The Institute for Supply Management (ISM) surveyed supply management practitioners during January and February 2013 to determine average salaries in the supply management profession. This report presents summary results of the survey that is based upon salaries earned during the 2012 calendar year. A full report is available to ISM members in the online Career Center. Nonmembers may also purchase the full report. The full report provides breakdowns of salary by job title, years of experience, education level, certification status, buying responsibility, location and other factors. Demographic information on the respondents is also reported.

**Introduction**

The average annual compensation for supply management professionals who responded to the survey was US$103,793 (which includes wages, bonuses and other income received before taxes and deductions). The average salary for the men who responded was $113,716, compared with $86,350 for women respondents. The median salary was $89,000, with the highest salary reported at $650,000 and the lowest at $24,960. In all, 40 percent of respondents reported earning $100,000 or more.

**Salary Information**

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**Average Salary by Position**

Average salary by position covered a range of over $221,400. Average salary by job title is reported below.

<table>
<thead>
<tr>
<th>Position</th>
<th>Average</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief, Procurement/Supply Management/Sourcing</td>
<td>$272,979</td>
<td>$303,000</td>
<td>$122,875</td>
</tr>
<tr>
<td>Vice President, Procurement/Supply Management/Sourcing</td>
<td>$217,099</td>
<td>$226,499</td>
<td>$197,125</td>
</tr>
<tr>
<td>Director, Procurement/Supply Management/Sourcing</td>
<td>$144,782</td>
<td>$148,253</td>
<td>$133,128</td>
</tr>
<tr>
<td>Manager, Procurement/Supply Management/Sourcing</td>
<td>$102,339</td>
<td>$106,183</td>
<td>$95,015</td>
</tr>
<tr>
<td>Experienced Practitioner</td>
<td>$77,621</td>
<td>$82,885</td>
<td>$70,096</td>
</tr>
<tr>
<td>Entry-Level Practitioner</td>
<td>$51,578</td>
<td>$53,173</td>
<td>$50,474</td>
</tr>
<tr>
<td>Other</td>
<td>$116,408</td>
<td>$146,915</td>
<td>$72,599</td>
</tr>
</tbody>
</table>

**Average Salary by Years of Work Experience**

In terms of experience in the supply management field, those with one to two years of experience earned an average salary of $62,499; those with three to five years of experience earned $84,271; those with six to 10 years of experience earned an average salary of $89,371; and those with 11 to 20 years of experience earned an average salary of $106,875. Respondents with the most experience, 21 years or more, earned an average salary of $117,139.

**Average Salary by Education Level**

One of the major factors affecting salary and professional achievement continues to be education. Those with a bachelor’s degree earned an average of $95,931, while the average for those with a master’s degree was 25 percent higher at $128,727. Among all degree holders, average salaries were highest for respondents with a technical/engineering degree. They reported an average salary of $120,780.
Respondents who hold one or more certifications reported an average salary that was higher than those who do not. The average salary for respondents with one or more credentials was $109,108, compared with $97,418 for those without a credential. The salary for those with a credential increased 6.4 percent over 2011 ($102,498). Respondents who hold a Certified Professional in Supply Management® (CPSM®) designation are earning 9 percent more in average salary compared with those without credentials. Specifically, respondents with a CPSM® are earning an average salary of $106,762, compared with $97,418 who lack a designation.

Average salaries vary by location. The average salary by geographic region is reported below:

- Pacific (AK, CA, HI, OR, WA) $98,389
- Mountain (AZ, CO, ID, MT, NM, NV, UT, WY) $93,857
- West North Central (IA, KS, MN, MO, ND, NE, SD) $87,725
- West South Central (AR, LA, OK, TX) $112,420
- East North Central (IL, IN, MI, OH, WI) $101,368
- East South Central (AL, KY, MS, TN) $86,851
- South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV) $106,070
- Middle Atlantic (NJ, NY, PA) $105,806
- New England (CT, MA, ME, NH, RI, VT) $114,783

Bonuses were earned by 69 percent of all respondents. The average bonus received was $18,571, which represented 18 percent of the total gross salary received. The highest reported bonus was $250,000.

Stock options were earned by 10.5 percent of all respondents. The average estimated dollar value of the stock options received was $31,206.

Bonuses and Stock Options

How the Survey Was Conducted

For the eighth year in a row, ISM has collected information from various supply management practitioners and professionals. The survey was conducted during January and February of 2013. Random samples of customers were pulled from an ISM database that included both members and nonmembers. An email message requesting participation was then sent to these customers.

In all, a total of 885 responses were received, representing a response rate of 6 percent. ISM staff tabulated the responses and set the confidence interval for the overall mean salary as plus or minus approximately 4 percent. Respondents were asked to report salary information for the 2012 calendar year. Salary included wages, bonuses and other income received before taxes and deductions. For the third time, we asked if respondents were employed the full year. Thirty-six, or 4.1 percent, of the respondents indicated they were not employed the full year (compared with 2.9 percent in 2011 and 2.4 percent in 2010). The results posted exclude those not employed for the full calendar year of 2012.