



SLP HEALTH CARE 2025 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 2025. We designed the survey to provide information about health care–based service delivery and to update and expand information gathered during previous *SLP Health Care Surveys*. We presented the results in a series of reports.

This report addresses only questions on the survey pertaining to annual salaries. We drew data from six types of health care facilities: (a) general medical, Veterans Affairs (VA), military, long-term acute care (LTAC), or university hospitals; (b) home health agencies or clients' homes; (c) outpatient clinics or offices; (d) pediatric hospitals; (e) rehabilitation (rehab) hospitals; and (f) skilled nursing facilities (SNFs).

Highlights

- ♦ 37% of respondents received an annual salary.
- ♦ 93% of SLPs who earned an annual salary were employed full time.
- ♦ The median, full-time annual salaries were
 - \$85,900 for SLPs who were primarily clinical service providers;
 - \$100,000 for those who were primarily administrators or supervisors but who did see some patients; and
 - \$114,000 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:
 - \$83,000 in outpatient clinics or offices
 - \$105,500 in SNFs
 - By geographic region:
 - \$85,000 in the Midwest
 - \$110,000 in the West
 - By years of experience:
 - \$75,000 for SLPs with 1–3 years of experience
 - \$105,000 for SLPs with 31 or more years of experience
 - By population density:
 - \$89,000 in suburban areas
 - \$93,500 in city or urban areas

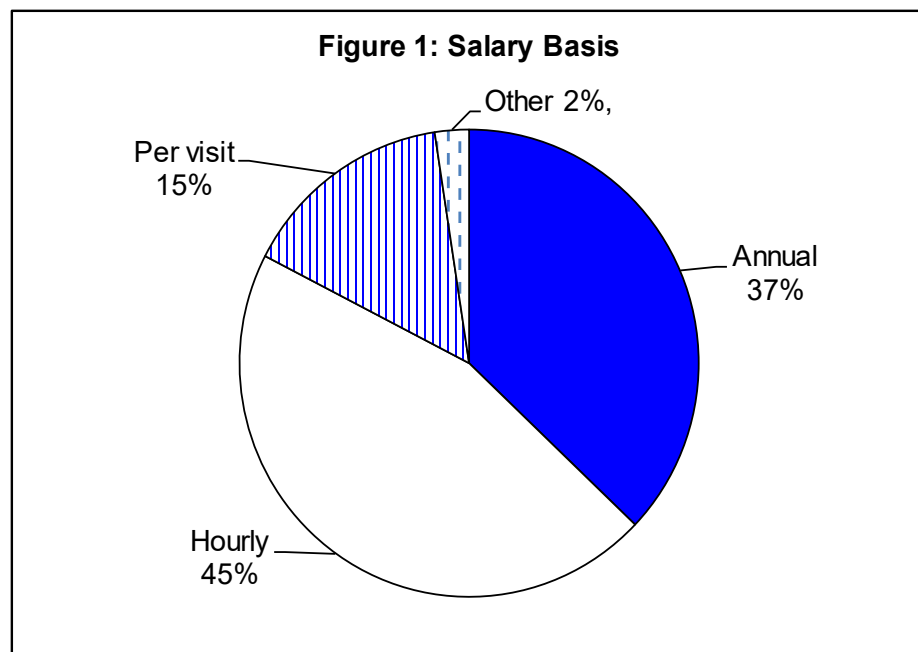
Salaries

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



Salary Basis

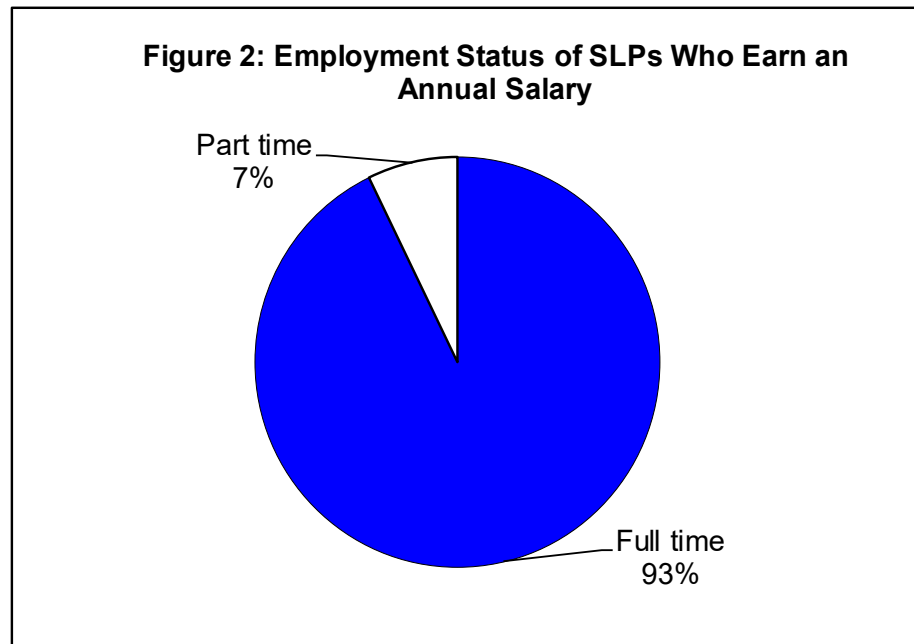
Of the SLPs who responded to the *ASHA 2025 Health Care Survey*, 37% reported that they received primarily an annual salary. The remainder were paid primarily on a per-hour or per-visit basis (see Figure 1).



Note. $n = 2,677$.

Employment Status

Among all the respondents, 78% worked full time. However, among all SLPs who earned an annual salary, 93% worked full time (see Figure 2); and among clinical service providers who earned an annual salary, 90% worked full time (see Appendix Table 1).



Note. $n = 990$.

Overall Average Salary

The overall median salary for SLPs who were employed full time and who worked in a health care facility was \$90,000 (see Appendix Table 2). The median salary for the few ($n = 59$) SLPs who were employed part time was \$58,167 (not shown in any table).

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

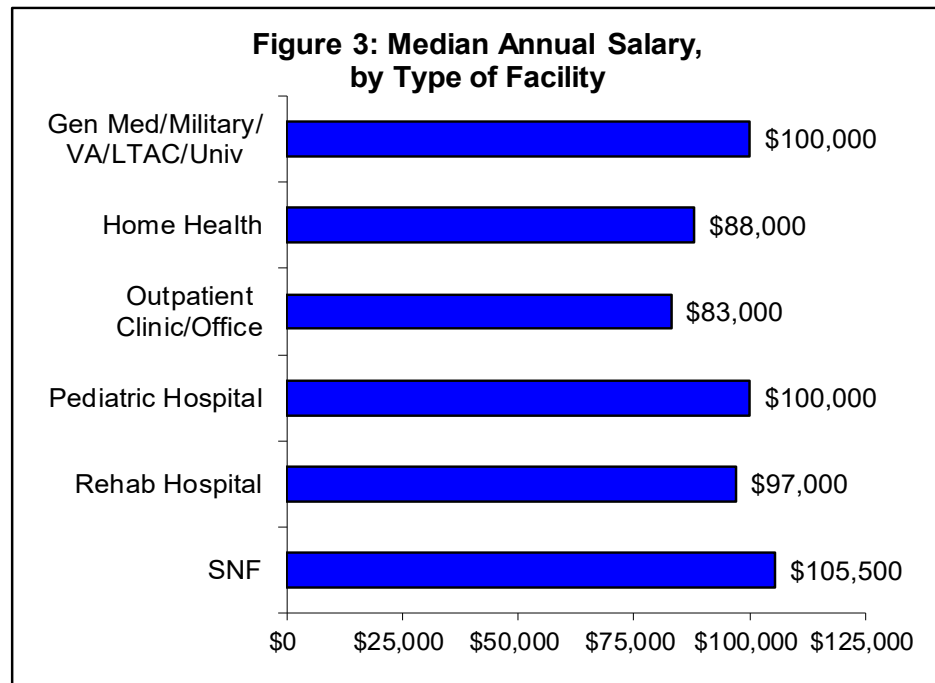
The median full-time annual salary for SLPs who were primarily clinical service providers was \$85,900. Those who worked in general medical, VA, military, LTAC, or university hospitals reported the highest median salaries (\$95,000; see Appendix Table 3).

The median full-time annual salary for SLPs who were primarily administrators or supervisors but who saw some patients was \$100,000. Those who worked in pediatric hospitals reported the highest median salaries (\$135,000).

The median full-time annual salary for SLPs who were exclusively administrators or supervisors was \$114,000.

Type of Facility

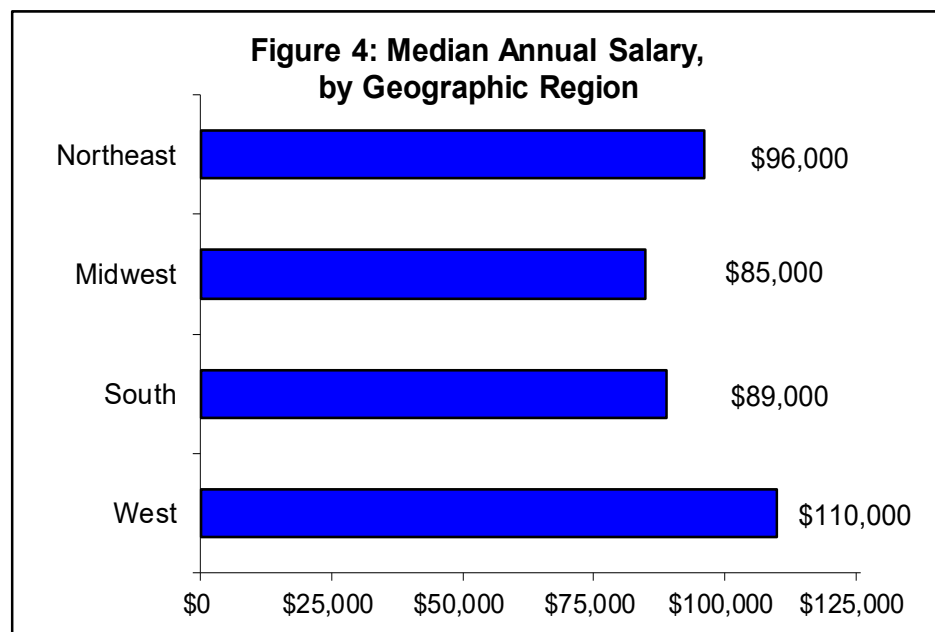
Median full-time salaries for SLPs who were paid primarily an annual salary ranged from \$83,000 for those who worked in outpatient clinics or offices to \$105,500 for SLPs employed in SNFs (see Figure 3 and Appendix Table 2).



Note. $n = 822$.

Geographic Region

Median full-time salaries for SLPs who were paid primarily an annual salary were highest in the West (\$110,000) and were between \$85,000 and \$96,000 in the other regions ($p < .001$; see Figure 4).



Note. $n = 839$.

State

We can report median full-time salaries in 13 states for SLPs who were paid primarily an annual salary. The remaining states did not meet the minimum threshold of 25 respondents. SLPs in California reported the highest median salary (\$120,000; see Table 1).

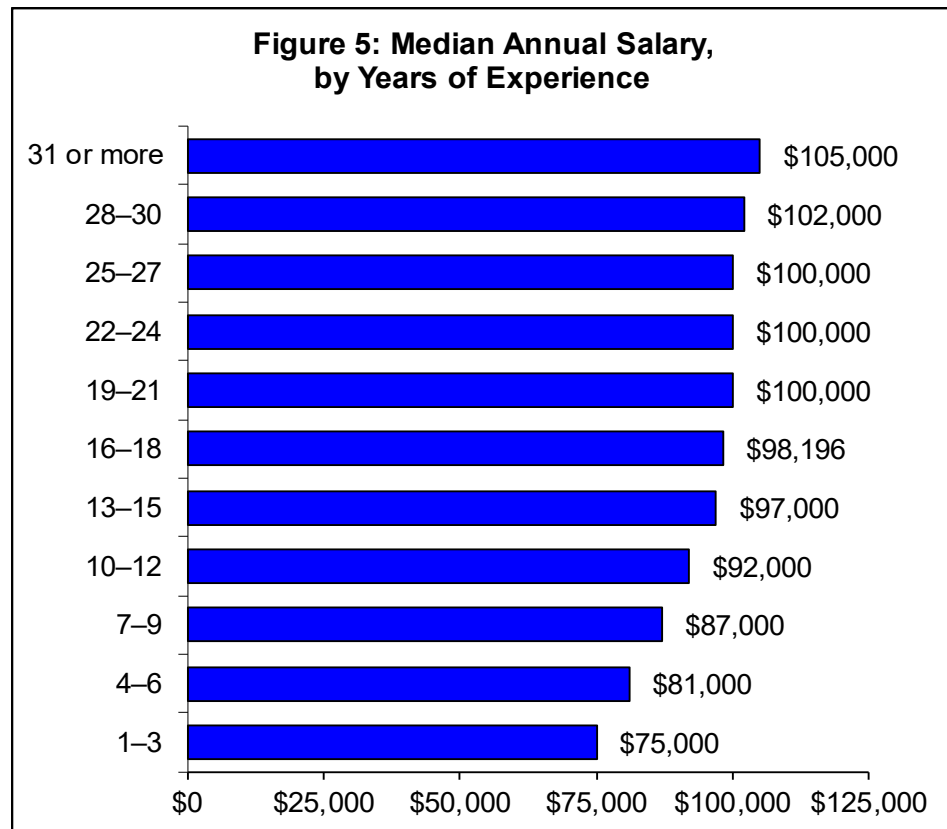
Table 1: Annual Salary, by State			
State	\$	State	\$
Alabama		Montana	
Alaska		Nebraska	
Arizona		Nevada	
Arkansas		New Hampshire	
California	120,000	New Jersey	96,000
Colorado		New Mexico	
Connecticut		New York	92,000
Delaware		North Carolina	85,000
District of Columbia		North Dakota	
Florida	82,500	Ohio	94,000
Georgia		Oklahoma	
Hawaii		Oregon	
Idaho		Pennsylvania	90,000
Illinois	85,900	Rhode Island	
Indiana		South Carolina	
Iowa		South Dakota	
Kansas		Tennessee	
Kentucky		Texas	90,000
Louisiana		Utah	
Maine		Vermont	
Maryland		Virginia	90,000
Massachusetts		Washington	
Michigan	85,000	West Virginia	
Minnesota	85,000	Wisconsin	
Mississippi		Wyoming	
Missouri	84,500		

Note. $n = 512$.

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 \$75,000 for SLPs with 1–3 years of experience to \$105,000 for those with 31 or more years of experience ($p < .001$; see Figure 5).



Note. $n = 817$.

Population Density

Annual salaries for SLPs employed full time varied by population density ($p = .017$).

- Median salary was \$90,000 in rural areas ($n = 96$).
- Median salary was \$89,000 in suburban areas ($n = 312$).
- Median salary was \$93,500 in city or urban areas ($n = 409$).

Variables That Were Not Predictors of Annual Salary

There were too few respondents who earned a doctoral degree and received an annual salary ($n = 23$) to provide their data.

Whether SLPs were employed as in-house providers or contract providers made no difference in their annual salaries ($p = .357$).

Reasons for Salary Increase

When we presented SLPs who earned an annual salary and who were employed full- or part time with a list of possible reasons for having received a salary or rate increase since January 2024, 21% selected *N/A*, or *I did not receive an increase*. Among the rest:

- 47% chose *merit-based or related to performance evaluation*
- 34% chose *cost of living*
- 11% chose *promotion within the organization*
- 8% chose *additional responsibilities without changes of position*
- 6% chose *completion of additional certificates or credentials*
- 10% chose *other* reason

Facility

The type of facility where SLPs were employed had an effect on three of the responses.

- SLPs in rehabilitation hospitals were the most likely group to select *merit-based or related to performance evaluation* (70%), followed by 68% of SLPs in pediatric hospitals, 48% in general medical, VA, military, LTAC, or university hospitals, 45% in outpatient clinics or offices, 37% in SNFs, and 33% in home health agencies or clients' homes ($p < .001$).
- SLPs in general medical, VA, military, LTAC, or university hospitals were the most likely group to select *cost of living* (45%), followed by 42% in rehabilitation hospitals, 37% in pediatric hospitals, 32% in outpatient clinics or offices, 31% in home health agencies or clients' homes, and 20% in SNFs ($p = .005$).
- SLPs in home health agencies or clients' homes were the most likely group to select *N/A or I did not receive an increase* (38%), followed by 37% of SLPs in SNFs, 22% in outpatient clinics or offices, 9% in pediatric hospitals, 8% in general medical, VA, military, LTAC, or university hospitals, and 4% in rehabilitation hospitals ($p < .001$).

Geographic Region

Geographic region had an effect on two responses.

- SLPs in the Midwest were the most likely group to select *merit-based or related to performance evaluation* (56%), followed by 46% of SLPs in the Northeast and South and 31% in the West ($p < .001$).
- SLPs in the West were the most likely group to select *N/A or I did not receive an increase* (26%), followed by 25% of SLPs in the South, 17% in the Northeast, and 16% in the Midwest ($p = .014$).

Contractor or In-House Provider

Identifying as an in-house provider, contract provider, or neither had an effect on two responses.

- SLPs who identified as in-house providers (48%) were more likely than those who identified as contract providers (27%) or neither in-house nor contract providers (43%) to select *merit-based or related to performance evaluation* ($p = .011$).
- In-house providers were less likely (19%) to select *N/A or I did not receive an increase* than were contract providers (39%) and SLPs who identified as neither in-house nor contract providers (31%; $p = .001$).

Survey Notes and Methodology

We have fielded the *ASHA SLP Health Care Survey* 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.

We fielded the survey to a random sample of 15,000 ASHA-certified SLPs who were employed in health care settings in the United States. One third of the surveys were fielded via postal mail; two-thirds were fielded via Survey Monkey. Fielding dates were February 27, March 27, and April 24, 2025, for both modes—with an additional fielding of the electronic version on May 8. The sample was a random sample, stratified by type of facility. We oversampled small groups, such as pediatric hospitals. We used weighting when presenting data to reflect the actual distribution of SLPs in each type of facility.

Response Rate

Of the original 15,000 SLPs in the sample, 7 had retired, 181 had unusable addresses, 43 were not currently employed in health care, and 273 were ineligible for other reasons. The actual number of respondents was 2,693, resulting in an 18.6% response rate. The results presented in this report are based on responses from those 2,693 individuals.

Survey Reports

Results from the *ASHA 2025 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-Visit Wages
- Survey Methodology, Respondent Demographics, and Glossary

Suggested Citation

American Speech-Language-Hearing Association. (2025). *ASHA 2025 SLP Health Care Survey: Annual salary report*. www.asha.org

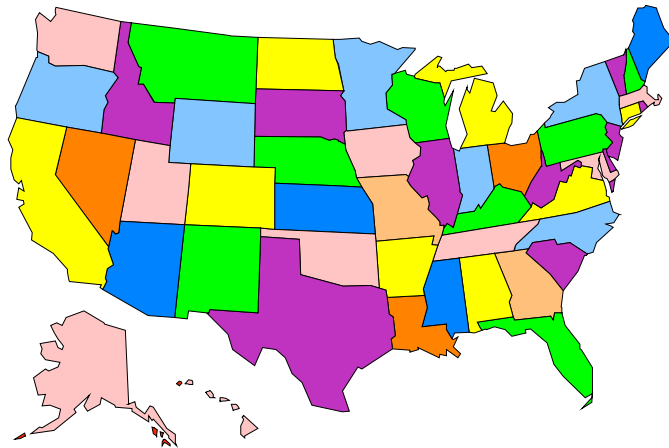
Supplemental Resources

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

American Speech-Language-Hearing Association (n.d.). *ASHA career portal—determining salary*. <https://careers.asha.org/getting-the-job/determining-salary/>

Bureau of Labor Statistics, U.S. Department of Labor. (2024). *Occupational employment and wage statistics: May 2024 occupation profiles*. <https://www.bls.gov/oes/current/oes291127.htm>

Bureau of Labor Statistics, U.S. Department of Labor. (2025). *Occupational outlook handbook: Speech-language pathologists*. <https://www.bls.gov/ooh/healthcare/speech-language-pathologists.htm>



Additional Information

For additional information regarding the *ASHA 2025 SLP Health Care Survey*, please contact Brooke Hatfield, senior director, Health Care Services in Speech-Language Pathology, 800-498-2071, ext. 5692, bhatfield@asha.org.

Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2025 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 = 2,401)	
Employed full time	77.8
Employed part time	22.2
Respondents Who Earn an Annual Salary (n = 990)	
Employed full time	92.8
Employed part time	7.2
Clinical Service Providers Who Earn an Annual Salary (n = 717)	
Employed full time	90.3
Employed part time	9.7

Table 2: Annual Salary, by Type of Facility

9. If you are paid an <u>annual salary</u> , 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							
Annual Income	Facility Type						
	All Facility Types (n = 840)	General Medical/VA/ LTAC Hospital (n = 137)	Home Health/ Client's Home (n = 94)	Outpatient Clinic/Office (n = 405)	Pediatric Hospital (n = 54)	Rehab Hospital (n = 67)	Skilled Nursing Facility (n = 65)
25th percentile	\$77,000	\$87,000	\$76,000	\$72,000	\$84,500	\$83,000	\$91,000
50th percentile (Median)	\$90,000	\$100,000	\$88,000	\$83,000	\$100,000	\$97,000	\$105,500
75th percentile	\$108,000	\$116,251	\$104,000	\$100,000	\$120,000	\$110,000	\$120,000
Mean	\$95,439	\$102,518	\$90,518	\$88,634	\$118,662	\$98,056	\$109,603
Standard deviation	\$37,821	\$24,021	\$20,968	\$28,557	\$105,109	\$23,312	\$29,863
Mode	\$100,000	\$100,000	\$85,000	\$70,000	\$72,000	\$100,000	\$120,000
		Statistical significance: $F(5, 816) = 10.2, p < .001$ <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: ❖ 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> = 599	<i>n</i> = 101	<i>n</i> = 71	<i>n</i> = 310	<i>n</i> = 42	<i>n</i> = 45	<i>n</i> = 20
25th	\$75,000	\$83,000	\$75,000	\$71,000	\$80,000	\$80,000	<i>n</i> < 25
50th (Median)	\$85,900	\$95,000	\$85,000	\$82,000	\$92,000	\$89,821	
75th	\$100,000	\$108,000	\$96,000	\$96,000	\$106,000	\$102,000	
Mean	\$89,650	\$96,226	\$85,591	\$85,055	\$112,079	\$92,026	
		Statistical significance: $F(5, 581) = 4.9, p < .001$ <u>Conclusion:</u> There is enough 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> = 172	<i>n</i> = 25	<i>n</i> = 14	<i>n</i> = 75	<i>n</i> = 9	<i>n</i> = 13	<i>n</i> = 34
25th	\$88,830	\$100,000	<i>n</i> < 25	\$74,616	<i>n</i> < 25	<i>n</i> < 25	\$95,380
50th (Median)	\$100,000	\$117,845		\$92,000			\$106,500
75th	\$120,000	\$129,900		\$102,000			\$117,200
Mean	\$105,933	\$118,540		\$96,423			\$107,893
		Statistical significance: <i>F</i> (5, 162) = 4.7, <i>p</i> < .001 <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
Exclusively Administrative or Supervisory							
	<i>n</i> = 67	<i>n</i> = 12	<i>n</i> = 9	<i>n</i> = 19	<i>n</i> = 3	<i>n</i> = 9	<i>n</i> = 11
25th	\$95,000	<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)	\$114,000						
75th	\$140,000						
Mean	\$121,190						
		Statistical significance: $F(5, 57) = 2.1, p = .083$ <u>Conclusion:</u> There is not adequate evidence from the data to say that the means vary by facility type.					