

# DONALD MACASKILL

Email: [drdon@littleears.ca](mailto:drdon@littleears.ca) Phone: (250) 686-4710

## EDUCATION

---

**Au.D. 2004. [Nova Southeastern University, College of Allied Health and Nursing, Fort Lauderdale, Florida, USA.](#)**

Research topics: Non-Organic Hearing Loss in Childhood. Identifying Autism in Paediatric Audiology clinic.

Teaching Faculty: Professor Charles Berlin, Dr. Anne Marie Tharpe, Dr. Barry Freeman, Dr. David Fabry, Dr. Brad Stach, Dr. Richard Gans, Dr. Bronya Keats, Dr. Michelle Gagnon.

**M.Sc. 1998. [University of Manchester, Faculty of Medicine, Dentistry and Nursing, UK. Audiology.](#)**

Dissertation: Interrater Reliability of Auditory Brainstem Response  
Advisor: Professor David Baguley.

**B. Sc. 1996. [Queen Margaret College \(University\), Department of Management and Social Studies, Edinburgh, UK. Health Studies.](#)**

**Cert. 2003. [University of Leeds, School of Healthcare Studies. Leading an Empowered Organisation.](#)**

**Dip. 2007. [National Health Service, Scotland. Strategic Leadership Programme.](#)**

**HNC. 1994. Stow College Glasgow. Medical Physics and Physiological Measurement.**

**ONC. 1992. Stow College Glasgow. Medical Physics and Physiological Measurement.**

**ONC. 1989. Glasgow College of Nautical Studies. Electrical and Electronic Engineering.**

## PROFESSIONAL QUALIFICATION

---

- 2024. [Pediatric Audiology Specialty Certification. American Board of Audiology.](#)
- 2017. Certified BC EHP ABR audiologist
- 2015. [Hearing Instrument Practitioner, British Columbia. Registered Audiologist. BC College Speech/Hearing.](#)
- 2014. [Hearing aid aptitude test. University of Southampton.](#)
- 2000. [Certificate of Audiological Competence, British Association of Audiological Scientists, Cambridge, UK.](#)
- 1991. [British Association of Audiology Technicians, Glasgow, UK.](#)

## PROFESSIONAL REGISTRATION

---

- 2014-Present. [Registered Audiologist. Coll. of Health & Care Professionals of BC.](#)
- 2015-Present. [Registered Hearing Aid Practitioner. Registered Audiologist. Coll. of Health & Care Professionals of BC.](#)
- 2000-Present. [Registered Clinical Scientist \(Audiology domain\). Health and Care Professions Council, UK.](#)

## HONORS AND AWARDS

---

- 2023. [Code Hack winner and Code Hack People's Choice winner.](#)
- 2019. [Noelle Lamb Award University of British Columbia](#)  
Excellence in Clinical Education, Audiology.
- 2008. [British Academy of Audiology \(BAA\) Team of the Year.](#)
- 2006. [British Academy of Audiology \(BAA\) Team of the Year.](#)

## GRANTS

---

### [Island Deaf and Hard of Hearing Sound of Change Grant](#)

- |                              |                  |
|------------------------------|------------------|
| • 2016. Vancouver Foundation | Award: \$70,000  |
| • 2016. Victoria Foundation  | Award: \$40,000  |
| • 2017. United Way           | Award: \$73,000  |
| • 2017. BC Lions/Vanity      | Award: \$15,000  |
|                              | Total: \$198,000 |

## ACADEMIC TEACHING EXPERIENCE

---

- 2012-13. [National University of Ireland, Galway, Professor Ivan Keogh.](#)  
Preparing the program and providing lectures on audiology components to 4<sup>th</sup> year otolaryngology module medical students including, basic acoustics, understanding audiograms, new-born hearing, pediatric assessment, adult assessment, audiology management and psychosocial aspects of hearing loss.
- 2006. [Queen Margaret University, Edinburgh, Scotland.](#)  
Lectures on pediatric audiological assessment and habilitation to postgraduate diploma audiology students.

## CLINICAL TEACHING AND SUPERVISION EXPERIENCE

---

- 2023-2024. UBC Rural Coaching and Mentoring Program (CAMP) – Coach/Mentor.
- July 2021-present. [University of British Columbia, Vancouver. Clinical Assistant Professor, Faculty of Medicine, Department of Audiology and Speech Sciences.](#)  
Clinical teaching of M.Sc. audiology students on their pediatric placements; identifying specific needs and creating individualized teaching tutorials to ensure progression in the audiology program.

Individualized teaching methods following traditional, constructivist and socially critical methods including experiential, tutorial/presentation, directed reading, taskbased learning, Socratic questioning, reflection, case studies and practical assessment and occasionally innovative if required.

- **2017-2021. University of British Columbia, Vancouver. Clinical Educator, Faculty of Medicine, Department of Audiology and Speech Sciences.** As above. Prior to this year's practicum students, at least half of the students I have been responsible for are now working in pediatric audiology services.
- **2016-17. British Columbia College of Speech and Hearing, Active conditional student supervision.**
- **2016.** Dr. Lisa Bell, RHIP
- **2017.** Karen Ma, RHIP
  
- **2012-2014. Masters Students Supervised University College, Cork, Ireland.**
- **2012-2014.** Serena Tansey. M.Sc. Audiology
- **2012-2014.** Teresa Browne. M.Sc. Audiology
  
- **2007-2014. Masters Students Supervised University of Manchester, UK.**
  
- **2013-2014.** Martina Farren, M.Sc. Educational Audiology.
- **2007-2010.** Sandy Gardiner. M.Sc. Audiology.
- **2007-2008.** Dr. Alison Schulga. Pediatric Audiology M.Sc. modules.
- **2007-2008.** Jennifer Pow. Pediatric Audiology M.Sc. modules.
  
- **Post Masters Degree Students University of Manchester, UK**
- **2013-2014.** Jennifer Grace. Irish Post graduate Certificate of Audiology Competence (Ireland).
  
- **1998-2011. British Association of Audiological Scientists (Now British Academy of Audiology).**
- **2008-2011.** Placement supervisor and Clinical Educator for Higher Certificate to Practice candidates' paediatric and adult placements. Forth Valley Hospitals, Scotland.
- **2003-2004.** East Anglia supervisor for Certificate of Audiological Competence candidates. England.
- **1998-2003.** Placement supervisor and Clinical Educator for Certificate of Audiological Competence candidates' paediatric placement. Addenbrooke's Hospital, Cambridge, England.
  
- **2006-2012. Queen Margaret University Audiology Students.** Placement supervisor and Clinical Educator for post graduate diploma and B.Sc. in Audiology candidates. Forth Valley and Tayside, Scotland.

## CLINICAL EMPLOYMENT HISTORY

---

- **2015-Present.** Director Little Ears Audiology Practice LTD. Victoria BC
- **2016-2025.** Paediatric Audiologist/ABR Audiologist. *Island Health, Victoria, BC.*
- **2015-2020.** Paediatric (*Contract*) Audiologist. *Northern Health, BC.*
- **2015-2018.** Hearing Services Manager. *Island Deaf and Hard of Hearing, Victoria, BC. (Part time).*
- **2015-2016.** Audiologist. *Costco, Hearing Clinic, Langford, BC. (Part time).*
- **2014-2015.** Audiologist and store supervisor. *Hearing Life Canada. Saanich, BC.*
- **2012-2014.** Audiology Services Manager/Senior Audiological Scientist. *Health Service Executive, Galway, Ireland.*
- **2013-2014.** Director and private Audiological Scientist. *Rightway Hearing Ltd. Galway, Ireland.*
- **2011-2012.** Audiology Services Manager (Director). *Tayside University Hospital, Dundee, Scotland.*
- **2005-2011.** Audiology Services Manager (Director). *Forth Valley National Health Service Scotland.*
- **2004-2005.** Principal Audiological Scientist. *Edith Cavell Hospital. Peterborough National Health Service England.*
- **1997-2003.** Senior/Principal Audiological Scientist. *Cambridge University Hospital (Addenbrooke's), England.*
- **1989-1996.** Trainee-Senior Audiology Technician. *National Health Service Hospitals, Scotland.*

## RESEARCH EXPERIENCE

---

As a clinician in the health services, I have limited evidence with traditional academic research and academic papers, however, when in a position to affect change as a director or as a service lead, I have a strong record of accomplishment. This includes identifying future needs, innovating in clinical services, piloting both successful and unsuccessful projects, sharing outcomes, improving the education and clinical skill of my staff, and collaborating with different professions and companies all designed to improve clinical care. Some of these innovations were driven by client needs and finding ways to improve care when service limitations disadvantaged individuals. Many of these changes have become routine clinical practice. Examples are given in the presentation and posters section below; however, this single example was cited by Professor Adrian Davis's team and is now a routine practice in the UK.

“In NHS Forth Valley, open ear fittings were trialled in 2006 and it is estimated that 50-60% of patients now receive them. This service is at the leading edge of high-quality patient care.

The potential benefits of open fittings technology include patients being treated in the same session as assessment, so there is no wait between hearing assessment and hearing aid fitting. There is also a potential significant reduction in clinical time leading to lower waiting lists, increased patient acceptance and satisfaction because of less occlusion and a more discreet hearing device.” Davis A, Evans M, Martin M, Orton L. CLINICAL AUDIT OF NHS AUDIOLOGY SERVICES IN SCOTLAND. Edinburgh: The Scottish Government, 2007. P. 10. ([link to 1 clinical audit](#)).

## PUBLICATIONS

---

### Book chapter

- Keogh, Ivan & O'Duffy, Fergal & MacAskill, D. (2013). Appreciating the Spectrum of Audiological Issues in Children with Downs Syndrome. XII IAPO Manual of Pediatric Otorhinolaryngology (pp.260-264). Chapter: Hearing and Communication Disorders in XX1 Century. Publisher: Sao Paulo intl Editors: T Sih, A Chinski, R Eavey, R Godinho

### Journal Publications

- O'Duffy, Fergal & McAskill, D & Keogh, Ivan. (2013). Children with Down's syndrome: are we hearing their needs?. Irish medical journal. 106. 38-9.

### Other Articles

- MacAskill, D. Gardiner, S. Things to do when you get a Fail to Attend. British Academy of Audiology Magazine. 2009. (14): 16-18.
- MacAskill, D. Team of the Year Award 2008 Forth Valley Audiology. British Academy of Audiology Magazine. 2009. (13):20-21.
- MacAskill, D. Report on the experience of Forth Valley NHS Audiology Department with Starkey Radius 400 RIC aids. 2008 (May). Starkey Evaluation report. ([link to 2](#)).
- MacAskill DJ, Humphriss RL, King D. Reducing Non-attendance rates in the Community Paediatric Audiology Clinic the cheap and easy way. British Society of Audiology News. 2003. 38 (April): 16-18.
- MacAskill Don. Paediatric Hearing Aid Hands on Workshop. British Society of Audiology News. 2001. 32 (April): 12-13.

## PRESENTATIONS AND INVITED LECTURES

---

### Paper Presentations:

- **September 2001.** Insert Visually Reinforced Audiometry. Experiences from a Community Paediatric Audiology clinic. *British Society of Audiology Annual Conference, Winchester, UK.*

### Keynote Address:

- **May 2012.** Outcome Measures for Evaluating Hearing Aid Benefit in Children. *British Society of Audiology, Paediatric Audiology Interest Group, Sheffield, UK.*

### Workshops:

- **February 2017.** Tinnitus Information Workshop, Island Deaf and Hard of Hearing.
- **June 2013.** Audiology workshops for Down syndrome Ireland, Waterford. Workshop 1. Audiology Considerations for Parents of Adults. Workshop 2. Audiology Considerations for Parents of Children. Workshop 3. Adult Workshop; Screening, Hearing Loss Simulations, Workshop 4. Hearing Protection Advice and Open Questions.
- **March 2013.** Audiology Workshop for Down syndrome Ireland, Athlone.

### Invited Lectures:

- **February 2017.** Middle ear measures. *West of Canada Costco Managers Vancouver, UK.*
- **February 2015.** Innovation in healthcare. *Steering a True Course, leadership seminars, Durham, UK.*
- **February 2014.** Innovation in healthcare. *Steering a True Course, leadership seminars, Durham, UK.*
- **June 2014.** Paediatric Audiology Update. *Irish Teachers of the Deaf Annual Conference, Galway, Ireland.*
- **February 2013.** Innovation in healthcare. *Steering a True Course, leadership seminars, Durham, UK.*
- **February 2012.** Quality in Audiology. *Steering a True Course, leadership seminars, Durham, UK.*
- **November 2012.** Audiology Consideration with Down Syndrome. *Irish Speech and Language Therapists Conference. Galway, Ireland.*
- **May 2010.** Individual Management plans: a 4-year experience. *Audiology Rehabilitation Study Day Camelon, Scotland.*
- **June 2009.** Non-Organic Hearing Loss in Childhood. *Forth Valley Audiology Update and Knowledge Study Day. Stirling, Scotland.*
- **November 2008.** Innovation in Health Care, *National Health Service, Scotland. Royal Society of Medicine, Edinburgh, Scotland.*
- **June 2008.** Visible Speech Mapping in Audiology. *Welsh audiology*

*national conference, Cardiff, Wales.*

- **July 2007.** Assisting Early Identification of Autistic Spectrum Disorders (ASD) in the Paediatric Audiology Clinic. *Forth Valley Audiology Update and Knowledge Study Day. Camelton, UK.*
- **May 2006.** Paediatric Audiology, Newborn screening and then what? *Disability Forum Conference, Camelton, Scotland.*
- **May 2000.** Insert Visually Reinforced Audiometry in the community. *Anglia Regional Audiology Group, Bury St Edmunds, UK.*

### **Conference Poster Presentations**

MacAskill, D.J., Gardiner, S., Visible Speech Mapping (Forth Valley Experience).

*Proceedings of the British Academy of Audiology Conference 2008, Liverpool, UK. 26 - 28 Nov 2008.*

MacAskill, D.J., Mordue, E., Gardiner, S., Doody, S., Hearing Aids in Under an Hour (And a Half). *Proceedings of the British Academy of Audiology Conference 2008, Liverpool, UK. 26 - 28 Nov 2008.*

Nicol, J., Gardiner, S., MacAskill, D.J., Improving Access to Paediatric Audiology Services and Resources utilising a Fun and Support Day. *Proceedings of the British Academy of Audiology Conference 2007, Telford, UK. 21-23 Nov. 2007.*

MacAskill, D.J., Mordue, E., Gardiner, S., Doody, S., Slim Down and Reduce Your Wait (The Forth Valley Open Fit Slim Tube Experience). *Proceedings of the British Academy of Audiology Annual Conference, Telford, UK. Nov. 22-24, 2006.*

MacAskill, D.J., Reid, S., Wilkinson, L., Audiology Telephone Review Service for Digital Hearing Aid Provision. *Proceedings of the British Academy of Audiology Annual Conference, Telford, Nov. 22-24, 2006.*

MacAskill, D.J. King, D. Humphreys, A., Insert Visually Reinforced Audiometry in the Community Paediatric Audiology Clinic. *Proceedings of NHS Conference, Milan, Oct. 12/14, 2000.*

MacAskill, D.J. King, D. Humphreys, A., Insert Visually Reinforced Audiometry in the Community Paediatric Audiology Clinic. *Proceedings of 13<sup>th</sup> Annual Hearing Screening Day, Nottingham, April, 2000. ([link to 3](#)).*

### **SERVICES TO AUDIOLOGY**

- 
- **2014.** Member of Irish Audiology Standardised Work Processes Committee.

- **2013.** Introduced and piloted fitting bone conduction hearing aids to children with Down syndrome using the new (at the time) and cheaper [“Contact Mini”](#) bone conduction aid which is now routinely used in the UK and Ireland.
- **2013.** [Ida Institute attendee for patient centred care focus group and seminars.](#)
- Designed and created a fit for purpose paediatric audiology service for Galway in Ireland and assisted implementation of the Irish newborn hearing screening program.
- **2011.** Review of vestibular services and redevelopment for Ninewells University Hospitals group.
- **2005-11.** During my tenure at Forth Valley, I worked with hearing aid manufacturers and equipment manufacturers giving feedback on their new equipment. This included the Interacoustics affinity, Primus hearing system, receiver in the canal aids from Starkey and GnResound, Aurical systems and Unity systems.
- **2007-10.** Shared innovations through reports to Scottish Government and Modernizing Hearing Aid Services (MHAS), England, as well as presentations to National Health Services change teams and experiences to professions publications. [\(link to 4\).](#)
- **2010.** Travelled to Denmark and worked with GnOtometrics on the “Aurical Freefit” device (which became the Aurical) under non-disclosure rules.
- **2009.** Bone anchored hearing aid service redevelopment report for Scottish Government Audiology Advisory Committee. [\(Link to 5\).](#)
- **2008-9.** Member and Vice Chairman of the Scottish Government Audiology Advisory Committee.
- **2006-8.** Introduced, piloted, and presented on the one stop hearing aid assessment and fitting service.
- **2005-11.** Member of Scottish Audiology Commodity Advisory Board, which was tasked with determining needs, reviewing submissions, and determining which hearing aids and audiology equipment would be placed on annual national contracts.
- **2008-9.** Editor of the British Academy of Audiology quarterly magazine. [\(link to 6\).](#)
- **2008-9.** Member of the British Academy of Audiology publicity committee.
- **2005-11.** Chairperson and member of Forth Valley Paediatric Hearing Services Workgroup.
- **2005-11.** Created a new model of paediatric audiology services, in collaboration with Forth Valley Sensory Centre, Social Worker for Deaf Individuals, ENT services and education [\(link to 7\).](#)
- **2005-6.** Chairman of Forth Valley Audiology workgroup. This group was tasked with identifying needs based on [public health institute for Scotland audiology needs assessment report](#) and agreeing priorities for funding and creating a business case requesting funding to Scottish government.
- **2005.** Introduced extended 4 day working week to successfully increase audiology capacity and address waiting lists which also allowed each staff member at least one four-day weekend per month.
- **2005.** Tasked with and responsible for setting up the Newborn Hearing Screening program in Forth Valley within a three-month period as required by Scottish

Government. This became a Midwife led AABR only program due to 6-hour discharge innovation.

- **2002.** Organised 4 Cambridge Audiology Lecture Series (CALs) with esteemed speakers such as Professor Brian Moore talking on about their discovery of cochlear dead regions, ([link to 8](#)).
- **2000-3.** Website creator and webmaster for Addenbrooke's Hospital Audiology department.
- **2001.** Level 1 British Sign Language completed.
- **2001-3.** Assisted Professor David Baguley with the pilot project for implementing newborn hearing screening for Cambridge.
- **2000-2004.** Website creator and webmaster for British Association of Audiological Scientists (amalgamated to become British Academy of Audiology).

---

## SERVICES TO EDUCATION

- 2024. Member of UBC SASS strategic planning group.
- **2024.** Member of UBC SASS Clinical Faculty Promotions Committee.
- **2024.** UBC Rural Coaching and Mentoring Program (CAMP) – Coach/Mentor.
- **2022.** University of British Columbia, Faculty of Medicine Clinical Faculty Mentor.
- **2022.** Facilitator for the ‘Professionalism’ module for the University of British Columbia’s Faculty of Medicine students.
- **2017-present.** Clinical Educator for University of British Columbia Audiology program.
- **2008.** Achieved British Academy of Audiology accreditation for [Higher Certificate to Practice](#) education for paediatric and adult audiology for the Forth Valley Audiology department. First and only department in Scotland to achieve this. This allowed postgraduate higher certificate scientist candidates to train there.
- **2008** As editor of the British Academy of Audiology magazine, I dedicated an entire July issue to education, ([link to 6](#)).
- **2007-2010.** Placement supervisor and Clinical Educator for [Queen Margaret University Audiology students](#).
- **2006-08.** Member of the Queen Margaret University Audiology Program Advisory Committee representing the Scottish audiology public health service.
- **2005-2010.** Created, organized, and ran the “Forth Valley Update and Knowledge” study days in Scotland. In total 16 study days with esteemed lecturers such as Professor Charles Berlin, Professor Kevin Munro, Professor Harvey Dillon, Dr. Doug Beck, and Dr. Josephine Marriage. ([link to 9](#)).
- **2006-2010.** Created the Forth Valley Audiology Education fund from proceeds of the study days. This fund of approximately £20,000 permitted audiology staff to attend educational events such as Phonak Sound Foundation, Starkey focus groups in the USA and American Academy of Audiology conferences.
- **2000-2003.** Placement supervisor and Clinical Educator for Certificate of Audiological Competence candidates ([now higher certificate to practice](#)), Addenbrooke’s Hospital, Cambridge, UK.
- **2003-2004.** Training supervisor and Clinical Educator for East Anglia Certificate of Audiological Competence candidates.
- **2000.** In association with Professor David Baguley, organized and ran the “Cambridge Audiology Lecture Series”; a series of evening lectures in Cambridge which included Professor Brian Moore’s early lecture on ‘Dead Regions of the Cochlea: Implications for Clinical Audiology’ as well as talks on imaging by Dr. Debbie Hall, Autism by Dr. Fatima Janjua and cleft lip and palate by Dr. Per Hall ([link to 8](#)).
- **1994-1996.** British Association of Audiology Technicians examiner for practical examinations.
- **1994-1995.** Supervisor for British Association of Audiology Technicians student.

---

## SERVICES TO THE COMMUNITY

- **2016.** Created the Hearing health strategic plan for Island Deaf and Hard of Hearing Centre (IDHHC).
- **2016.** [Our Place Community, Victoria](#). Alongside the Island Deaf and Hard of Hearing (IDHHC) employment colleagues, a free drop in hearing assessment clinic was set up; many of the clients had hearing loss and we were able to direct them to clinics that could provide them with help. [See newsletter article](#).
- **2016-2018.** [Sound of Change \(SOC\) project IDHHC](#). The above initiative led me to pilot fitting some older loaner and refurbished hearing aids which led to the SOC project. In collaboration with the BC Lions Club of Vancouver Island as well as Island Health and funding partners, we fitted over 300 hearing aids, and I was able to supervise and train two new graduate audiologists.
- **2010.** Volunteer service provision of hearing aid maintenance clinics. The National Health Service in Scotland was prioritizing care closer to home. In Forth Valley, we had adult assessment and hearing aid clinics in two centres and this left many older individuals with long distances to travel to access hearing aid repairs or simple maintenance. Financially, we did not have the capability to provide services regularly in other areas and so I introduced a volunteer's service for this. With staff and health clinics support, we created a six-week training course followed by hands on repair clinics through our hospital volunteer program. This resulted in hearing aid maintenance clinics expanding to 4 other sites that people could access. [This service continued and won the British Academy of Audiology Team of the Year award in 2015](#).
- **2009-11.** Nursing home training series. Recognizing the high staff turnover in nursing homes as well as the significant amount of hearing-impaired clientele, I worked with one of my staff to identify key workers in selected nursing homes and invited them to a series of educational sessions about hearing aids. We gave them simple hearing aid information packages and tools and instructed them on how they worked as well as giving basic information regarding hearing loss.
- **2009.** Through the Scottish Government workgroup, we obtained funding for an Adults with learning difficulties screening project. I employed and trained a medical student to travel to the domiciles and day centers of adults with learning difficulties to screen for hearing loss. This small study showed a significant amount of impacted ear wax as well as permanent hearing loss.
- **2007.** [Introduction of audiology videos for patients](#). Recognizing that child patients and parents would benefit from some visual representation of why they are attending our clinics, we created several videos showing the various pediatric assessments we undertook.

**PRIVATE COMPANY INFORMATION**

- **2016-2020.** MacAskill Donald. Contract Paediatric Audiology Services, BC. *Director.*
- **2013-2014.** Rightway Hearing Limited, Galway, Ireland. *Director.*
- **1992-1993.** Macaskill, Donald. Private company. East Kilbride, Scotland. *Director.*

**PROFESSIONAL AFFILIATIONS**

---

- **2014-2021.** Canadian Academy of Audiology.
- **2004-2019.** British Academy of Audiology.
- **1998-2004.** British Association of Audiological Scientists.
- **1989-2004.** British Association of Audiology Technicians. 1994-1996 Examiner for practical examinations.

---

Donald MacAskill-