

# American Academy of Audiology

## 2007 Compensation and Benefits Report

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*Presented to the*

American Academy of Audiology

*Ed Sullivan, Assistant Executive Director*

Revised August 27, 2008

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## BACKGROUND

Annually, the American Academy of Audiology (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 strictly audiology professionals in the world.

The Academy commissioned Precision Reports, beginning in 2001, to conduct the annual Compensation and Benefits Survey. The following report describes the methods and findings of the 2007 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
    - vi. Region of U.S.
  - 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's member database. Beginning January 8, 2008, we e-mailed 8,604 Academy members for whom the Academy had email addresses. Approximately 2% of these or 310 were deemed ineligible because they could not be reached.

This left us with a pool of 8,294. 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 February 5, 2008, 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.

2,301 completed the questionnaire (27% response rate). Once inside, 262 opted out of completing the questionnaire when asked, as a screening measure, if they would commit to supplying information about their compensation.<sup>1</sup> This left us with 2,039 (24% response rate) remaining cases. After eliminating cases that represented extreme values<sup>2</sup>, we were left with 1,995 (24% response rate) cases for analysis. Of the 1,995, 1,772 (89%) reported they were "Full Time" employees and 223 (11%) reported they were "Part Time" employees. To ensure that survey data is reported in a manner that most accurately reflects how audiologists work, we separated the Full time and Part time results into different sections.

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<sup>1</sup> 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.

<sup>2</sup> 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) influences 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. 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.

## **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 answered 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

### **Collection Online**

Precision Reports hosted the online questionnaire from January 8, 2008 to February 5, 2008. As respondents answered questions online, responses were written immediately to an electronic database hosted by Precision Reports.

### **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” instead 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 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 Years in an 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
	11-15	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	13664	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, bonuses, 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 2,202 respondents who report that they are employed “full 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 compensation 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 provide 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 more we can rely on the calculation of the mean statistic.

**FINDINGS**

**FULL TIME EMPLOYEES**

(Information on Part Time Employees begins on page 25)

***Demographic Profile of Sample***

**Table 1: Full Time Employees – Sample by Job Title**

		<b>n</b>	<b>%</b>
Primary Job Title	Staff Audiologist	968	55%
	Owner	253	14%
	Manager/Supervisor	177	10%
	Director	125	7%
	Other	112	6%
	Faculty	94	5%
	Researcher	26	1%
	CEO/Executive Director	17	1%
	Total	1772	100%

**Table 2: Full Time Employees – Sample by Highest Degree Attained**

		<b>n</b>	<b>%</b>
Highest Degree Attained	AuD (Distance Learning)	769	43%
	Master's	606	34%
	AuD (4-Year)	184	10%
	PhD	166	9%
	Other	42	2%
	EdD	5	0%
	Total	1772	100%

**Demographic Profile of Sample**

**Table 3: Full Time Employees -- Sample by Primary Work Setting**

		n	%
Primary Work Setting	Private Practice	398	22%
	ENT Practice	365	21%
	University/Teaching Hospital	188	11%
	Hospital	169	10%
	Public/Private School	108	6%
	Private Clinic (non-Profit)	90	5%
	VA Hospital	87	5%
	Other	69	4%
	Private Clinic (for Profit)	68	4%
	University	59	3%
	Manufacturer	56	3%
	Other Medical Practice	42	2%
	Corp. Audiology Group Practice	40	2%
	Federal Government	29	2%
	Industry (Industrial Audiology)	4	0%
	Total	1772	100%

**Table 4: Full Time Employees -- Sample by Region**

		n	%
REGION	Central (IL, IN, KY, MI, OH, WI)	329	19%
	Southeast (AL, FL, GA, NC, SC, TN)	306	17%
	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	302	17%
	Far West (AK, CA, HI, NV, OR, WA)	245	14%
	South Central (AR, LA, MS, OK, TX)	174	10%
	North Central (IA, KS, MN, MO, ND, NE, SD)	167	9%
	West (AZ, CO, ID, MT, NM, UT, WY)	138	8%
	Mid Atlantic (DC, DE, MD, VA, WV)	111	6%
	Total	1772	100%

**Compensation for All Full Time Respondents**

The average total compensation for all full time respondents is \$82,171 with a median compensation of \$70,000. As the report will indicate, the mean compensation figure is as large as it is due to higher compensation for executives, owners, and professionals who have been in the industry for many years.

**Table 5: Full Time Employees – Aggregate Compensation of Group**

Salary				Bonus				Commission				TOTCOMP			
Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
\$74,817	\$1,088	\$65,000	1657	\$32,161	\$1,915	\$15,000	520	\$25,324	\$2,174	\$15,894	194	\$82,171	\$1,192	\$70,000	1772

**Gender**

Men responding in our sample are clearly better compensated than women as a group. The median Total Compensation for men is \$88,400, while the same measure is \$66,997 for women, 75% on average of what men report as their compensation.

**Table 6: Full Time Employees - Compensation by Gender**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Gender	Male	\$92,913	\$2,586	\$80,000	354	\$47,382	\$4,746	\$25,000	125	\$34,290	\$7,614	\$18,000	36	\$105,668	\$2,882	\$88,400	379
	Female	\$69,900	\$1,156	\$62,500	1303	\$27,345	\$1,967	\$12,800	395	\$23,281	\$2,011	\$15,270	158	\$75,779	\$1,244	\$66,997	1393
	Total	\$74,817	\$1,088	\$65,000	1657	\$32,161	\$1,915	\$15,000	520	\$25,324	\$2,174	\$15,894	194	\$82,171	\$1,192	\$70,000	1772

**Highest Degree Attained by Gender**

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

**Table 7: Full Time Employees - Compensation by Highest Degree Attained and Gender**

				Salary				Bonus				Commission				TOTCOMP			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Attained	Master's	Gender	Male	\$82,674	\$4,691	\$72,500	102	\$37,846	\$6,944	\$16,388	37	\$57,538	\$18,032	\$41,000	13	\$96,191	\$5,340	\$80,750	110
			Female	\$65,041	\$1,140	\$60,000	469	\$20,688	\$2,167	\$10,000	138	\$19,673	\$2,416	\$14,000	53	\$69,358	\$1,209	\$65,000	496
	AuD (4-Year)	Gender	Male	\$71,092	\$6,364	\$62,000	23	\$32,400	\$13,188	\$25,000	7	\$20,000	.	\$20,000	1	\$78,413	\$7,709	\$71,750	24
			Female	\$61,434	\$3,741	\$55,000	142	\$29,443	\$3,728	\$25,000	45	\$18,616	\$3,582	\$11,500	28	\$66,061	\$3,461	\$58,000	160
	AuD (Distance Learning)	Gender	Male	\$93,563	\$4,588	\$80,000	140	\$50,690	\$6,629	\$39,000	54	\$22,122	\$5,778	\$8,500	18	\$106,106	\$4,558	\$90,000	153
			Female	\$74,693	\$2,175	\$65,000	578	\$31,281	\$3,671	\$15,000	179	\$28,134	\$3,747	\$20,000	65	\$82,144	\$2,377	\$70,000	616
	EdD	Gender	Male	\$126,945	\$1,945	\$126,945	2	\$5,000	.	\$5,000	1	.	.	.	0	\$129,445	\$4,445	\$129,445	2
			Female	\$110,000	\$26,458	\$120,000	3	.	.	.	0	.	.	.	0	\$110,000	\$26,458	\$120,000	3
	PhD	Gender	Male	\$110,829	\$4,374	\$103,000	81	\$62,015	\$15,118	\$20,000	25	\$12,745	\$11,522	\$2,384	3	\$125,782	\$6,165	\$107,000	84
			Female	\$80,605	\$3,142	\$75,500	80	\$30,965	\$10,328	\$14,000	19	\$12,833	\$3,919	\$12,000	3	\$86,283	\$3,926	\$79,300	82
	Other	Gender	Male	\$82,255	\$12,021	\$85,000	6	\$3,000	.	\$3,000	1	\$30,000	.	\$30,000	1	\$87,755	\$8,933	\$85,000	6
			Female	\$61,329	\$2,884	\$59,500	31	\$30,971	\$7,508	\$22,250	14	\$27,470	\$13,287	\$15,600	9	\$71,723	\$3,855	\$68,300	36
	Total	Gender	Male	\$92,913	\$2,586	\$80,000	354	\$47,382	\$4,746	\$25,000	125	\$34,290	\$7,614	\$18,000	36	\$105,668	\$2,882	\$88,400	379
			Female	\$69,900	\$1,156	\$62,500	1303	\$27,345	\$1,967	\$12,800	395	\$23,281	\$2,011	\$15,270	158	\$75,779	\$1,244	\$66,997	1393

**Years of Experience by Gender**

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

**Table 8: Full Time Employees - Compensation by Years of Experience by Gender**

				Salary				Bonus				Commission				TOTCOMP			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Number of Years in an Audiology Related Position	1-3	Gender	Male	\$56,639	\$2,686	\$55,250	18	\$11,900	\$4,985	\$5,000	7	\$52,000	.	\$52,000	1	\$64,156	\$3,903	\$63,000	18
			Female	\$55,881	\$1,693	\$52,000	116	\$22,096	\$3,702	\$8,550	38	\$16,010	\$2,870	\$12,000	23	\$59,154	\$1,693	\$55,000	130
	4-10	Gender	Male	\$72,006	\$3,413	\$70,000	64	\$27,912	\$5,558	\$13,194	24	\$26,375	\$8,424	\$18,000	8	\$78,418	\$3,589	\$72,100	70
			Female	\$61,025	\$2,577	\$55,000	316	\$22,702	\$2,197	\$13,500	112	\$23,856	\$3,506	\$15,694	56	\$66,368	\$2,419	\$60,000	349
	11-15	Gender	Male	\$82,978	\$6,770	\$80,000	33	\$45,794	\$9,411	\$35,000	20	\$21,198	\$7,805	\$12,000	7	\$95,064	\$7,430	\$86,000	40
			Female	\$64,559	\$1,413	\$63,500	166	\$35,529	\$7,299	\$21,500	48	\$23,574	\$4,875	\$17,000	21	\$72,568	\$2,698	\$68,000	178
	16-20	Gender	Male	\$87,703	\$7,083	\$75,000	31	\$49,214	\$23,134	\$30,000	7	\$9,050	\$8,950	\$9,050	2	\$96,294	\$7,943	\$80,750	32
			Female	\$66,374	\$1,616	\$61,000	178	\$31,254	\$8,818	\$12,000	53	\$22,028	\$5,454	\$17,000	18	\$74,158	\$3,078	\$65,000	187
	> 20	Gender	Male	\$104,837	\$3,752	\$90,749	208	\$58,346	\$7,502	\$38,000	67	\$44,719	\$14,131	\$21,500	18	\$121,097	\$4,175	\$105,000	219
			Female	\$81,181	\$2,174	\$72,000	527	\$28,174	\$2,962	\$12,000	144	\$27,066	\$4,893	\$18,500	40	\$87,290	\$2,265	\$75,000	549
	Total	Gender	Male	\$92,913	\$2,586	\$80,000	354	\$47,382	\$4,746	\$25,000	125	\$34,290	\$7,614	\$18,000	36	\$105,668	\$2,882	\$88,400	379
			Female	\$69,900	\$1,156	\$62,500	1303	\$27,345	\$1,967	\$12,800	395	\$23,281	\$2,011	\$15,270	158	\$75,779	\$1,244	\$66,997	1393

**Highest Degree Attained**

Level of Education does matter. Based on respondents to the 2007 survey, those with PhD and EdD degrees command measurably higher compensation than those with AuD degrees, and significantly higher compensation on average than those with master’s degrees. Median compensation for respondents with a PhD is \$92,500 while the median compensation for those with a master’s degree is \$65,894.

**Table 9: Full Time Employees -- Compensation by Highest Degree Attained**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Attained	Master’s	\$68,191	\$1,286	\$62,000	571	\$24,315	\$2,304	\$10,000	175	\$27,131	\$4,366	\$15,394	66	\$74,229	\$1,445	\$65,894	606
	AuD (4-Year)	\$62,780	\$3,344	\$55,000	165	\$29,841	\$3,626	\$25,000	52	\$18,663	\$3,456	\$12,000	29	\$67,672	\$3,181	\$59,050	184
	AuD (Distance Learning)	\$78,372	\$1,984	\$67,395	718	\$35,780	\$3,250	\$19,000	233	\$26,831	\$3,187	\$19,800	83	\$86,912	\$2,136	\$73,000	769
	EdD	\$116,778	\$15,087	\$125,000	5	\$5,000	.	\$5,000	1	.	.	.	0	\$117,778	\$15,319	\$125,000	5
	PhD	\$95,811	\$2,943	\$89,000	161	\$48,607	\$9,862	\$15,500	44	\$12,789	\$5,443	\$9,250	6	\$106,271	\$3,972	\$92,500	166
	Other	\$64,723	\$3,273	\$60,000	37	\$29,107	\$7,234	\$19,500	15	\$27,723	\$11,887	\$17,493	10	\$74,013	\$3,610	\$70,500	42
	Total	\$74,817	\$1,088	\$65,000	1657	\$32,161	\$1,915	\$15,000	520	\$25,324	\$2,174	\$15,894	194	\$82,171	\$1,192	\$70,000	1772

**Years of Experience by Highest Degree Attained**

**Table 10: Full Time Employees - Compensation by Years of Experience and Highest Degree Attained**

				Salary				Bonus				Commission				TOTCOMP			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Number of Year in Audiology Related Position	1-3	Highest Degree Attained	Masters	\$48,677	\$2,661	\$49,500	20	\$15,255	\$5,106	\$8,000	11	\$26,333	\$12,863	\$15,000	3	\$55,470	\$3,739	\$56,000	22
			Au. D. (4-Year)	\$58,222	\$1,808	\$54,540	104	\$23,850	\$4,470	\$10,000	29	\$15,697	\$3,155	\$12,000	19	\$61,260	\$1,836	\$56,000	115
			Au. D. (Distance Learning)	\$48,816	\$2,479	\$48,500	4	\$22,000	\$17,000	\$22,000	2	\$21,500	\$18,500	\$21,500	2	\$56,453	\$6,034	\$55,000	5
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	\$41,500	\$3,500	\$41,500	2	.	.	.	0	.	.	.	0	\$41,500	\$3,500	\$41,500	2
			Other	\$48,700	\$4,222	\$47,000	4	\$6,500	\$2,566	\$5,000	3	.	.	.	0	\$53,575	\$3,717	\$52,750	4
	4-10	Highest Degree Attained	Masters	\$57,094	\$1,227	\$55,000	141	\$16,553	\$3,412	\$7,260	37	\$22,845	\$4,954	\$15,787	15	\$60,847	\$1,324	\$58,911	148
			Au. D. (4-Year)	\$69,660	\$11,384	\$55,000	45	\$34,067	\$5,951	\$37,000	16	\$20,625	\$9,477	\$10,500	8	\$75,388	\$10,135	\$60,000	51
			Au. D. (Distance Learning)	\$66,433	\$3,836	\$58,600	168	\$24,397	\$2,911	\$14,500	74	\$24,052	\$4,376	\$16,500	32	\$72,294	\$3,569	\$62,450	190
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	\$62,000	\$4,539	\$60,000	11	\$11,000	\$3,000	\$11,000	2	.	.	.	0	\$64,000	\$4,657	\$64,000	11
			Other	\$57,645	\$4,301	\$55,000	15	\$32,514	\$8,824	\$27,500	7	\$29,954	\$13,054	\$19,386	9	\$71,677	\$4,732	\$70,000	19
	11-15	Highest Degree Attained	Masters	\$62,360	\$2,099	\$61,500	64	\$32,139	\$8,910	\$15,000	21	\$17,600	\$4,327	\$13,000	9	\$69,918	\$2,915	\$68,000	69
			Au. D. (4-Year)	\$64,667	\$7,265	\$64,000	6	\$28,200	\$26,800	\$28,200	2	.	.	.	0	\$74,067	\$10,884	\$74,000	6
			Au. D. (Distance Learning)	\$67,321	\$1,837	\$66,000	110	\$41,029	\$9,201	\$32,000	37	\$28,009	\$6,014	\$19,800	17	\$77,045	\$3,725	\$70,500	122
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	\$89,105	\$13,227	\$73,843	16	\$49,486	\$13,471	\$44,000	6	\$4,442	\$2,058	\$4,442	2	\$96,193	\$14,916	\$78,268	18
			Other	\$81,667	\$11,667	\$85,000	3	\$37,500	\$12,500	\$37,500	2	.	.	.	0	\$106,667	\$21,667	\$85,000	3
	16-20	Highest Degree Attained	Masters	\$67,193	\$2,367	\$62,000	81	\$23,825	\$5,110	\$12,000	27	\$12,516	\$4,065	\$8,500	11	\$71,535	\$2,460	\$65,360	87
			Au. D. (4-Year)	\$73,000	.	\$73,000	1	.	.	.	0	.	.	.	0	\$73,000	.	\$73,000	1
			Au. D. (Distance Learning)	\$68,709	\$2,538	\$62,000	111	\$42,299	\$16,246	\$10,000	29	\$32,116	\$10,324	\$21,655	8	\$79,220	\$4,942	\$67,100	115
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	\$91,547	\$11,037	\$85,000	13	\$32,750	\$10,586	\$31,000	4	\$20,000	.	\$20,000	1	\$103,162	\$13,276	\$85,000	13
			Other	\$67,000	\$4,726	\$65,000	3	.	.	.	0	.	.	.	0	\$67,000	\$4,726	\$65,000	3
	> 20	Highest Degree Attained	Masters	\$77,281	\$2,398	\$68,000	265	\$27,301	\$3,745	\$11,000	79	\$38,318	\$9,309	\$20,000	28	\$84,675	\$2,699	\$71,875	280
			Au. D. (4-Year)	\$78,667	\$6,087	\$77,000	9	\$51,720	\$15,790	\$52,200	5	\$39,000	\$11,000	\$39,000	2	\$94,964	\$11,637	\$80,000	11
			Au. D. (Distance Learning)	\$91,949	\$3,625	\$78,000	325	\$41,126	\$4,722	\$24,000	91	\$28,383	\$7,735	\$18,500	24	\$101,802	\$3,726	\$85,000	337
			Ed. D.	\$116,778	\$15,087	125000	5	\$5,000	.	\$5,000	1	.	.	.	0	\$117,778	\$15,319	125000	5
Ph. D.			\$101,216	\$3,122	\$95,000	119	\$52,775	\$13,199	\$12,500	32	\$15,950	\$10,479	\$12,000	3	\$112,962	\$4,498	100000	122	
Other			\$74,105	\$6,461	\$69,097	12	\$38,167	\$29,903	\$15,000	3	\$7,644	.	\$7,644	1	\$77,801	\$6,385	\$74,000	13	
Total	Highest Degree Attained	Masters	\$68,191	\$1,286	\$62,000	571	\$24,315	\$2,304	\$10,000	175	\$27,131	\$4,366	\$15,394	66	\$74,229	\$1,445	\$65,894	606	
		Au. D. (4-Year)	\$62,780	\$3,344	\$55,000	165	\$29,841	\$3,626	\$25,000	52	\$18,663	\$3,456	\$12,000	29	\$67,672	\$3,181	\$59,050	184	
		Au. D. (Distance Learning)	\$78,372	\$1,984	\$67,395	718	\$35,780	\$3,250	\$19,000	233	\$26,831	\$3,187	\$19,800	83	\$86,912	\$2,136	\$73,000	769	
		Ed. D.	\$116,778	\$15,087	125000	5	\$5,000	.	\$5,000	1	.	.	.	0	\$117,778	\$15,319	125000	5	
		Ph. D.	\$95,811	\$2,943	\$89,000	161	\$48,607	\$9,862	\$15,500	44	\$12,789	\$5,443	\$9,250	6	\$106,271	\$3,972	\$92,500	166	
		Other	\$64,723	\$3,273	\$60,000	37	\$29,107	\$7,234	\$19,500	15	\$27,723	\$11,887	\$17,493	10	\$74,013	\$3,610	\$70,500	42	

**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 = 968). Curious about this concentration, we ran Job Titles against Gender and Highest Degree Attained, which revealed that women and those with master’s degrees appear to be disproportionately represented in the Staff Audiologist category. It was found that 62% of female respondents vs. 38% of male respondents are Staff Audiologists.

**Table 11: Full Time Employees -- Compensation by Job Title**

	Primary Job Title	Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
	Staff Audiologist	\$63,392	\$1,274	\$59,000	893	\$25,611	\$1,978	\$12,000	269	\$21,343	\$1,761	\$15,000	133	\$68,530	\$1,298	\$63,000	968
	Manager/Supervisor	\$80,266	\$1,536	\$80,000	172	\$26,297	\$8,565	\$5,500	55	\$18,214	\$3,786	\$15,500	14	\$87,611	\$3,214	\$81,000	177
	Director	\$90,734	\$3,089	\$85,000	115	\$29,890	\$5,213	\$15,933	48	\$40,955	\$12,162	\$19,000	16	\$100,195	\$3,296	\$93,000	125
	Owner	\$103,224	\$4,416	\$86,000	243	\$55,288	\$5,499	\$40,000	87	\$60,296	\$19,000	\$30,000	13	\$121,254	\$4,643	\$100,000	253
	CEO/Executive Director	\$90,625	\$13,152	\$81,000	16	\$67,438	\$34,085	\$18,500	8	\$100	.	\$100	1	\$117,035	\$17,185	\$105,000	17
	Faculty	\$76,012	\$2,621	\$72,000	94	\$7,786	\$2,469	\$6,000	7	.	.	.	0	\$76,592	\$2,609	\$72,000	94
	Researcher	\$83,002	\$5,242	\$84,000	26	\$8,700	\$2,492	\$6,000	7	.	.	.	0	\$85,344	\$5,298	\$84,000	26
	Other	\$74,338	\$3,902	\$64,500	98	\$38,168	\$6,184	\$20,000	39	\$22,346	\$4,123	\$18,000	17	\$81,729	\$4,247	\$70,000	112
	Total	\$74,817	\$1,088	\$65,000	1657	\$32,161	\$1,915	\$15,000	520	\$25,324	\$2,174	\$15,894	194	\$82,171	\$1,192	\$70,000	1772

**Years of Experience**

Compensation appears to increase with years of experience. The difference between the median total compensation for respondents with 20+ years of experience and those of 1-3 years of experience is approximately \$26,000 annually.

**Table 12: Full Time Employees - Compensation by Years of Experience**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Number of Years in an Audiology Related Position	1-3	\$55,982	\$1,507	\$52,000	134	\$20,510	\$3,251	\$8,500	45	\$17,510	\$3,130	\$12,500	24	\$59,762	\$1,562	\$55,000	148
	4-10	\$62,875	\$2,228	\$57,000	380	\$23,622	\$2,056	\$13,500	136	\$24,171	\$3,223	\$15,894	64	\$68,381	\$2,113	\$62,000	419
	11-15	\$67,613	\$1,689	\$65,000	199	\$38,548	\$5,839	\$24,500	68	\$22,980	\$4,078	\$16,000	28	\$76,696	\$2,649	\$71,000	218
	16-20	\$69,538	\$1,801	\$63,000	209	\$33,349	\$8,213	\$12,000	60	\$20,730	\$5,017	\$16,000	20	\$77,393	\$2,914	\$67,390	219
	> 20	\$87,876	\$1,925	\$76,000	735	\$37,754	\$3,261	\$15,000	211	\$32,545	\$5,563	\$18,500	58	\$96,930	\$2,082	\$80,269	768
	Total	\$74,817	\$1,088	\$65,000	1657	\$32,161	\$1,915	\$15,000	520	\$25,324	\$2,174	\$15,894	194	\$82,171	\$1,192	\$70,000	1772

**Primary Work Setting**

The Federal Government, Manufacturers and Private Practice categories appear to round out the work settings where compensation is the highest. On average, the lowest paying work settings appear to be ENT Practices.

Note: a low “n” (number of respondents) produces a large range above and below the mean where the true mean can be found. Be cautious when using this data.

**Table 13: Full Time Employees - Compensation by Primary Work Setting**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Primary Work Setting	University/Teaching Hospital	\$71,582	\$1,824	\$67,000	187	\$10,294	\$4,164	\$5,000	18	\$6,250	\$250	\$6,250	2	\$72,253	\$1,811	\$68,000	188
	VA Hospital	\$92,292	\$8,394	\$82,000	87	\$3,801	\$1,027	\$1,750	19	.	.	.	0	\$93,122	\$8,424	\$82,446	87
	Hospital	\$73,974	\$3,199	\$68,000	169	\$9,426	\$4,652	\$3,000	23	.	.	.	0	\$75,257	\$3,331	\$68,800	169
	Private Practice	\$89,187	\$3,118	\$70,000	366	\$47,682	\$4,257	\$30,000	158	\$29,184	\$5,819	\$16,000	51	\$104,685	\$3,397	\$80,000	398
	ENT Practice	\$58,463	\$964	\$55,000	316	\$26,726	\$1,955	\$16,500	158	\$23,201	\$2,660	\$15,270	96	\$68,286	\$1,272	\$63,000	365
	Other Medical Practice	\$67,111	\$3,570	\$60,000	41	\$23,075	\$6,897	\$10,000	20	\$15,000	\$4,726	\$17,000	3	\$77,573	\$4,882	\$67,175	42
	Corp. Audiology Group Practice	\$81,604	\$6,893	\$65,000	29	\$36,015	\$7,431	\$22,500	30	\$28,272	\$7,667	\$23,500	12	\$94,656	\$7,448	\$82,500	40
	Private Clinic (for Profit)	\$80,726	\$9,870	\$62,000	62	\$27,862	\$6,194	\$10,000	21	\$30,278	\$8,224	\$20,000	9	\$86,215	\$9,040	\$68,448	68
	Private Clinic (non-Profit)	\$68,219	\$2,527	\$62,250	90	\$7,668	\$2,392	\$4,000	11	\$33,250	\$22,299	\$12,500	4	\$70,634	\$2,732	\$64,500	90
	University	\$73,247	\$3,262	\$70,000	59	\$6,500	\$500	\$6,500	2	.	.	.	0	\$73,468	\$3,280	\$70,000	59
	Public/Private School	\$62,501	\$1,563	\$60,000	108	\$3,139	\$1,002	\$2,950	6	.	.	.	0	\$62,675	\$1,564	\$60,000	108
	Manufacturer	\$88,989	\$6,218	\$80,500	44	\$44,131	\$12,434	\$12,000	37	\$22,920	\$4,673	\$19,900	14	\$104,808	\$9,651	\$91,500	56
	Industry (Industrial Audiology)	\$92,000	\$7,071	\$94,000	4	\$32,500	\$17,500	\$32,500	2	.	.	.	0	\$108,250	\$14,517	\$97,500	4
	Federal Government	\$91,029	\$5,210	\$84,000	29	\$42,875	\$35,478	\$10,000	4	.	.	.	0	\$96,943	\$8,405	\$86,000	29
	Other	\$70,904	\$3,511	\$64,500	66	\$34,595	\$14,751	\$8,000	11	\$24,667	\$8,212	\$18,000	3	\$74,409	\$3,881	\$65,000	69
<b>Total</b>	<b>\$74,817</b>	<b>\$1,088</b>	<b>\$65,000</b>	<b>1657</b>	<b>\$32,161</b>	<b>\$1,915</b>	<b>\$15,000</b>	<b>520</b>	<b>\$25,324</b>	<b>\$2,174</b>	<b>\$15,894</b>	<b>194</b>	<b>\$82,171</b>	<b>\$1,192</b>	<b>\$70,000</b>	<b>1772</b>	

**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 500) 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.

**Table 14: Full Time Employees - Compensation by Size of Organization**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Number of Individuals in Organization	Less than 5	\$85,724	\$3,337	\$70,000	327	\$34,656	\$3,231	\$25,000	99	\$32,577	\$8,994	\$16,000	29	\$93,663	\$3,270	\$76,280	346
	6-10	\$74,121	\$2,799	\$63,000	243	\$46,397	\$6,147	\$24,500	92	\$14,786	\$2,603	\$11,500	38	\$86,851	\$3,618	\$69,000	263
	11-20	\$65,706	\$2,657	\$57,500	171	\$31,914	\$4,238	\$15,500	72	\$27,269	\$4,047	\$20,000	39	\$75,632	\$3,091	\$67,000	193
	21-50	\$63,439	\$1,575	\$60,000	146	\$25,293	\$4,641	\$8,000	52	\$33,079	\$7,324	\$20,000	28	\$71,897	\$2,411	\$65,000	160
	51-100	\$63,888	\$1,982	\$60,000	91	\$19,809	\$3,438	\$12,000	41	\$21,104	\$5,676	\$10,000	13	\$69,004	\$2,116	\$65,000	100
	101-500	\$72,869	\$4,708	\$62,000	169	\$28,562	\$4,277	\$13,000	65	\$19,931	\$4,109	\$15,270	24	\$78,762	\$4,397	\$69,000	186
	501-999	\$75,908	\$2,688	\$68,000	120	\$35,598	\$9,123	\$13,500	28	\$32,184	\$8,148	\$23,043	8	\$82,906	\$3,708	\$73,000	125
	more than 1000	\$77,417	\$1,806	\$72,000	390	\$24,590	\$6,820	\$5,000	71	\$27,089	\$6,854	\$17,000	15	\$81,064	\$2,187	\$73,000	399
	<b>Total</b>	<b>\$74,817</b>	<b>\$1,088</b>	<b>\$65,000</b>	<b>1657</b>	<b>\$32,161</b>	<b>\$1,915</b>	<b>\$15,000</b>	<b>520</b>	<b>\$25,324</b>	<b>\$2,174</b>	<b>\$15,894</b>	<b>194</b>	<b>\$82,171</b>	<b>\$1,192</b>	<b>\$70,000</b>	<b>1772</b>

**Region**

Region does not appear to have a significant association with total compensation with the exception that compensation in the “Far West” and “Northeast” appear higher than compensation elsewhere, especially when compared with the West and North Central regions.

**Table 15: Full Time Employees - Compensation by Region**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Region	Southeast (AL, FL, GA, NC, SC, TN)	\$73,289	\$2,568	\$63,000	278	\$38,422	\$3,833	\$27,000	100	\$24,090	\$5,400	\$15,000	47	\$82,839	\$2,776	\$71,000	306
	Far West (AK, CA, HI, NV, OR, WA)	\$83,317	\$2,735	\$73,500	230	\$33,359	\$5,771	\$10,500	88	\$32,946	\$7,048	\$20,000	21	\$93,021	\$3,367	\$79,000	245
	West (AZ, CO, ID, MT, NM, UT, WY)	\$70,901	\$2,619	\$65,000	134	\$31,573	\$8,296	\$10,000	33	\$36,625	\$7,855	\$31,500	12	\$79,581	\$3,492	\$68,000	138
	South Central (AR, LA, MS, OK, TX)	\$73,989	\$4,329	\$64,500	157	\$28,662	\$4,165	\$12,000	57	\$19,950	\$3,367	\$15,000	25	\$79,016	\$4,175	\$68,000	174
	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	\$78,221	\$2,721	\$68,000	284	\$26,525	\$3,538	\$15,000	71	\$21,142	\$4,866	\$12,700	25	\$81,545	\$2,623	\$72,000	302
	Mid Atlantic (DC, DE, MD, VA, WV)	\$73,830	\$2,870	\$67,500	105	\$20,459	\$4,554	\$8,000	32	\$21,546	\$5,770	\$15,000	13	\$78,260	\$3,051	\$71,500	111
	Central (IL, IN, KY, MI, OH, WI)	\$71,591	\$2,924	\$61,500	314	\$27,485	\$3,915	\$14,250	92	\$22,679	\$3,420	\$19,600	29	\$78,011	\$3,063	\$65,000	329
	North Central (IA, KS, MN, MO, ND, NE, SD)	\$70,134	\$2,989	\$60,000	155	\$46,892	\$10,229	\$20,000	47	\$31,096	\$9,764	\$15,500	22	\$82,388	\$4,315	\$65,000	167
	Total	\$74,817	\$1,088	\$65,000	1657	\$32,161	\$1,915	\$15,000	520	\$25,324	\$2,174	\$15,894	194	\$82,171	\$1,192	\$70,000	1772

**Departmental Budget – Managers**

**Table 16: Full Time Employees - Compensation by Departmental Budget (Managers only)**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Department Budget	Less than 200,000	\$68,786	\$2,969	\$65,000	85	\$27,650	\$6,914	\$6,880	24	\$29,126	\$8,712	\$15,000	11	\$72,668	\$3,065	\$69,000	94
	\$200,001 - 500,000	\$77,209	\$2,985	\$70,000	117	\$18,859	\$3,436	\$10,000	32	\$18,667	\$3,593	\$17,500	6	\$81,924	\$3,051	\$75,000	119
	\$500,001 - 1,000,000	\$89,294	\$4,354	\$80,000	82	\$49,796	\$8,508	\$25,000	35	\$51,183	\$38,186	\$10,250	6	\$107,725	\$5,602	\$88,000	87
	\$1,000,001 - 1,500,000	\$96,700	\$6,733	\$87,500	53	\$69,920	\$16,929	\$45,000	24	\$34,013	\$21,025	\$15,500	8	\$124,127	\$10,275	\$96,000	57
	\$1,500,001 - 2,000,000	\$99,177	\$8,290	\$86,000	33	\$69,265	\$12,084	\$50,000	17	\$41,000	\$15,510	\$24,000	7	\$124,667	\$10,266	\$107,500	38
	\$2,000,001 - 3,000,000	\$104,673	\$7,318	\$91,000	26	\$23,124	\$14,048	\$10,000	7	\$20,000	.	\$20,000	1	\$111,667	\$8,542	\$91,000	26
	\$3,000,001 - 5,000,000	\$103,143	\$9,383	\$100,000	14	\$74,325	\$21,121	\$75,500	8	\$29,000	\$11,000	\$29,000	2	\$131,037	\$13,096	\$115,000	16
	\$5,000,001 - 10,000,000	\$114,312	\$8,920	\$110,000	9	\$38,500	\$23,133	\$18,000	6	\$41,000	.	\$41,000	1	\$130,081	\$12,391	\$128,000	10
	Greater than \$10,000,000	\$116,500	\$14,401	\$99,000	13	\$17,329	\$6,914	\$15,000	7	.	.	.	0	\$125,831	\$18,425	\$105,000	13
	I Don't Know	\$66,533	\$1,087	\$65,000	317	\$20,291	\$2,754	\$10,000	100	\$30,810	\$4,726	\$21,750	36	\$72,111	\$1,354	\$68,000	336
Total	\$77,971	\$1,243	\$72,000	749	\$34,629	\$2,864	\$15,000	260	\$32,394	\$4,469	\$18,000	78	\$87,852	\$1,613	\$75,000	796	

**Compensation for the Bottom and Top 10% of the Sample**

Comparing the top 10% of earners with the bottom 10%, we find that the top 10% make, on average, 4.5 times what the lowest 10% of earners make.

**Table 17: Full Time Employees – Compensation for the Bottom and Top 10% of the Sample**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Total Compensation Range	Bottom 10%	\$40,581	\$767	\$42,000	168	\$19,247	\$12,033	\$2,000	27	\$6,683	\$2,324	\$6,500	6	\$42,891	\$2,423	\$42,400	172
	Middle 80%	\$70,002	\$703	\$65,000	1331	\$22,721	\$1,222	\$12,000	406	\$19,104	\$1,252	\$15,000	165	\$74,174	\$671	\$70,000	1423
	Top 10%	\$151,779	\$6,943	\$140,000	158	\$80,222	\$7,315	\$67,000	87	\$74,803	\$11,724	\$70,000	23	\$184,638	\$6,103	\$160,000	177
	Total	\$74,817	\$1,088	\$65,000	1657	\$32,161	\$1,915	\$15,000	520	\$25,324	\$2,174	\$15,894	194	\$82,171	\$1,192	\$70,000	1772

**Benefits**

Across all full time respondents, 76% report that they receive some form of health insurance. By contrast, only 33% of part time employee respondents report that they receive health insurance benefits. Full time employees receive educational benefits at a higher rate than do part time employees – approximately 75% of full time employees receive at least some form of educational support.

**Table 18: Full Time Employees – Core Benefits**

		n	%
Benefits	Health Insurance	1348	76%
	Retirement	1221	69%
	Life Insurance	1001	57%
	Dental Insurance	956	54%
	Disability Insurance	853	48%
	Flex Medical / Dependent Care Plan	748	42%
	Tuition Reimbursement	739	42%
	Vision Benefits	708	40%
	Auto/Mileage Reimbursement	528	30%
	Profit Sharing	344	19%
	Other	244	14%
	Club Memberships	229	13%
	Automobile	111	6%

**Table 19: Full Time Employees - Education Support**

		n	%
Education Support	Registration Fees Paid	1444	89%
	Paid Time Off	1420	88%
	Airfare/Mileage Reimbursement	1210	75%
	Meal/Lodging Reimbursement	1182	73%

**Table 20: Full Time Employees - Days Off**

	Mean	Median	Valid N
Vacation (Days)	17	15	1573
Personal (Days)	4	2	1370
Holidays (Days)	8	7	1572
Floating Holidays (Days)	1	0	1218
Bereavement Leave (Days)	3	3	1266
Sick Leave (Days)	8	6	1367

**FULL TIME EMPLOYEES (9 MONTH CYCLE ONLY)**

***Compensation for all Full-Time Respondents (9 month cycle only)***

**Table 21: Full Time Employees (9 month cycle only) – Aggregate Compensation of Group**

Salary				Bonus				Commission				TOTCOMP			
Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
\$62,124	\$1,426	\$60,000	148	\$3,739	\$893	\$4,200	7	\$1,600	.	\$1,600	1	\$62,312	\$1,412	\$60,000	148

**Highest Degree Attained by Gender**

**Table 22: Full Time Employees (9 month cycle only) – Compensation by Highest Degree Attained by Gender**

				Salary				Bonus				Commission				TOTCOMP			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Attained	Master's	Gender	Male	\$55,333	\$12,667	\$48,000	3	.	.	.	0	.	.	.	0	\$55,333	\$12,667	\$48,000	3
			Female	\$56,548	\$3,035	\$55,000	43	\$3,258	\$1,802	\$3,000	3	\$1,600	.	\$1,600	1	\$56,812	\$2,989	\$55,000	43
	AuD (4-Year)	Gender	Male	\$62,250	\$8,250	\$62,250	2	.	.	.	0	.	.	.	0	\$62,250	\$8,250	\$62,250	2
			Female	\$49,333	\$5,608	\$47,000	3	.	.	.	0	.	.	.	0	\$49,333	\$5,608	\$47,000	3
	AuD (Distance Learning)	Gender	Male	\$73,881	\$6,498	\$72,000	7	\$4,200	.	\$4,200	1	.	.	.	0	\$74,481	\$6,067	\$72,000	7
			Female	\$59,866	\$2,247	\$59,165	47	\$3,100	\$1,900	\$3,100	2	.	.	.	0	\$59,998	\$2,224	\$59,165	47
	EdD	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	\$60,000	.	\$60,000	1	.	.	.	0	.	.	.	0	\$60,000	.	\$60,000	1
	PhD	Gender	Male	\$80,416	\$2,781	\$80,000	13	\$6,000	.	\$6,000	1	.	.	.	0	\$80,878	\$2,758	\$82,000	13
			Female	\$66,614	\$2,810	\$68,000	22	.	.	.	0	.	.	.	0	\$66,614	\$2,810	\$68,000	22
	Other	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	\$60,357	\$4,207	\$56,000	7	.	.	.	0	.	.	.	0	\$60,357	\$4,207	\$56,000	7
	Total	Gender	Male	\$74,123	\$3,145	\$75,000	25	\$5,100	\$900	\$5,100	2	.	.	.	0	\$74,531	\$3,099	\$75,000	25
			Female	\$59,685	\$1,504	\$59,165	123	\$3,195	\$1,156	\$3,000	5	\$1,600	.	\$1,600	1	\$59,828	\$1,486	\$59,165	123

**Years of Experience by Gender**

**Table 23: Full Time Employees (9 month cycle only) - Compensation by Years of Experience by Gender**

				Salary				Bonus				Commission				TOTCOMP			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Number of Years in an Audiology Related Position	1-3	Gender	Male	\$70,500	.	\$70,500	1	.	.	.	0	.	.	.	0	\$70,500	.	\$70,500	1
			Female	\$47,000	.	\$47,000	1	.	.	.	0	.	.	.	0	\$47,000	.	\$47,000	1
	4-10	Gender	Male	\$51,200	\$5,580	\$48,000	5	\$4,200	.	\$4,200	1	.	.	.	0	\$52,040	\$5,408	\$49,200	5
			Female	\$47,706	\$2,307	\$47,000	17	\$5,000	.	\$5,000	1	.	.	.	0	\$48,000	\$2,215	\$47,000	17
	11-15	Gender	Male	\$78,333	\$6,667	\$85,000	3	.	.	.	0	.	.	.	0	\$78,333	\$6,667	\$85,000	3
			Female	\$56,918	\$4,198	\$55,000	13	.	.	.	0	.	.	.	0	\$56,918	\$4,198	\$55,000	13
	16-20	Gender	Male	\$83,000	.	\$83,000	1	.	.	.	0	.	.	.	0	\$83,000	.	\$83,000	1
			Female	\$53,777	\$2,944	\$56,000	25	\$2,100	\$900	\$2,100	2	.	.	.	0	\$53,945	\$2,944	\$56,000	25
	> 20	Gender	Male	\$80,572	\$2,802	\$80,000	15	\$6,000	.	\$6,000	1	.	.	.	0	\$80,972	\$2,784	\$80,000	15
			Female	\$65,655	\$2,050	\$65,000	67	\$3,388	\$3,113	\$3,388	2	\$1,600	.	\$1,600	1	\$65,780	\$2,016	\$65,000	67
	Total	Gender	Male	\$74,123	\$3,145	\$75,000	25	\$5,100	\$900	\$5,100	2	.	.	.	0	\$74,531	\$3,099	\$75,000	25
			Female	\$59,685	\$1,504	\$59,165	123	\$3,195	\$1,156	\$3,000	5	\$1,600	.	\$1,600	1	\$59,828	\$1,486	\$59,165	123

**Highest Degree Attained**

**Table 24: Full Time Employees (9 month cycle only) – Compensation by Highest Degree Attained**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Attained	Master's	\$56,468	\$2,916	\$54,500	46	\$3,258	\$1,802	\$3,000	3	\$1,600	.	\$1,600	1	\$56,716	\$2,874	\$54,500	46
	AuD (4-Year)	\$54,500	\$5,123	\$54,000	5	.	.	.	0	.	.	.	0	\$54,500	\$5,123	\$54,000	5
	AuD (Distance Learning)	\$61,683	\$2,203	\$60,000	54	\$3,467	\$1,157	\$4,200	3	.	.	.	0	\$61,875	\$2,173	\$60,000	54
	EdD	\$60,000	.	\$60,000	1	.	.	.	0	.	.	.	0	\$60,000	.	\$60,000	1
	PhD	\$71,740	\$2,321	\$72,000	35	\$6,000	.	\$6,000	1	.	.	.	0	\$71,912	\$2,337	\$72,000	35
	Other	\$60,357	\$4,207	\$56,000	7	.	.	.	0	.	.	.	0	\$60,357	\$4,207	\$56,000	7
	Total	\$62,124	\$1,426	\$60,000	148	\$3,739	\$893	\$4,200	7	\$1,600	.	\$1,600	1	\$62,312	\$1,412	\$60,000	148

**Years of Experience by Highest Degree Attained**

**Table 25: Full Time Employees (9 month cycle only) – Compensation by Years of Experience by Highest Degree Attained**

				Salary				Bonus				Commission				TOTCOMP				
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	
Number of Year in Audiology Related Position	1-3	Highest Degree Attained	Master's	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0	
			AuD (4-Year)	\$58,750	\$11,750	\$58,750	2	.	.	.	0	.	.	.	0	\$58,750	\$11,750	\$58,750	2	
			AuD (Distance Learning)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			EdD	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			PhD	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
	4-10	Highest Degree Attained	Master's	\$43,111	\$2,098	\$43,000	9	.	.	.	0	.	.	.	0	\$43,111	\$2,098	\$43,000	9	
			AuD (4-Year)	\$47,500	\$6,500	\$47,500	2	.	.	.	0	.	.	.	0	\$47,500	\$6,500	\$47,500	2	
			AuD (Distance Learning)	\$48,500	\$3,111	\$48,500	8	\$4,600	\$400	\$4,600	2	.	.	.	0	\$49,650	\$2,671	\$49,100	8	
			EdD	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			PhD	\$65,333	\$3,180	\$65,000	3	.	.	.	0	.	.	.	0	\$65,333	\$3,180	\$65,000	3	
			Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
	11-15	Highest Degree Attained	Master's	\$57,488	\$7,992	\$52,500	6	.	.	.	0	.	.	.	0	\$57,488	\$7,992	\$52,500	6	
			AuD (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			AuD (Distance Learning)	\$52,833	\$5,199	\$52,500	3	.	.	.	0	.	.	.	0	\$52,833	\$5,199	\$52,500	3	
			EdD	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			PhD	\$67,357	\$5,973	\$65,000	7	.	.	.	0	.	.	.	0	\$67,357	\$5,973	\$65,000	7	
			Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
	16-20	Highest Degree Attained	Master's	\$45,509	\$5,007	\$49,000	7	\$3,000	.	\$3,000	1	.	.	.	0	\$45,938	\$5,060	\$51,000	7	
			AuD (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			AuD (Distance Learning)	\$55,705	\$4,117	\$58,583	14	\$1,200	.	\$1,200	1	.	.	.	0	\$55,790	\$4,132	\$58,583	14	
			EdD	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			PhD	\$66,000	\$7,427	\$64,500	4	.	.	.	0	.	.	.	0	\$66,000	\$7,427	\$64,500	4	
			Other	\$65,000	.	\$65,000	1	.	.	.	0	.	.	.	0	\$65,000	.	\$65,000	1	
	> 20	Highest Degree Attained	Master's	\$64,419	\$4,330	\$63,000	24	\$3,388	\$3,113	\$3,388	2	\$1,600	.	\$1,600	1	\$64,768	\$4,203	\$63,000	24	
			AuD (4-Year)	\$60,000	.	\$60,000	1	.	.	.	0	.	.	.	0	\$60,000	.	\$60,000	1	
			AuD (Distance Learning)	\$69,121	\$2,800	\$68,000	29	.	.	.	0	.	.	.	0	\$69,121	\$2,800	\$68,000	29	
			EdD	\$60,000	.	\$60,000	1	.	.	.	0	.	.	.	0	\$60,000	.	\$60,000	1	
PhD			\$75,210	\$2,907	\$75,000	21	\$6,000	.	\$6,000	1	.	.	.	0	\$75,496	\$2,925	\$75,000	21		
Other			\$59,583	\$4,893	\$55,000	6	.	.	.	0	.	.	.	0	\$59,583	\$4,893	\$55,000	6		
Total	Highest Degree Attained	Master's	\$56,468	\$2,916	\$54,500	46	\$3,258	\$1,802	\$3,000	3	\$1,600	.	\$1,600	1	\$56,716	\$2,874	\$54,500	46		
		AuD (4-Year)	\$54,500	\$5,123	\$54,000	5	.	.	.	0	.	.	.	0	\$54,500	\$5,123	\$54,000	5		
		AuD (Distance Learning)	\$61,683	\$2,203	\$60,000	54	\$3,467	\$1,157	\$4,200	3	.	.	.	0	\$61,875	\$2,173	\$60,000	54		
		EdD	\$60,000	.	\$60,000	1	.	.	.	0	.	.	.	0	\$60,000	.	\$60,000	1		
		PhD	\$71,740	\$2,321	\$72,000	35	\$6,000	.	\$6,000	1	.	.	.	0	\$71,912	\$2,337	\$72,000	35		
		Other	\$60,357	\$4,207	\$56,000	7	.	.	.	0	.	.	.	0	\$60,357	\$4,207	\$56,000	7		

**Benefits**

**Table 26: Full Time Employees (9 month cycle only) – Core Benefits**

		n	%
Benefits	Health Insurance	127	86%
	Dental Insurance	113	76%
	Vision Benefits	90	61%
	Flex Medical / Dependent Care Plan	93	63%
	Disability Insurance	84	57%
	Life Insurance	105	71%
	Retirement	127	86%
	Club Memberships	10	7%
	Automobile	4	3%
	Auto/Mileage Reimbursement	71	48%
	Profit Sharing	2	1%
	Tuition Reimbursement	47	32%
	Other	12	8%

**Table 27: Full Time Employees (9 month cycle only) – Education Support**

		n	%
Education Support	Paid Time Off	120	86%
	Registration Fees Paid	115	83%
	Meal/Lodging Reimbursement	94	68%
	Airfare/Mileage Reimbursement	92	66%

**Table 28: Full Time Employees (9 month cycle only) – Days Off**

	Mean	Median	Valid N
Vacation (Days)	13	0	101
Personal (Days)	3	3	115
Holidays (Days)	10	9	103
Floating Holidays (Days)	0	0	76
Bereavement Leave (Days)	3	3	97
Sick Leave (Days)	11	10	116

**PART TIME EMPLOYEES**

***Demographic Profile of Sample***

**Table 29: Part Time Employees – Sample by Job Title**

		<b>n</b>	<b>%</b>
Primary Job Title	Staff Audiologist	172	77%
	Owner	18	8%
	Other	13	6%
	Manager/Supervisor	8	4%
	Faculty	6	3%
	Researcher	3	1%
	Director	2	1%
	CEO/Executive Director	1	0%
	Total	223	100%

**Table 30: Part Time Employees – Sample by Highest Degree Attained**

		<b>n</b>	<b>%</b>
Highest Degree Attained	Master's	107	48%
	AuD (Distance Learning)	85	38%
	AuD (4-Year)	12	5%
	PhD	10	4%
	Other	8	4%
	EdD	1	0%
	Total	223	100%

**Demographic Profile of Sample**

**Table 31: Part Time Employees – Sample by Primary Work Setting**

		n	%
Primary Work Setting	ENT Practice	64	29%
	Private Practice	55	25%
	University/Teaching Hospital	23	10%
	Hospital	18	8%
	Other	15	7%
	Private Clinic (for Profit)	13	6%
	Private Clinic (non-Profit)	9	4%
	Public/Private School	6	3%
	Other Medical Practice	6	3%
	VA Hospital	6	3%
	Manufacturer	4	2%
	Federal Government	2	1%
	University	1	0%
	Corp. Audiology Group Practice	1	0%
	Industry (Industrial Audiology)	0	0%
	Total	223	100%

**Table 32: Part Time Employees – Sample by Region**

		n	%
Region	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	53	24%
	Central (IL, IN, KY, MI, OH, WI)	41	18%
	Far West (AK, CA, HI, NV, OR, WA)	35	16%
	Southeast (AL, FL, GA, NC, SC, TN)	29	13%
	North Central (IA, KS, MN, MO, ND, NE, SD)	21	9%
	Mid Atlantic (DC, DE, MD, VA, WV)	15	7%
	West (AZ, CO, ID, MT, NM, UT, WY)	15	7%
	South Central (AR, LA, MS, OK, TX)	14	6%
	Total	223	100%

**Compensation for All Part Time Respondents**

**Table 33: Part Time Employees – Aggregate Compensation of Group**

Salary				Bonus				Commission				TOTCOMP			
Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
\$44,602	\$1,912	\$40,000	210	\$17,379	\$3,503	\$5,050	45	\$17,593	\$3,496	\$10,000	29	\$47,797	\$1,923	\$42,000	223

**Gender**

**Table 34: Part Time Employees – Compensation by Gender**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Gender	Male	\$49,625	\$11,677	\$41,000	8	.	.	.	0	.	.	.	0	\$49,625	\$11,677	\$41,000	8
	Female	\$44,403	\$1,939	\$39,734	202	\$17,379	\$3,503	\$5,050	45	\$17,593	\$3,496	\$10,000	29	\$47,729	\$1,952	\$42,000	215
	Total	\$44,602	\$1,912	\$40,000	210	\$17,379	\$3,503	\$5,050	45	\$17,593	\$3,496	\$10,000	29	\$47,797	\$1,923	\$42,000	223

**Highest Degree Attained by Gender**

**Table 35: Part Time Employees – Compensation by Highest Degree Attained and Gender**

				Salary				Bonus				Commission				TOTCOMP			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Attained	Master's	Gender	Male	\$54,667	\$8,192	\$52,000	3	.	.	.	0	.	.	.	0	\$54,667	\$8,192	\$52,000	3
			Female	\$39,840	\$2,573	\$36,539	100	\$13,695	\$3,960	\$4,000	19	\$21,733	\$6,514	\$12,000	9	\$42,691	\$2,620	\$37,220	104
	AuD (4-Year)	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	\$42,648	\$5,093	\$42,500	12	\$7,500	\$1,500	\$8,000	4	\$3,500	.	\$3,500	1	\$45,440	\$4,538	\$47,500	12
	AuD (Distance Learning)	Gender	Male	\$35,000	\$5,000	\$35,000	2	.	.	.	0	.	.	.	0	\$35,000	\$5,000	\$35,000	2
			Female	\$50,855	\$3,623	\$45,000	75	\$23,987	\$6,977	\$11,500	19	\$15,065	\$4,769	\$10,000	17	\$54,530	\$3,571	\$47,000	83
	EdD	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	\$20,000	.	\$20,000	1	.	.	.	0	.	.	.	0	\$20,000	.	\$20,000	1
	PhD	Gender	Male	\$54,333	\$33,198	\$30,000	3	.	.	.	0	.	.	.	0	\$54,333	\$33,198	\$30,000	3
			Female	\$52,643	\$8,809	\$60,000	7	.	.	.	0	.	.	.	0	\$52,643	\$8,809	\$60,000	7
	Other	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	\$38,714	\$4,819	\$41,000	7	\$12,033	\$10,792	\$2,000	3	\$27,500	\$3,500	\$27,500	2	\$45,262	\$5,117	\$43,500	8
	Total	Gender	Male	\$49,625	\$11,677	\$41,000	8	.	.	.	0	.	.	.	0	\$49,625	\$11,677	\$41,000	8
			Female	\$44,403	\$1,939	\$39,734	202	\$17,379	\$3,503	\$5,050	45	\$17,593	\$3,496	\$10,000	29	\$47,729	\$1,952	\$42,000	215

*Years of Experience by Gender*

Table 36: Part Time Employees – Compensation by Years of Experience and Gender

				Salary				Bonus				Commission				TOTCOMP			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Number of Years in an Audiology Related Position	1-3	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	\$35,292	\$3,239	\$31,250	12	\$15,100	\$8,525	\$8,000	4	\$12,000	.	\$12,000	1	\$38,146	\$3,072	\$36,000	13
	4-10	Gender	Male	\$47,000	\$5,000	\$47,000	2	.	.	.	0	.	.	.	0	\$47,000	\$5,000	\$47,000	2
			Female	\$44,661	\$6,528	\$36,400	37	\$6,870	\$2,993	\$3,250	10	\$5,167	\$1,424	\$4,000	3	\$45,702	\$6,313	\$37,934	38
	11-15	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	\$40,259	\$3,180	\$35,000	47	\$17,350	\$6,087	\$4,000	13	\$12,860	\$4,208	\$8,000	10	\$44,045	\$3,150	\$37,440	51
	16-20	Gender	Male	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
			Female	\$37,948	\$3,010	\$36,850	22	\$29,008	\$18,542	\$10,250	6	\$11,900	\$5,409	\$10,000	5	\$44,517	\$5,064	\$38,250	24
	> 20	Gender	Male	\$50,500	\$15,882	\$35,000	6	.	.	.	0	.	.	.	0	\$50,500	\$15,882	\$35,000	6
			Female	\$49,601	\$3,016	\$45,000	84	\$21,113	\$5,791	\$19,300	12	\$29,460	\$7,778	\$24,500	10	\$52,971	\$3,066	\$47,000	89
	Total	Gender	Male	\$49,625	\$11,677	\$41,000	8	.	.	.	0	.	.	.	0	\$49,625	\$11,677	\$41,000	8
			Female	\$44,403	\$1,939	\$39,734	202	\$17,379	\$3,503	\$5,050	45	\$17,593	\$3,496	\$10,000	29	\$47,729	\$1,952	\$42,000	215

*Highest Degree Attained*

Table 37: Part Time Employees – Compensation by Highest Degree Attained

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Attained	Master's	\$40,272	\$2,518	\$36,700	103	\$13,695	\$3,960	\$4,000	19	\$21,733	\$6,514	\$12,000	9	\$43,027	\$2,561	\$38,000	107
	AuD (4-Year)	\$42,648	\$5,093	\$42,500	12	\$7,500	\$1,500	\$8,000	4	\$3,500	.	\$3,500	1	\$45,440	\$4,538	\$47,500	12
	AuD (Distance Learning)	\$50,443	\$3,542	\$45,000	77	\$23,987	\$6,977	\$11,500	19	\$15,065	\$4,769	\$10,000	17	\$54,070	\$3,502	\$46,550	85
	EdD	\$20,000	.	\$20,000	1	.	.	.	0	.	.	.	0	\$20,000	.	\$20,000	1
	PhD	\$53,150	\$10,476	\$53,000	10	.	.	.	0	.	.	.	0	\$53,150	\$10,476	\$53,000	10
	Other	\$38,714	\$4,819	\$41,000	7	\$12,033	\$10,792	\$2,000	3	\$27,500	\$3,500	\$27,500	2	\$45,262	\$5,117	\$43,500	8
	Total	\$44,602	\$1,912	\$40,000	210	\$17,379	\$3,503	\$5,050	45	\$17,593	\$3,496	\$10,000	29	\$47,797	\$1,923	\$42,000	223

**Years of Experience by Highest Degree Attained**

**Table 30: Part Time Employees – Compensation by Years of Experience and Highest Degree Attained**

			Salary				Bonus				Commission				TOTCOMP					
			Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N		
Number of Year in Audiology Related Position	1-3	Highest Degree Attained	Masters	\$35,833	\$3,087	\$33,000	3	\$40,400	.	\$40,400	1	\$12,000	.	\$12,000	1	\$39,975	\$4,682	\$37,500	4	
			Au. D. (4-Year)	\$38,500	\$4,653	\$30,000	7	\$6,667	\$1,764	\$6,000	3	.	.	.	0	\$41,357	\$3,856	\$40,000	7	
			Au. D. (Distance Learning)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Ph. D.	\$23,250	\$5,250	\$23,250	2	.	.	.	0	.	.	.	0	\$23,250	\$5,250	\$23,250	2	
			Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
	4-10	Highest Degree Attained	Masters	\$47,343	\$12,828	\$34,700	18	\$2,275	\$719	\$2,300	4	\$8,000	.	\$8,000	1	\$48,293	\$12,741	\$34,700	18	
			Au. D. (4-Year)	\$45,570	\$13,099	\$43,000	4	\$10,000	.	\$10,000	1	\$3,500	.	\$3,500	1	\$48,945	\$11,960	\$48,000	4	
			Au. D. (Distance Learning)	\$44,286	\$4,381	\$40,800	14	\$15,700	\$8,240	\$11,500	3	\$4,000	.	\$4,000	1	\$44,741	\$4,226	\$40,000	15	
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Ph. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Other	\$30,667	\$5,696	\$26,000	3	\$1,250	\$750	\$1,250	2	.	.	.	0	\$31,500	\$5,252	\$26,500	3	
	11-15	Highest Degree Attained	Masters	\$33,927	\$2,017	\$34,000	23	\$9,643	\$4,676	\$3,100	7	\$23,000	\$17,000	\$23,000	2	\$37,242	\$2,056	\$35,500	24	
			Au. D. (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Au. D. (Distance Learning)	\$46,327	\$5,711	\$42,500	24	\$26,342	\$11,490	\$22,400	6	\$10,325	\$3,681	\$8,000	8	\$50,093	\$5,453	\$46,550	27	
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Ph. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Other	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
	16-20	Highest Degree Attained	Masters	\$33,296	\$2,636	\$36,700	13	\$5,275	\$225	\$5,275	2	.	.	.	0	\$34,108	\$2,849	\$36,700	13	
			Au. D. (4-Year)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Au. D. (Distance Learning)	\$44,143	\$6,874	\$40,000	7	\$40,875	\$26,808	\$20,500	4	\$7,125	\$3,281	\$6,250	4	\$55,667	\$11,635	\$50,000	9	
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Ph. D.	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	.	0
			Other	\$46,500	\$14,500	\$46,500	2	.	.	.	0	\$31,000	.	\$31,000	1	\$62,000	\$1,000	\$62,000	2	
> 20	Highest Degree Attained	Masters	\$42,939	\$2,218	\$41,625	46	\$26,531	\$10,304	\$40,200	5	\$25,920	\$10,255	\$25,000	5	\$46,614	\$2,813	\$44,403	48		
		Au. D. (4-Year)	\$60,000	.	\$60,000	1	.	.	.	0	.	.	.	0	\$60,000	.	\$60,000	1		
		Au. D. (Distance Learning)	\$57,602	\$6,888	\$47,500	32	\$14,517	\$7,615	\$4,500	6	\$35,250	\$16,111	\$29,000	4	\$60,923	\$6,666	\$49,500	34		
		Ed. D.	\$20,000	.	\$20,000	1	.	.	.	0	.	.	.	0	\$20,000	.	\$20,000	1		
		Ph. D.	\$60,625	\$11,640	\$62,500	8	.	.	.	0	.	.	.	0	\$60,625	\$11,640	\$62,500	8		
		Other	\$43,000	\$2,000	\$43,000	2	\$33,600	.	\$33,600	1	\$24,000	.	\$24,000	1	\$47,867	\$5,002	\$45,000	3		
Total	Highest Degree Attained	Masters	\$40,272	\$2,518	\$36,700	103	\$13,695	\$3,960	\$4,000	19	\$21,733	\$6,514	\$12,000	9	\$43,027	\$2,561	\$38,000	107		
		Au. D. (4-Year)	\$42,648	\$5,093	\$42,500	12	\$7,500	\$1,500	\$8,000	4	\$3,500	.	\$3,500	1	\$45,440	\$4,538	\$47,500	12		
		Au. D. (Distance Learning)	\$50,443	\$3,542	\$45,000	77	\$23,987	\$6,977	\$11,500	19	\$15,065	\$4,769	\$10,000	17	\$54,070	\$3,502	\$46,550	85		
		Ed. D.	\$20,000	.	\$20,000	1	.	.	.	0	.	.	.	0	\$20,000	.	\$20,000	1		
		Ph. D.	\$53,150	\$10,476	\$53,000	10	.	.	.	0	.	.	.	0	\$53,150	\$10,476	\$53,000	10		
		Other	\$38,714	\$4,819	\$41,000	7	\$12,033	\$10,792	\$2,000	3	\$27,500	\$3,500	\$27,500	2	\$45,262	\$5,117	\$43,500	8		

**Years of Experience**

**Table 38: Part Time Employees – Compensation by Years of Experience**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Number of Years in an Audiology Related Position	1-3	\$35,292	\$3,239	\$31,250	12	\$15,100	\$8,525	\$8,000	4	\$12,000	.	\$12,000	1	\$38,146	\$3,072	\$36,000	13
	4-10	\$44,781	\$6,192	\$37,000	39	\$6,870	\$2,993	\$3,250	10	\$5,167	\$1,424	\$4,000	3	\$45,767	\$5,996	\$39,734	40
	11-15	\$40,259	\$3,180	\$35,000	47	\$17,350	\$6,087	\$4,000	13	\$12,860	\$4,208	\$8,000	10	\$44,045	\$3,150	\$37,440	51
	16-20	\$37,948	\$3,010	\$36,850	22	\$29,008	\$18,542	\$10,250	6	\$11,900	\$5,409	\$10,000	5	\$44,517	\$5,064	\$38,250	24
	> 20	\$49,661	\$2,977	\$45,000	90	\$21,113	\$5,791	\$19,300	12	\$29,460	\$7,778	\$24,500	10	\$52,815	\$3,016	\$47,000	95
	Total	\$44,602	\$1,912	\$40,000	210	\$17,379	\$3,503	\$5,050	45	\$17,593	\$3,496	\$10,000	29	\$47,797	\$1,923	\$42,000	223

**Job Title**

**Table 39: Part Time Employees – Compensation by Job Title**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Primary Job Title	Staff Audiologist	\$40,391	\$1,757	\$36,689	162	\$13,143	\$2,390	\$4,000	41	\$17,546	\$3,821	\$10,000	26	\$43,828	\$1,809	\$40,000	172
	Manager/Supervisor	\$48,657	\$8,136	\$45,000	7	\$40,200	.	\$40,200	1	\$5,000	.	\$5,000	1	\$48,225	\$7,059	\$45,100	8
	Director	\$46,000	.	\$46,000	1	\$120,000	.	\$120,000	1	\$15,000	.	\$15,000	1	\$90,500	\$44,500	\$90,500	2
	Owner	\$75,941	\$11,554	\$60,000	17	\$41,500	\$31,500	\$41,500	2	\$34,000	.	\$34,000	1	\$78,222	\$10,901	\$60,000	18
	CEO/Executive Director	\$20,000	.	\$20,000	1	.	.	.	0	.	.	.	0	\$20,000	.	\$20,000	1
	Faculty	\$59,280	\$5,992	\$56,000	6	.	.	.	0	.	.	.	0	\$59,280	\$5,992	\$56,000	6
	Researcher	\$44,667	\$12,771	\$42,000	3	.	.	.	0	.	.	.	0	\$44,667	\$12,771	\$42,000	3
	Other	\$48,914	\$10,424	\$42,000	13	.	.	.	0	.	.	.	0	\$48,914	\$10,424	\$42,000	13
	Total	\$44,602	\$1,912	\$40,000	210	\$17,379	\$3,503	\$5,050	45	\$17,593	\$3,496	\$10,000	29	\$47,797	\$1,923	\$42,000	223

**Primary Work Setting**

**Table 40: Part Time Employees – Compensation by Primary Work Setting**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Primary Work Setting	University/Teaching Hospital	\$38,804	\$2,980	\$35,000	23	.	.	.	0	.	.	.	0	\$38,804	\$2,980	\$35,000	23
	VA Hospital	\$46,775	\$5,752	\$48,500	6	.	.	.	0	.	.	.	0	\$46,775	\$5,752	\$48,500	6
	Hospital	\$45,659	\$2,951	\$43,228	18	\$1,325	\$1,175	\$1,325	2	.	.	.	0	\$45,806	\$2,959	\$43,228	18
	Private Practice	\$51,153	\$4,922	\$43,000	53	\$16,375	\$5,689	\$7,500	10	\$31,750	\$11,895	\$29,000	6	\$55,734	\$4,943	\$46,000	55
	ENT Practice	\$41,557	\$4,583	\$32,000	55	\$22,043	\$6,221	\$8,000	22	\$14,567	\$3,088	\$10,000	21	\$48,070	\$4,369	\$39,250	64
	Other Medical Practice	\$40,007	\$4,499	\$35,720	6	.	.	.	0	.	.	.	0	\$40,007	\$4,499	\$35,720	6
	Corp. Audiology Group Practice	\$52,000	.	\$52,000	1	.	.	.	0	.	.	.	0	\$52,000	.	\$52,000	1
	Private Clinic (for Profit)	\$35,211	\$4,039	\$32,500	12	\$9,150	\$6,290	\$3,250	6	\$12,000	.	\$12,000	1	\$37,648	\$3,757	\$35,000	13
	Private Clinic (non-Profit)	\$43,922	\$5,224	\$47,000	9	\$24,500	.	\$24,500	1	.	.	.	0	\$46,644	\$4,599	\$48,500	9
	University	\$52,000	.	\$52,000	1	.	.	.	0	.	.	.	0	\$52,000	.	\$52,000	1
	Public/Private School	\$39,707	\$6,284	\$40,839	6	\$8,000	\$7,000	\$8,000	2	.	.	.	0	\$42,374	\$7,433	\$40,839	6
	Manufacturer	\$59,667	\$4,910	\$60,000	3	\$34,800	.	\$34,800	1	\$1,800	.	\$1,800	1	\$53,900	\$6,731	\$55,500	4
	Industry (Industrial Audiology)	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	Federal Government	\$36,500	\$3,500	\$36,500	2	.	.	.	0	.	.	.	0	\$36,500	\$3,500	\$36,500	2
	Other	\$48,175	\$7,237	\$41,000	15	\$500	.	\$500	1	.	.	.	0	\$48,208	\$7,230	\$41,000	15
<b>Total</b>	<b>\$44,602</b>	<b>\$1,912</b>	<b>\$40,000</b>	<b>210</b>	<b>\$17,379</b>	<b>\$3,503</b>	<b>\$5,050</b>	<b>45</b>	<b>\$17,593</b>	<b>\$3,496</b>	<b>\$10,000</b>	<b>29</b>	<b>\$47,797</b>	<b>\$1,923</b>	<b>\$42,000</b>	<b>223</b>	

**Size of Organization**

**Table 41: Part Time Employees – Compensation by Size of Organization**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Number of Individuals in Organization	Less than 5	\$48,846	\$4,822	\$40,000	59	\$26,145	\$11,485	\$5,000	11	\$17,456	\$5,226	\$10,000	9	\$52,803	\$4,775	\$42,000	63
	6-10	\$41,125	\$2,265	\$40,000	33	\$17,111	\$5,899	\$7,750	10	\$31,000	\$10,484	\$24,000	7	\$48,479	\$3,827	\$44,340	36
	11-20	\$45,642	\$3,461	\$43,000	25	\$27,033	\$13,267	\$40,200	3	\$6,717	\$1,833	\$6,000	6	\$46,758	\$3,195	\$45,000	27
	21-50	\$49,641	\$10,777	\$36,678	21	\$9,686	\$3,944	\$4,000	11	\$7,000	\$2,517	\$5,000	3	\$50,870	\$9,714	\$41,000	23
	51-100	\$32,636	\$3,369	\$30,000	11	\$4,550	\$1,450	\$4,550	2	\$24,000	\$16,000	\$24,000	2	\$37,827	\$3,609	\$33,100	11
	101-500	\$40,774	\$4,513	\$37,602	15	\$17,620	\$7,058	\$15,000	5	\$25,000	.	\$25,000	1	\$45,295	\$4,474	\$42,676	16
	501-999	\$48,236	\$5,357	\$46,000	11	\$34,800	.	\$34,800	1	\$1,800	.	\$1,800	1	\$47,267	\$4,985	\$45,500	12
	more than 1000	\$41,220	\$2,330	\$40,133	35	\$1,850	\$650	\$1,850	2	.	.	.	0	\$41,326	\$2,342	\$40,133	35
	Total	\$44,602	\$1,912	\$40,000	210	\$17,379	\$3,503	\$5,050	45	\$17,593	\$3,496	\$10,000	29	\$47,797	\$1,923	\$42,000	223

**Region**

**Table 42: Part Time Employees – Compensation by Region**

		Salary				Bonus				Commission				TOTCOMP			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Region	Southeast (AL, FL, GA, NC, SC, TN)	\$35,339	\$2,346	\$31,500	26	\$16,700	\$6,472	\$7,000	8	\$13,357	\$3,091	\$12,000	7	\$39,515	\$2,593	\$35,000	29
	Far West (AK, CA, HI, NV, OR, WA)	\$47,965	\$4,847	\$41,463	34	\$25,650	\$23,595	\$2,500	5	\$8,300	\$6,700	\$8,300	2	\$50,733	\$5,300	\$42,326	35
	West (AZ, CO, ID, MT, NM, UT, WY)	\$31,124	\$3,076	\$30,000	15	\$3,050	\$950	\$3,050	2	\$20,267	\$13,687	\$12,000	3	\$35,584	\$4,788	\$30,000	15
	South Central (AR, LA, MS, OK, TX)	\$44,304	\$4,420	\$45,000	13	\$37,428	\$35,573	\$37,428	2	\$37,000	\$3,000	\$37,000	2	\$51,772	\$5,656	\$45,500	14
	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	\$52,178	\$4,995	\$45,000	52	\$20,000	\$6,978	\$19,750	6	\$17,000	\$11,482	\$8,000	4	\$54,741	\$5,030	\$47,355	53
	Mid Atlantic (DC, DE, MD, VA, WV)	\$39,469	\$3,650	\$38,000	14	\$23,000	\$19,000	\$23,000	2	\$36,500	\$21,395	\$31,000	3	\$47,204	\$6,207	\$47,000	15
	Central (IL, IN, KY, MI, OH, WI)	\$45,784	\$5,509	\$36,350	38	\$13,894	\$5,612	\$2,500	9	\$14,560	\$8,038	\$8,000	5	\$47,260	\$5,112	\$38,000	41
	North Central (IA, KS, MN, MO, ND, NE, SD)	\$42,688	\$4,200	\$39,992	18	\$13,473	\$4,154	\$6,000	11	\$5,000	\$577	\$5,000	3	\$44,361	\$3,528	\$42,000	21
	<b>Total</b>	<b>\$44,602</b>	<b>\$1,912</b>	<b>\$40,000</b>	<b>210</b>	<b>\$17,379</b>	<b>\$3,503</b>	<b>\$5,050</b>	<b>45</b>	<b>\$17,593</b>	<b>\$3,496</b>	<b>\$10,000</b>	<b>29</b>	<b>\$47,797</b>	<b>\$1,923</b>	<b>\$42,000</b>	<b>223</b>

**Benefits**

**Table 43: Part Time Employees – Core Benefits**

		n	%
Benefits	Retirement	94	42%
	Other	83	37%
	Health Insurance	74	33%
	Dental Insurance	58	26%
	Tuition Reimbursement	54	24%
	Disability Insurance	51	23%
	Life Insurance	49	22%
	Flex Medical / Dependent Care Plan	44	20%
	Vision Benefits	42	19%
	Auto/Mileage Reimbursement	37	17%
	Club Memberships	28	13%
	Profit Sharing	28	13%
	Automobile	5	2%

**Table 44: Part Time Employees – Education Support**

		n	%
Education Support	Registration Fees Paid	147	89%
	Paid Time Off	125	76%
	Airfare/Mileage Reimbursement	105	64%
	Meal/Lodging Reimbursement	102	62%

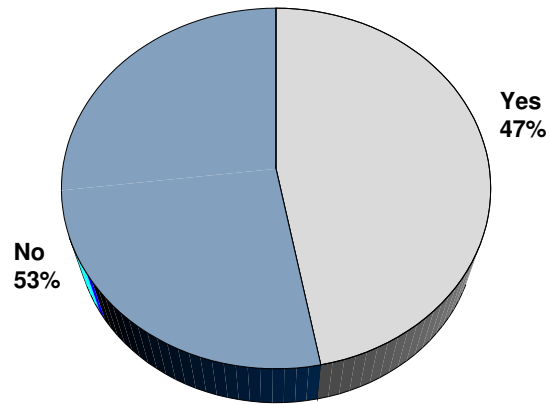
**Table 45: Part Time Employees – Days Off**

	Mean	Median	Valid N
Vacation (Days)	10	10	179
Personal (Days)	2	0	153
Holidays (Days)	5	5	173
Floating Holidays (Days)	0	0	138
Bereavement Leave (Days)	2	0	135
Sick Leave (Days)	4	0	155

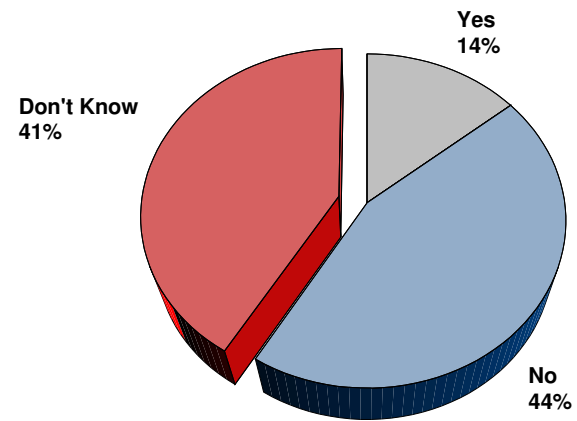
ADDITIONAL INFORMATION

*Certification*

Does your employer require you to have the CCC-A? (n = 1673)

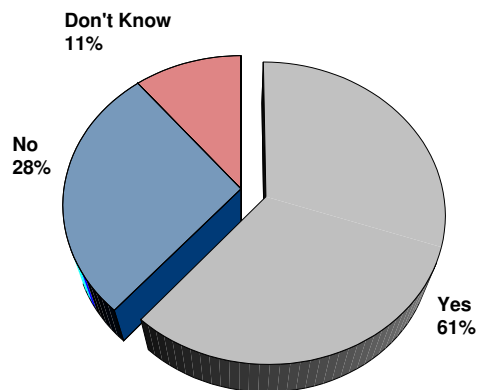


Do any third party payers require you to have CCC-A? (n = 1995)

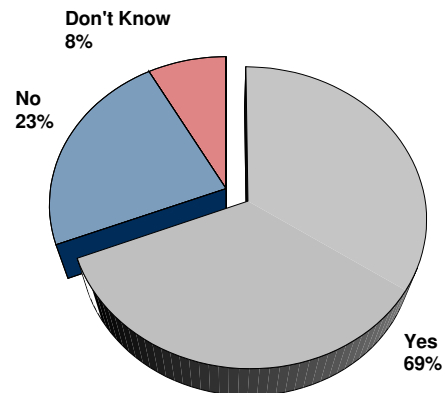


### Medicare Participation

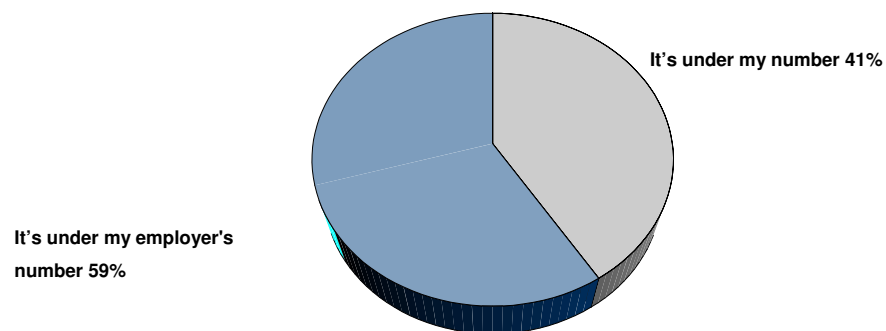
Are you a participating provider with Medicare?  
(n = 1995)



Do you have a National Provider Identifier (NPI) number?  
(n = 1995)



If you work in a practice as an employee, do you submit your billings under your own name/license/NPI, or do you have your employer submit the bill for the audiology services you delivered? (n = 1834)



**Private Practice Ownership Status**

If you are in Private Practice, are you self employed/own equity in the practice? (n = 795)

