

## Summary of 2014 Human Resources Survey data related to earned degree and compensation

### Direct Effect

The 2014 study of human resources conducted by the AARC showed that each step up in one's degree level was worth an average of \$3,071 a year while controlling for other variables that influenced compensation like experience, hours worked, and credentials. For those who were paid by the hour, each education level was valued an additional \$1.48 per hour on average (\$3,071 per year/52 weeks per year/40 hours per week). While these were average values and a few exceptions were expected, institutions that did not compensate therapists more for higher education levels were out of step with what most institutions did.

### Indirect Effect

If access to the jobs listed below was eased for those with higher education levels, then the following compensation differences should be noted. Each value in the list was the difference between the average annual compensation for a therapist in each position and the average (\$52,758) for those in the staff therapist position:

- Clinical Specialist +\$3,792
- Industry Representative +5,361
- Research Coordinator +\$6,082
- Supervisor +\$10,632
- Director +17,615

### Conclusion

Individuals who hold higher degrees should expect higher compensation. When a higher degree is coupled with a job tied to more selective criteria, then the expectation for higher compensation should be magnified.

Source:

Shaw RC, Benavente JL. AARC Human Resource Survey of Respiratory Therapists. AARC, 2014.

