



Executive Office, City of Providence, Rhode Island

VINCENT A. CIANCI, JR.

MAYOR

MAR 03 1994

February 4, 1994

The Honorable Members
The City Council of the City of Providence
City Hall
Providence, RI 02903

Dear Honorable Members,

Pursuant to Section 1210 of the Providence Home Rule Charter of 1980, I am this day requesting a waiver of the residency requirement for Gladys Estavillo for the position of Bilingual Speech Pathologist for the Providence School Department. The position of Bilingual Speech Pathologist is part of a very highly specialized field and, after a very extensive search throughout the country, she was the only qualified person to apply.

You will note from the attached documentation compiled by the School Department that there are compelling and immediate reasons to support this exemption. The continued lack of a certified person for this position will have severe fiscal and legal implications for the School Department. For the good of the special education students of Providence, I hope you will act favorably upon this request.

Sincerely,

VINCENT A. CIANCI, JR.
Mayor of Providence

VAC/cmn

Attachments

IN CITY COUNCIL

MAR 3 1994

READ

**WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED AND APPROVED.**

Michael L. Clement **CLERK**

611-2011

FEB 8 1994

DEF. & FIN. DIV.
PROVIDENCE, R.I.
2011-2012

IN CITY COUNCIL

FEB 1 1994

**Received and Referred
to the Committee on Finance**

Michael R. Clement CLERK

**THE COMMITTEE ON
FINANCE**

Recommends *approval*

George Brooke Stewart
Feb 22 1994
Clerk

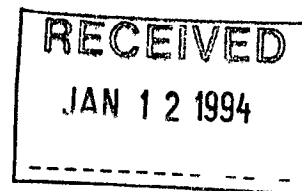
VINCENT A. CIANCI, JR.
Mayor

ARTHUR M. ZARRELLA, PED. D.
Superintendent

Providence Schools

OUR SCHOOLS. OUR FUTURE.

Office of the Superintendent



MEMORANDUM

TO: Mr. Frank Corrente, Director of Administration

FROM: Arthur M. Zarrella, Ped.D., Superintendent of Schools *AMZ*

DATE: January 11, 1994

SUBJECT: WAIVER FOR RESIDENCY

Attached is a request for a residency waiver that should go to the Mayor for his approval and then to the City Council for their approval. I realize the attitude of the City Council toward waivers, however, a review of this packet will show that there are no applicants available that live in the city or the state.

If you need additional information regarding this matter please contact me.

VINCENT A. CIANCI, JR.
Mayor

ARTHUR M. ZARRELLA, PED. D.
Superintendent

Providence Schools

OUR SCHOOLS. OUR FUTURE.

Office of the Superintendent

January 11, 1994

The Honorable Vincent A. Cianci, Jr.
Mayor of the City of Providence
Providence City Hall
Providence, Rhode Island 02903

Dear Mayor Cianci:

I am respectfully resubmitting a request for a residency waiver for Gladys Estavillo for the position of Bilingual Speech Pathologist for the Providence School Department.

Please be advised that there are no candidates for this position in the city, state or immediate tri-state area. The lack of a certified person for this position will have severe fiscal and legal implications for the School Department. I request that you submit these documents to the City Council.

Thank you for your assistance.

Sincerely,



Arthur M. Zarrella, Ped.D.
Superintendent

AMZ:ecmj

CC: Mr. Roosevelt Benton
Dr. Pia Durkin

Enclosures

MEMORANDUM

TO: Dr. Arthur M. Zarrella, Superintendent of Schools

FROM: Pia Durkin, Special Education Director *PD*

DATE: January 11, 1994

SUBJECT: REASONS FOR CRITICAL NEED FOR RESIDENCY WAIVER FOR
BILINGUAL SPEECH PATHOLOGIST

1. Advertisements have been made throughout all major newspapers on the Eastern Coast including the Miami Herald. No one has applied except this candidate from California.
2. No colleges in the Rhode Island or Massachusetts area are planning to graduate a speech pathologist who is bilingual.
3. With a minority population of 73% and large number of referrals for children of Hispanic background, we demonstrate severe inequity for children in not hiring bilingual certified professionals who can determine the difference between a language-different problem and a language-disability problem which requires special education.
4. For the remainder of the school year, without a bilingual speech pathologist on the Diagnostic Team, it is projected that nearly 100 student evaluations will not be able to be completed. This will not allow us to fill our bilingual special education classes which were budgeted last year.
5. Without a bilingual speech pathologist on the assessment team, we "run the risk" of litigation issues and EDGAR complaints because of lack of procedural safeguards and non-discriminatory assessment for certain children.
6. Without a bilingual speech pathologist, we may be forced to use monolingual staff with a Spanish interpreter. This is procedurally "unwise" in that such reports -can be declared invalid in litigation. This is financially "unwise" in that we will be forced to cut services for monolingual children and make-up services will need to be paid for. Interpreter services cost \$90.00 per hour. An interpret alone for an average speech/language evaluation will cost approximately \$135.00. For 100 students, this will cost \$13,500 plus the time of the monolingual provider and the cost she will charge for make-up services if they can not be done during the school day.
7. For the 1994-95 school year, we anticipate another opening for a bilingual speech pathologist. She will be resigning because her husband is leaving Brown. This will leave approximately 50 students unserved. It was planned that this woman from California would move to that opening in the Fall. The Team position will then be filled by an employee returning from a sabbatical.
8. RIDE may plan to issue a show-cause hearing on the city if they refuse the residency waiver. There may be financial penalties also.

MEMORANDUM

TO: Dr. Arthur M. Zarrella
FROM: Lynne Edmonds, Teacher Recruiter
DATE: November 12, 1993
RE: Request for a Residency Waiver

This is a formal request for a waiver of the residency requirement for two Hispanic bilingual teachers, Gladys Estavillo, a speech language pathologist, and her husband, Paul, a social business and mathematics teacher.

Mrs. Estavillo responded earlier this year to an advertisement that the Recruiter placed in The Advance magazine, a magazine specifically targeted to speech language pathologists.

Mrs. Estavillo and her husband presently reside in the State of California and wish to relocate to the northeast, away from the sprawling city of Los Angeles and closer to her brother who lives in North Attleboro, Massachusetts.

They are both interested in accepting a position with the Providence Public Schools, but an unfamiliarity with the City of Providence and the close proximity to other cities and towns has created uncertainty as to the exact location of their future residency and thereby making it impossible for them to honestly sign the residency affidavit that we require of all new hires. They will gladly travel across country and accept our offer if a position were offered without residency restrictions.

It is extremely difficult to maintain a sufficient number of speech pathologists to service our children in need of those services. The University of Rhode Island graduates on the average of 10 to 12 annually. The master's program in the universities in the Boston area have in their graduating class about the same number of students. However, these graduates are recruited by the Boston Public Schools, nearby suburban public and private educational agencies, hospitals, of which there are many, and rehabilitation centers.

Speech pathologists generally are in great demand. Thousands of dollars are spent to place advertisements in local and out of state periodicals and professional journals -- often with poor results.

Needless to say, locating a speech pathologist bilingual in Spanish is like discovering gold. We are extremely fortunate that she may be successfully recruited by the Providence School Department if our request for a residency waiver is granted.

Included in this request are copies of the advertisements placed in publications that hopefully will demonstrate our continued need through the years. Hopefully, the information presented will substantiate our need and provide sufficient proof of our extensive search for speech pathologists.

We are making this request on behalf of our special education students that are in extreme need of the professional services that Mrs. Estavillo. can provide.

c: Mr. Spaziano

VINCENT A. CIANCI, JR.
Mayor

ARTHUR M. ZARRELLA, PED. D.
Superintendent

PIA M. DURKIN, PH D.
Director of Special Education

Providence
Schools
OUR SCHOOLS. OUR FUTURE.

Special Education

November 5, 1993

TO: Dr. Zarrella

FROM: Dr. Durkin *for Dr. Durkin*

RE: Request for Wavier of Residency Requirement for Bilingual
Speech Pathologist

We have been advertising through all major newspapers throughout the New England area for a bilingual speech pathologist. Speech pathologists are nationally in demand for school settings as school systems generally compete with hospital and rehabilitation centers for their services. Speech pathologists who are bilingual and can thus serve bilingual special education students are in even more demand.

We are the only system in Rhode Island who has made such an aggressive recruitment effort and I have been told by Lynn Edmonds that her contacts in the Rhode Island colleges do not recall ever graduating a bilingual speech pathologist.

Therefore, it is a unique opportunity for us to hire this woman from California given that she would serve on the Bilingual Team who evaluates our Hispanic youngsters who may be in need of special education services. Without such a bilingual speech pathologist on the team, we will not be conducting a fair and non-biased assessment for our Hispanic youngsters. It is a critical that a determination is made if the student is not only in need of speech services but if the presenting problem is one of language difference or language deficiency. This can only be determined with the skill of a bilingual speech/language pathologist. Though we have been able to use our current staff up to this point, we are now entering the heaviest time of the year for referrals and this will not be possible much longer. There will thus be a number of cases out of compliance and possible OCR repercussions given that largely Hispanic youngsters will be affected.

I will be happy to present these issues with you to the School Committee if you deem necessary.

cc. Mr. Spaziano

The following outlines the ongoing efforts to recruit speech pathologists to our system:

- I. Newspaper Articles (beginning with the advertisement placed in the Advance magazine in January of 1993)
 - A. Providence Journal -- 1/31/93; 8/22/93; 9/19/93; 9/22/93; 10/10/93
 - B. Boston Globe -- 9/5/93; 10/10/93
 - C. Education Week -- 10/13/93
 - D. Tallahassee Democrat -- 10/3/93
 - E. Miami Herald -- 10/3/93; 10/4/93
 - F. Advance -- 1/93; 10/11/93; 10/18/93; 10/25/93
 - G. ASHA -- 11/93; 12/93
 - H. The Jobline Journal -- 10/93; 11/93
- II. Visits to Local and Out-of-State Programs.
 - A. University of Rhode Island
 - B. Emerson College
 - C. Boston University
 - D. Northeastern
 - E. University of Massachusetts, Amherst
- III. Mailings to all masters level program in Northeast, South East and West.
 - A. Letter to all American Speech & Hearing Association Schools
 - B. See Asha listing
 - C. Graduate degree programs checked were sent posting, brochure, and applications
- IV. Letter requesting waiver

Appendix

Credentials of:

- A. Gladys Estavillo -- Speech Language Pathologist - Bilingual
- B. Paul Estavillo -- Teacher of Mathematics and Social Business Teacher - Bilingual

Providence Schools

OUR SCHOOLS. OUR FUTURE.

The Providence School Department is seeking applicants for the following positions:

TEACHERS

- * Guidance Counselor K-12
- * Speech Language Pathologist
- * Diagnostic Prescriptive Teacher
- * Special Education Teachers
General Science/Math
- * must be bilingual (Spanish/English)

Salary in accordance with the Teachers' Contract

All applicants must hold or be eligible for the appropriate R.I. certificate issued by the Department of Education.

Send a copy of your resume to:

LYNNE EDMONDS, Teacher Recruiter
PROVIDENCE SCHOOL DEPARTMENT
Office of Human Resources
797 Westminster Street
Providence, RI 02903

An Equal Opportunity Affirmative Action Employer

PROVIDENCE RESIDENCY IS REQUIRED

CLASSIFIED EMPLOYMENT OPPORTUNITIES

January 4, 1993

Providence Schools

OUR SCHOOLS. OUR FUTURE

The Providence School Department is seeking a Certified Bilingual Speech Pathologist for our elementary and secondary schools.

Please send copy of your resume and Teachers Certificate to the:

Office of Human Resources
Providence School Dept.
797 Westminster Street
Providence, RI 02903

ATTN: Lynne Edmonds
Teacher-Recruiter

An Equal Opportunity/ Affirmative Action Employer
Minorities Encouraged to Apply

ADVANCE - the one they read!

Providence Schools

OUR SCHOOLS. OUR FUTURE.

The Providence School Department is seeking applicants for the following positions:

TEACHERS

- Guidance Counselor K-12
- Speech Language Pathologist
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- Special Education Teachers
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797 Westminster Street
Providence, RI 02903**

An Equal Opportunity Affirmative Action Employer

PROVIDENCE RESIDENCY IS REQUIRED

303-Help Wanted

303-Help Wanted

Providence Schools

OUR SCHOOLS. OUR FUTURE.

The Providence School Department is seeking certified applicants for the following teaching positions:

SPECIAL EDUCATION M / M-Secondary Level
BILINGUAL ELEMENTARY and
SECONDARY M / M
BILINGUAL SPEECH PATHOLOGIST
BILINGUAL COUNSELOR
LIBRARIAN
ELEMENTARY BILINGUAL and E.S.L.
BILINGUAL SOCIAL STUDIES E.S.L.
BILINGUAL MATH, SCIENCE

Please send a copy of resume and copy of certificate to:

LYNNE EDMONDS, Teacher Recruiter
PROVIDENCE SCHOOL DEPARTMENT
797 Westminster Street
Providence, RI 02903

NO LATER THAN SEPTEMBER 30, 1993

Providence has a residency rule that requires that you comply within six (6) months of hire

**AN EQUAL OPPORTUNITY/
 AFFIRMATIVE ACTION EMPLOYER**

Equal Opportunity Employer.

DRIVERS: Pizza delivery. \$6-39/hr. Flexible. Must have insured car. Pizza Pie-er 351-3663

DRIVERS: Taxi, all shifts available. apply in person, 19 Cross St., Central Falls.

DRIVERS: Tractor Trailer, over the road, minimum of 2 yrs experience. Call 1-800-333-0411 for details.

DRIVERS: TRACTOR TRAILER. Over the road experience. 2 yrs. verification. 732-8166 eves.

DRIVERS: Wanted for ice cream, lemonade, etc. See Classification #305 for opportunities.

DRIVER: Tractor Trailer drivers. If you have a valid CDL, 2 yrs. verifiable tractor trailer experience and a clean driving record, look no further. We offer a competitive wage package, home most weekends and a solid future. **DRIVE WITH PRIDE. CALL LAND TRANSPORT, 1-800-888-5263.**

DRY CLEANING: Quality Control Inspector. Full time. Very busy plant. Apply in person: Superb Cleaners, 697 Quaker Lane, West Warwick.

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AIPSO has an immediate opening available for an EDITORIAL ASSISTANT to work on the preparation and release of insurance publica-

Ma 01569.

ELECTRICAL: Journeyman/Apprentice. One of New England's leading "merit shop" electrical contractors is accepting resumes of highly talented, aggressive electricians and apprentices. Minimum 2 years experience required. Mail resume to: Employment Manager, P.O. Box 194, Sharon, MA 02062 or fax to 617-762-4508

ELECTRICAL TECH: Build and wire industrial control panels. Call TECH AID, 401-467-7566; 1-800-525-7555.

ELECTRICIAN: A leading RI retailer has a position available for a full time Electrician to perform maintenance electrical duties. A license is preferred. Please send cover letter and resume stating salary requirements to: Box M 3623, Journal Bldg., 75 Fountain St. Providence RI 02902.

ELECTRICIANS

Licensed only. Must be experienced in industrial projects. Excellent wages.

Call 1-508-888-1936

ELECTRONIC PANEL WIRE

Providence Schools

OUR SCHOOLS. OUR FUTURE

The Providence School Department is seeking creative and dynamic leaders to facilitate and guide our schools through educational reform and restructuring.

2 ELEMENTARY SCHOOL PRINCIPALS-\$57,715

To develop theme-oriented 21st century schools

2 HIGH SCHOOL ASSISTANT PRINCIPALS-\$54,474

Also needed:

- SPEECH PATHOLOGISTS
- SCHOOL NURSE TEACHERS
- BILINGUAL SPECIAL EDUCATION TEACHERS

Please send letter of application, with a copy of resume and appropriate certification to:

Mr. Frank Spaziano
Director of Human Resources
Providence School Department
797 Westminster Street
Providence, Rhode Island 02903

Providence has a residency rule that requires that you comply within six months of hire. Please respond no later than SEPTEMBER 15, 1993.

An Equal Opportunity Affirmative Action Employer

TEACHERS

Providence Schools
OUR SCHOOLS OUR FUTURE

Teachers needed to fill vacancies in:

- CHEMISTRY
- GENERAL SCIENCE/
MATHEMATICS
- ADAPTIVE PHYSICAL
EDUCATION/HEALTH
- SCHOOL NURSE
- LIBRARIAN
- SPEECH PATHOLOGIST

All teachers must be appropriately
certified.

Please Call
TEACHER RECRUITER
456-9209 or write to:
PROVIDENCE SCHOOLS
797 Westminster St.
Providence, RI 02903
c/o Lynne Edmonds

Providence has a residency rule that
requires that you comply within six
months of hire. An Equal Opportuni-
ty/Affirmative Action Employer.

TEACHERS

Providence Schools *OUR SCHOOLS OUR FUTURE*

Teachers needed to fill vacancies in:

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MATHEMATICS
- ADAPTIVE PHYSICAL
EDUCATION/HEALTH
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Providence Schools

OUR SCHOOLS. OUR FUTURE.

The Providence School Department is seeking to fill vacancies for the following positions:

- SPEECH PATHOLOGISTS
- GUIDANCE COUNSELORS
- CHEMISTRY TEACHER
- LIBRARIAN
- OCCUPATIONAL THERAPISTS
- SPECIAL EDUCATION SECONDARY
- Bilingual (Spanish/English) candidates encouraged to apply

Please send resume and copy of certificate to:

LYNNE EDMONDS, Teacher Recruiter
PROVIDENCE SCHOOL DEPARTMENT
797 Westminster Street
Providence, RI 02903

Tel. # (401) 456-9209 Fax # (401) 456-9292

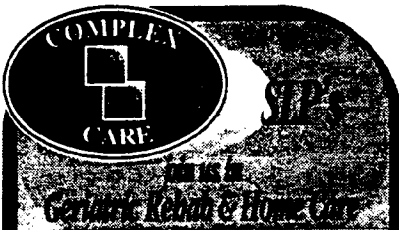
PLEASE RESPOND IMMEDIATELY

Providence has a residency rule that requires that you comply within six (6) months of hire

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ED EMPLOYMENT OPPORTUNITIES

CT/MA



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Bridgeport
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Kent
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HOME CARE

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New Haven County

Complex Care offers excellent salaries and a generous benefit package. For more information please call Janice Spencer at (800) 581-0800; or send resume to: Complex Care, 76 Hartford Road, Simsbury, CT 06070; Fax: (203) 651-1779. An equal opportunity employer.

RI/MA/CT

AUDIOLOGIST

ABR, ENG, Real Ear, Etc.
Competitive Salary,
Excellent Benefit Package
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100 Dudley Street
Providence, Rhode Island 02907
FAX: 401-272-1302

SPEECH & LANGUAGE PATHOLOGIST OR THERAPIST: P/T position or F/T position available. CFY Training Available. Work as part of a team at a nationally recognized center for the behaviorally disordered population. Exc. Benefits. Send resume to: Robin, The Graden Center, 86 Mt. Hope Ave., Providence, RI 02906, (401) 274-6310. EOE

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The HUG Center is growing! Our comprehensive model of pediatric care is being sought by area families and hospitals who are trying to meet the complex needs of medically involved children at home. To meet this demand, we have openings for per diem therapists. Come grow with HUG!

Competitive pay rate
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Elene Scheff, Rehab Clinical Director
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Woburn, MA 01801

RI/CT

Providence Schools

OUR SCHOOLS. OUR FUTURE

The Providence School Department is seeking Certified Speech Pathologists to fill immediate vacancies. We offer competitive salary and an excellent benefits package.

Bilingual encouraged to apply.

Please send copy of your resume to the:

Office of Human Resources
Providence School Dept.
797 Westminster Street
Providence, RI 02903
ATTN: Lynne Edmonds,
Teacher-Recruiter

An Equal Opportunity/Affirmative Action Employer
The City of Providence has a residency requirement law.

Speech Language Pathologist

Immediate part to full time position at Project LEARN, a regional education service center in Southeastern CT, working with special ed students. Teachers salary + benefits provided.

Call 203-739-6971 for information.

Send resume to:
Dr. Virginia Seccombe
Executive Director Project LEARN
PO Box 220
East Lyme, CT 06333
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For more information, call Human Resources at (617) 979-3055 or send resume to Human Resources Department, 585 Lebanon Street, Melrose, MA 02176. An Equal Opportunity Employer.

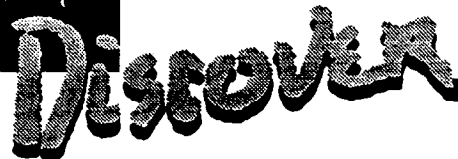


SPEECH PATHOLOGISTS

Morton Speech Language Clinic seeks full, part time clinicians. Company paid benefits with above average salaries. CFY candidates are welcome. Send resumes to:

MORTON SPEECH
LANGUAGE CLINIC
60 Connolly Parkway, Bldg. 2-107

Speech/Language Pathologist



the Children's Hospital at Yale New Haven, one of the latest achievements of Yale New Haven Hospital. This recently-opened facility has already received acclaim for its comprehensive range of Pediatric services and breakthrough research studies.

We now have an excellent opportunity for a Pediatric Speech/Language Pathologist in our Communication Disorders Center. This position involves performing diagnostic and rehabilitative services to pediatric patients with communication & swallowing disorders and craniofacial anomalies. You will also participate in clinical, data collection, and administrative phases of research.

A Master's or PhD degree in Speech/Language Pathology, Connecticut licensure, and a Certificate of Clinical Competence are required, supported by 2-3 years clinical experience, preferably in a large medical center-based practice with pediatric populations. Excellent interpersonal, clinical, and organization skills are expected.

We offer an excellent salary and benefits package. For immediate consideration, please call or send resume to: Maureen Egan, 203-785-5095, Yale New Haven Hospital, 20- York Street, New Haven, CT

CLASSIFIED EMPLOYMENT OPPORTUNITIES

MA/CT/RI

CT/MA/RI



Sundance Rehabilitation Corporation, a leading provider of rehabilitation services to skilled nursing facilities in more than 18 states, seeks therapy professionals to join our teams in Norwalk, Westhaven, Naugatuck Valley, Waterford, New London, Willimantic, Fairfield, Trumbull, West Hartford, Bridgeport, Hartford, Seymour, Milford, Torrington, and Winsted, CT, as well as Quincy, Fall River, and Braintree, MA, and North Kingston, RI.

OCCUPATIONAL THERAPISTS
Earn \$40-\$55K/Yr. DOE

COTAs
Earn \$29-\$35K/Yr. DOE
Positions available in Braintree and Attleboro, MA; Pawtucket, RI; and throughout CT.

MA/CT/RI

Look to Sundance For The Best Therapy Career!

In addition to a supportive team atmosphere and the highest salaries paid in your area, Sundance professionals enjoy excellent benefits including 401K retirement plan, 100% health/dental/life insurance, 100% CEU reimbursement, 100% association dues, sign-on bonus, relocation assistance, and much more! Look into opportunities at Sundance and see the difference we can make in your career! Please contact Lynne Almond, CPC, Sundance Rehabilitation Corporation, 31 Warren Street, Newburyport, MA 01950, or call (800) 215-4715, FAX (508) 463-0386. EOE

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CORPORATION

MA/RI

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We are seeking a personable, experienced supervisor for our newly formed management position. This is an exceptional opportunity to develop and expand our dynamic rehabilitation and social services function. This position requires current Massachusetts P.T. or O.T. license plus 3 years' experience in community health or equivalent. Must have a minimum of baccalaureate in P.T. or O.T. and a year of recent supervisory experience.

To apply, send resume to: Human Resource Dept., Visiting Nurse Association of Southeastern Massachusetts, 14 Church Green, Taunton, MA 02780; (508) 880-3770. EOE.



**THE CARING
BEGINS AT HOME**

RI/CT/MA

Providence Schools

OUR SCHOOLS OUR FUTURE

The Providence School Department is seeking Certified Occupational Therapists to fill immediate vacancies. We offer competitive salary and an excellent benefits package. Bilingual encouraged to apply.

Please send copy of your resume to the:

Office of Human Resources
Providence School Dept.
797 Westminster Street
Providence, RI 02903
ATTN: Lynne Edwards,
Teacher-Recruiter

An Equal Opportunity/Affirmative Action Employer
The City of Providence has a residency requirement law.



Olsten
Kimberly QualityCare SM

America is coming home with us

HOME BASED REHAB TEAM:

Head/Spinal Cord Injuries
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Neurological Problem

Occupational Therapists

Olsten Kimberly QualityCare is seeking candidates to provide service to our rehab. clients. This is an exciting new program and a great career opportunity. Qualified candidates send resume or call:

401-274-7300
Janet Delmonico
Olsten Kimberly QualityCare
260 West Exchange Street, Providence, RI 02903

—equal opportunity employer—



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Early Intervention Program is looking for experienced pediatric P.T. and O.T.'s for our expanding team. Applicants should be comfortable with 0-3 age range collaborating with parents and participating on an interdisciplinary team. F/T \$35K+

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Please call me for more information:
Donna Condon P.T., Rehab Supervisor

**Neponset Valley
Nursing Association**

1-800-339-1640 • (617) 769-1640

OTR

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Please contact or send resume to:

Providence House
Nursing Home of Southbridge
Coleen O'Brien, Rehab Coordinator
84 Chapin Street
Southbridge, MA 01550
508-765-9133

Lowell, MA • Wayland, MA



**THE NORTH SHORE
MEDICAL CENTER**

Shaughnessy-Kaplan Rehabilitation Hospital

HAND THERAPIST

OTs/COTAs

UltraCare Rehab Associates, a small therapist-owned rehab team providing services to geriatric clients in long term care settings in MA and CT has immediate openings.

- TOP Salaries
- Flexible Hours
- 401(k)
- Excellent Benefits
- FT., PT., Per Diem
- Supervisory Positions

Call Fred Stern Director P.T.

SPECIALIZED EMPLOYMENT OPPORTUNITIES

Massachusetts

THE POWER OF THE TEAM. Language Pathologists

Off and Management Positions
Massachusetts • Southeastern Massachusetts
• Greater Boston Area

Systems has taken rehabilitative care to a new level of
ding teams of strong, competent clinicians and managers.
ged rehabilitation programs that address the needs of the
te and long term care industries.

erated by leaders in the rehabilitation industry with a vision
ce, outcome focus and a proper role for rehabilitation as
are solution.

nd Rehab, you can depend upon the commitment, stability and
f a healthy, growing organization.

on, please call **Louise Gibbs at (800) 861-0861**. EOE.



**Advanced Rehab
Systems, Inc.**

88 Broad Street • Boston, MA 02110



Rhode Island

Speech and Language Pathologist-CCC-SLP

Full-time position, 40 hrs./wk., Mon.-Fri.,
available in a Brown University affiliated
children's psychiatric setting.

This exciting position entails providing on-
going diagnostic and communication ser-
vices to developmentally disabled children
and adolescents with emotional and behav-
ioral disorders who display a wide range of
cognitive functions (prerequisite to mild
language impairments). Responsibilities
include the provision of general and child
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tion to all disciplines with specific emphasis
on carryover into the classroom and the
milieu. A working knowledge of augmenta-
tive systems is essential. Applicants should
have experience working in a multi-disci-
plinary format.

As a member of the Communication Disor-
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department development and continuing
education activities. This clinical position
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ronment. Twelve month contract, excellent
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To apply, send resume and three letters of
recommendation to: Colleen Anderson,
Director of Employee Relations, Bradley
Hospital, 1011 Veterans Memorial Park-
way, East Providence, RI 02915.



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Providence Schools

OUR SCHOOLS. OUR FUTURE

The Providence School Department is seeking
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Bilingual encouraged to apply.

Please send copy of your resume to the:

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Providence School Dept.
797 Westminster Street
Providence, RI 02903
ATTN: Lynne Edmonds,
Teacher-Recruiter

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Growing private practice requires an experienced
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The Providence School Department is seeking to fill vacancies for the following positions:

- * SPEECH PATHOLOGISTS
- * GUIDANCE COUNSELORS
- * OCCUPATIONAL THERAPISTS
- * SPECIAL EDUCATION SECONDARY

* Bilingual (Spanish-English) encouraged to apply
Please send a resume and a copy of certificate to:

Lynne Edmonds

Teacher Recruiter

Providence School Department

797 Westminster Street, Providence, RI 02903

Tel. (401) 456-9209

Fax. (401) 456-9292

Please respond immediately.

Providence has a residency rule that requires that you comply within six (6) months of hire.

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Providence Schools

OUR SCHOOLS. OUR FUTURE.

The Providence School Department is seeking to fill
vacancies for the following teaching positions:

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(Spanish-English)**

BILINGUAL GUIDANCE COUNSELOR

LIBRARIAN

CHEMISTRY TEACHERS

OCCUPATIONAL THERAPISTS

**SPECIAL EDUCATION SECONDARY
(BILINGUAL)**

Please send résumé and copy of certificate to:

Lynne Edmonds

Teacher Recruiter

Providence School Department

797 Westminster St.

Providence, R.I. 02903

Tel. (401) 456-9209

FAX (401) 456-9292

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**2400 Professional Help
Wanted****STATE UNIVERSITY SYSTEM
OF FLORIDA
ASSOCIATE DIRECTOR****Office for Equal
Opportunity Programs
Board of Regents**

The Board of Regents Office is seeking an Associate Director, Equal Opportunity Programs, who will report to the Assistant to the Chancellor and Director for Equal Opportunity Programs, to assist with the coordination and evaluation of its access and equity activities for employees and students.

QUALIFICATIONS: Doctorate, and 5 years of experience; or, a Master's Degree and 5-7 years of experience in appropriate area of specialization.

The ideal candidate will have experience in program and policy development and implementation, experience managing issues which impact women, racial and ethnic minorities, and persons with disabilities. Excellent communication skills are required for the preparation of various internal reports and representing the office at statewide meetings. Ability to conduct analyses, assess the success of various initiatives, prepare annual reports submitted by the universities, and make recommendations for program planning. Travel required.

PREFERRED: Experience in higher education requirements, employment students issues, program development, and evaluation. Experience with word processing and spreadsheet software, the Americans With Disabilities Act, legislative processes, and federal and state agencies which have oversight responsibility for affirmative action and equal opportunity.

Salary Range: \$35,000 - \$46,800.
(Position Number 09150)

Submit letter of application, referencing the position number, and resume postmarked no later than October 21, 1993 to the following:

Personnel Office
Board of Regents
State University System of Florida
325 West Gaines Street
Suite 1402, Florida Education Center
Tallahassee, Florida 32399-1950
(904) 488-4147

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TEACHERS

The Providence, Rhode Island School Department is seeking certified applicants for the following teaching positions:

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- Speech Pathologist
- Bilingual Counselor
- Speech Pathologists
- Chemistry Teachers
- Physics Teacher
- Librarian
- Special Education
- Secondary M/M

Please send a copy of resume and copy of certificate to:

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Teacher Recruiter
Providence School Department
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Providence, R.I. 02903
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POSITION # 00610

\$27,128 - \$45,575 Annually

MINIMUM QUALIFICATIONS: A BA/BS with a major in Chemistry or Biochemistry and 2 years of professional Chemistry or Biochemistry experience; or Master's Degree in Chemistry or Biochemistry and one year of professional experience as described above; or a Doctorate in Chemistry, Biochemistry, experience with biological samples, TLC and HPLC experience, and supervisory experience preferred. Submit a state of Florida Application by 10/13/93 to:

Florida Department of Business and Professional Regulation
1940 N. Monroe Street
Tallahassee, FL 32399-0796
Or Call: (904) 488-8095
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Temporary. Coordinates food service activities concerned with special diets and patient care. Supervisory experience in institutional food service preferred.

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All positions are full-time, with competitive salaries based on experience and excellent benefits. Only the qualified need apply in person at: 4449 Meandering Way, (off Highway 90) J. 505.

Florida Grille & Bar, 2840 Apalachee Pkwy. Now accepting applications for all positions. Apply in person. Experienced, energetic & cheerful people preferred.

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FOOD SERVICE Employee wanted, part time. Apply in person at Tallahassee Memorial Hospital Food Service office.

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Apply in person: 1415 Timberlane Rd., #121, Market Square

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The Christmas Shoppe has an opening for you if you are an outgoing self-starter with retail sales experience. Call us at 422-8990 Mon. through Wed. only.

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Wanted - 2 Outside Field Representatives. Experienced, strong closers only. Desire to succeed more important than fear of hard work. Excellent commission/bonus incentive. Some evenings/weekends necessary. Automobile required. Call 878-6000.

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Bilingual Guidance Counselor
Chemistry Teachers
Librarian
Occupational Therapists
Special Education Secondary M/M Bilingual**

Please send a copy of resume and copy of certificate to
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Teacher Recruiter

Providence School Department
797 Westminster Street
Providence, R.I. 02903
Tel. # (401) 456-9209
Fax # (401) 456-9292

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THE MONDAY JOB MARKET

42 THE MIAMI HERALD MONDAY, OCTOBER 4, 1993

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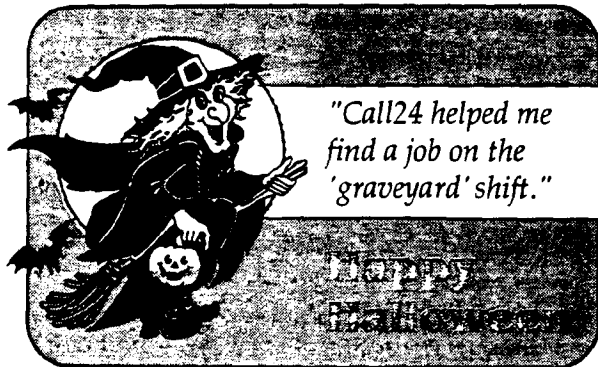
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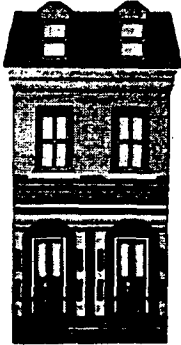
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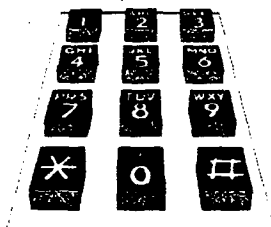


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1005	ft	New England Rehab Center at Framingham	Framingham, MA	call/res/fax Arnis Ansons	(800) 342-0082x3049
EDUCATION/STAFF DEVELOPMENT (617-932-5332 or 800-366-5453 press 1 then press 12)					
1300	ft/pt/pv	VNA of Boston	Boston, Brookline, Chelsea, Revere & Winthrop, MA	call/res Lynn Tucker	(617) 457-7842
1301	ft	Everett Public Schools	Everett, MA	call/res Mary Ann Marotti	(617) 389-7950
1303	temp	Bridgewater State College	Bridgewater, MA	res Human Resources	
PEDIATRIC AND/OR ADULT (617-932-5332 or 800-366-5453 press 1 then press 13)					
1600	ft	Spaulding Rehabilitation Hospital	Boston, MA	res Human Resources Dept	
1601	pt	Boston University-Sargent Clinic	Boston, MA	call/res Heidi Strauss	(617) 353-8383
1602	ft/pt	Pediatric Ambulatory Care Center	Waltham, MA	call/res/fax Arnis Ansons	(800) 342-0082x3049
1603	ft/pt	Fall River Public Schools	Fall River, MA	call/res/fax Patricia Healey	(508) 675-8409
1604	ft	Pediatric Ambulatory Care Center	Waltham, MA	call/res/fax Arnis Ansons	(800) 342-0082x3049
1605	ft/pt	Cambridge Public Schools	Cambridge, MA	call/res Dina Becze-Jaffe	(617) 349-6500
1606	ft/pt/pv	VNA of Boston	Boston, MA	call/res Lynn Tucker	(617) 457-7842
1607	ft/pt	Brockton Early Childhood Intervention	Brockton, MA	call/res Maureen Crossey	(508) 586-9855
1608	pt	Staff Builders	North & South Shore Areas	call Arlene Silverman	(800) 322-1325
1609	ft/pt	Judith Wisnia and Associates	Eastern, MA	call/resume/fax Linda Sigel	(617) 862-1004
1610	ft sch yr	Chicopee Public Schools	Chicopee, MA	call/res Dr. Ralph Hicks	(413) 594-3478
1611	pt	Perkins School For The Blind	Watertown, MA	call/res Charles Piniott	(617) 972-7269
1612	pt	Children's Developmental Disabilities Ct	Quincy, MA	call/res/fax Ann Conner	(617) 479-7980
1613	pd	VNA of the North Shore	Haverhill, MA	call/res Shannon Simpson	(800) 457-8999x209
1614	ft/pt/pd	Providence School Department	Providence, RI	call/res/fax Lynne Edmonds	(401) 456-9209
1615	ft/pt/on call	MA Easter Seal Society	Throughout MA	call/res Holly Brown	(508) 751-6331
1616	ft/pt	Randolph Public Schools	Randolph, MA	res Dr. Katrine Letourneau	
1617	ft	Franciscan Children's Hospital	Boston, MA	res Personnel Dept	
1618	ft/pd	Fairlawn Rehabilitation Hospital	Worcester, MA	call/res Bill Johnson	(508) 791-6351x244
1620	ft schl yr	Boston Public Schools	Boston, MA	call/res Annick Haller	(617) 635-9645
1623	ft	Spaulding Rehabilitation Hospital	Boston, MA	call/res Nancy Lefkowitz	(617) 720-6727
1627	pt	Charmss Collaborative	Randolph, MA	call/res Dr. Joan Holliday	(617) 963-7703
1628	ft/pt/pd/consi	Communicative Health Care Assoc. Inc.	Eastern MA	call/res/fax Doris Morgenstern	(617) 899-4709
1630	pd/pv	The HUG Center	Woburn, MA	call/res Elene Scheff	(617) 938-0898

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Providence School Department

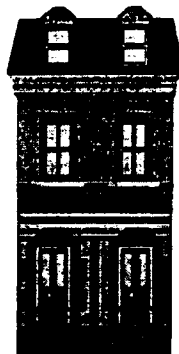
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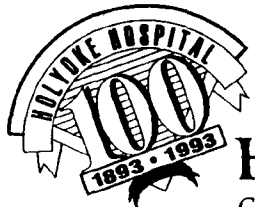
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Medplex Rehabilitation and Skilled Nursing
Center of North Shore,
70 Granite Street, Lynn, MA 01904.
(617) 581-2400.



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Providence School Dept.
797 Westminster Street
Providence, RI 02903
ATTN: Lynne Edmonds,
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Teacher Recruiter

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ACCREDITED AMERICAN SPEECH & HEARING PROGRAMS

ACCREDITED PROGRAMS LISTED BY STATE

Alabama

✓ SLP/A AUBURN UNIVERSITY
[1989-1994]
[1993 - IP]
Dept. of Communication Disorders
1199 Haley Center
University, AL 36849-5232
205-844-9600

✓ SLP/A UNIVERSITY OF SOUTH ALABAMA
[1989-1994]
[1993 - IP]
Dept. of Speech Pathology and
Audiology
Speech and Hearing Center
2000 University Commons
Mobile, AL 36688
205-380-2600

✓ SLP/A UNIVERSITY OF MONTEVALLO
[1993-2001]
[2000]
Dept. of Communication Science and
Disorders
Station 6720
Montevallo, AL 35115-6720
205-665-6720

✓ SLP/A UNIVERSITY OF ALABAMA
[1991-1998]
[1997]
Dept. of Communicative Disorders
Post Office Box 870242
Tuscaloosa, AL 35487-0242
205-348-7131

Arizona

SLP/A ARIZONA STATE UNIVERSITY
[1989-1995]
[1994]
Dept. of Speech and Hearing Science
Tempe, AZ 85287-0102
602-965-2374

SLP NORTHERN ARIZONA UNIVERSITY
[1989-1994] PROBATION
[1993]
Department of Speech Pathology
and Audiology
NAU Box 15045
Flagstaff, AZ 86011
602-523-2969

SLP/A UNIVERSITY OF ARIZONA
[1991-1997]
[1996]
Dept. of Speech and Hearing Sciences
104 Speech Building #25
Tucson, AZ 85721
602-621-1644

Arkansas

✓ SLP ARKANSAS STATE UNIVERSITY
[1990-1995]
[1994]
Department of Special Education
and Communicative Disorders
P.O. Box 940
State University, AR 72467
501-972-3061

✓ SLP UNIVERSITY OF CENTRAL ARKANSAS
[1992-2000]
[1999]
Department of Speech-Language
Pathology
Box 4985
Conway, AR 72032
501-450-3176

✓ SLP UNIVERSITY OF ARKANSAS-
FAYETTEVILLE [1992-1999]
[1998]
Speech Pathology-Audiology Program
410 Arkansas Avenue
Fayetteville, AR 72701
501-575-4509

SLP/A UNIVERSITY OF ARKANSAS AT
LITTLE ROCK [1989-1994]

✓ [1993 - IP]

Dept. of Communicative Disorders
2601 S. University
Little Rock, AR 72204
501-569-3155

✓ California

SLP CALIFORNIA STATE UNIVERSITY,
CHICO [1990-1995]

[1994]

Speech Pathology and Audiology
Dept. of Education
Chico, CA 95929-0222
916-898-5871

✓ SLP/A CALIFORNIA STATE UNIVERSITY,
FRESNO [1992-2000 SLP]

[1987-1992 A]

[1991 - IP A] [1999 SLP]

Dept. of Communicative Disorders
Laboratory School, Room 125
5048 N. Jackson
Fresno, CA 93740-0080
209-294-2423

✓ SLP CALIFORNIA STATE UNIVERSITY,
FULLERTON [1990-1996]

[1995]

Dept. of Speech Communication
800 N. State College Boulevard
Fullerton, CA 92634
714-773-3617

✓ SLP/A CALIFORNIA STATE UNIVERSITY,
LONG BEACH [1990-1995]

[1994]

Dept. of Communicative Disorders
1250 Bellflower Boulevard
Long Beach, CA 90840
213-498-4594

✓ SLP/A CALIFORNIA STATE UNIVERSITY,
LOS ANGELES [1992-2000]

[1999]

Dept. of Communication Disorders
5151 State University Drive
Los Angeles, CA 90032
213-343-4690

SLP/A CALIFORNIA STATE UNIVERSITY,
NORTHRIDGE [1991-1997]

✓ [1996]

Dept. of Communicative Disorders
18111 Nordhoff Street
Northridge, CA 91330
818-885-2852

SLP/A CALIFORNIA STATE UNIVERSITY,
SACRAMENTO [1990-1995]

[1994]

✓ Dept. of Speech Pathology
and Audiology

6000 J Street
Sacramento, CA 95819
916-278-6601

SLP/A SAN DIEGO STATE UNIVERSITY
[1990-1997]

✓ [1996]

Dept. of Communicative Disorders
San Diego, CA 92182
619-594-6774

✓ SLP/A SAN FRANCISCO STATE
UNIVERSITY [1993-2001]

[2000]

Communicative Disorders Program
1600 Holloway Avenue
Burk Hall Room 104
San Francisco, CA 94132
415-338-1001

SLP/A SAN JOSE STATE UNIVERSITY
[1989-1994]

✓ [1993 - IP]

Speech and Hearing Center
Washington Square
San Jose, CA 95192
408-277-2651

SLP UNIVERSITY OF THE PACIFIC
[1989-1995]

✓ [1994]

Dept. of Communicative Disorders
3601 Pacific Avenue
Stockton, CA 95211
209-946-2381

SLP LOMA LINDA UNIVERSITY

[1991-1996]

[1995]

✓ Dept. of Speech-Language Pathology
and Audiology

Nichol Hall, Room A804

Loma Linda, CA 92350

714-824-4998

SLP CALIFORNIA STATE UNIVERSITY-

✓ HAYWARD [1991-1996]

[1995]

Department of Communicative
Sciences and Disorders

25800 Carlos Bee Blvd.

Hayward, CA 94542

510-881-3086

✓ SLP UNIVERSITY OF REDLANDS

[1991-1996]

[1995]

Department of Communicative
Disorders

PO Box 3080

1200 East Colton Avenue

Redlands, CA 92373-0999

714-335-4061

Colorado

SLP/A UNIVERSITY OF COLORADO

[1991-1998]

[1997]

Dept. of Communication Disorders
and Speech Science

Campus Box 409

Boulder, CO 80309-0409

303-492-3049

SLP/A COLORADO STATE UNIVERSITY

[1987-1992]

Dept. of Communication Disorders

Fort Collins, CO 80523

303-491-6981

SLP/A UNIVERSITY OF NORTHERN

COLORADO [1988-1993]

[1992 - IP]

Dept. of Communication Disorders

Greeley, CO 80639

303-351-2734

Connecticut

SLP SOUTHERN CONNECTICUT STATE
UNIVERSITY [1989-1994]

[1993 - IP]

Dept. of Communication Disorders

501 Crescent Street

New Haven, CT 06515

203-397-4571

SLP/A UNIVERSITY OF CONNECTICUT

[1989-1994]

[1993 - IP]

Dept. of Communication Sciences

U-85

Storrs, CT 06268

203-486-2817

District of Columbia

✓ SLP UNIVERSITY OF THE DISTRICT OF
COLUMBIA [1991-1997]

[1996]

Dept. of Communication Sciences

4200 Connecticut Avenue, NW

Washington, DC 20001

202-727-2318

SLP/A GALLAUDET UNIVERSITY

[1989-1994-A] [1991-1996-SLP]

[1994]

Dept. of Audiology and

Speech-Language Pathology

800 Florida Avenue, NE

Washington, DC 20002

202-651-5329

SLP/A HOWARD UNIVERSITY

[1989-1994-SLP] [1993-1998-A]

[1993 - SP - IP] [1997 - A]

Dept. of Communication Sciences

and Disorders

2400 6th Street, NW

Washington, DC 20059

202-806-6990

SLP/A THE GEORGE WASHINGTON
UNIVERSITY [1993-2001]
[2000]
Dept. of Speech and Hearing
2201 G Street, NW
Washington, DC 20052
202-994-7364

Florida

SLP NOVA UNIVERSITY
[1990-1995]
[1994]
Program in Speech-Language Pathology
3375 SW 75th Avenue
Ft. Lauderdale, FL 33324
305-475-7075

✓ SLP/A UNIVERSITY OF FLORIDA
[1992-2000]
[1999]
Dept. of Communication Processes
and Disorders
335 Dauer Hall
Gainesville, FL 32611
904-392-2035

✓ SLP UNIVERSITY OF CENTRAL FLORIDA
[1992-2000]
[1999]
Dept. of Communicative Disorders
4000 Central Florida Boulevard
Orlando, FL 32816
407-823-2121

✓ SLP/A FLORIDA STATE UNIVERSITY
[1988-1993]
[1992 - IP]
Dept. of Communication Disorders
107 RRC (R-89)
Tallahassee, FL 32306-2007
904-644-8444

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[1991-1997]
[1996]
Dept. of Communication Sciences
and Disorders
BEH 255
Tampa, FL 33620-8150
813-974-2006

✓ Georgia

SLP/A UNIVERSITY OF GEORGIA
[1992-2000]
[1999]
Communication Sciences and Disorders
570 Aderhold Hall
Athens, GA 30602
404-542-4561

SLP VALDOSTA STATE COLLEGE
[1993-1998]
[1997]
Dept. of Special Education
Speech-Language Pathology Program
Valdosta, GA 31698
912-333-5931

Hawaii

SLP/A UNIVERSITY OF HAWAII AT MANOA
[1992-1999]
[1998]
Division of Speech Pathology and
Audiology
John A. Burns School of Medicine
1410 Lower Campus Drive
Honolulu, HI 96822
808-956-8279

Idaho

SLP/A IDAHO STATE UNIVERSITY
[1993-2001]
[2000]
Dept. of Speech Pathology
and Audiology
Box 8116
Pocatello, ID 83209-0009
208-236-2196

Illinois

SLP SOUTHERN ILLINOIS UNIVERSITY,
CARBONDALE [1993-2001]
[2000]
Dept. of Communication Disorders
and Sciences
Carbondale, IL 62901
618-453-4301

SLP/A UNIVERSITY OF ILLINOIS

[1989-1995]

[1994]

Dept. of Speech and Hearing Science
220 Speech and Hearing Science
Building
901 S. 6th Street
Champaign, IL 61820
217-333-2230

SLP EASTERN ILLINOIS UNIVERSITY

[1989-1994]

[1993 - IP]

Dept. of Communication Disorders and
Sciences
Charleston, IL 61920
217-581-2712

SLP/A NORTHERN ILLINOIS UNIVERSITY

[1989-1994]

[1993 - IP]

Dept. of Communicative Disorders
DeKalb, IL 60115-2899
815-753-1486

SLP SOUTHERN ILLINOIS UNIVERSITY AT
EDWARDSVILLE [1990-1995]

[1994]

Dept. of Speech Pathology and
Audiology
Box 1776
Edwardsville, IL 62026-1776
618-692-3662

SLP/A NORTHWESTERN UNIVERSITY

[1992-2000]

[1999]

Dept. of Communication Sciences
and Disorders
2299 Sheridan Road
Evanston, IL 60201
708-491-3066

SLP/A WESTERN ILLINOIS UNIVERSITY

[1993-2001]

[2000]

Communication Arts and Sciences
Macomb, IL 61455
309-298-1955

SLP/A ILLINOIS STATE UNIVERSITY

[1991-1997]

[1996]

Dept. of Speech Pathology and
Audiology
Fairchild Hall #204
Normal, IL 61761
309-438-8643

SLP GOVERNORS STATE UNIVERSITY

[1992-1999]

[1998]

Division of Communication Disorders
University Park, IL 60466
708-534-5000 X2370

Indiana

SLP/A INDIANA UNIVERSITY

[1993-2001]

[2000]

Dept. of Speech and Hearing Sciences
Bloomington, IN 47405
812-855-0285

SLP/A BALL STATE UNIVERSITY

[1993-2001]

[2000]

Dept. of Speech Pathology and
Audiology
2000 University Avenue
Muncie, IN 47306-0555
317-285-8175

SLP INDIANA STATE UNIVERSITY

[1993-2001]

[2000]

Dept. of Communication Disorders
8th and Sycamore Streets
Terre Haute, IN 47809
812-237-2804

SLP/A PURDUE UNIVERSITY

[1992-1999]

[1998]

Dept. of Audiology and Speech
Sciences
West Lafayette, IN 47907
317-494-3788

Iowa

SLP/A UNIVERSITY OF NORTHERN IOWA
[1988-1993]
[1992 - IP]
Dept. of Communicative Disorders
Cedar Falls, IA 50614
319-273-2560

SLP/A UNIVERSITY OF IOWA
[1989-1995]
[1994]
Dept. of Speech Pathology and
Audiology
Iowa City, IA 52242
319-335-8718

Kansas

SLP FORT HAYS STATE UNIVERSITY
[1991-1997]
[1996]
Area of Communication Disorders
600 Park Street
Hays, KS 67601
913-628-5366

SLP/A UNIVERSITY OF KANSAS
[1992-2000]
[1999]
Inter-campus Program
Dept. of Speech-Language-Hearing
Sciences and Disorders
3031 Dole Center
Lawrence, KS 66045
913-864-0630

SLP KANSAS STATE UNIVERSITY
[1989-1994]
[1993 - IP]
Dept. of Speech
129 Nichols Hall
Manhattan, KS 66506
913-532-6879

SLP/A WICHITA STATE UNIVERSITY
[1993-2001]
[2000]
Dept. of Communicative Disorders and
Sciences
1845 Fairmont
Wichita, KS 67208
316-689-3240

Kentucky

SLP EASTERN KENTUCKY UNIVERSITY
[1989-1994]
[1993 - IP]
Communication Disorders Program
Richmond, KY 40475
606-622-4442

SLP/A UNIVERSITY OF LOUISVILLE
[1992-1999]
[1998]
Division of Communicative Disorders
Meyers Hall
129 E. Broadway
Louisville, KY 40292
502-588-5274

SLP MURRAY STATE UNIVERSITY
[1992-2000]
[1999]
Division of Communication Disorders
16th and Main Streets
Murray, KY 42071
502-762-6810

SLP UNIVERSITY OF KENTUCKY
[1991-1997]
[1996]
Communication Disorders
224 Taylor Education Building
Lexington, KY 40506
606-257-7918

SLP WESTERN KENTUCKY UNIVERSITY
[1993-1998]
[1997]
Communication Disorders Program
Bowling Green, KY 42101
502-745-4303

Louisiana

✓ SLP/A LOUISIANA STATE UNIVERSITY
AND AGRICULTURAL AND MECHANICAL
COLLEGE [1992-1997]
[1996]
Division of Communication Disorders
Music and Dramatic Arts Bldg., #163
Baton Rouge, LA 70803-2606
504-388-2545

✓ SLP/A UNIVERSITY OF SOUTHWESTERN
LOUISIANA [1991-1996]
[1995]
Department of Communicative
Disorders
104 University Circle
Lafayette, LA 70504-3170
318-231-6721

✓ SLP/A LOUISIANA STATE UNIVERSITY
MEDICAL CENTER [1991-1997]
[1996]
Dept. of Communication Disorders
1900 Gravier Street
New Orleans, LA 70112-2262
504-568-4348

✓ SLP/A LOUISIANA TECH UNIVERSITY
[1992-1997]
[1996]
Dept. of Speech
Post Office Box 3165
Ruston, LA 71272
318-257-4764

✓ SLP NORTHEAST LOUISIANA UNIVERSITY
[1991-1996]
[1995]
Dept. of Communicative Disorders
School of Communication
700 University Avenue
Monroe, LA 71209-0321
318-342-1395

Maine

✓ SLP UNIVERSITY OF MAINE
[1993-2001]
[2000]
Program in Communication Disorders
North Stevens Hall
Orono, ME 04469
207-581-2008

Maryland

✓ SLP/A UNIVERSITY OF MARYLAND AT
COLLEGE PARK [1989-1994]
[1993-IP]
Dept. of Hearing and Speech Science
College Park, MD 20742
301-405-4214

SLP LOYOLA UNIVERSITY
[1991-1996]
[1995]
Dept. of Speech-Language Pathology
and Audiology
4501 North Charles Street
Baltimore, MD 21210
301-323-1010 X2241

SLP/A TOWSON STATE UNIVERSITY
[1991-1996]
[1995]
Department of Communication
Sciences and Disorders
Towson, MD 21204-7097
410-830-3099

Massachusetts

✓ SLP/A UNIVERSITY OF MASSACHUSETTS
[1989-1995]
[1994]
Dept. of Communication Disorders
Arnold House, Room 6
Amherst, MA 01003
413-545-0131

✓ SLP EMERSON COLLEGE

[1991-1998]

[1997]

Dept. of Communication Disorders
168 Beacon Street
Boston, MA 02116
617-578-8732

✓ SLP/A NORTHEASTERN UNIVERSITY

[1991-1998]

[1997]

Dept. of Speech-Language Pathology
and Audiology
133 Forsyth Avenue
Boston, MA 02115
617-437-3698

✓ SLP BOSTON UNIVERSITY

[1991-1999]

[1998]

Dept. of Communication Disorders
635 Commonwealth Avenue
Boston, MA 02215
617-353-3252

✓ SLP WORCESTER STATE COLLEGE

[1990-1995]

[1994]

Communication Disorders Dept.
486 Chandler Street
Worcester, MA 01602-2597
508-793-8055

Michigan

✓ A WAYNE STATE UNIVERSITY SCHOOL OF
MEDICINE [1993-2001]

[2000]

Dept. of Audiology
4201 St. Antoine
Detroit, MI 48201
313-577-1393

✓ SLP WAYNE STATE UNIVERSITY

[1993-2001]

[2000]

Communication Disorders and Sciences
555 Manoogian Hall
Detroit, MI 48202
313-577-3339

✓ SLP/A MICHIGAN STATE UNIVERSITY

[1990-1996]

[1995]

Dept. of Audiology and Speech
Sciences
378 Communication Arts and Sciences
Building
East Lansing, MI 48824-1212
517-353-8788

✓ SLP/A WESTERN MICHIGAN UNIVERSITY

[1992-2000]

[1999]

Dept. of Speech Pathology and
Audiology
Kalamazoo, MI 49008
616-383-0963

✓ SLP NORTHERN MICHIGAN UNIVERSITY

[1993-2001]

[2000]

Dept. of Communication Disorders
Marquette, MI 49855-5337
906-227-2125

✓ SLP/A CENTRAL MICHIGAN UNIVERSITY

[1989-1994]

[1993 - IP]

Communication Disorders
Mt. Pleasant, MI 48859
517-774-3472

✓ SLP EASTERN MICHIGAN UNIVERSITY

[1988-1993]

[1992 - IP]

Speech Pathology Program
Ypsilanti, MI 48197
313-487-4412

Minnesota

✓ SLP MOORHEAD STATE UNIVERSITY

[1991-1996]

[1995]

Department of Speech/Language/
Hearing Sciences
1104 7th Avenue South
Moorhead, MN 56563
218-236-2286

SLP UNIVERSITY OF MINNESOTA, DULUTH

[1989-1994]

[1993 - IP]

Dept. of Communicative Disorders

10 University Drive

252 Montague Hall

Duluth, MN 55812

218-726-7974

SLP/A UNIVERSITY OF MINNESOTA

[1990-1996]

[1995]

Dept. of Communication Disorders

115 Shevlin Hall

164 Pillsbury Drive, SE

Minneapolis, MN 55455

612-624-3322

SLP ST. CLOUD STATE UNIVERSITY

[1993-2001]

[2000]

Dept. of Communication Disorders

A216 Education Bldg.

720 4th Avenue South

St. Cloud, MN 56301

612-255-2092

SLP MANKATO STATE UNIVERSITY

[1993-1998]

[1997]

Dept. of Communication Disorders

Ellis and Stadium Roads

Mankato, MN 56002-8400

507-389-1415

Mississippi

✓ **SLP/A UNIVERSITY OF SOUTHERN**

MISSISSIPPI [1992-2000]

[1999]

Dept. of Speech and Hearing Sciences

Post Office Box 5092, Southern
Station

Hattiesburg, MS 39406-5092

601-266-5216

✓ **SLP/A UNIVERSITY OF MISSISSIPPI**

[1990-1995]

[1994]

Dept. of Communicative Disorders

University, MS 38677

601-232-7652

Missouri

SLP SOUTHEAST MISSOURI STATE

UNIVERSITY [1990-1995]

[1994]

Dept. of Communication Disorders

Cape Girardeau, MO 63701

314-651-2488

SLP UNIVERSITY OF MISSOURI-COLUMBIA

[1992-1999]

[1998]

Program in Communicative Disorders

303 Lewis Hall

Columbia, MO 65211

314-882-3873

SLP NORTHEAST MISSOURI STATE

UNIVERSITY [1988-1993]

[1992 - IP]

Div. of Human Potential &

Performance, Violette Hall 164

Dept. of Communication Disorders

Kirksville, MO 63501

816-785-4669

SLP SOUTHWEST MISSOURI STATE

UNIVERSITY [1988-1993]

[1992 - IP]

Dept. of Communication Disorders

901 S. National

Springfield, MO 65804-0095

417-836-5368

✓ **SLP SAINT LOUIS UNIVERSITY**

[1990-1996]

[1995]

Dept. of Communication Disorders

3733 W. Pine Boulevard

St. Louis, MO 63108

314-658-2939

A CENTRAL INSTITUTE FOR THE DEAF

[1993-2001]

[2000]

Washington University

818 South Euclid Avenue

St. Louis, MO 63110-1594

314-652-3200

SLP/A CENTRAL MISSOURI STATE
UNIVERSITY [1991-1998]
[1997]
Speech Pathology and Audiology Dept.
Warrensburg, MO 64093
816-543-4606

SLP FONTBONNE COLLEGE [1991-1996]
[1995]
Department of Communication
Disorders
6800 Wydown Blvd.
St. Louis, MO 63105
314-889-1407

Nebraska

SLP UNIVERSITY OF NEBRASKA-KEARNEY
[1991-1997]
[1996]
Communication Disorders Program
Kearney, NE 68849
308-234-8300

SLP/A UNIVERSITY OF NEBRASKA-
LINCOLN [1988-1993]
[1992 - IP]
Dept. of Speech Pathology and
Audiology
301 Barkely Memorial Center
Lincoln, NE 68583-0738
404-472-5496

SLP UNIVERSITY OF NEBRASKA AT OMAHA
[1990-1996]
[1995]
Speech and Language Pathology
Dept. of Special Education and
Communication Disorders
Omaha, NE 68182-0167
402-554-3336

Nevada

SLP UNIVERSITY OF NEVADA-RENO
[1993-2001]
[2000]
Dept. of Speech Pathology and
Audiology
108 Redfield Bldg./152
Reno, NV 89557
702-784-4887

New Hampshire

SLP UNIVERSITY OF NEW HAMPSHIRE
[1990-1995]
[1994]
Department of Communication
Disorders
PCAC
Durham, NH 03824
603-862-2538

New Jersey

✓ SLP MONTCLAIR STATE COLLEGE
[1988-1993]
[1992 - IP]
Communication Sciences and Disorders
Speech Building K-119, Normal Ave.
Upper Montclair, NJ 07043
201-893-7359

✓ SLP/A TRENTON STATE COLLEGE
[1993-1998]
[1997]
Graduate Programs in Speech
Pathology and Audiology
Hillwood Lakes, CN 4700
Trenton, NJ 08650-4700
609-771-2322

✓ SLP WILLIAM PATERSON COLLEGE
[1992-2000]
[1999]
Dept. of Communication Disorders
300 Pompton Road
Wayne, NJ 07470
201-595-2209

✓ SLP KEAN COLLEGE OF NEW JERSEY
[1993-1998]
[1997]
Speech Pathology Program
Morris Avenue
Union, NJ 07083
201-527-2217

New Mexico

SLP/A UNIVERSITY OF NEW MEXICO
[1990-1996]
[1995]
Dept. of Communicative Disorders
901 Vassar, NE
Albuquerque, NM 87131-1191
505-277-4453

SLP NEW MEXICO STATE UNIVERSITY
[1993-2001]
[2000]
Communication Disorders
Box 3001-3 SLPE
Las Cruces, NM 88003
505-646-4339

New York

✓ SLP LEHMAN COLLEGE of CUNY
[1991-1999] PROBATION
[1998]
Speech and Hearing Sciences Program
Bedford Park Boulevard West
Bronx, NY 10468
212-960-8138

✓ SLP STATE UNIVERSITY COLLEGE AT
BUFFALO [1989-1994]
[1993 - IP]
Communication Disorders Program
1300 Elmwood Avenue
Buffalo, NY 14222
716-878-5502

✓ SLP/A BROOKLYN COLLEGE, CUNY
[1991-1998] PROBATION
[1997]
Speech and Hearing Center
Bedford Avenue and Avenue H
Brooklyn, NY 11210
718-780-5186

✓ SLP/A STATE UNIVERSITY OF NEW YORK
AT BUFFALO [1993-2001]
[2000]
Dept. of Communicative Disorders
and Sciences
109 Park Hall
Buffalo, NY 14260
716-636-3400

✓ SLP/A QUEENS COLLEGE OF CUNY
[1990-1996]
[1995]
Communication Sciences and Disorders
65-30 Kissena Boulevard
Flushing, NY 11367
718-520-7358

✓ SLP/A ADELPHI UNIVERSITY
[1988-1993-SP] [1992-1997-A]
[1992-SP-IP] [1996-A]
Dept. of Speech Arts and
Communicative Disorders
Hy Weinberg Center
Cambridge Avenue
Garden City, NY 11530
516-877-4770

✓ SLP/A SUNY COLLEGE OF ARTS AND
SCIENCE [1988-1993 A]
[1993-2001 SLP] [2000 SLP]
Dept. of Speech Pathology and
Audiology
218 Sturges Hall
Geneseo, NY 14454
716-245-5328

✓ SLP/A HOFSTRA UNIVERSITY
[1992-1999]
[1998]
Dept. of Speech Arts and Sciences
Room 106 Davison Hall
Hempstead, NY 11550
516-463-5508

✓ SLP/A ITHACA COLLEGE
[1990-1995]
[1994]
Dept. of Speech Pathology and
Audiology
Ithaca, NY 14850
607-274-3248

✓ SLP/A HUNTER COLLEGE OF CUNY
[1989-1994] PROBATION
[1993]

Communication Sciences Program
School of Health Sciences
425 E. 25th Street
New York, NY 10010
212-481-4467

✓ SLP NEW YORK UNIVERSITY
[1988-1993]
[1992 - IP]

Dept. of Speech-Language Pathology
and Audiology
637 East Bldg., 239 Greene St.
New York, NY 10003
212-998-5265

✓ SLP TEACHERS COLLEGE, COLUMBIA
UNIVERSITY [1989-1994]
[1993 - IP]

Dept. of Speech and Language
Pathology and Audiology
525 W. 120th Street
New York, NY 10027
212-678-3892

✓ SLP/A SYRACUSE UNIVERSITY
[1988-1993]
[1992 - IP]

Communication Sciences and Disorders
Programs
805 S. Crouse Avenue
Syracuse, NY 13210
315-443-9648

✓ SLP/A ST. JOHN'S UNIVERSITY
[1990-1995]
[1994]

Speech and Hearing Center
Grand Central Parkway
Jamaica, NY 11439
718-990-6480

✓ SLP/A STATE UNIVERSITY OF NEW YORK,
PLATTSBURGH [1991-1996]
[1995]

Dept. of Hearing and Speech Science
226 Sibley Hall
Plattsburgh, NY 12901
518-564-2170

✓ SLP/A STATE UNIVERSITY OF NEW YORK
COLLEGE AT FREDONIA
[1992-1997]
[1996]

Speech Pathology and Audiology
Department
W121 Thompson Hall
Fredonia, NY 14063
716-673-3202

✓ SLP THE COLLEGE OF SAINT ROSE
[1992-1997]
[1996]

Program in Communication Disorders
432 Western Avenue
Albany, NY 12203
518-454-5122

✓ SLP/A STATE UNIVERSITY OF NEW YORK
THE COLLEGE AT NEW PALTZ
[1992-1997]
[1996]

Communication Disorders Programs
New Paltz, NY 12561
914-257-3464

✓ SLP LONG ISLAND UNIVERSITY
[1993-1998]
[1997]

C.W. Post Campus
Northern Blvd.
Brookville, NY 11548
516-299-2436

✓ SLP NAZARETH COLLEGE OF ROCHESTER
[1993-1998]
[1997]

Dept. of Speech-Language Pathology
4245 East Avenue
Rochester, NY 14618-2790
716-586-2525 x314

✓ North Carolina

SLP/A UNIVERSITY OF NORTH CAROLINA
AT CHAPEL HILL [1988-1993]
[1992 - IP]

Division of Speech and Hearing
Sciences
CB #7180, Wing D, Medical School
Chapel Hill, NC 27599
919-966-1006

SLP APPALACHIAN STATE UNIVERSITY
[1989-1994]
[1993]
Communication Disorders Program
Boone, NC 28608
704-262-2182

✓ SLP/A EAST CAROLINA UNIVERSITY
[1992-1999]
[1998]
Dept. of Speech-Language and
Auditory Pathology
Greenville, NC 27858
919-757-4405

✓ SLP/A UNIVERSITY OF NORTH CAROLINA
AT GREENSBORO [1988-1993 SLP]
[1992-1997 A] [1992-IP-SLP]
[1996-A]
Division of Communication Disorders ✓
FERG 300, UNCG
Greensboro, NC 27412
919-334-5939

✓ SLP WESTERN CAROLINA UNIVERSITY
[1992-1997]
[1996]
Communication Disorders Program
Dept. of Human Services
School of Education & Psychology
Cullowhee, NC 28723-9043
704-227-7310

✓ SLP NORTH CAROLINA CENTRAL
UNIVERSITY [1993-1998]
[1997]
Program in Speech, Hearing,
Language and Reading
School of Education
Durham, NC 27707
919-560-6470

North Dakota

SLP UNIVERSITY OF NORTH DAKOTA
[1993-2000]
[1999]
Dept. of Communication Disorders
Post Office Box 8040, University
Station
Grand Forks, ND 58202-8040
701-777-3232

SLP/A MINOT STATE UNIVERSITY
[1990-1996]
[1995]
Dept. of Communication Disorders
500 Ninth Avenue, NW
Minot, ND 58701
701-857-3030

Ohio

SLP/A UNIVERSITY OF AKRON
[1989-1994]
[1993 - IP]
Dept. of Communicative Disorders
302 E. Buchtel Avenue
Akron, OH 44325-3001
216-972-6803

✓ SLP/A OHIO UNIVERSITY
[1989-1995]
[1994]
School of Hearing and Speech
Sciences
Lindley Hall
Athens, OH 45701
614-593-1407

SLP/A BOWLING GREEN STATE
UNIVERSITY [1990-1995]
[1994]
Dept. of Communication Disorders
Bowling Green, OH 43403
419-372-2515

SLP/A UNIVERSITY OF CINCINNATI
[1992-1999]
[1998]
Communication Disorders
Mail Station 379
Cincinnati, OH 45221-0379
513-556-4480

✓ SLP CASE WESTERN RESERVE UNIVERSITY
[1989-1995]
[1994]
Dept. of Communication Sciences
11206 Euclid Avenue
Cleveland, OH 44106
216-368-2470

✓ SLP/A CLEVELAND STATE UNIVERSITY
[1992-1999]
[1998]

Dept. of Speech and Hearing
1899 E. 22nd Street
Cleveland, OH 44115
216-687-3804

SLP/A OHIO STATE UNIVERSITY
[1989-1995]
[1994]

Speech and Hearing Science
110 Pressey Hall
1070 Carmack Road
Columbus, OH 43210-1372
614-292-8207

✓ SLP/A KENT STATE UNIVERSITY
[1991-1998]
[1997]

School of Speech Pathology and
Audiology
A104 Music and Speech Center
Kent, OH 44242
216-672-2672

✓ SLP MIAMI UNIVERSITY
[1988-1993-SLP; 1993-1998-A]
[1992-IP-SLP] [1997-A]
Speech Pathology and Audiology
2 Bachelor Hall
Oxford, OH 45056
513-529-2500

✓ SLP THE UNIVERSITY OF TOLEDO
[1993-1998]
[1997]
Dept. of Special Education Services
2801 W. Bancroft St.
Toledo, OH 43606
419-537-4723

Oklahoma

SLP/A UNIVERSITY OF OKLAHOMA HEALTH
SCIENCES CENTER [1993-2001]
[2000]
Dept. of Communication Disorders
825 NE 14th, Post Office Box 26901
Oklahoma City, OK 73190
405-271-4214

SLP OKLAHOMA STATE UNIVERSITY
[1993-2001]
[2000]

Speech and Language Pathology and
Audiology
120 Hanner Hall
Stillwater, OK 74078
405-744-6021

SLP UNIVERSITY OF TULSA
[1992-1998]
[1997]

Dept. of Communicative Disorders
and Sciences
600 South College Avenue
Tulsa, OK 74104
918-592-6000 X2504

SLP UNIVERSITY OF CENTRAL
OKLAHOMA [1993-1998]
[1997]

Dept. of Curriculum & Instruction
Speech-Language Pathology Program
100 N. University Drive
Edmond, OK 73034
405-341-2980

Oregon

SLP/A PORTLAND STATE UNIVERSITY
[1989-1995]
[1994]
Speech and Hearing Sciences Program
Box 751
Portland, OR 97207-0751
503-725-3533

SLP UNIVERSITY OF OREGON
[1991-1996]
[1995]
Speech Pathology-Audiology Program
354 Clinical Services Bldg.
Eugene, OR 97403
503-346-3591

Pennsylvania

SLP/A CLARION UNIVERSITY OF
PENNSYLVANIA [1990-1995]
[1994]
Department of Speech Pathology
and Audiology
Clarion, PA 16214
814-226-2581

SLP/A TEMPLE UNIVERSITY
[1993-2001]
[2000]
Division of Speech-Language-Hearing
Sciences
Dept. of Speech
Philadelphia, PA 19122
215-787-8537

SLP/A UNIVERSITY OF PITTSBURGH
[1989-1994]
[1993 - IP]
Division of Communication Disorders
1117 Cathedral of Learning
5th Avenue & Bigelow Boulevard
Pittsburgh, PA 15260
412-624-6807

SLP/A PENNSYLVANIA STATE UNIVERSITY
[1988-1993]
[1992 - IP]
Communication Disorders Program
110 Moore Building
University Park, PA 16802
814-865-3177

SLP INDIANA UNIVERSITY OF
PENNSYLVANIA [1991-1996]
[1995]
Dept. of Special Education
and Clinical Services
203 Davis Hall
Indiana, PA 13705-1087
412-357-2450

SLP/A BLOOMSBURG UNIVERSITY
[1991-1996]
[1995]
Dept. of Communication Disorders
and Special Education
Bloomsburg, PA 17815
717-389-4436

SLP EDINBORO UNIVERSITY OF
PENNSYLVANIA [1992-1997]
[1996] PROBATION
Speech and Communication Studies
Campton Hall
Edinboro, PA 16444
814-732-2444

Rhode Island

SLP/A UNIVERSITY OF RHODE ISLAND
[1991-1997]
[1996]
Dept. of Communicative Disorders
Adams Hall
Kingston, RI 02881
401-792-5969

South Carolina

SLP/A UNIVERSITY OF SOUTH CAROLINA
[1993-2001]
[2000]
Dept. of Speech-Language Pathology-
Audiology
Columbia, SC 29208
803-777-4813

South Dakota

SLP UNIVERSITY OF SOUTH DAKOTA
[1989-1994]
[1993 - IP]
Dept. of Communication Disorders
414 E. Clark Street
Vermillion, SD 57069-2390
605-677-5474

Tennessee

SLP/A UNIVERSITY OF TENNESSEE
[1991-1998]
[1997]
Dept. of Audiology and Speech
Pathology
457 S. Stadium Hall
Knoxville, TN 37996-0740
615-974-5019

SLP/A MEMPHIS STATE UNIVERSITY
[1989-1994]
[1993 - IP]
Dept. of Audiology and Speech
Pathology
807 Jefferson Avenue
Memphis, TN 38105
901-678-5800

SLP TENNESSEE STATE UNIVERSITY
[1990-1996]
[1995]
Dept. of Speech Pathology and
Audiology
3500 John Merritt Boulevard
Nashville, TN 37209-1561
615-320-3227

SLP/A VANDERBILT UNIVERSITY
[1990-1997]
[1996]
Division of Hearing and Speech
Sciences
1114 19th Avenue South
Nashville, TN 37212
615-320-5353

SLP/A EAST TENNESSEE STATE
UNIVERSITY [1991-1996]
[1995]
School of Public and Allied Health
Dept. of Communication Disorders
Box 70,643
Johnson City, TN 37614-0643
615-929-4272

Texas

SLP BAYLOR UNIVERSITY [1990-1996]
[1995]
Department of Communication
Disorders
PO Box 97332
Waco, TX 76798-7332
817-755-2567

SLP/A UNIVERSITY OF TEXAS AT AUSTIN
[1988-1993]
[1992 - IP]
Program in Communication Disorders
Austin, TX 78712
512-471-4119

SLP/A LAMAR UNIVERSITY
[1991-1996 SLP; 1990-1995 A]
[1995 SLP; 1994 A]
Dept. of Communication
Box 10076 - Lamar Station
Beaumont, TX 77710
409-880-8170

SLP/A UNIVERSITY OF TEXAS AT DALLAS
[1992-1999]
[1998]
Program in Communication Disorders
1966 Inwood Road
Dallas, TX 75235
214-783-3106

SLP/A UNIVERSITY OF NORTH TEXAS
[1991-1997] PROBATION-A PROGRAM
[1996]
Division of Communication Disorders
Denton, TX 76203-5008
817-565-2481

SLP TEXAS CHRISTIAN UNIVERSITY
[1992-1999]
[1998]
Dept. of Speech Communication
2800 S. University Drive
Ft. Worth, TX 76129
817-921-7621

SLP UNIVERSITY OF HOUSTON
[1989-1994]
[1993 - IP]
Program in Communication Disorders
4800 Calhoun
Houston, TX 77204
713-743-2896

SLP/A TEXAS TECH UNIVERSITY
[1992-2000]
[1999]
Speech and Hearing Sciences
Box 4266
Lubbock, TX 79409
806-742-3907

SLP OUR LADY OF THE LAKE UNIVERSITY

[1991-1998]

[1997]

Program in Communication
and Learning Disorders

411 South 24th Street
San Antonio, TX 78207
512-434-6711

SLP SOUTHWEST TEXAS STATE

UNIVERSITY [1989-1994]

[1993 - IP]

Speech, Hearing and Language Clinic
Communication Disorders Program
San Marcos, TX 78666-4616
512-245-2330

SLP UNIVERSITY OF TEXAS AT

EL PASO [1991-1997]

[1996]

Program in Speech, Hearing
and Language Development
El Paso, TX 79968-0639
915-747-5250

SLP TEXAS WOMAN'S UNIVERSITY

[1991-1996]

[1995]

Department of Communication Sciences
and Disorders
Box 23775, TWU Station
Denton, TX 76204
817-898-2025

SLP STEPHEN F. AUSTIN STATE

UNIVERSITY [1992-1997]

[1996]

Speech Pathology/Communication
Disorders
Dept. of Counseling and Special
Education Programs
SFA Box 13019
Nacogdoches, TX 75962
409-568-2906

Utah

SLP/A UTAH STATE UNIVERSITY

[1992-2000]

[1999]

Dept. of Communicative Disorders
Logan, UT 84322-1000
801-750-1375

SLP/A BRIGHAM YOUNG UNIVERSITY

[1992-1999]

[1998]

Communication Sciences and Disorders
136 John Taylor Building
Provo, UT 84602
801-378-5117

SLP/A UNIVERSITY OF UTAH

[1990-1996]

[1995]

Department of Communication
Disorders
1201 Behavioral Science Building
Salt Lake City, UT 84112
801-581-6725

Vermont

SLP UNIVERSITY OF VERMONT

[1992-1999]

[1998]

Dept. of Communication Science
and Disorders
Allen House
Burlington, VT 05405-0350
802-656-3861

Virginia

SLP/A UNIVERSITY OF VIRGINIA

[1991-1998]

[1997]

Communication Disorders Program
Post Office Box 9022
Charlottesville, VA 22906-9022
804-924-7107

SLP HAMPTON UNIVERSITY

[1991-1997]

[1996]

Dept. of Communication Disorders
Hampton, VA 23668
804-727-5435

SLP/A JAMES MADISON UNIVERSITY

[1989-1994]

[1993 - IP]

Dept. of Speech Pathology
and Audiology
Harrisonburg, VA 22807
703-568-6630

SLP OLD DOMINION UNIVERSITY

[1989-1994]

[1993 - IP]

Speech Pathology and Audiology
Child Study Center
Norfolk, VA 23529-0136
804-440-4117

SLP/A RADFORD UNIVERSITY

[1992-2000]

[1999]

Dept. of Communication Sciences
and Disorders
Radford, VA 24142
703-831-5453

Washington

SLP EASTERN WASHINGTON UNIVERSITY

[1990-1995]

[1994]

Department of Communication
Disorders - MS 106
Cheney, WA 99004-2495
509-359-6622

SLP/A WESTERN WASHINGTON UNIVERSITY

[1990-1995]

[1994]

Dept. of Speech Pathology and
Audiology
Bellingham, WA 98225
206-676-3143

SLP/A WASHINGTON STATE UNIVERSITY

[1990-1996]

[1995]

Speech and Hearing Sciences
601 West First Avenue
Spokane, WA 99204-0399
509-355-4525

SLP/A UNIVERSITY OF WASHINGTON

[1990-1997]

[1996]

Dept. of Speech and Hearing Sciences
Seattle, WA 98195
206-543-7974

West Virginia

SLP/A WEST VIRGINIA UNIVERSITY

[1991-1997]

[1996]

Dept. of Speech Pathology
and Audiology
Post Office Box 6122
805 Allen Hall
Morgantown, WV 26506-6122
304-293-4241

SLP MARSHALL UNIVERSITY

[1992-1997]

[1996]

Dept. of Communication Disorders
400 Hall Greer Blvd.
Huntington, WV 25705
304-696-3640

Wisconsin

SLP UNIVERSITY OF WISCONSIN-EAU

CLAIRE [1988-1993]

[1992 - IP]

Dept. of Communication Disorders
Eau Claire, WI 54702-4004
715-836-4919

SLP/A UNIVERSITY OF WISCONSIN-
MADISON [1990-1996]

[1995]

Dept. of Communicative Disorders
1975 Willow Drive
Madison, WI 53706
608-262-3951

SLP MARQUETTE UNIVERSITY

[1988-1993]

[1992 - IP]

Speech Pathology and Audiology Dept.

619 N. 16th Street

Milwaukee, WI 53233

414-288-3428

SLP UNIVERSITY OF WISCONSIN-

MILWAUKEE [1989-1994]

[1993 - IP]

Dept. of Communication Sciences
and Disorders

Post Office Box 413

Milwaukee, WI 53201

414-229-5076

SLP UNIVERSITY OF WISCONSIN-RIVER

FALLS [1992-1998]

[1997]

Dept. of Communicative Disorders

235 Kleinpell Fine Arts Building

River Falls, WI 54022

715-425-3830

SLP/A UNIVERSITY OF WISCONSIN-

STEVENS POINT [1993-2001]

[2000]

School of Communicative Disorders

2100 Main Street

Stevens Point, WI 54481

715-346-4511

SLP UNIVERSITY OF WISCONSIN-

WHITEWATER [1988-1993]

[1992 - IP]

Program in Communicative Disorders

Whitewater, WI 53190-1790

414-472-5201

SLP/A UNIVERSITY OF WISCONSIN-

OSHKOSH [1992-1997]

[1996]

Communicative Disorders Program

Oshkosh, WI 54901

414-424-2421

Wyoming

SLP/A UNIVERSITY OF WYOMING

[1988-1993]

[1992 - IP]

Dept. of Speech-Language Pathology
and Audiology

Post Office Box 3311

University Station

Laramie, WY 82071

307-766-5710

PROGRAMS WHICH HAVE APPLIED FOR ACCREDITATION AND ARE IN PROCESS

Alabama

✓ SLP ALABAMA A&M UNIVERSITY
Department of Special Education
Speech-Language Pathology Program
PO Box 580
Normal, AL 35762
205-851-5533

Connecticut

✓ A SOUTHERN CONNECTICUT STATE
UNIVERSITY
Dept. of Communication Disorders
501 Crescent Street
New Haven, CT 06515
203-397-4569

Florida

SLP FLORIDA ATLANTIC UNIVERSITY
Communication Disorders Program
PO Box 3091
Boca Raton, FL 33431
407-367-2258

Georgia

✓ SLP GEORGIA STATE UNIVERSITY
Communication Disorders Program
University Plaza
Atlanta, GA 30303
404-651-2310

Illinois

SLP/A RUSH UNIVERSITY OF
RUSH-PRESBYTERIAN-ST. LUKE'S
MEDICAL CENTER
Dept. of Communication Disorders
and Sciences
1653 W. Harrison St.
Chicago, IL 60612
312-942-5332

Louisiana

✓ SLP SOUTHEASTERN LOUISIANA
UNIVERSITY
Dept. of Special Education
PO Box 879
Hammond, LA 70402
504-549-2214

SLP SOUTHERN UNIVERSITY and A&M
COLLEGE
Dept. of Speech Pathology and
Audiology
PO Box 9888
Baton Rouge, LA 70813
504-771-3950

New Mexico

SLP EASTERN NEW MEXICO UNIVERSITY
Dept. of Communicative Arts and
Sciences
Station #3
Portales, NM 88130
505-562-2157

New York

✓ A LEHMAN COLLEGE OF CUNY
Speech and Hearing Science Program
Bedford Park Blvd. West
Bronx, NY 10468
212-960-8138

Pennsylvania

✓ SLP CALIFORNIA UNIVERSITY
OF PENNSYLVANIA
Speech Pathology and Audiology Dept.
Learning Research Center
California, PA 15419
412-938-4175

SLP WEST CHESTER UNIVERSITY
Dept. of Communication Disorders
West Chester, PA 19383
215-436-3447

South Carolina

SLP SOUTH CAROLINA STATE UNIVERSITY
Dept. of Speech Pathology and
Audiology
300 College Street, N.E.
Orangeburg, SC 29117
803-536-8074

Texas

SLP UNIVERSITY OF TEXAS-PAN AMERICAN
Dept. of Communication
1201 West University Drive
Edinburg, TX 78539-2999
210-381-3587

MEMORANDUM

TO: Dr. Arthur M. Zarrella, Superintendent of Schools
FROM: ^{MS} Frank D. Spaziano, Director of Human Resources
DATE: July 15, 1993
RE: Waiver for Gladys Estavillo

Please speak to the Providence School Board, at Executive Session, on Monday, July 19, 1993 about requesting an exemption for Gladys Estavillo, a bilingual speech pathologist, who is a minority.

There is no such certified person in the City of Providence. She is a resident of Los Angeles, California and would like to move to Rhode Island. She would like to teach in Providence; however, she is not willing to sign an affidavit since she does not know the area.

FDS:jm

7/22
TO
Mr. H. Zarrella
request to go forward
the
11/22/93

MEMORANDUM

TO: Dr. Arthur M. Zarrella, Superintendent of Schools
FROM: Frank D. Spaziano, Director of Human Resources
DATE: July 15, 1993
RE: Exemption for Special Education Teachers

Please speak to the Providence School Board, at Executive Session, on Monday, July 19, 1993 about requesting an exemption for hiring non-resident special education teachers, when we cannot find any that live in Providence or that are willing to sign a residency affidavit.

This was done in the past, because this is a hard to fill area in which there are federal and state regulations requiring a ratio of certified staff for special needs students.

FDS:jm

CREDENTIALS OF THE ESTAVILLO'S

GLADYS YADIRA ESTAVILLO
23771 Valle del Oro #201
Newhall, CA 91321

January 13, 1993

To whom it may concern:

Please, find enclosed a copy of my resume.

I read about your employment opportunity in the January 4 issue of **ADVANCE for Speech-Language Pathologists and Audiologists**.

In my 13 years of experience as a Speech-Language Pathologist, I have had the opportunity to serve a diverse population in both clinical and educational settings; and to work with highly professional inter and trans-disciplinary teams to help create, develop, and coordinate innovative programs.

Thank you for taking time to evaluate my qualifications and verify how they suit the needs of your organization. To inquire further, I would like to follow-up with a phone call.

Sincerely,

Gladys Y. Estavillo

State of Rhode Island and Providence Plantations
Department of Education
School Certificate

THIS CERTIFIES THAT

GLADYS Y ESTAVILLO

HAVING SATISFACTORILY MET THE CERTIFICATION REQUIREMENTS OF THE BOARD OF REGENTS FOR ELEMENTARY AND SECONDARY EDUCATION HAS BEEN GRANTED A CERTIFICATE AND IS AUTHORIZED TO SERVE IN THE PUBLIC SCHOOLS OF RHODE ISLAND AS A

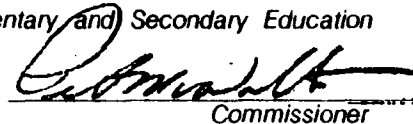
PROVISIONAL SPEECH/LANGUAGE PATHOLOGIST (GRADES PK-12) ISSUED APR. 1993 AND EXPIRING AUG. 1996

581110248

CERTIFICATE NUMBER

Given under the authority of the Board of Regents for Elementary and Secondary Education


Certification Officer


Commissioner



American Speech-Language-Hearing Association



THE CLINICAL CERTIFICATION BOARD OF THE
AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION
HEREBY AWARDS

THE CERTIFICATE OF CLINICAL COMPETENCE
IN

Speech-Language Pathology

TO

Gladys Vadira Venezuela, M.S.

IN RECOGNITION OF THE SUCCESSFUL COMPLETION
OF ALL SPECIFIED REQUIREMENTS FOR THE CERTIFICATE.

DATE May, 1985

Richard M. Oliver
PRESIDENT



State of California
Board of Medical Quality Assurance
Speech Pathology and Audiology Examining Committee

This is to certify that GLADYS YADIRA ESTAVILLO on the
recommendation of the Speech Pathology and Audiology Examining Committee, possesses the qualifications
established by law and is hereby granted this license as a

Speech Pathologist

the issuance of which confers the right to practice the profession of Speech Pathology in the State of California,
from and after this 28th day of December 1987 in accordance with the provisions of Chapter 5.3
of the Business and Professions Code.

THE BOARD OF MEDICAL QUALITY ASSURANCE
of the State of California

A handwritten signature in black ink, appearing to read "J. M. [unclear]", written over a horizontal line.

President, Division of Allied Health Professions

License
Number SP 6935

State of California
Commission on Teacher Credentialing
issues this document to
GLADYS YADIRA ESTAVILLO

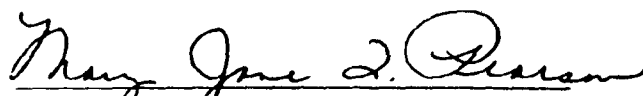
Clear Clinical or Rehabilitative Services Credential

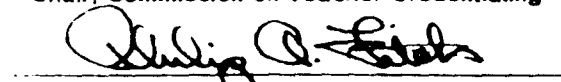
Authorized Field: Language, Speech and Hearing

R56A This credential authorizes the holder to provide clinical or rehabilitative services within the authorized field or fields named above to students in grades twelve and below, including preschool, and in classes organized primarily for adults.

Valid: October 01, 1991 to October 01, 1996

R69 To renew this credential, the holder needs to submit only an application form and fee to the Commission within six months prior to the expiration date printed above. The renewal period is five years.


Chair, Commission on Teacher Credentialing


Executive Secretary, Commission on Teacher Credentialing


Governor, State of California


Superintendent of Public Instruction


President, State Board of Education

NATIONAL UNIVERSITY



Be it known that the Board of Trustees,
upon recommendation of the Faculty,
has conferred the Degree

MASTER OF SCIENCE
IN EDUCATIONAL ADMINISTRATION

with all Responsibilities, Rights, and
Privileges pertaining, upon

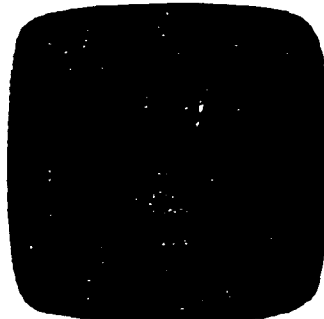
GLADYS YADIRA ESTAVILLO

In testimony whereof, having demonstrated
to the Faculty the High Level of
Competence, this Diploma is granted.

Given at San Diego, California, this
Seventh day of August, 1988.

Winfield Johnson
CHAIRMAN OF THE BOARD

George Stutts
VICE CHAIRMAN



Francis J. Hennessy
PRESIDENT OF THE UNIVERSITY

Shahram Azarhyar
VICE PRESIDENT

No. SA 33458

The State of California
issues this

Reg. No. 581-11-0248

CERTIFICATE

to

GLADYS YADIRA ESTAVILLO

Type: BILINGUAL CERTIFICATE OF ASSESSMENT COMPETENCE: SPANISH

Class: CLEAR



Renewal: ****

Authorization(s): S-21


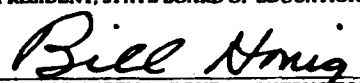
Grades: ****

Valid: 10-06-87

Restrictions: ****


CHAIR, COMMISSION ON TEACHER CREDENTIALING

EXECUTIVE SECRETARY,
COMMISSION ON TEACHER CREDENTIALING


GOVERNOR, STATE OF CALIFORNIA


PRESIDENT, STATE BOARD OF EDUCATION

SUPERINTENDENT OF PUBLIC INSTRUCTION
SEE REVERSE FOR EXPLANATION OF CODED ITEMS

UNIVERSITY OF PUERTO RICO, MEDICAL SCIENCES CAMPUS



G.P.O. BOX 5067 SAN JUAN, PUERTO RICO 00938-TEL. 7

COLLEGE OF HEALTH RELATED PROFESSIONS
- DEPARTMENT OF COMMUNICOLOGICAL DISORDERS

September 18, 1986

TO WHOM IT MAY CONCERN

This is a letter of recommendation on behalf at Ms. Gladys Yadiira Venezuela who is applying to the position of speech-language specialist at the Los Angeles Unified School District.

Yadiira is an exceptional individual because she can be both an excelent clinician and supervisor of student clinicians. She is able to convey educational information to her trainees in a systematic manner. Yadiira has patients as her highest priority.

While working as a speech-language pathologist in the Center of Interdisciplinary Evaluation and Treatment, Yadiira received our students clinicians for supervision. She accepted this task with much responsibility and dedication.

I am proud to have Gladys Yadiira as one of our graduates.

Cordially,

Nicolás Linares, Ph.D.
Head Department

NL/ngm

PAUL ESTAVILLO
23771 Valle del Oro #201
Newhall, CA 91321
Home: (805)254-2355
Work: (818)765-3010

EDUCATION:

Doctoral candidate, United States International University, San Diego, Calif. Coursework completed. Dissertation done. Needs approval.

Candidate, Certificate of Executive Management, Claremont University,
Peter F. Drucker Center.

Masters in Business Administration, National University, San Diego, CA.

BS in Psychology, Campbell University, Buies Creek, N.C.

ROTC Commission, University of California, Los Angeles.

California Teaching Credential (Secondary)

Completed, United States Army Command and General Staff College, Combined Arms Staff College (CAS-3), Infantry Officers Advanced Course, Special Forces Qualification Course, Ranger School, Infantry Officers Basic Course, Airborne, Recondo, and Air Assault Schools.

SECURITY
CLEARANCE:

Final Secret Clearance.

WORK HISTORY
AND MILITARY
EXPERIENCE:

<u>Teacher</u>	1988-present
Math teacher at a 98% hispanic junior high school. Additional duties include, co-department chair, audio-visual coordinator, morgue team leader.	

Branch Manager June, 1987-October, 1987
Household Finance Corporation, Hawthorne, California. Promoted to an office with a larger portfolio and more employees. Covering the Hawthorne, Inglewood, Compton, Watts and Central Los Angeles area, helped to further develop my loan judgement and collection abilities.

Branch Manager Jan. 1987-June, 1987
Household Finance Corporation, La Mirada, California. Responsible for the growth and maintenance of this consumer lending profit center. Office had the lowest delinquency rate in its division.

Assistant Manager 1986-1987
Household Finance Corporation. Enrolled in the M.O.S.T. program. Fast track executive preparation program at San Fernando, California. This two year program was completed in one year.

Residential Real Estate Representative 1984-1985
Veterans Real Estate, Van Nuys, CA. Single family residence specialist.

PAUL ESTAVILLO

US ARMY
RESERVES/
NATIONAL
GUARD:

Captain

1987-present

Intelligence Officer, 426th Civil Affairs Battalion (EN S-2). Primary staff officer to the commander. Supervise the collection plan. Responsible for the processing and updating of security clearances.

Executive Officer, Civil Affairs detachment (FID/UW). Responsible for supervising the detachment's logistical, maintenance and written product requirements such as area studies.

Commander, cadet company, California Military Academy (CMA). Prepared future platoon leaders of the 40th Infantry Division (Mechanized). Interfaced with senior officers and political appointees from the state and national level.

Brigade Assistant Operations Officer (ASST S-3)/Battle Captain. Assisted the brigade operations officer in transforming divisional orders to brigade orders that would provide sufficient clarity to the brigade's four maneuver battalions. TOC shift leader.

Brigade Assistant Logistical Officer (ASST S-4). Logistical representative to the tactical operations center. Participated in the future plans cell.

Commander, Mechanized Infantry Rifle Company. Responsible for the training and welfare of over one hundred men. Assigned equipment includes sixteen armored personnel carriers and TOW anti-tank missile carriers. Participated as a controller throughout the Central Korean Peninsula during Team Spirit 1981.

Assistant Operations Officer (S-3 Air) mechanized infantry battalion. Principal member of the Army Air-ground System. Assumed the duties of the operations officer on his absence.

Commanded an "A" Detachment, 12th Special Forces Group (A), Los Alamitos, CA. Team received high ratings for its performance throughout California, Minnesota and Alaska.

Intelligence Officer (S-2), 12th SFG(A), was responsible for unit's operational security, mobilization plan and to advise the Commander in all intelligence aspects of an operation.

First Lieutenant

1984-1986

Battalion Scout Platoon Leader and Assistant Intelligence Officer in the 160th Infantry Regiment.

U.S. Army Active Duty

1983-1984

Commanded a Special Forces "A" Detachment 7th Special Forces Group (A), Ft. Bragg, North Carolina.

Officer in charge of the Evaluation Section at the Regional Military Training Center (RMTC/CREM) near Puerto Castillo, Honduras. Supervised the evaluation and training of over 2,000 El Salvadorian, Guatemalan and Honduran soldiers.

Air Assault Rifle Platoon Leader in the 101st Airborne Division, for sixteen months. Took 45 soldiers to the Sinai Peninsula for six months of peace keeping duty; served as liaison officer to the Egyptian and Israeli armies; participated in exercises in the Caribbean and continental United States.

HONORS:

Army Commendation Medal, Army Achievement Medal (2), Army Overseas Ribbon, National Defense Ribbon, Multi-National Forces and Observers Medal, California Commendation Medal, National Service Ribbon. Four runs with the bulls in Pamplona, Spain (two from the gate).

PERSONAL:

Born September, 1958, married, three sons.

008343

DOCUMENT #920019670

569-08-7677

State of California Commission on Teacher Credentialing

issues this document to

PAUL ESTAVILLO

LOS ANGELES COUNTY
OFFICE OF EDUCATION

ACT 1 1992

REGISTERED

DISTRICT 536

TYPE & TITLE R231

BY Huber

Preliminary Single Subject Teaching Credential

Authorized Field: Business (Examination)

- 11 This credential authorizes the holder to teach single-subject-matter (departmentalized) courses within the authorized field or fields named above in grades twelve and below, including preschool, and in classes organized primarily for adults.

Valid: June 26, 1991 to July 01, 1996

- R14C To renew this credential, the holder must complete the requirements specified by their California college or university and must receive a formal recommendation from that college or university. When all requirements have been completed, the holder will be eligible for a professional clear credential which will include the completion of professional growth and service requirements as a condition for each five-year renewal.

Mary Jane D. Pearson
Chair, Commission on Teacher Credentialing

Richard Wilson
Governor, State of California

Bill Hnig
Superintendent of Public Instruction

Julius C. [Signature]
Executive Secretary, Commission on Teacher Credentialing

Joseph J. Canaburo
President, State Board of Education

COUNTY COPY

016683

DOCUMENT #920119700

569-08-7677

State of California
Commission on Teacher Credentialing

issues this document to
PAUL ESTAVILLO

LOS ANGELES COUNTY
OFFICE OF EDUCATION

DEC 20 1992

REGISTERED
DISTRICT 556
TYPE & TITLE WRSI
BY WDS

Emergency Long Term Single Subject Teaching Credential

Authorized Field: Mathematics

R1 This credential authorizes the holder to teach single-subject-matter (departmentalized) courses within the authorized field or fields named above in grades twelve and below, including preschool, and in classes organized primarily for adults.

Valid: July 01, 1992 to June 30, 1993

R18L To renew this emergency credential, the holder must seek admission to a college or university that has a Commission-approved program for the preliminary, clear, or professional clear credential which authorizes this service; must complete a minimum of six semester hours of course work approved by the college or university as applicable toward that credential; and must apply through the employing district, county, or agency.

Restricted to service in LOS ANGELES UNIFIED SCHOOL DISTRICT, LOS ANGELES COUNTY.

Mary Jane D. Pearson
Chair, Commission on Teacher Credentialing

Pete Wilson
Governor, State of California

Bill Hornig
Superintendent of Public Instruction

Julia C. [Signature]
Executive Secretary, Commission on Teacher Credentialing

[Signature]
President, State Board of Education

COUNTY COPY

RHODE ISLAND DEPARTMENT OF EDUCATION - CERTIFICATION STATUS FORM

To:

Paul Estavillo

Date:

4/19/93

Certification No.:

Area: Provisional Secondary

An evaluation of your credentials for the certification area indicated shows that you need to complete: (see note below)

1. ☐ A Bachelor's Degree from an accredited college
2. ☐ semester hours of approved college credit study in the past five years for recency of study
3. ☐ Education coursework required under SECTION I-C. You lack the following course(s):

- ☐ Adolescent Psychology
- ☐ Secondary Methods
- ☐ Measurements and Evaluation
- ☐ Identification and Service to Special Needs Students
- ☐ Teaching of Reading in the Content Area
- ☐ Foundations of Education
- ☐ Six (6) semester hours of supervised student teaching at the secondary level (Gr. 7-12) or two (2) years of teaching experience at the secondary level (Gr. 7-12) verified by the school superintendent on original letterhead.

4. ☒ Academic requirements under SECTION I-E as follows:

- Courses*
- (a) you lack semester hours in Number Theory/History
 - (b) you lack semester hours in of Math and a
 - (c) you lack semester hours in second course in
 - (d) you lack semester hours in Calculus

*Temporary waiver?*12 Jun 93

5. ☒ NTE Core Battery Test. ~~Your score on the following test(s) did not meet Rhode Island's cut off score(s):~~

☐ Communication Skills ☐ General Knowledge ☐ Professional Knowledge

6.

NOTE: This evaluation is based upon current regulations and is subject to change at any time new certification requirements are adopted.

Joseph Gaudiosi - David R. Roy Specialist, Teacher Certification