



**Student to Professional**  
**Thing To Think About Today**  
**For A Successful Tomorrow**

Jonette B. Owen, Au.D.  
Assistant Dean OCA

# Introductions

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## **Jonette B. Owen, Au.D.**

- Assistant Dean for Assessment and Practice of Audiologic Medicine SU OCA
- CH-AP Content Expert: American Board of Audiology
- Chair of the Pennsylvania State Board of Licensure for Speech Language Pathology and Audiology

# Transformation

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# Transitions

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## School

- Classes may be optional
- Medical Liability  
Coverage taken care of  
by school
- Preceptor has oversight  
of patient care
- Reports must be co-  
signed
- Student

## Work

- Work day is mandatory
- Medical Liability  
Coverage your  
responsibility
- You take lead on your  
patient's care.
- Signing privileges
- Professional



# Snowball

What is your main concern?



# Life is good



# Topics to think about

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# Paperwork takes time

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## ■ State Licensure Process:

- You have to initiate the application process
  - ◆ You are in control of when the process starts and the clock starts ticking.
  - ◆ May require you to retrieve educational information from undergraduate education
  - ◆ Accounting of your clinical hours during the program is required.
  - ◆ A letter from the institution of higher learning stating you were in good standing during your enrollment may be required (issued by the registrar's office)



# Paperwork takes time

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- Official transcript must show a conferral date has already occurred
  - ◆ Registrar's office issues the transcript not the Au.D. program
  - ◆ Official transcripts must be sent directly from the registrar's office unless otherwise specifically instructed to send otherwise.

# Paperwork takes time

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- Generally your externship preceptor has to sign off on your hours not the educational institution
- Your application for licensure is not the only one the Licensing Board has to process. (20-25 business days )
  - ◆ Applications are processed in the order they are received.



# Paperwork Takes Time

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- Certificate of Clinical Competence in Audiology (CCC-A) Process:
  - You have to initiate the application process
    - ◆ You are in control of when the process starts and the clock starts ticking.
  - Submit an official transcript that shows a conferral date has occurred
  - Registrar's office issues the transcript not the Au.D. program
  - Program official must complete and sign a section of the application.
    - ◆ Original signature are required therefore application must be sent by US mail.
    - ◆ Is the application being sent from the institution to ASHA directly or back to you?
  - ASHA is processing all application requests for the nation. (6-8 weeks from time of receipt of the application is to be expected).
    - ◆ Applications are processed in the order they are received.

# American Board of Audiology (ABA)

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- “The American Board of Audiology (ABA), an autonomous organization, is dedicated to enhancing audiologic services to the public by promulgating universally recognized standards in professional practice. The ABA encourages audiologists to exceed these prescribed standards, thereby promoting a high level of professional development and ethical practice.”



# American Board of Audiology (ABA)

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- Successfully completed a course of graduate study in audiology from a regionally accredited university and have earned a doctoral degree in audiology.
- Completed a minimum of 2,000 hours of mentored professional practice.
  - Au.D. student externship/internship hours may be used to meet the 2,000-hour eligibility requirement.

# American Board of Audiology (ABA)

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- Mentors must be state licensed Audiologists - a mentor does not need to hold an ABA Credential or ASHA CCC-A.
- Engage in continuous learning and to recertify every three years.
  - Applicants for renewal must demonstrate that they have earned 60 hours of approved continuing education within that three-year period.

# Specialty Certifications

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## ■ Cochlear Implant

- Certification is not a guarantee of any particular skill or competency,
- An audiologist holding specialty certification has demonstrated the ability to pass a rigorous examination.
- Eligibility Requirements:
  - ◆ Education – doctoral degree in audiology from regionally accredited institution
  - ◆ Current valid license in audiology
  - ◆ 2 years post-degree, full-time (2,000) hours paid professional experience as an audiologist.
  - ◆ 450 direct cochlear implant post-graduate patient contact hours within a two-year period during the past five years. Direct patient contact may include the following areas: evaluation (pre- and post-op) to include appropriate assessment (testing) of patients; programming and equipment maintenance; rehabilitation.
  - ◆ 50 post-graduate hours of case management of cochlear implant cases within a two-year period during the past five years. Case management may include involvement in team meetings, school visits and interfacing with other agencies involved in cochlear implant patient care
  - ◆ two (2) professional references.
- To date, approximately 60 audiologists all over North America have earned the credential.



# Specialty Certifications

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## ■ Pediatric Audiology (PASC)

- Certification is not a guarantee of any particular skill or competency,
- An audiologist holding specialty certification has demonstrated the ability to pass a rigorous examination.
- Eligibility Requirements:
  - ◆ Education – doctoral degree in audiology from regionally accredited institution
  - ◆ Current valid license in audiology
  - ◆ 2 years post-degree, full-time (2,000) hours paid professional experience as an audiologist.
  - ◆ 550 direct pediatric post-graduate patient contact hours within a two-year period during the past five years. Direct patient contact may include the following areas: screening and diagnostic evaluation, counseling (patient and family) and habilitation/rehabilitation
  - ◆ 50 post-graduate hours of case management of pediatric cases within a two-year period during the past five years. Case management may include involvement in team meetings, school visits and interfacing with other agencies involved in pediatric patient care.
  - ◆ two (2) professional references.

# ABA Certificate

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- Audiology Preceptor (CH-AP™) Training Program
  - Eligibility Requirements:
    - ◆ Audiologists: licensed audiologists
    - ◆ Students: Au.D. students may register for and audit the courses, but may not apply for the CH-APT™ certificate until after becoming a licensed practicing audiologist, at which time training would need to be repeated.

# Certification or Certificate???

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## Certification

- Requires recertification
  - CISC- valid 3 years
  - PASC- valid 3 years
- Ongoing requirements, (CEUs)
  - CISC- 60 clock hours
  - PASC- 60 clock hours
- Coursework not integral to program

## Certificate

- Has “date of validity”;
  - CH-AP – valid 5 years
- Requires coursework
  - On-line
- Intended learning outcomes

American Board of Audiology 2016

# Accuracy Matters



- Read the direction carefully.
- It is not the responsibility of the educational institution to complete your sections of the application for you. We can provide guidance but please make an attempt to figure it out.



# Insurance Credentialing

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- It was only a couple decades ago that healthcare professionals considered medical credentialing
- process of getting enrolled in an insurance company's preferred provider network
- persons didn't expect every healthcare provider to accept their insurance. Patients had "out of network benefits," which meant that the patient could meet with a doctor of his/her choice and then file for reimbursement from his/her insurance company later.

## TODAY

- You can't see patients with insurance nor bill for your services to insurance until you are credentialed.
- Each insurance company has their own credentialing.
- Ask for a paper or electronic copy of the credentialing paperwork

# Licensure Board / Board of Examiners

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- Individual state requirements
- Scope of Practice
- Continuing Education
- Renewal- Varies by state
  - Biennial (PA)
- Tribunal-
  - Legal representation

# Scope of Practice: American Academy of Audiology

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- “The scope of practice of audiologists is defined by the training and knowledge base of professionals who are licensed and/or credentialed to practice as audiologists. Areas of practice include the audiologic identification, assessment, diagnosis and treatment of individuals with impairment of auditory and vestibular function, prevention of hearing loss, and research in normal and disordered auditory and vestibular function.”

# Pennsylvania Rules and Regulations

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- Title 49- Professional & Vocational Standards  
July 15, 2017

<http://www.pabulletin.com/secure/data/vol47/47-28/1160.html>



# Continuing Education (CEUs)

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## Pennsylvania

- Licensure
- CCC-A
- ABA

What counts ?

## Additional Requirements

- Hearing Aid License
- IONM
- Specified areas with set # hours and or categories

# Does everything count towards CEU requirement?

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## Usually will count

- Learning events approved by AAA or ASHA that have been reviewed and approved for CE.
- Up to 10 clock hours of approved continuing education credit per biennial renewal period may be granted on a case-by-case basis for services as a lecturer or speaker, and for publication of articles, books and research relating to the practice of audiology

## Usually don't count

- A licensee may not receive credit for participation in substantially the same program more than once during a single renewal cycle
- Excess clock hours may not be carried over to the next biennium.

# Why does it matter?

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- Requirement of Licensure
- Audit
- Fine
- Suspension of License
- Loss of License

# Certification / Certificates

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- Voluntary
- Another dimension
- Examples:
  - ABA
  - CCC-A

# Your First Job Offer

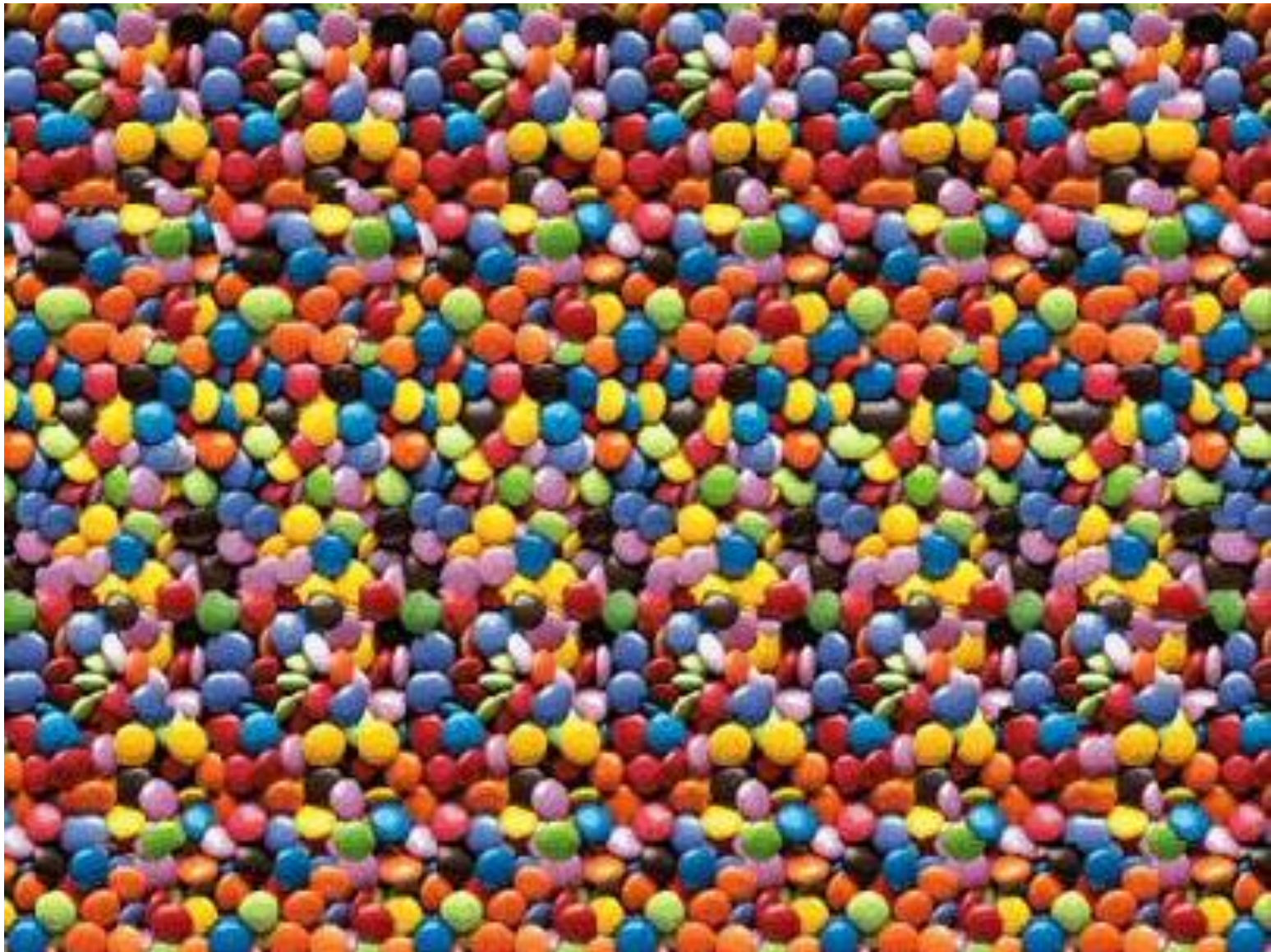
## Salary looks good

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Download from  
Dreamstime.com

895000  
Derek Tosti | Dreamstime.com



# Budget / Salary

## Check current salaries

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- Value yourself
- No longer a student you are a Professional
- Pay bills
  - No more student loan money being deposited into your account.
  - You are depositing and withdrawing from your own source



# Compensation

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## W-2

- Report wages, tips, and other compensation paid to an employee.
- Report the employee's income and social security taxes withheld and other information.
- Report wage and withholding information to the employee and the [Social Security Administration](#). The Social Security Administration shares the information with the Internal Revenue Service.

## 1099

- Report payments made in the course of a trade or business to a person who's not an employee or to an unincorporated business.
- Report payments of \$10 or more in gross royalties or \$600 or more in rents or compensation. Report payment information to the IRS and the person or business that received the payment.



# How do you know?

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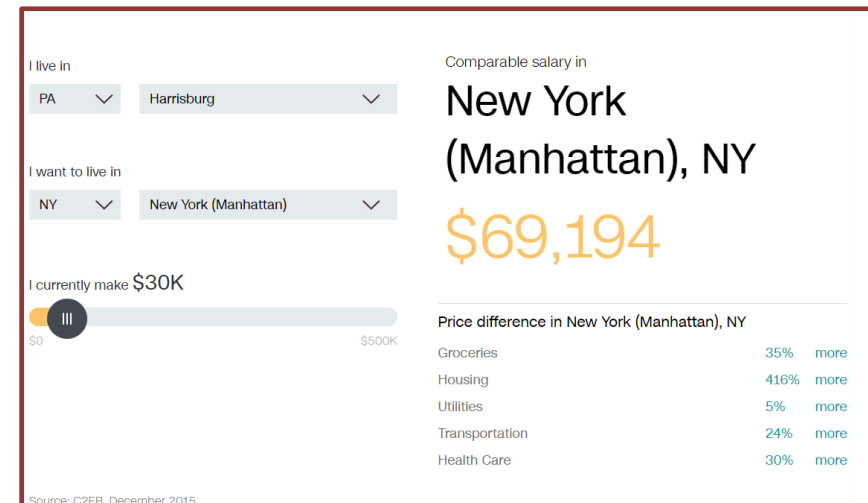
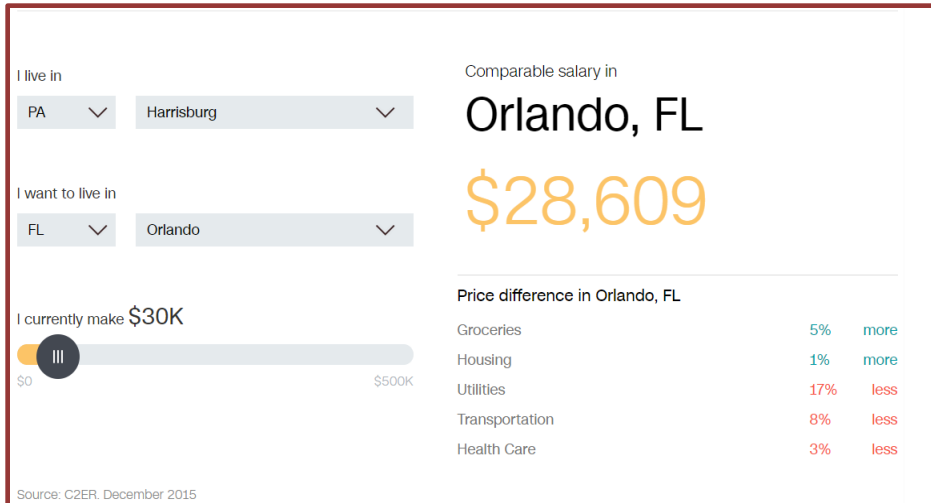
- There are three basic categories of factors that are relevant to determining a worker's classification:
  - Behavioral control (whether there's a right to direct or control how the worker does the work),
  - Financial control (whether there's a right to direct or control the business part of the work), and
  - Relationship of the parties (how the business and worker perceive the relationship).

# Expenses

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- Rent
- Utilities
- Cable
- Phone
- Groceries
- Entertainment – life / work balance
- Life insurance
- Professional insurance

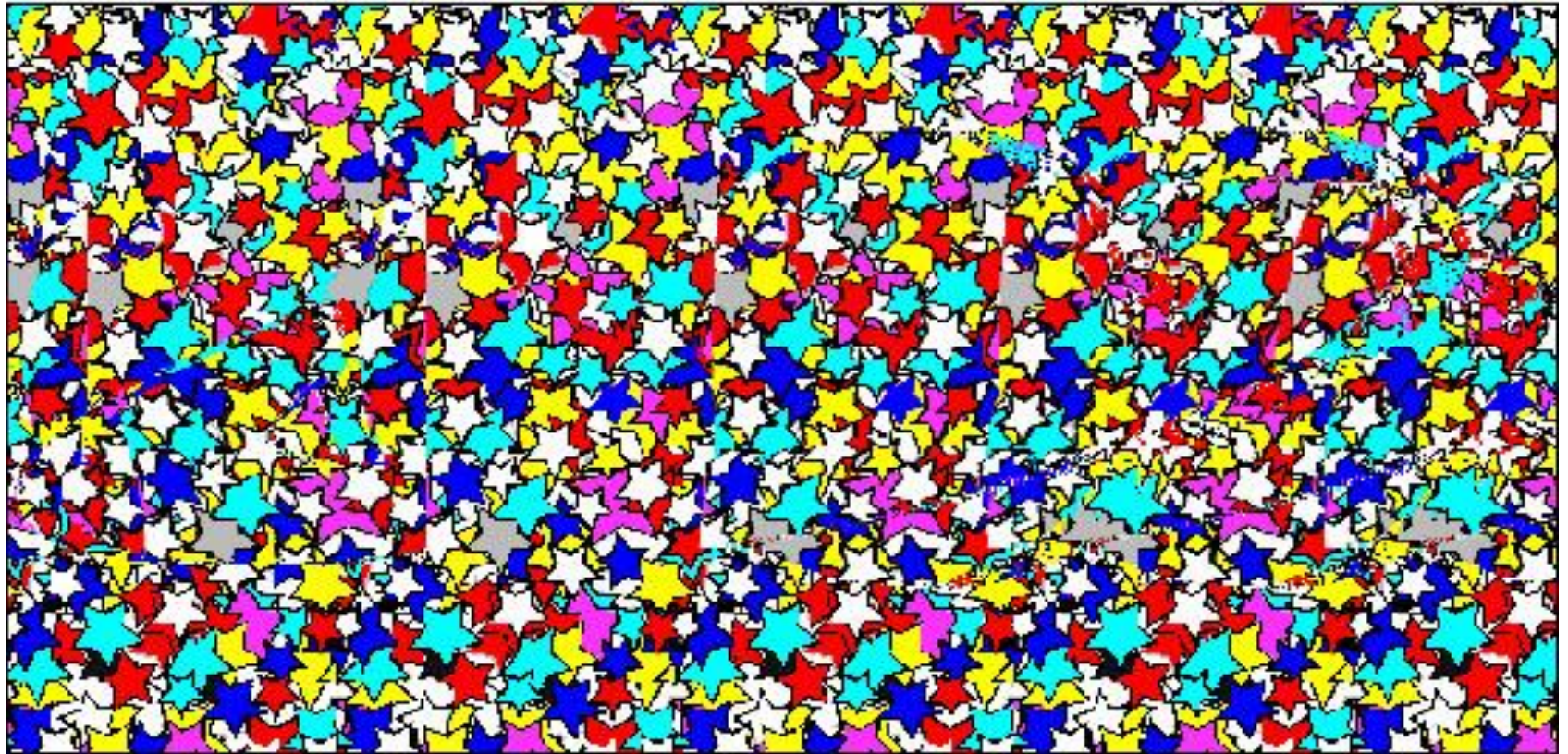
# Cost of living differences



# What Do You Want?

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# Decisions you will have to make about your job

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## Must haves

- Salary
- Transportation
- Clean working space
- Patients to see
- Respect

## Like to haves

- Comfortable Salary
- Nice car
- Private office
- A full schedule of cooperative patients
- Mutual respect

# What are your personal must haves

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## Must Have

## Like to Have

- Good Attitude
- Humility
- Teachable spirit
- Strong work ethic
- Team player mentality
- Passion



# Things nobody tells you in college?

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- Nobody tells you that you will never be prepared.
- That it's impossible to be fully prepared.
- That you actually set yourself up for even more failure in thinking that you could possibly be fully prepared.





# Absorb the environment

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- Take time to understand
- Don't jump to conclusions
- Don't change too quickly
- Add value- Be considerate & respectful of all office staff
- Recognize what you do know and what you need to learn.
- Ask questions

# Find Mentors

- Doesn't have to be a co-worker and sometimes is better not to be
- Doesn't have to be an audiologist

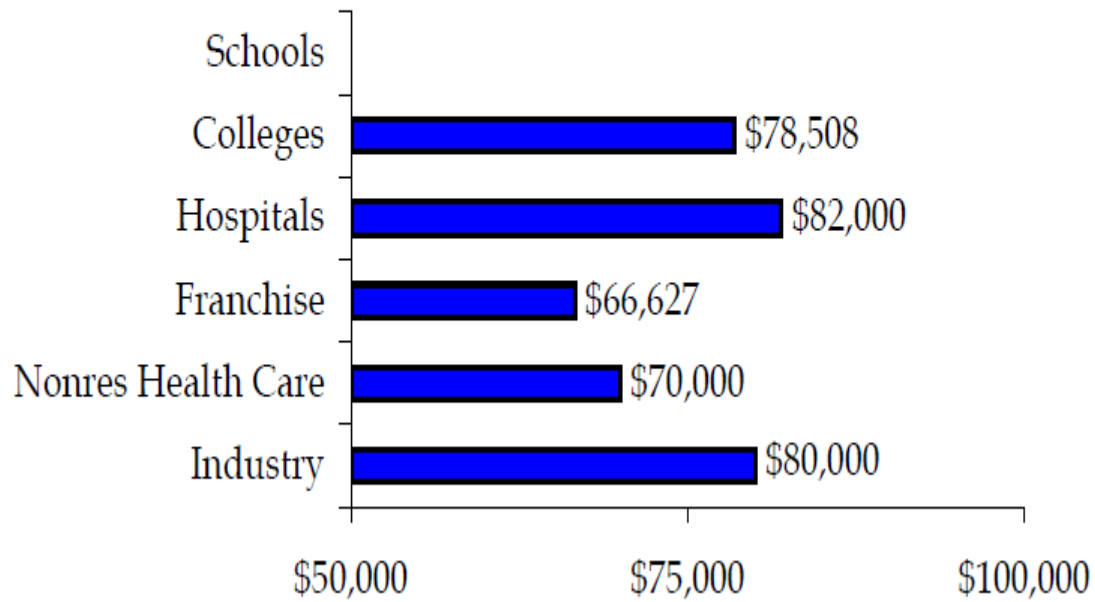


# Job interview topics

- Ethical Conduct
- Decision Making
- Customer Service
- Technical Capacity
- Leadership
- Strategic Thinking

- Behavioral
- Situational

**Figure 3. Median Calendar Year Salaries  
by Primary Employment Facility**



2014 Audiology Survey - ASHA

# Resume Appropriateness

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## Acceptable

- Education
  - Varied experiences
  - Extra courses
- Distinguish Yourself distinctions/ honors

## Unacceptable

- Errors
  - Spelling, typos
- Inaccurate information
  - exaggerate
- Verbose
  - non-relevant information
  - undefined abbreviations
- Personal Information
  - Age, marital status, religious affiliation, sexual orientation

Live  
the way  
you want  
to be  
remembered.

# Take Home Messages

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- Always look to see how you can better:
  - yourself,
  - your patients
  - the profession
- Seek life work balance





# Websites for Cost of Living Calculations

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- <http://money.cnn.com/calculator/pf/cost-of-living/>
- <https://www.nerdwallet.com/cost-of-living-calculator/compare/>
- <http://www.areavibes.com/cost-of-living-calculator>

# Reference materials

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- <http://www.audiology.org/about-us/membership/benefits/compensation-and-benefits-survey>
- <http://www.asha.org/uploadedFiles/2014-Audiology-Survey-Private-Practice.pdf>
- <http://www.asha.org/uploadedFiles/2014-Audiology-Survey-Annual-Salaries.pdf>

# Thank you ----

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