

## CURRICULUM VITA

**ALYSSA R. NEEDLEMAN, Ph.D., CCC-A, FAAA**

Health Professions Division • College of Health Care Sciences • Department of Audiology  
3200 South University Drive • Fort Lauderdale, Florida 33328-2018  
(954) 262-7764 • Fax: (954) 262-3987 • [aneedleman@nova.edu](mailto:aneedleman@nova.edu)

**EDUCATION:**       **CALLIER CENTER FOR COMMUNICATION DISORDERS,  
UNIVERSITY OF TEXAS AT DALLAS**  
August 1991 – August 1995  
Doctor of Philosophy Degree in Human Development and Communication Sciences  
Minor in Cognition and Neuroscience

**CALLIER CENTER FOR COMMUNICATION DISORDERS,  
UNIVERSITY OF TEXAS AT DALLAS**  
August 1991 – May 1993  
Master of Science Degree in Audiology

**UNIVERSITY OF MARYLAND, COLLEGE PARK**  
College of Behavioral and Social Sciences  
August 1987 – May 1991  
Bachelor of Arts Degree in Hearing and Speech Sciences

**PATENTS:**       Sjursen, W., DeSalvo, M., Mohamed, H., **Needleman, A.**, Mulhauser, P., Kirk, K., Treacy, L.  
& Lee, K. Hearing aid. US Patent 8,121,320. 21 Feb 2012.

Sjursen, W., DeSalvo, M., Mohamed, H., & **Needleman, A.** Hearing aid part. US Patent  
D605,769. 8 Dec 2009.

Sjursen, W., DeSalvo, M., Mohamed, H., & **Needleman, A.** Hearing aid earpiece. US Patent  
D605,292. 1 Dec 2009.

**PUBLICATIONS:**   **Needleman, A.**, Friedland, E. (2016). Assessment of Clinical Education: A Competency-  
Based Clinical Skills Evaluation Tool. In David Fabry, PhD (Ed.), [A Closer Look at the  
ACAE 2016 Clinical Education Forum](#). (4th ed., vol. 28, pp. 69-71). Reston, VA: Audiology  
Today. <http://www.audiology.org/publications-resources/audiology-today>

Strickland, J. & **Needleman, A.** (2012). Auditory Steady State Responses. In S.R. Atcherson  
& T.M. Stoodly (Eds.), [Auditory Electrophysiology](#). New York, NY: Thieme Medical  
Publishers Inc.

**Needleman, A.** (2011). Pediatric contributor. In J.R. Madell & C. Flexer (Eds.), Pediatric  
Audiology Casebook. New York, NY: Thieme Medical Publishers Inc.

**Needleman, A.** (2008). Caring for Loved Ones with Hearing Loss. See:  
[http://www.nfcacares.org/caregiving\\_resources/hearingloss.cfm](http://www.nfcacares.org/caregiving_resources/hearingloss.cfm). National Family Caregivers  
Association.

**Needleman, A.**, DiCostanzo, C. & Stueve, E. (2004). Songbird: The Simplest Way To Improve Your Hearing. Video production. Songbird Hearing Inc. Cranbury, NJ.

**Needleman, A.**, Stueve, E. & DiCostanzo, C. (2003). Songbird Virtual Audiologist: Video Guide to Using Your Songbird Hearing Aids. Video production. Songbird Hearing Inc. Cranbury, NJ.

Crumley W. & **Needleman, A.** (2002). Bio-logic's EHDI Manual: A Logical Approach to Early Hearing Detection and Intervention. Mundelein, IL.

Crandell, C. & Needleman, A. (1999). Modeling hearing loss via masking: Implications for hearing aid selection. Hearing Journal, 52: 58-62.

**Needleman, A.** (1998). Quantification of Context Effects in Speech Perception: Influence of Prosody. Clinical Linguistics and Phonetics, 12: 305-327.

**Needleman, A.** & Crandell, C. (1997). Speech Perception in Noise by Listeners with Hearing Impairment and Simulated Sensorineural Hearing Loss. In W. Jesteadt (Ed.), Modeling Sensorineural Hearing Loss (pp. 461-473). Mahwah, NJ: Lawrence Erlbaum Assoc.

**Needleman, A.** & Crandell, C. (1995). Speech Recognition in Noise by Hearing-Impaired and Noise-Masked Normal-Hearing Listeners. Journal of the American Academy of Audiology, 6: 414-424.

**PRESENTATIONS:** **Needleman, A.**, eAudiology, "What Code(s) Should I Use?: Case Study Coding Scenarios," American Academy of Audiology, online. (November 16, 2016).

Friedland, E. & **Needleman, A.** (2016). Outcomes in Clinical Education: Assessment of Clinical Competency. Paper presented at the American Academy of Audiology annual AudiologyNOW! Conference, Clinical Education Forum. Phoenix, AZ.

**Needleman, A.** & Friedland, E. (2016). Development and Implementation of a Competency-Based Clinical Skills Evaluation Tool. Paper presented at the American Academy of Audiology annual AudiologyNOW! Conference. Phoenix, AZ.

Silva, J., **Needleman, A.**, Faillace, K., Goldgrub, S., & Miller, M. (2016). Auditory Steady State Response Testing and Conventional Diagnostic Audiometry. Paper presented at the 15th Annual Early Hearing Detection & Intervention Meeting. San Diego, CA.

Silva, J., **Needleman, A.**, Faillace, K., Goldgrub, S., & Miller, M. (2015). Correlation between Auditory Steady State Response (ASSR) Testing and Conventional Audiometry. Paper presented at the Rady Children's Hospital, Innovations in Every Moment Conference. San Diego, CA.

**Needleman, A.**, Goldgrub, S., Miller, M., Silva, J. & Faillace, K. (2015). Clinical Utility of Auditory Steady State Response in Children. Paper presented at the American Academy of Audiology annual AudiologyNOW! Conference. San Antonio, TX.

**Needleman, A.** (2014). Cochlear Implant Candidacy: Adults and Children. Paper presented at the GN Resound Global Audiology Group Meeting (Skype). Ballerup, Denmark.

Friedland, E. & **Needleman, A.** (2014). Effective Precepting. Paper presented at the Florida Academy of Audiology Annual Conference. Fort Myers, FL.

Carvalho, D., **Needleman, A.** & Rose, H. (2012). Pediatric Cochlear Implant Candidacy: What are the Best Evaluation Tools? Paper presented at the Society for Ear, Nose and Throat Advances in Children (SENTAC) Annual Meeting. Charleston, SC.

**Needleman, A.** & Rose, H. (2012). Candidacy Determinants for Pediatric Cochlear Implantation. Paper presented at the American Academy of Audiology annual AudiologyNOW! Conference. Boston, MA.

Moyer, C. & **Needleman, A.** (2012). Pediatric bone conduction protocols for candidacy and verification. Paper presented at the American Academy of Audiology annual AudiologyNOW! Conference. Boston, MA.

**Needleman, A.** & Rose, H. (2011). Cochlear Implant Candidacy: What are the Determinants? Paper presented at the American Speech-Language-Hearing Association annual meeting. San Diego, CA.

**Needleman, A.** & Strickland, J. (2010). Overcoming Resistance to Change: Practical Use of ASSR for Pediatrics. Paper presented at the American Academy of Audiology annual AudiologyNOW! Conference. San Diego, CA.

Moyer, C. & **Needleman, A.** (2010). Non-Genetically Identified Hearing Loss and Enlarged Vestibular Aqueduct in Three Siblings. Paper presented at the American Academy of Audiology annual AudiologyNOW! Conference. San Diego, CA.

Mellish, A. & **Needleman, A.** (2010). Distortions in Pubescent Cochlear Implant Patients: Real or Phenomenon? Paper presented at the American Academy of Audiology annual AudiologyNOW! Conference. San Diego, CA.

Gist, K., Kratze, A. & **Needleman, A.** (2010). Creating a Community of Champions for Quality Process Improvement. Paper presented at the National Association of Children's Hospitals and Related Institutions (NACHRI) 2010 Creating Connections Conference. San Diego, CA.

**Needleman, A.** & Strickland, J. (2009). Pediatric Standards of Care. Invited paper presented at the Palm Springs Hearing Seminars. Palm Springs, CA.

Mellish, A., **Needleman, A.**, Coll, M., Biard, S.J., Goldgrub, S., & Carvalho, D. (2009). "Bimodal-ism": Does frequency transposition technology have a role? Paper presented at the 12th Symposium on Cochlear Implants in Children. Seattle, WA.

Biard, S.J., **Needleman, A.**, Mellish, A., Coll, M., Goldgrub, S., & Carvalho, D. (2009). The fine line for indication of hearing aids versus cochlear implants in older children and teenagers: what can we do better? Paper presented at the American Society of Pediatric Otolaryngology annual meeting. Seattle, WA.

Biard, S.J., **Needleman, A.**, Mellish, A., Coll, M., Goldgrub, S., & Carvalho, D. (2008). Routine Assessment Indicates Appropriate Hearing Aid Benefit: Can We Do Better? Paper presented at the 10th International Conference on Cochlear Implants and other Implantable Auditory Technologies. San Diego, CA.

Team Marketing, **Needleman, A.**, et al. (2001). Consultative Care Process. Two-day continuing education seminar presented in association with Beltone Electronics. White Plains, NY; Washington, DC.

**Needleman, A.** (2000). Digital-SelectaFit Refresher. Full-day continuing education seminar presented in association with Beltone Electronics. Syracuse, NY; Pittsburgh, PA.

Russ, D., Olsen, G., **Needleman, A.**, et al. (2000). Advanced Beltone AVE.™: Audio Verification Environment. Full-day continuing education seminar presented in association with Beltone Electronics. Hartford, CT; Syracuse, NY; Towson, MD; Pittsburgh, PA.

Skiera, M., VanSomeren, B., & **Needleman, A.** (2000). Market Analysis and Patient Care. Paper presented at the National Association of Future Doctors of Audiology annual meeting. Washington, DC.

Russ, D., Olsen, G., **Needleman, A.**, et al. (2000). Introduction to Beltone AVE.™: Audio Verification Environment. Full-day seminar presented; Beltone Electronics. Towson, MD.

Keske, C., **Needleman, A.**, et al. (2000). Digital Just Got Better! Full-day continuing education seminar; Beltone Electronics. Raleigh, NC; Providence, RI; Baltimore, MD; Philadelphia, PA; Huntington, WV; Pittsburgh, PA; Albany, NY; Winchester, VA.

Sciote, R., Barreiro, O., & **Needleman, A.** (2000). Key to Developing Professional Relationships. Paper presented at the Beltone North American Business Conference annual meeting. Orlando, FL.

**Needleman, A.** (1998). Central Auditory Processing Assessment and Management. Invited seminar presented at the District of Columbia Speech and Hearing Association spring meeting. Washington, DC.

**Needleman, A.** (1998). Central Auditory Processing Disorders: Assessment and Management Strategies. Invited seminar presented at the Maryland State Department of Education Professional spring meeting. Elkton, MD.

**Needleman, A.** (1997). Central Auditory Processing Disorders: Evaluation and Remediation Strategies. Full day invited seminar presented at the Vermont Speech and Hearing Association spring meeting. Montpelier, VT.

**Needleman, A.** & Crandell, C. (1997). Consonant Perception and Consonant Confusion Errors by Listeners with Sensorineural and Simulated Hearing Losses. Paper presented at the American Academy of Audiology annual meeting. Fort Lauderdale, FL.

**Needleman, A.** & Mayne, A. (1997). Audiologists in Interdisciplinary Teaming: The VT-ILEHP Program. Paper presented at the American Academy of Audiology annual meeting. Fort Lauderdale, FL.

**Needleman, A.** (1996). Context Effects in Speech Perception. Paper presented at the American Academy of Audiology annual meeting. Salt Lake City, UT.

**Needleman, A.** & Mayne, A. (1996). The VT-ILEHP Program. Paper presented at the American Academy of Audiology annual meeting. Salt Lake City, UT.

**Needleman, A.** & Crandell, C. (1995). Speech Perception in the Hearing-Impaired: Linguistic Factors. Paper presented at the American Academy of Audiology annual meeting. Dallas, TX.

**Needleman, A.** & Crandell, C. (1994). Speech Perception in the Hearing-Impaired: Effects of Response Bias. Paper presented at the American Academy of Audiology annual meeting. Richmond, VA.

**Needleman, A.** & Crandell, C. (1994). Response Bias Effects on Speech Perception in the Hearing-Impaired. Paper presented at the Texas Speech-Language-Hearing Association annual meeting. Fort Worth, TX.

**Needleman, A.** & Crandell, C. (1993). Speech Perception by Listeners with Simulated Sensorineural Hearing Loss. Paper presented at the American Academy of Audiology annual meeting. Phoenix, AZ.

**Needleman, A.** & Crandell, C. (1993). Speech Recognition in Individuals with Simulated Sensorineural Hearing Loss. Paper presented at the University of Texas Southwestern Allied Health Research Forum. Dallas, TX.

Crandell, C. & **Needleman, A.** (1992). Individual Differences in Speech Recognition in Hearing-Impaired Listeners. Paper presented at the American Speech-Language-Hearing Association annual meeting. San Antonio, TX.

**Needleman, A.,** Crandell, C., & Villareal, M. (1992). Speech Recognition of Non-Native English-Speaking Children in the Classroom Setting. Paper presented at the American Speech-Language-Hearing Association annual meeting. San Antonio, TX.

**Needleman, A.** & Crandell, C. (1992). Speech Recognition in Noise by listeners with Simulated Hearing Loss. Paper presented at the American Auditory Society annual meeting. San Antonio, TX.

**Needleman, A.** & Crandell, C. (1992). Individual Differences in Speech-Recognition Performance in Hearing-Impaired Listeners. Paper presented at the Texas Speech-Language-Hearing Association annual meeting. San Antonio, TX.

**PROFESSIONAL  
SERVICE:**

**Needleman, A.** (2016 - Present). Committee Chair, Department Curriculum Committee. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2016 - Present). Committee Member, College-Wide Curriculum Committee. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2016 - Present). Committee Member, Learning Modules. American Academy of Audiology AudiologyNOW! Conference 2016. Indianapolis: April 5-8, 2017.

**Needleman, A.** (2016 - Present). Committee Member, Research, Clinical, and Teaching Posters. American Academy of Audiology AudiologyNOW! Conference 2016. Indianapolis: April 5-8, 2017.

**Needleman, A.** (2016 - Present). Committee Member, Faculty Search Committee. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2016 - Present). Committee Member, Comprehensive Exam Committee. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2015 - Present). National President. Alpha Upsilon Delta Honor Society. Fort Lauderdale, FL.

**Needleman, A.** (2015 - Present). Founding Member, Alpha Upsilon Delta Honor Society. Fort Lauderdale, FL.

**Needleman, A.** (2015 - Present). Committee Member, American Academy of Audiology Membership Committee: Resume Consultation. Washington, DC.

**Needleman, A.** (2014 - Present). Committee Member, American Academy of Audiology Public Relations Committee. Washington, DC.

**Needleman, A.** (2013 - Present). Committee Member, University Medical Leadership in Clinic Operations. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2013 - Present). Committee Member, College-Wide Faculty Evaluation Committee. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2013 - Present). Committee Member, College-Wide Committee on Academic Honesty. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2013 - Present). Committee Member, College-Wide Best Practices in Clinical Education Committee. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2013 - Present). Committee Member, Committee on Student Progress. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2013 - Present). Committee Member, Audiology Doctoral Program Admissions Committee. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2014 - 2016). Committee Chair, Faculty Search Committee. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (2015). Reviewer, Lippincott Williams & Wilkins web platform: Educational and Clinical Resources in Hearing and Speech Sciences.

**Needleman, A.** (2015 - 2016). Committee Member, Learning Modules. American Academy of Audiology AudiologyNOW! Conference 2016. Phoenix: April 13-16, 2016.

**Needleman, A.** (2015 - 2016). Committee Member, Research, Clinical, and Teaching Posters. American Academy of Audiology AudiologyNOW! Conference 2016. Phoenix: April 13-16, 2016.

**Needleman, A.** (2014 - 2016) Committee Member, Department Curriculum Committee. Nova Southeastern University. Fort Lauderdale, FL.

**Needleman, A.** (Program Coordinator), Goldgrub, S., Johnson, J., Moyer, C. & Strickland, J. (2014). Sound Waves: Speech Perception and Amplification. San Diego Sound Wave Symposium. San Diego: October 10-11, 2014.

**Needleman, A.** (Chair), Goldgrub, S., Johnson, J. & Strickland, J. (2012). Musical Waves: Neurobiology, Perception and Amplification. San Diego Sound Wave Symposium. San Diego: October 12-13, 2012.

**Needleman, A.** (2011). Committee Member, Featured Sessions. American Academy of Audiology AudiologyNOW! Conference 2011. Chicago: April 6-9, 2011.

**Needleman, A.** (Chair), Goldgrub, S., Johnson, J. & Moyer, C. (2011). Ride the Wave: On the Cutting Edge of Audiology. San Diego Sound Wave Symposium. San Diego: February 11-12, 2011.

**Needleman, A.** (2010). Committee Chair, Community Support. American Academy of Audiology AudiologyNOW! Conference 2010. San Diego: April 14-17, 2010.

**Needleman, A.** (Chair), Strickland, J., Coll, M. & Moyer, C. (2009). Out of the Basics and into the New Wave of Audiology. San Diego Sound Wave Symposium. San Diego: February 20-21, 2009.

**DISSERTATION:** Linguistic Factors in Speech Perception for Listeners with Normal Hearing and Sensorineural Hearing Loss. (August, 1995).

**WORK  
EXPERIENCE:**

**NOVA SOUTHEASTERN UNIVERSITY**

Health Professions Division  
College of Health Care Sciences  
Department of Audiology  
Sanford L. Ziff Health Care Center  
3200 South University Drive  
Fort Lauderdale, FL 33328

Position: **Clinical Director and Associate Professor**  
December 2013 – Present

Responsibility for coordination of clinical services, teaching and training audiology students, and supervision of students at clinical training facilities. Coordinate faculty and student schedules, maintain clinic equipment and hearing instrument software and technologies, manage clinic supplies, inventory and ordering, manage legal documentation and policies related to Clinic and State audiology guidelines, work with outside manufacturers on equipment, training and marketing needs, manage electronic health record system for clinic, negotiate and secure contracts for 3<sup>rd</sup> party payers in conjunction with the Credentialing Office, and manage clinic training-related issues, including EHR integration and development, patient insurance, clinic policies and procedures, compliance training, infection control, HIPAA, ICD-10 transition, and CPT coding.

Teach audiology graduate coursework, including Diagnostics II: Site of Lesion Assessment, Acoustics & Instrumentation, Psychoacoustics & Speech Perception, Implantable Hearing Technologies, Coding & Reimbursement, and Business & Practice Management, manage clinic, internship and externship experiences, both within the Nova Southeastern University Audiology Clinic and at external clinical training facilities for 2<sup>nd</sup> and 3<sup>rd</sup> year student internships, and 4<sup>th</sup> year externships, participate on University Division of Clinical Operations

Medical Leadership Team, the Health Professions Division Committees for Academic Honesty, Faculty Review and Promotion, Best Practices in Clinical Education, and Interprofessional Art Observation, and Department Committees for Audiology Doctoral Admissions, Audiology Curriculum, Comprehensive Examination, Student Progress, and Faculty Search (chair).

**RADY CHILDREN'S HOSPITAL SAN DIEGO**

3020 Children's Way, MC 5010  
San Diego, CA 92123

Position History:

**Business Analyst, Developmental Services**

December 2013 – March 2015

**Manager, Developmental Evaluation Clinic**

October 2011 – December 2013

**Manager, Audiology Department**

January 2008 – December 2013

Ultimate responsibility for management of multiple department costs, personnel, materials, productivity and quality of work. Provide day to day leadership to the departments and develop systems that ensure quality patient care outcomes. Responsible for clinical and staff mentoring and supervision within the Audiology and Developmental Evaluation Clinic (Behavioral Psychology) departments. Promote internal and external customer service through the development and implementation of programs and standards which reflect that goal. Collaborate closely with multidisciplinary department directors and managers to plan, implement and evaluate systems and services as well as coordinate and manage day-to-day and long-term division needs. Set the clinical schedule for team members for all sites.

Prepare, coordinate, evaluate and manage the annual fiscal operating and capital equipment budgets for the departments, as well as grant budgets. Evaluate and manage operating revenue/expense variances monthly and prepare written reports. Identify operating and capital equipment needs to remain state of the art in the field. Generate monthly dashboard metric analyses, cost analysis reports, clinician productivity performance reports, department realization rate and payer mix analyses, and grant-funded program management review and analysis.

Plan and recruit qualified clinicians, interns and student trainees to facilitate appropriate care and response to changes in patient acuity or volume of procedures and budgetary guidelines. Serve as a resource to management/staff on clinical/management issues promoting excellent services, creating harmonious environment and effectively intervening, as appropriate in conflict situations to assist with resolution. Facilitate the operation and growth of the team. Recommend approaches for improvement activities, direct new processes, collect and measure data, and communicate results. Serve as leader in analyzing current system functionality and identifying future needs. Facilitate the operation and growth of the team and team members through clinical mentoring. Recommend approaches for quality improvement activities, recommend and perform new processes, collect and measure data, develop processes based on performance and communicate results. Promote the clinical profession and family centered care. Serve as leader in analyzing current clinical system functionality and identifying future system needs.

Develop, implement, revise and monitor departmental policies and procedures to guide practice and ensure compliance with administrative and regulatory requirements and standards.



Assure that all areas of responsibility meet the requirements of the Joint Commission and survey recommendations are addressed.

Stimulate, coordinate and lead research projects within departments and division, including but not limited to IRB submission, project research design, implementation, evaluation, and publication and/or presentation. Plan, manage and implement clinical studies; write and review clinical research protocols and reports; gather, review and evaluate clinical data; present clinical data and study outcomes at key conferences and workshops.

Organize and put on national professional conference for continuing medical education, including venue management, speaker selection, brochure design and continuing education credit fulfillment. Plan, implement and monitor continuing education and in-service education for internal clinicians and community professionals. Organize and implement training materials and presentations on new equipment and products to clinical staff.

### **SONGBIRD HEARING INC.**

210 North Center Drive  
North Brunswick, NJ 08902

Position History:

**Consultant**, January 2008 – January 2012

**Vice President Product Development**, October 2006 – December 2007

**Director Products Research, Quality Assurance & Audiology**,

February 2005 - October 2006

**Director of Audiology**, October 2002 – February 2005

**Associate Director of Audiology**, July 2002 – October 2002

Full participant in the ongoing development of the Company business plan, working directly with the Chief Executive and Chief Technology Officers, including market selection, product definition, intellectual property strategy, strategic alliances and contract research and/or production.

Lead products research and strategy in conjunction with Fortune 100 Company, leveraging multi-company consumer and technical expertise to define long-term product development strategy, ensuring the product development strategy is aligned with overall business strategy. Lead all aspects of strategic design for new and upgraded product offerings from strategy to detailed functional design to presentation specification; collaboration with market research to create new concepts, and research and development engineers to design future products and product lines; develop and manage quantitative and qualitative research protocols, clinical trials, and in-use consumer studies relating sensory, aesthetic, biomechanical and electro-acoustical product attributes; analyze research data and draft expert reports to recommend modifications and iterative designs of new and current products to optimize consumer use.

Define product objectives based on consumer needs and establish specific technical projects in cooperation with Marketing and Technology teams. Work with the Technology team to implement the product development plan, including regularly reviewing progress, adjusting resource usage, and recommending initiation of new projects or cessation of existing projects. Write product specification documents, by which developers build new products. Supply product information to technical, regulatory and marketing organizations and individual consumers both within and outside the Company, to be used in effectively promoting the Company's brand and in providing helpful guidance to the consumer on the use of products. Test applications for progress/quality and assist QA to fix / resolve bugs in a timely manner; develop protocols and conduct in-use clinical trials of new and existing products; provide

clinical detail for new product labeling; and train marketing and customer service on such initiatives.

Liaison among consumers, professionals, research and development, engineering and sales and marketing teams, communicating scientific information and benefits into appropriate language for marketing to consumers and professionals, product labeling and claims substantiation, as well as translating consumer feedback into identifiable areas of research and development in the product line, and communication of information to sales and marketing.

Set clinical policy for Songbird Hearing Inc. by implementing and maintaining standard operating procedures for professionals; training staff and customers on clinical techniques; develop training strategies, coursework and materials for initial and ongoing instruction; directing clinical, audiological and technical competency and training in analog, programmable and digital amplification; represent Songbird at industry related functions and delivering product performance presentations; collaborate with sales and marketing on new ventures in retail and professional channels.

Professional Marketing responsibility; including management of Customer Service training and service, and utilization of Customer Service data to improve product messaging; lead clinical claims development, messaging and substantiation to support product offerings; develop consumer and professional instruction manuals for new and existing products; develop and maintain relationships (outreach programs) within the professional community and establish relationships with professional organizations for endorsement of products/ concepts; lead media spokesperson for Songbird Hearing, serving as spokesperson/clinical expert for public relations comments, including television and written news.

Overall responsibility for Company Regulatory Strategy. Prepare and submit to federal and international regulatory agencies various documents, including product submissions, registrations, and reports. Consult with regulatory teams and attorneys, and interface with FDA to create and submit PMA and 510(k) submissions for new products; develop and manage clinical trials, as well as QA and regulatory documentation. Conduct and/or support activities necessary for compliance of facilities, operations and products with applicable regulations, including those pertaining to federal, state, and international requirements, adverse event reporting, and labeling; implement HIPAA policies and procedures as Privacy Officer.

Overall responsibility for planning, developing, implementing, maintaining, and improving SBH Quality System to ensure compliance with all government requirements; assure effective systems and programs resulting in compliance with applicable medical device regulations and standards; maintain compliant Quality System per federal and international requirements; responsibility for assuring quality and compliance of products manufactured, including assuring company Design Control requirements are met and distribution requirements are maintained; identification and implementation of Preventive and Corrective Actions; program development for MDR / adverse event reporting, with overall responsibility for filing and management of such reports; and creation and management of training programs for employees at all levels to ensure compliance with Quality Systems.

Execute applied and theoretical scientific research, including data collection, assessment, statistical analysis, mathematical modeling and multidimensional scaling, relating scientific research and theory to hearing health and amplification issues as well as author and edit articles for manuals, labeling, journal and book publications, and conference presentations.

**BIO-LOGIC SYSTEMS CORPORATION**

One Bio-logic Plaza  
Mundelein, IL 60060

**Position: Area Program Specialist, Universal Newborn Hearing Screening**

August 2001 – July 2002

Provide clinical, technical, and program expertise, guidance, and training relating to hearing screening and diagnostic auditory assessment to the Distributor Network, Hospital Contracts, and National Accounts within the Eastern United States and Canada. Specifically, responsibilities involved providing manufacturer support and conducting training with Distributors on equipment use and implementation; consulting with hospital administrators, program managers, and screening technicians regarding Early Hearing Detection and Intervention (EHDI) Program implementation, selection and use of equipment, supply cost management, and equipment troubleshooting; identifying and procuring sales contracts with hospitals and private practitioners for hearing screening and diagnostic equipment and disposable supplies; managing equipment and training issues and disposable supply sales for National Accounts; writing a user manual on EHDI program implementation; conducting continuing education seminars on Hearing Screening and Diagnostic Assessment; representing Bio-logic at regional and national meetings; and serving as liaison between local customers and internal corporate contacts.

**BELTONE ELECTRONICS CORPORATION**

4201 West Victoria Street  
Chicago, IL 60646

**Position: Area Audiology Manager, East**

December 1999 – July 2001

Provide audiologic and technical expertise, training and other support to increase Dispenser knowledge and skills for the 128 Dispenser Practices encompassing over 320 offices within the East Area of the Beltone Network. Specifically, responsibilities involved conducting training seminars within the dispensing network on new hearing aid technology and other related technological issues; providing internal technical and product support for Area Business Managers and Dispensers; conducting inductions with new Dispensers to acclimatize them to the Beltone product line, policies, and procedures; focusing individual training with Dispensers to improve their businesses by lowering credit returns, improving product mix, making appropriate circuit choices, taking better impressions to improve instrument physical fit, and better preparing their new practitioners to work with patients; assisting Area Business Managers in identifying and recruiting new Dispensers, as well as managing Dispenser problems; and establishing individual educational goals with Dispensers to improve patient care, increase sales, and improve product mix within their practices.

**ALYSSA R. NEEDLEMAN, Ph.D., CCC-A**

5225 Pooks Hill Road, Suite 1216N  
Bethesda, MD 20814

**Position: Audiological Consultant, Private Practice**

November 1997 – December 1999

Provided services in numerous aspects of audiological testing, including site-of-lesion testing, immittance audiometry, Electronystagmography, Behavioral Observation Audiometry Conditioned Play Audiometry, Central Auditory Processing tests, hearing aid evaluation/selection, and environmental noise monitoring. Specialty in Central Auditory Processing Assessments. Provided seminars on audiometry and central auditory processing for educators and other health professionals.

**HOWARD UNIVERSITY**

School of Communications  
Department of Communication Sciences and Disorders  
525 Bryant Street, N.W.  
Washington, D.C. 20059

Position: **Assistant Professor**  
August 1997 – December 1999

Responsibilities included teaching undergraduate and graduate students in the following courses: Aural Rehabilitation, Electrophysiology, Differential Audiological Assessment, Psychoacoustics, Pediatrics/Geriatrics, and Clinical Practicum; supervising and coordinating audiology practica experiences for all graduate and undergraduate students in the Howard University Speech and Hearing Clinic; advising undergraduate and graduate students; participation on Student Affairs committee; and research.

Research interests focused on speech perception in listeners with normal and impaired hearing. Specifically, research concentrated on identifying the origin of secondary distortions which degrade perceptual ability, through modeling of sensorineural hearing loss, multidimensional scaling analyses, response bias evaluations, quantification of linguistic factors to speech perception, prosodic effects on speech perception, and developmental evaluations of the use of linguistic factors in the processing strategies of children. Research was also focused in Central Auditory Processing Evaluation and Remediation strategies and programs, as well as the effects of stress and depression on auditory processing abilities. An additional research interest is that of analyzing the auditory processing strategies of children who have been exposed to lead and cocaine in utero. Audiology Consultant on the Vermont Interdisciplinary Leadership Education for Health Professionals Program. Provided input on multicultural issues and from the field of audiology for implementing program principles related to comprehensive, coordinated, community-based, family-centered services for children with, or at risk for, neurodevelopmental disabilities, and their families.

**UNIVERSITY OF VERMONT**

Department of Communication Sciences  
Allen House, 461 Main Street  
Burlington, VT 05405

Position: **Assistant Professor**  
August 1995 - May 1997

Responsibilities included teaching undergraduate and graduate students in the following courses: Hearing Science, Principles of Audiological Assessment, and Habilitation of the Hearing Impaired Child; advising undergraduate and graduate students; supervising students in the audiology clinic; participating on graduate and undergraduate thesis and research committees; participation on committee to revise the graduate curriculum; advisor to the

NSSLHA chapter; organization of a Central Auditory Processing Evaluation Program; promoted establishment as well as organization of Universal Newborn Hearing Screening Program with the University of Vermont Medical Hospital, and research.

Audiology Core Faculty on the Vermont Interdisciplinary Leadership Education for Health Professionals (VT-ILEHP) Program. Responsibilities included policy-making, planning, and development of the VT-ILEHP Program, recruitment and selection of long term audiology fellows/trainees; clinical and teaching activities related to training program fellows/trainees; providing input from the field of audiology for implementing program principles related to comprehensive, coordinated, community-based, family-centered services for children with, or at risk for, neurodevelopmental disabilities, and their families. This program was funded in part by MCH grant #MCJ-509412-01-1.

**CALLIER CENTER FOR COMMUNICATION DISORDERS,  
UNIVERSITY OF TEXAS AT DALLAS**

1966 Inwood Road  
Dallas, TX 75232

Position: Teaching/Research Assistant  
Supervisors: Dr. Carl Crandell, Dr. Robert Stillman  
September, 1991 - 1995

Academic responsibilities included teaching, checking assignments and tests, and conducting laboratory sessions for the courses: Introduction to Audiology, Pediatric Audiology, Hearing Science, Medical Audiology, Hearing Aid Research, and Evoked Potentials.

Research responsibilities included subject testing and analyzing data in the general area of speech perception; specifically, in simulation of hearing loss, speech-recognition in minimally hearing-impaired children, speech-recognition in children for whom English is a second language, frequency selectivity in elderly individuals, sound-field amplification systems, classroom acoustics, response bias effects on speech perception in the hearing impaired, contextual/linguistic aspects of speech perception, mathematical modeling of context in speech perception, multidimensional scaling of consonant confusions in speech perception, the effects of auditory processing deficits on speech perception, and the auditory processing abilities of children exposed to cocaine in utero.

**KAISER PERMANENTE**

Department of Audiology  
7777 Forest Lane  
Dallas, TX 75230

Position: **Audiologist**  
Supervisor: Dr. Miriam Henoch, CCC-A  
May 1993 - December 1994

Audiologic testing encompassing: complete audiologic test battery, including: auditory brainstem response (ABR) audiometry (including those infants administered chloral hydrate), site of lesion testing, electronystagmography (ENG), Behavioral Observation Audiometry (BOA), Visual Reinforcement Audiometry (VRA), immittance audiometry (tympanometry, acoustic reflex testing, reflex decay, Eustachian tube function, and perilymphatic fistula tests), and speech tests to rule out retrocochlear pathology (PI - PB functions, SSI, SCAN), hearing

aid evaluations. Experience with newborn, infant, pediatric, adult, and geriatric populations. Counseling of patients/parents regarding hearing loss, hearing aids, assistive listening devices, and special needs in the classroom or at work.

### **NATIONAL INSTITUTES OF HEALTH**

Warren G. Magnuson Clinical Center, Department of Rehabilitation  
Speech Pathology Section  
Bethesda, MD 20814

Position: **Research Assistant**

Supervisors: Dr. Barbara Sonies and Dr. Maureen Stone  
June 1991 - August 1991

Responsibilities involved assisting with clinical sessions, including orofacial examinations and ultrasonic and fluoroscopic swallowing studies; library research; computerized image manipulation of ultrasound recordings; data analysis; and compilation of clinical findings. Research areas included: autistic prosody, aging and swallowing, cross-sectional tongue movement during diadochokinetic speech tasks in patients with cerebellar ataxia, tongue strength, swallowing time in normal and post-polio patients, tongue muscular shape and orientation to the hyoid during progression from infancy to elderly adulthood. Experience with patients having Menkes disease, post-poliomyelitis, cystinosis, Nieman-Pick disease, pediatric AIDS, dyspraxia, dysarthria, anarthria, torticollis, polymyositis, and dermatomyositis.

### **TEACHING EXPERIENCE:**

#### **NOVA SOUTHEASTERN UNIVERSITY**

##### **Department of Audiology**

Position: Clinic Director and Associate Professor  
December 2013 - Present

Acoustics & Instrumentation, Psychoacoustics & Speech Perception, Diagnostics II: Site of Lesion Assessment, Implantable Hearing Technologies, Coding & Reimbursement, Business & Practice Management, Clinical Practica, Internship, and Externship.

Basic and applied hearing science and audiological coursework for doctoral graduate students.

#### **SONGBIRD HEARING INC.**

Vice President Product Development  
July 2002 - January 2012

Individual and seminar continuing education training on digital and analog disposable hearing aid technology, deep-fitting instrumentation benefits and fitting practices, cerumen management, clinical protocols, counseling, patient care, hearing and hearing aids, community outreach, business practices, and quality systems. Video and print consumer training guides for self-assessment, self-fitting, and acclimatization of hearing aids.

#### **BIO-LOGIC SYSTEMS CORPORATION**

Area Program Specialist, Universal Newborn Hearing Screening  
August 2001 - July 2002

Individual and seminar continuing education training on hearing screening, diagnostic hearing assessment technology, and early hearing detection and intervention, including automated and diagnostic evoked potentials and screening and diagnostic distortion-product and transient evoked otoacoustic emissions.

**BELTONE ELECTRONICS CORPORATION**

Area Audiology Manager, East  
December 1999 - July 1999

Individual and seminar continuing education training on new and current digital and programmable hearing aid technology, hearing instrument verification, including Beltone AVE.™ Audio Verification Environment technology, audiometric testing, and impression taking procedures.

**HOWARD UNIVERSITY**

**Department of Communication Sciences and Disorders**

Position: Assistant Professor

Bases of Audiology, Differential Audiological Assessment, Electrophysiologic Measures, Psychoacoustics, Pediatrics & Geriatrics, Aural Rehabilitation, Clinical Practicum.  
August 1997 - December 1999

Basic and applied hearing sciences coursework for undergraduate and graduate students.

**UNIVERSITY OF MARYLAND, COLLEGE PARK**

**Department of Hearing and Speech Sciences**

Position: Adjunct Professor

Bases of Hearing Science, Anatomy of the Ear, Central Auditory Processing.  
May 1997 - December 1999

Hearing sciences coursework, interdisciplinary assessment and management of central auditory processing for undergraduate and graduate students, and community professionals.

**UNIVERSITY OF VERMONT**

**Department of Communication Sciences**

Position: Assistant Professor

Hearing Science, Principles of Audiological Assessment, Habilitation of Hearing-Impaired Children, Interdisciplinary Leadership and Research Seminar.  
August 1995 - May 1997

Basic and applied course work in the hearing sciences and interdisciplinary teaming for undergraduate and graduate students, as well as community professionals.

**CALLIER CENTER FOR COMMUNICATION DISORDERS,**

**University of Texas at Dallas**

Position: Instructor

Introduction to Audiology

August 1994 - December 1994

Introductory clinical audiology course for undergraduate and graduate students.

**CALLIER CENTER FOR COMMUNICATION DISORDERS,**

**University of Texas at Dallas**

Position: Teaching Assistant

Introduction to Audiology, Pediatric Audiology, Hearing Science, Medical Audiology, Recent Technology in Amplification, Evoked Potentials, Anatomy and Physiology of Audition  
August 1991 – May 1995

Teaching, checking assignments and tests, tutoring, and conducting laboratory sessions for undergraduate and graduate students.

**CLINICAL  
EXPERIENCE:**

**NOVA SOUTHEASTERN UNIVERSITY**

Fort Lauderdale, FL

**RADY CHILDREN'S HOSPITAL - SAN DIEGO**

San Diego, CA

**SONGBIRD HEARING INC.**

New Brunswick, NJ

**BIO-LOGIC SYSTEMS CORPORATION**

Mundelein, IL

**BELTONE ELECTRONICS CORPORATION**

Chicago, IL

**ALYSSA R. NEEDLEMAN, Ph.D., Private Practice**

Bethesda, MD

**HOWARD UNIVERSITY, Speech and Hearing Clinic**

Washington, D.C.

**E. M. LUSE CENTER FOR COMMUNICATION DISORDERS**

Burlington, VT

**VT-ILEHP COMMUNITY CLINIC**

Burlington, VT

**KAISER PERMANENTE, Department of Audiology**

Dallas, TX

**CALLIER CENTER FOR COMMUNICATION DISORDERS**

Dallas, TX

Experience in all aspects of audiological assessment, including site-of-lesion testing, immittance (tympanometry, acoustic reflex tests, reflex decay, Eustachian tube function, and perilymphatic fistula tests), evoked potentials [Auditory Brainstem Response (ABR), Electrocochleography (ECochG), Middle Latency Response (MLR), P300, and Auditory



Steady State Response (ASSR)], otoacoustic emissions (transient and distortion product), Electronystagmography (ENG), Behavioral Observation Audiometry (BOA), Visual Reinforcement Audiometry (VRA), intraoperative monitoring, Central Auditory Processing (CAP) tests, Universal Newborn Hearing Screening (UNHS), and hearing aid fitting, evaluation and selection for analog, programmable, and digital, traditional and disposable hearing aids. Newborn, infant, pediatric, adult and geriatric population experience.

**CERTIFICATION: Certificate of Clinical Competence in Audiology**

Completed November 1, 1994, #01093450.

Clinical Fellowship Year completed at Kaiser Permanente, Dallas, TX, under the direction of Dr. Miriam Henoch.

**LICENSURE:**

**Florida Licensed Audiologist**

Florida Board of Speech Language Pathology and Audiology #AY1839.

**California Licensed Audiologist**

State of California Consumer Services Agency, Speech-Language Pathology and Audiology Board #AU2582.

**District of Columbia Licensed Hearing Aid Dispenser**

District of Columbia Department of Consumer and Regulatory Affairs, Division of Pharmaceutical, Radiological and Medical Devices Control #HD9800065.

**Georgia Licensed Audiologist**

Georgia State Board of Examiners for Speech Pathology and Audiology #AUD003702.

**Indiana Licensed Audiologist.**

Indiana Professional Licensing Agency, Speech Language Pathology and Audiology Board #23002376A.

**Kentucky Licensed Audiologist**

Kentucky Board of Speech-Language Pathology and Audiology #KY-0452.

**Maryland Licensed Audiologist**

Maryland State Board of Audiologists, Hearing Aid Dispensers and Speech-Language-Pathologists #00826.

**New Jersey Licensed Audiologist**

State of New Jersey Division of Consumer Affairs, Audiology and Speech Language Pathology Advisory Committee #41YA00063900.

**New Jersey Licensed Hearing Aid Dispenser**

State of New Jersey Division of Consumer Affairs, Hearing Aid Dispensers Examining Committee #MG00101100.

**Nevada Licensed Audiologist**

State of Nevada Board of Examiners for Audiology and Speech Pathology #A-182.

**Ohio Licensed Audiologist**

Ohio Board of Speech-Language Pathology and Audiology #A-01447.

**Pennsylvania Licensed Audiologist**

Commonwealth of Pennsylvania Department of State, Bureau of Professional and Occupational Affairs #AT005844.

**Texas Licensed Audiologist**

Texas State Board of Examiners for Speech-Language Pathology and Audiology #51552.

**Virginia Licensed Audiologist**

Commonwealth of Virginia Department of Health Professions, Board of Audiology and Speech-Language Pathology #2201001183.

**Virginia Licensed Hearing Aid Specialist**

Commonwealth of Virginia Department of Professional and Occupational Regulation, Board for Hearing Aid Specialists #2101-001417.

**REVIEWER/  
EDITOR:**

**Needleman, A.**, (2016). Reviewer, Journal Article, Journal of the American Academy of Audiology, Reston, VA.

**Needleman, A.** (2015). Reviewer, Lippincott Williams & Wilkins web platform: Educational and Clinical Resources in Hearing and Speech Sciences.

**Needleman, A.**, (1995-2000). Reviewer, Journal Articles. Ear and Hearing. Reston, VA.

**Needleman, A.**, (1993-1995). Assistant Reviewer. Ear and Hearing. Reston, VA.

**HONORS &  
AWARDS:**

National President. Alpha Upsilon Delta Audiology Honor Society, 2016  
Sixth ACE Award for Continuing Education, ASHA, 2014  
Scholar, American Academy of Audiology, 2013-2014  
Scholar, American Academy of Audiology, 2012-2013  
Fifth ACE Award for Continuing Education, ASHA, 2012  
Scholar, American Academy of Audiology, 2011-2012  
Scholar, American Academy of Audiology, 2010-2011  
Fourth ACE Award for Continuing Education, ASHA, 2010  
Scholar, American Academy of Audiology, 2009-2010  
Better Hearing Institute Pediatric Advisory Council, 2008 - 2013  
Scholar, American Academy of Audiology, 2008-2009  
Third ACE Award for Continuing Education, ASHA, 2008  
Scholar, American Academy of Audiology, 2007-2008  
Scholar, American Academy of Audiology, 2006-2007  
Second ACE Award for Continuing Education, ASHA, 2006  
Scholar, American Academy of Audiology, 2005-2006  
First ACE Award for Continuing Education, ASHA, 2001  
Adjunct Professor, University of Vermont, 1998-1999  
University of Vermont Graduate Faculty appointment, 1996-1997  
Adjunct Professor, Howard University, 1996 - 1997  
Fellow, American Academy of Audiology, 1996  
Texas Public Education Grant, 1992 -1994  
Research & Teaching Assistant - University of Texas at Dallas (under Drs. Carl Crandell & Robert Stillman), 1991-1995