



SLP Health Care Survey Report: Annual Salary Trends 2005–2025

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Contents

Introduction.....	1
Survey Report Highlights.....	1
Pay Basis.....	2
Employment Status	2
Annual Salaries	3
By Health Care Setting.....	3
By Work Role.....	4
Administrators and Supervisors	4
Clinicians.....	4
By Years of Experience.....	4
By Geographic Region	4
By Population Density.....	4
Survey Methodology	5
Response Rates	5
Suggested Citation	5
Additional Information.....	5
Questions?.....	5
Appendix.....	6
Key of Geographic Regions/Divisions and Corresponding States / District of Columbia .	7
Data Tables.....	8

Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2025 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, 2019, 2021, and 2023 *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 2025:

- 37% of SLPs in health care settings were paid an annual salary in their main job—the highest in recent years (30%–36% from 2007 to 2023).
- 93% of SLPs in health care settings who were paid an annual salary in their main job worked full time—slightly higher than previous years (86%–92% from 2005 to 2023).
- SLPs reported an overall median annual salary of \$90,000—up from \$87,000 in 2023 (a 3% increase).
- SLPs who were primarily or exclusively administrators or supervisors reported a median annual salary of \$105,000—down from \$106,500 in 2023 (a 1% decrease).
- SLPs who were primarily clinicians reported a median annual salary of \$85,900—up from \$82,000 in 2023 (a 5% increase).

From 2005 to 2025:

- 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.

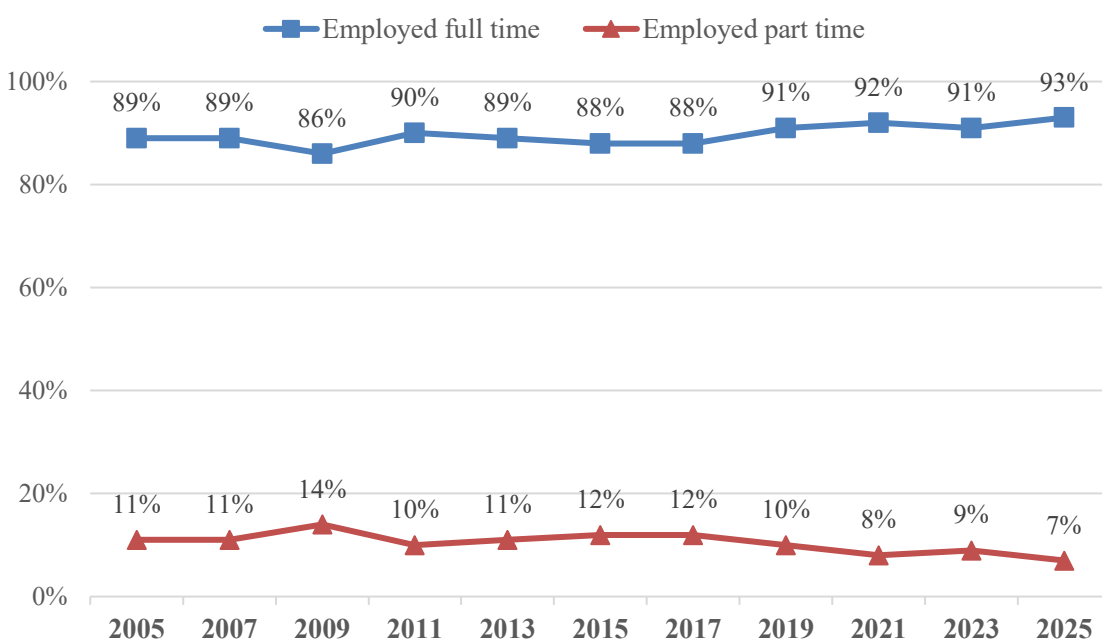
Pay Basis

In 2025, 37% of SLPs in health care settings were paid an annual salary in their main job—the highest in recent years (30%–36% from 2007 to 2023; see Appendix Table 1). The remainder were paid per hour (45%), per home visit (15%), or in some other way (2%).

Employment Status

In 2025, 93% of SLPs in health care settings who were paid an annual salary in their main job worked full time—slightly higher than in previous years (86%–92% from 2005 to 2023; see Figure 1). Additionally, in 2025, a few SLPs (0.4%) were paid per diem—a new response option in 2025.

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.*

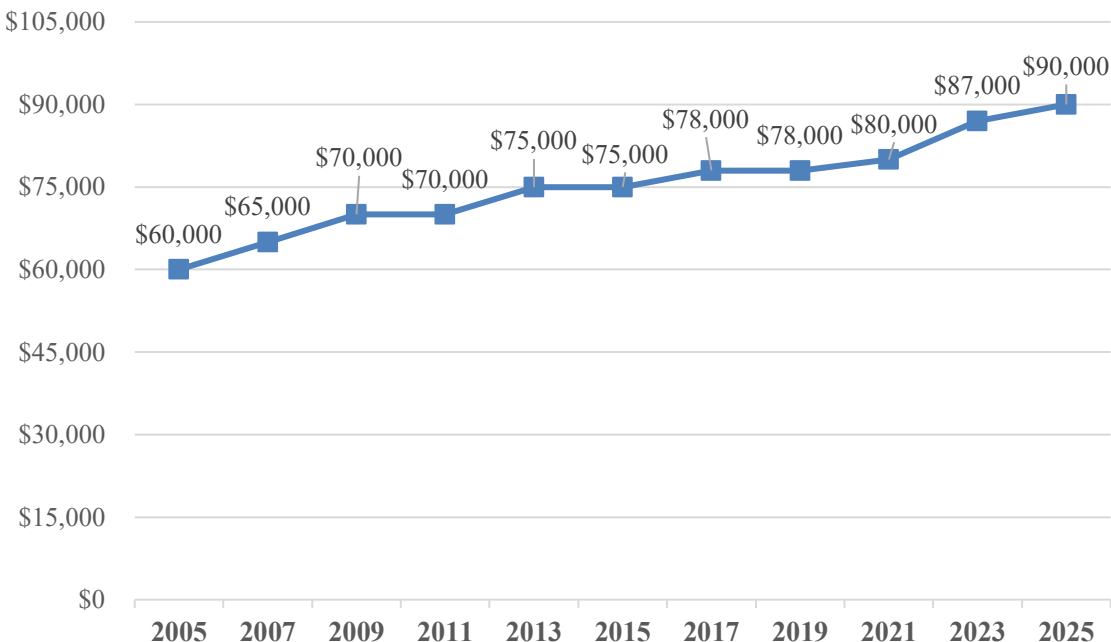


Note. These data are from the 2005–2025 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. Definitions of *full time* and *part time* were not provided in the surveys. $n = 722$ (2005); $n = 798$ (2007); $n = 659$ (2009); $n = 782$ (2011); $n = 634$ (2013); $n = 508$ (2015); $n = 632$ (2017); $n = 738$ (2019); $n = 559$ (2021); $n = 551$ (2023); $n = 1,004$ (2025).

Annual Salaries

In 2025, SLPs who were employed full time in health care settings reported an overall median annual salary of \$90,000—up from \$87,000 in 2023 (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 2005–2025 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); *n* = 485 (2023); *n* = 840 (2025).

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

Annual Salaries by Health Care Setting

From 2005 to 2025, SLPs in skilled nursing facilities typically reported a higher median annual salary than did SLPs in other health care settings. In 2025, they reported a median annual salary of \$105,500—up from \$97,100 in 2023 (a 9% increase; see Appendix Table 2).

Since 2009, SLPs in outpatient clinics/offices either reported the lowest or were tied for the lowest median annual salaries. In 2025, they reported a median annual salary of \$83,000—down slightly from \$83,500 in 2023.

Annual Salaries by Work Role

Administrators and Supervisors

In 2025, SLPs who were primarily or exclusively administrators or supervisors reported an overall median annual salary of \$105,000—down from \$106,500 in 2023 (a 1% decrease; see Appendix Table 3). Most of these SLPs worked in outpatient clinics/offices and skilled nursing facilities.

In 2025, SLP administrators or supervisors in outpatient clinics/offices reported a median annual salary of \$95,000—up from \$92,000 in 2023 (a 3% increase).

Clinicians

In 2025, SLPs who were primarily clinicians reported an overall median annual salary of \$85,900—up from \$82,000 in 2023 (a 5% increase; see Appendix Table 4).

Since 2017, clinicians in general medical, Veterans Affairs (VA), military, long-term acute care (LTAC), and university hospitals typically reported the highest median annual salaries. In 2025, they reported a median annual salary of \$95,000—up from \$91,000 in 2023 (a 4% increase).

Since 2015, clinicians in outpatient clinics/offices either reported the lowest or were tied for the lowest median annual salaries. In 2025, they reported a median annual salary of \$82,000—up from \$80,500 in 2023 (a 2% increase).

Annual Salaries by Years of Experience

In 2025, overall, SLPs with the most years of experience in the profession (31 or more years) reported a median annual salary of \$105,000—up from \$100,422 in 2023 (a 5% increase; see Appendix Table 5). This was \$30,000 more than those SLPs with the least years of experience in the profession (1–3 years). The differential was slightly lower than those reported in 2011 (\$30,702) and 2021 (\$31,000).

Annual Salaries by Geographic Region

From 2005 to 2025, SLPs in the West reported a higher median annual salary than did SLPs in the Northeast, Midwest, and South. In 2025, they reported a median annual salary of \$110,000—up from \$96,500 in 2023 (a 14% increase; see Appendix Table 6). In 2025, SLPs in the Midwest reported the lowest median annual salary (\$85,000)—no change from 2023. See page 7 for a key of geographic regions/divisions and corresponding states / District of Columbia.

Annual Salaries by Population Density

In 2021, 2023, and 2025, SLPs who were employed full time in city/urban areas reported the highest median annual salaries. In 2025, they reported a median annual salary of \$93,500—up from \$88,000 in 2023 and 85,000 in 2021 (see Table 7).

Survey Methodology

The survey was sent via mixed mode to a random sample of ASHA-certified SLPs who were employed in health care facilities in the United States, according to the ASHA membership database. We mailed surveys on February 27, March 27, and April 24, 2025, to 5,000 sample members and sent emails on those dates as well as on May 8 to 10,000 additional sample members via SurveyMonkey. The sample was stratified by type of facility. We sent an email “be-on-the-lookout” message to both samples on February 14. Additionally, we sent a postcard reminder to 5,000 nonrespondents to the SurveyMonkey version on March 13 and another postcard on April 10 to 2,500 members of that group who still had not responded.

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

Response Rates

Of the original 15,000 SLPs in the sample, 7 had retired, 181 had unusable addresses, 43 were not currently employed in health care facilities, and 273 were ineligible for other reasons—which left 14,496 possible respondents. The actual number of respondents was 2,693—an 18.6% 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), 50.3% (2019), 17.5% (2021), and 34.5% (2023). The 2005–2019 and 2023 *ASHA SLP Health Care Surveys* were sent via postal mail, the 2021 *ASHA SLP Health Care Survey* was sent via email, and the 2025 *ASHA SLP Health Care Survey* was sent using both postal mail and email.

Suggested Citation

American Speech-Language-Hearing Association. (2025). *SLP Health Care Survey report: Annual salary trends, 2005–2025*. www.asha.org

Additional Information

Companion survey reports are available on the ASHA website at <https://www.asha.org/research/memberdata/healthcare-survey/>.

Questions?

For additional information regarding this report, please contact Brooke Hatfield, senior director, Health Care Services, at 800-498-2071, ext. 5692, or bhatfield@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.

Appendix



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

Pay Basis

Table 1. *Percentage of SLPs in health care settings who were paid primarily an annual salary, per hour, or per 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)	2023 (n = 1,667)	2025 (n = 2,677)
Primarily annual salary	35	35	33	33	30	34	34	36	33	37
Primarily per hour	65	56	55	56	58	55	54	54	51	45
Primarily per visit ^a	—	9	11	12	13	12	12	10	16	15
Other	—	—	—	—	—	—	—	—	—	2

Note. These data are from the 2007–2025 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. ^aBefore 2023, this item was *per home visit*.

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)	2023 (n = 444)	2025 (n = 840)
Overall	60,000	65,000	70,000	70,000	75,000	75,000	78,000	78,000	80,000	87,000	90,000
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	95,000	100,000
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	85,160	88,000
Outpatient clinic/office	60,000	63,000	65,000	64,000	70,000	68,000	73,000	73,500	77,000	83,500	83,000
Pediatric hospital	60,000	60,000	66,250	69,144	70,000	74,000	73,000	78,000	90,000	n/r	100,000
Rehabilitation hospital	58,920	60,500	73,400	64,721	73,995	79,693	73,291	79,000	79,040	87,000	97,000
Skilled nursing facility	68,200	75,000	80,000	81,681	90,000	90,000	90,000	95,000	91,000	97,100	105,500

Note. These data are from the 2005–2025 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 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)	2023 (n = 125)	2025 (n = 239)
Overall	72,985	79,009	85,000	90,000	90,000	93,534	96,000	100,000	97,616	106,500	105,000
General medical, Veterans Affairs (VA), military, long-term acute care (LTAC), or university hospital ^a	80,000	80,000	90,000	87,814	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	120,000
Home health care agency or client's home	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>
Outpatient clinic/office	73,500	72,500	77,000	78,904	75,450	93,000	90,000	90,000	86,000	92,000	95,000
Pediatric hospital	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>
Rehabilitation hospital	71,000	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>	<i>n/r</i>
Skilled nursing facility	71,000	79,500	89,000	91,119	92,082	92,000	95,000	102,000	95,500	<i>n/r</i>	110,030

Note. These data are from the 2005–2025 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)	2023 (n = 357)	2025 (n = 599)
Overall	56,000	60,000	67,000	65,000	70,000	70,000	72,000	74,000	78,000	82,000	85,900
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	91,000	95,000
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	80,768	85,000
Outpatient clinic/office	55,000	60,000	63,750	62,000	68,183	65,994	67,356	70,000	75,000	80,500	82,000
Pediatric hospital	54,000	59,000	n/r	65,157	68,000	69,000	71,362	73,000	n/r	n/r	92,000
Rehabilitation hospital	55,000	58,250	69,000	61,500	68,000	78,000	72,252	75,762	76,000	80,500	89,821
Skilled nursing facility	59,000	69,850	74,250	66,963	80,000	79,981	79,134	n/r	n/r	n/r	n/r

Note. These data are from the 2005–2025 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)	2023 (n = 484)	2025 (n = 817)
1–3	52,694	51,500	n/r	58,048	58,255	63,603	65,000	66,000	64,000	74,000	75,000
4–6	51,850	56,450	60,000	63,000	68,000	68,600	67,000	72,000	73,000	78,575	81,000
7–9	53,730	62,086	66,000	70,000	71,643	65,428	73,012	78,000	75,000	85,000	87,000
10–12	58,000	65,000	69,000	75,000	79,495	68,000	85,511	78,000	79,000	89,000	92,000
13–15	62,000	65,000	70,000	75,000	80,601	85,000	82,000	87,500	87,000	92,000	97,000
16–18	67,000	64,000	70,000	75,000	73,000	90,000	83,996	82,000	90,000	90,000	98,196
19–21	65,000	80,000	73,000	75,507	84,565	82,653	n/r	100,000	86,000	98,000	100,000
22–24	70,000	69,840	80,000	n/r	80,000	n/r	84,938	83,000	n/r	97,000	100,000
25–27	70,000	74,400	74,000	80,000	85,493	n/r	83,380	90,000	95,000	100,000	100,000
28–30	—	—	75,000	83,124	80,000	n/r	n/r	n/r	n/r	104,000	102,000
28 or more	78,146	74,000	—	—	—	—	—	—	—	—	—
31 or more	—	—	80,000	88,750	85,000	90,000	91,095	95,000	95,000	100,422	105,000

Note. These data are from the 2005–2025 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)	2023 (n = 481)	2025 (n = 839)
Northeast	60,000	65,532	70,000	69,000	74,000	74,000	79,524	78,000	79,830	85,160	96,000
Midwest	60,000	62,000	69,000	65,000	72,000	80,000	74,114	73,520	80,000	85,000	85,000
South	58,000	65,000	70,000	70,000	75,554	70,885	78,173	79,000	83,000	85,000	89,000
West	68,000	70,000	80,000	80,000	80,000	84,000	83,655	85,000	90,000	96,500	110,000

Note. These data are from the 2005–2025 ASHA SLP Health Care Surveys.

Annual Salaries by Population Density

Table 7. Median annual salaries of SLPs who were employed full time in health care settings, by population density of health care setting and year.

Type of area	\$					
	2015 (n = 416)	2017 (n = 492)	2019 (n = 621)	2021 (n = 455)	2023 (n = 474)	2025 (n = 817)
Rural	78,455	82,000	79,000	82,000	80,000	90,000
Suburban	73,736	78,000	80,000	79,000	87,000	89,000
City/urban	75,000	78,000	76,000	85,000	88,000	93,500

Note. These data are from the 2015–2025 ASHA SLP Health Care Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys.