

We are CSAP!



Carol Fleming, President

SPONSORS



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President's Message

Ah, fall is finally here! At least I hope it is; although the weather is still more like summer with 90-degree days and 80-degree nights. The summer provided many challenges for colleagues, friends and family – heat waves, droughts, hurricanes, earthquakes and flooding. Having survived the last few months, it is refreshing to look forward to the future and see what new challenges and adventures are on the horizon.

Personally, I am facing the challenges of a new school year. I am meeting new students and learning so many things about them. I am juggling work, school, family and volunteer activities. With the family, I am faced with the challenges of having a daughter transition to college (while still having her twin brothers for another year before they transition out of the home). I also find myself in my final months on my state association board of directors – faced with the thought of “where do I go now?”

As leaders, we all find ourselves in that position at some point. “Where do we go?” Sometimes it is difficult to move on. We think, “What if I had done this or that?” There’s that thought of, “Did I accomplish what I set forth to do as president?” It’s that “would’ve, could’ve, should’ve” experience. All we can do is rely on the knowledge that we did what we could at the time with the knowledge we had at hand and feel confident that decisions and actions were made with the association’s best interest in mind.

With CSAP, I find myself in the final months of my presidency of this amazing organization. So many things are currently occurring. We have a great conference planned for San Diego with wonderful presenters. We are in the middle of an election – with amazing individuals who have stepped up and made a commitment to further the advancement and growth of CSAP.

I am thankful for the friends I have made over the years that I have been involved with CSAP. These friendships are some of my most treasured. I have met so many individuals who have contributed and given assistance over the years. As leaders, we know the importance of our volunteers. They are the foundation of the organization. CSAP is fortunate to have so many individuals who give not only to their state association but to this organization.

So as I move forward, I want to take this opportunity to thank the many friends who have supported me this year. CSAP is a better organization because of them and their dedication and guidance. I am fortunate that my family has been a constant beam of strength and support. I appreciate the welcoming warmth shown to my mother when she joined us in Charleston, South Carolina. I am looking forward to many new adventures as Molly prepares to lead CSAP in 2012.

Moving on to new adventures,

Carol
 Carol B. Fleming
 CSAP President



Editor: Regina Lemmon

I received my brochure for the Fall 2011 CSAP Meeting in the mail today and as I begin to plan ahead to the meeting in San Diego, I realize that this will be my last CSAP meeting. (Alas! I will miss Alaska!) I tallied all the meetings I have attended; this one will be my 12th CSAP meeting!

My first meeting was in Portland, Oregon (2006) and it was a last-minute decision to send me. I had, only weeks before, been elected as president-elect of the Texas Speech-Language-Hearing Association (TSHA). My friend, Lynn Flahive was the past president of TSHA and she felt that it would be a good idea for me to attend in her stead since it would be good preparation for me as I learned about how to be a president. So weeks before the Portland meeting, President Lynda Barbee invited me to attend as her guest. I had heard about CSAP from my TSHA friends who had served as presidents of our state association for many years. In fact, I had heard so many reports that CSAP became mythologized! One past president told me that "CSAP was a place where attendees left their egos at the door." Another said, "it was the best group of individuals she had ever come to know." Almost all recalled friendships that they still enjoyed years after their terms of office had ended. You can imagine that I was expecting choir angels to sing in the background and trumpets to blare as I walked into my first meeting to meet this amazing group of individuals. At this time in CSAP's history, we still offered a newcomer's luncheon before the programming began. I was introduced to the Executive Board. I remember that Ken Ruder was President at the time and Theresa Rodgers must have been President-Elect. Liz Stephens was Commissioner on Issues and Planning. Carol Fleming was the Treasurer and Melanie Peters was the Secretary. And someone must have explained about how CSAP worked and what we could expect from the meeting. My first meeting was a little confusing because of the preceding ASHA State Policy Workshop (which has been discontinued). Where did State Policy end and CSAP begin? Sorting out the two organizations took a while! I met some amazing people at this meeting – Mike McKinley, Lisa O'Connor and others who provided some interesting programming about leadership. And while I learned a lot, I did not hear the angel's sing or trumpets blare!

I worried a little about how I had perhaps expected too much of CSAP. I attended the next CSAP meeting in Miami (Fall 2006). That was a difficult city to navigate! My hotel was a \$50 cab ride from the CSAP hotel. But again, I learned a lot about being a leader and managing a large state association. In spite of the expensive cab ride, I think I heard angels singing in the background when I said goodbye to my CSAP friends.

Miami was followed by CSAP meetings in Little Rock (Spring 2007) and Boston (Fall 2007). Theresa Rodgers was president then and I was fortunate to serve as Commissioner on Issues and Planning. Again, the meetings were informative and enlightening and I enjoyed meeting so many strong leaders who brought such valuable information to the time we all spent together (and the angels sang).

In 2008, we held CSAP meetings in Saratoga Springs, New York and Chicago with Liz Stephens serving as president. Attending a different type of horse race (harness racing) in Saratoga Springs was fun but hearing Jean Block talk about non-profit organizations was truly enlightening! (Was that a trumpet blare?)

In 2009, I traveled to Indianapolis and New Orleans. Sherry Curtis who is an amazing individual, full of energy and enthusiasm was the president. It was under her term that the collaboration between

ASHA and CSAP was initiated. At this time, I was serving as CSAP President-Elect.

In 2010, I was thrilled to invite CSAP to my home town, San Antonio, Texas as I served as president. Our CSAP social was dinner in the Alamo and for a native Texan, this was a new experience and a thrill. Philadelphia was the site of the fall CSAP meeting. By this time in CSAP history, the collaboration between CSAP and ASHA was well in place. CSAPers were once again enjoying CEUs and a streamlined registration. (No more of the confusion that I experienced at my first spring meeting).

Spring 2011, CSAP was in charming Charleston (pardon the alliteration) and I did not realize it at the time but it was my last spring meeting. And what a great one! Now, I am getting ready for San Diego and my very last CSAP meeting. I am excited to meet the new presidents and president-elects who are rotating onto their respective state executive boards, who will come to the meeting a little confused and disoriented but who will leave energized and anxious to go back to their states with lots of new information. I will be sad to leave but I will treasure all the many friends I have made and the valuable lessons about leadership that I have acquired. I know that CSAP will continue to thrive and that state association leaders will continue to receive valuable information. The programming for the San Diego meeting is impressive. CSAP President, Carol Fleming has put together an exciting lineup of speakers on timely topics. If you have not made your plans yet, make them now!!! Maybe this will be the meeting where you hear the angels sing and trumpets blare!

Judith P. Keller
CSAP Past-President

San Diego, Here We Come!

We are anticipating the approaching CSAP meeting in beautiful San Diego, otherwise known as the Birthplace of California and the eighth largest city in the United States. We'll get to rekindle friendships from previous meetings and make new friends as we greet new leaders joining our amazing group. We know that we will learn a great deal of information to take back to our states and we will have a lot of fun too. Part of that fun is the 50/50 raffle and live auction.

These two events are CSAP's greatest ways of making money, while allowing our members to take home great items from the various states and giving one of our lucky members a chance to split the 50/50 pot. Remember, the more raffle tickets you buy, the more chances you have to win. Congratulations to Susan McHugh from Oklahoma who won in Philly in November and Terri Massimi from New York who won in Charleston in May.

So don't forget to bring some extra cash to the Gem of the West. We'll gladly take checks, too. Plan on having a great time while supporting CSAP. See you all soon.

Lonnie Harris
CSAP Treasurer

STAR and SMAC Efforts From the Nevada Speech-Language Hearing Association



Nifty Wifty ISHA's Fifty!

Diane Ross is Nevada's representative to the State Advocates for Reimbursement (STAR) and State Medicare Administrative Contractor (SMAC) Network. Updates and concerns are posted on the Nevada Speech-Language Hearing Association (NSHA) website, www.nvsha.org.

Each Network meets via phone once a month. There is also an ongoing email dialogue with members asking and answering questions. The Network also meets at various national conferences. I attended the ASHA Health Care/Business Conference in Seattle in May where the STAR and SMAC networks had a combined meeting. ASHA has been very supportive of these Networks and will often bring in experts to update us on the issues. They also ask for our feedback.

There are many critical issues playing out. I will briefly cover them in this report and if you want more details please email me at DianeRoss@TheContinuum-Reno.com. Also if you have questions or concerns regarding reimbursement, coding, etc., I will do my best to help you find the answers.

STAR

ASHA has formed an Ad Hoc committee to look at Medicaid issues. The Center for Medicare and Medicaid (CMS) assist the states in reimbursing each Medicaid program. Each state must follow certain rules in order to receive reimbursement but each state also has the ability to have their own rules as well, which includes reimbursement rates and criteria for what types of therapy services are covered. Each state must have a Medicaid Service Plan that defines policy, coverage and limitations. It is important that the reader understand that speech therapy services are not mandated by CMS and Nevada has the option to not provide these services. Given the economic situation/crises in Nevada, this is important information. Medicaid has already decreased our reimbursement rates and can do it again. Because Medicaid also reimburses for medically necessary therapies delivered in the school environment, these concerns impact almost all of us. Were you aware that while Nevada mandated the private insurance sector, starting in 2011, to cover the diagnosis of Autism, Medicaid was exempted? So if you record that the child is being treated for speech and language problems related to Autism, your therapy program will not be covered.

SMAC

The Medicare Therapy Caps have been in effect for many years. A number of committees have been looking at alternatives to this terrible policy. Three alternatives have been suggested. ASHA has been actively participating. At the last SMAC call, a request that we provide feedback over which of the alternatives would be most beneficial to Medicare recipients. If you are interested in learning more about these choices, email me and I will provide you with the information.

Do you know the difference between "habilitative" and "rehabilitative" therapy? Habilitation was included in the reform bill but has not been defined. Many insurance providers will not cover any therapy services unless there is evidence of an "accident, injury or illness," thus excluding children who have been diagnosed with "developmental disabilities".

ASHA is actively working on helping to define "habilitation".

And finally a word about Health Care Reform and how it might impact our profession. Although the jury is still out on how successful this reform will be, there are some positive changes that will impact our ability to provide services. Stay tuned.

Diane Ross
NSHA STAR and SMAC

The Idaho Speech, Language, Hearing Association, Inc. (ISHA) has been serving speech, language and hearing professionals in the state of Idaho for 50 Years! ISHA celebrated its' 50th year by offering a free continuing education event *Sharpening Your Counseling Skills* with David Luterman, EdD. The event was held on Saturday, July 23, 2011 from 8 am - 4:15pm.



Here We Go to San Diego!

The CSAP Fall Conference will be held on November 16, 2011 at the Marriott Marquis San Diego Marina. The event is sure to be a success with sessions on *How to Increase Student Involvement in State Associations from the Student Perspective: EBP & Specific Implementation Examples, Convention Models for Success, The Changing Climate of Volunteerism and Hot Issues Surrounding Medicaid, Individuals With Disabilities Education Act and Medicare.*

Don't forget to submit your "Bring, Brags and Moans" and bring your cash to participate in the lively auctions and raffles. Additional information and registration for the Fall Conference is available at www.csap.org. It's sure to be an exciting and fun-filled event!

Regina Lemmon
CSAP Newsletter Editor

Reminders for the Fall CSAP Meeting!

1. **Bring, Brag, Moan:** Please remember to email your Brags and Moans to the CSAP Office by Friday, October 28, 2011, at csap@robertcraven.com.
2. **State Favors:** Only hosting states (Region I) are asked to bring or ship a state memento to be placed on tables in the meeting rooms for attendees: Alaska, Hawaii, Washington, Oregon, California, Idaho, Nevada, Utah, Wyoming, Colorado, Arizona, New Mexico and Montana. As always, this is a voluntary contribution. States in the same region as the "hosting" state association bring "goodies" to hand out to state association leaders before the beginning of our meeting. Many states bring items that are used to market their association: pens, bags, notepads, candies, etc. Plan to bring enough items for 100 participants.
3. **Live Auction:** Join us Wednesday following the meeting for CSAP's electrifying Live Auction! The earlier time will allow CSAPers to attend the Live Auction as well as other ASHA sponsored events on Wednesday night! An entertaining live auction will be held at the Marriott Marquis San Diego Marina hotel with items donated by local businesses and corporate supporters. Past CSAPers as well as current CSAPers are encouraged to attend this exciting event!

Additionally, state association leaders are invited to contribute an item representative of your state. A suggested guideline for the value of auction items is a minimum of \$50 to \$100. Greater valued items are welcome. Popular items in the past have included jewelry, local wines, pottery, artwork and signed books. Donations will be displayed, so please do not wrap your item.

Proceeds from the auction help to offset the cost of the CSAP conference.

OSHA Sweetens the State Capitol

May 2, 2011, was Oklahoma Speech-Language-Hearing Association's (OSHA) annual Brownies & Ice Cream event at the Capitol. They again shared the day with the Oklahoma School Psychological Association. OSHA had a great response from students and professionals alike in helping make the day successful!

Patricia Burke and **Deborah Earley** from the Newborn Hearing Screening Program at the Oklahoma Department of Health joined the "team" and made great improvements in the hearing screening procedures and invitations. They personally hand-delivered invitations they created which had a story about hearing loss to each legislative office. This year was the first year for the "ear" invitations and our "lips" stories for the legislators. They screened hearing in the Governor's Conference Room and went door-to-door screening in the offices from 9 am to 3:30 pm. They screened people in eight Senate Offices, 18 House Offices and 35 people in the Governor's Conference Room. They had volunteers from UCO and OUHSC to help them.

OSHA would like to thank the following students and supervisors: (UCO students) **Shannon Lee, Kirk Saffle, Danielle Darbe, Starla Clayburn**, (OUHSC students) **Faren Tohm, Carri Griffin, Michelle Gbodie, Natalie Markella, Misty Mann, Kelee Hoffman** (supervisors) **Patricia Burke, Deborah Earley, Suzanne Kimball and Christie Barbee**.

Susan McHugh again organized the Edmond Public School speech-language pathologists to supply delicious brownies. Several other SLPs also brought brownies. **Teresa Bierig** picked up the ice cream at Blue Bell. Blue Bell Creameries donated all 400 cups of ice cream! **Teresa** and **Linda Earl** served all the brownies and ice cream with help from **Susan McHugh** and others. **Derick Deweber** encouraged his students from OUHSC to come help at the event. **Derick Deweber** and **Mona Ryan** with their student volunteers handed out the bags of information to the 149 legislators. OSHA would like to thank the following: OUHSC students who helped with the information bags as well as taking the time to speak with the staff and legislators at the tables and in their offices: **Courtney Rikards, Chau Nguyen, Lindsey Grell, Keri Waggoner, Sharron Vaughn, Hayley Hudspeth, Rebekah Rogers, Jamie Myers, Jade Ellis, Brenda Luttrell, Kabeth Osborn and Liz Wurtz**. This event could not take place without the great team of volunteers. Please encourage your colleagues and students from the other university programs to come out next year. It is worth the time spent.

Mona Ryan
OSHA Chair of Governmental Relations



Request for Proposals, Increasing Student Advocacy



Chalk up another successful year for developing CSD student advocates! The five state associations that won awards last year have thus far trained a combined total of 232 students in the important business/art of advocacy. Further, many of the state associations can now count more students among their ranks – definitely a win-win situation for all.

As a result of the continued success of this program, ASHA has decided to fund another round of stipends to recognized state associations to increase student participation in advocacy! We urge you to think of creative, innovative ways to engage today's students in the legislative issues of the day that affect not only their future profession but also the population of men, women and children they will eventually come to know and serve.

Won't you help create new skills and a smooth pathway for our future leaders by applying for this grant now?

New this year Based on participant feedback, we have flexed the proposal requirements to encourage creative ideas to increase student advocacy beyond the use of a traditional advocacy day at your state capitol. If you believe you can create a valid alternative with measureable results to increase student participation in advocacy and, potentially, membership in the state association, please submit your proposal for consideration! Having said that, however, it is important to remember that the Congressional Management Foundation surveys indicate that in-person visits from constituents have the most influence on legislators! So, finding ways to train and get your students into in-person communications with a legislator is still an extremely important skill and experience to have. If you need some assistance in planning an Advocacy Day and for general information, please see the ASHA website at <http://www.asha.org/Advocacy/stateleaders/Student-Advocacy/>.

Get those creative ideas flowing and let ASHA help you! The ASHA Student Advocacy application and agreement can be found at www.asha.org/Advocacy/stateleaders/ASHA-Offers-Student-Advocacy-Stipend/. The applications are **due by October 17, 2011**, and we will award the funds by the end of November 2011 for advocacy efforts and events to be held in 2012. The deadline for reports, budget and receipts is listed on the website. Awards will remain at the \$1,000 level for up to five states. Please be aware that previous state association awardees (CT, ID, MN, MI, KS, IL and TN) are not eligible to compete so that all states may eventually have an opportunity to build their student participation. For articles on prior student advocacy models, please see <http://www.asha.org/Publications/leader/2010/101123/States-Model-Student-Advocacy.htm> and <http://www.asha.org/Publications/leader/2009/090922/090922k.htm>.

Any questions, email Janice Brannon, team leader at jbrannon@asha.org or contact your ASHA state liaison and they should be able to help you.

Thank you!

Janice Brannon
ASHA, Director of State Special Initiatives

Molly Has an Alaska Blog!

Molly has a **CSAP 2012 blog**. It will be updated monthly for travel, fun and tips as you plan for you Anchorage 2012 visit!

We in Alaska are looking forward to showing off our beautiful state to fellow CSAPers in May 2012. I thought in this first blog to dispel some myths about traveling so far north.

First: Cost. Hotel: **The Hilton Anchorage** is a sweet deal at \$150+ for single/double. Three days before AND after our meeting.

Airfare: If you live near a hub, it's possible to get a ticket +taxes for \$450. You have to be a savvy shopper. I have [airfare/airline tips](#) on google docs. Just click the link. The average is usually \$600-\$650. Some diligent shoppers are finding better deals. If you don't live near a major hub then you are used to paying that bit extra so don't blame it on Alaska!

Second: Time off from work. Seriously?! You aren't going to call in sick? If you can only stay for the meeting, it IS do-able. It takes 12 hours to fly from the east coast to Anchorage. One can leave Thursday at 6 am EST and arrive in Anchorage at 2 pm. We are four hours earlier than out east. Plan on leaving home early and getting home late. Anchorage is a busy airport at 3 am. You can get a flight out after 9 pm easily. We hope you stay longer!

Molly Thompson
CSAP Site Host 2012





This year, 2011, is the 25th Anniversary of Dr. Martin Luther King Jr.'s "I Have a Dream" speech. One line of his speech that resounds and vibrates in the very essence of my heart is, "Everybody can be great because everybody can serve." Both speech

- language pathologists and audiologists can commemorate the life and legacy of Dr. Martin Luther King Jr., by serving ... our clients, our profession and our community.

As speech-language pathologists and audiologists, the main thrust of our professional existence is to improve the communication abilities of our clients through the services that we provide. Individuals with sensorineural or conductive hearing impairments would not be able to hear the sweet sound of a loved one's voice were it not for the efforts of audiologists. Individuals with communication impairments would not be able to understand a message or effectively express themselves if it were not for the efforts of speech-language pathologists. Our professions are capable and effective servers; so, let's use those same skill-sets to be of service to our professions. We are in need of speech-language pathologists and audiologists to advocate for reimbursement for services, support state hearing aid legislation and teacher certification upgrades, as well as, to educate school superintendents and health care administrators about the value of the services that we provide.

Many of you have answered the "Call to Serve." You have reported efforts to become university supervisors and mentors to undergraduate and graduate students, and you have joined various task forces. SCSHA needs its members to serve as the driving force of this organization. We need members that are committed to serving in order to promote SCSHA's mission:

"to meet the needs of its members and the individuals they serve by promoting and advocating for the highest quality services and professional standards, providing opportunities for professional growth and the exchange of knowledge, and educating the public about communication disorders and the professions of speech-language pathology and audiology."

Lastly, the Executive Board continues to work tirelessly to "meet the needs of its members." Jill Williamson, Vice President for Education and Information, has been busy preparing the last issue of In Touch and fielding requests for the display board usage and brochures. Angie Neal, Vice President of Governmental Affairs, has worked very long hours during her spring break to prepare a working document to update speech-language State Department of Education certification. Her work on the project has been guided by ASHA, and based on federal IDEA regulations and best practices for our profession. During this quarter, SCSHA was also supported in a resolution to create a Dyslexia Task Force. This resolution continues to make its way through the legislative process. Heather Smith of Capitol Consultants arranged a photo op with our SCSHA Ambassador and Governor Nikki Haley for "May Is Better Hearing and Speech Month." Governor Haley also signed a proclamation recognizing the importance of speech-language pathologists and audiologists. It was also a perfect opportunity to strongly advocate for early intervention, early hearing detection, hearing aids and school-based services. Karen Senior, in conjunction with Craven Management Associates, continues to keep us fiscally responsible with spending. Danielle Varnedoe, Vice President of Clinical/ Professional Affairs, and Heather Smith are

continuing efforts to advocate on your behalf to sustain Medicaid reimbursement and improve the transition to Managed Care Organizations (MCOs). Private practitioners have reported improvement in MCO's process and procedures as a result of SCSHA's advocacy. Tara Gregori, Past President, has continued to serve in many ways, one of which is planning the Council of State Speech-Language-Hearing Association Presidents (CSAP) Spring Conference in Charleston, SC. SCSHA's Executive Board assisted her with this task to host all of the speech-language-hearing association presidents in the US. This effort has taken a lot of planning which began more than three years ago. Clarissa Bennett and Amber Heape assist me with specific tasks as needed to improve the operations and management of this association. Kyndra Ford has begun preparation for our next convention in February 2012 in Myrtle Beach. She is in the process of identifying speakers for the Annual Convention. If you have any ideas for speakers (especially geriatrics or rehabilitation) or if you would like to volunteer with Convention planning or with Convention duties, please feel free to email scsha@scsha.com or visit www.scsha.com and click on "A Call to Serve."

As you can see, the Executive Board has not been resting on its laurels during this quarter! Join us in the effort to advocate for speech-language pathologists and audiologists. In the spirit of service, let's embrace the ideals of this organization in order to move SCSHA forward. *SCSHA is no better than the efforts of its members and each member can be great because each member can serve!* After all, it's 2011 ... A CALL TO SERVE!!!

Regina Lemmon
SCSHA President

Upcoming CSAP Meetings

May 18-19, 2012:
Anchorage AK

May 17-18, 2013:
ASHA Headquarters



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LOCAL ARRANGEMENTS FALL 2011

San Diego, CA

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CSAP Vision

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

[CSAP](#) is a related association of the [American Speech-Language Hearing Association](#)

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.