



AUDIOLOGY SURVEY 2004



Annual Salaries

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Acknowledgements

ASHA would like to thank the audiologists who received the 2004 Audiology Survey, completed it, and responded. Reports like this one are only possible because people like you participated.

Is this information valuable to you? If so, please accept the invitation to participate in other ASHA-sponsored surveys and focus groups. You are the experts, and we rely on you to provide data to share with your fellow members.

Check the ASHA Audiology Web site (www.asha.org/members/aud/default) periodically to read the latest reports.

ASHA surveys benefit you.

Executive Summary

During the fall and winter of 2004 the American Speech-Language-Hearing Association (ASHA) conducted a survey of audiologists. This survey was designed to provide information about issues important to our members and the profession of audiology and to update and expand upon information gathered during previous Omnibus and Audiology Surveys. The results are presented in a series of reports.

This report is based on responses from ASHA-certified audiologists in nonresidential health care facilities, hospitals, schools, colleges and universities. This report will explore salaries of those individuals who were paid an annual wage; a separate report will detail salaries of audiologists who are paid an hourly wage.

Overall Findings:

- ♦ Median salaries for the annually employed ranged from \$45,000 for those beginning their careers to \$78,000 for those with 28 or more years experience.
- ♦ Median salary for working 11 or 12 months as a clinical service provider was highest in hospitals: \$62,000.
- ♦ Highest calendar year salaries were reported in the Northeast for nonresidential health care facilities (\$65,000) and the West for those in hospitals (\$70,000).

Salaries

- ♦ Salary Basis
- ♦ Highest Degree
- ♦ Primary Employment Function
- ♦ Years of Experience
- ♦ Geographic Region and Division
- ♦ Population Density
- ♦ Academic Year Employed

Survey Notes and Methodology

- ♦ Response Rate
- ♦ Other Reports

Suggested Citation

Supplemental Sources

Additional Information

Appendix: Data Tables

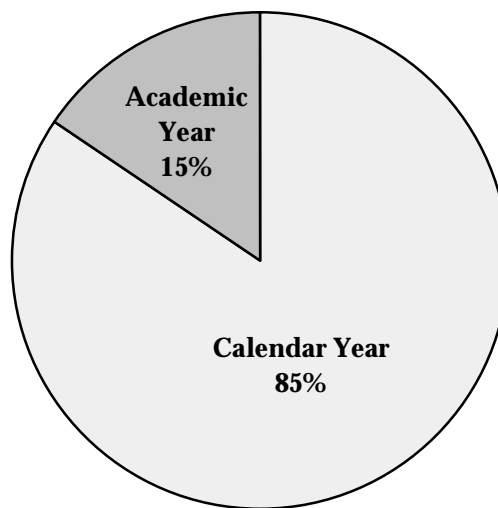
Salaries

All data in this report were gathered from respondents to the 2004 ASHA Audiology Survey. Salaries reported are from those individuals who indicated that they worked full time and earned an annual salary of \$1 or more.

Salary Basis

Of the audiologists who met these criteria, 915 (85%) reported that they worked on a calendar year basis while the other 15% ($n = 167$) were paid for an academic year's (9 – 10 months) work (Appendix, Table 1). For this reason the reporting of academic salaries is limited to its own section. For the majority of this report, unless specified, calendar year salaries are reported.

Figure 1: Salary Basis



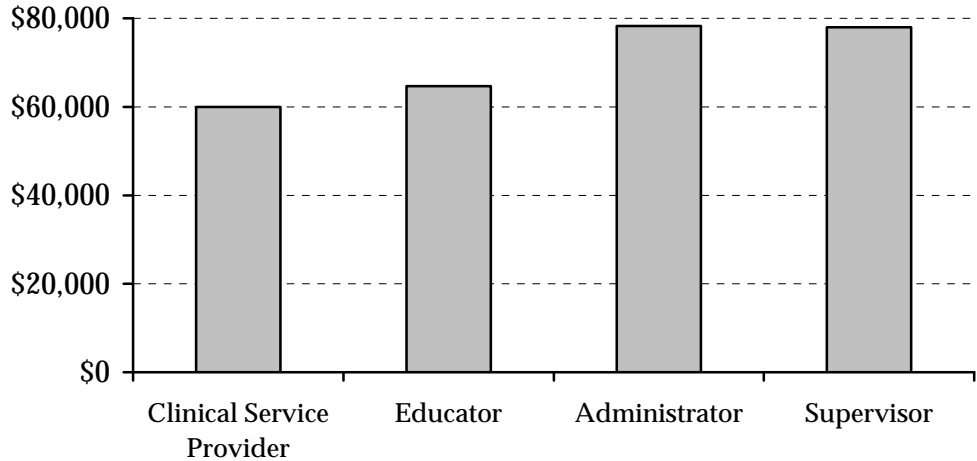
Highest Degree

Across facilities, audiologists with a doctoral degree (AuD or PhD) earned more than individuals holding other degrees. For instance, those who held an AuD earned almost \$7,000 more than those with a master's degree. Among those working in nonresidential health care, the difference between those with a master's and those with an AuD was \$15,000 (Appendix, Table 2). On average, audiologists with a PhD earned \$82,606.

**Primary
Employment
Function**

The median salary for clinical service providers ranged from \$56,000 in schools to \$62,000 for those working in a hospital setting. On average, supervisors and administrators made \$18,000 more than those they supervise (Appendix, Table 3).

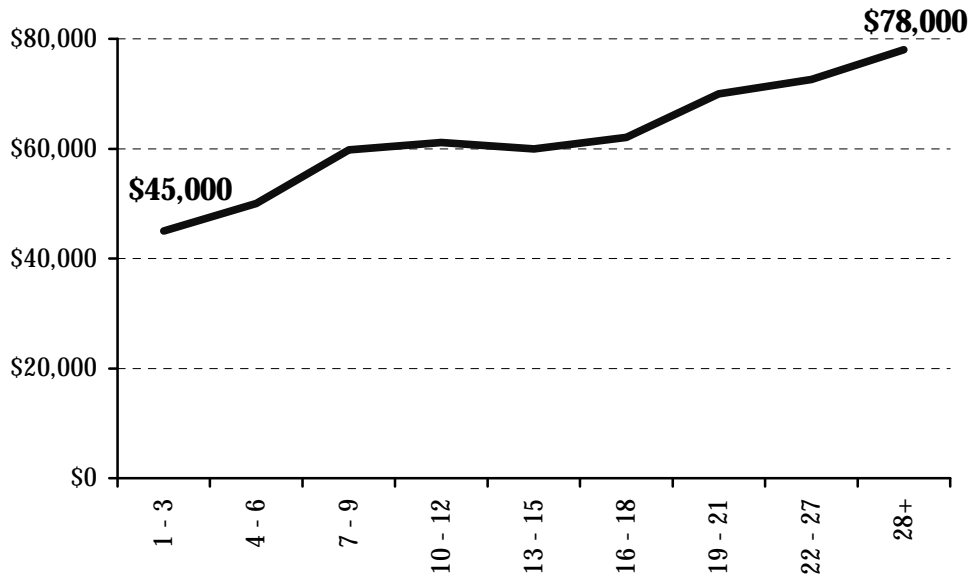
Figure 2: Primary Employment Function



**Years of
Experience**

Salaries tend to increase with experience, although not in a straight line (Appendix, Tables 4a and 4b). Among audiologists employed for a calendar year, the median salaries across facilities ranged from \$45,000 for those beginning their careers to \$78,000 for those with 28 or more years experience.

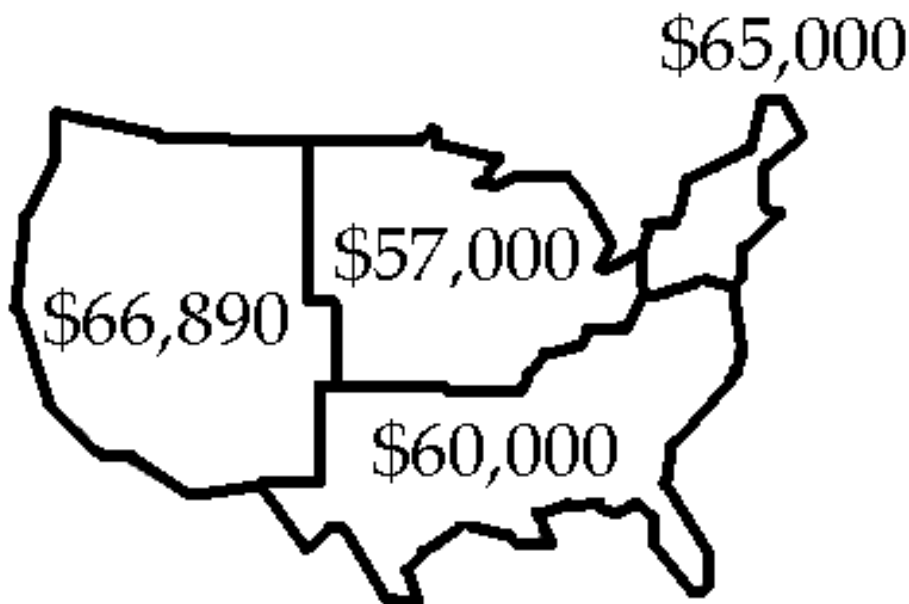
Figure 3: Years of Experience



Geographic Region and Division

Overall, salaries were highest in the West (\$66,890) and lowest in the Midwest (\$57,000). Hospital based audiologists were paid the most in the West (\$70,000), while those in nonresidential health care facilities were paid \$65,000 in the Northeast (Appendix, Tables 5a and 5b). Among division, median salaries ranged from \$55,000 in the West North Central division (Missouri to North Dakota) to \$70,000 in those state bordering the Pacific Ocean.

Figure 4: Regional Salaries



Population Density

Overall, audiologists earned the most in urban settings (\$62,500) and the least in rural settings (\$58,554). However, those in hospitals earned the most in suburban settings (\$65,000) (Appendix, Table 6).

Academic Year Employed

Since only 15% of respondents were paid for an academic year's work (9 – 10 months), many cells of the data tables are left blank because they do not meet the minimum 25 respondents needed to report data. As with those who are employed for a calendar year, highest degree and years of experience increased the median salaries (Appendix, Tables 2 & 4b). The median salary for audiologists employed for an academic year was \$53,000. Salaries were \$50,757 in schools and \$58,640 in a college or university setting. Audiologists earned the least in the South (\$48,193) and the most in the Northeast (\$60,000, Table: 5b). Across the country Suburb-based clinicians earned the most (\$54,771).

Survey Notes & Methodology

The twenty-year-old ASHA Omnibus Survey has been retired, replaced by surveys specific to work settings and/or professions in order to better meet affiliates' needs. This 2004 Audiology Survey is the second of the replacements and melds topics from both the Omnibus Surveys and previous Audiology Surveys.

Response Rate

The survey was mailed in September 2004 to a random sample of 4,000 ASHA-certified audiologists who lived in the United States and were employed in nonresidential health care facilities, hospitals, schools, colleges and universities. Second and third mailings followed, at approximately 4-week intervals, to individuals who had not responded to earlier mailings.

Of the original 4,000 audiologists in the sample, 17 were no longer employed in the field and 27 were ineligible due to retirement or for other reasons, leaving 3,956 possible respondents. The actual number of respondents was 2,041, resulting in a 51.6% response rate. The results presented in this report are based on responses from those 2,041 individuals.

Other Reports

Results from the 2004 Audiology Survey are reported in a series of reports:

- Demographic characteristics and a glossary of terms
- Practice trends
- Salaries
- Workforce
- Frequencies of responses to all 40 questions on the survey

Suggested Citation

American Speech-Language-Hearing Association. (2005). *2004 Audiology Survey Report: Annual Salaries*. Rockville, MD: Author.

**Supple-
mental
Sources**

American Speech-Language-Hearing Association (2003). *2003 Omnibus survey: practice trends in audiology*. Rockville, MD: Author.

American Speech-Language-Hearing Association (2000). *Audiology survey 2000 edition – frequency report*. Rockville, MD: Author.

American Speech-Language-Hearing Association (2004). *Supply and demand for audiologists resource list*. Rockville, MD: Author.

**Additional
Informa-
tion**

For additional information regarding the 2004 Audiology Survey, please contact Pam Mason, Director of Audiology, at 301-897-5700, extension 4135 (pmason@asha.org). To learn more about how the Association is working on behalf of audiologists, visit ASHA's Web site at <http://www.asha.org/members/aud/default>

Appendix: Data Tables

Table 1: Median Annual Salaries by Period of Work

For what period of work are you paid this salary? (If you work for 9-10 months, as in an academic setting, but are paid over a 12-month period, select [Academic Year]) (Circle one response only.)

- Working full time
- Paid on an annual basis

	Schools		Colleges & Universities		Hospitals		Nonresidential Health Care Facilities		Total	
	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$
Calendar Year	51	65,000	104	63,000	233	64,000	390	60,000	915	62,000
Academic Year	127	50,757	67	58,640	2	-	6	-	167	53,000

Table 2: Median Annual Salaries by Highest Degree in the Professions

Check the appropriate boxes to identify degrees you have earned both

(a) in the professions – that is, in audiology; speech-language pathology; or speech, language, hearing science—and
 (b) outside these fields. [Not shown.]

(Check all that apply but count only actual degrees, not equivalencies or certificates and do not include degrees expected but not yet conferred.)

- Working full time
- Paid on an annual basis
- In professions only

	Schools		Colleges & Universities		Hospitals		Nonresidential Health Care Facilities		Total	
	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$
Calendar Year										
Masters	43	65,000	37	55,000	159	61,000	268	55,000	610	58,116
AuD	6	-	21	-	41	65,000	105	70,000	206	65,000
PhD	2	-	46	78,000	32	82,000	16	-	96	82,606
Academic Year										
Masters	110	50,000	21	-	1	-	4	-	116	49,931
AuD	13	-	4	-	1	-	-	-	15	-
PhD	4	-	41	63,000	-	-	1	-	34	62,937

Table 3: Median Annual Salaries by Primary Employment Function

Primary Employment *Function*. Review [provided], and then, in the space below, write the number of the one position that best describes how you spent most of your time in your typical week.

- Working full time
- Paid on an annual basis

	Schools		Colleges & Universities		Hospitals		Nonresidential Health Care Facilities		Total	
	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$
Calendar Year										
Clinical service provider	38	56,000	15	-	186	62,000	354	58,000	713	60,000
Educator	-	-	56	65,000	2	-	1	-	44	64,703
Administrator	1	-	6	-	3	-	13	-	32	78,274
Chair	3	-	7	-	1	-	-	-	9	-
Supervisor	5	-	7	-	29	82,000	15	-	62	78,000
Academic Year										
Clinical service provider	112	50,849	3	-	2	-	6	-	108	52,000
Educator	8	-	54	58,320	-	-	-	-	45	58,000
Administrator	1	-	-	-	-	-	-	-	1	-
Chair	1	-	2	-	-	-	-	-	2	-
Supervisor	-	-	3	-	-	-	-	-	2	-

Table 4a: Median Annual Calendar Year Salaries by Years Experience

How many years have you been employed in the profession of audiology? (Round to the nearest full year. Enter “0” if you have never been employed as a member of the profession.)

- Working full time
- Paid on an annual basis
- Paid for working 11 or 12 months per year

	Schools		Colleges & Universities		Hospitals		Nonresidential Health Care Facilities		Total	
	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$
Calendar Year										
1 - 3 years	4	-	2	-	20	-	14	-	48	45,000
4 - 6 years	3	-	8	-	39	52,000	67	50,000	141	50,000
7 - 9 years	3	-	7	-	46	62,350	51	51,000	101	59,780
10 - 12 years	4	-	9	-			33	57,000	83	61,155
13 - 15 years	2	-	27	58,000	36	61,500	35	60,000	79	60,000
16 - 18 years	3	-			31	60,000	67	62,095		
19 - 21 years	31	70,000			27	70,400	32	74,000	93	70,002
22 - 27 years			25	63,814	35	80,000	65	73,000	155	72,592
28 or more years			26	81,000	30	78,420	61	75,000	146	78,000

Table 4b: Median Annual Academic Year Salaries by Years Experience

How many years have you been employed in the profession of audiology? (Round to the nearest full year. Enter "0" if you have never been employed as a member of the profession.)

- Working full time
- Paid on an annual basis
- Paid for working 9 or 10 months per year

	Schools		Colleges & Universities		Hospitals		Nonresidential Health Care Facilities		Total	
	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$
Academic Year										
1 - 3 years	4	-	-	-	-	-	-	-	-	-
4 - 6 years	7	-	2	-	-	-	-	-	26	43,134
7 - 9 years	11	-	6	-	-	-	1	-		
10 - 12 years	26	48,398	5	-	1	-	1	-	32	49,373
13 - 15 years			6	-	-	-	-	-		
16 - 18 years	34	50,000	8	-	-	-	-	-	39	51,649
19 - 21 years			6	-	-	-	-	-		
22 - 27 years	34	54,000	32	70,000	-	-	1	-	43	54,379
28 or more years	10	-			1	-	3	-	25	63,537

Table 5a: Median Annual Calendar Year Salaries by Geographic Region and Division

In what state do you currently reside? (Use standard post office two-letter code, e.g., MD for Maryland.)

- Working full time
- Paid on an annual basis
- Paid for working 11 or 12 months per year

	Schools		Colleges & Universities		Hospitals		Nonresidential Health Care Facilities		Total	
	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$
Calendar Year										
Northeast	10	-	9	-	51	65,000	63	65,000	158	65,000
Middle Atlantic	6	-	6	-	36	64,250	49	62,000	116	64,634
New England	4	-	3	-	15	-	14	-	42	67,195
Midwest	9	-	31	58,000	76	55,500	101	57,000	253	57,000
East North Central	5	-	16	-	45	56,000	66	60,000	154	60,000
West North Central	4	-	15	-	31	53,000	35	55,000	99	55,000
South	23	-	52	63,407	64	64,000	151	57,000	336	60,000
East South Central	5	-	18	-	14	-	31	50,000	76	57,294
South Atlantic	14	-	19	-	31	62,729	77	61,000	166	62,500
West South Central	4	-	15	-	19	-	43	58,000	95	60,332
West	9	-	11	-	41	70,000	74	63,250	164	66,890
Mountain	1	-	7	-	14	-	32	58,000	65	63,533
Pacific	8	-	4	-	27	70,000	42	69,500	99	70,000

U.S. Census Bureau geographic regions and divisions with corresponding states:

Northeast - <i>Middle Atlantic</i> -	NJ, NY, PA	<i>New England</i> -	CT, ME, MA, NH, RI, VT
Midwest - <i>East North Central</i> -	IL, IN, MI, OH, WI	<i>West North Central</i> -	IA, KS, MN, MO, NE, ND, SD
South - <i>East South Central</i> -	AL, KY, MS, TN	<i>South Atlantic</i> -	DE, DC, FL, GA, MD, NC, SC, VA, WV
<i>West South Central</i> -	AR, LA, OK, TX		
West - <i>Mountain</i> -	AZ, CO, ID, MT, NV, NM, UT, WY	<i>Pacific</i> -	AK, CA, HI, OR, WA

**Table 5b: Median Annual Academic Year Salaries
by Geographic Region and Division**

In what state do you currently reside? (Use standard post office two-letter code, e.g., MD for Maryland.)

- Working full time
- Paid on an annual basis
- Paid for working 9 or 10 months per year

	Schools		Colleges & Universities		Hospitals		Nonresidential Health Care Facilities		Total	
	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$
Academic Year										
Northeast	20	-	21	-	2	-	2	-	37	60,000
Middle Atlantic	16	-	15	-	1	-	2	-	28	61,920
New England	4	-	6	-	1	-	-	-	9	-
Midwest	49	52,000	19	-	-	-	2	-	60	53,000
East North Central	24	-	14	-	-	-	-	-	31	58,513
West North Central	25	45,000	5	-	-	-	2	-	28	47,442
South	29	49,000	16	-	-	-	1	-	37	48,193
East South Central	6	-	1	-	-	-	1	-	7	-
South Atlantic	13	-	6	-	-	-	-	-	15	-
West South Central	10	-	9	-	-	-	-	-	15	-
West	29	50,000	10	-	-	-	1	-	33	51,562
Mountain	17	-	4	-	-	-	-	-	17	-
Pacific	12	-	6	-	-	-	1	-	16	-

U.S. Census Bureau geographic regions and divisions with corresponding states:

Northeast - <i>Middle Atlantic</i> -	NJ, NY, PA	<i>New England</i> -	CT, ME, MA, NH, RI, VT
Midwest - <i>East North Central</i> -	IL, IN, MI, OH, WI	<i>West North Central</i> -	IA, KS, MN, MO, NE, ND, SD
South - <i>East South Central</i> -	AL, KY, MS, TN	<i>South Atlantic</i> -	DE, DC, FL, GA, MD, NC, SC, VA, WV
<i>West South Central</i> -	AR, LA, OK, TX		
West - <i>Mountain</i> -	AZ, CO, ID, MT, NV, NM, UT, WY	<i>Pacific</i> -	AK, CA, HI, OR, WA

Table 6: Median Annual Salaries by Population Density

Which one of the following best describes where you work?

- Working full time
- Paid on an annual basis

	Schools		Colleges & Universities		Hospitals		Nonresidential Health Care Facilities		Total	
	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$	<i>n</i>	\$
Calendar Year										
Metropolitan/urban	25	67,500	65	64,000	161	63,700	154	60,000	471	62,500
Suburban	14	-	22	-	44	65,000	162	58,000	291	60,000
Rural	11	-	16	-	28	61,500	71	55,000	147	58,554
Academic Year										
Metropolitan/urban	38	50,379	38	58,320	1	-	1	-	63	53,901
Suburban	51	53,000	14	-	-	-	4	-	59	54,771
Rural	38	48,000	15	-	1	-	1	-	45	49,854