



ISM[®]'s
2023
Salary Survey
SUMMARY

2023 Salary Survey

In 2022, the average of reported salaries and overall compensation for supply management practitioners decreased slightly compared to 2021. The average of respondent reported salaries decreased by 0.1 percent, less than the decrease of 0.3 percent seen in 2021. As was the case last year, we see the continuing importance of wages and expected job satisfaction in evaluating employment opportunities.

Institute for Supply Management®'s (ISM®) 18th Annual Salary Survey finds that, in calendar year 2022, the average overall compensation for all participating supply management professionals declined slightly to US\$123,523, a decrease of 0.1 percent compared to 2021 (\$123,621).

According to the survey, the median compensation in 2022 increased 6 percent to \$105,795, versus \$100,000 in 2021. The average base salary of the top 5 percent of earners in 2022: \$348,566, down 37 percent from \$551,689 in 2021.

For the 18th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The Eighteenth Annual Salary Survey was administered from January 5 through February 22, 2023. 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 2022 calendar year. Compensation included (reported separately) wages, bonuses and long term incentives received before taxes and deductions. In all, 834 usable responses were received. For the 11th time, respondents were asked if they were employed for the full year. A total of 37 respondents (4 percent) indicated they were unemployed for some of the previous calendar year, compared to 9 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

\$123,523

Median

\$105,795

Top 5 Percentile

\$348,566

Respondents by Position

	Total	Men	Women
VP and above	\$182,547	\$187,447	\$152,932
Director	\$162,955	\$167,571	\$152,899
Manager	\$112,272	\$112,371	\$112,716
Experienced Practitioner	\$96,916	\$102,583	\$90,866
Emerging Practitioner	\$81,561	\$85,434	\$77,132