

## ASHA BOARD OF DIRECTORS MEETING REPORT

ASHA's Board of Directors (BOD) met in person on October 21–22, 2022. Following are highlights of the Board's discussions.

### **PRESIDENT'S OPENING REMARKS**

President Judy Rich convened the BOD meeting at 9:00 a.m. ET on October 21, 2022, and welcomed Board members to the fourth BOD meeting of the year.

Opening the meeting, President Rich welcomed 2023 incoming BOD members who were present as observers of the meeting process and acknowledged the vital and lasting contributions of outgoing BOD members whose term will end December 31, 2022. She also acknowledged and thanked CEO Vicki Deal-Williams for sharing her passion and vision for ASHA during her first year as CEO.

She ended with a reminder of leadership quotes to frame the work of the BOD over the course of the meeting:

“Leadership is the capacity to translate vision into reality.” (Warren Bennis)

“All of the great leaders have had one characteristic in common: it was to confront unequivocally the major anxiety of their people in their time. This, and not much else, is the essence of leadership.” (John Kenneth Galbraith)

“Great leaders are almost always great simplifiers, who can cut through arguments, debate, and doubt to offer a solution everyone can understand.” (Colin Powell)

### **CEO UPDATE**

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

#### **Convention**

ASHA has confirmed Jonathan Lee Iverson as the Opening Keynote Speaker for the 2022 ASHA Convention. Jonathan was slated to be the keynote speaker in 2020, and it is a perfect happenstance to have him speak to the 2022 theme, “Reframe Your Thinking: Resilience Reinvented.” Iverson is a captivating storyteller who talks to audiences about finding resilience by embracing life’s detours. He has learned that reframing your thinking and resilience can help you tap into your strengths to reinvent your path. And no matter the path, you will get to where you’re supposed to be.

Steve and Michel Gleason will receive the Annie Glenn Award this year, and ASHA is thrilled to have collaborated with Team Gleason to provide a large presence in the Exhibit Hall, where both Steve and Michel plan to spend time in Gleason Square demonstrating a wide variety of new technologies ranging from voice banking to eye-gaze technology and other new cutting-edge tools.

More than 10,000 attendees are anticipated to attend the Convention. Goals have been surpassed for the Exhibit Hall and ASHA is excited to kick off the Convention with a new and special “Welcome (Back!) Reception” from 4 to 7 p.m. on Wednesday, November 16. The First Timer Welcome is back and several new efforts have been added to increase early career professional attendance and engagement. Additionally, any first timer—regardless of age, years of experience, area of work or study—can sign up for a Convention coach. ASHA is also excited to help celebrate the National Student Speech Language Hearing Association’s (NSSLHA) 50th birthday.

Prior to the pandemic there was very consistent, data-driven information that made forecasts very accurate, and we are currently not in those same patterns. It is hard to know how registration at this time is being impacted and whether it is due to attendees opting to register later, COVID, financial factors, and/or the location. We will continue to monitor registration.

The 2023 Convention Program Committee met in Boston in September with President-Elect Bob Augustine, and planning has already started for the 2023 Convention in Boston, November 16–18.

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

The leadership (coordinating committee members, editorial board reviewers, professional development committee members), representing over 23,000 members (32,414 affiliations) of ASHA's 19 (soon to be 20) SIGs continues to demonstrate their dedication, agility, and creativity:

- **[SIG Virtual and In-person Open Houses/Networking Meetings](#)**  
The SIGs conducted virtual spring open houses and, for the first time since the pandemic, will conduct in-person fall open houses at Convention. These events 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 Master Classes and 1-hour sessions for Convention. These sessions are open to all attendees. Further, **all** SIG affiliates receive a 50% discount on **all** Master Classes developed by SIGs.
- **[Pilot SIG Discussions with Professional Development Hours](#)**  
After reviewing information from the first year of this pilot, the Board of SIG Coordinators voted to continue to pilot the initiative to enhance the value of SIG affiliation by conducting Live Discussions with professional development hours. During these affiliate-only Live Discussions, the SIGs address real-time issues facing affiliates and other members. The SIGs will continue to assess the success of this initiative and discuss next steps at the 2023 Board of SIG Coordinators meeting.
- **[NSSLHA + SIG Drawing](#)**  
After piloting in 2021, the NSSLHA + SIG drawing was expanded in 2022. Each SIG sponsored five National NSSLHA memberships and one SIG affiliation. The 100 winners (5 for each SIG) were randomly selected and notified by email in August/September. There were 1,318 eligible submissions (i.e., 1,198 SLP; 111 Audiology; 9 Undecided).
- **[SIG 20, Counseling Established](#)**  
SIG 20, Counseling was established. The inaugural coordinating committee has held preliminary planning meetings. The SIG officially launches January 1, 2023.

Additionally, 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 the ASHA Special Interest Groups](#), the SIGs' exclusive scholarly review journal that bridges research to practice. To date, the SIGs have published 189 articles this year.

## Interstate Compact

With Delaware’s recent passage, the Audiology & Speech-Language Pathology Interstate Compact now stands at 23 states. The Compact Commission’s Finance Committee has adopted a draft budget and the Executive Committee has finalized memorandums of understanding with ASHA and the Academy of Doctors of Audiology for initial funding and with the National Council of State Boards of Examiners in Speech-Language Pathology and Audiology for secretariat services. The Commission continues to explore options for a database system to operationalize the compact and allow for its use in 2023. Plans are already being made for legislative introductions in additional states in 2023.

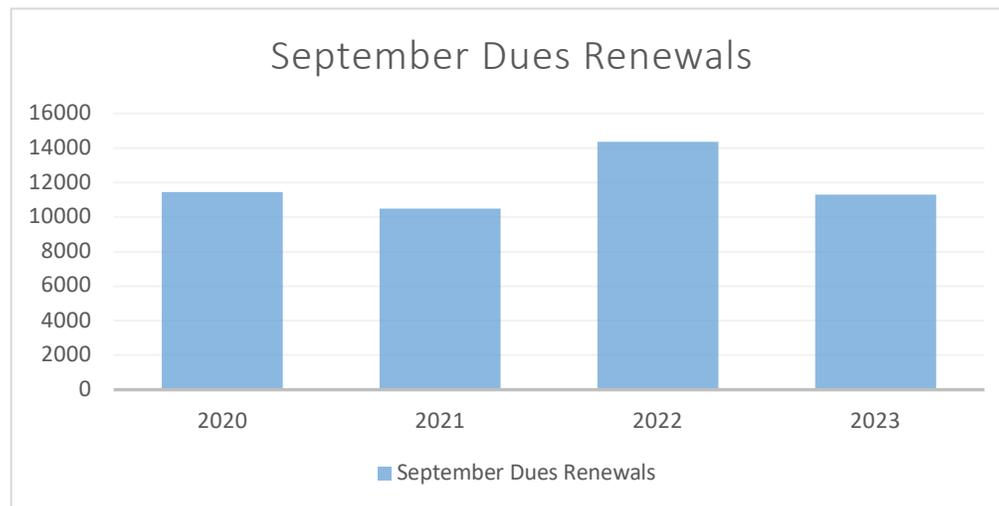
## Dues Renewal

Each year members are encouraged to renew early to avoid the year-end surge. Those who renew by December 9, 2022, will be entered into a drawing for one of four \$225 Amazon gift cards. As of October 4, 2022, ASHA has received 11,841 renewals for 2023 (this number does not include NSSHLA renewals). While this number is down slightly from this time last year, it is on par with previous years, and ASHA is expecting a higher rate of renewal toward the end of the year than the Association saw in 2022. Members are being reminded that they now have the option of printing their membership card online instead of waiting for it to be mailed. Additionally, outreach to members centers on the theme of “We are ASHA” and encourages members to become more involved in the national association through participation in volunteer opportunities, focus groups, surveys, and more.

## Upcoming outreach:

- November 3: dues renewal email to all members and affiliates
- December 1: dues renewal email to all members and affiliates
- December 15: final reminder to all members and affiliates
- Additional reminders will be included in issues of *ASHA Now* as well as social media.
- Late fee reminders and additional messaging will commence in January 2023.

## Year-to-Year Comparison:



## ASHA Awards 2021

ASHA won first place as the [Healthiest Employer](#) for small organizations in the Washington, D.C. metro area in 2021 according to *The Washington Post*. This ranking was based on six categories: Culture and Leadership Commitment, Foundational Components, Strategic Planning, Communications and

Marketing, Programming and Interventions, and Reporting and Analytics. *The Washington Post* also rated ASHA as the [Top Workplace](#) in 2021 for small organizations. These awards, and the factors that led to ASHA being acknowledged in this manner, help ASHA to retain and attract the best talent.

In addition, *The ASHA Leader* magazine/Leader Live, ASHA Voices podcast, and ASHA received [two Gold, five Silver, and two Bronze EXCEL awards](#) from the Association Media & Publishing Network. The awards, administered by the Software & Information Industry Association, recognize excellence and leadership in association media, publishing, marketing, and communication.

ASHA is enormously proud of the work done by ASHA staff and members—congratulations to all who contributed to these outstanding accomplishments!

### Staff Service Awards

On October 18<sup>th</sup>, ASHA honored staff’s years of service to the association which when totaled represented 650 years of service. The following number of awards were given out.

- 17 people – 5 years of service
- 7 people – 10 years of service
- 10 people – 15 years of service
- 4 people – 20 years of service
- 8 people – 25 years of service
- 1 person – 30 years of service
- 1 person – 35 years of service

### ASHA Voices

Beginning its fourth year of production and with more than 300,000 downloads, [the ASHA Voices podcast](#) is seeing increased growth in listenership and continuing recognition among industry podcasts. The biweekly podcast features timely conversations with communication sciences and disorders professionals.

In addition to winning Gold and Silver in [the industrywide 2022 AM&P Excel Awards \(see more information in the awards section above\)](#), *ASHA Voices* received more than 140,000 downloads during the podcast’s third year of production, representing 74% growth over the previous 12-month period. Approximately 85% of the downloads come from the United States, but the podcast has been downloaded in more than 120 countries.

These are the three most downloaded episodes from September 2021 to August 2022:

Subject	Downloads
<a href="#">Confronting Health Care Disparities</a>	7,115
<a href="#">Different Lenses on Accent Modification</a>	5,059
<a href="#">A Focus on Developmental Language Disorder</a>	5,047

*ASHA Voices* highlights in 2022 include a miniseries on the intersection of [the opioid epidemic and CSD](#), another on [gene therapeutics and hearing loss](#), and stories of contemporary professional issues, such as [mentorships](#) and [career changes](#). Listen to these and many other episodes on [the podcast archive](#) and subscribe wherever you listen to podcasts, such as [Apple](#) and [Spotify](#).

## **ASHA Continuing Education Updates**

### **ASHA Approved CE Providers to Stop Using Bubble Sheets**

Completing bubble sheets at the end of courses offered for ASHA CEUs will soon be a thing of the past. After 36 years, the last day that ASHA Continuing Education (CE) will accept bubble sheets (a.k.a., ASHA CEU participant forms) to report those requesting ASHA CEUs is March 31, 2023. ASHA members should no longer be required to fill out these forms after this date. Instead, they will be asked to provide their information (contact info and ASHA number) when requesting ASHA CEUs for completing a course.

ASHA Approved CE Provider organizations have overwhelmingly stopped using bubble sheets in favor of collecting and reporting course participant information electronically. Diminishing use of the bubble sheets by Providers is part of the rationale for discontinuing the forms, but a bigger factor is improved service for those who use the ASHA CE Registry. On average, when Providers electronically report, ASHA CEUs are recorded on ASHA members' transcripts 12 days sooner than when bubble sheets are used to report. There are also fewer errors and discrepancies for ASHA CE staff to reconcile when Providers report electronically.

ASHA members, Providers, and ASHA CE staff will all benefit from the move away from bubble sheets.

### **ASHA CE Supporting Certificate Holders in Meeting the 2023 DEI Professional Development Requirement**

ASHA certificate holders whose certification maintenance interval begins in January 2023 will need to complete at least 2 hours of professional development in the area of cultural competency, cultural humility, culturally responsive practice, or diversity, equity, and inclusion (DEI).

ASHA CE has partnered with Certification to implement the DEI Requirement in a similar manner to the implementation of the Ethics Requirement in 2020. Beginning January 1, 2023, any ASHA certificate holder who pays the applicable CE Registry fee and completes a course within their certification interval that is coded by the ASHA Approved CE Provider as "Diversity, Equity, and Inclusion in Education, Training, Service Delivery, and Public Policy" will be marked as "compliant" with ASHA Certification's DEI Requirement. Those who use the ASHA CE Registry service will also be able to track their completion of the DEI requirement using their online ASHA CE Registry transcript. ASHA certificate holders who do not use the CE Registry will be able to self-attest to this requirement by submitting a compliance form at the end of their Certification Maintenance cycle.

### **Assistant Certification Programs**

We are nearing the 2-year anniversary of the launch of ASHA's Assistant Certification Program (ACP). After 22 months, we have certified over 625 assistants and have over 120 applicants in the queue to test/earn certification. Staff have promoted the program to a variety of stakeholders through email and printed materials, presentations at conventions/meetings, and online social media chats. ASHA is pleased that 10 states have proposed or made changes to their SLPA regulations that align with and/or recognize the C-SLPA.

A staff working group recently finalized their recommendations for future initiatives, programs, and priorities to support assistants and assistant stakeholders, which were reviewed by the ASHA Board of Directors. The first wave of those recommendations included creating a Model Curriculum for SLPA degree programs, increasing resources and education for the assistants and assistant supervisors, and reviewing ASHA committees, boards, and councils for assistant representation.

## **Certification Administration**

The [New Professional Membership Package \(NPMP\)](#) significantly increased application volume the first 4 months of the year; however, volumes have leveled off at this point. Applications received and certifications awarded in 2022 are looking to be in line with the numbers from 2021.

Certificant retention for 2021 remained exceptionally high at 97.8%, including over 96% of certified audiologists and 98% of certified SLPs.

## **ASHA Stream Top Performing Content (October 2022)**

### **Top 10 Videos (hours viewed)**

1. Evidence Maps Series Episode 2: Searching the Evidence Maps
2. Evidence Maps Series Episode 1: What You Find in the Evidence Maps
3. What is Aphasia (with Michael Settles)
4. Evidence Maps Series Episode 3: Making the Maps Work for You
5. Interprofessional Practice (IPP) in Action
6. What is Aphasia (with Janet Kuffour)
7. Using Coaching Strategies to Engage with Families in an Early Intervention Context
8. Careers in Hearing and Speech – Why Diversity Matters in CSD
9. The Why, What, and How of Interprofessional Collaboration
10. ASHA 101

### **Top 10 Videos (by viewership)**

1. What is Aphasia (with Michael Settles)
2. What is Aphasia (with Janet Kuffour)
3. Evidence Maps Series Episode 1: What You Find in the Evidence Maps
4. ASHA 101
5. Evidence Maps Series Episode 2: Searching the Evidence Maps
6. Evidence Maps Series Episode 3: Making the Maps Work for You
7. Careers in Hearing and Speech – Why Diversity Matters in CSD
8. Interprofessional Practice (IPP) in Action
9. The Why, What, and How of Interprofessional Collaboration
10. Using Coaching Strategies to Engage with Families in an Early Intervention Context

### **Most Popular New Videos: July–September (by viewership)**

1. The Why, What, and How of Interprofessional Collaboration
2. How I Got the Job (with Lindsay Riegler)
3. Interview with Dr. Elena M. Umland, PharmD, Thomas Jefferson University
4. Negative Experiences that Could Have Been Improved with Interprofessional Collaboration

## **STRATEGIC PATHWAY UPDATE**

Vice President for Planning Craig Coleman, Chief Executive Officer Vicki Deal-Williams, and Senior Director of the Office of Business Excellence Rozsa Felix provided an update on ASHA's Strategic Pathway to Excellence.

The first segment of the update 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 2022 and the statuses of these KPIs at the end of Q3 2022 were reported to the Board.

The next segment of the update included a high-level overview of the Association's plans to initiate the creation of the next iteration of the Strategic Pathway. ASHA's current strategic plan (Strategic Pathway to Excellence) is coming to an end in 2025. Starting in 2023, the Board of Directors will be engaged in structured strategic planning activities to create the new iteration of the Strategic Pathway. Initial objectives, the process, and planned activities were presented to the Board.

In the final 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.

## **STAKEHOLDER INPUT FOR THE STRATEGIC PATHWAY**

As part of the process for revising ASHA's strategic plan, an environmental scan is necessary. To conduct the scan, several stakeholder audiences will be surveyed. The board brainstormed which audiences should be targeted and the information to be solicited from those stakeholders.

## **2023 PUBLIC POLICY AGENDA**

Vice President for Government Affairs and Public Policy (GAPP) Deborah Ross Swain and Chief Advocacy Officer Jeffrey P. Regan presented the proposed 2023 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 2023 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 2023 Public Policy Agenda identifies advocacy priorities within five issue areas: health care, schools, professional practice/workforce, client/patient/student, and diversity, equity, and inclusion. The BOD will be voting on the approval of the 2023 PPA through a forthcoming resolution.

## **BOARD ACTIVITIES AT CONVENTION**

Chief Staff Officer for Communications Selena A. Ramkeesoon and Board of Directors Manager Marty Moore discussed with the Board 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 18 from noon to 1:30 p.m. ET at the New Orleans Convention Center, Room D-2, 1<sup>st</sup> floor.

## **BOARD GROWTH GOALS**

Based on the 2021 BOD self-assessment results, the BOD established 2022 goals at 2021 year-end. President Judy Rich reviewed the BOD goals that cover four categories: communication, DEI, tracking emerging trends, and working with staff. The BOD discussed the goals and reviewed progress to date.

## **VALUE OF THE CCCs CAMPAIGN**

The campaign was launched in 2015 and is currently in the last year of its funding. The goals of the Value of the CCCs campaign are to raise awareness of the value of ASHA certification with key specific professional audiences, and to enhance ASHA-certified member satisfaction through campaign-related information and engagement opportunities. Senior Director for Public Relations Joseph Cerquone provided an overview of the campaign, highlighting results achieved to date, and presented a proposal to renew the campaign for two additional years. Board members discussed the proposal and the preferred direction of the Value of the CCCs campaign. A resolution will be forthcoming for consideration by the BOD for sustaining campaign activities for an additional year.

## **ASHA 2025 CENTENNIAL PLANNING**

In 2025, ASHA will mark the 100th anniversary of its founding. In preparation for the Centennial, Chief Staff Officer for Communications Selena A. Ramkeesoon facilitated a discussion regarding a proposed planning approach and potential governance structure. Consensus was reached on the proposed approach. In early 2023, discussion on a specific governance structure, including the selection of co-chairs and volunteers, will occur.

## **NAHSA REVAMP**

The National Association for Hearing and Speech Action ([NAHSA](#)) is ASHA's consumer affiliate. Chief Staff Officer for Communications Selena A. Ramkeesoon presented a recommendation to the Board to restructure NAHSA. The goal is to shift the positioning for NAHSA to become the preeminent national consumer organization educating the public on issues related to communication sciences and disorders (CSD). Through NAHSA, ASHA can credibly and reliably extend its reach with consumers:

- Educate the public about the critical work of audiologists and speech-language pathologists and the variety of services they provide.
- Explain the role of the professions as part of education and health care teams.
- Provide the public with critical information for addressing and even preventing communication problems.
- Strengthen ASHA's connection with consumers and vice versa, which includes cultivating a connection leading to consumer validation for the work of the professions.

Board members discussed the recommendation's benefits to ASHA and supported the proposal to shift the positioning of NAHSA. This shift will also be discussed at the upcoming meeting of the NAHSA Board of Directors. The ASHA Board asked staff to consider how the Value of the CCCs Campaign could be modified and incorporated into NAHSA going forward. A resolution detailing plans and options will be forthcoming for consideration by the Board.

## **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 & MEMBER FEEDBACK**

[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 with a cumulative summary of the messages were shared prior to the meeting. Chief Staff Officer for Communications Selena A. Ramkeesoon answered BOD members' questions regarding traditional meeting topics housed on the Community Site for independent review. 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 Kia N. Johnson provided a governance update, recent updates related to the 2022–2023 National NSSLHA student leaders, strategic plan, and upcoming student opportunities.

**Student Volunteer Leaders:** As of July 1, six 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. More information about student leaders and volunteer opportunities is available on the [National NSSLHA website](#).

**Update on 2022 Membership Counts:** On August 31, NSSLHA’s 2022 membership year closed with a total of 10,956 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 Groups (SIG) Program to offer free National NSSLHA memberships and SIG affiliation to students. More than 1,300 entries were received, and 100 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 took place October 6. This was the perfect opportunity for students and NSSLHA chapters to get involved in legislative advocacy. More information about upcoming [virtual events](#) is now available on the National NSSLHA website.

**National NSSLHA’s 50<sup>th</sup> Birthday:** On July 1, 2022, National NSSLHA turned 50! There will be celebration opportunities at the ASHA Convention and other opportunities throughout this school year.

## **SPECIALTY CERTIFICATION PROGRAM STUDY REPORT**

ASHA through the Council for Clinical Certification in Audiology and Speech-Language Pathology (CFCC) and their Committee on Clinical Specialty Certification (CCSC) formally recognizes and monitors independent Specialty Certification Boards who have met our criteria. Specialty certifications are currently available through [4 specialty certification boards](#). There are [4 potential new specialty certification boards](#) in various stages of application/development for recognition by the CFCC.

The BOD reviewed a report from the CCSC, updating them on the current specialty certification program. The CCSC and CFCC strongly support specialty certification and want to obtain more information and data on the perception of specialty certification in the CSD field to inform future discussions. The BOD supported efforts to collect data, pause the program, and CFCC’s request for BOD members to participate (through a subcommittee) in the review of the data.

## **AUDIOLOGY SUBCOMMITTEE REPORT**

The Audiology Subcommittee met, with Board Member At Large for Audiology Elizabeth Walker facilitating. The following topics were included:

- Subcommittee members reviewed the InTouch forms submitted to the Board of Directors during the months of June through September.
- Associate Director of Audiology Practices Marquitta Merkison, provided subcommittee members with updates on the following projects:

- Over the counter (OTC) hearing aids
  - Ongoing updates to the OTC toolkit (e.g., identifying subject matter experts)
- Audiology Mentoring Program for 2nd–4th year AuD students started this fall with 30 mentoring pairs
- Audiology Practices Unit has three ongoing member advisory groups (MAGs)–
  - Teleaudiology, technology, and practice management (including safety in the workplace)
- Chief Advocacy Officer Jeff Regan, updated the subcommittee on the following topics:
  - OTC rule – FDA provided additional clarification in a letter to state licensure boards on October 13, 2022, around the issue of “prescription” devices and medical evaluations.
  - Medicare Audiology Access Act

### **SPEECH-LANGUAGE PATHOLOGY SUBCOMMITTEE REPORT**

The Speech-Language Pathology subcommittee met, with Board member at Large in Speech-Language Pathology Barbara Goodson facilitating. The following topics were included:

- Discussed the In Touch report forms submitted to the Board of Directors for July through mid-October
- Committee updates
  - Chief Staff Officer for Speech-Language Pathology Lemmietta McNeilly provided an update on the work of the Ad Hoc Committee to Plan Next Steps to Redesign Entry-Level Education for Speech-Language Pathologists. The Committee is analyzing the feedback from members that participated in the seven-webinar series. A report to the Board of Directors will be forthcoming with recommendations.
  - The School Issues Advisory Board has held listening sessions with members from three regions of the country, and a fourth is scheduled. An overview of topics discussed was shared.

### **BOD EDUCATION ON SOCIAL JUSTICE**

Chief Executive Officer Vicki Deal-Williams identified JP Enterprises to offer inclusive leadership and strategy solutions for the Association related to the pursuit of social justice. After collecting some qualitative data through interviews and focus groups with staff and board members on current processes, James Pogue, PhD conducted a workshop to assist the BOD in determining whether, when, and how ASHA should address social justice issues. Dr. Pogue provided information on best practices and opportunities to lead for the BOD’s consideration and will forward recommendations in early November based on the discussion and issues raised. The BOD and staff will then create or revise processes based on (1) the significance of the impact on the association’s mission, vision, and values; (2) the impact on the professions; (3) the impact on members or staff; and (4) the potential for influencing outcomes.

### **FINANCIAL REPORT**

Vice President for Finance Ann B. Mayfield-Clark presented the August 2022 financial report. Total revenue is \$46,980,966 and total expenses are \$36,063,254 with a net revenue (revenue over expenses) of \$10,917,712, which is higher than last year, due primarily to improved non-dues revenue activities. In addition, the 2023 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 2023 Budget, which reflects total revenue of \$71,332,729, total expenses of \$71,298,528, and net income (revenue minus expenses) of \$34,201.

Mayfield-Clark also provided additional FPB recommendations to the BOD from the special opportunities fund: (1) approve funding for 2023 budgeted strategic objective and non-strategic objective projects totaling \$664,248, (2) approve funding for 2023–2025 for up to \$22,774 per year for follow-up CAA site visits totaling \$68,322, and (3) approve funding for 2023–2025 of up to \$240,000 per year for two user experience designers totaling \$720,000. FPB also recommended to the BOD to approve changes to the updated travel policy. The BOD also received ASHA’s 2021 Form 990.

#### **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 Executive Officer Vicki Deal-Williams and Chief Staff Officer for Multicultural Affairs Megan-Brette Hamilton updated the BOD on their progress toward reaching desired diversity metrics for 2023 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 the need for continued intentional focus on including individuals who are 30 years and younger, and those who have participated in the association’s leadership programming, including the Leadership Development Program (LDP), the Minority Student Leadership Program (MSLP), and as NSSLHA Officers.

The Board of Directors meeting was adjourned on October 22 at 3:00p.m. ET.