

# ISM SALARY SURVEY RESEARCH

In 2020, for the 16th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The ISM 2021 Salary Survey was administered from May 12 through May 30, 2021.



## AVERAGE SALARY IN 2020

**\$124,021**

## AVERAGE SALARY OVER THE LAST 5 YEARS (BY GENDER)



8.2% MEN

2.9% WOMEN

**2016**



0.9% MEN

1.8% WOMEN

**2017**



-1.0% MEN

5.5% WOMEN

**2018**



3.5% MEN

2.6% WOMEN

**2019**



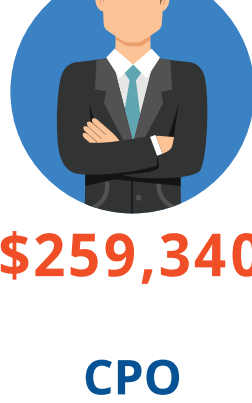
1.5% MEN

0.4% WOMEN

**2020**

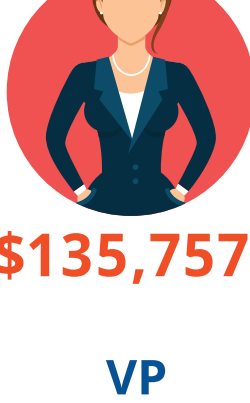
## AVERAGE SALARY OVER THE LAST 5 YEARS (BY POSITION)

2016



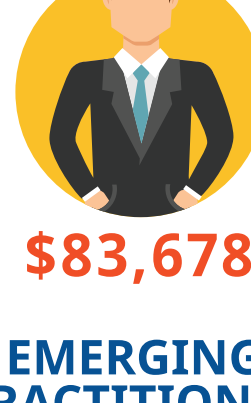
**\$259,340**

CPO



**\$135,757**

VP



**\$83,678**

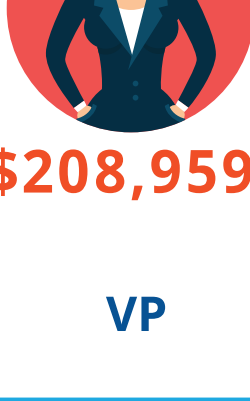
EMERGING PRACTITIONER

2017



**\$263,578**

CPO



**\$208,959**

VP



**\$77,595**

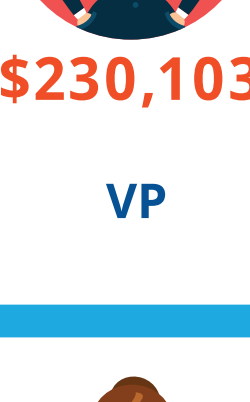
EMERGING PRACTITIONER

2018



**\$232,396**

CPO



**\$230,103**

VP



**\$88,729**

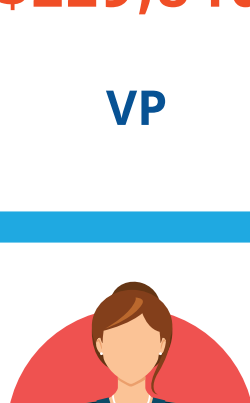
EMERGING PRACTITIONER

2019



**\$251,729**

CPO



**\$229,840**

VP



**\$78,970**

EMERGING PRACTITIONER

2020



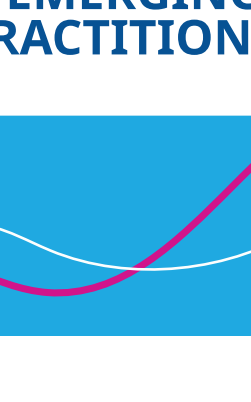
**\$185,221**

CPO



**\$237,887**

VP



**\$77,501**

EMERGING PRACTITIONER

## TOP 5 PERCENTILE

**\$398,871**

The average base salary of the top 5 percent of earners in 2020

↑ 15.6 % from 2019



## GENDER PAY GAP



24% IN 2020

23% IN 2019



## KEY HIGHLIGHT: 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  
PROGRAM

Compared to all respondents, emerging practitioners valued these job characteristics more (in order of importance):



WORK/LIFE  
BALANCE



ADVANCEMENT  
OPPORTUNITIES



REMOTE WORK  
OPTIONS/  
SUPPORT



REIMBURSEMENT  
FOR TRAINING/  
CERTIFICATION

## What's Next?

For more resources around ISM's Salary Survey, visit

[ismworld.org/salariesurvey](https://ismworld.org/salariesurvey)

