



ANNUAL REPORT 2022-2023

**Audiology and Speech-Language Pathology Interstate
Compact Commission**

<https://aslpcompact.com/>



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INTRODUCTION

On behalf of the Audiology and Speech-Language Pathology Compact Commission (“ASLP-ICC” or “the Commission”), we are pleased to present the first annual ASLP-ICC Report. This report spans the time frame from the initial meeting of the Commission in 2022 through to the annual meeting in 2023. The 2022-2023 Report highlights the Commission’s growth and activities, provides helpful information from Commission Meetings, details bylaws / rulemaking / policy development, and provides background on the process leading up to the formation and seating of the Commission in 2022. In addition, the Report includes a current Organizational Chart and Rosters of current Delegates and ASLP-ICC staff and counsel.

Launching the first interstate compact for audiology and speech-language pathology has been a complex, demanding, and challenging experience. Much of the work has been carried out by unpaid volunteer workers, the delegates to the Commission. The assistance and support of the Academy of Doctors of Audiology (ADA), American Academy of Audiology (AAA), American Speech-Language-Hearing Association (ASHA), Council of State Governments (CSG), and National Council of State Boards of Examiners for Speech-Language Pathology and Audiology (NCSB) has been invaluable. While many challenges still lie ahead, I am very proud of the work accomplished by the commission members and the affiliated associations and organizations, and I am very excited about the future.

Lawrence F. Molt, Ph.D., CCC-A, CCC-SLP, FASHA, FAAA
ASLP-ICC Chair

ABOUT COMPACTS

The past several years have seen astounding interest in occupational interstate compacts. Interstate compacts are contracts between states, which establish formal agreements between states that have been enacted via the legislative process. Compacts have been recognized for years to be durable policy solutions. The most well-known compact is the Driver's License Compact but there are various others that have been used to assist in many other professional, practical, occupational, and operational areas. Each state has enacted at least one compact, and most have enacted an average of twenty-five compacts.

Additionally, there has been continued growth in the number of interstate occupational compacts being offered by professions. The ASLP-ICC would like to thank CSG's National Center for Interstate Compacts for the following information.

Currently, there are several occupational licensure interstate compacts in development, including:

- Dietitians
- School Psychology

Several other professions have prepared occupational interstate compact legislation that is ready to be introduced at the state-level, but have not reached the threshold for operation:

- Advanced Practice Registered Nursing
- Cosmetology
- Dentistry and Dental Hygiene
- Massage Therapy
- Physicians Assistants
- Social Work

The number of active occupational licensure compacts continues to grow. The following compacts have reached required threshold numbers of participating jurisdictions needed to become active, although some are not yet fully implemented at this time:

- Audiology and Speech-Language Pathology Interstate Compact
- Counseling Compact
- Emergency Medical Services Compact
- Interstate Medical Licensure Compact
- Nurse Licensure Compact
- Occupational Therapy Compact
- Physical Therapy Compact
- Psychology Interjurisdictional Compact
- Teacher Mobility Compact

State and U.S. Territory Membership in Interstate Licensure Compacts

NLC

Nurse Licensure Compact

IMLC

Interstate Medical Licensure Compact

PT

Physical Therapy Compact

EMS

Emergency Medical Services Compact

PSYPACT

Psychology Interjurisdictional Compact

ASLP

Audiology and Speech-Language Pathology Compact

OT

Occupational Therapy Compact

CC

Counseling Compact

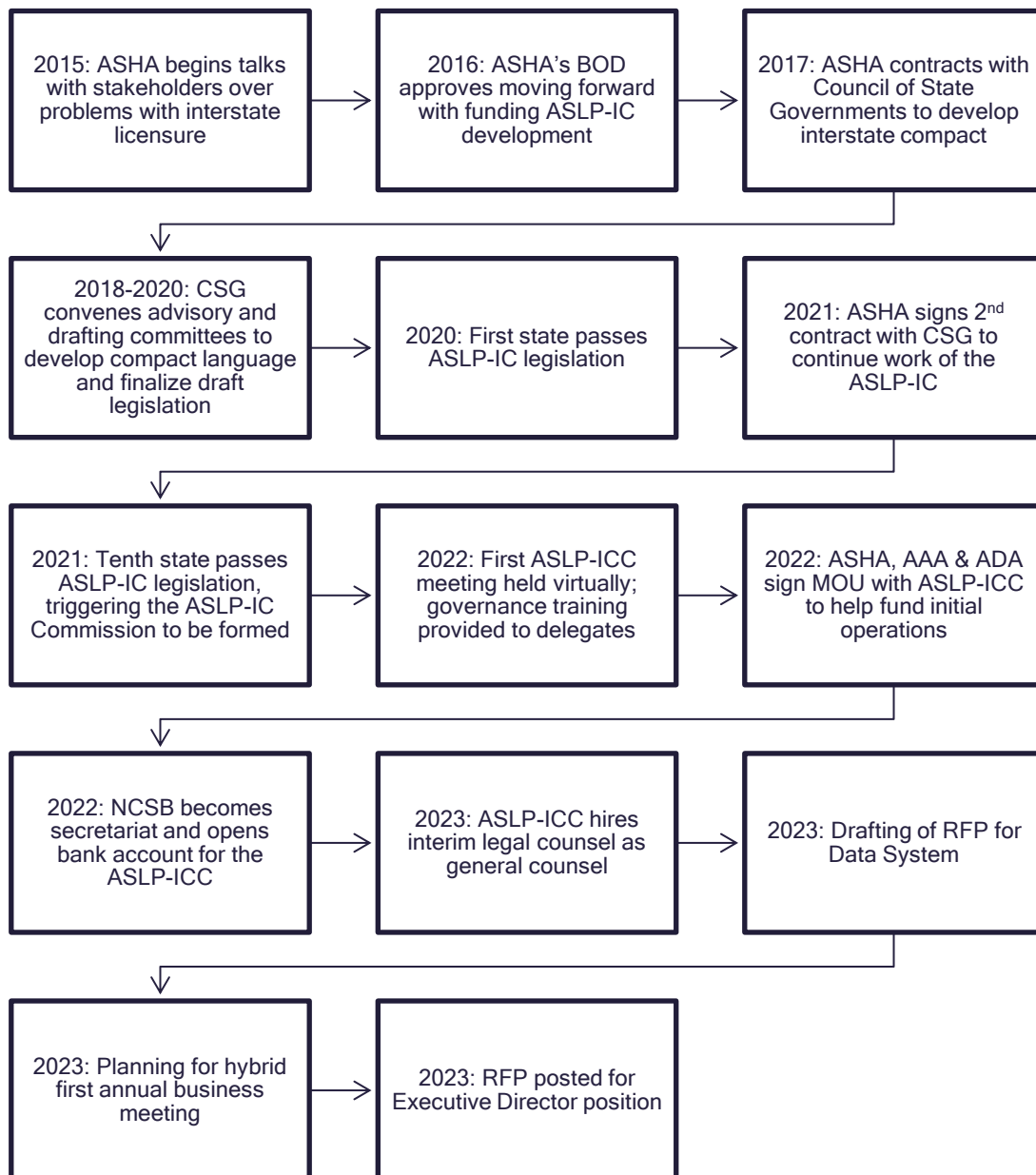
APRN

Advanced Practice Registered Nurse Compact

STATE	NLC	IMLC	PT	EMS	PSYPACT	ASLP	OT	CC	APRN	TOTALS
ALABAMA										8
ALASKA										0
ARIZONA										5
ARKANSAS										3
CALIFORNIA										0
COLORADO										8
CONNECTICUT										2
DELAWARE										9
FLORIDA										2
GEORGIA										8
HAWAII										0
IDAHO										5
ILLINOIS										2
INDIANA										6
IOWA										6
KANSAS										6
KENTUCKY										7
LOUISIANA										6
MAINE										5
MARYLAND										7
MASSACHUSETTS										0
MICHIGAN										2
MINNESOTA										2
MISSISSIPPI										6
MISSOURI										6
MONTANA										3
NEBRASKA										8
NEVADA										2
NEW HAMPSHIRE										7
NEW JERSEY										4
NEW MEXICO										1
NEW YORK										0
NORTH CAROLINA										6
NORTH DAKOTA										5
OHIO										7
OKLAHOMA										5
OREGON										1
PENNSYLVANIA										5
RHODE ISLAND										2
SOUTH CAROLINA										5
SOUTH DAKOTA										4
TENNESSEE										8
TEXAS										5
UTAH										9
VERMONT										2
VIRGINIA										5
WASHINGTON										4
WEST VIRGINIA										8
WISCONSIN										5
WYOMING										5
AMERICAN SAMOA										0
DIST. OF COLUMBIA										3
GUAM										2
CNMI										1
PUERTO RICO										0
US VIRGIN ISLANDS										1
	39	39	34	22	35	23	22	17	3	234

*Information current as of December 2022

ASLP-IC TIMELINE



ABOUT THE ASLP-ICC





The Commission is the entity charged with administering the ASLP-IC. The Commission is a governmental and joint public agency comprised of the states which have enacted the ASLP-IC through a legislative effort and are, therefore, able to participate in the work of the Commission. The Commission is made up of two representatives from each ASLP-IC participating state, one who is an audiologist and one who is a speech-language pathologist. The Commission's Executive Board is comprised of seven members who are elected to serve as the leadership board of the Commission and three ex-officio members who represent the national audiology association, the national speech-language pathology association, and the national state licensing board association. The Commission engages in best practices with regard to open meetings and transparency in accordance with the Compact and Commission Bylaws.

LEGISLATIVE UPDATES

ASHA has contracted with the CSG to pass Compact legislation in the states. In the 2020 calendar year, a total of six jurisdictions passed ASLP-IC legislation: Louisiana, North Carolina, Oklahoma, Utah, West Virginia, and Wyoming. In 2021, nine jurisdictions passed the ASLP-IC legislation: Alabama, Colorado, Georgia, Kansas, Kentucky, Maryland, Nebraska, New Hampshire, and Ohio. In 2022, eight jurisdictions passed the ASLP-IC legislation: Delaware, Idaho, Indiana, Iowa, Mississippi, Missouri, South Carolina, and Tennessee. Finally, in 2023, six jurisdictions passed the ASLP-IC: Arkansas, Maine, Montana, Vermont, Virginia, and Washington. In total to date, 29 jurisdictions have enacted the ASLP-IC. The Commission is grateful to ASHA and CSG for its continued work on this effort.

	State	Bill	Signed	Effective
	Wyoming	SF 87	3/24/20	7/1/20
	West Virginia	HB 4375	3/25/20	6/5/20
	Utah	HB 161	3/31/20	5/12/20
	Oklahoma	SB 1837	5/18/20	11/1/20
	North Carolina	HB 1053	7/2/20	3/31/21
	Louisiana	SB 34	10/28/20	7/1/21
	Alabama	SB 130	3/11/21	7/1/21
	Kentucky	SB 47	3/18/21	7/1/21
	Kansas	SB 77	3/31/21	3/31/21

	Nebraska	LB 14	3/31/21	8/8/21
	Georgia	HB 34	5/10/21	7/1/21
	Maryland	HB 288	5/18/21	10/1/21
	Colorado	SB 21	5/28/21	5/28/21
	Ohio	HB 252	7/1/21	9/30/21
	New Hampshire	SB 133	8/10/21	7/1/21
	Indiana	SB 5	3/18/22	3/18/22
	Idaho	HB 664	3/23/22	7/1/22
	Mississippi	HB 424	3/23/22	7/1/22
	Tennessee	HB 2561	4/19/22	4/19/22
	South Carolina	HB 3840	5/13/22	5/13/22
	Iowa	SF 463	5/24/22	7/1/22
	Missouri	HB 2149	6/7/22	6/7/22
	Delaware	SB 272	8/4/22	1/1/23
	Arkansas	SB 91	3/16/23	7/23/23
	Virginia	HB 2033	3/23/23	7/1/23

	Washington	HB 1001	4/13/23	7/23/23
	Montana	SB 214	5/2/23	10/1/23
	Vermont	H 86	6/1/23	7/1/23
	Maine	LD 717	6/26/23	6/29/23

FINANCIAL SUMMARY 2022-2023

The ASLP-IC is an agreement between member states designed to facilitate the interstate practice of audiology and speech-language pathology across state boundaries without having to become licensed in additional member states. Audiologists and speech-language pathologists licensed in their Home State, which is a member of the ASLP-IC, are able to practice into other member states via a privilege to practice issued through the Commission. The purpose of the ASLP-IC is to increase public access to needed audiology and speech-language pathology services by increasing access to care and providing mechanisms for continuity of care all while ensuring a higher degree of consumer protection across state lines. The ASLP-IC also promotes cooperation between member states in the areas of licensure and regulation. To join the ASLP-IC, a state must enact the model statute into law. The ASLP-IC is governed by the Commission, a governmental entity made up of the member states. The Commission meets annually. The Commission has approved a Memorandum of Understanding (MOU) with Academy of Doctors of Audiology (ADA), American Academy of Audiology (AAA) and American Speech-Language-Hearing Association (ASHA), which covers the initial funding for services needed by the Commission. The Commission also has a MOU with the NCSB to act as the Secretariat for the Commission.

STATUS OF THE ASLP-IC

The ASLP-IC had its tenth (10) state enact legislation in March 2021, the critical demarcation in the model legislation that allowed moving forward in developing the Commission. The ASLP-IC now has 29 states that have enacted the legislation. The Commission has been formed and Bylaws and Rules have been approved. The Commission is not yet fully operational and privileges to practice are not being issued. Progress has been limited to a certain extent by the requirement of a step-by-step development of the operational framework of the Commission, such as solidifying funding, selection of a Secretariat, providing a communication system for delegates, development of Bylaws and Rules, etc., while using volunteer committees to carry these out these requirements. A key second factor impeding progress has been the relative unavailability of critical items necessary for the operation of the compact. One such example is the lack of a commercially available database system that will allow member states (who utilize a variety of different data systems) to easily and efficiently communicate applicant data and operational issues to the Commission, and conversely allow the Commission to easily and efficiently transmit critical information on practitioners and operational issues to the member states.

Revenue

The Commission is currently not receiving revenue through the Compact. The Commission has not yet determined if there will be an annual state assessment fee or the cost of the privilege to practice.

Expenditures

The Commission has a MOU ADA, AAA and ASHA to cover the initial funds necessary to operationalize the Commission. These funds are to be used to cover secretariat costs, staffing, including counsel, professional fees such as the contract with the CSG, Directors & Officers Insurance, travel costs for the Commission.

Other Information

As part of the MOU between the Commission and ADA, AAA, and ASHA, the associations will continue to assume most of the operating expenses until the Compact is issuing privileges to practice. The Commission will be responsible for funding the database and software systems to implement the Compact.

COMPACT COMMISSION BUDGET 2022-2023

Item	Cost
Salaries and Wages	\$50,000
Benefits	\$15,000
Office Supplies	\$3,000
IT & Support	\$6,000
Software Purchase	\$5,000
Insurance (liability for commissioners)	\$10,000
Zoom Expenses	\$15,000
Website Maintenance	\$1,000
Administrative Fee	\$24,000
Legal Fees	\$50,000
Commission Emails	\$2,000
<u>Annual Commission Meeting</u>	
Meeting Booklets (Printed)	\$1,000
Staff Travel	\$10,000
Commission Travel & Meeting Expenses	\$80,000
AV Expense	\$10,000
Receptions/Food Service	\$5,000
Total Budget	\$287,000

COMPACT COMMISSION FINANCIAL REPORT 2022-2023

Ordinary Income/Expense		
Income		
	Income from MOU partners	\$146,240.00
Total Income		\$146,240.00
Expense		
	Attorney Services	\$7,579.50 **
	Secretariat Services	\$24,000.00
	Reimbursement of Expenses Related to Commission Services	\$31,606.19 **
	Interim Executive Director Services	\$7,161.00 ***
Total Expense		\$70,356.69
Net Ordinary Income		\$75,883.31
<p>*Cost of data system is not reflected as it is yet to be determined.</p> <p>** Expenses received as of August 1 and estimated through September 1 Report will be updated as additional expenses are incurred through September 30.</p> <p>*** Expenses estimated for September 1 - September 30.</p>		

COMMISSION MEETING RECAP

The ASLP-ICC Meetings were conducted via the Zoom platform. The Inaugural meeting was held on January 12-13, 2022. Special Commission meetings were held on May 2, 2022 and April 17, 2023. The meetings included approval of additional Rules and addition to the Bylaws, reports from all the committees, legislative updates and comments from public attendees.

Commission meeting documents can be found on the ASLP-IC website at:

<https://aslpcompact.com/meetings2/commission-meetings/>.

BYLAWS, RULEMAKING AND POLICY DEVELOPMENT

The ASLP-ICC has spent much of 2022 and 2023 developing Bylaws, Rules and Policies to act as the Compact Governing Documents.

- ASLP-IC Model Legislation
- ASLP-IC Rule on Rulemaking (as adopted 5/2/22)
- ASLP-IC Rule on Definitions (as adopted 4/17/23)
- ASLP-IC Rule on Data Set Reporting Requirements (as adopted 4/17/23)
- ASLP-IC Commission Bylaws (as revised and amended 4/17/23)
- Delegate Code of Conduct (as adopted 4/17/23)
- ASLP-IC Transition Timeline (PDF) (as adopted 1/12/21)
- Organizational Funding Agreement (PDF)
- Compact Commission Structure

These documents can be found on the ASLP-IC website at:

<https://aslpcompact.com/commission/commission-governance-documents/>.

OVERVIEW OF COMMITTEE WORK

The ASLP-ICC Committee Meetings were conducted via the Zoom platform. Each Committee generally meets monthly.

The Executive Committee members are:

Name	Position	Term Expiration
Larry Molt (AL)	Chair	2024 Annual Meeting
Claire Covert-ByBee (NE)	Vice-Chair	2024 Annual Meeting
Glenn Waguespack (LA)	Treasurer	2024 Annual Meeting
Nicole Jeffcoate (NC)	Secretary	2024 Annual Meeting
Tammy Brown (OH)	Member-at-Large	2024 Annual Meeting
Vickie Pullins (WV)	Member-at-Large	2024 Annual Meeting
Sherri Smith (NC)	Member-at-Large	2024 Annual Meeting
Stephanie Czuhajewski (ADA)	Audiology Ex-Officio Member*	N/A
Susan Adams (ASHA)	SLP Ex-Officio Member	N/A
Kerri Phillips (NCSB)	Board Ex-Officio Member	N/A

* This seat rotates on an annual basis between ADA, AAA and ASHA. AAA held the seat for 2022, ADA holds the seat for 2023, and ASHA will hold the seat for 2024.

Additional Staff:

Nahale Kalfas	General Counsel	ASLP-ICC
Keith Buckhout	Interim Executive Director	CSG

Executive Committee Meetings

As of September 1, 2023, the Executive Committee met sixteen (16) times since the initial Commission meeting in January of 2022.

April 1, 2022	January 23, 2023
May 23, 2022	February 27, 2023
June 27, 2022	March 16, 2023
July 25, 2022	March 27, 2023
August 22, 2022	April 24, 2023
September 26, 2022	June 26, 2023
November 7, 2022	July 24, 2023
December 12, 2022	August 28, 2023

Meeting agendas and minutes can be found at:

<https://aslpcompact.com/meetings2/executive-committee-meetings/>.

Finance Committee

The Finance Committee provides financial oversight and ensures the Commission is operating within its budget and is developing financial resources to achieve its purposes.

Chair: Glenn Waguespack (LA)
 Larry Molt (AL), ex-officio
 Jolie Jones (LA)
 Denise Brown (NC)
 Brenda Fairfax (NC)

Doug Garrison (NC)
 Julia Lidgard (UT)
 Carrie Mills (TN)
 Leticia White-Minnis (MO)

Finance Committee Meetings

As of September 1, 2023, the Finance Committee met ten (10) times since the initial Commission meeting in January of 2022.

July 1, 2022	November 4, 2022
August 5, 2022	January 6, 2023
September 1, 2022	March 2, 2023
September 16, 2022*	June 1, 2023
October 7, 2022	August 3, 2023

Meeting agendas and minutes can be found at:

<https://aslpcompact.com/meetings2/finance-committee-meetings/>.

Rules Committee

The Rules Committee develops compact rules, bylaw amendments, and policies for consideration by the Commission and for implementation by the states. It also reviews existing rules and recommends changes to the Commission.

Chair: Gregg Thornton (OH)

Nate Brown (CO)

Claire Covert-ByBee (NE)

Sherri Smith (NC)

Alicia Barker (TN)

Michael Zagarella (WV)

Rules Committee Meetings

As of September 1, 2023, the Rules Committee met fourteen (14) times since the initial Commission meeting in January of 2022.

April 19, 2022

June 9, 2022

July 14, 2022

August 11, 2022

September 8, 2022

October 6, 2022

November 10, 2022

December 8, 2022

January 12, 2023

February 9, 2023

March 9, 2023

April 13, 2023

May 11, 2023

July 13, 2023

Meeting agendas and minutes can be found at:

<https://aslpcompact.com/meetings2/rules-committee-meetings/>.

Compliance Committee

The Compliance Committee monitors member states' compliance with the compact and its rules.

Karen Thatcher (AL)

Ofelia Duran (CO)

Alice Cellino (GA)

Jeanne Copeland (KS)

Nicole Jeffcoate (NC)

The Compliance Committee will begin meeting later in the compact activation process.

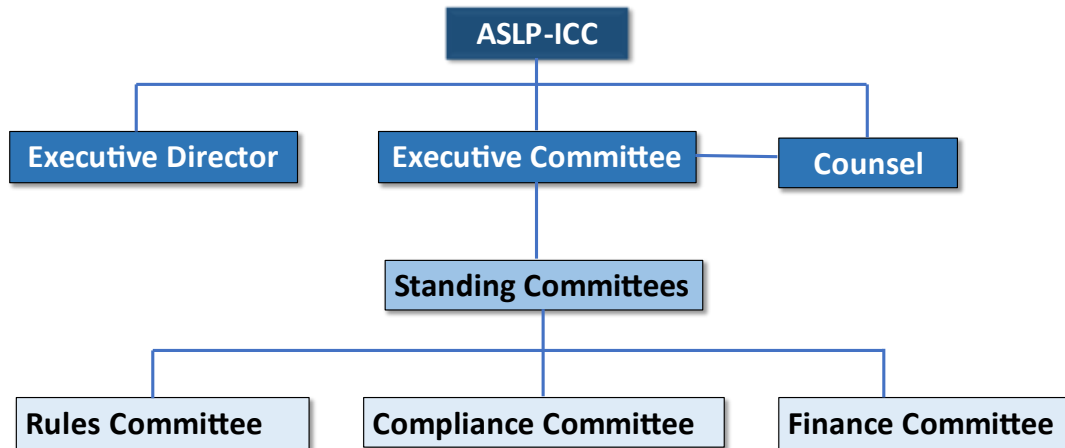
ASLP-IC OUTREACH AND EDUCATIONAL ACTIVITIES

Educational presentations regarding the ASLP-IC were provided by delegates, staff and partners to multiple member state boards, legislative bodies, other interstate compact commissions, AAA, ASHA, CSG National Conference, National Conference of State Legislatures Legislative Summit, and NCSB. Interviews regarding the ASLP-IC were provided to HealthcareDegree.com and This Week in Hearing. Additionally multiple articles have been published in the ASHA Leader and NCSB newsletter.

The ASLP-ICC welcomes the opportunity to present on the ASLP-IC to interested parties.













ASLP-ICC ORGANIZATIONAL CHART

Organizational Structure













ASLP-ICC DELEGATES

	Affiliation	Name	State
	Audiology	Larry Molt	Alabama
	SLP	Karen Flynn	Alabama
	Audiology	Rebecca Rusnak	Arkansas
	SLP	Colleen Sears	Arkansas
	Agency	Nate Brown	Colorado
	Agency	Vacant	Colorado
	Audiology	Yell Inverso	Delaware
	SLP	Emily Mucchetti	Delaware
	Audiology	Alice Cellino	Georgia
	SLP	Kelley Claas	Georgia

	Affiliation	Name	State
	Audiology	Gayle Chaney	Idaho
	SLP	Kevin Woodall	Idaho
	Audiology	Carol Hession	Indiana
	SLP	Ann Bilodeau	Indiana
	Audiology	Kevin Kock	Iowa
	SLP	Nancy Almasi	Iowa
	Audiology	Dena Hall	Kansas
	SLP	Jeanne Copeland	Kansas
	Audiology	Vacant	Kentucky
	SLP	Douglas Keefe	Kentucky
	Audiology	Glenn Waguespack	Louisiana
	SLP	Erica Chatelain	Louisiana

	Affiliation	Name	State
	Audiology	Not yet appointed	Maine
	SLP	Not yet appointed	Maine
	Audiology	Stacey Samuels-Cole	Maryland
	SLP	Jill Silverman	Maryland
	Agency	Amirah Saleem	Mississippi
	Agency	Felicia Wang	Mississippi
	Audiology	Leticia White-Minnis	Missouri
	SLP	Sara Steele	Missouri
	Audiology	Not yet appointed	Montana
	SLP	Not yet appointed	Montana
	Agency	Lindsay Braddock	Nebraska

	Affiliation	Name	State
	Agency	Claire Covert-ByBee	Nebraska
	Audiology	William Flanders	New Hampshire
	SLP	Meredith Bergeron	New Hampshire
	Audiology	Sherri Smith	North Carolina
	SLP	Nicole Jeffcoate	North Carolina
	Audiology	Tammy Brown	Ohio
	SLP	Steven Griffin	Ohio
	Audiology	Misty Mann	Oklahoma
	SLP	Christina Cid	Oklahoma
	Audiology	Jason Wigand	South Carolina
	SLP	Sarah Davis Emory	South Carolina
	Audiology	Alicia Barker	Tennessee

	Affiliation	Name	State
	SLP	Carrie Mills	Tennessee
	Audiology	Vacant	Utah
	SLP	Lindsey Hardcastle	Utah
	Audiology	Not yet appointed	Vermont
	SLP	Not yet appointed	Vermont
	Audiology	Not yet appointed	Virginia
	SLP	Not yet appointed	Virginia
	Audiology	Nichole Kingham	Washington
	SLP	Sonja Bradford	Washington
	Audiology	Michael Zagarella	West Virginia
	SLP	Vickie Pullins	West Virginia
	Audiology	Brant Christensen	Wyoming

	Affiliation	Name	State
	SLP	Michael Murdock	Wyoming

Additional Commissioners Pursuant to Section 8(B)(2) of the Compact

State Flag	Name	Title	State
	Denise Brown	Executive Director	North Carolina
	Brenda Fairfax	Public Board Member	North Carolina
	Jolie Jones	Executive Director	Louisiana
	Ellen Stein	Public Board Member	Maryland
	Gregg Thornton	Executive Director	Ohio

