AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

AUDIOLOGY SURVEY 2010

Annual Salaries

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Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of audiologists in the fall of 2010. 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 salary report is based on responses from audiologists in schools, colleges and universities, hospitals, nonresidential health care facilities, and industry who received an annual salary. Data on audiologists who received an hourly wage are in a separate report.

Highlights:

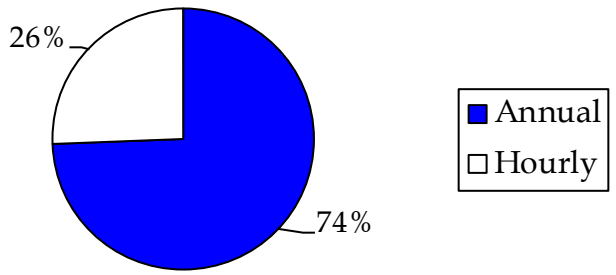
- 74% worked for an annual salary.
- Median salary was $65,000 for audiologists who worked 9 or 10 months (academic year) and $70,000 for those who worked 11 or 12 months (calendar year).
- Median *calendar* year salary was:
  - $68,000 for clinical service providers, $78,876 for university faculty, and $92,531 for administrators
  - $69,000 for those with a master's degree, $70,000 with an AuD, and $96,097 with a PhD
  - $60,000 with 1–3 years of experience
  - $69,000 for women and $80,000 for men
  - $85,000 in California
  - $72,000 in metropolitan/urban areas
  - $80,000 for private practice owners
- Median *academic* year salary was:
  - $63,694 for clinical service providers and $72,148 for university faculty
  - $60,715 for those with a master's degree, $65,000 with an AuD, and $76,000 with a PhD
  - $63,998 for women and $76,961 for men
  - $70,000 in metropolitan/urban areas
- The median commission was $14,000.
- The median bonus was $1,500.

Respondents

Salary Basis

The data in this report were gathered from *2,072* audiologists who responded to the 2010 Audiology Survey. Of the respondents, *74%* reported that they worked for an *annual* salary and *26%* for an *hourly* wage (see Figure 1 and Appendix Table 1). Furthermore, most (*85%*) reported that they worked for a *calendar* year of 11 to 12 months, and 15% worked for a 9–10-month *academic* year (see Appendix Table 2).

Figure 1. Annual Salary or Hourly Wage

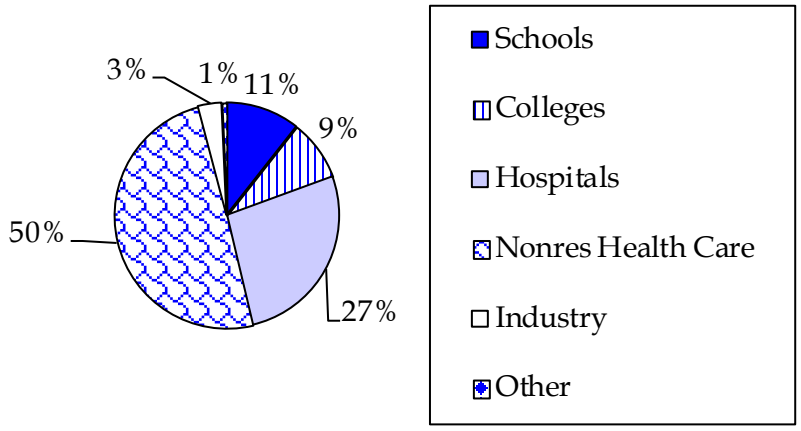


n = 1,965

Primary Employment Facility

One half (*50%*) 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 (*27%*) worked in hospitals. Most of the remainder worked in schools or colleges and universities. A few worked in industry, and nearly 1% selected the "other" category (see Figure 2 and Appendix Table 3). Data for the first five types of facilities will be detailed separately in subsequent analyses. Data from the "other" category will not be presented.

Figure 2. Employment Facility



n = 1,999

Revised Question Wording

Wording of the salary questions was changed for the 2010 survey. In the past, 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. This change may account for the difference in median salaries in facilities where bonuses and commissions are common, such as nonresidential health care facilities.

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

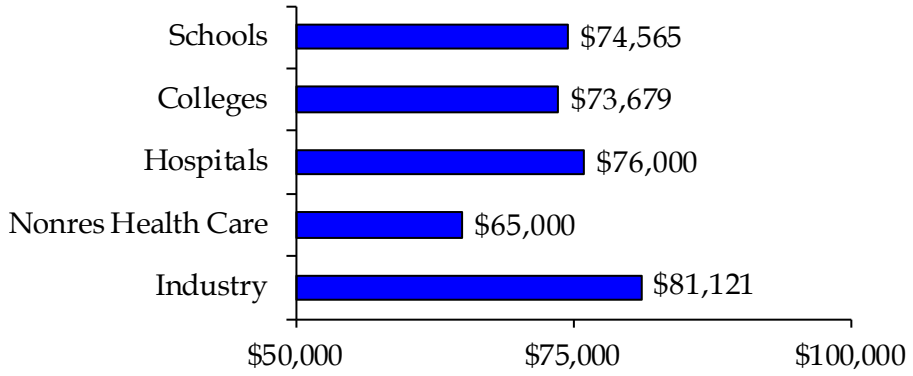
Basic Salary

The median *academic* year salary (*$65,000* overall) was higher in colleges and universities ($71,165) than in schools ($63,000; see Appendix Table 4).

Primary Employment Facility

The median *calendar* year salary was *$70,000* (see Appendix Table 4), ranging from $65,000 in nonresidential health care facilities to $81,121 in industry (see Figure 3).

Figure 3. Median Calendar Year Salaries by Primary Employment Facility

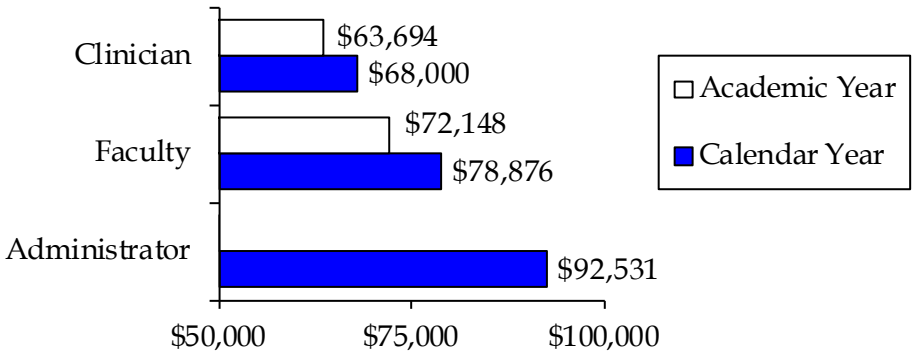


n = 1,045

Primary Employment Function

The overwhelming majority (*83%*) of respondents were employed as clinical service providers. (Data do not appear in any table.) Median *calendar* year salaries were $68,000 for clinical service providers, $78,876 for college and university faculty, and $92,531 for administrators (see Figure 4 and Appendix Tables 5a and 5b).

Figure 4. Median Salaries by Primary Employment Function

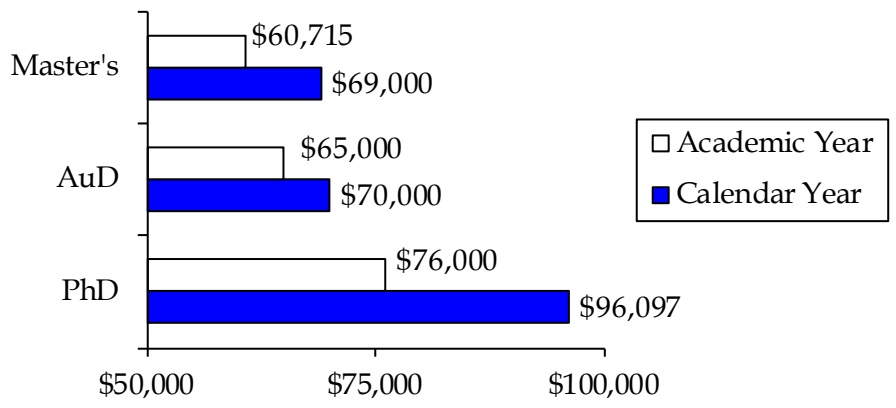


n = 1,176

Highest Degree

Audiologists who were employed for a *calendar* year reported a median salary of *$69,000* with a *master's degree*, *$70,000* with an *AuD*, and *$96,097* with a *PhD (see Figure 5).*

Figure 5. Median Salaries by Highest Degree



n = 1,236

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

- $60,000 in nonresidential health care facilities to $76,000 in hospitals for those with a *master's*;
- $65,000 in nonresidential health care facilities to $79,782 in industry for those with an *AuD*;
- $89,756 in colleges and universities to $100,569 in hospitals for those with a *PhD* (see Appendix Table 6a).

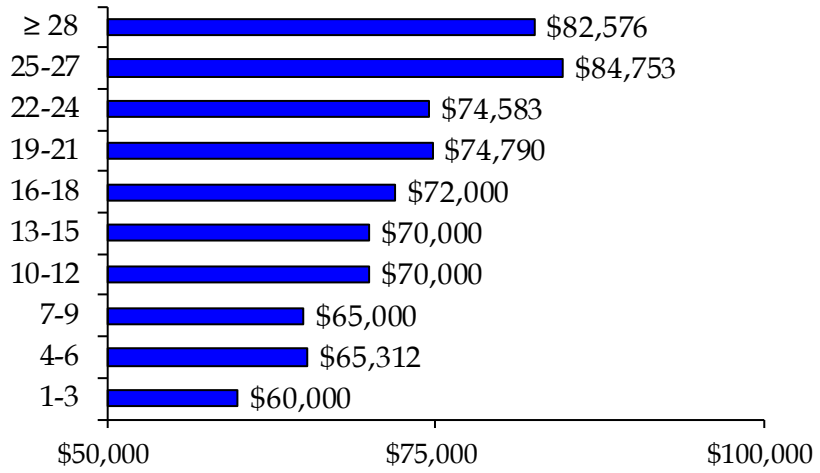
Few *academic* year salaries are reportable by highest degree because of the small number of respondents (see Appendix Table 6b).

- The median with a *master's* was $60,000 in schools.
- The median with an *AuD* was $67,000 in schools.
- The median with a *PhD* was $77,669 in colleges.

Years of Experience

Median *calendar* year salaries tend to increase with experience, although not in a straight line. For audiologists who had *1–3 years* of experience, the median salary was *$60,000*. With *28 or more years* of experience, the median was *$82,576.* The highest median was *$84,753* for audiologists with 25–27 years of experience (see Figure 6 and Appendix Table 7).

Figure 6. Median Calendar Year Salaries by Years of Experience



n = 1,052

Only two experience categories had sufficient respondents to report median *academic* year salaries. Median academic year salaries were *$65,000* for audiologists with *16–20 years* of experience and *$74,969* for those with *28 or more years* (not shown in any table).

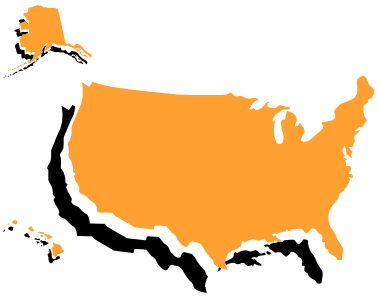
Sex

The median *calendar* year salary was *$69,000* for *women* and *$80,000* for *men*. The highest median salary for women was in industry ($78,944), whereas the highest for men was in hospitals ($85,000; see Appendix Table 8a).

Median *academic* year salaries were lower than calendar year salaries. The average was *$63,998* for *women* and *$76,961* for *men* (see Appendix Table 8b).

As has been shown above, employment function, highest degree, years of experience, and sex have an effect on salaries. Among the respondents to this survey, men were more likely than women to be in categories associated with higher salaries.

- Function (p = .000):
  - 12% of men and 5% of women were college/ university faculty
  - 10% of men and 5% of women were administrators
- Highest degree (p = .000):
  - 24% of men and 6% of women held a PhD degree
- Years of experience (p = .000):
  - Average (mean) number of years of experience was 25 for men, 16 for women.



State

Approximately 30% of the states 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).

Table 1. Calendar Year Salaries by State

California	**$85,000**	Tennessee	$68,000
Massachusetts	$80,000	Ohio	$67,710
New York	$77,090	North Carolina	$65,577
Colorado	$75,344	Michigan	$65,000
Pennsylvania	$74,719	Virginia	
Illinois	$74,652	Missouri	$64,354
Florida	$70,747	Alabama	$58,000
Texas	$70,000		

n = 659

Population Setting

Median *academic* year salaries varied by population setting:

- $70,000 in metropolitan/urban areas
- $65,000 in the suburbs
- $58,000 in rural areas (data not in any table)

Median *calendar* year salaries varied little by population setting:

- $72,000 in metropolitan/urban and rural areas
- $69,558 in the suburbs (see Appendix Table 9)

Private Practice

Private practice *owners* reported a median *calendar* year salary of *$80,000*. Audiologists who were employed full-time as *salaried* employees in a private practice reported a median salary of *$59,000* (data not shown in any table).

Additional data on audiologists employed in private practice can be found in a separate report.

Commission

Of the respondents to the survey, 385 indicated that they had received a commission during the previous 12 months; of that number, 341 worked in nonresidential health care facilities. Audiologists reported a median commission of *$14,000* ($12,800 in nonresidential health care facilities).

Commissions were determined in three ways:

- 47% as a percentage of profit
- 25% as a percentage of sale
- 27% as a flat rate

The median percentage of commission on hearing aid sales was *15%*.

Bonus

A total of 486 audiologists reported receiving bonuses during the previous 12 months. The median amount was *$1,500*. Three types of facilities had a sufficient number of respondents to report their median bonuses (p = .146):

- $1,037 in hospitals ($n$ = 119)
- $1,700 in nonresidential health care facilities (n = 310)
- $4,599 in industry ($n$ = 32)

Survey Notes and Method-ology

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 4,000 ASHA-certified audiologists for this survey from a population of 7,986 audiologists. They were stratified on the basis of type of facility and private practice.

The survey was mailed in September 2010. 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, 13 had undeliverable addresses, 1 was deceased, 1 was retired, 2 were no longer employed in the field, and 1 was ineligible for other reasons, leaving 3,982 possible respondents. The actual number of respondents was 2,072, resulting in a *52.0%* 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 reflect the actual distribution of audiologists in each type of facility within ASHA.

Audiology Survey Reports

Results from the 2010 Audiology Survey are reported 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. (2010). *2010 Audiology Survey report: Annual salaries.* Available from www.asha.org.

Supple-mental Sources

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

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

www.bls.gov/oco/

www.capcsd.org/survey/2009/SalarySurvey0809_Prelim_1210.pdf

www.payscale.com/research/US/Job=Audiologist/Salary

www.salary.com

To compare costs of living:

www.homefair.com/homefair/calc/salcalc.html

www.bestplaces.net/html/cost_of_living.html

Additional Informa-tion

For additional information regarding the 2010 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 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

Regions of the Country

Northeast

- Middle Atlantic
  - New Jersey
  - New York
  - Pennsylvania
- New England
  - Connecticut
  - Maine
  - Massachusetts
  - New Hampshire
  - Rhode Island
  - Vermont

South

- East South Central
  - Alabama
  - Kentucky
  - Mississippi
  - Tennessee
- South Atlantic
  - Delaware
  - District of Columbia
  - Florida
  - Georgia
  - Maryland
  - North Carolina
  - South Carolina
  - Virginia
  - West Virginia
- West South Central
  - Arkansas
  - Louisiana
  - Oklahoma
  - Texas

Midwest

- East North Central
  - Illinois
  - Indiana
  - Michigan
  - Ohio
  - Wisconsin
- West North Central
  - Iowa
  - Kansas
  - Minnesota
  - Missouri
  - Nebraska
  - North Dakota
  - South Dakota

West

- Mountain
  - Arizona
  - Colorado
  - Idaho
  - Montana
  - Nevada
  - New Mexico
  - Utah
  - Wyoming
- Pacific
  - Alaska
  - California
  - Hawaii
  - Oregon
  - Washington

Table 1: Salary Basis

Q. 11 In your primary job, are you paid on an annual or hourly basis?
Analyses limited to respondents who met the following criterion:
- Certificate of Clinical Competence in Audiology (CCC-A)

Response	Frequency	Valid Percentage
Annual salary	1,461	74.4
Hourly rate	503	25.6
Total	1,965	

Table 2: Academic Year or Calendar Year

Q. 13 For what period of work is this salary? *If you work for 9–10 months, as in an academic setting, but are paid over a 12-month period, select response "1."*
Analyses limited to respondents who met the following criterion:
- CCC-A

Response	Frequency	Valid Percentage
Academic year (9–10 months)	227	15.2
Calendar year (11–12 months)	1,268	84.8
Total	1,495	100.0

Table 3: Facilities

Q. 10 Primary Employment *Facility*. Select the one type of setting that best describes where you work most of the time. *For individuals who work in multiple settings or in private practice, select the type of building in which you deliver most of your services. Only one answer can be accepted*. (Percentages)

Analyses limited to respondents who met the following criterion:

- CCC-A

Facility	Weighted
	(n = 1,999)
School	10.6
College/university	8.8
Hospital	26.9
Nonresidential health care facility	49.6
Industry	3.4
Other	0.7

Table 4: Salaries by Facility

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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

Annual Salary	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Calendar Year (11–12 months)						
	(n = 1,056)	(n = 36)	(n = 85)	(n = 332)	(n = 540)	(n = 52)
25th percentile	$59,668	$58,000	$64,000	$65,000	$52,921	$68,061
50th percentile (median)	$70,000	$74,565	$73,679	$76,000	$65,000	$81,121
75th percentile	$85,000	$84,640	$90,000	$88,000	$80,000	$102,343
Academic Year (9–10 months)						
	(n = 192)	(n = 119)	(n = 63)	(n = 4)	(n = 3)	(n = 1)
25th percentile	$56,000	$54,244	$60,000	$n < 25$	$n < 25$	$n < 25$
50th percentile (median)	$65,000	$63,000	$71,165			
75th percentile	$76,822	$74,000	$83,695			

Table 5a: Calendar Year Salaries by Function

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for a calendar year
- Annual salary of at least $1

	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Clinical Service Provider						
	(n = 847)	(n = 32)	(n = 17)	(n = 282)	(n = 507)	(n = 5)
25th percentile	$58,000	$57,229	n < 25	$64,000	$52,000	n < 25
50th percentile (median)	$68,000	$72,373		$74,000	$65,000	
75th percentile	$80,000	$84,731		$84,000	$75,000	
College/University Faculty						
	(n = 49)	(n = 0)	(n = 46)	(n = 2)	(n = 0)	(n = 0)
25th percentile	$68,034	n < 25	$66,887	n < 25	n < 25	n < 25
50th percentile (median)	$78,876		$78,073			
75th percentile	$93,612		$91,546			

(Table 5a continues on next page.)

Table 5a Continued: Calendar Year Salaries by Function

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for a calendar year
- Annual salary of at least $1

	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Administrator						
	(n = 99)	(n = 3)	(n = 13)	(n = 39)	(n = 29)	(n = 12)
25th percentile	$80,000	*n < 25*	*n < 25*	$83,000	$76,497	*n < 25*
50th percentile (median)	$92,531			$97,050	$87,932	
75th percentile	$120,000			$109,016	$125,000	

Table 5b: Academic Year Salaries by Function

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for an academic year
- Annual salary of at least $1

	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Clinical Service Provider						
	(n = 125)	(n = 113)	(n = 4)	(n = 4)	(n = 3)	(n = 0)
25th percentile	$53,029	$53,745	*n < 25*	*n < 25*	*n < 25*	*n < 25*
50th percentile (median)	$63,694	$63,222				
75th percentile	$74,000	$72,989				
College/University Faculty						
	(n = 56)	(n = 0)	(n = 56)	(n = 0)	(n = 0)	(n = 0)
25th percentile	$63,000	*n < 25*	$63,000	*n < 25*	*n < 25*	*n < 25*
50th percentile (median)	$72,148		$72,148			
75th percentile	$84,918		$84,918			

(Table 5b continues on next page.)

Table 5b Continued: Academic Year Salaries by Function

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for an academic year
- Annual salary of at least $1

	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Administrator						
	(n = 2)	(n = 1)	(n = 1)	(n = 0)	(n = 0)	(n = 0)
25th percentile	*n < 25*	*n < 25*	*n < 25*	*n < 25*	*n < 25*	*n < 25*
50th percentile (median)						
75th percentile						

Table 6a: Calendar Year Salaries by Highest Degree

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for a calendar year
- Annual salary of at least $1

	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Master's Degree						
	(n = 313)	(n = 21)	(n = 16)	(n = 86)	(n = 175)	(n = 11)
25th percentile	$54,282	*n < 25*	*n < 25*	$65,000	$50,000	*n < 25*
50th percentile (median)	$69,000			$76,000	$60,000	
75th percentile	$84,000			$87,137	$75,143	
AuD Degree						
	(n = 635)	(n = 14)	(n = 33)	(n = 213)	(n = 332)	(n = 34)
25th percentile	$60,000	*n < 25*	$60,000	$64,000	$55,000	$67,535
50th percentile (median)	$70,000		$67,000	$73,253	$65,000	$79,782
75th percentile	$80,000		$75,001	$84,000	$77,511	$90,453

(Table 6a continues on next page.)

Table 6a Continued: Calendar Year Salaries by Highest Degree

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for a calendar year
- Annual salary of at least $1

	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
PhD Degree						
	(n = 99)	(n = 0)	(n = 33)	(n = 30)	(n = 28)	(n = 8)
25th percentile	$75,000		$74,951	$79,017	$70,000	
50th percentile (median)	$96,097	*n < 25*	$89,756	$100,569	$94,000	*n < 25*
75th percentile	$120,000		$112,225	$113,346	$137,339	

Table 6b: Academic Year Salaries by Highest Degree

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for an academic year
- Annual salary of at least $1

	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Master's Degree						
	(n = 79)	(n = 69)	(n = 4)	(n = 2)	(n = 3)	(n = 0)
25th percentile	$52,000	$52,000	*n < 25*	*n < 25*	*n < 25*	*n < 25*
50th percentile (median)	$60,715	$60,000				
75th percentile	$71,266	$71,554				
AuD Degree						
	(n = 67)	(n = 49)	(n = 16)	(n = 1)	(n = 0)	(n = 0)
25th percentile	$55,382	$55,994	*n < 25*	*n < 25*	*n < 25*	*n < 25*
50th percentile (median)	$65,000	$67,000				
75th percentile	$73,804	$76,477				

(Table 6b continues on next page.)

Table 6b Continued: Academic Year Salaries by Highest Degree

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for an academic year
- Annual salary of at least $1

	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
PhD Degree						
	(n = 43)	(n = 1)	(n = 41)	(n = 0)	(n = 0)	(n = 1)
25th percentile	$69,710	*n < 25*	$70,000	*n < 25*	*n < 25*	*n < 25*
50th percentile (median)	$76,000		$77,669			
75th percentile	$90,564		$93,290			

Table 7: Median Calendar Year Salaries by Years of Experience

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Worked for a calendar year
- Annual salary of at least $1

Years of Experience	Total		Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
	n	Salary	(*n* = 35)	(*n* = 86)	(*n* = 329)	(*n* = 540)	(*n* = 52)
1–3	109	$60,000	*n* < 25	*n* < 25	$64,000	$55,000	*n* < 25
4–6	103	$65,312			$70,000	$65,000	
7–9	115	$65,000			$68,500	$58,552	
10–12	105	$70,000			$76,779	$65,000	
13–15	100	$70,000			*n* < 25	$65,000	
16–18	69	$72,000			*n* < 25	$65,000	
19–21	64	$74,790			*n* < 25	$63,000	
22–24	72	$74,583			$76,717	$69,879	
25–27	76	$84,753			$86,687	$76,940	
28 or more	239	$82,576		$87,933	$90,000	$75,139	

Table 8a: Calendar Year Salaries by Sex

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for calendar year
- Annual salary of at least $1

Annual Salary	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Female						
	(n = 813)	(n = 28)	(n = 62)	(n = 268)	(n = 406)	(n = 41)
25th percentile	$58,000	$57,546	$60,062	$64,000	$52,000	$67,151
50th percentile (median)	$69,000	$71,479	$70,000	$75,000	$63,000	$78,944
75th percentile	$80,000	$84,363	$86,000	$85,000	$75,000	$90,000
Male						
	(n = 241)	(n = 8)	(n = 23)	(n = 63)	(n = 133)	(n = 12)
25th percentile	$65,000	$n < 25$	$n < 25$	$72,532	$60,000	$n < 25$
50th percentile (median)	$80,000			$85,000	$75,000	
75th percentile	$103,975			$105,746	$100,000	

Table 8b: Academic Year Salaries by Sex

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for an academic year
- Annual salary of at least $1

Annual Salary	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Female						
	(n = 158)	(n = 107)	(n = 43)	(n = 2)	(n = 3)	(n = 1)
25th percentile	$54,586	$52,803	$57,330	*n < 25*	*n < 25*	*n < 25*
50th percentile (median)	$63,998	$62,982	$67,134			
75th percentile	$74,000	$73,072	$78,000			
Male						
	(n = 33)	(n = 12)	(n = 20)	(n = 1)	(n = 0)	(n = 0)
25th percentile	$67,306	*n < 25*	*n < 25*	*n < 25*	*n < 25*	*n < 25*
50th percentile (median)	$76,961					
75th percentile	$88,956					

Table 9: Calendar Year Salaries by Population Setting

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for a calendar year
- Annual salary of at least $1

Annual Salary	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Metropolitan/Urban						
	(n = 564)	(n = 19)	(n = 55)	(n = 221)	(n = 223)	(n = 38)
25th percentile	$60,000	*n < 25*	$64,000	$65,000	$55,000	$67,956
50th percentile (median)	$72,000		$74,757	$75,000	$65,000	$81,121
75th percentile	$87,943		$92,000	$88,000	$80,000	$98,231
Suburban						
	(n = 350)	(n = 12)	(n = 19)	(n = 82)	(n = 223)	(n = 11)
25th percentile	$56,000	*n < 25*	*n < 25*	$65,000	$52,000	*n < 25*
50th percentile (median)	$69,558			$77,030	$63,000	
75th percentile	$84,000			$88,088	$75,000	

(Table 9 continues on next page.)

Table 9 Continued: Calendar Year Salaries by Population Setting

Q. 12 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your basic annual salary, before deductions, for your primary 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
- Employed for a calendar year
- Annual salary of at least $1

Annual Salary	Total	Schools	Colleges/ Universities	Hospitals	Non-residential Health Care Facilities	Industry
Rural						
	(n = 134)	(n = 5)	(n = 11)	(n = 25)	(n = 90)	(n = 2)
25th percentile	$55,000	*n < 25*	*n < 25*	$68,652	$50,000	*n < 25*
50th percentile (median)	$72,000			$80,000	$70,056	
75th percentile	$87,321			$86,898	$91,389	