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Preparing for Success: Navigating the Externship Application Experience

Charlotte Mullen, AuD

Erin Miller, AuD

Meredith Braza, AuD

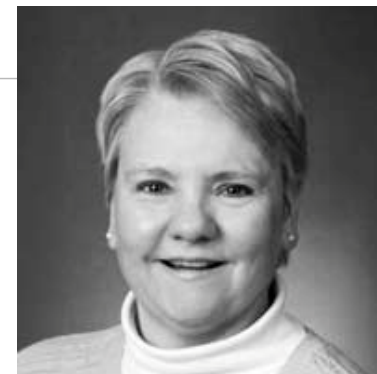
Kaylee Smith, AuD

Catherine Palmer, PhD



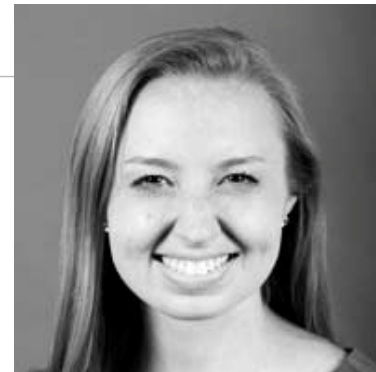
Catherine Palmer, PhD

Catherine Palmer is Chair and Professor in the Department of Communication Science and Disorders at the University of Pittsburgh. In addition, she is a Professor in the Department of Otolaryngology and serves as the Director of Audiology for the UPMC Integrated Health System. Dr. Palmer conducts research in the areas of auditory learning post hearing aid fitting, the relationship between hearing, cognitive health and health outcomes, and matching technology to individual needs. She has published over 100 articles and book chapters in these topic areas as well as provided over 200 national and international presentations. Dr. Palmer teaches the graduate level amplification courses at the University of Pittsburgh, serves as Editor-in-Chief of Seminars in Hearing, and served as the President of the American Academy of Audiology 2019-2020.



Charlotte Mullen, AuD

Dr. Charlotte Mullen is a Pediatric Audiologist in the Department of Otolaryngology and Communication Enhancement at Children's Hospital Boston at Waltham. She has been affiliated with the Deaf and Hard of Hearing Program for over 30 years. She is a member of the Family Education and Advocacy Training (FEAT) team at Children's Hospital, helping to provide education and support services to families with children who have reduced hearing. She serves on the advisory committee to the Department of Elementary and Secondary Education (DESE) on the needs of children with hearing loss in the public schools. She collaborates with the Department of Children & Families (DCF) along with the Mass. Commission for the Deaf and Hard of Hearing (MCDHH) to improve services and supports for children in foster care and their foster families. Dr. Mullen is also the Specialty Audiologist for Education and Training, helping to provide educational opportunities for audiology students interested in pediatrics. Dr. Mullen is adjunct faculty at Stonehill College teaching Speech and Hearing Science.



Meredith Braza, AuD

Meredith D. Braza, AuD, CCC-A is a pediatric audiologist in the Department of Otolaryngology and Communication Enhancement at Boston Children's Hospital. Her primary clinical and professional interests include comprehensive inpatient and outpatient diagnostic assessment, interprofessional education, and care coordination for patients with medical and developmental complexities.



Erin Miller, AuD

Erin L Miller, AuD is a Professor of Instruction in the School of Speech-Language Pathology and Audiology at the University of Akron and serves as coordinator of the Northeast Ohio AuD Consortium. She is currently a member of the Hearing Health Collaborative, serves as the University liaison to the Audiology Clinical Education Network, and has been a member of the American Academy of Audiology Practice Policy Advisory Committee for the past 9 years. She is a past president of the Ohio Academy of Audiology, the Northern Ohio Academy of Audiology, and the American Academy of Audiology and has served on numerous state and national committees. Her professional interests include amplification, auditory processing disorders, and precepting. She co-authored the “Diagnostic Audiology Pocket Guide” with her colleague Dr. Jim Steiger.



Kaylee Smith, AuD

Kaylee Smith is an audiologist at Henry Ford Health and an academic and clinical instructor in the Department of Communication Sciences and Disorders at Wayne State University. Additionally, she serves as the extern and balance coordinator at Henry Ford Health. Her professional interests include vestibular sciences, electrophysiology, and precepting. She is involved in research focused in different areas of the vestibular sciences.

Presenter Roles

- Charlotte Mullen, AuD Boston Children's Hospital
- Meredith Braza, AuD Boston Children's Hospital
- Erin Miller, AuD University of Akron, Ohio
- Kaylee Smith, AuD Henry Ford Hospital
- Catherine Palmer, PhD University of Pittsburgh, UPMC

Disclosures

- **Presenter Disclosure:** Financial: Meredith Braza has no relevant financial relationships to disclose. Non-financial: Meredith Braza has no relevant non-financial relationships to disclose. Financial: Erin Miller serves on the ACEN steering committee. Non-financial: Erin Miller has no relevant non-financial relationships to disclose. Financial: Charlotte Mullen serves on the ACEN steering committee. Non-financial: Charlotte Mullen has no relevant non-financial relationships to disclose. Financial: Catherine Palmer serves on the ACEN steering committee. Non-financial: Catherine Palmer has no relevant non-financial relationships to disclose. Financial: Kaylee Smith serves on the ACEN steering committee. Non-financial: Kaylee Smith has no relevant non-financial relationships to disclose.
- **Content Disclosure:** This learning event does not focus exclusively on any specific product or service, but will include discussion about the Audiology Clinical Education Network.
- **Sponsor Disclosure:** There is no external sponsor for this course.

Learning Outcomes

After this course, participants will be able to:

- Describe the steps of the application process for the final year externship.
- Discuss the factors to be considered when deciding where to apply.
- Identify resource supports that are available during the application process.

What challenges or
frustrations have you
encountered?



Externship pain points...

Invested parties:

- Students – Clinic Facilities – Academic Programs

You should take the first offer because we don't know what else is out there!

We'll need to interview externs in July to get the good ones!

I can't concentrate on school and clinic while trying to secure an externship. What if I don't get one?!

What is the ACEN?

A collaborative effort to standardize elements, where possible, of the audiology externship process.

While initially focused on standardization, the Network also endeavors to share best practices across institutions in an effort to further improve student outcomes.

Who are the constituents?

- **Students** seeking final year externships
- **Clinics** offering final year externships
- **University programs** seeking student placements in meaningful externships where competencies can be met

Need for Standardization

- Student options for an educational experience were limited by **application logistics** and **lack of universal applications**
- ASHA AuD Education Summit Task Force Report (2019) identified **need for mechanism** to make a uniform application and acceptance process for final year externship
- ACEN was **voluntarily created** to fill in the gaps

ACEN Origin and Timeline



Externship Mindset

1. Continued learning experience
2. Grasp best audiology clinical practices using an evidence-based approach
3. Achieve clinical proficiency and prepare student extern for independent practice

Externship Realities

- 25-33% of **students education** occurs during the final year externship
- Must be a 3-way **collaboration**
- **Should not** be viewed as an inexpensive employee...

Student Perspective

- Overall student **preference for standardized applications**
 - Reduces **uncertainty, pressure, workload**
 - Provides **exposure to more sites**
 - Creates **standards** for site application and externship experiences
 - Communication, financial
- Calls for more **institutional assistance**
- Avenues for **additional applications** following first cycle

Clinic Site Perspective

- For students seeking specialized placements (pediatrics, vestibular, ENT, etc.) **may not have had sufficient coursework or clinical placements in those area**
- Students were unable to interview at later dates because they were expected to respond to earlier offers
 - **Pressure of accepting at less preferable clinical sites** in fear of not obtaining additional offers
- Non-standardized timeline created disorganization and **lack of cohesiveness** among clinical sites

Clinical Site Perspective

- Original AAA suggested timeline for externship applications set March for offering positions
- Clinics were posting their externship and setting application deadlines for late summer- early September in an effort to attract the strongest students
 - Clinics posting earlier every year
 - Resulting in interviews over several months and clinic sites offering interviews in later months had fewer extern candidates

Academic Program Perspective

- Consistency in process
- Sufficient time for students to complete onboarding and/or obtain provisional licensure requirements in advance of start date
- Ample time to negotiate affiliation agreements and manage necessary documentation from clinical preceptors
- Allows sufficient time for student relocation without interfering with current academic and clinical requirements

Timelines for all to follow. Important ACEN dates.

<https://audclinicaled.net/>

Timeline for the Fall, 2024 and for the Fall, 2025

2024 ACEN EXTERNSHIP TIMELINE		
	Date/Time	Comments
Externship Application Deadline*	Wednesday, September 18, 2024	Clinical sites can begin to schedule interview dates when applications are received, however the actual interviews should only occur during the interview timeframe.
Interviews Begin; Initial offers can be extended	Monday, September 23, 2024	Initial offers for an externship can be extended anytime between Monday September 23, 2024 and Friday, October 25, 2024 at 7:00 pm EDT (4:00 pm PDT). Regardless of when offers are extended, students have until Tuesday, October 29, 2024 at 7:00 pm EDT (4:00 PDT) to respond to the offer. Students have the option to accept or decline an offer at any time prior to this deadline.
Final day for interviews and initial offers	Friday, October 25, 2024 (7:00 pm EDT; 4:00 pm PDT)	
Student response deadline for first round offerings	Tuesday, October 29, 2024 (7:00 pm EDT; 4:00 pm PDT)	
Reposting unfilled positions on website begins	Tuesday, October 29, 2024 (After 7:00 pm EDT; 4:00 pm PDT)	Unfilled positions can be posted on the ACEN website and students who have not found an externship can indicate potential interest.



 Sites and links to expanding details

Participating Sites among the Audiology Clinical Education Network include:

Tip: Sort the table by clicking the up-and-down-arrows located within each header column.

Tip: Click on the UNDERLINED Site Names to reveal additional, provided information.

Site 	City 	State 
<u>Alaska Hearing and Tinnitus Center</u>	Anchorage	AK
<u>Norton Sound Health</u>	Nome	AK

News



Resources for Clinics

Within audiology, a relationship between academic programs and external clinical sites is

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Contacts

For more information about ACEN please contact Ian Windmill at iwindmillphd@gmail.com. If you

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Purpose

ACEN: Audiology Clinical Education Network A collaborative effort to standardize elements of the

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Encouragement!

Other institutions or practices that provide ongoing support for clinical education through

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2024 Application Timeline

- **Application Deadline:** Wednesday, September 18, 2024
- **Interviews Begin:** Monday, September 22, 2024
- **Interviews complete:** Friday, October 25, 2024



Audiology Clinical

Education Network

Offers are extended from Monday 9/22-10/25

Students have several options



Immediately Accept
(*and withdraw all other applications*)



Continue interviewing &
defer their decision to a
later date, no later than
10/29 7pm EST
(*Upon deciding must
notify other sites*)



Immediately Decline

Clinical sites may NOT rescind an offer once it has been made.

Timeline

- **Response Deadline:** Tuesday, October 29, 2024 (7 pm Eastern; 4 pm Pacific)
- **Subsequent Offers Begin:** Tuesday, October 29, 2024 (after 7 pm EDT; 4 pm PDT)
- **Reposting unfilled positions:** Tuesday October 29, 2024 (after 7 pm EDT; 4 pm PDT)

If a student declines an offer, clinical sites may immediately reach out to other candidates with an offer.

Revisions Following 2023 Cycle

- Site must agree and acknowledge participation in ACEN every year via website
- Similar timeline for 2025
 - Longer time between application deadline & interviews than 2023
 - Longer interview period than 2023
- Addressing misunderstandings/concerns
 - Missing out if first offer is declined at the deadline
 - First offer can be extended earlier
 - Reposting on the ACEN website
 - Sites not following timeline

Responsibilities of each party that make this work... Student

- Follow timeline and deadlines
- Timely and open communication
- Preparation involving site ranking and consideration of logistics
 - Seek out a “match” via interviews
- Follow-through after commitment
 - Professional practice
- Inform academic programs of any deviations

Responsibilities of each party that make this work... Academic Program

- Advise students to only apply to sites they would be financially able to reside if offered
- Ensure students notify sites where they've applied when a decision to accept an offer has been made and they no longer should be considered
- Advise and require students once they have made a decision that the decision is final

Responsibilities of each party that make this work... Clinical Sites

- Voluntarily follow the application and offer timeline set by the ACEN (each site should communicate compliance with ACEN guidelines)
- Remind student applicants of their responsibility to notify sites when they have made a decision, including both acceptance and rejection of offer
- The student's faculty externship coordinator should be included in all communications

Responsibilities of each party that make this work... Clinic

- Clinic sites are able to offer the extern candidate a position at their site directly following the interview.
 - The extern candidate can accept or reject the offer prior to the deadline established by the ACEN but are not under any obligation to make a decision immediately.
- Clinical sites work collaboratively with the academic program to ensure student learning, progress, and readiness for practice and licensure

Clinic sites are NOT able to pressure the student to respond to the offer prior to the deadline established by the ACEN.

Next Steps

- Continue to address interested parties needs and expectations
 - Academic program involvement and expectations
 - Site expectations, preparation, and communication
 - Student education/preparedness
 - Student professionalism
- Collection of comments from students regarding their externship experiences to inform future development
- Continuing education and discussion to improve clinical education in the final year externship

Contact Information

- General Questions regarding ACEN:
 - Ian Windmill, PhD
 - iwindmillphd@gmail.com
 - Charlotte Mullen, AuD
 - charlotte.mullen@childrens.harvard.edu
- Academic Program Questions:
 - Erin L. Miller, AuD
 - elm@uakron.edu
- ACEN Website Questions:
 - Mark Rauterkus
 - web@audclinicaled.net



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