



AMERICAN  
SPEECH-LANGUAGE-  
HEARING  
ASSOCIATION

# SLP Health Care Survey Report: Annual Salary Trends 2005–2013

**AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION**

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## Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2013 SLP Health Care Survey to gather information about service provision, earnings, private practice, and other professional topics. Results from this survey are compiled in a series of reports, including this report on annual salary trends.

Results from the 2005, 2007, 2009, and 2011 ASHA SLP Health Care Surveys are included in this report for comparative purposes. Questions differ among surveys, so data on all topics are not available for all survey years.

The salaries presented in this report are full-time gross salaries (salaries prior to deductions). They include bonuses. To preserve confidentiality and provide more certain results, we do not present salaries for groups of fewer than 25.

The statistic that is presented in this report is the median (i.e., middle or 50th percentile). Median salaries are presented because they are more stable than means (i.e., averages) and less sensitive to extreme values. Note that for 2009 we reported the size of the population of ASHA-certified speech-language pathologists (SLPs) who met certain criteria (*N*); in 2005, 2007, 2011, and 2013, we reported the number of survey respondents (*n*).

## Survey Report Highlights

- In 2005–2013, about a third (33%–37%) of speech-language pathologists (SLPs) in health care settings were paid an annual salary in their primary jobs.
- In 2005–2013, the majority (86%–90%) of SLPs in health care settings who were paid an annual salary in their primary jobs worked full-time.
- In 2013, the overall median salary of SLPs in health care settings was \$75,000, up from \$70,000 in 2011 (a 7% increase).
- In 2005–2013, SLPs in skilled nursing facilities consistently earned a higher median salary than SLPs in other health care settings.
- In 2013, SLPs who were clinical service providers earned an overall median salary of \$70,000, up from \$65,000 in 2011 (an 8% increase).
- In 2013, SLPs who were administrators or supervisors earned an overall median salary of \$90,000, the same as in 2011.
- In 2013, SLPs in the Northeast, Midwest, and South reported increases in their salaries from 2011. SLPs in the West reported no change.
- In 2013, SLPs in metropolitan/urban areas reported an 11% increase in their salaries from 2011; those in suburban and rural areas reported modest increases (3% and 1%, respectively).
- In 2005–2013, the median salary of SLPs tended to increase with their years of experience in the profession.

## Pay Basis

In 2013, about a third (33%) of SLPs in health care settings were paid an annual salary (see Table 1). This figure is largely consistent with those of previous years. The remainder were paid per hour (56%) or per home health visit (12%).

**Table 1.** Percentages of SLPs in Health Care Settings by Pay Basis and Year

Pay Basis	Percentages of SLPs (%)				
	2005 <sup>a</sup>	2007 <sup>b</sup>	2009 <sup>c</sup>	2011 <sup>d</sup>	2013 <sup>e</sup>
Annual salary	37	35	35	33	33
Per hour	57	65	56	55	56
Per home health visit	—	—	9	11	12
Variable, depending on services provided	6	—	—	—	—

Note. Dash indicates that item was not included in survey.

<sup>a</sup>n = 1,961; <sup>b</sup>n = 2,271; <sup>c</sup>N = 1,916; <sup>d</sup>n = 2,347; <sup>e</sup>n = 1,951.

## Employment Status

From 2005 to 2013, most (86%–90%) SLPs in health care settings who were paid an annual salary in their main jobs worked full-time (data not shown in any table).

## Overall Annual Salary

In 2013, SLPs in health care settings earned an overall median salary of \$75,000, up from \$70,000 in 2011 (a 7% increase; see Table 2).

## Annual Salaries by Primary Health Care Setting

Annual salaries of SLPs vary by the primary health care setting. In 2013, SLPs in general medical and long-term acute care (LTAC) hospitals reported an 8% increase in their salaries from 2011. SLPs in rehabilitation hospitals reported a 14% increase; SLPs in pediatric hospitals reported a 1% increase; SLPs in skilled nursing facilities reported a 10% increase; SLPs in home health settings reported a 6% increase; and SLPs in outpatient clinics and offices reported a 9% increase.

**Table 2.** Median Annual Salaries of SLPs by Health Care Setting and Year

Health Care Setting	Median Salaries (\$)				
	2005 <sup>a</sup>	2007 <sup>b</sup>	2009 <sup>c</sup>	2011 <sup>d</sup>	2013 <sup>e</sup>
Overall	60,000	65,000	70,000	70,000	75,000
General medical or LTAC hospital <sup>f</sup>	61,250	65,000	73,000	71,387	77,133
Rehabilitation hospital	58,920	60,500	73,400	64,721	73,995
Pediatric hospital	60,000	60,000	66,250	69,144	70,000
Skilled nursing facility	68,200	75,000	80,000	81,681	90,000
Home health agency/client's home	53,000	57,500	66,000	69,095	73,000
Outpatient clinic or office	60,000	63,000	65,000	64,000	70,000

Note. <sup>f</sup>From 2005 to 2011, this item was “General medical hospital.”

<sup>a</sup>n = 630; <sup>b</sup>n = 648; <sup>c</sup>N = 525; <sup>d</sup>n = 682; <sup>e</sup>n = 539.

## Annual Salaries by Primary Work Role

### Clinical Service Providers

Annual salaries of SLPs in health care settings vary by the primary work role. In 2013, SLPs who were clinical service providers earned an overall median salary of \$70,000, up from \$65,000 in 2011 (an 8% increase; see Table 3).

In 2013, clinical service providers in general medical and LTAC hospitals reported a 10% increase in their salaries from 2011. Clinicians in rehabilitation hospitals reported an 11% increase; clinicians in pediatric hospitals reported a 4% increase; clinicians in skilled nursing facilities reported a 19% increase; clinicians in home health settings reported a 4% increase; and clinicians in outpatient clinics and offices reported a 10% increase.

**Table 3.** Median Annual Salaries of Clinical Service Providers by Health Care Setting and Year

Health Care Setting	Median Salaries (\$)				
	2005 <sup>a</sup>	2007 <sup>b</sup>	2009 <sup>c</sup>	2011 <sup>d</sup>	2013 <sup>e</sup>
Overall	56,000	60,000	67,000	65,000	70,000
General medical or LTAC hospital <sup>f</sup>	58,000	62,000	70,000	68,000	75,000
Rehabilitation hospital	55,000	58,250	69,000	61,500	68,000
Pediatric hospital	54,000	59,000	<i>n</i> < 25	65,157	68,000
Skilled nursing facility	59,000	69,850	74,250	66,963	80,000
Home health agency/client's home	52,000	57,000	62,000	67,204	70,000
Outpatient clinic or office	55,000	60,000	63,750	62,000	68,183

Note. <sup>f</sup>From 2005 to 2011, this item was "General medical hospital."

<sup>a</sup>*n* = 443; <sup>b</sup>*n* = 459; <sup>c</sup>*N* = 378; <sup>d</sup>*n* = 490; <sup>e</sup>*n* = 381.

### Administrators and Supervisors

In 2013, SLPs who held administrative or supervisory positions earned an overall median salary of \$90,000, the same as in 2011 (see Table 4).

In 2013, administrators and supervisors in skilled nursing facilities reported a 1% increase in their salaries from 2011. Those in outpatient clinics and offices reported a 4% decline.

**Table 4.** Median Annual Salaries of Administrators and Supervisors by Health Care Setting and Year

Health Care Setting	Median Salaries (\$)				
	2005 <sup>a</sup>	2007 <sup>b</sup>	2009 <sup>c</sup>	2011 <sup>d</sup>	2013 <sup>e</sup>
Overall	72,985	79,009	85,000	90,000	90,000
General medical or LTAC hospital <sup>f</sup>	80,000	80,000	90,000	87,814	<i>n</i> < 25
Rehabilitation hospital	71,000	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Pediatric hospital	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Skilled nursing facility	71,000	79,500	89,000	91,119	92,082
Home health agency/client's home	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Outpatient clinic or office	73,500	72,500	77,000	78,904	75,450

Note. <sup>f</sup>From 2005 to 2011, this item was "General medical hospital."

<sup>a</sup>*n* = 161; <sup>b</sup>*n* = 172; <sup>c</sup>*N* = 137; <sup>d</sup>*n* = 171; <sup>e</sup>*n* = 139.

## Annual Salaries of Private Practice (Co)owners

In 2013, SLPs who were private practice owners or co-owners earned an overall median salary of \$72,798, up from \$65,000 in 2011 (a 12% increase; data not shown in any table).

## Annual Salaries by Geographic Region

Annual salaries of SLPs in health care settings vary by the geographic region in which they work. In 2013, salaries ranged from \$72,000 for SLPs in the Midwest to \$80,000 for those in the West (see Table 5).

In 2013, SLPs in the Northeast reported a 7% increase in their salaries from 2011. SLPs in the Midwest reported an 11% increase; and SLPs in the South reported an 8% increase. SLPs in the West reported no change in their salaries from 2011.

**Table 5.** Median Annual Salaries of SLPs in Health Care Settings by Geographic Region and Year

Geographic Region	Median Salaries (\$)				
	2005 <sup>a</sup>	2007 <sup>b</sup>	2009 <sup>c</sup>	2011 <sup>d</sup>	2013 <sup>e</sup>
Northeast	60,000	65,532	70,000	69,000	74,000
Midwest	60,000	62,000	69,000	65,000	72,000
South	58,000	65,000	70,000	70,000	75,554
West	68,000	70,000	80,000	80,000	80,000

<sup>a</sup>n = 628; <sup>b</sup>n = 648; <sup>c</sup>N = 523; <sup>d</sup>n = 682; <sup>e</sup>n = 543.

### Geographic Regions and Divisions and Corresponding States

Geographic Region/Division	Corresponding States
<b>Northeast</b>	
New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
<b>Midwest</b>	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
<b>South</b>	
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
<b>West</b>	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

## Annual Salaries by Type of Community

Annual salaries of SLPs in health care settings vary by the type of community in which they work. In 2013, salaries ranged from \$70,000 for SLPs in suburban communities to \$77,535 for those in metropolitan/urban areas (see Table 6).

In 2013, SLPs in metropolitan/urban areas reported an 11% increase in their salaries from 2011. SLPs in suburban areas reported a 3% increase; and SLPs in rural areas reported a 1% increase.

**Table 6.** Median Annual Salaries of SLPs in Health Care Settings by Type of Community and Year

Type of Community	Median Salaries (\$)				
	2005 <sup>a</sup>	2007 <sup>b</sup>	2009 <sup>c</sup>	2011 <sup>d</sup>	2013 <sup>e</sup>
Metropolitan/urban	60,000	63,167	70,000	70,000	77,535
Suburban	60,000	65,000	70,000	68,000	70,000
Rural	60,000	67,916	70,000	74,000	75,000

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

<sup>a</sup>*n* = 619; <sup>b</sup>*n* = 635; <sup>c</sup>*N* = 518; <sup>d</sup>*n* = 670; <sup>e</sup>*n* = 531.

## Annual Salaries by Years of Experience

Annual salaries of SLPs in health care settings vary by their years of experience in the profession. In 2013, the most seasoned SLPs earned about \$27,000 more than those just starting out (see Table 7).

**Table 7.** Median Annual Salaries of SLPs in Health Care Settings by Years of Experience in the Profession and Year

Years of Experience in the Profession	Median Salaries (\$)				
	2005 <sup>a</sup>	2007 <sup>b</sup>	2009 <sup>c</sup>	2011 <sup>d</sup>	2013 <sup>e</sup>
1–3	52,694	51,500	<i>n</i> < 25	58,048	58,255
4–6	51,850	56,450	60,000	63,000	68,000
7–9	53,730	62,086	66,000	70,000	71,643
10–12	58,000	65,000	69,000	75,000	79,495
13–15	62,000	65,000	70,000	75,000	80,601
16–18	67,000	64,000	70,000	75,000	73,000
19–21	65,000	80,000	73,000	75,507	84,565
22–24	70,000	69,840	80,000	<i>n</i> < 25	80,000
25–27	70,000	74,400	74,000	80,000	85,493
28–30	—	—	75,000	83,124	80,000
31 or more	—	—	80,000	88,750	85,000

*Note.* Dash indicates that item was not included in the survey analysis.

<sup>a</sup>*n* = 619; <sup>b</sup>*n* = 648; <sup>c</sup>*N* = 524; <sup>d</sup>*n* = 675; <sup>e</sup>*n* = 545.

## Survey Response Rate

The survey was mailed in February 2013 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. Settings included general medical or LTAC hospitals, rehabilitation hospitals, pediatric hospitals, skilled nursing facilities, home health agencies and clients' homes, and outpatient clinics and offices. An e-mail reminder was sent a week later. Second (March) and third (April) 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, 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, 1 was deceased, 10 were retired, 4 had bad addresses, 133 were employed in other types of facilities, 20 were not employed in the field, and 5 were ineligible for other reasons, leaving 3,827 possible respondents. The actual number of respondents was 2,048, resulting in a 53.5% response rate.

Past SLP Health Care Survey response rates were 54.6% (2005), 63.8% (2007), 54.6% (2009), and 62.5% (2011).

## Suggested Citation

American Speech-Language-Hearing Association. (2013). *SLP Health Care Survey report: Annual salary trends, 2005–2013*. Available from [www.asha.org](http://www.asha.org).

## Additional Information

Companion survey reports are available on the ASHA website at [www.asha.org/Research/memberdata/HealthcareSurvey/](http://www.asha.org/Research/memberdata/HealthcareSurvey/).

## Questions?

For additional information regarding this report, please contact Gennith Johnson, associate director of Health Care Services, at 800-498-2071, ext. 5681, or [gjohnson@asha.org](mailto:gjohnson@asha.org); Monica Sampson, associate director of Health Care Services, at ext. 5686 or [msampson@asha.org](mailto:msampson@asha.org); or Janet Brown, director of Health Care Services, at ext. 5679 or [jbrown@asha.org](mailto:jbrown@asha.org). To learn more about how the Association is working on behalf of ASHA-certified SLPs in health care settings, visit [www.asha.org/slp/healthcare](http://www.asha.org/slp/healthcare).

## Acknowledgment

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and public. Thank you!