



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP Health Care SURVEY 2011

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 2011. 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.

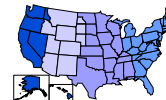
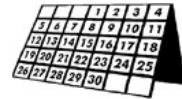
This report is based on responses from SLPs in six types of health care facilities: general medical hospitals, rehabilitation (rehab) hospitals, pediatric hospitals, skilled nursing facilities (SNFs), home health agencies and clients' homes, and outpatient clinics and offices.

Highlights:

- ◆ 33% received an annual salary.
- ◆ Median annual salary was \$70,000.
- ◆ Lowest and highest median annual salaries by various predictor variables:
 - \$64,000 in outpatient clinics and offices
 - \$81,681 in SNFs
 - \$65,000 in the Midwest
 - \$80,000 in the West
 - \$68,000 in suburban areas
 - \$74,000 in rural areas
 - \$58,048 with 1 to 3 years of experience
 - \$88,750 with 31 or more years of experience
- ◆ Median annual salary was \$65,000 for clinical service providers and \$90,000 for administrators.
- ◆ Median annual salary for private practice owners or independent contractors was \$65,000.

Salaries

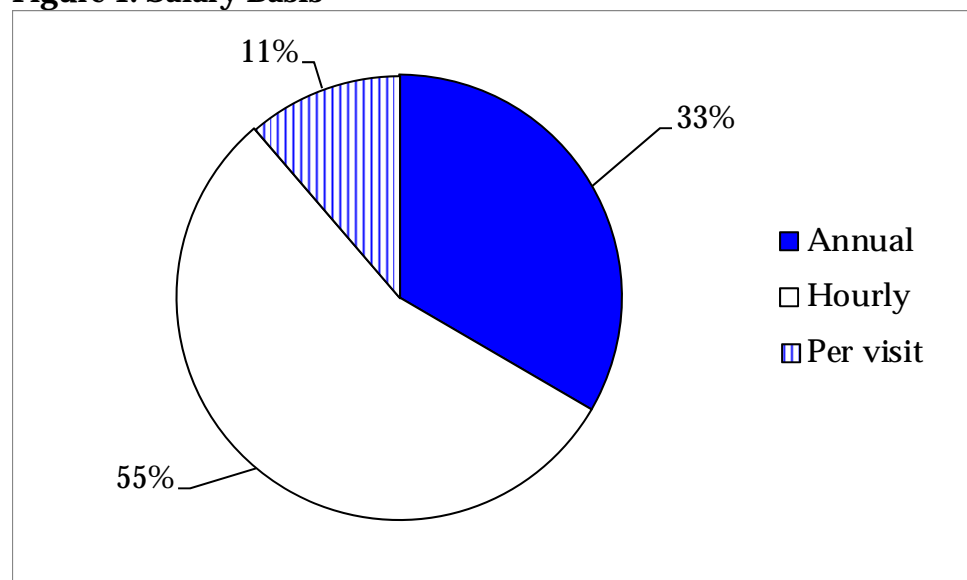
The SLPs who responded to the survey demonstrated diversity in both salary basis (annual/hourly/per visit) and status (full-time/part-time). In addition, differences in function, facility, region of the country, and other similar characteristics had an impact on their wages.



Salary Basis

Of the SLPs who responded to the 2011 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

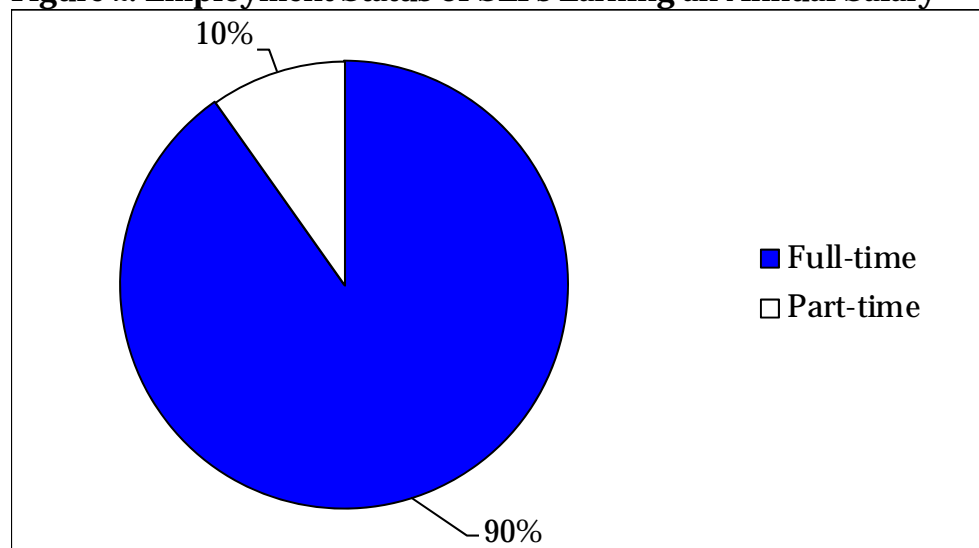


n = 2,347

Employment Status

Of every 10 SLPs who were working in health care settings, more than six worked full-time compared with fewer than four who worked part-time. Of those who earned an annual salary, however, 90% worked full-time (see Figure 2 and Appendix, Table 1).

Figure 2. Employment Status of SLPs Earning an Annual Salary



n = 782

Overall Average Salary

The overall median salary for SLPs who were employed full-time and who worked in a health care facility was \$70,000 (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.

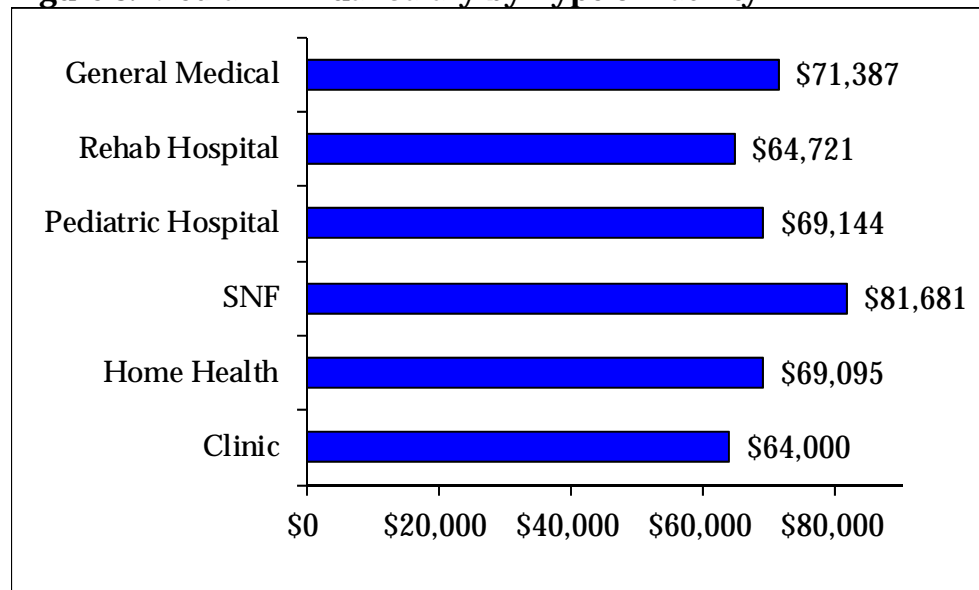
Highest Degree

Nearly all of the respondents to the survey held a master's as their highest degree (97%). Despite there being 72 SLPs who reported having earned a doctoral degree, their number dwindled to 27 when only those who worked full-time and reported their annual salary were included. Median annual salaries were \$88,022 for doctoral holders and \$69,674 for SLPs with a master's degree.

Type of Facility

Median salaries for SLPs who were paid an annual salary ranged from \$64,000 in outpatient clinics and offices to \$81,681 in SNFs (see Figure 3 and Appendix, Table 2).

Figure 3. Median Annual Salary by Type of Facility



n = 674

Rehab Hospital = rehabilitation hospital

SNF = skilled nursing facility

Private Practice Owner

The median annual salary for SLPs who were private practice owners or independent contractors and worked full-time was \$65,000 (*n* = 78; not shown in appended table). Additional information about private practice owners is available in a separate report as noted on page 7.

Function

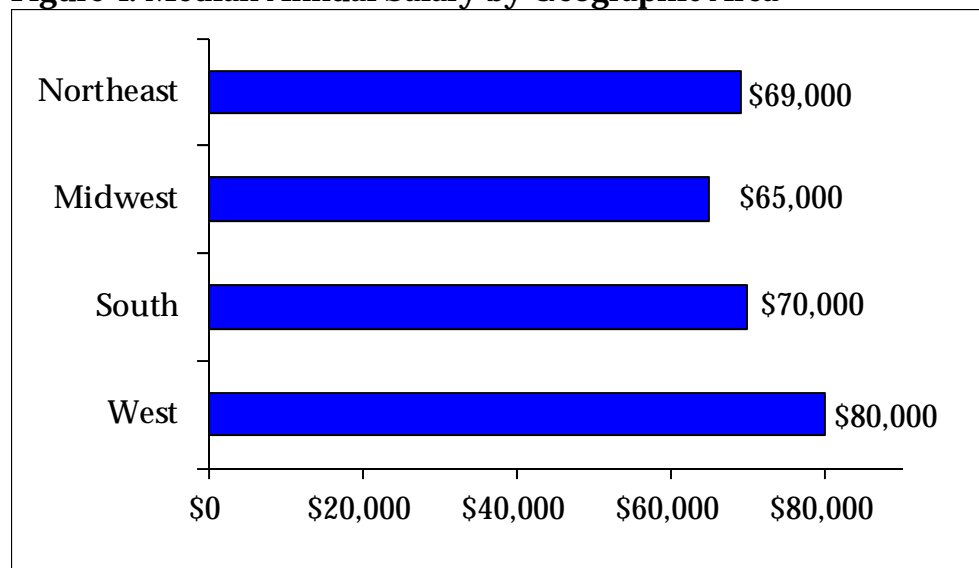
The median annual salary for *clinical service providers* was \$65,000. This ranged from a low of \$61,500 in rehabilitation hospitals to a high of \$68,000 in general medical hospitals (see Appendix, Table 3).

The average (median) annual salary for *administrators, supervisors, and directors* was \$90,000. By facility, median salaries were \$78,904 in outpatient clinics and offices, \$87,814 in general medical hospitals, and \$91,119 in SNFs. There were insufficient respondents in rehab hospitals, pediatric hospitals, and home health agencies and clients' homes to provide data for these groups.

Geographic Region

Median salaries were highest in the *West* (\$80,000) and lowest in the *Midwest* (\$65,000; see Figure 4).

Figure 4. Median Annual Salary by Geographic Area



n = 682

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



When salaries were analyzed by both geographic area and type of facility, there were insufficient respondents in many categories for data to be presented. Of those categories that could be included, however, the highest average salaries were in *SNFs* in the *South* (\$86,901; see Appendix, Table 4).

Population Density

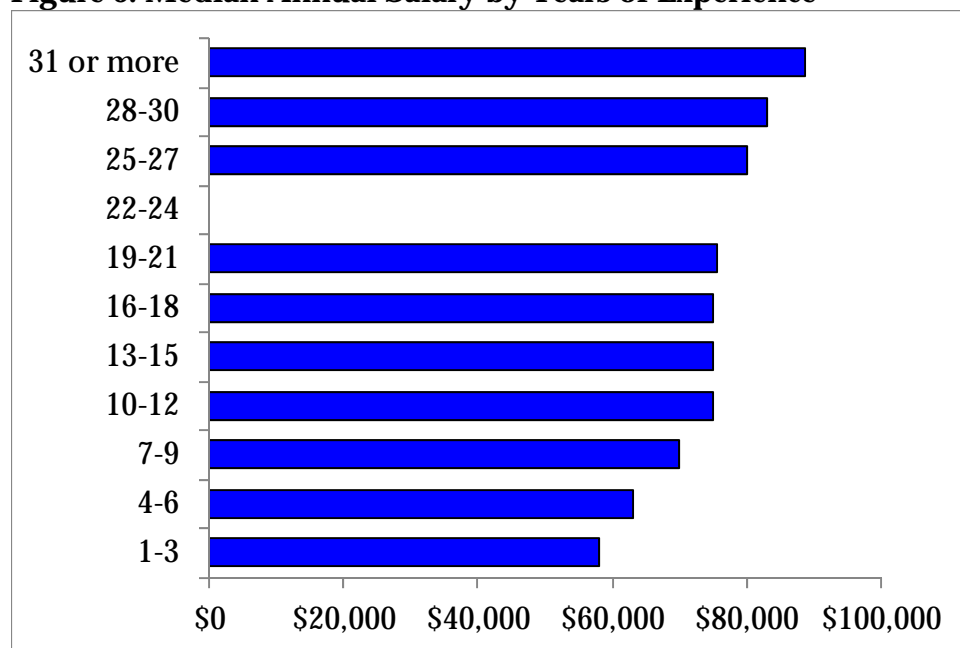
The median salary was \$68,000 for SLPs in the suburbs, \$70,000 in metropolitan/urban areas, and \$74,000 in rural areas.

General medical hospitals and SNFs were the only facilities with sufficient respondents in each of the three categories of population setting to make comparisons; the highest salaries in both facility types were in rural areas (see Appendix, Table 5).

Years of Experience

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

Figure 5. Median Annual Salary by Years of Experience



n = 674

Median annual salaries ranged from \$58,048 for SLPs with 1 to 3 years of experience to \$88,750 with 31 or more years (see Figure 5). There were too few SLPs with 22–24 years of experience to be included in the report.

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 general medical hospitals and outpatient clinics and offices, show that increased experience resulted in increased salaries.

Survey Notes and Method- ology

Response Rate

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.

The survey was mailed in February 2011 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. Second (March) and third (April) mailings followed, at approximately 3- or 4-week intervals, to individuals who had not responded to earlier mailings.

The sample was a random sample, stratified by type of facility and by private practice. Small groups, such as pediatric hospitals, were oversampled. Therefore, *weighting* was used when presenting data to reflect the actual distribution of SLPs in each type of facility within ASHA.

Of the original 4,000 SLPs in the sample, 1 was deceased, 1 was retired, 10 had bad addresses, 2 were not employed in the field, and 63 were employed in other types of facilities, leaving 3,923 possible respondents. The actual number of respondents was 2,451, resulting in a 62.5% response rate. The results presented in this report are based on responses from those 2,451 individuals.

Survey Reports

Results from the 2011 SLP Health Care Survey are presented in a series of reports:

- Survey Summary Report
- Caseload Characteristics
- Workforce and Work Conditions
- Annual Salary Report
- Hourly and Per Visit Salary Report
- Private Practice Owners and Independent Contractors
- Survey Methodology, Respondent Demographics, and Glossary

Suggested Citation

American Speech-Language-Hearing Association. (2011). *ASHA SLP Health Care Survey 2011: Annual salary report*. Available from www.asha.org.

Supplemental Sources

ASHA SLP Health Care Survey Annual Salary Reports. www.asha.org/Careers/SalaryData.

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

www.bls.gov/bls/blswage.htm

www.bls.gov/oco/

www.capcsd.org/survey

Additional Information

For additional information regarding the 2011 SLP Health Care Survey, please contact Amy Hasselkus, Associate Director of Health Care Services, at 800-498-2071, ext. 5686, ahasselkus@asha.org, or Janet Brown, Director of Health Care Services, at ext. 5679, 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.

Thank You

ASHA would like to thank the SLPs who completed the 2011 Health Care Survey. Reports like this one are possible only because people like *you* participated.

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

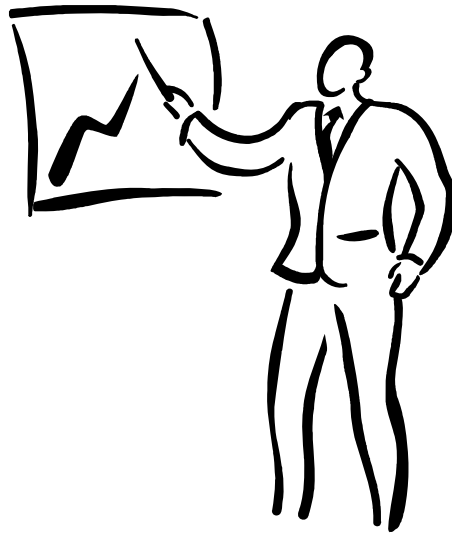


Table 1: Employment Status

Q. 4 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	67.0
Part-time	33.0
<i>n</i>	2,364
Earn an Annual Salary	
Full-time	90.2
Part-time	9.8
<i>n</i>	782

Table 2: Annual Salary by Type of Facility

<p>Q. 8 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:</p> <ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full-time ❖ Received an annual salary of at least \$1 							
Percentile	Total	General Medical	Rehab Hospital	Pediatric Hospital	Skilled Nursing Facility (SNF)	Home Health/ Client's Home	Outpatient Clinic/ Office
	(n = 682)	(n = 131)	(n = 83)	(n = 55)	(n = 123)	(n = 79)	(n = 203)
25th	\$59,785	\$64,000	\$58,000	\$60,000	\$68,000	\$56,595	\$53,251
50th (median)	\$70,000	\$71,387	\$64,721	\$69,144	\$81,681	\$69,095	\$64,000
75th	\$85,000	\$85,000	\$79,842	\$89,961	\$92,000	\$81,446	\$77,887

Table 3: Annual Salary by Function

Q. 8 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	Rehab Hospital	Pediatric Hospital	SNF	Home Health/ Client's Home	Outpatient Clinic/ Office
Clinical Service Provider							
	(n = 490)	(n = 103)	(n = 67)	(n = 42)	(n = 56)	(n = 63)	(n = 154)
25th	\$55,882	\$62,553	\$56,000	\$57,911	\$58,726	\$55,000	\$52,000
50th (median)	\$65,000	\$68,000	\$61,500	\$65,157	\$66,963	\$67,204	\$62,000
75th	\$75,000	\$78,152	\$72,000	\$74,109	\$74,963	\$78,014	\$71,468
Administrator/supervisor/director							
	(n = 171)	(n = 25)	(n = 15)	(n = 11)	(n = 65)	(n = 12)	(n = 40)
25th	\$80,000	\$83,000	n < 25	n < 25	\$85,280	n < 25	\$60,000
50th (median)	\$90,000	\$87,814			\$91,119		\$78,904
75th	\$100,000	\$98,860			\$104,578		\$87,725

Table 4: Median Annual Salary by Region of the Country

Q. 8 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		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	162	\$69,000	35	\$70,000	26	\$69,911	12	<i>n</i> < 25	34	\$73,000	23	<i>n</i> < 25	30	\$60,000
Midwest	153	\$65,000	36	\$71,166	15	<i>n</i> < 25	19		25	\$78,389	9		47	\$62,000
South	290	\$70,000	40	\$69,981	34	\$61,554	16		60	\$86,901	40	\$73,357	98	\$63,478
West	77	\$80,000	20	<i>n</i> < 25	8	<i>n</i> < 25	7		4	<i>n</i> < 25	7	<i>n</i> < 25	29	\$78,630

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 5: Median Annual Salary by Population Density

<p>Q. 8 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:</p> <ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full-time ❖ Received an annual salary of at least \$1 														
Population Density	Total		General Medical		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	319	\$70,000	73	\$70,000	44	\$62,690	39	\$70,073	36	\$82,000	30	\$66,839	95	\$65,769
Suburban	242	\$68,000	31	\$71,968	26	\$63,000	13	<i>n</i> < 25	54	\$80,000	34	\$73,114	82	\$60,465
Rural	109	\$74,000	25	\$74,320	11	<i>n</i> < 25	2		31	\$85,280	15	<i>n</i> < 25	23	<i>n</i> < 25

Table 6: Median Annual Salary by Years of Experience

Q. 8 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		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	127	\$58,048	37	\$63,000	18	<i>n</i> < 25	27	\$60,000	26	\$65,500	26	\$66,000	36	\$54,000
4—6	98	\$63,000			31	\$58,000							12	27
7—9	73	\$70,000	26	\$71,922	4	<i>n</i> < 25	1	10	9	11	5	3	7	
10—12	78	\$75,000												6
13—15	55	\$75,000	28	\$80,000	2	<i>n</i> < 25	1	10	11	5	3	7	\$68,000	
16—18	50	\$75,000												6
19—21	28	\$75,507	28	\$80,500	8	<i>n</i> < 25	0	4	9	1	2	12	<i>n</i> < 25	
22—24	18	<i>n</i> < 25												2
25—27	45	\$80,000	28	\$80,500	8	<i>n</i> < 25	0	4	9	1	2	12	<i>n</i> < 25	
28—30	46	\$83,124												9
31 or more	57	\$88,750	8	<i>n</i> < 25	5	<i>n</i> < 25	10	9	9	2	2	32	\$78,450	