

ASHA BOARD OF DIRECTORS MEETING REPORT

ASHA's Board of Directors (BOD) met virtually on February 20–21, 2026. Following are highlights of the Board's discussions.

PRESIDENT'S OPENING REMARKS

ASHA President Linda I. Rosa-Lugo convened the virtual BOD meeting at 10:30 a.m. ET on February 20, 2026, and welcomed Board members to the first quarter BOD meeting of the year.

CEO UPDATE

Below is a written summary included in pre-meeting materials submitted to the Board by Chief Executive Officer Vicki Deal-Williams:

2025 Convention Recap

The 2025 Convention was successfully delivered amid a complex and challenging environment. Despite travel disruptions, attendee budget constraints, shifts in the political landscape, and heightened safety announcements in Washington, DC, the Convention welcomed more than 11,300 attendees in person and nearly 1,800 participants virtually, just shy of our Seattle attendance. Engagement onsite remained strong, reflecting the continued value members place on coming together for education, connection, and community. Additionally, the Exhibit Hall was the largest and most robust to date, offering members expanded access to innovative products, services, and solutions.

The 2025 Convention also marked the culmination of ASHA's Centennial year with a deliberate emphasis on both legacy and forward vision. Interactive signage, immersive experiences, and purposeful recognition of past leaders celebrated 100 years of impact while challenging members to imagine what is possible in the next century of the professions. The Convention concluded with a closing celebration that honored ASHA's legacy, acknowledged the present moment, and generated excitement for the future of the Association and the professions.

2026 Convention Planning and Key Milestones

Planning for the 2026 Convention is well underway. The theme, *Momentum: Where Vision Meets Action*, has been finalized and reflects a deliberate shift from reflection to forward motion as ASHA enters its next century. Building on recent themes and messaging, the 2026 Convention is designed to energize attendees and translate vision into action across education, practice, research, and leadership. The Convention Program Committee began its work in September 2025 in preparation for the **Call for Papers** which opened on **February 19**.

In addition, the Call for Convention Program Committee Co-Chairs for the 2028 Convention is currently open and will close on March 13. Board members' assistance in sharing [this opportunity with eligible and qualified members](#) is appreciated, as strong leadership at this stage is essential to the long-term success of the Convention's education program.

Interstate Compact

The Audiology & Speech-Language Pathology Interstate Compact Commission officially launched operations in October 2025 with the onboarding of Louisiana and West Virginia. Licensees in these states can now practice in either state by obtaining a compact privilege. Ohio is the latest state to issue compact privileges. Additional member states will join the platform on a rolling basis, determined by the technical and organizational capacity of their respective licensing boards. Compact legislation is currently active in Michigan, New Mexico, and Pennsylvania, with further state introductions anticipated throughout the year. ASHA members can stay up to date on their state by visiting the compact website at:

<https://aslpcompact.com/>.

2025 CASE Conference

ASHA exhibited at the 2025 Council of Administrators in Special Education (CASE) Conference, held in Oklahoma City, OK, November 5–7, 2025. This conference provided a valuable opportunity to unite, collaborate, and interact with leaders dedicated to advancing innovation in special education. ASHA engaged with special education administrators, special educators, and related service professionals from across the country on a broad range of topics focused on speech-language service delivery in schools. Shared information and resources highlighted strategies to strengthen school districts’ capacity to recruit, retain, and professionally support audiologists and SLPs, as well as ways administrators can better support workload management and maximize the effective use of school-based member’s expertise.

School SLP Office Hours

Beginning February 2026, ASHA will launch “School SLP Office Hours”—a live, interactive professional learning series held for members on the third Thursday of each month from 7:00 to 8:00 p.m. ET. Designed specifically for school-based SLPs, each session connects participants with subject matter experts for practical, engaging discussions on clinical and professional topics relevant to school practice. SLPs will have the opportunity to ask questions, seek guidance, and gain actionable insights, along with access to current best practices and curated resources. Members can find information on dates and topics on the [School SLP Office Hours](#) webpage.

2026 In-Person Event for School-Based SLPs

ASHA is excited to announce a new in-person experience for school-based SLPs called ASHA Schools Learning Exchange: Empowered Service Delivery for SLPs. This one-day event will take place at ASHA’s National Office on July 11 and is designed specifically to support early-career SLPs working in school settings. This event will focus on helping participants navigate complicated decision-making across the full continuum of speech-language services—including eligibility, service delivery, and dismissal. Early-career SLPs often encounter a unique set of challenges as they build foundational skills and learn to manage the complexities of school-based practice, from interpreting regulations to implementing effective IEP processes. This in-person event emphasizes active learning, real-world application, and peer-to-peer connection. Sessions will center on collaborative problem-solving, solution-focused discussions, and meaningful professional exchange. Registration is expected to open in April.

2026 Dues Renewal

As of January 29, 2026, 88% of ASHA members and affiliates* have renewed their status for 2026. Individuals who have not yet renewed will be assessed a late fee. Members and affiliates have until March 31, 2026, to renew before being moved to “not current” status.

**Affiliates include certificate holders-only, certified assistants, international affiliates, and NSSLHA student members.*

Certification Administration

In 2025, ASHA received 12,488 applications for certification, which was an increase of 4% from 2024, and ASHA certified 12,655 audiologists, audiology assistants, SLPs, and speech-language pathology assistants. There was a steady increase among all the certification programs, and there was a 25% increase in formerly certified individuals applying to reinstate their certification. Retention/renewal of certification in 2025 remained over 97%.

2027 Certification Standards

Following the recent audiology and speech-language pathology curriculum and practice analysis studies, the Council for Clinical Certification in Audiology and Speech-Language Pathology (CFCC) conducted peer reviews for substantial updates to the 2020 Certification Standards. The CFCC approved the new standards at their meeting in early February. In late March, the CFCC will be disseminating the new

audiology and speech-language pathology certification standards, which go into effect on August 1, 2027. Please look for their email and updates on www.asha.org/certification in late March.

Specialty Certification

The Committee for Clinical Specialty Certification (CCSC) continues to recognize the work of four specialty certification boards that have met the requirements of the ASHA Clinical Specialty Certification Program, which includes professional topic areas of child language; stuttering, cluttering, and fluency; intraoperative monitoring; and dysphagia. The American Board of Augmentative and Alternative Communication is in the final stage of the application process.

The annual meeting of ASHA-recognized specialty certification boards and petitioning boards was held during the 2025 ASHA Convention and included updates from each board followed by a robust discussion and idea sharing to enhance marketing opportunities and highlight the benefits of specialty certification for ASHA members. The CCSC also presented “Propelling Specialty Certification in Audiology and Speech-Language Pathology Into the Future,” which included a panel discussion with leadership from each of the recognized boards.

Assistant Certification Program

Since its inception, the program has awarded more than 1,600 certifications, and there continues to be a steady pool of applicants. The Maintenance of Certification Assessment (MOCA) launched in 2024 and was completed by hundreds of certificants completing the first 3-year interval. MOCA 2.0 is in development and will be deployed in 2026.

The current examination blueprint and certification standards are based on the 2018 Assistant Job-Task Analysis (JTA) studies. A review of the JTA was completed in October 2025 and a survey was sent to all certified assistants in January. The survey results will be finalized and available in the spring, and any proposed updates will be submitted to the CFCC for review at their summer meeting.

There continues to be a few states proposing or modifying their assistant licensure regulations to recognize or align with the assistant certification programs. For the latest information, please visit www.ashaassistants.org or email assistants@asha.org.

2025 ASHA Stream Report

ASHA Stream saw another year of growth in 2025. A large part of this was due to the 10 free courses that were hosted on Stream and offered to members as part of ASHA's Centennial celebrations. These courses accounted for roughly 50% of ASHA Stream traffic in 2025. Even with data on the free courses factored out, ASHA Stream still saw a continued increase in the number of videos played and in user view time compared to 2024.

2025 Last Quarter Top-Performing Videos

Post Title	Plays	Time Watched
Taking Action in Just Two Minutes: Advocacy Fundamentals for SLPs and Audiologists	4965	3952057
Tips for Recognizing Pseudoscience in Communication Sciences and Disorders	4846	4767238
ASHA Continuing Education Units (ASHA CEUs) or Professional Development Hours: What's the Right Choice for You?	1740	162631
Diverse Perspectives at Work: Infusing Inclusivity into Coursework and Clinical Practice	1424	3634084
Maximize Your Impact With the 3:1 Service Delivery Model	1293	1477499

2025 ASHA Convention Virtual Program Tutorial	1216	138803
Start Small, Dream Big: Getting Started With Generative AI	906	872498
Celebrating a Centennial of Impact: President Bernadette Mayfield-Clarke Reflects on 2025	613	99183
ASHA’s Developmental Milestones: Communication (Hearing, Speech, and Language)	561	55080
Navigating the Shift: Understanding the New Hearing Device Services CPT Codes	426	585485

2025 Top-Performing Content Excluding Free Courses

Post Title	Plays
ASHA Continuing Education Units (ASHA CEUs) or Professional Development Hours: What's the Right Choice for You?	4457
ASHA’s Developmental Milestones: Communication (Hearing, Speech, and Language)	3110
Diverse Perspectives at Work: Infusing Inclusivity into Coursework and Clinical Practice	3066
National Speech-Language-Hearing Month Greetings	2437
Redefining the Work: Passion, People, and Perspective	1687
Evidence-Based Decision-Making Series: EBP Basics and Tools for Practicing Clinicians 1.1	1682
2025 ASHA Convention Virtual Program Tutorial	1216
Legacy. Impact. Possibilities. 2025 New Year’s Message from ASHA’s CEO	1115
ASHA’s Developmental Milestones: Feeding and Swallowing	1006
Evidence-Based Decision-Making Series: EBP Basics and Tools for Practicing Clinicians 1.2	824

2015–2025 STRATEGIC PATHWAY UPDATE AND DISCUSSION

ASHA Chief Executive Officer Vicki Deal-Williams and Senior Director of the Office of Business Excellence (OBE) Rozsa Felix collaborated to deliver a reflection on ASHA’s 2015–2025 Strategic Pathway to Excellence, highlighting 10 years of achievements and the breadth of carefully planned and executed work carried out by ASHA staff, members, and volunteers to strengthen the professions and better serve those who rely on them.

They reflected on the Pathway’s purpose, structure, and strategic impact, describing how nine Strategic Objectives—supported by clearly defined outcomes and performance measures—guided sustained, coordinated progress over the decade. Through this disciplined approach, the Association advanced the professions, improved care and access, and expanded influence and equity, demonstrating the power of long-term focus, prioritization, and alignment in achieving meaningful change.

The presentation also shared final performance metric results demonstrating that targets were met across objectives and emphasized that, beyond the measurable outcomes, the Pathway strengthened ASHA’s strategic planning discipline, alignment, and organizational capability: foundations that continue to inform the Association’s work moving forward.

2026–2028 STRATEGIC PATHWAY UPDATE AND DISCUSSION

ASHA Chief Executive Officer Vicki Deal-Williams and Senior Director of the Office of Business Excellence (OBE) Rozsa Felix facilitated an interactive session with the Board of Directors to revisit [ASHA’s 2026–2028 Strategic Pathway to Excellence](#) and reflect on the Board’s role in advancing it.

Through a guided exercise, Board members reconnected with the Pathway’s foundational elements (Envisioned Future, Vision and Mission, core values, strategic themes, and three Strategic Objectives) and considered how these components work together to guide ASHA’s direction. Participants also

discussed how members experience the strategy in practice and identified ways the Board can help communicate and reinforce the Pathway in their ongoing engagement with members and stakeholders.

The session highlighted the Board's role as stewards and ambassadors of the strategy, emphasizing that the Pathway not only defines ASHA's priorities but also provides a shared framework for listening, decision-making, and advancing the professions. The discussion reaffirmed that the Pathway continues to serve as a clear and durable foundation for ASHA's work and its long-term impact.

EDUCATIONAL COMPONENT: FIDUCIARY DUTIES REVIEW

At the beginning of every year, ASHA's BOD is provided an overview of their legal and fiduciary responsibilities to ensure that they fully understand the responsibilities of serving on the board of an organization of ASHA's size and complexity. The presentation was made by attorneys associated with ASHA's legal counsel.

FINANCIAL REVIEW

Vice President of Finance Derek Stiles presented ASHA's financial report. He reported on the preliminary December 31, 2025, results, which showed total operating revenue of \$77.8 million and total operating expenses of \$75.9 million, equating to preliminary net revenue (revenue minus expenses) of \$1.9 million. Board members were reminded that expenses were still being processed; since the BOD financial presentation posted, the preliminary Operating fund net revenue over expenses amount has been updated and is now reflected at \$492,000.

Stiles reported that the Audit Committee met with BDO (ASHA's audit firm) to discuss the planning for 2025 financial audit. He reported that the final audit report will be completed in April or early May and posted on ASHA.org after Board review.

2025 MEMBERSHIP TREND DATA

ASHA continues to focus on how members are engaging with our programs, products, services, and content. Findings from this data-driven approach underpin our focus on improving the member experience and value derived from membership. Senior Director of Data Analytics Evan Reid provided this update to the BOD on ASHA membership trends and retention.

The Association's member and affiliate populations continue to grow. As of the end of 2025, ASHA's member and affiliate count was 246,538, up from 241,023 in 2024, with an overall retention rate of 97.1% (95.5% for audiologists and 97.4% for SLPs) from the previous year. Official 2025 membership counts will be available on [asha.org/research](https://www.asha.org/research) by March 2026.

EXPLORING GROWTH OF AREAS OF SPECIALTY CERTIFICATION AND RECOGNITION

Vice Presidents for Standards and Ethics Mark DeRuitter (Audiology) and Patti Solomon-Rice (SLP) facilitated a Board discussion to gauge interest in different advanced/specialty program models that fit under specialty credentialing, their potential role under the new Strategic Objective #2, and potential benefits to certificants, members, and clients/patients/students. The Board expressed interest in obtaining additional information for further study, discussion, and consideration.

AUDIOLOGY SUBCOMMITTEE REPORT

The BOD Audiology Subcommittee met on Friday, February 20, 2026, as a part of the February BOD meeting with Board Member At Large for Audiology Anita Vereb facilitating. The following topics were discussed:

- ongoing audiology-related advocacy, including the Medicare Audiology Access Improvement Act (MAAIA), Veterans Hearing Aid Improvement Act, and Grad Plus Loan Caps under the One Big Beautiful Bill Act (OBBBA);
- audiology-related legislative and practice act issues in the states being tracked by ASHA's State Affairs team;

- the ASHA Audiology Scope of Practice and plans for its update; and
- updates on the Audiology Quality Consortium (AQC) meetings.

SPEECH-LANGUAGE PATHOLOGY SUBCOMMITTEE MEETING:

The members of the speech-language pathology subcommittee of the BOD met virtually on February 20, 2026, as part of the February BOD meeting. Board Member At Large in Speech-Language Pathology Julie Malone facilitated the session. The following topics were discussed:

- the challenges and opportunities related to updates to speech-language pathology billing code 92507 (led by Neela Swanson, Senior Director, Health Care & Education Policy, and Inoka Tennakoon, Director of Health Care Policy, Coding and Payment);
- the current status of education policy specifically as it relates to the speech-language pathology professional degree designation for federal student loan limits (facilitated by Neela Swanson, Senior Director, Health Care & Education Policy, and Bill Knudsen, Director of Education Policy); and
- updates from the Academic Affairs Board (led by Vice President for Academic Affairs in Speech-Language Pathology Rachel Glade).

GENERATIVE DISCUSSION

When possible, ASHA’s BOD conducts generative discussions during BOD meetings to proactively explore developing trends and possible future implications. At this meeting, Chief Staff Officer for Science and Research Margaret Rogers facilitated a generative discussion on Changing Information Channels, which included discussion of audience fragmentation, erosion of trust, and how emerging technologies are changing the ways content is created and consumed and how people communicate and learn. The Board considered the potential impact of new technologies and evolving information channels to increase accessibility and reach, deliver more personalized engagement, enhance community-building, and expand opportunities for real-time interaction and feedback. Consideration of emerging technologies, such as immersive and AI-assisted technologies, decentralized social media networks, digital–human collaboration, brain–computer interfaces, meta-reality spaces, and AI communication agents, were discussed in terms of how they might affect members, their work, and how they engage with ASHA and within smaller, purpose-driven social ecosystems nested within larger professional and social networks. Another topic concerned how these evolving technologies could be useful to advance ASHA’s strategic objective to increase the visibility of and respect for the professions in audiology and speech-language pathology. The Board’s discussion primarily focused on how these transformational technologies might be leveraged to meet the evolving needs of members, the professions, and the CSD discipline broadly.

RISK MANAGEMENT EXERCISE

The Board participated in a risk management exercise involving scenarios related to assessing the risks to the Association, the impact of those risks, potential actions for mitigating risks, and indicators that signal risks. The scenarios reviewed related to how the Association would respond if or when media coverage documented a negative encounter between CSD clients/professionals and federal immigration enforcement officers. Discussions included plans and tools that the Association might want to have in place.

REPRESENTATION AND THE COMMITTEE ON COMMITTEES PROCESS

The BOD has been working intentionally to ensure committees, boards, and councils reflect a broad range of perspectives and backgrounds such as but not limited to age, profession, employment setting, and state of employment. President-Elect Perry Flynn and Chief Staff Officer for Multicultural Affairs Megan-Brette Hamilton reviewed the commitments that the BOD has made and their potential to have an impact on outcomes in appointments the Board members will make later this year for vacancies on committees, boards, and councils that begin in 2027. The Board members were urged to build on the progress and momentum of their efforts over the past 10 years by encouraging individuals across a variety of backgrounds and identities to submit requests for consideration via the Committee/Board Interest Form,

including individuals who are early career professionals, those from backgrounds with less representation, former officers of National NSSLHA, and those who have participated in ASHA's leadership development programs (i.e., Audiology Early Career Professionals Program, the Leadership Development Program [LDP] and The MSLP, ASHA's Student Leadership Program). This year, the BOD devoted time to brainstorming and exploring new and alternative approaches to enhance the current composition review process.

NSSLHA UPDATE

National Student Speech Language Hearing Association (NSSLHA) National Advisor Erica Ellis provided updates on NSSLHA governance, activities, and upcoming programs for students.

- **Professional Degree Loan Limit Advocacy:** NSSLHA has been sharing advocacy resources with students about the proposed changes to federal student loan limits, including [social media posts](#) and [information on how to take action](#).
- **Recognitions and Collaborations:** The NSSLHA IDEA Work Group worked with students to recognize Black History Month through [social media posts](#). In addition, National NSSLHA has partnered with NBASLH to collaborate on ways to engage and support students.
- **Member Honors:** The NSSLHA Member Honors applications are now open through March 31. The awards recognize students and provide cash prizes between \$250 and \$500. Information about Member Honors is available at <https://www.nsslha.org/programs/member-honors/>.
- **Student Leadership Applications:** Student leadership applications are open and will close May 3. This includes positions on the NSSLHA Executive Council, Student State Officer positions, and the IDEA Work Group. Additional information is available at <https://www.nsslha.org/student-leadership/>.
- **Virtual Events:** NSSLHA has several virtual events planned for the spring. Additional information about upcoming virtual events is available at <https://www.nsslha.org/programs/virtual-events/>.

REVIEW OF BOD OPERATING PROCEDURES

ASHA's BOD operating procedures outline BOD responsibilities in the areas of planning, operations, audit, and communications; guidelines for conducting business via an asynchronous electronic meeting; relationship of the BOD to the National Office staff; policies restricting BOD members in being elected, appointed, or selected for a BOD office in any year during which they serve on the BOD; voting guidelines for BOD resolutions and motions; and the process to be followed should a BOD member have a conflict of interest. President Linda I. Rosa-Lugo and Chief Executive Officer Vicki Deal-Williams engaged BOD members in discussion about the operating procedures.

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. Chief Staff Officer for Communications Selena Ramkeesoon answered BOD members' questions regarding topics covered in the InTouch forms.

Centennial Wrap-Up Report

Chief Staff Officer for Communications Selena Ramkeesoon reviewed Board-approved activities under the 2025 Centennial theme, *Celebrating 100 Years of ASHA: Legacy. Impact. Possibilities.* The [Centennial website](#) remains live throughout 2026.

The Board of Directors meeting was adjourned on February 21 at 5:21 p.m. ET.