



**Executive Office, City of Providence, Rhode Island**

VINCENT A. CIANCI, JR.

MAYOR

MAR 03 1994  
CITY OF PROVIDENCE

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. Claret* CLERK

6712 2011

FEB 22 1994

DEFINITION  
PROVIDENCE, R.I.  
CITY COUNCIL

**IN CITY COUNCIL**

FEB 17 1994

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

Michael R. Clement CLERK

**THE COMMITTEE ON  
FINANCE**

Recommends *approval*

*George Brooke Stewart*  
Feb 22 1994

Clerk

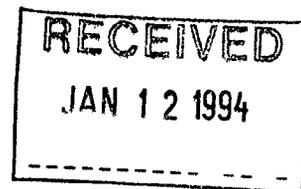
VINCENT A. CIANCI, JR.  
*Mayor*

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 Durkin*

RE: Request for Waiver 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

797 Westminster Street • Providence • Rhode Island • 02903-4045 • (401) 456-9331

The Providence School Department does not discriminate on the basis of age, sex, religion, national origin, color or disability in accordance with applicable laws and regulations.

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.*

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## TEACHERS

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- \*Speech Language Pathologist
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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 eyes.

**DRIVERS: Wanted for ice cream, lemonade, etc.** See Classification #303 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: Supert Cleaners, 697 Quaker Lane, West Warwick.

## EDITORIAL

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 Opportunity/Affirmative Action Employer.

## TEACHERS

### Providence Schools *OUR SCHOOLS OUR FUTURE*

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

# 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

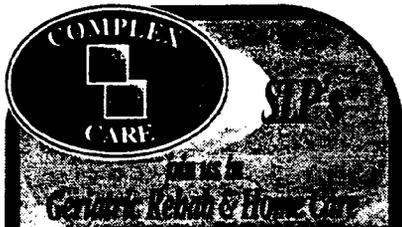
**PLEASE RESPOND IMMEDIATELY**

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

**AN EQUAL OPPORTUNITY /  
AFFIRMATIVE ACTION EMPLOYER**

# EMPLOYMENT OPPORTUNITIES

## CT/MA



Complex Care, one of Connecticut's most successful providers of Rehabilitation Services, has openings in Geriatric Rehab and Home Care throughout the state. Join a network of 70 clinicians where team spirit is fostered and professional growth is encouraged.

SLP's enjoy the flexibility of full or part-time positions in the following areas:

### GERIATRIC REHAB

- East Haven
- Bridgeport
- Shoreline
- Kent
- New Britain
- Colchester

### HOME CARE

- Fairfield County
- Naugatuck Valley
- 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  
**ENT Associates, Inc.**  
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



## 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.

### "In-Home and Facility Based Programs for Medically Fragile Children"

**the HUG center**



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 pediatric therapists. Come grow with HUG!

Competitive pay rate  
Pediatric Experience Preferred  
Call/Send resume  
**The HUG Center**  
Elene Scheff, Rehab Clinical Director  
21 Cummings Park, Suite 22  
Woburn, MA 01801

### 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  
E.O.E.

Over 3 million Americans stutter.

### AUDIOLOGIST

#### Full-Time, Temporary

CCC-A, Mass license, minimum of three years' experience required. Experience with hearing aid dispensing and ABR desired. Clinical caseload includes all age groups.

Just nine miles north of Boston, we offer free parking, excellent salaries, flexible scheduling and more.

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/Language Pathologist

# Discover

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

### 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

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# 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

*Strength. Flexibility. Performance. Sundance.*



**SUNDANCE**  
REHABILITATION  
CORPORATION

MA/RI

The Visiting Nurse Association of Southeastern Massachusetts is one of the largest Home Health Care Agencies servicing the Fall River and Taunton areas in Southeastern Massachusetts. We offer a location convenient to Boston, Providence and Cape Cod.

## Supervisor of Rehabilitation and Social Services

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 Edmunds,  
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  
Neuromuscular Diseases/  
Neurological Problem

**Occupational Therapists**  
Olsten Kimberly QualityCare is seeking candidates to provide services 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



**Bay Cove**  
**Human Services**

**PHYSICAL AND OCCUPATIONAL THERAPISTS**

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

Bay Cove offers generous health and vacation benefits. Send resume and cover letter to: Personnel, Box A0071, Bay Cove Human Services, Eastern Harbor Office Park, 50 Redfield St., Boston, MA 02122. EOE/AA

## Bring Your Skills Home

We are committed to providing quality therapy services in the home and we need your skills. Come join our growing home health agency. We service 22 towns from Dedham to Attleboro. We offer competitive rates, excellent clinical support and streamlined paperwork.

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

**Neponset Valley**  
**Nursing Association**

1-800-339-1640 • (617) 769-1640

**OTR**

Due to expansion of our Rehab Services we are seeking an OTR to work with our residential and rehabilitation population. We offer a competitive benefits package and our new wage scale \$39,000-\$52,000.

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**

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\* Bilingual (Spanish-English) encouraged to apply  
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Librarian  
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42 THE MIAMI HERALD MONDAY, OCTOBER 4, 1993

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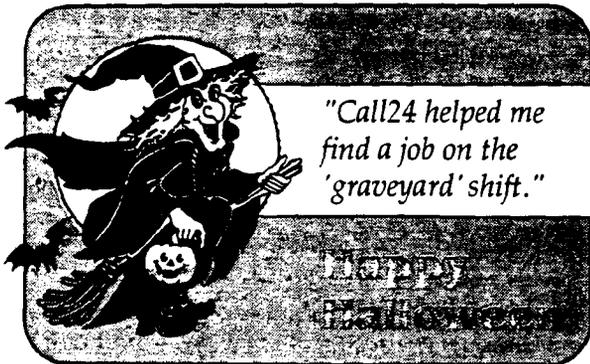
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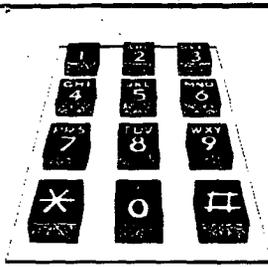


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Sign-on bonus, new and flexible salary scales and benefit package are highly competitive. Send resume to:

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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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*Superintendent*

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*Assistant Superintendent*

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797 Westminster Street  
Providence, RI 02903  
(401) 456-9209

**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

✓ SLP/A UNIVERSITY OF SOUTH FLORIDA  
[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]  
Intercampus 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 Manogian 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: 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. Arthur M. Zarrella  
request to go forward  
the  
7/22/93*

**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

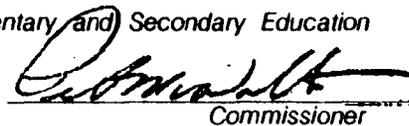
PROVISIONAL SPEECH/LANGUAGE PATHOLOGIST (GRADES PK-12) ISSUED APR. 1993 AND EXPIRING AUG. 1996

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

PRESIDENT

Richard M. Snow



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

President, Division of Allied Health Professions

License  
Number SP 6935

# Commission on Teacher Credentialing

issues this document to

GLADYS YADIRA ESTAVILLO

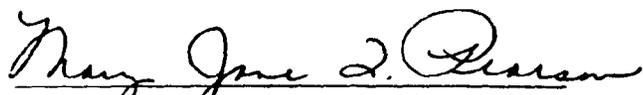
Clear Clinical or Rehabilitative Services Credential

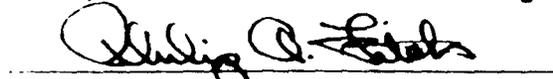
Authorized Field: Language, Speech and Hearing

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.

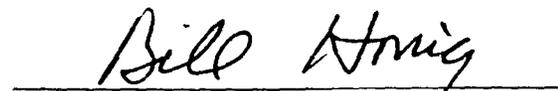
Valid: October 01, 1991 to October 01, 1996

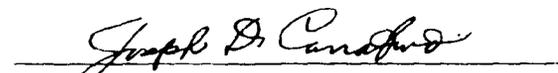
R69 To renew this credential, the holder needs to submit only an application form and fee to the Commission within six months prior to the expiration date printed above. The renewal period is five years.

  
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

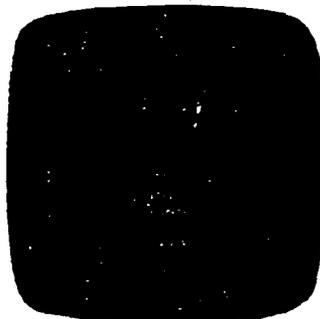
GLADYS YADIRA ESTAVILLO

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 Azarhyan*  
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: ..... \*\*\*\*

*Alice Petrossian*  
\_\_\_\_\_  
CHAIR, COMMISSION ON TEACHER CREDENTIALING  
*Richard K. Mastain*  
\_\_\_\_\_  
EXECUTIVE SECRETARY,  
COMMISSION ON TEACHER CREDENTIALING

*George Deukmejian*  
\_\_\_\_\_  
GOVERNOR, STATE OF CALIFORNIA

*David T. Foues*  
\_\_\_\_\_  
PRESIDENT, STATE BOARD OF EDUCATION  
*Bill Honig*  
\_\_\_\_\_  
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 of Ms. Gladys Yadira Venezuela who is applying to the position of speech-language specialist at the Los Angeles Unified School District.

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

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

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

Cordially,

Nicolás Linares, Ph.D.  
Head Department

NL/ngm



**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	
JUN 1 1992	
REGISTERED	
DISTRICT	536
TYPE & TITLE	R231
BY	huc

Preliminary Single Subject Teaching Credential

Authorized Field: Business (Examination)

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

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

*Paul Wilson*  
Governor, State of California

*Bill Arnig*  
Superintendent of Public Instruction

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

*[Signature]*  
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	WRS

Emergency Long Term Single Subject Teaching Credential

Authorized Field: Mathematics

E1 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

E18L 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

*Paul Wilson*  
Governor, State of California

*Bill Hargis*  
Superintendent of Public Instruction

*Julie A. [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

Math

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.

*should be done.*

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

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

*Temporary waiver?*

12 Jun 93

5. X 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