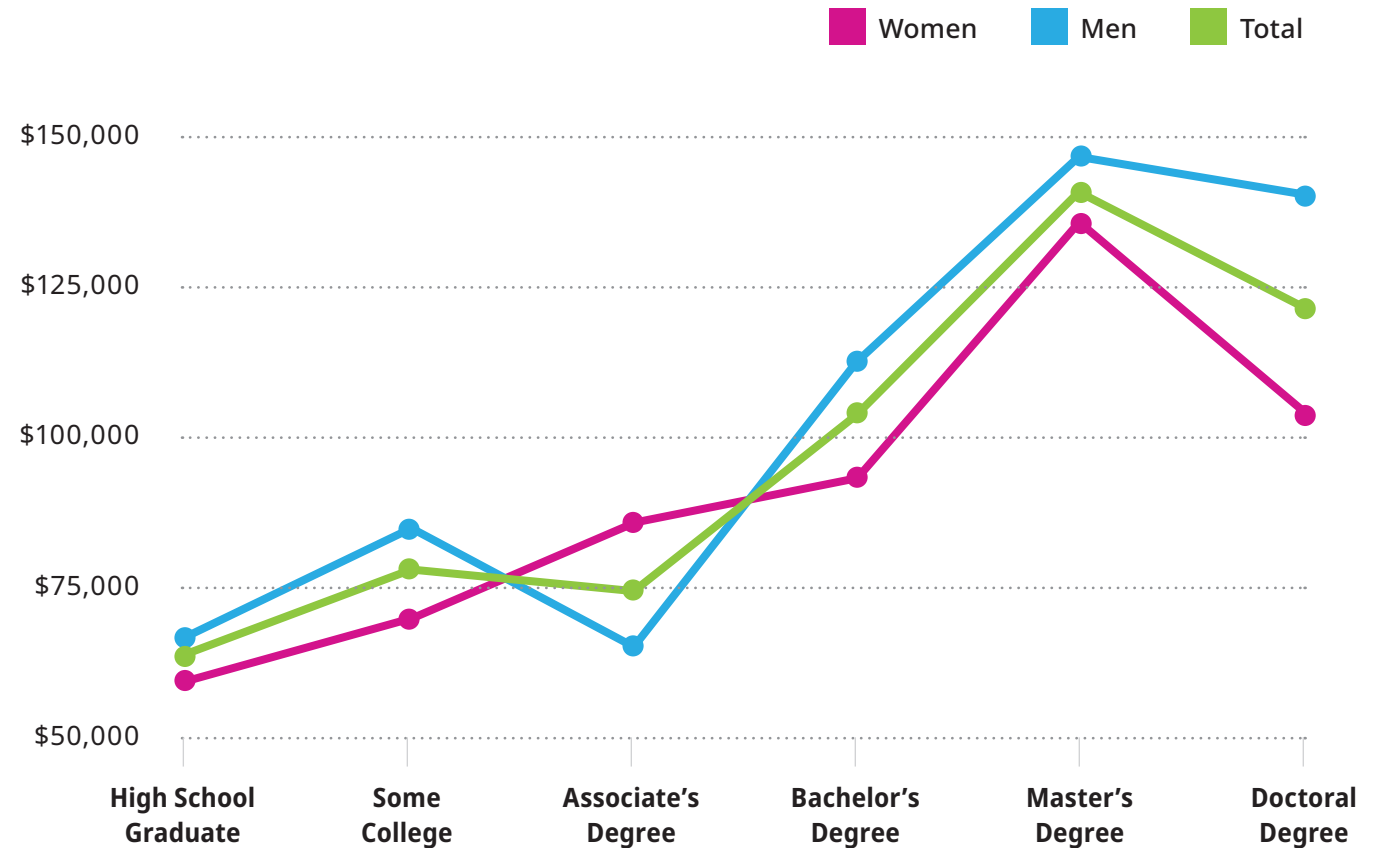
As in past editions of the ISM Salary Survey, and as is the case in most professions, a longer tenure within a field is typically associated with a higher rate of pay. In 2021, supply management professionals in the field for 15 or more years earned 134 percent more (\$135,593 on average) compared to those with four or fewer years of experience (\$57,946). Supply management practitioners with five to eight years of experience earned \$83,988 on average. Professionals with nine to 14 years of experience earned \$104,906, those with 15 to 19 years of experience \$116,262, and those with 20 or more years of experience \$141,587.

■ Total ■ Women ■ Men



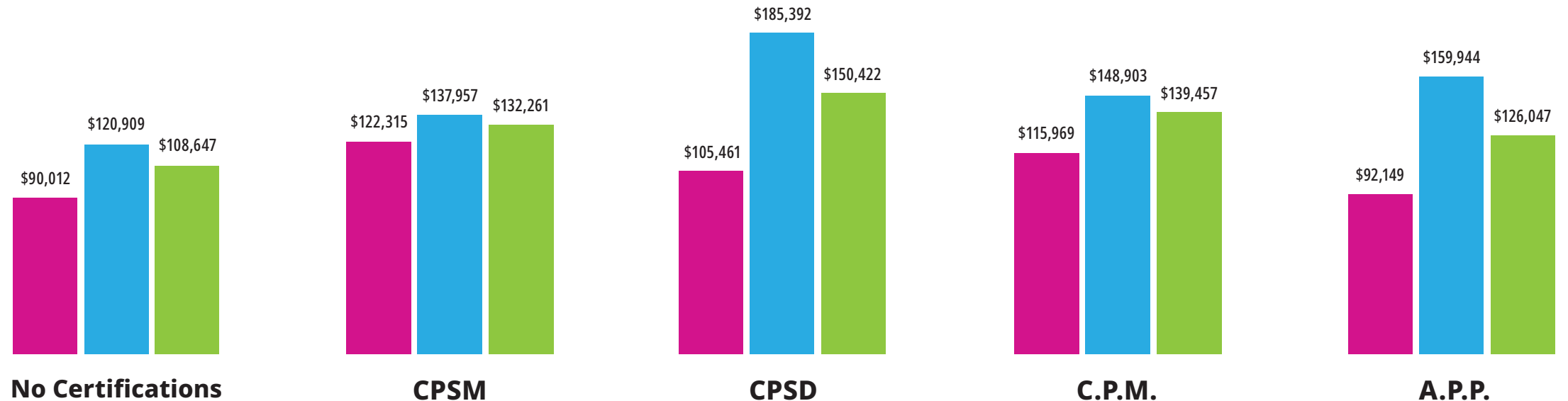
Average Salary by Highest Level of Education Completed

Education can greatly influence a supply management professional's salary. Those whose highest level of education is a bachelor's degree earned 63 percent more (\$105,983) than individuals whose highest degree is a high-school diploma (\$65,017) and 40.1 percent more than those whose highest degree is an associate's degree (\$75,661). Education beyond a bachelor's degree also positively impacts average compensation. Supply management professionals whose highest degree is a master's earned 36.3 percent more (\$144,424) than those whose highest degree is a bachelor's. In 2021, respondents with a doctorate earned \$124,786 on average — 13.6 percent less than those whose highest degree is a master's, but 17.7 percent more than those whose highest degree is a bachelor's.



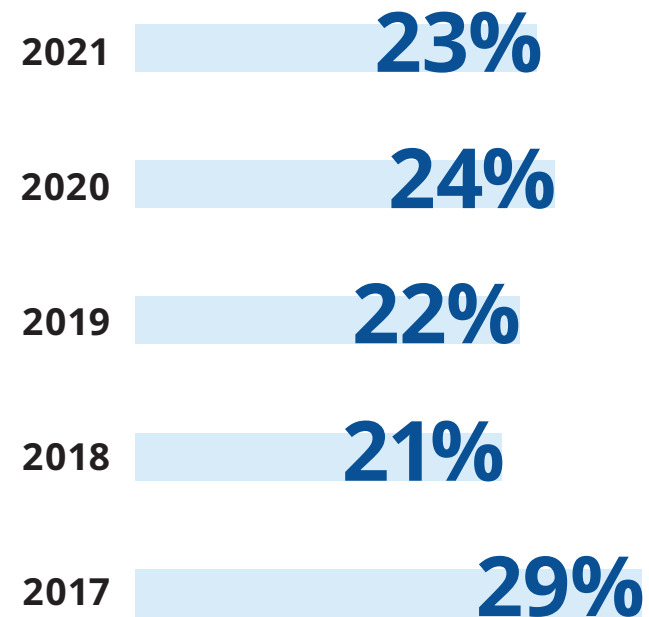
Average Salary by Certification

Earning an ISM certification continues to provide long-term benefits regarding salary. Whether it's the Certified Professional in Supply Management® (CPSM®), Certified Professional in Supplier Diversity® (CPSD™), Certified Purchasing Manager (C.P.M.) or Accredited Purchasing Practitioner (A.P.P.), certification resulted in an average salary that exceeds that of a non-credentialed practitioner. Respondents with a CPSM® earned an average salary of \$132,261 (5.5 percent more than the average of \$125,314 reported in 2020 and 21.7 percent more than respondents with no certifications). Those who have earned a CPSD™ earned an average salary of \$150,422 (20.9 percent more than the average of \$124,386 reported in 2020 and 38.5 percent more than respondents with no certifications).

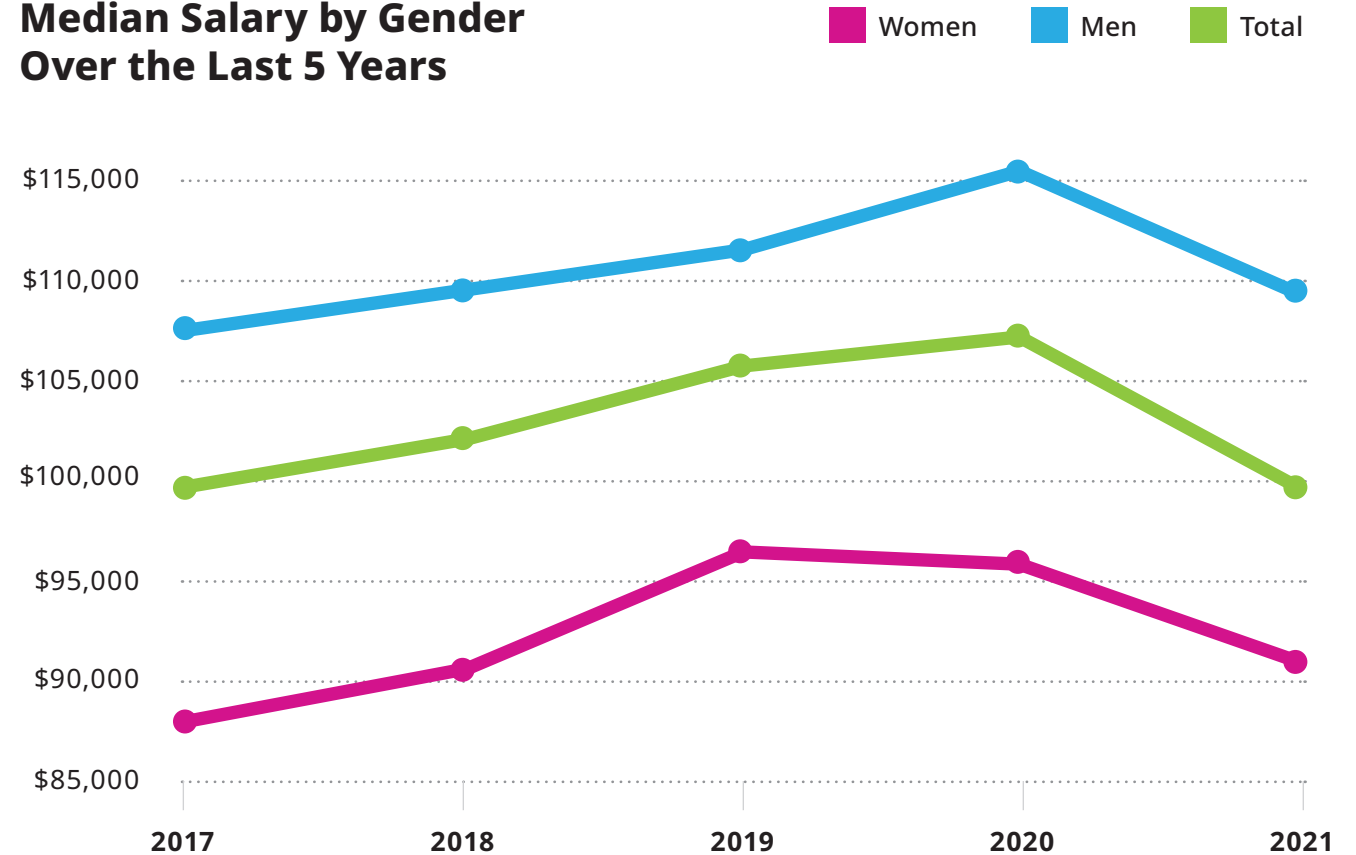


Diversity, Equity and Inclusion

Gender Pay Gap Over the Last 5 Years



Median Salary by Gender Over the Last 5 Years





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