



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

AUDIOLOGY SURVEY 2008



Annual Salaries

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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.

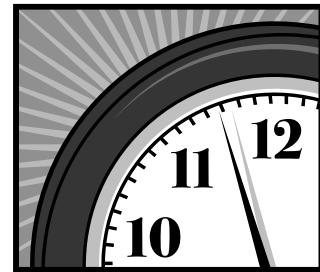
The results are presented in a series of reports. This salary report is based on responses from audiologists in schools, colleges and universities, hospitals, nonresidential health care facilities, and industry.

Highlights:

- ◆ 75% worked for an annual salary.
- ◆ Median salary was \$73,000 for working 11 or 12 months (calendar year) and \$65,000 for working 9 or 10 months (academic year).
- ◆ Median *calendar* year salary was:
 - \$71,000 for clinical service providers, \$76,000 for university faculty, \$80,192 for researchers, and \$87,000 for administrators
 - \$69,500 for those with a master's degree
 - \$62,000 with 1-3 years of experience
 - \$110,000 in North Dakota
 - \$75,000 in metropolitan/urban areas
 - \$92,000 for private practice owners
 - \$70,000 for women and \$92,000 for men
- ◆ Median *academic* year salary was:
 - \$60,000 for clinical service providers and \$72,500 for university faculty
 - \$59,000 for those with a master's degree
 - \$68,161 in metropolitan/urban areas
 - \$62,000 for women and \$78,750 for men

Respondents

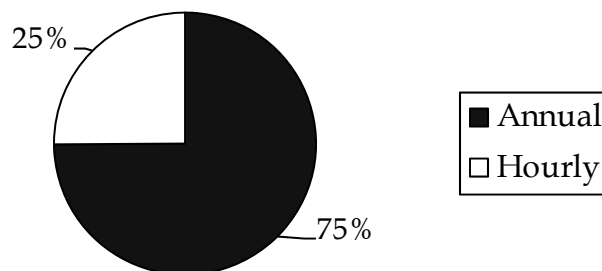
The data in this report were gathered from 2,181 audiologists who responded to the 2008 Audiology Survey; the data have been weighted to reflect the respondents' proportion within the Association (see Survey Notes and Methodology section below). Therefore, the group numbers and responses are the estimated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



Salary Basis

Of the respondents, 75% reported that they worked for an *annual* salary and 25% for an *hourly* wage (see Figure 1 and Appendix Table 1). Furthermore, most (84%) reported that they worked for a *calendar* year of 11 to 12 months, and 16% worked for a 9–10-month *academic* year (see Appendix Table 2).

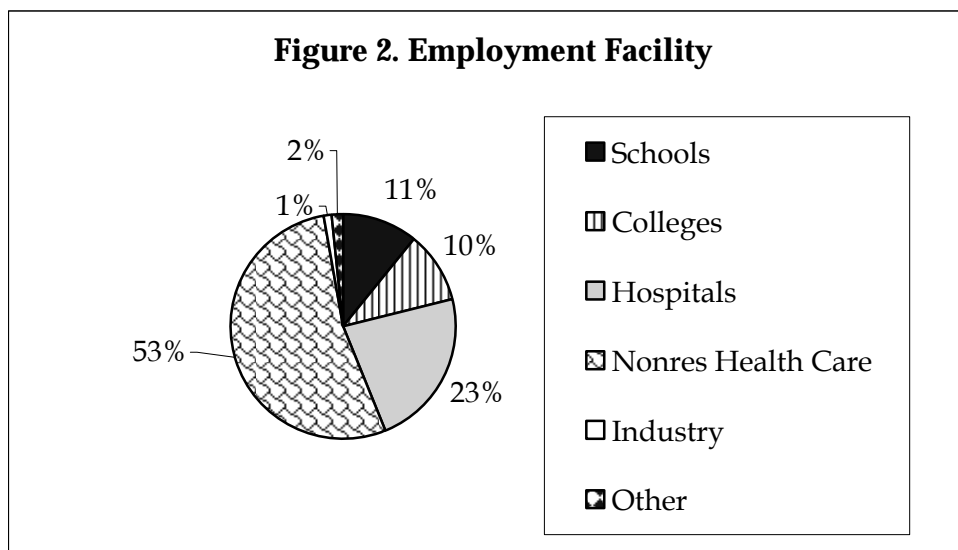
Figure 1. Annual Salary or Hourly Wage



N = 6,253

Primary Employment Facility

More than one half (53%) of the respondents worked in nonresidential health care facilities which include clients' homes, private physicians' offices, audiologists' offices, and speech and hearing centers. Nearly one quarter (23%) worked in hospitals. Most of the remainder worked in schools or colleges and universities. A few (1%) worked in industry, and about 2% selected the "other" category (see Figure 2 and Appendix Table 3). Data for the first five types of facilities will be detailed separately in subsequent analyses. Data from the "other" category will not be presented.



N = 6,371

Salaries

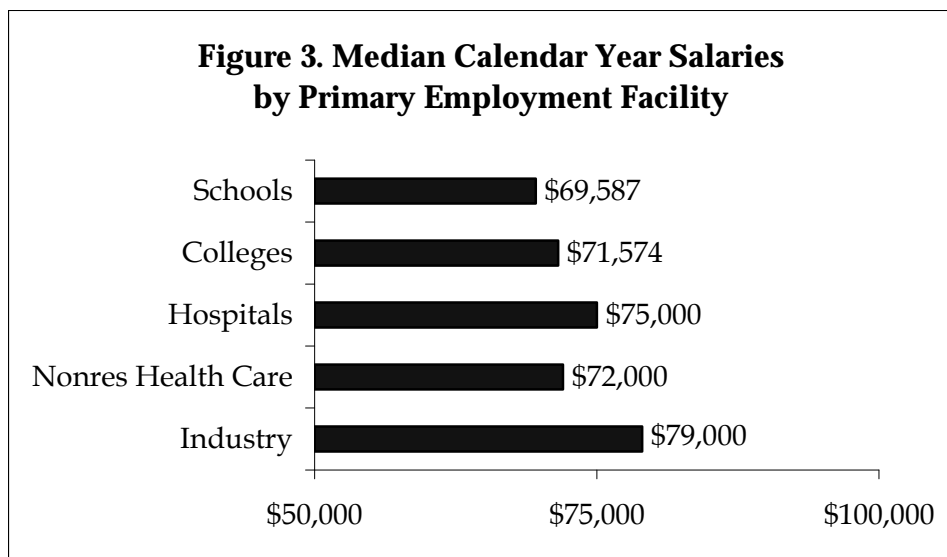
The median *calendar* year salary was \$73,000 (see Appendix Table 4), ranging from \$69,587 in schools to \$79,000 in industry (see Figure 3).



Primary Employment Facility

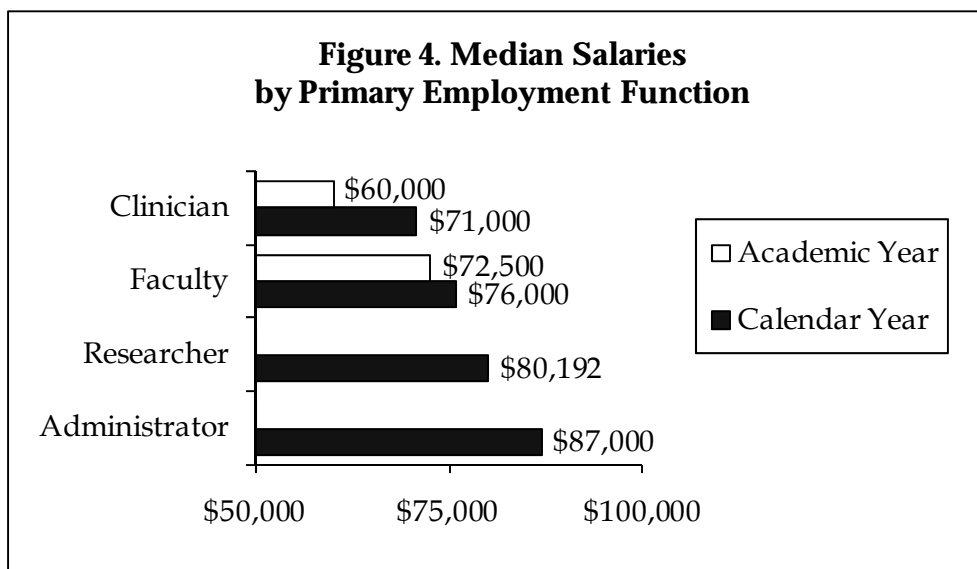
The median *academic* year salary of \$65,000 was higher in colleges and universities (\$72,500) than in schools (\$60,000; see Appendix Table 4).

**Primary
Employment
Function**



N = 3,269

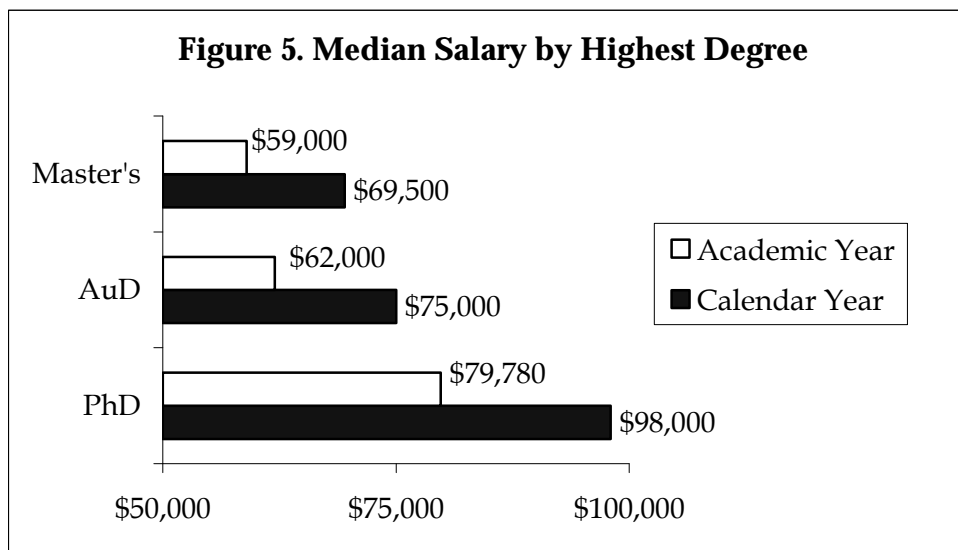
The overwhelming majority (85%) of respondents were employed as clinical service providers. (Data do not appear in any table.) Median *calendar* year salaries were \$71,000 for clinical service providers, \$76,000 for college and university faculty members, \$80,192 for researchers, and \$87,000 for administrators (see Figure 4 and Appendix Tables 5a and 5b).



N = 3,897

Highest Degree

Audiologists who were employed for a *calendar* year reported a median salary of \$69,500 with a *master's*, \$75,000 with an *AuD*, and \$98,000 with a *PhD*. For those who worked for an *academic* year, the difference between holding a *master's* or an *AuD* was \$3,000 (see Figure 5).



N = 3,933

Median *calendar* year salaries by highest degree and type of facility ranged...

- from \$62,000 in colleges and universities to \$71,354 in hospitals for those with a *master's*;
- from \$65,361 in colleges and universities to \$76,000 in hospitals for those with an *AuD*;
- from \$85,000 in colleges and universities to \$122,500 in nonresidential health care facilities for those with a *PhD* (see Appendix Table 6a).

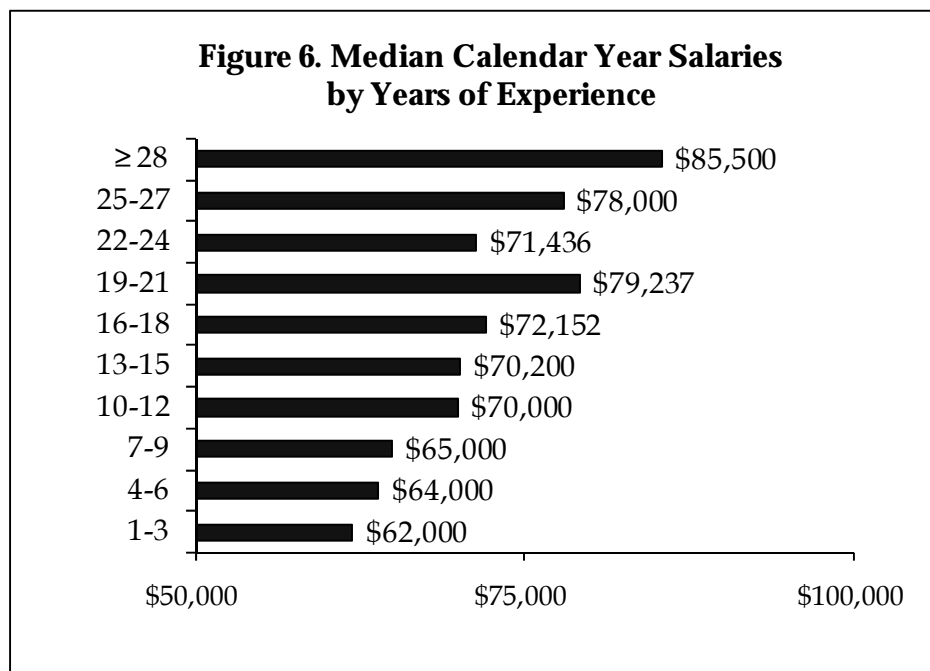
Few *academic* year salaries are reportable by highest degree because of the small number of respondents (see Appendix Table 6b).

- The median with a *master's* was \$58,500 in schools.
- The median with an *AuD* was \$60,000 in colleges and universities and \$62,577 in schools.
- The median with a *PhD* was \$82,000 in colleges.



Years of Experience

Median *calendar* year salaries tend to increase with experience, although not in a straight line. For audiologists who had 1–3 years of experience, the median salary was \$62,000. With 28 or more years of experience, the median was \$85,500 (see Figure 6 and Appendix Table 7).



N = 3,331

Median *academic* year salaries ranged from \$53,015 with 4–6 years of experience to \$76,000 with 28 or more years (not shown in any table).

Sex

The median *calendar* year salary was \$70,000 for *women* and \$92,000 for *men*. The highest median salary for women was in hospitals (\$73,598), whereas the highest for men was in nonresidential health care facilities (\$100,000; see Appendix Table 8a).

Median *academic* year salaries were lower than calendar year salaries. The average was \$62,000 for *women* and \$78,750 for *men*. The medians for men were higher than for women in both schools and colleges and universities (\$70,000 vs. \$59,650 and \$86,654 vs. \$65,000, respectively; see Appendix Table 8b).

As has been shown above, employment function, highest degree, years of experience, and sex have an effect on salaries. Among the respondents to this survey, men were more likely than women to be in categories associated with higher salaries.

- Function:
 - 15% of men and 5% of women were college/university faculty
 - 8% of men and 5% of women were administrators
- Highest degree:
 - 26% of men and 6% of women held a PhD degree
- Years of experience:
 - Average (mean) number of years of experience was 24 for men, 17 for women.

State

Approximately 70% of the states had sufficient numbers of respondents to enable reporting of median *calendar* year salaries. Of that group, three states had median salaries *of at least \$90,000* (North Dakota, California, and New Jersey), and one had a median *below \$60,000* (Mississippi; see Table 1).

Table 1. Calendar Year Salaries by State

North Dakota	\$110,000	Arkansas	\$70,000
California	\$90,000	Georgia	
New Jersey		Massachusetts	
Maryland	\$80,000	Nebraska	
New York		Pennsylvania	
Florida	\$78,000	Tennessee	
Oklahoma	\$76,000	Missouri	\$68,000
Arizona	\$75,046	Minnesota	\$67,849
Connecticut	\$75,000	Alabama	\$66,000
Michigan		Indiana	\$65,000
North Carolina		Ohio	
Texas		Virginia	
Louisiana		\$72,035	West Virginia
South Carolina	\$72,000	Washington	\$64,390
Wisconsin		Oregon	\$62,005
Kansas	\$71,880	Iowa	\$60,000
Colorado	\$71,253	Kentucky	
Illinois	\$70,600	Mississippi	\$57,094

N = 3,172

Population Setting

Median *calendar* year salaries varied by population setting.

- \$75,000 in metropolitan/urban areas
- \$70,000 in the suburbs and in rural areas (see Appendix Table 9).

In *colleges and universities*, median salaries were lower in rural areas (\$63,000) than in either suburbs (\$70,000) or cities (\$73,483).

Hospitals followed the same pattern: lowest in rural areas (\$70,200) and highest in the cities (\$76,000). In *nonresidential health care facilities*, the highest median salaries were in the cities (\$75,000; see Appendix Table 9).

Median *academic* year salaries, too, varied by population setting.

- \$68,161 in metropolitan/urban areas
- \$67,799 in the suburbs
- \$60,000 in rural areas (data not in any table).



Private Practice

Private practice *owners* reported a median *calendar* year salary of \$92,000. Audiologists who were employed full-time as *salaried* employees in a private practice reported median salaries of \$70,000 (data not shown in any table).

Additional data on audiologists employed in private practice can be found in a separate report.



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 reported 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: Annual 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

Table 1: Salary Basis

Q. 8 In your primary job, are you paid on an annual or an hourly basis? Analyses limited to respondents who met the following criterion: ❖ Certificate of Clinical Competence in Audiology (CCC-A)		
Response	Frequency	Valid Percentage
Annual salary	4,684	74.9
Hourly rate	1,568	25.1
Total	6,253	

Table 2: Academic Year or Calendar Year

Q. 10 For what period of work is this salary? <i>If you work for 9–10 months, as in an academic setting, but are paid over a 12-month period, select response “Work 9-10 months.”</i> Analyses limited to respondents who met the following criterion: ❖ CCC-A		
Response	Frequency	Valid Percentage
Academic Year (9–10 months)	757	16.2
Calendar Year (11–12 months)	3,915	83.8
Total	4,672	

Table 3: Facilities

Q. 6 Primary Employment Facility. Circle the number of the one type of facility that best describes the one in which you work most of the time. For individuals engaged in *private practice*, select the type of facility in which you deliver most of your services. (Percentages)

Analyses limited to respondents who met the following criterion:
 ❖ CCC-A

Facility	Weighted (N = 6,371)
School	10.8
College/university	10.2
Hospital	23.0
Nonresidential health care facility	53.2
Industry	1.1
Other	1.7

Table 4: Salaries by Facility

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your primary professional employment. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Calendar Year (11-12 months)						
	(N = 3,341)	(N = 85)	(N = 362)	(N = 851)	(N = 1,933)	(N = 38)
25th percentile	\$60,000	\$55,000	\$60,000	\$65,000	\$60,000	\$77,895
50th percentile (median)	\$73,000	\$69,587	\$71,574	\$75,000	\$72,000	\$79,000
75th percentile	\$90,000	\$81,000	\$84,079	\$89,000	\$93,000	\$89,021
Academic Year (9-10 months)						
	(N = 637)	(N = 409)	(N = 206)	(N = 0)	(N = 22)	(N = 0)
25th percentile	\$56,000	\$53,000	\$62,000	N < 25	N < 25	N < 25
50th percentile (median)	\$65,000	\$60,000	\$72,500			
75th percentile	\$78,000	\$70,771	\$85,000			

Table 5a: Calendar Year Salaries by Function

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your primary professional employment. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for a calendar year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Clinical Service Provider						
	(N = 2,757)	(N = 72)	(N = 97)	(N = 712)	(N = 1,832)	(N = 6)
25th percentile	\$60,000	\$53,706	\$56,000	\$63,000	\$60,000	N < 25
50th percentile (median)	\$71,000	\$69,567	\$62,000	\$73,000	\$70,121	
75th percentile	\$86,000	\$80,400	\$70,000	\$85,000	\$91,000	
College/University Faculty						
	(N = 194)	(N = 0)	(N = 194)	(N = 0)	(N = 0)	(N = 0)
25th percentile	\$63,000	N < 25	\$63,000	N < 25	N < 25	N < 25
50th percentile (median)	\$76,000		\$76,000			
75th percentile	\$95,000		\$95,000			

Table 5a Continued: Calendar Year Salaries by Function

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your **primary professional employment**. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for a calendar year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Researcher						
	(N = 44)	(N = 0)	(N = 18)	(N = 17)	(N = 0)	(N = 6)
25th percentile	\$71,000	N < 25	N < 25	N < 25	N < 25	N < 25
50th percentile (median)	\$80,192					
75th percentile	\$92,500					
Administrator						
	(N = 289)	(N = 10)	(N = 54)	(N = 119)	(N = 91)	(N = 6)
25th percentile	\$78,000	N < 25	\$65,000	\$82,000	\$70,000	N < 25
50th percentile (median)	\$87,000		\$80,000	\$96,000	\$90,000	
75th percentile	\$107,000		\$87,000	\$111,591	\$110,000	

Table 5b: Academic Year Salaries by Function

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your **primary professional employment**. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for an academic year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Clinical Service Provider						
	(N = 414)	(N = 392)	(N = 3)	(N = 0)	(N = 19)	(N = 0)
25th percentile	\$53,000	\$53,000	N < 25	N < 25	N < 25	N < 25
50th percentile (median)	\$60,000	\$60,000				
75th percentile	\$71,000	\$70,133				
College/University Faculty						
	(N = 199)	(N = 0)	(N = 199)	(N = 0)	(N = 0)	(N = 0)
25th percentile	\$62,000	N < 25	\$62,000	N < 25	N < 25	N < 25
50th percentile (median)	\$72,500		\$72,500			
75th percentile	\$85,000		\$85,000			

Table 5b Continued: Academic Year Salaries by Function

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your primary professional employment. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for an academic year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Researcher						
	(N = 3)	(N = 0)	(N = 3)	(N = 0)	(N = 0)	(N = 0)
25th percentile	N < 25	N < 25	N < 25	N < 25	N < 25	N < 25
50th percentile (median)						
75th percentile						
Administrator						
	(N = 5)	(N = 3)	(N = 0)	(N = 0)	(N = 3)	(N = 0)
25th percentile	N < 25	N < 25	N < 25	N < 25	N < 25	N < 25
50th percentile (median)						
75th percentile						

Table 6a: Calendar Year Salaries by Highest Degree

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your **primary professional employment**. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for a calendar year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Master's Degree						
	(N = 1,456)	(N = 70)	(N = 78)	(N = 381)	(N = 871)	(N = 15)
25th percentile	\$57,590	\$52,000	\$57,000	\$63,000	\$54,873	N < 25
50th percentile (median)	\$69,500	\$68,000	\$62,000	\$71,354	\$65,000	
75th percentile	\$81,000	\$80,023	\$76,000	\$82,000	\$83,000	
AuD Degree						
	(N = 1,520)	(N = 15)	(N = 151)	(N = 359)	(N = 944)	(N = 24)
25th percentile	\$64,000	N < 25	\$60,000	\$65,000	\$64,000	N < 25
50th percentile (median)	\$75,000		\$65,361	\$76,000	\$75,000	
75th percentile	\$90,000		\$75,000	\$89,000	\$93,314	

Table 6a Continued: Calendar Year Salaries by Highest Degree

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your **primary professional employment**. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for a calendar year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
PhD Degree						
	(N = 333)	(N = 0)	(N = 127)	(N = 105)	(N = 98)	(N = 0)
25th percentile	\$78,000	N < 25	\$72,000	\$81,000	\$70,000	N < 25
50th percentile (median)	\$98,000		\$85,000	\$106,000	\$122,500	
75th percentile	\$122,500		\$108,000	\$121,000	\$200,000	

Table 6b: Academic Year Salaries by Highest Degree

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your primary professional employment. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for an academic year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Master's Degree						
	(N = 305)	(N = 266)	(N = 23)	(N = 0)	(N = 16)	(N = 0)
25th percentile	\$52,000	\$50,464	N < 25	N < 25	N < 25	N < 25
50th percentile (median)	\$59,000	\$58,500				
75th percentile	\$70,000	\$70,000				
AuD Degree						
	(N = 166)	(N = 126)	(N = 34)	(N = 0)	(N = 6)	(N = 0)
25th percentile	\$56,000	\$56,000	\$55,000	N < 25	N < 25	N < 25
50th percentile (median)	\$62,000	\$62,577	\$60,000			
75th percentile	\$72,000	\$76,000	\$62,000			

Table 6b Continued: Academic Year Salaries by Highest Degree

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your primary professional employment. Include your annual salary *before* all deductions but do not include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for an academic year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
PhD Degree						
	(N = 153)	(N = 13)	(N = 140)	(N = 0)	(N = 0)	(N = 0)
25th percentile	\$71,000	N < 25	\$71,000	N < 25	N < 25	N < 25
50th percentile (median)	\$79,780		\$82,000			
75th percentile	\$92,000		\$95,000			

Table 7: Median Calendar Year Salaries by Years of Experience

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your **primary professional employment**. Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Worked for a calendar year
- ❖ Annual salary of at least \$1

Years of Experience	Total		Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
	<i>N</i>	Salary	(<i>N</i> = 86)	(<i>N</i> = 364)	(<i>N</i> = 840)	(<i>N</i> = 1,934)	(<i>N</i> = 39)
1-3	53	\$62,000	<i>N</i> < 25	<i>N</i> < 25	<i>N</i> < 25	\$61,000	<i>N</i> < 25
4-6	367	\$64,000		\$63,000	\$65,000		
7-9	395	\$65,000		\$64,400	\$67,106	\$65,000	
10-12	341	\$70,000		\$62,024	\$74,000	\$65,000	
13-15	286	\$70,200		\$71,500	\$73,000	\$70,000	
16-18	264	\$72,152		\$59,000	\$73,000	\$75,000	
19-21	264	\$79,237		\$64,097	\$82,263	\$74,840	
22-24	242	\$71,436		<i>N</i> < 25	\$71,000	\$76,000	
25-27	308	\$78,000		\$80,000	\$78,000	\$75,000	
28 or more	811	\$85,500		\$80,041	\$82,000	\$87,000	

Table 8a: Calendar Year Salaries by Sex

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your **primary professional employment**. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for calendar year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Female						
	(N = 2,532)	(N = 71)	(N = 260)	(N = 667)	(N = 1,458)	(N = 24)
25th percentile	\$60,000	\$52,000	\$59,000	\$64,916	\$56,648	N < 25
50th percentile (median)	\$70,000	\$69,086	\$68,500	\$73,598	\$68,000	
75th percentile	\$81,000	\$80,089	\$80,000	\$84,000	\$80,000	
Male						
	(N = 808)	(N = 14)	(N = 103)	(N = 184)	(N = 474)	(N = 15)
25th percentile	\$72,000	N < 25	\$70,000	\$72,185	\$75,000	N < 25
50th percentile (median)	\$92,000		\$85,000	\$85,643	\$100,000	
75th percentile	\$120,000		\$108,000	\$110,000	\$140,000	

Table 8b: Academic Year Salaries by Sex

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your **primary professional employment**. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for an academic year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Female						
	(N = 514)	(N = 370)	(N = 129)	(N = 0)	(N = 15)	(N = 0)
25th percentile	\$54,000	\$52,000	\$60,000	N < 25	N < 25	N < 25
50th percentile (median)	\$62,000	\$59,650	\$65,000			
75th percentile	\$72,000	\$70,000	\$78,000			
Male						
	(N = 124)	(N = 40)	(N = 77)	(N = 0)	(N = 7)	(N = 0)
25th percentile	\$70,000	\$64,064	\$75,000	N < 25	N < 25	N < 25
50th percentile (median)	\$78,750	\$70,000	\$86,654			
75th percentile	\$90,000	\$77,427	\$97,000			

Table 9: Calendar Year Salaries by Population Setting

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your **primary professional employment**. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements *should* be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for a calendar year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Metropolitan/Urban						
	(N = 1,712)	(N = 30)	(n = 224)	(N = 630)	(N = 786)	(N = 18)
25th percentile	\$62,500	\$53,141	\$62,000	\$65,280	\$60,000	N < 25
50th percentile (median)	\$75,000	\$78,570	\$73,483	\$76,000	\$75,000	
75th percentile	\$90,227	\$87,679	\$86,147	\$90,000	\$100,000	
Suburban						
	(N = 1,102)	(N = 37)	(N = 72)	(N = 155)	(N = 799)	(N = 15)
25th percentile	\$60,000	\$63,000	\$59,712	\$65,000	\$58,000	N < 25
50th percentile (median)	\$70,000	\$69,567	\$70,000	\$74,000	\$70,000	
75th percentile	\$85,500	\$80,402	\$79,270	\$85,000	\$90,000	

Table 9 Continued: Calendar Year Salaries by Population Setting

Q. 9 If you are paid on an annual salary basis, indicate the gross annual salary associated with your primary professional employment. Include your annual salary *before* all deductions but do *not* include monies earned for work that is not a usual part of your primary professional employment. Bonuses, commissions, and supplements should be included. (Annual salary, effective Aug. 2008.)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full-time
- ❖ Employed for a calendar year
- ❖ Annual salary of at least \$1

	Total	Schools	Colleges/ Universities	Hospitals	Non- residential Health Care Facilities	Industry
Rural						
	(N = 492)	(N = 18)	(N = 63)	(N = 62)	(N = 332)	(N = 0)
25th percentile	\$60,000	N < 25	\$55,491	\$60,300	\$58,510	N < 25
50th percentile (median)	\$70,000		\$63,000	\$70,200	\$70,000	
75th percentile	\$92,000		\$80,000	\$84,000	\$94,208	