

American Academy of Audiology

2019 Compensation and Benefits Report



Presented to the

American Academy of Audiology

December 13, 2019



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BACKGROUND

The American Academy of Audiology (the Academy) sponsors a study of compensation and benefits for the audiology profession. The Academy hopes that this information will be valuable to members who may be seeking new employment in the field, or may be renegotiating current contracts.

The sample frame for the study is the Academy's membership, the single largest organized group of strictly audiology professionals in the world.

The Academy commissioned Sector Intelligence, beginning in 2001, to conduct the compensation and benefits survey. The following report describes the methods and findings of the 2019 (2018 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 August 27, 2019, the Academy e-mailed its list of Academy members. The emails contained a link to an online questionnaire. Over the period of data collection, through October 24, 2019, the Academy sent three follow-up e-mails encouraging members to participate.

Eight hundred twenty-five members partially completed the questionnaire and 501 fully completed it. All cases were used for analysis; when crosstabulations were created, cases that did not provide responses for both variables in the cross tabulation were eliminated from the table.

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” where

channeled out of the questionnaire and thanked for their time and effort. Respondents were then asked four 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 August 27, 2019 to October 24, 2019. 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 2018 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 used for analysis is broken down by job title, education level, and work setting.

TABLE 1: SAMPLE BY JOB TITLE

		N	%
JOB TITLE	STAFF AUDIOLOGIST	341	59%
	MANAGER/SUPERVISOR	55	10%
	OWNER	47	8%
	DIRECTOR	40	7%
	FACULTY	37	6%
	RESEARCHER	8	1%
	CEO/EXECUTIVE DIRECTOR	3	1%
	OTHER	43	7%
	TOTAL	574	100%

TABLE 2: SAMPLE BY HIGHEST DEGREE EARNED

		N	%
HIGHEST DEGREE EARNED	MASTER'S	59	10%
	AUD (4-YEAR)	264	46%
	AUD (DIST. LRN.)	183	32%
	PHD	64	11%
	TOTAL	570	100%

TABLE 3: SAMPLE BY PRIMARY WORK SETTING AND WORK STATUS

		ANNUAL WORK STATUS		
		PART TIME	FULL TIME (9 MONTHS)	FULL TIME (12 MONTHS)
WORK SETTING	UNIVERSITY/TEACHING HOSPITAL	11%	6%	16%
	VA HOSPITAL	4%	3%	4%
	HOSPITAL	13%	0%	11%
	PRIVATE PRACTICE - OWNER/PARTNER	7%	6%	8%
	PRIVATE PRACTICE - EMPLOYEE	15%	3%	8%
	ENT PRACTICE	20%	6%	19%
	OTHER MED PRACTICE	2%	0%	3%
	CORPORATE AUDIOLOGY GROUP PRACTICE	2%	0%	3%
	PRIVATE CLINIC (FOR-PROFIT)	0%	6%	3%
	PRIVATE PRACTICE (NON-PROFIT)	2%	3%	1%
	UNIVERSITY	0%	17%	7%
	PUBLIC/PRIVATE SCHOOL	11%	42%	1%
	MANUFACTURER	4%	3%	6%
	INDUSTRY (INDUSTRIAL AUDIOLOGIST)	0%	0%	1%
	FEDERAL GOVT.	0%	0%	2%
	PEDIATRIC HOSPITAL	2%	3%	4%
	OTHER (PLEASE SPECIFY)	7%	6%	4%

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 4% of the total sample. The total N reported in the tables is approximately 475. 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	PART TIME	\$89,010	\$20,574	\$60,600	34
	FULL TIME (9 MONTHS)	\$85,636	\$6,074	\$85,500	26
	FULL TIME (12 MONTHS)	\$99,320	\$2,710	\$85,000	369
	TOTAL	\$97,673	\$2,862	\$84,000	429

TABLE 5: COMPENSATION BY INCOME PERCENTILE

PERCENTILES	10	\$59,600.00
	20	\$67,010.00
	30	\$73,995.20
	40	\$78,454.40
	50	\$83,000.00
	60	\$90,000.00
	70	\$100,000.00
	80	\$116,000.00
	90	\$146,000.00

TABLE 6: COMPENSATION BY GENDER

		ANNUAL WORK SCHEDULE											
		PART TIME				FULL TIME (9 MONTHS)				FULL TIME (12 MONTHS)			
		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	\$97,000	\$27,000	\$97,000	2	\$101,317	\$15,477	\$108,000	6	\$121,110	\$8,461	\$96,100	67
	FEMALE	\$90,868	\$22,429	\$60,000	31	\$81,612	\$6,557	\$85,000	19	\$94,297	\$2,663	\$83,000	299
	TOTAL	\$91,240	\$21,083	\$61,200	33	\$86,341	\$6,279	\$86,000	25	\$99,205	\$2,719	\$85,000	366

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 MEAN	MEDIAN	VALID N	MEAN	SE MEAN	MEDIAN	VALID N	MEAN	SE MEAN	MEDIAN	VALID N	
HIGHEST DEGREE EARNED	MASTER'S	MALE	\$83,143	\$9,483	\$84,000	7	\$120,000	.	\$120,000	1	.	.	.	0
		FEMALE	\$120,178	\$43,833	\$80,000	13	\$67,458	\$8,907	\$61,375	3	\$258,601	\$113,880	\$77,000	5
	AUD (4-YEAR)	MALE	\$88,648	\$5,818	\$87,200	18	\$48,900	.	\$48,900	1	.	.	.	0
		FEMALE	\$85,599	\$1,831	\$80,000	178	\$90,544	\$8,471	\$81,000	7	\$42,833	\$12,125	\$36,000	9
	AUD (DIST. LRN.)	MALE	\$122,815	\$15,607	\$107,500	24	\$109,750	\$17,806	\$108,000	4	\$70,000	.	\$70,000	1
		FEMALE	\$102,904	\$4,751	\$96,117	83	\$86,742	\$12,178	\$92,226	6	\$67,900	\$10,505	\$60,600	16
	PHD	MALE	\$166,063	\$18,302	\$161,000	18	.	.	.	0	\$124,000	.	\$124,000	1
		FEMALE	\$115,825	\$7,741	\$112,250	24	\$64,667	\$27,643	\$80,000	3	\$52,000	.	\$52,000	1

Compensation does appear to increase nearly 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 Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Years of Experience in Audiology-Related Field	1-3	Male	\$78,792	\$7,496	\$80,000	9	\$48,900	.	\$48,900	1	.	.	.	0
		Female	\$76,216	\$2,133	\$73,400	68	\$86,500	\$21,500	\$86,500	2	\$2,250	\$2,250	\$2,250	2
	4-9	Male	\$96,908	\$14,895	\$88,000	4	.	.	.	0	.	.	.	0
		Female	\$85,881	\$2,784	\$80,000	81	\$84,000	\$6,245	\$81,000	3	\$60,167	\$12,854	\$54,500	6
	10-15	Male	\$127,629	\$26,840	\$87,200	7	.	.	.	0	.	.	.	0
		Female	\$104,774	\$4,928	\$96,362	40	\$96,270	\$16,868	\$80,000	3	\$20,000	.	\$20,000	1
	16-20	Male	\$139,250	\$43,327	\$116,000	4	\$68,000	.	\$68,000	1	.	.	.	0
		Female	\$96,044	\$7,036	\$86,188	28	\$58,968	\$28,968	\$58,968	2	\$131,500	\$67,500	\$131,500	2
	>20	Male	\$129,470	\$11,383	\$110,000	43	\$122,750	\$11,146	\$115,000	4	\$97,000	\$27,000	\$97,000	2
		Female	\$111,895	\$8,025	\$100,500	82	\$79,877	\$10,799	\$86,000	9	\$108,420	\$33,163	\$62,600	20

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 MEAN	MEDIAN	VALID N	MEAN	SE MEAN	MEDIAN	VALID N	MEAN	SE MEAN	MEDIAN	VALID N
HIGHEST DEGREE EARNED	MASTERS	\$105,682	\$27,200	\$80,000	21	\$80,594	\$14,567	\$73,188	4	\$258,601	\$113,880	\$77,000	5
	AUD (4-YEAR)	\$85,879	\$1,743	\$80,000	196	\$83,412	\$8,164	\$78,810	9	\$42,833	\$12,125	\$36,000	9
	AUD (DIST. LRN.)	\$107,370	\$5,104	\$98,000	107	\$95,945	\$10,287	\$100,758	10	\$68,024	\$9,868	\$61,200	17
	PHD	\$137,355	\$9,685	\$128,247	42	\$64,667	\$27,643	\$80,000	3	\$88,000	\$36,000	\$88,000	2

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 Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Years of Experience in Audiology-Related Field	1-3	Highest Degree Earned	Masters	.	.	.	0	.	.	.	0	.	.	.	0
			AuD (4-year)	\$76,656	\$2,082	\$74,300	76	\$72,475	\$12,562	\$66,500	4	\$2,250	\$2,250	\$2,250	2
			AuD (Dist. Lrn.)	.	.	.	0	.	.	.	0	.	.	.	0
			PhD	\$66,000	.	\$66,000	1	.	.	.	0	.	.	.	0
	4-9	Highest Degree Earned	Masters	.	.	.	0	.	.	.	0	.	.	.	0
			AuD (4-year)	\$86,488	\$2,837	\$81,000	79	\$84,000	\$6,245	\$81,000	3	\$60,167	\$12,854	\$54,500	6
			AuD (Dist. Lrn.)	.	.	.	0	.	.	.	0	.	.	.	0
			PhD	\$87,327	\$13,470	\$71,633	5	.	.	.	0	.	.	.	0
	10-15	Highest Degree Earned	Masters	.	.	.	0	.	.	.	0	.	.	.	0
			AuD (4-year)	\$99,314	\$4,609	\$88,000	31	\$104,405	\$25,595	\$104,405	2	\$20,000	.	\$20,000	1
			AuD (Dist. Lrn.)	\$98,663	\$6,623	\$96,262	7	.	.	.	0	.	.	.	0
			PhD	\$146,110	\$21,615	\$126,494	9	\$80,000	.	\$80,000	1	.	.	.	0
	16-20	Highest Degree Earned	Masters	\$77,500	\$12,500	\$77,500	2	.	.	.	0	.	.	.	0
			AuD (4-year)	\$118,936	\$11,675	\$138,000	5	.	.	.	0	.	.	.	0
			AuD (Dist. Lrn.)	\$101,781	\$11,330	\$83,930	22	\$61,979	\$16,994	\$68,000	3	\$131,500	\$67,500	\$131,500	2
			PhD	\$85,792	\$10,972	\$85,375	3	.	.	.	0	.	.	.	0
	>20	Highest Degree Earned	Masters	\$108,648	\$30,042	\$80,000	19	\$80,594	\$14,567	\$73,188	4	\$258,601	\$113,880	\$77,000	5
			AuD (4-year)	\$100,106	\$6,175	\$96,100	5	.	.	.	0	.	.	.	0
			AuD (Dist. Lrn.)	\$109,728	\$6,224	\$100,000	78	\$110,502	\$8,233	\$106,000	7	\$59,560	\$6,265	\$60,000	15
			PhD	\$153,913	\$12,817	\$144,500	24	\$57,000	\$46,000	\$57,000	2	\$88,000	\$36,000	\$88,000	2

TABLE 11: COMPENSATION BY JOB TITLE

As one might expect, respondents who categorize themselves as “owners,” “directors,” or “CEOs” 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, statistics revealed that women and those with master’s degrees appear to be disproportionately represented in the staff audiologist category.

		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
Primary Job Title	Staff Audiologist	\$88,044	\$2,987	\$80,000	235	\$78,824	\$7,083	\$73,405	14	\$96,467	\$28,004	\$61,600	24
	Manager/Supervisor	\$110,015	\$6,032	\$102,500	38	\$96,000	.	\$96,000	1	.	.	.	0
	Director	\$137,015	\$10,038	\$135,000	23	\$107,000	\$13,000	\$106,000	3	\$53,200	.	\$53,200	1
	Owner	\$124,780	\$12,707	\$105,000	32	\$78,000	\$3,000	\$78,000	2	\$141,667	\$28,950	\$120,000	3
	CEO/Executive Director	\$140,000	.	\$140,000	1	\$155,000	.	\$155,000	1	.	.	.	0
	Faculty	\$105,300	\$9,813	\$96,000	23	\$70,000	\$20,261	\$83,000	4	\$59,000	.	\$59,000	1
	Researcher	\$92,220	\$10,358	\$89,500	6	.	.	.	0	.	.	.	0
	Other (Please specify)	\$138,045	\$27,872	\$126,494	11	\$115,000	.	\$115,000	1	\$34,786	\$22,895	\$15,432	5

TABLE 12: COMPENSATION BY 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 \$27,000 annually.

		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
Years of Experience in Audiology-Related Field	1-3	\$76,517	\$2,060	\$74,000	77	\$72,475	\$12,562	\$66,500	4	\$2,250	\$2,250	\$2,250	2
	4-9	\$86,400	\$2,734	\$80,000	85	\$84,000	\$6,245	\$81,000	3	\$60,167	\$12,854	\$54,500	6
	10-15	\$108,178	\$5,741	\$96,262	47	\$96,270	\$16,868	\$80,000	3	\$20,000	.	\$20,000	1
	16-20	\$101,445	\$8,186	\$87,160	32	\$61,979	\$16,994	\$68,000	3	\$131,500	\$67,500	\$131,500	2
	>20	\$117,600	\$6,534	\$101,694	126	\$93,068	\$9,798	\$103,000	13	\$107,382	\$30,137	\$64,500	22

TABLE 13: COMPENSATION BY 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 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.

		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
Primary Work Setting	University/Teaching Hospital	\$92,239	\$5,679	\$82,000	55	\$130,000	.	\$130,000	1	\$232,701	\$124,739	\$59,000	5
	VA Hospital	\$86,043	\$3,887	\$85,500	14	\$110,000	.	\$110,000	1	.	.	.	0
	Hospital	\$94,578	\$4,599	\$82,576	47	.	.	.	0	\$41,667	\$20,883	\$60,000	3
	Private Practice - Owner/Partner	\$138,452	\$15,045	\$110,000	29	\$75,000	.	\$75,000	1	\$113,000	\$51,791	\$120,000	3
	Private Practice - Employee	\$79,928	\$3,496	\$74,000	31	\$108,000	.	\$108,000	1	\$63,033	\$5,426	\$61,600	6
	ENT Practice	\$94,038	\$7,998	\$80,000	71	\$65,000	.	\$65,000	1	\$55,200	\$10,328	\$51,600	6
	Other Med Practice	\$84,186	\$9,852	\$83,500	13	.	.	.	0	.	.	.	0
	Corporate Audiology Group Practice	\$104,696	\$8,482	\$100,500	12	.	.	.	0	.	.	.	0
	Private Clinic (for-profit)	\$104,658	\$11,823	\$102,000	13	\$118,000	\$37,000	\$118,000	2	.	.	.	0
	Private Practice (non-profit)	\$97,250	\$19,512	\$84,500	4	\$68,000	.	\$68,000	1	\$36,000	.	\$36,000	1
	University	\$97,341	\$5,207	\$95,000	23	\$77,200	\$17,267	\$86,000	5	.	.	.	0
	Public/Private School	\$69,337	\$7,347	\$73,715	3	\$82,336	\$8,740	\$78,810	9	\$61,500	\$9,332	\$65,500	4
	Manufacturer	\$151,218	\$18,678	\$138,000	16	\$96,000	.	\$96,000	1	\$77,000	\$47,000	\$77,000	2
	Industry (Industrial Audiologist)	\$186,750	\$63,250	\$186,750	2	.	.	.	0	.	.	.	0
	Federal Govt.	\$130,200	\$19,420	\$125,000	5	.	.	.	0	.	.	.	0
	Pediatric Hospital	\$98,455	\$7,642	\$87,543	16	\$30,000	.	\$30,000	1	.	.	.	0
	Other (please specify)	\$71,160	\$7,338	\$78,000	13	\$90,758	\$5,757	\$90,758	2	\$79,333	\$13,383	\$68,000	3

TABLE 14: COMPENSATION BY 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.

		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
Size of Organization (# of Employees)	Less than 5	\$99,397	\$9,622	\$80,000	49	\$101,879	\$18,278	\$88,758	4	\$70,867	\$15,114	\$65,600	6
	6-10	\$105,976	\$8,068	\$88,000	35	\$68,000	.	\$68,000	1	\$97,300	\$34,750	\$69,100	4
	11-20	\$99,095	\$7,320	\$82,500	37	\$108,000	.	\$108,000	1	\$53,200	\$12,909	\$38,000	5
	21-50	\$88,373	\$5,659	\$79,000	29	\$65,000	.	\$65,000	1	\$42,000	\$8,000	\$42,000	2
	51-100	\$93,928	\$5,735	\$81,462	20	\$85,000	.	\$85,000	1	.	.	.	0
	101-500	\$123,491	\$18,868	\$90,000	31	\$87,270	\$14,212	\$78,810	3	\$69,600	\$16,021	\$64,000	5
	501-999	\$91,743	\$9,432	\$78,000	23	\$63,069	\$8,059	\$58,688	4	\$64,000	.	\$64,000	1
	more than 1000	\$96,211	\$2,984	\$87,000	143	\$88,994	\$11,086	\$103,000	11	\$143,450	\$66,195	\$62,500	10

TABLE 15: COMPENSATION BY GEOGRAPHICAL REGION

Though no statistically significant association between geographical region and incomes could be determined through significance testing, respondents in the current survey from different regions do report some differences in total income. Within the current survey sample, respondents from the South Central, West, and Far West regions report higher than the others.

		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
Region	Southeast (AL, FL, GA, NC, SC, TN)	\$91,083	\$4,999	\$80,000	61	\$111,500	\$19,657	\$113,000	4	\$52,743	\$8,866	\$52,000	7
	Far West (AK, CA, HI, NV, OR, WA)	\$114,943	\$9,501	\$100,000	41	\$117,500	\$2,500	\$117,500	2	\$63,167	\$33,355	\$65,000	3
	West (AZ, CO, ID, MT, NM, UT, WY)	\$105,011	\$6,668	\$96,190	28	\$76,975	\$11,127	\$78,000	4	\$64,000	.	\$64,000	1
	South Central (AR, LA, MS, OK, TX)	\$101,925	\$6,788	\$96,000	39	\$108,000	.	\$108,000	1	\$48,000	\$14,000	\$48,000	2
	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	\$95,116	\$6,926	\$88,595	46	\$78,000	\$22,996	\$95,500	4	\$64,400	\$16,795	\$59,000	5
	Mid Atlantic (DC, DE, MD, VA, WV)	\$102,908	\$9,116	\$80,962	30	\$82,249	\$2,865	\$80,000	3	\$81,750	\$39,341	\$49,000	4
	Central (IL, IN, KY, MI, OH, WI)	\$96,043	\$7,764	\$81,000	82	\$77,103	\$13,296	\$86,000	5	\$149,382	\$58,497	\$76,000	11
	North Central (IA, KS, MN, MO, ND, NE, SD)	\$96,544	\$6,062	\$83,000	40	\$58,688	\$2,688	\$58,688	2	.	.	.	0

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

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 Mean	Median	Valid N	Mean	SE Mean	Median	Valid N	Mean	SE Mean	Median	Valid N
Compensation Method	Salary or Hourly Wages Only	\$92,671	\$3,687	\$82,000	189	\$82,327	\$6,841	\$85,500	20	\$77,802	\$29,272	\$59,000	17
	Salary or Hourly Wages Plus Bonus	\$110,451	\$5,687	\$89,400	87	\$80,500	\$15,500	\$80,500	2	\$138,786	\$66,996	\$64,000	7
	Salary or Hourly Wages Plus Commission	\$87,128	\$3,293	\$79,500	54	.	.	.	0	\$42,000	\$8,000	\$42,000	2
	Salary or Hourly Wages Plus Commission/Bonus	\$122,917	\$11,917	\$110,351	25	\$88,000	\$10,149	\$81,000	3	\$87,750	\$38,670	\$66,000	4
	Bonus Payments Only	.	.	.	0	.	.	.	0	.	.	.	0
	Commission Payments Only	\$145,000	\$19,655	\$143,000	3	.	.	.	0	.	.	.	0
	"By the Project Only"	.	.	.	0	.	.	.	0	\$122,000	\$2,000	\$122,000	2
	Not Described Above	\$119,280	\$30,447	\$150,000	11	\$155,000	.	\$155,000	1	\$26,600	\$26,600	\$26,600	2

TABLE 17: PAY TYPE BY GENDER

		Compensation Method															
		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	\$105,233	\$7,295	\$99,000	37	\$142,723	\$17,107	\$120,000	19	\$80,316	\$11,059	\$80,000	6	\$149,000	\$66,486	\$89,000	4
	Female	\$86,989	\$4,245	\$79,000	193	\$102,662	\$7,273	\$86,000	77	\$86,604	\$3,706	\$79,500	48	\$110,425	\$8,313	\$109,500	28

TABLE 18: PAY TYPE BY HIGHEST DEGREE EARNED

		COMPENSATION METHOD															
		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
HIGHEST DEGREE EARNED	MASTERS	\$126,465	\$39,577	\$71,000	18	\$160,472	\$55,094	\$108,500	8	\$76,000	\$4,103	\$77,500	4	\$82,500	\$7,500	\$82,500	2
	AUD (4-YEAR)	\$78,412	\$1,940	\$78,312	108	\$85,600	\$3,138	\$82,414	44	\$82,095	\$4,085	\$76,000	39	\$103,003	\$8,964	\$97,126	22
	AUD (DIST. LRN.)	\$84,002	\$3,818	\$86,000	73	\$122,291	\$10,325	\$101,500	34	\$100,683	\$6,995	\$100,000	12	\$161,479	\$35,431	\$150,000	7
	EDD	.	.	.	0	.	.	.	0	.	.	.	0	.	.	.	0
	PHD	\$122,540	\$9,038	\$123,500	31	\$140,867	\$26,809	\$110,649	10	.	.	.	0	\$126,494	.	\$126,494	1
	OTHER	\$74,800	.	\$74,800	1	.	.	.	0	.	.	.	0	.	.	.	0

TABLE 19: PAY TYPE BY YEARS OF EXPERIENCE

		COMPENSATION METHOD															
		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
YEARS OF EXPERIENCE IN AUDIOLOGY-RELATED FIELD	1-3	\$69,970	\$3,053	\$70,000	41	\$74,002	\$2,784	\$71,600	15	\$75,394	\$5,018	\$74,739	20	\$94,319	\$10,263	\$91,750	8
	4-9	\$78,027	\$2,205	\$77,000	49	\$81,657	\$3,911	\$82,000	19	\$85,057	\$7,302	\$84,000	14	\$107,052	\$14,003	\$85,532	10
	10-15	\$99,074	\$6,159	\$85,000	31	\$118,377	\$13,773	\$100,000	13	\$91,667	\$12,785	\$82,000	3	\$113,499	\$25,310	\$126,494	5
	16-20	\$79,751	\$4,190	\$77,000	21	\$133,838	\$22,013	\$119,000	10	\$98,258	\$15,155	\$95,017	4	\$144,500	\$54,500	\$144,500	2
	>20	\$104,634	\$8,989	\$95,000	89	\$130,204	\$14,153	\$102,000	39	\$96,229	\$6,439	\$98,000	14	\$143,764	\$36,709	\$110,351	7

TABLE 20: PAY TYPE BY PRIMARY JOB TITLE

		COMPENSATION METHOD															
		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	\$82,770	\$5,199	\$76,500	144	\$96,484	\$8,414	\$84,195	60	\$82,306	\$3,445	\$76,000	48	\$101,935	\$13,414	\$87,126	22
	MANAGER/SUPERVISOR	\$100,796	\$8,004	\$96,262	23	\$129,602	\$10,188	\$127,000	10	\$110,372	\$11,266	\$120,000	6	.	.	.	0
	DIRECTOR	\$121,138	\$8,911	\$107,000	17	\$156,667	\$28,858	\$145,000	6	.	.	.	0	\$157,667	\$6,227	\$153,000	3
	OWNER	\$104,509	\$16,887	\$90,000	11	\$129,642	\$22,768	\$118,000	10	\$88,000	\$12,000	\$88,000	2	\$131,462	\$31,421	\$125,925	4
	CEO/EXECUTIVE DIRECTOR	.	.	.	0	.	.	.	0	.	.	.	0	\$140,000	.	\$140,000	1
	FACULTY	\$104,005	\$9,481	\$98,844	24	\$86,255	\$5,390	\$85,375	3	.	.	.	0	.	.	.	0
	RESEARCHER	\$74,364	\$15,578	\$71,633	5	\$105,750	\$11,750	\$105,750	2	.	.	.	0	.	.	.	0
	OTHER (PLEASE SPECIFY)	\$56,492	\$16,153	\$42,500	8	\$169,159	\$42,453	\$146,500	6	.	.	.	0	\$153,247	\$26,753	\$153,247	2

TABLE 21: PAY TYPE BY PRIMARY WORK SETTING

		COMPENSATION METHOD																
		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	UNIVERSITY/TEACHING HOSPITAL	\$100,560	\$10,756	\$82,000	51	\$136,899	\$50,430	\$86,000	9	.	.	.	0	.	.	.	0	
	VA HOSPITAL	\$80,365	\$9,417	\$85,000	9	\$88,046	\$2,872	\$86,000	7	.	.	.	0	.	.	.	0	
	HOSPITAL	\$84,960	\$4,534	\$81,000	33	\$107,542	\$8,574	\$107,500	12	\$98,667	\$25,725	\$76,000	3	.	.	.	0	
	PRIVATE PRACTICE - OWNER/PARTNER	\$92,178	\$10,303	\$90,000	9	\$152,269	\$27,892	\$137,423	9	\$88,000	\$12,000	\$88,000	2	\$156,400	\$56,580	\$140,000	5	
	PRIVATE PRACTICE - EMPLOYEE	\$82,091	\$4,591	\$85,000	11	\$72,700	\$6,318	\$75,300	8	\$76,292	\$7,092	\$69,250	12	\$75,310	\$7,690	\$69,303	6	
	ENT PRACTICE	\$91,574	\$22,499	\$77,000	25	\$90,171	\$5,846	\$82,500	18	\$85,604	\$4,135	\$80,000	27	\$100,295	\$12,114	\$86,405	8	
	OTHER MED PRACTICE	\$74,128	\$11,128	\$81,750	8	\$83,467	\$3,733	\$87,200	3	\$76,000	.	\$76,000	1	\$122,500	\$47,500	\$122,500	2	
	CORPORATE AUDIOLOGY GROUP PRACTICE	.	.	.	0	\$92,000	.	\$92,000	1	\$87,833	\$11,025	\$79,500	6	\$123,588	\$9,520	\$117,676	4	
	WORK	PRIVATE CLINIC (FOR-PROFIT)	\$96,500	\$26,500	\$96,500	2	\$102,375	\$11,239	\$98,000	4	\$115,600	\$13,600	\$115,600	2	\$113,212	\$20,214	\$100,500	4
	SETTING	PRIVATE PRACTICE (NON-PROFIT)	\$68,000	\$9,460	\$68,000	5	.	.	.	0	.	.	.	0	\$153,000	.	\$153,000	1
	UNIVERSITY	\$91,610	\$5,993	\$95,000	27	\$90,688	\$5,312	\$90,688	2	.	.	.	0	.	.	.	0	
	PUBLIC/PRIVATE SCHOOL	\$74,491	\$5,641	\$73,715	17	\$72,126	\$7,170	\$72,126	2	.	.	.	0	.	.	.	0	
	MANUFACTURER	\$30,000	.	\$30,000	1	\$147,929	\$21,612	\$131,000	14	\$138,000	.	\$138,000	1	\$153,247	\$26,753	\$153,247	2	
	INDUSTRY (INDUSTRIAL AUDIOLOGIST)	\$186,750	\$63,250	\$186,750	2	.	.	.	0	.	.	.	0	.	.	.	0	
	FEDERAL GOVT.	\$112,750	\$11,003	\$117,500	4	\$200,000	.	\$200,000	1	.	.	.	0	.	.	.	0	
	PEDIATRIC HOSPITAL	\$93,292	\$8,973	\$87,543	14	\$99,731	\$24,729	\$78,568	3	.	.	.	0	.	.	.	0	
	OTHER (PLEASE SPECIFY)	\$80,515	\$3,627	\$80,000	13	\$85,000	\$12,124	\$85,000	3	\$42,898	.	\$42,898	1	.	.	.	0	

TABLE 22: PAY TYPE BY SIZE OF ORGANIZATION

		COMPENSATION METHOD															
		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
SIZE OF ORGANIZATION (# OF EMPLOYEES)	LESS THAN 5	\$84,622	\$10,584	\$80,000	19	\$117,429	\$17,878	\$98,000	14	\$71,500	\$6,972	\$70,500	8	\$102,114	\$26,837	\$75,000	11
	6-10	\$92,082	\$10,369	\$84,000	14	\$111,500	\$16,622	\$92,000	11	\$96,500	\$10,932	\$84,000	7	\$148,000	\$23,370	\$152,500	4
	11-20	\$69,565	\$5,654	\$74,000	19	\$92,225	\$8,306	\$82,000	9	\$90,968	\$10,891	\$96,000	7	\$100,333	\$11,029	\$109,000	6
	21-50	\$87,553	\$10,859	\$79,000	16	\$84,908	\$5,244	\$83,000	7	\$70,689	\$8,653	\$70,000	9	\$78,405	\$6,405	\$78,405	2
	51-100	\$79,400	\$5,636	\$81,000	5	\$78,462	\$3,461	\$78,462	2	\$89,876	\$5,511	\$80,000	11	\$139,000	\$14,000	\$139,000	2
	101-500	\$110,449	\$29,306	\$76,000	19	\$122,688	\$27,260	\$101,250	8	\$84,600	\$10,534	\$80,000	5	\$139,800	\$17,408	\$150,000	5
	501-999	\$74,125	\$3,003	\$75,494	20	\$128,000	\$41,052	\$94,000	5	\$84,333	\$8,838	\$76,000	3	\$110,351	.	\$110,351	1
	MORE THAN 1000	\$93,723	\$4,853	\$84,000	119	\$113,586	\$12,676	\$87,200	40	\$105,759	\$14,077	\$90,793	5	\$126,494	.	\$126,494	1

TABLE 23: SUMMARY OF PAY TYPES 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 and may be dependent on the type of work setting.

		COMPENSATION METHOD															
		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	\$100,560	\$10,756	\$82,000	51	\$136,899	\$50,430	\$86,000	9	.	.	.	0	.	.	.	0
	VA HOSPITAL	\$80,365	\$9,417	\$85,000	9	\$88,046	\$2,872	\$86,000	7	.	.	.	0	.	.	.	0
	HOSPITAL	\$84,960	\$4,534	\$81,000	33	\$107,542	\$8,574	\$107,500	12	\$98,667	\$25,725	\$76,000	3	.	.	.	0
	PRIVATE PRACTICE - OWNER/PARTNER	\$92,178	\$10,303	\$90,000	9	\$152,269	\$27,892	\$137,423	9	\$88,000	\$12,000	\$88,000	2	\$156,400	\$56,580	\$140,000	5
	PRIVATE PRACTICE - EMPLOYEE	\$82,091	\$4,591	\$85,000	11	\$72,700	\$6,318	\$75,300	8	\$76,292	\$7,092	\$69,250	12	\$75,310	\$7,690	\$69,303	6
	ENT PRACTICE	\$91,574	\$22,499	\$77,000	25	\$90,171	\$5,846	\$82,500	18	\$85,604	\$4,135	\$80,000	27	\$100,295	\$12,114	\$86,405	8
	OTHER MED PRACTICE	\$74,128	\$11,128	\$81,750	8	\$83,467	\$3,733	\$87,200	3	\$76,000	.	\$76,000	1	\$122,500	\$47,500	\$122,500	2
	CORPORATE AUDIOLOGY GROUP PRACTICE	.	.	.	0	\$92,000	.	\$92,000	1	\$87,833	\$11,025	\$79,500	6	\$123,588	\$9,520	\$117,676	4
	PRIVATE CLINIC (FOR-PROFIT)	\$96,500	\$26,500	\$96,500	2	\$102,375	\$11,239	\$98,000	4	\$115,600	\$13,600	\$115,600	2	\$113,212	\$20,214	\$100,500	4
	PRIVATE PRACTICE (NON-PROFIT)	\$68,000	\$9,460	\$68,000	5	.	.	.	0	.	.	.	0	\$153,000	.	\$153,000	1
	UNIVERSITY	\$91,610	\$5,993	\$95,000	27	\$90,688	\$5,312	\$90,688	2	.	.	.	0	.	.	.	0
	PUBLIC/PRIVATE SCHOOL	\$74,491	\$5,641	\$73,715	17	\$72,126	\$7,170	\$72,126	2	.	.	.	0	.	.	.	0
	MANUFACTURER	\$30,000	.	\$30,000	1	\$147,929	\$21,612	\$131,000	14	\$138,000	.	\$138,000	1	\$153,247	\$26,753	\$153,247	2
	INDUSTRY (INDUSTRIAL AUDIOLOGIST)	\$186,750	\$63,250	\$186,750	2	.	.	.	0	.	.	.	0	.	.	.	0
	FEDERAL GOVT.	\$112,750	\$11,003	\$117,500	4	\$200,000	.	\$200,000	1	.	.	.	0	.	.	.	0
	PEDIATRIC HOSPITAL	\$93,292	\$8,973	\$87,543	14	\$99,731	\$24,729	\$78,568	3	.	.	.	0	.	.	.	0
OTHER (PLEASE SPECIFY)	\$80,515	\$3,627	\$80,000	13	\$85,000	\$12,124	\$85,000	3	\$42,898	.	\$42,898	1	.	.	.	0	

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. By contrast, 26% 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.

TABLE 24: GENERAL EMPLOYMENT BENEFIT

		Annual Work Schedule		
		Full Time (12 months)	Full Time (9 months)	Part Time
Benefits	Health Insurance	82%	89%	26%
	Dental Insurance	71%	69%	22%
	Vision Benefits	64%	60%	20%
	Flex Medical/Dependent Care Plan	41%	43%	15%
	Disability Insurance	57%	51%	17%
	Life Insurance	68%	60%	22%
	Club Memberships	15%	9%	13%
	Automobile	7%	3%	0%
	Automobile Mileage Reimbursement	22%	26%	20%
	Profit Sharing	15%	0%	15%
	Tuition Reimbursement	21%	20%	9%
	Professional Development	74%	54%	41%
	401K	83%	54%	43%
	None of the Above	3%	3%	26%

TABLE 25: EDUCATIONAL BENEFITS

		ANNUAL WORK SCHEDULE		
		FULL TIME (12 MONTHS)	FULL TIME (9 MONTHS)	PART TIME
EDUCATIONAL BENEFITS	PAID TIME OFF	89%	71%	61%
	REGISTRATION FEES PAID	79%	63%	52%
	ASSOCIATION MEMBERSHIP	71%	34%	50%
	CERTIFICATION FEES PAID	63%	31%	43%
	AIRFARE/MILEAGE REIMBURSEMENT	66%	49%	48%
	MEAL/LODGING REIMBURSEMENT	64%	40%	43%
	NONE OF THE ABOVE	3%	9%	26%

TABLE 6: AMOUNTS RECEIVED FOR EDUCATIONAL BENEFITS

	ANNUAL WORK SCHEDULE		
	FULL TIME (12 MONTHS)	FULL TIME (9 MONTHS)	PART TIME
PAID TIME OFF	\$7,859	\$793	\$2,903
REGISTRATION FEES PAID	\$628	\$414	\$408
ASSOCIATION MEMBERSHIP	\$477	\$411	\$453
CERTIFICATION FEES PAID	\$371	\$234	\$245
AIRFARE/MILEAGE REIMBURSEMENT	\$1,227	\$1,416	\$650
MEAL/LODGING REIMBURSEMENT	\$827	\$487	\$619

TABLE 27: LEAVE BENEFITS

	ANNUAL WORK SCHEDULE		
	FULL TIME (12 MONTHS)	FULL TIME (9 MONTHS)	PART TIME
VACATION (DAYS) - MEAN	18	9	9
PERSONAL (DAYS) - MEAN	3	3	4
HOLIDAYS (DAYS) - MEAN	7	11	4
FLOATING HOLIDAYS (DAYS) - MEAN	1	1	0
BEREAVEMENT LEAVE (DAYS) - MEAN	1	1	1
SICK LEAVE (DAYS) - MEAN	7	11	1

SECTION 6: ADDITIONAL INFORMATION ON EMPLOYMENT FACTORS AND REQUIREMENTS

TABLE 8: PROPORTION OF RESPONDENTS HOLDING CERTIFICATIONS

		ANNUAL WORK SCHEDULE		
		FULL TIME (12 MONTHS)	FULL TIME (9 MONTHS)	PART TIME
CERTIFICATIONS HAVE	ABA CERTIFIED	33%	21%	39%
	CCC-A	80%	89%	74%

TABLE 29: PROPORTION OF RESPONDENTS HOLDING CERTIFICATIONS BY YEARS OF EXPERIENCE

		YEARS OF EXPERIENCE IN AUDIOLOGY-RELATED FIELD				
		1-3	4-9	10-15	16-20	>20
CERTIFICATIONS HAVE	ABA CERTIFIED	28%	36%	38%	32%	30%
	CCC-A	82%	79%	70%	82%	83%

TABLE 30: PROPORTION OF RESPONDENTS REQUIRED TO HOLD A CERTIFICATION

		ANNUAL WORK SCHEDULE		
		FULL TIME (12 MONTHS)	FULL TIME (9 MONTHS)	PART TIME
CERTIFICATIONS REQUIRED	ABA CERTIFIED	10%	3%	8%
	PEDIATRIC AUDIOLOGY SPECIALTY CERTIFICATION (PASC)	0%	0%	0%
	COCHLEAR IMPLANT SPECIALTY CERTIFICATION (CISC)	0%	0%	0%
	CERTIFICATE HOLDER – AUDIOLOGY PRECEPTOR (CH-AP)	1%	0%	0%
	CERTIFICATE HOLDER – TINNITUS MANAGEMENT (CH-TM)	0%	0%	0%
	CCC-A	41%	55%	30%
	MY EMPLOYER DOES NOT REQUIRE CERTIFICATION OR A CERTIFICATE	53%	45%	65%