

# SUMMARY

# ISM's 2019 Salary Survey

In 2018, supply management practitioners reported that salaries and overall compensation grew compared to 2017. In addition, salaries and overall compensation for supply management professionals took a step forward 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®) fourteenth Annual Salary Survey finds that, in calendar year 2018, the average overall compensation for all participating supply management professionals rose to US\$119,271, an increase of 1.6 percent compared to 2017 (\$117,425).

According to the survey, the median compensation in 2018 increased 2.4 percent to \$102,352, versus \$100,000 in 2017. The average compensation of the top 10 percent of earners was \$279,139, down 2.9 percent from \$287,420 in 2017. Also sliding was the average base salary of the top 5 percent of earners in 2018: \$340,956, down 7.5 percent from \$368,505 in 2017.

**Average**  
**\$119,271**

**Median**  
**\$102,352**

**Top 5 Percentile**  
**\$340,956**

**Top 10 Percentile**  
**\$279,139**

## Respondents by Position

	<b>Total</b>	<b>Men</b>	<b>Women</b>
Chief, Procurement/Supply Management/Sourcing	<b>\$232,396</b>	<b>\$231,425</b>	<b>\$240,959</b>
Vice President, Procurement/Supply Management/Sourcing	<b>\$230,103</b>	<b>\$240,330</b>	<b>\$184,900</b>
Director, Procurement/Supply Management/Sourcing	<b>\$161,539</b>	<b>\$166,632</b>	<b>\$149,524</b>
Manager, Procurement/Supply Management/Sourcing	<b>\$110,956</b>	<b>\$113,792</b>	<b>\$104,942</b>
Experienced Procurement/Supply Management Practitioner	<b>\$92,920</b>	<b>\$94,427</b>	<b>\$87,913</b>
Emerging Procurement/Supply Management Practitioner	<b>\$88,729</b>	<b>\$94,910</b>	<b>\$80,309</b>

For the 14th straight year, Institute for Supply Management® (ISM®) collected salary and job information from supply management professionals. The survey was administered during March and the first two weeks of April 2019. A random sample of customers (including ISM members and nonmembers) was pulled from ISM's database. This year, a substantial number of non-ISM affiliated practitioners were invited to participate and comprise 15 percent of the final dataset. An email invitation requesting participation in the survey was sent to potential respondents. Four or five reminders were sent 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 2018 calendar year. Compensation included (reported separately) wages, bonuses and stock options received before taxes and deductions. In all, 3,432 usable responses were received. For the seventh time, respondents were asked if they were employed for the full year. A total of 103 respondents (2.9 percent) indicated they were not employed for all of 2018 (compared to 4 percent in 2017).

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](http://www.instituteforsupplymanagement.org).