



ASHA
Speech-Language Pathology
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Speech-Language Pathology
Professionals

SLP HEALTH CARE 2019 SURVEY

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 2019. 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 addresses only questions on the survey pertaining to annual salaries. Data are drawn from six types of health care facilities: general medical, Veterans Affairs (VA), and long-term acute care (LTAC) hospitals; home health agencies or clients' homes; outpatient clinics or offices; pediatric hospitals; rehabilitation (rehab) hospitals; and skilled nursing facilities (SNFs).

Highlights

- ◆ 34% of respondents received an annual salary.
- ◆ The median annual salary was \$78,000.
- ◆ The median annual salaries were \$74,000 for clinical service providers and \$100,000 for administrators or supervisors.
- ◆ The lowest and highest median annual salaries by various predictor variables were as follows:

By facility type:

- \$73,500 in outpatient clinics or offices
- \$95,000 in SNFs

By geographic region:

- \$73,520 in the Midwest
- \$85,000 in the West

By years of experience:

- \$66,000 for SLPs with 1–3 years of experience
- \$100,000 for SLPs with 19–21 years of experience

- ◆ The median student debt for SLPs in health care who earned an annual salary and reported some debt was \$40,000.

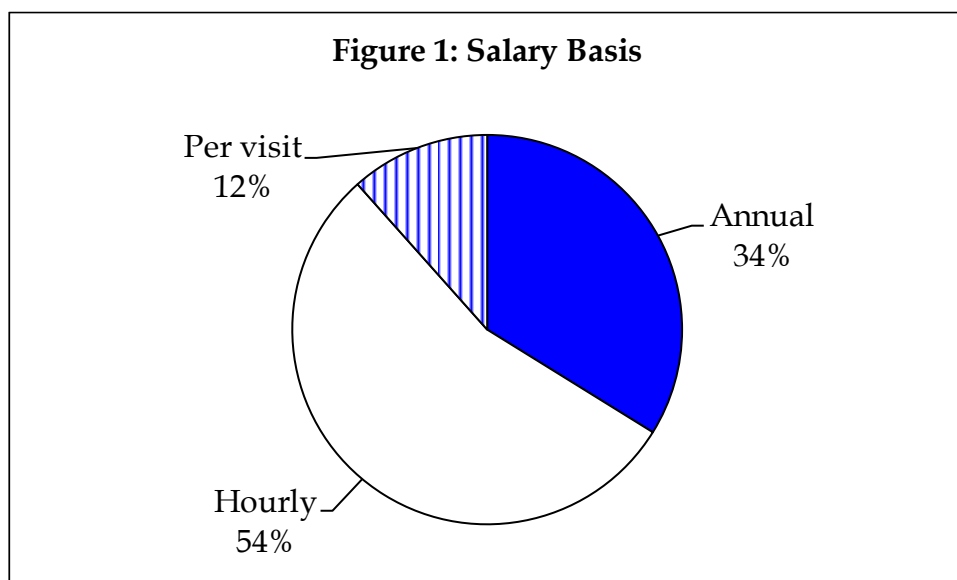
Salaries

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

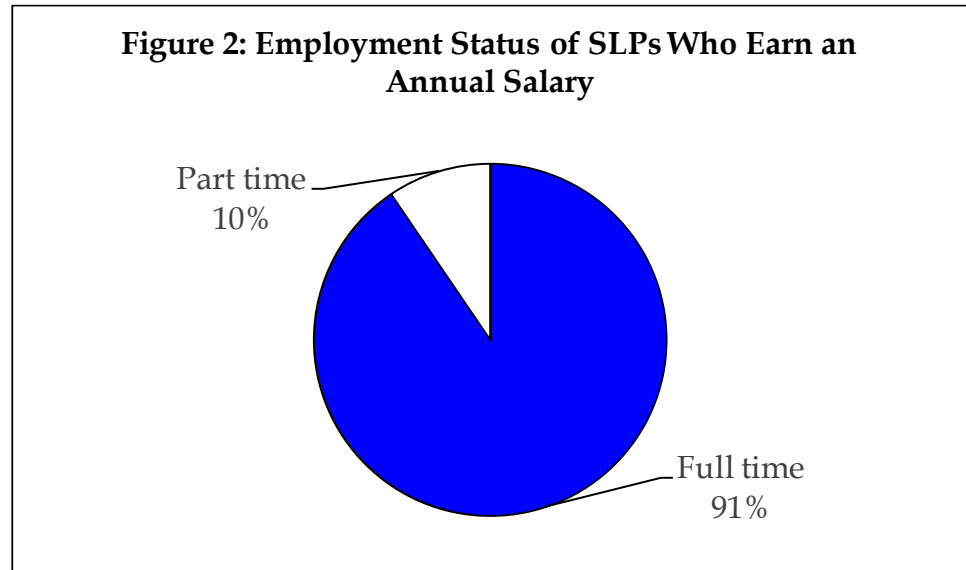
Of the SLPs who responded to the ASHA 2019 Health Care Survey, 34% reported that they received primarily an annual salary. The remainder were paid primarily on a per-hour or per-visit basis (see Figure 1).



Note. n = 2,160.

Employment Status

Among all the respondents, 70% worked full time. However, among those who earned an annual salary, 91% worked full time (see Figure 2 and Appendix, Table 1).



Note. *n* = 738.

Overall Average Salary

The overall median salary for SLPs who were employed full time and who worked in a health care facility was \$78,000 (see Appendix, Table 2).

Traditionally, ASHA has reported median salaries as a function of various demographic characteristics: facilities, years of experience, region of the country, and others. A minimum of 25 individuals must have answered a particular question for the relevant data to be presented.

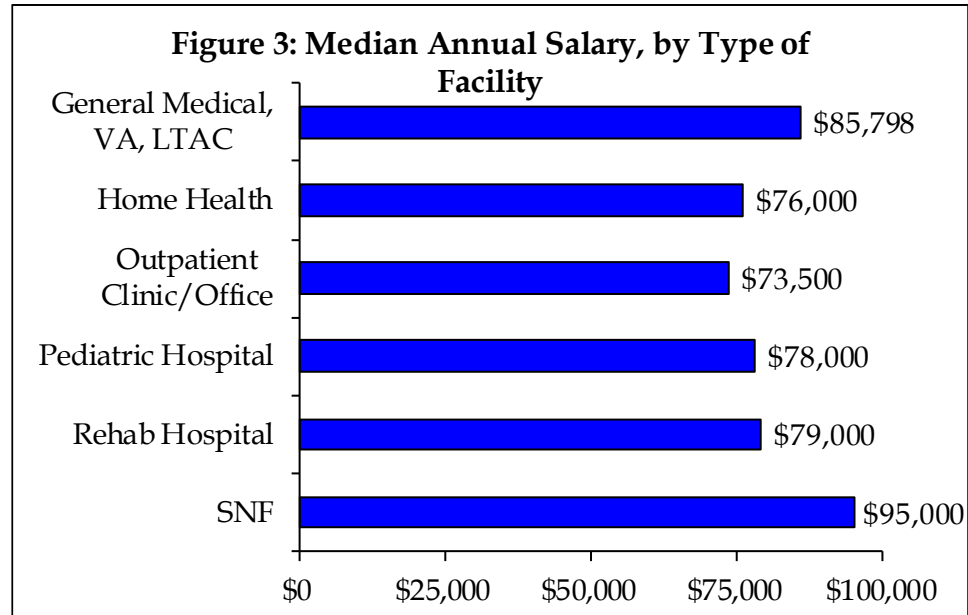
Function

The median full-time annual salary for SLPs who were primarily clinical service providers was \$74,000. The median ranged from a low of \$70,000 for those in outpatient clinics or offices to a high of \$77,047 for SLPs in general medical, VA, and LTAC hospitals (see Appendix, Table 3).

The median full-time annual salary for SLPs who were primarily administrators or supervisors was \$100,000. By facility, their median salaries were \$90,000 in outpatient clinics or offices and \$102,000 in SNFs. The numbers of respondents in other facility types were insufficient to provide data; those facility types are general medical, VA, and LTAC hospitals; rehab hospitals; pediatric hospitals; and home health agencies or clients' homes.

Type of Facility

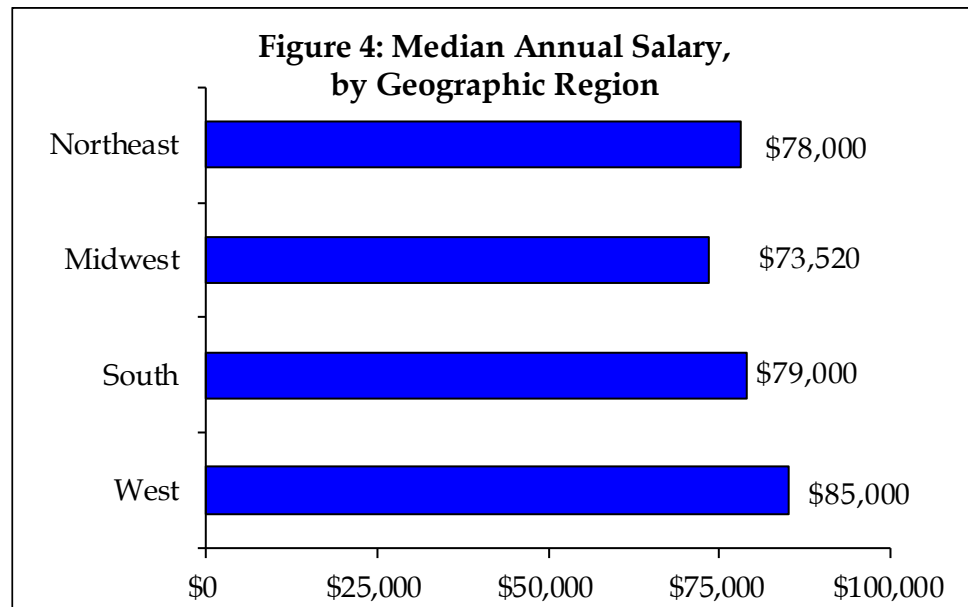
Median full-time salaries for SLPs who were paid primarily an annual salary ranged from \$73,500 for those who worked in outpatient clinics or offices to \$95,000 for SLPs employed in SNFs (see Figure 3 and Appendix, Table 2).



Note. n = 619.

Geographic Region

The median salary was highest in the West (\$85,000) and lowest in the Midwest (\$73,520; see Figure 4 and Appendix, Table 4).

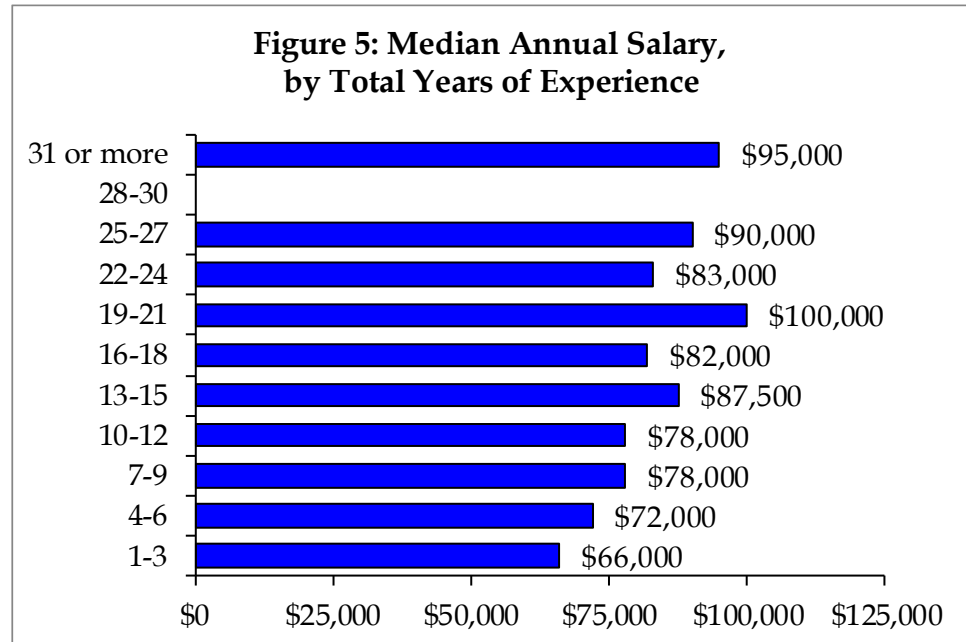


Note. n = 628.

Total Years of Experience

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

Median annual salaries ranged from \$66,000 for SLPs with 1–3 years of experience to \$100,000 for those with 19–21 years of experience (see Figure 5).



Note. *n* = 611.

Variables That Were Not Predictors of Annual Salary

Variables that did not predict salary amounts were as follows:

- Sex (*p* = .138)
- Population density (*p* = .397)
- Number of locations where SLPs were employed (*p* = .574)
- Number of employers they worked for (*p* = .889).

Also, there were too few respondents with a doctoral degree (*n* = 15) to report differences related to highest degree earned.

Student Debt

The median student debt for SLPs who were employed in health care, earned an annual salary, and reported having some student debt was \$40,000; the mean (average) was \$53,958 (*n* = 234).

Survey Notes and Methodology

The ASHA 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 fielded in February 2019 to a random sample of 4,500 ASHA-certified SLPs who were employed in health care settings in the United States. Half of each group was randomly assigned to a control group to receive cover letters with the chief executive officer's full signature, and half received letters signed with only her first name. Everyone also received an electronic "be-on-the-lookout-for" message sent 2 days before the mailing of the first letter. Second (March) and third (April) mailings followed, at approximately 3- or 4-week intervals.

Response Rate

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

Of the original 4,500 SLPs in the sample, 1 was deceased, 2 were retired, 14 had incorrect postal addresses, 39 were employed in other types of facilities, 7 were not employed in the profession, and 4 were ineligible for other reasons, leaving 4,433 possible respondents. The actual number of respondents was 2,232, resulting in a 50.3% response rate. The results presented in this report are based on responses from those 2,232 individuals.

Suggested Citation

American Speech-Language-Hearing Association. (2017). *ASHA 2019 SLP Health Care Survey: Annual salary report*. Retrieved from www.asha.org.

Survey Reports

Results from the *ASHA 2019 SLP Health Care Survey* are presented in a series of reports at www.asha.org:

- Survey Summary
- Caseload Characteristics
- Workforce
- Practice Issues
- Annual Salaries
- Hourly and Per-Visit Wages
- Survey Methodology, Respondent Demographics, and Glossary

Resources

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

www.bls.gov/ooh/healthcare/speech-language-pathologists.htm

www.bls.gov/oes/current/oes291127.htm

Additional Information

For additional information regarding the *ASHA 2019 SLP Health Care Survey*, please contact Monica Sampson, director, Health Care Services in Speech-Language Pathology, 800-498-2071, ext. 5686, msampson@asha.org; or Rebecca Politis, associate director, Health Care Services in Speech-Language Pathology, 800-498-2071, ext. 5679, rpolitis@asha.org.

Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2019 SLP Health Care Survey*. Reports like this one are possible only because people like *you* participate.

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:
State Listings and
Data Tables**

Regions of the Country

Northeast

- ◆ Middle Atlantic
 - New Jersey
 - New York
 - Pennsylvania
- ◆ New England
 - Connecticut
 - Maine
 - Massachusetts
 - New Hampshire
 - Rhode Island
 - Vermont

South

- ◆ East South Central
 - Alabama
 - Kentucky
 - Mississippi
 - Tennessee
- ◆ South Atlantic
 - Delaware
 - District of Columbia
 - Florida
 - Georgia
 - Maryland
 - North Carolina
 - South Carolina
 - Virginia
 - West Virginia
- ◆ West South Central
 - Arkansas
 - Louisiana
 - Oklahoma
 - Texas

Midwest

- ◆ East North Central
 - Illinois
 - Indiana
 - Michigan
 - Ohio
 - Wisconsin
- ◆ West North Central
 - Iowa
 - Kansas
 - Minnesota
 - Missouri
 - Nebraska
 - North Dakota
 - South Dakota

West

- ◆ Mountain
 - Arizona
 - Colorado
 - Idaho
 - Montana
 - Nevada
 - New Mexico
 - Utah
 - Wyoming
- ◆ Pacific
 - Alaska
 - California
 - Hawaii
 - Oregon
 - Washington

Table 1: Employment Status

Q. 6 Which <u>one</u> 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 %
Employed full time	70.0
Employed part time	30.0
<i>n</i>	2,174
Earn an Annual Salary	
Employed full time	90.5
Employed part time	9.5
<i>n</i>	738

Table 2: Annual Salary, by Type of Facility

Q. 13 Including bonuses, what is your gross annual income before deductions for your main job? Analyses limited to respondents who met the following criteria:							
<ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full time ❖ Paid primarily an annual salary ❖ Annual salary of at least \$1 							
Annual Income	Facility Type						
	All Facility Types (n = 630)	General Medical/VA/ LTAC Hospital (n = 106)	Home Health/ Client's Home (n = 76)	Outpatient Clinic/Office (n = 262)	Pediatric Hospital (n = 31)	Rehab Hospital (n = 79)	Skilled Nursing Facility (n = 65)
25th percentile	\$67,000	\$71,000	\$62,500	\$62,000	\$68,493	\$70,000	\$80,000
50th percentile (Median)	\$78,000	\$85,798	\$76,000	\$73,500	\$78,000	\$79,000	\$95,000
75th percentile	\$92,000	\$98,000	\$90,000	\$86,200	\$90,000	\$90,000	\$105,000
Mean	\$81,560	\$85,913	\$79,058	\$77,377	\$82,675	\$80,697	\$93,977
Standard deviation	\$28,957	\$19,540	\$23,217	\$37,298	\$22,636	\$16,957	\$17,315
Mode	\$70,000	\$100,000	\$65,000	\$70,000	\$80,000	\$75,000	\$100,000
		Statistical significance: $F(5, 613) = 4.2, p = .001$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by facility type.					

Table 3: Annual Salary, by Function

Q. 13 Including bonuses, what is your gross annual income before deductions for your main job? Analyses limited to respondents who met the following criteria:							
<ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full time ❖ Paid primarily an annual salary ❖ Annual salary of at least \$1 							
Percentile	All Facility Types	General Medical/VA/LTAC Hospital	Home Health/Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Primarily Clinical Service Provider							
	<i>n</i> = 476	<i>n</i> = 85	<i>n</i> = 65	<i>n</i> = 204	<i>n</i> = 27	<i>n</i> = 66	<i>n</i> = 21
25th	\$64,000	\$70,000	\$60,000	\$60,000	\$68,000	\$69,000	<i>n</i> < 25
50th (Median)	\$74,000	\$77,047	\$73,000	\$70,000	\$73,000	\$75,762	
75th	\$86,000	\$94,000	\$89,000	\$80,000	\$85,000	\$85,312	
Primarily Administrative or Supervisory							
	<i>n</i> = 125	<i>n</i> = 18	<i>n</i> = 10	<i>n</i> = 45	<i>n</i> = 3	<i>n</i> = 12	<i>n</i> = 33
25th	\$84,000	<i>n</i> < 25	<i>n</i> < 25	\$81,000	<i>n</i> < 25	<i>n</i> < 25	\$87,500
50th (Median)	\$100,000			\$90,000			\$102,000
75th	\$110,000			\$110,000			\$110,000

Table 4: Median Annual Salary, by Region of the Country

Q. 13 Including bonuses, what is your gross annual income before deductions for your main job? (Medians) Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Employed full time ❖ Paid primarily an annual salary ❖ Annual salary of at least \$1															
Region	All Facility Types		General Medical/VA/LTAC Hospital		Home Health/Client's Home		Outpatient Clinic/Office		Pediatric Hospital		Rehab Hospital		Skilled Nursing Facility		
	<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	129	\$78,000	26	\$89,000	19	<i>n</i> < 25	38	\$75,000	5	<i>n</i> < 25	27	\$79,000	12	<i>n</i> < 25	
Midwest	161	\$73,520	28	\$80,000	10		71	\$70,000	11		17	<i>n</i> < 25	20		
South	249	\$79,000	44	\$88,000	33		\$80,000	104	\$70,000		9	28	\$79,000	29	\$95,000
West	89	\$85,000	7	<i>n</i> < 25	14		<i>n</i> < 25	50	\$85,000		6	7	<i>n</i> < 25	3	<i>n</i> < 25

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