



SLP HEALTH CARE SURVEY



Survey Report: Hourly Wage Trends 2005–2009

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2009 SLP Health Care Survey to gather information about caseloads, salaries, working conditions, and workforce issues from a random sample of ASHA-certified speech-language pathologists (SLPs). Results from this survey are compiled in a series of reports, including this report on hourly wage trends. Results from the 2005 and 2007 ASHA SLP Health Care Surveys are also included in this report for comparative purposes.

The statistic that is presented as the “average” in this report is the median (i.e., middle or 50th percentile). Median wages are presented because they are more stable than means and less sensitive to extreme values. To preserve confidentiality, wages are not reported for groups of less than 25.

The wages presented in this report are gross wages (wages prior to deductions). They include bonuses, commissions, and supplements.

Survey Highlights

- For the years 2005, 2007, and 2009, the majority of survey respondents worked for an hourly wage (57%, 65%, and 56%, respectively).
- In 2009, 52% of respondents who were paid an hourly wage worked full-time, up from 48% in 2007 and 45% in 2005.
- From 2005 to 2009, the overall median hourly wage of health care-based SLPs increased from \$32.67 to \$39.50 (a 21% increase).
- For 2005–2009, SLPs from home health agencies reported a higher median hourly wage than those from other practice settings. SLPs from outpatient clinics or offices reported the second highest median hourly wage.
- From 2005 to 2009, the median hourly wage of SLPs who were clinical service providers increased from \$32.50 to \$40.00 (a 23% increase). The median hourly wage of SLPs who were administrators, supervisors, or directors increased from \$34.31 to \$41.24 (a 20% increase).
- For 2005–2009, not surprisingly, the median hourly wage of survey respondents tended to increase with years of experience.
- For 2005–2009, the median hourly wage of SLPs was highest in the Northeast, especially in the Mid-Atlantic states (NJ, NY, and PA). It was lowest in the Midwest, especially in the West North Central states (IA, KS, MN, MO, NE, ND, and SD).
- In 2005, 2007, and 2009, male and female survey respondents had similar median hourly wages (varying by no more than \$1.00 per hour each year).
- In 2009, respondents who were private practice owners had a median hourly wage of \$70.00, up slightly from \$68.95 in 2007.

Salary Basis

In 2005, 2007, and 2009, the majority of survey respondents reported that they were paid an hourly wage (57%, 65%, and 56%, respectively). (These data are not shown in any table.)

Employment Status

In 2009, 52% of respondents who were paid an hourly wage reported that they worked full-time, up from 48% in 2007 and 45% in 2005. The remainder reported that they worked part-time. (These data are not shown in any table.)

Overall Hourly Wages

In 2009, respondents reported earning an overall hourly median wage of \$39.50, up from \$36.85 in 2007 and \$32.67 in 2005 (a 21% increase). (These data are not shown in any table.)

Hourly Wages by Practice Setting

The median hourly wage of respondents varied by their practice setting. In 2005, 2007, and 2009, respondents from home health agencies reported earning a higher median hourly wage than respondents from other practice settings (see Table 1).

Table 1.
Median Hourly Wages of Health Care–Based SLPs by Practice Setting, 2005, 2007, and 2009.

Practice Setting	2005	2007	2009
Overall	\$32.67	\$36.85	\$39.50
General Medical Hospital	\$30.00	\$34.00	\$37.00
Rehabilitation Hospital	\$30.00	\$32.58	\$36.00
Pediatric Hospital	\$28.95	\$31.77	\$35.83
Skilled Nursing Facility	\$32.68	\$35.00	\$39.57
Home Health Agency or Client's Home	\$57.20	\$58.18	\$60.00
Outpatient Clinic or Office	\$35.00	\$40.20	\$50.00

n = 1,099 (2005); *n* = 1,410 (2007); *n* = 1,065 (2009)

**Hourly Wages
by Work Role**

In 2009, the median hourly wage of respondents who were clinical service providers was \$40.00, up from \$32.50 in 2005 (a 23% increase). The median hourly wage of respondents who were administrators, supervisors, or directors was \$41.24, up from \$34.31 in 2005 (a 20% increase; see Table 2).

**Table 2.
Median Hourly Wages of Health Care–Based SLPs by Work Role,
2005, 2007, and 2009.**

Work Role	2005	2007	2009
Clinical service provider	\$32.50	\$36.68	\$40.00
College/ university faculty member	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Researcher	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Consultant	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
Administrator/supervisor/director	\$34.31	\$36.72	\$41.24

n = 1,091 (2005); *n* = 1,401 (2007); *n* = 1,060 (2009)

**Hourly Wages
by Highest
Academic
Degree**

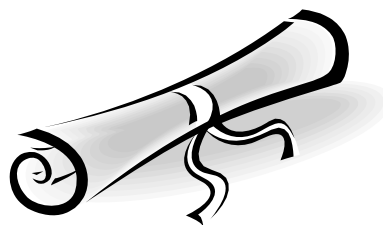
In 2005, 2007, and 2009, the vast majority of respondents (98% each year) who were paid an hourly wage reported that their highest academic degree was a master’s degree. In 2009, the median hourly wage of respondents with a master’s degree was \$40.00, up from \$32.50 in 2005 (a 23% increase; see Table 3).

**Table 3.
Median Hourly Wages of Health Care–Based SLPs by Highest
Academic Degree, 2005, 2007, and 2009.**

Academic Degree	2005	2007	2009
Bachelor’s	<i>n</i> < 25	<i>n</i> < 25	*
Master’s	\$32.50	\$36.71	\$40.00
Doctoral	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25

*Not a survey question response category

n = 1,097 (2005); *n* = 1,410 (2007); *n* = 1,061 (2009)



**Hourly Wages
by Years of
Experience**

As would be expected, the median hourly wage of survey respondents tended to increase with years of experience (see Table 4).

**Table 4.
Median Hourly Wages of Health Care-Based SLPs by Years of Experience,
2005, 2007, and 2009.**

Years of Experience	2005	2007	2009
1–3	<i>n</i> < 25	\$29.32	<i>n</i> < 25
4–6	\$30.00	\$31.69	\$35.00
7–9	\$30.00	\$37.00	\$40.00
10–12	\$32.00	\$36.00	\$38.00
13–15	\$32.34	\$35.53	\$37.00
16–18	\$32.27	\$35.00	\$41.20
19–21	\$33.00	\$37.70	\$45.00
22–24	\$33.74	\$38.00	\$43.00
25–27	\$34.13	\$40.00	\$41.00
≥28 years	\$37.39	\$42.92	\$42.75

n = 1,084 (2005); *n* = 1,405 (2007); *n* = 1,062 (2009)

The median hourly wage of survey respondents varied by geographic region. For 2005 through 2009, respondents from the Northeast reported the highest median hourly wage; those from the Midwest reported the lowest (see Table 5).

**Hourly Wages
by
Geographic
Region**

**Table 5.
Median Hourly Wages of Health Care-Based SLPs by Geographic Region,
2005, 2007, and 2009.**

Geographic Region and Division	2005	2007	2009
Northeast	\$35.47	\$45.00	\$47.50
Mid-Atlantic	\$40.00	\$50.00	\$54.00
New England	\$32.53	\$36.50	\$41.00
Midwest	\$30.00	\$33.15	\$36.00
East North Central	\$31.01	\$35.01	\$36.87
West North Central	\$29.84	\$30.27	\$33.99
South	\$32.97	\$37.00	\$39.52
East South Central	\$33.03	\$32.06	\$35.00
South Atlantic	\$33.00	\$38.72	\$39.63
West South Central	\$32.00	\$35.84	\$43.00
West	\$35.00	\$38.00	\$43.08
Mountain	\$30.70	\$33.93	\$37.83
Pacific	\$36.42	\$39.64	\$46.00

Note. A listing of states by geographic region and division is available on page 7 of this report.

n = 1,093 (2005); *n* = 1,406 (2007); *n* = 1,057 (2009)

Geographic Region and Division	Corresponding States
Northeast	
Mid-Atlantic	NJ, NY, PA
New England	CT, ME, MA, NH, RI, VT
Midwest	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South	
East South Central	AL, KY, MS, TN
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
West South Central	AR, LA, OK, TX
West	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

Hourly Wages by Type of Community

For 2005 through 2009, the median hourly wage of survey respondents tended to vary somewhat by the type of community in which they worked (see Table 6).

Table 6.
Median Hourly Wages of Health Care-Based SLPs by Type of Community, 2005, 2007, and 2009.

Type of Community	2005	2007	2009
Metropolitan/urban	\$31.56	\$35.00	\$40.00
Suburban	\$35.00	\$38.68	\$40.00
Rural	\$32.00	\$35.62	\$38.00

Note. "Type of community" was self-defined by respondents (i.e., the survey did not provide definitions of the terms "metropolitan/urban," "suburban," and "rural").

n = 1,060 (2005); *n* = 1,395 (2007); *n* = 1,051 (2009)

Hourly Wages of Men and Women

In 2005, 2007, and 2009, male and female survey respondents reported having similar median hourly wages. In 2009, men reported an hourly wage of \$39.00, up from \$37.50 in 2007 and \$33.03 in 2005. In 2009, women reported an hourly wage of \$40.00, up from \$36.76 in 2007 and \$32.50 in 2005. (These data are not shown in any table.)

Hourly Wages of Private Practice Owners

In 2009, respondents who were private practice owners reported having a median hourly wage of \$70.00, up slightly from \$68.95 in 2007 but down from \$77.40 in 2005, a 10% decline. (These data are not shown in any table.)

**Response Rate
(2009)**

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 (“overall”), 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 undeliverable mailing 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.

**Suggested
Citation**

American Speech-Language-Hearing Association. (2009). *ASHA SLP Health Care Survey: Hourly wage trends, 2005–2009*. Available from www.asha.org.

**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/slp/healthcare/default.

Thank You

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 public. Thank you!