

American Academy of Audiology

2016 Compensation and Benefits Report

Presented to the

American Academy of Audiology

December 28, 2016



mind your customer™

SECTOR INTELLIGENCE, LLC

Research Office
(202) 688-1961
www.sectorintelligence.com

Notice:

This report and its contents are for the personal use of Members of the American Academy of Audiology or those non-members who purchase this report. Permission to use this report and its contents in whole or in part must be requested and approved in writing. Requests may be sent to: Sarah Sebastian, Director of Membership and Member Engagement, American Academy of Audiology, 11480 Commerce Park Dr., Suite 220, Reston, VA 20191, (P) 703.790.8466 ext. 1051, (F) 703.790.8631, ssebastian@audiology.org.

CONTENTS

<i>Background.....</i>	<i>1</i>
<i>Outline of the Report.....</i>	<i>2</i>
<i>Section 1: Methodology of the Study and Guide to Using Tables of Results.....</i>	<i>3</i>
Research Goals	3
The Sample.....	4
Data Collection	4
Instrument	4
Collection	5
Data Analysis	5
Scope and Limitations.....	7
Guide to Interpreting Compensation Tables	7
<i>Section 2: Profile of Sample Used for Analysis.....</i>	<i>10</i>
<i>Section 3: <u>What</u> Audiologists Are Paid — Total compensation across selected employment situations and Audiologist Variables</i>	<i>13</i>
Gender	15
Highest Degree Earned by Gender	16
Years of Experience by Gender	17
Highest Degree Earned	18
Years of Experience and Highest Degree Earned	19
Job Title.....	20

Years of Experience.....	21
Primary Work Setting.....	22
Size of Organization	23
Region.....	24
<i>Section 4: <u>How Audiologists are Paid</u> — Compensation Methods.....</i>	<i>25</i>
Compensation by Pay Type.....	26
Pay type by Gender	27
Pay type by Highest Degree Earned	28
Pay Type by Years of Experience	29
Pay Type by Primary Job Title.....	30
Pay Type by Primary Work Setting	31
Pay Type by Size of Organization.....	32
Summary of Pay Type by Primary Work Setting.....	33
<i>Section 5: <u>The Benefits Audiologists Receive from Employers</u></i>	<i>34</i>
General Employment Benefits	34
Educational Benefits.....	35
Leave Benefits.....	36

BACKGROUND

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 2016 (2015 Income) 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 13, 2016, we e-mailed 8,590 Academy members for whom the Academy had email addresses, 32 were deemed ineligible because they could not be reached. 8 people opted out of the study because they had retired or were otherwise not affiliated with the field.

This left us with a pool of 8,550. The emails contained a link to an online questionnaire, and provided a username and password necessary to access the questionnaire. Over the period of data collection, through November 11, 2016, we sent three follow up emails encouraging members to participate.

1460 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 that 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 2015 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

JOB TITLE	STAFF AUDIOLOGIST	59%
	OWNER	10%
	MANAGER/SUPERVISOR	9%
	FACULTY	7%
	OTHER PLEASE SPECIFY	7%
	DIRECTOR	6%
	RESEARCHER	2%
	CEO/EXECUTIVE DIRECTOR	1%

Table 2: Sample by Highest Degree Earned

HIGHEST DEGREE EARNED	MASTERS	13%
	AUD 4YEAR	40%
	AUD DISTANCE LEARNING	37%
	PHD	10%

Table 3: Sample by Primary Work Setting and Work Status

		ANNUAL WORK SCHEDULE		
		PART TIME	FULL TIME 9 MONTHS	FULL TIME 12 MONTHS
PRIMARY WORK SETTING	UNIVERSITY/TEACHING HOSPITAL	6%	15%	11%
	VA HOSPITAL	5%	0%	5%
	HOSPITAL	16%	7%	13%
	PRIVATE PRACTICE OWNER/PARTNER	9%	1%	11%
	PRIVATE PRACTICE EMPLOYEE	15%	6%	8%
	ENT PRACTICE	24%	5%	22%
	OTHER MED PRACTICE	2%	0%	3%
	CORPORATE AUDIOLOGY GROUP PRACTICE	0%	2%	1%
	PRIVATE CLINIC FOR-PROFIT	3%	2%	3%
	PRIVATE PRACTICE NONPROFIT	3%	0%	2%
	UNIVERSITY	4%	22%	5%
	PUBLIC/PRIVATE SCHOOL	5%	35%	1%
	MANUFACTURER	2%	1%	6%
	INDUSTRY INDUSTRIAL AUDIOLOGIST	0%	0%	1%
	FEDERAL GOVT.	1%	0%	2%
	OTHER PLEASE SPECIFY	6%	2%	4%
	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 1,160. 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			
ANNUAL WORK SCHEDULE		MEAN	SE MEAN	MEDIAN	VALID N
	FULL-TIME 12 MONTHS	\$94,969	\$1,248	\$85,000	1190
	FULL-TIME 9 MONTHS	\$76,442	\$3,226	\$75,000	82
	PART TIME	\$62,289	\$3,484	\$55,000	126
	TOTAL	\$90,937	\$1,155	\$82,000	1398

Table 5: Compensation by Income Percentile

		ANNUAL WORK SCHEDULE											
		FULL TIME 12 MONTHS				FULL TIME 9 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
TOTAL COMPENSATION PERCENTILES	0-10 PERCENTILE	\$42,898	\$1,685	\$45,500	44	\$40,556	\$3,697	\$44,000	13	\$37,569	\$1,600	\$40,000	60
	11-20 PERCENTILE	\$60,523	\$258	\$61,000	110	\$60,091	\$740	\$60,000	14	\$58,331	\$724	\$59,798	17
	21-30 PERCENTILE	\$67,295	\$170	\$67,400	137	\$67,514	\$647	\$67,200	11	\$67,247	\$718	\$66,000	11
	31-40 PERCENTILE	\$73,278	\$119	\$73,000	131	\$74,200	\$800	\$75,000	5	\$73,007	\$685	\$73,000	7
	41-50 PERCENTILE	\$78,791	\$154	\$79,000	104	\$78,472	\$464	\$78,000	13	\$79,417	\$391	\$80,000	10
	51-60 PERCENTILE	\$84,875	\$176	\$85,000	124	\$84,587	\$618	\$84,500	7	\$85,929	\$743	\$86,000	7
	61-70 PERCENTILE	\$92,263	\$198	\$92,000	147	\$92,000	\$1,414	\$91,000	4	\$91,667	\$1,667	\$90,000	3
	71-80 PERCENTILE	\$101,921	\$312	\$101,000	121	\$101,355	\$1,198	\$100,000	8	\$101,125	\$125	\$101,125	2
	81-90 PERCENTILE	\$119,747	\$598	\$120,000	136	\$116,250	\$2,394	\$117,500	4	\$113,750	\$3,750	\$110,000	4
	91-100 PERCENTILE	\$181,988	\$5,768	\$160,900	136	\$176,667	\$19,650	\$165,000	3	\$204,800	\$30,888	\$225,000	5
	TOTAL	\$94,969	\$1,248	\$85,000	1190	\$76,442	\$3,226	\$75,000	82	\$62,289	\$3,484	\$55,000	126

GENDER**Table 6: Compensation by Gender**

		ANNUAL WORK SCHEDULE											
		FULL TIME 12 MONTHS				FULL TIME 9 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
YOUR GENDER:	MALE	\$119,728	\$4,302	\$104,500	217	\$89,053	\$12,046	\$76,000	13	\$58,364	\$7,364	\$50,000	11
	FEMALE	\$89,448	\$1,114	\$82,500	973	\$74,066	\$3,064	\$75,000	69	\$62,665	\$3,757	\$55,098	115
	TOTAL	\$94,969	\$1,248	\$85,000	1190	\$76,442	\$3,226	\$75,000	82	\$62,289	\$3,484	\$55,000	126

HIGHEST DEGREE EARNED BY GENDER

Table 7: Compensation by Highest Degree Earned and Gender

			Annual Work Schedule											
			Full time 12 months				Full time 9 months				Part time			
			Total Compensation				Total Compensation				Total Compensation			
			Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Earned	Masters	Male	\$110,580	\$8,867	\$102,500	26	\$54,879	\$10,524	\$60,000	3	\$41,500	\$8,500	\$41,500	2
		Female	\$94,224	\$3,531	\$84,500	106	\$62,130	\$6,407	\$57,000	10	\$58,520	\$6,678	\$55,000	31
	AuD (4-Year)	Male	\$87,345	\$2,692	\$82,000	68	\$71,100	\$3,900	\$71,100	2	\$40,000	.	\$40,000	1
		Female	\$77,792	\$1,084	\$73,000	441	\$62,808	\$5,188	\$63,000	18	\$55,157	\$4,920	\$47,000	29
	AuD (Distance Learning)	Male	\$136,939	\$8,675	\$120,000	84	\$87,000	.	\$87,000	1	\$63,833	\$8,890	\$52,500	6
		Female	\$99,383	\$2,208	\$92,000	357	\$80,505	\$5,801	\$78,000	25	\$65,121	\$6,166	\$60,000	49
	EdD	Male	\$150,000	.	\$150,000	1	.	.	.	0	.	.	.	0
		Female	.	.	.	0	\$64,000	.	\$64,000	1	\$90,000	.	\$90,000	1
	PhD	Male	\$145,095	\$9,796	\$123,500	38	\$109,122	\$18,880	\$92,000	7	\$68,000	\$33,000	\$68,000	2
		Female	\$105,749	\$3,940	\$103,000	68	\$88,434	\$4,250	\$81,500	14	\$116,706	\$40,073	\$100,913	4
	Total	Male	\$119,728	\$4,302	\$104,500	217	\$89,053	\$12,046	\$76,000	13	\$58,364	\$7,364	\$50,000	11
		Female	\$89,470	\$1,115	\$82,650	972	\$74,508	\$3,077	\$75,000	68	\$62,820	\$3,787	\$56,049	114

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 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 in Audiology-Related Field	1-3	Gender	Male	\$80,867	\$3,511	\$75,000	25	\$67,200	.	\$67,200	1	.	.	.	0
			Female	\$68,580	\$1,100	\$67,000	186	\$59,250	\$10,972	\$60,000	8	\$38,691	\$6,832	\$35,000	11
	4-9	Gender	Male	\$88,762	\$3,845	\$82,000	37	.	.	.	0	\$40,000	.	\$40,000	1
			Female	\$83,057	\$1,660	\$78,000	226	\$64,384	\$3,008	\$64,000	12	\$61,434	\$6,054	\$55,650	16
	10-5	Gender	Male	\$127,213	\$12,648	\$107,500	26	\$91,170	\$15,279	\$85,527	3	\$101,000	.	\$101,000	1
			Female	\$89,137	\$2,122	\$86,260	102	\$73,457	\$4,724	\$76,000	7	\$57,000	\$7,147	\$52,000	9
	16-20	Gender	Male	\$128,505	\$14,160	\$105,000	22	\$76,000	.	\$76,000	1	\$72,500	\$22,500	\$72,500	2
			Female	\$95,731	\$2,892	\$91,841	92	\$76,000	\$7,389	\$78,500	10	\$52,265	\$5,971	\$51,000	10
	>20	Gender	Male	\$135,893	\$6,896	\$120,000	107	\$92,622	\$19,121	\$81,000	8	\$50,857	\$6,906	\$50,000	7
			Female	\$102,258	\$2,311	\$92,000	366	\$80,929	\$5,103	\$79,000	32	\$69,018	\$5,724	\$60,000	69
	Total	Gender	Male	\$119,728	\$4,302	\$104,500	217	\$89,053	\$12,046	\$76,000	13	\$58,364	\$7,364	\$50,000	11
			Female	\$89,354	\$1,111	\$82,500	972	\$74,066	\$3,064	\$75,000	69	\$62,665	\$3,757	\$55,098	115

HIGHEST DEGREE EARNED

Table 9: Compensation by Highest Degree Earned

		Annual Work Schedule											
		Full time 12 months				Full time 9 months				Part time			
		Total Compensation				Total Compensation				Total Compensation			
		Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N	Mean	SE of Mean	Median	Valid N
Highest Degree Earned	Masters	\$97,445	\$3,362	\$85,000	132	\$60,457	\$5,359	\$58,000	13	\$57,489	\$6,319	\$55,000	33
	AuD (4-Year)	\$79,068	\$1,015	\$74,000	509	\$63,637	\$4,699	\$64,000	20	\$54,651	\$4,780	\$46,500	30
	AuD (Distance Learning)	\$106,537	\$2,528	\$95,000	441	\$80,755	\$5,579	\$78,000	26	\$64,981	\$5,560	\$59,798	55
	EdD	\$150,000	.	\$150,000	1	\$64,000	.	\$64,000	1	\$90,000	.	\$90,000	1
	PhD	\$119,854	\$4,676	\$108,500	106	\$95,330	\$6,945	\$85,527	21	\$100,471	\$28,642	\$88,913	6
	Total	\$94,992	\$1,249	\$85,000	1189	\$76,842	\$3,241	\$75,000	81	\$62,427	\$3,509	\$55,000	125

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

YEARS OF EXPERIENCE AND HIGHEST DEGREE EARNED

Table 10: Compensation by Years of Experience and Highest Degree Earned

				ANNUAL WORK SCHEDULE											
				FULL TIME 12 MONTHS				FULL TIME 9 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 IN AN AUDIOLOGY-RELATED FIELD	1-3	HIGHEST DEGREE EARNED	MASTERS	.	.	.	0	.	.	.	0	\$35,000	.	\$35,000	1
			AuD (4-YEAR)	\$69,845	\$1,102	\$68,000	206	\$58,025	\$10,755	\$60,000	8	\$39,060	\$7,542	\$35,700	10
			AuD (DISTANCE LEARNING)	\$78,625	\$7,946	\$76,500	4	.	.	.	0	.	.	.	0
			EDD	.	.	.	0	.	.	.	0	.	.	.	0
			PHD	\$75,000	.	\$75,000	1	\$77,000	.	\$77,000	1	.	.	.	0
			TOTAL	\$70,036	\$1,087	\$68,000	211	\$60,133	\$9,717	\$63,000	9	\$38,691	\$6,832	\$35,000	11
	4-9	HIGHEST DEGREE EARNED	MASTERS	\$110,500	\$29,500	\$110,500	2	\$51,000	.	\$51,000	1	.	.	.	0
			AuD (4-YEAR)	\$83,024	\$1,542	\$78,500	247	\$64,837	\$3,352	\$65,000	9	\$63,996	\$5,774	\$57,000	15
			AuD (DISTANCE LEARNING)	\$125,000	\$0	\$125,000	2	.	.	.	0	\$18,000	.	\$18,000	1
			EDD	.	.	.	0	.	.	.	0	.	.	.	0
			PHD	\$91,727	\$8,886	\$82,000	11	\$69,035	\$8,965	\$69,035	2	.	.	.	0
			TOTAL	\$83,920	\$1,532	\$79,000	262	\$64,384	\$3,008	\$64,000	12	\$61,121	\$6,119	\$55,650	16
	10-15	HIGHEST DEGREE EARNED	MASTERS	\$98,638	\$6,362	\$100,000	13	\$56,000	.	\$56,000	1	\$85,000	.	\$85,000	1
			AuD (4-YEAR)	\$92,273	\$3,050	\$89,800	44	\$90,000	.	\$90,000	1	\$46,333	\$9,404	\$39,000	3
			AuD (DISTANCE LEARNING)	\$100,227	\$6,409	\$85,575	58	\$69,400	\$6,107	\$75,000	3	\$62,250	\$11,629	\$63,500	4
			EDD	.	.	.	0	.	.	.	0	.	.	.	0
			PHD	\$95,695	\$11,041	\$85,000	13	\$86,702	\$8,804	\$80,000	5	\$70,500	\$30,500	\$70,500	2
			TOTAL	\$96,871	\$3,331	\$88,000	128	\$78,771	\$5,770	\$78,000	10	\$61,400	\$7,761	\$58,500	10
	16-20	HIGHEST DEGREE EARNED	MASTERS	\$105,181	\$12,695	\$90,000	18	\$83,000	.	\$83,000	1	\$41,733	\$12,770	\$54,000	3
			AuD (4-YEAR)	\$96,250	\$10,078	\$95,000	4	.	.	.	0	.	.	.	0
			AuD (DISTANCE LEARNING)	\$99,810	\$4,273	\$95,000	78	\$75,000	\$12,669	\$78,000	5	\$60,272	\$6,616	\$50,000	9
			EDD	.	.	.	0	.	.	.	0	.	.	.	0
			PHD	\$112,206	\$10,324	\$101,657	14	\$83,500	\$5,781	\$79,500	4	.	.	.	0
			TOTAL	\$102,056	\$3,756	\$95,000	114	\$79,200	\$6,487	\$78,500	10	\$55,637	\$6,095	\$52,000	12
	>20	HIGHEST DEGREE EARNED	MASTERS	\$95,618	\$3,748	\$85,000	99	\$59,594	\$6,545	\$59,000	10	\$58,997	\$7,193	\$55,049	28
			AuD (4-YEAR)	\$103,643	\$13,247	\$98,000	7	\$67,500	\$7,500	\$67,500	2	\$75,000	\$35,000	\$75,000	2
			AuD (DISTANCE LEARNING)	\$109,765	\$3,319	\$97,000	299	\$84,246	\$7,237	\$80,565	18	\$67,427	\$7,172	\$60,000	41
			EDD	\$150,000	.	\$150,000	1	\$64,000	.	\$64,000	1	\$90,000	.	\$90,000	1
			PHD	\$131,427	\$6,168	\$117,000	67	\$113,260	\$13,228	\$103,000	9	\$115,456	\$40,882	\$100,913	4
			TOTAL	\$109,867	\$2,456	\$97,739	473	\$83,268	\$5,499	\$79,000	40	\$67,345	\$5,262	\$59,952	76

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 (with the possible exception of researchers) 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 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
Which of the following best describes your primary job title in 2015?	Staff Audiologist	\$81,574	\$759	\$78,000	706	\$68,468	\$2,779	\$67,200	41	\$55,155	\$2,253	\$54,150	92
	Manager/Supervisor	\$102,740	\$2,741	\$97,526	118	\$119,333	\$25,208	\$115,000	3	\$49,000	\$9,539	\$50,000	3
	Director	\$121,645	\$4,839	\$112,367	79	\$94,500	\$8,500	\$94,500	2	\$65,000	\$25,000	\$65,000	2
	Owner	\$132,298	\$7,531	\$115,000	131	\$62,319	\$27,681	\$62,319	2	\$102,321	\$21,353	\$70,000	13
	CEO/Executive Director	\$155,320	\$24,263	\$147,500	10	.	.	.	0	\$124,500	\$14,500	\$124,500	2
	Faculty	\$92,899	\$3,405	\$90,000	60	\$88,954	\$6,307	\$80,000	28	\$82,167	\$30,450	\$51,000	6
	Researcher	\$82,179	\$4,758	\$79,500	24	.	.	.	0	\$40,000	.	\$40,000	1
	Other Please specify	\$116,530	\$6,435	\$110,000	61	\$49,778	\$10,155	\$50,000	6	\$55,000	\$15,787	\$35,000	7
	Total	\$94,923	\$1,248	\$85,000	1189	\$76,442	\$3,226	\$75,000	82	\$62,289	\$3,484	\$55,000	126

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 nearly \$30,000 annually.

Table 12: Compensation by Years of Experience

		ANNUAL WORK SCHEDULE											
		FULL TIME 12 MONTHS				FULL TIME 9 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 IN AN AUDIOLOGY- RELATED FIELD	1-3	\$70,036	\$1,087	\$68,000	211	\$60,133	\$9,717	\$63,000	9	\$38,691	\$6,832	\$35,000	11
	4-9	\$83,859	\$1,528	\$79,000	263	\$64,384	\$3,008	\$64,000	12	\$60,173	\$5,825	\$54,300	17
	10-15	\$96,871	\$3,331	\$88,000	128	\$78,771	\$5,770	\$78,000	10	\$61,400	\$7,761	\$58,500	10
	16-20	\$102,056	\$3,756	\$95,000	114	\$76,000	\$6,684	\$78,000	11	\$55,637	\$6,095	\$52,000	12
	>20	\$109,867	\$2,456	\$97,739	473	\$83,268	\$5,499	\$79,000	40	\$67,345	\$5,262	\$59,952	76
	TOTAL	\$94,898	\$1,247	\$85,000	1189	\$76,442	\$3,226	\$75,000	82	\$62,289	\$3,484	\$55,000	126

PRIMARY WORK SETTING

Private Practice (owner/partner) appears to emerge as the work setting where compensation is highest among our respondents. The Federal Government, manufacturers and industrial audiologist 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 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
Work Setting	UNIVERSITY/TEACHING HOSPITAL	\$87,795	\$2,624	\$79,732	135	\$92,245	\$12,534	\$84,264	12	\$66,150	\$23,340	\$46,000	8
	VA HOSPITAL	\$87,889	\$2,811	\$87,000	62	.	.	.	0	\$57,167	\$8,685	\$51,500	6
	HOSPITAL	\$90,031	\$2,500	\$83,000	157	\$67,688	\$15,808	\$70,065	6	\$63,747	\$5,439	\$62,500	20
	PRIV. PRACT. OWNER	\$134,753	\$7,526	\$115,000	132	\$90,000	.	\$90,000	1	\$89,925	\$22,261	\$70,000	11
	PRIV. PRACT. EMPLOYEE	\$80,887	\$2,519	\$74,500	100	\$56,560	\$7,240	\$63,000	5	\$54,360	\$6,157	\$50,000	19
	ENT PRACTICE	\$85,005	\$1,728	\$79,700	264	\$50,750	\$8,769	\$46,000	4	\$53,723	\$3,358	\$52,500	30
	OTHER MED PRACTICE	\$91,696	\$3,697	\$85,000	39	.	.	.	0	\$45,000	\$27,000	\$45,000	2
	CORP. GROUP PRACTICE	\$96,765	\$6,375	\$90,000	17	\$87,500	\$22,500	\$87,500	2	.	.	.	0
	PRIV. CLINIC FOR-PROFIT	\$93,763	\$5,096	\$85,000	39	\$55,000	\$20,000	\$55,000	2	\$76,512	\$7,282	\$75,024	4
	PRIV. PRACT. NONPROFIT	\$76,743	\$3,366	\$72,550	28	.	.	.	0	\$71,700	\$26,772	\$66,000	4
	UNIVERSITY	\$96,544	\$3,798	\$90,000	55	\$86,932	\$5,696	\$80,000	18	\$53,600	\$12,914	\$45,000	5
	PUBLIC/PRIVATE SCHOOL	\$83,068	\$4,889	\$88,000	17	\$69,985	\$2,823	\$70,000	29	\$41,885	\$3,538	\$41,500	6
	MANUFACTURER	\$117,739	\$5,204	\$111,617	70	\$75,000	.	\$75,000	1	\$32,500	\$30,500	\$32,500	2
	INDUSTRIAL AUDIOLOGIST	\$116,143	\$16,066	\$110,000	7	.	.	.	0	.	.	.	0
	FEDERAL GOVT.	\$107,238	\$6,042	\$102,000	18	.	.	.	0	\$101,250	.	\$101,250	1
	OTHER PLEASE SPECIFY	\$91,636	\$4,311	\$85,000	47	\$112,500	\$52,500	\$112,500	2	\$67,739	\$12,809	\$59,904	7
	TOTAL	\$95,025	\$1,251	\$85,000	1187	\$76,442	\$3,226	\$75,000	82	\$60,987	\$3,258	\$55,000	125

SIZE OF ORGANIZATION

Average compensation does not appear to rise uniformly as size of organization increases, with the exception of the very small organization which may be due to the “owner/partner’s” reported earnings in a small, private practice. 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 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
NUMBER OF EMPLOYEES IN ORGANIZATION	LESS THAN 5	\$103,504	\$4,368	\$85,000	187	\$66,555	\$10,379	\$63,500	8	\$74,788	\$12,376	\$67,500	26
	6-10	\$92,021	\$3,609	\$82,000	135	\$66,000	\$17,991	\$50,000	6	\$62,253	\$5,191	\$57,792	21
	11-20	\$91,310	\$4,631	\$80,000	134	\$79,167	\$20,793	\$77,500	6	\$51,237	\$5,360	\$52,500	12
	21-50	\$92,799	\$4,230	\$80,000	131	\$63,750	\$7,983	\$64,500	4	\$56,679	\$7,383	\$45,000	15
	51-100	\$94,368	\$4,904	\$89,500	65	\$69,829	\$14,369	\$57,200	3	\$50,000	.	\$50,000	1
	101-500	\$92,909	\$2,764	\$88,000	119	\$76,628	\$6,013	\$68,600	12	\$68,857	\$12,953	\$56,500	16
	50-999	\$99,946	\$4,252	\$93,000	63	\$72,178	\$7,369	\$73,035	6	\$75,333	\$9,838	\$66,000	3
	MORE THAN 1000	\$93,698	\$1,591	\$88,000	356	\$82,370	\$4,614	\$78,000	37	\$54,809	\$3,899	\$51,460	32
	TOTAL	\$94,969	\$1,248	\$85,000	1190	\$76,442	\$3,226	\$75,000	82	\$62,289	\$3,484	\$55,000	126

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

		ANNUAL WORK SCHEDULE											
		FULL TIME 12 MONTHS				FULL TIME 9 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
REGION	SOUTHEAST (AL FL GA NC SC TN)	\$92,010	\$4,077	\$80,000	216	\$113,500	\$36,653	\$99,500	4	\$64,489	\$7,577	\$64,750	16
	FAR WEST (AK CA HI NV OR WA)	\$103,988	\$3,703	\$95,579	154	\$73,122	\$6,461	\$73,000	10	\$63,717	\$11,785	\$51,150	16
	WEST (AZ CO ID MT NM UT WY)	\$94,218	\$3,327	\$85,000	94	\$65,503	\$4,310	\$64,000	15	\$39,833	\$7,368	\$46,500	6
	SOUTH CENTRAL (AR LA MS OK TX)	\$95,769	\$2,712	\$85,000	128	\$80,285	\$5,231	\$78,000	11	\$48,457	\$6,930	\$50,000	7
	NORTHEAST (CT MA ME NH NJ NY PA RI VT)	\$98,429	\$3,422	\$87,000	169	\$88,290	\$8,561	\$85,527	19	\$74,029	\$9,854	\$63,000	33
	MID ATLANTIC (DC DE MD VA WV)	\$92,389	\$3,270	\$88,000	92	\$70,440	\$4,381	\$70,000	5	\$56,039	\$7,764	\$50,000	15
	CENTRAL (IL IN KY MI OH WI)	\$89,411	\$2,405	\$79,944	220	\$70,070	\$4,028	\$66,992	14	\$59,812	\$4,593	\$57,448	24
	NORTH CENTRAL (IA KSMN MO ND NE SD)	\$95,774	\$3,517	\$88,000	117	\$51,660	\$6,551	\$53,500	4	\$55,547	\$6,899	\$49,920	9
	TOTAL	\$94,969	\$1,248	\$85,000	1190	\$76,442	\$3,226	\$75,000	82	\$62,289	\$3,484	\$55,000	126

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 MONTHS				PART TIME			
		TOTAL COMPENSATION				TOTAL COMPENSATION				TOTAL COMPENSATION			
		MEAN	SE OF MEAN	MEDIAN	VALID N	MEAN	SE OF MEAN	MEDIAN	VALID N	MEAN	SE OF MEAN	MEDIAN	VALID N
METHOD OF COMPENSATION	SALARY OR HOURLY WAGES ONLY	\$86,731	\$1,527	\$80,000	579	\$74,988	\$2,702	\$76,000	67	\$49,777	\$2,775	\$47,500	72
	SALARY OR HOURLY WAGES PLUS BONUS	\$102,991	\$2,687	\$93,213	272	\$102,000	\$23,014	\$93,000	4	\$87,254	\$12,575	\$73,413	24
	SALARY OR HOURLY WAGES PLUS COMMISSION	\$88,187	\$1,872	\$85,000	176	\$74,143	\$6,345	\$70,000	7	\$66,670	\$3,513	\$72,500	20
	SALARY OR HOURLY WAGES PLUS COMMISSION & BONUS	\$106,623	\$4,626	\$95,000	103	\$57,000	.	\$57,000	1	\$62,667	\$12,667	\$50,000	3
	BONUS PAYMENTS ONLY	.	.	.	0	.	.	.	0	.	.	.	0
	COMMISSION PAYMENTS ONLY	\$113,727	\$17,846	\$100,000	11	\$40,000	.	\$40,000	1	.	.	.	0
	BY THE PROJECT ONLY	.	.	.	0	.	.	.	0	\$136,667	\$50,525	\$135,000	3
	NOT DESCRIBED ABOVE	\$143,441	\$11,762	\$131,090	49	\$110,000	\$105,000	\$110,000	2	\$59,750	\$5,282	\$62,000	4
	TOTAL	\$94,969	\$1,248	\$85,000	1190	\$76,442	\$3,226	\$75,000	82	\$62,289	\$3,484	\$55,000	126

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 AND BONUS			
		TOTAL COMPENSATION				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	MEAN	SE OF MEAN	MEDIAN	VALID N
GENDER	MALE	\$102,470	\$6,159	\$88,500	110	\$130,543	\$7,560	\$110,000	67	\$91,050	\$4,331	\$89,500	30	\$128,203	\$16,461	\$100,000	17
	FEMALE	\$77,263	\$1,065	\$75,000	652	\$92,096	\$2,383	\$86,125	240	\$84,265	\$1,886	\$80,000	175	\$100,109	\$4,267	\$92,500	92
	TOTAL	\$80,902	\$1,311	\$76,000	762	\$100,486	\$2,643	\$91,000	307	\$85,258	\$1,734	\$80,000	205	\$104,491	\$4,491	\$95,000	109

PAY TYPE BY HIGHEST DEGREE EARNED

Table 18: Pay Type by Highest Degree Earned

		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 AND BONUS			
		TOTAL COMPENSATION				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	MEAN	SE OF MEAN	MEDIAN	VALID N
HIGHEST DEGREE EARNED	MASTERS	\$71,474	\$2,899	\$70,000	98	\$105,625	\$7,647	\$97,412	38	\$91,081	\$5,499	\$85,000	27	\$113,526	\$13,011	\$105,000	14
	AuD (4-YEAR)	\$69,036	\$1,118	\$69,049	288	\$80,987	\$2,519	\$77,997	113	\$81,495	\$2,146	\$77,422	114	\$85,479	\$3,338	\$80,089	53
	AuD (DISTANCE)	\$87,689	\$2,729	\$84,500	261	\$109,508	\$4,305	\$96,000	135	\$88,920	\$3,141	\$85,500	62	\$126,743	\$9,322	\$115,205	40
	EdD	\$64,000	.	\$64,000	1	\$90,000	.	\$90,000	1	.	.	.	0	.	.	.	0
	PHD	\$105,477	\$3,831	\$98,657	110	\$140,527	\$13,673	\$115,000	20	\$107,620	\$42,380	\$107,620	2	\$100,000	\$10,000	\$100,000	2
	OTHER	\$51,744	\$5,567	\$47,500	4	.	.	.	0	.	.	.	0	.	.	.	0
	TOTAL	\$80,902	\$1,311	\$76,000	762	\$100,486	\$2,643	\$91,000	307	\$85,258	\$1,734	\$80,000	205	\$104,491	\$4,491	\$95,000	109

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 AND BONUS			
		TOTAL COMPENSATION				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	MEAN	SE OF MEAN	MEDIAN	VALID N
YEARS IN AN AUDIOLOGY-RELATED FIELD	1-3	\$58,643	\$1,506	\$63,000	114	\$70,471	\$3,326	\$70,000	50	\$74,491	\$1,925	\$71,000	62	\$75,003	\$4,320	\$72,850	18
	4-9	\$74,401	\$1,455	\$72,000	162	\$84,674	\$2,875	\$80,500	54	\$89,170	\$4,157	\$82,500	47	\$91,664	\$5,220	\$85,000	29
	10-15	\$80,187	\$2,350	\$80,000	72	\$108,880	\$7,912	\$94,300	42	\$89,000	\$5,533	\$85,000	19	\$105,939	\$12,103	\$95,000	15
	16-20	\$88,122	\$3,039	\$85,000	82	\$108,573	\$12,596	\$96,000	27	\$89,779	\$6,321	\$90,000	17	\$114,977	\$15,596	\$110,000	9
	>20	\$90,089	\$2,571	\$84,981	332	\$113,301	\$4,096	\$104,000	133	\$90,854	\$3,473	\$85,000	60	\$125,192	\$9,376	\$112,500	38
	TOTAL	\$80,902	\$1,311	\$76,000	762	\$100,227	\$2,638	\$90,500	306	\$85,258	\$1,734	\$80,000	205	\$104,491	\$4,491	\$95,000	109

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 OF MEAN	MEDIAN	VALID N	MEAN	SE OF MEAN	MEDIAN	VALID N	MEAN	SE OF MEAN	MEDIAN	VALID N	MEAN	SE OF MEAN	MEDIAN	VALID N
PRIMARY JOB TITLE	STAFF AUDIOLOGIST	\$71,570	\$952	\$72,000	436	\$82,363	\$1,765	\$80,000	166	\$80,023	\$1,512	\$77,500	177	\$89,816	\$3,317	\$86,500	72
	MANAGER/SUPERVISOR	\$93,262	\$2,860	\$95,000	70	\$107,869	\$4,861	\$100,000	35	\$110,292	\$6,854	\$106,250	12	\$138,250	\$21,452	\$145,000	8
	DIRECTOR	\$114,342	\$6,200	\$100,000	41	\$128,270	\$8,662	\$120,000	33	\$115,600	\$17,744	\$115,000	5	\$107,500	\$5,951	\$107,500	4
	OWNER	\$104,836	\$13,172	\$80,000	49	\$137,873	\$11,706	\$120,000	40	\$140,000	.	\$140,000	1	\$136,531	\$23,743	\$111,500	10
	CEO/EXECUTIVE DIR.	\$131,167	\$22,797	\$147,500	6	\$149,667	\$26,523	\$139,000	3	\$130,000	.	\$130,000	1	\$218,100	\$108,100	\$218,100	2
	FACULTY	\$88,507	\$2,731	\$84,000	93	\$85,160	\$12,505	\$82,800	5	.	.	.	0	\$75,000	.	\$75,000	1
	RESEARCHER	\$76,681	\$5,275	\$73,000	21	\$85,833	\$11,965	\$89,000	6	.	.	.	0	.	.	.	0
	OTHER	\$75,240	\$6,119	\$73,000	46	\$117,445	\$16,448	\$96,000	18	\$126,917	\$7,950	\$130,261	9	\$125,853	\$10,228	\$121,500	12
	TOTAL	\$80,902	\$1,311	\$76,000	762	\$100,325	\$2,646	\$90,500	306	\$85,258	\$1,734	\$80,000	205	\$104,491	\$4,491	\$95,000	109

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 OF MEAN	MEDIAN	VALID N	MEAN	SE OF MEAN	MEDIAN	VALID N	MEAN	SE OF MEAN	MEDIAN	VALID N	MEAN	SE OF MEAN	MEDIAN	VALID N
PRIMARY WORK SETTING	UNIV./TEACHING HOSPITAL	\$83,799	\$2,759	\$74,606	122	\$92,109	\$5,864	\$94,500	30	\$71,885	\$6,885	\$65,000	3	\$75,000	.	\$75,000	1
	VA HOSPITAL	\$78,401	\$3,594	\$84,000	55	\$93,181	\$5,644	\$89,600	17	.	.	.	0	\$60,000	.	\$60,000	1
	HOSPITAL	\$81,408	\$2,069	\$78,500	134	\$101,139	\$7,481	\$94,213	38	\$91,000	\$6,149	\$90,000	7	\$161,000	\$1,000	\$161,000	2
	PRIV. PRACT. OWNER	\$105,149	\$13,756	\$80,000	46	\$136,789	\$10,789	\$120,000	43	\$145,000	\$15,000	\$145,000	2	\$152,100	\$24,566	\$117,500	12
	PRIV. PRACT. EMPLOYEE	\$64,067	\$5,086	\$67,000	36	\$82,437	\$6,971	\$77,000	23	\$74,768	\$2,502	\$72,000	48	\$73,542	\$6,272	\$69,500	14
	ENT PRACTICE	\$62,750	\$2,082	\$65,000	85	\$83,749	\$3,720	\$79,500	70	\$82,684	\$2,181	\$79,700	104	\$96,604	\$5,682	\$88,000	45
	OTHER MED PRACTICE	\$81,937	\$3,842	\$80,000	28	\$103,100	\$8,909	\$97,200	9	\$102,100	\$16,316	\$105,000	5	\$88,500	.	\$88,500	1
	CORPORATE GRP. PRACT.	\$95,000	\$20,000	\$95,000	2	\$88,500	\$11,500	\$88,500	2	\$95,250	\$8,942	\$84,000	12	\$103,333	\$7,265	\$105,000	3
	PRIVATE CLINIC FORPROFIT	\$80,604	\$9,768	\$76,000	13	\$94,939	\$9,182	\$82,000	13	\$87,921	\$4,761	\$85,000	7	\$97,901	\$13,312	\$95,000	7
	PRIV. PRACT. NONPROFIT	\$66,780	\$3,908	\$67,400	25	\$107,700	\$12,093	\$93,500	5	\$87,000	.	\$87,000	1	\$76,433	\$2,521	\$76,000	3
	UNIVERSITY	\$91,071	\$3,065	\$82,000	85	\$103,000	.	\$103,000	1	.	.	.	0	.	.	.	0
	PUBLIC/PRIVATE SCHOOL	\$72,270	\$2,650	\$70,000	61	\$69,588	\$5,880	\$69,175	4	.	.	.	0	.	.	.	0
	MANUFACTURER	\$95,926	\$10,586	\$82,000	19	\$113,595	\$10,335	\$96,000	29	\$126,023	\$7,085	\$134,988	11	\$127,443	\$8,147	\$121,000	15
	INDUSTRIAL AUDIOLOGIST	\$132,000	\$34,699	\$110,000	3	\$105,667	\$19,462	\$110,000	3	.	.	.	0	\$100,000	.	\$100,000	1
	FEDERAL GOVT.	\$102,500	\$7,969	\$95,000	12	\$114,505	\$7,211	\$109,546	7	.	.	.	0	.	.	.	0
	OTHER	\$81,596	\$4,956	\$74,500	34	\$93,463	\$8,363	\$84,280	12	\$84,500	\$8,578	\$89,000	4	\$101,440	\$10,900	\$106,180	4
	TOTAL	\$80,915	\$1,314	\$76,000	760	\$100,080	\$2,620	\$90,500	306	\$85,347	\$1,741	\$80,000	204	\$104,491	\$4,491	\$95,000	109

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 %26 BONUS			
		TOTAL COMPENSATION				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	MEAN	SE OF MEAN	MEDIAN	VALID N
SIZE OF ORGANIZATION (EMPLOYEES)	LESS THAN 5	\$78,326	\$4,502	\$72,500	81	\$112,145	\$7,748	\$90,000	47	\$77,188	\$3,912	\$74,500	34	\$99,662	\$13,607	\$87,000	21
	6-10	\$74,867	\$3,116	\$74,000	67	\$104,137	\$8,784	\$93,750	38	\$77,661	\$3,680	\$75,000	41	\$111,729	\$17,851	\$96,500	14
	11-20	\$83,437	\$8,055	\$73,000	69	\$86,978	\$5,119	\$79,000	33	\$83,373	\$4,913	\$78,700	32	\$94,312	\$7,524	\$85,250	16
	21-50	\$78,851	\$5,806	\$72,000	66	\$92,630	\$10,129	\$75,000	37	\$83,776	\$2,777	\$80,000	35	\$104,516	\$10,872	\$90,000	19
	51-100	\$70,107	\$4,586	\$66,500	26	\$107,022	\$9,548	\$94,879	24	\$85,179	\$5,509	\$82,750	14	\$103,291	\$20,090	\$88,500	8
	101-500	\$78,290	\$2,822	\$75,486	87	\$97,788	\$9,634	\$92,750	26	\$92,958	\$5,076	\$94,000	21	\$105,087	\$6,727	\$100,000	15
	501-999	\$85,213	\$4,892	\$82,481	42	\$88,089	\$5,856	\$94,213	16	\$114,376	\$11,148	\$99,400	9	\$118,256	\$10,714	\$115,205	8
	MORE THAN 1000	\$83,680	\$1,539	\$79,030	324	\$102,364	\$3,972	\$95,000	86	\$99,751	\$5,511	\$95,000	19	\$111,115	\$8,843	\$113,680	8

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 %26 BONUS		BONUS PAYMENTS ONLY		COMMISSION PAYMENTS ONLY		BY THE PROJECT ONLY		NOT DESCRIBED ABOVE	
PRIMARY JOB SETTING	UNIVERSITY/TEACHING HOSPITAL	77%	122	19%	30	2%	3	1%	1	0%	0	0%	0	1%	1	1%	2
	VA HOSPITAL	75%	55	23%	17	0%	0	1%	1	0%	0	0%	0	0%	0	0%	0
	HOSPITAL	73%	134	21%	38	4%	7	1%	2	0%	0	0%	0	0%	0	1%	2
	PRIV. PRCT. OWNER/PARTNER	31%	46	29%	43	1%	2	8%	12	0%	0	1%	1	1%	2	28%	41
	PRIVATE PRACTICE EMPLOYEE	28%	36	18%	23	37%	48	11%	14	0%	0	5%	7	0%	0	1%	1
	ENT PRACTICE	28%	85	23%	70	34%	104	15%	45	0%	0	1%	3	0%	0	1%	2
	OTHER MED PRACTICE	65%	28	21%	9	12%	5	2%	1	0%	0	0%	0	0%	0	0%	0
	CORPORATE AUDIOLOGY GRP.	11%	2	11%	2	63%	12	16%	3	0%	0	0%	0	0%	0	0%	0
	PRIVATE CLINIC FORPROFIT	28%	13	28%	13	15%	7	15%	7	0%	0	2%	1	0%	0	11%	5
	PRIVATE PRACTICE NONPROFIT	74%	25	15%	5	3%	1	9%	3	0%	0	0%	0	0%	0	0%	0
	UNIVERSITY	98%	85	1%	1	0%	0	0%	0	0%	0	0%	0	0%	0	1%	1
	PUBLIC/PRIVATE SCHOOL	94%	61	6%	4	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	MANUFACTURER	26%	19	39%	29	15%	11	20%	15	0%	0	0%	0	0%	0	0%	0
	INDUSTRIAL AUDIOLOGIST	43%	3	43%	3	0%	0	14%	1	0%	0	0%	0	0%	0	0%	0
	FEDERAL GOVT	63%	12	37%	7	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	OTHER PLEASE SPECIFY	55%	34	19%	12	6%	4	6%	4	0%	0	0%	0	3%	2	10%	6

SECTION 5: THE BENEFITS AUDIOLOGISTS RECEIVE FROM EMPLOYERS

Across all full-time, 12-month respondents, 81% report that they receive some form of health insurance, while 79% 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 Benefit

		ANNUAL WORK SCHEDULE		
		FULL TIME 12 MONTHS	FULL TIME 9 MONTHS	PART TIME
BENEFITS	HEALTH INSURANCE	81%	79%	36%
	DENTAL INSURANCE	64%	71%	30%
	VISION BENEFITS	52%	61%	23%
	FLEX MEDICAL / DEPENDENT CARE PLAN	41%	43%	23%
	DISABILITY INSURANCE	52%	50%	25%
	LIFE INSURANCE	61%	61%	24%
	RETIREMENT	74%	76%	47%
	CLUB MEMBERSHIPS	14%	9%	11%
	AUTOMOBILE	5%	1%	3%
	AUTOMOBILE MILEAGE REIMBURSEMENT	21%	23%	15%
	PROFIT SHARING	17%	4%	12%
	TUITION REIMBURSEMENT	18%	17%	13%
	PROFESSIONAL DEVELOPMENT	69%	59%	54%
	NONE OF THE ABOVE	4%	5%	26%

EDUCATIONAL BENEFITS

Table 25: Educational Benefits

		ANNUAL WORK SCHEDULE		
		FULL TIME 12 MONTHS	FULL TIME 9 MONTHS	PART TIME
EDUCATIONAL BENEFITS	PAID TIME OFF	81%	52%	56%
	REGISTRATION FEES PAID	72%	56%	56%
	ASSOCIATION MEMBERSHIP/CERTIFICATION FEES PAID	70%	40%	47%
	AIRFARE/MILEAGE REIMBURSEMENT	61%	46%	38%
	MEAL/LODGING REIMBURSEMENT	59%	44%	40%
	NONE OF THE ABOVE	6%	16%	25%

LEAVE BENEFITS**Table 26: Leave Benefits**

	ANNUAL WORK SCHEDULE			
	FULL TIME 12 MONTHS	FULL TIME 9 MONTHS	PART TIME	TOTAL
VACATION (DAYS)	17	13	9	16
PERSONAL (DAYS)	5	2	3	4
HOLIDAYS (DAYS)	7	8	4	7
FLOATING HOLIDAYS (DAYS)	1	1	0	1
BEREAVEMENT LEAVE (DAYS)	1	2	0	1
SICK LEAVE (DAYS)	5	8	3	5