

New Members of the American Academy of Audiology

Cynthia Beauregard, MA

Janie Borges, AuD

Barbara Burns, AuD

Tammie Davidson, MCD

Leah Duitsman, AuD

Martin Fortin, MA

Loretta Hedges, AuD

Irene Kelly, MSc

James Leyva, AuD

Sharon Miller, PhD

Brooke Pieczara, AuD

Brittany Schuett, MCISc

Lindsey Tubaugh, AuD

Alicia VanderZanden, AuD

William Woytowych, AuD

Let Your Voice Be Heard

By Erin L. Miller

In December 2014, the American Academy of Audiology Board of Directors established a task force to review the current Academy bylaws, policies, and procedures related to nominations and election to the board of directors. The task force was charged with benchmarking the Academy's current bylaws, policies, and procedures against other similar organizations. Based on this review, they were asked to provide recommendations to the board of directors for "best practice" for the Academy.

The task force was specifically asked to recommend eligibility requirements; develop a nominee application to better delineate leadership attributes, financial and strategic planning experience; as well as develop a rubric that would assist the Nominations Committee in carrying out a fair and unbiased vetting of the nominees. The application and rubric can be located on the Academy Web site at www.audiology.org/about-us/academy-leadership. Additional recommendations to the election process were requested.

The task force was comprised of members that broadly represented practice settings and geographic distribution of the Academy membership, as well as varying years of professional experience (three plus years). Included in the task force were two former board members, two former committee chairs with no board experience, and three members-at-large. Two members of the task force had former experience with the nominations process.

The recommendations of the task force were reviewed by the board in June 2015, and updated policies and procedures were established and a bylaws change was approved to go to the Academy membership. The recommended bylaws change added two additional members at-large to the Nominations Committee. After the required 30-day review period and consideration of minimal comments received from the membership, this bylaws change was passed by the board of directors in July 2015. Policy and procedure changes were approved in June 2015.

Eligibility requirements and considerations have been expanded in the policies and procedures to ensure consistency in the actions and review process amongst Nominations Committee chairs and members from year to year. The eligibility requirements include: (1) nominees must be a member in good standing, (2) nominees for the president-elect position must have 15 years in the profession and/or prior Academy board experience, and (3) nominees for a member-at-large position must have 10 years of professional experience.

Once eligibility is established, those wishing to pursue consideration complete an online application which includes items identifying leadership qualities and experience in the Academy and other professional organizations. To ensure neutrality, scoring of the subjective portions of the application is completed in a blinded fashion by Nominations Committee members.



The Academy policies and procedures provide guidance to the Nominations Committee that the nominees should be based on the highest scoring rubrics initially, in order to identify the most qualified candidates and to ensure objectivity. Furthermore, considerations must also be made for:

- Practice setting of the sitting board for the upcoming board year to remove potential for the board to be dominated by a single or dual practice setting.
- Ensure multiple practice settings are represented by the proposed slate.
- Candidates for the slate must not hold simultaneous board service in a national professional association that set standards or scope of practice for the profession of audiology and/or are involved in legislative, regulatory, and public policy agendas.
- Candidates for the slate must not have an unexpired term on the board of an Academy partner at the time in which the Academy board term begins.
- Candidates for the slate may hold simultaneous non-presiding officer service on a board of a specialty focused audiology group as long as the service is not inclusive of the entire Academy board term for which they are being considered.
- The proposed slate for member-at-large must include a minimum of two candidates for each vacant position.

Additional considerations for the president-elect slate include the following:

- The preference for contemporary Academy board experience of <5 years and no greater than 10 years.
- The nominee may not hold an unexpired term on any board of an audiology related organization that set standards or scope of practice for the profession of audiology and/or are involved in legislative, regulatory and public policy agendas.

The members presented in this issue of *Audiology Today* are nominees for the president-elect and three member-at-large positions on the Academy's Board of Directors.

One of the nominees for president-elect will be elected by the general membership to serve a three-year term (one year as president-elect, one year as president, and one year as past president) beginning July 2016 and ending June 2019.

Three of the candidates for the member-at-large positions will be elected by the general membership to serve a three-year term, beginning in July 2016 and ending June 2019.

The 2016 American Academy of Audiology election of new board members will be held from April 18, 2016, through May

23, 2016, immediately following *AudiologyNOW!* A new addition to this election process includes a forum for candidates to provide a brief statement to the Academy membership during the General Membership meeting at *AudiologyNOW!* The Academy Membership meeting will be held on Saturday, April 16, 2016, at 7:00 am in the Phoenix Convention Center, Room 128. We encourage you to attend this forum to learn more about the candidates' vision for the profession.

All members with an electronic address in the database will be sent an e-mail linking them to our election Web site. Please note the election Web site is separate from the Academy Web site. The link you receive in the e-mail is unique and can only be used by the member receiving the e-mail. Once used, the unique link is disabled.

It is anticipated that the new board members and the new president-elect will be announced in late May/early June 2016.

Expanded biographical information and position statements are available on the election and Academy Web site. Voting for the leadership of the Academy is an important privilege of membership for Fellows of the American Academy of Audiology.

You are encouraged to vote and let your voice be heard!

Erin L. Miller, AuD, is the Academy's immediate past president and is chair of the Academy's Nominations Committee.

PRESIDENT-ELECT



Shilpi Banerjee, PhD
Board Certified in Audiology
President and Chief Learning Officer,
Skafold LLC, Hillsboro, OR

Education

BSc: Audiology and Speech Therapy, Bombay University, India, 1992

MA: Audiology and Hearing Sciences, Northwestern University, 1994

PhD: Communication Sciences and Disorders, Northwestern University, 2003

Position Statement

In a 1972 *Harvard Business Review* article on the growth of organizations, Larry Greiner proposed that companies grow through alternating periods of evolution (growth) and revolution (crisis). Evolution occurs in five phases: creativity, direction, delegation, coordination, and collaboration. Strikingly, each phase is simultaneously the result of the previous phase and the impetus for the next phase. A moment's reflection reveals the relevance of Grenier's model to the audiology profession and, by extension, to the Academy, the largest organization of, by, and for audiologists.

Throughout my professional career, I have been actively involved in the professional community at the state, national, and international levels. Professional organizations are comprised of persons with diverse perspectives, work settings, career aspirations, talents, interests, and time. What binds them together is a desire to engage and contribute meaningfully to their chosen profession. This is truly a labor of love and ownership. Having participated in and led volunteer committees and boards, I understand the desire to contribute as well as the challenges in doing so. The power comes from the camaraderie and fellowship of working toward a shared vision, and the reward lies in its achievement.

I am interested in serving on the Academy Board because I feel compelled to do my part in advancing the growth of the Academy and the audiology profession. I feel that my strengths and experience will serve the Academy well in the inevitable evolution and revolution that will be encountered.



Jackie L. Clark, PhD
Board Certified in Audiology
Clinical Professor, University of
Texas at Dallas/Callier Center, Dallas,
TX; Private Practice Owner, Cedar
Creek Hearing Center, Tool, TX;
Managing Editor, *International Journal
of Audiology*, Dallas, TX

Education

BS: Textile Science, Merchandising, Colorado State University, 1975

MS: Communication Disorders, University of Texas at Dallas, 1987

PhD: Human Development and Communication Sciences, University of Texas at Dallas, 1995

Position Statement

I easily fell in love (“hook, line, and sinker”) with audiology, as a change of career person, while taking my first graduate level audiology class. Since then, I have unabashedly drunk the “Kool-Aid” from the audiology fountain with full gusto—year after year. Serving on the Academy Board has provided me the privilege of working with other dedicated and passionate audiologists. Without a doubt, my volunteer service on the Academy Board has allowed me to fine tune my leadership and collegiality skills while working with richly diverse boards and committees. It is always at the top of my mind the sobering honor and responsibility in representing the profession of audiology while on occasion making those difficult decisions, which hold long-lasting repercussions.

My varied current work settings include private practice owner, clinical professor within a top ranked AuD program, researcher, and managing editor of a scholarly peer-reviewed journal. I believe the coupling of my past and current life professional perspectives with my passion for the profession of audiology have amply prepared me for stepping into the Academy Board as president-elect.

MEMBER-AT-LARGE

**Samuel R. Atcherson, PhD****Board Certified in Audiology**

Associate Professor and Interim
Director of Audiology, University of
Arkansas at Little Rock/University of
Arkansas for Medical Sciences

Education

BSEd: Communication Sciences and Disorders, University of Georgia, 1997

MEd: Audiology, University of Georgia, 2000

PhD: Auditory and Speech Pathology, University of Memphis, 2006

Position Statement

I wear three hats related to this profession: (1) audiologist, (2) university professor, and (3) person with hearing loss. These three hats, or roles, have given me a fairly broad view of the profession, but I would like to have the opportunity to deepen and enrich my contributions and to help shape the profession for the future. My interest in serving on the Academy Board was solidified when I participated in the Jerger Future Leaders of Audiology Conference in 2010. I believe I was one of the youngest participants there, but I learned much about what really happens behind the scenes at the Academy, the integral work of the executive director and Academy staff, and the important work that goes by constituents of the Academy to promote the profession.

As a consequence, I've taken on various roles with increasing enthusiasm and motivation at the state and national level serving my students and colleagues. I believe I have sufficient experience and motivation to continue to learn and help advance the profession. As an audiologist, I am still concerned about the lack of direct access and continued issues surrounding the audiologist as the preferred provider of hearing and balance care. As a university professor, I remain concerned about the lack of clear and consistent standards and resources in the education and training of students. As a person with hearing loss, I am both concerned and optimistic about third-party coverage of hearing aids, and the growing presence of personal sound amplifiers and over-the-counter hearing devices.

**Bopanna B. Ballachanda, PhD****Board Certified in Audiology**

Director of Central Operations,
Audiology Management Group

Education

BS: Audiology and Speech Pathology, All India Institute of Speech and Hearing, University of Mysore, India, 1973

MS: Audiology, University of Texas–Dallas, Callier Center for Communication Disorders, 1982

PhD: Auditory Neurosciences, University of Texas – Dallas, Callier Center for Communication Disorders, 1988

Position Statement

I am seeking to be on the board again for several reasons—(1) I enjoyed my tenure on the board and learned a lot about the inner workings of the Academy. However, the current challenges are different, and I feel that the board can help shape the future of audiology, especially to the practitioners. I am clinician and understand the needs of the clinicians and can work to address their concerns. (2) The current reimbursement for our services from Medicare and other payers are going down, and I can provide a strong voice on the board to address the coding and billing issues. (3) The Academy has a tremendous opportunity to be the leader in other parts of the world, and I feel that with my international background and experience, I can initiate and guide a global presence of the Academy. The globalization of the Academy's resources can provide additional revenue to achieve the goals set forth in our Preferred Future document.

MEMBER-AT-LARGE



Vickie B. Dionne, AuD
Board Certified in Audiology
Associate Professor, Lamar
University

Education

BS: Speech and Hearing, Lamar University, 1977
MS: Audiology, Lamar University, 1978
AuD: Salus University, 2004

Position Statement

Serving on the Academy Board has been a goal of mine for a while now. Each year as we graduate a class of audiology students at Lamar University and welcome a new class of candidates, I tell all of them how important it is for all of us to give back to our profession. Lead by example has always been my motto. One of the best ways that I know how to accomplish this would be to serve on the Academy Board. The profession needs leaders who are willing to work to move the profession forward. I have served for the past eight years on the state licensing board for Texas. My term on that board is coming to a close and I am looking for new opportunities to serve our profession. I would welcome the opportunity to serve on the Academy Board to advance the initiatives and fulfill the mission of the Academy.



Tracy Murphy, AuD
Clinical Audiologist, North Shore
Audio-Vestibular Lab

Education

BEd: Speech Pathology, University of Toledo, 1992
MA: Audiology, Northwestern University, 1993
AuD: Salus University, 2004

Position Statement

I am interested on serving on the Academy Board because of the continually changing climate of health care and the impact that will have on the delivery of audiology services in the coming years. My experience on the Academy's Coding and Reimbursement Committee and the Audiology Quality Consortium has been truly educational and only a taste of the "big picture" of issues affecting our profession. I am interested in broadening my knowledge of these issues and my contribution to the profession of audiology by serving in a board position. That, coupled with my realization that the field of audiology is dynamic and ever-changing, is why I want to be involved and impact the direction of these changes.

MEMBER-AT-LARGE

**Marcia Raggio, PhD**

Professor, San Francisco State University
 Owner/Audiologist, Hearing Science of Daly City
 Research Physiologist, Epstein Laboratory, University of California

Education

BA: Communicative Disorders, San Francisco State University, 1978
MS: Communicative Disorders, San Francisco State University, 1980
PhD: Speech and Hearing Science, University of California, San Francisco, 1992

Position Statement

My interest in serving on the Academy Board comes from over 30 years of experience as an audiologist, and nearly as long as an advocate for the work and the autonomy of this profession. After serving on a number of academy committees, including Government Relations, Standards, and Education, I have seen the operation of the Academy from many perspectives that I would like to continue, develop, and expand. I have seen the Academy advance its professional scope and its political reach. I have seen it struggle without ever losing its perspective or sense of diplomacy. I've also seen it complement and compromise for the betterment of the profession of audiology. The future of the profession of audiology is bright and complex with a growing scope of work that is manifold. To guide and shape this work requires many professional perspectives and experiences to best advance the Academy's goals. It is my interest in participating in the development and stabilization process of the Academy that has encouraged me to serve on various academy committees, and now to expand that interest as a participant in these activities as a member of the board.

**Chris Zalewski, PhD**

Research Audiologist, National Institutes of Health (NIH)
 Clinical Audiologist, Washington Hospital Center
 Adjunct Faculty, University of Maryland

Education

BA: Communications, Pennsylvania State University, 1989
MA: Hearing and Speech Sciences, Audiology, University of Maryland, 1999
PhD: Hearing, Speech, and Language Sciences, Audiology, Gallaudet University, 2013

Position Statement

The profession of audiology has enjoyed significant advancements in its practice guidelines during the past decade, however, there is still much more to accomplish. As my father always stated, "If you're not going to move forward today, then why did you get out of bed?" It was good advice and I continue to follow it each and every day of my life both personally and professionally. To advance as a successful profession, audiology must remain diligent in its self-advocacy and its advancement of evidence-based practices. I feel the future of audiology is certainly bright and primed for significant strides in the breadth, depth, and growth of our profession. There are surely daunting tasks ahead as we face impending juxtapositions between a surge of patients over the next decade against a disproportionate patient-to-provider ratio, a strong need for clinical research undermined by a dwindling PhD population, and a changing economy where consumers are seemingly being taught to measure the benefit of amplification solely on cost rather than a strong patient-clinician relationship.

A strong vision is needed to determine the correct path for the potential growth and continued independence of our profession. These are challenges that have always driven me and I am honored to be nominated as a potential Academy Member-at-Large and have the opportunity to represent the future directions of the Academy and its 12,000+ members.