

The background of the slide is a vibrant red with a bokeh effect of light spots. Overlaid on this are several large, yellow, five-pointed stars with a blue outline and a 3D effect. The stars are arranged in a way that they appear to be floating or shining brightly.

Creating a Star-Studded Audiology Team

Shawna Jackson, AuD

Coordinator of Clinical/Dispensing Services

Stephanie Fowler, PhD, AuD

Director of Clinical Education

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Director of Audiology Clinical Operations



Definitions

Audiology Assistant

- A licensed person who, after appropriate training and demonstration of competency, performs delegated tasks that are prescribed, directed, and supervised by a licensed audiologist.
- An ongoing job

Audiology Extern

- An audiology graduate student, who has not yet graduated, participating in practical experiences in their field of study as part of their educational (degree) programs.
- A clinical opportunity, not a “job”



Texas Licensure Information

Assistant in Audiology

- High school diploma or higher equivalent
- Proof of completion and pass exam score from CAOHC certification course
- Supervisor requirements
 - Must have at least 2 years of licensed experience
 - Cannot supervise more than combined 4 externs and assistants at a given time
 - [Assistant in Audiology Supervisory Responsibility Statement \(SRS\).](#)
- After licensure, minimum 25 hours of competency-based training by supervisor
 - Cannot practice without DIRECT supervision until this is complete
 - [Report of Completed Training for an Assistant in Audiology Form](#)
- 20 hours CEUs every renewal period
 - 2 must be in Ethics



Texas Licensure Information Intern in Audiology

- Currently enrolled in Doctoral Degree program
 - All required educational and clinical courses must be completed before applying
- Supervisor requirements
 - At least 2 years experience as direct service provider (cannot be parent of intern)
 - Cannot supervise more than combined 4 externs and assistants at a given time
 - [Audiology Intern Plan and Agreement of Supervision Form \(PDF\)](#)
- Under intern license, minimum 1600 supervised clinical activity clock hours
 - Cannot practice without DIRECT supervision until this is complete
 - [Report of Completed Internship in Audiology Form \(PDF\)](#)
 - Both supervisor and intern must complete within 30 days of finishing 1600 hours



Concerns and Challenges

- 3% Decline in Audiologists (Hosford-Dunn, 2017)
 - Estimated employment need increase of 16%
 - ~35 million individuals with hearing loss (Kochkin, 2009)
- Comparable education salary discrepancy (bls.gov)
 - \$81,030 in May 2020 Audiologists
 - \$80,480 per year May 2020 Speech Pathologist
 - \$91,010 per year May 2020 Physical Therapist
 - \$118,050 per year May 2020 Otometrists



CPOP and oto techs

- “Not enough audiologists in the workforce to provide for all the auditory testing and rehabilitation needs of otolaryngology patients, let alone for the patients of pediatricians, internists, neurologists, and others involved in the assessment of hearing and balance.”
- “economic pressures have forced physicians to consider the cost-effectiveness of each allied health professional whom we employ. Similar concerns exist for evaluation of patients with balance disorders, voice disorders, and other maladies.”
- Trained to provide basic diagnostic audiometric, evoked potential, and vestibular testing under a licensed physician



Hearing Aid Fitter and Dispenser



Audiology Assistants: Improving access to patient care

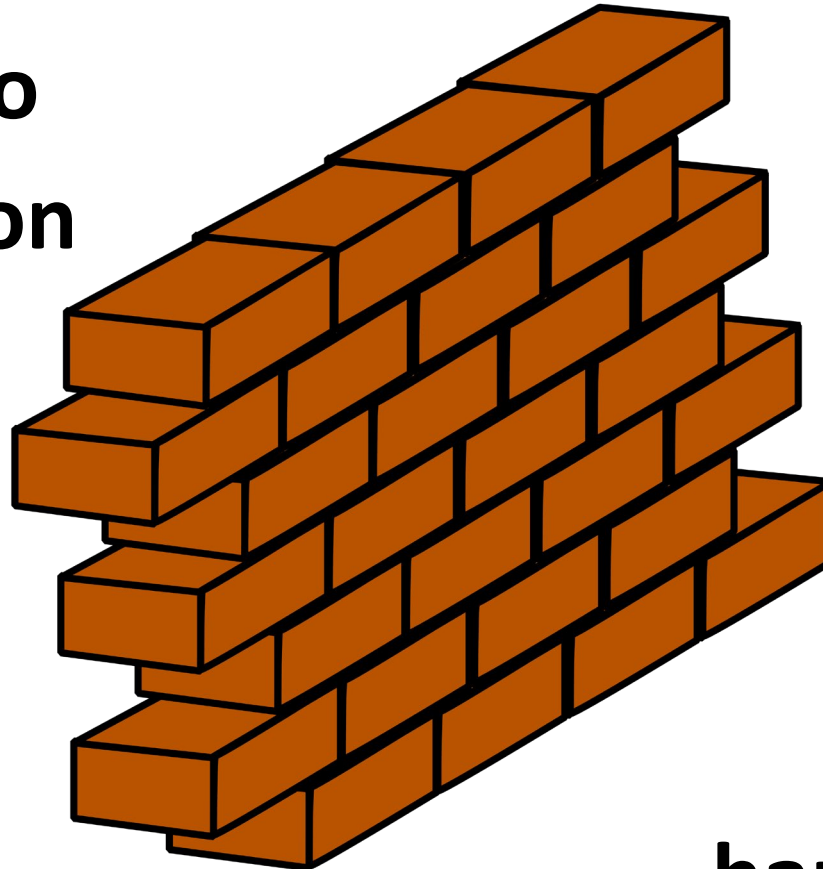
- Decreased wait times for patients
 - Earlier Access to Audiologist when truly needed
 - Earlier Access for basic troubleshooting of devices
 - Earlier Access for technical telephone responses to patients
- Increased productivity for Audiologist
 - Increased number of patients seen
 - Increased revenue generating appointment
 - Increased referral stream for updated equipment and diagnostic needs
- Decreased costs for patients and practice

(Dunlop et al., 2006; Kasewurm, 2006; Saccone & Steiger, 2008)



Audiology Assistants: Another great divide

**Beneficial to
the profession**

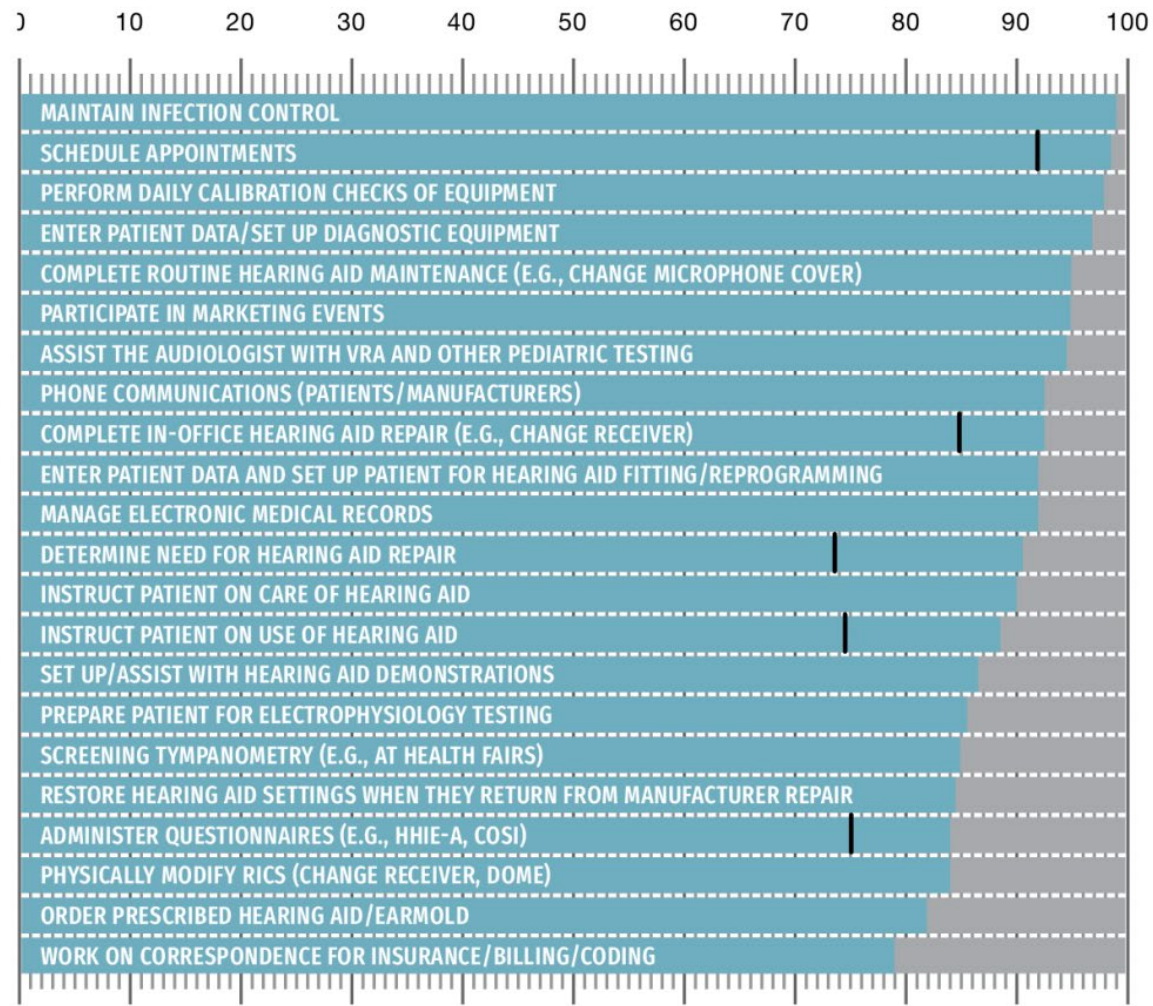


**Not needed and
harmful to profession**



2015 AAA Survey Results

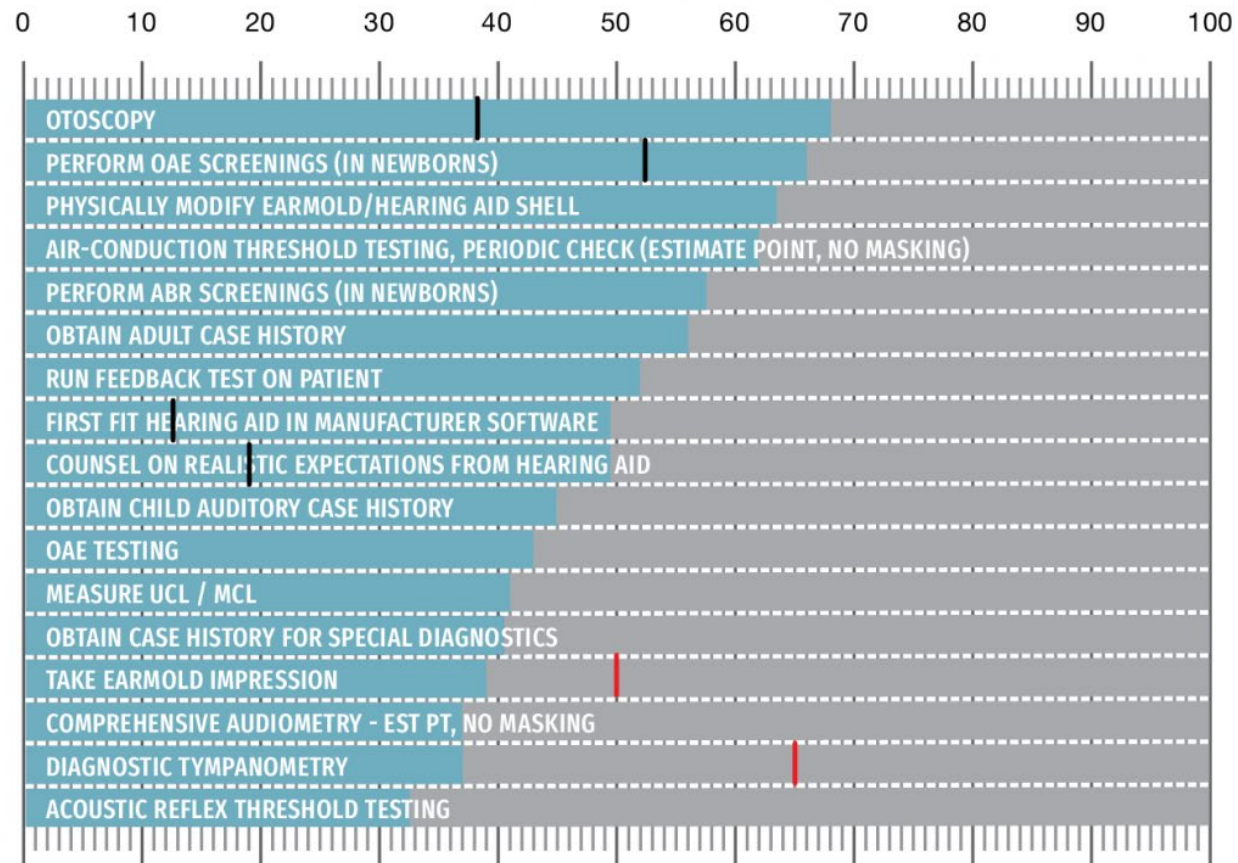
TASKS > 70% AGREED to Be within Scope





2015 AAA Survey Results

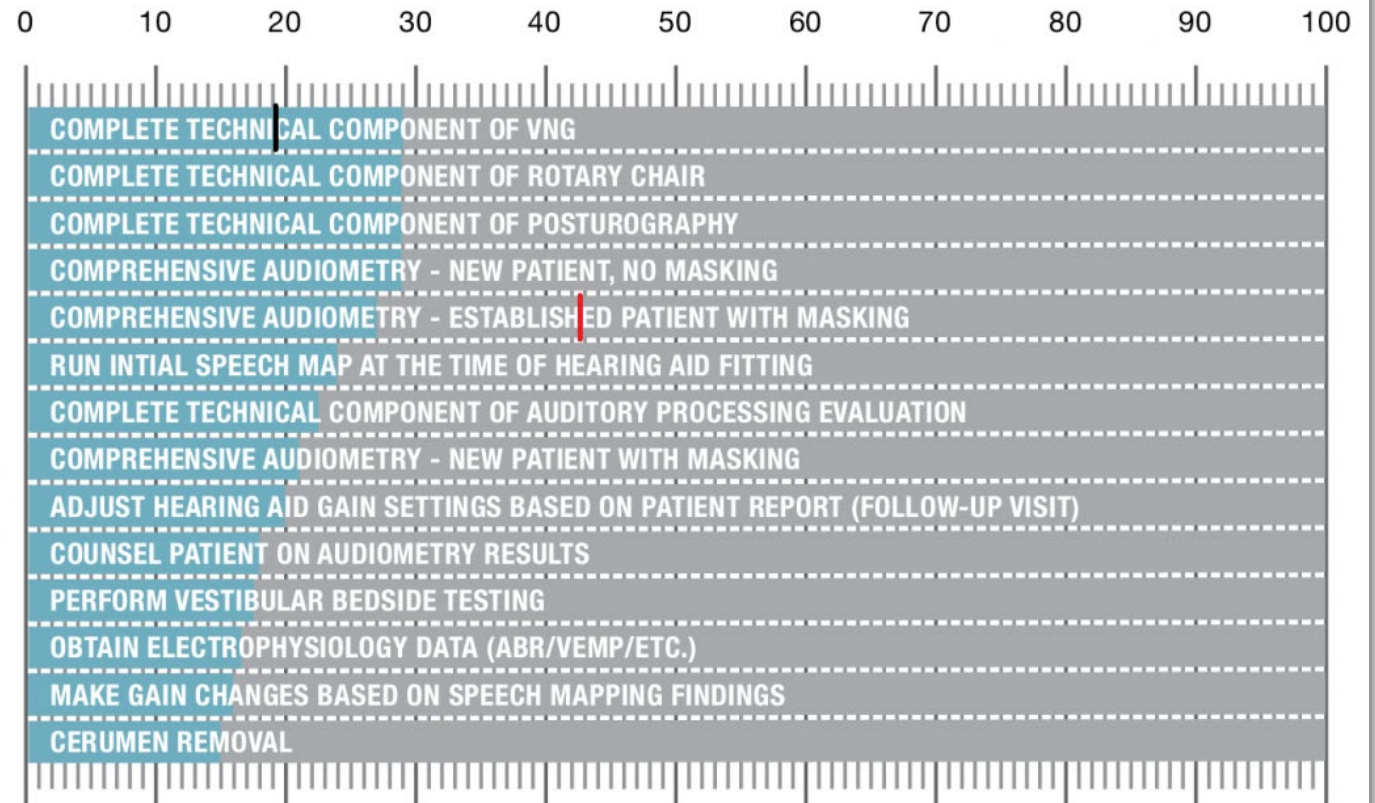
TASKS 30% to 70% AGREED to Be within Scope





2015 AAA Survey Results

TASKS <30% AGREED to Be within Scope





AuD Assistant Tasks and Duties-

Create and write a scope

- Cleaning, troubleshooting devices
- Clinic Infection Control
- Non-diagnostic Otoscopy
- Patient triage
- Demonstrating assistive devices
- Orientation and care of devices
- Run electroacoustic analysis
- Sorting, packaging, and inventory of devices
- Connectivity troubleshooting
- Pediatric appointment Assist
- Pure-tone non-diagnostic reassessment
- VNG/ENG, Evoked potential patient prep
- Newborn Hearing Screening
- Assisting patients with case history and forms
- Administering questionnaires, validation forms
- Communication with manufacturers
- Escorting and scheduling patients
- Hearing screening and health fair marketing
- If qualified, translation and interpretation
- Patient database maintenance
- Telehealth assistant
- Assistive device set-up and orientation
- Earmold modifications
- Software updates and troubleshooting



Council for Accreditation of Occupational Hearing Conservation (CAOHC) Specialized Training

Tasks allowed under supervision of an Audiologist or Physician

- checks and calibration of audiometric instrumentation
- otoscopic screening and pure-tone threshold testing for the purpose of hearing conservation
- basic counseling concerning test results and criteria for referral
- fit and training of personal hearing protection devices
- fit testing of hearing protection devices



Not allowed

- Diagnostic testing (tinnitus evaluation, diagnostic ABR/OAE, Vestibular testing)
- Interpretation of diagnostic testing
- Modifying programming or dispensing of hearing devices
- Manual ear impression taking
- Cerumen removal
- conducting any type of audiometric testing other than air conduction, such as bone-conduction testing or speech audiometry
- diagnosing hearing or vestibular disorders
- conducting noise surveys and analyses or being responsible for noise-control solutions.
- Determining or modifying management and evaluation protocols
- Counseling or consulting of families as part of a management plan
- Signing formal documents



Professional Supervision

- Supervisor Responsibility Statement (TDLR)
- Create a detailed job description for your position
- Create a plan of detailed responsibilities, and allowed tasks between the Audiology Assistant and the licensed supervising Audiologist
 - TDLR Report of Completed training
- Set benchmarking deadlines and plan for supervisory review
- Set and specify a way between Supervisor and Assistant to provide:
 - Supervision feedback
 - Questions for training
 - Program development status and opportunities
 - Concerns regarding tasks within job requirements



TEXAS DEPARTMENT OF LICENSING & REGULATION

P.O. Box 12157 • Austin, Texas 78711-2157

www.tdlr.texas.gov

**REPORT OF COMPLETED TRAINING FOR AN
ASSISTANT IN AUDIOLOGY**

DO NOT WRITE ABOVE THIS LINE		
All information provided must be typed or printed in black ink .		
1. Assistant's Name: (please print)		2. License Number:
Last Name	First Name	Middle Initial
3. Supervisor's Name: (please print)		4. License Number:
Last Name	First Name	Middle Initial
5. Clinical assisting experience hours: I, the supervisor, certify that I have provided 100%, direct line-of-sight supervision of the job-specific competency-based training that is required of the assistant in audiology, and that the assistant named above is able to perform all tasks competently for which the assistant has been trained. I, the supervisor, certify the licensed assistant worked solely with my assigned cases under 100% direct line-of-sight supervision.		
Training Areas	Number of hours trained	Check if competency achieved
Basic audiology screening procedures (pure tone screening, otoacoustic emissions screening, immittance screening, or screening ear canal status with an otoscope)		<input type="checkbox"/>
Maintaining clinical records.		<input type="checkbox"/>
Preparing clinical materials.		<input type="checkbox"/>
Perform preventative maintenance checks and safety checks of equipment.		<input type="checkbox"/>
Biologic and electroacoustic calibration of audiometric equipment.		<input type="checkbox"/>
Hearing aid and earmold maintenance.		<input type="checkbox"/>
Electrode placement and patient preparation.		<input type="checkbox"/>
Case history and/or self-assessment forms.		<input type="checkbox"/>
Play audiometry, visual reinforcement audiometry, and picture-pointing speech audiometry.		<input type="checkbox"/>
Assisting in the evaluation of difficult-to-test-patients.		<input type="checkbox"/>
Test room preparation		<input type="checkbox"/>
Additional training in areas not excluded in 111.90 below (Attach additional sheets if required)		
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
NOTE: 111.90 Requirements of an Assistant in Audiology License TDLR may audit a random sampling of licensed assistants for compliance with this section and 111.90 of this title (relating to Requirements, Duties and Responsibilities of Supervisors).		

6. Supervisor in Audiology:	
A. I certify that I trained this assistant in accordance with 111.90 of the agency rules, and I followed the agreement stated in the Supervisor Responsibility Statement.	<input type="checkbox"/> Yes <input type="checkbox"/> No
B. I certify that I have maintained supervision logs and I am aware that I may be randomly audited, as per 111.90. (Please note logs are submitted only if you are selected for supervision audit.)	<input type="checkbox"/> Yes <input type="checkbox"/> No
C. I certify that this licensed assistant has successfully completed the specified training with 100%, direct, line-of-sight supervised training.	<input type="checkbox"/> Yes <input type="checkbox"/> No
D. This licensed assistant has successfully completed the specified training. (If No, please submit reason on separate paper.)	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Assistant in Audiology and Supervising Audiologist Signature and Date: By the signatures below, we certify that we have read and will comply with all applicable provisions of the Speech-Language Pathology and Audiology Act; Texas Occupation Code, Chapter 401 and Chapter 51; Texas Administrative Code, Chapter 111; and the Speech-Language Pathology and Audiology Administrative Rules. We understand that providing false information on this application may result in denial of this application and/or revocation of the license we are requesting and the imposition of administrative penalties.	
Signature of Licensed Assistant	Signature of Supervising Audiologist
Date	Date



Modalities of Supervision

- **Standard didactic**- Supervision whereby the preceptor is present in an appointment providing training and feedback as needed during an appointment.
- **Virtual**- Supervision via telehealth where the supervisor is present in the appointment via telehealth
- **Hybrid**



Documentation and Communication

- **Come up with a plan!**
- **Medical Records**
- **Hearing Aid Database**
- **Cloud-based systems**
- **Refrain from just verbal communication on patient matters**



Current Audiology Assistant Specific Training Options

Not an endorsement or recommendation.

Other programs are in development

- On-Job training
- Nova Southeastern
- Audiology Academy



Optional Certifications and Memberships

- ASHA National Assistant Certification Program
- American Academy of Audiology Audiology Assistant Affiliate Program and of course...
- **Texas Academy of Audiology Associate Membership**

Benefits of membership:

- Obtain CEUs (20 hours per 2 year licensure interval)
- Public acknowledgement to their commitment to Audiology



Audiologist Only

- 7 patient's served
 - 3 diagnostics
 - 1 revenue HA
 - 2 non-revenue HA
- 1 hr administrative/break time

7:00 AM	
7:15 AM	
7:30 AM	
7:45 AM	
8:00 AM	Audiometric and HA Eval
8:15 AM	
8:30 AM	
8:45 AM	
9:00 AM	
9:15 AM	
9:30 AM	Hearing aid check
9:45 AM	
10:00 AM	
10:15 AM	
10:30 AM	HA troubleshooting
10:45 AM	
11:00 AM	Audio Eval
11:15 AM	
11:30 AM	
11:45 AM	
12:00 PM	Lunch/Paperwork
12:15 PM	
12:30 PM	Tinnitus Eval
12:45 PM	
1:00 PM	
1:15 PM	
1:30 PM	
1:45 PM	
2:00 PM	Hearing aid fitting
2:15 PM	
2:30 PM	
2:45 PM	
3:00 PM	
3:15 PM	
3:30 PM	HA troubleshooting
3:45 PM	
4:00 PM	Paperwork
4:15 PM	
4:30 PM	
4:45 PM	
5:00 PM	Home



Audiologist w/Assistant

- 9 patients served
 - 4 diagnostics
 - 2 revenue HA
 - 3 non-revenue HA
 - 1 hr administrative time
- Assistant
 - 6 additional patients served

7:00 AM	
7:15 AM	
7:30 AM	
7:45 AM	
8:00 AM	Audiometric and HA Eval
8:15 AM	
8:30 AM	
8:45 AM	
9:00 AM	HA Check
9:15 AM	
9:30 AM	Audiometric Test
9:45 AM	
10:00 AM	
10:15 AM	
10:30 AM	HA Telehealth
10:45 AM	
11:00 AM	Audio Eval
11:15 AM	
11:30 AM	
11:45 AM	
12:00 PM	Lunch/Paperwork
12:15 PM	
12:30 PM	Tinnitus Eval
12:45 PM	
1:00 PM	
1:15 PM	
1:30 PM	Hearing aid fitting
1:45 PM	
2:00 PM	
2:15 PM	
2:30 PM	Hearing aid fitting
2:45 PM	
3:00 PM	
3:15 PM	
3:30 PM	HA Check
3:45 PM	
4:00 PM	Paperwork
4:15 PM	
4:30 PM	
4:45 PM	
5:00 PM	Home

7:00 AM	
7:15 AM	
7:30 AM	Preinfection control
7:45 AM	
8:00 AM	Assist HA
8:15 AM	
8:30 AM	Walk-in
8:45 AM	
9:00 AM	Walk-In
9:15 AM	
9:30 AM	Assist AUD
9:45 AM	
10:00 AM	Walk-in
10:15 AM	
10:30 AM	Product Inventory
10:45 AM	
11:00 AM	ASST AUD
11:15 AM	
11:30 AM	LUNCH
11:45 AM	
12:00 PM	PREP AUD
12:15 PM	
12:30 PM	Walk-in
12:45 PM	
1:00 PM	Prep-AUD
1:15 PM	
1:30 PM	Walk-in
1:45 PM	
2:00 PM	Orientation
2:15 PM	
2:30 PM	Prep-AUD
2:45 PM	
3:00 PM	Walk-in
3:15 PM	
3:30 PM	Orientation
3:45 PM	
4:00 PM	
4:15 PM	
4:30 PM	
4:45 PM	
5:00 PM	



Externships

Stephanie L. Fowler, PhD, AuD, ABA-C
Director of Clinical Education, AuD Program
The University of Texas at Dallas



Externship experiences differ from experiences for students in years 1-3.

	Years 1-3	Externs
Purpose	To gain specific audiologic skills	To prepare to be independent practitioners
Time	1-2 days/week, 1 semester	5 days/week, 3 semesters
Pay	Unpaid	Often paid
Commitment	In addition to clinic, usually taking 3-4 classes	Usually not taking other classes



Stakeholders in the externship include both individuals and entities.

Extern



Patient



Clinical Educator



University



Clinical Facility





Goals for the externship differ for each stakeholder.

Extern



- Develop a level of independence in case load management
- Develop audiologic skills across a wide range of the scope of practice
- Develop interpersonal skills with colleagues and patients
- Enhance their resume with leadership and independent projects
- Manage a full-time commitment for the first time ever or in many years
- Meet financial goals
- Establish a work-life balance
- Become involved as a professional
- Receive consistent feedback on growth throughout the year



Goals for the externship differ for each stakeholder.

Clinical Educator



- Transition some case load management to relieve staff case load
- Expand patient care volume
- Benefit from students' current evidence-based knowledge and technique who have most recently been learning this
- Enhance interpersonal skills by acting as a mentor to students
- Develop strong relationships with future professionals



Goals for the externship differ for each stakeholder.

University



- Measure and monitor different student outcomes using standardized and anecdotal accounts
- Maintain close contact with clinical educators and facility administration
- Maintain contact with students, and facilitate students' maintaining contact with peers
- Support clinical educators in the provision of high-quality clinical education
- Support students in their job applications
- Gathering data from students and clinical educators on preparation for externship, preparation for jobs
- "Vet" each site to ensure that externships meet internal requirements



Goals for the externship differ for each stakeholder.

Clinical Facility



- Transition some case load management to relieve staff case load
- Expand patient care volume
- Develop new programs that can expand patient care even after extern graduates
- “One long interview” – potential to train-to-hire if extern is a good fit
- Preserve high quality clinical care
- Preserve ethical billing, management, and service delivery practices



Goals for the externship differ for each stakeholder.

Patient



- Continuity of care
- High-quality services, especially emerging new techniques
- Access to timely services
- Participation in the educational process can make them feel more connected to their own hearing journey

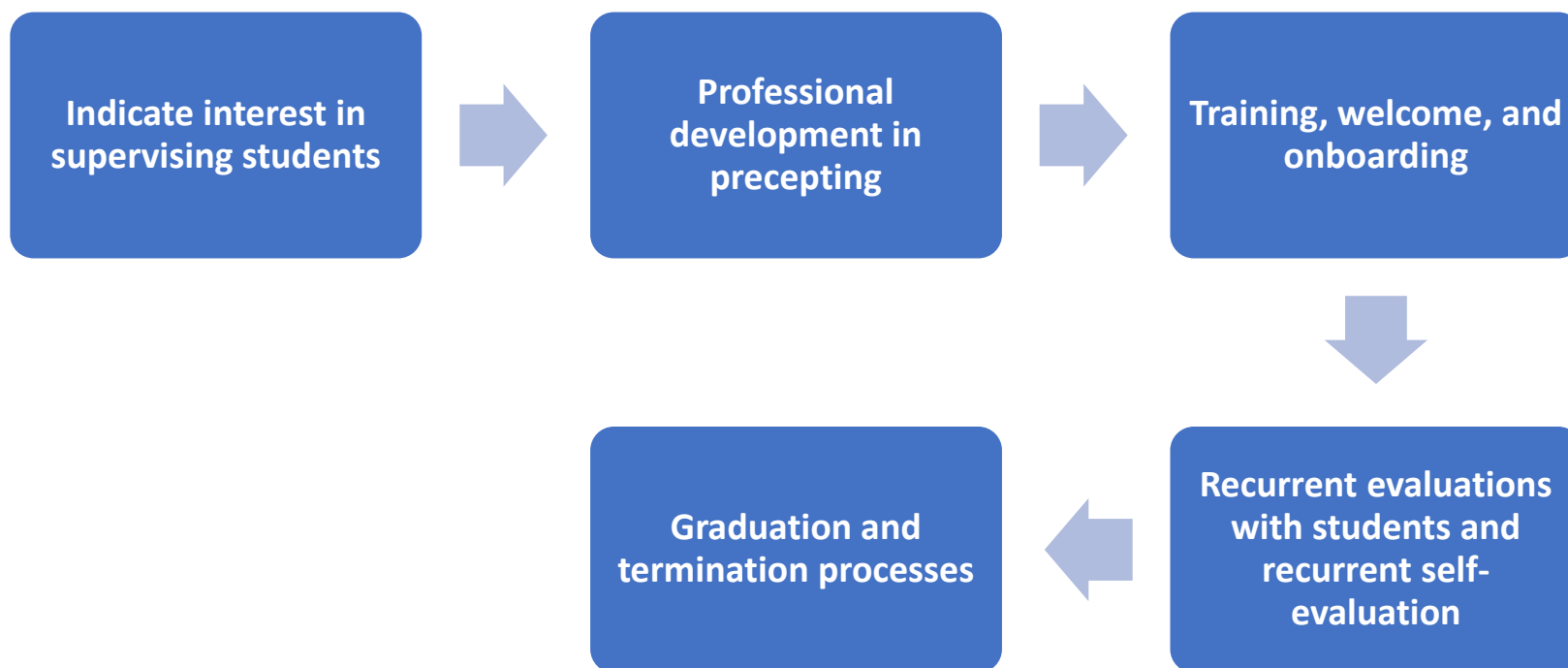


Clinical sites prepare for extern the fall and spring before they want to host.



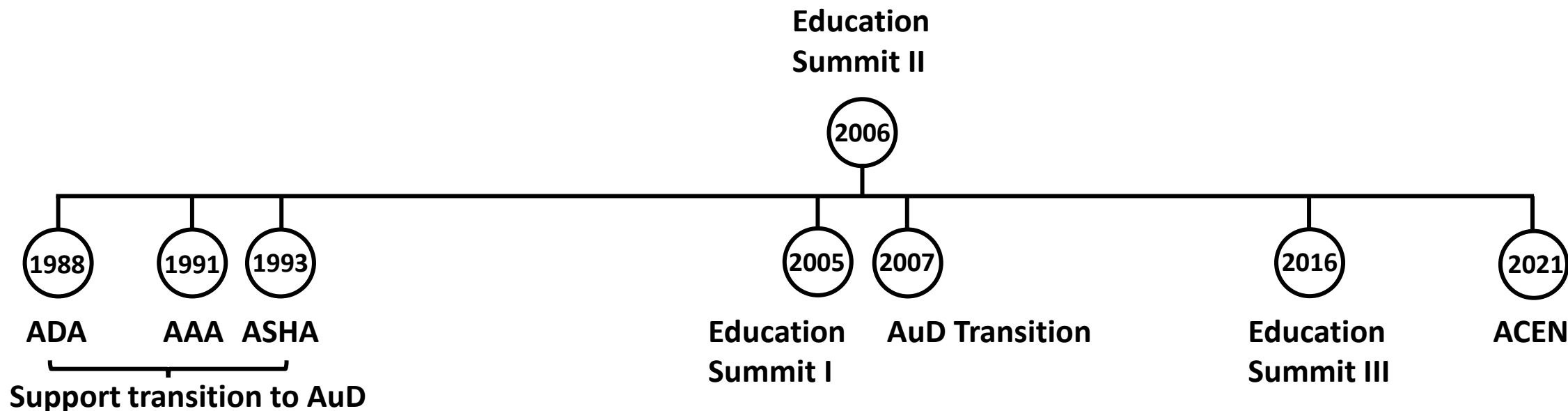


Individual educators should also prepare for incoming externs.



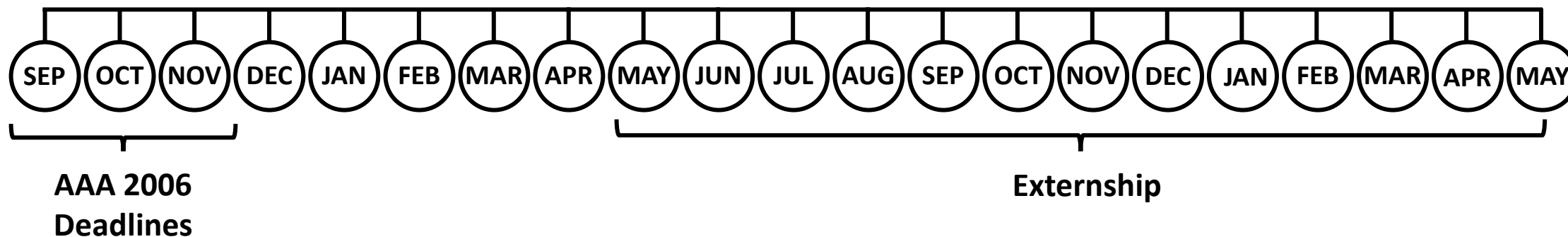


Historically complex processes originate due to differences for sites, universities and students.



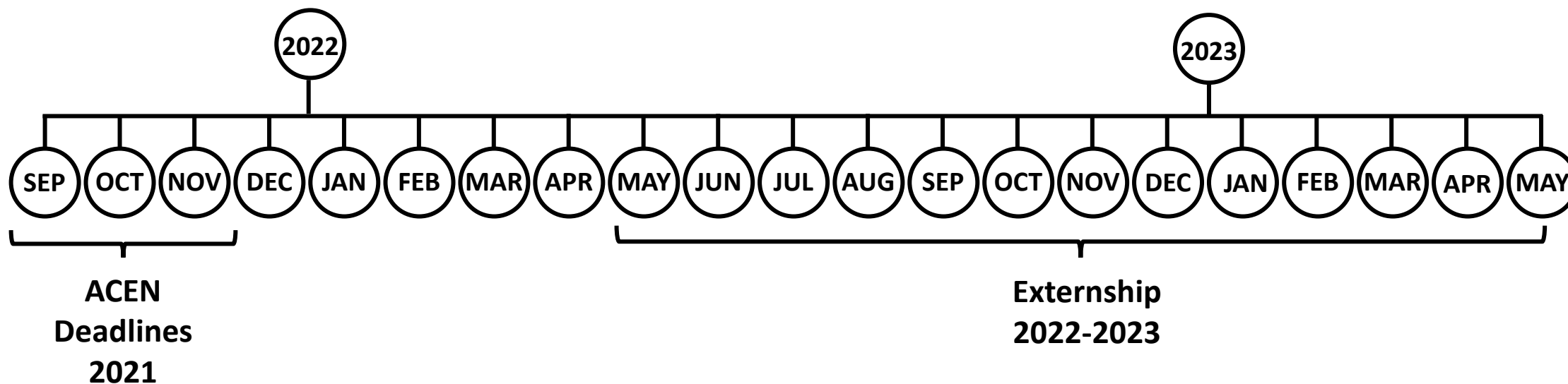


Previous timelines have been attempted, but they are not currently universally followed.





Most recently proposed timeline implemented for 2022-2023 externship cycle.





Big Issues



Agreements established between clinic, university and student promote clear expectations.

- **Affiliation agreements**
 - Outlines a commitment between the university and the site as partners in the educational process
- **Checklists of roles and responsibilities**
 - Detailed agreement between the university, site, and student
 - Outlines activities the student will engage in, who will be formal supervisors, whether those supervisors have necessary training, responsibilities for evaluating students, liability insurance provision, etc.
- **Outline and timeline of evaluation processes, including how students track and submit their clinical hours**



Externs must be given appropriate and effective feedback and supervision.

- **Know the rules of your contracts and licenses regarding line-of-sight and indirect supervision.**
- **Two hours of preceptor training by supervisor required for students to obtain CCCs (as of Jan 2020).**
- **Administrative time needs to be carved out to review student reports, provide feedback to students, complete requirements for hours/evaluations from university, and establish goals with extern.**



Compensation concerns many externs.

- **67% of externs reported compensation was important or very important, with 72% saying support led them to their accept or reject decision.**
- **31% of externs received \$0-\$10,000/year.**
- **22% of externs worked a second job, and 44% of those who did said it interfered with their externship performance.**
- **Externs:**
 - **May still be responsible for tuition, or have 6 months after falling below half-time enrollment to pay back student loans**
 - **May be moving to a city with a different cost of living; if they are the only extern, finding a roommate may be difficult.**
 - **Family/caregiver duties**
 - **Out-of-pocket expenses to complete the interviews (e.g., flights, hotels)**



The burden of externship applications falls not only to students, but also to Y1-Y3 preceptors.

- **Students are applying to many sites (sometimes >10), many of which require letters of reference from former preceptors.**



Modalities of Supervision

- **Standard didactic**- Supervision whereby the preceptor is present in an appointment providing training and feedback as needed during an appointment.
- **Virtual**- Supervision via telehealth where the supervisor is present in the appointment via telehealth
- **Hybrid**



Resources for preceptors and sites

- Browse [Extern Job Postings at HearCareers](#) to understand the variety of experiences offered at established externships
- Contact your local school for tips and their resources, including training materials – Lamar, Texas Tech, UNT, UT, UTD
- Preceptor certifications can be obtained through [CH-AP](#), [Guidance via ASHA](#), and [Audiology Online Supervision Courses](#)



Business and Professional Benefits of Audiology Assistants and 4th Year AUD Student

Andrea Gohmert AuD, ABAC, CCC-A

Director of Audiology Clinical Operations

Clinical Associate Professor- UT Dallas



Two Questions that Audiology Practice Owners and Managers Ask Themselves in Today's Market



**HOW CAN I INCREASE MY
PRACTICE PRODUCTIVITY?**

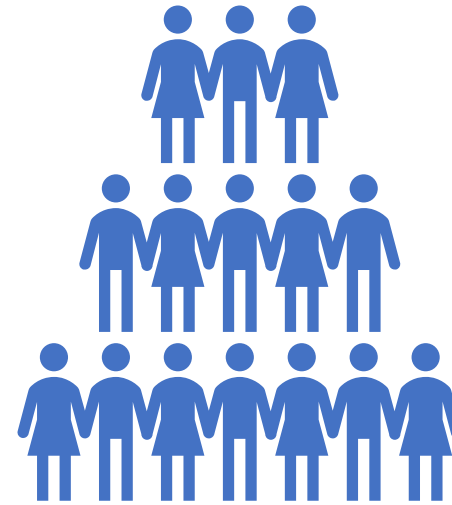


**HOW CAN I INCREASE PATIENT
SATISFACTION AND LOYALTY?**



Increasing Practice Productivity Options

1. Increase prices of products and services
2. Increase the number of patient's seen and billed charges
3. Increase prices and number of patient's seen

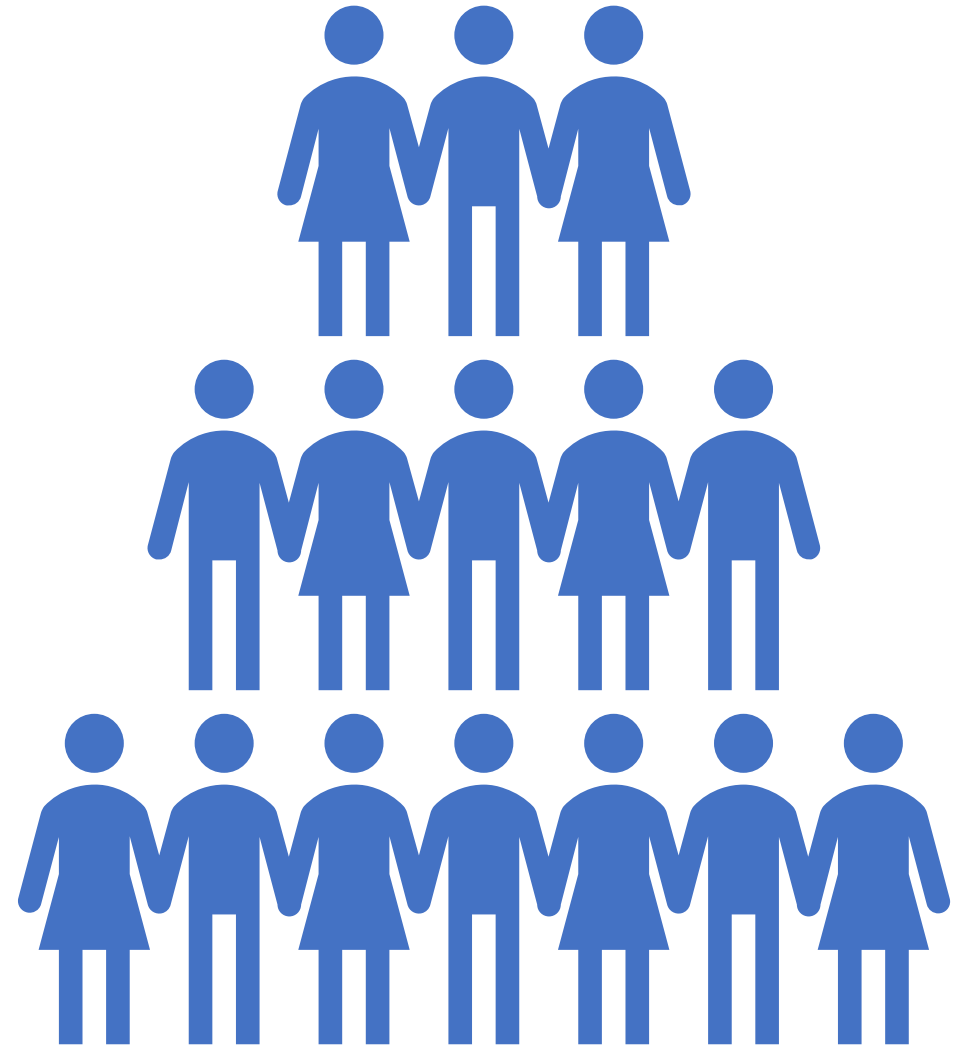




Increasing Practice Productivity

BEST OPTION

See more patients and
increase billed charges!



Increasing Practice Productivity- Managing Cost per Hour

Increasing
practice
productivity
depends on
your individual
practice Break
Even Hourly
Rate

$$\frac{\text{ANNUAL EXPENSES}}{\text{ANNUAL CONTACT HOURS}} = \text{BREAK EVEN HOURLY RATE}$$

- Factor in your fixed expenses, such as salaries, rent, utilities, calibration, continuing education, benefits, office supplies, impression material, equipment, and/or annual fees.
- For all of your overhead and expenses, what do you need to bring in every hour to cover it and make a profit?



Increasing Practice Productivity- Managing Patient Contact Hours

Determine how many hours annually you can bill for services?

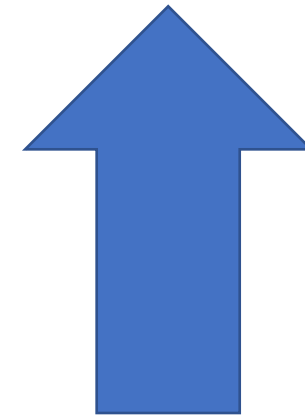
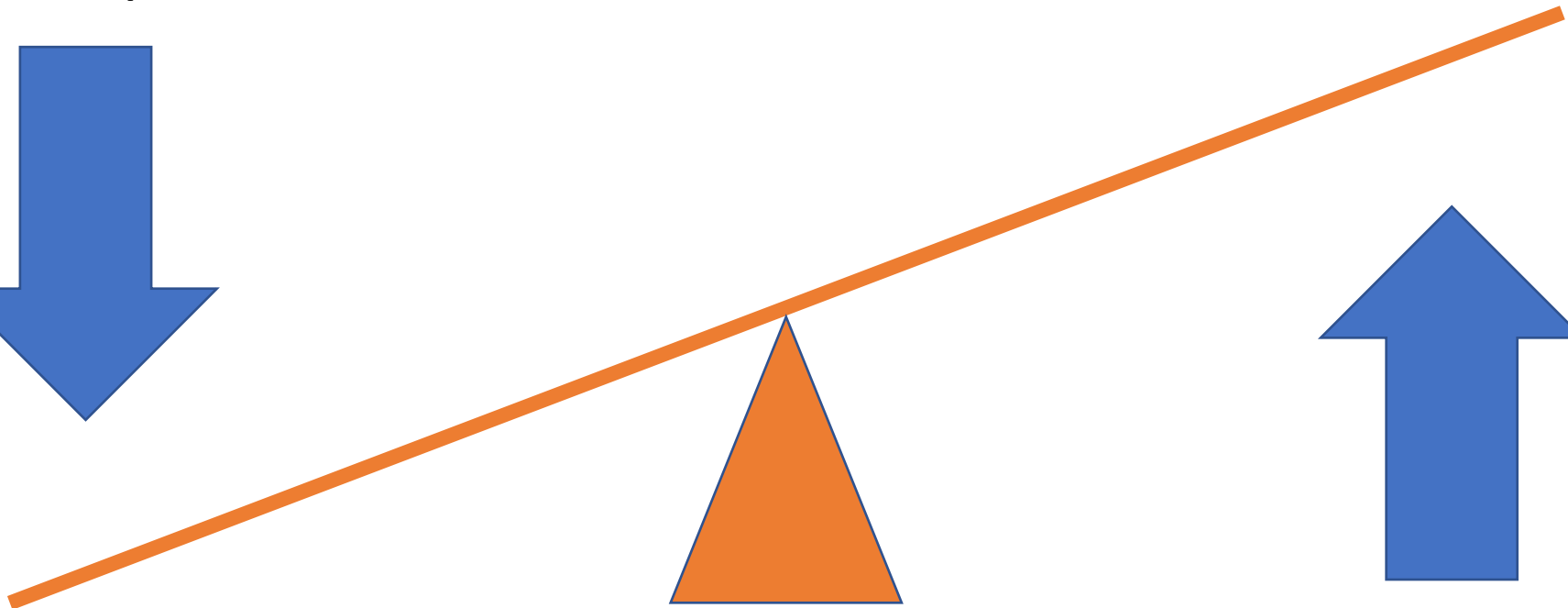
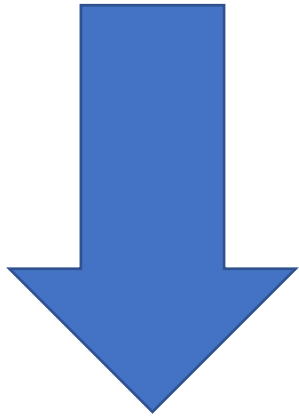
Patient contact hours per week	30
Number of weeks worked per year	49
Number of providers	3

$$30 \times 49 \times 3 = 4410 \text{ (annual contact hours)}$$



Increasing Practice Productivity

Practice Expenses



Patient Contact Hours



Increase in Practice Productivity

*How can my
practice see more
patients?*

- Use strategic staffing to allow your **higher paid** clinical audiologists to focus on more revenue generating tasks!
- Hire an Audiology Assistant and/or a 4th year Extern to provide more of the non-revenue generating services that are vital to customer care and satisfaction!



What are the Business and Professional Benefits of an Audiology Assistant?

Increase in Patient Loyalty and Customer Satisfaction

Provision of Non-Revenue Generating Services that free the audiologist to see more patients.



Increasing Patient Loyalty and Customer Satisfaction- Audiology Assistant

An Audiology Assistant can provide some of the personalized services that are key to customer satisfaction and loyalty:

- Greeting Patients and walking them to and from the exam rooms
- Providing walk-in services
- Taking phone calls and helping to troubleshoot devices
- Providing that personal touch that keeps the patients returning and loyal to your practice!



Non-Revenue Generating Services-

Audiology Assistant

- Hearing Aid Orientation
- Shipping and Receiving of devices and supplies
- Troubleshooting and cleaning of devices
- Infection Control- Preparation of Testing Spaces
- Pairing technology to devices
- Preparation and set up for Diagnostic testing
 - Auditory Brainstem Response Testing
 - Vestibular Testing





What are the Business and Professional Benefits of a 4th year AUD Extern



Increase in Practice Productivity- Revenue Generation



Professional development benefits for your practice



Opportunity to design and implement new services in your practice



Cultivation of future talent for your practice



Investment in the future of audiology!



Business and Professional Benefits of 4th Year AUD Extern- Increase Practice Productivity



- Provision of diagnostic services that are not being billed to Medicare
- Provision of dispensing services to self-pay patients
- Provision of 3rd party services IF YOUR CONTRACT allows
- Setting up a new service for your practice- vestibular testing, auditory processing disorder evaluation, or cognitive screening.
- Provide value-added services that are non-revenue generating:
 - Aural rehabilitation programs and auditory training program- online or in office
 - Case History Taking
 - Documentation in EMR
 - Counseling patients on hearing loss and cerumen management



Business and Professional Benefits of 4th Year AUD Extern- Professional Development



Hiring a 4th Year Extern can bring a highly trained new member to your team who is fully aware of all the latest evidenced based best practices and is excited about patient care!

- A well-trained student should be aware of best practices in audiology and can share some of the latest training they have received with the rest of your staff.
- Some universities will provide free CEU training to you and your staff who accept a 4th year student from their program.



Business and Professional Benefits of 4th Year AUD Extern- **Opportunity to Implement New Services**

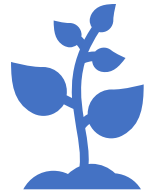


Audiology Externs usually bring an eagerness and fresh creativity to a practice!

- ❖ Start a new service- Vestibular, Auditory Processing Disorders, or Cognitive Screenings.
- ❖ Add new literature or update the website
- ❖ Add aural rehabilitation services that are non-revenue generating but a key to patient satisfaction.



Business and Professional Benefits of 4th Year AUD Extern- **Cultivation of Future Talent for Your Practice**



Hiring a 4th year Extern is an opportunity to cultivate future talent for your practice!

- The Externship year can be a year-long job interview. There is no obligation to hire the student upon graduation but when you find an Extern you cannot live without you can be the first one to offer them a position since they are already fully trained at your practice!



Business and Professional Benefits of 4th Year AUD Extern- Investment in the future of Audiology



The 4th year Extern year is an opportunity for you to train, mentor, and invest in a future audiologist!

Audiologists giving back to the practice!



Determining Salary and Compensation



Determine what your practice can afford based on your practice budget and the projected increase in revenue with the increase in personnel.



Conduct a regional survey of salaries of the personnel you hope to add to your practice. What is the average salary in your region?



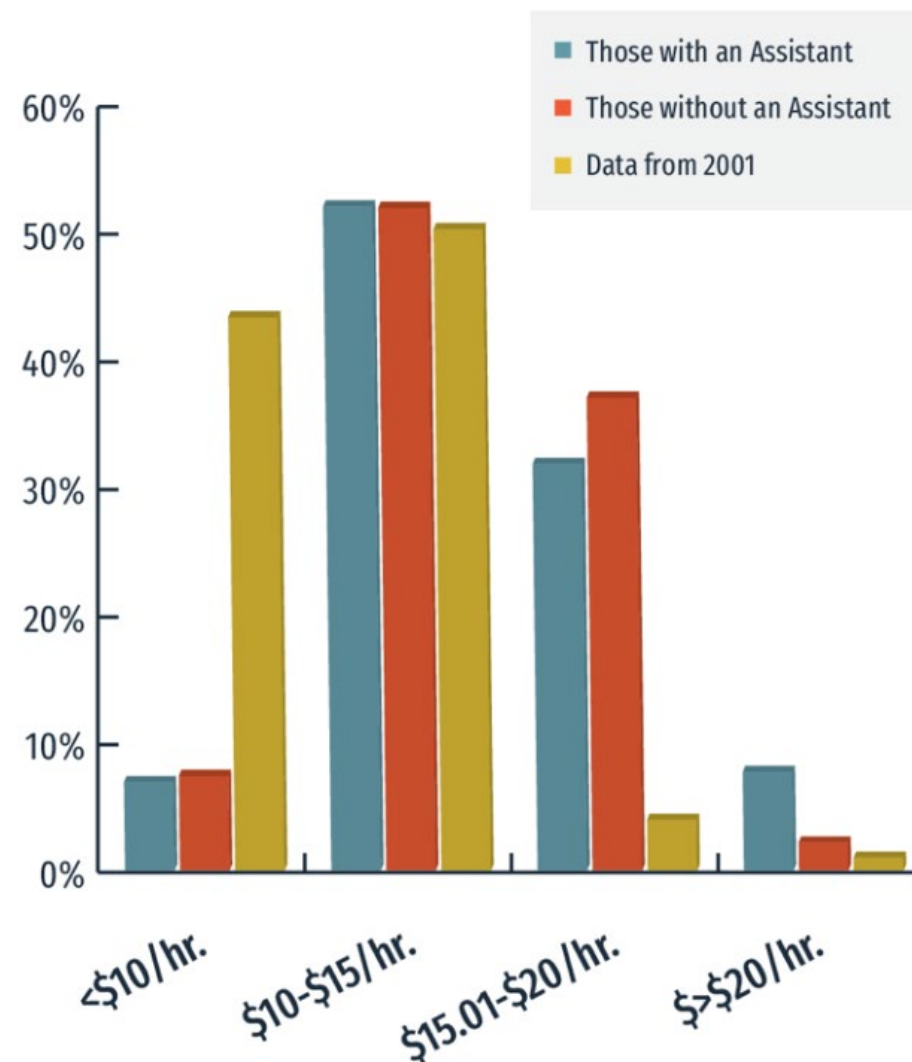
Set your base salary for the new personnel within your budget but competitive with other practices in your area.

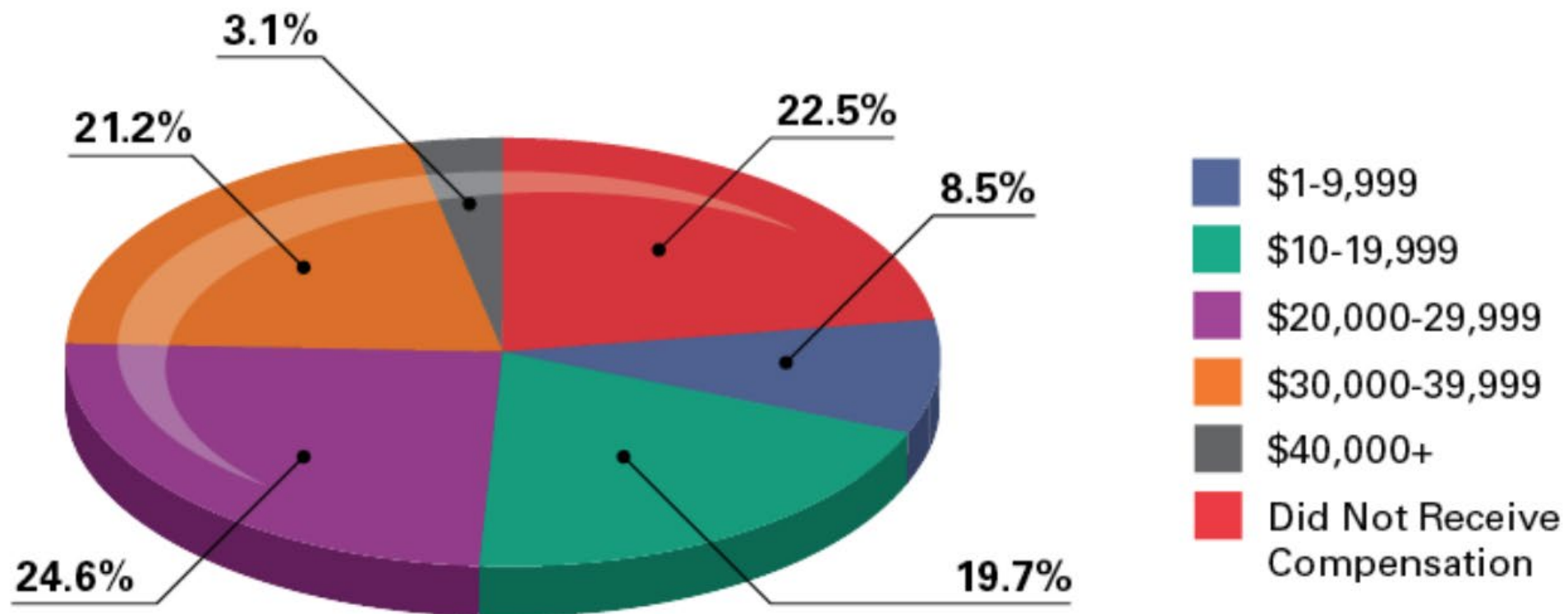
Determining Compensation for Audiology Assistants

Survey Results in Audiology Today
September

2020 issue

- \$10.00 to \$15.00 an hour
- \$31,000 to \$45,000 annual salary for a licensed Audiology Assistant







Determining Salary for 4th Year Extern

Your practice must determine what you can offer based on practice expenses and the value the 4th year Extern can bring to the practice.

Other Benefits Beyond Salary:

- ❖ The Coronavirus Aid, Relief, and Economic Security (CARES) Act allows employers to provide tax-free assistance for an employee's student loan payments up to \$5,250.00 per year, per employee. This contribution is tax free.
- ❖ Health insurance benefits
- ❖ Paid Time Off during the Externship Year
- ❖ Professional Development Funds
- ❖ Location of your practice

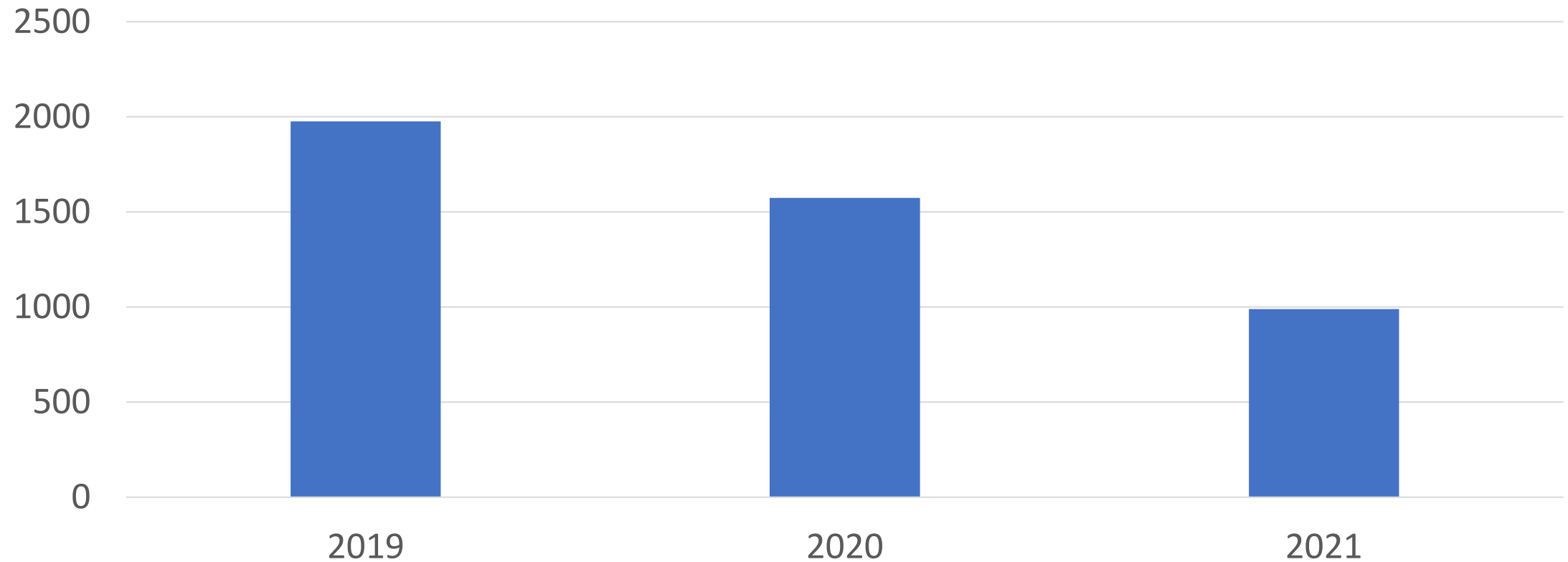
Callier Center Data

Show me the data!



Available Patient Contact Hours

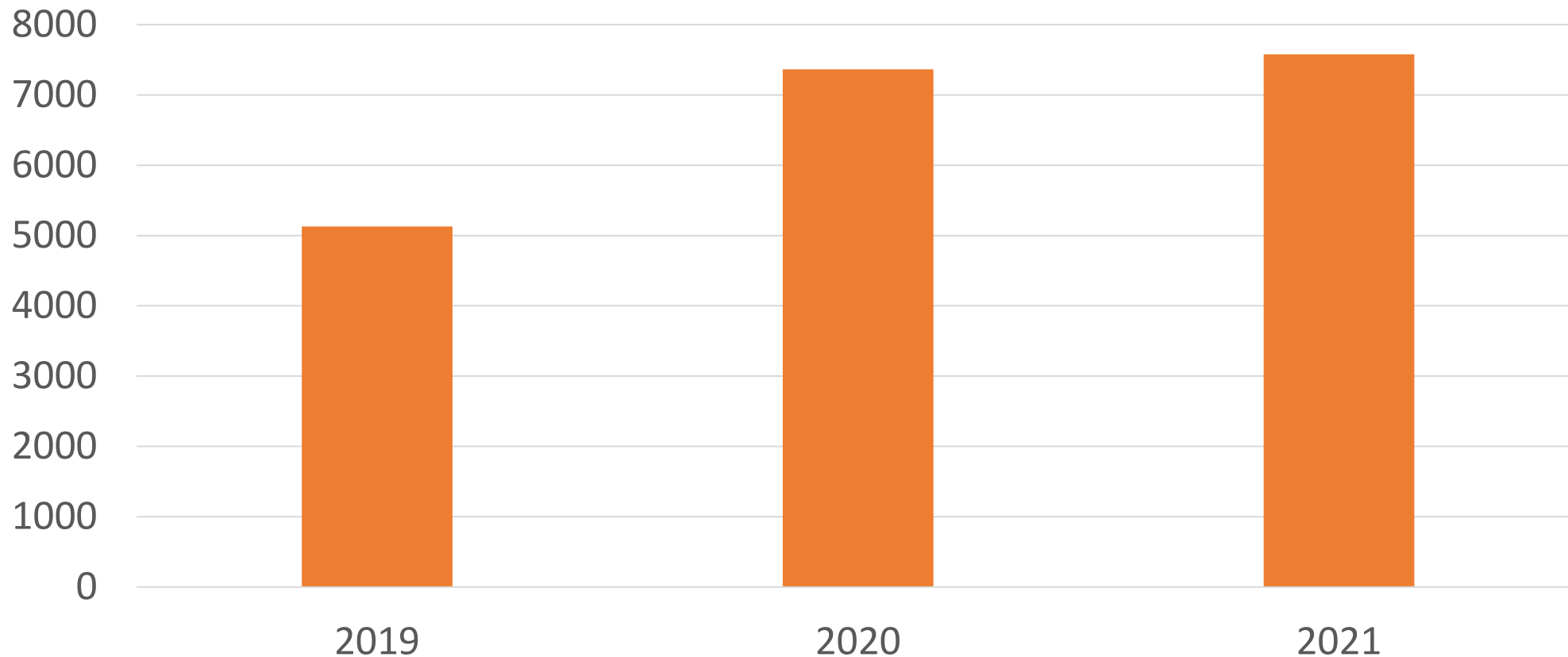
Total Hours





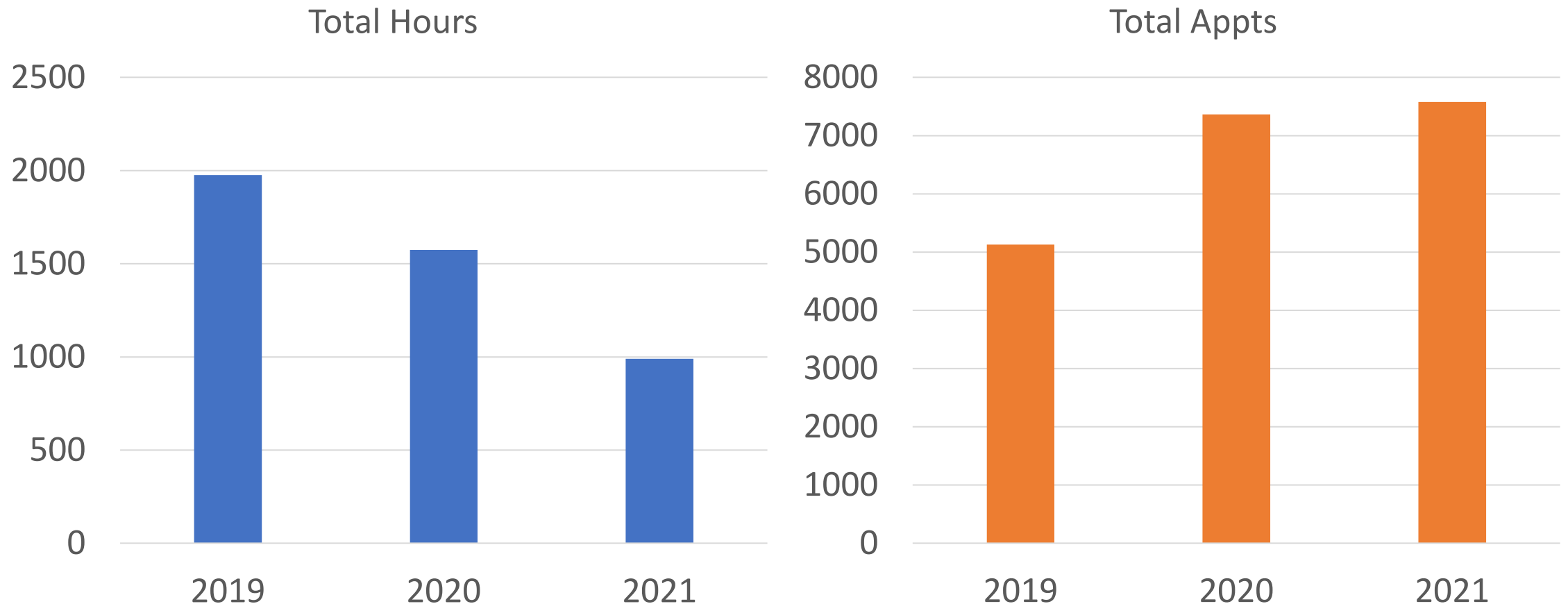
Audiology Appointments

Total Appts





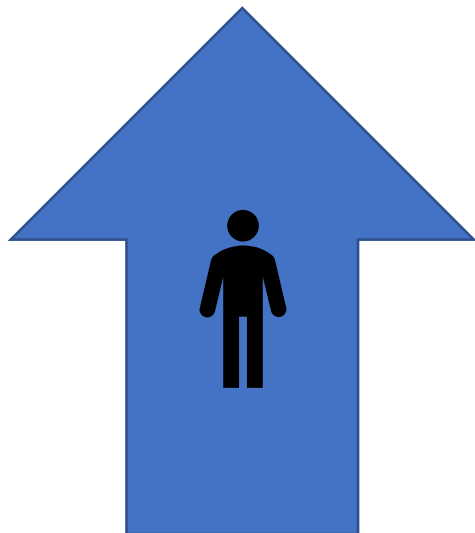
Available Patient Contact Hours vs Audiology Appointments



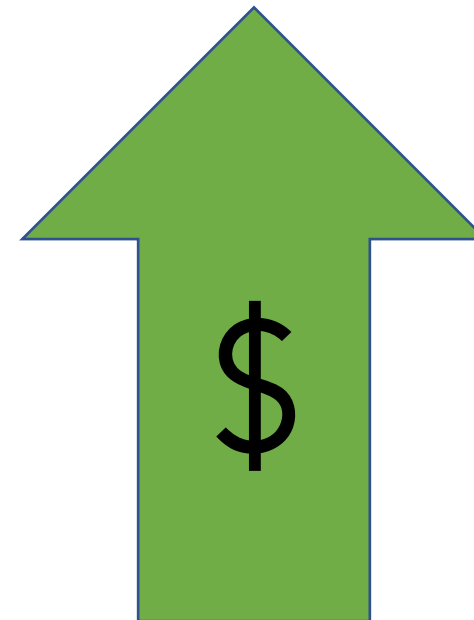


Audiology Assistant Patient Data- Callier Center

❖ 32% increase in patients seen
over fiscal year 2020



• 54% increase in charges over
fiscal year 2020





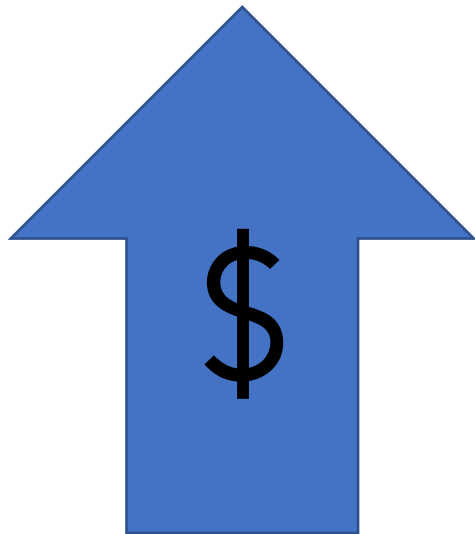
Audiology Extern Patient Data- Callier Center

- 2020-2021- 4th year Extern saw 733 patients during an 11-month Externship
- She created a virtual aural rehabilitation program during her Extern year.
- She was instrumental covering our schedules during COVID 19 when various audiologists would have to be out of office due to required quarantine.



Overall Increase in Revenue Data- Callier Center

7 % increase in revenue fiscal year
2020



• 3% increase in revenue in fiscal
year 2021





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Questions?

Supplemental Slides



Questions to ask in preparation for hosting an extern

Administrative

- How much can you pay them, including stipend/salary, benefits, PTO, relocation, mileage, conference travel?
- Does your site allow students?
- Does your site have a medical education office already you need to go through?
- What does your site expect of the university?

• Audiologic Workflow

- What specific activities will you have your extern do?
- How quickly would you expect them to be able to do each of these tasks?
- Do you have a special project or research the student could work on? If research, do you have IRB resources they would need to work on?
- Specific time for feedback and meetings?
- Does the university have a specific minimum of patient hours, professional hours, project hours, or diversity of skills the extern needs to obtain?

• Clinical Education

- Do you have your two hours of preceptor training?
- Do you have a mentor who has served as an extern preceptor who could help guide you through the process?
- Can you have release in your schedule to review student documents, provide feedback, fulfill the precepting requirements?