



AUDIOLOGY SURVEY **2018**

Annual Salaries

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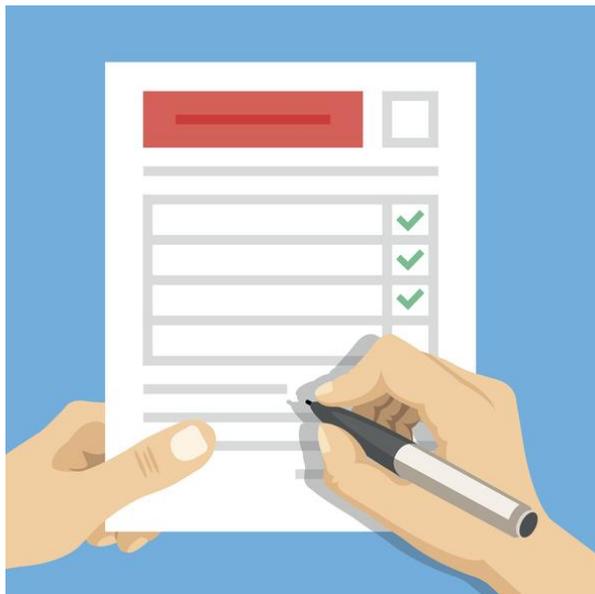
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Executive Summary

In Fall 2018, the American Speech-Language-Hearing Association (ASHA) conducted a survey of audiologists. This survey was designed to provide information about salaries, working conditions, and service delivery, as well as to update and expand information gathered from previous Audiology Surveys.

The results are presented in a series of reports. This salary report is based on responses from audiologists in colleges and universities, hospitals, audiology franchises and retail chains, nonresidential health care facilities (including audiologists' and physicians' offices), and industry who received an annual salary. Data on audiologists who received an hourly wage are in a separate report.

Highlights

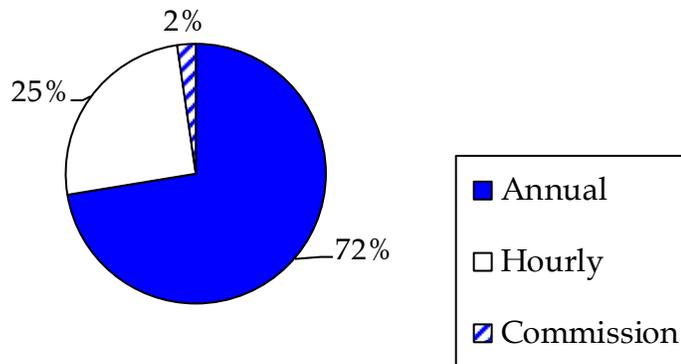
- ◆ 72% of the respondents received an annual salary.
- ◆ Median salary was \$83,843 for audiologists who worked 9 or 10 months (academic year) and \$80,000 for those who worked 11 or 12 months (calendar year).
- ◆ Median *calendar* year salary was as follows:
 - \$79,095 for clinical service providers; \$81,769 for audiologists in sales/training/technical support; \$84,609 for university faculty and clinical educators; and \$104,293 for those who were administrators, supervisors, or directors
 - \$80,721 for audiologists with a master's degree; \$79,072 with an AuD; and \$112,705 with a PhD
 - \$72,000 for those with 1–3 years of experience
 - \$80,000 for women and \$91,925 for men
 - \$110,000 for audiologists in California
 - \$82,500 for audiologists in cities and urban areas
 - \$84,000 for private practice owners
- ◆ Median *academic* year salary was as follows:
 - \$84,982 for audiologists who were university faculty and clinical educators
 - \$80,000 for women
 - \$85,710 for audiologists in cities and urban areas
- ◆ The median commission was \$82,872 for audiologists who were paid primarily on commission.

Respondents

Salary Basis

The data in this report were gathered from 1,756 audiologists who responded to the *ASHA 2018 Audiology Survey*. Of the 1,615 respondents who reported how they were paid, 72% reported that they primarily received an annual salary, 25% primarily received an hourly wage, and 2% primarily received a commission (see Figure 1 and Appendix Table 1). Of the audiologists who received an annual salary, most (95%) reported that they worked for a calendar year of 11–12 months, whereas 6% worked for a 9- to 10-month academic year (see Appendix Table 2).

Figure 1: Primarily Annual Salary, Hourly Wage, or Commission



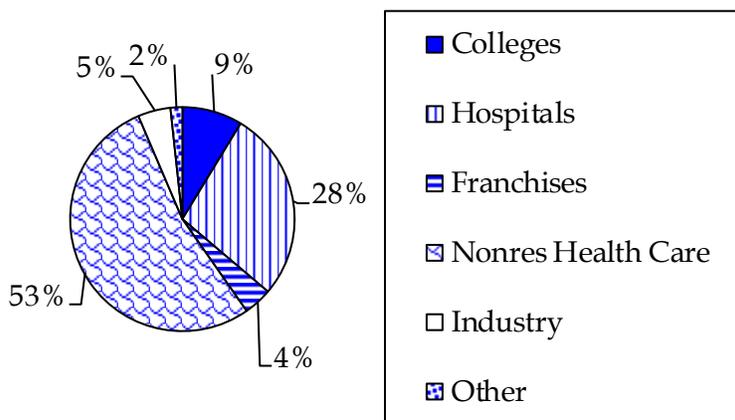
Note. n = 1,615.

Primary Employment Facility

In order to have sufficient respondents from each type of facility, those with small numbers of audiologists were oversampled. The result was that more than half (53%) of the respondents worked in nonresidential health care facilities, which included clients’ homes, private physicians’ offices, audiologists’ offices, and speech and hearing centers. More than one quarter (28%) worked in hospitals. Most of the remainder worked in colleges and universities (9%). A few worked in industry (5%) and in audiology franchises or retail chains (4%), and 2% selected the *other* category response (see Figure 2 and Appendix Table 3).

Data for the first five types of facilities will be detailed separately in subsequent analyses. Although data from the *other* category will not be presented separately, individuals who selected this category will be included in the *All facility types* column in the appended tables.

Figure 2: Employment Facility



Note. Nonres = Nonresidential. *n* = 1,643.

Revised Question Wording

Wording of the salary questions has been changed. Prior to 2010, bonuses and commissions were to be included in the basic salary. Beginning with the 2010 survey, however, they were to be excluded, and their amounts were determined in separate questions. In addition, prior to 2014, respondents were asked whether they were paid on an hourly basis or an annual basis; in 2014, the response options were changed to *primarily per hour*, *primarily annual salary*, or *primarily commission*. These changes may account for some of the differences among median salaries across years.

Also, audiologists who work in schools were not included in this survey because educational audiologists have been included in the Schools Surveys for several years. It was decided that the questions on the Schools Surveys were a better match for educational audiologists than were the questions on the Audiology Survey, so educational audiologists are no longer included in the Audiology Survey sample.

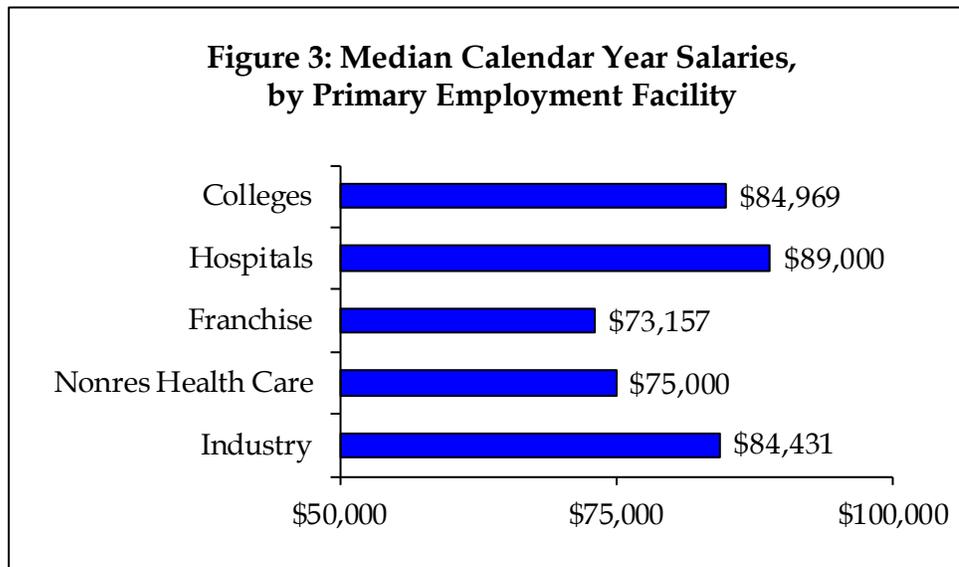
To protect anonymity and reduce variability, the minimum number of respondents required in a cell is 25.

Basic Salary

The median academic year salary (\$83,843 overall) was made up largely (87%) of audiologists employed by colleges and universities (\$84,869; see Appendix Table 4).

Primary Employment Facility

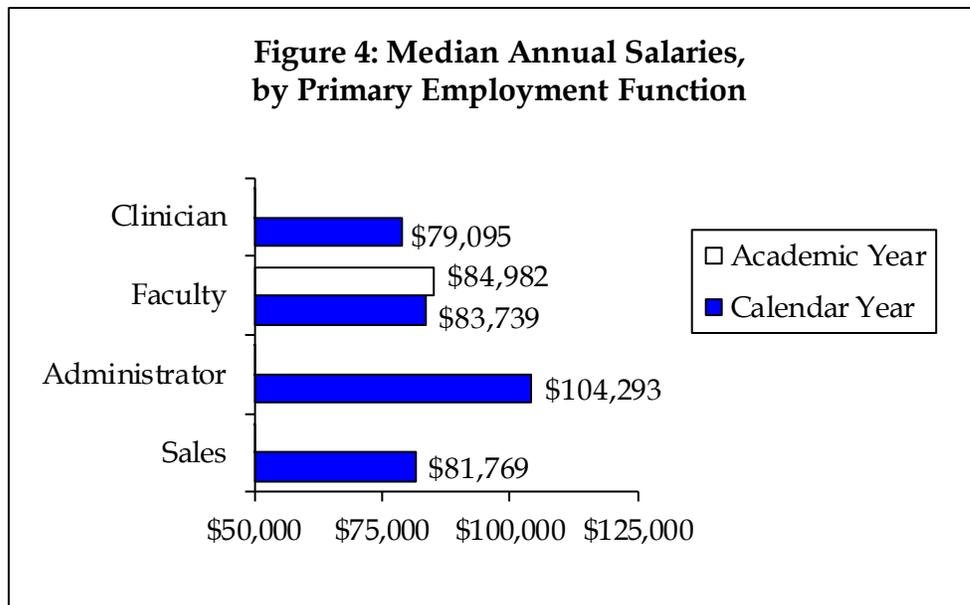
The median calendar year salary was \$80,000 (see Appendix Table 4), ranging from \$73,157 in audiology franchises and retail chains to \$89,000 in hospitals (see Figure 3).



Note. Nonres = Nonresidential. *n* = 936.

Primary Employment Function

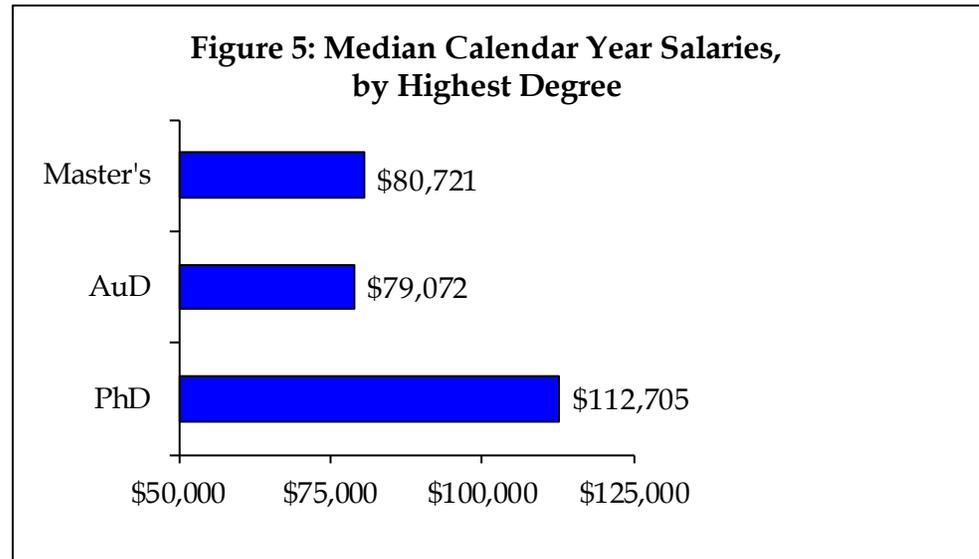
The overwhelming majority (81%) of respondents were employed as clinical service providers. (Data do not appear in any table.) Median calendar year salaries ranged from \$79,095 for clinical service providers to \$104,293 for administrators, supervisors, and directors (see Figure 4 and Appendix Table 5).



Note. *n* = 957.

Highest Degree

Of respondents employed for a calendar year, those with a master’s degree reported a median salary of \$80,721; those with an AuD degree as the only doctorate, \$79,072; and those with a PhD as the only doctorate, \$112,705. There were too few respondents with multiple doctorates to report their salaries (see Figure 5).



Note. n = 930.

Median calendar year salaries by highest degree and type of facility ranged from

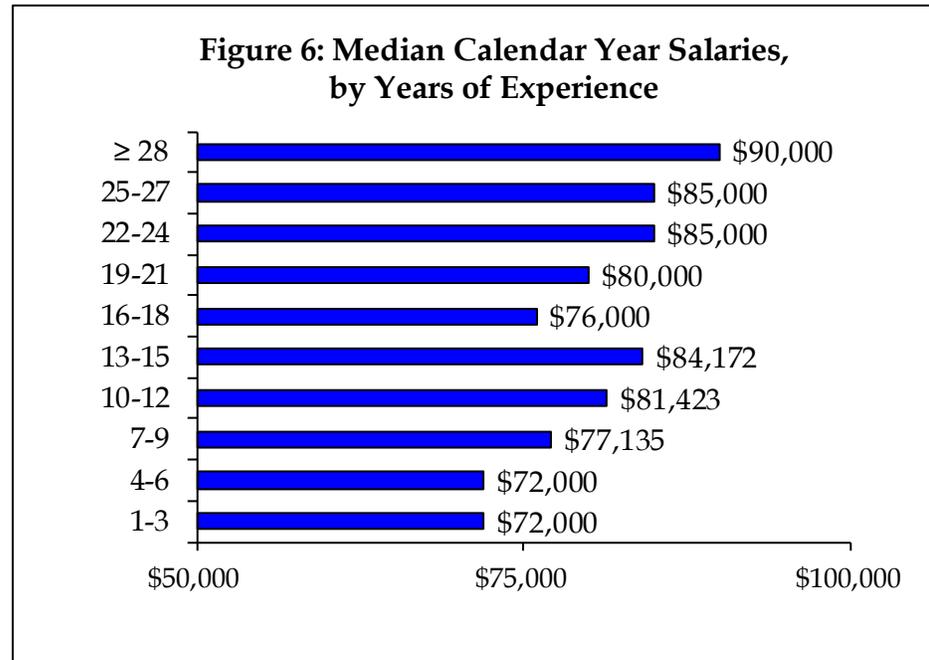
- \$70,097 in nonresidential health care facilities to \$92,000 in hospitals for those with a *master’s degree* and
- \$74,890 for those in audiology franchises or retail chains to \$75,000 in nonresidential health care facilities, \$75,564 in colleges and universities, \$83,000 in industry, and \$85,000 in hospitals for those with an *AuD* (see Appendix Table 6).



So few respondents reported academic year salaries that results cannot be presented by highest degree. This may be because schools were not included as a type of facility in the *ASHA 2018 Audiology Survey*.

Years of Experience

Median calendar year salaries tended to increase with experience, although not in a straight line. For audiologists who had 1–3 years of experience, the median salary was \$72,000. With 28 or more years of experience, the median was \$90,000 (see Figure 6 and Appendix Table 7).



Note. *n* = 948.

The only years-of-experience category that had sufficient respondents to report median academic year salaries was 25 or more years (\$94,800; not shown in any table).

Sex

The median calendar year salary was \$80,000 for women and \$91,925 for men. The highest median calendar year salaries for both women (\$85,860) and men (\$95,000) were in hospitals (see Appendix Table 8).

Median academic year salaries were the same as calendar year salaries for women (\$80,000; *n* = 38). Too few men reported an academic year salary for ASHA to be able to report their salaries. (Data do not appear in any table.)

As has been shown above, employment function, highest degree, years of experience, and sex have an effect on salaries. Among all of the respondents to this survey – regardless of whether they received an annual salary, hourly wage, or commission – men were more likely than women to be in categories associated with higher salaries.

- Function ($p = .000$):
 - 12% of men and 6% of women were college/ university faculty or clinical educators.
 - 11% of men and 5% of women were administrators, supervisors, or directors.
- Highest degree ($p = .000$):
 - 22% of men and 5% of women held a PhD degree.
- Years of experience ($p = .000$):
 - Average (mean) number of years of experience was 26 for men, 20 for women.



State

More than one quarter of the states (29%) had sufficient numbers of respondents to enable reporting of median calendar year salaries. Of that group, the highest median salary was reported in California (see Table 1). In addition, three states were on the cusp of being reported, with 24 respondents providing their calendar year salaries.

Table 1: Median Calendar Year Salaries, by State

California	\$110,000	Ohio	\$79,000
New Jersey	\$89,236	Minnesota	\$78,000
New York	\$84,000	Illinois	\$77,032
Missouri	\$82,582	Michigan	\$76,760
Tennessee	\$81,233	North Carolina	\$75,885
Arizona	\$81,161	Florida	\$75,000
Massachusetts	\$80,000	Pennsylvania	\$72,736
Texas	\$79,396		

Note. $n = 592$.

Population Setting

Median calendar year salaries varied by population setting:

- \$82,500 in city/urban areas
- \$80,000 in the suburbs
- \$75,000 in rural areas (see Appendix Table 9)

Audiologists in cities and urban areas reported median academic year salaries of \$85,710 ($n = 31$). (Data do not appear in any table.) So few audiologists in suburban and rural locations reported academic year salaries that those results cannot be included.

Private Practice

Private practice *owners* reported a median calendar year salary of \$84,000 ($n = 199$). Audiologists who were employed full time as salaried *employees* in a private practice reported a median salary of \$73,808 ($n = 189$). (Data do not appear in any table.)

Additional data on audiologists employed in private practice can be found in the *ASHA 2018 Audiology Survey Private Practice* report.

Student Debt

Nearly one quarter (22%) of all of the audiologists who responded to the survey – regardless of whether they received an annual salary, hourly wage, or commission – reported that they had unpaid student debt. The median amount of unpaid debt was \$60,000, and the mean was \$73,298 ($n = 385$). The median student debt was \$60,000 for audiologists who were clinical service providers ($n = 312$). Debt amounts decreased with age (see Table 2).

Age	Median Debt	Mean Debt	<i>n</i>
30 or younger	\$100,000	\$101,238	84
31–35 years	\$70,000	\$81,811	101
36–40 years	\$58,000	\$67,385	99
41–45 years	\$30,213	\$54,727	63
46 years or older	\$29,050	\$35,424	36

Note. $n = 383$.

Commission

Of the survey respondents who were paid primarily on an *annual* basis, 231 indicated that during the previous 12 months, they had received a median commission of \$20,000. The median commission was \$12,270 ($n = 92$) for respondents who received primarily an *hourly* wage and was \$82,872 for those who worked primarily for *commission* ($n = 29$).

For audiologists who were paid primarily on an *annual* basis, the median percentage of commission on product sales was 8%, and the mean was 16% ($n = 173$). The median percentage was 27% and the mean was 41% for audiologists who were paid primarily on *commission* ($n = 26$).



Bonus

A total of 509 audiologists who were employed full or part time reported receiving bonuses during the previous 12 months. Regardless of whether they received an annual salary, hourly wage, or commission, the median amount of their bonus was \$2,000, and the mean was \$9,569. Three types of facilities had a sufficient number of respondents to report their means ($p = .015$):

- \$5,250 in hospitals ($n = 121$)
- \$10,176 in nonresidential health care facilities ($n = 320$)
- \$14,348 in industry ($n = 32$)

The median bonus amount was \$3,000, and the mean was \$11,851 for the 358 audiologists who were employed full or part time and received an *annual* salary. Three types of facilities had a sufficient number of respondents to report their means ($p = .029$):

- \$5,734 in hospitals ($n = 93$)
- \$13,668 in nonresidential health care facilities ($n = 204$)
- \$14,829 in industry ($n = 30$)

Survey Notes and Methodology

The Audiology Survey has been fielded in even-numbered years since 2004 to gather information of interest to the profession. Members, volunteer leaders, and staff rely on data from the survey to better understand the priorities and needs of audiologists.

Response Rate

A stratified random sample was used to select 4,500 ASHA-certified audiologists for this survey from a population of 8,293 audiologists. They were stratified on the basis of type of facility and private practice.

The survey was mailed in September 2018. Second and third mailings followed, at approximately 4-week intervals, to individuals who had not responded to earlier mailings.

Of the original 4,500 audiologists in the sample, 44 had undeliverable addresses, nine were retired, and 27 were no longer employed in eligible facilities, leaving 4,420 possible respondents. The actual number of respondents was 1,756, resulting in a 39.7% response rate.

Because facilities with fewer audiologists (such as industry) were oversampled and those with many audiologists (e.g., nonresidential health care facilities) were undersampled, ASHA used *weighting* when presenting data to reflect the actual distribution of audiologists in each type of facility within ASHA.

Audiology Survey Reports

Results from the *ASHA 2018 Audiology Survey* are presented in a series of reports:

- Annual Salaries
- Hourly Wages
- Clinical Focus Patterns
- Private Practice
- Survey Summary Report
- Survey Methodology, Respondent Demographics, and Glossary

Suggested Citation

American Speech-Language-Hearing Association. (2019). *2018 Audiology Survey report: Annual salaries*. Retrieved from www.asha.org.

Resources

Salary data may also be available from other sources, such as state associations and state departments of labor. Suggested websites include the following:

Bureau of Labor Statistics, U.S. Department of Labor. (2017). Overview of BLS statistics by occupation. Retrieved from www.bls.gov/bls/occupation.htm (audiologists are classified as occupation code 29-1181)

Bureau of Labor Statistics, U.S. Department of Labor. (2017). Healthcare – Audiologists. Retrieved from www.bls.gov/ooh/healthcare/audiologists.htm

Council of Academic Programs in Communication Sciences and Disorders. (2016). 2016 salary survey. Retrieved from www.capcsd.org/salariesurvey.html

Salary.com. (2019). Audiologist salaries. Retrieved from www1.salary.com/Audiologist-Salary.html

For billing and reimbursement, please refer to the following:
American Speech-Language-Hearing Association. (2019). Billing and reimbursement. Retrieved from www.asha.org/practice/reimbursement

Additional Information

For additional information regarding the *ASHA 2018 Audiology Survey*, please contact ASHA's audiology practices unit at audiology@asha.org. To learn more about how the Association is working on behalf of ASHA-certified audiologists, visit ASHA's website at www.asha.org/aud/.

Thank You!

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and public. Thank you!

Appendix

Table 1: Salary Basis

Income data are used to provide information to members, students, policymakers, and others with a vested interest in the topic. Your responses will be reported in aggregate form only.

<p>10. How are you paid in your main job? <i>Select one response only.</i> Analyses limited to respondents who met the following criteria: ❖ CCC-A ❖ Employed full time or part time</p>						
Response	Facility type					
	All facility types (n = 1,615)	College/ university (n = 142)	Hospital (n = 447)	Franchise/ retail chain (n = 66)	Nonres. health care (n = 851)	Industry (n = 77)
Primarily per hour	25.3	4.2	26.2	24.2	30.4	10.4
Primarily annual salary (SKIP to Q. 13.)	72.4	95.8	73.2	71.2	66.0	88.3
Primarily commission (SKIP to Q. 15.)	2.3	0.0	0.7	4.5	3.5	1.3
	Too many cells (20%) have an expected count of less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by facility type.					

Table 2: Academic Year or Calendar Year

<p>14. For what period of <u>work</u> is this salary? <i>If you work for 9–10 months but are paid over a 12-month period, select response “1.” Select one response only.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time or part time ❖ Annual salary of at least \$1 						
Response	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
	<i>n</i> = 1,106	<i>n</i> = 131	<i>n</i> = 308	<i>n</i> = 41	<i>n</i> = 536	<i>n</i> = 62
Work 9 or 10 months per year	5.5	36.6	1.0	0.0	1.1	0.0
Work 11 or 12 months per year	94.0	62.6	98.7	100.0	98.7	98.4
Work other period	0.5	0.8	0.3	0.0	0.2	1.6
		Too many cells (47%) have an expected count of less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by facility type.				
	<i>n</i> = 1,100	<i>n</i> = 130	<i>n</i> = 307	<i>n</i> = 41	<i>n</i> = 535	<i>n</i> = 61
Work 9 or 10 months per year	5.5	36.9	1.0	0.0	1.1	0.0
Work 11 or 12 months per year	94.5	63.1	99.0	100.0	98.9	100.0
Work other period	Removed from analyses					
		Too many cells (20%) have an expected count of less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by facility type.				

Table 3: Facilities

8. Although you may work in several types of facilities, select the one type of building that best describes where you work all or most of the time. *For individuals who work in private practice or multiple settings, select the type of building in which you deliver most of your services. Only one response can be accepted.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Facility	Percentages (n = 1,643)
College/university	8.7
Hospital (general, pediatric, military, VA)	27.5
Audiology franchise, retail chain	4.1
Nonresidential health care facility (includes audiologists' and physicians' offices)	53.3
Industry (hearing aid manufacturing, hearing conservation)	4.7
Other, specify:	1.7

Table 4: Salaries, by Facility

<p>13. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time ❖ Annual salary of at least \$1 						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
Worked 9–10 months (academic year)						
	<i>n</i> = 57	<i>n</i> = 47	<i>n</i> = 2	<i>n</i> = 0	<i>n</i> = 5	<i>n</i> = 0
25th percentile	\$70,000	\$70,033	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile (Median)	\$83,843	\$84,869				
75th percentile	\$96,000	\$97,651				
Mean	\$87,047	\$86,457				
Standard deviation	\$29,310	\$26,115				
Mode	\$80,000	\$80,000				
Worked 11–12 months (calendar year)						
	<i>n</i> = 953	<i>n</i> = 78	<i>n</i> = 279	<i>n</i> = 39	<i>n</i> = 479	<i>n</i> = 61
25th percentile	\$70,000	\$70,889	\$77,889	\$64,296	\$65,000	\$75,000
50th percentile (Median)	\$80,000	\$84,969	\$89,000	\$73,157	\$75,000	\$84,431
75th percentile	\$95,272	\$103,711	\$100,000	\$83,235	\$87,029	\$101,810
Mean	\$86,694	\$93,643	\$90,858	\$74,819	\$83,624	\$91,111
Standard deviation	\$33,330	\$35,763	\$20,206	\$17,389	\$39,398	\$32,658
Mode	\$80,000	\$65,000	\$100,000	\$80,000	\$70,000	\$83,000
			<p>Statistical significance: $F(4, 931) = 4.5, p = .001$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by facility type.</p>			

Table 5: Calendar Year Salaries, by Function

<p>13. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time ❖ Annual salary of at least \$1 						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
Clinical service provider						
	<i>n</i> = 749	<i>n</i> = 14	<i>n</i> = 241	<i>n</i> = 35	<i>n</i> = 452	<i>n</i> = 1
25th percentile	\$69,000	<i>(n</i> < 25)	\$75,000	\$60,000	\$65,000	<i>(n</i> < 25)
50th percentile (Median)	\$79,095		\$85,000	\$72,596	\$75,000	
75th percentile	\$92,000		\$97,565	\$85,000	\$86,211	
College/university faculty/clinical educator						
	<i>n</i> = 48	<i>n</i> = 47	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 1	<i>n</i> = 0
25th percentile	\$72,000	\$71,985	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile (Median)	\$83,739	\$82,896				
75th percentile	\$101,167	\$100,000				
(Table 5 continues on next page.)						

Table 5 Continued: Calendar Year Salaries, by Function

13. What is your <u>base annual salary</u> , before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i> Analyses limited to respondents who met the following criteria: <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time ❖ Annual salary of at least \$1 						
Salary	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
Researcher						
	<i>n</i> = 19	<i>n</i> = 5	<i>n</i> = 6	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 8
25th percentile	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile (Median)						
75th percentile						
Consultant						
	<i>n</i> = 7	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 1	<i>n</i> = 6
25th percentile	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile (Median)						
75th percentile						
(Table 5 continues on next page.)						

Table 5 Continued: Calendar Year Salaries, by Function

13. What is your <u>base annual salary</u> , before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i>						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time						
❖ Annual salary of at least \$1						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
Administrator/supervisor/director						
	<i>n</i> = 73	<i>n</i> = 11	<i>n</i> = 27	<i>n</i> = 2	<i>n</i> = 20	<i>n</i> = 7
25th percentile	\$80,449	<i>(n</i> < 25)	\$90,000	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile (Median)	\$104,293		\$107,607			
75th percentile	\$135,250		\$137,014			
Sales/training/technical support						
	<i>n</i> = 48	<i>n</i> = 0	<i>n</i> = 2	<i>n</i> = 2	<i>n</i> = 3	<i>n</i> = 36
25th percentile	\$73,000	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	\$74,087
50th percentile (Median)	\$81,769					\$82,391
75th percentile	\$96,995					\$93,578

Table 6: Calendar Year Salaries, by Highest Degree

<p>13. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time ❖ Annual salary of at least \$1 						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
Master's degree						
	<i>n</i> = 161	<i>n</i> = 4	<i>n</i> = 53	<i>n</i> = 12	<i>n</i> = 80	<i>n</i> = 12
25th percentile	\$66,129	<i>(n</i> < 25)	\$83,874	<i>(n</i> < 25)	\$61,659	<i>(n</i> < 25)
50th percentile (Median)	\$80,721		\$92,000		\$70,097	
75th percentile	\$95,000		\$100,000		\$85,000	
AuD as only doctoral degree						
	<i>n</i> = 707	<i>n</i> = 44	<i>n</i> = 203	<i>n</i> = 26	<i>n</i> = 377	<i>n</i> = 44
25th percentile	\$70,000	\$67,534	\$75,000	\$67,076	\$65,000	\$74,440
50th percentile (Median)	\$79,072	\$75,564	\$85,000	\$74,890	\$75,000	\$83,000
75th percentile	\$91,000	\$94,047	\$96,373	\$81,045	\$86,904	\$95,194
(Table 6 continues on next page.)						

Table 6 Continued: Calendar Year Salaries, by Highest Degree

<p>13. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time ❖ Annual salary of at least \$1 						
Salary	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
PhD as only doctoral degree						
	<i>n</i> = 62	<i>n</i> = 22	<i>n</i> = 15	<i>n</i> = 1	<i>n</i> = 17	<i>n</i> = 4
25th percentile	\$85,599	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile (Median)	\$112,705					
75th percentile	\$150,000					

Table 7: Median Calendar Year Salaries, by Years of Experience

<p>13. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time ❖ Annual salary of at least \$1 						
Years	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
	<i>n</i> = 948	<i>n</i> = 78	<i>n</i> = 278	<i>n</i> = 40	<i>n</i> = 477	<i>n</i> = 61
1–3	\$72,000	<i>(n</i> < 25)	\$72,000	<i>(n</i> < 25)	\$71,545	<i>(n</i> < 25)
4–6	\$72,000		\$74,106		\$70,000	
7–9	\$77,135		\$83,000		\$75,410	
10–12	\$81,423		\$91,737		\$71,000	
13–15	\$84,172		\$91,263		\$78,500	
16–18	\$76,000				\$75,000	
19–21	\$80,000				\$72,908	
22–24	\$85,000				<i>(n</i> < 25)	
25–27	\$85,000	\$99,914	<i>(n</i> < 25)	\$80,000	\$90,000	
28 or more	\$90,000		\$95,000	\$81,871		

Table 8: Calendar Year Salaries, by Sex

<p>13. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time ❖ Annual salary of at least \$1 						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
Female						
	<i>n</i> = 785	<i>n</i> = 61	<i>n</i> = 232	<i>n</i> = 29	<i>n</i> = 395	<i>n</i> = 55
25th percentile	\$70,000	\$69,400	\$76,000	\$60,167	\$65,000	\$75,000
50th percentile (Median)	\$80,000	\$81,226	\$85,860	\$72,816	\$75,000	\$83,000
75th percentile	\$92,000	\$98,393	\$98,000	\$80,995	\$84,000	\$100,058
Male						
	<i>n</i> = 167	<i>n</i> = 18	<i>n</i> = 47	<i>n</i> = 10	<i>n</i> = 85	<i>n</i> = 6
25th percentile	\$73,123	<i>(n</i> < 25)	\$84,000	<i>(n</i> < 25)	\$65,340	<i>(n</i> < 25)
50th percentile (Median)	\$91,925		\$95,000		\$90,000	
75th percentile	\$123,524		\$111,507		\$130,000	

Table 9: Calendar Year Salaries, by Population Setting

<p>13. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time ❖ Annual salary of at least \$1 						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
City/urban area						
	<i>n</i> = 519	<i>n</i> = 43	<i>n</i> = 198	<i>n</i> = 18	<i>n</i> = 215	<i>n</i> = 30
25th percentile	\$72,000	\$72,000	\$78,326	<i>(n</i> < 25)	\$67,394	\$80,001
50th percentile (Median)	\$82,500	\$82,067	\$89,000		\$75,000	\$85,000
75th percentile	\$97,561	\$106,371	\$100,000		\$90,000	\$104,297
Suburban area						
	<i>n</i> = 308	<i>n</i> = 27	<i>n</i> = 56	<i>n</i> = 15	<i>n</i> = 187	<i>n</i> = 24
25th percentile	\$66,102	\$67,303	\$72,567	<i>(n</i> < 25)	\$65,000	<i>(n</i> < 25)
50th percentile (Median)	\$80,000	\$84,694	\$89,941		\$76,000	
75th percentile	\$92,407	\$100,000	\$100,077		\$85,000	
(Table 9 continues on next page.)						

Table 9 Continued: Calendar Year Salaries, by Population Setting

13. What is your base annual salary, before deductions, for your main job? *Bonuses and commissions will be asked about in separate questions.*
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time
- ❖ Annual salary of at least \$1

Salary	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
Rural area						
	<i>n</i> = 112	<i>n</i> = 8	<i>n</i> = 22	<i>n</i> = 6	<i>n</i> = 72	<i>n</i> = 3
25th percentile	\$65,000	(<i>n</i> < 25)	(<i>n</i> < 25)	(<i>n</i> < 25)	\$60,000	(<i>n</i> < 25)
50th percentile (Median)	\$75,000				\$72,000	
75th percentile	\$97,759				\$85,077	