



**ASHA**  
Speech-Language Pathology  
Dedicated to Advancing the Profession  
of Speech-Language Pathology

# SLP HEALTH CARE 2023 SURVEY

## 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 2023. 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 six categories of health care facilities: general medical, Veterans Affairs (VA), military, or long-term acute care (LTAC) hospitals; home health agencies or clients' homes; outpatient clinics or offices; pediatric hospitals; rehabilitation (rehab) hospitals; and skilled nursing facilities (SNFs) or subacute care facilities. We did not present data for table cells with fewer than 25 respondents.

### Highlights

- ◆ 33% of respondents received an annual salary.
- ◆ 91% of SLPs who earned an annual salary were employed full time.
- ◆ The median, full-time annual salaries were
  - \$82,000 for SLPs who were primarily clinical service providers;
  - \$100,000 for those who were primarily administrators or supervisors but who did see some patients; and
  - \$113,000 for those who were exclusively administrators or supervisors.
- ◆ The lowest and highest median annual salaries by various predictor variables were as follows:
  - By facility type:
    - \$83,500 in outpatient clinics or offices
    - \$97,100 in SNFs
  - By geographic region:
    - \$85,000 in the Midwest and South
    - \$96,500 in the West
  - By years of experience:
    - \$74,000 for SLPs with 1–3 years of experience
    - \$104,000 for SLPs with 28–30 years of experience
  - By population density:
    - \$80,000 in rural areas
    - \$88,000 in city or urban areas

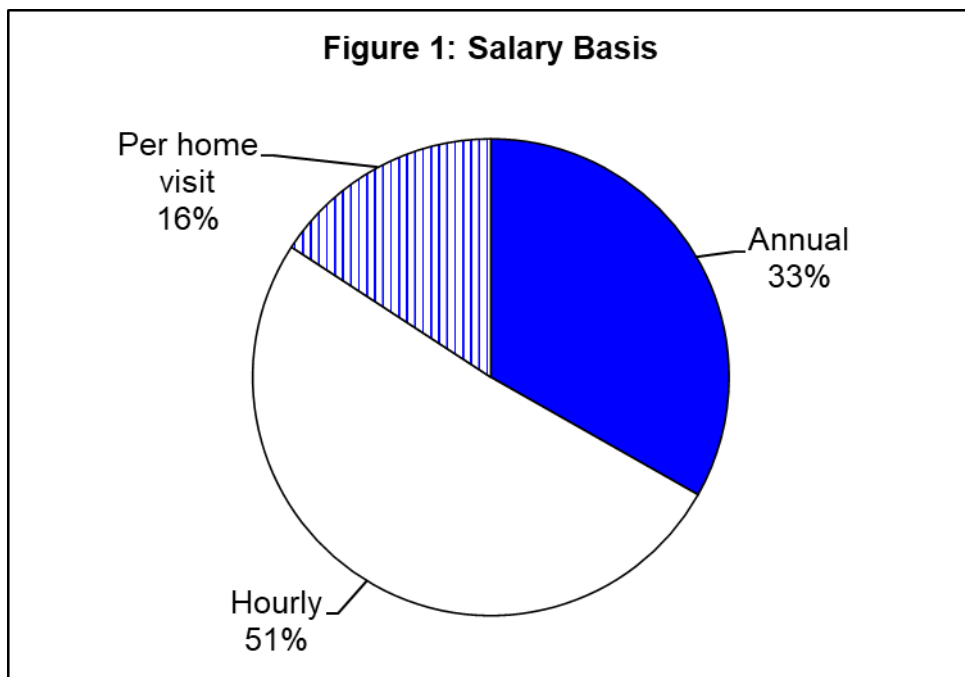
## Salaries

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

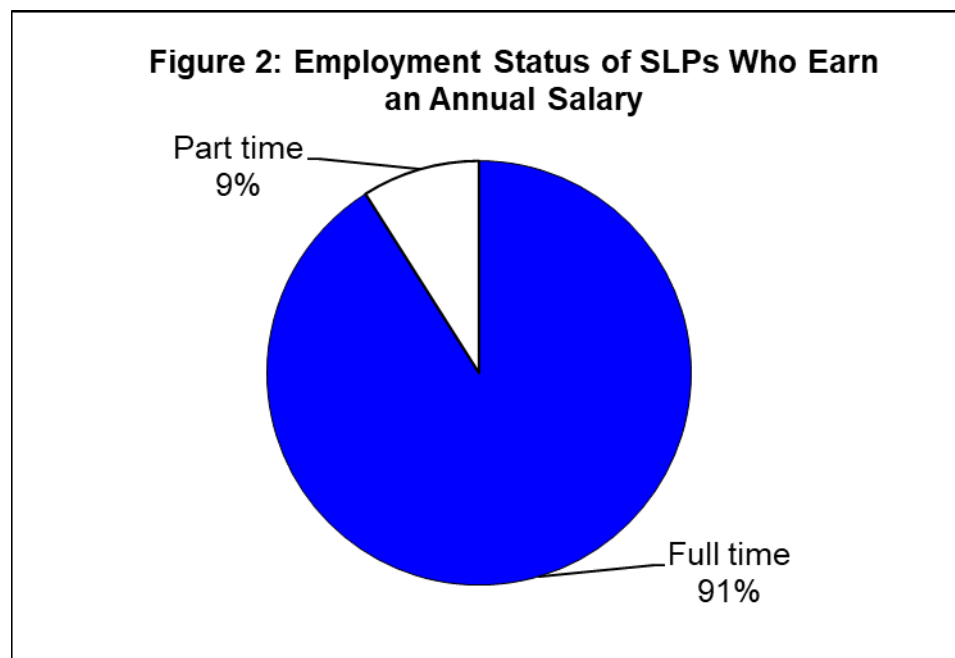
Of the SLPs who responded to the ASHA 2023 Health Care Survey, 33% reported that they received primarily an annual salary. The remainder were paid primarily on a per-hour or per-home-visit basis (see Figure 1).



Note. n = 1,667.

Employment Status

Among all the respondents, 69% worked full time. However, among all SLPs who earned an annual salary, 91% worked full time (see Figure 2); and among clinical service providers who earned an annual salary, 89% worked full time (see Appendix Table 1).



Note.  $n = 551$ .

Overall Average Salary

The overall median salary for SLPs who were employed full time and who worked in a health care facility was \$87,000 (see Appendix Table 2). The median salary for the few ( $n = 46$ ) SLPs who were employed part time was \$53,868 (not shown in any table).

Traditionally, ASHA has reported median salaries 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

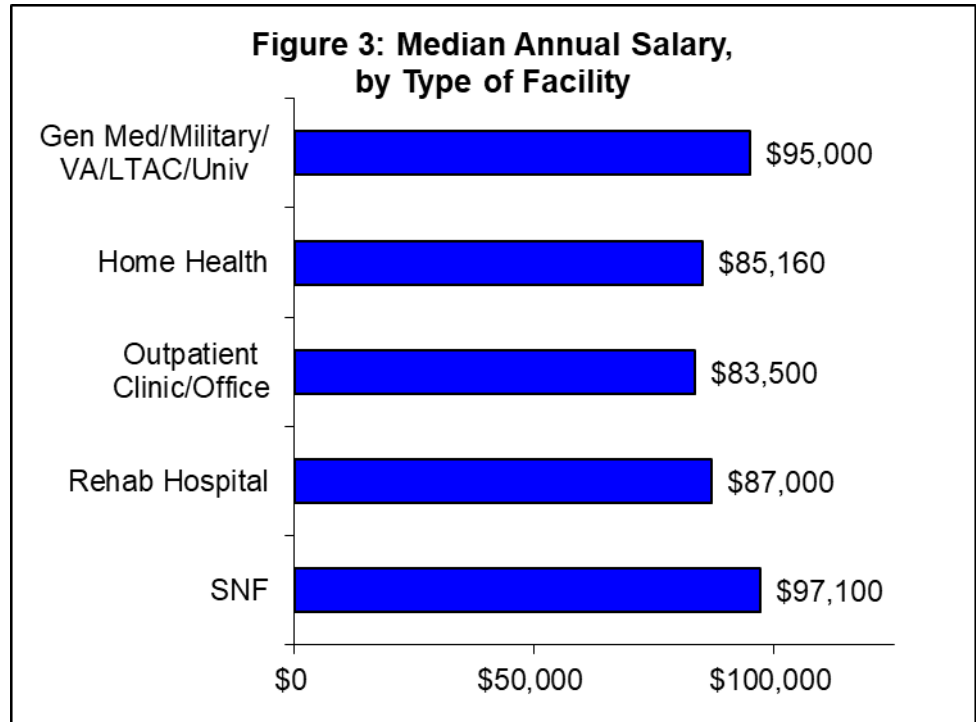
The median full-time annual salary for SLPs who were primarily clinical service providers was \$82,000. Facility type was not a predictor of salaries for this group of SLPs ( $p = .144$ ; see Appendix Table 3).

The median full-time annual salary for SLPs who were primarily administrators or supervisors but who saw some patients was \$100,000. Facility was not a predictor of salaries for this group of SLPs ( $p = .142$ ).

The median full-time annual salary for SLPs who were exclusively administrators or supervisors was \$113,000. Too few SLPs who were exclusively administrators or supervisors were employed in any facility type to report those data.

Type of Facility

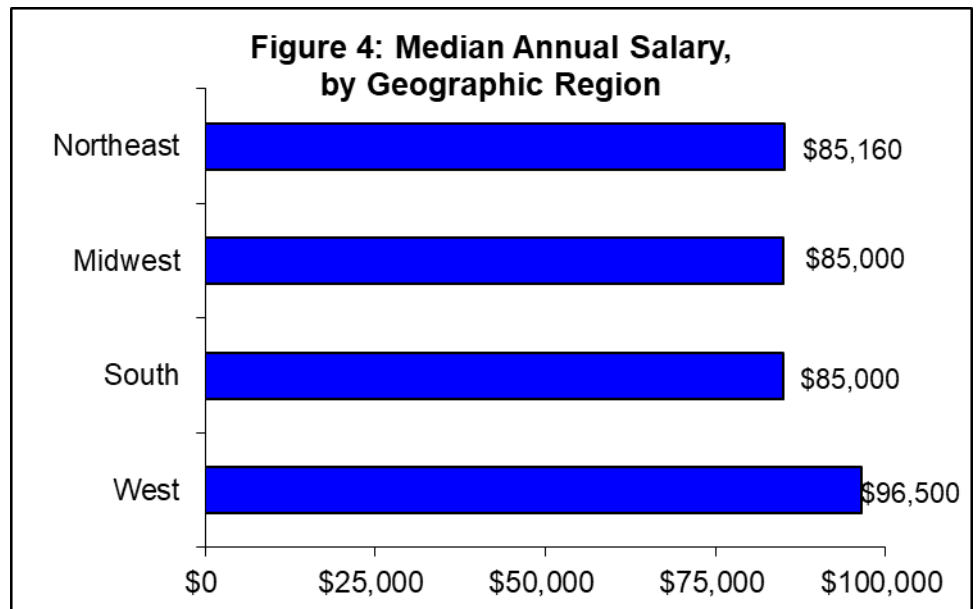
Median full-time salaries for SLPs who were paid primarily an annual salary ranged from \$83,500 for those who worked in outpatient clinics or offices to \$97,100 for SLPs employed in SNFs ( $p = .015$ ; see Figure 3 and Appendix Table 2).



Note.  $n = 444$ .

Geographic Region

Median full-time salaries for SLPs who were paid primarily an annual salary was highest in the West (\$96,500) and was between \$85,000 and \$85,160 in the other regions ( $p = .005$ ; see Figure 4).

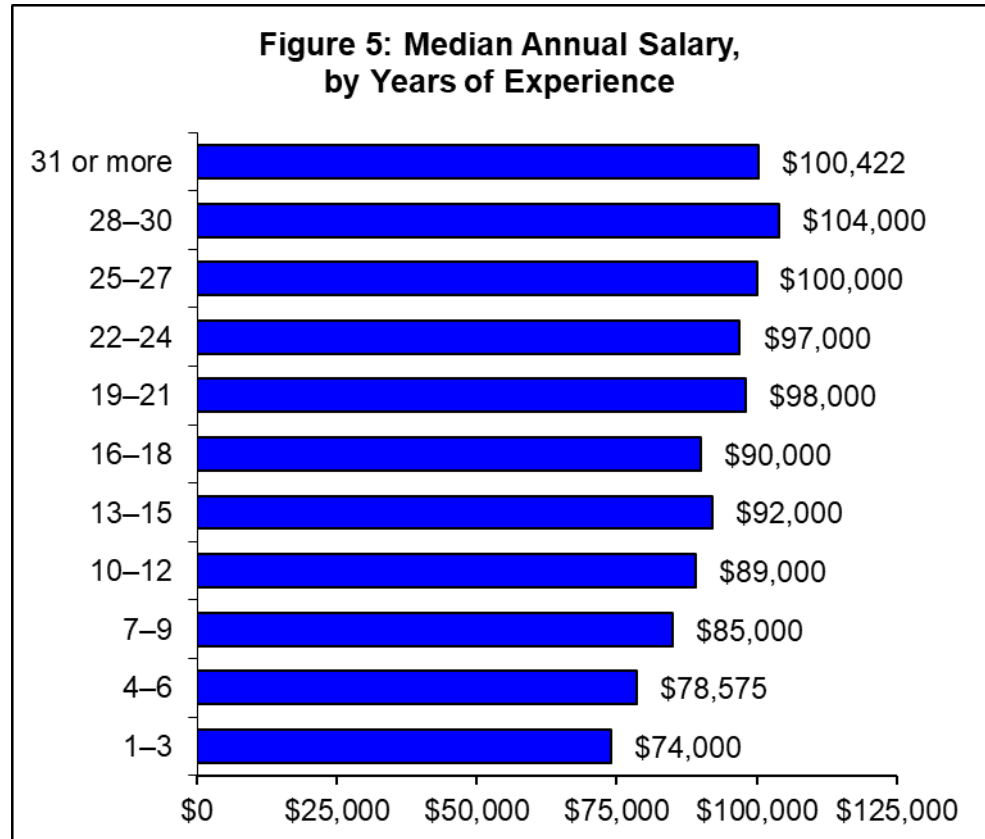


Note.  $n = 481$ .

Years of Experience

Full-time salaries for SLPs who were paid primarily an annual salary increased with years of experience, although not in a straight line.

Median annual salaries ranged from \$74,000 for SLPs with 1–3 years of experience to \$104,000 for those with 28–30 years of experience ( $p = .000$ ; see Figure 5).



Note.  $n = 484$ .

Population Density

Annual salaries for SLPs employed full time varied by population density ( $p = .003$ ).

- Median salary was \$80,000 in rural areas.
- Median salary was \$87,000 in suburban areas.
- Median salary was \$88,000 in city or urban areas.

Variables That Were Not Predictors of Annual Salary

There were too few respondents who earned a doctoral degree and received an annual salary ( $n = 14$ ) to provide their data.

When the number of employers were divided into two parts (one employer and two or more employers), *employers* did not predict salary amounts ( $p = .383$ ).

## 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.

We fielded the survey via postal mail on February 2, March 9, and April 19, 2023, to a random sample of 5,000 ASHA-certified SLPs who were employed in health care settings in the United States. The sample was a random sample, stratified by type of facility. We oversampled small groups, such as pediatric hospitals. We used weighting when presenting data to reflect the actual distribution of SLPs in each type of facility.

## Response Rate

Of the original 5,000 SLPs in the sample, 6 had retired, 42 had unusable addresses, and 89 were not currently employed in health care. The actual number of respondents was 1,677, resulting in a 34.5% response rate. The results presented in this report are based on responses from those 1,677 individuals.

## Suggested Citation

American Speech-Language-Hearing Association. (2023). *ASHA 2023 SLP Health Care Survey: Annual salary report*. [www.asha.org](http://www.asha.org)



## Survey Reports

Results from the ASHA 2023 SLP Health Care Survey are presented in a series of reports at [www.asha.org](http://www.asha.org):

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



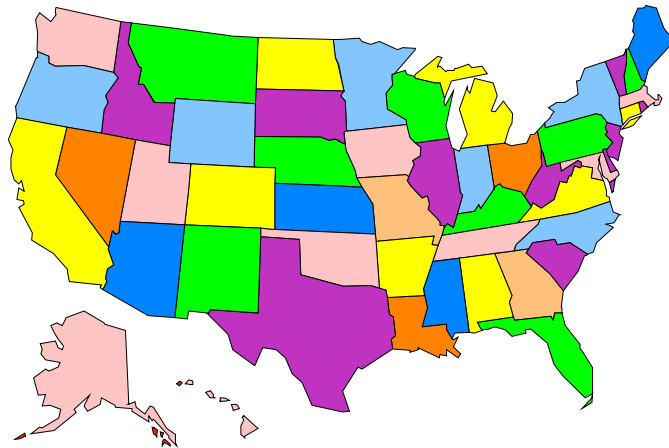
## Supplemental Resources

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

American Speech-Language-Hearing Association (n.d.). *ASHA career portal—determining salary*. <https://careers.asha.org/getting-the-job/determining-salary/>

Bureau of Labor Statistics, U.S. Department of Labor. (2022). *Occupational employment and wage statistics: May 2022 occupation profiles*. <https://www.bls.gov/oes/current/oes291127.htm>

Bureau of Labor Statistics, U.S. Department of Labor. (2022.). *Occupational outlook handbook: Speech-language pathologists*. <https://www.bls.gov/ooh/healthcare/speech-language-pathologists.htm>



## Additional Information

For additional information regarding the *ASHA 2023 SLP Health Care Survey*, please contact Monica Sampson, director, Health Care Services in Speech-Language Pathology, 800-498-2071, ext. 5686, [msampson@asha.org](mailto:msampson@asha.org).

## Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2023 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 1. Which one of the following 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 %
<b>All Respondents (n = 1,672)</b>	
Employed full time	69.3
Employed part time	30.7
<b>Respondents Who Earn an Annual Salary (n = 551)</b>	
Employed full time	91.0
Employed part time	9.0
<b>Clinical Service Providers Who Earn an Annual Salary (n = 414)</b>	
Employed full time	88.5
Employed part time	11.5

Table 2: Annual Salary, by Type of Facility

<p>9. If you are paid an <u>annual salary</u>, including bonuses, what is your gross annual income before deductions for your main job?</p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-SLP</li> <li>❖ Employed full time</li> <li>❖ Paid primarily an annual salary</li> <li>❖ Annual salary of at least \$1</li> </ul>							
Annual Income	Facility Type						
	All Facility Types (n = 485)	General Medical/VA/ LTAC/ University Hospital (n = 65)	Home Health/ Client's Home (n = 58)	Outpatient Clinic/Office (n = 245)	Pediatric Hospital (n = 22)	Rehab Hospital (n = 43)	Skilled Nursing Facility/ Subacute Care (n = 33)
25th percentile	\$74,000	\$81,600	\$71,000	\$71,000	(n < 25)	\$76,000	\$85,100
50th percentile <b>(Median)</b>	\$87,000	\$95,000	\$85,160	\$83,500		\$87,000	\$97,100
75th percentile	\$101,000	\$111,000	\$95,680	\$100,000		\$98,000	\$106,000
Mean	\$89,954	\$93,378	\$84,712	\$87,885		\$89,530	\$96,900
Standard deviation	\$25,340	\$24,961	\$19,169	\$28,362		\$20,677	\$18,888
Mode	\$100,000	\$88,000	\$75,000	\$85,000		\$90,000	\$110,000
		<p>Statistical significance: <math>F(5, 460) = 2.9, p = .015</math>  <u>Conclusion</u>: There is adequate evidence from the data to say that the means vary by facility type.</p>					

Table 3: Annual Salary, by Function and Facility

Q 7. Including bonuses, what is your gross annual income before deductions for your main job? Analyses limited to respondents who met the following criteria:							
<ul style="list-style-type: none"> <li>❖ CCC-SLP</li> <li>❖ Employed full time</li> <li>❖ Paid primarily an annual salary</li> <li>❖ Annual salary of at least \$1</li> </ul>							
Percentile	All Facility Types	General/VA/ Military/ LTAC/ University Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
<b>Primarily Clinical Service Provider</b>							
	<i>n</i> = 357	<i>n</i> = 48	<i>n</i> = 51	<i>n</i> = 184	<i>n</i> = 20	<i>n</i> = 32	<i>n</i> = 10
25th	\$72,000	\$77,000	\$70,500	\$70,000	<i>n</i> < 25	\$75,000	<i>n</i> < 25
50th ( <b>Median</b> )	\$82,000	\$91,000	\$80,768	\$80,500		\$80,500	
75th	\$95,000	\$100,000	\$92,000	\$93,000		\$92,000	
		Statistical significance: $F(5, 338) = 1.7, p = .144$ <u>Conclusion:</u> There is not enough evidence from the data to say that the means vary by facility type.					
(Table 3 continues on next page.)							

Q 7. (cont'd) Including bonuses, what is your gross 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/VA/ Military/ LTAC/ University Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
<b>Primarily Administrative or Supervisory, but They Do See Some Patients</b>							
	<i>n</i> = 97	<i>n</i> = 11	<i>n</i> = 5	<i>n</i> = 48	<i>n</i> = 2	<i>n</i> = 7	<i>n</i> = 20
25th	\$85,000	<i>n</i> < 25	<i>n</i> < 25	\$80,000	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
50th ( <b>Median</b> )	\$100,000			\$92,000			
75th	\$114,000			\$114,000			
		Statistical significance: $F(5, 87) = 1.7, p = .142$ <u>Conclusion:</u> There is not adequate evidence from the data to say that the means vary by facility type.					
(Table 3 continues on next page.)							

Q 7. (cont'd) Including bonuses, what is your gross 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/VA/ Military/ LTAC/ University Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
<b>Exclusively Administrative or Supervisory</b>							
	<i>n</i> = 28	<i>n</i> = 5	<i>n</i> = 2	<i>n</i> = 12	<i>n</i> = 1	<i>n</i> = 4	<i>n</i> = 2
25th	\$96,000	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
50th ( <b>Median</b> )	\$113,000						
75th	\$125,000						