



# 2016 Audiology Survey

## Annual Salaries

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## Executive Summary

In Fall 2016, 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 salary 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 annual salary. Data on audiologists who received an hourly wage are in a separate report.

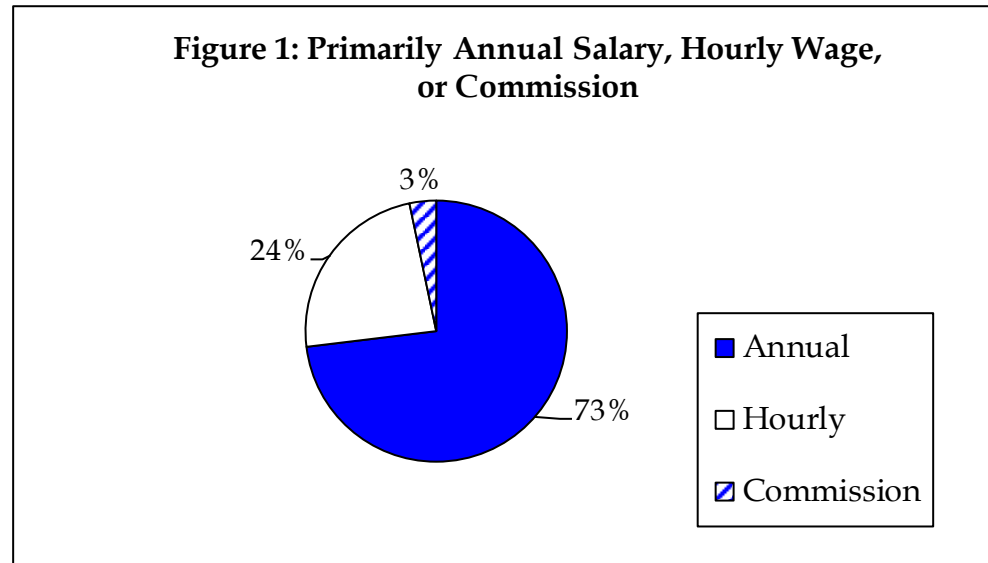
### Highlights

- ◆ 73% of the respondents worked for an annual salary.
- ◆ Median salary was \$80,000 for audiologists who worked 9 or 10 months (academic year) and \$78,000 for those who worked 11 or 12 months (calendar year).
- ◆ Median *calendar* year salary was:
  - \$75,000 for clinical service providers, \$84,609 for university faculty and clinical educators, \$89,730 for researchers, \$103,519 for administrators/supervisors/directors, and \$81,044 for audiologists in sales/training/technical support;
  - \$76,122 for audiologists with a master's degree, \$76,000 with an AuD, and \$111,745 with a PhD;
  - \$65,000 for those with 1-3 years of experience;
  - \$75,000 for women and \$88,000 for men;
  - \$104,736 for audiologists in California;
  - \$80,000 for audiologists in cities and urban areas;
  - \$80,000 for private practice owners.
- ◆ Median *academic* year salary was:
  - \$81,316 for audiologists who were university faculty and clinical educators;
  - \$75,000 for women;
  - \$79,726 for audiologists in cities and urban areas.
- ◆ The median commission was \$80,000 for audiologists who were paid primarily on commission.

**Respondents**

**Salary Basis**

The data in this report were gathered from 1,569 audiologists who responded to the *ASHA 2016 Audiology Survey*. Of the 1,507 respondents who reported how they were paid, 73% reported that they primarily received an annual salary, 24% primarily received an hourly wage, and 3% primarily received a commission (see Figure 1 and Appendix Table 1). Furthermore, most (94%) reported that they worked for a calendar year of 11 to 12 months, while 6% worked for a 9- to 10-month academic year (see Appendix Table 2).



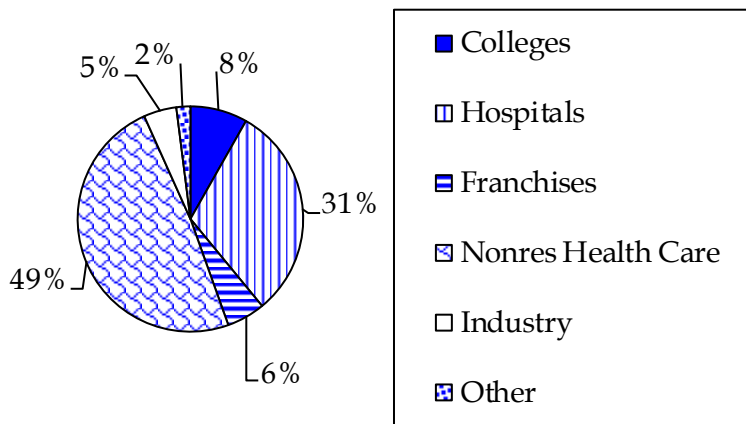
Note. *n* = 1,507.

**Primary Employment Facility**

In order to have sufficient respondents from each type of facility, those with small numbers of audiologists were oversampled. The result was that nearly half (49%) of the respondents worked in nonresidential health care facilities, which included clients' homes, private physicians' offices, audiologists' offices, and speech and hearing centers. More than one quarter (31%) worked in hospitals. Most of the remainder worked in colleges and universities (8%). A few worked in industry and in audiology franchises or retail chains, and 2% selected the *other* category response (see Figure 2 and Appendix Table 3).

Data for the first five types of facilities will be detailed separately in subsequent analyses. Although data from the *other* category will not be presented separately, individuals who selected this category will be included in the *All facility types* column in the appended tables.

Figure 2: Employment Facility



Note. Nonres = Nonresidential. *n* = 1,510.

Revised  
Question  
Wording

Wording of the salary questions has been changed. Prior to 2010, bonuses and commissions were to be included in the basic salary. Beginning with the 2010 survey, however, they were to be excluded, and their amounts were determined in separate questions. In addition, prior to 2014, respondents were asked whether they were paid on an hourly basis or an annual basis; in 2014, the response options were changed to *primarily per hour*, *primarily annual salary*, or *primarily commission*. These changes may account for some of the differences among median salaries across years.

Also, audiologists who work in schools were not included in this survey because educational audiologists have been included in the Schools Surveys for several years. It was decided that the questions on the Schools Surveys were a better match for educational audiologists than were the questions on the Audiology Survey, so educational audiologists are no longer included in the Audiology Survey sample.

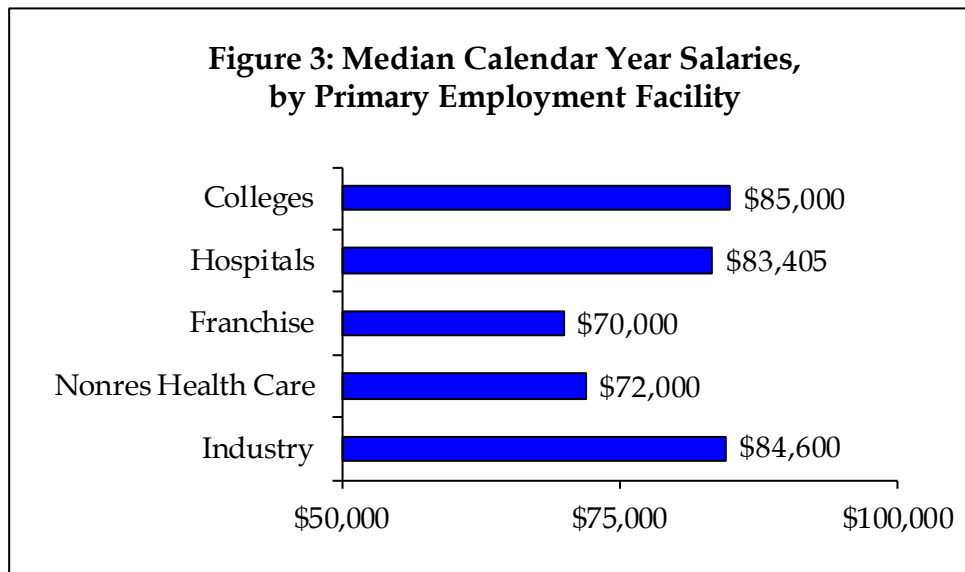
Basic  
Salary

To protect anonymity and reduce variability, the minimum number of respondents required in a cell is 25.

The median academic year salary (\$80,000 overall) was made up largely (75%) of audiologists employed by colleges and universities (\$81,939; see Appendix Table 4).

Primary  
Employment  
Facility

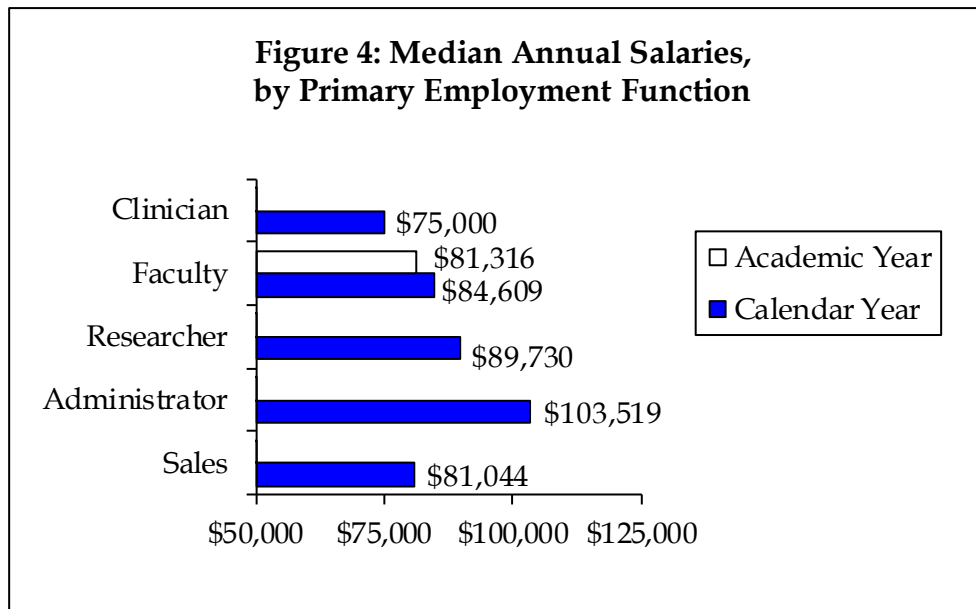
The median calendar year salary was \$78,000 (see Appendix Table 4), ranging from \$70,000 in audiology franchises and retail chains to \$85,000 in colleges and universities (see Figure 3).



Note. Nonres = Nonresidential. *n* = 903.

Primary  
Employment  
Function

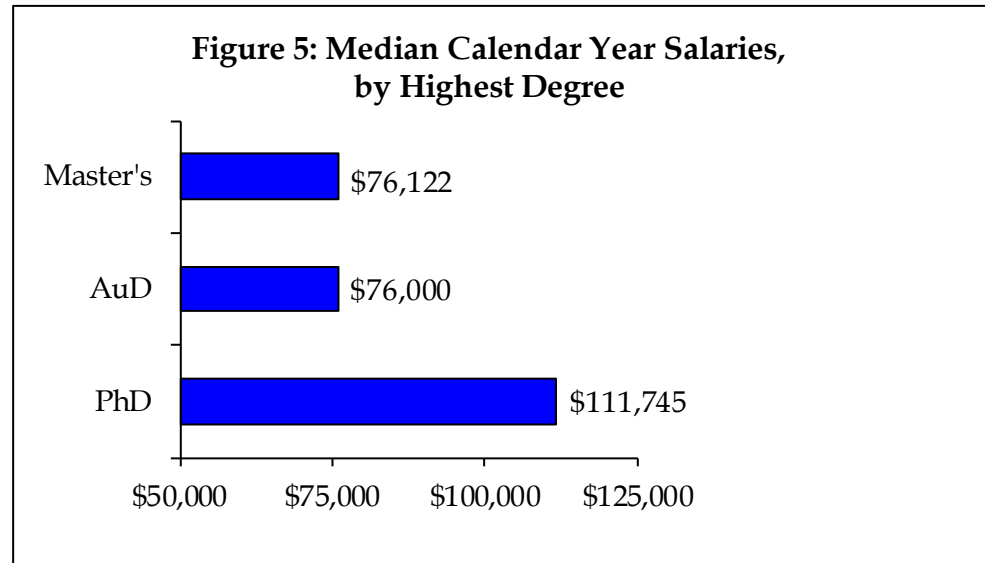
The overwhelming majority (81%) of respondents were employed as clinical service providers. (Data do not appear in any table.) Median calendar year salaries ranged from \$75,000 for clinical service providers to \$103,519 for administrators, supervisors, and directors (see Figure 4 and Appendix Table 5).



Note. *n* = 942.

Highest Degree

Of respondents employed for a calendar year, those with a master’s degree reported a median salary of \$76,122; those with an AuD degree as the only doctorate, \$76,000; and those with a PhD as the only doctorate, \$111,745. There were too few respondents with multiple doctorates to report their salaries (see Figure 5).



Note. n = 904.

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

- \$70,000 in nonresidential health care facilities to \$83,561 in hospitals for those with a master’s degree;
- \$68,383 for those in audiology franchises or retail chains to \$72,202 in nonresidential health care facilities, \$75,000 in colleges and universities, \$82,000 in hospitals, and \$83,206 in industry for those with an AuD (see Appendix Table 6).

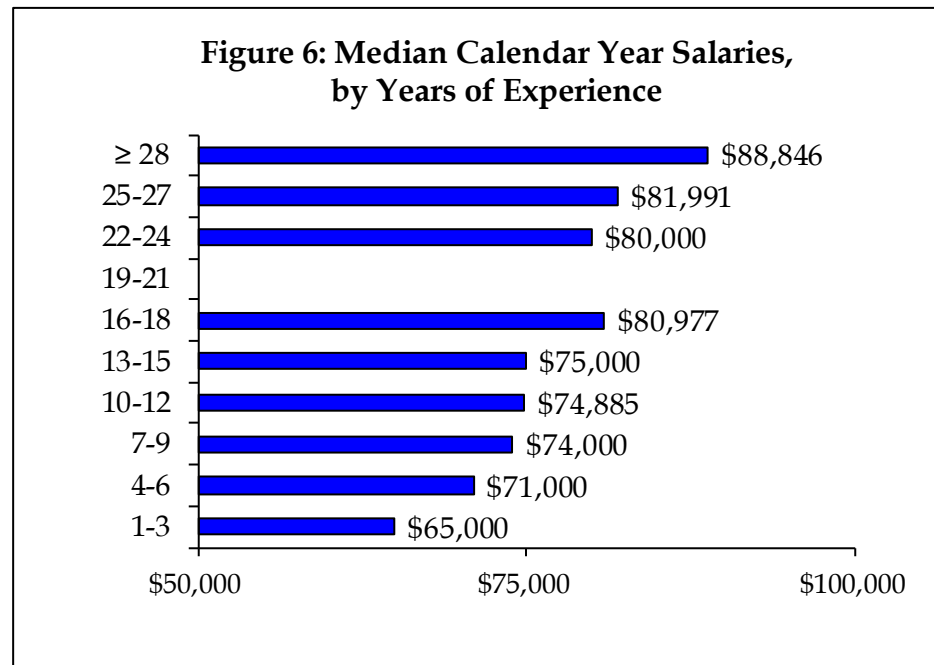


So few respondents reported academic year salaries that results cannot be presented by highest degree. This may be because schools were not included as a type of facility in the 2016 Audiology Survey.



Years of Experience

Median calendar year salaries tended to increase with experience, although not in a straight line. For audiologists who had 1–3 years of experience, the median salary was \$65,000. With 28 or more years of experience, the median was \$88,846 (see Figure 6 and Appendix Table 7).



Note. n = 896.

The only experience category that had sufficient respondents to report median academic year salaries was 25 or more years (\$85,596; not shown in any table).

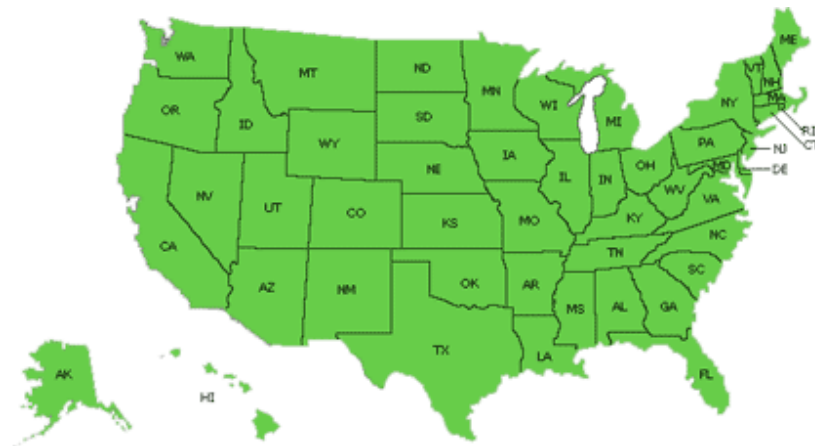
Sex

The median calendar year salary was \$75,000 for women and \$88,000 for men. The highest median salary for women was in industry (\$82,787), whereas the highest for men was in hospitals (\$94,314; see Appendix Table 8).

Median academic year salaries were the same as calendar year salaries for women (\$75,000). Too few men reported an academic year salary for ASHA to be able to report their salaries. (Data do not appear in any table.)

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 ( $p = .02$ ):
  - 11% of men and 6% of women were college/university faculty or clinical educators.
  - 8% of men and 6% of women were administrators, supervisors, or directors.
- Highest degree ( $p = .000$ ):
  - 21% of men and 5% of women held a PhD degree.
- Years of experience ( $p = .000$ ):
  - Average (mean) number of years of experience was 27 for men, 19 for women.



State

More than one quarter of the states (29%) had sufficient numbers of respondents to enable reporting of median calendar year salaries. Of that group, the highest median salary was reported in California (see Table 1).

**Table 1: Median Calendar Year Salaries, by State**

<b>California</b>	<b>\$104,736</b>	Pennsylvania	\$77,066
Maryland	\$85,000	Michigan	\$72,817
New York	\$84,000	Missouri	\$72,000
New Jersey	\$81,673	North Carolina	
Texas	\$81,000	Ohio	
Florida	\$80,000	Tennessee	\$71,939
Minnesota	\$79,713	Alabama	\$58,627
Illinois	\$78,644		

Note.  $n = 559$ .

Population Setting

Median calendar year salaries varied by population setting:

- \$80,000 in city/urban areas
- \$75,000 in the suburbs
- \$72,000 in rural areas (see Appendix Table 9)



Private Practice

Audiologists in cities and urban areas reported median academic year salaries of \$79,726 ( $n = 29$ ). (Data do not appear in any table.) So few audiologists in suburban and rural locations reported academic year salaries that those results cannot be included.

Private practice owners reported a median calendar year salary of \$80,000 ( $n = 160$ ). Audiologists who were employed full time as salaried employees in a private practice reported a median salary of \$65,000 ( $n = 146$ ). (Data do not appear in any table.)



Additional data on audiologists employed in private practice can be found in the 2016 ASHA Audiology Survey Private Practice report.

## Commission

Of the survey respondents who were paid primarily on an annual or hourly basis, 297 indicated that during the previous 12 months, they had received a median commission of \$15,000. The range was from \$14,999 in nonresidential health care facilities to \$20,000 in audiology franchises and retail chains.

The 40 audiologists who received primarily commissions reported receiving a median commission of \$80,000.



For audiologists who were paid primarily on an annual or hourly basis, the median percentage of commission on product sales was 10%, and the mean was 19%. The median percentage was 26% and the mean was 41% for audiologists who were paid primarily on commission.

## Bonus

A total of 447 audiologists reported receiving bonuses during the previous 12 months. The median amount was \$2,000, and the mean was \$10,069. Three types of facilities had a sufficient number of respondents to report their means, but the facilities were not significantly different from one another ( $p > .05$ ):

- \$6,430 in hospitals ( $n = 140$ )
- \$11,253 in nonresidential health care facilities ( $n = 237$ )
- \$14,642 in industry ( $n = 32$ )

## Student Debt

One quarter (25%) of the audiologists in the survey reported that they had unpaid student debt. The median amount of unpaid debt was \$44,983, and the mean was \$58,201. The median student debt was \$45,997 for audiologists in nonresidential health care facilities and \$40,000 for audiologists in hospitals.

## 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 4,000 ASHA-certified audiologists for this survey from a population of 8,054 audiologists. They were stratified on the basis of type of facility and 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 undeliverable addresses, two were retired, and three were no longer employed in the profession, leaving 3,971 possible respondents. The actual number of respondents was 1,569, resulting in a 39.5% 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 2016 *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. (2017). *2016 Audiology Survey report: Annual salaries*. Available from [www.asha.org](http://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. (2016). Overview of BLS statistics by occupation. Retrieved from [www.bls.gov/bls/occupation.htm](http://www.bls.gov/bls/occupation.htm) (audiologists are classified as occupation code 29-1181)

Bureau of Labor Statistics, U.S. Department of Labor. (2016). Healthcare-Audiologists. Retrieved from [www.bls.gov/ooh/healthcare/audiologists.htm](http://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](http://www.capcsd.org/salariesurvey.html)

Salary.com. (2017). Audiologist salaries. Retrieved from [www1.salary.com/Audiologist-Salary.html](http://www1.salary.com/Audiologist-Salary.html)

For billing and reimbursement, please refer to the following:  
American Speech-Language-Hearing Association. (2017). Billing and reimbursement. Available from [www.asha.org/practice/reimbursement](http://www.asha.org/practice/reimbursement)

**Additional Information**

For additional information regarding the *2016 Audiology Survey*, please contact ASHA's audiology practices unit at [audiology@asha.org](mailto: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/](http://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!

## Appendix

## Table 1: Salary Basis

Income data are used to provide information to members, students, policymakers, and others with a vested interest in the topic. Your responses will be reported in aggregate form only.

12. How are you paid in your main job? <i>Select one response only.</i>						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
Response	Facility type					
	All facility types (n = 1,507)	College/ university (n = 123)	Hospital (n = 463)	Franchise/ retail chain (n = 84)	Nonres. health care (n = 721)	Industry (n = 70)
Primarily per hour	23.7	2.4	22.2	25.0	29.5	10.0
Primarily annual salary (SKIP to Q. 15.)	73.3	96.7	77.1	65.5	66.2	87.1
Primarily commission (SKIP to Q. 17.)	3.0	0.8	0.6	9.5	4.3	2.9
		Too many cells (20%) have an expected count of less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by facility type.				



**Table 2: Academic Year or Calendar Year**

<p>16. For what period of <u>work</u> is this salary? <i>If you work for 9–10 months but are paid over a 12-month period, select response “1.” Select one response only.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time or part time</li> </ul>						
Response	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
	<i>n</i> = 1,049	<i>n</i> = 112	<i>n</i> = 342	<i>n</i> = 54	<i>n</i> = 453	<i>n</i> = 58
Work 9 or 10 months per year	5.5	36.6	0.0	1.9	0.9	0.0
Work 11 or 12 months per year	94.1	63.4	100.0	98.1	98.2	100.0
Work other period	0.4	0.0	0.0	0.0	0.9	0.0
	<p>Too many cells (47%) have an expected count of less than 5.  <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by facility type.</p>					
	<i>n</i> = 1,045	<i>n</i> = 112	<i>n</i> = 342	<i>n</i> = 54	<i>n</i> = 449	<i>n</i> = 58
Work 9 or 10 months per year	5.5	36.6	0.0	1.9	0.9	0.0
Work 11 or 12 months per year	94.5	63.4	100.0	98.1	99.1	100.0
	<p>Too many cells (20%) have an expected count of less than 5.  <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by facility type.</p>					

**Table 3: Facilities**

<p>10. Although you may work in several types of facilities, select the <u>one</u> type of building that best describes where you work all or <u>most</u> of the time. <i>For individuals who work in <u>private practice or multiple settings</u>, select the type of building in which you deliver most of your services. Only one response can be accepted.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time or part time</li> </ul>	
Facility	Percentages* (n = 1,510)
College/university	8.2
Hospital (general, pediatric, military, VA)	30.8
Audiology franchise, retail chain	5.5
Nonresidential health care facility (includes audiologists' and physicians' offices)	48.7
Industry (hearing aid manufacturing, hearing conservation)	4.7
Other, specify:	2.0
	* Percentages may not add to 100% because of rounding.

**Table 4: Salaries, by Facility**

<p>15. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time</li> <li>❖ Annual salary of at least \$1</li> </ul>						
Salary	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Worked 9–10 months (academic year)</b>						
	<i>n</i> = 51	<i>n</i> = 38	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 2	<i>n</i> = 0
25th percentile	\$69,433	\$71,976	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$80,000	\$81,939				
75th percentile	\$89,787	\$90,988				
<b>Worked 11–12 months (calendar year)</b>						
	<i>n</i> = 921	<i>n</i> = 68	<i>n</i> = 313	<i>n</i> = 50	<i>n</i> = 415	<i>n</i> = 57
25th percentile	\$66,102	\$72,122	\$72,000	\$60,000	\$60,000	\$75,955
50th percentile <b>(Median)</b>	\$78,000	\$85,000	\$83,405	\$70,000	\$72,000	\$84,600
75th percentile	\$93,796	\$99,951	\$97,975	\$96,335	\$85,000	\$101,082

**Table 5: Calendar Year Salaries, by Function**

<p>15. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time</li> <li>❖ Annual salary of at least \$1</li> </ul>						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
<b>Clinical service provider</b>						
	<i>n</i> = 721	<i>n</i> = 12	<i>n</i> = 265	<i>n</i> = 43	<i>n</i> = 388	<i>n</i> = 1
25th percentile	\$65,000	<i>(n</i> < 25)	\$71,134	\$60,000	\$60,000	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$75,000		\$81,000	\$69,732	\$72,000	
75th percentile	\$89,000		\$93,000	\$86,809	\$84,000	
<b>College/university faculty/clinical educator</b>						
	<i>n</i> = 47	<i>n</i> = 45	<i>n</i> = 1	<i>n</i> = 1	<i>n</i> = 0	<i>n</i> = 0
25th percentile	\$72,000	\$72,000	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$84,609	\$84,515				
75th percentile	\$99,745	\$98,606				
(Table 5 continues on next page.)						

**Table 5 Continued: Calendar Year Salaries, by Function**

<p>15. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time</li> <li>❖ Annual salary of at least \$1</li> </ul>						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
<b>Researcher</b>						
	<i>n</i> = 27	<i>n</i> = 5	<i>n</i> = 13	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 9
25th percentile	\$80,000	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$89,730					
75th percentile	\$108,000					
<b>Administrator/supervisor/director</b>						
	<i>n</i> = 76	<i>n</i> = 8	<i>n</i> = 33	<i>n</i> = 5	<i>n</i> = 23	<i>n</i> = 7
25th percentile	\$83,796	<i>(n</i> < 25)	\$96,534	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$103,519		\$106,000			
75th percentile	\$130,000		\$125,357			
(Table 5 continues on next page.)						

**Table 5 Continued: Calendar Year Salaries, by Function**

<p>15. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time</li> <li>❖ Annual salary of at least \$1</li> </ul>						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
<b>Sales/training/technical support</b>						
	<i>n</i> = 38	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 1	<i>n</i> = 1	<i>n</i> = 35
25th percentile	\$73,572	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	\$74,759
50th percentile <b>(Median)</b>	\$81,044					\$81,000
75th percentile	\$93,863					\$92,360

**Table 6: Calendar Year Salaries, by Highest Degree**

<p>15. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time</li> <li>❖ Annual salary of at least \$1</li> </ul>						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
<b>Master's degree</b>						
	<i>n</i> = 192	<i>n</i> = 6	<i>n</i> = 55	<i>n</i> = 12	<i>n</i> = 102	<i>n</i> = 15
25th percentile	\$63,439	<i>(n</i> < 25)	\$75,000	<i>(n</i> < 25)	\$55,129	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$76,122		\$83,561		\$70,000	
75th percentile	\$90,000		\$92,000		\$84,401	
<b>AuD as only doctoral degree</b>						
	<i>n</i> = 653	<i>n</i> = 33	<i>n</i> = 233	<i>n</i> = 36	<i>n</i> = 298	<i>n</i> = 38
25th percentile	\$66,000	\$70,000	\$70,960	\$59,688	\$62,379	\$75,644
50th percentile <b>(Median)</b>	\$76,000	\$75,000	\$82,000	\$68,383	\$72,202	\$83,206
75th percentile	\$90,733	\$85,000	\$97,010	\$83,765	\$85,000	\$96,029
(Table 6 continues on next page.)						

**Table 6 Continued: Calendar Year Salaries, by Highest Degree**

<p>15. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time</li> <li>❖ Annual salary of at least \$1</li> </ul>						
Salary	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>PhD as only doctoral degree</b>						
	<i>n</i> = 59	<i>n</i> = 24	<i>n</i> = 18	<i>n</i> = 2	<i>n</i> = 11	<i>n</i> = 3
25th percentile	\$89,730	( <i>n</i> < 25)	( <i>n</i> < 25)	( <i>n</i> < 25)	( <i>n</i> < 25)	( <i>n</i> < 25)
50th percentile <b>(Median)</b>	\$111,745					
75th percentile	\$135,000					



**Table 7: Median Calendar Year Salaries, by Years of Experience**

16. For what period of work is this salary? *If you work for 9–10 months but are paid over a 12-month period, select response “1.” Select one response only.*  
 Analyses limited to respondents who met the following criteria:  
 ❖ CCC-A  
 ❖ Employed full time or part time

Years	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
	<i>n</i> = 896	<i>n</i> = 71	<i>n</i> = 310	<i>n</i> = 49	<i>n</i> = 412	<i>n</i> = 58
1–3	\$65,000	<i>(n</i> < 25)	\$68,483	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)
4–6	\$71,000		\$73,265		\$66,749	
7–9	\$74,000		\$79,521		\$69,961	
10–12	\$74,885	<i>(n</i> < 25)	\$69,878			
13–15	\$75,000	\$78,000	\$67,845			
16–18	\$80,977	\$92,000	\$78,000			
19–21	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)			
22–24	\$80,000	<i>(n</i> < 25)	\$80,000		\$75,000	
25–27	\$81,991		\$95,748		\$80,000	
28 or more	\$88,846					

**Table 8: Calendar Year Salaries, by Sex**

<p>15. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time</li> <li>❖ Annual salary of at least \$1</li> </ul>						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
<b>Female</b>						
	<i>n</i> = 752	<i>n</i> = 51	<i>n</i> = 269	<i>n</i> = 37	<i>n</i> = 334	<i>n</i> = 44
25th percentile	\$65,049	\$71,794	\$72,000	\$59,157	\$60,000	\$75,000
50th percentile <b>(Median)</b>	\$75,000	\$81,628	\$82,000	\$65,000	\$71,246	\$82,787
75th percentile	\$90,000	\$91,779	\$95,997	\$85,000	\$83,121	\$98,858
<b>Male</b>						
	<i>n</i> = 169	<i>n</i> = 17	<i>n</i> = 44	<i>n</i> = 13	<i>n</i> = 81	<i>n</i> = 13
25th percentile	\$72,047	<i>(n</i> < 25)	\$80,076	<i>(n</i> < 25)	\$62,432	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$88,000		\$94,314		\$80,000	
75th percentile	\$110,392		\$114,094		\$100,934	

**Table 9: Calendar Year Salaries, by Population Setting**

<p>15. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time</li> <li>❖ Annual salary of at least \$1</li> </ul>						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
<b>City/urban area</b>						
	<i>n</i> = 502	<i>n</i> = 41	<i>n</i> = 224	<i>n</i> = 21	<i>n</i> = 182	<i>n</i> = 27
25th percentile	\$70,000	\$72,235	\$72,398	<i>(n</i> < 25)	\$65,000	\$80,000
50th percentile <b>(Median)</b>	\$80,000	\$84,500	\$83,750		\$74,463	\$90,854
75th percentile	\$97,000	\$106,074	\$99,009		\$90,000	\$103,000
<b>Suburban area</b>						
	<i>n</i> = 304	<i>n</i> = 19	<i>n</i> = 66	<i>n</i> = 18	<i>n</i> = 171	<i>n</i> = 23
25th percentile	\$63,000	<i>(n</i> < 25)	\$71,004	<i>(n</i> < 25)	\$60,000	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$75,000		\$83,966		\$72,000	
75th percentile	\$92,000		\$97,595		\$84,000	
(Table 9 continues on next page.)						

**Table 9 Continued: Calendar Year Salaries, by Population Setting**

<p>15. What is your <u>base annual salary</u>, before deductions, for your main job? <i>Bonuses and commissions will be asked about in separate questions.</i></p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-A</li> <li>❖ Employed full time</li> <li>❖ Annual salary of at least \$1</li> </ul>						
Salary	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
Rural area						
	<i>n</i> = 103	<i>n</i> = 9	<i>n</i> = 19	<i>n</i> = 10	<i>n</i> = 59	<i>n</i> = 2
25th percentile	\$60,701	( <i>n</i> < 25)	( <i>n</i> < 25)	( <i>n</i> < 25)	\$60,000	( <i>n</i> < 25)
50th percentile <b>(Median)</b>	\$72,000				\$70,000	
75th percentile	\$85,000				\$80,000	