



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION

SLP HEALTH CARE SURVEY 2009



Annual Salary Report

For additional information, please contact
Jeanette Janota, Surveys & Information Team
American Speech-Language-Hearing Association
Rockville, MD 20850
800-498-2071, ext. 8738
jjanota@asha.org

Contents

Executive Summary	1
Salaries	2
Salary Basis	2
Employment Status.....	3
Overall Average Salary	3
Highest Degree.....	3
Type of Facility.....	4
Function.....	4
Geographic Region	5
Population Density	5
Years of Experience.....	6
Private Practice Owner.....	6
Survey Notes and Methodology	7
Response Rate.....	7
Other Reports	7
Suggested Citation.....	8
Supplemental Sources.....	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
Table 5: Median Annual Salary by Population Density.....	14
Table 6: Median Annual Salary by Years of Experience	15
Figures	
Figure 1: Salary Basis	2
Figure 2: Employment Status.....	3
Figure 3: Median Annual Salary by Type of Facility	4
Figure 4: Median Annual Salary by Geographic Area.....	5
Figure 5: Median Annual Salary by Years of Experience	6

Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2009. The survey was designed to provide information about health care-based service delivery and to update and expand information gathered during previous Omnibus and SLP Health Care Surveys. The results are presented in a series of reports.

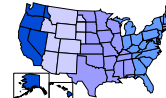
This report is based on responses from SLPs in six types of health care facilities: general medical hospitals, rehabilitation (rehab) hospitals, pediatric hospitals, skilled nursing facilities (SNFs), home health agencies and clients' homes, and outpatient clinics and offices.

Highlights:

- ◆ 35% received an annual salary.
- ◆ Median annual salary was \$70,000.
- ◆ Lowest and highest median annual salaries by various predictor variables:
 - \$66,000 in home health agencies and clients' homes
 - \$80,000 in SNFs
 - \$69,000 in the Midwest
 - \$80,000 in the West
 - \$70,000 in metropolitan/urban, suburban, and rural areas
 - \$60,000 with 4 to 6 years of experience
 - \$80,000 with 22 to 24 and 31 or more years of experience
- ◆ Median annual salary was \$67,000 for clinical service providers and \$85,000 for administrators.
- ◆ Median annual salary for private practice owners was \$70,000.

Salaries

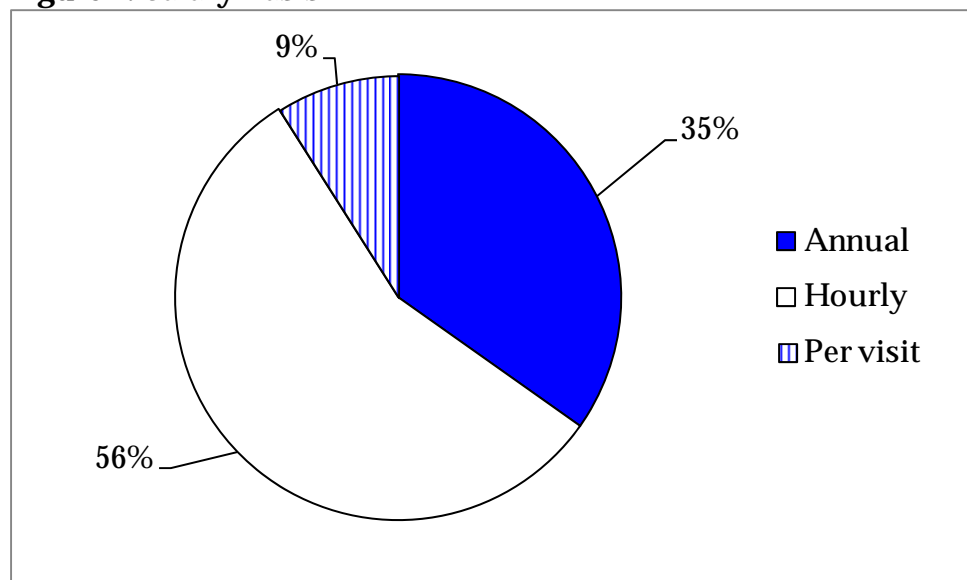
The SLPs who responded to the survey demonstrated diversity in both salary basis (annual/hourly/per visit) and status (full-time/part-time). In addition, differences in function, facility, region of the country, and other similar characteristics had an impact on their wages.



Salary Basis

Of the SLPs who responded to the 2009 Health Care Survey, 35% reported that they worked for an annual salary. The remainder were paid on a per hour or per visit basis (see Figure 1).

Figure 1. Salary Basis

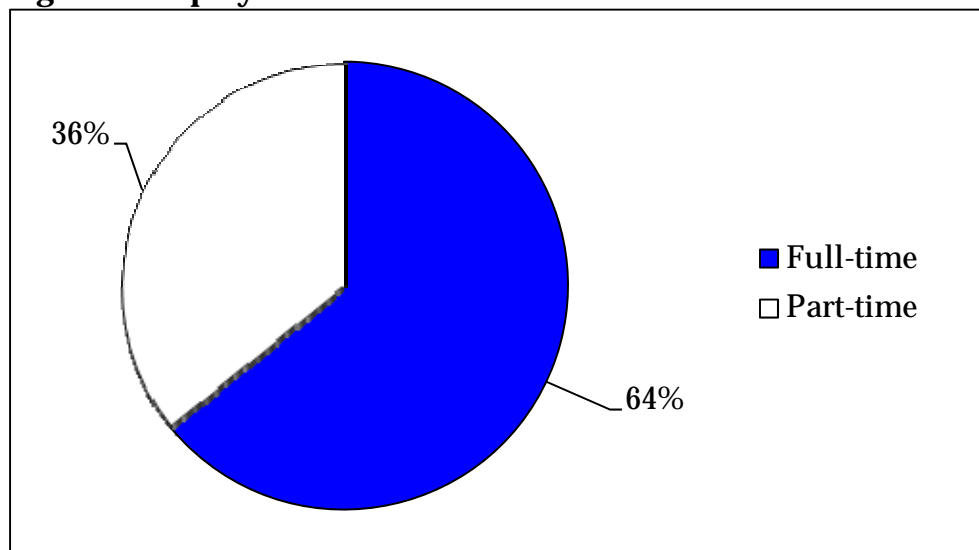


$n = 1,916$

Employment Status

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 (see Figure 2). Of those who earned an annual salary, however, 86% worked full-time (see Appendix, Table 1).

Figure 2. Employment Status



n = 1,947

Overall Average Salary

The overall median salary for SLPs who were employed full-time and who worked in a health care facility was \$70,000 (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, etc. A minimum of 25 individuals must have answered a particular question for the relevant data to be presented.

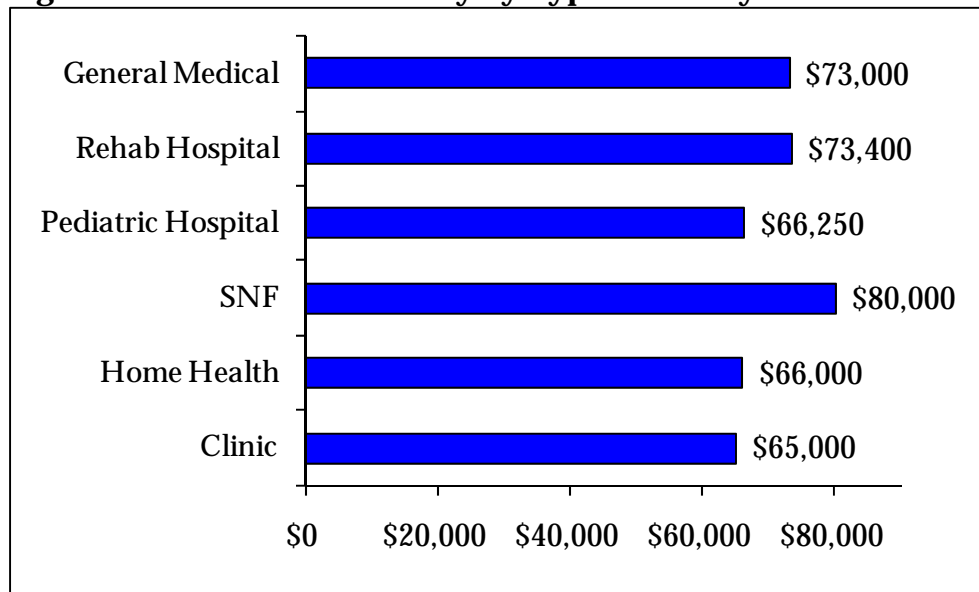
Highest Degree

Nearly all of the respondents to the survey held a master's as their highest degree. Despite there being 52 SLPs who reported having earned a doctoral degree, their number dwindled below 25 when only those who worked full-time and reported their annual salary were included. The result is that salaries are not presented by highest degree in this report.

Type of Facility

Median salaries for SLPs who were paid an annual salary ranged from \$66,000 in home health agencies and clients' homes to \$80,000 in SNFs (see Figure 3 and Appendix, Table 2).

Figure 3. Median Annual Salary by Type of Facility



n = 511

Function

The median annual salary for *clinical service providers* was \$67,000. This ranged from a low of \$62,000 in home health agencies and clients' homes to a high of \$74,250 in SNFs (see Appendix, Table 3).

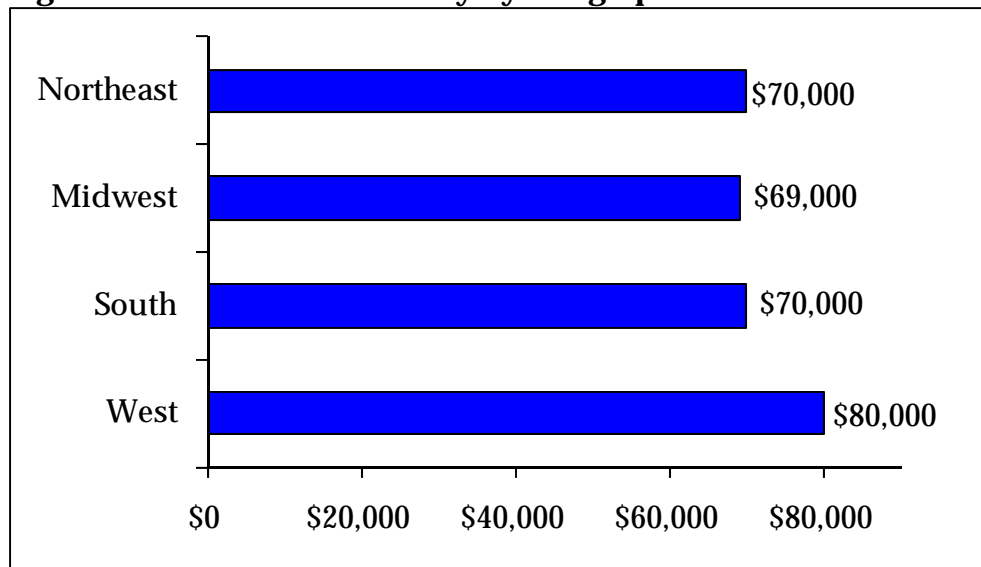
The average (median) annual salary for *administrators, supervisors, and directors* was \$85,000. By facility, median salaries were \$77,000 in outpatient clinics and offices, \$89,000 in SNFs, and \$90,000 in general medical hospitals. There were insufficient respondents in rehab hospitals, pediatric hospitals, and home health agencies and clients' homes to provide data for these groups.

Salaries could not be reported for the few SLPs in the survey who indicated that their primary function was college or university faculty member, researcher, or consultant.

Geographic Region

Median salaries were highest in the *West* (\$80,000) and lowest in the *Midwest* (\$69,000; see Figure 4).

Figure 4. Median Annual Salary by Geographic Area



n = 523

When salaries were analyzed by both geographic area and type of facility, more than half of the table’s cells had insufficient numbers of cases for data to be presented. Of those that could be shown, however, the highest average salaries were in *SNFs* in the *South* (\$82,000; see Appendix, Table 4).



Population Density

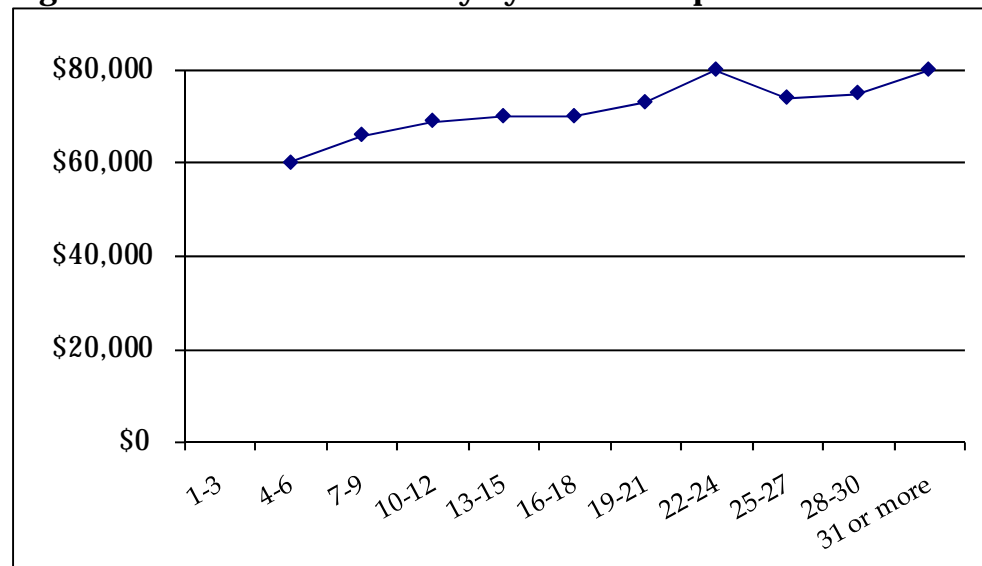
The median salary was exactly the same for SLPs in metropolitan/urban, suburban, and rural areas (\$70,000).

Outpatient clinics and offices were the only facility with sufficient respondents in each of the three categories of population setting to make comparisons; the lowest salaries were in rural areas (see Appendix, Table 5).

Years of Experience

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

Figure 5. Median Annual Salary by Years of Experience



n = 524

Median annual salaries ranged from \$60,000 for SLPs with 4 to 6 years of experience to \$80,000 with 22 to 24 years and with 31 or more years (see Figure 5). There were too few SLPs with 1–3 years of experience to be included in the report.

Salaries by years of experience for specific types of health care facilities are included in Table 6 of the Appendix. Each facility type has empty cells because there were too few respondents to report data. Of the data that are available, however, increased experience resulted in increased salaries.

Notably, nearly half (42%) of the SLPs who had 31 or more years of experience worked in *outpatient clinics or offices*, earning a median annual salary of \$75,500.

Private Practice Owner

The median annual salary for SLPs who were private practice owners and worked full-time was \$70,000 (*n* = 102; not shown in appended table). Additional information about private practice owners is available in a separate report as noted on page 7.

Survey Notes and Method- ology

Response Rate

The 20-year-old ASHA Omnibus Survey has been retired, replaced by surveys specific to work settings and/or professions to better meet affiliates' needs. This 2009 ASHA SLP Health Care Survey is one of the replacements and melds topics from both the Omnibus Surveys and previous SLP Health Care Surveys.

The survey was mailed in March 2009 to a random sample of 4,000 ASHA-certified SLPs who were employed in health care settings in the United States. Second (April) and third (May) 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. Therefore, where results are reported for all respondents ("total"), either in text or tables, they have been weighted to reflect the actual distribution of SLPs in each type of facility within ASHA. All other results, including the number of respondents (*n*) shown, are unweighted.

Of the original 4,000 SLPs in the sample, 11 were retired, 22 had bad addresses, 18 were not employed in the field, and 169 were employed in other types of facilities, leaving 3,780 possible respondents. The actual number of respondents was 2,064, resulting in a 54.6% response rate. The results presented in this report are based on responses from those 2,064 individuals.

Other Reports

Results from the 2009 SLP Health Care Survey are presented in a series of reports:

- Survey Summary Report
- Caseload Characteristics
- Workforce and Work Conditions
- Annual Salary Report
- Hourly and Per Visit Wage Report
- Private Practice Owners
- Survey Methodology, Respondent Demographics, and Glossary

Suggested Citation

American Speech-Language-Hearing Association. (2009). ASHA *SLP Health Care Survey 2009: Annual salary report*. Rockville, MD: Author.

Supplemental Sources

American Speech-Language-Hearing Association. (2007). ASHA *SLP Health Care Survey 2007: Annual salary report*. Rockville, MD: Author.

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

www.bls.gov/bls/blswage.htm

www.bls.gov/oco/

www.capcsd.org/survey

www.salary.com

To compare cost of living:

www.homefair.com/homefair/calc/salcalc.html

www.bestplaces.net/html/cost_of_living.html

Additional Information

For additional information regarding the SLP Health Care Survey 2009, please contact Amy Hasselkus, Associate Director of Health Care Services, at 800-498-2071, ext. 5686, ahasselkus@asha.org, or Janet Brown, Director of Health Care Services, at ext. 5679, jbrown@asha.org. To learn more about resources for ASHA members working in health care, visit ASHA's Web site at www.asha.org/members/slp/healthcare.

Thank You

ASHA would like to thank the SLPs who completed the 2009 Health Care Survey. Reports like this one are only possible because people like *you* participated.

Appendix: Data Tables

Table 1: Employment Status

Q. 8 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
Status	Valid %
Full-time	64.2
Part-time	35.8
<i>n</i>	1,947
Earn an Annual Salary	
Full-time	86.0
Part-time	14.0
<i>n</i>	659

Table 2: Annual Salary by Type of Facility

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment. *Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Received an annual salary of at least \$1

Percentile	Total	General Medical	Rehab Hospital	Pediatric Hospital	SNF	Home Health/ Client's Home	Outpatient Clinic/ Office
	(n = 525)	(n = 99)	(n = 63)	(n = 26)	(n = 72)	(n = 64)	(n = 187)
25th	\$60,000	\$65,000	\$62,000	\$56,750	\$72,000	\$55,250	\$54,000
50th (median)	\$70,000	\$73,000	\$73,400	\$66,250	\$80,000	\$66,000	\$65,000
75th	\$82,000	\$82,000	\$85,000	\$74,300	\$100,000	\$76,500	\$80,000

Table 3: Annual Salary by Function

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment. *Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Received an annual salary of at least \$1

Percentile	Total	General Medical	Rehab Hospital	Pediatric Hospital	SNF	Home Health/ Client's Home	Outpatient Clinic/ Office
Clinical Service Provider							
	(n = 378)	(n = 74)	(n = 45)	(n = 21)	(n = 34)	(n = 52)	(n = 146)
25th	\$57,300	\$61,950	\$60,000	n < 25	\$63,000	\$55,000	\$53,750
50th (median)	\$67,000	\$70,000	\$69,000		\$74,250	\$62,000	\$63,750
75th	\$75,000	\$77,162	\$77,500		\$81,250	\$71,750	\$75,250
College/University Faculty Member							
	(n = 1)	(n = 0)	(n = 0)	(n = 0)	(n = 0)	(n = 0)	(n = 1)
Researcher							
	(n = 1)	(n = 0)	(n = 0)	(n = 1)	(n = 0)	(n = 0)	(n = 0)
Consultant							
	(n = 3)	(n = 0)	(n = 0)	(n = 0)	(n = 2)	(n = 0)	(n = 1)
Administrator/supervisor/director							
	(n = 137)	(n = 25)	(n = 17)	(n = 4)	(n = 36)	(n = 12)	(n = 37)
25th	\$72,800	\$76,500	n < 25	n < 25	\$76,279	n < 25	\$60,000
50th (median)	\$85,000	\$90,000			\$89,000		\$77,000
75th	\$100,000	\$99,500			\$112,250		\$96,000

Table 4: Median Annual Salary by Region of the Country

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment. *Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Received an annual salary of at least \$1

Region	Total		General Medical		Rehab Hospital		Pediatric Hospital		SNF		Home Health/ Client's Home		Outpatient Clinic/ Office			
	<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	123	\$70,000	27	\$73,000	18	<i>n</i> < 25	2	<i>n</i> < 25	19	<i>n</i> < 25	26	\$64,020	31	\$70,000		
Midwest	113	\$69,000	26	\$74,500	9		9		16		6	<i>n</i> < 25	40	\$61,000		
South	213	\$70,000	32	\$68,450	29		\$73,000		13		29	\$82,000	26	\$70,000	79	\$62,500
West	74	\$80,000	14	<i>n</i> < 25	7		<i>n</i> < 25		2		8	<i>n</i> < 25	6	<i>n</i> < 25	35	\$72,000

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

Table 5: Median Annual Salary by Population Density

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment. *Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Received an annual salary of at least \$1

Population Density	Total		General Medical		Rehab Hospital		Pediatric Hospital		SNF		Home Health/ Client's Home		Outpatient Clinic/ Office	
	<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
Metropolitan/urban	231	\$70,000	48	\$72,900	30	\$71,700	18	<i>n</i> < 25	22	<i>n</i> < 25	27	\$70,000	82	\$66,000
Suburban	205	\$70,000	36	\$73,000	26	\$75,808	7		30	\$80,500	26	\$62,900	75	\$68,000
Rural	82	\$70,000	14	<i>n</i> < 25	7	<i>n</i> < 25	1		19	<i>n</i> < 25	11	<i>n</i> < 25	27	\$60,000

Table 6: Median Annual Salary by Years of Experience

Q. 12 If you are paid on an annual salary basis, indicate the gross annual salary associated with your principal professional employment. *Include your annual salary before all deductions but do not include monies earned for work that is not a usual part of your principal professional employment. Bonuses and commissions should be included.*

Analyses limited to respondents who met the following criteria:

- ❖ CCC-SLP
- ❖ Employed full-time
- ❖ Received an annual salary of at least \$1

Years of Experience	Total		General Medical		Rehab Hospital		Pediatric Hospital		SNF		Home Health/ Client's Home		Outpatient Clinic/ Office			
	<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		
1—3	15	<i>n</i> < 25	2	<i>n</i> < 25	0	<i>n</i> < 25	1		1	<i>n</i> < 25	1		10	<i>n</i> < 25		
4—6	64	\$60,000	32	\$68,000	27	\$68,000	5	<i>n</i> < 25	26	\$80,500	8	<i>n</i> < 25	26	\$59,500		
7—9	61	\$66,000					2				8		39	\$60,000		
10—12	62	\$69,000	4	6												
13—15	63	\$70,000	8	8	32	\$63,000										
16—18	41	\$70,000	30	\$70,500	3		0		6	<i>n</i> < 25	9			32	\$63,000	
19—21	38	\$73,000	2		2		1		10		4					
22—24	35	\$80,000	8	<i>n</i> < 25	8	<i>n</i> < 25	0		6	<i>n</i> < 25	5			38	\$75,000	
25—27	43	\$74,000	3		3		4		7		4					
28—30	40	\$75,000	27	\$75,000	6		2		4		4			16	<i>n</i> < 25	
31 or more	62	\$80,000	5		5		4		4		6			26	\$75,500	