

**We are CSAP!**



Paulette W. Gentry, President

**SPONSORS**

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**Upcoming Fall Conference**

**Chicago, Illinois  
November 13**

**President's Message**

**M**entor, according to the American Heritage Dictionary, is a wise and trusted counselor or teacher (to another person). In Greek Mythology, Mentor was Odysseus's trusted counselor, in whose guise Athena became the guardian and teacher of Telemachus. Who was a mentor to you? Did you have a mentor or several mentors?

Mentoring is a developmental partnership through which one person shares his or hers knowledge, skills, information, and perspective to foster the personal and professional growth of someone else. Individuals should have more than one mentor in our fast-changing world including a senior mentor within their organization, peer mentors, and mentors outside the organization." *Source: Academy of Management Review, 2001*

As leaders we all had to begin somewhere. Last time I spoke about what or who encouraged us to become leaders. Once we made the decision to step up to our leadership roles how did we grow in the roles? Mentoring is about learning and being open to new ideas, plans, and processes.

At our meetings and especially during our round table discussions I have often heard the discussion focus on recruiting and maintaining members and board members in our state associations. Mentoring our colleagues in developing leadership skills and eventually moving into leadership roles within our state association has become an area of importance.

We could all agree we have a need for insight that is outside of our normal life and educational experience. The power of mentoring enables us to create a one-of-a-kind opportunity for collaboration, goal achievement, and problem solving.

In teams consisting of peers with different backgrounds and skills mentoring each other or a small group matched with a more senior person. Peer mentoring teams are effective since they are based on the concept of mutual benefit; participants receive support and advice as they provide support and advice for others. CSAP provides these mentoring opportunities.

**Benefits for Mentees**

- Access to a support system during critical stages of college and career development
- Insider perspective on navigating their chosen career
- Clear understanding and enhancement of academic and career development plans
- Ability to develop mentoring relationships in industries where mentoring is not readily available
- Enhanced understanding of the importance of mentors
- Exposure to diverse perspectives and experiences
- Direct access to power resources within the professions of audiology; speech-language pathology; and speech, language, and hearing science
- Identification of skill gaps before leaving school
- Greater knowledge of career success factors
- A lasting career network



**Editor: Regina Lemmon**

## President's Message

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### Benefits for Mentors

- Exposure to the emerging talent pool
- Ongoing attention to mentor's own career development
- Satisfaction from imparting wisdom and experience to others in the profession without a huge time commitment
- Enhancement of coaching, mentoring, leadership, and management skills
- Chance to be exposed to a diversity of thought, style, personality, and culture
- A way to recruit employees for the mentor's industry/company
- Feedback loop to students and school regarding curriculum needs
- Greater knowledge of recruiting success factors
- A way to "give back" to their association
- A lasting career network

Mentoring works best when it focuses on the entire person versus focusing on skill development alone." *Source: Harvard Business*

#### Student to Empowered Professional (S.T.E.P.) Mentoring Program

Intentional mentoring, a formal process of guiding students, can increase the number of future students seeking a career in audiology. Many definitions and models of mentoring exist in the academic and corporate environments, according to the International Association of Mentoring. The American Speech-Language-Hearing Association (ASHA) calls mentoring "a developmental partnership through which one person shares knowledge, skills, information, and perspective to foster personal and professional growth of another individual."

Intentional mentoring can be done on a short or long-term basis. The most critical aspect is that the mentoring process be

planned, executed and evaluated to collect outcomes data showing whether the desired results were achieved. Despite providing funding and interesting mentoring opportunities, long-term data are infrequently collected to determine the effectiveness of the program.

Present recruitment strategies need to take into account today's generation of students and their core values and beliefs. Pearson stated that today's millennial student's value independence, flexibility, and are technologically driven. Millennial students want a career that not only feels professionally rewarding but that has a positive impact on society, and they are not as concerned about economic stability as past generations of Americans. Mentoring efforts must be multifaceted and embrace these values if they are to be effective with today's students.

The Minnesota State Academy of Audiology offers a mentoring program that matches University of Minnesota students with state academy members. This relatively new program augments the knowledge and skills students are attaining in graduate education with workplace success skills, such as information on reimbursement, licensure, and dispensing practices. Similar mentoring programs may be offered through other state academy chapters once more information is gained on this new venture.

While other mentoring programs have been established over the past several years by various audiology organizations, some of these tend to be one-time events. Audiology Unplugged, offered at the American Academy of Audiology's annual meeting, allows AuD and PhD students to meet with leaders of the profession, but occurs only once a year. And although it's a beneficial learning experience, it is more professional networking than true mentoring.

ASHA offers several online mentoring programs for audiology students, including S.T.E.P.—Student to Empowered Professional. This mentoring program is open to any student interested in communication sciences and disorders, but the group gives priority.

**Paulette**  
**Paulette W. Gentry**

## ASHA State Association Grants for 2013

### Application Process

**A**SHA is offering personnel grants and reimbursement grants to state associations for the 2013 calendar year. Personnel grants can be used to address issues such as personnel shortages, caseload/workload, and advocacy. Reimbursement grants advance state-level grassroots projects to improve private health plan and Medicaid reimbursement and coverage for member services and assistive technology devices. States may apply for both types of grants, but a separate application must be submitted for each.

If you are interested in applying, please read the procedures and guidelines prior to completing the application forms.

Application Process		
Important Dates	Personnel Grant	Reimbursement Grant
<b>February 11, 2013:</b> The application process is now closed.	Maximum amount: \$10,000 per grant  ASHA Personnel Issues Grants: Procedures and Guidelines	Maximum amount: \$4,000 per grant  ASHA Reimbursement Issues Grants: Procedures and Guidelines
<b>March 4, 2013</b>	Award notice sent to state association president.	
<b>March 11, 2013</b>	Submit grant agreement.	
<b>August 5, 2013</b>	Personnel Issues Grant Mid-Year Report Reimbursement Issues Grant Mid-Year Report	
<b>December 9, 2013</b>	Grant funds must be spent and final grant report due.	

### Coming in 2014–Phase 2 Projects

Because all grant funds must be spent and projects completed by December 9, 2013, ASHA will be initiating a new Phase 2 grant opportunity in 2014. ASHA does not want to discourage state associations from pursuing larger-scale initiatives and instead encourages breaking them into two smaller phases. Therefore, they are offering 2013 grant recipients the opportunity to apply for a Phase 2 grant in 2014, which would build upon 2013 grant projects. ASHA will hold a limited number of 2014 grant slots for Phase 2 applicants; however, award of a Phase 2 grant is not guaranteed, as new applications will also be considered.

### ASHA Contacts

A project officer has been assigned to each grant to assist you with questions and serve as your point of contact.

#### Personnel Grants Project Officer

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## White House Releases Early Learning State-by-State Fact Sheets

The White House has released [state-by-state fact sheets](#) outlining what states could expect to receive in federal funding to expand early learning initiatives in their states under the President's proposal to expand high-quality early learning opportunities.

The fact sheets explain how the President's plan will

- provide high-quality preschool for all 4-year-olds,
- invest in high-quality infant and toddler early learning and development, and
- expand effective parent and family supports.

### Background

The Obama Administration proposes a new partnership with states that would provide universal, high-quality, full-day preschool for four-year olds from low and moderate-income families, up to 200% of the poverty line. The [President's proposal](#) builds upon the strong work already done by states across the country. Governors have called for expanded access to preschool to more four-year-olds, recognizing that early learning helps prepare young children for educational success, provides crucial support for families, and ultimately strengthens our nation's economy.

The goal of the early learning initiative is to enable every American four-year-old to attend a quality preschool program—one characterized by well-organized learning experiences, guided exploration, art and storytelling, led by a skilled teacher. In addition, the U.S. Department of Education will work with the U.S. Department of Health and Human Services to significantly expand and improve services to younger children.

### Future CSAP Meetings

**November 13, 2013 — Chicago, Illinois**

**May 16-17, 2014 — Milwaukee, Wisconsin**

**November 19, 2014 — Orlando, Florida**

**Check the CSAP website, [www.csap.org](http://www.csap.org), for upcoming and updated information regarding CSAP teleseminars.**

## From the Pen of the WSHA President



**H**appy 2013, WSHA members! As we begin this new year, I'd like to welcome our new WSHA members and the new WSHA board members and thank the current board members who have volunteered their time and energy to us the past year. I would also like to give a special thanks to Beverly Carlson, Kim Lewis and Cindy Payler for their contributions over the past years! Their service has been invaluable, and they will be greatly missed on the board!

I look forward to serving you this year as President of the WSHA board! Kati has been a great leader for WSHA, and I have learned many important skills from her that are necessary in leading such a great organization! Kati will continue to serve our board as Past President.

For those of you who don't know me, I am a Torrington native and have resided in Cody for the past seven years. I am a speech-language pathologist at Children's Resource Center in Cody and work with the birth to five population. Outside of work, I stay busy with many co-ed sports (softball, volleyball, and basketball) and outdoor activities such as golf and hiking. I served on the WSHA board as president-elect last year and organized our anniversary convention in Casper last October.

I look forward to the new year, and getting to know all of our new members! As your president, I hope to continue the success of our association by improving our website and ensuring the quality of our organization. I welcome new ideas and contributions that our members may share. Please feel free to contact me to discuss new ideas, improvements or concerns about the organization at any time!

Have a happy New Year!

**Ryan O'Connor, MS, CCC-SLP**  
2013 WSHA President

## Comprehensive Medicare Coverage of Audiology Services Legislation Introduced in the House of Representatives

**O**n June 12, Congressman Gus Bilirakis (R-FL) introduced the Medicare Audiology Services Enhancement Act of 2013, H.R. 2330, bipartisan legislation that would provide senior citizens with a Medicare audiology benefit which would allow access to both diagnostic and rehabilitative services. [Please request that your Representative sign on as a cosponsor](#) to this important legislation.

### Background

Medicare beneficiaries should have access to audiologists for both diagnostic and treatment services—similar to those already available to Medicare beneficiaries from other practitioners. H.R. 2330 would provide Medicare coverage of comprehensive audiology services in coordination with current billing and reimbursement standards, consistent with other non-physician services covered by Medicare. H.R. 2330 would allow audiologists to bill for hearing and balance assessment

services, auditory treatment services (including auditory processing and auditory rehabilitation treatment), vestibular treatment, and intraoperative neurophysiologic monitoring. This legislation would enable beneficiaries to enjoy greater access to services that address their needs.

### QUARTERLY REPORT (January - March 2013)

This quarterly report provides a brief overview of current state legislation and regulatory actions in four key areas relevant to the professions of speech-language pathology and audiology. The states that have enacted legislation or regulations in specific subject areas are followed by “(enacted)” or “(adopted)”; any other legislation or regulations are pending. An asterisk (\*) indicates regulatory action.

For further information, please contact a member of the State Advocacy Team.

<p><b>STATE LEGISLATIVE &amp; REGULATORY TRENDS LICENSURE &amp; SCOPE OF PRACTICE</b></p>	<p><b>Licensure revisions</b> –AL, AK, AZ, AR, CA, CA*(adopted), CO, CO*, DC, FL, FL*(adopted), ID, IL*, IN, KY* LA*, ME, MD, MD* (adopted), MA, MN, MO, MO*, MT, NE*, NV, NH, NJ, NJ*, NM, NC*(adopted), ND (enacted), OH*(adopted), OK, OK*, OR, PA, SD (enacted), SD*, TN, TN*(adopted), TX, UT (enacted), VA (enacted), WV, WI, WY*(adopted)</p> <p><b>Music therapy</b> – AZ, IN, IA, MN, NC, RI, SC, UT</p> <p><b>ABA</b> – AL, MD, OR, WA*(adopted)</p> <p><b>Truth &amp; Transparency</b> – AR, FL, IA, ME, NE, NV, NJ, ND, OR, VT, WA, WA*</p> <p><b>Military (or Spouse) Reciprocity</b> – MO, MS (enacted), NE, OR, WY (enacted)</p> <p><b>Volunteer Services</b> - CA, MO, NV</p>
<p><b>HEALTH CARE &amp; INSURANCE</b></p>	<p><b>Insurance coverage for autism</b> – CA, CT, FL, GA, HI, KS, ME, MA, MI, MN, MS, NE, NV, NJ, NM, NY, ND, OR, PA, TN, TX, UT</p> <p><b>Hearing aid coverage/tax credit</b> – CT, GA, HI, IL, ME, MA, MS, MO, NE, NJ, NY, RI, SC, TX, UT (enacted), VT, WA, WV</p> <p><b>Telemedicine</b> – AZ, CA, CT, DC, FL, IL, IN, KY*, MD, MA, MS (enacted), MO, MT, NE, NV, NJ, NY, OH*, OK, OR, PA, SC, TN, TX, VT, WA</p> <p><b>Early Intervention/EHDI</b> – AR, AR*, CO*, DC*, FL*, KY*, LA, MD*, MN, NE, NJ, NJ, NY, NY*(adopted), TX, WA*</p> <p><b>Medicaid</b> – AR, CA, DC*, FL, FL*(adopted), GA, IL*, IN* (adopted), KY*, ME, MA, MA*(adopted), MN, MN*, MT, MT* (adopted), NH*(adopted), NY, NY*, OH*(adopted), OK, OK*, SD (enacted), TX, UT*(adopted), VA*, WA*(adopted)</p>

## Advisory Council Members Attended ASHA's Capitol Hill Advocacy Day

**A**udiologists and speech-language pathologists participated in American Speech-Language Hearing Association (ASHA) Capitol Hill Day on March 16, 2013, in Washington, DC. Many of these individuals were state association presidents and past presidents. The purpose of ASHA's Advocacy Day is to educate and inform legislators and their aides about the key issues affecting both professions of audiology and speech-language pathology. The events began on the evening of March 15, 2013. Advisory Council, Political Action Committee Board of Directors (PACB) and Board of Directors were briefed on the legislative issues. These issues and actions were:

**Protecting IDEA Funding from Sequestration.** Members of Congress were asked to protect federal education programs for children with disabilities from automatic federal budget cuts. Congress should not further harm students with disabilities by shifting the financial burden onto states and local governments, which are already cash-strapped.

**Medicare Outpatient Therapy Caps.** Congress was encouraged to support H.R. 1546/ S. 829, the Medicare Access to Rehabilitation Services Act of 2011. Passage of this bill would ensure Medicare patients continue to have access to medically necessary speech-language pathology, occupational therapy and physical therapy.

**Hearing Aid Assistance Credit.** Members of Congress were implored to co-sponsor H.R. 1479/ S. 905, the Hearing Aid Assistance Tax Credit Act.

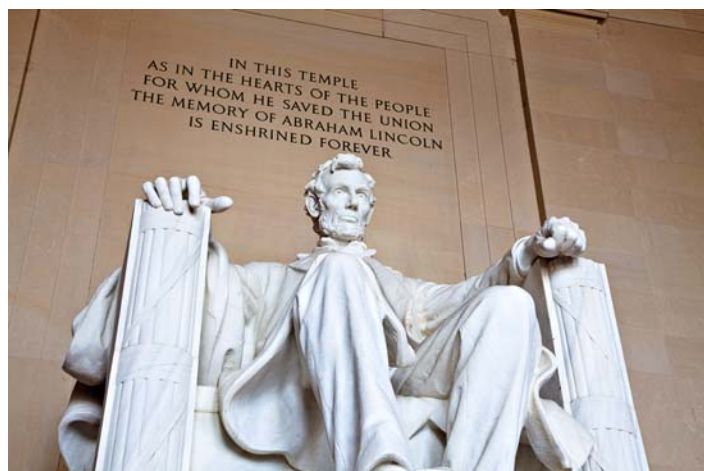
**Medicare Coverage of Audiology Services.** Congress was requested to support legislative efforts to provide senior citizens with a Medicare audiology benefit that would allow access to both diagnostic and rehabilitative services.

**Congressional Hearing Health Caucus.** Members of Congress were urged to join the Hearing Health Caucus.

**Paperwork Stifles Services to Children with Disabilities.** Congress was requested to address ways to reduce cumbersome administrative and paperwork requirements in the reauthorization of both ESEA and IDEA. They were also encouraged to contact schools in their district and schedule visits to meet with SLPs and audiologists to hear first-hand about the paperwork and administrative burden.

## Thank You, CSAPers!

**T**hank you to all the state associations that joined us at CSAP's Spring Conference. We appreciate each and every one of you taking the time to connect with us in our nation's capitol!



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**LOCAL ARRANGEMENTS**

FALL 2013  
*Chicago, IL*

**LOCAL ARRANGEMENTS**

SPRING 2014  
*Milwaukee, WI*

**The Mission of CSAP is to:**

1. provide leadership training for state Speech-Language-Hearing association presidents.
2. be a forum for collaboration and networking among these leaders.
3. promote communication of professional matters between state Speech-Language-Hearing associations, ASHA and other related national professional organizations.

**CSAP Vision**

CSAP is the premier organization where state leaders meet to cultivate a unique culture of growth and knowledge through collaborative efforts.