

CAPCSD
President's Fall Status Report
September 2020

CAPCSD Members and Fellow Educators:

As academics, researchers and educators, we find ourselves maneuvering through daily challenges as we guide our students and programs through unprecedented changes in higher education. Phrases like social distancing, hyperflex classroom, flattening the curve and Zoom-bombing were unknown to us just 6 months ago. Many of our national conferences have been canceled, or changed to virtual formats, and opportunities for research have been stymied. We closed our campuses and moved our clinics and courses online in a moment's notice.

National events such as the killing of George Floyd have once again held up a mirror to ourselves, our work places and organizations, urging us to reflect on our role in combating institutional racism. As programs of higher education, these events have caused us to examine our admissions processes that seem biased toward BIPOC. We have collectively cringed as our faculty and students of color have shared stories of overt and covert racism within our programs. I personally have had to confront my own "white fragility", making it difficult for me to discuss issues surrounding race and racism.

And yet, you have responded. You have responded by moving classes online in the matter of days. You have secured technology, trained students and clinical educators in telepractice. You have embraced simulations as a form of clinical education. You have perfected fitting hearing aids while wearing PPE. You have done all this while caring for your faculty and needs of your own families. You have signed petitions demanding change in admission processes and attended listening sessions to hear firsthand about the experiences of African American and Black, Indigenous, and People of Color (BIPOC). You have begun to examine your admissions, hiring, and promotion/retention process in order to encourage a more diversity in your student body, faculty and staff.

Your CAPCSD Board has responded along with you. As a Board we have offered webinars and podcasts focused on the best-practices in telepractice, simulations, diversity and ethics. We have participated in discussions with other organizations, including the American Speech Language Hearing Association (ASHA) and National Black Association for Speech-Language and Hearing (NBASLH), to act in reducing racism in our institutions. The CSDCAS Committee continues its work to develop best-practices for a fair and ethical holistic admissions process. The Board is forming a Task Force on Diversity, Equity and Inclusion as the next step in identifying and changing the implicit and explicit biases that exist in our admissions and education practices. The task force will partner with the CAPCSD Board in identifying needed changes to promote inclusion and belonging of BPOP, low-income, first generation learners and other under-represented groups in CSD. The Task Force will also examine the practices of CAPCSD in order to develop an action plan to further diversity, access and inclusion in our organization.

Beginning with the next election of officers, member programs will be able to vote for a slate of officers. With the next elections, member programs will approve a slate of officers recruited and

vetted by our nomination committee. We believe this change in voting procedures will, among other things, offer a more diverse leadership. If you are interested in being considered for an elected board position or volunteering on any of our committees, please submit a [volunteer interest form](#).

Here are a few things you can look for as we navigate alongside you through these times. We will continue to improve our methods of both sharing with and receiving information from our membership. In the next weeks and months, we will be reaching out to you for input on how to best support your needs. We understand that you have responded to many surveys and requests for information from all sides but this information is key as we engage in strategic planning to move us into the coming years. We will be seeking nominations for upcoming Board positions, and committee membership. There are things that won't be changing. We will continue to hold paramount our fiduciary responsibility to our member programs. We are committed to supporting our current initiatives in a manner that current needs and resources dictate. Most of all, we will continue our mission to promote quality, accessibility and innovation in Communication Sciences and Disorders in higher education. We advance the highest standards in pedagogy, clinical education and research.

On behalf of CAPCSD's Board of Directors, I wish you all continued safety and health in the months ahead.

Please feel free to contact me or any of our board members with any comments, questions and/or concerns.

A handwritten signature in black ink that reads "Carol C Dudding". The signature is written in a cursive style and is positioned above the typed name and title.

Carol C Dudding, President
CAPCSD Board of Directors
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