

American Academy of Audiology

2006 Compensation and Benefits Report

Presented to the

American Academy of Audiology

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January 22, 2007



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INTRODUCTION

BACKGROUND

Annually, the American Academy of Audiology (The Academy) sponsors a study of compensation and benefits in the Audiology profession. The Academy hopes that this information will be valuable to members who may be seeking new employment in the field, or may be renegotiating current contracts.

The sample frame for the study is the Academy membership, the single largest group of Audiology professionals in the world.

The Academy commissioned Precision Reports, beginning 2001, to conduct the annual Compensation and Benefits Survey. The following report describes the methods and findings of the 2006 study Precision Reports conducted on the Academy's behalf.

METHODOLOGY

Research Goals

The annual compensation survey attempts to gather and publish information Academy members can use to benchmark their own compensation and benefits with those who are employed in similar work situations. To this end, the goal of the survey is to arrive at the following knowledge regarding individuals in the Audiology profession:

1. What is the mean and median for individual total compensation among Academy members? Salary? Bonuses? Commissions?
2. What is the mean and median for total compensation, salary, bonuses, and commissions across the following, demographic and institutional variables:
 - a. Demographic Variables
 - i. Gender
 - ii. Degree
 - iii. Years of Experience
 - iv. Job Title
 - v. Full Time/Part Time Status
 - b. Institutional Variables
 - i. Primary Employment Setting (e.g. Private Practice, Hospital)
 - ii. Size of Institution or Organization
 - iii. Size of Department

The Sample

The sample frame for the compensation study is the American Academy of Audiology member database.

Beginning October 1, 2006, we e-mailed 7,723 Academy members for whom the Academy had email addresses, approximately 4% of these or 310 were deemed ineligible because they could not be reached

This left us with a pool of 7413. The emails contained a link to an online questionnaire, and provided a “username” and password necessary to access the questionnaire. Over the period of data collection, through

October 31, 2006, we sent three follow up emails encouraging members to participate. The Academy sent paper questionnaires to the balance of the members, those for whom it did not have email addresses.

2620 completed the questionnaire (35% response rate). Once inside, 290 opted out of completing the questionnaire when asked, as a screening measure, if they would commit to supplying information about their compensation.¹ This left us with 2303 (31%) remaining cases. After eliminating cases that represented extreme values², we were left with 2276 (31%) cases for analysis. Of the 2276, 2026c (88%) reported they were “Full Time” employees. To ensure that Academy members could make full use of survey data, we analyzed Full Time employees separate from Part-Time employees, as the

¹ An early item on the questionnaire explained that the purpose of the survey was to collect accurate information about compensation in the industry and that all data would be reported in the aggregate. The item also asked if the respondent was willing to share such information. If the respondent selected “yes,” he/she was channeled to the remaining items on the questionnaire. If the respondent selected “no,” he/she was channeled to a “logout” page that thanked them for responding and for their time and effort.

² Cases were first categorized by pay type and then extreme values were identified by exploration of stem and leaf distributions. Extreme values are defined as follows: An important preliminary definition is the interquartile range (IQR), the difference in value between the 25th and 75th percentiles, using Tukey's hinges for the calculation of the percentiles. Using this measure, we define extreme value for a variable as one whose value is more than 3 IQRs lower than the 25th percentile or 3 IQRs higher than the 75th percentile. The size of these values (significantly large and small) influence the mean values of salary, bonus, commission and total compensation. Because we rely upon users to input these values themselves, the extreme nature of the outlier values could be due to errors in data entry. Speculation to correct the values would be inappropriate due to a lack of information and the broad range of potential alternatives. Treating the values as “missing data” and replacing the data using one of many methods for doing this was judged inappropriate as well. Because the sample was not randomly selected, we felt it would do more harm than good to include the extreme cases. One can view the cases (values) that were eliminated in the Appendix section of this report. The elimination of these extreme values ultimately led to a significant reduction in the standard error of the mean and standard deviation measures, enhancing the reliability of the mean statistic used in data analysis.

ways in which “Part Time” can be defined varies to the point of weighting Part Time salaries for direct comparisons with Full Time employees difficult; including part time compensation un-weighted along with Full Time compensation tends to skew the representation of the mean and median for full time compensation.

Data Collection

Instrument

Precision Reports designed an online questionnaire to collect study data. A paper version of the questionnaire was also developed for those who could not or did not want to access the questionnaire. Respondents were first asked to complete three classification items:

1. How they are paid (Salary only, Salary and bonus, etc.)
2. Whether they are a manager
3. Whether they work Full or Part Time

How respondents responded to these items determined the set of questions they would be presented with for the remainder of the questionnaire. For example, if respondents indicated that they were paid in Salary only, we did not ask them about bonus or commission later in the questionnaire. If respondents said they were not managers, we did not ask them about the size of the department they managed later in the questionnaire. These classification items also enabled us to be more specific about how people in the field are paid.

Once respondents completed these three initial classification items, they were presented with a key screening item: Were they willing to share information regarding their compensation? Respondents who said “yes” were channeled on to the remainder of the questionnaire; respondents who said “no” were channeled out of the questionnaire and thanked for their time and effort.

The remainder of the questionnaire contained 4 dependent variable items in the form of open field response items focused on compensation; 7 independent, demographic variable items, and 19 dependent variable items focused on benefits.

The 4 dependent variable items were (each respondent received a different set of questions based on how they indicated they get paid):

1. Total wages in the form of base salary (whether hourly or straight salary)
2. Total wages in the form of bonuses
3. Total wages in the form of commission
4. Total compensation in any other form

(Please see Appendix for a copy of the full questionnaire).

Collection

Online

Precision Reports hosted the online questionnaire from October 1, 2006 to October 31, 2006. Responses were written immediately to an electronic database.

Data Analysis

We “cleaned” the data file by taking the following steps:

1. Corrected any open fields where responses were not entered in standard numerical format (e.g. “25K” in stead of “25000”);
2. Removed cases where respondents opted not to provide compensation data;
3. Explored data to identify extreme values;
4. Removed cases with extreme values in each pay type class;
5. Arrayed data in cross tabulation tables, using Salary, Bonus, Commission, and Total Compensation as banner points.

We then examined the cross tabulations for any significant patterns that would be of interest to the Academy and/or members of the Audiology field.

Scope and Limitations

As mentioned, the sample frame for the current compensation study is The Academy's member base in the United States, not the general population of audiologists. Sampling was performed based on a "convenience" methodology mailing invitations to this member base, as opposed to a random sample of the general audiologist population. For this reason, although the sample size used was large, and represents perhaps 10% of the entire population of audiologists, caution should be exercised when attempting to generalize the findings of the current study to the this general population. It is possible that when it comes to compensation and benefits, there may be bias inherent in using a sample in which each sample member belongs to the same professional association. We feel confident, however, based on the sample size and the response rate relative to the size of The Academy's membership base, that it is much safer to generalize current findings to The Academy membership itself and that the results do provide valid guidance to readers.

Guide to Interpreting Compensation Tables

The Findings section below contains a series of tables that display the survey responses in summary form. Below is a sample table to which one can refer while reading the following notes.

		Primary Work Situation															
		Full Time															
		Salary				Bonus				Commission				Total Compensation			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Number of Year in Audiology Related Position	1-3	46049	675	45000	230	5771	925	3500	58	13189	2145	7000	73	46049	675	45000	230
	4-10	52174	673	50000	530	7502	653	4000	159	16650	1440	10000	149	52367	673	50000	541
	10-15	58518	1112	56000	284	10831	1662	4900	80	22425	3212	12000	54	60108	1257	56500	297
	16-20	61188	1111	59500	282	13491	3135	5000	60	23761	2815	20000	49	61894	1150	60000	290
	more than 20	72681	1045	66122	753	23234	2761	9000	175	32434	3180	20000	100	77066	1236	69250	844
	Total	61013	519	56000	2079	13864	1071	5000	532	21323	1151	12000	425	63473	608	57948	2202

The tables are broken down into four main compensation categories:

1. **Salary:** Amount respondents report as their annual earnings from salary or hourly wages, before or apart from commissions, bonus, and/or other benefits.
2. **Bonus:** Amount respondents report as their annual earnings in bonus payments.
3. **Commission:** Amount respondents report as their annual earnings in commission payments.
4. **Total Compensation:** Amount representing the total of annual Salary, Bonus, and Commission payments reported by respondents.

Within each of these categories, we report four statistics:

1. **Mean:** The average response arrived at by taking the sum of all amounts reported and dividing the sum by the number of respondents reporting.
2. **Standard Error of the Mean:** This is an important statistic when attempting to accurately estimate average compensation. When attempting to determine the mean parameter (average) in a given population (in this instance, the average compensation of audiologists) we estimate this mean by determining the mean of a sample from the population (in this instance, the 2202 respondents who report that they are employed “full time” and the 386 who report that they are employed “part time”). The mean determined from one sample is not an exact indicator of what the mean for the population is; in fact, the mean will vary somewhat from sample to sample if we were to use different samples of the population. Statistically, how much the mean response is likely to vary in other samples of the population if we were to survey other samples is the “standard

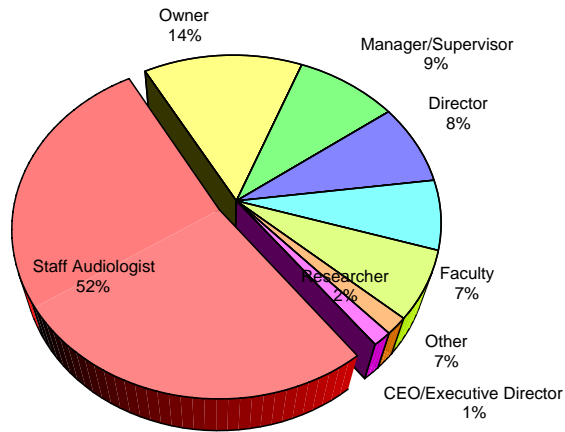
error of the mean". From a practical application standpoint, the standard error of the mean helps to estimate the "range" in which the population mean most likely falls. More specifically, if you multiply the standard error of the mean by 2, and then add or subtract that figure from the mean, you'll be able to estimate with 95% certainty that the population mean falls within the lowest and highest number of your range. If you are estimating the average salary one would expect to receive if you have 11-15 years experience (see sample table above), not considering other variables such as gender, work setting, etc., for example, you would locate the cell on the table that corresponds to total compensation. It says \$60,108. The standard error of this mean is \$1,257. Following our formula, we multiply \$1,257 by 2 and get \$2,514. If we subtract \$2,514 from \$60,108 we get \$57,594. If we add \$2,514 to \$60,108 we get \$62,622. So we can then say that the mean total compensation for an audiologist with 11-15 years experience has a 95% chance of being between \$57,594 and \$62,622.

3. **Median:** This statistic reports the point at which 50% of the responses fall above and 50% fall below. Used in combination with the mean statistic, it can indicate whether responses are skewed to any degree toward the higher or lower end of the range of responses.
4. **Valid N:** This statistic provides significant information in that it tells us how many cases were used to calculate the mean, standard error of the mean, and median statistics. Typically, the higher the Valid N, the higher the more we can rely on the calculation of the mean statistic.

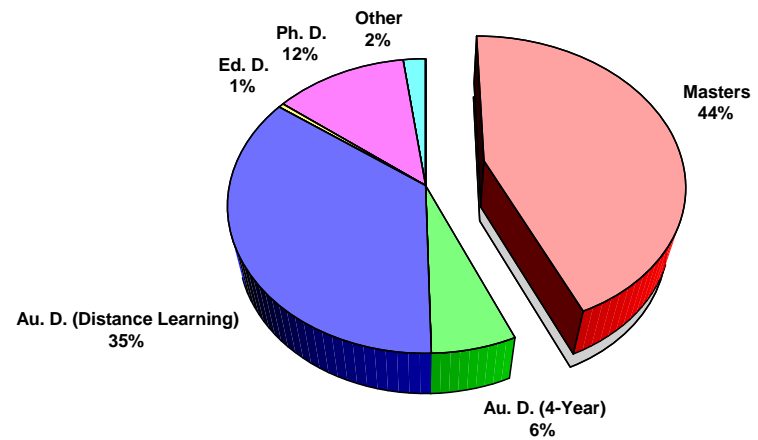
FINDINGS

FULL TIME EMPLOYEES

(Information on Part Time Employees begins on page 26)



Distribution of sample respondents working Full Time by Job Title



Distribution of sample respondents working Full Time by Highest Degree earned

**Distribution of sample respondents working Full Time by
Primary Work Setting**

Work Setting	%
University/Teaching Hospital	14.0%
VA Hospital	4.9%
Hospital	10.2%
Private Practice	21.3%
ENT Practice	18.4%
Other Medical Practice	2.8%
Private Clinic (for Profit)	2.0%
Private Clinic (non-Profit)	5.7%
University	3.8%
Public/Private School	5.2%
Manufacturer	4.5%
Industry (Industrial Audiology)	.4%
Federal Government	1.7%
Other	2.9%
15	2.3%

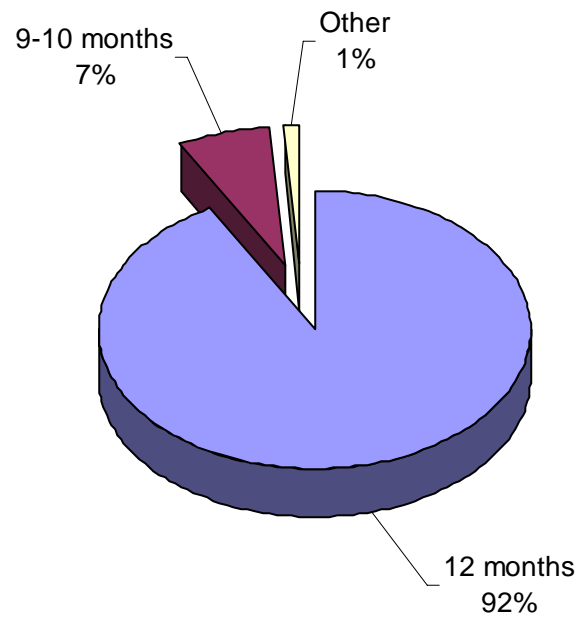
Distribution of sample respondents working Full Time by Region

Region	%
Southeast (AL, FL, GA, NC, SC, TN)	8.1%
Far West (AK, CA, HI, NV, OR, WA)	2.0%
West (AZ, CO, ID, MT, NM, UT, WY)	15.7%
South Central (AR, LA, MS, OK, TX)	6.9%
Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	14.1%
Mid Atlantic (DC, DE, MD, VA, WV)	4.8%
Central (IL, IN, KY, MI, OH, WI)	41.1%
North Central (IA, KS, MN, MO, ND, NE, SD)	7.3%
Other	.0%

Type of full-time employment

We examined the proportion of full time workers who work 12 months vs. 9 months or another schedule type. As the table below indicates, 92% of audiologists working full time who responded to the survey work a 12 month schedule.

		Count	Column %
Description of Annual Work Calendar	12 Month	1854	92%
	9-10 Month	146	7%
	NA/Other	26	1%
	Total	2026	100%



Overall

Table 1: Overall compensation (Full Time)

Overall (FT)

Primary Work Situation															
Full Time															
SALARY				BONUS				COMMIS				TOTCOMP			
Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
71039.51	1072.34	62000.00	1996	19135.16	1408.18	8000.00	496	29980.56	1714.11	20000.00	354	80108.37	1179.08	70000.00	2021

Table 2: Overall compensation (Full Time 9-10 months)

Overall (FT 9-10 months)

Primary Work Situation															
Full Time (9-10 months)															
SALARY				BONUS				COMMIS				TOTCOMP			
Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
69719.57	6982.88	61500.00	146	8280.00	6004.53	1200.00	5	5000.00	.	5000.00	1	70037.38	6976.98	62000.00	146

Gender

Men responding in our sample are clearly better compensated than women as a group. The median Total Compensation for men is \$86,321 while the same measure is \$65,000 for women, 75% on average of what men report as their compensation.

Table 3: Compensation by Gender(Full time)

Compensation by Gender (Full Time Employees)

		Primary Work Situation															
		Full Time															
		SALARY				BONUS				COMMISS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Gender	Male	84209.45	1903.40	75000.00	471	31155.11	3439.88	15000.00	138	47459.72	4988.33	30000.00	83	98562.17	2289.64	86321.50	486
	Female	66971.94	1256.64	60000.00	1525	14501.77	1357.50	6000.00	358	24627.16	1500.21	16000.00	271	74265.67	1339.02	65000.00	1535
	Total	71039.51	1072.34	62000.00	1996	19135.16	1408.18	8000.00	496	29980.56	1714.11	20000.00	354	80108.37	1179.08	70000.00	2021

Highest Degree Earned and Years in Field by Gender

The disparity pay differential between men and women is consistent when we control for highest degree earned and years of experience. Below, we see that even at each degree level and level of experience; on the average men receive considerably higher compensation than do women in the field.

Table 5: Compensation by Highest Degree Earned and Gender (Full Time Employees)

Compensation by Highest Degree Attained and Gender (Full Time Employees)

				Primary Work Situation															
				Full Time															
				SALARY				BONUS				COMMIS				TOTCOMP			
				Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Highest Degree Attained	Masters	Gender	Male	74691.36	2653.47	67500.00	146	24612.54	4605.69	12000.00	48	49032.62	7373.93	34500.00	32	87534.51	3042.69	76850.00	156
			Female	60348.11	769.32	56000.00	721	13291.70	2155.77	5000.00	155	21191.84	1790.25	15000.00	148	67275.69	1060.50	62000.00	724
	Au. D. (4-Year)	Gender	Male	62507.74	3962.24	62500.00	19	6330.60	2846.87	3000.00	5	16700.00	5748.04	25000.00	5	68568.42	4545.83	70000.00	19
			Female	54973.93	1369.75	51125.00	104	8846.43	1768.50	4900.00	28	22613.64	5910.40	12000.00	22	61547.51	1829.66	55000.00	105
	Au. D. (Distance Learning)	Gender	Male	78793.44	2854.22	70000.00	172	37808.77	6241.29	16500.00	57	52682.38	8245.43	37000.00	39	100921.51	4231.31	86500.00	176
			Female	72446.85	2956.69	62000.00	534	17760.89	2308.78	8000.00	144	30510.08	2807.87	20000.00	88	81652.55	3078.50	70000.00	538
	Ed. D.	Gender	Male	108400.00	30790.58	118000.00	5	11375.00	4766.97	8750.00	4	5000.00	.	5000.00	1	118500.00	32839.00	125500.00	5
			Female	77891.80	15863.15	58459.00	5	1000.00	.	1000.00	1	.	.	.	0	78091.80	15803.05	59459.00	5
	Ph. D.	Gender	Male	107192.47	4479.83	99500.00	120	37226.19	9081.80	8000.00	21	39750.00	20413.95	22500.00	4	114081.37	4947.03	100000.00	121
			Female	90043.13	6230.58	80000.00	130	14192.50	4660.90	5300.00	20	10666.67	5206.83	10000.00	3	92472.75	6287.91	80000.00	130
	Other	Gender	Male	68055.56	9535.91	70000.00	9	34666.67	32667.94	2500.00	3	34000.00	19000.00	34000.00	2	87166.67	9908.61	79000.00	9
			Female	68459.68	8426.00	58000.00	31	4130.00	1809.30	2750.00	10	32318.00	11657.83	15000.00	10	75355.45	7883.52	65500.00	33
	Total	Gender	Male	84209.45	1903.40	75000.00	471	31155.11	3439.88	15000.00	138	47459.72	4988.33	30000.00	83	98562.17	2289.64	86321.50	486
			Female	66971.94	1256.64	60000.00	1525	14501.77	1357.50	6000.00	358	24627.16	1500.21	16000.00	271	74265.67	1339.02	65000.00	1535

Table 6: Compensation by Highest Degree Earned and Gender (Full time 9-10 months)

Compensation by Highest Degree Attained and Gender (Full Time Employees 9-10 months)

				Primary Work Situation															
				Full Time (9-10 months)															
				SALARY				BONUS				COMMISS				TOTCOMP			
				Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Highest Degree Attained	Masters	Gender	Male	60055.00	5641.94	61500.00	6	.	.	.	0	.	.	.	0	60055.00	5641.94	61500.00	6
			Female	58867.25	2195.73	56000.00	51	1100.00	100.00	1100.00	2	5000.00	.	5000.00	1	59008.43	2184.76	56000.00	51
	Au. D. (4-Year)	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	Au. D. (Distance Learning)	Gender	Male	74500.00	9004.63	66000.00	3	.	.	.	0	.	.	.	0	74500.00	9004.63	66000.00	3
			Female	83637.60	25253.37	57000.00	40	16600.00	15400.00	16600.00	2	.	.	.	0	84467.60	25222.03	57000.00	40
	Ed. D.	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	51000.00	.	51000.00	1	.	.	.	0	.	.	.	0	51000.00	.	51000.00	1
	Ph. D.	Gender	Male	78593.75	3828.95	76000.00	16	6000.00	.	6000.00	1	.	.	.	0	78968.75	3804.18	77500.00	16
			Female	66851.59	2272.74	65050.00	27	.	.	.	0	.	.	.	0	66851.59	2272.74	65050.00	27
	Other	Gender	Male	55000.00	.	55000.00	1	.	.	.	0	.	.	.	0	55000.00	.	55000.00	1
			Female	79000.00	.	79000.00	1	.	.	.	0	.	.	.	0	79000.00	.	79000.00	1
	Total	Gender	Male	72935.77	3233.66	73000.00	26	6000.00	.	6000.00	1	.	.	.	0	73166.54	3239.22	74500.00	26
			Female	69022.72	8472.80	60000.00	120	8850.00	7716.81	1200.00	4	5000.00	.	5000.00	1	69359.39	8465.57	60000.00	120

Table 7: Compensation by Years in Field and Gender (Full Time Employees)

Compensation does appear to increase uniformly with experience. Still, as experience rises, male compensation is ahead of female compensation.

Compensation by Gender and Years in Field (Full Time Employees)

				Primary Work Situation															
				Full Time															
				SALARY				BONUS				COMMIS				TOTCOMP			
				Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Number of Year in Audiology Related Position	1-3	Gender	Male	52750.00	2647.95	50750.00	22	5807.57	2066.63	3000.00	7	26388.89	13533.85	14000.00	9	62550.13	4425.66	60000.00	23
			Female	50697.54	955.72	50000.00	149	6817.36	1411.71	3500.00	44	10826.32	1259.53	8250.00	38	55471.80	1102.63	52000.00	149
	4-10	Gender	Male	66148.18	1848.55	64700.00	77	17688.89	5805.78	7000.00	27	33882.35	6095.97	28000.00	17	75889.01	2962.07	70000.00	81
			Female	56293.76	1843.12	52437.00	396	8350.49	904.49	5000.00	98	22757.92	2013.30	15000.00	107	64024.49	1881.49	59800.00	399
	10-15	Gender	Male	72680.19	4308.06	70000.00	47	29944.44	8650.00	16500.00	9	47944.44	17003.77	25000.00	9	85770.19	5795.07	75000.00	48
			Female	65741.28	3447.79	59800.00	206	15103.88	1963.49	10000.00	49	29194.16	4355.97	21849.00	38	73646.76	3722.67	65000.00	209
	16-20	Gender	Male	73409.64	3850.20	68500.00	33	12142.86	4807.87	10000.00	7	58700.00	15496.27	40000.00	10	85958.83	4467.09	80000.00	36
			Female	64204.07	1287.15	64250.00	220	12875.45	2925.94	5000.00	55	26897.85	4526.19	20000.00	27	70724.03	1575.42	69750.00	220
	more than 20	Gender	Male	94418.68	2734.91	84000.00	292	38939.23	4797.91	20000.00	88	55451.50	8124.64	36522.00	38	111087.47	3252.41	98000.00	298
			Female	80538.54	2768.50	70000.00	554	23438.21	3741.86	10000.00	112	32653.16	4147.00	20000.00	61	88235.26	2949.94	75000.00	558
	Total	Gender	Male	84209.45	1903.40	75000.00	471	31155.11	3439.88	15000.00	138	47459.72	4988.33	30000.00	83	98562.17	2289.64	86321.50	486
			Female	66971.94	1256.64	60000.00	1525	14501.77	1357.50	6000.00	358	24627.16	1500.21	16000.00	271	74265.67	1339.02	65000.00	1535

Compensation by Gender and Years in Field (Full Time Employees 9-10 months)

				Primary Work Situation															
				Full Time (9-10 months)															
				SALARY				BONUS				COMMIS				TOTCOMP			
				Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Number of Year in Audiology Related Position	1-3	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	59821.50	12212.69	55000.00	4	.	.	.	0	.	.	.	0	59821.50	12212.69	55000.00	4
	4-10	Gender	Male	53743.33	11478.35	50000.00	3	.	.	.	0	.	.	.	0	53743.33	11478.35	50000.00	3
			Female	48225.82	2315.97	47461.00	17	.	.	.	0	.	.	.	0	48225.82	2315.97	47461.00	17
	10-15	Gender	Male	70250.00	4922.31	65500.00	4	.	.	.	0	.	.	.	0	70250.00	4922.31	65500.00	4
			Female	55973.33	3891.96	52000.00	15	32000.00	.	32000.00	1	.	.	.	0	58106.67	3432.61	56000.00	15
	16-20	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	59500.52	2160.15	60000.00	25	1133.33	66.67	1200.00	3	5000.00	.	5000.00	1	59836.52	2118.57	60000.00	25
	more than 20	Gender	Male	76531.58	3560.64	75000.00	19	6000.00	.	6000.00	1	.	.	.	0	76847.37	3552.31	75000.00	19
			Female	82991.34	17025.13	64000.00	59	.	.	.	0	.	.	.	0	82991.34	17025.13	64000.00	59
	Total	Gender	Male	72935.77	3233.66	73000.00	26	6000.00	.	6000.00	1	.	.	.	0	73166.54	3239.22	74500.00	26
			Female	69022.72	8472.80	60000.00	120	8850.00	7716.81	1200.00	4	5000.00	.	5000.00	1	69359.39	8465.57	60000.00	120

Highest Degree Earned

Level of Education does matter. Based on respondents to the 2006 survey, those with Ph.D. and Ed.D. degrees command measurably higher compensation than those with Au.D. degrees, and significantly higher compensation on average than those with Masters degrees. Median compensation for respondents with a Ph.D is \$88,000 while the median compensation for those with a masters degree is \$58,540.

Table 8: Compensation by Highest Degree Earned (Full Time Employees)

Compensation by Highest Degree Attained (FullTime Employees)

		Primary Work Situation															
		Full Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Highest Degree Attained	Masters	62763.47	800.62	58540.00	867	15968.55	1996.71	6800.00	203	26141.32	2114.52	18000.00	180	70867.02	1057.63	64000.00	880
	Au. D. (4-Year)	56137.69	1325.86	52000.00	123	8465.24	1554.99	4800.00	33	21518.52	4912.66	12000.00	27	62623.30	1706.51	58250.00	124
	Au. D. (Distance Learning)	73993.04	2343.28	63550.00	706	23446.11	2496.35	10000.00	201	37318.90	3301.34	22816.00	127	86402.32	2560.91	72000.00	714
	Ed. D.	93145.90	17101.29	77500.00	10	9300.00	4235.56	7500.00	5	5000.00	.	5000.00	1	98295.90	18452.58	81500.00	10
	Ph. D.	98274.81	3918.75	88000.00	250	25990.24	5428.65	7500.00	41	27285.71	12548.41	15000.00	7	102889.65	4086.05	89500.00	251
	Other	68368.75	6820.78	58250.00	40	11176.92	7531.85	2500.00	13	32598.33	9907.98	15000.00	12	77886.43	6541.47	70000.00	42
	Total	71039.51	1072.34	62000.00	1996	19135.16	1408.18	8000.00	496	29980.56	1714.11	20000.00	354	80108.37	1179.08	70000.00	2021

Compensation by Highest Degree Attained (FullTime Employees 9-10 months)

		Primary Work Situation															
		Full Time (9-10 months)															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Highest Degree Attained	Masters	58992.28	2037.91	56000.00	57	1100.00	100.00	1100.00	2	5000.00	.	5000.00	1	59118.60	2028.34	56000.00	57
	Au. D. (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	Au. D. (Distance Learning)	83000.09	23479.01	57000.00	43	16600.00	15400.00	16600.00	2	.	.	.	0	83772.19	23450.42	58000.00	43
	Ed. D.	51000.00	.	51000.00	1	.	.	.	0	.	.	.	0	51000.00	.	51000.00	1
	Ph. D.	71220.77	2173.26	69000.00	43	6000.00	.	6000.00	1	.	.	.	0	71360.30	2178.93	69000.00	43
	Other	67000.00	12000.00	67000.00	2	.	.	.	0	.	.	.	0	67000.00	12000.00	67000.00	2
	Total	69719.57	6982.88	61500.00	146	8280.00	6004.53	1200.00	5	5000.00	.	5000.00	1	70037.38	6976.98	62000.00	146

Degree and Years of Experience

The table below enables us to track the progress of audiologists with various degrees controlled for years of experience.

Compensation by Years of Experience and Highest Degree Earned (FullTime Employees)

				Primary Work Situation															
				SALARY				BONUS				COMMISS				TOTCOMP			
				Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Number of Year in Audiology Related Position	1-3	Highest Degree Attained	Masters	48504.93	1394.60	47000.00	70	6313.89	1417.10	3200.00	19	16380.95	5979.52	12000.00	21	54356.46	1877.73	52000.00	71
			Au. D. (4-Year)	52361.19	1302.08	50000.00	75	5897.76	1560.29	3500.00	21	12394.74	2229.71	10000.00	19	57152.56	1529.44	52000.00	75
			Au. D. (Distance Learning)	55357.14	4118.58	52000.00	14	12560.00	9448.74	5000.00	5	11000.00	4509.25	7000.00	3	62200.00	5349.12	57750.00	14
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	49300.00	1868.15	52000.00	5	2750.00	2250.00	2750.00	2	12000.00	2000.00	12000.00	2	55200.00	3219.47	52000.00	5
	Other	52928.57	3845.88	50000.00	7	7125.00	4389.26	4000.00	4	6200.00	2300.00	6200.00	2	58771.43	4735.87	65000.00	7		
	4-10	Highest Degree Attained	Masters	52944.72	859.59	51250.00	218	9657.37	1621.31	5000.00	57	21500.79	2340.32	15000.00	63	60571.93	1200.04	57000.00	222
			Au. D. (4-Year)	57273.45	2344.10	53000.00	33	10937.50	2212.86	9000.00	8	35100.00	17557.33	25000.00	5	63324.24	2875.54	62000.00	34
			Au. D. (Distance Learning)	62150.33	3457.89	55000.00	198	11927.89	2950.68	6000.00	53	27510.73	3328.98	19547.00	51	71704.95	3530.95	63000.00	200
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	65833.33	4172.12	66000.00	12	8250.00	6750.00	8250.00	2	.	.	.	0	67208.33	4690.20	66000.00	12
	Other	71500.00	16574.78	55250.00	12	1860.00	380.26	1500.00	5	15600.00	2204.54	15000.00	5	78775.00	16091.40	68750.00	12		
	10-15	Highest Degree Attained	Masters	61811.87	1917.51	58050.00	120	15132.35	3576.77	10000.00	17	26340.91	7593.60	10000.00	22	68216.31	2287.05	63000.00	121
			Au. D. (4-Year)	71000.00	11590.23	80000.00	3	10000.00	.	10000.00	1	.	.	.	0	74333.33	13245.54	85000.00	3
			Au. D. (Distance Learning)	68756.62	6816.58	60000.00	98	19959.35	3327.15	15000.00	31	34799.91	5892.19	26408.00	22	81224.87	7368.04	68000.00	100
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	86440.00	7399.06	75000.00	25	19350.00	6633.44	15250.00	6	.	.	.	0	91084.00	9235.63	77500.00	25
	Other	61300.00	8233.76	61100.00	7	2500.00	288.68	2500.00	3	65260.00	23118.99	53000.00	3	79047.50	6664.04	78000.00	8		
	16-20	Highest Degree Attained	Masters	61784.11	1683.75	62000.00	112	9144.00	2362.52	5000.00	25	30184.21	7957.60	20000.00	19	67736.14	1768.52	67500.00	114
			Au. D. (4-Year)	78364.60	10299.81	85000.00	5	15000.00	.	15000.00	1	65000.00	35000.00	65000.00	2	107364.60	12876.31	100000.00	5
Au. D. (Distance Learning)			66564.59	2045.80	65000.00	111	13339.71	3796.85	4500.00	34	38108.87	8386.74	28500.00	16	75463.95	2575.31	71100.00	112	
Ed. D.			55000.00	.	55000.00	1	.	.	.	0	.	.	.	0	55000.00	.	55000.00	1	
Ph. D.			75550.00	3000.63	75500.00	22	48000.00	45000.00	48000.00	2	.	.	.	0	79913.64	5534.87	76000.00	22	
Other	65000.00	15000.00	65000.00	2	.	.	.	0	.	.	.	0	65000.00	15000.00	65000.00	2			
more than 20	Highest Degree Attained	Masters	72453.57	1530.21	65000.00	347	24533.32	4366.37	10000.00	85	33707.04	4205.87	20000.00	55	82615.36	2142.97	73000.00	352	
		Au. D. (4-Year)	69000.00	8217.29	70000.00	7	21500.00	18500.00	21500.00	2	40000.00	.	40000.00	1	80857.14	8134.08	72000.00	7	
		Au. D. (Distance Learning)	87829.84	4548.73	74000.00	285	37761.54	5332.88	19000.00	78	55088.94	8930.87	40000.00	35	103836.87	4995.10	83000.00	288	
		Ed. D.	97384.33	18523.29	90000.00	9	9300.00	4235.56	7500.00	5	5000.00	.	5000.00	1	103106.56	19917.18	90000.00	9	
		Ph. D.	105962.92	5016.96	95000.00	186	28672.41	6992.98	8000.00	29	33400.00	17249.93	20000.00	5	110735.84	5159.63	97000.00	187	
Other	78929.17	14795.77	62500.00	12	100000.00	.	100000.00	1	52500.00	37500.00	52500.00	2	88626.92	14146.22	72000.00	13			

Compensation by Years of Experience and Highest Degree Earned (FullTime Employees 9-10 months)

			Primary Work Situation																
			Full Time (9-10 months)																
			SALARY				BONUS				COMMISS				TOTCOMP				
			Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	
Number of Year in Audiology Related Position	1-3	Highest Degree Attained	Masters	58095.33	17097.97	45000.00	3	.	.	.	0	.	.	.	0	58095.33	17097.97	45000.00	3
			Au. D. (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Au. D. (Distance Learning)	65000.00	.	65000.00	1	.	.	.	0	.	.	.	0	65000.00	.	65000.00	1
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
				Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	0
	4-10	Highest Degree Attained	Masters	45403.75	4697.17	41500.00	8	.	.	.	0	.	.	.	0	45403.75	4697.17	41500.00	8
			Au. D. (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Au. D. (Distance Learning)	48354.88	2086.48	49000.00	8	.	.	.	0	.	.	.	0	48354.88	2086.48	49000.00	8
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	57750.00	6019.07	58500.00	4	.	.	.	0	.	.	.	0	57750.00	6019.07	58500.00	4
				Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	0
	10-15	Highest Degree Attained	Masters	57177.78	5087.40	52000.00	9	.	.	.	0	.	.	.	0	57177.78	5087.40	52000.00	9
			Au. D. (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Au. D. (Distance Learning)	50250.00	7792.89	52500.00	4	32000.00	.	32000.00	1	.	.	.	0	58250.00	4090.13	60000.00	4
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	67500.00	5011.65	64000.00	6	.	.	.	0	.	.	.	0	67500.00	5011.65	64000.00	6
				Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	0
	16-20	Highest Degree Attained	Masters	59151.30	3327.97	60150.00	10	1100.00	100.00	1100.00	2	5000.00	.	5000.00	1	59871.30	3102.08	60150.00	10
			Au. D. (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
Au. D. (Distance Learning)			52500.00	3011.88	51000.00	8	1200.00	.	1200.00	1	.	.	.	0	52650.00	3137.50	51000.00	8	
Ed. D.			.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0	
Ph. D.			68000.00	3070.60	67000.00	7	.	.	.	0	.	.	.	0	68000.00	3070.60	67000.00	7	
			Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	0	
more than 20	Highest Degree Attained	Masters	63664.11	2749.77	60000.00	27	.	.	.	0	.	.	.	0	63664.11	2749.77	60000.00	27	
		Au. D. (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0	
		Au. D. (Distance Learning)	113462.05	45394.59	67850.00	22	.	.	.	0	.	.	.	0	113462.05	45394.59	67850.00	22	
		Ed. D.	51000.00	.	51000.00	1	.	.	.	0	.	.	.	0	51000.00	.	51000.00	1	
		Ph. D.	75018.96	2958.43	73000.00	26	6000.00	.	6000.00	1	.	.	.	0	75249.73	2958.01	74500.00	26	
			Other	67000.00	12000.00	67000.00	2	.	.	.	0	.	.	67000.00	12000.00	67000.00	2		

Job Title

As one might expect, respondents who categorize themselves as “owners”, “directors,” or “CEO’s” also report the highest compensation. “Staff Audiologists” report significantly lower annual earnings on average than the rest of the respondents and respondents are clustered heavily in this category (n = 1043). Curious about this concentration, we ran Job Titles against Gender and Highest Degree Earned which revealed that women and those with Masters degrees are disproportionately represented in the Staff Audiologist category. It was found that 60% of females vs. 36% of males are Staff Audiologists.

Table 10: Compensation by Job Title (Full Time Employees)

Compensation by Job Title (FullTime Employees)

		Primary Work Situation															
		Full Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Primary Job Title	Staff Audiologist	59342.18	1372.71	55000.00	1043	8939.50	904.10	5000.00	237	25992.27	1739.60	17000.00	241	66486.94	1419.65	61200.00	1057
	Manager/Supervisor	77399.30	3637.28	71000.00	178	16608.91	3244.68	6900.00	44	38103.32	7313.94	21256.50	34	86831.76	3712.69	79842.50	182
	Director	85988.15	2617.40	80000.00	157	16612.17	3009.03	8000.00	52	37863.64	8011.91	22500.00	22	95578.45	2830.36	87000.00	159
	Owner	91939.29	2813.83	78000.00	280	46404.63	5220.96	25000.00	95	47866.67	11046.26	32000.00	24	110212.12	3730.57	95700.00	284
	CEO/Executive Director	120186.21	15581.53	105000.00	29	55000.00	15105.69	40000.00	11	17533.33	6589.22	15000.00	3	142862.07	17414.66	120000.00	29
	Faculty	78661.22	5542.24	70000.00	138	8425.00	2994.45	4500.00	10	.	.	.	0	79271.73	5565.85	70500.00	138
	Researcher	83457.50	5379.17	76000.00	34	9900.00	3800.44	9300.00	4	.	.	.	0	84622.21	5452.39	76000.00	34
	Other	70821.50	2610.83	63000.00	137	14894.42	2920.67	9310.00	43	33968.93	4644.95	30000.00	30	82333.86	3009.94	77500.00	138
	Total	71039.51	1072.34	62000.00	1996	19135.16	1408.18	8000.00	496	29980.56	1714.11	20000.00	354	80108.37	1179.08	70000.00	2021

Years of Experience

Compensation increases with years of experience. The difference between the mean total compensation for those with 20+ years of experience and those of 1-3 years of experience is approximately \$35,000 annually on average.

Table 11: Compensation by Years of Experience (Full Time Employees)

Compensation by Years in Audiology Related Field (FullTime Employees)

		Primary Work Situation															
		Full Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Number of Year in Audiology Related Position	1-3	50961.60	898.39	50000.00	171	6678.76	1245.56	3500.00	51	13806.38	2818.99	10000.00	47	56418.32	1132.46	52500.00	172
	4-10	57897.97	1580.42	54000.00	473	10367.58	1465.41	5000.00	125	24283.04	1948.33	16500.00	124	66026.63	1653.34	61000.00	480
	10-15	67030.33	2920.96	60000.00	253	17406.72	2208.81	10000.00	58	32784.64	4811.60	22816.00	47	75911.05	3224.22	68000.00	257
	16-20	65404.79	1239.23	65000.00	253	12792.74	2642.09	5000.00	62	35493.03	5706.40	25000.00	37	72866.43	1525.44	70000.00	256
	more than 20	85329.32	2055.56	75000.00	846	30258.66	3016.49	10375.00	200	41404.04	4160.30	25000.00	99	96190.82	2261.27	81000.00	856
	Total	71039.51	1072.34	62000.00	1996	19135.16	1408.18	8000.00	496	29980.56	1714.11	20000.00	354	80108.37	1179.08	70000.00	2021

Primary Work Setting

Industry emerged as the work setting where compensation is highest among our respondents. The Federal Government and “Private Practice” categories round out the work setting where compensation is the highest. On average, the lowest paying work settings appear to be “ENT Practices,” and “Schools.”

Table 12: Compensation by Primary Work Setting (Full Time Employees)

Compensation by Primary Work Setting (Full Time Employees)

		Primary Work Situation															
		Full Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Primary Work Setting	University/Teaching Hospital	73917.44	3092.12	65000.00	283	6156.90	1265.47	3500.00	29	15250.00	14750.00	15250.00	2	74656.13	3100.46	65000.00	283
	VA Hospital	85285.51	6400.34	76811.50	100	2812.50	1004.18	1250.00	8	.	.	.	0	85510.51	6404.56	76811.50	100
	Hospital	66930.54	1126.21	65000.00	206	4250.00	1040.25	3000.00	23	23000.00	14373.59	10000.00	5	67963.31	1233.11	65000.00	206
	Private Practice	82371.20	2784.97	65000.00	414	35444.53	3753.93	15000.00	148	35929.07	4433.97	21500.00	83	99132.50	3219.25	80000.00	427
	ENT Practice	53504.81	820.86	51000.00	366	12454.89	1369.05	5750.00	136	24337.76	1829.45	15000.00	189	69373.89	1335.23	62900.00	373
	Other Medical Practice	63357.29	2257.98	62000.00	55	17619.05	6660.25	10000.00	21	46733.33	15936.05	24000.00	9	76343.77	4267.42	67653.50	56
	Private Clinic (for Profit)	65665.70	4809.68	54500.00	40	18545.83	8247.40	2500.00	24	37360.00	9474.28	20000.00	15	88588.49	8555.97	80000.00	41
	Private Clinic (non-Profit)	66724.76	2172.69	60000.00	113	9421.05	2075.08	5000.00	19	38777.78	14073.99	19000.00	9	70771.04	2365.26	65000.00	114
	University	71443.64	2541.37	65000.00	77	8875.00	2916.73	8375.00	6	.	.	.	0	72135.19	2600.76	65000.00	77
	Public/Private School	71920.15	9574.11	60150.00	106	1200.00	.00	1200.00	2	20000.00	.	20000.00	1	72131.47	9572.50	60650.00	106
	Manufacturer	86028.55	7482.52	73000.00	91	16829.80	2296.97	12000.00	50	31833.38	4339.36	30000.00	29	105420.40	8223.82	90000.00	91
	Industry (Industrial Audiology)	104675.00	11527.85	96500.00	8	6850.00	3150.00	6850.00	2	.	.	.	0	106387.50	10816.86	96500.00	8
	Federal Government	82166.60	3647.65	78899.00	35	16073.67	13998.51	1625.00	6	.	.	.	0	84922.09	4445.52	78899.00	35
	Other	67321.16	3091.76	62000.00	56	15392.86	4628.99	9000.00	14	56444.44	16289.15	36000.00	9	77473.88	3693.88	67500.00	58
	15	60605.78	3290.62	60000.00	46	4462.50	1391.16	3500.00	8	34833.33	25265.81	15000.00	3	63653.61	3590.73	61750.00	46
Total	71039.51	1072.34	62000.00	1996	19135.16	1408.18	8000.00	496	29980.56	1714.11	20000.00	354	80108.37	1179.08	70000.00	2021	

Size of Organization

Average compensation does not appear to rise uniformly as size of organization increases; in fact, the two highest median compensation figures resulted from reports from respondents in the smallest (less than 5) and the largest (more than 100) size categories. This variation could be due to the nature of job types in various sizes of organizations or other variables associated with the types of organizations that fall within the different size categories.

Compensation by Organization Size (Full Time Employees)

		Primary Work Situation															
		Full Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Number of Individuals in Organization	Less than 5	78963.72	2706.12	65000.00	369	33740.13	4388.26	15000.00	101	37730.30	5245.03	20000.00	66	92932.54	3201.68	75000.00	377
	6-10	66306.00	1865.44	60000.00	250	20660.50	3725.54	6500.00	80	23933.44	2699.40	20000.00	62	78227.03	2372.50	67050.00	252
	11-20	66787.32	2521.69	58000.00	240	21733.33	4804.83	5000.00	60	25874.24	3329.02	14500.00	66	77087.68	2951.23	65000.00	247
	21-50	58201.94	1402.80	52500.00	200	8196.45	1447.73	5000.00	53	30069.95	4007.59	18773.50	74	69755.98	1728.80	63000.00	205
	51-100	71599.04	9818.01	57000.00	105	16285.37	2601.03	10000.00	41	20682.58	4050.37	19000.00	24	82685.53	9825.13	67000.00	105
	101-500	69100.20	3643.44	63000.00	197	13522.24	3214.35	7250.00	58	33984.97	4861.95	27000.00	37	79062.99	4167.39	70000.00	198
	501-999	76215.89	5570.95	66000.00	123	18908.33	3816.21	15000.00	24	22437.50	5289.34	20000.00	8	81364.67	5742.82	69000.00	123
	more than 1000	74035.58	1769.55	69000.00	512	9952.43	2075.70	5000.00	79	45461.29	10611.53	31200.00	17	76780.74	1839.04	70000.00	514
	Total	71039.51	1072.34	62000.00	1996	19135.16	1408.18	8000.00	496	29980.56	1714.11	20000.00	354	80108.37	1179.08	70000.00	2021

Region

Region does not appear to have a significant relationship to total compensation with the exception that compensation in the “Far West” and “Northeast” are statistically higher than compensation elsewhere.

Table 14: Compensation by Region (Full Time Employees)

Comparison by Region (Full Time Employees)

		Primary Work Situation															
		Full Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
REGION	Southeast (AL, FL, GA, NC, SC, TN)	69677.76	3217.39	60000.00	313	18080.89	3364.82	6500.00	92	28092.14	4824.91	15000.00	70	80758.83	3717.95	65400.00	315
	Far West (AK, CA, HI, NV, OR, WA)	75803.54	2283.90	69800.00	287	21678.21	4010.65	5000.00	87	31338.71	4583.48	25000.00	31	85166.51	2759.69	75000.00	289
	West (AZ, CO, ID, MT, NM, UT, WY)	66396.02	2412.97	57500.00	167	21551.21	5969.29	8000.00	33	32180.93	4956.58	20750.00	40	76084.67	2871.35	67000.00	172
	South Central (AR, LA, MS, OK, TX)	70230.07	2340.10	62500.00	183	15211.82	2891.67	7000.00	51	33100.98	4938.79	25000.00	43	80487.96	2573.61	71000.00	187
	Northeast (CT,MA,ME, NH, NJ, NY, PA, RI, VT)	72438.50	2586.31	65000.00	354	15621.52	3354.61	5000.00	66	28200.00	3507.07	20000.00	46	78792.81	2702.17	68000.00	355
	Mid Atlantic (DC, DE, MD, VA, WV)	70668.88	3082.13	60000.00	123	18425.81	4969.85	8000.00	31	32248.83	7538.98	18000.00	23	79406.31	3511.50	70000.00	126
	Central (IL, IN, KY, MI, OH, WI)	70347.67	3336.43	60000.00	344	16336.60	2507.17	10000.00	80	24123.33	3437.65	18000.00	55	77329.43	3402.21	65000.00	347
	North Central (IA, KS,MN, MO, ND, NE, SD)	63254.22	1803.31	58000.00	185	30793.18	6915.18	11000.00	44	36143.46	5956.30	20000.00	41	76520.06	2976.18	64000.00	190
	Other	88000.00	18000.00	88000.00	2	7500.00	.	7500.00	1	.	.	.	0	91750.00	14250.00	91750.00	2
	Total	70438.27	1048.04	62000.00	1958	19191.73	1437.03	8000.00	485	30074.83	1737.09	20000.00	349	79537.18	1162.32	69000.00	1983

Departmental Budget – Managers

Table 15: Compensation by Departmental Budget (Full Time Employees)

Comparison by Departmental Budget (Full Time Employees)

		Primary Work Situation															
		Full Time															
		SALARY				BONUS				COMMISS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Department Budget	Less than 200,000	64726.62	1934.07	60000.00	117	19964.71	6278.41	11000.00	24	22075.00	4678.38	17500.00	20	71980.24	2531.96	64850.00	118
	\$201,000 - 500,000	74532.29	2605.30	69800.00	127	18981.19	5947.41	10000.00	27	49979.71	8674.31	45000.00	24	84678.83	2906.05	79842.50	132
	\$500,001 - 1,000,000	86510.93	2929.44	76000.00	138	30748.51	6003.76	16000.00	47	40306.67	9980.78	25000.00	15	99916.35	3430.92	90000.00	140
	\$1,000,001 - 1,500,000	87698.92	3377.76	85000.00	77	27856.79	5632.07	16000.00	28	40833.33	10476.69	32000.00	6	101010.48	4232.96	92000.00	77
	\$1,500,001 - 2,000,000	95162.35	4560.98	89500.00	37	33736.84	10700.83	15000.00	19	44583.33	20300.42	30000.00	6	116565.97	8907.16	100277.00	38
	\$2,000,001 - 3,000,000	92289.89	4879.27	85000.00	35	36642.86	18196.26	12000.00	7	70666.67	37333.33	60000.00	3	102740.17	7010.89	90677.50	36
	\$3,000,001 - 5,000,000	120895.65	19104.86	105000.00	23	14588.89	4873.35	8000.00	9	57500.00	37500.00	57500.00	2	126120.83	18141.27	107000.00	24
	\$5,000,001 - 10,000,000	97906.55	14858.48	80000.00	11	22250.00	11742.91	21500.00	4	.	.	.	0	105997.45	18382.19	105000.00	11
	Greater than \$10,000,000	109693.75	12046.60	115000.00	8	30000.00	.	30000.00	1	.	.	.	0	113443.75	13649.06	115000.00	8
	I Don't Know	66283.38	2846.30	60000.00	362	11602.65	2009.91	5000.00	102	26013.33	3460.31	15000.00	66	73483.43	2937.57	65000.00	366
	Total	76161.28	1466.81	68000.00	935	20701.81	1930.60	8750.00	268	33816.85	2903.86	20000.00	142	85853.56	1612.39	75000.00	950

Benefits

Across all full time respondents, 89% report that they receive some form of health insurance. By contrast, only 46% of part time employees receive health insurance benefits. Full time employees receive educational benefits at a higher rate than do part time employees – more than ¼ of full time employees receive at least some form of educational support.. Note that full time employees who work a 9-10 month calendar year report receiving benefits at a higher rate than do those working a full 12 month calendar; this is due most likely to the fact that 91% of those working that schedule work for a school or university; only 16% of those working a 12 months schedule work for these types of institutions – most are in private practice or private hospital situations.

Table 17: Benefits
(Full Time employees working 9-10 months)

		Count	Column %
Benefits	Health Insurance	153	92.7%
	Dental Insurance	133	80.6%
	Vision Benefits	100	60.6%
	Flex Medical / Dependent Care Plan	94	57.0%
	Disability Insurance	98	59.4%
	Life Insurance	127	77.0%
	Retirement	147	89.1%
	Club Memberships	13	7.9%
	Automobile	4	2.4%
	Auto/Mileage Reimbursement	78	47.3%
	Profit Sharing	1	.6%
	Tuition Reimbursement	55	33.3%
	Other	13	7.9%
	Total	165	100.0%

Table 16: Benefits
(Full Time and Part Time Employees)

		Primary Work Situation	
		Full Time	Part Time
		Column %	Column %
Benefits	Health Insurance	88.9%	45.5%
	Retirement	78.6%	53.1%
	Life Insurance	66.4%	31.7%
	Dental Insurance	63.1%	32.6%
	Disability Insurance	56.8%	27.7%
	Tuition Reimbursement	49.1%	40.2%
	Flex Medical / Dependent Care Plan	47.9%	25.0%
	Vision Benefits	46.0%	20.5%
	Auto/Mileage Reimbursement	32.9%	20.5%
	Profit Sharing	21.4%	17.9%
	Club Memberships	16.0%	11.6%
	Other	12.2%	27.7%
	Automobile	7.7%	2.2%

Benefits (cont'd)

Table 19: Education support benefits (Full and Part Time)

		Primary Work Situation	
		Full Time	Part Time
		Column %	Column %
Education Support	Paid Time Off	87%	77%
	Registration Fees Paid	86%	85%
	Airfare/Mileage Reimbursement	74%	56%
	Meal/Lodging Reimbursement	71%	55%

Table 18: Educational support benefits (Full Time working 9-10 months)

		Column %
Education Support	Paid Time Off	79%
	Registration Fees Paid	81%
	Airfare/Mileage Reimbursement	64%
	Meal/Lodging Reimbursement	63%

Days Off

On average, full time employees receive nearly 4 business weeks (19 days) of vacation days, along with 5 personal days off. Part time employees report on the average 13 vacation days and 4 personal days.

Table 20: Days off (Full and Part Time Employees)

	Primary Work Situation	
	Full Time	Part Time
	Mean	Mean
Vacation (Days)	19	13
Sick Leave (Days)	11	7
Holidays (Days)	8	7
Personal (Days)	5	4
Floating Holidays (Days)	2	1
Bereavement Leave (Days)	4	3

Table 21: Days off (Full Time employees working 9-10 months)

	Mean
Vacation (Days)	27
Sick Leave (Days)	12
Holidays (Days)	11
Personal (Days)	4
Floating Holidays (Days)	1
Bereavement Leave (Days)	4

PART TIME EMPLOYEES

Overall

Table 22: Overall Compensation (Part Time Employees)

Overall (PT)

Primary Work Situation															
Part Time															
SALARY				BONUS				COMMIS				TOTCOMP			
Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
37494.91	1239.23	34950.00	266	9291.44	2160.10	2200.00	41	17596.36	2493.68	10000.00	55	41473.97	1371.12	37600.00	273

Gender

Table 23: Compensation by Gender (Part Time Employees)

Compensation by Gender (PT)

		Primary Work Situation															
		Part Time															
		SALARY				BONUS				COMMISS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Gender	Male	50567.50	8248.58	47500.00	16	32500.00	12500.00	32500.00	2	7000.00	1000.00	7000.00	2	55505.00	9089.52	50000.00	16
	Female	36658.26	1195.79	34000.00	250	8101.26	2046.56	2199.00	39	17996.23	2572.16	10000.00	53	40600.45	1330.26	37000.00	257
	Total	37494.91	1239.23	34950.00	266	9291.44	2160.10	2200.00	41	17596.36	2493.68	10000.00	55	41473.97	1371.12	37600.00	273

Highest Degree Earned

Table 24: Compensation by Highest Degree Earned (Part Time Employees)

Compensation by Highest Degree Attained and Gender (Part Time Employees)

				Primary Work Situation															
				Part Time															
				SALARY				BONUS				COMMIS				TOTCOMP			
				Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Highest Degree Attained	Masters	Gender	Male	37354.29	9748.45	42000.00	7	32500.00	12500.00	32500.00	2	7000.00	1000.00	7000.00	2	48640.00	14700.83	48000.00	7
			Female	32556.71	1325.50	30000.00	146	4439.47	1990.66	1000.00	19	17963.64	3269.27	10000.00	33	36202.87	1461.15	35049.00	150
	Au. D. (4-Year)	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	31363.08	3287.59	32000.00	13	10666.67	5206.83	10000.00	3	22833.33	10543.30	13000.00	6	44363.08	7372.23	42000.00	13
	Au. D. (Distance Learning)	Gender	Male	70000.00	30550.50	50000.00	3	.	.	.	0	.	.	.	0	70000.00	30550.50	50000.00	3
			Female	44099.56	2375.08	39000.00	78	10310.64	3720.83	4275.00	14	17583.33	4924.36	11000.00	12	46853.27	2504.49	44800.00	81
	Ed. D.	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	Ph. D.	Gender	Male	56266.67	11815.43	55000.00	6	.	.	.	0	.	.	.	0	56266.67	11815.43	55000.00	6
			Female	52625.00	10890.59	55000.00	8	27500.00	22500.00	27500.00	2	5000.00	.	5000.00	1	60125.00	13125.00	66000.00	8
	Other	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	28560.00	2271.04	28000.00	5	250.00	.	250.00	1	8000.00	.	8000.00	1	30210.00	2195.02	30000.00	5
	Total	Gender	Male	50567.50	8248.58	47500.00	16	32500.00	12500.00	32500.00	2	7000.00	1000.00	7000.00	2	55505.00	9089.52	50000.00	16
			Female	36658.26	1195.79	34000.00	250	8101.26	2046.56	2199.00	39	17996.23	2572.16	10000.00	53	40600.45	1330.26	37000.00	257

Years of Experience

Table 25: Compensation by Years of Experience (Part Time Employees)

Compensation by Years in Audiology Related Field (PartTime Employees)

		Primary Work Situation															
		Part Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Number of Year in Audiology Related Position	1-3	23817.33	3058.88	24000.00	15	1150.00	850.00	1150.00	2	12400.00	4945.71	13000.00	5	28104.00	3589.30	25000.00	15
	4-10	33958.19	1898.28	31000.00	59	6562.50	2940.30	1250.00	8	9484.62	2446.13	8000.00	13	36937.85	2039.34	33080.00	59
	10-15	34714.62	2307.26	33191.00	55	10225.00	5220.48	3750.00	10	15827.27	5236.83	10000.00	11	39029.54	2974.57	35799.00	56
	16-20	39042.70	2951.96	36000.00	37	16680.00	8738.33	4000.00	5	13600.00	4707.44	10000.00	5	41999.47	3275.56	37456.00	38
	more than 20	42589.69	2459.44	40100.00	100	8781.19	3359.52	3374.50	16	25733.33	5138.81	16900.00	21	47046.36	2582.41	44000.00	105
	Total	37494.91	1239.23	34950.00	266	9291.44	2160.10	2200.00	41	17596.36	2493.68	10000.00	55	41473.97	1371.12	37600.00	273

Job Title

Table 26: Compensation by Job Title (Part Time Employees)

Compensation by Job Title (PartTime Employees)

		Primary Work Situation															
		Part Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Primary Job Title	Staff Audiologist	34231.64	1014.86	32000.00	202	4998.18	1833.99	1600.00	28	16816.00	2520.98	10000.00	50	38327.86	1196.07	36000.00	206
	Manager/Supervisor	45071.00	4943.39	44886.00	12	13250.00	10650.70	3750.00	4	.	.	.	0	49487.67	6290.20	45136.00	12
	Director	43800.00	4810.41	48000.00	5	4000.00	.	4000.00	1	8000.00	.	8000.00	1	46200.00	3337.66	49000.00	5
	Owner	60672.75	9569.61	52500.00	16	25800.00	7800.00	20000.00	5	25500.00	19500.00	25500.00	2	63931.33	8922.62	53500.00	18
	CEO/Executive Director	120000.00	.	120000.00	1	30000.00	.	30000.00	1	.	.	.	0	150000.00	.	150000.00	1
	Faculty	49000.00	10000.00	45500.00	8	.	.	.	0	.	.	.	0	49000.00	10000.00	45500.00	8
	Researcher	34500.00	10563.30	28000.00	4	.	.	.	0	.	.	.	0	34500.00	10563.30	28000.00	4
	Other	37679.94	6833.89	34000.00	18	12500.00	7500.00	12500.00	2	34000.00	26000.00	34000.00	2	40591.53	7254.77	42000.00	19
	Total	37494.91	1239.23	34950.00	266	9291.44	2160.10	2200.00	41	17596.36	2493.68	10000.00	55	41473.97	1371.12	37600.00	273

Primary Work Setting

Table 27: Compensation by Primary Work Setting (Part Time Employees)

Compensation by Primary Work Setting (PartTime Employees)

		Primary Work Situation															
		Part Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Primary Work Setting	University/Teaching Hospital	44022.72	3700.75	41600.00	25	1850.00	350.00	1850.00	2	.	.	.	0	44170.72	3730.72	41600.00	25
	VA Hospital	64187.50	4875.17	70000.00	8	500.00	.	500.00	1	6000.00	.	6000.00	1	65000.00	5022.27	72500.00	8
	Hospital	35968.74	2278.70	40000.00	27	2333.00	1243.11	2199.00	3	.	.	.	0	36227.96	2325.28	40000.00	27
	Private Practice	41702.84	3902.14	33080.00	55	24250.00	5763.51	25000.00	10	19228.57	6059.76	10400.00	14	47548.41	4335.84	36000.00	59
	ENT Practice	29695.62	1417.67	29560.00	78	4950.00	2211.97	1000.00	17	16436.84	2622.87	10000.00	38	37812.60	1943.89	36000.00	80
	Other Medical Practice	47000.00	5060.74	40000.00	9	5333.33	2603.42	5000.00	3	.	.	.	0	48777.78	4771.96	40000.00	9
	Private Clinic (for Profit)	35746.67	6886.72	37500.00	6	.	.	.	0	.	.	.	0	35746.67	6886.72	37500.00	6
	Private Clinic (non-Profit)	37349.42	2788.54	33191.00	19	1450.00	550.00	1450.00	2	.	.	.	0	37502.05	2814.29	33191.00	19
	University	34250.00	7809.68	28500.00	8	.	.	.	0	.	.	.	0	34250.00	7809.68	28500.00	8
	Public/Private School	30791.60	3527.00	29000.00	15	3000.00	.	3000.00	1	.	.	.	0	30991.60	3488.76	29000.00	15
	Manufacturer	72500.00	7500.00	72500.00	2	20000.00	.	20000.00	1	8000.00	.	8000.00	1	86500.00	21500.00	86500.00	2
	Industry (Industrial Audiology)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	Federal Government	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	Other	36700.00	8122.54	35000.00	8	.	.	.	0	60000.00	.	60000.00	1	39288.89	7616.88	40000.00	9
	15	42819.17	13215.85	37593.50	6	1200.00	.	1200.00	1	.	.	.	0	43019.17	13198.86	38193.50	6
Total	37494.91	1239.23	34950.00	266	9291.44	2160.10	2200.00	41	17596.36	2493.68	10000.00	55	41473.97	1371.12	37600.00	273	

Organization Size

Table 28: Compensation by Organization Size (Part Time Employees)

Compensation by Organization Size (Part Time Employees)

		Primary Work Situation															
		Part Time															
		SALARY				BONUS				COMMISS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Number of Individuals in Organization	Less than 5	41791.65	3688.91	34000.00	57	22562.50	6710.49	19000.00	8	18568.42	4582.42	10000.00	19	46276.57	3571.62	40000.00	63
	6-10	37220.23	2986.78	35000.00	52	9677.78	4955.80	2000.00	9	20564.71	5735.45	10000.00	17	44757.58	3782.88	40000.00	53
	11-20	34272.55	2169.58	33080.00	31	12466.67	11768.93	1100.00	3	17127.27	3546.17	15000.00	11	41556.42	2859.13	42000.00	31
	21-50	30980.32	2114.15	29120.00	37	2955.56	831.18	3000.00	9	12000.00	5131.60	15000.00	3	32672.22	2251.17	30000.00	37
	51-100	31527.27	2949.55	29000.00	11	.	.	.	0	10500.00	4500.00	10500.00	2	33436.36	3389.48	29000.00	11
	101-500	39987.70	4342.57	35000.00	23	8583.33	5838.69	5000.00	3	9000.00	1000.00	9000.00	2	41889.87	4950.25	35000.00	23
	501-999	31733.92	6017.11	35098.00	13	5250.00	2564.34	4550.00	3	.	.	.	0	32945.46	6104.68	37912.00	13
	more than 1000	42102.17	2394.32	39410.00	42	1308.17	299.46	1250.00	6	2000.00	.	2000.00	1	42336.67	2400.39	39410.00	42
Total	37494.91	1239.23	34950.00	266	9291.44	2160.10	2200.00	41	17596.36	2493.68	10000.00	55	41473.97	1371.12	37600.00	273	

Region

Table 29: Compensation by Region (Part Time Employees)

Comparison by Region (Part Time Employees)

		Primary Work Situation															
		Part Time															
		SALARY				BONUS				COMMIS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
REGION	Southeast (AL, FL, GA, NC, SC, TN)	36319.64	2660.44	34000.00	42	19500.00	9859.01	5000.00	5	15166.67	4039.26	11000.00	12	41021.02	3172.26	35250.00	44
	Far West (AK, CA, HI, NV, OR, WA)	42861.09	3996.11	40500.00	43	6321.29	3985.32	2199.00	7	2000.00	.00	2000.00	2	43983.16	4356.08	40500.00	43
	West (AZ, CO, ID, MT, NM, UT, WY)	29828.57	1899.65	30000.00	21	15100.00	9201.99	10000.00	4	20871.43	7411.21	13000.00	7	37859.09	3077.35	35450.00	22
	South Central (AR, LA, MS, OK, TX)	50556.42	6626.63	45000.00	19	7033.33	6483.40	600.00	3	19833.33	5211.63	17500.00	6	57930.11	6738.34	55000.00	19
	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	39220.52	2590.29	39974.00	48	14291.67	8373.04	1850.00	6	15655.56	4710.72	8000.00	9	41357.55	2753.47	40000.00	51
	Mid Atlantic (DC, DE, MD, VA, WV)	29165.96	2664.42	27500.00	23	3580.00	1847.00	1000.00	5	25428.57	10672.30	14000.00	7	36113.21	4755.02	32950.00	24
	Central (IL, IN, KY, MI, OH, WI)	33747.00	2852.42	30000.00	45	6390.00	3857.41	1200.00	5	21112.50	9586.03	10400.00	8	38210.33	3146.33	32000.00	45
	North Central (IA, KS, MN, MO, ND, NE, SD)	34441.47	4176.79	35000.00	17	3220.00	1009.16	3000.00	5	7300.00	1350.31	6000.00	3	36676.76	4472.83	35000.00	17
	Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
Total	37259.48	1260.99	34000.00	258	9373.72	2213.18	2199.50	40	17792.59	2532.41	10000.00	54	41315.83	1401.10	37000.00	265	

Department Budget

Table 30: Compensation by Department Budget (Part Time Employees)

Comparison by Departmental Budget (Part Time Employees)

		Primary Work Situation															
		Part Time															
		SALARY				BONUS				COMMISS				TOTCOMP			
		Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N	Mean	Standard Error of Mean	Median	Valid N
Department Budget	Less than 200,000	41737.45	4151.18	35000.00	11	13166.67	5861.84	18000.00	3	2000.00	.	2000.00	1	45510.18	4827.97	50000.00	11
	\$201,000 - 500,000	42381.57	7595.44	40000.00	7	5000.00	.	5000.00	1	.	.	.	0	43095.86	7853.76	40000.00	7
	\$500,001 - 1,000,000	60960.00	12599.42	55000.00	5	.	.	.	0	.	.	.	0	60960.00	12599.42	55000.00	5
	\$1,000,001 - 1,500,000	120000.00	.	120000.00	1	30000.00	.	30000.00	1	.	.	.	0	150000.00	.	150000.00	1
	\$1,500,001 - 2,000,000	44000.00	.	44000.00	1	.	.	.	0	.	.	.	0	44000.00	.	44000.00	1
	\$2,000,001 - 3,000,000	65000.00	.	65000.00	1	.	.	.	0	.	.	.	0	65000.00	.	65000.00	1
	\$3,000,001 - 5,000,000	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	\$5,000,001 - 10,000,000	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	Greater than \$10,000,000	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	I Don't Know	41281.43	2406.50	43050.00	42	1931.25	717.07	925.00	8	9900.00	2187.69	12000.00	5	42827.86	2432.32	44900.00	42
Total	44461.81	2365.42	43800.00	68	6919.23	2640.29	2000.00	13	8583.33	2219.07	8950.00	6	46541.96	2620.31	45250.00	68	