

BOARD OF SPEECH PATHOLOGY AND AUDIOLOGY

Professional and Vocational Licensing Division
Department of Commerce and Consumer Affairs
State of Hawaii

MINUTES OF MEETING

Date: May 24, 2022

Time: 2:00 p.m.

Place: Virtual Videoconference Meeting – Zoom Webinar
(use link below)
<https://dcca-hawaii-gov.zoom.us/j/97961999570>

Present: Erin Firmin, Chair, Speech Pathologist
Dr. Susan May, Vice Chair, Audiologist
Dr. Denby Rall, Member, Audiologist
Brian Chen M.D., Public Member/Otorhinolaryngologist
Christopher Fernandez, Executive Officer (“EO”)
John E. Cole, Deputy Attorney General (“DAG”)
Susan A. Reyes, Secretary
LaJoy Lindsey (Technical Support)
Mia Hoang (Technical Support)

Excused: Lorna Hu, Member, Speech Pathologist

Guests: Dr. Pauline Mashima, Program Director of John A. Burns School of
Medicine – Dept. of Communication Sciences & Disorders
Sonya Collins
Terry Tustain Kennedy
Candace Ito, Executive Officer

Call to Order: **Chair Firmin provided attendees information on how to participate meetings being held remotely and that testimony would be limited to (5) minutes per person, per agenda item.**

Chair Firmin then confirmed by roll call that she, Vice Chair May, Dr. Chen, Dr. Rall were present and all members noted they were alone at their location, with Ms. Hu excused. With roll call complete Chair Firmin brought the meeting of the Hawaii Board of Speech Pathology and Audiology (“Board”) to order at 2:12 p.m.

Approval of
Meeting Minutes
For February 1,
2022:

Chair Firmin asked if there was any public person who wished to provide oral testimony on the agenda item; there was none.

Chair Firmin asked members if there were any amendments to the February 1, 2022 meeting minutes. Chair Firmin motioned to approve the

minutes, which was seconded by Vice Chair May, and with no objections by members present, was unanimously carried.

Executive Officer's
Report:

EO Fernandez stated that there were no bills in the legislature that affected the statute chapter Hawaii Revised Statutes §468E, therefore no testimonies were needed. He also thanked Dr. Rall for submitting her reappointment application to remain on the board during her vacation.

Provisional License
Review:

The Board to review the application process for those applying for the provisional license in Speech Pathology and may consider adjustments to the process as needed for administrating licensure.

Chair Firmin asked if there was any public person who wished to provide oral testimony on the agenda item; there were two persons that raised their hands, Dr. Pauline Mashima and Sonya Collins.

Dr. Mashima introduced herself as the Program Director of the John A. Burns School of Medicine – Department of Communication Sciences & Disorders. She thanked the Board for allowing her to provide feedback on the provisional license application process. Regarding the form “Clinical Observation and Clinical Practicum” (“SP-05”) required to apply for both licensure by examination and the provisional license, she requested clarification from the Board how to address the issue of having multiple supervisors during practicum; a common practice for practicum programs in Speech Language Pathologist (“SLP”) master’s programs. In reviewing the form, there is only one signature line for one supervisor and Dr. Mashima offered two suggestions:

- 1) replacing or updating form SP-05.
- 2) Another option is for the Board to only recognize ASHA CAA accredited programs because program directors in said programs are required to verify the clinical practicum hours. The reporting of these hours to ASHA requires the program director to adhere to ASHA standards, and would also meet the requirements for HI licensure. By covering it this way, the Board would maintain the requirements to obtain a provisional license without having to submit clinical practicum verification form SP-05.

Vice Chair May thanked Dr. Mashima for bringing these points to the board and she thinks that her experience and wisdom is very useful.

Ms. Collins stated that she is a speech language pathologist fellow and she is new to the State of Hawaii. She wanted to inform the Board that a lot of applications for paid Speech Language Pathologist fellowship

positions in hospital and clinic settings are asking if she has a license to work in the State of Hawaii. Right now, she cannot answer yes to this question because she does not qualify for provisional licensure, since she needs a supervisor to complete the process. Ironically, to obtain a supervisor in a medical setting, she needs a provisional license to be hired. She stated that she is in a conundrum and requested support from the Board in addressing this issue.

Vice Chair May thanked Ms. Collins for coming in and sharing this with the Board.

With regard to the application process and form SP-05, Chair Firmin said she talked with other SLPs and found out some of them had thirteen different supervisors just in their graduate program. So, it would require quite a lot of leg work in order to get practicum verification forms for each supervisor. She was contemplating if it was possible to do away with this form because the requirements do say that the applicant must possess a minimum of a master's degree in the area of Speech Pathology from an educational institution recognized by the Board.

EO Fernandez said that the application process for standard licensure is designed to have two pathways: (1) licensure by examination; or (2) by ASHA certification. The Board cannot require someone obtain ASHA membership for certification ("CCC"), so those that are applying for a license by examination, who do not have the CCC, have to provide form SP-05 to verify their practicum. CCC holders do not because their certification was approved partly on the basis of verification of their education and training by ASHA. The idea to have form SP-05 be required for the provisional license is so that it is congruent with the standard licensure process. EO Fernandez said his question was whether those that are foregoing the provisional license, and are applying for licensure without having the ASHA CCCs, would they run into the same issues with this specific form, i.e. having to try and gather everyone's information.

Dr. Mashima responded yes.

Chair Firmin agreed with Dr. Mashima adding that form SP-05 needs to be there for licensure by examination, because without it, we would not be able to know anything about that applicant's practicum experience.

EO Fernandez said that based on the language of rules/statutes, he does not believe that the practicum verification form is specifically required for licensure by examination. Therefore, the question is, should the Board change SP-05 for licensure by examination too. The Board has the authority and could change the form so that as a no option to the supervisor completing the form, the program director can attest that the

applicant met their practicum requirements. It would bypass getting every single one of the supervisors having to send in the form. He asked the Board if this option is better for correcting the problem or if getting rid of it altogether was the better option.

Chair Firmin stated that because the applicant is moving towards obtaining their ASHA CCCs, the Board would not necessarily need any additional attestation saying that they met the practicum requirement.

EO Fernandez contemplated whether the Board would have provisional license applicants who would not be intending to obtain their CCCs, but still wanted to get the provisional license.

Chair Firmin suggested that there would not be such individuals because there would be no applicant that would be obtaining a provisional license and not also be obtaining fellowship hours to get their CCC.

EO Fernandez stated that on the administrative side, removing the form could have serious consequences. He admitted that he has not seen a licensure by examination application the entire time that he has been an EO (just under 3 years), because everyone is getting their CCC. But, in the event there is someone who wants to apply by examination or a provisional license, the Board will have closed that door. Referring to HRS §468E-12.5 regarding the provisional license requirements, he stated that the person does not need to be moving towards their ASHA CCCs. It just says that they are going to be engaging in clinical or academic practice under the supervision of a licensed Speech Pathologist as a fellow who cannot obtain full licensure. Therefore, someone who intends to avoid ASHA certification and apply for licensure by examination, could still get a provisional license to complete fellowship hours.

Dr. Mashima said she appreciated the rigor of the review because she knows how important it is, and it really is about consumer protection, but stated that she remains concerned that applicants will have undue hardship trying to get a form SP-05 completed by each one of their many supervisors. She added that she only wants to represent her program as the Program Director knowing what their procedures and processes are. She said that if the Board wanted to add another layer of protection for verification, she is happy to go along with whatever it recommends.

Chair Firmin thanked Dr. Mashima.

It was motioned by Chair Firmin, seconded by Dr. Rall to modify form SP-05, the clinical observation and clinical practicum verification to allow a university representative, such as the program's clinical/program director to attest to the completion of the applicant's observation and clinical

practicum hours. With no objections from members present, the motion carried.

Chair Firmin then led the Board to discuss the concern that Ms. Collins had regarding needing a job (i.e. supervisor) to get a provisional license but, needing the provisional license to get a job.

EO Fernandez asked the Board if they had any idea how many applicants would run into an issue like this.

Chair Firmin said that it would be employer specific and primarily an issue for those wishing to work in medical settings, such as clinics and hospitals.

EO Fernandez informed the Board that one option is to have the people who are unable to obtain a fellowship supervisor apply for the provisional license without the fellowship supervisor form ("SP-07") completed. The application then would have to go before the Board which would allow it to review the circumstances at play for the applicant. He admitted he was not sure if this will work, but the Board does have the authority to condition licenses. The Board could, on an individual basis, condition a license, meaning, the applicant would be approved for the provisional license, but would be required to, within a specified period of time, provide a completed form SP-07. If the requirements are not met, then the conditioned provisional license holder could be referred to RICO for disciplinary action. A good question to ask he stated, is what generally would be the time frame that someone would need in order to get that fellowship form to the Board, so the condition could be removed? EO Fernandez stated that his experiences with conditional application approvals has shown him that, the Board would not want to make it too brief, where it would be impossible to take care of, or too long, where it negates the condition in the first place.

Chair Firmin said maybe three months.

Dr. Rall asked if there was a way to base the condition not necessarily on a deadline, but rather, until the form is completed, conditionally approved provisional licensees are not allowed to practice.

Ms. Collins said that she liked Dr. Rall's idea that conditioned provisional license holders cannot see patients until form SP-07 is completed. She said it would really solve a lot of problems because she can then say that she is licensed by the state and provide a copy of the provisional license, and furthermore the fellowship supervisor will know that they will need to get this paperwork in on time.

EO Fernandez clarified that the conditional approval is the date of the meeting, but it does not mean that applicants are issued a license per se. Once the condition is met, this is when the license is issued in most cases. He asked if this is still conducive to what Ms. Collins would find helpful.

Ms. Collins said she did not believe medical setting hiring teams would review applications without the person having a license number.

Chair Firmin contemplated if this is more of an issue of education for the facilities.

EO Fernandez offered his support to reach out to various medical facilities to update them on this provisional license.

Ms. Terry Kennedy introduced herself saying she is a Speech Pathologist in Hawaii, in the medical field, and also has a private practice. She wanted to add that companies will not onboard people from the mainland without them first getting a license. They will need everything before they come. If it's too hard of a process for the medical speech therapist to get the license, they will lose their spot and not make it. She believes that educating the facilities will definitely help.

EO Fernandez suggested that it would be a good place to start; reaching out to medical facilities that are willing to hire provisional license holders to inform them of the Board's provisional application process.

Vice Chair May wanted to add that Kaiser had so many mainland applicants for Audiologist positions get booted out of the application system because they did not have Hawaii State license. So, Kaiser changed the application process, and now applicants can check a box that indicates they are in the process of obtaining their Hawaii State license. This allowed them to get in the door for an interview.

Seeing no immediate remedy to the issue, Chair Firmin deferred the conversation to the next meeting.

Applications:

Chair Firmin announced that the Board will go into executive session at 3:23 p.m. to consider and evaluate personal information relating to individuals applying for professional or vocational licenses in accordance with HRS §92-5(a)(1), and to consult with the Board's Attorney on questions and issues pertaining to the Board's powers, duties, privileges, immunities, and liabilities in accordance with HRS §92-5(a)(4).

It was motioned by Chair Firmin to go into executive session, seconded by Vice Chair May, and unanimously carried by roll call vote.

EXECUTIVE SESSION

At 4:15 p.m., it was motioned by Chair Firmin, seconded by Dr. Rall, and unanimously carried by roll call vote to return to open session.

A. Board Review of Applications

Speech Pathologist

Sara Berry

It was motioned by Chair Firmin, seconded by Dr. Rall, and unanimously carried by roll call vote to approve Dr. Berry's application pending receipt of additional documentation.

Speech Pathologist-Provisional

It was motioned by Chair Firmin, seconded by Vice Chair May, and unanimously carried by roll call vote to:

Approve

Megan Merfalen

Approve Pending Confirmation of Desire to Continue with Licensure

Phedra Burnett

The Board wished to provide Ms. Burnett the option to change pathways to standard licensure since her fellowship is almost complete thus making the provisional license unnecessary.

Approve Pending Additional Documentation

Ashley Morrow
Emily Reavely
Heather Brown
Kililani Kunitomo
Lela-Angeline Mamrosh

Defer

Hannah Duke
Sean O'Hara

B. Ratifications:

Speech Pathologists

SP-2087	Marysa S. Reel
SP-2088	Kalihah Denise Blackwell Fletcher
SP-2089	Kali A. Gross
SP-2090	Kelly N. Lund
SP-2091	Megan G. Dunning
SP-2092	Gabrielle Rabb
SP-2093	Scott A. Andrew Erickson
SP-2094	Ashley J. Williams
SP-2095	Stephanie I. Kam
SP-2096	Sara Ellise McKean Wilson
SP-2097	Myra Tishkoff
SP-2098	Kacie K. Gokan
SP-2099	Julianne G. Spicer
SP-2100	Tracy L. Fekete
SP-2101	Mandy Jackson
SP-2102	Sylvia Zaki
SP-2103	Marie E. Jarman
SP-2104	Hailey A. Skiba
SP-2105	Sunny L. Young
SP-2106	Sherri Coker
SP-2107	Heidi J. Johannsen
SP-2108	Erin G. Ricciardi
SP-2109	Christin Bemrose
SP-2110	Katherine M. Litis
SP-2111	Rebekah Filippini
SP-2112	Sabita Singh
SP-2113	Lisa M. Kitzler
SP-2114	Bailey P. Sedlak
SP-2115	Kelly L. Francis
SP-2116	Soren B. Michelsen
SP-2117	Santina I. Schiarétta
SP-2118	Jan M. Sakamoto
SP-2119	Jennifer L. Schlendorf
SP-2120	Louisa J. Williams
SP-2121	Jannis Lee

TOTAL: 35

Audiologists

AUD-229	Trenton W. England
AUD-230	Keli Warner
AUD-231	Hannah B. Reeg

AUD-232 Eliza Floyd
AUD-233 Ramsay Poindexter

TOTAL: 5

After a motion by Dr. Rall seconded by Vice Chair May, the Board unanimously voted to approve the ratification list.

**Telehealth and
Legislation:**

The board to continue discussion on telehealth for Speech Pathologists and Audiologists and to discuss other subjects that may require statutory amendments including those that could be included in administrative bills. The Board may create a permitted interaction group regarding telehealth and other subjects related to the amending of HRS chapter 468E. The Board may review and vote on language for possible administrative bills to be introduced in upcoming legislative sessions.

Chair Firmin deferred this agenda item until the next meeting.

**Next Meeting
Date:**

August 9, 2022
2:00 p.m.
Queen Liliuokalani Conference Room

Adjournment:

There being no further business to discuss, the meeting was adjourned at 4:22 p.m. by Chair Firmin.

Reviewed and approved by:

Taken and recorded by:

/s/Christopher Fernandez
Christopher Fernandez
Executive Officer

(s) Susan A. Reyes
Susan A. Reyes
Secretary

CF:sar

06/08/22

☒ Minutes approved as is.

☐ Minutes approved with changes; see minutes of _____.