The Salary Survey was conducted in late July and nearly 350 planners participated. All material © 2022 by PCMA. Illustration by Leandro Castelao.
**2022 Salary Average by Current Role**

<table>
<thead>
<tr>
<th>Role</th>
<th>Salary 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Association Executive</td>
<td>$121,479</td>
</tr>
<tr>
<td>Association Meeting Professional</td>
<td>$92,078</td>
</tr>
<tr>
<td>Corporate Meeting Professional</td>
<td>$100,416</td>
</tr>
<tr>
<td>Government Meeting Professional</td>
<td>$72,499</td>
</tr>
<tr>
<td>Independent Meeting Professional</td>
<td>$98,622</td>
</tr>
<tr>
<td>Medical Meeting Professional</td>
<td>$89,996</td>
</tr>
</tbody>
</table>

54% supervise an events staff

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

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**2022 Salary Average by Job Title**

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coordinator Digital or Hybrid Events</td>
<td>$72,499</td>
</tr>
<tr>
<td>Coordinator Events, Meetings, or Conventions</td>
<td>$57,099</td>
</tr>
<tr>
<td>Coordinator Marketing and Events</td>
<td>$54,999</td>
</tr>
<tr>
<td>Coordinator Training or Education</td>
<td>$92,499</td>
</tr>
<tr>
<td>Director Digital or Hybrid Events</td>
<td>$92,499</td>
</tr>
<tr>
<td>Director Events, Meetings, or Conventions</td>
<td>$107,006</td>
</tr>
<tr>
<td>Director Marketing and Events</td>
<td>$101,778</td>
</tr>
<tr>
<td>Director Assistant Director</td>
<td>$92,707</td>
</tr>
</tbody>
</table>

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**Respondents by Current Role**

- 41% Association Meeting Professional
- 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

**Gender**

- 82% Female

**Age**

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

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Percentages may not total 100 due to rounding.
**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

**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**

- **46** Average Hours

- **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

**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%**
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: $98,897
- Somewhat satisfied with profession: $104,290
- Somewhat dissatisfied with profession: $113,451
- 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**

**SALARY RANGES**
(total compensation including bonuses)

- **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

**68%** had a salary increase since March 2020

- **23%** Same salary
- **8%** Salary decrease

**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%**

- **5%** Canada
- **4%** Europe/UK
- **1%** Asia
- **48%** Other U.S. location
- **3%** Other

**REQUIRED NEW SKILLS SINCE MARCH 2020**

- Business continuity & scenario planning
  - **36%**
- Data collection & analysis
  - **37%**
- Designing digital & hybrid experiences
  - **65%**
- Developing new marketing approaches
  - **32%**
- No new or additional skills
  - **6%**
- Monetization of future events
  - **28%**
- Soft skills, including cultivating resilience in times of crisis
  - **63%**
- Other
  - **4%**

**HOW EMPLOYMENT WAS AFFECTED BY THE PANDEMIC**

- Found another job in the events industry
  - **18%**
- Started own company in the events industry
  - **3%**
- Took an early retirement
  - **1%**
- Temporarily furloughed
  - **13%**
- Let go and previous position has not been filled
  - **8%**
- Members of staff were furloughed or let go
  - **20%**
- No change
  - **56%**