

ANNUAL REPORT

2025-2026



Audiology and Speech-Language Pathology

Interstate Compact Commission

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 third annual ASLP-ICC Report. This report spans the time frame from the second annual business meeting of the Commission in 2025 through to the annual meeting in 2026. The 2025-2026 Report highlights the Commission’s growth and activities, provides helpful information from Commission meetings, and details bylaws / rulemaking / policy development. In addition, the Report includes a current Organizational Chart and Rosters of current Delegates and ASLP-ICC staff and counsel.

The creation of the interstate compact for audiology and speech-language pathology represents an extraordinary achievement and an important milestone for our professions. What began as an ambitious vision has become a meaningful reality through collaboration, perseverance, and a shared commitment to advancing opportunities for audiologists and speech-language pathologists. At the heart of this accomplishment are the volunteer commissioners whose dedication and service have been truly exceptional. They have generously given countless hours of their time, shared their expertise, and worked tirelessly to move this important initiative forward. Their leadership determination and willingness to serve have been invaluable throughout this journey. We extend our deepest gratitude to each commissioner for their contributions. This achievement is a testament to what can be accomplished when dedicated professionals come together with a common purpose. Their efforts have not only helped bring the Compact to fruition but have also created a lasting foundation that will benefit audiologists, speech-language pathologists, and the individuals and communities they serve for years to come. We are also deeply grateful to the American Speech-Language and Hearing Association (ASHA), the Academy of Doctors of Audiology (ADA), the American Academy of Audiology (AAA), the Council of State Governments (CSG), and the National Council of State Boards of Examiners for Speech-Language Pathology and Audiology (NCSB) for their guidance and support throughout this process.

While important work remains ahead, the accomplishments of this past year demonstrate the strength of our collaboration, the dedication of those who have contributed to this effort, and the progress that can be achieved through a shared commitment to our mission. As we reflect on achievements, we also look to the future with confidence and optimism. I am encouraged by the opportunities that lie ahead and look forward to building upon this strong foundation as we continue to advance the important work of the Compact.

Vickie Pullins, M.A./CCC-S
ASLP-ICC Chair

ABOUT THE ASLP-IC

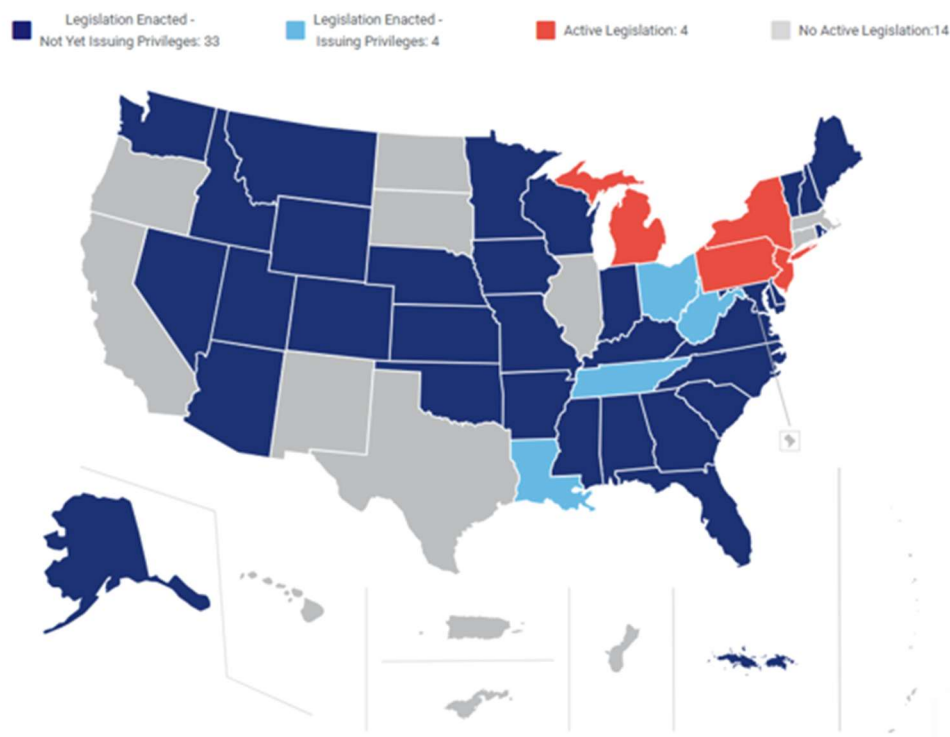
The Audiology & Speech-Language Pathology Interstate Compact (ASLP-IC) is an agreement between member states designed to facilitate the interstate practice of audiology and speech-language pathology across state boundaries while maintaining public protection. To join the ASLP-IC, a state must enact the model statute into law.

The ASLP-IC provides the 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 care; and
- giving military personnel and spouses a means to maintain their profession when relocating.

ASLP-IC Member States as of August 28, 2026

Compact Map



ASLP-IC JOURNEY



CELEBRATION!



CONGRATULATIONS
TO THE
FIRST FOUR STATES
TO BECOME ACTIVE



WEST VIRGINIA



LOUISIANA



OHIO



TENNESSEE



**STRONGER
TOGETHER.**



**BETTER
OUTCOMES.**

Thank you for
leading the way!

ASLPCOMPACT.COM

COMPACTCONNECT DATA SYSTEM

CompactConnect is the name of the data system established to operationalize and administer the Audiology and Speech-Language Pathology Interstate Compact (ASLP-IC). The CompactConnect project was developed through a collaborative effort of three occupational licensure compact commissions, which include the Audiology and Speech-Language Pathology Interstate Compact, the Occupational Therapy Compact, and the Counseling Compact. CompactConnect was collectively built by the original compact commissions to share professional licensure data among participating state licensing boards and to facilitate participation in their respective compacts. CompactConnect is infrastructure established for and collectively developed by the participating compact commissions, including the ASLP-IC. It is a component of the Compact's operational infrastructure and is not a separate third-party system or independent vendor providing services to the ASLP-IC. The data is not shared across professional compacts.

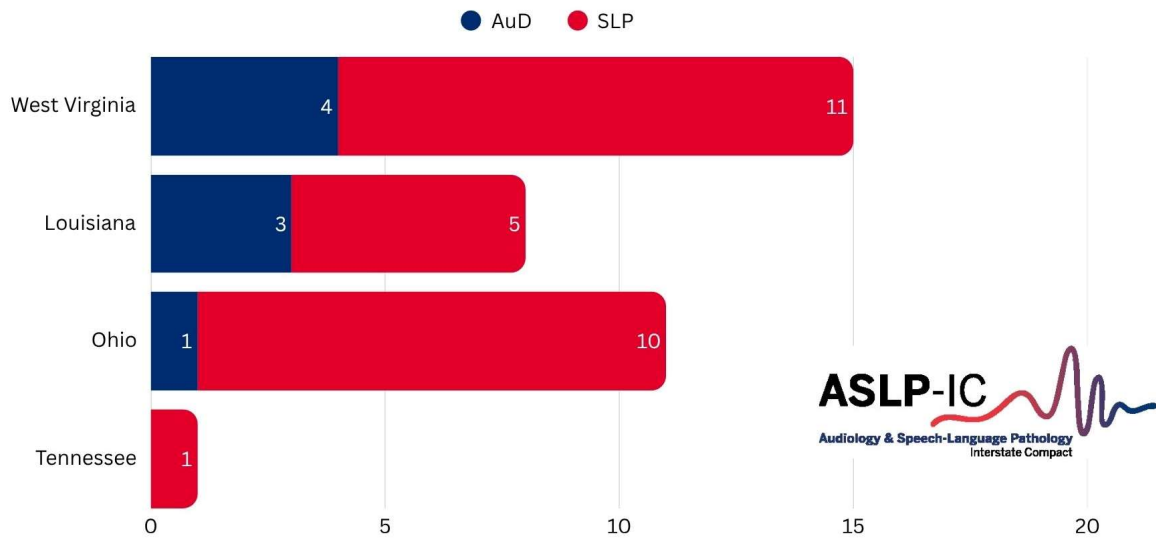
The Infrastructure Advantage: A Diagnostic Comparison

	CompactConnect	Typical Vendor
System Ownership	Dedicated & Internally Owned	Externally Owned by Corporate Entity
Governance	Run directly by Compact Commissions	Run by a Third-Party Tech Company
Core Purpose	Built strictly as a component of the Compact's infrastructure	General software sold as a service

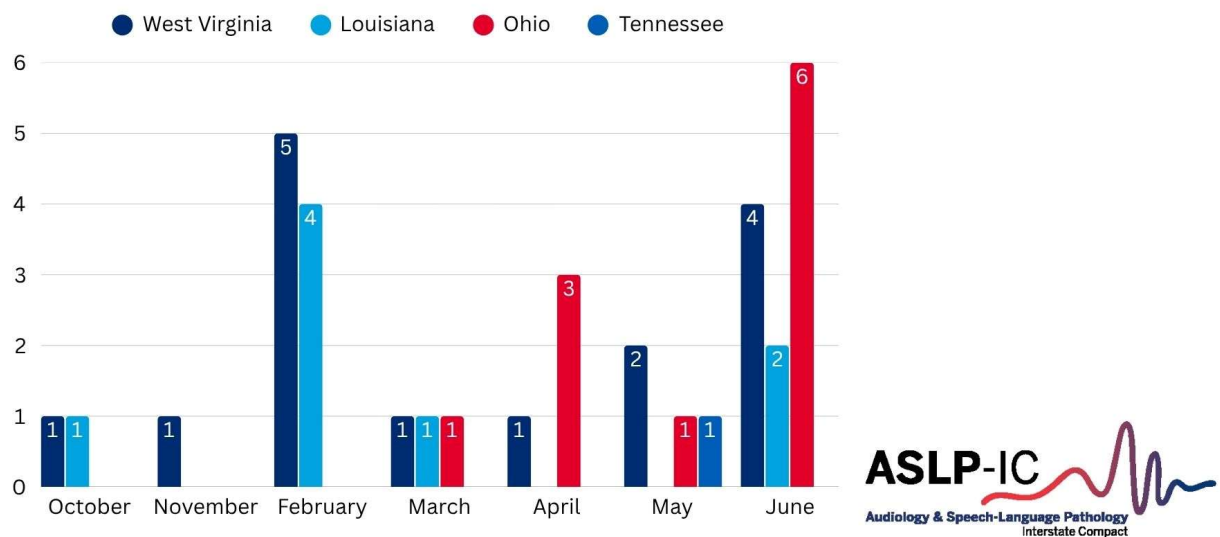
Gemini Notebook

PRIVILEGE PURCHASE INFORMATION

Number of Compact Privileges Purchased FY26
By Type



Number of Privileges Issued by Month
by State



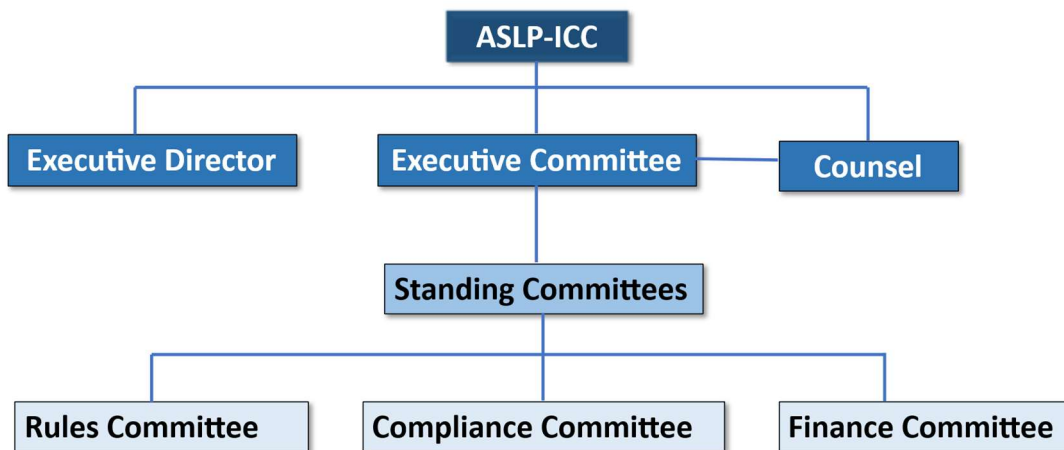
ABOUT THE ASLP-IC COMMISSION

The Commission is the entity charged with administering the ASLP-IC. It 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's licensing board, one who is an audiologist and one who is a speech-language pathologist. If a participating state does not have a licensing board, two representatives from the state's licensing authority are appointed.

The Commission's Executive Committee 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 Executive Committee is empowered to act on behalf of the Commission between Commission meetings, except for rulemaking or amendment of the Compact. The Commission engages in best practices with regard to open meetings and transparency in accordance with the Compact and Commission Bylaws.

ASLP-ICC ORGANIZATIONAL CHART

Organizational Structure



ASLP-ICC DELEGATES

State	Affiliation	Name
Alabama	Audiology	Hannah Hoven
Alabama	SLP	Kristina Ford
Alaska	Agency	Sylvan Robb
Alaska	Agency	Glenn Saviers
Arkansas	Audiology	Rebecca Rusnak
Arkansas	SLP	Heidi Jansen
Arizona	Audiology	<i>Appointment Pending</i>
Arizona	SLP	<i>Appointment Pending</i>
Colorado	Agency	<i>Appointment Pending</i>
Colorado	Agency	<i>Appointment Pending</i>
Delaware	Audiology	Yell Inverso
Delaware	SLP	Emily Cherrix
Florida	Audiology	Fredrick Rahe
Florida	SLP	Dania Lopez Ramirez
Georgia	Audiology	Alice Cellino
Georgia	SLP	Kelley Claas
Idaho	Audiology	April Fagerson
Idaho	SLP	Leah Garey
Indiana	Audiology	Blair Mattern
Indiana	SLP	Ann Bilodeau
Iowa	Audiology	Caitlin McKenney
Iowa	SLP	Nancy Almasi
Kansas	Audiology	Dena Hall
Kansas	SLP	Jeanne Copeland
Kentucky	Audiology	Angela Mikel
Kentucky	SLP	Tamara Cranfill
Louisiana	Audiology	Jerrilyn Frasier Vaughan
Louisiana	SLP	Celeste Parker

Maine	Audiology	<i>Appointment Pending</i>
Maine	SLP	<i>Appointment Pending</i>
Maryland	Audiology	<i>Appointment Pending</i>
Maryland	SLP	Jill Silverman
Minnesota	Audiology	<i>Appointment Pending</i>
Minnesota	SLP	<i>Appointment Pending</i>
Mississippi	Agency	Amirah Saleem
Mississippi	Agency	Felicia Wang
Missouri	Audiology	<i>Appointment Pending</i>
Missouri	SLP	Sara Steele
Montana	Audiology	<i>Appointment Pending</i>
Montana	SLP	Jennifer Schoffer Closson
Nebraska	Agency	Lindsay Braddock
Nebraska	Agency	Amy Blinston
Nevada	Audiology	Jennifer Joy-Cornejo
Nevada	SLP	Adrienne Williams
New Hampshire	Audiology	William Flanders
New Hampshire	SLP	MaryAnn Melizzi-Golja
North Carolina	Audiology	Johnnie Sexton
North Carolina	SLP	Elizabeth Maynor
Ohio	Audiology	Tammy Brown
Ohio	SLP	Carol Hofbauer
Oklahoma	Audiology	Morgan Dyer
Oklahoma	SLP	Ella (Christina) Reed
Rhode Island	Audiology	Dola Conceicao
Rhode Island	SLP	Vanessa Harwood
South Carolina	Audiology	Jason Wigand
South Carolina	SLP	Sarah Davis Emory
Tennessee	Audiology	Skye Jones
Tennessee	SLP	Courtney Painter
Utah	Audiology	Lauren Snyder

Utah	SLP	Lindsey Hardcastle
Vermont	Agency	Noura Eltabbakh
Vermont	Agency	Emily Carr
Virginia	Audiology	Bethany Rose
Virginia	SLP	Jennifer Radford Gay
Virgin Islands	Audiology	<i>Appointment Pending</i>
Virgin Islands	SLP	<i>Appointment Pending</i>
Washington	Audiology	Nichole Kingham
Washington	SLP	Sonja Bradford
West Virginia	Audiology	Michael Zagarella
West Virginia	SLP	Vickie Pullins
Wisconsin	Audiology	<i>Appointment Pending</i>
Wisconsin	SLP	Catherine Kanter
Wyoming	Audiology	Brant Christensen
Wyoming	SLP	Michael Murdock

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

State	Name	Title
Iowa	Jordan Cook	Public Board Member
Louisiana	Jolie Jones	Executive Director
North Carolina	Denise Brown	Executive Director
Washington	Kim-Boi Shadduck	Executive Director
Ohio	Gregg Thornton	Executive Director

LEGISLATIVE STATUS

ASHA acts as the Commission's legislative liaison and works 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. In 2023, seven jurisdictions passed the ASLP-IC: Arkansas, Maine, Montana, Vermont, Virginia, Washington and Wisconsin. In 2024 five jurisdictions passed the ASLP-IC legislation: Alaska, Florida, Minnesota, Rhode Island and the U.S. Virgin Islands. Finally, in 2025, Arizona and Nevada passed legislation, bringing the total to 37 jurisdictions who have enacted the ASLP-IC. The Commission is grateful to ASHA for their continued work on this effort.

FINANCIAL STATUS

The ASLP-IC now has 37 states that have enacted the legislation. The Commission's data system, CompactConnect, launched in September 2025. Four states have since activated in the data system and have begun issuing/recognizing compact privileges.

Revenue

The Commission receives some income through the Compact. The Commission privilege fee has been set at \$50. The Commission has not yet determined an annual state assessment fee.

Expenditures

The Commission launched with an 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, and travel costs.

Other Information

[CompactConnect](#), the compact data system, is supported by the American Counseling Association, American Occupational Therapy Association, American Speech-Language-Hearing Association, Department of War, National Board for Certified Counselors, and the National Board for Certification in Occupational Therapy.

Financial Summary 2025-2026

	Jul '25 - Jun 26	Budget	\$ Over Budget	% of Budget
Income				
Compact Fee	1,750.00			
Contributions Total	116,555.64			
Cash-on-hand Previous FY	23,376.09			
ASHA Contribution	87,961.64			
ADA Contribution	5,217.91			
Convenience Fee	175.00			
Total Income	118,480.64			
Expense				
Commission				
Bank & Credit Card Fees	1,195.75	0.00	1,195.75	100.0%
Executive Management (CSG)	25,274.49	10,000.00	15,274.49	252.75%
Insurance (Cyber)	3,660.00	5,000.00	-1,340.00	73.2%
Insurance (DO)	346.00	0.00	346.00	100.0%
Insurance (EO)	2,179.36	2,500.00	-320.64	87.17%
Legal	31,680.00	50,000.00	-18,320.00	63.36%
Total Commission	64,335.60	67,500.00	-3,164.40	95.31%
IT				
Support	0.00	500.00	-500.00	0.0%
Website Maintenance	0.00	500.00	-500.00	0.0%
Total IT	0.00	1,000.00	-1,000.00	0.0%
Meeting of the Commission				
Audio Visual	2,444.81	4,000.00	-1,555.19	61.12%
Commission Travel	0.00	6,000.00	-6,000.00	0.0%
Gifts	87.85	0.00	87.85	100.0%
Hotel Meals	1,137.23	1,500.00	-362.77	75.82%
Paid Rooms	683.75	0.00	683.75	100.0%
Program	0.00	1,000.00	-1,000.00	0.0%
Shipping	125.92	0.00	125.92	100.00%
Total Meeting of the Commission	4,479.56	12,500.00	-8,020.44	35.84%
Office Operating				
Administrative (NCSB)	12,000.00	10,000.00	2,000.00	120.0%
Postage	25.20	0.00	25.20	100.0%
Software License	244.49	500.00	-255.51	48.9%
Staff Travel	1,407.97	7,500.00	-6,092.03	18.77%
Supplies	1,337.28	2,000.00	-662.72	66.86%
Zoom	159.90	160.00	-0.10	99.94%
Total Office Operating	15,174.84	20,160.00	-4,985.16	75.27%
Personnel				
Data System Admin (ASMI)	6,007.50	50,000.00	-43,992.50	12.02%
Salary (Contract)	23,833.10	60,000.00	-36,166.90	39.72%
Service Fees	125.00	0.00	125.00	100.0%
Stipend	600.00	0.00	600.00	100.0%
Taxes	383.37	0.00	383.37	100.0%
Wages	3,541.67	0.00	3,541.67	100.0%
Total Personnel	34,490.64	110,000.00	-75,509.36	31.36%
Total Expense	118,480.64	211,160.00	-92,679.36	56.11%
Net Income	0.00	-211,160.00	211,160.00	0.0%

COMMISSION BUDGET FISCAL YEAR 2027

ASLP-IC Commission Fiscal Year 2027 Operating Budget

Budget Expense *Does not include CompactConnect Data System Development Expenses*	FY25 (July 24 – June 25)	FY26 (July 25 – June 26)	FY27 (July 26 – June 27)	Notes
Personnel (Commission Director and Data System Onboarding Coordinator)	Adopted	Adopted	Adopted	
Commission Director Wages and Benefits (FTE)	\$52,000	\$60,000	\$110,000	
Data System Onboarding Coordinator		\$50,000	\$23,400	
Human Resources Expenses			\$5,000	
Total	\$52,000	\$110,000	\$138,400	
Office Operating Expenses	Adopted	Adopted	Adopted	
Software License Purchases	\$850	\$500	\$1,000	
Supplies (Hardware: Computer / Cell Phone)	\$2,000	\$2,000	\$2,000	
Zoom Expenses	\$500	\$160	\$320	
Administrative Fee (NCSB Secretariat Role)	\$10,000	\$10,000	\$12,500	Not to Exceed Amount
Staff Travel (Director)	\$5,000	\$7,500	\$7,500	
Total	\$18,350	\$20,160	\$23,320	
IT Expenses	Adopted	Adopted	Adopted	
IT Support (Email and File Storage)	\$500	\$500	\$0	Included in CSG Contract
Website Maintenance	\$500	\$500	\$0	for Support Services
Total	\$1,000	\$1,000	\$0	
Commission Expenses	Adopted	Adopted	Adopted	
Liability Insurance for Commissioners	\$2,400	\$2,500	\$2,500	
Cyber Security Insurance for Data System		\$5,000	\$5,000	
Legal Fees	\$50,000	\$50,000	\$50,000	
CSG Contract for Support Services (Admin, IT)	\$12,000	\$10,000	\$5,000	Not to Exceed Amount
Total	\$64,400	\$67,500	\$62,500	
Annual Commission Meeting (Assumes 1 meeting per year)	Adopted	Adopted	Adopted	
Commission Travel & Meeting	\$10,000	\$6,000	\$5,000	
AV Expense	\$3,100	\$4,000	\$5,000	
Receptions/Food Service	\$5,000	\$1,500	\$1,500	
Printed Meeting Booklets	\$1,000	\$1,000	\$0	To be sent digitally
Total	\$19,100	\$12,500	\$11,500	
	FY 25 – Adopted	FY26 - Adopted	FY-27 Adopted	
TOTAL	\$154,850	\$211,160	\$235,720	

COMPACT COMMISSION FINANCIAL REPORT 2025-2026

Financial Report for FY2026 (July 1, 2025 to June 30, 2026)		
	Cash on hand at beginning of period (MOU Funder Reserve from Previous FYs)	\$86,683.21
Income		
	Income from Privilege Purchases current FY	\$1,750.00
	Income from MOU partners current FY	\$93,179.55
	Convenience Fees	<u>\$175.00</u>
Total Income		\$95,104.55
Expense		
	Commission Expenses	\$64,335.60
	Meeting Expenses	\$4,479.56
	Operating Expenses	\$15,174.84
	Personnel Expenses	<u>\$34,490.64</u>
Total Expense		\$118,480.64
	Accounts Payable	\$1,164.33
	Cash at end of period	\$62,142.82
*Cost of data system is not reflected as it being paid through funds appropriated through the American Speech-Language-Hearing Association.		

FULL COMMISSION & COMMITTEE MEETINGS RECAP

The ASLP-ICC Meetings are 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, July 1, 2024, June 30, 2025, and June 29, 2026. Annual business meetings were held Oct 7, 2023, September 28, 2024, September 20, 2025.

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 approved or adopted the following Compact Governance Documents.

Model Legislation

- ASLP-IC Model Legislation

Rules

- 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 amended 9/20/2025)
- ASLP-IC Rule on Implementation of Criminal Background Check Requirement (as amended 6/30/25)
- ASLP-IC Rule on Fees (as adopted 6/30/25)
- ASLP-IC Rule on Military Identification (as adopted 06/29/2026)
- ASLP-IC Rule on National Examination (as adopted 06/29/2026)
- ASLP-IC Rule on Post Graduate Professional Experience (as adopted 06/29/2026)
- ASLP-IC Rule on Joint Investigations (as adopted 06/29/2026)
- ASLP-IC Rule on Dispute Resolution (as adopted 06/29/2026)

Bylaws

- ASLP-IC Commission Bylaws (as revised and amended 06/29/2026)

Additional Policies and Procedures

- ASLP-IC CompactConnect Data Breach Plan (as adopted 10/27/2025)
- ASLP-IC Zoom Policies and Procedures (as adopted 8/2025)
- Delegate Code of Conduct (as adopted 4/17/23)
- ASLP-IC Travel and Expense Reimbursement Policy (as adopted 7/24/23)
- ASLP-IC Commission Frequently Asked Questions (as approved by the Executive Committee on 8/28/23)
- ASLP-IC Transition Timeline (PDF) (as adopted 1/12/21)
- Organizational Funding Agreement (PDF)

- Compact Commission Structure

Annual Reports

- 2023 ASLP-IC Annual Report
- 2024 ASLP-IC Annual Report
- 2025 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
Vickie Pullins (WV)	Chair	2027 Annual Meeting
VACANT	Vice-Chair	2026 Annual Meeting
Felicia Wang (MS)	Treasurer	2026 Annual Meeting
VACANT	Secretary	2027 Annual Meeting
Tammy Brown (OH)	Member-at-Large	2027 Annual Meeting
Jolie Jones (LA)	Member-at-Large	2026 Annual Meeting
Lauren Snyder (UT)	Member-at-Large	2027 Annual Meeting
Michelle Moore (AAA)	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.

Staff:

Nahale Kalfas	General Counsel	ASLP-ICC
Claire Covert-ByBee	Executive Director	ASLP-ICC
Katie Schleisinger	Data System Onboarding Coordinator	ASLP-ICC
Keith Buckhout	Contract Support	CSG

Executive Committee Meetings

The Executive Committee met eight (8) times since the 2025 Annual Business Meeting.

October 27, 2025

May 5, 2025

January 19, 2026

May 21, 2026

February 23, 2026

June 22, 2026

March 23, 2026

August 24, 20256

April 27, 2026

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: Felicia Wang (MS)

Denise Brown (NC)

Vickie Pullins, (WV) ex-officio

Jolie Jones (LA)

Finance Committee Meetings

The Finance Committee met three (3) times since the 2025 Annual Business Meeting.

April 16, 2026

January 29, 2026

March 19, 2026

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)
Vickie Pullins (WV), ex officio

Tamara Cranfill (KY)
Michael Zagarella (WV)

Rules Committee Meetings

The Rules Committee met six (6) times since the 2025 Annual Business Meeting.

December 11, 2025

June 11, 2026

January 22, 2026

July 9, 2026

March 12, 2026

April 2, 2026

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.

Interim Chair Jeanne Copeland (KS)

Alice Cellino (GA)

Carol Hofbauer (OH)

Elizabeth Maynor (NC)

The Compliance Committee held their first meeting on August 28, 2025.

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.

SPECIAL THANK YOU

The Commission would like to extend a special thank you to the following organizations for their long-standing support of the Audiology and Speech-Language Pathology Interstate Compact:

- American Speech-Language-Hearing Association
- National Council of State Boards of Examiners
- Academy of Doctors of Audiology
- American Academy of Audiology
- The Council of State Governments
- Department of War
- InspiringApps
- U.S. Digital Response
- Occupational Therapy Licensure Compact Commission
- Counseling Compact Commission