Survey Summary Report:
Number and Type of Responses

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Contents

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 *2023 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 September, October, and November 2023.

We obtained a response rate of 27.2% (1,329 completed surveys from a net sample of 4,880 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 nine respondents who were employed in *other* types of facilities and six who were employed full time or part time but 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. University educators, researchers, consultants, administrators, and technical support personnel were excluded for questions in which responses were limited to clinical service providers.

A breakdown of geographical regions of the country can be found in Appendix A.

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

Open-ended responses can be found in Appendix C.

ASHA Services and Programs

1. In your opinion, what kind of job is the Association doing in serving its audiology members? *(Percentages)* Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Response	**Facility type**					
	All facility types (*n* ≥ 1,294)	**College/ university** (*n* ≥ 112)	**Hospital** (*n* ≥ 414)	**Franchise/ retail chain** (*n* ≥ 53)	**Nonres. health care** (*n* ≥ 616)	**Industry** (*n* = 80)
Overall						
Poor	6.4	2.6	5.7	7.0	8.2	2.5
Fair	33.3	21.9	33.2	36.8	34.5	38.8
Good	44.1	54.4	45.3	38.6	42.7	37.5
Excellent	7.6	13.2	8.1	7.0	6.3	7.5
Don't Know/NA	8.6	7.9	7.8	10.5	8.4	13.8
		Statistical significance: $\chi^2(16) = 27.1$, **$p = .040$**, Cramer's *V* = .072 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				
						(Question 1 continues on next page.)

1. (cont'd.) In your opinion, what kind of job is the Association doing in serving its audiology members? *(Percentages)*
   Analyses limited to respondents who met the following criterion:
   ❖ CCC-A

Response	Facility type					
	All facility types (n ≥ 1,294)	**College/ university (n ≥ 112)**	**Hospital (n ≥ 414)**	**Franchise/ retail chain (n ≥ 53)**	**Nonres. health care (n ≥ 616)**	**Industry (n = 80)**
Advocacy						
Poor	10.8	2.7	8.4	17.5	13.8	7.5
Fair	29.3	23.2	30.5	28.1	30.1	27.5
Good	36.1	44.6	35.8	28.1	35.1	37.5
Excellent	11.4	21.4	11.8	10.5	9.9	6.3
Don't Know/NA	12.5	8.0	13.5	15.8	11.2	21.3
	Statistical significance: $\chi^2(16) = 44.2$, ***p = .000***, Cramer's *V* = .093 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
Answering Your Practice Questions						
Poor	5.0	1.8	3.6	5.7	6.6	2.5
Fair	17.3	11.5	19.1	13.2	18.3	13.8
Good	31.6	32.7	32.4	37.7	30.8	27.5
Excellent	8.9	13.3	9.2	5.7	8.1	8.8
Don't Know/NA	37.2	40.7	35.7	37.7	36.1	47.5
	Statistical significance: $\chi^2(16) = 20.7$, *p* = .190 Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.					
	(Question 1 continues on next page.)					

1. (cont'd.) In your opinion, what kind of job is the Association doing in serving its audiology members? *(Percentages)*
   Analyses limited to respondents who met the following criterion:
   ❖ CCC-A

Response	Facility type					
	All facility types (*n* ≥ 1,294)	**College/ university (*n* ≥ 112)**	**Hospital (*n* ≥ 414)**	**Franchise/ retail chain (*n* ≥ 53)**	**Nonres. health care (*n* ≥ 616)**	**Industry (*n* = 80)**
Continuing Education						
Poor	6.3	3.5	4.3	7.0	7.7	8.8
Fair	25.1	18.6	28.5	22.8	25.2	20.0
Good	40.8	46.9	39.8	42.1	39.4	43.8
Excellent	21.1	25.7	21.8	21.1	21.0	12.5
Don't Know/NA	6.7	5.3	5.5	7.0	6.8	15.0
	Statistical significance: $\chi^2(16) = 26.6$, ***p* = .046**, Cramer's *V* = .072 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					
Resources						
Poor	4.7	2.7	2.9	7.1	5.7	7.5
Fair	21.8	14.2	23.9	19.6	22.7	20.0
Good	45.6	49.6	47.1	51.8	43.2	45.0
Excellent	18.7	30.1	19.4	10.7	17.9	10.0
Don't Know/NA	9.2	3.5	6.7	10.7	10.6	17.5
	Statistical significance: $\chi^2(16) = 41.1$, ***p* = .001**, Cramer's *V* = .089 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					

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

Analyses limited to respondents who met the following criterion:
  ❖ CCC-A

Response	Facility type					
	All facility types (*n* ≥ 1,291)	College/ university (*n* ≥ 113)	Hospital (*n* ≥ 413)	Franchise/ retail chain (*n* ≥ 55)	Nonres. health care (*n* ≥ 613)	Industry (*n* ≥ 78)
At ASHA, I feel I belong.						
Strongly disagree	8.8	5.3	7.2	7.0	10.8	7.5
Disagree	28.0	20.2	29.1	28.1	29.7	22.5
Agree	56.9	54.4	57.9	61.4	55.3	62.5
Strongly agree	6.3	20.2	5.8	3.5	4.2	7.5
	Statistical significance: $\chi^2(12) = 51.6$, **_p_ = .000**, Cramer's *V* = .116 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
ASHA is an organization I trust.						
Strongly disagree	3.3	1.8	2.4	3.6	4.2	2.5
Disagree	11.0	7.9	9.3	14.5	12.5	11.4
Agree	64.6	55.3	69.1	60.0	63.3	68.4
Strongly agree	21.1	35.1	19.2	21.8	20.0	17.7
	Statistical significance: $\chi^2(12) = 23.3$, **_p_ = .026**, Cramer's *V* = .078 Conclusion: There is adequate evidence from the data to say that the responses vary by facility type.					
	(Question 2 continues on next page.)					

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2. (cont'd.) Rate your agreement with the following statements: strongly disagree (SD), disagree (D), agree (A), strongly agree (SA). *(Percentages)*
    Analyses limited to respondents who met the following criterion:
    ❖ CCC-A

Response	Facility type					
	All facility types (*n* ≥ 1,291)	**College/ university (*n* ≥ 113)**	**Hospital (*n* ≥ 413)**	**Franchise/ retail chain (*n* ≥ 55)**	**Nonres. health care (*n* ≥ 613)**	**Industry (*n* ≥ 78)**
ASHA values me.						
Strongly disagree	6.5	4.4	4.6	8.9	8.2	3.8
Disagree	30.2	21.1	29.3	26.8	32.3	38.0
Agree	54.7	51.8	58.8	58.9	52.7	46.8
Strongly agree	8.6	22.8	7.3	5.4	6.8	11.4
		Statistical significance: $\chi^2(12) = 47.7$, ***p* = .000**, Cramer's *V* = .111 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				
I recommend ASHA as a resource to colleagues.						
Strongly disagree	6.3	2.7	4.8	7.1	8.3	2.6
Disagree	31.1	15.9	33.0	35.7	32.5	33.3
Agree	49.7	48.7	50.4	44.6	49.6	51.3
Strongly agree	12.8	32.7	11.8	12.5	9.6	12.8
		Statistical significance: $\chi^2(12) = 60.2$, ***p* = .000**, Cramer's *V* = .125 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				

3. How aware are you that consulting with an ASHA staff audiologist is an included member benefit? *Select all that apply. (Percentages)*

Analyses limited to respondents who met the following criterion:
  ❖ CCC-A

Consultation	Facility type					
	All facility types **(*n* = 1,329)**	**College/ university** **(*n* ≥ 114)**	**Hospital** **(*n* = 431)**	**Franchise/ retail chain** **(*n* = 57)**	**Nonres. health care** **(*n* ≥ 631)**	**Industry** **(*n* ≥ 80)**
I did not know that.	67.9	56.5	73.3	70.2	66.4	66.3
	Statistical significance: $\chi^2(4) = 13.5$, ***p* = .009**, Cramer's *V* = .101 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
Although I am aware of the benefit, I have not consulted with ASHA staff.	23.6	25.4	19.5	22.8	25.8	28.4
	Statistical significance: $\chi^2(4) = 7.0$, *p* = .136 Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.					
I have consulted with an ASHA staff audiologist.	4.7	10.4	4.4	5.3	3.6	3.7
	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.					
I have consulted with ASHA staff who were not audiologists.	3.0	6.1	2.8	1.8	2.9	1.3
	Too many cells (30%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.					
					(Question 3 continues on next page.)	

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

Analyses limited to respondents who met the following criterion:
* ❖ CCC-A

Consultation	Facility type					
	All facility types (*n* = 1,329)	College/ university (*n* ≥ 114)	Hospital (*n* = 431)	Franchise/ retail chain (*n* = 57)	Nonres. health care (*n* ≥ 631)	Industry (*n* ≥ 80)
I have consulted with ASHA staff, but I don't know if they were audiologists.	2.3	3.5	1.6	1.8	2.4	2.5
		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.				

Employment and Earnings

Status	Facility type					
	All facility types **(n = 1,322)**	**College/ university** **(n = 115)**	**Hospital** **(n = 426)**	**Franchise/ retail chain** **(n = 56)**	**Nonres. health care** **(n = 629)**	**Industry** **(n = 80)**

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

Status	All facility types (n = 1,322)	College/ university (n = 115)	Hospital (n = 426)	Franchise/ retail chain (n = 56)	Nonres. health care (n = 629)	Industry (n = 80)
Employed full time	82.6	87.0	85.7	87.5	78.4	93.8
Employed part time	17.4	13.0	14.3	12.5	21.6	6.3
Not currently employed (SKIP to Q. 28.)	0.0	0.0	0.0	0.0	0.0	0.0
Deletes *Not Currently Employed*						
Employed full time	82.6	87.0	85.7	87.5	78.4	93.8
Employed part time	17.4	13.0	14.3	12.5	21.6	6.3

Statistical significance: $\chi^2(4) = 20.2$, ***p* = .000**, Cramer's *V* = .124
<u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.

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

Private practice	Facility type					
	All facility types (*n* = 1,314)	College/ university (*n* = 114)	Hospital (*n* = 424)	Franchise/ retail chain (*n* = 56)	Nonres. health care (*n* = 626)	Industry (*n* = 79)
No (SKIP to Q. 7.)	66.9	97.4	96.0	42.9	41.5	86.1
Yes—full time	24.9	0.0	2.6	46.4	44.7	11.4
Yes—part time	8.2	2.6	1.4	10.7	13.7	2.5
		Statistical significance: $\chi^2(8)$ = 421.9, *p = .000*, Cramer's *V* = .403 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				

6. Which <u>one</u> of the following best describes your involvement in a private practice? *Select only <u>one</u> response.* *(Percentages)*

        Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Replied *Yes* to Q. 5

Private practice	All facility types ($n = 425$)	College/ university ($n = 4$)	Hospital ($n = 16$)	Franchise/ retail chain ($n = 31$)	Nonres. health care ($n = 356$)	Industry ($n = 11$)
Owner (e.g., office-based or contract-based audiologist-owned private practice)	43.2			16.1	44.9	
Full-time salaried audiologist in audiologist-owned private practice	18.5			16.1	18.8	
Full-time in non-audiologist-owned private practice	20.8	($n < 25$)	($n < 25$)	51.6	19.4	($n < 25$)
Part-time salaried audiologist in audiologist-owned private practice	5.8			3.2	6.2	
Part-time in non-audiologist-owned private practice	5.9			6.5	5.6	
Contractor/consultant (e.g., per diem, hourly, or temporary)	5.9			6.5	5.1	
		Too many cells (67%) have an expected count of less than 5. <u>Conclusion</u>: Too little data are available in some facility categories to test whether responses vary by facility type.				

(Question 6 continues on next page.)

6. (cont'd.) Which <u>one</u> of the following best describes your involvement in a private practice? *Select only <u>one</u> response.* *(Percentages)*

        Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Replied *Yes* to Q. 5

Private practice	Facility type					
	All facility types **(*n* = 425)**	**College/ university** **(*n* = 4)**	**Hospital** **(*n* = 15)**	**Franchise/ retail chain** **(*n* = 32)**	**Nonres. health care** **(*n* = 356)**	**Industry** **(*n* = 11)**
Collapsed Categories: Owners vs. All Others						
Owner (e.g., office-based or contract-based audiologist-owned private practice)	43.2	(*n* < 25)	(*n* < 25)	15.6	44.9	(*n* < 25)
All other categories: part time, full time, contractor	56.8			84.4	55.1	
		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.				

7. Although you may work in several types of facilities, select the <u>one</u> type of building that best describes where you work all or most of the time. *For individuals who work in <u>private practice, telepractice, early intervention, or multiple settings</u>, select the type of building in which you deliver most of your services. 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

Facility	Unweighted (*n* = 1,316)	Weighted (*n* = 1,316)
College/university	15.6	8.7
Hospital (e.g., general, pediatric, military, VA)	30.2	32.4
Audiology franchise, retail chain	4.2	4.3
Nonresidential health care facility (includes audiologists' and physicians' offices)	42.1	47.8
Industry (hearing aid manufacturing, hearing conservation)	7.2	6.1
Other, specify:	0.7	0.7

Note. See Appendix C, Q. 7, for the list of specified *other* responses.

8. Although you may perform more than one job function, select the <u>one</u> position that best 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

Function	All facility types (*n* = 1,316)	College/ university (*n* = 114)	Hospital (*n* = 426)	Franchise/ retail chain (*n* = 57)	Nonres. health care (*n* = 624)	Industry (*n* ≥ 79)
	Facility type					
Clinical service provider (includes all audiologists providing any direct service)	79.2	12.3	87.6	96.5	93.4	8.9
College/university faculty/clinical educator	6.7	74.6	0.5	0.0	0.2	0.0
Researcher	1.8	7.9	2.3	0.0	0.2	3.8
Consultant	1.3	0.0	0.0	0.0	1.8	6.3
Administrator/ supervisor/director/owner	5.8	5.3	9.2	0.0	4.3	6.3
Sales/training/ technical support	4.6	0.0	0.5	3.5	0.2	69.6
Other, specify:	0.5	0.0	0.0	0.0	0.0	5.1
		Too many cells (46%) have an expected count of less than 5. <u>Conclusion</u>: Too little data are available in some facility categories to test whether responses vary by facility type.				
	Collapsed Categories					
Clinical service provider	79.2	12.3	87.6	96.5	93.4	8.8
Other function	20.8	87.7	12.4	3.5	6.6	91.3
		Statistical significance: $\chi^2(4)$ = 658.9, **p = .000**, Cramer's *V* = .712 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				

Note. See Appendix C, Q. 8, for the list of specified *other* responses.

9. Which of the listed duties are considered part of your current position? *Select all that apply. (Percentages)* The list of options was in alphabetical order on the survey instrument.
   Analyses limited to respondents who met the following criteria:
   - ❖ CCC-A
   - ❖ Employed full time or part time

Duty	Facility type					
	All facility types (*n* = 1,322)	College/ university (*n* ≥ 114)	Hospital (*n* ≥ 426)	Franchise/ retail chain (*n* ≥ 56)	Nonres. health care (*n* = 629)	Industry (*n* ≥ 80)
Ordering clinical supplies	62.9	47.0	58.0	75.0	72.7	32.1
	Statistical significance: $\chi^2(4)$ = 79.3, ***p* = .000**, Cramer's *V* = .246 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					
Scheduling	49.4	36.8	39.9	66.7	59.5	30.0
	Statistical significance: $\chi^2(4)$ = 66.8, ***p* = .000**, Cramer's *V* = .226 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					
Billing	45.3	34.8	50.9	25.0	49.1	17.5
	Statistical significance: $\chi^2(4)$ = 48.5, ***p* = .000**, Cramer's *V* = .193 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					
Budgeting	27.2	26.1	15.5	16.1	35.5	35.8
	Statistical significance: $\chi^2(4)$ = 57.8, ***p* = .000**, Cramer's *V* = .210 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					
Contract negotiation	22.4	19.3	10.3	10.7	30.7	33.8
	Statistical significance: $\chi^2(4)$ = 71.8, ***p* = .000**, Cramer's *V* = .235 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					
	(Question 9 continues on next page.)					

9. (cont'd.) Which of the listed duties are considered part of your current position? *Select all that apply. (Percentages)*
    The list of options was in alphabetical order on the survey instrument.
    Analyses limited to respondents who met the following criteria:
        ❖ CCC-A
        ❖ Employed full time or part time

Duty	Facility type					
	All facility types (*n* = 1,322)	College/ university (*n* ≥ 114)	Hospital (*n* ≥ 426)	Franchise/ retail chain (*n* ≥ 56)	Nonres. health care (*n* = 629)	Industry (*n* ≥ 80)
None of the above	22.6	37.4	23.4	22.8	15.7	46.3

Statistical significance: $\chi^2(4) = 57.5$, ***p* = .000**, Cramer's *V* = .210
Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.

10. In the past 12 months, what types of products have you been involved in purchasing for your organization or on behalf of a patient? *Select all that apply. (Percentages)* The list of options was in alphabetical order on the survey instrument.

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

Product	Facility type					
	All facility types **(*n* = 1,042)**	**College/ university** **(*n* ≥ 14)**	**Hospital** **(*n* ≥ 372)**	**Franchise/ retail chain** **(*n* ≥ 54)**	**Nonres. health care** **(*n* ≥ 583)**	**Industry** **(*n* ≥ 7)**
Hearing aids, accessories, and supplies	83.1	(*n* < 25)	76.1	94.4	87.0	(*n* < 25)
		Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.				
Audiologic/vestibular assessment equipment, software, and supplies	55.8	(*n* < 25)	50.0	25.5	62.6	(*n* < 25)
		Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.				
Assistive/signaling technology	42.3	(*n* < 25)	39.9	38.2	44.9	(*n* < 25)
		Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.				
						(Question 10 continues on next page.)

10. (cont'd.) In the past 12 months, what types of products have you been involved in purchasing for your organization or on behalf of a patient? *Select all that apply. (Percentages)* The list of options was in alphabetical order on the survey instrument.

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

Product	Facility type					
	All facility types (*n* = 1,042)	College/ university (*n* ≥ 14)	Hospital (*n* ≥ 372)	Franchise/ retail chain (*n* ≥ 54)	Nonres. health care (*n* ≥ 583)	Industry (*n* ≥ 7)
Practice management software	12.7	(*n* < 25)	4.6	9.3	17.8	(*n* < 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.					
Not applicable	9.4	(*n* < 25)	13.9	5.6	6.3	(*n* < 25)
	Too many cells (30%) have an expected count of less than 5. <u>Conclusion</u>: Too little data are available in some facility categories to test whether responses vary by facility type.					

11. How are you paid in your main job? *Select only <u>one</u> response. (Percentages)*
    Analyses limited to respondents who met the following criteria:
    ❖ CCC-A
    ❖ Employed full time or part time

Salary basis	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
	n = 1,308	*n* = 115	*n* = 425	*n* = 55	*n* = 620	*n* = 78
Primarily per hour	20.8	7.0	20.2	21.8	25.0	7.7
Primarily annual salary (SKIP to Q. 14.)	77.0	92.2	79.5	70.9	71.6	89.7
Primarily commission (SKIP to Q. 15.)	2.2	0.9	0.2	7.3	3.4	2.6
		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.				
	Deletes *Primarily Commission*					
	n = 1,279	*n* = 114	*n* = 424	*n* = 51	*n* = 599	*n* = 76
Primarily per hour	21.2	7.0	20.3	23.5	25.9	7.9
Primarily annual salary (SKIP to Q. 14.)	78.8	93.0	79.7	76.5	74.1	92.1
		Statistical significance: $\chi^2(4) = 30.1$, ***p* = .000**, Cramer's *V* = .154 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.				

12. If you are paid on an <u>hourly basis</u>, what is the hourly rate you receive at your main job? *Include your hourly rate before all deductions. Bonuses and commissions will be asked about in a separate question.*
    Analyses limited to respondents who met the following criteria:
    - ❖ CCC-A
    - ❖ Paid primarily per hour
    - ❖ Hourly wage of at least $1

Hourly rate	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Employed Full Time						
	n = 120	*n* = 0	*n* = 45	*n* = 7	*n* = 63	*n* = 4
25th percentile	$39.60		$45.69		$37.47	
50th percentile **(Median)**	$45.98		$51.59		$44.00	
75th percentile	$55.98	(*n* < 25)	$55.58	(*n* < 25)	$58.00	(*n* < 25)
Mean	$50.36		$51.71		$51.62	
Standard deviation	$19.26		$9.20		$24.70	
Mode	$42.00		$55.00		$42.00	
		Statistical significance: *F*(3, 115) = 1.9, *p* = .131 <u>Conclusion</u>: There is not enough evidence from the data to say that the responses vary by facility type.				
						(Question 12 continues on next page.)

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

Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Paid primarily per hour
- ❖ Hourly wage of at least $1

Hourly rate	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Employed Part Time						
	n = 143	*n = 7*	*n = 39*	*n = 5*	*n = 86*	*n = 3*
25th percentile	$40.88	*(n < 25)*	$45.00	*(n < 25)*	$40.00	*(n < 25)*
50th percentile **(Median)**	$49.36		$51.00		$46.00	
75th percentile	$56.04		$56.15		$55.00	
Mean	$56.03		$53.14		$55.86	
Standard deviation	$33.91		$21.19		$38.38	
Mode	$45.00		$45.00		$45.00	

Statistical significance: $F(4, 134) = 0.9$, $p = .455$
Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.

13. On average, how many hours do you work in a typical <u>week</u> for the hourly rate you entered in Q. 12?

Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Paid primarily per hour
- ❖ Hourly wage of at least $1
- ❖ Worked for at least 1 hour per week

Weekly hours	Facility type					
	All facility types (*n* = 259)	College/ university (*n* = 6)	Hospital (*n* = 83)	Franchise/ retail chain (*n* = 12)	Nonres. health care (*n* = 147)	Industry (*n* = 6)
25th percentile	20.0		20.0		20.0	
50th percentile **(Median)**	30.0		32.0		28.0	
75th percentile	40.0	(*n* < 25)	40.0	(*n* < 25)	38.0	(*n* < 25)
Mean	28.2		29.7		27.7	
Standard deviation	11.2		10.9		10.9	
Mode	40.0		40.0		40.0	
		Statistical significance: $F(4, 249) = 2.7$, ***p* = .030** <u>Conclusion</u>: There is adequate evidence from the data to say that the means vary by facility type.				

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

Analyses limited to respondents who met the following criteria:
- ❖ CCC-A
- ❖ Employed full time
- ❖ Paid primarily an annual salary
- ❖ Annual salary of at least $1

Annual salary	Facility type					
	All facility types (*n* = 889)	College/ university (*n* = 94)	Hospital (*n* = 304)	Franchise/ retail chain (*n* = 37)	Nonres. health care (*n* = 382)	Industry (*n* = 64)
25th percentile	$80,000	$82,000	$87,000	$72,000	$71,000	$85,000
50th percentile **(Median)**	$91,113	$92,500	$100,000	$80,000	$83,000	$95,000
75th percentile	$108,000	$110,000	$118,185	$86,000	$100,000	$114,000
Mean	$97,621	$99,923	$104,612	$76,427	$92,520	$103,203
Standard deviation	$34,595	$28,855	$26,889	$18,330	$40,761	$32,192
Mode	$80,000	$80,000	$120,000	$80,000	$80,000	$93,000
		Statistical significance: $F(4, 876) = 9.6$, ***p* = .000** Conclusion: There is adequate evidence from the data to say that the means vary by facility type.				

15. What is the total amount you received as bonuses and commissions during the past 12 months? *Enter "0" if none.*
    Analyses limited to respondents who met the following criteria:
    ❖ CCC-A
    ❖ Employed full time or part time

Bonus/Commission	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Bonus of at least $1; Salary basis, Q. 11, *primarily hourly wage*						
	n = 74	*n* = 1	*n* = 13	*n* = 4	*n* = 53	*n* = 3
25th percentile	$500				$500	
50th percentile **(Median)**	$1,215				$2,000	
75th percentile	$4,176	(*n* < 25)	(*n* < 25)	(*n* < 25)	$5,000	(*n* < 25)
Mean	$3,467				$4,060	
Standard deviation	$5,575				$6,349	
Mode	$500				$500	
Commission of at least $1; Salary basis, Q. 11, *primarily hourly wage*						
	n = 50	*n* = 0	*n* = 5	*n* = 3	*n* = 39	*n* = 3
25th percentile	$7,563				$10,000	
50th percentile **(Median)**	$15,421				$16,000	
75th percentile	$20,000	(*n* < 25)	(*n* < 25)	(*n* < 25)	$20,000	(*n* < 25)
Mean	$16,494				$17,438	
Standard deviation	$12,985				$11,307	
Mode	$20,000				$20,000	

15. (cont'd.) What is the total amount you received as bonuses and commissions during the past 12 months? *Enter "0" if none.*

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

Bonus/Commission	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
Bonus of at least $1; Salary basis, Q. 11, *primarily annual salary*						
	n = 329	*n* = 11	*n* = 106	*n* = 4	*n* = 174	*n* = 33
25th percentile	$1,500		$1,000		$2,000	$4,000
50th percentile **(Median)**	$5,000		$3,000		$5,000	$8,800
75th percentile	$12,000	(*n* < 25)	$6,000	(*n* < 25)	$20,000	$15,000
Mean	$14,530		$6,400		$20,245	$14,629
Standard deviation	$29,427		$13,854		$37,097	$18,481
Mode	$1,000		$1,000		$20,000	$10,000
		Statistical significance: $F(4, 321) = 4.2$, **$p = .002$** Conclusion: There is adequate evidence from the data to say that the means vary by facility type.				
		(Question 15 continues on next page.)				

15. (cont'd.) What is the total amount you received as bonuses and commissions during the past 12 months? *Enter "0" if none.*

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

Bonus/Commission	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
Commission of at least $1; Salary basis, Q. 11, *primarily annual salary*						
	n = 188	*n* = 2	*n* = 11	*n* = 28	*n* = 126	*n* = 21
25th percentile	$10,000			$20,000	$10,000	
50th percentile **(Median)**	$23,459			$25,000	$20,900	
75th percentile	$40,000	(*n* < 25)	(*n* < 25)	$40,000	$40,000	(*n* < 25)
Mean	$30,291			$34,082	$27,500	
Standard deviation	$29,401			$26,060	$23,533	
Mode	$20,000			$20,000	$25,000	
		Statistical significance: $F(4, 182) = 3.0$, ***p* = .019** Conclusion: There is adequate evidence from the data to say that the means vary by facility type.				
						(Question 15 continues on next page.)

15. (cont'd.). What is the total amount you received as bonuses and commissions during the past 12 months? *Enter "0" if none.*

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

Bonus/Commission	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
Bonus of at least $1; Salary basis, Q. 11, *primarily commission*						
	n = 7	*n* = 0	*n* = 0	*n* = 0	*n* = 7	*n* = 0
25th percentile	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)
50th percentile **(Median)**						
75th percentile						
Mean						
Standard deviation						
Mode						
Commission of at least $1; Salary basis, Q. 11, *primarily commission*						
	n = 22	*n* = 1	*n* = 1	*n* = 2	*n* = 17	*n* = 2
25th percentile	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)
50th percentile **(Median)**						
75th percentile						
Mean						
Standard deviation						
Mode						

16. What salary supplement, stipend, or other type of "salary upgrade" did you receive for either 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
	ASHA CCCs					
	n = 151	*n* = 12	*n* = 51	*n* = 4	*n* = 71	*n* = 11
25th percentile	$225		$225		$225	
50th percentile **(Median)**	$253		$286		$252	
75th percentile	$350	*(n < 25)*	$350	*(n < 25)*	$325	*(n < 25)*
Mean	$656		$612		$778	
Standard deviation	$2,201		$758		$3,129	
Mode	$225		$225		$225	
		Statistical significance: $F(4,144) = 0.2$, $p = .949$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				
		(Question 16 continues on next page.)				

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16. (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 supervision of at least $1

Upgrade	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Supervision						
	n = 15	*n* = 2	*n* = 4	*n* = 2	*n* = 7	*n* = 0
25th percentile	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)	(*n* < 25)
50th percentile **(Median)**						
75th percentile						
Mean						
Standard deviation						
Mode						

17. Indicate whether the following expenses are paid by you (S), are paid by your employer (E), are paid by a combination (C), or are not applicable (NA). *(Percentages)*
    Analyses limited to respondents who met the following criteria:
    - ❖ CCC-A
    - ❖ Employed full time or part time

Expenses	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
ASHA Dues						
	n = 1,317	*n* = 114	*n* = 426	*n* = 57	*n* = 626	*n* = 80
Self	41.8	45.6	49.8	56.1	35.1	35.0
Employer	54.3	50.0	46.0	42.1	60.9	62.5
Combination	3.1	3.5	3.5	1.8	2.9	2.5
Not applicable	0.9	0.9	0.7	0.0	1.1	0.0
		Too many cells (35%) 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.				
ASHA Convention						
	n = 1,253	*n* = 114	*n* = 412	*n* = 56	*n* = 581	*n* = 77
Self	30.9	25.4	34.7	48.2	26.5	37.7
Employer	18.7	29.8	21.1	10.7	17.2	6.5
Combination	8.6	21.9	10.0	0.0	6.2	3.9
Not applicable	41.9	22.8	34.2	41.1	50.1	51.9
		Statistical significance: $\chi^2(12)$ = 93.3, **_p_ = .000**, Cramer's *V* = .158 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				

(Question 17 continues on next page.)

17. (cont'd.) Indicate whether the following expenses are paid by you (S), are paid by your employer (E), are paid by a combination (C), or are not applicable (NA). *(Percentages)*

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

Expenses	Facility type					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
Professional Development						
	n = 1,290	*n* = 113	*n* = 416	*n* = 56	*n* = 611	*n* = 78
Self	34.4	31.9	37.0	48.2	32.2	34.6
Employer	44.7	31.9	38.9	33.9	52.0	42.3
Combination	16.6	32.7	19.2	12.5	12.3	15.4
Not applicable	4.3	3.5	4.8	5.4	3.4	7.7
	Statistical significance: $\chi^2(12)$ = 51.9, ***p* = .000**, Cramer's *V* = .117 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					
Special Interest Groups (SIGs)						
	n = 1,230	*n* = 112	*n* = 405	*n* = 53	*n* = 571	*n* = 76
Self	36.8	50.9	43.0	41.5	29.2	35.5
Employer	9.2	12.5	9.1	5.7	8.8	10.5
Combination	2.3	4.5	2.0	1.9	2.5	1.3
Not applicable	51.8	32.1	45.9	50.9	59.5	52.6
	Too many cells (20%) have an expected count of less than 5. <u>Conclusion</u>: Too little data are available in some facility categories to test whether responses vary by facility type.					
	(Question 17 continues on next page.)					

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17. (cont'd.) Indicate whether the following expenses are paid by you (S), are paid by your employer (E), are paid by a combination (C), or are not applicable (NA). *(Percentages)*
Analyses limited to respondents who met the following criteria:
  ❖ CCC-A
  ❖ Employed full time or part time

Expenses	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
State Licensing Fees						
	n = 1,313	*n* = 114	*n* = 427	*n* = 57	*n* = 623	*n* = 79
Self	40.6	55.3	52.7	33.3	30.2	39.2
Employer	54.5	35.1	43.3	57.9	66.0	54.4
Combination	3.0	3.5	2.8	7.0	2.7	1.3
Not applicable	1.9	6.1	1.2	1.8	1.1	5.1
	Too many cells (30%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.					
Leave Time to Volunteer						
	n = 1,227	*n* = 111	*n* = 407	*n* = 56	*n* = 565	*n* = 74
Self	32.1	27.9	39.8	32.1	28.1	28.4
Employer	14.4	26.1	12.0	12.5	12.0	28.4
Combination	3.7	7.2	3.7	1.8	2.8	5.4
Not applicable	49.8	38.7	44.5	53.6	57.0	37.8
	Statistical significance: $\chi^2(12) = 55.1$, ***p* = .000**, Cramer's *V* = .123 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					
	(Question 17 continues on next page.)					

17. (cont'd.) Indicate whether the following expenses are paid by you (S), are paid by your employer (E), are paid by a combination (C), or are not applicable (NA). *(Percentages)*

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

Expenses	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
Other, specify						
	n = 1,285	*n* = 2	*n* = 6	*n* = 1	*n* = 27	*n* = 3
Self	30.7				22.2	
Employer	53.9	(*n* < 25)	(*n* < 25)	(*n* < 25)	55.6	(*n* < 25)
Combination	12.3				18.5	
Not applicable	3.1				3.7	

Note. See Appendix C, Q. 17, for the list of specified *other* responses, by facility.

Service Provision

If you provide NO direct services to patients, SKIP to Q. 25.

18. Do you currently work with third-party administrators for hearing aid dispensing and related services? (*Percentages*) Analyses limited to respondents who met the following criteria: ❖ CCC-A ❖ Employed full time or part time						
Third-party	**Facility type**					
	All facility types	**College/ university**	**Hospital**	**Franchise/ retail chain**	**Nonres. health care**	**Industry**
	n = 1,196	*n* = 82	*n* = 405	*n* = 56	*n* = 616	*n* = 25
Yes	36.6	28.0	16.8	71.4	48.2	16.0
No	56.7	63.4	73.3	26.8	47.2	64.0
Not applicable	6.8	8.5	9.9	1.8	4.5	20.0
		Statistical significance: $\chi^2(8)$ = 147.7, ***p* = .000**, Cramer's *V* = .250 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				
Deletes *Not Applicable*					
	n = 1,115	*n* = 75	*n* = 365	*n* = 55	*n* = 588	*n* = 20
Yes	39.2	30.7	18.6	72.7	50.5	(*n* < 25)
No	60.8	69.3	81.4	27.3	49.5	
		Statistical significance: $\chi^2(4)$ = 127.7, ***p* = .000**, Cramer's *V* = .340 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				

19. How are you able to meet the need for outcomes data to <u>demonstrate the value</u> of the services you provide? *Select all that apply. (Percentages)*

Analyses limited to respondents who met the following criteria:
  ❖ CCC-A
  ❖ Clinical service provider; consultant; administrator/supervisor/director; owner
  ❖ Employed full time or part time

Outcomes Data	Facility type					
	All facility types (*n* = 1,136)	College/ university (*n* = 20)	Hospital (*n* ≥ 411)	Franchise/ retail chain (*n* = 55)	Nonres. health care (*n* = 621)	Industry (*n* = 18)
Internal data from my facility/organization.	58.1	(*n* < 25)	66.0	65.5	53.6	(*n* < 25)
	Statistical significance: $\chi^2(4) = 27.0$, ***p = .000***, Cramer's *V* = .155 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					
I am having difficulty acquiring the necessary data and am unable to meet the need.	9.9	(*n* < 25)	8.3	3.6	11.6	(*n* < 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.					
That is not an important need of mine.	25.1	(*n* < 25)	20.7	27.3	27.7	(*n* < 25)
	Statistical significance: $\chi^2(4) = 7.3$, *p* = .122 <u>Conclusion</u>: There is not enough evidence from the data to say that the responses vary by facility type.					
Other, specify	4.0	(*n* < 25)	4.1	5.5	4.0	(*n* < 25)
	Too many cells (30%) have an expected count of less than 5. <u>Conclusion</u>: Too little data are available in some facility categories to test whether responses vary by facility type.					

Note. See Appendix C, Q. 19, for the list of specified *other* responses, by facility.

20. How are you able to meet the need for outcomes data to <u>improve the quality</u> of the services you provide? *Select all that apply. (Percentages)*

    Analyses limited to respondents who met the following criteria:
    - ❖ CCC-A
    - ❖ Clinical service provider; consultant; administrator/supervisor/director; owner
    - ❖ Employed full time or part time

Outcomes Data	Facility type					
	All facility types (*n* = 1,136)	College/ university (*n* = 20)	Hospital (*n* ≥ 411)	Franchise/ retail chain (*n* ≥ 54)	Nonres. health care (*n* = 621)	Industry (*n* = 18)
Internal data from my facility/organization.	60.8	(*n* < 25)	67.0	72.7	56.7	(*n* < 25)
	Statistical significance: $\chi^2(4) = 20.0$, ***p* = .000**, Cramer's *V* = .133 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					
I am having difficulty acquiring the necessary data and am unable to meet the need.	11.1	(*n* < 25)	9.7	5.5	12.6	(*n* < 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.					
That is not an important need of mine.	19.5	(*n* < 25)	14.8	13.0	23.2	(*n* < 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.					
Other, specify	2.9	(*n* < 25)	3.4	3.6	2.7	(*n* < 25)
	Too many cells (30%) have an expected count of less than 5. <u>Conclusion</u>: Too little data are available in some facility categories to test whether responses vary by facility type.					

Note. See Appendix C, Q. 20, for the list of specified *other* responses, by facility.

21. Does your practice offer telepractice services? *Select only <u>one</u> response. (Percentages)*
    Analyses limited to respondents who met the following criteria:
    ❖ CCC-A
    ❖ Employed full time or part time

Telepractice	Facility type					
	All facility types (*n* = 1,164)	College/ university (*n* = 75)	Hospital (*n* = 399)	Franchise/ retail chain (*n* = 57)	Nonres. health care (*n* = 603)	Industry (*n* = 20)
No, our practice does not provide, and is not currently planning to provide, telepractice services.	47.5	34.7	47.9	19.3	51.7	
No, but our practice is considering providing telepractice services in the future.	14.5	18.7	15.8	12.3	13.4	(*n* < 25)
Our practice began providing telepractice services on or after January 1, 2022.	9.7	10.7	6.5	17.5	10.6	
Our practice currently provides telepractice services and has been doing so since before January 1, 2022.	28.3	36.0	29.8	50.9	24.2	
		Statistical significance: $\chi^2(12) = 46.0$, ***p* = .000**, Cramer's *V* = .115 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				

22. Will your practice be providing follow-up care for patients who purchased hearing aids either online or over the counter? *Select only <u>one</u> response. (Percentages)*
    Analyses limited to respondents who met the following criteria:
    ❖ CCC-A
    ❖ Employed full time or part time

Follow-up care	Facility type					
	All facility types (*n* = 1,150)	**College/ university (*n* = 75)**	**Hospital (*n* = 390)**	**Franchise/ retail chain (*n* = 56)**	**Nonres. health care (*n* = 601)**	**Industry (*n* = 20)**
No, we are not planning to provide this service.	51.8	25.3	63.8	42.9	47.8	(*n* < 25)
We are considering it but have not made a decision.	19.6	29.3	16.4	14.3	21.0	
Yes, we have plans to provide this service.	14.0	26.7	8.7	19.6	15.5	
We are doing it now.	14.6	18.7	11.0	23.2	15.8	
		Statistical significance: $\chi^2(12) = 57.8$, ***p = .000***, Cramer's *V* = .130 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.				

23. What <u>discourages</u> you from supervising a final year externship student? *Select all that apply. (Percentages)* The list of options was in alphabetical order on the survey instrument.

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

Supervising	Facility type					
	All facility types (*n* = 1,042)	College/ university (*n* = 14)	Hospital (*n* = 373)	Franchise/ retail chain (*n* ≥ 54)	Nonres. health care (*n* ≥ 583)	Industry (*n* ≥ 7)
Insufficient time	49.5	(*n* < 25)	42.6	45.5	55.3	(*n* < 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.				
Lack of financial compensation for my time	30.5	(*n* < 25)	31.1	36.4	30.2	(*n* < 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.				
Poor student quality	24.8	(*n* < 25)	26.3	20.0	24.0	(*n* < 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.				
Lack of administrative support	21.8	(*n* < 25)	25.5	20.4	19.4	(*n* < 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.				
Other, specify	25.3	(*n* < 25)	26.3	21.8	24.7	(*n* < 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.				

Note. See Appendix C, Q. 23, for the list of specified *other* responses, by facility.

24. What would encourage you to supervise a final year externship student in the future? *Select all that apply.*
(*Percentages*) The list of options was in alphabetical order on the survey instrument.
Analyses limited to respondents who met the following criteria:
   ❖ CCC-A
   ❖ Clinical service provider
   ❖ Employed full time or part time

Supervising	Facility type					
	All facility types (*n* = 1,042)	**College/ university (*n* ≥ 14)**	**Hospital (*n* ≥ 372)**	**Franchise/ retail chain (*n* ≥ 54)**	**Nonres. health care (*n* ≥ 583)**	**Industry (*n* = 8)**
Financial compensation for my time	53.7	(*n* < 25)	56.0	63.6	52.5	(*n* < 25)
		Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.				
Free ASHA continuing education courses	32.2	(*n* < 25)	38.4	25.9	28.8	(*n* < 25)
		Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.				
Training in supervision	24.9	(*n* < 25)	26.0	29.6	24.1	(*n* < 25)
		Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.				
Insurance reimbursement for services	15.1	(*n* < 25)	9.7	11.1	19.2	(*n* < 25)
		Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.				
					(Question 24 continues on next page.)	

24. (cont'd.) What would encourage you to supervise a final year externship student in the future? *Select all that apply.* *(Percentages)* The list of options was in alphabetical order on the survey instrument.

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

Supervising	Facility type					
	All facility types (*n* = 1,042)	College/ university (*n* ≥ 14)	Hospital (*n* ≥ 372)	Franchise/ retail chain (*n* ≥ 54)	Nonres. health care (*n* ≥ 583)	Industry (*n* = 8)
Release time	13.7	(*n* < 25)	18.0	13.0	10.8	(*n* < 25)
		Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.				
Other, specify	19.4	(*n* < 25)	17.5	14.8	20.0	(*n* < 25)
		Too many cells (20%) have an expected count of less than 5. Conclusion: Too little data are available in some facility categories to test whether responses vary by facility type.				

Note. See Appendix C, Q. 24, for the list of specified *other* responses, by facility

Demographics

25. How long have you been employed in the audiology profession? *Round to the nearest full year. Enter "0" if you have never been employed in the profession.*
Analyses limited to respondents who met the following criteria:
❖ CCC-A
❖ Response greater than "0"

Experience	Facility type					
	All facility types (*n* = 1,316)	**College/ university (*n* = 115)**	**Hospital (*n* = 426)**	**Franchise/ retail chain (*n* = 57)**	**Nonres. health care (*n* = 623)**	**Industry (*n* = 80)**
25th percentile	9	11	8	8	10	8
50th percentile **(Median)**	20	20	14	22	23	19
75th percentile	30	30	26	33	33	29
Mean	21	21	18	21	23	20
Standard deviation	13	12	12	14	14	14
Mode	30	10	10	3	30	8
		Statistical significance: $F_{(4, 1295)} = 8.9$, *p = .000* <u>Conclusion</u>: There is adequate evidence from the data to say that the means vary by facility type.				

26. In what state is your primary employment facility located? *Use standard two-letter postal code; e.g., GA for Georgia.*

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

State	*n*	State	*n*	State	*n*
Alabama	32	Kentucky	13	North Dakota	7
Alaska	4	Louisiana	20	Ohio	58
Arizona	29	Maine	4	Oklahoma	14
Arkansas	13	Maryland	38	Oregon	15
California	65	Massachusetts	45	Pennsylvania	48
Colorado	27	Michigan	62	Rhode Island	3
Connecticut	14	Minnesota	39	South Carolina	13
Delaware	4	Mississippi	18	South Dakota	4
District of Columbia	5	Missouri	32	Tennessee	41
Florida	47	Montana	1	Texas	62
Georgia	36	Nebraska	20	Utah	16
Hawaii	7	Nevada	4	Vermont	7
Idaho	10	New Hampshire	2	Virginia	40
Illinois	42	New Jersey	38	Washington	31
Indiana	26	New Mexico	9	West Virginia	6
Iowa	18	New York	116	Wisconsin	38
Kansas	27	North Carolina	50	Wyoming	0
				Total	**1,322**

26. (cont'd.) In what state is your primary employment facility located? *Use standard two-letter postal code; e.g., GA for Georgia. (Percentages)*
    Analyses limited to respondents who met the following criteria:
    ❖ CCC-A
    ❖ Employed full time or part time

Response	Facility type					
	All facility types (*n* = 1,322)	College/ university (*n* = 115)	Hospital (*n* = 427)	Franchise/ retail chain (*n* = 56)	Nonres. health care (*n* ≥ 628)	Industry (*n* ≥ 79)
Northeast	**21.1**	**13.9**	**21.8**	**19.6**	**21.8**	**24.7**
Middle Atlantic	15.3	7.8	15.2	16.1	15.9	20.3
New England	5.8	6.1	6.3	3.6	5.9	3.8
Midwest	**28.3**	**32.2**	**29.0**	**33.9**	**26.6**	**29.6**
East North Central	17.2	22.6	15.2	23.2	16.5	20.3
West North Central	11.1	8.7	13.8	10.7	10.0	8.9
South	**34.2**	**38.3**	**30.9**	**41.1**	**35.4**	**28.4**
East South Central	7.8	14.8	6.6	3.6	7.8	7.6
South Atlantic	18.1	14.8	18.7	21.4	18.3	16.5
West South Central	8.2	9.6	5.6	16.1	9.4	5.1
West	**16.4**	**15.7**	**18.3**	**5.4**	**16.2**	**17.3**
Mountain	7.2	7.8	6.6	3.6	8.3	6.3
Pacific	9.2	7.8	11.9	1.8	8.1	11.4
		Statistical significance: FOR 4 REGIONS: $\chi^2(12) = 14.5$, *p* = .272 FOR 9 DIVISIONS: $\chi^2(32) = 47.2$, ***p* = .041**, Cramer's *V* = .095				

27. Which <u>one</u> of the following best describes where you work? *Select only <u>one</u> response. (Percentages)*
    Analyses limited to respondents who met the following criteria:
    - ❖ CCC-A
    - ❖ Employed full time or part time

Area	Facility type					
	All facility types (*n* = 1,314)	**College/ university (*n* = 114)**	**Hospital (*n* = 424)**	**Franchise/ retail chain (*n* = 57)**	**Nonres. health care (*n* = 626)**	**Industry (*n* = 79)**
City/urban area	51.2	59.6	66.7	38.6	40.3	53.2
Suburban area	38.7	28.1	27.1	43.9	47.1	41.8
Rural area	10.2	12.3	6.1	17.5	12.6	5.1
	Statistical significance: $\chi^2(8) = 84.2$, *p = .000*, Cramer's *V* = .180 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					

28. Identify the degrees you have earned. *Count only actual degrees—not equivalencies or certificates—and do not include degrees expected but not yet conferred. Select all that apply; then SKIP to Q. 31 if you are not employed. (Percentages)*

Analyses limited to respondents who met the following criterion:
   ❖ CCC-A

Degree	Facility type					
	All facility types	College/ university	Hospital	Franchise/ retail chain	Nonres. health care	Industry
Earned degree						
	(*n* = 1,329)	(*n* = 115)	(*n* ≥ 429)	(*n* ≥ 55)	(*n* = 622)	(*n* ≥ 78)
Master's	46.4	49.6	38.8	46.4	51.6	41.8
AuD	76.6	69.6	82.5	69.1	74.4	81.0
PhD	8.4	41.7	7.7	1.8	3.7	6.4
Other doctorate, specify:	0.7	0.9	1.2	0.0	0.3	1.3
Highest degree: Combines doctoral degrees						
	(*n* = 1,326)	(*n* = 115)	(*n* = 429)	(*n* = 55)	(*n* = 619)	(*n* = 79)
Master's	17.2	5.2	11.4	30.9	22.1	13.9
Doctorate	82.8	94.8	88.6	69.1	77.9	86.1
	Statistical significance: $\chi^2(4)$ = 40.5, ***p* = .000**, Cramer's *V* = .177 <u>Conclusion</u>: There is adequate evidence from the data to say that the responses vary by type of facility.					

Note. See Appendix C, Q. 28, for the list of specified *other* responses, by facility.

Workforce

Job market	Facility type					
	All facility types (*n* = 1,273)	**College/ university (*n* = 110)**	**Hospital (*n* = 417)**	**Franchise/ retail chain (*n* = 56)**	**Nonres. health care (*n* = 598)**	**Industry (*n* = 79)**

29. Based on your own observations and experiences, how would you rate the current job market for audiologists in your type of employment facility and in your geographic area? *(Percentages)*
    Analyses limited to respondents who met the following criteria:
    ❖ CCC-A
    ❖ Employed full time or part time

Job market	All facility types (*n* = 1,273)	College/ university (*n* = 110)	Hospital (*n* = 417)	Franchise/ retail chain (*n* = 56)	Nonres. health care (*n* = 598)	Industry (*n* = 79)
More job openings than job seekers	44.4	40.9	35.5	48.2	51.8	39.2
Job openings and job seekers in balance	30.8	40.9	37.4	19.6	26.1	25.3
Fewer job openings than job seekers	24.8	18.2	27.1	32.1	22.1	35.4

Statistical significance: $\chi^2(8)$ = 42.2, ***p* = .000**, Cramer's *V* = .129

Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.

30. Is professional burnout prompting you to consider changing careers or retiring? *Select all that apply. (Percentages)*
    The list of options was in alphabetical order on the survey instrument.
        Analyses limited to respondents who met the following criterion:
            ❖ CCC-A

Burnout	Facility type					
	All facility types (*n* = 1,329)	College/ university (*n* = 115)	Hospital (*n* = 431)	Franchise/ retail chain (*n* ≥ 56)	Nonres. health care (*n* ≥ 631)	Industry (*n* ≥ 80)
No burnout	42.5	40.9	39.9	38.6	44.5	43.8
	Statistical significance: $\chi^2(4)$ = 2.8, *p* = .595 Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.					
Considering changing to a different work setting because of burnout	22.6	26.1	24.1	21.4	21.6	17.3
	Statistical significance: $\chi^2(4)$ = 3.1, *p* = .537 Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.					
Considering leaving the profession because of burnout	17.8	12.2	20.9	19.3	16.6	17.3
	Statistical significance: $\chi^2(4)$ = 6.0, *p* = .199 Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.					
Considering retiring, but not because of burnout	10.7	11.3	7.0	14.3	13.0	10.0
	Statistical significance: $\chi^2(4)$ = 10.6, ***p* = .032**, Cramer's *V* = .090 Conclusion: There is adequate evidence from the data to say that the responses vary by type of facility.					

30. (cont'd.) Is professional burnout prompting you to consider changing careers or retiring? *Select all that apply.* *(Percentages)* The list of options was in alphabetical order on the survey instrument.
Analyses limited to respondents who met the following criterion:
❖ CCC-A

Burnout	Facility type					
	All facility types (*n* = 1,329)	College/ university (*n* = 115)	Hospital (*n* = 431)	Franchise/ retail chain (*n* ≥ 56)	Nonres. health care (*n* ≥ 631)	Industry (*n* ≥ 80)
Considering retiring because of burnout	9.4	10.4	8.8	7.0	10.6	3.8
	Statistical significance: $\chi^2(4) = 4.8$, *p* = .311 Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.					
Considering a career change, but not because of burnout	5.5	5.2	6.3	8.8	4.0	13.6
	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.					

31. How much unpaid student debt do you have for your education? Enter "*0*" if none.
   Analyses limited to respondents who met the following criteria:
   ❖ CCC-A
   ❖ Student debt of at least $1

Debt	Facility type					
	All facility types (*n* = 333)	College/ university (*n* = 22)	Hospital (*n* = 135)	Franchise/ retail chain (*n* = 16)	Nonres. health care (*n* = 143)	Industry (*n* = 15)
25th percentile	$37,000		$50,000		$32,000	
50th percentile (Median)	$75,000		$82,000		$62,000	
75th percentile	$126,000	(*n* < 25)	$138,212	(*n* < 25)	$105,000	(*n* < 25)
Mean	$87,274		$95,866		$80,665	
Standard deviation	$65,060		$64,892		$65,637	
Mode	$80,000		$80,000		$20,000	
		Statistical significance: $F(4, 326) = 1.2$, $p = .328$ Conclusion: There is not enough evidence from the data to say that the responses vary by facility type.				

Appendix A

Regions of the Country

Regions of the Country

<u>Northeast</u>

♦ Middle Atlantic
  o New Jersey
  o New York
  o Pennsylvania
♦ New England
  o Connecticut
  o Maine
  o Massachusetts
  o New Hampshire
  o Rhode Island
  o Vermont

<u>South</u>

♦ East South Central
  o Alabama
  o Kentucky
  o Mississippi
  o Tennessee
♦ South Atlantic
  o Delaware
  o District of Columbia
  o Florida
  o Georgia
  o Maryland
  o North Carolina
  o South Carolina
  o Virginia
  o West Virginia
♦ West South Central
  o Arkansas
  o Louisiana
  o Oklahoma
  o Texas

<u>Midwest</u>

♦ East North Central
  o Illinois
  o Indiana
  o Michigan
  o Ohio
  o Wisconsin
♦ West North Central
  o Iowa
  o Kansas
  o Minnesota
  o Missouri
  o Nebraska
  o North Dakota
  o South Dakota

<u>West</u>

♦ Mountain
  o Arizona
  o Colorado
  o Idaho
  o Montana
  o Nevada
  o New Mexico
  o Utah
  o Wyoming
♦ Pacific
  o Alaska
  o California
  o Hawaii
  o Oregon
  o Washington

Appendix B

Statistics

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

Notation	Description

Response rate	The percentage of individuals who were included in the sample, minus any who were ineligible
	
	$$RR = \frac{(C + P)}{S - (Ret + I)}$$
	
	Where RR = Response rate
	           C = Number of completed surveys
	           P = Number of partial surveys
	           S = Sample size
	         Ret = Ineligible because of retirement
	           I = Ineligible for other reasons (e.g., no longer in the profession, on leave of absence)
	
	$$RR = \frac{1{,}329}{5{,}000 - (7 + 113)} = 27.2\%$$

n	The number in the sample. In this report, the number of people who answered a particular question.
Mean	A measure of central tendency; an average. Add the total of all the values and divide by the number of items. Example: (1 + 1 + 7 + 34 + 88) / 5 = 26.2
Standard deviation	A statistic that shows the spread of scores in a distribution. Used with means. The larger the standard deviation, the more widely the scores are spread out around the mean.[1] About 68% of the measurement is between 1 standard deviation greater than and 1 standard deviation smaller than the mean; 95% 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
Median	A measure of central tendency. Arrange the values in order, from lowest to highest. Select the value in the middle position. Example: 1, 1, 7, 34, 88 Median = 7

(Appendix table continues on next page.)

Notation	Description
Mode	A measure of central tendency; an average. The value that occurs more frequently than any other value. Example: 1, 1, 7, 34, 88 Mode = 1
Statistical significance	Describes whether a value is larger or smaller than would be expected by chance alone. Note 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 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 *V* is a measure of how strong (practically important) the relationship is between the variables. The larger the Cramer's *V*, the stronger the association.
ANOVA (*F*)	*F* 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 *p* value is the actual probability associated with an obtained statistical result, such as χ^2 or *F*.[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 *F* 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 × 4 table, *df* would be 6.

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

Appendix C

Open-Ended Responses

Q. 7. Other Facility

- Industry/insurance
- State office
- Teach CAOHC courses

Q. 8. Other Function

- Data analytics
- Hearing conservation
- Instructor
- Manufacturer/CI
- Marketing
- Medical writer

Q. 17. Other Expense (who pays)

College/university
- AAA, MAA, MASHA   Self
- Other organization dues   Employer

Hospital
- AAA   Self
- AAA dues   Self
- Any conference   Self
- Any of the above exceeding $300   Self
- License   Employer
- Proctor HA state licensing exam   Employer

Franchise/retail chain
- Travel fees   Employer

Nonresidential health care facility
- $1,000/year for CEU and licensing   Combination
- AAA   Employer
- AAA   Combination
- AAA convention   Employer
- AAA dues   Employer
- AAA, ADA   Employer
- Annual Costco conference   Employer
- Audiology Online dues   Employer
- CE   Combination
- CE   Employer
- CEU registry   Employer
- CEU registry   Self
- Education   Employer

- Malpractice insurance   Self
- Malpractice insurance   Combination
- Malpractice insurance   Employer
- Other conventions   Employer
- Professional liability insurance   Self
- Service organization, Sertoma   Self
- State meeting   Employer
- Trainings   Employer

Industry
- AAA (*n* = 2)   Employer
- CE registry fee   Self

Q. 19. Other outcomes data to demonstrate value

College/university
- Patient satisfaction survey
- Student survey
- Unsure of what this is

Hospital
- ASHA, AAA
- Cerner analytics
- DOD does not track.
- Don't dispense hearing aids
- I don't understand.
- NOMS
- Not applicable
- Not sure what this specifically refers to. Verification? Validation measures?
- Outcome questionnaires
- Outcome survey
- Patient survey
- Patient questionnaires and Real Ear testing
- Provider request
- Questionnaires and performance outcomes
- State database
- We do outcomes measures.

Franchise/retail chain
- Functional testing/REM
- REM and quantifying results
- Unknown – new employee

Nonresidential health care facility
- Audiology data
- Billing for services are set by third party.
- Demand = value

- Diagnostics; hearing aid dispensing; counseling
- Feedback
- How to explain *Consumer Reports* about OTC compared to our products
- I don't know.
- New job/recent hire
- Not relevant to consulting
- Office management
- Only outcome data tracked by company is revenue x units
- Patient questionnaires
- Questionnaire
- Quickbook, Counsel Ear, patient outcomes
- qVM
- Ratings
- Rear Ear Measures
- REM
- Services worksheet given to patient
- Track CPT codes for all patients seen personally on an Excel sheet
- Track my own HA sales
- Unsure of this question
- Working on Audbase-EMR integration

Industry
- Partnering clinics/Auds

Q. 20. Other outcomes data to improve quality

College/university
- Patient satisfaction survey
- Student survey
- Unsure of what this is
- N/A

Hospital
- CHA
- Chart reviews by peer
- DOD does not provide.
- I don't understand.
- I have the data but not the funds to expand/improve
- My subjective input
- NOMS
- Not sure what this specifically refers to. Verification? Validation measures?
- Patient survey

- Questionnaires give to the veterans
- Research in the field of cochlear implants
- Questionnaires and performance outcomes + outside review feedback
- Track my own stats

Franchise/retail chain
- Education
- Functional testing/REM
- Patient response

Nonresidential health care facility
- Audiology data
- Collect myself. No interest from organization.
- I don't know.
- Industry standards
- Integration of AudBase/EMR. This will help us attain that goal.
- New job/recent hire
- Patient outcomes
- Patient feedback; team meetings
- Patient input
- Patient reviews online, etc.
- Questionnaire
- Ratings
- Self acquired
- Small business development group
- Unsure how to answer this
- VA dictates tests to be performed. It's not up to the Auds to decide what test should be done

Industry
- Partnering clinic/Auds

Q. 23. Other . . . discourage . . . . supervising final year externship student

College/university
- Already at university
- Already have AuD students
- I teach 1st and 2nd year on campus.
- Already teaching 1st – 3rd years
- We take 4th year
- Have 4th year students
- I have final yr externs.
- At a SLP-only educational program
- Audiologic pt are not provided full-time due to program needs and staffing

- Cannot in the university
- Can't bill for services student provided because can't get temp license
- Capacity (physical)
- Caseload
- Caseload needed for students
- Hard to find externs
- I am at a university.
- In university program training students
- Lack of extern compensation
- Lack of financial compensation for students; limited clinical experiences for students
- Lack of funds to pay student
- N/A (*n* = 2)
- N/A – supervise in university clinic
- N/A in university
- N/A. I work with only 1st and 2nd years in university clinic.
- No externs in university clinic
- No funding for student (*n* = 2)
- Not a full-service clinic
- Not an option at this site. We are university clinic.
- Not enough volume of patients
- Not my job
- Not my job duty
- Not offered at our clinic
- Not part of university job
- Nothing
- Site not appropriate
- Slow clinic
- Space
- Takes opportunity from current students
- The UI, Champagne/Urbana program really went downhill recently!
- Too many 1st and 2nd yr students to supervise.
- Univer. Does not hire externs'
- University
- University – full time internal students
- University & supervise all years – nothing discourages me.
- University clinic (*n* = 3)
- University CMMC – not full-time clinician
- University decision
- University system
- We are a training program.
- We are a university clinic.
- We are a university (*n* = 3)
- We are not a good site for a 4th year.
- We can't pay them.
- We do.

- We don't have them.
- We have students on campus.
- We train resident students
- We want an extern!
- Work at a university already
- Work part time

Hospital
- Added stress
- Always take students
- Burnt out by previous experience
- Currently supervise (n = 2)
- Difficult hospital process
- Difficulty onboarding
- Fiscal year vs. start time
- Hard to find
- Hospital O.R. does not allow
- Hospital policies
- I actually have supervised for the last 23 years. Just want a break and started a new job.
- I am a rep.
- I do IONM, not a well-rounded student experience
- I do not practice aud.
- I do supervise externs.
- I do supervise final year externs.
- I do supervise (n = 4).
- I enjoy this task!!
- I'm not in clinic enough
- Inability to pay student
- Inappropriate to train new aud in prof oversight of IOM—need time in OR
- IOM is not for everyone.
- Lack of business
- Lack of candidates
- Lack of financial compensation for students
- Lack of patience
- Lack of space
- Limited specialties
- Location
- Low patient volume
- My practice is too narrow.
- N/A – my VA always takes at least 1 extern.
- N/A – required to supervise
- N/A, take 1 per year
- N/A, we take externs.
- N/A. Already have one.
- N/A. I almost always have a 4th year extern.

- N/A. I do have a 4th year.
- N/A. I supervise extern.
- N/A. We supervise externs.
- N/A. Supervise 3.
- N/A. We do supervise.
- N/A. I do.
- No available salary bonus
- No desire after 35 yrs supervising
- No students applied.
- None – we train 4–5 students per year.
- None. I love students.
- Not discouraged (*n* = 3)
- Not enough varied patients
- Not enough variety to offer students
- Not in clinic full time
- Not interested (*n* = 2)
- Not under contract
- Nothing (*n* = 5)
- Nothing, we do!
- Nothing. I love being a mentor because we learn from each other.
- Office and clinic space limits
- Only PRN
- Other employees do
- Part of my job
- Part-time employee (*n* = 3)
- Poor learning environment
- Poor student attitudes
- Situational
- Space (*n* = 2)
- Students having to pay tuition yet the university does nothing for 4th years sites
- Supervise 2nd year students
- Supervision for 4th years is provided.
- Unable to provide stipend
- Under 1 year of experience
- Under staffed
- Uninterested providers
- We accept 4th years.
- We already supervise students.
- We do accept students.
- We do already!
- We do have 4th year Navy intern.
- We do have extern students.
- We do now (*n* = 2).
- We do occasionally take one.
- We do service externs.

- We do this.
- We have 2 externs.
- We have 3 at our site.
- We have 3 students.
- We have students.
- We supervise 2 students annually.
- We supervise.
- We take 4th years.
- We take externs.
- We take students.
- We want a strong program – staff turnover

Franchise/retail chain
- Costco doesn't allow.
- I have supervised in the past.
- I would – corporate decision
- Lack of hours per week
- Lack of students
- Lack of training to supervise
- Multiple locations
- NA. I have two 4t^h year students.
- Never thought of it. Also, not sure it's allowed by my employer.
- No students.
- None in my area
- Part time

Nonresidential health care facilities
- Already work with ENT residents.
- Am the only non-doctorate level aud in my group
- ASHA requirements
- ASHA's requirement for me. After 35 yrs of practice where I supervised grad students & CFYs, you now want me to be certified to do it. Crazy.
- Assigned by administration
- Billing, lack of independence
- Cannot bill for services
- Cannot provide stipend for student
- Can't bill their time Cost.
- Can't find any
- Clear guidelines
- Company not wanting to pay stipends.
- Currently do not offer
- Currently taking two 3rd yr students.
- Don't know how to get one.
- Erratic schedule
- Feel I may not be qualified

- First student comes in Jan 2024
- Funds to pay student salary
- Have done in past.
- Have not been asked to.
- Have offered
- Have supervised
- Haven't been approved
- I already do.
- I am not discouraged.
- I am only part time.
- I do C&Ps for the VA, and it would not be valuable 4th year experience.
- I do supervise (*n* = 7)
- I do take externs.
- I don't work enough hours.
- I only work 2 days/week.
- I'm part time, but our office does take students.
- Just graduated.
- Just need to reach out so I can supervise
- Lack of available students (*n* = 2)
- Lack of funds to compensate a student
- Lack of information
- Lack of payment to the extern
- Lack of space (*n* = 8)
- Lack of student appreciation of time/effort
- Lack of students (*n* = 2)
- Location/space
- Love externs, students
- Management wants free labor rather than students
- N/A – we do
- N/A. We offer final yr externships.
- N/A. We do it willingly.
- N/A. We encourage
- Never been asked
- New practice
- No applicants in small towns
- No demand
- No interest – no demand
- No opportunity
- No student stipend
- None have applied
- Not a regular employee
- Not applicable
- Not asked
- Not available
- Not discouraged; have had 32 externs

- Not enough ASHA support
- Not enough work
- Not having them after graduation
- Not in clinics
- Not interested
- Not much need in this area
- Not possible in {illegible} consulting
- Not qualified
- Nothing (*n* = 7)
- Nothing discourages me.
- Nothing. I want to.
- Office doesn't need one.
- Only 1 person per office
- Only applies to {illegible} state students
- Our main site does
- Part time, limited time in office
- Part-time practice
- Patients don't want to see a student.
- Piss poor training & lack of value instilled in interns
- Previous bad experience
- Previous profession – need a break
- Reimbursement/insurance requirements
- Requires full-time employment
- Retiring soon
- Semi-retired (*n* = 2)
- Single provider clinic – no interest from students
- Small practice with few hours
- Still feel new to the field
- Students don't stay.
- Take 3rd yr GAs
- They are not prepared for the environment.
- Too much paperwork from state
- Too variable schedule
- Unclear rules
- Universities do not pay us or employer
- VA does not allow students to perform C&P exams.
- We accept AuD + 3rd year
- We currently have extern.
- We do in our office.
- We do it!
- We do supervise (*n* = 3).
- We do supervise 4th years currently (*n* = 2).
- We do take 4th yrs.
- We take 4th years annually.
- We supervise final year students.

- We do take students.
- We have 2 externs a year.
- We have done this.
- We take 1 each year.
- We use graduate assistants,

Industry
- Cannot offer comprehensive extern
- Field too specialized
- I work for a HA manufacturer.
- Inappropriate facility as a manufacturer
- Industry job
- N/A. We take students.
- N/A. Industry employment
- Not an extern environment
- Not an option for my job
- Not applicable for my role.
- Professional acceptance of OTCs
- Remote position
- Working in industry

No facility identified
- Concern with student safety and travel for home visit patients
- Difficult in telecare
- Lack opportunity

Q. 24. Other . . . encourage . . . . supervising final year externship student

College/university
- Closure of our AuD program
- Funding
- I place students – not supervise
- I'd love one, but it's a *no*: admin.
- Improved clinic business
- In university program training students
- Include in $ contract
- Larger caseload
- More clients
- More clinical preceptors
- More staffing
- N/A (*n* = 22)
- N/A – at university (*n* = 2)
- N/A – I can't
- N/A – supervise students

- N/A I work at university; none of these fit.
- N/A university clinic
- None
- Not able to.
- Not an option at this site. (We are university clinic.)
- Not an option at university
- Not applicable
- Not my decision
- Nothing
- Nothing – not interested
- Pay for extern
- Restructure clinic
- Stipend for the student
- University
- University clinic
- University decision
- We can't – university
- We don't have them.
- We would be better suited to take a 2nd or 3rd year for a rotation rather than a 4th year extern.
- Wouldn't, university

Hospital
- A new position would have to be funded in the hospital with compensation for student, but this is unlikely.
- Additional staff support to have the time
- Admin approval
- Admin support (*n* = 2)
- Approval from organization
- Becoming full time
- Better prepared students
- Compensation for my knowledge
- Currently supervise
- Discount on annual dues
- Easier process
- Enjoy mentorship
- Federal grant
- Financial compensation for student
- Have busier days
- I do help supervise externs.
- I do not practice aud.
- I enjoy it.
- I supervise.
- It's our duty.
- Low time spent in clinic testing

- More space
- More working hours
- N/A (*n* = 10)
- N/A at my site
- N/A, I do supervise.
- N/A, retiring 4/24.
- N/A, we take externs.
- N/A. Already have one.
- No students in area.
- None (*n* = 3)
- None. I supervise now.
- Not interested
- Nothing (*n* = 3)
- Nothing – not interested
- Only perform HTs; no dispensing or other tests.
- Part time / only perform Dx
- Part time only
- Permission from DOD
- Reduced ASHA fees
- Rural area
- Structured training program
- Testing support personnel
- Though I am happy to do it and have for years!
- We are required to.
- We do already
- We do 1, N/A
- We have students.
- We supervise 2 students annually.
- Will continue regardless

Franchise/retail chain
- Corporate listen to me
- Dedicated time
- Employer paid for it
- N/A
- No
- Nothing
- Permission from my employer, plus the opportunity. How do I do this?
- Time

Nonresidential health care facility
- A bit of extra time on my schedule as supervising takes my {illegible} time.
- Ability for the externs to have their own schedules
- Access to journals through library from which student attends
- Already do this

- Already supervise final year students.
- Always teach {illegible}
- ASHA demand universities train students properly.
- b/c of better training
- Better quality graduates. I do not want to do remedial work for ill-prepared students.
- Better work coverage
- Company provide stipend for student
- Compensating the student
- Costco corporate
- Credit towards CCCs and renewal
- Currently taking 3rd years.
- Did it for years; done
- Discounted dues
- Don't need to be encouraged – already doing it.
- Employer Org support
- Employer support
- Encouragement not necessary.
- Flow of patients
- Free ASHA annual dues
- Give degree at 3rd year; use 4th year as CFY.
- Guidelines
- Have offered
- Hope to hire
- I already do.
- I already take externs.
- I cannot supervise—only have M.S. degree.
- I see patients 1 day/week; other colleagues to help supervise student
- I supervise 3rd year students.
- I supervise but at 5 hours would be {illegible}
- I won't.
- If we were full time and offered more than basic testing
- I'm part time, but our office does take students.
- Input for students' externship
- Knowing how to find available students
- Knowing they wouldn't be a competitor in the future
- Less busy schedule. Very difficult when we have a fast-paced clinic.
- Management having a heart and brain.
- Monthly stipends
- More space
- More staff (*n* = 2)
- More time
- More time, larger office
- N/A (*n* = 19)
- N/A – too stressful

- Need more audiologists.
- Need to get permission from S&H Dept. who does this already.
- No desire
- No longer desire to
- No other students
- No silly classes
- No thank you.
- No time
- None (*n* = 3)
- Not applicable (*n* = 2)
- Not beneficial to practice
- Not enough time in clinic day
- Not interested (*n* = 5)
- Nothing (*n* = 9)
- Nothing – been there, done that.
- One person private practice
- Our main site does.
- Resources
- Set up protocol
- Space in clinic
- Stipend for student
- Student commitment to work after externship
- Temporary licensure
- We accept AuD + 3rd year
- We already take students.
- We do supervise.
- We do!
- We supervise 3rd yr students.
- Working more hours

Industry
- Motivated student
- N/A (*n* = 3)
- None – manufacturing isn't considered covered education.
- Nothing
- Student only interested in HCP
- The employer does take externs.

Q. 28. Other doctoral degree

College/university
- ScD (*n* = 2)

Hospital
- DHA
- EdD
- MD
- ScD (*n* = 2)

Nonresidential health care facility
- EdD
- ScD

Industry
- ScD