

ASHA BOARD OF DIRECTORS MEETING REPORT

ASHA's Board of Directors (BOD) met on October 20–22, 2023. Following are highlights of the Board's discussions.

PRESIDENT'S OPENING REMARKS

ASHA President Robert (Bob) M. Augustine convened the in-person BOD meeting at Noon ET on October 20, 2023, and welcomed Board members to the fourth BOD meeting of the year.

CEO UPDATE

In addition to providing the written summary with the pre-meeting materials, Chief Executive Officer Vicki Deal-Williams shared the following updates:

Convention

More than 14,000 attendees, 300 exhibitors, and 350 student volunteers are anticipated to attend the 2023 ASHA Convention in Boston. The theme this year, "Igniting Innovation," is about finding the *I* in *innovation*. Each of us is innovative in our own unique ways, and innovation can be anything from incremental to systemic and anywhere between low and high levels of risk. If you haven't done so already, [take the innovator assessment quiz](#) to learn the color of your "spark" then stop by the Exhibit Hall to pick up swag to show off your results. In a highlight of how innovation is all around us, ASHA member Anthony Koutsoftas will perform a short stand-up comedy routine of his own creation to warm up the crowd just prior to the Opening General Session at Convention.

ASHA has confirmed Sekou Andrews as the Opening Keynote Speaker for the 2023 ASHA Convention. Sekou Andrews is a two-time national poetry slam champion, musician, entrepreneur, and a former fifth grade teacher turned inspirational speaker. As the Innovator of "Poetic Voice" and a successful spoken word poet, Sekou's innovative blend of strategic storytelling, thought leadership, spoken word, theater and comedy humanizes content, making it entertaining, moving, and memorable. He often speaks on topics such as "DIY innovation," the ways that each of us have an innovator within us, and how that inspires outward innovation and happiness.

New this year, ASHA will offer two First-Timer Receptions, one for students and one for professionals, allowing first-timers to network with their respective peers before joining the rest of the Convention attendees at the Welcome Reception in the Exhibit Hall. During the Convention, exhibitors will hold live demonstrations of their products on the Demonstration Station stages.

The in-person ASHA Convention will offer more than 1,275 sessions and 1,000 posters, and the Virtual Extra online program offers 451 sessions and 1,196 posters. In keeping with the theme, the Convention Program Committee has created a special "Changemaker" designation for sessions that highlight innovation in the professions.

In addition to honoring the highest achievements of ASHA members at the Awards Ceremony, the Association is honored to present the 2023 Annie Glenn Award to Nyle DiMarco, Deaf model, actor, and advocate. He is best known for winning the competition in the 22nd season of *Dancing With The Stars* and in the 22nd cycle of *America's Next Top Model*, but his work as an ambassador and advocate for the Deaf community demonstrates his commitment to creating a more inclusive and accessible world for those with communication disorders.

The 2024 Convention Program Committee met on October 6 at the ASHA National Office with President-Elect Tena McNamara, and planning has already started for the 2024 Convention in Seattle,

December 5–7, 2024. Please note: The dates for the 2024 Convention are different than our typical November timing due to the availability of space in Seattle!

Addressing Concerns in School Settings

In following up on a previous BOD discussion, ASHA CEO Vicki Deal-Williams invited about 20 staff members to join her for a full-day retreat at the ASHA National Office to generate ideas for long- and short-term actions to address concerns of members working in school settings. The group reviewed findings from the Schools Issues Advisory Board Report from listening sessions held earlier this year as well as notes from the Strategic Solutions Session (S3) held at this year’s Schools Conference.

Ideas were generated to address priorities surfaced from several different sources, including the Strategic Plan Environmental Scan and Member Value Proposition research (interviews and focus groups). Four areas of Primary Concerns that surfaced most consistently were as follows:

1. Advocacy
2. Caseload/workload/productivity issues
3. Salaries
4. Burnout due to
 - unfair treatment at work,
 - unmanageable workload,
 - lack of role clarity,
 - lack of communication and support from managers, and
 - unreasonable time pressures.

Staff members generated more than 600 ideas to meet member needs more effectively, including new/innovative approaches or activities to try. Many of the suggestions have the potential benefits for members across work settings, while others would be school-setting specific. A plan is in development to outline actions to be immediately undertaken and to prioritize others that are short-term solutions. Planning will focus on finding additional resources as needed for implementation and on aligning with the recent feedback on member value. Action plans will be shared with members in the near future.

2024 Dues Renewal

As of October 1, 2023, 13,714 members and affiliates have renewed their membership for 2024; when NSSLHA affiliates are included, the total number of renewals is 15,634.

Renewals are up 16.8% when compared to the same time last year. Members have received email communication, and paper notifications will be mailed in the coming weeks.

ASHA CEFind Now More Useful Than Ever

[ASHA CEFind](#)—ASHA Continuing Education’s (CE) search engine for courses offered for ASHA continuing education units (CEUs)—has been improved! These changes make it easier for users to find the right courses for them.

Here are just three of the improvements that were made:

Quickly locate DEI, Ethics, and Supervision courses

Courses in CEFind have tags based on their subject code, so learners can identify courses that will help them fulfill certification and licensure requirements.

Filter by Audiology or Speech-Language Pathology courses

Looking for audiology courses? *Audiology* and *Speech-Language Pathology* tags have been added as applicable in CEFind so individuals can quickly find courses meeting their needs.

Search and go!

In the updated CEFind, learners can click the Registration link directly from their Search Results. Links have been included on the Course Details pages as well.

Announcing the Standards for ASHA Continuing Education Providers

ASHA established the current *Requirements for ASHA CE Provider Approval* to provide guidance on best practices in continuing education for ASHA CE Providers. Since their initial publication, revisions and additions have been made as new issues and processes for developing and managing continuing education programs emerged; however, a full-scale revision had not been done since 2006.

The new *Standards for ASHA Continuing Education Providers* used, as an initial framework, a model created by the International Academy for CPD Accreditation (IACPDA). That framework was then modified in response to a review of current literature about best practices in continuing education, a scan of standards used by other continuing education accreditors, and stakeholder feedback—including a select group of ASHA CE Administrators, ASHA staff, and the Continuing Education Board.

The revisions were created with two goals in mind:

1. Streamline, clarify, and update the standards so that they remain relevant and meaningful to ASHA Approved CE Providers and the learners they serve.
2. Develop flexible standards that can adapt to an evolving continuing education environment.

ASHA conducted a select call for comments to engage specific stakeholders and to ensure that the call-for-comments survey was clear and complete. This was followed by a widespread call for comments that allowed all interested parties to provide feedback for consideration.

The Continuing Education Board voted to replace the Requirements with the Standards by unanimous vote and the *Standards for ASHA Continuing Education Providers* were announced to ASHA Approved CE Providers in October 2023. An implementation date has not yet been determined.

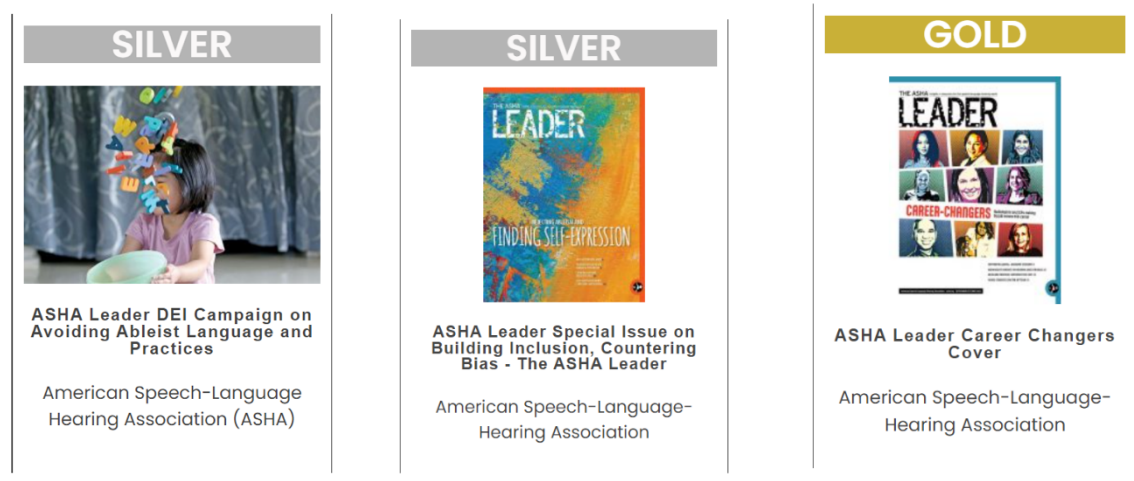
ASHA Awards

[The ASHA Leader](#) won two Silver EXCEL Awards from the Association Media & Publishing Network for these outstanding works:

1. The 2022 *ASHA Leader* [DEI Campaign on Avoiding Ableist Language and Practices](#)—including the most downloaded (8,600+) article in the series, [“Don’t Change Autistic Play. Join In.”](#) by ASHA member Jamie Burch, and the ASHA Voices podcast discussion, [“Stuttering Intervention Without a Focus on Fluency.”](#) with ASHA member Chris Constantino (in the awards category of “Diversity and Inclusion initiatives”);
2. The May–June 2022 [Special Issue on Ableism and Inclusion](#), “Rejecting Ableism and Finding Self-Expression” (in the awards category of “Magazines, Single Topic Issue [50,000 or more]”).

The Leader also won a Gold EXCEL Award in the category of “Cover - Manipulated Media” for the issue [cover featuring stylized faces of ASHA members](#) making big professional changes mid-career. [The full gallery of winning entries](#) across the association industry is available for viewing.

(These are the thumbnails of the winning entries.)



ASHA Voices

[The ASHA Voices podcast](#) is seeing continued growth as year-to-year downloads increase. The podcast received more than 175,000 downloads during its fourth year of production (September 2022–August 2023). That’s more than 30,000 more downloads than in the previous 12-month period. The biweekly podcast now features an archive of more than 140 episodes and expects to eclipse 500,000 downloads by the end of 2023. Approximately 84% of the downloads come from the United States, but the podcast has been downloaded in more than 150 countries.

With a focus on practitioners, clinicians, and researchers, the podcast continues to emphasize the inclusion of voices of the people affected by the subjects being discussed—like [this conversation featuring SLP Emily Kornman and a person with ALS with whom she works](#), and [this episode featuring SLP Davetrina Seles Gadson and her Brain Friends podcast co-host Angie Cauthorn, who is a person with aphasia](#). Other recent ASHA Voices highlights include conversations with [authors who stutter](#) and [a short series focusing on artificial intelligence and CSD](#). Listen to these and many other episodes in [the podcast archive](#) and subscribe wherever you listen to podcasts, such as Apple and Spotify.

2023 International Association of Communication Sciences and Disorders (IALP) Congress

The IALP Congress was held August 20–24, 2023, in Auckland, New Zealand with more than 1,000 participants from 48 countries. In 2020, the ASHA BOD agreed to partner with the IALP for an international conference this year. Our 2023 ASHA President Robert Augustine and ASHA CEO Vicki Deal-Wiliams represented ASHA at the Congress, and several other ASHA members attended.

The New Zealand Speech Therapists’ Association served as the host and organizers and invited ASHA members to speak on the following topics:

World Rehabilitation Alliance: What It Means for Speech-Language Pathologists and Audiologists (with speakers Martin B. Brodsky, PhD, CCC-SLP, from The Cleveland Clinic, and Lemmieta McNeilly, PhD, CCC-SLP, from ASHA)

Challenges & Strategies of CSD Practice Across Borders Following Graduate Education in the United States (with speakers Ishara Ramkissoon, PhD, CCC-A, from Gallaudet University; Fauzia Abdalla, PhD, CCC-SLP, from Kuwait University; Samantha Ghali, MHS, CCC-SLP, from the University of Kansas; and Lemmieta McNeilly, PhD, CCC-SLP, from ASHA)

The Congress began with a Mihi Whakatau (Māori cultural welcome), where attendees were welcomed by the local iwi (tribe) of the land Ngāti Whātua Orākau. Speakers were provided te reo Maori language statements of welcome and thank you to use at the beginning and end of their sessions to honor the Maori culture.

MRA Program

The members of the [*Mutual Recognition of Professional Association Credentials*](#) (MRA) program met at the IALP meeting on August 20–24, 2023. The MRA program facilitates the exchange of knowledge, identifies common standards, and promotes international understanding through a robust and transparent process of determining substantial equivalence focusing on systems and procedures.

The 2023 meeting began with a presentation to the executive leadership of each association, including ASHA, the Irish Association of Speech and Language Therapists (IASLT), the New Zealand Speech-Language Therapists' Association (NZSTA), the Royal College of Speech and Language Therapists (RCLST), Speech-Language & Audiology Canada (SAC), and Speech Pathology Australia (SPA) regarding the current state of the MRA, followed by an open dialogue to seek leadership input on the values, principles, vision, and future directions of the MRA.

The discussion touched on goals for growth of the MRA to include more organizations, challenges encountered by MRA-signatory organizations and applicants using the MRA pathway, and ideas for addressing pain points such as a unified microsite resource hub for applicants and the need for an active focus on equity and inclusion in the growth of the MRA program. The meeting concluded with a workgroup that reviewed the certification and accreditation standards, policies, and procedures of each signatory organization to ensure current substantial equivalence. The workgroup also recalibrated on the application process for potential signatory organizations in preparation for assisting two associations that have recently expressed interest in applying. The workgroup was grateful for the opportunity to come together in-person and looks forward to our continued work.

International Communication Project

ASHA joined several other speech-language-hearing organizations around the world in establishing the International Communication Project in 2014. The project was put in place to increase global awareness of communication disabilities and to advocate at an international level for appropriate support for people with communication disabilities through the following:

1. Raising the profile and status of communication disabilities with international health bodies and policy makers.
2. Collaborating with people with communication disabilities and the organizations that advocate for them to increase awareness of communication disabilities and their impacts on peoples' lives.
3. Supporting and empowering professional groups around the world to advocate for funding for professional training and research.
4. Advocating for research-based and data-driven programs, initiatives, and resources that serve people with communication disabilities.
5. Advocating for systemic access to care and support for people with communication disabilities, in areas including economic well-being, health care, and education.

Significant strides have been made in these areas, but the pandemic has taken a toll on the resources available for carrying out the group's work. Additionally, other organizations such as the International Communication Rehabilitation Alliance (ICRA) and the World Health Organization (WHO) are addressing many of these same issues. The organizations involved have agreed to close out the project at the end of 2023 and to continue working with organizations like ICRA and WHO to continue moving

these objectives forward. Work is currently underway to archive and share resources developed over the past 10 years.

Interstate Compact

The Audiology & Speech-Language Pathology Interstate Compact (ASLP-IC) legislation was introduced in 17 states this year. Six states passed that legislation (Arkansas, Maine, Montana, Vermont, Virginia, and Washington). The ASLP-IC Commission’s Executive Committee has issued an RFP for a vendor to develop a database to operationalize the Compact, in collaboration with the Occupational Therapy Compact and the Counseling Compact. The Executive Committee recently held interviews with applicants for the Executive Director position for the Compact and are currently in contract negotiations with the top candidate. The ASLP-IC Commission held their first annual business meeting on October 7, 2023, in Charlotte, NC. The meeting was held both virtually and in-person. The Commission adopted bylaw amendments to change the fiscal year, to establish a rule on the requirements for the criminal background check, and to approve the 2023–2024 budget.

Payer Summit

ASHA hosted its fifth annual Payer Summit in Washington, D.C. on October 5–6, 2023, bringing together national payers, utilization management companies, and state Medicaid programs to discuss audiology and speech-language pathology coverage, coding, and policy issues. The Payer Summit also allows ASHA to develop and maintain strategic relationships with key payers. The following Medicaid agencies attended the Summit: Michigan, North Dakota, Nebraska, Mississippi, Florida, Georgia, New York, Colorado, Pennsylvania, Oklahoma, Massachusetts, and Nevada. Representatives from UnitedHealthcare, Evicore, NaviHealth/Optum, NIA/Evolent (formerly Magellan) also attended. The Summit focused on identifying challenges for ASHA members and payers alike and solicited strategies to address key issues impacting our members.

Certification Updates

Applications

Application volume continues to be almost 20% higher than ASHA received through the first 9 months of 2023 compared to 2022. The growth is attributed to increases in the number of CAA accredited programs and to fewer pandemic-related delays of the sort that had interfered with coursework, practicum, graduations, and the clinical fellowship. Certificant retention for 2023 was over 95% for audiology and 98% for SLPs.

Assistants

There continues to be steady growth within the assistant certification program, with more than 900 certifications awarded since December 2020. In addition to more individuals receiving the C-AA or C-SLPA daily, there are now 15 states that align with or recognize the C-AA or C-SLPA certification/certification standards as a part of their licensure or registration requirements for SLP assistants.

ASHA Stream Top-Performing Content (July–September 2023)

July 2023	Plays	Seconds Watched
The Why, What, and How of Interprofessional Collaboration	31	48356
Creating Community. Supporting Students: ASHA Schools Connect 2023	176	20616
ASHA Ethics Process FAQ	56	17953

We Are ASHA: We Are Inspired	188	14246
ASHA 101	73	11553
Serving Clients from Diverse Backgrounds: Speech-Language Difference vs. Disorder	12	6525
Interprofessional Practice (IPP) in Action	25	5709
Conversations on Bias in Presentations 1: Introduction	23	4614
What is Aphasia (with Janet Kuffour)	42	4280
Conversations on Bias in Presentations 3: Culturally Inclusive Presentations	4	2952
August 2023	Plays	Seconds Watched
ASHA Ethics Process FAQ	96	30857
Interprofessional Practice (IPP) in Action	67	16668
We Are ASHA: We Are Motivated	168	11800
Steve and Michel Gleason Receive 2022 Annie Glenn Award	11	8762
ASHA 101	62	8589
Interprofessional Practice (IPP) in Action: Head & Neck Cancer Center	45	8052
Careers in Hearing and Speech - Why Diversity Matters in CSD	76	5550
Why I Chose Audiology (D'Essence Hampton)	73	4672
Positive Experiences with Interprofessional Collaborative Practice	21	4232
Cultural Responsiveness Series: Cultural Responsiveness and Conscience Protection - Personal Beliefs, Discrimination, and Conscience Protections in the Clinical Setting 4.1	21	3579
September 2023	Plays	Seconds Watched
Salary Negotiation Webinar	151	61558
Serving Clients from Diverse Backgrounds: Speech-Language Difference vs. Disorder	80	39818
ASHA Ethics Process FAQ	56	17039
Interprofessional Practice (IPP) in Action	72	16143
Why I Chose Audiology (D'Essence Hampton)	180	14460
Careers in Hearing and Speech - Why Diversity Matters in CSD	122	12782
The Why, What, and How of Interprofessional Collaboration	22	12526
Steve and Michel Gleason Receive 2022 Annie Glenn Award	8	9478
Interprofessional Practice (IPP) in Action: Head & Neck Cancer Center	42	6192
ASHA 101	41	5354

STRATEGIC PATHWAY UPDATE

Vice President for Planning Akilah Heggs, ASHA CEO Vicki Deal-Williams, and ASHA's Senior Director, Office of Business Excellence, Rozsa Felix provided an update on ASHA's Strategic Pathway to Excellence. The update had three segments.

The first segment focused on the review of the Strategic Objectives' *Annual Key Performance Indicators (KPIs)*. The KPIs are short-term performance metrics that track, monitor, and assess the success of a major objective/focus area for the year. The Strategic Objective Owners identified KPIs for 2023 and the status of these KPIs at the end of Q3 2023 was reported to the Board.

In the second segment of the update, major accomplishments and changes were reported for the Strategic Objectives. Information about the work underway and a more detailed description of all accomplishments to date can be found on ASHA.org: [Strategic Pathway to Excellence: Strategic Objective Highlights](#), which is updated biannually.

The third and final section of the update centered on summarizing the accomplishments of the BOD regarding the development of the upcoming iteration of the Strategic Pathway. ASHA's existing strategic plan, known as the "[Strategic Pathway to Excellence](#)," is set to conclude in 2025. Throughout 2023, the Board worked to refine ASHA's core ideology, which includes the Vision, Mission, and Core Values. While the Vision Statement will remain unchanged, both the Mission and Core Values are being revised, along with an enhanced and updated Envisioned Future description. Moreover, the Board has also participated in a series of exercises and discussions aimed at identifying the primary areas of focus for the Association for up to 3 years following the conclusion of the current strategic priorities.

A resolution will be submitted for BOD consideration on the aforementioned elements. The approval of this core ideology and the designated goal areas of focus will delineate the Association's future strategy, facilitating planning for endeavors extending beyond 2025.

ASHFOUNDATION ANNUAL REPORT TO THE BOD

A report from the American Speech-Language-Hearing Foundation was presented by ASHFoundation President Tommie L. Robinson, Jr., and ASHFoundation Executive Director Sharon Moss. The presentation provided a snapshot of the ASHFoundation-sponsored events taking place during Convention, including the new ways of recognizing research grants and awards recipients at multiple times throughout the meeting, as well as the inaugural event, An Evening with the ASHFoundation: A Bit of Bridgerton in Boston.

Included in the presentation were highlights of the year in review, with particular acknowledgment of ASHFoundation staff, a fundraising communications strategy that emphasizes digital content and expanded use of social media, and areas of alignment with ASHA, such as in creating and integrating a culture of foresight. The presentation concluded with an announcement that in November the ASHFoundation will award its second-highest total in its history—\$870,000 to support the research, education, and clinical work of nearly 80 talented innovators. Drs. Moss and Robinson expressed gratitude to the Board for ASHA's continued annual support provided to the ASHFoundation, emphasizing the impact and transformative value that it makes in the Foundation's pursuit of its mission to continually build capacity for future growth in the discipline and professions.

ADVOCACY PRIORITIES FOR AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS 2024 PUBLIC POLICY AGENDA

Vice President for Government Affairs and Public Policy (GAPP) Deborah Ross Swain and Chief Staff Officer for Speech-Language Pathology Lemmietta McNeilly presented the proposed 2024 Public Policy

Agenda (PPA). They reminded the BOD that the PPA is developed annually by the Government Affairs and Public Policy Board (GAPPB) with significant member input and serves as the foundational directive and guide for advocacy efforts undertaken by the Association. The 2024 PPA is streamlined and focuses on ASHA members' expressed needs. The GAPPB uses information obtained from multiple sources, including a member survey; consultation with ASHA's committees, councils, boards, and Special Interest Groups (SIGs); and ASHA staff. The 2024 Public Policy Agenda identifies advocacy priorities for members in three areas: workforce, payment and coverage, and service delivery and access. The priorities include young children through older adults as well as diversity, equity, and inclusion. The BOD voted on the approval of the 2024 PPA resolution.

AD HOC COMMITTEE ON BILINGUAL SERVICE DELIVERY: FINAL REPORT ON COMPETENCIES, EXPECTATIONS, AND RECOMMENDATIONS FOR MULTILINGUAL SERVICE DELIVERY

Maria Muñoz, PhD, Chair of the Ad Hoc Committee on Bilingual Service Delivery, and the Committee ex officio, Andrea Pluskota, Associate Director, Multicultural Practices provided an overview of the background and recommendations included in their committee's final report, *Competencies, Expectations, and Recommendations for Multilingual Service Delivery*. The recommendations related to ensuring all clinicians have the support, tools, and resources needed to appropriately serve their clients, patients, and students when multiple languages are involved. Discussion followed, including in regard to a question about the priority of the recommendations. It was indicated that the recommendations were listed in order of importance, and with the recognition that some would take longer than others or require additional resources. The BOD expressed their support for moving the recommendations forward for implementation.

GENERATIVE DISCUSSION: AMERICAN INSTABILITY

ASHA's BOD conducts generative discussions during each BOD meeting. At this meeting, Chief Staff Officer for Speech-Language-Pathology Lemmietta McNeilly facilitated a generative discussion on the topic of American Instability. The Board considered the risks, challenges, and potential impact of the growing polarization and distrust within the U.S. democracy, including the concentration of wealth in a very small percentage of the population and the proliferation of inaccurate information and multiple realities that are pushing American political and economic systems beyond their limits. The Board discussed these trends to inform BOD members' thinking, guide the BOD's future decision-making, help identify possible obstacles to the Association's success, and to determine considerations for proactively guiding advocacy efforts and enhancing the organization's ability to deliver value to members.

AUDIOLOGY SUBCOMMITTEE REPORT

The BOD Audiology Subcommittee met on October 20, 2023, as a part of the October BOD meeting, with Board Member At Large for Audiology, Elizabeth Walker, facilitating. The following topics were discussed:

ASHA's Senior Director, Federal & Political Affairs, Jerry White provided an update about ongoing audiology-related advocacy, particularly focusing on the Medicare Audiology Access Improvement Act (MAAIA)

- This bill was reintroduced in the Senate in July with strong bipartisan support.
- The House bill is going through the process of being reintroduced. A House Republican and Democrat have agreed to co-sponsor the legislation.

The Audiology subcommittee engaged in a robust conversation on several topics relevant to ASHA audiology membership.

- The American Academy of Pediatrics issued a guidance document in September in the journal *Pediatrics* on the topic of hearing assessment in infants, children, and adolescents beyond neonatal hearing screening. ASHA members have expressed both praise and concern regarding the statement. Positive comments pertained to the removal of deficit-framing terminology and the stronger emphasis on the need for referral to audiology for diagnostic appointments early in the identification process, highlighting the risk to language acquisition when there is delayed identification and intervention. ASHA members also expressed concerns that statements in the document may be misleading or based on outdated information. Discussion in the subcommittee meeting focused on avenues to communicate resources and evidence regarding the impact of childhood hearing loss and effectiveness of science-based interventions for children with any degree of hearing loss.
- Associate Director, Audiology Practices Lindsay Creed joined the subcommittee to share information regarding her service on the R11 WG12 Over-The-Counter Hearing Aids working group of the Consumer Technology Association (CTA). The working group just released ANSI/CTA-2118, [*Four Frequency Pure Tone Average Testing Methodology and Reporting Metrics for Consumer Facing Hearing Solutions*](#). This document outlines a standard testing methodology for a consumer-facing hearing metric, the PTA4/Hearing Number (average of hearing thresholds at 500, 1000, 2000, and 4000 Hz in each ear). Use of consistent terminology while describing hearing abilities promotes hearing wellness and facilitates self-assessment and monitoring of one's hearing abilities over time. This metric allows for universal consistency irrespective of language. This testing does not take the place of comprehensive audiologic assessment with a licensed audiologist and is not intended for people who have ear abnormalities or hearing levels greater than limits of the hardware or software being used.
- Members of the BOD discussed recent conversations with the Dialogues group (an inter-professional group tasked with bringing greater recognition to the negative impact of hearing health inequities on audiology practice and research). The Dialogues group has written a letter that highlights the importance of increasing diversity and inclusion in audiology and hearing science. The ASHA BOD will re-share information regarding ASHA's efforts on this critical topic through the Office of Multicultural Affairs.

SPEECH-LANGUAGE PATHOLOGY SUBCOMMITTEE REPORT

The BOD Speech-Language Pathology (SLP) Subcommittee convened on October 20, 2023, to discuss and deliberate on key matters pertinent to the field of speech-language pathology. ASHA Chief Staff Officer for Speech-Language Pathology Lemmietta McNeilly facilitated the session.

The subcommittee shared trends in the SLP profession. Vice President for Standards and Ethics in Speech-Language Pathology Carol Dudding provided updates from the Board of Ethics and the Council for Clinical Certification (CFCC) in Speech-Language Pathology.

The topic for in-depth discussion was "What is competency based clinical training and how it can be used as a tool for innovation?" Vice President for Standards and Ethics in Speech-Language Pathology Carol Dudding led this discussion as well.

The subcommittee had a rich discussion regarding opportunities and challenges with establishing a Competency Based Education framework for SLPs nationally. Additionally, it was shared that the CFCC, the Strategic Objective #9 team working to transform learning across the discipline, and the Ad Hoc

Committee on Next Steps in Graduate Education of SLP consulted with Sue McAllister from Australia regarding their usage of the COMPASS framework.

FINANCIAL REPORT

Vice President for Finance Lawrence (Larry) Molt presented the August 2023 financial report. Total revenue is \$49,427,749 and total expenses are \$40,223,530 with a net revenue (revenue over expenses) of \$9,204,220, which is lower than last year, due primarily to increased costs associated with inflation in travel and other costs, software expenses, and space rental costs associated with convention and conference activities. In addition, the 2024 proposed budget was presented, which had been previously reviewed in detail and subsequently recommended for approval by the Financial Planning Board (FPB) during its September meeting. The BOD approved the 2024 Budget, which reflects total revenue of \$73,196,749 and total expenses of \$73,165,778, for net income (revenue minus expenses) of \$30,970.

Molt also provided additional FPB recommendations to the BOD from the special opportunities fund to approve funding for 2024 budgeted strategic objective and non-strategic objective projects totaling \$1,033,660. A resolution is forthcoming for BOD consideration. The BOD also received ASHA's 2022 Form 990 for their review.

BOD 13-2023: AMEND BYLAWS TO AMEND CNE TERMS OF MEMBERS

[Per Section 4.3.1 of ASHA's Bylaws](#), members of the Committee on Nominations and Elections (CNE) serve a 2-year term as compared to the 3-year term of many ASHA committees, boards, and councils. The CNE implements a comprehensive process when reviewing and evaluating BOD nominee applications—including reviewing all applications and then meeting to determine finalists, to conduct virtual interviews of finalists, and ultimately to submit an election slate to the ASHA membership.

Having an additional year added to a Committee member's term would provide the institutional knowledge, familiarity, and expertise needed for the Committee to more effectively complete their charge. At any given time, approximately two-thirds of the Committee would be experienced in slating candidates—versus the current situation in which only half of the CNE has such experience at any given time. BOD members reviewed member feedback from a 30-day comment period and voted to approve the extension to a 3-year term.

CFCC SPECIALTY CERTIFICATION PROGRAM SURVEY RESULTS

Chief Staff Officer for Science and Research Margaret Rogers and Chief Staff Officer for Audiology Donna Smiley provided a presentation to the BOD about the results from a recent survey regarding specialty certification, including ASHA's Specialty Certification program that is overseen by the CFCC. The survey was emailed to 198,000 ASHA certified audiologists and SLPs, with 189,869 successful deliveries. The total number of respondents was 10,395, representing an approximately 5.5% response rate.

Data from the survey showed that nearly half of the respondents have worked in the professions for more than 21 years and the majority of respondents (88% of audiologists and 90% of speech-language pathologists) reported that they did not hold specialty certification from ASHA-Recognized Specialty Certification Boards or from another organization. Additionally, the CFCC recently reviewed the data and the ASHA BOD liaisons to the CFCC, Vice Presidents for Standards and Ethics Carol Dudding (for speech-language pathology) and Valeria Matlock (for audiology), shared preliminary points of discussion by the CFCC with the ASHA BOD. The Board discussed the survey results, the need to consider this input in relation to other related topics around lifelong learning and specialization, and to discuss next steps with the CFCC.

Q&A SESSION

The following topics were posted prior to the BOD meeting for review by each BOD member, with the opportunity to provide feedback or have questions answered during the BOD meeting.

InTouch Report

[InTouch Forms](#) and member feedback are summarized monthly and reviewed with the BOD at Audiology and Speech-Language Pathology Subcommittee meetings and at each BOD meeting. InTouch Forms received from members since the last BOD meeting, along with a cumulative summary of the messages, were shared prior to the meeting. ASHA Chief Staff Officer for Communications Selena A. Ramkeesoon answered BOD members' questions regarding topics covered in the InTouch forms. Emerging issues and trends that require consideration by the BOD or select Committees, Boards, or Councils were also reviewed.

NSSLHA Update

National Student Speech Language Hearing Association (NSSLHA) National Advisor Belinda Daugherty provided recent updates related to the 2023–2024 National NSSLHA student leaders, 2024 Membership Month campaign, events and programs, and upcoming student opportunities.

- **Student Volunteer Leaders:** As of July 1, six students began their 2-year terms on the National NSSLHA Executive Council. More information about student leaders and volunteer opportunities is available on the [National NSSLHA website](#).
- **2023 Membership Counts:** On August 31, NSSLHA's 2023 membership year closed with a total of 10,711 National NSSLHA members.
- **2024 Membership Month Campaign:** In September, National NSSLHA launched a Membership Month Campaign focusing on new-member recruitment. They spotlighted key member value areas, such as academic resources, community, ASHA Convention Discount, and the NSSLHA to ASHA Conversion Discount. As an incentive, new and renewing members were entered into weekly drawings for National NSSLHA swag and a \$100 gift card grand prize winner.
- **Collaborations:** National NSSLHA partnered with the ASHFoundation for National NSSLHA Night Out: DC on October 12, 2023, a fundraiser benefitting the ASHFoundation NSSLHA Scholarship Fund with local NSSLHA chapters and professionals. They also collaborated with the ASHA Special Interest Group (SIG) Program to offer free National NSSLHA memberships and SIG affiliation to students. More than 1,100 entries were received, and 80 students were selected at random to receive free memberships.
- **Upcoming Student Opportunities:** The [National NSSLHA Undergrad Scholarship](#) application is now open and will close December 31. Six \$1,000 scholarships for undergraduate juniors and four \$500 scholarships for undergraduate sophomores are available. National NSSLHA also has a [Membership Scholarship](#) available for students who have expressed a need. Student Advocacy Day will take place on October 26. This is the perfect opportunity for students and NSSLHA chapters to get involved in legislative advocacy. More information about upcoming [virtual events](#) and [NSSLHA events at ASHA Convention](#) are now available on the National NSSLHA website.

2024 AND 2025 BOARD BEST PRACTICES

Based on the 2023 BOD self-assessment results, ASHA President Robert M. Augustine presented the recommendation of the Board subcommittee that identified three continuing areas to foster best practices for board leadership for 2024 and 2025. The three continuing areas are Best Practices Focusing on Communication, Best Practices Addressing Emerging Trends, and Best Practices for Addressing Diversity, Equity, and Inclusion. The BOD discussed the best practices and agreed that they will be the focus of performance for the 2025 Board Self-Assessment.

COMMITTEE ON COMMITTEES DIVERSITY METRICS

Since 2015, the BOD has been working to increase the diversity of committees, boards, and councils with regard to dimensions such as age, years of affiliation, profession, gender, employment setting, race/ethnicity, and other key considerations. ASHA Chief Staff Officer for Multicultural Affairs Megan-Brette Hamilton updated the BOD on their progress toward diversity metrics for 2024 Committee on Committees (CoC) appointments. Progress was noted across a number of dimensions toward the BOD's goals. The BOD reviewed their goals and progress to date and discussed areas for continued focus.

BOARD ACTIVITIES AT CONVENTION

ASHA Board of Directors Manager Marty Moore discussed with the BOD the expectations regarding Convention activities, including the Leadership Q&A—an opportunity for ASHA Convention attendees to ask questions of ASHA leaders. This year's Leadership Q&A will be held on Friday, November 17, from 9:30 a.m. to 11:30 a.m. Eastern Time at the Boston Convention and Exhibition Center, Exhibit Hall, Hall C.

The Board of Directors meeting was adjourned on October 22 at Noon ET.