



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP Health Care Survey Report: Annual Salary Trends 2005–2011

AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2011 SLP Health Care Survey to gather information about patient caseload, cultural and linguistic diversity, employment and earnings, private practice, and service provision. Results from this survey are compiled in a series of reports, including this report on annual salary trends. Results from the 2005, 2007, and 2009 ASHA SLP Health Care Surveys are also included in this report for comparative purposes. Questions differ among surveys, so data on all topics are not available for all survey years.

The salaries presented in this report are gross salaries (salaries prior to deductions). They include bonuses and commissions. To preserve confidentiality, salaries are not presented for groups of less than 25. The statistic that is presented in this report is the median (i.e., middle or 50th percentile). Median salaries are presented because they are more stable than means (i.e., averages) and less sensitive to extreme values.

Survey Report Highlights

- For 2005–2011, about a third (33%–37%) of speech-language pathologists (SLPs) were paid an annual salary in their primary job.
- In 2011, SLPs who worked full-time earned an overall median salary of \$70,000, the same as in 2009 but up from \$65,000 in 2007 and \$60,000 in 2005 (a 17% increase).
- For 2005–2011, SLPs in skilled nursing facilities had a higher median salary than those in other health care settings. (Salaries were higher by 9%–30%.)
- In 2011, SLPs who were clinical service providers earned a median salary of \$65,000, down from \$67,000 in 2009 (a 3% decline) but up from \$60,000 in 2007 and \$56,000 in 2005 (a 16% increase).
- The median salary of clinical service providers in home health increased steadily, from \$52,000 in 2005 to \$67,204 in 2011 (a 29% increase).
- In 2011, SLPs who were administrators, supervisors, or directors earned a median salary of \$90,000, up from \$85,000 in 2009 (a 6% increase), \$79,009 in 2007, and \$72,985 in 2005 (a 23% increase).
- From 2005 to 2009, the median salary of SLPs increased in all geographic regions of the United States. However, from 2009 to 2011, it remained steady in the South and West and declined by 1% in the Northeast and 6% in the Midwest.
- In 2005 and 2009, the median salary of SLPs was not affected by the type of community in which they worked. However, in 2007 and 2011, SLPs in rural areas earned 4%–9% more than those in metropolitan/urban and suburban areas.
- For 2005–2011, the median salary of SLPs tended to increase with their years of experience in the profession.

Salary Basis

For 2005–2011, about a third (33%–37%) of SLPs were paid an annual salary. The remainder were paid per hour, per home health visit, or at a variable rate (see Table 1).

Table 1. How SLPs are Paid in Their Primary Job.

Salary Basis	2005	2007	2009	2011
Annual salary	37%	35%	35%	33%
Per hour	57%	65%	56%	55%
Per home health visit	—	—	9%	11%
Variable, depending on services provided	6%	—	—	—

Note. Dash indicates that item was not included in survey.

n = 1,961 (2005); *n* = 2,271 (2007); *N* = 1,916 (2009); *n* = 2,347 (2011)

Employment Status

For 2005–2011, a large majority (86%–90%) of SLPs who were paid an annual salary in their primary job worked full-time (data not shown in any table).

Overall Annual Salaries

In 2011, SLPs who worked full-time earned an overall median salary of \$70,000, the same as in 2009 but up from \$65,000 in 2007 and \$60,000 in 2005 (a 17% increase; see Table 2).

Annual Salaries by Health Care Setting

The median salary of SLPs varied by their practice setting. For 2005–2011, SLPs from skilled nursing facilities consistently earned a higher median salary than those in other health care settings. (Salaries were higher by 9%–30%.)

Table 2. Median Annual Salaries of SLPs by Their Health Care Setting.

Health Care Setting	2005	2007	2009	2011
Overall	\$60,000	\$65,000	\$70,000	\$70,000
General medical hospital	\$61,250	\$65,000	\$73,000	\$71,387
Rehabilitation hospital	\$58,920	\$60,500	\$73,400	\$64,721
Pediatric hospital	\$60,000	\$60,000	\$66,250	\$69,144
Skilled nursing facility	\$68,200	\$75,000	\$80,000	\$81,681
Home health/client's home	\$53,000	\$57,500	\$66,000	\$69,095
Outpatient clinic or office	\$60,000	\$63,000	\$65,000	\$64,000

n = 630 (2005); *n* = 648 (2007); *N* = 525 (2009); *n* = 682 (2011)

Annual Salaries of Clinical Service Providers

In 2011, SLPs who were clinical service providers earned an overall median salary of \$65,000, down from \$67,000 in 2009 (a 3% decline) but up from \$60,000 in 2007 and \$56,000 in 2005 (a 16% increase; see Table 3).

The median salary of clinical service providers varied by their health care setting. For 2005–2011, the median salary of those in home health rose steadily, from \$52,000 in 2005 to \$67,204 in 2011 (a 29% increase).

Table 3. Median Annual Salaries of Clinical Service Providers by Their Health Care Setting.

Health Care Setting	2005	2007	2009	2011
Overall	\$56,000	\$60,000	\$67,000	\$65,000
General medical hospital	\$58,000	\$62,000	\$70,000	\$68,000
Rehabilitation hospital	\$55,000	\$58,250	\$69,000	\$61,500
Pediatric hospital	\$54,000	\$59,000	<i>n</i> < 25	\$65,157
Skilled nursing facility	\$59,000	\$69,850	\$74,250	\$66,963
Home health/client's home	\$52,000	\$57,000	\$62,000	\$67,204
Outpatient clinic or office	\$55,000	\$60,000	\$63,750	\$62,000

n = 443 (2005); *n* = 459 (2007); *N* = 378 (2009); *n* = 490 (2011)

Annual Salaries of Administrators, Supervisors, and Directors

In 2011, SLPs who were administrators, supervisors, or directors earned a median salary of \$90,000, up from \$85,000 in 2009 (a 6% increase), \$79,009 in 2007, and \$72,985 in 2005 (a 23% increase; see Table 4).

The median salary of administrators, supervisors, and directors varied by their health care setting. For 2005–2011, the median salary of those in skilled nursing facilities rose for each survey year, from \$71,000 in 2005 to \$91,119 in 2011 (a 28% increase).

Table 4. Median Annual Salaries of Administrators, Supervisors, and Directors by Their Health Care Setting.

Health Care Setting	2005	2007	2009	2011
Overall	\$72,985	\$79,009	\$85,000	\$90,000
General medical hospital	\$80,000	\$80,000	\$90,000	\$87,814
Rehabilitation hospital	\$71,000	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Pediatric hospital	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Skilled nursing facility	\$71,000	\$79,500	\$89,000	\$91,119
Home health/ client's home	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Outpatient clinic or office	\$73,500	\$72,500	\$77,000	\$78,904

n = 161 (2005); *n* = 172 (2007); *N* = 137 (2009); *n* = 171 (2011)

Annual Salaries of Independent Contractors/Private Practice (Co-)Owners

In 2011, SLPs who were full-time, independent contractor/private practice (co-)owners had a median salary of \$65,000 ($n = 78$), down from \$70,000 in 2009 ($n = 102$), \$69,511 in 2007 ($n = 84$), and \$80,000 in 2005 ($n = 43$), a 23% decline (data not shown in any table).

Annual Salaries by Geographic Region

The median salary of SLPs varied by the geographic area in which they worked. For 2005–2011, SLPs from the West region of the United States consistently earned a higher median salary than those from the Northeast, Midwest, and South regions of the country. (Salaries were higher by 7%–23%; see Table 5).

From 2005 to 2009, the median salary of SLPs increased in all geographic regions of the country. However, from 2009 to 2011, it remained unchanged in the South and West and declined by 1% in the Northeast and 6% in the Midwest.

Table 5. Median Annual Salaries of SLPs in Health Care Settings by Their Geographic Region.

Geographic Region	2005	2007	2009	2011
Northeast	\$60,000	\$65,532	\$70,000	\$69,000
Midwest	\$60,000	\$62,000	\$69,000	\$65,000
South	\$58,000	\$65,000	\$70,000	\$70,000
West	\$68,000	\$70,000	\$80,000	\$80,000

$n = 628$ (2005); $n = 648$ (2007); $N = 523$ (2009); $n = 682$ (2011)

Geographic Region	Corresponding States
Northeast	
New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
Midwest	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South	
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
East South Central	AL, KY, MS, TN
West South Central	AR, LA, OK, TX
West	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

Annual Salaries by Type of Community

In 2005 and 2009, the median salary of SLPs was not affected by the type of community in which they worked. However, in 2007 and 2011, SLPs in rural areas earned 4%–9% more than those in metropolitan/urban and suburban areas (see Table 6).

Table 6. Median Annual Salaries of SLPs in Health Care Settings by Their Type of Community.

Type of Community	2005	2007	2009	2011
Metropolitan/urban	\$60,000	\$63,167	\$70,000	\$70,000
Suburban	\$60,000	\$65,000	\$70,000	\$68,000
Rural	\$60,000	\$67,916	\$70,000	\$74,000

Note. “Type of community” was self-defined by respondents (i.e., definitions of the terms “metropolitan/urban,” “suburban,” and “rural” were not provided).
n = 619 (2005); *n* = 635 (2007); *N* = 518 (2009); *n* = 670 (2011)

Annual Salaries by Years of Experience

As would be expected, for 2005–2011, the median salary of SLPs tended to increase with their years of experience in the profession. In 2011, the most seasoned SLPs earned nearly \$31,000 more than those just starting out (a change of 53% over about 30 years; see Table 7).

Table 7. Median Annual Salaries of SLPs in Health Care Settings by Their Years of Experience.

Years of Experience	2005	2007	2009	2011
1–3	\$52,694	\$51,500	<i>n</i> < 25	\$58,048
4–6	\$51,850	\$56,450	\$60,000	\$63,000
7–9	\$53,730	\$62,086	\$66,000	\$70,000
10–12	\$58,000	\$65,000	\$69,000	\$75,000
13–15	\$62,000	\$65,000	\$70,000	\$75,000
16–18	\$67,000	\$64,000	\$70,000	\$75,000
19–21	\$65,000	\$80,000	\$73,000	\$75,507
22–24	\$70,000	\$69,840	\$80,000	<i>n</i> < 25
25–27	\$70,000	\$74,400	\$74,000	\$80,000
28–30	*	*	\$75,000	\$83,124
28 or more	\$78,146	\$74,000	*	*
31 or more	*	*	\$80,000	\$88,750

* Item not included in survey analysis.

n = 619 (2005); *n* = 648 (2007); *N* = 524 (2009); *n* = 675 (2011)

Survey Methodology and Response Rate (2011)

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 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.

Suggested Citation

American Speech-Language-Hearing Association. (2011). *SLP Health Care Survey report: Annual salary trends, 2005–2011*. Available from www.asha.org.

Additional Information

Additional ASHA SLP Health Care survey reports are available at www.asha.org/Research/memberdata/HealthcareSurvey/. To learn more about other resources for ASHA members working in health care, please visit the ASHA website at www.asha.org/slp/healthcare/default or contact Janet Brown, Director of Health Care Services, at 800-498-2071, ext. 5679, jbrown@asha.org, or Amy Hasselkus, Associate Director of Health Care Services, at ext. 5686, ahasselkus@asha.org.

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Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and public. Thank you!