



ASHA
Speech-Language Pathology
The Largest Association of
Speech-Language Pathology
Professionals

SLP HEALTH CARE 2021 SURVEY

Annual Salary Report

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Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2021. 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 addresses only questions on the survey pertaining to annual salaries. Data are drawn from six categories of health care facilities: general medical, Veterans Affairs (VA), military, long-term acute care, or university hospitals; home health agencies or clients' homes; outpatient clinics or offices; pediatric hospitals; rehabilitation (rehab) hospitals; and skilled nursing facilities (SNFs).

Highlights

- ◆ 36% of respondents received an annual salary.
- ◆ 92% of SLPs who earned an annual salary were employed full time.
- ◆ The median annual salaries were
 - \$78,000 for SLPs who were primarily clinical service providers,
 - \$92,000 for those who were primarily administrators or supervisors but who did see some patients, and
 - \$105,000 for those who were exclusively administrators or supervisors.
- ◆ The lowest and highest median annual salaries by various predictor variables were as follows:
 - By facility type:
 - \$77,000 in outpatient clinics or offices
 - \$91,000 in SNFs
 - By geographic region:
 - \$79,830 in the Northeast
 - \$90,000 in the West
 - By years of experience:
 - \$64,000 for SLPs with 1–3 years of experience
 - \$95,000 for SLPs with 25 or more years of experience

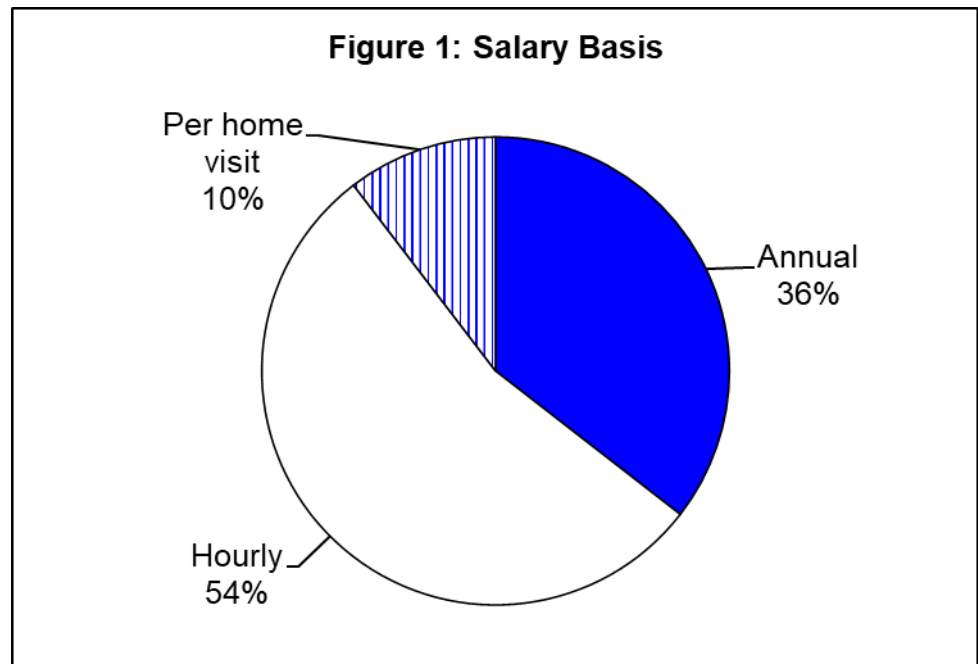
Salaries

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

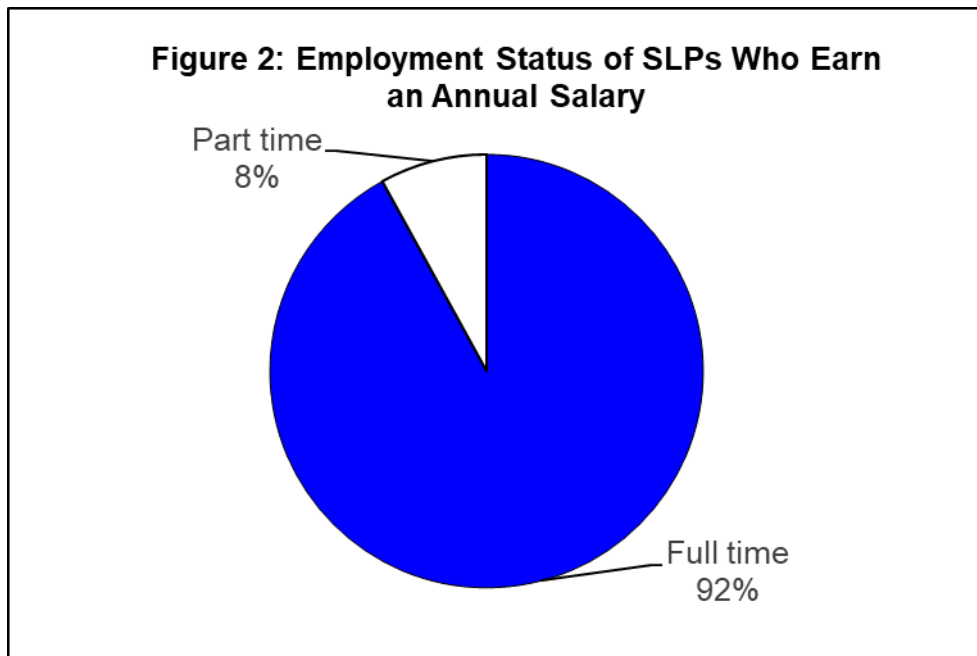
Of the SLPs who responded to the *ASHA 2021 Health Care Survey*, 36% reported that they received primarily an annual salary. The remainder were paid primarily on a per-hour or per-home-visit basis (see Figure 1).



Note. $n = 1,574$.

Employment Status

Among all the respondents, 72% worked full time. However, among those who earned an annual salary, 92% worked full time (see Figure 2 and Appendix, Table 1).



Note. *n* = 559.

Overall Average Salary

The overall median salary for SLPs who were employed full time and who worked in a health care facility was \$80,000 (see Appendix, Table 2).

Traditionally, ASHA has reported median salaries 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.

Function

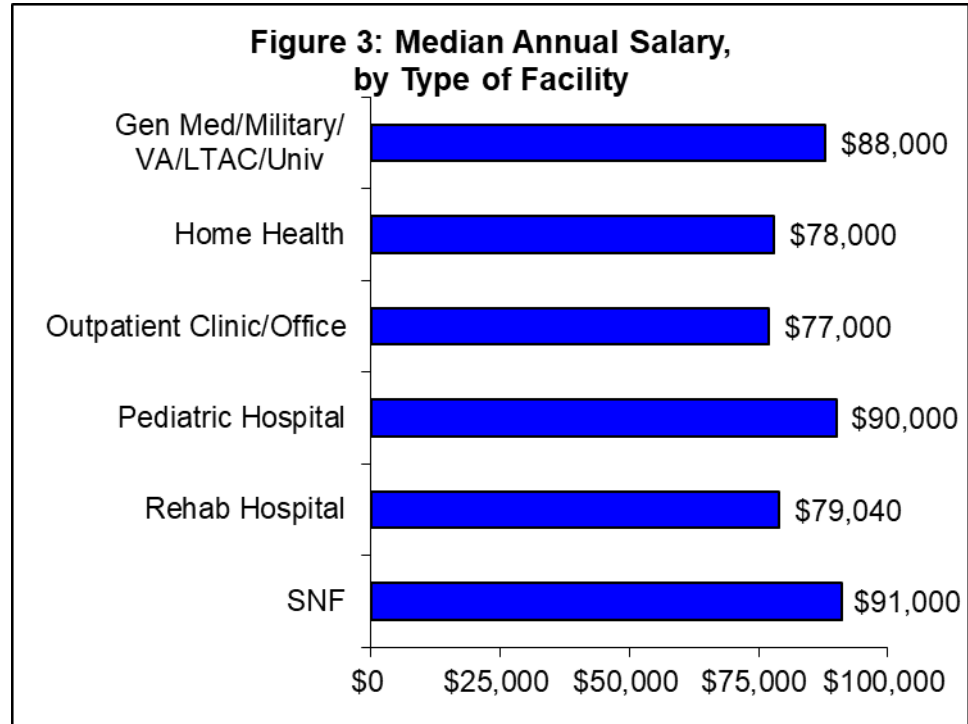
The median full-time annual salary for SLPs who were primarily clinical service providers was \$78,000. The median ranged from a low of \$75,000 for those in outpatient clinics or offices to a high of \$80,000 for SLPs in general medical, VA, military, LTAC, or university hospitals (*p* = .034; see Appendix, Table 3).

The median full-time annual salary for SLPs who were primarily administrators or supervisors but who saw some patients was \$92,000. Facility was not a predictor of salaries for this group of SLPs (*p* = .084).

The median full-time annual salary for SLPs who were exclusively administrators or supervisors was \$105,000. Too few SLPs who were exclusively administrators or supervisors were employed in any facility type to report those data.

Type of Facility

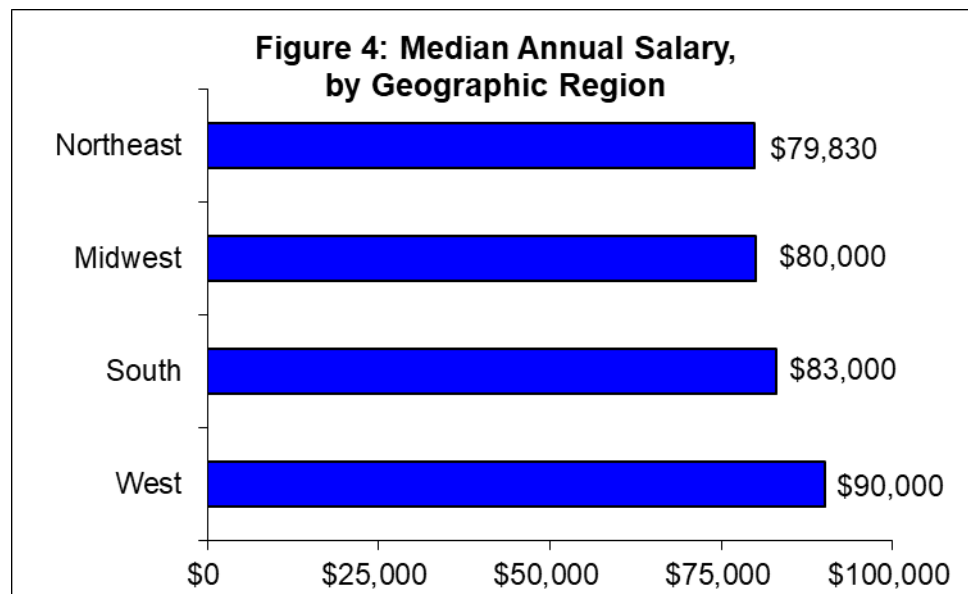
Median full-time salaries for SLPs who were paid primarily an annual salary ranged from \$77,000 for those who worked in outpatient clinics or offices to \$91,000 for SLPs employed in SNFs ($p = .000$; see Figure 3 and Appendix, Table 2).



Note. $n = 481$.

Geographic Region

Median full-time salaries for SLPs who were paid primarily an annual salary was highest in the West (\$90,000) and lowest in the Northeast (\$79,830; see Figure 4).

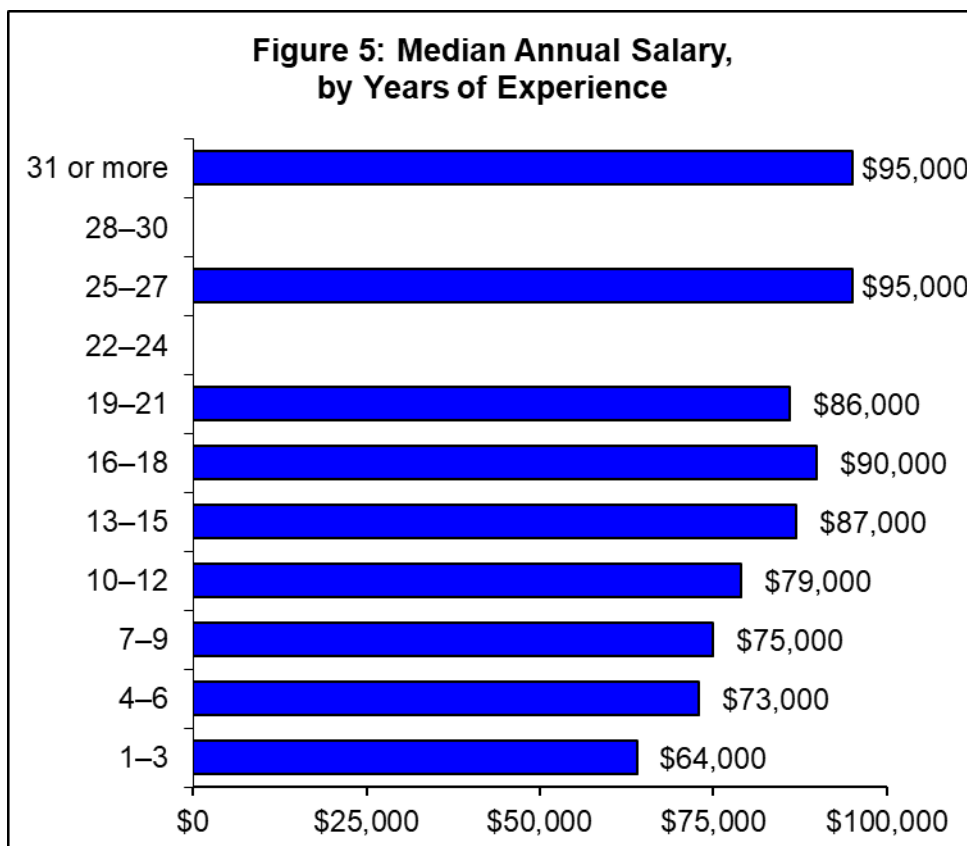


Note. $n = 454$.

Years of Experience

Full-time salaries for SLPs who were paid primarily an annual salary increased with years of experience, although not in a straight line.

Median annual salaries ranged from \$64,000 for SLPs with 1–3 years of experience to \$95,000 for those with 25 or more years of experience ($p = .000$; see Figure 5).



Note. $n = 412$.

Variables That Were Not Predictors of Annual Salary

Two variables did not predict salary amounts:

- Population density ($p = .281$)
- Number of employers SLPs worked for, when limited to one or two employers ($p = .454$).

Also, too few respondents with a doctoral degree ($n = 14$) provided their annual salary to report differences related to highest degree earned.

Survey Notes and Methodology

The ASHA 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 fielded electronically on May 20, May 27, and June 3, 2021, to a random sample of 10,000 ASHA-certified SLPs who were employed in health care settings in the United States, and the sample was stratified by type of facility. 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.

The sample was divided randomly into two groups, with one group receiving an additional question about whether their current work includes private practice, early intervention, or telepractice.

Response Rate

Of the original 10,000 SLPs in the sample, 157 opted out, 83 had unusable email addresses, and 196 were not currently employed in health care. The actual number of respondents was 1,671, resulting in a 17.5% response rate. The results presented in this report are based on responses from those 1,671 individuals.

Suggested Citation

American Speech-Language-Hearing Association. (2021). *ASHA 2021 SLP Health Care Survey: Annual salary report*. www.asha.org.

Survey Reports

Results from the ASHA 2021 SLP Health Care Survey are presented in a series of reports at www.asha.org:

- Survey Summary
- Caseload Characteristics
- Workforce
- Practice Issues
- Annual Salaries
- Hourly and Per-Home-Visit Wages
- Survey Methodology, Respondent Demographics, and Glossary

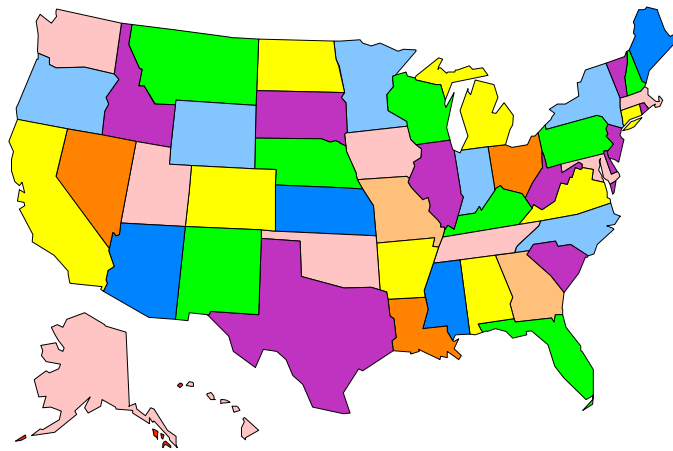
Supplemental Resources

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/ooh/healthcare/speech-language-pathologists.htm

www.bls.gov/oes/current/oes291127.htm

State-level salary data are available by searching on occupational category 29-1127 at www.bls.gov/oes/2020/may/oesrcst.htm



Additional Information

For additional information regarding the *ASHA 2021 SLP Health Care Survey*, please contact Monica Sampson, director, Health Care Services in Speech-Language Pathology, 800-498-2071, ext. 5686, msampson@asha.org.

Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2021 SLP Health Care Survey*. Reports like this one are possible only 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:
State Listings and
Data Tables**

Regions of the Country

Northeast

- ◆ Middle Atlantic
 - New Jersey
 - New York
 - Pennsylvania
- ◆ New England
 - Connecticut
 - Maine
 - Massachusetts
 - New Hampshire
 - Rhode Island
 - Vermont

South

- ◆ East South Central
 - Alabama
 - Kentucky
 - Mississippi
 - Tennessee
- ◆ South Atlantic
 - Delaware
 - District of Columbia
 - Florida
 - Georgia
 - Maryland
 - North Carolina
 - South Carolina
 - Virginia
 - West Virginia
- ◆ West South Central
 - Arkansas
 - Louisiana
 - Oklahoma
 - Texas

Midwest

- ◆ East North Central
 - Illinois
 - Indiana
 - Michigan
 - Ohio
 - Wisconsin
- ◆ West North Central
 - Iowa
 - Kansas
 - Minnesota
 - Missouri
 - Nebraska
 - North Dakota
 - South Dakota

West

- ◆ Mountain
 - Arizona
 - Colorado
 - Idaho
 - Montana
 - Nevada
 - New Mexico
 - Utah
 - Wyoming
- ◆ Pacific
 - Alaska
 - California
 - Hawaii
 - Oregon
 - Washington

Table 1: Employment Status

Q 1. Which one of the following 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 %
All Respondents (n = 1,671)	
Employed full time	72.4
Employed part time	27.6
Respondents Who Earn an Annual Salary (n = 559)	
Employed full time	92.0
Employed part time	8.0

Table 2: Annual Salary, by Type of Facility

Q 7. Including bonuses, what is your gross annual income before deductions for your main job? Analyses limited to respondents who met the following criteria:							
<ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full time ❖ Paid primarily an annual salary ❖ Annual salary of at least \$1 							
Annual Income	Facility Type						
	All Facility Types (n = 482)	General/VA/ Military/ LTAC/ University Hospital (n = 96)	Home Health/ Client's Home (n = 67)	Outpatient Clinic/Office (n = 185)	Pediatric Hospital (n = 28)	Rehab Hospital (n = 52)	Skilled Nursing Facility (n = 53)
25th percentile	\$71,000	\$75,000	\$71,000	\$65,000	\$72,500	\$72,000	\$81,000
50th percentile (Median)	\$80,000	\$88,000	\$78,000	\$77,000	\$90,000	\$79,040	\$91,000
75th percentile	\$95,898	\$99,000	\$90,000	\$90,000	\$109,000	\$89,000	\$104,000
Mean	\$84,395	\$89,541	\$78,748	\$79,643	\$92,446	\$83,461	\$95,412
Standard deviation	\$22,433	\$21,379	\$20,605	\$23,165	\$23,343	\$18,948	\$20,163
Mode	\$80,000	\$90,000	\$100,000	\$80,000	\$72,000	\$72,000	\$80,000
		Statistical significance: $F(5, 475) = 7.3, p = .000$ <u>Conclusion</u> : There is adequate evidence from the data to say that the means vary by facility type.					

Table 3: Annual Salary, by Function and Facility

Q 7. Including bonuses, what is your gross annual income before deductions for your main job? Analyses limited to respondents who met the following criteria:							
<ul style="list-style-type: none"> ❖ CCC-SLP ❖ Employed full time ❖ Paid primarily an annual salary ❖ Annual salary of at least \$1 							
Percentile	All Facility Types	General/VA/ Military/ LTAC/ University Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Primarily Clinical Service Provider							
	<i>n</i> = 338	<i>n</i> = 74	<i>n</i> = 51	<i>n</i> = 140	<i>n</i> = 22	<i>n</i> = 40	<i>n</i> = 12
25th	\$68,000	\$72,000	\$71,000	\$64,000	<i>n</i> < 25	\$71,449	<i>n</i> < 25
50th (Median)	\$78,000	\$80,000	\$77,500	\$75,000		\$76,000	
75th	\$90,000	\$91,000	\$87,000	\$87,000		\$85,000	
		Statistical significance: $F(5, 331) = 2.4, p = .034$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by facility type.					
(Table 3 continues on next page.)							

Q 7. (cont'd) Including bonuses, what is your gross annual income before deductions for your main job?

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

Percentile	All Facility Types	General/VA/ Military/ LTAC/ University Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Primarily Administrative or Supervisory, but They Do See Some Patients							
	<i>n</i> = 108	<i>n</i> = 16	<i>n</i> = 12	<i>n</i> = 37	<i>n</i> = 5	<i>n</i> = 8	<i>n</i> = 31
25th	\$80,000	<i>n</i> < 25	<i>n</i> < 25	\$65,000	<i>n</i> < 25	<i>n</i> < 25	\$83,000
50th (Median)	\$92,000			\$84,000			\$92,000
75th	\$106,080			\$111,000			\$104,000
		Statistical significance: $F(5, 101) = 2.0, p = .084$ <u>Conclusion:</u> There is not adequate evidence from the data to say that the means vary by facility type.					
(Table 3 continues on next page.)							

Q 7. (cont'd) Including bonuses, what is your gross annual income before deductions for your main job?

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

Percentile	All Facility Types	General/VA/ Military/ LTAC/ University Hospital	Home Health/ Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Exclusively Administrative or Supervisory							
	<i>n</i> = 36	<i>n</i> = 7	<i>n</i> = 4	<i>n</i> = 9	<i>n</i> = 2	<i>n</i> = 4	<i>n</i> = 10
25th	\$88,000	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25	<i>n</i> < 25
50th (Median)	\$105,000						
75th	\$130,000						