



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP Health Care Survey Report:
Annual Salary Trends
2005-2015

Gail Brook, Surveys and Analysis
American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850-3289
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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2015 SLP Health Care Survey to gather information from speech-language pathologists (SLPs) about earnings, service provision, private practice, the workforce, and other professional topics. Results from this survey are compiled in a series of reports, including this report on annual salary trends.

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

The salaries contained 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 2015, about a third (30%) of SLPs in health care settings were paid an annual salary in their main jobs, down gradually from 35% in 2007.
- In 2015, most (88%) SLPs in health care settings who were paid an annual salary in their main jobs worked full time, about the same as in previous survey years.
- In 2015, SLPs in health care settings reported an overall median salary of \$75,000, the same as in 2013.
- From 2005 to 2015, SLPs in skilled nursing facilities reported the highest or among the highest median salaries.
- In 2015, SLPs who were clinicians reported an overall median salary of \$70,000, the same as in 2013.
- In 2015, SLPs who were administrators or supervisors reported an overall median salary of \$93,534, up from \$90,000 in 2013 (a 4% increase).
- In 2015, SLPs who owned or co-owned a private practice reported an overall median salary of \$77,240, up from \$72,798 in 2013 (a 6% increase).
- From 2005 to 2015, the median salary of SLPs tended to increase with their years of experience in the profession.
- In 2015, SLPs in the Midwest and West reported increases in their median salaries from 2013. Those in the Northeast reported no change; those in the South reported a decline.

Pay Basis

In 2015, about a third (30%) of SLPs in health care settings were paid an annual salary in their main jobs, down gradually from 35% in 2007 (see Table 1). The remainder of SLPs were paid per hour (58%) or per home visit (13%).

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

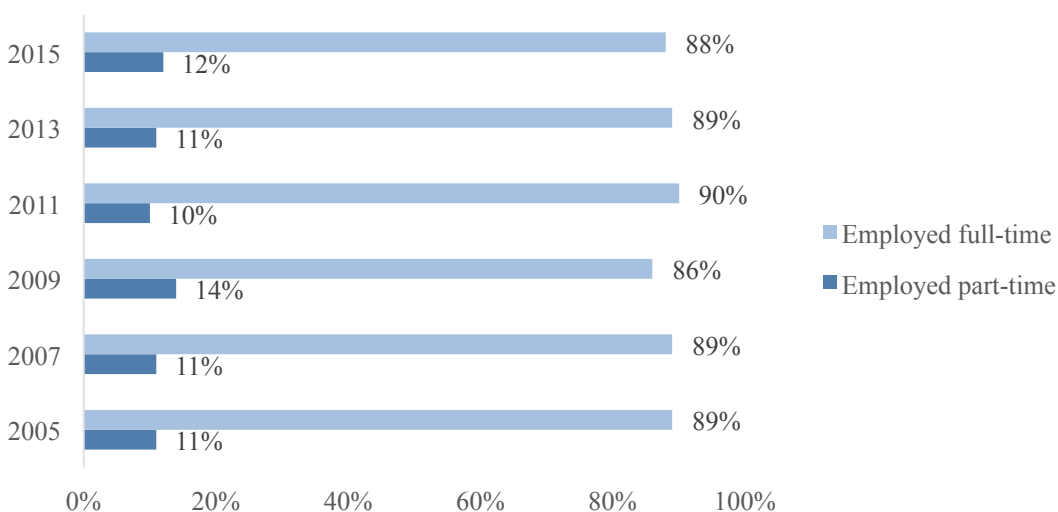
Pay basis	%				
	2007 (n = 2,271)	2009 (n = 1,916)	2011 (n = 2,347)	2013 (n = 1,951)	2015 (n = 1,717)
Annual salary	35	35	33	33	30
Per hour	65	56	55	56	58
Per home visit	—	9	11	12	13

Note. These data are from the 2007, 2009, 2011, 2013, and 2015 ASHA SLP Health Care Surveys. Percentages are rounded and may not add to exactly 100%. Dash indicates that the item was not included in the survey.

Employment Status

In 2015, most (88%) SLPs in health care settings who were paid an annual salary in their main jobs worked full time, about the same as in earlier survey years (see Figure 1).

Figure 1. Percentage of SLPs in health care settings who were paid an annual salary in their main jobs, by employment status and year.



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

Annual Salaries

In 2015, SLPs who were employed full time in health care settings reported an overall median salary of \$75,000, the same as in 2013 but up from \$70,000 in 2011 (a 7% increase; see Table 2). The median salary is the salary at which half of the SLPs earned more than that amount and half earned less.

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

Annual Salaries by Health Care Setting

Annual salaries of SLPs typically vary by the health care setting. From 2005 to 2015, SLPs in skilled nursing facilities reported the highest or among the highest median salaries; those in outpatient clinics and offices typically reported the lowest or among the lowest (see Table 2).

Table 2. Median annual salaries of SLPs, by health care setting and year.

Setting	Median salary (\$)					
	2005 (n = 630)	2007 (n = 648)	2009 (n = 525)	2011 (n = 682)	2013 (n = 546)	2015 (n = 425)
Overall	60,000	65,000	70,000	70,000	75,000	75,000
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
Rehabilitation hospital	58,920	60,500	73,400	64,721	73,995	79,693
Pediatric hospital	60,000	60,000	66,250	69,144	70,000	74,000
Skilled nursing facility	68,200	75,000	80,000	81,681	90,000	90,000
Home health agency/client's home	53,000	57,500	66,000	69,095	73,000	75,000
Outpatient clinic or office	60,000	63,000	65,000	64,000	70,000	68,000

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

^aFrom 2005 to 2011, this item was *General medical hospital*. In 2013, it was *General medical or LTAC hospital*.

Annual Salaries by Work Role

Clinical Service Providers

Annual salaries of SLPs in health care settings vary by the work role. In 2015, SLPs who were primarily clinical service providers reported an overall median salary of \$70,000, the same as in 2013 but up from \$65,000 in 2011 (an 8% increase; see Table 3).

Table 3. Median annual salaries of SLP clinical service providers, by health care setting and year.

Setting	Median salary (\$)					
	2005 (n = 443)	2007 (n = 459)	2009 (n = 378)	2011 (n = 490)	2013 (n = 381)	2015 (n = 321)
Overall	56,000	60,000	67,000	65,000	70,000	70,000
General medical, VA, or LTAC hospital ^a	58,000	62,000	70,000	68,000	75,000	79,540
Rehabilitation hospital	55,000	58,250	69,000	61,500	68,000	78,000
Pediatric hospital	54,000	59,000	n < 25	65,157	68,000	69,000
Skilled nursing facility	59,000	69,850	74,250	66,963	80,000	79,981
Home health agency/ client's home	52,000	57,000	62,000	67,204	70,000	70,386
Outpatient clinic or office	55,000	60,000	63,750	62,000	68,183	65,994

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

^aFrom 2005 to 2011, this item was *General medical hospital*. In 2013, it was *General medical or LTAC hospital*.

Administrators and Supervisors

In 2015, SLPs who held primarily administrative or supervisory positions reported an overall median salary of \$93,534, up from \$90,000 in 2013 (a 4% increase; see Table 4). Most worked in skilled nursing facilities and outpatient clinics and offices.

Table 4. Median annual salaries of SLP administrators and supervisors, by health care setting and year.

Setting	Median salary (\$)					
	2005 (n = 161)	2007 (n = 172)	2009 (n = 137)	2011 (n = 171)	2013 (n = 139)	2015 (n = 89)
Overall	72,985	79,009	85,000	90,000	90,000	93,534
General medical, VA, or LTAC hospital ^a	80,000	80,000	90,000	87,814	n < 25	n < 25
Rehabilitation hospital	71,000	n < 25	n < 25	n < 25	n < 25	n < 25
Skilled nursing facility	71,000	79,500	89,000	91,119	92,082	92,000
Outpatient clinic or office	73,500	72,500	77,000	78,904	75,450	93,000

Note. These data are from the 2005, 2007, 2009, 2011, 2013, and 2015 ASHA SLP Health Care Surveys. ASHA is unable to report salaries for administrators and supervisors in pediatric hospitals and home health settings for 2005–2015 due to an insufficient number of respondents. ^aFrom 2005 to 2011, this item was *General medical hospital*. In 2013, it was *General medical or LTAC hospital*.

Annual Salaries of Private Practice Owners and Co-Owners

In 2015, SLPs who owned or co-owned a private practice reported an overall median salary of \$77,240, up from \$69,511 in 2007, \$70,000 in 2009, \$65,000 in 2011, and \$72,798 in 2013 (a 6% increase from 2013).¹

Annual Salaries by Years of Experience

Annual salaries of SLPs in health care settings typically vary by their years of experience in the profession. In 2015, overall, the most seasoned SLPs earned \$26,397 more than those just starting out; the differential was somewhat higher in 2011 (\$30,702) and about the same in 2013 (\$26,745); see Table 5.

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

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

Note. These data are from the 2005, 2007, 2009, 2011, 2013, and 2015 ASHA SLP Health Care Surveys. Dash indicates that the item was not included in the survey analysis.

¹These data are not presented in any table in this report; see the *SLP Health Care Survey Report: Private Practice Trends, 2007–2015*, for additional data.

Annual Salaries by Geographic Region

Annual salaries of SLPs in health care settings typically vary by the geographic region in which the SLPs work (see box below Table 6 for a list of geographic regions). For 2005–2015, SLPs in the West reported higher median salaries than those in other regions of the country (see Table 6). In 2015, median salaries ranged from \$70,885 for SLPs in the South to \$84,000 for those in the West.

Table 6. Median annual salaries of SLPs in health care settings, by geographic region and year.

Region	Median salary (\$)					
	2005 (n = 628)	2007 (n = 648)	2009 (n = 523)	2011 (n = 682)	2013 (n = 543)	2015 (n = 425)
Northeast	60,000	65,532	70,000	69,000	74,000	74,000
Midwest	60,000	62,000	69,000	65,000	72,000	80,000
South	58,000	65,000	70,000	70,000	75,554	70,885
West	68,000	70,000	80,000	80,000	80,000	84,000

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

Geographic Regions Key

Region	States included
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

Annual Salaries by Type of Community

Annual salaries of SLPs in health care settings typically vary by the type of community in which the SLPs work. For five of the six survey years, SLPs in rural areas reported the same or higher median salaries than those of SLPs in suburban and city/urban areas (see Table 7). In 2015, median salaries ranged from \$73,833 for SLPs in suburban areas to \$78,266 for those in rural areas.

Table 7. Median annual salaries of SLPs in health care settings, by type of community and year.

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

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

Survey Methodology and Response Rates

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. Settings included general medical, VA, and LTAC hospitals; rehabilitation hospitals; pediatric hospitals; skilled nursing facilities; home health agencies and clients' homes; and outpatient clinics and offices. An e-mail reminder was sent 1 week later. Second and third mailings followed (in March and April, respectively) 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. Therefore, weighting was used when presenting survey data to adjust representation from each facility group to its actual proportion within ASHA.

Of the original 4,000 SLPs in the sample, one was deceased, five were retired, 14 had incorrect addresses, 42 were employed in other types of facilities, six were not employed in speech-language pathology, and five were ineligible for other reasons. This left 3,927 possible respondents. The actual number of respondents was 1,842—a 46.9% response rate.

Past SLP Health Care Survey response rates were 54.6% (2005), 63.8% (2007), 54.6% (2009), 62.5% (2011), and 53.5% (2013).

Suggested Citation

American Speech-Language-Hearing Association. (2015). *SLP Health Care Survey report: Annual salary trends, 2005–2015*. 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 Gennith Johnson, associate director of Health Care Services, at 800-498-2071, ext. 5681, or gjohnson@asha.org; Monica Sampson, associate director of Health Care Services, at 800-498-2071, ext. 5686, or msampson@asha.org; or 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 about the discipline of communication sciences and disorders to the Association membership and the public. Thank you!