Contents

Executive Summary .............................................................................................................................................. 1

Salaries ............................................................................................................................................................... 2
  Salary Basis .................................................................................................................................................... 2
  Employment Status ........................................................................................................................................ 3
  Overall Average Salary ................................................................................................................................. 3
  Private Practice Owners and Co-owners ....................................................................................................... 3
  Highest Degree ............................................................................................................................................... 3
  Type of Facility .............................................................................................................................................. 4
  Function ......................................................................................................................................................... 4
  Population Density ....................................................................................................................................... 4
  Geographic Region ....................................................................................................................................... 5
  Years of Experience .................................................................................................................................... 6

Survey Notes and Methodology ......................................................................................................................... 7
  Response Rate ............................................................................................................................................... 7
  Survey Reports .............................................................................................................................................. 7

Suggested Citation ........................................................................................................................................... 7

Supplemental Resources .................................................................................................................................. 8

Additional Information ................................................................................................................................... 8

Thank You ........................................................................................................................................................ 8

Appendix: Data Tables ...................................................................................................................................... 9
  Table 1: Employment Status .......................................................................................................................... 10
  Table 2: Annual Salary by Type of Facility .................................................................................................... 11
  Table 3: Annual Salary by Function ............................................................................................................... 12
  Table 4: Median Annual Salary by Region of the Country ........................................................................... 13

Figures
  Figure 1: Salary Basis .................................................................................................................................... 2
  Figure 2: Employment Status of SLPs Earning an Annual Salary .................................................................. 3
  Figure 3: Median Annual Salary by Type of Facility ..................................................................................... 4
  Figure 4: Median Annual Salary by Geographic Region ............................................................................... 5
  Figure 5: Median Annual Salary by Years of Experience ............................................................................. 6
The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2015. 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 is based on responses from SLPs in six types of health care facilities: general medical, Veterans Affairs (VA), and long-term acute care (LTAC) hospitals; rehabilitation (rehab) hospitals; pediatric hospitals; skilled nursing facilities (SNFs); home health agencies and clients’ homes; and outpatient clinics and offices.

**Highlights:**

- 30% of respondents received an annual salary.
- The median annual salary was $75,000.
- The median annual salary for SLPs who were full-time private practice owners or co-owners was $77,240.
- The median annual salaries were $70,000 for clinical service providers and $93,534 for administrators or supervisors.
- The lowest and highest median annual salaries by various predictor variables were:
  - by facility type:
    - $68,000 in outpatient clinics and offices;
    - $90,000 in SNFs and general medical, VA, and LTAC hospitals;
  - by population density:
    - $73,833 in suburban areas,
    - $75,000 in city/urban areas,
    - $78,266 in rural areas;
  - by geographic region:
    - $70,885 in the South,
    - $84,000 in the West;
  - by years of experience:
    - $63,603 for SLPs with 1 to 3 years of experience,
    - $90,000 for SLPs with 16 to 18 and 31 or more years of experience.
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 2015 Health Care Survey, 30% reported that they received primarily an annual salary. The remainder were paid primarily on a per-hour or per-visit basis (see Figure 1).

Figure 1. Salary Basis

![Pie chart showing salary basis: Annual 30%, Hourly 58%, Per visit 13%]

$n = 1,717$
Of every 10 SLPs who were working in health care settings, more than 6 worked full-time compared with fewer than 4 who worked part-time. Of those who earned an annual salary, however, 88% worked full-time (see Figure 2 and Appendix, Table 1).

**Figure 2. Employment Status of SLPs Earning an Annual Salary**

![Pie chart showing employment status of SLPs earning an annual salary. Full-time: 88%, Part-time: 12%.](chart)

$n = 508$

The overall median salary for SLPs who were employed full-time and who worked in a health care facility was $75,000 (see Appendix, Table 2).

Median salaries have traditionally been presented in ASHA reports 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.

The median annual salary for SLPs who were full-time private practice owners or co-owners was $77,240 ($ = 84; not shown in appended table). Additional information about private practice owners and co-owners is available in a separate report as noted on page 7.

Nearly all of the respondents to the survey held a master’s as the highest degree (97%). Overall, 53 SLPs reported having earned a doctorate; their number dwindled to 13 when the group was restricted to SLPs who worked full-time and reported their annual salaries. The median annual salary was $75,000 for SLPs with a master’s degree.
Median salaries for SLPs who were paid primarily an annual salary ranged from $68,000 for those who worked in outpatient clinics and offices to $90,000 for SLPs in two facility categories: general medical, VA, and LTAC hospitals and SNFs (see Figure 3 and Appendix, Table 2).

The median annual salary for SLPs who were primarily clinical service providers was $70,000. The median ranged from a low of $65,994 for those in outpatient clinics and offices to a high of $79,981 for SLPs in SNFs (see Appendix, Table 3).

The average (median) annual salary for SLPs who were primarily administrators or supervisors was $93,534. By facility, their median salaries were $92,000 in SNFs and $93,000 in outpatient clinics and offices. 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 and clients’ homes.

The median salary was $73,833 for SLPs in the suburbs, $75,000 for those in city/urban areas, and $78,266 for those in rural areas.
Geographic Region

The median salary was highest in the West ($84,000) and lowest in the South ($70,885; see Figure 4).

**Figure 4. Median Annual Salary by Geographic Region**

- **Northeast**: $74,000
- **Midwest**: $80,000
- **South**: $70,885
- **West**: $84,000

$n = 425$

Due to insufficient numbers of respondents in many categories, we are unable to compare salaries by both geographic area and type of facility. For those categories that could be included, the highest average salary was for SLPs in rehab hospitals in the Northeast ($79,537; see Appendix, Table 4, where lists of states in each region can also be found).
Salaries increased with experience, although not in a straight line.

Median annual salaries ranged from $63,603 for SLPs with 1 to 3 years of experience to $90,000 for those with 16 to 18 years and 31 or more years of experience (see Figure 5).

**Figure 5. Median Annual Salary by Years of Experience**

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3</td>
<td>$63,603</td>
</tr>
<tr>
<td>4-6</td>
<td>$68,000</td>
</tr>
<tr>
<td>7-9</td>
<td>$65,428</td>
</tr>
<tr>
<td>10-12</td>
<td>$68,000</td>
</tr>
<tr>
<td>13-15</td>
<td>$85,000</td>
</tr>
<tr>
<td>16-18</td>
<td>$90,000</td>
</tr>
<tr>
<td>19-21</td>
<td>$82,653</td>
</tr>
<tr>
<td>22-24</td>
<td></td>
</tr>
<tr>
<td>25-27</td>
<td></td>
</tr>
<tr>
<td>28-30</td>
<td></td>
</tr>
<tr>
<td>31 or more</td>
<td>$90,000</td>
</tr>
</tbody>
</table>

*n = 360*
The 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 mailed in February 2015 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. An email reminder was sent a week later. Second (March) and third (April) 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 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 4,000 SLPs in the sample, 1 was deceased, 5 were retired, 14 had bad addresses, 42 were employed in other types of facilities, 6 were not employed in the field, and 5 were ineligible for other reasons, leaving 3,927 possible respondents. The actual number of respondents was 1,842, resulting in a 46.9% response rate. The results presented in this report are based on responses from those 1,842 individuals.

Results from the 2015 SLP Health Care Survey are presented in a series of reports at www.asha.org:
- Survey Summary
- Caseload Characteristics
- Workforce and Practice Issues
- Private Practice Owners and Co-owners
- Annual Salaries
- Hourly and Per Visit Wages
- Survey Methodology, Respondent Demographics, and Glossary

### Supplemental 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/bls/blswage.htm](http://www.bls.gov/bls/blswage.htm)
- [www.bls.gov/oco/](http://www.bls.gov/oco/)

### Additional Information

For additional information regarding the 2015 SLP Health Care Survey, please contact Gennith Johnson, associate director of Health Care Services, at 800-498-2071, ext. 5681, or [gjohnson@asha.org](mailto:gjohnson@asha.org); Monica Sampson, associate director of Health Care Services, at ext. 5686, or [msampson@asha.org](mailto:msampson@asha.org); or Janet Brown, director of Health Care Services, at ext. 5679, or [jbrown@asha.org](mailto:jbrown@asha.org). To learn more about resources for ASHA members working in health care, visit ASHA’s website at [www.asha.org/slp/healthcare](http://www.asha.org/slp/healthcare).

### Thank You

ASHA would like to thank the speech-language pathologists who completed the 2015 Health Care Survey. Reports like this one are only possible 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: Data Tables
Table 1: Employment Status

<table>
<thead>
<tr>
<th>Status</th>
<th>Valid %</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>62.0</td>
<td>1,719</td>
</tr>
<tr>
<td>Part-time</td>
<td>38.0</td>
<td></td>
</tr>
</tbody>
</table>

Earn an Annual Salary

<table>
<thead>
<tr>
<th>Status</th>
<th>%</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>88.3</td>
<td>508</td>
</tr>
<tr>
<td>Part-time</td>
<td>11.7</td>
<td></td>
</tr>
</tbody>
</table>

Q.19 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 2: Annual Salary by Type of Facility

Q. 23 Your annual income from your job includes salary and bonuses. What is your annual income, before deductions, for your main job? (Then skip to Q. 27.)

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

<table>
<thead>
<tr>
<th>Annual income</th>
<th>Facility Type</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>Mode</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Medical/VA/LTAC Hospital</td>
<td>$87,171</td>
<td>$21,668</td>
<td>$70,000</td>
</tr>
<tr>
<td></td>
<td>Rehab Hospital</td>
<td>$80,440</td>
<td>$18,166</td>
<td>$64,000</td>
</tr>
<tr>
<td></td>
<td>Pediatric Hospital</td>
<td>$76,799</td>
<td>$16,962</td>
<td>$65,000</td>
</tr>
<tr>
<td></td>
<td>SNF</td>
<td>$91,219</td>
<td>$23,312</td>
<td>$90,000</td>
</tr>
<tr>
<td></td>
<td>Home Health/Client’s Home</td>
<td>$72,944</td>
<td>$17,419</td>
<td>$75,000</td>
</tr>
<tr>
<td></td>
<td>Outpatient Clinic/Office</td>
<td>$74,529</td>
<td>$25,975</td>
<td>$60,000</td>
</tr>
<tr>
<td></td>
<td>All Facility Types</td>
<td>$78,653</td>
<td>$23,298</td>
<td>$80,000</td>
</tr>
</tbody>
</table>

25th percentile $70,000 $65,453 $64,500 $79,930 $60,000 $60,000 $63,782
50th percentile (Median) $90,000 $79,693 $74,000 $90,000 $75,000 $68,000 $75,000
75th percentile $100,000 $85,000 $87,661 $99,748 $83,312 $84,792 $90,000

Mean $87,171 $80,440 $76,799 $91,219 $72,944 $74,529 $78,653
Standard deviation $21,668 $18,166 $16,962 $23,312 $17,419 $25,975 $23,298
Mode $70,000 $64,000 $65,000 $90,000 $75,000 $60,000 $80,000

Statistical significance: $F(5, 406) = 6.7, p = .000$
Conclusion: There is adequate evidence from the data to say that the means vary by type of facility.
Table 3: Annual Salary by Function

Q. 23 Your annual income from your job includes salary and bonuses. What is your annual income, before deductions, for your main job? (*Then skip to Q. 27.*)

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

<table>
<thead>
<tr>
<th>Percentile</th>
<th>General Medical/VA/ LTAC Hospital</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/ Client’s Home</th>
<th>Outpatient Clinic/Office</th>
<th>All Facility Types</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(n = 39)</td>
<td>(n = 39)</td>
<td>(n = 35)</td>
<td>(n = 26)</td>
<td>(n = 42)</td>
<td>(n = 128)</td>
<td>(n = 321)</td>
</tr>
<tr>
<td>25th</td>
<td>$69,562</td>
<td>$64,000</td>
<td>$64,426</td>
<td>$65,000</td>
<td>$55,952</td>
<td>$56,000</td>
<td>$60,848</td>
</tr>
<tr>
<td>50th (median)</td>
<td>$79,540</td>
<td>$78,000</td>
<td>$69,000</td>
<td>$79,981</td>
<td>$70,386</td>
<td>$65,994</td>
<td>$70,000</td>
</tr>
<tr>
<td>75th</td>
<td>$98,000</td>
<td>$84,000</td>
<td>$91,304</td>
<td>$100,000</td>
<td>$82,000</td>
<td>$73,000</td>
<td>$82,000</td>
</tr>
</tbody>
</table>

Primarily Clinical Service Provider

<table>
<thead>
<tr>
<th></th>
<th>(n = 7)</th>
<th>(n = 7)</th>
<th>(n = 2)</th>
<th>(n = 28)</th>
<th>(n = 12)</th>
<th>(n = 30)</th>
<th>(n = 89)</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th</td>
<td>$90,000</td>
<td>$92,000</td>
<td>$92,000</td>
<td>$99,507</td>
<td>$120,000</td>
<td>$104,000</td>
<td></td>
</tr>
<tr>
<td>50th (median)</td>
<td>n &lt; 25</td>
<td>n &lt; 25</td>
<td>n &lt; 25</td>
<td>n &lt; 25</td>
<td>n &lt; 25</td>
<td>n &lt; 25</td>
<td></td>
</tr>
<tr>
<td>75th</td>
<td>$82,634</td>
<td>$93,000</td>
<td>$93,534</td>
<td>$120,000</td>
<td>$104,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Primarily Administrative or Supervisory
### Table 4: Median Annual Salary by Region of the Country

Q. 23 Your annual income from your job includes salary and bonuses. What is your annual income, before deductions, for your main job? (*Then skip to Q. 27.*)

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

<table>
<thead>
<tr>
<th>Region</th>
<th>General Medical/VA/LTAC Hospital</th>
<th>Rehab Hospital</th>
<th>Pediatric Hospital</th>
<th>SNF</th>
<th>Home Health/Client’s Home</th>
<th>Outpatient Clinic/Office</th>
<th>All Facility Types</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>18</td>
<td>8</td>
<td>17</td>
<td>8</td>
<td>12</td>
<td>8</td>
<td>39</td>
</tr>
<tr>
<td>Midwest</td>
<td>12</td>
<td>12</td>
<td>14</td>
<td>12</td>
<td>6</td>
<td>12</td>
<td>42</td>
</tr>
<tr>
<td>South</td>
<td>12</td>
<td>12</td>
<td>19</td>
<td>12</td>
<td>31</td>
<td>12</td>
<td>54</td>
</tr>
<tr>
<td>West</td>
<td>6</td>
<td>6</td>
<td>4</td>
<td>6</td>
<td>7</td>
<td>6</td>
<td>32</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