



AMERICAN  
SPEECH-LANGUAGE-  
HEARING  
ASSOCIATION

# SLP Health Care SURVEY 2013

## Annual Salary Report

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## Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2013. The survey was designed to provide information about health care–based service delivery and to update and expand information gathered during previous SLP Health Care Surveys. The results are presented in a series of reports.

This report is based on responses from SLPs in six types of health care facilities: general medical and long term acute care (LTAC) hospitals, rehabilitation (rehab) hospitals, pediatric hospitals, skilled nursing facilities (SNFs), home health agencies and clients' homes, and outpatient clinics and offices.

### *Highlights:*

- ◆ 33% of respondents received an annual salary.
- ◆ The median annual salary was \$75,000.
- ◆ The median annual salary for SLPs who were full-time private practice owners or co-owners was \$72,798.
- ◆ The median annual salaries were \$70,000 for clinical service providers and \$90,000 for administrators or supervisors.
- ◆ The lowest and highest median annual salaries by various predictor variables were:
  - \$70,000 in pediatric hospitals and outpatient clinics and offices,
  - \$90,000 in SNFs;
  
  - \$70,000 in suburban areas,
  - \$77,535 in metropolitan/urban areas;
  
  - \$72,000 in the Midwest,
  - \$80,000 in the West;
  
  - \$58,255 for SLPs with 1 to 3 years of experience,
  - \$85,493 for SLPs with 25 to 27 years of experience.

# Salaries

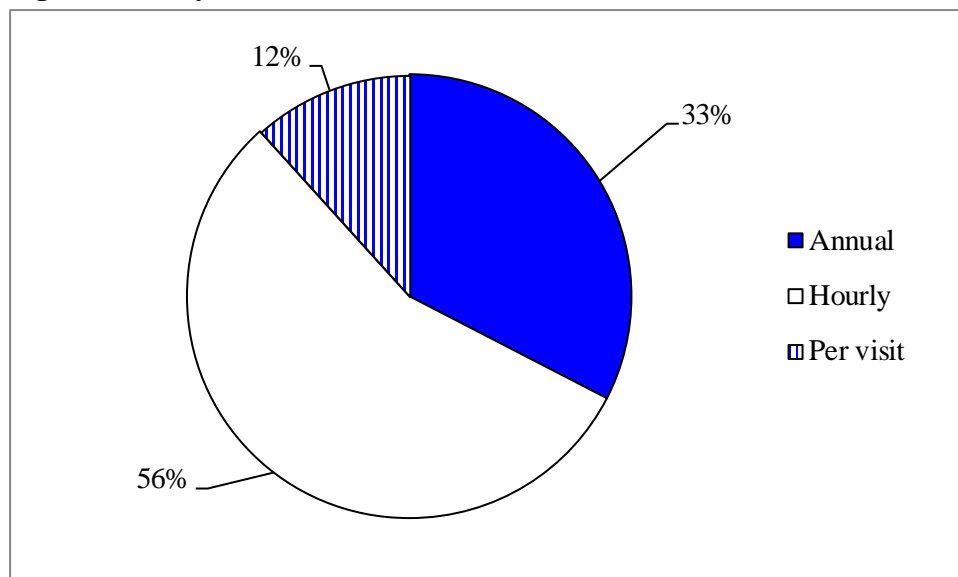
The SLPs who responded to the survey demonstrated diversity in both salary basis (annual/hourly/per visit) and status (full-time/part-time). In addition, differences in function, facility, region of the country, and other similar characteristics had an impact on their wages.



## Salary Basis

Of the SLPs who responded to the 2013 Health Care Survey, 33% reported that they worked for an annual salary. The remainder were paid on a per hour or per visit basis (see Figure 1).

**Figure 1. Salary Basis**

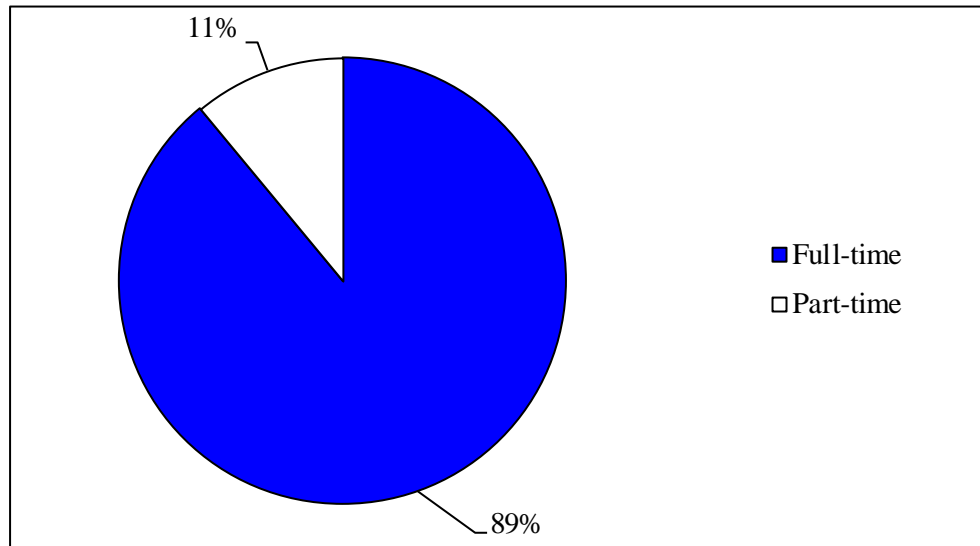


n = 1,951

Employment Status

Of every 10 SLPs who were working in health care settings, more than 6 worked full-time compared with fewer than 4 who worked part-time. Of those who earned an *annual salary*, however, 89% worked full-time (see Figure 2 and Appendix, Table 1).

**Figure 2. Employment Status of SLPs Earning an Annual Salary**



*n* = 634

Overall Average Salary

The overall median salary for SLPs who were employed full-time and who worked in a health care facility was \$75,000 (see Appendix, Table 2).

Median salaries have traditionally been presented in ASHA reports as a function of various demographic characteristics: facilities, years of experience, region of the country, etc. A minimum of 25 individuals must have answered a particular question for the relevant data to be presented.

Private Practice (Co)owner

The median annual salary for SLPs who were full-time private practice owners or co-owners was \$72,798 (*n* = 161; not shown in appended table). Additional information about private practice (co)owners is available in a separate report as noted on page 7.

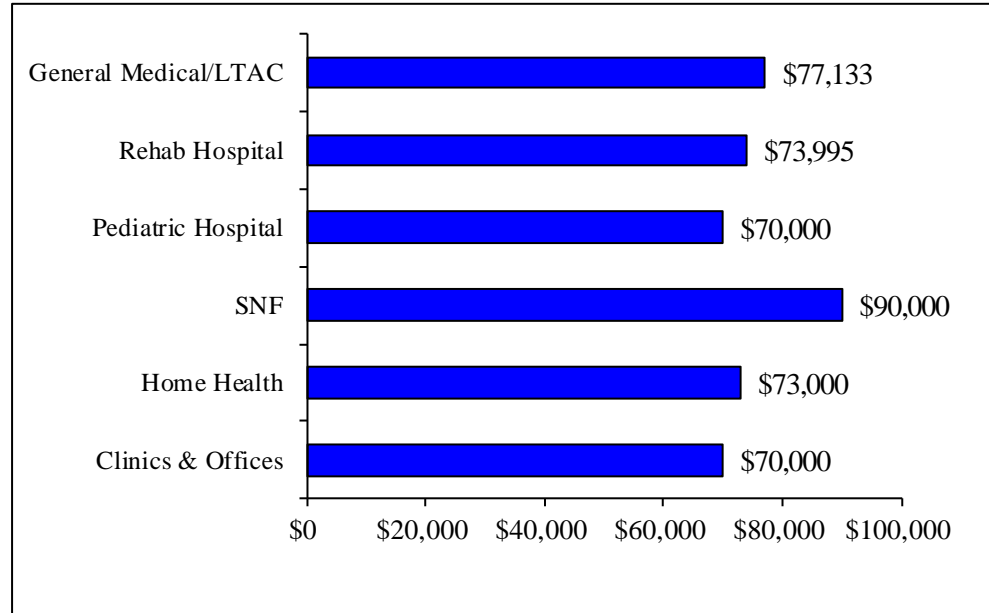
Highest Degree

Nearly all of the respondents to the survey held a master's as their highest degree (98%). Overall 43 SLPs who reported having earned a doctorate; their number dwindles to 17 when the group is restricted to SLPs who worked full-time and reported their annual salaries. The median annual salary was \$75,000 for SLPs with a master's degree.

Type of Facility

Median salaries for SLPs who were paid an annual salary ranged from \$70,000 for those who worked in pediatric hospitals and outpatient clinics and offices to \$90,000 for SLPs in SNFs (see Figure 3 and Appendix, Table 2).

**Figure 3. Median Annual Salary by Type of Facility**



n = 539

Function

The median annual salary for SLPs who were primarily *clinical service providers* was \$70,000. The median ranged from a low of \$68,000 for those in rehabilitation and pediatric hospitals to a high of \$80,000 for SLPs in skilled nursing facilities (see Appendix, Table 3).

The average (median) annual salary for SLPs who were primarily *administrators or supervisors* was \$90,000. By facility, their median salaries were \$75,450 in outpatient clinics and offices and \$92,082 for those in SNFs. The numbers of respondents in other facility types were insufficient to provide data; those facility types are general medical and LTAC hospitals, rehab hospitals, pediatric hospitals, and home health agencies and clients' homes.

The median salary was \$70,000 for SLPs in the suburbs, \$75,000 for SLPs in rural areas, and \$77,535 for those in metropolitan/urban areas.

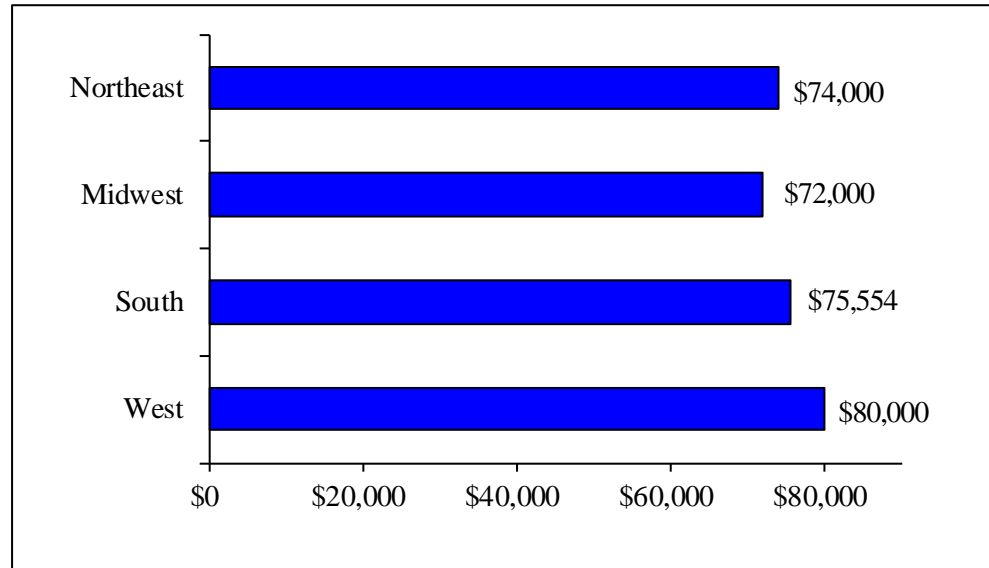
Population Density

No facility type had sufficient respondents in each of the three categories of population setting to make comparisons. The highest median salary for SLPs in metropolitan/urban areas was for those working in SNFs (\$94,000; see Appendix, Table 4).

**Geographic Region**

The median salary was highest in the *West* (\$80,000) and lowest in the *Midwest* (\$72,000; see Figure 4).

**Figure 4. Median Annual Salary by Geographic Area**



n = 543

- Northeast = Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
- Midwest = Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
- South = Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia
- West = Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming



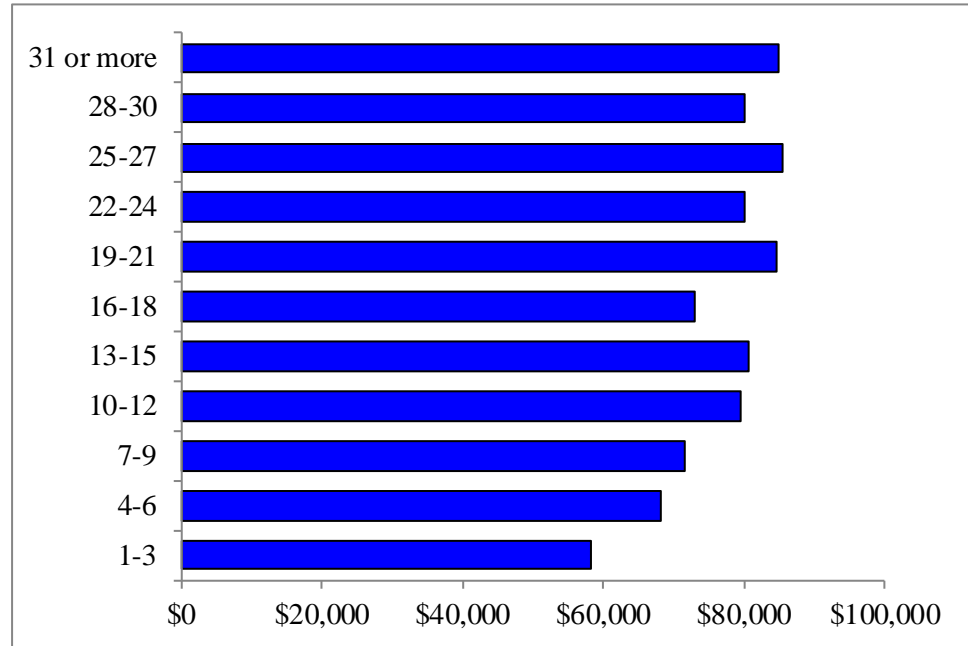
Due to insufficient numbers of respondents in many categories, we are unable to present data and compare salaries by *both* geographic area and type of facility. For those categories that could be included, the highest average salary was for SLPs in *SNFs* in the *South* (\$90,000; see Appendix, Table 5).

Years of Experience

Salaries increased with experience, although not in a straight line.

Median annual salaries ranged from \$58,255 for SLPs with 1 to 3 years of experience to more than \$80,000 for most groups with at least 13 to 15 years of experience (see Figure 5).

Figure 5. Median Annual Salary by Years of Experience



n = 544

Salaries by years of experience for specific types of health care facilities are included in Table 6 of the Appendix. The available data, notably for outpatient clinics and offices, show that increased experience resulted in increased salaries.





## Survey Notes and Methodology

The SLP Health Care Survey has been fielded in odd-numbered years since 2005 to gather information of interest to the profession. Members, volunteer leaders, and staff rely on data from the survey to better understand the priorities and needs of SLPs.

## 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. 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 to present data in order to reflect the actual distribution of SLPs within ASHA in each type of facility.

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. The results presented in this report are based on responses from those 2,048 individuals.

## Other Reports

Results from the 2013 SLP Health Care Survey are presented in a series of reports at [www.asha.org](http://www.asha.org):

- Survey Summary Report
- Caseload Characteristics
- Workforce and Practice Issues
- Hourly and Per Visit Wage Report
- Private Practice (Co)owners
- Survey Methodology, Respondent Demographics, and Glossary



## Suggested Citation

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

## Resources

ASHA SLP Health Care Survey Annual Salary Reports.  
[www.asha.org/Careers/Salary-Data](http://www.asha.org/Careers/Salary-Data).

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

[www.bls.gov/bls/blswage.htm](http://www.bls.gov/bls/blswage.htm)

[www.bls.gov/oco/](http://www.bls.gov/oco/)

## Additional Information

For additional information regarding the 2013 SLP Health Care Survey, 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 resources for ASHA members working in health care, visit ASHA's website at [www.asha.org/slp/healthcare](http://www.asha.org/slp/healthcare).

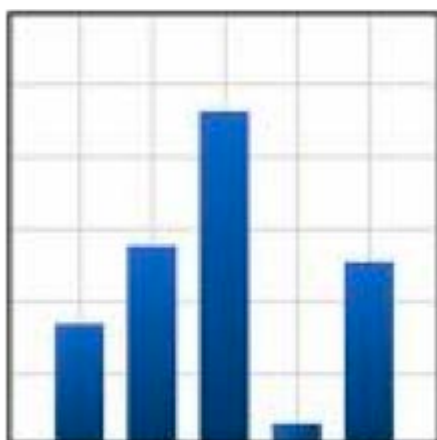
## Thank You

ASHA would like to thank the speech-language pathologists who completed the 2013 Health Care Survey. Reports like this one are only possible because people like *you* participate.

**Is this information valuable to you?** If so, please accept invitations to participate in other ASHA-sponsored surveys and focus groups. You are the experts, and we rely on you to provide data to share with your fellow members. ASHA surveys benefit *you*.



## Appendix: Data Tables



Bar Graph

Table 1: Employment Status

Q. 9 Which one of the following categories best describes your employment status? (Weighted)	
Analyses limited to respondents who met the following criteria:	
	❖ CCC-SLP
	❖ Employed full-time or part-time
Status	Valid %
Full-time	67.4
Part-time	32.6
<i>n</i>	1,951
Earn an Annual Salary	
Full-time	89.0
Part-time	11.0
<i>n</i>	634

**Table 2: Annual Salary by Type of Facility**

<p>Q. 13. Your annual income from your job includes salary and bonuses. If you are paid on an annual salary basis, what is your annual income, before deductions, for your primary job?</p> <p>Analyses limited to respondents who met the following criteria:</p> <ul style="list-style-type: none"> <li>❖ CCC-SLP</li> <li>❖ Employed full-time</li> <li>❖ Received an annual salary of at least \$1</li> </ul>							
Percentile	Total	General Medical/ LTAC Hospital	Rehab Hospital	Pediatric Hospital	Skilled Nursing Facility (SNF)	Home Health/ Client's Home	Outpatient Clinic/ Office
	(n = 546)	(n = 89)	(n = 58)	(n = 39)	(n = 87)	(n = 81)	(n = 184)
25th	\$64,000	\$68,552	\$62,649	\$63,000	\$79,250	\$57,000	\$60,000
50th (median)	\$75,000	\$77,133	\$73,995	\$70,000	\$90,000	\$73,000	\$70,000
75th	\$89,937	\$85,111	\$87,030	\$84,404	\$96,375	\$85,000	\$82,000

Table 3: Annual Salary by Function

Q. 13. Your annual income from your job includes salary and bonuses. If you are paid on an annual salary basis, what is your annual income, before deductions, for your primary job?							
Analyses limited to respondents who met the following criteria:							
❖ CCC-SLP							
❖ Employed full-time							
❖ Received an annual salary of at least \$1							
Percentile	Total	General Medical/ LTAC Hospital	Rehab Hospital	Pediatric Hospital	SNF	Home Health/ Client's Home	Outpatient Clinic/ Office
<b>Primarily Clinical Service Provider</b>							
	(n = 381)	(n = 71)	(n = 45)	(n = 30)	(n = 30)	(n = 64)	(n = 136)
25th	\$60,000	\$68,000	\$60,524	\$62,000	\$69,360	\$55,000	\$58,000
50th (median)	\$70,000	\$75,000	\$68,000	\$68,000	\$80,000	\$70,000	\$68,183
75th	\$80,578	\$80,694	\$78,455	\$78,735	\$89,500	\$84,292	\$80,000
<b>Primarily Administrative or Supervisory</b>							
	(n = 139)	(n = 15)	(n = 14)	(n = 8)	(n = 55)	(n = 14)	(n = 33)
25th	\$80,000	n < 25	n < 25	n < 25	\$87,393	n < 25	\$63,556
50th (median)	\$90,000				\$92,082		\$75,450
75th	\$100,000				\$100,000		\$94,334

Table 4: Median Annual Salary by Population Density

Q. 13. Your annual income from your job includes salary and bonuses. If you are paid on an annual salary basis, what is your annual income, before deductions, for your primary job?  
 Analyses limited to respondents who met the following criteria:  
 ❖ CCC-SLP  
 ❖ Employed full-time  
 ❖ Received an annual salary of at least \$1

Population Density	Total		General Medical/ LTAC Hospital		Rehab Hospital		Pediatric Hospital		SNF		Home Health/ Client's Home		Outpatient Clinic/ Office	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Metropolitan/urban	272	\$77,535	56	\$77,112	32	\$78,197	33	\$70,000	28	\$94,000	37	\$82,770	84	\$71,000
Suburban	176	\$70,000	20	<i>n</i> < 25	18	<i>n</i> < 25	5	<i>n</i> < 25	23	<i>n</i> < 25	28	\$69,573	78	\$68,571
Rural	83	\$75,000	12		8		1		32	\$82,465	11	<i>n</i> < 25	18	<i>n</i> < 25

Table 5: Median Annual Salary by Region of the Country

Q. 13. Your annual income from your job includes salary and bonuses. If you are paid on an annual salary basis, what is your annual income, before deductions, for your primary job?  
 Analyses limited to respondents who met the following criteria:  
 ❖ CCC-SLP  
 ❖ Employed full-time  
 ❖ Received an annual salary of at least \$1

Region	Total		General Medical/ LTAC Hospital		Rehab Hospital		Pediatric Hospital		SNF		Home Health/ Client's Home		Outpatient Clinic/ Office	
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary
Northeast	137	\$74,000	23	<i>n</i> < 25	19		5		24	<i>n</i> < 25	25	\$70,000	39	\$67,444
Midwest	119	\$72,000	29	\$75,441	12		14		20		9	<i>n</i> < 25	35	\$64,989
South	204	\$75,554	25	\$73,212	22		15		35	\$90,000	40	\$76,389	67	\$70,889
West	83	\$80,000	13	<i>n</i> < 25	6		6		7	<i>n</i> < 25	7	<i>n</i> < 25	43	\$72,894

Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia

West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming



Table 6: Median Annual Salary by Years of Experience

Q. 13. Your annual income from your job includes salary and bonuses. If you are paid on an annual salary basis, what is your annual income, before deductions, for your primary job?  
 Analyses limited to respondents who met the following criteria:  
 ❖ CCC-SLP  
 ❖ Employed full-time  
 ❖ Received an annual salary of at least \$1

Years of Experience	Total		General Medical/ LTAC Hospital		Rehab Hospital		Pediatric Hospital		SNF		Home Health/ Client's Home		Outpatient Clinic/ Office					
	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary	<i>n</i>	Salary				
1—3	29	\$58,255	29	\$69,000	6	<i>n</i> < 25	26	\$63,484	1	<i>n</i> < 25	3	<i>n</i> < 25	34	\$60,000				
4—6	97	\$68,000			25	\$65,000			32	\$84,750	28	\$72,000						
7—9	60	\$71,643			6	<i>n</i> < 25			8	<i>n</i> < 25	3	<i>n</i> < 25	25	\$73,000	39	\$68,400		
10—12	62	\$79,495	33	\$80,800	5	<i>n</i> < 25	7	<i>n</i> < 25	3	<i>n</i> < 25	25	\$73,000	38	\$71,000				
13—15	53	\$80,601			9				<i>n</i> < 25						6	<i>n</i> < 25	4	<i>n</i> < 25
16—18	52	\$73,000			5				<i>n</i> < 25						1	<i>n</i> < 25	5	<i>n</i> < 25
19—21	36	\$84,565	3	<i>n</i> < 25	3	<i>n</i> < 25	3	<i>n</i> < 25	4	<i>n</i> < 25	3	<i>n</i> < 25	9	<i>n</i> < 25				
22—24	25	\$80,000	4		<i>n</i> < 25				6						<i>n</i> < 25	6	<i>n</i> < 25	
25—27	26	\$85,493	2		<i>n</i> < 25				1						<i>n</i> < 25	2	<i>n</i> < 25	
28—30	37	\$80,000	6	<i>n</i> < 25	4	<i>n</i> < 25	1	<i>n</i> < 25	8	<i>n</i> < 25	5	<i>n</i> < 25	26	\$80,000				
31 or more	68	\$85,000	15		<i>n</i> < 25				7						<i>n</i> < 25	11	<i>n</i> < 25	6