

American Academy of Audiology

2008 Compensation and Benefits Report

Presented to the

American Academy of Audiology

February 2, 2009



SECTOR INTELLIGENCE, LLC
Research Office
(206) 842-3165
www.sectorintelligence.com

Notice:

This report and its contents are for the personal use of Members of the American Academy of Audiology or those non members who purchase this report. Permission to use this report and its contents in whole or in part for other than personal use must be requested and approved in writing. Requests may be sent to: Vanessa Scherstrom, Member Benefits Manager, American Academy of Audiology, 11730 Plaza America Dr. Ste 300, Reston, Va. 20190, (P) 703.790.8466 ext 1044, (F) 703.790.8631, vscherstrom@audiology.org.

CONTENTS

Background 1

Outline of the Report..... 2

Section 1: Methodology of the Study and Guide to Using Tables of Results..... 3

Research Goals 3

The Sample 4

Data Collection 5

 Instrument 5

 Collection..... 6

 Data Analysis 6

 Scope and Limitations 7

 Guide to Interpreting Compensation Tables 7

Section 2: Profile of Sample Used for Analysis..... 10

Section 3: What Audiologists Are Paid — Total compensation across selected employment situations and audiologist variables..... 12

Gender 14

Highest Degree Earned by Gender 15

Years of Experience by Gender 16

Highest Degree Earned 17

Years of Experience and Highest Degree Earned 18

Job Title..... 20

Years of Experience 21

Primary Work Setting	22
Size of Organization	23
Region	24
Departmental Budget – Managers.....	25
Section 4: How Audiologists are Paid — Compensation Methods for Full-Time Employees on 12-Month Calendar	26
Compensation by Pay Type.....	27
Pay Type by Gender	28
Pay Type by Highest Degree Earned	29
Pay Type by Years of Experience	30
Pay Type by Primary Job Title	31
Pay Type by Primary Work Setting	32
Pay Type by Size of Organization	33
Summary of All Pay Types by Primary Work Setting	34
Section 5: The Benefits Audiologists Receive from Employers	35
General Employment Benefits	35
Educational Benefits	36
Leave Benefits	37
Section 6: Additional Information on Employment Factors and Requirements	38
Medicare Participation	39

BACKGROUND

Annually, the American Academy of Audiology (The Academy) sponsors a study of compensation and benefits for the profession of audiology. 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's membership, the single largest organized group of strictly audiology professionals in the world.

The Academy commissioned Sector Intelligence (formerly "Precision Reports"), beginning in 2001, to conduct the annual compensation and benefits survey. The following report describes the methods and findings of the 2008 study Sector Intelligence conducted on the Academy's behalf.

OUTLINE OF THE REPORT

The following report is organized into sections to assist readers in locating the information they need. Below is a quick guide to the sections of the report.

Section 1: Methodology of the Study and Guide to Using Tables of Results

This provides details about how data was collected and analyzed, and how the results are presented.

Section 2: Profile of Sample Used for Analysis

This section details the sample of the audiologist population used for describing the compensation of audiologists in this report. The profile will help readers decide the boundaries of the study's ability to reflect the entire audiologist population.

Section 3: What Audiologists are Paid: Total Compensation Across Different Employment Situations

This section provides a breakdown of how audiologists are paid based on their work environments and selected personal demographic variables. This will help readers gauge the most common ways compensation is packaged in different work settings and for different professional profiles.

Section 4: How Audiologists are Paid: Compensation Methods for Full-Time Employees on 12-Month Calendar

This section presents the ways in which audiologists are paid -- combinations of salary, commission, and bonus -- across different employment situations and the personal demographic variables of the audiologists themselves.

Section 5: The Benefits Audiologists Receive from Employers

This section presents the average benefits audiologists report they receive.

Section 6: Additional Information on Employment Factors and Requirements

This section provides responses to selected questions about current workplace requirements.

SECTION 1: METHODOLOGY OF THE STUDY AND GUIDE TO USING TABLES OF RESULTS

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 profession of audiology:

1. What is the mean and median for individual total compensation among Academy members?

2. What is the mean and median for total compensation across the following, demographic and institutional variables:
 - a. Demographic Variables
 - Gender
 - Degree
 - Years of Experience
 - Job Title
 - Primary Work Setting
 - Full-Time/Part-Time Status
 - Region
 - b. Institutional Variables
 - Primary Employment Setting (e.g. Private Practice, Hospital)
 - Size of Institution or Organization
 - Size of Department

3. In what forms are audiologists typically paid? Salary? Commission? Bonus? Combinations thereof?

THE SAMPLE

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

Beginning October 9, 2008, we e-mailed 8,412 Academy members for whom the Academy had email addresses, approximately 5% of these or 407 were deemed ineligible because they could not be reached.

This left us with a pool of 8,005. 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 November 5, 2008, we sent three follow up emails encouraging members to participate.

2,254 completed the questionnaire (28% response rate). Once inside, 253 opted out of completing the questionnaire when asked, as a screening measure, if they would commit to supplying information about their compensation.¹ After eliminating cases that represented extreme values² and those for whom the type of payment we were not able to determine³, we were left with 1,903 (24%) cases for analysis.

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. 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.

³ These include 89 individuals who did not report being compensated by salary, commission, bonus or any combination thereof.

DATA COLLECTION

Instrument

Sector Intelligence designed an online questionnaire to collect study data. The questionnaire focused on asking audiologists:

1. How they are paid (salary only, salary and bonus, etc.)
2. Whether they are managers
3. Whether they work full or part-time (full-time professionals were asked if they work a 12-month or 9- to 10-month calendar)

How respondents replied 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. Respondents were then asked 4 compensation related items; 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

The remainder of the items asked about demographic data such as job title, education level, size of organization, etc.

Collection

Sector Intelligence hosted the online questionnaire from October 9, 2008 to November 5, 2008. Responses were written immediately to an electronic data file.

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; and
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 audiologists.

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—e-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 of audiologists. 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, one which promotes professionalism and professional advancement. 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 sections below in this report contain 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.

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Years of Experience	1-3	\$65,954	\$2,231	\$60,000	207	\$49,732	\$1,743	\$49,250	6	\$29,000	\$11,000	\$29,000	2
	4-9	\$71,534	\$1,102	\$67,500	381	\$57,747	\$3,167	\$57,900	15	\$35,230	\$2,802	\$35,000	23
	10-15	\$79,952	\$1,902	\$74,000	221	\$65,249	\$4,981	\$58,500	12	\$43,125	\$3,919	\$45,000	19
	16-20	\$82,310	\$2,233	\$75,000	175	\$62,299	\$2,669	\$60,000	21	\$46,198	\$4,598	\$40,500	14
	>20	\$101,131	\$2,169	\$87,018	685	\$72,476	\$1,770	\$70,500	78	\$46,367	\$3,400	\$44,500	44
	Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102

The tables in Section 3, the main compensation section, are broken down into three main categories:

1. **Full-time (12-month calendar)**
2. **Full-time (9- to 10-month calendar)**
3. **Part-time (fewer than 30 hours per week)**

Within each of these categories, we report four statistics relative to respondents' **total compensation** for the 2008 work year:

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 who responded to the survey (respondents). 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 two, 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 range⁴. If you are estimating the average salary one would expect to receive if you have 10-15 years experience (see sample table above), not considering other variables such as gender, work setting, etc., you would locate the cell on the table that corresponds total compensation. It says **\$79,952**. The standard error of this mean is **\$1,902**. Following our formula, we multiply **\$1,902** by two and get **\$3,804**. If we subtract **\$3,804** from **\$79,952** we get **\$76,148**. If we add **\$3,804** to **\$79,952** we get **\$83,756**. 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 **\$76,148** and **\$83,756**.

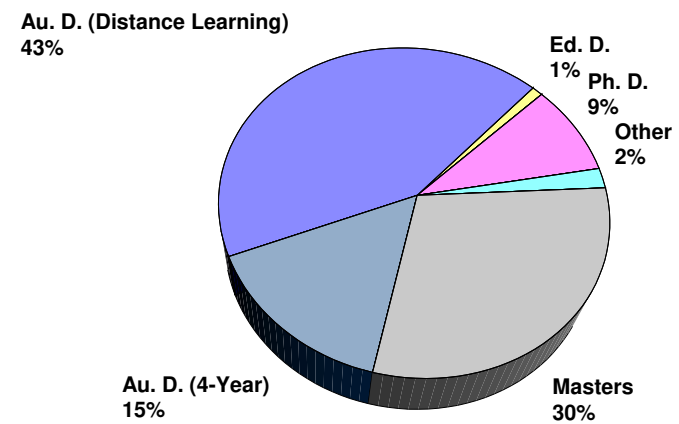
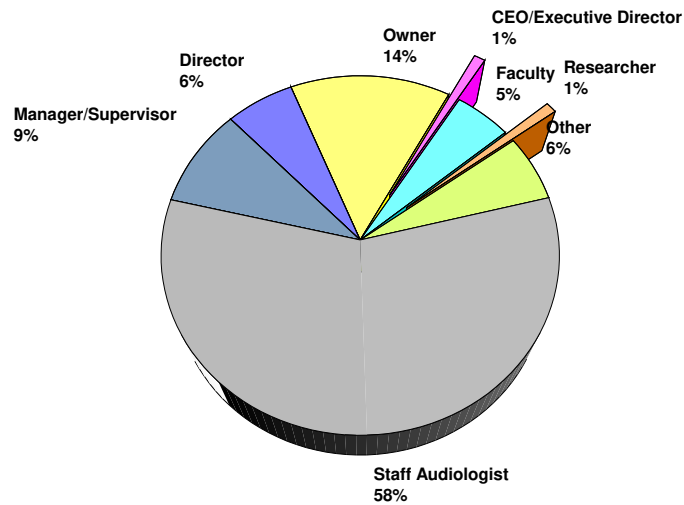
⁴ This calculation results in approximate (shorthand) figures for the range – the upper and lower limits of the interval are actually derived by multiplying the SE by 1.96).

In some cases, you may see areas without data. This occurs when there is a respondent of “1” or “0” and no Standard Error can be calculated with the available data.

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, but not always, the higher the valid N, the more we can rely on the calculation of the mean statistic.

SECTION 2: PROFILE OF SAMPLE USED FOR ANALYSIS

The sample use for analysis is broken down by job title, education level, and work setting.



Sample by Primary Work Setting

		Compensation Type		
		Full-Time (12 Months)	Full-Time (9-10 Months)	Part-Time
Primary Work Setting	University/Teaching Hospital	12%	20%	5%
	VA Hospital	5%	0%	3%
	Hospital	10%	1%	24%
	Private Practice - Owner/Partner	15%	1%	5%
	Private Practice - Employee	8%	1%	9%
	ENT Practice	22%	0%	25%
	Other Med Practice	2%	0%	1%
	Corp Med Group	2%	0%	0%
	Private Clinic (for-profit)	3%	0%	4%
	Private Practice (non-profit)	5%	0%	9%
	University	3%	19%	3%
	Public/Private School	1%	55%	2%
	Manufacturer	5%	0%	3%
	Industry	0%	0%	1%
	Federal Government	1%	0%	0%
	Other	4%	3%	7%
		Total	100%	100%

SECTION 3: WHAT AUDIOLOGISTS ARE PAID — TOTAL COMPENSATION ACROSS SELECTED EMPLOYMENT SITUATIONS AND AUDIOLOGIST VARIABLES

The following tables present the total compensation for all respondents who categorized themselves as full-time (12-month calendar), full-time (9 to 10-month calendar) part-time (under 30 hours) and who report having been paid salary, commission, bonus or a combination of all three. Excluded from the tables are respondents who do not indicate how they were paid or were paid only bonus or only commission, about 6% of the total sample. The total N reported in the tables is 1,903. Throughout the remainder of this report, we present total compensation based on several different demographic criteria so that readers may discern the compensation level that most accurately fits their unique professional situation.

Table 1: Compensation of Respondents Overall

		Compensation Type			
		Mean	SE of Mean	Median	Valid N
Total Compensation	Full-Time (12 Months)	\$85,234	\$1,080	\$75,000	1,669
	Full-Time (9-10 Months)	\$67,492	\$1,385	\$65,000	132
	Part-Time	\$42,888	\$1,910	\$40,000	102
	Total	\$81,734	\$986	\$72,500	1,903

Table 2: Compensation by Income Percentile

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Total Compensation by Income Percentile	0-10 Percentile	\$37,793	\$1,042	\$40,000	64	\$41,612	\$1,319	\$42,500	8	\$32,633	\$1,145	\$34,400	67
	11-20 Percentile	\$51,323	\$170	\$52,000	152	\$50,920	\$623	\$51,000	19	\$49,890	\$604	\$50,000	16
	21-30 Percentile	\$58,049	\$145	\$58,575	176	\$57,905	\$406	\$57,450	24	\$58,667	\$882	\$60,000	6
	31-40 Percentile	\$63,189	\$121	\$63,000	165	\$63,280	\$353	\$63,000	20	\$63,500	\$645	\$63,500	4
	41-50 Percentile	\$68,650	\$120	\$68,742	183	\$68,568	\$444	\$68,000	13	\$68,975	\$975	\$68,975	2
	51-60 Percentile	\$74,765	\$136	\$75,000	187	\$74,997	\$436	\$75,000	17	\$74,667	\$333	\$75,000	3
	61-70 Percentile	\$81,812	\$161	\$81,000	186	\$82,425	\$645	\$84,000	16	.	.	.	0
	71-80 Percentile	\$91,422	\$234	\$91,000	175	\$90,391	\$1,269	\$90,000	7	\$92,000	.	\$92,000	1
	81-90 Percentile	\$106,096	\$488	\$105,000	195	\$104,423	\$2,250	\$102,500	8	\$102,500	\$2,500	\$102,500	2
91-100 Percentile	\$177,122	\$5,301	\$150,500	186	.	.	.	0	\$125,000	.	\$125,000	1	

GENDER

Men responding in our sample are clearly better compensated than women as a group. For full-time professionals on a 12-month calendar, for example, the median total compensation for men is \$95,000 while the same measure is \$71,000 for women, 75% on average of what men report as their compensation. A similarly disparate pattern exists for full-time professionals on a 9- to 10-month calendar. While the gap appears close for part-time workers, there are very few part-time male respondents in this survey and therefore the potential for error makes a determination among this group with respect to gender differences difficult.

Table 3: Compensation by Gender

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Gender	Male	\$108,680	\$3,248	\$95,000	364	\$75,172	\$3,491	\$75,000	23	\$43,869	\$9,934	\$43,475	8
	Female	\$78,694	\$970	\$71,000	1305	\$65,872	\$1,467	\$63,000	109	\$42,805	\$1,915	\$40,000	94
	Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102

HIGHEST DEGREE EARNED BY GENDER

The disparity in pay 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 women.

Table 4: Compensation by Highest Degree Earned and Gender

				Compensation Type											
				Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
				Total Compensation				Total Compensation				Total Compensation			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Earned	Master's	Gender	Male	\$102,850	\$7,068	\$80,000	97	\$60,000	\$10,408	\$65,000	3	\$37,700	\$10,242	\$36,400	4
			Female	\$76,644	\$1,918	\$70,070	382	\$61,153	\$2,233	\$60,000	35	\$38,064	\$2,430	\$35,000	44
			Total	\$81,951	\$2,146	\$72,000	479	\$61,062	\$2,165	\$61,000	38	\$38,034	\$2,347	\$35,000	48
	AuD (4-Year)	Gender	Male	\$87,203	\$10,830	\$75,500	38	.	.	.	0	.	.	.	0
			Female	\$66,514	\$1,222	\$63,000	239	\$56,583	\$5,829	\$52,250	6	\$45,500	\$11,154	\$41,000	4
			Total	\$69,352	\$1,858	\$64,000	277	\$56,583	\$5,829	\$52,250	6	\$45,500	\$11,154	\$41,000	4
	AuD (Distance Learning)	Gender	Male	\$104,668	\$3,771	\$96,200	150	\$70,833	\$14,743	\$60,000	3	\$40,000		\$40,000	1
			Female	\$82,825	\$1,531	\$75,000	590	\$65,578	\$2,485	\$61,302	40	\$47,941	\$3,311	\$42,000	37
			Total	\$87,253	\$1,475	\$78,000	740	\$65,945	\$2,469	\$61,054	43	\$47,732	\$3,229	\$41,848	38
	EdD	Gender	Male	\$169,000	\$31,000	\$169,000	2	\$67,400		\$67,400	1	.	.	.	0
			Female	\$155,000	\$5,000	\$155,000	2	.	.	.	0	.	.	.	0
			Total	\$162,000	\$13,441	\$155,000	4	\$67,400		\$67,400	1	.	.	.	0
	PhD	Gender	Male	\$136,140	\$8,710	\$116,500	68	\$79,316	\$3,611	\$81,500	16	\$56,600	\$43,400	\$56,600	2
			Female	\$95,516	\$3,975	\$89,500	68	\$75,200	\$2,915	\$72,000	25	\$50,000	\$16,823	\$57,000	3
			Total	\$115,828	\$5,080	\$102,500	136	\$76,806	\$2,262	\$75,000	41	\$52,640	\$16,609	\$57,000	5
	Other	Gender	Male	\$108,173	\$15,297	\$95,000	9	.	.	.	0	\$46,950		\$46,950	1
			Female	\$77,068	\$5,061	\$73,500	24	\$65,667	\$5,667	\$60,000	3	\$40,500	\$5,554	\$38,000	6
			Total	\$85,551	\$5,945	\$80,000	33	\$65,667	\$5,667	\$60,000	3	\$41,421	\$4,784	\$43,000	7
	Total	Gender	Male	\$108,680	\$3,248	\$95,000	364	\$75,172	\$3,491	\$75,000	23	\$43,869	\$9,934	\$43,475	8
			Female	\$78,694	\$970	\$71,000	1305	\$65,872	\$1,467	\$63,000	109	\$42,805	\$1,915	\$40,000	94
			Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102

YEARS OF EXPERIENCE BY GENDER

Table 5: Compensation by Years of Experience and Gender

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

				Compensation Type											
				Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
				Total Compensation				Total Compensation				Total Compensation			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Years of Experience	1-3	Gender	Male	\$93,821	\$19,307	\$73,000	21	.	.	.	0	.	.	.	0
			Female	\$62,808	\$1,044	\$60,000	186	\$49,732	\$1,743	\$49,250	6	\$29,000	\$11,000	\$29,000	2
			Total	\$65,954	\$2,231	\$60,000	207	\$49,732	\$1,743	\$49,250	6	\$29,000	\$11,000	\$29,000	2
	4-9	Gender	Male	\$83,234	\$3,181	\$76,000	68	\$46,250	\$6,250	\$46,250	2	\$20,400	\$2,400	\$20,400	2
			Female	\$68,993	\$1,102	\$66,000	313	\$59,515	\$3,323	\$60,000	13	\$36,642	\$2,878	\$35,000	21
			Total	\$71,534	\$1,102	\$67,500	381	\$57,747	\$3,167	\$57,900	15	\$35,230	\$2,802	\$35,000	23
	10-15	Gender	Male	\$89,951	\$5,969	\$90,000	34	\$81,000	\$13,077	\$84,000	3	\$50,000		\$50,000	1
			Female	\$78,135	\$1,947	\$72,000	187	\$59,999	\$4,178	\$57,000	9	\$42,744	\$4,123	\$43,500	18
			Total	\$79,952	\$1,902	\$74,000	221	\$65,249	\$4,981	\$58,500	12	\$43,125	\$3,919	\$45,000	19
	16-20	Gender	Male	\$92,335	\$6,122	\$93,000	36	\$60,000		\$60,000	1	.	.	.	0
			Female	\$79,713	\$2,284	\$75,000	139	\$62,414	\$2,804	\$61,500	20	\$46,198	\$4,598	\$40,500	14
			Total	\$82,310	\$2,233	\$75,000	175	\$62,299	\$2,669	\$60,000	21	\$46,198	\$4,598	\$40,500	14
	>20	Gender	Male	\$124,619	\$4,846	\$106,000	205	\$78,438	\$3,252	\$78,500	17	\$52,030	\$14,218	\$46,950	5
			Female	\$91,100	\$2,148	\$81,500	480	\$70,814	\$2,036	\$69,500	61	\$45,641	\$3,450	\$44,000	39
			Total	\$101,131	\$2,169	\$87,018	685	\$72,476	\$1,770	\$70,500	78	\$46,367	\$3,400	\$44,500	44
Total	Gender	Male	\$108,680	\$3,248	\$95,000	364	\$75,172	\$3,491	\$75,000	23	\$43,869	\$9,934	\$43,475	8	
		Female	\$78,694	\$970	\$71,000	1305	\$65,872	\$1,467	\$63,000	109	\$42,805	\$1,915	\$40,000	94	
		Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102	

HIGHEST DEGREE EARNED

Level of education does appear to be associated with compensation. Based on respondents to the 2008 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 a Master's degree. Among professionals employed full-time on a 12-month calendar, for example, median compensation for respondents with a PhD is \$102,500 while the median compensation for those with a Master's degree is \$72,000.

Table 6: Compensation by Highest Degree Earned

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Earned	Master's	\$81,951	\$2,146	\$72,000	479	\$61,062	\$2,165	\$61,000	38	\$38,034	\$2,347	\$35,000	48
	AuD (4-Year)	\$69,352	\$1,858	\$64,000	277	\$56,583	\$5,829	\$52,250	6	\$45,500	\$11,154	\$41,000	4
	AuD (Distance Learning)	\$87,253	\$1,475	\$78,000	740	\$65,945	\$2,469	\$61,054	43	\$47,732	\$3,229	\$41,848	38
	EdD	\$162,000	\$13,441	\$155,000	4	\$67,400		\$67,400	1	.	.	.	0
	PhD	\$115,828	\$5,080	\$102,500	136	\$76,806	\$2,262	\$75,000	41	\$52,640	\$16,609	\$57,000	5
	Other	\$85,551	\$5,945	\$80,000	33	\$65,667	\$5,667	\$60,000	3	\$41,421	\$4,784	\$43,000	7
	Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102

(Note: When no information appears in SE cell it is because 1 or 0 respondents have no SE)

YEARS OF EXPERIENCE AND HIGHEST DEGREE EARNED

The table below enables us to track the progress of audiologists with various degrees controlled for years of experience. This data shows that regardless of how much experience a professional has, that the type of degree the professional has appears to be associated with differences in compensation.

Table 7: Compensation by Years of Experience and Highest Degree Earned

				Compensation Type											
				Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
				Total Compensation				Total Compensation				Total Compensation			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Years of Experience	1-3	Highest Degree Earned	Master's	\$64,386	\$5,057	\$57,500	11	\$43,895	-	\$43,895	1	\$40,000	-	\$40,000	1
			AuD (4-Year)	\$66,448	\$2,478	\$60,475	184	\$50,900	\$1,584	\$50,500	5	.	.	.	0
			AuD (Dist. Learning)	\$59,397	\$3,977	\$61,500	7	.	.	.	0	.	.	.	0
			EdD	.	.	.	0	.	.	.	0	.	.	.	0
			PhD	\$61,750	\$10,866	\$60,000	4	.	.	.	0	\$18,000	.	\$18,000	1
			Other	\$55,000	.	\$55,000	1	.	.	.	0	.	.	.	0
	4-9	Highest Degree Earned	Master's	\$70,088	\$2,212	\$66,508	106	\$47,450	\$4,409	\$44,900	4	\$31,666	\$4,424	\$30,000	13
			AuD (4-Year)	\$69,391	\$2,223	\$68,000	63	\$85,000	.	\$85,000	1	\$41,000	\$9,000	\$41,000	2
			AuD (Dist. Learning)	\$72,801	\$1,614	\$67,500	191	\$56,057	\$3,309	\$56,000	7	\$38,327	\$2,331	\$37,440	5
			EdD	.	.	.	0	.	.	.	0	.	.	.	0
			PhD	\$77,616	\$7,080	\$67,000	9	\$66,333	\$882	\$66,000	3	.	.	.	0
			Other	\$70,845	\$4,680	\$77,500	12	.	.	.	0	\$41,667	\$6,386	\$43,000	3
	10-15	Highest Degree Earned	Master's	\$71,863	\$3,280	\$65,500	57	\$52,337	\$2,455	\$52,820	5	\$32,404	\$4,115	\$33,000	7
			AuD (4-Year)	\$78,920	\$6,195	\$80,250	10	.	.	.	0	\$75,000	.	\$75,000	1
			AuD (Dist. Learning)	\$81,940	\$2,455	\$75,000	140	\$65,650	\$8,650	\$65,650	2	\$46,055	\$5,208	\$47,100	10

				Compensation Type											
				Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
				Total Compensation				Total Compensation				Total Compensation			
				Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
			EdD	.	.	.	0	.	.	.	0	.	.	.	0
			PhD	\$85,219	\$6,556	\$75,000	9	\$78,000	\$8,240	\$84,000	5	\$57,000		\$57,000	1
			Other	\$109,100	\$21,028	\$125,000	5	.	.	.	0	.	.	.	0
	16-20	Highest Degree Earned	Master's	\$76,693	\$3,072	\$74,000	59	\$61,000	\$4,550	\$63,000	5	\$71,667	\$10,203	\$63,000	3
			AuD (4-Year)	\$76,875	\$12,699	\$74,000	4	.	.	.	0	.	.	.	0
			AuD (Dist. Learning)	\$81,922	\$2,686	\$79,000	99	\$57,127	\$3,509	\$56,136	10	\$41,530	\$2,520	\$40,000	9
			EdD	.	.	.	0	.	.	.	0	.	.	.	0
			PhD	\$119,000	\$18,803	\$101,000	10	\$74,400	\$4,781	\$72,000	5	.	.	.	0
			Other	\$90,519	\$4,989	\$95,000	3	\$60,000		\$60,000	1	\$29,000	\$4,000	\$29,000	2
	>20	Highest Degree Earned	Master's	\$91,446	\$3,826	\$79,490	246	\$66,087	\$2,748	\$65,000	23	\$38,840	\$2,650	\$38,280	24
			AuD (4-Year)	\$94,737	\$8,995	\$84,225	16	.	.	.	0	\$25,000	\$.	\$25,000	1
			AuD (Dist. Learning)	\$101,203	\$2,950	\$88,000	303	\$72,528	\$3,508	\$68,500	24	\$56,274	\$7,344	\$45,220	14
			EdD	\$162,000	\$13,441	\$155,000	4	\$67,400		\$67,400	1	.	.	.	0
			PhD	\$123,559	\$6,066	\$109,500	104	\$78,145	\$2,854	\$77,250	28	\$62,733	\$25,797	\$75,000	3
			Other	\$91,750	\$11,869	\$85,500	12	\$68,500	\$8,500	\$68,500	2	\$53,475	\$6,525	\$53,475	2
	Total	Highest Degree Earned	Master's	\$81,951	\$2,146	\$72,000	479	\$61,062	\$2,165	\$61,000	38	\$38,034	\$2,347	\$35,000	48
			AuD (4-Year)	\$69,352	\$1,858	\$64,000	277	\$56,583	\$5,829	\$52,250	6	\$45,500	\$11,154	\$41,000	4
			AuD (Dist. Learning)	\$87,253	\$1,475	\$78,000	740	\$65,945	\$2,469	\$61,054	43	\$47,732	\$3,229	\$41,848	38
EdD			\$162,000	\$13,441	\$155,000	4	\$67,400		\$67,400	1	.	.	.	0	
PhD			\$115,828	\$5,080	\$102,500	136	\$76,806	\$2,262	\$75,000	41	\$52,640	\$16,609	\$57,000	5	
Other			\$85,551	\$5,945	\$80,000	33	\$65,667	\$5,667	\$60,000	3	\$41,421	\$4,784	\$43,000	7	

JOB TITLE

As one might expect, respondents who categorize themselves as “owners,” “directors,” or “CEO’s” 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 = 935). Curious about this concentration, we ran job titles against gender and highest degree earned 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 8: Compensation by Job Title

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Job Title	Staff Audiologist	\$71,708	\$926	\$67,000	935	\$64,601	\$2,049	\$62,000	64	\$39,906	\$1,696	\$38,400	79
	Manager/Supervisor	\$93,181	\$2,246	\$88,000	172	\$68,767	\$4,433	\$72,000	3	\$56,500	\$3,500	\$56,500	2
	Director	\$99,269	\$3,548	\$91,000	130	\$69,000	\$9,670	\$72,500	4	\$69,390	\$15,132	\$60,000	5
	Owner	\$116,856	\$5,015	\$100,000	219	.	.	.	0	\$54,207	\$16,451	\$47,500	4
	CEO/Executive Director	\$131,943	\$21,279	\$97,000	21	.	.	.	0	.	.	.	0
	Faculty	\$84,029	\$3,572	\$75,000	65	\$71,132	\$2,411	\$68,000	46	\$34,500	\$22,500	\$34,500	2
	Researcher	\$98,995	\$6,252	\$90,500	30	\$84,000		\$84,000	1	\$46,500	\$28,500	\$46,500	2
	Other	\$97,757	\$4,273	\$85,000	97	\$66,867	\$2,892	\$65,000	14	\$47,900	\$8,364	\$47,750	8
	Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102

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 \$27,000 annually.

Table 9: Compensation by Years of Experience

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Years of Experience	1-3	\$65,954	\$2,231	\$60,000	207	\$49,732	\$1,743	\$49,250	6	\$29,000	\$11,000	\$29,000	2
	4-9	\$71,534	\$1,102	\$67,500	381	\$57,747	\$3,167	\$57,900	15	\$35,230	\$2,802	\$35,000	23
	10-15	\$79,952	\$1,902	\$74,000	221	\$65,249	\$4,981	\$58,500	12	\$43,125	\$3,919	\$45,000	19
	16-20	\$82,310	\$2,233	\$75,000	175	\$62,299	\$2,669	\$60,000	21	\$46,198	\$4,598	\$40,500	14
	>20	\$101,131	\$2,169	\$87,018	685	\$72,476	\$1,770	\$70,500	78	\$46,367	\$3,400	\$44,500	44
	Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102

PRIMARY WORK SETTING

Industry appears to emerge as the work setting where compensation is highest among our respondents. The Federal Government, manufacturers and private practice categories appear to round out the work setting where compensation is the highest. On average, the lowest paying work settings appear to be ENT practices, hospitals, and private non-profits.

Table 10: Compensation by Primary Work Setting

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		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	\$79,511	\$1,990	\$73,500	194	\$71,317	\$2,963	\$68,000	27	\$33,048	\$8,043	\$33,000	5
	VA Hospital	\$86,142	\$2,116	\$83,000	83	.	.	.	0	\$49,667	\$7,311	\$45,000	3
	Hospital	\$73,882	\$1,619	\$70,000	165	\$55,000		\$55,000	1	\$40,842	\$1,980	\$39,000	24
	Private Practice - Owner/Partner	\$114,577	\$4,501	\$97,000	253	\$100,000		\$100,000	1	\$48,366	\$14,018	\$45,000	5
	Private Practice - Employee	\$73,481	\$2,017	\$67,500	141	\$50,500		\$50,500	1	\$37,889	\$5,224	\$35,000	9
	ENT Practice	\$75,553	\$1,609	\$68,000	367	.	.	.	0	\$38,998	\$3,933	\$40,000	26
	Other Med Practice	\$85,503	\$5,613	\$74,900	38	.	.	.	0	\$55,000		\$55,000	1
	Corp Med Group	\$90,840	\$7,050	\$73,250	34	.	.	.	0	.	.	.	0
	Private Clinic (for-profit)	\$93,230	\$12,137	\$68,000	56	.	.	.	0	\$36,424	\$1,864	\$35,500	4
	Private Practice (non-profit)	\$74,584	\$2,841	\$68,000	89	.	.	.	0	\$43,168	\$4,097	\$42,000	9
	University	\$81,099	\$3,768	\$74,500	42	\$72,338	\$3,351	\$70,000	25	\$50,000	\$16,823	\$57,000	3
	Public/Private School	\$76,952	\$5,962	\$73,000	22	\$64,787	\$1,787	\$62,000	73	\$41,250	\$13,250	\$41,250	2
	Manufacturer	\$107,671	\$4,771	\$95,000	88	.	.	.	0	\$56,833	\$9,176	\$50,000	3
	Industry	\$113,071	\$22,182	\$100,000	7	.	.	.	0	\$46,950		\$46,950	1
	Federal Govt.	\$85,770	\$5,393	\$78,965	25	.	.	.	0	.	.	.	0
	Other	\$72,420	\$2,831	\$70,000	65	\$60,000	\$4,378	\$58,500	4	\$63,457	\$14,264	\$63,000	7
Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102	

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 five) and the second largest (501-1000) 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 11: Compensation by Size of Organization

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Size of Organization	Less than 5	\$94,958	\$3,484	\$80,000	286	\$70,833	\$14,956	\$62,000	3	\$52,218	\$9,056	\$45,000	13
	6-10	\$79,844	\$2,409	\$70,000	260	\$61,286	\$2,688	\$62,000	7	\$34,886	\$4,403	\$30,000	14
	11-20	\$83,616	\$4,022	\$71,507	194	\$70,256	\$3,008	\$70,000	15	\$42,242	\$6,600	\$41,500	14
	21-50	\$78,373	\$2,494	\$68,560	182	\$65,388	\$6,079	\$60,000	13	\$46,745	\$4,372	\$47,000	11
	51-100	\$77,480	\$3,466	\$69,500	90	\$74,247	\$6,378	\$72,000	5	\$43,625	\$4,160	\$42,500	4
	101-500	\$82,933	\$2,081	\$75,900	188	\$66,894	\$3,103	\$63,000	22	\$41,984	\$5,179	\$42,702	6
	501-1000	\$94,988	\$7,135	\$75,580	89	\$64,375	\$4,431	\$56,500	16	\$44,407	\$4,115	\$43,220	6
	more than 1000	\$86,407	\$1,565	\$80,000	380	\$68,445	\$2,255	\$66,490	51	\$41,439	\$2,575	\$38,200	34
	Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102

REGION

Region does not appear to have a dramatic association with total compensation with the exception that compensation in the far west and northeast appear higher than compensation elsewhere.

Table 12: Compensation by Region

	Compensation Type											
	Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
	Total Compensation				Total Compensation				Total Compensation			
	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Southeast (AL, FL, GA, NC, SC, TN)	\$84,045	\$2,978	\$73,750	270	\$70,251	\$5,303	\$67,400	11	\$42,146	\$4,941	\$43,000	12
Far West (AK, CA, HI, NV, OR, WA)	\$94,560	\$2,817	\$82,096	216	\$65,313	\$3,203	\$63,000	19	\$47,700	\$7,271	\$38,000	16
West (AZ, CO, ID, MT, NM, UT, WY)	\$82,519	\$3,359	\$75,000	124	\$65,786	\$4,664	\$62,000	19	\$44,000	\$12,247	\$36,000	5
South Central (AR, LA, MS, OK, TX)	\$84,091	\$3,447	\$71,000	161	\$68,066	\$2,856	\$65,000	17	\$26,848	\$14,848	\$26,848	2
Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	\$87,900	\$2,871	\$76,000	305	\$69,428	\$3,139	\$67,500	22	\$45,664	\$2,925	\$43,500	30
Mid Atlantic (DC, DE, MD, VA, WV)	\$82,064	\$2,357	\$76,000	109	\$68,875	\$3,676	\$67,000	8	\$36,718	\$9,847	\$41,936	4
Central (IL, IN, KY, MI, OH, WI)	\$80,749	\$2,551	\$68,200	332	\$72,886	\$4,036	\$71,000	23	\$38,232	\$3,251	\$35,000	26
North Central (IA, KS, MN, MO, ND, NE, SD)	\$84,240	\$2,832	\$74,000	152	\$56,415	\$2,199	\$57,000	13	\$45,871	\$4,529	\$45,500	7
Total	\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102

DEPARTMENTAL BUDGET – MANAGERS

Gauging from responses from managers across all employment types (Full-Time 12 months, Full-Time 9-10 months, Part-Time), an increase in compensation appears to accompany an increase in department size. The size of the department may also be associated with particular types of work settings, across which compensation may also vary.

Table 13: Compensation by Departmental Budget (Managers Only)

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		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	\$86,066	\$4,370	\$75,000	77	\$65,628	\$4,528	\$60,000	16	\$41,207	\$9,098	\$41,500	4
	\$200,001 - 500,000	\$94,839	\$4,321	\$84,000	121	\$65,575	\$6,796	\$64,650	4	\$37,588	\$6,141	\$41,700	4
	\$500,001 - 1,000,000	\$95,695	\$3,819	\$88,000	99	\$69,700	\$2,300	\$69,700	2	.	.	.	0
	\$1,000,001 - 1,500,000	\$110,026	\$6,516	\$98,000	55	.	.	.	0	\$60,000		\$60,000	1
	\$1,500,001 - 2,000,000	\$124,817	\$8,013	\$107,000	43	.	.	.	0	\$75,000		\$75,000	1
	\$2,000,001 - 3,000,000	\$137,173	\$19,226	\$115,350	22	\$102,000	.	\$102,000	1	.	.	.	0
	\$3,000,001 - 5,000,000	\$144,862	\$13,939	\$130,000	20	.	.	.	0	.	.	.	0
	\$5,000,001 - 10,000,000	\$152,250	\$23,925	\$147,500	8	.	.	.	0	.	.	.	0
	Greater than \$10,000,000	\$121,200	\$20,419	\$106,000	5	.	.	.	0	.	.	.	0
	I Don't Know	\$78,607	\$1,658	\$75,000	268	\$69,556	\$4,335	\$71,000	14	\$36,900	\$3,720	\$38,000	11
Total	\$94,430	\$1,704	\$84,000	718	\$68,312	\$2,769	\$66,000	37	\$40,765	\$3,351	\$40,000	21	

SECTION 4: HOW AUDIOLOGISTS ARE PAID — COMPENSATION METHODS FOR FULL-TIME EMPLOYEES ON 12-MONTH CALENDAR

In the charts that follow, we break down compensation by “type,” that is, by the combination of forms by which professionals are compensated:

- Salary or Hourly Wages Only
- Salary or Hourly Wages Plus Bonus Payments
- Salary or Hourly Wages Plus Commission Payment
- Salary or Hourly Wages Plus Commission and Bonus Payment

We find that among full-time employees on a 12-month calendar, 49% are paid in salary or hourly wages only, 24% salary or hourly wages plus commission; 14% paid in salary or hourly wages plus commission, and just 6% by salary or hourly wages, plus commission and bonus payments. Their pay differentials are presented below.

Note: *In this section, we do not present similar data for full-time professionals on a 9- to 10-month calendar or for part-time professionals. The data for these respondents are limited with few exceptions to salary and hourly wages only type of pay situations. Therefore, compensation data for these groups of respondents are consequently summarized (in the main total compensation tables located in Section 3 above). Table 14 illustrates that a negligible proportion of full-time professional on a 9- to 10-month calendar year and those who work part-time in our sample receive payment in any form other than salary and/or hourly wages.*

COMPENSATION BY PAY TYPE

Table 14: Compensation by Payment Type

		Compensation Type											
		Full-Time (12 Months)				Full-Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Method of Payment	Salary or Hourly Wages Only	\$75,589	\$940	\$70,000	823	\$67,449	\$1,419	\$65,000	125	\$42,888	\$1,910	\$40,000	102
	Salary or Hourly Wages Plus Bonus	\$96,493	\$2,612	\$80,450	398	\$64,778	\$5,844	\$66,490	5	.	.	.	0
	Salary or Hourly Wages Plus Commission	\$81,959	\$3,034	\$73,000	232	\$54,000		\$54,000	1	.	.	.	0
	Salary or Hourly Wages Plus Commission & Bonus	\$90,298	\$3,347	\$83,300	108	.	.	.	0	.	.	.	0
	Bonus Payments Only	.	.	.	0	.	.	.	0	.	.	.	0
	Commission Payments Only	\$107,750	\$14,711	\$110,000	12	\$100,000		\$100,000	1	.	.	.	0
	"By the Project Only"	\$116,667	\$48,848	\$95,000	3	.	.	.	0	.	.	.	0
	Not Described	\$120,775	\$8,709	\$98,000	93	.	.	.	0	.	.	.	0
Total		\$85,234	\$1,080	\$75,000	1669	\$67,492	\$1,385	\$65,000	132	\$42,888	\$1,910	\$40,000	102

We can see that in Table 14 nearly all of those who report they are on a full-time 9- to 10-month calendar, and all of those who work part-time, are paid strictly through salary or hourly wages only. The main tables in the current section therefore focus on full-time professionals who work a 12-month calendar.

PAY TYPE BY GENDER

Table 15: Pay Type by Gender (Full-Time 12 months)

		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus Payments				Salary or Hourly Wages Plus Commission Payment				Salary or Hourly Wages Plus Commission and Bonus Payments			
		Total Compensation				Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Gender	Male	\$94,457	\$2,984	\$90,000	163	\$122,579	\$7,437	\$102,900	106	\$99,106	\$8,113	\$90,000	37	\$93,618	\$7,225	\$86,000	22
	Female	\$70,929	\$817	\$68,000	660	\$87,023	\$2,070	\$77,850	292	\$78,705	\$3,222	\$70,000	195	\$89,448	\$3,790	\$82,500	86
	Total	\$75,589	\$940	\$70,000	823	\$96,493	\$2,612	\$80,450	398	\$81,959	\$3,034	\$73,000	232	\$90,297	\$3,347	\$83,300	108

PAY TYPE BY HIGHEST DEGREE EARNED

Table 16: Pay Type by Highest Degree Earned (Full-Time 12 months)

		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus Payments				Salary or Hourly Wages Plus Commission Payment				Salary or Hourly Wages Plus Commission and Bonus Payments			
		Total Compensation				Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Highest Degree Earned	Master's	\$71,783	\$1,645	\$69,500	240	\$87,476	\$3,648	\$76,000	103	\$83,144	\$6,675	\$73,500	82	\$91,836	\$10,511	\$71,500	22
	AuD (4-year)	\$62,577	\$1,173	\$60,000	140	\$79,670	\$7,327	\$71,500	59	\$68,007	\$3,125	\$64,000	49	\$80,295	\$4,014	\$77,000	23
	AuD (Dist. Lrn.)	\$76,247	\$1,364	\$71,500	336	\$96,514	\$3,001	\$85,000	193	\$86,260	\$3,740	\$77,500	93	\$93,382	\$4,486	\$87,000	58
	EdD	\$175,000	\$25,000	\$175,000	2	\$138,000		\$138,000	1	.	.	.	0	.	.	.	0
	PhD	\$102,593.	\$3,408	\$96,045	88	\$148,839	\$15,593	\$120,100	35	\$109,833	\$34,433	\$72,500	6	\$101,000	\$15,000	\$101,000	2
	Other	\$71,968	\$4,165	\$68,500	17	\$102,714	\$14,228	\$91,000	7	\$91,500	\$38,500	\$91,500	2	\$88,913	\$4,350	\$85,000	3
	Total	\$75,589	\$940	\$70,000	823	\$96,493	\$2,612	\$80,450	398	\$81,959	\$3,034	\$73,000	232	\$90,297	\$3,347	\$83,300	108

PAY TYPE BY YEARS OF EXPERIENCE

Table 17: Pay Type by Years of Experience (Full-Time 12 months)

		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus Payments				Salary or Hourly Wages Plus Commission Payment				Salary or Hourly Wages Plus Commission and Bonus Payments			
		Total Compensation				Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Years of Experience	1-3	\$58,692	\$1,056	\$57,500	98	\$74,972	\$8,275	\$64,800	50	\$64,465	\$2,266	\$60,000	43	\$80,765	\$6,241	\$77,000	13
	4-9	\$65,452	\$1,092	\$62,500	175	\$72,308	\$1,921	\$67,500	85	\$77,139	\$2,782	\$70,400	78	\$89,685	\$6,052	\$82,500	34
	10-15	\$70,891	\$1,567	\$70,000	117	\$96,279	\$6,552	\$85,000	43	\$89,130	\$5,526	\$80,500	28	\$81,996	\$5,248	\$79,100	24
	16-20	\$74,447	\$1,782	\$72,500	94	\$99,974	\$5,916	\$91,000	45	\$67,104	\$3,445	\$64,000	16	\$94,260	\$10,957	\$83,250	10
	>20	\$87,644	\$1,849	\$82,000	339	\$113,545	\$4,486	\$99,000	175	\$99,348	\$9,165	\$78,000	67	\$101,570	\$8,425	\$93,000	27
	Total	\$75,589	\$940	\$70,000	823	\$96,493	\$2,612	\$80,450	398	\$81,959	\$3,034	\$73,000	232	\$90,297	\$3,347	\$83,300	108

PAY TYPE BY PRIMARY JOB TITLE

Table 18: Pay Type by Primary Job Title (Full-Time 12 months)

		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus Payments				Salary or Hourly Wages Plus Commission Payment				Salary or Hourly Wages Plus Commission and Bonus Payments			
		Total Compensation				Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
		Primary Job Title	Staff Audiologist	\$66,466	\$759	\$64,000	471	\$74,647	\$1,711	\$69,000	197	\$74,881	\$3,316	\$68,371	180	\$80,382	\$3,268
	Manager/Supervisor	\$82,438	\$1,963	\$81,434	83	\$97,020	\$3,391	\$90,857	56	\$116,166	\$10,852	\$100,000	21	\$108,400	\$13,009	\$103,000	8
	Director	\$86,954	\$2,821	\$85,000	67	\$113,838	\$8,666	\$99,972	33	\$113,603	\$13,135	\$97,187	13	\$100,269	\$15,136	\$84,140	13
	Owner	\$94,195	\$6,121	\$80,000	69	\$134,973	\$9,354	\$117,000	63	\$92,222	\$10,497	\$90,000	9	\$111,100	\$20,210	\$100,500	6
	CEO	\$108,580	\$16,553	\$93,500	10	\$195,571	\$53,258	\$135,000	7	.	.	.	0	\$85,500	\$500	\$85,500	2
	Faculty	\$84,249	\$3,810	\$75,000	59	\$82,240	\$12,953	\$72,500	5	\$80,000		\$80,000	1	.	.	.	0
	Researcher	\$97,782	\$8,147	\$89,500	20	\$101,420	\$9,828	\$95,000	10	.	.	.	0	.	.	.	0
	Other	\$84,640	\$3,926	\$78,659	44	\$118,933	\$11,728	\$90,000	27	\$88,687	\$10,993	\$81,500	8	\$110,661	\$7,028	\$104,500	13
	Total	\$75,589	\$940	\$70,000	823	\$96,493	\$2,612	\$80,450	398	\$81,959	\$3,034	\$73,000	232	\$90,297	\$3,347	\$83,300	108

PAY TYPE BY PRIMARY WORK SETTING

Table 19: Pay Type by Primary Work Setting (Full-Time 12 months)

		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus Payments				Salary or Hourly Wages Plus Commission Payment				Salary or Hourly Wages Plus Commission and Bonus Payments			
		Total Compensation				Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Primary Work Setting	University/Teaching Hospital	\$78,768	\$2,129	\$73,500	166	\$82,978	\$5,980	\$72,500	25	\$102,500	\$22,500	\$102,500	2	.	.	.	0
	VA Hospital	\$83,150	\$1,739	\$82,600	67	\$98,667	\$7,633	\$90,345	16	.	.	.	0	.	.	.	0
	Hospital	\$72,424	\$1,537	\$70,000	139	\$86,680	\$5,799	\$75,250	23	\$43,266	\$16,723	\$50,400	3	.	.	.	0
	Private Practice - Owner/Partner	\$94,740	\$5,465	\$82,000	82	\$135,494	\$9,805	\$105,000	73	\$92,222	\$10,497	\$90,000	9	\$105,654	\$11,267	\$87,000	11
	Private Practice - Employee	\$64,168	\$2,568	\$62,500	36	\$73,711	\$3,355	\$68,400	45	\$77,755	\$4,546	\$70,800	43	\$79,010	\$5,452	\$76,000	15
	ENT Practice	\$60,070	\$1,428	\$55,500	76	\$77,035	\$3,153	\$69,500	102	\$77,936	\$2,621	\$70,000	137	\$86,170	\$5,984	\$76,500	45
	Other Med Practice	\$65,350	\$3,012	\$62,500	14	\$101,245	\$8,115	\$97,500	16	\$71,760	\$3,982	\$70,000	5	\$72,750	\$7,250	\$72,750	2
	Corp Med Group	\$71,857	\$11,502	\$60,000	7	\$111,600	\$18,109	\$83,500	10	\$74,690	\$11,048	\$67,000	5	\$82,610	\$7,701	\$73,250	10
	Private Clinic (for-profit)	\$67,471	\$4,178	\$63,600	22	\$89,650	\$7,818	\$82,750	16	\$145,032	\$62,531	\$78,300	8	\$78,372	\$7,604	\$68,000	5
	Private Practice (non-profit)	\$67,640	\$2,471	\$65,000	65	\$93,141	\$7,235	\$84,650	12	\$74,262	\$6,458	\$76,000	8	\$79,550		\$79,550	1
	University	\$79,613	\$3,548	\$74,000	41	.	.	.	0	.	.	.	0	.	.	.	0
	Public/Private School	\$73,231	\$3,567	\$73,000	18	\$183,000		\$183,000	1	\$62,135	\$15,864	\$62,135	2	.	.	.	0
	Manufacturer	\$87,665	\$4,246	\$86,000	19	\$112,813	\$8,223	\$95,000	41	\$122,375	\$23,029	\$99,250	8	\$110,838	\$7,419	\$102,750	18
	Industry	\$120,200	\$31,097	\$100,000	5	\$80,500		\$80,500	1	.	.	.	0	.	.	.	0
	Federal Govt.	\$84,237	\$6,350	\$79,482	16	\$92,922	\$10,908	\$77,500	7	.	.	.	0	.	.	.	0
	Other	\$67,127	\$2,114	\$65,500	50	\$86,434	\$10,370	\$76,700	10	\$119,500	\$45,500	\$119,500	2	\$89,000		\$89,000	1
Total	\$75,589	\$940	\$70,000	823	\$96,493	\$2,612	\$80,450	398	\$81,959	\$3,034	\$73,000	232	\$90,297	\$3,347	\$83,300	108	

PAY TYPE BY SIZE OF ORGANIZATION

Table 20: Pay Type by Size of Organization (Full-Time 12 months)

		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus Payments				Salary or Hourly Wages Plus Commission Payment				Salary or Hourly Wages Plus Commission and Bonus Payments			
		Total Compensation				Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Size of Organization	Less than 5	\$82,649	\$4,124	\$69,500	106	\$110,160	\$8,804	\$100,000	61	\$75,902	\$4,206	\$69,640	34	\$86,884	\$7,716	\$79,000	19
	6-10	\$69,927	\$2,312	\$67,900	107	\$89,302	\$5,370	\$73,000	69	\$67,871	\$2,574	\$62,000	49	\$81,313	\$6,432	\$73,000	15
	11-20	\$68,014	\$2,774	\$61,000	85	\$105,186	\$11,823	\$78,000	45	\$80,116	\$4,185	\$76,000	48	\$90,559	\$12,561	\$82,400	11
	21-50	\$66,698	\$1,922	\$64,005	82	\$82,066	\$7,523	\$70,500	32	\$93,181	\$7,057	\$85,000	42	\$79,994	\$4,734	\$80,200	21
	51-100	\$67,672	\$4,225	\$64,357	28	\$77,711	\$4,874	\$71,000	38	\$84,622	\$10,818	\$69,371	18	\$100,350	\$15,010	\$89,600	6
	101-500	\$76,879	\$2,545	\$72,000	93	\$88,142	\$4,018	\$82,000	51	\$82,465	\$5,225	\$78,000	20	\$94,927	\$8,845	\$88,500	22
	501-999	\$71,616	\$2,623	\$70,000	45	\$119,265	\$12,375	\$97,500	24	\$145,775	\$63,325	\$79,500	8	\$104,455	\$13,719	\$100,500	9
	more than 1000	\$81,043	\$1,424	\$78,000	277	\$100,671	\$4,305	\$88,006	78	\$77,704	\$8,968	\$76,600	13	\$115,000	\$19,468	\$105,000	5
	Total	\$75,589	\$940	\$70,000	823	\$96,493	\$2,612	\$80,450	398	\$81,959	\$3,034	\$73,000	232	\$90,297	\$3,347	\$83,300	108

SUMMARY OF PAY TYPE BY PRIMARY WORK SETTING

The table below provides a guide to *how* (as opposed to *what*) readers might expect to get paid in different work settings (full-time, 12-month calendar only). This table includes data from respondents not used in the general tables – those who do not indicate they are paid by salary, commission, bonus, or a combination thereof. This table is provided so readers can see how different types of payment arrangements are set may be dependent on the type of work setting.

Table 21: Summary of Pay Types by Primary Work Setting

		Salary or Hourly Wages Only		Salary or Hourly Wages Plus Bonus Payments		Salary or Hourly Wages Plus Commission Payment		Salary or Hourly Wages Plus Commission and Bonus Payments		Bonus Payments Only		Commission Payments Only		"By the Project Only"		Not Described		Total	
		%	Valid N	%	Valid N	%	Valid N	%	Valid N	%	Valid N	%	Valid N	%	Valid N	%	Valid N	%	Valid N
Primary Work Setting	University/Teaching Hospital	87%	200	11%	26	1%	2	0%	0	0%	0	0%	0	0%	0	0%	1	100%	229
	VA Hospital	80%	70	18%	16	1%	1	0%	0	0%	0	0%	0	0%	0	1%	1	100%	88
	Hospital	85%	164	13%	25	2%	4	0%	0	0%	0	0%	0	0%	0	1%	1	100%	194
	Private Practice - Owner/Partner	31%	87	28%	77	3%	9	4%	11	0%	1	2%	5	0%	1	32%	89	100%	280
	Private Practice - Employee	29%	48	32%	54	27%	46	11%	18	0%	0	1%	1	1%	1	0%	0	100%	168
	ENT Practice	23%	107	25%	113	36%	166	13%	58	0%	0	1%	5	0%	0	2%	7	100%	456
	Other Med Practice	38%	15	40%	16	15%	6	5%	2	0%	0	0%	0	2%	1	0%	0	100%	40
	Corp Med Group	19%	7	33%	12	14%	5	28%	10	0%	0	3%	1	0%	0	3%	1	100%	36
	Private Clinic (for-profit)	42%	27	29%	19	14%	9	8%	5	0%	0	2%	1	0%	0	6%	4	100%	65
	Private Practice (non-profit)	76%	76	12%	12	8%	8	1%	1	0%	0	2%	2	0%	0	1%	1	100%	100
	University	97%	72	0%	0	1%	1	0%	0	0%	0	0%	0	0%	0	1%	1	100%	74
	Public/Private School	91%	100	5%	6	2%	2	0%	0	0%	0	0%	0	0%	0	2%	2	100%	110
	Manufacturer	23%	22	44%	41	9%	8	20%	19	0%	0	0%	0	0%	0	4%	4	100%	94
	Industry	75%	6	12%	1	0%	0	0%	0	0%	0	0%	0	0%	0	12%	1	100%	8
	Federal Govt.	62%	16	27%	7	0%	0	0%	0	0%	0	0%	0	0%	0	12%	3	100%	26
	Other	77%	64	13%	11	4%	3	1%	1	0%	0	1%	1	0%	0	4%	3	100%	83
Total	53%	1081	21%	436	13%	270	6%	125	0%	1	1%	16	0%	3	6%	119	100%	2051	

SECTION 5: THE BENEFITS AUDIOLOGISTS RECEIVE FROM EMPLOYERS

Across all full-time, 12-month respondents, 86% report that they receive some form of health insurance, while 98% of full-time, 9- to 10-month professionals report having insurance, possibly a reflection of the types of institutions that employ audiologists on a 9- to 10-month calendar. By contrast, 49% of part-time employee respondents report that they receive health insurance benefits. Full-time employees receive educational benefits at a higher rate than part-time employees — however more than ¾ of all employees receive at least some form of educational support.

GENERAL EMPLOYMENT BENEFITS

Table 22: General Employment Benefits

		Compensation Type		
		Full-Time (12 Months)	Full-Time (9-10 Months)	Part-Time
Benefits	Health Insurance	86%	98%	49%
	Dental Insurance	63%	91%	41%
	Vision Benefits	46%	70%	27%
	Flex Medical / Dependent Care Plan	50%	67%	36%
	Disability Insurance	58%	73%	36%
	Life Insurance	64%	88%	40%
	Retirement	77%	93%	54%
	Club Memberships	18%	6%	9%
	Automobile	8%	2%	2%
	Profit Sharing	24%	1%	13%
	Tuition Reimbursement	49%	40%	39%
	Other	12%	5%	28%

EDUCATIONAL BENEFITS

Table 23: Educational Benefits

		Compensation Type		
		Full-Time (12 Months)	Full-Time (9-10 Months)	Part-Time
Support for Education	Paid Time Off	88%	88%	70%
	Registration Fees Paid	87%	78%	86%
	Airfare/Mileage Reimbursement	77%	62%	65%
	Meal/Lodging Reimbursement	74%	61%	61%

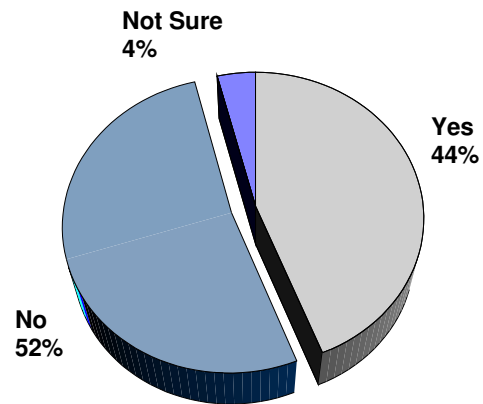
LEAVE BENEFITS

Table 24: Leave Benefits

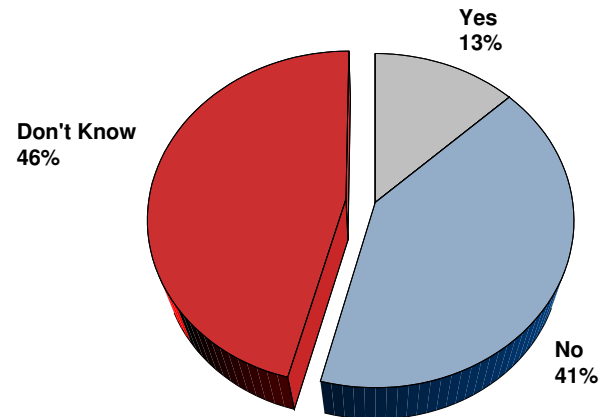
	Compensation Type		
	Full-Time (12 Months)	Full-Time (9-10 Months)	Part-Time
	Mean	Mean	Mean
Vacation (Days)	16	8	8
Personal (Days)	3	3	1
Holidays (Days)	7	9	4
Floating Holidays (Days)	1	0	0
Bereavement Leave (Days)	2	2	1
Sick Leave (Days)	6	8	3

SECTION 6: ADDITIONAL INFORMATION ON EMPLOYMENT FACTORS AND REQUIREMENTS

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

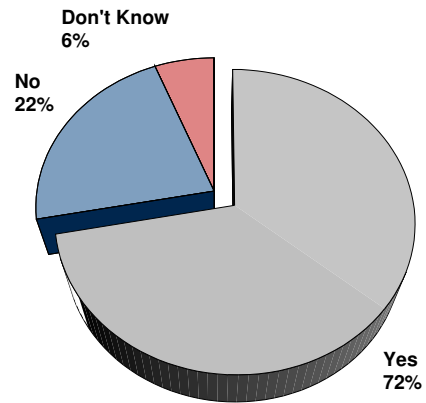


Do any third party payers require you to have CCC-A?
(N=1995)



Medicare Participation

Are you a participating provider with Medicare? (N=1903)



Do you have a National Provider Identifier (NPI) number? (N=1903)

