ASHA BOARD OF DIRECTORS MEETING REPORT

ASHA’s Board of Directors (BOD) met in person on October 15–16, 2021. Following are highlights of the Board's discussions.

2021 BOARD OF DIRECTORS’ RETREAT DEBRIEF
President-Elect Judy Rich conducted a debrief of the BOD Retreat held the previous day. BOD members shared their appreciation for the insights they gained on the topic of equity and reaffirmed their commitment to increasing diversity, equity, and inclusion within the Association and the discipline.

PRESIDENT’S OPENING REMARKS
President A. Lynn Williams convened the BOD meeting at 8:30 a.m. ET on October 15, 2021 and welcomed current Board members and incoming Board members who were invited to observe the meeting. Gratitude and appreciation were expressed to everyone involved in making the first hybrid BOD meeting possible. It was noted that this is the first meeting of ASHA volunteers at the National Office since March 2020.

President Williams shared a quote from Nelson Mandela: “There is nothing like returning to a place that remains unchanged to find the ways in which you yourself have altered.”

CEO UPDATE
In addition to providing the written summary with the pre-meeting materials, Chief Executive Officer Arlene Pietranton shared the following:

2021 ASHA Convention
The 2021 ASHA Convention is proceeding (for the first time ever) as a Hybrid Convention, with both in-person activities and a Virtual Library. ASHA expects a considerably smaller in-person gathering, perhaps up to 5,000 attendees, and is uncertain at this time how many will take advantage of the Virtual Library offering.

Captain Chesley (Sully) Sullenberger will attend in person to accept the Annie award. We will honor the 2021 Awardees and acknowledge the 2020 Awardees as well.

Vaccination is required for all attendees. At this time under 30 exemptions have been granted, based on medical or religious reasons, and all have agreed to strict accommodations for participation. We are confident that the safety measures in place are multilayered and among the best-known standards for in-person gatherings.

Assistants Certification Program
In December 2020, ASHA’s Assistant Certification Program (ACP) launched. In the first 9 months, 470 paid applicants were received. There are 22 Certified Audiology Assistants (C-AAs) and 327 Certified Speech-Language Pathology Assistants (C-SLPAs), and there are 125 applicants who have paid but not yet taken the exam. The certification staff will be highlighting the ACP at the 2021 ASHA Convention.
Five states (Arizona, Maryland, North Carolina, Tennessee, and Wyoming) have already proposed or made changes to their SLPA regulations that align with and/or recognize the C-SLPA. In addition, Montana and South Carolina are interested in the C-SLPA program. Certification staff have made online presentations this year to the National Black Association for Speech-Language and Hearing (NBASLH) and to state associations in Arizona, South Dakota, and West Virginia. The latest information about this program is available at www.ashaassistants.org or by emailing assistants@asha.org.

An ASHA staff working group will be making recommendations to the Facilitating Team and BOD for potential future initiatives, programs, and priorities to support assistant stakeholders in the near future.

**Specialty Certification Program**

ASHA formally recognizes independent Specialty Certification Boards that have met the criteria outlined by the Council for Clinical Certification in Audiology and Speech-Language Pathology (CFCC). The CFCC establishes minimum standards for both specialty areas of practice and the certification of specialists through their Committee on Clinical Specialty Certification (CCSC). The CCSC monitors a Specialty Certification Board's adherence to the CFCC's standards for the program and approves applications for new clinical specialty areas.

Each Specialty Certification Board is responsible for implementing its specialty certification program, including reviewing individual applications and awarding Board Certified Specialist (BCS) status to qualified applicants. Specialty certification is currently available through:

- American Audiology Board of Intraoperative Monitoring
- American Board of Child Language and Language Disorders
- American Board of Fluency and Fluency Disorders
- American Board of Swallowing and Swallowing Disorders

There are a number of proposed specialty certification boards in various stages of development:

- Specialty Certification in Clinical Instruction and Supervision’s Stage 1 application completed its public comment period. The CCSC is currently reviewing the public comment and will vote on the Stage 1 application in the near future.
- Specialty Certification in Deaf and Hard of Hearing’s Stage 1 application was accepted in March 2021, and the CCSC is awaiting a Stage 2 application.
- Specialty Certification in Augmentative and Alternative Communication’s Stage 2 application was accepted in June 2018, and the CCSC is awaiting their final manuals.
- Specialty Certification in Voice and Upper Airway Disorders’ Stage 2 application was accepted in November 2018, and the CCSC is awaiting their final manuals.
- Specialty Certification in Autism Spectrum Disorder has submitted their final manuals for review, and the CCSC will be making a recommendation to the CFCC at the end of October.
The 7-year grant program to support the development of new specialty certification programs ends on December 31, 2021.

**ASHA Voices**

ASHA’s award-winning podcast, *ASHA Voices*, is celebrating its second year of production—one that featured national recognition and continued growth. The biweekly podcast features conversations on topical issues in the professions, shifting professional opportunities and challenges, and how CSD professionals are navigating those changes.

After premiering on September 11, 2019, the podcast now hosts more than 60 episodes with approximately 25 hours of stories, observations, and analysis from leading CSD professionals.

With more than 150,000 downloads from 132 countries, the podcast is seeing continued audience growth. ASHA Voices received 63,649 downloads during the first full year of production (Sept. 2019–Aug. 2020). In the second year (Sept. 2020–Aug. 2021), it received an additional 81,630 downloads, a 28.2% increase.

The three most downloaded episodes to date are:

<table>
<thead>
<tr>
<th>Title</th>
<th>Downloads</th>
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<tbody>
<tr>
<td>Language and Identity—Shifting Away from a Deficit Perspective on African American English</td>
<td>5013 (+1,632)</td>
</tr>
<tr>
<td>Ijeoma Oluo Talks Race, Conversation, and Microaggressions</td>
<td>4,792 (+1,530)</td>
</tr>
<tr>
<td>ASHA Voices Podcast Premiere: Communication Disorders and the Justice System</td>
<td>3,794 (+2,657)</td>
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Encore Publication/Excerpt Download # in Green

In 2021, ASHA Voices received four EXCEL Awards from the Association Media & Publishing Network in the categories of Digital Media Podcast (Series) and Digital Media Podcast (Single Episode) for content related to the 2020 Pandemic Response and to Diversity and Inclusion Initiatives.

In coordination with *The ASHA Leader* magazine, the podcast established health care disparities as an editorial priority in 2021. The podcast explored this subject by inviting guests on the show to discuss disparities in hearing health, public health, and mTBI testing.

**ASHA Special Interest Groups (SIGs) Update**

The 19 SIGs currently represent more than 25,000 ASHA members (with an aggregate total of 35,563 affiliations). Throughout the ongoing COVID-19 disruptions, the SIGs have demonstrated their resilience and creativity by developing new and adapted programming to meet the needs of affiliates:

- **SIG Virtual Open Houses/Networking Meetings**
  The SIGs conducted virtual open houses in the spring and are currently conducting fall open houses (which would typically be conducted in person at Convention). These virtual meetings are open to anyone who would like to meet SIG volunteers, ask questions about the SIGs, share ideas, and network with colleagues.
• **SIG Invited Sessions at Convention**
  The SIGs have developed both in-person 2021 Convention sessions and pre-recorded sessions that will be available in the Virtual Library.

• **Audiology and Hearing-Related SIGs**
  ASHA’s audiology and hearing-related SIGs (SIGs 6, 7, 8, and 9) have been part of the SIG program from its inception in 1988. Each SIG’s leadership has ensured that their respective SIG addresses current issues and topics. The title, vision, and mission of these SIGs have been updated to reflect current research and practice and to better delineate topics and issues addressed by each SIG:

• **SIG 6, Hearing and Balance Sciences: Research and Clinical Applications**
  **Mission:** To provide a forum for clinicians, researchers, and students involved in hearing and balance sciences and clinical care to share, learn, and collaborate to further advance evidence-based audiological services and research.
  **Vision:** To be the community where audiologists, speech-language pathologists, researchers, and students can share ideas to (a) foster scholarship and research and (b) offer opportunities to collaborate on advancements in hearing and balance sciences and in clinical applications.

• **SIG 7, Auditory Rehabilitation**
  **Mission:** To promote comprehensive, culturally sensitive, evidence-based, and patient/person/family-centered auditory rehabilitation practices by audiologists and speech-language pathologists.
  **Vision:** To support and connect an active community of professionals who maximize communication and quality of life across a range of abilities related to hearing and other functions of the ear through shared knowledge and resources.

• **SIG 8, Public Health Audiology**
  **Mission:** To promote, improve, and maintain public health across the lifespan through assessment, policies, and assurance related to audiology by advancing ear, hearing, balance, and overall health.
  **Vision:** To optimize human connection and effective communication through advocacy—with a focus on public health issues relative to hearing abilities and balance health.

• **SIG 9, Pediatric Hearing and Hearing Disorders**
  **Mission:** To be an interprofessional, collaborative community for the creation, exchange, and dissemination of evidence-based knowledge related to the prevention, identification, assessment, and treatment of hearing and balance disorders and differences during childhood and adolescence.
**Vision:** To engage, inform, and connect a community of professionals who have an interest in identifying, supporting, and maximizing the outcomes of the diverse pediatric population with hearing and balance disorders and differences.

- **Pilot SIG Discussions With Professional Development Hours**
  The SIGs are piloting an initiative to enhance the value of SIG affiliation. As demonstrated by the 19 Live Discussion events (i.e., Zoom Live Discussions), the SIGs address real-time issues facing affiliates and other members. Because many of these and similar discussions may be available for professional development hours, the SIGs are exploring the effort it takes to offer Live Discussions for professional development hours. The Board of SIG Coordinators will review survey information in February 2022.

- **NSSSLHA + SIG Drawing**
  The first ever NSSSLHA + SIG drawing was a huge success. Each SIG sponsored one National NSSSLHA membership and one SIG affiliation. The 19 winners (1 for each SIG) were randomly selected and notified by email in August. There were 1,530 eligible submissions (1,412 speech-language pathology, 103 audiology, and 15 undecided).

- **Proposals to Establish Two New SIGs**
  Petitioning groups submitted proposals to establish Special Interest Groups in (1) Counseling and (2) Applied Behavior Analysis in SLP Practice. See Proposing a New Special Interest Group for detailed information about the review process.

The SIG leadership continues to provide opportunities for affiliates to exchange professional and scientific information through

- online communities where affiliates connect, share ideas, and problem-solve, and
- publication of Perspectives of ASHA Special Interest Groups, the SIGs exclusive scholarly review journal that bridges research to practice and that has published 171 articles so far this year.

**Interstate Compact**
ASHA continues to work with the Council of State Governments, state associations, lobbyists, and legislators to introduce the Audiology & Speech-Language Pathology Interstate Compact (ASLP-IC) in additional states during the 2022 legislative sessions. At present, the ASLP-IC has been passed in 15 states: Alabama, Colorado, Georgia, Kansas, Kentucky, Louisiana, Maryland, Nebraska, New Hampshire, North Carolina, Ohio, Oklahoma, Utah, West Virginia, and Wyoming. The initial ASLP-IC Commission meeting will be held virtually on January 12–13, 2022. Two delegates from each state (one audiologist and one speech-language pathologist) will gather to develop bylaws and rules and to create the coordinated data system to bring the ASLP-IC into operation. Conversations are also taking place among stakeholders on initial funding of the Commission until it becomes a self-sufficient entity.
Dues Renewal
Each year ASHA members are encouraged to renew early to avoid the end of the year surge. Those who renew by December 10, 2021, will be entered into a drawing for one of four $225 Amazon gift cards. To date, we have received over 11,000 early renewals, an increase of over 4,000 from this time last year and a record for this point in the renewal cycle. Members are also being reminded that renewal is a good time to join a Special Interest Group (SIG), as well as being reminded of their access to the ASHA online communities and Practice Portal. The renewal form is also being used to collect information on employment setting and function.

Returning to the National Office
ASHA staff will move into the next reopening phase on January 3, 2022. It will be a pilot of a number of hybrid work policies designed to blend staff retaining some of the flexibility (such as the option to count some evening and weekend hours as time worked) they have experienced during our All-Remote operations since March 2020 with assuring that each unit’s coverage is a good fit with meeting members’ needs and fostering planned and serendipitous collaboration. During the pilot, staff will have the option of working remotely up to 60% of the time, with a requirement that 40% of their time worked across any two pay periods (4 weeks) is in the National Office. Each team has been asked to have a 2-week “re-acclimation mini-trial” period between November 29 and December 31, 2021.

ASHA CEO Arlene Pietranton’s Final CEO Update
This was the last BOD meeting for Arlene Pietranton, who is retiring on December 31, 2021, after serving as ASHA CEO since 2004. Vicki Deal-Williams will become ASHA’s next CEO on January 1, 2022. Dr. Pietranton reiterated how grateful she is for the privilege and the honor to have served as ASHA’s CEO for the past nearly 18 years—and reflected on some key milestones and changes since 2004:

- ASHA’s membership count was 114,000; it is now 218,000.
- ASHA’s annual operating budget was $34,000,000; it is now $63,000,000.
- ASHA employed 224 staff; it now employs 305.
- ASHA’s National Office was located at 10801 Rockville Pike; it is now located and mortgage-free at 2201 Research Boulevard.
- ASHA had a bicameral governance structure (Executive Board and Legislative Council); it now has a unicameral governance structure (Board of Directors).
- There were 16 Special Interest Divisions; there now are 19 Special Interest Groups.
- The National Association for Hearing and Speech Action (NAHSA) was a dormant entity that passively funded the sales of speech-language-hearing–related brochures. Over the past 15 years, NAHSA has planned and executed public service campaigns such as Listen to Your Buds and Identify the Signs, as well as numerous other public service initiatives like the Healthy Communication & Popular Technology initiative.
- There was no: ASHA Learning Pass, ASHA Now customizable e-newsletter, ASHA-PAHO Collaboration, ASHA Stream, ASHA Voices podcast, Assistants Certification Programs, Committee of Ambassadors, CRISP (Committee on Clinical Research, Implementation Science, and Evidence-Based Practice), Diversity Index, International Communications Project, International Issues Board, Interstate Compact initiative, Multilateral Recognition Agreement, Office of Business Excellence, State Association Outreach program, Strategic Pathway to Excellence, or Value of the CCCs Campaign.
ASHA was not recognized by the World Health Organization and had never sent representatives to WHO or United Nations meetings. And no ASHA Committee/Board/Council had ever conducted a meeting via Zoom (which didn’t exist in 2004)!

Certification Administration
Application volumes have returned to normal levels following the usual pattern of a surge of applications in 2019, prior to the 2020 standards changes and subsequent drop-off in 2020. Through September 26, applications are about 8% ahead of 2018’s volume, which was the last application year not affected by standards changes. The increase is due to assistant certification program applications and the 1%–2% annual increase in new CCC applications as more CAA-accredited programs come into existence.

Despite the challenges of the pandemic, the number of ASHA certificate holders for 2021 is very similar to previous years. Overall CCC retention was over 98%. SLPs were at 98.4%, audiologists were at 96.2%, and dual certificate holders were at 90%.

Leadership Profile and Tracking System (LPTS)
Director of Association Governance Operations Andrea Falzarano updated BOD members on the status of the LPTS, which was a recommendation from the 2018 Ad Hoc Committee on Governance Review. The LPTS will allow members to expand their member profiles to include volunteer and leadership activities both within and outside of ASHA, which are not currently tracked. The first of three phases of the project—focused on data gathering on volunteer opportunities and processes that currently exist within ASHA—has been completed to date.

Chief Staff Officer for Communications
Chief Executive Officer Arlene Pietranton introduced Selena Ramkeesoon, ASHA’s incoming Chief Staff Officer for Communications and welcomed her to ASHA.

STRATEGIC PATHWAY UPDATE
Vice President for Planning Craig Coleman was joined by Chief Staff Officer for Multicultural Affairs Vicki Deal-Williams and Director of the Office of Business Excellence Rozsa Felix to present an update on ASHA’s Strategic Pathway to Excellence. The update had two segments.

The first segment focused on 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. Each Strategic Objective Owner identified 1–3 KPIs for 2021, and the status of these KPIs at the end of Q3 2021 was reported to the Board.

In the second segment of the update, major accomplishments and changes were reported for Strategic Objectives #2, #3, #4, #5, #6, #7, and #8. Information about the work underway and a more detailed description of accomplishments to date can be found on the ASHA.org page Strategic Pathway to Excellence: Strategic Objective Highlights, which is updated biannually.
2022 PUBLIC POLICY AGENDA
Vice President for Government Affairs and Public Policy (GAPP) Doanne Ward-Williams and Director of GAPP Jeffrey P. Regan presented the proposed 2022 Public Policy Agenda (PPA). They reminded the BOD that the PPA is developed annually by the Government Affairs and Public Policy Board (GAPPB) and serves as the foundational directive and guide for advocacy efforts undertaken by the Association. The 2022 PPA is based principally on a biennial membership survey, GAPPB discussion, and GAPPB consultation with ASHA’s committees, boards, councils, Special Interest Groups (SIGs), and staff. The 2022 Public Policy Agenda identifies advocacy priorities within five issue areas: health care, schools, professional practice/workforce, patient/client/student, and diversity, equity, and inclusion (a new area for the 2022 PPA). The BOD will be voting on the approval of the 2022 PPA through a forthcoming resolution.

VALUE OF THE CCCs CAMPAIGN
An update was provided about the Value of the CCCs campaign https://ashacertified.org/, which promotes the value of ASHA-certification to professionals who refer to, hire, supervise, and/or monitor ASHA-certified professionals. Presentation highlights: metrics for the campaign indicate that it is performing above industry standards, its performance has returned to pre-pandemic levels, and it is operating within budget. It was also noted that the campaign helped promote ASHA’s 2021 Hill Day and Advocacy Day, and that at least 40% of its ads—the primary tactic of the campaign—feature underrepresented ASHA-certified members this year.

BOD GOALS
Based on the BOD self-assessment results, President Lynn Williams presented the recommendation of the Board subcommittee charged with developing goals for BOD consideration. The BOD decided to develop growth goals in four categories: communication, DEI, tracking emerging trends, and working with staff. The BOD subcommittee will follow up with revisions to the growth goals in each of these categories for future BOD review.

ASHFOUNDATION ANNUAL REPORT TO THE BOD
A report from the American Speech-Language-Hearing Foundation (ASHFoundation) was presented by ASHFoundation President Patty Prelock, who was joined by ASHFoundation Executive Director Nancy Minghetti.

The presentation provided a broad overview of facts and data related to the ASHFoundation's mission and programs. Included in the presentation were highlights of the year in review, with a profile of the philanthropic landscape, fundraising achievements, and the announcement that the ASHFoundation will award a record-setting $870,000 in November to support the research, education, and clinical work of talented innovators. This year marks the ASHFoundation’s 75th Anniversary. Dr. Prelock emphasized how ASHA's annual support is instrumental, makes an important difference in achieving the ASHFoundation's mission, and builds capacity for growth in the future. She concluded by expressing sincere gratitude to the ASHA BOD for its annual support to the ASHFoundation, emphasizing the impact that is made possible.
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 Forms
InTouch Forms received from members since the last BOD meeting were shared prior to the BOD meeting; Chief Executive Officer Arlene Pietranton provided a summary of the messages.

NSSLHA Update
National Student Speech Language Hearing Association (NSSLHA) National Advisor Kia N. Johnson provided a governance update, recent updates related to the 2021–2022 National NSSLHA student leaders, strategic plan, and upcoming student opportunities.

Student Volunteer Leaders: As of July 1, seven students began their 2-year terms on the National NSSLHA Executive Council. Terms for the Student State Officer positions and the Inclusion, Diversity, Equity & Action (IDEA) work group started September 1, 2021. More information about student leaders and volunteer opportunities is available on the National NSSLHA website.

Update on 2021 Membership Counts: On August 31, NSSLHA’s 2021 membership year closed with a total of 11,497 National NSSLHA members.

National NSSLHA’s Strategic Plan: In 2020, the Executive Council approved National NSSLHA’s 2020-2022 Strategic Plan. To facilitate collaboration and growth by partnering with other related CSD organizations, National NSSLHA partnered with the ASHA Special Interest Group (SIG) program to offer free National NSSLHA memberships and SIG affiliation to students. More than 1,500 entries were received, and 19 students were selected at random to receive the free memberships.

Upcoming Student Opportunities: The National NSSLHA Undergrad Scholarship application is now open and will close December 9. Six $1,000 scholarships for undergraduate juniors and four $500 scholarships for undergraduate sophomores are available. Student Advocacy Day will take place October 20. This is a great opportunity for students and NSSLHA chapters to get involved in legislative advocacy. More information about upcoming virtual events and the National NSSLHA event and programming calendar is now available on the National NSSLHA website.

Audiology Subcommittee Report
The BOD Audiology Subcommittee met on October 15, 2021, with Board Member at Large in Audiology Charles Bishop facilitating. The following topics were discussed:

Bishop provided an update on the structure and general goals for the audiology subcommittee. Incoming BOD members were welcomed including Beth Walker as the Board Member at Large in Audiology and the next chair of the BOD Audiology Subcommittee as well as the incoming
Vice President for Science and Research Sumitrajit Dhar and the incoming Vice President for Audiology Practice Janice Trent.

Chief Staff Officer for Audiology Donna Smiley gave an overview of the history of the Aligned Sense of Purpose (ASoP) initiative. ASHA is interested in restarting this initiative with the intent of hosting a meeting sometime during the first quarter of 2022. The other organizations that participated in the previous ASoP (i.e., American Academy of Audiology [AAA], Academy of Doctors of Audiology [ADA], Academy of Rehabilitative Audiology [ARA], and Educational Audiology Association [EAA]) will be invited to participate again.

An update on the status of the Medicare Audiologist Access and Services Act (MAASA) was provided by Smiley. MAASA is currently a part of the infrastructure and budget reconciliation package in Congress. Congressional leadership has given itself the month of October to try to find a path forward as overall cost remains the key issue in moving forward. MAASA (as well as a new Medicare benefit for hearing aids) remains in limbo until an agreement on funding is reached.

Vice President for Audiology Practice Sharon Sandridge reported that there may be resolutions forthcoming to establish two new Special Interest Groups (SIGs) in the near future. Sandridge also updated the committee on the most recent meeting between herself, the President of ADA, and the Immediate Past President of AAA.

Bishop and Walker reported on the status of their work as co-authors on the American Academy of Otolaryngology–Head and Neck Surgery (AAO-HNS) guideline update for tympanostomy tubes in children; a motion to support this document will be forthcoming to the ASHA BOD.

ASHA CEO Arlene Pietranton reported on the status and progress of the Audiology & Speech-Language Pathology Interstate Compact (ASLP-IC). The ASLP-IC Commission is scheduled to convene virtually in January 2022 to establish rules and bylaws to implement the compact. Startup funds will be needed from outside entities. Conversations with other audiology member organizations regarding potential cost sharing models are underway.

Sandridge announced that SIGs 6, 7, 8, and 9 have joined together to offer a virtual education opportunity to all ASHA members (you do not need to be a member of the SIGS to attend). The presentation “What’s New in Ototoxicity Management for Audiologists and SLPs” will be held October 19, 2021.

**Speech-Language Pathology Subcommittee Report**

The BOD Speech-Language Pathology Subcommittee met on October 14, 2021, with Board Member at Large in Speech-Language Pathology Barbara Goodson facilitating.

The subcommittee meeting focused on current and ongoing effects of COVID-19 and potential impacts on ASHA and members in the future. Impacts continue to be felt in the areas of training, research, and clinical practice. Discussion focused on the idea of asynchronous learning, as well as faculty shortages and the possible need for universities to convene and collaborate. The effects of a saturation of programs in certain areas of the country was discussed as well as the continued
shortage of PhDs, particularly in certain areas of practice. It was discussed that university open houses for student applicants have been held online versus in person, and that attendance has significantly increased during the pandemic. Students are able to look at more programs, and programs are able to showcase their offerings to more students. Teams at the National Office continue to provide assistance to members on how to engage in person under the CDC guidelines and are further updating information on the website regarding PPE, vaccinations, masks, and telepractice.

Chief Staff Officer for Speech-Language Pathology Lemmietta McNeilly reported that the draft revised scope of practice for speech-language pathology assistants is available online for peer review until October 29 and all members are encouraged to participate.

Vice-President for Speech-Language Pathology Practice Linda Rosa-Lugo reported that there will be another ASHA Schools town hall on October 27, 2021, at 6:30 ET on the topic of caseload versus workload.

President-Elect Judy Rich reported that the quarterly check-in meeting of the Committee of Ambassadors (COA) is coming up and that the COA’s work continues in the areas of communication and advocacy.

Vice President for Science and Research Elena Plante reported that the Journals Board has implemented procedures for registered reports, which allows investigators to submit proposed research reports for review prior to data collection. Accepted reports will be published regardless of the study outcome.

Chief Staff Officer for Science and Research Margaret Rogers reported that the Convention Research Symposium will be held virtually this year with the offering included in the Convention Virtual Library. The topic of this year’s symposium is Heath Equity with a focus on people with communication disorders.

Past President Theresa Rodgers noted that CAPCSD is hosting a webinar on teaching end of life care on October 26, 2021, from 7:00 to 8:30 p.m. ET.

**EARLY CAREER PROFESSIONAL (ECP) CRITERIA FOR ACADEMIC AFFAIRS BOARD (AAB) MEMBERS**

Vice President for Academic Affairs in Speech-Language Pathology Betsy Crais, Vice President for Academic Affairs in Audiology Julie Honaker, and Director of Academic Affairs & Research Education and ex officio to the AAB Loretta Nunez informed the BOD about challenges related to the early career professional (ECP) criteria as they apply to nominating candidates to serve on the AAB and sought to determine if there is support for modifying the ECP criteria.

The current criteria define an ECP as being less than 30 years of age or having less than 5 years in either profession as defined by the Ad Hoc Committee on Leadership Cultivation in their 2013 report. The ECP criteria are meant to accommodate the unique needs of individuals first entering the profession of audiology or SLP. To serve on the AAB, one must hold a faculty appointment in a CSD academic program for which the terminal degree (e.g., PhD) is almost always required.
Earning a PhD degree to be eligible for a faculty–researcher position encompasses upwards of 10 years of education (bachelor’s to PhD). A setting-specific modification was proposed such that ECPs appointed to the AAB will be less than 30 years of age or have less than 5 years in their first faculty–researcher position following attainment of their highest degree at the time of nomination and appointment to the AAB.

The BOD asked the AAB to discuss other options that could be considered that would meet their needs but not remove the current criteria of an ECP position.

**STATE SPEECH-LANGUAGE-HEARING ASSOCIATION RECOGNITION CRITERIA**
President Lynn Williams and Chief Executive Officer Arlene Pietranton spoke to the request from the California Speech Language Hearing Association that ASHA modify its bylaws to allow ASHA-recognized state associations to add speech-language pathology assistants as potential board members. The BOD is open to making such a change and as such referred the request to the Joint Committee on State-National Association Relations to provide a recommendation to the BOD by the end of this year regarding proposed language for making such a change in the recognition requirements for state speech-language-hearing associations and any potential related pros or cons.

**FINANCIAL REVIEW**
Vice President for Finance Ann (Bernadette) Mayfield-Clarke presented the financial report. As of the end of the third quarter, total revenue is $44,063,049 and total expenses are $34,886,771 with a net revenue (revenue over expenses) of $9,176,278, which is higher than last year due primarily to activities impacted by COVID-19 pandemic in 2020. The 2022 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 2022 Budget, which reflects total revenue of $68,104,772, total expenses of $68,069,856, and net income (revenue minus expenses) of $34,916.

Mayfield-Clark also provided additional FPB recommendations to the BOD: (1) approve funding for 2022 strategic objective projects totaling $401,280 from the Special Opportunities Fund, (2) approve funds to add a third day to the Committee on Nominations and Elections (CNE) 2022 meeting in the amount of $2,050, and (3) approve repurposing of Special Opportunities Funds (approved under BOD-29-2020) to fund up to $15,000 for a WordPress-based microsite. The BOD also received ASHA’s 2020 Form 990.

**BOARD ACTIVITIES AT CONVENTION**
Board of Directors Manager Marty Moore discussed with the Board the expectations regarding Convention activities, including the Leadership Q&A (formerly the Member Forum).

**COMMITTEE ON COMMITTEE 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. Chief Staff Officer for Multicultural Affairs Vicki Deal-Williams updated the BOD on their progress toward diversity metrics for 2022 Committee on Committee (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.

**BOD 15-2021: ESTABLISH AN AD HOC JOINT COMMITTEE ON INTERPROFESSIONAL RELATIONS BETWEEN SPEECH-LANGUAGE PATHOLOGISTS AND BEHAVIOR ANALYSTS**

The BOD discussed a resolution to establish a Joint Committee on Interprofessional Relations Between Speech-Language Pathologists (SLPs) and Behavior Analysts (BAs) charged to (a) monitor interprofessional issues between the two disciplines, (b) create solutions to dampen contention and prevent animosity, (c) provide direction to SLPs and BAs regarding interprofessional communication and collaborative practice, and (d) jointly advocate for equitable funding and policies in support of both services. This joint committee would be composed of ASHA members and members of the Association for Behavior Analysis International (ABAI) among other professionals. The BOD did not approve this resolution as written. The BOD agreed that the topic warrants exploration and agreed to form a BOD subcommittee to delineate the nature of the issues and concerns from the perspective of ASHA’s members.

President Lynn Williams closed the Board meeting with a quote “Individually we are one drop, together we are an ocean.”

The Board of Directors meeting was adjourned on October 16 at 2:25 p.m. ET.