



ASHA
American
Speech-Language-Hearing
Association

Audiology Survey Report: Annual Salary Trends 2010–2018

AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2018 Audiology Survey* to gather information about employment and earnings, service provision, and other professional topics. Results from this survey are presented in a series of reports, including this report on annual salary trends. Findings from the 2010, 2012, 2014, and 2016 *ASHA Audiology Surveys* are included in this report for comparative purposes. Questions differ among surveys, so data on all topics are not available for all survey years.

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

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

Survey Report Highlights

- In 2018, 72% of audiologists were paid an annual salary in their main jobs—the same or about the same as in recent past years (72%–74% from 2010 to 2016).
- In 2018, 95% of audiologists who were paid an annual salary in their main jobs worked 11 or 12 months per year (a calendar year)—the same as in 2016.
- In 2018, audiologists reported an overall median calendar year salary of \$80,000—up from \$78,000 in 2016 (a 3% increase).
- In 2018, audiologists reported an overall median academic year (9- or 10-month) salary of \$83,843—up from \$80,000 in 2016 (a 5% increase).
- Some audiologists received a bonus in addition to their annual salary. Most worked in nonresidential health care facilities. In 2018, the overall median amount that they received was \$3,000—the same as in 2012, 2014, and 2016.
- Some audiologists received commissions in addition to their annual salary. Most worked in nonresidential health care facilities. In 2018, the overall median amount that they received was \$20,000—the same as in 2014 and 2016.
- In 2018, the median commission rate on product sales was 8%, compared with 10% in 2014 and 2016.
- In 2018, 22% of audiologists who were paid an annual salary, per hour, or on commission reported having unpaid student debt, down slightly from 25% in 2016. The median amount owed was \$60,000, compared with \$44,983 in 2016.

Pay Basis

Annual Salary, Hourly Wage, or Commission

In 2018, 72% of audiologists were paid an annual salary in their main jobs (see Table 1). This figure is largely consistent with those of previous years. The remainder were paid per hour (25%) or on commission (2%).

Table 1. Percentage of audiologists who were paid an annual salary, per hour, or on commission in their main jobs, by year.

Form of payment	%				
	2010 (n = 1,965)	2012 (n = 1,946)	2014 (n = 1,741)	2016 (n = 1,507)	2018 (n = 1,615)
Primarily annual salary	74	73	72	73	72
Primarily per hour	26	27	24	24	25
Primarily on commission	—	—	3	3	2

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. Dash indicates that the item was not included in the survey. Because of rounding, percentages may not total exactly 100%.

Academic or Calendar Year

In 2018, 95% of audiologists who were paid an annual salary in their main jobs worked 11 or 12 months per year (a calendar year)—the same as in 2016 (see Table 2). The remainder worked 9 or 10 months per year (an academic year).

Table 2. Percentage of audiologists who were paid an annual salary in their main jobs, by period of work and year.

Period of work	%				
	2010 (n = 1,495)	2012 (n = 1,427)	2014 (n = 1,197)	2016 (n = 1,045)	2018 (n = 1,100)
9 or 10 months per year (academic year)	15	13	13	6	6
11 or 12 months per year (calendar year)	85	87	87	95	95

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. Because of rounding, percentages may not total exactly 100%.

Limitations of Survey Analysis

Because the percentage of audiologists who worked 9 or 10 months per year is small, much of the analysis included in this report is limited to audiologists who worked 11 or 12 months per year.

Calendar Year Salaries

In 2018, audiologists reported an overall median calendar year salary of \$80,000—up from \$78,000 in 2016 (a 3% increase; see Table 3). The median salary is the salary at which half of the audiologists earned more than that amount, and half earned less.

As shown in the remainder of the report, numerous variables—including work setting and role, type of private practice position, highest academic degree, years of experience in the profession, population density, and geographic area—affect earnings.

Calendar Year Salaries by Work Setting

The median calendar year salary of audiologists varied by work setting. In 2018, audiologists in franchises and retail chains, hospitals, and nonresidential health care facilities reported an increase in salary from 2016 (see Table 3). Those in colleges/universities and industry reported a slight decline.

Table 3. Median calendar year salaries of audiologists, by work setting and year.

Work setting	\$				
	2010 (n = 1,045)	2012 (n = 1,040)	2014 (n = 919)	2016 (n = 921)	2018 (n = 936)
Overall ^a	70,000	73,000	75,000	78,000	80,000
Audiology franchise, retail chain	—	60,000	66,627	70,000	73,157
College/university	73,679	72,507	78,508	85,000	84,969
Hospital (general, pediatric, military, Veterans Affairs)	76,000	77,029	82,000	83,405	89,000
Industry (hearing aid manufacturing, hearing conservation)	81,121	79,233	80,000	84,600	84,431
Nonresidential health care facility (includes audiologists' and physicians' offices)	65,000	70,000	70,000	72,000	75,000
School	74,565	72,000	n/r	—	—

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. Dash indicates that the item was not included in the survey. *n/r* = not reported. (To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.) ^aIncludes audiologists who did not indicate a work setting or reported the setting as *other*.

Calendar Year Salaries by Work Role

The median calendar year salary of audiologists varied by work role. In 2018, audiologists in administrative positions, clinicians, and those in sales/training/technical support positions reported an increase in salary from 2016 (see Table 4). College/university faculty/clinical educators reported a slight decline.

Table 4. Median calendar year salaries of audiologists, by work role and year.

Work role	\$				
	2010 (n = 995)	2012 (n = 1,014)	2014 (n = 927)	2016 (n = 909)	2018 (n = 918)
Administrator/supervisor/ director	92,531	90,906	100,465	103,519	104,293
Clinician	68,000	71,000	72,000	75,000	79,095
College/university faculty/ clinical educator ^a	78,876	80,000	76,000	84,609	83,739
Researcher	n/r	n/r	88,486	89,730	n/r
Sales/training/technical support position	—	—	—	81,044	81,769

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. Dash indicates that the item was not included in the survey. n/r = not reported. (To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.) ^aIn the 2010 and 2012 surveys, this item was *college/university professor*.

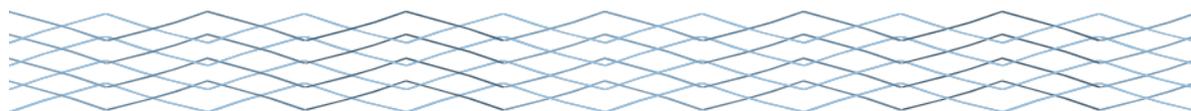
Calendar Year Salaries by Type of Private Practice Position

The median calendar year salary of audiologists varied by type of private practice position. In 2018, owners reported a median salary of \$84,000 (see Table 5). Full-time salaried audiologists reported a median salary of \$73,808—up from recent past years.

Table 5. Median calendar year salaries of audiologists, by type of private practice position and year.

Type of position	\$				
	2010 (n = 369)	2012 (n = 406)	2014 (n = 358)	2016 (n = 306)	2018 (n = 388)
Full-time salaried audiologist	60,000	65,000	70,000	65,000	73,808
Owner	80,000	84,768	78,439	80,000	84,000

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys.



Calendar Year Salaries by Highest Degree

The median calendar year salary of audiologists typically varied by highest degree. From 2010 to 2018, audiologists with a PhD reported a higher salary than those with a master's degree or a doctor of audiology (AuD) degree (see Table 6).

Table 6. Median calendar year salaries of audiologists, by highest degree and year.

Highest degree	\$				
	2010 (n = 1,047)	2012 (n = 1,035)	2014 (n = 925)	2016 (n = 904)	2018 (n = 930)
Master's	69,000	72,000	75,000	76,122	80,721
AuD	70,000	72,000	73,000	76,000	79,072
PhD	96,097	94,000	107,574	111,745	112,705

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys.

Calendar Year Salaries by Years of Experience

The median calendar year salary of audiologists tended to increase with their years of experience in the profession. In 2018, the most seasoned audiologists earned \$18,000 more per year than those just starting out (see Table 7). From 2010 to 2016, the differential ranged from about \$22,000 to \$24,000.

Table 7. Median calendar year salaries of audiologists, by years of experience in the profession and year.

Years of experience	\$				
	2010 (n = 1,052)	2012 (n = 1,047)	2014 (n = 932)	2016 (n = 896)	2018 (n = 948)
1–3	60,000	61,000	65,053	65,000	72,000
4–6	65,312	68,000	66,223	71,000	72,000
7–9	65,000	68,530	71,321	74,000	77,135
10–12	70,000	72,147	71,204	74,885	81,423
13–15	70,000	72,000	80,000	75,000	84,172
16–18	72,000	75,014	76,196	80,977	76,000
19–21	74,790	74,000	n/r	n/r	80,000
22–24	74,583	82,211	76,536	80,000	85,000
25–27	84,753	80,000	80,000	81,991	85,000
28 or more	82,576	85,000	86,614	88,846	90,000

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. n/r = not reported. (To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.)

Calendar Year Salaries of Men and Women

From 2010 to 2018, audiologists who are men reported a higher median calendar year salary than those who are women (see Table 8).

Table 8. Median calendar year salaries of men and women who are audiologists, by year.

Category	\$				
	2010 (n = 1,054)	2012 (n = 1,046)	2014 (n = 945)	2016 (n = 921)	2018 (n = 952)
Men	80,000	84,000	84,563	88,000	91,925
Women	69,000	71,000	74,000	75,000	80,000

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys.

As indicated throughout this report, many variables—including work role, highest academic degree, and years of experience in the profession—affect earnings. These must be considered when looking at the salary difference between men and women. From 2010 to 2018, men were more likely than women

- to be employed as administrators/supervisors/directors (8–11% vs. 5–7%);
- to be employed as college/university faculty/clinical educators (11–12% vs. 4–6%);
- to have a PhD (21–24% vs. 5–6%); and
- to have more years of experience in the profession (24–27 years vs. 16–20 years).

Men were also more likely to have higher annual salaries than women.

Calendar Year Salaries by Type of Area

Median calendar year salaries of audiologists typically varied by the type of area in which they worked. In 2018, audiologists in rural areas reported a 4% increase in salary from 2016, those in suburban areas reported a 7% increase, and those in city/urban areas reported a 3% increase (see Table 9).

Table 9. Median calendar year salaries of audiologists, by type of area and year.

Type of area	\$				
	2010 (n = 1,048)	2012 (n = 1,035)	2014 (n = 944)	2016 (n = 909)	2018 (n = 939)
Rural	72,000	72,000	75,000	72,000	75,000
Suburban	69,558	74,937	72,763	75,000	80,000
City/urban ^a	72,000	73,000	75,151	80,000	82,500

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys. ^aIn the 2010 and 2012 surveys, this item was *metropolitan/urban area*.

Calendar Year Salaries by State

The median calendar year salary of audiologists typically varied by state. From 2010 to 2018, audiologists in California consistently reported the highest or among the highest salaries (see Table 10).

Table 10. Median calendar year salaries of audiologists, by state and year.

State	\$				
	2010 (n = 659)	2012 (n = 731)	2014 (n = 633)	2016 (n = 559)	2018 (n = 592)
Arizona	n/r	n/r	83,947	n/r	81,161
California	85,000	86,976	90,050	104,736	110,000
Florida	70,747	71,098	76,367	80,000	75,000
Illinois	74,652	77,756	73,429	78,644	77,032
Massachusetts	80,000	79,373	87,000	n/r	80,000
Michigan	65,000	72,000	66,690	72,817	76,760
Minnesota	n/r	70,000	79,224	79,713	78,000
Missouri	64,354	66,451	79,192	72,000	82,582
New Jersey	n/r	87,510	n/r	81,673	89,236
New York	77,090	80,000	80,000	84,000	84,000
North Carolina	65,577	70,000	68,997	72,000	75,885
Ohio	67,710	70,000	70,579	72,000	79,000
Pennsylvania	74,719	72,384	72,812	77,066	72,736
Tennessee	68,000	70,976	n/r	71,939	81,233
Texas	70,000	76,974	75,000	81,000	79,396

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. The table contains median calendar year salaries for states where 25 or more audiologists responded to the survey question. *n/r* = not reported.

Academic Year Salaries

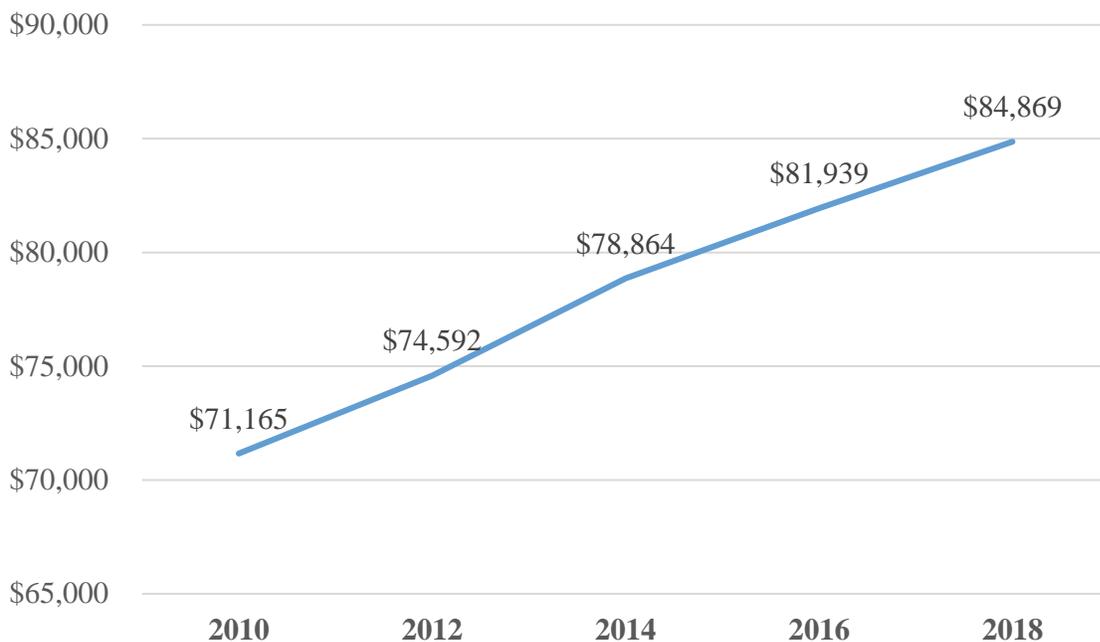
In 2018, audiologists reported an overall median academic year salary of \$83,843—up from \$80,000 in 2016 (a 5% increase). These data are not shown in any figure or table.

Academic Year Salaries by Work Setting

College/University

In 2018, audiologists in colleges/universities reported a median academic year salary of \$84,869—up steadily from \$71,165 in 2010 (see Figure 1).

Figure 1. Median academic year salaries of audiologists in colleges/universities, by year.



Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. $n = 63$ (2010); $n = 42$ (2012); $n = 41$ (2014); $n = 38$ (2016); $n = 47$ (2018).

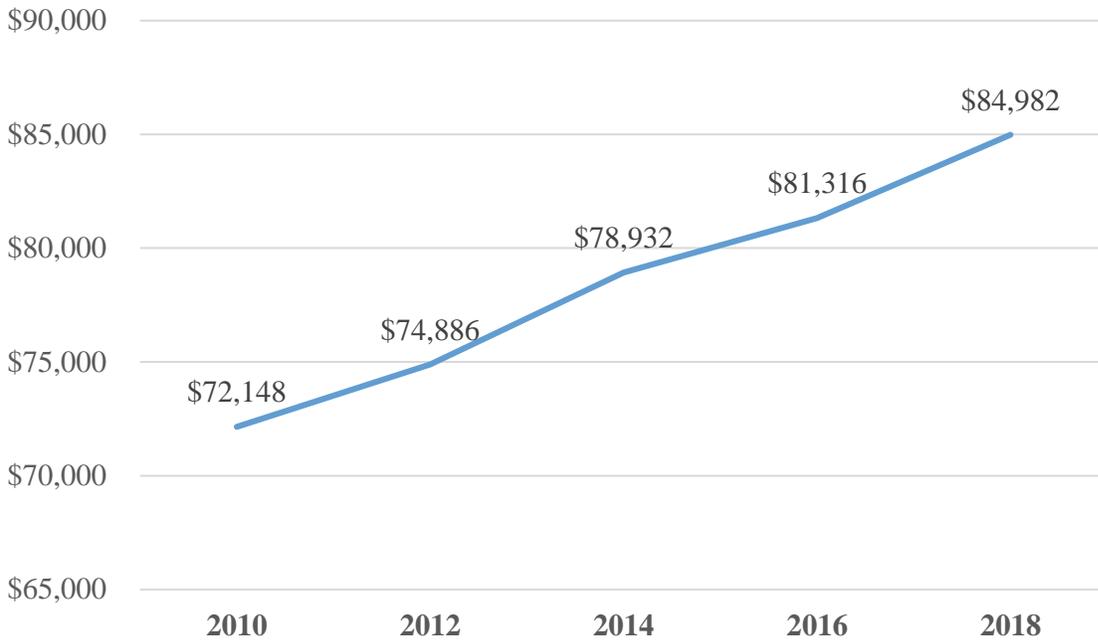
Sufficient data are not available to allow for the reporting of median academic year salaries for audiologists in other work settings.

Academic Year Salaries by Work Role

College/University Faculty/Clinical Educators

In 2018, audiologists who were college/university faculty/clinical educators reported a median academic year salary of \$84,982—up steadily from \$72,148 in 2010 (see Figure 2).

Figure 2. Median academic year salaries of audiologists who are college/university faculty/clinical educators^a, by year.



Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. $n = 56$ (2010); $n = 37$ (2012); $n = 39$ (2014); $n = 33$ (2016); $n = 39$ (2018). ^aIn the 2010 and 2012 surveys, this item was *college/university professor*.

Sufficient data are not available to allow for the reporting of median academic year salaries for audiologists in other work roles.

Bonuses

Some audiologists received a bonus in addition to their annual salary. Most worked in nonresidential health care facilities. In 2018, the overall median amount that they received was \$3,000—the same as in 2012, 2014, and 2016 (see Table 11).

Bonuses by Work Setting

In 2018, median bonuses ranged from \$1,200 for audiologists in hospitals to \$10,000 for those in industry (see Table 11).

Table 11. Median bonuses of audiologists who are paid an annual salary, by work setting and year.

Work setting	\$				
	2010 (<i>n</i> = 332)	2012 (<i>n</i> = 383)	2014 (<i>n</i> = 337)	2016 (<i>n</i> = 334)	2018 (<i>n</i> = 358)
Overall ^a	2,800	3,000	3,000	3,000	3,000
Hospital (general, pediatric, military, Veterans Affairs)	1,253	1,500	1,187	1,500	1,200
Industry (hearing aid manufacturing, hearing conservation)	5,000	6,000	8,309	7,500	10,000
Nonresidential health care facility (includes audiologists' and physicians' offices)	3,192	3,000	5,000	5,000	3,000

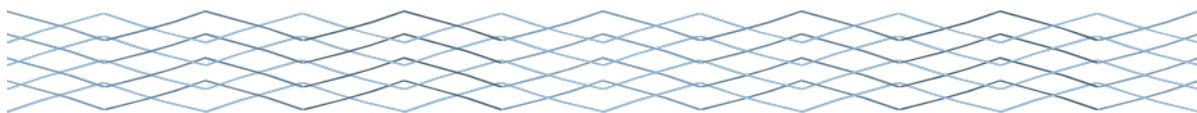
Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. The table contains median bonuses for work settings where 25 or more audiologists reported a bonus of at least \$1. ^aIncludes audiologists who did not indicate a work setting or reported the setting as *other*.

Commissions

Some audiologists received commissions in addition to an annual salary. Most worked in nonresidential health care facilities. In 2018, the overall median amount that they received was \$20,000—the same as in 2014 and 2016. (These data are not shown in any figure or table.)

Commission Rate on Product Sales

In 2018, the median commission rate on product sales was 8%, compared with 10% in 2014 and 2016. (These data are not shown in any figure or table.)



Unpaid Student Debt

In 2018, 22% of audiologists who were paid an annual salary, per hour, or on commission reported having unpaid student debt, down slightly from 25% in 2016. The median amount owed was \$60,000, compared with \$44,983 in 2016. (These data are not shown in any figure or table.)

Unpaid Student Debt by Age

The median amount of student debt owed by audiologists varied by age. In 2016 and 2018, the median amount owed steadily decreased with age (see Table 12).

Table 12. Median amount of student debt owed by audiologists, by age and year.

Age	\$	
	2016 (<i>n</i> = 383)	2018 (<i>n</i> = 383)
30 or younger	79,066	100,000
31–35 years	50,000	70,000
36–40 years	35,000	58,000
41–45 years	34,789	30,213
46 years or older	21,412	29,050

Note. These data are from the 2016 and 2018 ASHA Audiology Surveys.

Survey Methodology and Response Rates

A stratified random sample was used to select 4,500 ASHA-certified audiologists for the 2018 survey from a population of 8,293 audiologists. The sample was stratified by type of facility and by private practice.

The survey was mailed in September 2018. Second and third mailings followed, at approximately 4-week intervals, to individuals who had not responded to earlier mailings.

Of the original 4,500 audiologists in the sample, 44 had incorrect mailing addresses, nine were retired, and 27 were no longer employed in eligible facilities, which left 4,420 possible respondents. The actual number of respondents was 1,756—a 39.7% response rate.

Because facilities with fewer audiologists were oversampled and those with many audiologists were undersampled, ASHA used weighting when presenting survey data.

Past *ASHA Audiology Survey* response rates were 52.0% (2010), 51.4% (2012), 45.7% (2014), and 39.5% (2016).

Suggested Citation

American Speech-Language-Hearing Association. (2019). *Audiology Survey report: Annual salary trends, 2010–2018*. Available from www.asha.org.

Additional Information

Audiology Survey reports are available at www.asha.org/research/memberdata/AudiologySurvey. Schools Survey reports, which present salary data for school-based audiologists, are available at www.asha.org/research/memberdata/schoolssurvey.

Questions?

For additional information regarding this report, please contact ASHA's audiology professional practices unit at audiology@asha.org. To learn more about how the Association is working on behalf of ASHA-certified audiologists, visit www.asha.org/aud.

Acknowledgment

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and the public. Thank you!