



AUDIOLOGY SURVEY

Survey Summary Report: Number and Type of Responses

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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 Analyses lim | at kind of job is th ited to responder | ne Association do nts who met the f | ing in serving its ollowing criterion | s members? (Pei n: | rcentages) | | |
|--|--|--|--|--|---|------------------------------|--|
| ♦ CCC- | <u>A</u> | | | | | | |
| | Facility type | | | | | | |
| Response | All facility types (<i>n</i> = 1,457) | College/ university (<i>n</i> = 127) | Hospital (<i>n</i> = 490) | Franchise/ retail chain (<i>n</i> = 50) | Nonres. health care (<i>n</i> = 678) | Industry (<i>n</i> = 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 (2 <u>Conclusion</u> : Too I responses vary b | 20%) have an exp little data are avai y facility type. | ected count of less lable in some facil | s than 5. ity categories to te | est whether | |

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:

| | | Facility type | | | | | | | |
|--|--|--|---|--|---|------------------------------|--|--|--|
| Response | All facility types (<i>n</i> ≥ 1,446) | College/ university (<i>n</i> ≥ 127) | Hospital (<i>n</i> ≥ 487) | Franchise/ retail chain (<i>n</i> ≥ 51) | Nonres. health care (<i>n</i> ≥ 669) | Industry (<i>n</i> ≥ 66) | | | |
| | | At ASHA | A, I feel I belong. | | | | | | |
| Strongly disagree | 6.3 | 3.1 | 6.3 | 7.7 | 7.2 | 7. | | | |
| Disagree | 30.2 | 16.4 | 30.6 | 42.3 | 31.1 | 26. | | | |
| 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 signification Conclusion: There by type of facility. | ance: χ ² (12) = 34. e is adequate evic | .7, p = .001 , Cram dence from the dat | er's $V = .090$ a to say that the re | sponses vary | | | |
| | | ASHA is an | organization I tru | ust. | | | | | |
| | 16 | 0.8 | 2.0 | 0.0 | 1.6 | 1. | | | |
| Strongly disagree | 1.0 | | | | | | | | |
| Strongly disagree Disagree | 10.5 | 7.7 | 8.1 | 13.5 | 12.6 | 5.9 | | | |
| Strongly disagree Disagree Agree | 10.5 | 7.7 58.5 | 8.1 67.3 | 13.5 71.2 | 12.6 64.5 | 5. 69. | | | |
| Strongly disagree Disagree Agree Strongly agree | 10.5 65.1 22.9 | 7.7 58.5 33.1 | 8.1 67.3 22.6 | 13.5 71.2 15.4 | 12.6 64.5 21.3 | 5. 69. 23. | | | |

| 2. (cont'd.) Rate you | r agreement with t | he following state | ments: strongly | disagree (SD), c | disagree (D), agre | e (A), | | | |
|-----------------------|--|---|--|---|---|------------------------------|--|--|--|
| strongly agree (SA | A). (Percentages) | C C | 01 | 0 | | | | | |
| Analyses li | mited to responder | nts who met the f | ollowing criterior | n: | | | | | |
| * CCC | 2-A | | | | | | | | |
| | | Facility type | | | | | | | |
| Response | All facility types (<i>n</i> ≥ 1,446) | College/ university (<i>n</i> ≥ 127) | Hospital (n≥487) | Franchise/ retail chain (n ≥ 51) | Nonres. health care (<i>n</i> ≥ 669) | Industry (<i>n</i> ≥ 66) | | | |
| | | ASH | A values me. | | | | | | |
| 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 signification <u>Conclusion</u> : There by type of facility. | ance: χ ² (12) = 28 e is adequate evic | .6, <i>p</i> = .005 , Cram dence from the dat | er's $V = .082$ ta to say that the re | sponses vary | | | |
| | l re | commend ASHA | as a resource to | colleagues. | | | | | |
| 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 signification Conclusion: There by type of facility. | ance: χ²(12) = 67 e is adequate evic | .1, p = .000 , Cram dence from the dat | er's $V = .126$ ta to say that the re | sponses vary | | | |

| What newly created apply. (Percentages Analyses limi CCC-A | short-form video s; we changed the ited to responde A | os (up to 15 minu ne order of respor nts who met the t | ites) related to a nses from alphal following criterio | udiology would y betic to descendi n: | rou find useful? S ing order of frequ | Select all that iencies.) |
|---|---|---|--|---|---|------------------------------|
| | | | Facilit | y type | | |
| Video | All facility types (<i>n</i> = 1,487) | College/ university (n ≥ 129) | Hospital (<i>n</i> = 499) | Franchise/ retail chain (<i>n</i> ≥ 52) | Nonres. health care (<i>n</i> ≥ 691) | Industry (<i>n</i> ≥ 70) |
| Highlights on what ASHA is doing for audiology | 63.1 | 55.8 | 63.9 | 67.3 | 62.7 | 71.4 |
| | | Statistical significance: $\chi^2(4) = 5.6$, $p = .230$ <u>Conclusion</u> : 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 signific <u>Conclusion</u> : Ther by type of facility. | cance: $\chi^2(4) = 20.7$ re is adequate evid | 7, p = .000 , Crame dence from the dat | r's V= .120 ta to say that the r | esponses vary |
| Practice tips for clinical application | 55.9 | 52.7 | 53.9 | 46.2 | 61.0 | 38.6 |
| | | Statistical signific <u>Conclusion</u> : Ther by type of facility. | cance: χ²(4) = 19.1 e is adequate evid | l, <i>p</i> = .001 , Crame dence from the dat | r's V= .115 ta to say that the r | esponses vary |
| Advocacy for the profession of audiology | 45.3 | 51.2 | 42.1 | 49.1 | 47.5 | 42.9 |
| | Statistical significance: $\chi^2(4) = 5.5$, $p = .238$ <u>Conclusion</u> : There is not enough evidence from the data to say that the responses vary by facility type. | | | | | |
| | | | | (Q | uestion 3 continue | es on next page.) |

| * CCC | -A | nts who met the i | ollowing chienor | 1. | | | | | |
|---------------------------------|--|---|---|--|---|------------------------------|--|--|--|
| | | Facility type | | | | | | | |
| Video | All facility types (<i>n</i> = 1,487) | College/ university (<i>n</i> ≥ 129) | Hospital (<i>n</i> = 499) | Franchise/ retail chain (<i>n</i> ≥ 52) | Nonres. health care (<i>n</i> ≥ 691) | Industry (<i>n</i> ≥ 70) | | | |
| Audiology career advancement | 26.7 | 20.8 | 28.7 | 28.8 | 26.7 | 24.3 | | | |
| | | Statistical signific Conclusion: There by facility type. | ance: $\chi^2(4) = 3.6$, e is not enough ev | p = .459 vidence from the d | ata to say that the | responses vary | | | |
| Cultural responsiveness | 18.4 | 42.3 | 19.8 | 9.6 | 14.2 | 15.5 | | | |
| | | Statistical signification <u>Conclusion</u> : There by type of facility. | ance: $\chi^2(4) = 61.1$ e is adequate evid | , <i>p</i> = .000 , Crame dence from the dat | r's $V = .206$ a to say that the re | esponses vary | | | |
| None of the above | 5.0 | 1.6 | 4.6 | 3.8 | 5.2 | 11.4 | | | |
| | | Too many cells (2 <u>Conclusion</u> : Too I responses vary b | 20%) have an exp ittle data are avai y facility type. | ected count of less lable in some facili | s than 5. ty categories to te | st whether | | | |
| | 0.0 | 12.1 | 76 | 11 5 | 6.4 | 12.0 | | | |

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

| 4. How aware are you | that consulting v | vith an ASHA sta | ff audiologist is a | a free member b | enefit? Select al | I that apply. |
|---|--|---|--|---|---|------------------------------|
| (Percentages) | | | | | | |
| Analyses limite | ed to respondents | s who met the fo | llowing criterion: | | | |
| ♦ CCC-/ | Ą | | | | | |
| | | | Facilit | y type | | |
| Consultation | All facility types (<i>n</i> = 1,487) | College/ university (<i>n</i> ≥ 129) | Hospital (<i>n</i> ≥ 499) | Franchise/ retail chain (n ≥ 52) | Nonres. health care (<i>n</i> ≥ 691) | Industry (<i>n</i> ≥ 70) |
| I did not know that. | 82.1 | 72.9 | 86.2 | 81.1 | 80.8 | 87.1 |
| | | Statistical significance: $\chi^2(4) = 15.3$, <i>p</i> = .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 (2 <u>Conclusion</u> : Too responses vary b | 20%) have an exp little data are avai y facility type. | ected count of les lable in some facil | s than 5. ity categories to te | est whether |
| 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 (2 Conclusion: Too responses vary b | 20%) have an exp little data are avai y facility type. | ected count of les lable in some facil | s than 5. ity categories to te | est whether |
| 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 (2 <u>Conclusion</u> : Too responses vary b | 20%) have an exp little data are avai y facility type. | ected count of les lable in some facil | s than 5. ity categories to te | est whether |
| | | | | (Q | uestion 4 continue | es on next page.) |

| 4. (cont'd.) How aware apply. (Percentages) Analyses limite ♦ CCC-A | are you that con) ed to respondents A | sulting with an As s who met the fol | SHA staff audiole | ogist is a free me | ember benefit? S | Select all that | | |
|--|---|--|---|--|---|------------------------------|--|--|
| | Facility type | | | | | | | |
| Consultation | All facility types (<i>n</i> = 1,487) | College/ university (<i>n</i> ≥ 129) | Hospital (<i>n</i> ≥ 499) | Franchise/ retail chain (n ≥ 52) | Nonres. health care (<i>n</i> ≥ 691) | Industry (<i>n</i> ≥ 70) | | |
| I have consulted with ASHA staff, but I don't know if they were audiologists. | 4.8 | 6.9 | 6.9 2.8 3.8 6.1 2.9 | | | | | |
| | | Too many cells (2 <u>Conclusion</u> : Too I responses vary b | 20%) have an exp little data are avail v facility type. | ected count of lest lable in some facil | s than 5. ity categories to te | est whether | | |

| 5. How are you able to | meet the need | for outcomes dat | ta to demonstrate | e the value and/o | or improve the qu | ality of the |
|--|--|--|---|--|---|-----------------------------|
| services you provide | e? Select all that | t apply. (Percenta | ages) | | | |
| Analyses limite | d to respondent | s who met the fo | llowing criteria: | | | |
| Second Contract Contr | ۰. ۱ | | U U | | | |
| Clinica | I service provide | er only | | | | |
| | | | Facilit | y type | | |
| Outcomes data | All facility types (<i>n</i> = 1,169) | College/ university (n≥7) | Hospital (<i>n</i> ≥ 433) | Franchise/ retail chain (<i>n</i> ≥ 46) | Nonres. health care (<i>n</i> ≥ 647) | Industry (<i>n</i> ≥ 6) |
| ASHA's Audiology National Outcomes Measurement System (NOMS). | 6.3 | (<i>n</i> < 25) | 6.5 | 2.1 | 6.6 | (<i>n</i> < 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 | (<i>n</i> < 25) | 53.3 | 55.3 | 43.8 | (<i>n</i> < 25) |
| | | Too many cells (| 40%) have an exp | ected count of less | s than 5. | |
| | | responses vary b | nittle data are avai | lable in some facil | ity categories to te | est whether |
| I am having difficulty acquiring the necessary data and am unable to meet the need. | 8.0 | (<i>n</i> < 25) | 7.6 | 4.3 | 8.5 | (<i>n</i> < 25) |
| | | Too many cells (<u>Conclusion</u> : Too responses vary b | 30%) have an exp little data are avai by facility type. | ected count of less lable in some facil | s than 5. ity categories to te | est whether |
| | | | | (Q | uestion 5 continue | es 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

| | | Facility type | | | | | | |
|-------------------------|--|--|---------------------------------|--|---|-----------------------------|--|--|
| Outcomes data | All facility types (<i>n</i> = 1,169) | College/ university (n≥7) | Hospital (<i>n</i> = ≥ 433) | Franchise/ retail chain (<i>n</i> ≥ 46) | Nonres. health care (<i>n</i> ≥ 647) | Industry (<i>n</i> ≥ 6) | | |
| That is not an | | | | | | | | |
| important need of mine. | 33.6 | (<i>n</i> < 25) | 30.2 | 32.6 | 36.1 | (<i>n</i> < 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 | (<i>n</i> < 25) | 4.4 | 12.8 | 6.0 | (<i>n</i> < 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 pa | andemic affected | d your career? S | elect all that app | oly. (Percentages | s) | | |
|---|--|--|---|--|---|------------------------------|--|
| Analyses limited | to respondents | who met the foll | owing criterion: | | | | |
| * CCC | C-A | | | | | | |
| | Facility type | | | | | | |
| Pandemic | All facility types (<i>n</i> = 1,487) | College/ university (<i>n</i> ≥ 129) | Hospital (<i>n</i> ≥ 499) | Franchise/ retail chain (<i>n</i> ≥ 52) | Nonres. health care (<i>n</i> ≥ 691) | Industry (<i>n</i> = 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 signific Conclusion: The by type of facility | cance: χ²(4) = 26. re is adequate evi | 7, <i>p</i> = .000 , Cram idence from the da | er's V = .136 ata to say that the | responses vary | |
| My workload has decreased because of it. | 18.7 | 6.2 | 17.6 | 17.3 | 21.7 | 22.9 | |
| | | Statistical signific <u>Conclusion</u> : The by type of facility | cance: χ²(4) = 18. re is adequate evi | 7, p = .001 , Cram idence from the da | er's $V = .114$ ata to say that the | responses vary | |
| None of the above. | 44.3 | 38.8 | 45.9 | 32.7 | 44.7 | 42.9 | |
| | | Statistical signific <u>Conclusion</u> : The vary by facility ty | cance: $\chi^2(4) = 5.0$ re is not enough e pe. | , $p = .283$ evidence from the | data to say that th | e responses | |

| 7. Which <u>one</u> of the following categories best describes your employment status? Select only <u>one</u> response. | | | | | | |
|---|--|---|-------------------------------|--|---|------------------------------|
| (Percentages) | | | | | | |
| Analyses limite | ed to respondent | s who met the fo | llowing criterion: | | | |
| ✤ CCC-A | | | | | | |
| | Facility type | | | | | |
| Status | All facility types (<i>n</i> = 1,481) | College/ university (<i>n</i> = 130) | Hospital (<i>n</i> = 499) | Franchise/ retail chain (<i>n</i> = 52) | Nonres. health care (<i>n</i> = 690) | Industry (<i>n</i> = 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: $\chi^2(4) = 29.4$, <i>p</i> = .000 , Cramer's V = .143 <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by type of facility. | | | | | |

*Removed from analyses

| 8. Do you currently wo Analyses limite CO CO | ork in a private pr ed to respondent CC-A nploved full time | actice? <i>(Percenta</i> s who met the fol or part time | ages) Iowing criteria: | | | | |
|---|--|--|-------------------------------|--|---|------------------------------|--|
| Facility type | | | | | | | |
| Private practice | All facility types (<i>n</i> = 1,474) | College/ university (<i>n</i> = 129) | Hospital (<i>n</i> = 497) | Franchise/ retail chain (<i>n</i> = 51) | Nonres. health care (<i>n</i> = 686) | Industry (<i>n</i> = 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: $\chi^2(8) = 478.6$, <i>p</i> = .000 , Cramer's V = .409 <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by type of facility. | | | | | |

| 9. Which <u>one</u> of the fol Analyses limite CC Em Re | llowing best dese d to respondents C-A ployed full time plied Yes to Q. 8 | cribes your involv s who met the fo or part time | vement in a priva llowing criteria: | ite practice? <i>(Pe</i> | rcentages) | | |
|--|---|---|--|--|---|------------------------------|--|
| Facility type | | | | | | | |
| Private practice | All facility types (<i>n</i> = 496) | College/ university (<i>n</i> = 3) | Hospital (<i>n</i> = 26) | Franchise/ retail chain (<i>n</i> = 35) | Nonres. health care (<i>n</i> ≥ 404) | Industry (<i>n</i> = 15) | |
| Owner (e.g., office- based or contract- based private practice) | 43.5 | | 38.5 | 17.1 | 45.9 | | |
| Full-time salaried audiologist | 34.4 | (| 23.1 | 65.7 | 33.3 | | |
| Part-time salaried audiologist | 8.9 | (<i>n</i> < 25) | 11.5 | 8.6 | 9.1 | (<i>n</i> < 25) | |
| Contractor/consultant (e.g., per diem, hourly, or temporary) | 13.2 | | 26.9 | 8.6 | 11.6 | | |
| | | Too many cells (<u>Conclusion</u> : Too responses vary b | 50%) have an exp little data are avail by facility type. | ected count of les able in some facil | s than 5. ity categories to te | est whether | |
| | | Collap | sed categories | | | | |
| Owner | 43.5 | | 38.5 | 16.7 | 46.0 | | |
| Full-time, part-time salaried employee; contractor or consultant | 56.5 | (<i>n</i> < 25) | 61.5 | 83.3 | 54.0 | (<i>n</i> < 25) | |
| | | 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 per | form more than | one job function | , select the one | position that bes | st describes how | you spend | | | |
|--|----------------|--|--|--|---|----------------|--|--|--|
| <u>most</u> of your time. Only <u>one</u> response can be accepted. (Percentages) | | | | | | | | | |
| Analyses limited to respondents who met the following criteria: | | | | | | | | | |
| ♦ CCC-A | | | | | | | | | |
| Employed full time or part time | | | | | | | | | |
| | | | Facilit | y type | | | | | |
| Function | All facility | College/ | Hospital | Franchise/ | Nonres. | Industry | | | |
| | (n = 1,458) | (<i>n</i> ≥ 127) | (<i>n</i> ≥ 491) | (n = 53) | (<i>n</i> ≥ 681) | (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 | | | |
| | | Too many cells (<u>Conclusion</u> : Too responses vary b | 49%) have an exp little data are ava by facility type. | pected count of le ilable in some fac | ss than 5. ility categories to | test whether | | | |
| | | Collaps | ed 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 | | | |
| | | Statistical signific <u>Conclusion</u> : The by type of facility | cance: $\chi^2(4) = 776$ re is adequate evi | 6.6, <i>p</i> = .000 , Crar idence from the da | mer's $V = .739$ ata to say that the | responses vary | | | |

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 (<i>n</i> = 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.

| 12. How are you paid in Analyses limite CO | your main job? ed to respondent CC-A | Select only <u>one</u> s who met the fo or part time | response. (Perce llowing criteria: | entages) | | | |
|--|--|---|---------------------------------------|--|---|------------------------------|--|
| Facility type | | | | | | | |
| Salary basis | All facility types (<i>n</i> = 1,461) | College/ university (<i>n</i> = 129) | Hospital (<i>n</i> = 497) | Franchise/ retail chain (<i>n</i> = 52) | Nonres. health care (<i>n</i> = 675) | Industry (<i>n</i> = 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. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type. | | | | | |

| 13. If you are paid on a before all deductio | an <u>hourly basis</u> , w <i>ns. Bonuses and</i> | hat is the hourly commissions wil | rate you receive I be asked about | at your main jol <i>in a separate q</i> | o? Include your ho uestion. You may | ourly rate include |
|--|--|--|--|--|--|-----------------------|
| decimals. | | | | | | |
| | ied to respondents | s who met the io | nowing criteria: | | | |
| ◆ C ◆ Pa | aid primarily per h | our | | | | |
| ∻ H | ourly wage of at le | east \$1 | | | | |
| | | | Facility | y type | | |
| Hourly rate | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry |
| | | Emplo | oyed Full Time | | | |
| | <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 | | \$45.00 | | \$34.85 | |
| 50th percentile (Median) | \$45.00 | | \$49.18 | | \$40.00 | |
| 75th percentile | \$53.21 | (n < 25) | \$54.69 | (n < 25) | \$50.00 | (n < 25) |
| Mean | \$48.45 | (11 < 20) | \$51.68 | (11 < 20) | \$44.59 | (11 < 20) |
| Standard deviation | \$22.08 | | \$18.33 | | \$20.69 | |
| Mode | \$45.00 | | \$45.00 | | \$50.00 | |
| | | Statistical signific Conclusion: Ther facility type. | ance: <i>F</i> (3, 117) = re is adequate evic | 4.4, <i>p</i> = .006 dence from the da | ta to say that the m | eans vary by |
| | | | | | estion 13 continues | s on next page.) |

| 13. (cont'd.) If you are rate before all dedu | paid on an hourly <i>uctions. Bonuses</i> | / basis, what is th and commission | ne hourly rate yo s <i>will be asked a</i> | u receive at you about in a separa | r main job? <i>Inclue</i> ate question. You | de your hourly may include |
|--|--|---|---|---------------------------------------|--|-------------------------------|
| decimals. | | | lleurie er eriterie. | | | |
| | ed to respondents | s who met the to | llowing criteria: | | | |
| ◆ Pa | aid primarily per h | our | | | | |
| ✤ Ho | ourly wage of at le | east \$1 | | | | |
| | | | Facilit | y type | | |
| Hourly rate | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry |
| | | Emplo | oyed Part Time | | | |
| | <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 | | \$39.52 | | \$35.00 | |
| 50th percentile (Median) | \$45.00 | | \$49.50 | | \$44.00 | |
| 75th percentile | \$55.00 | (n < 25) | \$55.00 | (n < 25) | \$50.63 | (n < 25) |
| Mean | \$50.54 | (11 (20) | \$53.34 | (11 < 20) | \$49.41 | (11 < 23) |
| Standard deviation | \$25.89 | | \$26.78 | | \$26.31 | |
| Mode | \$40.00 | | \$55.00 | | \$40.00 | |
| | | Statistical signific <u>Conclusion</u> : Ther by facility type. | ance: <i>F</i> (4, 148) = e is not enough ev | 0.8, $p = .540$ vidence from the o | data to say that the | responses vary |

| 14. How many hours do Analyses limite CO En Pa CO En CO En CO En CO En CO En CO En CO En CO En CO En CO CO CO CO CO CO CO CO CO CO CO CO CO | b you work in a ty ed to respondents CC-A nployed full time id primarily per h ourly wage of at le prked for at least | vpical week for th s who met the fo or part time our east \$1 1 hour per week | ne hourly rate you llowing criteria: | u entered in Q. 1 | 3? You may incl | ude decimals. | |
|--|---|--|---|--|---|-----------------------------|--|
| | Facility type | | | | | | |
| Weekly hours | All facility types (<i>n</i> = 272) | College/ university (<i>n</i> = 5) | Hospital (<i>n</i> = 90) | Franchise/ retail chain (<i>n</i> = 10) | Nonres. health care (<i>n</i> = 155) | Industry (<i>n</i> = 6) | |
| 25th percentile | 20.0 | | 24.0 | (<i>n</i> = 10) 4.0 5.0 | 18.3 | | |
| 50th percentile (Median) | 30.0 | | 35.0 | | 27.0 | | |
| 75th percentile | 40.0 | (n < 25) | 40.0 | (n < 25) | 36.3 | (n < 25) | |
| Mean | 27.7 | (11 < 23) | 31.5 | (11 < 23) | 26.2 | (11 < 23) | |
| 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 about in a separate Analyses limit ✤ C ♣ En ♣ Pa ♣ An | annual salary, be e <i>question.</i> ted to respondent CC-A mployed full time aid primarily an a nnual salary of at | fore deductions, s who met the fol nnual salary least \$1 | for your main jot lowing criteria: | o? Bonuses and | commissions wil | l be asked |
|---|---|---|---|--|---|------------------------------|
| | | | Facilit | y type | | |
| Annual salary | All facility types (<i>n</i> = 913) | College/ university (<i>n</i> = 102) | Hospital (<i>n</i> = 342) | Franchise/ retail chain (<i>n</i> = 26) | Nonres. health care (<i>n</i> = 359) | Industry (<i>n</i> = 57) |
| 25th percentile | \$75,000 | \$75,000 | \$82,655 | \$52.500 | \$70,000 | \$85,000 |
| 50th percentile (Median) | \$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 signific <u>Conclusion</u> : There facility type. | ance: <i>F</i> (4, 881) = e is adequate evic | 10.4, <i>p</i> = .000 dence from the dat | a to say that the m | neans vary by |

| 16. What percent comm Analyses limite CC & Em | nission did you re ed to respondents C-A nployed full time c | ceive on produc who met the fo or part time | ct sales during th Ilowing criteria: | ne past 12 month | s? Round to near | est percent. | | | | |
|--|---|---|---|----------------------------|------------------------|------------------|--|--|--|--|
| ✤ Co | mmission of at le | ast 1% | | | | | | | | |
| Commission % | | | Facili | ty type | | | | | | |
| Commission % | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry | | | | |
| Salary basis, Q. 12, <i>primarily hourly wage</i> | | | | | | | | | | |
| | <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 | | | | 10.0 | | | | | |
| 50th percentile (Median) | 10.0 | | (n < 25) | | 10.0 | | | | | |
| 75th percentile | 16.4 | (<i>n</i> < 25) | | (<i>n</i> < 25) | 17.0 | (<i>n</i> < 25) | | | | |
| Mean | 12.7 | | | | 13.0 | | | | | |
| Standard deviation | 7.8 | | | | 8.0 | | | | | |
| Mode | 10.0 | | | | 10.0 | | | | | |
| | Sa | lary basis, Q. ⁻ | 12, primarily ar | nnual wage | | | | | | |
| | <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 | | | | 6.0 | | | | | |
| 50th percentile (Median) | 10.0 | | | | 10.0 | (n < 25) | | | | |
| 75th percentile | 15.0 | (<i>n</i> < 25) | (<i>n</i> < 25) | (n < 25) | 15.0 | | | | | |
| Mean | 14.0 | () | (, | (| 13.0 | | | | | |
| Standard deviation | 16.0 | | | | 13.0 | | | | | |
| Mode | 10.0 | | | | 10.0 | | | | | |
| | | | | (Qu | estion 16 continues | s 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%

| | Facility type | | | | | | | | | |
|---|-----------------------|------------------------|--------------|----------------------------|------------------------|------------------|--|--|--|--|
| Commission % | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry | | | | |
| Salary basis, Q. 12, primarily commission | | | | | | | | | | |
| | n = 27 | <i>n</i> = 1 | <i>n</i> = 0 | <i>n</i> = 3 | n = 22 | <i>n</i> = 1 | | | | |
| 25th percentile | 11.9 | | | | | | | | | |
| 50th percentile (Median) | 25.0 | | | | | | | | | |
| 75th percentile | 50.0 | (n < 25) | (n < 25) | (n < 25) | (<i>n</i> < 25) | (<i>n</i> < 25) | | | | |
| Mean | 37.0 | (11 < 20) | (11 4 20) | (11 (20) | | | | | | |
| Standard deviation | 31.1 | | | | | | | | | |
| Mode | 100.0 | | | | | | | | | |

| 17. What is the total an | nount you receive | d as bonuses a | nd commissions | s during the past ? | 12 months? <i>Enter</i> | "0" if none. | | | |
|-----------------------------|-----------------------|------------------------|-------------------|----------------------------|-------------------------|------------------|--|--|--|
| Analyses limite | ed to respondents | who met the fo | llowing criteria: | | | | | | |
| ◆ 60 ◆ En | nployed full time c | or part time | | | | | | | |
| | | Facility type | | | | | | | |
| | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry | | | |
| | Salary basis, | Q. 12, primari | ly hourly wage | <i>; Bonus</i> of at lea | nst \$1 | | | | |
| Bonus | <i>n</i> = 82 | <i>n</i> = 0 | n = 22 | <i>n</i> = 3 | <i>n</i> = 55 | <i>n</i> = 1 | | | |
| 25th percentile | \$500 | | | | \$500 | | | | |
| 50th percentile (Median) | \$1,399 | (n < 25) | (n < 25) | | \$1,100 | (<i>n</i> < 25) | | | |
| 75th percentile | \$3,000 | | | (n < 25) | \$3,000 | | | | |
| Mean | \$3,895 | | | (| \$4,422 | | | | |
| Standard deviation | \$7,725 | | | | \$9,135 | | | | |
| Mode | \$1,000 | | | | \$1,000 | | | | |
| | Salary basis, Q. | 12, primarily h | nourly wage; C | ommission of at | least \$1 | | | | |
| Commission | <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 | | | | \$6,000 | | | | |
| 50th percentile (Median) | \$13,862 | | | | \$14,000 | (<i>n</i> < 25) | | | |
| 75th percentile | \$23,452 | (<i>n</i> < 25) | (<i>n</i> < 25) | (n < 25) | \$24,000 | | | | |
| Mean | \$19,139 | (| (| (| \$19,584 | | | | |
| Standard deviation | \$24,167 | | | | \$25,981 | | | | |
| Mode | \$12,000 | | | | \$6,000 | | | | |
| | | | | (Qu | estion 17 continues | s on next page.) | | | |

| 17. What is the total an | nount you receive | ed as bonuses a | nd commissions | during the past ? | 12 months? Enter | r "0" if none. |
|--------------------------|-----------------------|---|---|--|------------------------|------------------|
| Analyses limite | ed to respondent | s who met the fo | llowing criteria: | | | |
| | DC-A | or part time | | | | |
| • LI | | | Facilit | y type | | |
| | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry |
| | Salary basis | Q. 12, primaril | y annual salary | ; Bonus of at le | ast \$1 | |
| Bonus | n = 337 | <i>n</i> = 10 | <i>n</i> = 117 | <i>n</i> = 8 | <i>n</i> = 158 | n = 37 |
| 25th percentile | \$1,000 | | \$800 | | \$1,000 | \$4,000 |
| 50th percentile (Median) | \$3,275 | (n < 25) | \$1,500 | | \$4,500 | \$9,000 |
| 75th percentile | \$10,000 | | \$5,000 | (<i>n</i> < 25) | \$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 signific Conclusion: The facility type. | cance: <i>F</i> (4, 324) = re is adequate evid | 2.6, <i>p</i> = .038 dence from the da | ta to say that the m | neans vary by |
| | Salary basis, Q. | 12, primarily a | nnual salary; Co | ommission of a | t least \$1 | |
| Commission | <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 | | | | \$10,000 | |
| 50th percentile (Median) | \$20,000 | | | | \$20,000 | |
| 75th percentile | \$32,753 | (<i>n</i> < 25) | (<i>n</i> < 25) | (<i>n</i> < 25) | \$30,000 | (<i>n</i> < 25) |
| Mean | \$26,298 | (| (| (| \$22,906 | (11 < 23) |
| Standard deviation | \$27,925 | | | | \$18,952 | |
| Mode | \$20,000 | | | | \$20,000 | |
| | | | | (Qu | estion 17 continue | s on next page.) |

| 17. What is the total an | nount you receive | d as bonuses a | nd commissions | during the past ? | 12 months? <i>Enter</i> | "0" if none. | | | | |
|--------------------------|---------------------------|-------------------------|------------------|----------------------------|-------------------------|--------------|--|--|--|--|
| Analyses imit | ed to respondents CC-A | s who met the to | nowing chiena: | | | | | | | |
| 🔶 Er | nployed full time of | or part time | | | | | | | | |
| | | Facility type | | | | | | | | |
| | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry | | | | |
| | Salary basis | , Q. 12, <i>primari</i> | ly commission; | Bonus of at lea | ast \$1 | | | | | |
| Bonus | <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 | | | | | | | | | | |
| 50th percentile (Median) | | (n < 25) | (n < 25) | (<i>n</i> < 25) | (n < 25) | (n < 25) | | | | |
| 75th percentile | (n < 25) | | | | | | | | | |
| Mean | (11 (20) | | | (// (_0)) | | | | | | |
| Standard deviation | | | | | | | | | | |
| Mode | | | | | | | | | | |
| | Salary basis, Q. | 12, primarily o | commission; Co | mmission of at | least \$1 | | | | | |
| Commission | <i>n</i> = 29 | <i>n</i> = 1 | <i>n</i> = 0 | <i>n</i> = 1 | n = 25 | <i>n</i> = 1 | | | | |
| 25th percentile | \$44,211 | | | | \$45,000 | (n < 25) | | | | |
| 50th percentile (Median) | \$50,879 | | | | \$54,000 | | | | | |
| 75th percentile | \$80,000 | (<i>n</i> < 25) | (<i>n</i> < 25) | (<i>n</i> < 25) | \$80,000 | | | | | |
| Mean | \$84,636 | (| (| (11 < 23) | \$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 | | | | |
| | | A | SHA CCCs | | | | | | | |
| | <i>n</i> = 170 | <i>n</i> = 16 | <i>n</i> = 54 | <i>n</i> = 4 | <i>n</i> = 86 | n = 7 | | | | |
| 25th percentile | \$225 | | \$225 | | \$225 | (n < 25) | | | | |
| 50th percentile (Median) | \$250 | | \$230 | (n < 25) | \$250 | | | | | |
| 75th percentile | \$300 | (n < 25) | \$253 | | \$300 | | | | | |
| Mean | \$282 | (11 < 20) | \$247 | | \$307 | | | | | |
| Standard deviation | \$174 | | \$62 | | \$220 | | | | | |
| Mode | \$225 | | \$225 | | \$250 | | | | | |
| | | Statistical signific Conclusion: The by facility type. | cance: <i>F</i> (4,162) = re is not enough e | 1.4, $p = .228$ vidence from the o | data to say that the | e responses vary | | | | |
| | | | | (Qu | estion 18 continue | es 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 Facility type Upgrade All facility College/ Franchise/ Nonres. retail chain health care university Hospital Industry types **Multilingual services** *n* = 0 *n* = 0 n = 0n = 0n = 0n = 025th percentile 50th percentile (Median) 75th percentile (*n* < 25) 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 | | | |
| Medicaid billing | | | | | | | | | |
| | <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 | | | | | | | | | |
| 50th percentile (Median) | | | | | | | | | |
| 75th percentile | - (n < 25) | (<i>n</i> < 25) | (<i>n</i> < 25) | (<i>n</i> < 25) | (<i>n</i> < 25) | (<i>n</i> < 25) | | | |
| Mean | | | | | | | | | |
| Standard deviation | | | | | | | | | |
| Mode | | | | | | | | | |
| | | | | (Qu | estion 18 continue | es on next page.) | | | |

| 18.(cont'd.) What sala | ry supplement, st | tipend, or other ty | /pe of "salary up | ograde" did you r | eceive for any of | the following |
|--------------------------|-----------------------|------------------------|-------------------|----------------------------|------------------------|-------------------|
| reasons during the | past 12 months? | ? Enter "0" if none | 2. | | | |
| Analyses limit | ed to respondent | ts who met the fo | llowing criteria: | | | |
| * C(| CC-A | _ | | | | |
| ♦ Er | mployed full time | or part time | | | | |
| | pgrade for superv | vising assistants | or aides of at le | ast \$1 | | |
| | | | Facili | ty type | | |
| Upgrade | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry |
| | | Supervision | of assistants or | aides | | |
| | <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 | | | | | | |
| 50th percentile (Median) | | | | | (<i>n</i> < 25) | (<i>n</i> < 25) |
| 75th percentile | (n < 25) | (<i>n</i> < 25) | (<i>n</i> < 25) | (n < 25) | | |
| Mean | | (| (| (| | |
| Standard deviation | | | | | | |
| Mode | | | | | | |
| | | | | (Qu | estion 18 continue | es 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 Facility type Upgrade All facility College/ Franchise/ Nonres. Hospital retail chain health care university Industry types Supervision of graduate students *n* = 11 *n* = 2 *n* = 2 *n* = 6 *n* = 1 n = 025th percentile 50th percentile (Median) 75th percentile (*n* < 25) Mean Standard deviation Mode (Question 18 continues on next page.)

| 18. (cont'd.) What salar | y supplement, s | tipend, or other t | ype of "salary up | grade" did you re | eceive for any of | the following |
|--------------------------|-------------------|--------------------|--------------------|-------------------|-------------------|---------------|
| reasons during the | past 12 months? | ? Enter "0" if non | e. | | | |
| Analyses limite | ed to respondent | ts who met the fo | ollowing criteria: | | | |
| * CC | CC-A | | | | | |
| 🔶 En | nployed full time | or part time | | | | |
| 🔄 🕹 Up | pgrade for super | vising hearing aid | d dealers of at le | ast \$1 | | |
| Facility type | | | | | | |
| Upgrade | All facility | College/ | | Franchise/ | Nonres. | |
| | types | university | Hospital | retail chain | health care | Industry |
| | | Supervision | of hearing aid de | ealers | | |
| | <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 | | | | | | |
| 50th percentile (Median) | | | | | (<i>n</i> < 25) | (n < 25) |
| 75th percentile | (n < 25) | (n < 25) | (n < 25) | (n < 25) | | |
| Mean | (11 < 23) | (| (11 < 20) | (11 < 20) | | |
| Standard deviation | | | | | | |
| Mode | | | | | | |

| 19. Which of the followi Analyses lim | ng fees or dues o ited to responder CC-A | does your employ nts who met the f | yer pay for you, e following criteria: | either partially or | in full? (Percent | ages) | |
|--|--|--|---|---|-----------------------------------|-------------------|--|
| 🔶 En | nployed full time | or part time | | | | | |
| | Facility type | | | | | | |
| Response | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry | |
| ASHA dues* | | | | | | | |
| | <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 | | 47.6 | | 24.3 | | |
| Part | 3.9 | (m , 05) | 3.6 | (<i>n</i> < 25) | 2.8 | (<i>n</i> < 25) | |
| Full | 58.6 | (<i>n</i> < 25) – | 46.4 | | 71.0 | | |
| NA | 2.3 | - | 2.4 | | 1.9 | | |
| | | Too many cells (6 <u>Conclusion</u> : Too responses vary b | 65%) have an exp little data are avail y facility type. | ected count of les lable in some facil | s than 5. ity categories to te | est whether | |
| | | Audiolog | y conference fee | S | | | |
| | <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: $\chi^2(12) = 122.8$, <i>p</i> = .000 , Cramer's V = .174 <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by type of facility. | | | | | | | |
| | | | | (Qu | estion 19 continue | es on next page.) | |

| 19. (cont'd.) Which of th | ne following fees | or dues does yo | ur employer pay | for you, either pa | artially or in full? | (Percentages) |
|---------------------------|-----------------------|--|--|--|--|---------------|
| Analyses lim | ited to responder | nts who met the l | following criteria: | | | |
| ↔ CC ♦ En | nployed full time | or part time | | | | |
| | | • | Facilit | y type | | |
| Response | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry |
| | | Profession | al development fo | ees | | |
| | <i>n</i> = 1,397 | <i>n</i> = 125 | n = 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 signific Conclusion: Ther by type of facility. | cance: $\chi^2(12) = 100$ re is adequate evic | 5.7, <i>p</i> = .000 , Crar lence from the dat | mer's $V = .161$ ta to say that the r | esponses vary |
| | | State | licensing fees | | | |
| | n = 1,427 | <i>n</i> = 126 | <i>n</i> = 491 | <i>n</i> = 50 | n = 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. <u>Conclusion</u> : 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 affecte | ed your practice s | setting's teleprac | tice offerings? S | Select only <u>one</u> re | esponse. |
|---|--|---|---------------------------------|--|---|------------------------------|
| (Percentages) | | | | | | |
| Analyses limite | ed to respondent | s who met the fol | lowing criteria: | | | |
| * CC | C-A | | U U | | | |
| 🔶 Err | ployed full time | or part time | | | | |
| | | · | Facilit | y type | | |
| Telepractice | All facility types (<i>n</i> = 1,432) | College/ university (<i>n</i> = 116) | Hospital (<i>n</i> = 496) | Franchise/ retail chain (<i>n</i> = 52) | Nonres. health care (<i>n</i> = 685) | Industry (<i>n</i> = 50) |
| No effect; our practice | | | | | | |
| was already providing | 8.3 | 7.8 | 6.7 | 15.4 | 7.9 | 22.0 |
| telepractice services. | | | | | | |
| Yes, our practice has | | | | | | |
| now begun to provide | 40.4 | 50.9 | 40.9 | 55.8 | 38.1 | 38.0 |
| telepractice services. | | | | | | |
| Yes, our practice is | | | | | | |
| considering providing | 13.2 | 18.1 | 9.7 | 15.4 | 14.9 | 12.0 |
| telepractice services. | | | | | | |
| 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 signific | ance: χ ² (12) = 51. | .4, <i>p</i> = .000 , Cram | er's V= .111 | |
| | | Conclusion: There | e is adequate evid | dence from the da | ta to say that the r | esponses vary |
| | | by type of facility. | | | - | |

| 21. Will your practice set the counter? (Perce Analyses limite & CC | etting be providin entages) ed to respondent CC-A | ng follow-up care s who met the fo | for patients who llowing criteria: | purchased hear | ing aids either or | nline or over |
|--|---|---|---------------------------------------|--|---|------------------------------|
| ♦ En | nployed full time | or part time | | | | |
| | Facility type | | | | | |
| Follow-up care | 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: $\chi^2(8) = 114.7$, <i>p</i> = .000 , Cramer's V = .207 <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by type of facility. | | | | | |

| 22. Which third-party a all that apply. (Pero frequencies.) Analyses lim | administrators do <i>centages; we cha</i> nited to responde CC-A | you currently wo nged the order c nts who met the | rk with for hearin <i>f responses fron</i> following criteria | g aid dispensing n alphabetic to de : | and related serves escending order | vices? Select of |
|---|--|---|---|--|---|------------------------------|
| * Ei | mployed full time | or part time | Facilit | | | |
| Administrator | All facility types (<i>n</i> = 1,481) | College/ university (n ≥ 129) | Hospital (<i>n</i> = 499) | y type Franchise/ retail chain (<i>n</i> ≥ 52) | Nonres. health care (<i>n</i> ≥ 689) | Industry (<i>n</i> ≥ 70) |
| Not applicable | 59.7 | 66.9 | 80.0 | 22.6 | 45.1 | 68.6 |
| | | Statistical significance: $\chi^2(4) = 181.4$, <i>p</i> = .000 , Cramer's V = .355 <u>Conclusion</u> : 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: $\chi^2(4) = 190.6$, <i>p</i> = .000 , Cramer's <i>V</i> = .364 <u>Conclusion</u> : There is adequate evidence from the data to say that the responses by type of facility. | | | | |
| TruHearing | 18.2 | 6.2 | 3.8 | 67.9 | 29.2 | 5.7 |
| | Statistical significance: $\chi^2(4) = 229.1$, <i>p</i> = .000 , Cramer's V = .399 Conclusion: There is adequate evidence from the data to say that the by type of facility | | | | her's $V = .399$ ta to say that the r | esponses vary |
| Amplifon | 15.0 | 5.4 | 5.4 | 42.3 | 23.5 | 2.9 |
| | | Statistical signific <u>Conclusion</u> : The by type of facility | cance: $\chi^2(4) = 121$ re is adequate evid | .2, <i>p</i> = .000 , Cram dence from the da | ter's $V = .290$ ta to say that the r | esponses vary |
| | | | | (Qu | estion 22 continue | es on next page.) |

| Select all that apply. | . (Percentages; | we changed the | order of respons | es from alphabe | tic to descending | order of |
|--|--|--|---|---|---|------------------------------|
| Analyses limi | ted to responde C-A | nts who met the | following criteria: | | | |
| | ployed full time | or part time | | | | |
| | | | Facilit | y type | | |
| Administrator | All facility types (<i>n</i> = 1,481) | College/ university (<i>n</i> ≥ 129) | Hospital (<i>n</i> = 499) | Franchise/ retail chain (n ≥ 52) | Nonres. health care (<i>n</i> ≥ 689) | Industry (<i>n</i> ≥ 70) |
| Hearing Care Solutions (HCS) | 10.0 | 0.8 | 2.4 | 46.2 | 16.1 | 1.4 |
| | | Statistical significance: $\chi^2(4) = 149.3$, <i>p</i> = .000 , Cramer's <i>V</i> = .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 (<u>Conclusion</u> : Too responses vary b | 20%) have an exp little data are avai by facility type. | ected count of les lable in some facil | s than 5. ity categories to te | st whether |
| 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 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 (<u>Conclusion</u> : Too responses vary b | 20%) have an exp little data are avai by facility type. | ected count of les lable in some facil | s than 5. ity categories to te | st whether |
| | | · · · · · · · · · · · · · · · · · · · | | (Qu | estion 22 continue | s on next page.) |

| 22. (cont'd.) Which third Select all that apply | d-party administr . (Percentages; | ators do you cur we changed the | rently work with to order of respons | for hearing aid di es from alphabe | spensing and re tic to descending | lated services? g order of |
|--|--|---|---|--|---|-------------------------------|
| Analyses limi | ited to responde | nts who met the | following criteria | | | |
| | C-A | | | | | |
| ◆ En | nployed full time | or part time | | | | |
| | | | Facilit | y type | | |
| Administrator | All facility types (<i>n</i> = 1,481) | College/ university (<i>n</i> ≥ 129) | Hospital (<i>n</i> = 499) | Franchise/ retail chain (<i>n</i> ≥ 52) | Nonres. health care (<i>n</i> ≥ 689) | Industry (<i>n</i> ≥ 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: $\chi^2(4) = 9.7$, <i>p</i> = .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 individua Analyses limite | als do you currer ed to respondent | ntly supervise? <i>E</i> s who met the fo | <i>Inter "0" if none.</i> Nowing criteria: | | | | |
|---|---------------------------------------|--|---|----------------------------|------------------------|------------------|--|
| ◆ CC ◆ En | nployed full time | or part time | | | | | |
| | | • | Facilit | y type | | | |
| Supervision | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry | |
| Audiology assistants (Excludes 0) | | | | | | | |
| | n = 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 | | 1.0 | (<i>n</i> < 25) | 1.0 | (<i>n</i> < 25) | |
| 50th percentile (Median) | 1.0 | | 2.0 | | 1.0 | | |
| 75th percentile | 2.0 | (n < 25) | 2.0 | | 2.0 | | |
| Mean | 2.1 | (11 < 23) | 2.0 | | 2.0 | | |
| Standard deviation | 2.9 | | 3.0 | | 1.0 | | |
| Mode | 1.0 | | 1.0 | | 1.0 | | |
| Statistical significance: $F(4, 275) = 7.3$, <i>p</i> = .000 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by facility type. | | | | | neans vary by | | |
| | | | | (Qu | estion 23 continue | s on next page.) | |

| 23. (cont'd.) How many Analyses limite | r individuals do yo ed to respondent CC-A | ou currently supe s who met the fol | rvise? <i>Enter "0"</i> lowing criteria: | if none. | | | |
|---|--|--|---|----------------------------|------------------------|------------------|--|
| Employed full time or part time | | | | | | | |
| Supervision | | • • • • | Facilit | у туре | | | |
| oupervision | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry | |
| Graduate students (Excludes 0) | | | | | | | |
| | <i>n</i> = 520 | <i>n</i> = 84 | n = 249 | <i>n</i> = 9 | <i>n</i> = 169 | <i>n</i> = 2 | |
| 25th percentile | 1.0 | 3.0 | 1.0 | | 1.0 | (<i>n</i> < 25) | |
| 50th percentile (Median) | 2.0 | 6.0 | 2.0 | | 1.0 | | |
| 75th percentile | 3.0 | 12.0 | 2.0 | (n < 25) | 2.0 | | |
| Mean | 3.3 | 11.0 | 2.0 | (11 < 20) | 2.0 | | |
| Standard deviation | 6.3 | 13.0 | 3.0 | | 1.0 | | |
| Mode | 1.0 | 2.0 | 1.0 | | 1.0 | | |
| | Statistical significance: $F(4, 508) = 47.8$, <i>p</i> = .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 Analyses limite CC CC | r individuals do yo ed to respondents CC-A nployed full time | ou currently supe s who met the fo or part time | ervise? <i>Enter "0'</i> Illowing criteria: | ' if none. | | | | | |
|---|---|---|--|----------------------------|------------------------|------------------|--|--|--|
| | | Facility type | | | | | | | |
| Supervision | All facility types | College/ university | Hospital | Franchise/ retail chain | Nonres. health care | Industry | | | |
| Hearing aid dealers (Excludes 0) | | | | | | | | | |
| | <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 | | | (n - 25) | 1.0 | (<i>n</i> < 25) | | | |
| 50th percentile (Median) | 1.0 | | | | 1.0 | | | | |
| 75th percentile | 2.0 | (n < 25) | (n - 25) | | 2.0 | | | | |
| Mean | 2.0 | (11 < 25) | (11 < 23) | (11 < 23) | 2.0 | | | | |
| Standard deviation | 2.3 | | | | 2.0 | | | | |
| Mode | 1.0 | | | | 1.0 | | | | |

Alternative Payment Models

| 24. How familiar are you (Percentages) | u with the conce | pt of <i>alternative</i> p | bayment models | in health care de | elivery and paym | ent? |
|--|--|---|-------------------------------|--|---|------------------------------|
| Analyses limite | ed to respondent | s who met the fo | llowing criterion: | | | |
| Facility type | | | | | | |
| Familiarity | All facility types (<i>n</i> = 1,475) | College/ university (<i>n</i> = 126) | Hospital (<i>n</i> = 498) | Franchise/ retail chain (<i>n</i> = 52) | Nonres. health care (<i>n</i> = 689) | Industry (<i>n</i> = 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: $\chi^2(12) = 22.1$, <i>p</i> = .037 , Cramer's V = .072 <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by type of facility. | | | | |

Demographics

| 25. Identify the degrees e include degrees e Analyses lim | es you have earned expected but not ye ited to respondents | d. <i>Count only act t conferred. Sele</i> who met the fol | <i>tual degrees—no</i> ct all that apply. lowing criterion: | ot equivalencies (Percentages) | or certificates—a | nd do not | |
|---|--|--|---|--|---|------------------------------|--|
| * (| CCC-A | | | | | | |
| | | | Facilit | y type | | | |
| Degree | All facility types (<i>n</i> ≥ 1,485) | College/ university (n ≥ 129) | Hospital (<i>n</i> = 499) | Franchise/ retail chain (<i>n</i> = 52) | Nonres. health care (<i>n</i> ≥ 691) | Industry (<i>n</i> ≥ 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 | |
| | н | ighest degree: C | ombined doctora | al 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: $\chi^2(4) = 56.4$, <i>p</i> = .000 , Cramer's <i>V</i> = .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 profession. Analyses limit ◆ C ◆ R | u been employed ted to respondents CC-A esponse greater t | in the audiology p s who met the fol han "0" | profession? <i>Ente</i> lowing criteria: | er "0" if you have | never been emp | loyed in the | |
|--|--|---|---|--|---|------------------------------|--|
| Fa | | | | ility type | | | |
| Experience | All facility types (<i>n</i> = 1,485) | College/ university (<i>n</i> = 128) | Hospital (<i>n</i> = 499) | Franchise/ retail chain (<i>n</i> = 52) | Nonres. health care (<i>n</i> = 691) | Industry (<i>n</i> = 70) | |
| 25th percentile | 11.0 | 12.0 | 9.0 | 17.0 | 12.0 | 13.0 | |
| 50th percentile (Median) | 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: $F(4, 1435) = 10.2$, $p = .000$ <u>Conclusion</u> : There is adequate evidence from the data to say that the means facility type. | | | | | |

| 27. Which one of the foll Analyses limited | owing best desc d to respondents | ribes where you who met the fol | work? (Percenta lowing criterion: | ages) | | |
|--|--|--|--------------------------------------|--|---|------------------------------|
| | | | Facilit | y type | | |
| Response | All facility types (<i>n</i> = 1,464) | College/ university (<i>n</i> = 127) | Hospital (<i>n</i> = 495) | Franchise/ retail chain (<i>n</i> = 52) | Nonres. health care (<i>n</i> = 679) | Industry (<i>n</i> = 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> .)* | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| | | Statistical significance: $\chi^2(8) = 87.8$, <i>p</i> = .000 , Cramer's <i>V</i> = .176 <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by type of facility. | | | | |

*Removed from analyses

| 28. In what state is your pr | imary employ | ment facility located? Us | se standard two-l | etter postal code; e.g., G | GA for Georgia. |
|------------------------------|-------------------|---------------------------|-------------------|----------------------------|-------------------|
| Analyses limited to | o respondents | s who met the following | criteria: | | |
| ♦ CCC- | A | | | | |
| Emplo | pyed full time of | or part time | 1 | | |
| State | n | State | n | State | п |
| 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 |
| lowa | 16 | New York | 109 | Wisconsin | 49 |
| Kansas | 22 | North Carolina | 48 | Wyoming | 4 |
| | | | | Total | 1,481 |
| | | | | (Question 28 continu | es on next page.) |

| 28.(cont'd.) In what state | e is your primary | employment faci | lity located? Use | e standard two-le | etter postal code; | e.g., GA for | |
|----------------------------|--|---|---|--|---|------------------------------|--|
| Georgia. (Percentag | es) | | - | | | - | |
| Analyses limited | d to respondents | who met the follo | owing criteria: | | | | |
| * CC(| C-A | | | | | | |
| Sector Emi | ployed full time c | or part time | | | | | |
| | | Facility type | | | | | |
| Response | All facility types (<i>n</i> = 1,481) | College/ university (<i>n</i> ≥ 130) | Hospital (<i>n</i> = 499) | Franchise/ retail chain (<i>n</i> ≥ 52) | Nonres. health care (<i>n</i> ≥ 690) | Industry (<i>n</i> ≥ 70) | |
| Northeast | 20.5 | 18.5 | 21.2 | 13.2 | 21.2 | 23.9 | |
| 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 | |
| Midwest | 28.4 | 30.8 | 31.3 | 35.8 | 25.4 | 28.2 | |
| 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 | |
| South | 34.2 | 32.3 | 29.1 | 39.6 | 38.1 | 22.5 | |
| 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 | |
| West | 16.8 | 18.5 | 18.4 | 11.3 | 15.4 | 25.4 | |
| 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 significa FOR 4 REGIONS FOR 9 DIVISIONS | ance: : χ²(12) = 23.4, p S: χ²(32) = 50.0, μ | = .025 , Cramer's ρ = .022 , Cramer's | V = .074 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

| | Facility type | | | | | | |
|---|--|--|-------------------------------|--|---|------------------------------|--|
| Job market | All facility types (<i>n</i> = 1,441) | College/ university (<i>n</i> = 127) | Hospital (<i>n</i> = 491) | Franchise/ retail chain (<i>n</i> = 50) | Nonres. health care (<i>n</i> = 667) | Industry (<i>n</i> = 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: $\chi^2(8) = 39.6$, <i>p</i> = .000 , Cramer's V = .119 | | | | | |
| | | <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by type of facility. | | | | | |

Appendix

| Notation | Description |
|-----------------------|--|
| Response rate | The percentage of individuals who were included in the sample minus any who were ineligible $RR = \frac{(C + P)}{S - (Ret + I)}$ |
| | WhereRR=Response rateC=Number of completed surveysP=Number of partial surveysS=Sample sizeRet=Ineligible because of retirementI=Ineligible for other reasons (e.g., does not work in health care, no longer in the field, on leave of absence) |
| | $RR = \frac{1,487}{5,000 - (27 + 133)} = 30.7\%$ |
| n | The number of sample members. In this report, the number of people who answered a particular question. |
| Mean | A measure of central tendency; an average. Add all the values, and divide the total by the number of items. Example: $(1 + 1 + 7 + 34 + 88) / 5 = 26.2$ Mean = 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% are 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 in the example. |
| Median | A measure of central tendency. Arrange the values in order, from lowest to highest. Select the value in the middle position. |
| 1 | |

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

ASHA 2021 AUDIOLOGY SURVEY: SURVEY SUMMARY REPORT

| 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 | Describes whether a value is larger or smaller than would be expected by chance alone. |
| significance | Note that 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 where the variables being assessed are nominal (e.g., annual salary and hourly salary) 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 the difference is statistically significant. When the sample size is large, large χ^2 values (that is, ones that are statistically significant) can be obtained even for weak associations. ¹ |
| Cramer's V | A measure of the <u>strength</u> of the association, used with χ^2 statistics to identify the meaningfulness of a relationship. The χ^2 value may be large with a small probability ($p < .05$) of having occurred by chance. That is, it is "statistically significant at the .05 level." Cramer's <i>V</i> is a measure of how strong (practically important) the relationship is between the variables. The larger the Cramer's <i>V</i> , the stronger the association. |
| ANOVA (<i>F</i>) | <i>F</i> is the statistic computed when conducting an analysis of variance (ANOVA). Analysis of variance measures the differences between means on two or more variables. It is used when independent variables are categorical and a dependent variable is continuous. 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 <i>p</i> value is the actual probability associated with an obtained statistical result, such as χ^2 or <i>F</i> . ¹ |
| df | Degrees of freedom. The number of values that are free to vary when computing a statistic. Used in interpreting both a χ^2 and an <i>F</i> ratio. It is calculated in a cross-tabulation as (R – 1) (C – 1) or (the number of rows minus 1) times (the number of columns minus 1). In a 3 x 4 table, <i>df</i> would be 6. |
| 1)/2 = 1 / (100) | |

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

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
- McGuires 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