The master's/doctoral (MS/AUD) education programs in audiology and speech-language pathology at the University of Wisconsin – Madison are accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association, 2200 Research Boulevard, #310, Rockville, MD 20850, 800-498-2071 or 301-296-5700.

The CAA can be reached at:

Council on Academic Accreditation
2200 Research Boulevard, Mail Stop 310
Rockville, MD 20850-3289
Members: 800-498-2071 or 301-296-5700
Non-Member: 800-638-8255
Table of Contents

Introduction ............................................................................................................................................. 1
The Au.D. Program and the University Mission .................................................................................. 1
History of the Program ............................................................................................................................. 2
Directory .................................................................................................................................................. 4
  Department Information ......................................................................................................................... 4
  Faculty & Academic Staff ....................................................................................................................... 4
  UWSP Support Staff .............................................................................................................................. 5
  UW-Madison Support Staff .................................................................................................................... 5
  UWSP Emeritus Faculty and Academic Staff ....................................................................................... 6
  UW-Madison Emeritus Faculty and Academic Staff ........................................................................... 6
  Web Pages ........................................................................................................................................... 6
Admissions Requirements ....................................................................................................................... 7
  Academic ............................................................................................................................................. 7
  Grade Point Average (GPA) ................................................................................................................ 7
  Graduate Record Examination (GRE) ................................................................................................ 7
  Clerkship ............................................................................................................................................. 7
  Technical Standards for Students ....................................................................................................... 7
Graduate Advising ................................................................................................................................... 9
Program Description .............................................................................................................................. 10
  Mission ............................................................................................................................................... 10
  Objectives .......................................................................................................................................... 10
  Curriculum ......................................................................................................................................... 11
  Course Sequence ............................................................................................................................... 11
  Course Descriptions .......................................................................................................................... 13
Breadth Requirements and Procedures for Au.D. Students (UW Madison students only) ........... 17
Capstone Requirements ......................................................................................................................... 18
Clerkships and Fourth-Year Externships ............................................................................................. 18
  Off-Site Clerkships .......................................................................................................................... 18
  Fourth-Year Externships .................................................................................................................... 20
Supervision Policy ............................................................................................................................... 22
Au.D./PhD program ............................................................................................................................... 22
Requirements and Satisfactory Progress ............................................................................................... 23
  Au.D. Program Probation - Academic ............................................................................................... 23
  Clinical Alert ..................................................................................................................................... 24
  Au.D. Program Probation - Clinical ................................................................................................. 24
  Clinical Clerkship Hours .................................................................................................................. 25
  Clinical Exams ................................................................................................................................. 25
Communication Proficiency Policy ....................................................................................................... 25
Certification and Licensing ................................................................................................................... 27
<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASHA Certification</td>
<td>27</td>
</tr>
<tr>
<td>State Licensure</td>
<td>27</td>
</tr>
<tr>
<td>Wisconsin Department of Instruction (DPI) Certification</td>
<td>27</td>
</tr>
<tr>
<td>Academic Support Services</td>
<td>27</td>
</tr>
<tr>
<td>Library Resources</td>
<td>27</td>
</tr>
<tr>
<td>Additional Support Resources</td>
<td>27</td>
</tr>
<tr>
<td>Access to Library and Learning Resources</td>
<td>28</td>
</tr>
<tr>
<td>Access to Student Services</td>
<td>28</td>
</tr>
<tr>
<td>Technical Support</td>
<td>28</td>
</tr>
<tr>
<td>Miscellaneous and General Information</td>
<td>29</td>
</tr>
<tr>
<td>Class Attendance Policies</td>
<td>29</td>
</tr>
<tr>
<td>Committees</td>
<td>29</td>
</tr>
<tr>
<td>Computer Requirements</td>
<td>29</td>
</tr>
<tr>
<td>Departmental Facilities Assignments</td>
<td>29</td>
</tr>
<tr>
<td>Disabilities and Accessibility</td>
<td>29</td>
</tr>
<tr>
<td>Financial Assistance</td>
<td>30</td>
</tr>
<tr>
<td>Grades</td>
<td>30</td>
</tr>
<tr>
<td>Grade Conflicts</td>
<td>30</td>
</tr>
<tr>
<td>Grievance Policies &amp; Procedures</td>
<td>31</td>
</tr>
<tr>
<td>Professional Recommendations</td>
<td>31</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>31</td>
</tr>
<tr>
<td>Professional Behaviors Code of Conduct</td>
<td>32</td>
</tr>
<tr>
<td>Guidelines and Responsibilities</td>
<td>34</td>
</tr>
<tr>
<td>Procedures for Alleged Infractions</td>
<td>35</td>
</tr>
<tr>
<td>UW-Madison Department Specific Information</td>
<td>36</td>
</tr>
<tr>
<td>Bulletin Boards</td>
<td>36</td>
</tr>
<tr>
<td>Instructional Technology Laboratory</td>
<td>36</td>
</tr>
<tr>
<td>Mail/Email</td>
<td>36</td>
</tr>
<tr>
<td>Permits and Passes</td>
<td>36</td>
</tr>
<tr>
<td>Student Files</td>
<td>37</td>
</tr>
<tr>
<td>Telephones</td>
<td>37</td>
</tr>
<tr>
<td>Vending Machines</td>
<td>37</td>
</tr>
<tr>
<td>UW-Stevens Point Department Specific Information</td>
<td>38</td>
</tr>
<tr>
<td>Bulletin Boards</td>
<td>38</td>
</tr>
<tr>
<td>Equipment and Supplies</td>
<td>38</td>
</tr>
<tr>
<td>Graduate Student Rooms and Keys</td>
<td>38</td>
</tr>
<tr>
<td>Mail/Email</td>
<td>39</td>
</tr>
<tr>
<td>Student Files</td>
<td>39</td>
</tr>
<tr>
<td>Telephones</td>
<td>39</td>
</tr>
<tr>
<td>Vending Machines</td>
<td>39</td>
</tr>
<tr>
<td>Appendix A: ASHA &amp; AAA Code of Ethics</td>
<td>40</td>
</tr>
</tbody>
</table>

**CODE OF ETHICS**

Preamble ........................................................................... 40
Terminology ........................................................................ 41
Principles of Ethics I.................................................................................................................. 42
Principles of Ethics II.................................................................................................................. 44
Principles of Ethics III.................................................................................................................. 45
Principles of Ethics IV.................................................................................................................. 45
Appendix B: Financial Information............................................................................................... 54
Introduction

Welcome to the joint Au.D. Program between UW-Madison and UW-Stevens Point! It is a pleasure for us to provide this handbook as a guide to your plan of study. You will find information that is the same at both campuses, and where there are differences the policies and practices at each campus will be listed. This handbook is not intended to replace the Course catalogs. There will be additions and modifications as needed. If changes are made, we will inform you either via email or in a meeting of the change. The information contained in the handbook should assist you in answering questions you may have. It should also help all of us operate more efficiently and effectively during the course of your stay with us.

Students are also responsible for all information in the clinic handbook for their respective campus. The clinic handbooks will be given out during the first month of the students’ first year.

The Au.D. Program and the University Mission

The Au.D. program is consistent with the vision of the future for the UW-Madison as specified in the document, “Targeting Tomorrow: The UW-Madison as the 21st Century Begins.” The Au.D. degree promotes goals of maintaining the integrity of the research doctoral program and redeveloping other kinds of graduate education. The Au.D. program was developed to fit with the unique professional goals of the students. We provide leadership in the training of professional audiologists by combining a firm foundation in science and technology with clerkships and on-site mentoring to assure superior clinical skills. The Au.D. students can focus on their goals of developing practical knowledge and skills for future clinical practice and the Ph.D. students can focus on developing knowledge and skills for designing and implementing scholarly research.

The existence of clinical and research programs within the Department of Communication Sciences and Disorders at UW-Madison facilitates the exchange of knowledge between clinic and research components, and gives both types of students a greater appreciation of the needs and knowledge of the other. Better-trained clinical students are able to apply research findings to their clinical practice within the community. The preservation of a distinct research track leading to a Ph.D. degree will allow research to maintain a separate identity within the Department of Communication Sciences and Disorders and the UW-Madison.

The Au.D. program is also consistent with the mission of the UW-Stevens Point. UW-Stevens Point has identified as part of its select goals and responsibilities to provide strong undergraduate pre-professional and professional programs and to provide corresponding graduate programs in the areas of its undergraduate strengths. One of the select areas is communication sciences and disorders, the parent discipline of audiology. The professional doctoral degree allows the current graduate program in communication sciences and disorders to continue to thrive and grow in the area of audiology. Also, the strong audiology graduate program will have a positive impact on both the undergraduate and graduate programs in
communication sciences and disorders. Close ties to the UW-Madison research programs will offer these students new opportunities to deepen and enrich their studies in Communication Sciences and Disorders, building on an already strong foundation of scholarship and study.

**History of the Program**

The purpose of the Au.D. program is to prepare future graduates in the state of Wisconsin for the practice of clinical audiology. The field of audiology has undergone considerable broadening of its scope of practice since it was established to treat hearing-impaired veterans at the end of World War II. The scope of audiology practice has expanded dramatically over the ensuing 60 years as a result of rapidly increasing technological advances and knowledge in the fields of audiology and hearing science, and their applications to the diagnosis and rehabilitation of persons with hearing and balance impairments. Although the M.S. or M.A. degree was considered sufficient for practice for many years, considerable advances in the technology and science of audiology have rendered the current two-year M.S. program inadequate for training future practitioners of audiology. As a result, the professional associations responsible for oversight and accreditation of clinical training programs in audiology have revised their recommendations for entry-level practitioner credentials.

The American Speech-Language-Hearing Association (ASHA), the American Academy of Audiology (AAA), and the Academy of Doctors of Audiology (ADA) endorse a professional doctorate as the entry degree for practicing audiologists. ASHA is designated by the U.S. Department of Education as the organization qualified to accredit educational programs in speech pathology and audiology. ASHA promulgates guidelines and requirements for clinical training and certification in audiology (CCC-A) and its Council for Academic Accreditation regulates academic programs. ASHA’s CCC-A serves as the basis for licensure of audiologists in most states. ASHA has mandated that students preparing for a professional career in audiology must earn 75 academic credit hours and a minimum of 1820 hours of supervised practice in a graduate academic program. As of 2012, students are required to earn a doctoral degree for these credits, with the designator, the Au.D. as the preferred degree. The University of Wisconsin has upgraded our current M.S. degree to a doctorate in audiology to continue training audiologists in Wisconsin. The Ph.D., a research degree culminating in the doctoral dissertation, will continue to be offered at the UW-Madison for students who wish to pursue a program leading to a research and/or academic career.

The Au.D. program has been developed by merging the resources of the M.S. programs at UW-Madison and UW-Stevens Point. Both the UW-Madison Department of Communication Sciences and Disorders and the UW-Stevens Point School of Communication Sciences and Disorders previously offered an M.S. degree with a concentration in audiology.

At UW-Madison, the Department of Communication Sciences and Disorders began in the School of Public Speaking in 1914, when it established the first curriculum in speech correction and the first university speech clinic in the country. In the mid 1950s, offerings were expanded to include courses in audiology. The evolution of speech pathology and audiology into unique
fields of study apart from public speaking and drama led to the development of an independent Department of Communicative Disorders in 1967. The UW-Madison Department of Communication Sciences and Disorders currently offers M.S. and Ph.D. degrees with a concentration in language and speech pathology, and Au.D. and Ph.D. degrees with a concentration in audiology.

At UW-Stevens Point, the School of Communicative Disorders developed out of the Department of Speech and Drama in the fall of 1962. Faculty and university leaders at that time realized the importance of this area of study, and established an undergraduate major in speech correction. Because of the unique nature of this discipline, approval was granted in 1967 for the development of an M.S. program in Communicative Disorders with concentrations in speech pathology and audiology. In 1969-70, a major in deaf education was established, and was the first undergraduate program in deaf education in the Wisconsin University System. Communicative Disorders is one of the select programs in the UW-Stevens Point Mission Statement. In 2015, the school name was changed to the School of Communication Sciences and Disorders to align with other programs in the country. The School of Communication Sciences and Disorders currently offers an M.S. degree in speech-language pathology and an Au.D. degree in Audiology.

The Au.D. program is accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology. The program was granted accreditation status until 2023, at which time the program will go through the re-accreditation process.
## Directory

<table>
<thead>
<tr>
<th>Department Information</th>
<th>Office Number</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>UW-Madison Department of Communication Sciences and Disorders</td>
<td>110 GH</td>
<td>608-262-3951</td>
</tr>
<tr>
<td>UW-Stevens Point School for Communication Sciences and Disorders</td>
<td>038 CPS</td>
<td>715-346-2328</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Faculty &amp; Academic Staff</th>
<th>Office Number</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buhr-Lawler, Melanie, Au.D., CCC-A</td>
<td>365 GH</td>
<td>608-890-1504</td>
</tr>
<tr>
<td>Clinical Associate Professor – Clinical Faculty UW-Madison</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:melanie.buhr@wisc.edu">melanie.buhr@wisc.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Douglas, Jon, Au.D., CCC-A</td>
<td>374 GH</td>
<td>608-318-3493</td>
</tr>
<tr>
<td>Clinical Associate Professor – Clinical Faculty UW-Madison</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:jon.douglas@wisc.edu">jon.douglas@wisc.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elliott, Jane, M.S., CCC-A</td>
<td>042A CPS</td>
<td>715-346-3216</td>
</tr>
<tr>
<td>Clinical Assistant Professor – Academic Staff UWSP</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:jelliott@uwsp.edu">jelliott@uwsp.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fowler, Cynthia, Ph.D., CCC-A, FAAA</td>
<td>382 GH</td>
<td>608-262-6483</td>
</tr>
<tr>
<td>Professor – Faculty UW-Madison</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:cynthia.fowler@wisc.edu">cynthia.fowler@wisc.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hartman, Amy, Au.D., CCC-A</td>
<td>373 GH</td>
<td>608-262-6481</td>
</tr>
<tr>
<td>Au.D. Program Director/Clinical Associate Professor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical Faculty UW-Madison</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:amy.hartman@wisc.edu">amy.hartman@wisc.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Henning, Becky, Ph.D., CCC-A, FAAA</td>
<td>050 CPS</td>
<td>715-346-2351</td>
</tr>
<tr>
<td>Associate Professor &amp; UWSP Audiology Clinic Director</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty UWSP</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:rhenning@uwsp.edu">rhenning@uwsp.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>King, Julia, Ph.D., CCC-SLP</td>
<td>038 CPS</td>
<td>715-346-4657</td>
</tr>
<tr>
<td>Associate Dean and Chair Professor – Faculty UWSP</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:jking@uwsp.edu">jking@uwsp.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kroll, Amy, Au.D., CCC-A, FAAA</td>
<td>331 GH</td>
<td>608-890-0992</td>
</tr>
<tr>
<td>Clinical Associate Professor - Clinical Faculty UW-Madison</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:amy.kroll@wisc.edu">amy.kroll@wisc.edu</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Lee, Rachel, Au.D., CCC-A
Clinical Associate Professor – Clinical Faculty UW-Madison
rachel.lee@wisc.edu

Litovsky, Ruth, Ph.D.
Professor – Faculty UW-Madison
litovsky@waisman.wisc.edu

Lutfi, Robert, Ph.D.
Professor – Faculty UW-Madison
robert.lutfi@wisc.edu

Misurelli, Sara, Ph.D.
Visiting Assistant Professor – Faculty UW-Madison
smisurelli@wisc.edu

Osborne, Charlie, M.A., CCC-SLP
Clinical Associate Professor – Academic Staff UWSP
cosborne@uwsp.edu

Terrell, Pamela, Ph.D., CCC-SLP
Coordinator of Graduate Academic Programs & Associate
Associate Professor–Faculty UWSP
pterrell@uwsp.edu

Veith, Tonya, Au.D., CCC-A
Assistant Professor – Faculty UW-Stevens Point
tveith@uwsp.edu

<table>
<thead>
<tr>
<th>UWSP Support Staff</th>
<th>Office Number</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>TBD</td>
<td>01 CPS</td>
<td>715-346-3667</td>
</tr>
<tr>
<td>University Services Program Associate</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UWSP Support Staff</th>
<th>Office Number</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>TBD</td>
<td>038 CPS</td>
<td>715-346-2328</td>
</tr>
<tr>
<td>Academic Department Associate</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UWSP Support Staff</th>
<th>Office Number</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Malay, Dave</td>
<td>047 CPS</td>
<td>715-346-4515</td>
</tr>
<tr>
<td>Electronics Technician</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
dmalay@uwsp.edu

<table>
<thead>
<tr>
<th>UW-Madison Support Staff</th>
<th>Office Number</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Block, Michael</td>
<td>310 GH</td>
<td>608-262-1505</td>
</tr>
<tr>
<td>Information Technology Specialist</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Michael.Block@wisc.edu
Felicijan, Sherie
Clinic Office Manager
sheryl.felicijan@wisc.edu

Grossman, Dennis
Financial Specialist
dcgrossm@wisc.edu

McCarty, Tim
Department Administrator
timothy.mccarty@wisc.edu

Talbert, Amanda
Student Status Examiner
atalbert@wisc.edu

GH – Good Night Hall, Madison
WC – Waisman Center, Madison

**UWSP Emeritus Faculty and Academic Staff**
Balas, Robert, Ph.D., Professor
Cumley, Gary, Ph.D., Professor
Henry, David, Ph.D., Associate Professor

**UW-Madison Emeritus Faculty and Academic Staff**
Chial, Michael, Ph.D., Professor
Hirsch, Judith, Ph.D., CCC-A, Clinical Professor
Karlovich, Raymond, Ph.D., Professor
Nellis, Robert, M.A., Clinical Professor
Peterson, John, Ph.D., Professor
Tweed, Theodore, M.A., CCC-A, Clinical Instructor
Wiley, Terry, Ph.D., Professor

**Web Pages**
UWSP - [www.uwsp.edu/csd/Pages/default.aspx](http://www.uwsp.edu/csd/Pages/default.aspx)
UW-Madison – [www.comdis.wisc.edu](http://www.comdis.wisc.edu)
UW-Au.D. – [www.comdis.wisc.edu](http://www.comdis.wisc.edu)
ASHA - [www.asha.org](http://www.asha.org)
WSHA - [www.wisha.org](http://www.wisha.org)
UWSP School Services - [www.uwsp.edu/education](http://www.uwsp.edu/education)
UW-Madison School Services – [www.education.wisc.edu](http://www.education.wisc.edu)
Admissions Requirements

Academic

The UW Au.D. program is interested in recruiting strong students from a variety of backgrounds who are interested in a rewarding career as an audiologist. A communicative disorders undergraduate major is not required for admission to the Au.D. program but is recommended. Potential applicants who do not have an undergraduate degree in communication sciences and disorders must make up any deficiencies during their Au.D. program.

Grade Point Average (GPA)

Admission to the Doctor of Audiology program requires at least a 3.0 cumulative undergraduate GPA (4.0=A) and a 3.0 in the major; however the grade point average of students accepted into the Au.D. program is typically much higher than this. In rare circumstances a student whose GPA is below 3.0 may be considered for admission. For a special review, the student with a GPA below 3.0 must submit a Letter of Appeal stating reasons for the low GPA (including a rationale for an exception) in addition to the Statement of Professional Intent. If accepted, a student with a cumulative undergraduate GPA below 3.0 will enter the program on probation for one academic semester. During this probationary enrollment, the student must complete a minimum of nine (9) academic credits with a grade of B or better in each course taken. If students fail to meet this requirement, they will be dismissed from the program.

Graduate Record Examination (GRE)

GRE scores must be submitted and the Au.D. Admissions Committee will use results from the verbal, quantitative and written assessment subtests to determine acceptance criteria.

Clerkship

The applicant should have completed a minimum of 25 guided clinical clock hours of observation. If this requirement has not been met, the applicant will be required to obtain observation hours prior to enrollment or during his/her first semester of Au.D. clerkship.

Technical Standards for Students

The accredited programs in audiology and speech-language pathology of the Department of Communication Sciences and Disorders (CS&D) at the University of Wisconsin-Madison adhere to the standards set by the American Speech-Language-Hearing Association (ASHA), including a code of ethics. Our faculty has responsibility for the welfare of clients/patients tested, treated, or otherwise affected by students enrolled in the CS&D program. Thus it is important that persons admitted, retained, and graduated possess the intelligence, integrity, compassion, humanitarian concern, and physical and emotional capacity necessary to practice speech-language pathology and audiology.

In order to fulfill this responsibility, the department has established academic standards and minimum technical standards of performance to participate in the clinical program and graduate. Admission and retention decisions are based not only on satisfactory prior and
ongoing academic achievement but also on non-academic factors that serve to insure that the candidate can meet the technical standards of the clinical program required for graduation. Technical standards, as distinguished from academic standards, refer to those cognitive, physical, and behavioral abilities that are necessary for satisfactory completion of all aspects of the curriculum, and the development of professional attributes required by the faculty of all students at graduation.

The University of Wisconsin-Madison and our department seek to educate a diverse group of students recognizing that in such diversity lies excellence. Included in this group are otherwise qualified students who have disabilities. The University will provide reasonable accommodations to otherwise qualified students with properly documented disabilities who meet the minimum CS&D requirements. Reasonable accommodations will be made to facilitate a student’s progress in learning, performing and satisfying the technical standards presented in this document.

A reasonable accommodation should not fundamentally alter the academic and clinical requirements of the CS&D program, pose a direct threat to the health or safety of the student or others, or present an undue burden to the institution. Determining appropriate and reasonable accommodations in a professional school program is an interactive and collaborative process involving the student, the CS&D program and the UW McBurney Disability Resource Center, which is the disability services office for the campus. To learn more about resources available to students with disabilities, or to begin the accommodation request process, please visit the McBurney Disability Resource Center website at www.mcburney.wisc.edu and click on “How to Become a McBurney Client.”

The Following are the Technical Standards of Performance for Clinical Practicums:

PHYSICAL ABILITIES
- Maintain appropriate personal hygiene.
- Make travel arrangements to and from classroom and practicums/externship settings.
- Meet the physical demands of practice across clinical settings.
- Participate in professional responsibilities/activities for up to four-hour blocks of time with breaks appropriate to the clinical setting.
- Use fine motor skills to navigate the outer ear and speech mechanism, e.g., ear canal impressions, otoscopy, hearing aid fittings, oral mechanism exams, swallowing protocols.
- Manipulate equipment and materials to complete screening and evaluation protocols and treatment and behavior plans.
- Visually monitor client/patient responses and materials.
- Provide a safe environment for others when responding to emergency situations such as fire or choking or other medical emergencies, and in the application of universal precautions.
- Make accurate judgments about linguistic and/or acoustic signals.
COGNITIVE ABILITIES

- Assimilate information, including the ability to comprehend professional literature and reports.
- Generate discipline-specific documents and clinical reports in English.
- Seek relevant case information, synthesize, and apply concepts and information from various sources and disciplines.
- Analyze, synthesize, and interpret ideas and concepts in academic and diagnostic/treatment settings.
- Solve clinical problems through critical analysis.

BEHAVIORAL AND SOCIAL ATTRIBUTES

- Comply with administrative, legal, and regulatory policies.
- Demonstrate regular attendance and meet responsibilities in a timely manner.
- Develop and maintain appropriate relationships with clients/patients and colleagues.
- Maintain composure in demanding situations.
- Adapt rapidly to changing environments and situations.
- Communicate effectively with people in person, by phone, and in written form by considering the communication needs and cultural values of the listener.
- Understand and respect authority.
- Maintain appropriate professional behavior and adhere to the ASHA code of ethics.
- Collaborate effectively with other professionals.
- Accurately model English phonemes.
- Demonstrate proficiency in written and spoken English.

Procedure when student does not meet a Technical Standard

- Clinical professor identifies student as not meeting a Technical Standard.
- Clinical professor alerts student’s academic advisor and department chair (if identified in academic setting) or clinic director (if identified as a part of clinical practicums).
- Students in audiology and speech-language will be brought to the attention of the respective audiology or speech-language pathology Student Clinical Review Committee (SCRC). A conference will be held with the clinical professor(s) assigned to the student, department chair/clinic director, and student’s advisor to review the concern(s) with student and determine a recommended course of action. A Clinical Performance Improvement Plan may be developed to guide next steps. Documentation of the conference and recommended course of action will be placed in student’s file.

Graduate Advising

When students are admitted to the Au.D. program, they are provided with a course sequence for the entire program. It is strongly recommended that students adhere to this sequence, although modifications to the plan may be made in consultation with the Graduate Academic Advisor and Coordinator(s) of Clinics. The Graduate Academic advisors are Dr. Amy Hartman.
and Dr. Ruth Litovsky on the UW-Madison campus and Dr. Pamela Terrell on the UW-Stevens Point campus.

**Program Description**

**Mission**

The mission of the Au.D. program is to prepare future audiologists with a strong clinical and theoretical background to practice in a variety of settings and to be life-long learners.

The professional program consists of a four-year program of coursework and clinical clerkship culminating in the Au.D. degree.

**Objectives**

The academic objectives of the program are:

1. To prepare students to enter the profession of audiology fully able to function as independent audiologists in private practice, medical clinics, and school settings.
2. To provide a strong theoretical, technical, and scientific base for the clinical practice of audiology.
3. To prepare students to meet certification and licensure requirements for the practice of clinical audiology.
4. To prepare students to be life-long learners.

Students will:

1. Describe the theoretical and scientific bases for disorders of the auditory and vestibular systems.
2. Elicit appropriate case history information and use that information to determine a diagnostic and rehabilitative strategy for that patient.
3. Perform appropriate diagnostic tests and rehabilitative services for a wide range of clinical disorders.
4. Perform professional tasks in a manner consistent with nationally adopted guidelines and standards of best practice.
5. Counsel patients and refer patients when necessary to the appropriate health professional.
6. Read the relevant literature critically and engage in continuing education activities.
7. Monitor their professional performance.
8. Describe the basics of the business aspects of audiology.
Curriculum

Entering students are required to meet all the requirements of the Department of Communication Sciences and Disorders at UW-Madison, and the School of Communication Sciences and Disorders at UW-Stevens Point. The curriculum assumes an undergraduate major in communicative disorders, but this is not a requirement for admission to the program. See the previous section on “Admissions Requirements” for more information. Students will complete a capstone project in an area of clinical audiology during the second and third years of study.

Course Sequence

Courses within the program are described below in Table 1. The numbering system for the courses is common for both campuses. Course sequence and course availability may be subject to change.

Table 1. Courses in the Au.D. program

<table>
<thead>
<tr>
<th>FALL SEMESTER – YEAR 1</th>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>850</td>
<td>Hearing Science I: Basic physical, physiological, and psychological acoustics</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>854</td>
<td>Electroacoustics and Instrument Calibration</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>855</td>
<td>Lab: Electroacoustics and Instrument Calibration</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>852</td>
<td>Hearing Assessment</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>853</td>
<td>Lab: Hearing Assessment</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>891</td>
<td>Clerkship in Audiology I</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>424</td>
<td>Sign Language (if not completed in undergrad)</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>11-13</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SPRING SEMESTER – YEAR 1</th>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>832</td>
<td>Pediatric Audiology</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>856</td>
<td>Amplification Systems I</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>857</td>
<td>Lab: Amplification Systems I</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>858</td>
<td>Physiological Assessment of the Auditory System</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>859</td>
<td>Lab: Physiological Assessment of the Auditory System I</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>891</td>
<td>Clerkship in Audiology I</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>12</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SUMMER SEMESTER – YEAR 2</th>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>833</td>
<td>Occupational Audiology</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>892</td>
<td>Clerkship in Audiology II</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Course #</td>
<td>Course Title</td>
<td>Credits</td>
<td></td>
</tr>
<tr>
<td>---------</td>
<td>--------------------------------------------------</td>
<td>---------</td>
<td></td>
</tr>
<tr>
<td>835</td>
<td>Research Methods</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>860</td>
<td>Physiological Assessment of the Auditory System II</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>861</td>
<td>Lab: Physiological Assessment of the Auditory System II</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>845</td>
<td>The Human Balance System</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>846</td>
<td>Lab: The Human Balance System</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>892</td>
<td>Clerkship in Audiology II</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

**SPRING SEMESTER – YEAR 2**

<table>
<thead>
<tr>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>849</td>
<td>Geriatric Diagnostics/Rehabilitation</td>
<td>2</td>
</tr>
<tr>
<td>862</td>
<td>Auditory and Vestibular Pathologies</td>
<td>3</td>
</tr>
<tr>
<td>865</td>
<td>Practice Management (alternate years)</td>
<td>2</td>
</tr>
<tr>
<td>866</td>
<td>Amplification Systems II</td>
<td>2</td>
</tr>
<tr>
<td>899</td>
<td>Capstone Study in Audiology</td>
<td>1</td>
</tr>
<tr>
<td>892</td>
<td>Clerkship in Audiology II</td>
<td>2</td>
</tr>
</tbody>
</table>

**SUMMER SEMESTER – YEAR 3**

<table>
<thead>
<tr>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>806</td>
<td>Professional Issues: Medical Setting</td>
<td>1</td>
</tr>
<tr>
<td>893</td>
<td>Clerkship in Audiology III</td>
<td>3</td>
</tr>
</tbody>
</table>

**FALL SEMESTER – YEAR 3**

<table>
<thead>
<tr>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>863</td>
<td>Implantable Auditory Prostheses</td>
<td>2</td>
</tr>
<tr>
<td>834</td>
<td>Counseling in Audiology</td>
<td>2</td>
</tr>
<tr>
<td>899</td>
<td>Capstone Study in Audiology</td>
<td>3</td>
</tr>
<tr>
<td>893</td>
<td>Clerkship in Audiology III</td>
<td>3</td>
</tr>
</tbody>
</table>

**SPRING SEMESTER – YEAR 3**

<table>
<thead>
<tr>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>865</td>
<td>Practice Management (alternate years)</td>
<td>2</td>
</tr>
<tr>
<td>836</td>
<td>Pediatric Habilitation /Rehabilitation</td>
<td>3</td>
</tr>
<tr>
<td>867</td>
<td>School Methods</td>
<td>1</td>
</tr>
<tr>
<td>899</td>
<td>Capstone Study in Audiology</td>
<td>3</td>
</tr>
<tr>
<td>893</td>
<td>Clerkship in Audiology III</td>
<td>3</td>
</tr>
</tbody>
</table>
SUMMER SEMESTER – YEAR 4

<table>
<thead>
<tr>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>894</td>
<td>Externship in Audiology</td>
<td>3</td>
</tr>
</tbody>
</table>

FALL SEMESTER – YEAR 4

<table>
<thead>
<tr>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>921</td>
<td>Seminar: Problems in Audiology</td>
<td>3</td>
</tr>
<tr>
<td>894</td>
<td>Externship in Audiology</td>
<td>3</td>
</tr>
</tbody>
</table>

SPRING SEMESTER – YEAR 4

<table>
<thead>
<tr>
<th>Course #</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>921</td>
<td>Seminar: Problems in Audiology</td>
<td>3</td>
</tr>
<tr>
<td>894</td>
<td>Externship in Audiology</td>
<td>3</td>
</tr>
</tbody>
</table>

Course Descriptions

342 Basic Manual Communication (UWSP) or 424 Sign Language (UW-Madison). 2 cr. Proficiency in beginning Manually Coded English (MCE) through the comprehension and use of fingerspelling and manual signs. Other areas covered include history of sign language, descriptions of signing systems, and issues related to sign language in schools.

806 Professional Issues: Medical setting. 1 cr. Evaluation and management of persons with communication disorders within a medical setting. Information regarding various medical settings, ethics, functional goals, and documentation (e.g. billing, reporting, etc.).

832 Pediatric Audiology. 3 cr. Study of the normal physical, social, cognitive, speech and language, and auditory development in children, the causes and effects of childhood hearing loss, hearing screening and the principles of early intervention, and the behavioral and objective assessment of hearing in children.

833 Occupational Audiology. 2 cr. Consideration of principles and issues regarding the effects of noise on people, of federal and state regulation of workplace noise, and of the practical aspects of hearing conservation for those exposed to occupational noise, non-occupational noise, or both.

834 Counseling in Audiology. 2 cr. Study of various roles of counseling in the rehabilitative process, and the ethical obligations of those who serve such roles. Awareness and skill are developed in how to build a trusting relationship, convey diagnostic information, inform and empower the patient/consumer as to his/her rights and community resources, and respond to the way hearing loss impacts the person’s social-economic life.
835 Research Methods. 3 cr. Critical analysis of research in speech-language pathology and audiology including theoretical support, research design, statistical levels of measurement, methods of reporting research results, and drawing conclusions from the results. Students will be encouraged to pursue research interests during the course.

836 Pediatric Habilitation/Rehabilitation. 3 cr. Study of the principles and techniques of intervention with hearing impaired children, including the selection and fitting of amplification, the effect of hearing impairment on speech perception, speech production, and language, communication and educational options, and the re/habilitation of communication skills.

845 The Human Balance System: Structure, Assessment, and Rehabilitation. 2 cr. Study of human balance function with emphasis on the vestibular system, including neurophysiology, testing, and rehabilitation. Clinical experience performing the electronystagmography (ENG) and videonystagmography (VNG) examination and analyzing the results, and familiarity with rotational and posturography tests, and various techniques for treatment.

846 The Human Balance System: Laboratory. 1 cr. The focus will be on training the student to perform and analyze the results of electronystagmography (ENG) and videonystagmography (VNG) examinations, and practice the canalith repositioning maneuver. If possible, students will observe the administration of rotational and posturography tests.

849 Geriatric Diagnostics/Rehabilitation. 2 cr. A study of basic theories of aging, anatomical and physiological effects of aging on the auditory and balance systems, and resulting communication difficulties associated with aging. The course emphasizes both the diagnostic and rehabilitative challenges in working with elderly patients.

850 Hearing Science: Basic Physical, Physiological, and Psychological Acoustics. 3 cr. Study of anatomy and physiology of the human auditory system, with an emphasis on the peripheral system. Basic concepts in psychoacoustics are discussed with reference to the normal and pathological auditory systems.

852 Hearing Assessment. 2 cr. Diagnostic audiology familiarizes students with the bases, purpose, rationale and procedures for tests of auditory function. A major focus is examining the available evidence as bases for test selections and realizing the objectives of diagnostic procedures.

853 Hearing Assessment Laboratory. 1 cr. Lab experience focusing on performance of basic audiology tests.

854 Electroacoustics & Instrumentation Calibration. 2 cr. Systematic review of physical concepts of acoustics and electronics underpinning the practice of audiology, as well as formally adopted standards by which clinical environments, instruments and procedures are calibrated.
855 Lab: Electroacoustics & Instrumentation Calibration. 1 cr. Laboratory application of physical concepts of acoustics and electronics underpinning the practice of audiology, including measurement standards by which clinical environments, instruments and procedures are calibrated.


857 Laboratory in Amplification Systems I. 1 cr. Testing, fitting, and repairing hearing aids, performing basic hearing aid tests and repairs, proper cerumen removal and ear impression techniques, and using appropriate strategies in fitting. Electroacoustic evaluation and use of probe microphone measures in hearing aid fitting.

858 Physiological Assessment of the Auditory System I. 2 cr. Study of concepts and procedures in physiological assessment of the auditory system, with emphasis on otoacoustic emissions and auditory brainstem responses. Clinical applications and case studies integrate these recordings with behavioral assessment of the auditory system.

859 Laboratory in Physiological Assessment of the Auditory System I. 1 cr. Laboratory experience in the procedures and interpretation of physiological assessment of the auditory system, with the major emphasis on otoacoustic emissions and the auditory brainstem response. Clinical applications and case studies integrate these recordings with behavioral assessment of the auditory system.

860 Physiological Assessment of the Auditory System II. 2 cr. Advanced study of physiological measures used by audiologists in threshold and diagnostic evaluations, including acoustic immittance, middle and long latency auditory evoked potentials, P300, and MMN. Course includes an introduction to evaluation of the balance system.

861 Laboratory in Physiological Assessment of the Auditory System II. 1 cr. Laboratory experience in objective measures used by audiologists for threshold and diagnostic evaluations, including acoustic immittance, middle and long latency auditory evoked potentials, P300, and MMN. Demonstrations, projects, and case studies prepare students to administer and interpret these tests.

862 Auditory and Vestibular Pathologies. 3 cr. Major disorders of the auditory and vestibular systems, with an emphasis on differential diagnosis of disorders of the endorgan and neural systems, and multisystem disorders. Causal factors, treatment, and prognosis are included. Didactic lectures and student presentations focus on case studies.

863 Implantable Auditory Prostheses. 2 cr. The audiological management of hearing loss using implantable auditory prostheses, including the cochlear implant, auditory brainstem implant, middle ear implant, and BAHA.
865 Practice Management. 2 cr. Consideration of non-profit and for-profit practice models with emphasis on organizational structure, legal and tax implications, financial performance, policies and practices of personnel management, marketing strategies, risk management and professional ethics.

866 Amplification Systems II. 2 cr. Strategies for fitting hearing aids, including selection and recommendation, use of prescription gain formulas, and verification of gain. Considerations in geriatric and pediatric hearing aid fitting and ethical issues. Basic techniques in determining patient satisfaction with hearing aids.

867 School Methods for Audiologists, 1 cr. This course is designed to fulfill Wisconsin’s Department of Public Instruction (DPI) licensing requirements for audiologists. This course will help students apply their knowledge and skills in assessment and intervention of hearing related disorders to the public school setting.

891 Clerkship in Audiology I. 1 cr. per semester. An introductory clerkship focusing on the acquisition of beginning skills in both screening and diagnostic audiology. It provides initial training in the use of audiometric instruments and software, patient interactions, and reporting procedures.

892 Clerkship in Audiology II. 1 cr. per semester. The second year of clerkship focuses on the physiologic assessment of the vestibular and the peripheral and central auditory systems. It also provides continued development of skills in the assessment of hearing and the implementation of treatment plans across ages.

893 Clerkship in Audiology III. 1-3 cr. per semester. The third year of clerkship provides opportunities to practice skills in settings outside of the university clinics. The goal is to develop all skills beyond the introductory stage so that the student can perform assessments and treatment with less supervision.

894 Externship in Audiology. 3 cr. per semester. The final year of clerkship continues development of skills in the assessment of hearing and the implementation of treatment plans across all ages. The goal is to develop skills to the Mastery level where the student can perform competently with a minimum of supervision.

899 Capstone Project. 2-3 cr. per semester. Independent work on capstone project.

921 Seminar: Problems in Audiology. 2-3 cr. per semester. Etiology, nature, and rehabilitation implications of specific hearing impairments.
Breadth Requirements and Procedures for Au.D. Students (UW Madison students only)

The Au.D. program does not require students to complete a doctoral minor, however the option is available to those who wish to do so. Acceptance of the minor requires the approval of the Au.D. program advisor and respective department in which the minor is administered.

For students who do not complete a minor, breadth requirements will be fulfilled with the following requirements and opportunities. All students will meet with the Au.D. program advisor on an annual basis to discuss the breadth requirements and will complete the Au.D. breadth requirement form and have it signed by their advisor.

Alternate breadth training resources requirements

Students must attend and participate in the proseminar series which will introduce them to broader topics in psychology, speech language pathology, sociology, biomedical engineering, linguistics, human ecology and otolaryngology. Students will be required to attend this seminar series during the fall semester of their first year in the Au.D. program.

Students are required to complete a capstone research project. The capstone project is designed to provide depth and breadth. Through this project, students are exposed to many additional disciplines. Please see the section on capstones for more information.

Students are required to obtain clinical training in a wide diversity of sites, ranging from hospitals, clinics, schools, and/or private practices. All students obtain at a minimum 1820 clinical practicum hours. Each student will be assigned a clinical placement at the Waisman Center (or similar site) where they are involved in an interdisciplinary team including speech pathologists, pediatricians, geneticists, social workers, nurses and nutritionists.

Additional breadth training resource opportunities

Students may apply to participate in the Wisconsin Maternal and Child Health (MCH) Leadership Education in Neurodevelopmental and Related Disabilities (LEND) training program. This program provides interdisciplinary and disciplinary leadership training in order to improve systems of care that promote the prevention of disabilities and assure access to family-centered, community-based services and supports for children with neurodevelopmental disabilities and their families.

Each year students will be given the opportunity to participate in a number of outreach activities which provide them experience in community building in the allied health sciences. These outreach activities may include but are not limited to: the plain clothes clinics, early childhood hearing outreach, health fairs and the hearing health care public symposium.
Capstone Requirements

A capstone project will be completed during the second and third years of study. This project may involve an in-depth literature review to probe a clinical topic or a clinically relevant, limited scope investigation, case study or large scale clinical project. The nature and focus of the capstone project must be accepted by a committee of three faculty and/or academic staff with at least one faculty members and representation from both campuses. Each student will work with his/her committee in developing the project.

At the end of the third year, the student will present a report on the project at a meeting of colleagues and faculty. The student’s advisor will determine whether the student passes this requirement and will make appropriate recommendations if the work is less than satisfactory. This project is a substantial, summative report on a clinical or research topic, with a close connection to clinical experience, knowledge, and practice. The quality of the project should render it acceptable as a presentation at a clinical meeting but it will not necessarily be of publishable quality.

The specific requirements and timeline for the capstone project are included in a separate document that will be handed out to second-year students before they begin the project.

See the Au.D. website or your capstone advisor for capstone timelines.

Clerkships and Fourth-Year Externships

Off-Site Clerkships

Dr. Amy Kroll will be responsible for assigning and monitoring off-site clerkships for the Madison students. Dr. Rebecca Henning will be responsible for assigning and monitoring off-site clerkships for the UWSP students. Dr. Henning may also assign UWSP audiology faculty members to act as the University Liaison Supervisor to monitor each off-site placement and maintain contacts with the UWSP students and off-campus supervisors. Dr. Kroll and Dr. Henning will check the credentials and experience of the supervisor, and form the agreement as to the amount and nature of the supervision and the evaluation process to be followed by the supervisor.

The Au.D. consortium has the following expectations:

1. Credentials and experience of the supervisor(s)

   a. We will require for our files a vita of the primary supervisor at the site.

   b. All supervisors should have their Certificate of Clinical Competence (CCC) and required state license, including DPI licensure for any educational placement. We will need a copy of the current ASHA card and applicable licenses. If a supervisor does not have their Certificate of Clinical Competence, the hours obtained under their supervision will not count towards certification.
c. We will contact the primary supervisor to assess the willingness of the supervisor to mentor a student and to check if they have realistic expectations of a student’s abilities.

d. There should be at least one full-time supervisor available at the same site as the student.

e. We prefer that the primary supervisor have previous experience in supervision or training on the supervision process.

f. For students placed in educational off-campus settings, the Wisconsin Department of Public Instruction (DPI) requires that supervisors of students in educational settings have at least three years of experience and have supervision training.

II. Clerkship experience

a. The typical placement will be 2-4 days per week for the semester.

b. Students will be placed in different types of settings with exposure to all ages and a variety of clinical knowledge and skills. No one placement is expected to achieve this, but each successive placement should build on the previous placement(s) to achieve this goal.

c. Most off-campus clerkships are located within 5-40 minutes of the home campus, but they may occasionally be as far as about 1-1.25 hours away from the home campus. Students are required to have access to reliable transportation for their clerkships.

d. Off-campus clerkships located more than 1.5 hours from the home campus are available in a variety of locations across Wisconsin and nationwide. If a student is interested in such a clerkship, he/she will work with Dr. Kroll and/or Dr. Henning to determine if an appropriate clerkship is available in the desired area.

e. Attendance during the clerkship is mandatory. The days and hours of office attendance may be arranged with your supervisor and are subject to the schedule of the facility. All absences, with the exception of illness, must have prior approval granted by the clinical supervisor and Dr. Kroll and/or Dr. Henning. It is the discretion of the clinical supervisor and Dr. Kroll and/or Dr. Henning to grant this request. Any absences should be made up and arranged with the clinical supervisor.

f. Track ASHA clock hours by entering them into CALIPSO. Further information on CALIPSO is available in the UWSHC Audiology Handbook.

III. Evaluation of clerkships

a. A formal evaluation of the student should occur at the end of each semester.

b. This evaluation is completed in CALIPSO. Further information on CALIPSO is available in the UWSHC Audiology Handbook.
c. Any problems that arise with the student should be communicated to the student and either Dr. Kroll for Madison students or Dr. Henning at UW SP for Stevens Point students as soon as possible. At UWSP, it would be the assigned university liaison supervisor as a first contact, if problems arise during the semester.

Fourth-Year Externships

Dr. Kroll at the Madison campus will have the responsibility of assisting students in obtaining and monitoring all 4th year externships for the Madison students. Dr. Henning at the UWSP campus will be responsible for assisting students in obtaining and monitoring all 4th year externships. Dr. Kroll and Dr. Henning will check the credentials and experience of the supervisor, and form the agreement as to the amount and nature of the supervision and the evaluation process to be followed by the supervisor. The Au.D. consortium has the following expectations:

I. Credentials and experience of the supervisor(s)
   a. We will require for our files a vita of the primary supervisor.
   b. All supervisors should have their Certificate of Clinical Competence (CCC) and required state license, including DPI licensure for any educational placement. We will need a copy of the current ASHA card and applicable licenses.
   c. The primary supervisor should have at least 3 years of experience and at least 6 months of experience at that site.
   d. We will contact the primary supervisor to assess the willingness of the supervisor to mentor a student and to check if they have realistic expectations of a student’s abilities.
   e. There should be at least one full time supervisor available at the same site as the student.
   f. We prefer that the primary supervisor have previous experience in supervision or training on the supervision process.
   g. We prefer more than one supervisor at the site so that the student has supervision during the primary supervisor’s vacations and sick leaves and the student gains an additional or more viewpoints.

II. Externship experience of the student
   a. The Au.D. externship will be full time and defined as at least 35 hours per week for a full 52 weeks.
   b. Attendance during the externship is mandatory. The days and hours of office attendance may be arranged with your supervisor and are subject to the schedule of the facility. All absences, with the exception of illness, must have prior approval
granted by the externship supervisor and Dr. Kroll and/or Dr. Henning. It is the discretion of the externship supervisor and Dr. Kroll and/or Dr. Henning to grant this request.

c. Most externships are located away from the home campus; thus, students should expect that they will most likely have to relocate for the fourth year. Externships may be located elsewhere in Wisconsin or out of state.

d. During the externship year, the student may miss no more than 10 days pending the approval of their externship facility and supervisor. (The maximum of 10 days does not include federal holidays when the site is closed). If the student is absent any more than 10 days, the student absences must be made up. In the event that these absences are not made up to the satisfaction of the externship supervisor and Dr. Kroll and/or Dr. Henning, the student will receive an incomplete grade for that semester of the externship experience. Upon satisfactory completion of the make-up of any absences, the appropriate grade will be assigned.

e. The externship can be split between two different sites pending approval of Dr. Kroll and/or Dr. Henning.

f. If the experience is only at one site, that site should provide the additional complementary experiences to those obtained in the third year so that the student will have mastered skills in all important areas.

g. Dr. Kroll and/or Dr. Henning will contact the primary supervisor to discuss the actual amount and nature of the supervision and the experiences the student will receive. These should be a good fit with the student’s level of skills and need for skills as documented in his/her third year clerkship evaluations.

h. Track ASHA clock hours by entering them into CALIPSO. Further information on CALIPSO is available in the UWSHC Audiology Handbook.

III. Evaluation of externships

a. A formal evaluation of the student should occur at the end of summer, fall semester and spring semester.

b. This evaluation should include a rating of skills as outlined in CALIPSO and a recommendation of a letter grade. An equivalent form that has been mutually agreed upon can be substituted.

c. Any problems that arise with the student should be communicated to the student and Dr. Kroll and/or Dr. Henning as soon as possible. At UWSP, it would be the assigned university liaison supervisor as a first contact, if problems arise during the semester.
Supervision Policy

This policy is intended for all clinical placements including both on and off site placements for all Au.D. students.

The University of Wisconsin Au.D. Consortium Clinical Supervision Policy is in accordance with the Council on Academic Accreditation Standard 3.5A.

Supervision is provided by individuals who hold both the Certificate of Clinical Competence in audiology and are licensed by the State of Wisconsin Department of Safety and Public Services (DSPS) or state in which the clinical placement is located. In Wisconsin, public school supervisors must also have taken a course or workshop in supervision, have at least 3 years of professional experience, and hold a Wisconsin Department of Public Instruction license (rather than a DSPS license).

The amount of direct supervision is commensurate with the student’s knowledge, skills and experience, and will never be less than 25% of the student’s total contact with each patient/patients. The amount of direct supervision is adjusted from the minimum of 25% to the more typical amount of 100% to account for the needs of each student and patient. The amount of supervision is also sufficient (i.e., supervisors are directly involved appropriate to each student clinician and each patient) to ensure the patient/patients receive the best possible care. All supervision is in real time. A supervisor is always available to each student during an appointment to provide guidance and feedback and to facilitate each student’s acquisition and refinement of essential clinical skills.

At the end of each semester, the supervisor approves and signs the clinical clock hours accrued under her/his supervision. This signature confirms that his/her supervision has met or exceeded this and ASHA’s policy for amount and type of supervision.

Au.D./PhD program

The Au.D./Ph.D. program is designed for students who wish to pursue both the Ph.D. degree and professional training/clinical certification in Audiology obtained via the Au.D. Doctor of Audiology degree.

The clinical doctoral degree program in Audiology (Au.D.) meets the requirements for:
• the ASHA Certificate of Clinical Competence;
• fellowship in the American Academy of Audiology; and
• a license to practice as an Audiologist in the state of Wisconsin

The Ph.D. program in Communication Sciences and Disorders prepares students to pursue a career in academia or in a clinical/academic career path. Excellence in research is emphasized through an individualized mentored approach with one of our faculty members. Students are exposed to faculty members in numerous departments to pursue studies in broad areas related to hearing science.
Au.D./Ph.D. students take a modified sequence of the same courses as students in the Au.D. program, which allows time for commitment to research throughout their studies in the program.

This Au.D./Ph.D. program is only available for students on the UW Madison campus. Students must be maintaining satisfactory progress in the Au.D. program to be considered for the Au.D/Ph.D. program. Ideal candidates will be performing well above average both in clinic and in academic courses. Students who are interested in this program should set up an advising meeting with Dr. Litovsky and Dr. Hartman.

**Requirements and Satisfactory Progress**

Academic performance is defined by course grades, including those earned in clinical clerkship. The Doctor of Audiology program defines the minimum academic performance as:

a. A cumulative grade-point average (GPA) of no less than 3.0 (B) across all graduate-level courses, and

b. No more than two instances of course grades less than “B” in graduate courses, and

c. No course grade less than “C” in any graduate course.

Note: A grade of BC at Madison or a B- at Stevens Point is considered less than a “B”.

If a student fails to maintain minimum academic performance they will be dismissed from the program.

If a student is having difficulty in courses and/or clinic an improvement plan will be developed to outline the steps needed to show improvement in order to satisfy ASHA’s knowledge and skills as highlighted on the ASHA knowledge and skills assessment (KASA) form.

All improvement plans must be completed prior to externship placement. The Au.D. faculty determine whether the student has met the standards. If the student does not meet each standard on the improvement plan after a full 15-week semester, he/she will be dismissed from the program.

Students who wish to appeal dismissal must submit a letter to the Au.D. Program Director on their respective campus detailing why they should be readmitted to the program. The Au.D. faculty will then meet to discuss the appeal.

**Au.D. Program Probation - Academic**

A student failing to maintain a minimum GPA of 3.0 will be placed on academic probation and will be required to raise his/her GPA to 3.0 or above in the following semester. If the GPA is not raised to 3.0 or above in the following semester, the student will be dismissed from the program. A student receiving a course grade less than “B” shall receive a written warning reminding the student of the “no more than two grades below a “B” rule and shall be placed on academic probation.
Students who are having difficulty with essential abilities and/or meeting competencies in coursework will receive a written improvement plan. An improvement plan specifies the ASHA standards and competencies that the student has not met, as well as a statement explaining what the student must do to meet competency level and a statement explaining what the faculty will do to provide opportunities for improved performance. An improvement plan may require the student to retake an examination or even repeat an entire course if deemed necessary by the academic instructor. If a student has an improvement plan, he/she should communicate regularly with each academic instructor to discuss the plan each semester the plan is in place. The student is responsible for scheduling these communications.

Clinical Alert

A student may be placed on clinical alert at any point during the semester when the student’s clinical performance is below the minimum expected standard and would warrant a grade lower than a “B.” Typically, however, a student will be placed on clinical alert at mid-term to allow adequate time to resolve problems prior to the end of the semester. The intent of the clinical alert process is to assist the student in bringing his or her performance to an acceptable level. An improvement plan will be developed by the clinical professor and reviewed with the student, and the Au.D. Program Director on their respective campus. If the problems are not resolved, and the student receives lower than a B for the clinical clerkships the student will be placed on Au.D. program probation.

Procedures:

1. The clinical alert process may be initiated by one or more of the student’s clinical supervisors during a semester. These supervisors along with the Au.D. faculty will identify areas of concern and specific changes that must be made by the student in order to meet the minimum expected standard of performance.

2. The relevant supervisors and Au.D. faculty will meet with the student to discuss the areas of concern, obtain the student’s perspective on the problems, identify the specific changes that the student needs to make, and develop strategies to facilitate making the changes. This information will be used to complete an improvement plan and is given to the student and the Au.D. Program Director, and is placed in the student’s departmental file.

3. At the end of the semester, the student’s clinical performance is reviewed. If problems are not resolved, the student will be assigned the grade BC (Madison)/B-(Stevens Point) or below, depending on the quality of clinical performance, and will be placed on Au.D. program probation inclusive of an improvement plan for the following semester.

Au.D. Program Probation - Clinical

A student whose clinical performance in one semester received a grade lower than a B will be placed on program probation prior to beginning clinical clerkship the next semester. Typically,
students who are on probation will have been on clinical alert during the previous semester. If the student does not meet each standard on the improvement plan after a full 15-week semester, he/she will be dismissed from the program. See the previous section for guidelines on the appeal process for dismissal.

**Clinical Clerkship Hours**

Students receive a grade for each clinical assignment. Clinical clock hours will be signed and applied toward the graduate degree and ASHA certification requirements if the student earns a grade of B or better. A non-passing grade of BC (Madison)/ B- (Stevens Point) or below for any clinical assignment will likely result in an extension of the student’s academic program since the hours obtained during that semester will not be applied toward the graduate degree and ASHA certification requirements.

**Clinical Exams**

First year students in their Spring Semester must pass at a B level or higher on both a written exam and a practical exam as designated by their 891 clerkship in order to be eligible for off-site clinical placements and continuation in the Au.D. program. If the student does not pass the written or practical exam at a B level, an improvement plan for the student’s performance on one or both of the exams will be executed, discussed and approved to assist the student in obtaining the required level of performance.

The student can take a total of two retakes (including the practical and written exam). The student must complete the retake(s) at the end of the summer session. If the student does not pass the exam(s) at the end of the summer, the following actions will be taken:

- a. They will be required to sit in on the hearing assessment course and lab (CD 852 and 853) in the fall semester.
- b. They will be required to register for CD 891 instead of CD 892 for the fall semester and will not be assigned as a clinic mentor.
- c. They will be required to retake the exam(s) at the end of the fall semester of their second year. If they do not pass the exam at this time, they will be dismissed from the program. They will have the option to go through the normal channels of appeal. See the AuD handbook for details on this process.

Students will not be assigned to an offsite clinical placement until they have passed both the written and clinical exam.

**Communication Proficiency Policy**

The University of Wisconsin-Madison Communication Sciences and Disorders Department promotes linguistic diversity and views the use of different languages and dialects among its students as an asset to our academic and professional community. This is consistent with the

All graduate students whose degrees are received from a postsecondary institution where English is not the principal language of instruction and/or their native language is not English have to receive a passing score on the Test of English as a Foreign Language (TOEFL) prior to admission. Upon admission, all graduate students must meet the Technical Standards of Performance for Clinical Practicums, which include proficiency in written and spoken English.

The procedure to follow when a student does not meet this Technical Standard is as follows:

- Clinical professor identifies student as not meeting the Technical Standard.
- Clinical professor alerts student’s academic advisor and department chair (if identified in academic setting) or clinic director (if identified as a part of clinical practicums).
- Students in audiology and speech-language will be brought to the attention of the respective audiology or speech-language pathology Student Clinical Review Committee (SCRC). A conference will be held with the clinical professor(s) assigned to the student, department chair/clinic director, and student’s advisor to review the concern(s) with student and determine a recommended course of action. A Clinical Performance Improvement Plan may be developed to guide next steps. Documentation of the conference and recommended course of action will be placed in student’s file.

The Clinical Performance Improvement Plan is meant to be a collaborative process in order to help the student achieve success in their clinical practicum settings. The improvement plan could include the student:

- Enrolling in the intensive English program at UW Madison (http://www.english.wisc.edu/esl/intensive-main.htm) or UW Stevens Point (http://www.uwsp.edu/esl/Pages/progDetails.aspx)
- Participating in individualized intervention services at UW Speech and Hearing Clinic or UWSP Speech, Language, and Hearing Clinic.
- Working with an ESL tutor. (http://www.english.wisc.edu/esl/intensive-main.htm)
- Engaging in English conversation groups.
- Enrolling in English language programs through UW Madison continuing studies. (http://continuingstudies.wisc.edu/collections/english-language-program/)

A student’s program may be longer than typical and/or their trajectory different in order to meet this Technical Standard for clinical performance.
Certification and Licensing

ASHA Certification
The American Speech-Language-Hearing Association (ASHA) is designated by the U.S. Department of Education as the organization qualified to accredit educational programs in speech pathology and audiology. ASHA’s Certificate of Clinical Competence in Audiology (CCC-A) serves as the basis for licensure of audiologists in most states. By 2007, ASHA has mandated that students preparing for a professional career in audiology must earn 75 academic credit hours and a minimum of 1820 hours of supervised practice in a graduate academic program. As of 2012, students will also be required to earn a doctoral degree for these credits, with the designator, the Au.D. as the preferred degree. Go to www.asha.org or current information on ASHA certification. (See Appendix D for the ASHA Code of Ethics.)

State Licensure
Licensing requirements and state statutes vary for different states. Students interested in licensing requirements should contact the licensing board for each state in which they are interested. For licensing in the State of Wisconsin, the pertinent state statutes and licensing requirements are listed at the following website: http://drl.wi.gov/profession.asp?profid=4&locid=0

Wisconsin Department of Instruction (DPI) Certification
The requirements for licensure through the Wisconsin DPI are in accordance with the state of Wisconsin. To work as an audiologist in the public schools in Wisconsin you must obtain the DPI license in audiology. The additional Au.D. curriculum requirements are:

a. Educational Psychology course that includes principles and theories of learning
b. School Methods course
c. Sign Language course
d. 50 clinical hours in a school setting

Other states may have different requirements. It is up to the students to find out the requirements in the states they wish to work.

Academic Support Services

Library Resources
Inter-campus library services are available to all students in the UW system. Students should go to the library web sites to familiarize themselves with the services offered by the libraries on both campuses.

Additional Support Resources
A number of classrooms on both campuses are equipped with computer projection systems. There are several computers available on each campus for student use. All computers are equipped with word processing and spreadsheet software, and all have access to the Internet.
Courses are given in a special distance education classroom with internet-based video teleconferencing.

Access to Library and Learning Resources
All students will have e-mail and Internet access to the university libraries and departmental resources whether they are local or placed at distant clinical sites. Students should go to the web site for the libraries at their respective campuses for a description of the services provided by the library.

Access to Student Services
A committee of faculty representatives from both campuses and the Program Directors on each campus will form the admissions committee. Students submit one application to the program and pay one application fee. Students may request a home campus and efforts will be made to honor the request, but the admissions committee reserves the right to assign the home campus in the interest of maintaining a balance in student numbers at the two campuses.

Academic and clinical advising is readily available to all the students throughout the program. An academic advising committee will be composed of the Au.D. Program Directors on both campuses, and the Graduate Student Coordinator and will provide coordinated academic advising across the two campuses. A faculty member at each campus is available for local advising access for students. Any issues that affect both campuses are brought to the advising committee. The Clinic Director for UW Madison and the Clinic Director at UW SP will be responsible for issues related to clinical experience and placement sites. The Clinic Director at UW Madison and the Graduate Coordinator at UW SP will be responsible for tracking academic and clinical progress of students to assure that all requirements are met.

The career goals of some students may change during the course of the program. When this situation occurs, the student should seek the advice of the faculty advisor. The faculty advisor will then evaluate the status of the student’s program and assist the student in making any transition that is necessary at that point. Again issues involving the two campuses will be brought to the advising committee.

Delivery of course materials is the responsibility of the individual faculty. Normally course material such as the syllabus, reading lists, handouts for each class, and other supplemental material will be delivered by email or posted on the Web. Reading material will be available through the use of electronic library reserve services at both campuses.

Technical Support
Students will obtain needed technical services at their home campus. They will have access to the services on the other campus when they are there. Faculty help will be available by phone and e-mail for academic questions and project consultation when necessary.
Miscellaneous and General Information

Class Attendance Policies
Students are expected to be present at all classes; however, it is understood that it is sometimes necessary to miss a class. Please think of class attendance as you would think of job attendance. When you are ill, notify your supervisor/instructor as quickly as possible. If you have an obligation that requires you to miss one or more classes, this must be arranged with the instructor prior to the absence. The instructor is under no obligation to allow you to make up missed classes when you have not made arrangements to do so prior to being absent.

Please note that this attendance policy is also in force for the online classes. Just because the class is online does not mean you can “miss,” or not check in, for large blocks of time. Regularly scheduled chats, or threaded discussions need to be attended, just like you are in a classroom situation. Not checking in is the same thing as missing a class and needs to be arranged in advance with the instructor.

Committees
The University of Wisconsin is a faculty-governed University. It is the responsibility of the Chair of the Department to manage the affairs of the program. Various committees administer academic, clinic and research policies. Student participation on departmental committees is encouraged.

Computer Requirements
For all classes, it is assumed that you have access to a computer with internet access to download information posted by instructors. It is expected that you will have daily access to a computer with an internet connection when enrolled in one of the program’s online classes. While slower dial-up connections are generally adequate for regular classes, we recommend a higher speed internet connection for the online classes.

Departmental Facilities Assignments
Space assignments are made by the Department Chair, based on the University Space Policy and the department Facilities-Equipment-Computer Committee. All offices are for the use of the occupant only. Please do not enter them without permission. Staff offices also contain confidential information and files that are under the jurisdiction of the occupants and are not to be used without their specific permission.

Disabilities and Accessibility

The University of Wisconsin System Policy on Individuals with Disabilities
(Rev. December, 1996)

The University of Wisconsin System is committed to making individuals with disabilities full participants in its programs, services and activities through its compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990... It is the
policy of the University of Wisconsin System that no otherwise qualified individual with a disability shall be denied access to or participation in any program, service, or activity offered by the universities. Individuals with disabilities have a right to request accommodations. Individuals will receive appropriate accommodations to their needs in order to fully participate in or benefit from the university’s programs, services, and activities in a non-discriminatory, integrated manner.

The complete University of Wisconsin System Policy is available upon request or can be downloaded from the web site: http://www.uwsa.edu/acss/disability/policy96-6.htm

Information about accessibility and accommodations for students is available from the McBurney Center at www.mcburney.wisc.edu or by phone at (608) 263-2741. The McBurney Disability Resource Center is located on the UW-Madison campus at 905 University Avenue.

In accordance with the University of Wisconsin-Stevens Point policy, if a student has a documented disability and requires accommodations to obtain equal access in a class or in clinical clerkship, the student should contact the Disability Services office at (715) 346-3365 to verify his/her eligibility for accommodations.

Financial Assistance
See Appendix B.

Grades
All grades will be awarded based upon the percentage score earned. Because UW – Madison and UW – Stevens Point have different grading scales, grades will be assigned based upon the home campus of the student using the table on the following page:

<table>
<thead>
<tr>
<th>UW-SP Letter Grade</th>
<th>A</th>
<th>A-</th>
<th>B+</th>
<th>B</th>
<th>B-</th>
<th>C+</th>
<th>C</th>
<th>C-</th>
<th>D+</th>
<th>D</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>100-92</td>
<td>91.9-90</td>
<td>89.9-88</td>
<td>87.9-82</td>
<td>81.9-80</td>
<td>79.9-78</td>
<td>77.9-72</td>
<td>71.9-70</td>
<td>69.9-68</td>
<td>67.9-60</td>
<td>&lt;60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UW-Madison Letter Grade</th>
<th>A</th>
<th>A-B</th>
<th>B</th>
<th>B-C</th>
<th>C</th>
<th>C-D</th>
<th>D</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>UWSA Letter Grade</td>
<td></td>
<td>A</td>
<td>A-B</td>
<td>B</td>
<td>B-C</td>
<td>C</td>
<td>C-D</td>
<td>D</td>
</tr>
</tbody>
</table>

Instructors reserve the right to use an alternate grading scale if stated as such in the course syllabus.

Grade Conflicts
Talk with the instructor. If the difference in opinion is not resolved, write out the specific charges and differences with documentation and submit them to the Au.D. Program Director on the student’s home campus. The issues that were submitted in writing will then be discussed by the Au.D. Program Director, the instructor, and the student.
Grievance Policies & Procedures

The formal procedure for handling student concerns and grievances requires the student to begin at the source of the problem, and then to work up the administrative structure in a manner appropriate to the nature of the problem. All efforts will be made to achieve a resolution within the program; if this level of resolution is not reached, the complaint will be addressed to the affected Department. The preferred channels in order are as follows: (1) the affected faculty member or clinical supervisor, (2) the Program Director on the student’s home campus, who may refer the matter to the full Au.D. Faculty, (3) the Chair of the involved department who may refer it to the appropriate Associate Dean or Dean from the relevant campus. Although this route is normal, there is no policy that would prevent any individual student or faculty member from seeking input at higher administrative levels.

If the student has a complaint about the program or its accreditation, the student is referred to the following ASHA website for information on how to lodge a complaint with the Council on Academic Accreditation (CAA): http://www.asha.org/academic/accreditation/accredmanual/section8.htm.

Professional Recommendations

The appropriate procedure in seeking professional recommendations for future employment or additional academic training is to ask the instructor for permission to use his/her name as a reference, and then request the letter of recommendation. If a general recommendation is sought, it is appropriate to state such. Otherwise, it is appropriate to indicate the type of position for which the recommendation is to be made and to whom it should be sent.

If you wish to forward to other persons or institutions letters of recommendation that were written by faculty and staff for your application to the UW-Madison graduate program, you will need to contact the writer of the original document, inform him/her of your request, and secure written permission to copy documents for forwarding to a named person or institution. It would also be advisable if you would inform the faculty or staff member of the intent (e.g., admission to graduate school, employment recommendation). It is the combined permission (the original writer and you) that allows the department to proceed with the request without violating the Buckley Amendment. After we have permission from all sources we will forward the information you request at the cost of 5 cents per page for copying plus the postage cost. Charges will be made available to you at the time the information is mailed. To avoid future problems of whether we can or cannot duplicate materials, we urge you to avail yourself of the services offered at various campus Placement Offices.

Sexual Harassment

Sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors and any other verbal or physical conduct of a sexual nature.

Current policies expressly prohibit:
Part I. Sexual favors as a Basis for Actions Affecting an Individual’s Welfare as a Student or Employee

I. A member of the University faculty or academic staff is subject to discipline if he or she behaves, while engaged in official University business, toward another University employee, student, or recipient of University services in any of the following ways:

A. Uses, offers to use, or threatens to use one’s status as a member of the University faculty or academic staff to bring about decisions or assessments affecting an individual’s welfare on the basis of submission to, or rejection of requests for sexual favors.

B. Accepts an offer of sexual favors in exchange for an agreement to use one’s status as a member of the University faculty or academic staff to bring about favorable decisions or assessments affecting an individual.

Part II. Flagrant or Repeated Sexual Advances, Requests for Sexual Favors, and Physical Contacts Harmful to Another’s Work or Study Performance or to the Work, Study or Service Environments.

II. A member of the University faculty or academic staff is subject to discipline if, in a work or learning-related setting, he or she makes sexual advances, requests sexual favors, or makes physical contacts commonly understood to be of a sexual nature, and if:

A. The conduct is unwanted by the person(s) to whom it is directed.

B. The actor knew or a reasonable person could clearly have understood that the conduct was unwanted.

C. Because of its flagrant or repetitious nature, the conduct either

1. Seriously interferes with work or learning performance of the person(s) to whom the conduct was directed.

2. Makes the University work, learning, or service environment intimidating or hostile, or demeaning to the person of average sensibilities.

A student who believes that sexual harassment has occurred is urged to contact the department contact person for such complaints. The UW-Madison department contact person is Tim McCarty. The UWSP department contact person is Dr. Julia King.

Professional Behaviors Code of Conduct

All students enrolled in the graduate Doctor of Audiology Program at UW-Madison and UW-Stevens Point must adhere to the highest standards of professional behavior and ethics.
Students should avoid even an appearance of improper behavior or lack of ethical standards while a student in the Au.D. Program, in all professional settings, and in their personal lives. Students should conduct themselves according to the standards expected of members of the professional community to which the student aspires.

A. Students must adhere to the rules and regulations contained in UWS 14 (see http://www.legis.state.wi.us/rsb/code/uws/uws014.pdf). “The board of regents, administrators, faculty, academic staff and students of the university of Wisconsin system believe that academic honesty and integrity are fundamental to the mission of higher education and of the university of Wisconsin system. The university has a responsibility to promote academic honesty and integrity and to develop procedures to deal effectively with instances of academic dishonesty. Students are responsible for the honest completion and representation of their work, for the appropriate citation of sources, and for respect of others’ academic endeavors. Students who violate these standards must be confronted and must accept the consequences of their actions.” (UWS 14.01 Statement of Principals). Violation of the Wisconsin Administrative Code UWS 14 may result in University disciplinary action such as disciplinary probation, suspension, or expulsion.

B. Students must adhere to the rules and regulations contained in UWS 17 (see http://www.legis.state.wi.us/rsb/code/uws/uws017.pdf). “The board of regents, administration, faculty, academic staff and students of the university of Wisconsin system believe that the teaching, learning, research and service activities of the university can flourish only in an environment that is safe from violence and free of harassment, fraud, theft, disruption and intimidation. The university has a responsibility to identify basic standards of nonacademic conduct necessary to protect the community, and to develop procedures to deal effectively with instances of misconduct while observing the procedural and substantive rights of students. Any person who violates state or federal laws on university property may face prosecution in the appropriate courts. In addition, students, faculty or staff who violate university standards are subject to university disciplinary action.” (UWS 17.01 Policy Statement). Violation of the Wisconsin Administrative Code UWS 17 may result in University disciplinary action such as disciplinary probation, suspension, or expulsion.

C. Students must adhere to the rules and regulations contained in UWS 18 (see http://www.wisc.edu/students/saja/pdf/UWS18.pdf). “These rules apply to conduct on land owned by the UW System as well as the operation of vehicles on said lands.” Violation of the Wisconsin Administrative Code UWS 18 may result in University disciplinary action such as a fine of not more than $500 for each offense, imprisonment for no more than 6 months for each offence, and/or disciplinary probation, suspension, or expulsion.

D. Students must adhere to the ASHA Code of Ethics (see http://www.asha.org/Code-of-Ethics/). “The preservation of the highest standards of integrity and ethical principles is vital to the responsible discharge of obligations by speech-language pathologists, audiologists, and speech, language, and hearing scientists. This Code of Ethics sets forth the fundamental principles and rules considered essential to this purpose.”
(ASHA Code of Ethics, Preamble, 2010). Violation of the ASHA Code of Ethics may result in disciplinary action as determined by the UW Au.D. Program.


F. Students must adhere to the AuD Program’s Professional Behavior Code as defined below.
Unprofessional behavior towards clients, faculty, staff, peers and public are significant issues in the evaluation and promotion of Au.D. students. Inappropriate behavior may be grounds for failure to promote, dismissal and/or denial of degree. Separate and apart from a violation of the Professional Behavior Code, a student may face University disciplinary action with regard to the same action.

Guidelines and Responsibilities
The following are professional behavior guidelines and responsibilities that the University of Wisconsin Au.D. Program expects of its students.

1. **Interpersonal Relationships** - Students shall communicate with and treat instructors, fellow students, clients, staff, allied professionals and the public in a professional manner. This includes addressing them in a collegial, professional manner and respecting individual rights to hold opinions that differ from their own.

2. **Honesty, Integrity and Confidentiality** - In the pursuit and achievement of all academic and professional matters, students shall act fairly and honestly. They shall treat all confidential information in an appropriate manner. In the clinical circumstance, the student-client relationship is dependent on the client’s assurance that the clinician or student-clinician will not divulge sensitive information to others. Thus, client records and all conversations between student and client are considered confidential and shall not be disclosed or made available to any person not directly involved in the client’s care.

3. **Professional Appearance** - Students shall maintain a physical appearance and personal hygiene that is conducive to developing effective client relationships. Students who do not appear well groomed and appropriately attired when interacting with a client are at risk for jeopardizing client respect and for creating a barrier to effective communication. Examples of inappropriate attire in professional settings include blue jeans, shorts, short skirts, tee shirts, and shirts revealing bare midriffs. In certain professional settings, facial jewelry, other than earrings, may be viewed as inappropriate.

4. **Professional Responsibility and Judgment** - Students are expected to meet their educational and clinical responsibilities at all times. While personal issues that conflict or interfere with such obligations can arise, every effort should be made by the student
to resolve the conflict in a professional manner by assuring that client care is not compromised and that appropriate instructors, clinical supervisors, and administration are notified in a timely fashion. Students who are unable to attend class are responsible for finding out what occurred that day and should not expect instructors to give them individual instruction. Students shall not participate in classroom and clinical activities while under the influence of alcohol or any psychoactive substances, unless the use of such a substance is under the orders of a physician or other licensed health care provider.

**Procedures for Alleged Infractions**

The Behavior Code of Conduct and Procedures for Alleged Infractions shall be published in the Doctor of Audiology Student Handbook. Students are responsible for reading the information and material as well as the information published on all the relevant web sites shown above. Lack of knowledge of this information does not excuse any infraction.

Concerns about infractions of the Behavior Code of Conduct may be effectively handled informally between the instructor and the student. If a resolution is not achieved, the Au.D. Program Director may be brought into the discussion.

Please see the AuD website (www.comdis.wisc.edu) for information on specific procedures that will be followed on your home campus in cases of alleged infractions.

The information in this section was adapted from the following sources:


UW-Madison Department Specific Information

Bulletin Boards
Bulletin boards are located in various hallways and stairwells, throughout first, third and fourth floors. They are sectioned into interest areas, and located according to primary use (i.e., the third floor are of interest to faculty and staff; fourth floor to students). Please review them often for current information.

Instructional Technology Laboratory
The instructional technology laboratory is located in Room 403, and contains a number of computer workstations connected to the Internet and capable of running several different kinds of software. The laboratory is open twenty-four hours a day to students in the department, and can be used for course projects, preparation of papers, and for self-study. In addition, the laboratory will be scheduled for course- or clinic-related instruction, depending on the wishes of course and clinical professors. General training sessions are held at the beginning of the academic year, so that students are comfortable with the use of the facility and can gain maximum educational benefit from this resource. Students are expected to provide their own computer disks when using this facility. Students are provided with $75 worth of printing over the course of the year. When students have reached their quota, they must pay for copies on their own. General questions about the facility can be directed to the Information Processing Consultant.

Mail/Email
Incoming mail and messages are distributed to faculty and staff mailboxes located in the Faculty/Staff lounge on the third floor. All student mailboxes are located in the Student lounge on the fourth floor. The third floor faculty/staff mailboxes may be used for messages should persons not be in their offices. There is also a section in the third floor mailbox for messages for the fourth floor student mailboxes. NSSHLA is responsible for taking the contents of that slot to the fourth floor for distribution to student mailboxes. Incoming mail (both U.S. and campus) for students is kept in a box in the receptionist office on first floor. Any student who has given the department address for incoming outside mail should check that mailbox. We urge you to check your fourth floor mailbox daily for important messages. This is one method the faculty and staff of the department have for distributing important information to you. The second method is by your email address. Please obtain an address and check it daily.

Permits and Passes
Access codes to the building will be set up during orientation. If you intend to occupy the building at times other than from 7:45 a.m. to 4:30 p.m. Monday through Friday you must get an access code to use with your student ID to enter the building. The Department of Police and Security will check your ID and access code if you are in the building after hours or on weekends.
Student Files

Student files are confidential, but a student may request permission to examine materials contained in his/her file the graduate coordinator in room 318.

The Family Educational Rights and Privacy Act of 1974 (as amended/Buckley Amendment) prohibits us from sending copies of letters and/or other materials in your file to other individuals or institutions. The terms of this Act, protecting your rights as a student, prevent us from using material in your file for any purpose other than for what it was originally intended.

Telephones

All telephones are a part of the State Telephone System, and personal calls are prohibited by state law. If it is necessary to make a call on department business, permission must be granted by a faculty or staff member. The telephone in the receptionist's office is not available for any outgoing calls. Personal messages for students will be taken for emergencies only. Cell phones should be turned off during classes and clinic.

Vending Machines

Vending machines are located in the student lounge (Room 413). If the machines malfunction, please leave a note with the receptionist giving your name, the amount of money you lost, from which machine and she will attempt to get your refund from the vendor.
UW-Stevens Point Department Specific Information

Bulletin Boards
Bulletin boards are located in various hallways throughout the basement of the College of Professional Services (CPS) building. Please review them often for current information.

Equipment and Supplies

Clinical Media Center (CMC): Various testing materials, equipment, supplies, and books are located in the CMC and are for student and staff use. Materials that are checked out are due back in the CMC by 9 a.m. the next morning. The CMC is open from 8:00 am to 4:15 pm.

Computers: There are two computers located in the East Grad room (CPS 045), three computers located in the South Grad room (CPS 052), and seven computers located in the CSD private lab (southwest corner of the basement) that are for student use. There is one scanner located in each of these areas as well.

Video/Observation System: The School of Communicative Disorders installed an IP Network camera/audio system for students to observe and record sessions with clients. It is computer based and all info is stored on a server in the Info Tech Dept. This system is only accessible from observation computers and faculty office computers. There also are three computers for viewing previously recorded sessions in room CPS 022.

Furniture: Shall remain where originally placed. If it is necessary to move any item, permission must be obtained from the Academic Department Associate.

Audio-Visual: Extra equipment, such as extension cords, TVs, VCRs, dubbing equipment, video cameras, and other miscellaneous equipment is available from Dave Malay in room CPS 047.

Repair/Maintenance: If you have technical difficulties with any computers, printers, or clinic equipment, please contact Dave Malay, room CPS 047.

Graduate Student Rooms and Keys
At UW-Stevens Point, students will receive keys to their respective building for after-hours access. During orientation, keys will be issued to each student as required. There is a $10 fee for keys for the student rooms and the building. A key for each lab in the UWSP Center will be available to students via a sign out system.

Students should carefully guard any keys issued or available. For security reasons, entry doors should not be propped open at any time. Students must return all keys to the Academic Department Associate in person prior to leaving for their externships.
Mail/Email
Faculty and staff have mailboxes located in the department office. All graduate student mailboxes are located in room 002. You are urged to check your mailbox daily for important messages. This is one method the faculty and staff of the department have for distributing important information to you. The second method is email. Please check your email regularly.

Student Files
Student files are confidential, but a student may request permission to examine materials contained in his/her file from Dr. Terrell, room 034.

The Family Educational Rights and Privacy Act of 1974 (as amended/Buckley Amendment) prohibits us from sending copies of letters and/or other materials in your file to other individuals or institutions. The terms of this Act, protecting your rights as a student, prevent us from using material in your file for any purpose other than for what it was originally intended.

Telephones
All telephones are a part of the State Telephone System, and personal calls are prohibited by state law. If it is necessary to make a call on department business, permission must be granted by a faculty or staff member. The telephone in the CMC is available for clinic related phone calls. All phone calls must be recorded on the list. The receptionist's office is not available for any outgoing calls. Personal messages for students will be taken for emergencies only. Cell phones should be turned off during classes and clinic.

Vending Machines
Vending machines are located in the first floor of the CPS building outside of room 104. If the machines malfunction, please leave a note with the receptionist in the Dean’s office with your name, the amount of money you lost, from which machine and she will attempt to get your refund from the vendor.
Appendix A: ASHA & AAA Code of Ethics

CODE OF ETHICS

Preamble

The American Speech-Language-Hearing Association (ASHA; hereafter, also known as “The Association”) has been committed to a framework of common principles and standards of practice since ASHA’s inception in 1925. This commitment was formalized in 1952 as the Association’s first Code of Ethics. This Code has been modified and adapted as society and the professions have changed. The Code of Ethics reflects what we value as professionals and establishes expectations for our scientific and clinical practice based on principles of duty, accountability, fairness, and responsibility. The ASHA Code of Ethics is intended to ensure the welfare of the consumer and to protect the reputation and integrity of the professions.

The ASHA Code of Ethics is a framework and focused guide for professionals in support of day-to-day decision making related to professional conduct. The Code is partly obligatory and disciplinary and partly aspirational and descriptive in that it defines the professional’s role. The Code educates professionals in the discipline, as well as students, other professionals, and the public, regarding ethical principles and standards that direct professional conduct.

The preservation of the highest standards of integrity and ethical principles is vital to the responsible discharge of obligations by audiologists, speech-language pathologists, and speech, language, and hearing scientists who serve as clinicians, educators, mentors, researchers, supervisors, and administrators. This Code of Ethics sets forth the fundamental principles and rules considered essential to this purpose and is applicable to the following individuals:

- a member of the American Speech-Language-Hearing Association holding the Certificate of Clinical Competence (CCC)
- a member of the Association not holding the Certificate of Clinical Competence (CCC)
- a nonmember of the Association holding the Certificate of Clinical Competence (CCC)
- an applicant for certification, or for membership and certification

By holding ASHA certification or membership, or through application for such, all individuals are automatically subject to the jurisdiction of the Board of Ethics for ethics complaint adjudication. Individuals who provide clinical services and who also desire membership in the Association must hold the CCC.

The fundamentals of ethical conduct are described by Principles of Ethics and by Rules of Ethics. The four Principles of Ethics form the underlying philosophical basis for the Code of Ethics and are reflected in the
following areas: (I) responsibility to persons served professionally and to research participants, both human and animal; (II) responsibility for one’s professional competence; (III) responsibility to the public; and (IV) responsibility for professional relationships. Individuals shall honor and abide by these Principles as affirmative obligations under all conditions of applicable professional activity. Rules of Ethics are specific statements of minimally acceptable as well as unacceptable professional conduct.

The Code is designed to provide guidance to members, applicants, and certified individuals as they make professional decisions. Because the Code is not intended to address specific situations and is not inclusive of all possible ethical dilemmas, professionals are expected to follow the written provisions and to uphold the spirit and purpose of the Code. Adherence to the Code of Ethics and its enforcement results in respect for the professions and positive outcomes for individuals who benefit from the work of audiologists, speech-language pathologists, and speech, language, and hearing scientists.

**Terminology**


**advertising** – Any form of communication with the public about services, therapies, products, or publications.

**conflict of interest** – An opposition between the private interests and the official or professional responsibilities of a person in a position of trust, power, and/or authority.

**crime** – Any felony; or any misdemeanor involving dishonesty, physical harm to the person or property of another, or a threat of physical harm to the person or property of another. For more details, see the “Disclosure Information” section of applications for ASHA certification found on www.asha.org/certification/AudCertification/ and www.asha.org/certification/SLPCertification/.

**diminished decision-making ability** – Any condition that renders a person unable to form the specific intent necessary to determine a reasonable course of action.

**fraud** – Any act, expression, omission, or concealment—the intent of which is either actual or constructive—calculated to deceive others to their disadvantage.

**impaired practitioner** – An individual whose professional practice is adversely affected by addiction, substance abuse, or health-related and/or mental health–related conditions.

**individuals** – Members and/or certificate holders, including applicants for certification.

**informed consent** – May be verbal, unless written consent is required; constitutes consent by persons served, research participants engaged, or parents and/or guardians of persons served to a proposed course of action after the communication of adequate information regarding expected outcomes and potential risks.

**jurisdiction** – The “personal jurisdiction” and authority of the ASHA Board of Ethics over an individual holding ASHA certification and/or membership, regardless of the individual’s geographic location.

**know, known, or knowingly** – Having or reflecting knowledge.

**may vs. shall** – May denotes an allowance for discretion; shall denotes no discretion.
misrepresentation – Any statement by words or other conduct that, under the circumstances, amounts to an assertion that is false or erroneous (i.e., not in accordance with the facts); any statement made with conscious ignorance or a reckless disregard for the truth.

negligence – Breaching of a duty owed to another, which occurs because of a failure to conform to a requirement, and this failure has caused harm to another individual, which led to damages to this person(s); failure to exercise the care toward others that a reasonable or prudent person would take in the circumstances, or taking actions that such a reasonable person would not.

nolo contendere – No contest.

plagiarism – False representation of another person’s idea, research, presentation, result, or product as one’s own through irresponsible citation, attribution, or paraphrasing; ethical misconduct does not include honest error or differences of opinion.

publicly sanctioned – A formal disciplinary action of public record, excluding actions due to insufficient continuing education, checks returned for insufficient funds, or late payment of fees not resulting in unlicensed practice.

reasonable or reasonably – Supported or justified by fact or circumstance and being in accordance with reason, fairness, duty, or prudence.

self-report – A professional obligation of self-disclosure that requires (a) notifying ASHA Standards and Ethics and (b) mailing a hard copy of a certified document to ASHA Standards and Ethics (see term above). All self-reports are subject to a separate ASHA Certification review process, which, depending on the seriousness of the self-reported information, takes additional processing time.

shall vs. may – Shall denotes no discretion; may denotes an allowance for discretion.

support personnel – Those providing support to audiologists, speech-language pathologists, or speech, language, and hearing scientists (e.g., technician, paraprofessional, aide, or assistant in audiology, speech-language pathology, or communication sciences and disorders).

telepractice, teletherapy – Application of telecommunications technology to the delivery of audiology and speech-language pathology professional services at a distance by linking clinician to client/patient or clinician to clinician for assessment, intervention, and/or consultation. The quality of the service should be equivalent to in-person service.

written – Encompasses both electronic and hard-copy writings or communications.

**Principles of Ethics I**

Individuals shall honor their responsibility to hold paramount the welfare of persons they serve professionally or who are participants in research and scholarly activities, and they shall treat animals involved in research in a humane manner.

**RULES OF ETHICS**

A. Individuals shall provide all clinical services and scientific activities competently.

B. Individuals shall use every resource, including referral and/or interprofessional collaboration when appropriate, to ensure that quality service is provided.
C. Individuals shall not discriminate in the delivery of professional services or in the conduct of research and scholarly activities on the basis of race, ethnicity, sex, gender identity/gender expression, sexual orientation, age, religion, national origin, disability, culture, language, or dialect.

D. Individuals shall not misrepresent the credentials of aides, assistants, technicians, support personnel, students, research interns, Clinical Fellows, or any others under their supervision, and they shall inform those they serve professionally of the name, role, and professional credentials of persons providing services.

E. Individuals who hold the Certificate of Clinical Competence may delegate tasks related to the provision of clinical services to aides, assistants, technicians, support personnel, or any other persons only if those persons are adequately prepared and are appropriately supervised. The responsibility for the welfare of those being served remains with the certified individual.

F. Individuals who hold the Certificate of Clinical Competence shall not delegate tasks that require the unique skills, knowledge, judgment, or credentials that are within the scope of their profession to aides, assistants, technicians, support personnel, or any nonprofessionals over whom they have supervisory responsibility.

G. Individuals who hold the Certificate of Clinical Competence may delegate to students tasks related to the provision of clinical services that require the unique skills, knowledge, and judgment that are within the scope of practice of their profession only if those students are adequately prepared and are appropriately supervised. The responsibility for the welfare of those being served remains with the certified individual.

H. Individuals shall obtain informed consent from the persons they serve about the nature and possible risks and effects of services provided, technology employed, and products dispensed. This obligation also includes informing persons served about possible effects of not engaging in treatment or not following clinical recommendations. If diminished decision-making ability of persons served is suspected, individuals should seek appropriate authorization for services, such as authorization from a spouse, other family member, or legally authorized/appointed representative.

I. Individuals shall enroll and include persons as participants in research or teaching demonstrations only if participation is voluntary, without coercion, and with informed consent.

J. Individuals shall accurately represent the intended purpose of a service, product, or research endeavor and shall abide by established guidelines for clinical practice and the responsible conduct of research.

K. Individuals who hold the Certificate of Clinical Competence shall evaluate the effectiveness of services provided, technology employed, and products dispensed, and they shall provide services or dispense products only when benefit can reasonably be expected.

L. Individuals may make a reasonable statement of prognosis, but they shall not guarantee—directly or by implication—the results of any treatment or procedure.

M. Individuals who hold the Certificate of Clinical Competence shall use independent and evidence-based clinical judgment, keeping paramount the best interests of those being served.

N. Individuals who hold the Certificate of Clinical Competence shall not provide clinical services solely by correspondence, but may provide services via telepractice consistent with professional standards and state and federal regulations.
O. Individuals shall protect the confidentiality and security of records of professional services provided, research and scholarly activities conducted, and products dispensed. Access to these records shall be allowed only when doing so is necessary to protect the welfare of the person or of the community, is legally authorized, or is otherwise required by law.

P. Individuals shall protect the confidentiality of any professional or personal information about persons served professionally or participants involved in research and scholarly activities and may disclose confidential information only when doing so is necessary to protect the welfare of the person or of the community, is legally authorized, or is otherwise required by law.

Q. Individuals shall maintain timely records and accurately record and bill for services provided and products dispensed and shall not misrepresent services provided, products dispensed, or research and scholarly activities conducted.

R. Individuals whose professional practice is adversely affected by substance abuse, addiction, or other health-related conditions are impaired practitioners and shall seek professional assistance and, where appropriate, withdraw from the affected areas of practice.

S. Individuals who have knowledge that a colleague is unable to provide professional services with reasonable skill and safety shall report this information to the appropriate authority, internally if a mechanism exists and, otherwise, externally.

T. Individuals shall provide reasonable notice and information about alternatives for obtaining care in the event that they can no longer provide professional services.

Principles of Ethics II

Individuals shall honor their responsibility to achieve and maintain the highest level of professional competence and performance.

RULES OF ETHICS

A. Individuals who hold the Certificate of Clinical Competence shall engage in only those aspects of the professions that are within the scope of their professional practice and competence, considering their certification status, education, training, and experience.

B. Members who do not hold the Certificate of Clinical Competence may not engage in the provision of clinical services; however, individuals who are in the certification application process may engage in the provision of clinical services consistent with current local and state laws and regulations and with ASHA certification requirements.

C. Individuals who engage in research shall comply with all institutional, state, and federal regulations that address any aspects of research, including those that involve human participants and animals.

D. Individuals shall enhance and refine their professional competence and expertise through engagement in lifelong learning applicable to their professional activities and skills.

E. Individuals in administrative or supervisory roles shall not require or permit their professional staff to provide services or conduct research activities that exceed the staff member’s certification status, competence, education, training, and experience.

F. Individuals in administrative or supervisory roles shall not require or permit their professional staff to provide services or conduct clinical activities that compromise the staff member’s independent and objective professional judgment.
G. Individuals shall make use of technology and instrumentation consistent with accepted professional guidelines in their areas of practice. When such technology is not available, an appropriate referral may be made.

H. Individuals shall ensure that all technology and instrumentation used to provide services or to conduct research and scholarly activities are in proper working order and are properly calibrated.

Principles of Ethics III
Individuals shall honor their responsibility to the public when advocating for the unmet communication and swallowing needs of the public and shall provide accurate information involving any aspect of the professions.

RULES OF ETHICS

A. Individuals shall not misrepresent their credentials, competence, education, training, experience, and scholarly contributions.

B. Individuals shall avoid engaging in conflicts of interest whereby personal, financial, or other considerations have the potential to influence or compromise professional judgment and objectivity.

C. Individuals shall not misrepresent research and scholarly activities, diagnostic information, services provided, results of services provided, products dispensed, or the effects of products dispensed.

D. Individuals shall not defraud through intent, ignorance, or negligence or engage in any scheme to defraud in connection with obtaining payment, reimbursement, or grants and contracts for services provided, research conducted, or products dispensed.

E. Individuals’ statements to the public shall provide accurate and complete information about the nature and management of communication disorders, about the professions, about professional services, about products for sale, and about research and scholarly activities.

F. Individuals’ statements to the public shall adhere to prevailing professional norms and shall not contain misrepresentations when advertising, announcing, and promoting their professional services and products and when reporting research results.

G. Individuals shall not knowingly make false financial or nonfinancial statements and shall complete all materials honestly and without omission.

Principles of Ethics IV
Individuals shall uphold the dignity and autonomy of the professions, maintain collaborative and harmonious interprofessional and intraprofessional relationships, and accept the professions’ self-imposed standards.

RULES OF ETHICS

A. Individuals shall work collaboratively, when appropriate, with members of one’s own profession and/or members of other professions to deliver the highest quality of care.
B. Individuals shall exercise independent professional judgment in recommending and providing professional services when an administrative mandate, referral source, or prescription prevents keeping the welfare of persons served paramount.

C. Individuals’ statements to colleagues about professional services, research results, and products shall adhere to prevailing professional standards and shall contain no misrepresentations.

D. Individuals shall not engage in any form of conduct that adversely reflects on the professions or on the individual’s fitness to serve persons professionally.

E. Individuals shall not engage in dishonesty, negligence, fraud, deceit, or misrepresentation.

F. Applicants for certification or membership, and individuals making disclosures, shall not knowingly make false statements and shall complete all application and disclosure materials honestly and without omission.

G. Individuals shall not engage in any form of harassment, power abuse, or sexual harassment.

H. Individuals shall not engage in sexual activities with individuals (other than a spouse or other individual with whom a prior consensual relationship exists) over whom they exercise professional authority or power, including persons receiving services, assistants, students, or research participants.

I. Individuals shall not knowingly allow anyone under their supervision to engage in any practice that violates the Code of Ethics.

J. Individuals shall assign credit only to those who have contributed to a publication, presentation, process, or product. Credit shall be assigned in proportion to the contribution and only with the contributor’s consent.

K. Individuals shall reference the source when using other persons' ideas, research, presentations, results, or products in written, oral, or any other media presentation or summary. To do otherwise constitutes plagiarism.

L. Individuals shall not discriminate in their relationships with colleagues, assistants, students, support personnel, and members of other professions and disciplines on the basis of race, ethnicity, sex, gender identity/gender expression, sexual orientation, age, religion, national origin, disability, culture, language, dialect, or socioeconomic status.

M. Individuals with evidence that the Code of Ethics may have been violated have the responsibility to work collaboratively to resolve the situation where possible or to inform the Board of Ethics through its established procedures.

N. Individuals shall report members of other professions who they know have violated standards of care to the appropriate professional licensing authority or board, other professional regulatory body, or professional association when such violation compromises the welfare of persons served and/or research participants.

O. Individuals shall not file or encourage others to file complaints that disregard or ignore facts that would disprove the allegation; the Code of Ethics shall not be used for personal reprisal, as a means of addressing personal animosity, or as a vehicle for retaliation.

P. Individuals making and responding to complaints shall comply fully with the policies of the Board of Ethics in its consideration, adjudication, and resolution of complaints of alleged violations of the Code of Ethics.

Q. Individuals involved in ethics complaints shall not knowingly make false statements of fact or withhold relevant facts necessary to fairly adjudicate the complaints.
R. Individuals shall comply with local, state, and federal laws and regulations applicable to professional practice, research ethics, and the responsible conduct of research.

S. Individuals who have been convicted; been found guilty; or entered a plea of guilty or nolo contendere to (1) any misdemeanor involving dishonesty, physical harm—or the threat of physical harm—to the person or property of another, or (2) any felony, shall self-report by notifying ASHA Standards and Ethics (see Terminology for mailing address) in writing within 30 days of the conviction, plea, or finding of guilt. Individuals shall also provide a certified copy of the conviction, plea, nolo contendere record, or docket entry to ASHA Standards and Ethics within 30 days of self-reporting.

T. Individuals who have been publicly sanctioned or denied a license or a professional credential by any professional association, professional licensing authority or board, or other professional regulatory body shall self-report by notifying ASHA Standards and Ethics (see Terminology for mailing address) in writing within 30 days of the final action or disposition. Individuals shall also provide a certified copy of the final action, sanction, or disposition to ASHA Standards and Ethics within 30 days of self-reporting.

REFERENCE
American Academy of Audiology
CODE OF ETHICS

Preamble
The Code of Ethics of the American Academy of Audiology specifies professional standards that allow for the proper discharge of audiologists’ responsibilities to those served, and that protect the integrity of the profession. The Code of Ethics consists of two parts. The first part, the Statement of Principles and Rules, presents precepts that members (all categories of members, including Student Members) of the Academy agree to uphold. The second part, the Procedures, provides the process that enables enforcement of the Principles and Rules.

PART I. Statement of Principles and Rules

PRINCIPLE 1: Members shall provide professional services and conduct research with honesty and compassion, and shall respect the dignity, worth, and rights of those served.
Rule 1a: Individuals shall not limit the delivery of professional services on any basis that is unjustifiable or irrelevant to the need for the potential benefit from such services.
Rule 1b: Individuals shall not provide services except in a professional relationship, and shall not discriminate in the provision of services to individuals on the basis of sex, race, religion, national origin, sexual orientation, or general health.

PRINCIPLE 2: Members shall maintain high standards of professional competence in rendering services.
Rule 2a: Members shall provide only those professional services for which they are qualified by education and experience.
Rule 2b: Individuals shall use available resources, including referrals to other specialists, and shall not give or accept benefits or items of value for receiving or making referrals.
Rule 2c: Individuals shall exercise all reasonable precautions to avoid injury to persons in the delivery of professional services or execution of research.
Rule 2d: Individuals shall provide appropriate supervision and assume full responsibility for services delegated to supportive personnel. Individuals shall not delegate any service requiring professional competence to unqualified persons.
Rule 2e: Individuals shall not knowingly permit personnel under their direct or indirect supervision to engage in any practice that is a violation of the Code of Ethics.
Rule 2f: Individuals shall maintain professional competence, including participation in continuing education.

PRINCIPLE 3: Members shall maintain the confidentiality of the information and records of those receiving services or involved in research.
Rule 3a: Individuals shall not reveal to unauthorized persons any professional or personal information obtained from the person served professionally, unless required by law.

PRINCIPLE 4: Members shall provide only services and products that are in the best interest of those served.
Rule 4a: Individuals shall not exploit persons in the delivery of professional services.
Rule 4b: Individuals shall not charge for services not rendered.
Rule 4c: Individuals shall not participate in activities that constitute a conflict of professional interest.
Rule 4d: Individuals using investigational procedures with human participants or prospectively collecting research data from human participants shall obtain full informed consent from the participants or legal representatives. Members conducting research with human participants or animals shall follow accepted standards, such as those promulgated in the current Responsible Conduct of Research (current edition, 2009) by the U.S. Office of Research Integrity.

PRINCIPLE 5: Members shall provide accurate information about the nature and management of communicative disorders and about the services and products offered.

Rule 5a: Individuals shall provide persons served with the information a reasonable person would want to know about the nature and possible effects of services rendered, or products provided or research being conducted.

Rule 5b: Individuals may make a statement of prognosis, but shall not guarantee results, mislead, or misinform persons served or studied.

Rule 5c: Individuals shall conduct and report product-related research only according to accepted standards of research practice.

Rule 5d: Individuals shall not carry out teaching or research activities in a manner that constitutes an invasion of privacy, or that fails to inform persons fully about the nature and possible effects of these activities, affording all persons informed free choice of participation.

Rule 5e: Individuals shall maintain accurate documentation of services rendered according to accepted medical, legal, and professional standards and requirements.

PRINCIPLE 6: Members shall comply with the ethical standards of the Academy with regard to public statements or publication.

Rule 6a: Individuals shall not misrepresent their educational degrees, training, credentials, or competence. Only degrees earned from regionally accredited institutions in which training was obtained in audiology, or a directly related discipline, may be used in public statements concerning professional services.

Rule 6b: Individuals' public statements about professional services, products, or research results shall not contain representations or claims that are false, misleading, or deceptive.

PRINCIPLE 7: Members shall honor their responsibilities to the public and to professional colleagues.

Rule 7a: Individuals shall not use professional or commercial affiliations in any way that would limit services to or mislead patients or colleagues.

Rule 7b: Individuals shall inform colleagues and the public in an objective manner consistent with professional standards about products and services they have developed or research they have conducted.

PRINCIPLE 8: Members shall uphold the dignity of the profession and freely accept the Academy's self-imposed standards.

Rule 8a: Individuals shall not violate these Principles and Rules, nor attempt to circumvent them.

Rule 8b: Individuals shall not engage in dishonesty or illegal conduct that adversely reflects on the profession.

Rule 8c: Individuals shall inform the Ethical Practices Committee when there are reasons to believe that a member of the Academy may have violated the Code of Ethics.

Rule 8d: Individuals shall fully cooperate with reviews being conducted by the Ethical Practices Committee in any matter related to the Code of Ethics.
PART II. PROCEDURES FOR THE MANAGEMENT OF ALLEGED VIOLATIONS

INTRODUCTION
Members of the American Academy of Audiology are obligated to uphold the Code of Ethics of the Academy in their personal conduct and in the performance of their professional duties. To this end it is the responsibility of each Academy member to inform the Ethical Practices Committee of possible Ethics Code violations. The processing of alleged violations of the Code of Ethics will follow the procedures specified below in an expeditious manner to ensure that violations of ethical conduct by members of the Academy are halted in the shortest time possible.

PROCEDURES
1. Suspected violations of the Code of Ethics shall be reported in letter format giving documentation sufficient to support the alleged violation. Letters must be addressed to:

   Chair, Ethical Practices Committee  
c/o Executive Director  
American Academy of Audiology  
11480 Commerce Park Dr., Suite 220  
Reston, VA 20191

2. Following receipt of a report of a suspected violation, at the discretion of the Chair, the Ethical Practices Committee will request a signed Waiver of Confidentiality from the complainant indicating that the complainant will allow the Ethical Practices Committee to disclose his/her name should this become necessary during investigation of the allegation.
   a. The Ethical Practices Committee may, under special circumstances, act in the absence of a signed Waiver of Confidentiality. For example, in cases where the Ethical Practices Committee has received information from a state licensure or registration board of a member having his or her license or registration suspended or revoked, then the Ethical Practices Committee will proceed without a complainant.
   b. The Chair may communicate with other individuals, agencies, and/or programs for additional information as may be required for review at any time during the deliberation.

3. The Ethical Practices Committee will convene to review the merit of the alleged violation as it relates to the Code of Ethics.
   a. The Ethical Practices Committee shall meet to discuss the case, either in person, by electronic means or by teleconference. The meeting will occur within 60 days of receipt of the waiver of confidentiality, or of notification by the complainant of refusal to sign the waiver. In cases where another form of notification brings the complaint to the attention of the Ethical Practices Committee, the Committee will convene within 60 days of notification.
   b. If the alleged violation has a high probability of being legally actionable, the case may be referred to the appropriate agency. The Ethical Practices Committee may postpone member notification and further deliberation until the legal process has been completed.

4. If there is sufficient evidence that indicates a violation of the Code of Ethics has occurred, upon majority vote, the member will be forwarded a Notification of Potential Ethics Concern.
   a. The circumstances of the alleged violation will be described.
b. The member will be informed of the specific Code of Ethics rule that may conflict with member behavior.

c. Supporting Academy documents that may serve to further educate the member about the ethical implications will be included, as appropriate.

d. The member will be asked to respond fully to the allegation and submit all supporting evidence within 30 calendar days.

5. The Ethical Practices Committee will meet either in person or by teleconference:
   a. within 60 calendar days of receiving a response from the member to the Notification of Potential Ethics Concern to review the response and all information pertaining to the alleged violation, or
   b. within sixty (60) calendar days of notification to member if no response is received from the member to review the information received from the complainant.

6. If the Ethical Practices Committee determines that the evidence supports the allegation of an ethical violation, then the member will be provided written notice containing the following information:
   a. The right to a hearing in person or by teleconference before the Ethical Practices Committee;
   b. The date, time and place of the hearing;
   c. The ethical violation being charged and the potential sanction
   d. The right to present a defense to the charges.

   At this time the member should provide any additional relevant information. As this is the final opportunity for a member to provide new information, the member should carefully prepare all documentation.

7. Potential Rulings.
   a. When the Ethical Practices Committee determines there is insufficient evidence of an ethical violation, the parties to the complaint will be notified that the case will be closed.
   b. If the evidence supports the allegation of a Code violation, the rules(s) of the Code violated will be cited and sanction(s) will be specified.

8. The Committee shall sanction members based on the severity of the violation and history of prior ethical violations. A simple majority of voting members is required to institute a sanction unless otherwise noted. Sanctions may include one or more of the following:
   a. Educative Letter. This sanction alone is appropriate when:
      i. The ethics violation appears to have been inadvertent.
      ii. The member’s response to Notification of Potential Ethics Concern indicates a new awareness of the problem and the member resolves to refrain from future ethical violations.
   b. Cease and Desist Order. The member signs a consent agreement to immediately halt the practice(s) which were found to be in violation of the Code of Ethics.
   c. Reprimand. The member will be formally reprimanded for the violation of the Code of Ethics.
   d. Mandatory continuing education.
      i. The EPC will determine the type of education needed to reduce chances of recurrence of violations.
ii. The member will be responsible for submitting documentation of continuing education within the period of time designated by the Ethical Practices Committee.

iii. All costs associated with compliance will be borne by the member.

e. Probation of Suspension. The member signs a consent agreement in acknowledgement of the Ethical Practices Committee decision and is allowed to retain membership benefits during a defined probationary period.

i. The duration of probation and the terms for avoiding suspension will be determined by the Ethical Practices Committee.

ii. Failure of the member to meet the terms for probation will result in the suspension of membership.

f. Suspension of Membership.

i. The duration of suspension will be determined by the Ethical Practices Committee.

ii. The member may not receive membership benefits during the period of suspension.

iii. Members suspended are not entitled to a refund of dues or fees.

g. Revocation of Membership. Revocation of membership is considered the maximum punishment for a violation of the Code of Ethics.

i. Revocation requires a two-thirds majority of the voting members of the EPC.

ii. Individuals whose memberships are revoked are not entitled to a refund of dues or fees.

iii. One year following the date of membership revocation the individual may reapply for, but is not guaranteed, membership through normal channels and must meet the membership qualifications in effect at the time of application.

9. The member may appeal the Final Finding and Decision of the Ethical Practices Committee to the Academy Board of Directors. The route of Appeal is by letter format through the Ethical Practices Committee to the Board of Directors of the Academy. Requests for Appeal must:

a. be received by the Chair, Ethical Practices Committee, within 30 days of the Ethical Practices Committee's notification of the Final Finding and Decision,

b. state the basis for the appeal, and the reason(s) that the Final Finding and Decision of the Ethical Practices Committee should be changed,

c. not offer new documentation.

The EPC chair will communicate with the Executive Director of the Association to schedule the appeal at the earliest feasible Board of Director’s meeting.

The Board of Directors will review the documents and written summaries, and deliberate the case.

The decision of the Board of Directors regarding the member's appeal shall be final.

10. In order to educate the membership, upon majority vote the Ethical Practices Committee, the circumstances and nature of cases shall be presented in Audiology Today and in the Professional Resource area of the Academy website. The member’s identity will not be made public.
11. No Ethical Practices Committee member shall give access to records, act or speak independently, or on behalf of the Ethical Practices Committee, without the expressed permission of the members then active. No member may impose the sanction of the Ethical Practices Committee, or to interpret the findings of the EPC in any manner which may place members of the Ethical Practices Committee or Board of Directors, collectively or singly, at financial, professional, or personal risk.

12. The Ethical Practices Committee Chair shall maintain a Book of Precedents that shall form the basis for future findings of the Committee.

CONFIDENTIALITY AND RECORDS
Confidentiality shall be maintained in all Ethical Practices Committee discussion, correspondence, communication, deliberation, and records pertaining to members reviewed by the Ethical Practices Committee.

1. Complaints and suspected violations are assigned a case number.

2. Identity of members involved in complaints and suspected violations and access to EPC files is restricted to the following:
   a. EPC Chair
   b. EPC member designated by EPC Chair when the chair recuses him or herself from a case.
   c. Executive Director
   d. Agent/s of the Executive Director
   e. Other/s, following majority vote of EPC

3. Original records shall be maintained at the Central Records Repository at the Academy office in a locked cabinet.
   a. One copy will be sent to the Ethical Practices Committee chair or member designated by the Chair.
   b. Copies will be sent to members.

4. Communications shall be sent to the members involved in complaints by the Academy office via certified or registered mail, after review by Legal Counsel.

5. When a case is closed,
   a. The chair will forward all documentation to the Academy Central Records Repository.
   b. Members shall destroy all material pertaining to the case.

6. Complete records generally shall be maintained at the Academy Central Records Repository for a period of five years.
   a. Records will be destroyed five years after a member receives a sanction less than suspension, or five years after the end of a suspension, or after membership is reinstated.
   b. Records of membership revocations for persons who have not returned to membership status will be maintained indefinitely.

REFERENCE
Appendix B: Financial Information

Tuition and Fees
Please visit the UW Office of the Registrar (http://registrar.wisc.edu/tuition_&_fees.htm) for up-to-date information on tuition and fees.

Important facts:

- Tuition and fees are subject to change without notice.
- Students who are Minnesota residents may be eligible for resident tuition under the Minnesota-Wisconsin reciprocity agreement.
- Segregated fees must be paid by every student, even if tuition is covered by an appointment or fellowship.
- Graduate students who are classified as non-residents of Wisconsin and who hold an appointment as a teaching, research, or project assistant are granted tuition at the resident level in any semester in which their appointment rate is greater than or equal to 33.3%.

Financial Support
The department is committed to providing financial assistance to students in the Au.D. program, though funding criteria are based on grade point average, evaluations of clinical competency, and funding agency requirements.

For up-to-date information on financial support options at UW-Madison and UW-Stevens Points, please visit:

- UW-Madison Office of Student Financial Aid (http://www.finaid.wisc.edu/)
- UW-Stevens Point Graduate Financial Information (http://www.uwsp.edu/NEWS/uwspcatalog/gradfinance.htm)

Au.D. Academic Stipends/Student Work Program
The Au.D. Academic Stipends and Student Work Program are awarded to first-, second- and third-year Au.D. students at both the UW-Madison and UW-Stevens Point campuses. These stipends are given out yearly to the top academic and clinical students within the program. Students may be required to work within the department approximately five hours a week.

UW-Madison Scholarships

Department Scholarships
The Department of Communication Sciences and Disorders administers several scholarships open to graduate majors. Recipients are chosen on a competitive basis according to criteria established for each award.
Wisconsin Maternal and Child Health (MCH) LEND Program
This leadership program, offered through the Waismann Center at the UW-Madison campus, provides interdisciplinary and disciplinary leadership training and scholarship opportunities for Au.D. students. Visit the Waismann Center website (http://www.waisman.wisc.edu/index.html) for details.

UW-Stevens Point Scholarships

The UW-Stevens Point campus offers numerous scholarships to Au.D. students. Announcements for scholarship applications are made in December. Decisions are made by February, and scholarships are awarded in April.

- **CPS Dean’s Awards to Outstanding Students.** The criteria for these awards include academic excellence, potential as an outstanding clinician, enthusiasm for Communicative Disorders, outstanding interpersonal skills, and involvement in service and volunteer programs. Nominations are made by graduate and undergraduate students. The recipients are given a certificate presented by the Dean of the College of Professional Studies and a monetary gift that varies yearly from the Communicative Disorders Friends and Alumni Scholarship Fund to the outstanding: Sophomore, Junior, Senior, Graduate Audiology and Graduate Speech-Language Pathology student. Nominations are made by peers.

- **School of Communicative Disorders Outstanding Students**
  - **Outstanding Junior Student.** Exemplifies the qualities of graduate potential, service, scholarship, personality, and leadership. A certificate and a monetary gift that varies yearly from the Helen Scheidt Endowment Fund are awarded. Nominations are made by faculty/staff members.
  - **Outstanding Senior Student.** Demonstrates excellence in all aspects of the program. A certificate and a monetary gift that varies yearly from the John Joanis Endowment Fund are awarded. Nominations are made by faculty/staff members.
  - **Outstanding Audiology Graduate Student.** Demonstrates excellence in the classroom, clinic, and overall service to the school. A certificate and monetary award that varies yearly from the Communicative Disorders Friends and Alumni Scholarship Fund are awarded. Nominations are made by faculty/staff members.

- **Avada Audiology and Hearing Care Scholarship.** Intended to provide financial assistance to a first-year audiology graduate student at UW-Stevens Point who demonstrates above-average academic achievement, superior leadership skills, and declares an intention to dispense hearing instruments as part of the rehabilitative process. A certificate and monetary gift are awarded.
• **Donald Aylesworth-Pauline Isaacson Non-Traditional Award in Communicative Disorders.** Awarded to a person who, after having delayed or interrupted education for a period of time is enrolled to pursue professional preparation in communicative disorders and who demonstrates maturity, a positive attitude, and commitment to the field. A certificate and monetary gift are awarded. Nominations are made by faculty/staff members.

• **Cook-Chappell Scholarship.** This scholarship is presented to a fourth-year student working on a clinical doctorate in audiology (AuD). This award is based on academic scholarship, clinical expertise and performance and having a pleasing interactive personality. The financial assistance provided by this scholarship will help to defray the student's expenses while completing the fourth-year externship. A certificate and monetary gift are awarded. This is a self-nominated award.

• **Liz Enos Memorial Award.** Exemplifies courage, independence, academic excellence, contributions, loyalty to the program, and warmth. A certificate and a gift are awarded. Nominations are made by faculty/staff members.

• **Al and Jan Noel Scholarship.** This scholarship is awarded to a deserving student enrolled in the School of Communicative Disorders who has demonstrated a financial need and who is at the senior level or first-year master’s level. Scholarship recipients need not necessarily represent those with the highest grade point average, but rather those who possess the kind of attitude and overall potential to do well in this field. A certificate and monetary gift which varies yearly in amount are awarded. Nominations are made by peers.

• **St. Michael’s Hospital Scholarship.** Awarded to a graduate student who has the intent of serving in a medical setting. This award is based on academic achievement, performance in clinical practicum, contributions to the university, school or department, involvement with student or professional organizations, community activities, and work experience. A certificate and monetary gift which varies yearly in amount are awarded. This is a self-nominated award.

• **Tufts Graduate Student Scholarships.** The Tufts Graduate Student Scholarships are intended to provide assistance to students during their extern semester to help defray the costs of accepting externship assignments that might not be available because of cost considerations. This scholarship is awarded in December. Certificates and two monetary gifts are awarded to both the recipients. This is a self-nominated award.

• **Terri Witt Memorial Scholarship.** This award is presented to an undergraduate or graduate student in the major with financial need who has a deep commitment to making a difference in the lives of students. A certificate and monetary award are awarded. This is a self-nominated award.
**WSHA Foundation Scholarships**
Each year, following a statewide competition, the Wisconsin Speech-Language-Hearing Association (WSHA) Foundation awards scholarships to second-year master's students or doctoral students. Visit the WSHA Foundation ([www.wisha.org](http://www.wisha.org)) for details.

**ASHFoundation Scholarships**