



## CCC-SLP Survey Summary Report: Number and Type of Responses

For additional information, please contact:

Jeanette Janota, Surveys & Analysis  
American Speech-Language-Hearing Association  
2200 Research Boulevard  
Rockville, MD 20850-3289  
800-498-2071, ext. 8738  
[jjanota@asha.org](mailto:jjanota@asha.org)

**Suggested Citation:**

American Speech-Language-Hearing Association. (2016). *2015 Work life survey. CCC-SLP survey summary report: Number and type of responses*. Available from [www.asha.org](http://www.asha.org).

## Contents

Methodology .....	2
ASHA Services and Programs (Qs. 1-3).....	5
Career Satisfaction (Qs. 4-6) .....	9
Employment Status (Q. 7) .....	12
Data Access (Qs. 8-10) .....	13
Support Personnel (Qs. 11-12).....	15
Special Interest Groups (Q. 13).....	18
Telepractice (Qs. 14-15).....	19
Code of Ethics (Qs. 16-18).....	21
Recruitment and Retention (Q. 19).....	24
Service Delivery Models (Qs. 20-21) .....	27
Demographics (Qs. 22-28) .....	29
Appendix.....	38

## Methodology

Stratified random sampling without replacement was used to select a sample of ASHA-certified speech-language pathologists (SLPs) and audiologists 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 SLPs and audiologists (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 SLPs and audiologists. 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 4,000 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 SLPs and audiologists).

<b>Table 3. Response rate</b>	
<b>Disposition</b>	<b>Total</b>
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 SLPs and half of the audiologists 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><math>p = 0.745</math>, 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>		

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-SLP						
Response	Facility Type					
	All Respondents (n = 1,158)	School (n = 372)	College/ university (n = 188)	Hospital (n = 176)	Residential Health Care (n = 159)	Nonres. Health Care (n = 195)
Poor	1.7	1.6	0.5	2.8	2.5	1.5
Fair	17.3	15.6	14.9	24.4	18.2	17.9
Good	61.9	66.1	56.4	56.8	57.9	59.0
Excellent	19.1	16.7	28.2	15.9	21.4	21.5
Statistical significance		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.				



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-SLP						
Frequency	Facility Type					
	All Respondents (n = 1,164)	School (n = 376)	College/ university (n = 188)	Hospital (n = 176)	Residential Health Care (n = 158)	Nonres. Health Care (n = 196)
Never	46.0	48.1	38.8	37.5	45.6	46.9
Less than once a month	31.3	29.3	38.3	38.6	28.5	32.7
At least once a month	2.0	1.1	6.9	1.7	3.8	2.0
Not familiar with ASHA's professional consultation services	20.7	21.5	16.0	22.2	22.2	18.4
Statistical significance	$\chi^2(12) = 31.1, p = .002, \text{Cramer's } V = .097$ <u>Conclusion:</u> There is adequate evidence from the data to say that the 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-SLP						
Agreement	Facility Type					
	All Respondents (n ≥ 1,119)	School (n ≥ 362)	College/ university (n ≥ 186)	Hospital (n ≥ 170)	Residential Health Care (n ≥ 151)	Nonres. Health Care (n ≥ 188)
<b>At ASHA I feel I belong.</b>						
Strongly disagree	1.9	1.1	1.6	3.5	1.3	2.1
Disagree	10.5	10.1	7.9	9.9	16.4	8.5
Agree	70.7	73.6	63.5	68.4	65.8	73.4
Strongly agree	17.0	15.3	27.0	18.1	16.4	16.0
Statistical significance		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.				
<b>ASHA is an organization I trust.</b>						
Strongly disagree	1.4	1.1	1.6	2.9	0.7	1.1
Disagree	3.8	2.7	2.1	6.3	2.0	4.8
Agree	55.1	55.0	53.5	59.4	59.6	54.8
Strongly agree	39.8	41.2	42.8	31.4	37.7	39.4
Statistical significance		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.				
(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-SLP						
Agreement	Facility Type					
	All Respondents (n ≥ 1,119)	School (n ≥ 362)	College/ university (n ≥ 186)	Hospital (n ≥ 170)	Residential Health Care (n ≥ 151)	Nonres. Health Care (n ≥ 188)
	<b>ASHA values me.</b>					
Strongly disagree	2.0	1.7	2.7	4.1	2.0	0.5
Disagree	12.3	11.6	12.9	17.1	12.6	10.6
Agree	68.6	71.5	60.8	61.8	64.9	74.5
Strongly agree	17.1	15.2	23.7	17.1	20.5	14.4
Statistical significance		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.				
	<b>I recommend ASHA as a resource to colleagues.</b>					
Strongly disagree	2.1	2.2	1.1	3.4	1.3	1.1
Disagree	9.1	8.2	3.2	12.0	8.4	10.0
Agree	56.8	56.9	43.9	59.4	57.1	61.1
Strongly agree	32.0	32.7	51.9	25.1	33.1	27.9
Statistical significance		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.				

### Career Satisfaction

4. Overall, how satisfied are you with your career choice? (Percentages) Analyses limited to respondents who met the following criterion: ❖ CCC-SLP						
Satisfaction	Facility Type					
	All Respondents (n = 1,172)	School (n = 379)	College/ university (n = 189)	Hospital (n = 178)	Residential Health Care (n = 160)	Nonres. Health Care (n = 195)
Very <u>d</u> issatisfied	2.4	1.6	2.6	3.4	0.6	4.6
<u>D</u> issatisfied	1.6	1.6	0.5	1.1	1.3	2.6
Neutral	6.8	7.1	4.2	9.0	10.0	3.6
Satisfied	36.7	38.0	19.6	36.0	46.9	30.3
Very satisfied	52.5	51.7	73.0	50.6	41.3	59.0
Statistical significance	Too many cells (32%) 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-SLP						
Plan	Facility Type					
	All Respondents (n = 1,166)	School (n = 378)	College/ university (n = 189)	Hospital (n = 178)	Residential Health Care (n = 155)	Nonres. Health Care (n = 195)
As long as I am able	47.5	42.6	56.6	48.3	52.9	60.5
Until I am eligible for retirement	35.8	44.2	28.0	35.4	30.3	24.6
Until something else comes along	3.1	2.1	1.6	7.3	5.2	3.1
I plan to leave as soon as possible.	0.9	0.5	1.1	0.0	3.9	1.0
I've already retired. (SKIP to Q. 7.)	2.3	0.8	0.0	0.0	0.0	0.0
Currently undecided	10.3	9.8	12.7	9.0	7.7	10.8
Statistical significance		Too many cells (33%) 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-SLP						
Response	Facility Type					
	All Respondents (n = 1,046)	School (n = 348)	College/ university (n = 173)	Hospital (n = 161)	Residential Health Care (n = 144)	Nonres. Health Care (n = 179)
Mean	2034	2033	2028	2035	2037	2035
Standard deviation	11	11	9	12	12	11
25th percentile	2025	2025	2020	2025	2025	2025
<b>50th percentile (median)</b>	<b>2035</b>	<b>2032</b>	<b>2025</b>	<b>2035</b>	<b>2035</b>	<b>2035</b>
75th percentile	2043	2040	2035	2045	2045	2045
Mode	2035	2035	2020	2025	2035	2040
Statistical significance	$F(4, 1000) = 16.4, p = .000$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					



## 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-SLP						
Status	Facility Type					
	All Respondents (n = 1,171)	School (n = 379)	College/ university (n = 190)	Hospital (n = 178)	Residential Health Care (n = 160)	Nonres. Health Care (n = 194)
Employed full time	74.2	85.2	83.7	71.9	71.9	62.9
Employed part time	21.2	14.8	16.3	28.1	27.5	37.1
On leave of absence (SKIP to Q. 26.)	1.6	0.0	0.0	0.0	0.0	0.0
Not employed but <u>actively</u> seeking employment (SKIP to Q. 26.)	0.3	0.0	0.0	0.0	0.6	0.0
Not employed and not seeking employment (SKIP to Q. 26.)	0.9	0.0	0.0	0.0	0.0	0.0
Retired (SKIP to Q. 26.)	1.8	0.0	0.0	0.0	0.0	0.0
Statistical significance		Too many cells (33%) 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.				
Recoded to full time and part time only						
Status	n = 1,117	n = 379	n = 190	n = 178	n = 159	n = 194
Employed full time	77.8	85.2	83.7	71.9	72.3	62.9
Employed part time	22.2	14.8	16.3	28.1	27.7	37.1
Statistical significance		$\chi^2(4) = 45.7, p = .000$ , Cramer's V = .204 <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-SLP ❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 1,111)	School (n = 377)	College/ university (n = 189)	Hospital (n = 176)	Residential Health Care (n = 158)	Nonres. Health Care (n = 194)
Yes	85.0	85.7	92.1	84.7	83.5	83.0
No	15.0	14.3	7.9	15.3	16.5	17.0
Statistical significance	$\chi^2(4) = 8.2, p = .084$ <u>Conclusion:</u> there is <u>not</u> enough 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-SLP ❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 1,104)	School (n = 373)	College/ university (n = 187)	Hospital (n = 176)	Residential Health Care (n = 159)	Nonres. Health Care (n = 193)
Yes	73.0	71.6	75.4	76.1	76.1	73.1
No	27.0	28.4	24.6	23.9	23.9	26.9
Statistical significance	$\chi^2(4) = 2.2, p = .702$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					

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-SLP						
Response	Facility Type					
	All Respondents (n = 1,099)	School (n = 368)	College/ university (n = 184)	Hospital (n = 178)	Residential Health Care (n = 158)	Nonres. Health Care (n = 193)
Yes	62.3	65.2	50.5	57.9	61.4	60.6
No	37.7	34.8	49.5	42.1	38.6	39.4
Statistical significance	$\chi^2(4) = 11.5$ , $p = .021$ , Cramer's V = .103 <u>Conclusion:</u> There is adequate 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-SLP						
❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 1,114)	School (n = 378)	College/ university (n = 189)	Hospital (n = 177)	Residential Health Care (n = 159)	Nonres. Health Care (n = 194)
<b>a. SLP support personnel</b>						
Mean	1.2	1.2	0.6	1.1	0.3	1.6
Standard deviation	5.0	3.7	2.5	7.7	0.8	7.1
25th percentile	0.0	0.0	0.0	0.0	0.0	0.0
<b>50th percentile (median)</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
75th percentile	0.0	1.0	0.0	0.0	0.0	0.0
Mode	0.0	0.0	0.0	0.0	0.0	0.0
Statistical significance	$F(4, 1095) = 2.0, p = .099$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					
<b>b. Audiology support personnel</b>						
See the CCC-A Survey Summary Report for responses from audiologists about audiology support personnel.						



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-SLP						
❖ Employed full time or part time						
❖ Selected "0.5" or more for Q. 11						
Activity	Facility Type					
	All Respondents (n = 253)	School (n = 104)	College/ university (n = 23)	Hospital (n = 25)	Residential Health Care (n = 22)	Nonres. Health Care (n = 45)
Acting as interpreter	13.2	10.6	n < 25	8.0	n < 25	28.9
	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	22.8	24.0	n < 25	24.0	n < 25	17.8
	Statistical significance : $\chi^2(4) = 1.1, p = .899$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					
Making preparations for a session	61.3	65.4	n < 25	60.0	n < 25	55.6
	Statistical significance : $\chi^2(4) = 15.8, p = .003$ , Cramer's V = .269 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					
Performing administrative tasks	38.1	34.6	n < 25	48.0	n < 25	44.4
	Statistical significance : $\chi^2(4) = 14.4, p = .006$ , Cramer's V = .256 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					
Providing therapy services	76.9	84.6	n < 25	48.0	n < 25	73.3
	Statistical significance : $\chi^2(4) = 34.3, p = .000$ , Cramer's V = .396 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					

(Table 12 continues on next page.)

<p>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:</p> <ul style="list-style-type: none"> <li>❖ CCC-SLP</li> <li>❖ Employed full time or part time</li> <li>❖ Selected "0.5" or more for Q. 11</li> </ul>						
Activity	Facility Type					
	All Respondents (n = 253)	School (n = 104)	College/ university (n = 23)	Hospital (n = 25)	Residential Health Care (n = 22)	Nonres. Health Care (n = 45)
Sharing information with patients, their families, or staff	40.2	34.6	n < 25	40.0	n < 25	55.6
	Statistical significance : $\chi^2(4) = 8.5, p = .073$ <u>Conclusion:</u> there is <u>not</u> enough evidence from the data to say that the responses vary by type of facility.					
None of the above	8.3	6.7	n < 25	16.0	n < 25	6.7
	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.					

## 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-SLP						
Response	Facility Type					
	All Respondents (n = 1,077)	School (n = 360)	College/ university (n = 188)	Hospital (n = 171)	Residential Health Care (n = 153)	Nonres. Health Care (n = 189)
NA. I belong to a SIG.	26.2	20.3	63.3	43.9	28.8	23.3
I don't have enough time.	20.7	23.1	5.3	18.1	20.9	18.5
Cost	27.9	30.3	16.5	25.7	28.1	24.3
No SIG in my area of interest	0.6	0.0	1.1	0.0	0.0	3.2
Not interested in joining a SIG	11.8	13.3	6.9	6.4	9.8	13.2
Unaware of any benefit	8.9	10.0	2.7	5.8	7.2	10.1
Unaware of SIG program	2.1	1.9	0.5	0.0	2.0	4.2
Other (specify):	1.8	1.1	3.7	0.0	3.3	3.2
Statistical significance		Too many cells (33%) 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:						
❖ CCC-SLP						
❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 1,114)	School (n = 378)	College/ university (n = 189)	Hospital (n = 178)	Residential Health Care (n = 159)	Nonres. Health Care (n = 194)
Yes	2.0	0.5	10.1	2.2	1.3	3.6
No (SKIP to Q. 16.)	98.0	99.5	89.9	97.8	98.7	96.4
Statistical significance	$\chi^2(4) = 41.2, p = .000$ , Cramer's V = .194 <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:						
<ul style="list-style-type: none"> <li>❖ CCC-SLP</li> <li>❖ Employed full time or part time</li> <li>❖ Answered "Yes" to Q. 14</li> </ul>						
Population	Facility Type					
	All Respondents ( <i>n</i> = 22)	School ( <i>n</i> = 2)	College/ university ( <i>n</i> = 19)	Hospital ( <i>n</i> = 4)	Residential Health Care ( <i>n</i> = 2)	Nonres. Health Care ( <i>n</i> = 7)
Children in schools	<i>n</i> < 25	<i>n</i> < 25				
Children at home						
Children or adults at satellite clinics or hospitals						
Adults in home or work environment						
Adults in the military or Veterans Affairs (VA) facilities						
Statistical significance		Too many cells (80%) 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-SLP						
Response	Facility Type					
	All Respondents (n = 1,127)	School (n = 377)	College/ university (n = 190)	Hospital (n = 178)	Residential Health Care (n = 159)	Nonres. Health Care (n = 196)
Mean	0.9	0.8	2.5	0.6	0.9	0.9
Standard deviation	1.5	1.3	4.6	1.0	1.4	1.5
25th percentile	0.0	0.0	1.0	0.0	0.0	0.0
<b>50th percentile (median)</b>	<b>0.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>1.0</b>	<b>0.5</b>
75th percentile	1.0	1.0	3.0	1.0	1.0	1.0
Mode	0.0	0.0	1.0	0.0	0.0	0.0
Statistical significance	$F(4, 1095) = 23.5, p = .000$ <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-SLP						
❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 1,114)	School (n = 377)	College/ university (n = 190)	Hospital (n = 178)	Residential Health Care (n = 159)	Nonres. Health Care (n = 194)
Yes	97.2	95.5	91.6	100.0	100.0	100.0
No (SKIP to Q. 19.)	2.8	4.5	8.4	0.0	0.0	0.0
Statistical significance	$\chi^2(4) = 38.5, p = .000$ , Cramer's V = .187 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by type of facility.					



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-SLP					
	❖ Answered "Yes" to Q. 17					
Response	Facility Type					
	All Respondents (n = 1,067)	School (n = 353)	College/ university (n = 168)	Hospital (n = 174)	Residential Health Care (n = 154)	Nonres. Health Care (n = 193)
Mean	0.6	0.5	0.7	0.4	0.8	0.7
Standard deviation	1.1	1.0	2.1	0.7	1.1	1.4
25th percentile	0.0	0.0	0.0	0.0	0.0	0.0
<b>50th percentile (median)</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
75th percentile	1.0	1.0	1.0	1.0	1.0	1.0
Mode	0.0	0.0	0.0	0.0	0.0	0.0
Statistical significance	$F(4, 1037) = 2.6, p = .033$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					





## Recruitment and Retention

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-SLP						
Factor	Facility Type					
	All Respondents (n = 1,173)	School (n = 379)	College/ university (n = 190)	Hospital (n = 178)	Residential Health Care (n = 160)	Nonres. Health Care (n = 196)
Administration's support of my work	20.7	25.3	22.6	19.1	18.1	14.3
		Statistical significance : $\chi^2(4) = 11.1$ , $p = .025$ , Cramer's V = .101 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by type of facility.				
Benefits: health care, retirement, etc.	33.1	42.5	33.2	28.7	29.4	19.4
		Statistical significance : $\chi^2(4) = 34.4$ , $p = .000$ , Cramer's V = .177 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by type of facility.				
Challenging work	6.7	4.7	24.2	10.7	5.0	9.2
		Statistical significance : $\chi^2(4) = 59.5$ , $p = .000$ , Cramer's V = .232 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by type of facility.				
Compensation/pay	43.1	42.0	27.9	48.9	57.5	49.0
		Statistical significance : $\chi^2(4) = 36.1$ , $p = .000$ , Cramer's V = .181 <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-SLP						
Factor	Facility Type					
	All Respondents (n = 1,173)	School (n = 379)	College/ university (n = 190)	Hospital (n = 178)	Residential Health Care (n = 160)	Nonres. Health Care (n = 196)
Flexibility to balance life and work	49.3	46.2	45.8	46.1	65.0	63.3
	Statistical significance : $\chi^2(4) = 31.4$ , $p = .000$ , Cramer's V = .169 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by type of facility.					
Independence	8.6	7.4	21.6	6.7	6.9	14.3
	Statistical significance : $\chi^2(4) = 35.3$ , $p = .000$ , Cramer's V = .179 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by type of facility.					
Job security	11.4	15.3	4.2	7.9	10.6	6.6
	Statistical significance : $\chi^2(4) = 22.4$ , $p = .000$ , Cramer's V = .143 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by type of facility.					
Meaningfulness of job	37.5	37.5	57.4	37.1	35.6	40.8
	Statistical significance : $\chi^2(4) = 26.0$ , $p = .000$ , Cramer's V = .154 <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by type of facility.					
Relationship with coworkers	17.3	17.4	13.7	22.5	18.1	15.8
	Statistical significance : $\chi^2(4) = 5.4$ , $p = .248$ <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-SLP

Factor	Facility Type					
	All Respondents (n = 1,173)	School (n = 379)	College/ university (n = 190)	Hospital (n = 178)	Residential Health Care (n = 160)	Nonres. Health Care (n = 196)
Type of clients/patients	29.8	29.8	20.5	33.1	30.6	35.7
	Statistical significance : $\chi^2(4) = 12.1$ , $p = .017$ , Cramer's V = .105 <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by type of facility.					
Type of work setting	23.5	25.3	23.2	32.0	17.5	20.9
	Statistical significance : $\chi^2(4) = 11.4$ , $p = .022$ , Cramer's V = .102 <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 <b>multidisciplinary team practice</b> , as defined above? (Percentages)						
Analyses limited to respondents who met the following criteria:						
❖ CCC-SLP						
❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 1,112)	School (n = 378)	College/ university (n = 188)	Hospital (n = 176)	Residential Health Care (n = 157)	Nonres. Health Care (n = 194)
Yes	86.9	87.3	56.4	94.9	93.6	80.9
No	13.1	12.7	43.6	5.1	6.4	19.1
Statistical significance	Statistical significance : $\chi^2(4) = 130.0$ , $p = .000$ , Cramer's V = .345 <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 <b>interprofessional team practice</b> , as defined above? (Percentages) Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Employed full time or part time						
Response	Facility Type					
	All Respondents (n = 1,110)	School (n = 377)	College/ university (n = 188)	Hospital (n = 177)	Residential Health Care (n = 157)	Nonres. Health Care (n = 193)
Yes	71.8	76.4	46.8	72.9	78.3	58.0
No	28.2	23.6	53.2	27.1	21.7	42.0
Statistical significance	Statistical significance : $\chi^2(4) = 69.2$ , $p = .000$ , Cramer's V = .252 <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-SLP						
Private Practice	Facility Type					
	All Respondents (n = 1,099)	School (n = 373)	College/ university (n = 186)	Hospital (n = 171)	Residential Health Care (n = 157)	Nonres. Health Care (n = 193)
I do not work in private practice.	79.2	84.5	88.2	93.0	90.4	46.1
I am an owner or co-owner of a private practice.	11.6	9.4	9.1	4.7	5.7	26.9
I am a paid employee in a private practice.	9.2	6.2	2.7	2.3	3.8	26.9
Statistical significance	$\chi^2(8) = 191.5$ , $p = .000$ , Cramer's V = .298 <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-SLP
- ❖ Employed full time or part time

Facility	Weighted <i>n</i> = 1,112	Unweighted <i>n</i> = 1,110
School	53.5	34.1
College/university	2.8	17.1
Hospital	13.9	16.0
Residential health care facility	11.1	14.3
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)	17.8	17.5
Other; specify:	0.9	0.9
<b>Recoded to delete "other"</b>		
	<i>n</i> = 1,102	<i>n</i> = 1,100
School	54.0	34.5
College/university	2.9	17.3
Hospital	14.0	16.2
Residential health care facility	11.2	14.5
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)	17.9	17.6

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-SLP
- ❖ Employed full time or part time

State	<i>n</i>	State	<i>n</i>	State	<i>n</i>
Alabama	14	Kentucky	14	North Dakota	2
Alaska	0	Louisiana	18	Ohio	42
Arizona	20	Maine	3	Oklahoma	7
Arkansas	9	Maryland	27	Oregon	10
California	86	Massachusetts	41	Pennsylvania	53
Colorado	32	Michigan	33	Rhode Island	7
Connecticut	28	Minnesota	25	South Carolina	16
Delaware	3	Mississippi	9	South Dakota	5
District of Columbia	1	Missouri	21	Tennessee	23
Florida	73	Montana	2	Texas	64
Georgia	28	Nebraska	5	Utah	6
Hawaii	2	Nevada	3	Vermont	7
Idaho	7	New Hampshire	7	Virginia	33
Illinois	55	New Jersey	35	Washington	22
Indiana	27	New Mexico	9	West Virginia	5
Iowa	10	New York	97	Wisconsin	20
Kansas	14	North Carolina	37	Wyoming	1
				Total	1,116



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-SLP						
❖ Employed full time or part time						
Region/Division	Facility Type					
	All Respondents (n = 1,116)	School (n = 379)	College/ university (n = 190)	Hospital (n = 178)	Residential Health Care (n = 158)	Nonres. Health Care (n = 194)
<b>Northeast</b>	<b>24.9</b>	<b>28.8</b>	<b>24.2</b>	<b>13.5</b>	<b>22.2</b>	<b>23.2</b>
Middle Atlantic	16.6	17.4	20.5	9.6	17.7	17.5
New England	8.4	11.3	3.7	3.9	4.4	5.7
<b>Midwest</b>	<b>23.3</b>	<b>23.5</b>	<b>28.9</b>	<b>27.5</b>	<b>24.1</b>	<b>18.0</b>
East North Central	15.9	17.2	17.4	18.5	15.8	9.8
West North Central	7.3	6.3	11.6	9.0	8.2	8.2
<b>South</b>	<b>34.1</b>	<b>27.7</b>	<b>31.1</b>	<b>40.4</b>	<b>46.2</b>	<b>41.8</b>
East South Central	5.4	5.0	5.3	5.6	7.0	5.2
South Atlantic	20.0	17.2	15.8	21.3	25.9	24.7
West South Central	8.7	5.5	10.0	13.5	13.3	11.9
<b>West</b>	<b>17.7</b>	<b>20.1</b>	<b>15.8</b>	<b>18.5</b>	<b>7.6</b>	<b>17.0</b>
Mountain	7.1	6.9	7.4	10.7	4.4	6.7
Pacific	10.6	13.2	8.4	7.9	3.2	10.3
Statistical significance		For 4 Regions: $\chi^2(12) = 44.7$ , $p = .000$ , Cramer's V = .117 For 9 Divisions: $\chi^2(32) = 74.7$ , $p = .000$ , Cramer's V = .130 <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-SLP
- ❖ Employed full time or part time

Function	Facility Type					
	All Respondents (n = 1,107)	School (n = 377)	College/ university (n = 188)	Hospital (n = 178)	Residential Health Care (n = 157)	Nonres. Health Care (n = 190)
Clinical service provider (includes any individual who provides any direct service)	87.1	89.1	6.4	91.6	89.2	90.5
Special education teacher	3.4	6.4	0.0	0.0	0.0	0.0
College/university faculty member	2.0	0.0	71.8	0.0	0.0	0.0
Researcher	0.2	0.0	2.7	0.0	0.0	0.5
Consultant	1.3	1.6	0.5	0.0	1.3	0.5
Administrator/director/chair/supervisor	5.7	2.9	17.0	8.4	9.6	7.9
Other; specify:	0.2	0.0	1.6	0.0	0.0	0.5
Statistical significance	Too many cells (54%) 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 <u>ONE</u> position that best describes how you spend <u>most</u> of your time. <i>Only one answer can be accepted.</i> (Percentages) Analyses limited to respondents who met the following criteria:						
<ul style="list-style-type: none"> <li>❖ CCC-SLP</li> <li>❖ Employed full time or part time</li> <li>❖ Removes "Other" from results</li> </ul>						
Function	Facility Type					
	All Respondents (n = 1,104)	School (n = 377)	College/ university (n = 185)	Hospital (n = 178)	Residential Health Care (n = 157)	Nonres. Health Care (n = 189)
Clinical service provider (includes any individual who provides any direct service)	87.3	89.1	6.5	91.6	89.2	91.0
Special education teacher	3.4	6.4	0.0	0.0	0.0	0.0
College/university faculty member	2.1	0.0	73.0	0.0	0.0	0.0
Researcher	0.2	0.0	2.7	0.0	0.0	0.5
Consultant	1.3	1.6	0.5	0.0	1.3	0.5
Administrator/director/chair/supervisor	5.8	2.9	17.3	8.4	9.6	7.9
Statistical significance	Too many cells (47%) 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-SLP

Experience	Facility Type					
	All Respondents (n = 1,170)	School (n = 379)	College/ university (n = 190)	Hospital (n = 178)	Residential Health Care (n = 158)	Nonres. Health Care (n = 196)
Mean	16.4	15.9	26.0	17.1	13.8	16.4
Standard deviation	11.2	10.4	11.5	12.3	10.7	11.2
25th percentile	7.0	7.0	17.0	6.0	5.0	7.0
<b>50th percentile (median)</b>	<b>14.0</b>	<b>14.0</b>	<b>26.0</b>	<b>13.0</b>	<b>10.0</b>	<b>14.5</b>
75th percentile	25.0	24.0	35.0	28.0	20.0	22.0
Mode	4.0	4.0	35.0	6.0	4.0	6.0
Statistical significance	$F(4, 1096) = 35.0, p = .000$ Conclusion: 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-SLP						
Response	Facility Type					
	All Respondents (n = 1,170)	School (n = 377)	College/ university (n = 189)	Hospital (n = 178)	Residential Health Care (n = 160)	Nonres. Health Care (n = 196)
Female	96.4	97.6	85.2	93.3	95.6	96.9
Male	3.6	2.4	14.8	6.7	4.4	3.1
Statistical significance	$\chi^2(4) = 40.8, p = .000$ , Cramer's V = .192 <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-SLP						
Credential	Facility Type					
	All Respondents	School	College/ university	Hospital	Residential Health Care	Nonres. Health Care
<b>CCC-SLP (unweighted)</b>						
	<i>n</i> = 1,173	<i>n</i> = 379	<i>n</i> = 190	<i>n</i> = 178	<i>n</i> = 160	<i>n</i> = 196
CCC-SLP, hold	100.0	100.0	100.0	100.0	100.0	100.0
CCC-A, hold	See the CCC-A Survey Summary Report for responses from audiologists.					
<b>CCC-SLP (weighted)</b>						
	<i>n</i> = 1,173	<i>n</i> = 595	<i>n</i> = 32	<i>n</i> = 155	<i>n</i> = 124	<i>n</i> = 200
CCC-SLP, hold	100.0	100.0	100.0	100.0	100.0	100.0
CCC-A, hold	See the CCC-A Survey Summary Report for responses from audiologists.					

## 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"> <li>RR = Response rate</li> <li>C = Number of completed surveys</li> <li>P = Number of partial surveys</li> <li>S = Sample size</li> <li>Ret = Ineligible because of retirement</li> <li>I = Ineligible for other reasons (e.g., no longer in the field, on leave of absence)</li> </ul> $RR = \frac{1,935}{4,000 - (68)} = 49.2\%$
<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: <math>(1 + 1 + 7 + 34 + 88) / 5 = 26.2</math></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: <math>(1 + 1 + 7 + 34 + 88)</math>                      Standard deviation = 37.1</p> <p>Therefore, 68% of the responses are between -10.9 <math>(26.2 - 37.1)</math> and 63.3 <math>(26.2 + 37.1)</math></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. <sup>1</sup>
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 $X^2$ . <sup>1</sup>
$df$	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.

<sup>1</sup> Vogt, W. P. (1999). *Dictionary of statistics & methodology* (2nd ed.). Newbury Park, CA: Sage.