



CCC-A Survey Summary Report: Number and Type of Responses

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Methodology

Stratified random sampling without replacement was used to select a sample of ASHA-certified audiologists and speech-language pathologists (SLPs) who lived in the United States and who were employed full time or part time. The sample was stratified by type of facility (see Tables 1 and 2).

Strata	Population Size	Sample Size
School	59,894	720
College and university	3,111	350
Hospital	14,604	380
Residential health care facility	12,518	360
Nonresidential health care facility	18,851	390
Total	108,978	2,200

Strata	Population Size	Sample Size
School	725	280
College and university	703	280
Hospital	2,592	480
Residential health care facility	91	91
Nonresidential health care facility	4,852	669
Total	8,963	1,800

Because facilities with fewer audiologists and SLPs (such as colleges and universities) were oversampled and those with many (e.g., schools) were undersampled, weighting was used when presenting data to restore all groups to their proportion in the population of ASHA audiologists and SLPs. In the body of this report, results in the “All Respondents” columns have been weighted; however, data in the columns corresponding to specific employment facilities have not. Also, data are not presented for cells where there are fewer than 25 respondents.

The 2015 ASHA Work Life Survey was fielded via postal mail. The first fielding was sent to 500 sample members on September 11, 2015, and an e-reminder was sent on September 22. Second (October 6) and third (November 3) mailings were smaller because respondents and refusals were removed from the list. Each mailing consisted of a personalized cover letter, a numbered survey, and a #10 postage-paid business return envelope inserted into a #11 window envelope with an ASHA return address. Metered postage was at the full, first-class rate.

A **49.2% response rate** was obtained ($n = 1,935$ completed surveys from a net sample of 3,932 eligible audiologists and SLPs).

Table 3. Response rate	
Disposition	Total
Original (gross) sample size	4,000
No longer employed in the field	6
Undeliverable address	14
Retired	5
Deceased	1
Ineligible, other reason	42
Net sample size	3,932
Number of respondents	1,935
Response rate	49.2%
$1,935 / 3,932 = 49.2\%$	

Not only is it the case that some individuals who receive a survey do not complete it (unit nonresponse), it is likewise true that some who return theirs do not answer every question (item nonresponse) and thus do not qualify for inclusion in portions of a report. They may be excluded from analyses because they did not answer a question or because their answer disqualified them, such as stating that they were not currently employed when a particular analysis was limited to full- or part time employees.

A methodological experiment was designed into the survey to test the effect of using two different survey titles: “Work Life” and “Your Work.” Half of the audiologists and half of the SLPs were randomly selected to each condition.

All surveys were four pages in length and were printed on the color printer at ASHA. Questions and response options were printed in black ink, but the banner and graphic elements were in color.

As expected, there was no difference in response rate for the two conditions.

Table 4. Response rate by condition and CCC			
Experiment	CCC-A	CCC-SLP	Total
Work Life	382	577	959
Your Work	380	596	976
Total	762	1,173	1,935
	<p>$p = 0.745$, two tailed Fisher's exact test <u>Conclusion</u>: there is <u>not</u> enough evidence from the data to say that the responses vary by type of response option.</p>		

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

ASHA Services and Programs

1. In your opinion, what kind of job is the Association doing in serving its members? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Response	Facility Type					
	All Respondents (n = 742)	School (n = 123)	College/ university (n = 111)	Hospital (n = 148)	Residential Health Care (n = 33)	Nonres. Health Care (n = 291)
Poor	6.1	4.9	3.6	6.1	9.1	7.2
Fair	36.3	31.7	27.9	37.2	27.3	38.8
Good	52.3	53.7	55.9	54.7	48.5	49.1
Excellent	5.4	9.8	12.6	2.0	15.2	4.8
Statistical significance	$\chi^2(12) = 24.7, p = .016$, Cramer's V = .108 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					



2. How often do you use ASHA’s professional consultation services, either via phone or e-mail, for technical assistance? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Frequency	Facility Type					
	All Respondents (n = 759)	School (n = 126)	College/ university (n = 114)	Hospital (n = 149)	Residential Health Care (n = 33)	Nonres. Health Care (n = 298)
Never	67.7	66.7	60.5	68.5	60.6	69.8
Less than once a month	20.3	22.2	24.6	20.1	24.2	18.1
At least once a month	1.4	0.8	3.5	0.7	0.0	1.7
Not familiar with ASHA’s professional consultation services	10.5	10.3	11.4	10.7	15.2	10.4
Statistical significance	Too many cells (30%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.					



3. Rate your agreement with the following statements (strongly disagree, disagree, agree, strongly agree). (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Agreement	Facility Type					
	All Respondents (n ≥ 706)	School (n ≥ 116)	College/ university (n ≥ 111)	Hospital (n ≥ 135)	Residential Health Care (n ≥ 33)	Nonres. Health Care (n ≥ 281)
At ASHA I feel I belong.						
Strongly disagree	9.8	7.4	8.0	9.3	15.2	11.1
Disagree	31.2	20.7	23.9	34.3	21.2	33.9
Agree	52.8	64.5	60.2	49.3	60.6	50.2
Strongly agree	6.2	7.4	8.0	7.1	3.0	4.8
Statistical significance	$\chi^2(12) = 18.0, p = .116$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					
ASHA is an organization I trust.						
Strongly disagree	3.4	2.5	2.6	1.4	0.0	5.0
Disagree	10.2	6.6	12.3	15.0	0.0	8.9
Agree	66.7	60.7	58.8	68.6	75.8	68.1
Strongly agree	19.7	30.3	26.3	15.0	24.2	18.1
Statistical significance	Too many cells (25%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.					
(Table 3 continues on next page.)						

3 (cont'd.) Rate your agreement with the following statements (strongly disagree, disagree, agree, strongly agree). (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Agreement	Facility Type					
	All Respondents (n ≥ 706)	School (n ≥ 116)	College/ university (n ≥ 111)	Hospital (n ≥ 135)	Residential Health Care (n ≥ 33)	Nonres. Health Care (n ≥ 281)
	ASHA values me.					
Strongly disagree	8.0	5.2	4.5	7.4	9.1	10.0
Disagree	27.6	25.9	28.8	31.1	27.3	27.0
Agree	56.1	59.5	53.2	53.3	60.6	56.2
Strongly agree	8.2	9.5	13.5	8.1	3.0	6.8
Statistical significance		$\chi^2(12) = 11.5, p = .484$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.				
	I recommend ASHA as a resource to colleagues.					
Strongly disagree	6.7	8.4	3.6	5.0	3.0	8.2
Disagree	31.9	22.7	21.6	34.3	39.4	34.4
Agree	51.1	54.6	51.4	50.7	48.5	51.1
Strongly agree	10.3	14.3	23.4	10.0	9.1	6.4
Statistical significance		$\chi^2(12) = 34.4, p = .001, \text{Cramer's } V = .129$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.				

Career Satisfaction

4. Overall, how satisfied are you with your career choice? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Satisfaction	Facility Type					
	All Respondents (n = 762)	School (n = 127)	College/ university (n = 114)	Hospital (n = 150)	Residential Health Care (n = 33)	Nonres. Health Care (n = 299)
Very <u>d</u> issatisfied	2.6	3.1	3.5	4.7	0.0	1.7
<u>D</u> issatisfied	1.9	0.0	1.8	2.7	3.0	1.7
Neutral	8.2	5.5	7.0	10.7	12.1	6.7
Satisfied	38.3	43.3	34.2	42.7	39.4	37.1
Very satisfied	49.0	48.0	53.5	39.3	45.5	52.8
Statistical significance	Too many cells (40%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.					



5. Which statement below best describes how long you plan to continue working in your career? <i>Select one response.</i> (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Plan	Facility Type					
	All Respondents (n = 756)	School (n = 126)	College/ university (n = 113)	Hospital (n = 148)	Residential Health Care (n = 34)	Nonres. Health Care (n = 297)
As long as I am able	46.2	32.5	56.6	33.1	52.9	53.5
Until I am eligible for retirement	39.2	51.6	35.4	55.4	32.4	33.7
Until something else comes along	3.2	1.6	0.9	3.4	5.9	3.7
I plan to leave as soon as possible.	1.7	0.0	1.8	1.4	0.0	2.4
I've already retired. (SKIP to Q. 7.)	2.1	0.8	0.0	0.0	0.0	0.3
Currently undecided	7.5	13.5	5.3	6.8	8.8	6.4
Statistical significance		Too many cells (50%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.				

6. In what year do you think you are most likely to retire from the profession? Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Response	Facility Type					
	All Respondents (n = 696)	School (n = 119)	College/ university (n = 105)	Hospital (n = 139)	Residential Health Care (n = 33)	Nonres. Health Care (n = 280)
Mean	2032	2027	2031	2034	2032	2031
Standard deviation	11	9	12	12	11	11
25th percentile	2021	2020	2020	2024	2022	2022
50th percentile (median)	2030	2025	2030	2033	2030	2030
75th percentile	2040	2034	2043	2045	2041	2040
Mode	2025	2020	2020	2045	2025	2025
Statistical significance	$F(4, 671) = 6.6, p = .000$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					

Retire
in ~~5~~ ~~6~~ 10
years

Employment Status

7. Which <u>one</u> of the following categories best describes your employment status? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Status	Facility Type					
	All Respondents (n = 761)	School (n = 127)	College/ university (n = 114)	Hospital (n = 150)	Residential Health Care (n = 34)	Nonres. Health Care (n = 298)
Employed full time	75.7	83.5	89.5	78.7	67.6	74.5
Employed part time	21.6	16.5	10.5	21.3	32.4	25.5
On leave of absence (SKIP to Q. 26.)	0.3	0.0	0.0	0.0	0.0	0.0
Not employed but <u>actively</u> seeking employment (SKIP to Q. 26.)	0.5	0.0	0.0	0.0	0.0	0.0
Not employed and not seeking employment (SKIP to Q. 26.)	0.2	0.0	0.0	0.0	0.0	0.0
Retired (SKIP to Q. 26.)	1.7	0.0	0.0	0.0	0.0	0.0
		The “unemployed” cannot have a primary employment facility, so no statistics were run on this table.				
Recoded to full time and part time only						
	<i>n</i> = 740	<i>n</i> = 127	<i>n</i> = 114	<i>n</i> = 150	<i>n</i> = 34	<i>n</i> = 298
Employed full time	77.8	83.5	89.5	78.7	67.6	74.5
Employed part time	22.2	16.5	10.5	21.3	32.4	25.5
Statistical significance		$\chi^2(4) = 15.3, p = .004$, Cramer’s V = .146 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.				

Data Access

8. Do you feel you have sufficient access to data to help you identify ways to improve the quality of the services you provide? (Percentages)
 Analyses limited to respondents who met the following criteria:
 ❖ CCC-A
 ❖ Employed full time or part time

Response	Facility Type					
	All Respondents (n = 732)	School (n = 125)	College/ university (n = 112)	Hospital (n = 149)	Residential Health Care (n = 33)	Nonres. Health Care (n = 295)
Yes	89.3	83.2	84.8	85.2	90.9	92.5
No	10.7	16.8	15.2	14.8	9.1	7.5
Statistical significance	$\chi^2(4) = 11.0, p = .027$, Cramer's V = .124 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					

9. Do you feel you have sufficient access to data to help you demonstrate the value of your work to people outside your profession? (Percentages)
 Analyses limited to respondents who met the following criteria:
 ❖ CCC-A
 ❖ Employed full time or part time

Response	Facility Type					
	All Respondents (n = 725)	School (n = 122)	College/ university (n = 112)	Hospital (n = 148)	Residential Health Care (n = 33)	Nonres. Health Care (n = 292)
Yes	71.6	73.8	73.2	66.2	72.7	72.9
No	28.4	26.2	26.8	33.8	27.3	27.1
Statistical significance	$\chi^2(4) = 2.8, p = .589$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					

<p>10. Do you feel that the public has access to meaningful sources of data from which to make an informed choice among various professionals in your field? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A</p>						
Response	Facility Type					
	All Respondents (n = 726)	School (n = 121)	College/ university (n = 109)	Hospital (n = 146)	Residential Health Care (n = 33)	Nonres. Health Care (n = 295)
Yes	49.8	57.0	47.7	52.7	63.6	46.8
No	50.2	43.0	52.3	47.3	36.4	53.2
Statistical significance	$\chi^2(4) = 6.6, p = .159$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					

Support Personnel

ASHA defines support personnel as speech-language pathology assistants, audiology assistants, speech aides, or audiology technicians. This definition excludes clerical staff and classroom aides.

11. How many support personnel are employed at your facility? Enter "0" if none and skip to Q. 13. Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 738)	School (n = 127)	College/ university (n = 113)	Hospital (n = 149)	Residential Health Care (n = 34)	Nonres. Health Care (n = 298)
a. SLP support personnel						
See the CCC-SLP Survey Summary Report for responses from speech-language pathologists about SLP support personnel.						
b. Audiology support personnel						
Mean	1.3	0.9	0.5	2.3	0.5	0.9
Standard deviation	4.8	2.9	1.6	8.6	1.7	1.9
25th percentile	0.0	0.0	0.0	0.0	0.0	0.0
50th percentile (median)	0.0	0.0	0.0	1.0	0.0	0.0
75th percentile	1.0	0.0	0.0	2.0	0.0	1.0
Mode	0.0	0.0	0.0	0.0	0.0	0.0
Statistical significance	$F(4, 717) = 3.7, p = .006$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					

12. Which of the following activities do your support personnel engage in under the direct supervision of an ASHA-certified SLP or audiologist? <i>Circle all that apply.</i> (Percentages)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
❖ Selected "0.5" or more for Q. 11						
Activity	Facility Type					
	All Respondents (n = 306)	School (n = 30)	College/ university (n = 20)	Hospital (n = 88)	Residential Health Care (n = 6)	Nonres. Health Care (n = 123)
Acting as interpreter	8.1	10.0	n < 25	4.5	n < 25	8.9
		Too many cells (30%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.				
Engaging in prevention activities	16.3	30.0	n < 25	15.9	n < 25	16.3
		Too many cells (30%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.				
Making preparations for a session	46.2	53.3	n < 25	36.4	n < 25	52.8
		Too many cells (20%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.				
Performing administrative tasks	75.1	73.3	n < 25	81.8	n < 25	73.2
		Too many cells (30%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.				
Providing therapy services	10.6	36.7	n < 25	9.1	n < 25	8.9
		Too many cells (30%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.				

(Table 12 continues on next page.)

12 (cont'd.). Which of the following activities do your support personnel engage in under the direct supervision of an ASHA-certified SLP or audiologist? <i>Circle all that apply.</i> (Percentages)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
Selected "0.5" or more for Q. 11						
Activity	Facility Type					
	All Respondents (n = 306)	School (n = 30)	College/ university (n = 20)	Hospital (n = 88)	Residential Health Care (n = 6)	Nonres. Health Care (n = 123)
Sharing information with patients, their families, or staff	51.7	40.0	n < 25	50.0	n < 25	55.3
	Too many cells (20%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.					
None of the above	13.2	13.3	n < 25	13.6	n < 25	9.8
	Too many cells (30%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.					

Special Interest Groups

13. What is the primary reason you have <u>NOT</u> joined a Special Interest Group (SIG)? <i>Circle one response.</i> (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Response	Facility Type					
	All Respondents (n = 709)	School (n = 119)	College/ university (n = 108)	Hospital (n = 145)	Residential Health Care (n = 34)	Nonres. Health Care (n = 285)
NA. I belong to a SIG.	7.7	9.2	27.8	4.8	2.9	5.3
I don't have enough time.	24.6	22.7	17.6	22.8	23.5	27.4
Cost	17.8	24.4	21.3	25.5	11.8	13.3
No SIG in my area of interest	1.7	4.2	0.9	2.1	2.9	1.1
Not interested in joining a SIG	27.1	26.9	19.4	24.1	35.3	29.8
Unaware of any benefit	11.1	6.7	6.5	11.7	2.9	12.3
Unaware of SIG program	7.2	5.0	3.7	7.6	14.7	7.4
Other (specify):	2.8	0.8	2.8	1.4	5.9	3.5
Statistical significance		Too many cells (28%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.				

Telepractice

Telepractice is the application of telecommunications technology to the delivery of professional services at a distance by linking clinician to client, or clinician to clinician, for assessment, intervention, and/or consultation.

14. Do you currently deliver any services via telepractice, as defined above? (Percentages) Analyses limited to respondents who met the following criteria:						
<ul style="list-style-type: none"> ❖ CCC-A ❖ Employed full time or part time 						
Response	Facility Type					
	All Respondents (n = 739)	School (n = 127)	College/ university (n = 114)	Hospital (n = 149)	Residential Health Care (n = 34)	Nonres. Health Care (n = 298)
Yes	8.2	7.1	5.3	14.8	5.9	5.7
No (SKIP to Q. 16.)	91.8	92.9	94.7	85.2	94.1	94.3
Statistical significance	$\chi^2(4) = 13.2, p = .010$, Cramer's V = .135 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					



15. Which client populations do you serve via telepractice? <i>Select all that apply.</i> (Percentages)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
❖ Answered “Yes” to Q. 14						
Population	Facility Type					
	All Respondents (n = 61)	School (n = 9)	College/ university (n = 6)	Hospital (n = 22)	Residential Health Care (n = 2)	Nonres. Health Care (n = 17)
Children in schools	7.2	<i>n</i> < 25				
Children at home	10.4					
Children or adults at satellite clinics or hospitals	24.3					
Adults in home or work environment	30.7					
Adults in the military or Veterans Affairs (VA) facilities	36.5					
Statistical significance		Too many cells (50% - 60%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.				

Code of Ethics

16. How often in the last 12 months have you accessed an ASHA Code of Ethics? Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Response	Facility Type					
	All Respondents (n = 740)	School (n = 122)	College/ university (n = 112)	Hospital (n = 149)	Residential Health Care (n = 33)	Nonres. Health Care (n = 296)
Mean	0.7	0.7	2.1	0.5	0.3	0.5
Standard deviation	2.0	1.7	5.6	1.0	0.6	1.0
25th percentile	0.0	0.0	0.0	0.0	0.0	0.0
50th percentile (median)	0.0	0.0	1.0	0.0	0.0	0.0
75th percentile	1.0	1.0	2.0	1.0	0.0	1.0
Mode	0.0	0.0	0.0	0.0	0.0	0.0
Statistical significance	$F(4, 707) = 9.7, p = .000$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					



17. Do you hold a license in the state where you are primarily employed? (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-A ❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 736)	School (n = 126)	College/ university (n = 113)	Hospital (n = 149)	Residential Health Care (n = 32)	Nonres. Health Care (n = 297)
Yes	97.4	97.6	92.0	94.6	100.0	99.3
No (SKIP to Q. 19.)	2.6	2.4	8.0	5.4	0.0	0.7
Statistical significance	Too many cells (40%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.					



<p>18. How often in the last 12 months have you accessed your state licensing board’s code of conduct or ethics? Analyses limited to respondents who met the following criteria: ❖ CCC-A ❖ Answered “Yes” to Q. 17</p>						
Response	Facility Type					
	All Respondents (n = 694)	School (n = 117)	College/ university (n = 98)	Hospital (n = 137)	Residential Health Care (n = 32)	Nonres. Health Care (n = 286)
Mean	0.7	0.4	1.7	0.5	0.2	0.7
Standard deviation	2.2	0.9	4.5	1.2	0.5	2.2
25th percentile	0.0	0.0	0.0	0.0	0.0	0.0
50th percentile (median)	0.0	0.0	0.0	0.0	0.0	0.0
75th percentile	1.0	1.0	2.0	1.0	0.0	1.0
Mode	0.0	0.0	0.0	0.0	0.0	0.0
Statistical significance	<p>$F(4, 665) = 5.3, p = .000$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.</p>					



Recruitment and Retention

<p>19. What are the THREE (3) most important factors for accepting or staying in a job? <i>Select up to three responses.</i> (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A</p>						
Factor	Facility Type					
	All Respondents (n = 762)	School (n = 127)	College/ university (n = 114)	Hospital (n = 150)	Residential Health Care (n = 34)	Nonres. Health Care (n = 299)
Administration's support of my work	12.5	18.1	19.3	12.7	8.8	10.4
	Statistical significance : $\chi^2(4) = 8.8, p = .066$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					
Benefits: health care, retirement, etc.	33.2	41.7	42.1	47.3	32.4	25.8
	Statistical significance : $\chi^2(4) = 25.9, p = .000$, Cramer's V = .189 <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					
Challenging work	14.5	14.2	21.1	19.3	8.8	12.7
	Statistical significance : $\chi^2(4) = 7.5, p = .112$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					
Compensation/pay	51.3	33.9	40.4	54.7	67.6	55.5
	Statistical significance : $\chi^2(4) = 26.6, p = .000$, Cramer's V = .192 <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					
(Table 19 continues on next page.)						

19 (cont'd.). What are the THREE (3) most important factors for accepting or staying in a job? <i>Select up to three responses.</i> (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Factor	Facility Type					
	All Respondents (n = 762)	School (n = 127)	College/ university (n = 114)	Hospital (n = 150)	Residential Health Care (n = 34)	Nonres. Health Care (n = 299)
Flexibility to balance life and work	48.8	48.8	49.1	42.0	70.6	53.8
	Statistical significance : $\chi^2(4) = 11.4, p = .022$, Cramer's V = .125 <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					
Independence	19.8	16.5	19.3	13.3	26.5	23.7
	Statistical significance : $\chi^2(4) = 8.7, p = .068$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					
Job security	10.5	7.9	8.8	10.7	14.7	11.0
	Statistical significance : $\chi^2(4) = 2.0, p = .732$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					
Meaningfulness of job	43.3	48.0	50.0	40.0	50.0	44.8
	Statistical significance : $\chi^2(4) = 3.4, p = .490$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					
Relationship with coworkers	13.2	11.8	14.9	16.0	11.8	12.4
	Statistical significance : $\chi^2(4) = 1.7, p = .786$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					

(Table 19 continues on next page.)

19 (cont'd.). What are the THREE (3) most important factors for accepting or staying in a job? *Select up to three responses.* (Percentages)
 Analyses limited to respondents who met the following criterion:
 ❖ CCC-A

Factor	Facility Type					
	All Respondents (n = 762)	School (n = 127)	College/ university (n = 114)	Hospital (n = 150)	Residential Health Care (n = 34)	Nonres. Health Care (n = 299)
Type of clients/patients	13.7	25.2	9.6	17.3	0.0	12.4
	Statistical significance : $\chi^2(4) = 21.5$, $p = .000$, Cramer's V = .172 <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					
Type of work setting	23.1	23.6	22.8	18.0	5.9	27.1
	Statistical significance : $\chi^2(4) = 10.6$, $p = .031$, Cramer's V = .121 <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					



Service Delivery Models

Use these two definitions of service delivery models when answering Qs. 20 and 21.

In **multidisciplinary team practice**, individuals from at least two professions work independently, in parallel, or sequentially.

In **interprofessional team practice**, individuals from at least two professions work together to develop and implement a treatment plan collaboratively as a team with full understanding of each other's roles and responsibilities.

20. Do you participate in multidisciplinary team practice , as defined above? (Percentages)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 737)	School (n = 127)	College/ university (n = 113)	Hospital (n = 150)	Residential Health Care (n = 34)	Nonres. Health Care (n = 296)
Yes	67.8	92.1	63.7	78.0	61.8	61.8
No	32.2	7.9	36.3	22.0	38.2	38.2
Statistical significance	Statistical significance : $\chi^2(4) = 47.4$, $p = .000$, Cramer's V = .256 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by type of facility.					

21. Do you participate in interprofessional team practice , as defined above? (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-A ❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 733)	School (n = 124)	College/ university (n = 112)	Hospital (n = 150)	Residential Health Care (n = 34)	Nonres. Health Care (n = 296)
Yes	46.2	81.5	47.3	54.0	35.3	38.9
No	53.8	18.5	52.7	46.0	64.7	61.1
Statistical significance	Statistical significance : $\chi^2(4) = 67.9$, $p = .000$, Cramer's V = .308 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by type of facility.					



Demographics

22. Which one of the following best describes your role in private practice? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Private Practice	Facility Type					
	All Respondents (n = 738)	School (n = 126)	College/ university (n = 113)	Hospital (n = 148)	Residential Health Care (n = 34)	Nonres. Health Care (n = 298)
I do not work in private practice.	61.9	94.4	94.7	95.3	55.9	36.9
I am an owner or co-owner of a private practice.	15.2	3.2	3.5	0.7	20.6	25.8
I am a paid employee in a private practice.	22.9	2.4	1.8	4.1	23.5	37.2
Statistical significance	$\chi^2(8) = 267.9, p = .000$, Cramer's V = .432 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					

23. Although you may work in several types of facilities, select the ONE facility that best describes where you work most of the time. For individuals engaged in private practice or early intervention, select the type of facility in which you deliver most of your services. Only one answer can be accepted. (Percentages)

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Facility	Weighted	Unweighted
	<i>n</i> = 736	<i>n</i> = 736
School	8.3	17.3
College/university	9.6	15.5
Hospital	24.5	20.4
Residential health care facility	1.4	4.6
Nonresidential health care facility, <u>including</u> audiologist's, SLP's, or physician's office or clinic and client's home (early intervention/home health)	54.1	40.5
Other; specify:	2.0	1.8
Recoded to delete "other"		
	<i>n</i> = 721	<i>n</i> = 723
School	8.5	17.6
College/university	9.8	15.8
Hospital	25.1	20.7
Residential health care facility	1.5	4.7
Nonresidential health care facility, <u>including</u> audiologist's, SLP's, or physician's office or clinic and client's home (early intervention/home health)	55.3	41.2

24. In what state is your primary employment facility located? *Use two-letter postal abbreviation (e.g., NV for Nevada).*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

State	<i>n</i>	State	<i>n</i>	State	<i>n</i>
Alabama	15	Kentucky	11	North Dakota	3
Alaska	3	Louisiana	11	Ohio	41
Arizona	11	Maine	2	Oklahoma	5
Arkansas	7	Maryland	21	Oregon	10
California	46	Massachusetts	22	Pennsylvania	26
Colorado	15	Michigan	24	Rhode Island	2
Connecticut	15	Minnesota	18	South Carolina	6
Delaware	4	Mississippi	9	South Dakota	4
District of Columbia	4	Missouri	18	Tennessee	33
Florida	28	Montana	0	Texas	49
Georgia	16	Nebraska	9	Utah	10
Hawaii	0	Nevada	0	Vermont	1
Idaho	4	New Hampshire	2	Virginia	18
Illinois	35	New Jersey	14	Washington	17
Indiana	12	New Mexico	1	West Virginia	11
Iowa	3	New York	68	Wisconsin	18
Kansas	14	North Carolina	20	Wyoming	0
				Total	737

24 (cont'd.) In what state is your primary employment facility located? Use two-letter postal abbreviation (e.g., NV for Nevada).						
Analyses limited to respondents who met the following criteria:						
❖ CCC-A						
❖ Employed full time or part time						
Region/Division	Facility Type					
	All Respondents (n = 737)	School (n = 126)	College/ university (n = 112)	Hospital (n = 149)	Residential Health Care (n = 34)	Nonres. Health Care (n = 298)
Northeast	20.7	19.0	24.1	23.5	38.2	17.8
Middle Atlantic	14.8	12.7	18.8	14.8	23.5	14.1
New England	5.9	6.3	5.4	8.7	14.7	3.7
Midwest	27.2	28.6	23.2	30.2	38.2	25.8
East North Central	17.8	19.0	15.2	18.1	29.4	17.1
West North Central	9.4	9.5	8.0	12.1	8.8	8.7
South	36.1	24.6	37.5	26.2	20.6	43.0
East South Central	9.1	4.0	15.2	8.1	2.9	9.7
South Atlantic	17.3	15.9	16.1	13.4	8.8	20.1
West South Central	9.7	4.8	6.3	4.7	8.8	13.1
West	16.1	27.8	15.2	20.1	2.9	13.4
Mountain	5.7	11.9	8.0	6.0	0.0	4.7
Pacific	10.4	15.9	7.1	14.1	2.9	8.7
Statistical significance		For 4 Regions: $\chi^2(12) = 41.1$, $p = .000$, Cramer's V = .138 For 9 Divisions: $\chi^2(32) = 62.7$, $p = .001$, Cramer's V = .148 <u>Conclusion</u> : There is adequate evidence from the data to say that the responses vary by type of facility for both region and division.				

25. Although you may perform more than one job function, select the ONE position that best describes how you spend most of your time. *Only one answer can be accepted.* (Percentages)
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time

Function	Facility Type					
	All Respondents (n = 736)	School (n = 127)	College/ university (n = 112)	Hospital (n = 149)	Residential Health Care (n = 34)	Nonres. Health Care (n = 297)
Clinical service provider (includes any individual who provides any direct service)	86.8	88.2	17.9	91.3	94.1	97.3
Special education teacher	0.3	3.1	0.0	0.0	0.0	0.0
College/university faculty member	6.1	0.0	64.3	0.0	0.0	0.0
Researcher	1.4	0.8	8.9	2.0	0.0	0.0
Consultant	1.6	5.5	0.0	0.0	0.0	1.0
Administrator/director/chair/supervisor	3.3	1.6	8.9	6.0	5.9	1.3
Other	0.6	0.8	0.0	1.0	0.0	0.3
Statistical significance		Too many cells (66%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.				

(Table 25 continues on next page.)

25 (cont'd.). Although you may perform more than one job function, select the ONE position that best describes how you spend most of your time. *Only one answer can be accepted.* (Percentages)
 Analyses limited to respondents who met the following criteria:

- ❖ CCC-A
- ❖ Employed full time or part time
- ❖ Removes "Other" from results

Function	Facility Type					
	All Respondents (n = 732)	School (n = 126)	College/ university (n = 112)	Hospital (n = 148)	Residential Health Care (n = 34)	Nonres. Health Care (n = 296)
Clinical service provider (includes any individual who provides any direct service)	87.3	88.9	17.9	91.9	94.1	97.6
Special education teacher	0.3	3.2	0.0	0.0	0.0	0.0
College/university faculty member	6.2	0.0	64.3	0.0	0.0	0.0
Researcher	1.4	0.8	8.9	2.0	0.0	0.0
Consultant	1.6	5.6	0.0	0.0	0.0	1.0
Administrator/director/chair/supervisor	3.3	1.6	8.9	6.1	5.9	1.4
Statistical significance	Too many cells (60%) have expected count less than 5. <u>Conclusion:</u> Too little data are available in some facility categories to test whether responses vary by type of facility.					

26. How many years have you been employed in the discipline? *Exclude your clinical fellowship or externship. Round to the nearest full year. Enter "0" if you have never been employed in the discipline.*
 Analyses limited to respondents who met the following criterion:
 ❖ CCC-A

Experience	Facility Type					
	All Respondents (n = 755)	School (n = 125)	College/ university (n = 111)	Hospital (n = 149)	Residential Health Care (n = 34)	Nonres. Health Care (n = 297)
Mean	20.7	23.1	21.6	17.6	20.0	21.0
Standard deviation	11.9	10.2	13.1	11.5	11.8	11.5
25th percentile	10.0	16.0	10.0	7.0	10.0	12.0
50th percentile (median)	20.0	25.0	20.0	15.0	19.5	20.0
75th percentile	30.0	31.0	33.0	27.0	28.5	30.5
Mode	15.0	30.0	3.0	3.0	37.0	15.0
Statistical significance	$F(4, 711) = 4.3, p = .002$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					



27. Are you...? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Response	Facility Type					
	All Respondents (n = 759)	School (n = 126)	College/ university (n = 114)	Hospital (n = 150)	Residential Health Care (n = 34)	Nonres. Health Care (n = 297)
Female	83.9	89.7	67.5	88.0	82.4	85.5
Male	16.1	10.3	32.5	12.0	17.6	14.5
Statistical significance	$\chi^2(4) = 28.0, p = .000, \text{Cramer's } V = .197$ <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					



28. Which of the following Certificates of Clinical Competence do you hold? <i>Select all that apply. Select "CF" only if you are currently completing your clinical fellowship or externship.</i> (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-A						
Credential	Facility Type					
	All Respondents	School	College/ university	Hospital	Residential Health Care	Nonres. Health Care
CCC-A (unweighted)						
	<i>n</i> = 762	<i>n</i> = 127	<i>n</i> = 114	<i>n</i> = 150	<i>n</i> = 34	<i>n</i> = 299
CCC-A, hold	100.0	100.0	100.0	100.0	100.0	100.0
CCC-SLP, hold	See the CCC-SLP Survey Summary Report for responses from speech-language pathologists.					
CCC-A (weighted)						
	<i>n</i> = 762	<i>n</i> = 61	<i>n</i> = 70	<i>n</i> = 181	<i>n</i> = 11	<i>n</i> = 400
CCC-A, hold	100.0	100.0	100.0	100.0	100.0	100.0
CCC-SLP, hold	See the CCC-SLP Survey Summary Report for responses from speech-language pathologists.					

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

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, on leave of absence) $RR = \frac{1,935}{4,000 - (68)} = 49.2\%$
<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-A”) 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 is a measure of how strong (practically important) the relationship is 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.