



AUDIOLOGY SURVEY **2021**

Hourly Wages

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ASHA 2021 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 2021. 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

- ◆ 22% of the respondents were paid primarily an hourly wage.
- ◆ 28 was the median number of hours worked by hourly wage earners.
- ◆ 57% worked part time.
- ◆ Median wage was \$45.00 per hour for those who worked up to 28 hours per week and \$43.34 for those working more than 28 hours per week.
- ◆ Median wage was \$50.00 per hour for those who worked up to 28 hours per week in hospitals.
- ◆ 57% of the respondents had a doctor of audiology (AuD) degree.
- ◆ Median hourly wage was \$50.00 for respondents with 31 or more years of experience.
- ◆ Median hourly wage was \$55.00 for those who worked up to 28 hours per week in the Northeast.
- ◆ The median commission, for hourly wage earners who reported receiving one, was \$14,000.
- ◆ The median bonus, for hourly wage earners who reported receiving one, was \$1,399.

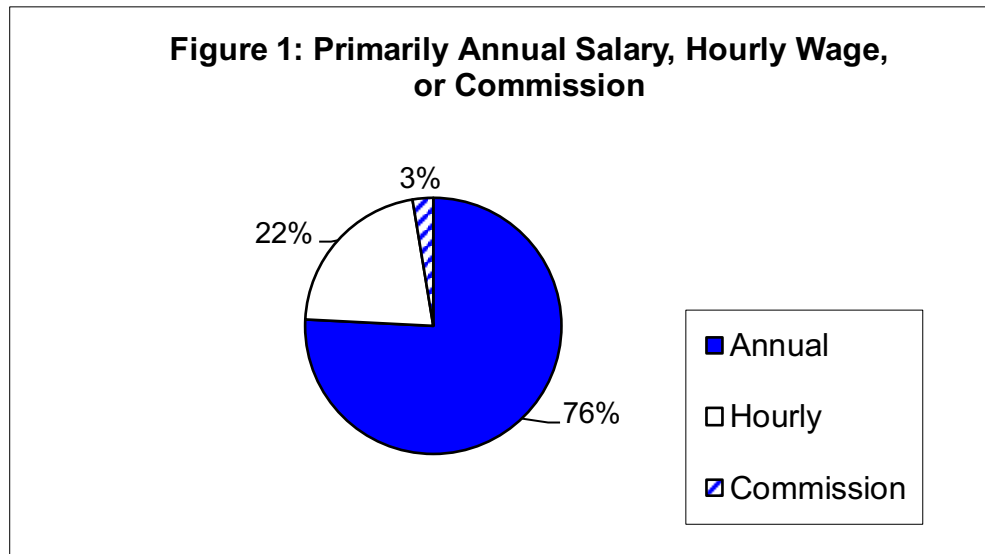
Respondents

The data in this report were gathered from 1,487 audiologists who responded to the *ASHA 2021 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 1,461 respondents who reported how they were paid, 76% received primarily an annual salary, 22% received primarily an hourly wage, and 3% received primarily a commission (see Figure 1).



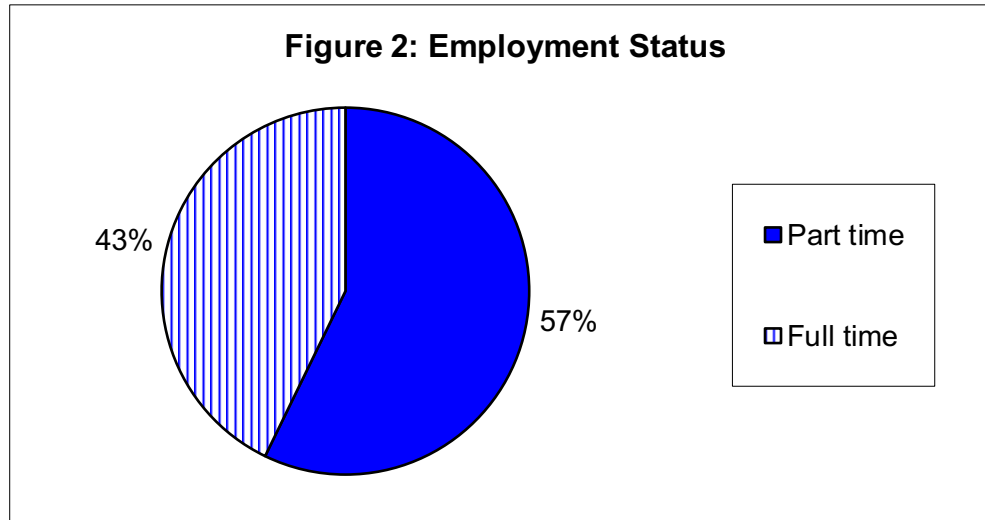
Note. n = 1,461.

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* = 316.

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 \$45.00. The hourly wage was \$37.00 at the 25th percentile and \$54.28 at the 75th percentile (*n* = 281).

Hours Worked

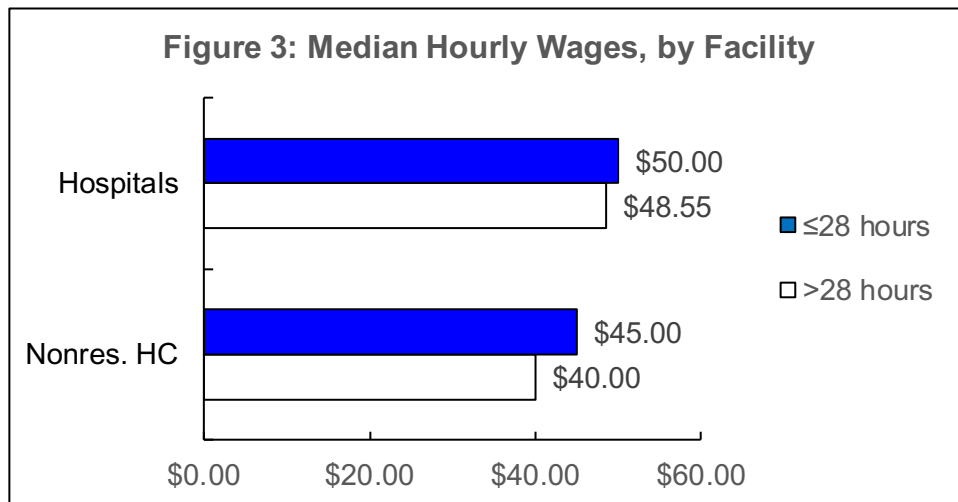
Half (*n* = 137) of the audiologists who were paid hourly worked 28 or fewer hours, and their median wage was \$45.00. The rest (*n* = 143) worked more than 28 hours, and their median wage was \$43.34.

Function

Of the individuals who were paid an hourly wage, 92% were clinical service providers. Their median hourly wage, overall, was \$45.00 (*n* = 258). Clinical service providers who worked 28 or fewer hours reported a median hourly wage of \$45.00 (*n* = 122), compared with \$43.00 (*n* = 136) 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 more per hour than 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.

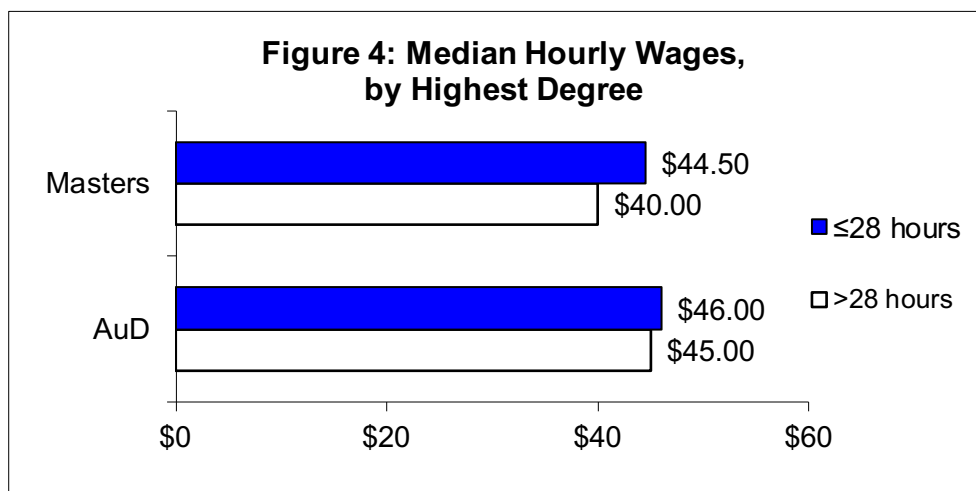


Note. Nonres. = Nonresidential. *n* = 252.

Highest Degree

Nearly half (39%) of the audiologists who were paid hourly had a masters as the highest degree, 57% had an AuD as the only doctorate, and 4% had a PhD as the only doctorate (*n* = 310).

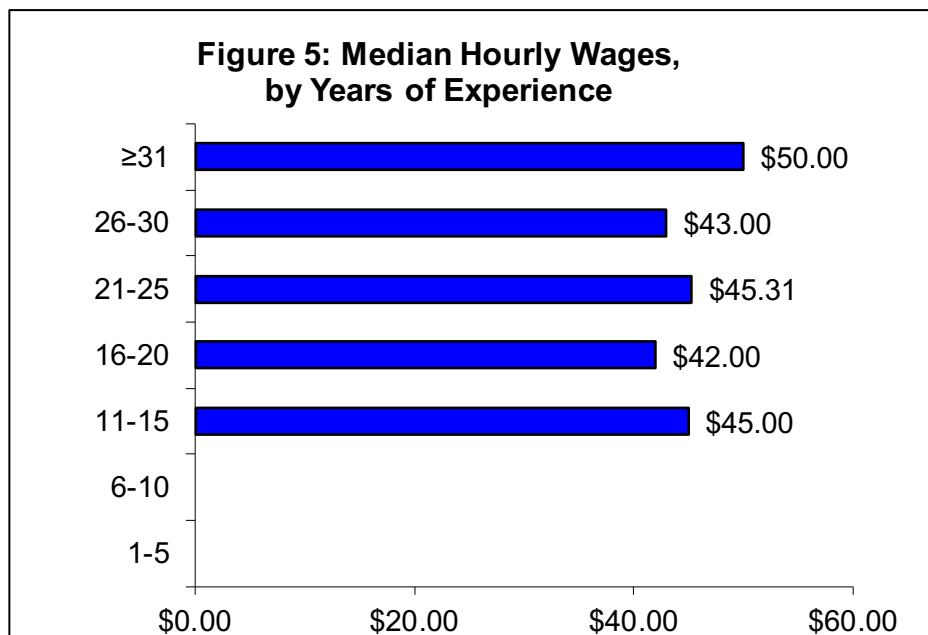
When the number of weekly hours worked was excluded from the analysis, *mean* hourly wages for audiologists varied by highest degree (\$44.69 with a masters and \$50.61 with an AuD [*p* = .030]). Additional data (*median* values) are presented in Figure 4.



Note. *n* = 266.

Years of Experience

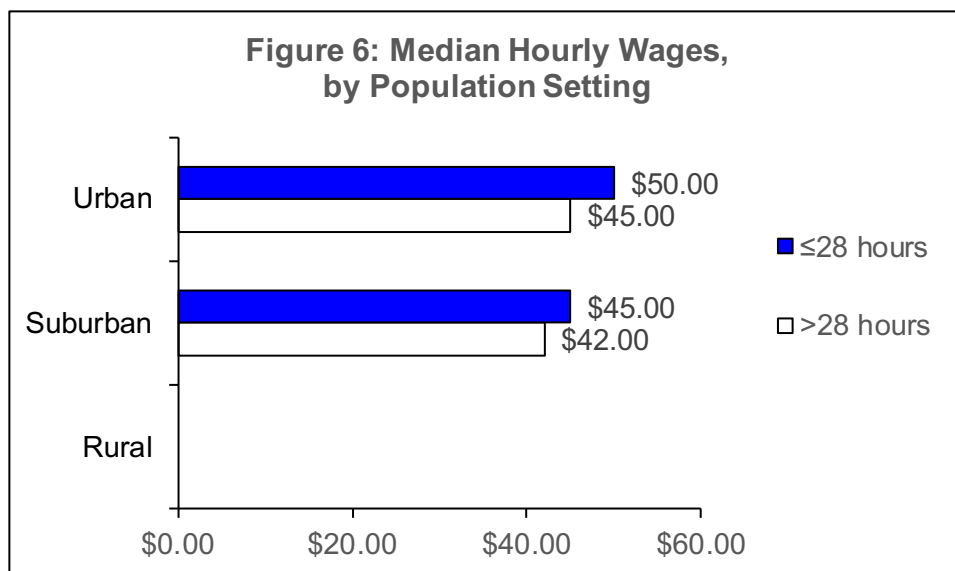
Median hourly wages rose to a high of \$50.00 for audiologists with 31 or more years of experience. The rate of increase did not follow a straight line (see Figure 5).



Note. *n* = 247.

Population Setting

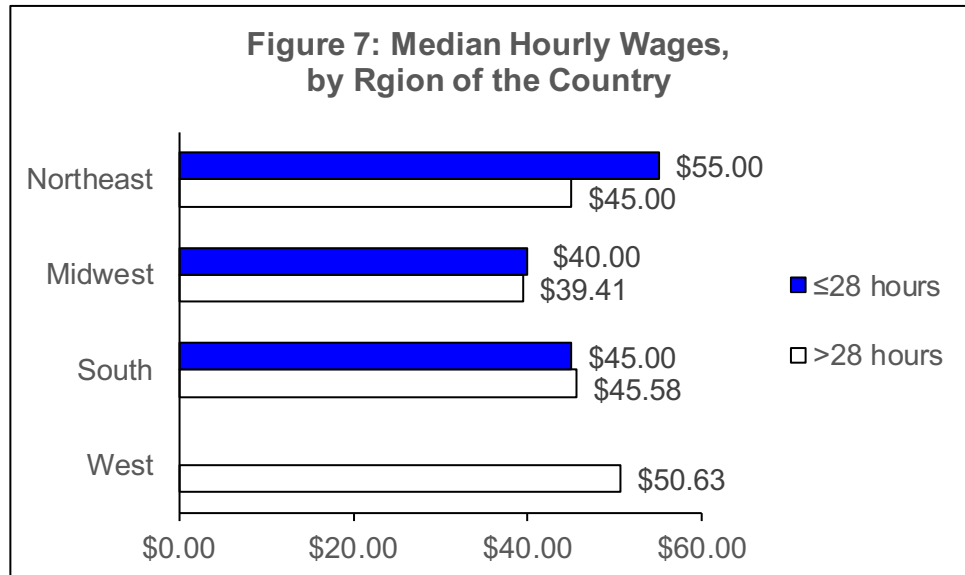
Without regard to the number of hours worked, the median hourly wages of audiologists were \$45.00 in urban areas, \$44.56 in suburban areas, and \$44.50 in rural areas (*n* = 276; data not shown in any figure). Hourly wages were highest for audiologists who worked for up to 28 hours per week in urban areas (see Figure 6).



Note. *n* = 248.

Geographic Region

Without regard to the number of hours worked, the median hourly wages of audiologists were \$50.00 in the Northeast, \$39.84 in the Midwest, \$45.00 in the South, and \$50.00 in the West ($n = 282$; data not shown in any figure). Median hourly wages for audiologists who worked more than 28 hours weekly ranged from \$39.41 in the Midwest to \$50.63 in the West (see Figure 7).



Note. $n = 265$.

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

Commission

Of the respondents to the survey who were paid primarily on an hourly basis, 49 indicated that during the previous 12 months they had received a *median* commission of \$14,000 or a *mean* of \$19,139.

Dollar Amount

Percentage

The *median* percentage of commission on product sales was 10%, and the *mean* was 13%, as reported by the 54 audiologists who were paid primarily on an hourly basis.

Bonus

A total of 82 hourly wage-earning audiologists reported receiving bonuses during the previous 12 months. The median amount was \$1,399. Only audiologists in nonresidential health care facilities (\$1,100; $n = 55$) had sufficient numbers of respondents to report the amount of their bonuses.

Salary Upgrade

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 they had received during the past 12 months for any of six purposes.

Dollar Amount

Among the audiologists who were employed part- or full time and received an hourly wage, 26 received a median upgrade of \$240.24 for holding ASHA CCCs.

For the remaining five purposes, there were insufficient numbers of respondents who were employed part- or full time and received an hourly wage to provide data:

- Multilingual services (*n* = 0)
- Medicaid billing (*n* = 2)
- Supervision of assistants or aides (*n* = 0)
- Supervision of graduate students (*n* = 1)
- Supervision of hearing aid dealers (*n* = 0)

Employer Reimbursement

We also asked whether their employer had paid their fees or dues. Table 1 provides responses from audiologists who were employed full time or part time and received an hourly wage. ASHA’s dues were paid in full for 40% of that group.

Table 1: Fees or Dues Paid by Employer					
	None	Part	Full	NA	<i>n</i>
ASHA dues	55%	5%	40%	-	272
Audiology conference fees	51%	17%	25%	7%	293
Professional development fees	51%	14%	28%	8%	298
State licensing fees	51%	3%	42%	5%	305

Paid Primarily by Commission

Audiologists who were paid primarily by commission received median commissions of \$50,000 (*n* = 29). The median percent of their commission was 25 percent (*n* = 27).

Only eight audiologists who were paid primarily by commission reported receiving a bonus.

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 October, November, and December 2021 to a random sample of 5,000 ASHA-certified audiologists who were employed in the United States. Half of each group was assigned to a random sample to receive an additional response option on the primary employment function question, i.e., *owner* was added to the option of *administrator/supervisor/director* for half of the sample.

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, 27 were retired, 90 were not currently employed in the profession, and 43 had undeliverable mail addresses. The actual number of respondents was 1,487, resulting in a 30.7% response rate. The results presented in this report are based on responses from those 1,487 individuals.

Survey Reports

Results from the *ASHA 2021 Audiology Survey* are presented in a series of reports:

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

Suggested Citation

American Speech-Language-Hearing Association. (2022). *ASHA 2021 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. (2020). *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. (2021). *Healthcare-Audiologists*. Retrieved from www.bls.gov/ooh/healthcare/audiologists.htm

Council of Academic Programs in Communication Sciences and Disorders. (2018). *2018 salary survey*. Retrieved from www.capcsd.org/academic-and-clinical-resources/

Salary.com. (2022). *Audiologist salaries*. Retrieved from 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 *2021 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 2021 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*.