

1  
00:00:00,830 --> 00:00:03,240  
Awesome, So welcome to

2  
00:00:03,240 --> 00:00:08,354  
the first ever CSD at  
WSU podcast we do.

3  
00:00:08,354 --> 00:00:11,340  
We are joined today  
by Bethany Anki.

4  
00:00:11,340 --> 00:00:13,470  
She has a speech  
language pathologist

5  
00:00:13,470 --> 00:00:14,610  
and Vice

6  
00:00:14,610 --> 00:00:16,320  
President and  
General Manager

7  
00:00:16,320 --> 00:00:18,524  
of InHealth technologies.

8  
00:00:18,524 --> 00:00:20,759  
Add my name is  
Elizabeth Grillo.

9  
00:00:20,759 --> 00:00:22,650  
I'm a faculty member  
in the department

10  
00:00:22,650 --> 00:00:24,944  
and I'm also a speech  
language pathologist.

11  
00:00:24,944 --> 00:00:26,309  
And we are joined by

12  
00:00:26,309 --> 00:00:29,429  
33 second year  
graduate students

13  
00:00:29,429 --> 00:00:32,100  
who will be able to ask  
questions at the end,

14  
00:00:32,100 --> 00:00:34,199  
towards the end of the  
interview as well.

15  
00:00:34,199 --> 00:00:35,969

So thanks for joining us.  
16  
00:00:35,969 --> 00:00:38,399  
So Bethany, tell us about  
17  
00:00:38,399 --> 00:00:39,930  
your current position as  
18  
00:00:39,930 --> 00:00:42,459  
Vice President and  
General Manager.  
19  
00:00:42,459 --> 00:00:44,209  
What are you  
responsible for?  
20  
00:00:44,209 --> 00:00:45,814  
What do you do?  
21  
00:00:45,814 --> 00:00:49,370  
Well, the short answer  
is I'm responsible  
22  
00:00:49,370 --> 00:00:51,110  
for everything and I  
23  
00:00:51,110 --> 00:00:52,805  
do a little bit  
of everything.  
24  
00:00:52,805 --> 00:00:54,890  
So my my current role,  
25  
00:00:54,890 --> 00:00:57,650  
I've been in this  
little two years now.  
26  
00:00:57,650 --> 00:00:59,015  
I relocated from  
27  
00:00:59,015 --> 00:01:01,640  
Pittsburgh to  
sunny California,  
28  
00:01:01,640 --> 00:01:02,989  
been here two years.  
29  
00:01:02,989 --> 00:01:05,150  
And my responsibilities  
are that I  
30  
00:01:05,150 --> 00:01:08,089  
run the mHealth  
technologies business.

31  
00:01:08,089 --> 00:01:11,600  
For Edinburg Medical is  
a global corporation.

32  
00:01:11,600 --> 00:01:13,400  
There are 11 business units

33  
00:01:13,400 --> 00:01:15,335  
within for  
Edinburg Medical.

34  
00:01:15,335 --> 00:01:17,179  
And they all they all  
make different kinds

35  
00:01:17,179 --> 00:01:19,100  
of products in the  
medical field.

36  
00:01:19,100 --> 00:01:20,720  
Some of them  
make catheters,

37  
00:01:20,720 --> 00:01:23,989  
some of them make  
needles and hypo tubes.

38  
00:01:23,989 --> 00:01:25,699  
And that actually  
business has been

39  
00:01:25,699 --> 00:01:27,620  
really crazy  
because of COVID.

40  
00:01:27,620 --> 00:01:28,640  
So there had  
been, you know,

41  
00:01:28,640 --> 00:01:30,439  
that side of the  
business manufacturer,

42  
00:01:30,439 --> 00:01:32,314  
there's a lot of products  
that are going into

43  
00:01:32,314 --> 00:01:34,550  
COVID testing  
and vaccination.

44  
00:01:34,550 --> 00:01:36,499  
So that's kind

of interesting.

45

00:01:36,499 --> 00:01:39,469

My business as  
one of these 11,

46

00:01:39,469 --> 00:01:42,079

it's considered a  
strategic business unit,

47

00:01:42,079 --> 00:01:43,460

which means I report to

48

00:01:43,460 --> 00:01:45,289

the chief executive officer

49

00:01:45,289 --> 00:01:46,999

of the medical business.

50

00:01:46,999 --> 00:01:49,955

His name is Max,

he's great and

51

00:01:49,955 --> 00:01:52,970

I am responsible for  
running all in health.

52

00:01:52,970 --> 00:01:54,005

In health.

53

00:01:54,005 --> 00:01:55,280

It actually had  
just found this

54

00:01:55,280 --> 00:01:56,390

out like two years ago with

55

00:01:56,390 --> 00:01:58,730

short for international  
health technologies,

56

00:01:58,730 --> 00:02:00,665

which I actually  
didn't even know.

57

00:02:00,665 --> 00:02:02,180

So that was a  
fun fact that I

58

00:02:02,180 --> 00:02:04,534

discovered about a  
couple months ago.

59

00:02:04,534 --> 00:02:07,804

So mHealth technologies  
manufactures  
60  
00:02:07,804 --> 00:02:10,160  
silicone voice  
prosthesis that  
61  
00:02:10,160 --> 00:02:11,839  
help patients had  
been laryngectomy,  
62  
00:02:11,839 --> 00:02:13,594  
which I know you  
guys all know,  
63  
00:02:13,594 --> 00:02:16,519  
get some sort  
of voice again.  
64  
00:02:16,519 --> 00:02:19,190  
So in thinking about  
65  
00:02:19,190 --> 00:02:20,359  
all of the different areas  
66  
00:02:20,359 --> 00:02:21,814  
that the business has,  
67  
00:02:21,814 --> 00:02:23,479  
we have what we  
call it product  
68  
00:02:23,479 --> 00:02:25,474  
development department.  
69  
00:02:25,474 --> 00:02:26,750  
Some of you may  
know that as like  
70  
00:02:26,750 --> 00:02:27,770  
our R and D or  
71  
00:02:27,770 --> 00:02:30,319  
research and development  
departments.  
72  
00:02:30,319 --> 00:02:32,540  
So we have five  
engineers that  
73  
00:02:32,540 --> 00:02:35,495  
work in medical device  
and engineering.  
74

00:02:35,495 --> 00:02:36,140  
And the head of  
75  
00:02:36,140 --> 00:02:38,135  
that department  
reports to me.  
76  
00:02:38,135 --> 00:02:40,280  
We've got sales, so I have  
77  
00:02:40,280 --> 00:02:43,234  
a sales team that covers  
the United States.  
78  
00:02:43,234 --> 00:02:46,159  
I have one guy that's  
in Dublin, Ireland.  
79  
00:02:46,159 --> 00:02:48,889  
He's my international  
sales manager.  
80  
00:02:48,889 --> 00:02:50,270  
And I have a team of  
81  
00:02:50,270 --> 00:02:51,860  
clinical  
specialists which I  
82  
00:02:51,860 --> 00:02:53,300  
kind of built from  
the ground up,  
83  
00:02:53,300 --> 00:02:54,980  
which comprises five speech  
84  
00:02:54,980 --> 00:02:56,525  
and language  
pathologists that are  
85  
00:02:56,525 --> 00:02:57,919  
highly trained and skilled  
86  
00:02:57,919 --> 00:03:00,005  
in laryngectomy  
voice restoration,  
87  
00:03:00,005 --> 00:03:02,029  
and they all work  
for in health.  
88  
00:03:02,029 --> 00:03:04,444  
I also have a  
marketing department.

89  
00:03:04,444 --> 00:03:06,770  
Customer service  
department,  
90  
00:03:06,770 --> 00:03:07,745  
What am I missing?  
91  
00:03:07,745 --> 00:03:10,040  
Oh gosh, how can I  
forget this quality  
92  
00:03:10,040 --> 00:03:12,530  
and regulatory? That is it.  
93  
00:03:12,530 --> 00:03:14,614  
I'm sorry, my  
computer's beeping.  
94  
00:03:14,614 --> 00:03:15,920  
That is probably  
something that's  
95  
00:03:15,920 --> 00:03:17,974  
new to some of you.  
96  
00:03:17,974 --> 00:03:19,910  
But they basically, they  
97  
00:03:19,910 --> 00:03:21,290  
keep us in compliance with  
98  
00:03:21,290 --> 00:03:23,810  
the FDA and make  
99  
00:03:23,810 --> 00:03:25,610  
sure that we're doing  
all the right things to  
100  
00:03:25,610 --> 00:03:27,770  
hit high-quality  
standards and make  
101  
00:03:27,770 --> 00:03:29,509  
sure that we register  
our products  
102  
00:03:29,509 --> 00:03:30,709  
appropriately so  
we could sell  
103  
00:03:30,709 --> 00:03:32,450  
them in other countries.  
104

00:03:32,450 --> 00:03:34,879  
And I think those are  
all of the departments.  
105  
00:03:34,879 --> 00:03:37,010  
So all of those department  
heads reporting to  
106  
00:03:37,010 --> 00:03:38,210  
me and I report into  
107  
00:03:38,210 --> 00:03:40,399  
the big boss  
which is the CEO.  
108  
00:03:40,399 --> 00:03:42,200  
Hey, Beth, How  
many people are  
109  
00:03:42,200 --> 00:03:44,015  
you're responsible  
for then?  
110  
00:03:44,015 --> 00:03:46,174  
We have 38 people  
111  
00:03:46,174 --> 00:03:48,530  
right now working for  
and how technologies.  
112  
00:03:48,530 --> 00:03:50,539  
It's actually pretty small.  
113  
00:03:50,539 --> 00:03:52,969  
It's actually a  
relatively small team.  
114  
00:03:52,969 --> 00:03:54,724  
And that's  
because we share.  
115  
00:03:54,724 --> 00:03:57,439  
So we have manufacturing  
here in California.  
116  
00:03:57,439 --> 00:03:59,509  
That's another  
business of Friedberg,  
117  
00:03:59,509 --> 00:04:00,994  
which is our  
parent company.  
118  
00:04:00,994 --> 00:04:03,740



And we share some teams  
together with them.  
119  
00:04:03,740 --> 00:04:05,390  
So human resources as kind  
120  
00:04:05,390 --> 00:04:07,339  
of what we call a  
shared service.  
121  
00:04:07,339 --> 00:04:09,920  
So you think of the  
other shared departments  
122  
00:04:09,920 --> 00:04:11,749  
with the other side  
of the business,  
123  
00:04:11,749 --> 00:04:13,279  
we have about 50 people.  
124  
00:04:13,279 --> 00:04:14,135  
Oh, wow.  
125  
00:04:14,135 --> 00:04:16,369  
And then you feel  
that tell us.  
126  
00:04:16,369 --> 00:04:17,869  
So because you are  
127  
00:04:17,869 --> 00:04:20,134  
the head you're at,  
you're the head honchos.  
128  
00:04:20,134 --> 00:04:22,789  
The entire inhale  
technique,  
129  
00:04:22,789 --> 00:04:25,279  
like stressing  
out management.  
130  
00:04:25,279 --> 00:04:27,514  
Stops with you?  
131  
00:04:27,514 --> 00:04:29,705  
It does indeed, yeah.  
132  
00:04:29,705 --> 00:04:32,240  
So how did you develop  
the skills to be  
133  
00:04:32,240 --> 00:04:34,010

successful in your  
current position  
134  
00:04:34,010 --> 00:04:35,689  
because you are  
a clinician,  
135  
00:04:35,689 --> 00:04:36,950  
you started as a  
speech language  
136  
00:04:36,950 --> 00:04:38,044  
pathologists like  
137  
00:04:38,044 --> 00:04:40,580  
all the students  
in this podcast.  
138  
00:04:40,580 --> 00:04:41,869  
So how did you  
develop the skills to  
139  
00:04:41,869 --> 00:04:43,805  
be successful in  
this position?  
140  
00:04:43,805 --> 00:04:46,579  
That's a great  
question and I think  
141  
00:04:46,579 --> 00:04:49,640  
it's just through  
experience.  
142  
00:04:49,640 --> 00:04:51,319  
I think coming in with  
143  
00:04:51,319 --> 00:04:52,579  
the background that I had  
144  
00:04:52,579 --> 00:04:53,689  
and treating patients.  
145  
00:04:53,689 --> 00:04:55,250  
So if any of  
146  
00:04:55,250 --> 00:04:57,050  
you are familiar  
with the products,  
147  
00:04:57,050 --> 00:04:58,789  
I mean, we used  
to put them in.  
148

00:04:58,789 --> 00:04:59,765  
So when I worked in  
149  
00:04:59,765 --> 00:05:01,459  
University of Pittsburgh  
Medical Center,  
150  
00:05:01,459 --> 00:05:03,019  
I use the products for  
151  
00:05:03,019 --> 00:05:05,075  
patients and treated  
patients with them.  
152  
00:05:05,075 --> 00:05:07,310  
So I think really  
understanding that  
153  
00:05:07,310 --> 00:05:09,590  
gives you a  
tremendous insight  
154  
00:05:09,590 --> 00:05:11,779  
into what will  
make that business  
155  
00:05:11,779 --> 00:05:12,590  
successful because you  
156  
00:05:12,590 --> 00:05:14,225  
essentially are a customer.  
157  
00:05:14,225 --> 00:05:16,100  
So I went from a  
customer that was  
158  
00:05:16,100 --> 00:05:19,175  
purchasing these products  
to help patients.  
159  
00:05:19,175 --> 00:05:21,380  
And that gives me a  
tremendous amount  
160  
00:05:21,380 --> 00:05:23,239  
of perspective for  
what a customer  
161  
00:05:23,239 --> 00:05:25,100  
wants and what a  
business really  
162  
00:05:25,100 --> 00:05:27,530  
is as meeting a

customer need, right?  
163  
00:05:27,530 --> 00:05:29,510  
So we don't, people  
don't go into  
164  
00:05:29,510 --> 00:05:30,529  
business until they know  
165  
00:05:30,529 --> 00:05:31,970  
that there's a need there.  
166  
00:05:31,970 --> 00:05:34,489  
So I think when I  
joined and how that  
167  
00:05:34,489 --> 00:05:36,710  
was a what we call  
clinical specialists.  
168  
00:05:36,710 --> 00:05:39,064  
So as one of two  
clinical specialist  
169  
00:05:39,064 --> 00:05:40,459  
that helped clinicians  
170  
00:05:40,459 --> 00:05:41,599  
around the country  
and around  
171  
00:05:41,599 --> 00:05:44,359  
the world troubleshoot  
patients.  
172  
00:05:44,359 --> 00:05:45,830  
And, you know,  
obviously I needed  
173  
00:05:45,830 --> 00:05:47,989  
my speech language  
background  
174  
00:05:47,989 --> 00:05:49,370  
to help with that.  
175  
00:05:49,370 --> 00:05:50,960  
And then really think  
176  
00:05:50,960 --> 00:05:52,790  
everything else  
that kind of led  
177  
00:05:52,790 --> 00:05:54,949

to me in this position  
178  
00:05:54,949 --> 00:05:57,860  
as probably  
curiosity and drive.  
179  
00:05:57,860 --> 00:05:59,960  
I always was really  
interested in  
180  
00:05:59,960 --> 00:06:01,939  
learning other parts  
of the business.  
181  
00:06:01,939 --> 00:06:03,470  
So if there was a meeting  
182  
00:06:03,470 --> 00:06:04,520  
I wanted to sit and I'm at,  
183  
00:06:04,520 --> 00:06:05,750  
I just wanted  
to kind of soak  
184  
00:06:05,750 --> 00:06:07,654  
the knowledge up and learn.  
185  
00:06:07,654 --> 00:06:09,470  
And that went through  
186  
00:06:09,470 --> 00:06:10,790  
some of the  
departments we had.  
187  
00:06:10,790 --> 00:06:12,230  
And I think that I was  
188  
00:06:12,230 --> 00:06:13,939  
always kind of  
curious about  
189  
00:06:13,939 --> 00:06:15,980  
everything and I think  
that just led me to  
190  
00:06:15,980 --> 00:06:17,449  
learn more and more  
191  
00:06:17,449 --> 00:06:19,969  
involved myself.  
Put your hand up.  
192  
00:06:19,969 --> 00:06:21,859  
You're not going

to participate,  
193  
00:06:21,859 --> 00:06:23,599  
sit there and  
soak things up.  
194  
00:06:23,599 --> 00:06:24,949  
And that led this is my  
195  
00:06:24,949 --> 00:06:27,169  
fourth job in the company.  
196  
00:06:27,169 --> 00:06:28,940  
But honestly, I could never  
197  
00:06:28,940 --> 00:06:30,050  
have gotten here  
if I didn't  
198  
00:06:30,050 --> 00:06:31,219  
have the speech language  
199  
00:06:31,219 --> 00:06:32,959  
pathology background  
that I did.  
200  
00:06:32,959 --> 00:06:34,144  
Well.  
201  
00:06:34,144 --> 00:06:35,990  
So you can you  
tell a little bit  
202  
00:06:35,990 --> 00:06:37,880  
about you talked a  
little bit about  
203  
00:06:37,880 --> 00:06:40,400  
the path that led you to  
204  
00:06:40,400 --> 00:06:41,900  
become the Vice President  
205  
00:06:41,900 --> 00:06:43,339  
and General Manager.  
206  
00:06:43,339 --> 00:06:44,239  
Can you talk more  
207  
00:06:44,239 --> 00:06:45,274  
about because you  
said you had,  
208  
00:06:45,274 --> 00:06:46,369

I think three or  
four different  
209  
00:06:46,369 --> 00:06:47,659  
positions in the company.  
210  
00:06:47,659 --> 00:06:48,980  
How did you eventually  
211  
00:06:48,980 --> 00:06:51,335  
become the head person?  
212  
00:06:51,335 --> 00:06:52,835  
Yeah.  
213  
00:06:52,835 --> 00:06:55,159  
I think it's an  
interesting trajectory.  
214  
00:06:55,159 --> 00:06:56,539  
I think anytime  
somebody from  
215  
00:06:56,539 --> 00:06:57,679  
medicine or medical  
216  
00:06:57,679 --> 00:06:58,970  
background goes  
into business,  
217  
00:06:58,970 --> 00:07:00,980  
it's always kind of  
an interesting path  
218  
00:07:00,980 --> 00:07:02,539  
as to how you get there.  
219  
00:07:02,539 --> 00:07:03,710  
So again, they started  
220  
00:07:03,710 --> 00:07:05,060  
as a clinical specialist  
221  
00:07:05,060 --> 00:07:07,880  
using my experience  
as a clinician to  
222  
00:07:07,880 --> 00:07:10,655  
help other clinicians  
around the world doing  
223  
00:07:10,655 --> 00:07:12,500  
educational programming  
224

00:07:12,500 --> 00:07:15,110  
on laryngectomy  
and products.  
225

00:07:15,110 --> 00:07:18,410  
Typically we focus  
that to be a clinical,  
226

00:07:18,410 --> 00:07:19,790  
not a product pitch,  
227

00:07:19,790 --> 00:07:21,470  
but more of a  
clinical expertise.  
228

00:07:21,470 --> 00:07:23,840  
And we still do  
that to this day.  
229

00:07:23,840 --> 00:07:25,939  
And then I kind of fell  
230

00:07:25,939 --> 00:07:28,789  
into more of an  
international roll.  
231

00:07:28,789 --> 00:07:30,290  
The person that was  
232

00:07:30,290 --> 00:07:32,179  
kind of providing  
that same level  
233

00:07:32,179 --> 00:07:33,289  
of support to  
234

00:07:33,289 --> 00:07:36,184  
our international  
customers and clinicians.  
235

00:07:36,184 --> 00:07:38,840  
Resigned and I put  
236

00:07:38,840 --> 00:07:40,639  
my hand up and I  
want to travel,  
237

00:07:40,639 --> 00:07:42,290  
I want to go  
over to Europe.  
238

00:07:42,290 --> 00:07:45,290  
And so I volunteered  
to do that.



239  
00:07:45,290 --> 00:07:48,424  
And the more I traveled,  
the more I loved it.  
240  
00:07:48,424 --> 00:07:49,835  
Because when you're,  
241  
00:07:49,835 --> 00:07:51,470  
when you're exposed  
to a one type of  
242  
00:07:51,470 --> 00:07:53,465  
healthcare in the  
United States  
243  
00:07:53,465 --> 00:07:54,199  
and you go to  
244  
00:07:54,199 --> 00:07:56,359  
another country,  
it's very different.  
245  
00:07:56,359 --> 00:07:58,309  
And I think it's  
fascinating to  
246  
00:07:58,309 --> 00:08:00,650  
learn how other companies,  
247  
00:08:00,650 --> 00:08:02,010  
other countries  
really approach  
248  
00:08:02,010 --> 00:08:04,040  
their health care model and  
249  
00:08:04,040 --> 00:08:06,440  
socialized healthcare  
systems and  
250  
00:08:06,440 --> 00:08:07,759  
trying to see how they  
251  
00:08:07,759 --> 00:08:09,799  
treat patients  
differently than  
252  
00:08:09,799 --> 00:08:11,974  
we might in the  
United States.  
253  
00:08:11,974 --> 00:08:13,970  
So I was really

interested in that.  
254  
00:08:13,970 --> 00:08:15,590  
And so eventually  
I kind of became  
255  
00:08:15,590 --> 00:08:18,544  
the international  
clinical specialist.  
256  
00:08:18,544 --> 00:08:21,800  
And then we decided  
that the success of  
257  
00:08:21,800 --> 00:08:23,990  
the clinical team members  
258  
00:08:23,990 --> 00:08:25,954  
and the contributions  
were there.  
259  
00:08:25,954 --> 00:08:28,039  
So we got kind of a  
petition to see if we  
260  
00:08:28,039 --> 00:08:30,020  
can hire more, right?  
It's a big world.  
261  
00:08:30,020 --> 00:08:31,190  
He can't do it  
with one speech  
262  
00:08:31,190 --> 00:08:32,389  
pathologists at a time.  
263  
00:08:32,389 --> 00:08:33,950  
So we eventually started  
264  
00:08:33,950 --> 00:08:37,100  
building our clinical  
program at in health.  
265  
00:08:37,100 --> 00:08:38,825  
And that again  
was just hiring  
266  
00:08:38,825 --> 00:08:40,759  
really great  
speech pathologist  
267  
00:08:40,759 --> 00:08:42,964  
that had been  
treating patients.

268  
00:08:42,964 --> 00:08:44,840  
And typically in kind  
269  
00:08:44,840 --> 00:08:46,775  
of intense cancer centers.  
270  
00:08:46,775 --> 00:08:48,754  
We've got people  
from Vanderbilt,  
271  
00:08:48,754 --> 00:08:51,589  
from Rush University  
in Chicago,  
272  
00:08:51,589 --> 00:08:54,110  
MUS see in Charleston.  
273  
00:08:54,110 --> 00:08:57,859  
So we started to build  
our clinical team with  
274  
00:08:57,859 --> 00:09:00,140  
these fantastic  
speech pathologists  
275  
00:09:00,140 --> 00:09:02,449  
that really knew  
this population.  
276  
00:09:02,449 --> 00:09:04,130  
And so then it kind  
of became kind of  
277  
00:09:04,130 --> 00:09:06,800  
the manager, the  
clinical department.  
278  
00:09:06,800 --> 00:09:08,989  
And then we decided  
we really wanted  
279  
00:09:08,989 --> 00:09:11,060  
to grow  
internationally more  
280  
00:09:11,060 --> 00:09:12,770  
and do more because  
the company  
281  
00:09:12,770 --> 00:09:13,970  
was pretty focused in  
282  
00:09:13,970 --> 00:09:15,139

the United States and still  
283  
00:09:15,139 --> 00:09:16,940  
about 70% of our business  
284  
00:09:16,940 --> 00:09:18,499  
is here in the  
United States.  
285  
00:09:18,499 --> 00:09:19,519  
And we wanted to have more  
286  
00:09:19,519 --> 00:09:21,080  
of a global footprint.  
287  
00:09:21,080 --> 00:09:23,960  
So they wanted to  
really dedicate hiring  
288  
00:09:23,960 --> 00:09:25,400  
somebody to focus strictly  
289  
00:09:25,400 --> 00:09:27,365  
on the international  
business.  
290  
00:09:27,365 --> 00:09:29,329  
Again, I put my hand  
up, I want to do that.  
291  
00:09:29,329 --> 00:09:30,050  
That sounds great.  
292  
00:09:30,050 --> 00:09:33,124  
So I became the  
International Sales Manager.  
293  
00:09:33,124 --> 00:09:35,089  
And that was my last  
position before  
294  
00:09:35,089 --> 00:09:37,190  
I came here two years ago.  
295  
00:09:37,190 --> 00:09:40,564  
And what that gave me  
was not it was a lot of  
296  
00:09:40,564 --> 00:09:42,650  
Knowledge about kind of  
297  
00:09:42,650 --> 00:09:44,509  
the market where  
we need to go,

298  
00:09:44,509 --> 00:09:46,339  
what we need to do to  
improve the business.

299  
00:09:46,339 --> 00:09:48,590  
And that gives me  
kind of insight

300  
00:09:48,590 --> 00:09:51,200  
into where to  
direct the NAS.

301  
00:09:51,200 --> 00:09:52,670  
So as, you know, when

302  
00:09:52,670 --> 00:09:53,779  
this position opened up,

303  
00:09:53,779 --> 00:09:55,430  
I was really happy  
to step into

304  
00:09:55,430 --> 00:09:57,290  
it because at  
that point I had

305  
00:09:57,290 --> 00:09:59,179  
already had a lot

306  
00:09:59,179 --> 00:10:00,350  
of experience in  
the United States

307  
00:10:00,350 --> 00:10:02,120  
and internationally  
and the rest

308  
00:10:02,120 --> 00:10:03,619  
of it I can kind  
of learn as I go.

309  
00:10:03,619 --> 00:10:04,265  
Yeah.

310  
00:10:04,265 --> 00:10:06,919  
So once once you were  
offered the position

311  
00:10:06,919 --> 00:10:10,129  
because your background  
is a clinician,

312  
00:10:10,129 --> 00:10:12,499

did you did the company  
313  
00:10:12,499 --> 00:10:13,969  
offer you business  
training?  
314  
00:10:13,969 --> 00:10:15,230  
I mean, did you  
have any business  
315  
00:10:15,230 --> 00:10:16,760  
experience that  
you have to do  
316  
00:10:16,760 --> 00:10:19,924  
like an upper management  
course online,  
317  
00:10:19,924 --> 00:10:21,049  
like what did  
they do to help  
318  
00:10:21,049 --> 00:10:22,920  
the business  
financial aspects  
319  
00:10:22,920 --> 00:10:25,539  
of of your resume?  
320  
00:10:25,539 --> 00:10:27,564  
Yeah. Great question.  
321  
00:10:27,564 --> 00:10:28,179  
Yeah.  
322  
00:10:28,179 --> 00:10:29,649  
This company has  
been incredibly  
323  
00:10:29,649 --> 00:10:30,909  
supportive of me.  
324  
00:10:30,909 --> 00:10:32,139  
I think, you know,  
325  
00:10:32,139 --> 00:10:33,940  
we're kind of an  
odd business.  
326  
00:10:33,940 --> 00:10:35,289  
And the fact  
that we're kind  
327  
00:10:35,289 --> 00:10:36,580

of in a niche market.  
328  
00:10:36,580 --> 00:10:39,564  
We say we're very  
focused business unit  
329  
00:10:39,564 --> 00:10:42,009  
and that we really only  
do E and T products.  
330  
00:10:42,009 --> 00:10:44,620  
We don't do anything else.  
331  
00:10:44,620 --> 00:10:46,719  
So I think they kind  
of looked at me like,  
332  
00:10:46,719 --> 00:10:48,444  
oh, a speech pathologist.  
333  
00:10:48,444 --> 00:10:49,989  
I certainly do not have  
334  
00:10:49,989 --> 00:10:52,269  
an extensive  
finance background.  
335  
00:10:52,269 --> 00:10:54,550  
But it was great when they  
336  
00:10:54,550 --> 00:10:56,170  
really invested  
a lot in me.  
337  
00:10:56,170 --> 00:10:57,985  
I think the first  
thing that they did,  
338  
00:10:57,985 --> 00:10:59,470  
There's a lot of  
great internal  
339  
00:10:59,470 --> 00:11:01,375  
training programs  
for Edinburg.  
340  
00:11:01,375 --> 00:11:03,115  
So I went through to  
341  
00:11:03,115 --> 00:11:05,930  
leadership development  
programs where  
342  
00:11:05,930 --> 00:11:07,370

they're basically  
343  
00:11:07,370 --> 00:11:08,870  
teaching you not  
to be a manager,  
344  
00:11:08,870 --> 00:11:10,730  
but to be a real leader and  
345  
00:11:10,730 --> 00:11:12,950  
focusing on what it  
takes to develop people.  
346  
00:11:12,950 --> 00:11:15,319  
So that is probably  
my favorite thing.  
347  
00:11:15,319 --> 00:11:17,059  
I've actually now  
done three of those  
348  
00:11:17,059 --> 00:11:19,249  
through for Edinburg  
ads themselves.  
349  
00:11:19,249 --> 00:11:20,090  
And they partner with  
350  
00:11:20,090 --> 00:11:22,160  
business schools in Europe.  
351  
00:11:22,160 --> 00:11:24,199  
And they sent me to  
352  
00:11:24,199 --> 00:11:26,120  
a finance course  
that finance  
353  
00:11:26,120 --> 00:11:28,354  
for non-financial  
people is actually,  
354  
00:11:28,354 --> 00:11:29,870  
that's the true  
name of the course.  
355  
00:11:29,870 --> 00:11:31,024  
Who knew finance for now?  
356  
00:11:31,024 --> 00:11:33,050  
It's like finance  
for dummies only.  
357  
00:11:33,050 --> 00:11:35,240



Get actual people.  
358  
00:11:35,240 --> 00:11:36,620  
So I went to one of those  
359  
00:11:36,620 --> 00:11:37,789  
within the company and I  
360  
00:11:37,789 --> 00:11:40,774  
went to one at University  
of Chicago Booth.  
361  
00:11:40,774 --> 00:11:42,500  
To be honest with you,  
362  
00:11:42,500 --> 00:11:44,615  
I think the most  
amount I've learned  
363  
00:11:44,615 --> 00:11:46,159  
about finance and  
364  
00:11:46,159 --> 00:11:47,540  
the background  
in accounting,  
365  
00:11:47,540 --> 00:11:49,069  
and that has just  
been on the job.  
366  
00:11:49,069 --> 00:11:51,890  
I have a tremendous  
Director of Finance.  
367  
00:11:51,890 --> 00:11:54,440  
She's been around for  
a really long time.  
368  
00:11:54,440 --> 00:11:55,729  
She's my right hand.  
369  
00:11:55,729 --> 00:11:57,380  
She fills in the gaps.  
370  
00:11:57,380 --> 00:11:59,944  
So it's really about  
having a good team.  
371  
00:11:59,944 --> 00:12:02,794  
So where, where  
I'm strong, she's,  
372  
00:12:02,794 --> 00:12:04,699  
doesn't have the exposure

and where I'm weak,  
373  
00:12:04,699 --> 00:12:06,935  
she's great, so she  
is my finance guru.  
374  
00:12:06,935 --> 00:12:09,859  
So yeah, I'll say  
the company really  
375  
00:12:09,859 --> 00:12:11,165  
invested a lot of time  
376  
00:12:11,165 --> 00:12:12,919  
into developing me all day.  
377  
00:12:12,919 --> 00:12:15,365  
And they saw they  
recognize your talon.  
378  
00:12:15,365 --> 00:12:17,134  
Thank you.  
379  
00:12:17,134 --> 00:12:19,220  
Where do you  
see yourself in  
380  
00:12:19,220 --> 00:12:22,384  
five to ten years?  
In in health?  
381  
00:12:22,384 --> 00:12:24,500  
Yeah, that's a  
great question.  
382  
00:12:24,500 --> 00:12:26,569  
I really want to  
grow the business.  
383  
00:12:26,569 --> 00:12:28,730  
And I think what  
we're really looking  
384  
00:12:28,730 --> 00:12:30,529  
to do is add on to kind  
385  
00:12:30,529 --> 00:12:32,239  
of our business through  
386  
00:12:32,239 --> 00:12:34,490  
potentially adding  
on new products,  
387  
00:12:34,490 --> 00:12:37,219

potentially new  
companies that  
388  
00:12:37,219 --> 00:12:39,365  
we could merge or acquire.  
389  
00:12:39,365 --> 00:12:42,170  
So I think my passion  
390  
00:12:42,170 --> 00:12:43,370  
is always going  
to be within  
391  
00:12:43,370 --> 00:12:44,840  
health because it's,  
392  
00:12:44,840 --> 00:12:46,220  
that was my passion and  
393  
00:12:46,220 --> 00:12:47,360  
my clinical practice and  
394  
00:12:47,360 --> 00:12:48,589  
that's still my  
passion today.  
395  
00:12:48,589 --> 00:12:51,140  
I wouldn't work for we  
have one competitor.  
396  
00:12:51,140 --> 00:12:52,549  
I really wouldn't work for  
397  
00:12:52,549 --> 00:12:54,139  
them because I don't  
feel the same way.  
398  
00:12:54,139 --> 00:12:56,720  
It doesn't have the  
historic legacy  
399  
00:12:56,720 --> 00:12:58,700  
that our products do.  
400  
00:12:58,700 --> 00:13:00,739  
So yeah, I think for me  
401  
00:13:00,739 --> 00:13:02,330  
my passion is always  
going to be in health.  
402  
00:13:02,330 --> 00:13:03,949  
I always want to be  
involved in it to

403  
00:13:03,949 --> 00:13:06,184  
some degree, but I  
do want to grow it.  
404  
00:13:06,184 --> 00:13:07,549  
I want to make  
sure that we're  
405  
00:13:07,549 --> 00:13:08,944  
continuing to fill  
406  
00:13:08,944 --> 00:13:12,470  
unmet needs for  
patients and ENT.  
407  
00:13:12,470 --> 00:13:14,960  
And whether that's  
growing the business by  
408  
00:13:14,960 --> 00:13:18,740  
acquisition or becoming  
a division head,  
409  
00:13:18,740 --> 00:13:20,240  
I want to continue actually  
410  
00:13:20,240 --> 00:13:22,310  
really have come  
to like business.  
411  
00:13:22,310 --> 00:13:25,535  
So obviously because  
I'm in this position,  
412  
00:13:25,535 --> 00:13:29,375  
it's fun to be able  
to direct the future.  
413  
00:13:29,375 --> 00:13:31,295  
Greenberg does this,  
414  
00:13:31,295 --> 00:13:34,234  
this great process called  
strategic planning.  
415  
00:13:34,234 --> 00:13:35,750  
And so we did  
our three-year  
416  
00:13:35,750 --> 00:13:37,220  
strategic plan last year,  
417  
00:13:37,220 --> 00:13:38,689

which was a little  
418  
00:13:38,689 --> 00:13:40,639  
intimidating at first  
because it's like,  
419  
00:13:40,639 --> 00:13:43,010  
you know, 200  
PowerPoint slides.  
420  
00:13:43,010 --> 00:13:44,629  
Really intimidating, but it  
421  
00:13:44,629 --> 00:13:46,609  
was incredibly fun  
and you really  
422  
00:13:46,609 --> 00:13:48,049  
can map out what the future  
423  
00:13:48,049 --> 00:13:49,159  
looks like for the business  
424  
00:13:49,159 --> 00:13:49,969  
and that's pretty cool.  
425  
00:13:49,969 --> 00:13:51,529  
So for me, I just I  
always want to keep  
426  
00:13:51,529 --> 00:13:53,554  
at least some part of  
me focus on and help,  
427  
00:13:53,554 --> 00:13:54,949  
but I also want to  
grow beyond that.  
428  
00:13:54,949 --> 00:13:57,530  
So from a position  
wise, I'm not sure,  
429  
00:13:57,530 --> 00:13:59,660  
but I definitely  
like medical devices  
430  
00:13:59,660 --> 00:14:01,009  
that help patients.  
431  
00:14:01,009 --> 00:14:02,434  
So awesome.  
432  
00:14:02,434 --> 00:14:03,949  
The idea of this strategic

433  
00:14:03,949 --> 00:14:05,210  
plan is interesting.  
434  
00:14:05,210 --> 00:14:06,919  
We all need to think about  
435  
00:14:06,919 --> 00:14:09,230  
what our own individual  
strategic plans.  
436  
00:14:09,230 --> 00:14:11,119  
Where do you students  
437  
00:14:11,119 --> 00:14:12,394  
who are going to  
graduate soon?  
438  
00:14:12,394 --> 00:14:15,169  
Where do you see  
yourselves in a year?  
439  
00:14:15,169 --> 00:14:16,385  
You know, you're  
gonna be looking,  
440  
00:14:16,385 --> 00:14:18,125  
completing our  
clinical fellowship.  
441  
00:14:18,125 --> 00:14:19,280  
And then where are  
you going to be  
442  
00:14:19,280 --> 00:14:20,629  
55 years from now?  
443  
00:14:20,629 --> 00:14:21,799  
Where are you going to  
be 10 years from now?  
444  
00:14:21,799 --> 00:14:22,970  
Do you see yourself  
445  
00:14:22,970 --> 00:14:24,230  
beginning a  
private practice?  
446  
00:14:24,230 --> 00:14:25,670  
Do you see yourself  
in business  
447  
00:14:25,670 --> 00:14:27,590  
aspects like Bethany has?

448  
00:14:27,590 --> 00:14:29,569  
Explore that aspect  
of the field.  
449  
00:14:29,569 --> 00:14:30,980  
So Beth and you can you  
450  
00:14:30,980 --> 00:14:32,660  
tell us a little bit about  
451  
00:14:32,660 --> 00:14:34,790  
the history of  
mHealth because it's  
452  
00:14:34,790 --> 00:14:36,169  
a really important  
history with  
453  
00:14:36,169 --> 00:14:37,910  
Dr. Bloom and Dr. Singer.  
454  
00:14:37,910 --> 00:14:39,290  
I don't I'm not sure if  
455  
00:14:39,290 --> 00:14:40,309  
the students know that.  
456  
00:14:40,309 --> 00:14:41,810  
If I i've I've  
talked about that,  
457  
00:14:41,810 --> 00:14:43,010  
I don't think I have  
458  
00:14:43,010 --> 00:14:44,300  
in the videos that  
they've watched.  
459  
00:14:44,300 --> 00:14:45,110  
So can you give them  
460  
00:14:45,110 --> 00:14:46,685  
a little history  
of that, please?  
461  
00:14:46,685 --> 00:14:48,019  
Sure.  
462  
00:14:48,019 --> 00:14:50,329  
Does anybody has  
seen a laryngectomy  
463  
00:14:50,329 --> 00:14:52,190

patients to your knowledge?  
464  
00:14:52,190 --> 00:14:54,509  
Well, they've  
watched some videos.  
465  
00:14:54,509 --> 00:14:56,080  
That's a start.  
466  
00:14:56,080 --> 00:14:58,269  
I mean, they watch  
some YouTube videos.  
467  
00:14:58,269 --> 00:15:01,270  
Yeah, that's better  
than nothing but great.  
468  
00:15:01,270 --> 00:15:02,349  
Okay. Yes.  
469  
00:15:02,349 --> 00:15:04,090  
So as you guys know,  
470  
00:15:04,090 --> 00:15:05,830  
anybody who's  
had their larynx  
471  
00:15:05,830 --> 00:15:09,025  
removed has a phonic,  
they can't speak.  
472  
00:15:09,025 --> 00:15:12,520  
And for hundreds of  
years there were people  
473  
00:15:12,520 --> 00:15:14,215  
trying to give  
these patients  
474  
00:15:14,215 --> 00:15:16,495  
waste in the  
1800's going back,  
475  
00:15:16,495 --> 00:15:18,069  
nobody could find a way to  
476  
00:15:18,069 --> 00:15:19,480  
give these patients  
their voice  
477  
00:15:19,480 --> 00:15:22,270  
back that was  
relatively human,  
478



00:15:22,270 --> 00:15:25,315  
sounding, easy,  
safe, replicable.  
479

00:15:25,315 --> 00:15:27,070  
So I'm sure you're  
all familiar with  
480

00:15:27,070 --> 00:15:29,720  
the electrolarynx  
that year?  
481

00:15:30,060 --> 00:15:32,635  
That was really  
with a go-to  
482

00:15:32,635 --> 00:15:34,060  
for voice restoration.  
483

00:15:34,060 --> 00:15:35,860  
That and what we call  
esophageal speech,  
484

00:15:35,860 --> 00:15:37,580  
which is essentially not  
485

00:15:37,580 --> 00:15:39,050  
to make it oversimplify it,  
486

00:15:39,050 --> 00:15:40,715  
but it's basically  
swallowing air,  
487

00:15:40,715 --> 00:15:42,890  
burping it back up and  
talking on the burbs.  
488

00:15:42,890 --> 00:15:44,584  
So you're using the  
airflow to vibrate  
489

00:15:44,584 --> 00:15:47,449  
the upper esophageal  
muscle sphincter  
490

00:15:47,449 --> 00:15:49,550  
and then that causes voice.  
491

00:15:49,550 --> 00:15:53,120  
So fast-forward to 970.  
492

00:15:53,120 --> 00:15:54,919  
It's Dr. Block, Dr.  
493

00:15:54,919 --> 00:15:58,385  
Eric Blom as a PhD level  
speech pathologist.  
494

00:15:58,385 --> 00:16:01,159  
And he, he worked for  
495

00:16:01,159 --> 00:16:02,630  
an ENT practice than he was  
496

00:16:02,630 --> 00:16:05,074  
really interested in  
this patient population.  
497

00:16:05,074 --> 00:16:08,360  
He had a partner,  
an ENT surgeon  
498

00:16:08,360 --> 00:16:09,455  
named Dr. Singer.  
499

00:16:09,455 --> 00:16:11,735  
So Dr. Bohm and Singer is,  
500

00:16:11,735 --> 00:16:15,349  
I believe and I'm not  
sure whose idea it was,  
501

00:16:15,349 --> 00:16:17,119  
but came together  
and what they  
502

00:16:17,119 --> 00:16:18,979  
did is they really did  
503

00:16:18,979 --> 00:16:20,360  
the first safe  
504

00:16:20,360 --> 00:16:23,450  
replicable  
tracheoesophageal puncture,  
505

00:16:23,450 --> 00:16:24,799  
which is essentially making  
506

00:16:24,799 --> 00:16:26,704  
a surgical puncture between  
507

00:16:26,704 --> 00:16:28,069  
the posterior wall of  
508

00:16:28,069 --> 00:16:29,540  
the trachea and  
the anterior

509  
00:16:29,540 --> 00:16:30,980  
wall of the esophagus.  
510  
00:16:30,980 --> 00:16:33,140  
And Dr. Blom, the  
speech pathologist,  
511  
00:16:33,140 --> 00:16:34,699  
was actually kind of,  
512  
00:16:34,699 --> 00:16:36,394  
he calls himself a cutter.  
513  
00:16:36,394 --> 00:16:38,750  
Esther, soon as  
cutting and pasting  
514  
00:16:38,750 --> 00:16:40,699  
these one-way  
valves together to  
515  
00:16:40,699 --> 00:16:42,650  
place in the  
tracheoesophageal puncture.  
516  
00:16:42,650 --> 00:16:46,535  
And they publish their  
first study in 1978.  
517  
00:16:46,535 --> 00:16:48,350  
And that quickly became  
518  
00:16:48,350 --> 00:16:50,930  
the gold standard for  
voice restoration.  
519  
00:16:50,930 --> 00:16:52,250  
And so again, if you fast  
520  
00:16:52,250 --> 00:16:54,335  
forward to where  
we are today,  
521  
00:16:54,335 --> 00:16:56,749  
there's two big companies  
522  
00:16:56,749 --> 00:16:58,685  
that manufacture  
these products.  
523  
00:16:58,685 --> 00:17:01,039  
There's about 3 thousand  
new laryngectomy

524  
00:17:01,039 --> 00:17:03,350  
is done per year in  
the United States.

525  
00:17:03,350 --> 00:17:05,375  
So all of these patients

526  
00:17:05,375 --> 00:17:07,099  
in the past had been using

527  
00:17:07,099 --> 00:17:09,050  
an electrolarynx  
or having to

528  
00:17:09,050 --> 00:17:11,209  
struggle to learn  
esophageal speech.

529  
00:17:11,209 --> 00:17:13,039  
Now come out of the  
operating room with

530  
00:17:13,039 --> 00:17:14,750  
a voice prosthesis  
in place that

531  
00:17:14,750 --> 00:17:16,550  
allows them to  
communicate within

532  
00:17:16,550 --> 00:17:18,665  
days of their,  
their surgery.

533  
00:17:18,665 --> 00:17:22,489  
It really was a  
pioneering innovation

534  
00:17:22,489 --> 00:17:24,710  
for these two guys  
to put together.

535  
00:17:24,710 --> 00:17:26,690  
And when you go  
back and you look

536  
00:17:26,690 --> 00:17:28,729  
at kind of the historic  
pictures Dr. Bloom

537  
00:17:28,729 --> 00:17:31,415  
was taking like a red  
urologic catheter

538  
00:17:31,415 --> 00:17:34,129  
and put a ball bearing  
in it that would move.  
539  
00:17:34,129 --> 00:17:36,335  
So he was really  
quite enough.  
540  
00:17:36,335 --> 00:17:38,179  
Today with FDA regulations,  
541  
00:17:38,179 --> 00:17:39,515  
you could not get  
away with that.  
542  
00:17:39,515 --> 00:17:40,879  
But at the time was  
543  
00:17:40,879 --> 00:17:42,110  
pretty cool to  
see what they  
544  
00:17:42,110 --> 00:17:44,614  
accomplished and  
where it really took  
545  
00:17:44,614 --> 00:17:45,859  
the rehabilitation of  
546  
00:17:45,859 --> 00:17:48,919  
laryngectomy patients  
to where we are today.  
547  
00:17:48,919 --> 00:17:51,440  
This is really  
quite impressive.  
548  
00:17:51,440 --> 00:17:53,974  
So did bloom  
and singer then  
549  
00:17:53,974 --> 00:17:56,270  
partner within health to  
550  
00:17:56,270 --> 00:17:57,650  
mass produce  
these products?  
551  
00:17:57,650 --> 00:17:58,895  
Is that would  
happen eventually.  
552  
00:17:58,895 --> 00:18:00,139

Yeah, I got all excited  
553  
00:18:00,139 --> 00:18:01,790  
about the clinical thing.  
554  
00:18:01,790 --> 00:18:02,810  
I forgot how they, how  
555  
00:18:02,810 --> 00:18:04,025  
did they get these things?  
556  
00:18:04,025 --> 00:18:05,299  
Pretty so actually I  
557  
00:18:05,299 --> 00:18:06,379  
think they worked with the  
558  
00:18:06,379 --> 00:18:09,049  
bona to start or,  
and then they move.  
559  
00:18:09,049 --> 00:18:10,519  
So in health  
technologies again,  
560  
00:18:10,519 --> 00:18:12,409  
based here in California,  
561  
00:18:12,409 --> 00:18:14,645  
was manufacturing silicone  
562  
00:18:14,645 --> 00:18:16,415  
products and  
medical device.  
563  
00:18:16,415 --> 00:18:18,259  
So Dr. Blom, I  
564  
00:18:18,259 --> 00:18:20,090  
think they were  
ready to leave bona.  
565  
00:18:20,090 --> 00:18:21,080  
It wasn't maybe  
they weren't  
566  
00:18:21,080 --> 00:18:22,430  
taking it to  
the next level.  
567  
00:18:22,430 --> 00:18:24,260  
So a partner within  
health technologies.  
568

00:18:24,260 --> 00:18:26,000  
And again, this  
is so far back,  
569  
00:18:26,000 --> 00:18:26,585  
I think it was called  
570  
00:18:26,585 --> 00:18:28,564  
Helix Medical at the time.  
571  
00:18:28,564 --> 00:18:31,129  
And they've been the  
sole producer of Guam  
572  
00:18:31,129 --> 00:18:33,140  
singer waste  
restoration products  
573  
00:18:33,140 --> 00:18:36,319  
since the early  
eighties, I think 1982.  
574  
00:18:36,319 --> 00:18:40,205  
So it's really a legacy,  
historic product.  
575  
00:18:40,205 --> 00:18:41,210  
And then we got  
576  
00:18:41,210 --> 00:18:42,799  
our first  
competitor, I think,  
577  
00:18:42,799 --> 00:18:44,180  
in the mid-80s, which is  
578  
00:18:44,180 --> 00:18:47,060  
a European-based company  
called HIS medical.  
579  
00:18:47,060 --> 00:18:49,430  
And really it's like  
kind of Coke and Pepsi.  
580  
00:18:49,430 --> 00:18:50,929  
There's two competitors in  
581  
00:18:50,929 --> 00:18:52,310  
this arena and see,  
582  
00:18:52,310 --> 00:18:55,055  
you know, I like  
the historic,  
583

00:18:55,055 --> 00:18:56,239  
the history of Blom singer  
584

00:18:56,239 --> 00:18:57,995  
because everything  
that they did,  
585

00:18:57,995 --> 00:19:00,109  
the how we got to  
where we are today,  
586

00:19:00,109 --> 00:19:01,924  
they did it the  
hard way, right?  
587

00:19:01,924 --> 00:19:04,159  
They didn't come in  
and improve a product.  
588

00:19:04,159 --> 00:19:06,980  
They actually pioneered  
a surgical procedure  
589

00:19:06,980 --> 00:19:09,304  
and invented a  
product to cure,  
590

00:19:09,304 --> 00:19:11,329  
you know, not to cure,  
but to really find  
591

00:19:11,329 --> 00:19:12,709  
a solution for these people  
592

00:19:12,709 --> 00:19:13,940  
that couldn't communicate.  
593

00:19:13,940 --> 00:19:15,139  
So for me the history is  
594

00:19:15,139 --> 00:19:17,989  
really important.  
Honoring dr.  
595

00:19:17,989 --> 00:19:20,569  
Bombs legacy is  
really important.  
596

00:19:20,569 --> 00:19:23,795  
You know, he's still  
around, still inventing.  
597

00:19:23,795 --> 00:19:26,104  
Liz's met him, I



think coupled.  
598  
00:19:26,104 --> 00:19:28,729  
And every time I meet  
him, always I'm always  
599  
00:19:28,729 --> 00:19:33,020  
in an in shock  
and Dr. blah.  
600  
00:19:33,020 --> 00:19:35,179  
I'm like Relic.  
601  
00:19:35,179 --> 00:19:37,279  
Who is this crazy lady?  
602  
00:19:37,279 --> 00:19:39,770  
I'm like hero  
worship pillow.  
603  
00:19:39,770 --> 00:19:42,409  
You're emitting the lives  
604  
00:19:42,409 --> 00:19:43,789  
of thousands and thousands  
605  
00:19:43,789 --> 00:19:45,349  
of people across the world.  
606  
00:19:45,349 --> 00:19:47,390  
Can I get your autograph?  
607  
00:19:47,390 --> 00:19:49,250  
I took him to Europe for  
608  
00:19:49,250 --> 00:19:51,860  
a conference and I  
basically I didn't get  
609  
00:19:51,860 --> 00:19:53,030  
to eat dinner because I was  
610  
00:19:53,030 --> 00:19:54,470  
taking pictures  
of everybody  
611  
00:19:54,470 --> 00:19:55,730  
with Dr. Blom and  
612  
00:19:55,730 --> 00:19:58,289  
there's Alpha. I  
was like next.  
613  
00:19:59,700 --> 00:20:02,845

I did not eat that  
night so as arrays,  
614  
00:20:02,845 --> 00:20:05,544  
but he's like an eye,  
especially anti.  
615  
00:20:05,544 --> 00:20:08,739  
So yeah, well, air  
is still practicing,  
616  
00:20:08,739 --> 00:20:09,804  
I think somewhere in  
617  
00:20:09,804 --> 00:20:11,499  
the Bay Area of  
San Francisco.  
618  
00:20:11,499 --> 00:20:14,154  
So he's still a  
practicing ENT surgeon.  
619  
00:20:14,154 --> 00:20:15,250  
Wow, look at that.  
620  
00:20:15,250 --> 00:20:16,269  
Look at this legacy  
621  
00:20:16,269 --> 00:20:17,380  
and you're part  
of that legacy,  
622  
00:20:17,380 --> 00:20:20,260  
but it's a lot  
623  
00:20:20,260 --> 00:20:21,699  
of responsibility  
because it  
624  
00:20:21,699 --> 00:20:22,720  
is very important to me.  
625  
00:20:22,720 --> 00:20:25,494  
And I think as a speech  
pathologist myself,  
626  
00:20:25,494 --> 00:20:27,310  
it just, it really  
resonates with me.  
627  
00:20:27,310 --> 00:20:28,899  
And so I do take  
it very seriously.  
628

00:20:28,899 --> 00:20:29,980  
I do tend to be pretty  
629  
00:20:29,980 --> 00:20:31,389  
passionate when  
things go wrong.  
630  
00:20:31,389 --> 00:20:32,214  
I'm like, What do you mean  
631  
00:20:32,214 --> 00:20:33,384  
that we can have this,  
632  
00:20:33,384 --> 00:20:35,379  
you know, like I want  
to fix it because I,  
633  
00:20:35,379 --> 00:20:37,270  
you know, when you  
work in a hospital,  
634  
00:20:37,270 --> 00:20:39,280  
there's always a  
sense of urgency.  
635  
00:20:39,280 --> 00:20:41,145  
And he moved to business.  
636  
00:20:41,145 --> 00:20:43,220  
Not so much that he's  
637  
00:20:43,220 --> 00:20:44,749  
carrying like my  
hospital Beth  
638  
00:20:44,749 --> 00:20:46,129  
and I'm like We  
gotta get this taken  
639  
00:20:46,129 --> 00:20:47,989  
care of their patients  
waiting for this.  
640  
00:20:47,989 --> 00:20:49,339  
So I do it.  
641  
00:20:49,339 --> 00:20:52,669  
Do you have that  
empathy and that that  
642  
00:20:52,669 --> 00:20:54,109  
love of the  
history that Dr.  
643

00:20:54,109 --> 00:20:55,369  
Bohm created and I  
644  
00:20:55,369 --> 00:20:56,854  
want to continue  
to honor that.  
645  
00:20:56,854 --> 00:20:59,389  
So let's talk about  
how you became  
646  
00:20:59,389 --> 00:21:00,620  
interested in working with  
647  
00:21:00,620 --> 00:21:02,090  
clients with head  
and neck. Yes, sir.  
648  
00:21:02,090 --> 00:21:04,265  
How did that how did  
that come about for you?  
649  
00:21:04,265 --> 00:21:05,405  
Oh, good question.  
650  
00:21:05,405 --> 00:21:06,589  
You'd actually  
had ever really  
651  
00:21:06,589 --> 00:21:08,480  
think way back when?  
652  
00:21:08,480 --> 00:21:11,509  
I think probably  
everybody on this call  
653  
00:21:11,509 --> 00:21:14,120  
has how I ended up in  
speech pathology story.  
654  
00:21:14,120 --> 00:21:16,129  
Like you saw a kid  
that was stuttering.  
655  
00:21:16,129 --> 00:21:19,369  
I baby sat for a kid  
that had a cleft palate,  
656  
00:21:19,369 --> 00:21:21,229  
went to university,  
657  
00:21:21,229 --> 00:21:22,670  
somehow majored in history,  
658

00:21:22,670 --> 00:21:23,990  
politics, but lake was  
659  
00:21:23,990 --> 00:21:26,030  
looking for career path  
660  
00:21:26,030 --> 00:21:28,219  
and then I think it really  
661  
00:21:28,219 --> 00:21:30,919  
went into speech  
pathology thinking kids.  
662  
00:21:30,919 --> 00:21:31,909  
Right?  
663  
00:21:31,909 --> 00:21:33,470  
I think that's probably,  
664  
00:21:33,470 --> 00:21:34,579  
I don't know at  
that time, I  
665  
00:21:34,579 --> 00:21:36,079  
think a lot of people did.  
666  
00:21:36,079 --> 00:21:38,750  
And my first clinical  
667  
00:21:38,750 --> 00:21:40,969  
so they know how  
Pitt does things  
668  
00:21:40,969 --> 00:21:42,605  
like you do a clinical  
rotation with  
669  
00:21:42,605 --> 00:21:44,180  
your first week of really  
670  
00:21:44,180 --> 00:21:46,865  
starting the master's  
level program?  
671  
00:21:46,865 --> 00:21:49,039  
And my first  
clinical rotation  
672  
00:21:49,039 --> 00:21:51,104  
was at an acute  
care hospital.  
673  
00:21:51,104 --> 00:21:52,900  
And I have to say,

674  
00:21:52,900 --> 00:21:54,489  
I didn't know that  
675  
00:21:54,489 --> 00:21:56,664  
adult speech  
pathology was that  
676  
00:21:56,664 --> 00:21:58,510  
medical and that focused  
677  
00:21:58,510 --> 00:22:00,654  
and that kind of  
nitty gritty.  
678  
00:22:00,654 --> 00:22:02,184  
And it was love  
at first sight.  
679  
00:22:02,184 --> 00:22:04,029  
I, I walked into  
680  
00:22:04,029 --> 00:22:07,419  
was UPMC pass them  
out with Jim coil.  
681  
00:22:07,419 --> 00:22:09,369  
Dr. Jim coil.  
682  
00:22:09,369 --> 00:22:10,749  
And I was like, Oh,  
683  
00:22:10,749 --> 00:22:12,474  
I never wanted to  
see a kid again  
684  
00:22:12,474 --> 00:22:15,294  
with a 100 percent  
adult acute-care,  
685  
00:22:15,294 --> 00:22:16,855  
had a neck cancer.  
686  
00:22:16,855 --> 00:22:20,019  
And when I saw waste  
restoration for  
687  
00:22:20,019 --> 00:22:21,085  
the first time and  
688  
00:22:21,085 --> 00:22:22,750  
changing voice  
prosthesis and  
689

00:22:22,750 --> 00:22:24,220  
the impact it  
has on patients.  
690

00:22:24,220 --> 00:22:25,930  
It was over for me. I  
was like That's it.  
691

00:22:25,930 --> 00:22:28,569  
I know what I'm  
doing. I, you know,  
692

00:22:28,569 --> 00:22:30,190  
I had to do my  
clinical placements  
693

00:22:30,190 --> 00:22:31,539  
with kids but I was a 100  
694

00:22:31,539 --> 00:22:34,925  
than a dot all the  
way. I don't know.  
695

00:22:34,925 --> 00:22:36,770  
I think some things  
attract you and  
696

00:22:36,770 --> 00:22:38,089  
some things don't and  
697

00:22:38,089 --> 00:22:39,499  
it's not that  
one's good or bad.  
698

00:22:39,499 --> 00:22:41,285  
It just I was like, yeah,  
it's a perfect bed.  
699

00:22:41,285 --> 00:22:42,559  
But my mom was a nurse.  
700

00:22:42,559 --> 00:22:46,100  
Right. So growing up  
cuts where abrasions,  
701

00:22:46,100 --> 00:22:48,559  
if you choked on  
water, you aspirated.  
702

00:22:48,559 --> 00:22:50,824  
Like when you grow up  
in that kind of setting  
703

00:22:50,824 --> 00:22:53,209

where your childhood  
is like, Oh,  
704  
00:22:53,209 --> 00:22:55,625  
you're using  
medical lingo and  
705  
00:22:55,625 --> 00:22:57,619  
second grade because your  
706  
00:22:57,619 --> 00:22:59,449  
mom's a nurse and  
that's what she calls.  
707  
00:22:59,449 --> 00:23:01,160  
So I think that was kind of  
708  
00:23:01,160 --> 00:23:02,690  
probably I was probably  
709  
00:23:02,690 --> 00:23:03,709  
biased in that direction.  
710  
00:23:03,709 --> 00:23:05,059  
I just didn't know  
it existed until  
711  
00:23:05,059 --> 00:23:06,664  
I walked into  
that hospital.  
712  
00:23:06,664 --> 00:23:08,270  
So you know what  
I was thinking?  
713  
00:23:08,270 --> 00:23:10,090  
This May I had been  
714  
00:23:10,090 --> 00:23:13,309  
practicing SLP  
for 21 years.  
715  
00:23:13,309 --> 00:23:14,659  
Yes.  
716  
00:23:14,659 --> 00:23:15,845  
I can't wait.  
717  
00:23:15,845 --> 00:23:17,660  
Wait. Hang on. We go way  
718  
00:23:17,660 --> 00:23:20,285  
back you and me  
on how we do.



719  
00:23:20,285 --> 00:23:21,470  
So.  
720  
00:23:21,470 --> 00:23:23,510  
What training  
experiences did you  
721  
00:23:23,510 --> 00:23:25,400  
seek to be successful in  
722  
00:23:25,400 --> 00:23:26,765  
working with clients with  
723  
00:23:26,765 --> 00:23:29,540  
total laryngectomy is hmm.  
724  
00:23:29,540 --> 00:23:30,980  
You know, it's that's  
725  
00:23:30,980 --> 00:23:32,285  
a great question  
because I think that's  
726  
00:23:32,285 --> 00:23:34,640  
sometimes hard to pin  
down because it is  
727  
00:23:34,640 --> 00:23:37,520  
a relatively  
small population  
728  
00:23:37,520 --> 00:23:39,680  
where Angel cancer  
is less than  
729  
00:23:39,680 --> 00:23:42,110  
1% of all cancers.  
730  
00:23:42,110 --> 00:23:46,430  
And to find usually  
the hospitals  
731  
00:23:46,430 --> 00:23:49,145  
that do voice restoration  
732  
00:23:49,145 --> 00:23:51,305  
for laryngectomy  
patients there,  
733  
00:23:51,305 --> 00:23:52,399  
they tend to be focused at  
734  
00:23:52,399 --> 00:23:55,055

university centers or VAs.  
735  
00:23:55,055 --> 00:23:56,780  
So I was fortunate  
and Pittsburgh  
736  
00:23:56,780 --> 00:23:58,880  
because working,  
737  
00:23:58,880 --> 00:24:00,860  
I went to University  
of Pittsburgh  
738  
00:24:00,860 --> 00:24:02,645  
like pit, like Liz.  
739  
00:24:02,645 --> 00:24:05,090  
And I think that's  
740  
00:24:05,090 --> 00:24:08,059  
a major hub for head-neck  
cancer is one of  
741  
00:24:08,059 --> 00:24:10,669  
the top three for a  
longtime top three to top  
742  
00:24:10,669 --> 00:24:13,729  
ten US News and World  
Report EMT practices.  
743  
00:24:13,729 --> 00:24:15,200  
So they, they would pull  
744  
00:24:15,200 --> 00:24:17,569  
patients from West  
Virginia, Ohio.  
745  
00:24:17,569 --> 00:24:20,434  
So you really have a  
concentrated population.  
746  
00:24:20,434 --> 00:24:22,610  
Had a neck cancer patients,  
747  
00:24:22,610 --> 00:24:24,245  
which isn't always the way,  
748  
00:24:24,245 --> 00:24:25,789  
but they do tend to focus.  
749  
00:24:25,789 --> 00:24:26,959  
So I really just found  
750

00:24:26,959 --> 00:24:28,760  
out where those  
patients we're going.  
751

00:24:28,760 --> 00:24:32,059  
And I made sure that  
I got an a rotation.  
752

00:24:32,059 --> 00:24:34,520  
There's though at  
Presby Hospital  
753

00:24:34,520 --> 00:24:37,685  
at your eye and ear  
Institute and the VA.  
754

00:24:37,685 --> 00:24:39,560  
And the VA was probably  
755

00:24:39,560 --> 00:24:40,879  
with synched it  
for me because I  
756

00:24:40,879 --> 00:24:42,110  
think I had  
757

00:24:42,110 --> 00:24:43,820  
a really great clinical  
758

00:24:43,820 --> 00:24:45,994  
practice leader at that Ba.  
759

00:24:45,994 --> 00:24:48,290  
And she just, I  
don't know if she  
760

00:24:48,290 --> 00:24:50,465  
does really gave me  
the opportunity.  
761

00:24:50,465 --> 00:24:51,920  
And I don't know if  
they still do that.  
762

00:24:51,920 --> 00:24:53,300  
Scott, I feel really  
old but they used  
763

00:24:53,300 --> 00:24:55,924  
to do VA traineeships.  
764

00:24:55,924 --> 00:24:58,249  
So it was part of your  
graduate program,

765  
00:24:58,249 --> 00:24:59,359  
but the VA would pay  
766  
00:24:59,359 --> 00:25:01,145  
for you to work  
there for a year.  
767  
00:25:01,145 --> 00:25:02,779  
And I was lucky to apply.  
768  
00:25:02,779 --> 00:25:04,519  
Luckily, there weren't  
a lot of adult acute,  
769  
00:25:04,519 --> 00:25:06,800  
acute care competition  
in my class.  
770  
00:25:06,800 --> 00:25:08,240  
There's only one person  
771  
00:25:08,240 --> 00:25:09,890  
and everybody else was  
772  
00:25:09,890 --> 00:25:11,780  
a 100 per cent PDZ, emma?  
773  
00:25:11,780 --> 00:25:13,280  
Yeah, so I was able to get  
774  
00:25:13,280 --> 00:25:15,109  
a VA traineeship which  
775  
00:25:15,109 --> 00:25:16,880  
really allowed  
me to focus on  
776  
00:25:16,880 --> 00:25:19,319  
almost all head  
and neck cancers.  
777  
00:25:19,319 --> 00:25:20,525  
Yeah.  
778  
00:25:20,525 --> 00:25:22,220  
I think it helped  
that you knew  
779  
00:25:22,220 --> 00:25:23,539  
right away, like you said,  
780  
00:25:23,539 --> 00:25:24,620  
when you first walked into

781  
00:25:24,620 --> 00:25:26,479  
that first semester  
clinical rotation,  
782  
00:25:26,479 --> 00:25:27,620  
you realize this is it.  
783  
00:25:27,620 --> 00:25:28,730  
This is what I,  
whenever you  
784  
00:25:28,730 --> 00:25:30,425  
are able to plan,  
785  
00:25:30,425 --> 00:25:32,090  
getting you to the endpoint  
786  
00:25:32,090 --> 00:25:33,215  
from the very beginning?  
787  
00:25:33,215 --> 00:25:34,639  
Yeah, absolutely.  
788  
00:25:34,639 --> 00:25:37,339  
And again, it is where  
your base I mean,  
789  
00:25:37,339 --> 00:25:38,359  
if you're in Wyoming,  
790  
00:25:38,359 --> 00:25:39,889  
you're not going  
to see a ton of  
791  
00:25:39,889 --> 00:25:42,079  
head-neck cancer  
patients without  
792  
00:25:42,079 --> 00:25:43,730  
having to drive four  
hours, you see down.  
793  
00:25:43,730 --> 00:25:45,409  
But being in Pittsburgh,  
794  
00:25:45,409 --> 00:25:47,570  
which is surrounded  
by three states,  
795  
00:25:47,570 --> 00:25:48,620  
I was able to do that.  
796  
00:25:48,620 --> 00:25:50,180

So it was a great  
opportunity  
797  
00:25:50,180 --> 00:25:51,230  
and I yeah, you're right.  
798  
00:25:51,230 --> 00:25:54,050  
It was it was a lot of  
planning, was knowing,  
799  
00:25:54,050 --> 00:25:56,014  
rate up friends and  
making sure that I  
800  
00:25:56,014 --> 00:25:58,670  
did all of that to  
get that exposure.  
801  
00:25:58,670 --> 00:26:01,159  
Did you do anything  
else outside of  
802  
00:26:01,159 --> 00:26:02,330  
the graduate program like  
803  
00:26:02,330 --> 00:26:03,529  
the blood singer course.  
804  
00:26:03,529 --> 00:26:04,880  
What else did you  
do? Anything else  
805  
00:26:04,880 --> 00:26:06,335  
outside of the  
graduate program?  
806  
00:26:06,335 --> 00:26:07,309  
You have cash.  
807  
00:26:07,309 --> 00:26:09,439  
I completely forgot  
about that, but yeah,  
808  
00:26:09,439 --> 00:26:12,349  
there is there are  
three people in  
809  
00:26:12,349 --> 00:26:13,999  
my class that  
we're road trip  
810  
00:26:13,999 --> 00:26:15,875  
from Pittsburgh to Indiana,  
811

00:26:15,875 --> 00:26:17,989  
probably trying to save  
812  
00:26:17,989 --> 00:26:19,249  
money for gas and stay.  
813  
00:26:19,249 --> 00:26:20,329  
We all shared a room at  
814  
00:26:20,329 --> 00:26:21,860  
a hotel in Indianapolis,  
815  
00:26:21,860 --> 00:26:23,480  
which is where a  
doctor Blom taught  
816  
00:26:23,480 --> 00:26:25,640  
the bomb singer voice  
restoration course.  
817  
00:26:25,640 --> 00:26:26,884  
And I think that  
was my senior year,  
818  
00:26:26,884 --> 00:26:29,839  
my second year of grad  
school in the summer.  
819  
00:26:29,839 --> 00:26:31,009  
So we signed up for that.  
820  
00:26:31,009 --> 00:26:32,030  
We paid out of pocket  
821  
00:26:32,030 --> 00:26:33,724  
for it that it was worth.  
822  
00:26:33,724 --> 00:26:36,619  
Every penny. And  
it was tremendous.  
823  
00:26:36,619 --> 00:26:38,030  
And that's one  
of the few, that  
824  
00:26:38,030 --> 00:26:39,709  
one of the few courses  
you could actually get  
825  
00:26:39,709 --> 00:26:41,240  
hands-on experience by  
826  
00:26:41,240 --> 00:26:43,445  
changing a voice

prosthesis,  
827  
00:26:43,445 --> 00:26:46,564  
which today a lot of  
restrictions on that.  
828  
00:26:46,564 --> 00:26:49,189  
And so I'm able  
to do that now,  
829  
00:26:49,189 --> 00:26:50,269  
but at the time as great.  
830  
00:26:50,269 --> 00:26:53,270  
So yeah, I definitely  
we did the road trip.  
831  
00:26:53,270 --> 00:26:55,279  
I'm trying to think if  
I did anything else,  
832  
00:26:55,279 --> 00:26:57,245  
the traineeship at the VA,  
833  
00:26:57,245 --> 00:26:59,330  
anytime like one  
of the companies,  
834  
00:26:59,330 --> 00:27:00,980  
like myself, my our company  
835  
00:27:00,980 --> 00:27:03,424  
would host a training  
I would attend.  
836  
00:27:03,424 --> 00:27:06,680  
So yeah, just just  
wanted to make  
837  
00:27:06,680 --> 00:27:07,339  
sure I was getting  
838  
00:27:07,339 --> 00:27:09,365  
as much exposure  
as possible.  
839  
00:27:09,365 --> 00:27:10,729  
What do they still offer  
840  
00:27:10,729 --> 00:27:11,885  
the bloom singer course?  
841  
00:27:11,885 --> 00:27:13,400  
Because that's



still an option.

842

00:27:13,400 --> 00:27:15,410

We did pre COVID, yeah,

843

00:27:15,410 --> 00:27:18,154

and Dr. Block's not  
teaching it anymore.

844

00:27:18,154 --> 00:27:19,340

He's still would  
come in and do

845

00:27:19,340 --> 00:27:20,750

kind of like a cameo for

846

00:27:20,750 --> 00:27:22,339

the history because  
nobody can tell you

847

00:27:22,339 --> 00:27:24,844

the history of US  
like Dr. Bohm can.

848

00:27:24,844 --> 00:27:27,770

But his the the guy

849

00:27:27,770 --> 00:27:30,500

who replaced him and  
his clinical practice,

850

00:27:30,500 --> 00:27:32,420

Byron cubic, he would

851

00:27:32,420 --> 00:27:33,529

teach the rest of

852

00:27:33,529 --> 00:27:35,000

the course and

so pre COVID,

853

00:27:35,000 --> 00:27:36,769

but I think we were  
still doing it.

854

00:27:36,769 --> 00:27:38,674

I think we did like  
five or six a year.

855

00:27:38,674 --> 00:27:39,949

Oh, wow.

856

00:27:39,949 --> 00:27:42,290

Yeah, it was

great exposure.  
857  
00:27:42,290 --> 00:27:43,549  
And again, we have  
858  
00:27:43,549 --> 00:27:44,870  
a little bit more  
restriction on who can  
859  
00:27:44,870 --> 00:27:46,250  
change the voice  
prosthesis,  
860  
00:27:46,250 --> 00:27:47,300  
but you could still be in  
861  
00:27:47,300 --> 00:27:49,609  
the room with  
somebody having  
862  
00:27:49,609 --> 00:27:50,959  
their voice prosthesis  
changed and  
863  
00:27:50,959 --> 00:27:53,690  
learn if even if you're  
not the one doing it.  
864  
00:27:53,690 --> 00:27:55,430  
So yeah, they had a great  
865  
00:27:55,430 --> 00:27:56,719  
group of people that would  
866  
00:27:56,719 --> 00:27:59,959  
like allow students  
change their voice,  
867  
00:27:59,959 --> 00:28:02,240  
press, just, I mean, wow,  
868  
00:28:02,240 --> 00:28:05,090  
what a blessing to have  
the patient do that.  
869  
00:28:05,090 --> 00:28:05,839  
So it's pretty cool.  
870  
00:28:05,839 --> 00:28:07,220  
Yeah. So hopefully  
we'll be able to  
871  
00:28:07,220 --> 00:28:08,674  
resume it and after

872  
00:28:08,674 --> 00:28:10,489  
the world recovers  
from COVID.

873  
00:28:10,489 --> 00:28:12,200  
So how many clinics do

874  
00:28:12,200 --> 00:28:14,149  
clinicians come from  
all over the country,

875  
00:28:14,149 --> 00:28:16,505  
from all over the world  
to attend the course.

876  
00:28:16,505 --> 00:28:18,860  
Yeah, all over the world.

877  
00:28:18,860 --> 00:28:20,389  
We had a group of surge,

878  
00:28:20,389 --> 00:28:22,159  
the last one that we  
hadn't internationally,

879  
00:28:22,159 --> 00:28:23,254  
we would always get

880  
00:28:23,254 --> 00:28:25,069  
surgeons from  
the Middle East.

881  
00:28:25,069 --> 00:28:27,529  
We had a couple of people  
from Saudi Arabia.

882  
00:28:27,529 --> 00:28:28,819  
We had a big  
group, a clinic

883  
00:28:28,819 --> 00:28:31,685  
surgeons from  
Croatia. In Zagreb.

884  
00:28:31,685 --> 00:28:34,850  
They would come about  
once every two years.

885  
00:28:34,850 --> 00:28:37,309  
They would bring  
in new surgeons

886  
00:28:37,309 --> 00:28:39,305

to to train with Dr. Bohm.  
887  
00:28:39,305 --> 00:28:41,209  
So yeah, Mostly it's  
888  
00:28:41,209 --> 00:28:43,070  
not super  
conveniently located.  
889  
00:28:43,070 --> 00:28:44,509  
That is in Indianapolis.  
890  
00:28:44,509 --> 00:28:45,949  
So especially  
in the winter,  
891  
00:28:45,949 --> 00:28:48,005  
you don't necessarily  
want to be there?  
892  
00:28:48,005 --> 00:28:49,879  
Yeah, We did we  
did pull people  
893  
00:28:49,879 --> 00:28:51,230  
from around the  
world mostly.  
894  
00:28:51,230 --> 00:28:52,430  
But the last couple  
895  
00:28:52,430 --> 00:28:53,690  
of years, tons of students,  
896  
00:28:53,690 --> 00:28:55,880  
graduate students where we  
897  
00:28:55,880 --> 00:28:57,274  
were actually going  
to offer a set,  
898  
00:28:57,274 --> 00:28:58,489  
a set like kind of  
899  
00:28:58,489 --> 00:29:00,365  
a second graduate  
level course.  
900  
00:29:00,365 --> 00:29:01,670  
So cool.  
901  
00:29:01,670 --> 00:29:02,690  
And it's, it isn't like  
902

00:29:02,690 --> 00:29:03,859  
a wheat is it a weekend?  
903  
00:29:03,859 --> 00:29:06,605  
Is it a two to three-day  
conference? Yeah.  
904  
00:29:06,605 --> 00:29:08,569  
It's one full  
day of lecture  
905  
00:29:08,569 --> 00:29:10,639  
and then a half-day  
lecture hands-on.  
906  
00:29:10,639 --> 00:29:12,770  
So it's, Hey,  
all day Friday,  
907  
00:29:12,770 --> 00:29:13,880  
half-day Saturday used  
908  
00:29:13,880 --> 00:29:14,990  
to be Saturday, Sunday,  
909  
00:29:14,990 --> 00:29:16,310  
but I think I can remember  
910  
00:29:16,310 --> 00:29:18,079  
why we switched, but yeah.  
911  
00:29:18,079 --> 00:29:21,170  
And a lot of times, you  
know, as a company,  
912  
00:29:21,170 --> 00:29:23,329  
we're highly vested  
in having people  
913  
00:29:23,329 --> 00:29:24,619  
trained to take care of  
914  
00:29:24,619 --> 00:29:26,765  
this patient population  
because it is,  
915  
00:29:26,765 --> 00:29:28,009  
It's not your typical area  
916  
00:29:28,009 --> 00:29:29,300  
of speech pathology.  
917  
00:29:29,300 --> 00:29:31,490  
So we will often

sponsor and give  
918  
00:29:31,490 --> 00:29:34,790  
people the cost of signing  
up for the course.  
919  
00:29:34,790 --> 00:29:36,199  
Some textbooks will  
pay for hotel and  
920  
00:29:36,199 --> 00:29:38,269  
travel because we want  
921  
00:29:38,269 --> 00:29:40,039  
to have more  
clinicians be able to  
922  
00:29:40,039 --> 00:29:41,959  
help these patients, right?  
923  
00:29:41,959 --> 00:29:42,335  
Yeah.  
924  
00:29:42,335 --> 00:29:44,029  
Qualified people who know  
925  
00:29:44,029 --> 00:29:44,884  
what they're doing, right?  
926  
00:29:44,884 --> 00:29:45,590  
Yeah, right.  
927  
00:29:45,590 --> 00:29:46,670  
Exactly.  
928  
00:29:46,670 --> 00:29:48,500  
So what are some  
important tips  
929  
00:29:48,500 --> 00:29:49,760  
to help the students be  
930  
00:29:49,760 --> 00:29:51,500  
successful in working with  
931  
00:29:51,500 --> 00:29:54,480  
clients with total  
laryngectomy is.  
932  
00:29:56,110 --> 00:29:59,794  
Yeah, don't be lured  
in by the symptom.  
933  
00:29:59,794 --> 00:30:01,759

I think when I look back to  
934  
00:30:01,759 --> 00:30:04,730  
my the start of my  
clinical practice,  
935  
00:30:04,730 --> 00:30:07,175  
it was always like you  
looked at the symptom,  
936  
00:30:07,175 --> 00:30:08,360  
but you didn't dig beyond  
937  
00:30:08,360 --> 00:30:09,439  
it because it seemed really  
938  
00:30:09,439 --> 00:30:10,910  
superficial in a way  
939  
00:30:10,910 --> 00:30:12,260  
I hate to say this  
because again,  
940  
00:30:12,260 --> 00:30:14,479  
it's oversimplifying  
but changing  
941  
00:30:14,479 --> 00:30:15,529  
of what is prestige of  
942  
00:30:15,529 --> 00:30:17,239  
them was you probably  
raises sometimes like  
943  
00:30:17,239 --> 00:30:19,115  
plumbing. There's a leech.  
944  
00:30:19,115 --> 00:30:21,079  
You take one out,  
you put one in.  
945  
00:30:21,079 --> 00:30:23,240  
And that's kind  
of an old school.  
946  
00:30:23,240 --> 00:30:24,094  
I think there was a lot of  
947  
00:30:24,094 --> 00:30:26,239  
tribal knowledge  
passed down.  
948  
00:30:26,239 --> 00:30:27,770  
Let you take a voice

prosthesis out,  
949  
00:30:27,770 --> 00:30:28,939  
you put a voice prosthesis  
950  
00:30:28,939 --> 00:30:31,759  
n. But what I  
always tell people  
951  
00:30:31,759 --> 00:30:34,160  
now is if a voice  
prosthesis is  
952  
00:30:34,160 --> 00:30:36,649  
an acting the way you  
think it's supposed to.  
953  
00:30:36,649 --> 00:30:38,210  
It's like an a UGA.  
954  
00:30:38,210 --> 00:30:41,585  
Uga. It's a sign of an  
underlying problem.  
955  
00:30:41,585 --> 00:30:43,579  
And I think, you  
know, kinda breaking  
956  
00:30:43,579 --> 00:30:45,799  
that tradition of that  
tribal knowledge,  
957  
00:30:45,799 --> 00:30:47,119  
take one output went in  
958  
00:30:47,119 --> 00:30:48,409  
and really digging deep to  
959  
00:30:48,409 --> 00:30:51,830  
understand what's  
causing that to fail.  
960  
00:30:51,830 --> 00:30:52,790  
So it's really doing  
961  
00:30:52,790 --> 00:30:54,319  
modified barium swallows or  
962  
00:30:54,319 --> 00:30:55,730  
dropping a scope  
to see what's  
963  
00:30:55,730 --> 00:30:57,500  
happening in the



frame go esophagus.  
964  
00:30:57,500 --> 00:30:58,700  
So I think it's  
965  
00:30:58,700 --> 00:31:00,574  
sometimes can  
seem too simple,  
966  
00:31:00,574 --> 00:31:01,699  
but there's  
always something  
967  
00:31:01,699 --> 00:31:02,659  
else going on there.  
968  
00:31:02,659 --> 00:31:05,150  
And to give these patients  
the best success,  
969  
00:31:05,150 --> 00:31:06,275  
you've really gotta dig  
970  
00:31:06,275 --> 00:31:07,804  
to the underlying problem.  
971  
00:31:07,804 --> 00:31:09,230  
It's not just taking one  
972  
00:31:09,230 --> 00:31:10,774  
out and putting  
one in anymore.  
973  
00:31:10,774 --> 00:31:11,989  
So it's getting past  
974  
00:31:11,989 --> 00:31:13,369  
the symptoms and  
975  
00:31:13,369 --> 00:31:14,780  
understanding what's  
leading to that.  
976  
00:31:14,780 --> 00:31:16,414  
Because I think  
that was just  
977  
00:31:16,414 --> 00:31:18,499  
not always taught  
at the beginning.  
978  
00:31:18,499 --> 00:31:19,684  
And then, I mean,  
979

00:31:19,684 --> 00:31:21,259  
these patients  
are fantastic.  
980  
00:31:21,259 --> 00:31:24,035  
This is such a  
fantastic population.  
981  
00:31:24,035 --> 00:31:26,554  
Love them, love  
them, love them.  
982  
00:31:26,554 --> 00:31:28,549  
Like the highlight of  
my day to see them,  
983  
00:31:28,549 --> 00:31:29,570  
they become your family  
984  
00:31:29,570 --> 00:31:31,085  
because they're seeing you  
985  
00:31:31,085 --> 00:31:33,079  
every two to six  
months to have  
986  
00:31:33,079 --> 00:31:34,550  
their voice prosthesis GAG  
987  
00:31:34,550 --> 00:31:35,719  
to all their  
grandkids name.  
988  
00:31:35,719 --> 00:31:38,360  
Sometimes they come in  
to the appointment.  
989  
00:31:38,360 --> 00:31:40,610  
Hey, now you're learning  
990  
00:31:40,610 --> 00:31:42,379  
a voice prosthesis  
doing gel cap and  
991  
00:31:42,379 --> 00:31:44,719  
talking about what happened  
992  
00:31:44,719 --> 00:31:46,520  
at the wedding that  
they went to last week.  
993  
00:31:46,520 --> 00:31:48,799  
He's just a  
fantastic group,

994  
00:31:48,799 --> 00:31:51,049  
so you really get to know  
995  
00:31:51,049 --> 00:31:52,519  
them personally when you  
996  
00:31:52,519 --> 00:31:54,319  
see them on such  
a frequent basis.  
997  
00:31:54,319 --> 00:31:55,219  
So I think it's just,  
998  
00:31:55,219 --> 00:31:56,345  
you know, keep  
your heart open.  
999  
00:31:56,345 --> 00:31:58,444  
They're great people  
and, you know,  
1000  
00:31:58,444 --> 00:31:59,959  
always find best way  
1001  
00:31:59,959 --> 00:32:01,400  
to advocate for them  
because they're not  
1002  
00:32:01,400 --> 00:32:02,869  
always like most  
patients are  
1003  
00:32:02,869 --> 00:32:05,239  
not great at advocating  
for themselves.  
1004  
00:32:05,239 --> 00:32:06,319  
Yeah, that's right.  
1005  
00:32:06,319 --> 00:32:07,204  
That's come in.  
1006  
00:32:07,204 --> 00:32:08,749  
Yeah. So I was hoping  
1007  
00:32:08,749 --> 00:32:10,159  
you could talk  
talk a little bit  
1008  
00:32:10,159 --> 00:32:12,379  
about what what it  
because you're in  
1009

00:32:12,379 --> 00:32:16,354  
such a highly medical  
part of the field,  
1010  
00:32:16,354 --> 00:32:18,980  
what is it like to be  
working closely with  
1011  
00:32:18,980 --> 00:32:22,549  
physicians, specifically  
ENT physicians,  
1012  
00:32:22,549 --> 00:32:23,900  
because oftentimes you as  
1013  
00:32:23,900 --> 00:32:25,430  
a speech language  
pathologists will know  
1014  
00:32:25,430 --> 00:32:27,740  
more than the ENT  
1015  
00:32:27,740 --> 00:32:29,659  
you write about  
how this works.  
1016  
00:32:29,659 --> 00:32:30,424  
So what does that lead to?  
1017  
00:32:30,424 --> 00:32:31,895  
Talk about that experience?  
1018  
00:32:31,895 --> 00:32:32,734  
Oh yeah.  
1019  
00:32:32,734 --> 00:32:34,550  
I mean, I don't  
think you should  
1020  
00:32:34,550 --> 00:32:36,439  
be changing voice  
prosthesis.  
1021  
00:32:36,439 --> 00:32:38,060  
I'm treating these  
patients of you don't  
1022  
00:32:38,060 --> 00:32:39,830  
have an ENT kind of as  
1023  
00:32:39,830 --> 00:32:41,569  
a partner that  
you can bounce  
1024

00:32:41,569 --> 00:32:44,599  
ideas off of or go to  
if you need something.  
1025

00:32:44,599 --> 00:32:46,354  
This is, in my mind,  
1026

00:32:46,354 --> 00:32:47,480  
this is not  
something you do  
1027

00:32:47,480 --> 00:32:48,619  
in a private practice.  
1028

00:32:48,619 --> 00:32:49,970  
Change WordPress these as  
1029

00:32:49,970 --> 00:32:51,049  
you've really gotta have  
1030

00:32:51,049 --> 00:32:55,505  
an EMT partner to  
help you with that.  
1031

00:32:55,505 --> 00:32:58,819  
It is true that WE  
DO way more about  
1032

00:32:58,819 --> 00:33:01,040  
voice prosthesis  
and the application  
1033

00:33:01,040 --> 00:33:03,200  
of the insertion of them.  
1034

00:33:03,200 --> 00:33:05,974  
Troubleshooting  
them than a and T.  
1035

00:33:05,974 --> 00:33:06,979  
And you just need to be  
1036

00:33:06,979 --> 00:33:07,970  
able to have that partner.  
1037

00:33:07,970 --> 00:33:08,449  
So you can say,  
1038

00:33:08,449 --> 00:33:09,634  
Okay, here's  
what's happening.  
1039

00:33:09,634 --> 00:33:10,894  
Here's what I

think is going on.  
1040  
00:33:10,894 --> 00:33:12,589  
Here's what I  
need you to do.  
1041  
00:33:12,589 --> 00:33:13,880  
It because there are  
1042  
00:33:13,880 --> 00:33:15,050  
things that they  
have to do.  
1043  
00:33:15,050 --> 00:33:17,269  
It could be an  
esophageal dilation  
1044  
00:33:17,269 --> 00:33:19,940  
to help their swallowing  
or their voice.  
1045  
00:33:19,940 --> 00:33:21,469  
It could be cauterization  
1046  
00:33:21,469 --> 00:33:22,880  
of granuloma tissue.  
1047  
00:33:22,880 --> 00:33:25,354  
So you've gotta have  
that great partnership.  
1048  
00:33:25,354 --> 00:33:27,980  
However, you have to,  
1049  
00:33:27,980 --> 00:33:29,570  
you have to build  
that relationship.  
1050  
00:33:29,570 --> 00:33:31,624  
It doesn't, it doesn't  
start right away.  
1051  
00:33:31,624 --> 00:33:33,079  
Like they're not  
gonna say, Oh yes,  
1052  
00:33:33,079 --> 00:33:33,800  
you know everything  
1053  
00:33:33,800 --> 00:33:35,565  
about the voice prosthesis.  
1054  
00:33:35,565 --> 00:33:37,054  
A surgeon do not.

1055  
00:33:37,054 --> 00:33:38,704  
They're never  
going to say that.

1056  
00:33:38,704 --> 00:33:40,790  
So I think it's  
like building

1057  
00:33:40,790 --> 00:33:43,925  
your credibility one  
communication at a time.

1058  
00:33:43,925 --> 00:33:45,319  
And I think that's  
what you guys

1059  
00:33:45,319 --> 00:33:47,899  
really have been  
focusing on learning.

1060  
00:33:47,899 --> 00:33:50,029  
But partner with  
an E and T,

1061  
00:33:50,029 --> 00:33:52,520  
You've gotta be able to  
speak their language.

1062  
00:33:52,520 --> 00:33:54,170  
And they don't want to hear

1063  
00:33:54,170 --> 00:33:55,970  
a 40 minute backstory about

1064  
00:33:55,970 --> 00:33:59,405  
what this patient presented  
as 2.5 years ago.

1065  
00:33:59,405 --> 00:34:01,144  
They want to hear like

1066  
00:34:01,144 --> 00:34:02,674  
the basic nitty-gritty,

1067  
00:34:02,674 --> 00:34:04,520  
what you think, how  
you got there and what

1068  
00:34:04,520 --> 00:34:05,569  
needs to be done about it

1069  
00:34:05,569 --> 00:34:06,665  
or what the options are.

1070  
00:34:06,665 --> 00:34:08,614  
I think credibility is  
1071  
00:34:08,614 --> 00:34:10,955  
as critical for  
ENT partnerships.  
1072  
00:34:10,955 --> 00:34:12,259  
And Liz knows those being  
1073  
00:34:12,259 --> 00:34:14,150  
a phenomenal boys person.  
1074  
00:34:14,150 --> 00:34:15,470  
You don't do a  
voice without  
1075  
00:34:15,470 --> 00:34:17,150  
having a pMDI their rates.  
1076  
00:34:17,150 --> 00:34:19,609  
So you always need  
that partnership.  
1077  
00:34:19,609 --> 00:34:21,620  
And I mean, some  
of my best friends  
1078  
00:34:21,620 --> 00:34:23,299  
are END is that I met in  
1079  
00:34:23,299 --> 00:34:25,099  
the course of my time at  
1080  
00:34:25,099 --> 00:34:26,479  
the hospital and one  
1081  
00:34:26,479 --> 00:34:27,709  
of them texts  
in the morning.  
1082  
00:34:27,709 --> 00:34:30,499  
So you you started out  
1083  
00:34:30,499 --> 00:34:31,564  
and you just work to build  
1084  
00:34:31,564 --> 00:34:32,360  
your credibility  
1085  
00:34:32,360 --> 00:34:33,604  
and eventually  
you get there.



1086  
00:34:33,604 --> 00:34:34,714  
Yeah, awesome.  
1087  
00:34:34,714 --> 00:34:36,559  
And I think we could  
say that translates  
1088  
00:34:36,559 --> 00:34:38,569  
to other aspects of  
the field as well.  
1089  
00:34:38,569 --> 00:34:38,750  
You know,  
1090  
00:34:38,750 --> 00:34:40,880  
we're specifically  
talking about ENT.  
1091  
00:34:40,880 --> 00:34:42,289  
But building your  
1092  
00:34:42,289 --> 00:34:43,820  
credibility and  
partnerships with  
1093  
00:34:43,820 --> 00:34:45,229  
other professionals  
is really  
1094  
00:34:45,229 --> 00:34:47,555  
relevant to wherever  
you decide to practice.  
1095  
00:34:47,555 --> 00:34:48,260  
Yeah.  
1096  
00:34:48,260 --> 00:34:49,730  
So that's what words of  
1097  
00:34:49,730 --> 00:34:51,049  
wisdom can you offer to  
1098  
00:34:51,049 --> 00:34:52,189  
the students who will very  
1099  
00:34:52,189 --> 00:34:53,629  
shortly be  
clinical fellows?  
1100  
00:34:53,629 --> 00:34:55,999  
What do you wish that  
you would have known  
1101

00:34:55,999 --> 00:34:57,424  
at this point  
in your career  
1102  
00:34:57,424 --> 00:34:59,059  
that you can help  
them know now.  
1103  
00:34:59,059 --> 00:35:02,059  
Wow, that's a  
great question.  
1104  
00:35:02,059 --> 00:35:04,024  
First of all,  
congratulations.  
1105  
00:35:04,024 --> 00:35:05,359  
I'm so excited for you guys  
1106  
00:35:05,359 --> 00:35:07,190  
what a tremendous  
thing to get through  
1107  
00:35:07,190 --> 00:35:09,049  
school and to get into  
your first career.  
1108  
00:35:09,049 --> 00:35:11,404  
So that's yeah, you  
don't get that again.  
1109  
00:35:11,404 --> 00:35:12,770  
Your first career as your  
1110  
00:35:12,770 --> 00:35:13,880  
first step in your careers,  
1111  
00:35:13,880 --> 00:35:15,410  
you're always going  
to be your first step  
1112  
00:35:15,410 --> 00:35:16,430  
just like your  
first boyfriend or  
1113  
00:35:16,430 --> 00:35:17,750  
girlfriend you  
now if you've  
1114  
00:35:17,750 --> 00:35:19,819  
never forget  
your first job.  
1115  
00:35:19,819 --> 00:35:21,694

Be curious.  
1116  
00:35:21,694 --> 00:35:25,670  
I think I spent  
so much time,  
1117  
00:35:25,670 --> 00:35:27,139  
first of all, like,  
1118  
00:35:27,139 --> 00:35:28,759  
you never know everything  
1119  
00:35:28,759 --> 00:35:30,500  
and you're never going  
to know everything.  
1120  
00:35:30,500 --> 00:35:32,240  
But you have to  
have that passion  
1121  
00:35:32,240 --> 00:35:34,234  
to continue to learn.  
1122  
00:35:34,234 --> 00:35:35,929  
You have to look things up.  
1123  
00:35:35,929 --> 00:35:37,640  
You have to ask questions.  
1124  
00:35:37,640 --> 00:35:38,749  
I think sometimes we're  
1125  
00:35:38,749 --> 00:35:40,070  
afraid to ask  
questions because  
1126  
00:35:40,070 --> 00:35:41,179  
it makes it look like we  
1127  
00:35:41,179 --> 00:35:42,379  
don't know what  
we're doing,  
1128  
00:35:42,379 --> 00:35:43,489  
but that's how  
you learn, right?  
1129  
00:35:43,489 --> 00:35:46,040  
And that's, that's  
Madison in particular,  
1130  
00:35:46,040 --> 00:35:48,080  
but it applies to  
pretty much everything.

1131  
00:35:48,080 --> 00:35:49,339  
If I don't know  
something I asked

1132  
00:35:49,339 --> 00:35:50,765  
my boss, he's great.

1133  
00:35:50,765 --> 00:35:52,610  
He doesn't make me  
feel bad about it.

1134  
00:35:52,610 --> 00:35:54,694  
So be curious,  
ask questions,

1135  
00:35:54,694 --> 00:35:58,219  
seek resources. For me.

1136  
00:35:58,219 --> 00:35:59,659  
This is I I wish I had

1137  
00:35:59,659 --> 00:36:01,129  
thought I wish someone  
had said this to me.

1138  
00:36:01,129 --> 00:36:03,439  
If you're too big  
for a small job,

1139  
00:36:03,439 --> 00:36:05,225  
you're too small  
for a big job.

1140  
00:36:05,225 --> 00:36:06,770  
Like roll your sleeves up.

1141  
00:36:06,770 --> 00:36:08,720  
Nothing is out of  
your scope, right?

1142  
00:36:08,720 --> 00:36:10,159  
Like sure you  
don't want to do

1143  
00:36:10,159 --> 00:36:11,840  
a trach on someone or  
anything like that.

1144  
00:36:11,840 --> 00:36:12,980  
There are things I

1145  
00:36:12,980 --> 00:36:16,039  
want you to

raise your hand,  
1146  
00:36:16,039 --> 00:36:17,194  
say, Hey, I would  
love to go to  
1147  
00:36:17,194 --> 00:36:18,439  
the OR and see that, sir.  
1148  
00:36:18,439 --> 00:36:19,820  
Hey, I would love to  
see how you're treating  
1149  
00:36:19,820 --> 00:36:22,715  
this patient and roll  
up your sleeves.  
1150  
00:36:22,715 --> 00:36:24,230  
The patient or somebody  
1151  
00:36:24,230 --> 00:36:26,090  
needs I'm trying to  
think of kit analogies,  
1152  
00:36:26,090 --> 00:36:28,325  
I'm sorry, or  
situations, but  
1153  
00:36:28,325 --> 00:36:29,719  
If a patient lives,  
1154  
00:36:29,719 --> 00:36:30,949  
That's if we need  
to do a swallow of  
1155  
00:36:30,949 --> 00:36:32,115  
our patient needs boots  
1156  
00:36:32,115 --> 00:36:33,740  
that sit up in bed and  
you gotta do that.  
1157  
00:36:33,740 --> 00:36:34,760  
You could roll up  
your sleeves and  
1158  
00:36:34,760 --> 00:36:35,779  
how primary page map.  
1159  
00:36:35,779 --> 00:36:37,325  
So like I always think like  
1160  
00:36:37,325 --> 00:36:38,630  
you got a long

way when you're  
1161  
00:36:38,630 --> 00:36:40,129  
willing to go beyond what  
1162  
00:36:40,129 --> 00:36:42,229  
your typical job is.  
1163  
00:36:42,229 --> 00:36:44,494  
Really built  
colleagues there.  
1164  
00:36:44,494 --> 00:36:45,245  
Yeah.  
1165  
00:36:45,245 --> 00:36:47,315  
Ashley, I would say  
and I would add,  
1166  
00:36:47,315 --> 00:36:49,520  
make sure that you  
are respectful of  
1167  
00:36:49,520 --> 00:36:52,609  
everybody no matter  
who that person is,  
1168  
00:36:52,609 --> 00:36:54,499  
just to the tech who's who  
1169  
00:36:54,499 --> 00:36:57,470  
is transitioning or  
moving a person,  
1170  
00:36:57,470 --> 00:36:58,730  
treat them like your mother  
1171  
00:36:58,730 --> 00:36:59,570  
or your father, you know,  
1172  
00:36:59,570 --> 00:37:00,770  
you want to be show respect  
1173  
00:37:00,770 --> 00:37:04,055  
everybody because I  
respect you as well.  
1174  
00:37:04,055 --> 00:37:06,289  
So I wanted to  
know if any of  
1175  
00:37:06,289 --> 00:37:09,449  
the students had any  
questions for Beth.

1176  
00:37:21,570 --> 00:37:26,390  
Do you get to unmute  
them or do they unmute?  
1177  
00:37:26,970 --> 00:37:30,534  
And they usually  
have a lot to say.  
1178  
00:37:30,534 --> 00:37:31,810  
So I did I did have  
1179  
00:37:31,810 --> 00:37:33,099  
a question about  
how you got  
1180  
00:37:33,099 --> 00:37:35,859  
into at first how you  
got into medical,  
1181  
00:37:35,859 --> 00:37:38,319  
but you answer  
that so as thought  
1182  
00:37:38,319 --> 00:37:41,095  
was really neat  
to hear about.  
1183  
00:37:41,095 --> 00:37:42,654  
And so you owe  
1184  
00:37:42,654 --> 00:37:45,129  
your clinical fellowship  
was also in medical?  
1185  
00:37:45,129 --> 00:37:46,195  
I'm assuming?  
1186  
00:37:46,195 --> 00:37:47,080  
It was.  
1187  
00:37:47,080 --> 00:37:47,904  
Yeah.  
1188  
00:37:47,904 --> 00:37:50,304  
It was not the perfect job.  
1189  
00:37:50,304 --> 00:37:52,000  
I was there for a year  
1190  
00:37:52,000 --> 00:37:54,194  
until the perfect  
job opened up.  
1191

00:37:54,194 --> 00:37:57,095  
And yeah, not  
enough supervision.  
1192

00:37:57,095 --> 00:37:58,850  
But this is what  
you asked questions  
1193

00:37:58,850 --> 00:38:01,130  
and he's not every  
job. You're going to.  
1194

00:38:01,130 --> 00:38:02,479  
Sometimes they're  
looking for someone  
1195

00:38:02,479 --> 00:38:03,710  
to come in and help  
and they don't  
1196

00:38:03,710 --> 00:38:04,729  
spend enough time training  
1197

00:38:04,729 --> 00:38:05,840  
you and that's where  
1198

00:38:05,840 --> 00:38:07,219  
taking responsibility for  
1199

00:38:07,219 --> 00:38:09,109  
your own learning  
is critical.  
1200

00:38:09,109 --> 00:38:10,460  
So yeah, I didn't  
get a ton of  
1201

00:38:10,460 --> 00:38:11,750  
supervision my first year,  
1202

00:38:11,750 --> 00:38:14,105  
but I was when I  
really look back,  
1203

00:38:14,105 --> 00:38:17,000  
I'm so thankful I  
had that time within  
1204

00:38:17,000 --> 00:38:18,949  
the grad program at  
great hospitals with  
1205

00:38:18,949 --> 00:38:20,089  
great instructors and I



1206  
00:38:20,089 --> 00:38:21,319  
could still reach  
out to them.  
1207  
00:38:21,319 --> 00:38:22,595  
So yeah.  
1208  
00:38:22,595 --> 00:38:24,395  
So always Medical I yeah,  
1209  
00:38:24,395 --> 00:38:26,359  
that first day really  
ruined me for kids.  
1210  
00:38:26,359 --> 00:38:28,085  
It was all over. It.  
1211  
00:38:28,085 --> 00:38:32,670  
I love kids, but it was  
just like me. Hello.  
1212  
00:38:32,740 --> 00:38:35,299  
Is anybody interested  
in going into  
1213  
00:38:35,299 --> 00:38:40,355  
the medical side  
of things? Maybe.  
1214  
00:38:40,355 --> 00:38:43,609  
Do it, do it.  
1215  
00:38:43,609 --> 00:38:45,589  
Well, this is one of  
the few people that  
1216  
00:38:45,589 --> 00:38:47,599  
really like when I met you,  
1217  
00:38:47,599 --> 00:38:48,664  
you were like  
great at acute  
1218  
00:38:48,664 --> 00:38:49,835  
care, great at boys.  
1219  
00:38:49,835 --> 00:38:50,810  
Like sometimes you really  
1220  
00:38:50,810 --> 00:38:52,460  
polarized lens  
was awesome but  
1221

00:38:52,460 --> 00:38:53,914  
everything is  
1222

00:38:53,914 --> 00:38:56,570  
dysphagia rehab.  
She did everything.  
1223

00:38:56,570 --> 00:38:57,680  
Well, not the beginning.  
1224

00:38:57,680 --> 00:39:00,335  
I wasn't good at it.  
1225

00:39:00,335 --> 00:39:03,230  
I remember my  
clinical fellowship  
1226

00:39:03,230 --> 00:39:04,835  
like the first  
three months.  
1227

00:39:04,835 --> 00:39:06,350  
I don't know if I told  
the students Egypt,  
1228

00:39:06,350 --> 00:39:08,735  
but I remember going to  
1229

00:39:08,735 --> 00:39:10,219  
my office at lunch and  
1230

00:39:10,219 --> 00:39:12,815  
not eating and just  
laying on the ground.  
1231

00:39:12,815 --> 00:39:15,094  
Because I was exhausted  
1232

00:39:15,094 --> 00:39:15,814  
because I was like,  
1233

00:39:15,814 --> 00:39:16,790  
I don't know  
what I'm doing.  
1234

00:39:16,790 --> 00:39:19,280  
I was I was  
physically exhausted,  
1235

00:39:19,280 --> 00:39:20,659  
I was mentally exhausted.  
1236

00:39:20,659 --> 00:39:22,250  
I was emotionally exhausted

1237  
00:39:22,250 --> 00:39:23,269  
because you see a lot  
1238  
00:39:23,269 --> 00:39:24,740  
of bad things that  
1239  
00:39:24,740 --> 00:39:26,434  
happen in acute  
care, you know.  
1240  
00:39:26,434 --> 00:39:28,310  
So I those first  
1241  
00:39:28,310 --> 00:39:29,359  
couple of months,  
I don't know.  
1242  
00:39:29,359 --> 00:39:31,709  
I didn't know what  
the \*\*\*\* I was doing.  
1243  
00:39:32,140 --> 00:39:35,209  
Some that's how I  
got through it.  
1244  
00:39:35,209 --> 00:39:36,739  
Okay. That's a good tip.  
1245  
00:39:36,739 --> 00:39:38,825  
Always be time for  
lunch because like,  
1246  
00:39:38,825 --> 00:39:40,130  
you're reading  
around all that.  
1247  
00:39:40,130 --> 00:39:42,800  
I mean, Like I say that  
now and I'm a guy,  
1248  
00:39:42,800 --> 00:39:44,839  
I don't even know if  
I eat lunch today,  
1249  
00:39:44,839 --> 00:39:46,414  
but yeah, I always try to  
1250  
00:39:46,414 --> 00:39:48,199  
carve out some  
time for yourself.  
1251  
00:39:48,199 --> 00:39:49,819  
And that's one other thing.

1252  
00:39:49,819 --> 00:39:50,990  
I'm just going to  
throw this out  
1253  
00:39:50,990 --> 00:39:52,579  
there because this  
has been something  
1254  
00:39:52,579 --> 00:39:53,840  
that as I become  
1255  
00:39:53,840 --> 00:39:56,014  
more of a leader  
of the business.  
1256  
00:39:56,014 --> 00:39:58,700  
Career lifecycle  
management.  
1257  
00:39:58,700 --> 00:39:59,870  
Think about that.  
1258  
00:39:59,870 --> 00:40:02,089  
I mean, not your,  
1259  
00:40:02,089 --> 00:40:04,159  
your needs are  
going to change in  
1260  
00:40:04,159 --> 00:40:06,379  
your career with  
your life right now,  
1261  
00:40:06,379 --> 00:40:07,970  
whether you get married,  
1262  
00:40:07,970 --> 00:40:09,364  
you're taking  
care of a parent,  
1263  
00:40:09,364 --> 00:40:10,445  
you have kids.  
1264  
00:40:10,445 --> 00:40:12,770  
I mean, think about how you  
1265  
00:40:12,770 --> 00:40:15,409  
can work on your  
career simultaneously.  
1266  
00:40:15,409 --> 00:40:16,939  
There are things  
that I think

1267  
00:40:16,939 --> 00:40:18,649  
we're getting better  
as a society to  
1268  
00:40:18,649 --> 00:40:19,819  
think about how  
we're managing  
1269  
00:40:19,819 --> 00:40:22,010  
careers with life and  
1270  
00:40:22,010 --> 00:40:23,210  
finding some  
sort of balance.  
1271  
00:40:23,210 --> 00:40:23,869  
I'm not talking about  
1272  
00:40:23,869 --> 00:40:25,745  
work-life balance  
is different,  
1273  
00:40:25,745 --> 00:40:27,890  
but like tailoring your  
career so you're not  
1274  
00:40:27,890 --> 00:40:29,119  
losing all the  
training that  
1275  
00:40:29,119 --> 00:40:31,160  
you guys have  
worked so hard for.  
1276  
00:40:31,160 --> 00:40:33,200  
When a Life episode  
1277  
00:40:33,200 --> 00:40:35,629  
happens because it does,  
it happens, right?  
1278  
00:40:35,629 --> 00:40:38,479  
But just continuing  
to find ways  
1279  
00:40:38,479 --> 00:40:39,919  
to keep focused on  
1280  
00:40:39,919 --> 00:40:42,140  
your career even  
when life changes,  
1281  
00:40:42,140 --> 00:40:43,654

I think it's  
really important.  
1282  
00:40:43,654 --> 00:40:44,659  
That's something that's  
1283  
00:40:44,659 --> 00:40:45,440  
been really important to  
1284  
00:40:45,440 --> 00:40:46,939  
me in hiring and keeping  
1285  
00:40:46,939 --> 00:40:50,014  
people as being flexible  
when things change  
1286  
00:40:50,014 --> 00:40:51,679  
with their life  
and especially if  
1287  
00:40:51,679 --> 00:40:53,419  
their value add  
you really don't.  
1288  
00:40:53,419 --> 00:40:55,730  
I don't want to  
jeopardize having  
1289  
00:40:55,730 --> 00:40:58,040  
such an amazing employee  
because they need  
1290  
00:40:58,040 --> 00:40:59,940  
a little bit more  
extra time at home or  
1291  
00:40:59,940 --> 00:41:03,200  
it's like basically  
some flexibility.  
1292  
00:41:03,200 --> 00:41:03,679  
Yeah.  
1293  
00:41:03,679 --> 00:41:04,729  
So that's a  
really good point  
1294  
00:41:04,729 --> 00:41:06,559  
that I want to  
come work for.  
1295  
00:41:06,559 --> 00:41:07,505  
You.  
1296

00:41:07,505 --> 00:41:09,380  
Come work for me.  
1297  
00:41:09,380 --> 00:41:11,820  
It's always being  
in California.  
1298  
00:41:11,920 --> 00:41:14,269  
What the sunscreen now?  
1299  
00:41:14,269 --> 00:41:15,364  
Yeah. Yeah.  
1300  
00:41:15,364 --> 00:41:16,879  
That's okay. That's  
a good trade off.  
1301  
00:41:16,879 --> 00:41:18,064  
I can handle it.  
1302  
00:41:18,064 --> 00:41:19,639  
So does anybody else have  
1303  
00:41:19,639 --> 00:41:21,844  
any other comments or  
questions for Bethany?  
1304  
00:41:21,844 --> 00:41:23,345  
I was curious about  
1305  
00:41:23,345 --> 00:41:24,799  
one thing kind  
of related to  
1306  
00:41:24,799 --> 00:41:28,085  
the whole work  
life conversation.  
1307  
00:41:28,085 --> 00:41:29,359  
Where did you move when you  
1308  
00:41:29,359 --> 00:41:31,400  
lived in Europe, where  
were you living?  
1309  
00:41:31,400 --> 00:41:33,709  
Actually never  
relocated there,  
1310  
00:41:33,709 --> 00:41:35,090  
believe it or  
not, I traveled  
1311  
00:41:35,090 --> 00:41:36,514

back and forth  
all the time.  
1312  
00:41:36,514 --> 00:41:38,479  
I looked into it.  
1313  
00:41:38,479 --> 00:41:41,629  
I really thought about  
moving to London.  
1314  
00:41:41,629 --> 00:41:43,579  
But at the time,  
like it's kind of  
1315  
00:41:43,579 --> 00:41:46,189  
a not to go into a long  
backstory, but like,  
1316  
00:41:46,189 --> 00:41:47,299  
I don't think  
the company was  
1317  
00:41:47,299 --> 00:41:48,349  
fully vested and  
1318  
00:41:48,349 --> 00:41:50,540  
really having they weren't  
1319  
00:41:50,540 --> 00:41:52,069  
sure if this was  
the right path.  
1320  
00:41:52,069 --> 00:41:53,779  
So I was like, hey,  
I'm not moving there.  
1321  
00:41:53,779 --> 00:41:54,920  
And so you guys are  
1322  
00:41:54,920 --> 00:41:56,659  
committed because  
I'm not moving  
1323  
00:41:56,659 --> 00:41:57,964  
my life across the ocean  
1324  
00:41:57,964 --> 00:41:59,629  
for it, but it worked out.  
1325  
00:41:59,629 --> 00:42:01,399  
And then when they  
did commit to it,  
1326  
00:42:01,399 --> 00:42:03,020



I was thinking of  
relocating there,  
1327  
00:42:03,020 --> 00:42:04,790  
but then a kinda  
just was like,  
1328  
00:42:04,790 --> 00:42:06,725  
let's hire somebody  
base there.  
1329  
00:42:06,725 --> 00:42:08,690  
So yeah, but it  
1330  
00:42:08,690 --> 00:42:10,460  
definitely was  
looking at London.  
1331  
00:42:10,460 --> 00:42:12,080  
Easy, expensive.  
1332  
00:42:12,080 --> 00:42:13,695  
But they speak  
the language.  
1333  
00:42:13,695 --> 00:42:15,460  
Yeah.  
1334  
00:42:15,460 --> 00:42:17,690  
Yeah.  
1335  
00:42:20,910 --> 00:42:23,499  
Does anybody else have  
any quick go ahead.  
1336  
00:42:23,499 --> 00:42:24,260  
Someone wants to  
say something.  
1337  
00:42:24,260 --> 00:42:26,199  
I actually talking about  
1338  
00:42:26,199 --> 00:42:27,790  
speaking the  
language made me  
1339  
00:42:27,790 --> 00:42:29,560  
think of this  
earlier when you  
1340  
00:42:29,560 --> 00:42:31,630  
said that you would  
go into different,  
1341

00:42:31,630 --> 00:42:31,959  
like  
1342  
00:42:31,959 --> 00:42:33,129  
health care facilities  
1343  
00:42:33,129 --> 00:42:34,269  
in different countries.  
1344  
00:42:34,269 --> 00:42:35,349  
I was curious.  
1345  
00:42:35,349 --> 00:42:36,819  
Are you bi-lingual?  
1346  
00:42:36,819 --> 00:42:38,500  
Do you speak  
other languages  
1347  
00:42:38,500 --> 00:42:40,314  
or how have you  
handled that  
1348  
00:42:40,314 --> 00:42:42,459  
when you are in  
medical facilities  
1349  
00:42:42,459 --> 00:42:44,560  
that you don't  
speak the language?  
1350  
00:42:44,560 --> 00:42:46,195  
Yeah. Great question.  
1351  
00:42:46,195 --> 00:42:48,760  
I mean, it wasn't  
always easy.  
1352  
00:42:48,760 --> 00:42:50,500  
The good thing is,  
is that English  
1353  
00:42:50,500 --> 00:42:52,975  
is the language  
of medicine.  
1354  
00:42:52,975 --> 00:42:56,714  
So it is a  
universal language.  
1355  
00:42:56,714 --> 00:43:00,124  
Does that mean everybody  
speaks it? No.  
1356

00:43:00,124 --> 00:43:02,900  
So it was basically  
when we're  
1357  
00:43:02,900 --> 00:43:05,539  
selling our product  
into another country,  
1358  
00:43:05,539 --> 00:43:08,270  
we have a company  
that's in that country  
1359  
00:43:08,270 --> 00:43:09,800  
that like cells are  
1360  
00:43:09,800 --> 00:43:12,260  
products to the doctors  
and the hospitals.  
1361  
00:43:12,260 --> 00:43:13,699  
So they are always  
1362  
00:43:13,699 --> 00:43:15,919  
my kind of my translator  
if I need one.  
1363  
00:43:15,919 --> 00:43:17,000  
So they speak  
English and they  
1364  
00:43:17,000 --> 00:43:18,770  
speak the local language.  
1365  
00:43:18,770 --> 00:43:20,434  
But a lot of time, I mean,  
1366  
00:43:20,434 --> 00:43:21,499  
most of the surgeons,  
1367  
00:43:21,499 --> 00:43:23,149  
I have to say the  
hardest country  
1368  
00:43:23,149 --> 00:43:24,814  
for me was Spain.  
1369  
00:43:24,814 --> 00:43:26,255  
I don't speak.  
1370  
00:43:26,255 --> 00:43:27,409  
So first of all, I'm not  
1371  
00:43:27,409 --> 00:43:28,520  
bilingual. I'm an American.

1372  
00:43:28,520 --> 00:43:30,754  
I only speak one language.  
I'm just kidding.

1373  
00:43:30,754 --> 00:43:32,960  
It's it's incredibly  
inconvenient.

1374  
00:43:32,960 --> 00:43:34,279  
I really wish I had learned

1375  
00:43:34,279 --> 00:43:35,750  
another language or at

1376  
00:43:35,750 --> 00:43:38,059  
least kept up with the  
language I did learn.

1377  
00:43:38,059 --> 00:43:39,919  
But yeah, it was, it  
was a challenge in

1378  
00:43:39,919 --> 00:43:42,019  
some situations,  
especially Spain.

1379  
00:43:42,019 --> 00:43:43,519  
Could they really,  
people always talk

1380  
00:43:43,519 --> 00:43:45,334  
about France not speaking.

1381  
00:43:45,334 --> 00:43:47,435  
Now, Spain, a 100  
percent Spain.

1382  
00:43:47,435 --> 00:43:49,279  
They will not speak  
English no matter

1383  
00:43:49,279 --> 00:43:51,770  
how much you beg cuz  
I know they can.

1384  
00:43:51,770 --> 00:43:53,870  
Not everybody. But yeah.

1385  
00:43:53,870 --> 00:43:55,639  
So I usually if  
I if they didn't

1386  
00:43:55,639 --> 00:43:56,690

1387  
speak the language or I  
00:43:56,690 --> 00:43:57,710  
didn't speak the language.  
1388  
00:43:57,710 --> 00:43:59,180  
I usually our distributor,  
1389  
00:43:59,180 --> 00:44:00,889  
the local business that  
we partnered with,  
1390  
00:44:00,889 --> 00:44:02,570  
they had somebody that  
would do it for us.  
1391  
00:44:02,570 --> 00:44:05,570  
So kind of a UN  
translator of sorts.  
1392  
00:44:05,570 --> 00:44:08,450  
So it's very eye opening to  
1393  
00:44:08,450 --> 00:44:09,860  
see medicine and  
other countries  
1394  
00:44:09,860 --> 00:44:11,330  
if you guys ever have  
that opportunity,  
1395  
00:44:11,330 --> 00:44:13,189  
I would highly  
recommend that.  
1396  
00:44:13,189 --> 00:44:15,770  
Called surgeons smoking in  
1397  
00:44:15,770 --> 00:44:21,290  
the operating  
room to this day.  
1398  
00:44:21,290 --> 00:44:25,325  
So T surgeon smoking,  
doing a laryngectomy,  
1399  
00:44:25,325 --> 00:44:29,930  
doing a laryngectomy there.  
1400  
00:44:29,930 --> 00:44:31,970  
So those just a ridiculous  
1401  
00:44:31,970 --> 00:44:34,099  
example that

really eye-opening  
1402  
00:44:34,099 --> 00:44:35,749  
and you really just really  
1403  
00:44:35,749 --> 00:44:37,549  
broadens your  
experience to see what  
1404  
00:44:37,549 --> 00:44:38,900  
goes on in other  
countries and  
1405  
00:44:38,900 --> 00:44:40,309  
how they treat  
their patients and  
1406  
00:44:40,309 --> 00:44:41,720  
what kind of  
differences as there  
1407  
00:44:41,720 --> 00:44:43,370  
are especially with  
the healthcare system.  
1408  
00:44:43,370 --> 00:44:44,704  
So different than here?  
1409  
00:44:44,704 --> 00:44:49,190  
Yeah. Does anybody have  
1410  
00:44:49,190 --> 00:44:51,499  
any other comments or  
questions for Beth?  
1411  
00:44:51,499 --> 00:44:55,850  
I did it. I was thinking,  
1412  
00:44:55,850 --> 00:44:56,930  
say like you can  
tell you're very  
1413  
00:44:56,930 --> 00:44:58,430  
passionate about  
what you do.  
1414  
00:44:58,430 --> 00:44:59,869  
But do you ever miss  
1415  
00:44:59,869 --> 00:45:01,850  
the direct  
therapy aspect of  
1416  
00:45:01,850 --> 00:45:03,740

speech pathology or do  
you feel like you get  
1417  
00:45:03,740 --> 00:45:06,439  
your fill of that in  
your training role?  
1418  
00:45:06,439 --> 00:45:09,530  
Yeah. I do.  
1419  
00:45:09,530 --> 00:45:10,100  
There are things I  
1420  
00:45:10,100 --> 00:45:10,939  
miss and there are things I  
1421  
00:45:10,939 --> 00:45:12,860  
don't like working  
every holiday,  
1422  
00:45:12,860 --> 00:45:14,780  
do not miss that  
love business  
1423  
00:45:14,780 --> 00:45:16,010  
for not working holidays.  
1424  
00:45:16,010 --> 00:45:18,080  
It's amazing because there  
1425  
00:45:18,080 --> 00:45:20,674  
is no vacation time  
and acute carry.  
1426  
00:45:20,674 --> 00:45:22,519  
I do, but I think what's  
1427  
00:45:22,519 --> 00:45:23,840  
great about this company?  
1428  
00:45:23,840 --> 00:45:25,189  
I didn't mentioned  
we also have  
1429  
00:45:25,189 --> 00:45:28,595  
four patient consultants  
that work for us.  
1430  
00:45:28,595 --> 00:45:32,959  
And I think through  
my travels and a lot  
1431  
00:45:32,959 --> 00:45:34,820  
of and educational

programs that we  
1432  
00:45:34,820 --> 00:45:37,594  
did get a lot of  
exposure to patients.  
1433  
00:45:37,594 --> 00:45:39,289  
I do miss doing fees  
1434  
00:45:39,289 --> 00:45:40,759  
and modified  
barium swallows.  
1435  
00:45:40,759 --> 00:45:41,509  
I kind of like  
1436  
00:45:41,509 --> 00:45:42,800  
sometimes if I was  
seeing somebody,  
1437  
00:45:42,800 --> 00:45:43,429  
I believe let me just  
1438  
00:45:43,429 --> 00:45:44,329  
take them down  
to the Sweden,  
1439  
00:45:44,329 --> 00:45:45,349  
do a modified myself.  
1440  
00:45:45,349 --> 00:45:46,729  
I'll get this over  
and 30 minutes  
1441  
00:45:46,729 --> 00:45:47,899  
will solve the problems.  
1442  
00:45:47,899 --> 00:45:50,014  
I do I do kinda  
missed that.  
1443  
00:45:50,014 --> 00:45:51,649  
But yeah, I think I get  
1444  
00:45:51,649 --> 00:45:54,379  
enough I think I get  
enough exposure to  
1445  
00:45:54,379 --> 00:45:57,020  
patients now that I  
don't miss it entirely  
1446  
00:45:57,020 --> 00:45:57,830  
like I would if I were



1447  
00:45:57,830 --> 00:45:59,570  
in a different business,  
1448  
00:45:59,570 --> 00:46:04,505  
So yeah. Great question.  
1449  
00:46:04,505 --> 00:46:07,399  
Xander, did you have  
a question for Beth?  
1450  
00:46:07,399 --> 00:46:09,904  
Yeah. I was curious.  
1451  
00:46:09,904 --> 00:46:11,930  
What some maybe like  
1452  
00:46:11,930 --> 00:46:13,430  
the top three  
things that your  
1453  
00:46:13,430 --> 00:46:15,890  
core and SLPs  
that you hire.  
1454  
00:46:15,890 --> 00:46:21,395  
Oh, Good question of  
what is a good question?  
1455  
00:46:21,395 --> 00:46:22,250  
We're gonna make me think  
1456  
00:46:22,250 --> 00:46:24,179  
about that for a minute.  
1457  
00:46:24,280 --> 00:46:26,930  
Yes, sir. Zain, I'm  
1458  
00:46:26,930 --> 00:46:28,760  
speaking kind of from  
my current role,  
1459  
00:46:28,760 --> 00:46:31,925  
but I'm going to let  
me take myself back to  
1460  
00:46:31,925 --> 00:46:34,190  
hospital deaths for a sec  
1461  
00:46:34,190 --> 00:46:37,470  
because what we really  
want to go back there,  
1462  
00:46:38,140 --> 00:46:41,790

I think I was  
thinner for sure.  
1463  
00:46:41,950 --> 00:46:44,300  
Climbing all  
those stairs in  
1464  
00:46:44,300 --> 00:46:46,219  
between the floors of  
the hospital really,  
1465  
00:46:46,219 --> 00:46:48,660  
really well them up.  
1466  
00:46:48,970 --> 00:46:53,374  
I think it was always  
the experience and,  
1467  
00:46:53,374 --> 00:46:55,459  
you know, always  
want someone  
1468  
00:46:55,459 --> 00:46:57,590  
who has some degree  
of experience.  
1469  
00:46:57,590 --> 00:46:59,059  
They're never gonna  
be perfect anything  
1470  
00:46:59,059 --> 00:47:00,739  
but especially for  
medical array.  
1471  
00:47:00,739 --> 00:47:02,150  
And I'm not going to  
hire somebody who had  
1472  
00:47:02,150 --> 00:47:04,730  
never set foot in  
a hospital before.  
1473  
00:47:04,730 --> 00:47:06,560  
So I think experiences one,  
1474  
00:47:06,560 --> 00:47:08,000  
but you have to get  
that experience  
1475  
00:47:08,000 --> 00:47:09,034  
and if you don't have it,  
1476  
00:47:09,034 --> 00:47:11,539  
then you need to raise

your hand and say,  
1477  
00:47:11,539 --> 00:47:12,649  
This is what I want to do.  
1478  
00:47:12,649 --> 00:47:14,180  
This is where  
my passion is.  
1479  
00:47:14,180 --> 00:47:15,740  
This is where I'm  
1480  
00:47:15,740 --> 00:47:16,909  
applying for this  
job because I  
1481  
00:47:16,909 --> 00:47:18,259  
want the experience  
and I'm willing  
1482  
00:47:18,259 --> 00:47:20,165  
to put in the work for IT.  
1483  
00:47:20,165 --> 00:47:24,379  
Team players I think  
are really critical  
1484  
00:47:24,379 --> 00:47:26,390  
because you never know  
you need someone to  
1485  
00:47:26,390 --> 00:47:28,990  
cover for you or you  
need to cover for them.  
1486  
00:47:28,990 --> 00:47:30,139  
You gotta have someone that  
1487  
00:47:30,139 --> 00:47:31,100  
works really well with  
1488  
00:47:31,100 --> 00:47:33,920  
a team that was always  
a big focus for me.  
1489  
00:47:33,920 --> 00:47:37,144  
And then really  
Lake your DR  
1490  
00:47:37,144 --> 00:47:39,019  
Like what what gets  
you up in the morning?  
1491  
00:47:39,019 --> 00:47:40,670

What do you love about  
Speech Pathology?  
1492  
00:47:40,670 --> 00:47:42,380  
You have the  
interview question  
1493  
00:47:42,380 --> 00:47:43,685  
that I always  
ask people is,  
1494  
00:47:43,685 --> 00:47:45,379  
you know, what motivates  
1495  
00:47:45,379 --> 00:47:47,749  
you versus what  
gives you stress?  
1496  
00:47:47,749 --> 00:47:49,880  
What do you avoid  
doing at your job?  
1497  
00:47:49,880 --> 00:47:51,350  
What do you love  
to do at your job?  
1498  
00:47:51,350 --> 00:47:53,539  
Because really,  
I would plan  
1499  
00:47:53,539 --> 00:47:55,100  
on 30% of your job  
1500  
00:47:55,100 --> 00:47:56,239  
is always going  
to be terrible.  
1501  
00:47:56,239 --> 00:47:58,429  
70 percent is going  
to be amazing.  
1502  
00:47:58,429 --> 00:48:00,245  
Always plan that  
30 percent.  
1503  
00:48:00,245 --> 00:48:01,564  
You're not going  
to love it, right?  
1504  
00:48:01,564 --> 00:48:03,440  
So what does that 30  
percent that doesn't  
1505  
00:48:03,440 --> 00:48:04,429

get you motivated to  
1506  
00:48:04,429 --> 00:48:05,555  
go to work in the morning.  
1507  
00:48:05,555 --> 00:48:07,489  
How can we work  
through that together?  
1508  
00:48:07,489 --> 00:48:08,660  
What really drives you?  
1509  
00:48:08,660 --> 00:48:11,224  
What do you want to  
do? So I think that's  
1510  
00:48:11,224 --> 00:48:13,220  
all the questions  
that I just try to  
1511  
00:48:13,220 --> 00:48:15,515  
get to know what really  
makes people tick.  
1512  
00:48:15,515 --> 00:48:19,430  
Because that's how  
you an interview.  
1513  
00:48:19,430 --> 00:48:20,360  
The other thing too is  
1514  
00:48:20,360 --> 00:48:21,980  
an interview is two ways.  
1515  
00:48:21,980 --> 00:48:22,864  
Lake.  
1516  
00:48:22,864 --> 00:48:24,440  
I love when people come in,  
1517  
00:48:24,440 --> 00:48:25,549  
I did two interviews  
1518  
00:48:25,549 --> 00:48:27,349  
last week for  
different positions.  
1519  
00:48:27,349 --> 00:48:29,254  
Come in and ask  
me questions.  
1520  
00:48:29,254 --> 00:48:30,650  
Asked me what what  
1521

00:48:30,650 --> 00:48:32,360  
our goals are  
as a business.  
1522

00:48:32,360 --> 00:48:34,339  
What do you know?  
1523

00:48:34,339 --> 00:48:36,260  
Where do we want to get  
illegal has asked me  
1524

00:48:36,260 --> 00:48:36,979  
where do we want to take  
1525

00:48:36,979 --> 00:48:38,150  
this business  
in three years?  
1526

00:48:38,150 --> 00:48:39,964  
What career paths  
do you have for me  
1527

00:48:39,964 --> 00:48:42,770  
if if I'm performing,  
1528

00:48:42,770 --> 00:48:44,780  
how are you guys  
going to develop me?  
1529

00:48:44,780 --> 00:48:46,399  
Those are the  
things that make  
1530

00:48:46,399 --> 00:48:47,809  
a valuable employee  
when they're  
1531

00:48:47,809 --> 00:48:49,160  
asking kind of  
questions for  
1532

00:48:49,160 --> 00:48:50,150  
themselves as well because  
1533

00:48:50,150 --> 00:48:52,070  
it's a two-way street.  
1534

00:48:52,070 --> 00:48:54,800  
Employment has to work  
for both parties.  
1535

00:48:54,800 --> 00:48:56,450  
So yeah, that's a  
really good plan.

1536  
00:48:56,450 --> 00:48:58,700  
And I I we are going  
to talk tonight,  
1537  
00:48:58,700 --> 00:48:59,419  
later tonight when we're  
1538  
00:48:59,419 --> 00:49:00,615  
done talking with you.  
1539  
00:49:00,615 --> 00:49:02,410  
We're going to talk  
a little bit about  
1540  
00:49:02,410 --> 00:49:04,074  
resume and interviewing.  
1541  
00:49:04,074 --> 00:49:06,235  
But one thing I always tell  
1542  
00:49:06,235 --> 00:49:08,200  
students or people who  
are looking for jobs,  
1543  
00:49:08,200 --> 00:49:09,595  
make sure you know,  
1544  
00:49:09,595 --> 00:49:12,550  
the entity, you know,  
do your research.  
1545  
00:49:12,550 --> 00:49:13,915  
If it's a hospital,  
1546  
00:49:13,915 --> 00:49:15,430  
read their mission  
statement.  
1547  
00:49:15,430 --> 00:49:16,809  
How many beds do they have?  
1548  
00:49:16,809 --> 00:49:18,249  
What are their specialties?  
1549  
00:49:18,249 --> 00:49:19,914  
If it's a school district?  
1550  
00:49:19,914 --> 00:49:20,574  
Same thing.  
1551  
00:49:20,574 --> 00:49:21,970  
How many students  
do they have?

1552  
00:49:21,970 --> 00:49:23,590  
How many SLPs are  
in the district?  
1553  
00:49:23,590 --> 00:49:25,750  
So nimble know who  
1554  
00:49:25,750 --> 00:49:26,949  
you're interviewing with so  
1555  
00:49:26,949 --> 00:49:28,660  
that you have some  
background about  
1556  
00:49:28,660 --> 00:49:30,429  
them and you can impress  
them with questions,  
1557  
00:49:30,429 --> 00:49:32,424  
you can ask them  
like that the same.  
1558  
00:49:32,424 --> 00:49:33,829  
Yeah.  
1559  
00:49:33,930 --> 00:49:35,140  
Yeah.  
1560  
00:49:35,140 --> 00:49:36,820  
When someone comes  
in when they've done  
1561  
00:49:36,820 --> 00:49:37,900  
their homework and  
1562  
00:49:37,900 --> 00:49:38,965  
it doesn't need  
to be perfect.  
1563  
00:49:38,965 --> 00:49:40,480  
You can mispronounce  
things.  
1564  
00:49:40,480 --> 00:49:42,989  
You can say, Hey, I saw  
this on your website.  
1565  
00:49:42,989 --> 00:49:44,299  
I'm interested in this.  
1566  
00:49:44,299 --> 00:49:45,439  
Yeah, I love it when people  
1567



00:49:45,439 --> 00:49:46,700  
come in and ask  
me questions and  
1568

00:49:46,700 --> 00:49:49,129  
I especially love  
when they asked me,  
1569

00:49:49,129 --> 00:49:51,064  
what do you like  
about this company?  
1570

00:49:51,064 --> 00:49:53,690  
Because I've been  
there 11 years now.  
1571

00:49:53,690 --> 00:49:56,179  
So speaking lives I  
think I've now matching  
1572

00:49:56,179 --> 00:49:58,609  
clinical with business  
years of experience,  
1573

00:49:58,609 --> 00:50:00,800  
which is super weird.  
1574

00:50:00,800 --> 00:50:03,319  
But yeah, like I  
think, you know,  
1575

00:50:03,319 --> 00:50:04,280  
when someone comes in with  
1576

00:50:04,280 --> 00:50:05,630  
those types of questions,  
1577

00:50:05,630 --> 00:50:08,539  
you know, there's a  
lot to try and retain.  
1578

00:50:08,539 --> 00:50:10,379  
Talent is incredibly  
important.  
1579

00:50:10,379 --> 00:50:11,450  
It's a hard world.  
1580

00:50:11,450 --> 00:50:13,595  
People job jump  
really easily.  
1581

00:50:13,595 --> 00:50:15,199  
And I know it's

1582  
00:50:15,199 --> 00:50:16,745  
time-consuming to  
1583  
00:50:16,745 --> 00:50:18,815  
constantly be  
hiring for someone.  
1584  
00:50:18,815 --> 00:50:22,070  
So I think asking the  
questions about how I  
1585  
00:50:22,070 --> 00:50:24,620  
can develop within  
your company  
1586  
00:50:24,620 --> 00:50:26,854  
is completely legitimate  
question these days,  
1587  
00:50:26,854 --> 00:50:29,285  
this day and age in  
the past, not so much.  
1588  
00:50:29,285 --> 00:50:30,619  
But now because  
1589  
00:50:30,619 --> 00:50:32,269  
employment as a  
two-way street,  
1590  
00:50:32,269 --> 00:50:33,739  
It's really important  
that you ask  
1591  
00:50:33,739 --> 00:50:35,945  
those questions for  
yourself as well.  
1592  
00:50:35,945 --> 00:50:37,789  
Yeah, that's a really  
good point, thanks.  
1593  
00:50:37,789 --> 00:50:41,150  
But does anybody have  
1594  
00:50:41,150 --> 00:50:43,560  
any questions or comments?  
1595  
00:50:48,040 --> 00:50:51,875  
Well, this has been  
really, really fun.  
1596  
00:50:51,875 --> 00:50:54,514

I have really enjoyed  
talking with you.  
1597  
00:50:54,514 --> 00:50:55,819  
Yes, he lives.  
1598  
00:50:55,819 --> 00:50:56,630  
I know me too.  
1599  
00:50:56,630 --> 00:50:58,175  
We're going to do  
this more frequently.  
1600  
00:50:58,175 --> 00:50:59,854  
Line maybe yourself.  
1601  
00:50:59,854 --> 00:51:01,099  
Oh, that's even better.  
1602  
00:51:01,099 --> 00:51:04,879  
Yeah. Yeah. I wish you  
guys the best of luck.  
1603  
00:51:04,879 --> 00:51:07,340  
Awesome. Congratulations.  
So fun to be  
1604  
00:51:07,340 --> 00:51:08,509  
out of school pretty soon  
1605  
00:51:08,509 --> 00:51:10,129  
And out in the workforce.  
1606  
00:51:10,129 --> 00:51:11,810  
Make the most of  
it because it's  
1607  
00:51:11,810 --> 00:51:13,310  
really cool to have  
your first career in  
1608  
00:51:13,310 --> 00:51:16,550  
your first job and learn  
as much as you can.  
1609  
00:51:16,550 --> 00:51:18,019  
Cut yourself some slack.  
1610  
00:51:18,019 --> 00:51:19,249  
Be nice to yourselves.  
1611  
00:51:19,249 --> 00:51:20,000  
It's tough.  
1612

00:51:20,000 --> 00:51:20,599  
When you don't know  
1613  
00:51:20,599 --> 00:51:21,859  
everything you  
beat yourself up,  
1614  
00:51:21,859 --> 00:51:23,120  
especially speech  
pathologists,  
1615  
00:51:23,120 --> 00:51:24,829  
we tend to be type a.  
1616  
00:51:24,829 --> 00:51:27,080  
So yeah, enjoy it.  
1617  
00:51:27,080 --> 00:51:31,339  
Have fun with it.  
Thank you then.  
1618  
00:51:31,339 --> 00:51:32,134  
All right.  
1619  
00:51:32,134 --> 00:51:32,689  
Thank you guys.  
1620  
00:51:32,689 --> 00:51:33,515  
Good luck.  
1621  
00:51:33,515 --> 00:51:35,600  
Right. Take care.  
1622  
00:51:35,600 --> 00:51:38,399  
Thanks, everyone. Bye.