



SLP HEALTH CARE SURVEY



Survey Report: Annual Salary Trends 2005–2007

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2005 and 2007 SLP Health Care Surveys to gather information about professional issues related to health care-based services. Results from these surveys are presented in a series of reports, including this report on **annual salary trends**. In this trend report, findings are presented on the following topics:

- salary basis
- employment status
- overall annual salary
- annual salary by practice setting, employment function, geographic region, type of community, and years of experience
- annual salary of private practice owners

The statistic that is presented as the “average” in this report is the median (i.e., middle or 50th percentile).

The salaries presented in this report are gross salaries (salaries prior to deductions). They include bonuses, commissions, and supplements. To preserve confidentiality, salaries are not presented for groups of less than 25.

Salary Basis

In 2007, **35%** of survey respondents indicated that they are paid an **annual salary**, down from 40% in 2005. The remainder (65% in 2007 and 60% in 2005) indicated that they are paid an hourly wage (data not shown in any table).

Employment Status

In 2007, as in 2005, a large majority of survey respondents who indicated that they are paid an **annual salary** also indicated that they work **full-time** (89% and 89%, respectively; data not shown in any table).

Overall Salary

In 2007, survey respondents reported earning an **overall** median annual salary of **\$65,000**, up from \$60,000 in 2005 (an 8% increase).

Salaries by Practice Setting

The median annual salary of survey respondents varied by practice setting. In 2007, as in 2005, respondents from **home health agencies** reported having the **lowest** median annual salary (\$57,500 and \$53,000, respectively); those from **skilled nursing facilities** reported having the **highest** (\$75,000 and \$68,200, respectively; see Table 1).

**Salaries by
Employment
Function**

Table 1
Median Annual Salaries of Health Care–Based SLPs by Practice
Setting, 2005 and 2007.

Practice Setting	2005	2007
Overall	\$60,000	\$65,000
General Medical Hospital	\$61,250	\$65,000
Rehabilitation Hospital	\$58,920	\$60,500
Pediatric Hospital	\$60,000	\$60,000
Skilled Nursing Facility	\$68,200	\$75,000
Home Health Agency or Client’s Home	\$53,000	\$57,500
Outpatient Clinic or Office	\$60,000	\$63,000

n = 630 (2005); *n* = 648 (2007)

In 2007, survey respondents who are **clinical service providers** reported earning a median annual salary of **\$60,000**, up from \$56,000 in 2005 (a 7% increase).

The median annual salary of **clinical service providers** varied by practice setting. In 2007, as in 2005, clinical service providers from **home health agencies** reported having the **lowest** median annual salary (\$57,000 and \$52,000, respectively); those from **skilled nursing facilities** reported having the **highest** (\$69,850 and \$59,000, respectively; see Table 2).

Table 2
Median Annual Salaries of Health Care–Based Clinical Service
Providers by Practice Setting, 2005 and 2007.

Practice Setting	2005	2007
Overall	\$56,000	\$60,000
General Medical Hospital	\$58,000	\$62,000
Rehabilitation Hospital	\$55,000	\$58,250
Pediatric Hospital	\$54,000	\$59,000
Skilled Nursing Facility	\$59,000	\$69,850
Home Health Agency or Client’s Home	\$52,000	\$57,000
Outpatient Clinic or Office	\$55,000	\$60,000

n = 443 (2005); *n* = 459 (2007)

In 2007, survey respondents who are **administrators, supervisors, or directors** reported earning a median annual salary of **\$79,009**, up from \$72,985 in 2005 (an 8% increase).

The median annual salary of **administrators, supervisors, and directors** varied by practice setting. In 2007, as in 2005, administrators, supervisors, and directors from **general medical hospitals** reported having a somewhat **higher** median annual salary than their counterparts in skilled nursing facilities and outpatient clinics or offices (see Table 3).

Table 3
Median Annual Salaries of Health Care–Based Administrators, Supervisors, and Directors by Practice Setting, 2005 and 2007.

Practice Setting	2005	2007
Overall	\$72,985	\$79,009
General Medical Hospital	\$80,000	\$80,000
Rehabilitation Hospital	\$71,000	<i>n</i> < 25
Pediatric Hospital	<i>n</i> < 25	<i>n</i> < 25
Skilled Nursing Facility	\$71,000	\$79,500
Home Health Agency or Client’s Home	<i>n</i> < 25	<i>n</i> < 25
Outpatient Clinic or Office	\$73,500	\$72,500

n = 161 (2005); *n* = 172 (2007)

Insufficient data were available from the 2005 and 2007 SLP Health Care Surveys to allow for the confidential reporting of median annual salaries of **college and university faculty members, researchers, and consultants**.

In 2007, as in 2005, survey respondents from the **West** region of the United States reported having a **higher** median annual salary (\$70,000 and \$68,000, respectively) than respondents from the Northeast, Midwest, and South regions of the country (see Table 4).

Table 4
Median Annual Salaries of Health Care–Based SLPs by Geographic Region, 2005 and 2007.

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

Note. A listing of states by geographic region is available on page 5 of this report.

n = 628 (2005); *n* = 648 (2007)

Salaries by Geographic Region



Geographic Regions	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 Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
South	
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

**Salaries by
Type of
Community**

In 2007, survey respondents who work in **metropolitan/urban communities** reported having the **lowest** median annual salary; those who work in **rural** communities reported having the **highest** (\$63,167 and \$67,916, respectively). In 2005, respondents indicated that their median annual salary was **not** affected by the type of community in which they work.

Table 5
Median Annual Salaries of Health Care–Based SLPs by Type
of Community, 2005 and 2007.

Type of Community	2005	2007
Metropolitan/Urban	\$60,000	\$63,167
Suburban	\$60,000	\$65,000
Rural	\$60,000	\$67,916

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)

**Salaries by
Years of
Experience**

As would be expected, in 2007, as in 2005, survey respondents indicated that their median annual salary **increased** with experience, although not exactly in a straight line. The most seasoned SLPs reported earning at least **\$22,500** more than those starting out (see Table 6).

Table 6
Median Annual Salaries of Health Care–Based SLPs by
Years of Experience, 2005 and 2007.

Years of Experience	2005	2007
1–3	\$52,694	\$51,500
4–6	\$51,850	\$56,450
7–9	\$53,730	\$62,086
10–12	\$58,000	\$65,000
13–15	\$62,000	\$65,000
16–18	\$67,000	\$64,000
19–21	\$65,000	\$80,000
22–24	\$70,000	\$69,840
25–27	\$70,000	\$74,400
≥ 28	\$78,146	\$74,000

n = 619 (2005); *n* = 648 (2007)

**Salaries of
Private
Practice
Owners**

In 2007, survey respondents who are full-time, **private practice owners** reported having a median annual salary of **\$69,511** (*n* = 84), down from \$80,000 in 2005 (*n* = 43), a 13% decline (data not shown in any table).

**Survey
Response
Rate
(2007)**

The survey was mailed in March 2007 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, 9 were retired, 12 were not employed in the field, and 168 were employed in other types of facilities, leaving 3,811 possible respondents. The actual number of respondents was 2,430, resulting in a **63.8%** response rate. The results presented in this report are based on responses from those 2,430 individuals.

**Survey
Response
Rate (2005)**

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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.

**Additional
Information**

For additional information regarding the 2005 and 2007 SLP Health Care Surveys, contact Amy Hasselkus, Associate Director of Health Care Services, at 800-498-2071, ext. 5686, or ahasselkus@asha.org, or Janet Brown, Director of Health Care Services, at 800-498-2071, ext. 5679, or jbrown@asha.org.

To learn more about resources for ASHA members working in health care, visit the ASHA Web site at www.asha.org/members/slp/healthcare.