

SUMMARY



ISM's **2017** Salary Survey

In 2016, supply management professionals reported that salaries grew strongly as compared to 2015. This may be due in part to a strong job market in 2016, continuing the forward momentum from 2015. Generally, both salaries and overall compensation took a solid step forward in 2016 when compared to salary growth among professionals, overall. This year, as was the case last year, we see the continuing importance of base pay as a key factor when evaluating employment opportunities.

Institute for Supply Management®'s Twelfth Annual Salary Survey finds that, in 2016, the average compensation for all participating supply management professionals was US \$115,440, an increase of 5 percent compared to the average found for the calendar year 2015 (\$109,961).

The median compensation in 2016 increased 3.2 percent to \$96,000, versus \$93,000 in 2015. The average compensation of the top 10 percentile of earners was \$295,887, up 11.2 percent compared to \$266,166 in 2015. The average base salary of the top 5 percentile of earners in 2016 was \$385,981, up 16.4 percent compared to \$331,604 in 2015.

Average
\$115,440

Median
\$96,000

Top 5 Percentile
\$385,981

Top 10 Percentile
\$295,887

Respondents by Position

	Total	Men	Women
Chief, Procurement/Supply Management/Sourcing	\$259,340	\$246,687	\$299,509
Vice President, Procurement/Supply Management/Sourcing	\$135,757	\$151,080	\$105,425
Director, Procurement/Supply Management/Sourcing	\$153,347	\$156,794	\$145,268
Manager, Procurement/Supply Management/Sourcing	\$109,401	\$114,207	\$97,948
Experienced Procurement/Supply Management Practitioner	\$78,937	\$86,450	\$71,266
Emerging Procurement/Supply Management Practitioner	\$83,678	\$90,639	\$75,752

For the twelfth straight year, ISM collected salary and job information from supply management professionals. The survey was administered in late February through mid-March. A random sample of customers (including both members and nonmembers) was pulled from ISM's database. An email invitation requesting participation in the survey was then sent to these customers. As many as six reminders were sent to individuals this survey cycle. As an incentive to participate, individuals were offered the opportunity to enter a drawing for 20 \$50 gift cards. Respondents were asked to report compensation information for the 2016 calendar year. Compensation included (reported separately) wages, bonuses and stock options received before taxes and deductions.

In all, a total of 3,808 usable responses were received, representing a response rate of 4.9 percent. For the sixth time, respondents were asked if they were employed for the full year. One hundred and forty-two, or 3.6 percent, of the respondents indicated they were not employed for the full year (compared to 4.2 percent in 2015). The results posted exclude those not employed for the full calendar year of 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.