Embarking on Your New Career
Understanding Resources, Licensure, and Issues Impacting the Profession
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Disclosure
Janet Deppe, Director State Advocacy
- Financial: I am a paid employee of ASHA
- Non-Financial: I am an ASHA member, I support ASHA’s Public Policy Agenda which includes the advocacy initiatives that the association supports. I am the ex-officio of ASHA’s School Finance Committee which advocates for increased financial support and other non-financial initiatives for school-based ASHA members.

Abstract
- This session will help you:
  - Learn about the supports and resources available to you through ASHA and your State Association,
  - Understand the requirements for licensure and certification
  - Provide key tips and pitfalls to avoid.
  - Become aware of hot topics impacting your profession in the states
  - Leave feeling more prepared about the processes for licensure and the supports available as you embark on your new career.

Outline
- What We Will Cover Today
  - What’s the Difference? (ASHA, Licensure Board, Dept. of Education, State Associations)
  - ASHA Certification process/requirements
  - Licensure: Laws/Regulations in the States
  - ASHA Benefits
  - NSSLHA to ASHA Conversion Discount
  - Hot Topics in the States
  - State Association Benefits
  - Student Perspective
  - Q & A – Student questions/concerns/guidance

- ASHA Certification and Membership
- Licensure
- State Department of Education Requirements
- State Associations

- What’s the Difference?
- ASHA Certification and Membership
Purpose

Part-time option—minimum of 5 hours per week

Total of 1260 hours

Requirements

A score of "3" or better on Core skills

36 Weeks full-time

80% of time in direct clinical contact

http://www.asha.org/Certification/Clinical-Fellowship/

Supervision

Certification

Clinical Fellowship Year

Supervisor—Changing of Supervisor/transitioning

Licensure Laws—Indiana

Indiana Professional Licensing Agency: Speech-Language Pathology Audiology Board: [http://www.in.gov/pla/speech.htm](http://www.in.gov/pla/speech.htm)


Licensure

CF Scenario

CF Licensure

CF Licensure Terms
Missouri no longer requires a clinical fellowship for licensure and will no longer issue provisional licenses.

Tennessee
- Board registration is required for:
  - Clinical fellows; term is no less than nine months and no more than one year for master’s degrees and four years for doctoral degrees; supervising licensees shall supervise no more than three Clinical Fellows concurrently.

New York
- Although a clinical fellowship is required for state licensure, New York does not license individuals completing their clinical fellowship year.

Kentucky
- Audiologists – doctorate degree from an accredited program or equivalent
- SLPs – Master’s degree from an accredited program or equivalent education
- A written plan for the postgraduate professional experience
- Pass the Praxis exam within 24 months
- A SLP or audiologist may practice his profession under a temporary license until the applicant is reviewed by the Board. A temporary license is valid for no longer than 180 days.

Scenario
CF Provisional License - letter

- Interim Practice Licensure
- Audiology
  - A provisional license is a license to an individual who meets the requirements that the Board establishes by rule
- Speech-Language Pathology
  - A nonrenewable license may be issued to those speech-language pathologists who are completing a clinical fellowship and who have completed their master’s degree. The license is nonrenewable and is valid for a maximum of six months after the beginning of the clinical fellowship.

CF - Examples in the States
(Registration)

CF - Examples in the States
(No CF Required)

CF - Examples in the States
(No License Required)

CF Licensure - Indiana
State-by-State Teacher Certification and Licensure

State-by-State-Indiana

Indiana State Information

Summary of State Requirements:
- Audiolist
  - Possesses a doctoral degree or equivalent (defined as minimum of 75 semester hours of graduate study in a doctoral program in audiology) from an educational program recognized by the Board
  - Possession of a professional examination service exam
  - Possession of a statement certifying whether or not disciplinary proceedings have ever been initiated or are pending in any state where applicant has been licensed
- Speech-Language Pathologist
  - Possesses a master's degree or equivalent (two full years of study in a college with specified coursework) in speech-language pathology, including 400 clock hours of supervised clinical experience, from an educational institution recognized by the Board
  - Possession of a professional examination service exam
- State Department of Education Requirements

State Requirements and Contact Information:
- State-by-State-Indiana
- State-by-State-Ohio
- State-by-State-Colorado

Contact Information:
- State Department of Education
- State Department of Health
- State Board of Education
- State Board of Accountancy

State Officials & Legislative Information:
- State Board of Education
- State Board of Accountancy
- State Board of Health
- State Board of Review
- State Board of Elections
- State Board of Tax Appeals

State-by-State-Ohio

Ohio State Information

Summary of State Requirements:
- Audiolist
  - Possesses a doctoral degree in audiology or a master's degree in speech-language pathology with equivalent coursework
  - Possession of a professional examination service exam
  - Possession of a statement certifying whether or not disciplinary proceedings have ever been initiated or are pending in any state where applicant has been licensed
- Speech-Language Pathologist
  - Possesses a master's degree in speech-language pathology or equivalent (two full years of study in a college with specified coursework) in speech-language pathology, including 400 clock hours of supervised clinical experience, from an educational institution recognized by the Board
  - Possession of a professional examination service exam
- State Department of Education Requirements

State Requirements and Contact Information:
- State-by-State-Ohio
- State-by-State-Pennsylvania
- State-by-State-Wisconsin

Contact Information:
- State Department of Education
- State Department of Health
- State Board of Education
- State Board of Accountancy
- State Board of Health
- State Board of Review
- State Board of Tax Appeals
- State Board of Elections
- State Board of Tax Appeals

State Officials & Legislative Information:
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- State Board of Review
- State Board of Elections
- State Board of Tax Appeals
- State Board of Tax Appeals

State-by-State-Pennsylvania

Pennsylvania State Information

Summary of State Requirements:
- Audiolist
  - Possesses a doctoral degree in audiology or a master's degree in speech-language pathology with equivalent coursework
  - Possession of a professional examination service exam
  - Possession of a statement certifying whether or not disciplinary proceedings have ever been initiated or are pending in any state where applicant has been licensed
- Speech-Language Pathologist
  - Possesses a master's degree in speech-language pathology or equivalent (two full years of study in a college with specified coursework) in speech-language pathology, including 400 clock hours of supervised clinical experience, from an educational institution recognized by the Board
  - Possession of a professional examination service exam
- State Department of Education Requirements

State Requirements and Contact Information:
- State-by-State-Pennsylvania
- State-by-State-Michigan
- State-by-State-Wisconsin

Contact Information:
- State Department of Education
- State Department of Health
- State Board of Education
- State Board of Accountancy
- State Board of Health
- State Board of Review
- State Board of Tax Appeals
- State Board of Elections
- State Board of Tax Appeals

State Officials & Legislative Information:
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- State Board of Health
- State Board of Review
- State Board of Elections
- State Board of Tax Appeals
- State Board of Tax Appeals

State-by-State-Michigan

Michigan State Information

Summary of State Requirements:
- Audiolist
  - Possesses a doctoral degree in audiology or a master's degree in speech-language pathology with equivalent coursework
  - Possession of a professional examination service exam
  - Possession of a statement certifying whether or not disciplinary proceedings have ever been initiated or are pending in any state where applicant has been licensed
- Speech-Language Pathologist
  - Possesses a master's degree in speech-language pathology or equivalent (two full years of study in a college with specified coursework) in speech-language pathology, including 400 clock hours of supervised clinical experience, from an educational institution recognized by the Board
  - Possession of a professional examination service exam
- State Department of Education Requirements

State Requirements and Contact Information:
- State-by-State-Michigan
- State-by-State-Indiana
- State-by-State-Ohio

Contact Information:
- State Department of Education
- State Department of Health
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- State Board of Tax Appeals
Teaching Requirements in the states

Scenario
Supervising others/assuming more responsibility

Licensure After Your CF

Licensure after CF

- Reciprocity – What is it? And is it everywhere?
- Exemptions
- Time Lines for Obtaining License (Don’t let it lapse)
- You can’t practice without a valid license
- Plan ahead – awareness of licensure timelines
- Continuing Education Requirements
- Moving to your next state

Initial License
Audiology
- Possess a doctoral degree or equivalent defined as minimum of 75 semester hours of graduate study including specific course work from an accredited educational program recognized by the Board
- Certification of completion of 1,820 clock hours of supervised clinical practicum, including a clinical experience that is equivalent to 12 months full-time supervised experience obtained during the doctoral degree program
- Passage of a Professional Examination Service exam
- A statement certifying whether or not disciplinary proceedings have ever been initiated or are pending in any state where applicant has been licensed
- Passage of an Indiana jurisprudence exam with a score of 75 or higher
- In lieu of documentation, applicant may submit evidence of either ASHA CCCs or national certification in audiology that is approved by the hearing institution of the academic and clinical experience requirements necessary for licensure as defined by the rules of the Board.
Speech-Language Pathology

- Possess at least a master's degree or its equivalent (two full years of study in a college with specified coursework in the area of speech-language pathology, including 600 clock hours of supervised clinical experience, from an educational institution recognized by the Board)
- Completion of a nine-month full-time clinical fellowship or equivalent
- Passage of a Professional Examination Service exam
- Passage of an Indiana jurisprudence exam with a score of 75 or higher
- A statement certifying whether or not disciplinary proceedings have ever been initiated or are pending in any states where applicant has been licensed
- A renewal license may be issued to an individual who was licensed by the professional standards board (Department of Education) before July 1, 2005, and who is not licensed as a speech-language pathologist in Indiana in lieu of documentation, applicant may submit ASHA CCCs or evidence of a national certification in speech-language pathology that is approved by the Board or satisfaction of the academic and clinical experience requirements necessary for licensure as defined in the rules of the Board.

Moving, Cancelling or Retiring a License

- Forms online
- Change your address
- Notify the board if you are leaving the state and no longer need the license

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Words of Wisdom

- Keep copies of all records
- Including fax cover sheets, emails and any correspondence with your state license board, ASHA and anything related to your license
- Never throw away your praxis exam score report
- ASHA does not keep this
- Keep records of your CF - once you obtain your CCC
- ASHA does not keep these records
- Always personally verify with ASHA that your supervision is certified and in good standing and get that in writing.
- If you can, get a letter verifying from your university that your program is accredited during the time frame you attended. Keep in records.
- Know the laws

ASHA Benefits

- Conversion Discount
- 825 off the initial dues and fees
- A member of NSSLHA
- Deadline:
  - Updated the deadline
  - http://www.asha.org/Members/NSSLHA/NSSLHA-to-ASHA/MemberSignOnDefault.aspx
  - http://www.asha.org/Members/NSSLHA/Contact/
Graduate Discount
- Option if graduate is not a member of NSSLHA
- 50% off the initial dues and fees
- Must be received within 12 months of graduation

Access to ASHA Resources
- Practice Portals
- Sig Perspectives (Newsletter - CEU)
- CE Registry
- Discounts
- Quality Continuing Education Courses
- Technical Assistance
- Advocacy

State Advocacy Issues

State Association Benefits

Student Perspective

Question and Answer
Frequently Asked Questions

- What if I want to change CF supervisors?
- What if I have a family crisis and I need to stop by CF and start back again in 3 months?
- ASHA
- States
- What do I do if my CF supervisor and I are having conflicts?
- What if I want to change CF supervisors?

Questions

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Changing Supervisor Scenario

- Situation: You began your CF and 4 months in your supervisor had some unexpected health issues. She is no longer able to be your supervisor.
- Discussion: What do you do?
- Answer:
  1. Work with your company to assist in finding a new supervisor.
  2. Make sure to have your current supervisor complete the paperwork for the months you have completed before she leaves (This is very important).
  3. Contact ASHA and let them know of your change of supervisors and determine if any paperwork needs to be submitted.
  4. Contact the licensure board to determine if anything needs to be changed with them.

Practicing without a License Scenario

- Situation: CF has been practicing without a professional license in a state and now after CF completion has applied for a state license.
- Materials: Sample letter (next slide)
- Discussion:
  1. What was the first mistake she made?
     1. She only reviewed the ASHA website and did not look into state laws,
     2. Is ASHA a governing body? Do we make laws?
   2. No ASHA is a certifying body and membership association. We set standards with regulatory bodies that create laws and we are governed by those laws.
- Licensure Board Potential Outcomes:
  1. Board will determine if a license will be granted or further requirements will be needed (if board decides to do no issuance which leaves on her permanent record and will follow her throughout her career and impacting future licenses. She may not get a license issued in this area unfortunately.

Assuming more Responsibility Scenario

- Situation: You 5 months into your CF in a long-term care facility. Your supervisor is off site at another facility. The facility is struggling with staffing and decides you would be a good fit to take on the Director of Rehabilitation role overseeing the PT, OT and SLP departments.
- Discussion: What do you think you should do and why?
- Answer: Discussion: Response: Although it is very flattering to be offered such an opportunity, it is a high risk opportunity putting you and the facility at risk of not understanding billing, procedures, state audits, etc. Your first year out on the job is a key time to learn and absorb as much as you can and taking on supervisory roles and budgetary roles could limit your opportunity to fully learn what you need to in the treatment area to be highly qualified. It is however, your decision to make.