

# American Academy of Audiology

## 2011 Compensation and Benefits Report

*Presented to the*

American Academy of Audiology

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# 2011 Compensation and Benefits Report

## BACKGROUND

Bi-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 compensation and benefits survey. The following report describes the methods and findings of the 2011 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 4, 2011, we e-mailed 8,997 Academy members for whom the Academy had email addresses, approximately 4% of these or 324 were deemed ineligible because they could not be reached. 51 people opted out of the study.

This left us with a pool of 8,622. The emails contained a link to an online questionnaire, and provided a username and password necessary to access the questionnaire. Over the period of data collection, through October 31, 2011, we sent three follow up emails encouraging members to participate.

1794 completed the questionnaire (21% response rate). These cases were used for analysis.

## 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 5, 2011 to October 31, 2011 . 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 2011 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 range<sup>1</sup>. 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 10-15 years experience has a 95% chance of being between **\$76,148** and **\$83,756**.

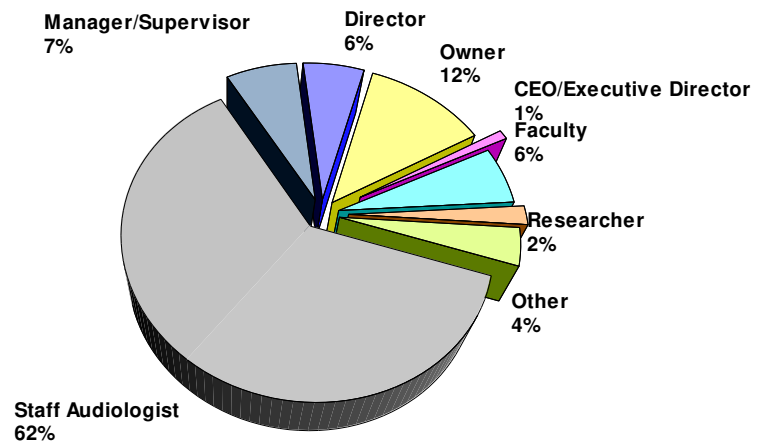
<sup>1</sup> This calculation results in approximate (shorthand) figures for the range – the upper and lower limits of the interval are actually derived by multiplying the SE by 1.96).

**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.**

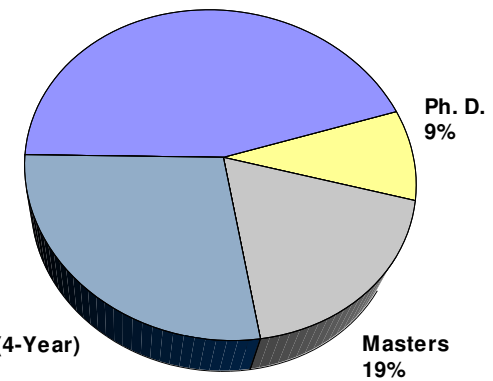
3. **Median:** This statistic reports the point at which 50% of the responses fall above and 50% fall below. Used in combination with the mean statistic, it can indicate whether responses are skewed to any degree toward the higher or lower end of the range of responses.
4. **Valid N:** This statistic 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.



Au. D. (Distance Learning)  
45%



\*Fewer than .3% of the sample categorized themselves as "EdD" or "other"

## Sample by Primary Work Setting

		Annual Work Schedule		
		Full-Time (12 months)	Full Time (9-10 Months)	Part-Time
Primary Work Setting	University/Teaching Hospital	12%	22%	6%
	VA Hospital	5%	0%	0%
	Hospital	11%	0%	6%
	Private Practice - Owner/Partner	14%	0%	22%
	Private Practice - Employee	9%	0%	22%
	ENT Practice	23%	1%	17%
	Other Med Practice	3%	0%	3%
	Corporate Audiology Group Practice	1%	0%	3%
	Private Clinic (for-profit)	3%	0%	0%
	Private Practice (non-profit)	6%	0%	3%
	University	3%	25%	8%
	Public/Private School	1%	47%	11%
	Manufacturer	5%	0%	0%
	Industry (Industrial Audiologist)	0%	0%	0%
	Federal Govt.	2%	0%	0%
	Other	3%	4%	0%
	Total	100%	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 1,708. 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**

		Total Compensation			
		Mean	SE Mean	Median	Valid N
Annual Work Schedule	Full-Time (12 months)	\$85,867	\$1,229	\$75,000	1573
	Full Time (9-10 Months)	\$69,955	\$2,368	\$70,000	99
	Part-Time	\$79,576	\$17,492	\$67,500	36
	Total	\$84,812	\$1,200	\$75,000	1708

Table 2: Compensation by Income Percentile

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Total Compensation by Income Percentiles	0-10 Percentile	\$27,207	\$1,535	\$32,224	118	\$31,999	\$3,892	\$37,000	13	\$20,772	\$4,791	\$21,500	12
	11-20 Percentile	\$52,251	\$243	\$52,953	144	\$53,733	\$600	\$54,000	11	\$50,914	\$2,914	\$50,914	2
	21-30 Percentile	\$59,774	\$129	\$60,000	161	\$60,156	\$368	\$60,000	13	\$58,000	.	\$58,000	1
	31-40 Percentile	\$65,667	\$130	\$65,000	161	\$65,775	\$563	\$65,000	10	\$66,000	\$913	\$66,000	4
	41-50 Percentile	\$71,230	\$122	\$71,000	162	\$71,037	\$397	\$70,060	15	.	.	.	0
	51-60 Percentile	\$77,415	\$163	\$77,000	166	\$77,036	\$564	\$76,000	11	\$77,750	\$1,315	\$78,000	4
	61-70 Percentile	\$84,567	\$185	\$85,000	157	\$84,918	\$447	\$85,000	9	\$84,000	\$632	\$85,000	5
	71-80 Percentile	\$94,730	\$278	\$95,000	165	\$94,022	\$1,264	\$94,000	9	\$95,000	\$5,000	\$95,000	2
	81-90 Percentile	\$111,419	\$609	\$110,000	170	\$110,659	\$2,022	\$108,295	5	\$113,913	\$2,427	\$112,826	4
	91-100 Percentile	\$188,754	\$5,876	\$165,000	169	\$134,000	\$6,028	\$129,000	3	*\$407,500	\$242,500	\$407,500	2
Total		\$85,867	\$1,229	\$75,000	1573	\$69,955	\$2,368	\$70,000	99	\$79,576	\$17,492	\$67,500	36

\*High mean compensation figure here represents two individuals who identified themselves as "owners" and indicated they worked "part-time."

## 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 \$73,000 for women, 77% 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**

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Gender	Male	\$113,288	\$4,181	\$95,000	319	\$87,957	\$7,780	\$87,500	16	\$80,295	\$10,783	\$82,000	9
	Female	\$78,892	\$1,028	\$73,000	1254	\$66,485	\$2,224	\$67,000	83	\$79,337	\$23,179	\$65,000	27
	Total	\$85,867	\$1,229	\$75,000	1573	\$69,955	\$2,368	\$70,000	99	\$79,576	\$17,492	\$67,500	36

### 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**

				Annual Work Schedule											
				Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
				Total Compensation				Total Compensation				Total Compensation			
				Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Highest Degree Attained	Masters	Gender	Male	\$93,093	\$7,022	\$85,000	60	\$77,530	\$7,470	\$77,530	2	\$75,333	\$20,210	\$76,000	3
			Female	\$78,424	\$3,143	\$73,000	220	\$62,554	\$4,180	\$65,000	13	\$54,753	\$16,866	\$48,000	7
			Total	\$81,568	\$2,908	\$75,000	280	\$64,551	\$3,919	\$67,000	15	\$60,927	\$13,033	\$62,000	10
	Au. D. (4-Year)	Gender	Male	\$85,020	\$4,916	\$75,000	55	\$63,750	.	\$63,750	1	.	.	.	0
			Female	\$67,084	\$1,035	\$65,000	398	\$55,072	\$6,851	\$45,000	7	\$52,166	\$11,824	\$53,828	5
			Total	\$69,262	\$1,120	\$65,000	453	\$56,157	\$6,031	\$52,075	8	\$52,166	\$11,824	\$53,828	5
	Au. D. (Distance Learning)	Gender	Male	\$128,233	\$7,289	\$102,000	150	\$102,000	\$27,000	\$102,000	2	\$82,775	\$13,916	\$91,000	6
			Female	\$85,144	\$1,593	\$80,000	566	\$68,278	\$3,244	\$68,000	38	\$105,417	\$51,203	\$62,500	12
			Total	\$94,171	\$2,082	\$82,000	716	\$69,964	\$3,436	\$68,500	40	\$97,870	\$34,010	\$67,500	18
	Ed. D.	Gender	Male	\$160,667	\$47,122	\$142,000	3	.	.	.	0	.	.	.	0
			Female	.	.	.	0	.	.	.	0	.	.	.	0
			Total	\$160,667	\$47,122	\$142,000	3	.	.	.	0	.	.	.	0
	Ph. D.	Gender	Male	\$120,786	\$9,175	\$115,000	51	\$83,850	\$9,558	\$90,000	10	.	.	.	0
			Female	\$97,057	\$4,698	\$94,307	67	\$73,303	\$3,639	\$71,000	23	\$77,667	\$6,360	\$83,000	3
			Total	\$107,312	\$4,878	\$102,428	118	\$76,499	\$3,855	\$76,000	33	\$77,667	\$6,360	\$83,000	3
	Other	Gender	Male	.	.	.	0	\$146,000	.	\$146,000	1	.	.	.	0
			Female	\$94,333	\$27,847	\$68,000	3	\$19,500	\$19,500	\$19,500	2	.	.	.	0
			Total	\$94,333	\$27,847	\$68,000	3	\$61,667	\$43,644	\$39,000	3	.	.	.	0

## 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.

				Annual Work Schedule											
				Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
				Total Compensation				Total Compensation				Total Compensation			
				Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Number of Year in Audiology Related Position	1-3	Gender	Male	\$73,675	\$3,613	\$71,000	31	\$66,905	\$3,155	\$66,905	2	.	.	.	0
			Female	\$63,740	\$1,096	\$62,000	240	\$53,215	\$5,042	\$59,150	7	\$52,166	\$11,824	\$53,828	5
			Total	\$64,876	\$1,070	\$63,000	271	\$56,257	\$4,377	\$60,000	9	\$52,166	\$11,824	\$53,828	5
	4-9	Gender	Male	\$102,948	\$9,238	\$87,000	45	\$96,500	.	\$96,500	1	\$64,000	.	\$64,000	1
			Female	\$70,101	\$1,199	\$69,000	249	\$54,047	\$4,628	\$54,284	12	\$25,000	\$23,000	\$25,000	2
			Total	\$75,128	\$1,863	\$70,000	294	\$57,313	\$5,365	\$55,000	13	\$38,000	\$18,583	\$48,000	3
	10-15	Gender	Male	\$104,115	\$7,700	\$96,000	37	.	.	.	0	\$100,000	.	\$100,000	1
			Female	\$78,513	\$2,324	\$75,000	171	\$44,600	\$11,312	\$55,000	5	\$34,000	\$17,474	\$44,000	3
			Total	\$83,067	\$2,438	\$78,200	208	\$44,600	\$11,312	\$55,000	5	\$50,500	\$20,614	\$51,000	4
	16-20	Gender	Male	\$106,888	\$11,916	\$95,000	25	\$90,000	.	\$90,000	1	.	.	.	0
			Female	\$79,226	\$3,098	\$75,250	120	\$58,705	\$7,421	\$60,000	8	\$81,250	\$16,378	\$82,500	4
			Total	\$83,996	\$3,377	\$78,000	145	\$62,182	\$7,411	\$60,000	9	\$81,250	\$16,378	\$82,500	4
	>20	Gender	Male	\$125,402	\$6,422	\$103,000	181	\$90,583	\$10,098	\$87,500	12	\$79,807	\$13,554	\$82,000	7
			Female	\$91,233	\$2,175	\$83,100	474	\$74,599	\$2,410	\$73,000	51	\$108,021	\$46,807	\$68,000	13
			Total	\$100,675	\$2,444	\$87,120	655	\$77,643	\$2,806	\$75,000	63	\$98,146	\$30,483	\$79,000	20
	Total	Gender	Male	\$113,288	\$4,181	\$95,000	319	\$87,957	\$7,780	\$87,500	16	\$80,295	\$10,783	\$82,000	9
			Female	\$78,892	\$1,028	\$73,000	1254	\$66,485	\$2,224	\$67,000	83	\$79,337	\$23,179	\$65,000	27
			Total	\$85,867	\$1,229	\$75,000	1573	\$69,955	\$2,368	\$70,000	99	\$79,576	\$17,492	\$67,500	36

### HIGHEST DEGREE EARNED

Level of education does appear to be associated with compensation. Based on respondents to the 2011 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 \$102,428 while the median compensation for those with a Master's degree is \$75,000.

**Table 6: Compensation by Highest Degree Earned**

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Highest Degree Attained	Masters	\$81,568	\$2,908	\$75,000	280	\$64,551	\$3,919	\$67,000	15	\$60,927	\$13,033	\$62,000	10
	Au. D. (4-Year)	\$69,262	\$1,120	\$65,000	453	\$56,157	\$6,031	\$52,075	8	\$52,166	\$11,824	\$53,828	5
	Au. D. (Distance Learning)	\$94,171	\$2,082	\$82,000	716	\$69,964	\$3,436	\$68,500	40	\$97,870	\$34,010	\$67,500	18
	Ed. D.	\$160,667	\$47,122	\$142,000	3	.	.	.	0	.	.	.	0
	Ph. D.	\$107,312	\$4,878	\$102,428	118	\$76,499	\$3,855	\$76,000	33	\$77,667	\$6,360	\$83,000	3
	Other	\$94,333	\$27,847	\$68,000	3	\$61,667	\$43,644	\$39,000	3	.	.	.	0
	Total	\$85,867	\$1,229	\$75,000	1573	\$69,955	\$2,368	\$70,000	99	\$79,576	\$17,492	\$67,500	36

(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. (The reader is cautioned that many of the cells on this table are empty or have too few cases to be useful in assessing differences between cells.)

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

				Annual Work Schedule												
				Full-Time (12 months)				Full Time (9-10 Months)				Part-Time				
				Total Compensation				Total Compensation				Total Compensation				
				Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	
Number of Year in Audiology Related Position	1-3	Highest Degree Attained	Masters	\$50,000	.	\$50,000	1	\$70,060	.	\$70,060	1	.	.	.	0	
			Au. D. (4-Year)	\$65,162	\$1,057	\$63,000	267	\$50,814	\$6,517	\$52,075	4	\$52,166	\$11,824	\$53,828	5	
			Au. D. (Distance Learning)													
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	.	0
			Ph. D.	.	.	.	0	\$64,667	\$2,906	\$64,000	3	.	.	.	.	0
			Other	\$66,500	\$1,500	\$66,500	2	\$39,000	.	\$39,000	1	.	.	.	.	0
			Total	\$64,876	\$1,070	\$63,000	271	\$56,257	\$4,377	\$60,000	9	\$52,166	\$11,824	\$53,828	5	
	4-9	Highest Degree Attained	Masters	\$70,816	\$5,877	\$67,000	18	\$53,568	.	\$53,568	1	\$25,000	\$23,000	\$25,000	2	
			Au. D. (4-Year)	\$73,593	\$2,120	\$70,000	159	\$57,667	\$13,679	\$45,000	3	.	.	.	0	
			Au. D. (Distance Learning)	\$78,464	\$3,917	\$72,000	104	\$48,000	\$7,576	\$55,000	5	\$64,000	.	\$64,000	1	
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	
			Ph. D.	\$73,192	\$7,663	\$63,000	13	\$69,625	\$9,856	\$66,000	4	.	.	.	0	
			Other	.	.	.	0	.	.	.	0	.	.	.	0	
			Total	\$75,128	\$1,863	\$70,000	294	\$57,313	\$5,365	\$55,000	13	\$38,000	\$18,583	\$48,000	3	
	10-15	Highest Degree Attained	Masters	\$81,131	\$4,927	\$75,150	35	.	.	.	0	.	.	.	0	
			Au. D. (4-Year)	\$69,535	\$6,826	\$65,000	17	.	.	.	0	.	.	.	0	
			Au. D. (Distance Learning)	\$85,150	\$3,051	\$80,000	150	\$55,000	.	\$55,000	1	\$50,500	\$20,614	\$51,000	4	

Section 3: What Audiologists are Paid

			Annual Work Schedule												
			Full-Time (12 months)				Full Time (9-10 Months)				Part-Time				
			Total Compensation				Total Compensation				Total Compensation				
			Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	\$80,650	\$8,804	\$70,950	6	\$56,000	\$3,464	\$56,000	3	.	.	.	0
			Other	.	.	.	0	\$0	.	\$0	1	.	.	.	0
			Total	\$83,067	\$2,438	\$78,200	208	\$44,600	\$11,312	\$55,000	5	\$50,500	\$20,614	\$51,000	4
16-20	Highest Degree Attained	Masters	\$64,979	\$4,646	\$65,000	32	\$41,638	.	\$41,638	1	\$120,000	.	\$120,000	1	
		Au. D. (4-Year)	\$130,000	.	\$130,000	1	.	.	.	0	.	.	.	0	
		Au. D. (Distance Learning)	\$88,472	\$4,452	\$81,000	97	\$52,000	\$8,000	\$60,000	5	\$60,000	\$20,000	\$60,000	2	
		Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0	
		Ph. D.	\$88,446	\$8,079	\$92,500	14	\$86,000	\$2,309	\$86,000	3	\$85,000	.	\$85,000	1	
		Other	\$150,000	.	\$150,000	1	.	.	.	0	.	.	.	0	
		Total	\$83,996	\$3,377	\$78,000	145	\$62,182	\$7,411	\$60,000	9	\$81,250	\$16,378	\$82,500	4	
>20	Highest Degree Attained	Masters	\$85,543	\$3,952	\$75,000	194	\$66,917	\$4,337	\$67,500	12	\$62,753	\$13,917	\$76,000	7	
		Au. D. (4-Year)	\$107,119	\$19,601	\$93,000	9	\$73,000	.	\$73,000	1	.	.	.	0	
		Au. D. (Distance Learning)	\$104,153	\$3,453	\$89,200	364	\$77,364	\$3,535	\$75,000	29	\$125,059	\$54,515	\$82,000	11	
		Ed. D.	\$160,667	\$47,122	\$142,000	3	.	.	.	0	.	.	.	0	
		Ph. D.	\$117,520	\$6,172	\$108,000	85	\$81,299	\$5,567	\$82,500	20	\$74,000	\$9,000	\$74,000	2	
		Other	.	.	.	0	\$146,000	.	\$146,000	1	.	.	.	0	
		Total	\$100,675	\$2,444	\$87,120	655	\$77,643	\$2,806	\$75,000	63	\$98,146	\$30,483	\$79,000	20	

## 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. 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 67% of female respondents vs. 41% of male respondents are staff audiologists. Conversely, 38% of male respondents list themselves as “directors, owners, or CEO’s,” while 14% of females list themselves in those categories combined.

**Table 8: Compensation by Job Title**

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Primary Job Title	Staff Audiologist	\$71,517	\$772	\$69,682	976	\$69,774	\$3,560	\$69,000	49	\$58,287	\$7,693	\$61,000	20
	Manager/Supervisor	\$95,550	\$3,433	\$93,000	123	\$65,000	.	\$65,000	1	\$67,000	.	\$67,000	1
	Director	\$108,134	\$4,981	\$100,000	112	\$53,500	.	\$53,500	1	\$110,000	\$0	\$110,000	2
	Owner	\$131,627	\$6,685	\$103,000	194	.	.	.	0	\$146,500	\$74,219	\$83,500	8
	CEO/Executive Director	\$126,990	\$11,786	\$110,000	16	.	.	.	0	.	.	.	0
	Faculty	\$88,559	\$4,635	\$81,500	59	\$72,438	\$3,695	\$72,000	41	\$62,667	\$12,468	\$65,000	3
	Researcher	\$88,324	\$8,189	\$80,000	31	.	.	.	0	.	.	.	0
	Other	\$94,736	\$5,903	\$88,900	62	\$59,736	\$4,617	\$59,150	7	\$26,000	\$8,000	\$26,000	2
	Total	\$85,867	\$1,229	\$75,000	1573	\$69,955	\$2,368	\$70,000	99	\$79,576	\$17,492	\$67,500	36

## 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 \$24,000 annually.

**Table 9: Compensation by Years of Experience**

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Number of Years in Audiology Related Position	1-3	\$64,876	\$1,070	\$63,000	271	\$56,257	\$4,377	\$60,000	9	\$52,166	\$11,824	\$53,828	5
	4-9	\$75,128	\$1,863	\$70,000	294	\$57,313	\$5,365	\$55,000	13	\$38,000	\$18,583	\$48,000	3
	10-15	\$83,067	\$2,438	\$78,200	208	\$44,600	\$11,312	\$55,000	5	\$50,500	\$20,614	\$51,000	4
	16-20	\$83,996	\$3,377	\$78,000	145	\$62,182	\$7,411	\$60,000	9	\$81,250	\$16,378	\$82,500	4
	>20	\$100,675	\$2,444	\$87,120	655	\$77,643	\$2,806	\$75,000	63	\$98,146	\$30,483	\$79,000	20
	Total	\$85,867	\$1,229	\$75,000	1573	\$69,955	\$2,368	\$70,000	99	\$79,576	\$17,492	\$67,500	36

## 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 (including clinics) 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**

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Primary Work Setting	University/Teaching Hospital	\$75,286	\$2,553	\$70,000	187	\$75,158	\$3,732	\$72,250	22	\$52,500	\$12,500	\$52,500	2
	VA Hospital	\$82,713	\$3,009	\$83,932	76	.	.	.	0	.	.	.	0
	Hospital	\$75,606	\$2,121	\$73,000	169	.	.	.	0	\$33,000	\$25,000	\$33,000	2
	Private Practice - Owner/Partner	\$128,408	\$5,305	\$105,000	224	.	.	.	0	\$146,500	\$74,219	\$83,500	8
	Private Practice - Employee	\$73,829	\$2,330	\$72,000	145	.	.	.	0	\$72,875	\$14,665	\$77,500	8
	ENT Practice	\$75,863	\$1,643	\$70,500	356	\$129,000	.	\$129,000	1	\$57,545	\$14,296	\$70,000	6
	Other Med Practice	\$74,566	\$3,557	\$68,992	48	.	.	.	0	\$25,000	.	\$25,000	1
	Corp. Audiology Group Practice	\$88,341	\$6,318	\$87,197	20	.	.	.	0	\$85,000	.	\$85,000	1
	Private Clinic (for-profit)	\$99,317	\$16,636	\$84,000	42	.	.	.	0	.	.	.	0
	Private Practice (non-profit)	\$73,532	\$2,709	\$67,250	98	.	.	.	0	\$44,000	.	\$44,000	1
	University	\$90,276	\$6,271	\$85,000	45	\$67,790	\$5,215	\$64,000	25	\$45,000	\$19,553	\$34,000	3
	Public/Private School	\$82,458	\$10,009	\$74,250	12	\$65,922	\$3,106	\$68,000	47	\$76,120	\$13,567	\$67,500	4
	Manufacturer	\$103,100	\$5,714	\$93,500	72	.	.	.	0	.	.	.	0
	Industry	\$86,000	\$13,998	\$89,000	6	.	.	.	0	.	.	.	0
	Federal Govt.	\$87,943	\$6,110	\$85,000	26	.	.	.	0	.	.	.	0
	Other	\$73,403	\$3,652	\$68,000	47	\$87,500	\$19,530	\$69,500	4	.	.	.	0
	Total	\$85,867	\$1,229	\$75,000	1573	\$69,955	\$2,368	\$70,000	99	\$79,576	\$17,492	\$67,500	36

## 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 employees) and the largest (more than 1000 employees) 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**

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Number of Individuals in Organization	Less than 5	\$95,269	\$3,672	\$80,000	279	\$82,750	\$21,926	\$70,000	4	\$43,571	\$15,011	\$48,000	7
	6-10	\$86,548	\$3,961	\$75,000	236	\$62,893	\$7,993	\$65,467	4	\$128,127	\$58,585	\$75,500	10
	11-20	\$87,685	\$4,417	\$73,000	188	\$65,763	\$5,072	\$62,000	13	\$27,250	\$13,162	\$21,500	4
	21-50	\$79,265	\$3,162	\$70,000	181	\$72,300	\$8,958	\$69,000	12	\$92,400	\$21,360	\$80,000	5
	51-100	\$78,579	\$3,228	\$71,500	106	\$70,383	\$11,813	\$59,150	3	\$53,828	.	\$53,828	1
	101-500	\$82,978	\$3,197	\$78,500	130	\$70,547	\$4,756	\$70,500	16	\$64,000	\$56,000	\$64,000	2
	501-999	\$82,452	\$4,094	\$79,285	86	\$70,833	\$8,355	\$70,000	9	\$95,217	\$10,217	\$85,000	3
	more than 1000	\$84,535	\$1,624	\$80,000	367	\$69,554	\$3,845	\$71,000	38	\$60,000	\$10,141	\$61,500	4
	Total	\$85,867	\$1,229	\$75,000	1573	\$69,955	\$2,368	\$70,000	99	\$79,576	\$17,492	\$67,500	36

## 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

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Region	Southeast (AL, FL, GA, NC, SC, TN)	\$82,717	\$3,270	\$73,000	231	\$79,978	\$11,381	\$73,000	7	\$69,284	\$16,173	\$67,000	8
	Far West (AK, CA, HI, NV, OR, WA)	\$95,537	\$3,328	\$83,500	198	\$69,747	\$7,914	\$71,530	14	\$64,739	\$13,366	\$82,000	9
	West (AZ, CO, ID, MT, NM, UT, WY)	\$80,829	\$3,141	\$75,000	120	\$64,340	\$5,574	\$59,150	11	\$67,000	\$33,000	\$67,000	2
	South Central (AR, LA, MS, OK, TX)	\$82,808	\$3,063	\$75,000	176	\$77,639	\$6,993	\$77,500	8	\$197,000	\$153,250	\$65,000	4
	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	\$88,406	\$3,619	\$79,000	265	\$66,681	\$6,563	\$69,000	21	\$54,500	\$18,532	\$67,500	4
	Mid Atlantic (DC, DE, MD, VA, WV)	\$90,584	\$4,896	\$78,000	119	\$70,714	\$3,992	\$64,000	7	\$53,828	.	\$53,828	1
	Central (IL, IN, KY, MI, OH, WI)	\$82,665	\$2,637	\$71,000	309	\$72,837	\$4,027	\$70,000	24	\$81,000	\$13,454	\$80,000	5
	North Central (IA, KS, MN, MO, ND, NE, SD)	\$80,452	\$4,661	\$70,000	86	\$59,167	\$5,671	\$59,500	6	\$52,000	\$12,000	\$52,000	2
	Total	\$85,749	\$1,251	\$75,000	1504	\$70,036	\$2,390	\$70,000	98	\$81,136	\$17,928	\$68,000	35

## 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 generally 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)**

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Department Budget	Less than 200,000	\$77,481	\$4,393	\$73,500	50	\$79,625	\$7,988	\$78,500	4	\$67,000	.	\$67,000	1
	\$201,000 - 500,000	\$92,880	\$4,471	\$82,263	86	\$86,000	.	\$86,000	1	\$101,000	\$9,000	\$110,000	3
	\$500,001 - 1,000,000	\$107,251	\$5,924	\$92,000	92	\$85,000	.	\$85,000	1	\$100,000	.	\$100,000	1
	\$1,000,001 - 1,500,000	\$112,797	\$8,960	\$105,000	38	\$112,333	\$11,609	\$118,000	3	.	.	.	0
	\$1,500,001 - 2,000,000	\$137,834	\$14,751	\$111,000	28	\$73,000	.	\$73,000	1	.	.	.	0
	\$2,000,001 - 3,000,000	\$173,586	\$24,271	\$124,000	20	.	.	.	0	\$650,000	.	\$650,000	1
	\$3,000,001 - 5,000,000	\$120,227	\$13,096	\$111,000	26	.	.	.	0	\$165,000	.	\$165,000	1
	\$5,000,001 - 10,000,000	\$123,463	\$20,056	\$110,000	16	.	.	.	0	.	.	.	0
	Greater than \$10,000,000	\$106,091	\$10,355	\$110,000	9	.	.	.	0	.	.	.	0
	I Don't Know	\$84,466	\$1,975	\$80,000	253	\$75,334	\$2,662	\$74,000	8	\$72,000	\$8,000	\$72,000	2
Total	\$98,337	\$2,125	\$85,000	618	\$83,454	\$4,113	\$81,500	18	\$158,778	\$62,239	\$100,000	9	

## 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, 52% are paid in salary or hourly wages only, 20% salary or hourly wages plus commission; 15% paid in salary or hourly wages plus commission, and just 7% 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**

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Method of Compensation	Salary or Hourly Wages Only	\$74,118	\$1,048	\$70,000	813	\$68,235	\$2,195	\$69,000	96	\$48,637	\$6,937	\$46,000	20
	Salary or Hourly Wages Plus Bonus	\$97,145	\$2,953	\$83,000	329	\$99,974	.	\$99,974	1	\$101,333	\$31,991	\$75,000	3
	Salary or Hourly Wages Plus Commission	\$80,935	\$2,117	\$75,250	230	\$146,000	.	\$146,000	1	\$76,000	.	\$76,000	1
	Salary or Hourly Wages Plus Commission & Bonus	\$102,178	\$5,096	\$85,500	105	\$129,000	.	\$129,000	1	\$85,000	.	\$85,000	1
	Bonus Payments Only	\$150,000	.	\$150,000	1	.	.	.	0	.	.	.	0
	Commission Payments Only	\$101,250	\$16,192	\$87,500	12	.	.	.	0	\$95,000	\$8,367	\$85,000	5
	"By the Project Only"	\$99,579	\$27,067	\$119,000	5	.	.	.	0	.	.	.	0
	Not Described	\$149,277	\$12,831	\$125,000	78	.	.	.	0	\$158,667	\$100,062	\$91,000	6
	Total	\$85,867	\$1,229	\$75,000	1573	\$69,955	\$2,368	\$70,000	99	\$79,576	\$17,492	\$67,500	36

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)**

		Method of Compensation															
		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus				Salary or Hourly Wages Plus Commission				Salary or Hourly Wages Plus Commission & Bonus			
		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	\$88,924	\$3,510	\$85,000	141	\$124,936	\$7,548	\$102,750	88	\$93,603	\$6,375	\$90,000	34	\$134,949	\$16,866	\$105,000	21
	Female	\$71,011	\$993	\$68,795	672	\$86,997	\$2,670	\$77,000	241	\$78,738	\$2,194	\$75,000	196	\$93,985	\$4,415	\$81,963	84
	Total	\$74,118	\$1,048	\$70,000	813	\$97,145	\$2,953	\$83,000	329	\$80,935	\$2,117	\$75,250	230	\$102,178	\$5,096	\$85,500	105

## 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)**

		Method of Compensation															
		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus				Salary or Hourly Wages Plus Commission				Salary or Hourly Wages Plus Commission & Bonus			
		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
Number of Years in Audiology Related Position	1-3	\$60,488	\$1,061	\$60,000	137	\$67,577	\$2,110	\$65,000	53	\$65,069	\$2,278	\$65,000	55	\$83,186	\$5,750	\$72,500	22
	4-9	\$65,478	\$1,505	\$65,000	145	\$76,523	\$2,331	\$71,900	66	\$78,486	\$2,512	\$75,500	51	\$91,126	\$9,647	\$80,000	25
	10-15	\$71,445	\$2,417	\$70,000	110	\$90,522	\$5,208	\$83,500	40	\$89,942	\$6,212	\$82,500	26	\$100,612	\$6,199	\$90,150	24
	16-20	\$75,843	\$3,359	\$74,500	78	\$100,329	\$11,716	\$90,000	28	\$83,950	\$7,615	\$75,000	27	\$103,750	\$9,980	\$108,750	4
	>20	\$83,679	\$1,960	\$80,000	343	\$119,004	\$5,544	\$100,850	142	\$90,541	\$4,824	\$84,124	71	\$126,358	\$13,623	\$97,800	30
	Total	\$74,118	\$1,048	\$70,000	813	\$97,145	\$2,953	\$83,000	329	\$80,935	\$2,117	\$75,250	230	\$102,178	\$5,096	\$85,500	105

## PAY TYPE BY PRIMARY JOB TITLE

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

		Method of Compensation															
		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus				Salary or Hourly Wages Plus Commission				Salary or Hourly Wages Plus Commission & Bonus			
		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	\$66,342	\$977	\$65,000	509	\$75,961	\$1,816	\$72,000	189	\$74,182	\$1,576	\$72,000	186	\$82,291	\$3,028	\$75,750	70
	Manager/Supervisor	\$86,824	\$2,912	\$88,900	73	\$103,602	\$8,447	\$100,000	25	\$104,465	\$9,296	\$96,900	16	\$138,979	\$27,131	\$115,000	7
	Director	\$89,390	\$4,500	\$88,000	59	\$131,756	\$11,433	\$114,000	31	\$117,065	\$19,103	\$97,000	12	\$124,470	\$24,177	\$113,910	6
	Owner	\$85,974	\$5,681	\$79,000	62	\$145,722	\$12,213	\$125,000	47	\$127,143	\$19,122	\$135,000	7	\$158,864	\$22,254	\$135,000	14
	CEO/Executive Director	\$115,000	\$22,089	\$99,000	6	\$133,538	\$15,492	\$113,000	9	\$140,000	.	\$140,000	1	.	.	.	0
	Faculty	\$89,520	\$4,832	\$81,536	50	\$93,167	\$15,226	\$82,500	6	\$35,000	\$35,000	\$35,000	2	.	.	.	0
	Researcher	\$82,567	\$8,116	\$72,000	23	\$98,429	\$23,781	\$100,500	7	.	.	.	0	.	.	.	0
	Other	\$80,073	\$7,167	\$80,000	31	\$108,725	\$14,033	\$88,000	15	\$106,833	\$11,717	\$101,500	6	\$128,063	\$13,505	\$122,000	8
	Total	\$74,118	\$1,048	\$70,000	813	\$97,145	\$2,953	\$83,000	329	\$80,935	\$2,117	\$75,250	230	\$102,178	\$5,096	\$85,500	105

**PAY TYPE BY PRIMARY WORK SETTING**

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

		Method of Compensation															
		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus				Salary or Hourly Wages Plus Commission				Salary or Hourly Wages Plus Commission & Bonus			
		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	\$73,233	\$2,101	\$70,000	161	\$95,607	\$14,351	\$75,500	21	\$43,333	\$21,858	\$60,000	3	.	.	.	0
	VA Hospital	\$81,882	\$3,108	\$81,637	64	\$87,973	\$10,568	\$94,000	11	.	.	.	0	.	.	.	0
	Hospital	\$71,125	\$1,841	\$70,000	134	\$97,330	\$7,455	\$87,838	29	\$76,050	\$12,956	\$71,000	4	\$101,000	.	\$101,000	1
	Private Practice - Owner/Partner	\$92,175	\$5,746	\$80,000	71	\$138,202	\$10,249	\$118,340	61	\$125,818	\$13,613	\$135,000	11	\$162,788	\$20,084	\$135,000	16
	Private Practice - Employee	\$61,295	\$5,504	\$59,000	37	\$78,235	\$4,172	\$73,800	42	\$71,730	\$2,814	\$72,500	44	\$87,076	\$6,341	\$95,000	17
	ENT Practice	\$61,090	\$1,967	\$61,000	83	\$78,469	\$3,290	\$70,500	87	\$79,766	\$2,852	\$75,000	129	\$85,649	\$5,190	\$76,000	50
	Other Med Practice	\$78,798	\$4,556	\$72,000	29	\$72,539	\$3,673	\$68,984	11	\$60,183	\$16,466	\$58,000	6	\$67,500	\$9,000	\$67,500	2
	Corporate Audiology Group Practice	\$70,900	\$15,439	\$60,000	5	.	.	.	0	\$90,912	\$6,674	\$90,000	8	\$91,265	\$13,259	\$86,700	5
	Private Clinic (for-profit)	\$67,782	\$6,044	\$62,500	14	\$86,258	\$10,241	\$86,000	12	\$83,909	\$8,904	\$88,600	8	\$63,000	.	\$63,000	1
	Private Practice (non-profit)	\$67,389	\$2,714	\$62,000	73	\$93,965	\$8,042	\$83,500	17	\$84,043	\$4,828	\$84,380	6	\$65,000	.	\$65,000	1
	University	\$89,452	\$6,526	\$84,000	43	\$96,000	.	\$96,000	1	.	.	.	0	.	.	.	0
	Public/Private School	\$75,409	\$7,784	\$70,500	11	.	.	.	0	.	.	.	0	.	.	.	0
	Manufacturer	\$69,114	\$5,747	\$73,500	22	\$115,797	\$9,960	\$100,500	31	\$106,125	\$10,560	\$104,000	8	\$133,091	\$10,786	\$121,000	11
	Industry	\$91,250	\$11,499	\$89,000	4	\$31,000	.	\$31,000	1	.	.	.	0	.	.	.	0
	Federal Govt.	\$88,500	\$6,332	\$85,000	25	\$74,000	.	\$74,000	1	.	.	.	0	.	.	.	0
	Other	\$68,414	\$3,767	\$65,000	37	\$99,650	\$17,514	\$86,800	4	\$79,333	\$8,686	\$78,000	3	\$77,000	.	\$77,000	1
Total	\$74,118	\$1,048	\$70,000	813	\$97,145	\$2,953	\$83,000	329	\$80,935	\$2,117	\$75,250	230	\$102,178	\$5,096	\$85,500	105	

**PAY TYPE BY SIZE OF ORGANIZATION**

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

		Method of Compensation															
		Salary or Hourly Wages Only				Salary or Hourly Wages Plus Bonus				Salary or Hourly Wages Plus Commission				Salary or Hourly Wages Plus Commission & Bonus			
		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
Number of Individuals in Organization	Less than 5	\$76,181	\$3,791	\$69,500	120	\$113,561	\$8,921	\$94,000	62	\$71,759	\$4,930	\$72,000	31	\$107,046	\$16,651	\$91,000	13
	6-10	\$69,943	\$2,426	\$68,000	95	\$96,204	\$7,116	\$85,000	47	\$78,159	\$4,999	\$75,000	49	\$104,010	\$9,306	\$85,500	29
	11-20	\$66,786	\$2,803	\$65,000	74	\$97,871	\$10,085	\$76,500	49	\$81,128	\$3,881	\$75,500	44	\$86,627	\$15,962	\$73,000	11
	21-50	\$65,846	\$3,275	\$62,000	75	\$82,060	\$5,626	\$71,000	34	\$85,951	\$6,213	\$75,500	47	\$91,412	\$12,242	\$77,500	22
	51-100	\$68,038	\$3,619	\$65,000	35	\$75,768	\$5,466	\$70,000	31	\$77,149	\$4,958	\$80,000	23	\$108,205	\$14,545	\$97,000	14
	101-500	\$75,239	\$4,422	\$68,000	69	\$88,997	\$7,763	\$83,500	30	\$92,961	\$6,086	\$90,000	18	\$89,678	\$7,021	\$89,250	8
	501-999	\$74,258	\$3,727	\$74,256	61	\$94,649	\$13,652	\$86,000	11	\$78,782	\$7,851	\$77,000	7	\$157,900	\$14,559	\$162,000	5
	more than 1000	\$79,184	\$1,528	\$76,000	284	\$103,889	\$5,180	\$94,000	65	\$86,569	\$8,960	\$78,000	11	\$111,667	\$26,034	\$115,000	3
	Total	\$74,118	\$1,048	\$70,000	813	\$97,145	\$2,953	\$83,000	329	\$80,935	\$2,117	\$75,250	230	\$102,178	\$5,096	\$85,500	105

**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**

		Method of Compensation															
		Salary or Hourly Wages Only		Salary or Hourly Wages Plus Bonus		Salary or Hourly Wages Plus Commission		Salary or Hourly Wages Plus Commission & Bonus		Bonus Payments Only		Commission Payments Only		"By the Project Only"		Not Described	
		%	Valid N	%	Valid N	%	Valid N	%	Valid N	%	Valid N	%	Valid N	%	Valid N	%	Valid N
Primary Work Setting	University/Teaching Hospital	87%	184	11%	23	1%	3	0%	0	0%	0	0%	0	0%	1	0%	1
	VA Hospital	84%	64	14%	11	0%	0	0%	0	0%	0	0%	0	0%	0	1%	1
	Hospital	79%	136	17%	30	3%	5	1%	1	0%	0	0%	0	0%	0	1%	1
	Private Practice - Owner/Partner	29%	71	27%	65	5%	12	7%	16	1%	2	2%	4	0%	0	30%	74
	Private Practice - Employee	23%	40	31%	54	28%	49	12%	20	0%	0	4%	7	1%	1	1%	1
	ENT Practice	22%	87	24%	96	37%	147	15%	60	0%	0	1%	6	0%	1	1%	5
	Other Med Practice	60%	30	22%	11	12%	6	6%	3	0%	0	0%	0	0%	0	0%	0
	Corporate Audiology Group Practice	24%	5	0%	0	38%	8	29%	6	0%	0	0%	0	10%	2	0%	0
	Private Clinic (for-profit)	30%	14	26%	12	26%	12	2%	1	0%	0	4%	2	0%	0	13%	6
	Private Practice (non-profit)	74%	74	17%	17	7%	7	1%	1	0%	0	1%	1	0%	0	0%	0
	University	97%	71	1%	1	0%	0	0%	0	0%	0	0%	0	0%	0	1%	1
	Public/Private School	95%	63	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	5%	3
	Manufacturer	30%	22	42%	31	12%	9	15%	11	0%	0	0%	0	0%	0	0%	0
	Industry	67%	4	17%	1	0%	0	0%	0	0%	0	0%	0	0%	0	17%	1
	Federal Govt.	96%	25	4%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Other	77%	40	10%	5	8%	4	2%	1	0%	0	0%	0	0%	0	4%	2	
Total	52%	930	20%	358	15%	262	7%	120	0%	2	1%	20	0%	5	5%	96	

## SECTION 5: THE BENEFITS AUDIOLOGISTS RECEIVE FROM EMPLOYERS

Across all full-time, 12-month respondents, 85% report that they receive some form of health insurance, while 95% 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, 71% of part-time employee respondents report that they receive health insurance benefits. Full-time employees receive educational/professional development 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	85%	95%	71%
	Dental Insurance	64%	88%	45%
	Vision Benefits	85%	72%	29%
	Flex Medical / Dependent Care Plan	50%	68%	23%
	Disability Insurance	54%	63%	42%
	Life Insurance	62%	80%	39%
	Retirement	75%	96%	58%
	Club Memberships	17%	7%	13%
	Automobile	6%	0%	10%
	Automobile Mileage Reimbursement	31%	43%	26%
	Profit Sharing	22%	0%	32%
	Tuition Reimbursement	36%	37%	39%
	Professional Development	74%	66%	61%

**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	84%	81%	50%
	Registration Fees Paid	81%	58%	64%
	Airfare/Mileage Reimbursement	69%	55%	53%
	Meal/Lodging Reimbursement	67%	46%	61%

## LEAVE BENEFITS

Table 24: Leave Benefits

	Annual Work Schedule		
	Full-Time (12 months)	Full Time (9-10 Months)	Part-Time
	Mean	Mean	Mean
Vacation (Days)	15	6	7
Personal (Days)	3	2	2
Holidays (Days)	7	7	4
Floating Holidays (Days)	0	1	0
Bereavement Leave (Days)	2	2	1
Sick Leave (Days)	6	9	3

**SECTION 6: ADDITIONAL INFORMATION ON EMPLOYMENT FACTORS AND REQUIREMENTS**

**CERTIFICATION HELD FROM THE AMERICAN BOARD OF AUDIOLOGY**

**Table 25: Certifications Held**

Certification Held from the American Board of Audiology	<b>22%</b>
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**Table 26: Certifications Held by Number of Years in Field**

	Number of Year in Audiology Related Position				
	1-3	4-9	10-15	16-20	>20
Certification Held from the American Board of Audiology	<b>15%</b>	<b>21%</b>	<b>19%</b>	<b>15%</b>	<b>26%</b>

**Table 27: Certifications Held by Total Compensation**

	Total Compensation			
	Mean	SE Mean	Median	Valid N
Certification Held from the American Board of Audiology	\$91,951	\$2,598	\$81,500	386

### CCC-A

Table 28: CCC-A Held

Have CCC-A?	Yes	77%
	No	23%

Table 29: CCC-A by Number of Years in Field

		Number of Year in Audiology Related Position				
		1-3	4-9	10-15	16-20	>20
Have CCC-A?	Yes	72%	74%	79%	79%	80%
	No	28%	26%	21%	21%	20%

Table 30: CCC-A by Total Compensation

		Total Compensation			
		Mean	SE Mean	Median	Valid N
Have CCC-A	Yes	\$81,799	\$1,207	\$73,759	1386
	No	\$88,668	\$3,041	\$75,403	407
	Total	\$83,358	\$1,162	\$74,500	1793

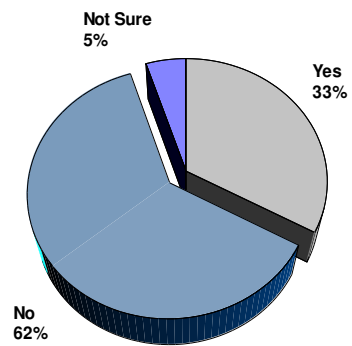
Table 31: CCC-A by Work Setting

		Have CCC-A			
		Yes	No	Not Sure	Total
Primary Work Setting	University/Teaching Hospital	91%	9%	0%	100%
	VA Hospital	53%	47%	0%	100%
	Hospital	81%	19%	0%	100%
	Private Practice - Owner/Partner	68%	32%	0%	100%
	Private Practice - Employee	66%	34%	0%	100%
	ENT Practice	82%	18%	0%	100%
	Other Med Practice	78%	22%	0%	100%
	Corp Med Group	71%	29%	0%	100%
	Private Clinic (for-profit)	72%	28%	0%	100%
	Private Practice (non-profit)	78%	22%	0%	100%
	University	93%	7%	0%	100%
	Public/Private School	83%	17%	0%	100%
	Manufacturer	67%	33%	0%	100%
	Industry	50%	50%	0%	100%
	Federal Govt.	85%	15%	0%	100%
	Other	79%	21%	0%	100%
	Total	77%	23%	0%	100%

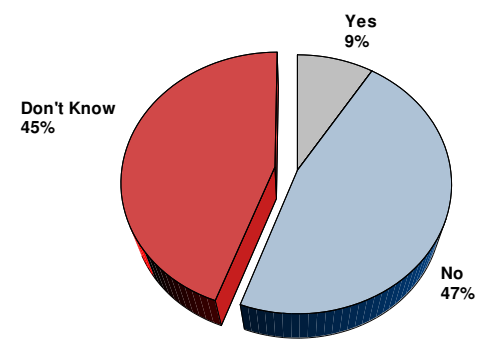
Table 32: Employer Required CCC-A by Work Setting

		Employer Require CCC-A			
		Yes	No	Not Sure	Total
Primary Work Setting	University/Teaching Hospital	66%	31%	3%	100%
	VA Hospital	14%	84%	1%	100%
	Hospital	51%	46%	3%	100%
	Private Practice - Owner/Partner	12%	88%	1%	100%
	Private Practice - Employee	20%	75%	5%	100%
	ENT Practice	22%	68%	10%	100%
	Other Med Practice	32%	58%	10%	100%
	Corp Med Group	10%	81%	10%	100%
	Private Clinic (for-profit)	16%	71%	13%	100%
	Private Practice (non-profit)	42%	55%	3%	100%
	University	75%	23%	1%	100%
	Public/Private School	45%	47%	8%	100%
	Manufacturer	4%	92%	4%	100%
	Industry	0%	100%	0%	100%
	Federal Govt.	50%	50%	0%	100%
	Other	40%	56%	4%	100%
	Total	33%	62%	5%	100%

Does your employer require you to have the CCC-A?

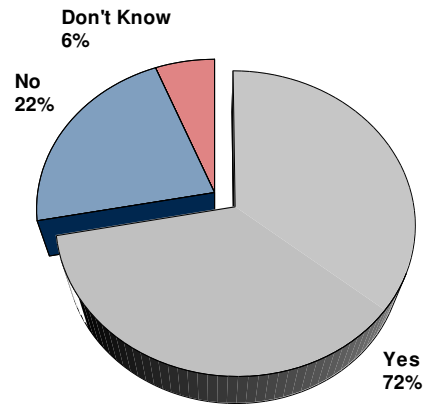


Do any third party payers require you to have CCC-A?



### MEDICARE PARTICIPATION

Are you a participating provider with Medicare?



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

