



ANNUAL REPORT 2023-2024

**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 second annual ASLP-ICC Report. This report spans the time frame from the second meeting of the Commission in 2023 through to the annual meeting in 2024. The 2023-2024 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.

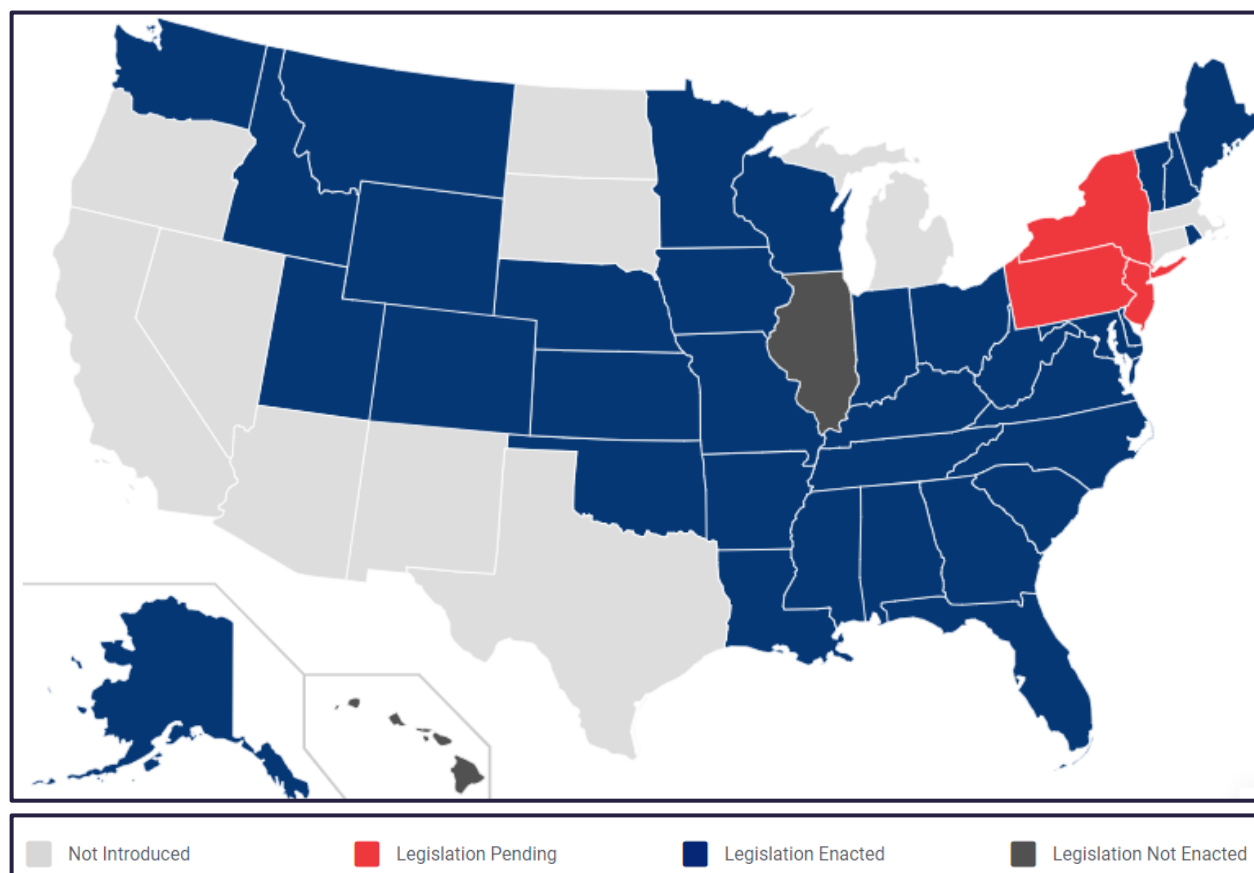
Lawrence F. Molt, Ph.D., CCC-A, CCC-SLP, FASHA, FAAA
ASLP-ICC Chair

ABOUT THE ASLP-IC

The Audiology & Speech-Language Pathology Interstate Compact (ASLP-IC) facilitates the interstate practice of audiology and speech-language pathology while maintaining public protection. ASLP-IC provides a mechanism to allow for the legal, ethical, and regulated practice of interstate practice and telehealth by:

- granting qualified audiologists and speech-language pathologists the privilege to practice in ASLP-IC member states;
- allowing telehealth to be practiced in ASLP-IC member states;
- allowing for increased access to underserved communities; and
- giving military personnel and spouses a means to maintain their profession when relocating.

ASLP-IC Member States as of August 28, 2024



ABOUT COMPACTS

Interstate compacts are contracts between states, enacted via the legislative process, which establish formal agreements between states. Compacts have been recognized for years to be durable policy solutions. The most well-known compact is the Driver's License Compact, but many others have been used to address geographic, economic, regulatory, and administrative issues. 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 compacts for occupational licensure. The ASLP-ICC would like to thank CSG's National Center for Interstate Compacts for the following information.

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

- Athletic Trainer Licensure Compact
- Esthetician Licensure Compact
- Respiratory Care Interstate Compact (Respiratory Therapy)

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:

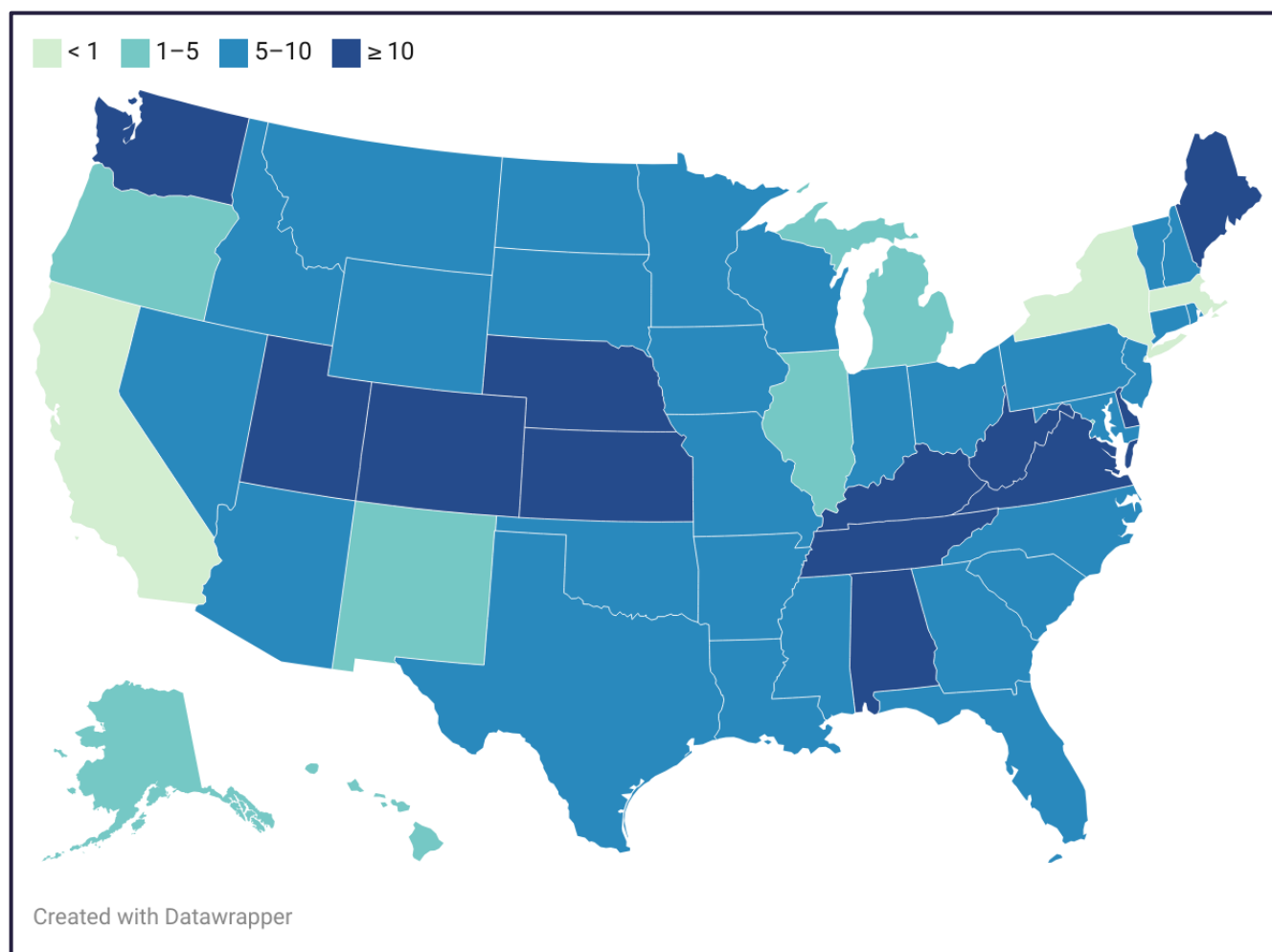
- APRN Compact (Advanced Practice Registered Nursing)
- Dietitian Licensure Compact
- The Interstate Massage Compact (IMPact)
- The Interstate Compact for School Psychologists

The number of active occupational licensure compacts continues to grow. The following compacts have reached required threshold numbers of participating jurisdictions needed to establish their commissions, although some are not activated for licensees at this time:

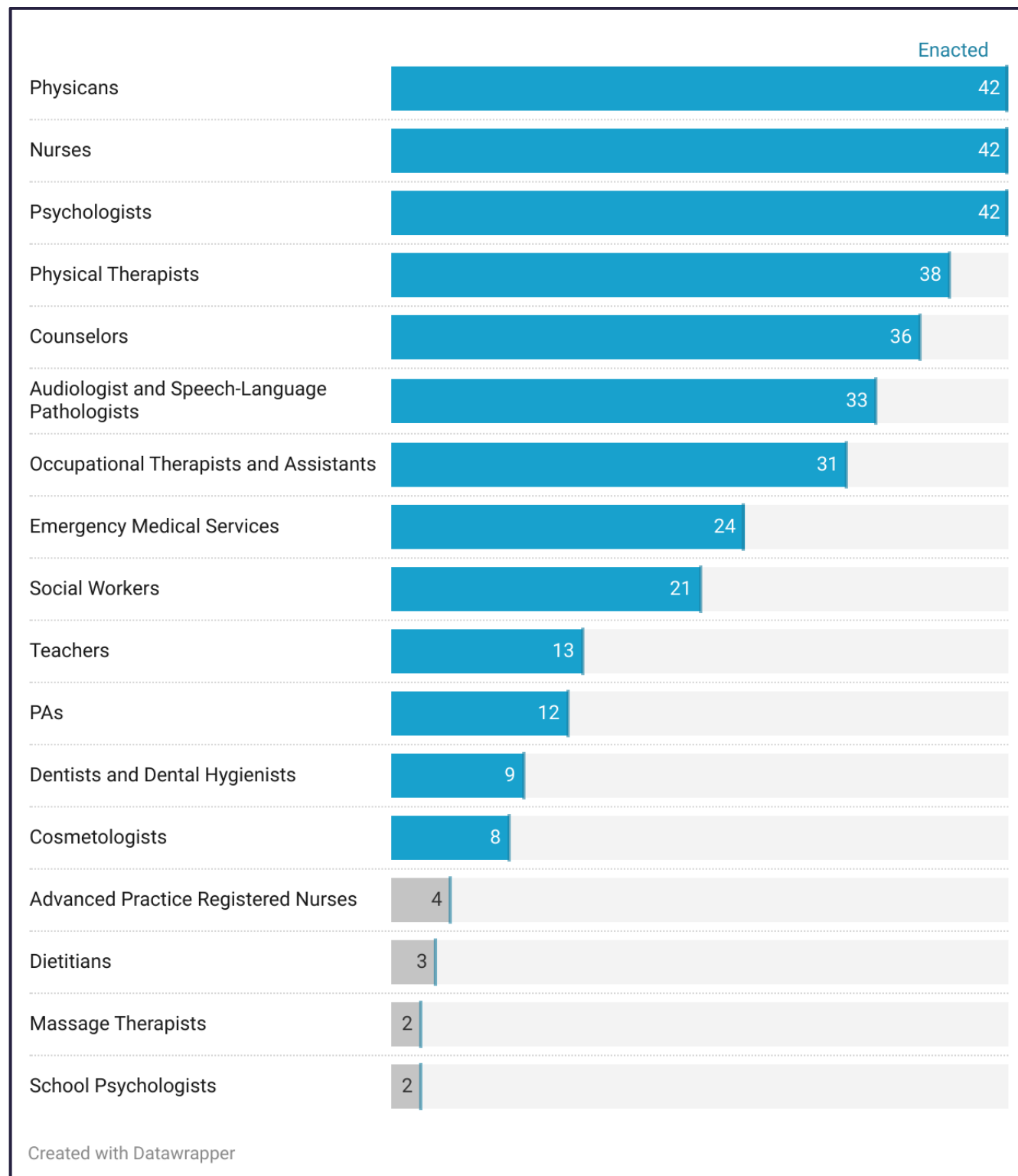
- Audiology and Speech-Language Pathology Interstate Compact
- Cosmetology Licensure Compact

- Counseling Compact
- Dentist and Dental Hygienist Compact
- The United States Emergency Medical Services Compact
- Interstate Medical Licensure Compact
- Nurse Licensure Compact
- Occupational Therapy Licensure Compact
- Physical Therapy Compact
- Psychology Interjurisdictional Compact (PSYPACT)
- Interstate Teacher Mobility Compact

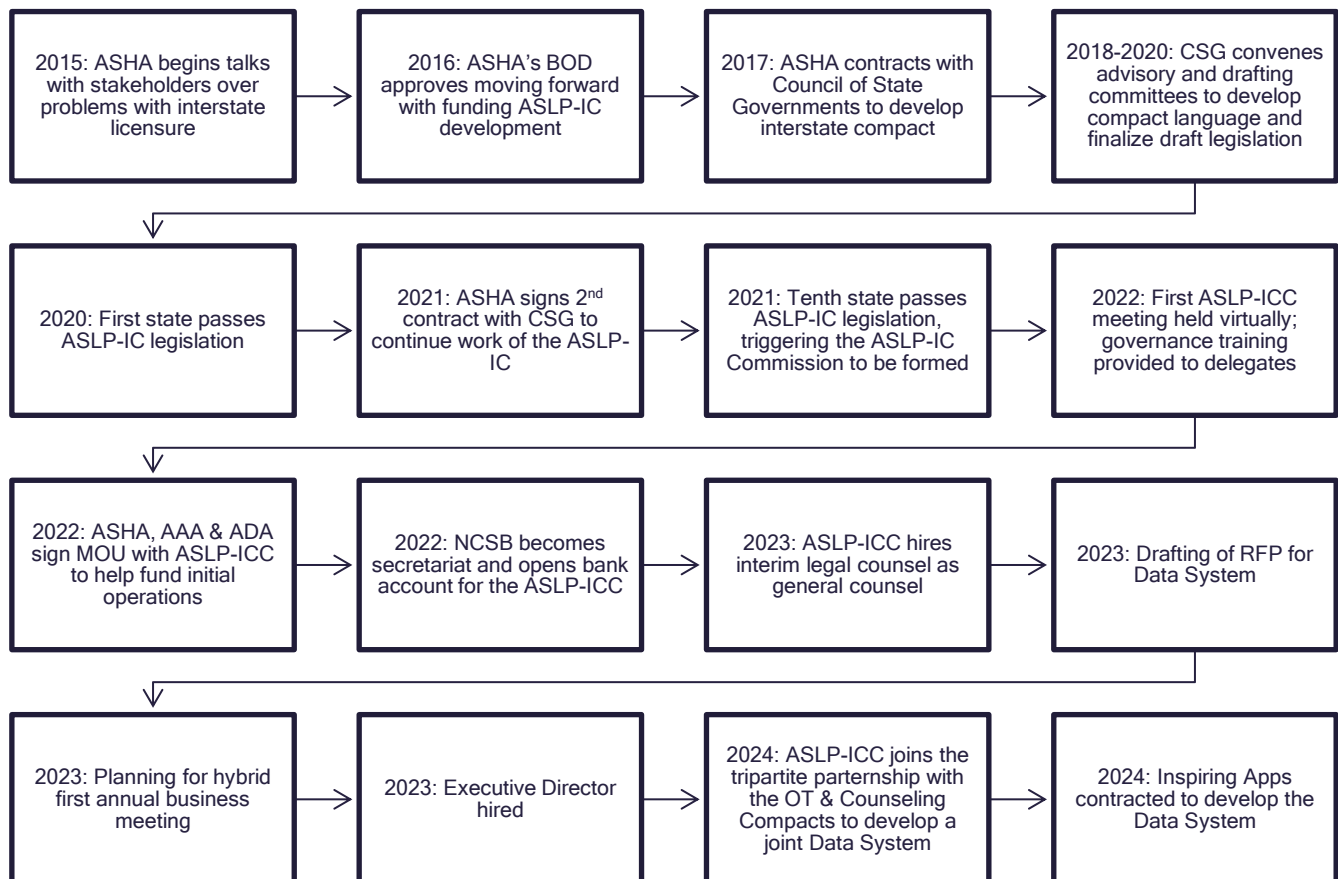
Occupational Licensure Compact Enactments by State



Occupational Licensure Compact Enactments by Compact



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 assist in passing 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. In 2023, seven jurisdictions passed the ASLP-IC: Arkansas, Maine, Montana, Vermont, Virginia, Washington and Wisconsin. Finally, in 2024 four jurisdictions have passed the ASLP-IC legislation: Alaska, Florida, Minnesota, and Rhode Island. In total to date, 34 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
	Wisconsin	SB 197	12/6/23	12/7/23
	Florida	SB 7016	3/21/24	7/1/24
	Minnesota	HF 5247	5/19/24	7/1/24
	Rhode Island	S 2173	6/25/24	6/25/24
	Alaska	SB 75	5/14/24	8/30/24

FINANCIAL SUMMARY 2023-2024

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.

FINANCIAL SUMMARY 2023-2024

	<u>Jun 30, 23</u>	<u>Jun 30, 24</u>	<u>Sep 23, 24</u>	<u>TOTAL</u>
Income				
Dues	146,240.00	76,399.01	0.00	222,639.01
Interest	0.00	2.80	0.00	2.80
Total Income	146,240.00	76,401.81	0.00	222,641.81
Expense				
Commission				
Bank & Credit Card Fees	0.00	468.31	120.00	588.31
Executive Management (CSG)	0.00	25,078.15	804.34	25,882.49
Insurance (DO)	0.00	333.00	0.00	333.00
Insurance (EO)	0.00	1,953.58	0.00	1,953.58
Legal	3,394.50	32,424.00	0.00	35,818.50
Total Commission	3,394.50	60,257.04	924.34	64,575.88
Meeting of the Commission				
Audio Visual	0.00	3,109.72	0.00	3,109.72
Gifts	0.00	0.00	90.09	90.09
Hotel Meals	0.00	2,463.54	0.00	2,463.54
Supplies	0.00	107.04	65.60	172.64
Total Meeting of the Commission	0.00	5,680.30	155.69	5,835.99
Office Operating				
Administrative (NCSB)	9,244.00	8,000.00	0.00	17,244.00
Copies & Printing	0.00	40.11	0.00	40.11
Software License	0.00	159.90	0.00	159.90
Total Office Operating	9,244.00	8,200.01	0.00	17,444.01
Personnel				
Salary/Wages	0.00	30,000.00	12,000.00	42,000.00
Total Personnel	0.00	30,000.00	12,000.00	42,000.00
Total Expense	12,638.50	104,137.35	13,080.03	129,855.88
Net Income	<u>133,601.50</u>	<u>-27,735.54</u>	<u>-13,080.03</u>	<u>92,785.93</u>

STATUS OF THE ASLP-IC

The ASLP-IC had its tenth (10) state enact legislation in July 2021, the critical demarcation in the model legislation that allowed moving forward in developing the Commission. The ASLP-IC now has 34 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 the annual state assessment fee or the cost of the privilege to practice.

Expenditures

The Commission has a MOU with 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 2024-2025

Budget Expense	FY25 (July 24 – June 25)	Notes
Personnel (Executive Director)	Adopted	
Salary/Wages (based on ½ time employment)	\$40,000	
Benefits	\$12,000	
Total	\$52,000	
Office Operating Expenses	Adopted	
Software License Purchases	\$850	
Supplies (Hardware: Computer / Cell Phone)	\$2,000	
Zoom Expenses	\$500	
Administrative Fee (NCSB Secretariat Role)	\$10,000	Not to Exceed Amount
Staff Travel (1 staff travel to 15 states/year)	\$5,000	
Total	\$18,350	
IT Expenses	Adopted	
IT Support	\$500	
Website Maintenance	\$500	
Total	\$1,000	
Commission Expenses	Adopted	
Liability Insurance for Commissioners	\$2,400	
Bank Fees	\$500	
Legal Fees	\$50,000	
CSG Contract for Continuing Director Support Services	\$12,000	Not to Exceed Amount
Total	\$64,900	
Annual Commission Meeting	Adopted	
Commission Travel & Meeting	\$25,000	
AV Expense	\$3,100	
Receptions/Food Service	\$5,000	
Printed Meeting Booklets	\$1,000	
Total	\$34,100	
<i>The operating budget does not include the cost of development of the data system.*</i>		ASHA Contribution
	FY 25 – Adopted	
TOTAL	\$170,350	

FULL COMMISSION & COMMITTEE MEETINGS 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, April 17, 2023, and July 1st, 2024. 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, 2023, and 2024 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 7/1/24)
- 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
- 2023 ASLP-IC Annual Report

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
Brenda Fairfax (NC)	Treasurer	2024 Annual Meeting
Vacant	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
Tim Boyd (ASHA)	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 held the seat for 2023, and ASHA holds the seat for 2024.

Staff:

Nahale Kalfas	General Counsel	ASLP-ICC
Drew Floyd	Executive Director	ASLP-ICC
Keith Buckhout	Contract Support	CSG

Executive Committee Meetings

As of August 26, 2024, the Executive Committee met seventeen (23) times since the initial Commission meeting in January of 2022.

April 1, 2022

May 23, 2022

June 27, 2022

July 25, 2022

August 22, 2022

September 26, 2022

November 7, 2022

December 12, 2022

January 23, 2023

February 27, 2023

March 16, 2023

March 27, 2023

April 24, 2023

June 26, 2023

July 24, 2023

August 28, 2023

September 6, 2023

September 25, 2023

October 2, 2024

October 3, 2024

February 26, 2024

May 29, 2024

August 26, 2024

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: Brenda Fairfax (NC)

Larry Molt (AL), ex-officio

Jolie Jones (LA)

Denise Brown (NC)

Carrie Mills (TN)

Leticia White-Minnis (MO)

Finance Committee Meetings

As of August 26, 2024, the Finance Committee met twelve (12) times since the initial Commission meeting in January of 2022.

July 1, 2022

August 5, 2022

September 1, 2022

September 16, 2022*

October 7, 2022

November 4, 2022

January 6, 2023

March 2, 2023

June 1, 2023

August 3, 2023

September 6, 2023

May 9, 2024

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)

Colleen Sears (AR)

Claire Covert-ByBee (NE)

Sherri Smith (NC)

Alicia Barker (TN)

Michael Zagarella (WV)

Rules Committee Meetings

As of September 6, 2023, the Rules Committee met fifteen (15) 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

September 6, 2023

November 9, 2023

January 11, 2024

April 11, 2024

May 9, 2024

August 8, 2024

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)

Alice Cellino (GA)

Jeanne Copeland (KS)

The Compliance Committee is currently in the process of being activated.

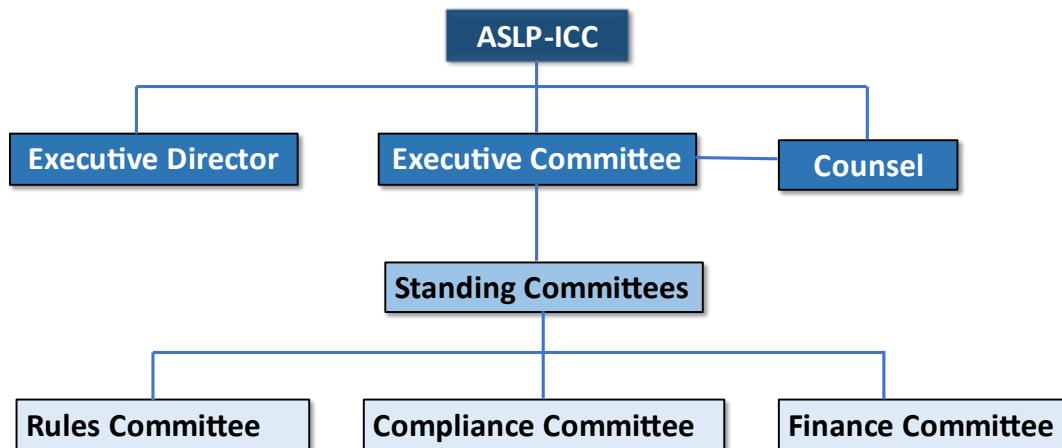
ASLP-ICC OUTREACH AND EDUCATIONAL ACTIVITIES

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. Additionally multiple articles have been published in the ASHA Leader and NCSB newsletter. Information regarding the data system in development can be found at www.compactconnect.org.














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	Appointment Pending	Alaska
	SLP	Appointment Pending	Alaska
	Audiology	Rebecca Rusnak	Arkansas
	SLP	Colleen Sears	Arkansas
	Agency	Ofelia Duran	Colorado
	Agency	Vacant	Colorado
	Audiology	Yell Inverso	Delaware
	SLP	Emily Mucchetti	Delaware
	Audiology	Fredrick Rahe	Florida
	SLP	Dania Lopez Ramirez	Florida
	Audiology	Alice Cellino	Georgia

	SLP	Kelley Claas	Georgia
	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	Angela Mikel	Kentucky
	SLP	Tamara Cranfill	Kentucky
	Audiology	Jerrilyn Frasier Vaughan	Louisiana
	SLP	Celeste Parker	Louisiana
	Audiology	Appointment Pending	Maine
	SLP	Appointment Pending	Maine
	Audiology	Stacey Samuels-Cole	Maryland

	SLP	Jill Silverman	Maryland
	Audiology	Appointment Pending	Minnesota
	SLP	Appointment Pending	Minnesota
	Agency	Amirah Saleem	Mississippi
	Agency	Felicia Wang	Mississippi
	Audiology	Leticia White-Minnis	Missouri
	SLP	Sara Steele	Missouri
	Audiology	Appointment Pending	Montana
	SLP	Appointment Pending	Montana
	Agency	Lindsay Braddock	Nebraska
	Agency	Claire Covert-ByBee	Nebraska
	Audiology	William Flanders	New Hampshire
	SLP	Appointment Pending	New Hampshire
	Audiology	Sherri Smith	North Carolina
	SLP	Elizabeth Maynor	North Carolina
	Audiology	Tammy Brown	Ohio

	SLP	Steven Griffin	Ohio
	Audiology	Misty Mann	Oklahoma
	SLP	Christina Cid	Oklahoma
	Audiology	Appointment Pending	Rhode Island
	SLP	Appointment Pending	Rhode Island
	Audiology	Jason Wigand	South Carolina
	SLP	Sarah Davis Emory	South Carolina
	Audiology	Alicia Barker	Tennessee
	SLP	Carrie Mills	Tennessee
	Audiology	Lauren Snyder	Utah
	SLP	Lindsey Hardcastle	Utah
	Audiology	Appointment Pending	Vermont
	SLP	Appointment Pending	Vermont
	Audiology	Bethany Rose	Virginia
	SLP	Jennifer Radford Gay	Virginia

	Audiology	Nichole Kingham	Washington
	SLP	Sonja Bradford	Washington
	Audiology	Michael Zagarella	West Virginia
	SLP	Vickie Pullins	West Virginia
	Audiology	Jason Meyer	Wisconsin
	SLP	Catherine Kanter	Wisconsin
	Audiology	Brant Christensen	Wyoming
	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