

# American Academy of Audiology

2023 Compensation and Benefits Report

*Presented to the*  
American Academy of Audiology

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the  
**goodpeoplere**search  
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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 The Good People Research Company, beginning in 2001, to conduct the compensation and benefits survey. The following report describes the methods and findings of the 2023 (2022 income) study The Good People Research Company 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
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 31, 2023, the Academy e-mailed its list of Academy members. The e-mails contained a link to an online questionnaire. Over the period of data collection, through December 31, 2023, the Academy sent three follow-up e-mails encouraging members to participate.

501 respondents completed the survey. Two records were removed for errant data.

**NOTE: Because the number of respondents in the sample who report they are employed “part-time” or “full-time 9 months” is too low for their responses to represent meaningful statistics, we have included in the report ONLY those who report they are employed “full-time for 12 months.”**

## DATA COLLECTION

### *Instrument*

The Good People Research Company 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)

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 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***

The Good People Research Company hosted the online questionnaire from October 31 to December 31, 2023. 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 is nearly 500 respondents, 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 safe to generalize current findings to the Academy membership itself and that the results do provide valid guidance to readers who report they are full-time, 12-month employees (n=419) when using the guidance provided regarding “confidence level” in the tables. The confidence level provides an estimate of the range for where the mean falls in the population with 95% confidence (see “Guide to interpreting Compensation Tables” below).

### 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.

		Total 2022 Compensation				Count
		Mean	Lower CL for Mean	Upper CL for Mean	Median	
Approximately how many years total have you worked in an audiology-related position?	1-3 years	\$79,186	\$72,433	\$85,938	\$80,955	86
	4-9 years	\$99,214	\$92,537	\$105,890	\$91,000	105
	10-15 years	\$124,924	\$107,332	\$142,515	\$105,000	92
	16-20 years	\$140,560	\$121,766	\$159,353	\$126,500	36
	Greater than 20 years	\$145,347	\$128,776	\$161,919	\$125,000	105
	All	\$115,667	\$109,098	\$122,236	\$100,000	424

The tables in Section 3, the main compensation section, we report four statistics relative to respondents' **total compensation** for the 2022 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. **Lower Confidence Level (CL) for mean:** This is a statistic that represents what the lower range of the mean would be in the population at a confidence level of 95%. That is, if a survey were conducted 100 times on different samples from the same American Academy of Audiology population, 95 times out of that 100 the mean statistic would be the same or higher than the

Lower CL statistic.

3. **Higher Confidence Level (CL) for mean:** This is a statistic that represents the same thing the lower CL statistic represents, but at the higher end of the range.
4. **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.
5. **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, the higher the valid N, the more we can rely on the calculation of the mean statistic, as will be indicated by the Lower and Upper CL range.

## SECTION 2: PROFILE OF SAMPLE USED FOR ANALYSIS

TABLE 1: SAMPLE BY JOB TITLE

	Count	Column N %	
Which of the following best describes your primary job title in 2022?	Staff Audiologist	243	57%
	Owner	52	12%
	Faculty	32	8%
	Other (please specify)	32	8%
	Director	28	7%
	Manager/Supervisor	21	5%
	Chief	9	2%
	Chair	5	1%
	Vice Chair	2	0%
	CEO/Executive Director	1	0%
	Total	425	100%

TABLE 2: SAMPLE BY HIGHEST DEGREE EARNED

Which of the following best describes your highest level of education attainment?	AuD	336	79%
	AuD, PhD	47	11%
	PhD	18	4%
	Masters	18	4%
	Other (please specify)	3	1%
	EdD	1	0%
	Total	423	100%

TABLE 3: SAMPLE BY PRIMARY WORK SETTING

Which of the following best describes your work setting for all or most of 2022?	Academia	24	6%
	Big Box	1	0%
	Corporate/Manufacturer/Hearing Health Related Industry	38	9%
	Hospital – In-Patient Setting	19	4%
	Military	5	1%
	Pediatric – Hospital/Clinic Setting	43	10%
	Private Practice Audiology	87	21%
	Private Practice ENT	56	13%
	Research	8	2%
	School/Educational Setting	8	2%
	University Hospital/Health System Clinic	88	21%
	Veterans Administration	10	2%
	Other (please specify)	36	9%
	Total	423	100%

Table 4: Sample by Ethnicity

		Count	Column N %
Ethnicity	American Indian or Alaskan Native (e.g., Navajo Nation, Mayan, Aztec, Traditional Government, Nome Eskimo Community)	4	1%
	Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)	13	3%
	Black, African American, or African Heritage (e.g., Ethiopian, Haitian, Jamaican, Nigerian, Somali)	5	1%
	Hispanic, Latino, or Spanish Origin (e.g., Cuban, Colombian, Dominican, Mexican American, Puerto Rican, Salvadorian)	15	4%
	Middle Eastern or North African (e.g., Algerian, Egyptian, Lebanese, Iranian, Moroccan, Syrian)	2	0%
	White (e.g., French, German, Irish, Italian, Polish)	379	89%
	Some other race, ethnicity, or origin, please specify:	0	0%
	Mixed	5	1%
	I am unsure	1	0%
	Prefer not to answer	14	3%
	Total	426	100%

TABLE 5: SAMPLE BY GENDER

In Table 4 below, we see that respondents outside of those who identify as “Woman” or “Man,” is limited and therefore provide little or possibly misleading guidance for others who may read this report. For this reason, in tables that appear in this report that include gender as a variable, we have limited the table to include only those who report they identify as “Woman” or “Man.”

		Count	Column N %
Gender	Woman	347	82%
	Man	73	17%
	Non-binary	3	1%
	Transgender	0	0%
	Intersex	0	0%
	Prefer not to say	2	0%
	Total	425	100%

TABLE 6: SAMPLE BY LGBTQIA+ IDENTIFICATION

	Count	Column %
Do you identify as part of the LGBTQIA+ community, not including as an ally?		
Yes	44	10%
No	369	87%
I am unsure	6	1%
Prefer not to say	7	2%
Total	426	100%

TABLE 7: SAMPLE BY DISABILITY IDENTIFICATION

	Count	Column %
Do you identify as having a disability?		
Yes	39	9%
No	376	88%
I am unsure	5	1%
Prefer not to say	5	1%
Total	425	100%

**SECTION 3: WHAT AUDIOLGISTS 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).

**TABLE 8: COMPENSATION OF RESPONDENTS EMPLOYED FULL-TIME**

		Total 2022 Compensation Mean	SE of Mean	Median	Valid N
Which of the following best describes your work status in 2022?	Full Time (12 months)	\$115,649	\$3,334	\$100,000.00	419

**TABLE 9: COMPENSATION BY GENDER\***

		Total 2022 Compensation				
		Mean	Lower CL for Mean	Upper CL for Mean	Median	Valid N
Gender	Woman	\$107,511	\$102,228	\$112,794	\$96,500	347
	Man	\$153,409	\$125,872	\$180,946	\$122,000	73
	All	\$115,674	\$109,105	\$122,243	\$100,000	420

**\*Reminder that respondents who report they identify with any gender category outside of “woman” or “man” numbered fewer than 2 in any category and therefore were not included in tables as the statistics associated with such a low number have the potential to be more misleading than helpful.**

TABLE 10: COMPENSATION by HIGHEST DEGREE EARNED

		Total 2022 Compensation				
		Mean	Lower CL for Mean	Upper CL for Mean	Median	Valid N
Which of the following best describes your highest level of education attainment?	Masters	\$141,083	\$83,899	\$198,267	\$122,500	18
	AuD	\$110,812	\$104,678	\$116,945	\$96,250	336
	AuD, PhD	\$130,229	\$98,457	\$162,001	\$107,000	47
	PhD	\$153,142	\$117,343	\$188,942	\$140,827	18
	All	\$115,931	\$109,367	\$122,495	\$100,000	423

TABLE 11: COMPENSATION by YEARS OF EXPERIENCE

		Total 2022 Compensation				Valid N
		Mean	Lower CL for Mean	Upper CL for Mean	Median	
Approximately how many years total have you worked in an audiology-related position?	1-3 years	\$79,186	\$72,433	\$85,938	\$80,955	86
	4-9 years	\$99,214	\$92,537	\$105,890	\$91,000	105
	10-15 years	\$124,924	\$107,332	\$142,515	\$105,000	92
	16-20 years	\$140,560	\$121,766	\$159,353	\$126,500	36
	Greater than 20 years	\$145,347	\$128,776	\$161,919	\$125,000	105
	All	\$115,667	\$109,098	\$122,236	\$100,000	424

TABLE 12: COMPENSATION BY YEARS OF EXPERIENCE AND GENDER

			Total 2022 Compensation				Valid N	
			Mean	Lower CL for Mean	Upper CL for Mean	Median		
Approximately how many years total have you worked in an audiology-related position?	1-3 years	Gender	Woman	\$77,869	\$70,236	\$85,501	\$80,000	73
		Man	\$88,536	\$72,932	\$104,139	\$87,868	11	
		Total	\$79,186	\$72,433	\$85,938	\$80,955	84	
	4-9 years	Gender	Woman	\$95,235	\$89,516	\$100,955	\$90,000	85
		Man	\$115,724	\$90,313	\$141,135	\$105,000	20	
		Total	\$99,214	\$92,537	\$105,890	\$91,000	105	
	10-15 years	Gender	Woman	\$111,417	\$101,228	\$121,606	\$100,000	75
		Man	\$183,717	\$99,558	\$267,876	\$138,000	17	
		Total	\$124,924	\$107,332	\$142,515	\$105,000	92	
	16-20 years	Gender	Woman	\$131,583	\$115,048	\$148,119	\$115,000	28
		Man	\$170,116	\$86,930	\$253,301	\$140,000	7	
		Total	\$140,560	\$121,766	\$159,353	\$126,500	35	
	Greater than 20 years	Gender	Woman	\$134,575	\$119,953	\$149,198	\$122,500	84
		Man	\$196,200	\$128,354	\$264,046	\$144,000	18	
		Total	\$145,743	\$129,025	\$162,461	\$125,000	102	
	All	Gender	Woman	\$107,510	\$102,211	\$112,808	\$96,450	345
		Man	\$153,409	\$125,872	\$180,946	\$122,000	73	
		Total	\$115,692	\$109,108	\$122,277	\$100,000	418	

**TABLE 13: COMPENSATION BY YEARS OF EXPERIENCE AND HIGHEST DEGREE EARNED**

			Total 2022 Compensation				Count	
			Mean	Lower CL for Mean	Upper CL for Mean	Median		
Approximately how many years total have you worked in an audiology-related position?	1-3 years	Which of the following best describes your highest level of education attainment?	AuD	\$81,313	\$74,497	\$88,128	\$81,000	76
			AuD, PhD	\$99,250	\$77,035	\$121,465	\$103,500	5
			All	\$79,186	\$72,433	\$85,938	\$80,955	83
	4-9 years	Which of the following best describes your highest level of education attainment?	AuD	\$98,838	\$92,117	\$105,559	\$91,500	96
			AuD, PhD	\$96,658	\$57,045	\$136,271	\$84,500	8
			All	\$99,214	\$92,537	\$105,890	\$91,000	104
	10-15 years	Which of the following best describes your highest level of education attainment?	AuD	\$119,060	\$107,213	\$130,907	\$100,000	71
			AuD, PhD	\$162,723	\$65,902	\$259,544	\$120,588	16
			Other (please specify)	\$120,794	\$90,171	\$151,418	\$120,000	3
			All	\$126,250	\$108,660	\$143,840	\$105,500	91
	16-20 years	Which of the following best describes your highest level of education attainment?	AuD	\$127,390	\$112,548	\$142,233	\$115,000	26
			AuD, PhD	\$154,200	\$115,694	\$192,706	\$175,000	5
PhD			\$224,250	\$56,713	\$391,787	\$225,000	4	
All			\$140,560	\$121,766	\$159,353	\$126,500	36	
Greater than 20 years	Which of the following best describes your highest level of education attainment?	Masters	\$170,577	\$98,540	\$242,613	\$137,500	13	
		AuD	\$146,977	\$124,731	\$169,223	\$124,500	67	
		AuD, PhD	\$113,708	\$97,269	\$130,147	\$109,589	13	
		PhD	\$143,464	\$118,782	\$168,145	\$140,827	12	

Section 3: What Audiologists Are Paid

Total	Which of the following best describes your highest level of education attainment?	All	\$145,347	\$128,776	\$161,919	\$125,000	105
		Masters	\$141,083	\$83,899	\$198,267	\$122,500	18
		AuD	\$110,812	\$104,678	\$116,945	\$96,250	336
		AuD, PhD	\$130,229	\$98,457	\$162,001	\$107,000	47
		PhD	\$153,142	\$117,343	\$188,942	\$140,827	18
		Other (please specify)	\$120,794	\$90,171	\$151,418	\$120,000	3
		All	\$115,931	\$109,367	\$122,495	\$100,000	420

TABLE 14: COMPENSATION BY JOB TITLE

		Total 2022 Compensation				Count
		Mean	Lower CL for Mean	Upper CL for Mean	Median	
Which of the following best describes your primary job title in 2022?	Chair	\$176,442	\$33,342	\$319,541	\$156,208	5
	Chief	\$163,954	\$117,934	\$209,975	\$185,000	9
	Staff Audiologist	\$93,599	\$90,469	\$96,728	\$91,681	243
	Manager/Supervisor	\$107,736	\$87,143	\$128,329	\$111,500	21
	Director	\$138,100	\$117,214	\$158,986	\$136,500	28
	Owner	\$189,909	\$157,853	\$221,964	\$150,000	52
	Faculty	\$106,828	\$95,456	\$118,199	\$98,000	32
	All	\$115,795	\$108,803	\$122,787	\$99,000	390

TABLE 4: COMPENSATION BY PRIMARY WORK SETTING

		Total 2022 Compensation				Count
		Mean	Lower CL for Mean	Upper CL for Mean	Median	
Which of the following best describes your work setting for all or most of 2022?	Academia	\$102,800	\$88,589	\$117,011	\$96,700	24
	Corporate/Manufacturer/Hearing Health Related Industry	\$114,154	\$99,841	\$128,467	\$114,914	38
	Hospital – In-Patient Setting	\$108,301	\$92,223	\$124,378	\$107,000	19
	Military	\$54,060	\$1,334	\$106,786	\$35,000	5
	Pediatric – Hospital/Clinic Setting	\$99,430	\$86,613	\$112,248	\$90,000	43
	Private Practice Audiology	\$145,803	\$125,663	\$165,943	\$127,500	87
	Private Practice ENT	\$103,480	\$92,863	\$114,097	\$92,000	56
	Research	\$146,049	\$71,736	\$220,361	\$133,000	8
	School/Educational Setting	\$90,112	\$65,259	\$114,965	\$91,500	8
	University Hospital/Health System Clinic	\$117,846	\$100,981	\$134,712	\$100,000	88
	Veterans Administration	\$102,037	\$71,788	\$132,286	\$106,000	10
	Other (please specify)	\$95,667	\$84,179	\$107,155	\$94,051	36
All	\$114,994	\$108,670	\$121,317	\$100,000	422	

TABLE 5: COMPENSATION BY SIZE OF ORGANIZATION

		Total 2022 Compensation				Count
		Mean	Lower CL for Mean	Upper CL for Mean	Median	
Which of the following best describes the number of employees in the organization you worked for primarily in 2022?	Less than 5	\$139,355	\$115,478	\$163,232	\$120,000	54
	6-10	\$143,009	\$104,466	\$181,553	\$110,000	37
	11-20	\$103,998	\$87,146	\$120,849	\$95,000	46
	21-50	\$95,159	\$84,417	\$105,901	\$90,000	41
	51-100	\$100,309	\$78,651	\$121,967	\$92,000	26
	101-500	\$109,719	\$98,130	\$121,308	\$105,000	40
	501-999	\$105,299	\$87,298	\$123,299	\$106,000	18
	1,000+	\$115,157	\$105,078	\$125,236	\$99,800	163
	All	\$115,649	\$109,095	\$122,202	\$100,000	425

TABLE 6: COMPENSATION BY GEOGRAPHICAL REGION

		Total 2022 Compensation				Count
		Mean	Lower CL for Mean	Upper CL for Mean	Median	
Which of the following best describes the region of the country in which you worked for the majority of time in 2022?	Southeast (AL, FL, GA, NC, SC, TN, PR, VI)	\$113,005	\$94,527	\$131,483	\$99,500	61
	Far West (AK, CA, GU, HI, NV, OR, WA)	\$127,119	\$109,603	\$144,635	\$117,553	57
	West (AZ, CO, ID, MT, NM, UT, WY)	\$114,899	\$98,092	\$131,706	\$99,323	39
	South Central (AR, LA, MS, OK, TX)	\$128,540	\$97,580	\$159,499	\$97,000	57
	Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	\$100,830	\$90,046	\$111,615	\$96,750	66
	Mid-Atlantic (DC, DE, MD, VA, WV)	\$113,526	\$94,798	\$132,254	\$104,500	30
	Central (IL, IN, KY, MI, OH, WI)	\$107,847	\$98,331	\$117,362	\$95,500	80
	North Central (IA, KS, MN, MO, ND, NE, SD)	\$122,714	\$96,781	\$148,648	\$100,000	32
	All	\$115,035	\$108,491	\$121,580	\$100,000	422

**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 7: COMPENSATION BY PAYMENT TYPE**

		Total 2022 Compensation				
		Mean	Lower CL for Mean	Upper CL for Mean	Median	Count
Which of the following best describes how you were paid in 2022?	Salary or Hourly Wages Only	\$101,626	\$96,576	\$106,677	\$96,000	215
	Salary or Hourly Wages Plus Bonus	\$139,247	\$120,502	\$157,992	\$110,000	113
	Salary or Hourly Wages Plus Commission	\$107,442	\$97,950	\$116,934	\$107,000	57
	Salary or Hourly Wages Plus Commission and Bonus	\$127,388	\$94,710	\$160,066	\$109,200	23
	Not Described Above	\$187,332	\$103,194	\$271,470	\$146,654	14
	All	\$115,925	\$109,378	\$122,471	\$100,000	423

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**TABLE 8: PAY TYPE BY GENDER**

		Which of the following best describes how you were paid in 2022?									
		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	
		Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Gender	Woman	55%	184	25%	83	14%	46	6%	19	100%	332
	Man	37%	26	41%	29	16%	11	6%	4	100%	70
	All	52%	210	28%	112	14%	57	6%	23	100%	402

**TABLE 9: PAY TYPE BY HIGHEST DEGREE EARNED**

		Which of the following best describes how you were paid in 2022?									
		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	
		Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Which of the following best describes your highest level of education attainment?	Other (please specify)	67%	2	0%	0	33%	1	0%	0	100%	3
	Masters	44%	7	44%	7	6%	1	6%	1	100%	16
	AuD	51%	164	28%	91	16%	50	5%	17	100%	322
	AuD, PhD	59%	27	24%	11	11%	5	7%	3	100%	46
	EdD	0%	0	100%	1	0%	0	0%	0	100%	1
	PhD	76%	13	18%	3	0%	0	6%	1	100%	17
	All	53%	213	28%	113	14%	57	5%	22	100%	405

**TABLE 10: PAY TYPE BY YEARS OF EXPERIENCE**

		Which of the following best describes how you were paid in 2022?									
		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	
		Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Approximately how many years total have you worked in an audiology-related position?	1-3 years	49%	41	19%	16	20%	17	11%	9	100%	83
	4-9 years	53%	54	25%	26	16%	16	6%	6	100%	102
	10-15 years	51%	46	36%	32	12%	11	1%	1	100%	90
	16-20 years	51%	18	37%	13	11%	4	0%	0	100%	35
	Greater than 20 years	57%	55	27%	26	9%	9	6%	6	100%	96
	All	53%	214	28%	113	14%	57	5%	22	100%	406

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TABLE 11: PAY TYPE BY PRIMARY JOB TITLE

		Which of the following best describes how you were paid in 2022?									
		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	
		Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Which of the following best describes your primary job title in 2022?	Other (please specify)	50%	16	22%	7	19%	6	9%	3	100%	32
	Chair	75%	3	25%	1	0%	0	0%	0	100%	4
	Vice Chair	0%	0	100%	2	0%	0	0%	0	100%	2
	Chief	44%	4	44%	4	11%	1	0%	0	100%	9
	Staff Audiologist	54%	129	24%	57	18%	42	5%	11	100%	239
	Manager/Supervisor	52%	11	33%	7	10%	2	5%	1	100%	21
	Director	58%	15	27%	7	15%	4	0%	0	100%	26
	Owner	26%	11	53%	23	5%	2	16%	7	100%	43
	CEO/Executive Director	0%	0	100%	1	0%	0	0%	0	100%	1
	Faculty	87%	26	13%	4	0%	0	0%	0	100%	30
All	53%	215	28%	113	14%	57	5%	22	100%	407	

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**TABLE 12: PAY TYPE BY PRIMARY WORK SETTING**

	Which of the following best describes how you were paid in 2022?									
	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	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Other (please specify)	71%	25	29%	10	0%	0	0%	0	100%	35
Academia	91%	21	4%	1	4%	1	0%	0	100%	23
Big Box	100%	1	0%	0	0%	0	0%	0	100%	1
Corporate/Manufacturer/Hearing Health Related Industry	27%	10	24%	9	38%	14	11%	4	100%	37
Hospital – In-Patient Setting	68%	13	26%	5	5%	1	0%	0	100%	19
Military	60%	3	40%	2	0%	0	0%	0	100%	5
Pediatric – Hospital/Clinic Setting	76%	32	24%	10	0%	0	0%	0	100%	42
Private Practice Audiology	27%	21	45%	35	15%	12	13%	10	100%	78
Private Practice ENT	16%	9	21%	12	50%	28	13%	7	100%	56
Research	86%	6	14%	1	0%	0	0%	0	100%	7
School/Educational Setting	86%	6	14%	1	0%	0	0%	0	100%	7
University Hospital/Health System Clinic	67%	58	30%	26	1%	1	1%	1	100%	86
Veterans Administration	90%	9	10%	1	0%	0	0%	0	100%	10
All	53%	214	28%	113	14%	57	5%	22	100%	406

Which of the following best describes your work setting for all or most of 2022?

Section 5: The Benefits Audiologists Receive from Employers

TABLE 13: PAY TYPE BY SIZE OF ORGANIZATION

		Which of the following best describes how you were paid in 2022?									
		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	
		Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Which of the following best describes the number of employees in the organization you worked for primarily in 2022?	Less than 5	43%	20	43%	20	9%	4	6%	3	100%	47
	6-10	31%	11	31%	11	26%	9	11%	4	100%	35
	11-20	34%	15	30%	13	23%	10	14%	6	100%	44
	21-50	48%	19	28%	11	23%	9	3%	1	100%	40
	51-100	44%	11	40%	10	12%	3	4%	1	100%	25
	101-500	39%	15	18%	7	26%	10	16%	6	100%	38
	501-999	29%	5	24%	4	47%	8	0%	0	100%	17
	1,000+	74%	119	23%	37	2%	4	1%	1	100%	161
	All	53%	215	28%	113	14%	57	5%	22	100%	407

**SECTION 5: THE BENEFITS AUDIOLOGISTS RECEIVE FROM EMPLOYERS**

**TABLE 14: GENERAL EMPLOYMENT BENEFIT**

Benefits	Annual Bonus	29%
	Health Insurance	80%
	Dental Insurance	69%
	Vision Benefits	59%
	Flex Medical/Dependent Care Plan	39%
	Disability Insurance	48%
	Life Insurance	60%
	Retirement	56%
	Club Memberships	13%
	Automobile	4%
	Automobile Mileage Reimbursement	13%
	Profit Sharing	9%
	Tuition Reimbursement	16%
	401K/Retirement Plan	74%
	Leadership Development	18%
	Professional Development	70%
	None of the Above	3%

**TABLE 15: EDUCATIONAL BENEFITS**

Professional Development Benefits	Online Course Registration Fees Paid or Reimbursed	255	64%
	In-person Conference Registration Fees Paid or Reimbursed	271	68%
	Presenter Expenses Paid or Reimbursed	52	13%
	Paid Time Off	282	70%
	Association Membership Paid or Reimbursed	247	62%
	Certification Fees Paid or Reimbursed	210	52%
	Airfare/Mileage Paid or Reimbursed	206	51%
	Meals/Lodging Paid or Reimbursed	200	50%
	Other (please specify)	12	3%

Section 5: The Benefits Audiologists Receive from Employers

TABLE 26: AMOUNTS RECEIVED FOR EDUCATIONAL BENEFITS

	Mean	95.0% Lower CL for Mean	95.0% Upper CL for Mean	Count
Online Course Registration Fees Paid or Reimbursed	\$686	-\$49	\$1421	255
In-person Conference Registration Fees Paid or Reimbursed	\$709	\$604	\$813	271
Presenter Expenses Paid or Reimbursed	\$1045	\$492	\$1598	52
Paid Time Off	\$2829	\$2125	\$3533	282
Association Membership Paid or Reimbursed	\$506	\$457	\$555	247
Certification Fees Paid or Reimbursed	\$357	\$268	\$447	210
Airfare/Mileage Paid or Reimbursed	\$811	\$635	\$986	206
Meals/Lodging Paid or Reimbursed	\$970	\$633	\$1306	200

**TABLE 27: PROFESSIONAL DEVELOPMENT BENEFITS**

Professional Development Benefits	Online Course Registration Fees Paid or Reimbursed	64%
	In-person Conference Registration Fees Paid or Reimbursed	68%
	Presenter Expenses Paid or Reimbursed	13%
	Paid Time Off	70%
	Association Membership Paid or Reimbursed	62%
	Certification Fees Paid or Reimbursed	52%
	Airfare/Mileage Paid or Reimbursed	51%
	Meals/Lodging Paid or Reimbursed	50%
	Other (please specify)	3%

TABLE 28: LEADERSHIP DEVELOPMENT BENEFITS

Leadership Development Benefits	Online Training	74%
	Certificate Course(s)	41%
	In-Person Training/Workshops	76%
	Leadership Conference(s)	24%
	Other	1%

**TABLE 27: LEAVE BENEFITS**

	Mean	95.0% Lower CL for Mean	95.0% Upper CL for Mean	Count
Vacations (Days)	17	16	18	363
Personal (Days)	6	4	9	272
Holidays (Days)	7	7	8	344
Floating Holidays (Days)	1	1	1	253
Bereavement Leave (Days)	1	1	1	241
Sick Leave (Days)	5	4	6	287

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

**TABLE 29: PROPORTION OF RESPONDENTS HOLDING CERTIFICATIONS**

Certifications Held	American Board of Audiology Certified (ABAC)	32%
	Certificate of Clinical Competence (CCC A)	77%
	Other (please specify)	20%

**TABLE 30: PROPORTION OF RESPONDENTS HOLDING CERTIFICATIONS BY YEARS OF EXPERIENCE**

		Approximately how many years total have you worked in an audiology-related position?				
		1-3 years	4-9 years	10-15 years	16-20 years	Greater than 20 years
Certification Held	American Board of Audiology Certified (ABAC)	18%	29%	46%	35%	34%
	Certificate of Clinical Competence (CCC A)	86%	83%	68%	77%	71%
	Other (please specify)	15%	17%	24%	12%	25%

**TABLE 31: PROPORTION OF RESPONDENTS REQUIRED TO HOLD A CERTIFICATE AND/OR CERTIFICATION FOR EMPLOYERS**

Employer Required Certifications	American Board of Audiology Certified (ABAC)	24%
	Certificate of Clinical Competence (CCC-A)	83%
	Pediatric Audiology Specialty Certification (PASC)	5%
	Cochlear Implant Specialty Certification (CISC)	1%
	Certificate Holder - Audiology Preceptor (CH-AP)	4%
	Certificate Holder - Tinnitus Management (CH-TM)	2%
	Other	9%

## Section 6: Additional Information on Job Factors and Requirements

**TABLE 32: PROPORTION OF RESPONDENTS REQUIRED TO HOLD A CERTIFICATE AND/OR CERTIFICATION FOR A THIRD PARTY**

Third party required certifications	American Board of Audiology Certification (ABAC)	26%
	Certificate of Clinical Competence (CCC-A)	61%
	Pediatric Audiology Specialty Certification (PASC)	3%
	Cochlear Implant Specialty Certification (CISC)	8%
	Certificate Holder - Audiology Preceptor (CH-AP)	3%
	Certificate Holder - Tinnitus Management (CH-TM)	0%
	Other (please specify)	11%