

## ARCHIVAL REPORT OF NHCA ACTIVITY: February 19, 1997 - February 18, 1998

Elliott H. Berger (Historian) and Karen Wojdyla (Executive Director)

This document summarizes key activities for the time period commencing just subsequent to the 1997 Annual Conference (held in Orlando, FL) and concluding just subsequent to the activities of the 1998 Annual Conference (held in Albuquerque, NM). However, since the report was prepared in July/August 1998, following the conclusion of the fiscal year on June 30, 1998, financial data through the end of the fiscal year are included. The report contains the following sections:

- A. Executive Council, Committee Chairs, and Liaisons
- B. Management Firm Activities
- C. Summer Executive Council Meeting
- D. Membership and Directory
- E. Excellence Seminar/Regional Meeting
- F. Fall Executive Council Meeting
- G. Member Dues, and Affiliate and Exhibition Fees
- H. Annual Conference
- I. Annual Business Meeting
- J. Executive Council Meetings at Annual Conference
- K. Publications
- L. Position Statements/Regulatory Involvement
- M. Changes to Bylaws
- N. Slate of Candidates for January 1998 Ballot
- O. Year-End Financial Statement

### A. Executive Council, Committee Chairs, and Liaisons

At the 1997 Annual Conference in Orlando, FL, the following individuals were installed as officers and members of the NHCA Executive Council, Committee Chairs, and Liaisons:

#### Executive Council

President	Mary McDaniel
President Elect	Merlyn Lubiens
Vice President	Theresa Schulz
Secretary	Jim Kvikstad
Treasurer	Steven Hacker
Member Delegate	Randy Tubbs
PSO Delegate	Michael Nilsson
Commercial Delegate	Tim Bailey
Associate Delegate	Carol Merry
Past President	Dennis Driscoll
Historian	Elliott Berger

#### Committee Chairs

Bylaws	Kirsten McCall
Ethical Practice	Buddy Young
Legislation	Cindy Bloyer
Membership	Carolyn Cary
Nominations	Merlyn Lubiens
Program	Theresa Schulz
Public Relations	Michael Dyer
Steering	Dennis Driscoll
Publications	Lee Hager
Scholarship Committee	Larry Royster



Ad Hoc Committee Chairs

Audiometric Baseline Revision	Julia Doswell Royster
Employment Criteria for Hearing-Critical Jobs	Sandra MacLean
Employee Education & Motivational Techniques	Myrna Stephens

Liaisons / Task Forces

AAO/HNS Subcommittee on Noise	Bill Clark
ANSI S12	John Franks
ANSI S12/WG 34 (Methodology of HCPs)	Christine Dixon-Ernst
ASA Noise Coalition	Dan Johnson
Task Force on HPD Effectiveness	Larry Royster
Task Force on Hearing Cons./Educ. in Schools	Dorie Watkins

During the 1997 Conference, Danielson resigned. Theresa Schulz was appointed to serve his remaining term as Vice President for 1997/98, and in turn Jim Kvikstad was appointed Secretary.

**B. Management Firm Activities**

The entirely unsatisfactory experiences that NHCA had with EDI continued through this reporting year. The denouement was the announcement by Kay Whalen, just one day prior to the summer Council Meeting, that EDI could no longer "afford" our account. Unless we could double our fee, they were going to drop us. Apparently they had initially mis-bid our account and although they had stuck it out in the hopes the financials would improve, such was not the case. The Council moved into high gear, and led by Past-President Dennis Driscoll conducted and concluded an extensive search for a new management firm, as detailed in *Spectrum* 15(1), 6-7. The result was Great Western Association Management, Inc. (GWAMI), located in Denver, CO, with the Executive Director named as Karen Wojdyla. Thus far the change appears to be a resounding success.

**C. Summer Executive Council Meeting**

The July, 1996 meeting of the Executive Council at the Milwaukee Athletic Club, Milwaukee featured the following discussion and action:

- Establishment of a management search team led by Dennis Driscoll and his Steering Committee.
- A Scholarship Fund committee was established with Larry Royster as chair and an initial contribution of \$5000 from E•A•R.
- A formal speaker reimbursement policy was established for the annual Conference.

**D. Membership and Directory**

A Directory was published in the summer of 1997, dated 1997-98.

Total paid members through June 1998 were 459 (as compared to 652 at this time in 1997; note that 484 were paid through 8/13/98). (All approved member applications after September 30 are placed in the 1999 membership year.) The count does not include any new Associate Members that join by virtue of attending the 1998 Regional Seminar. These individuals become members on January 1, 1999.

**E. Excellence Seminar/Regional Meeting**

The 8th Annual Excellence in Hearing Conservation Seminar was held on September 26, 1997 at the Pikesville Hilton in Baltimore, MD. There were six affiliates (3M, E•A•R, James Anderson & Associates, Larson-Davis Laboratories, Quest Technologies, and Software Resources & Marketing, Inc.), 46 paid attendees, and six presenters on the following topics:

Dennis Driscoll	Principles of Noise Control
Elliott Berger	New Developments in Hearing Protection Devices
Doug Ohlin	Cost Savings / Cost Avoidance with Effective HCPs
Barbara Garrett	Chemicals, Noise and Their Combined Effects
Donald Gasaway	Employee Education and Motivation
Theresa Schulz	Hot Topics in Hearing Conservation

Registration fees were \$140 for members, \$180 for non-members (which included an Associate membership for one year), \$50 for students (10 attended), and \$550 for affiliates. The meeting produced a profit of \$3,778 with the non-member fee for becoming an associate member credited to the associate dues, line item 32000 (23 registrants x \$40 = \$920). As of 6/25/98 the retention of new associates from the 1996 Kansas Excellence Seminar was 11% (3 renewals out of 28 associates).

**F. Fall Executive Council Meeting**

The November, 1997 meeting of the Executive Council was held in Chicago, IL. Significant items were:

- The final management interviews of three firms were held in conjunction with this meeting and the selection of GWAMI was approved.
- A decision was reaffirmed to eliminate the Friday night function from the 1998 Conference in order to save \$10,000, money much needed due to the additional expenses of changing management firms and negotiating a higher management fee.
- A number of additional cost-saving items were proposed by the Steering Committee (p. 6 of the Minutes), including volunteer management of the Excellence Seminar (\$2500), elimination of one lunch from the Conference (\$4000), reduction in the number of pages for the Conference Program, reduction of the length of the *Spectrum Supplement*, anchoring the Conference site, and others.
- Membership categories were examined with the specific intention of eliminating the Associate category.
- Affiliate fees for the Conference were reexamined and a new policy was decided (p. 25) of free registration for the first two attendees, 25% off the early-bird registration for the next two, and 50% for additional registrants.

**G. Member Dues, and Affiliate and Exhibition Fees**

Dues invoices for the 1998 membership year were mailed in December, 1997. Dues amounts were as follows:

Member	\$95	Commercial Member	\$635
Associate	\$65	PSO	\$225
Student	\$25		

Affiliate fees for the 1998 Conference were \$1800 for commercial affiliates (2 free attendees, double exhibit space) and \$1000 for non-profits (2 free attendees). Exhibition fees were:

Commercial Members	\$685
Non-NHCA Commercial Members	\$900
PSO Members	\$685

**H. Annual Conference**

The 23rd Annual Hearing Conservation Conference was held February 19 - 21, 1998 at the Hyatt Regency in Albuquerque, NM. There were 158 paid registrants (179 prior year), and 227 total participants. There were 12 affiliates of which five were not for profit (np) [AIHA(np), ASHA(np), Boeing, CAOHC(np), Central Institute for the Deaf(np), Dalloz Safety, E-A-R/Aearo, House Ear Institute(np), JAA, Quest Technologies, Software Resources & Marketing, Inc., and 3M], and a total of 27 companies were represented in the exhibit hall. Sponsors were solicited for various events and elements of the

conference in addition to the normal solicitation for luncheon and break support. Five companies participated as sponsors with a total of \$4,750 in support. The Silent Auction was hugely successful, with over 30 donations generating \$1576 of income. The meeting resulted in an huge profit of \$53,444, which was \$23,364 over budget and more than \$20,000 beyond any prior conference profits! Ten thousand dollars of the extra profit was due to the decision not to host a gala Friday night event.

Twenty-seven (27) biographies appeared in the Supplement. The four workshops covered:

- Developing Noise Exposure Input Data for ANSI S3.44
- Case Studies on Education and Motivation for HL Prevention
- Marketing Hearing Conservation Programs
- Audiologists as Knowledgeable Informants in the Area of Noise

A fifth workshop, a CAOHC OHC refresher course was scheduled, but canceled because it only had three registrants.

The Conference provided 4 Forums (one of which was simulcast as an ASHA teleseminar), 12 platform lectures, 20 posters, a Film Theater with 4 films and 1 audio demonstration CD, and a luncheon lecture by R. Murray Schafer.

Instead of a Leadership Luncheon, the Council decided to again host a President's Reception on Wednesday evening following the Council Meeting, from 8:30 - 10:00 PM in the Presidential Suite. A total of 27 members accepted the invitation with 4 declining. The intention was to continue last year's concept of thanks and team building, instead of one of leadership enticement. The following **awards** were presented at the Conference:

Outstanding Lecture Award	Theresa Schulz
Michael Beall Threadgill Award	Susan Megerson
Outstanding Hearing Conservationist Award	Julia Royster
Golden Lobe Award	Ron Kieper, Myrna Stephens, Kathryn Kerst, Julie Royster, and Barbara Garrett
Media Award	Nancy Nadler

Ginny Sedlacek coordinated the children's poster contest. As a result, hearing conservation classes were taught to 550 students in the Albuquerque area, with approximately 420 posters submitted.

There was no Friday evening Gala event this year and few mentioned its absence.

### **I. Annual Business Meeting**

During the NHCA Business Meeting, President Mary McDaniel outlined the following accomplishments and highlights from the past year:

- A management search was successfully concluded with the selection of GWAMI.
- Lee Hager, editor of *Spectrum*, announced his intention to step down since he was elected to President Elect. Subsequent to the Conference, Rena Glaser, was appointed the new editor.
- Practical Guide #7 was available at the Conference.
- Treasurer reported that in the past year 51% of NHCA income was from the Conference, 32% from dues, 6% from the Excellence Seminar, 6% from advertising and sponsorship, and 5% from product sales.
- The Task Force on Hearing Conservation Education made great strides in California with five school districts including hearing conservation in their curricula.
- The idea of eliminating the Associate member category was discussed and approved by an informal show of hands.

**J. Executive Council Meetings at Annual Conference**

Significant items were:

- The concept of selling the Excellence Seminar was explored but no firm suggestions or proposals were identified.
- For the past seven months the web site has averaged 90 hits/week.
- Karen Wojdyla attended the Conference and both Council meetings.
- An Ad Hoc Committee on audiological referral criteria for HCP professionals was established and Theresa Schulz appointed as chair.
- Agreement was reached that no Member Directory will be published in 1998.
- It was agreed that the *Spectrum Summer Supplement* will be discontinued and instead the information will appear on the web page.
- Dorie Watkins reported on the success of her education task force and Bill Hupp of Sertoma joined her in describing the possibility of joint NHCA/Sertoma projects, funded by Sertoma.
- A Ways and Means Committee was established under the leadership of Jim Banach, to explore means of raising substantial new funding for NHCA, means that could potentially transform the organization.
- A new strategic plan will be formulated this year under the leadership of GWAMI, as a no-cost benefit of NHCA becoming their new client.

**K. Publications**

NHCA published four regular issues of the Spectrum and one supplement (a Conference program) during this time period under editor Lee Hager.

**L. Position Statements/Regulatory Involvement**

NHCA monitored the work of the ASHA-led coalition that is watching and dealing with OSHA reform legislation in the House and Senate, but no NHCA actions were taken.

**M. Changes to Bylaws**

No changes this reporting period.

**N. Slate of Candidates for January 1998 Ballot**

President Elect	Steven N. Hacker, Lee D. Hager
Vice President	Julia D. Royster
Treasurer	Myrna M. Stephens
Member Delegate	Kirsten R. McCall, Doug Ohlin

**O. Year-End Financial Statement**

The financial statements (see attached) for the 7/1/97 - 6/30/98 fiscal year reflect a net profit of \$30,608. This was primarily due to the phenomenal conference profit of \$53,444 as well as \$6,000 of scholarship fund income (which next year will be accounted for separately).