



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

AUDIOLOGY SURVEY 2008



Hourly Salaries

For additional information, please contact:

Jeanette Janota, Surveys & Information Team
American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850-3289
800-498-2071, ext. 8738
jjanota@asha.org

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Executive Summary

In the fall of 2008, 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 and Omnibus Surveys.

The results are presented in a series of reports. This salary report is based on responses from audiologists in schools, colleges and universities, hospitals, nonresidential health care facilities, and industry.

Highlights:

- ◆ 25% of the respondents received an hourly salary.
- ◆ 56% of those receiving an hourly wage worked part-time.
- ◆ 28: median number of hours worked.
- ◆ Median salary was \$35.00 per hour for those who worked up to 28 hours per week and \$32.18 for those working more than 28 hours.
- ◆ Median hourly salaries were highest in schools, followed by hospitals and nonresidential health care facilities.
- ◆ 29% had an AuD degree.
- ◆ Median hourly salaries ranged from \$28.00 with 1–3 years of experience to \$38.00 with 28 or more years.
- ◆ Rural salaries were lower than metropolitan or suburban salaries.
- ◆ Lowest hourly salaries were in the East South Central area (i.e., AL, KY, MS, and TN).
- ◆ Median hourly salaries were higher for men (\$38.94) than for women (\$32.66), but men had more years of experience than women and were more likely than women to have earned a doctoral degree.

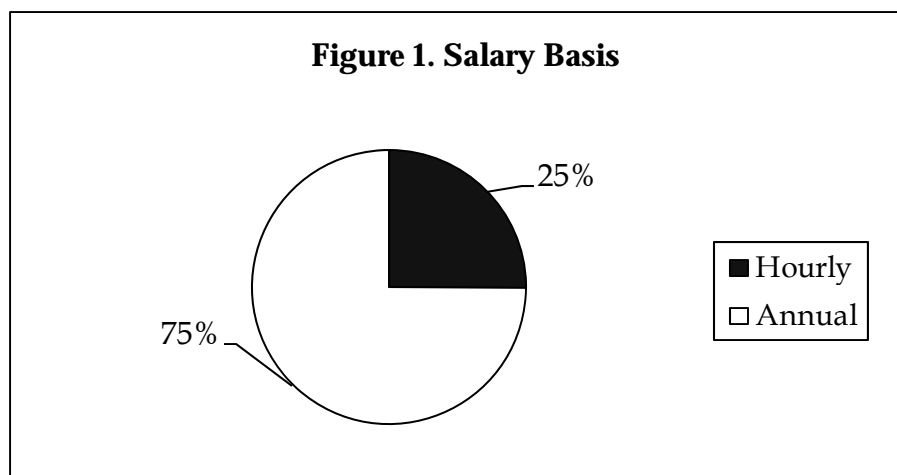
Respondents

The data in this report were gathered from 2,181 audiologists who responded to the 2008 Audiology Survey; the data have been weighted to reflect the respondents' proportion within the Association (see Survey Notes and Methodology section below). Therefore, the group numbers and responses are the estimated values for the population of 6,652 from which the sample of 4,000 was drawn.

There was diversity within the group of audiologists who responded. 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 similar characteristics that had an impact on their wages.

Salary Basis

One quarter of the respondents worked for an hourly wage (see Figure 1).



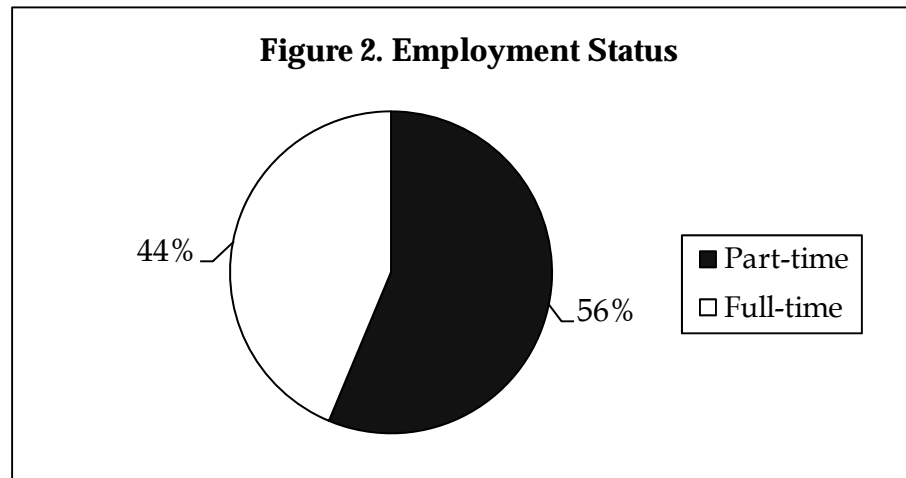
N = 6,253

Median Weekly Hours

Of those who worked for an hourly wage, the *median number of hours worked per week was 28*. Therefore, many of the tables and graphs in this report will divide the salaries at that median, showing data for the group who worked up through 28 hours a week separately from those who worked more than 28 hours.

Employment Status

More than half (56%) of the audiologists who were paid an hourly salary worked *part-time* compared with 44% who worked *full-time* (see Figure 2).



N = 1,555

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 \$33.00. The hourly wage was \$28.00 at the 25th percentile and \$40.00 at the 75th percentile (N = 1,467).

...by Hours Worked

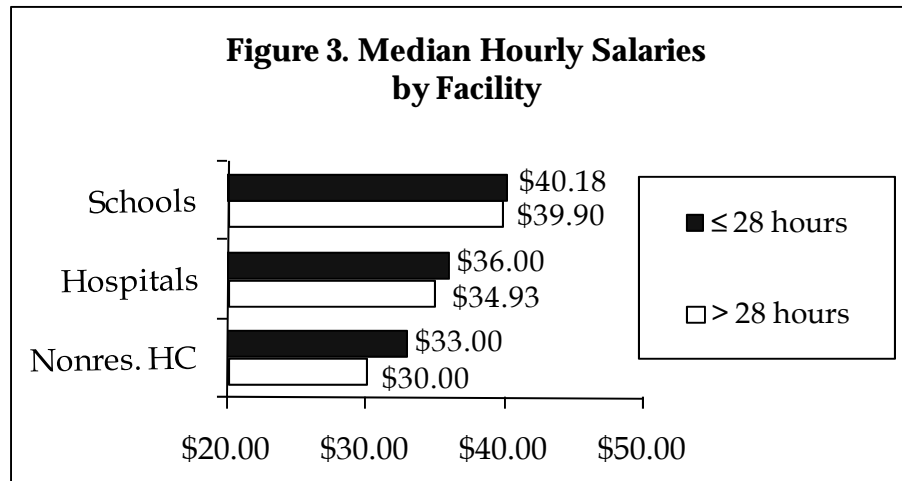
Approximately half (N = 737) of the audiologists who received an hourly salary worked for 28 or fewer hours, and their median salary was \$35.00. The rest (N = 693) worked for more than 28 hours, and their median salary was \$32.18.

In order to protect anonymity and to reduce variability, the minimum number of respondents required in a cell is 25. For those characteristics in the following sections where there were sufficient respondents, hourly salaries will be divided at the median.



**...by
Employment
Facility**

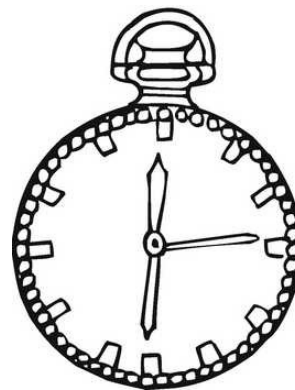
Median salaries for audiologists who were paid an hourly salary were highest in *schools*, both for those who worked 28 or fewer hours weekly (\$40.18) as well as for those who worked more than 28 hours (\$39.90; see Figure 3).



N = 1,381

...by Function

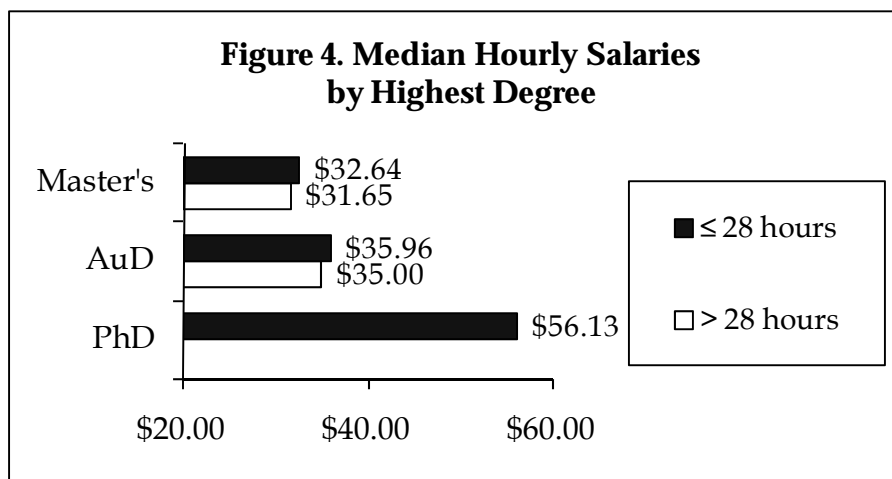
Of the individuals paid an hourly wage, 94% were *clinical service providers*. Those who worked 28 or fewer hours reported an average hourly salary of \$34.00 (N = 681) compared with \$32.00 (N = 662) for the clinical service providers who worked more than 28 hours weekly. The median hourly salary for administrators/ supervisors/ directors who worked more than 28 hours was \$36.79 (N = 26).



...by Highest Degree

Two thirds (68%) of the audiologists who were paid hourly had a *master's* as their highest degree; 29% had an *AuD*, and a few had a PhD (3%) or other doctorate ($n = 1,562$).

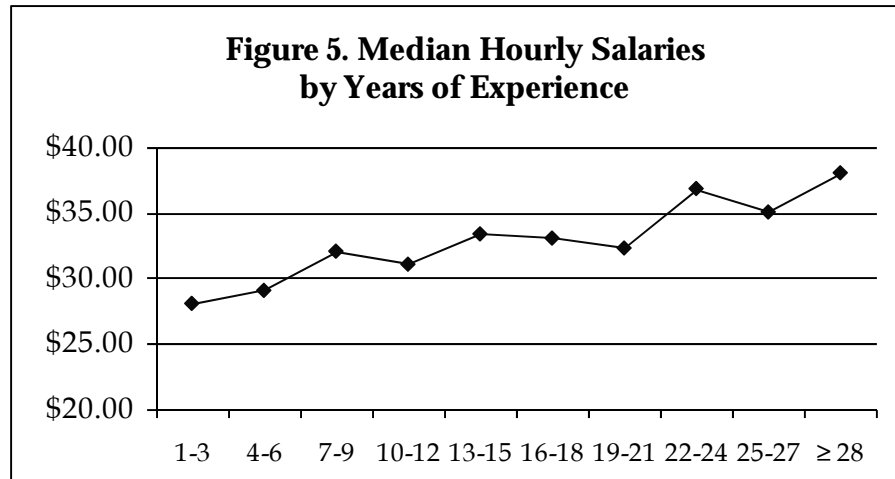
Salaries for audiologists with an AuD degree were higher than for those with a master's. Salaries for those with a master's or AuD who worked 28 or fewer hours a week were higher than for those who worked more than 28 hours (see Figure 4).



$N = 1,407$

...by Years of Experience

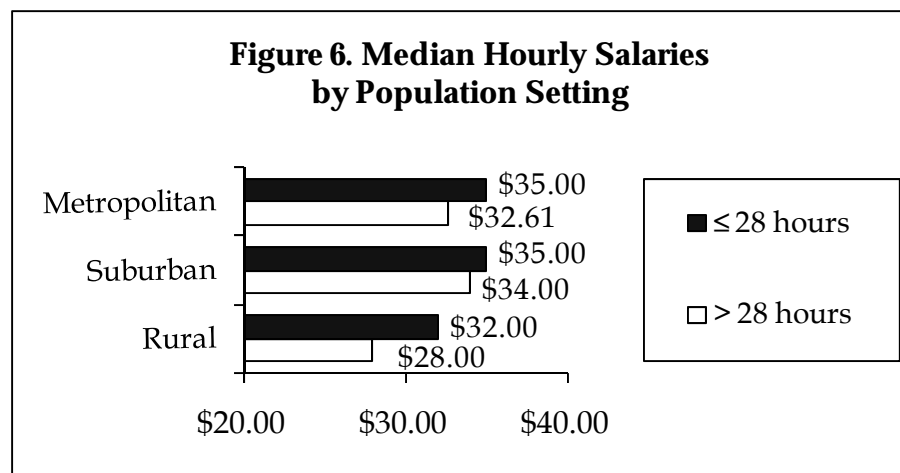
Median hourly salaries rose from a low of \$28.00 with 1–3 years of experience to a high of \$38.00 with 28 or more years. The rate of increase between 1 and 9 years and between 19 and 24 years was steeper than that for the intervening years (see Figure 5).



N=1,465

...by Population Setting

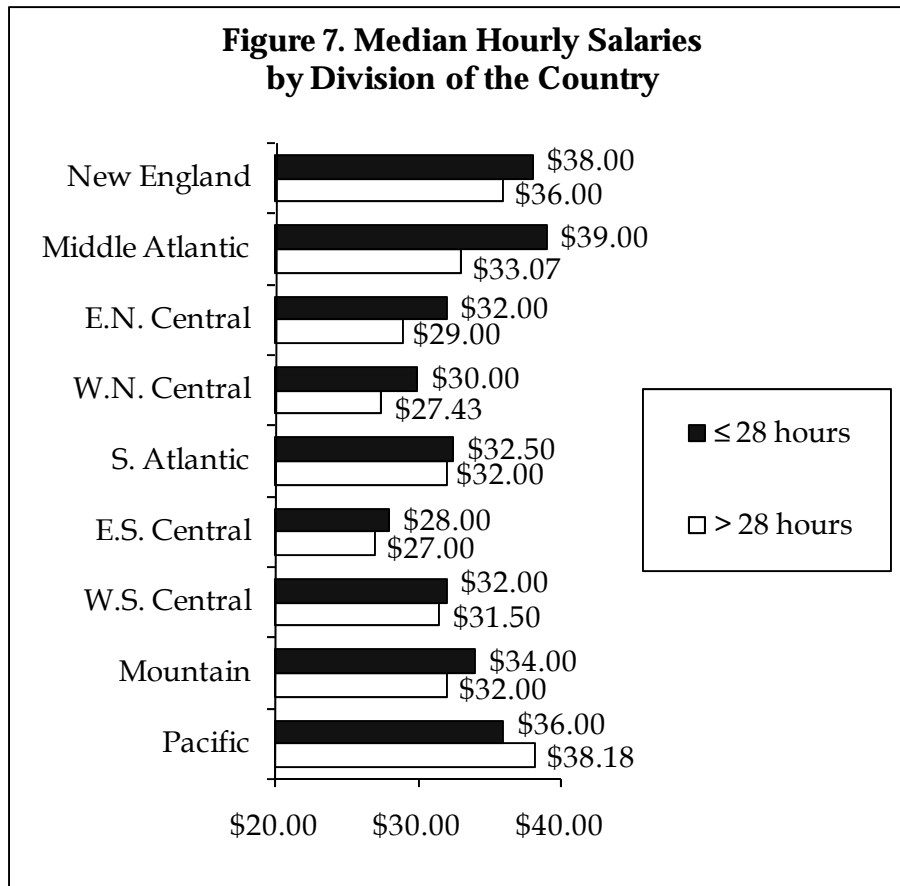
The lowest median hourly salaries were received by audiologists who worked in rural areas, regardless of the length of the work week. The highest median hourly salaries (\$35.00) were paid to audiologists in metropolitan and suburban areas who worked 28 or fewer hours per week (see Figure 6).



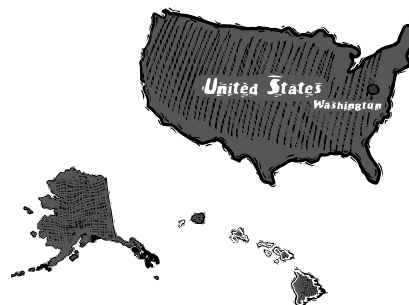
N = 1,417

...by Geographic Region

Median hourly salaries for audiologists who worked more than 28 hours weekly ranged from \$27.00 in the *East South Central* area to \$38.18 in the *Pacific* area. The range for those who worked fewer hours was from \$28.00 in the *East South Central* area to \$39.00 in the *Middle Atlantic* states. Only in the *Pacific* area did audiologists who worked more than 28 hours a week have a median weekly salary *higher* than those who worked fewer hours (see Figure 7). The list of states within each division can be found in the Appendix.



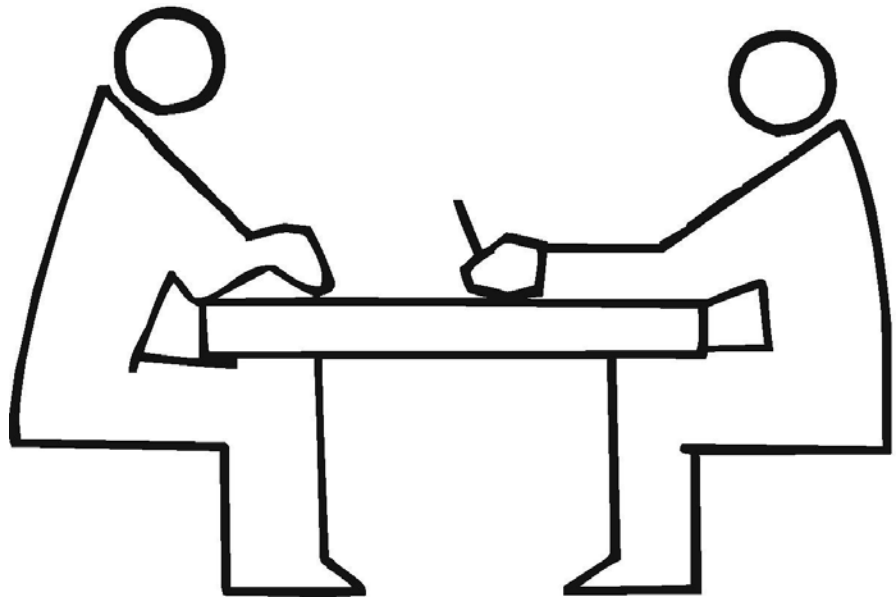
N= 1,426



...by Sex

Compared with the 1,358 women who responded to the survey and earned an hourly wage, relatively few men ($N = 110$) participated. The median salary was \$32.66 for *women* and \$38.94 for *men*. While the average salary was lower for women, they also were less likely to have characteristics associated with higher salaries:

- Doctoral degree: 31% of *women* compared with 43% of *men*
- Mean number of years of experience: 17 for *women* but 25 for *men* ($p = .000$)



Survey Notes and Method- ology

Response Rate

The 20-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. The 2008 Audiology Survey is one of the replacements and melds topics from both the Omnibus Surveys and previous Audiology Surveys.

A stratified random sample was used to select 4,000 ASHA-certified audiologists for this survey from a population of 6,652 audiologists. They were stratified on the basis of type of facility and private practice.

The survey was mailed in August 2008. 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 had undeliverable addresses, 1 was deceased, 5 were retired, 7 were no longer employed in the field, and 5 were ineligible for other reasons, leaving 3,965 possible respondents. The actual number of respondents was 2,181, resulting in a 55.0% response rate.

Because facilities with fewer audiologists (such as schools) were oversampled and those with many (e.g., hospitals) were undersampled, *weighting* was used when presenting data to restore all groups to their actual proportion in the population of ASHA audiologists. The results presented in this report are the estimated values for the population of 6,652 from which the sample was drawn.

Other Reports

Results from the 2008 Audiology Survey are presented in a series of reports:

- Annual Salaries
- Hourly Salaries
- Clinical Focus Patterns
- Private Practice
- Survey Summary Report
- Survey Methodology, Respondent Demographics, and Glossary

Electronic Copy

An electronic copy of this report will be available for a limited time on the ASHA Web site at www.asha.org/about/membership-certification/member-data/2008AudiologySurvey.htm.

Suggested Citation

American Speech-Language-Hearing Association. (2008). *2008 Audiology Survey report: Hourly salaries*. Rockville, MD: Author.

Supplemental Sources

Salary data may also be available from other sources, such as state associations and state departments of labor. Suggested Web sites include the following:

www.bls.gov/bls/blswage.htm (audiologists are classified as category 29-1121)

www.bls.gov/oco/

www.ama-assn.org/ama/pub/category/6038.html

www.capcsd.org/survey/2004/CAPCSD2003-2004SalarySurvey.pdf

www.salary.com

To compare costs of living:

www.homefair.com/homefair/calc/salcalc.html

www.bestplaces.net/html/cost_of_living.html

Additional Information

For additional information regarding the 2008 Audiology Survey, please contact Pam Mason, Director of ASHA's Audiology Professional Practices, at 301-296-5790; email: pmason@asha.org. To learn more about how the Association is working on behalf of ASHA-certified audiologists, members may visit ASHA's Web site at www.asha.org/members/aud/default.

Appendix

Regions of the Country

Northeast

- ◆ Middle Atlantic
 - New Jersey
 - New York
 - Pennsylvania
- ◆ New England
 - Connecticut
 - Maine
 - Massachusetts
 - New Hampshire
 - Rhode Island
 - Vermont

South

- ◆ East South Central
 - Alabama
 - Kentucky
 - Mississippi
 - Tennessee
- ◆ South Atlantic
 - Delaware
 - District of Columbia
 - Florida
 - Georgia
 - Maryland
 - North Carolina
 - South Carolina
 - Virginia
 - West Virginia
- ◆ West South Central
 - Arkansas
 - Louisiana
 - Oklahoma
 - Texas

Midwest

- ◆ East North Central
 - Illinois
 - Indiana
 - Michigan
 - Ohio
 - Wisconsin
- ◆ West North Central
 - Iowa
 - Kansas
 - Minnesota
 - Missouri
 - Nebraska
 - North Dakota
 - South Dakota

West

- ◆ Mountain
 - Arizona
 - Colorado
 - Idaho
 - Montana
 - Nevada
 - New Mexico
 - Utah
 - Wyoming
- ◆ Pacific
 - Alaska
 - California
 - Hawaii
 - Oregon
 - Washington