



ASHA
American
Speech-Language-Hearing
Association

Audiology Survey Report: Hourly Wage Trends 2010–2018

AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

March 30, 2019

Written by Gail Brook, Surveys and Analysis

Contents

Introduction.....	3
Survey Report Highlights.....	3
Annual Salary, Hourly Wage, or Commission.....	4
Employment Status.....	4
Number of Hours Worked per Week.....	4
Hourly Wages.....	5
By Work Setting.....	5
By Work Role.....	6
By Type of Private Practice Position.....	7
By Highest Degree.....	7
By Years of Experience.....	8
Of Men and Women.....	8
By Geographic Region.....	9
By Type of Area.....	9
Bonuses.....	10
By Work Setting.....	10
Commissions.....	10
Commission Rate on Product Sales.....	10
Unpaid Student Debt.....	11
By Age.....	11
Survey Methodology and Response Rates.....	12
Suggested Citation.....	12
Additional Information.....	12
Questions?.....	12

Acknowledgment..... 12
Appendix..... 13
 Key of Geographic Regions/Divisions and Corresponding States..... 14

Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2018 Audiology Survey* to gather information about employment and earnings, service provision, and other professional topics. Results from this survey are presented in a series of reports, including this report on hourly wage trends. Findings from the 2010, 2012, 2014, and 2016 *ASHA Audiology Surveys* are included in this report for comparative purposes. Questions differ among surveys, so data on all topics are not available for all survey years.

The wages presented in this report are full-time gross wages (wages prior to deductions). They do not include bonuses or commissions. (That information is presented separately in the report.)

The statistic that is presented is the median (i.e., middle or 50th percentile). Median wages, bonuses, and commissions are presented because they are more stable than means (averages) and are less sensitive to extreme values. To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.

Survey Report Highlights

- In 2018, 25% of audiologists were paid an hourly wage in their main jobs—about the same as in recent past years (24%–27% from 2010 to 2016).
- In 2018, more than half (58%) of audiologists who were paid an hourly wage in their main jobs worked part time—about the same as in recent past years (52%–63% from 2010 to 2016).
- In 2018, audiologists who were paid an hourly wage in their main jobs worked a median of 26 hours per week—about the same as in recent past years (25–30 hours per week from 2010 to 2016).
- In 2018, audiologists reported an overall median hourly wage of \$40.00, up slightly from \$39.43 in 2016 (a 1% increase).
- Some audiologists received a bonus in addition to their hourly wages. Most worked in nonresidential health care facilities. In 2018, the overall median amount that they received was \$1,000—the same as in 2012, 2014, and 2016.
- Some audiologists received commissions in addition to their hourly wages. Most worked in nonresidential health care facilities. In 2018, the overall median amount that they received was \$12,270, up from \$10,000 in 2016 (a 23% increase).
- In 2018, the median commission rate on product sales was 10%—the same or about the same as in recent past years (10%–14% from 2012 to 2016).
- In 2018, 22% of audiologists who were paid an annual salary, hourly wage, or on commission reported having unpaid student debt, down slightly from 25% in 2016. The median amount owed was \$60,000, compared with \$44,983 in 2016.

Annual Salary, Hourly Wage, or Commission

In 2018, 25% of audiologists were paid an hourly wage in their main jobs (see Table 1). This figure is largely consistent with those of previous years. The remainder were paid an annual salary (72%) or on commission (2%).

Table 1. Percentage of audiologists who are paid an annual salary, per hour, or on commission in their main jobs, by year.

Form of payment	%				
	2010 (n = 1,965)	2012 (n = 1,946)	2014 (n = 1,742)	2016 (n = 1,508)	2018 (n = 1,615)
Primarily annual salary	74	73	72	73	72
Primarily per hour	26	27	24	24	25
Primarily on commission	—	—	3	3	2

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. Dash indicates that the item was not included in the survey. Because of rounding, percentages may not add to exactly 100%.

Employment Status

In 2018, more than half (58%) of audiologists who were paid an hourly wage in their main jobs worked part time (see Table 2). This figure is largely consistent with those of previous years.

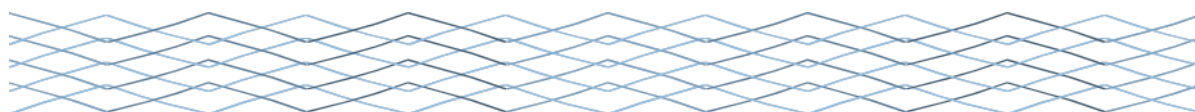
Table 2. Percentage of audiologists who are paid per hour and work full or part time, by year.

Employment status	%				
	2010 (n = 496)	2012 (n = 524)	2014 (n = 424)	2016 (n = 356)	2018 (n = 408)
Full time	37	48	46	45	42
Part time	63	52	54	55	58

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys.

Number of Hours Worked per Week

In 2018, audiologists who were paid an hourly wage in their main jobs worked a median of 26 hours per week—about the same as in recent past years (25 hours per week in 2010, 30 hours per week in 2012, 28 hours per week in 2014, and 29 hours per week in 2016). (These data are not shown in any figure or table.)



Hourly Wages

In 2018, audiologists reported an overall median hourly wage of \$40.00, up slightly from \$39.43 in 2016 (a 1% increase; see Table 3). The median wage is the wage at which half of the audiologists earned more than that amount, and half earned less.

Table 3. *Hourly wages of audiologists, by percentile and year.*

Percentile	\$				
	2010 (<i>n</i> = 482)	2012 (<i>n</i> = 505)	2014 (<i>n</i> = 385)	2016 (<i>n</i> = 348)	2018 (<i>n</i> = 375)
25th	28.50	30.00	31.05	32.96	33.66
50th (median)	33.04	35.00	37.00	39.43	40.00
75th	40.00	40.00	44.41	46.00	47.09

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys.

As shown in the remainder of the report, numerous variables—including work setting and role, type of private practice position, highest academic degree, years of experience in the profession, geographic region, and population density—affect earnings.

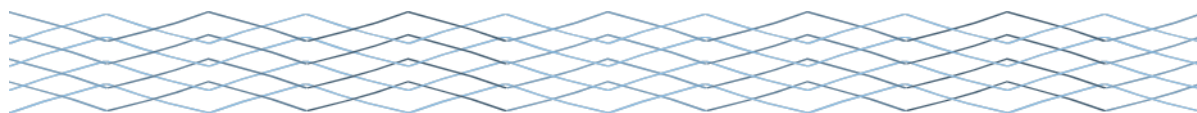
Hourly Wages by Work Setting

In 2018, audiologists in hospitals reported a median hourly wage of \$40.00—the same or about the same as in recent past years (\$40.00–\$41.00 from 2014 to 2016; see Table 4). Audiologists in nonresidential health care facilities also reported a median hourly wage of \$40.00, up from \$36.00 in 2016 (an 11% increase).

Table 4. *Median hourly wages of audiologists, by work setting and year.*

Work setting	\$				
	2010 (<i>n</i> = 475)	2012 (<i>n</i> = 503)	2014 (<i>n</i> = 351)	2016 (<i>n</i> = 309)	2018 (<i>n</i> = 347)
Hospital (general, pediatric, military, Veterans Affairs)	36.00	37.37	40.00	41.00	40.00
Nonresidential health care facility (includes audiologists' and physicians' offices)	31.00	34.00	35.00	36.00	40.00

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. The table contains median hourly wages for work settings where 25 or more audiologists reported an hourly wage of at least \$1.



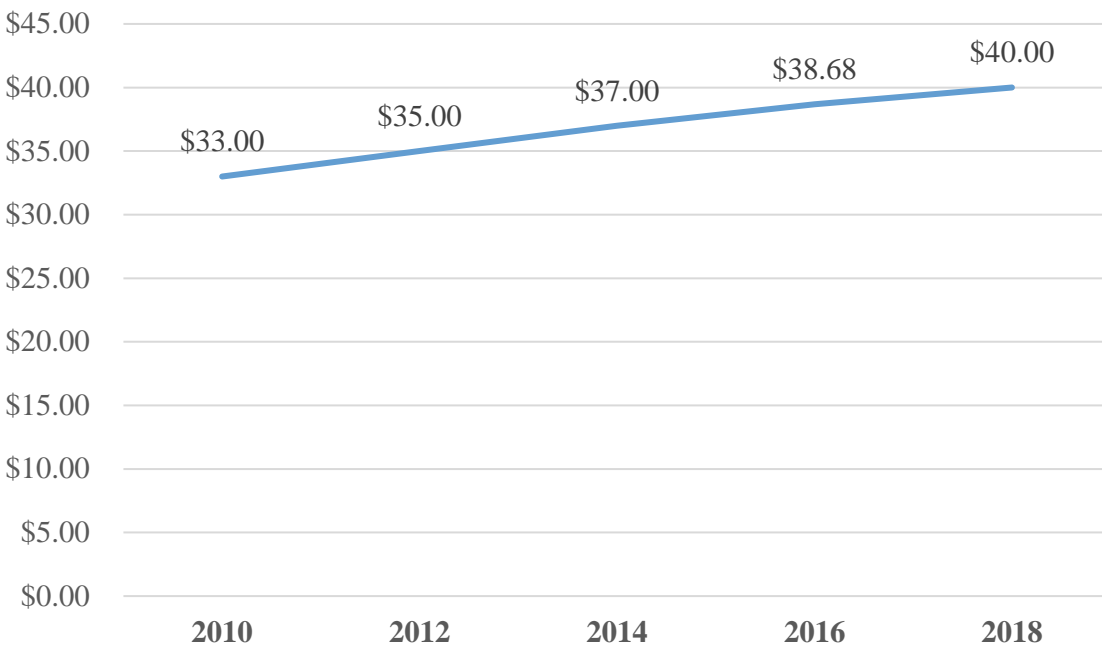
Hourly Wages by Work Role

Clinicians

In 2018, most (94%) audiologists who were paid an hourly wage in their main jobs were clinicians—the same or about the same as in recent past years (95% in 2010, 94% in 2012, 96% in 2014, and 93% in 2016). (These data are not shown in any figure or table.)

In 2018, clinicians reported a median hourly wage of \$40.00, up steadily from \$33.00 in 2010 (see Figure 1).

Figure 1. Median hourly wages of audiologists who are clinicians, by year.



Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. $n = 444$ (2010); $n = 459$ (2012); $n = 368$ (2014); $n = 318$ (2016); $n = 351$ (2018).

Sufficient data are not available to allow for the reporting of median hourly wages for audiologists in other work roles.

Hourly Wages by Type of Private Practice Position

Median hourly wages of audiologists varied by type of private practice position. From 2014 to 2018, contractors/consultants reported higher hourly wages than full- or part-time audiologists in private practice (see Table 5).

Table 5. Median hourly wages of audiologists, by type of private practice position and year.

Type of position	\$		
	2014 (n = 137)	2016 (n = 125)	2018 (n = 156)
Contractor/consultant	40.00	41.87	40.00
Full-time audiologist	31.56	31.00	35.77
Part-time audiologist	35.26	36.03	35.90
Owner	n/r	n/r	n/r

Note. These data are from the 2014, 2016, and 2018 ASHA Audiology Surveys. n/r = not reported. (To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.)

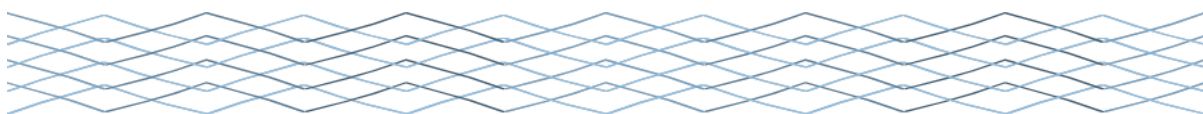
Hourly Wages by Highest Degree

In 2018, audiologists with a master's degree reported a median hourly wage of \$40.00, up from \$37.65 in 2016 (a 6% increase; see Table 6). Those with a doctor of audiology (AuD) degree also reported a median hourly wage of \$40.00, up from \$39.66 in 2016 (a 1% increase).

Table 6. Median hourly wages of audiologists, by highest degree and year.

Highest degree	\$				
	2010 (n = 482)	2012 (n = 504)	2014 (n = 367)	2016 (n = 335)	2018 (n = 359)
Master's	33.00	35.00	37.00	37.65	40.00
AuD	33.08	35.00	37.00	39.66	40.00
PhD	n/r	n/r	n/r	n/r	n/r
Other doctorate	n/r	n/r	n/r	n/r	n/r

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. n/r = not reported. (To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.)



Hourly Wages by Years of Experience

From 2010 to 2018, the median hourly wage of audiologists tended to increase with their years of experience in the profession (see Table 7).

Table 7. Median hourly wages of audiologists, by their years of experience in the profession and year.

Years of Experience	\$				
	2010 (n = 457)	2012 (n = 488)	2014 (n = 313)	2016 (n = 286)	2018 (n = 293)
1–3	n/r	n/r	n/r	n/r	n/r
4–6	28.66	30.00	n/r	n/r	35.00
7–9	31.76	32.98	34.99	36.00	n/r
10–12	33.67	35.00	36.28	34.96	n/r
13–15	32.00	35.00	37.00	35.00	39.69
16–18	32.37	33.00	36.58	38.07	40.00
19–21	n/r	32.68	n/r	n/r	39.00
22–24	33.50	38.03	n/r	n/r	40.19
25–27	37.54	38.86	40.00	44.00	n/r
28 or more	37.07	37.16	40.00	41.62	42.85

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. n/r = not reported. (To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.)

Hourly Wages of Men and Women

From 2010 to 2018, audiologists who are men reported a higher median hourly wage than those who are women, although the difference narrowed to \$.74 in 2018 (see Table 8).

Table 8. Median hourly wages of men and women who are audiologists, by year.

Category	\$				
	2010 (n = 482)	2012 (n = 505)	2014 (n = 382)	2016 (n = 348)	2018 (n = 375)
Men	37.94	39.97	42.08	40.00	40.74
Women	32.67	35.00	37.00	39.00	40.00

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys.

As indicated throughout this report, many variables—including work role, highest academic degree, and years of experience in the profession—affect earnings. These must be considered when looking at the wage difference between men and women.

From 2010 to 2018, men were more likely than women to have a PhD (11%–17% vs. 1%–3%) and to have more years of experience in the profession (25–32 years vs. 17–22 years). In 2018, men were more likely than women to be employed as administrators/supervisors/directors (10% vs. fewer than 1%). Correspondingly, men were also more likely to have a higher hourly wage.

Hourly Wages by Geographic Region

The median hourly wage of audiologists typically varied by the geographic region in which they worked. From 2010 to 2018, audiologists who worked in the Northeast and West reported higher hourly wages than those who worked in the Midwest and South (see Table 9; see Appendix for a key of geographic regions/divisions and corresponding states).

Table 9. Median hourly wages of audiologists, by geographic region and year.

Geographic region	\$				
	2010 (n = 479)	2012 (n = 504)	2014 (n = 385)	2016 (n = 348)	2018 (n = 375)
Northeast	37.00	39.56	40.00	43.00	45.00
Midwest	30.00	32.66	35.86	34.47	39.78
South	33.05	35.00	35.00	39.92	36.22
West	35.00	38.00	40.00	44.00	40.85

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys.

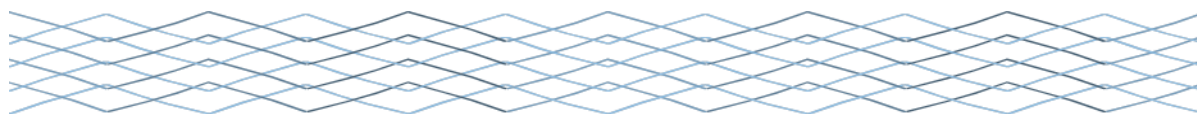
Hourly Wages by Type of Area

The median hourly wage of audiologists typically varied by the type of area in which they worked. From 2010 to 2018, audiologists in city/urban areas reported the highest, or among the highest, hourly wages (see Table 10).

Table 10. Median hourly wages of audiologists, by type of area and year.

Type of area	\$				
	2010 (n = 474)	2012 (n = 501)	2014 (n = 382)	2016 (n = 342)	2018 (n = 374)
Rural	32.00	33.00	40.00	32.62	37.20
Suburban	33.01	35.00	37.00	37.23	40.00
City/urban ^a	34.00	36.98	37.00	41.00	40.00

Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys. ^aIn the 2010 and 2012 surveys, this item was *metropolitan/urban area*.



Bonuses

Some audiologists received a bonus in addition to their hourly wages. Most were worked in nonresidential health care facilities. In 2018, the overall median amount that they received was \$1,000—the same as in 2012, 2014, and 2016 (see Table 11).

Bonuses by Work Setting

Median bonuses varied by work setting. In 2018, audiologists in hospitals reported a bonus of \$2,000, up substantially from \$800 in 2016 (a 150% increase; see Table 11). Those in nonresidential health care facilities reported a bonus of \$1,000—the same as in 2014 and 2016.

Table 11. Median bonuses of audiologists who are paid an hourly wage, by work setting and year.

Work Setting	\$				
	2010 (n = 153)	2012 (n = 163)	2014 (n = 127)	2016 (n = 101)	2018 (n = 144)
Overall	600	1,000	1,000	1,000	1,000
Hospital (general, pediatric, military, Veterans Affairs)	n/r	500	500	800	2,000
Nonresidential health care facility (includes audiologists' and physicians' offices)	800	1,204	1,000	1,000	1,000

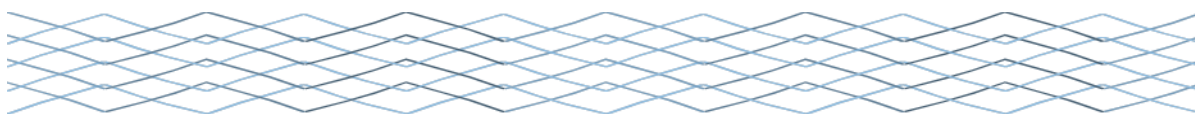
Note. These data are from the 2010, 2012, 2014, 2016, and 2018 ASHA Audiology Surveys. n/r = not reported. (To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.) The table contains median bonuses for work settings where 25 or more audiologists reported a bonus of at least \$1.

Commissions

Some audiologists received commissions in addition to their hourly wages. Most worked in nonresidential health care facilities. In 2018, the overall median amount that they received was \$12,270—up from \$10,000 in 2010 and 2012, \$9,714 in 2014, and \$10,000 in 2016. (These data are not shown in any figure or table.)

Commission Rate on Product Sales

In 2018, the median commission rate on product sales was 10%, compared with 14% in 2012 and 10% in 2014 and 2016. (These data are not shown in any figure or table.)



Unpaid Student Debt

In 2018, 22% of audiologists who were paid an annual salary, per hour, or on commission reported having unpaid student debt, down slightly from 25% in 2016. The median amount owed was \$60,000, compared with \$44,983 in 2016. (These data are not shown in any figure or table.)

Unpaid Student Debt by Age

In 2016 and 2018, the median amount of student debt owed by audiologists decreased with age (see Table 12).

Table 12. Median amount of student debt owed by audiologists, by age and year.

Age	\$	
	2016 (<i>n</i> = 383)	2018 (<i>n</i> = 383)
30 or younger	79,066	100,000
31–35 years	50,000	70,000
36–40 years	35,000	58,000
41–45 years	34,789	30,213
46 years or older	21,412	29,050

Note. These data are from the 2016 and 2018 ASHA Audiology Surveys.

Survey Methodology and Response Rates

A stratified random sample was used to select 4,500 ASHA-certified audiologists for the 2018 survey from a population of 8,293 audiologists. The sample was stratified by type of facility and by private practice.

The survey was mailed in September 2018. Second and third mailings followed, at approximately 4-week intervals, to individuals who had not responded to earlier mailings.

Of the original 4,500 audiologists in the sample, 44 had incorrect mailing addresses, nine were retired, and 27 were no longer employed in eligible facilities, which left 4,420 possible respondents. The actual number of respondents was 1,756—a 39.7% response rate.

Because facilities with fewer audiologists were oversampled and those with many audiologists were undersampled, ASHA used weighting when presenting survey data.

Past *ASHA Audiology Survey* response rates were 52.0% (2010), 51.4% (2012), 45.7% (2014), and 39.5% (2016).

Suggested Citation

American Speech-Language-Hearing Association. (2019). *Audiology Survey report: Hourly wage trends, 2010–2018*. Available from www.asha.org.

Additional Information

Audiology Survey reports are available at www.asha.org/research/memberdata/AudiologySurvey. Schools Survey reports, which present salary and wage data for educational audiologists, are available at www.asha.org/research/memberdata/schoolssurvey.

Questions?

For additional information regarding this report, please contact ASHA's audiology professional practices unit at audiology@asha.org. To learn more about how the Association is working on behalf of ASHA-certified audiologists, visit www.asha.org/aud.

Acknowledgment

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and the public. Thank you!

Appendix

Key of geographic regions/divisions and corresponding states.

Geographic region/division	Corresponding states
Northeast	
New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
Midwest	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South	
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
East South Central	AL, KY, MS, TN
West South Central	AR, LA, OK, TX
West	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA