

**April 8, 2025
Board Room 4
9:00 a.m.**

Agenda

Virginia Board of Audiology & Speech-Language Pathology Full Board Meeting

Call to Order – Melissa A. McNichol, Au.D., CCA-A, Chair

Page 1

- Welcome and Introductions
- Emergency Egress
- Mission Statement

Ordering of Agenda – Dr. McNichol

Public Comment – Dr. McNichol

The Board will receive all public comment related to agenda items at this time. The Board will not receive comment on any regulatory process for which a public comment period has closed or any pending or closed complaint or disciplinary matter.

Approval of Minutes – Dr. McNichol

Pages 2-7

- July 9, 2024 – Full Board (pp 2-5)
- November 26, 2024 – Telephone Conference Call (pp 6-7)

Agency Director's Report – Arne W. Owens

Regulatory Report –Matt Novak

- Legislative and Regulatory Updates

Discussion Items – Dr. McNichol

Pages 8-47

- 2024 Healthcare Workforce Data Center Reports – **Dr. Yetty Shobo/Dr. Barbara Hodgdon**
 - Audiologists (pp 8-21)
 - Speech-Language Pathologists (pp 22-37)
- Sanctioning Reference Points – **Ms. Kim Small** (pp. 38-47)
- Update on ASLP-IC Licensure Compact – **Ms. Kelli Moss**

Board Counsel's Report – Mr. Brent Saunders

Chair's Report – Dr. McNichol

Board of Health Professions' Report – Ms. Moss

Staff Reports – Ms. Moss/Ms. Claire Foley

Pages 48-49

- Executive Director's Report – Ms. Moss
 - Outreach
 - Licensing Process Updates
 - Statistics (p 48)
 - Revised Calendar (p 49)
- Discipline Report – Ms. Foley

New Business – Dr. McNichol

Next Meeting – Dr. McNichol

July 8, 2025

Meeting Adjournment – Dr. McNichol

This information is in **DRAFT** form and is subject to change.

MISSION STATEMENT

Our mission is to ensure safe and competent patient care by licensing health professionals, enforcing standards of practice, and providing information to health care practitioners and the public.

Call to Order

The Virginia Board of Audiology & Speech-Language Pathology's July 9, 2024, meeting was called to order at 9:06 a.m. at the Department of Health Professions (DHP), Perimeter Center, 9960 Mayland Drive, 2nd Floor, Board Room 4, Henrico, Virginia 23233.

Presiding Officer

Melissa A. McNichol, Au.D., CCA-A

Members Present

James Wells, RPh
Lisa G. Wallace-Davis, OD
Bradley W. Kesser, MD
Jennifer Radford Gay, MS, CCC-SLP
Bethany Rose, Au.D.

Member Not Present

Laura H. Vencill, MS, CCC-SLP

Staff Present

Arne W. Owens, Agency Director
James L. Jenkins, Jr., Chief Deputy Director
Kelli G. Moss, Executive Director
Heather Pote, Acting Deputy Executive Director
Erin Barrett, Director of Legislative and Regulatory Affairs
Matt Novak, Policy & Economic Analyst DHP
Laura Booberg, Assistant Attorney General, Board Counsel
Laura L. Jackson, Board Administrator
Laura D. Paasch, Senior Licensing & Operations Specialist
Tamara Farmer, Senior Licensing Specialist

Establishment of Quorum

With six out of the seven board members present, a quorum was established.

Ordering of Agenda

Dr. McNichol opened the floor to any edits or corrections to the agenda.

Ms. Moss suggested re-ordering the agenda to allow Director Owens to provide his report later in the meeting due to a scheduling conflict. Ms. Moss also requested that the Petition for Rulemaking to remove CCCs as a requirement for initial licensure be stricken from the agenda, as this item is incorporated with the proposed regulatory amendments to be presented by Ms. Barrett.

Dr. Wallace-Davis moved to accept the agenda with the proposed changes. The motion was seconded by Dr. Kesser and carried unanimously.

Public Comment

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 held on December 12, 2023. With no additions or corrections, the minutes were approved as presented.

Legislative/Regulatory Report

Ms. Barrett provided information on the adoption of proposed regulatory amendments for regulatory reduction and to allow for alternative pathways to initial licensure.

Dr. Rose moved to adopt proposed regulatory amendments by fast-track action as amended by the Board. The motion was seconded by Dr. Wallace-Davis. The motion carried unanimously.

Agency Director's Report

Mr. Owens provided an update on the agency's activities.

Discussion Items

Ms. Moss provided an update on the ASLP-IC Licensure Compact Commission special meeting held on July 1, 2024. Ms. Gay attended as Virginia's delegate and Ms. Moss attended as the alternate delegate. Board staff are collecting information needed to implement criminal background checks required for applicants upon enactment of the Compact. The annual meeting will be held on September 28, 2024.

Board Counsel's Report

Ms. Booberg presented information to the Board regarding protocols of the disciplinary processes.

Chair's Report

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

Board of Health Professions' Report

Ms. Moss stated that no new appointments have been announced for the Board of Health Professions, and this board does not have a quorum to hold the required annual meeting.

Staff Reports

Outreach:

Ms. Moss reported she provided board updates to the Speech-Language Hearing Association of Virginia's Lead SLP Group meeting and made board presentations to speech-language pathology students at Old Dominion University and Longwood University.

Staffing Updates:

Ms. Moss reported that Heather Pote was named Acting Deputy Executive Director, assuming primary responsibilities for discipline cases. Recruitment is ongoing to fill this position and others within the unit.

Statistics:

Licensing statistics were provided.

Ms. Pote provided an update on the open and closed discipline cases.

Board Calendar:

Ms. Moss provided the draft calendar of meeting dates for 2025.

New Business

Elections:

Dr. McNichol provided information from the bylaws regarding officer elections.

Dr. Kesser made a motion to nominate Dr. McNichol to serve as Chair of the Board. The motion was seconded by Dr. Wallace-Davis. No other nominations were received. The motion carried unanimously for Dr. McNichol to serve a one-year term as Chair of the Board with an effective date of January 1, 2025.

Dr. Kesser made a motion to nominate Dr. Wallace-Davis to serve as Vice-Chair of the Board. The motion was seconded by Mr. Wells. No other nominations were received. The motion carried unanimously for Dr. Wallace-Davis to serve a one-year term as Vice-Chair of the Board with an effective date of January 1, 2025.

Service Recognition:

Ms. Moss thanked Dr. Kesser for eight years of service to the Board and to the Commonwealth.

Next Meeting

The next full board meeting is scheduled for Tuesday, December 10, 2024.

Adjournment

With no objection, Dr. McNichol adjourned the meeting at 11:07 a.m.

Kelli G. Moss
Executive Director

DRAFT

**VIRGINIA BOARD OF AUDIOLOGY AND SPEECH-LANGUAGE PATHOLOGY
POSSIBLE SUMMARY SUSPENSION CONSIDERATION
TELEPHONE CONFERENCE CALL
MEETING MINUTES
NOVEMBER 26, 2024**

CALL TO ORDER: Pursuant to §54.1-2408.1(A) of the Code of Virginia, a telephone conference call of the Virginia Board of Audiology and Speech-Language Pathology was called to order on November 26, 2024, at 12:39 p.m., to consider a possible summary suspension of a licensee, after a good faith effort failed to assemble a quorum of the Board in person.

PRESIDING: Melissa McNichol, Au.D., CCC-A, Chairperson

BOARD MEMBERS PRESENT: Jennifer Gay, MS, CCC-SLP
Wayne Shaia, MD
Laura Vencill, MS, CCC-SLP
James Wells, RPh

QUORUM: With five members of the Board participating in the telephone conference, a quorum was established.

STAFF PRESENT: Kelli Moss, Executive Director
Claire Foley, Deputy Executive Director
Heather Pote, Senior Discipline Case Specialist

OTHERS PRESENT: Sean Murphy, Assistant Attorney General
Christine Corey, Sr. Adjudication Specialist

BOARD COUNSEL: Jim Rutkowski, Assistant Attorney General

**Jennifer Schlitt, SLP
Case 240449:** Assistant Attorney General Sean Murphy presented evidence that the continued practice as a speech-language pathologist by **Jennifer Schlitt, SLP (2202-009888)** may present a substantial danger to the health and safety of the public.

CLOSED SESSION: Ms. Vencill moved that the Board convene a closed meeting pursuant to §2.2-3711(A)(27) of the Code of Virginia (Code”) for the purpose of deliberation to reach a decision in the matter of Jennifer Schlitt, SLP. Additionally, she moved that Ms. Moss, Ms. Foley, and Mr. Rutkowski attend the closed meeting because their presence in the closed meeting was deemed necessary and would aid the Board in its deliberation. The motion was seconded by Ms. Gay and carried unanimously.

RECONVENE: Mr. Wells moved that the Board certify that it heard, discussed or considered only public business matters

lawfully exempted from the open meeting requirements under the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened. The motion was seconded by Ms. Gay and carried unanimously.

DECISION:

Ms. Vencill moved to summarily suspend the license of **Jennifer Schlitt, SLP**, to practice speech-language pathology. The motion was seconded by Mr. Wells and carried unanimously.

ADJOURNMENT:

The meeting was adjourned at 1:10 p.m.

Kelli G. Moss, Executive Director



Audiologist Workforce: 2024 Survey Findings

Barbara Hodgdon, PhD

Deputy Director, Healthcare Workforce Data Center
and Data Analytics Division

**Board of Audiology and Speech-Language Pathology Meeting
April 8, 2025**



Virginia Department of Health Professions



Trends in Licensees and Workforce



Increase in
total licensees



Stability in
VA's workforce



Increase in
total FTEs

Trends in the Audiologist Workforce





Virginia Department of Health Professions



Trends in Demographics



Majority female
workforce

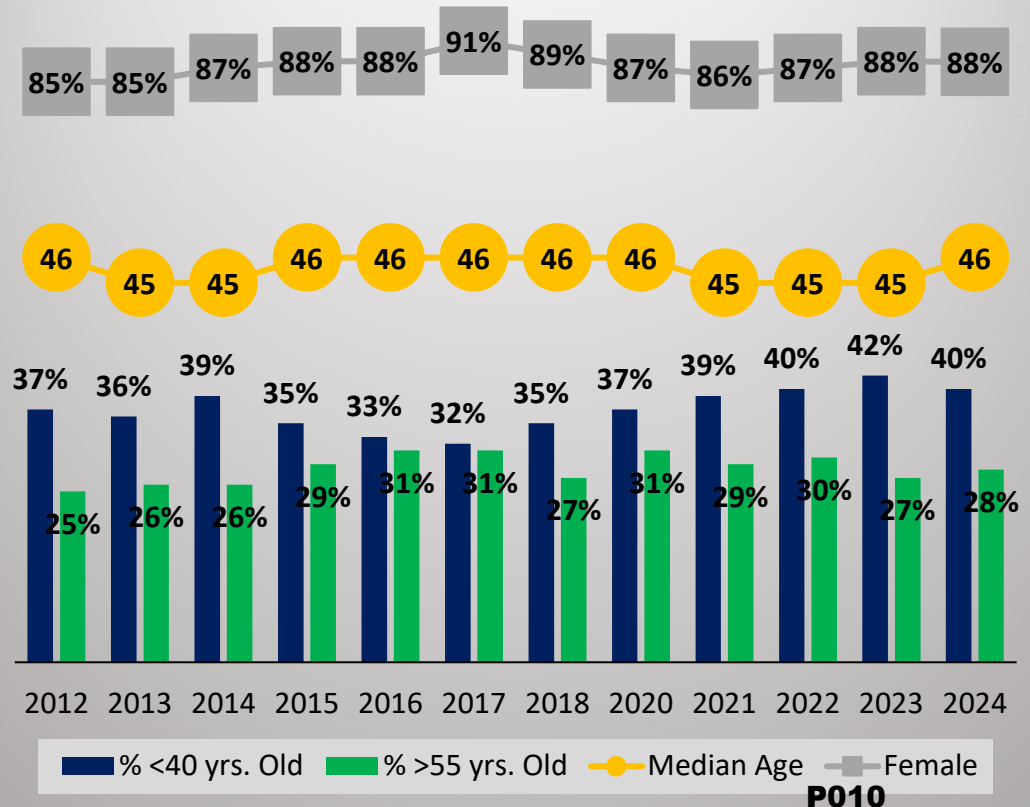


Increase in
median age
since 2023



2 in 5 under
40 yrs old

Demographics: Age and Sex

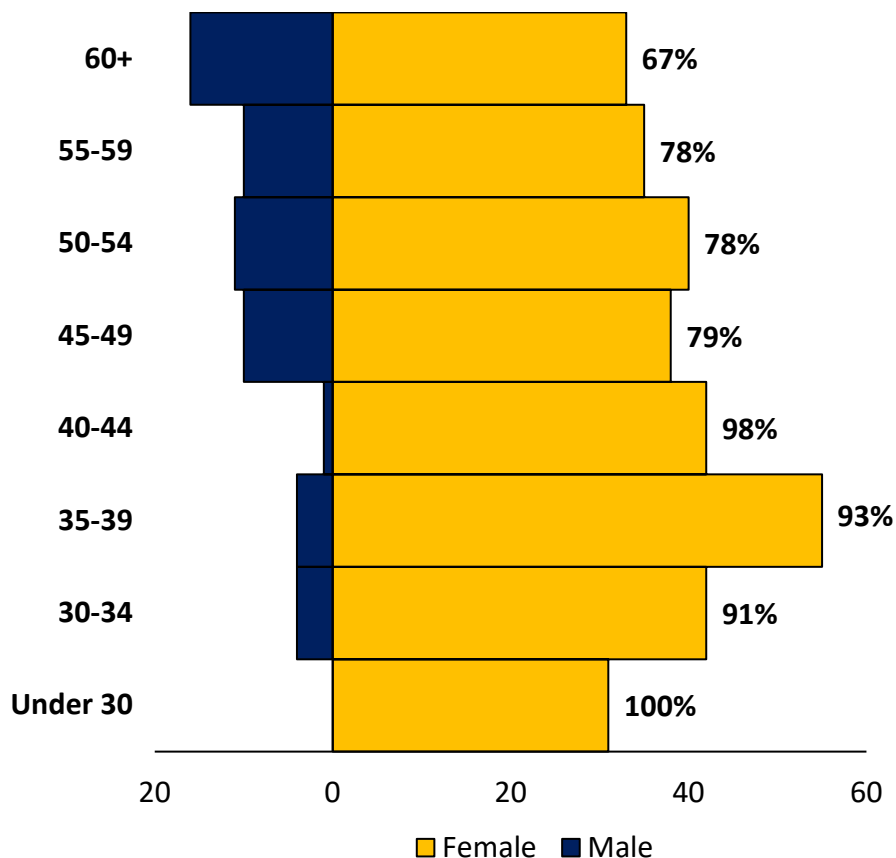




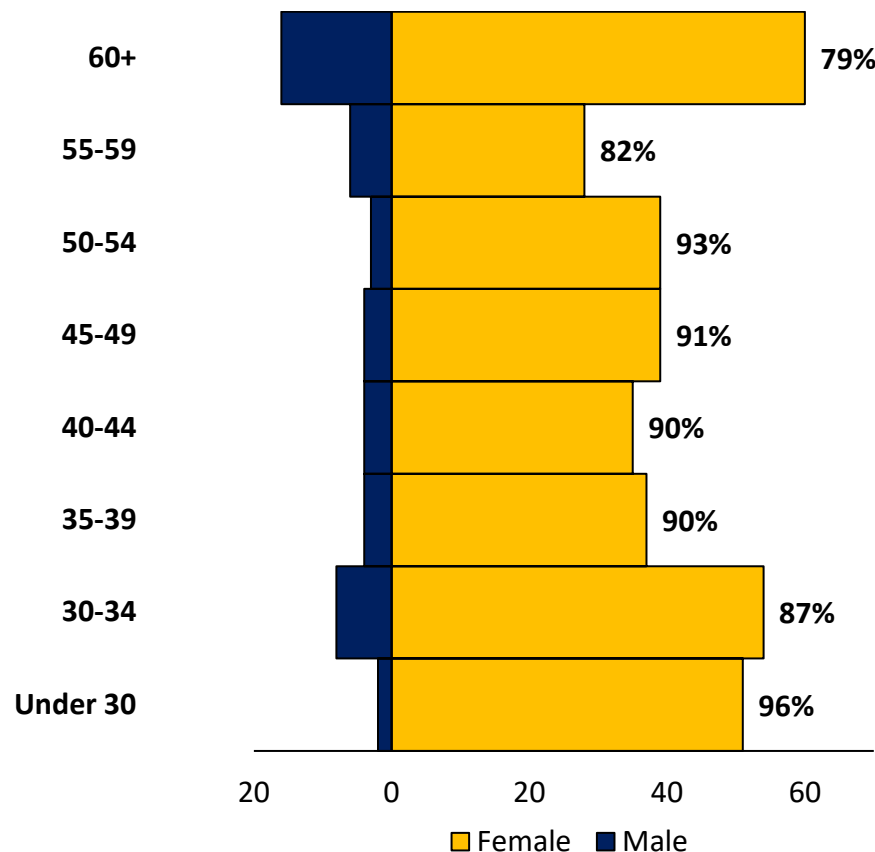
Virginia Department of Health Professions



2012 Audiologist Population Pyramid



2024 Audiologist Population Pyramid

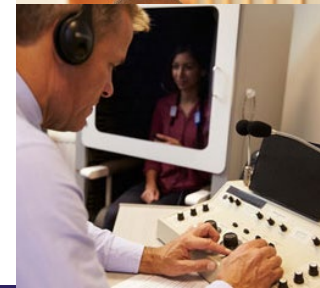


P011

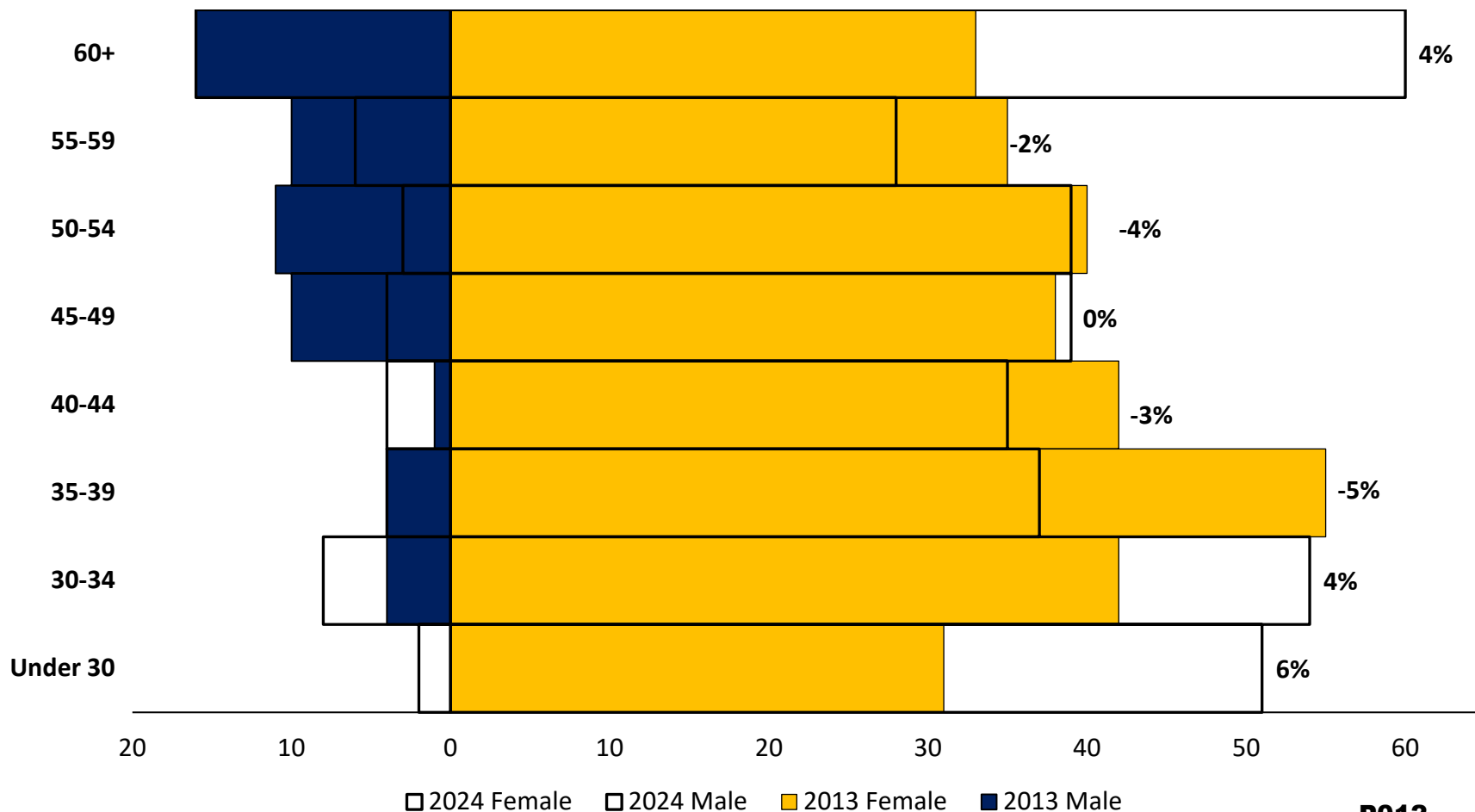
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Virginia Department of Health Professions



2012 versus 2024 Audiologist Population Pyramid



P012

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Trends in Demographics

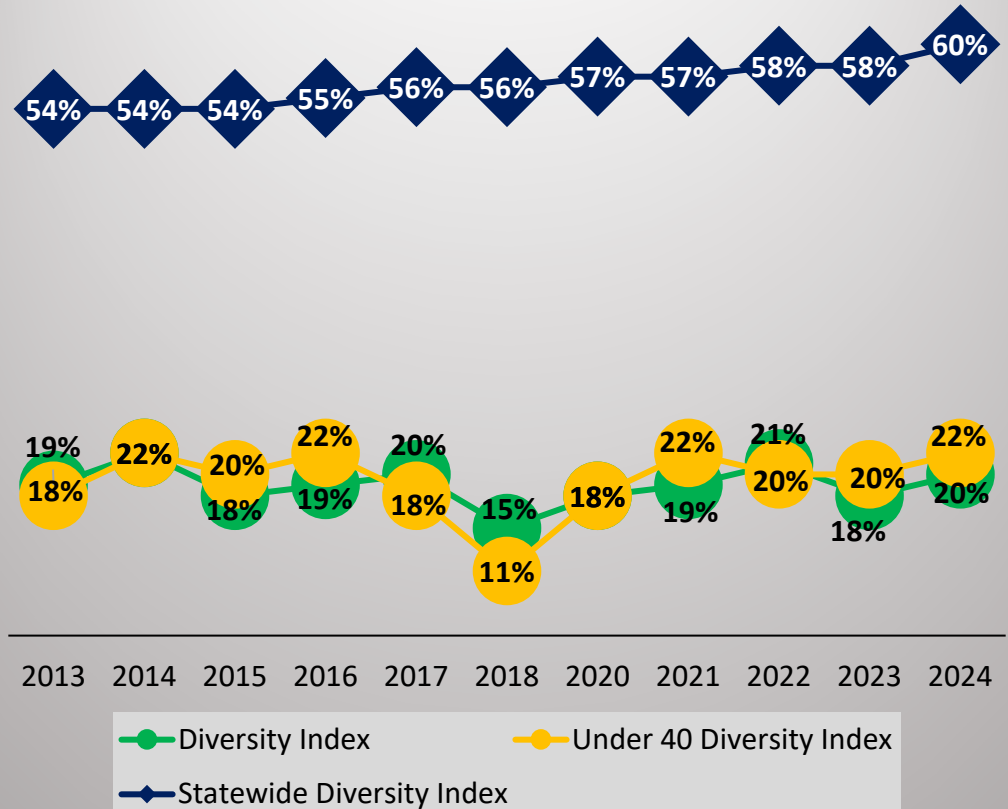


Diversity index
around 20%



Similar diversity
index for those
under 40

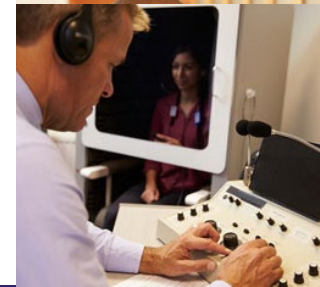
Demographics: Diversity Index



P013



Virginia Department of Health Professions



Trends in Education and Debt



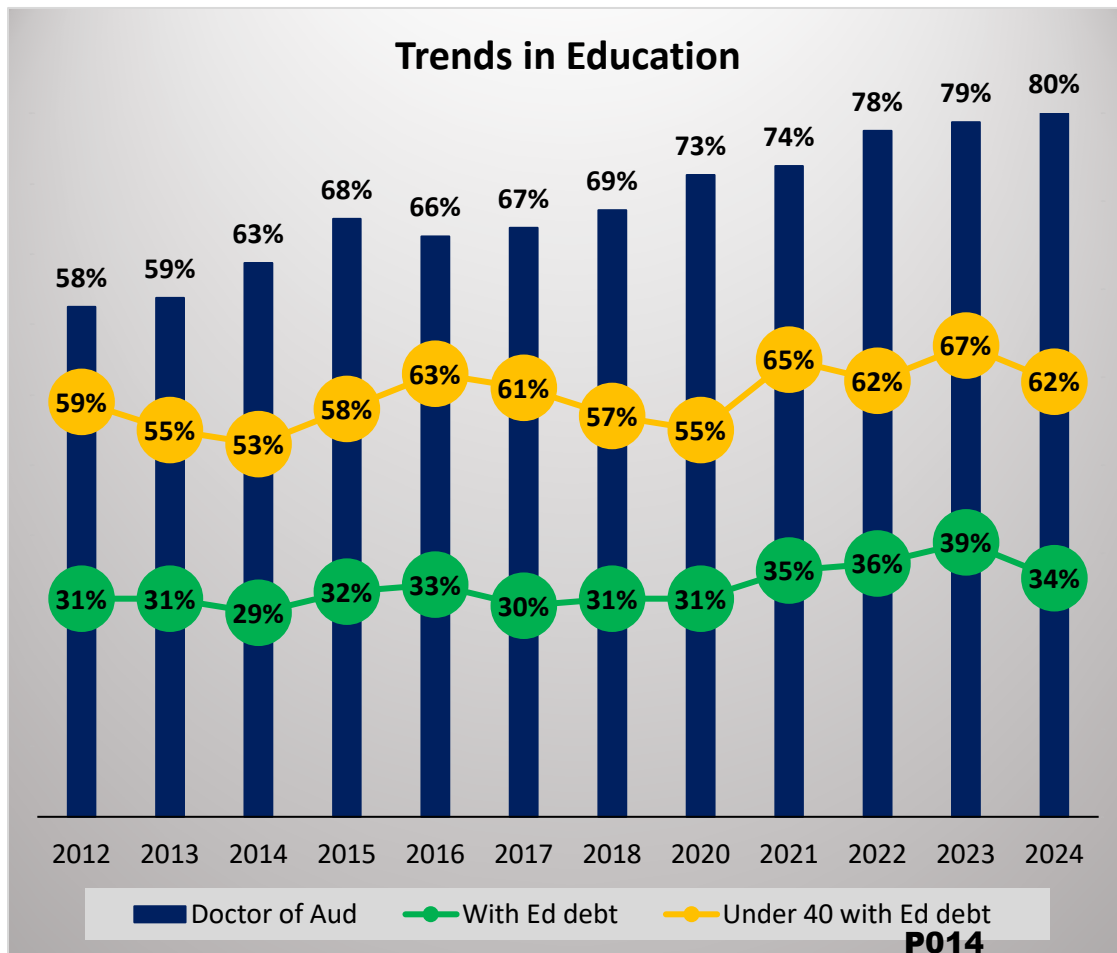
Increase in %
with Doctor of Aud.



Decrease in %
with ed. debt
since 2023



Over 3 in 5
under 40 yrs
have ed. debt





Virginia Department of Health Professions



Trends in Income and Debt



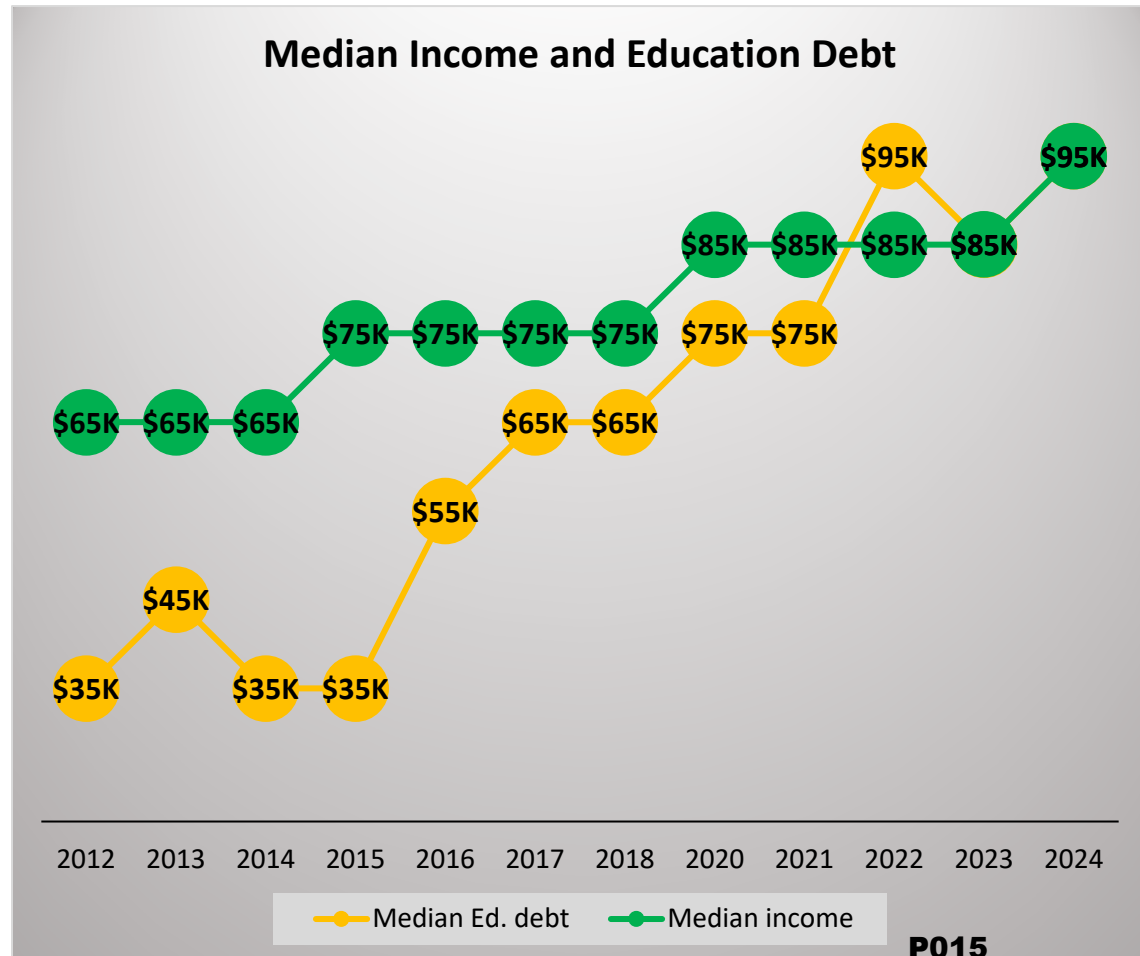
Increase in
median income
since 2023



Increase in
median ed debt
since 2023



Median income
and median ed
debt match





Language Services



Spanish most common language offered
Virtual translation service most utilized

Language and Communication

Languages Offered		Means of Communication	
Spanish	25%	Virtual translation	48%
Korean	11%	Staff member	40%
Arabic	10%		

P016

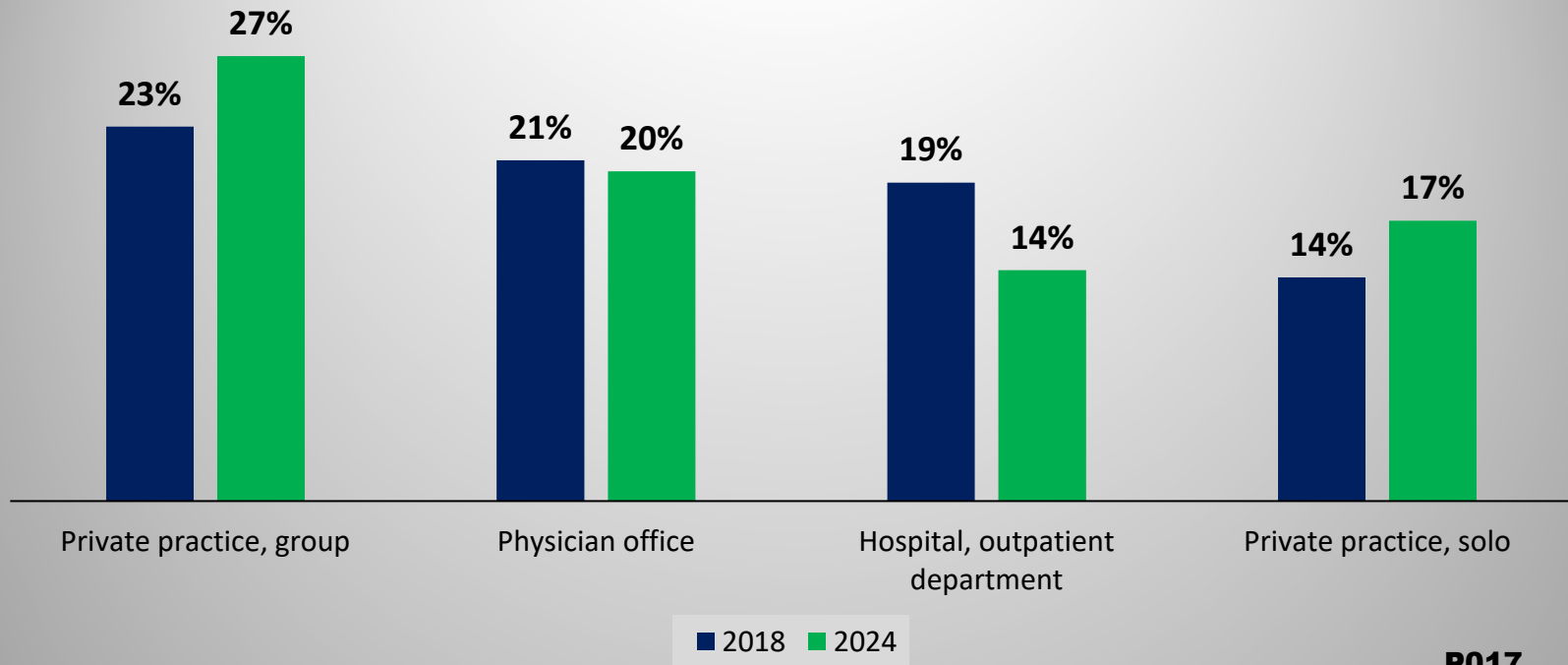


Establishment Types



Increase in group and solo private practice

2018 vs 2024 Establishment Types



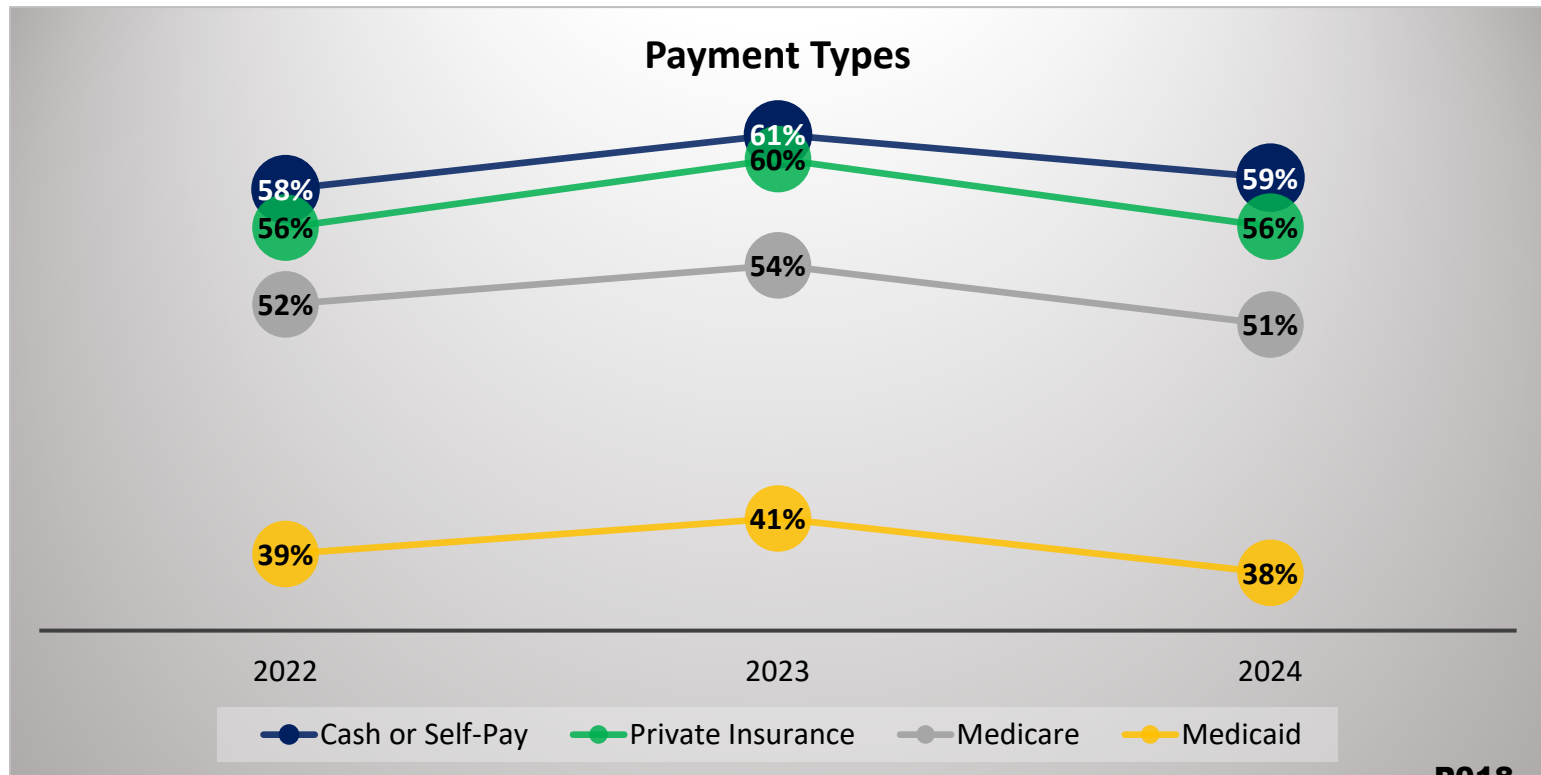
P017



Client Payment Type



Majority accept cash or self-pay



P018



Retirement Intentions

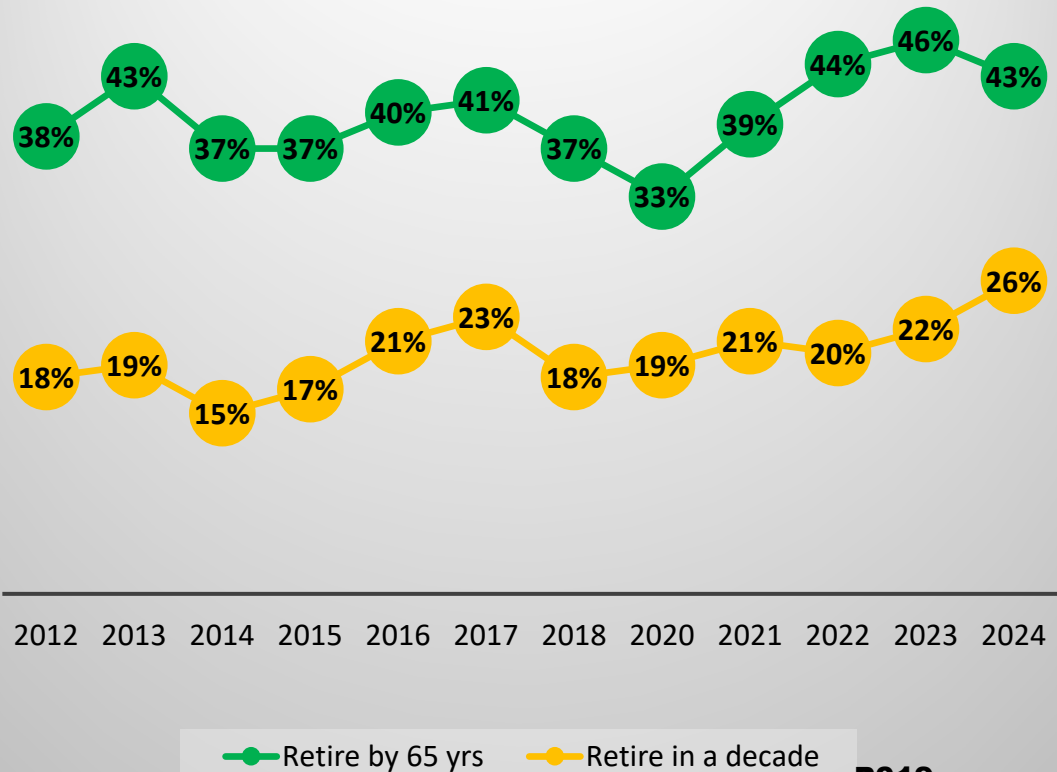


Decrease in %
intending to
retire by 65 since
2023



Increase in %
intending to
retire in 10 yrs.
since 2022

Trends in Retirement Intentions



P019



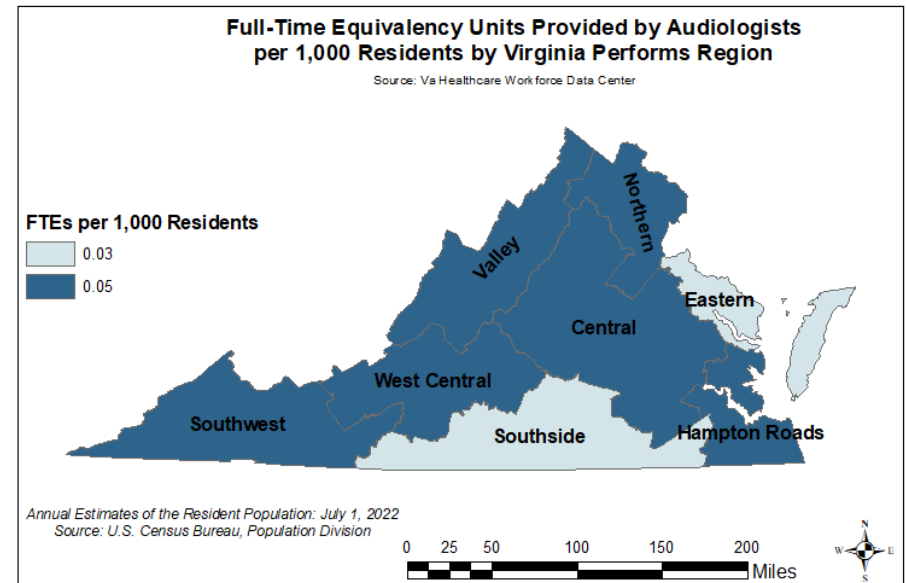
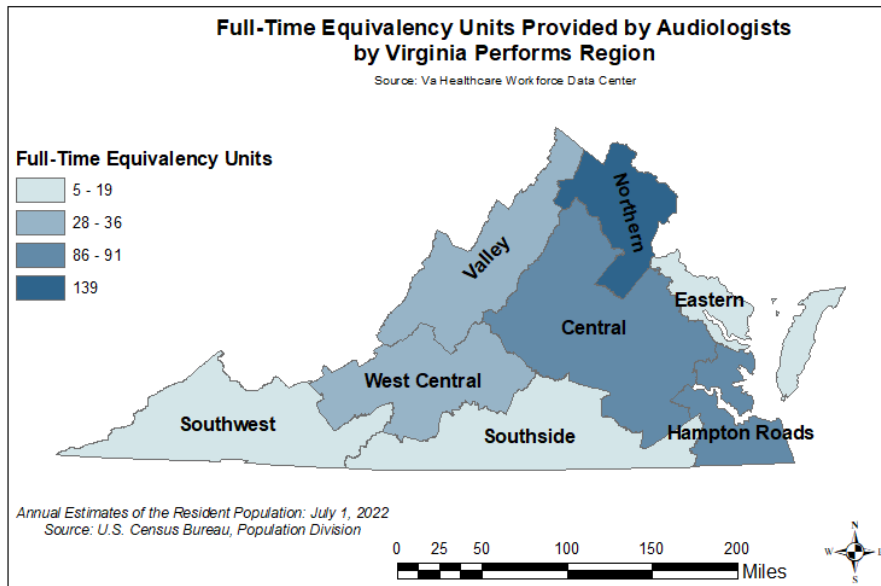
Virginia Department of Health Professions



Geographical Distribution



Lowest concentrations of Audiologists in Eastern and Southside VA



P020

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Conclusion



Increase in licensees and FTEs; stability in workforce



Increase in median age since 2023



Diversity index lower than statewide diversity index



Median income and median debt have both increased and are now equal



Increase in % intending to retire in a decade



Key Findings:

2024 Speech-Language Pathologist Workforce Survey



Virginia Department of Health Professions



Trends in Licensees and Workforce



Increase in
total number of
licensees



Increase in
VA's workforce



Increase in
total FTEs

Trends in the SLP Workforce





Virginia Department of Health Professions



Trends in Demographics



98% female

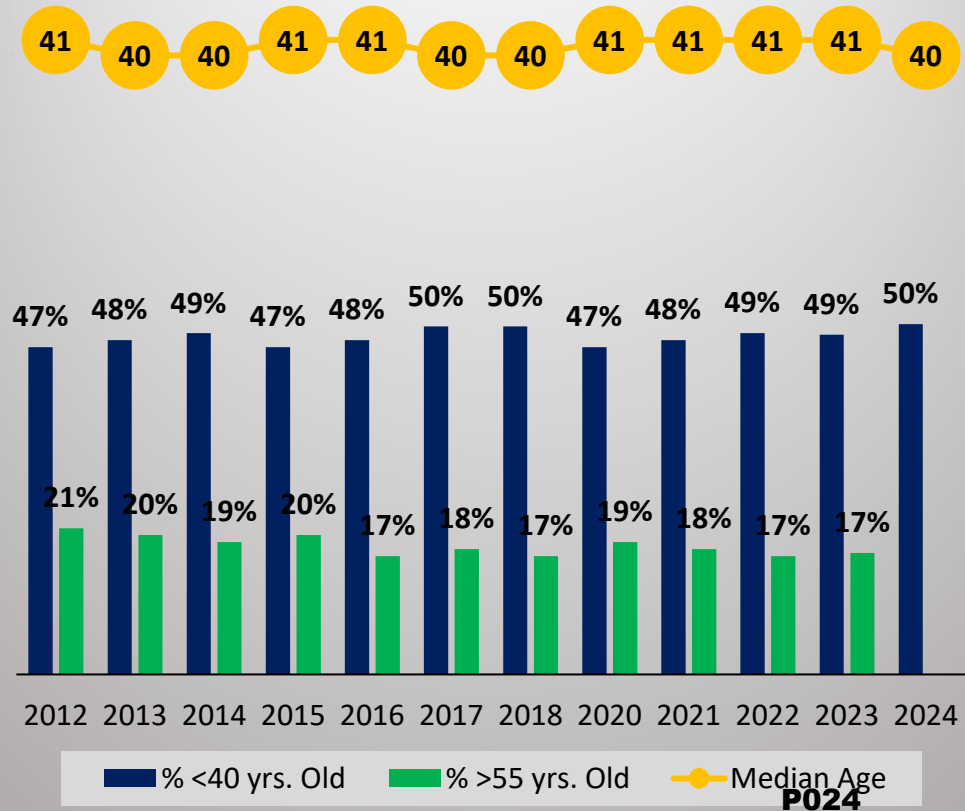


Decrease in
median age
since 2023



Half of workforce
under 40 yrs.

Demographics: Age and Gender

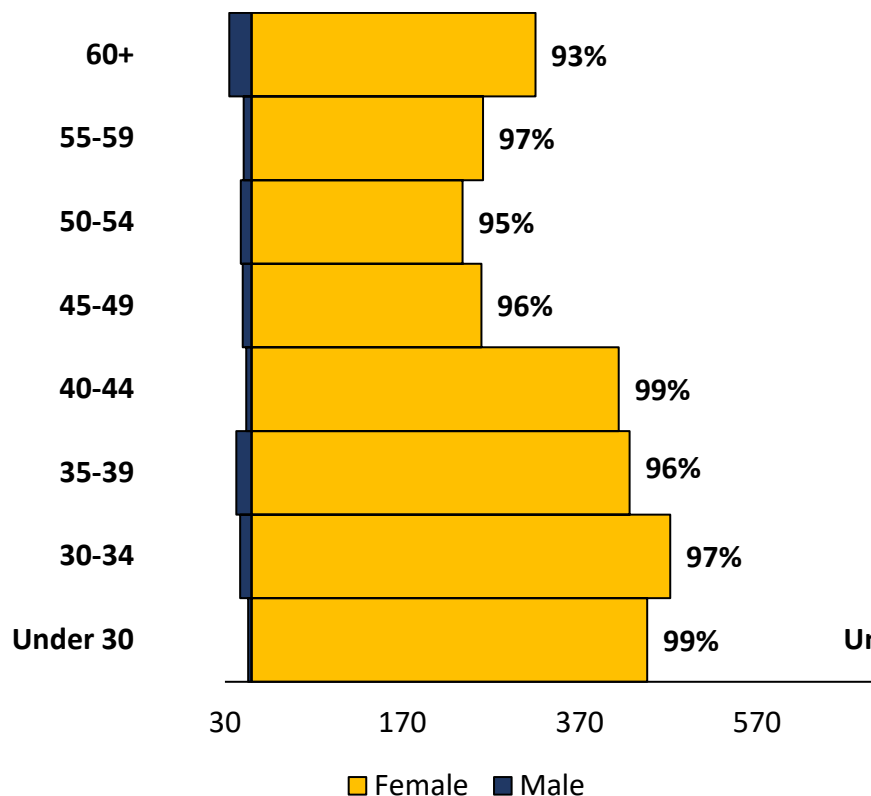




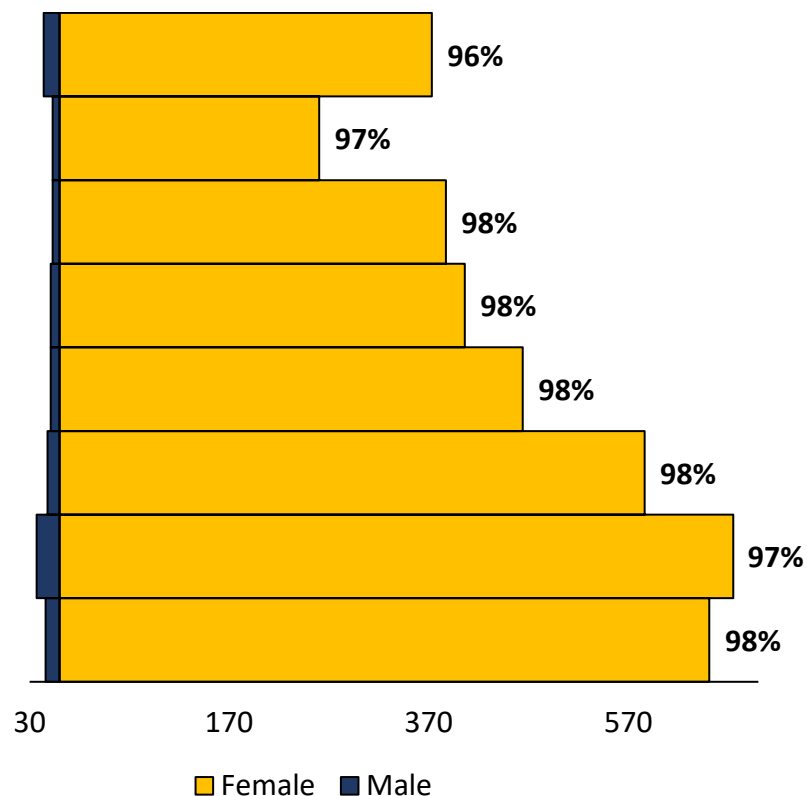
Virginia Department of Health Professions



2012 SLP Population Pyramid

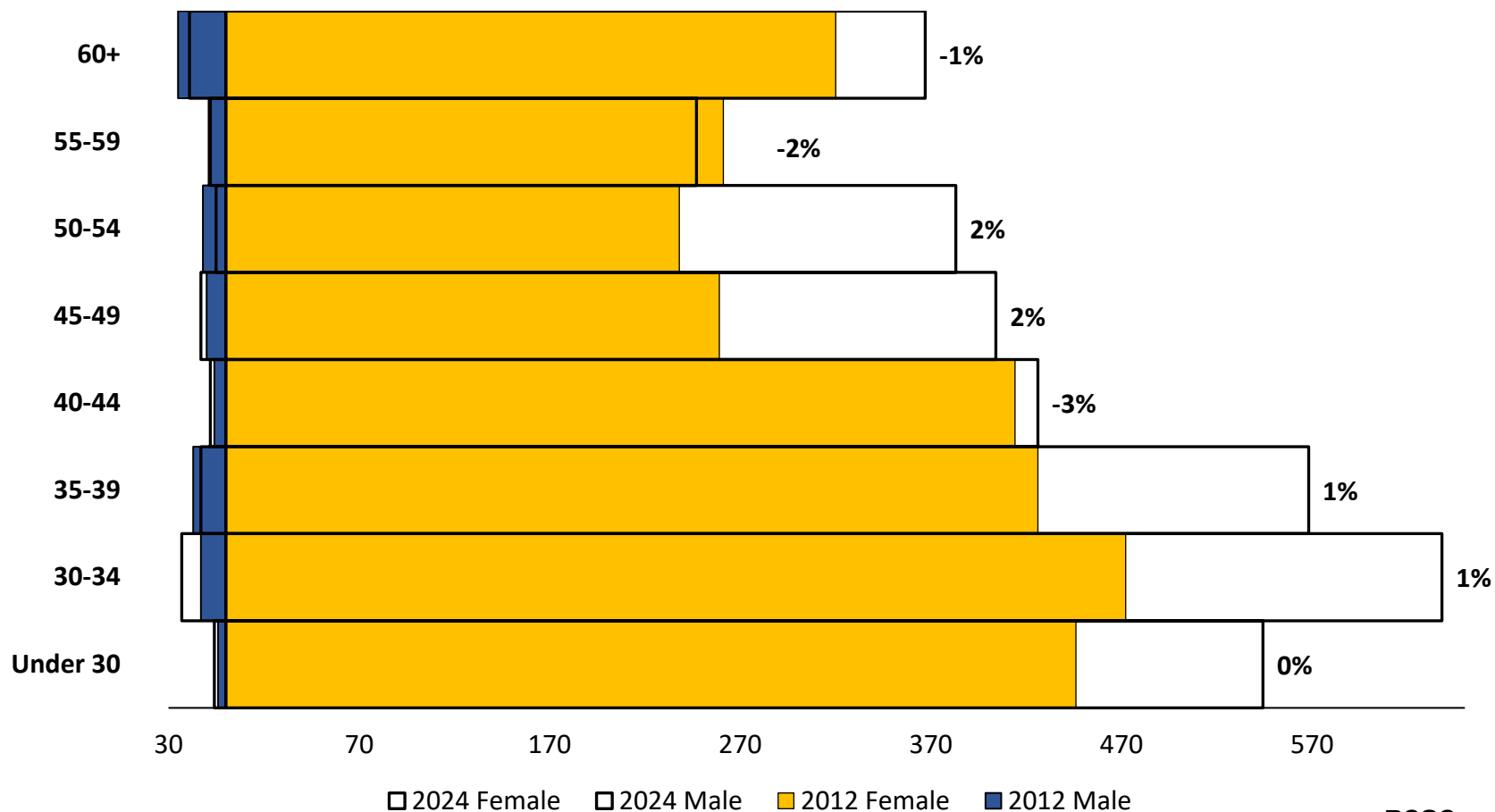


2024 SLP Population Pyramid





2012 versus 2024 SLP Population Pyramid





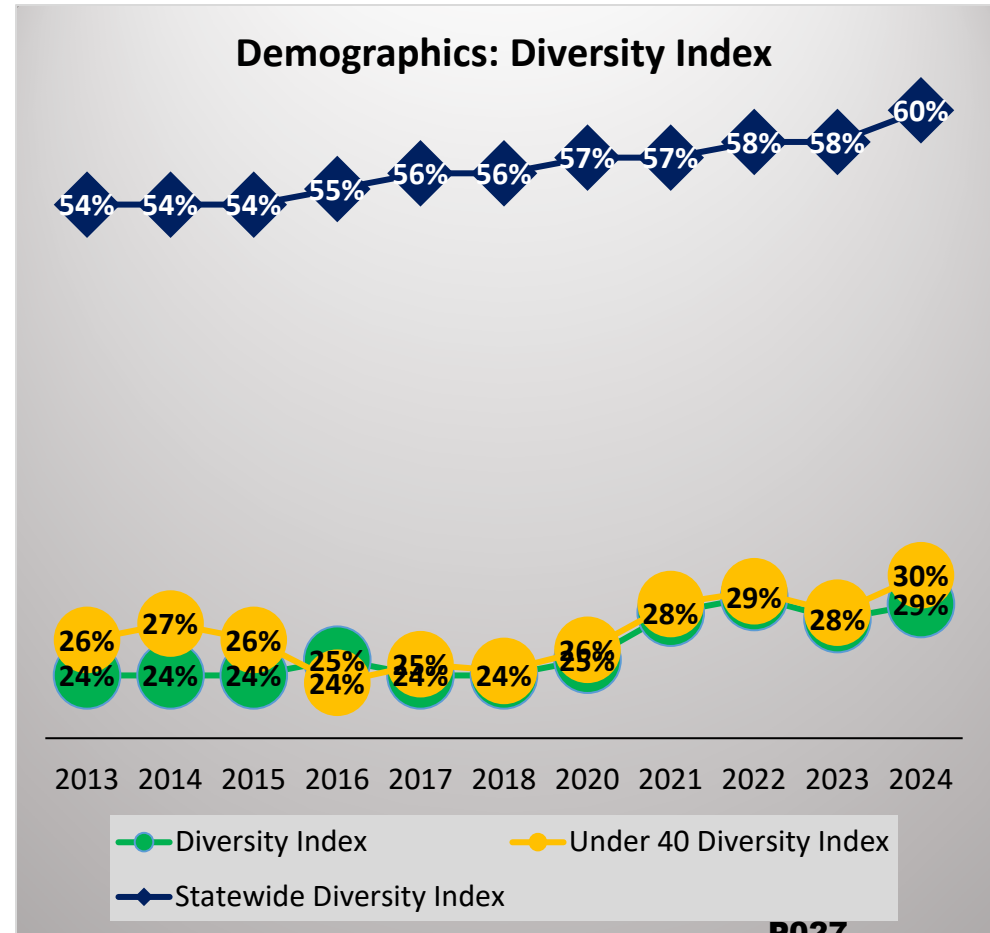
Trends in Demographics



Increase in diversity
index since 2023



Similar diversity
index for those
under 40 yrs



P027



Trends in Education and Debt



Majority hold a master's

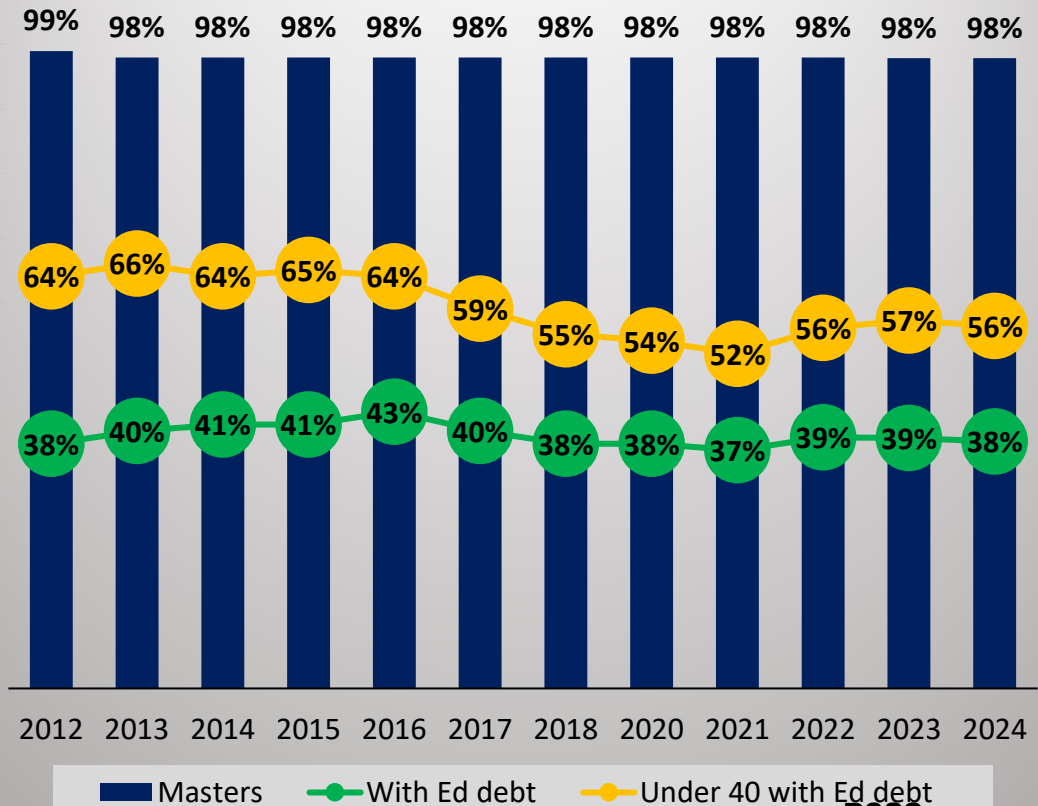


Nearly 2/5 hold ed debt



Over half under 40 yrs. hold ed debt

Trends in Education





Virginia Department of Health Professions



Trends in Income and Debt



Increase in
median income
since 2023

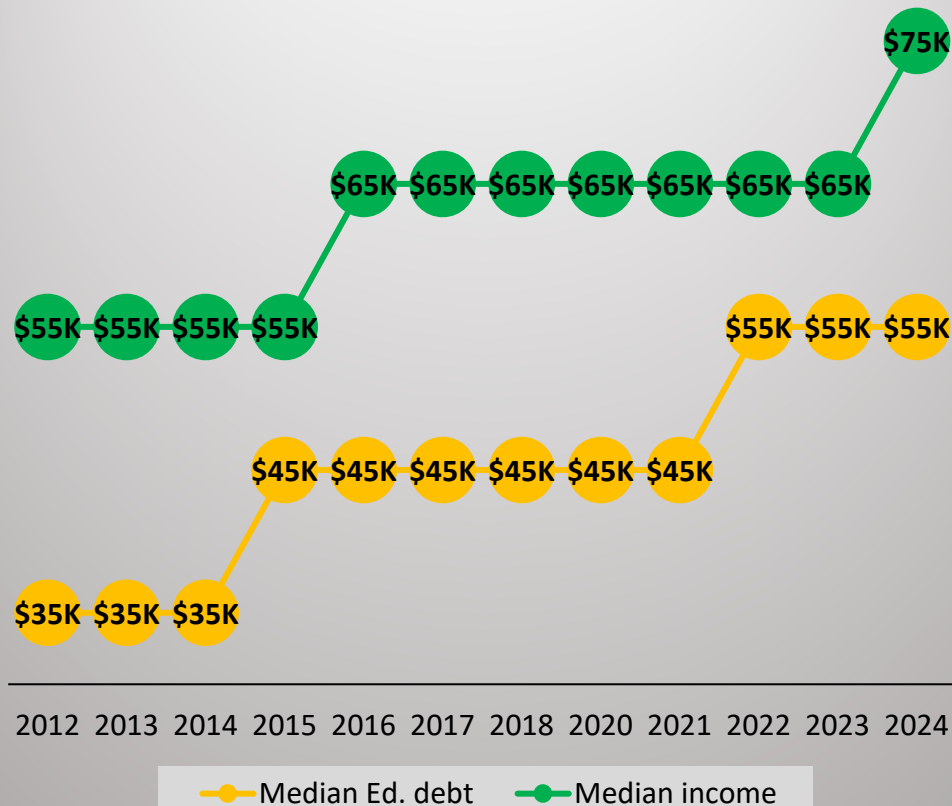


Median ed. debt
stable since
2022



Median income
higher than
median ed. debt

Trends in Median Income and Debt



P029



Language Services



Spanish most common language offered
Virtual translation most common

Language and Communication

Languages Offered		Means of Communication	
Spanish	19%	Virtual translation	59%
Arabic	8%	Onsite translation	39%
Chinese	7%		

P030



SLP Supervision



233 SLPs (about 7% of all SLPs) supervise at least one assistant

Supervision					
Number of Assistants			Supervision by another SLP		
	#	%		#	%
One	167	78%	Yes	150	66%
Two	35	16%	No	76	33%
Three or More	11	5%			

P031



SLP Supervision Continued



There are an estimated 172 SLP assistants

Number of SLP Assistants Supervised

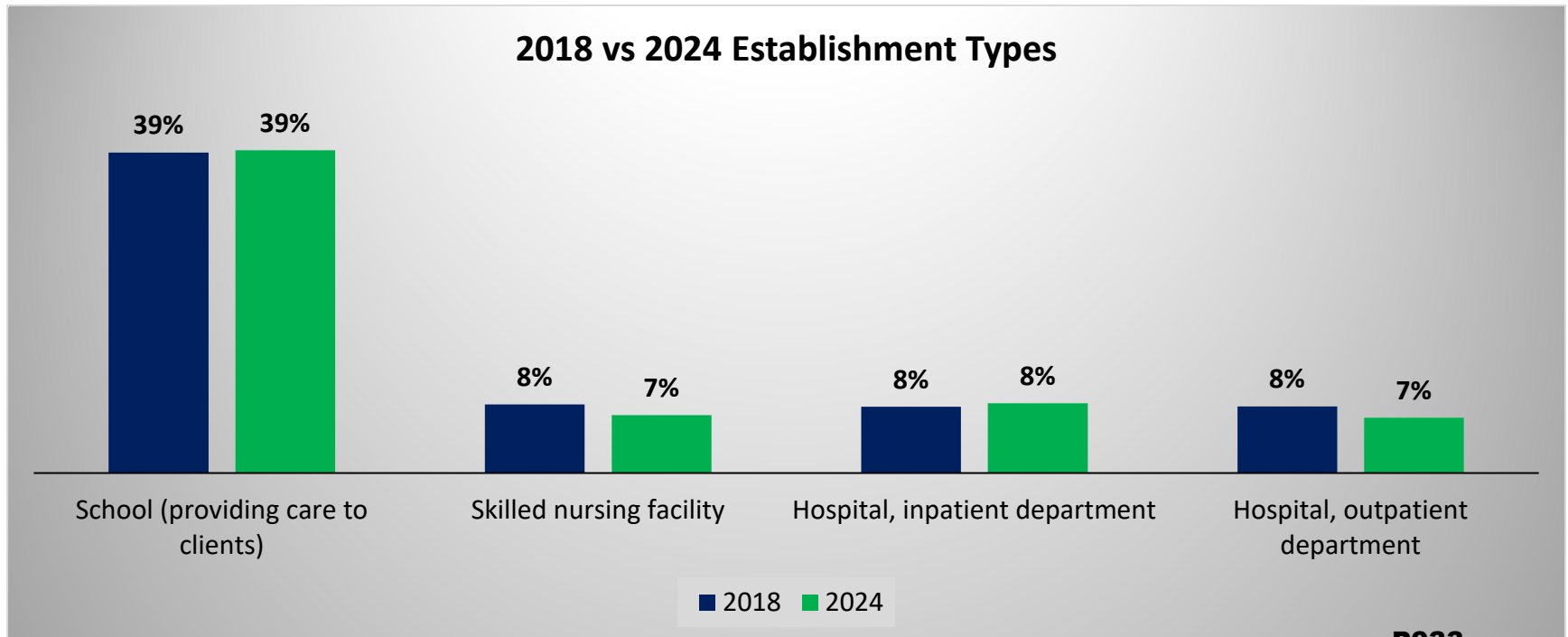
SLP is the Only Supervisor			Supervised by another SLP		
# of Assistants	# SLPs	%	# of Assistants	# SLPs	%
One	54	81%	One	108	77%
Two	10	15%	Two	26	18%
Three or More	3	4%	Three or More	7	5%
Total	67	100%	Total	141	100%



Work Establishments



Decrease in % in skilled nursing facilities and outpatient hospital departments





Virginia Department of Health Professions



Retirement Intentions

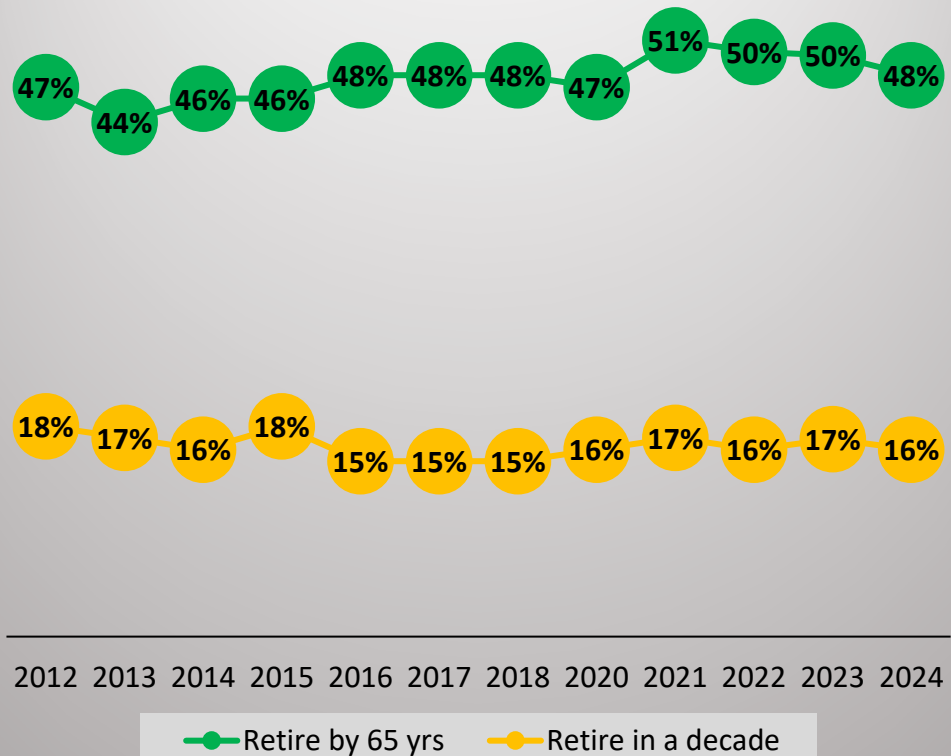


Decrease in %
intending to retire
by 65 since 2021



Fewer than 1 in 5
intend to retire in
10 yrs

Trends in Retirement Intentions





Virginia Department of Health Professions



Geographical Distribution

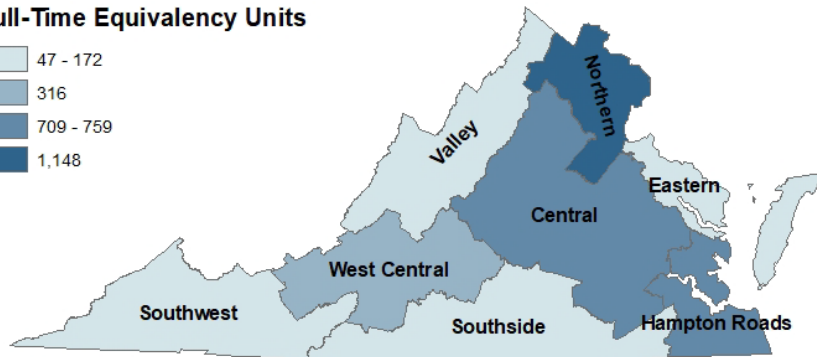
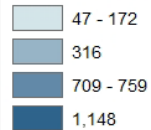


Lowest concentration of SLPs per capita in Valley and Southside VA

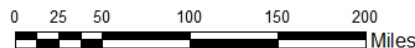
Full Time Equivalency Units Provided by Speech-Language Pathologists by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units



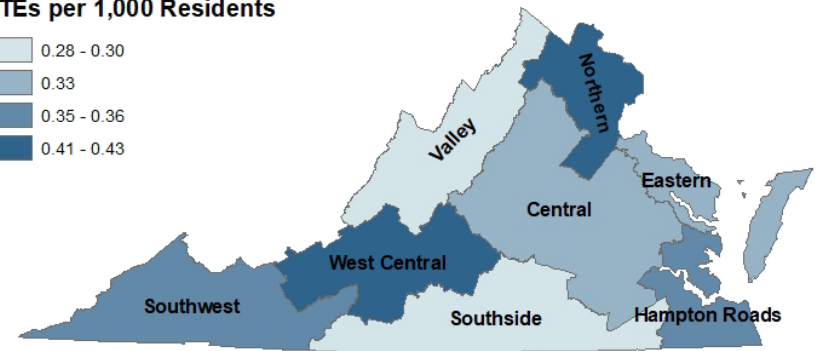
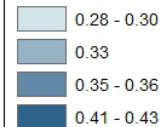
Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division



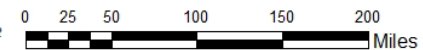
Full Time Equivalency Units Provided by Speech-Language Pathologists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division





Conclusion



Increase in licensees, VA's workforce, and FTEs



Younger age distribution; increase in diversity index



Diversity index decreased since 2022



Close to 7 in 10 supervise at least 1 assistant;
estimated 172 SLP assistants in 2024



Intention to retire in 10 years is low



Virginia Department of Health Professions

Thank you!



Sanctioning Reference Points

**Board of Audiology &
Speech- Language Pathology**
April 8, 2025

Prepared for:
Department of Health Professions
Board of Health Professions

Kim Small
ksmall@vis-res.com
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Purpose of the Sanctioning Reference Points (SRPs)

“...to provide an empirical, systematic analysis of board sanctions for offenses and, based upon this systematic analysis, to derive reference points for board members and an educational tool for respondents and the public”

Goals of the SRPs & Ongoing Monitoring/Revisions

- Make sanctioning decisions more predictable
- Education tool for new board members
- Add empirical element to a process
- Reduce unwarranted disparity in sanctioning
- Revise worksheet factors and scoring weights if needed
- Revise sanction recommendations if needed
- Identify any unintended consequences

Features of the SRPs

- Historically based and data driven
- Dynamic tool – system evolves as board culture changes
- Voluntary – board maintains complete discretion
- Operate within existing statutes and regulations
- Accommodate full array of mitigating and aggravating factors
- Allow multiple sanctioning goals to be considered
- Manual is publicly available

Steps to Changing the SRP System

- Conduct personal interviews
- Build consensus for theoretical framework & methods
-  • Identify sample & collect data
- Identify relevant factors
- Make policy adjustments or add other factors
- Translate factors into usable reference system
- Validate new worksheet by scoring past violations
- Train and implement
- Get board feedback, monitor agreement

ASLP SRP Worksheet

Adopted Nov 2011

Audiology and Speech-Language Pathology SRP - Worksheet

Case Type (score only one)	Points	Score	
Inability to Safely Practice	40	_____	score only one
Standard of Care / Fraud	30	_____	
Unlicensed Activity - More than 2 years	30	_____	
Unlicensed Activity - 2 years or less	20	_____	
Continuing Education	10	_____	

Case Type

Offense and Respondent Factors (score all that apply)

Respondent impaired during the incident (drugs, alcohol, mental, physical) ..	40	_____	score all that apply
Patient injury	40	_____	
Act of commission	35	_____	
License ever taken away	30	_____	
Patient especially vulnerable	30	_____	
Multiple patients involved	25	_____	
Financial or material motivation	25	_____	
Past difficulties (drugs, alcohol, mental, physical)	20	_____	
Sanctioned by the employer, another state or entity due to the incident ..	10	_____	
One or more prior Board violations	10	_____	
Previous violation similar to current offense	10	_____	

Offense and Respondent Factors

Total Worksheet Score

Recommendations for Sanctioning

Score	Sanction Recommendation	Monetary Penalty Ranges
0 - 50	Reprimand/CE/Monetary Penalty	Up to \$1500
51-100	CE/Monetary Penalty/Probation	\$500-\$2500
101 or more	Probation/Recommend Formal Hearing	\$2500 or more

Respondent Name: _____ Date: _____

Interview Results and Their Impact

Case Volume

Limited number of closed violations (n=38)

Historical approach w/ normative adjustments – Best Practices

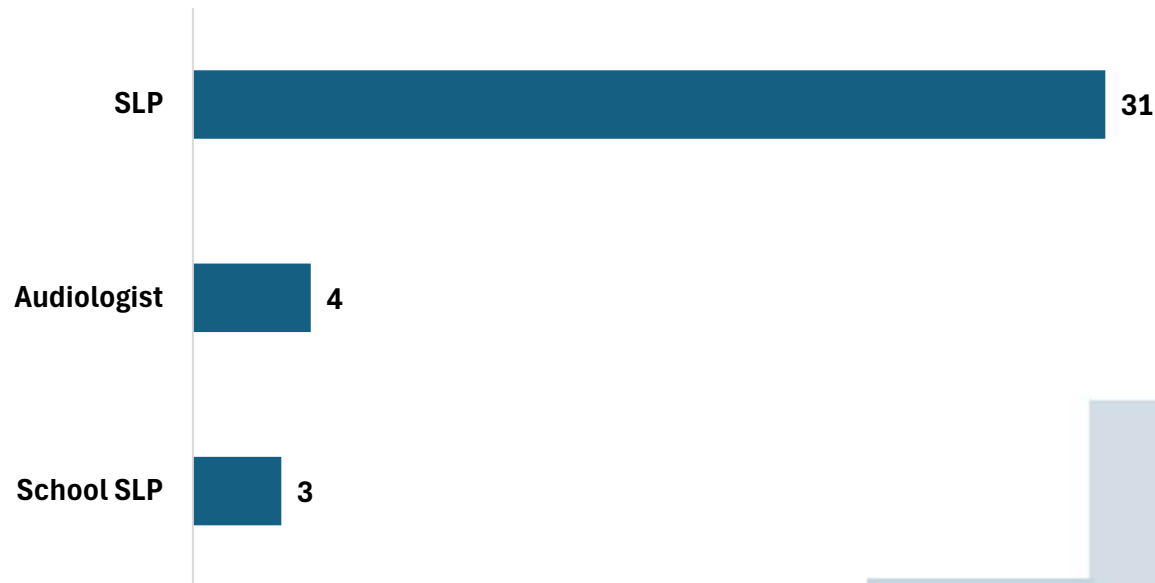


Interview Results and Their Impact

Licensees

Primarily Speech-Language Pathologists

Occurrence of License Types with Violations in the Sample



Interview Results and Their Impact

Factors that may influence sanctions & how to qualify them

- Intent – Financial motivation
- Remorse/Contrition – Corrective action
- Harm to patients – Patient injury, verbal abuse
- Patient vulnerability – Under 18, over 65, mentally/physically
- Impairment – While working, a history of impairment
- Board history – Prior violations, similarity of violations

Questions?

Speech Pathology/Audiology Monthly Snapshot for February 2025

Speech Pathology/Audiology closed more cases in February than received. Speech Pathology/Audiology closed 4 patient care cases and 1 non-patient care case for a total of 5 cases.

Cases Closed	
Patient Care	4
Non-Patient Care	1
Total	5

Speech Pathology/Audiology has received 1 patient care case and 0 non-patient care cases for a total of 1 case.

Cases Received	
Patient Care	1
Non-Patient Care	0
Total	1

As of February 28, 2025 there were 8 patient care cases open and 1 non-patient care case open for a total of 9 cases.

Cases Open	
Patient Care	8
Non-Patient Care	1
Total	9

There are 6,343 Speech Pathology/Audiology licensees as of February 28,2025. The number of current licenses are broken down by profession in the following chart.

Current Licenses	
Audiologist	605
School Speech-Language Pathologist	364
Speech-Language Pathologist	5,374
Total for Speech Pathology/Audiology	6,343

There were 34 licenses issued for Speech Pathology/Audiology for the month of February. The number of licenses issued are broken down by profession in the following chart.

Licenses Issued	
Audiologist	7
Provisional Speech-Language Pathologist	1
School Speech-Language Pathologist	4
Speech-Language Pathologist	22
Total for Speech Pathology/Audiology	34

AUDIOLOGY AND SPEECH-LANGUAGE PATHOLOGY

2025 CALENDAR

April 8, 2025 (Tuesday)	BR _4_ 9:00 AM	BOARD MEETING
May 12, 2025 (Monday)	TR _1_ HR _1_ & _3_	INFORMAL CONFERENCE(S)
July 8, 2025 (Tuesday)	BR _3_ 9:00 AM	BOARD MEETING
July 8, 2025 (Tuesday)	BR _3_ 12:00 PM	FORMAL HEARING
October 7, 2025 (Tuesday)	BR _3_ HR _1_ & _3_	INFORMAL CONFERENCE(S)
December 9, 2025 (Tuesday)	BR _3_ 9:00 AM	BOARD MEETING

CALENDAR_ASLP_2025