

## ASHA BOARD OF DIRECTORS MEETING REPORT

ASHA's Board of Directors (BOD) met on June 6–8, 2025. Following are highlights of the Board's discussions.

### PRESIDENT'S OPENING REMARKS

ASHA President Bernadette Mayfield-Clarke convened the in-person BOD meeting at 9:00 a.m. ET on June 6, 2025, and welcomed Board members to the second BOD meeting of the year.

### CEO UPDATE

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

#### Centennial Activities

**Centennial Website** – <https://www.asha100.org/> went live on February 14, 2025. Since then, it has received over 3,500 visits, and nearly 800 people have explored the interactive timeline.

**Outreach to Middle and High School Students** – The goal of the recruitment initiative is to seek 100 members to present audiology and speech-language pathology careers to middle and high school students. The tagline for the initiative is [100 Voices, One Future](#): Advancing Audiology and Speech-Language Pathology for the Next 100 Years. The team developed an overview page/tracking map to show member participation, as well as a [facilitators page](#) that includes a variety of resources, tips, and strategies to make it easy for members to present the careers. The initiative was launched to the membership on February 24, 2025. To date, 40 members in 23 states have presented to 5,583 students.

**Professional Development** – ASHA members are experiencing the power of ongoing learning during ASHA's centennial year by learning with ASHA Professional Development. ASHA members can take one [FREE course](#) each month from February through November, and thousands of members have already completed one or more free courses this year. With 6 more months of free courses on a range of topics, members still have plenty of time to engage with ASHA-created CE content to help them in their work. Additionally, 30 current ASHA Learning Pass subscribers have won a [free subscription renewal](#) by completing courses in their ASHA Learning Pass. Subscribers can continue to take courses for a chance to win 70 more free renewals from now through November.

**Multicultural Issues in CSD** – As we celebrate the 100-year anniversary of the Association (ASHA), we honor a century of advancing communication and transforming lives. This milestone calls for reflection—as well as a renewed commitment to fostering a future where all are welcomed and valued within our professions and communities. [Legacy, Impact, Possibilities: How YOU Can Shape the Next Century](#) provides a list of actionable steps for members that collectively reinforces our shared values, amplifies diverse voices, and paves the way for a more inclusive future for the next 100 years. The actionable steps are divided into six areas:

- [1. Explore a variety of perspectives.](#)
- [2. Reflect on your own practice and experiences.](#)
- [3. Advocate and take action.](#)
- [4. Deepen your knowledge base.](#)
- [5. Create connections with your community.](#)
- [6. Support clients, colleagues, and communities.](#)

***A Day in the Life Video Series*** – We are producing a series of three 2-minute videos that highlight a day in the life of ASHA members. Each video will showcase the diverse work settings within the communication sciences and disorders (CSD) field, specifically focusing on audiology, health care, and school-based practice. All three practitioners have been secured, and production is currently underway.

### **Convention**

Planning for the 2025 ASHA Convention is in full swing, and the momentum is strong. The Convention Program Committee (CPC) and the Convention & Meetings Team have already made remarkable progress and will finalize an exceptional Centennial year of celebration.

The Call for Papers was met with overwhelming enthusiasm, yielding 3,764 submissions (both invited and general). This impressive number is just shy of the record-breaking Boston 2018 total and reflects the incredible interest and engagement from our community as we prepare to mark 100 years of ASHA. Leading the charge are our dynamic CPC Co-Chairs, whose collaboration and leadership have been nothing short of inspiring. By leaning into their unique areas of expertise and embracing each other's strengths, they've created a collaborative environment that is driving thoughtful, innovative program development with the support of the full CPC.

### **Interstate Compact**

The Audiology & Speech-Language Pathology Interstate Compact (ASLP-IC) has added an additional state this year, with Arizona's legislation pending their Governor's signature. Legislation is still pending in additional states. [Compact Connect](#), the compact data system, is ready to onboard states. States that have onboarded may begin issuing privileges to practice by late summer 2025. The ASLP-IC Commission has hired Dr. Lesley Edwards-Gaither as its Executive Director. Dr. Edwards-Gaither is an SLP, professor, and advocate for the interstate compact, having testified in support of the compact in state legislatures.

### **Advocacy Update: Medicare Audiology Bill Introduced in U.S. House**

The [Medicare Audiology Access Improvement Act](#) was recently introduced in the U.S. House of Representatives. The sponsors' [press release about the bill](#) quoted ASHA president Bernadette Mayfield-Clarke, who noted that enactment of the bill "will help remove unnecessary bureaucratic barriers that prevent seniors from accessing critical hearing and balance care and prevent the Medicare program from utilizing the audiology workforce to the fullest extent of its training and expertise." ASHA's past president, Tena McNamara, participated in congressional meetings with the presidents of the American Academy of Audiology and the Academy of Doctors of Audiology to build support for passage on the day the bill was introduced. [Take action now](#) to support more timely and robust coverage of services audiologists provide.

### **Health Care Summit**

ASHA hosted this year's Health Care Summit: Grand Rounds in the ICU on May 2–3, 2025, in collaboration with the Cleveland Clinic at the facility's administrative campus in Beachwood, Ohio. This intimate in-person event was expanded this year to 1.5 days and offered participants a unique opportunity to learn directly from Cleveland Clinic's renowned critical care team. Highlights included live rounds featuring clinical reasoning in a complex case, a collaborative activity focused on developing high-impact treatment plans using case information shared from the interdisciplinary team, and a powerful discussion with the patient and family featured in the case study. Participants responded enthusiastically to the innovative program, rating it 4.5 out of 5 on overall satisfaction. Planning now turns to the future, when ASHA will partner with Rady Children's Hospital California for the next Health Care Summit on April 18, 2026, in San Diego, California.

### **Payer Summit**

ASHA hosted its seventh annual Payer Summit in Washington, D.C. on May 15–16, bringing together national payers, utilization management companies, and state Medicaid programs to discuss audiology and speech-language pathology coverage, coding, payment, and policy issues. The Payer Summit is an important tool that allows ASHA to develop and strengthen strategic relationships with key payers. The Summit focused on identifying challenges for ASHA members and payers alike and workshopped strategies to address important issues having an impact on ASHA members. Topics discussed this year included the unsustainable impact of payment rates and restrictive coverage on clinicians and patients; coding and billing; the role of audiologists and SLPs in value-based care; the current and future landscape of Medicaid; prior authorization; navigating managed care and third-party administrators; research and evidence to support the efficacy and value of audiology and speech-language pathology services; and best practices payers can adopt to help clinicians navigate payer policies and processes. Learn more at [ASHA's Payer Summit: What Members Need to Know](#).

### **2025 Council for Exceptional Children Convention & Expo**

ASHA engaged with the Council for Exceptional Children Convention (CEC) & Expo that was held on March 12–14 by connecting with related service providers, educators, school administrators, and other school-based related organizations from across the country. At the exhibit booth, ASHA resources on the following topics were shared: [Safety in Schools](#); [How To: Writing Collaborative Goals for IEPs](#); [Thinking Through Varied Service Delivery Models](#); and [The Value of School-Based Speech-Language Pathology Services for Elementary School Children](#).

ASHA also collaborated with the Division of Early Childhood and the Early Childhood Intervention Personnel Center on a presentation entitled "Hot Topic—Building Bridges: Integrating Cross-Disciplinary Competencies in Early Childhood Intervention." In addition, ASHA hosted an "SLP Meet-Up" to engage and connect with ASHA members in attendance to discuss school-based issues and successes.

### **2025 American Council on Rural Special Education (ACRES) conference**

ASHA engaged with the American Council on Rural Special Education (ACRES) at their annual conference on April 3–4. ASHA hosted a roundtable discussion entitled "Navigating Postsecondary Transitions: Roles of Related Service Providers." These discussions highlighted how school-based SLPs play a significant role in supporting students with disabilities as they transition from high school to postsecondary education or employment and ASHA resources such as the [Postsecondary Transition Planning Infographic](#) and [Writing Postsecondary Transition Goals](#).

### **ASHA's School Issues Advisory Roundtable**

ASHA's School Issues Advisory Board (SIAB) hosted its first School Issues Advisory Roundtable (SIAR) on April 9, 2025. The SIAR convenes representation from ASHA staff and school-related committees, boards, and councils and other related professional organizations to engage in solution-based collaboration and discussion related to school-based issues having an impact on SLPs.

The theme for this year's roundtable discussion was focused on workloads of SLPs in schools. The first roundtable explored whether caseload caps are the answer to solving the caseload crisis by examining the advantages and disadvantages of caseload caps. Discussions addressed the following topics: ASHA's previous history with setting a caseload cap; challenges with caseload caps; factors contributing to high caseloads; potential impacts of high caseloads on SLPs in schools; and why. Members of SIAR analyzed existing data regarding the 19 states that currently have caseload caps and additional information from the 2024 ASHA Schools Survey. The next SIAR will focus on the benefits of utilizing a workload approach to capture the full spectrum of the roles and responsibilities of SLPs in schools.

The following groups are represented on the SIAR: ASHA's School Issues Advisory Board (SIAB); ASHA's School Finance Committee (SFC); ASHA's SIG 16: School-Based Issues; ASHA's State Education Advocacy Leaders (SEALs) Champions; State Education Agencies Communication Disabilities Council (SEACDC); National Joint Committee on Learning Disabilities (NJCLD); ASHA State Affairs; ASHA Federal Affairs; ASHA School Services; and ASHA's Vice President for Speech-Language Pathology Practices.

### **ASHA's Joint Webinar With the American Federation of Teachers**

ASHA participated in a joint webinar with the American Federation of Teachers (AFT) entitled "ASHA & AFT: Demystifying the Union: Interest-Based Bargaining" on April 30, 2025. Interest-based bargaining (IBB) is a powerful approach that school-based SLPs and educational audiologists can use to work more collaboratively with their teacher unions during negotiations. This approach focuses on the shared interests and benefits for the school district and students. Two ASHA members participated in this webinar to illustrate information to be shared and modeled language to use when engaging in IBB: Siobhan T. Donohue, AuD, CCC-A (Chicago Public Schools) and Megan Miskowski, SLPD, CCC-SLP (Baltimore City Public Schools). The recording link for this joint event is [ASHA and AFT: Demystifying the Union | Share My Lesson](#).

### **2025 Dues Renewal**

As of May 13, 2025, 95% of ASHA members and affiliates had renewed their membership for 2025. All members and affiliates who have not yet renewed are considered "not current" and have through the end of August 2025 to renew before their membership or affiliation is dropped.

### **Certification Applications:**

Through April 2025, ASHA has seen a 3% increase in applications for certification when compared to 2024. This growth is attributable to the annual growth in CAA-accredited programs and class sizes. Annual retention of certificants is similar to that in previous years.

The Council for Clinical Certification in Audiology and Speech-Language Pathology (CFCC), which governs the ASHA certification programs, has been reviewing executive orders and potential impacts on ASHA's certification standards. The CFCC will seek feedback from certificants on potential changes prior to making any changes.

### **Assistant Certification Program**

Since its inception, the program has awarded over 1,400 certifications and there continues to be a steady pool of applicants. In November 2024, a group of C-SLPA and SLPA educators met and created two new exam forms for 2025. The same group met in March and April to conduct a passing point study for the new forms of the examination. The passing score for the new exams that will launch in June will continue to be 162.

A total of 15 states recognize or align with the C-SLPA certification standards for licensure. There are currently four states proposing similar updates to their SLPA licensure in 2025. Similarly, there are now six states that license or register Audiology Assistants and recognize or align with the C-AA certification standards.

### **ASHA Stream 1<sup>st</sup> Quarter Data**

Overall, there is significant growth over 2024, due in large part to the free "Centennial Celebration" continuing education courses. The number of video plays through the first quarter of 2025 is 50% higher than in 2024.

## **BOD RESPONSIBILITIES**

President Bernadette Mayfield-Clarke facilitated a discussion about the expectations, roles, and responsibilities of high performing Board members to ensure responsiveness to the Association's needs and adhere to best practices in association governance.

## **STRATEGIC PATHWAY UPDATE**

An update on ASHA's Strategic Pathway to Excellence was provided that was composed of three distinct segments. Vice President for Planning Akilah R. Heggs was joined by Chief Executive Officer Vicki Deal-Williams and Senior Director of the Office of Business Excellence Rozsa Felix to provide this update to BOD members.

The first segment of the update provided a comprehensive review of the 2024 year-end status of the Performance Measures (PMs) for all Strategic Objectives. These PMs are long-term performance metrics designed to track, monitor, and evaluate the success of each Strategic Objective. They reflect progress over time, beginning from a defined baseline and measured annually against established targets. Multiple PMs have been developed for each Strategic Objective, and the corresponding 2024 year-end status reports were shared with the Board of Directors.

The second segment focused on the Strategic Objectives' Annual Key Performance Indicators (KPIs). These KPIs serve as short-term metrics that assess progress on major objectives or priority areas identified for the current year. Strategic Objective Owners identified KPIs for 2025, and the Board received a report on the status of these KPIs as of the end of Q1 2025.

The third segment highlighted key accomplishments and updates related to the Strategic Objectives. A detailed summary can be found on ASHA.org at [\*Strategic Pathway to Excellence: Strategic Objective Highlights\*](#), which is updated twice annually.

## **SUNSETTING THE SIGS**

The BOD discussed member feedback from a 30-day comment period received in response to the proposed ASHA bylaws amendment to sunset the SIG Program by eliminating Article XII—Special Interest Groups. The BOD also reviewed the additional information from staff on how the [recommendations](#) from the SIG Program Review Task Force would align with existing initiatives already underway at ASHA to provide the desired member benefits. Based on the discussion, the BOD voted to approve the proposed bylaws change.

## **COMMITTEE ON COMMITTEES APPOINTMENTS**

For several years, the BOD has been working intentionally to ensure representation and inclusion on committees, boards, and councils to ensure a variety of perspectives are represented in deliberation and decision-making. President-Elect Linda I. Rosa-Lugo and Chief Staff Officer for Multicultural Affairs Megan-Brette Hamilton reviewed with BOD members their commitment to increase representation within the Committee on Committees nomination and appointment process.

BOD members reviewed their agreements and data including individuals who are early career professionals, those from settings and backgrounds with less representation, former officers of National NSSLHA, and those who have participated in ASHA's leadership development programs. The BOD members considered this information as they reviewed the proposed nominees and made appointments—for terms to start in 2026 for 20 of the Association's committees and boards. Once finalized, these appointments will be approved by the BOD. The resulting changes in the overall composition of ASHA's committees and boards for 2026 will be reviewed at the October 2025 BOD meeting.

## **CHANGE TO CMS MEDICARE BENEFITS POLICY MANUAL**

This topic was added to the BOD meeting agenda due to the urgency of the issue. The Centers for Medicare & Medicaid Services (CMS) recently updated [Chapter 15 of the Medicare Benefit Policy Manual](#) [PDF] to revise the definition of a qualified speech-language pathologist (SLP) for outpatient (Part B) services. Although the manual was just updated, this change was originally finalized in the 2015 home health prospective payment system final rule and applies to services provided on or after January 1, 2015. Chief Staff Officer for Speech-Language Pathology Monica Sampson led the discussion on the impact of these changes on clinical fellows (and all provisional licensees in states), students, SLPs in health care, their employers, academic programs, and the SLP profession at large.

## **FINANCIAL REPORT**

Vice President for Finance Lawrence (Larry) Molt presented ASHA's financial report. He reported on data as of April 30, 2025, which showed total operating revenue of \$28,148,763 and total operating expenses of \$21,244,809, equating to preliminary net revenue (revenue minus expenses) of \$6,903,954. The BOD was reminded that larger expenses expected in the 4th quarter of the year will impact the bottom line.

Molt then provided an Audit Committee report. ASHA received an unmodified opinion, which is the best audit opinion an organization can receive. A motion to accept the 2024 Annual Audit Report was approved by the BOD.

## **RISK ASSESSMENT TOOL TO ENHANCE DECISION-MAKING**

Earlier this year, the BOD began discussing the need to evaluate the consequences and risks of the decisions they make for the Association as a whole. More recently, Chief Executive Officer Vicki Deal-Williams introduced the idea of using a tool to help the BOD objectively identify, evaluate, and prioritize potential risks that could impact the organization. Such a tool would allow the Board to assess the level of risk associated with the likelihood of risks occurring and the severity of their consequences, providing a clearer overview of vulnerabilities so that they can make more informed decisions about strategies and resource allocation. ASHA's CEO and Chief Staff Officers reviewed the draft tool with the Board and facilitated a discussion answering BOD members' questions. The Board agreed to pilot the tool's use in conjunction with ASHA's Decision-Making Framework.

## **NSSLHA UPDATE**

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

- National NSSLHA shared their progress toward the goals in their [2024-2026 Strategic Plan](#). They are making steady progress across all four of their goals, especially noting an increase in awareness and advocacy opportunities.
- This year, 155 chapters, a new record, earned [Gold, Silver, and Bronze Chapter Honors](#). To earn Chapter Honors, chapters are encouraged to engage in legislative advocacy, increase CSD awareness, host and participate in inclusion programs, and support the ASHFoundation Graduate Student NSSLHA Scholarship fund.

These chapters

- increased awareness of CSD on local college campuses and communities across the country;
- increased legislative advocacy efforts by sending more than 8,300 Take Action letters;
- increased awareness on issues related to inclusion, hosting more than 300 events;



- provided scholarships to students in CSD programs by contributing more than \$27,000 to the ASHFoundation Graduate Student NSSLHA Scholarship; and
- supported CSD-related organizations by donating more than \$67,000 and 30,000 hours of time.
- Each year, National NSSLHA recognizes chapters, advisors, and members who are recipients of [NSSLHA Honors](#). This year, Purdue University was recognized as National NSSLHA's Chapter of the Year and the IMPACT Program for Honors of NSSLHA.

## **AUDIOLOGY SUBCOMMITTEE REPORT**

The BOD Audiology Subcommittee met on June 6, 2025, as a part of the June 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), Medicare Part B Payment Reductions, 529 Education Savings Accounts, and new CPT codes for hearing device services in 2026;
- audiology related legislative and practice act issues in the states being tracked by ASHA's State Affairs team; and
- current projects and issues from ASHA's Audiology Practices team, including an update on collaborative work with the American Academy of Pediatrics (AAP) Early Hearing Detection and Intervention Professional Education Center (EHDI PEC) and release of the National Academies of Sciences, Engineering, and Medicine (NASEM) Consensus Study Report, [Meaningful Outcome Measures in Adult Hearing Healthcare](#).

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

The BOD Speech-Language Pathology Subcommittee met on June 6, 2025, as part of the June BOD meeting. Board Member At Large for Speech-Language Pathology Julie Malone facilitated the session.

Members of the BOD Speech-Language Pathology subcommittee discussed the challenges and opportunities of service delivery in health care settings. Senior Director of Speech-Language Pathology in Health Care Services Brooke Hatfield led this discussion. The subcommittee also received highlights about state-level advocacy efforts related to speech-language pathology practice during the 2025 state legislative sessions from Senior Director for State Affairs Doanne Ward-Williams. Together with the trends identified by the BOD InTouch forms, this discussion informed the subcommittee of the current state of speech-language pathology practice.

## **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 Report**

ASHA continues celebrating [100 Years of Legacy. Impact. Possibilities.](#) Chief Staff Officer for Communications Selena Ramkeesoon, provided an update on current and upcoming activities and answered BOD members' questions.

### **HILL DAY 2025**

ASHA's Hill Day is usually held earlier in the year when members advocate for audiologists and SLPs to members of congress. Since Convention is in Washington, D.C. this year-and ASHA is celebrating its Centennial, Hill Day was moved from May to November. The Association took advantage of members attending Convention who are not serving in volunteers roles by inviting them to participate. President Bernadette Mayfield-Clarke updated the BOD on Hill Day activities and, along with Chief Executive Officer Vicki Deal-Williams and Chief Staff Officer for Speech-Language Pathology Monica Sampson, answered BOD member questions about the event.

### **OPTIONS: SPECIALTY CERTIFICATION**

The Board discussed ASHA's program that recognizes independent specialty certification boards in the context of other relevant Association initiatives and with a focus on the needs of the broad ASHA certificants and members. The BOD will communicate the next steps in envisioning the future of specialty recognition for the professions to the CFCC/CCSC.

The Board of Directors meeting was adjourned on June 8 at 11:52 a.m. ET.