



AUDIOLOGY SURVEY **2023**

Hourly Wages

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ASHA 2023 AUDIOLOGY SURVEY: HOURLY WAGE REPORT

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Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of audiologists in the fall of 2023. The survey was designed to provide information about salaries, working conditions, and service delivery—as well as to update and expand information gathered during 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 primarily an hourly wage. Data on audiologists who received primarily an annual salary are in a separate report.

Highlights

- ◆ 21% of the respondents were paid primarily an hourly wage.
- ◆ 28 was the median number of hours worked by hourly wage earners.
- ◆ 55% worked part time.
- ◆ Median wage was \$49.75 per hour for those who worked up to 28 hours per week and \$47.00 for those working more than 28 hours per week.
- ◆ Median wage was \$45.00 per hour for those who worked in nonresidential health care facilities, regardless of whether they worked more or fewer than 28 hours per week.
- ◆ Median wage was \$50.00 for audiologists with an AuD who worked fewer than 28 hours per week.
- ◆ Median hourly wage was \$58.00 for those who worked more than 28 hours per week in the West.
- ◆ The median commission, for hourly wage earners who reported receiving one, was \$15,421.
- ◆ The median bonus, for hourly wage earners who reported receiving one, was \$1,215.

Respondents

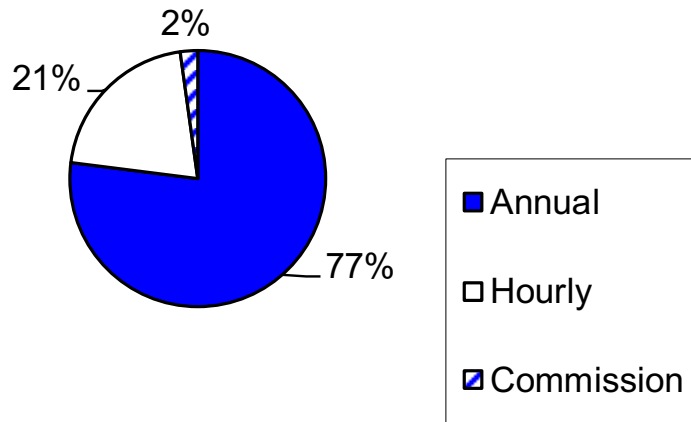
The data in this report were gathered from 1,329 audiologists who responded to the *ASHA 2023 Audiology Survey*. Audiologists who responded varied by salary basis (annual/hourly/commission) and status (full time/part time). In addition, there were differences in function, facility, region of the country, and other characteristics that had an impact on respondents' incomes.

To protect anonymity and reduce variability, subsets of data with fewer than 25 individuals are not reported.

Salary Basis

Of the respondents who reported how they were paid, 77% received primarily an annual salary, 21% received primarily an hourly wage, and 2% received primarily a commission (see Figure 1).

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



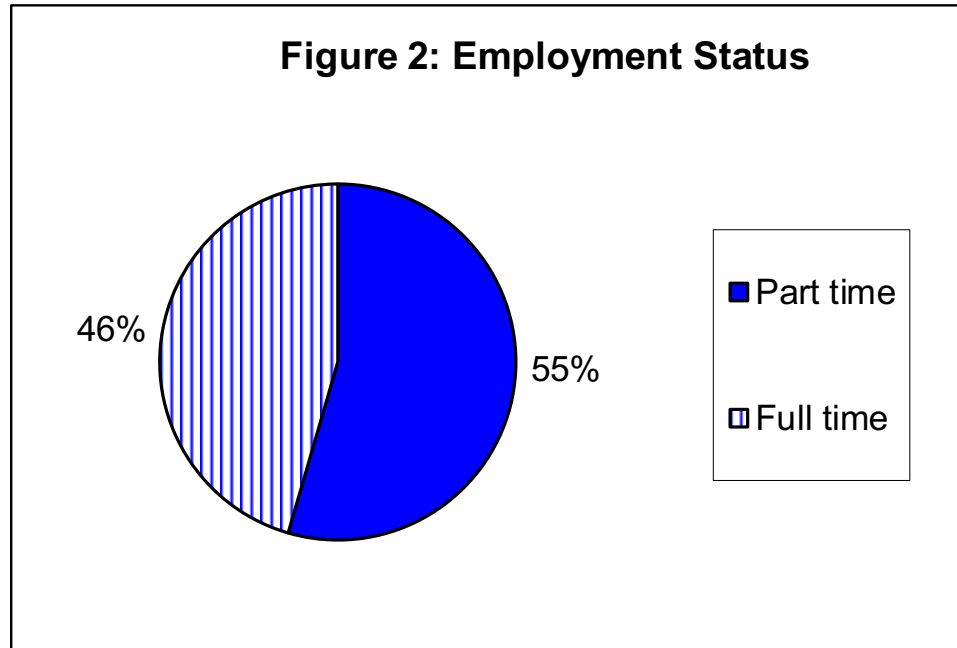
Note. n = 1,308.

Median Weekly Hours

Of those who worked for an hourly wage, regardless of whether they provided the amount of their hourly wage, the median number of hours worked per week was 28 hours. Therefore, many of the tables and graphs in this report divide the wages at 28 hours, showing data for audiologists who worked up through 28 hours a week separately from data for those who worked more than 28 hours a week.

Employment Status

More audiologists who were paid on an hourly basis worked part time than full time (see Figure 2).



Note. *n* = 272.

Hourly Wages

The median (50th percentile) hourly wage—when no other characteristics were accounted for, such as number of hours worked, type of facility, or region of the country—was \$47.39. The hourly wage was \$40.00 at the 25th percentile and \$56.00 at the 75th percentile (*n* = 264).

Hours Worked

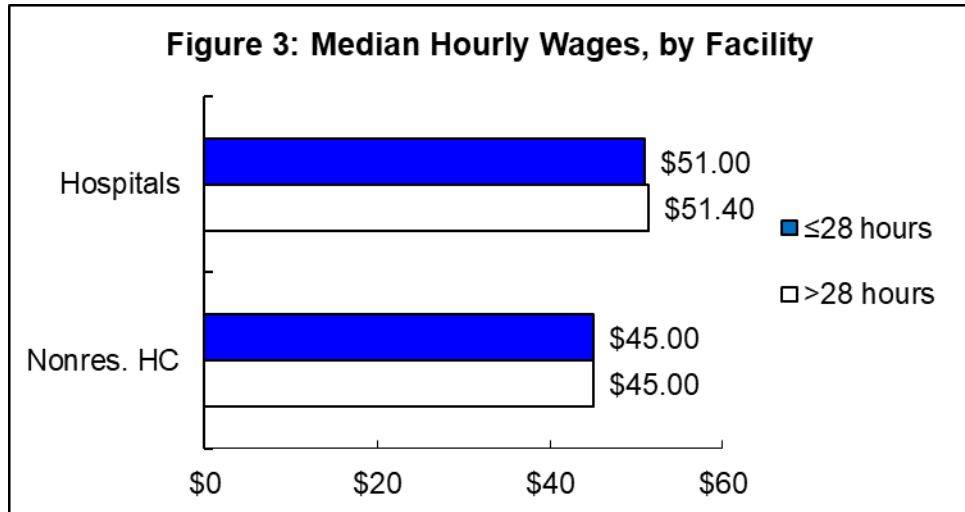
Half (*n* = 133) of the audiologists who were paid hourly worked 28 or fewer hours, and their median wage was \$49.75. The rest (*n* = 132) worked more than 28 hours, and their median wage was \$47.00.

Function

Of the individuals who were paid an hourly wage, 92% were clinical service providers. Their median hourly wage, overall, was \$47.00 (*n* = 240). Clinical service providers who worked 28 or fewer hours reported a median hourly wage of \$46.23 (*n* = 115), compared with \$47.10 (*n* = 126) for the clinical service providers who worked more than 28 hours weekly. There were too few hourly wage earners in the remaining categories of function to report their data.

Employment Facility

Audiologists in hospitals and nonresidential health care facilities who worked up to 28 hours per week earned about the same per hour as those who worked more hours weekly (see Figure 3). Colleges and universities, audiology franchises and retail chains, and industry did not meet the minimum requirement of having at least 25 audiologists reporting an hourly wage.



Note. Nonres. = nonresidential. *n* = 234.

Private Practice

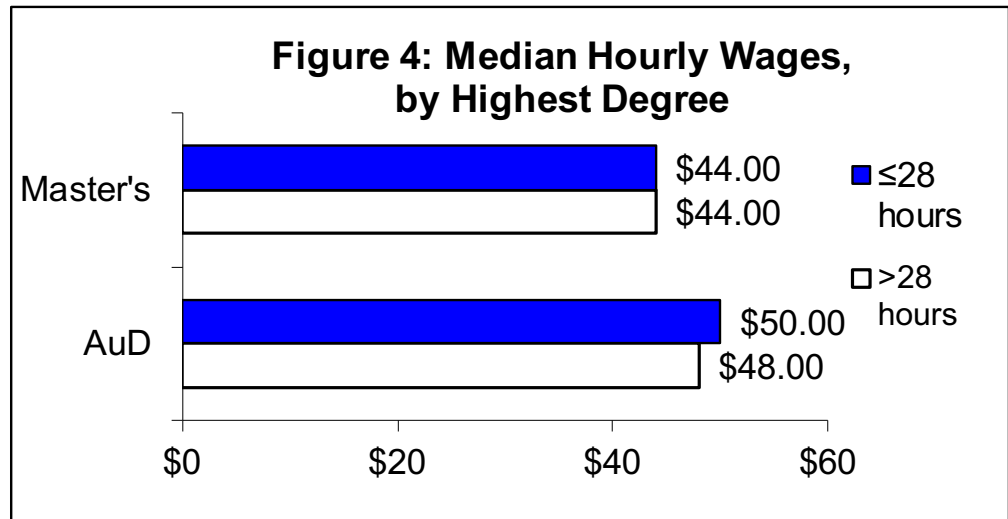
Too few owners reported an hourly wage for those data to be reported. Moreover, wages for part- and full-time employees in private practices owned by audiologists did not differ significantly (*p* = .077) from those in practices owned by non-audiologists (see Table 1).

Table 1: Private Practice Wages			
	Median	Mean	<i>n</i>
Owners vs. Non-Owners			
Owner	–	–	16
All non-owners	\$45.00	\$50.90	77
Audiologist-Owned vs. Non-Audiologist-Owned			
Employees in audiologist-owned private practice	\$42.50	\$48.79	25
Employees in non-audiologist-owned private practice	\$44.00	\$44.79	36

Highest Degree

One third (33%) of the audiologists who were paid hourly had a master’s as their highest degree, 63% had an AuD as the only doctorate, 3% had a PhD as their only doctorate, and 1% had multiple doctorates ($n = 270$).

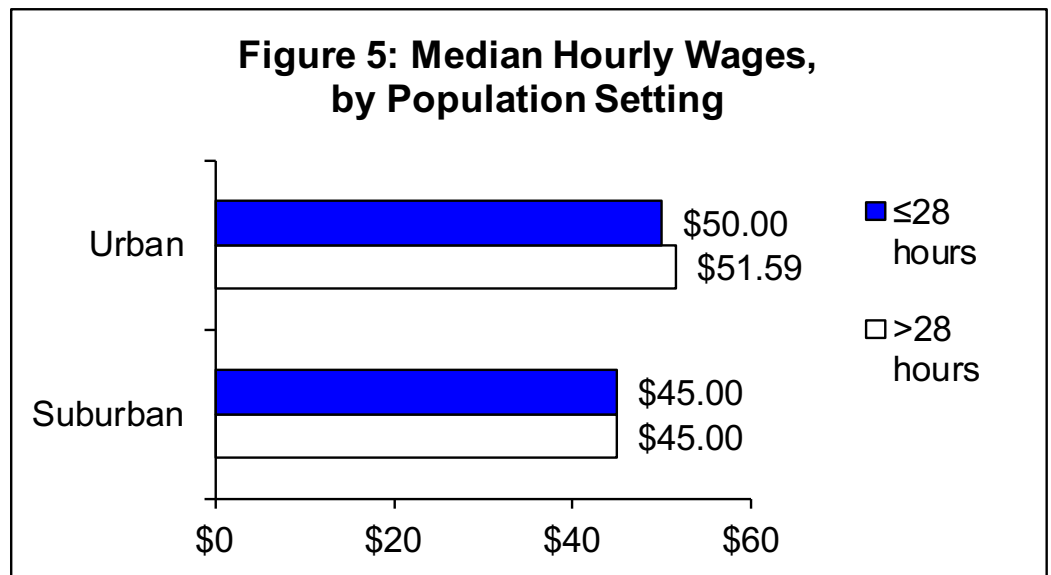
When the number of weekly hours worked was excluded from the analysis, *mean* hourly wages for audiologists varied by highest degree (\$47.11 with a master’s and \$52.85 with an AuD [$p = .035$]). Additional data (*median* values) are presented in Figure 4.



Note. $n = 252$.

Population Setting

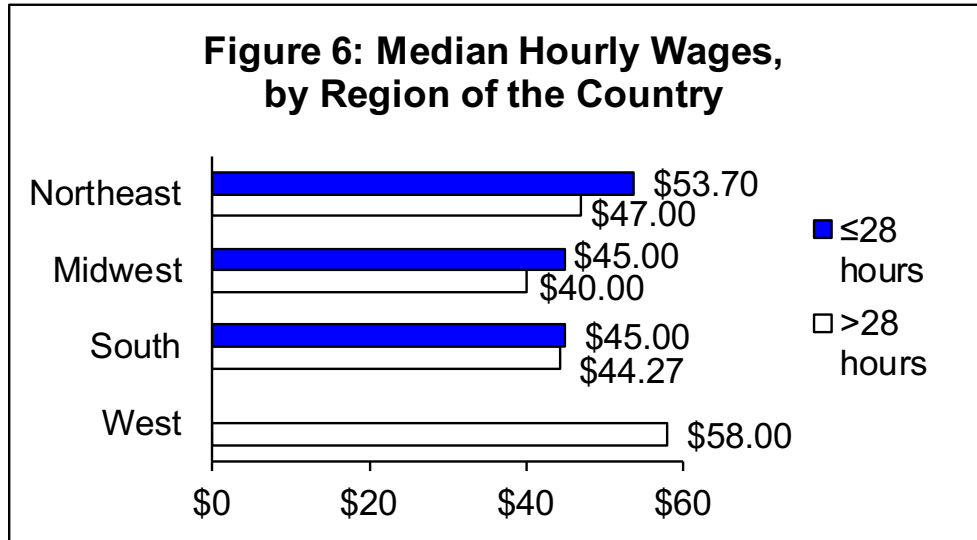
Data for audiologists in rural areas cannot be included because too few of them reported an hourly wage. Hourly wages were \$50.00 or higher in urban areas (see Figure 6).



Note. $n = 243$.

Geographic Region

Without regard to the number of hours worked, the median hourly wages of audiologists were \$50.00 in the Northeast, \$42.94 in the Midwest, \$45.00 in the South, and \$56.28 in the West ($n = 264$; data not shown in any figure). Median hourly wages for audiologists who worked more than 28 hours weekly ranged from \$40.00 in the Midwest to \$58.00 in the West (see Figure 6).



Note. $n = 252$.

Northeast: CT, MA, ME, NH, NJ, NY, PA, RI, VT

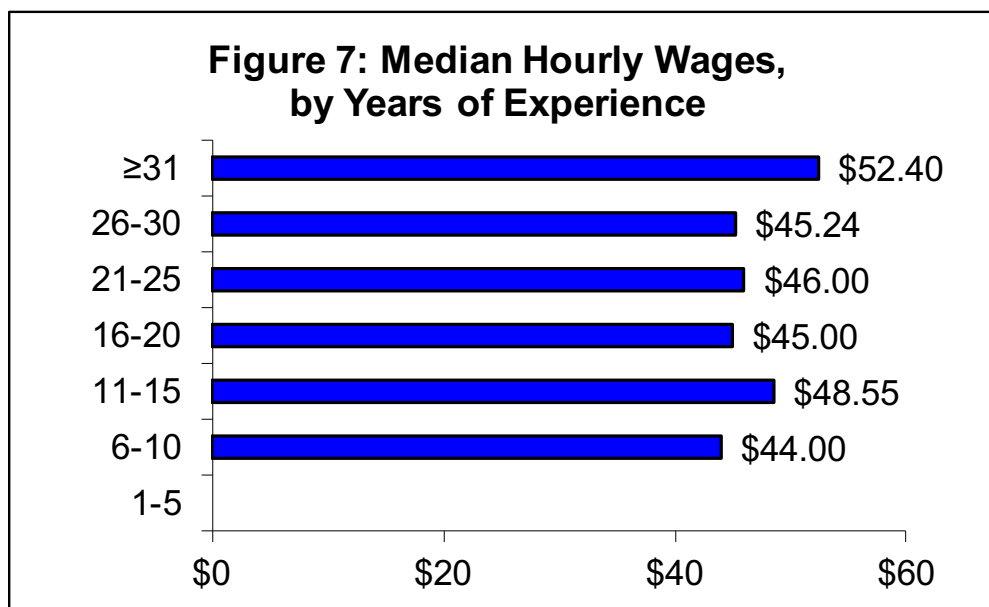
Midwest: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI

South: AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV

West: AK, AZ, CA, CO, HI, ID, MT, NV, NM, OR, UT, WA, WY

Years of Experience

Median hourly wages rose to a high of \$52.40 for audiologists with 31 or more years of experience. The rate of increase did not follow a straight line (see Figure 7).



Note. $n = 242$.

Commission	<p>Of the respondents who were paid primarily on an hourly basis, 50 indicated that during the previous 12 months they had received a <i>median</i> commission of \$15,421 or a <i>mean</i> commission of \$16,494.</p> <p>Only one facility had sufficient respondents to present commissions. Audiologists earning an hourly wage in nonresidential health care facilities reported a <i>median</i> commission of \$16,000 and a <i>mean</i> of \$17,438 ($n = 39$).</p>
Bonus	<p>A total of 74 hourly wage-earning audiologists reported receiving bonuses during the previous 12 months. The <i>median</i> amount was \$1,215; the <i>mean</i> was \$3,467.</p> <p>Again, only wage-earning audiologists in nonresidential health care facilities had sufficient numbers of respondents ($n = 53$) to report the amounts of their bonuses: a <i>median</i> of \$2,000 and a <i>mean</i> of \$4,060.</p>
Salary Upgrade	<p>We included two additional financial questions on the survey. The first question asked the dollar amount of any salary supplement, stipend, or other type of salary upgrade that they had received during the past 12 months for either of two purposes.</p> <p>Unfortunately, too few audiologists who were employed part- or full time and who received an hourly wage provided information on salary supplements for either (a) holding ASHA CCCs ($n = 24$) or (b) supervising ($n = 1$) for their data to be reported.</p>
Employer Reimbursement	<p>We also asked who was responsible for paying a variety of expenses:</p> <ul style="list-style-type: none"> • themselves (S) • their employer (E) • a combination (C) • not applicable (NA) <p>Table 2 provides responses from audiologists who were employed part time or full time and who received an hourly wage. More than half of their employers paid for ASHA dues, professional development, and state licensing fees.</p>

Paid
Primarily
by
Commission

Table 2: Who Pays Fees or Dues, Hourly (%)

Payment Purpose	S	E	C	NA	n
ASHA dues	56	41	2	1	271
ASHA Convention	40	11	6	43	263
Professional development	52	31	12	5	266
Special Interest Groups (SIGs)	38	5	2	56	258
State licensing fees	52	43	3	1	269
Leave time to volunteer	38	6	2	55	254
Other, specify: (see list of <i>other</i> responses in Appendix C of the <i>Summary Report</i>)	12	62	13	13	9

Few data points can be presented for audiologists who received primarily a commission in their main job because their number was small.

- Amount of commission: $n = 22$
- Amount of bonus: $n = 7$
- Salary supplement for ASHA CCCs: $n = 2$
- Salary supplement for supervising: $n = 1$

Table 3 provides information from audiologists who were employed part time or full time and received a commission. More than half of their employers paid for ASHA dues, professional development, and state licensing fees.

Table 3: Who Pays Fees or Dues, Commission (%)

Payment Purpose	S	E	C	NA	n
ASHA dues	35	59	0	6	28
ASHA Convention	24	9	3	65	26
Professional development	37	47	10	6	28
Special Interest Groups (SIGs)	29	0	0	71	27
State licensing fees	32	62	0	6	28
Leave time to volunteer	35	7	4	54	27
Other, specify: (see list of <i>other</i> responses in Appendix C of the <i>Summary Report</i>)	100	0	0	0	28

Survey Notes and Methodology

The *ASHA Audiology Survey* has been fielded in even-numbered years between 2004 and 2018 to gather information of interest to the profession. The 2020 version was postponed by 1 year because of the COVID-19 pandemic. Members, volunteer leaders, and staff rely on data from the survey to better understand the priorities and needs of audiologists.

The survey was fielded via postal mail in September, October, and November 2021 to a random sample of 5,000 ASHA-certified audiologists who were employed in the United States.

The sample was a random sample, stratified by both type of facility and private practice. Small groups, such as industry, were oversampled. Weighting was used when presenting data to reflect the actual distribution of audiologists in each type of facility.

Response Rate

Of the original 5,000 audiologists in the sample, 7 were retired, 49 were not currently employed in the profession, and 64 had undeliverable mail addresses. The actual number of respondents was 1,329, resulting in a 27.2% response rate. The results presented in this report are based on responses from those 1,329 individuals.

Survey Reports

Results from the *ASHA 2023 Audiology Survey* are presented in a series of reports:

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

Suggested Citation

American Speech-Language-Hearing Association. (2024) *ASHA 2023 Audiology Survey: Hourly Wages*. www.asha.org

Supplemental 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. (2023). *Healthcare-audiologists*.

www.bls.gov/ooH/healthcare/audiologists.htm

Council of Academic Programs in Communication Sciences and Disorders. (2023). *CAPCSD 2023 salary survey*.

www.capcsd.org/academic-and-clinical-resources/

Salary.com. (2023). *Audiologist salaries*.

www.salary.com/research/salary/benchmark/audiologist-salary

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

Additional Information

For additional information regarding the *2023 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!

ASHA would like to thank the audiologists who completed the *ASHA 2023 Audiology Survey*. Reports like this one are possible only because people like *you* participate.

Is this information valuable to you? If so, please accept invitations to participate in other ASHA-sponsored surveys and focus groups. You are the experts, and we rely on you to provide data to share with your fellow members. ASHA surveys benefit *you*.