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.

CSAP is a related association of the American Speech-Language-Hearing Association.

Foundations of Leadership: Mentoring Leaders was held in Chicago at the Palmer House Hilton on November 13. Sixty attendees, with 34 states represented, began their day with a presentation from Tommie L. Robinson, Jr., Mentoring in State Associations. Vernice Jury, from Connecticut, was presented with this year’s Nancy McKinley Award (see page 4 for more on this award) and ASHA’s State Recognitions were presented by ASHA’s President, Patricia Prelock. The attendees shared their state successes and struggles during the Bring, Brag and Moan sessions. The morning sessions were brought to a close with Amber Heape, SCSHA Past President, presenting Leadership: Living up to the Label! The afternoon sessions included additional Bring, Brag and Moans, roundtable discussions on various hot topics and Molly Thompson, CSAP Past President, presenting Mentoring the Student and Beginning Professional. At the conclusion of the CSAP Business Meeting, CSAPers enjoyed a chance to network, grab a bite to eat and win some great prizes during the “CSAP Sweeps” event.

Paulette Gentry, President and Tara Gregori, Treasurer

Spring CSAP Conference
We look forward to seeing you at the CSAP Spring Conference. May 16-17, 2014 Milwaukee, Wisconsin
Watch the CSAP website for details. www.csap.org

The Spring Conference is sure to help catapult your state association to the next level!
Servant Leadership

The idea of the “servant-leader” came to the public’s attention in 1970, in an essay published by Robert K. Greenleaf. As you may have already noted, the words “leader” and “servant” appear to be opposing terms, but when paired as a management style, can create a better working environment for all employees. Greenleaf describes a servant-leader as one who wants to serve first. Servant-leadership is in fact opposite of the traditional autocratic way of management. It is based on “teamwork and community, one that seeks to involve others in decision making, one strongly based in ethical and caring behavior, and one that is attempting to enhance the personal growth of people while improving the caring and quality of our many institutions.” The tenant of servant-leadership is to encourage, support and enable employees to reach their full potential, by creating a sense of community, and the sharing of power in decision-making.

Larry Spears has noted 10 characteristics of servant-leadership that will allow you to manage your staff in a way that allows them to be a part of work decisions, which will improve employee satisfaction, improve retention and improve work performance.

1. Listening: Traditionally, the leader is praised for communication skills and the ability to make decisions. The servant-leader is an active listener, and has the ability to not only reflect on what has been said, but pay attention to what has not been said, by paying attention to facial expressions and body language.

2. Empathy: The servant-leader is “in tune” with their employees, and recognizes the unique gifts each person brings to the table.

3. Healing: The servant-leader has the ability to “heal one’s self and others,” by assisting in helping solve problems and conflicts. A dynamic work culture is achieved when there is no fear of failure.

4. Awareness: Self-awareness allows the manager to view most situations from a more inclusive and “holistic” position.

5. Persuasion: “The servant-leader is effective at building consensus within groups.” He/she does not use his position of power as a means to make change, but tries to convince others that compliance is in everyone’s best interest.

6. Conceptualization: The servant-leader is able to see the big picture, and not just manage on the day-to-day basis. A vision of the future is necessary to grow and improve services, and to manage in the ever-changing health care environment.

7. Foresight: Foresight is closely related to conceptualism, but is distinguished by one’s ability to have a better understanding of the current state, by learning from the past. Foresight relies on intuition, and allows the servant-leader to identify consequences of past decisions that affect the future.

8. Stewardship: Stewardship is the commitment to the growth and development of others. It also includes openness and persuasion rather than the use of control.

9. Commitment to the Growth of People: Servant-leaders believe in the intrinsic value of each person as an individual, and not just as an employee, and nurture each person in their professional and personal growth.

10. Building Community: The servant-leader attempts to build commitment and a strong community within an organization. A strong connection to a job/organization improves staff satisfaction and retention.

There is great power in being a servant-leader. Showing empathy and recognizing the value that each individual brings to your organization will allow you to manage in a manner that makes employees feel a part of the decisions that affect them. We become speech-language pathologists and audiologists because we are drawn to serving the needs of others. That service to others should be extended to our employees as well. Servant-leadership is a philosophy that will guide you to great growth as a manager, and will allow professional and personal growth in those you serve. What kind of leader are you?

C. Edward Vann
Past President, Speech-Language-Hearing Association of Virginia

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Make a Difference by Joining the Executive Board

Interested in helping to guide the future of CSAP and representing your fellow colleagues on important issues within your profession? Then consider running for office. CSAP has become a strong organization due to the volunteers that have stepped into an Executive Board position and taken on a leadership role.

CSAP 2014 State Association Presidents will have the opportunity to select the next 2015 board members for the following positions:

- **President-Elect: 3 Year Term**
  Works with the President and Past President to provide leadership, guidance and support to all Executive Board members to ensure the direction and all goals which are in the best interest of CSAP and all CSAP members, are addressed and/or achieved.

- **Secretary: 2 Year Term**
  Takes the meeting minutes and provide a written report of such meetings.

Elections ballots will be distributed summer of 2014 and terms begin January 1, 2015.

Those interested in running for office should contact Rachel Williams rachwill@nova.edu or the CSAP Office csap@robertcraven.com.
Better Hearing and Speech Month Awareness

In order to celebrate Better Hearing and Speech Month in May, the Iowa Speech-Language-Hearing Association (ISHA) and NSSLHA collaborated on a fundraiser to support GiGi’s Playhouse, a Down Syndrome awareness center. GiGi’s Playhouse is a donation-based educational center with a focus on national awareness of Down Syndrome. The center offers free therapeutic programs for families that focus on the development of speech and language skills, social skills, literacy and fine/gross motor skills. The three NSSLHA chapters in Iowa – St. Ambrose, University of Northern Iowa and University of Iowa – had a friendly competition to raise money and items for GiGi’s Playhouse.

The students at University of Iowa raised $235.09 and 111 items. The students at the University of Northern Iowa raised $650 and two large bins of donations. And, the stellar students at St. Ambrose raised a whopping $1,693 and an additional $45 worth of items to donate. This was the first spring fundraiser in which ISHA collaborated with the students in the speech-language pathology and audiology programs in Iowa.

The University of Iowa’s NSSLHA president, Sarah Labaz, described their fundraising efforts. To raise money for GiGi’s Playhouse, we teamed up with the on-campus organization REACH.

REACH is a program that allows students with disabilities to attend the University of Iowa to earn a certificate. REACH students and staff helped publicize the event throughout the College of Education. Within the department, coin jars and boxes for material items were set out throughout the month of April. We posted fliers and sent out emails with recent stories of GiGi’s Playhouse to increase awareness of the cause. At our monthly NSSLHA meeting, we hosted a large 50/50 raffle in an effort to raise even more. Lastly, we partnered with Yotopia frozen yogurt in Iowa City to have a fundraiser. We posted signs about GiGi’s around Yotopia, and REACH and NSSLHA enjoyed frozen yogurt to socialize and raise even more money!

Bethany Fischer, a member of the UNI NSSLHA chapter, commented on the experience. The UNI NSSLHA chapter put in a strong effort for GiGi’s Playhouse, raising $650 dollars and filling two large tubs with donations. Students happily donated money to wear jeans in the clinic and show their support. NSSLHA also hosted a raffle at the Iowa Conference on Communicative Disorders to help raise both funds and awareness. Both students, clients and staff got involved in the effort, with professors taking time out of their class to show a slideshow that encouraged student participation, and clients bringing in donations to put in the bins.

It was a great effort and GiGi’s deserved it all! GO PANTHERS!

St. Ambrose’s NSSLHA president, Camille Ponce, shared how their chapter supported GiGi’s Playhouse. On Friday, April 5, the members of the Davenport Scottish Rite Valley and St. Ambrose University NSSLHA hosted a Trivia Night fundraiser that benefited the local GiGi’s Playhouse in Moline, Illinois. Each trivia team consisted of eight members with the cost of $10 per team member. The event had an excellent turnout with a total of 12 teams. With generous donations from the participants, the event raised a total of $1,693. Throughout the weeks leading up to the event, a collection box in the speech clinic was available for donations for the GiGi’s Playhouse Wish List. From the box, $45 worth of items were received. We were able to support our local GiGi’s Playhouse center as part of National Hearing and Speech Month in May.

The students from all three chapters were able to demonstrate leadership in the field and begin their young careers by raising awareness of communication disorders within their respective communities.

Overall, this project was a huge success. By connecting the state association with NSSLHA, educating and creating positive relationships within the community, raising nearly $3,000 in donations for a worthy cause and supporting Down Syndrome awareness, truly exemplifies the spirit of ASHA’s Better Hearing and Speech Month in May.

Tara Adducci
Congratulations to the
2013 Nancy McKinley Award Recipient ... Vernice Jury

Vernice Jury, MS, CCC-SLP Connecticut

Philosophy and Purpose: Nancy McKinley, CSAP President 2001, was the embodiment of a selfless volunteer dedicated to promoting the professions of speech-language pathology and audiology, and supporting those who had chosen one of these professions as their career. This award is intended to recognize a member of a speech-language and hearing association for his or her exemplary contributions to their speech and hearing association (SHA). This individual should have demonstrated selfless dedication and commitment to the development of an initiative or program designed to promote the work of the SHA or professionals in the field of communication sciences and disorders.

Conratulations to Vernice Jury, the 2013 Nancy McKinley Award winner.

What her nominators said…
- Vernice’s contributions to CSHA are immense
- She is the “go to” person for all issues - legislative, schools and professional.
- Vernice maintains a tremendous level of professionalism, patience and good nature
- Her leadership resulted in substantial and lasting changes in our Association
- All who know her benefit from her wisdom, knowledge and council

Accomplishments
- Served Connecticut Speech-Language-Hearing Association (CSHA) as Chair of School Affairs Committee, President and Immediate Past President from 2003-2010
- Instrumental in invigorating long standing committees and establishing several new ones including Birth to Three, Multicultural, Hospital and Medical Affairs and Private Practice
- Responsible for regaining CSHA’s incorporation status
- Spearheaded the revision of CSHA’s By-Laws and created an Executive Board Handbook to guide governance
- Organized two effective advocacy campaigns in the face of legislative assaults on scope of practice in the area of birth-to-three and exclusion of SLPs in “diagnosing” of disorders
- Led letter writing campaigns and testified at the state capital to defeat both proposals which led to passing of new law regarding professional licensure changes
- Efforts reported as Connecticut’s SEAL resulted in CSHA receiving ASHA grant for first student lobbying day
- Continues to organize Lobby Day which is now an annual event
- Continues to volunteer expertise in Governmental Affairs, Program Committee and School Affairs
- Key to the creation, enhancement and sustainability of CSHA’s Advocacy efforts which are key to the mission and benefit members and consumers

CSAP Last Timers

Pictured left to right are Molly Thompson, Heather Balog, Deborah Earley, Lauretta Manning, Monica Scott and Tara Gregori.

Joint Committee on State-National Association Relations

The Joint Committee met during the CSAP meeting in May. We were created to more efficiently address the needs of our state association members and ensure a smooth relationship between CSAP and ASHA. Members submit their HELP forms to the committee. From there it is determined who will be the best person or group to help troubleshoot.

We meet in person at each CSAP meeting as well as teleconferences throughout the year. From licensure to encroachment as well as bringing forth a complaint, we are there to “HELP.” You can send a form from www.csap.org or a note to the committee through Eileen Crowe – ecrowe@asha.org or Lissa Power-deFur powerdefurea@longwood.edu, with your name, state association and item to be addressed.

Molly Thompson
Joint Committee Representative
Rhode Island SLP of the Year for 2013 ... Drumroll Please ...

Congratulations to Mrs. Kathy Lake, SLP in the North Smithfield School Department for being named Rhode Island Speech-Language-Hearing Association’s (RISHA) 2013-2014 SLP of the Year!!!! Kathy has worked as an SLP for 36 years. She has worked in a variety of settings throughout her career. As someone who nominated Kathy said, “In whatever setting Kathy has worked, she has demonstrated leadership skills and the highest quality of clinical skills. Her peers look to her for guidance and support which she gives willingly and without recompense.

She has been a member of RISHA and ASHA since she received her master’s degree and has served on RISHA’s Executive Board for more than 20 years serving through the years as Recording Secretary, Corresponding Secretary, Membership Chair, CE Administrator … Kathy is an unsung hero of our profession and deserves to be recognized for her contribution to the field and as a public school speech-language pathologist.”

Congratulations to our 2013-2014 Speech-Language Pathologist of the Year ... Kathy Lake!

Carol Fleming Receives ASHA Certificate

Carol B. Fleming was awarded ASHA’s Certificate of Recognition for Outstanding Contributions in Preschool-grade 12 Education Settings. This certificate recognizes distinguished achievement and/or contributions in development of new and innovative therapeutic and/or service delivery models, materials and products; research or publications; administrative activities; or advocacy and outreach. Fleming developed an online resource guide for speech-language pathologists related to Medicaid reimbursement, Individuals With Disabilities Education Act compliance and service delivery that increased and improved reimbursement and the level of services provided to students in Little Rock. She continues to work tirelessly on state advocacy and legislative efforts, including recognizing ASHA certification as equivalent to National Board Teacher Certification; funding of certification stipends for SLPs; retention of SLPs’ ability to seek administrative licensure; and blocking efforts to allow bachelor-level clinicians in schools. She has also advocated with members of the US Congress on IDEA funding and Elementary and Secondary Education Act reauthorization.
• Administer only the CELF®-5 tests you need to answer referral concerns.

• New scaled scores for the Pragmatics Profile, plus new Pragmatics Activities Checklist. Use interactive activities to identify a student’s atypical social language behaviors.

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The CELF-5 Screening Test is ideal for screening students ages 5 through 21 in 15 minutes. This new test now includes a pragmatics screening. Available in print edition only.