



# AUDIOLOGY SURVEY **2021**

## Survey Summary Report: Number and Type of Responses

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# Contents

Sampling and Response Rates .....	1
ASHA Services and Programs: Qs. 1–5 .....	2
Employment and Earnings: Qs. 6–19 .....	11
Service Provision Qs. 20–22.....	35
Supervision: Q. 23 .....	40
Alternative Payment Models: Q. 24.....	43
Demographics: Qs. 25–28 .....	44
Workforce: Q. 29.....	49
Appendix .....	50

## Sampling and Response Rates

ASHA used probability (nonreplacement) sampling via a stratified systematic technique to select a sample of 5,000 ASHA-certified audiologists for the *2021 Audiology Survey*. We stratified the sample by facility type and by private practice, and we weighted the data to reflect their proportion by both facility and private practice in the Association. Small groups, such as audiologists who work in industry, were oversampled in order to include sufficient numbers from these groups in the sample. The survey was fielded by postal mail in October, November, and December of 2021.

We obtained a response rate of 30.7% (1,487 completed surveys from a net sample of 4,840 eligible audiologists). This percentage is unweighted.

Data were weighted for all tables in the report. The *All facility types* column throughout the report reflects results for respondents from the five facility types as well as from the 32 respondents who were employed in *other* types of facilities and 13 who did not answer the question about their type of facility. Therefore, the *All facility types* column may not be the sum of the *n*'s in the other five columns. Data are not presented for table cells with fewer than 25 respondents or for those who indicated that they were employed in an *other* facility. Administrative offices were excluded for questions in which responses were limited to clinical service providers.

A description of statistical terms used in the report can be found in the Appendix.

## ASHA Services and Programs

1. In your opinion, what kind of job is the Association doing in serving its members? (Percentages)						
Analyses limited to respondents who met the following criterion:						
❖ CCC-A						
Response	Facility type					
	All facility types (n = 1,457)	College/ university (n = 127)	Hospital (n = 490)	Franchise/ retail chain (n = 50)	Nonres. health care (n = 678)	Industry (n = 68)
Poor	5.1	3.1	4.1	12.0	5.8	4.4
Fair	40.2	19.7	43.5	50.0	41.0	39.7
Good	47.6	61.4	45.9	34.0	46.8	50.0
Excellent	7.1	15.7	6.5	4.0	6.5	5.9
		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.				

2. Rate your agreement with the following statements: strongly disagree (SD), disagree (D), agree (A), strongly agree (SA). (Percentages)

Analyses limited to respondents who met the following criterion:

❖ CCC-A

Response	Facility type					
	All facility types (n ≥ 1,446)	College/ university (n ≥ 127)	Hospital (n ≥ 487)	Franchise/ retail chain (n ≥ 51)	Nonres. health care (n ≥ 669)	Industry (n ≥ 66)
<b>At ASHA, I feel I belong.</b>						
Strongly disagree	6.3	3.1	6.3	7.7	7.2	7.4
Disagree	30.2	16.4	30.6	42.3	31.1	26.5
Agree	56.2	64.1	57.6	42.3	54.7	57.4
Strongly agree	7.3	16.4	5.5	7.7	6.9	8.8
		Statistical significance: $\chi^2(12) = 34.7$ , $p = .001$ , Cramer's $V = .090$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				
<b>ASHA is an organization I trust.</b>						
Strongly disagree	1.6	0.8	2.0	0.0	1.6	1.5
Disagree	10.5	7.7	8.1	13.5	12.6	5.9
Agree	65.1	58.5	67.3	71.2	64.5	69.1
Strongly agree	22.9	33.1	22.6	15.4	21.3	23.5
		Statistical significance: $\chi^2(12) = 19.9$ , $p = .068$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				
(Question 2 continues on next page.)						

2. (cont'd.) Rate your agreement with the following statements: strongly disagree (SD), disagree (D), agree (A), strongly agree (SA). (Percentages)

Analyses limited to respondents who met the following criterion:

❖ CCC-A

Response	Facility type					
	All facility types (n ≥ 1,446)	College/ university (n ≥ 127)	Hospital (n ≥ 487)	Franchise/ retail chain (n ≥ 51)	Nonres. health care (n ≥ 669)	Industry (n ≥ 66)
<b>ASHA values me.</b>						
Strongly disagree	5.1	3.9	3.9	9.8	5.9	7.6
Disagree	30.4	18.9	31.8	35.3	31.6	21.2
Agree	54.8	58.3	56.1	49.0	53.0	62.1
Strongly agree	9.7	18.9	8.2	5.9	9.5	9.1
		Statistical significance: $\chi^2(12) = 28.6$ , $p = .005$ , Cramer's $V = .082$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				
<b>I recommend ASHA as a resource to colleagues.</b>						
Strongly disagree	6.3	1.6	5.7	9.8	7.6	7.5
Disagree	29.2	10.2	27.1	33.3	33.9	26.9
Agree	50.3	55.9	54.2	49.0	46.2	52.2
Strongly agree	14.2	32.3	12.9	7.8	12.3	13.4
		Statistical significance: $\chi^2(12) = 67.1$ , $p = .000$ , Cramer's $V = .126$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

3. What newly created short-form videos (up to 15 minutes) related to audiology would you find useful? *Select all that apply. (Percentages; we changed the order of responses from alphabetic to descending order of frequencies.)*

Analyses limited to respondents who met the following criterion:

❖ CCC-A

Video	Facility type					
	All facility types (n = 1,487)	College/ university (n ≥ 129)	Hospital (n = 499)	Franchise/ retail chain (n ≥ 52)	Nonres. health care (n ≥ 691)	Industry (n ≥ 70)
Highlights on what ASHA is doing for audiology	63.1	55.8	63.9	67.3	62.7	71.4
	Statistical significance: $\chi^2(4) = 5.6, p = .230$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.					
Audiology case studies and scenarios	57.2	66.7	61.9	40.4	54.8	45.7
	Statistical significance: $\chi^2(4) = 20.7, p = .000$ , Cramer's $V = .120$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
Practice tips for clinical application	55.9	52.7	53.9	46.2	61.0	38.6
	Statistical significance: $\chi^2(4) = 19.1, p = .001$ , Cramer's $V = .115$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
Advocacy for the profession of audiology	45.3	51.2	42.1	49.1	47.5	42.9
	Statistical significance: $\chi^2(4) = 5.5, p = .238$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.					
(Question 3 continues on next page.)						

3. (cont'd.) What newly created short-form videos (up to 15 minutes) related to audiology would you find useful? *Select all that apply. (Percentages; we changed the order of responses from alphabetic to descending order of frequencies.)*

Analyses limited to respondents who met the following criterion:

❖ CCC-A

Video	Facility type					
	All facility types (n = 1,487)	College/ university (n ≥ 129)	Hospital (n = 499)	Franchise/ retail chain (n ≥ 52)	Nonres. health care (n ≥ 691)	Industry (n ≥ 70)
Audiology career advancement	26.7	20.8	28.7	28.8	26.7	24.3
	Statistical significance: $\chi^2(4) = 3.6, p = .459$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.					
Cultural responsiveness	18.4	42.3	19.8	9.6	14.2	15.5
	Statistical significance: $\chi^2(4) = 61.1, p = .000$ , Cramer's $V = .206$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
None of the above	5.0	1.6	4.6	3.8	5.2	11.4
	Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.					
Other, specify:	8.2	13.1	7.6	11.5	6.4	12.9
	Statistical significance: $\chi^2(4) = 10.4, p = .034$ , Cramer's $V = .085$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					

Note. See Appendix, Q. 3, for list of specified *other* responses, by facility.



4. How aware are you that consulting with an ASHA staff audiologist is a free member benefit? <i>Select all that apply.</i> (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Consultation	Facility type					
	All facility types (n = 1,487)	College/ university (n ≥ 129)	Hospital (n ≥ 499)	Franchise/ retail chain (n ≥ 52)	Nonres. health care (n ≥ 691)	Industry (n ≥ 70)
I did not know that.	82.1	72.9	86.2	81.1	80.8	87.1
	Statistical significance: $\chi^2(4) = 15.3$ , $p = .004$ , Cramer's $V = .103$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					
I have consulted with an ASHA staff audiologist regarding coding and reimbursement.	5.9	7.0	5.4	5.8	6.5	1.4
	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.					
I have consulted with an ASHA staff audiologist on other topics.	5.7	13.2	3.4	5.8	6.2	2.8
	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.					
I have consulted with ASHA staff who were not audiologists.	5.3	12.4	2.4	7.5	5.9	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.					
(Question 4 continues on next page.)						

4. (cont'd.) How aware are you that consulting with an ASHA staff audiologist is a free member benefit? *Select all that apply. (Percentages)*

Analyses limited to respondents who met the following criterion:

❖ CCC-A

Consultation	Facility type					
	All facility types (n = 1,487)	College/ university (n ≥ 129)	Hospital (n ≥ 499)	Franchise/ retail chain (n ≥ 52)	Nonres. health care (n ≥ 691)	Industry (n ≥ 70)
I have consulted with ASHA staff, but I don't know if they were audiologists.	4.8	6.9	2.8	3.8	6.1	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.					

5. How are you able to meet the need for outcomes data to demonstrate the value and/or improve the quality of the services you provide? *Select all that apply. (Percentages)*  
 Analyses limited to respondents who met the following criteria:  
 ❖ CCC-A  
 ❖ Clinical service provider only

Outcomes data	Facility type					
	All facility types (n = 1,169)	College/ university (n ≥ 7)	Hospital (n ≥ 433)	Franchise/ retail chain (n ≥ 46)	Nonres. health care (n ≥ 647)	Industry (n ≥ 6)
ASHA's Audiology National Outcomes Measurement System (NOMS).	6.3	(n < 25)	6.5	2.1	6.6	(n < 25)
		Too many cells (30%) 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.				
Internal data from my facility/organization.	48.4	(n < 25)	53.3	55.3	43.8	(n < 25)
		Too many cells (40%) 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.				
I am having difficulty acquiring the necessary data and am unable to meet the need.	8.0	(n < 25)	7.6	4.3	8.5	(n < 25)
		Too many cells (30%) 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.				

(Question 5 continues on next page.)

5. (cont'd.) How are you able to meet the need for outcomes data to demonstrate the value and/or improve the quality of the services you provide? *Select all that apply. (Percentages)*  
 Analyses limited to respondents who met the following criteria:  
 ❖ CCC-A  
 ❖ Clinical service provider only

Outcomes data	Facility type					
	All facility types (n = 1,169)	College/ university (n ≥ 7)	Hospital (n = ≥ 433)	Franchise/ retail chain (n ≥ 46)	Nonres. health care (n ≥ 647)	Industry (n ≥ 6)
That is not an important need of mine.	33.6	(n < 25)	30.2	32.6	36.1	(n < 25)
		Too many cells (30%) 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.				
Other, specify:	5.7	(n < 25)	4.4	12.8	6.0	(n < 25)
		Too many cells (30%) 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.				

Note. See Appendix, Q. 5, for list of specified *other* responses, by facility.

## Employment and Earnings

6. Has the COVID-19 pandemic affected your career? <i>Select all that apply.</i> (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Pandemic	Facility type					
	All facility types (n = 1,487)	College/ university (n ≥ 129)	Hospital (n ≥ 499)	Franchise/ retail chain (n ≥ 52)	Nonres. health care (n ≥ 691)	Industry (n = 70)
I lost a full-time job because of it.	3.5	0.8	1.6	13.2	4.5	2.9
		Too many cells (30%) 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.				
I lost a part-time job because of it.	2.0	1.6	1.0	3.8	2.3	2.9
		Too many cells (30%) 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.				
My workload has increased because of it.	33.9	53.1	35.9	36.5	30.1	31.4
		Statistical significance: $\chi^2(4) = 26.7$ , $p = .000$ , Cramer's $V = .136$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.				
My workload has decreased because of it.	18.7	6.2	17.6	17.3	21.7	22.9
		Statistical significance: $\chi^2(4) = 18.7$ , $p = .001$ , Cramer's $V = .114$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.				
None of the above.	44.3	38.8	45.9	32.7	44.7	42.9
		Statistical significance: $\chi^2(4) = 5.0$ , $p = .283$ <u>Conclusion:</u> There is not enough evidence from the data to say that the responses vary by facility type.				

7. Which one of the following categories best describes your employment status? *Select only one response.*  
 (Percentages)  
 Analyses limited to respondents who met the following criterion:  
 ❖ CCC-A

Status	Facility type					
	All facility types (n = 1,481)	College/ university (n = 130)	Hospital (n = 499)	Franchise/ retail chain (n = 52)	Nonres. health care (n = 690)	Industry (n = 70)
Employed full time	80.7	88.5	84.4	82.7	75.2	92.9
Employed part time	19.3	11.5	15.6	17.3	24.8	7.1
Not currently employed (SKIP to Q. 24.)*	0.0	0.0	0.0	0.0	0.0	0.0
		Statistical significance: $\chi^2(4) = 29.4$ , $p = .000$ , Cramer's $V = .143$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

\*Removed from analyses

8. Do you currently work in a private practice? (Percentages)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
Private practice	Facility type					
	All facility types (n = 1,474)	College/ university (n = 129)	Hospital (n = 497)	Franchise/ retail chain (n = 51)	Nonres. health care (n = 686)	Industry (n = 70)
No (SKIP to Q. 10.)	66.1	97.7	94.8	29.4	40.7	78.6
Yes—full time	24.5	1.6	2.8	58.8	43.4	12.9
Yes—part time	9.4	0.8	2.4	11.8	15.9	8.6
		Statistical significance: $\chi^2(8) = 478.6$ , $p = .000$ , Cramer's $V = .409$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

9. Which one of the following best describes your involvement in a private practice? (*Percentages*)  
 Analyses limited to respondents who met the following criteria:  
 ❖ CCC-A  
 ❖ Employed full time or part time  
 ❖ Replied Yes to Q. 8

Private practice	Facility type					
	All facility types (n = 496)	College/ university (n = 3)	Hospital (n = 26)	Franchise/ retail chain (n = 35)	Nonres. health care (n ≥ 404)	Industry (n = 15)
Owner (e.g., office-based or contract-based private practice)	43.5	(n < 25)	38.5	17.1	45.9	(n < 25)
Full-time salaried audiologist	34.4		23.1	65.7	33.3	
Part-time salaried audiologist	8.9		11.5	8.6	9.1	
Contractor/consultant (e.g., per diem, hourly, or temporary)	13.2		26.9	8.6	11.6	
		Too many cells (50%) 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.				
Collapsed categories						
Owner	43.5	(n < 25)	38.5	16.7	46.0	(n < 25)
Full-time, part-time salaried employee; contractor or consultant	56.5		61.5	83.3	54.0	
		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.				



10. Although you may perform more than one job function, select the one position that best describes how you spend most of your time. *Only one response can be accepted. (Percentages)*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Function	Facility type					
	All facility types (n = 1,458)	College/ university (n ≥ 127)	Hospital (n ≥ 491)	Franchise/ retail chain (n = 53)	Nonres. health care (n ≥ 681)	Industry (n = 68)
Clinical service provider (includes all individuals providing any direct service)	80.1	5.5	88.4	88.7	94.9	10.3
College/university faculty/clinical educator	7.3	79.7	0.6	0.0	0.1	0.0
Researcher	1.4	7.0	1.2	0.0	0.0	7.4
Consultant	1.3	1.6	0.2	1.9	0.9	11.8
Administrator/ supervisor/director/owner*	5.6	5.5	9.2	3.8	2.6	7.4
Sales/training/ technical support	3.7	0.0	0.2	3.8	1.2	58.8
Other, specify:	0.6	0.8	0.2	1.9	0.3	4.4
<p>Too many cells (49%) 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>						
Collapsed categories						
Clinical service provider	80.1	5.5	88.2	88.7	95.0	10.3
Other function	19.9	94.5	11.8	11.3	5.0	89.7
<p>Statistical significance: <math>\chi^2(4) = 776.6</math>, <math>p = .000</math>, Cramer's <math>V = .739</math>  <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.</p>						

Note. See Appendix, Q. 10, for list of specified *other* responses, by facility.

\*Only half of the surveys included *owner* as a response option.

11. Although you may work in several types of facilities, select the one type of building that best describes where you work all or most of the time. *For individuals who work in private practice, telepractice, or multiple settings, select the type of building in which you deliver most of your services. Only one response can be accepted. (Percentages)*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Facility	Percentages (n = 1,472)
College/university	8.8
Hospital (e.g., general, pediatric, military, VA)	33.9
Audiology franchise, retail chain	3.5
Nonresidential health care facility (includes audiologists' and physicians' offices)	46.9
Industry (hearing aid manufacturing, hearing conservation)	4.8
Other, specify:	2.1

Note. See Appendix, Q. 11, for list of specified *other* responses.

<p>12. How are you paid in your main job? <i>Select only <u>one</u> response. (Percentages)</i>                  Analyses limited to respondents who met the following criteria:                  ❖ CCC-A                  ❖ Employed full time or part time</p>						
Salary basis	Facility type					
	All facility types (n = 1,461)	College/ university (n = 129)	Hospital (n = 497)	Franchise/ retail chain (n = 52)	Nonres. health care (n = 675)	Industry (n = 70)
Primarily per hour	21.6	5.4	20.1	25.0	27.3	10.0
Primarily annual salary (SKIP to Q. 15.)	75.8	93.8	79.9	67.3	68.0	88.6
Primarily commission (SKIP to Q. 16.)	2.6	0.8	0.0	7.7	4.7	1.4
	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.					

13. If you are paid on an hourly basis, what is the hourly rate you receive at your main job? *Include your hourly rate before all deductions. Bonuses and commissions will be asked about in a separate question. You may include decimals.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Paid primarily per hour
- ❖ Hourly wage of at least \$1

Hourly rate	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
<b>Employed Full Time</b>						
	<i>n</i> = 123	<i>n</i> = 0	<i>n</i> = 54	<i>n</i> = 6	<i>n</i> = 59	<i>n</i> = 2
25th percentile	\$37.01	<i>(n</i> < 25)	\$45.00	<i>(n</i> < 25)	\$34.85	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$45.00		\$49.18		\$40.00	
75th percentile	\$53.21		\$54.69		\$50.00	
Mean	\$48.45		\$51.68		\$44.59	
Standard deviation	\$22.08		\$18.33		\$20.69	
Mode	\$45.00		\$45.00		\$50.00	
		Statistical significance: $F(3, 117) = 4.4, p = .006$ Conclusion: There is adequate evidence from the data to say that the means vary by facility type.				
(Question 13 continues on next page.)						

13. (cont'd.) If you are paid on an hourly basis, what is the hourly rate you receive at your main job? *Include your hourly rate before all deductions. Bonuses and commissions will be asked about in a separate question. You may include decimals.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Paid primarily per hour
- ❖ Hourly wage of at least \$1

Hourly rate	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Employed Part Time</b>						
	<i>n</i> = 157	<i>n</i> = 6	<i>n</i> = 38	<i>n</i> = 5	<i>n</i> = 100	<i>n</i> = 4
25th percentile	\$36.00	<i>(n</i> < 25)	\$39.52	<i>(n</i> < 25)	\$35.00	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$45.00		\$49.50		\$44.00	
75th percentile	\$55.00		\$55.00		\$50.63	
Mean	\$50.54		\$53.34		\$49.41	
Standard deviation	\$25.89		\$26.78		\$26.31	
Mode	\$40.00		\$55.00		\$40.00	
		Statistical significance: $F(4, 148) = 0.8, p = .540$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				

14. How many hours do you work in a typical week for the hourly rate you entered in Q. 13? *You may include decimals.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Paid primarily per hour
- ❖ Hourly wage of at least \$1
- ❖ Worked for at least 1 hour per week

Weekly hours	Facility type					
	All facility types (n = 272)	College/ university (n = 5)	Hospital (n = 90)	Franchise/ retail chain (n = 10)	Nonres. health care (n = 155)	Industry (n = 6)
25th percentile	20.0	(n < 25)	24.0	(n < 25)	18.3	(n < 25)
50th percentile <b>(Median)</b>	30.0		35.0		27.0	
75th percentile	40.0		40.0		36.3	
Mean	27.7		31.5		26.2	
Standard deviation	11.5		9.9		11.4	
Mode	40.0		40.0		40.0	
		Statistical significance: $F(4, 260) = 5.0, p = .001$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by facility type.				

15. What is your base annual salary, before deductions, for your main job? *Bonuses and commissions will be asked about in a separate question.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time
- ❖ Paid primarily an annual salary
- ❖ Annual salary of at least \$1

Annual salary	Facility type					
	All facility types (n = 913)	College/ university (n = 102)	Hospital (n = 342)	Franchise/ retail chain (n = 26)	Nonres. health care (n = 359)	Industry (n = 57)
25th percentile	\$75,000	\$75,000	\$82,655	\$52,500	\$70,000	\$85,000
50th percentile <b>(Median)</b>	\$87,822	\$87,968	\$93,500	\$68,000	\$80,000	\$99,000
75th percentile	\$101,734	\$104,000	\$107,000	\$85,000	\$95,000	\$113,000
Mean	\$93,350	\$97,417	\$98,976	\$74,716	\$86,904	\$101,043
Standard deviation	\$31,887	\$41,906	\$27,157	\$32,715	\$31,197	\$28,748
Mode	\$85,000	\$75,000	\$90,000	\$50,000	\$85,000	\$85,000
		Statistical significance: $F(4, 881) = 10.4, p = .000$ Conclusion: There is adequate evidence from the data to say that the means vary by facility type.				

16. What percent commission did you receive on product sales during the past 12 months? *Round to nearest percent.*  
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Commission of at least 1%

Commission %	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Salary basis, Q. 12, primarily hourly wage</b>						
	<i>n</i> = 54	<i>n</i> = 0	<i>n</i> = 6	<i>n</i> = 1	<i>n</i> = 44	<i>n</i> = 1
25th percentile	8.0	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	10.0	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	10.0				10.0	
75th percentile	16.4				17.0	
Mean	12.7				13.0	
Standard deviation	7.8				8.0	
Mode	10.0				10.0	
<b>Salary basis, Q. 12, primarily annual wage</b>						
	<i>n</i> = 159	<i>n</i> = 0	<i>n</i> = 6	<i>n</i> = 18	<i>n</i> = 121	<i>n</i> = 13
25th percentile	6.0	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	6.0	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	10.0				10.0	
75th percentile	15.0				15.0	
Mean	14.0				13.0	
Standard deviation	16.0				13.0	
Mode	10.0				10.0	
(Question 16 continues on next page.)						



16. (cont'd.) What percent commission did you receive on product sales during the past 12 months? *Round to nearest percent.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Commission of at least 1%

Commission %	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Salary basis, Q. 12, primarily commission</b>						
	<i>n</i> = 27	<i>n</i> = 1	<i>n</i> = 0	<i>n</i> = 3	<i>n</i> = 22	<i>n</i> = 1
25th percentile	11.9	<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>	25.0					
75th percentile	50.0					
Mean	37.0					
Standard deviation	31.1					
Mode	100.0					

17. What is the total amount you received as bonuses and commissions during the past 12 months? *Enter "0" if none.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Salary basis, Q. 12, primarily hourly wage; Bonus of at least \$1</b>						
<b>Bonus</b>	<i>n</i> = 82	<i>n</i> = 0	<i>n</i> = 22	<i>n</i> = 3	<i>n</i> = 55	<i>n</i> = 1
25th percentile	\$500	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	\$500	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$1,399				\$1,100	
75th percentile	\$3,000				\$3,000	
Mean	\$3,895				\$4,422	
Standard deviation	\$7,725				\$9,135	
Mode	\$1,000				\$1,000	
<b>Salary basis, Q. 12, primarily hourly wage; Commission of at least \$1</b>						
<b>Commission</b>	<i>n</i> = 49	<i>n</i> = 0	<i>n</i> = 5	<i>n</i> = 1	<i>n</i> = 42	<i>n</i> = 1
25th percentile	\$8,000	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	\$6,000	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$13,862				\$14,000	
75th percentile	\$23,452				\$24,000	
Mean	\$19,139				\$19,584	
Standard deviation	\$24,167				\$25,981	
Mode	\$12,000				\$6,000	
(Question 17 continues on next page.)						

17. What is the total amount you received as bonuses and commissions during the past 12 months? *Enter "0" if none.*  
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Salary basis, Q. 12, primarily annual salary; Bonus of at least \$1</b>						
<b>Bonus</b>	<i>n</i> = 337	<i>n</i> = 10	<i>n</i> = 117	<i>n</i> = 8	<i>n</i> = 158	<i>n</i> = 37
25th percentile	\$1,000	<i>(n</i> < 25)	\$800	<i>(n</i> < 25)	\$1,000	\$4,000
50th percentile <b>(Median)</b>	\$3,275		\$1,500		\$4,500	\$9,000
75th percentile	\$10,000		\$5,000		\$15,000	\$14,000
Mean	\$11,567		\$5,391		\$16,233	\$11,937
Standard deviation	\$28,182		\$12,161		\$38,390	\$13,411
Mode	\$1,000		\$500		\$1,000	\$10,000
		Statistical significance: $F(4, 324) = 2.6, p = .038$ Conclusion: There is adequate evidence from the data to say that the means vary by facility type.				
<b>Salary basis, Q. 12, primarily annual salary; Commission of at least \$1</b>						
<b>Commission</b>	<i>n</i> = 157	<i>n</i> = 0	<i>n</i> = 6	<i>n</i> = 18	<i>n</i> = 117	<i>n</i> = 15
25th percentile	\$10,000	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	\$10,000	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$20,000				\$20,000	
75th percentile	\$32,753				\$30,000	
Mean	\$26,298				\$22,906	
Standard deviation	\$27,925				\$18,952	
Mode	\$20,000				\$20,000	
(Question 17 continues on next page.)						

17. What is the total amount you received as bonuses and commissions during the past 12 months? *Enter "0" if none.*  
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Salary basis, Q. 12, primarily commission; Bonus of at least \$1</b>						
<b>Bonus</b>	<i>n</i> = 8	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 1	<i>n</i> = 7	<i>n</i> = 1
25th percentile	<i>(n</i> < 25)	<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>						
75th percentile						
Mean						
Standard deviation						
Mode						
<b>Salary basis, Q. 12, primarily commission; Commission of at least \$1</b>						
<b>Commission</b>	<i>n</i> = 29	<i>n</i> = 1	<i>n</i> = 0	<i>n</i> = 1	<i>n</i> = 25	<i>n</i> = 1
25th percentile	\$44,211	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	\$45,000	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	\$50,879				\$54,000	
75th percentile	\$80,000				\$80,000	
Mean	\$84,636				\$89,202	
Standard deviation	\$96,947				\$101,311	
Mode	\$45,000				\$45,000	

18. What salary supplement, stipend, or other type of “salary upgrade” did you receive for any of the following reasons during the past 12 months? *Enter “0” if none.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Upgrade for ASHA CCCs of at least \$1

Upgrade	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>ASHA CCCs</b>						
	<i>n</i> = 170	<i>n</i> = 16	<i>n</i> = 54	<i>n</i> = 4	<i>n</i> = 86	<i>n</i> = 7
25th percentile	\$225	<i>n</i> < 25	\$225	<i>n</i> < 25	\$225	<i>n</i> < 25
50th percentile <b>(Median)</b>	\$250		\$230		\$250	
75th percentile	\$300		\$253		\$300	
Mean	\$282		\$247		\$307	
Standard deviation	\$174		\$62		\$220	
Mode	\$225		\$225		\$250	
		Statistical significance: $F(4,162) = 1.4, p = .228$ <u>Conclusion:</u> There is not enough evidence from the data to say that the responses vary by facility type.				
(Question 18 continues on next page.)						

18. (cont'd.) What salary supplement, stipend, or other type of “salary upgrade” did you receive for any of the following reasons during the past 12 months? *Enter “0” if none.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Upgrade for multilingual services of at least \$1

Upgrade	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Multilingual services</b>						
	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 0
25th percentile	<i>(n</i> < 25)	<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>						
75th percentile						
Mean						
Standard deviation						
Mode						
(Question 18 continues on next page.)						

18. (cont'd.) What salary supplement, stipend, or other type of “salary upgrade” did you receive for any of the following reasons during the past 12 months? *Enter “0” if none.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Upgrade for Medicaid billing of at least \$1

Upgrade	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Medicaid billing</b>						
	<i>n</i> = 3	<i>n</i> = 0	<i>n</i> = 1	<i>n</i> = 0	<i>n</i> = 2	<i>n</i> = 0
25th percentile	<i>(n</i> < 25)	<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>						
75th percentile						
Mean						
Standard deviation						
Mode						
(Question 18 continues on next page.)						

18. (cont'd.) What salary supplement, stipend, or other type of “salary upgrade” did you receive for any of the following reasons during the past 12 months? *Enter “0” if none.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Upgrade for supervising assistants or aides of at least \$1

Upgrade	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Supervision of assistants or aides</b>						
	<i>n</i> = 1	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 1	<i>n</i> = 0
25th percentile	<i>(n</i> < 25)	<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>						
75th percentile						
Mean						
Standard deviation						
Mode						
(Question 18 continues on next page.)						



18. (cont'd.) What salary supplement, stipend, or other type of “salary upgrade” did you receive for any of the following reasons during the past 12 months? *Enter “0” if none.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Upgrade for supervising graduate students of at least \$1

Upgrade	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Supervision of graduate students</b>						
	<i>n</i> = 11	<i>n</i> = 1	<i>n</i> = 2	<i>n</i> = 2	<i>n</i> = 6	<i>n</i> = 0
25th percentile	<i>(n</i> < 25)	<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>						
75th percentile						
Mean						
Standard deviation						
Mode						
(Question 18 continues on next page.)						

18. (cont'd.) What salary supplement, stipend, or other type of “salary upgrade” did you receive for any of the following reasons during the past 12 months? *Enter “0” if none.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Upgrade for supervising hearing aid dealers of at least \$1

Upgrade	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Supervision of hearing aid dealers</b>						
	<i>n</i> = 1	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 0	<i>n</i> = 1	<i>n</i> = 0
25th percentile	<i>(n</i> < 25)	<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>						
75th percentile						
Mean						
Standard deviation						
Mode						

19. Which of the following fees or dues does your employer pay for you, either partially or in full? (Percentages)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
Response	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
<b>ASHA dues*</b>						
	<i>n</i> = 230	<i>n</i> = 15	<i>n</i> = 84	<i>n</i> = 3	<i>n</i> = 107	<i>n</i> = 13
None	35.3	<i>(n</i> < 25)	47.6	<i>(n</i> < 25)	24.3	<i>(n</i> < 25)
Part	3.9		3.6		2.8	
Full	58.6		46.4		71.0	
NA	2.3		2.4		1.9	
		Too many cells (65%) 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.				
<b>Audiology conference fees</b>						
	<i>n</i> = 1,383	<i>n</i> = 1,260	<i>n</i> = 485	<i>n</i> = 44	<i>n</i> = 628	<i>n</i> = 65
None	29.5	27.0	33.0	45.5	25.3	29.2
Part	22.1	44.4	28.9	18.2	14.5	10.8
Full	41.9	24.6	35.5	25.0	51.6	46.2
NA	6.5	4.0	2.7	11.4	8.6	13.8
		Statistical significance: $\chi^2(12) = 122.8, p = .000$ , Cramer's <i>V</i> = .174 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.				
(Question 19 continues on next page.)						

19. (cont'd.) Which of the following fees or dues does your employer pay for you, either partially or in full? (Percentages)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
Response	Facility type					
	All facility types	College/university	Hospital	Franchise/retail chain	Nonres. health care	Industry
<b>Professional development fees</b>						
	<i>n</i> = 1,397	<i>n</i> = 125	<i>n</i> = 487	<i>n</i> = 48	<i>n</i> = 636	<i>n</i> = 65
None	32.7	36.8	41.1	29.2	25.8	23.1
Part	20.1	37.6	22.4	25.0	14.2	20.0
Full	41.2	21.6	32.6	39.6	52.2	44.6
NA	6.1	4.0	3.9	6.3	7.5	12.3
	Statistical significance: $\chi^2(12) = 105.7, p = .000$ , Cramer's <i>V</i> = .161 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
<b>State licensing fees</b>						
	<i>n</i> = 1,427	<i>n</i> = 126	<i>n</i> = 491	<i>n</i> = 50	<i>n</i> = 655	<i>n</i> = 69
None	37.0	58.7	53.4	20.0	21.5	24.6
Part	2.5	3.2	3.7	6.0	1.4	2.9
Full	56.4	31.7	40.7	72.0	72.1	66.7
NA	4.0	6.3	2.2	2.0	5.0	5.8
	Too many cells (25%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.					

## Service Provision

20. Has the COVID-19 pandemic affected your practice setting's telepractice offerings? <i>Select only <u>one</u> response.</i> (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-A ❖ Employed full time or part time						
Telepractice	Facility type					
	All facility types (n = 1,432)	College/ university (n = 116)	Hospital (n = 496)	Franchise/ retail chain (n = 52)	Nonres. health care (n = 685)	Industry (n = 50)
No effect; our practice was already providing telepractice services.	8.3	7.8	6.7	15.4	7.9	22.0
Yes, our practice has now begun to provide telepractice services.	40.4	50.9	40.9	55.8	38.1	38.0
Yes, our practice is considering providing telepractice services.	13.2	18.1	9.7	15.4	14.9	12.0
No, our practice has not and is not currently planning to provide telepractice services.	38.1	23.3	42.7	13.5	39.1	28.0
	Statistical significance: $\chi^2(12) = 51.4$ , $p = .000$ , Cramer's $V = .111$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					

21. Will your practice setting be providing follow-up care for patients who purchased hearing aids either online or over the counter? (*Percentages*)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Follow-up care	Facility type					
	All facility types ( <i>n</i> = 1,371)	College/ university ( <i>n</i> = 107)	Hospital ( <i>n</i> = 476)	Franchise/ retail chain ( <i>n</i> = 51)	Nonres. health care ( <i>n</i> = 665)	Industry ( <i>n</i> = 40)
No, we are not planning to provide this service.	46.4	23.4	63.0	37.3	36.8	62.5
We are considering it but have not made a decision.	29.9	36.4	24.2	35.3	34.0	20.2
Yes, we have plans to provide this service.	23.7	40.2	12.8	27.5	29.2	17.5
		Statistical significance: $\chi^2(8) = 114.7$ , $p = .000$ , Cramer's $V = .207$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

22. Which third-party administrators do you currently work with for hearing aid dispensing and related services? *Select all that apply. (Percentages; we changed the order of responses from alphabetic to descending order of frequencies.)*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Administrator	Facility type					
	All facility types (n = 1,481)	College/ university (n ≥ 129)	Hospital (n = 499)	Franchise/ retail chain (n ≥ 52)	Nonres. health care (n ≥ 689)	Industry (n ≥ 70)
Not applicable	59.7	66.9	80.0	22.6	45.1	68.6
	Statistical significance: $\chi^2(4) = 181.4$ , <b>p = .000</b> , Cramer's V = .355 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
United Healthcare Hearing/EPIC	18.3	9.2	4.2	59.6	29.0	5.7
	Statistical significance: $\chi^2(4) = 190.6$ , <b>p = .000</b> , Cramer's V = .364 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
TruHearing	18.2	6.2	3.8	67.9	29.2	5.7
	Statistical significance: $\chi^2(4) = 229.1$ , <b>p = .000</b> , Cramer's V = .399 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
Amplifon	15.0	5.4	5.4	42.3	23.5	2.9
	Statistical significance: $\chi^2(4) = 121.2$ , <b>p = .000</b> , Cramer's V = .290 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
(Question 22 continues on next page.)						

22. (cont'd.) Which third-party administrators do you currently work with for hearing aid dispensing and related services? *Select all that apply. (Percentages; we changed the order of responses from alphabetic to descending order of frequencies.)*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Administrator	Facility type					
	All facility types (n = 1,481)	College/ university (n ≥ 129)	Hospital (n = 499)	Franchise/ retail chain (n ≥ 52)	Nonres. health care (n ≥ 689)	Industry (n ≥ 70)
Hearing Care Solutions (HCS)	10.0	0.8	2.4	46.2	16.1	1.4
	Statistical significance: $\chi^2(4) = 149.3$ , $p = .000$ , Cramer's $V = .322$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					
NationsHearing	6.7	1.6	1.0	38.5	10.1	2.8
	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.					
HearUSA	6.5	3.1	1.8	36.5	8.8	4.3
	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.					
American Hearing Benefits/Start Hearing	4.5	0.0	1.2	7.7	7.7	1.4
	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.					
(Question 22 continues on next page.)						



22. (cont'd.) Which third-party administrators do you currently work with for hearing aid dispensing and related services? *Select all that apply. (Percentages; we changed the order of responses from alphabetic to descending order of frequencies.)*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Administrator	Facility type					
	All facility types (n = 1,481)	College/ university (n ≥ 129)	Hospital (n = 499)	Franchise/ retail chain (n ≥ 52)	Nonres. health care (n ≥ 689)	Industry (n ≥ 70)
Hear.com	3.0	0.0	0.0	19.2	4.8	1.4
	Too many cells (30%) 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.					
Other, specify:	7.2	7.0	5.8	13.5	8.6	1.4
	Statistical significance: $\chi^2(4) = 9.7$ , $p = .045$ , Cramer's $V = .082$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					

Note. See Appendix, Q. 22, for list of specified *other* responses.

## Supervision

23. How many individuals do you currently supervise? <i>Enter "0" if none.</i> Analyses limited to respondents who met the following criteria: ❖ CCC-A ❖ Employed full time or part time						
Supervision	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Audiology assistants (Excludes 0)</b>						
	<i>n</i> = 282	<i>n</i> = 10	<i>n</i> = 130	<i>n</i> = 5	<i>n</i> = 131	<i>n</i> = 4
25th percentile	1.0	<i>(n</i> < 25)	1.0	<i>(n</i> < 25)	1.0	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	1.0		2.0		1.0	
75th percentile	2.0		2.0		2.0	
Mean	2.1		2.0		2.0	
Standard deviation	2.9		3.0		1.0	
Mode	1.0		1.0		1.0	
		Statistical significance: $F(4, 275) = 7.3, p = .000$ Conclusion: There is adequate evidence from the data to say that the means vary by facility type.				
(Question 23 continues on next page.)						

23. (cont'd.) How many individuals do you currently supervise? <i>Enter "0" if none.</i> Analyses limited to respondents who met the following criteria: ❖ CCC-A ❖ Employed full time or part time						
Supervision	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Graduate students (Excludes 0)</b>						
	<i>n</i> = 520	<i>n</i> = 84	<i>n</i> = 249	<i>n</i> = 9	<i>n</i> = 169	<i>n</i> = 2
25th percentile	1.0	3.0	1.0	<i>(n</i> < 25)	1.0	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	2.0	6.0	2.0		1.0	
75th percentile	3.0	12.0	2.0		2.0	
Mean	3.3	11.0	2.0		2.0	
Standard deviation	6.3	13.0	3.0		1.0	
Mode	1.0	2.0	1.0		1.0	
	Statistical significance: $F(4, 508) = 47.8, p = .000$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by facility type.					
(Question 23 continues on next page.)						

23. (cont'd.) How many individuals do you currently supervise? <i>Enter "0" if none.</i>						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
Supervision	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
<b>Hearing aid dealers (Excludes 0)</b>						
	<i>n</i> = 53	<i>n</i> = 1	<i>n</i> = 9	<i>n</i> = 8	<i>n</i> = 33	<i>n</i> = 2
25th percentile	1.0	<i>(n</i> < 25)	<i>(n</i> < 25)	<i>(n</i> < 25)	1.0	<i>(n</i> < 25)
50th percentile <b>(Median)</b>	1.0				1.0	
75th percentile	2.0				2.0	
Mean	2.0				2.0	
Standard deviation	2.3				2.0	
Mode	1.0				1.0	

### Alternative Payment Models

24. How familiar are you with the concept of <i>alternative payment models</i> in health care delivery and payment? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Familiarity	Facility type					
	All facility types (n = 1,475)	College/ university (n = 126)	Hospital (n = 498)	Franchise/ retail chain (n = 52)	Nonres. health care (n = 689)	Industry (n = 68)
Have never heard of it.	55.2	42.1	58.0	57.7	54.1	60.3
Have only heard of it.	20.3	27.0	20.7	23.1	19.9	11.8
Know a little about it.	22.2	27.8	20.3	19.2	22.8	26.5
Know a lot about it.	2.2	3.2	1.0	0.0	3.2	1.5
		Statistical significance: $\chi^2(12) = 22.1$ , $p = .037$ , Cramer's $V = .072$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

## Demographics

25. Identify the degrees you have earned. <i>Count only actual degrees—not equivalencies or certificates—and do not include degrees expected but not yet conferred. Select all that apply. (Percentages)</i> Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Degree	Facility type					
	All facility types (n ≥ 1,485)	College/ university (n ≥ 129)	Hospital (n = 499)	Franchise/ retail chain (n = 52)	Nonres. health care (n ≥ 691)	Industry (n ≥ 69)
Earned degree						
Master's	47.0	44.2	39.9	51.9	51.4	50.7
AuD	72.6	55.8	81.4	55.8	70.8	72.9
PhD	8.0	47.7	5.4	0.0	3.3	5.7
Other doctorate, specify:	0.7	1.6	0.4	1.9	0.6	0.0
Highest degree: Combined doctoral degrees						
Master's	20.7	7.0	13.8	42.3	26.0	21.7
Doctorate	79.3	93.0	86.2	57.7	74.0	78.3
		Statistical significance: $\chi^2(4) = 56.4$ , $p = .000$ , Cramer's $V = .198$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.				

Note. See Appendix, Q. 25, for list of specified *other* responses, by facility.

26. How long have you been employed in the audiology profession? Enter "0" if you have never been employed in the profession.

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Response greater than "0"

Experience	Facility type					
	All facility types (n = 1,485)	College/ university (n = 128)	Hospital (n = 499)	Franchise/ retail chain (n = 52)	Nonres. health care (n = 691)	Industry (n = 70)
25th percentile	11.0	12.0	9.0	17.0	12.0	13.0
50th percentile <b>(Median)</b>	21.0	21.0	18.0	27.0	23.0	23.0
75th percentile	32.0	31.0	30.0	33.0	34.0	34.0
Mean	21.9	22.0	19.0	25.0	23.0	24.0
Standard deviation	12.5	12.0	12.0	11.0	13.0	13.0
Mode	30.0	15.0	10.0	30.0	20.0	26.0
		Statistical significance: $F(4, 1435) = 10.2, p = .000$ Conclusion: There is adequate evidence from the data to say that the means vary by facility type.				

27. Which one of the following best describes where you work? (Percentages)						
Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Response	Facility type					
	All facility types (n = 1,464)	College/ university (n = 127)	Hospital (n = 495)	Franchise/ retail chain (n = 52)	Nonres. health care (n = 679)	Industry (n = 66)
City/urban area	51.1	60.6	65.1	36.5	39.6	57.6
Suburban area	39.3	28.3	28.1	50.0	49.0	37.9
Rural area	9.6	11.0	6.9	13.5	11.3	4.5
Not currently employed (SKIP to <i>thank you.</i> ) <sup>*</sup>	0.0	0.0	0.0	0.0	0.0	0.0
		Statistical significance: $\chi^2(8) = 87.8$ , $p = .000$ , Cramer's $V = .176$ <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by type of facility.				

<sup>\*</sup>Removed from analyses



28. In what state is your primary employment facility located? Use standard two-letter postal code; e.g., GA for Georgia.  
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

State	n	State	n	State	n
Alabama	28	Kentucky	15	North Dakota	4
Alaska	6	Louisiana	16	Ohio	77
Arizona	26	Maine	6	Oklahoma	12
Arkansas	15	Maryland	30	Oregon	21
California	77	Massachusetts	56	Pennsylvania	56
Colorado	29	Michigan	37	Rhode Island	1
Connecticut	17	Minnesota	47	South Carolina	16
Delaware	4	Mississippi	10	South Dakota	3
District of Columbia	7	Missouri	36	Tennessee	58
Florida	51	Montana	1	Texas	89
Georgia	44	Nebraska	24	Utah	20
Hawaii	4	Nevada	4	Vermont	4
Idaho	9	New Hampshire	3	Virginia	56
Illinois	66	New Jersey	53	Washington	43
Indiana	41	New Mexico	7	West Virginia	8
Iowa	16	New York	109	Wisconsin	49
Kansas	22	North Carolina	48	Wyoming	4
				<b>Total</b>	<b>1,481</b>

(Question 28 continues on next page.)

28.(cont'd.) In what state is your primary employment facility located? Use standard two-letter postal code; e.g., GA for Georgia. (Percentages)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Response	Facility type					
	All facility types (n = 1,481)	College/ university (n ≥ 130)	Hospital (n = 499)	Franchise/ retail chain (n ≥ 52)	Nonres. health care (n ≥ 690)	Industry (n ≥ 70)
<b>Northeast</b>	<b>20.5</b>	<b>18.5</b>	<b>21.2</b>	<b>13.2</b>	<b>21.2</b>	<b>23.9</b>
Middle Atlantic	14.7	13.6	14.0	11.5	15.3	20.0
New England	5.8	4.5	7.4	1.9	5.8	4.3
<b>Midwest</b>	<b>28.4</b>	<b>30.8</b>	<b>31.3</b>	<b>35.8</b>	<b>25.4</b>	<b>28.2</b>
East North Central	18.2	20.5	19.0	23.1	17.1	17.1
West North Central	10.3	10.6	12.0	11.5	8.2	11.4
<b>South</b>	<b>34.2</b>	<b>32.3</b>	<b>29.1</b>	<b>39.6</b>	<b>38.1</b>	<b>22.5</b>
East South Central	7.5	13.6	6.2	7.7	7.7	1.4
South Atlantic	17.8	12.1	15.8	19.2	20.3	12.9
West South Central	8.9	6.8	7.0	13.5	10.3	7.1
<b>West</b>	<b>16.8</b>	<b>18.5</b>	<b>18.4</b>	<b>11.3</b>	<b>15.4</b>	<b>25.4</b>
Mountain	6.7	9.8	5.6	3.8	7.2	10.0
Pacific	10.1	8.3	12.8	7.7	8.1	15.7
		Statistical significance: FOR 4 REGIONS: $\chi^2(12) = 23.4$ , $p = .025$ , Cramer's $V = .074$ FOR 9 DIVISIONS: $\chi^2(32) = 50.0$ , $p = .022$ , Cramer's $V = .093$				

## WORKFORCE

29. Based on your own observations and experiences, how would you rate the current job market for audiologists in your type of employment facility and in your geographic area? (Percentages)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Job market	Facility type					
	All facility types (n = 1,441)	College/ university (n = 127)	Hospital (n = 491)	Franchise/ retail chain (n = 50)	Nonres. health care (n = 667)	Industry (n = 67)
More job openings than job seekers	29.3	26.0	21.4	40.0	35.2	29.9
Job openings and job seekers in balance	37.0	49.6	38.9	32.0	33.3	37.3
Fewer job openings than job seekers	33.8	24.4	39.7	28.0	31.5	32.8
	Statistical significance: $\chi^2(8) = 39.6, p = .000$ , Cramer's $V = .119$ Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					

## Appendix

Statistics used in the summary report include the following notations and descriptions:

Notation	Description
Response rate	<p>The percentage of individuals who were included in the sample minus any who were ineligible</p> $RR = \frac{(C + P)}{S - (Ret + I)}$ <p>Where</p> <ul style="list-style-type: none"> <li>RR = Response rate</li> <li>C = Number of completed surveys</li> <li>P = Number of partial surveys</li> <li>S = Sample size</li> <li>Ret = Ineligible because of retirement</li> <li>I = Ineligible for other reasons (e.g., does not work in health care, no longer in the field, on leave of absence)</li> </ul> $RR = \frac{1,487}{5,000 - (27 + 133)} = 30.7\%$
<i>n</i>	The number of sample members. In this report, the number of people who answered a particular question.
Mean	<p>A measure of central tendency; an average. Add all the values, and divide the total by the number of items.</p> <p>Example: <math>(1 + 1 + 7 + 34 + 88) / 5 = 26.2</math>    Mean = 26.2</p>
Standard deviation	<p>A statistic that shows the spread of scores in a distribution. Used with means. The larger the standard deviation, the more widely the scores are spread out around the mean.<sup>1</sup></p> <p>About 68% of the measurement is between 1 standard deviation greater than and 1 standard deviation smaller than the mean; 95% are plus/minus 2 standard deviations.</p> <p>Example: <math>1 + 1 + 7 + 34 + 88</math>                      Standard deviation = 37.1</p> <p>Therefore, 68% of the responses are between -10.9 and 63.3 in the example.</p>
Median	<p>A measure of central tendency. Arrange the values in order, from lowest to highest. Select the value in the middle position.</p> <p>Example: 1, 1, 7, 34, 88                      Median = 7</p>



### Q. 3. Short-form video (other, specified)

#### College/university

- Audiologists involved in IPP
- Auds vs. HADs; HES OTC HAs
- Best practices, e.g., for different topics
- Consumer education re providing hard of hearing pts with info regarding standard of care.
- Consumer guidance on OTC hearing aids
- Ecochg or vemp testing
- Educational audiology
- Educational resources
- Ethics; supervision
- Future direction for audiology
- Govt policies (e.g. Medicare) & programs that affect audiology
- Hierarchical practice models for audiology
- Impact of OTC regulations
- Interprofessional case studies
- OTC continued updates & assistance for audiologists in responsiveness to these changes
- OTC HAs; how to make them a positive for our field & persons w/ hearing loss
- OTC hearing aids
- Outreach to the public
- Practice guidelines
- Precepting
- Research highlights
- Research opp
- RESEARCH; marketing to public re ASHA-certified audiologists; student supervision, etc.
- Specific things that advance audiology
- Student recruitment
- Time to think again

- Don't know
- Not seeing patients

### **Hospital (e.g., general, pediatric, military, VA)**

- Advocating for public issues
- Audiology as a medical model; integrating to hospital future
- Billing and coding ( $n = 2$ )
- CI and BAHA billing coding
- CI; ABI
- Clinical preceptor education
- Comprehensive testing
- Continuing education
- I practice IONM as an audiologist and there is nothing to help me on your site.
- IONM
- More CEUs for audiology
- Noise-induced hearing loss; HPD use
- Opportunities for auds to engage, partake in ASHA
- Pediatric focus, other than educational
- Pediatrics
- PSAs for gen pop
- Recent research in audiology
- Salary increase per doctoral degree
- Specific topic videos
- Starting a practice
- Telehealth ( $n = 2$ )
- Tips and tricks testing complicated pediatrics; more pediatric focus.
- Treating slight, minimal hearing loss in pediatrics
- Updates on best practice



- Videos advocating for reimbursement
- VNG
- What ASHA is doing to advocate for audiology
- Where would it be shown? TV? YouTube? Facebook?
- Why ASHA could not stop OTC
- Free ones
- Have not had a chance to view those videos
- I am not watching videos; would rather read
- Was not aware of these

### **Audiology franchise, retail chain**

- Audiology classes worth doing
- Aural rehabilitation for hearing impaired
- Fighting for better reimbursement for me
- Future of audiology
- Insurance/reimbursement
- Not sure the purpose of these videos

### **Nonresidential health care facility (includes audiologists' and physicians' offices)**

- Audiology aide guidelines by state
- Best billing practices for insurance
- Billing and coding
- Billing/coding updates; OTC advantages
- Breaking research
- Business management
- Business management advice tips
- Changes to medical MS coverage
- Clinical supervision

- Coding updates
- Coding; billing; telepractice
- Consumer education regarding HL
- Creation of buying group for hearing devices
- Diagnostic with CEUs
- Highlights on what ASHA offers to SLPs & auds re group insurance & similar programs
- How to compete with 3rd party
- Member spotlight
- Patient testimonials of how hearing aids have improved their life
- Precepting; ethics; new devices
- Public service announcement for promotion
- Spotlight on audiologist; interview a colleague in a specific field of audiology
- Stand up against 3rd parties/insurance monopolies
- Studies & literature review
- Supervising ( $n = 2$ )
- The importance of audiology in our society
- Unless for CEU
- Vestibular ( $n = 2$ )
- Vestibular topics
- I did not notice that
- Not aware of such videos
- Most likely not watch them
- No extra time

## Q. 5. Meeting needs for outcomes data (other, specified)

### College/university

- Auditory processing disorder treatment for SLPs
- Normative data from peer reviewed studies
- State organizations
- This is a need in the profession
- Use of LOSI, IOI-HA, THI
- I am in Academia. Outcomes are related to student performance.
- I am not doing this as I don't see patients anymore.
- I am not in clinical practice.
- I am unaware of the NOMS.
- Not really sure on this one.
- NA (n = 2)
- NA; not in clinic
- Do not participate

### Hospital (e.g., general, pediatric, military, VA)

- AAA
- Following AAA best practice guide
- Audiology Online continuing ed
- Benchmarks for centers like mine are hard to find.
- Currently in clinical research in a craniofacial dept. at a peds hospital
- I research clinical procedures via journals, seminars, and white papers; sometimes ASHA
- IOI HA (n = 2)
- National surveys
- Need information on NOMS for pediatric pts.
- Outside evidence-based data --not from ASHA
- Research

- State EHDI program
- State EHDI reports
- State programs NAT references
- Others in my organization take care of this for our department.
- Our hospital system does not allow for time to do anything beyond the bare minimum.
- I am in a purely clinical role.
- I just began a new job 2 days ago.

### **Audiology franchise, retail chain**

- AAA, ADA
- Professional journals
- Satisfaction of patients and referring physicians. DO NOT want burden of useless paperwork to satisfy ASHA.
- I do not know what NOMS is with regard to ASHA.
- My employer does this.
- My job is micromanaged regarding all tasks completed & if I'm at 100%. I wish I could evaluate the success or failures of my fittings and why.

### **Nonresidential health care facility (includes audiologists' and physicians' offices)**

- American Academy of Audiology
- Google searches
- I would love for this to be a priority. Hopefully it will be soon. We're still hugely impacted by COVID: staffing shortages, resignations, etc.
- Necessary to count clinical hours
- Not even sure how to go about that. Could be a good video series for Q. 3. Plus, how is ASHA using this in advocacy?
- Patient survey
- Private advisors partners
- Rear ear verification
- We have our data. It's just not easy to query. I need to learn more about NOMS.

- Use other sources
- Not going to say it's not important, but I have not used this feature.
- What is this?
- Not sure how to answer.
- Not sure what you are tracking.
- But I actually don't really understand how to use NOMS clinically
- Have not done this.
- I have not done this to date.
- Don't think I've needed.
- I have not had to deal extensively w/ this issue.
- I am not required to do this for anywhere I work.
- We don't track that.
- We are a subset of ENT dept and not a primary entity in the larger clinic.
- I'm not sure my org actually reports for audiologists.
- My employer demonstrates no desire to know.
- I believe ASHA is more interested in the speech path folks.
- I did not know this was something that was available but it will help.
- NA
- NA for current work
- Not currently working clinically
- I am mostly retired and only do diagnostics in an ENT office.
- Retired; now teach CE course

**Industry (hearing aid manufacturing, hearing conservation)**

- NA
- Not working clinically
- This does not apply to my current role.
- Work for a manufacturer

### **Other facility**

- Colleagues, cont ed
- Evidence-based research pubs
- I am not a clinician. I am solely in research.
- I keep ASHA membership only to keep my CCC-A.

### **Q. 10. Employment function (other, specified)**

#### **Industry (hearing aid manufacturing, hearing conservation)**

- Manufacturing
- Regulatory

### Q. 11. Employment facility (other, specified)

- Business consulting
- C & P exams for VA
- Insurance
- Military HQ
- Military Treatment Facility (not hospital)
- Nursing home
- Patients' homes
- Remote
- State agency ( $n = 2$ )
- Education/school ( $n = 2$ )
- School board
- School district ( $n = 2$ )
- Schools ( $n = 8$ )
- School, but I see adults in community
- School system ( $n = 2$ )
- School (K - 12) ( $n = 2$ )
- School for the deaf
- Shopping mall
- Special equip. dist.
- Telehealth

**Q. 22. Third-party administrator (other, specified)****College/university**

- AETNA
- BCBS; AZ HEAR CARE Network
- BCBS; CIGNA
- FUEL
- FUELMedical
- Northeast Hearing
- Select insurance providers
- Your Hearing Network ( $n = 3$ )
- Unknown (I do not work HAs)
- Don't know; I'm not clinical
- I don't know ( $n = 2$ )
- None ( $n = 2$ )

**Hospital (e.g., general, pediatric, military, VA)**

- Direct insurance companies
- EARQ
- FUEL
- FUEL Medical ( $n = 2$ )
- Hospital's Medicare Advantage plan
- Lions Club
- Medicaid
- Medicaid, State: Iowa
- NHI
- ONE SOURCE Hearing
- VA for primary job
- YHN ( $n = 2$ )



- Some insurances
- Many
- Unsure
- I do not work w/ Has so I do not know.
- None ( $n = 7$ )
- None of the above

### **Audiology franchise, retail chain**

- Medical assistance
- MRS
- Your Hearing Network ( $n = 4$ )
- Dropping HCS in 2022
- None

### **Nonresidential health care facility (includes audiologists' and physicians' offices)**

- 1ST CHOICE ( $n = 2$ )
- FIRST CHOICE
- Amplified Resource Group
- ARIZONA HEARCARE Network
- AUDIONET
- BC BS
- Consult
- EARQ
- Geisinger Gold
- Hear in America
- Homelink
- McGuire's Hearing; Hearing Life
- Medicaid: Indian or children
- Michigan Rehab Service

- Office of Vocational Rehab
- Provide in house version discounts
- SIMPLI Hearing ( $n = 2$ )
- Site-funded program
- Stopped dispensing
- TX Workforce Comm (TWC)
- VA
- WASMDE h & I and private L & I administrators
- YHN Great Lakes
- Your Hearing Network ( $n = 8$ )
- ZIP Hearing ( $n = 2$ )
- Insurance companies
- Don't accept 3rd party
- None ( $n = 13$ )
- None at this time
- None; private pay setting
- None: third party administrators are trying to put us out of business...

**Other facility**

- Part C Program
- EARQ

## Q. 25. Doctoral degree (other, specified)

### College/university

- DHA
- EdD
- ScD ( $n = 2$ )

### Hospital (e.g., general, pediatric, military, VA)

- ScD ( $n = 2$ )

### Audiology franchise, retail chain

- ScD

### Nonresidential health care facility (includes audiologists' and physicians' offices)

- EdD
- ScD ( $n = 2$ )

### Unknown facility

- M D