



2012 Audiology Survey

Annual Salaries

For additional information, please contact:

Jeanette Janota, Surveys & Analysis
American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850-3289
800-498-2071, ext. 8738
jjanota@asha.org

Contents

| | |
|---|-----------|
| Executive Summary | 1 |
| Respondents..... | 2 |
| Salary Basis | 2 |
| Primary Employment Facility | 2 |
| Revised Question Wording | 3 |
| Basic Salary | 3 |
| Primary Employment Facility | 4 |
| Primary Employment Function | 4 |
| Highest Degree..... | 5 |
| Years of Experience..... | 6 |
| Sex | 6 |
| State..... | 7 |
| Population Setting..... | 8 |
| Private Practice..... | 8 |
| Commission | 9 |
| Bonus..... | 9 |
| Survey Notes and Methodology | 10 |
| Response Rate..... | 10 |
| Audiology Survey Reports..... | 10 |
| Suggested Citation..... | 11 |
| Supplemental Sources..... | 11 |
| Additional Information | 11 |
| Thank You!..... | 11 |
| Appendix | 12 |
| Regions of the Country | 13 |
| Table 1: Salary Basis | 14 |
| Table 2: Academic Year or Calendar Year | 14 |
| Table 3: Facilities..... | 15 |
| Table 4: Salaries by Facility | 16 |
| Table 5: Calendar Year Salaries by Function | 17 |
| Table 6: Academic Year Salaries by Function..... | 19 |

Table 7: Calendar Year Salaries by Highest Degree21
Table 8: Academic Year Salaries by Highest Degree23
Table 9: Median Calendar Year Salaries by Years of Experience25
Table 10: Calendar Year Salaries by Sex26
Table 11: Academic Year Salaries by Sex.....27
Table 12: Calendar Year Salaries by Population Setting28
Table 13: Academic Year Salaries by Population Setting.....30

Figures

Figure 1: Annual Salary or Hourly Wage2
Figure 2: Employment Facility3
Figure 3: Median Calendar Year Salaries by Primary Employment Facility4
Figure 4: Median Salaries by Primary Employment Function.....4
Figure 5: Median Salaries by Highest Degree5
Figure 6: Median Calendar Year Salaries by Years of Experience6

Table

Table 1: Median Calendar Year Salaries by State.....7

Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of audiologists in the fall of 2012. 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 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, audiology franchises and retail chains, nonresidential health care facilities (including audiologists' and physicians' offices), and industry who received an annual salary. Data on audiologists who received an hourly wage are in a separate report.

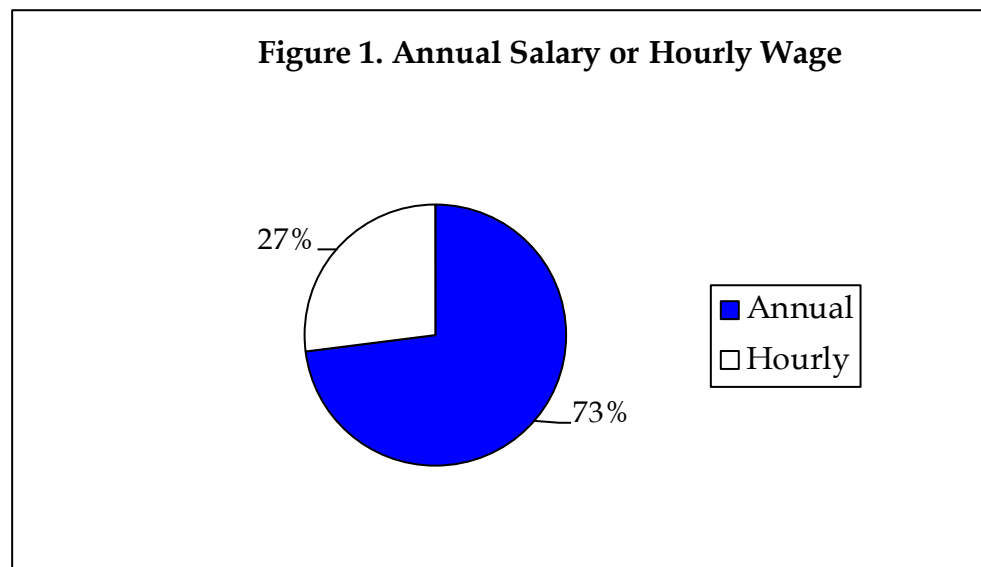
Highlights:

- ◆ 73% worked for an annual salary.
- ◆ Median salary was \$65,000 for audiologists who worked 9 or 10 months (academic year) and \$73,000 for those who worked 11 or 12 months (calendar year).
- ◆ Median *calendar* year salary was:
 - \$71,000 for clinical service providers, \$80,000 for university faculty, and \$90,906 for administrators
 - \$72,000 for those with a master's degree or AuD and \$94,000 with a PhD
 - \$61,000 for those with 1-3 years of experience
 - \$71,000 for women and \$84,000 for men
 - \$87,510 those in New Jersey
 - \$73,000 those in metropolitan/urban areas
 - \$84,768 for private practice owners
- ◆ Median *academic* year salary was:
 - \$64,000 for clinical service providers and \$74,886 for university faculty
 - \$61,000 for those with a master's degree, \$65,000 with an AuD, and \$81,953 with a PhD
 - \$65,000 for women
 - \$70,000 for those in metropolitan/urban areas
- ◆ The median commission was \$16,196.
- ◆ The median bonus was \$2,000.

Respondents

Salary Basis

The data in this report were gathered from 2,037 audiologists who responded to the 2012 Audiology Survey. Of the respondents, 73% reported that they worked for an *annual* salary and 27% for an *hourly* wage (see Figure 1 and Appendix Table 1). Furthermore, most (87%) reported that they worked for a *calendar* year of 11 to 12 months, and 13% worked for a 9–10 month *academic* year (see Appendix Table 2).



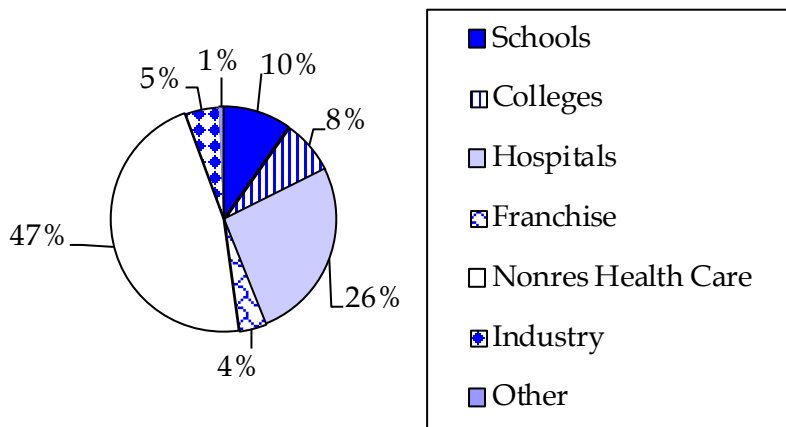
n = 1,946

Primary Employment Facility

In order to have sufficient respondents from each type of facility, facilities with small numbers of audiologists were oversampled. The result was that nearly half (47%) 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 (26%) worked in hospitals. Most of the remainder worked in schools or colleges and universities. A few worked in industry and in audiology franchises or retail chains, and nearly 1% selected the "other" category (see Figure 2 and Appendix Table 3).

Data for the first six types of facilities will be detailed separately in subsequent analyses. While data from the "other" category will not be presented separately, individuals who selected this category will be included in the "Total" column in the appended tables.

Figure 2. Employment Facility



n = 1,980

**Revised
Question
Wording**

Wording of the salary questions was changed in 2010. Prior to 2010, 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. When comparing salaries across years, this change may account for some of 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.

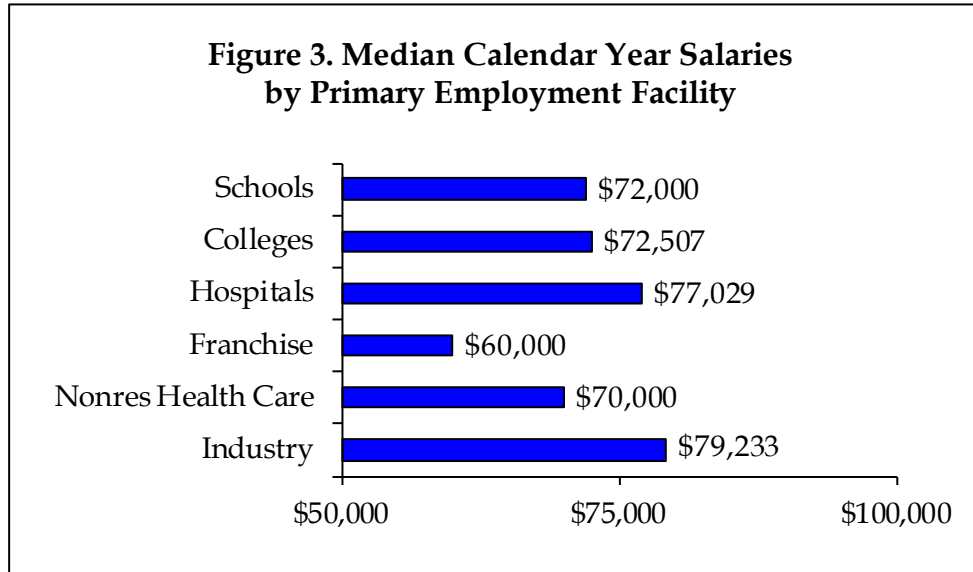


**Basic
Salary**

The median *academic* year salary (\$65,000 overall) was higher in colleges and universities (\$74,592) than in schools (\$64,000; see Appendix Table 4).

Primary Employment Facility

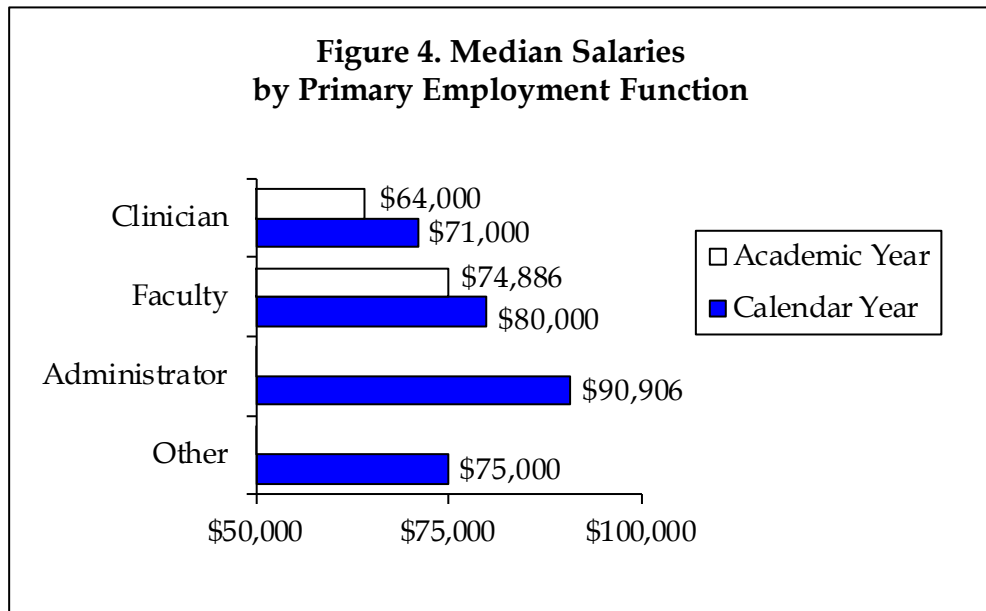
The median *calendar* year salary was \$73,000 (see Appendix Table 4), ranging from \$60,000 in audiology franchises and retail chains to \$79,233 in industry (see Figure 3).



n = 1,040

Primary Employment Function

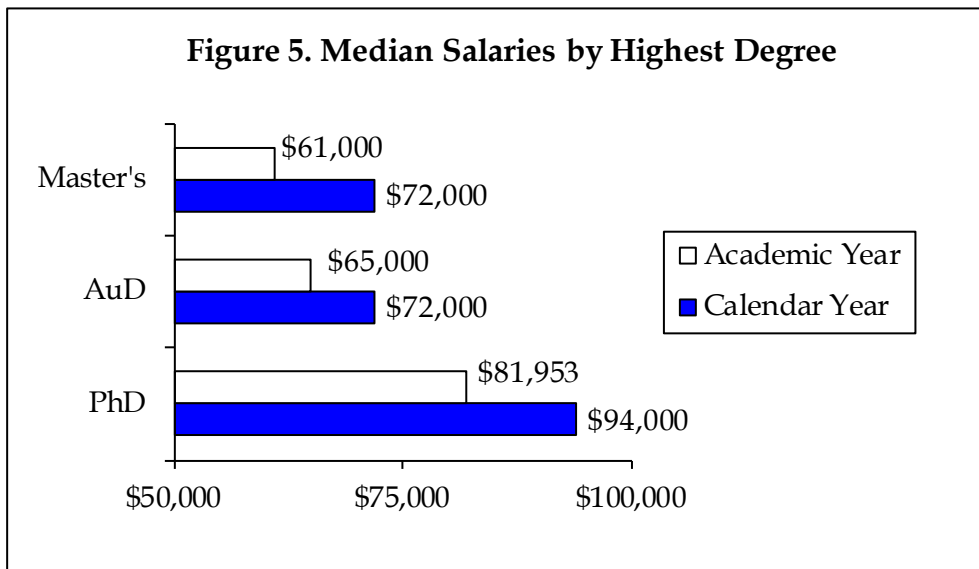
The overwhelming majority (83%) of respondents were employed as clinical service providers. (Data do not appear in any table.) Median *calendar* year salaries were \$71,000 for clinical service providers, \$80,000 for college and university faculty, and \$90,906 for administrators (see Figure 4 and Appendix Tables 5 and 6).



n = 1,162

Highest Degree

Audiologists who were employed for a *calendar* year reported a median salary of \$72,000 with a *master's* or an *AuD* degree and \$94,000 with a *PhD* (see Figure 5).



n = 1,191

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

- \$70,000 in nonresidential health care facilities to \$77,617 in hospitals for those with a *master's*;
- \$66,246 in colleges and universities to \$76,027 in industry for those with an *AuD*;
- \$89,680 in colleges and universities to \$89,732 in hospitals for those with a *PhD* (see Appendix Table 7).

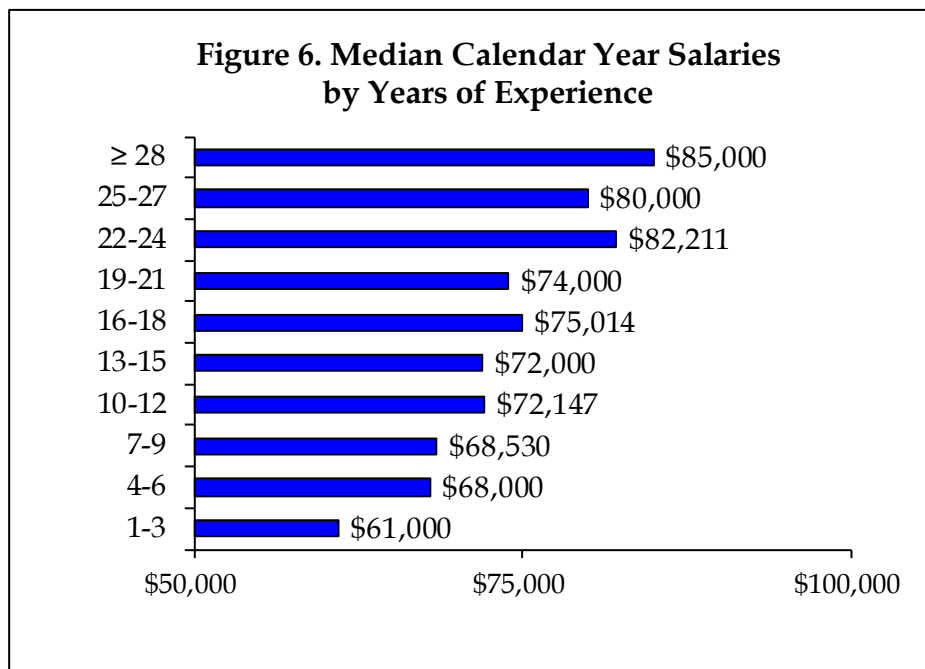


Few *academic* year salaries are reportable by highest degree because of the small number of respondents (see Appendix Table 8).

- The median with a *master's* was \$61,000 in schools.
- The median with an *AuD* was \$66,316 in schools.
- The median with a *PhD* was \$83,201 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 \$61,000. With 28 or more years of experience, the median was \$85,000 (see Figure 6 and Appendix Table 9).



n = 1,047

Several experience categories had sufficient respondents to report median *academic* year salaries. Median academic year salaries were \$61,000 for audiologists with 10–15 years of experience, \$65,000 with 16–21 years, \$68,224 with 22–27 years, and \$72,231 with 28 or more years (not shown in any table).

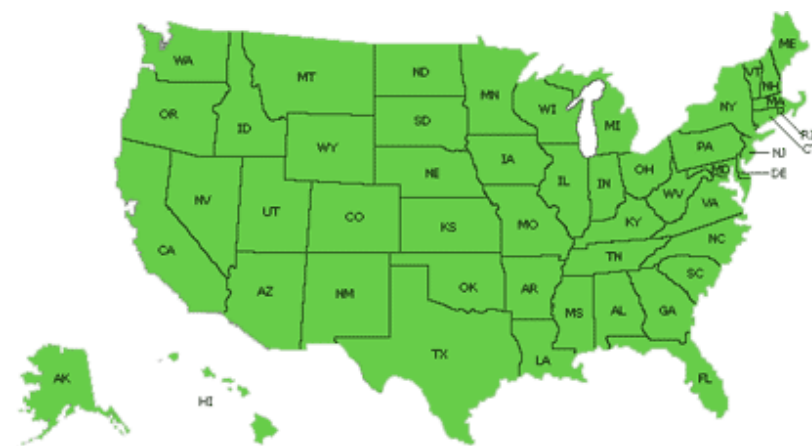
Sex

The median *calendar* year salary was \$71,000 for *women* and \$84,000 for *men*. The highest median salary for women was in industry (\$77,433), whereas the highest for men was in hospitals (\$85,594; see Appendix Table 10).

Median *academic* year salaries were lower than calendar year salaries. The average was \$65,000 for *women*. Too few men reported an academic year salary to be able to report their salaries (see Appendix Table 11).

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 ($p = .000$):
 - 11% of men and 4% of women were college/university faculty
 - 10% of men and 7% of women were administrators
- Highest degree ($p = .000$):
 - 23% of men and 5% of women held a PhD degree
- Years of experience ($p = .000$):
 - Average (mean) number of years of experience was 24 for men, 18 for women.



State

Nearly 40% 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 *New Jersey* (see Table 1).

| | | | |
|-------------------|-----------------|----------------|----------|
| New Jersey | \$87,510 | Florida | \$71,098 |
| California | \$86,976 | Tennessee | \$70,976 |
| Colorado | \$85,810 | Minnesota | \$70,000 |
| New York | \$80,000 | North Carolina | |
| Massachusetts | \$79,373 | Ohio | |
| Illinois | \$77,756 | Missouri | \$66,451 |
| Texas | \$76,974 | Virginia | \$66,408 |
| Maryland | \$73,075 | Indiana | \$65,612 |
| Pennsylvania | \$72,384 | Nebraska | \$65,000 |
| Michigan | \$72,000 | | |

$n = 731$

Population Setting

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

- \$73,000 in metropolitan/urban areas
- \$74,937 in the suburbs
- \$72,000 in rural areas (see Appendix Table 12)

Median *academic* year salaries varied by population setting:

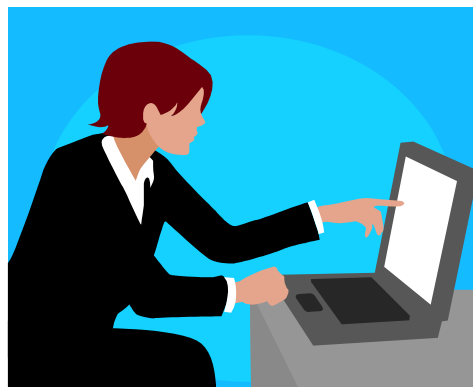
- \$70,000 in metropolitan/urban areas
- \$65,000 in the suburbs
- \$61,422 in rural areas (see Appendix Table 13)



Private Practice

Private practice *owners* reported a median *calendar* year salary of \$84,768. Audiologists who were employed full-time as *salaried* employees in a private practice reported a median salary of \$64,000 (data not shown in any table).

Additional data on audiologists employed in private practice can be found in the 2012 ASHA Audiology Survey Private Practice report.



Commission

Of the respondents to the survey, 365 indicated that they had received a commission during the previous 12 months; of that number, 292 worked in nonresidential health care facilities. Audiologists reported a median commission of \$16,196 (\$15,000 in nonresidential health care facilities).

Commissions were determined in three ways:

- 36% as a percentage of profit
- 39% as a percentage of sale
- 24% as a flat rate

The median percentage of commission on product sales was 13%.



Bonus

A total of 547 audiologists reported receiving bonuses during the previous 12 months. The median amount was \$2,000, and the mean was \$8,841. Three types of facilities had a sufficient number of respondents to report their means, which were not significantly different from one another ($p = .231$):

- \$4,083 in hospitals ($n = 132$)
- \$10,506 in nonresidential health care facilities ($n = 312$)
- \$11,601 in industry ($n = 46$)



Survey Notes and Method- ology

Response Rate

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.

A stratified random sample was used to select 4,000 ASHA-certified audiologists for this survey from a population of 7,058 audiologists. They were stratified on the basis of type of facility and private practice.

The survey was mailed in September 2012. 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, 21 had undeliverable addresses, 2 were deceased, 3 were retired, 5 were no longer employed in the field, and 5 were ineligible for other reasons, leaving 3,964 possible respondents. The actual number of respondents was 2,037, resulting in a 51.4% 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 2012 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. (2012). *2012 Audiology Survey report: Annual salaries*. Available from www.asha.org.

Supplemental 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 occupation code 29-1181)

www.bls.gov/oooh/

www.capcsd.org/survey/2009/SalarySurvey0809_Prelim_12_10.pdf

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

www1.salary.com/Audiologist-Salary.html

To compare costs of living:

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

Additional Information

For additional information regarding the 2012 Audiology Survey, please contact Pam Mason, director of ASHA's Audiology Professional Practices Unit, 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. 10 In your <u>primary job</u> , are you paid on an hourly or an annual basis? Analyses limited to respondents who met the following criterion: ❖ Certificate of Clinical Competence in Audiology (CCC-A) | | |
|---|-----------|---------------|
| Response | Frequency | Valid Percent |
| Hourly basis | 525 | 27.0 |
| Annual basis | 1,421 | 73.0 |
| Total | 1,946 | 100.0 |

Table 2: Academic Year or Calendar Year

| Q. 14 For what <u>period of work</u> 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 Percent |
| Academic year (9–10 months) | 187 | 13.1 |
| Calendar year (11–12 months) | 1,240 | 86.9 |
| Total | 1,427 | 100.0 |

Table 3: Facilities

Q. 7 Primary Employment Facility. Select the **one** type of setting that best describes where you work **most** of the time. If you 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 = 1,980) |
|--|-------------------------|
| School (public, private, school for the deaf) | 9.8 |
| College/university | 7.8 |
| Hospital (general, pediatric, military, VA) | 26.3 |
| Audiology franchise, retail chain | 3.9 |
| Nonresidential health care facility (includes audiologists' and physicians' offices) | 46.5 |
| Industry (hearing aid manufacturing, hearing conservation) | 4.9 |
| Other | 0.7 |

Table 4: Salaries by Facility

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary, before deductions, for your main job?</u> <i>Bonuses and commissions will be asked about in separate questions.</i> 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 | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| Calendar Year (11-12 months) | | | | | | | |
| | (n = 1,046) | (n = 32) | (n = 88) | (n = 304) | (n = 50) | (n = 491) | (n = 75) |
| 25 th percentile | \$60,000 | \$64,552 | \$63,000 | \$69,000 | \$50,000 | \$57,024 | \$65,000 |
| 50 th percentile (median) | \$73,000 | \$72,000 | \$72,507 | \$77,029 | \$60,000 | \$70,000 | \$79,233 |
| 75 th percentile | \$89,603 | \$85,725 | \$90,000 | \$89,530 | \$82,357 | \$89,000 | \$96,748 |
| Academic Year (9-10 months) | | | | | | | |
| | (n = 157) | (n = 114) | (n = 42) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | \$57,542 | \$55,000 | \$64,800 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$65,000 | \$64,000 | \$74,592 | | | | |
| 75 th percentile | \$76,507 | \$71,942 | \$90,603 | | | | |

Table 5: Calendar Year Salaries by Function

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary</u>, before deductions, for your main job? Bonuses and commissions will be asked about in separate questions. Analyses limited to respondents who met the following criteria: | | | | | | | |
|---|-----------|----------|---------------------------|-----------|---------------------|--|----------|
| <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full-time ❖ Employed for a calendar year ❖ Annual salary of at least \$1 | | | | | | | |
| Annual Salary | Total | Schools | Colleges/ Universities | Hospitals | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| Clinical Service Provider | | | | | | | |
| | (n = 816) | (n = 27) | (n = 24) | (n = 245) | (n = 46) | (n = 461) | (n = 10) |
| 25 th percentile | \$60,000 | \$62,522 | n < 25 | \$68,000 | \$50,000 | \$57,000 | n < 25 |
| 50 th percentile (median) | \$71,000 | \$70,860 | | \$75,000 | \$60,000 | \$70,000 | |
| 75 th percentile | \$85,000 | \$81,389 | | \$85,000 | \$74,609 | \$85,000 | |
| College/University Faculty | | | | | | | |
| | (n = 48) | (n = 1) | (n = 45) | (n = 1) | (n = 0) | (n = 1) | (n = 0) |
| 25 th percentile | \$65,121 | n < 25 | \$66,274 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$80,000 | | \$80,000 | | | | |
| 75 th percentile | \$101,147 | | \$100,411 | | | | |

(Table 5 continues on next page.)

Table 5 Continued: Calendar Year Salaries by Function

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary</u>, before deductions, for your main 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 | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| Administrator | | | | | | | |
| | (n = 104) | (n = 4) | (n = 13) | (n = 47) | (n = 3) | (n = 25) | (n = 12) |
| 25 th percentile | \$79,000 | n < 25 | n < 25 | \$84,618 | n < 25 | \$73,532 | n < 25 |
| 50 th percentile (median) | \$90,906 | | | \$97,383 | | \$90,000 | |
| 75 th percentile | \$114,891 | | | \$115,714 | | \$100,000 | |
| Other | | | | | | | |
| | (n = 46) | (n = 1) | (n = 1) | (n = 1) | (n = 1) | (n = 2) | (n = 41) |
| 25 th percentile | \$66,946 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 | \$67,883 |
| 50 th percentile (median) | \$75,000 | | | | | | \$75,933 |
| 75 th percentile | \$93,160 | | | | | | \$93,870 |

Table 6: Academic Year Salaries by Function

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary</u>, before deductions, for your main job? Bonuses and commissions will be asked about in separate questions. Analyses limited to respondents who met the following criteria: | | | | | | | |
|---|-----------|-----------|---------------------------|-----------|---------------------|--|----------|
| <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full-time ❖ Employed for an academic year ❖ Annual salary of at least \$1 | | | | | | | |
| Annual Salary | Total | Schools | Colleges/ Universities | Hospitals | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| Clinical Service Provider | | | | | | | |
| | (n = 111) | (n = 109) | (n = 2) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | \$55,555 | \$55,702 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$64,000 | \$64,000 | | | | | |
| 75 th percentile | \$72,000 | \$72,000 | | | | | |
| College/University Faculty | | | | | | | |
| | (n = 37) | (n = 0) | (n = 37) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | \$64,830 | n < 25 | \$64,830 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$74,886 | | \$74,886 | | | | |
| 75 th percentile | \$92,275 | | \$92,275 | | | | |

(Table 6 continues on next page.)

Table 6 Continued: Academic Year Salaries by Function

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary</u>, before deductions, for your main job? Bonuses and commissions will be asked about in separate questions. Analyses limited to respondents who met the following criteria: | | | | | | | |
|---|---------|---------|---------------------------|-----------|---------------------|--|----------|
| <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full-time ❖ Employed for an academic year ❖ Annual salary of at least \$1 | | | | | | | |
| Annual Salary | Total | Schools | Colleges/ Universities | Hospitals | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| Administrator | | | | | | | |
| | (n = 3) | (n = 1) | (n = 1) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | | | | | | | |
| 75 th percentile | | | | | | | |
| Other | | | | | | | |
| | (n = 1) | (n = 1) | (n = 0) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | | | | | | | |
| 75 th percentile | | | | | | | |

Table 7: Calendar Year Salaries by Highest Degree

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary</u>, before deductions, for your main job? Bonuses and commissions will be asked about in separate questions. Analyses limited to respondents who met the following criteria: | | | | | | | |
|---|-----------|----------|---------------------------|-----------|---------------------|--|----------|
| <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full-time ❖ Employed for a calendar year ❖ Annual salary of at least \$1 | | | | | | | |
| Annual Salary | Total | Schools | Colleges/ Universities | Hospitals | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| Master's Degree | | | | | | | |
| | (n = 274) | (n = 15) | (n = 8) | (n = 62) | (n = 17) | (n = 151) | (n = 20) |
| 25 th percentile | \$57,806 | n < 25 | n < 25 | \$67,713 | n < 25 | \$55,000 | n < 25 |
| 50 th percentile (median) | \$72,000 | | | \$77,617 | | \$70,000 | |
| 75 th percentile | \$85,367 | | | \$88,148 | | \$89,000 | |
| AuD Degree | | | | | | | |
| | (n = 663) | (n = 18) | (n = 39) | (n = 209) | (n = 32) | (n = 315) | (n = 46) |
| 25 th percentile | \$60,000 | n < 25 | \$57,735 | \$68,806 | \$55,000 | \$57,950 | \$65,000 |
| 50 th percentile (median) | \$72,000 | | \$66,246 | \$75,550 | \$70,000 | \$70,000 | \$76,027 |
| 75 th percentile | \$85,000 | | \$74,619 | \$86,657 | \$83,360 | \$84,000 | \$85,849 |

(Table 7 continues on next page.)

Table 7 Continued: Calendar Year Salaries by Highest Degree

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary</u>, before deductions, for your main job? Bonuses and commissions will be asked about in separate questions. Analyses limited to respondents who met the following criteria: | | | | | | | |
|---|-----------|---------|---------------------------|-----------|---------------------|--|----------|
| <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full-time ❖ Employed for a calendar year ❖ Annual salary of at least \$1 | | | | | | | |
| Annual Salary | Total | Schools | Colleges/ Universities | Hospitals | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| PhD Degree | | | | | | | |
| | (n = 98) | (n = 0) | (n = 38) | (n = 30) | (n = 1) | (n = 19) | (n = 7) |
| 25 th percentile | \$75,000 | n < 25 | \$72,767 | \$74,000 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$94,000 | | \$89,680 | \$89,732 | | | |
| 75 th percentile | \$121,298 | | \$118,355 | \$122,000 | | | |

Table 8: Academic Year Salaries by Highest Degree

Q. 13 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 main 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 | Franchise, Chain | Non- residential Health Care Facilities | Industry |
|---|----------|----------|---------------------------|-----------|---------------------|--|----------|
| Master's Degree | | | | | | | |
| | (n = 62) | (n = 60) | (n = 2) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | \$52,000 | \$52,448 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$61,000 | \$61,000 | | | | | |
| 75 th percentile | \$71,096 | \$71,061 | | | | | |
| AuD Degree | | | | | | | |
| | (n = 65) | (n = 52) | (n = 11) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | \$58,702 | \$58,210 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$65,000 | \$66,316 | | | | | |
| 75 th percentile | \$75,000 | \$76,243 | | | | | |

(Table 8 continues on next page.)

Table 8 Continued: Academic Year Salaries by Highest Degree

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary, before deductions, for your main job?</u> Bonuses and commissions will be asked about in separate questions. Analyses limited to respondents who met the following criteria: | | | | | | | |
|---|----------|---------|---------------------------|-----------|---------------------|--|----------|
| <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full-time ❖ Employed for an academic year ❖ Annual salary of at least \$1 | | | | | | | |
| Annual Salary | Total | Schools | Colleges/ Universities | Hospitals | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| PhD Degree | | | | | | | |
| | (n = 29) | (n = 1) | (n = 28) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | \$68,322 | n < 25 | \$69,283 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$81,953 | | \$83,201 | | | | |
| 75 th percentile | \$99,067 | | \$99,671 | | | | |

Table 9: Median Calendar Year Salaries by Years of Experience

Q. 13 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 main 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

| Years of Experience | Total | | Schools (n = 32) | Colleges/ Universities (n = 87) | Hospitals (n = 261) | Franchise, Chain (n = 51) | Non- residential Health Care Facilities (n = 493) | Industry (n = 75) |
|---------------------|-------|----------|---------------------|---------------------------------------|------------------------|---------------------------------|---|----------------------|
| | n | Salary | | | | | | |
| 1-3 | 73 | \$61,000 | n < 25 | n < 25 | \$65,500 | n < 25 | \$60,000 | n < 25 |
| 4-6 | 121 | \$68,000 | | | \$70,107 | | \$64,000 | |
| 7-9 | 103 | \$68,530 | | | \$72,000 | | \$63,336 | \$75,121 |
| 10-12 | 120 | \$72,147 | | | \$80,000 | | \$66,250 | |
| 13-15 | 94 | \$72,000 | | | n < 25 | | \$70,000 | |
| 16-18 | 72 | \$75,014 | | | \$78,617 | | \$65,000 | |
| 19-21 | 79 | \$74,000 | | | \$85,000 | | \$65,000 | |
| 22-24 | 74 | \$82,211 | | | n < 25 | | \$75,500 | |
| 25-27 | 80 | \$80,000 | | | \$81,330 | | | |
| 28 or more | 231 | \$85,000 | | | | | \$91,211 | \$90,000 |

Table 10: Calendar Year Salaries by Sex

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary</u>, before deductions, for your main job? Bonuses and commissions will be asked about in separate questions. Analyses limited to respondents who met the following criteria: | | | | | | | |
|---|-----------|----------|---------------------------|-----------|---------------------|--|----------|
| <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full-time ❖ Employed for calendar year ❖ Annual salary of at least \$1 | | | | | | | |
| Annual Salary | Total | Schools | Colleges/ Universities | Hospitals | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| Female | | | | | | | |
| | (n = 836) | (n = 28) | (n = 69) | (n = 256) | (n = 35) | (n = 383) | (n = 60) |
| 25 th percentile | \$60,000 | \$60,856 | \$60,000 | \$68,000 | \$50,636 | \$55,000 | \$65,000 |
| 50 th percentile (median) | \$71,000 | \$70,811 | \$70,000 | \$75,000 | \$65,295 | \$68,000 | \$77,433 |
| 75 th percentile | \$85,000 | \$82,680 | \$81,469 | \$85,000 | \$90,000 | \$81,600 | \$91,650 |
| Male | | | | | | | |
| | (n = 210) | (n = 3) | (n = 19) | (n = 48) | (n = 15) | (n = 108) | (n = 15) |
| 25 th percentile | \$68,000 | n < 25 | n < 25 | \$76,722 | n < 25 | \$64,127 | n < 25 |
| 50 th percentile (median) | \$84,000 | | | \$85,594 | | \$83,673 | |
| 75 th percentile | \$112,990 | | | \$108,873 | | \$115,000 | |

Table 11: Academic Year Salaries by Sex

| Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary, before deductions, for your main job?</u> Bonuses and commissions will be asked about in separate questions. Analyses limited to respondents who met the following criteria: | | | | | | |
|---|-----------|-----------|---------------------------|-----------|--|----------|
| <ul style="list-style-type: none"> ❖ 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 = 134) | (n = 105) | (n = 27) | (n = 0) | (n = 0) | (n = 0) |
| 25th percentile | \$56,000 | \$55,000 | \$60,117 | n < 25 | n < 25 | n < 25 |
| 50th percentile (median) | \$65,000 | \$63,480 | \$69,000 | | | |
| 75th percentile | \$73,564 | \$71,125 | \$87,561 | | | |
| Male | | | | | | |
| | (n = 24) | (n = 9) | (n = 15) | (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 12: Calendar Year Salaries by Population Setting

Q. 13 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 main 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 | Franchise, Chain | Non- residential Health Care Facilities | Industry |
|---|-----------|----------|---------------------------|-----------|---------------------|--|-----------|
| Metropolitan/Urban | | | | | | | |
| | (n = 501) | (n = 14) | (n = 53) | (n = 199) | (n = 20) | (n = 168) | (n = 44) |
| 25 th percentile | \$62,000 | n < 25 | \$64,014 | \$68,081 | n < 25 | \$55,000 | \$65,000 |
| 50 th percentile (median) | \$73,000 | | \$74,150 | \$76,000 | | \$65,678 | \$76,491 |
| 75 th percentile | \$89,000 | | \$95,507 | \$88,338 | | \$85,000 | \$100,000 |
| Suburban | | | | | | | |
| | (n = 384) | (n = 12) | (n = 20) | (n = 71) | (n = 21) | (n = 231) | (n = 25) |
| 25 th percentile | \$60,296 | n < 25 | n < 25 | \$70,000 | n < 25 | \$60,000 | \$70,526 |
| 50 th percentile (median) | \$74,937 | | | \$80,000 | | \$70,000 | \$80,000 |
| 75 th percentile | \$90,000 | | | \$93,404 | | \$88,000 | \$92,148 |
| (Table 12 continues on next page.) | | | | | | | |

Table 12 Continued: Calendar Year Salaries by Population Setting

| <p>Q. 13 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 main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full-time ❖ Employed for a calendar year ❖ Annual salary of at least \$1 | | | | | | | |
|--|-----------|---------|---------------------------|-----------|---------------------|--|----------|
| Annual Salary | Total | Schools | Colleges/ Universities | Hospitals | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| Rural | | | | | | | |
| | (n = 150) | (n = 5) | (n = 14) | (n = 34) | (n = 9) | (n = 87) | (n = 2) |
| 25 th percentile | \$59,667 | n < 25 | n < 25 | \$70,000 | n < 25 | \$59,529 | n < 25 |
| 50 th percentile (median) | \$72,000 | | | \$74,986 | | \$75,000 | |
| 75 th percentile | \$88,228 | | | \$81,856 | | \$100,000 | |

Table 13: Academic Year Salaries by Population Setting

Q. 13 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 main 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 | Franchise, Chain | Non- residential Health Care Facilities | Industry |
|---|----------|----------|---------------------------|-----------|---------------------|--|----------|
| Metropolitan/Urban | | | | | | | |
| | (n = 66) | (n = 42) | (n = 23) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | \$62,322 | \$62,000 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$70,000 | \$69,541 | | | | | |
| 75 th percentile | \$79,442 | \$77,702 | | | | | |
| Suburban | | | | | | | |
| | (n = 53) | (n = 42) | (n = 10) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | \$55,740 | \$55,045 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$65,000 | \$61,829 | | | | | |
| 75 th percentile | \$76,310 | \$72,191 | | | | | |
| (Table 13 continues on next page.) | | | | | | | |

Table 13 Continued: Academic Year Salaries by Population Setting

| <p>Q. 13 The income from your job may include several sources, such as salary, bonuses, and commissions. What is your <u>basic annual salary</u>, before deductions, for your main job? Bonuses and commissions will be asked about in separate questions.</p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full-time ❖ Employed for an academic year ❖ Annual salary of at least \$1 | | | | | | | |
|--|----------|----------|---------------------------|-----------|---------------------|--|----------|
| Annual Salary | Total | Schools | Colleges/ Universities | Hospitals | Franchise, Chain | Non- residential Health Care Facilities | Industry |
| Rural | | | | | | | |
| | (n = 39) | (n = 30) | (n = 9) | (n = 0) | (n = 0) | (n = 0) | (n = 0) |
| 25 th percentile | \$52,206 | \$51,435 | n < 25 | n < 25 | n < 25 | n < 25 | n < 25 |
| 50 th percentile (median) | \$61,422 | \$58,960 | | | | | |
| 75 th percentile | \$66,551 | \$64,000 | | | | | |