



**institute for
supply management**

2009

Salary Survey Results — Summary

(for data collected January and February 2009, and reporting information from 2008)

INTRODUCTION

The Institute for Supply Management™ (ISM) surveyed supply management professionals during January and February 2009 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 2008 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.

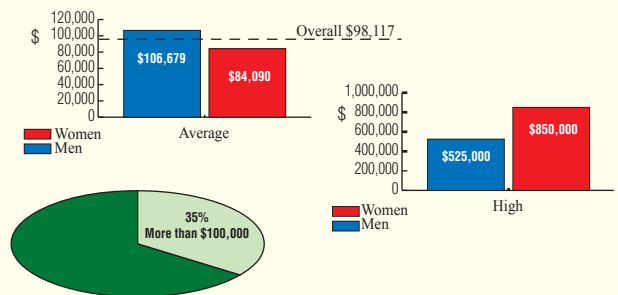
How the Survey Was Conducted

The survey was conducted by ISM during January and February 2009. A random sample of customers with an e-mail address on file was pulled from the ISM database that included members and nonmembers. An e-mail message with a link to the online survey was sent to each of these customers requesting that they respond to the survey. A total of 1,014 completed surveys were received, which represents a response rate of 9.5 percent. The responses were tabulated by ISM staff. The confidence interval for the overall mean salary is plus or minus approximately 3.7 percent (or plus or minus \$3,648).

SALARY INFORMATION

The average annual compensation (which includes wages, bonuses, and other income received before taxes and deductions) of the supply management professionals who responded to the survey was \$98,117. This breaks down to an average of \$106,679 for the men who responded and \$84,090 for the women who responded. The reported high salary was \$525,000 for the men and \$850,000 for the women. In all, 35 percent of respondents reported earning a salary of \$100,000 or more.

Salary

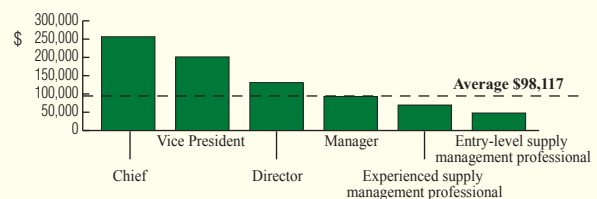


Position

Average salary by position covered a range of nearly \$209,000. Average salary by job title is reported below.

Chief, Purchasing/Supply Management/Sourcing	\$256,560
Vice President, Purchasing/Supply Management/Sourcing	\$201,338
Director, Purchasing/Supply Management/Sourcing	\$131,204
Manager, Purchasing/Supply Management/Sourcing	\$93,132
Experienced supply management professional	\$69,680
Entry-level supply management professional	\$47,869

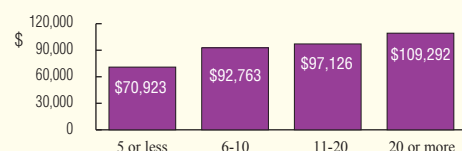
Average Salary by Position



Experience

In terms of experience in the supply management field, those with five or fewer years of experience earned an average salary of \$70,923; those with six to 10 years of experience earned an average salary of \$92,763; and those with 11 to 20 years of experience earned an average salary of \$97,126. Respondents with the most experience, 21 years or more, earned an average salary of \$109,292.

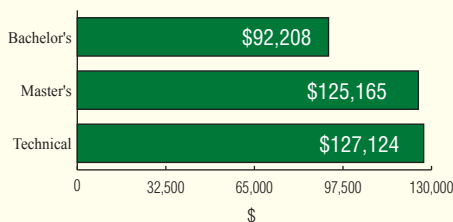
Average Salary by Years of Work Experience



Education

In general, salary levels increase with the educational level of the respondent. Respondents with a bachelor's degree or higher typically reported earning salaries that were higher than the overall average. Those with a bachelor's degree earn an average of \$92,208, while the average for those with a master's degree was 36 percent higher at \$125,165. Among all degree holders, average salaries were highest for respondents with a technical/engineering. They reported an average salary of \$127,124.

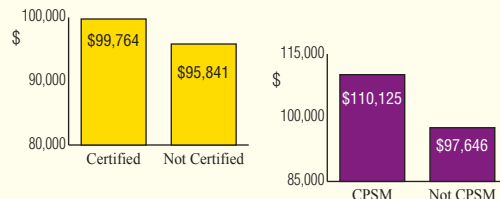
Average Salary by Education Level



Certification

Respondents who hold one or more certifications reported an average salary that was higher than those who do not. Overall, those who hold one or more certifications earned an average of \$99,764, while those who do not hold a certification earned an average of \$95,841. Specifically, respondents who hold the Certified Professional in Supply Management® (CPSM®) designation (4 percent of all respondents) earned an average salary that was 13 percent higher than those who do not. Those who hold the CPSM® designation earned an average salary of \$110,125, while those who do not earned an average salary of \$97,646.

Average Salary by Certification



Organizational Size

The average salary earned 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. In terms of employee size, above-average salaries are reported by respondents in organizations with more than 5,000 total employees.

Industry

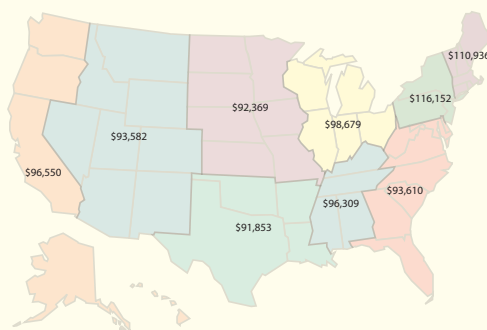
Industries with average salaries that exceeded the overall average included Transportation and Warehousing; Information; Other Services; Finance & Insurance; Accommodation & Food Services; Retail Trade; Mining; Utilities; and Professional, Scientific & Technical Services. Industries with average salaries that fell below the overall average included Manufacturing; Construction; Management of Companies & Support Services; Health Care & Social Assistance; Wholesale Trade; Arts, Entertainment & Recreation; Agriculture, Forestry, Fishing & Hunting; Government/Public Administration; and Educational Services.

Location

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

Pacific (AK, CA, HI, OR, WA)	\$96,550
Mountain (AZ, CO, ID, MT, NM, NV, UT, WY)	\$93,582
West North Central (IA, KS, MN, MO, ND, NE, SD)	\$92,369
West South Central (AR, LA, OK, TX)	\$91,853
East North Central (IL, IN, MI, OH, WI)	\$98,679
East South Central (AL, KY, MS, TN)	\$96,309
South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)	\$93,610
Middle Atlantic (NJ, NY, PA)	\$116,152
New England (CT, MA, ME, NH, RI, VT)	\$110,936

Average Salary by Geographic Region

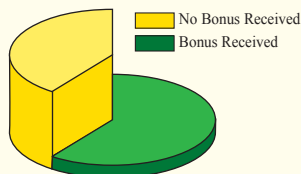


BONUSES AND STOCK OPTIONS

Bonuses were earned by 60 percent of all respondents. Respondents were instructed to include any bonuses earned as part of the gross salary they reported. The average bonus received was \$17,749, which represented 12.8 percent of the total gross salary received. The highest reported bonus was \$400,000.

Stock options were earned by 17 percent of all respondents. The average estimated dollar value of the stock options received was \$27,227. The reported high for stock options received was \$400,000.

Bonuses



Stock Options

