

REPORT OF THE  
UNIFORM PERSONNEL CLASSIFICATION AND COMPENSATION PLAN SUBCOMMITTEE OF THE  
ARKANSAS LEGISLATIVE COUNCIL

November 21, 2014

Co-Chairs:

On November 11, 2014, Senator Uvalde Lindsey and Representative Andrea Lea, Co-Chairs of the Uniform Personnel Classification and Compensation Plan Subcommittee of Arkansas Legislative Council, along with Senator Bill Sample and Representative John Edwards, Co-Chairs of the Arkansas Legislative Council, received written notification from Mr. Richard Weiss, Chief Fiscal Officer of the State, that review of a request by the Arkansas School for the Deaf for an Exceptionally Well Qualified candidate required immediate action to hire an individual for an Audiologist position. The emergency request was necessary because the ALC Personnel Subcommittee did not meet in November.

The Exceptionally Well Qualified request exceeds the midpoint of the authorized grade for an Audiologist and therefore requires review by the Personnel Subcommittee and the Arkansas Legislative Council. The agency requested, and the Department of Finance and Administration approved a salary of \$55,256 for the person hired into the Audiologist position.

Under Rule 17 of the Rules of the Arkansas Legislative Council, on Wednesday November 12, 2014, the Co-Chairs of Arkansas Legislative Council and the Uniform Personnel Classification and Compensation Plan Subcommittee of Arkansas Legislative Council unanimously determined that an emergency review of the request was essential to enable the agency to hire at the requested rate in order to perform essential services. (Attachment 1)

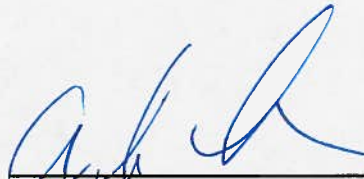
Respectfully Submitted,



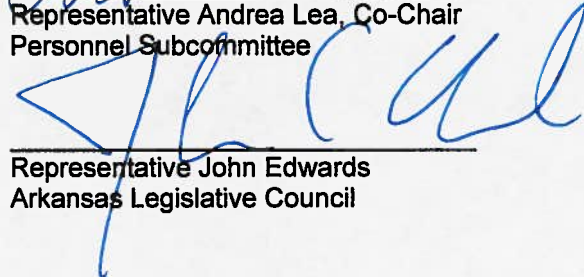
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Senator Uvalde Lindsey, Co-Chair  
Personnel Subcommittee



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Senator Bill Sample, Co-Chair  
Arkansas Legislative Council



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Representative Andrea Lea, Co-Chair  
Personnel Subcommittee



\_\_\_\_\_  
Representative John Edwards  
Arkansas Legislative Council



STATE OF ARKANSAS  
**Department of Finance  
and Administration**

**OFFICE OF PERSONNEL MANAGEMENT  
Administrator's Office**  
1509 West Seventh Street, Suite 201  
Post Office Box 3278  
Little Rock, Arkansas 72203-3278  
Phone: (501) 682-1753  
FAX: (501) 682-5101

November 5, 2014

Senator Bill Sample, Chairman  
Representative John Edwards, Chairman  
Arkansas Legislative Council  
Senator Uvalde Lindsey, Chairman  
Representative Andrea Lea  
Uniform Personnel Classification and  
Compensation Plan Subcommittee  
Big Mac Building,  
Little Rock, Arkansas 72201

Dear Chairmen:

The Office of Personnel Management is requesting emergency consideration of the attached request from the Arkansas School for the Deaf. This review is necessary in order that an exceptionally well qualified Audiologist can be hired immediately to provide needed services at the Arkansas School for the Deaf.

OPM has reviewed both the qualifications and the labor market conditions surround the Audiologist classification and recommend approval of the special entry rate of \$55,265.

Your consideration is greatly appreciated.

Sincerely,

Handwritten signature of Kay B. Terry in black ink.

Kay B. Terry  
State Personnel Administrator

KBT:1

Handwritten signature of Richard A. Weiss in black ink.

Richard A. Weiss, DFA Director

NOV - 5 2014

Date



STATE OF ARKANSAS  
**Department of Finance  
and Administration**

OFFICE OF PERSONNEL MANAGEMENT  
**Administrator's Office**  
1509 West Seventh Street, Suite 201  
Post Office Box 3278  
Little Rock, Arkansas 72203-3278  
Phone: (501) 682-1823  
<http://www.state.ar.us/dfa>

November 5, 2014

Senator Uvalde Lindsey, Co-Chairperson  
Representative Andrea Lea, Co-Chairperson  
Uniform Personnel Classification and  
Compensation Plan Subcommittee  
Arkansas Legislative Council  
State Capitol Building, Room 315  
Little Rock, Arkansas 72201

Dear Co-Chairs:

The Arkansas School for the Deaf (ASD) is requesting a special entry rate of \$55,265, which between midpoint and maximum of grade C119, for an exceptionally well-qualified applicant for the classification of L045, Audiologist.

**Joshua Spann's background includes a Doctorate of Audiology, Arkansas Licensure as an Audiologist, and three years of work experience as an Audiologist.** The following is a detailed comparison of the minimum qualifications for the classification and Mr. Spann's education and experience:

### **MINIMUM REQUIREMENTS**

The formal education equivalent of a master's degree in audiology from an educational institution recognized by the Arkansas Board of Examiners in Speech-Language Pathology and Audiology. Must be licensed as an Audiologist by the State Board of Examiners in Speech-Language Pathology and Audiology, in accordance with ACA 17-100-301.

### **APPLICANT'S QUALIFICATIONS**

#### **EDUCATION:**

May 2014: University of Arkansas for Medical Sciences; Little Rock, Arkansas; Doctorate of Audiology.

December 2006: University of Central Arkansas; Conway, Arkansas; Bachelor's degree in Mass Communication/Sociology.

Senator Uvalde Lindsey, Co-Chair  
Representative Andrea Lea, Co-Chair  
November 5, 2014  
Page 2

**LICENSURE:**

Arkansas Audiology License, A387, AR.

**EXPERIENCE:**

May 2014 – Present: Mercy Health System; Bella Vista, Arkansas; Audiologist.

May 2013 – April 2014: Better Hearing & Balance Connection; Bella Vista, Arkansas; Audiologist Extern.

February 2013 – May 2013: University of Arkansas for Medical Sciences; Little Rock, Arkansas; Audiology Student Clinician (Part-time).

August 2012 – May 2013: Arkansas School for the Deaf; Little Rock, Arkansas; Audiology Extern (Part-time).

June 2012 – December 2012: Revive Hearing Center; Little Rock, Arkansas; Audiology Student Clinician (Part-time).

August 2011 – May 2012: ENT/Sinus of Northeast Arkansas; Paragould, Arkansas; Audiology Student Clinician (Part-time).

August 2010 – July 2011: University of Arkansas at Little Rock Speech & Hearing Clinic; Little Rock, Arkansas; Audiology Student Clinician (Part-time).

**JUSTIFICATION**

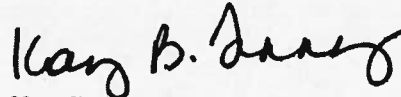
Statewide, there are two employees classified as an Audiologist with an average annual salary of \$57,144 and an average of 12.5 years of state service. These positions are all located at the ASD.

Dr. Spann has a doctorate in Audiology and the required licensure. He has three years of experience as a Pediatric Audiologist with various audiology organizations, experience working with young children and making the appropriate recommendations concerning needed services, and has trained with the previous pediatric audiologist in the infant hearing partnership with the Arkansas Department of Health Infant Hearing Program. His working relationships with the children and their families will be invaluable in the continued success of the partnership. His current annual salary is \$55,265. The special entry rate request for Dr. Spann will not cause an inequity within the agency.

Senator Uvalde Lindsey, Co-Chair  
Representative Andrea Lea, Co-Chair  
November 5, 2014  
Page 3

Based on the applicant's education and experience, the Office of Personnel Management recommends the requested salary of \$55,265 for the classification of L045C, Audiologist. This represents a \$0, or 0%, change in his current full time salary. Your approval of this request is greatly appreciated.

Sincerely,



Kay B. Terry  
State Personnel Administrator



Chief Fiscal Officer of the State

10-5-2014

Date

KBT/DC:1-3



# ASD

## Arkansas School for the Deaf

2400 West Markham • Little Rock, AR 72205 • (501) 324-9506 • (501) 324-9553 Fax  
Mike Phillips, Superintendent

October 1, 2014

Kay Terry, Administrator  
Office of Personnel Management  
Post Office Box 3278  
Little Rock, AR 72203

Two and a half years ago, we began a program through a partnership with the AR Department of Health Infant Hearing Program. This program is designed to help identify infants with hearing loss as early as possible, vital for getting early intervention in place. The national goal is to identify all hearing impaired infants by the time they are 3 months old and have intervention in place by 6 months old. When this goal is achieved, children who are deaf and hard of hearing avoid delays and minimize the devastating and lifelong impacts that hearing loss can have.

After two years the program is beginning to make an impact for many families who struggled to get to the diagnostic evaluation and necessary intervention, often because of the expense and difficulty of getting to services that are so far from their homes. Through regional partnerships, this service makes this possible for many who previously could not get the diagnosis and the babies often emerge as a preschool child with limited language and delays that are difficult or impossible to overcome. The pediatric audiologist, so influential in getting this program started, recently moved with her family and we must replace her as quickly as possible. The position requires a special skill set that includes the ability to use the Vivo-sonic un-sedated ABR equipment, working with the pediatric population, interpreting the results accurately and the ability to offer clear and sensitive counseling for families. In addition, the audiologist must be able to work with regional clinics throughout the state, partners who are so vital to the program. These relationship-building skills are vital to the future expansion of the program, as we seek to move into the Delta and areas of southern Arkansas where services are so scarce.

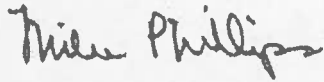
We were thrilled to have Dr. Josh Spann apply for this position with skills and training that make him highly qualified for this specialized program. Dr. Spann previously trained with the Outreach audiologist, and through this experience became well known and respected by the regional clinic partners throughout the state. Maintaining a working relationship with these partners is so important to the continued success of the program which assures families can access diagnostic evaluations and follow up. In addition, Dr. Spann has experience working with the pediatric population and has an innate ability to connect with children and effectively counsel families. With Josh's skills, he is prepared to begin minimizing any break in this vital service for families.

### MISSION STATEMENT

Working Together to Create Learning Opportunities for Academic Excellence and Personal Independence

Please help us remain competitive and offer a salary to Dr. Spann that is equal to his current salary of \$55,265. He is very passionate about making a difference in the lives of children, and willing to give up the hearing aid commissions, which can total an additional \$30,000 annually, to join the ASD Outreach team in helping identify infants and toddlers. His skills are exemplary, his previous training vital and his established relationships with the audiology partners so important in assuring the Outreach program continue to offer services that help infants and toddlers get a great start for lifelong success. This will not cause an inequity.

Thank you.

A handwritten signature in cursive script that reads "Mike Phillips".

Mike Phillips, Superintendent  
Arkansas School for the Deaf



DEPARTMENT OF FINANCE AND ADMINISTRATION  
**Office of Personnel Management**  
**Special Entry Rate**  
**Exceptionally Well Qualified Applicant**

0513/Arkansas School f/t Deaf

Agency # / Agency or Institution Name

22082462	L045C	C119
Position/Item Number	Class Code / Title (Attach description of job duties)	Grade
Joshua Spann	\$55,265.00	\$55,265.00
Applicant's Name	Current Annual Salary	Requested Annual Salary

Applicant's Qualifications (Please summarize. Attach Resume and completed State Job Application Form).

Applicant has a Doctorate in Audiology. He has 3 years experience in the subject area. Mr. Spann is a member of American Academy of Audiology, American Speech Language-Hearing Association, Arkansas Academy of Audiology and National Hearing Conservation Association. *Applicant has more pediatric experience.*

Minimum Qualifications (Use same description as stated on Class Specification).

The formal education equivalent of a master's degree in audiology from an educational institution recognized by the Arkansas Board of Examiners in Speech-Language Pathology and Audiology. Must be licensed as an Audiologist by the State Board of Examiners in Speech-Language Pathology and Audiology, in accordance with ACA 17-100-301. Additional requirements determined by the agency for recruiting purposes require review and approval by the Office of Personnel Management. OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE QUALIFICATIONS REVIEW COMMITTEE.

Attach OPM Form 081 For Eligible Applicants Not Selected

Agency/Institution Personnel Representative <i>Zoraida Rickou</i>	Date <i>9/30/14</i>	
Agency/Institution Director/Chancellor <i>Mule Phelps</i>	Date <i>9/30/14</i>	

Office of Personnel Management - Action

Reviewed By:

OPM Personnel Representative	Date	
Classification and Compensation Manager	Date	



[Back to Applicants Section](#)

**Application for Employment: Michael Joshua Spann**

**Last Name:** Spann                      **Mailing Address:** 1934 South Stone Manor  
**First Name:** Michael                      **City:** Rogers  
**Middle Name:** Joshua                      **State:** AR  
**Home Phone:** 501-944-2341                      **Zip Code:** 72758  
**Work Phone:**                      **E-mail Address:** joshspann@gmail.com  
**Message Phone:**

Hired  
 Interviewed  
 Sex  
 Race  
 Military History  
 Veteran's Points  
 Hiring Official Code

**Jobs Applied For In Your Agency**

Job Name	Closing Date	Position Number	Class Code
AUDIOLOGIST	09/08/2014	22082462	L045C

Job Name	How did you learn about Job	Apply before	What name did you use at the time
AUDIOLOGIST	www.arsstatejobs.com		No

**Employment Status Section**

Will you accept employment anywhere in the State?  Yes  No

If no, where would you accept employment? PULASKI

Will you accept any type of employment?  Yes  No

If no, check which type(s) of employment you will accept: Full

Have you ever been employed by Arkansas State Government?  Yes  No

If yes, what was your name at that time?

May we contact your current employer?  Yes  No

May we contact your former employer(s)?  Yes  No

**Professional Licenses**

Please list professional license(s) relevant to position(s) for which you are applying.  
Provide type of license, license number, date of expiration and issuing state.

Audiology, A#387, 00-00-0000, AR

**Work History**

List all prior work experience, including military service, beginning with your most recent employment. Include all work experience even if you do not believe that experience is related to the position or positions for which you are applying. You may include volunteer or unpaid work as part of your history; however, you should include the number of hours per week which you performed these duties. If you wish to include a resume instead of completing the work history section, make sure all the requested information is included.

<b>Employment History</b>	<b>Employment Dates</b>
<b>Mercy Health System</b>	<b>From:</b> 05 2014
<b>Mailing Address:</b> 1 Mercy Way   Suite 40	<b>To:</b> Still Employed 0000
<b>City:</b> Bella Vista	0 years, 3 months
<b>State:</b> AR <b>Zip Code:</b> 72714	<b>Average hours worked per week:</b> 40
<b>Business Phone:</b> 479-802-5594	<b>Salary Information</b>
<b>Type of Business:</b> Hospital	<b>Lowest:</b> \$ 55000 per Year
<b>Supervisor's Name:</b> Karon Nicholas	<b>Highest:</b> \$ 55265 per Year
<b>Name under which you were employed:</b> Michael Joshua Spann	<b>Reason for leaving:</b>
<b>Your job title:</b> Audiologist	Not applicable, currently employed by this employer

Your job duties: Please be specific.

Bone-anchored implant programming and maintenance, Cerumen management, Comprehensive audiologic evaluations (pediatric adult), Community hearing screenings, Diagnostic Auditory Brainstem Response testing, Hearing conservation and custom hearing protection, Newborn hearing screenings, Patient counseling, Selection and fitting of amplification (pediatric adult), Tinnitus assessment and treatment, Videonystagmography

<b>Employment History</b>	<b>Employment Dates</b>
<b>Better Hearing &amp; Balance Connection</b>	<b>From:</b> 05 2013
<b>Mailing Address:</b> 407 Towncenter East	<b>To:</b> 04 2014
<b>City:</b> Bella Vista	0 years, 11 months
<b>State:</b> AR <b>Zip Code:</b> 72714	<b>Average hours worked per week:</b> 40
<b>Business Phone:</b> 479-857-8464	<b>Salary Information</b>
<b>Type of Business:</b> Private Practice	<b>Lowest:</b> \$ 20000 per Year
<b>Supervisor's Name:</b> Gretchen Magee	<b>Highest:</b> \$ 20000 per Year
<b>Name under which you were employed:</b> Michael Joshua Spann	<b>Reason for leaving:</b>
<b>Your job title:</b> Audiology Extern	Completed audiology externship

Your job duties: Please be specific.

Balance assessment and treatment, Cerumen management, Comprehensive audiologic evaluations (pediatric adult), Community hearing screenings, Hearing conservation and custom hearing protection, Patient counseling, Selection and fitting of amplification (pediatric adult), Tinnitus assessment and treatment, Videonystagmography

<b>Employment History</b>	<b>Employment Dates</b>
<b>UAMS 12th Street Wellness Center</b>	<b>From:</b> 02 2013
<b>Mailing Address:</b> 4010 West 12th Street	<b>To:</b> 05 2013
<b>City:</b> Little Rock	0 years, 3 months
<b>State:</b> AR <b>Zip Code:</b> 72204	<b>Average hours worked per week:</b> 10
<b>Business Phone:</b> 501-814-2492	<b>Salary Information</b>
<b>Type of Business:</b> University Clinic	<b>Lowest:</b> \$ 1 per Year
<b>Supervisor's Name:</b> Jennifer Franklin	<b>Highest:</b> \$ 1 per Year
<b>Name under which you were employed:</b> Michael Joshua Spann	<b>Reason for leaving:</b>
<b>Your job title:</b> Audiology Student Clinician	Completed clinical rotation

**Your job duties:** Please be specific.

Clinic planning and logistics, Community outreach and education, Hearing screenings, interdisciplinary education

<b>Employment History</b>	<b>Employment Dates</b>
Arkansas School for the Deaf	From: 08 2012
Mailing Address: 2400 West Markham	To: 05 2013
City: Little Rock	0 years, 9 months
State: AR Zip Code: 72203	Average hours worked per week: 20
Business Phone: 501-324-9543	<b>Salary Information</b>
Type of Business: Public School	Lowest: \$ 1 per Year
Supervisor's Name: Brooks Gibson-Wolfe	Highest: \$ 1 per Year
Name under which you were employed: Michael Joshua Spann	<b>Reason for leaving:</b>
Your job title: Audiology Extern	Completed clinical rotation

**Your job duties:** Please be specific.

Bone-anchored implant programming and maintenance (pediatric), Cochlear implant mapping and maintenance (pediatric adult), Comprehensive audiologic evaluations (pediatric), Diagnostic Auditory Brainstem Response testing, Establish and maintain loaner equipment bank

<b>Employment History</b>	<b>Employment Dates</b>
Revive Hearing Center	From: 06 2012
Mailing Address: 107000 Rodney Parham Rd	To: 12 2012
City: Little Rock	0 years, 6 months
State: AR Zip Code: 72212	Average hours worked per week: 10
Business Phone: 501-225-6060	<b>Salary Information</b>
Type of Business: Private Practice	Lowest: \$ 1 per Year
Supervisor's Name: Stephanie Chiapetta	Highest: \$ 1 per Year
Name under which you were employed: Michael Joshua Spann	<b>Reason for leaving:</b>
Your job title: Audiology Student Clinician	Completed clinical rotation

**Your job duties:** Please be specific.

Comprehensive audiologic evaluations (adult geriatric), Patient counseling, Selection and fitting of amplification (adult)

<b>Employment History</b>	<b>Employment Dates</b>
ENT/S nus of Northeast Arkansas	From: 08 2011
Mailing Address: 1000 West Kingshighway   Suite 3	To: 05 2012
City: Paragould	0 years, 9 months
State: AR Zip Code: 72450	Average hours worked per week: 20
Business Phone: 870-240-8020	<b>Salary Information</b>
Type of Business: Private Practice	Lowest: \$ 1 per Year
Supervisor's Name: Allen Craig	Highest: \$ 1 per Year
Name under which you were employed: Michael Joshua Spann	<b>Reason for leaving:</b>
Your job title: Audiology Student Clinician	Completed clinical rotation

Your job duties Please be specific

Carumen management, Comprehensive audiologic evaluations (pediatric adult), Follow-up newborn hearing screenings, Patient counseling, Selection and fitting of amplification (pediatric adult); Videonystagmography

Employment History

UALR Speech & Hearing Clinic

Mailing Address:  
5820 Asher Avenue | Suite 800

City: Little Rock

State: AR Zip Code: 72204

Business Phone: 501-569-3155

Type of Business: University Clinic

Supervisor's Name: Samuel Atcherson

Name under which you were employed:  
Michael Joshua Spann

Your job title:  
Audiology Student Clinician

Employment Dates

From: 08 2010

To: 07 2011

0 years, 11 months

Average hours worked per week: 10

Salary Information

Lowest: \$ 1 per Year

Highest: \$ 1 per Year

Reason for leaving:

Completed clinical rotation

Your job duties Please be specific

Auditory Brainstem Response testing; Comprehensive audiologic evaluations (pediatric geriatric). Community hearing screenings; Electrocochleography; Hearing conservation and custom hearing protection; Patient counseling; Selection and fitting of amplification (adult)

**Educational History**

High School Education

Received Diploma: Doctorate Certificate Type: If none, highest grade completed: 0

Post-Secondary: College, University, Trade/Vocational Schools Attended

School Name: University of Arkansas for Medical Sciences  
City: Little Rock  
State: AR  
Major/Minor: Audiology/  
From: 08 2010  
To: 05 2014  
Hours Completed: 118 Semester  
Graduation: 05 2014  
Degree or Diploma Awarded: Other--Other Au D

School Name: University of Central Arkansas  
City: Conway  
State: AR  
Major/Minor: Mass Communication/Sociology  
From: 08 2003  
To: 12 2006  
Hours Completed: 124 Semester  
Graduation: 12 2006  
Degree or Diploma Awarded: Bachelor--Other

**Special Skills**

Typing Speed - Corrected words per minute:

Stenographic Speed - Words per minute:

Can you transcribe machine dictation?      Yes      No

List the business machines, computers and word processors you can operate:

List any other skills relative to the job(s) for which you are applying:

**References**

Please list three (3) persons not related to you, who have knowledge of your work qualifications, are not previous or current employer(s), and can serve as a reference for you.

Name: Lisa Christensen  
 Address, City, State, Zip: 1408 Cat Mountain Trail, Keller, TX, 76248  
 Phone Number: 501-528-8980

Name: Erica Lurten  
 Address, City, State, Zip: 700 GW Lane, Waynesville, MO 65583  
 Phone Number: 417-536-6102

Name: Allen Craig  
 Address, City, State, Zip: 820 E Mathews Ave, Jonesboro, AR, 72401  
 Phone Number: 870-918-8441

**Disclosure Requirements**

Governor's Executive Order 98-04, Governor's Policy Directive #8, and ACA §21-8-304 require that the following information be disclosed to be considered for employment with the State of Arkansas

**1. Are you one of the following**

- |   |  |
|---|--|
| <input type="checkbox"/> current member of the AR General Assembly? | <input type="checkbox"/> former member of the AR General Assembly? |
| <input type="checkbox"/> current constitutional officer?            | <input type="checkbox"/> former constitutional officer?            |
| <input type="checkbox"/> current state employee?                    | <input type="checkbox"/> former state employee?                    |

**2. Is your spouse, brother, sister, parent and/or child of yours (or your spouse) one of the following**

- |   |  |
|---|--|
| <input type="checkbox"/> current member of the AR General Assembly? | <input type="checkbox"/> former member of the AR General Assembly? |
| <input type="checkbox"/> current constitutional officer?            | <input type="checkbox"/> former constitutional officer?            |
| <input type="checkbox"/> current state employee?                    | <input type="checkbox"/> former state employee?                    |

**2.3 None of the above applies****4. If any block is checked in #1 or #2 above, you will be required to disclose additional information if you are selected for interview**

Note to Hiring Official: If the applicant marks #3 above, no additional forms must be completed. If the applicant marks any box in #1 or 2 above, she must complete the Employee Certification and Disclosure form (version 10/02).

**Military History**

Certain applicants may be eligible for veterans preference consideration, in compliance with the Arkansas Veterans Preference Act, A.C.A. § 21-3-301 et seq. For specific information and requirements, contact the Human Resources Office of the agency to which you are applying.

Have you served at least six (6) years in the National Guard or U.S. Reserve, or have you been honorably discharged from active duty in the United States military, excluding Active Duty for Training (AcDuTra) and Reserve Military Annual Training (AT)? Yes No

Are you the widow or widower of such a veteran and have you remained unmarried at the time of application? Yes No

If "Yes" to either of the above and if selected for an interview, please bring a copy of your DD-214 and other appropriate documents to the interview.

Are you a disabled veteran? Yes No

Are you the spouse of a disabled veteran? Yes No

Are you the widow or widower of a deceased, disabled veteran and have you remained unmarried at the time of application? Yes No

If "Yes" to either of the above and if selected for an interview, please bring a current letter from the Veterans Administration and other appropriate documents to the interview.

Branch of Service:

Date of Entry:

Date of Discharge:

Type of Discharge:

Attached Resume: Michael Spann

M. Joshua Spann  
1834 South Stone Manor  
Rogers, Arkansas 72768  
(501) 944-2341  
joshspann@gmail.com

**Education**

Doctor of Audiology (Au.D.)  
University of Arkansas for Medical Sciences  
Little Rock, Arkansas  
May 2014

Bachelor of Science (B.S.)  
University of Central Arkansas  
Conway, Arkansas  
December 2008

**Clinical Experience**

Mercy Health System  
Bella Vista & Rogers, Arkansas  
May 2014 - Present

Better Hearing and Balance Connection  
Bella Vista, Arkansas  
May 2013 - April 2014

UAMS 12th Street Wellness Clinic  
Little Rock, Arkansas  
February 2013 - May 2013

Arkansas School for the Deaf  
Little Rock, Arkansas  
August 2012 - May 2013

Revivo Hearing Center  
Little Rock, Arkansas  
June 2012 - December 2012

ENT/Sinus of Northeast Arkansas  
Paragould, Arkansas  
August 2011 - May 2012



**UALR Speech and Hearing Clinic  
Little Rock, Arkansas  
August 2010 - July 2011**

**Professional Experience**

**University of Arkansas for Medical Sciences  
Graduate Assistant (Dean's Society Grant)  
2012 - 2013**

**University of Arkansas for Medical Sciences  
Graduate Assistant (NIDCD Grant)  
2011 - 2012**

**University of Arkansas at Little Rock  
Graduate Assistant  
2010 - 2011**

**Professional Affiliations**

**American Academy of Audiology  
American Speech-Language-Hearing Association  
Arkansas Academy of Audiology  
National Hearing Conservation Association**

**Service**

**A.A.A. Business Enhancement Strategies & Techniques Committee  
UALR Jazz and Juleps Committee**

**Research Experience, Presentations, and Publications available upon request.**



DEPARTMENT OF FINANCE AND ADMINISTRATION  
**Office of Personnel Management**  
**Special Entry Rate Applicant Summary Sheet**  
**(APPLICANT NOT HIRED)**

0513/ARKANSAS SCHOOL F/T DEAF

Agency/Institution

AUDIOLOGIST

C119

L045C

Class Title

Grade

Class Code

RAVEN BRASSEUX

09/18/2014

Applicant's Name

Date Interviewed

LINDA CRUMPLER/KAREN LANGE

Interviewed By

**Minimum Requirements for Classification**      The formal education equivalent of a master's degree in audiology from an educational institution recognized by the Arkansas Board of Examiners in Speech-Language Pathology and Audiology. Must be licensed as an Audiologist by the State Board of Examiners in Speech-Language Pathology and Audiology, in accordance with ACA 17-100-301. Additional requirements determined by the agency for recruiting purposes require review and approval by the Office of Personnel Management. OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS.

**Applicant's Qualifications**      APPLICANT HAS 3 YEARS EXPERIENCE

**Reason Not Hired**      APPLICANT DOES NOT HAVE AS MUCH PEDIATRIC EXPERIENCE AS APPLICANT CHOSEN FOR THIS PARENT INFANT PROGRAM

**Rate at which Employee would have entered Classification:**

Grade C119

Pay Level 35554

ZOREDA RICHARDSON

MIKE PHILLIPS

Agency Personnel Representative

Agency Director

09/30/2014

09/30/2014

Date

Date



DEPARTMENT OF FINANCE AND ADMINISTRATION  
**Office of Personnel Management**  
**Special Entry Rate Applicant Summary Sheet**  
**(APPLICANT NOT HIRED)**

0513/ARKANSAS SCHOOL F/T DEAF

Agency/Institution

AUDIOLOGIST  
 Class Title

C119  
 Grade

L045C  
 Class Code

JESSICA NEWMAN  
 Applicant's Name

09/18/2014  
 Date Interviewed

LINDA CRUMPLER/KAREN LANGE  
 Interviewed By

**Minimum Requirements for Classification**

The formal education equivalent of a master's degree in audiology from an educational institution recognized by the Arkansas Board of Examiners in Speech-Language Pathology and Audiology. Must be licensed as an Audiologist by the State Board of Examiners in Speech-Language Pathology and Audiology, in accordance with ACA 17-100-301. Additional requirements determined by the agency for recruiting purposes require review and approval by the Office of Personnel Management. OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS.

**Applicant's Qualifications**

APPLICANT HAS 2 YEARS EXPERIENCE

**Reason Not Hired**

APPLICANT DOES NOT HAVE AS MUCH PEDIATRIC EXPERIENCE AS APPLICANT CHOSEN FOR THIS PARENT INFANT PROGRAM

**Rate at which Employee would have entered Classification:**

Grade C119

Pay Level 35554

ZOREDA RICHARDSON

MIKE PHILLIPS

Agency Personnel Representative

Agency Director

09/30/2014

09/30/2014

Date

Date



## AUDIOLOGIST

Class Code: L045C Grade: C119  
FLSA Status: Exempt  
Date: 07/01/2009

### STATE OF ARKANSAS JOB DESCRIPTION

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#### **SUMMARY:**

The Audiologist is responsible for diagnostic evaluation of hearing-impaired individuals and assistive listening devices. This position is governed by state and federal laws and agency/institution policy.

#### **TYPICAL FUNCTIONS:**

Evaluates hearing of the developmentally disabled seeking placement in state operated facilities.

Administers hearing or speech/language evaluations, tests, or examinations to patients, to collect information on type and degree of impairment, using specialized instruments and electronic equipment.

Observes students and provides techniques to improve hearing or speech impairment, including sign language or lip reading.

Evaluates hearing and speech/language disorders to determine diagnoses and courses of treatment.

Examines and cleans ear canals of patients and fits and dispenses assistive devices, such as hearing aids.

Monitors client progress and discharges clients from treatment upon attainment of pre-identified goals.

Plans and conducts treatment programs for student hearing or speech problems by consulting with physicians, nurses, psychologists, and other health care personnel, as necessary.

Recommends assistive devices according to client needs or the nature of impairments.

Refers clients to additional medical or educational services.

Performs other duties as assigned.

### **KNOWLEDGE, ABILITIES, AND SKILLS:**

Knowledge of testing and diagnostic procedures, techniques, and equipment used in aural rehabilitation.

Knowledge of the role of amplification, auditory, training, and speech reading in aural rehabilitation.

Knowledge of the basic diagnostic procedures used in speech pathology, including test selection, test administration, and interpretation of test results.

Ability to apply audio logical assessment of clients for diagnostic evaluation.

Ability to determine hearing aid fitting using audio logic information and client preference.

Ability to develop, monitor, and modify individual client programs.

Ability to document and prepare diagnostic evaluation results and maintain client files.

Ability to train the hearing-impaired on speech articulation, speech reading, sign language, and language.

Ability to provide training and information on auditory needs, equipment usage, and test results.

### **MINIMUM EDUCATION AND/OR EXPERIENCE:**

The formal education equivalent of a master's degree in audiology from an educational institution recognized by the Arkansas Board of Examiners in Speech-Language Pathology and Audiology. Must be licensed as an Audiologist by the State Board of Examiners in Speech-Language Pathology and Audiology, in accordance with ACA 17-100-301.

**Additional requirements determined by the agency for recruiting purposes require review and approval by the Office of Personnel Management.**

**OTHER JOB RELATED EDUCATION AND/OR EXPERIENCE MAY BE SUBSTITUTED FOR ALL OR PART OF THESE BASIC REQUIREMENTS, EXCEPT FOR CERTIFICATION OR LICENSURE REQUIREMENTS, UPON APPROVAL OF THE QUALIFICATIONS REVIEW COMMITTEE.**

## Robinson, Tony

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**From:** Rep. Lea - Home  
**Sent:** Wednesday, November 12, 2014 08:09 AM  
**To:** Sen. Lindsey - Home  
**Cc:** Robinson, Tony; Lea Andrea; Lindsey Uvalde  
**Subject:** Re: Emailing: Deaf School - EWQ - J Spann - Emergency Request

I am fine with it as well.

Andrea

On Nov 10, 2014, at 4:16 PM, Uvalde Lindsey <[uvalde.lindsey@gmail.com](mailto:uvalde.lindsey@gmail.com)> wrote:

I am OK with the request.

Uvalde

Sent from my iPad

On Nov 10, 2014, at 3:26 PM, "Robinson, Tony" <[robinsont@blr.arkansas.gov](mailto:robinsont@blr.arkansas.gov)> wrote:

OPM has requested emergency approval of the attached request from the School for the Deaf. I need your approval and then will need approval from the chairs of ALC. If all 4 of you sign off on it, we will present it as recommended at the next regular ALC meeting as a report. Please let me know if you have any questions.

Thank you,  
Tony Robinson  
Administrator, Personnel Review  
Bureau of Legislative Research  
501-537-9108

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**From:** Camille Cooper [<mailto:Camille.Cooper@dfa.arkansas.gov>]  
**Sent:** Monday, November 10, 2014 3:14 PM  
**To:** Robinson, Tony; Hill, Linda R.  
**Subject:** Emailing: Deaf School - EWQ - J Spann - Emergency Request  
**Importance:** High

<Deaf School - EWQ - J Spann - Emergency Request.pdf>

## Robinson, Tony

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**From:** Sample Bill  
**Sent:** Wednesday, November 12, 2014 08:06 AM  
**To:** Robinson, Tony  
**Subject:** Re: Emailing: Deaf School - EWQ - J Spann - Emergency Request

Yes, go ahead. Bill Sample

Sent from my iPhone

On Nov 11, 2014, at 2:09 PM, Robinson, Tony <[robinsont@blr.arkansas.gov](mailto:robinsont@blr.arkansas.gov)> wrote:

Senator Sample and Representative Edwards,

Attached you will find a request from DFA for emergency approval of Exceptionally Well Qualified candidate at the Arkansas School for the Deaf. The necessity for the request is due to the fact at the ALC Personnel Committee is not meeting in November due to budget hearings. With your approval of this request, it will be added as a report to the new ALC meeting. Do you approve of the hire above the midpoint of the grade as requested. Staff is recommending the request.

Thank you,  
Tony Robinson  
Administrator, Personnel Review  
Bureau of Legislative Research  
501-537-9108

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**Sent:** Monday, November 10, 2014 3:14 PM  
**To:** Robinson, Tony; Hill, Linda R.  
**Subject:** Emailing: Deaf School - EWQ - J Spann - Emergency Request  
**Importance:** High

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## Robinson, Tony

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**From:** Rep. Edwards - Office  
**Sent:** Tuesday, November 11, 2014 03:23 PM  
**To:** Robinson, Tony  
**Subject:** Re: Emailing: Deaf School - EWQ - J Spann - Emergency Request

I approve. John

Sent from my iPhone

On Nov 11, 2014, at 2:09 PM, "Robinson, Tony" <[robinsont@blr.arkansas.gov](mailto:robinsont@blr.arkansas.gov)> wrote:

Senator Sample and Representative Edwards,

Attached you will find a request from DFA for emergency approval of Exceptionally Well Qualified candidate at the Arkansas School for the Deaf. The necessity for the request is due to the fact at the ALC Personnel Committee is not meeting in November due to budget hearings. With your approval of this request, it will be added as a report to the new ALC meeting. Do you approve of the hire above the midpoint of the grade as requested. Staff is recommending the request.

Thank you,  
Tony Robinson  
Administrator, Personnel Review  
Bureau of Legislative Research  
501-537-9108

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**From:** Camille Cooper [<mailto:Camille.Cooper@dfa.arkansas.gov>]  
**Sent:** Monday, November 10, 2014 3:14 PM  
**To:** Robinson, Tony; Hill, Linda R.  
**Subject:** Emailing: Deaf School - EWQ - J Spann - Emergency Request  
**Importance:** High

<Deaf School - EWQ - J Spann - Emergency Request.pdf>