AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

2016 Audiology Survey

Survey Summary Report:
Number and Type of Responses

Suggested Citation:
American Speech-Language-Hearing Association. (2016). *2016 Audiology survey. Survey summary report: Number and type of responses*. Available from www.asha.org.

Contents

Sampling and Response Rates

ASHA used probability (non-replacement) sampling via a stratified systematic technique to select a sample of 4,000 ASHA-certified audiologists for the 2016 Audiology Survey. The sample was stratified by type of facility and private practice, and data have been weighted to reflect their proportion by facility and private practice in the Association. ASHA oversampled small groups, such as audiologists who work in industry, in order to have sufficient numbers from these groups included in the sample.

A response rate of 39.5% was obtained (1,569 completed surveys from a net sample of 3,971 eligibles). 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 30 respondents who were employed in "other" types of facilities and respondents 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 audiology members? (Percentages)
   Analyses limited to respondents who met the following criterion:
   - ❖ CCC-A

Response	Facility type					
	All facility types (*n* = 1,540)	**College/ university (*n* = 123)**	**Hospital (*n* = 459)**	**Franchise/ retail chain (*n* = 81)**	**Nonres. health care (*n* = 721)**	**Industry (*n* = 70)**
Poor	11.5	7.3	11.1	12.3	12.3	12.9
Fair	44.3	33.3	44.0	50.6	46.2	42.9
Good	40.0	49.6	41.6	35.8	37.4	40.0
Excellent	4.2	9.8	3.3	1.2	4.0	4.3
		Statistical significance: $\chi^2(12) = 23.8$, ***p* = .022**, Cramer's V = .074 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

ICF

ICF is the *International Classification of Functioning, Disability and Health* developed by the World Health Organization in 2001.

2. How familiar are you with the *ICF* framework as an approach to describing patient function? (Percentages)
   Analyses limited to respondents who met the following criterion:
   - ❖ CCC-A

Familiarity	Facility type					
	All facility types (*n* = 1,559)	**College/ university (*n* = 123)**	**Hospital (*n* = 464)**	**Franchise/ retail chain (*n* = 84)**	**Nonres. health care (*n* = 733)**	**Industry (*n* = 70)**
Have never heard of it.	50.8	24.4	49.6	56.0	55.1	58.6
Have only *heard* of it.	25.1	20.3	26.5	22.6	25.4	24.3
Know a little about it.	20.3	31.7	20.7	20.2	18.3	15.7
Know a lot about it.	3.8	23.6	3.2	1.2	1.2	1.4
		Statistical significance: $\chi^2(12) = 177.7$, ***p* = .000**, Cramer's V = .200 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

3. Does any of your documentation incorporate the *ICF* framework or descriptors? (Percentages)
   Analyses limited to respondents who met the following criterion:
   - ❖ CCC-A

Response	Facility type					
	All facility types (*n* = 1,425)	**College/ university (*n* = 114)**	**Hospital (*n* = 418)**	**Franchise/ retail chain (*n* = 79)**	**Nonres. health care (*n* = 670)**	**Industry (*n* = 65)**
Yes	12.1	27.2	13.2	19.0	10.0	1.5
No	87.9	72.8	86.8	81.0	90.0	98.5
		Statistical significance: $\chi^2(4) = 36.5$, ***p* = .000**, Cramer's V = .165 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

WORKFORCE

4. 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 criterion:

- CCC-A

Rating	Facility type					
	All facility types (*n* = 1,543)	**College/ university (*n* = 122)**	**Hospital (*n* = 457)**	**Franchise/ retail chain (*n* = 83)**	**Nonres. health care (*n* = 727)**	**Industry (*n* = 67)**
More job openings than job seekers	21.7	28.7	10.7	41.0	24.3	28.4
Job openings and job seekers in balance	37.6	50.8	39.8	26.5	37.3	32.8
Fewer job openings than job seekers	40.7	20.5	49.5	32.5	38.4	38.8
		Statistical significance: $\chi^2(8) = 78.7$, ***p* = .000**, Cramer's V = .164 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

CULTURAL AND LINGUISTIC DIVERSITY

5. How qualified do you believe you are to address cultural and linguistic influences on service delivery and outcomes?

   Scale: 1 = *Not at all qualified* → 5 = *Very qualified*

   Analyses limited to respondents who met the following criterion:

   - CCC-A

Rating	Facility type					
	All facility types (*n* = 1,549)	**College/ university (*n* = 124)**	**Hospital (*n* = 461)**	**Franchise/ retail chain (*n* = 85)**	**Nonres. health care (*n* = 728)**	**Industry (*n* = 68)**
1 – *Not at all qualified*	7.3	2.4	3.9	14.1	7.7	22.1
2	15.5	8.9	13.2	18.8	17.0	17.6
3	40.5	37.9	38.4	43.5	41.8	36.8
4	28.5	41.1	33.0	12.9	27.2	22.1
5 – *Very qualified*	8.1	9.7	11.5	10.6	6.3	1.5
		Statistical significance: $\chi^2(16) = 78.6$, ***p* = .000**, Cramer's V = .116 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

Employment and Earnings

6. Which one of the following categories best describes your employment status?
   Analyses limited to respondents who met the following criterion:
   - ❖ CCC-A

Status	Facility type					
	All facility types (*n* = 1,529)	**College/ university (*n* = 124)**	**Hospital (*n* = 465)**	**Franchise/ retail chain (*n* = 84)**	**Nonres. health care (*n* = 735)**	**Industry (*n* = 71)**
Employed full time	80.8	91.1	82.2	79.8	77.6	94.4
Employed part time	19.2	8.9	17.8	20.2	22.4	5.6
Not currently employed (**SKIP** to Q. 32.)	Removed from analyses					
		Statistical significance: $\chi^2(4) = 22.7$, ***p* = .000**, Cramer's V = .124 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

7. Do you currently work in a private practice?
   Analyses limited to respondents who met the following criteria:
   - ❖ CCC-A
   - ❖ Employed full time or part time

Response	Facility type					
	All facility types (*n* = 1,518)	**College/ university (*n* = 121)**	**Hospital (*n* = 462)**	**Franchise/ retail chain (*n* = 83)**	**Nonres. health care (*n* = 733)**	**Industry (*n* = 70)**
No (**SKIP** to Q. 10.)	63.1	96.7	93.9	34.9	38.6	92.9
Yes—full time	26.4	0.0	3.0	51.8	44.9	4.3
Yes—part time	10.5	3.3	3.0	13.3	16.5	2.9
		Statistical significance: $\chi^2(8) = 496.9$, ***p* = .000**, Cramer's V = .411 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

8. Which one of the following best describes your involvement in a private practice?

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Replied *Yes* to Q. 7

Response	Facility type					
	All facility types (*n* = 552)	**College/ university (*n* = 4)**	**Hospital (*n* = 27)**	**Franchise/ retail chain (*n* = 54)**	**Nonres. health care (*n* = 443)**	**Industry (*n* = 6)**
Owner (e.g., office-based or contract-based private practice)	42.1	(*n* < 25)	33.3	37.0	41.5	(*n* < 25)
Full-time salaried employee	34.5		33.3	42.6	35.0	
Part-time salaried employee	11.4		14.8	11.1	11.3	
Contractor/consultant (e.g., per diem, hourly, or temporary)	12.0		18.5	9.3	12.2	
		Too many cells (50%) 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.				

9. Which of the following best describes your private practice employment arrangement? *Select all that apply.*

Analyses limited to respondents who met the following criteria:

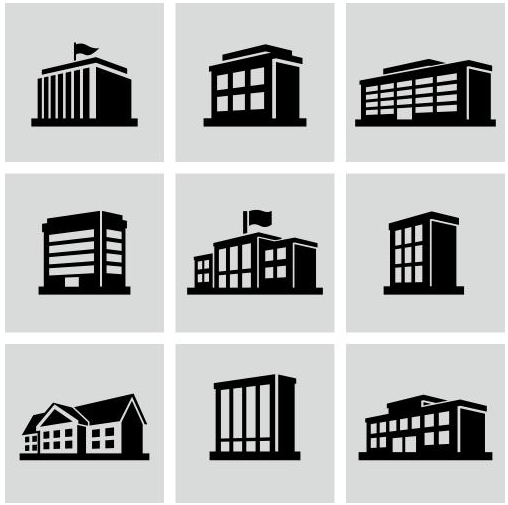
- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Replied *Yes* to Q. 7

Response	Facility type					
	All facility types (*n* = 560)	**College/ university (*n* ≥ 4)**	**Hospital (*n* ≥ 27)**	**Franchise/ retail chain (*n* = 54)**	**Nonres. health care (*n* ≥ 449)**	**Industry (*n* = 6)**
Self-employed in a private practice	41.3	(*n* < 25)	32.1	35.2	40.9	(*n* < 25)
		Too many cells (40%) 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.				
Employed in a private practice owned by other audiologists	17.7	(*n* < 25)	14.8	33.3	16.5	(*n* < 25)
		Too many cells (50%) 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.				
Employed in a private practice owned by non-audiologists (e.g., physicians, speech-language pathologists [SLPs])	40.4	(*n* < 25)	50.0	31.5	42.3	(*n* < 25)
		Too many cells (40%) 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.				

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. *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*.

    Analyses limited to respondents who met the following criteria:
    - ❖ CCC-A
    - ❖ Employed full time or part time

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.*



11. 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 answer can be accepted*.

Analyses limited to respondents who met the following criteria:

- CCC-A
- Employed full time or part time

Function	Facility type					
	All facility types (*n* = 1,518)	**College/ university (*n* = 124)**	**Hospital (*n* = 464)**	**Franchise/ retail chain (*n* = 84)**	**Nonres. health care (*n* = 734)**	**Industry (*n* = 69)**
Clinical service provider (includes all individuals providing any direct service)	81.5	13.7	87.7	84.5	95.4	4.3
College/university faculty/clinical educator	6.1	71.0	0.2	1.2	0.1	0.0
Researcher	2.2	7.3	3.0	0.0	0.0	13.0
Consultant	0.7	0.0	0.0	0.0	0.1	11.6
Administrator/ supervisor/director	5.9	8.1	8.8	6.0	3.5	11.6
Sales/training/technical support	3.4	0.0	0.0	8.3	0.8	55.1
Other, specify:	0.4	0.0	0.2	0.0	0.0	4.3
		Too many cells (51%) 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.				

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? *Select one response only*.
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. Conclusion: 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 separate questions. You may include decimals.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Hourly salary of at least $1

Rate	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Worked 28 or fewer hours						
	n = 171	*n* = 3	*n* = 45	*n* = 10	*n* = 101	*n* = 5
25th percentile	$34.04		$37.49		$31.17	
50th percentile (**Median**)	$41.00		$41.00		$40.00	
75th percentile	$50.00	(*n* < 25)	$46.37	(*n* < 25)	$50.00	(*n* < 25)
Mean	$47.12		$43.56		$45.87	
Standard deviation	$31.76		$9.93		$37.27	
Mode	$50.00		$45.00		$50.00	
		Statistical significance: *F*(4, 158) = 2.5, ***p* = .042** Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.				
Worked more than 28 hours						
	n = 171	*n* = 0	*n* = 54	*n* = 10	*n* = 103	*n* = 3
25th percentile	$32.00		$34.91		$30.00	
50th percentile (**Median**)	$36.28		$41.00		$35.00	
75th percentile	$43.34	(*n* < 25)	$45.00	(*n* < 25)	$40.29	(*n* < 25)
Mean	$38.84		$39.79		$37.42	
Standard deviation	$12.96		$6.21		$12.32	
Mode	$35.00		$45.00		$35.00	
		Statistical significance: *F*(3, 166) = 10.5, ***p* = .000** Conclusion: There is adequate 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
- ❖ Hourly salary of at least $1
- ❖ Worked for at least 1 hour per week

Hours	**Facility type**					
	All facility types (*n* = 343)	**College/ university (*n* = 3)**	**Hospital (*n* = 100)**	**Franchise/ retail chain (*n* = 20)**	**Nonres. health care (*n* = 204)**	**Industry (*n* = 7)**
25th percentile	20.0	(*n* < 25)	22.2	(*n* < 25)	20.0	(*n* < 25)
50th percentile (**Median**)	28.5		32.0		30.0	
75th percentile	38.4		40.0		37.8	
Mean	27.8		29.8		27.6	
Standard deviation	10.9		9.8		10.9	
Mode	40.0		40.0		40.0	
		Statistical significance: $F(4, 328) = 2.9$, $\boldsymbol{p = .022}$ Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.				

Note: The median number of *hours worked* was 30 when responses were limited to the 430 audiologists who worked full- or part time; 30 when responses were limited to the 430 audiologists who worked full- or part time and worked at least 1 hour per week; and was 28 when responses were limited to the 343 audiologists who worked full- or part time, worked at least 1 hour per week, and earned at least $1 per hour.

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

Analyses limited to respondents who met the following criteria:

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

Salary	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Worked 9–10 months (academic year)						
	n = 51	*n* = 38	*n* = 0	*n* = 0	*n* = 2	*n* = 0
25th percentile	$69,433	$71,976	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)
50th percentile (**Median**)	$80,000	$81,939				
75th percentile	$89,787	$90,988				
Mean	$80,380	$83,991				
Standard deviation	$19,777	$20,427				
Mode	$75,000	$80,000				
		Statistical significance: $F(1, 37) = 0.1$, $p = .796$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				
Worked 11–12 months (calendar year)						
	n = 921	*n* = 68	*n* = 313	*n* = 50	*n* = 415	*n* = 57
25th percentile	$66,102	$72,122	$72,000	$60,000	$60,000	$75,955
50th percentile (**Median**)	$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
Mean	$83,610	$91,445	$87,261	$84,959	$78,659	$90,034
Standard deviation	$30,682	$31,974	$21,263	$46,536	$34,282	$21,425
Mode	$80,000	$90,000	$80,000	$60,000	$60,000	$80,000
		Statistical significance: $F(4, 898) = 5.7$, $\mathbf{p = .000}$ Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.				

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

Response	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
	n = 1,049	*n* = 112	*n* = 342	*n* = 54	*n* = 453	*n* = 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
		Too many cells (47%) 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.				
	n = 1,045	*n* = 112	*n* = 342	*n* = 54	*n* = 449	*n* = 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
		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.				

17. What is the total amount you received as <u>commissions</u> during the past 12 months? *Enter "0" if you did not receive a commission, and **SKIP** to Q. 19.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Salary basis, Q. 12, *primarily hourly wage*
- ❖ Commission of at least $1

Commission	**Facility type**					
	All facility types (*n* = 83)	**College/ university (*n* = 1)**	**Hospital (*n* = 4)**	**Franchise/ retail chain (*n* = 5)**	**Nonres. health care (*n* = 72)**	**Industry (*n* = 0)**
25th percentile	$4,711	(*n* < 25)	(*n* < 25)	(*n* < 25)	$5,000	(*n* < 25)
50th percentile (**Median**)	$10,000				$10,000	
75th percentile	$15,000				$14,874	
Mean	$13,883				$11,773	
Standard deviation	$15,241				$10,247	
Mode	$12,000				$10,000	
		Statistical significance: $F(3, 77) = 4.5$, ***p* = .006** <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by facility type.				

(Question 17 continues on next page.)

17. (cont'd) What is the total amount you received as commissions during the past 12 months? Enter "0" if you did not receive a commission, and SKIP to Q. 19.

Analyses limited to respondents who met the following criteria:

- CCC-A
- Employed full time or part time
- Salary basis, Q. 12, *primarily annual salary*
- Commission of at least $1

Commission	**Facility type**					
	All facility types (*n* = 214)	**College/ university (*n* = 1)**	**Hospital (*n* = 14)**	**Franchise/ retail chain (*n* = 24)**	**Nonres. health care (*n* = 153)**	**Industry (*n* = 17)**
25th percentile	$10,000				$10,000	
50th percentile (**Median**)	$20,000				$20,000	
75th percentile	$31,142	(*n* < 25)	(*n* < 25)	(*n* < 25)	$30,000	(*n* < 25)
Mean	$25,316				$23,423	
Standard deviation	$20,408				$19,179	
Mode	$20,000				$20,000	
		Statistical significance: $F(4, 203) = 1.6$, $p = .184$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				

(Question 17 continues on next page.)

17. (cont'd) What is the total amount you received as commissions during the past 12 months? Enter "0" if you did not receive a commission, and SKIP to Q. 19.

Analyses limited to respondents who met the following criteria:

- CCC-A
- Employed full time or part time
- Salary basis, Q. 12, *primarily commission*
- Commission of at least $1

Commission	**Facility type**					
	All facility types (*n* = 40)	**College/ university (*n* = 1)**	**Hospital (*n* = 3)**	**Franchise/ retail chain (*n* = 5)**	**Nonres. health care (*n* = 29)**	**Industry (*n* = 2)**
25th percentile	$45,000				$46,192	
50th percentile (**Median**)	$80,000				$76,548	
75th percentile	$110,370	(*n* < 25)	(*n* < 25)	(*n* < 25)	$112,798	(*n* < 25)
Mean	$93,851				$98,917	
Standard deviation	$81,610				$94,267	
Mode	$80,000				$80,000	
		Statistical significance: $F(4, 34) = 0.2$, $p = .949$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				

18. What percent commission did you receive on product sales during the past 12 months? *You may include decimals*.

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Commission of at least $1
- ❖ Salary basis, Q. 12, *primarily hourly wage*

% Commission	**Facility type**					
	All facility types (*n* = 56)	**College/ university (*n* = 0)**	**Hospital (*n* = 2)**	**Franchise/ retail chain (*n* = 5)**	**Nonres. health care (*n* = 49)**	**Industry (*n* = 0)**
25th percentile	5.0	(*n* < 25)	(*n* < 25)	(*n* < 25)	5.0	(*n* < 25)
50th percentile (**Median**)	10.0				10.0	
75th percentile	15.0				16.2	
Mean	14.6				15.5	
Standard deviation	16.6				17.6	
Mode	15.0				15.0	
		Statistical significance: $F(2, 53) = 0.5$, $p = .581$ Conclusion: 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 percent commission did you receive on product sales during the past 12 months? *You may include decimals*.

Analyses limited to respondents who met the following criteria:

- CCC-A
- Employed full time or part time
- Commission of at least $1
- Salary basis, Q. 12, *primarily annual salary*

% Commission	**Facility type**					
	All facility types (*n* = 148)	**College/ university (*n* = 1)**	**Hospital (*n* = 9)**	**Franchise/ retail chain (*n* = 20)**	**Nonres. health care (*n* = 108)**	**Industry (*n* = 7)**
25th percentile	7.0	(*n* < 25)	(*n* < 25)	(*n* < 25)	8.8	(*n* < 25)
50th percentile (**Median**)	10.0				10.0	
75th percentile	20.0				20.0	
Mean	20.5				18.3	
Standard deviation	24.9				20.7	
Mode	10.0				10.0	
		Statistical significance: $F(4, 139) = 4.8$, $\boldsymbol{p = .001}$ Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.				

(Question 18 continues on next page.)

18. (cont'd) What percent commission did you receive on product sales during the past 12 months? *You may include decimals*.

Analyses limited to respondents who met the following criteria:

- CCC-A
- Employed full time or part time
- Commission of at least $1
- Salary basis, Q. 12, *primarily commission*

% Commission	**Facility type**					
	All facility types (*n* = 31)	**College/ university (*n* = 1)**	**Hospital (*n* = 1)**	**Franchise/ retail chain (*n* = 5)**	**Nonres. health care (*n* = 23)**	**Industry (*n* = 1)**
25th percentile	17.8	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)
50th percentile (**Median**)	26.0					
75th percentile	50.0					
Mean	40.5					
Standard deviation	31.8					
Mode	25.0					
		Statistical significance: $F(4, 26) = 0.8$, $p = .536$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				

19. What is the total amount you received in <u>bonuses</u> during the past 12 months? *Enter "0" if you did not receive a bonus during the past 12 months.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Bonus of at least $1

Bonus	Facility type					
	All facility types (*n* = 447)	**College/ university (*n* = 9)**	**Hospital (*n* = 140)**	**Franchise/ retail chain (*n* = 21)**	**Nonres. health care (*n* = 237)**	**Industry (*n* = 32)**
25th percentile	$800	(n < 25)	$750	(n < 25)	$500	$3,209
50th percentile (**Median**)	$2,000		$1,500		$2,100	$7,500
75th percentile	$9,500		$5,000		$10,000	$15,299
Mean	$10,069		$6,430		$11,253	$14,642
Standard deviation	$24,697		$28,383		$22,087	$30,102
Mode	$500		$500		$500	$3,000
		Statistical significance: $F(4, 434) = 1.2$, $p = .319$ <u>Conclusion</u>: There is not enough evidence from the data to say that the responses vary by facility type.				

PROFESSIONAL DEVELOPMENT

20. What are your preferred methods for receiving ASHA continuing education? *Select all that apply.*
Analyses limited to respondents who met the following criterion:
- ❖ CCC-A

Method	Facility type					
	All facility types (*n* = 1,569)	**College/ university (*n* ≥ 124)**	**Hospital (*n* ≥ 466)**	**Franchise/ retail chain (*n* ≥ 83)**	**Nonres. health care (*n* ≥ 735)**	**Industry (*n* ≥ 70)**
ASHA Convention	11.3	33.9	10.9	12.0	8.6	8.6
		Statistical significance: $\chi^2(4) = 67.3$, ***p* = .000**, Cramer's V = .213 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				
ASHA journals with CEU credit	14.8	14.4	17.6	15.5	13.6	19.7
		Statistical significance: $\chi^2(4) = 4.7$, $p = .323$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				
ASHA online conference (multiple sessions)	25.9	25.8	28.9	31.0	25.3	21.1
		Statistical significance: $\chi^2(4) = 3.8$, $p = .427$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				
ASHA 2-hour webinars	27.1	28.2	29.0	32.5	25.8	27.1
		Statistical significance: $\chi^2(4) = 2.6$, $p = .619$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				
Special Interest Group (SIG) *Perspectives*	7.9	13.6	6.0	9.6	8.2	10.0
		Statistical significance: $\chi^2(4) = 8.4$, $p = .078$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				

(Question 20 continues on next page.)

20. (cont'd) What are your preferred methods for receiving ASHA continuing education? *Select all that apply.*
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A

Method	Facility type					
	All facility types (*n* = 1,569)	**College/ university (*n* ≥ 124)**	**Hospital (*n* ≥ 466)**	**Franchise/ retail chain (*n* ≥ 83)**	**Nonres. health care (*n* ≥ 735)**	**Industry (*n* ≥ 70)**
State association meetings	41.2	48.0	35.0	42.2	45.6	42.9
		Statistical significance: $\chi^2(4) = 15.1$, ***p* = .004**, Cramer's V = .101 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

EXTERNSHIP SUPERVISION

21. Since January 2015… (See two questions in shaded cells below.)
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**
Have you been asked to supervise student externs?						
	n = 1,511	*n* = 122	*n* = 464	*n* = 84	*n* = 726	*n* = 70
Yes	51.5	36.9	66.8	47.6	48.8	10.0
No	48.5	63.1	33.2	52.4	51.2	90.0
		Statistical significance: $\chi^2(4) = 104.9$, ***p* = .000**, Cramer's V = .268 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				
Have you supervised student externs?						
	n = 1,461	*n* = 117	*n* = 450	*n* = 80	*n* = 702	*n* = 68
Yes	45.4	37.6	61.3	36.3	40.3	14.7
No	54.6	62.4	38.7	63.8	59.7	85.3
		Statistical significance: $\chi^2(4) = 84.9$, ***p* = .000**, Cramer's V = .245 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

22. Would you be willing to supervise student externs in the future?

Analyses limited to respondents who met the following criteria:

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

Response	Facility type					
	All facility types (*n* = 1,502)	**College/ university (*n* = 116)**	**Hospital (*n* = 464)**	**Franchise/ retail chain (*n* = 83)**	**Nonres. health care (*n* = 727)**	**Industry (*n* = 69)**
Yes (**SKIP** to Q. 24.)	63.7	57.8	76.7	54.2	60.0	37.7
No	36.3	42.2	23.3	45.8	40.0	62.3
		Statistical significance: $\chi^2(4) = 63.6$, ***p* = .000**, Cramer's V = .209 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

23. If you are not willing to supervise student externs, why not? *Select all that apply.*

Analyses limited to respondents who met the following criteria:

- CCC-A
- Employed full time or part time
- Response to Q. 22 was *No*

Reason	Facility type					
	All facility types (*n* = 545)	**College/ university (*n* ≥ 49)**	**Hospital (*n* = 108)**	**Franchise/ retail chain (*n* ≥ 37)**	**Nonres. health care (*n* ≥ 290)**	**Industry (*n* ≥ 43)**
I do not have training in supervision.	23.0	10.0	15.7	21.1	27.8	18.6
		Statistical significance: $\chi^2(4) = 12.5$, ***p* = .014**, Cramer's V = .154 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				
I'm too busy.	48.3	22.0	43.5	59.5	57.4	18.6
		Statistical significance: $\chi^2(4) = 41.5$, ***p* = .000**, Cramer's V = .280 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				
It decreases productivity.	27.4	2.0	31.5	28.9	33.4	6.8
		Statistical significance: $\chi^2(4) = 31.3$, ***p* = .000**, Cramer's V = .243 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				
Students cannot bill for services.	14.9	4.1	12.0	5.4	21.6	0.0
		Statistical significance: $\chi^2(4) = 25.5$, ***p* = .000**, Cramer's V = .220 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				
There are too many administrative requirements.	28.2	14.0	36.1	13.5	31.6	11.4
		Statistical significance: $\chi^2(4) = 20.2$, ***p* = .000**, Cramer's V = .195 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

(Question 23 continues on next page.)

23. (cont'd) If you are not willing to supervise student externs, why not? *Select all that apply.*

Analyses limited to respondents who met the following criteria:

- CCC-A
- Employed full time or part time
- Response to Q. 22 was *No*

Reason	Facility type					
	All facility types (*n* = 545)	**College/ university (*n* ≥ 49)**	**Hospital (*n* = 108)**	**Franchise/ retail chain (*n* ≥ 37)**	**Nonres. health care (*n* ≥ 290)**	**Industry (*n* ≥ 43)**
There is no compensation for supervision.	19.0	8.2	22.2	26.3	22.3	0.0
		Statistical significance: $\chi^2(4) = 17.6$, ***p* = .001**, Cramer's V = .182 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

SUPPORT PERSONNEL

ASHA defines *support personnel* as audiology assistants, speech-language pathology assistants, speech aides, or audiology technicians. This definition excludes clerical staff and classroom aides.

24. How many support personnel do you currently supervise? *Enter "0" if none*.
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Support Personnel	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Includes "0"						
	n = 1,237	*n* = 17	*n* = 407	*n* = 71	*n* = 700	*n* = 3
25th percentile	0.0		0.0	0.0	0.0	
50th percentile (**Median**)	0.0		0.0	0.0	0.0	
75th percentile	1.0	(*n* < 25)	1.0	1.0	1.0	(*n* < 25)
Mean	0.6		0.7	0.6	0.6	
Standard deviation	1.4		1.6	1.0	1.3	
Mode	0.0		0.0	0.0	0.0	
		Statistical significance: $F(4, 1193) = 0.6$, $p = .645$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				
Excludes "0"						
	n = 383	*n* = 6	*n* = 125	*n* = 23	*n* = 217	*n* = 0
25th percentile	1.0		1.0		1.0	
50th percentile (**Median**)	1.0		1.0		1.0	
75th percentile	2.0	(*n* < 25)	2.0	(*n* < 25)	2.0	(*n* < 25)
Mean	2.0		2.2		1.8	
Standard deviation	1.9		2.2		1.8	
Mode	1.0		1.0		1.0	
		Statistical significance: $F(3, 366) = 1.4$, $p = .253$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				

SERVICE PROVISION

25. How often do you perform each of the following activities? (See shaded boxes below.)
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Activity	Facility type					
	All facility types (*n* ≥ 1,203)	**College/ university (*n* ≥ 17)**	**Hospital (*n* ≥ 393)**	**Franchise/ retail chain (*n* ≥ 68)**	**Nonres. health care (*n* ≥ 679)**	**Industry (*n* ≥ 3)**
Audiologic/aural rehabilitation: Demonstrate, fit, or dispense hearing assistive technology						
Never	10.6	(*n* < 25)	15.7	1.4	8.7	(*n* < 25)
Less than monthly	9.3		9.5	7.0	9.4	
Monthly	12.7		11.9	11.3	13.4	
Weekly	23.1		24.1	12.7	22.5	
Daily	44.3		38.8	67.6	45.9	
		Too many cells (36%) 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.				
Audiologic/aural rehabilitation: Fit and dispense hearing aids						
Never	11.4	(*n* < 25)	14.8	1.4	9.7	(*n* < 25)
Less than monthly	2.6		3.8	0.0	1.2	
Monthly	4.3		6.8	0.0	2.9	
Weekly	26.0		28.1	15.7	26.3	
Daily	55.6		46.6	82.9	59.9	
		Too many cells (44%) 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.				

(Question 25 continues on next page.)

25. (cont'd) How often do you perform each of the following activities? (See shaded boxes below.)
Analyses limited to respondents who met the following criteria:
- CCC-A
- Clinical service provider

Activity	Facility type					
	All facility types (*n* ≥ 1,203)	**College/ university (*n* ≥ 17)**	**Hospital (*n* ≥ 393)**	**Franchise/ retail chain (*n* ≥ 68)**	**Nonres. health care (*n* ≥ 679)**	**Industry (*n* ≥ 3)**
Audiologic/aural rehabilitation: Fit and dispense personal sound amplification products (PSAPs)						
Never	57.4		58.3	58.0	57.6	
Less than monthly	25.8		24.3	27.5	26.9	
Monthly	7.6	(*n* < 25)	6.3	11.6	7.9	(*n* < 25)
Weekly	4.9		5.8	1.4	3.7	
Daily	4.3		5.5	1.4	4.0	
		Too many cells (44%) 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.				
Audiologic/aural rehabilitation: Provide informational counseling						
Never	1.8		2.5	0.0	1.3	
Less than monthly	1.4		1.8	0.0	1.3	
Monthly	2.8	(*n* < 25)	1.5	0.0	3.5	(*n* < 25)
Weekly	15.0		11.8	15.7	15.6	
Daily	79.0		82.5	84.3	78.3	
		Too many cells (48%) 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.				

(Question 25 continues on next page.)

25. (cont'd) How often do you perform each of the following activities? (See shaded boxes below.)
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Activity	Facility type					
	All facility types (*n* ≥ 1,203)	**College/ university (*n* ≥ 17)**	**Hospital (*n* ≥ 393)**	**Franchise/ retail chain (*n* ≥ 68)**	**Nonres. health care (*n* ≥ 679)**	**Industry (*n* ≥ 3)**
Audiologic/aural rehabilitation: Teach speechreading						
Never	90.8	(*n* < 25)	92.5	88.4	90.6	(*n* < 25)
Less than monthly	6.1		5.0	10.1	6.0	
Monthly	1.5		1.0	1.4	1.6	
Weekly	0.9		1.5	0.0	0.6	
Daily	0.7		0.0	0.0	1.2	
		Too many cells (60%) 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.				
Perform cerumen management						
Never	38.0	(*n* < 25)	45.2	19.7	35.6	(*n* < 25)
Less than monthly	14.0		16.4	8.5	12.6	
Monthly	10.8		9.2	14.1	11.1	
Weekly	23.9		21.1	25.4	25.8	
Daily	13.3		8.2	32.4	14.9	
		Too many cells (36%) 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.				

(Question 25 continues on next page.)

25. (cont'd) How often do you perform each of the following activities? (See shaded boxes below.)
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Activity	Facility type					
	All facility types (*n* ≥ 1,203)	**College/ university (*n* ≥ 17)**	**Hospital (*n* ≥ 393)**	**Franchise/ retail chain (*n* ≥ 68)**	**Nonres. health care (*n* ≥ 679)**	**Industry (*n* ≥ 3)**
Program cochlear implants (CIs)						
Never	85.8	(*n* < 25)	79.0	95.6	88.9	(*n* < 25)
Less than monthly	2.9		4.0	2.9	2.3	
Monthly	2.6		2.3	1.5	3.1	
Weekly	4.2		6.5	0.0	3.1	
Daily	4.4		8.3	0.0	2.6	
		Too many cells (52%) 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.				
Provide hearing conservation services						
Never	38.7	(*n* < 25)	49.1	31.9	32.8	(*n* < 25)
Less than monthly	30.0		26.7	36.2	31.6	
Monthly	18.9		13.0	21.7	21.9	
Weekly	8.7		7.2	7.2	10.2	
Daily	3.8		4.0	2.9	3.5	
		Too many cells (36%) 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.				

(Question 25 continues on next page.)

25. (cont'd) How often do you perform each of the following activities? (See shaded boxes below.)
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Activity	Facility type					
	All facility types (*n* ≥ 1,203)	**College/ university (*n* ≥ 17)**	**Hospital (*n* ≥ 393)**	**Franchise/ retail chain (*n* ≥ 68)**	**Nonres. health care (*n* ≥ 679)**	**Industry (*n* ≥ 3)**
Provide vestibular assessment and/or rehabilitation						
Never	62.0	(*n* < 25)	66.3	88.2	55.8	(*n* < 25)
Less than monthly	5.5		4.7	1.5	5.8	
Monthly	5.0		3.7	1.5	6.0	
Weekly	18.7		16.7	8.8	22.2	
Daily	8.7		8.5	0.0	10.2	
		Too many cells (44%) 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.				
Validate treatment outcomes using self-report questionnaires						
Never	31.7	(*n* < 25)	28.0	26.5	34.7	(*n* < 25)
Less than monthly	18.7		17.6	13.2	19.2	
Monthly	15.0		15.4	7.4	14.9	
Weekly	21.6		22.9	26.5	20.7	
Daily	13.1		16.1	26.5	10.5	
		Too many cells (36%) 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.				

(Question 25 continues on next page.)

25. (cont'd) How often do you perform each of the following activities? (See shaded boxes below.)
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Activity	Facility type					
	All facility types (*n* ≥ 1,203)	**College/ university (*n* ≥ 17)**	**Hospital (*n* ≥ 393)**	**Franchise/ retail chain (*n* ≥ 68)**	**Nonres. health care (*n* ≥ 679)**	**Industry (*n* ≥ 3)**
Validate treatment outcomes using speech-in-noise testing						
Never	33.4	(*n* < 25)	31.3	20.3	36.7	(*n* < 25)
Less than monthly	19.2		22.1	29.0	16.4	
Monthly	15.7		14.2	11.6	16.4	
Weekly	19.4		20.6	17.4	18.5	
Daily	12.3		11.7	21.7	11.9	
		Too many cells (36%) 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.				
Verify performance of hearing aids using real-ear measures						
Never	29.4	(*n* < 25)	20.6	30.4	34.9	(*n* < 25)
Less than monthly	10.5		9.0	7.2	11.3	
Monthly	8.1		9.8	7.2	7.1	
Weekly	21.9		25.1	8.7	20.7	
Daily	30.0		35.6	46.4	26.0	
		Too many cells (32%) 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.				

26. How do you charge for products and services? *Select all that apply.* (Percentages)
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Charge	Facility type					
	All facility types (*n* = 1,237)	**College/ university (*n* = 17)**	**Hospital (*n* = 407)**	**Franchise/ retail chain (*n* = 71)**	**Nonres. health care (*n* = 700)**	**Industry (*n* ≥ 3)**
Bundle all charges.	57.2	(*n* < 25)	36.4	88.7	67.9	(*n* < 25)
		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.				
Charge separately for professional services and devices.	28.6	(*n* < 25)	31.2	12.7	28.4	(*n* < 25)
		Too many cells (30%) 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.				
Charge for professional services when device was purchased elsewhere.	1.2	(*n* < 25)	1.2	0.0	1.3	(*n* < 25)
		Too many cells (50%) 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.				
Not applicable.	17.8	(*n* < 25)	34.2	2.8	8.6	(*n* < 25)
		Too many cells (30%) 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.				

27. Do you receive payment for services from the following sources? (See shaded boxes below.)
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Payment Source	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Medicare						
	n = 1,157	*n* = 15	*n* = 368	*n* = 65	*n* = 670	*n* = 4
Yes	72.4	(*n* < 25)	62.8	52.3	81.9	(*n* < 25)
No	27.6		37.2	47.7	18.1	
		Too many cells (30%) 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.				
Medicaid						
	n = 1,134	*n* = 16	*n* = 368	*n* = 60	*n* = 653	*n* = 4
Yes	63.4	(*n* < 25)	71.7	40.0	61.9	(*n* < 25)
No	36.6		28.3	60.0	38.1	
		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.				

(Question 27 continues on next page.)

27. (cont'd) Do you receive payment for services from the following sources? (See shaded boxes below.)
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Response	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Out of pocket						
	n = 1,171	*n* = 16	*n* = 372	*n* = 66	*n* = 680	*n* = 3
Yes	88.5	(*n* < 25)	77.2	98.5	95.4	(*n* < 25)
No	11.5		22.8	1.5	4.6	
		Too many cells (30%) 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.				
Private health insurance						
	n = 1,166	*n* = 16	*n* = 372	*n* = 66	*n* = 677	*n* = 4
Yes	87.0	(*n* < 25)	79.0	87.9	93.2	(*n* < 25)
No	13.0		21.0	12.1	6.8	
		Too many cells (30%) 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.				

28. How do your patients pay for hearing aids? *Select all that apply.* (Percentages)
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Response	Facility type					
	All facility types (*n* = 1,237)	**College/ university (*n* ≥ 17)**	**Hospital (*n* = 407)**	**Franchise/ retail chain (*n* = 71)**	**Nonres. health care (*n* = 700)**	**Industry (*n* ≥ 3)**
I do not sell hearing aids.	18.6	(*n* < 25)	34.2	1.4	9.4	(*n* < 25)
		Too many cells (30%) 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.				
Primary insurance.	66.1	(*n* < 25)	52.3	81.7	74.6	(*n* < 25)
		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.				
Supplemental insurance plans.	54.8	(*n* < 25)	39.1	73.2	64.4	(*n* < 25)
		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.				
Out of pocket.	77.6	(*n* < 25)	59.7	98.6	87.9	(*n* < 25)
		Too many cells (30%) 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.				
Vocational rehabilitation funding.	43.0	(*n* < 25)	28.3	63.4	50.6	(*n* < 25)
		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.				

29. Do you bill patients privately for aural rehabilitation when insurance does not cover the service?
Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Clinical service provider

Response	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Adults						
	n = 1,094	*n* = 17	*n* = 335	*n* = 69	*n* = 640	*n* = 3
Yes	15.1	(*n* < 25)	12.5	8.7	16.7	(*n* < 25)
No	84.9		87.5	91.3	83.3	
		Too many cells (30%) 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.				
Pediatrics						
	n = 1,076	*n* = 16	*n* = 337	*n* = 66	*n* = 621	*n* = 3
Yes	12.4	(*n* < 25)	12.8	3.0	13.2	(*n* < 25)
No	87.6		87.2	97.0	86.8	
		Too many cells (30%) 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.				

DEMOGRAPHICS

30. Which <u>one</u> 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* = 1,504)	**College/ university (*n* = 124)**	**Hospital (*n* = 461)**	**Franchise/ retail chain (*n* = 81)**	**Nonres. health care (*n* = 728)**	**Industry (*n* = 65)**
City/urban area	52.1	58.1	71.1	44.4	40.0	55.4
Suburban area	37.6	28.2	22.6	40.7	48.1	41.5
Rural area	10.3	13.7	6.3	14.8	12.0	3.1
Not employed (**SKIP** to Q. 32.)	Removed from analyses					
		Statistical significance: $\chi^2(8) = 122.4$, ***p* = .000**, Cramer's V = .205 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				

31. In what state is your primary employment facility located? *Use standard post office two-letter code (e.g., ME for Maine).*

Analyses limited to respondents who met the following criteria:

- CCC-A
- Employed full time or part time

State	*n*	State	*n*	State	*n*
Alabama	38	Kentucky	11	North Dakota	10
Alaska	5	Louisiana	20	Ohio	85
Arizona	33	Maine	5	Oklahoma	13
Arkansas	16	Maryland	43	Oregon	19
California	78	Massachusetts	49	Pennsylvania	63
Colorado	34	Michigan	69	Rhode Island	8
Connecticut	27	Minnesota	47	South Carolina	13
Delaware	2	Mississippi	17	South Dakota	9
District of Columbia	7	Missouri	46	Tennessee	47
Florida	54	Montana	2	Texas	97
Georgia	34	Nebraska	23	Utah	17
Hawaii	4	Nevada	4	Vermont	3
Idaho	13	New Hampshire	5	Virginia	27
Illinois	44	New Jersey	61	Washington	43
Indiana	33	New Mexico	5	West Virginia	16
Iowa	19	New York	105	Wisconsin	38
Kansas	21	North Carolina	41	Wyoming	3
				Total	**1,525**

31. (cont'd) In what state is your primary employment FACILITY located? *Use standard post office two-letter code (e.g., ME for Maine).*

Analyses limited to respondents who met the following criteria:

- CCC-A
- Employed full time or part time

Response	Facility type					
	All facility types (*n* = 1,525)	**College/ university (*n* ≥ 123)**	**Hospital (*n* ≥ 463)**	**Franchise/ retail chain (*n* ≥ 83)**	**Nonres. health care (*n* = 735)**	**Industry (*n* ≥ 70)**
Northeast	**21.3**	**22.0**	**22.5**	**17.9**	**20.5**	**23.9**
Middle Atlantic	15.1	16.0	16.1	13.3	13.6	21.4
New England	6.3	5.6	6.2	4.8	6.9	1.4
Midwest	**29.3**	**26.8**	**27.4**	**22.6**	**30.2**	**36.6**
East North Central	17.7	13.6	16.6	14.5	19.3	15.7
West North Central	11.5	12.8	10.8	8.4	10.9	21.4
South	**32.5**	**34.1**	**32.2**	**33.3**	**33.7**	**21.1**
East South Central	7.4	8.8	9.5	3.6	7.3	0.0
South Atlantic	15.5	16.8	14.8	9.6	16.9	11.4
West South Central	9.6	8.8	8.0	20.5	9.7	10.0
West	**17.0**	**17.1**	**17.9**	**26.2**	**15.5**	**18.3**
Mountain	7.3	9.6	6.9	7.2	7.3	8.6
Pacific	9.7	8.0	11.2	18.1	8.0	10.0
		Statistical significance: FOR 4 REGIONS: $\chi^2(12) = 13.4$, $p = .338$ FOR 9 DIVISIONS: $\chi^2(32) = 53.2$, ***p* = .011**, Cramer's V = .095				

32. Identify the degrees you have earned. *Count only actual degrees—not equivalencies or certificates—and do not include degrees expected but not yet conferred. Select all that apply.* (Percentages)

Analyses limited to respondents who met the following criterion:

- CCC-A

Degree	Facility type					
	All facility types (*n* = 1,568)	**College/ university (*n* = 124)**	**Hospital (*n* ≥ 465)**	**Franchise/ retail chain (*n* = 83)**	**Nonres. health care (*n* = 735)**	**Industry (*n* = 71)**
Highest degree						
Master's	27.9	7.3	23.2	34.9	32.8	29.6
AuD	63.3	44.4	69.9	60.2	64.1	60.6
PhD	7.1	41.9	4.9	2.4	2.7	7.0
Other doctorate, specify:	0.7	3.2	0.6	1.2	0.3	1.4
Multiple doctorates	0.9	3.2	1.3	1.2	0.1	1.4
		Too many cells (36%) 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.				
Highest degree: Combined doctoral degrees						
Master's	27.9	7.3	23.2	34.9	32.8	29.6
Doctorate	72.1	92.7	76.8	65.1	67.2	70.4
		Statistical significance: $\chi^2(4) = 42.5$, ***p* = .000**, Cramer's V = .170 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

33. How much unpaid student debt do you have? *Enter "0" if none*.

Analyses limited to respondents who met the following criteria:

- CCC-A
- Student debt of at least $1

Debt	Facility type					
	All facility types (*n* = 385)	**College/ university (*n* = 24)**	**Hospital (*n* = 141)**	**Franchise/ retail chain (*n* = 15)**	**Nonres. health care (*n* = 177)**	**Industry (*n* = 13)**
25th percentile	$20,000	(n < 25)	$20,000	(n < 25)	$22,000	(n < 25)
50th percentile (**Median**)	$44,983		$40,000		$45,997	
75th percentile	$81,755		$75,000		$90,000	
Mean	$58,201		$56,799		$61,123	
Standard deviation	$52,288		$56,582		$50,461	
Mode	$20,000		$20,000		$50,000	
		Statistical significance: $F(4, 365) = 0.3$, $p = .885$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				

34. Are you considering pursuing a research doctorate (PhD)? *Select one response, considering only "PhD"—not other types of doctorates*. (Percentages)

Analyses limited to respondents who met the following criterion:

- CCC-A

Response	Facility type					
	All facility types (*n* = 1,564)	**College/ university (*n* = 123)**	**Hospital (*n* = 466)**	**Franchise/ retail chain (*n* = 84)**	**Nonres. health care (*n* = 731)**	**Industry (*n* = 71)**
I already have a PhD.	8.1	45.5	6.2	4.8	3.1	9.9
I'm in a PhD program now.	0.4	1.6	0.4	0.0	0.3	0.0
Yes; I hope to start within the next 5 years.	0.4	0.8	0.6	0.0	0.1	0.0
Maybe, but I don't know when.	5.0	3.3	7.5	6.0	3.8	7.0
No; I'm not considering it.	86.0	48.8	85.2	89.3	92.6	83.1
		Too many cells (48%) 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.				

35. Excluding your clinical fellowship or externship, how many years have you been employed in the audiology profession? Round to the nearest full year. *Enter "0" if you have never been employed in the professions.*

Analyses limited to respondents who met the following criteria:

- CCC-A
- Response greater than "0"

Years	Facility type					
	All facility types (*n* = 1,558)	**College/ university (*n* = 123)**	**Hospital (*n* = 465)**	**Franchise/ retail chain (*n* = 84)**	**Nonres. health care (*n* = 730)**	**Industry (*n* = 70)**
25th percentile	10	12	8	12	10	13
50th percentile (**Median**)	19	24	16	19	20	19
75th percentile	30	34	26	31	30	29
Mean	20	23	18	21	21	21
Standard deviation	12	12	11	13	12	11
Mode	30	40	5	20	30	16
		Statistical significance: $F(4, 1466) = 7.1$, $\boldsymbol{p = .000}$ Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.				

36. Are you …(Percentages)

Analyses limited to respondents who met the following criterion:

- CCC-A

Response	Facility type					
	All facility types (*n* = 1,567)	**College/ university (*n* = 124)**	**Hospital (*n* = 465)**	**Franchise/ retail chain (*n* = 84)**	**Nonres. health care (*n* = 735)**	**Industry (*n* = 71)**
Female	83.7	75.0	88.0	75.0	83.4	77.5
Male	16.3	25.0	12.0	25.0	16.6	22.5
		Statistical significance: $\chi^2(4) = 19.4$, ***p* = .001**, Cramer's V = .114 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.				

37. In what year were you born? (Note: Data were converted to AGE of respondent at time of survey return.)

Analyses limited to respondents who met the following criterion:

- CCC-A

Age	Facility type					
	All facility types (*n* = 1,560)	**College/ university (*n* = 123)**	**Hospital (*n* = 462)**	**Franchise/ retail chain (*n* = 84)**	**Nonres. health care (*n* = 733)**	**Industry (*n* = 70)**
25th percentile	38	42	35	41	38	41
50th percentile (**Median**)	46	53	43	49	47	47
75th percentile	58	62	54	63	58	58
Mean	48	51	45	50	48	49
Standard deviation	12	11	11	13	12	11
Mode	35	63	34	63	31	45
		Statistical significance: $F(4, 1467) = 11.3$, ***p* = .000** Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.				

38. In what year do you think you are most likely to retire from the profession?

Analyses limited to respondents who met the following criterion:

- CCC-A

Year	Facility type					
	All facility types (*n* = 1,412)	**College/ university (*n* = 118)**	**Hospital (*n* = 428)**	**Franchise/ retail chain (*n* = 79)**	**Nonres. health care (*n* = 651)**	**Industry (*n* = 65)**
25th percentile	2023	2020	2025	2020	2022	2024
50th percentile (**Median**)	2032	2028	2035	2030	2031	2030
75th percentile	2041	2037	2044	2040	2042	2040
Mean	2033	2030	2035	2032	2033	2032
Standard deviation	11	11	11	11	11	10
Mode	2040	2018	2040	2020	2020	2020
		Statistical significance: $F(4, 1336) = 5.4$, ***p* = .000** Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.				

39. Would you like to be entered into a drawing for a $100 Amazon gift card as a thank you for completing this survey? (Percentages)

Analyses limited to respondents who met the following criteria:

- CCC-A
- Question was printed only on the survey sent to the experimental group.

Response	Facility type					
	All facility types (*n* = 799)	**College/ university (*n* = 59)**	**Hospital (*n* = 231)**	**Franchise/ retail chain (*n* = 44)**	**Nonres. health care (*n* = 385)**	**Industry (*n* = 36)**
Yes	86.5	76.3	89.2	90.0	86.0	83.3
No	13.5	23.7	10.8	9.1	14.0	16.7
		Statistical significance: $\chi^2(4) = 7.8$, $p = .101$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				

Appendix

Statistics used in the summary report include the following notation and description:

Notation	**Description**
Response rate	The percentage of individuals who were included in the sample, minus any who were ineligible: $RR = \frac{(C + P)}{S - (Ret + I)}$ Where RR = Response rate C = Number of completed surveys P = Number of partial surveys S = Sample size Ret = Ineligible because of retirement I = Ineligible for other reasons (e.g., does not work in schools, no longer in the discipline, on leave of absence) $RR = \frac{1{,}569}{4{,}000 - (2 + 27)} = 39.5\%$
n	The number in the sample. In this report, *n* refers to the number of people who answered a particular question.
Mean	A measure of central tendency; an average. Add the total of all the values and divide by the number of items. Example: (1 + 1 + 7 + 34 + 88) / 5 = 26.2
Standard deviation	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.[1] About 68% of the measurement is between 1 standard deviation greater than and 1 standard deviation smaller than the mean; 95% is plus/minus 2 standard deviations. Example: (1 + 1 + 7 + 34 + 88) Standard deviation = 37.1 Therefore, 68% of the responses are between –10.9 and 63.3
Median	A measure of central tendency. Arrange the values in order, from lowest to highest. Select the value in the middle position. Example: 1, 1, 7, 34, 88 Median = 7

(Table continues on next page.)

Notation	Description
Mode	A measure of central tendency. The value that occurs more frequently than any other value. Example: 1, 1, 7, 34, 88 Mode = 1
Statistical significance	Describes whether a value is larger or smaller than would be expected by chance alone. *Note*: A large sample size can lead to results that are "statistically significant" even though the results themselves may not have substantive or practical significance. This is particularly true for chi-square (χ^2) tests.[1]
Chi-square (χ^2)	A test used to assess the statistical significance of a finding in which the variables being assessed are nominal (e.g., *male* and *female*) or ordinal (e.g., *Excellent, Good, Fair*, and *Poor*). It measures whether there are statistically significant differences between the observed frequencies and the expected frequencies of two variables. The larger the observed frequency is in comparison with the expected frequency, the larger the χ^2 statistic and the more likely that the difference is statistically significant. When the sample size is large, large χ^2 values (that are statistically significant) can be obtained even for weak associations.[1]
Cramer's *V*	A measure of the strength of the association, used with χ^2 statistics to identify the meaningfulness of a relationship. The χ^2 value may be large with a probability of having occurred by chance that is small ($p < .05$). That is, it is "statistically significant at the .05 level." Cramer's *V* allows for comparison across cells of different sizes and across tables with different numbers of cells.The larger the Cramer's *V*, the stronger the association.
ANOVA (*F*)	*F* is the statistic computed when conducting an analysis of variance (ANOVA). ANOVA measures the differences between means on two or more variables. It is used when there are categorical independent variables and a continuous dependent variable.[1]
p	Probability. Found in expressions such as $p = .003$, meaning "The probability that this result could have been produced by chance is 1 in 3/1000ths." The smaller the number, the less likely that the result was due to chance. The *p* value is the actual probability associated with an obtained statistical result, such as χ^2 or *F*.[1]
df	Degrees of freedom. Refers to the number of values that are free to vary when computing a statistic. Used in interpreting both a χ^2 and an *F* ratio. It is calculated in a cross-tabulation as (R – 1) (C – 1) or (the number of rows minus 1) × (the number of columns minus 1). In a 3 × 4 table, *df* would be 6.

[1] Vogt, W. P. (1993). *Dictionary of statistics and methodology*. Newbury Park, CA: Sage.