



2018
AUDIOLOGY SURVEY

Hourly Wages

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Executive Summary

In Fall 2018, 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

- ◆ 25% of the respondents were paid primarily an hourly wage.
- ◆ 58% of those receiving an hourly wage worked part time.
- ◆ 26 was the median number of hours worked by hourly wage earners.
- ◆ Median wage was \$40.00 per hour for those who worked up to 26 hours per week and \$38.00 for those working more than 26 hours per week.
- ◆ 57% of the respondents had a doctor of audiology (AuD) degree.
- ◆ Median hourly wages ranged from \$35.00 for audiologists with 4–6 years of experience and rose to \$42.85 for those with at least 28 years of experience.
- ◆ Hourly wages were higher in the Northeast than in other parts of the country.
- ◆ Median hourly wage was \$40.00 for women and \$40.74 for men.
- ◆ The median commission, for hourly wage earners who reported receiving one, was \$12,270.
- ◆ The median bonus, for hourly wage earners who reported receiving one, was \$1,000.

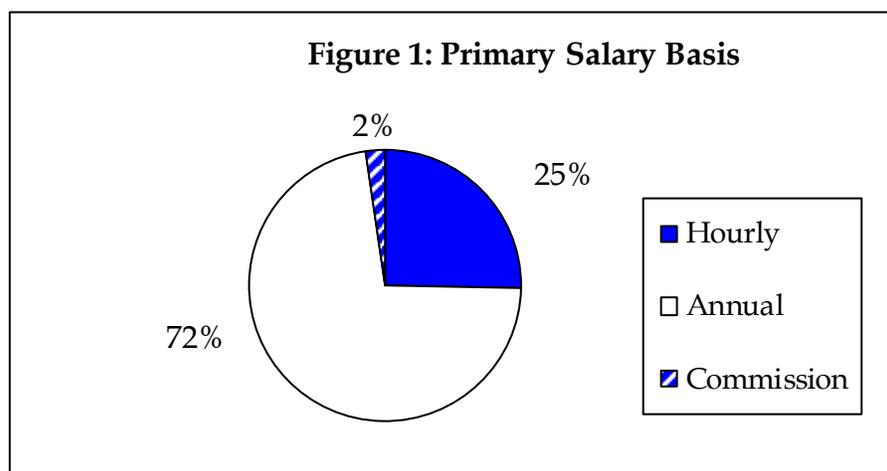
Respondents

There was diversity within the group of 1,756 audiologists who responded to the *ASHA 2018 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.

To protect anonymity and reduce variability, subsets of data with fewer than 25 individuals are not reported.

Salary Basis

The data in this report were gathered from the 408 audiologists who indicated that they earned an hourly wage. Of all of the respondents who were employed either full time or part time and who reported how they were paid, 72% received primarily an annual salary, 25% primarily an hourly wage, and 2% primarily a commission (see Figure 1).



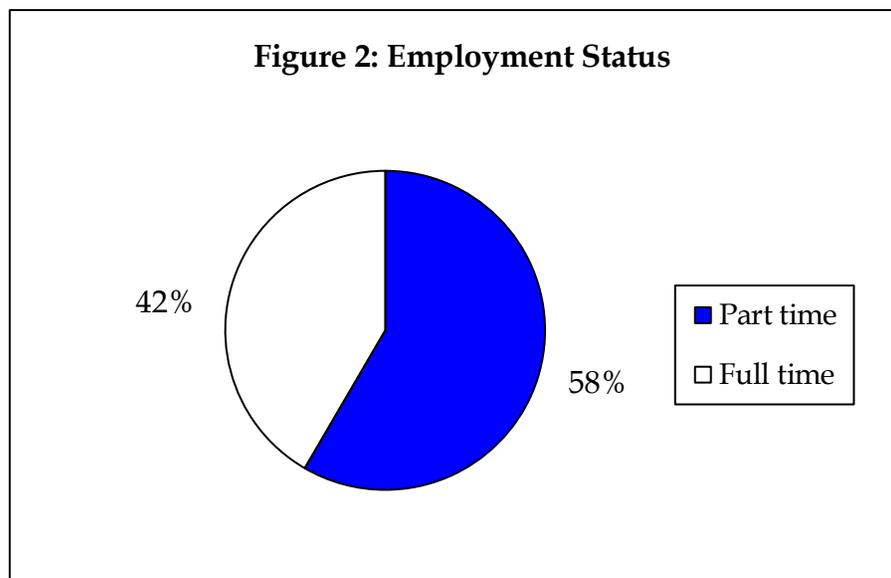
Note. $n = 1,615$.

Median Weekly Hours

Of those who worked for an hourly wage, regardless of whether they provided the amount of their hourly wage, the median number of hours worked per week was 26 hours. Therefore, many of the tables and graphs in this report divide the wages at 26 hours, showing data for audiologists who worked up through 26 hours a week separately from data for those who worked more than 26 hours a week.

Employment Status

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



Note. *n* = 408.

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 \$40.00. The hourly wage was \$33.66 at the 25th percentile and \$47.09 at the 75th percentile (*n* = 375).

by Hours Worked

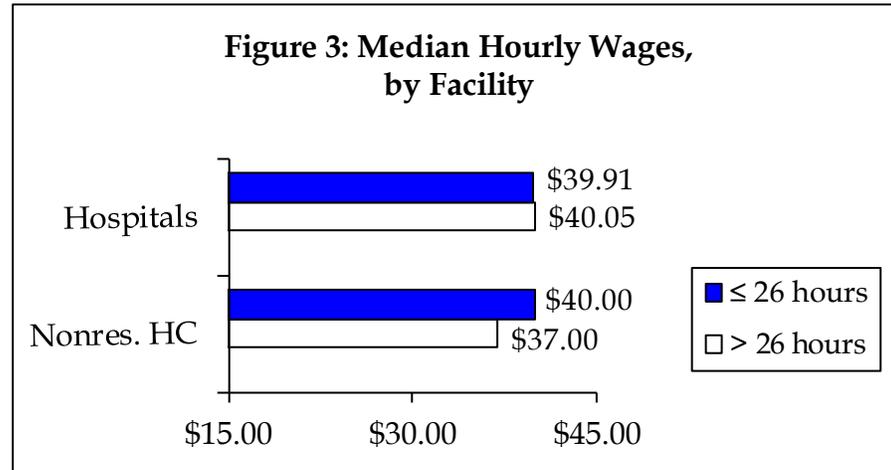
Half (*n* = 188) of the audiologists who were paid hourly worked 26 or fewer hours, and their median wage was \$40.00. The rest (*n* = 182) worked more than 26 hours, and their median wage was \$38.00.

by Function

Of the individuals who were paid an hourly wage, 94% were clinical service providers. Their median hourly wage, overall, was \$40.00 (*n* = 351). Clinical service providers who worked 26 or fewer hours reported a median hourly wage of \$40.00 (*n* = 171), compared with \$38.00 (*n* = 177) for the clinical service providers who worked more than 26 hours weekly. There were too few hourly wage earners in the remaining categories of function to report their data.

by Employment Facility

The number of weekly hours worked had a greater effect on the median wages for audiologists who were employed in nonresidential health care facilities than in hospitals (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.

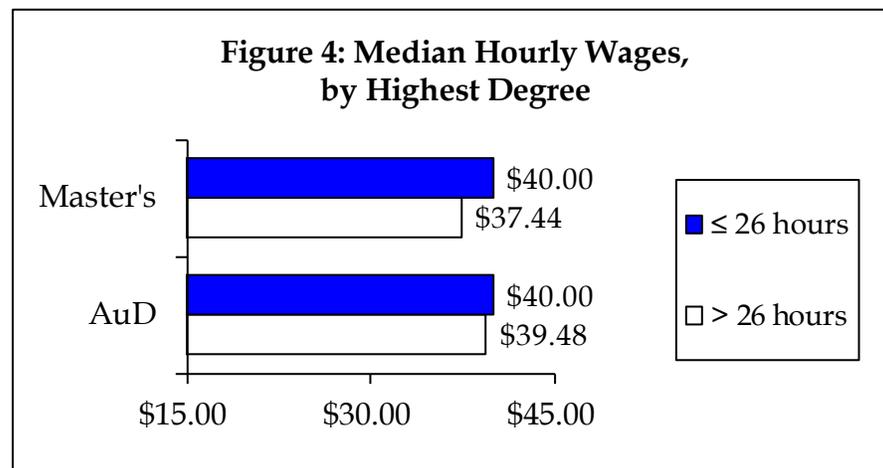


Note. Nonres.= Nonresidential. n = 343.

by Highest Degree

Nearly half (39%) of the audiologists who were paid hourly had a master's as the highest degree, 57% had an AuD as the only doctorate, 3% had a PhD as the only doctorate, 1% had an *other* doctorate, and a few had multiple doctorates (n = 409).

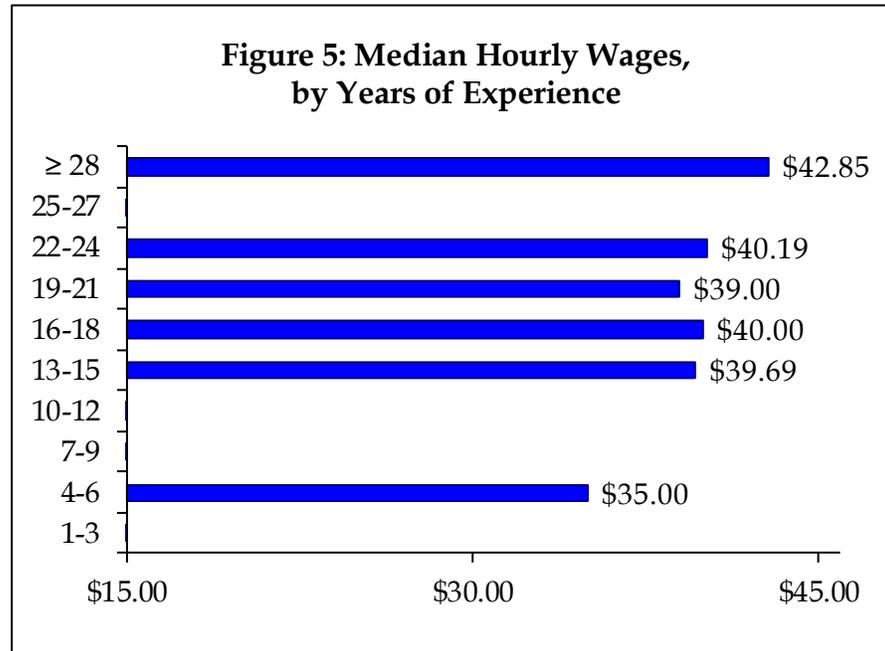
When the number of weekly hours worked was excluded from the analysis, *mean* hourly wages for audiologists did not vary by highest degree (\$42.36 with a master's and \$42.57 with an AuD [$p = .909$], which is not a significant difference). Additional data (*median* values) are presented in Figure 4.



Note. n = 355.

by Years of Experience

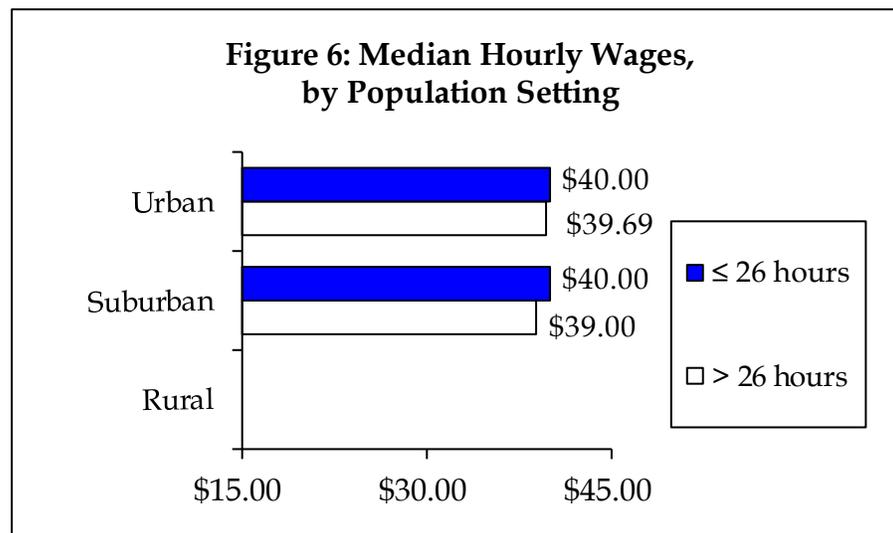
Median hourly wages rose from a low of \$35.00 for audiologists with 4–6 years of experience to a high of \$42.85 for those with 28 or more years of experience. The rate of increase did not follow a straight line (see Figure 5).



Note. n = 293.

by Population Setting

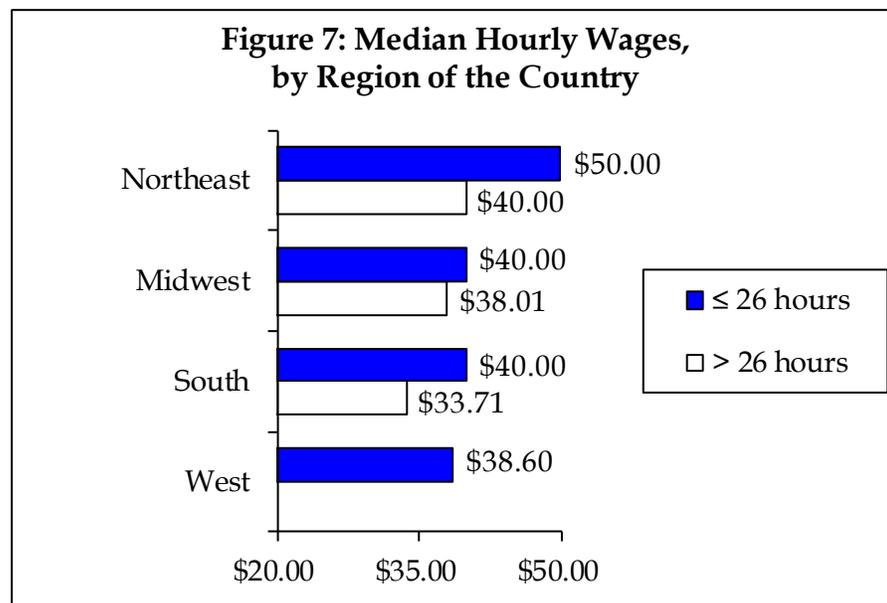
Without regard to the number of hours worked, the median hourly wages of audiologists were \$40.00 in urban and suburban areas and \$37.20 in rural areas (n = 374; data not shown in any figure). When considering the number of weekly hours worked, the size of the population had no effect on their median hourly wage (see Figure 6).



Note. n = 335.

by Geographic Region

Median hourly wages for audiologists who worked more than 26 hours weekly ranged from \$33.71 in the South to \$40.00 in the Northeast. The range for those who worked fewer hours was from \$38.60 in the West to \$50.00 in the Northeast (see Figure 7).



Note. n = 349.

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 347 women who responded to the survey and who earned an hourly wage, relatively few men (n = 28) responded. The median wage was \$40.00 for women and \$40.74 for men. Mean wages of \$42.45 for women and \$51.05 for men were significantly different (p = .013).

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: 3% of women compared with 11% of men
- Administrator, supervisor, director: Fewer than 1% for women, compared with 10% of men
- Mean number of years of experience: 22 years for women, compared with 25 years for men (p = .201)

Commission

Of the respondents to the survey who were paid primarily on an hourly basis, 92 indicated that during the previous 12 months, they had received a *median* commission of \$12,270 or a *mean* of \$14,907.



The *median* percentage of commission on product sales was 10%, and the *mean* was 18%, as reported by the 74 audiologists who were paid primarily on an hourly basis.

Bonus

A total of 144 hourly wage-earning audiologists reported receiving bonuses during the previous 12 months. The median amount was \$1,000. Only audiologists in hospitals (\$2,000; $n = 28$) and in nonresidential health care facilities (\$1,000; $n = 110$) had sufficient numbers of respondents to report the amount of their bonuses.



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 4,500 ASHA-certified audiologists for this survey from a population of 8,293 audiologists. They were stratified on the basis of type of facility and 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 undeliverable addresses, nine were retired, and 27 were no longer employed in eligible facilities, leaving 4,420 possible respondents. The actual number of respondents was 1,756, resulting in a 39.7% 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 *ASHA 2018 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. (2019). *2018 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. (2017). 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. (2017). 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. (2019). Audiologist salaries. Retrieved from www1.salary.com/Audiologist-Salary.html

For billing and reimbursement, please refer to the following:
American Speech-Language-Hearing Association. (2019). Billing and reimbursement. Available from www.asha.org/practice/reimbursement

Additional Information

For additional information regarding the *ASHA 2018 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!