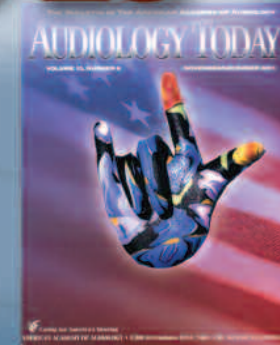


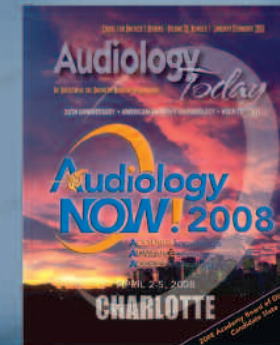
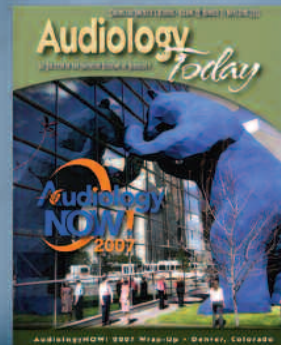
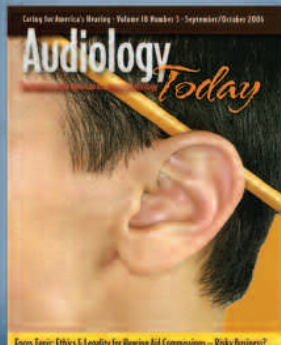
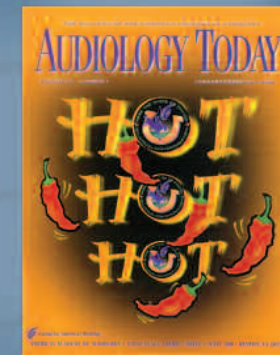
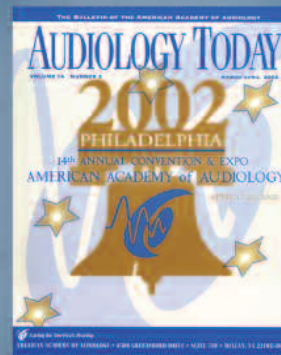
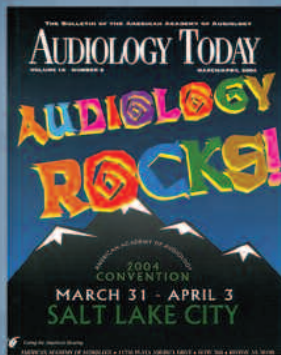
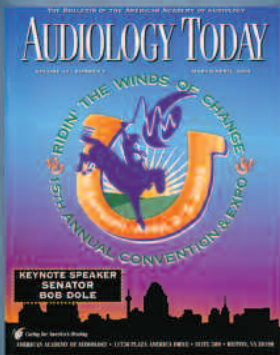
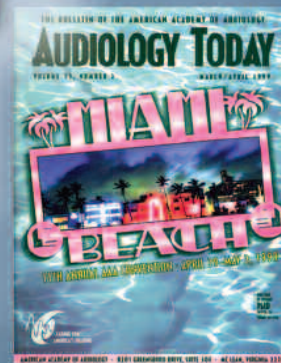
TWO DECADES



OF THE AMERICAN ACADEMY OF AUDIOLOGY



1988 - 2008



SUPPLEMENT NUMBER 1 TO AUDIOLOGY TODAY, VOLUME 20, 2008

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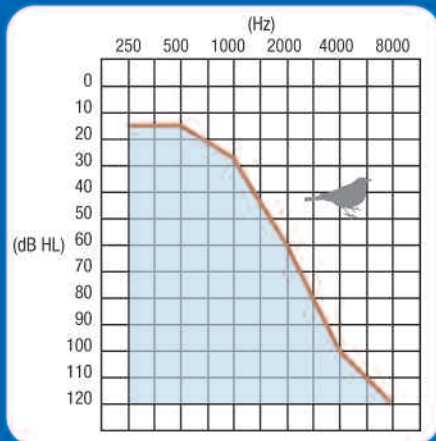
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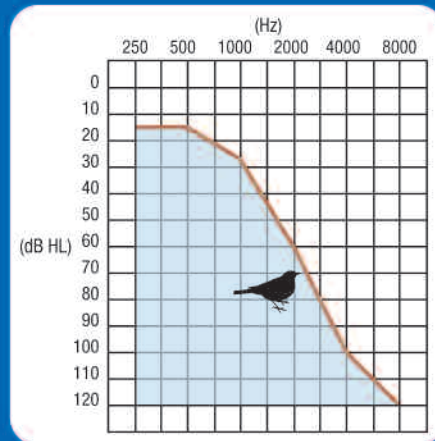
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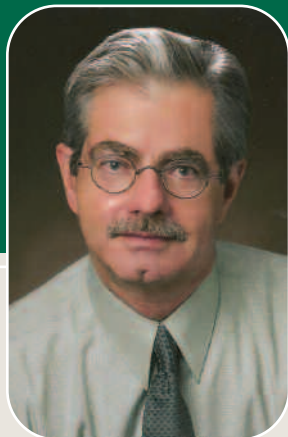
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Preface:

Two Decades

of the American Academy of Audiology 1988–2008



20th Anniversary Issue of *Audiology Today*, April 2008

The events of these past 20 years have proven again and again the value of audiologists owning their own professional association. Our Academy was founded on the fundamental premise that audiologists will best prosper in an organization designed specifically to meet their needs.

The American Academy of Audiology has provided audiologists a home where we can gather to discuss and argue and debate those important matters among ourselves that will continue to propel our profession forward. We represent a wide diversity of interests ranging from basic hearing science to auditory diagnosis and treatment of the hearing impaired. The American Academy of Audiology has provided the opportunity to demonstrate a united front, representing more than 10,000 audiologists with one voice, as we navigate and negotiate among legislators, insurance companies, other allied health professionals and even those who would trespass on our professional territory.

Our Founder and First President, Dr. James Jerger, perhaps described it best in the initial issue of *Audiology Today* published in December of 1988:

"Audiologists must present a united front to related professionals, and professional organizations, in the health care system. The American Academy of Audiology was formed to provide the mechanism for such unification. It is in the self interest of all audiologists to view the Academy as their key professional home, while continuing to support the many other organizations that will continue to play important roles in their professional activities. The key concept is mutual cooperation for the benefit of all, rather than divisive wrangling to the benefit of none."

It has been both a privilege and a pleasure for me to have been part of this Academy since our first founders' meeting in 1988. I know I speak for the entire membership in expressing our appreciation to each of the 85 Academy members who served on our Board of Directors, and to those 18 individuals who were willing to assume the office of President during these first 20 years. The hard work of so many has resulted in great progress as we declare our independence and autonomy, and direct our own future.

Jerry Northern, PhD, Founder
Editor, *Audiology Today*

AMERICAN ACADEMY OF AUDIOLOGY
11730 Plaza America Drive, Suite 300, Reston, VA 20190-4798 • 1-800-AAA-2336



Greetings to All Members of the American Academy of Audiology!

Congratulations are in order on this occasion of the Academy's 20th anniversary milestone. We have come a long way from those early days in 1988 when we were trying to put all of this together. My special appreciation is extended to Jerry Northern, Editor of this special issue of *Audiology Today* that documents our development and growth from the original meeting of 32 Founders who shared a dream in 1987 to today's full-fledged professional association representing the interests of more than 10,000 audiologists.

I am very proud of what the Academy and its publications and Web site have accomplished over the past two decades. Audiology is clearly well on the road toward taking its rightful place as one of the premier independent members of the health-care community. I believe that the outlook for the profession of audiology during the next 20 years has never been stronger or brighter. Much of the credit surely goes to those Academy leaders and our many members who have worked tirelessly and selflessly to bring audiology's message to the American public and our communities-at-large.

Sincerely,

James Jerger, PhD, Founder
Editor, *Journal of the American Academy of Audiology*



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- Vestibular Evaluations
- Assistive Listening Devices
- Aural Rehabilitation
- Pediatrics and Educational Audiology
- Phonology, Reading and Deaf Children
- Speech Assessment
- Central Auditory Processing
- Classroom Acoustics
- Language Development in Diverse Populations
- Sign Language
- Teaching Speech using Computer-based Technology
- Cued Speech

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PRESIDENTS:

	1988-1989	James Jerger, PhD	10		1998-1999	Sharon Fujikawa, PhD	28
	1990	Fred Bess, PhD	12		1999-2000	Robert Glaser, PhD	30
	1991-1992	Jerry Northern, PhD	14		2001-2002	David Fabry, PhD	32
	1992-1993	Linda Hood, PhD	16		2002-2003	Angela Loavenbruck, EdD	34
	1993-1994	Lucille Beck, PhD	18		2003-2004	Brad Stach, PhD	36
	1994-1995	Robert Keith, PhD	20		2004-2005	Richard Gans, PhD	38
	1995-1996	Carol Flexer, PhD	22		2005-2006	Gail Whitelaw, PhD	40
	1996-1997	Barry Freeman, PhD	24		2006-2007	Paul Pessis, AuD	42
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The Founders

IN THE BEGINNING... 1987-1989

Written by
Founding Members
Brad Stach, PhD
and
Jerry Northern, PhD
(January 1998)

This description of the birth of the American Academy of Audiology was originally published in "The First Decade," a special edition of Audiology Today published in January of 1998. This amazing story is worth retelling as it speaks to the challenges faced by a group of individual audiologists working together to create a new independent identity for their beloved profession. It is with pleasure and pride that we reprint it as it appeared ten years ago in 1998.

Early in 1987 Rick Talbott submitted a program proposal "The Future of Audiology" for the American Speech-Language-Hearing Association (ASHA) Convention scheduled to be held in New Orleans late that fall. Talbott invited five panel members, including James Jerger, to discuss and critique the future of clinical audiology. As Jerger was preparing his presentation, his enthusiasm was diminished by his knowledge that the convention would be overwhelmingly dominated by the speech-language pathology membership of ASHA. About this same time, Jerger received a copy of the American Academy of Otolaryngology (AAO) position statement on assessment of patients for cochlear implants. He was dismayed that the AAO was the source of a statement of audiologic recommendations, and that audiologists had no organization of their own capable of presenting such viewpoints.

These issues shaped Jerger's thinking as he prepared his talk. In his New Orleans presentation, Jerger pointed out the disparity in numbers of audiologists who comprised only 14% of the total ASHA membership at that time. Jerger critiqued the ASHA model of graduate education as inadequate for the training required of audiologists. He cited the lack of representation of audiology in the ASHA scientific publications which were dominated by speech-language articles. Jerger concluded his presentation with a challenge to the overflowing crowd that it was now time to form a new independent organization, of, by and for audiologists. His remarks were rewarded with unexpected wildly enthusiastic applause.

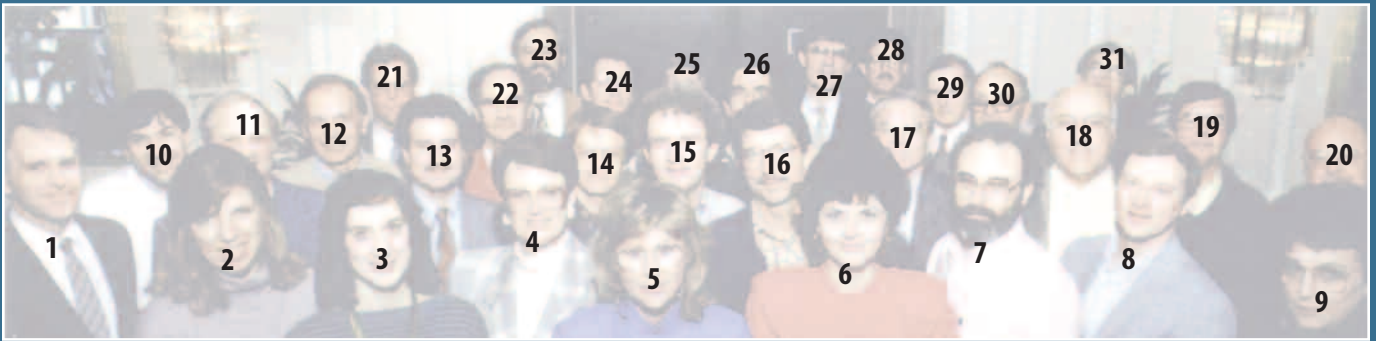
During the week following the 1987 ASHA Convention, Jerger's telephone did not stop ringing. Many audiologists called to urge that actions be taken to establish audiology as an independent profession. There were strong feelings from spokespersons around the country that audiologists were ready to commit to a new association. Accordingly, Jerger responded by setting a date and extending invitations to interested audiologists to attend a meeting to discuss the need for a new organization separate and independent from ASHA.

AUDIOLOGY STUDY GROUP

Jerger invited leaders of the audiology profession to meet as an Audiology Study Group on January 30-31, 1988, at the Medical Center Marriott Hotel in Houston. The invitation was initially sent largely to audiologists who worked within medical centers. In an effort to have a representative attendance at the meeting, Jerger extended invitations to each of the audiology special interest groups to send one of their members. The January 1988 meeting was organized by the audiology staff of The Methodist Hospital in Houston. The 32 attending participants paid their own travel, food and hotel expenses.

We remember **Day One** as a day of relentless ASHA-bashing, in which attendees took turns ruminating over ASHA's past misdeeds to audiologists. Day one ended with a unanimous vote to form a new audiology professional organization. **Day Two** opened with optimistic and enthusiastic discussions leading to several important decisions. First, the group confirmed the decision to form a new organization of, by and for audiologists to be called the American College of Audiology. Second, the group decided that doctorate-level education was key to our professional growth, and that the new organization must be committed to promoting this concept. In fact, the Audiology Study Group participants agreed that beginning in 1993, admission to the new organization would require that the applicant hold a doctoral degree in Audiology from a properly accredited academic institution. This latter decision, the requirement for new members to hold the doctoral degree, was to be the source of discontent from many audiologists who loudly deferred joining the new organization which they perceived to be arrogant, aloof and unwelcome to those audiologists currently holding master's degrees.

The Audiology Study Group closed the initial meeting in Houston by anointing themselves the Charter Advisory Committee, and appointed an *ad-hoc* Steering Committee to develop bylaws for the new organization. They also agreed to hold another meeting as soon as possible following completion of the Steering Committee's work. Before leaving, each participant contributed \$20 to underwrite the start-up expenses to get the organization up and running. Thanks to Donna Fox, a speech-language pathologist and Board member of a Houston bank, we managed to get a free checking account, in spite of the fact that we had only \$640 to deposit!



ASHA Convention Program, New Orleans, November 1987

F12-MS31, 12:00-1:30, SHERATON-Grand Ballroom-A
The Future of Clinical Audiology

Chair: Richard E. Talbott, University of Georgia, Athens
Richard E. Talbott, University of Georgia, Athens
James F. Jerger, Baylor College of Medicine, Neurosensory Center,
Houston, Texas
James W. Hall III, Texas Medical School, Houston
George S. Osborne, Oak Park Speech and Hearing Center, Illinois
Lucille B. Beck, Veterans Administration National Hearing Program,
Washington, DC
Charles I. Berlin, Kresge Hearing Lab., State University Medical Center,
New Orleans, Louisiana

The purpose of this miniseminar is to present, through a panel discussion, a critical analysis of the future of clinical audiology. Participants were selected who would be able to share insights regarding the following topics: 1) future needs and potential employment, demographics for clinical audiologists; 2) knowledge base which will be required to meet this need; 3) level of academic training necessary to achieve this knowledge base—degree level, subject matter, and matriculation prerequisites; and 4) university faculty/supervisory personnel requirements for programs training audiologists at the level indicated. Opportunity for audience questions and interaction will also be provided.

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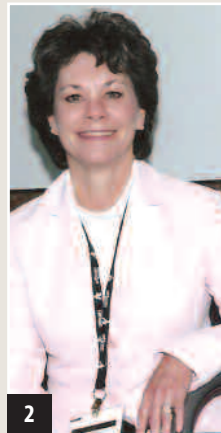
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5



2

Founders Photo:

- | | |
|--------------------|---------------------|
| 1. Paul Kileny | 18. Leo Doerfler |
| 2. Linda Hood | 19. Robert Harrison |
| 3. Tomi Browne | 20. James Jerger |
| 4. Maureen Hanley | 21. Brad Stach |
| 5. Susan Jerger | 22. Robert Keith |
| 6. Lucille Beck | 23. Roger Ruth |
| 7. John Jacobson | 24. Don Worthington |
| 8. Frank Musiek | 25. Laura Wilber |
| 9. Anita Pikus | 26. Jerry Northern |
| 10. Dan Schwartz | 27. Roy Sullivan |
| 11. Fred Bess | 28. Richard Talbott |
| 12. Laszlo Stein | 29. Wayne Olsen |
| 13. David Citron | 30. David Goldstein |
| 14. Jay Hall | 31. Vernon Larson |
| 15. George Osborne | Not Pictured: |
| 16. Ross Roeser | Michael Dennis |
| 17. H. Gus Mueller | |

Figure Legends:

1. ASHA 1987 Convention Program session that launches American Academy of Audiology.
2. Louise Loiselle is first audiologist to pay dues to the new Academy and is awarded membership # 0001.
3. Early Executive Committee meeting in Napa, CA, 1989. From left, Jerry Northern, Gus Mueller, James Jerger, Rick Talbott (back of head), Judith Gravel and Brad Stach.
4. James Jerger and Brad Stach puzzle over important Academy issues.
5. Eager office staff from Baylor Medical Center supply the work force for early Academy mailings.

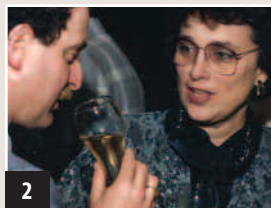


Figure Legends :

1. Founders Robert Harrison (left) and Laszlo Stein
2. Founders David Citron and Anita Pikus celebrate with champagne.
3. Brad Stach holds staff meeting at Methodist Hospital in Dallas.
4. Founders Maureen Hanley, Jay Hall and Linda Hood
5. First issue of *Audiology Today* produced by James Jerger and Terrey Oliver-Penn, August 1998.

STEERING COMMITTEE WORK

During February and March of 1988, Brad Stach drafted a set of bylaws which looked much like the structure of Parliament in England. The bylaws were drawn on the blackboard in Jerger's office to permit alterations and modifications. The final proposed organizational structure was bicameral, with an Executive Committee consisting of the President, President-Elect, Secretary-Treasurer, and five Members-at-Large to oversee the operations of the organization, with an Advisory Board to approve policy and develop future directions. The proposed bylaws were distributed to the members of the Steering Committee who met at the Nashville Airport on March 26, 1988. The bylaws were approved following a few minor changes. As it turned out, this was the last noncontentious meeting for the next few years!

CHARTER ADVISORY COMMITTEE

The Charter Advisory Committee was to meet in April in Chicago. But as the date for the meeting approached, it appeared that little or no progress had been made to secure a Chicago meeting site. Accordingly, Jerger decided to change the venue to Houston, unfortunately creating suspicion, voiced by some, that a controlling conspiracy was underway. But in fact, it was a decision driven by Jerger's impatience to move ahead. Brad Stach wrote to the members of the Charter Advisory Committee on American College of Audiology letterhead, April 9th, to outline the goals of the meeting. The meeting was actually held at the Neuroscience Center Conference Room at the Baylor College of Medicine on April 30th, 1988. Cognizant of the concern about the change of location for the meeting, my letter stated that we must be "...appreciative of some of the members who, because of the necessarily untimely change in location of this meeting, were forced to sacrifice even more than most of us for this cause."

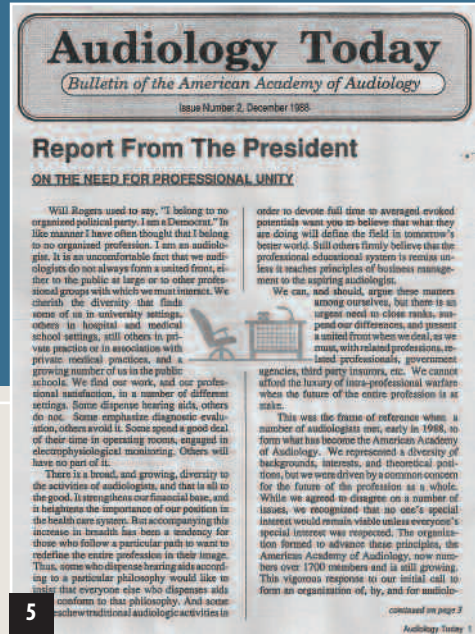
The order of business for the Charter Advisory Committee was to elect officers and to adopt bylaws. To simplify the meeting, the Steering Committee slated two nominees, James Jerger for President and Fred Bess for President-Elect, and invited other nominations from the floor. The four Members-At-Large were elected from among the remaining Charter members. On the first ballot, each member voted for four Members-At-Large. The top eight vote-getters were then placed on a second ballot and the voting repeated. The candidate with

the most votes would receive a four-year term of office, and so on. The candidate who received the second place number of votes would receive a three-year term of office, and so on. Rick Talbott served as Chairman of the Advisory Committee and drew the four-year term of office. Other Members-At-Large elected to complete the Executive Committee were Jerry Northern, Laura Wilber and Gus Mueller. Brad Stach was unanimously appointed to serve as Secretary-Treasurer. All remaining founding members were assigned by drawing to serve one, two or three year terms on the Advisory Board. The meeting included a lengthy discussion concerning the name of the new organization which was then approved by written ballot to be changed to the "American Academy of Audiology." Fred Bess agreed to oversee the Charter of Incorporation for the Academy which was filed, with a \$10 application fee, and approved by the Office of the Secretary of State in Nashville, TN on June 28, 1988.

The minutes of the final Charter Advisory Committee meeting, dated May 3, 1988 confirmed the establishment of committees and chair-persons as follows:

- Membership Committee Chair: H. Gus Mueller
- Publications Committee Chair: Wayne Olsen
- Standards Committee Chair: Roger Ruth
- Ethics Committee Chair: Susan Jerger
- Educational Programs Committee Chair: Laura Wilber
- Convention Program Chair: Fred Bess
- Future Planning Committee Chair: Maureen Hanley
- Professional Liaison: Anita Pikus and Linda Hood

Other business reported in the minutes indicated that Jerger and Bess would investigate the need for, and cost of, liability insurance for the Academy; dues would be \$40 per year with a one-time application fee of \$3. An unusual show of favoritism, however, was reflected when the members of the Charter Advisory Committee voted that they need only pay \$30 for initial dues! Agreement was reached that the first Academy convention would be scheduled for late March or early April of 1989. Vernon Larson and Fred Bess would work on the location, "...keeping in mind blue skies and sandy beaches." The meeting would consist of invited and reviewed papers with an emphasis on poster sessions and tutorials in a non-competing session format. Finally, it was agreed that within one month press releases would be sent to the trade journals announcing the establishment of the American Academy of Audiology.



FIRST MEMBERSHIP DRIVE

Our work began in earnest as Jerger wrote a letter of invitation for membership which would be sent to all audiologists. In his letter Jerger stated that the mission of the new organization "...was to improve service to the hearing impaired by advancing the highest professional standards for diagnosis, habilitation, rehabilitation and research in hearing and its disorders." He said, "We seek to promote the unified profession of audiology and its interests by fostering the growth and status of the profession and its members." Jerger pointed out in his letter that "...membership in the new organization does not in any way imply disloyalty to the American Speech-Language-Hearing Association." Audiologists from The Methodist Hospital and Baylor College of Medicine prepared approximately 8000 invitations for memberships which were mailed on June 14, 1988. Louise Loiselle, an audiologist at The Methodist Hospital wrote a check on June 13th to become the first candidate for membership in the new Academy.

Activity at The Methodist Hospital audiology clinic exploded. Telephones were constantly ringing with questions from audiologists who were either supportive or outraged at the audacity that we would begin a new organization not related to, nor supported by, ASHA. However, the daily mail brought in literally hundreds of membership applications and checks in support of the new American Academy of Audiology. Key contributors who stepped forward to help us in these early days included Mark Lowes, a Houston attorney who provided us with *pro bono* legal counsel; Carol Deason of the Deason Martin Group, who directed our cash management and investment procedures, and our first accountant, Sandra Bryant.

During 1989 our time was consumed with office organizational duties related to our rapid membership growth which quickly approached 2000 members. The first computer (a Macintosh SE-30) was purchased and Charlotte Howard became our first paid full-time employee. The first issue of *Audiology Today*, written by President Jerger in August of 1988, was printed and mailed. We also had the task of organizing the first AAA Convention at Kiawah Island Resort which was scheduled for April of 1989.

The decision for AAA to publish its own scientific journal caused considerable argument between the Executive Committee and the Advisory Board during 1989. The Executive Committee argued that to sustain its scientific base, the profession of audiology needed an independent scientific journal; members of the Advisory Board argued that a new audiology journal would dilute the quality of published audiology papers from the current journals already in existence, and drain our limited financial resources. In the end, the *Journal of the American Academy of Audiology* was approved to begin in 1990 with Dr. Jerger selected as Editor.

During 1989 and 1990 continued infighting occurred between the Executive Committee and the Advisory Board as each group attempted to define their roles in the governance of the Academy. The Advisory Board changed themselves to become a Board of Representatives in 1991. Finally, in 1993, following a major Academy governance reorganization led by Lucille Beck, James Curran and Rick Talbott, the Executive Committee and Board of Representatives merged into our current structure of one 12-member Board of Directors.

GROWTH AND DEVELOPMENT

Our tremendous growth and development could not have been successfully achieved without the support and efforts of three audiologists who each served two-year terms as Assistant Secretary-Treasurers: Jeanine Pruitt was the first volunteer (1988-1990) who worked tirelessly to get us organized; Kathy Saucedo (1990-1992) took over the job and initiated the student journal program; Jody Livermore of Georgetown University Medical Center (1992-1994) helped oversee our national office move to Washington, DC.

By 1993, under the direction of the Board of Directors, our membership growth and fiscal responsibilities made self-management difficult. Accordingly, in 1993, the American Academy of Audiology signed a contract with Associated Management Group of Washington, DC to manage our professional organization. As they say, "...the rest is history."

“There was such a
 roar of approval
 for the idea”



James F. Jerger, PhD

1st President
 of the
 American Academy
 of Audiology
 1988-1989

The idea of forming the American Academy of Audiology first took root at the ASHA Convention in New Orleans in November of 1987. Rick Talbott had organized a session in which he asked five of us, Jay Hall, Lucille Beck, Chuck Berlin, George Osborne, and me, to speculate on the future of audiology. During my presentation I suggested that perhaps it was time for audiologists to form our own professional organization. The response from the audience shocked us all. There was such a roar of approval for the idea that I started to think seriously about the feasibility of such a move. Although I had long felt that audiology needed more autonomy, I was not sure how many other audiologists shared this view. Moreover, the obstacles to a move toward greater independence had always seemed insurmountable.

Back in Houston, I talked the idea over with my colleague and friend, Brad Stach. We agreed that organizing a new association for audiologists was something we ought to do. The actual founding of the Academy proved to be considerably less difficult than I had initially expected. Brad and I put together a list of 35 individuals that we thought might be interested in getting something underway. I wrote to each person, inviting him or her to come to Houston for a two-day meeting to discuss the idea of forming our own professional organization. Almost everyone who we invited, some 32 audiologists, arrived for the meeting. We called ourselves the “Audiology Study Group,” and it was a very interesting and challenging meeting to say the very least!

After the first half day, people were shaking their heads in dismay, wondering whether this group would ever be able to agree on anything. But, by the end of the second day, we had a fairly good consensus that we ought to at least make the effort to form our own organization.

1988 was the first year of the Academy's existence, and it was an uncertain time. We were not at all sure that our efforts would succeed. We knew what we wanted to do and we knew where we wanted to go, but we recognized the formidable forces arrayed against us.

Our primary concern, of course, was the American Speech-Language-Hearing Association (ASHA), which already counted more than 8000 audiologists amongst its 60,000 members and was not particularly disposed to view our defection in a collegial fashion. We were not really sure how many members we could attract to a new organization of, by, for audiologists, but we set up the first national office at the Baylor College of

Medicine in Houston. As one of our major goals, we wanted to lift audiology to a doctoral-level profession, and we agreed, rather optimistically, to an early requirement that new members, joining after 1992, would have to hold doctoral degrees in audiology.

Brad Stach, who then supervised Baylor's audiology service at the Methodist Hospital, was appointed by the founders as the first secretary-treasurer of the new organization, and he was instrumental in bringing the abstract concept of a new organization to concrete reality. He set up the original organizational structure, implemented the solicitation of new members, corresponded with existing members, implemented the billing and collection of dues at \$40 per year and generally kept the fledgling ship on course.

Gus Mueller, who was our first chair of the Membership Committee, was faced with a truly difficult task of applying what were sometimes vague and abstract definitions of membership qualifications to the credentialing of actual applicants. His steady hand at this crucial stage in the development of the Academy was, I think, one of the keys to our eventual success. During that first year we saw the membership climb to more than 1500 audiologists, a far higher figure than we had imagined possible in so short a time.

By June of 1989, membership had reached 2000. We were encouraged by this rapid growth, and we set into motion the creation of the two main Academy publications, *Audiology Today* and the *Journal of the American Academy of Audiology*, with the support of publisher Brian C. Decker. During that first year, *Audiology Today* was initiated as a desktop publishing venture of our limited national office under the creative direction of Terrey Oliver Penn. During the subsequent year, the production was raised to a more professional level by our first appointed editor, John Jacobson. Our publications were quite the challenge for us initially, and the pioneering spirits driving these first rough efforts will never be quite recaptured.

Perhaps the highlight of 1989 was the memorable 1st Annual Convention held at Kiawah Island, South Carolina, in April of 1989. Vern Larson chose the site, and President-Elect Fred Best, organized the program and supervised virtually every detail of its execution. Jerry Northern lined up a charter group of exhibitors who were anxious to support our nascent audiology organization. Needless to say, our first convention was a resounding success with some 600 attendees. From that point on, there was no turning back!



Executive Committee

President: James Jerger

President-Elect: Fred Bess

Members-at-Large:

Jerry Northern

H. Gus Mueller

Rick Talbott

Laura Wilbur

Secretary-Treasurer: Brad Stach

Advisory Board

Lucille Beck, Tomi Browne,
David Citron, Michael Dennis,
Leo Doerfler, David Goldstein,
Jay Hall, Maureen Hanley,
Robert Harrison, Linda Hood,
John Jacobson, Robert Keith,
Paul Kileny, Vernon Larson,
Frank Musiek, Wayne Olsen,
George Osborne, Anita Pikus,
Ross Roeser, Roger Ruth,
Dan Schwartz, Laszlo Stein,
Roy Sullivan, Don Worthington

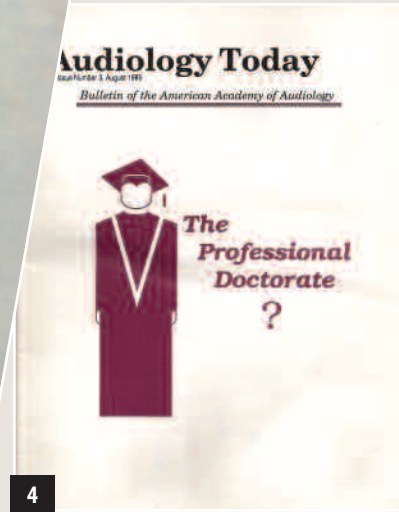
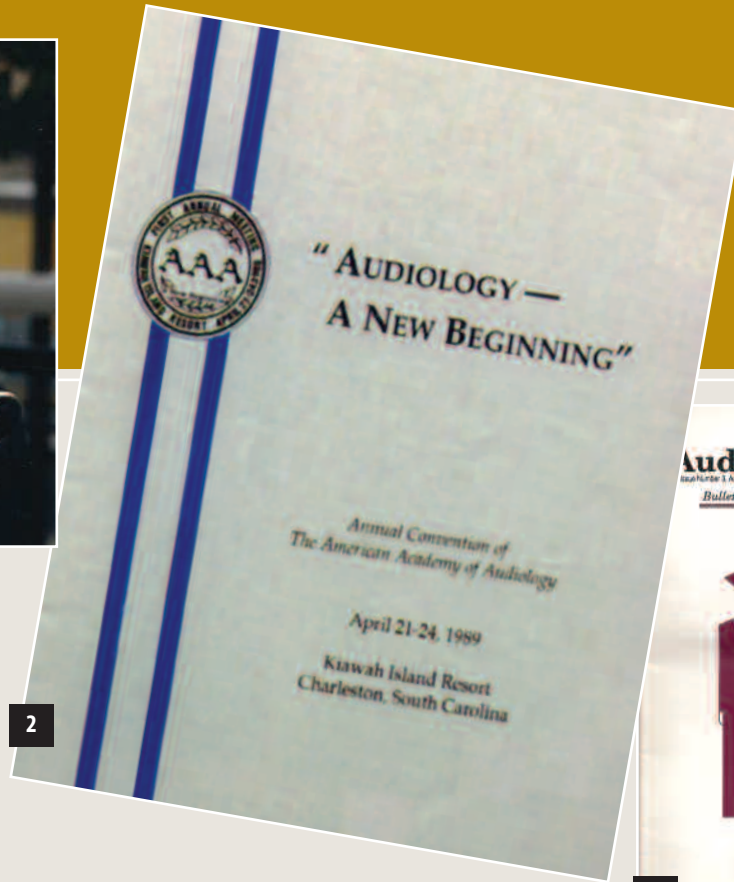


Figure Legends:

1. Founder Jim Jerger leads the congratulatory toast to the new organization.
2. Program for the first annual Academy convention, Kiawah Island Resort, Charleston, SC, April 1989.
3. Each attendee at the first annual Academy convention in Kiawah Island received a key chain fob with a return-mail guarantee if lost and found.
4. Cover of the one and only issue of *Audiology Today* published during 1989.
5. Kiawah Island, South Carolina — site of the first annual convention of the fledgling American Academy of Audiology.

Mission:



Fred Bess, PhD

2nd President
of the
American Academy
of Audiology
1990

1990 AAA Mission & Vision Statements:
Napa, CA, Executive
Committee Meeting

Mission: “The aim of the American Academy of Audiology shall be to promote the public good by advancing the highest professional standards for the diagnosis, habilitation, rehabilitation, and research in hearing and its disorders”

Vision: “By the year 2000 the public will consider Audiology as the primary profession committed to hearing health and will turn to audiologists as the expert authorities on hearing health care. As the new century dawns, the American Academy of Audiology will be viewed as the primary professional home for every practicing audiologist.”

“The aim of the American Academy of Audiology shall be to promote the public good by

advancing

the highest professional standards for the diagnosis, habilitation, rehabilitation, and research in hearing and its disorders”

I served as the second president of the American Academy of Audiology in 1990. Dr. Jerger was elected our first president, and I was elected to serve as president-elect by the group of 32 founders on the second day of our Audiology Study Group meeting in Houston in 1988.

At the outset, I think it is important to know that this was a very, very exciting time in the history of audiology. We believed that what we were doing was very important and would have a significant affect on the future of our profession. We recognized that this was a unique and special opportunity. We also recognized that we had the opportunity to control, for the very first time, the direction and destiny of the profession of audiology and to achieve our long-time desire for autonomy and independence. So it was indeed very exciting and challenging to be involved at this early stage in our fledgling organization.

1990 was a year in which we focused our efforts on further providing a strong foundation for our Academy by developing services, benefits and activities for our members. We had a very active, talented, hard-working and dedicated Executive Committee composed of James Jerger, Gus Mueller, Jerry Northern, Bob Keith, Rick Talbott, Laura Wilber, Brad Stach and myself.

We began with the immediate need to modify the initial governance structure set up by the Audiology Study Group. We eliminated the 24-member Advisory Board and, in its place, created a Board of Representatives chaired by Executive Committee member Rick Talbott. We defined the role of the Board of Representatives as determining policy for the organization, while the Executive Committee was the implementation body. Unfortunately, this bicameral legislative effort never did work smoothly in our rush to accomplish so many new activities.

The Executive Committee conducted our first long-range planning session led by an experienced facilitator. We met in Napa, CA, for a day and a half to deliberate important issues as well as to create a mission and vision statement for the Academy. I recall that our initial vision statement indicated that “by the year 2000 the American Academy of Audiology would be the primary professional home for every practicing audiologist.” In fact, we achieved that vision easily, several years ahead of year 2000!

There were two important priorities that we agreed needed to be accomplished. One suggested priority focused on audiology board certification. We brought in a special consultant to guide us in discussing the pros and cons of developing a board certification program in 1990. But when the day was over, we concluded that

the cost to our new Academy was absolutely prohibitive in light of our limited financial resources. Not only would a certification program be expensive to start, but the cost would rise exponentially over time as more and more members earned certification. Finally, we decided that this project needed to be postponed until a later time.

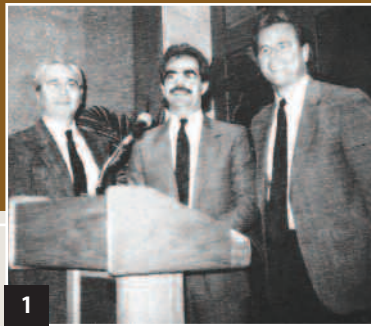
The other priority was to establish our own continuing education (CE) program. During the Napa meeting of the Executive Committee in 1990, we created a workshop on fitting the newly developed programmable hearing aids and presented the CE program in four different cities (New York City, Dallas, Chicago and Denver) within a few months. The program featured Gus Mueller, Jerry Northern and Brad Stach as speakers. The meetings were a great success with more than 1000 audiologists attending the workshops. Unfortunately, and embarrassing at that time, we could only offer ASHA continuing education credits to attendees!

In 1990, we also published the very first issue the *Journal of the American Academy of Audiology (JAAA)* following some rather contentious discussions within the Executive Committee. The concern was that a new scientific audiology journal might diminish the contributions to our sister journal, *Ear and Hearing*. Of course, this did not happen. James Jerger was appointed our first, and only, editor of *JAAA*, a position he still holds today.

The 1990 convention was held in New Orleans, preceding the famous Jazz Fest celebration, and Linda Hood served as our chairperson. In those early days we had to do everything ourselves. So Linda was in charge of the program, local arrangements, and all the exhibits. It was an immense success and close to 1000 registrants and 76 exhibitors attended our second convention. Two special convention events were introduced in New Orleans: the now infamous Trivia Bowl, initiated by Gus Mueller, Jerry Northern, Linda Hood, Brad Stach and myself; and the Student Research Forum, supported by our Academy Foundation.

A final important accomplishment of that year was the establishment of the nonprofit Foundation of the American Academy of Audiology and appointment of a Board of Trustees chaired by Laszlo Stein. We raised funds within our first year and dispersed some of those funds in the form of student scholarships.

It was indeed a pleasure for me to serve as a president of this organization. It has been a wonderful journey. I am very proud of the tremendous success that the Academy has experienced over the past 20 years. In closing, I want to say, Happy 20th Anniversary!



1

Executive Committee

President-Elect: Jerry Northern

Past President: James Jerger

Richard Talbott

Judith Gravel

Robert Keith

Gus Mueller

Secretary-Treasurer: Brad Stach

Board of Representatives

Sandra Gordon-Salant, Larry Humes,

Donell Lewis, Jane Seaton,

Yvonne Sininger, James Hall,

Linda Hood, John Jacobson,

Paul Kileny, Frank Musiek,

Wayne Olsen, Anita Pikus, Ross

Roeser, Daniel Schwartz, Laszlo Stein,

Lucille Beck, James Jerger,

Vern Larson, Maureen Hanley,

Roger Ruth, Don Worthington



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Priorities for Action in 1990:

- Board Certification
- Continuing education program
- Establish a model education and training program
- Public awareness
- Improve relationships with other organizations



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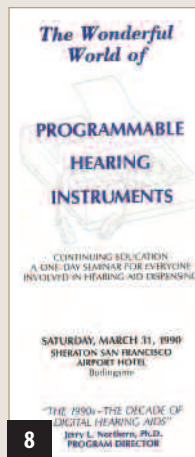


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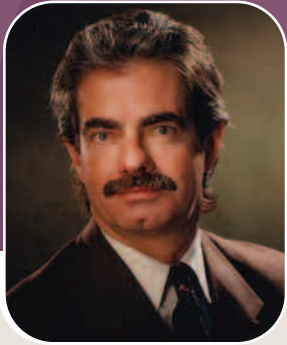
Figure Legends:

1. Speakers for the first Academy continuing education event on the hot topic of the time, "programmable hearing aids," were Gus Mueller, Jerry Northern and Brad Stach.
2. Jim Curran, John Jacobson and Roger Ruth attend the meeting of Board of Representatives.
3. Gary Jacobson proudly presents his poster at the 2nd Academy convention in New Orleans.
4. Cover of *Audiology Today*, May-June 1990
5. Executive Committee meets during 3rd convention in Denver, CO, 1990:(from left) Gus Mueller, Robert Keith, Jay Hall, Rick Talbott, Linda Hood, Fred Bess, Jerry Northern and Brad Stach.
6. Board of Representatives meeting in Denver, CO.

7. Fred Bess relaxes with David Goldstein and Leo Doerfler.
8. "The Wonderful World of Programmable Hearing Instruments" – initial Academy continuing education program held in three cities.
9. James Jerger and Fred Bess at the Denver Convention.
10. Jerry Northern and T. Newell Decker at Denver Convention



8



Jerry L. Northern, PhD

3rd President
of the
American Academy
of Audiology
1991–1992

Executive Committee

President-Elect: Linda Hood

Past President: Fred Bess

James Hall
Robert Keith
Gus Mueller
Richard Talbot
Secretary-Treasurer:
Brad Stach

Board of Representatives

Gail Gudmundsen
John Jacobson
Anita Pikus
Laszlo Stein
Don Worthington
Judy Gravel
Maureen Hanley
Wayne Olsen
Ross Roeser
Roger Ruth
Sandra Gordon-Salant
Larry Humes
H. Donell Lewis
Jane Seaton
Yvonne Siningier
Charles Berlin
James Curran
Noel Matkin
Patricia Nordstrom
Gretchen Syfert

“A major accomplishment during my term of office was the ratification of a

Code of Ethics.”

The Academy held its first national election for officers in 1990, resulting in my appointment as the third president. At that time, we operated with a seven-member Executive Committee responsible for managing all the Academy affairs, establishing education programs, publishing journals and brochures as well as planning the annual national conventions.

The Executive Committee continued to face an agonizing problem in that we had a separate governance group, called the “Advisory Board,” composed of the 24 founders who were not initially selected to serve on the Executive Committee. The Executive Committee and the Advisory Board struggled, without resolution, to define their respective roles in the new organization’s governance. Following another discussion, we reluctantly increased the annual dues from \$40 to \$60 a year.

A major accomplishment during my term of office was the ratification of a *Code of Ethics*. The *Code of Ethics* had been worked on for more than two years by an extremely strong committee led by Susan Jerger and David Resnick. Among the many activities that took up our time that year was our first Academy *Membership Directory*, compiled by Brad Stach, who also established the toll-free telephone number we still use today: 800-AAA-2336. Finally, however, the clerical duties of running the organization required too much time, and so we hired our first full-time employee.

We originally planned our third convention, to be held in San Diego, in accordance with our goal to hold the annual meeting in cities with a warm climate in April. But we had to change venues at the last minute away from San Diego due to the extraordinary growth of our membership and the increasing demands for space from our exhibitors. Because I lived in Denver, I quickly contracted with a downtown hotel that could accommodate our meeting, and I convinced Deborah Hayes (also from Denver) to serve as Convention Chair. We quickly put together a convention program with keynote speaker Dr. I. King Jordan, the newly established deaf president of Gallaudet University. We got quite a bit of publicity from the Denver media, and we were very surprised when nearly 150 deaf adults from the community showed up to see and “hear” Dr. Jordan speak. We had to literally stuff 85 exhibitors on two separate floors of the hotel. It was not a good exhibit situation, but it was the best we could do with our limited space and short lead time. Then, unfortunately, on

that last day of the convention, Denver had a significant late spring snowstorm that created travel havoc for all.

The Executive Committee changed our operations to a fiscal year resulting in my continuation as president for an additional six months. Therefore, I was also President during the 4th Annual Convention held in Nashville in 1992. Jay Hall was the Convention Chair, and he organized a fabulous session on the “Aural History of Audiology,” featuring a number of noted leaders from the early days. The session was moderated by James Jerger and included speakers Robert Galambos, Ira Hirsch, Richard Silverman, Frank Glassman, and Sam Lybarger. We awarded Merle Lawrence our first Distinguished Award for Scientific Merit. I recall that at the convention banquet, the lights were dimmed, and we had a surprise entrance of 50 servers carrying flaming desserts.

The Executive Committee worked long and hard to establish a strong and growing Academy. I worked with Jim Curran to produce and mail our first recruitment brochure to attract new members. Robert Briskey helped me find Ernest W. Beck, a renown medical illustrator from Chicago, whom we commissioned to create a new color anatomy diagram of the human ear. I asked Chuck Berlin to help me with the new “Say What?” difficult word hearing test. An East Coast marketing firm developed our Academy signature logo (below), with the three sine waves overlaid on an abstract ear, to represent the pure-tone stimuli we use in hearing testing as well as the three “A’s” in our organization’s name. The *Journal of the American Academy of Audiology* proved so valuable to our members that we increased its publication to six issues a year.

In my personal reflections, it is clear that my presidential term was the highlight of my professional career. I was lucky to have worked with such an outstanding team of colleagues. Our excitement and enthusiasm for the American Academy of Audiology had no bounds. And, although we had many controversial discussions, at the end of day we were still the best of friends. We never doubted that this new organization of, for, and by audiologists was the right decision at the right time.

AMERICAN
ACADEMY OF
AUDIOLOGY



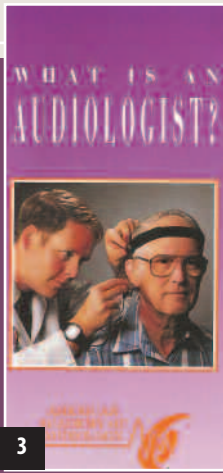
“New” Academy logo



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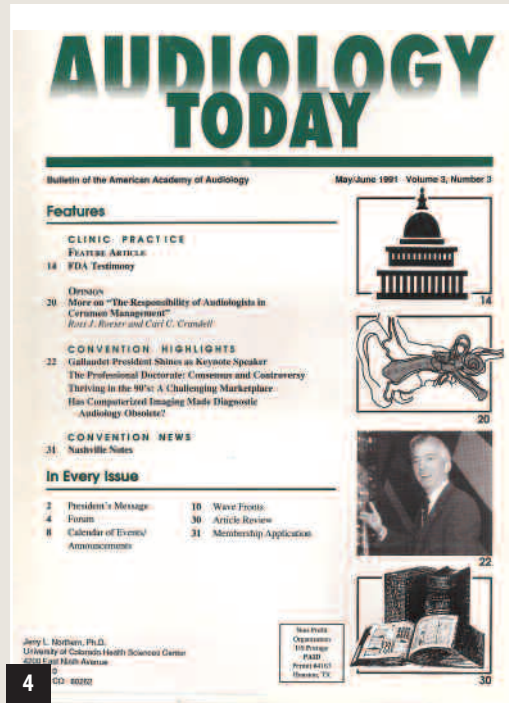
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Scenes from the 3rd Annual Academy Convention held in Denver, CO, 1991

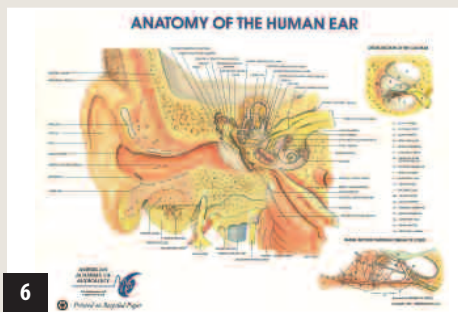
1. John Jacobson
2. Linda Hood
3. Early Academy brochure, "What Is an Audiologist?"
4. Cover of *Audiology Today*, May-June 1991.
5. Jerry Northern and Convention Chair, Deborah Hayes
6. Academy's "Anatomy of the Ear" diagram drawn by noted medical illustrator, Ernest Beck, of Chicago.
7. I. King Jordan, President of Gallaudet University, receives plaque from Jerry Northern in appreciation for his keynote speech at the Denver 1991 Convention.
8. Members of the Denver convention program committee included Jay Hall, Sandy Gabbard, Jon Shallop and Chris Schweitzer.



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1992 Mission & Values Statements Washington, DC, meeting of Executive Committee

Mission Statement: The American Academy of Audiology is a private, not-for-profit corporation dedicated to improving services to individuals with hearing impairments by advancing the highest professional standards of audiology both nationally and internationally. It strives to achieve the following goals:

- Improve the evaluation and services available to individuals with hearing impairments.
- Promote public awareness of auditory disorders as communicative handicaps.
- Provide leadership in the formulation and upgrading of professional standards.
- Conduct, promote and disseminate basic and applied audiological research through scholarly publications.
- Disseminate information to the general public on current trends and developments in the profession.
- Provide a professional home for all audiologists.

Values Statement: The Academy seeks to achieve its goals within the context of a value system relative to three groups:

Consumers: The Academy assigns highest value to the problems and needs of individuals with hearing impairments and their families. Every aspect of its mission is subordinated to this overriding concern.

Audiologists: The Academy believes that the hearing-impaired public will be best served by a strong audiology profession. It seeks, therefore, to promote the well being of all audiologists by striving for rewarding professional conditions in which to carry out the practice of audiology.

Related Health Care Professionals: The Academy is committed to the principle that audiologists, as health care professionals, must work productively with other specialists concerned with the problems of individuals with auditory disorders in an atmosphere of mutual professional respect and cooperation.



Linda Hood, PhD

4th President
of the
American Academy
of Audiology
1992-1993

President-Elect: Lucille Beck

Past President: Jerry Northern

Executive Committee:

James Hall

Robert Keith

Noel Matkin

Richard Talbott

Secretary-Treasurer: Brad Stach

Board of Representatives:

Judy Gravel

Maureen Hanley

Wayne Olsen

Ross Roeser

Roger Ruth

Sandra Gordon-Salant

Larry Humes

H. Donell Lewis

Jane Seaton

Yvonne Sininger

Charles Berlin

James Curran

Noel Matkin

Patricia Nordstrom

Gretchen Syfert

Carol Flexer

Barry Freeman

Sharon Fujikawa

David Hawkins

Judith Rassi

“I knew at that moment that
the Academy had arrived
and that audiology was on it’s way”

I had the honor of being the fourth president of the American Academy of Audiology in 1992-93. It was also the year that we reached 4000 members of the Academy. We were still a young and growing organization at that time, and so there were many “firsts” during my term of office. We developed task forces on government relations, reimbursement, and multicultural and minority concerns, and finally, after several years of effort, the American Academy of Audiology was welcomed in to and given a voting seat on the Joint Committee for Infant Hearing.

State affiliates started to develop with South Carolina and Colorado racing to organize the first state audiology academy. Ohio and New Jersey were not far behind. The state audiology academies grew from grassroots efforts as audiologists looked at the success of our national organization.

While we remained a young organization, much had happened in the first four years of the Academy’s existence. But, of necessity, it was time to revisit the Academy’s mission and long-range plan. Efforts were made to update activities as we developed and grew, both as an association and in relation to other health-care associations and groups.

Educational standards and guidelines culminating in the AuD professional doctorate were heavy topics for us to consider and debate. We had lengthy and emotional discussions about how best to proceed. A long-range planning meeting was organized by President-Elect Lucille Beck and held in Washington, DC, in October of 1992. We approved changing the deadline to extend the requirement that new members have doctoral degrees in audiology by 1992 to provide more time until the year 2000.

The Executive Committee began a serious examination of our governance structure, as we continued to be challenged by having a second and separate Board of Representatives, making decisions and setting policy for the Academy. These considerations about the Academy’s governance were complicated and controversial, and heated discussions and planning continued at each of our meetings.

During May of 1992, we underwent a major change as our national office was relocated from the Baylor School of Medicine in Houston to an office in Georgetown where Secretary-Treasurer Brad Stach had accepted a position at

the Georgetown University. The office transition team was composed of myself, Fred Bess, Jerry Northern, Brad Stach and Kathleen Griffin of Griffin Management, Inc.

We realized that management of the Academy by voluntary member leaders alone was not going to be possible much longer. We gave serious consideration to the advantages of associating with an external management firm and began to explore association management firms and other options to run our ever-growing Academy. Of course, these increased activities created a need for more revenue, and we found it necessary to raise member dues from \$60 to \$80 per year.

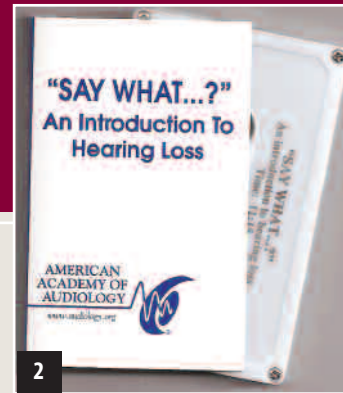
The fifth convention of the American Academy of Audiology was held in Phoenix, Arizona, with the theme, “Turning up the Heat!” Noel Matkin and Susan Jerger were the program co-chairs along with a local group of audiologists that included Georgine Ray, Kathleen Evans-Peterson and Sandra Turek. Our annual meeting attendance and exhibit space requirements had outgrown our use of traditional hotels, so this was our first national meeting held in a city-owned convention center. As I drove up to the convention center, I saw, with great pride, a huge marquee that said, “Welcome to the American Academy of Audiology.” I knew at that moment that the Academy had arrived and that audiology was on its way to being recognized as an independent profession. The convention featured our first Academy Store, and one of the most popular items was the auto license plate holder with the phrase coined by Jerry Northern, “How’s Your Hearing? Ask an Audiologist!”

We had a great celebration of our fifth “birthday,” complete with a huge birthday cake and happy clowns. We introduced the Career Research Award of the American Academy of Audiology with our first awardee, Dr. James Jerger. And since that time, this prestigious Academy honor has been known as the “James Jerger Career Award for Research in Audiology.”

It was an incredible honor to be a part of founding this Academy and then serve as one of the early presidents. I have great pride in the American Academy of Audiology and what it represents and has become, and great admiration for the continued efforts of our many outstanding leaders.



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Figure Legends:

1. Board of Directors meet during Phoenix convention.
2. Academy produces audio cassette with samples of hearing losses.
3. Ira Hirsch, Nashville speaker
4. Jerry Northern congratulates Nashville Convention Chair Jay Hall.
5. Frank Lassman, Nashville speaker
6. Hallowell Davis, Nashville speaker
7. Deborah Hayes presents award to 1993 Carhart Lecturer, Earl Harford, in Phoenix.
8. First Academy Store appears at Phoenix Convention.
9. Laszlo Stein, AAA Foundation Chair, raises funds for Student Research Foundation. Auto license frame is first use of "How's Your Hearing? Ask an Audiologist!" slogan.
10. Linda Hood
11. Roy Sullivan jump starts the Academy to join the World Wide Web.
12. Robert Galambos, Nashville speaker
13. & 14. Happy 5th Birthday to the American Academy of Audiology at Phoenix



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Lucille Beck, PhD

5th President
of the
American Academy
of Audiology
1993-1994

Board of Directors

President-Elect: Robert Keith

Past President: Linda Hood

Members-at-Large

Barry Freeman
Noel Matkin
James Hall
James Curran
David Hawkins
Carol Flexer
Patricia Nordstrom
Ian Windmill
Gretchen Syfert
Ex Officio:
Brad Stach
and
Richard Talbott

“I realized that we had the
largest gathering of audiologists
in one location ever”

During my term as president of the Academy, two very important things occurred that set the course for our future. The first event was that the Food and Drug Administration opened regulations for the determination of who would be qualified providers for dispensing of hearing aids. The second event was that the Clinton Administration undertook the mission of health-care reform. It became immediately apparent to us that audiologists were not represented in either of these important national venues. Accordingly, we spent quite a lot of time and effort developing an agenda and a set of initiatives to insure that representation of audiology would be present with the Food and Drug Administration (FDA) and the health-care reform legislation. We worked closely with the Audiology Coalition for a presentation to the FDA Panel on Hearing Aid Regulations in December of 1993.

At that time, we defined the agenda for the profession of audiology by saying that audiologists were qualified providers who were able to diagnose and treat hearing loss, determine the degree and significance of the hearing loss, and provide the rehabilitation so necessary for people who are hard of hearing.

Our agenda became a push for representation of the profession of audiology at the federal and state level. To help us achieve those goals, we interviewed several lobbying firms and committed to hire Olsson, Frank and Weeda, a well-connected lobbying firm, to represent us on Capitol Hill.

During my term, we had several significant professional accomplishments internal to the structure of our organization. The first is that we hired a professional management organization, AMG (Association Management Group located in Alexandria, VA) so that we no longer had to run our own organization with volunteer audiologists. And, secondly, we began the agenda and the acknowledged long-term journey for audiology awareness. I introduced the slogan “Caring for America’s Hearing,” and we produced our first consumer-oriented brochure entitled “How’s Your Hearing? Ask an Audiologist!”

Education was a key initiative during my term, and I am pleased that the first AuD programs opened, at Baylor University and Central Michigan University, in the year that I was president. John Jacobson completed his term as editor of *Audiology Today* in 1993, and Jerry Northern assumed the editorship in January of 1994.

The 1994 convention in Richmond, VA (theme: Join the Revolutionary Spirit!), was co-chaired by Rick Talbott and Roger Ruth, and we did many significant new things. We redefined our opening session with our first federal officials as guest speakers to talk to us about national health-care issues; health-care reform and the way in which audiologists were perceived in Washington; and the importance of representing ourselves in legislative matters.

We also had our first celebrity, US Surgeon General C. Everett Koop, who himself had a hearing loss and wore hearing aids, as our keynote convention speaker. As I looked out over the attendees seated in the opening general session, I realized that we had the largest gathering of audiologists in one location ever, with over 3000 audiologists present at that convention. Because of the overflow crowd of attendees, we had to utilize shuttle buses for the first time to convey our members from numerous outlying hotels to and from the convention center. Our attendance at this convention venue, which was booked three years previously, exceeded our every expectation! Everyone enjoyed the banquet theme, “Black Tie and Blue Jeans,” and the after-dinner speaker was the Great Imposter, Frank Abagnale, author of the bestseller *Catch Me If You Can*.

As I said in my final “President’s Message” in *Audiology Today*, we must continue our journey, even today as we turn 20 years of age, to achieve full professional recognition. When anyone in America asks the question, “How’s Your Hearing?,” the answer must be a clear and unequivocal, “Ask an Audiologist!”



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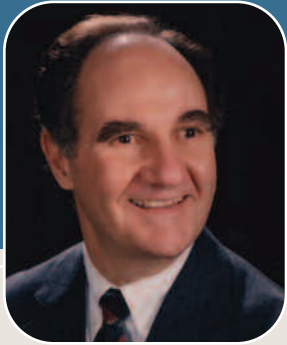
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Figure Legends:

1. Academy's last print membership directory
2. *Audiology Today*, July-August 1994
3. Revolutionary period drum and fife corps welcomes Academy to Richmond.
4. Academy Board meets in Washington, DC, for long-range planning.
5. Poster session at 1994 Richmond Convention
6. AAA Store at Richmond Convention
7. Marion Downs and Robert Keith at General Session in Richmond
8. Jerry Northern looks over the shoulder of Casey Stach with Bill Carver in background.
9. Happy audiologists in Richmond
10. Three amigos Michael Dennis, Roger Ruth and Rick Talbott
11. Keynote speaker in Richmond, C. Everett Koop, MD, US Surgeon General
12. FDA Hearing Aid Panel presenters Susan Whicher, Jerry Northern, Roy Sullivan, Sharon Lesner and Alan Feldman.



Robert Keith, PhD

6th President
of the
American Academy
of Audiology
1994–1995

Board of Directors

President-Elect: Carol Flexer

Past President: Lucille Beck

Members-at-Large

John Greer Clark

James Curran

James Hall

Barry Freeman

Judith Gravel

Gretchen Syfert

Sharon Fujikawa

Deborah Hayes

Dennis Van Vliet

Parliamentarian:

Linda Hood

Ex Officio:

Brad Stach

and

Richard Talbott

“My presidential term was focused on political action, education and professional development for audiologists.”

When I entered the office of president, we had a sizeable membership of nearly 6000 members. The Academy was big enough to be reckoned with. Now we had clout!

My presidential term was focused on political action, education and professional development for audiologists. The Board of Directors spent considerable time working to ensure that audiology would be included in proposed national health-care reform. We knew that professional autonomy was necessary in order for us to obtain direct access to our patients and to receive direct reimbursement from third-party payers. To assist the Academy in that endeavor, we engaged the services of Marshall Matz, a lawyer and lobbyist, to help us influence the legislative process. Marshall taught us about political action and how to communicate with legislators on behalf of audiologists. Finally, to meet the financial demands of our lobbying efforts, we organized our own political action committee (PAC); support of the PAC makes it possible for the Academy to continue and expand its lobbying efforts.

During the early and mid-90s there was substantial, and often heated, discussion about the AuD. Topics of discussion included issues of academic preparation and professional training of students, and the question of whether to grandfather experienced audiologists into the AuD. As an organization, we were opposed to awarding AuD degrees through “equivalency” or “grandfathering.” We agreed that all AuD degrees had to be earned from accredited institutions. In order to develop and formalize our position, we created the Council of Professional Education, and I appointed Angela Loavenbruck to chair that effort.

Other small, but important, activities included the development of a traveling Academy exhibit booth to spread the word about the Academy to other professionals. On another matter, we expanded the benefits of Academy membership by offering professional liability insurance to our members.

Another important step toward independence occurred when we initiated our own continuing education (CE) department. Today thousands of audiologists obtain their CEUs through the Academy’s CE programs. Regarding accreditation of university programs, we joined forces with other organizations in the AuD National Standards Council, organized by James Jerger, to develop guidelines and standards for academic programs. That effort continues today.

Our 1995 convention was held in Dallas with Ross Roeser as the program chair, who arrived at the opening general session astride a horse and wearing a cowboy hat! We were pleased to have as our guest speaker Heather Whitestone, a former Miss America and deaf celebrity. Marshall Matz announced the introduction of HR1057, which was the first audiology-only legislation introduced to Congress. This was a monumental step in the growth of our profession.

After much consideration, I recommended the establishment of board certification in audiology. It was my feeling that we should have board certification that was voluntary and on par with other health professions. In addition, I proposed the idea of specialty certification that would recognize the expertise of individuals with unique skills. Audiologists will recognize the importance of being Board Certified in Audiology, and the specialty certification in cochlear implants was recently actualized under the skillful watch of Cheryl DeConde Johnson.

As president, one of my concerns was that the Academy must continue to respond to the needs and concerns of the members. I recalled an early presentation by Rick Talbott, who talked to us about the expectations of an organization. In summary, at first expectations are very high, but if expectations are not met, interest, support, and enthusiasm among the member drops. It was, and is, the job of the officers and staff of the Academy to make sure that the needs of the members are met. In general I think the Academy has accomplished that; however, we need to be careful not to be spoiled by our previous successes. We need to continue to retain the dynamism of our early years. We have to avoid becoming bureaucratic and rigid and unresponsive to our members. And we need to continue to meet the unique needs of all specialty groups within our very diverse profession.

Finally, I would like to acknowledge the thousands of hours of efforts contributed by officers and members of the Academy to bring us to this place, and I would like to thank the staff of the Academy for their efforts. Through these efforts we have far exceeded the expectations of our founding members. And while we have accomplished much, we have a great deal to do. I wish this organization and our future leaders the very best and continued success in leading the profession of audiology forward.



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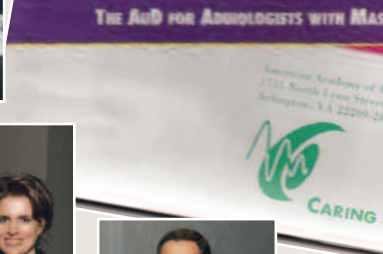
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Figure Legends:

1. Dallas Convention Chair, Ross Roeser
2. Miss America, Heather Whitestone and Robert Keith; opens the expo area.
3. Dallas Convention Opening Night Party
4. Academy Continuing Education is launched.
5. Jane Seaton and George Osborne
6. *Audiology Today* cover.
7. Barry Freeman, Sharon Fujikawa, Dennis Van Vliet and Tammy Bodeman
8. Humanitarian Honors awardee, Daniel Schumier
9. Trivia Bowl winners
10. President Robert Keith at Richmond Convention
11. Brad Stach and friends
12. Carol Flexer



Carol Flexer, PhD

7th President
of the
American Academy
of Audiology
1995-1996

Board of Directors

President-Elect:
Barry Freeman

Past President:
Robert Keith

Members-at-Large

Judith Gravel
Gretchen Syfert
Sharon Fujikawa
Deborah Hayes
Dennis Van Vliet
John Greer Clark
Robert Glaser
Cheryl DeConde Johnson
Angela Loavenbruck
(1-year appointment to fill
vacancy of Barry Freeman)
Parliamentarian:
Linda Hood

“It was
crucial to our development
that audiology attain its own independent listing...”

My term as Academy president was an exciting, transformational year. Each year our Academy growth builds on the great successes of the preceding years. I worked with an amazing board of directors as we continued our march toward professional autonomy.

For me, one of the highlights of the seventh presidency was a giant step forward for the Academy when we were approved by the International Association for Continuing Education (ISA) to provide accredited continuing education (CE) programs for our members. This accomplishment was really very exciting because a key professional responsibility is to continuously upgrade our knowledge base and skills—and this is an important step toward our goal to become an autonomous profession. We approved a new CE logo, developed a scholarship award program for our members who completed a required number of CE units, and committed to hiring a full-time educational specialist to work in our national office. I want to acknowledge and thank Sharon Fujikawa for all her hard work that helped bring our continuing education program to fruition.

Many of our board of directors discussions continued to revolve around the Doctor of Audiology degree, the AuD, and we wrote several position papers during the year to guide universities and our members to the establishment of and participation in graduate professional doctoral programs to forward this important goal. The concept of a joint audiology commission originated at the Standards and Equivalency Conference held in Atlanta in February of 1995, and we continued discussions through 1996. Our purpose was to have an independent accrediting board to insure standard requirements for AuD degree programs.

The audiology PAC campaign was initiated to generate contributions for our political action activities. The first Academy poster, created by Jerry Northern, was sold to raise funds for our nonprofit Foundation. In later years, during the dormancy of the Foundation, Northern's annual posters became a major PAC fund-raising activity.

We initiated the Research Award Program for young investigators and for student investigators. The Academy, of course, was committed to advancing the profession of audiology and our service provision by having the professional doctorate;

however, without having a strong research base, our profession would have no credibility and no viability.

Also we are greatly indebted to Roy Sullivan and his leadership in establishing a presence for the Academy on the World Wide Web. He secured our domain name, built and established our first homepage in January of 1996, and served as our first Web site editor. This was such an important accomplishment in so many ways, but especially in the provision of an efficient mechanism for communicating with our membership and marketing our presence and our hearing services to the world.

Now how about that 1996 annual convention in Salt Lake? It was a doozy! Michael Marion was the Convention Chair and developed the theme, “Follow Your Pioneering Spirit.” It snowed a bit during the week; that snow helped our pre-convention ski day, but it caused our golf tournament to be canceled. I arrived at the opening general session in a horse-drawn carriage while Michael Marion sang me in! We held the first State Leader's meeting and laughed at an evening with “The Saliva Sisters.” It was so cool!

But I believe that my unique contribution during my presidential year was the “discovery” of the infamous standard occupational classification codes (SOC codes). We realized that all professions, including audiology, are coded and viewed extrinsically by the US Department of Labor and the Department of Statistics. Unfortunately, audiology was linked and coded with speech language pathology, and these SOC codes were listed, for the world (and employers) to see and use, in the *Occupational Outlook Handbook*, under “S.”

Audiology at that time was identified as a therapy-driven profession credentialed with a “certificate” and, as such, we were grouped with other therapeutic professions such as recreational therapists. Having our own independent SOC code and our own listing in the *Occupational Outlook Handbook* is a huge move toward autonomy. So we started the long process to have the standard occupational code and the placement for audiology changed.

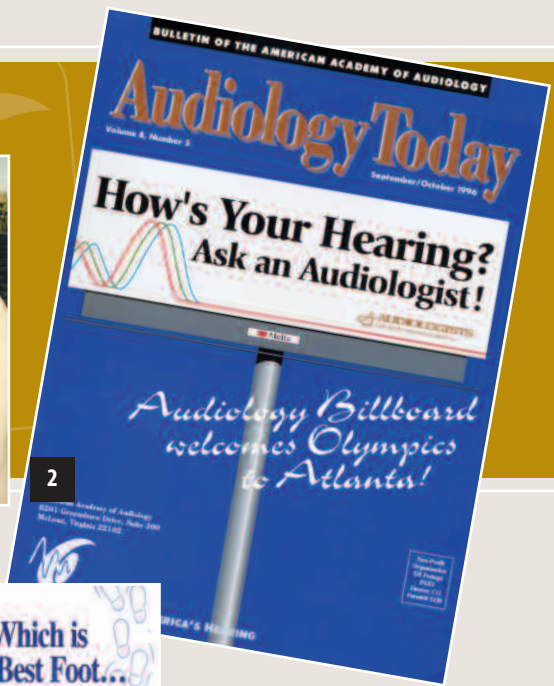
Let me close by saying that serving as president of the Academy was one of the highlights of my professional life. Thank you for providing this honor and privilege for me.

AMERICAN ACADEMY OF AUDIOLOGY

Continuing Education
in Audiology



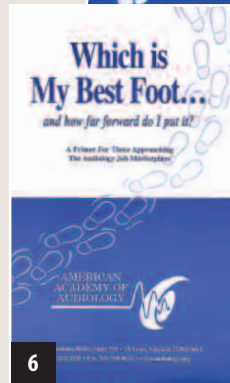
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Figure Legends:

1. Michael Marion, Salt Lake Convention Chair, and President, Carol Flexer
2. *Audiology Today*
3. Laszlo Stein, Jim Jerger, Ross Roeser, Frank Music and Susan Jerger
4. Audiologists from the Military Audiology Association.
5. Marion Downs kicks off Kid's Klub for Oticon.
6. Student employment guide written by Don Vogel for the Academy.
7. Michael Marion, Carol Flexer and Barry Freeman in General Session at the Salt Lake Convention
8. Mead Killion and Chuck Berlin entertain at the piano.
9. Barry Freeman and Carol Flexer do the "balancing act"
10. Happy, waving past-presidents (back from left) Deborah Hayes, Jim Jerger, Barry Freeman, Lucille Beck, Jerry Northern; (seated) Linda Hood, Robert Keith, Carol Flexer.
11. AAA PAC Booth at Salt Lake Convention



Barry Freeman, PhD

8th President
of the
American Academy
of Audiology
1996–1997

Board of Directors

President-Elect:
Deborah Hayes

Past President: Carol Flexer

Members-at-Large:

Sharon Fujikawa
Dennis Van Vliet
John Greer Clark
Robert Glaser
Cheryl DeConde Johnson
Angela Loavenbruck
Patricia McCarthy
Terrey Oliver Penn
Ian Windmill

(1-year appointment to fill
vacancy of Deborah Hayes)

Parliamentarian:
Robert Keith

“The federal Employee Health Benefits Programs now provide direct access and direct reimbursement to audiologists for our services”

The dominant theme during my presidency was our continued movement to achieve professional autonomy for all audiologists. The Board of Directors focused on the promotion of professionalism with the goal of receiving recognition for who we are as audiologists and what we do in the provision of hearing and balance services. We wanted to create opportunities for audiologists to practice independently, to have direct access to patients without the need for medical referral, and to receive direct reimbursement for the services that we provide. We agreed that we could accomplish these things by focusing on what we, as a Board of Directors, considered to be the extrinsic factors affecting our profession. We felt it was important to recognize the extrinsic factors, that is, how others see us. But the intrinsic factors, how we view ourselves as health-care providers, were also important.

During the year of my presidency, two significant accomplishments stand out in my mind. Under the direction of Michael Marion, we hired a senior-focused marketing firm located in San Francisco, the “Age Wave Health Services” group, to develop a three-year national program to market the profession of audiology to the public and to other health-care providers. Our first accomplishment was the development of the Frontline Office Training Kit, which ultimately has been used in the offices of more than 2500 practices across the country. These materials, including a video featuring Robert Sweetow, assisted the public in understanding who we are and what we do.

Secondly, we introduced and successfully passed the first piece of federal legislation specifically for the profession of audiology (HR 1057 and S 800). The Federal Employee Health Benefits Programs now provide direct access and direct reimbursement to audiologists for our services. This legislation became the forerunner of all other direct access legislation that has been introduced for audiology. Without question, the highlight of my presidency was testifying before Congress, the Civil Service Subcommittee, in support of direct access to audiologists under the Federal Employee Health Benefit Program.

Later that same day, I had the chance to attend a fundraiser for Congressman Tim Johnson from South Dakota. Surprising all of us at the fundraiser session, President Clinton walked in the door, and I had the chance to meet him. As I shook his hand, I told him, “I am an audiologist from Tennessee.” The President stopped, came back and said, “Audiologist! I just had my hearing tested today and I was told I need hearing aids.” And I said, “Well, Mr. President,” and I reached in my pocket and handed him my testimony presented earlier that day, “you should know your insurance is not going to cover the hearing care services.” That next week I received a call from the White House staff liaison on health care, who wanted to learn more about audiology services and the health benefit programs that President Clinton eventually passed in the Congress.

We identified and celebrated 1997 as the 50th Anniversary of the Profession of Audiology, published an updated *Scope of Practice* statement, and developed a new strategic plan for the Academy. The 1997 Convention (“Oceans of Opportunity”) was held in beautiful Ft. Lauderdale under the direction of Convention Chair Patricia McCarthy. The highlight was an outdoor party with the city of Ft. Lauderdale closing off historic Las Olas Boulevard for us. A special convention program was organized with a computer classroom to teach attendees how to make the most of the information highway now available on the Internet.

That year, we also formed a unique partnership with the Veterans Administration, helped produce and distribute a new educational and interactive CD-ROM, *Diagnosis and Treatment of Hearing Disorders*, and conducted our first membership needs assessment survey.

Serving as the president of the Academy afforded me the opportunity to work with many outstanding colleagues. We had a clear direction and stayed that course through the year. Looking back, I am proud of how much we accomplished. Hopefully, we laid a foundation for the future of our profession and the persons that we serve.

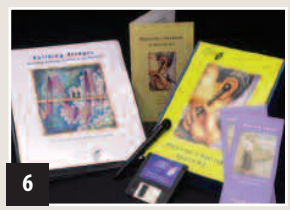
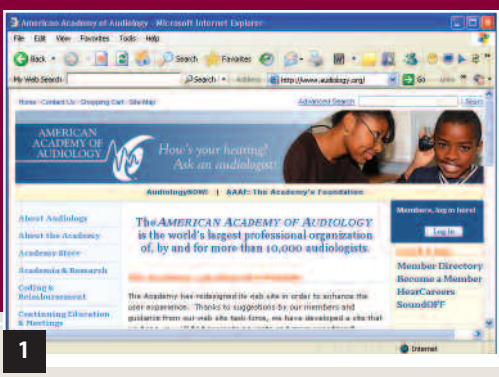
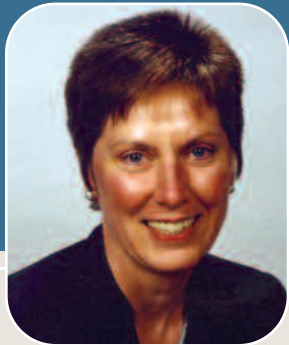


Figure Legends:

1. Academy establishes Web site at www.audiology.org
2. *Audiology Today* cover features President Bill Clinton, November-December, 1997
3. Angela Loavenbruck and Cheryl DeConde Johnson
4. "Oceans of Opportunity" at the Ft. Lauderdale Academy convention, 1997
5. Robert Keith and Ian Windmill
6. Academy's Physician Referral Kit
7. Convention committee for the Miami convention, Mike Dennis, Chair (standing center)
8. Geary and Marsha McCandless at the Ft. Lauderdale convention
9. "Your Baby's Hearing" – in English and Spanish
10. Ft. Lauderdale convention panel: Marshall Matz, Ian Windmill, Lisa Hunter, Robert Glaser, and John Greer Clark (standing)
11. Steffi Resnick, Laura Wilber, Marion Downs and Jane Madell
12. President to President: Bill Clinton and Academy President Barry Freeman
13. 1997 Ft. Lauderdale Academy convention
14. Ft. Lauderdale convention registration



Deborah Hayes, PhD

9th President
of the
American Academy of
Audiology
1997–1998

Board of Directors

President-Elect:
Sharon Fujikawa

Past President: Barry Freeman

Members-at-Large
John Greer Clark
Robert Glaser
Cheryl DeConde Johnson
Angela Loavenbruck
Patricia McCarthy
Terrey Oliver Penn
David Fabry
Michael Marion
Yvonne Sininger
Parliamentarian:
Carol Flexer

“we were finally
in charge of our own destiny as
a professional association.”

It was a great privilege and an honor for me to be president of the Academy during 1997–98 as the Academy was growing and flourishing. I followed a wonderful succession of presidents before me who laid the strong foundation for the important work that we needed to do. Even though I was the ninth president, it was during my term that we celebrated the successful completion of our first decade.

Our accomplishments over our first ten years were highlighted by the rapid growth in membership to nearly 6500 audiologists and the success of our widely disseminated and respected publications, *Audiology Today* and the *Journal of the American Academy of Audiology*. We had developed a growing presence in our nation's capital with determined lobbying efforts on behalf of audiologists and the patients we serve. We championed the advancement of the profession toward doctoral level status; we developed an exceptional continuing education program designed by and for audiologists; and we directed our efforts to establish and expand our presence on the World Wide Web, creating a resource for professionals and consumers that was only a mouse-click away.

I would characterize my presidential term as a time of challenge and change for the Academy. The biggest challenge we faced was the question of how we would move our profession forward into a doctoring profession. What would be the mechanism that we could use to ensure that we protected the consumer, our patients? Further, we needed to appropriately recognize the academic credentials of individuals who wanted to become doctors of audiology. Finally, to meet the certification needs of audiologists for a credential recognized by state licensure boards, employers and regulatory agencies, we embarked on a new program, under the direction of Cheryl DeConde Johnson and Ian Windmill, to establish our own certification structure that would be open to all audiologists and not tied to membership in any professional organization.

We decided to do a full membership survey to help answer these questions. Our members participated actively in that survey with a high rate of return. The membership was strong and clear in their view that we would move our profession

forward by establishing AuD programs at accredited universities and that we would earn credentials equivalent to other individuals who were doctors in their profession. The membership was equally clear about their opposition to obtaining the AuD degree through any entitlement process.

The aspect of my presidency that is most memorable to me was the colossal change that we undertook as we established our own independent Academy office with our own staff. Prior to my presidency, the Academy had contracted an outside firm for the management services needed. That decision to establish our own national office and staff has evolved today into our current and wonderful association management. We hired Carol Fraser Fisk as our first Executive Director, with a charge to establish operations at our new national headquarters offices at 8201 Greensboro Drive in McLean, VA. She hired four staff members, and we were finally totally in charge of our own destiny as a professional association.

The convention in 1998 was held in Los Angeles, and the Academy was one of the inaugural groups in their new convention center. The Convention Chair was Dennis Van Vliet, and he had some unique ideas about how we should open that convention. But fortunately, cooler heads prevailed, and we had a more conventional general opening session. A highlight of the opening session was the showing of the *First Decade Video*, produced by Academy members Sue Windmill and Casey Stach.

During my presidential term, we issued the Academy's first membership card as members paid their annual dues, and our marketing consulting firm conducted a national survey of nearly 4000 seniors to examine their knowledge, perception and behaviors related to hearing impairments. We established a task force to examine the Academy governance structure in view of our growth and new national office operations.

I certainly enjoyed my years serving on the Board of Directors and being involved in the evolution and development of our national headquarters. And, as we celebrate the success of 20 years since the founding of the Academy, I am so proud of the organization and the fact that I have been able to have a role in our success.



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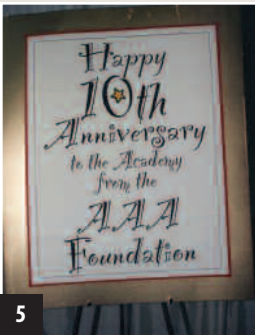
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Figure Legends:

1. Happy 10th Birthday to the Academy! Dave Fabry, Bobbi Freeman, Angela Loavenbruck
2. Deborah Hayes opens the Exhibit Hall at the Los Angeles convention, 1998
3. *First Decade* issue of *AT* celebrates ten years of Academy growth
4. The LA Holiday Inn salutes the Academy with clever signage
5. AAA Foundation sponsors Academy birthday party.
6. Michael Marion speaks with Age Wave Marketing staff
7. Harris Nober receives Honors plaque from Chuck Berlin
8. Jim Jerger, Laura Wilber, Susan Jerger, Margo Skinner, Don Dierks, Marion Downs
9. Brian Walden and Lucille Beck
10. Los Angeles Convention Chair, Dennis Van Vliet, with AAA President Deborah Hayes
11. AAA Foundation hosts Academy 10th Birthday Party.

“There was the passage of
the first national legislation act to
support newborn hearing screening”



Sharon Fujikawa, PhD

10th President
of the
American Academy
of Audiology
1998–1999

Board of Directors

President-Elect:
Robert Glaser

Past President:
Deborah Hayes

Members-at-Large

Angela Loavenbruck
Patricia McCarthy
Terrey Oliver Penn
David Fabry
Michael Marion
Yvonne Sininger
Alison Grimes
Gyl Kasewurm
Brad Stach
Parliamentarian:
Barry Freeman

I was the 10th president of this organization, serving in the last year of the 20th century. Of the first nine presidents, six were founders; since I was not a founder, I felt especially honored to be elected by my colleagues to head this Academy, and I plunged in feet first during the first month of my presidency.

By the summer of 1998, the Academy had moved forward with our own certification program through the American Board of Audiology. At that time, ASHA threatened a law suit against us to cease our efforts to establish audiology certification. The Academy Board of Directors sought to avert that action by inviting the ASHA leadership to meet with us to discuss the issues. In a meeting at the Academy headquarters office, as Academy president, I met, for the very first time, with ASHA's leaders, their president and president-elect. At that meeting, among other cooperative ideas that we proposed, we also offered to purchase the audiology certification from ASHA. As it turned out, all of our proposals for resolving the problem were turned down, but we left the door open in the event that ASHA might have a change of heart. Needless to say, no cooperative response came from ASHA, but the outcome of the meeting laid the ground work for us to redirect our efforts to move forward and support the independent American Board of Audiology to certify audiologists. We were off and running, and by the end of 1999, the American Board of Audiology had granted Board Certification to more than 100 audiologists. Also during the year, the Academy's CEU registry had grown to more than 2200 participants.

On another front, the *Washington Post* took notice of us when the American Academy of Otolaryngology Head and Neck Surgery lashed out at us, accusing us, “those disruptive audiologists,” of a “deviant course of action” when the Academy proposed that Medicaid use the same definition of audiology as used by Medicare. This set up another conflict with ASHA, as they opposed the Audiology Medicaid Act of 1999 (HR 1068) because it would not include a requirement for audiologists to hold the Certificate of Clinical Competence.

It was a busy year of transition as our full-time national office staff in McLean, VA, assumed all the tasks required to manage our association including the planning and operation of our

annual convention, which was held in April of 1998 in Miami Beach. Michael Dennis served as Program Chair, and the convention opened with a huge outdoor gala on the beach under the stars. During those first years of our Academy, the Board of Directors and volunteers from our membership did everything for the organization, and it was somewhat difficult for us to let go and turn the operations over to a national office staff. For the Board of Directors, it was a time when we had to learn to separate our governance responsibilities from management duties and decisions. It was also a time that we revised our *Policies and Procedures Manual* and accepted recommendations from the Governance Task Force.

On the national level, federal employees were now permitted direct access to audiologists through the Federal Employees Health Benefit Program. First national legislative act to support newborn hearing screening programs was passed.

It was an exciting year with six AuD university resident programs approved and underway. The National Association of Future Doctors of Audiology was established by Delbert Ault, and they held their first organizational meeting in Louisville, KY, during January of 1999. More than 300 students from around the country participated in the convention as student volunteers helping with registration, distributing handouts, organizing the audiovisual equipment for the instructional sessions and working in various information booths.

In retrospect, it seems that my term was a year of transitions, and a year of conflicts. It was a real learning experience for me and a year that I was so proud to be the president of this Academy. But I think the proudest moment came at the Jackie Gleason Theater in Miami, at the opening ceremony for the Miami convention, where we had all of the AuD students seated in one reserved area (nearly 200 were present), and I had the opportunity to ask them to stand up and be recognized. I heard a gasp from the audience, as they realized the large number of AuD students that were with us. The general audience stood and clapped, congratulating the AuD students and recognizing that these students were the future of audiology.



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Figure Legends:

1. Miami Convention Chair, Mike Dennis, and President David Fabry
2. *AT* cover, Sept-Oct, 1998
3. Sharon Fujikawa received proclamation from City of Miami.
4. Jim Jerger received award presented by Sharon Fujikawa
5. Annual convention Trivia Bowl
6. Brad Stach and Marion Downs covet Trivia Bowl trophy
7. Convention computer laboratory directed by Roy Sullivan at the Miami Convention
8. Miami Convention Committee
9. Chuck Berlin and Kathleen Campbell
10. AAA Foundation members (from left) Patricia McCarthy, Deborah Hayes, Robert Glaser, Barry Freeman, Sharon Fujikawa, David Fabry, Terrey Oliver-Penn, Gyl Kasewurm, Angela Loavenbruck, Yvonne Sininger, Alison Grimes and Brad Stach



Robert Glaser, PhD

11th President
of the
American Academy
of Audiology
1999-2000

Board of Directors

President-Elect: David Fabry

Past President:
Sharon Fujikawa

Members-at-Large

Michael Marion
Yvonne Slinger
Alison Grimes
Gyl Kasewurm
Brad Stach
Sheila Dalzell
Gail Gudmundsen
Robert Sweetow
Angela Loavenbruck
(1-year appointment to fill
vacancy of David Fabry)

“With the growth in the number of international attendees at our meetings and conventions, there was a need to facilitate communication abroad.”

I was pleased to serve as president of our Academy for 15 months from October 1, 1999, to December 31, 2000. The Board of Directors was incredibly talented and well balanced in terms of workplace representation and in their vision about the directional path for our Academy. Their vision, coupled with a restructured national office staff, enabled this Board to complete a number of tasks started by former presidents and to complete our own packed agenda. In the midst of my term, I appointed Cheryl Kreider Carey as Acting Director and worked closely with her and the staff to solidify operations, managerial issues and continue the transition to self-management of the Academy, free of expensive management firms.

During my term, we continued “discussions” with ASHA over their contentious threat of a lawsuit against the Academy for pursuing our own program of board certification. The end result of ASHA’s opposition and threats was the comprehensive board certification program established by the American Board of Audiology. Despite the disagreements with ASHA, our Academy enjoyed a number of collaborative and collegial exchanges with related professional organizations, especially the Academy of Dispensing Audiologists, through President Jim McDonald and their Board of Directors.

As President, I established the “Members Concerns Program” to ensure that every member of the Board of Directors stayed in touch with the general membership and their views and opinions on the actions and direction of our Academy. To complement those efforts, I established the President’s Panel on Governance and empanelled a group of respected colleagues to evaluate both the elected leadership and headquarters staff on their effectiveness in managing the operational and managerial progress of our Academy. As a result, we instituted several recommended changes to improve the overall operations of our Academy.

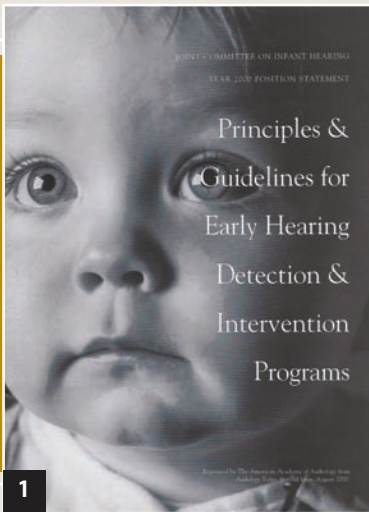
I established the President’s Initiative on Science in an attempt to stem the continual brain drain of the research-trained PhDs from our ranks. We had several of our scientist-members determine ways to recruit, develop and maintain the PhD ranks in our profession. The President’s Awards Program was initiated so that Academy presidents could recognize and thank persons who were particularly helpful during their respective terms in office. The

Reimbursement Committee was established to monitor existing reimbursement policies and to implement a plan to improve reimbursement opportunities for all audiologists, no matter the venue of their practice. I established the Committee on Linguistic and Cultural Diversity and the International Committee to address a number of issues including minority recruiting and leadership participation in our Academy. With the growth in the number of international attendees at our meetings and conventions, there was a distinct need to facilitate communication with members and prospective members living abroad.

We enjoyed a successful annual convention in Chicago with Carol Flexer serving as Convention Chair. We saw the Chicago River turn green during St. Patrick’s Day, and the program appropriately featured “Millennium Sessions” throughout the meeting. During the convention, the National Association of Future Doctors of Audiology (NAFDA) held a concurrent meeting and announced approval of a formal affiliation agreement with the American Academy of Audiology.

We established two important Position Statements during my term: “Pre-Purchase Assessment Guidelines for Amplification Devices” and “The Role of the Audiologist in Newborn Hearing Screening.” We established several task forces that worked diligently to enable us to issue a number of important directives and documents on various topics including hearing conservation, Academy communications, hearing aids, tinnitus, supervision in audiology, vestibular issues, the AuD, infant hearing screening, and practice guidelines.

I think it fair to state that our Academy became more aware of the importance of politics and the need to become involved in political activism at all stages of government. We had the benefit of a valuable political consultant in our lobbyist, who helped us establish a political strategy for important agenda items. The Academy reached a level of political maturity not seen before—largely because of the direction of the lobbyist and the groundwork established by several previous presidents. Our political agenda was critically important during my term as president and remains, I believe, the most important of our activities and will help secure our place in today’s health-care arena and in the years to come.



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2000 LONG-RANGE STRATEGIC PLAN
Invited Study Group, Ft. Lauderdale, FL

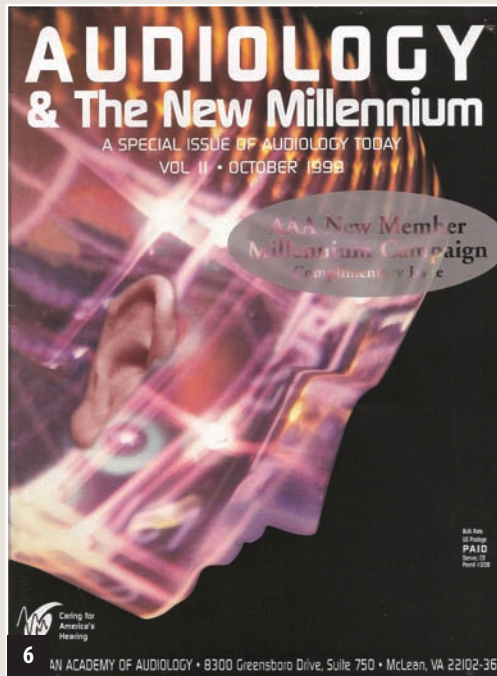
Core Value: As a member-based organization, the American Academy of Audiology feels that each and every one of its actions should be based upon the core value that members are first. This premise means that above all other considerations member welfare should represent the Academy's call to action.

Core Purpose: The Academy's core purpose is to enhance professional welfare by providing professional development through services and through continuing education. Enhancing member welfare includes ensuring our autonomy by promoting the profession's recognition among consumer, health care organizations and legislative and regulatory agencies. Our autonomous practice will lead to our continued professional viability.

Mission Statement: The mission of the American Academy of Audiology is to foster the provision of efficacious hearing health care that optimally meets the nonmedical needs of persons with impaired hearing.



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Figure Legends:

1. The 2000 Joint Committee on Infant Hearing statement
2. Academy's popular Newborn Hearing Screening brochure
3. Michael Valente speaks at hearing aid session at Chicago convention
4. Exhibit Hall at Chicago Academy Convention
5. Chuck Berlin (center) is 'roasted' by Fred Bess, Creig Dunkel, Terry Picton, Marion Downs, Jerry Northern, Darrel Teter and Mead Killion
6. The New Millennium special issue of AT, October, 1999
7. Cheryl Kreider Carey and Robert Glaser display new plaques for National Office
8. Carol Flexer, Chicago Convention Chair
9. Gail Gudmundsen prepares to chair San Diego Convention
10. Robert Sweetow, Sheila Dalzell, Congressman Ed Whitfield, Helena Solodar and Kady Williams
11. Marshall Matz, Academy lobbyist
12. Phonemic Regressives, winners of the 2000 Trivia Bowl



David Fabry, PhD

12th President
of the
American Academy
of Audiology
2001–2002

Board of Directors

President-Elect:
Angela Loavenbruck

Past President: Robert Glaser

Members-at-Large

Alison Grimes
Gyl Kasewurm
Brad Stach
Sheila Dalzell
Gail Gudmundsen
Robert Sweetow
Richard Gans
Catherine Palmer
Gail Whitelaw

“a presidential task force
to ensure a clearly defined professional
and ethical working relationship.”

My presidency can be best characterized by the opening line from Charles Dickens' *A Tale of Two Cities*: “It was the best of times, it was the worst of times.” My immediate objectives during my one year in office were the issues of preserving the autonomy of our clinical practice, keeping us on track in the transition to a doctoral-level profession, and identifying ways to encourage and support the research efforts of our members.

The year 2001 began with a great sense of optimism for audiology and our Academy with Health and Human Services Secretary Tommy Thompson flying across the country from Washington, DC, to San Diego to speak at our general assembly. The San Diego 2001 convention attendance remains our largest convention ever with over 7300 attendees (even nudging out the more recent 2006 Denver meeting by 153 attendees!) At the San Diego convention, Secretary Thompson pledged his support for the Academy's goal to have Medicare and Medicaid speak with one voice regarding the definition of a qualified audiologist. Notwithstanding the tragic events of September 11, 2001, just five months later the Secretary made good on his promise. This was a great outcome for us and speaks well to the persistence and tenacity of the Academy leadership over several years. It is an important step to enable us to resolve the difference in the definitions of an audiologist by Medicare and Medicaid, and it paved the way for direct access of our patients and autonomy for our profession.

Another bright spot during my term was the continued and successful transition to our own association management, including the hiring of the Academy's second Executive Director, Laura Fleming Doyle. At the time, we had 14 staff members in the national office. During my term, the Board of Directors worked closely with Laura and her staff to define a working relationship between the volunteer Board and the national office staff to develop an effective and efficient governance-management structure that would serve the Academy as we continue to grow and mature in future years. The underlying operational concept is that the Executive Director is the Board's only employee, and he or she is responsible for the day-to-day operations of the Academy while the Board provides the strategic direction for the future. In Laura's words, “The Board tells us what to do—and the national office staff decides how best to do it.” During the

year, we produced a new brochure for consumers on tinnitus and launched our new physician marketing kit.

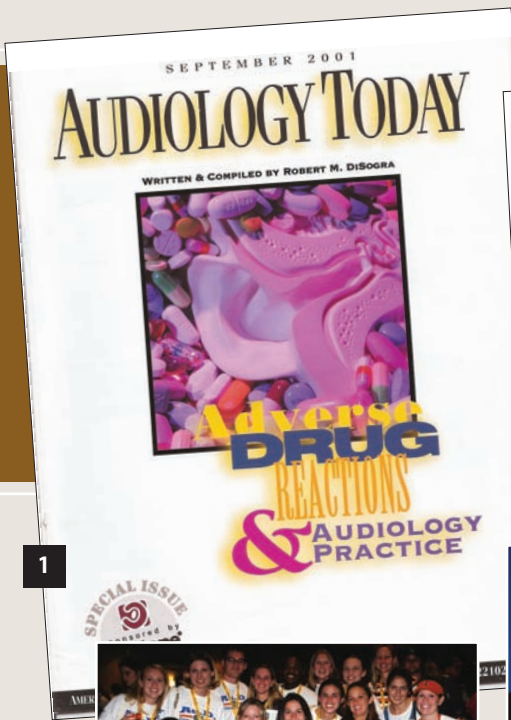
During my term of office, the Academy leadership took a firm stand on the proposed America's Hearing Healthcare Team Initiative that was developed by the American Academy of Otolaryngology—Head and Neck Surgery. This proposal, although described as a “team plan,” actually attempted to limit our scope of practice and the autonomy of audiologists while the ENTs would, of course, be the “captains of the team.” Although ASHA agreed to go along with the proposed team plan, the Academy stated that we were not about to “sit on the bench of anyone's team,” and, ultimately, the otolaryngologists listened to our position and abandoned their “hearing health team” concept entirely.

An important focus of my presidency was to evaluate the Academy's *Ethical Practice Guidelines*. I appointed a presidential task force headed by Brian Walden that worked diligently on this challenging task and developed recommendations to ensure that collaborations between clinicians, students, researchers, and industry reflects a clearly defined professional and ethical working relationship.

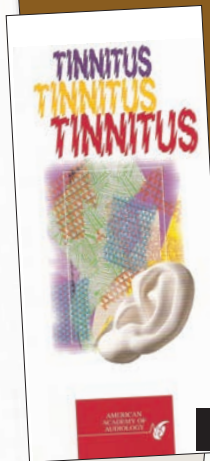
As mentioned earlier, the San Diego annual meeting in 2001 was fabulous! We had 40 featured sessions and more than 100 instructional courses in a program directed by Gail Gudmundsen and her hard-working committee. The Academy Foundation sponsored a golf tournament in the beautiful San Diego sunshine.

Another project during my term as president was to build on the strength of the Academy's convention by inviting other professional organizations to hold their annual meetings during or prior to our annual convention. The VA Audiology and NAFDA student organizations now both hold their meetings on the day prior to our convention, which helps bring more people to the Academy's meeting each year.

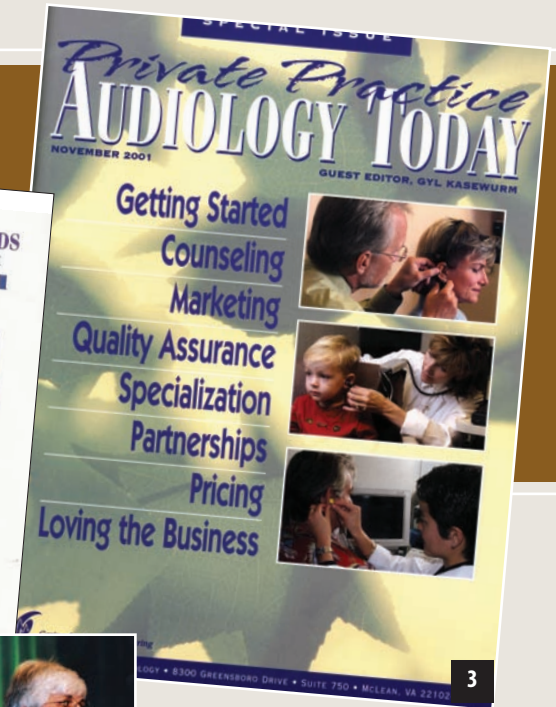
To this day, however, the one thing that really defines my presidency and remains the thing most people remember is that I played the tympani during general assembly. This serves as a reminder to me that no matter how hard you work to achieve your goals, you can't forget to have a little fun along the way. It was a privilege and honor for me to serve as president of the Academy.



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Figure Legends:

1. Special issue of *AT* on Drug Reactions written by Robert DiSogra
2. Academy's tinnitus and hearing aids brochures
3. Special issue of *AT* on private practice edited by Gyl Kasewurm
4. AuD students from University of Florida attend San Diego convention
5. US Secretary of Health and Human Services, Tommy Thompson, and David Fabry
6. Angela Loavenbruck
7. 2001 Academy Honorees (from left) Mark Ross, Honors Chair Robert Keith, Christine Yoshinago-Itano, Christine Gerhardt-Jewell, Brian Walden, Jim Lankford
8. Participants looking for a ride at the San Diego Convention Center
9. Recipients of the 2001 President's Distinguished Service Medal: (from left) Patricia McCarthy, Gener Bratt, Kathleen Campbell, (President Fabry), George Haskell, Alison Grimes, Dough Noffsinger, Evelyn Cherow.
10. David Fabry on the tympani opens the San Diego Convention.
11. San Diego Convention attendees.



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“The other aspects of that autonomy, included
taking control
of our own practice standards”



Angela Loavenbruck
13th President
of the
American Academy
of Audiology
2002–2003

Board of Directors

President-Elect: Brad Stach

Past President: David Fabry

Members-at-Large

- Sheila Dalzell
- Gail Gudmundsen
- Robert Sweetow
- Richard Gans
- Catherine Palmer
- Gail Whitelaw
- Brenda Ryals
- Kathleen Campbell
- Holly Hosford-Dunn

While I was president of the Academy, the Board of Directors voted to change our operations to a fiscal year that stretched my term to 18 months. I consider being president of this Academy a wonderful honor and the culmination of a long process of being active in helping to move this profession from a master’s level profession to a doctoral level health-care profession.

Perhaps the key word during my term of office, as it has been for of many of our presidents, was “autonomy.” The AuD degree is an important part of that autonomy. The other aspects of that autonomy, which we worked on diligently during my term of office, included taking control of our own practice standards, creating an academic accreditation body focused on audiology doctoral education, and examining our ethical practice standards. All of those important areas contribute to some of the major legislative efforts in which we were involved. As the Academy continues to mature, dealing with the issues of autonomy will continue to be crucial in keeping this profession moving forward.

A major personal project that I took on during my term was to communicate with our membership about the importance of working within the guidelines of our code of ethics. Our code has been in existence from the early days of our organization, but we need to be more vigilant in meeting its requirements. At first I thought that I might have to wear a bulletproof vest when I traveled around the country talking about the importance of our code of ethics. But I discovered that audiologists really did understand that, as health-care providers, we had to have a code of ethics that was unambiguous in the way we treat our patients and in the way we think of ourselves in the broader context of the health-care world.

During my extended term of office, I presided over the 2002 convention in Philadelphia and the 2003 convention in San Antonio. Barbara Packer was the program chair for Philadelphia, where we saluted our founders and listened to author Amy Tan and Dennis Smith, the National Director of Medicare Services, as our keynote speakers. Program chair Gyl Kasewurm directed the theme, “Winds of Change,” at our 15th annual convention in San Antonio. We were honored to have the legendary politician and noteworthy American citizen, Senator Bob Dole, as our keynote speaker.

What is amazing to me as an audiologist for so many years is that I still wake up every morning and love the work that I do. It has been a joy and a pleasure for me to devote my personal time to professional issues on behalf of the Academy. And those issues and challenges that we accomplish on behalf of the profession also serve our patients better. It became apparent to me as president that the major issues do not change. However, as we mature as a profession and a professional organization, our approach to those same issues becomes more sophisticated.

While serving on the Board of Directors and as president of the Academy, I experienced the wonderful sense of satisfaction you receive as you travel around the country and see yourself reflected in the work that audiologists do. I urge all of the members of the Academy to get involved with their state organizations and with their national organization. Give freely of your time, because in doing so you give to the profession and, immeasurably, back to yourself.

ACADEMY STRATEGIC PLAN 2003

Rockport, Maine

Mission: The American Academy of Audiology promotes quality hearing and balance care by advancing the profession of audiology through leadership, advocacy, education, public awareness, and support of research.

Values: Integrity, Excellence, Commitment, Professionalism

Critical Success Factors:

- Achieve success in advocacy
- Take a positive and cooperative approach
- Promote effective communication
- Exploit technology
- Commit to excellent service
- Optimize resources
- Maintain financial stability



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CARING FOR AMERICA'S HEARING



ACADEMY OF AUDIOLOGY

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Figure Legends:

1. Student volunteers help at San Antonio Convention
2. PAC poster for 2003
3. Military Audiology Association holds social gathering
4. Karen Jacobs, Deb Carlson and Carolyn Gaiero at State Leader's meeting
5. Former Vice President Bob Dole and Angela Loavenbruck prepare for Opening Session
6. Tall and short of it: Gus Mueller and Todd Ricketts at the Fiesta Party in San Antonio
7. View of San Antonio River Walk



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“enhancing recognition of
audiologists as autonomous providers
in the healthcare arena.”



Brad Stach, PhD

**14th President
of the
American Academy
of Audiology
2003–2004**

Board of Directors

President-Elect:
Richard Gans

Past President:
Angela Loavenbruck

Members-at-Large

Catherine Palmer
Gail Whitelaw
Brenda Ryals
Kathleen Campbell
Holly Hosford-Dunn
Theodore Glatke
Lisa Hunter
Sharon Kujawa
Helena Solodar

(1-year appointment to fill
vacancy of Richard Gans)

I like to think of my term as a culmination of many good things that had been happening for a long time within the Academy and the profession. The events that occurred were the result of many converging influences. I think about them in four categories, representing the evolutionary trends of the profession.

The first major event of my presidency occurred within the first two weeks of my term. A bill was proposed in the House of Representatives that would allow for direct access for Medicare recipients to audiology services. And it was important not only because of how meaningful that bill was for direct access of our patients to our services, but because of the way it galvanized the Academy's membership toward a common goal. But the larger context was the evolutionary trend of the profession in provider status that required us to set the table for audiology as a healthcare profession.

During my term, we saw a restructuring and significant growth in our Political Action Committee. In my opinion, the success of the PAC was an important factor in enhancing recognition of audiologists as autonomous providers in the health-care arena.

The second trend in our professional evolution was the change from a speech and hearing profession to a purely hearing profession. One important event during my tenure was the growth of the Accreditation Commission on Audiology Education, which gave us the opportunity, for the first time, to talk about meaningful accreditation of our university audiology programs separate from speech-language pathology, an important step forward for the autonomy of the profession.

The third evolutionary trend was the transformation of profession education from an education model to a health-care model. We began to tackle the issue of the 4th - year education of AuD students or the externship program. Our efforts to develop and describe the externship experience and process began with a summit conference, intended to bring together all stakeholders to discuss the 4th-year education.

The Academy also restructured its approach to academics and education by recreating the Education Committee to be more

oriented to qualifications and standards. That committee was in its infancy during my presidency, but its work has had a profound influence in directing our educational future.

Another important change that occurred during my presidency was the reinvigoration and restructuring of the American Academy of Audiology Foundation. The Academy had operated a charitable arm for a number of years with, quite frankly, inconsistent success. We were able to put together a new foundation, with a new structure and new Board of Trustees. We worked out an innovative approach to funding and launched what is today a very successful Foundation.

The final trend in our professional evolution is the change from the educational credential of certification to the professional credential of state licensure. We went through a restructuring process to develop a newly invigorated Government Relations Committee (GRC). The GRC worked out a strategy and a structure for moving forward on all aspects of our legislative agenda, including a renewed focus on changing the profession from definition by certification to definition by licensure.

I was the first president who had the full benefit of a modern governance structure with the Academy Board and its national office staff, and as a result I could see clearly the potential for simultaneous success of the Academy and the profession.

I had the tremendous privilege and honor of being a member of the first Board of Directors of the Academy way back in its early years of existence from 1988 to 1993. Then I had a second great privilege of coming back onto the Board and seeing this Academy evolve and mature. Throughout these many years, I had the distinct benefit of learning from a number of presidents before me who set the stage for the profession's transformation.

Serving as President of the American Academy of Audiology was among the most fulfilling opportunities of my professional career. I've enjoyed being a part of this Academy and witnessing the great success that the profession has achieved during this time.



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Figure Legends:

1. PAC Luncheon features Congressman Jim Ryun
2. Hitting the chocolate, Kady Williams, Gyl Kasewurm and Catherine Palmer
3. Marion Downs celebrates her 90th birthday at a AAA Foundation-sponsored party.
4. Opening Session
5. Academy Honors Awardees David McPherson, Michael Gorga, Pat Stelmachowicz, (Committee Chair Sharon Sandridge), Patricia McCarthy and Craig Newman
6. Convention crowd at Salt Lake City
7. Texas Academy of Audiology
8. Promoting the AAA-ADA PAC: Brad Stach, Cindy Ellison, Craig Johnson and Richard Gans.

“The PAC allows us to
provide the fuel for our next
legislative project”



Richard Gans, PhD

15th President
of the
American Academy
of Audiology
2004–2005

Board of Directors

President-Elect: Gail Whitelaw

Past President: Brad Stach

Members-at-Large

Brenda Ryals
Kathleen Campbell
Holly Hosford-Dunn
Theodore Glatke
Lisa Hunter
Sharon Kujawa
Helena Solodar
Craig Newman
Paul Pessis

During my presidency, my focus was on political awareness and the challenge of changing the culture and the mindset of our membership. Prior to my presidency, the Academy was not as active or engaged in the political process in Washington as we needed to be. Reflective of the Academy's growth and national presence, Washington was actually coming to us for information. That is, Medicare and other national and state government agencies seeking information on hearing and balance recognized our expertise in these areas. However, it was apparent that the individual members of Congress were not well educated about audiologists and the importance of the hearing and balance services we provide. We knew that the way to get the attention of these legislators and to help them understand the role of audiology in the health-care system could only be accomplished through political action committee (PAC) contributions to legislators who understood and supported our causes. So it was necessary for us to follow the lead of other PACs that provide the means through which organizations and associations are able to educate members of Congress about what they do and the importance of what they do.

Prior to 2004, our contributions and our PAC were really quite weak. In 2000, for example, we collected about \$17,000 in total contributions. In 2002, which was the next session of Congress, we raised about \$29,000. Through numerous education efforts and various appeals to our membership concerning the value and importance to the profession of generating more PAC contributions, we were able to raise some \$93,000 in 2004. By 2006 our PAC fund continued to increase to \$110,000. From having only a handful of members that were contributing in the early years, we had more than 1000 members of the Academy contributing to the PAC.

This allowed us to provide the fuel for our next legislative project initiated during my term of office: the direct access bill. The purpose of this bill is to create an amendment in the Social Security Act that will allow all Medicare recipients direct access to audiologists for their hearing and balance care without the necessity of a physician referral.

With our strong focus on and interest in government affairs, it was our good fortune that our 17th annual convention was held in Washington, DC. Catherine Palmer served as Program

Chair. Senator Harkin, a strong supporter of hearing-related programs, is a hearing aid wearer himself and has a deaf brother, and he made for a fabulous keynote speaker. Former Secretary of Health and Human Services, Tommy Thompson, returned to be our guest of honor at the PAC luncheon. Our venue in our nation's capital provided a perfect opportunity for a “Capitol Hill Day,” during which the members of the State Leader's Network visited over 200 congressional offices to spread the good word about audiology. The AAA Foundation had a successful fund-raising project by selling green “Better Hearing” wrist bands. The meeting included the initial Marion Downs Pediatric Lecture featuring Anu Sharma as the speaker.

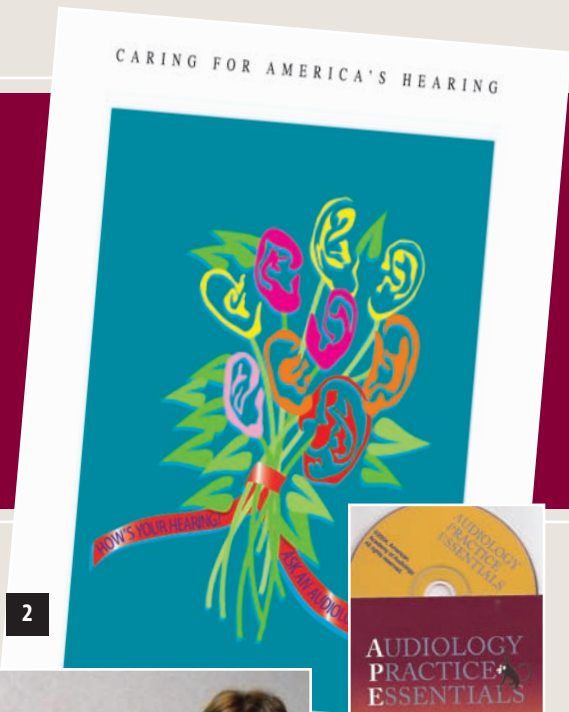
Other important activities during my term included the continued pursuit and support of the single designator degree, the institution of the Accreditation Commission on Audiology Education (ACAE), the consideration of issues in ethics and reimbursement, and the final accomplishment of all 50 states having state licensure or registration. Our strong State Network Committee was chaired by Karen Glay, and the very active Government Relations Committee was chaired by Gail Whitelaw.

I believe that my legacy was to change the view of our members to understand and appreciate the need for political awareness. Political advocacy for the Academy is so very important, not just for audiologists but for our patients and the future of the profession.

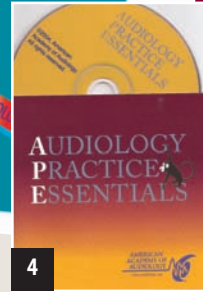




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Figure Legends:

1. Senator Tom Harkin (keynote speaker) and Richard Gans greet the General Assembly
2. PAC poster for 2005. This design was adapted for cards sold as a fundraiser by the AAA Foundation.
3. Academy Honors Awardees
4. Audiology Practice Essentials produced by the Academy to help audiologists gain success in their practices.
5. Ecstatic Trivia Bowl winners
6. Educational brochures produced by the Academy for audiologists to distribute to patients.
7. Therese Walden, Secretary Tommy Thompson, Teri Hamill and Richard Gans
8. The 2005 AAA Foundation Board



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Gail Whitelaw, PhD

16th President
of the
American Academy
of Audiology
2005-2006

Board of Directors

President-Elect: Paul Pessis

Past President:
Richard Gans

Members-at-Large

Theodore Glattke
Lisa Hunter
Sharon Kujawa
Helena Solodar
Craig Newman
Debra Abel
Carmen Brewer
Therese Walden
Karen Jacobs

(2-year appointment to fill
vacancy of Paul Pessis)

“It was also exciting to say we are
the voice of audiology
with 10,000 members out there spreading the word”

My term as president can be defined by communication. As the Academy reached the great watershed number of 10,000 members, it became a challenge of the communication processes. It was also exciting to say we are the voice of audiology as we had 10,000 members out there spreading the word about the importance of hearing and about the services that audiologists provide. We often say that we want “audiology” to become a household word in the general population. With 10,000 actively involved members who are connected to the Academy, this goal becomes a possibility.

We had a great year of media attention. Audiology was named the number one career by *U.S. News and World Report* in 2006. The media finally noticed us because of renewed interest by the press in hearing losses found in baby boomers, as well as interest in noise-induced hearing loss from MP3 players and iPods.

On a more personal level of communication, I was asked to develop a web log that was lovingly called the “AuD Blog.” I also expanded the “Members Connect Program” to encourage Board members to talk with our members.

Another thing that happened during my administration was the decision to substantially increase the dues for membership in the American Academy of Audiology. The Board of Directors engaged in deliberations regarding this issue. In the past, there had been minor dues increases over the years of five or ten dollar per annum. However, we realized with an organization the size of the Academy, the number of membership benefits that we offer, and the scope of what members were asking us to accomplish, we really needed to collect additional revenue. The dues increase allowed us to develop and grow with numerous exciting programs for members.

One of the best examples of putting the dues increase to work was for the Academy to finally have a dedicated staff member as Director of Reimbursement. Members of the American Academy of Audiology, for as long as I can recall, were always asking to have better information and stronger advocacy on reimbursement for hearing and balance care services.

A major commitment for our Board of Directors was an extensive update of our *Long-Term Strategic Plan*. We met for two full days with a skilled facilitator who helped us not only lay out a logical plan for the next five years but give each project a priority and determine how we would finance each effort. We worked hard to properly allocate our resources to meet goals as described by our vision and our mission statements. We considered each of our standing committees and worked with them to determine how each fit into the strategic plan. We organized plans to move ahead based on our vision statement and what our members stated that they would like to see the Academy do. We discussed how we align with other professional organizations, and we took a good look at how those groups view us. We began to forge improved relations with the Council of Academic Programs in Communication Sciences and Disorders (CAPCSD). At the same time, we were building our own program aimed at accrediting AuD graduate programs, and the Board approved a position statement on the use of the audiologist’s assistant.

The 2006 convention carried our new AudiologyNOW! branding, and the annual meeting, held in Minneapolis, was highly charged with enthusiasm to realize our slogan of “Acquire Knowledge, Advance Science and Access Technology.” Patrick Feeney was our most capable Program Chair. In retrospect, the year was marked with an increase in communication with our members, allied organizations, and the media.

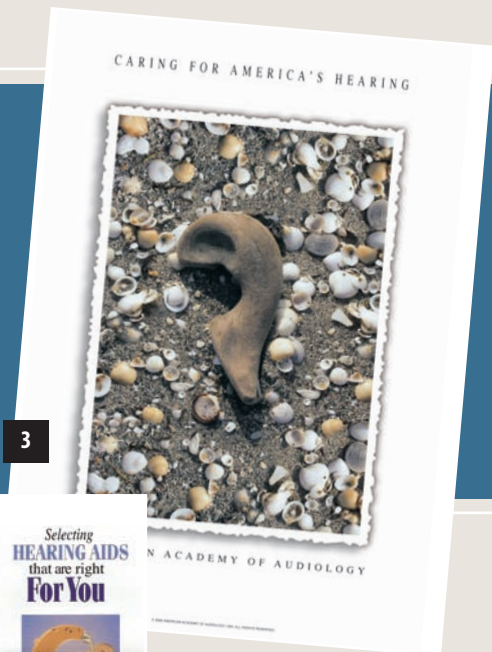
Audiology is a dynamic profession that is both challenging and fun. We are passionate in our commitment to create positive outcomes for our patients. It was no accident that audiology was selected as the number one career in *U.S. News and World Report*. No longer is the term “audiologist” met with the response, “huh?” We have reached that critical mass, and we are well on our way to making “audiology” a household word. Congratulations to all of our members for putting audiology on the map—and we can now look forward to an ever-promising future.



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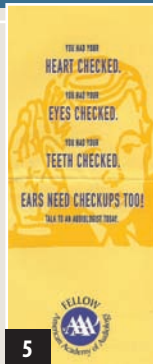
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Figure Legends:

1. Gyl Kasewurm belts one out at the Foundation Follies.
2. Attendees enjoy the exhibit hall at AudiometryNOW! 2006 in Minneapolis.
3. PAC poster for 2006 features "found art" on the beach in Florida
4. Honored speakers session at Minneapolis Convention included (from left) Robert Galambos, William Brownell, (Robert Margolis, moderator), Peter Dallas, Jozef Zwislocki.
5. Academy's "Promote Your Practice" brochure
6. Academy's "Selecting Hearing Aids That Are Right for You" brochure
7. Role playing at a Convention featured session by Gyl Kasewurm, Robert Sweetow and Kris English.
8. Robert Traynor, Martin Robinette, Patricia Kricos, Sheila Dalzell and Fred Bess.
9. The 2006 "Green Book," *Ethics in Audiology*, edited by Teri Hamill and written by the Academy's Ethical Practice Committee.
10. Members of the Accreditation Commission for Audiology Education (ACAE): from left, Angela Loavenbruck, Ian Windmill, Doris Gordon, Catherine Palmer, Linda Seestedt-Stanford, Lisa Hunter, George Osborne and Cynthia Ellison.
11. AudiometryNOW! 2006 souvenirs
12. Student Research Award winners shown with Minneapolis Convention Program Chair, Pat Feeny (far right).



Paul Pessis, AuD

17th President
of the
American Academy
of Audiology
2006-2007

Board of Directors

President-Elect:
Alison Grimes

Past President:
Gail Whitelaw

Members-at-Large:
Helena Solodar
Craig Newman
Debra Abel
Carmen Brewer
Therese Walden
Karen Jacobs
Bopanna Ballachanda
Kris English
Pat Feeney

“It is gratifying that
Medicare recognizes audiology
and, specifically, the American Academy of Audiology
as the organization that represents audiology.”

My presidential term covered an exciting year with many hot topics and challenges facing us. Drawing from my own special interest and background, we approached Medicare in an attempt to deal with the elimination of the non-physician work pool, and we actually had opportunity to address the issue of why audiologists were not paid to be cognitive. The Academy was asked to participate in surveys that could provide data that would allow us to determine what our audiological cognitive component was worth. It was gratifying to our Board of Directors that CMS (Medicare) recognized audiology and, specifically, the American Academy of Audiology, as the organization that represents audiology. It was a proud moment for us!

A common concern for all presidents of the Academy has been the structure of the governance of our organization. During my term, we had to deal with the resignation of our Executive Director and the temporary appointment of Cheryl Kreider Carey (then Director of Convention) to the office of Interim Executive Director, a position she had held for a short time previously, while a selection committee worked to seek a new permanent Executive Director.

Our Academy had grown significantly, and as a Board, we questioned the current status of our bylaws—bylaws that had not been reviewed for years. I appointed a task force with the charge to analyze and make suggestions about our current governance structure and bylaws. A dynamic group of individuals was selected with representation from past leadership, current leadership, and membership. We did not want to lose sight of the fact that we are a member-driven volunteer organization and our governance and bylaws needed to reflect that concept.

Another first for us was the initiation of online education sponsored by the Academy. Not only would this be a potential non-dues revenue stream, but, more importantly, online access to the highest-level professional courses gives our membership additional opportunities to obtain continuing education (CE). This online CE program permitted our members to enroll and learn in their own environments. We also created On Demand continuing education courses available on CD.

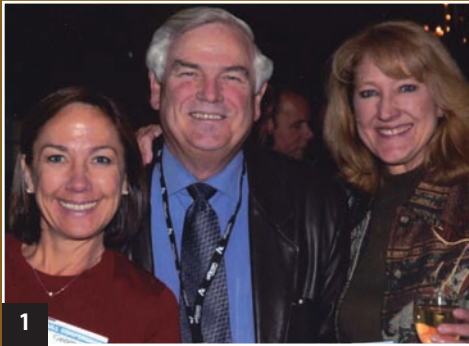
Another event of my presidency dealt with creating strategies for reintroducing direct access to the new Congress. Direct

access was an ongoing objective for the Academy. We needed a comprehensive advocacy strategic plan. Our new senior staff member and Director of Government Relations, Phil Bongiorno, helped orchestrate a working program. We went to the Capitol Hill with more vigor than ever before. It was a difficult time since we lost our Republican sponsorship due to the national elections. Additionally, we expanded our lobbying efforts and contracted with The Federal Group—an experienced health-care lobbying firm. To increase our visibility, the Board approved the purchase of a townhouse near the Capitol to afford the Academy a strategic presence in DC.

The Academy has held accreditation as a priority for many years, and as a Board, we agreed that we would continue to push ahead and support this activity so that audiology could finally take responsibility for its own accreditation. We gave significant financial support to the Accreditation Commission for Audiology Education (ACAE), which was dedicated to this process. The mission of ACAE is to ensure that AuD programs are 100% focused on producing the highest level of doctoral-level professionals. Audiologists would be accrediting audiology programs!

The AudiologyNOW! 2007 convention in Denver was a great success, attracting the second largest crowd of attendees ever to participate in this grand annual event. Sharon Sandridge served as Program Chair, and the meeting included a number of highlights, including the interactive DiscovEARy Zone for local children to visit and learn about hearing and audiology. Our keynote speaker was Alison Levine, a noted adventurer, who fascinated the opening session attendees with stories of leading the first American women’s expedition to Mt. Everest. The “wow” feature of the meeting, however, was young Ben Jackson with the debut of, “Turn it to the Left,” his original rap song on noise-induced hearing loss.

The culture of the Board of Directors during my term was one of open discussion and clear communication. We would talk, we would disagree, we would deliberate, and at the end of each meeting, we would reach consensus and comfortably speak with one voice. Speaking with one voice means the Board has direction and drive in all matters relating to the Academy and its membership. It was a very good year.



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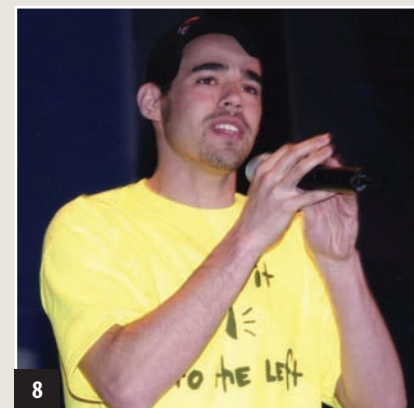
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Figure Legends:

1. Georgine Ray, Robert and Krista Traynor.
2. The Big Ear at the DiscovEARy Zone at Denver's AudiologyNOW! 2006.
3. Therese and Brian Walden
4. Exuberant convention attendees
5. 2007 Board of Directors in Denver
6. Convention is SO much fun!
7. 2007 Academy Honorees (from left) Theodore Glatcke, Sharon Lesner, David Goldstein, Richard Seewald, Kathy Beauchaine, Gyl Kasewurm, Frank Musiek, Robert Margolis and Peter Blamey.
8. Ben Jackson entertains at the Opening Session in Denver with his original rap song, "Turn It To The Left."



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Alison Grimes, AuD

18th President
of the
American Academy
of Audiology
2007-2008

Board of Directors

President-Elect:
Patrick Feeney

Past President: Paul Pessis

Members-at-Large

Debra Abel

Carmen Brewer

Therese Walden

Bopanna Ballachanda

Kris English

Karen Jacobs

Gary Jacobson

Patricia Kricos

Thomas Littman

(2-year appointment to fill
vacancy of Pat Feeney)

Erin Miller

(1-year appointment to fill
resignation of Debra Abel)

“First of all,
the Academy is poised to be
‘the big tent’ for audiologists.”

As president of the Academy during our 20th year, I would like to share with you what I hope to accomplish during my term of office.

First of all, the Academy is poised to be “the big tent” for audiologists. The Academy will become the permanent home for all audiology groups, educational audiologists, Veterans Administration and military audiologists, researchers, and clinicians. All of us can find our place at the American Academy of Audiology.

As we grow and become a doctoring profession, our state licensing laws will recognize that audiologists now hold the doctoral degree. And, as a doctoring profession, we will need to renew our efforts with the Audiology Assistant program. By the end of my term, I hope to see that state licensing laws recognize the role of audiology assistants in providing support for doctor-level audiologists. This will allow us to do the important work with our patients and allow our assistants to work as support in basic audiometry. It is important that audiologists be the responsible supervisors and conduct the training of our assistants. The Academy will certify or register our qualified audiology assistants through state regulatory channels.

Evidence-based practice needs to guide all that we do, and in this year I know that our professional practices and statement documents will clearly show the research evidence that guides our clinical practice and standard of care. We will know that we are providing the highest level of hearing and balance services to consumers. These services are based in solid research-supported evidence, and we will show that these services are efficacious and provide the best outcomes to patients.

Our Academy Web site (www.audiology.org) has now reached the 21st century in terms of what it can provide to Academy members and to consumers. Our Web site is the home page and the resource for all audiologists, as well as for families, consumers, legislators, and people who are interested in auditory and vestibular pathologies and treatments. Our Web site provides all the information one would ever need in our strategic documents and position statements, which are written and approved by members of our own Academy.

And, finally, I hope that every member of the Academy realizes their important role as an advocate for the profession and for the patients and consumers whom they serve. Daily practicing of best practices with our patients, using evidence-based practice, measuring outcomes and assuring that our treatment provides the very best outcomes for patients is the best demonstration of how each individual member can support the profession of audiology.

One of my goals is to see students and young professionals grow and develop within the Academy so that they may step forward to take over the leadership positions. That will let those of us who have been around for 20 years look forward to retirement!

The Academy has now adopted a strategic plan for advocacy of audiology. This very important plan shows each member of the Academy what they can do to serve as an advocate in a number of different ways: volunteering, donating to the Academy PAC and the AAA Foundation, and being individual advocates with patients and families on the state and national level. Advocacy for the profession must be a goal of every member.

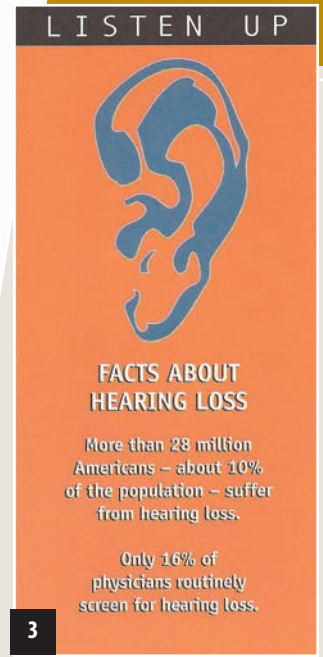
I know that we will have direct access to the Medicare program introduced to the 110th Congress, and I look forward to seeing that advocacy effort completed. We have appointed Cheryl Kreider Carey to be our new permanent Executive Director, and I am confident she will lead our Academy to new heights. This executive officer will become, along with the Board of Directors, the public face of audiology on Capitol Hill and with our stakeholders and consumers. And, finally, I expect the celebration of our 20th anniversary at AudiologyNOW! 2008, under the direction of Helena Solodar, Chair of the 20th Anniversary Task Force, and our Program Chair, Therese Walden, to make for an incredible meeting in Charlotte, NC!



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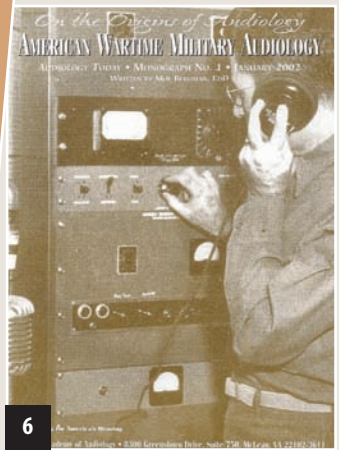
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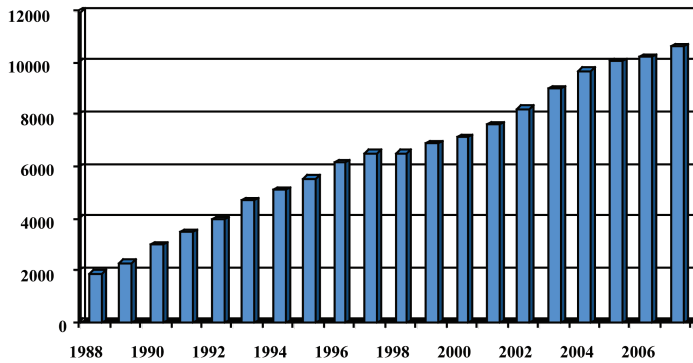
Figure Legends:

1. Turn It to the Left!
2. PAC Poster for 2007
3. "Facts About Hearing Loss" brochure
4. Newborn Hearing Screening brochure
5. JCIH Supplement to *Audiology Today*, November/December 2007
6. *Audiology Today* Monograph

2007 Academy Membe

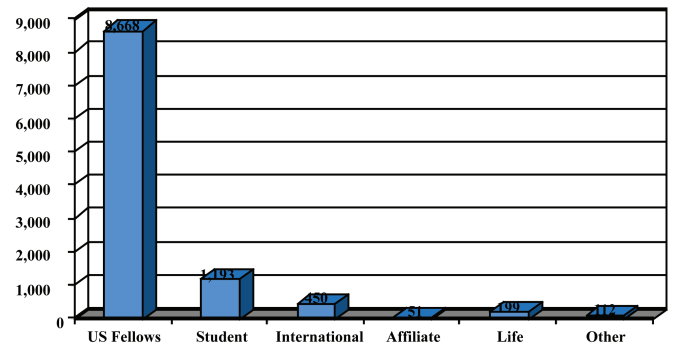
ACADEMY MEMBERSHIP DEPARTMENT: EDWARD A. M. SULLIVAN, ERIN QUINN, VANESSA SCHERSTROM

Academy Membership



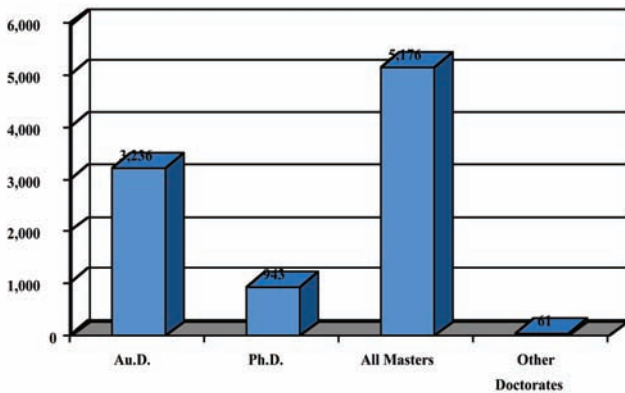
Total Membership: 10,673

Distribution by Member Type



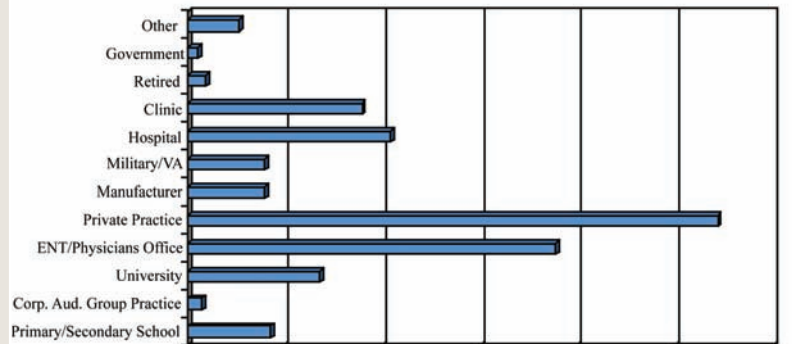
Total Membership: 10,673

Distribution by Degree Earned



Responses: 9,416

Distribution by Work Setting

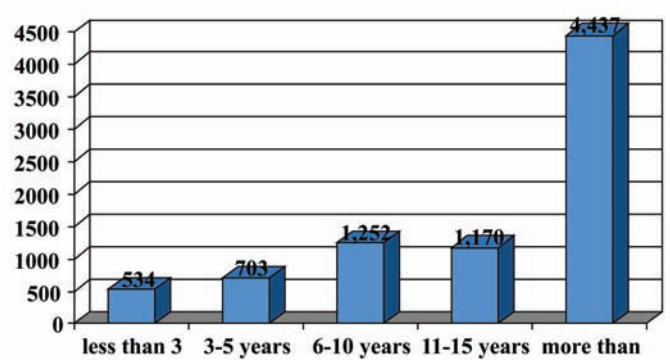


Responses: 8,844

Distribution by Specialties

— Diagnostics (Adult)	19%
— Diagnostics (Pediatric)	6%
— Diagnostic (Adult & Pediatric)	39%
— Hearing Aid Dispensing	65%
— Intraoperative Monitoring	2%
— Audiologic Rehab (Adult)	15%
— Audiologic Rehab (Pediatric)	3%
— Audiologic Rehab (Adult & Pediatric)	11%
— Electronystmography	24%
— Auditory Evoked Response	29%
— Hearing Conservation	19%
— Vestibular Testing or Rehab	17%
— Cochlear Implants	8%
— Tinnitus	8%
— Auditory Processing Disorders	10%
— Newborn Hearing Screenings	10%

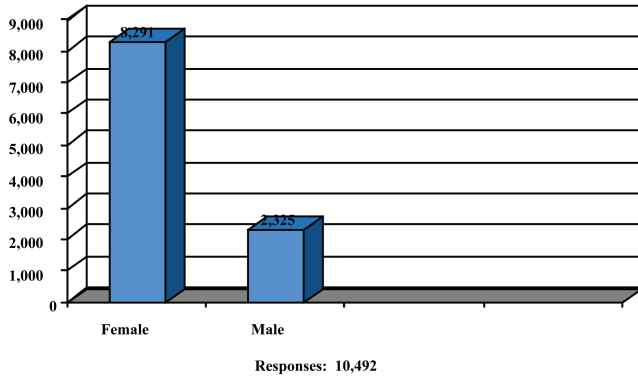
Distribution by Years in Practice



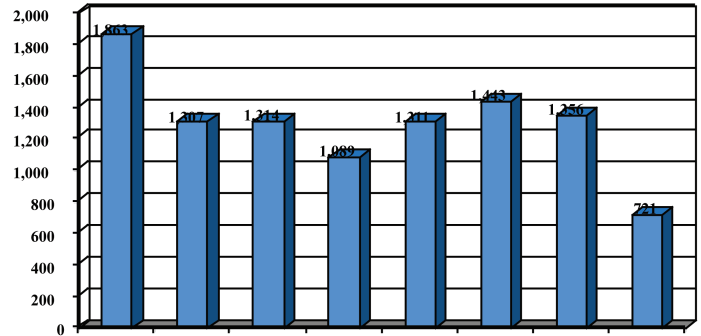
Responses: 8,096

Membership Demographics

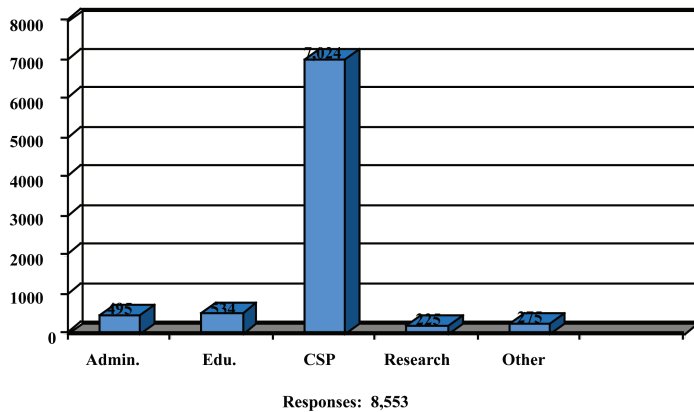
Distribution by Gender



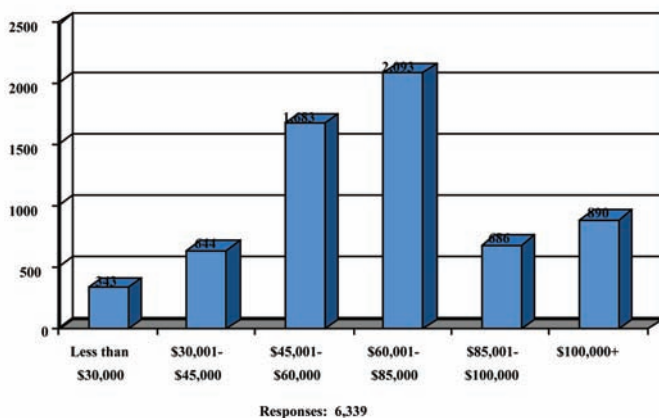
Distribution by Age



Distribution by Primary Work Function



Distribution by Salary



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3. Audiologists looking for marketing support for their practice.
4. Audiologists looking for innovative marketing concepts for patient retention and referrals with proven results.
5. Audiologists looking to become the #1 hearing health care provider in their market area.
6. Audiologists looking to provide hearing solutions not just hearing aids to their patients.



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American Academy of Audiology: Honors Recipients

American Academy of Audiology Recognition Award

- 1991: Geraldine Dietz Fox; I. King Jordan, PhD; James Snow, MD
- 1994: C. Everett Koop
- 1995: Heather Whitestone
- 1999: Denis Byrne, PhD
- 2000: Peter Dallos, PhD

Career Award in Hearing

- 1992: Merle Lawrence, PhD
- 1994: Leo Doerfler, PhD
- 1996: Maurice Miller, PhD
- 1997: Frederick Martin, PhD; William Rintlemann, PhD
- 1998: E. Harris Nober, PhD
- 1999: Arnold Starr, MD
- 2000: Ira J. Hirsch, PhD
- 2001: Mark Ross, PhD; Salah Soliman, MD
- 2002: Paul R. Kileny, PhD
- 2003: Jerry Northern, PhD
- 2004: George Miller, PhD
- 2005: Lucille R. Beck, PhD

Professional Achievement Award

- 1998: Aram Glorig, MD; Don Worthington, PhD
- 1999: Jack Katz, PhD
- 2000: Cheryl DeConde Johnson, EdD
- 2002: Anna K. Nabelek, PhD
- 2005: Dianne H. Meyer, PhD

Clinical Educator Award

- 2000: Noel D. Matkin, PhD
- 2001: James Lankford, PhD
- 2002: Jane A. Baran, PhD
- 2003: Rieko Darling, PhD
- 2004: Patricia McCarthy, PhD
- 2005: Rochelle Cherry, EdD

Distinguished Achievement Award

- 2006: Barry Freeman, PhD; Joseph W. Hall, III, PhD; H. Gustav Mueller, PhD; Martin Robinette, PhD
- 2007: Kathryn Beauchaine, MA; Theodore Glattke, PhD; David Goldstein, PhD; Gyl Kasewurm, AuD; Sharon Lesner, PhD
- 2008: Kristina English, PhD; Judith Gravel, PhD; Roger Ruth, PhD, Jon K. Shallop, PhD Robert Sweetow, PhD

Research Achievement Award

- 2000: Shlomo Silman, PhD
- 2002: Linda Hood, PhD
- 2003: Harvey Dillon, PhD; Brenda Ryals, PhD
- 2004: Michael Gorga, PhD; Patricia Stelmachowicz, PhD

Samuel F. Lybarger Award for Achievements in Industry

- 2003: Mead Killion, PhD
- 2006: Sadanand Singh, PhD

continued on page 50

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on its 20th Anniversary*



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David Klodd, PhD
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Patricia McCarthy, PhD
Dianne Meyer, PhD
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American Academy of Audiology: Honors Recipients

continued

Humanitarian Award

1991: Howard "Rocky" Stone
 1995: Daniel Schumaier, PhD
 1998: Carla Rodriguez de Rondeau; Starkey Foundation
 2000: Robert H. Margolis, PhD
 2001: Frank Brister, PhD; Christine Gerhardt-Jewell, MA
 2002: Julia M. Roskamp, MA; Gregory J. Spirakis, AuD
 2003: Janis Wolfe Gasch, MA
 2004: David McPherson, PhD
 2005: Gilbert R. Herer, PhD
 2006: Jackie Clark, PhD
 2008: Howard Weinstein, PhD

Jerger Career Award for Research in Hearing

1993: James Jerger, PhD
 1995: Charles Berlin, PhD
 1996: Donald Dirks, PhD; Wayne Olsen, PhD
 1997: Gerald Studebaker, PhD
 2000: Margaret W. Skinner, PhD
 2001: Brian Walden, PhD
 2002: Gary P. Jacobson, PhD
 2003: Fred Bess, PhD
 2004: Craig W. Newman, PhD
 2005: Robyn Cox, PhD
 2006: Harry Levitt, PhD
 2007: Robert Margolis, PhD; Frank Musiek, PhD
 2008: Larry E. Humes, PhD

President's Distinguished Service Medall

1998: Lucille Beck, PhD; Fred Bess, PhD;
 Carol Flexer, PhD; Barry Freeman, PhD;
 Linda Hood, PhD; James Jerger, PhD;
 Robert Keith, PhD; Jerry Northern, PhD;
 Roy Sullivan, PhD
 1999: Brad Stach, PhD
 2000: Craig Johnson, AuD; Angela Loavenbruck, EdD
 2001: Gene Bratt, PhD; Kathleen Campbell, PhD;
 Evelyn Cherow, MPA, MA; Alison Grimes, AuD ;
 George Haskell, PhD; Lawrence Higdon, MS;
 Patricia McCarthy, PhD; Douglas Noffsinger, PhD
 2002: Alan Freint, MD; Thomas McDonald, MD;
 Paul Pessis, AuD
 2003: Kyle Dennis, PhD; Terese Finitzo, PhD
 2004: Tomi Browne, AuD; Richard Danielson, PhD;
 Barry Freeman, PhD; Craig Johnson, AuD;
 Paul Pessis, AuD; Therese Walden, AuD
 2005: Amy M. Donahue, PhD; Teri A. Hamill, PhD
 2006: Captain Lisa Whitney, AuD; Todd Porter, AuD;
 Melanie E. Herzfeld, AuD; David H. Kirkwood;
 Jerry Northern, PhD; Angela M. Loavenbruck, EdD
 2007: Kady Williams, AuD; Jane Kukula, AuD;
 Jackson Roush, PhD; Craig Newman, PhD

International Award in Hearing

2004: Brian Moore, PhD
 2006: David Baguley, PhD; Stuart Gatehouse, PhD
 2007: Peter Blamey, PhD; Richard Seewald, PhD

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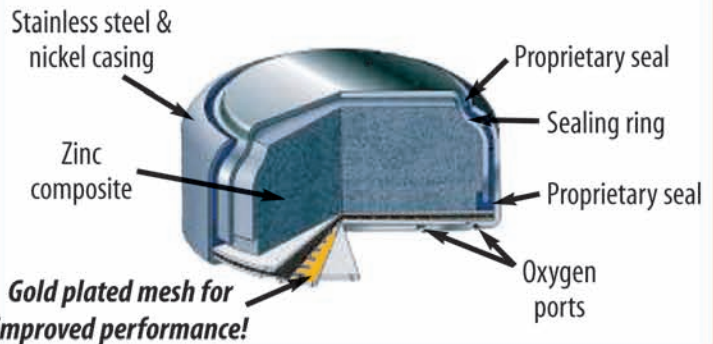
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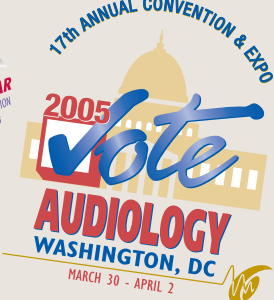
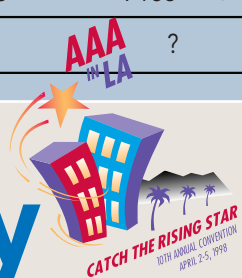
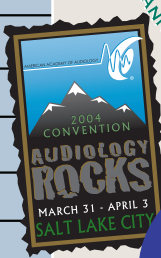
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AMERICAN ACADEMY OF AUDIOLOGY

1989-2008 Convention Summary

YEAR	LOCATION	CHAIR/S	ATTENDANCE
1 1989	Kiawah Island, SC	Fred Bess	569
2 1990	New Orleans, LA	Linda Hood	942
3 1991	Denver, CO	Deborah Hayes	1250
4 1992	Nashville, TN	James Hall, III	1624
5 1993	Phoenix, AZ	Noel Matkin & Susan Jerger	2300
6 1994	Richmond, VA	Rick Talbott & Roger Ruth	3400
7 1995	Dallas, TX	Ross Roeser	4458
8 1996	Salt Lake City, UT	Michael Marion	5158
9 1997	Ft. Lauderdale, FL	Patricia McCarthy	5603
10 1998	Los Angeles, CA	Dennis Van Vliet	5701
11 1999	Miami, FL	Michael Dennis	5952
12 2000	Chicago, IL	Carol Flexer	6870
13 2001	San Diego, CA	Gail Gudmundsen	7321
14 2002	Philadelphia, PA	Barbara Packer	6549
15 2003	San Antonio, TX	Gyl Kasewurm	5883
16 2004	Salt Lake City, UT	Gail Whitelaw	5610
17 2005	Washington, DC	Catherine Palmer	6747
18 2006	Minneapolis, MN	Patrick Feeney	7065
19 2007	Denver, CO	Sharon Sandridge	7163
20 2008	Charlotte, NC	Therese Walden	?



AMERICAN ACADEMY OF AUDIOLOGY

Two Decades and Counting....

*Academy Past Presidents:
(seated from left) Deborah
Hayes, Carol Flexer, Lucille
Beck, Angela Loavenbruck,
David Fabry, Jerry Northern;
(standing from left) Barry
Freeman, Richard Gans,
Gail Whitelaw, Paul Pessis,
Sharon Fujikawa, Robert
Keith, Alison Grimes, Brad
Stach and Linda Hood.
Not pictured: James Jerger,
Fred Bess and Robert Glaser.*



“As we declare before the world our independent status, let us put aside all self interests and unite under the banner of this new Academy. Let us say, in a clear voice to those giants of the past upon whose shoulders we now stand, “Your work was not in vain! We have built upon your solid foundations. The field you conceived is a reality. We, the heirs of your efforts, are proud of the unified profession we have jointly created.”

— James Jerger, PhD, Presidential Banquet Speech
First Annual Convention
Kiawah Island Resort, SC (1989)



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