



**ASHA**  
American  
Speech-Language-Hearing  
Association

SLP Health Care Survey Report:  
Annual Salary Trends  
2005–2019

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## Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2019 SLP Health Care Survey* to gather information from speech-language pathologists (SLPs) about earnings, service provision, practice issues, the workforce, 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, 2015, and 2017 *ASHA SLP Health Care Surveys* are included in this report for comparative purposes. Questions and response options 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 2019:

- 34% of SLPs in health care settings were paid an annual salary in their main jobs—the same, or about the same, as in past years (30%–35% from 2007 to 2017).
- 91% of SLPs in health care settings who were paid an annual salary in their main jobs worked full time—about the same as in past years (86%–90% from 2005 to 2017).
- SLPs who held primarily clinician positions reported a median annual salary of \$74,000—up from \$72,000 in 2017 (a 3% increase).
- SLPs who held primarily administrative or supervisory positions reported a median annual salary of \$100,000—up from \$96,000 in 2017 (a 4% increase).
- 32% of SLPs who were paid an annual salary in their main jobs reported having unpaid student loan debt—down slightly from 34% in 2017. The median amount owed was \$40,000—the same as in 2017.

### From 2005 to 2019:

- SLPs in skilled nursing facilities typically reported a higher median annual salary than SLPs in other health care settings.
- The median annual salary of SLPs tended to increase with their years of experience in the profession.
- SLPs in the West reported a higher median annual salary than SLPs in the Northeast, Midwest, and South.

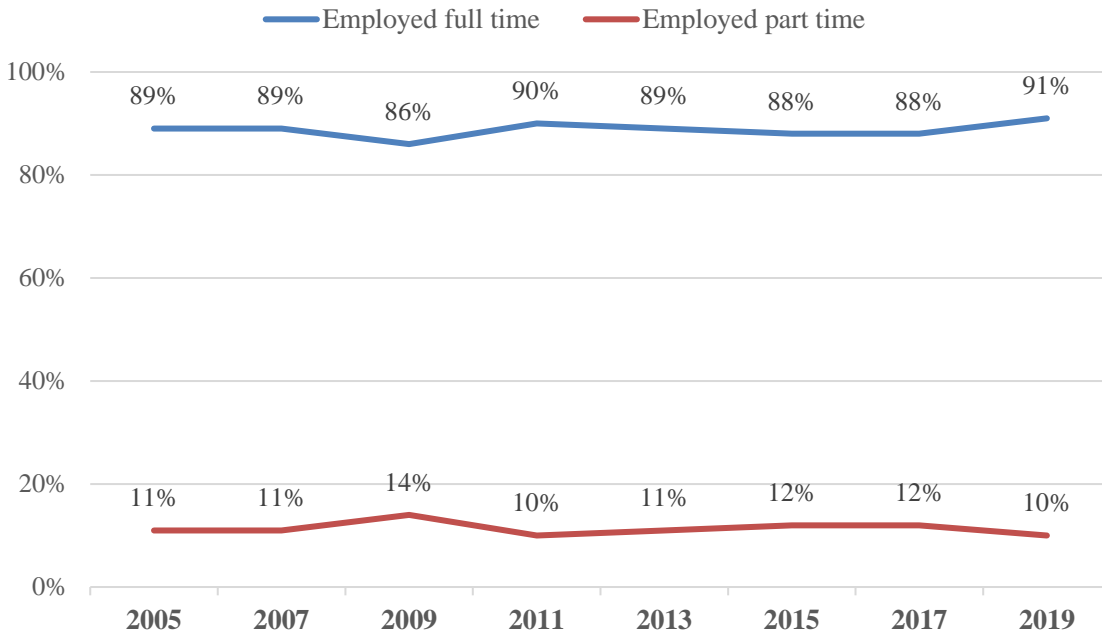
## Pay Basis

In 2019, 34% of SLPs in health care settings were paid an annual salary in their main jobs—the same or about the same as in past years (30%–35% from 2007 to 2017; see Appendix Table 1). The remainder were paid per hour (54%) or per home visit (12%).

## Employment Status

In 2019, 91% of SLPs in health care settings who were paid an annual salary in their main jobs worked full time—about the same as in past years (86%–90% from 2005 to 2017; 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.

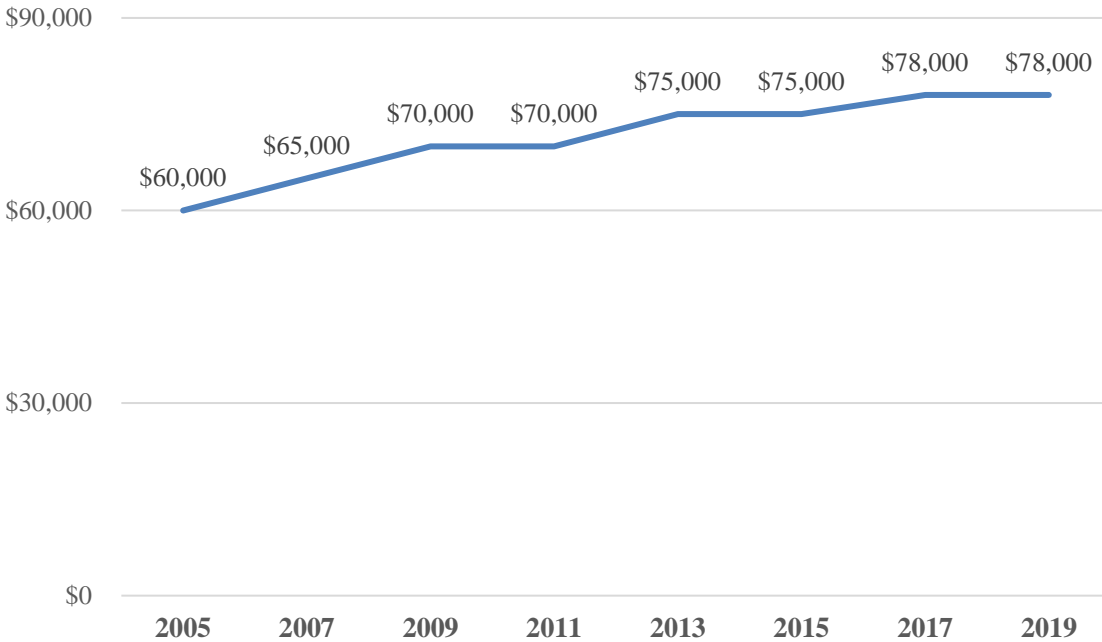


*Note.* These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 ASHA SLP Health Care Surveys. *Employed part time* was not defined in the surveys.  $n = 722$  (2005);  $n = 798$  (2007);  $n = 659$  (2009);  $n = 782$  (2011);  $n = 634$  (2013);  $n = 508$  (2015);  $n = 632$  (2017);  $n = 738$  (2019).

## Annual Salaries

In 2019, SLPs who were employed full time in health care settings reported an overall median annual salary of \$78,000—the same as in 2017 (see Figure 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, 2017, and 2019 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);  $n = 630$  (2019).

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

### Annual Salaries by Health Care Setting

From 2005 to 2019, SLPs in skilled nursing facilities typically reported a higher median annual salary than SLPs in other health care settings. In 2019, they reported a median salary of \$95,000—up from \$90,000 in 2017 (a 6% increase; see Appendix Table 2).

From 2005 to 2019, SLPs in outpatient clinics/offices reported the lowest, or among the lowest, median annual salaries. In 2019, they reported a median salary of \$73,500—up slightly from \$73,000 in 2017 (a 1% increase).

## **Annual Salaries by Work Role**

### ***Administrators and Supervisors***

In 2019, SLPs who held primarily administrative or supervisory positions reported an overall median annual salary of \$100,000—up from \$96,000 in 2017 (a 4% increase; see Appendix Table 3). Most of these SLPs worked in outpatient clinics/offices and skilled nursing facilities.

In 2019, SLP administrators/supervisors in outpatient clinics/offices reported a median salary of \$90,000—the same as in 2017. Those in skilled nursing facilities reported a median salary of \$102,000—up from \$95,000 in 2017 (a 7% increase).

### ***Clinicians***

In 2019, SLPs who held primarily clinician positions reported an overall median annual salary of \$74,000—up from \$72,000 in 2017 (a 3% increase; see Appendix Table 4).

From 2005 to 2019, clinicians in general medical, Veterans Affairs (VA), and long-term acute care (LTAC) hospitals typically reported the highest, or among the highest, median salaries. In 2019, they reported a median salary of \$77,047—down from \$80,000 in 2017 (a 4% decline).

From 2009 to 2019, clinicians in outpatient clinics/offices typically reported the lowest, or among the lowest, median salaries. In 2019, they reported a median salary of \$70,000—up from \$67,356 in 2017 (a 4% increase).

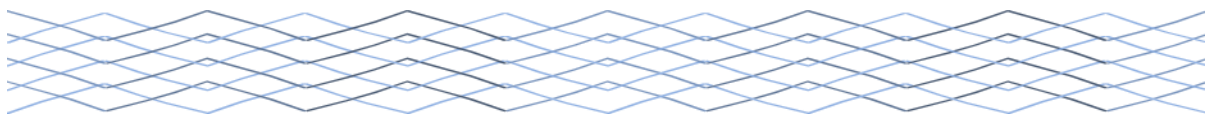
## **Annual Salaries by Years of Experience**

In 2019, overall, the most seasoned SLPs (those with 31 or more years of experience in the profession) reported a median annual salary of \$95,000—this was \$29,000 more than SLPs just starting out (those with 1–3 years of experience; see Appendix Table 5). The differential was somewhat higher than in 2013 (\$26,745), 2015 (\$26,397), and 2017 (\$26,095).

## **Annual Salaries by Geographic Region**

From 2005 to 2019, SLPs in the West reported a higher median annual salary than SLPs in the Northeast, Midwest, and South. In 2019, they reported a median salary of \$85,000—up from \$83,655 in 2017 (a 2% increase; see Appendix Table 6). SLPs in the Midwest typically reported the lowest, or among the lowest, median salaries. In 2019, they reported a median salary of \$73,520—down a little from \$74,114 in 2017 (a 1% decline).

See page 14 for a key of geographic regions/divisions and corresponding states.



## Unpaid Student Loan Debt

In 2019, 32% of SLPs in health care settings who were paid an annual salary in their main jobs reported having unpaid student loan debt—down slightly from 34% in 2017. The median amount owed was \$40,000—the same as in 2017. (These data are not shown in any figure or table.)

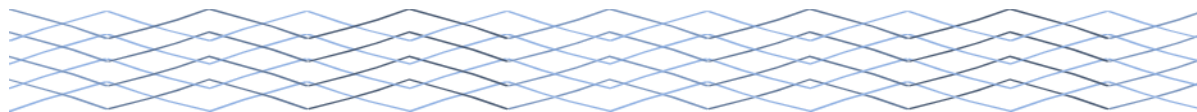
### Unpaid Student Loan Debt by Age

In 2017 and 2019, the median amount of student loan debt owed by SLPs in health care settings who were paid an annual salary in their main jobs steadily decreased with age (see Table 1).

**Table 1.** Median amount of student loan debt owed by SLPs in health care settings who were paid an annual salary, by age and year.

Age	\$	
	2017 ( <i>n</i> = 195)	2019 ( <i>n</i> = 211)
30 or younger	45,000	55,954
31–35 years	37,186	36,500
36–40 years	35,000	34,000
41–45 years	33,085	<i>n/r</i>
46 years or older	<i>n/r</i>	<i>n/r</i>

*Note.* These data are from the 2017 and 2019 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).



## Survey Methodology

The survey was sent in February 2019 to a random sample of 4,500 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, 2,250 SLPs were assigned to a control group to receive the survey cover letter with the full signature of the ASHA chief executive officer (CEO). The 2,250 SLPs who were assigned to an experimental group were sent a survey cover letter with only the CEO's first name. Both groups also received a survey pre-notification email at the time of the first postal mailing. Second (March) and third (April) postal mailings followed, at approximately 3- or 4-week intervals.

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

## Response Rates

Of the original 4,500 SLPs in the sample, 14 had incorrect postal mail addresses, 39 were employed in other types of facilities, seven were not employed in the profession, two were retired, and four were ineligible for other reasons, which left 4,433 possible respondents. The actual number of respondents was 2,232—a 50.3% 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), 46.9% (2015), and 52.1% (2017).

## Suggested Citation

American Speech-Language-Hearing Association. (2019). *SLP Health Care Survey report: Annual salary trends, 2005–2019*. Retrieved from [www.asha.org](http://www.asha.org).

## Additional Information

Companion survey reports are available on the ASHA website at [www.asha.org/Research/memberdata/HealthcareSurvey/](http://www.asha.org/Research/memberdata/HealthcareSurvey/).

## Questions?

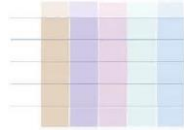
For additional information regarding this report, please contact Monica Sampson, director of Health Care Services, at 800-498-2071, ext. 5686 or [msampson@asha.org](mailto:msampson@asha.org). To learn more about how the Association is working on behalf of ASHA-certified SLPs in health care settings, visit [www.asha.org/slp/healthcare](http://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



## 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)	2019 (n = 2,160)
Primarily annual salary	35	35	33	33	30	34	34
Primarily per hour	65	56	55	56	58	55	54
Primarily per home-visit	—	9	11	12	13	12	12

*Note.* These data are from the 2007, 2009, 2011, 2013, 2015, 2017, and 2019 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	\$							
	2005 (n = 630)	2007 (n = 648)	2009 (n = 525)	2011 (n = 682)	2013 (n = 546)	2015 (n = 425)	2017 (n = 499)	2019 (n = 630)
Overall	60,000	65,000	70,000	70,000	75,000	75,000	78,000	78,000
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital <sup>a</sup>	61,250	65,000	73,000	71,387	77,133	90,000	81,656	85,798
Home health care agency/client's home	53,000	57,500	66,000	69,095	73,000	75,000	78,000	76,000
Outpatient clinic/office	60,000	63,000	65,000	64,000	70,000	68,000	73,000	73,500
Pediatric hospital	60,000	60,000	66,250	69,144	70,000	74,000	73,000	78,000
Rehabilitation hospital	58,920	60,500	73,400	64,721	73,995	79,693	73,291	79,000
Skilled nursing facility	68,200	75,000	80,000	81,681	90,000	90,000	90,000	95,000

*Note.* These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 ASHA SLP Health Care Surveys. <sup>a</sup>From 2005 to 2011, this item was *general medical hospital*. In 2013, it was *general medical or LTAC hospital*.

## Salaries of Administrators and Supervisors

**Table 3.** Median annual salaries of SLP administrators and supervisors who were employed full time, by health care setting and year.

Health care setting	\$							
	2005 (n = 161)	2007 (n = 172)	2009 (n = 137)	2011 (n = 171)	2013 (n = 139)	2015 (n = 89)	2017 (n = 123)	2019 (n = 125)
Overall	72,985	79,009	85,000	90,000	90,000	93,534	96,000	100,000
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital <sup>a</sup>	80,000	80,000	90,000	87,814	n/r	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	n/r
Outpatient clinic/office	73,500	72,500	77,000	78,904	75,450	93,000	90,000	90,000
Pediatric hospital	n/r	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	n/r
Skilled nursing facility	71,000	79,500	89,000	91,119	92,082	92,000	95,000	102,000

*Note.* These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 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). <sup>a</sup>From 2005 to 2011, this item was *general medical hospital*. In 2013, it was *general medical or LTAC hospital*.

## Annual Salaries of Clinicians

**Table 4.** Median annual salaries of SLP clinical service providers who were employed full time, by health care setting and year.

Health care setting	\$							
	2005 (n = 443)	2007 (n = 459)	2009 (n = 378)	2011 (n = 490)	2013 (n = 381)	2015 (n = 321)	2017 (n = 348)	2019 (n = 476)
Overall	56,000	60,000	67,000	65,000	70,000	70,000	72,000	74,000
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital <sup>a</sup>	58,000	62,000	70,000	68,000	75,000	79,540	80,000	77,047
Home health care agency/client's home	52,000	57,000	62,000	67,204	70,000	70,386	75,657	73,000
Outpatient clinic/office	55,000	60,000	63,750	62,000	68,183	65,994	67,356	70,000
Pediatric hospital	54,000	59,000	n/r	65,157	68,000	69,000	71,362	73,000
Rehabilitation hospital	55,000	58,250	69,000	61,500	68,000	78,000	72,252	75,762
Skilled nursing facility	59,000	69,850	74,250	66,963	80,000	79,981	79,134	n/r

*Note.* These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 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). <sup>a</sup>From 2005 to 2011, this item was *general medical hospital*. In 2013, it was *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	\$							
	2005 (n = 619)	2007 (n = 648)	2009 (n = 524)	2011 (n = 675)	2013 (n = 545)	2015 (n = 360)	2017 (n = 453)	2019 (n = 611)
1–3	52,694	51,500	n/r	58,048	58,255	63,603	65,000	66,000
4–6	51,850	56,450	60,000	63,000	68,000	68,600	67,000	72,000
7–9	53,730	62,086	66,000	70,000	71,643	65,428	73,012	78,000
10–12	58,000	65,000	69,000	75,000	79,495	68,000	85,511	78,000
13–15	62,000	65,000	70,000	75,000	80,601	85,000	82,000	87,500
16–18	67,000	64,000	70,000	75,000	73,000	90,000	83,996	82,000
19–21	65,000	80,000	73,000	75,507	84,565	82,653	n/r	100,000
22–24	70,000	69,840	80,000	n/r	80,000	n/r	84,938	83,000
25–27	70,000	74,400	74,000	80,000	85,493	n/r	83,380	90,000
28–30	—	—	75,000	83,124	80,000	n/r	n/r	n/r
28 or more	78,146	74,000	—	—	—	—	—	—
31 or more	—	—	80,000	88,750	85,000	90,000	91,095	95,000

*Note.* These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 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	\$							
	2005 (n = 628)	2007 (n = 648)	2009 (n = 523)	2011 (n = 682)	2013 (n = 543)	2015 (n = 425)	2017 (n = 498)	2019 (n = 628)
Northeast	60,000	65,532	70,000	69,000	74,000	74,000	79,524	78,000
Midwest	60,000	62,000	69,000	65,000	72,000	80,000	74,114	73,520
South	58,000	65,000	70,000	70,000	75,554	70,885	78,173	79,000
West	68,000	70,000	80,000	80,000	80,000	84,000	83,655	85,000

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 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