



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

YOUR JOB...YOUR CAREER

2007

Summary Report: Number and Type of Responses

Suggested citation:
American Speech-Language-Hearing Association. (2008).
Your job...your career 2007.
Summary report: Number and type of responses.
Rockville, MD: Author.

American Speech-Language-Hearing Association Your Job...Your Career 2007 Survey Results

Probability (nonreplacement) sampling using a stratified systematic technique was used to select a sample of **3,913** ASHA constituents for the 2007 Job and Career Satisfaction Survey. Certified audiologists were oversampled in order to have sufficient numbers of respondents from that constituency. A **43.2%** response rate was obtained ($n = 1,593$ completed surveys and 229 undeliverable, retired, or not working in the field). Completed surveys were received from 695 audiologists and 898 speech-language pathologists.

In addition, an experiment comparing Web and mail modes was built into this survey, with the response rates from the Web mode ($n = 548$) being approximately half that of the mail mode ($n = 1,045$).

Weighting was used throughout this report to account for the disproportionality in both certification and mode. Responses from audiologists and speech-language pathologists, for instance, were weighted to adjust representation from both groups to their actual proportion within the Association. For example, 861 speech-language pathologists and 678 audiologists responded to Question 1; however, the weighted n s (1,386 and 173, respectively) are displayed in the table. Specific details about the weights can be found in the Appendix.

Data are not reported for cells with fewer than 25 responses. Tests of statistical significance are presented where appropriate.

Further information is available from Jeanette Janota at jjanota@asha.org or 301-296-8738.

ASHA SERVICES AND PROGRAMS

1. In your opinion, what kind of job is the Association doing in serving its members? (Percentages, weighted)			
Total ($n = 1,559$)	CCC-SLP ($n = 1,386$)	CCC-A ($n = 173$)	Response
2.6	2.4	4.0	Poor
26.6	24.6	42.8	Fair
60.2	61.3	50.9	Good
10.6	11.7	2.3	Excellent
Statistical significance	$X^2 = 36.2, df = 3, p = .000, \text{Cramer's } V = .152$		



2. What do you value most about your ASHA Certificate of Clinical Competence (CCC-A or CCC-SLP)? Select UP TO TWO (2) responses. [Percentages, weighted; column totals may exceed 100% because multiple responses were allowed.]			
Total (n = 1,593)	CCC-SLP (n = 1,386)	CCC-A (n ≥ 172)	Response
30.4	33.0	14.5	Confidence in my skills and abilities to work with any population of clients
Statistical significance	$\chi^2 = 24.7, df = 1, p = .000, \Phi = .126$		
75.4	78.6	57.0	Employability in any work setting (e.g., hospitals, schools, private practice)
Statistical significance	$\chi^2 = 39.3, df = 1, p = .000, \Phi = .159$		
25.3	23.8	39.3	Enhanced mobility (e.g., getting licensed in other states)
Statistical significance	$\chi^2 = 19.4, df = 1, p = .000, \Phi = .112$		
12.3	13.6	4.7	Increased revenue/earning power (e.g., eligibility for salary enhancements, third party reimbursements)
Statistical significance	$\chi^2 = 11.1, df = 1, p = .001, \Phi = .084$		
7.1	5.6	19.8	More opportunities for supervision
Statistical significance	$\chi^2 = 45.9, df = 1, p = .000, \Phi = .172$		
24.6	24.9	18.0	Prestige and status (e.g., consumer trust, recognition by peers)
Statistical significance	$\chi^2 = 3.9, df = 1, p = .047, \Phi = .050$		
0.0	0.0	0.0	I do not currently hold ASHA CCCs.

EMPLOYMENT

3. Which one of the following best describes your employment status? (Percentages, weighted)			
Total (n = 1,578)	CCC-SLP (n = 1,380)	CCC-A (n = 167)	Response
75.8	76.6	83.8	Employed full-time
22.2	23.4	16.2	Employed part-time
1.5			Not employed or on leave of absence (SKIP to Q. 8.)
0.5			Retired (SKIP to Q. 8.)
Statistical significance	$\chi^2 = 4.5, df = 1, p = .035, \Phi = .054$		

4. 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. [Employed full- or part-time] (Percentages, weighted)			
Total (n = 1,546)	CCC-SLP (n = 1,379)	CCC-A (n = 166)	Response
78.2	79.0	71.7	Clinical service provider (includes all direct services to clients/patients, including those in regular classrooms)
8.9	8.8	9.6	Educator
0.7	0.3	3.6	Researcher
1.8	1.7	2.4	Consultant
9.9	9.8	10.8	Administrator/director/chair/supervisor
0.5	0.4	1.8	Other
Statistical significance	Too many cells (25%) have expected count less than 5.		

5. For how many <u>total</u> years have you performed this type of function? [Regardless of employment situation] (Weighted)			
Total (n = 1,554)	CCC-SLP (n = 1,387)	CCC-A (n = 166)	Years
16.4	16.5	16.0	Mean
9.0	8.9	9.6	Standard deviation
9.0	9.0	7.8	25th percentile
15.0	15.0	15.0	50th percentile (median)
24.0	24.0	23.4	75th percentile
8	10.0	30.0	Mode
Statistical significance	$F = 0.501, df = 1, 1551, p = .479$		

6. Although you may work in several types of facilities, select the <u>one</u> facility that best describes where you work <u>most</u> of the time. [Employed full- or part-time] (Percentages, weighted)			
Total (n = 1,533)	CCC-SLP (n = 1,367)	CCC-A (n = 165)	Response
48.0	52.3	12.1	School
6.9	6.1	13.9	College/university
13.0	12.4	18.8	Hospital
5.7	6.3	0.6	Residential health care facility
23.8	20.8	48.5	Nonresidential health care facility, including speech-language pathologist's, audiologist's, or physician's offices and clinics
2.6	2.1	6.1	Other
Statistical significance	$\chi^2 = 131.9, df = 5, p = .000, \text{Cramer's } V = .293$		

7. For how many <u>total</u> years have you worked in this type of facility? [Regardless of employment situation] (Weighted)			
Total (n = 1,546)	CCC-SLP (n = 1,380)	CCC-A (n = 166)	Years
13.6	13.5	13.9	Mean
8.7	8.7	9.0	Standard deviation
6.0	6.0	6.0	25th percentile
12.0	12.0	12.0	50th percentile (median)
20.0	19.0	20.5	75th percentile
5.0	5.0	6.0	Mode
Statistical significance	$F = 0.361, df = 1, 1544, p = .548$		

Please distinguish between your “career” and your “job.”

Define **CAREER** as your choice of occupation (e.g., SLP, audiologist, teacher, researcher).
Define **JOB** as your work situation (e.g., diagnostician at x clinic, therapist in y school).

CAREER SATISFACTION

8. Approximately how old were you when you decided on a career in the speech-language-hearing profession? [Regardless of employment situation] (Weighted)			
Total (n = 1,577)	CCC-SLP (n = 1,407)	CCC-A (n = 171)	Age
20.8	20.7	21.7	Mean
5.0	4.9	5.3	Standard deviation
18.0	18.0	19.0	25th percentile
20.0	20.0	20.0	50th percentile (median)
22.0	21.0	23.0	75th percentile
20.0	20.0	20.0	Mode
Statistical significance	$F = 6.3, df = 1, 1575, p = .012$		



9. What was the most influential factor in choosing this career? <i>Select one response.</i> [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,555)	CCC-SLP (n = 1,389)	CCC-A (n = 168)	Response
17.3	17.4	16.1	I, or someone I knew, had a communication disorder.
3.1	3.5	0.6	High school teacher
14.0	12.2	28.6	College faculty member
10.5	10.7	8.3	Family member's encouragement
14.6	14.9	11.9	Wanting to make an impact on my community/society
40.1	41.3	30.4	Desire to work with people
0.5	0.0	4.2	Desire to use technology
Statistical significance	$\chi^2 = 96.7$, $df = 6$, $p = .000$, Cramer's V = .249		

10. Overall, how satisfied are you with your career choice so far? [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,573)	CCC-SLP (n = 1,401)	CCC-A (n = 172)	Response
2.1	2.3	1.2	Very dissatisfied
2.7	2.6	3.5	Dissatisfied
5.1	4.7	7.6	Neutral
34.4	33.3	43.6	Satisfied
55.7	57.1	44.2	Very satisfied
Statistical significance	Too many cells (20%) have expected count less than 5.		

11. How much respect would you say the public has for your career? [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,565)	CCC-SLP (n = 1,394)	CCC-A (n = 171)	Response
0.0	0.0	0.6	No respect
12.6	12.3	15.8	A minimal amount of respect
62.5	62.0	66.1	A moderate amount of respect
24.9	25.8	17.5	A great deal of respect
Statistical significance	Too many cells (25%) have expected count less than 5.		

LONG TERM CAREER PLANS

12a. We'd like to know about your future career plans. Which of the following describe you... 5 years from now? Circle <u>all</u> that apply to you. [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,593)	CCC-SLP (n = 1,420)	CCC-A (n ≥ 173)	Response
76.3	76.5	74.6	I'll be in the same career as now.
Statistical significance	$\chi^2 = 0.3, df = 1, p = .577$		
2.9	3.0	2.9	I'll have changed to a different career.
Statistical significance	$\chi^2 = 0.0, df = 1, p = .960$		
5.1	4.8	7.5	I'll be pursuing a doctoral degree.
Statistical significance	$\chi^2 = 2.4, df = 1, p = .123$		
9.3	9.3	9.2	I'll be retired or no longer working.
Statistical significance	$\chi^2 = 0.0, df = 1, p = .984$		
10.1	10.3	9.2	I don't know.
Statistical significance	$\chi^2 = 0.2, df = 1, p = .654$		

12b. We'd like to know about your future career plans. Which of the following describe you... 10 years from now? Circle <u>all</u> that apply to you. [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,593)	CCC-SLP (n ≥ 1,419)	CCC-A (n ≥ 173)	Response
46.7	46.4	49.1	I'll be in the same career as now.
Statistical significance	$\chi^2 = 0.5, df = 1, p = .492$		
5.9	6.1	4.0	I'll have changed to a different career.
Statistical significance	$\chi^2 = 1.2, df = 1, p = .266$		
3.9	4.2	0.6	I'll be pursuing a doctoral degree.
Statistical significance	$\chi^2 = 5.6, df = 1, p = .018, \text{Phi} = .059$		
26.2	26.1	26.0	I'll be retired or no longer working.
Statistical significance	$\chi^2 = 0.0, df = 1, p = .970$		
21.8	21.9	20.8	I don't know.
Statistical significance	$\chi^2 = 0.1, df = 1, p = .742$		

13. How long do you plan to continue working in your career? <i>Select <u>one</u> response.</i> [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,563)	CCC-SLP (n = 1,394)	CCC-A (n = 169)	Response
43.5	44.0	38.5	As long as I am able
31.4	30.9	35.5	Until I am eligible for retirement
4.1	4.0	5.3	Until something else comes along
2.1	2.3	1.2	Plan to leave as soon as possible
18.8	18.7	19.5	Currently undecided
Statistical significance	$\chi^2 = 3.6, df = 4, p = .460$		

JOB SATISFACTION

14. How important is each of the following to your overall job satisfaction? [Regardless of employment situation] (Percentages, weighted)			
Scale: 1 = Very <u>un</u> important 2 = <u>Un</u> important 3 = Neither important nor unimportant 4 = Important 5 = Very important			
Total (n ≥ 1,536)	CCC-SLP (n ≥ 1,371)	CCC-A (n ≥ 164)	Response
Administration's support of my work			
1.5	1.2	4.2	1 Very <u>un</u> important
0.5	0.4	1.2	2 <u>Un</u> important
4.1	3.8	6.1	3 Neither important nor unimportant
37.5	37.4	37.6	4 Important
56.5	57.1	50.9	5 Very important
Statistical significance	Too many cells (20%) have expected count less than 5.		
Benefits: health care, retirement, etc.			
2.0	1.8	3.6	1 Very <u>un</u> important
2.1	2.1	2.4	2 <u>Un</u> important
8.2	8.1	9.0	3 Neither important nor unimportant
27.9	27.9	27.7	4 Important
59.8	60.1	57.2	5 Very important
Statistical significance	Too many cells (20%) have expected count less than 5.		
(Q. 14 continues on next page.)			

14. How important is each of the following to your overall job satisfaction? (Cont'd.) [Regardless of employment situation] (Percentages, weighted)				
Scale: 1 = Very <u>un</u> important 2 = <u>Un</u> important 3 = Neither important nor unimportant 4 = Important 5 = Very important				
Total (n ≥ 1,536)	CCC-SLP (n ≥ 1,371)	CCC-A (n ≥ 164)	Response	
Career advancement opportunities				
2.2	2.0	4.2	1 Very <u>un</u> important	
7.7	8.1	4.2	2 <u>Un</u> important	
33.3	33.9	27.7	3 Neither important nor unimportant	
38.9	39.0	38.0	4 Important	
18.0	17.1	25.9	5 Very important	
Statistical significance	$\chi^2 = 14.5, df = 4, p = .006$, Cramer's V = .097			
Challenging work				
0.4	0.2	1.8	1 Very <u>un</u> important	
1.1	1.1	1.2	2 <u>Un</u> important	
6.6	6.6	6.7	3 Neither important nor unimportant	
55.3	56.1	47.9	4 Important	
36.7	36.0	42.4	5 Very important	
Statistical significance	Too many cells (20%) have expected count less than 5.			
Communication with management				
1.5	1.2	3.0	1 Very <u>un</u> important	
2.1	2.0	2.4	2 <u>Un</u> important	
13.8	13.5	16.5	3 Neither important nor unimportant	
47.8	48.4	42.7	4 Important	
34.9	34.9	35.4	5 Very important	
Statistical significance	Too many cells (20%) have expected count less than 5.			
Commute				
2.9	2.7	4.2	1 Very <u>un</u> important	
4.4	4.4	4.2	2 <u>Un</u> important	
25.1	24.4	31.5	3 Neither important nor unimportant	
43.9	44.4	39.4	4 Important	
23.7	24.0	20.6	5 Very important	
Statistical significance	$\chi^2 = 5.7, df = 4, p = .223$			
(Q. 14 continues on next page.)				

14. How important is each of the following to your overall job satisfaction? (Cont'd.) [Regardless of employment situation] (Percentages, weighted)				
Scale: 1 = Very <u>un</u> important 2 = <u>Un</u> important 3 = Neither important nor unimportant 4 = Important 5 = Very important				
Total (n ≥ 1,536)	CCC-SLP (n ≥ 1,371)	CCC-A (n ≥ 164)	Response	
Compensation/pay				
0.4	0.1	2.4	1 Very <u>un</u> important	
0.1	0.1	0.0	2 <u>Un</u> important	
3.4	3.3	4.2	3 Neither important nor unimportant	
47.1	47.6	43.6	4 Important	
48.9	48.9	49.7	5 Very important	
Statistical significance	Too many cells (30%) have expected count less than 5.			
Flexibility to balance life and work				
0.4	0.1	2.4	1 Very <u>un</u> important	
0.3	0.4	0.0	2 <u>Un</u> important	
1.7	1.6	3.0	3 Neither important nor unimportant	
26.2	25.6	31.3	4 Important	
71.4	72.3	63.3	5 Very important	
Statistical significance	Too many cells (40%) have expected count less than 5.			
Independence				
0.4	0.1	2.4	1 Very <u>un</u> important	
0.4	0.4	0.6	2 <u>Un</u> important	
2.4	2.2	4.8	3 Neither important nor unimportant	
37.4	37.9	33.5	4 Important	
59.4	59.5	58.7	5 Very important	
Statistical significance	Too many cells (30%) have expected count less than 5.			
Job security				
0.5	0.3	3.0	1 Very <u>un</u> important	
0.5	0.3	1.8	2 <u>Un</u> important	
6.6	7.0	4.2	3 Neither important nor unimportant	
35.4	35.3	36.5	4 Important	
56.9	57.2	54.5	5 Very important	
Statistical significance	Too many cells (20%) have expected count less than 5.			
(Q. 14 continues on next page.)				

14. How important is each of the following to your overall job satisfaction? (Cont'd.) [Regardless of employment situation] (Percentages, weighted)			
Scale: 1 = Very <u>un</u> important 2 = <u>Un</u> important 3 = Neither important nor unimportant 4 = Important 5 = Very important			
Total (n ≥ 1,536)	CCC-SLP (n ≥ 1,371)	CCC-A (n ≥ 164)	Response
Meaningfulness of job			
0.4	0.1	2.4	1 Very <u>un</u> important
0.1	0.0	0.6	2 <u>Un</u> important
1.9	1.7	3.6	3 Neither important nor unimportant
25.4	25.0	28.7	4 Important
72.2	73.1	64.7	5 Very important
Statistical significance	Too many cells (40%) have expected count less than 5.		
Networking			
0.7	0.6	1.8	1 Very <u>un</u> important
7.5	7.1	10.8	2 <u>Un</u> important
28.6	28.7	28.3	3 Neither important nor unimportant
46.1	46.0	47.0	4 Important
17.0	17.6	12.0	5 Very important
Statistical significance	$\chi^2 = 8.7, df = 4, p = .070$		
Personal work space			
1.5	1.4	2.4	1 Very <u>un</u> important
3.1	2.9	5.4	2 <u>Un</u> important
18.1	17.5	23.4	3 Neither important nor unimportant
53.6	53.6	53.3	4 Important
23.6	24.5	15.6	5 Very important
Statistical significance	$\chi^2 = 11.6, df = 4, p = .020$, Cramer's V = .087		
Professional development opportunities			
0.4	0.3	1.2	1 Very <u>un</u> important
1.5	1.4	3.0	2 <u>Un</u> important
7.0	6.4	12.0	3 Neither important nor unimportant
55.5	55.8	53.0	4 Important
35.5	36.1	30.7	5 Very important
Statistical significance	Too many cells (20%) have expected count less than 5.		
(Q. 14 continues on next page.)			

14. How important is each of the following to your overall job satisfaction? (Cont'd.) [Regardless of employment situation] (Percentages, weighted)			
Scale: 1 = Very <u>un</u> important 2 = <u>Un</u> important 3 = Neither important nor unimportant 4 = Important 5 = Very important			
Total (n ≥ 1,536)	CCC-SLP (n ≥ 1,371)	CCC-A (n ≥ 164)	Response
Recognition of job performance			
1.2	1.1	2.4	1 Very <u>un</u> important
1.4	1.2	2.4	2 <u>Un</u> important
14.1	14.1	13.9	3 Neither important nor unimportant
57.1	57.8	51.5	4 Important
26.2	25.8	29.7	5 Very important
Statistical significance	Too many cells (20%) have expected count less than 5.		
Relationship with co-workers			
1.0	0.8	2.4	1 Very <u>un</u> important
0.5	0.4	1.8	2 <u>Un</u> important
4.7	4.3	7.9	3 Neither important nor unimportant
49.8	49.5	52.1	4 Important
44.0	45.0	35.8	5 Very important
Statistical significance	Too many cells (20%) have expected count less than 5.		
Relationship with immediate supervisor			
1.2	0.9	4.2	1 Very <u>un</u> important
0.9	0.7	2.4	2 <u>Un</u> important
8.4	8.0	12.1	3 Neither important nor unimportant
53.5	54.1	48.5	4 Important
36.0	36.3	32.7	5 Very important
Statistical significance	Too many cells (20%) have expected count less than 5.		
Type of clients/patients			
0.5	0.4	1.2	1 Very <u>un</u> important
1.4	1.1	4.2	2 <u>Un</u> important
11.4	10.0	23.2	3 Neither important nor unimportant
48.3	48.0	50.6	4 Important
38.4	40.5	20.8	5 Very important
Statistical significance	Too many cells (20%) have expected count less than 5.		
(Q. 14 continues on next page.)			

14. How important is each of the following to your overall job satisfaction? (Cont'd.) [Regardless of employment situation] (Percentages, weighted)

Scale: 1 = Very unimportant
 2 = Unimportant
 3 = Neither important nor unimportant
 4 = Important
 5 = Very important

Total (n ≥ 1,536)	CCC-SLP (n ≥ 1,371)	CCC-A (n ≥ 164)	Response
Type of work setting			
0.5	0.4	1.2	1 Very <u>un</u> important
0.8	0.5	3.0	2 <u>Un</u> important
7.3	6.4	14.5	3 Neither important nor unimportant
51.3	51.0	53.6	4 Important
40.1	41.6	27.7	5 Very important
Statistical significance	Too many cells (20%) have expected count less than 5.		
Variety of work			
0.6	0.4	1.8	1 Very <u>un</u> important
0.3	0.2	1.2	2 <u>Un</u> important
12.6	12.9	10.4	3 Neither important nor unimportant
52.3	52.3	52.4	4 Important
34.2	34.2	34.1	5 Very important
Statistical significance	Too many cells (30%) have expected count less than 5.		



15. Review the list of 20 items in Q. 14 and then, in the space below, write the letters of up to three that are the most important factors for accepting or staying in a job. <i>Select UP TO 3.</i> [Regardless of employment situation] [Percentages, weighted; column totals may exceed 100% because multiple responses were allowed.]			
Total	CCC-SLP	CCC-A	Response
14.3	14.6	11.9	Administration's support of my work
33.6	33.7	32.6	Benefits: health care, retirement, etc.
3.7	3.3	7.3	Career advancement opportunities
16.7	15.6	25.6	Challenging work
0.9	0.8	1.9	Communication with management
5.9	5.8	6.8	Commute
47.6	47.0	52.2	Compensation/pay
47.0	47.6	41.6	Flexibility to balance life and work
14.2	13.4	21.5	Independence
8.6	8.5	10.0	Job security
41.2	42.0	34.3	Meaningfulness of job
0.3	0.3	0.4	Networking
0.6	0.5	0.9	Personal work space
5.3	5.1	6.6	Professional development opportunities
1.6	1.7	1.1	Recognition of job performance
15.0	15.3	12.7	Relationship with co-workers
2.8	2.9	1.8	Relationship with immediate supervisor
21.7	23.2	9.2	Type of clients/patients
11.8	12.3	8.0	Type of work setting
5.7	5.0	11.6	Variety of work

16. Taking everything into consideration, how satisfied are you with your current job? [Employed full- or part-time] (Percentages, weighted)			
Total (n = 1,535)	CCC-SLP (n = 1,372)	CCC-A (n = 163)	Response
1.2	1.2	1.2	Very <u>d</u> issatisfied
5.6	5.5	5.5	<u>D</u> issatisfied
6.7	6.8	6.1	Neutral
39.7	39.7	39.3	Satisfied
46.8	46.7	47.9	Very satisfied
Statistical significance	$X^2 = 0.138, df = 4, p = .998$		

17. How helpful are the following to you in your job? [Employed full- or part-time] (Percentages, weighted) Scale: 1 = Not at all helpful to 5 = Very helpful 9 = Not applicable				
Total (n ≥ 1,233)	CCC-SLP (n ≥ 1,094)	CCC-A (n ≥ 138)	Response	
ASHA's advocacy/lobbying efforts				
13.8	13.2	18.5	1 Not at all helpful	
13.9	13.7	14.6	2	
12.0	12.1	11.9	3	
24.6	24.9	21.2	4	
21.3	21.6	18.5	5 Very helpful	
14.5	14.4	15.2	9 Not applicable	
Statistical significance	$\chi^2 = 4.3, df = 5, p = .507$			
ASHA CE self-study				
11.7	10.4	23.1	1 Not at all helpful	
12.2	11.9	15.0	2	
14.3	14.0	17.0	3	
21.8	22.2	18.4	4	
22.5	23.4	15.6	5 Very helpful	
17.4	18.1	10.9	9 Not applicable	
Statistical significance	$\chi^2 = 28.3, df = 5, p = .000$, Cramer's V = .142			
ASHA Convention				
20.3	18.6	34.6	1 Not at all helpful	
17.2	16.8	20.3	2	
15.2	14.9	18.3	3	
24.9	25.8	17.0	4	
14.5	15.6	5.9	5 Very helpful	
7.9	8.4	3.9	9 Not applicable	
Statistical significance	$\chi^2 = 36.0, df = 5, p = .000$, Cramer's V = .159			
ASHA's research reports				
7.2	6.9	9.0	1 Not at all helpful	
12.4	12.4	12.2	2	
16.9	16.7	19.2	3	
26.0	26.1	24.4	4	
23.3	23.3	24.4	5 Very helpful	
14.2	14.6	10.9	9 Not applicable	
Statistical significance	$\chi^2 = 2.9, df = 5, p = .709$			

17. How helpful are the following to you in your job? (Cont'd.) [Employed full- or part-time] (Percentages, weighted) Scale: 1 = Not at all helpful to 5 = Very helpful 9 = Not applicable			
Total (n ≥ 1,233)	CCC-SLP (n ≥ 1,094)	CCC-A (n ≥ 138)	Response
ASHA publications (e.g., journals, <i>The ASHA Leader</i>)			
3.2	2.9	5.6	1 Not at all helpful
6.6	6.4	8.1	2
11.6	11.1	15.6	3
23.1	22.5	28.1	4
31.7	32.5	25.0	5 Very helpful
23.9	24.6	17.5	9 Not applicable
Statistical significance	$X^2 = 14.1, df = 5, p = .015$, Cramer's V = .097		
ASHA-related volunteer experiences			
29.4	29.0	32.6	1 Not at all helpful
21.3	21.2	22.5	2
13.2	12.4	18.8	3
24.1	25.5	13.0	4
4.8	4.6	5.8	5 Very helpful
7.3	7.3	7.2	9 Not applicable
Statistical significance	$X^2 = 12.8, df = 5, p = .026$, Cramer's V = .102		
ASHA Web site content			
5.5	4.8	11.5	1 Not at all helpful
8.5	8.4	9.6	2
13.6	13.4	15.3	3
23.1	23.3	21.7	4
23.1	22.9	24.2	5 Very helpful
26.2	27.2	17.8	9 Not applicable
Statistical significance	$X^2 = 16.8, df = 5, p = .005$, Cramer's V = .106		
Special Interest Divisions			
13.0	11.8	22.9	1 Not at all helpful
10.2	9.4	18.1	2
13.6	13.2	16.7	3
23.7	24.1	20.1	4
18.3	18.8	13.9	5 Very helpful
21.2	22.7	8.3	9 Not applicable
Statistical significance	$X^2 = 38.1, df = 5, p = .000$, Cramer's V = .165		

DEMOGRAPHICS

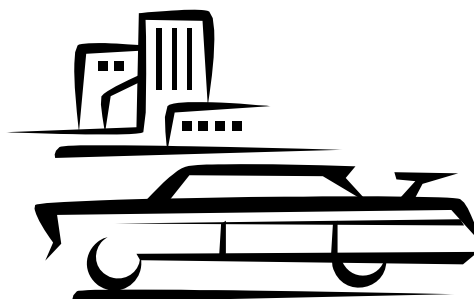
18. Which of the following Certificates of Clinical Competence do you hold? (Check all that apply. Select "CF" only if you are <u>currently</u> completing your clinical fellowship.) [Regardless of employment situation] (Percentages)	
Weighted Percentages (n = 1,593)	Response
89.1	CCC-SLP
10.9	CCC-A
0.0	CF
0.0	No Certificate of Clinical Competence or in process
Unweighted Percentages (n = 1,593)	Response
56.4	CCC-SLP
43.6	CCC-A
0.0	CF
0.0	No Certificate of Clinical Competence or in process

19. Check the appropriate boxes to identify degrees you have <u>earned</u> both (a) <u>in</u> the professions—that is, in speech-language pathology; audiology; or speech, language, hearing science—and (b) <u>outside</u> these fields. (Check all that apply but count only actual degrees, not equivalencies, and do <u>not</u> include degrees expected but not yet conferred.) [Regardless of employment situation] (Percentages, weighted)						
Total (n = 1,593)		CCC-SLP (n = 1,420)		CCC-A (n = 173)		Response
In	Outside	In	Outside	In	Outside	
64.3	19.3	65.1	19.2	57.5	20.0	Bachelor's
95.2	4.1	96.4	3.9	85.8	5.1	Master's
3.0				27.2		AuD
5.3	0.6	4.2	0.4	14.5	2.2	PhD
0.1	0.6	0.0	0.6	1.1	0.4	Other Doctorate

Adapted from Q. 19. Highest graduate degree, regardless of in or out of the professions. [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,550)	CCC-SLP (n = 1,382)	CCC-A (n = 168)	Response
90.3	94.7	53.5	Master's
3.0	0.0	28.0	AuD
5.9	4.6	16.9	PhD
0.8	0.7	1.6	Other Doctorate
Statistical significance	$\chi^2 = 453.8$, $df = 3$, $p = .000$, Cramer's V = .541		

20. How many years have you been employed in the speech-language pathology and/or audiology profession(s)? (Round to the nearest full year. Enter "0" if you have never been employed as a member of either profession.) [Regardless of employment situation] (Weighted)				
Total (n = 1,555)	CCC-SLP (n = 1,387)	CCC-A (n = 168)	Years	
18.8	18.8	18.9	Mean	
9.5	9.5	10.1	Standard deviation	
10.0	10.0	10.0	25th percentile	
18.0	18.0	19.0	50th percentile (median)	
26.0	26.0	28.0	75th percentile	
10.0	10.0	30.0	Mode	
Statistical significance	$F = 0.057, df = 1, 1552, p = .811$			

21. Which one of the following best describes where you work? [Employed full- or part-time] (Percentages, weighted)				
Total (n = 1,515)	CCC-SLP (n = 1,353)	CCC-A (n = 162)	Response	
35.9	33.8	53.1	Metropolitan/urban area	
44.3	45.5	35.2	Suburban area	
19.8	20.8	11.7	Rural area	
Statistical significance	$\chi^2 = 24.5, df = 2, p = .000, Phi = .127$			



22. In what state do you currently work in your primary employment function? Use standard post office two-letter code, e.g., MD for Maryland. [Recoded into U.S. Census Bureau geographic divisions] [Employed full- or part-time] (Percentages, weighted)			
Total (n = 1,514)	CCC-SLP (n ≥ 1,352)	CCC-A (n ≥ 163)	Response
21.9	22.1	20.7	Northeast
15.0	15.3	12.9	Middle Atlantic
6.9	6.8	8.0	New England
26.5	26.3	28.0	Midwest
18.9	19.2	16.6	East North Central
7.6	7.2	11.0	West North Central
32.3	32.2	32.3	South
3.7	3.7	3.7	East South Central
18.9	18.8	20.2	South Atlantic
9.7	9.8	8.6	West South Central
19.3	19.3	18.9	West
8.4	8.1	11.0	Mountain
10.9	11.2	8.0	Pacific
Statistical significance	FOR FOUR REGIONS: $\chi^2 = 0.3$, $df = 3$, $p = .960$ FOR NINE DIVISIONS: $\chi^2 = 7.6$, $df = 8$, $p = .469$		

23. What is your sex? [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,555)	CCC-SLP (n = 1,386)	CCC-A (n = 168)	Response
92.9	94.9	77.4	Female
7.1	5.1	22.6	Male
Statistical significance	$\chi^2 = 70.3$, $df = 1$, $p = .000$, Phi = .213		

24. In what year were you born? (Converted to age) [Regardless of employment situation] (Weighted)			
Total (n = 1,521)	CCC-SLP (n = 1,358)	CCC-A (n = 164)	Age
45.8	45.8	46.1	Mean
9.9	9.8	10.5	Standard deviation
37.0	37.0	37.0	25th percentile
46.0	46.0	47.0	50th percentile (median)
54.0	53.0	54.5	75th percentile
54.0	54.0	47.0	Mode
Statistical significance	$F = 0.160$, $df = 1, 1519$, $p = .689$		

The U.S. Census Bureau has made a distinction between “ethnicity” and “race.” We use their categories and follow the federal guidelines which state that individuals may select one ethnicity but more than one racial heritage. Describe **both** your ethnicity and race using the federal government’s categories below.

25. Which one of the following best describes your ethnicity? Circle <u>one</u> response only. [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,493)	CCC-SLP (n = 1,331)	CCC-A (n = 162)	Ethnicity
1.5	1.4	1.9	Hispanic or Latino
98.5	98.6	98.1	Not Hispanic or Latino
Statistical significance	Too many cells (25%) have expected count less than 5.		

26. Which of the following best describes your race? Circle <u>all that apply</u>. [Regardless of employment situation] (Percentages, weighted)			
Total (n = 1,530)	CCC-SLP (n = 1,364)	CCC-A (n = 166)	Race
0.0	0.0	0.0	American Indian or Alaska Native only
1.1	1.0	1.8	Asian only
1.4	1.4	1.2	Black or African American only
0.0	0.0	0.0	Native Hawaiian or Other Pacific Islander only
96.7	96.8	95.2	White only
0.7	0.7	1.2	Multiracial (Calculated from respondents who selected > 1 response)

27. How many e-mail addresses do you currently have for your professional and/or personal use? [Regardless of employment situation] (Weighted)			
Total (n = 1,506)	CCC-SLP (n = 1,345)	CCC-A (n = 160)	Addresses
2.0	1.9	2.1	Mean
1.6	1.6	1.2	Standard deviation
1.0	1.0	1.0	25th percentile
2.0	2.0	2.0	50th percentile (median)
2.0	2.0	2.0	75th percentile
2.0	2.0	2.0	Mode
Statistical significance	$F = 0.645, df = 1, 1503, p = .422$		

Appendix

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

Experiments and Weights

A sampling frame was selected from ASHA constituents who met the following criteria:

- CCC-SLP or CCC-A
- USA only (50 states and DC)
- Employed full- or part-time
- Exclude retirees, unpaids, and anyone whose records indicated they did not want to participate in surveys

Two methodological experiments were built into the survey.

- **Mode.** Two samples, one of CCC-As and one of CCC-SLPs who met the criteria above and who had an email address on file were randomly selected and assigned to the Web mode. Likewise, two samples of CCC-As and of CCC-SLPs who did **not** have an email address on file were randomly selected and assigned to the paper mode. Because there were only 913 CCC-As who did not have an email address on file, the goal of 1,000 in each cell was modified.
- **Paper quality.** Half of each of the mail groups received both of their cover letters on letterhead with the ASHA logo preprinted. The other half received letters printed on plain white paper with the logo, personalized address and salutation, and letter printed simultaneously on an office printer.

Response rates within the mail mode for the two paper qualities were nearly identical: 49% for the better quality paper and 51% for the poorer quality.

Response rates by mode and by CCCs did differ, however, and the weights in the table below were calculated and applied throughout the report to account for their proportions within the Association. Without weights, for example, the number of audiologists who responded to the survey was approximately 700; with weights, their number was reduced to approximately 150, and this is the number reported in the “CCC-A” columns throughout this report.

Weights				
CCC & Mode	Population	# Sampled	# Returned	Weight
CCC-A Web	7,072	1,000	243	0.631499304
CCC-A Mail	913	913	452	0.043829775
CCC-SLP Web	57,237	1,000	305	4.072057681
CCC-SLP Mail	8,192	1,000	593	0.299758943
Total	73,414	3,913	1,593	

Statistics used in the frequency report include the following notation and description:

Notation	Description																					
Response rate	<p>The percentage of individuals who were included in the sample, minus any who were ineligible</p> $RR = \frac{(C + P)}{S - (Ret + I + U)}$ <p>Where</p> <table style="margin-left: 40px;"> <tr> <td>RR</td> <td>=</td> <td>Response rate</td> </tr> <tr> <td>C</td> <td>=</td> <td>Number of completed surveys</td> </tr> <tr> <td>P</td> <td>=</td> <td>Number of partial surveys</td> </tr> <tr> <td>S</td> <td>=</td> <td>Sample size</td> </tr> <tr> <td>Ret</td> <td>=</td> <td>Ineligible because of retirement</td> </tr> <tr> <td>I</td> <td>=</td> <td>Ineligible for other reasons (e.g., no longer in the field, on leave of absence)</td> </tr> <tr> <td>U</td> <td>=</td> <td>Unable to contact (e.g., undeliverable email address)</td> </tr> </table> $RR = \frac{1,593}{3,913 - (13 + 5 + 211)} = 43.2\%$	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 field, on leave of absence)	U	=	Unable to contact (e.g., undeliverable email address)
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 field, on leave of absence)																				
U	=	Unable to contact (e.g., undeliverable email address)																				
<i>n</i>	The number in the sample. In this report, the number of people who answered a particular question.																					
Mean	<p>A measure of central tendency; an average. Add the total of all the values and divide by the number of items.</p> <p>Example: $(1 + 1 + 7 + 34 + 88) / 5 = 26.2$</p>																					
Standard deviation	<p>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.</p> <p>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.</p> <p>Example: $(1 + 1 + 7 + 34 + 88)$ Standard deviation = 37.1</p> <p>Therefore, 68% of the responses are between -10.9 $(26.2 - 37.1)$ and 63.3 $(26.2 + 37.1)$</p>																					
Median	<p>A measure of central tendency; the midpoint. Arrange the values in order, from lowest to highest. Select the value in the middle position.</p> <p>Example: 1, 1, 7, 34, 88 Median = 7</p>																					
Mode	<p>A measure of central tendency. The value that occurs more frequently than any other value.</p> <p>Example: 1, 1, 7, 34, 88 Mode = 1</p>																					
Statistical significance	<p>Describes whether a value is larger or smaller than would be expected by chance alone.</p> <p>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 (X^2) tests.</p>																					

Notation	Description
Chi square (X^2)	A test used to assess the statistical significance of a finding where the variables being assessed are nominal (e.g., “CCC-A” and “CCC-SLP”) 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 X^2 statistic and the more likely the difference is statistically significant. When the sample size is large, large X^2 values (that are statistically significant) can be obtained even for weak associations. ¹
Cramer's V and Phi	A measure of the <u>strength</u> of the association, used with X^2 statistics to identify the meaningfulness of a relationship. The X^2 value may be large with a probability of having occurred by chance that is small ($p < .05$). That is, it is “statistically significant at the .05 level.” Cramer's V and Phi tell us “so what”: how strong (practically important) is the relationship between the variables. The larger the value of Cramer's V/Phi, the stronger the association. Phi is used for 2 x 2 tables; Cramer's V is reported for tables larger than 2 x 2. These statistics are only presented in this report when $p \leq .05$.
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 X^2 . ¹
df	Degrees of freedom. The number of values that are free to vary when computing a statistic. Used in interpreting a X^2 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 x 4 table, df would be 6.

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