



# 2014 Audiology Survey

## Annual Salaries

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## Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of audiologists in the fall of 2014. 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.

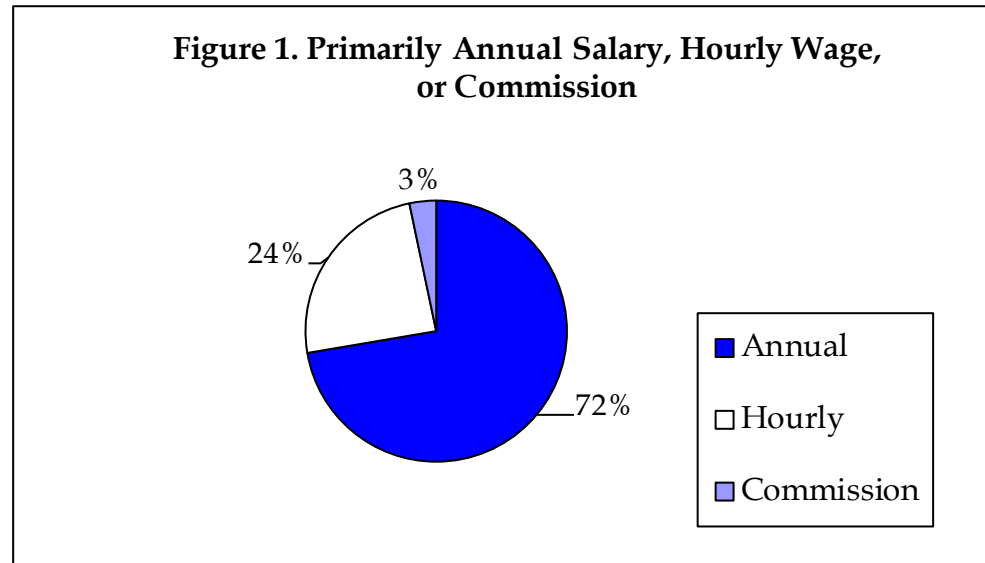
### **Highlights:**

- ◆ 72% worked for an annual salary.
- ◆ Median salary was \$69,000 for audiologists who worked 9 or 10 months (academic year) and \$75,000 for those who worked 11 or 12 months (calendar year).
- ◆ Median *calendar* year salary was:
  - \$72,000 for clinical service providers, \$76,000 for university faculty and clinical educators, and \$100,465 for administrators;
  - \$75,000 for those with a master's degree, \$73,000 with an AuD, and \$107,574 with a PhD;
  - \$65,053 for those with 1-3 years of experience;
  - \$74,000 for women and \$84,563 for men;
  - \$90,050 for those in California;
  - \$72,763 for those in suburban areas;
  - \$78,439 for private practice owners.
- ◆ Median *academic* year salary was:
  - \$65,000 for clinical service providers and \$78,932 for university faculty and clinical educators,
  - \$63,602 for those with a master's degree and \$66,797 with an AuD,
  - \$68,103 for women,
  - \$70,448 for those in suburban areas.
- ◆ The median commission was \$20,000.

Respondents

Salary Basis

The data in this report were gathered from 1,811 audiologists who responded to the 2014 Audiology Survey. Of the 1,741 respondents who reported how they were paid, 72% reported that they primarily received an *annual salary*, 24% primarily an *hourly wage*, and 3% primarily received a commission (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).



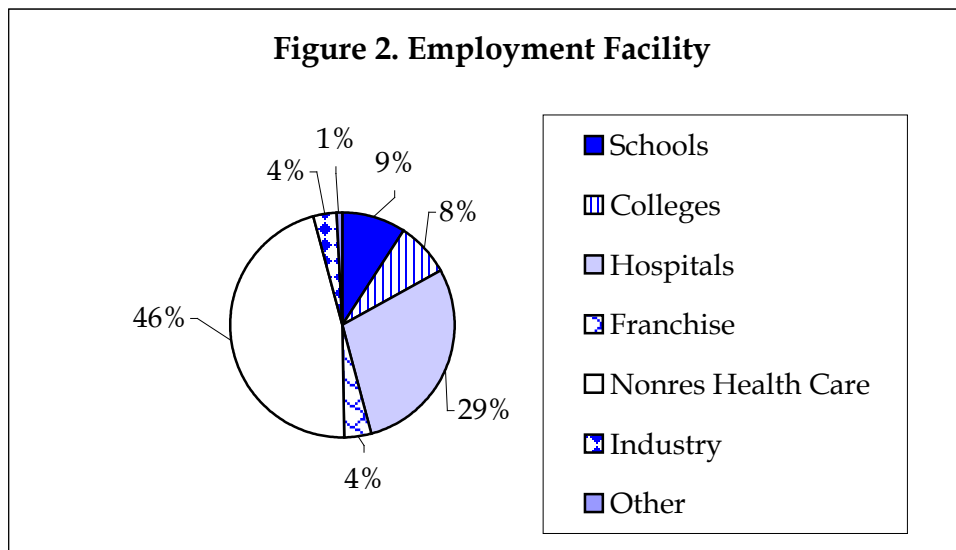
n = 1,741

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 (46%) 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 (29%) 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. Although data from the "other" category will not be presented separately, individuals who selected this category will be included in the "All facility types" column in the appended tables.

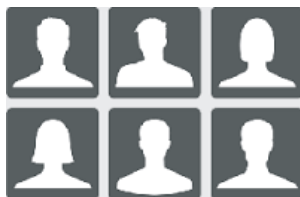
Revised  
Question  
Wording



n = 1,760

Wording of the salary questions has been changed. 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. Additionally, prior to 2014, respondents were asked if they were paid on an hourly or annual basis; in 2014, the response options were changed to primarily per hour, primarily annual salary, or primarily commission. These changes may account for some of the differences among median salaries across years.

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

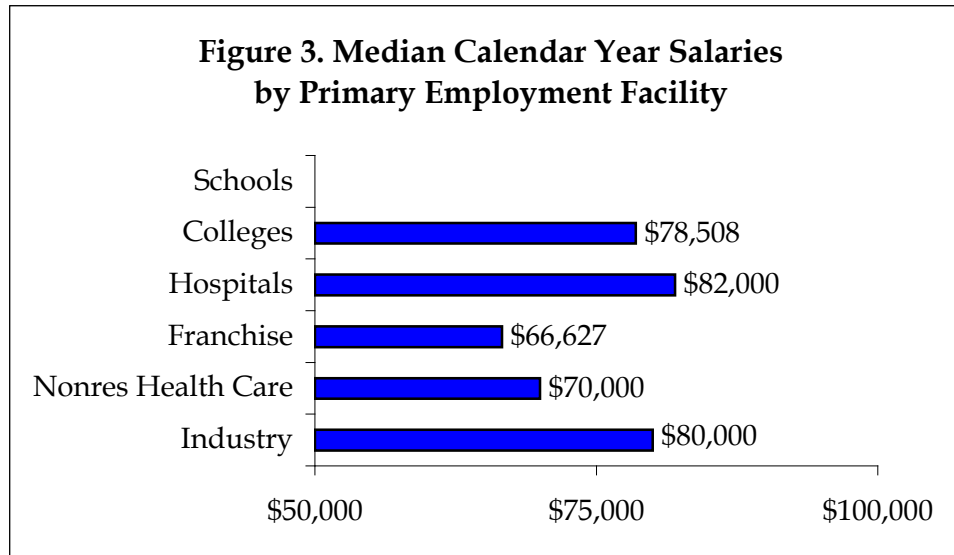


Basic  
Salary

The median *academic* year salary (\$69,000 overall) was higher in colleges and universities (\$78,864) than in schools (\$65,000; see Appendix Table 4).

Primary Employment Facility

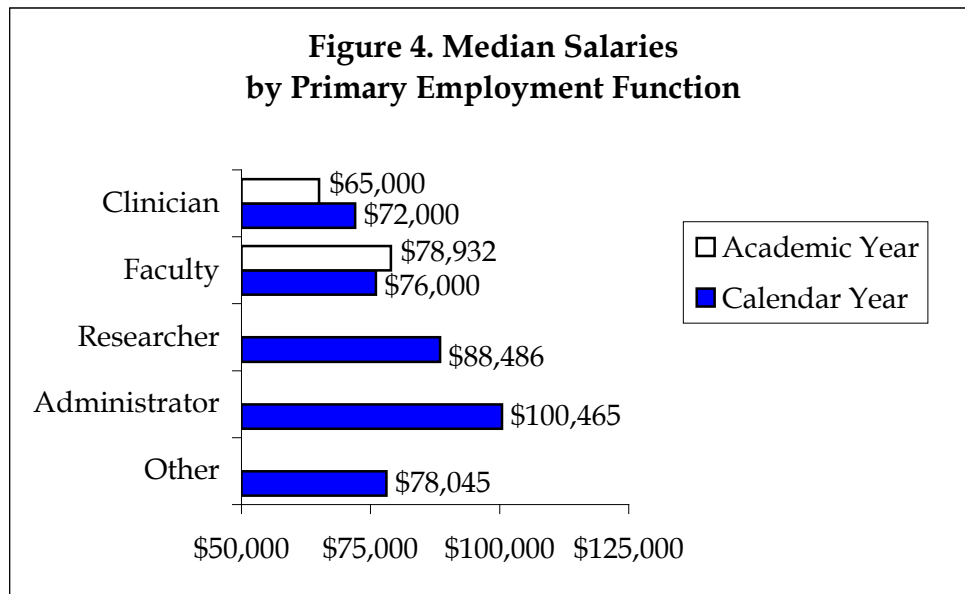
The median *calendar* year salary was \$75,000 (see Appendix Table 4), ranging from \$66,627 in audiology franchises and retail chains to \$82,000 in hospitals (see Figure 3).



n = 919

Primary Employment Function

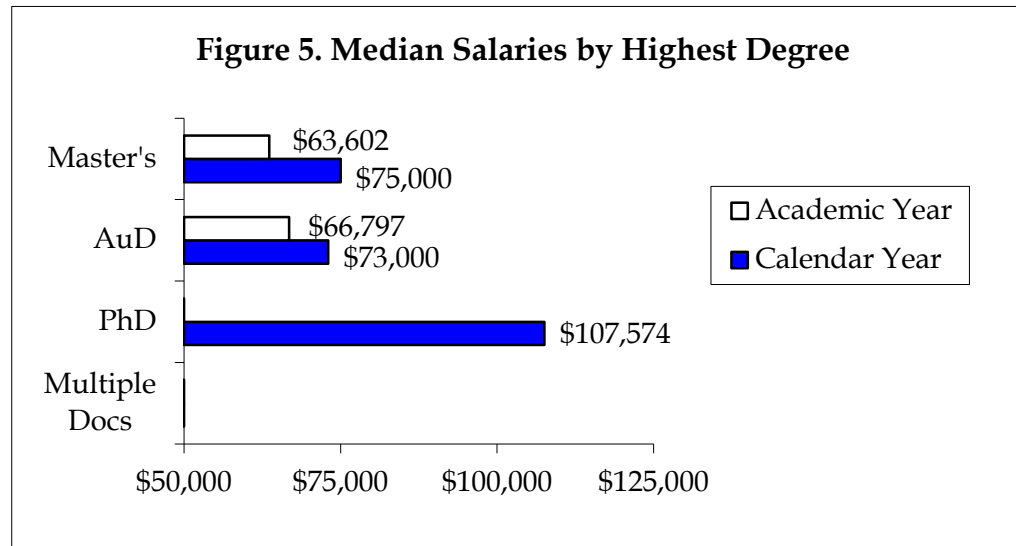
The overwhelming majority (82%) of respondents were employed as clinical service providers. (Data do not appear in any table.) Median *calendar* year salaries ranged from \$72,000 for clinical service providers to \$100,465 for administrators (see Figure 4 and Appendix Tables 5 and 6).



n = 1,064

Highest Degree

Of respondents employed for a *calendar* year those with a master’s degree reported a median salary of \$75,000; those with an AuD degree as the only doctorate, \$73,000; and those with a PhD as the only doctorate, \$107,574. There were too few respondents with multiple doctorates to report their salaries (see Figure 5).



*n* = 1,041

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

- \$70,000 in nonresidential health care facilities to \$85,000 in hospitals for those with a *master's degree*;
- \$60,659 for those in audiology franchises or retail chains to \$70,000 in nonresidential health care facilities, \$72,712 in colleges and universities, and \$80,000 in hospitals and industry for those with an *AuD* (see Appendix Table 7).



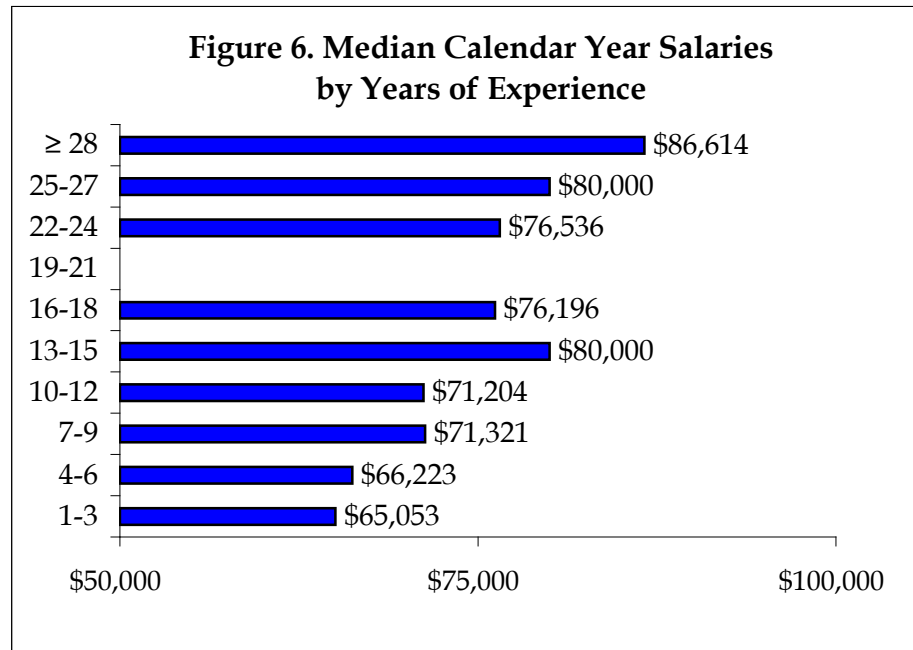
Few *academic* year salaries are reportable by highest degree because of the small number of respondents (see Appendix Table 8).

- The median with a *master's* degree was \$63,822 in schools.
- The median with an *AuD* was \$65,727 in schools.



Years of Experience

Median *calendar* year salaries tended to increase with experience, although not in a straight line. For audiologists who had 1–3 years of experience, the median salary was \$65,053. With 28 or more years of experience, the median was \$86,614 (see Figure 6 and Appendix Table 9).



n = 932

Several experience categories had sufficient respondents to report median *academic* year salaries. Median academic year salaries were \$60,486 for audiologists with 7–15 years of experience, \$65,618 with 16–18 years, \$70,000 with 22–27 years, and \$76,781 with 28 or more years (not shown in any table).

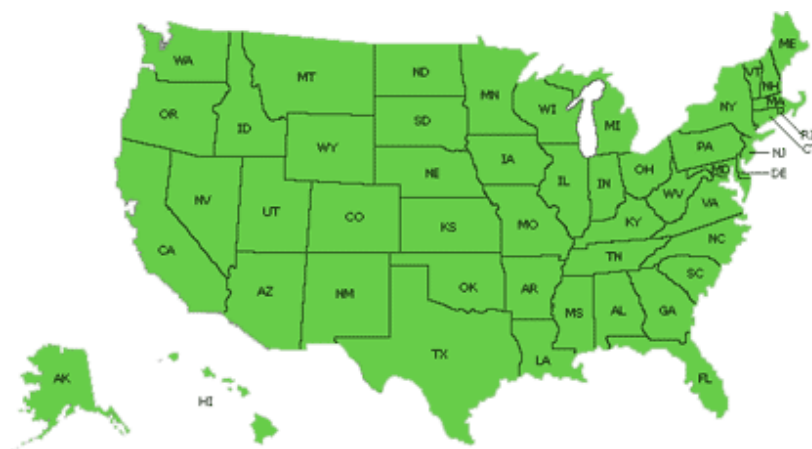
Sex

The median *calendar* year salary was \$74,000 for *women* and \$84,563 for *men*. The highest median salary for women was in hospitals and industry (\$80,000), whereas the highest for men was in hospitals (\$90,121; see Appendix Table 10).

Median *academic* year salaries were lower than calendar year salaries. The average was \$68,103 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 ( $p = .003$ ):
  - 11% of men and 6% of women were college/university faculty or clinical educators
  - 9% of men and 6% of women were administrators
- Highest degree ( $p = .000$ ):
  - 21% of men and 5% of women held a PhD degree
- Years of experience ( $p = .000$ ):
  - Average (mean) number of years of experience was 26 for men, 19 for women.



State

Of the states, 33% 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).

<b>California</b>	<b>\$90,050</b>	Colorado	\$75,000
Wisconsin	\$87,751	Texas	
Massachusetts	\$87,000	Illinois	\$73,429
Arizona	\$83,947	Pennsylvania	\$72,812
New York	\$80,000	Maryland	\$71,706
Washington		Ohio	\$70,579
Minnesota	\$79,224	North Carolina	\$68,997
Missouri	\$79,192	Michigan	\$66,690
Florida	\$76,367		

$n = 633$

Population Setting

Median *calendar* year salaries varied by population setting:

- \$75,151 in city/urban areas,
- \$72,763 in the suburbs,
- \$75,000 in rural areas (see Appendix Table 12).



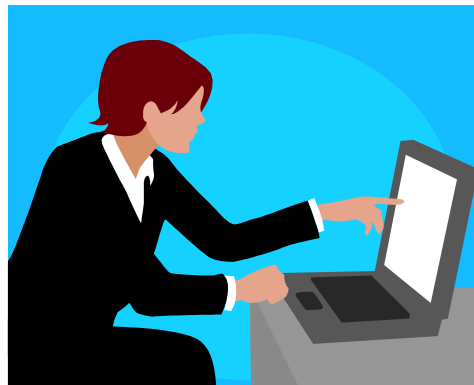
Median *academic* year salaries also varied by population setting:

- \$70,000 in city/urban areas,
- \$70,448 in the suburbs,
- \$59,248 in rural areas (see Appendix Table 13).

Private Practice

Private practice *owners* reported a median *calendar* year salary of \$78,439. Audiologists who were employed full-time as *salaried* employees in a private practice reported a median salary of \$69,392 (data not shown in any table).

Additional data on audiologists employed in private practice can be found in the 2014 ASHA Audiology Survey Private Practice report.



## Commission

Of the respondents to the survey who were paid primarily on an annual or hourly basis, 310 indicated that during the previous 12 months they had received a median commission of \$17,811. The range was from \$15,000 in nonresidential health care facilities to \$21,095 in hospitals and \$29,651 in franchises and retail chains.

The 39 audiologists who received primarily commissions reported receiving a median commission of \$97,815.

The *median* percentage of commission on product sales was 10%, and the *mean* was 12% for audiologists who were paid primarily on an annual or hourly basis and 30% and 35%, respectively, for those receiving primarily commissions.



## Bonus

A total of 475 audiologists reported receiving bonuses during the previous 12 months. The median amount was \$2,000, and the mean was \$7,916. Three types of facilities had a sufficient number of respondents to report their means ( $p = .002$ ):

- \$3,552 in hospitals ( $n = 147$ ),
- \$10,514 in nonresidential health care facilities ( $n = 257$ ),
- \$11,482 in industry ( $n = 27$ ).



## Survey Notes and Methodology

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 8,436 audiologists. They were stratified on the basis of type of facility and private practice.

The survey was mailed in September 2014. 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, 28 had undeliverable addresses, 1 was deceased, 4 were retired, and 5 were no longer employed in the field, leaving 3,962 possible respondents. The actual number of respondents was 1,811, resulting in a 45.7% 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 2014 Audiology Survey are presented 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. (2015). *2014 Audiology Survey report: Annual salaries*. Available from [www.asha.org](http://www.asha.org).

**Resources**

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](http://www.bls.gov/bls/blswage.htm) (audiologists are classified as occupation code 29-1181)

[www.bls.gov/ooh/healthcare/audiologists.htm](http://www.bls.gov/ooh/healthcare/audiologists.htm)

[www.capcsd.org/survey/2013/2013%20Salary%20Survey%20Narrative.pdf](http://www.capcsd.org/survey/2013/2013%20Salary%20Survey%20Narrative.pdf)

[www.payscale.com/research/US/Job=Audiologist/Salary](http://www.payscale.com/research/US/Job=Audiologist/Salary)

[www1.salary.com/Audiologist-Salary.html](http://www1.salary.com/Audiologist-Salary.html)

To compare costs of living:

[www.homefair.com/homefair/calc/salcalc.html](http://www.homefair.com/homefair/calc/salcalc.html)

**Additional Information**

For additional information regarding the 2014 Audiology Survey, please contact Pam Mason, director of ASHA's Audiology Professional Practices Unit, at 800-498-2071, ext. 5790, or [pmason@asha.org](mailto:pmason@asha.org). To learn more about how the Association is working on behalf of ASHA-certified audiologists, visit ASHA's website at [www.asha.org/aud/](http://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

**Table 1: Salary Basis**

Q. 10. How are you paid in your main job? <i>Select one response.</i> (Percentages)							
Analyses limited to respondents who met the following criteria:							
❖ CCC-A							
❖ Employed full- or part-time							
Salary Basis	Facility Type						
	School (n = 156)	College/ university (n = 138)	Hospital (n = 501)	Franchise/ retail chain (n = 68)	Nonres. health care (n = 800)	Industry (n = 63)	All facility types (n = 1,741)
Primarily per hour	10.3	2.2	27.9	19.1	30.6	4.8	24.4
Primarily annual salary ( <b>SKIP</b> to Q. 13.)	89.7	97.1	71.3	69.1	64.4	90.5	72.3
Primarily commission ( <b>SKIP</b> to Q. 15.)	0.0	0.7	0.8	11.8	5.0	4.8	3.3
Statistical significance: $\chi^2(10) = 135.4, p = .000, \text{Cramer's } V = .198$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.							



**Table 2: Academic Year or Calendar Year**

<p>Q. 14. For what period of <u>work</u> is this salary? <i>If you work for 9–10 months, as in an academic setting, but are paid over a 12-month period, select response “1.”</i> (Percentages)                  Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full- or part-time</li> <li>❖ Annual salary of at least \$1</li> </ul>							
Response	Facility Type						
	School (n = 135)	College/ university (n = 129)	Hospital (n = 341)	Franchise/ retail chain (n = 45)	Nonres. health care (n = 488)	Industry (n = 54)	All facility types (n = 1,204)
Work 9 or 10 months per year	80.7	34.1	0.0	0.0	1.0	0.0	13.3
Work 11 or 12 months per year	17.8	65.1	99.7	100.0	98.4	100.0	86.1
Work other period	1.5	0.8	0.3	0.0	0.6	0.0	0.6
	Too many cells (33%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.						
Academic or Calendar Year Only							
	(n = 133)	(n = 128)	(n = 340)	(n = 45)	(n = 485)	(n = 54)	(n = 1,197)
Work 9 or 10 months per year	82.0	34.4	0.0	0.0	1.0	0.0	13.4
Work 11 or 12 months per year	18.0	65.6	100.0	100.0	99.0	100.0	86.6
	Statistical significance: $\chi^2(5) = 722.1, p = .000$ , Cramer's V = .781 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.						

### Table 3: Facilities

Q. 9. Although you may work in several types of facilities, select the one type of building that best describes where you work all or most of the time. For individuals who work in private practice or multiple settings, 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 criteria:

❖ CCC-A

Facility	(n = 1,760)
School (public, private, school for the deaf)	9.1
College/university	7.9
Hospital (general, pediatric, military, VA)	28.6
Audiology franchise, retail chain	3.9
Nonresidential health care facility (includes audiologists' or physicians' offices)	46.2
Industry (hearing aid manufacturing, hearing conservation)	3.6
Other, specify:	0.7

**Table 4: Salaries by Facility**

<p>Q. 13. The income from your job may include several sources. First, what is your base <u>annual salary</u>, 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"> <li>❖ CCC-A</li> <li>❖ Employed full-time</li> <li>❖ Annual salary of at least \$1</li> </ul>							
Annual Salary	Facility Type						
	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Worked 9-10 months (academic year)							
	(n = 97)	(n = 41)	(n = 0)	(n = 0)	(n = 3)	(n = 0)	(n = 144)
25th percentile	\$56,086	\$68,631	n < 25	n < 25	n < 25	n < 25	\$57,659
50th percentile <b>(Median)</b>	\$65,000	\$78,864					\$69,000
75th percentile	\$74,000	\$100,000					\$81,910
Worked 11-12 months (calendar year)							
	(n = 22)	(n = 76)	(n = 310)	(n = 42)	(n = 437)	(n = 54)	(n = 951)
25th percentile	n < 25	\$70,000	\$70,000	\$59,289	\$60,000	\$73,406	\$64,342
50th percentile <b>(Median)</b>		\$78,508	\$82,000	\$66,627	\$70,000	\$80,000	\$75,000
75th percentile		\$91,655	\$96,000	\$85,000	\$83,000	\$97,586	\$90,000

**Table 5: Calendar Year Salaries by Function**

Q. 13. The income from your job may include several sources. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Clinical Service Provider							
	(n = 17)	(n = 9)	(n = 252)	(n = 38)	(n = 404)	(n = 3)	(n = 728)
25th percentile	n < 25	n < 25	\$70,000	\$56,298	\$60,000	n < 25	\$62,000
50th percentile (Median)			\$80,000	\$63,892	\$68,000		\$72,000
75th percentile			\$90,000	\$83,936	\$80,000		\$85,000
College/University Faculty/Clinical Educator							
	(n = 0)	(n = 50)	(n = 2)	(n = 0)	(n = 0)	(n = 1)	(n = 53)
25th percentile	n < 25	\$70,000	n < 25	n < 25	n < 25	n < 25	\$70,000
50th percentile (Median)		\$75,422					\$76,000
75th percentile		\$88,933					\$91,294

(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. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Researcher							
	(n = 0)	(n = 10)	(n = 11)	(n = 0)	(n = 1)	(n = 6)	(n = 29)
25th percentile	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	\$75,279
50th percentile (Median)							\$88,486
75th percentile							\$108,828
Administrator/Supervisor/Director							
	(n = 2)	(n = 7)	(n = 39)	(n = 4)	(n = 26)	(n = 9)	(n = 90)
25th percentile	n < 25	n < 25	\$98,377	n < 25	\$73,172	n < 25	\$87,173
50th percentile (Median)			\$101,649		\$100,000		\$100,465
75th percentile			\$120,000		\$128,515		\$120,000
(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. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
	Other						
	(n = 0)	(n = 0)	(n = 2)	(n = 1)	(n = 1)	(n = 23)	(n = 27)
25th percentile	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	\$70,000
50th percentile (Median)							\$78,045
75th percentile							\$89,372

**Table 6: Academic Year Salaries by Function**

<p>Q. 13. The income from your job may include several sources. First, what is your base <u>annual salary</u>, 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"> <li>❖ CCC-A</li> <li>❖ Employed full-time</li> <li>❖ Employed for an academic year</li> <li>❖ Annual salary of at least \$1</li> </ul>							
Annual Salary	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Clinical Service Provider							
	(n = 92)	(n = 1)	(n = 0)	(n = 0)	(n = 3)	(n = 0)	(n = 98)
25th percentile	\$56,001	n < 25	n < 25	n < 25	n < 25	n < 25	\$56,105
50th percentile (Median)	\$64,905						\$65,000
75th percentile	\$74,098						\$75,000
College/University Faculty/Clinical Educator							
	(n = 0)	(n = 39)	(n = 0)	(n = 0)	(n = 0)	(n = 0)	(n = 39)
25th percentile	n < 25	\$68,640	n < 25	n < 25	n < 25	n < 25	\$68,640
50th percentile (Median)		\$78,932					\$78,932
75th percentile		\$100,000					\$100,000

**Table 7: Calendar Year Salaries by Highest Degree**

Q. 13. The income from your job may include several sources. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Master's degree							
	(n = 10)	(n = 6)	(n = 58)	(n = 15)	(n = 109)	(n = 13)	(n = 212)
25th percentile	n < 25	n < 25	\$80,027	n < 25	\$58,000	n < 25	\$60,310
50th percentile (Median)			\$85,000		\$70,000		\$75,000
75th percentile			\$100,349		\$80,000		\$90,000
AuD as only doctorate							
	(n = 10)	(n = 42)	(n = 222)	(n = 27)	(n = 305)	(n = 34)	(n = 647)
25th percentile	n < 25	\$67,095	\$69,581	\$58,797	\$60,000	\$73,332	\$63,860
50th percentile (Median)		\$72,712	\$80,000	\$60,659	\$70,000	\$80,000	\$73,000
75th percentile		\$83,208	\$91,000	\$79,567	\$81,442	\$92,719	\$87,000
(Table 7 continues on next page.)							



**Table 7 Continued: Calendar Year Salaries by Highest Degree**

<p>Q. 13. The income from your job may include several sources. First, what is your base <u>annual salary</u>, 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"> <li>❖ CCC-A</li> <li>❖ Employed full-time</li> <li>❖ Employed for a calendar year</li> <li>❖ Annual salary of at least \$1</li> </ul>							
Annual Salary	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
PhD as only doctorate							
	(n = 0)	(n = 24)	(n = 22)	(n = 1)	(n = 13)	(n = 7)	(n = 66)
25th percentile	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	\$85,617
50th percentile (Median)							\$107,574
75th percentile							\$139,997
Other doctoral degree as only doctorate							
	(n = 0)	(n = 1)	(n = 2)	(n = 0)	(n = 3)	(n = 1)	(n = 8)
	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25
Multiple doctorates							
	(n = 1)	(n = 4)	(n = 5)	(n = 0)	(n = 7)	(n = 0)	(n = 16)
	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25

**Table 8: Academic Year Salaries by Highest Degree**

Q. 13. The income from your job may include several sources. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Master's degree							
	(n = 51)	(n = 1)	(n = 0)	(n = 0)	(n = 1)	(n = 0)	(n = 55)
25th percentile	\$56,034	n < 25	n < 25	n < 25	n < 25	n < 25	\$56,000
50th percentile (Median)	\$63,822						\$63,602
75th percentile	\$72,561						\$72,991
AuD as only doctorate							
	(n = 45)	(n = 14)	(n = 0)	(n = 0)	(n = 2)	(n = 0)	(n = 61)
25th percentile	\$56,102	n < 25	n < 25	n < 25	n < 25	n < 25	\$57,000
50th percentile (Median)	\$65,727						\$66,797
75th percentile	\$77,814						\$75,000

(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. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
PhD as only doctorate							
	(n = 1)	(n = 23)	(n = 0)	(n = 0)	(n = 0)	(n = 0)	(n = 24)
	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25
Other doctoral degree as only doctorate							
	(n = 0)	(n = 1)	(n = 0)	(n = 0)	(n = 0)	(n = 0)	(n = 1)
	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25
Multiple doctorates							
	(n = 0)	(n = 3)	(n = 0)	(n = 0)	(n = 0)	(n = 0)	(n = 3)
	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25

**Table 9: Median Calendar Year Salaries by Years of Experience**

Q. 13. The income from your job may include several sources. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types	
	(n = 23)	(n = 76)	(n = 309)	(n = 44)	(n = 433)	(n = 57)	n	Salary
1-3	n < 25	n < 25	\$70,000	n < 25	\$61,672	n < 25	65	\$65,053
4-6			\$71,500		\$64,531		112	\$66,223
7-9			\$73,000		\$65,000		71	\$71,321
10-12			\$89,803		\$68,000		83	\$71,204
13-15			\$71,531		\$71,531		100	\$80,000
16-18			\$85,000		\$71,715		138	\$76,196
19-21			n < 25		n < 25		14	n < 25
22-24			\$80,000		\$70,000		51	\$76,536
25-27			\$80,000		\$70,234		65	\$80,000
28 or more			\$89,151		\$98,162		\$79,000	247

**Table 10: Calendar Year Salaries by Sex**

<p>Q. 13. The income from your job may include several sources. First, what is your base <u>annual salary</u>, 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"> <li>❖ CCC-A</li> <li>❖ Employed full-time</li> <li>❖ Employed for calendar year</li> <li>❖ Annual salary of at least \$1</li> </ul>							
Annual Salary	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Female							
	(n = 20)	(n = 59)	(n = 265)	(n = 30)	(n = 357)	(n = 46)	(n = 783)
25th percentile	n < 25	\$69,232	\$70,000	\$56,165	\$60,000	\$72,624	\$63,992
50th percentile (Median)		\$74,751	\$80,000	\$67,500	\$68,000	\$80,000	\$74,000
75th percentile		\$86,000	\$94,000	\$85,000	\$80,000	\$94,281	\$87,592
Male							
	(n = 2)	(n = 17)	(n = 41)	(n = 12)	(n = 79)	(n = 8)	(n = 162)
25th percentile	n < 25	n < 25	\$80,553	n < 25	\$60,000	n < 25	\$68,640
50th percentile (Median)			\$90,121		\$75,000		\$84,563
75th percentile			\$113,317		\$103,000		\$106,000

**Table 11: Academic Year Salaries by Sex**

Q. 13. The income from your job may include several sources. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Female							
	(n = 92)	(n = 29)	(n = 0)	(n = 0)	(n = 3)	(n = 0)	(n = 127)
25th percentile	\$56,173	\$67,186	n < 25	n < 25	n < 25	n < 25	\$57,000
50th percentile (Median)	\$64,950	\$76,523					\$68,103
75th percentile	\$74,000	\$98,023					\$80,314
Male							
	(n = 5)	(n = 11)	(n = 0)	(n = 0)	(n = 0)	(n = 0)	(n = 16)
	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25

**Table 12: Calendar Year Salaries by Population Setting**

Q. 13. The income from your job may include several sources. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
City/Urban							
	(n = 11)	(n = 51)	(n = 225)	(n = 15)	(n = 206)	(n = 27)	(n = 540)
25th percentile	n < 25	\$70,000	\$70,093	n < 25	\$60,000	\$75,000	\$65,000
50th percentile <b>(Median)</b>		\$76,505	\$81,000		\$68,000	\$88,190	\$75,151
75th percentile		\$92,423	\$95,000		\$80,000	\$100,000	\$90,000
Suburban							
	(n = 4)	(n = 15)	(n = 60)	(n = 23)	(n = 169)	(n = 25)	(n = 299)
25th percentile	n < 25	n < 25	\$73,000	n < 25	\$60,000	\$70,000	\$63,000
50th percentile <b>(Median)</b>			\$85,361		\$70,000	\$78,955	\$72,763
75th percentile			\$99,947		\$83,000	\$92,197	\$90,000

(Table 12 continues on next page.)

**Table 12 Continued: Calendar Year Salaries by Population Setting**

Q. 13. The income from your job may include several sources. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Rural							
	(n = 6)	(n = 9)	(n = 25)	(n = 4)	(n = 58)	(n = 2)	(n = 105)
25th percentile	n < 25	n < 25	\$69,347	n < 25	\$60,000	n < 25	\$62,187
50th percentile <b>(Median)</b>			\$76,445		\$75,011		\$75,000
75th percentile			\$91,307		\$95,453		\$91,820



**Table 13: Academic Year Salaries by Population Setting**

Q. 13. The income from your job may include several sources. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
City/Urban							
	(n = 40)	(n = 28)	(n = 0)	(n = 0)	(n = 2)	(n = 0)	(n = 70)
25th percentile	\$56,244	\$65,007	n < 25	n < 25	n < 25	n < 25	\$61,779
50th percentile <b>(Median)</b>	\$67,000	\$70,534					\$70,000
75th percentile	\$75,536	\$95,093					\$84,346
Suburban							
	(n = 34)	(n = 8)	(n = 0)	(n = 0)	(n = 1)	(n = 0)	(n = 43)
25th percentile	\$58,617	n < 25	n < 25	n < 25	n < 25	n < 25	\$60,886
50th percentile <b>(Median)</b>	\$67,182						\$70,448
75th percentile	\$78,426						\$87,000

(Table 13 continues on next page.)

**Table 13 Continued: Academic Year Salaries by Population Setting**

Q. 13. The income from your job may include several sources. First, what is your base 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	School	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry	All facility types
Rural							
	(n = 22)	(n = 6)	(n = 0)	(n = 0)	(n = 0)	(n = 0)	(n = 29)
25th percentile	n < 25	n < 25	n < 25	n < 25	n < 25	n < 25	\$50,232
50th percentile <b>(Median)</b>							\$59,248
75th percentile							\$75,637