



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

AUDIOLOGY SURVEY 2008



Survey Report: Annual Salary Trends 1986–2008

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2008 Audiology Survey to gather information about salaries, working conditions, and service delivery. Results from this survey are compiled in a series of reports, including this report on annual salary trends. Results from the 1986–1987, 1990, 1995, 1999, 2000, and 2003 ASHA Omnibus Surveys and 2004 and 2006 ASHA Audiology Surveys are also included in this report for comparative purposes.

The statistic that is presented as the “average” in this report is the median (i.e., middle or 50th percentile). Median salaries are presented because they are more stable than means and less sensitive to extreme values. To preserve confidentiality, salaries are not reported for groups of less than 25.

The salaries presented in this report are full-time gross salaries (salaries prior to deductions). They include bonuses and commissions.

Survey Highlights

- For the years 2004–2008, over 70% of survey respondents worked for an annual salary, as opposed to an hourly wage.
- For 2004–2008, over 80% of survey respondents worked for a calendar year, as opposed to an academic year.
- From 1987 to 2008, the overall median *calendar year* salary of audiologists increased from \$28,000 to \$73,000 (a 161% increase).
- For 2004–2008, the median calendar year salary of audiologists who hold the AuD was at least \$5,500 higher than those with a master’s degree.
- From 1995 to 2008, the median calendar year salary of audiologists tended to increase with years of experience.
- For 2004–2008, the median calendar year salary of audiologists who are men was higher than those who are women due to a number of variables.
- For 1995–2008, the median calendar year salary of audiologists was highest in the Northeast and West and lowest in the Midwest.
- From 2004 to 2008, the overall median calendar year salary of private practice *owners* increased from \$77,807 to \$92,000 (an 18% increase); for full-time salaried employees it increased from \$55,000 to \$70,000 (a 27% increase).
- From 1987 to 2008, the overall median *academic year* salary of audiologists increased from \$25,000 to \$65,000 (a 160% increase).

Salary Basis

In 2004, 2006, and 2008, the majority of survey respondents reported that they were paid an annual salary (75%, 73%, and 75%, respectively). The remainder reported that they were paid an hourly wage. (These data are not shown in any table).

Form of Payment

Base Salary Period

In 2004, 2006, and 2008, the majority of survey respondents (85%, 84%, and 84%, respectively) reported that they earn their salary over an 11- or 12-month period (i.e., a calendar year). The remainder reported that they earned their salary over a 9- or 10-month period (i.e., an academic year). (These data are not shown in any table.)

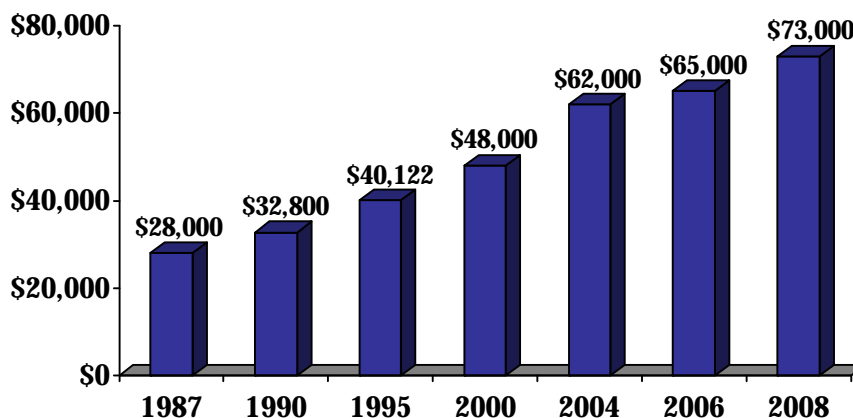
Excluded Groups

Most of the analyses included in this report are limited to audiologists who were paid an annual salary and work for a calendar year. A separate trends report on audiologists who were paid an hourly wage is also available.

Overall Calendar Year Salaries

In 2008, survey respondents reported earning an overall median calendar year salary of \$73,000, up from \$28,000 in 1987 (a 161% increase; see Figure 1). In 2008, the Consumer Price Index–All Urban Consumers (CPI-U) was 215.3, up from 113.6 in 1987 (a 90% increase). Had respondents’ salaries merely kept pace with inflation, their \$28,000 in 1987 salary dollars would have been equivalent to \$53,068 in 2008 dollars; their actual increase exceeded the rate of inflation by 38%.

Figure 1.
Median Calendar Year Salaries of Audiologists,
1987, 1990, 1995, 2000, 2004, 2006, and 2008.



Note. The 1987 median calendar year salary does not include bonuses or commissions, while the other salaries in the figure do.

n = 605 (1987); *n* = 633 (1990); *n* = 804 (1995); *n* = 866 (2000); *n* = 915 (2004); *n* = 1,160 (2006); *N* = 3,341 (2008)

Salaries by Primary Employment Setting

From 1995 to 2008, the median calendar year salary of survey respondents varied by their primary employment setting. Salaries of respondents in schools, colleges/universities, and hospitals increased by 70%–75%; salaries of those in nonresidential health care facilities increased by 89% (see Table 1).

Table 1.
Median Calendar Year Salaries of Audiologists by their Primary Employment Setting, 1995, 2000, 2004, 2006, and 2008.

Employment Setting	1995	2000	2004	2006	2008
School	\$40,244	\$48,000	\$65,000	\$68,000	\$69,587
College/university	\$41,000	\$52,000	\$63,000	\$69,000	\$71,574
Hospital	\$43,000	\$48,000	\$64,000	\$65,000	\$75,000
Residential health care facility	\$42,000	<i>n</i> = < 25	<i>n</i> = < 25	<i>n</i> = < 25	*
Nonresidential health care facility	\$38,117	\$45,000	\$60,000	\$63,000	\$72,000
Industry	**	**	**	**	\$79,000

*Not a survey question response category

**Not included in survey analysis

n = 714 (1995); *n* = 719 (2000); *n* = 915 (2004); *n* = 1,160 (2006); *N* = 3,269 (2008)

Salaries by Primary Work Role

From 1995 to 2008, the median calendar year salary of survey respondents varied by their primary work role. Audiologists employed as college/university professors, researchers, or administrators earned more than clinical service providers (see Table 2).

Table 2.
Median Calendar Year Salaries of Audiologists by their Primary Work Role, 1995, 2000, 2004, 2006, and 2008.

Work Role	1995	2000	2004	2006	2008
Clinical service provider	\$39,200	\$45,000	\$60,000	\$60,000	\$71,000
Special education teacher	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	*
College/university professor	<i>n</i> < 25	\$58,000	\$65,000	\$70,000	\$76,000
Researcher	**	**	**	**	\$80,192
Administrator	\$52,000	\$69,000	\$78,274	\$85,000	\$87,000
Director/Chair	\$55,000	\$65,000	<i>n</i> < 25		
Supervisor	\$43,000	\$53,200	\$78,000		

*Not a survey question response category

**Not included in survey analysis

Note. In 2006, the “Administrator” category was expanded to include directors/chairs and supervisors.

n = 743 (1995); *n* = 783 (2000); *n* = 860 (2004); *n* = 1,106 (2006); *N* = 3,284 (2008)

Salaries by Highest Academic Degree

As would be expected, from 1995 to 2008, audiologists with a doctorate reported a higher median calendar year salary than audiologists with a master’s degree. From 2004 to 2008, audiologists with a PhD reported earning at least \$24,000 more per year than those with a master’s degree; audiologists with an AuD reported earning at least \$5,500 more per year than those with a master’s degree (see Table 3).

From 2004 to 2008, audiologists with a PhD reported earning at least \$17,500 more per year than those with an AuD.

Table 3.
Median Calendar Year Salaries of Audiologists by their Highest Academic Degree in the Profession, 1995, 2000, 2004, 2006, and 2008.

Academic Degree	1995	2000	2004	2006	2008
Master’s	\$40,000	\$46,000	\$58,116	\$60,000	\$69,500
Doctorate	\$63,000	\$70,000	*	*	*
AuD	*	*	\$65,000	\$68,000	\$75,000
PhD	*	*	\$82,606	\$90,000	\$98,000

*Not a survey question response category

n = 800 (1995); *n* = 862 (2000); *n* = 912 (2004); *n* = 1,148 (2006); *N* = 3,309 (2008)

Salaries by Years of Experience

As would be expected, from 1995 to 2008, median calendar year salaries of audiologists tended to increase with experience. The most seasoned audiologists reported earning at least \$21,000 more per year than those starting out (see Table 4).

Table 4.
Median Calendar Year Salaries of Audiologists by Years of Experience, 1995, 2000, 2004, 2006, and 2008.

Years of Experience	1995	2000	2004	2006	2008
1–3	\$30,000	\$36,000	\$45,000	\$52,000	\$62,000
4–6	\$34,000	\$42,000	\$50,000	\$54,000	\$64,000
7–9	\$40,000	\$45,000	\$59,780	\$60,000	\$65,000
10–12	\$40,000	\$48,000	\$61,155	\$63,879	\$70,000
13–15	\$43,000	\$52,500	\$60,000	\$65,000	\$70,200
16–18	\$50,000	\$60,000	\$62,095	\$68,000	\$72,152
19–21	\$52,000	\$57,500	\$70,002	\$69,595	\$79,237
22–24	\$54,500	\$60,000	\$72,592	\$79,000	\$71,436
25–27				\$78,809	\$78,000
≥ 28 years			\$78,000	\$80,000	\$85,500

n = 804 (1995); *n* = 648 (2000); *n* = 913 (2004); *n* = 1,155 (2006); *N* = 3,331(2008)

Salaries of Men and Women

In 2004, 2006, and 2008, male survey respondents reported a substantially higher median calendar year salary than female respondents. In 2008, men reported a salary of \$92,000, up from \$79,000 in 2006 (a 16% increase) and \$75,000 in 2004. In 2008, women reported a salary of \$70,000, up from \$60,000 in 2006 (a 17% increase) and \$59,500 in 2004. (These data are not shown in any table.)

As indicated throughout this report, numerous variables, including highest academic degree, primary work role, and years of experience in the profession, affect earnings. These variables must be considered when making conclusions about male/female salary differences (and other types of salary differences). For example, in 2008, among survey respondents, men were more likely than women to have a PhD (26% vs. 6%), be employed as a college/university professor (15% vs. 5%) or an administrator (8% vs. 5%), and have more years of experience in the profession (24 years vs. 17 years). Consequently, men were also more likely to have a higher salary.

Salaries by Geographic Region and Division

From 1995 to 2008, the median calendar year salary of survey respondents varied by geographic region. Respondents from the Northeast and West reported the highest salaries; respondents from the Midwest reported the lowest (see Table 5).

Table 5.
Median Calendar Year Salaries of Audiologists by Geographic Region and Division, 1995, 2000, 2004, 2006, and 2008.

Geographic Region and Division	1995	2000	2004	2006	2008
Northeast	\$43,000	\$48,000	\$65,000	\$70,000	\$75,000
Mid-Atlantic	\$43,000	\$50,000	\$64,634	\$69,000	\$76,000
New England	\$42,250	\$45,700	\$67,195	\$70,000	\$70,000
Midwest	\$39,050	\$45,000	\$57,000	\$60,000	\$70,000
East North Central	\$38,800	\$45,000	\$60,000	\$62,000	\$70,000
West North Central	\$40,000	\$45,000	\$55,000	\$57,632	\$70,000
South	\$40,000	\$46,750	\$60,000	\$63,000	\$72,000
East South Central	\$35,578	\$41,500	\$57,294	\$60,000	\$66,000
South Atlantic	\$40,000	\$48,000	\$62,500	\$65,000	\$75,000
West South Central	\$42,000	\$47,500	\$60,332	\$63,312	\$74,000
West	\$42,000	\$54,000	\$66,890	\$68,000	\$80,568
Mountain	\$39,000	\$49,000	\$63,533	\$63,000	\$75,000
Pacific	\$44,200	\$55,000	\$70,000	\$72,000	\$84,000

Note. A listing of states by geographic region and division is available on page 12 of this report.

n = 801 (1995); *n* = 865 (2000); *n* = 911 (2004); *n* = 1,157 (2006); *N* = 3,331(2008)

**Salaries by
Type of
Community**

From 1999 to 2008, the median calendar year salary of survey respondents varied by the type of community in which they worked. During that period, salaries increased by 67% in metropolitan/urban and rural communities and 56% in suburban communities (see Table 6).

**Table 6.
Median Calendar Year Salaries of Audiologists by Type of Community,
1999, 2004, 2006, and 2008.**

Type of Community	1999	2004	2006	2008
Metropolitan/Urban	\$45,000	\$62,500	\$65,000	\$75,000
Suburban	\$45,000	\$60,000	\$63,210	\$70,000
Rural	\$41,950	\$58,554	\$60,271	\$70,000

Note. "Type of community" was self-defined by respondents (i.e., the survey did not provide definitions of the terms "metropolitan/urban," "suburban," and "rural").

n = 730 (1999); *n* = 909 (2004); *n* = 1,145 (2006); *N* = 3,306 (2008)

**Salaries by
Private
Practice
Position**

As might be expected, from 2004 to 2008, private practice owners reported a higher median calendar year salary than full-time salaried employees in private practice. Owners earned at least \$22,000 more per year than employees (see Table 7).

In 2008, private practice owners reported a median calendar year salary of \$92,000, up from \$85,000 in 2006 (an 8% increase). Audiologists employed as full-time salaried employees in private practice reported a median calendar year salary of \$70,000, up from \$60,000 in 2006 (a 17% increase).

**Table 7.
Median Calendar Year Salaries of Private Practice Owners and
Full-Time Salaried Employees in Private Practice, 2004, 2006, and 2008.**

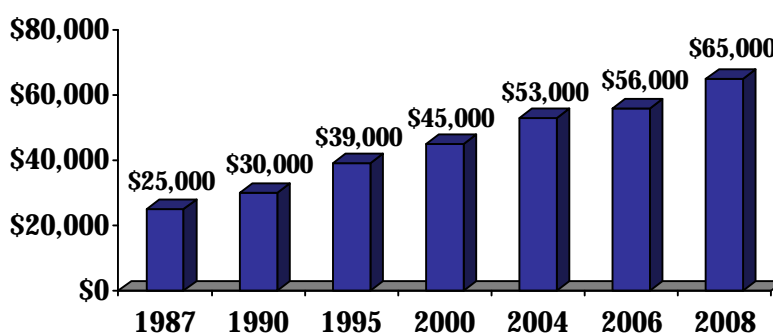
Position	2004	2006	2008
Owner	\$77,807	\$85,000	\$92,000
Full-Time Salaried Employee	\$55,000	\$60,000	\$70,000

n = 337 (2004); *n* = 509 (2006); *N* = 1,331 (2008)

Overall Academic Year Salaries

As stated earlier in this report, few survey respondents worked for an academic year. Of those who did, however, in 2008, their overall median salary was \$65,000, up from \$25,000 in 1987 (a 160% increase; see Figure 2).

Figure 2.
Median Academic Year Salaries of Audiologists, 1987, 1990, 1995, 2000, 2004, 2006, and 2008.



Note. The 1987 median academic year salary does not include bonuses or commissions, while the other salaries in the figure do.

n = 92 (1987); *n* = 117 (1990); *n* = 103 (1995); *n* = 139 (2000); *n* = 167 (2004); *n* = 219 (2006); *N* = 637 (2008)

Salaries by Primary Employment Setting

From 1995 to 2008, the median academic year salary of survey respondents varied by their primary employment setting. Respondents employed in colleges/universities reported a higher salary than those employed in schools. Also, during that period, salaries of respondents in colleges/universities increased by 73%; salaries of those in schools increased by only 50% (see Table 8).

Insufficient data are available to allow for the confidential reporting of median academic year salaries of respondents employed in other types of employment settings (e.g., hospitals, residential and nonresidential health care facilities, and industry.)

Table 8.
Median Academic Year Salaries of Audiologists by their Primary Employment Setting, 1995, 2000, 2004, 2006, and 2008.

Employment Setting	1995	2000	2004	2006	2008
School	\$40,000	\$43,500	\$50,757	\$55,000	\$60,000
College/university	\$42,000	\$48,000	\$58,640	\$60,072	\$72,500

n = 88 (1995); *n* = 121 (2000); *n* = 194 (2004); *n* = 226 (2006); *N* = 615 (2008)

Salaries by Primary Work Role

From 1995 to 2008, the median academic year salary of survey respondents varied by their primary work role. Audiologists employed as a college/university professor reported a higher median academic year salary than those employed as a clinical service provider (see Table 9).

Table 9.
Median Academic Year Salaries of Audiologists by their Primary Work Role, 1995, 2000, 2004, 2006, and 2008.

Work Role	1995	2000	2004	2006	2008
Clinical service provider	\$36,012	\$43,000	\$52,000	\$55,000	\$60,000
Special education teacher	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	*
College/university professor	\$41,500	\$48,100	\$58,448	\$60,072	\$72,500
Researcher	**	**	**	**	<i>N</i> < 25
Administrator	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>N</i> < 25
Director/Chair	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25		
Supervisor	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25		

*Not a survey question response category

**Not included in survey analysis

Note. In 2006, the “Administrator” category was expanded to include directors/chairs and supervisors.

n = 94 (1995); *n* = 131 (2000); *n* = 158 (2004); *n* = 198 (2006); *N* = 621 (2008)

Salaries by Highest Academic Degree

From 2004 to 2008, audiologists with a PhD reported a higher median academic year salary than those with a master’s degree or AuD. Audiologists with a PhD reported earning at least \$12,000 more per year than those with a master’s degree and at least \$13,000 more than those with an AuD (see Table 10).

Table 10.
Median Academic Year Salaries of Audiologists by their Highest Academic Degree in the Profession, 1995, 2000, 2004, 2006, and 2008.

Academic Degree	1995	2000	2004	2006	2008
Master’s	\$36,246	\$43,000	\$49,931	\$53,939	\$59,000
Doctorate	<i>n</i> < 25	\$51,000	*	*	*
AuD	*	*	<i>n</i> < 25	\$53,306	\$62,000
PhD	*	*	\$62,937	\$66,310	\$79,780

*Not a survey question response category

n = 101 (1995); *n* = 139 (2000); *n* = 165 (2004); *n* = 213 (2006); *N* = 624 (2008)

**Response Rate
(2008)**

A stratified random sample was used to select 4,000 ASHA-certified audiologists for the 2008 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 mailing addresses, 1 was deceased, 7 were no longer employed in the field, 5 were retired, and 5 were ineligible for other reasons, leaving 3,965 possible respondents. The actual number of respondents was 2,181, resulting in a 55% response rate.

**Weighting
(2008)**

Because facilities with fewer audiologists (such as schools) were oversampled and those with many (such as hospitals) were undersampled, weighting was used when presenting data to restore all groups to their actual proportion in the population of ASHA audiologists. The 2008 results presented in this report are the estimated values for the population of 6,652 from which the sample was drawn.

**Weighting
(Previous
Years)**

Prior to 2008, weighting was used to restore all groups to their actual proportion in the survey sample rather than in the population of ASHA audiologists.

**Respondent
Demographics
(2008)**

More than one half (53%) of the respondents worked in a nonresidential health care facility. Nearly one quarter (23%) worked in a hospital. Most of the remainder worked in a school or college/university. A few (1%) worked in industry, and about 2% worked in an “other” facility. The majority (85%) of respondents were employed as a clinical service provider.

**Suggested
Citation**

American Speech-Language-Hearing Association. (2008). *2008 Audiology Survey report: Annual Salary Trends, 1986–2008*. Rockville, MD: Author.

**Consumer
Price Index**

Definitions of CPI and CPI-U are available at www.bls.gov/cpi/cpifaq.htm. A CPI inflation calculator is accessible at <http://data.bls.gov/cgi-bin/cpicalc.pl>. Data on the CPI-U are presented at <ftp://ftp.bls.gov/pub/special.requests/cpi/cpiai.txt>.

**Additional
Information**

For additional information regarding this report or audiology professional practices generally, please contact Pam Mason, Director of Audiology Professional Practices, at pmason@asha.org or 800-498-2071, ext. 5790.



Geographic Regions and Divisions With Corresponding States

Northeast

Mid-Atlantic NJ, NY, PA
New England CT, ME, MA, NH, RI, VT

Midwest

East North Central IL, IN, MI, OH, WI
West North Central IA, KS, MN, MO, NE, ND, SD

South

East South Central AL, KY, MS, TN
South Atlantic DE, DC, FL, GA, MD, NC, SC, VA, WV
West South Central AR, LA, OK, TX

West

Mountain AZ, CO, ID, MT, NV, NM, UT, WY
Pacific AK, CA, HI, OR, WA