

American Academy of Audiology

2013 Compensation and Benefits Report

Presented to the

American Academy of Audiology

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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 annual compensation and benefits survey. The following report describes the methods and findings of the 2013 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 30, 2013, we e-mailed 8,870 Academy members for whom the Academy had email addresses, approximately 1% of these or 80 were deemed ineligible because they could not be reached. 19 people opted out of the study.

This left us with a pool of 8,969. 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 December 13, 2013, we sent three follow up emails encouraging members to participate.

1492 completed the questionnaire (17% 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 30, 2013 to December 13, 2013. 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 2012 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 range¹. 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**.

¹ 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.

Table 1: Sample by Job Title

Which of the following best describes your primary work title all or most of 2012?	Staff Audiologist	59%
	Manager/Supervisor	8%
	Director	6%
	Owner	10%
	CEO/Executive Director	1%
	Faculty	7%
	Researcher	2%
	Other Please specify	8%

Table 2: Sample by Highest Degree Earned

Which of the following best describes your highest level of educational attainment?	Masters	16%
	AuD 4-year	33%
	AuD Dist Learning	40%
	EdD	<1%
	PhD	11%

Table 3: Sample by Primary Work Setting and Work Status

		Which of the following best describes your work status in 2012		
		Full-time (12 months)	Full-time (9 months)	Part-time
Which of the following best describes your work setting for all or most of 2012	University/Teaching Hospital	13%	17%	8%
	VA Hospital	5%	0%	3%
	Hospital	13%	6%	11%
	Private Practice Owner/Partner	11%	1%	9%
	Private Practice Employee	9%	2%	13%
	ENT Practice	22%	5%	32%
	Other Med Practice	3%	0%	3%
	Corporate Audiology Group Practice	2%	1%	3%
	Private Clinic for-profit	3%	0%	1%
	Private Practice nonprofit	3%	0%	4%
	University	4%	17%	1%
	Public/Private School	1%	43%	5%
	Manufacturer	4%	1%	1%
	Industry Industrial Audiologist	1%	0%	0%
	Federal Govt.	2%	1%	1%
	Other please specify	5%	7%	7%

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 1,160. 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 4: Compensation of Respondents Overall

		Total Compensation			
		Mean	SE Mean	Median	Valid N
Annual Work Schedule	Full-Time (12 months)	\$93,081	\$2,319	\$80,000	972
	Full Time (9-10 Months)	\$76,260	\$2,462	\$73,224	76
	Part-Time	\$52,167	\$2,760	\$47,500	112
	Total	\$88,029	\$2,001	\$76,000	1160

Table 5: 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	\$17,410	\$3,052	\$8,800	34	\$37,204	\$2,796	\$37,204	2	\$28,916	\$1,659	\$32,315	46
	11-20Percentile	\$52,782	\$430	\$53,525	72	\$53,810	\$1,411	\$54,178	6	\$50,341	\$694	\$50,000	34
	21-30 Percentile	\$60,952	\$182	\$60,000	95	\$61,717	\$489	\$62,000	13	\$60,833	\$543	\$60,000	6
	31-40 Percentile	\$66,806	\$166	\$67,000	93	\$66,750	\$544	\$66,750	10	\$65,921	\$921	\$65,000	4
	41-50 Percentile	\$72,379	\$173	\$72,000	133	\$73,418	\$372	\$73,900	17	\$72,480	\$1,082	\$72,000	5
	51-60 Percentile	\$78,612	\$157	\$79,000	94	\$77,714	\$421	\$78,000	7	\$80,000	\$0	\$80,000	3
	61-70 Percentile	\$84,858	\$219	\$85,000	106	\$84,319	\$1,001	\$83,500	8	\$86,833	\$1,424	\$88,000	3
	71-80 Percentile	\$95,301	\$325	\$95,000	116	\$94,667	\$1,838	\$95,000	6	\$97,333	\$1,333	\$96,000	3
	81-90 Percentile	\$112,417	\$746	\$110,000	113	\$115,000	\$3,162	\$110,000	5	\$108,600	\$2,897	\$109,200	4
	91-100 Percentile	\$209,571	\$14,691	\$162,184	116	\$159,500	\$10,500	\$159,500	2	\$145,750	\$4,250	\$150,000	4
	Total	\$93,081	\$2,319	\$80,000	972	\$76,260	\$2,462	\$73,224	76	\$52,167	\$2,760	\$47,500	112

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 \$91,000 while the same measure is \$76,000 for women, 84% on average of what men report as their compensation. Smaller gaps exist for full-time professionals on a 9- to 10-month calendar. While the gap appears close for 9-10 month and part-time workers, there are very few male respondents in these works status categories and therefore the potential for error makes a determination among this group with respect to gender differences difficult.

Table 6: 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	\$114,019	\$6,662	\$91,000	221	\$86,269	\$7,386	\$77,000	13	\$72,692	\$11,702	\$52,000	16
	Female	\$85,467	\$2,064	\$76,000	726	\$74,149	\$2,544	\$73,000	62	\$48,613	\$2,483	\$45,757	94
	Total	\$92,130	\$2,251	\$79,198	947	\$76,250	\$2,495	\$73,000	75	\$52,116	\$2,810	\$46,500	110

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 7: 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	\$108,104	\$10,719	\$98,000	25	\$65,000	\$5,000	\$65,000	2	\$91,250	\$33,994	\$94,000	4
			Female	\$85,600	\$5,780	\$74,628	94	\$78,570	\$8,217	\$73,989	7	\$41,635	\$3,834	\$40,000	25
			Total	\$90,328	\$5,140	\$82,000	119	\$75,554	\$6,638	\$70,000	9	\$48,479	\$6,196	\$40,000	29
	Au. D. (4-Year)	Gender	Male	\$79,884	\$3,426	\$73,000	63	\$62,500	.	\$62,500	1	.	.	.	0
			Female	\$77,314	\$4,035	\$68,600	302	\$72,053	\$7,868	\$70,630	15	\$44,962	\$4,061	\$50,000	25
			Total	\$77,758	\$3,390	\$70,000	365	\$71,456	\$7,384	\$67,815	16	\$44,962	\$4,061	\$50,000	25
	Au. D. (Distance Learning)	Gender	Male	\$132,366	\$14,481	\$94,500	92	\$69,500	\$4,500	\$69,500	2	\$62,231	\$11,065	\$50,000	9
			Female	\$91,224	\$2,175	\$84,000	277	\$69,873	\$2,348	\$70,500	24	\$54,066	\$4,333	\$50,100	41
			Total	\$101,482	\$4,056	\$85,000	369	\$69,845	\$2,178	\$70,500	26	\$55,535	\$4,045	\$50,050	50
	Ed. D.	Gender	Male	\$73,578	\$73,577	\$73,578	2	.	.	.	0	.	.	.	0
			Female	\$65,000	.	\$65,000	1	\$67,500	.	\$67,500	1	.	.	.	0
			Total	\$70,718	\$42,576	\$65,000	3	\$67,500	.	\$67,500	1	.	.	.	0
	Ph. D.	Gender	Male	\$135,407	\$10,426	\$120,000	37	\$98,750	\$9,582	\$94,000	8	\$79,333	\$35,802	\$54,000	3
			Female	\$103,134	\$4,894	\$98,000	51	\$81,467	\$4,418	\$82,000	15	\$62,667	\$12,991	\$55,000	3
			Total	\$116,703	\$5,459	\$102,500	88	\$87,478	\$4,620	\$85,000	23	\$71,000	\$17,436	\$54,500	6
	Other	Gender	Male	\$64,000	\$29,000	\$64,000	2	.	.	.	0	.	.	.	0
			Female	\$60,000	.	\$60,000	1	.	.	.	0	.	.	.	0
			Total	\$62,667	\$16,796	\$60,000	3	.	.	.	0	.	.	.	0

YEARS OF EXPERIENCE BY GENDER

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

Table 8: Compensation by Years of Experience 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
Number of Year in Audiology Related Position	1-3	Gender	Male	\$71,092	\$4,088	\$68,650	32	.	.	.	0	.	.	.	0
			Female	\$72,509	\$5,540	\$65,500	137	\$74,782	\$12,718	\$70,630	9	\$49,311	\$8,252	\$50,000	9
			Total	\$72,241	\$4,553	\$65,500	169	\$74,782	\$12,718	\$70,630	9	\$49,311	\$8,252	\$50,000	9
	4-9	Gender	Male	\$87,233	\$4,209	\$78,400	39	\$80,250	\$17,750	\$80,250	2	.	.	.	0
			Female	\$79,013	\$5,569	\$70,937	169	\$69,751	\$4,165	\$73,900	9	\$44,397	\$5,887	\$46,000	15
			Total	\$80,554	\$4,595	\$73,000	208	\$71,660	\$4,327	\$73,900	11	\$44,397	\$5,887	\$46,000	15
	10-15	Gender	Male	\$146,709	\$40,519	\$95,000	29	\$120,000	.	\$120,000	1	.	.	.	0
			Female	\$83,154	\$1,985	\$79,900	116	\$67,183	\$5,365	\$66,000	9	\$50,186	\$5,924	\$49,800	14
			Total	\$95,865	\$8,417	\$80,000	145	\$72,464	\$7,136	\$67,500	10	\$50,186	\$5,924	\$49,800	14
	16-20	Gender	Male	\$112,700	\$14,247	\$94,000	21	\$68,500	\$8,500	\$68,500	2	.	.	.	0
			Female	\$91,334	\$4,415	\$85,500	66	\$79,857	\$6,442	\$76,000	7	\$42,161	\$3,022	\$43,500	18
			Total	\$96,491	\$4,852	\$87,000	87	\$77,333	\$5,385	\$76,000	9	\$42,161	\$3,022	\$43,500	18
	>20	Gender	Male	\$128,999	\$7,498	\$111,000	100	\$88,000	\$10,238	\$78,000	8	\$72,692	\$11,702	\$52,000	16
			Female	\$97,010	\$3,228	\$86,000	238	\$76,172	\$2,999	\$73,718	28	\$52,589	\$4,685	\$46,500	38
			Total	\$106,474	\$3,268	\$92,000	338	\$78,800	\$3,278	\$73,994	36	\$58,546	\$4,884	\$50,000	54
	Total	Gender	Male	\$114,019	\$6,662	\$91,000	221	\$86,269	\$7,386	\$77,000	13	\$72,692	\$11,702	\$52,000	16
			Female	\$85,467	\$2,064	\$76,000	726	\$74,149	\$2,544	\$73,000	62	\$48,613	\$2,483	\$45,757	94
			Total	\$92,130	\$2,251	\$79,198	947	\$76,250	\$2,495	\$73,000	75	\$52,116	\$2,810	\$46,500	110

HIGHEST DEGREE EARNED

Level of education does appear to be associated with compensation. Based on respondents to the 2013 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 \$82,000.

Table 9: 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	\$90,328	\$5,140	\$82,000	119	\$75,554	\$6,638	\$70,000	9	\$48,696	\$5,990	\$41,000	30
	Au. D. (4-Year)	\$77,796	\$3,380	\$70,000	366	\$71,456	\$7,384	\$67,815	16	\$44,962	\$4,061	\$50,000	25
	Au. D. (Distance Learning)	\$101,482	\$4,034	\$85,000	371	\$69,845	\$2,178	\$70,500	26	\$55,535	\$4,045	\$50,050	50
	Ed. D.	\$118,039	\$56,086	\$106,078	4	\$67,500	.	\$67,500	1	.	.	.	0
	Ph. D.	\$116,703	\$5,459	\$102,500	88	\$87,478	\$4,620	\$85,000	23	\$71,000	\$17,436	\$54,500	6
	Other	\$62,667	\$16,796	\$60,000	3	.	.	.	0	.	.	.	0
	Total	\$92,326	\$2,248	\$79,800	951	\$76,250	\$2,495	\$73,000	75	\$52,142	\$2,785	\$47,000	111

(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 10: 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	.	.	.	0	.	.	.	0	.	.	.	0
			Au. D. (4-Year)	\$71,883	\$4,703	\$65,500	163	\$75,005	\$14,418	\$67,815	8	\$46,725	\$8,886	\$50,000	8
			Au. D. (Distance Learning)	\$73,000	.	\$73,000	1	.	.	.	0	\$70,000	.	\$70,000	1
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	\$88,574	\$22,766	\$75,000	3	\$73,000	.	\$73,000	1	.	.	.	0
			Other	\$76,500	\$16,500	\$76,500	2	.	.	.	0	.	.	.	0
			Total	\$72,241	\$4,553	\$65,500	169	\$74,782	\$12,718	\$70,630	9	\$49,311	\$8,252	\$50,000	9
	4-9	Highest Degree Attained	Masters	\$73,080	\$7,521	\$67,400	5	.	.	.	0	.	.	.	0
			Au. D. (4-Year)	\$80,841	\$5,291	\$73,000	180	\$67,907	\$4,709	\$68,450	8	\$44,163	\$6,237	\$48,000	12
			Au. D. (Distance Learning)	\$76,893	\$2,595	\$76,425	16	.	.	.	0	\$45,333	\$18,889	\$41,000	3
			Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0
			Ph. D.	\$87,488	\$8,154	\$80,000	8	\$81,667	\$8,212	\$75,000	3	.	.	.	0
			Other	.	.	.	0	.	.	.	0	.	.	.	0
			Total	\$80,608	\$4,573	\$73,000	209	\$71,660	\$4,327	\$73,900	11	\$44,397	\$5,887	\$46,000	15
	10-15	Highest Degree Attained	Masters	\$87,251	\$11,934	\$74,500	14	.	.	.	0	\$40,000	\$5,000	\$40,000	2
			Au. D. (4-Year)	\$98,354	\$7,018	\$98,000	17	.	.	.	0	\$43,200	\$5,880	\$40,000	3
			Au. D. (Distance Learning)	\$97,537	\$11,452	\$80,000	105	\$64,107	\$5,174	\$67,500	6	\$54,778	\$8,808	\$56,000	9

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.	\$86,950	\$7,963	\$80,250	10	\$85,000	\$15,089	\$82,000	4	.	.	.	0
		Other	.	.	.	0	.	.	.	0	.	.	.	0
		Total	\$95,920	\$8,360	\$80,500	146	\$72,464	\$7,136	\$67,500	10	\$50,186	\$5,924	\$49,800	14
16-20	Highest Degree Attained	Masters	\$89,362	\$14,014	\$85,000	15	\$60,000	.	\$60,000	1	\$31,400	\$8,631	\$30,000	3
		Au. D. (4-Year)	\$140,000	.	\$140,000	1	.	.	.	0	\$52,000	.	\$52,000	1
		Au. D. (Distance Learning)	\$98,315	\$5,490	\$91,304	66	\$73,000	\$4,813	\$74,500	4	\$42,899	\$3,332	\$42,000	13
		Ed. D.	.	.	.	0	.	.	.	0	.	.	.	0
		Ph. D.	\$85,100	\$10,230	\$76,500	5	\$86,000	\$9,721	\$84,500	4	\$55,000	.	\$55,000	1
		Other	.	.	.	0	.	.	.	0	.	.	.	0
		Total	\$96,491	\$4,852	\$87,000	87	\$77,333	\$5,385	\$76,000	9	\$42,161	\$3,022	\$43,500	18
>20	Highest Degree Attained	Masters	\$92,020	\$6,491	\$85,000	85	\$77,499	\$7,196	\$71,994	8	\$51,467	\$7,009	\$42,000	25
		Au. D. (4-Year)	\$78,600	\$21,105	\$72,000	5	.	.	.	0	\$38,700	.	\$38,700	1
		Au. D. (Distance Learning)	\$107,193	\$4,426	\$90,000	183	\$71,207	\$2,690	\$70,000	16	\$63,336	\$6,939	\$57,500	24
		Ed. D.	\$118,039	\$56,086	\$106,078	4	\$67,500	.	\$67,500	1	.	.	.	0
		Ph. D.	\$129,182	\$6,915	\$111,440	62	\$91,818	\$7,372	\$88,000	11	\$74,200	\$20,991	\$54,000	5
		Other	\$35,000	.	\$35,000	1	.	.	.	0	.	.	.	0
		Total	\$106,904	\$3,280	\$92,000	340	\$78,800	\$3,278	\$73,994	36	\$58,481	\$4,795	\$50,000	55

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.

Table 11: Compensation by Job Title

		Annual Work Schedule											
		Full-Time (12 months)				Full Time (9-10 Months)				Part-Time			
		Total Compensation				Total Compensation				Total Compensation			
Primary Job Title		Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
	Staff Audiologist	\$77,098	\$1,240	\$72,250	568	\$72,891	\$3,193	\$73,000	43	\$47,135	\$2,592	\$45,000	83
	Manager/Supervisor	\$110,838	\$11,407	\$94,840	97	\$78,000	.	\$78,000	1	\$81,057	\$10,004	\$80,000	7
	Director	\$112,818	\$5,657	\$102,000	69	\$61,724	\$11,724	\$61,724	2	.	.	.	0
	Owner	\$148,315	\$13,361	\$112,000	105	\$65,000	.	\$65,000	1	\$78,256	\$13,294	\$62,500	12
	CEO/Executive Director	\$141,000	\$42,965	\$135,000	5	.	.	.	0	\$50,000	.	\$50,000	1
	Faculty	\$91,630	\$5,017	\$85,500	44	\$86,260	\$4,319	\$82,000	25	\$29,000	\$2,000	\$29,000	2
	Researcher	\$101,144	\$9,090	\$90,676	16	\$64,000	.	\$64,000	1	.	.	.	0
	Other	\$80,191	\$5,936	\$79,099	58	\$58,167	\$928	\$57,500	3	\$45,143	\$9,625	\$50,000	7
	Total	\$92,419	\$2,224	\$80,000	962	\$76,260	\$2,462	\$73,224	76	\$52,167	\$2,760	\$47,500	112

YEARS OF EXPERIENCE

Compensation appears to increase with years of experience. The difference between the median total compensation for respondents with 20+ years of experience and those of 1-3 years of experience is approximately \$26,500 annually.

Table 12: 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 Year in Audiology Related Position	1-3	\$72,241	\$4,553	\$65,500	169	\$74,782	\$12,718	\$70,630	9	\$49,311	\$8,252	\$50,000	9
	4-9	\$80,608	\$4,573	\$73,000	209	\$71,660	\$4,327	\$73,900	11	\$44,397	\$5,887	\$46,000	15
	10-15	\$95,920	\$8,360	\$80,500	146	\$72,464	\$7,136	\$67,500	10	\$50,186	\$5,924	\$49,800	14
	16-20	\$96,491	\$4,852	\$87,000	87	\$77,333	\$5,385	\$76,000	9	\$42,161	\$3,022	\$43,500	18
	>20	\$106,886	\$3,270	\$92,000	341	\$78,800	\$3,278	\$73,994	36	\$58,481	\$4,795	\$50,000	55
	Total	\$92,335	\$2,246	\$79,900	952	\$76,250	\$2,495	\$73,000	75	\$52,142	\$2,785	\$47,000	111

PRIMARY WORK SETTING

Private Practice appears to emerge as the work setting where compensation is highest among our respondents. The Federal Government, manufacturers and industry 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 13: 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	\$80,343	\$3,048	\$75,000	121	\$87,679	\$6,649	\$82,000	14	\$45,316	\$9,145	\$38,700	7
	VA Hospital	\$86,080	\$3,444	\$85,000	47	.	.	.	0	\$37,000	\$11,060	\$46,000	3
	Hospital	\$89,667	\$6,423	\$79,500	116	\$82,650	\$9,120	\$74,450	6	\$47,980	\$8,228	\$42,500	12
	Private Practice - Owner/Partner	\$141,437	\$13,380	\$102,500	106	\$65,000	.	\$65,000	1	\$78,825	\$14,550	\$55,000	11
	Private Practice - Employee	\$82,177	\$3,221	\$75,500	91	\$75,000	\$0	\$75,000	2	\$47,309	\$6,274	\$42,000	15
	ENT Practice	\$80,754	\$2,498	\$74,000	228	\$45,803	\$8,749	\$40,000	3	\$50,739	\$4,689	\$45,000	37
	Other Med Practice	\$81,926	\$5,303	\$72,390	34	.	.	.	0	\$54,750	\$3,544	\$57,000	4
	Corp Med Group	\$105,158	\$11,619	\$90,000	14	\$170,000	.	\$170,000	1	\$72,467	\$21,515	\$75,000	3
	Private Clinic (for-profit)	\$97,456	\$6,718	\$84,000	31	.	.	.	0	\$38,542	\$30,142	\$38,542	2
	Private Practice (non-profit)	\$64,080	\$4,473	\$62,915	27	.	.	.	0	\$39,600	\$9,114	\$40,000	5
	University	\$98,895	\$7,573	\$90,000	27	\$80,156	\$4,118	\$72,500	16	.	.	.	0
	Public/Private School	\$80,934	\$8,669	\$72,128	14	\$69,473	\$2,028	\$71,500	26	\$34,000	\$4,359	\$33,000	3
	Manufacturer	\$112,696	\$7,252	\$104,100	38	\$62,000	.	\$62,000	1	\$80,000	.	\$80,000	1
	Industry	\$107,650	\$27,414	\$95,000	4	.	.	.	0	.	.	.	0
	Federal Govt.	\$91,502	\$9,343	\$89,000	15	\$50,000	.	\$50,000	1	.	.	.	0
	Other	\$100,584	\$19,123	\$78,500	48	\$68,032	\$6,036	\$65,315	4	\$54,527	\$2,763	\$54,300	8
	Total	\$92,380	\$2,226	\$80,000	961	\$76,250	\$2,495	\$73,000	75	\$52,142	\$2,785	\$47,000	111

SIZE OF ORGANIZATION

Average compensation does not appear to rise uniformly as size of organization increases. This variation could be due to the nature of job types in various sizes of organizations or other variables associated with the types of organizations that fall within the different size categories.

Table 14: 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	\$105,096	\$8,577	\$80,000	158	\$70,214	\$7,732	\$69,750	4	\$57,853	\$6,804	\$48,000	34
	6-10	\$91,313	\$5,087	\$80,000	110	\$170,000	.	\$170,000	1	\$39,867	\$5,072	\$42,000	12
	11-20	\$83,834	\$5,504	\$75,000	102	\$70,000	\$5,000	\$75,000	3	\$56,042	\$6,904	\$55,000	12
	21-50	\$89,536	\$5,178	\$76,000	111	\$82,000	\$17,326	\$73,000	5	\$53,021	\$9,383	\$50,000	11
	51-100	\$83,185	\$3,187	\$80,000	40	\$58,500	\$6,171	\$64,500	4	\$48,750	\$7,364	\$50,000	4
	101-500	\$86,401	\$2,981	\$80,000	97	\$75,671	\$5,244	\$73,000	17	\$62,925	\$11,418	\$53,500	8
	501-999	\$93,326	\$5,642	\$82,000	58	\$77,143	\$7,698	\$74,000	7	\$49,336	\$6,554	\$45,000	8
	more than 1000	\$93,096	\$4,467	\$80,000	279	\$76,102	\$2,456	\$73,944	34	\$45,158	\$4,106	\$47,807	22
	Total	\$92,392	\$2,239	\$80,000	955	\$76,250	\$2,495	\$73,000	75	\$52,142	\$2,785	\$47,000	111

REGION

Region does not appear to have a dramatic association with total compensation with the exception that compensation in the far west appears higher than compensation elsewhere, while in the South Central region the median compensation level reported is the lowest.

Table 15: 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)	\$84,897	\$2,893	\$77,500	163	\$87,352	\$11,693	\$80,000	12	\$51,717	\$4,909	\$50,000	19
	Far West (AK, CA, HI, NV, OR, WA)	\$96,014	\$3,795	\$85,000	118	\$73,286	\$4,770	\$76,000	7	\$68,476	\$10,702	\$66,842	12
	West (AZ, CO, ID, MT, NM, UT, WY)	\$105,294	\$15,048	\$80,000	81	\$73,075	\$5,291	\$69,000	12	\$36,706	\$6,226	\$41,538	12
	South Central (AR, LA, MS, OK, TX)	\$84,574	\$4,370	\$75,000	95	\$75,892	\$5,368	\$72,038	8	\$45,394	\$11,511	\$40,000	7
	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	\$94,698	\$5,356	\$80,000	171	\$79,726	\$4,262	\$82,000	11	\$39,611	\$5,048	\$41,000	18
	Mid Atlantic (DC, DE, MD, VA, WV)	\$93,197	\$5,677	\$82,348	64	\$73,000	\$7,756	\$74,822	4	\$66,150	\$12,695	\$64,500	8
	Central (IL, IN, KY, MI, OH, WI)	\$93,604	\$6,828	\$72,500	162	\$74,107	\$5,131	\$67,000	14	\$58,165	\$7,098	\$50,000	25
	North Central (IA, KS, MN, MO, ND, NE, SD)	\$90,181	\$5,704	\$75,500	96	\$66,714	\$2,157	\$65,000	7	\$52,646	\$5,128	\$48,000	9
	Total	\$92,327	\$2,250	\$79,650	950	\$76,250	\$2,495	\$73,000	75	\$52,116	\$2,810	\$46,500	110

SECTION 4: HOW AUDIOLOGISTS ARE PAID — COMPENSATION METHODS

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

COMPENSATION BY PAY TYPE

Table 16: 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	\$86,266	\$2,741	\$76,000	481	\$77,140	\$2,367	\$73,989	63	\$44,974	\$2,642	\$45,000	54
	Salary or Hourly Wages Plus Bonus	\$94,300	\$3,330	\$81,000	211	\$64,922	\$5,335	\$69,315	6	\$55,797	\$8,856	\$53,000	20
	Salary or Hourly Wages Plus Commission	\$88,517	\$3,891	\$80,000	153	\$83,482	\$22,866	\$75,000	5	\$53,830	\$5,226	\$50,000	23
	Salary or Hourly Wages Plus Commission & Bonus	\$93,952	\$3,715	\$85,000	73	.	.	.	0	\$63,500	\$12,586	\$52,500	4
	Bonus Payments Only	.	.	.	0	.	.	.	0	.	.	.	0
	Commission Payments Only	\$151,100	\$43,119	\$105,000	10	.	.	.	0	\$150,000	.	\$150,000	1
	"By the Project Only"	\$420,000	\$380,000	\$420,000	2	.	.	.	0	\$43,025	\$16,461	\$42,075	3
	Not Described	\$150,736	\$30,055	\$110,656	42	\$64,500	\$500	\$64,500	2	\$75,286	\$15,705	\$55,000	7
	Total	\$93,081	\$2,319	\$80,000	972	\$76,260	\$2,462	\$73,224	76	\$52,167	\$2,760	\$47,500	112

We can see that in Table 16 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.

PAY TYPE BY GENDER

Table 17: Pay type by Gender

		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	\$95,146	\$4,353	\$89,000	117	\$115,376	\$8,726	\$97,000	57	\$100,409	\$10,102	\$92,000	37	\$95,673	\$8,914	\$87,500	22
	Female	\$76,254	\$2,534	\$70,100	496	\$80,809	\$2,890	\$73,000	179	\$78,258	\$3,618	\$74,500	142	\$89,662	\$3,757	\$85,000	57
	Total	\$79,860	\$2,231	\$73,000	613	\$89,158	\$3,180	\$75,000	236	\$82,837	\$3,598	\$75,000	179	\$91,336	\$3,655	\$85,000	79

PAY TYPE BY HIGHEST DEGREE EARNED

Table 18: Pay Type by Highest Degree Earned

		Pay Type by Highest Degree Earned															
		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	\$74,592	\$3,654	\$70,500	88	\$76,501	\$9,981	\$67,000	29	\$71,812	\$7,468	\$65,000	16	\$96,916	\$8,525	\$91,000	20
	AuD (4-year)	\$71,960	\$5,539	\$64,416	206	\$71,388	\$2,241	\$70,000	94	\$74,965	\$4,869	\$70,000	96	\$85,040	\$4,153	\$80,000	25
	AuD (Dist. Lrn.)	\$81,173	\$2,421	\$78,000	221	\$101,746	\$5,554	\$86,000	99	\$94,430	\$4,848	\$92,000	63	\$92,682	\$6,168	\$86,500	34
	EdD	\$107,931	\$44,604	\$67,500	5	.	.	.	0	.	.	.	0	.	.	.	0
	PhD	\$99,386	\$3,735	\$95,000	94	\$142,072	\$14,603	\$133,000	15	\$136,000	\$72,871	\$80,000	4	.	.	.	0
	Other	\$60,000	.	\$60,000	1	.	.	.	0	\$93,000	.	\$93,000	1	.	.	.	0
	Total	\$80,112	\$2,243	\$73,000	615	\$89,169	\$3,167	\$75,000	237	\$82,954	\$3,580	\$75,500	180	\$91,336	\$3,655	\$85,000	79

PAY TYPE BY YEARS OF EXPERIENCE

Table 19: : Pay Type by Years of Experience

		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 Year in Audiology Related Position	1-3	\$65,768	\$6,330	\$61,000	104	\$67,238	\$3,562	\$69,000	35	\$74,095	\$7,993	\$69,000	53	\$81,727	\$5,135	\$75,000	11
	4-9	\$78,118	\$8,332	\$70,000	112	\$72,588	\$2,354	\$73,000	64	\$71,558	\$3,831	\$73,000	42	\$84,533	\$5,066	\$80,500	15
	10-15	\$77,722	\$2,940	\$74,762	80	\$84,812	\$4,588	\$75,000	42	\$89,653	\$5,627	\$94,000	29	\$92,720	\$7,369	\$92,000	15
	16-20	\$81,316	\$5,022	\$76,250	66	\$82,067	\$10,423	\$88,304	20	\$94,565	\$9,891	\$95,000	17	\$77,873	\$17,362	\$71,328	9
	>20	\$87,387	\$2,525	\$81,778	254	\$117,507	\$7,821	\$104,000	76	\$97,226	\$9,653	\$90,000	39	\$101,961	\$6,498	\$95,000	29
	Total	\$80,146	\$2,240	\$73,000	616	\$89,169	\$3,167	\$75,000	237	\$82,954	\$3,580	\$75,500	180	\$91,336	\$3,655	\$85,000	79

PAY TYPE BY PRIMARY JOB TITLE

Table 20: Pay Type by Primary Job Title

		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	\$67,916	\$1,013	\$68,500	367	\$70,242	\$1,877	\$70,000	143	\$79,721	\$4,184	\$73,000	139	\$87,237	\$3,705	\$83,000	53
	Manager/Supervisor	\$114,919	\$17,862	\$87,000	61	\$100,816	\$7,096	\$103,000	21	\$107,000	\$10,732	\$99,500	14	\$85,722	\$7,694	\$85,000	9
	Director	\$107,404	\$7,057	\$101,000	36	\$125,741	\$11,863	\$125,000	17	\$93,828	\$14,262	\$87,000	13	\$116,000	\$18,652	\$98,000	5
	Owner	\$111,805	\$9,895	\$96,000	42	\$148,579	\$13,629	\$135,500	30	\$94,000	.	\$94,000	1	\$113,190	\$21,434	\$85,000	7
	CEO/Executive Director	\$103,333	\$48,419	\$60,000	3	\$202,500	\$67,500	\$202,500	2	.	.	.	0	.	.	.	0
	Faculty	\$87,145	\$3,774	\$85,000	67	\$74,000	\$9,000	\$74,000	2	\$92,500	\$12,500	\$92,500	2	.	.	.	0
	Researcher	\$99,672	\$11,888	\$84,500	12	\$97,247	\$11,074	\$91,764	5	.	.	.	0	.	.	.	0
	Other	\$59,345	\$6,882	\$57,500	33	\$83,455	\$10,773	\$80,000	21	\$75,733	\$9,859	\$78,500	12	\$89,626	\$17,913	\$100,000	5
	Total	\$80,195	\$2,224	\$73,447	621	\$89,413	\$3,120	\$76,000	241	\$82,800	\$3,563	\$75,000	181	\$91,336	\$3,655	\$85,000	79

PAY TYPE BY PRIMARY WORK SETTING

Table 21: Pay Type 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			
		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	\$78,395	\$2,808	\$72,000	119	\$85,633	\$8,400	\$80,000	23	\$56,250	\$48,750	\$56,250	2	.	.	.	0
	VA Hospital	\$82,375	\$3,815	\$81,214	46	\$90,100	\$6,278	\$95,000	5	.	.	.	0	.	.	.	0
	Hospital	\$79,220	\$5,975	\$74,900	114	\$82,151	\$8,269	\$82,900	17	\$200,750	\$55,405	\$185,000	4	\$150,000	.	\$150,000	1
	Private Practice - Owner/Partner	\$107,162	\$9,663	\$90,000	42	\$142,174	\$13,668	\$129,000	32	\$97,000	\$3,000	\$97,000	2	\$92,721	\$19,731	\$78,164	6
	Private Practice - Employee	\$58,453	\$4,058	\$60,000	26	\$76,361	\$5,997	\$71,000	28	\$76,532	\$3,616	\$75,000	37	\$88,674	\$7,883	\$90,000	19
	ENT Practice	\$62,268	\$2,717	\$62,500	58	\$72,950	\$4,159	\$67,000	70	\$80,653	\$4,891	\$75,000	101	\$86,335	\$3,229	\$85,000	39
	Other Med Practice	\$76,877	\$8,358	\$68,660	20	\$76,240	\$5,644	\$72,390	8	\$69,400	\$6,337	\$65,000	5	\$92,500	\$27,500	\$92,500	2
	Corp Med Group	\$91,887	\$18,477	\$80,000	7	\$108,400	.	\$108,400	1	\$88,933	\$25,112	\$92,000	6	\$101,667	\$22,244	\$109,000	3
	Private Clinic (for-profit)	\$102,143	\$11,479	\$85,750	14	\$84,689	\$12,735	\$81,000	9	\$97,333	\$19,243	\$77,000	6	\$75,000	\$4,000	\$75,000	2
	Private Practice (non-profit)	\$58,318	\$3,627	\$62,000	23	\$75,156	\$9,488	\$78,925	8	\$20,000	.	\$20,000	1	.	.	.	0
	University	\$91,667	\$5,336	\$86,786	40	.	.	.	0	\$80,000	.	\$80,000	1	.	.	.	0
	Public/Private School	\$65,684	\$2,564	\$68,000	47	\$68,750	\$750	\$68,750	2	\$84,414	\$30,586	\$84,414	2	.	.	.	0
	Manufacturer	\$121,500	\$21,701	\$117,500	6	\$108,082	\$10,148	\$102,000	23	\$83,725	\$13,101	\$88,000	8	\$106,226	\$22,229	\$102,112	6
	Industry	\$90,299	\$29,701	\$90,299	2	\$70,000	.	\$70,000	1	.	.	.	0	\$180,000	.	\$180,000	1
	Federal Govt.	\$90,323	\$10,390	\$89,500	14	\$79,000	\$6,000	\$79,000	2	.	.	.	0	.	.	.	0
	Other	\$96,724	\$21,846	\$71,000	42	\$79,503	\$10,104	\$82,300	11	\$88,287	\$14,285	\$74,000	5	.	.	.	0
Total	\$80,200	\$2,227	\$73,224	620	\$89,244	\$3,128	\$75,750	240	\$82,954	\$3,580	\$75,500	180	\$91,336	\$3,655	\$85,000	79	

PAY TYPE BY SIZE OF ORGANIZATION

Table 22: Pay Type by Size of Organization

		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	\$88,712	\$5,587	\$75,000	87	\$94,268	\$11,962	\$75,000	37	\$69,740	\$6,550	\$70,000	25	\$74,027	\$6,284	\$73,164	12
	6-10	\$69,004	\$4,065	\$69,500	38	\$93,402	\$7,263	\$84,000	33	\$84,428	\$6,589	\$75,000	36	\$87,333	\$4,440	\$84,500	12
	11-20	\$67,870	\$3,320	\$63,300	51	\$81,140	\$9,685	\$72,000	25	\$72,838	\$4,720	\$75,000	24	\$87,906	\$8,707	\$80,250	16
	21-50	\$72,348	\$5,083	\$65,000	41	\$79,935	\$10,860	\$70,000	27	\$92,771	\$9,841	\$82,000	43	\$91,792	\$9,269	\$96,000	19
	51-100	\$74,665	\$4,244	\$69,500	16	\$77,408	\$5,612	\$74,500	20	\$67,875	\$8,909	\$65,000	8	\$93,400	\$9,590	\$88,000	5
	101-500	\$79,404	\$3,354	\$73,000	65	\$84,498	\$5,208	\$73,000	29	\$79,774	\$9,765	\$80,000	19	\$99,504	\$7,832	\$101,000	9
	501-999	\$71,424	\$3,029	\$71,000	45	\$125,667	\$17,334	\$104,068	14	\$76,184	\$8,505	\$70,000	11	\$114,032	\$16,999	\$110,564	4
	more than 1000	\$84,572	\$4,426	\$75,000	275	\$89,135	\$4,650	\$81,853	53	\$108,207	\$20,671	\$80,000	14	\$155,000	\$35,000	\$155,000	2
	Total	\$80,251	\$2,234	\$73,224	618	\$89,239	\$3,154	\$75,250	238	\$82,954	\$3,580	\$75,500	180	\$91,336	\$3,655	\$85,000	79

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. 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 23: 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	7	157	13%	26	2%	4	0%	0	0%	0	0%	0	1%	1	3%	5
	VA Hospital	86%	61	11%	8	0%	0	0%	0	0%	0	0%	0	1%	1	1%	1
	Hospital	79%	150	13%	25	4%	7	1%	2	0%	0	1%	1	0%	0	2%	4
	Private Practice - Owner/Partner	32%	50	25%	39	4%	6	6%	10	0%	0	1%	2	3%	4	29%	46
	Private Practice - Employee	21%	29	23%	32	35%	49	16%	22	0%	0	4%	5	0%	0	1%	2
	ENT Practice	22%	73	25%	86	36%	120	14%	49	0%	0	1%	2	0%	1	2%	7
	Other Med Practice	52%	24	22%	10	13%	6	4%	2	0%	0	2%	1	0%	0	7%	3
	Corp Med Group	26%	7	11%	3	30%	8	22%	6	0%	0	7%	2	4%	1	0%	0
	Private Clinic (for-profit)	38%	17	24%	11	18%	8	7%	3	0%	0	0%	0	0%	0	13%	6
	Private Practice (non-profit)	66%	27	24%	10	2%	1	0%	0	0%	0	0%	0	0%	0	7%	3
	University	89%	65	1%	1	3%	2	0%	0	0%	0	0%	0	0%	0	7%	5
	Public/Private School	93%	78	4%	3	2%	2	0%	0	0%	0	0%	0	0%	0	1%	1
	Manufacturer	21%	12	52%	30	17%	10	10%	6	0%	0	0%	0	0%	0	0%	0
	Industry	71%	5	14%	1	0%	0	14%	1	0%	0	0%	0	0%	0	0%	0
	Federal Govt.	88%	22	12%	3	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Other	67%	55	13%	11	6%	5	0%	0	0%	0	1%	1	2%	2	10%	8	
Total	53%	832	19%	299	14%	228	6%	101	0%	0	1%	14	1%	10	6%	91	

SECTION 5: THE BENEFITS AUDIOLOGISTS RECEIVE FROM EMPLOYERS

Across all full-time, 12-month respondents, 82% report that they receive some form of health insurance, while 89% 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, 36% 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 ½ of all employees receive at least some form of educational support.

GENERAL EMPLOYMENT BENEFITS

Table 24: General Employment Benefits

		Compensation Type		
		Full-Time (12 Months)	Full-Time (9-10 Months)	Part-Time
Benefits	Health Insurance	82%	89%	36%
	Dental Insurance	62%	76%	27%
	Vision Benefits	48%	61%	21%
	Flex Medical / Dependent Care Plan	44%	52%	21%
	Disability Insurance	52%	57%	23%
	Life Insurance	60%	67%	24%
	Retirement	73%	80%	45%
	Club Memberships	14%	10%	12%
	Automobile	5%	5%	1%
	Automobile Mileage Reimbursement	21%	29%	16%
	Profit Sharing	16%	4%	14%
	Tuition Reimbursement	21%	22%	13%
	Professional Development	67%	59%	48%

EDUCATIONAL BENEFITS

Table 25: Educational Benefits

		Compensation Type		
		Full-Time (12 Months)	Full-Time (9-10 Months)	Part-Time
Support for Education	Paid Time Off	80%	61%	56%
	Registration Fees Paid	71%	57%	55%
	Airfare/Mileage Reimbursement	59%	52%	39%
	Meal/Lodging Reimbursement	58%	46%	33%
	Association Dues/ Certification Fees	66%	37%	48%

LEAVE BENEFITS

Table 26: Leave Benefits

	Annual Work Schedule		
	Full-Time (12 months)	Full Time (9-10 Months)	Part-Time
	Mean	Mean	Mean
Vacation (Days)	16	8	8
Personal (Days)	4	2	3
Holidays (Days)	7	8	3
Floating Holidays (Days)	1	1	0
Bereavement Leave (Days)	1	2	0
Sick Leave (Days)	5	8	3

SECTION 6: ADDITIONAL INFORMATION ON EMPLOYMENT FACTORS AND REQUIREMENTS

Certifications**Table 27: Proportion of Respondents Holding Certifications**

Certifications Held	Certification from the American Board of Audiology	39%
	CCC-A	85%

Table 28: Proportion of Respondents Holding Certifications by Years of Experience

		Number of Year in Audiology Related Position				
		1-3	4-9	10-15	16-20	>20
Certifications Held	Certification from the American Board of Audiology	38%	42%	46%	32%	37%
	CCC-A	84%	83%	87%	86%	86%

Table 29: Proportion of Respondents Holding Certifications by Total Compensation

		Total Compensation			
		Mean	SE Mean	Median	Valid N
Certifications Held	Certification from the American Board of Audiology	\$87,776	\$3,656	\$77,000	404
	CCC-A	\$84,858	\$2,401	\$75,000	859

Table 30: Proportion of Respondents Holding the CCC-A by Primary Work Setting

		Does your employer require you to have a CCC-A?		
		Yes	No	Not Sure
Primary Work Setting	University/Teaching Hospital	52%	43%	4%
	VA Hospital	10%	85%	4%
	Hospital	46%	50%	4%
	Private Practice - Owner/Partner	16%	84%	0%
	Private Practice - Employee	20%	77%	2%
	ENT Practice	23%	69%	8%
	Other Med Practice	41%	57%	2%
	Corp Med Group	8%	88%	4%
	Private Clinic (for-profit)	36%	64%	0%
	Private Practice (non-profit)	34%	66%	0%
	University	64%	34%	1%
	Public/Private School	36%	58%	6%
	Manufacturer	2%	95%	4%
	Industry	0%	100%	0%
	Federal Govt.	24%	72%	4%
	Other	51%	46%	3%
	Total	52%	43%	4%

Table 31: % of Employers Who Require CCC-A

% of Employers Requiring CCC-A	Yes	32%
	No	64%
	Not sure	4%