



SLP HEALTH CARE SURVEY



Survey Report: Annual Salary Trends 2005–2009

Gail Brook
Surveys & Information Team

American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850
800-498-2071, ext. 8737
gbrook@asha.org

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2009 SLP Health Care Survey to gather information about caseloads, salaries, working conditions, and workforce issues from a random sample of ASHA-certified speech-language pathologists (SLPs). Results from this survey are compiled in a series of reports, including this report on annual salary trends. Results from the 2005 and 2007 ASHA SLP Health Care Surveys are also included in this report for comparative purposes.

The salaries presented in this report are gross salaries (salaries prior to deductions). They include bonuses, commissions, and supplements. To preserve confidentiality, salaries are not presented for groups of less than 25.

The statistic that is presented as the “average” in this report is the median (i.e., middle or 50th percentile).

Survey Highlights

- For 2005–2009, slightly more than one third of respondents were paid an annual salary.
- For 2005–2009, the majority of respondents who were paid an annual salary worked full-time.
- In 2009, respondents earned an overall median annual salary of \$70,000, up from \$60,000 in 2005 (a 17% increase).
- For 2005–2009, respondents from skilled nursing facilities had a higher median annual salary than respondents from other facilities.
- In 2009, respondents who were clinical service providers earned a median annual salary of \$67,000, up from \$56,000 in 2005 (a 20% increase).
- For 2005–2009, clinical service providers from home health agencies had the lowest median annual salary; those from skilled nursing facilities had the highest.
- In 2009, respondents who were administrators, supervisors, or directors earned a median annual salary of \$85,000, up from \$72,985 in 2005 (a 16% increase).
- For 2005–2009, respondents from the West region of the United States had a higher median annual salary than respondents from the Northeast, Midwest, and South regions of the country.
- In 2009, respondents who were full-time, private practice owners had a median annual salary of \$70,000, up slightly from \$69,511 in 2007, but down from \$80,000 in 2005, a 13% decline.

Salary Basis

In 2005, 2007, and 2009, slightly more than one third of respondents indicated that they were paid an annual salary (37%, 35%, and 35%, respectively). The remainder indicated that they were paid an hourly wage or per home health visit (data not shown in any table).

Employment Status

In 2005, 2007, and 2009, a large majority of respondents who indicated that they were paid an annual salary also indicated that they worked full-time (89%, 89%, and 86%, respectively; data not shown in any table).

Overall Salary

In 2009, respondents reported earning an overall median annual salary of \$70,000, up from \$65,000 in 2007 and \$60,000 in 2005 (a 17% increase).

Salaries by Practice Setting

The median annual salary of respondents varied by their practice setting. In 2005, 2007, and 2009, respondents from skilled nursing facilities reported having the highest median annual salary (\$68,200, \$75,000, and \$80,000, respectively; see Table 1).

**Table 1.
Median Annual Salaries of Health Care–Based SLPs by Their Practice Setting, 2005, 2007, and 2009.**

Practice Setting	2005	2007	2009
Overall	\$60,000	\$65,000	\$70,000
General Medical Hospital	\$61,250	\$65,000	\$73,000
Rehabilitation Hospital	\$58,920	\$60,500	\$73,400
Pediatric Hospital	\$60,000	\$60,000	\$66,250
Skilled Nursing Facility	\$68,200	\$75,000	\$80,000
Home Health Agency or Client’s Home	\$53,000	\$57,500	\$66,000
Outpatient Clinic or Office	\$60,000	\$63,000	\$65,000

n = 630 (2005); *n* = 648 (2007); *n* = 525 (2009)



**Salaries of
Clinical Service
Providers**

In 2009, respondents who were clinical service providers reported earning a median annual salary of \$67,000, up from \$60,000 in 2007 and \$56,000 in 2005 (a 20% increase).

The median annual salary of clinical service providers varied by their practice setting. In 2005, 2007, and 2009, clinical service providers from home health agencies reported having the lowest median annual salary (\$52,000, \$57,000, and \$62,000, respectively); those from skilled nursing facilities reported having the highest (\$59,000, \$69,850, and \$74,250, respectively; see Table 2).

Table 2.
**Median Annual Salaries of Health Care–Based Clinical Service
Providers by Their Practice Setting, 2005, 2007, and 2009.**

Practice Setting	2005	2007	2009
Overall	\$56,000	\$60,000	\$67,000
General Medical Hospital	\$58,000	\$62,000	\$70,000
Rehabilitation Hospital	\$55,000	\$58,250	\$69,000
Pediatric Hospital	\$54,000	\$59,000	<i>n</i> < 25
Skilled Nursing Facility	\$59,000	\$69,850	\$74,250
Home Health Agency or Client's Home	\$52,000	\$57,000	\$62,000
Outpatient Clinic or Office	\$55,000	\$60,000	\$63,750

n = 443 (2005); *n* = 459 (2007); *n* = 378 (2009)

Salaries of Administrators, Supervisors, and Directors

In 2009, respondents who were administrators, supervisors, or directors reported earning a median annual salary of \$85,000, up from \$79,009 in 2007 and \$72,985 in 2005 (a 16% increase).

The median annual salary of administrators, supervisors, and directors varied by their practice setting. In 2005, 2007, and 2009, administrators, supervisors, and directors from general medical hospitals reported having a somewhat higher median annual salary than their counterparts in skilled nursing facilities and outpatient clinics or offices (see Table 3).

Table 3.
Median Annual Salaries of Health Care–Based Administrators, Supervisors, and Directors by Their Practice Setting, 2005, 2007, and 2009.

Practice Setting	2005	2007	2009
Overall	\$72,985	\$79,009	\$85,000
General Medical Hospital	\$80,000	\$80,000	\$90,000
Rehabilitation Hospital	\$71,000	<i>n</i> < 25	<i>n</i> < 25
Pediatric Hospital	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Skilled Nursing Facility	\$71,000	\$79,500	\$89,000
Home Health Agency or Client's Home	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Outpatient Clinic or Office	\$73,500	\$72,500	\$77,000

n = 161 (2005); *n* = 172 (2007); *n* = 137 (2009)

Insufficient data were available from the 2005, 2007, and 2009 SLP Health Care Surveys to allow for the confidential reporting of median annual salaries of college and university faculty members, researchers, and consultants.

Salaries by Geographic Region

In 2005, 2007, and 2009, respondents from the West region of the United States reported having a higher median annual salary (\$68,000, \$70,000, and \$80,000, respectively) than respondents from the Northeast, Midwest, and South regions of the country (see Table 4).

Table 4.
Median Annual Salaries of Health Care–Based SLPs by Their Geographic Region, 2005, 2007, and 2009.

Geographic Region	2005	2007	2009
Northeast	\$60,000	\$65,532	\$70,000
Midwest	\$60,000	\$62,000	\$69,000
South	\$58,000	\$65,000	\$70,000
West	\$68,000	\$70,000	\$80,000

Note. A listing of states by geographic region is available on page 9 of this report.

n = 628 (2005); *n* = 648 (2007); *n* = 523 (2009)

Salaries by Type of Community

In 2005 and 2009, respondents indicated that their median annual salary was not affected by the type of community in which they worked. In 2007, respondents who worked in metropolitan/urban communities reported having the lowest median annual salary; those who worked in rural communities reported having the highest (see Table 5).

Table 5.
Median Annual Salaries of Health Care–Based SLPs by Their Type of Community, 2005, 2007, and 2009.

Type of Community	2005	2007	2009
Metropolitan/urban	\$60,000	\$63,167	\$70,000
Suburban	\$60,000	\$65,000	\$70,000
Rural	\$60,000	\$67,916	\$70,000

Note. “Type of community” was self-defined by respondents (i.e., definitions of the terms “metropolitan/urban,” “suburban,” and “rural” were not provided).

n = 619 (2005); *n* = 635 (2007); *n* = 518 (2009)

**Salaries by
Years of
Experience**

As would be expected, the median annual salary of respondents tended to increase with years of experience. In 2005 and 2007, the most seasoned respondents reported earning at least \$22,500 more per year than those starting out (see Table 6).

**Table 6.
Median Annual Salaries of Health Care–Based SLPs by Their
Years of Experience, 2005, 2007, and 2009.**

Years of Experience	2005	2007	2009
1–3	\$52,694	\$51,500	<i>n</i> < 25
4–6	\$51,850	\$56,450	\$60,000
7–9	\$53,730	\$62,086	\$66,000
10–12	\$58,000	\$65,000	\$69,000
13–15	\$62,000	\$65,000	\$70,000
16–18	\$67,000	\$64,000	\$70,000
19–21	\$65,000	\$80,000	\$73,000
22–24	\$70,000	\$69,840	\$80,000
25–27	\$70,000	\$74,400	\$74,000
28–30	*	*	\$75,000
≥28	\$78,146	\$74,000	*
≥31	*	*	\$80,000

* Item not included in survey analysis.

n = 619 (2005); *n* = 648 (2007); *n* = 524 (2009)

**Salaries of
Private
Practice
Owners**

In 2009, respondents who were full-time, private practice owners reported having a median annual salary of \$70,000 (*n* = 102), up slightly from \$69,511 in 2007 (*n* = 84), but down from \$80,000 in 2005 (*n* = 43), a 13% decline (data not shown in any table).

Response Rate (2009)

The survey was mailed in March 2009 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. Second (April) and third (May) mailings followed, at approximately 3- or 4-week intervals, to individuals who had not responded to earlier mailings.

The sample was a random sample, stratified by type of facility and by private practice. Small groups, such as pediatric hospitals, were oversampled. Therefore, where results are reported for all respondents (“overall”), either in text or tables, they have been weighted to reflect the actual distribution of SLPs in each type of facility within ASHA. All other results, including the number of respondents (*n*) shown, are unweighted.

Of the original 4,000 SLPs in the sample, 11 were retired, 22 had undeliverable mailing addresses, 18 were not employed in the field, and 169 were employed in other types of facilities, leaving 3,780 possible respondents. The actual number of respondents was 2,064, resulting in a 54.6% response rate.

Suggested Citation

American Speech-Language-Hearing Association. (2009). *ASHA SLP Health Care Survey: Annual salary trends, 2005–2009*. Available from www.asha.org.

Geographic Regions

Northeast	
New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
Midwest	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South	
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
East South Central	AL, KY, MS, TN
West South Central	AR, LA, OK, TX
West	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

Additional Information

For additional information regarding the 2009 SLP Health Care Survey, please contact Amy Hasselkus, Associate Director of Health Care Services, at 800-498-2071, ext. 5686, ahasselkus@asha.org, or Janet Brown, Director of Health Care Services, at ext. 5679, jbrown@asha.org. To learn more about resources for ASHA members working in health care, visit ASHA’s Web site at www.asha.org/slp/healthcare/default.