



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP Health Care SURVEY 2017

Annual Salary Report

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Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2017. The survey was designed to provide information about health care-based service delivery and to update and expand information gathered during previous SLP Health Care Surveys. The results are presented in a series of reports.

This report addresses only questions on the survey pertaining to annual salaries. Data are drawn from all six types of health care facilities: general medical, Veterans Affairs (VA), and long-term acute care (LTAC) hospitals; rehabilitation (rehab) hospitals; pediatric hospitals; skilled nursing facilities (SNFs); home health agencies and clients' homes; and outpatient clinics and offices.

Highlights

- ◆ 34% of respondents received an annual salary.
- ◆ The median annual salary was \$78,000.
- ◆ The median annual salaries were \$72,000 for clinical service providers and \$96,000 for administrators or supervisors.
- ◆ The lowest and highest median annual salaries by various predictor variables were as follows:
 - By facility type:
 - \$73,000 in outpatient clinics and offices and in pediatric hospitals
 - \$90,000 in SNFs
 - By geographic region:
 - \$74,114 in the Midwest
 - \$83,655 in the West
 - By years of experience:
 - \$65,000 for SLPs with 1–3 years of experience
 - \$91,095 for SLPs with 31 or more years of experience
- ◆ The median student debt for SLPs in health care who earned an annual salary and reported some debt was \$40,000.

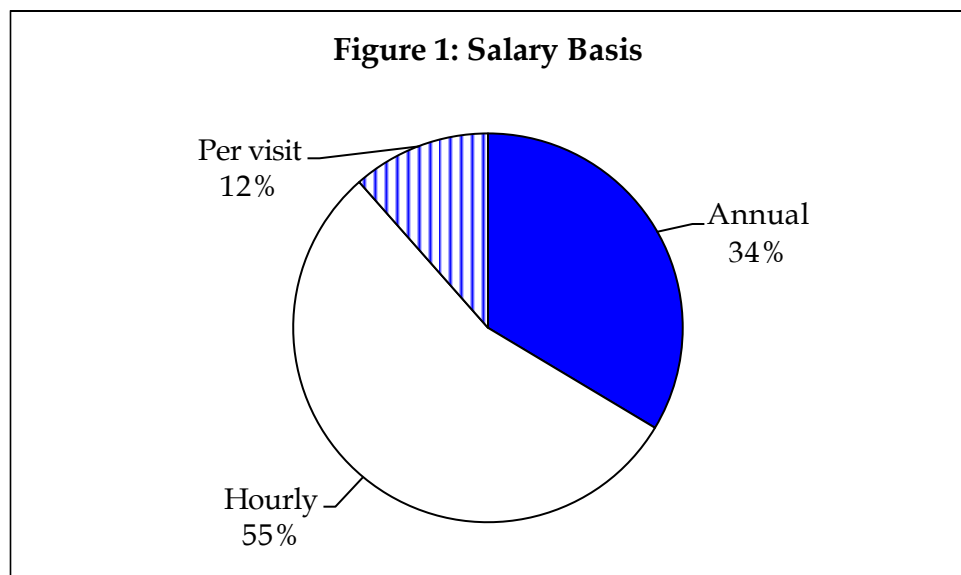
Salaries

The SLPs who responded to the survey demonstrated diversity in both salary basis (annual/hourly/per visit) and status (full time/part time). In addition, differences in function, facility, region of the country, and other similar characteristics had an impact on their wages.



Salary Basis

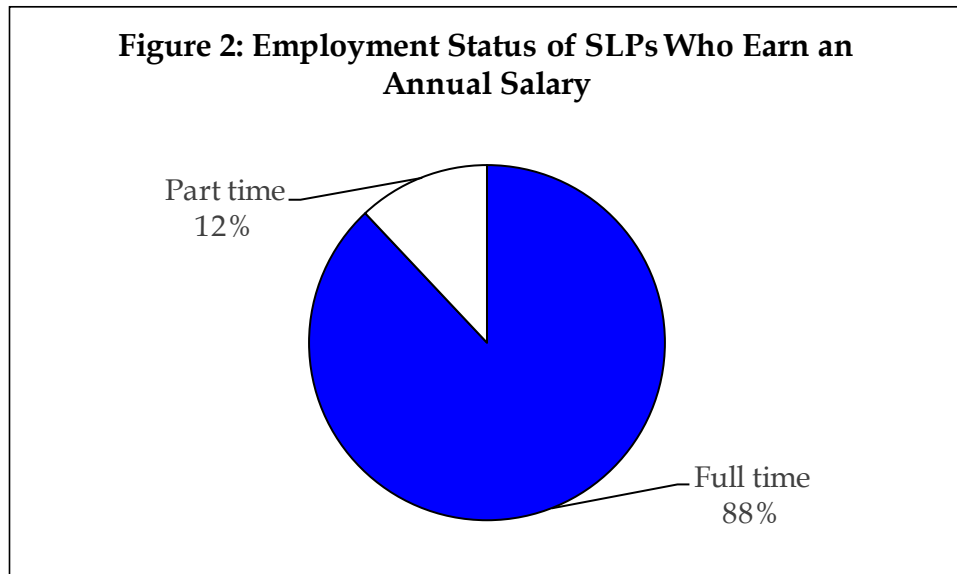
Of the SLPs who responded to the 2017 *Health Care Survey*, 34% reported that they received primarily an annual salary. The remainder were paid primarily on a per-hour or per-visit basis (see Figure 1).



Note. *n* = 1,892.

Employment Status

Among all the respondents to the survey, more than 60% worked full time. However, among those who earned an annual salary, 88% worked full time (see Figure 2 and Appendix, Table 1).



Note. n = 632.

Overall Average Salary

The overall median salary for SLPs who were employed full time and who worked in a health care facility was \$78,000 (see Appendix, Table 2).

Median salaries have traditionally been presented in ASHA reports as a function of various demographic characteristics: facilities, years of experience, region of the country, and others. A minimum of 25 individuals must have answered a particular question for the relevant data to be presented.

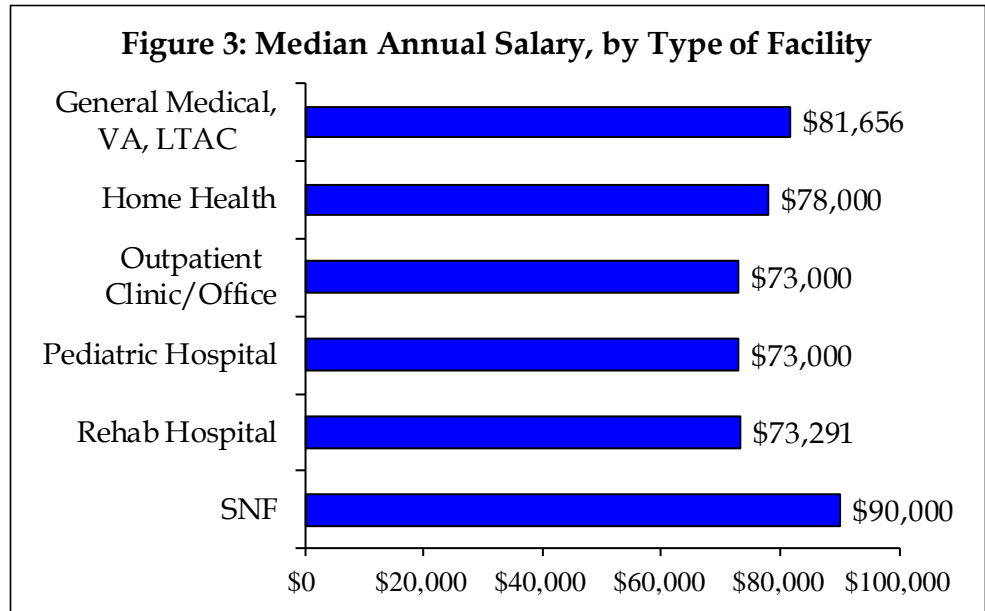
Function

The median annual salary for SLPs who were primarily clinical service providers was \$72,000. The median ranged from a low of \$67,356 for those in outpatient clinics and offices to a high of \$80,000 for SLPs in general medical, VA, and LTAC hospitals (see Appendix, Table 3).

The median annual salary for SLPs who were primarily administrators or supervisors was \$96,000. By facility, their median salaries were \$90,000 in outpatient clinics and offices and \$95,000 in SNFs. The numbers of respondents in other facility types were insufficient to provide data; those facility types are general medical, VA, and LTAC hospitals; rehab hospitals; pediatric hospitals; and home health agencies and clients' homes.

Type of Facility

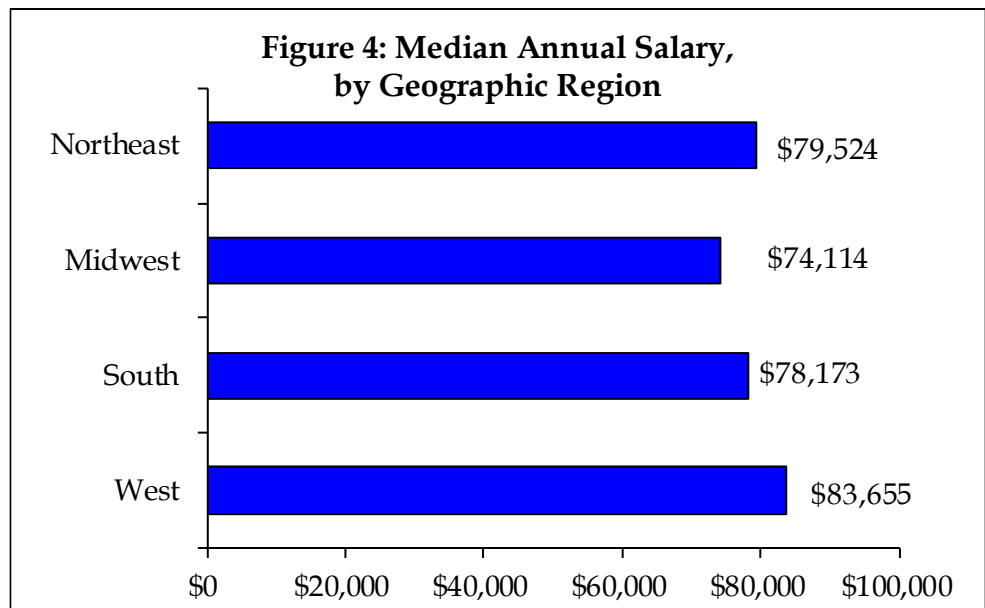
Median full-time salaries for SLPs who were paid primarily an annual salary ranged from \$73,000 for those who worked in outpatient clinics and offices and in pediatric hospitals to \$90,000 for SLPs employed in SNFs (see Figure 3 and Appendix, Table 2).



Note. n = 483.

Geographic Region

The median salary was highest in the West (\$83,655) and lowest in the Midwest (\$74,114; see Figure 4 and Appendix, Table 4).

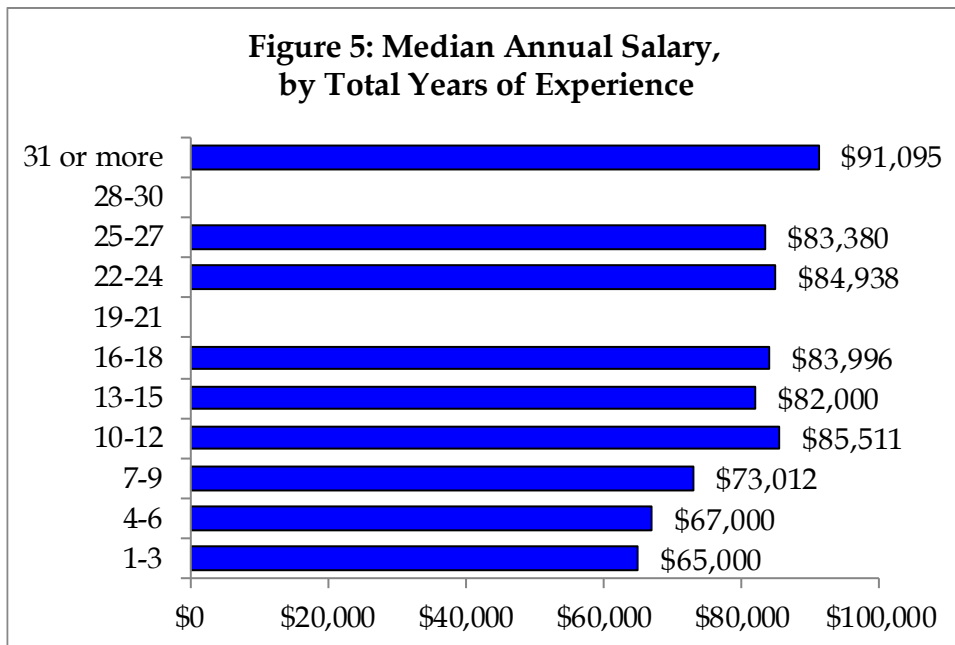


Note. n = 498.

Total Years of Experience

Salaries increased with experience, although not in a linear fashion.

Median annual salaries ranged from \$65,000 for SLPs with 1-3 years of experience to \$91,095 for those with 31 or more years of experience (see Figure 5).



Note. *n* = 453.

Student Debt

The median student debt for SLPs who were employed in health care, earned an annual salary, and reported having some student debt was \$40,000; the mean (average) was \$46,373 (*n* = 216).



Survey Notes and Methodology

The ASHA SLP Health Care Survey has been fielded in odd-numbered years since 2005 to gather information of interest to the profession. Members, volunteer leaders, and staff rely on data from the survey to better understand the priorities and needs of SLPs.

The survey was fielded in February 2017 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. From this group, 1,500 SLPs were assigned to a control group to receive surveys via postal mail. They also received an electronic “be-on-the-lookout-for” message at the time of the first mailing. Second (March) and third (April) postal mailings followed, at approximately 3- or 4-week intervals, and a Survey Monkey invitation was sent in May to those who had not yet responded. The 2,500 members of the experimental group were sent a total of four Survey Monkey invitations between February and May as well as two postal invitations in March and April.

Response Rate

The sample was a random sample, stratified by type of facility and by private practice. Small groups, such as pediatric hospitals, were oversampled. Weighting was used when presenting data to reflect the actual distribution of SLPs in each type of facility within ASHA.

Of the original 4,000 SLPs in the sample, 11 were retired, 7 had incorrect postal addresses, 94 were employed in other types of facilities, 13 were not employed in the field, and 3 were ineligible for other reasons, leaving 3,872 possible respondents. The actual number of respondents was 2,019, resulting in a **52.1%** response rate. The results presented in this report are based on responses from those 2,019 individuals.

Suggested Citation

American Speech-Language-Hearing Association. (2017). *ASHA 2017 SLP Health Care Survey: Annual salary report*. Available from www.asha.org.

Survey Reports

Results from the *ASHA 2017 SLP Health Care Survey* are presented in a series of reports at www.asha.org:

- Survey Summary
- Caseload Characteristics
- Workforce
- Practice Issues
- Annual Salaries
- Hourly and Per-Visit Wages
- Survey Methodology, Respondent Demographics, and Glossary

Supplemental Resources

Salary data may also be available from other sources, such as state associations and state departments of labor. Suggested websites include the following:

www.bls.gov/bls/blswage.htm
www.bls.gov/oes/current/oes291127.htm

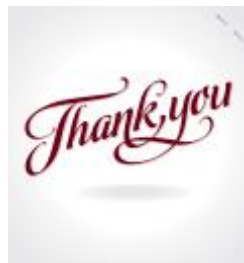
Additional Information

For additional information regarding the *ASHA 2017 SLP Health Care Survey*, please contact Gennith Johnson, associate director, Health Care Services, at 800-498-2071, ext. 5681, or gjohnson@asha.org; Monica Sampson, associate director, Health Care Services, ext. 5686, or msampson@asha.org; or Janet Brown, director, Health Care Services, ext. 5679, or jbrown@asha.org.

Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2017 SLP Health Care Survey*. Reports like this one are possible only because people like *you* participate.

Is this information valuable to you? If so, please accept invitations to participate in other ASHA-sponsored surveys and focus groups. You are the experts, and we rely on you to provide data to share with your fellow members. ASHA surveys benefit *you*.



Appendix: State Listings and Data Tables



Regions of the Country

Northeast

- ◆ Middle Atlantic
 - New Jersey
 - New York
 - Pennsylvania
- ◆ New England
 - Connecticut
 - Maine
 - Massachusetts
 - New Hampshire
 - Rhode Island
 - Vermont

South

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

Midwest

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

West

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

Table 1: Employment Status

Q. 7 Which <u>one</u> of the following categories best describes your employment status? (Weighted)	
Analyses limited to respondents who met the following criteria:	
❖ CCC-SLP	
❖ Employed full time or part time	
Status	Valid %
Employed full time	66.0
Employed part time	34.0
<i>n</i>	1,896
Earn an Annual Salary	
Employed full time	88.0
Employed part time	12.0
<i>n</i>	632

Table 2: Annual Salary, by Type of Facility

Q. 16 Your annual income from your job includes salary and bonuses. What is your annual income, before deductions, for your main job?
 Analyses limited to respondents who met the following criteria:
 ❖ CCC-SLP
 ❖ Employed full time
 ❖ Paid primarily an annual salary
 ❖ Annual salary of at least \$1

Annual Income	Facility Type						
	All Facility Types (n = 499)	General Medical/VA/LTAC Hospital (n = 79)	Home Health/Client's Home (n = 71)	Outpatient Clinic/Office (n = 166)	Pediatric Hospital (n = 41)	Rehab Hospital (n = 47)	Skilled Nursing Facility (n = 79)
25th percentile	\$65,000	\$70,000	\$60,304	\$60,000	\$65,000	\$65,000	\$79,010
50th percentile (Median)	\$78,000	\$81,656	\$78,000	\$73,000	\$73,000	\$73,291	\$90,000
75th percentile	\$92,000	\$92,579	\$91,848	\$89,896	\$94,105	\$85,080	\$98,000
Mean	\$80,503	\$86,476	\$76,503	\$77,305	\$79,886	\$75,285	\$87,936
Standard deviation	\$23,774	\$24,368	\$20,378	\$26,701	\$20,248	\$17,745	\$21,141
Mode	\$80,000	\$80,000	\$60,000	\$60,000	\$65,000	\$73,000	\$90,000
	Statistical significance: $F(5, 475) = 4.1, p = .001$ Conclusion: There is adequate evidence from the data to say that the means vary by facility type.						

Table 3: Annual Salary, by Function

Q. 16 Your annual income from your job includes salary and bonuses. What is your annual income, before deductions, for your main job?							
Analyses limited to respondents who met the following criteria:							
❖ CCC-SLP							
❖ Employed full time							
❖ Paid primarily an annual salary							
❖ Annual salary of at least \$1							
Percentile	All Facility Types	General Medical/VA/ LTAC Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Primarily Clinical Service Provider							
	<i>n</i> = 348	<i>n</i> = 64	<i>n</i> = 54	<i>n</i> = 123	<i>n</i> = 33	<i>n</i> = 38	<i>n</i> = 26
25th	\$61,000	\$68,000	\$60,000	\$58,022	\$64,568	\$64,490	\$69,056
50th (median)	\$72,000	\$80,000	\$75,657	\$67,356	\$71,362	\$72,252	\$79,134
75th	\$84,000	\$89,000	\$86,602	\$80,000	\$79,787	\$80,000	\$87,594
Primarily Administrative or Supervisory							
	<i>n</i> = 123	<i>n</i> = 9	<i>n</i> = 15	<i>n</i> = 36	<i>n</i> = 8	<i>n</i> = 7	<i>n</i> = 45
25th	\$80,000	<i>n</i> < 25	<i>n</i> < 25	\$78,363	<i>n</i> < 25	<i>n</i> < 25	\$85,000
50th (median)	\$96,000			\$90,000			\$95,000
75th	\$105,000			\$100,000			\$102,898

Table 4: Median Annual Salary, by Region of the Country

Q. 16 Your annual income from your job includes salary and bonuses. What is your annual income, before deductions, for your main job?
 Analyses limited to respondents who met the following criteria:
 ❖ CCC-SLP
 ❖ Employed full time
 ❖ Paid primarily an annual salary
 ❖ Annual salary of at least \$1

Region	All Facility Types		General Medical/VA/LTAC Hospital		Home Health/Client's Home		Outpatient Clinic/Office		Pediatric Hospital		Rehab Hospital		Skilled Nursing Facility	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Northeast	95	\$79,524	15	<i>n</i> < 25	17	<i>n</i> < 25	25	\$79,965	5	<i>n</i> < 25	13	<i>n</i> < 25	17	<i>n</i> < 25
Midwest	120	\$74,114	28	\$80,000	9		36	\$65,000	15		10		21	
South	218	\$78,173	31	\$77,976	37	\$78,111	74	\$75,000	14		18		36	\$93,050
West	65	\$83,655	6	<i>n</i> < 25	8	<i>n</i> < 25	32	\$75,116	6		6		5	<i>n</i> < 25

Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia

West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming