



INNOVATIVE PROGRAMS TO ADDRESS PERSONNEL VACANCIES IN HEALTH CARE AND EDUCATION

| State | Projects/ Partnerships | Innovative Program | Contact |
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| Arizona | University/ State/ Partnership Program | The University of Arizona and Arizona Department of Education developed a master's level program for bachelor's level practitioners who are currently employed in public schools. | Betty McDonald E-mail: bettymcd@e-mail.arizona.edu |
| Colorado | University/ State/ LEA Partnership Program | University/State/LEA Partnership, funded by the Colorado Department of Education, provides a master's level education to students applying to Colorado school districts for employment. Provides financial incentives to mentors and targets specific rural districts. | Karen Kelly E-mail: kelly_k@cde.state.co.us |
| Florida | University/ Non-Profit Partnership | The Fisher Island Philanthropic Fund, who provides funding to a United Way non-profit speech and hearing clinic, offers scholarships to FIU students. Acceptance of the scholarship requires a year-for-year commitment to work at the clinic. | Lily Poms Executive Director Hearing and Speech Center of Florida E-mail: lpoms@hearingandspeechcenter.org |
| Maryland | University/ State/ Partnership Program | Loyola College and Maryland State Department of Education, provide tuition assistance to SLP graduate students, who are currently employed in the Maryland public schools. Provides flexibility for academic coursework and clinical practicum and requires SLPs to work in Maryland schools for five years post graduation. | Lisa Schoenbrodt E-mail: lschoenbrodt@loyola.edu |

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| Maryland | University/ District Partnership | The University of Maryland and Montgomery County Public District (MCPS) formed a partnership to graduate additional master's students each year. MCPS provides a full tuition scholarship for accepted students, who agree to work full-time for the county's public schools for three years post graduation. | Colleen Worthington E-mail: cworth@hesp.umd.edu |
| Maryland (plus other geographic locations) | Health Care Company Initiative | Genesis Rehabilitation Services (GRS) has implemented 3 clinical recognition programs for SLPs. They offer mentoring support to new graduates and staff, a clinical instructor program that allows GRS staff to teach courses at local university programs and offers externships to students, and a master clinician program that recognizes staff with exceptional clinical skills in specialty areas. These programs are designed to enhance recruitment and improve retention of qualified and experienced clinicians. | Lynne Stevens Clinical Director, GRS E-mail: Lynne.stevens@genesishcc.com |
| Minnesota | State Association Project | Minnesota Speech-Language-Hearing Association is developing a 6-part DVD to promote SLP practice in schools and to recruit high school students into the profession. | Meredith Boo E-mail: mereboo@comcast.net |
| Nebraska | University/ State Partnership | The University of Nebraska-Lincoln and the Nebraska Department of Education collaborate on Project Support, a personnel preparation grant funded by the U.S. Department of Education. The Project includes literacy training, mentors, tuition assistance and monthly stipend for SLPs who agree to work full-time for two years in targeted rural and urban areas. | Dixie Sanger E-mail: dsanger1@unl.edu |
| New Jersey | University/ Health System Partnership | Solaris Health System partners with area universities to provide clinical affiliations to students. Interns are often hired as employees upon completion of degree. Currently, 15-20% of employees were interns in this program. | Kristie Soriano Coordinator/ Clinical Director E-mail: ksoriano@solarishs.org |

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| New York | State/ District Cooperative Partnership with New York Universities | New York City School District and the State Department of Education developed a cooperative arrangement with state universities to pay for five additional students through the “Expanded Seat” program. The additional funding of \$2000-\$4000 per student allows the universities to hire additional supervisors and offer Saturday clinic hours. | Jane Coyle E-mail: jcoyle@nycboe.net or Judy Manning E-mail: jmanning@chesma.com |
| New York | District/ University Distance Partnership | The New York City School District and Western Kentucky University (WKU) have developed a distance education program run by the New York City Board of Education and the New York City Teacher’s Union which allows bachelors level practitioners to enroll in a master’s program through WKU. Students complete practicum work in the summer and the union pays for SLP supervisors that staff the clinics. | Kate Crowley E-mail: crowelyslp@aol.com |
| New York | Collaborative University Project | Nazareth College of Rochester and the National Technical Institute of Technology for the deaf at Rochester are collaborating to provide training in assessment and intervention with deaf and hard of hearing individuals to increase the number of qualified SLPs with specialty in this area. The project is funded under a U.S. Department of Education Personnel Preparation grant. | Paula Brown E-mail: pbrown8@naz.edu |

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| New York | State Education Department and College/University Consortium | <p>The UPSTATE Speech-Language Pathology Consortium is composed of eleven academic programs in the upstate region of New York State. The cohort programs include Buffalo State College, SUNY College at Fredonia, Nazareth College, SUNY at Buffalo, SUNY College at Geneseo, Ithaca College, Syracuse University, SUNY College at Cortland, College of Saint Rose, SUNY College at Plattsburgh, and SUNY College at New Paltz. The consortium is funded by The State Education Department Office of Vocational and Educational Services for Individuals with Disabilities (VESID). The purpose of the grant is to increase the number of professional speech-language pathologists working in public education and to this end the grant has four goals:</p> <ol style="list-style-type: none"> 1. increase the number of students in cohort graduate programs, 2. encourage graduate students to commit to a career in public education through scholarship incentive, 3. present speech-language pathology, audiology, and speech and hearing science career options to high school students and junior college students, and 4. present content based graduate courses through distance learning. Funding for the grant is planned through the 2009-2010 academic year. | <p>For further information about the grant or if you have specific questions, please contact:</p> <ul style="list-style-type: none"> • Gary Jones, PI jonesgw@buffalostate.edu • Dennis Perez, Co-PI perez@fredonia.edu • Karen Bailey-Jones, Co-PI joneskb@buffalostate.edu |

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| North Dakota | University/State/ Partnership | University of North Dakota and Minot State University collaborated with the North Dakota Department of Public Instruction to provide a master's degree program to students currently employed the public schools. The program, funded under a U.S. Department of Education State Improvement Grant, provides financial assistance and flexibility to complete academic coursework (online, IVN, summer). | Teresa Monicken E-mail: tmonicken@state.nd.us |
| North Dakota | University/State/ Partnership | University of North Dakota and Minot State University collaborating with the North Dakota Department of Public Instruction, provide scholarships to selected undergraduate seniors, who agree to work for one year in the North Dakota public schools, for every year they accept the scholarship award. | Teresa Monicken E-mail: tmonicken@state.nd.us |
| Ohio | University/State Partnership Projects For Training And Recruitment | <p>The Ohio Master's Network Initiatives in Education (OMNIE) has several cooperative projects with the Ohio Universities and the Department of Education:</p> <ul style="list-style-type: none"> Distance Education Programs for master's degrees. Collaborating universities and the Ohio Department of Education provide master's degree through distance education for individuals who wish to work in schools. Funding is provided by the Ohio Department of Education. The Ohio supervisory network assists with the practicum. | Nada Allender E-mail: nada@ameritech.net |

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| | | <ul style="list-style-type: none"> • OMNIE Recruitment Project "Don't Miss the Bus! Communication Happens in Schools." A DVD, supporting materials, and a Power Point presentation were developed, which aid in high school recruitment efforts. | Nada Allender E-mail: nada@ameritech.net |
| | | <ul style="list-style-type: none"> • Distance Education for PhDs. Cooperating Universities and ASHA are collaborating to offer a PhD through distance learning. The program offers highly qualified SLPs who have been traditionally underrepresented, to acquire a PhD. | Dr. Gloriajean L Wallace E-mail: wallacgn@email.uc.edu |
| Ohio | Volunteer Program/ University-Hospital Partnership | Cincinnati Children's Hospital recruits area high school students to volunteer and learn about the profession. They also use undergraduate volunteers to do some work in the clinic and also get observation hours. They hire graduate students on a part-time basis to do some high level support work. Some graduate students are hired upon graduation. | Ann Kummer email: ann.kummer@cchmc.org |
| Oregon | State Association Project | The Oregon Speech, Language and Hearing Association has established an AdHoc committee on shortages. The committee has collected state wide data on personnel shortages, published a survey on available distance education programs in the state, developed career fairs for SLPs at university training programs, and are planning to develop a "grow your own" recruitment packet. The committee is also forming a cooperative arrangement with Nova Southeastern University. | John Tracy E-mail: JOHN.TRACY@salemhospital.org . |

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| Pennsylvania | University Distance Education Program | LaSalle University, Philadelphia, PA developed a program for career changers who are fully employed. The program offers the complete set of 11 prerequisite speech-language pathology coursework online. | Barbara Amster E-mail: amster@lasalle.edu |
| South Carolina | University/ State Partnership | The University of South Carolina and the Office of Exceptional Children in the South Carolina Department of Education are collaborating to offer a master's program for bachelor level practitioners and general education teachers. The program provides distance evaluation and financial assistance through a personnel preparation grant from the South Carolina Department of Education. | Susan Floyd E-mail: swfloyd@sde.state.sc.us |
| Vermont | University/ State Partnership | The University of Vermont and the Vermont Department of Education collaborated to provide scholarships to graduate students under a U.S. Department of Education State Improvement Grant. The program was designed to prepare graduate level SLPs to work in Vermont schools and requires students to take specific courses related to school practice and at least two practicum placements in schools. | Patricia Prelock E-mail: patriciaprelock@uvm.edu |
| Virginia | State Financial Incentives | The Virginia State Department of Education (VDOE) offers financial incentives to recruit qualified speech-language pathologists to Virginia's public schools which include sign-on bonuses, tuition assistance and loan forgiveness. Some local school districts offer payment of ASHA dues, recognition of CCC-SLP, payment for continuing education workshops and conferences as well as relocation expenses and separate salary scales to attract speech-language pathologists. The VDOE also provides a free job listing service. | Visit: www.doe.virginia.gov/VDOE/Instruction/Sped/sp-lang.html or Contact Marie Ireland E-mail: marie.ireland@doe.virginia.gov |

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| Washington | University Expansion Project | The University of Washington doubled its graduate student enrollment in the past year by adding a graduate program focused on Medical SLP practice. Faculty has agreed to double course enrollments and significantly increase practicum loads and additional faculty have been hired to increase the number of graduate students from 24 to 48. | Chris Moore E-mail: camoore@u.washington.edu |
| Washington | University Outreach Project | The University of Washington developed the UW Pipeline Project, a K-12 outreach program, that provides undergraduate and post bachelor level students with experience in the public schools. Students take a three-credit seminar about school practice, work as a volunteer in a school setting, complete an independent project and attend weekly meetings. | Patricia Dowden E-mail: dowden@u.washington.edu |
| Wisconsin | Interagency Partnerships | The speech-language pathology department of the Rural Wisconsin Health Cooperative works with public schools, early intervention programs, home health agencies, and nursing homes to form full-time SLP positions instead of a number of part-time positions. Then, they are able to offer the support of a large department of clinicians rather than solo practitioners. This set up has increased recruitment and improved retention of SLPs. | Patti Fowler Speech Pathology Manager E-mail: pfowler@rwhc.com |

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