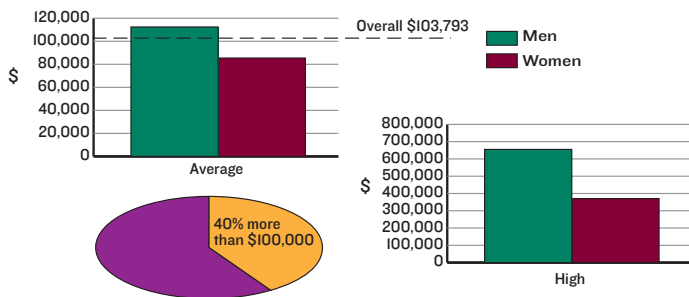


# ISM's 2013 SALARY SURVEY Results – Summary

(for data collected January and February 2013, and reporting information from 2012)

## Introduction

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.

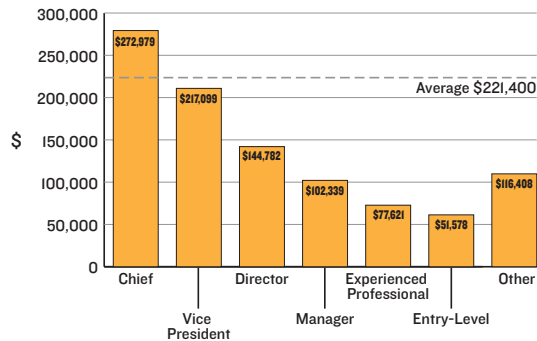


## Salary Information

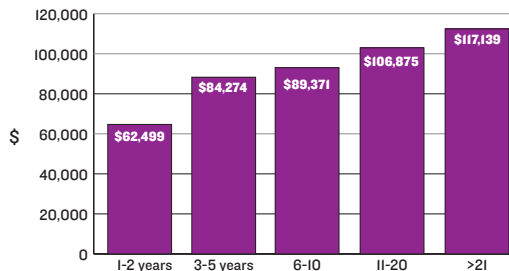
The average annual compensation for supply management professionals who responded to the survey was US\$103,793 (which includes wages, bonuses and other income received before taxes and deductions). The average salary for the men who responded was \$113,716, compared with \$86,350 for women respondents. 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.

## Average Salary by Position

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

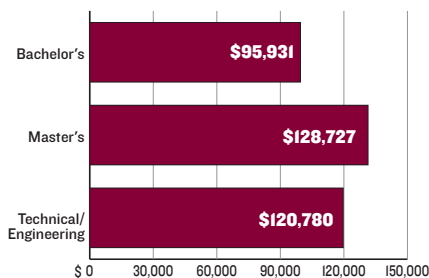


	Average	Men	Women
Chief, Procurement/Supply Management/Sourcing	\$272,979	\$303,000	\$122,875
Vice President, Procurement/Supply Management/Sourcing	\$217,099	\$226,499	\$197,125
Director, Procurement/Supply Management/Sourcing	\$144,782	\$148,253	\$133,128
Manager, Procurement/Supply Management/Sourcing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



## 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.

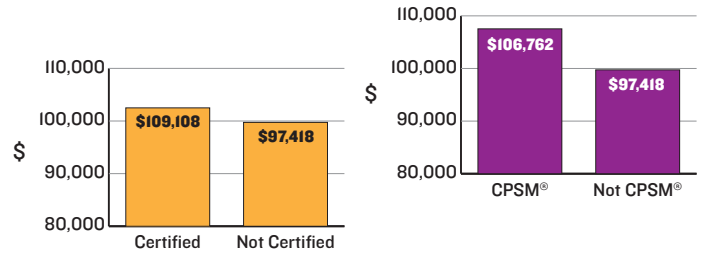


## Average Salary by Education Level

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.

### Average Salary by Certification

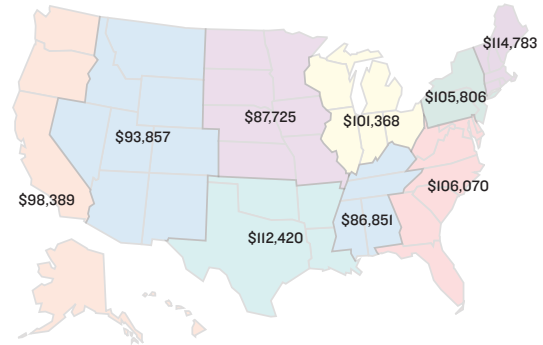
Respondents who hold one or more certifications reported an average salary that was higher than those who do not. The average salary for respondents with one or more credentials was \$109,108, compared with \$97,418 for those without a credential. The salary for those with a credential increased 6.4 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 Salary by Geographic Region

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

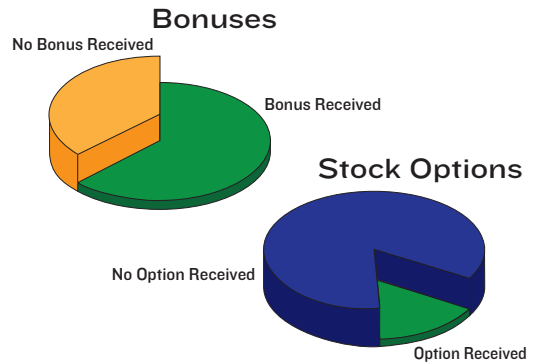
Pacific (AK, CA, HI, OR, WA)	\$98,389
Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)	\$93,857
West North Central (IA, KS, MN, MO, ND, NE, SD)	\$87,725
West South Central (AR, LA, OK, TX)	\$112,420
East North Central (IL, IN, MI, OH, WI)	\$101,368
East South Central (AL, KY, MS, TN)	\$86,851
South Atlantic (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 and Stock Options

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.



### Organizational Size

The average salary earned typically increased with the size of the organization, both in terms of annual revenue and number of employees. In terms of revenue, above-average salaries are reported in organizations with total gross revenues of more than \$1.1 billion to \$4 billion, \$4.1 billion to \$10 billion, and more than \$10 billion. In terms of employee size, above-average salaries are reported by respondents in organizations between 2,001 to 5,000 employees and 10,001 or more employees.

### Industry

Industries with average salaries that exceeded the overall average included Finance and Insurance; Mining; Arts, entertainment and recreation; Information; Healthcare and social assistance; Other services; and Management and administrative services. Industries with average salaries that fell below the overall average included Accommodation and food services; Retail trade; Agriculture, forestry, fishing and hunting; Transportation and warehousing; Wholesale trade; Educational services; Manufacturing; Utilities; and Professional, scientific and technical services.

### 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 tabu-

lated 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.