



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

Audiology Survey Report: Annual Salary Trends 2010–2016

AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

May 5, 2017

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2016 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, and 2014 ASHA Audiology Surveys are included in this report for comparative purposes.

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

- From 2010 to 2016, most audiologists (72%–74%) were paid an annual salary in their primary jobs.
- From 2010 to 2016, 85%–95% of audiologists who were paid an annual salary in their primary jobs worked 11 or 12 months per year.
- In 2016, the overall median calendar year salary of audiologists was \$78,000, up from \$75,000 in 2014 (a 4% increase).
- In 2016, the median calendar year salary of audiologists who worked as administrators, supervisors, or directors was \$103,519, up from \$100,465 in 2014 (a 3% increase).
- From 2010 to 2016, the median calendar year salary of private practice owners ranged from \$78,000 to \$85,000.
- In 2016, audiologists in city/urban areas earned a median calendar year salary of \$80,000, up steadily from \$72,000 in 2010.
- In 2016, the median academic year salary of audiologists employed at colleges/universities was \$81,939, up from \$78,864 in 2014 (a 4% increase).
- Some audiologists received a bonus in addition to their base earnings. In 2016, the overall median amount they received was \$2,000, the same as in 2012 and 2014.
- Some audiologists received commissions in addition to a base annual salary. In 2016, the overall median amount that they received was \$20,000, the same as in 2014.
- In 2016, the commission rate on product sales was 10%, the same as in 2014.

Pay Basis

Annual Salary, Hourly Wage, or Commission

In 2016, 73% 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 (24%) or on commission (3%).

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)
Primarily annual salary	74	73	72	73
Primarily per hour	26	27	24	24
Primarily commission	—	—	3	3

Note. These data are from the 2010, 2012, 2014, and 2016 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 2016, 95% of audiologists who were paid an annual salary in their main jobs worked 11 or 12 months per year (a calendar year; see Table 2). This figure is somewhat higher than those of previous years. 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)
9 or 10 months per year (an academic year)	15	13	13	6
11 or 12 months per year (a calendar year)	85	87	87	95

Note. These data are from the 2010, 2012, 2014, and 2016 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 2016, audiologists earned an overall median calendar year salary of \$78,000, up from \$75,000 in 2014 (a 4% 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, private practice position, highest academic degree, years of experience in the profession, and geographic area—affect earnings.

Calendar Year Salaries, by Work Setting

The median calendar year salary of audiologists varied by work setting. From 2014 to 2016, calendar year salaries increased by 2% to 8% across work settings (see Table 3).

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

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

Note. These data are from the 2010, 2012, 2014, and 2016 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 do not report 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 2016, audiologists who were college/university faculty/clinical educators reported the largest salary increase (11%; see Table 4). Audiologists in other roles reported increases of 1% to 4%.

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

Work role	Median calendar year salary (\$)			
	2010 (n = 995)	2012 (n = 1,014)	2014 (n = 927)	2016 (n = 909)
Administrator/supervisor/director	92,531	90,906	100,465	103,519
Clinical service provider	68,000	71,000	72,000	75,000
College/university faculty/clinical educator ^a	78,876	80,000	76,000	84,609
Researcher	n/r	n/r	88,486	89,730
Sales/training/technical support	—	—	—	81,044

Note. These data are from the 2010, 2012, 2014, and 2016 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 do not report data for groups of fewer than 25.) ^aFrom 2010 to 2012, this item was titled “college/university professor.”

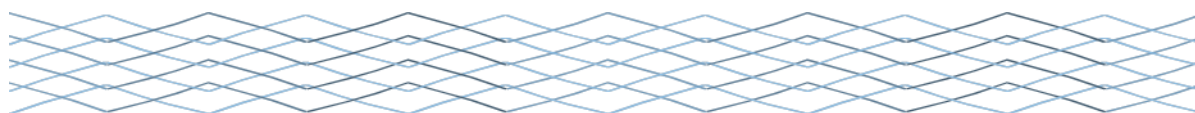
Calendar Year Salaries, by Private Practice Position

The median calendar year salary of audiologists varied by private practice position. In 2016, full-time salaried employees in private practice reported a median calendar year salary of \$65,000, the same or about the same as in recent past years (see Table 5). Audiologists who were private practice owners reported a median calendar year salary of \$80,000, the same or about the same as in recent past years.

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

Private practice position	Median calendar year salary (\$)			
	2010 (n = 369)	2012 (n = 406)	2014 (n = 358)	2016 (n = 306)
Full-time salaried employee	60,000	65,000	70,000	65,000
Owner	80,000	84,768	78,439	80,000

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



Calendar Year Salaries, by Highest Degree

The median calendar year salary of audiologists typically varied by highest academic degree. From 2010 to 2016, audiologists with a PhD reported a higher calendar year 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	Median calendar year salary (\$)			
	2010 (n = 1,047)	2012 (n = 1,035)	2014 (n = 925)	2016 (n = 904)
Master's	69,000	72,000	75,000	76,122
AuD	70,000	72,000	73,000	76,000
PhD	96,097	94,000	107,574	111,745

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

Calendar Year Salaries, by Years of Experience

As would be expected, the median calendar year salary of audiologists tended to increase with their years of experience in the profession. From 2010 to 2016, the most seasoned audiologists earned about \$21,500 to \$24,000 more per year than those just starting out.

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

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

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

Calendar Year Salaries of Men and Women

From 2010 to 2016, audiologists who are men reported a higher median calendar year salary than audiologists who are women (see Table 8).

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

Category	Median calendar year salary (\$)			
	2010 (n = 1,054)	2012 (n = 1,046)	2014 (n = 945)	2016 (n = 921)
Men	80,000	84,000	84,563	88,000
Women	69,000	71,000	74,000	75,000

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

As indicated throughout this report, many variables affect earnings. These variables must be considered when one looks at the salary difference between men and women. For example, from 2010 to 2016, audiologists who are men were more likely than audiologists who are women to be employed as college/university faculty/clinical educators (11%–12% vs. 4%–6%) or administrators/supervisors/directors (8%–10% vs. 5%–7%). They were also more likely to have a PhD (21%–24% vs. 5%–6%) and more years of experience in the profession (24–27 years vs. 16–19 years). Correspondingly, audiologists who are men were also more likely to have higher annual salaries than audiologists who are women.

Calendar Year Salaries, by Area

Median calendar year salaries of audiologists typically varied by area. In 2016, audiologists in suburban and city/urban areas reported increases in their median calendar year salaries from 2014; those in rural areas reported a decline (see Table 9).

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

Area	Median calendar year salary (\$)			
	2010 (n = 1,048)	2012 (n = 1,035)	2014 (n = 944)	2016 (n = 909)
Rural	72,000	72,000	75,000	72,000
Suburban	69,558	74,937	72,763	75,000
City/urban ^a	72,000	73,000	75,151	80,000

Note. These data are from the 2010, 2012, 2014, and 2016 ASHA Audiology Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the survey. ^aFrom 2010 to 2012, this item was titled “Metropolitan/urban area.”

Calendar Year Salaries, by State

The median calendar year salary of audiologists typically varied by state. In 2016, audiologists in most states for which data are available reported an increase in their median calendar year salary from recent past years (see Table 10). Only audiologists in Missouri and New Jersey reported declines. Audiologists in Maryland and California reported the largest salary increases from 2014 (19% and 16%, respectively).

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

State	Median calendar year salary (\$)			
	2010 (<i>n</i> = 659)	2012 (<i>n</i> = 731)	2014 (<i>n</i> = 633)	2016 (<i>n</i> = 559)
Alabama	58,000	<i>n/r</i>	<i>n/r</i>	58,627
California	85,000	86,976	90,050	104,736
Florida	70,747	71,098	76,367	80,000
Illinois	74,652	77,756	73,429	78,644
Maryland	<i>n/r</i>	73,075	71,706	85,000
Michigan	65,000	72,000	66,690	72,817
Minnesota	<i>n/r</i>	70,000	79,224	79,713
Missouri	64,354	66,451	79,192	72,000
New Jersey	<i>n/r</i>	87,510	<i>n/r</i>	81,673
New York	77,090	80,000	80,000	84,000
North Carolina	65,577	70,000	68,997	72,000
Ohio	67,710	70,000	70,579	72,000
Pennsylvania	74,719	72,384	72,812	77,066
Tennessee	68,000	70,976	<i>n/r</i>	71,939
Texas	70,000	76,974	75,000	81,000

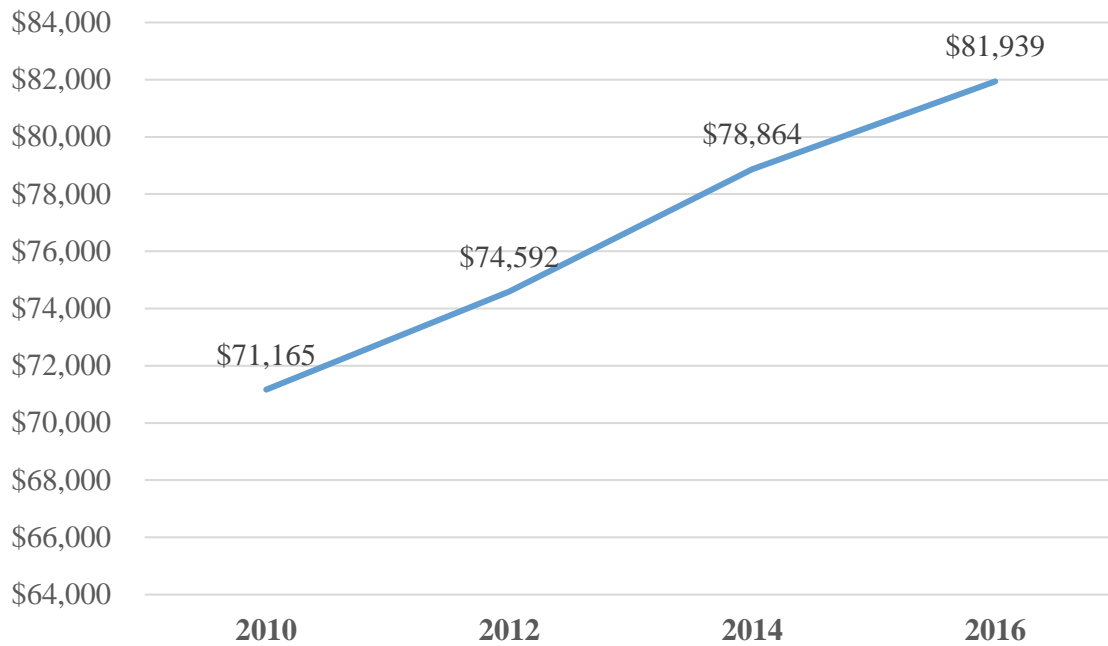
Note. These data are from the 2010, 2012, 2014, and 2016 ASHA Audiology Surveys. The table contains median calendar year salaries for states where 25 or more audiologists responded to the survey. *n/r* = not reported. (To preserve confidentiality and provide more certain results, we do not report data for groups of fewer than 25.)

Academic Year Salaries

Academic Year Salaries of Audiologists Employed at Colleges/Universities

In 2016, audiologists in colleges/universities reported a median academic year salary of \$81,939, up steadily from \$71,165 in 2010 (see Figure 1).

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

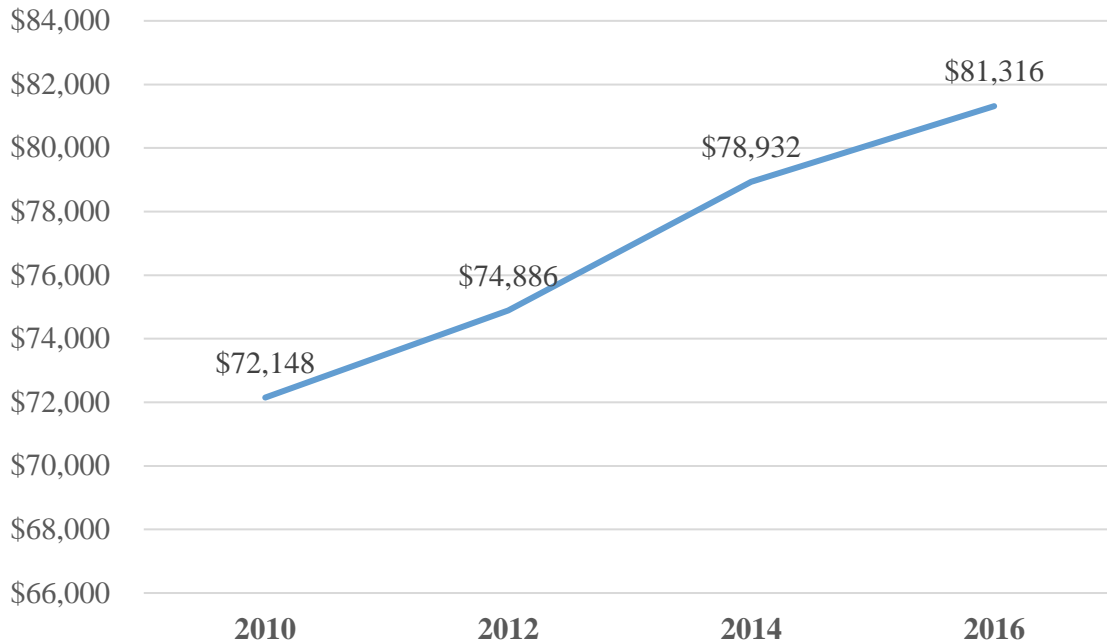


Note. These data are from the 2010, 2012, 2014, and 2016 ASHA Audiology Surveys. $n = 63$ (2010); $n = 42$ (2012); $n = 41$ (2014); $n = 38$ (2016).

Academic Year Salaries of College/University Faculty/Clinical Educators

In 2016, audiologists who were college/university faculty/clinical educators reported a median academic year salary of \$81,316, 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, by year.



Note. These data are from the 2010, 2012, 2014, and 2016 ASHA Audiology Surveys. $n = 56$ (2010); $n = 37$ (2012); $n = 39$ (2014); $n = 33$ (2016).

Bonuses

Some audiologists received a bonus in addition to their base earnings. In 2016, the overall median amount they received was \$2,000, the same as in 2012 and 2014 (see Table 11).

Bonuses, by Work Setting

Bonus amounts varied by work setting. In 2010, 2012, 2014, and 2016, audiologists in industry received a larger median bonus than audiologists in other settings (see Table 11).

Table 11. Median bonuses of audiologists, by work setting and year.

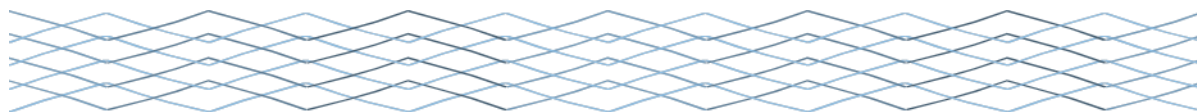
Work Setting	Median bonus (\$)			
	2010 (n = 486)	2012 (n = 547)	2014 (n = 475)	2016 (n = 447)
Overall	1,500	2,000	2,000	2,000
Hospital (general, pediatric, military, Veterans Affairs)	1,037	1,000	1,000	1,500
Industry (hearing aid manufacturing, hearing conservation)	4,599	6,000	9,575	7,500
Nonresidential health care facility (includes audiologists' and physicians' offices)	1,700	2,000	2,413	2,100

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

Commissions

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

In 2016, audiologists received a 10% commission on product sales, the same as in 2014. (These data are not shown in any table.)



Survey Methodology and Response Rates

A stratified random sample was used to select 4,000 ASHA-certified audiologists for the 2016 survey from a population of 8,054 audiologists. The sample was stratified by type of facility and by 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 incorrect mailing addresses, two were retired, and three were no longer employed in the profession, which left 3,971 possible respondents. The actual number of respondents was 1,569—a 39.5% 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), and 45.7% (2014).

Suggested Citation

American Speech-Language-Hearing Association. (2017). *Audiology Survey report: Annual salary trends, 2010–2016*. 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!