

ISM 2025 Salary Survey Research



In 2024, for the 20th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The ISM 2025 Salary Survey was administered from December 9, 2024 through February 2, 2025.

AVERAGE SALARY

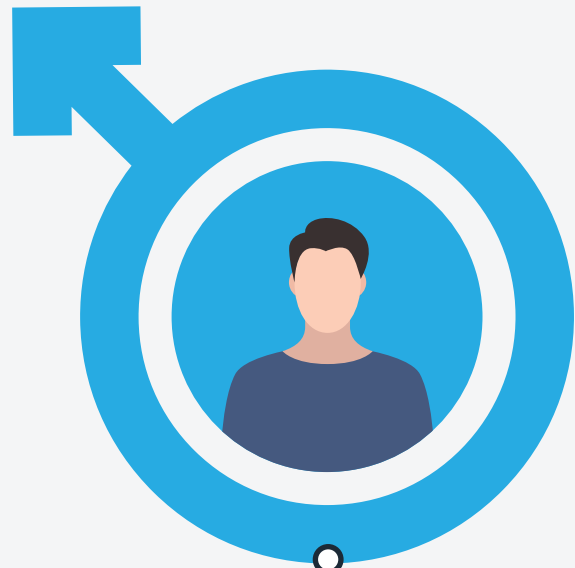
IN 2024

\$132,757

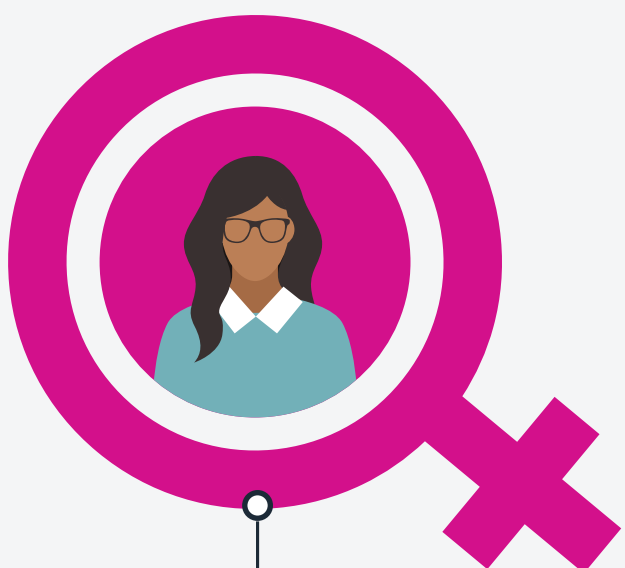


AVERAGE SALARY

(By Gender)



\$144,384



\$107,878

AVERAGE SALARY

(By Position)



Vice President & Above

\$257,823



Director

\$182,973



Manager

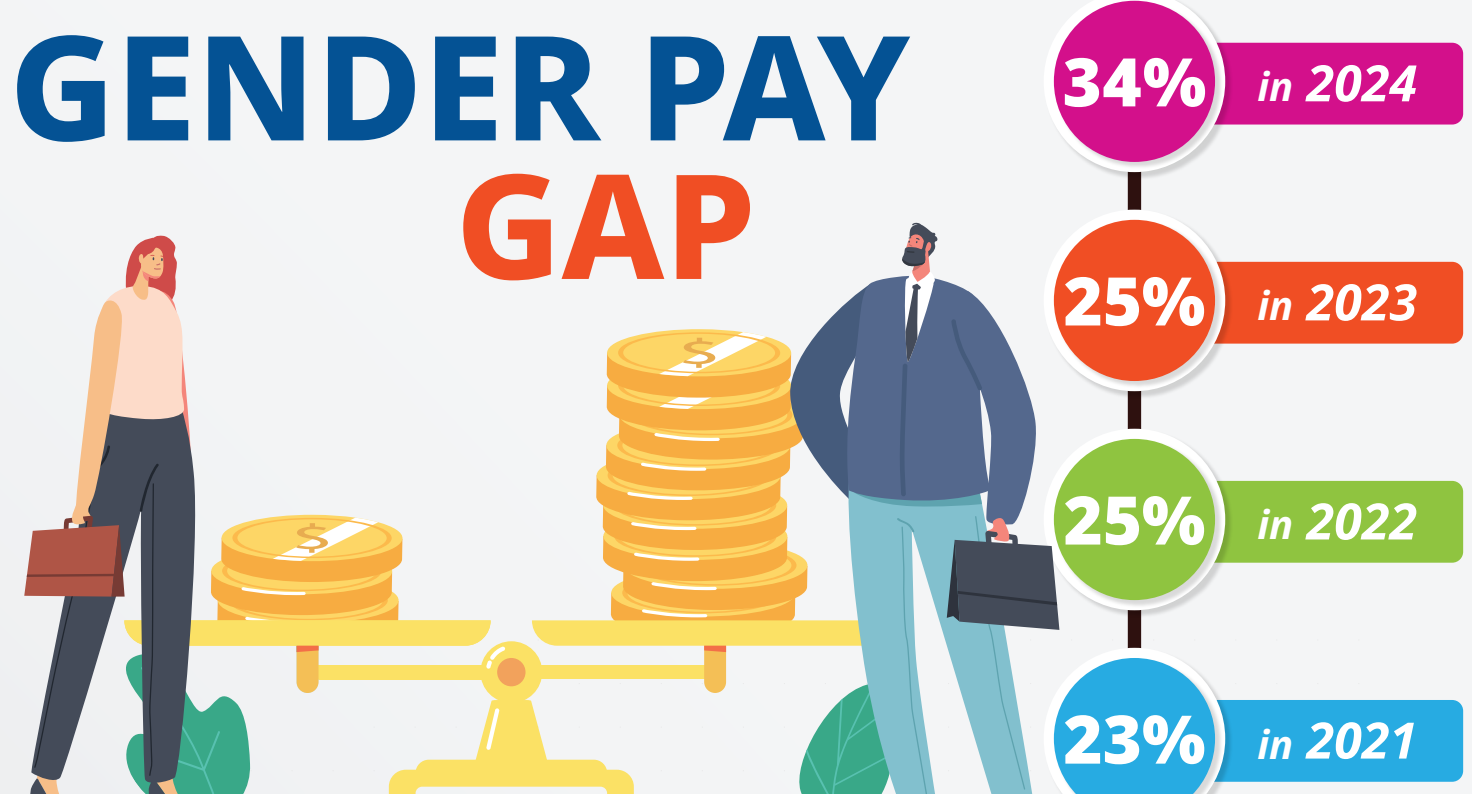
\$121,406



Emerging Practitioner

\$74,364

GENDER PAY GAP



KEY HIGHLIGHTS: 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):



Wages



Work/life Balance



Job Satisfaction

For more around ISM's Salary Survey, visit

ismworld.org/salary-survey