



INSTITUTE FOR SUPPLY MANAGEMENT®

SUMMARY

ISM's **2018** Salary Survey

In 2017, supply management practitioners reported that salaries and overall compensation grew in 2017 compared to 2016. In addition, salaries and overall compensation for supply management professionals took a step forward in 2017 when compared to salary growth among professionals overall. And, 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®) Thirteenth Annual Salary Survey finds that, in calendar year 2017, the average overall compensation for all participating supply management professionals rose to US\$117,425, an increase of 1.7 percent compared to 2016 (\$115,440).

According to the survey, the median compensation in 2017 increased 4.2 percent to \$100,000, versus \$96,000 in 2016. The average compensation of the top 10 percent of earners was \$287,420, down 2.9 percent from \$295,887 in 2016. Also sliding was the average base salary of the top 5 percent of earners in 2017: \$368,505, down 4.5 percent from \$385,981 in 2016.

Average
\$117,425

Median
\$100,000

Top 5 Percentile
\$368,505

Top 10 Percentile
\$287,420

Respondents by Position

	Total	Men	Women
Chief, Procurement/Supply Management/Sourcing	\$263,578	\$279,413	\$221,137
Vice President, Procurement/Supply Management/Sourcing	\$208,959	\$212,181	\$139,487
Director, Procurement/Supply Management/Sourcing	\$160,579	\$163,943	\$152,859
Manager, Procurement/Supply Management/Sourcing	\$114,170	\$119,492	\$103,903
Experienced Procurement/Supply Management Practitioner	\$96,685	\$107,688	\$83,678
Emerging Procurement/Supply Management Practitioner	\$77,595	\$81,449	\$72,088

For the 13th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The survey was administered during the first three weeks of March 2018. A random sample of customers (including ISM members and nonmembers) was pulled from ISM's database. An email invitation requesting participation in the survey was then sent to these customers. Two reminders were sent to individuals this 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 2017 calendar year. Compensation included (reported separately) wages, bonuses and stock options received before taxes and deductions. In all, 2,979 usable responses were received, for a response rate of 4.7 percent. For the sixth time, respondents were asked if they were employed for the full year. A total of 118 respondents (4 percent) indicated they were not employed for all of 2017 (compared to 3.6 percent in 2016).

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 US\$299. The reports can be accessed in the ISM Career Center at www.instituteforsupplymanagement.org.