



2016 Audiology Survey

Hourly Wages

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Executive Summary

In Fall 2016, the American Speech-Language-Hearing Association (ASHA) conducted a survey of audiologists. 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 hourly wage report is based on responses from audiologists in colleges and universities, hospitals, audiology franchises and retail chains, nonresidential health care facilities (including audiologists' and physicians' offices), and industry who received an hourly wage. Data on audiologists who received an annual salary are in a separate report.

Highlights

- ◆ 24% of the respondents were paid primarily an hourly wage.
- ◆ 55% of those receiving an hourly wage worked part time.
- ◆ 28.5 was the median number of hours worked by hourly wage earners.
- ◆ Median wage was \$41.00 per hour for those who worked up to 28.5 hours per week and \$36.28 for those working more than 28.5 hours per week.
- ◆ 53% of the respondents had a doctor of audiology (AuD) degree.
- ◆ Median hourly wages ranged from approximately \$35.00 to \$38.00 for audiologists with 7-18 years of experience and rose to more than \$40.00 for those with at least 25 years of experience.
- ◆ Hourly wages were higher in the Northeast and West than in the Midwest or South.
- ◆ Median hourly wage was higher for men (\$40.00) than for women (\$39.00), but men had more years of experience than women and were more likely to have earned a doctor of philosophy (PhD) degree.
- ◆ The median commission, for hourly wage earners who reported receiving one, was \$10,000.
- ◆ The median bonus, for hourly wage earners who reported receiving one, was \$1,000.

Respondents

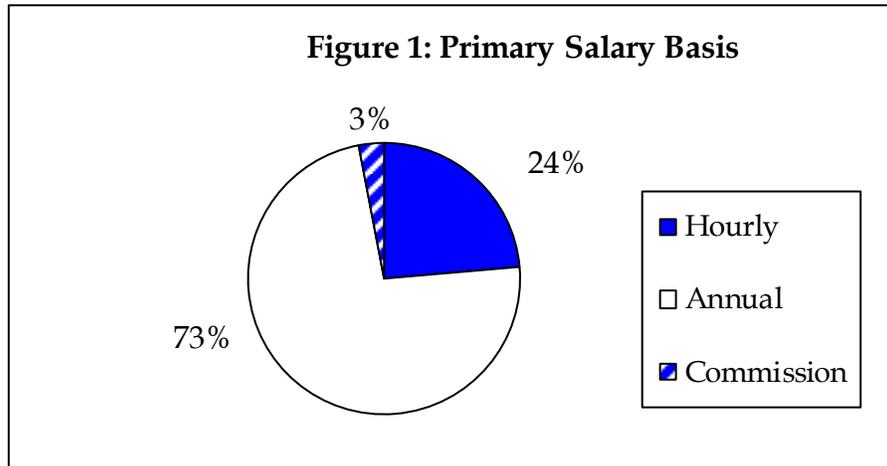
There was diversity within the group of 1,569 audiologists who responded to the *ASHA 2016 Audiology Survey*. They varied by salary basis (annual/hourly) and status (full time/part time). In addition, there were differences in function, facility, region of the country, and other characteristics that had an impact on respondents' incomes.

The data in this report were gathered from 356 of the audiologists who indicated that they earned an hourly wage. Of all of the respondents who reported how they were paid, 73% received primarily an annual salary, 24% primarily an hourly wage, and 3% primarily a commission (see Figure 1).

To protect anonymity and reduce variability, subsets of data with fewer than 25 individuals are not reported. For those characteristics in the following sections where there were sufficient respondents, hourly wages were divided at the median – that is, 28.5 hours.

Salary Basis

Nearly one quarter of the respondents worked primarily for an hourly wage (see Figure 1).



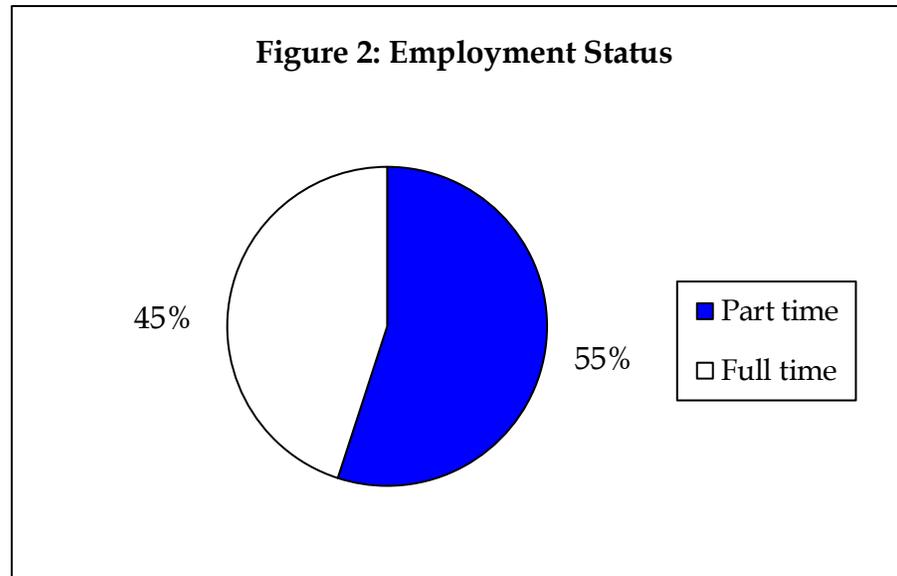
Note. n = 1,508.

Median Weekly Hours

Of those who worked for an hourly wage, the median number of hours worked per week was 29.6 hours. However, of those who also disclosed the amount of their hourly wage, the median number of hours worked weekly was 28.5 hours. Therefore, many of the tables and graphs in this report divided the wages at 28.5 hours, showing data for audiologists who worked up through 28.5 hours a week separately from data for those who worked more than 28.5 hours a week.

Employment Status

Slightly more audiologists who were paid on an hourly basis worked part time than full time (see Figure 2).



Note. *n* = 356.

Hourly Wages

The median (50th percentile) hourly wage – when no other characteristics were accounted for, such as number of hours worked, type of facility, or region of the country – was \$39.43. The hourly wage was \$32.96 at the 25th percentile and \$46.00 at the 75th percentile (*n* = 348).

by Hours Worked

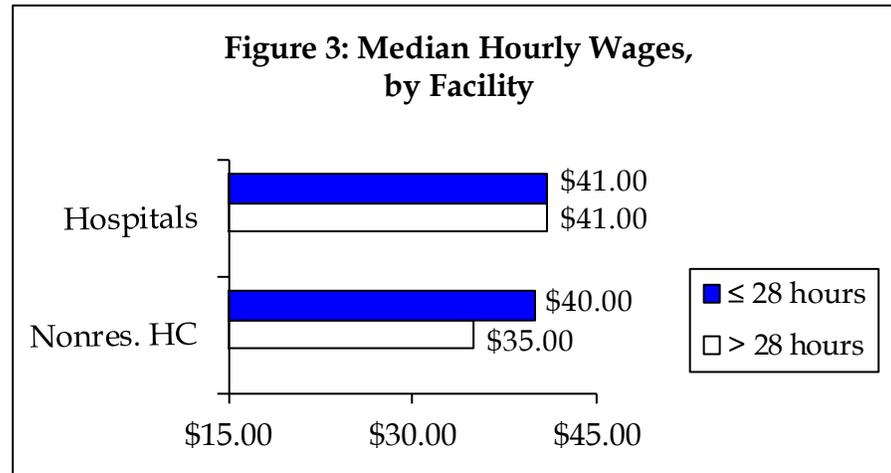
Half (*n* = 171) of the audiologists who were paid hourly worked 28.5 or fewer hours, and their median wage was \$41.00. The rest (*n* = 171) worked more than 28.5 hours, and their median wage was \$36.28.

by Function

Of the individuals paid an hourly wage, 93% were clinical service providers. Clinical service providers who worked 28.5 or fewer hours reported an average hourly wage of \$41.00 (*n* = 158), compared with \$36.01 (*n* = 160) for the clinical service providers who worked more than 28.5 hours weekly. There were too few hourly wage earners in the remaining categories of function to report their data.

by Employment Facility

Median wages for audiologists who were paid hourly were higher in hospitals than in nonresidential health care facilities (see Figure 3). Colleges and universities, audiology franchises and retail chains, and industry did not meet the minimum requirement of having at least 25 audiologists reporting an hourly wage.

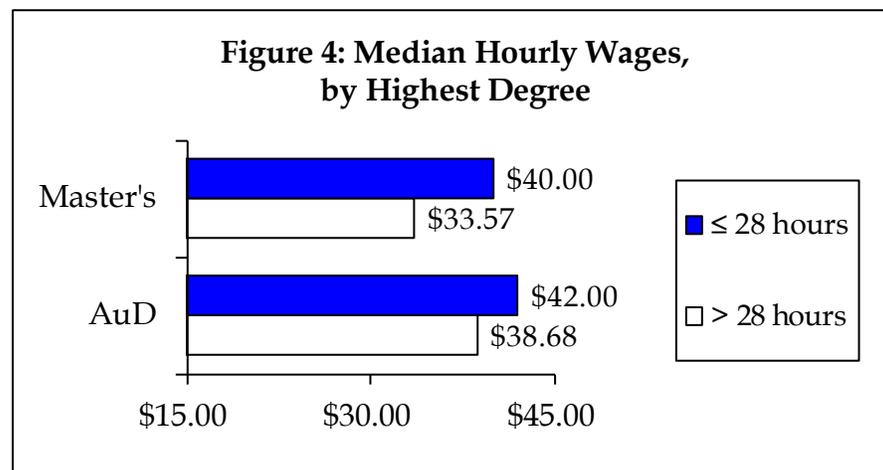


Note. Nonres. = Nonresidential. n = 303.

by Highest Degree

Nearly half (44%) of the audiologists who were paid hourly had a master's as the highest degree, 53% had an AuD as the only doctorate, and a few had a PhD (2%) or other doctorate (1%; n = 356).

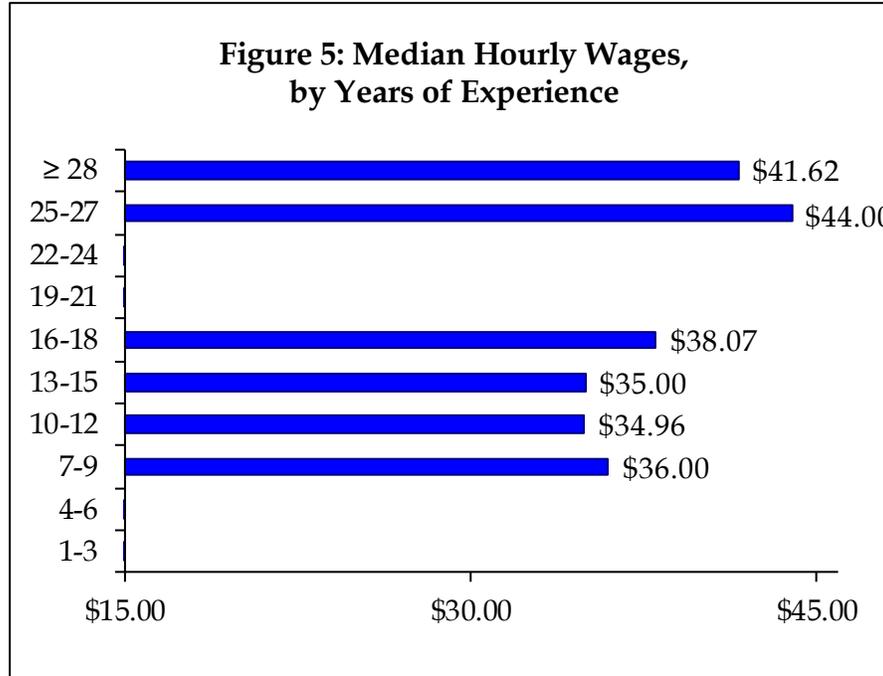
When the number of weekly hours worked was excluded from the analysis, mean hourly wages for audiologists did not vary by highest degree (\$41.08 with a master's and \$41.86 with an AuD [p = .648], which is not a significant difference). Additional data (median values) are presented in Figure 4.



Note. n = 330.

by Years of Experience

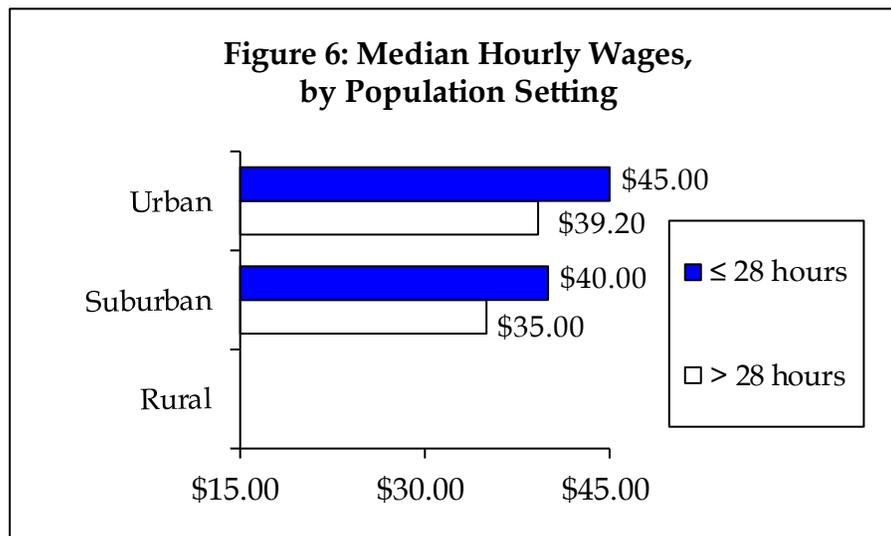
Median hourly wages rose from a low in the \$35.00 to \$38.00 range for audiologists with fewer than 18 years of experience to a high in the \$42.00 to \$44.00 range for those with 25 or more years. The rate of increase did not follow a straight line (see Figure 5).



Note. n = 286.

by Population Setting

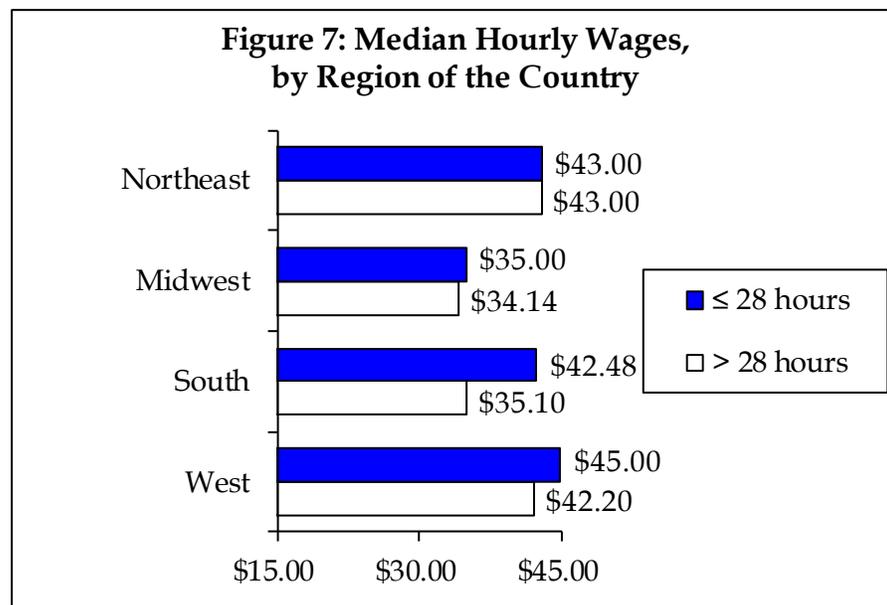
Audiologists who worked in cities or urban areas had median hourly wages higher than those of their counterparts who worked in the suburbs (see Figure 6). Audiologists in rural areas earned a median wage of \$32.62 (data not shown in any figure).



Note. n = 311.

by Geographic Region

Median hourly wages for audiologists who worked more than 28.5 hours weekly ranged from \$34.14 in the Midwest to \$43.00 in the Northeast. The range for those who worked fewer hours was from \$35.00 in the Midwest to \$45.00 in the West (see Figure 7).



Note. *n* = 342.

Northeast: CT, MA, ME, NH, NJ, NY, PA, RI, VT

Midwest: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI

South: AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV

West: AK, AZ, CA, CO, HI, ID, MT, NV, NM, OR, UT, WA, WY

by Sex

Compared with the 321 women who responded to the survey and who earned an hourly wage, relatively few men (*n* = 27) responded. The *median* wage was \$39.00 for women and \$40.00 for men. *Mean* wages of \$41.26 for women and \$62.72 for men were significantly different (*p* = .000).

Although the average hourly wage was lower for women than for men, women also were less likely to have characteristics associated with higher incomes:

- PhD degree: 2% of women compared with 14% of men
- Mean number of years of experience: 20 years for women, compared with 32 years for men (*p* = .000)

Commission

Of the respondents to the survey who were paid primarily on an hourly basis, 82 indicated that during the previous 12 months they had received a *median* commission of \$10,000 or a *mean* of \$12,914.



The *median* percentage of commission on product sales was 10%, and the *mean* was 15%, as reported by the 55 audiologists who were paid primarily on an hourly basis.

Bonus

A total of 101 hourly wage-earning audiologists reported receiving bonuses during the previous 12 months. The median amount was \$1,000. Only audiologists in hospitals (\$800; $n = 26$) and in nonresidential health care facilities (\$1,000; $n = 72$) had sufficient numbers of respondents to report the amount of their bonuses.



Survey Notes and Methodology

Since 2004, ASHA has fielded the Audiology Survey 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

ASHA used a stratified random sample to select 4,000 ASHA-certified audiologists for this survey from a population of 8,054 audiologists. They were stratified on the basis of type of facility and private practice.

The survey was mailed in September 2016. 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, 24 had undeliverable addresses, two were retired, and three were no longer employed in the profession, leaving 3,971 possible respondents. The actual number of respondents was 1,569, resulting in a 39.5% response rate.

Because facilities with fewer audiologists (such as industry) were oversampled and those with many audiologists (e.g., nonresidential health care facilities) were undersampled, ASHA used *weighting* when presenting data to reflect the actual distribution of audiologists in each type of facility within ASHA.

Audiology Survey Reports

Results from the 2016 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. (2017). *2016 Audiology Survey report: Hourly wages*. Available from 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:

Bureau of Labor Statistics, U.S. Department of Labor. (2016). Overview of BLS statistics by occupation. Retrieved from www.bls.gov/bls/occupation.htm (audiologists are classified as occupation code 29-1181)

Bureau of Labor Statistics, U.S. Department of Labor. (2016). Healthcare-Audiologists. Retrieved from www.bls.gov/ooh/healthcare/audiologists.htm

Council of Academic Programs in Communication Sciences and Disorders. (2016). 2016 salary survey. Retrieved from www.capcsd.org/salariesurvey.html

Salary.com. (2017). Audiologist salaries. Retrieved from www1.salary.com/Audiologist-Salary.html

For billing and reimbursement, please refer to the following:
American Speech-Language-Hearing Association. (2017). Billing and reimbursement. Available from www.asha.org/practice/reimbursement

Additional Information

For additional information regarding the 2016 Audiology Survey, please contact ASHA's audiology practices unit at audiology@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/.

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!