



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP Health Care Survey Report:
Annual Salary Trends
2005–2017

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September 10, 2017

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2017 SLP Health Care Survey* to gather information from speech-language pathologists (SLPs) about the workforce, service provision, earnings, and other professional topics. Results from this survey are presented in a series of reports, including this report on annual salary trends.

Results from the 2005, 2007, 2009, 2011, 2013, and 2015 *ASHA SLP Health Care Surveys* are included in this report for comparative purposes. Questions differ among surveys; therefore, data on all topics are not available for all survey years.

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

Survey Report Highlights

- In 2017, 34% of SLPs in health care settings were paid an annual salary in their main jobs, about the same as in recent past years (30%–35% from 2007 to 2015).
- In 2017, 88% of SLPs in health care settings who were paid an annual salary in their main jobs worked full time—the same, or about the same, as in recent past years (86%–90% from 2005 to 2015).
- In 2017, SLPs in health care settings reported an overall median salary of \$78,000, up from \$75,000 in 2015 (a 4% increase).
- From 2005 to 2017, SLPs in skilled nursing facilities typically reported a higher median salary than SLPs in other health care settings.
- In 2017, SLPs who were primarily clinicians reported a median salary of \$72,000, up from \$70,000 in 2015 (a 3% increase).
- In 2017, SLPs who held primarily administrative or supervisory positions reported a median salary of \$96,000, up from \$93,534 in 2015 (a 3% increase).
- From 2005 to 2017, the median salary of SLPs tended to increase with their years of experience in the profession.
- From 2005 to 2017, SLPs in the West reported a higher median salary than SLPs in the Northeast, Midwest, and South.
- From 2005 to 2017, SLPs who worked in rural areas typically reported the same or a higher median salary than SLPs who worked in suburban and city/urban areas.

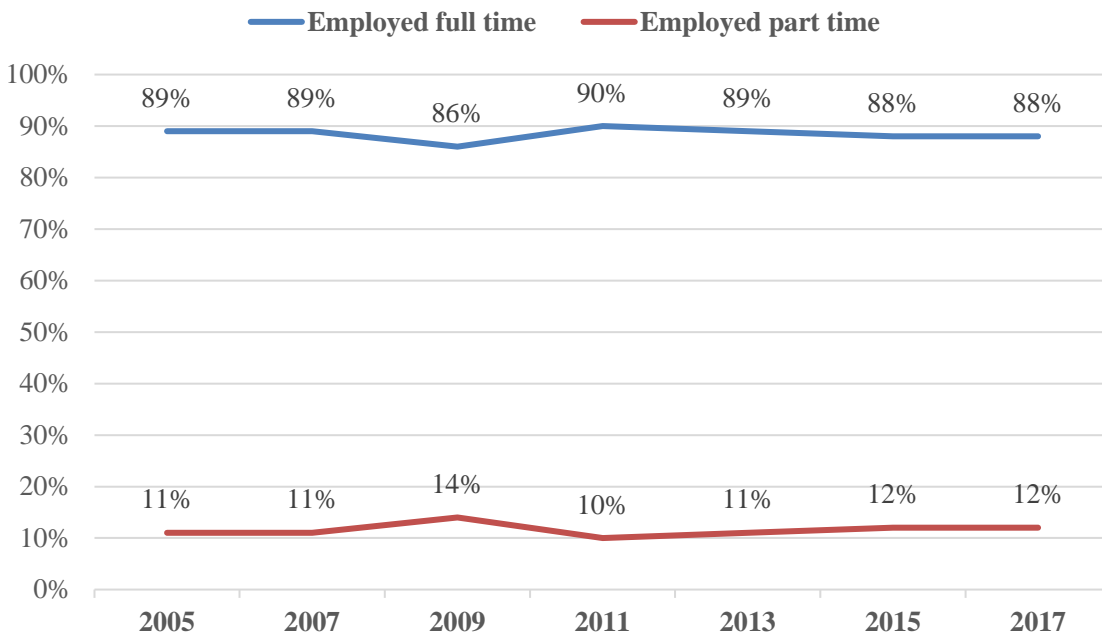
Pay Basis

In 2017, 34% of SLPs in health care settings were paid an annual salary in their main jobs, about the same as in recent past years (30%–35% from 2007 to 2015; see Appendix Table 1). The remainder of SLPs were paid per hour (55%) or per home visit (12%).

Employment Status

In 2017, 88% of SLPs in health care settings who were paid an annual salary in their main jobs worked full time—the same, or about the same, as in recent past years (86%–90% from 2005 to 2015; see Figure 1).

Figure 1. Percentage of SLPs in health care settings who were paid an annual salary in their main jobs and worked full or part time, by year.

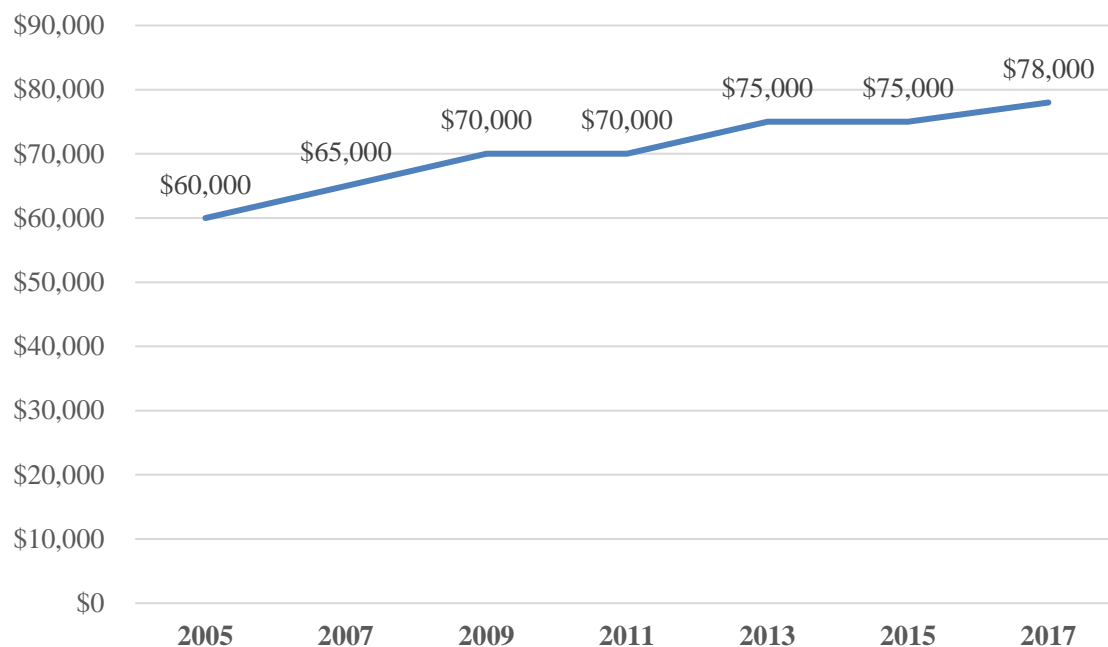


Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. *Employed part time* was not defined in the surveys. $n = 722$ (2005); $n = 798$ (2007); $n = 659$ (2009); $n = 782$ (2011); $n = 634$ (2013); $n = 508$ (2015); $n = 632$ (2017).

Annual Salaries

In 2017, SLPs who were employed full time in health care settings reported an overall median salary of \$78,000, up from \$75,000 in 2013 and 2015 (a 4% increase; see Figure 2 and Appendix Table 2). The median salary is the salary at which half of the SLPs earned more than that amount and half earned less.

Figure 2. Overall median annual salaries of SLPs who were employed full time in health care settings, by year.



Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. $n = 630$ (2005); $n = 648$ (2007); $n = 525$ (2009); $n = 682$ (2011); $n = 546$ (2013); $n = 425$ (2015); $n = 499$ (2017).

As shown in the remainder of the report, numerous variables—including work setting and role, years of experience in the profession, geographic region, and the type of area in which one works—affect earnings.

Annual Salaries, by Health Care Setting

From 2005 to 2017, SLPs in skilled nursing facilities typically reported a higher median salary than SLPs in other health care settings. In 2017, they reported a median salary of \$90,000—the same as in 2013 and 2015 (see Appendix Table 2). SLPs in outpatient clinics/offices reported the lowest, or among the lowest, median salaries. In 2017, they reported a median salary of \$73,000, up from \$68,000 in 2015 (a 7% increase).

Annual Salaries, by Work Role

Clinicians

In 2017, SLPs who were primarily clinical service providers reported an overall median salary of \$72,000, up from \$70,000 in 2015 (a 3% increase; see Appendix Table 3).

From 2005 to 2017, clinicians in general medical, Veterans Affairs (VA), and long-term acute care (LTAC) hospitals and skilled nursing facilities typically reported a higher median salary than clinicians in other health care settings. In 2017, clinicians in general medical, VA, and LTAC hospitals reported a median salary of \$80,000, up slightly from \$79,540 in 2015 (a 1% increase). In 2017, clinicians in skilled nursing facilities reported a median salary of \$79,134, down slightly from \$79,981 in 2015 (a 1% decline).

Administrators and Supervisors

In 2017, SLPs who held primarily administrative or supervisory positions reported an overall median salary of \$96,000, up from \$93,534 in 2015 (a 3% increase; see Appendix Table 4). Most of these SLPs worked in outpatient clinics/offices and skilled nursing facilities. In 2017, SLP administrators/supervisors in outpatient clinics/offices reported a median salary of \$90,000, down a little from \$93,000 in 2015 (a 3% decline). Those in skilled nursing facilities reported a median salary of \$95,000, up from \$92,000 in 2015 (a 3% increase).

Annual Salaries, by Years of Experience

In 2017, overall, the most seasoned SLPs (those with 31 or more years of experience in the profession) reported a median salary of \$91,095—this was \$26,095 more than SLPs just starting out (those with 1–3 years of experience; see Appendix Table 5). The differential was similar in 2013 (\$26,745) and 2015 (\$26,397).

Annual Salaries, by Geographic Region

In 2017, SLPs in the Northeast and South reported an increase in their overall median salary from 2015 (see Appendix Table 6; see page 13 for a key of geographic regions/divisions and corresponding states). After 4 years of salary increases, SLPs in the Midwest reported a decline. SLPs in the West reported a slight decline (less than 1%).

Annual Salaries, by Type of Area

From 2005 to 2017, SLPs who worked in rural areas typically reported the same or a higher median salary than SLPs who worked in more densely populated suburban and city/urban areas (see Appendix Table 7). In 2017, SLPs who worked in rural areas reported a median salary of \$82,233, up from \$78,266 in 2015 (a 5% increase). SLPs who worked in suburban areas reported a median salary of \$78,000, up from \$73,833 in 2015 (a 6% increase). SLPs who worked in city/urban areas reported a median salary of \$78,000, up from \$75,000 in 2015 (a 4% increase).

Survey Methodology

The survey was sent in February 2017 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care facilities in the United States. The sample was stratified by type of facility and by private practice. Of this group, 1,500 SLPs were assigned to a control group to receive the survey via postal mail. They also received a survey pre-notification e-mail at the time of the first postal mailing. Second (March) and third (April) postal mailings followed, at approximately 3- or 4-week intervals. An e-mail with a link to a web-based survey was sent in May to those who had not yet responded. The 2,500 SLPs in the experimental group were sent up to four e-mails with a link to a web-based survey between February and May, as well as up to two surveys sent via postal mail in March and April.

Because facilities with fewer SLPs, such as pediatric hospitals, were oversampled, ASHA used weighting when presenting survey data.

Response Rates

Of the original 4,000 SLPs in the sample, 11 were retired, seven had incorrect postal mail addresses, 94 were employed in other types of facilities, 13 were not employed in the profession, and three were ineligible for other reasons, which left 3,872 possible respondents. The actual number of respondents was 2,019—a 52.1% response rate. Past *ASHA SLP Health Care Survey* response rates were 54.6% (2005), 63.8% (2007), 54.6% (2009), 62.5% (2011), 53.5% (2013), and 46.9% (2015).

Suggested Citation

American Speech-Language-Hearing Association. (2017). *SLP Health Care Survey report: Annual salary trends, 2005–2017*. Available from www.asha.org.

Additional Information

Companion survey reports are available on the ASHA website at www.asha.org/Research/memberdata/HealthcareSurvey/.

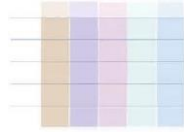
Questions?

For additional information regarding this report, please contact Janet Brown, director of Health Care Services, at 800-498-2071, ext. 5679 or jbrown@asha.org. To learn more about how the Association is working on behalf of ASHA-certified SLPs in health care settings, visit www.asha.org/slp/healthcare.

Acknowledgment

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 the public. Thank you!

Appendix: Data Tables



Pay Basis

Table 1. Percentage of SLPs in health care settings who were paid primarily an annual salary, per hour, or per home-visit in their main jobs, by year.

Pay basis	%					
	2007 (n = 2,271)	2009 (n = 1,916)	2011 (n = 2,347)	2013 (n = 1,951)	2015 (n = 1,717)	2017 (n = 1,892)
Primarily annual salary	35	35	33	33	30	34
Primarily per hour	65	56	55	56	58	55
Primarily per home-visit	—	9	11	12	13	12

Note. These data are from the 2007, 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. Dash indicates that the item was not included in the survey.

Annual Salaries, by Health Care Setting

Table 2. Median annual salaries of SLPs who were employed full time, by health care setting and year.

Health care setting	Median annual salary (\$)						
	2005 (n = 630)	2007 (n = 648)	2009 (n = 525)	2011 (n = 682)	2013 (n = 546)	2015 (n = 425)	2017 (n = 499)
Overall	60,000	65,000	70,000	70,000	75,000	75,000	78,000
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital ^a	61,250	65,000	73,000	71,387	77,133	90,000	81,656
Home health care agency/client's home	53,000	57,500	66,000	69,095	73,000	75,000	78,000
Outpatient clinic/office	60,000	63,000	65,000	64,000	70,000	68,000	73,000
Pediatric hospital	60,000	60,000	66,250	69,144	70,000	74,000	73,000
Rehabilitation hospital	58,920	60,500	73,400	64,721	73,995	79,693	73,291
Skilled nursing facility	68,200	75,000	80,000	81,681	90,000	90,000	90,000

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. ^aFrom 2005 to 2011, this item was titled “General medical hospital.” In 2013, it was titled “General medical or LTAC hospital.”

Annual Salaries of Clinicians

Table 3. Median annual salaries of SLP clinical service providers who were employed full time, by health care setting and year.

Health care setting	Median annual salary (\$)						
	2005 (n = 443)	2007 (n = 459)	2009 (n = 378)	2011 (n = 490)	2013 (n = 381)	2015 (n = 321)	2017 (n = 348)
Overall	56,000	60,000	67,000	65,000	70,000	70,000	72,000
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital ^a	58,000	62,000	70,000	68,000	75,000	79,540	80,000
Home health care agency/client's home	52,000	57,000	62,000	67,204	70,000	70,386	75,657
Outpatient clinic/office	55,000	60,000	63,750	62,000	68,183	65,994	67,356
Pediatric hospital	54,000	59,000	n/r	65,157	68,000	69,000	71,362
Rehabilitation hospital	55,000	58,250	69,000	61,500	68,000	78,000	72,252
Skilled nursing facility	59,000	69,850	74,250	66,963	80,000	79,981	79,134

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25). ^aFrom 2005 to 2011, this item was titled “General medical hospital.” In 2013, it was titled “General medical or LTAC hospital.”

Salaries of Administrators and Supervisors

Table 4. Median annual salaries of SLP administrators and supervisors who were employed full time, by health care setting and year.

Health care setting	Median annual salary (\$)						
	2005 (n = 161)	2007 (n = 172)	2009 (n = 137)	2011 (n = 171)	2013 (n = 139)	2015 (n = 89)	2017 (n = 123)
Overall	72,985	79,009	85,000	90,000	90,000	93,534	96,000
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital ^a	80,000	80,000	90,000	87,814	n/r	n/r	n/r
Home health care agency/client's home	n/r	n/r	n/r	n/r	n/r	n/r	n/r
Outpatient clinic/office	73,500	72,500	77,000	78,904	75,450	93,000	90,000
Pediatric hospital	n/r	n/r	n/r	n/r	n/r	n/r	n/r
Rehabilitation hospital	71,000	n/r	n/r	n/r	n/r	n/r	n/r
Skilled nursing facility	71,000	79,500	89,000	91,119	92,082	92,000	95,000

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25). ^aFrom 2005 to 2011, this item was titled “General medical hospital.” In 2013, it was titled “General medical or LTAC hospital.”

Annual Salaries, by Years of Experience

Table 5. Median annual salaries of SLPs who were employed full time in health care settings, by years of experience in the profession and year.

Years of experience	Median annual salary (\$)						
	2005 (n = 619)	2007 (n = 648)	2009 (n = 524)	2011 (n = 675)	2013 (n = 545)	2015 (n = 360)	2017 (n = 453)
1–3	52,694	51,500	<i>n/r</i>	58,048	58,255	63,603	65,000
4–6	51,850	56,450	60,000	63,000	68,000	68,600	67,000
7–9	53,730	62,086	66,000	70,000	71,643	65,428	73,012
10–12	58,000	65,000	69,000	75,000	79,495	68,000	85,511
13–15	62,000	65,000	70,000	75,000	80,601	85,000	82,000
16–18	67,000	64,000	70,000	75,000	73,000	90,000	83,996
19–21	65,000	80,000	73,000	75,507	84,565	82,653	<i>n/r</i>
22–24	70,000	69,840	80,000	<i>n/r</i>	80,000	<i>n/r</i>	84,938
25–27	70,000	74,400	74,000	80,000	85,493	<i>n/r</i>	83,380
28–30	—	—	75,000	83,124	80,000	<i>n/r</i>	<i>n/r</i>
28 or more	78,146	74,000	—	—	—	—	—
31 or more	—	—	80,000	88,750	85,000	90,000	91,095

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. Dash indicates that the item was not included in the survey analysis. *n/r* = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25).

Annual Salaries, by Geographic Region

Table 6. Median annual salaries of SLPs who were employed full time in health care settings, by geographic region of health care setting and year.

Geographic region	Median annual salary (\$)						
	2005 (n = 628)	2007 (n = 648)	2009 (n = 523)	2011 (n = 682)	2013 (n = 543)	2015 (n = 425)	2017 (n = 498)
Northeast	60,000	65,532	70,000	69,000	74,000	74,000	79,524
Midwest	60,000	62,000	69,000	65,000	72,000	80,000	74,114
South	58,000	65,000	70,000	70,000	75,554	70,885	78,173
West	68,000	70,000	80,000	80,000	80,000	84,000	83,655

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys.

Key of geographic regions/divisions and corresponding states.

Geographic region/division	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 Area

Table 7. Median annual salaries of SLPs who were employed full time in health care settings, by type of area in which they worked and year.

Type of area	Median annual salary (\$)						
	2005 (n = 619)	2007 (n = 635)	2009 (n = 518)	2011 (n = 670)	2013 (n = 531)	2015 (n = 414)	2017 (n = 492)
Rural	60,000	67,916	70,000	74,000	75,000	78,266	82,233
Suburban	60,000	65,000	70,000	68,000	70,000	73,833	78,000
City/urban ^a	60,000	63,167	70,000	70,000	77,535	75,000	78,000

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 ASHA SLP Health Care Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys. ^aFrom 2005 to 2011, this item was titled “Metropolitan/urban.”