



AMERICAN  
SPEECH-LANGUAGE-  
HEARING  
ASSOCIATION

# Audiology Survey Report: Annual Salary Trends 2010–2012

**AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION**

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## Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2012 Audiology Survey to gather information about service provision, earnings, and other professional topics. Results from this survey are presented in a series of reports, including this report on annual salary trends.

The salaries contained in this report are full-time gross salaries (salaries prior to deductions). They do not include bonuses or commissions. (That information is presented separately in the report.)

The statistic that is presented is the median (i.e., middle or 50th percentile). Median salaries, bonuses, and commissions are presented because they are more stable than averages (means) and are less sensitive to extreme values. To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.

Findings from the 2010 ASHA Audiology Survey are included in this report for comparative purposes.

## Survey Report Highlights

- From 2010 to 2012, most (73%–74%) audiologists were paid an annual salary in their primary jobs.
- From 2010 to 2012, the majority (85%–87%) of audiologists who were paid an annual salary in their primary jobs worked 11 or 12 months per year.
- In 2012, the overall median *calendar year* salary of audiologists was \$73,000, up from \$70,000 in 2010 (a 4% increase).
- In 2012, audiologists who were private practice owners earned a median *calendar year* salary of \$84,768, up from \$80,000 in 2010 (a 6% increase).
- In 2012, the overall median *academic year* salary of audiologists was \$65,000, the same as in 2010.
- From 2010 to 2012, the median *academic year* salary of audiologists who hold the PhD was at least \$11,000 higher than the median of those with an AuD and \$15,285 higher than the median for those with a master's degree.
- In 2010 and 2012, audiologists in hospitals, nonresidential health care facilities, and industry received bonuses in addition to an annual salary. In 2012, the median total amount was \$2,000, up from \$1,500 in 2010 (a 33% increase).
- In 2010 and 2012, audiologists in nonresidential health care facilities received commissions in addition to an annual salary. In 2012, the median total amount was \$15,000, up from \$12,800 in 2010 (a 17% increase).

## Salary Basis

### Annual Salary or Hourly Wage

From 2010 to 2012, most (73%–74%) audiologists were paid an annual salary in their primary jobs; the remainder were paid at an hourly rate. (These data are not shown in any table.)

### Academic or Calendar Year

From 2010 to 2012, the majority (85%–87%) of audiologists who were paid an annual salary in the primary job worked 11 or 12 months per year (a calendar year). The remainder worked 9 or 10 months per year (an academic year). (These data are not shown in any table.)

## Calendar Year Salaries

### Overall Salary

In 2012, audiologists earned an overall median calendar year salary of \$73,000, up from \$70,000 in 2010 (a 4% increase; see Table 1). (The median salary is the salary at which half of the audiologists earned more than that amount and half earned less).

As shown below, numerous variables—including primary work setting and role, highest academic degree, years of experience in the profession, and geographic area—affect earnings.

### Primary Work Setting

Annual salaries of audiologists vary by the primary work setting. In 2012, audiologists in educational settings and industry reported a moderate (2%–3%) decline in their calendar year salaries from 2010. Those in hospitals reported a moderate (1%) increase; and those in nonresidential health care facilities reported an 8% increase.

**Table 1.** Median calendar year salaries of audiologists by the primary work setting

|                                     | 2010     | 2012     |
|-------------------------------------|----------|----------|
| Overall                             | \$70,000 | \$73,000 |
| School                              | \$74,565 | \$72,000 |
| College/university                  | \$73,679 | \$72,507 |
| Hospital                            | \$76,000 | \$77,029 |
| Audiology franchise, retail chain   | —        | \$60,000 |
| Nonresidential health care facility | \$65,000 | \$70,000 |
| Industry                            | \$81,121 | \$79,233 |

*Note.* “Overall” includes respondents who did not indicate a work setting or reported the setting as “other.” Dash indicates that item was not included in survey.

*n* = 1,045 (2010); *n* = 1,040 (2012)

*Source.* 2010 and 2012 ASHA Audiology Surveys

## Primary Work Role

Annual salaries of audiologists vary by their primary work roles. In 2012, audiologists who were clinicians reported a moderate (4%) increase in their calendar year salaries from 2010 (see Table 2). Those who were college/university professors reported a 1% increase; and those who were administrators, directors, or supervisors reported a 2% decline.

**Table 2.** Median calendar year salaries of audiologists by the primary work role

|  | 2010     | 2012     |
|--|----------|----------|
| Clinical service provider              | \$68,000 | \$71,000 |
| College/university professor           | \$78,876 | \$80,000 |
| Administrator, director, or supervisor | \$92,531 | \$90,906 |
| Other                                  | —        | \$75,000 |

*Note.* Dash indicates that item was not included in survey analysis.

*n* = 995 (2010); *n* = 1,014 (2012)

*Source.* 2010 and 2012 ASHA Audiology Surveys

## Private Practice Position

In 2012, audiologists who were private practice owners reported a 6% increase in their calendar year salaries from 2010 (see Table 3). Those who were salaried employees in private practice reported an 8% increase.

**Table 3.** Median calendar year salaries of private practice owners and salaried employees in private practice

|                   | 2010     | 2012     |
|-------------------|----------|----------|
| Owner             | \$80,000 | \$84,768 |
| Salaried employee | \$60,000 | \$65,000 |

*n* = 369 (2010); *n* = 406 (2012)

*Source.* 2010 and 2012 ASHA Audiology Surveys

## Highest Academic Degree

In 2012, audiologists with a master's degree or AuD reported a moderate (3%–4%) increase in their calendar year salaries from 2010 (see Table 4). Those with a PhD reported a slight (2%) decline.

**Table 4.** Median calendar year salaries of audiologists by the highest academic degree

|          | 2010     | 2012     |
|----------|----------|----------|
| Master's | \$69,000 | \$72,000 |
| AuD      | \$70,000 | \$72,000 |
| PhD      | \$96,097 | \$94,000 |

*n* = 1,047 (2010); *n* = 1,035 (2012)

*Source.* 2010 and 2012 ASHA Audiology Surveys

## Years of Experience

As would be expected, the median calendar year salary of audiologists tended to increase with their years of experience in the profession (see Table 5). From 2010 to 2012, the most seasoned audiologists earned about \$22,500–\$24,000 a year more than those just starting out.

**Table 5.** Median calendar year salaries of audiologists by their years of experience in the profession

|                  | 2010     | 2012     |
|------------------|----------|----------|
| 1–3              | \$60,000 | \$61,000 |
| 4–6              | \$65,312 | \$68,000 |
| 7–9              | \$65,000 | \$68,530 |
| 10–12            | \$70,000 | \$72,147 |
| 13–15            | \$70,000 | \$72,000 |
| 16–18            | \$72,000 | \$75,014 |
| 19–21            | \$74,790 | \$74,000 |
| 22–24            | \$74,583 | \$82,211 |
| 25–27            | \$84,753 | \$80,000 |
| 28 or more years | \$82,576 | \$85,000 |

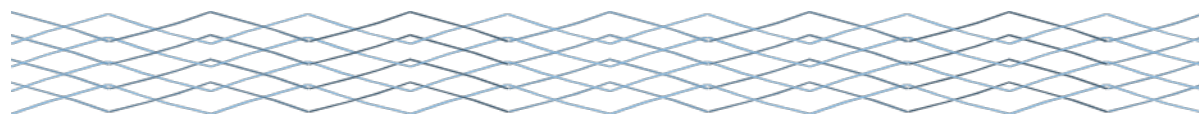
*n* = 1,052 (2010); *n* = 1,047 (2012)

Source. 2010 and 2012 ASHA Audiology Surveys

## Salaries of Men and Women

In 2012, the survey respondents who are men reported a median calendar year salary of \$84,000, up from \$80,000 in 2010 (a 5% increase). The respondents who are women reported a median calendar year salary of \$71,000, up from \$69,000 in 2010 (a 3% increase). (These data are not shown in any table.)

As indicated throughout this report, many variables, including primary work role, highest academic degree, and years of experience in the profession, affect earnings. These variables must be considered when one looks at the salary difference between men and women. For example, in 2010 and 2012, a male audiologist was more likely than his female colleague to be employed as a college/university professor (11%–12% vs. 4%–5%) or supervisor, director, or administrator (10% vs. 5%–7%); have a PhD (23%–24% vs. 5%–6%); and have more years of experience in the profession (24–25 years vs. 16–18 years). Consequently, men were also more likely to have higher annual salaries.



## State

The median calendar year salary of audiologists varies by state. From 2010 to 2012, audiologists in the majority of states listed in Table 6 reported an increase in the median calendar year salary. The exceptions were audiologists in Massachusetts and Pennsylvania, who reported a modest (1%–3%) decline.

**Table 6.** Median calendar year salaries of audiologists by state

|               | 2010          | 2012          |                | 2010          | 2012     |
|---------------|---------------|---------------|----------------|---------------|----------|
| Alabama       | \$58,000      | <i>n</i> < 25 | Missouri       | \$64,354      | \$66,451 |
| California    | \$85,000      | \$86,976      | Nebraska       | <i>n</i> < 25 | \$65,000 |
| Colorado      | \$75,344      | \$85,810      | New Jersey     | <i>n</i> < 25 | \$87,510 |
| Florida       | \$70,747      | \$71,098      | New York       | \$77,090      | \$80,000 |
| Illinois      | \$74,652      | \$77,756      | North Carolina | \$65,577      | \$70,000 |
| Indiana       | <i>n</i> < 25 | \$65,612      | Ohio           | \$67,710      | \$70,000 |
| Maryland      | <i>n</i> < 25 | \$73,075      | Pennsylvania   | \$74,719      | \$72,384 |
| Massachusetts | \$80,000      | \$79,373      | Tennessee      | \$68,000      | \$70,976 |
| Michigan      | \$65,000      | \$72,000      | Texas          | \$70,000      | \$76,974 |
| Minnesota     | <i>n</i> < 25 | \$70,000      | Virginia       | \$65,000      | \$66,408 |

*Note.* Table contains median salaries for states where 25 or more audiologists responded to the survey.  
*n* = 659 (2010); *n* = 731 (2012)

*Source.* 2010 and 2012 ASHA Audiology Surveys

## Type of Community

Annual salaries of audiologists vary by the type of community in which they work. From 2010 to 2012, the median calendar year salary of audiologists in rural areas remained steady at \$72,000; that of audiologists in suburban areas increased by 8%; and that of audiologists in metropolitan/urban areas increased by 1% (see Table 7).

**Table 7.** Median calendar year salaries of audiologists by type of community

|                    | 2010     | 2012     |
|--------------------|----------|----------|
| Rural              | \$72,000 | \$72,000 |
| Suburban           | \$69,558 | \$74,937 |
| Metropolitan/Urban | \$72,000 | \$73,000 |

*Note.* “Type of community” was self-defined by respondents (i.e., definitions of the terms “rural,” “suburban” and “metropolitan/urban” were not provided).

*n* = 1,048 (2010); *n* = 1,035 (2012)

*Source.* 2010 and 2012 ASHA Schools Surveys

## Academic Year Salaries

### Overall Salary

In 2012, audiologists earned an overall median academic year salary of \$65,000, the same as in 2010. (These data are not shown in any table).

### Primary Work Setting

In 2012, audiologists in schools reported a slight (2%) increase in the median academic year salary from 2010. Those in colleges/universities reported a 5% increase (see Table 8).

**Table 8.** Median academic year salaries of audiologists by the primary work setting

|                    | 2010     | 2012     |
|--------------------|----------|----------|
| School             | \$63,000 | \$64,000 |
| College/university | \$71,165 | \$74,592 |

*n* = 182 (2010); *n* = 156 (2012)

Source. 2010 and 2012 ASHA Audiology Surveys

### Primary Work Role

In 2012, audiologists who were clinicians reported a very modest (less than 1%) increase in the median academic year salary from 2010 (see Table 9). Those who were college/university professors reported a 4% increase.

**Table 9.** Median academic year salaries of audiologists by the primary work role

|                              | 2010     | 2012     |
|------------------------------|----------|----------|
| Clinical service provider    | \$63,694 | \$64,000 |
| College/university professor | \$72,148 | \$74,886 |

*n* = 181 (2010); *n* = 148 (2012)

Source. 2010 and 2012 ASHA Audiology Surveys

### Highest Academic Degree

In 2012, audiologists with a master's degree reported a very modest (less than 1%) increase in the median academic year salary from 2010 (see Table 10). Those with an AuD reported no change in salary; and those with a PhD reported an 8% increase.

**Table 10.** Median academic year salaries of audiologists by the highest academic degree

|          | 2010     | 2012     |
|----------|----------|----------|
| Master's | \$60,715 | \$61,000 |
| AuD      | \$65,000 | \$65,000 |
| PhD      | \$76,000 | \$81,953 |

*n* = 189 (2010); *n* = 156 (2012)

Source. 2010 and 2012 ASHA Audiology Surveys



## Bonuses

In 2010 and 2012, audiologists in hospitals, nonresidential health care facilities, and industry received bonuses in addition to an annual salary. In 2012, the median total bonus was \$2,000, up from \$1,500 in 2010 (a 33% increase). (These data are not shown in any table).

## Commissions

In 2010 and 2012, audiologists in audiology franchises/retail chains and nonresidential health care facilities received commissions in addition to an annual salary. In 2012, those in nonresidential health care facilities reported a 17% increase in the total median amount they received as commissions from 2010 (see Table 11).

**Table 11.** Total amount audiologists received as commissions during the past 12 months

|                                     | 2010          | 2012          |
|-------------------------------------|---------------|---------------|
| School                              | <i>n</i> < 25 | <i>n</i> < 25 |
| College/university                  | <i>n</i> < 25 | <i>n</i> < 25 |
| Hospital                            | <i>n</i> < 25 | <i>n</i> < 25 |
| Audiology franchise, retail chain   | —             | \$26,719      |
| Nonresidential health care facility | \$12,800      | \$15,000      |
| Industry                            | <i>n</i> < 25 | <i>n</i> < 25 |

*Note.* Dash indicates that item was not included in survey.

*n* = 385 (2010); *n* = 365 (2012)

*Source.* 2010 and 2012 ASHA Audiology Surveys

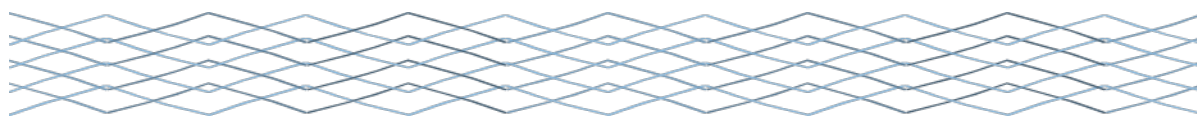
In 2010 and 2012, audiologists reported that commissions were determined as a percentage of profit, percentage of the sale price of dispensed products, or as a flat rate (see Table 12).

**Table 12.** How the commissions of audiologists are determined

|  | 2010 | 2012 |
|--|------|------|
| Percentage of profit                           | 47%  | 36%  |
| Percentage of sale price of dispensed products | 25%  | 39%  |
| Flat rate                                      | 27%  | 24%  |

*n* = 386 (2010); *n* = 365 (2012)

*Source.* 2010 and 2012 ASHA Audiology Surveys



## Survey Methodology (2012)

The survey was mailed in September 2012 to a random sample of 4,000 ASHA-certified audiologists employed in various work settings in the United States. Second and third mailings followed, at approximately 4-week intervals, to individuals who had not responded to earlier mailings.

Of the total sample, 21 had bad mailing addresses, 2 were deceased, 3 had retired, 5 were no longer employed in the field, and 5 were ineligible for other reasons, which left 3,964 possible respondents. The actual number of respondents was 2,037, which represents a 51.4% response rate.

## Survey Response Rates

The biennial Audiology Survey response rates were:

- 2010: 2,072 out of 3,978 (52.1%)
- 2012: 2,037 out of 3,964 (51.4%)

## Suggested Citation

American Speech-Language-Hearing Association. (2012). *Audiology Survey report: Annual salary trends, 2010–2012*. Available from [www.asha.org](http://www.asha.org).

## Additional Information

Companion reports are available on the ASHA website at <http://www.asha.org/research/memberdata/AudiologySurvey/>.

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

## Questions?

For additional information regarding this report, please contact Pam Mason, director, Audiology Professional Practices, at [pmason@asha.org](mailto:pmason@asha.org) or 301-296-5790. To learn more about how the Association is working on behalf of ASHA-certified audiologists, visit [www.asha.org/aud/](http://www.asha.org/aud/).

## Acknowledgment

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!