

Preliminary Salary Survey Data

The Council of Academic Programs in Communication Sciences and Disorders 2005-2006 Salary Survey is not yet complete. However, much of the data is available and may be useful to member program. Therefore, we are simply providing selected tables and figures. A few pieces of additional information about the 2005-2006 CAPCSD Salary Survey may be useful:

- 301 Communication Sciences and Disorders (CSD) undergraduate and/or graduate programs received the survey
- 148 (49%) CSD programs responded
- Programs reporting data that appeared to be outliers or possible errors in reporting were contacted by members of the Communications Committee and the data was either corrected or verified.
- To facilitate comparisons, salary data are reported as nine-month adjusted salaries (reported salaries were divided by reported length of employment contracts, in months, and multiplied by nine) and percent values greater than 5% were rounded to nearest whole numbers.
- The document uses the uppercase version of faculty, that is, FACULTY, when referring to the aggregate of academic and clinical faculty.

The Salary Survey is available as a separate file,

The complete report will be available soon.

The CAPCSD Communications Committee

Institutional, Program and FACULTY Characteristics

Table 1. Comparison of institution types across three salary surveys.

Year	Public	Private	Combined
1998-1999 (n = 143)	77%	20%	3%
2003-2004 (n = 144)	74%	26%	NA
2005-2006 (n = 143)	72%	26%	1%

Figure 2. Distribution of institution 'basic' Carnegie classifications in 2005-2006.

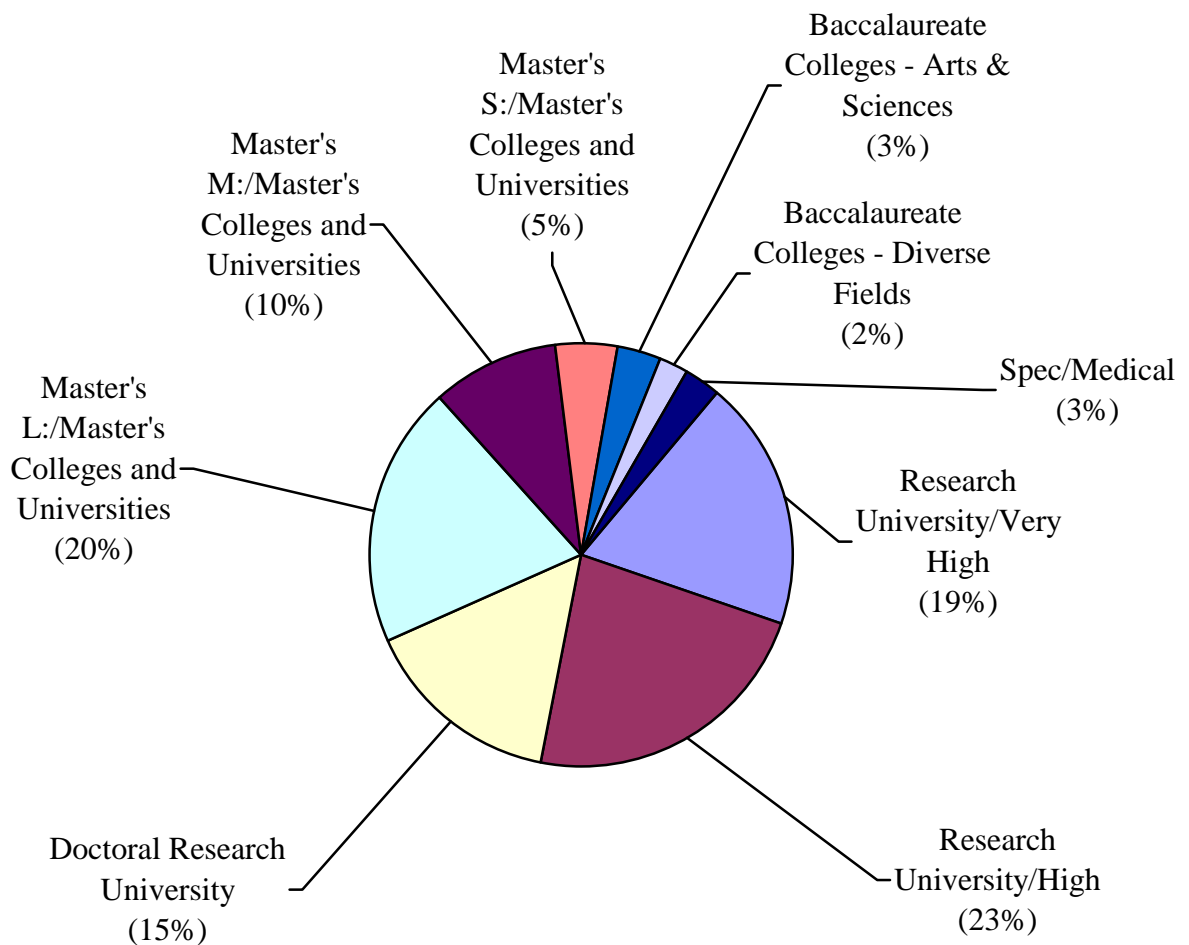


Table 2. Comparison of institutions with and without collective bargaining across salary surveys.

Survey Year	Collective Bargaining	
	No	Yes
1998-1999 (n=143)	68%	32%
2003-2004 (n=144)	67%	33%
2005-2006 (n=146)	71%	29%

Figure 4. Distribution of programs offering specific degrees in 2005-2006.

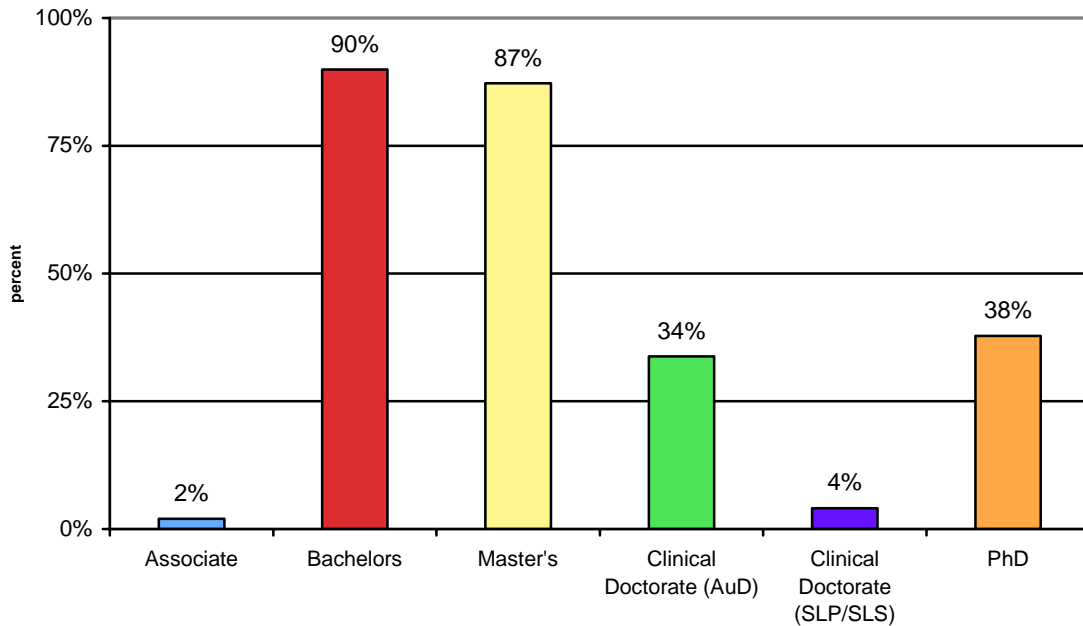


Table 3. Distribution of FACULTY professional areas, across three salary surveys.

Year	Audiology/ Hearing Science	S-L Pathology/ S-L Science	Both	Other, not CSD
1998-1999 (n = 1376)	23%	72%	4%	1%
2003-2004 (n = 1059)	23%	76%	2%	0%
2005-2006 (n = 1821)	24%	69%	1.3%	5.1%

Table 4a. Comparison of academic faculty by rank across three salary surveys.

Survey Year	Academic Faculty					All Academic Faculty
	Lecturer	Instructor	Assistant Professor	Associate Professor	Professor	
1998-1999 (n=1382)	4%	10%	22%	22%	22%	80%
2003-2004 (n=1059)	6%	14%	22%	21%	19%	81%
2005-2006 (n=1820)	3%	4%	19%	21%	17%	64%

Note: Percentages were computed by dividing the number of academic faculty in a rank by the total number of FACULTY for each survey year.

Table 4b. Comparison of clinical faculty by rank across three salary surveys.

Survey Year	Clinical Faculty			All Clinical Faculty
	Clinical Director	Clinical Supervisor	Clinical Other	
1998-1999 (n=1387)	NA	NA	NA	20%
2003-2004 (n=1059)	NA	NA	NA	19%
2005-2006 (n=1820)	7%	27%	2.4%	36%

Note: Percentages were computed by dividing the number of clinical faculty in a rank by the total number of FACULTY for each survey year.

Table 4c. Comparison of the percent of FACULTY across three salary surveys.

Survey Year	All Academic Faculty	All Clinical Faculty	FACULTY
1998-1999 (n=1382)	80%	20%	100%
2003-2004 (n=1059)	81%	19%	100%
2005-2006 (n=1820)	64%	36%	100%

Table 5a. Comparison of gender distribution, within rank, for academic faculty across salary surveys.

Survey Year	Academic Faculty											
	Lecturer		Instructor		Assistant Professor		Associate Professor		Professor		All Academic	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1998-1999 (n=1379)	8%	92%	9%	91%	25%	75%	43%	57%	65%	35%	38%	62%
2003-2004 (n=1049)	12%	88%	9%	91%	22%	78%	37%	63%	56%	44%	31%	69%
2005-2006 (n=1820)	22%	78%	18%	82%	28%	72%	34%	66%	49%	51%	34%	66%

Table 5b. Comparison of gender distribution, within rank, for clinical faculty across salary surveys.

Survey Year	Clinical Faculty							
	Clinical Director		Clinical Supervisor		Clinical Other		All Clinical	
	Male	Female	Male	Female	Male	Female	Male	Female
1998-1999 (n=1379)	NA	NA	NA	NA	NA	NA	10%	90%
2003-2004 (n=1049)	NA	NA	NA	NA	NA	NA	10%	90%
2005-2006 (n=1820)	11%	89%	6%	94%	11%	89%	7%	93%

Table 5c: Comparison of gender distribution within rank for all FACULTY across salary surveys.

Survey Year	All Academic Faculty		All Clinical Faculty		FACULTY	
	Male	Female	Male	Female	Male	Female
1998-1999 (n=1379)	38%	62%	10%	90%	34%	66%
2003-2004 (n=1049)	31%	69%	10%	90%	26%	74%
2005-2006 (n=1820)	34%	36%	7%	93%	25%	75%

Table 6a: Comparison of academic faculty rank distribution, within gender, across three salary surveys.

Survey Year	Gender	Academic Faculty					All Academic
		Lecturer	Instructor	Assistant Professor	Associate Professor	Professor	
1998-1999 (n=1379)	Male	1%	3%	17%	30%	43%	94%
	Female	5%	13%	25%	19%	11%	73%
2003-2004 (n=1049)	Male	3%	5%	18%	29%	38%	93%
	Female	7%	17%	23%	18%	11%	77%
2005-2006 (n=1821)	Male	2.2%	2.9%	22%	27%	35%	89%
	Female	2.7%	4.2%	18%	17%	12%	56%

Table 6b. Comparison of clinical faculty rank distribution, within gender, across three salary surveys.

Survey Year	Gender	Clinical Faculty			All Clinical
		Clinical Director	Clinical Supervisor	Clinical. Other	
1998-1999 (n=1379)	Male	NA	NA	NA	6%
	Female	NA	NA	NA	27%
2003-2004 (n=1049)	Male	NA	NA	NA	7%
	Female	NA	NA	NA	23%
2005-2006 (n=1820)	Male	3.03%	6%	1.1%	11%
	Female	8%	34%	2.92%	44%

Table 6c. Comparison of FACULTY rank distribution, within gender, across three surveys.

Survey Year	Gender	All Academic Faculty	All Clinical Faculty	All Faculty
1998-1999 (n=1380)	Male	94%	6%	100%
	Female	73%	27%	100%
2003-2004 (n=1059)	Male	93%	7%	100%
	Female	77%	23%	100%
2005-2006 (n=1820)	Male	89%	11%	100%
	Female	56%	44%	100%

Table 7. Number and percent of faculty across Years in Rank, for faculty at the ranks of Associate Professor and Professor.

Years in Rank	FACULTY		
	Associate Professor	Professor	Associate + Professor
1-5 Years	191 (53%)	96 (30%)	287 (43%)
6-10 Years	82 (23%)	72 (23%)	154 (23%)
11-15 Years	44 (12%)	67 (22%)	111 (16%)
16-20 Years	29 (8%)	39 (12%)	68 (10%)
21-45 Years	12 (3%)	42 (13%)	54 (8%)
Total	358	316	674

Table 9. Comparison of the percent of FACULTY Ethnicity, across three salary surveys.

Year	African American	Hispanic	Native American	Asian/Pacific Islander	Caucasian	Other	Unreported
1998-1999 (n = 1426)	6%	1%	0%	2%	89%	1%	1%
2003-2004 (n = 1259)	4%	1%	<1%	3%	88%	1%	3%
2005-2006 (n = 1855)	5%	2%	0.2%	3%	88%	1%	0.8%

Table 10. Comparison of percent of FACULTY, by highest degree earned, across three salary surveys.

Year	Bachelors	Clinical Master's (Audiology)	Clinical Master's (SLP/SLS)	Research Master's	Ed. Specialist	Clinical Doctorate (AuD.)	Clinical Doctorate (SLP/SLS)	Research Doctorate		
1998-1999 (n=1426)	0%	--	38%	--	NA	1%	--	NA	--	61%
2003-2004 (n=1257)	<1%	--	41%	--	NA	1%	--	5%	--	53%
2005-2006 (n = 1821)	0.4%	4.6%	28%	3.5%	0.8%	5.0%	0.9%			57%

Note: The 2005-2006 Salary Survey is the first time degree area (AUD vs SLP/SLS) was asked for the Clinical Master's and Clinical Doctorate degree categories. For the earlier surveys aggregate data are reported for the Master's and Clinical Doctorate degrees.

Table 12. Percent of FACULTY by employment status across, three salary surveys.

Survey Year	Academic Faculty		Clinical Faculty		FACULTY	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
1998-1999 (n=1421)	NA	NA	NA	NA	NA	NA
2003-2004 (n=1259)	60%	8%	18%	13%	78%	21%
2005-2006 (n=1821)	56%	8%	25%	11%	81%	19%

Table 13. Comparison of FACULTY contract length, across three salary surveys.

Year	1-8 Months	9 Months	10 Months	11 Months	12 Months
1998-1999 (n = 1426)	0%	48%	16%	3%	33%
2003-2004 (n = 1256)	4%	46%	12%	3%	36%
2005-2006 (n = 1821)	3.2%	44.7%	12.3%	2.7%	36.9%

FACULTY Salaries

Table 14. Adjusted base nine-month FTE salary across all FACULTY, across three salary surveys.

Year	Mean	Median	Minimum	Maximum
1998-1999 (n = 1358)	\$47,504	\$43,896	\$11,250	\$256,250
2003-2004 (n = 1057)	\$51,870	\$49,091	\$11,280	\$130,878
2005-2006 (n = 1823)	\$57,440	\$54,000	\$17,045	\$172,500

Table 15. 2005-2006 adjusted base nine-month salary for FACULTY by region.

Region	Program N	FACULTY N	Mean	Median	Minimum	Maximum
I (CT, ME, MA, NH, RI, VT)	8	93	\$61,355	\$57,627	\$33,000	\$126,596
II (NJ, NY)	7	70	\$58,755	\$55,667	\$17,045	\$129,393
III (DE, MD, PA, VA, WV, DC)	15	169	\$62,635	\$59,728	\$18,750	\$172,500
IV (AL, FL, GA, KY, MS, NC, SC, TN)	22	298	\$54,053	\$51,625	\$25,200	\$140,915
V (IL, IN, MI, MN, OH, WI)	34	448	\$59,452	\$55,173	\$17,778	\$150,000
VI (AR, LA, NM, OK, TX)	24	222	\$55,034	\$51,000	\$21,600	\$124,350
VII (IA, KS, MO, NE)	11	169	\$55,787	\$52,073	\$18,354	\$157,419
VIII (CO, MT, ND, SD, UT, WY)	7	100	\$50,824	\$49,500	\$18,900	\$90,200
IX (AZ, CA, HI, NV)	12	152	\$56,846	\$53,991	\$28,500	\$147,056
X (AK, ID, OR, WA)	4	Insufficient data to allow confidential reporting				
Other (Canada, Puerto Rico)	3	Insufficient data to allow confidential reporting				

Table 16a. Comparison of nine-month adjusted salary by academic-faculty rank and type of institution, across three salary surveys.

Survey Year	Institution Type	Academic Faculty					All Academic
		Lecturer	Instructor	Assistant Professor	Associate Professor	Professor	
1998-1999	Private	\$35,729	\$34,447	\$44,543	\$54,482	\$64,882	\$46,817
	Public	\$39,888	\$34,836	\$43,425	\$49,678	\$65,886	\$46,743
2003-2004	Private	\$35,545	\$41,992	\$48,127	\$56,162	\$72,396	\$50,844
	Public	\$40,737	\$41,029	\$49,098	\$57,976	\$74,511	\$52,670
2005-2006	Private	\$58,217	\$50,039	\$55,054	\$64,262	\$81,735	\$64,439
	Public	\$42,840	\$48,893	\$53,327	\$62,351	\$84,659	\$64,297

Table 16b. Comparison of nine-month adjusted salary by clinical-faculty rank and type of institution, across three salary surveys.

Survey Year	Institution Type	Clinical Faculty			
		Clinical Director	Clinical Supervisor	Clinical Other	All Clinical
1998-1999	Private	NA	NA	NA	\$49,637
	Public	NA	NA	NA	\$34,711
2003-2004	Private	NA	NA	NA	\$42,144
	Public	NA	NA	NA	\$39,265
2005-2006	Private	\$54,404	\$45,577	\$47,221	\$47,369
	Public	\$50,402	\$43,024	\$50,017	\$44,793

Table 16c. Comparison of mean nine-month adjusted salary by FACULTY rank and type of institution, across three salary surveys.

Survey Year	Institution Type	All Academic Faculty	All Clinical Faculty	All FACULTY
1998-1999	Private	\$46,817	\$49,637	\$48,904
	Public	\$46,743	\$34,711	\$47,188
2003-2004	Private	\$50,844	\$42,144	\$49,374
	Public	\$52,670	\$39,265	\$52,685
2005-2006	Private	\$64,439	\$47,369	\$57,229
	Public	\$64,297	\$44,793	\$57,434

Table 19a. Comparison of mean nine-month adjusted salary by academic faculty rank and collective bargaining, across three salary surveys.

Survey Year	Collective Bargaining	Academic Faculty					All Academic
		Lecturer	Instructor	Assistant Professor	Associate Professor	Professor	
1998-1999	Yes	35,916	38,851	47,767	54,326	67,696	48,911
	No	41,252	33,324	41,952	48,757	65,619	46,181
2003-2004	Yes	42,665	45,743	52,077	57,444	74,571	54,500
	No	36,213	38,255	47,433	57,659	74,195	50,751
2005-2006	Yes	42,823	50,227	53,999	64,051	82,898	65,427
	No	47,255	48,839	53,362	62,033	85,000	63,755

Table 19b. Comparison of mean nine-month adjusted salary by clinical faculty rank and collective bargaining, across three salary surveys.

Survey Year	Collective Bargaining	Clinical Faculty			All Clinical
		Clinical Director	Clinical Supervisor	Clinical Other	
1998-1999	Yes	NA	NA	NA	39,648
	No	NA	NA	NA	35,906
2003-2004	Yes	NA	NA	NA	42,020
	No	NA	NA	NA	39,018
2005-2006	Yes	52,279	45,387	53,430	47,394
	No	50,009	43,152	47,376	44,681

Table 19c. Comparison of mean nine-month adjusted salary by FACULTY rank and collective bargaining, across three salary surveys.

Survey Year	Collective Bargaining	All Academic Faculty	All Clinical Faculty	FACULTY
1998-1999	Yes	48,911	39,648	51,546
	No	46,181	35,906	45,893
2003-2004	Yes	54,500	42,020	54,178
	No	50,751	39,018	51,009
2005-2006	Yes	64,439	47,369	57,229
	No	64,297	44,793	57,434

Table 20. Comparison of mean adjusted nine-month FTE salary by professional area across, three salary surveys

Year	Audiology/ Hearing Science	S-L Pathology/ S-L Science	Both	Other, not CSD
1998-1999 (n = 1376)	49,549	47,122	48,964	43,238
2003-2004 (n = 1059)	52,914	51,335	62,696	NA
2005-2006 (n = 1821)	58,710	56,710	61,732	60,548

Table 21a. Comparison of mean adjusted nine-month FTE salary by academic faculty rank and gender, across three salary surveys.

Survey Year	Gender	Academic Faculty					All Academic
		Lecturer	Instructor	Assistant Professor	Associate Professor	Professor	
1998-1999 (n = 931)	Male	39,558	34,196	42,068	49,609	63,354	45,757
	Female	38,290	40,339	48,456	51,823	67,998	49,381
2003-2004 (n=1,059)	Male	37,108	41,500	50,286	58,337	75,743	52,594
	Female	39,425	40,954	48,415	56,944	71,842	51,516
2005-2006 (n = 1820)	Male	48,758	57,995	53,551	63,286	87,361	69,829
	Female	43,735	47,363	53,555	62,371	81,312	61,463

Table 21b. Comparison of mean adjusted nine-month FTE salary by clinical faculty rank and gender, across three salary surveys.

Survey Year	Gender	Clinical Faculty			All Clinical
		Clinical Director	Clinical Supervisor	Clinical Other	
1998-1999 (n = 931)	Male	NA	NA	NA	37,038
	Female	NA	NA	NA	35,293
2003-2004 (n=1,059)	Male	NA	NA	NA	41,570
	Female	NA	NA	NA	39,537
2005-2006 (n = 1820)	Male	55,659	44,534	68,966	50,324
	Female	50,712	43,551	45,888	45,007

Table 21c. Comparison of mean adjusted nine-month FTE salary by FACULTY rank and gender, across three salary surveys.

Survey Year	Gender	All Academic Faculty	All Clinical Faculty	FACULTY
1998-1999 (n = 931)	Male	45,757	37,038	43,347
	Female	49,381	35,293	56,782
2003-2004 (n=1,059)	Male	52,594	41,570	60,902
	Female	51,516	39,537	48,579
2005-2006 (n = 1820)	Male	69,829	50,324	67,763
	Female	61,463	45,007	54,071