



ASHA
American
Speech-Language-Hearing
Association

SLP Health Care Survey Report: Annual Salary Trends 2005–2021

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2021 SLP Health Care Survey* to gather information from speech-language pathologists (SLPs) about earnings, service provision, practice issues, the workforce, and other professional topics. Results from this survey are presented in a series of reports, including this report on annual salary trends.

Results from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 *ASHA SLP Health Care Surveys* are included in this report for comparative purposes. Questions and response options differ among surveys; therefore, data on all topics are not available for all survey years.

The salaries presented 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 respondents.

Survey Report Highlights

In 2021:

- 36% of SLPs in health care settings were paid an annual salary in their main job—up slightly from past years (30%–35% from 2007 to 2019).
- 92% of SLPs in health care settings who were paid an annual salary in their main job worked full time—up slightly from past years (86%–91% from 2005 to 2019).
- SLPs reported an overall median annual salary of \$80,000—up from \$78,000 in 2019 (a 3% increase).
- SLPs who were primarily clinicians reported a median annual salary of \$78,000—up from \$74,000 in 2019 (a 5% increase).
- SLPs who were primarily or exclusively administrators or supervisors reported a median annual salary of \$97,616—down from \$100,000 in 2019 (a 2% decline).

From 2005 to 2021:

- SLPs in skilled nursing facilities typically reported a higher median annual salary than did SLPs in hospitals, home health care settings, and outpatient clinics/offices.
- The median annual salary of SLPs tended to increase with their years of experience in the profession.
- SLPs in the West reported a higher median annual salary than did SLPs in the Northeast, Midwest, and South.

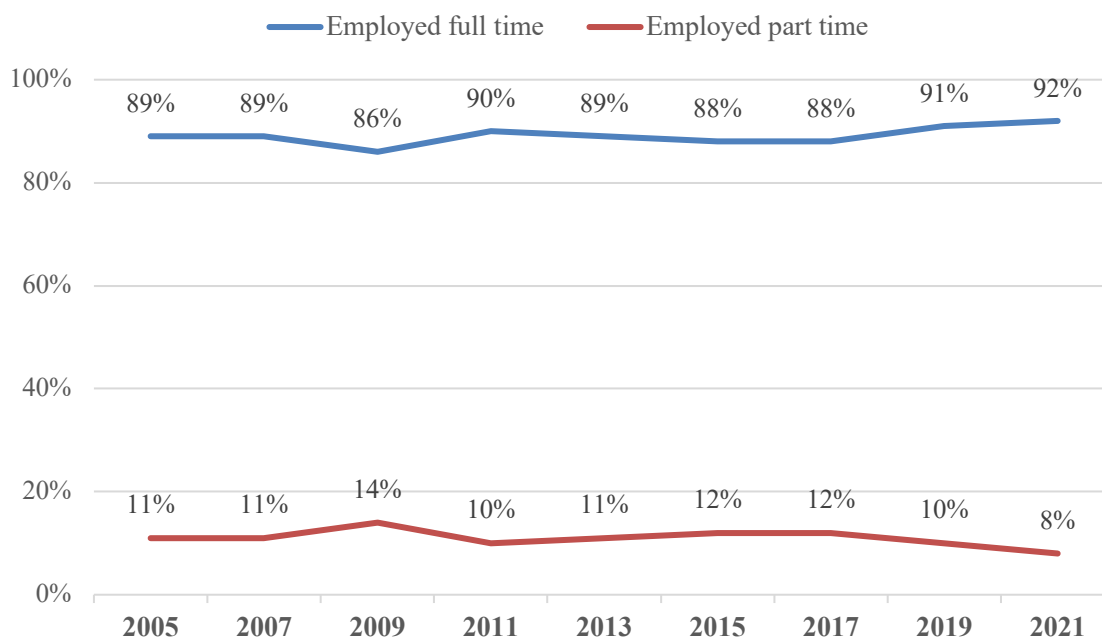
Pay Basis

In 2021, 36% of SLPs in health care settings were paid an annual salary in their main job—up slightly from past years (30%–35% from 2007 to 2019; see Appendix Table 1). The remainder were paid per hour (54%) or per home visit (10%).

Employment Status

In 2021, 92% of SLPs in health care settings who were paid an annual salary in their main job worked full time—up slightly from past years (86%–91% from 2005 to 2019; see Figure 1).

Figure 1. Percentage of SLPs in health care settings who were paid an annual salary in their main job and worked full or part time, by year.



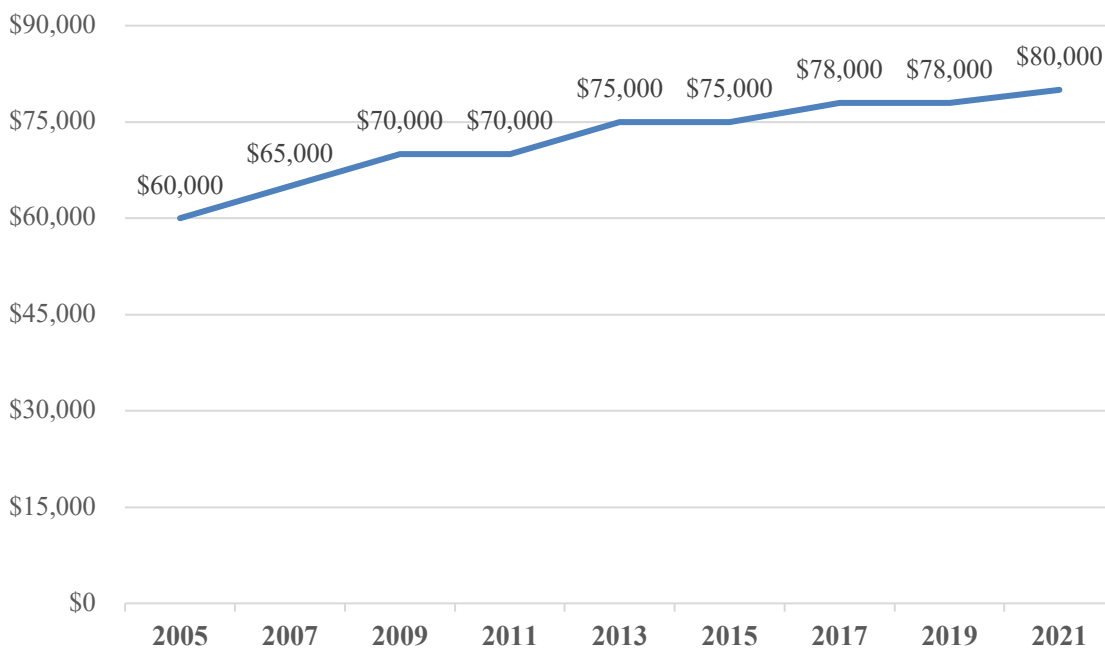
Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, and 2021 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. *Employed part time* was not defined in the surveys.

n = 722 (2005); *n* = 798 (2007); *n* = 659 (2009); *n* = 782 (2011); *n* = 634 (2013); *n* = 508 (2015); *n* = 632 (2017); *n* = 738 (2019); *n* = 559 (2021).

Annual Salaries

In 2021, SLPs who were employed full time in health care settings reported an overall median annual salary of \$80,000—up from \$78,000 in 2017 and 2019 (a 3% increase; see Figure 2). The *median salary* is the salary at which half of the SLPs earned more than that amount and half earned less.

Figure 2. Overall median annual salaries of SLPs who were employed full time in health care settings, by year.



Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, and 2021 *ASHA SLP Health Care Surveys*.

n = 630 (2005); *n* = 648 (2007); *n* = 525 (2009); *n* = 682 (2011); *n* = 546 (2013); *n* = 425 (2015); *n* = 499 (2017); *n* = 630 (2019); *n* = 482 (2021).

As shown in the remainder of the report, numerous variables—including work setting and role, years of experience in the profession, and geographic region—affect earnings.

Annual Salaries by Health Care Setting

From 2005 to 2021, SLPs in skilled nursing facilities typically reported a higher median annual salary than did SLPs in other health care settings. In 2021, they reported a median annual salary of \$91,000—down from \$95,000 in 2019 (a 4% decline; see Appendix Table 2).

From 2005 to 2021, SLPs in outpatient clinics/offices reported the lowest, or among the lowest, median annual salaries. In 2021, they reported a median annual salary of \$77,000—up from \$73,500 in 2019 (a 5% increase).

Annual Salaries by Work Role

Administrators and Supervisors

In 2021, SLPs who were primarily or exclusively administrators or supervisors reported an overall median annual salary of \$97,616—down from \$100,000 in 2019 (a 2% decline; see Appendix Table 3). Most of these SLPs worked in outpatient clinics/offices and skilled nursing facilities.

In 2021, SLP administrators or supervisors in outpatient clinics/offices reported a median annual salary of \$86,000—down from \$90,000 in 2019 (a 4% decline). Those in skilled nursing facilities reported a median annual salary of \$95,500—down from \$102,000 in 2019 (a 7% decline).

Clinicians

In 2021, SLPs who were primarily clinicians reported an overall median annual salary of \$78,000—up from \$74,000 in 2019 (a 5% increase; see Appendix Table 4).

From 2005 to 2021, clinicians in general medical, Veterans Affairs (VA), military, long-term acute care (LTAC), and university hospitals typically reported the highest, or among the highest, median annual salaries. In 2021, they reported a median annual salary of \$80,00—the same as in 2017.

From 2009 to 2021, clinicians in outpatient clinics/offices typically reported the lowest, or among the lowest, median annual salaries. In 2021, they reported a median annual salary of \$75,000—up from \$70,000 in 2019 (a 7% increase).

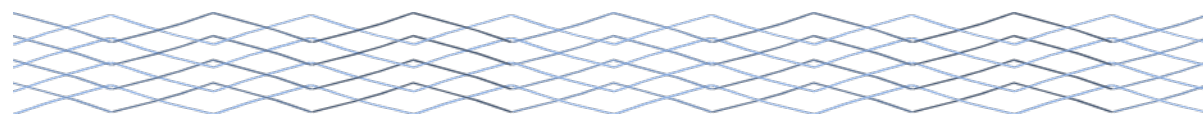
Annual Salaries by Years of Experience

In 2021, overall, SLPs with the most years of experience in the profession (31 or more years) reported a median annual salary of \$95,000—the same as in 2019 (see Appendix Table 5). This was \$31,000 more than those SLPs with the least years of experience in the profession (1–3 years). The differential was somewhat higher than in 2011 (\$30,702), 2013 (\$26,745), 2015 (\$26,397), 2017 (\$26,095), and 2019 (\$29,000).

Annual Salaries by Geographic Region

From 2005 to 2021, SLPs in the West reported a higher median annual salary than did SLPs in the Northeast, Midwest, and South. In 2021, they reported a median annual salary of \$90,000—up from \$85,000 in 2019 (a 6% increase; see Appendix Table 6). In 2021, SLPs in the Northeast reported the lowest median annual salary (\$79,830)—up slightly from \$79,524 in 2017.

See page 13 for a key of geographic regions/divisions and corresponding states/District of Columbia.



Survey Methodology

The survey was sent via email on May 18, 2021, to a random sample of 10,000 ASHA-certified SLPs who were employed in health care facilities in the United States, according to the ASHA membership database. The sample was stratified by type of facility. Follow-up email reminders were sent to non-respondents on May 26 and June 3. The survey closed on June 14.

Because facilities with fewer SLPs, such as pediatric hospitals, were oversampled, ASHA used weighting when presenting survey data.

Response Rates

Of the original 10,000 SLPs in the sample, 83 had incorrect email addresses, 157 opted out of receiving online surveys, and 196 were not employed in health care facilities, which left 9,564 possible respondents. The actual number of respondents was 1,671—a 17.5% response rate.

Past *ASHA SLP Health Care Survey* response rates were 54.6% (2005), 63.8% (2007), 54.6% (2009), 62.5% (2011), 53.5% (2013), 46.9% (2015), 52.1% (2017), and 50.3% (2019). The 2005 to 2019 *ASHA SLP Health Care Surveys* were sent via postal mail.

Suggested Citation

American Speech-Language-Hearing Association. (2021). *SLP Health Care Survey report: Annual salary trends, 2005–2021*. www.asha.org

Additional Information

Companion survey reports are available on the ASHA website at www.asha.org/Research/memberdata/HealthcareSurvey/.

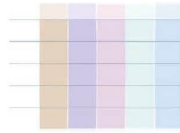
Questions?

For additional information regarding this report, please contact Monica Sampson, director of Health Care Services, at 800-498-2071, ext. 5686 or msampson@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 discipline to the Association membership and the public. Thank you!

Appendix



Pay Basis

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

Pay basis	%							
	2007 (n = 2,271)	2009 (n = 1,916)	2011 (n = 2,347)	2013 (n = 1,951)	2015 (n = 1,717)	2017 (n = 1,892)	2019 (n = 2,160)	2021 (n = 1,574)
Primarily annual salary	35	35	33	33	30	34	34	36
Primarily per hour	65	56	55	56	58	55	54	54
Primarily per home-visit	—	9	11	12	13	12	12	10

Note. These data are from the 2007, 2009, 2011, 2013, 2015, 2017, 2019, and 2021 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. Dash indicates that the item was not included in the survey.

Annual Salaries by Health Care Setting

Table 2. Median annual salaries of SLPs who were employed full time, by health care setting and year.

Health care setting	\$								
	2005 (n = 630)	2007 (n = 648)	2009 (n = 525)	2011 (n = 682)	2013 (n = 546)	2015 (n = 425)	2017 (n = 499)	2019 (n = 630)	2021 (n = 482)
Overall	60,000	65,000	70,000	70,000	75,000	75,000	78,000	78,000	80,000
General medical, Veterans Affairs (VA), military, long-term acute care (LTAC), or university hospital ^a	61,250	65,000	73,000	71,387	77,133	90,000	81,656	85,798	88,000
Home health care agency or client's home	53,000	57,500	66,000	69,095	73,000	75,000	78,000	76,000	78,000
Outpatient clinic/office	60,000	63,000	65,000	64,000	70,000	68,000	73,000	73,500	77,000
Pediatric hospital	60,000	60,000	66,250	69,144	70,000	74,000	73,000	78,000	90,000
Rehabilitation hospital	58,920	60,500	73,400	64,721	73,995	79,693	73,291	79,000	79,040
Skilled nursing facility	68,200	75,000	80,000	81,681	90,000	90,000	90,000	95,000	91,000

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, and 2021 ASHA SLP Health Care Surveys. ^aFrom 2005 to 2011, this item was general medical hospital. In 2013, it was general medical or LTAC hospital. From 2015 to 2019, it was general medical, VA, or LTAC hospital.

Annual Salaries of Administrators and Supervisors

Table 3. Median annual salaries of SLP administrators and supervisors who were employed full time, by health care setting and year.

Health care setting	\$								
	2005 (n = 161)	2007 (n = 172)	2009 (n = 137)	2011 (n = 171)	2013 (n = 139)	2015 (n = 89)	2017 (n = 123)	2019 (n = 125)	2021 (n = 146)
Overall	72,985	79,009	85,000	90,000	90,000	93,534	96,000	100,000	97,616
General medical, Veterans Affairs (VA), military, long- term acute care (LTAC), or university hospital ^a	80,000	80,000	90,000	87,814	n/r	n/r	n/r	n/r	n/r
Home health care agency or client's home	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r
Outpatient clinic/office	73,500	72,500	77,000	78,904	75,450	93,000	90,000	90,000	86,000
Pediatric hospital	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r
Rehabilitation hospital	71,000	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r
Skilled nursing facility	71,000	79,500	89,000	91,119	92,082	92,000	95,000	102,000	95,500

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, and 2021 ASHA SLP Health Care Surveys. *n/r* = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents). ^aFrom 2005 to 2011, this item was *general medical hospital*. In 2013, it was *general medical or LTAC hospital*. From 2015 to 2019, it was *general medical, VA, or LTAC hospital*.

Annual Salaries of Clinicians

Table 4. Median annual salaries of SLP clinicians who were employed full time, by health care setting and year.

Health care setting	\$								
	2005 (n = 443)	2007 (n = 459)	2009 (n = 378)	2011 (n = 490)	2013 (n = 381)	2015 (n = 321)	2017 (n = 348)	2019 (n = 476)	2021 (n = 338)
Overall	56,000	60,000	67,000	65,000	70,000	70,000	72,000	74,000	78,000
General medical, Veterans Affairs (VA), military, long- term acute care (LTAC), or university hospital ^a	58,000	62,000	70,000	68,000	75,000	79,540	80,000	77,047	80,000
Home health care agency or client's home	52,000	57,000	62,000	67,204	70,000	70,386	75,657	73,000	77,500
Outpatient clinic/office	55,000	60,000	63,750	62,000	68,183	65,994	67,356	70,000	75,000
Pediatric hospital	54,000	59,000	n/r	65,157	68,000	69,000	71,362	73,000	n/r
Rehabilitation hospital	55,000	58,250	69,000	61,500	68,000	78,000	72,252	75,762	76,000
Skilled nursing facility	59,000	69,850	74,250	66,963	80,000	79,981	79,134	n/r	n/r

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, and 2021 *ASHA SLP Health Care Surveys*. *n/r* = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents). ^aFrom 2005 to 2011, this item was *general medical hospital*. In 2013, it was *general medical or LTAC hospital*. From 2015 to 2019, it was *general medical, VA, or LTAC hospital*.

Annual Salaries by Years of Experience

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

Years of experience	\$								
	2005 (n = 619)	2007 (n = 648)	2009 (n = 524)	2011 (n = 675)	2013 (n = 545)	2015 (n = 360)	2017 (n = 453)	2019 (n = 611)	2021 (n = 412)
1–3	52,694	51,500	n/r	58,048	58,255	63,603	65,000	66,000	64,000
4–6	51,850	56,450	60,000	63,000	68,000	68,600	67,000	72,000	73,000
7–9	53,730	62,086	66,000	70,000	71,643	65,428	73,012	78,000	75,000
10–12	58,000	65,000	69,000	75,000	79,495	68,000	85,511	78,000	79,000
13–15	62,000	65,000	70,000	75,000	80,601	85,000	82,000	87,500	87,000
16–18	67,000	64,000	70,000	75,000	73,000	90,000	83,996	82,000	90,000
19–21	65,000	80,000	73,000	75,507	84,565	82,653	n/r	100,000	86,000
22–24	70,000	69,840	80,000	n/r	80,000	n/r	84,938	83,000	n/r
25–27	70,000	74,400	74,000	80,000	85,493	n/r	83,380	90,000	95,000
28–30	—	—	75,000	83,124	80,000	n/r	n/r	n/r	n/r
28 or more	78,146	74,000	—	—	—	—	—	—	—
31 or more	—	—	80,000	88,750	85,000	90,000	91,095	95,000	95,000

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, and 2021 ASHA SLP Health Care Surveys. Dash indicates that the item was not included in the survey analysis. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents).

Annual Salaries by Geographic Region

Table 6. Median annual salaries of SLPs who were employed full time in health care settings, by geographic region of health care setting and year.

Geographic region	\$								
	2005 (n = 628)	2007 (n = 648)	2009 (n = 523)	2011 (n = 682)	2013 (n = 543)	2015 (n = 425)	2017 (n = 498)	2019 (n = 628)	2021 (n = 454)
Northeast	60,000	65,532	70,000	69,000	74,000	74,000	79,524	78,000	79,830
Midwest	60,000	62,000	69,000	65,000	72,000	80,000	74,114	73,520	80,000
South	58,000	65,000	70,000	70,000	75,554	70,885	78,173	79,000	83,000
West	68,000	70,000	80,000	80,000	80,000	84,000	83,655	85,000	90,000

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, and 2021 ASHA SLP Health Care Surveys.

Key of geographic regions/divisions and corresponding states/District of Columbia.

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