



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

AUDIOLOGY SURVEY 2008



Private Practice

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Executive Summary

In the fall of 2008, 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 and Omnibus Surveys.

The results are presented in a series of reports. This report is based on responses from audiologists in private practice.

Highlights:

- ◆ 40% were owners of a private practice.
- ◆ 74% received an annual salary.
- ◆ 43% held an AuD degree.
- ◆ 43% worked in a suburban area.
- ◆ Median salary for self-employed owners was \$91,000.
- ◆ Median annual salary for employees with 26 or more years' experience was \$75,000. Their median hourly wage was \$43.00.
- ◆ Median annual salaries were highest in the Northeast and Midwest for owners (\$100,000) and in the West for employees (\$84,000).
- ◆ 41% of owners and 36% of employees said that ASHA was doing an excellent or good job in serving its members.
- ◆ 94% of owners and 88% of employees provided fitting and orientation of hearing aids.
- ◆ 16% of owners and 10% of employees said they were very qualified to provide services to multicultural populations.

Who They Are

The data in this report were gathered from 2,380 audiologists who indicated on the 2008 Audiology Survey that they worked in a private practice setting. Of that group:

Involvement in Private Practice*

- ◆ 40% were owners.
- ◆ 38% were full-time salaried employees.
- ◆ 15% were part-time salaried employees.
- ◆ 8% were contractors/consultants (e.g., per diem, temporary).

Type of Practice**

- ◆ 43% were self-employed in a private practice.
- ◆ 40% were employed in a private practice owned by nonaudiologists.
- ◆ 15% were employed in a private practice owned by other audiologists.

Annual or Hourly*

- ◆ 74% received an annual salary.
- ◆ 26% received an hourly wage.

Primary Facility*

- ◆ 88% worked in a nonresidential health care facility.
- ◆ 5% worked in hospitals.
- ◆ 3% worked in schools.
- ◆ 2% worked in colleges/universities.
- ◆ 1% worked in industry.
- ◆ 1% worked in an "other" facility.

Highest Degree*

- ◆ 49% held a master's as highest degree.
- ◆ 43% held an AuD degree.
- ◆ 7% held a PhD degree.
- ◆ 1% held an "other" doctorate.

Primary Function*

- ◆ 94% were clinical service providers.
- ◆ 3% were administrators, supervisors, or directors.
- ◆ 2% were college/university faculty.
- ◆ 2% had an "other" function.

Region of the Country*

- ◆ 36% worked in the South.
- ◆ 26% worked in the Northeast.
- ◆ 20% worked in the Midwest.
- ◆ 18% worked in the West.

Population Setting*

- ◆ 43% worked in a suburban area.
- ◆ 39% worked in a metropolitan/urban area.
- ◆ 18% worked in a rural area.

* May select only one response. ** May select more than one response

What They Earn: Annual Salaries

The salaries in this report are median salaries (the one in the middle when salaries are ordered from lowest to highest). The salaries in this section (i.e., annual salaries) are only for respondents who reported that they worked in private practice full-time for 11 to 12 months a year. In most cases, salaries are presented separately for owners and full-time employees (i.e., salaried employees, contractors, consultants, per diems, and temps). Salaries are presented only when there are sufficient cases, that is, a minimum of 25 respondents.

Owner or Employee

The median salary for *owners* was \$92,000 (N = 599). The median for *employees* was \$70,000 (N = 732).

Private Practice Type

Owners received higher average salaries than did employees (see Table 1).

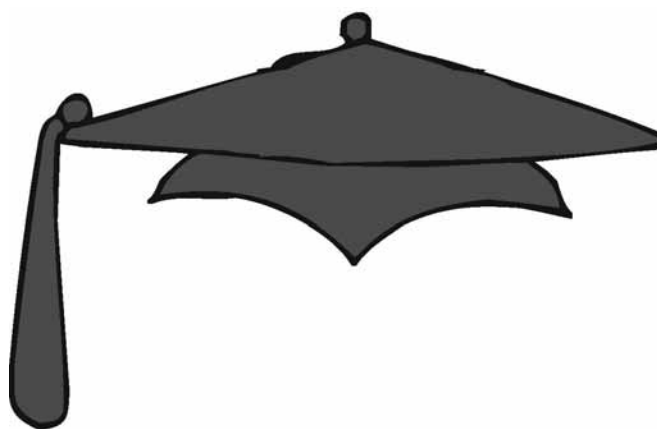
Private Practice Type	Owner		Employee	
	\$	N	\$	N
Self-employed	91,000	573	80,869	44
Other audiologists	N < 25	7	69,269	142
Non-audiologists		13	70,000	515

Highest Degree

The median salary was \$11,000 higher for *employees* with an AuD than for those with a master's. For owners, there was no difference. Salaries for both owners and employees were highest for audiologists with a *PhD* (see Table 2).

Table 2. Median Annual Salary by Highest Degree

Highest Degree	Owner		Employee	
	\$	N	\$	N
Master's	85,500	230	64,000	333
AuD	85,000	277	75,000	361
PhD	150,000	79	100,000	34



Years of Experience

The median number of years of experience was 14 for full-time employees and 25 for owners. Median salaries for *owners* increased from \$65,016 (6-10 years) to \$100,000 (26 or more years; see Table 3).

Table 3. Median Annual Salary by Years of Experience

Years of Experience	Owner		Employee	
	\$	N	\$	N
1-5 years	<i>N</i> < 25	7	66,190	93
6-10 years	65,016	39	60,000	212
11-15 years	70,000	57	70,300	118
16-20 years	75,000	79	75,000	88
21-25 years	97,976	127	70,000	60
26 or more years	100,000	291	75,000	161

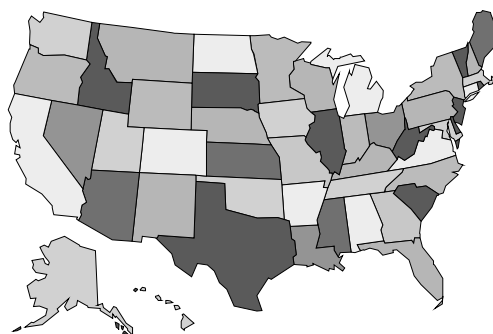
Region of the Country

The highest median salary for owners was in the *Northeast* and *Midwest* (\$100,000). For employees, it was in the *West* (\$84,000). For employees, the lowest median was in the *Midwest*; for owners, the lowest was in the *West* (see Table 4).

Table 4. Median Annual Salary by Region of the Country

Region*	Owner		Employee	
	\$	N	\$	N
Northeast	100,000	166	69,500	167
Midwest	100,000	103	68,135	150
South	85,000	243	70,000	277
West	78,000	84	84,000	138

- * Northeast: NJ, NY, PA, CT, ME, MA, NH, RI, VT
- Midwest: IL, IN, MI, OH, WI, IA, KS, MN, MO, NE, ND, SD
- South: AL, KY, MS, TN, DE, DC, FL, GA, MD, NC, SC, VA, WV, AR, LA, OK, TX
- West: AZ, CO, ID, MT, NV, NM, UT, WY, AK, CA, HI, OR, WA



Population Setting

As population density increased from rural to urban, so did median salaries. This was true for both owners and employees (see Table 5).

Table 5. Median Annual Salary by Population Setting

Population Setting	Owner		Employee	
	\$	N	\$	N
Metropolitan/urban	100,000	193	75,000	321
Suburban	86,297	236	70,000	312
Rural	80,000	164	62,000	89

What They Earn: Hourly Wages

Owner or Employee

The salaries in this section (i.e., hourly wages) are for respondents who reported that they worked in private practice and worked either *full-time* or *part-time*.

Of those who reported receiving an hourly wage, the median number of hours that *owners* worked per week was 30 ($N = 110$). The median number of hours worked was 40 ($N = 134$) for *full-time* employees, 20 for *part-time* ($N = 213$), and 24 for *contractors* ($N = 103$).

Owners reported a median hourly wage of \$48.98 ($N = 112$), while *employees* reported a median wage of \$33.00 ($N = 231$).



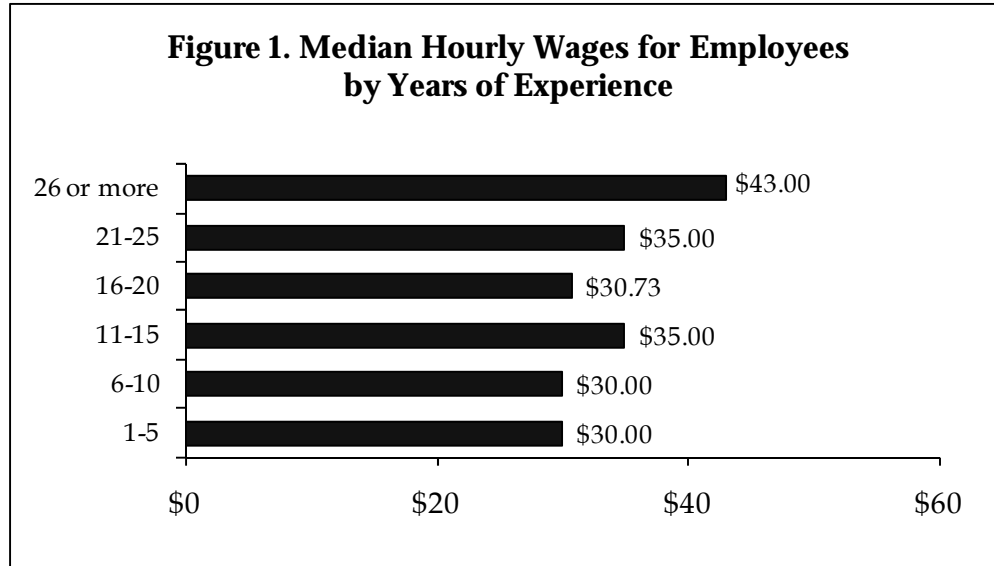
Private Practice Type

The median wage for private practice *owners* who were self-employed was \$48.98. The median wage for audiologists who defined themselves as being self-employed in a private practice as well as being an employee was \$50.00. Audiologists employed in private practices owned by other audiologists had a higher median hourly wage than those who worked in private practices owned by nonaudiologists (see Table 6).

Private Practice Type	Owner		Employee	
	\$	N	\$	N
Self-employed	\$48.98	112	\$50.00	30
Owned by other audiologists	$N < 25$	0	\$35.00	69
Owned by nonaudiologists	$N < 25$	10	\$30.00	137

Years of Experience

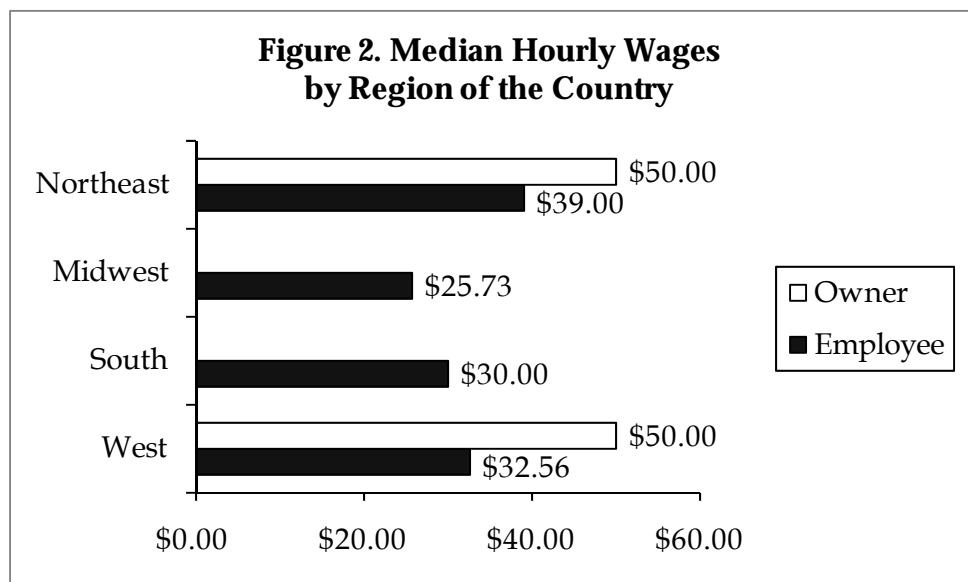
Median hourly wages for *employees* increased with experience, although not in a straight line, from \$30.00 to \$43.00 (see Figure 1). Median wages for *owners* were only available for audiologists with 11 to 15 years of experience and with 26 or more years (\$50.00 each) because of small numbers reporting the other years of experience.



N = 229

Region of the Country

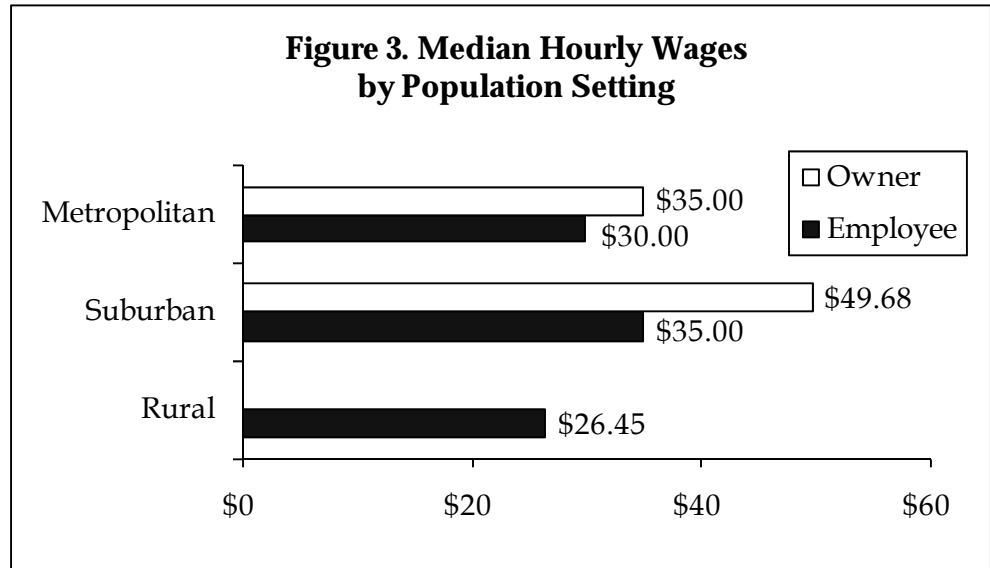
Median hourly wages for *employees* ranged from \$25.73 in the Midwest to \$39.00 in the Northeast. The median hourly wage for *owners* was \$50.00 in the two regions where there were sufficient respondents to report (see Figure 2).



N = 302

Population Setting

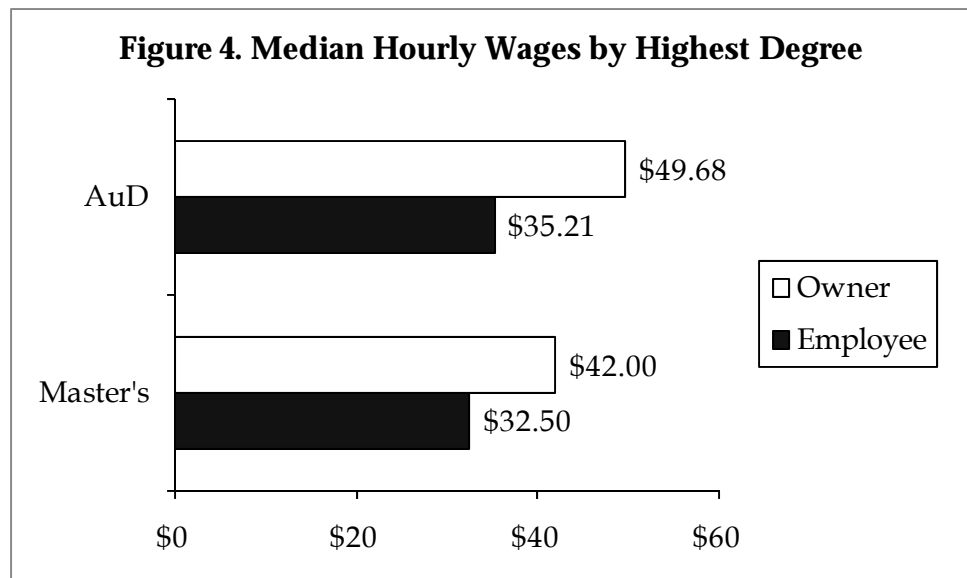
Median hourly wages for *employees* were lowest in rural areas and highest in suburban areas. Medians were also highest for *owners* in the suburbs (see Figure 3).



N = 329

Highest Degree

Owners with an AuD degree earned an average of nearly \$8.00 per hour more than those with a master's. *Employees* with an AuD degree earned nearly \$3.00 an hour more than employees with a master's (see Figure 4). Too few audiologists with PhDs reported hourly salaries to be included in the analysis.

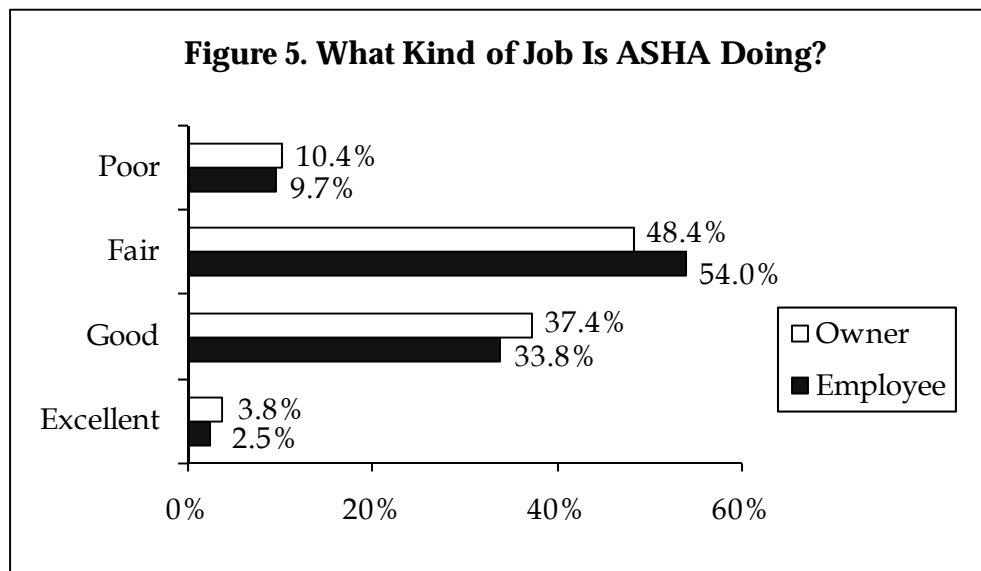


N = 320

What They Say

About ASHA

For years, the first question on the Audiology Survey and other major ASHA surveys has inquired about the kind of job the Association is doing in serving its members. Overall, 3% gave ratings of *excellent* and 36% selected *good*. More *owners* than employees selected responses of excellent or good (see Figure 5).



$N = 1,984; \chi^2(3) = 8.0, p = .046$

About Service Provision

Three services (i.e., counseling, demonstration/fitting/orientation of assistive technology, and fitting and orientation of hearing aids) were provided by more than 80% of owners and employees. The service that was selected least often by both owners and employees was telepractice.

The rate at which owners and employees provided services was significantly different for 10 of the 14 services. *Owners* were more likely than employees to provide 7 services (e.g., 33% of owners provided auditory training compared with 22% of employees who provided this service). On the other hand, *employees* were more likely than owners to provide 3 services (see Table 7).



Table 7. Services Provided			
Service	Owner	Employee	<i>p</i>
Auditory training	32.8	22.0	.000
Cerumen management	56.8	47.2	.000
Counseling on communication strategies/realistic expectations	90.9	89.0	.144
Demonstration/fitting/orientation of hearing assistive technology	89.7	84.1	.000
Fitting and orientation of hearing aids	93.7	87.8	.000
Hearing conservation/prevention	65.1	58.1	.001
Mapping of CI	3.1	10.4	.000
Speechreading	9.0	2.9	.000
Telepractice	1.4	1.8	.407
Validation of treatment outcomes by self-questionnaires	49.0	33.5	.000
Verification of performance of CI	4.6	9.7	.000
Verification of performance of hearing aids using real ear measures	54.0	52.2	.405
Vestibular assessment	27.6	41.7	.000
Vestibular rehabilitation	12.9	13.1	.903
I do not provide any of the above services.	1.5	1.9	.432

N ≥ 2,034

About Serving Multicultural Populations

Overall, 13% of the private practice audiologists who responded said that they were very qualified to provide services to multicultural populations. Owners differed from employees (*p* = .005), with 16% of owners and 10% of employees giving themselves this rating.

About Social Networking Sites

The mean number of social networking sites such as Facebook, MySpace, and LinkedIn on which private practice audiologists had an account or profile was 0.4. However, employees had more than twice as many sites (0.5) as owners (0.2; *p* = .000).

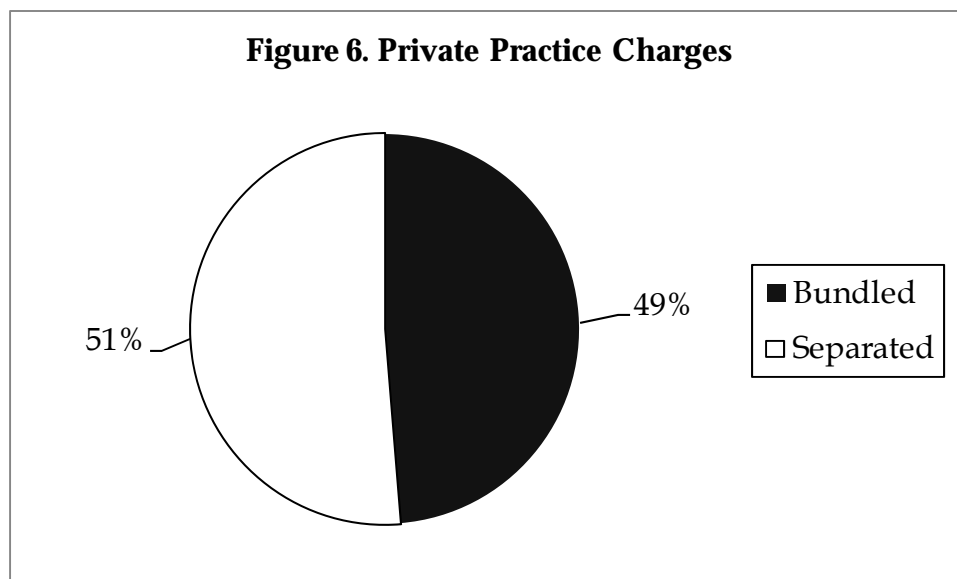
About Ethics

The survey included three questions about ASHA’s Code of Ethics.

- **How relevant is the Code to your work?**
 - 59% said the Code was very relevant.
 - Owners’ responses were very similar to employees’ responses ($p = .573$).
- **In general, how out of touch is the Code with workplace realities?**
 - 9% overall selected very out of touch.
 - 11% of owners and 7% of employees selected very out of touch ($p = .000$).
- **How thorough is the Code?**
 - 23% overall said the Code was very thorough.
 - 27% of owners and 20% of employees selected very thorough ($p = .000$).

About Bundling of Charges

Private practice audiologists were split nearly evenly on how their practice charged: 49% bundled all charges, and 51% charged separately for professional services and devices (see Figure 6).



N = 2,222

Survey Notes and Method- ology

Response Rate

The 20-year-old ASHA Omnibus Survey has been retired, replaced by surveys specific to work settings and/or professions in order to better meet affiliates' needs. The 2008 Audiology Survey is one of the replacements and melds topics from both the Omnibus Surveys and previous Audiology Surveys.

A stratified random sample was used to select 4,000 ASHA-certified audiologists for this survey from a population of 6,652 audiologists. They were stratified on the basis of type of facility and private practice.

The survey was mailed in August 2008. Second and third mailings followed, at approximately 4-week intervals, to individuals who had not responded to earlier mailings.

Of the original 4,000 audiologists in the sample, 17 had undeliverable addresses, 1 was deceased, 5 were retired, 7 were no longer employed in the field, and 5 were ineligible for other reasons, leaving 3,965 possible respondents. The actual number of respondents was 2,181, resulting in a 55.0% response rate.

Because facilities with fewer audiologists (such as schools) were oversampled and those with many (e.g., hospitals) were undersampled, *weighting* was used when presenting data to restore all groups to their actual proportion in the population of ASHA audiologists. The results presented in this report are the estimated values for the population of 6,652 from which the sample was drawn.

Other Reports

Results from the 2008 Audiology Survey are presented in a series of reports:

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

Electronic Copy

An electronic copy of this report will be available for a limited time on the ASHA Web site at www.asha.org/members/research/omnibus/.

Suggested Citation

American Speech-Language-Hearing Association. (2008). *2008 Audiology Survey report: Private practice*. Rockville, MD: Author.

Supplemental Sources

Battin, R. R. (1978). *Private practice in audiology and speech pathology*. New York: Grune & Stratton.

Zelski, R. (2001, April). Audiology practice management: Resource reviews. *Ear and Hearing*, 22(2), 171-172.

Zingeser, L. (2005, March 22). Trends in private practice among ASHA constituents, 1986 to 2003. *The ASHA Leader*, 10(4), pp. 10-11, 14.

www.aappspa.org American Academy of Private Practice in Speech Pathology and Audiology

www.asha.org/about/ethics

www.asha.org/members/aud/private/default

www.asha.org/ Search term "resource guide for audiologists in private practice"

www.asha.org/findpro/join.htm Prosearch

www.asha.org/members/issues/reimbursement/ coding and reimbursement web pages

www.audiologyonline.com

www.bls.gov/bls/blswage.htm where audiologists are classified as category 29-1121

www.sba.gov/ Small Business Administration

Thank You

ASHA would like to thank the audiologists who received the 2008 Audiology Survey and completed it. Reports like this one are only possible because people like *you* participated. If you find this information valuable, please accept the invitation 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.

Additional Information

For additional information regarding the 2008 Audiology Survey, please contact Pam Mason, Director of ASHA's Audiology Professional Practices, at 301-296-5790; e-mail: pmason@asha.org. To learn more about how the Association is working on behalf of ASHA-certified audiologists, members may visit ASHA's Web site at www.asha.org/members/aud/default.

