Convene Salary Survey 2022



The Salary Survey was conducted in late July and nearly 350 planners participated.

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SALARY SURVEY

RESPONDENTS BY CURRENT ROLE



- **19%** Corporate meeting professional
- **17%** Other
- **11%** Association executive
- **6%** Independent meeting professional
- **4%** Medical meeting professional
- **1%** Government meeting professional

YEARS OF MEETINGS MANAGEMENT EXPERIENCE

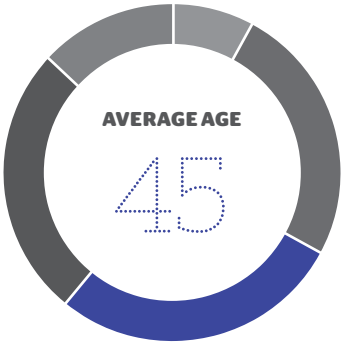
- **5%** 1 to 3
- **7%** 4 to 5
- **9%** 6 to 8
- **5%** 9 to 10
- **73%** **10 or more**





FEMALE

82%



AGE

- **7%** 20 to 29
- **25%** 30 to 39
- **28%** **40 to 49**
- **26%** 50 to 59
- **13%** 60 or older

2022 SALARY AVERAGE BY CURRENT ROLE

Association executive
$121,479

Association meeting professional
$92,078

Corporate meeting professional
$100,416

Government meeting professional
$72,499

Independent meeting professional
$98,622

Medical meeting professional
$89,996

54%
supervise an events staff

58%
expect to get a raise in the next 12 months

2022 SALARY AVERAGE BY JOB TITLE

COORDINATOR

Digital or Hybrid Events
$77,499

Events, Meetings, or Conventions
$57,099

Marketing and Events
$54,999

Training or Education
$92,499

DIRECTOR

Digital or Hybrid Events
$92,499

Events, Meetings, or Conventions
$107,006

Marketing and Events
$101,778

Assistant Director
$92,707

Percentages may not total 100 due to rounding.

CASH BY ANTON KALIK FROM THE NOUN PROJECT

SALARY SURVEY

RESPONDENTS BY JOB TITLE

26% MANAGER
Events, Meetings, or Conventions

22% DIRECTOR
Events, Meetings, or Conventions

7% Coordinator — Events, Meetings, or Conventions

4% VP — Events, Meetings, or Conventions

3% Assistant Director

3% Manager — Marketing & Events

3% Owner

3% Senior Director

3% COO

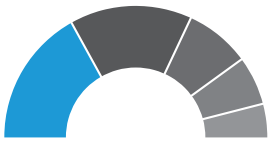
2% Director — Marketing & Events

24% Other

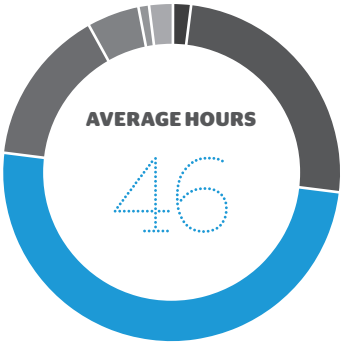
PROFESSIONAL CREDENTIALS

	Current Credentials	New Credentials since March 2020
CAE (Certified Association Executive)	4%	2%
CASE (Certified Association Sales Executive)	1%	0%
CDME (Certified Destination Management Executive)	1%	1%
CGMP (Certified Government Meeting Professional)	0%	0%
CMM (Certification in Meeting Management)	4%	2%
CMP (Certified Meeting Professional)	42%	4%
CMP-HC (Certified Meeting Professional - Healthcare)	2%	0%
DES (Digital Event Strategist)	24%	21%
Other	26%	25%
None	27%	49%

PAID TIME OFF
(taken in 2021)



33% 1-10 days
30% 11-15 days
16% 16-20 days
12% 20+ days
8% Zero days



HOURS WORKED PER WEEK

2% Less than 30
25% 30 to 40
50% 41 to 50
15% 51 to 60
5% 61 to 70
1% 71 to 80
1% 80 or more

SALARY SURVEY

85%

work for organizations with flexible hybrid work policies

JOB SATISFACTION

Very satisfied	26%
Somewhat satisfied	36%
Neutral	12%
Somewhat unsatisfied	20%
Very unsatisfied	4%

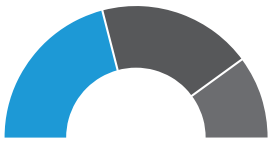
PROFESSION SATISFACTION

Very satisfied	18%
Somewhat satisfied	47%
Neutral	18%
Somewhat unsatisfied	13%
Very unsatisfied	3%

SALARY SATISFACTION

Very satisfied	16%
Somewhat satisfied	31%
Neutral	14%
Somewhat unsatisfied	29%
Very unsatisfied	10%

ADDITIONAL DUTIES ADDED TO JOB DESCRIPTION IN 2022



41% Yes, assumed more responsibilities due to a loss of staffing
38% Yes, for other reasons
19% No

2022 AVERAGE SALARY

Supervise a staff
$109,506

Do not supervise a staff
$84,095

Very satisfied with job
$104,803

Very dissatisfied with job:
$102,996

Male:
$102,763

Female:
$97,425

Very satisfied with profession
$100,439

Very dissatisfied with profession
$84,162

Somewhat satisfied with profession
$98,897

Somewhat dissatisfied with profession
$103,294

With CMP
$104,262

Without CMP
$93,506

With DES
$104,290

Without DES
$95,934

With CMP + DES
$113,451

Without CMP + DES
$95,363

Metro New York area
$117,040

Metro Washington, D.C. area
$103,872

Metro Chicago area
$100,941

Other U.S. location
$95,928

SALARY SURVEY

2% Less than $30,000
1% $30,000–$39,999
2% $40,000–$49,999
6% $50,000–$59,999
12% $60,000–$69,999
17% $70,000–$84,999
20% **$85,000–$99,999**
16% $100,000–$124,999
5% $125,000–$149,999
3% $150,000–$174,999
3% $175,000 or more
12% No answer

SALARY RANGES

(total compensation including bonuses)



68%

had a salary increase since March 2020

Same salary
23%

Salary decrease
8%

Why did your salary change?

"Returned to employer after layoff with better title and pay."

"Changed employer for a senior-level role. Went from an associate director in higher education nonprofit to a director in a corporate health-care company."

"Kept the business afloat during lockdown."

"Employer increased my salary by 10 percent after I got my CMP."

"Promotion and wage adjustment across the board."

ORGANIZATION LOCATIONS

87%
USA

Metro Washington, D.C. area
25%

Metro Chicago area
11%

Metro New York area
3%

Other U.S. location
48%

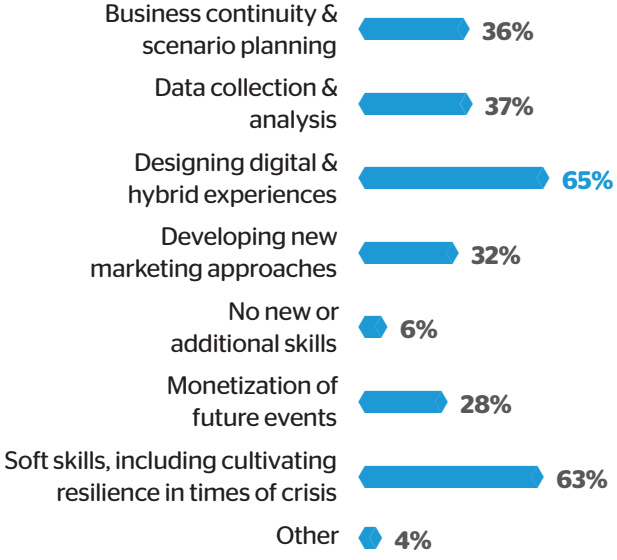
Canada
5%

Europe/UK
4%

Asia
1%

Other
3%

REQUIRED NEW SKILLS SINCE MARCH 2020



HOW EMPLOYMENT WAS AFFECTED BY THE PANDEMIC

