

2009 Membership Survey

Survey Summary Report: Number and Type of Responses

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Highlights of the 2009 ASHA Membership Survey

Demographics

Among the respondents to the survey, 94% were female. SLPs were more likely (95%) than audiologists (81%) to be female, but there was no difference based on years of ASHA membership. Recent ASHA members were more likely (9%) than those with more years of membership (3%) to be Hispanic or Latino. Overall, 76% were employed full-time, 76% were clinical service providers, 53% worked in schools, and 14% owned a private practice (Qs. 24 – 35).

Membership

Overall, 17% said that ASHA was doing an excellent job serving its members. SLPs were more likely (18%) than audiologists (10%) to make this statement. Newer and older members did not differ in their response to this question. An additional 54% rated ASHA as doing a good job (Q. 1).

Customer Service

Half (50%) of the respondents had contacted ASHA during the past 12 months (Q. 2), and most (69%) of them were very satisfied with the courtesy of staff during their most recent contact. Other ratings of very satisfied were given to the overall manner in which they were treated (68%), response to their question (66%), promptness of response (64%), and appropriateness of referral/transfer (58%; Q. 3).

Communications

Members were asked to evaluate how well seven communication channels kept them informed. Below are the seven with the percentages who evaluated each with the highest rating, i.e., very well:

- 1 *The ASHA Leader* (62%)
- 2 Scholarly Journals (*AJA, AJSLP, JSLHR, and LSHSS*) (45%)
- 3 ASHA Web site (42%)
- 4 ASHA e-newsletters (32%)
- 5 Special Interest Division *Perspectives* publications (25%)
- 6 *The ASHA Leader Online* (13%)
- 7 ASHA podcasts (6%)

Although there were no differences in evaluations by years of ASHA membership, evaluations of audiologists did vary from those of SLPs on five of the seven communication channels. Additionally, more members were unfamiliar with ASHA podcasts (43%) than with any of the other channels (Q. 4).

The two areas in which ASHA received the most ratings of doing an excellent job were communicating with members (29%) and with policy makers (24%) about major issues (Q. 5).

More than half of the SLPs said that publications about specific speech-language pathology topics (69%) were very *important*; 53% of audiologists gave the same rating to publications about audiology topics. Overall, 55% of respondents said that clinical resources were very important, and 35% said the same about consumer education materials (Q. 6).

When the question was changed from *importance* to *satisfaction*, 45% of SLPs were very satisfied with publications about topics in their profession as were 27% of audiologists. Many respondents were unfamiliar with business and marketing resources (46%) and with coding and reimbursement publications (42%; Q. 7).

Practice Policy Documents

Seventy-seven percent of the *audiologists* said that audiology practice policy documents were very or moderately important to them in their work, and 60% had referred to them during the past 12 months. Eighty-one percent of the *SLPs* said that speech-language pathology practice policy documents were very or moderately important to them in their work, and 62% had referred to them during the past 12 months, percentages nearly identical to those of audiologists (Qs. 8 & 9).

Audiologists and SLPs were more likely to use practice policy documents for educating others (69% and 77%, respectively) and for clinical decision making (68% and 77%) than for other reasons (Q. 10).

Cultural and Linguistic Diversity

Overall, 64% of the respondents believed themselves to be moderately or very qualified to provide services to multicultural populations. Audiologists were more confident in their abilities (72%) than were SLPs (63%; Q. 11).

Workforce

Overall, 20% of the respondents said that during the past 12 months they had experienced a reduction in benefits without changes in hours, 15% a reduction in salary without changes in hours, and 12% a change in employment facility. The other four undesired changes in the list of possibilities had each been experienced by fewer than 5% of respondents (Q. 12).

In addition, 13% had experienced an involuntary increase and 9% an involuntary decrease in the number of hours worked; 13% had experienced an involuntary increase and 3% an involuntary decrease in the number of sites served. Most notably, 34% had experienced an involuntary increase in their caseload/workload/productivity requirement. More SLPs (35%) than audiologists (24%) and more respondents who'd been ASHA members for up to five years (43%) than for a longer time (33%) reported this involuntary increase (Q. 13).

When audiologists were asked about three additional undesired changes, 26% had experienced a reduction in margins from hearing aid sales, 33% a reduction in the number of hearing aids sold, and 35% an increase in nonbillable time (Q. 14).

Support Personnel

Thirty-seven percent of the SLPs reported that support personnel were employed at their facility as did 43% of audiologists. The median number of support personnel reported by SLPs was 3, and the median reported by audiologists was 2 (Q. 15).

Audiologists differed from SLPs in the amount of supervision they provided to support personnel, with fewer audiologists (25%) than SLPs (48%) saying they did not supervise (Q. 16). The two professions also differed on the reasons there were no support personnel at their facility. More audiologists (39%) than SLPs (28%) attributed it to their not being budgeted or not needed (55% and 43%, respectively; Q. 17).

A follow-up question about the effects of working with support personnel was asked. Results from respondents who currently had no support personnel at their facility were separated from those who did.

Currently none (Q. 18)

- Overall, 64% said they'd never worked with support personnel.
- 28% of audiologists and 17% of SLPs reported fewer clerical duties as an effect.
- 30% of audiologists and 19% of SLPs had more time to work with clients/patients with more complex needs.
- 7% of audiologists and 14% of SLPs had larger caseloads or workloads.

Currently have 1 or more support personnel in their facility (Q. 19)

- Overall, 27% of this group said they'd never worked with support personnel.
- 64% of audiologists and 33% of SLPs reported fewer clerical duties.
- 71% of audiologists and 36% of SLPs had more time to work with clients/patients with more complex needs.
- Overall, 12% provided services to users of other languages.

A second follow-up question asked those who currently had no support personnel what services they'd like to have provided if they were available. More than half of the *audiologists* selected:

- Perform daily biological calibration checks (59%)
- Assist with infection control (59%)
- Assist with taking histories, record keeping, and scheduling (58%)
- Troubleshoot amplification devices and hearing aids (54%; Q. 20 aud)

and more than half of the *SLPs* selected:

- Assist with clerical duties (71%)
- Document client performance (53%; Q. 20 SLP).

The last follow-up question was asked of respondents who had 1 or more support personnel at their facility. It queried what services were currently provided and what services they'd like in the future.

More than half of the 74 *audiologists* who responded selected 3 current services:

- Assist with taking histories, record keeping, and scheduling (70%)
- Assist with infection control (69%)
- Troubleshoot amplification devices and hearing aids (63%)

and 5 ongoing or future services:

- Assist with taking histories, record keeping, and scheduling (81%)
- Assist with infection control (79%)
- Troubleshoot amplification devices and hearing aids (76%)
- Provide information on devices and hearing conservation (57%)
- Perform daily biological calibration checks (56%; Q. 21 aud)

More than half of the 722 *SLPs* who responded selected 1 current service:

- Assist with clerical duties (56%)

and 5 ongoing or future services:

- Assist with clerical duties (79%)
- Document client performance (67%)
- Assist with informal documentation as directed by the SLP (63%)
- Collect data for monitoring quality improvement (61%)
- Follow treatment plans or protocols developed by the SLP (60%; Q. 21 SLP)

New Governance Model

Nearly 70% of respondents replied that they didn't know or weren't familiar with three aspects of the governance change. Audiologists' responses were not different from SLPs', and years of membership did not make a difference, either (Q. 22).

Members were given an opportunity to evaluate the new ASHA governance structure and process in their own words. Many took this opportunity to provide comments about governance or about other (un)related topics of interest to them. Their open-ended responses can be found in a separate document.

Early Intervention

Overall, 24% of respondents reported that they provided early intervention services to children age 0 to 3 under the direction of an individualized family service plan or IFSP (Q. 36).

Stratified random sampling without replacement was used to select a sample of ASHA-certified audiologists and speech-language pathologists who lived in the United States and who were employed full-time or part-time or were unemployed but seeking employment. The sample was stratified by certification and years of ASHA membership (see Table 1):

Strata	Population Size	Sample Size
Audiologists, 1-5 years ASHA membership	364	364
Audiologists, more than 5 years ASHA membership	7,383	5,000
SLPs, 1-5 years ASHA membership	4,578	4,578
SLPs, more than 5 years ASHA membership	73,244	10,058
Total	85,569	20,000

The 2009 Membership Survey was fielded electronically on three consecutive Tuesdays: October 27, November 3, and November 10. The first fielding was sent to 20,000 sample members. Second and third mailings were smaller because respondents and explicit refusals were removed from the list.

A **17.1% response rate** was obtained ($n = 3,294$ completed surveys from a net sample of 19,290 eligibles).

Disposition	Total	CCC-A, ≤ 5 years	CCC-A, > 5 years	CCC-SLP, ≤ 5 years	CCC-SLP, > 5 years
Sampled	20,000	364	5,000	4,578	10,058
Out of office	3	1	2	-	-
Invitation returned undelivered	675	11	145	94	425
Full mailbox	28	-	6	11	11
Bad email address	1	-	-	-	1
Ineligible (retired, ill, etc.)	3	-	2	-	1
Net sample size	19,290	352	4,845	4,473	9,620
Returned, complete or partial	3,294	50	746	668	1,830
Response rate	17.1%	14.2%	15.4%	14.9%	19.0%

Data have been weighted to reflect their proportion within the Association. Data in the following tables are not reported for cells with fewer than 25 respondents.

Description of statistical terms used in the report can be found in the Appendix.

Membership

Q 1. In your opinion, what kind of job is the Association doing in serving its members? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 3,265)	(n = 295)	(n = 2,971)	(n = 187)	(n = 3,078)
Poor	2.7	3.1	2.7	2.7	2.7
Fair	24.0	30.5	23.3	24.1	24.0
Good	54.0	53.6	54.0	55.1	53.9
Excellent	17.2	9.5	17.9	16.0	17.2
No opinion	2.2	3.4	2.1	2.1	2.2
Statistical significance		$\chi^2(4) = 19.3, p = .001,$ Cramer's V = .077		$\chi^2(4) = 0.2, p = .996$	

Customer Service

Q 2. Have you contacted ASHA's National Office during the past 12 months? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 3,293)	(n = 297)	(n = 2,996)	(n = 190)	(n = 3,103)
Yes (by phone, e-mail, postal mail, fax, or personal visit)	50.2	47.8	50.4	55.3	49.9
No (SKIP to Q. 4)	46.2	47.8	46.1	41.1	46.6
Don't remember (SKIP to Q. 4)	3.6	4.4	3.5	3.7	3.6
Statistical significance		$\chi^2(2) = 1.1, p = .575$		$\chi^2(2) = 2.2, p = .328$	

Q 3. How satisfied were you with your <u>most recent</u> contact with ASHA's National Office? (Percentages)					
Analyses limited to respondents who met the following criterion:					
❖ Responded "Yes" to Q. 2.					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Courtesy of staff					
	(n = 1,616)	(n = 138)	(n = 1,478)	(n = 101)	(n = 1,516)
Very <u>d</u> issatisfied	1.1	2.2	1.0	1.0	1.1
More <u>d</u> issatisfied than satisfied	3.5	2.2	3.6	5.0	3.4
More satisfied than <u>d</u> issatisfied	19.0	21.0	18.8	20.8	18.9
Very satisfied	69.3	65.9	69.6	68.3	69.3
Not applicable	5.7	5.1	5.8	4.0	5.9
Don't remember	1.4	3.6	1.2	1.0	1.5
Statistical significance		Too many cells (25%) have expected count less than 5.		Too many cells (25%) have expected count less than 5.	
Appropriateness of referral/transfer					
	(n = 1,600)	(n = 136)	(n = 1,463)	(n = 102)	(n = 1,499)
Very <u>d</u> issatisfied	1.4	2.2	1.4	2.0	1.4
More <u>d</u> issatisfied than satisfied	3.8	5.9	3.6	3.9	3.8
More satisfied than <u>d</u> issatisfied	19.0	19.9	18.9	20.6	18.9
Very satisfied	58.0	51.5	58.6	60.8	57.8
Not applicable	15.2	15.4	15.2	9.8	15.5
Don't remember	2.6	5.1	2.3	2.9	2.5
Statistical significance		$\chi^2(5) = 7.3, p = .198$		Too many cells (25%) have expected count less than 5.	

(Table 3 continues on next page.)

Q 3 (Cont'd.) How satisfied were you with your <u>most recent</u> contact with ASHA's National Office? (Percentages)					
Analyses limited to respondents who met the following criterion:					
❖ Responded "Yes" to Q. 2.					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Promptness of response					
	(n = 1,618)	(n = 138)	(n = 1,479)	(n = 102)	(n = 1,516)
Very <u>dissatisfied</u>	2.5	4.3	2.4	3.9	2.4
More <u>dissatisfied</u> than satisfied	5.8	7.2	5.6	7.8	5.7
More satisfied than <u>dissatisfied</u>	23.2	22.5	23.3	27.5	23.0
Very satisfied	64.3	58.7	64.9	57.8	64.8
Not applicable	2.7	2.9	2.7	2.0	2.8
Don't remember	1.4	4.3	1.1	1.0	1.4
Statistical significance		Too many cells (25%) have expected count less than 5.		Too many cells (25%) have expected count less than 5.	
Response to your question					
	(n = 1,610)	(n = 139)	(n = 1,470)	(n = 103)	(n = 1,508)
Very <u>dissatisfied</u>	2.9	4.3	2.7	2.9	2.9
More <u>dissatisfied</u> than satisfied	7.2	7.2	7.3	5.8	7.4
More satisfied than <u>dissatisfied</u>	20.3	21.6	20.2	24.3	20.0
Very satisfied	65.6	58.3	66.3	63.1	65.7
Not applicable	3.0	4.3	2.8	1.9	3.1
Don't remember	1.0	4.3	0.7	1.9	1.0
Statistical significance		Too many cells (25%) have expected count less than 5.		Too many cells (25%) have expected count less than 5.	

(Table 3 continues on next page.)

Q 3 (Cont'd.) How satisfied were you with your <u>most recent</u> contact with ASHA's National Office? (Percentages)					
Analyses limited to respondents who met the following criterion: ❖ Responded "Yes" to Q. 2.					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Overall manner in which you were treated					
	(n = 1,609)	(n = 139)	(n = 1,472)	(n = 102)	(n = 1,507)
Very <u>d</u> issatisfied	1.1	2.2	1.0	2.0	1.0
More <u>d</u> issatisfied than satisfied	5.3	4.3	5.4	4.9	5.3
More satisfied than <u>d</u> issatisfied	21.1	22.3	21.0	23.5	21.0
Very satisfied	68.3	64.7	68.5	66.7	68.4
Not applicable	3.2	3.6	3.2	2.0	3.3
Don't remember	1.1	2.9	1.0	1.0	1.1
Statistical significance		Too many cells (25%) have expected count less than 5.		Too many cells (25%) have expected count less than 5.	



Communications

Q 4. How well do the following ASHA communication channels keep you informed about issues relevant to your professional interests? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
ASHA e-newsletters					
	(n = 3,141)	(n = 277)	(n = 2,864)	(n = 179)	(n = 2,963)
Not at all	5.1	5.1	5.1	4.5	5.1
Slightly	12.2	14.8	11.9	15.6	11.9
Moderately	26.9	28.9	26.7	27.9	26.8
Very	31.7	30.0	31.8	26.3	32.0
Not familiar	10.1	7.6	10.3	8.4	10.2
Familiar with, but not enough to judge	14.1	13.7	14.2	17.3	13.9
Statistical significance		$\chi^2(5) = 4.4, p = .491$		$\chi^2(5) = 5.8, p = .327$	
ASHA Web site					
	(n = 3,153)	(n = 277)	(n = 2,877)	(n = 180)	(n = 2,972)
Not at all	2.3	3.6	2.2	1.7	2.4
Slightly	11.6	15.2	11.2	12.2	11.5
Moderately	33.4	32.1	33.5	35.0	33.3
Very	41.9	31.4	43.0	45.6	41.7
Not familiar	1.9	3.6	1.8	1.1	2.0
Familiar with, but not enough to judge	8.9	14.1	8.3	4.4	9.1
Statistical significance		$\chi^2(5) = 27.6, p = .000,$ Cramer's V = .094		$\chi^2(5) = 6.0, p = .304$	

(Table 4 continues on next page.)

Q 4 (Cont'd.) How well do the following ASHA communication channels keep you informed about issues relevant to your professional interests? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
ASHA podcasts					
	(n = 3,109)	(n = 275)	(n = 2,835)	(n = 178)	(n = 2,931)
Not at all	11.9	13.1	11.8	12.4	11.9
Slightly	5.8	7.3	5.7	5.1	5.8
Moderately	7.5	7.3	7.5	6.2	7.5
Very	5.6	3.6	5.8	3.9	5.7
Not familiar	43.0	37.8	43.6	47.2	42.8
Familiar with, but not enough to judge	26.1	30.9	25.6	25.3	26.2
Statistical significance		$\chi^2(5) = 8.2, p = .148$		$\chi^2(5) = 2.4, p = .792$	
Scholarly journals (AJA, AJSLP, JSLHR, and LSHSS)					
	(n = 3,150)	(n = 278)	(n = 2,872)	(n = 177)	(n = 2,972)
Not at all	3.2	3.2	3.2	2.3	3.3
Slightly	11.5	14.0	11.2	7.9	11.7
Moderately	35.2	35.6	35.1	31.6	35.4
Very	44.9	38.5	45.5	50.3	44.5
Not familiar	0.8	1.8	0.7	2.3	0.7
Familiar with, but not enough to judge	4.4	6.8	4.2	5.6	4.3
Statistical significance		$\chi^2(5) = 12.0, p = .034,$ Cramer's V = .062		$\chi^2(5) = 10.3, p = .068$	

(Table 4 continues on next page.)

Q 4 (Cont'd.) How well do the following ASHA communication channels keep you informed about issues relevant to your professional interests? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Special Interest Division <i>Perspectives</i> publications					
	(n = 3,114)	(n = 272)	(n = 2,842)	(n = 177)	(n = 2,937)
Not at all	8.1	12.1	7.7	7.9	8.1
Slightly	7.0	9.9	6.8	6.8	7.1
Moderately	14.0	12.9	14.1	14.1	14.0
Very	25.2	10.7	26.5	20.9	25.4
Not familiar	23.1	27.6	22.7	26.0	22.9
Familiar with, but not enough to judge	22.6	26.8	22.2	24.3	22.5
Statistical significance		$\chi^2(5) = 39.6, p = .000,$ Cramer's V = .113		$\chi^2(5) = 2.3, p = .808$	
<i>The ASHA Leader</i>					
	(n = 3,164)	(n = 278)	(n = 2,886)	(n = 183)	(n = 2,981)
Not at all	1.6	2.2	1.5	1.6	1.6
Slightly	6.9	14.4	6.2	7.7	6.9
Moderately	26.4	33.8	25.7	28.4	26.3
Very	62.4	45.3	64.0	59.0	62.6
Not familiar	0.8	1.1	0.8	1.1	0.8
Familiar with, but not enough to judge	1.9	3.2	1.7	2.2	1.8
Statistical significance		$\chi^2(5) = 48.8, p = .000,$ Cramer's V = .124		$\chi^2(5) = 1.1, p = .952$	
(Table 4 continues on next page.)					

Q 4 (Cont'd.) How well do the following ASHA communication channels keep you informed about issues relevant to your professional interests? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
<i>The ASHA Leader Online</i>					
	(n = 3,089)	(n = 275)	(n = 2,813)	(n = 177)	(n = 2,911)
Not at all	11.0	10.9	11.1	10.2	11.1
Slightly	6.1	10.9	5.6	5.1	6.1
Moderately	9.5	12.4	9.2	11.9	9.3
Very	12.5	13.1	12.5	14.1	12.4
Not familiar	33.0	24.7	33.8	31.6	33.1
Familiar with, but not enough to judge	27.8	28.0	27.8	27.1	27.9
Statistical significance		$\chi^2(5) = 20.5, p = .001,$ Cramer's V = .081		$\chi^2(5) = 2.1, p = .833$	

Q 5. Overall, what kind of job has the Association done in the following areas? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Raising the public's <u>awareness</u> of the professions and discipline					
	(n = 3,154)	(n = 273)	(n = 2,881)	(n = 179)	(n = 2,975)
Poor	5.6	8.1	5.3	7.3	5.4
Fair	28.8	29.3	28.7	30.7	28.6
Good	45.9	46.2	45.9	43.0	46.1
Excellent	12.0	9.5	12.3	9.5	12.2
Not familiar	7.7	7.0	7.8	9.5	7.7
Statistical significance		$\chi^2(4) = 5.2, p = .267$		$\chi^2(4) = 3.3, p = .503$	

(Table 5 continues on next page.)

Q 5 (Cont'd.) Overall, what kind of job has the Association done in the following areas? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Raising the perceived <u>value</u> of the professions and discipline among the public					
	(n = 3,142)	(n = 274)	(n = 2,868)	(n = 179)	(n = 2,963)
Poor	8.6	9.9	8.5	8.4	8.6
Fair	30.3	35.0	29.8	31.3	30.2
Good	43.0	40.1	43.3	41.3	43.1
Excellent	9.9	6.9	10.2	10.6	9.9
Not familiar	8.2	8.0	8.2	8.4	8.2
Statistical significance		$\chi^2(4) = 6.1, p = .192$		$\chi^2(4) = 0.3, p = .990$	
Communicating with <u>members</u> about major issues that have a direct impact on the professions and discipline					
	(n = 3,151)	(n = 274)	(n = 2,878)	(n = 178)	(n = 2,973)
Poor	2.8	2.2	2.8	1.7	2.8
Fair	17.0	17.9	17.0	17.4	17.0
Good	49.8	47.8	50.0	55.1	49.5
Excellent	29.3	29.9	29.2	23.6	29.6
Not familiar	1.1	2.2	1.0	2.2	1.0
Statistical significance		$\chi^2(4) = 4.2, p = .379$		$\chi^2(4) = 6.3, p = .177$	
Communicating with <u>policy makers</u> about major issues that have a direct impact on the professions and discipline					
	(n = 3,132)	(n = 272)	(n = 2,861)	(n = 180)	(n = 2,953)
Poor	3.2	2.9	3.2	2.8	3.2
Fair	14.7	17.3	14.5	16.1	14.6
Good	45.7	41.9	46.1	44.4	45.8
Excellent	24.4	26.1	24.3	23.3	24.5
Not familiar	11.9	11.8	12.0	13.3	11.9
Statistical significance		$\chi^2(4) = 2.7, p = .611$		$\chi^2(4) = 0.8, p = .938$	

Q 6. Please indicate how <u>important</u> each of the following ASHA resources is to you in your professional role. (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Business and marketing resources					
	(n = 3,076)	(n = 265)	(n = 2,811)	(n = 173)	(n = 2,902)
Not at all	35.1	32.8	35.3	28.3	35.5
Slightly	26.9	25.3	27.1	24.9	27.1
Moderately	19.5	19.2	19.6	22.5	19.3
Very	9.6	11.3	9.4	11.6	9.5
Not familiar	8.8	11.3	8.6	12.7	8.6
Statistical significance		$\chi^2(4) = 3.6, p = .456$		$\chi^2(4) = 7.4, p = .116$	
Consumer education materials					
	(n = 3,077)	(n = 265)	(n = 2,811)	(n = 173)	(n = 2,905)
Not at all	7.5	9.8	7.3	4.6	7.7
Slightly	21.8	22.6	21.8	16.8	22.1
Moderately	32.7	33.2	32.7	29.5	32.9
Very	34.5	28.3	35.0	43.4	33.9
Not familiar	3.5	6.0	3.2	5.8	3.3
Statistical significance		$\chi^2(4) = 11.0, p = .027,$ Cramer's V = .060		$\chi^2(4) = 11.8, p = .019,$ Cramer's V = .062	

(Table 6 continues on next page.)



Q 6 (Cont'd.) Please indicate how <u>important</u> each of the following ASHA resources is to you in your professional role. (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Coding and reimbursement publications					
	(n = 3,070)	(n = 264)	(n = 2,806)	(n = 172)	(n = 2,898)
Not at all	28.7	18.9	29.7	20.3	29.2
Slightly	19.6	13.3	20.2	19.8	19.6
Moderately	19.3	25.0	18.7	23.3	19.0
Very	21.9	33.3	20.7	23.8	21.7
Not familiar	10.5	9.5	10.6	12.8	10.4
Statistical significance		$\chi^2(4) = 38.4, p = .000,$ Cramer's V = .112		$\chi^2(4) = 7.1, p = .129$	
Publications about specific <u>audiology</u> topics					
	(n = 265)	(n = 265)		(n = 11)	(n = 254)
Not at all	2.7	2.7	Question limited to CCC-A	n < 25	2.4
Slightly	10.1	10.1			10.2
Moderately	29.5	29.5			29.9
Very	53.3	53.3			53.1
Not familiar	4.4	4.4			4.3
Statistical significance					

(Table 6 continues on next page.)

Q 6 (Cont'd.) Please indicate how <u>important</u> each of the following ASHA resources is to you in your professional role. (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Publications about specific <u>speech-language pathology</u> topics					
	(n = 2,813)		(n = 2,813)	(n = 163)	(n = 2,651)
Not at all	1.6	Question limited to CCC-SLP	1.6	1.2	1.7
Slightly	5.7		5.7	4.9	5.8
Moderately	22.8		22.8	19.0	23.0
Very	68.9		68.9	73.0	68.7
Not familiar	0.9		0.9	1.8	0.9
Statistical significance				Too many cells (20%) have expected count less than 5.	
Clinical resources					
	(n = 3,060)	(n = 265)	(n = 2,795)	(n = 174)	(n = 2,888)
Not at all	4.1	6.4	3.8	2.3	4.2
Slightly	9.8	15.8	9.2	6.9	10.0
Moderately	27.1	32.1	26.7	23.0	27.4
Very	55.3	37.0	57.0	64.4	54.7
Not familiar	3.7	8.7	3.3	3.4	3.7
Statistical significance		$\chi^2(4) = 54.1, p = .000,$ Cramer's V = .133		$\chi^2(4) = 7.0, p = .136$	

Q 7. Please indicate how satisfied you are with each of the following ASHA resources. (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Business and marketing resources					
	(n = 3,047)	(n = 264)	(n = 2,784)	(n = 173)	(n = 2,875)
Not at all	6.2	7.6	6.1	4.0	6.4
Slightly	14.6	15.5	14.5	14.5	14.6
Moderately	25.3	25.8	25.3	24.9	25.3
Very	8.2	6.1	8.4	8.7	8.2
Not familiar	45.6	45.1	45.7	48.0	45.5
Statistical significance		$\chi^2(4) = 2.7, p = .602$		$\chi^2(4) = 1.7, p = .792$	
Consumer education materials					
	(n = 3,059)	(n = 263)	(n = 2,795)	(n = 173)	(n = 2,887)
Not at all	3.0	4.2	2.9	2.3	3.0
Slightly	18.1	17.5	18.2	15.6	18.3
Moderately	42.2	38.8	42.5	43.9	42.1
Very	24.9	24.0	25.0	22.0	25.0
Not familiar	11.8	15.6	11.4	16.2	11.5
Statistical significance		$\chi^2(4) = 5.9, p = .210$		$\chi^2(4) = 4.7, p = .321$	
Coding and reimbursement publications					
	(n = 3,041)	(n = 264)	(n = 2,778)	(n = 171)	(n = 2,869)
Not at all	4.9	4.9	4.9	2.9	5.1
Slightly	12.9	14.4	12.8	12.9	13.0
Moderately	27.5	31.8	27.1	30.4	27.3
Very	13.2	17.8	12.7	12.3	13.2
Not familiar	41.5	31.1	42.4	41.5	41.4
Statistical significance		$\chi^2(4) = 14.7, p = .005,$ Cramer's V = .069		$\chi^2(4) = 2.2, p = .704$	

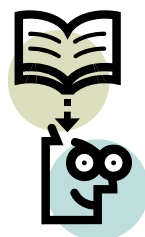
(Table 7 continues on next page.)

Q 7 (Cont'd.) Please indicate how satisfied you are with each of the following ASHA resources. (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Publications about specific <u>audiology</u> topics					
	(n = 264)	(n = 264)		(n = 10)	(n = 254)
Not at all	4.3	4.3	Question limited to CCC-A	n < 25	3.9
Slightly	18.8	18.8			18.5
Moderately	42.6	42.6			42.9
Very	26.5	26.5			27.2
Not familiar	7.8	7.8			7.5
Statistical significance					
Publications about specific <u>speech-language pathology</u> topics					
	(n = 2,794)		(n = 2,794)	(n = 162)	(n = 2,631)
Not at all	1.9	Question limited to CCC-SLP	1.9	1.9	1.9
Slightly	10.2		10.2	8.0	10.3
Moderately	40.3		40.3	44.4	40.1
Very	45.0		45.0	41.4	45.3
Not familiar	2.5		2.5	4.3	2.4
Statistical significance				Too many cells (20%) have expected count less than 5.	
Clinical resources					
	(n = 3,050)	(n = 260)	(n = 2,789)	(n = 171)	(n = 2,878)
Not at all	2.8	4.2	2.7	2.9	2.8
Slightly	14.2	18.5	13.8	14.6	14.1
Moderately	43.0	38.8	43.4	48.0	42.7
Very	31.0	21.2	31.9	24.6	31.4
Not familiar	9.0	17.3	8.2	9.9	8.9
Statistical significance		$\chi^2(4) = 37.9, p = .000,$ Cramer's V = .112		$\chi^2(4) = 3.7, p = .449$	

Practice Policy Documents (audiology)

Q 8. How important are ASHA's audiology practice policy documents to you in your work? (Percentages)					
Analyses limited to respondents who met the following criterion:					
❖ CCC-A					
Response	Total (<i>n</i> = 265)	CCC-A (<i>n</i> = 265)	CCC-SLP	≤ 5 years (<i>n</i> = 10)	> 5 years (<i>n</i> = 254)
Not at all	5.9	5.9	Question limited to CCC-A	<i>n</i> < 25	5.9
Slightly	15.5	15.5			15.4
Moderately	32.0	32.0			32.3
Very	44.7	44.7			44.5
Not applicable	1.8	1.8			2.0

Q 9. Have you referred to ASHA's audiology practice policy documents during the past 12 months? (Percentages)					
Analyses limited to respondents who met the following criterion:					
❖ CCC-A					
Response	Total (<i>n</i> = 265)	CCC-A (<i>n</i> = 265)	CCC-SLP	≤ 5 years (<i>n</i> = 10)	> 5 years (<i>n</i> = 254)
Yes	59.6	59.6	Question limited to CCC-A	<i>n</i> < 25	59.8
No	40.4	40.4			40.2



Q 10. How likely are you to use ASHA's audiology practice policy documents for the following purposes? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Legislative advocacy					
	(n = 260)	(n = 260)		(n = 10)	(n = 251)
Not at all	32.4	32.4	Question limited to CCC-A	n < 25	32.3
Slightly	24.7	24.7			24.7
Moderately	20.1	20.1			20.3
Very	11.0	11.0			10.8
Not applicable	11.8	11.8			12.0
Clinical decision making					
	(n = 259)	(n = 259)		(n = 10)	(n = 249)
Not at all	11.7	11.7	Question limited to CCC-A	n < 25	11.6
Slightly	15.9	15.9			16.1
Moderately	34.1	34.1			34.1
Very	34.1	34.1			34.1
Not applicable	4.2	4.2			4.0
Educating others					
	(n = 260)	(n = 260)		(n = 9)	(n = 250)
Not at all	10.3	10.3	Question limited to CCC-A	n < 25	10.0
Slightly	16.9	16.9			17.2
Moderately	33.1	33.1			33.2
Very	36.3	36.3			36.0
Not applicable	3.5	3.5			3.6
(Table 10 audiology continues on next page.)					

Q 10 (Cont'd.) How likely are you to use ASHA's audiology practice policy documents for the following purposes? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Negotiating with employers					
	(n = 260)	(n = 260)		(n = 11)	(n = 251)
Not at all	32.8	32.8	Question limited to CCC-A	n < 25	33.1
Slightly	21.4	21.4			21.5
Moderately	20.2	20.2			20.3
Very	13.5	13.5			13.1
Not applicable	12.0	12.0			12.0
Research					
	(n = 260)	(n = 260)		(n = 10)	(n = 250)
Not at all	25.1	25.1	Question limited to CCC-A	n < 25	24.8
Slightly	20.1	20.1			20.4
Moderately	23.3	23.3			23.6
Very	15.4	15.4			14.8
Not applicable	16.0	16.0			16.4
Other (specify) Contact the Surveys and Information Team at ASHA for more information on the "specified, other" responses.					
	(n = 107)	(n = 107)		(n = 4)	(n = 103)
Not at all	24.2	24.2	Question limited to CCC-A	n < 25	24.3
Slightly	2.4	2.4			1.9
Moderately	2.9	2.9			2.9
Very	3.1	3.1			2.9
Not applicable	67.5	67.5			68.0

Practice Policy Documents (speech-language pathology)

Q 8. How important are ASHA's **speech-language pathology** practice policy documents to you in your work?
(Percentages)
Analyses limited to respondents who met the following criterion:
❖ CCC-SLP

Response	Total (n = 2,798)	CCC-A	CCC-SLP (n = 2,798)	≤ 5 years (n = 164)	> 5 years (n = 2,634)
Not at all	3.6	Question limited to CCC-SLP	3.6	1.8	3.7
Slightly	13.4		13.4	11.0	13.5
Moderately	30.4		30.4	31.1	30.4
Very	50.5		50.5	53.0	50.3
Not applicable	2.2		2.2	3.0	2.1
Statistical significance			$\chi^2(4) = 3.1, p = .533$		

Q 9. Have you referred to ASHA's **speech-language pathology** practice policy documents during the past 12 months?
(Percentages)
Analyses limited to respondents who met the following criterion:
❖ CCC-SLP

Response	Total (n = 2,803)	CCC-A	CCC-SLP (n = 2,803)	≤ 5 years (n = 162)	> 5 years (n = 2,641)
Yes	61.9	Question limited to CCC-SLP	61.9	65.4	61.7
No	38.1		38.1	34.6	38.3
Statistical significance			Fisher's Exact Test $p = .360$		

Q 10. How likely are you to use ASHA's speech-language pathology practice policy documents for the following purposes? (Percentages)					
Analyses limited to respondents who met the following criterion:					
❖ CCC-SLP					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Legislative advocacy					
	(n = 2,749)		(n = 2,749)	(n = 160)	(n = 2,590)
Not at all	38.8	Question limited to CCC-SLP	38.8	37.5	38.9
Slightly	24.1		24.1	22.5	24.2
Moderately	16.0		16.0	15.6	16.0
Very	9.8		9.8	11.9	9.7
Not applicable	11.3		11.3	12.5	11.2
Statistical significance				$\chi^2(4) = 1.2, p = .873$	
Clinical decision making					
	(n = 2,769)		(n = 2,769)	(n = 161)	(n = 2,608)
Not at all	6.4	Question limited to CCC-SLP	6.4	3.7	6.6
Slightly	14.0		14.0	12.4	14.1
Moderately	32.6		32.6	34.2	32.6
Very	44.2		44.2	47.8	43.9
Not applicable	2.8		2.8	1.9	2.8
Statistical significance				$\chi^2(4) = 3.4, p = .499$	

(Table 10 SLP continues on next page.)

Q 10 (Cont'd.) How likely are you to use ASHA's speech-language pathology practice policy documents for the following purposes? (Percentages)					
Analyses limited to respondents who met the following criterion:					
❖ CCC-SLP					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Educating others					
	(n = 2,767)		(n = 2,767)	(n = 159)	(n = 2,607)
Not at all	6.2	Question limited to CCC-SLP	6.2	3.8	6.3
Slightly	14.7		14.7	11.9	14.9
Moderately	32.0		32.0	35.8	31.8
Very	44.7		44.7	47.2	44.6
Not applicable	2.4		2.4	1.3	2.4
Statistical significance				$\chi^2(4) = 4.3, p = .366$	
Negotiating with employers					
	(n = 2,759)		(n = 2,759)	(n = 161)	(n = 2,598)
Not at all	27.5	Question limited to CCC-SLP	27.5	16.8	28.1
Slightly	20.2		20.2	23.0	20.1
Moderately	22.7		22.7	28.0	22.4
Very	18.8		18.8	22.4	18.6
Not applicable	10.8		10.8	9.9	10.9
Statistical significance				$\chi^2(4) = 11.1, p = .026,$ Cramer's V = .063	
(Table 10 SLP continues on next page.)					

Q 10 (Cont'd.) How likely are you to use ASHA's speech-language pathology practice policy documents for the following purposes? (Percentages)					
Analyses limited to respondents who met the following criterion:					
❖ CCC-SLP					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Research					
	(n = 2,749)		(n = 2,749)	(n = 158)	(n = 2,589)
Not at all	26.1	Question limited to CCC-SLP	26.1	13.9	26.8
Slightly	17.4		17.4	16.5	17.5
Moderately	22.1		22.1	29.7	21.6
Very	21.2		21.2	30.4	20.6
Not applicable	13.2		13.2	9.5	13.4
Statistical significance				$\chi^2(4) = 22.6, p = .000,$ Cramer's V = .091	
Other (specify)					
Contact the Surveys and Information Team at ASHA for more information on the "specified, other" responses.					
	(n = 992)		(n = 992)	(n = 67)	(n = 925)
Not at all	25.7	Question limited to CCC-SLP	25.7	19.4	26.2
Slightly	3.1		3.1	1.5	3.1
Moderately	3.9		3.9	3.0	4.0
Very	5.1		5.1	4.5	5.2
Not applicable	62.2		62.2	71.6	61.5
Statistical significance				Too many cells (30%) have expected count less than 5.	

Cultural and Linguistic Diversity

Q 11. How qualified do you believe you are to provide services to multicultural populations? (Please respond even if you are not currently a clinical service provider.) (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 3,044)	(n = 260)	(n = 2,784)	(n = 170)	(n = 2,875)
Not at all	5.7	4.6	5.8	3.5	5.8
Slightly	30.3	23.8	30.9	28.2	30.4
Moderately	45.9	43.8	46.1	44.1	46.0
Very	18.1	27.7	17.2	24.1	17.8
Statistical significance		$\chi^2(3) = 19.0, p = .000,$ Cramer's V = .079		$\chi^2(3) = 5.4, p = .142$	

Workforce

Q 12. During the past 12 months, have <u>you personally</u> experienced any of the following <u>undesired</u> changes in your employment situation? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Job loss/layoff					
	(n = 3,023)	(n = 259)	(n = 2,764)	(n = 169)	(n = 2,853)
Yes	3.6	3.9	3.6	4.7	3.5
No	96.4	96.1	96.4	95.3	96.5
Statistical significance		Fisher's Exact Test $p = .729$		Fisher's Exact Test $p = .394$	
Reduction in salary (without changes in hours)					
	(n = 3,013)	(n = 259)	(n = 2,754)	(n = 170)	(n = 2,844)
Yes	15.1	14.3	15.2	15.9	15.0
No	84.9	85.7	84.8	84.1	85.0
Statistical significance		Fisher's Exact Test $p = .785$		Fisher's Exact Test $p = .741$	

(Table 12 continues on next page.)

Q 12 (Cont'd.) During the past 12 months, have you personally experienced any of the following <u>undesired</u> changes in your employment situation? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Reduction in benefits (without changes in hours)					
	(n = 3,023)	(n = 259)	(n = 2,763)	(n = 169)	(n = 2,853)
Yes	19.8	22.8	19.5	20.1	19.8
No	80.2	77.2	80.5	79.9	80.2
Statistical significance		Fisher's Exact Test $p = .221$		Fisher's Exact Test $p = .921$	
Conversion from salaried to hourly or PRN pay					
	(n = 3,019)	(n = 260)	(n = 2,760)	(n = 168)	(n = 2,851)
Yes	3.7	2.7	3.8	4.8	3.7
No	96.3	97.3	96.2	95.2	96.3
Statistical significance		Fisher's Exact Test $p = .492$		Fisher's Exact Test $p = .407$	
Replacement by support personnel					
	(n = 3,016)	(n = 259)	(n = 2,757)	(n = 169)	(n = 2,848)
Yes	2.7	1.5	2.8	4.7	2.6
No	97.3	98.5	97.2	95.3	97.4
Statistical significance		Fisher's Exact Test $p = .313$		Fisher's Exact Test $p = .133$	
Change in employment facility					
	(n = 3,022)	(n = 259)	(n = 2,763)	(n = 169)	(n = 2,852)
Yes	11.6	6.9	12.1	17.8	11.3
No	88.4	93.1	87.9	82.2	88.7
Statistical significance		Fisher's Exact Test $p = .014$ $Phi = .045$		Fisher's Exact Test $p = .013$ $Phi = .047$	

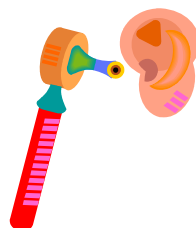
(Table 12 continues on next page.)

Q 12 (Cont'd.) During the past 12 months, have you personally experienced any of the following <u>undesired</u> changes in your employment situation? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Employment facility closed					
	(n = 2,993)	(n = 258)	(n = 2,735)	(n = 167)	(n = 2,826)
Yes	1.2	1.2	1.1	1.2	1.1
No	98.8	98.8	98.9	98.8	98.9
Statistical significance		Fisher's Exact Test $p = 1.000$		Fisher's Exact Test $p = .715$	



Q 13. Please indicate whether <u>you personally</u> experienced any of the following <u>involuntary</u> changes during the past 12 months. (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
The number of hours you work					
	(n = 3,009)	(n = 258)	(n = 2,750)	(n = 169)	(n = 2,840)
Involuntary increase	13.1	11.2	13.3	13.0	13.1
Involuntary decrease	9.3	8.5	9.3	11.2	9.2
No involuntary change	77.6	80.2	77.4	75.7	77.7
Statistical significance		$\chi^2(2) = 1.1, p = .565$		$\chi^2(2) = 0.8, p = .660$	
The number of sites you serve					
	(n = 2,993)	(n = 258)	(n = 2,735)	(n = 168)	(n = 2,824)
Involuntary increase	13.2	9.3	13.6	17.3	13.0
Involuntary decrease	2.8	2.7	2.8	3.6	2.7
No involuntary change	84.0	88.0	83.5	79.2	84.3
Statistical significance		$\chi^2(2) = 3.9, p = .142$		$\chi^2(2) = 2.9, p = .214$	
Your caseload/workload/productivity requirement					
	(n = 3,010)	(n = 259)	(n = 2,751)	(n = 168)	(n = 2,842)
Involuntary increase	33.6	23.9	34.5	42.9	33.1
Involuntary decrease	3.1	4.6	3.0	4.2	3.1
No involuntary change	63.2	71.4	62.5	53.0	63.9
Statistical significance		$\chi^2(2) = 12.9, p = .002$ Cramer's V = .065		$\chi^2(2) = 7.9, p = .020$ Cramer's V = .052	

Q 14. During the past 12 months have <u>you personally</u> experienced any of the following undesired changes? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
Reduction in the number of hearing aids sold					
	(n = 247)	(n = 247)		(n = 9)	(n = 238)
Yes	32.9	32.9	Question limited to CCC-A	n < 25	32.8
No	67.1	67.1			67.2
Reduction in margins from hearing aid sales					
	(n = 247)	(n = 247)		(n = 9)	(n = 238)
Yes	26.0	26.0	Question limited to CCC-A	n < 25	26.1
No	74.0	74.0			73.9
Increase in nonbillable time for audiology services					
	(n = 249)	(n = 249)		(n = 10)	(n = 240)
Yes	34.6	34.6	Question limited to CCC-A	n < 25	34.6
No	65.4	65.4			65.4



Support Personnel

Q 15. How many audiology support personnel are employed at your facility? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A					
Response	Total (n = 261)	CCC-A (n = 261)	CCC-SLP	≤ 5 years (n = 9)	> 5 years (n = 251)
None (SKIP to Q. 17)	57.1	57.1	Question limited to CCC-A	n < 25	57.4
One or more	42.9	42.9			42.6
If "One or more," how many? <i>Please use whole numbers only.</i> (Count)					
Response	Total (n = 99)	CCC-A (n = 99)	CCC-SLP	≤ 5 years (n = 4)	> 5 years (n = 94)
Mean	3.7	3.7	Question limited to CCC-A	n < 25	3.8
Standard deviation	7.0	7.0			7.1
25th percentile	1.0	1.0			1.0
50th percentile (median)	2.0	2.0			2.0
75th percentile	3.5	3.5			4.0
Mode	1.0	1.0			1.0



Q 15. How many speech-language pathology support personnel are employed at your facility? (Percentages)					
Analyses limited to respondents who met the following criterion:					
❖ CCC-SLP					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 2,779)		(n = 2,779)	(n = 160)	(n = 2,619)
None (SKIP to Q. 17)	62.9	Question limited to CCC-SLP	62.9	60.0	63.1
One or more	37.1		37.1	40.0	36.9
Statistical significance				Fisher's Exact Test $p = .448$	
If "One or more," how many? <i>Please use whole numbers only.</i> (Count)					
	(n = 905)		(n = 905)	(n = 56)	(n = 849)
Mean	7.3	Question limited to CCC-SLP	7.3	5.4	7.4
Standard deviation	14.5		14.5	11.7	14.7
25th percentile	1.0		1.0	1.0	1.0
50th percentile (median)	3.0		3.0	2.0	3.0
75th percentile	6.4		6.4	4.0	7.0
Mode	1.0		1.0	1.0	1.0
Statistical significance				$F(1, 903) = 1.0, p = .309$	



Q 16. How much supervision do you provide to support personnel? (Percentages)					
Analyses limited to respondents who met the following criterion:					
❖ Responded "1 or more" to Q 15					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 1,140)	(n = 111)	(n = 1,029)	(n = 69)	(n = 1,071)
Not applicable; do not supervise support personnel	45.5	25.2	47.7	55.1	44.9
Approximately 10% direct	6.4	8.1	6.3	4.3	6.5
Approximately 20% direct	7.0	5.4	7.2	4.3	7.2
Approximately 30% direct	4.5	2.7	4.7	2.9	4.6
More than 30% direct	12.5	19.8	11.7	11.6	12.5
Indirect only	7.6	8.1	7.6	4.3	7.8
Varied, based on need	16.4	30.6	14.9	17.4	16.4
Statistical significance		$\chi^2(6) = 33.5, p = .000,$ Cramer's V = .171		Too many cells (21%) have expected count less than 5.	



Q 17. Why are no support personnel employed at your facility? <i>Select all that apply.</i> (Percentages)					
Analyses limited to respondents who met the following criterion: ❖ Responded "none" to Q 15					
Response	Total (n = 1,899)	CCC-A (n ≥ 149)	CCC-SLP (n ≥ 1,749)	≤ 5 years (n ≥ 101)	> 5 years (n = 1,797)
Lack of reimbursement	11.0	11.4	11.0	10.8	11.1
Lack of time for supervision	7.9	8.7	7.8	7.9	7.9
Limited education/experience as a supervisor of support personnel	2.3	2.7	2.3	2.9	2.3
Dissatisfaction with previous support personnel	1.1	2.0	1.0	1.0	1.1
Not budgeted	28.9	38.9 ^a	28.0 ^a	33.3	28.7
Not needed	43.9	55.0 ^b	42.9 ^b	43.1	44.0
Don't know	18.8	6.7 ^c	19.8 ^c	29.7 ^e	18.2 ^e
Other (specify)	18.1	11.4 ^d	18.6 ^d	9.9 ^f	18.5 ^f
Statistical significance		^a Fisher's = .006, <i>Phi</i> = .065 ^b Fisher's = .005, <i>Phi</i> = .066 ^c Fisher's = .000, <i>Phi</i> = .091 ^d Fisher's = .026, <i>Phi</i> = .050		^e Fisher's = .006, <i>Phi</i> = .066 ^f Fisher's = .032, <i>Phi</i> = .050	

**Contact the Surveys and Information Team at ASHA
for more information on the "specified, other" responses.**



Q 18. In all of your years of experience, what are the effects of working with support personnel? <i>Select all that apply.</i> (Percentages) Analyses limited to respondents who met the following criterion: ❖ Responded "none" to Q 15					
Response	Total (n = 1,899)	CCC-A (n ≥ 149)	CCC-SLP (n ≥ 1,749)	≤ 5 years (n ≥ 101)	> 5 years (n ≥ 1,797)
Not applicable; have not worked with support personnel	63.7	57.7	64.2	68.3	63.4
Fewer clerical duties	18.1	28.2 ^a	17.2 ^a	17.8	18.1
More time to work with clients/patients with more complex needs	19.4	30.2 ^b	18.5 ^b	17.8	19.5
Services to users of other languages	7.0	8.1	6.9	8.8	6.9
Larger caseload or workload	13.7	7.4 ^c	14.2 ^c	7.9	14.0
Increased frequency/intensity of service	11.6	12.1	11.6	7.9	11.9
Response to personnel shortage	11.7	6.7 ^d	12.1 ^d	9.9	11.8
Statistical significance		^a Fisher's = .002, <i>Phi</i> = .077 ^b Fisher's = .001, <i>Phi</i> = .079 ^c Fisher's = .018, <i>Phi</i> = .053 ^d Fisher's = .047, <i>Phi</i> = .045		All Fisher's Exact Test values > .05	



Q 19. In all of your years of experience, what are the effects of working with support personnel? <i>Select all that apply.</i> (Percentages) Analyses limited to respondents who met the following criterion: ❖ Responded "1 or more" to Q 15					
Response	Total (n = 1,142)	CCC-A (n = 112)	CCC-SLP (n = 1,030)	≤ 5 years (n ≥ 68)	> 5 years (n ≥ 1,073)
Not applicable; have not worked with support personnel	27.2	7.1 ^a	29.4 ^a	27.9	27.2
Fewer clerical duties	35.9	64.3 ^b	32.9 ^b	36.2	35.9
More time to work with clients/patients with more complex needs	39.7	70.5 ^c	36.3 ^c	42.0	39.6
Services to users of other languages	11.8	14.3	11.6	11.8	11.7
Larger caseload or workload	28.9	25.0	29.3	29.4	28.9
Increased frequency/intensity of service	27.8	31.3	27.5	24.6	28.1
Response to personnel shortage	25.7	20.5	26.3	21.7	25.9
Statistical significance		^a Fisher's = .000, <i>Phi</i> = .149 ^b Fisher's = .000, <i>Phi</i> = .194 ^c Fisher's = .000, <i>Phi</i> = .208		All Fisher's Exact Test values > .05	

Q 20. What services would you like to have provided if support personnel were available at your facility in the future? (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-A ❖ Responded "None" to Q 15					
Response	Total (n ≥ 142)	CCC-A (n ≥ 142)	CCC-SLP	≤ 5 years (n ≥ 5)	> 5 years (n ≥ 137)
Troubleshoot amplification devices and hearing aids					
Desired service	54.1	54.1	Question limited to CCC-A	n < 25	54.6
Not desired	24.5	24.5			24.1
Not applicable at my facility	21.4	21.4			21.3
(Table 20 audiology continues on next page.)					

Q 20 (Cont'd.) What services would you like to have provided if support personnel were available at your facility in the future? (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-A					
❖ Responded "None" to Q 15					
Response	Total (<i>n</i> ≥ 142)	CCC-A (<i>n</i> ≥ 142)	CCC-SLP	≤ 5 years (<i>n</i> ≥ 5)	> 5 years (<i>n</i> ≥ 137)
Provide information on devices and hearing conservation					
Desired service	28.6	28.6	Question limited to CCC-A	<i>n</i> < 25	28.1
Not desired	49.4	49.4			49.6
Not applicable at my facility	22.1	22.1			22.3
Assist audiologist during hearing testing					
Desired service	37.5	37.5	Question limited to CCC-A	<i>n</i> < 25	37.6
Not desired	44.5	44.5			44.0
Not applicable at my facility	17.9	17.9			18.4
Assist audiologist during vestibular testing					
Desired service	14.5	14.5	Question limited to CCC-A	<i>n</i> < 25	14.3
Not desired	31.9	31.9			31.4
Not applicable at my facility	53.6	53.6			54.3
Assist with taking earmold impressions					
Desired service	19.2	19.2	Question limited to CCC-A	<i>n</i> < 25	19.4
Not desired	58.7	58.7			58.3
Not applicable at my facility	22.1	22.1			22.3

(Table 20 audiology continues on next page.)

Q 20 (Cont'd.) What services would you like to have provided if support personnel were available at your facility in the future? (Percentages)					
Analyses limited to respondents who met the following criteria:					
		❖ CCC-A			
		❖ Responded "None" to Q 15			
Response	Total (<i>n</i> ≥ 142)	CCC-A (<i>n</i> ≥ 142)	CCC-SLP	≤ 5 years (<i>n</i> ≥ 5)	> 5 years (<i>n</i> ≥ 137)
Assist with taking histories, record keeping, and scheduling					
Desired service	57.6	57.6	Question limited to CCC-A	<i>n</i> < 25	56.7
Not desired	25.7	25.7			26.2
Not applicable at my facility	16.6	16.6			17.0
Assist with infection control					
Desired service	58.8	58.8	Question limited to CCC-A	<i>n</i> < 25	58.2
Not desired	24.3	24.3			24.8
Not applicable at my facility	16.9	16.9			17.0
Perform pure-tone screenings					
Desired service	27.7	27.7	Question limited to CCC-A	<i>n</i> < 25	28.3
Not desired	50.7	50.7			50.0
Not applicable at my facility	21.6	21.6			21.7
Perform immittance screenings					
Desired service	25.3	25.3	Question limited to CCC-A	<i>n</i> < 25	25.4
Not desired	54.6	54.6			54.3
Not applicable at my facility	20.1	20.1			20.3

(Table 20 audiology continues on next page.)

Q 20 (Cont'd.) What services would you like to have provided if support personnel were available at your facility in the future? (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-A					
❖ Responded "None" to Q 15					
Response	Total (<i>n</i> ≥ 142)	CCC-A (<i>n</i> ≥ 142)	CCC-SLP	≤ 5 years (<i>n</i> ≥ 5)	> 5 years (<i>n</i> ≥ 137)
Perform otoscopic examinations					
Desired service	15.4	15.4	Question limited to CCC-A	<i>n</i> < 25	15.2
Not desired	66.0	66.0			65.9
Not applicable at my facility	18.5	18.5			18.8
Perform pure-tone testing					
Desired service	11.5	11.5	Question limited to CCC-A	<i>n</i> < 25	11.7
Not desired	70.4	70.4			69.3
Not applicable at my facility	18.1	18.1			19.0
Perform daily biological calibration checks					
Desired service	58.9	58.9	Question limited to CCC-A	<i>n</i> < 25	58.2
Not desired	24.5	24.5			24.8
Not applicable at my facility	16.6	16.6			17.0
Perform aural rehabilitation under supervision					
Desired service	21.3	21.3	Question limited to CCC-A	<i>n</i> < 25	21.9
Not desired	53.9	53.9			53.3
Not applicable at my facility	24.9	24.9			24.8

Q 21. What services are provided by audiology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Please select responses for both columns of questions.</i> (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-A					
❖ Responded "1 or more" to Q. 15					
Response	Total ($n \geq 74$)	CCC-A ($n \geq 74$)	CCC-SLP	≤ 5 years ($n \geq 3$)	> 5 years ($n \geq 69$)
Troubleshoot amplification devices and hearing aids: <i>currently provided service</i>					
Yes	63.0	63.0	Question limited to CCC-A	$n < 25$	62.9
No	24.9	24.9			24.7
Not applicable at my facility	12.1	12.1			12.4
Troubleshoot amplification devices and hearing aids: <i>ongoing or future service</i>					
Yes	76.1	76.1	Question limited to CCC-A	$n < 25$	76.1
No	15.3	15.3			15.5
Not applicable at my facility	8.5	8.5			8.5
Provide information on devices and hearing conservation: <i>currently provided service</i>					
Yes	41.2	41.2	Question limited to CCC-A	$n < 25$	42.1
No	48.0	48.0			47.4
Not applicable at my facility	10.9	10.9			10.5
Provide information on devices and hearing conservation: <i>ongoing or future service</i>					
Yes	56.8	56.8	Question limited to CCC-A	$n < 25$	57.7
No	34.3	34.3			33.8
Not applicable at my facility	8.9	8.9			8.5
(Table 21 audiology continues on next page.)					

Q 21 (Cont'd.) What services are provided by audiology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Please select responses for both columns of questions.</i> (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-A					
❖ Responded "1 or more" to Q. 15					
Response	Total ($n \geq 74$)	CCC-A ($n \geq 74$)	CCC-SLP	≤ 5 years ($n \geq 3$)	> 5 years ($n \geq 69$)
Assist audiologist during hearing testing: <i>currently provided service</i>					
Yes	40.7	40.7	Question limited to CCC-A	$n < 25$	41.5
No	50.5	50.5			50.0
Not applicable at my facility	8.8	8.8			8.5
Assist audiologist during hearing testing: <i>ongoing or future service</i>					
Yes	47.6	47.6	Question limited to CCC-A	$n < 25$	47.2
No	45.9	45.9			45.8
Not applicable at my facility	6.5	6.5			6.9
Assist audiologist during vestibular testing: <i>currently provided service</i>					
Yes	7.4	7.4	Question limited to CCC-A	$n < 25$	7.4
No	52.0	52.0			52.1
Not applicable at my facility	40.6	40.6			40.4
Assist audiologist during vestibular testing: <i>ongoing or future service</i>					
Yes	12.9	12.9	Question limited to CCC-A	$n < 25$	14.1
No	49.1	49.1			47.9
Not applicable at my facility	38.1	38.1			38.0

(Table 21 audiology continues on next page.)

Q 21 (Cont'd.) What services are provided by audiology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Please select responses for both columns of questions.</i> (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-A					
❖ Responded "1 or more" to Q. 15					
Response	Total ($n \geq 74$)	CCC-A ($n \geq 74$)	CCC-SLP	≤ 5 years ($n \geq 3$)	> 5 years ($n \geq 69$)
Assist with taking earmold impressions: <i>currently provided service</i>					
Yes	23.4	23.4	Question limited to CCC-A	$n < 25$	23.2
No	64.1	64.1			64.2
Not applicable at my facility	12.6	12.6			12.6
Assist with taking earmold impressions: <i>ongoing or future service</i>					
Yes	34.0	34.0	Question limited to CCC-A	$n < 25$	34.3
No	56.4	56.4			55.7
Not applicable at my facility	9.6	9.6			10.0
Assist with taking histories, record keeping, and scheduling: <i>currently provided service</i>					
Yes	69.5	69.5	Question limited to CCC-A	$n < 25$	70.1
No	24.5	24.5			23.7
Not applicable at my facility	5.9	5.9			6.2
Assist with taking histories, record keeping, and scheduling: <i>ongoing or future service</i>					
Yes	80.6	80.6	Question limited to CCC-A	$n < 25$	80.3
No	15.9	15.9			15.5
Not applicable at my facility	3.5	3.5			4.2
(Table 21 audiology continues on next page.)					

Q 21 (Cont'd.) What services are provided by audiology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Please select responses for both columns of questions.</i> (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-A					
❖ Responded "1 or more" to Q. 15					
Response	Total ($n \geq 74$)	CCC-A ($n \geq 74$)	CCC-SLP	≤ 5 years ($n \geq 3$)	> 5 years ($n \geq 69$)
Assist with infection control: <i>currently provided service</i>					
Yes	68.6	68.6	Question limited to CCC-A	$n < 25$	68.8
No	22.8	22.8			22.9
Not applicable at my facility	8.6	8.6			8.3
Assist with infection control: <i>ongoing or future service</i>					
Yes	78.9	78.9	Question limited to CCC-A	$n < 25$	79.2
No	15.2	15.2			15.3
Not applicable at my facility	5.9	5.9			5.6
Perform pure-tone screenings: <i>currently provided service</i>					
Yes	32.5	32.5	Question limited to CCC-A	$n < 25$	33.3
No	57.8	57.8			57.3
Not applicable at my facility	9.8	9.8			9.4
Perform pure-tone screenings: <i>ongoing or future service</i>					
Yes	43.8	43.8	Question limited to CCC-A	$n < 25$	45.1
No	50.2	50.2			49.3
Not applicable at my facility	6.0	6.0			5.6
(Table 21 audiology continues on next page.)					

Q 21 (Cont'd.) What services are provided by audiology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Please select responses for both columns of questions.</i> (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-A					
❖ Responded "1 or more" to Q. 15					
Response	Total ($n \geq 74$)	CCC-A ($n \geq 74$)	CCC-SLP	≤ 5 years ($n \geq 3$)	> 5 years ($n \geq 69$)
Perform immittance screenings: <i>currently provided service</i>					
Yes	23.9	23.9	Question limited to CCC-A	$n < 25$	24.2
No	66.6	66.6			66.3
Not applicable at my facility	9.5	9.5			9.5
Perform immittance screenings: <i>ongoing or future service</i>					
Yes	38.2	38.2	Question limited to CCC-A	$n < 25$	38.9
No	55.8	55.8			54.2
Not applicable at my facility	6.0	6.0			6.9
Perform otoscopic examinations: <i>currently provided service</i>					
Yes	33.1	33.1	Question limited to CCC-A	$n < 25$	33.3
No	59.3	59.3			59.4
Not applicable at my facility	7.5	7.5			7.3
Perform otoscopic examinations: <i>ongoing or future service</i>					
Yes	40.5	40.5	Question limited to CCC-A	$n < 25$	40.6
No	55.4	55.4			55.1
Not applicable at my facility	4.1	4.1			4.3
(Table 21 audiology continues on next page.)					

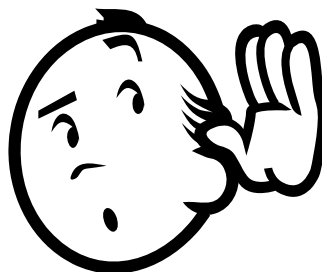
Q 21 (Cont'd.) What services are provided by audiology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Please select responses for both columns of questions.</i> (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-A					
❖ Responded "1 or more" to Q. 15					
Response	Total ($n \geq 74$)	CCC-A ($n \geq 74$)	CCC-SLP	≤ 5 years ($n \geq 3$)	> 5 years ($n \geq 69$)
Perform pure-tone testing: <i>currently provided service</i>					
Yes	25.8	25.8	Question limited to CCC-A	$n < 25$	26.6
No	66.6	66.6			66.0
Not applicable at my facility	7.6	7.6			7.4
Perform pure-tone testing: <i>ongoing or future service</i>					
Yes	28.1	28.1	Question limited to CCC-A	$n < 25$	29.6
No	67.4	67.4			66.2
Not applicable at my facility	4.5	4.5			4.2
Perform daily biological calibration checks: <i>currently provided service</i>					
Yes	30.9	30.9	Question limited to CCC-A	$n < 25$	31.6
No	59.6	59.6			58.9
Not applicable at my facility	9.5	9.5			9.5
Perform daily biological calibration checks: <i>ongoing or future service</i>					
Yes	56.3	56.3	Question limited to CCC-A	$n < 25$	55.6
No	38.2	38.2			38.9
Not applicable at my facility	5.5	5.5			5.6
(Table 21 audiology continues on next page.)					

Q 21 (Cont'd.) What services are provided by audiology support personnel at your facility, and what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? *Please select responses for both columns of questions.* (Percentages)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Responded "1 or more" to Q. 15

Response	Total ($n \geq 74$)	CCC-A ($n \geq 74$)	CCC-SLP	≤ 5 years ($n \geq 3$)	> 5 years ($n \geq 69$)
Perform aural rehabilitation under supervision: <i>currently provided service</i>					
Yes	10.6	10.6	Question limited to CCC-A	$n < 25$	10.5
No	72.2	72.2			71.6
Not applicable at my facility	17.2	17.2			17.9
Perform aural rehabilitation under supervision: <i>ongoing or future service</i>					
Yes	20.0	20.0	Question limited to CCC-A	$n < 25$	19.7
No	66.6	66.6			66.2
Not applicable at my facility	13.4	13.4			14.1

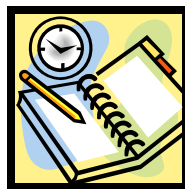


Support Personnel (speech-language pathology)

Q 20. What services would you like to have provided if support personnel were available at your facility in the future? (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-SLP					
❖ Responded "None" to Q 15					
Response	Total (n ≥ 1,668)	CCC-A	CCC-SLP (n ≥ 1,668)	≤ 5 years (n ≥ 93)	> 5 years (n ≥ 1,575)
Assist with screenings without clinical interpretation					
Desired service	27.9	Question limited to CCC-SLP	27.9	36.2	27.4
Not desired	43.2		43.2	41.5	43.3
Not applicable at my facility	28.9		28.9	22.3	29.3
Statistical significance				$\chi^2(2) = 4.0, p = .136$	
Assist with informal documentation as directed by the SLP					
Desired service	44.1	Question limited to CCC-SLP	44.1	54.3	43.5
Not desired	33.3		33.3	30.9	33.5
Not applicable at my facility	22.6		22.6	14.9	23.0
Statistical significance				$\chi^2(2) = 5.1, p = .077$	
Assist the SLP during assessment of clients					
Desired service	17.8	Question limited to CCC-SLP	17.8	26.9	17.2
Not desired	60.2		60.2	60.2	60.2
Not applicable at my facility	22.1		22.1	12.9	22.6
Statistical significance				$\chi^2(2) = 8.4, p = .015$ Cramer's V = .071	

(Table 20 SLP continues on next page.)

Q 20 (Cont'd.) What services would you like to have provided if support personnel were available at your facility in the future? (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-SLP					
❖ Responded "None" to Q 15					
Response	Total (n ≥ 1,668)	CCC-A	CCC-SLP (n ≥ 1,668)	≤ 5 years (n ≥ 93)	> 5 years (n ≥ 1,575)
Assist with clerical duties such as preparing materials and scheduling activities					
Desired service	70.7	Question limited to CCC-SLP	70.7	76.8	70.4
Not desired	11.9		11.9	12.6	11.9
Not applicable at my facility	17.3		17.3	10.5	17.7
Statistical significance				$\chi^2(2) = 3.3, p = .195$	
Follow treatment plans or protocols developed by the SLP					
Desired service	43.2	Question limited to CCC-SLP	43.2	45.7	43.0
Not desired	36.0		36.0	41.5	35.7
Not applicable at my facility	20.8		20.8	12.8	21.2
Statistical significance				$\chi^2(2) = 4.0, p = .133$	
Collect data for monitoring quality improvement					
Desired service	48.4	Question limited to CCC-SLP	48.4	51.6	48.2
Not desired	30.2		30.2	35.5	29.9
Not applicable at my facility	21.4		21.4	12.9	21.9
Statistical significance				$\chi^2(2) = 4.5, p = .107$	
(Table 20 SLP continues on next page.)					



Q 20 (Cont'd.) What services would you like to have provided if support personnel were available at your facility in the future? (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-SLP					
❖ Responded "None" to Q 15					
Response	Total (<i>n</i> ≥ 1,668)	CCC-A	CCC-SLP (<i>n</i> ≥ 1,668)	≤ 5 years (<i>n</i> ≥ 93)	> 5 years (<i>n</i> ≥ 1,575)
Document client performance (e.g., tallying data and preparing charts or records)					
Desired service	53.2	Question limited to CCC-SLP	53.2	55.9	53.0
Not desired	26.4		26.4	33.3	26.1
Not applicable at my facility	20.4		20.4	10.8	20.9
Statistical significance				$\chi^2(2) = 6.4, p = .042$ Cramer's <i>V</i> = .061	
Perform checks and maintenance of equipment					
Desired service	46.1	Question limited to CCC-SLP	46.1	53.8	45.6
Not desired	19.6		19.6	19.4	19.6
Not applicable at my facility	34.3		34.3	26.9	34.8
Statistical significance				$\chi^2(2) = 2.8, p = .241$	
Support the SLP in research projects, in-service training, and/or public relations programs					
Desired service	37.9	Question limited to CCC-SLP	37.9	51.1	37.2
Not desired	29.3		29.3	28.7	29.3
Not applicable at my facility	32.8		32.8	20.2	33.5
Statistical significance				$\chi^2(2) = 9.3, p = .009$ Cramer's <i>V</i> = .074	

Q 21. What services are provided by speech-language pathology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Select responses for each column of questions.</i> (Percentages)					
Analyses limited to respondents who met the following criteria:					
❖ CCC-SLP					
❖ Responded "1 or more" to Q 15					
Response	Total ($n \geq 722$)	CCC-A	CCC-SLP ($n \geq 722$)	≤ 5 years ($n \geq 43$)	> 5 years ($n \geq 679$)
Assist with screenings without clinical interpretation: <i>currently provided service</i>					
Desired service	23.9	Question limited to CCC-SLP	23.9	25.9	23.7
Not desired	42.4		42.4	38.9	42.7
Not applicable at my facility	33.7		33.7	35.2	33.7
Statistical significance				$\chi^2(2) = 0.3, p = .854$	
Assist with screenings without clinical interpretation: <i>ongoing or future service</i>					
Desired service	41.9	Question limited to CCC-SLP	41.9	46.7	41.6
Not desired	38.7		38.7	37.8	38.7
Not applicable at my facility	19.4		19.4	15.6	19.7
Statistical significance				$\chi^2(2) = 0.6, p = .728$	
Assist with informal documentation as directed by the SLP: <i>currently provided service</i>					
Desired service	47.7	Question limited to CCC-SLP	47.7	44.2	47.9
Not desired	26.6		26.6	25.0	26.7
Not applicable at my facility	25.7		25.7	30.8	25.4
Statistical significance				$\chi^2(2) = 0.7, p = .688$	

(Table 21 SLP continues on next page.)

Q 21 (Cont'd.) What services are provided by speech-language pathology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Select responses for each column of questions. (Percentages)</i>					
Analyses limited to respondents who met the following criteria:					
❖ CCC-SLP					
❖ Responded "1 or more" to Q 15					
Response	Total ($n \geq 722$)	CCC-A	CCC-SLP ($n \geq 722$)	≤ 5 years ($n \geq 43$)	> 5 years ($n \geq 679$)
Assist with informal documentation as directed by the SLP: <i>ongoing or future service</i>					
Desired service	62.9	Question limited to CCC-SLP	62.9	69.8	62.4
Not desired	22.3		22.3	18.6	22.5
Not applicable at my facility	14.8		14.8	11.6	15.0
Statistical significance				$\chi^2(2) = 0.9, p = .625$	
Assist the SLP during assessment of clients: <i>currently provided service</i>					
Desired service	18.9	Question limited to CCC-SLP	18.9	20.8	18.9
Not desired	54.1		54.1	47.2	54.5
Not applicable at my facility	27.0		27.0	32.1	26.6
Statistical significance				$\chi^2(2) = 1.1, p = .567$	
Assist the SLP during assessment of clients: <i>ongoing or future service</i>					
Desired service	29.1	Question limited to CCC-SLP	29.1	36.4	28.6
Not desired	55.3		55.3	50.0	55.7
Not applicable at my facility	15.6		15.6	13.6	15.7
Statistical significance				$\chi^2(2) = 1.2, p = .548$	
Assist with clerical duties such as preparing materials and scheduling activities: <i>currently provided service</i>					
Desired service	56.3	Question limited to CCC-SLP	56.3	52.8	56.5
Not desired	21.4		21.4	18.9	21.6
Not applicable at my facility	22.3		22.3	28.3	21.9
Statistical significance				$\chi^2(2) = 1.2, p = .551$	

Q 21 (Cont'd.) What services are provided by speech-language pathology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Select responses for each column of questions. (Percentages)</i>					
Analyses limited to respondents who met the following criteria:					
❖ CCC-SLP					
❖ Responded "1 or more" to Q 15					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	($n \geq 722$)		($n \geq 722$)	($n \geq 43$)	($n \geq 679$)
Assist with clerical duties such as preparing materials and scheduling activities: <i>ongoing or future service</i>					
Desired service	79.2	Question limited to CCC-SLP	79.2	81.8	79.2
Not desired	7.6		7.6	6.8	7.5
Not applicable at my facility	13.2		13.2	11.4	13.3
Statistical significance				$\chi^2(2) = 0.2, p = .914$	
Follow treatment plans or protocols developed by the SLP: <i>currently provided service</i>					
Desired service	48.1	Question limited to CCC-SLP	48.1	47.2	48.1
Not desired	26.0		26.0	22.6	26.3
Not applicable at my facility	25.9		25.9	30.2	25.6
Statistical significance				$\chi^2(2) = 0.7, p = .714$	
Follow treatment plans or protocols developed by the SLP: <i>ongoing or future service</i>					
Desired service	60.4	Question limited to CCC-SLP	60.4	68.2	60.0
Not desired	24.5		24.5	18.2	24.9
Not applicable at my facility	15.1		15.1	13.6	15.1
Statistical significance				$\chi^2(2) = 1.3, p = .529$	

(Table 21 SLP continues on next page.)

Q 21 (Cont'd.) What services are provided by speech-language pathology support personnel at your facility, <u>and</u> what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? <i>Select responses for each column of questions. (Percentages)</i>					
Analyses limited to respondents who met the following criteria:					
❖ CCC-SLP					
❖ Responded "1 or more" to Q 15					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	($n \geq 722$)		($n \geq 722$)	($n \geq 43$)	($n \geq 679$)
Collect data for monitoring quality improvement: <i>currently provided service</i>					
Desired service	40.2	Question limited to CCC-SLP	40.2	44.2	40.0
Not desired	32.2		32.2	26.9	32.5
Not applicable at my facility	27.5		27.5	28.8	27.4
Statistical significance				$\chi^2(2) = 0.7, p = .697$	
Collect data for monitoring quality improvement: <i>ongoing or future service</i>					
Desired service	60.6	Question limited to CCC-SLP	60.6	69.8	60.1
Not desired	22.0		22.0	18.6	22.2
Not applicable at my facility	17.4		17.4	11.6	17.7
Statistical significance				$\chi^2(2) = 1.7, p = .423$	
Document client performance (e.g., tallying data and preparing charts or records): <i>currently provided service</i>					
Desired service	44.8	Question limited to CCC-SLP	44.8	45.3	44.7
Not desired	29.5		29.5	26.4	29.7
Not applicable at my facility	25.7		25.7	28.3	25.6
Statistical significance				$\chi^2(2) = 0.3, p = .850$	

(Table 21 SLP continues on next page.)

Q 21 (Cont'd.) What services are provided by speech-language pathology support personnel at your facility, and what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? *Select responses for each column of questions. (Percentages)*
 Analyses limited to respondents who met the following criteria:
 ❖ CCC-SLP
 ❖ Responded "1 or more" to Q 15

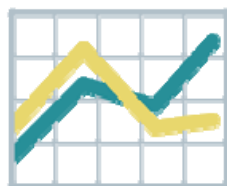
Response	Total (n ≥ 722)	CCC-A	CCC-SLP (n ≥ 722)	≤ 5 years (n ≥ 43)	> 5 years (n ≥ 679)
Document client performance (e.g., tallying data and preparing charts or records): <i>ongoing or future service</i>					
Desired service	66.7	Question limited to CCC-SLP	66.7	69.8	66.5
Not desired	18.2		18.2	18.6	18.2
Not applicable at my facility	15.1		15.1	11.6	15.3
Statistical significance				$\chi^2(2) = 0.4, p = .806$	
Perform checks and maintenance of equipment: <i>currently provided service</i>					
Desired service	27.9	Question limited to CCC-SLP	27.9	28.8	27.7
Not desired	32.8		32.8	25.0	33.3
Not applicable at my facility	39.3		39.3	46.2	39.0
Statistical significance				$\chi^2(2) = 1.7, p = .434$	
Perform checks and maintenance of equipment: <i>ongoing or future service</i>					
Desired service	47.7	Question limited to CCC-SLP	47.7	50.0	47.5
Not desired	20.0		20.0	18.2	20.1
Not applicable at my facility	32.3		32.3	31.8	32.4
Statistical significance				$\chi^2(2) = 0.1, p = .933$	

(Table 21 SLP continues on next page.)



Q 21. What services are provided by speech-language pathology support personnel at your facility, and what services would you like to have provided if support personnel were available in the future, either by continuing a current service or beginning a ≤ 5 years one? *Select responses for each column of questions. (Percentages)*
 Analyses limited to respondents who met the following criteria:
 ❖ CCC-SLP
 ❖ Responded "1 or more" to Q 15

Response	Total (n ≥ 722)	CCC-A	CCC-SLP (n ≥ 722)	≤ 5 years (n ≥ 43)	> 5 years (n ≥ 679)
Support the SLP in research projects, in-service training, and/or public relations programs: currently provided service					
Desired service	19.5	Question limited to CCC-SLP	19.5	19.2	19.6
Not desired	41.5		41.5	38.5	41.8
Not applicable at my facility	38.9		38.9	42.3	38.6
Statistical significance				$\chi^2(2) = 0.3, p = .860$	
Support the SLP in research projects, in-service training, and/or public relations programs: ongoing or future service					
Desired service	48.8	Question limited to CCC-SLP	48.8	54.5	48.5
Not desired	23.5		23.5	20.5	23.7
Not applicable at my facility	27.7		27.7	25.0	27.8
Statistical significance				$\chi^2(2) = 0.6, p = .734$	



New Governance Model

ASHA's governance structure changed on January 1, 2008 from a bicameral model (13-member Executive Board and 150-member Legislative Council) to a unicameral model (16-member Board of Directors). Processes pertaining to Board of Directors elections, member-to-Board communications, and submission of resolutions were established or changed as well.

Q 22. To what extent has the new ASHA governance structure and process... (Percentages)					
Response	Total (n ≥ 2,926)	CCC-A (n ≥ 249)	CCC-SLP (n ≥ 2,677)	≤ 5 years (n ≥ 164)	> 5 years (n ≥ 2,762)
...increased the ability of members to <i>identify</i> issues relevant to the professions/discipline?					
Not at all	11.0	11.2	11.0	7.3	11.2
Slightly	5.5	7.2	5.3	6.7	5.4
Moderately	11.1	10.4	11.2	10.9	11.1
Considerably	4.4	6.0	4.3	4.2	4.5
Don't know/not familiar	68.0	65.2	68.3	70.9	67.8
Statistical significance		$\chi^2(4) = 3.4, p = .489$		$\chi^2(4) = 2.9, p = .578$	
...increased the ability of members to <i>discuss</i> issues relevant to the professions/discipline?					
Not at all	11.0	11.2	11.0	6.6	11.3
Slightly	5.6	7.2	5.4	6.6	5.6
Moderately	11.5	11.6	11.5	11.4	11.5
Considerably	4.5	4.8	4.4	5.4	4.4
Don't know/not familiar	67.4	65.1	67.6	69.9	67.2
Statistical significance		$\chi^2(4) = 1.6, p = .803$		$\chi^2(4) = 3.9, p = .418$	
...increased member input into governing actions that have an impact on them?					
Not at all	11.5	11.2	11.5	6.7	11.7
Slightly	5.6	6.8	5.5	5.5	5.6
Moderately	10.6	11.6	10.5	11.0	10.6
Considerably	3.8	4.8	3.7	5.5	3.7
Don't know/not familiar	68.6	65.5	68.8	71.3	68.4
Statistical significance		$\chi^2(4) = 2.1, p = .717$		$\chi^2(4) = 5.0, p = .292$	

Your response is very important to understanding the member perspective on ASHA's new governance model. Please take your time in answering.

Please provide any comments that should be considered in evaluating the new ASHA governance structure and process.

Contact the Surveys and Information Team at ASHA for open-ended comments to Q. 23.

Demographics

Q 24. Which of the following Certificates of Clinical Competence do you hold? <i>Select all that apply.</i> (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 3,294)	(n = 298)	(n = 2,996)	(n = 190)	(n = 3,104)
CCC-A	9.1	100.0	-	7.4	9.1
CCC-SLP	90.9	-	100.0	92.6	90.9
Statistical significance				Fisher's Exact Test $p = .514$	

Q 25. What is your sex? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 2,955)	(n = 252)	(n = 2,702)	(n = 166)	(n = 2,789)
Female	94.1	81.3	95.4	95.2	94.1
Male	5.9	18.7	4.6	4.8	5.9
Statistical significance		Fisher's Exact Test $p = .000$ $Phi = .167$		Fisher's Exact Test $p = .733$	

ASHA follows federal standards for the classification on race and ethnicity. Following these standards, individuals may self-identify one ethnicity but more than one racial heritage.

Q 26. Which of the following best describes your ethnicity? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 2,866)	(n = 244)	(n = 2,622)	(n = 162)	(n = 2,704)
Hispanic or Latino	3.3	2.5	3.4	8.6	3.0
Not Hispanic or Latino	96.7	97.5	96.6	91.4	97.0
Statistical significance		Fisher's Exact Test $p = .575$		Fisher's Exact Test $p = .001$ $Phi = .072$	

Q 27. Which of the following best describes your race? <i>Select all that apply.</i> (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 2,892)	(n = 246)	(n = 2,646)	(n = 161)	(n = 2,731)
American Indian or Alaska Native only	0.3	0.4	0.3	0.6	0.3
Asian only	2.1	1.6	2.2	5.6	1.9
Black or African American only	3.2	2.0	3.3	1.9	3.3
Native Hawaiian or Other Pacific Islander only	0.2	0.0	0.2	0.0	0.2
White only	93.0	95.1	92.8	90.0	93.2
Multiracial	1.2	0.6	1.3	1.9	1.2

Q 28. In what state do you live?			
State	<i>n</i>	State	<i>n</i>
Alabama	37	Montana	9
Alaska	10	Nebraska	32
Arizona	51	Nevada	12
Arkansas	33	New Hampshire	15
California	193	New Jersey	80
Colorado	54	New Mexico	34
Connecticut	41	New York	233
Delaware	2	North Carolina	111
District of Columbia	6	North Dakota	15
Florida	121	Ohio	119
Georgia	72	Oklahoma	27
Hawaii	9	Oregon	49
Idaho	11	Pennsylvania	144
Illinois	173	Rhode Island	12
Indiana	70	South Carolina	41
Iowa	36	South Dakota	6
Kansas	29	Tennessee	48
Kentucky	39	Texas	169
Louisiana	42	Utah	19
Maine	14	Vermont	17
Maryland	74	Virginia	85
Massachusetts	112	Washington	56
Michigan	93	West Virginia	17
Minnesota	66	Wisconsin	106
Mississippi	23	Wyoming	11
Missouri	72	Total	2,953

Q 28. In what state do you live? (Percentages)					
Region/Division	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 2,953)	(n = 250)	(n = 2,703)	(n = 165)	(n = 2,787)
Northeast	22.6	20.0	22.9	22.4	22.6
Middle Atlantic	15.5	14.1	15.6	17.0	15.4
New England	7.2	5.6	7.3	5.5	7.2
Midwest	27.7	28.4	27.6	24.8	27.9
East North Central	19.0	19.0	19.1	17.6	19.1
West North Central	8.7	9.7	8.6	7.3	8.8
South	32.1	34.4	31.9	32.1	32.1
East South Central	5.0	7.7	4.8	4.2	5.1
South Atlantic	17.9	17.7	17.9	16.4	18.0
West South Central	9.2	9.3	9.2	11.5	9.0
West	17.5	17.2	17.6	20.6	17.4
Mountain	6.8	7.7	6.7	8.5	6.7
Pacific	10.7	9.3	10.8	12.1	10.6
Statistical significance		For 4 Regions: $\chi^2(3) = 1.4, p = .714$ For 9 Divisions: $\chi^2(8) = 6.1, p = .636$		For 4 Regions: $\chi^2(3) = 1.5, p = .694$ For 9 Divisions: $\chi^2(8) = 4.0, p = .854$	

Q 29. How many years (in total) have you been a member of ASHA? <i>Please use whole numbers only.</i>					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 2,959)	(n = 250)	(n = 2,709)	(n = 166)	(n = 2,794)
Mean	18.2	20.4	18.0	4.3	19.0
Standard deviation	9.8	9.6	9.8	2.8	9.5
25th percentile	10.0	12.0	10.0	3.0	11.0
50th percentile (median)	17.0	20.0	17.0	4.0	18.0
75th percentile	26.0	29.0	26.0	5.0	27.0
Mode	10.0	30.0	10.0	3.0	10.0
Statistical significance		$F(1, 2957) = 13.7, p = .000$		$F(1, 2957) = 398.7, p = .000$	

Q 30. Excluding your clinical fellowship, how many years have you been employed in the audiology, speech-language pathology, or speech and hearing science professions? (Round to the nearest full year. *Please use whole numbers only.*)

Response	Total (<i>n</i> = 2,953)	CCC-A (<i>n</i> = 250)	CCC-SLP (<i>n</i> = 2,703)	≤ 5 years (<i>n</i> = 166)	> 5 years (<i>n</i> = 2,787)
Mean	18.0	19.9	17.8	4.8	18.8
Standard deviation	10.0	10.0	10.0	4.7	9.7
25th percentile	9.0	11.0	9.0	2.0	10.0
50th percentile (median)	17.0	20.0	16.0	4.0	18.0
75th percentile	26.0	29.0	26.0	5.0	26.0
Mode	8.0	30.0	8.0	3.0	30.0
Statistical significance		$F(1, 2950) = 10.4, p = .001$		$F(1, 2950) = 338.2, p = .000$	

Q 31. Which of the following best describes your employment status? (Percentages)

Response	Total (<i>n</i> = 2,965)	CCC-A (<i>n</i> = 253)	CCC-SLP (<i>n</i> = 2,713)	≤ 5 years (<i>n</i> = 166)	> 5 years (<i>n</i> = 2,799)
Employed full-time	76.1	80.6	75.7	84.9	75.6
Employed part-time	20.2	16.6	20.5	12.7	20.6
On leave of absence	0.8	0.4	0.8	0.6	0.8
Not employed but actively seeking employment	0.3	0.8	0.3	1.2	0.3
Not employed and not seeking employment	1.2	0.8	1.2	0.6	1.2
Retired	1.4	0.8	1.5	0.0	1.5
Statistical significance		Too many cells (33%) have expected count less than 5.		Too many cells (33%) have expected count less than 5.	

Q 32. What is your <u>primary</u> work setting? For individuals engaged in <u>private practice</u> , select the type of facility where you deliver most of your services. (Percentages)					
Response	Total (<i>n</i> = 2,849)	CCC-A (<i>n</i> = 244)	CCC-SLP (<i>n</i> = 2,605)	≤ 5 years (<i>n</i> = 160)	> 5 years (<i>n</i> = 2,686)
School	53.2	17.6	56.5	51.9	53.3
College/university	6.1	14.3	5.3	1.9	6.3
Hospital	13.9	19.3	13.4	18.1	13.7
Residential health care facility (e.g., skilled nursing facility)	5.7	1.2	6.1	9.4	5.5
Nonresidential health care facility (e.g., home health, private physician's office, audiologist's or SLP's office, speech and hearing center)	18.5	40.2	16.4	17.5	18.5
Government agency	1.2	2.9	1.0	0.6	1.2
Research/scientific organization, foundation, laboratory, or institute	0.1	0.4	0.1	0.0	0.1
Association, society, or professional organization	0.1	0.0	0.1	0.0	0.1
Industry	0.5	3.7	0.2	0.0	0.6
Other facility (specify)	0.7	0.4	0.7	0.6	0.7
Statistical significance		Too many cells (35%) have expected count less than 5.		Too many cells (35%) have expected count less than 5.	

See the Appendix for “other, specified” facilities.

Q 33. Are you the owner or co-owner of a private practice? (Percentages)					
Response	Total (<i>n</i> = 2,847)	CCC-A (<i>n</i> = 245)	CCC-SLP (<i>n</i> = 2,602)	≤ 5 years (<i>n</i> = 161)	> 5 years (<i>n</i> = 2,685)
Yes	13.9	17.1	13.6	7.5	14.3
No	86.1	82.9	86.4	92.5	85.7
Statistical significance		Fisher's Exact Test $p = .147$		Fisher's Exact Test $p = .013$, $\Phi = .046$	

Q 34. Do you work in a private practice owned by someone else? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 2,835)	(n = 245)	(n = 2,590)	(n = 161)	(n = 2,674)
Yes	8.8	15.5	8.1	16.1	8.3
No	91.2	84.5	91.9	83.9	91.7
Statistical significance		Fisher's Exact Test $p = .000$, $Phi = .073$		Fisher's Exact Test $p = .002$, $Phi = .064$	

Q 35. What is your <u>primary</u> work role? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 2,849)	(n = 244)	(n = 2,604)	(n = 162)	(n = 2,687)
Clinical service provider	75.7	75.0	75.8	85.8	75.1
Special education teacher	8.3	0.8	8.9	9.9	8.2
College/university professor/instructor	5.0	11.9	4.4	1.2	5.2
Researcher	0.4	1.6	0.3	0.6	0.4
Consultant	2.0	2.5	1.9	0.6	2.0
Doctoral candidate	0.0	0.4	0.0	0.6	0.0
Administrator	7.4	7.0	7.4	1.2	7.7
Other position (specify)	1.2	0.8	1.3	0.0	1.3
Statistical significance		Too many cells (31%) have expected count less than 5.		Too many cells (31%) have expected count less than 5.	

See the Appendix for “other, specified” functions.

Q 36. Do you provide early intervention (EI) services (i.e., to children age 0 to 3 under the direction of an individualized family service plan or IFSP)? (Percentages)					
Response	Total	CCC-A	CCC-SLP	≤ 5 years	> 5 years
	(n = 2,838)	(n = 243)	(n = 2,596)	(n = 161)	(n = 2,677)
Yes	23.6	26.3	23.3	25.5	23.5
No	76.4	73.7	76.7	74.5	76.5
Statistical significance		Fisher's Exact Test $p = .304$		Fisher's Exact Test $p = .567$	

Appendix

***Geographic
Regions and
Divisions 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

Q. 32. What is your primary work setting? (For individuals engaged in private practice, select the type of facility where you deliver most of your services.)

Other, specified:

- Itinerant, central office with several preschools, home visits, schools
- I'm a traveler.
- Self-employed
- Self-employed contractor with various agencies including school districts, government agencies, and non-residential health care facilities
- Private contractor
- My company contracts services to schools, home, and community settings and has a private clinic.
- Combination of school & residential health care facility
- Pediatrician's clinic private practice and public schools (two jobs)
- Full-time long term care and pediatric outpatient
- Hospital and private office. Also per diem for Manufacturer.
- I do fee-for-service work for an independent agency.
- I am now a healthcare analyst / planner....not currently practicing SLP

Q. 35. What is your primary work role?

Other, specified:

- Assessment, supervision
- ALP Assistant Supervisor; Evaluator
- Clinical service provider and administrator
- Clinical Service provider/department coordinator
- Coordinator
- Early educator
- I am part of an educational agency that serves families that have children in Early ACCESS
- Exe Director/service provider
- Direct Service and Lead SLP
- Clinical/product support and training
- Associate in education
- Insurance consultant
- Regulatory Specialist
- Corporate compliance officer
- Trainer
- Professional Trainer
- Teacher Specialist-Speech Therapy Program

- 50/50 administrator & clinician
- 5 FTE clinical / .5 supervisor
- 1/2 clinical service provider, 1/2 manager
- Service provider AND department coordinator/clinical supervisor
- My role is pretty evenly split between clinical service provider and administrator
- In one setting clinical service provider, in the other special education teacher
- Sales
- RAC Coordinator--Business Services
- National TA provider (early intervention and preschool service systems)

Statistics used in the summary report include the following:

Notation	Description
Response rate	<p>The percentage of individuals who were included in the sample, minus any who were ineligible</p> $RR = \frac{(C + P)}{S - (Ret + I)}$ <p>Where</p> <ul style="list-style-type: none"> 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, not employed in schools, on leave of absence) $RR = \frac{3,294}{20,000 - (710)} = 17.1\%$
<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>

Notation	Description
Mode	A measure of central tendency. The value that occurs more frequently than any other value. Example: 1, 1, 7, 34, 88 Mode = 1
Statistical significance	Describes whether a value is larger or smaller than would be expected by chance alone. 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.
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., “Poor,” “Fair,” “Good,” and “Excellent”). 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 $p \leq .05$.
F	The statistic computed when conducting an analysis of variance.
Analysis of Variance	Tests the statistical significance of differences in means on two or more groups. Used for categorical independent variables (e.g., types of schools) and a continuous or interval dependent variable (e.g., salaries).
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. (1999). *Dictionary of statistics & methodology* (2nd ed.). Newbury Park, CA: Sage.