SLP Health Care Survey 2005

Annual Salary Report

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Executive Summary

In the spring of 2005, the American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs). The survey was designed to provide information about health care-based service delivery and to update and expand information gathered during previous Omnibus and 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/clients’ homes, and clinics.

Overall Findings

- 37% received an annual salary; 57% worked for an hourly rate of pay.
- 55% were salaried; 20% were contract employees; 13% were owners.
- Median salaries were higher in SNFs ($68,200) than in other facilities.
- Salaries were highest in the West ($68,000), lowest in the South ($58,000).
- Salaries for 1-3 years of experience in health care were $52,694; $78,146 with 28 or more years.
- Salaries for owners averaged $80,000.

Salaries

- Salary Basis
- Employment Status
- Employment Situation
- Type of Facility
- Function
- Geographic Region
- Population Density
- Highest Degree
- Years of Experience
- Owner

Survey Notes and Methodology

- Response Rate
- Other Reports

Suggested Citation

Supplemental Sources

Additional Information

Appendix: Data Tables
Salaries

There was diversity within the group of SLPs who responded to the survey. They varied by salary basis (annual/hourly/variable), status (full-time/part-time), situation (salaried/contract/owner), etc. In addition, differences in function, facility, region of the country, and other similar characteristics had an impact on their wages.

Of the SLPs who responded to the 2005 Health Care Survey, 37% reported that they worked for an annual salary, 57% for an hourly wage, and 6% for a variable salary (Appendix, Table 1).

Figure 1. Salary Basis

![Salary Basis Chart]

n = 1,961.
Of every 10 SLPs who were working in health care settings, more than six (62%) worked full-time compared to fewer than four (38%) who worked part-time. (Appendix, Table 2).

**Figure 2. Employment Status**

n = 1,970.

The survey also found that most (55%) of the respondents received a salary (for either full-time or part-time work), while 20% were contract employees (part-time or full-time), 13% were owners (e.g., owners of a private practice), and the remaining 13% identified their employment situation as other (Appendix, Table 3).

**Figure 3. Employment Situation**

n = 1,959.
Salaries have traditionally been presented in ASHA reports as a function of various demographic characteristics: facilities, years of experience, region of the country, etc.

Median salaries for SLPs who were paid an annual salary ranged from $53,000 in home health facilities/clients’ homes to $68,200 in SNFs (Appendix, Table 4).

**Figure 4. Median Annual Salary by Type of Facility**

<table>
<thead>
<tr>
<th>Type of Facility</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Medical</td>
<td>$61,250</td>
</tr>
<tr>
<td>Rehab Hospital</td>
<td>$58,920</td>
</tr>
<tr>
<td>Pediatric Hospital</td>
<td>$60,000</td>
</tr>
<tr>
<td>SNF</td>
<td>$68,200</td>
</tr>
<tr>
<td>Home Health</td>
<td>$53,000</td>
</tr>
<tr>
<td>Clinic</td>
<td>$60,000</td>
</tr>
</tbody>
</table>

n = 604.

The median annual salary for clinical service providers was $56,000. This ranged from a low of $52,000 in home health agencies/clients’ homes to a high of $59,000 in SNFs.

The average (median) annual salary for administrators/supervisors/directors was $72,985. By facility, median salaries were $71,000 in SNFs and in rehabilitation hospitals, $73,500 in clinics, and $80,000 in general medical hospitals. There were insufficient respondents in pediatric hospitals and in home health agencies/clients’ homes to provide data (Appendix, Table 5).
Figure 5. Median Annual Salary by Function

- General Medical: $58,000
- Rehab Hospital: $55,000
- Pediatric Hospital: $54,000
- SNF: $59,000
- Home Health: $52,000
- Clinic: $55,000

n = 622.

Salaries were lowest in the South ($58,000) and highest in the West ($68,000).

Figure 6. Median Annual Salary by Geographic Area

- Northeast: $60,000
- Midwest: $60,000
- South: $58,000
- West: $68,000

n = 628.

When salaries were analyzed by both geographic area and type of facility, half of the cells had insufficient numbers of cases for data to be presented. Of those that could be presented, however, the highest average salaries were in clinics in the West ($69,000) and SNFs in the South $69,250 (Appendix, Table 6).
Overall, there was no difference in median salaries based on population density. Median annual salaries were $60,000 in metropolitan/urban, suburban, and rural areas.

There were differences, however, when salaries were analyzed by the combination of population density and type of facility. Lowest median salaries tended to be in metropolitan clinics ($55,000), rural general medical hospitals ($57,270), and metropolitan rehabilitation hospitals ($58,000). Highest average salaries were in metropolitan SNFs ($72,080; Appendix, Table 7).

Nearly everyone in the survey’s sample held a master’s as their highest degree. In fact, fewer than the minimum number of respondents (i.e., 25) required to report data held a doctorate in the professions.

By including SLPs who held a doctorate in any field, the minimum number was achieved. Median annual salary for the 27 individuals with a doctorate was $95,000. In comparison, those with a master’s as highest degree reported a median annual salary of $60,000 (n = 603; not shown in appended table).
Salaries tend to increase with experience, although not in a straight line.

**Figure 7. Median Annual Salary by Years of Experience in Health Care**

Median annual salaries ranged from $51,850 for SLPs with 4 to 6 years of experience in health care to $78,146 for 28 or more years (Appendix, Table 8).

Salaries for specific types of health care facilities are included in Table 8 of the Appendix. However, some facilities, such as home health agencies/clients’ homes, had too few respondents to report data because there were fewer than 25 SLPs in a table’s cell even when groupings as large as 9 years of experience in health care were considered. Table 9 in the Appendix shows salaries by total years of experience in any type of facility, including non-health care facilities. Column headings identify the SLP’s current employment facility.

The median annual salary for SLPs who were owners and worked full-time was $80,000 ($n = 43). In comparison, the average for full-time salaried SLPs was $60,000 ($n = 573) and $35,000 ($n = 70) for part-time. There were insufficient contract employees to report their salaries ($n = 9; not shown in appended table).
The 20-year-old ASHA Omnibus Survey has been retired, replaced by surveys specific to work settings and/or professions to better meet affiliates’ needs. This 2005 Health Care Survey is the third of the replacements and melds topics from both the Omnibus Surveys and previous Health Care Surveys.

The survey was mailed in March 2005 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. Second (April) and third (May) 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. Small groups, such as pediatric hospitals, were oversampled. Therefore, where Totals are reported, either in text or tables, they have been weighted to reflect the actual distribution of SLPs in each type of facility within ASHA. The number of respondents (n) shown for specific facility types is the unweighted number from that facility who responded to the question.

Of the original 4,000 SLPs in the sample, 1 was deceased, 25 were retired, 125 were not employed, and 209 were employed in other types of facilities, leaving 3,640 possible respondents. The actual number of respondents was 1,989, resulting in a 54.6% response rate. The results presented in this report are based on responses from those 1,989 individuals.

Results from the 2005 SLP Health Care Survey are presented in a series of reports:
- Survey Methodology, Respondent Demographics, and Glossary
- Workforce
- Caseload Characteristics
- Annual Salary Report
- Hourly Salary Report
- Frequency Report


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 Web sites include the following:

http://www.bls.gov/bls/blswage.htm

http://www.bls.gov/oco/

http://www.ama-assn.org/ama/pub/category/6038.html

http://www.capcsd.org/survey/2000/salsur00.htm

www.salary.com

To compare cost of living:

http://www.homefair.com/homefair/calc/salcalc.html


For additional information regarding the SLP Health Care Survey 2005, please contact Amy Hasselkus, Associate Director of Health Care Services, at 800-498-2071, extension 4514, ahasselkus@asha.org, or Janet Brown, Director of Health Care Services, at extension 4136, jbrown@asha.org. To learn more about resources for ASHA members working in health care, visit ASHA’s Web site at http://www.asha.org/members/slp/healthcare
Appendix: Data Tables
Table 1: Salary Basis

Q. 12 In your primary job, are you paid on an annual or an hourly basis?  (Weighted)
Analyses limited to respondents who met the following criterion:
  ☐ CCC-SLP

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Valid %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual salary</td>
<td>722</td>
<td>36.8</td>
</tr>
<tr>
<td>Hourly rate</td>
<td>1,121</td>
<td>57.2</td>
</tr>
<tr>
<td>Variable, depending on service provided</td>
<td>118</td>
<td>6.0</td>
</tr>
<tr>
<td>Total</td>
<td>1,961</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table 2: Employment Status

Q. 8 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

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Valid %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>1,227</td>
<td>62.3</td>
</tr>
<tr>
<td>Part-time</td>
<td>743</td>
<td>37.7</td>
</tr>
<tr>
<td>Total</td>
<td>1,970</td>
<td>100.0</td>
</tr>
</tbody>
</table>
**Table 3: Employment Situation**

Q. 9 Which of the following best describes your principal employment situation? (weighted)
   Analyses limited to respondents who met the following criterion:
   ✷ CCC-SLP

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
<th>Valid %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaried employee, full-time or part-time</td>
<td>1,076</td>
<td>54.9</td>
</tr>
<tr>
<td>Contract employee, full-time or part-time</td>
<td>386</td>
<td>19.7</td>
</tr>
<tr>
<td>Owner (e.g., office-based or contract-based private practice)</td>
<td>252</td>
<td>12.9</td>
</tr>
<tr>
<td>Other</td>
<td>245</td>
<td>12.5</td>
</tr>
<tr>
<td>Total</td>
<td>1,959</td>
<td>100.0</td>
</tr>
</tbody>
</table>

**Table 4: Median Annual Salary by Type of Facility**

Q. 13 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:
   ✷ CCC-SLP
   ✷ Employed full-time
   ✷ Received an annual salary of at least $1

<table>
<thead>
<tr>
<th>Median Annual Salary</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Clinic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>$60,000</td>
<td>$61,250</td>
<td>$58,920</td>
<td>$60,000</td>
<td>$68,200</td>
<td>$53,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>n</td>
<td>630</td>
<td>158</td>
<td>96</td>
<td>82</td>
<td>93</td>
<td>52</td>
<td>154</td>
</tr>
</tbody>
</table>
### Table 5: Median Annual Salary by Function

Q. 13 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:
- CCC-SLP
- Employed full-time
- Received an annual salary of at least $1

<table>
<thead>
<tr>
<th>Function</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Clinic</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>Salary</td>
<td>n</td>
<td>Salary</td>
<td>n</td>
<td>Salary</td>
<td>n</td>
</tr>
<tr>
<td>Clinical service provider</td>
<td>443</td>
<td>$56,000</td>
<td>122</td>
<td>$58,000</td>
<td>63</td>
<td>$55,000</td>
<td>60</td>
</tr>
<tr>
<td>College/university faculty</td>
<td>2</td>
<td>n &lt; 25</td>
<td>0</td>
<td>n &lt; 25</td>
<td>0</td>
<td>n &lt; 25</td>
<td>0</td>
</tr>
<tr>
<td>Researcher</td>
<td>2</td>
<td>n &lt; 25</td>
<td>1</td>
<td>n &lt; 25</td>
<td>0</td>
<td>n &lt; 25</td>
<td>0</td>
</tr>
<tr>
<td>Consultant</td>
<td>6</td>
<td>n &lt; 25</td>
<td>0</td>
<td>n &lt; 25</td>
<td>0</td>
<td>n &lt; 25</td>
<td>2</td>
</tr>
<tr>
<td>Administrator/supervisor/director</td>
<td>161</td>
<td>$72,985</td>
<td>35</td>
<td>$80,000</td>
<td>26</td>
<td>$71,000</td>
<td>18</td>
</tr>
<tr>
<td>Other</td>
<td>8</td>
<td>n &lt; 25</td>
<td>0</td>
<td>n &lt; 25</td>
<td>1</td>
<td>n &lt; 25</td>
<td>0</td>
</tr>
</tbody>
</table>

Clinical: $55,000

### Notes
- The table shows the median annual salaries for different functions and subcategories within those functions.
- The sample sizes and salary ranges are provided for each category.
- The data is limited to respondents who met specific criteria, including CCC-SLP status, full-time employment, and a minimum annual salary of $1.
Table 6: Median Annual Salary by Region of the Country

Q. 13 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:
- CCC-SLP
- Employed full-time
- Received an annual salary of at least $1

<table>
<thead>
<tr>
<th>Region</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Clinic</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>Salary</td>
<td>n</td>
<td>Salary</td>
<td>n</td>
<td>Salary</td>
<td>n</td>
</tr>
<tr>
<td>Northeast</td>
<td>156</td>
<td>$60,000</td>
<td>38</td>
<td>$61,000</td>
<td>27</td>
<td>$60,000</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$62,000</td>
<td>18</td>
<td>$55,000</td>
<td>27</td>
<td>$64,500</td>
<td>21</td>
</tr>
<tr>
<td>Midwest</td>
<td>166</td>
<td>$60,000</td>
<td>43</td>
<td>$60,000</td>
<td>23</td>
<td>$64,500</td>
<td>27</td>
</tr>
<tr>
<td>South</td>
<td>229</td>
<td>$58,000</td>
<td>61</td>
<td>$60,000</td>
<td>36</td>
<td>$55,410</td>
<td>24</td>
</tr>
<tr>
<td>West</td>
<td>77</td>
<td>$68,000</td>
<td>16</td>
<td>$68,000</td>
<td>9</td>
<td>$69,250</td>
<td>11</td>
</tr>
</tbody>
</table>

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
Table 7: Median Annual Salary by Population Density

Q. 13 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:
- CCC-SLP
- Employed full-time
- Received an annual salary of at least $1

<table>
<thead>
<tr>
<th>Population Density</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Clinic</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>Salary</td>
<td>n</td>
<td>Salary</td>
<td>n</td>
<td>Salary</td>
<td>n</td>
</tr>
<tr>
<td>Metropolitan/urban</td>
<td>293</td>
<td>$60,000</td>
<td>83</td>
<td>$62,000</td>
<td>51</td>
<td>$58,000</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>58</td>
<td>$60,000</td>
<td>23</td>
</tr>
<tr>
<td>Suburban</td>
<td>225</td>
<td>$60,000</td>
<td>45</td>
<td>$61,620</td>
<td>33</td>
<td>$60,000</td>
<td>19</td>
</tr>
<tr>
<td>Rural</td>
<td>101</td>
<td>$60,000</td>
<td>28</td>
<td>$57,270</td>
<td>11</td>
<td>n &lt; 25</td>
<td>0</td>
</tr>
</tbody>
</table>
Table 8: Median Annual Salary by Years of Experience (Health Care)

Q. 13 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:
- CCC-SLP
- Employed full-time
- Received an annual salary of at least $1

<table>
<thead>
<tr>
<th>Years Experience</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Clinic</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$n</td>
<td>$Salary</td>
<td>$n</td>
<td>$Salary</td>
<td>$n</td>
<td>$Salary</td>
<td>$n $Salary</td>
</tr>
<tr>
<td>1-3</td>
<td>32</td>
<td>$52,694</td>
<td>25</td>
<td>$50,000</td>
<td>4</td>
<td>$50,000</td>
<td>2</td>
</tr>
<tr>
<td>4-6</td>
<td>97</td>
<td>$51,850</td>
<td>31</td>
<td>$52,500</td>
<td>33</td>
<td>$53,000</td>
<td>8</td>
</tr>
<tr>
<td>7-9</td>
<td>74</td>
<td>$53,730</td>
<td>29</td>
<td>$56,000</td>
<td>35</td>
<td>$63,000</td>
<td>10</td>
</tr>
<tr>
<td>10-12</td>
<td>83</td>
<td>$58,000</td>
<td>26</td>
<td>$62,000</td>
<td>42</td>
<td>$65,000</td>
<td>11</td>
</tr>
<tr>
<td>13-15</td>
<td>91</td>
<td>$62,000</td>
<td>35</td>
<td>$63,000</td>
<td>4</td>
<td>$65,000</td>
<td>26</td>
</tr>
<tr>
<td>16-18</td>
<td>69</td>
<td>$67,000</td>
<td>11</td>
<td>$50,000</td>
<td>7</td>
<td>$50,000</td>
<td>4</td>
</tr>
<tr>
<td>19-21</td>
<td>60</td>
<td>$65,000</td>
<td>4</td>
<td>$50,000</td>
<td>5</td>
<td>$50,000</td>
<td>3</td>
</tr>
<tr>
<td>22-24</td>
<td>34</td>
<td>$70,000</td>
<td>5</td>
<td>$50,000</td>
<td>5</td>
<td>$50,000</td>
<td>5</td>
</tr>
<tr>
<td>25-27</td>
<td>33</td>
<td>$70,000</td>
<td>3</td>
<td>$71,500</td>
<td>5</td>
<td>$71,500</td>
<td>4</td>
</tr>
<tr>
<td>28 or more</td>
<td>46</td>
<td>$78,146</td>
<td>5</td>
<td>$78,146</td>
<td>5</td>
<td>$78,146</td>
<td>1</td>
</tr>
<tr>
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<td>46</td>
<td>$78,146</td>
<td>5</td>
<td>$78,146</td>
<td>5</td>
<td>$78,146</td>
<td>16</td>
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</table>
Table 9: Median Annual Salary by Years of Experience (Any Setting)

Q. 13 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment as of that date. (Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.)

Analyses limited to respondents who met the following criteria:
- CCC-SLP
- Employed full-time
- Received an annual salary of at least $1

<table>
<thead>
<tr>
<th>Years Experience</th>
<th>Total</th>
<th>General Medical</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Clinic</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Salary</td>
<td></td>
<td>Salary</td>
<td></td>
<td>Salary</td>
<td>Salary</td>
</tr>
<tr>
<td>1-3</td>
<td>9</td>
<td>n &lt; 25</td>
<td>1</td>
<td>n &lt; 25</td>
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<td>n &lt; 25</td>
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<td>35</td>
<td>$51,600</td>
<td>30</td>
<td>$51,500</td>
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<td>28</td>
<td>$61,000</td>
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<td>$56,650</td>
<td>28</td>
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