

Call to Order

The Virginia Board of Audiology & Speech-Language Pathology's December 9, 2025, meeting was called to order at 11:30 a.m. at the Department of Health Professions (DHP), Perimeter Center, 9960 Mayland Drive, 2nd Floor, Board Room 3, Henrico, Virginia 23233.

Presiding Officer

Melissa A. McNichol, AuD, CCA-A

Members Present

Lisa G. Wallace-Davis, OD
Wayne Shaia, MD
Jennifer Radford Gay, MS, CCC-SLP
James Wells, RPh
Laura H. Vencill, MS, CCC-SLP
Bethany Rose, AuD

Staff Present

Arne W. Owens, Director, DHP
Kelli G. Moss, Executive Director
Claire C. Foley, Deputy Executive Director
Matt Novak, Agency Regulatory Coordinator
M. Brent Saunders, Senior Assistant Attorney General, Board Counsel
Yetty Shobo, PhD, Director of Healthcare Workforce Data Center (HWDC), DHP
Laura L. Jackson, Board Administrator
Laura D. Paasch, Senior Licensing & Operations Specialist

Public Present

Melanie-Joy H. Dorn, MA, CCC-SLP, Vice President of Government & Professional Affairs, Speech-Language Hearing Association of Virginia

Establishment of Quorum

Seven out of seven board members were present in the Richmond office, constituting a quorum for conducting business.

Introduction

Dr. McNichol welcomed Mr. M. Brent Saunders, Senior Assistant Attorney General, as counsel for this board. She noted that Mr. Saunders, along with another assistant attorney general, provided valuable support to the board following previous board counsel's transition to a new role in September 2024. Dr. McNichol expressed the Board's appreciation for the Office of the Attorney Generals' continued assistance during this transition and that she was pleased to officially welcome Mr. Saunders as board counsel.

Ordering of Agenda

Dr. McNichol opened the floor to any edits or corrections to the agenda. Ms. Moss informed the board that due to a scheduling conflict she suggested the Board reorder the agenda to allow Mr. Owens to provide the agency director's report after the Board completed its discussion items.

A **MOTION** was made by Mr. Wells to reorder the agenda as requested. The motion was seconded by Dr. Wallace-Davis and carried unanimously.

Public Comment

Ms. Moss reported there were no requests to provide public comment.

Approval of Minutes

Dr. McNichol opened the floor to any edits or corrections to the draft minutes of the full board meeting and formal hearing held on July 8, 2025. With no additions or corrections, the minutes were approved as presented.

Legislative/Regulatory Report

Mr. Novak provided a report on regulatory activity and the status of current regulatory actions.

Consideration of Petition for Rulemaking to Eliminate 18 VAC 30-21-60(A)(2)(c).

After reviewing the Petition for Rulemaking and related public comments, the Board discussed aspects of the postgraduate clinical experience requirement, including whether it is necessary for new graduates to obtain on-the-job training under supervision for licensure and the supervision process. Board members agreed that additional clinical experience is very important and is necessary. They also noted that the ASLP Compact and all other U.S. licensing boards except one require applicants to have completed postgraduate clinical hours under supervision.

A **MOTION** was made by Dr. Shaia to take no action with respect to this petition as the Board believes the requirement under 18 VAC 30-21-60(A)(2)(c) is necessary and appropriate for licensure. The motion was seconded by Ms. Vencill and carried unanimously.

Consideration of Proposed Stage Language to Implement the ASLP Compact

The Board held a brief discussion regarding the changes to the proposed regulations for entry into the ASLP Compact presented by Mr. Novak.

A **MOTION** was made by Dr. Wallace-Davis to adopt proposed regulations to implement the ASLP Compact. The motion was seconded by Mr. Wells and carried unanimously.

Discussion Items

2025 Healthcare Workforce Data Center Reports

Dr. Yetty Shobo presented the 2025 Healthcare Workforce Data Center reports for Audiology and Speech-Language Pathology.

Revised Sanctions Reference Point (SRP) Manual

Ms. Moss and Ms. Foley provided the updated SRP manual for the Board's consideration that was developed based on the changes to the worksheet and instructions that the Board adopted at its July business meeting. Ms. Moss informed the Board that the current SRP manual has been classified as a policy document, which is available to the public on the Board's website.

A **MOTION** was made by Mr. Wells to adopt the revised SRP manual as a policy document. The motion was seconded by Dr. Wallace-Davis and carried unanimously.

Agency Director's Report

Mr. Owens thanked all Board members and staff for their work on the Board. He stated the new Governor will take office on January 17, 2026, and that a team has been created at DHP to facilitate a smooth transition to the new administration. He announced that a new DHP director will be appointed by the Governor and that DHP will continue to follow its mission under the new director, focusing on operational and budgetary efficiency measures and participating in the development of the 2027-2028 biennial budget. He anticipated the January 14, 2026 General Assembly session will include proposed legislation relating to the agency's health regulatory boards.

Board Counsel's Report

Mr. Saunders stated there are three attorneys in the attorney general's office that work with DHP boards, and now that all three positions are filled, he is pleased to be working with this Board on a permanent basis.

Chair's Report

Dr. McNichol had no information to report to the Board.

Staff Reports

Executive Director's Report

Ms. Moss provided an update on the ASLP-International Compact (IC), noting that Ms. Gay and Dr. Rose are Virginia's delegates. She stated that 37 states are now part of the ASLP-IC and that Compact Connect is operational as of October 28, 2025, accepting applications from Louisiana and West Virginia. Board staff are developing the processes and applications for Virginia to participate in the ASLP-IC once the final regulations are in effect. She stated board staff will continue to post ASLP-IC updates and information on its website as it becomes available.

Ms. Moss presented DHP's conflict-of-interest policy that requires all board members under DHP to submit a signed acknowledgement of this policy.

Ms. Moss provided information on educational outreach, reporting she has been contacted by Old Dominion University and University of Virginia to provide board information to graduate students. She stated she was recently contacted by the Speech-Language Hearing Association of Virginia (SHAV) to

Meeting Minutes
December 9, 2025, Board Meeting

present at its 2026 annual meeting. Ms. Moss expressed appreciation for the opportunities provided to board staff to connect with licensees, applicants and the public.

Ms. Moss is working with Kelly Smith, DHP’s Director of Communications, on a board newsletter to increase public awareness and engagement.

Ms. Moss announced Ms. Tamara Farmer has left the board as the senior licensing specialist after serving eight years in this position, and Ms. Laura Paasch immediately volunteered to take on additional duties providing critical support to applicants. She stated Ms. Paasch has done an outstanding job and has now assumed all licensing duties for the ASLP board on a permanent basis. This change in board staff duties increases the efficiency and effectiveness of licensing processes for this board.

Ms. Moss reported that Ms. Laura Jackson will be more extensively involved in regulatory and policy matters going forward as she has completed the licensing staff transition and training processes for all boards under her supervision. This includes providing licensing reports to the Board starting with this meeting, updating applications and developing newsletters.

Licensing report and statistics

Ms. Jackson provided an update on the Board’s licensing statistics as follows.

Profession	Licenses Issued	Average Processing Days
Audiologist	31	36
Provisional License	2	2
Reinstatement	6	11
School Speech-Language Pathologist	21	23
Speech-Language Pathologist	158	15
Provisional to Full	63	24
Reinstatement	27	21
Total	303	

Discipline report and statistics

Ms. Foley provided an update on the open and closed discipline cases as follows.

Discipline	Open Cases	Closed Cases
July 9, 2025 - December 8, 2025	31	10

New Business

No new business was reported.

Next Meeting

Dr. McNichol announced the next full board meeting is scheduled for Tuesday, April 21, 2026. Ms. Moss reviewed the 2026 calendar and announced that board members will receive calendar invitations to board meetings and for disciplinary hearings. By accepting these invitations, Board members will notify staff in advance who will attend for staff to ensure a quorum is attained.

Adjournment

With no objection, Dr. McNichol adjourned the meeting at 12:45 p.m.

A handwritten signature in cursive script that reads "Kelli G. Moss". The signature is written in black ink and has a fluid, connected style.

Kelli G. Moss
Executive Director