



Stating the Issues

Council of State Speech-Language-Hearing Association Presidents

WE ARE CSAP !!

Volume 6, Spring/Summer, 2009

Message from CSAP President – Sherry Curtiss

Wow!! What can I say? We just keep getting better and better, friends. **We are CSAP!!** We are CSAP because of people like you. Our actions today yield the reflections and the thoughts of tomorrow. In this amazing newsletter, you will read successes of the past, present and future. So, please read ahead, but before you do, I would like to share a little of my thoughts with you.

Our actions yield the reflections and the thoughts of tomorrow. We are all leaders, or we wouldn't be reading this newsletter and we wouldn't be a part of our amazing organization. CSAP is the place where leaders meet. Why does CSAP work so well? I like to think about it as the glue that connects state associations with state associations and state associations to ASHA. It is the place to come to for better resources, making our associations work at their optimum. It is the place to come to share ideas, to reveal successes, and to receive feedback and help with issues that only other state leaders can provide.

When I ended my term as NCSHLA Past President this past July, I wasn't tired or ready to quit; I was refreshed and ready to contribute where I was needed. I still lead and assist in NC because the more I give the more I receive. I learned this lesson when I joined Sigma Sigma Sigma sorority in 1990, and now work as a volunteer for this organization with new collegiate chapters around the country. I like to think that it is these collegiate women who keep me young and versatile in my ideas. But, what keeps me motivated? What influences your motivation? I would say it is the people around us!! Stay around motivated and happy people and more than likely you will stay happy and motivated; then you will indeed make others happy and motivated. On the other hand, the opposite is also true. I am motivated to lead CSAP because you and you and you and you motivate me to do so.

So, if someone in your home state asks you "What is CSAP", what do you say? It is about our leadership being more of the best to come! We are leaders leading for leaders tomorrow. We remind you that you are not alone in your successes or challenges. Your term as President, President-Elect and Past President is a collective endeavor. It is a team of three people, albeit with different leadership styles, moving their state forward into the age of new leadership and new ideas with a respect for the history of the organization.



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Our actions really do yield the reflections and thoughts of tomorrow. Moreover, the reflections and thoughts of tomorrow yield their own actions. So, we can never stop moving forward, and where we go and how we get there depends on what you are doing now and how that motivates or challenges any future leaders. It is amazing the lives we touch every day. We are professionals who have the best jobs in the world. We give voice to those who need advocacy. We are speech-language pathologists and audiologists who also happen to lead state organizations. Give yourself a pat on the back, okay, because not just anyone steps up to the plate and says, "I'll do it."

You do what you do because you love what you do, you love the people you do it for, and you are committed to the optimization of our associations. We are state associations, we are ASHA, we are CSAP!! We are the people making things better. Being a leader **is** something we all have to work at and work at it together is what CSAP is all about.

In the spring (May 15-16, 2009), we will all meet together following the ASHA spring leadership meeting. Our theme will be "We are CSAP: The Science of Belief and the Art of Making Leadership Happen." We will "bring, brag, and moan" in a new way that brings function to the conversations. We will hear speakers and will hear from one another in pull out groups. You will not be disappointed in our work and fun in Indianapolis. It is a beautifully gorgeous city. So, check out more information on the web and go ahead and book your reservation, please.

Now, before you read on, I want to invite you to check out our new Executive Board, Commissioners, Committee Chairs and the Committee members. Please see the attached sheet that lists everyone's contact information. Please don't hesitate to let us know how we can help. These volunteers are amazing, and I must say that I have never worked with a finer, more organized and more energetic team!! Lucinda has put together a great newsletter for us all. You know what, I am proud of us all!! So, what it is? No matter what, remember that you make CSAP "what it is" and "what it is," just for the record *is*,

More of the best to come,



Sherry Curtiss
2009 CSAP President

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Look Out 2009! Here Comes CSAP!

What an exciting year we have in store for all of us who are members of the Council of State Association Presidents!!! CSAP President, Sherry Curtiss, brings an infusion of energy to this association that is truly infectious! I am excited about what she is planning for our spring meeting and for the entire year. The Executive Board met this past week via conference call to review By-Law changes and Policy and Procedure additions. The enthusiasm of all the Board members was evident even for those of us who were attending the meeting at 7:00 at night after a long day at the office. Even the typically dull topic of By-Laws and Policy and Procedures was infused with vigor and vitality. If you have not yet made plans to join us in Indianapolis, mark your calendars now! You will catch the “enthusiasm” bug that was circulating among all of us last week as we began discussions about 2009.

How much fun it is to be in a roomful of leaders as we exchange ideas and successes! If you are like I am at CSAP meetings, you keep your pen and paper close at hand so that you can jot down ideas from your tablemates. Nowhere else can you hear about the extraordinary accomplishments of other state associations when it comes to maintaining the standards of our profession or the creativity of programs to solve the shortage issue. For example, when you hear that your neighboring state has successfully convinced their policy makers to increase insurance reimbursements or protect professionals from liability and then volunteer their services, you become convinced that you can achieve the same change in your state. That “enthusiasm” bug will be nibbling at you too.

Certainly we learn so much during the “Bring, Brag and Moan” two-minute presentations at CSAP meetings, but we also learn during the formal presentations and the informal table talk. The CSAP experience is unique!

Check the CSAP website and this newsletter for information about the meeting place for the spring meeting, the program, the presenters and the social. You will want to save the dates (May 15th and 16th) for the spring meeting. Call your President, President-Elect or Past President and make plans to come to CSAP. Get ready to be “infected!” I’ll be there! Leave the bug spray at home!

Judith Keller, President-Elect, 2009



THANK YOU!!

CSAP BOARD

2008

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Sherry Curtiss
Melanie Peters
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Communication/Technology
Issues and Planning



Communication in a “Technologically Based World”

Website use is an ever growing part of our lives. Already our membership has taken advantage of the technology that CSAP has to offer through our “Let’s Talk” link on the CSAP website. In this capacity, we offer members two methods of communicating with other CSAPers: the **CSAP Broadcast** and **CSAP Discussion List**.

1. The **CSAP Broadcast** gives leaders the ability to send announcements to all the CSAP membership.
2. The **CSAP Discussion List** is a voluntary discussion list which allows members, past members, and interested parties of CSAP to communicate by posing questions and collaborating on issues affecting each state association. The Discussion List includes current CSAP members, alumni CSAPers, and Business Management Offices. To start a discussion on the CSAP Discussion List, email the CSAP Office (csap@robertcraven.com).

Currently, the Discussion List has two topics of discussion. If any member has a response to these threads, please respond to the CSAP office so the information can be compiled and shared with others. The following are the current topics of discussion:

Have any states surveyed SLP and Audiology graduate students to see if they stay in their respective state to work and in what setting they plan to work in and why? The idea is to see why students leave their training state and why they choose one particular setting over another.

Karen Kerns, President - Missouri Speech-Language-Hearing Association

AND

*How much money do state associations give to their SEALS representative?
Are they fully funded to attend ASHA and/or the Schools Conferences?*

Tina Eid, President-Elect - Speech Language and Hearing Assoc. of VA

Finally, I encourage our members to check out the website, particularly the **Resources** link. There, you will find information in the *Listserv Discussion Archives*. The following is a summary of items that have been discussed and may provide insight on issues that your association is currently facing:

[Board Issues](#)

[Business Office Issues](#)

[Clinical Issues](#)

[Convention Issues](#)

[Licensure-Credentialing-Legislation](#)

[Marketing Issues](#)

[Membership Issues](#)

[Private Practice Issues](#)

Respectfully,

Carol B. Fleming (AR) Commissioner on Communication and Technology

Surrounding Yourself with Nutritious People: ASHA's Leadership Development Program

*Katie A. Strong, M.A., CCC-SLP is a member of 2008 ASHA LDP
Class & Faculty Member for Communicative Sciences & Disorders,
Michigan State University*

Surrounding yourself with *what...*nutritious people? While that may not be a part of your new year's resolution, in fact, it is indeed a part of mine. In large part because I had the privilege of participating in ASHA's 2008 Leadership Development Program (LDP) where everyone I encountered was a nutritious soul. So, what is the LDP? ASHA relies heavily on volunteer leaders (a.k.a. members) to accomplish many of its important actions and goals. ASHA also recognizes that leadership is a cultivated skill and has set a goal of identifying and developing leaders who will serve the organization. From ad hoc committee members to the Board of Directors, ASHA is in need of volunteers to shape the services and fulfill the mission of the organization. The LDP is one of ASHA's methods for training emerging leaders in our field.

In the second year of the program, 20 participants were selected from over 90 applications. The 2008 class was chosen for demonstrated leadership in professional and community positions, as well as potential leadership within the discipline (Redel 2008). In June, LDP participants met for two and a half days for a Leadership Institute at the ASHA headquarters in Rockville, MD. Under the leadership and coaching of Maureen Thompson, ASHA's Director of Association Governance Operations and Bob Artz, President and Founder of Polaris One, the 2008 LDP class explored topics such as the traits of highly successful people, barriers to success and prosperity, project management, delegation and time management (Artz & Thompson 2008). A primary component of the LPD is to identify and complete a personal leadership project. Projects ranged from developing a website with resources for parents concerned with their children's dysfluency to increasing awareness of career opportunities in communication sciences and disorders in high school students. My project entitled "Fostering Relationships with Off Campus Supervisors" involved expanding and developing opportunities for interaction and collaboration with off campus placement supervisors and MSU's Department of Communicative Sciences and Disorders. After the Leadership Institute had been completed and projects had been identified, LDP participants contributed in 10 bi-weekly group coaching conference calls where topics such as leadership skills, achievement drive, team synergy, gaining cooperation and goal-setting were addressed. This also gave LDP participants an opportunity to continue to network and build supportive relationships for each other.

The culmination of the program was at the ASHA Convention in Chicago; each LDP participant presented their project reports, attended committee meetings and had opportunities for networking with Association leaders. I personally had the opportunity to sit in on the Ad Hoc Committee on Governance Transition, an Advisory Committee on Evidence-Based Practice, and the Scientific and Professional Education Board. During these meetings, I interacted with ASHA Presidents, Past-Presidents and President-Elects, renowned researchers and clinicians in our field, all of whom value service to our professional organizations. Though my LPD participation, I am now a part of national network of emerging leaders, have better insight into the organization and governance of ASHA, and more specifically how I may better contribute to the profession. This experience has been a significant highlight in both my professional and personal development, and I look forward to serving the organization in an advanced leadership role. An unexpected outcome of the program was the impact the LPD would have not only on our professional lives but also on a personal level. Each of us thought we were selected to complete a project. While we certainly met this goal, the values of LDP run much deeper. Nurturing each LDP participant in the benefits of positive interactions and empowering each of us to build our confidence and strive to

achieve our goals to make an impact in our communities and our profession. That's what nutritious people are all about.

After completing the training, ASHA asks that each LDP participant to serve on an ASHA committee, board, task force or other volunteer assignment that matches their interests and newly developed skills. I am looking forward to serving our organization in this capacity (committee not yet determined).

ASHA is currently accepting nominations for the 2009 LDP. I am especially grateful for our colleague, Sandy Glista from WMU for nominating and supporting me in this opportunity. Nominations must be submitted by 5:00 p.m. Eastern Time on Friday, **February 20, 2009**. Please nominate "emerging leaders" you believe might be interested and eligible to apply for the LDP or encourage an emerging leader to self nominate! Forward each nominee's name, mailing address, and email address to leadership@asha.org. And course, I would encourage each of you to volunteer at the state or national level in hopes that you too may surround yourself with nutritious people.

References:

Artz, B., & Thompson, M. (2008, Jan. 22). Don't follow a leader – be one! New leadership program begins second year. *The ASHA Leader*, 13(1), 26-27.

Redle, E. (2008, Dec. 16). Leadership class showcases projects at convention. *The ASHA Leader*, 13(17), 26-27.



ASHA's State Outreach Initiative Enhances
Communication with State Associations

By

Janet Deppe, Director State Advocacy
Eileen Crowe, Director, State Association Relations

In October of 2007, ASHA's then Executive Board approved a plan to facilitate communication and interaction between state speech-language-hearing associations (SSLHAs) and ASHA through the establishment of the state outreach initiative. The goal of the program was to establish and maintain ongoing communication and to increase collaboration between ASHA and SSLHAs.

Historically, ASHA's state advocacy team worked with SSLHA when an immediate legislative or regulatory need arose. For the past three years, under ASHA's Focused Initiatives, the association has committed resources to providing more immediate assistance with individual state issues. Given the success of these targeted collaborations, the Executive Board decided to extend the collaboration to all states through the new initiative.

The plan included the establishment of direct state liaisons from ASHA's state advocacy unit, responsible for communicating with state association leaders in their assigned region (see map). State liaisons are expected to communicate regularly to advocate for policy and legislation which advance the interest of members and the individuals that they serve. State liaisons make periodic contact with state leaders to learn about important issues in the state and offer resources, guidance and onsite assistance. The liaisons also serve as the primary point of contact for state leadership on state issues and triage SSLHAs to appropriate team members, staff in other units and affiliates, as needed.

Another important aspect of the state outreach initiative was to develop and solidify existing resources that support SSLHA regulatory and legislative efforts and assist with association administrative and management issues as requested. To that end, the team has developed over a dozen new resources. Some of those are highlighted below:

Building Blocks for Leadership: The state leader's resource page on ASHA's web site has been redesigned as the Building Blocks for Leadership available at: <http://www.asha.org/about/legislation-advocacy/stateleaders/BuidlingBlocks>.

- **State Tracking of Legislation and Regulation:** A new contract was established this year to actively monitor and research legislation, regulation and case law
 - State Political Action Committee (PAC) Manual:** A manual was developed by the ASHA-PAC Board to assist states who wish to develop a state PAC. The manual is available at: <http://www.asha.org/NR/rdonlyres/7C38DD26-ED1A-4DAB-92FA-FE81AB7928E6/0/PACmanual.pdf>.
 - **State Association Grants for Personnel and Reimbursement issues:** Nine grants were awarded to state associations for advocacy efforts related to personnel shortages totaling \$42,500 while 10 states received \$31,639 to advocate for increased reimbursement and private health plan coverage in 2008.
 - **Communication tools for Board of Directors and staff attending state association meetings:** State liaisons developed communication background documents for board members and staff speaking at state association meetings to provide background information including state association demographics, contact information for leaders, and a summary of key state issues.
 - **State Association Grassroots Advocacy Training:** Train-the-trainer webinars have been developed and made available to leaders in select states and are available to other states. Contact the liaison for your region.
 - **Student Outreach Initiative:** The Government Relations and Public Policy Board and state advocacy team are assisting state associations with student advocacy training. The program which focuses on select states, will provide students with key state legislative issues, briefings at state capitol, hill visits and the opportunity to meet with state legislators.
 - **State association online grassroots advocacy resources:** ASHA utilizes an online advocacy service which states can utilize to post legislative alerts and messages to state association constituency.
- Complimentary email blast to state association members or mailing labels:** ASHA recognized state associations are entitled to an annual complimentary email blast or set of mailing labels to reach out to their members.

By December, 2008, state liaisons had met with all 50 states leaders and the District of Columbia via conference call or face-to-face. A variety of legislative, regulatory and management issues were discussed. ASHA's pertinent resources were disseminated, onsite support and guidance provided and consultation with other staff established as needed.

For more information on the new Outreach Initiative contact your state liaison:

Rend Al-Mondhiry: Northeast region
301-296-5665;
ral-mondhiry@asha.org

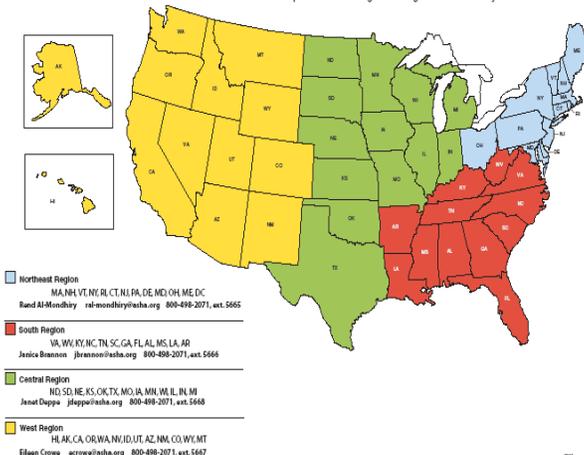
Eileen Crowe: Western region
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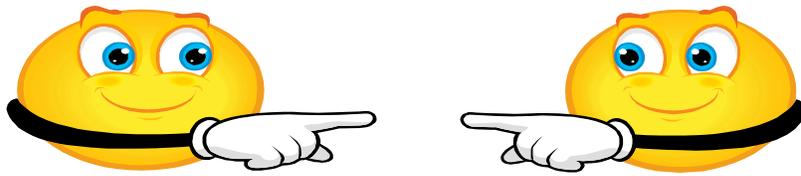
Janice Brannon: Southern region
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Direct State Liaison Model

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2200 Research Boulevard
Rockville, Maryland 20850
800-498-2071 (toll free) 301-296-8577 (fax)
<http://www.asha.org/about/legislation-advocacy/state/>





Excerpts from NSSLHA Vice-President, Gina Naselski's talk

CSAP November, 2008

Unfortunately, as the Vice President of a NSSLHA, I have observed a disconnect between students and their state associations. I traveled frequently all across the country but had difficulty understanding why there should be such a gap. How can we create better relationships between students and state associations? Why are state associations not getting participation from students? Do students recognize the value of state associations? We are all part of a profession which prides itself on being collaborative. Why can we not collaborate among ourselves?

I recently had the opportunity to email students at the graduate level. I emailed them asking what they did to participate in their state association. The responses fell into three main categories: The first category was individuals who were members of the state association, but did not participate due to a lack of desirable student-based activities. The second category was individuals who were not members of their state association. These students explained that they simply not see any benefits of paying to be a member of this association. The third category consisted of a small portion of the students surveyed who did not know that they had a state association! Now, the majority of students did know that they had a state association, but the fact remains that there are some students who were not aware.

There is work to be done in order to reach the students. I am well aware that I sampled a small population which may not generalize to the rest of the country. So, during our annual conference calls, I took another opportunity to conduct a survey. We have an online portion of our calls where we can pull up documents and web pages. I was able to ask a survey question which reached a member of every NSSLHA chapter across the nation: "Do you participate in activities hosted by your state association?" The results were 63% said yes. This is a decent result, the majority participated... however, the individuals that were polled were all NSSLHA chapter presidents. Considering that these students are establishing themselves as leaders in our field, these results may not be so impressive.

In yet another survey I conducted, I was able to also ask what students enjoy about being a member of their state association. Responses included that the students polled really enjoyed the opportunities to present research, the ability to have continued professional development, scholarships, and also graduate school information sessions. When I asked what would draw students to be a member of a state association, the responses were similar across the board: Allow students to have a more active role. This role includes asking for student volunteers at state association conventions and allowing students to sit on the board. Another item that was placed on the "state association wish list" was to have more student specific opportunities. These opportunities included student focused presentations such as applying to graduate schools, funding opportunities, making a resume, certification requirements or even information regarding possible working environments such as hospital settings vs. schools vs. private practice. Some students suggested that these presentations be offered as webcasts, so that they can be viewed at the individual's convenience. Finally, students also felt that it would be beneficial to establish a mentoring program which would allow student members to be assigned a mentor, someone who has similar career interests and would be willing to offer the student career-oriented advice.

How can we improve communication between state associations and students? I suggest that you use the regional councilors of NSSLHA. If you take the time to go to NSSLHA.org and look up your state, you can find out your regional councilor. This individual has access to all of the NSSLHA chapters within your state. We cannot give out membership information; however, we can forward newsletters, conference announcements, meeting announcements etc. to individual chapters from your state association.

My hope is that we can have associations with a large student-based membership, therefore, having a true "state of the student." You all are the profession. I represent the future of the profession... and I have a lot, A LOT to learn. If you are able to nurture students within your associations, then I believe we will strengthen the profession as a whole.

BRING ON THE BRAGS !!!



I'm Terre Graham, the President of the Kansas Speech-Language and Hearing Association. I wanted to send you a "brag." Last spring, 2008, I sent out a congratulatory letter to all of the graduate students who graduated in the spring and summer at our four state universities. I also gave them a KSHA brochure in an effort to recruit them for our membership. The universities were appreciative of the effort. We also visit each of the universities once a year to talk about what our association does and the benefits of membership.

Maryland Speech-Language and Hearing Association started 2009 with a number of significant initiatives.

- We rolled out our Strategic Plan 2009-2011.
- We introduced a new logo which reflects the energy of both our profession and our organization.
- We developed a new website which will be launched at our Annual Convention in March.
- Our Public Policy committee is hard at work developing our Legislative Action Day which will have an education and networking focus. Given the state of the economy we will not be initiating legislation. We are monitoring proposed bills to determine impact upon our profession. Our themes are, "Holding the Line" and "Building our Army".
- Our Adult Service Delivery committee developed a calendar of CEU events. The first event was an update on Dysphagia by Dr. Barbara Sonies, a preminent leader in the area of dysphagia research.
- Our University Relations committee has scheduled a "Praxis Bowl" with teams from 3 graduate programs.

Mississippi Speech/Language and Hearing Association

February 2, 2009

Nancy Creaghead and Nada Allender of the OMNIE Project out of Ohio presented to representatives of the Mississippi Department of Education and Institutes of Higher Learning, as well as Department Chairs of the University of Mississippi and Jackson State University and faculty members of the University of Southern Mississippi and the Mississippi University for Women. The purpose of this presentation was to facilitate discussion between the groups on cooperatively developing a distance learning program at the Master's level. MSHA was able to provide this presentation through an ASHA grant.

MORE BRAGS!!!

New Hampshire has begun to conduct board meetings via **Skype** in order to make the meeting more accessible to board members across the state.

More significantly, we have worked with NH Department of Education to correct wording in a law that was "**inadvertently**" changed, reducing the standards for the certification of Speech-Language Specialists.



January 13, 2009, **Michigan** became the 48th state to regulate speech-language pathology ending decades of work by the Michigan Speech-Language-Hearing Association (MSHA). The licensure victory was the result of many years of effort--MSHA first sought state licensure 40 years ago.

Success was achieved with the help of a new lobbyist, Stephanie Johnson-Wuttke, who was hired by MSHA in 2007. She worked with the advocates and a small but determined government relations committee to achieve our goals. The group devised a step-by-step plan, listing what needed to be accomplished to move the bill through the legislative process before January 2009. This step-by-step plan included meeting with stakeholders and potential adversaries to ensure their concerns were addressed. Additionally, several revisions of language were conducted with the involvement of MSHA representatives, counterparts from the state medical society and the state chapter of the American Academy of Head and Neck Surgeons, staff from the Michigan Department of Education as well as legislative liaisons. Ensuring cooperation from these entities proved beneficial when proceeding to Senate and House Committee hearings without opposition.

MSHA is proud to announce that Michigan's law is a comprehensive bill requiring speech-language pathologists to maintain a license to practice in any setting. This places the state in elite company as one of only 14 states to require comprehensive licensure for speech-language pathologists. Other key provisions in Michigan's law include licensure by endorsement for applicants from other states, provisional licenses for clinical fellows, and mandatory continuing education for licensure renewal.

**THANKS TO ALL OUR MEMBER STATES WHO
SHARED THEIR BRAGS WITH US!!!**

Braggs can be sent to : lucgib@cableone.net



COME TO CSAP!!

**MAY 15-16
REGISTER NOW!**



INDIANAPOLIS: The Crossroads of America!

If you haven't visited Indianapolis in many years or have never been, you will be amazed at the growth and positive changes. "Indy" as we natives like to call it, is a vibrant city with friendly people and a highly affordable lifestyle. Spring is a wonderful time to visit as the weather will be mild and the flowers will just begin blooming.

Most famously known for the 500 mile race, celebrating its centennial in 2009, and the Brickyard 400, Indy is much more than the Racing Capitol of the World! We have the largest children's museum, more war memorials anywhere other than Washington DC, a revitalized downtown and a beautiful canal district. In addition for those flying to Indianapolis, we have a brand new beautiful airport located less than 20 minutes from downtown!

Our hotel, the Hyatt Regency, is strategically located near the heart of our city and is conveniently connected to our Circle Centre Mall which includes multiple shopping and entertainment opportunities. The Saturday night social event will be held next door to our hotel in the *one of a kind* Artsgarden, a beautiful glass atrium (www.indyarts.org). We will share a scrumptious dinner followed by an evening of improvisational comedy.

Please visit www.indy.org for a wealth of information needed to make your trip a success. Also as a former CSAPer and your cheerful local arrangements chair, I stand ready to help you in any way. Please contact me personally at 317/885/8788 or bilodeau@comcast.net. I look forward to showing you our famous *Hoosier Hospitality!*

Ann Bilodeau

OH, by the way, we have a great company that offers child care 24 hours a day seven days a week. Sitters to the Rescue (317) 257-7999 www.sitterstotherescue.com

LAGNIAPPE IN NEW ORLEANS!!

What is lagniappe?

A little something extra from the Cajun French
New Orleans is a city that blends a touch of French
Europe in the Quarter.

Beignets and Café au lait at the Café Du Monde

Shopping in the French Market

Street acts, horse and buggy rides

Bourbon Street

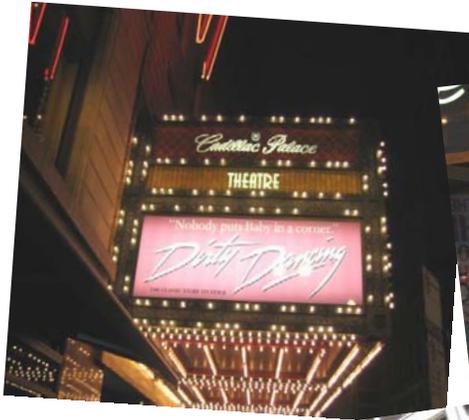
Restaurants such as Brennan's or Court
of Two Sisters

Be where the party is: CSAP, Fall, 2009

Keep your eyes open for more information!!



Ah, Chicago!! CSAP - Fall, 2008





CSAP FRIENDS

