OFFICE: VP OF PROFESSIONAL DEVELOPMENT

Dee Combs, MAT CCC-SLP

- **Employment:** Indiana University Health-Methodist Hospital - Manager Audiology & Speech Pathology
- **Member Since:** 1978
- **Teams/Offices:** VP—Prof. Dev.; VP—SLP; IN-NOMS Coordinator; Chair, Licensure Task Force; Continuing Ed; CHP; Convention
- **Goals for next two years, if elected:** My goals would be to assist with selection of an affordable and convenient location for our convention for the future, plan an exciting 75th convention for our members utilizing local and national speakers, and develop a plan for implementing webinars and more hands on training sessions for our members.
- **Current issues ISHA should address:** ISHA should continue to stay vigilant in monitoring/addressing reimbursement issues for both Speech Pathology and Audiology Services, as well as continuing to work in conjunction with University personnel to address the shortage issues of SLP’s. It seems every time we turn around there are issues with billing and reimbursement for our services. We also continue to hear about the shortage of SLP’s. It takes all of us to understand the complexity of these issues and to thoughtfully address them to the benefit of our clients and members.

OFFICE: VP OF PUBLICATIONS AND COMMUNICATIONS

Jennifer Freeman, M.A. CCC-SLP

- **Employment:** HTS Healthcare Therapy Services
- **Member Since:** 2003
- **Teams/Offices:** Marketing; Pre-Professional & Scope of Practice; Quality Management; Legislative and Convention
- **Goals for next two years, if elected:** As the VP of Publications and Communications my goals for the next two years would include adding to the vibrancy of the website; making it the one stop place to shop for information and links pertinent to our fields. Additional goals would be facilitating on-line education, teleconferencing, preparing a slate of public service announcements for members to use at a local level and reaching out to members through social media tools. I would ask the council to consider adding an on-line store of items that would increase the visibility of ISHA members in the workplace. It’s our members that make us strong.
- **Current issues ISHA should address:** In our mission of advocacy and education, I feel ISHA needs to continue to be a united voice for members at the state level promoting the value and cost effectiveness of treatments/interventions in audiology and speech language pathology. Today’s financial climate will require ISHA to enhance alliances with governmental audiences through outreach campaigns, education, providing data on the effects of healthcare funding liabilities and lobbying. Boosting our membership base is a key issue. In addition, encouraging a higher percentage of members to contribute their time and expertise to ISHA teams would greatly benefit our cause. A final ongoing issue is for audiologists and speech language pathologists to realize the value of ISHA membership. We need to make the importance more apparent because ISHA is a statewide TEAM and Together Everyone Achieves More.
Michael J. Harmon, CCC-SLP

- **Employment:** Speech and Language Pathologist with Logansport Area Joint Special Services Cooperative
- **Member Since:** 2003
- **Teams/Offices:** Historian 2010 and 2011
- **Goals for next two years, if elected:** To facilitate a cooperative team effort to continue effective communications with members through the publications of the directory, newsletters, and recognition of members and their respective accomplishments and to continue to expand the technological scope of those efforts.
- **Current issues ISHA should address:** ISHA has demonstrated the ability to be flexible in its pro-active focus on issues in a manner that has allowed the organization to present timely, informative, and effective efforts in addressing issues of great import to its membership. ISHA’s oversight of possible and current legislative issues that impact its membership will need to remain diligent in these times of economic and political turmoil.

OFFICE: VP OF MARKETING

Susan Latham, Ph.D.

- **Employment:** Saint Mary’s College, Notre Dame, IN
- **Member Since:** 2005
- **Teams/Offices:** Pre Professional
- **Goals for next two years, if elected:**
  1. To increase ISHA’s recruitment and retention of members by using on-line media tools. I believe it would be important to complete a needs assessment of the membership / potential membership through on-line surveys to get a better understanding of why members continue membership in ISHA and why others do not. I would use technology to actively reach out to underrepresented regions of the state as well as the student membership.
  2. To increase public awareness by engaging in an extensive public relations campaign. The campaign would include such things as: creating an ISHA version of the Share Your Stories Project, a new initiative of ASHA’s Public Relations Department; organizing a Legislative Day to increase visibility among legislators; using the excitement around the film, The King’s Speech, to help educate the public about communicative disorders and the mission of ISHA. I also believe we need to increase awareness of our profession at the high school level by creating information for guidance counselors.
- **Current issues ISHA should address:** ISHA needs to continue to address speech language pathologist shortages in the schools and high caseloads. We need to think about creative ways to educate speech language pathology students in our state and to keep them working in Indiana schools after completing graduate degrees. If we don’t have enough SLPs in the schools we will continue to see encroachment from other professions. ISHA needs to continue the important work of educating others in the field of education about speech and language pathology. ISHA also needs to continue to monitor and voice concerns about senate and house bills.
OFFICE: VP OF SLP

Jeanne McMillan, CCC-SLP

- Employment: Ball State University – Department of Speech Pathology and Audiology, Assistant Professor/Clinical Supervisor; PRN with IU Health/Jay County Rehabilitation; First Steps – Eligibility Determination Team – East Central Indiana
- Member Since: 
- Teams/Offices: Early Intervention task force (SLP); Program; Early Intervention

Goals for next two years, if elected: My first goal would be to acclimate myself to the inner workings of ISHA and form working relationships with fellow officers. Following that, my goals for the next two years would include, but not be limited to, the following:
  - Assist with continuing the work of the 2010 ISHA Recruitment and Retention Survey
  - Continue communication/dialogue with Early Intervention state-level personnel to maintain current working relationship and communication with ISHA/FS members
  - Assist members in accessing ISHA’s information and personnel to assist them in their career/profession
  - Become an integral part with fellow officers in making a positive difference in our profession state-wide.

Current issues ISHA should address: ~ Licensure for public school speech language pathologists – due to the continuous attempts by the DOE to lower licensure requirements this is an issue that warrants vigilance and proactive responses.
  - Caseload size for school-based SLPs – working to make caseloads manageable is an on-going battle. In light of the 2010 ASHA Leader article, “School Survey Releases Caseload Data” indicating that Indiana has the nation’s highest median caseload, this is certainly an important issue to receive attention and focus from our organization
  - Improved use of support personnel - In conjunction with caseload size, this issue may provide a means to reshape how high caseloads are managed in public schools while maintaining integrity and professionalism of services provided.
  - Reimbursement rates of Medicare/Medicaid – is another on-going issue for ISHA members. ISHA can provide members with current and relevant information regarding changes to policy and procedure and can be an active voice in response to these changes at higher levels of policy-making.

OFFICE: VP OF AUDIOLOGY

Hala Elsisy, Ph.D.

- Employment: Clinical Assistant Professor, Department of Speech, Language, and Hearing Sciences, Purdue University, West Lafayette, IN
- Member Since: 2003
- Teams/Offices: Professional Development; Moderator, ISHA Convention

Goals for next two years, if elected: If I’m elected to serve as the ISHA Vice President of Audiology my goals for the next two years would be to promote the visibility of the organization at the state level and to communicate the issues pertaining to the
profession at national level. I will also work to encourage recent graduates and doctor of audiology students to join in and be an active member of ISHA. This would bring in new thoughts and fresh ideas to promote our profession.

- **Current issues ISHA should address:** Some of the current issues that ISHA should be addressing include promoting the educational audiology practice in Indiana. With the small number of educational audiologists in the state, there is a growing need for educational audiologists who would not only serve the deaf and hard of hearing population, but would also advocate for hearing conservation and educate against the danger of noise exposure in this vulnerable population. Another key issue is to motivating recently graduated audiologists and doctor of audiology students to join the organization and be an active participant in the majority of its functions, including attending conventions and presenting their clinical and research posters. Some legislative issues of concern that ISHA need to keep working on is the recent changes in the provision of early intervention services at the state level, as well as Medicare and Medicaid services.

**Heidi Neuberger, M.A. CCC-A**

- **Employment:** Riley Hospital/IU School of Medicine Pediatric Audiology – technology management
- **Member Since:**
- **Teams/Offices:** Member
- **Goals for next two years, if elected:** Board service with ISHA would present opportunities to impact audiology in Indiana. I will take an active role in organization business; and participate on task forces and with long-range planning, as needed. In addition, I have an interest in professional development for audiologists, and programs for audiology at the annual ISHA conferences. And finally, I will work to strengthen the relationship between ISHA, Indiana First Steps and EHDI in order to streamline the delivery of services and meet the challenges of best practice clinical management for Indiana children who have been identified with hearing loss.
- **Current issues ISHA should address:** ISHA has a history of positive contributions to issues of professional concern for audiologists. I would like to see continued focus in the following areas:
  a. Professional development for pediatric audiologists and school audiologists
  b. Third party payment issues, in particular, with regard to Medicaid and First Steps.

  These are areas of universal concern to audiologists in Indiana. They are also areas needing the power of a strong professional organization to cause effective advancement.

**NOMINATING COMMITTEE**

**Kathy Gadbury, M.A.+30, CCC-SLP**

- **Employment:** Coordinator and Speech-Language Pathologist for M.S.D. Warren Twp.
- **Member Since:** 1984
- **Teams/Offices:** numerous committees for AAC, membership
• **Goals for next two years, if elected:** I would work to educate the public about the scope of our profession and address current issues that impact speech-language pathologists. Technology has given us so many ways to educate the public about speech-language and hearing development and disorders. Let’s spread the word about all we do. Through expanding our ISHA website resources, SLP’s and Audiologists could access and distribute information easily. It is important that lawmakers understand issues that impact our profession such as caseload and workload demands, Medicaid challenges, and early childhood education. I would like to work with SLP’s around the state to address issues of shortages, caseload size, RTI implementation, and certification. Furthermore, I would want to work with audiologists to explore ways to help parents without health insurance to obtain hearing testing and ways to make our schools’ classrooms acoustically sound. Finally, I want to help close the achievement gap with English learners by working closely with English Learner Programs to support Multicultural language needs.

• **Current issues ISHA should address:** I feel ISHA should be addressing the need for early childhood intervention. Lawmakers often do not have any idea about the role of early speech and language skills in developing strong literacy skills. ISHA should work to support first steps and early childhood programs in the schools. With public schools facing even greater funding challenges, it is important that schools have strong speech and language programs especially in the preschool. ASHA has recommended a workload approach to servicing student caseloads, yet a recent Omnibus survey revealed Indiana has the highest caseloads in the nation. ISHA should work to address high caseload issues by providing guidelines or suggestions to administrators and special education directors. If RTI is to be successful, Speech-Language Pathologists must be given credit for all of students they impact, not just those with an IEP. When caseloads decrease due to RTI, some school systems have lost SLP’s. Recent proposals in legislation indicate that teachers may not be given credit for master’s degrees on the pay scale. ISHA should work with educators and law makers to insure that SLP’s are given credit for higher education and credit for board certification. Likewise ISHA should make guidelines for hearing screening and acoustical recommendations for classrooms readily available.

Gina Russel, M.A.

• **Employment:** SLP for Anderson Community Schools Anderson, IN
• **Member Since:** 1981
• **Teams/Offices:** Local Arrangements; School Services
• **Goals for next two years, if elected:** Having been an SLP in the public schools and a member of ISHA for numerous years, I have been pleased to serve ISHA in many ways. My goal for the next two years would be to see that the deserving members of ISHA be recognized for their service and their dedication to the profession of Speech-Language Pathology.

• **Current issues ISHA should address:** ISHA needs to continue to the address the issue of high caseloads in the public schools, keeping abreast of current legislation that affects the membership, and continuing to provide quality ongoing education for ISHA members. I also believe it is of the utmost importance to recognize all of the hard-working members of ISHA.